

Impact of an employer-sponsored digital menopause program on workplace retention and career longevity

Hannah Jahnke, PhD, Alison Brinson, PhD, Christa Moss, PhD, Stacey Fine, MD, Natalie Henrich, PhD, MPH
Maven Clinic, New York, NY



OBJECTIVES

The impact of menopause symptoms on work outcomes costs the U.S. economy \$1.8 billion a year through reduced work productivity, absenteeism, and early exit from the workforce, among other factors. Gaps in menopause education and care leave many menopausal people unprepared to manage their symptoms, putting them at risk of adverse work outcomes.

Employer-sponsored programs specifically for menopause may mitigate these effects by providing employees with evidence-based resources that are convenient and accessible.

This analysis assessed the influence of an employer-sponsored digital menopause program on workplace retention and career longevity.

DESIGN

Study design:

- A web-based survey was completed by users of Maven's menopause program, an employer-sponsored benefit that offers digital access to healthcare providers (including menopause specialists) and allied health professionals, educational articles, and webinars.
- Menopause symptom severity was measured upon enrollment into the menopause program using the validated Menopause Rating Scale (MRS).

Cohort:

- US-based users of Maven's menopause program
- Experiencing menopause symptoms

Outcomes:

- Self-reported perception of the program's influence on their likelihood of remaining:
 1. With their current employer (retention)
 2. In the workforce (career longevity)

Statistical methods:

- Data were assessed descriptively and with bivariate tests.
- Results were stratified by each user's menopause symptom severity score:
Mild symptoms (1-10), moderate symptoms (11-22), and severe or very severe symptoms (23 and higher).

Access to a digital menopause program may help menopausal people stay longer at their current jobs and in the workforce, particularly for those with the highest symptom severity.



RESULTS

Data were collected from 85 program users.

As a result of having the menopause program, users reported they are more likely to:

- Continue working for their current employer (36.5%) (Table 1a).
- Stay in the workforce longer (27.1%) (Table 1b).

Users with **severe or very severe** symptoms were more likely to report that, as a result of having the menopause program, they would:

- Continue working for their current employer (46.7%), compared to those with moderate (31.1%) or mild (40.0%) symptoms ($p=0.007$) (Table 1a).
- Stay in the workforce longer (46.7%), compared to those with moderate (22.2%) or mild symptoms (24.0%) ($p=0.17$) (Table 1b).

Workplace retention and career longevity by symptom severity

1a. Are you more likely to continue to work for your current employer because you have this program?

	Yes	I'm not sure	No
Mild (n=25)	10 (40.0%)	10 (40.0%)	5 (20.0%)
Moderate (n=45)	14 (31.1%)	11 (24.4%)	20 (44.4%)
Severe or very severe (n=15)	7 (46.7%)	8 (53.3%)	0 (0%)
Overall (N=85)	31 (36.5%)	29 (34.1%)	25 (29.4%)
p-value¹			0.007

1b. Do you think you will stay in the workforce longer because you have this program?

	Yes	I'm not sure	No
Mild (n=25)	6 (24.0%)	13 (52.0%)	6 (24.0%)
Moderate (n=45)	10 (22.2%)	19 (42.2%)	16 (35.6%)
Severe or very severe (n=15)	7 (46.7%)	7 (46.7%)	1 (6.7%)
Overall (N=85)	23 (27.1%)	39 (45.9%)	23 (27.1%)
p-value¹			0.17

CONCLUSIONS

An employer-sponsored digital menopause program may help menopausal people stay longer at their current jobs and in the workforce, particularly for those with the highest symptom severity. Supporting people with the highest symptom severity is particularly important because previous work has shown that these are the people who are most likely to experience adverse workplace outcomes.¹

Employer-sponsored digital menopause programs may increase awareness of and access to evidence-based resources on menopause, which can help reduce symptoms and ultimately reduce workplace attrition.

Reference:

¹Faubion SS, Enders F, Hedges MS, et al. "Impact of Menopause Symptoms on Women in the Workplace." Mayo Clinic Proceedings. 2023;98(6):833-845.