

The Comprehensive Menopause Benefit Checklist

How to support all aspects of your
employees' menopause journey



Living through menopause: a culture of stigma and a lack of support

Menopause universally affects menstruating individuals, leading to inadvertent inequities in many companies, despite an intent to support a diverse workforce. Nearly 3 in 4 women go untreated for menopause symptoms that can have a multitude of negative effects on quality of life¹. In fact, 59% of individuals reported missing workdays as a result of menopause symptoms – 18% of those for 8 weeks or more². Furthermore, 1 in 5 women have considered leaving their jobs entirely as menopause symptoms set in³. The symptoms of menopause also impact women of color more intensely than their white counterparts⁴, exacerbating these inequities.

With only 6.8% of OB-GYNs are trained to address menopause symptoms⁵, most employees will struggle with access to providers equipped to address their needs – creating an equity issue in the workforce as employees are entering the prime of their careers.

3 in 4

women go untreated for menopause symptoms that can have a multitude of negative effects on quality of life¹

59%

of individuals reported missing workdays as a result of menopause symptoms 18% of those for 8 weeks or more²

1 in 5

women have considered leaving their jobs entirely as menopause symptoms set in³

6.8%

of OB-GYNs are trained to address menopause symptoms⁵

Covering all bases: a comprehensive benefit

Offering a menopause benefit to employees can be life changing. However, knowing what to look for in a comprehensive menopause benefit can be complex, as the market is still emerging in effective benchmarks. The following criteria can help you prioritize must-haves to ease the member experience and ensure your employees receive timely support and expert care for their constellation of needs – as early as their late 30's and 40's when perimenopause symptoms often arise.

1. Incremental direct and indirect costs of untreated vasomotor symptoms, The Journal of The Menopause Society
2. Impact of Menopause on Work, Newson Health Menopause Society
3. Biote Women in the Workplace Survey
4. Study of Women's Health Across the Nation
5. Menopause Management Knowledge in Postgraduate Family Medicine, Internal Medicine, and Obstetrics and Gynecology Residents: A Cross-Sectional Survey

Review this checklist to evaluate solutions in the market and help you identify a comprehensive solution that addresses employee needs:

- Does the benefit help members validate and address all symptoms of menopause early to avoid unnecessary specialist care? Symptoms can range in severity and manifestation – such as brain fog, chronic fatigue, trouble sleeping, weight fluctuations, heart palpitations, joint pain, inflammation, mood swings – beyond just hot flashes.
- Does the menopause benefit offer access to care from trained clinicians across all 50 states?
- Are menopause providers available with the benefit certified by the North American Menopause Society (NAMS) or similar medical certifications, ensuring they can provide evidence-based medical care?
- Does your solution overcome months-long wait times by ensuring expedited access to appointments?
- Are menopause providers able to provide medical care and/or prescriptions for hormone and non-hormone-based treatments – or are they limited to providing coaching only?
- Does the menopause benefit address barriers to adequate treatment, including patient education and engagement to overcome the stigma surrounding menopause, lack of knowledge or understanding of symptoms?
- Does the benefit provide culturally sensitive care for all who experience menopause, including individuals of color and LGTBQ+ individuals?
- Does the benefit effectively address care coordination needs as comorbidities and heightened health risks present themselves during stages of menopause?
- Are care advocates associated with the benefit trained to provide inclusive education on menopause in a manner sensitive to each individual's journey?
- Does your menopause benefit actively screen for health risks and provide intake forms before the meeting; allowing for maximum time with their providers and self-scheduling?
- Does your benefit include support with member communication and education to ensure timely, destigmatized engagement, supporting members who may struggle to talk about or self-identify menopause symptoms?
- Does the solution include oversight over menopause providers, to ensure the latest evidence-based care?
- Does your solution include care coordination and referrals to in-network care for mental health and chronic condition needs?



Address the menopause factor

Our solutions deliver cohesive, equitable care for life's milestones, bringing together high touch member support and access to high quality specialty care. Altogether, Progyny delivers superior outcomes and lower cost for employers year after year.

Progyny's menopause solution provides unparalleled access to specialized medical care in all 50 states through in-house clinical education support and leading providers, Midi Health and Gennev.

Members engage early in essential knowledge about their health and seamlessly book virtual visits with our unique, nationwide network of certified health providers with multi-disciplinary expertise to address a wide variety of symptoms, ensuring the best treatment path for them.

Ready to bring Progyny to your organization?

Reach out at info@progyny.com



progyny.com