

# Employer Guide and Insights for Oncology Management



## About This Guide

This guide is based on the activity of an Employer Oncology Learning Collaborative led by the Florida Alliance for Healthcare Value and the Midwest Business Group on Health. During this collaborative, the coalitions' Employer Members shared the approaches that they are taking to optimize cancer prevention, screenings, diagnosis, and treatment. In addition, they shared how they are supporting care navigation, paying for care, and helping affected employees return to work. A goal of participating employers was to find ways to drive value in oncology for their organizations and plan members.



## Cancer is the Top Driver of Costs for Employers

- Cancer is an employer's biggest treatment cost.
- Cancer expenditures are predicted to spike an additional 30% in the next three years.
- Many factors impact cancer care cost escalation, including increasing prevalence, inadequate preventive care, screenings below optimal levels, and breakthroughs in costly specialty drugs and treatments.

## The Voice of the Employer

Within a website with findings and actions stemming from this collaborative are suggestions from employer participants about programs and strategies they are using at their worksites. The project advisors and contributors include:



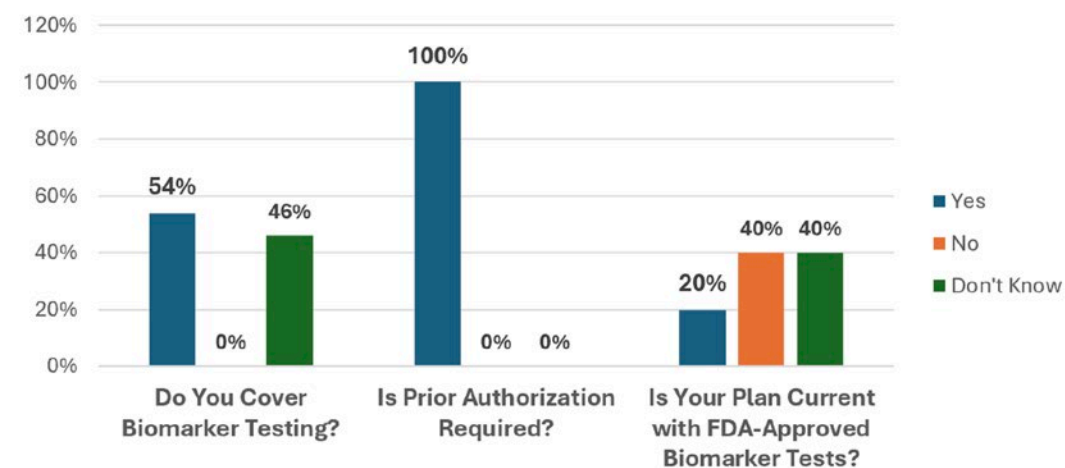
- Kenneth Aldridge, Director of Health Services, Rosen Hotels and Resorts
- Lea Ann Biafora, CEO/Founder of Professional Cancer Care Experience Advisors, Beacon Advocates
- Ray L. Bowman, PhD, Senior Vice President of Talent and Team Development, MarineMax (retired)
- Dan Dentzer, Manager of Health and Wellness Benefits, United Airlines
- Jane Lutz, Senior Employer Account Executive at Genentech on behalf of Cody Adams, Benefits Manager
- Susan McBroom, Director of Human Resources, Patriot Rail Company
- Carole Mendoza, VP, Global Benefits & Employee Mobility, HP Inc.
- Rosa Novo, Administrative Benefits Director at Miami-Dade County Public Schools
- Sherri Samuels-Fuerst, VP of Total Rewards, Sargento Foods (retired)

## Employer Polls

See what employers are doing with oncology benefits, shown in frequent poll results.



Employer Commitment to Cancer Screening  
(Poll of Oncology Learning Collaborative Participants)



Thank you to our project sponsors:

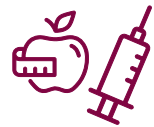


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## Content Sections



### 1. CANCER PREVENTION



Cancer prevention can reduce the incidence and severity of the disease, benefitting patients and their families and employers.

Two important areas of cancer prevention are lifestyle choices and vaccines, including tobacco cessation, weight control, and obesity management. Another example is timely use of the human papillomavirus (HPV) vaccine, which can prevent several forms of cancer.

### 2. CANCER SCREENING



Underlying the support for screening and early identification of cancer is the fact that survival rates increase with early detection.

There is financial motivation, too. Late-stage cancer treatment typically costs significantly more than early-stage cancer treatment, and late-stage treatment takes a larger human toll in stress and side effects.

### 3. CANCER DIAGNOSIS



Some longstanding cancer diagnosis procedures are still used and often are required prior to approval of newer strategies. There are not a lot of barriers to getting these standard tests.

However, new and leading-edge diagnostics are rapidly entering the field. These include biomarker testing, artificial intelligence, and second opinion programs.

### 4. CANCER TREATMENT



Employers are exploring advances in treatment, clinical trials, and coverage of experimental care.

Options include stem cell transplants, immunotherapy, and targeted cell and gene therapies. Some employers are allowing experimental care under certain conditions through an appeal process.

### 5. NAVIGATING CARE AND MANAGEMENT



Navigating cancer care and care options have become complex and often overwhelm the patient, family, and caregivers. To alleviate the stresses on cancer patients, many employers offer care managers or care coordinators. Employers offer other support, including mental health, caregiver support, and palliative care.

### 6. SURVIVORSHIP AND RETURN TO WORK



People with cancer are living longer, with survivorship care including recovering from cancer and promoting health. Returning to work is a step toward getting life back to normal. Employers can facilitate the process with many now viewing cancer as a chronic disease to manage.

### 7. PAYING FOR CARE



Employers are exploring Centers of Excellence, direct contracting, site-of-care strategies, and use of worksite health centers as ways to reduce the cost of cancer care and ensure high-value care. Careful consideration should be given to new programs in the market called alternative funding programs.

***The goal is to design benefit plans and programs that provide the right care, for the right person, at the right place, at the right time, for the right price.***



***Click here to access the website.***

### Hear Directly From Employers

*“We charge smokers a surcharge. If the smoker participates in a cessation program, they do not pay the surcharge. A recent audit found our employees are being honest and we are reducing use with current rates about 4%.” — CAROLE MENDOZA, VP of Benefits, Voya Financial*

