

Employers should consider the unique needs and concerns of each individual employee when promoting vaccines in the workplace. Certain employee groups may experience barriers that make it difficult to access vaccines, while others may have health concerns that put them at risk for severe illness. Read below to learn more about how you can support the needs of four special populations.

## 1 People with weakened immune systems

Some employees may have health concerns (e.g., diabetes, asthma, auto-immune diseases, cancer, etc.) that weaken their immune system and put them at an increased risk for severe health outcomes. **Vaccines are an important step in protecting this group from infections that may remove them from the workforce for long periods of time. Employers should promote vaccines for all workers to protect those who have weakened immune systems.**

Access information about protecting people with weakened immune systems here: <https://immunocompromised.ca/>



## 2 People who are pregnant

Getting vaccinated while pregnant is a **safe and effective way to protect the mother and child from severe illness.** When a pregnant mother is vaccinated, the protective antibodies are passed to the baby. **Employers can support by providing information that is specifically tailored to the needs and concerns of pregnant people.** Some important vaccines include:

- Influenza
- RSV
- Tdap

Access more information about vaccines in pregnancy here: <https://www.vaccinesinpregnancycanada.ca/>



Vaccination remains one of the best ways to safeguard yourself from preventable diseases, reduce the risk of serious illness and complications and prevent the spread of disease to others. Talk to your healthcare provider to learn more about how vaccination can support you and your families health and wellness.

## 3 Older Adults (60+)

Aging causes the immune system to become weaker, and puts older adults at an **increased risk for infections that cause severe illness, hospitalization and death**. Vaccines are a great way to prevent serious health outcomes in this age group. Some important vaccines for older adults to consider include:

- Shingles
- RSV
- COVID-19
- Influenza



Read more about vaccines in older adults:

[A Guide To Vaccines for Older Canadians Supporting Ageing with Confidence, Independence and Good Health](#)

## 4 Newcomers to Canada

Newcomers to Canada (e.g., immigrants, refugees, foreign workers) may face barriers that make it difficult to get vaccinated. Barriers include, limited access to transportation, language barriers, lack of trusted information, no access to a doctor or healthcare provider. Depending on their country of origin, Newcomers may not have received all routine vaccinations that are provided to Canadians.

You can help Newcomers navigate vaccination by:

- Providing first-language vaccine resources
- Referring to local settlement agencies and health system support programs
- Granting time-off to get vaccinated
- Organizing on-site vaccine clinics



Read more about supporting newcomers:

[Immunization of persons new to Canada: Canadian Immunization Guide](#)

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