

What is the value of supporting immunization for employers?

Given that adults spend a significant portion of their time at work, **employers play a pivotal role in safeguarding their health and safety.** Since most private health coverage stems from employer-sponsored plans, employers are key facilitators of employee health and wellness. **Vaccination is a cost effective and proven strategy for preventing illness and associated lost time from work** making immunization promotion and supporting access to immunizations for all employees an integral aspect of workplace wellness initiatives.

Additionally, as Canada's workforce ages, retaining older employees becomes vital to address labor shortages. However, older workers are more vulnerable to age-related vaccine-preventable diseases. Incorporating immunization into workplace wellness strategies can **support the aging workforce** to continue to be healthy and productive members of your organization. Vaccines also help ensure different employee groups like the LGBTQ+ community have access to health prevention measures to **support an inclusive and diverse workplace.**

Return on Investment (ROI)

There is a good economic argument to be made for vaccination against vaccine-preventable diseases due to time off work and productivity losses. **Vaccine-preventable diseases can often result in absenteeism,** affecting both employees directly and those who care for sick children at home. For example:

- Recent studies show **45-80% of cases of Community-Acquired Pneumonia** in adults > 50 years old **require hospitalization** with a mean hospital **length of stay of 11.5 days.**
- A recent systematic review showed that **~75% of employees will miss work** when contracting **influenza and influenza-like illness,** with an **average duration of between 2-3 days off.**
- A 2023 McKinsey report estimated that every case of COVID-19 **led to 1.0-1.5 days off work** in the United States, which added up to **~1 billion lost work days** during the pandemic.
- Richmond School District in British Columbia implemented a **shingles vaccination program** after nine staff members over 50 years of age contracted shingles. The school district noticed a **decrease in shingles infection related sick leave since running the program.**



Supporting your employees' health and wellness

As companies compete for employees in a tight labour market, **providing a competitive and comprehensive suite of employee benefits is becoming more important as a differentiator for employers:**

- Employers that are able to offer a broad suite of preventative health options may be seen as innovative and favorable to work for.
- In the case above from British Columbia, employees appreciated the convenience of the workplace immunization program as well as how their **employer went beyond what is typically offered to support employee health.**
- Providing access to vaccinations demonstrates a commitment to employee health and wellness, which can **enhance morale and loyalty** among employees and **increase your companies ability to compete for talent.**

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.