

# Vaccine Insights for Employers

## Top health promotion programs for employees

According to the Centers for Disease Control and Prevention (CDC) *Workplace Health in America 2017*, in a survey of employers, almost half of the participants indicated they offered health promotion programs that addressed factors contributing to lost productivity and costs.<sup>1</sup>

These included

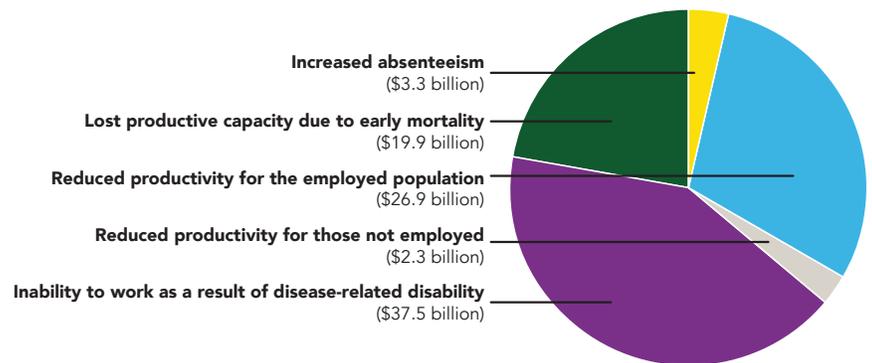
- Physical activity
- Nutrition and healthy eating
- Obesity and weight management
- Tobacco use
- Drug misuse and excessive alcohol consumption
- Musculoskeletal disorders, back pain, and arthritis
- Lactation support
- Stress management
- Healthy sleep

These programs provided educational materials, activities, classes, screenings, services, environmental supports or policies that encourage healthy living.

About half of those surveyed reported that **more than 25% of employees** participated in physical activity, nutrition, and musculoskeletal disorder prevention programs.

## The staggering cost of diabetes

Diabetes is a targeted condition among employers due to its high direct and indirect costs. This chart breaks down the 2017 estimated \$90B indirect cost of diabetes to employers and their employees.<sup>2</sup>



## Increase vaccination coverage among employees by reducing out-of-pocket (OOP) costs.<sup>3</sup>

The Community Preventive Services Task Force (CPSTF) suggests that OOP costs can be reduced by

- Paying for vaccinations or administration
- Providing new or expanded insurance coverage
- Lowering or eliminating patient OOP expenses at the point-of-service (eg, copayments, coinsurances, and deductibles)

The CPSTF reported in 6 studies that reduced OOP costs alone, there was a 28% median increase in vaccination rates.

**Which adult vaccines are recommended for employees?** See back for more info.



## ACIP adult vaccine recommendations for employers<sup>4</sup>

The Advisory Committee on Immunization Practices (ACIP) recommendations for immunizations are the leading national guidelines. The ACIP-recommended schedule of adult immunizations is by vaccine-preventable disease and age group, with indications based on several medical conditions such as pregnancy or chronic disease.

**Working adults are a key target for immunizations.** As such, ACIP recommends that employers provide coverage for these adult vaccines

<b>Pneumococcal</b>	For adults ≥ 65 years old and <65 years old based on high-risk conditions such as <b>diabetes</b>
<b>Diphtheria and tetanus (Td) booster</b>	Every 10 years for persons younger than 65 years. One of the Td boosters should be replaced with tetanus/diphtheria/acellular pertussis (Tdap) to provide protection against pertussis (whooping cough)
<b>Influenza</b>	Annually for all adults <sup>5</sup>
<b>Human papilloma-virus</b>	For women ≤ 26 years of age
<b>Varicella (chickenpox) immunization</b>	For people with no evidence of immunity such as a history of varicella infection; required for very few adults since most had chickenpox as children
<b>Zoster (shingles)</b>	For adults age 50 years and older
<b>Measles, mumps, and rubella</b>	For persons born after 1957
<b>Meningococcal vaccines</b>	Young adults ≤ 23 years old and adults at increased risk for meningococcal disease <sup>6</sup>

Note that all vaccines may be recommended for adults based on their age, medical conditions, and/or other circumstances as determined by their physicians.

## Vaccine education supports employee productivity.<sup>7</sup>

Informing employees about the importance of vaccinations pays dividends. The CDC refers to studies showing that healthy working adults who received an influenza vaccine (in a year when the vaccine was well matched to circulating influenza viruses) experienced

- Significantly fewer days of influenza-like illness
- Fewer doctor visits for such illnesses
- Fewer days off from work than unvaccinated workers

In addition, employers can promote a strategy that helps reduce rates of seasonal flu by

- Encouraging employees to get vaccinated
- Offering onsite flu vaccination clinics
- Posting handwashing signs in rest rooms and providing hand sanitation stations
- Encouraging sick employees to stay home

CDC = Centers for Disease Control and Prevention.

**References:** **1.** Centers for Disease Control and Prevention (CDC). *Workplace Health in America 2017*. Atlanta, GA: Centers for Disease Control and Prevention, U.S. Department of Health and Human Services, 2018. Accessed January 20, 2022. <https://www.cdc.gov/workplacehealthpromotion/data-surveillance/docs/2017-Workplace-Health-in-America-Summary-Report-FINAL-updated-508.pdf> **2.** Northeast Business Group on Health. Digital tools and solutions for diabetes. Published November 2018. Accessed January 21, 2022. [https://nebgh.org/wp-content/uploads/2018/02/Diabetes\\_Digital\\_Fin\\_spreads\\_26NOV2018.pdf](https://nebgh.org/wp-content/uploads/2018/02/Diabetes_Digital_Fin_spreads_26NOV2018.pdf) **3.** Community Preventive Services Task Force. *Increasing Appropriate Vaccination: Reducing Client Out-of-Pocket Costs for Vaccinations*. Updated January 20, 2016. Accessed January 25, 2022. <https://www.thecommunityguide.org/sites/default/files/assets/Vaccination-Reducing-Out-of-Pocket-Costs.pdf> **4.** CDC. Benefits | Flu & Pneumonia Interventions. Accessed January 24, 2022. <https://www.cdc.gov/workplacehealthpromotion/health-strategies/flu-pneumonia/interventions/benefits.html> **5.** CDC. Seasonal influenza (flu) vaccination and preventable disease. Reviewed November 22, 2016. Accessed February 10, 2022. <https://www.cdc.gov/vaccines/vpd/flu/index.html> **6.** CDC. Meningococcal vaccination. Reviewed October 12, 2021. Accessed February 10, 2022. <https://www.cdc.gov/vaccines/vpd/mening/index.html> **7.** CDC. Programs: flu & pneumonia. Reviewed April 1, 2016. Accessed January 24, 2022. <https://www.cdc.gov/workplacehealthpromotion/health-strategies/flu-pneumonia/interventions/programs.html>