



Workforce Vaccination Approach

KEY TAKEAWAYS

- **Significant vaccination concerns** – Leaders report challenges with availability, safety, and awareness regarding workforce vaccination.
- **Companies are encouraging, not mandating, vaccination** – Nearly all leaders are urging employees to get vaccinated, and 90% do not plan to require any proof of vaccination to return to the workplace.
- **Multiple efforts in place to support vaccination** – A majority of companies are providing schedule flexibility, information, and support for vaccination costs.
- **Internal communication is the main approach to educating the workforce** – 86% are sending company-wide communication, and a subset is taking more creative approaches, such as inviting guest speakers, or offering educational programs.
- **Incentives typically include time off or wellness rewards** – More than half are providing time off to employees getting vaccinated while 24% are providing wellness rewards (similar to flu shots).
- **Some are updating policies** – 24% of companies are addressing vaccination by including policies in wellness and safety or COVID-19 policies, and 34% are considering making changes.

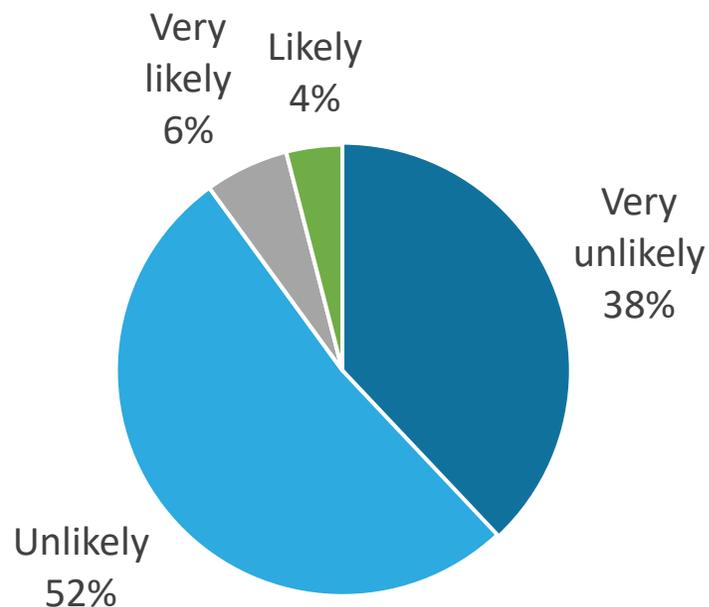
SIGNIFICANT VACCINATION CONCERNS

*How concerned are you about each of the following factors affecting the level of workforce vaccination?
Percentages for those who report being somewhat or very concern*



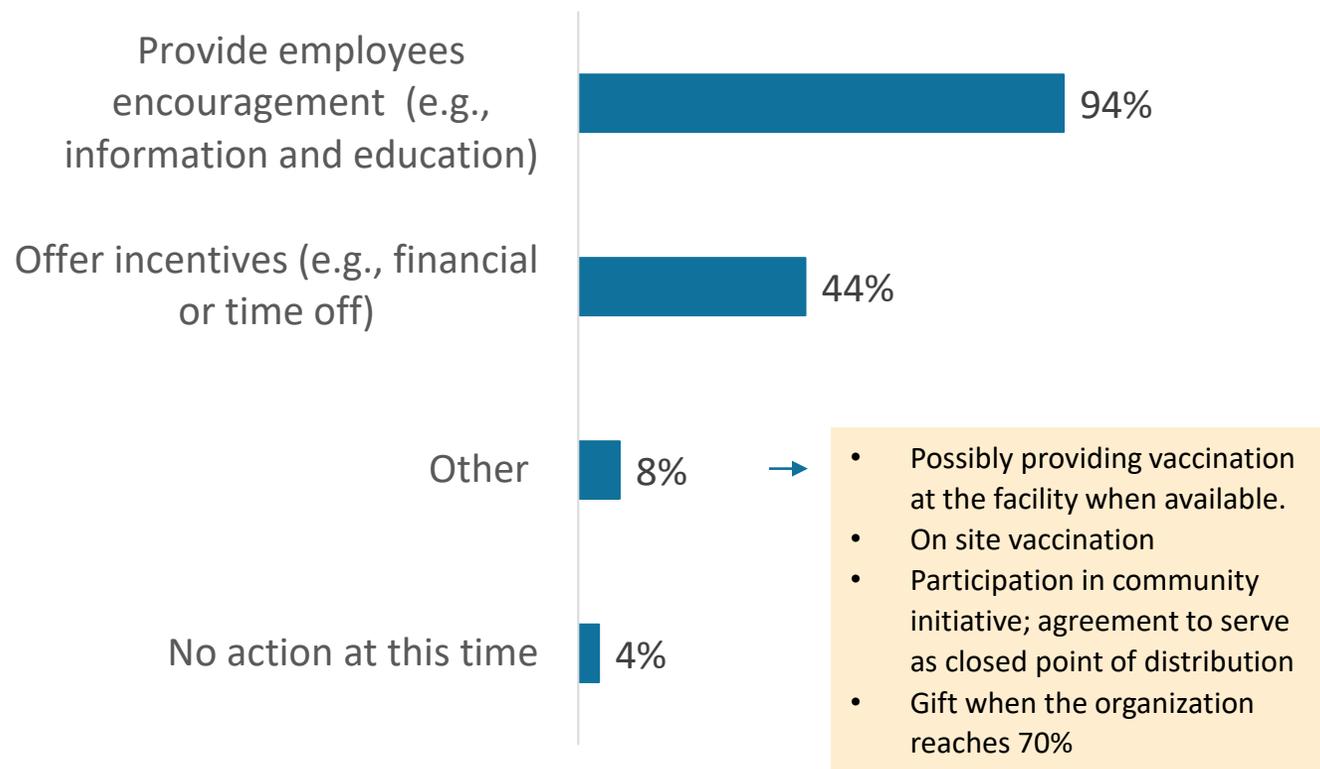
ENCOURAGING, NOT MANDATING, VACCINATION

Overall, how likely is your company to require proof of vaccination to return to the workplace in the next 12 months?



n=50

Which of the following actions is your company taking to support COVID-19 vaccination for salaried full-time employees?

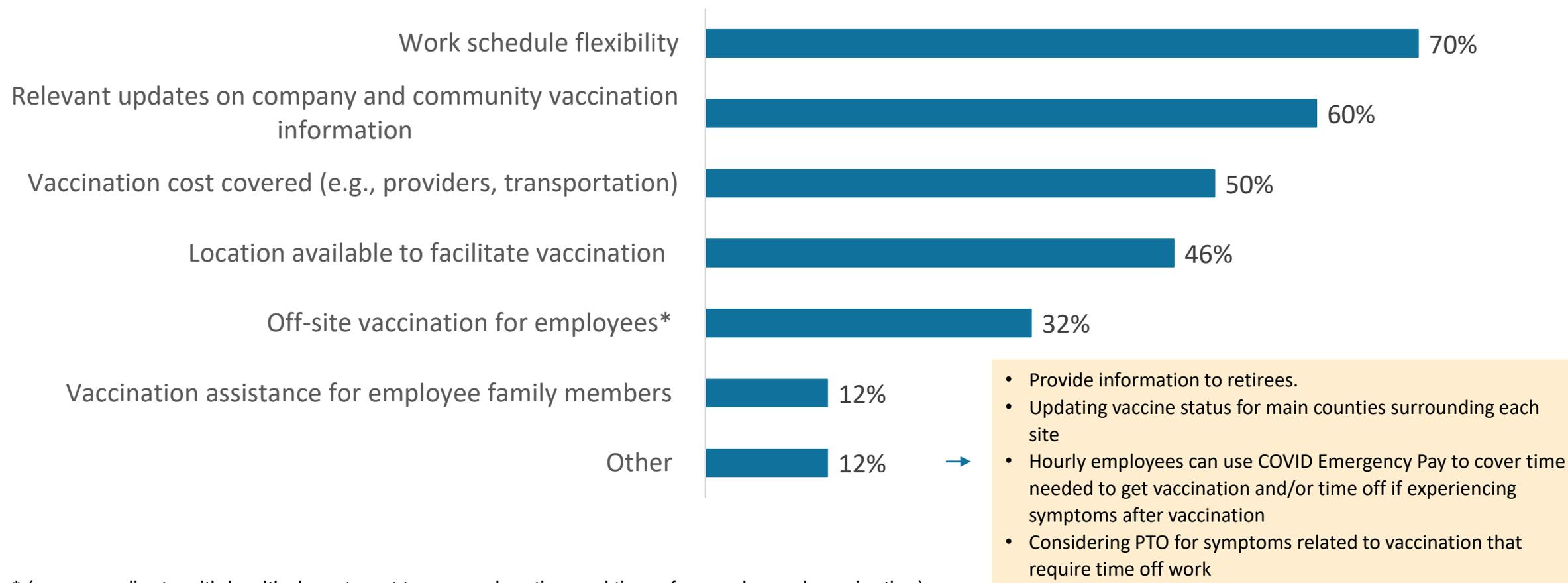


n=50

Nearly all companies have the same vaccination approach for corporate and factory employees.

MULTIPLE EFFORTS IN PLACE TO SUPPORT VACCINATION

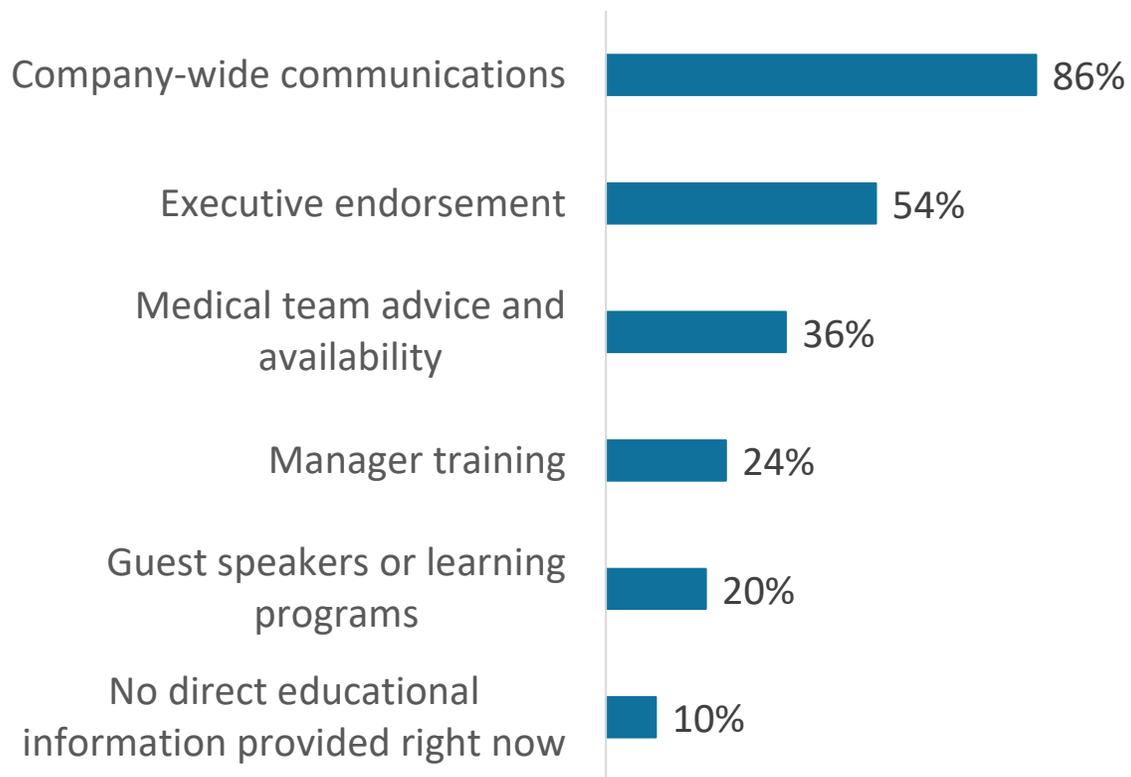
Overall, how is your company supporting (or planning to support) employees in the process of getting vaccinated?



* (e.g., coordinate with health department to secure location and times for employees' vaccination)
n=50

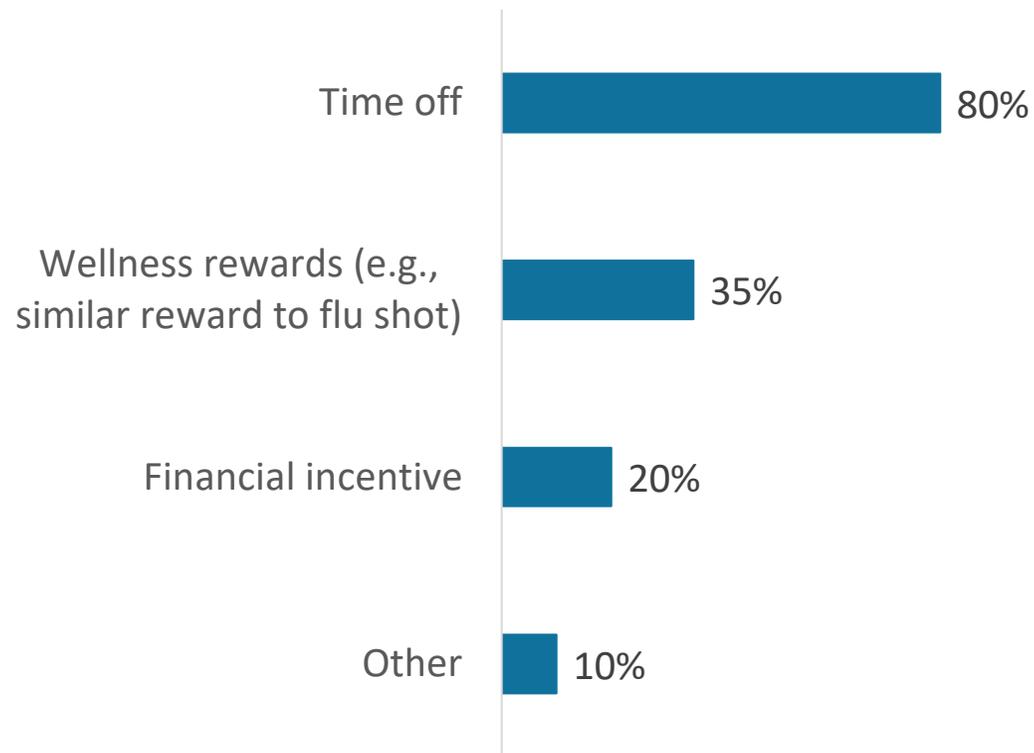
COMMON TACTICS FOR ENCOURAGEMENT

What is your company doing to educate its workforce on the merits and availability of the COVID-19 vaccine?



n=50

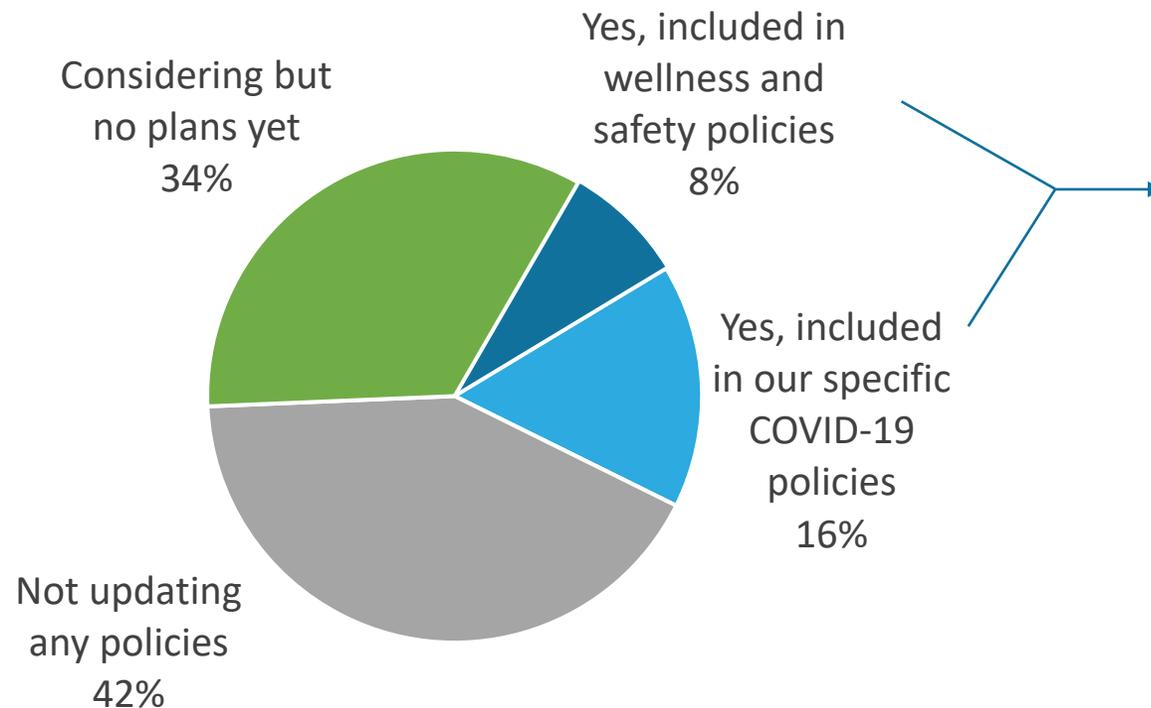
What type of incentive or reward is your company providing to employees getting vaccinated?



n=29

SOME COMPANIES UPDATING EMPLOYEE POLICIES

Is your company updating its policies to address COVID-19 vaccination?

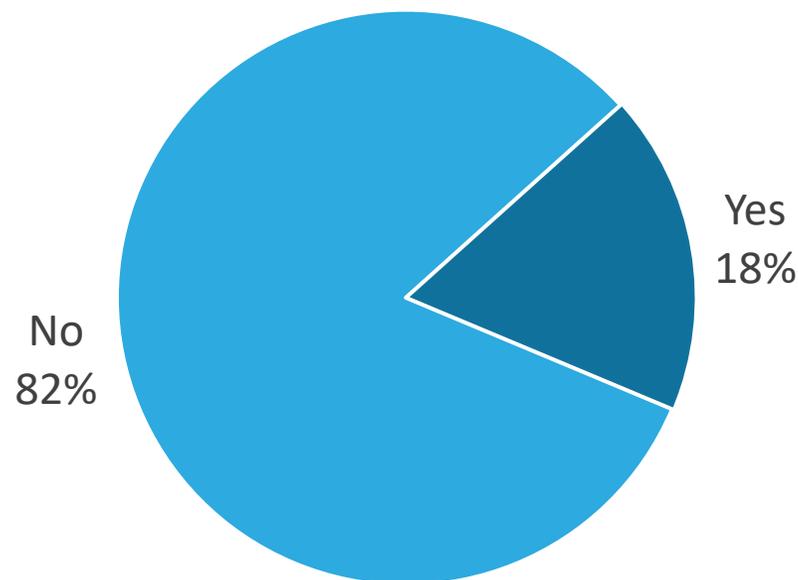


Changes made to the policies:

- We are providing strong encouragement and education but recognize health is a private matter.
- Flexibility for time off to receive as needed.
- Encouraging vaccination and allowing for paid time-off to get vaccinated.
- COVID emergency pay for hourly employees will continue and can also be used for time off to get vaccinated or recover from vaccination symptoms.
- Adding new information as it comes.
- Adding wellness rewards.

ONLY A FRACTION HAS SURVEYED EMPLOYEES ON PLANS TO GET VACCINATED

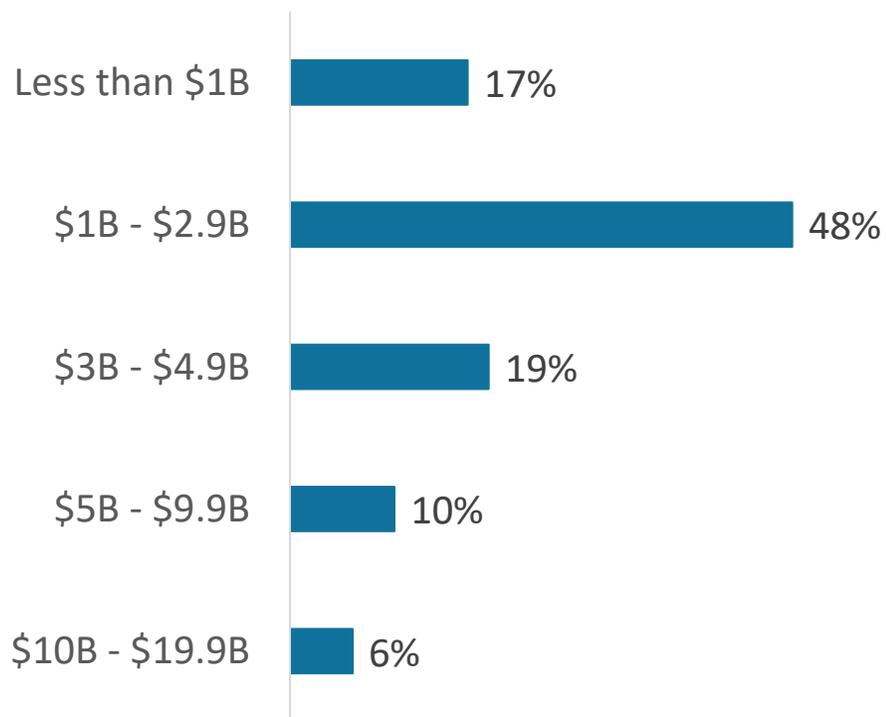
Has your company surveyed employees on their willingness to get the vaccine?



Companies that have surveyed employees report that about 2/3 of their workforce is willing to get vaccinated.

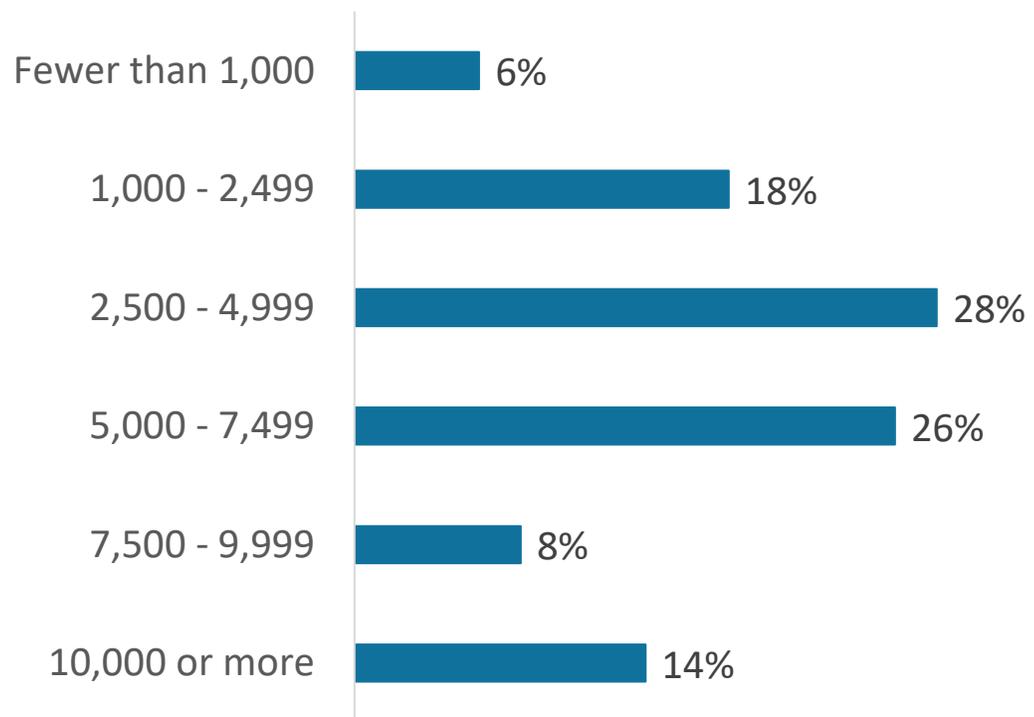
ABOUT THE SURVEY

Company Revenue



n=48

Number of Employees



n=50



About This Publication

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