EMPLOYER HEALTH PREVENTION CENTRE

AVA

PRAXUS HEALTH

Workplace Health & Wellness

Immunization Programs

Practical Strategies for Employee Health Prevention

employerhealth.ca

About Us

Praxus Health

Praxus Health is a not-for-profit that collaborates with a diverse range of partners to drive meaningful change and improve the health of communities.

By connecting diverse sectors, from public to private, we solve complex health problems and empower communities to take control of their health.

www.praxushealth.ca

Adult Vaccine Alliance (AVA)

The Adult Vaccine Alliance (AVA) is a coalition of members including frontline health care providers, industry partners, academics, pharmacy leaders, public health experts as well as other advocacy organizations and patient groups.

Our mission is to collaborate with a group of experts to supporting new approaches to improving vaccine funding, access, and uptake among adults in Canada.

www.adultvaccinealliance.ca

Today's Speaker



Dr. Shelita Dattani

Executive Chair of the Adult Vaccine Alliance

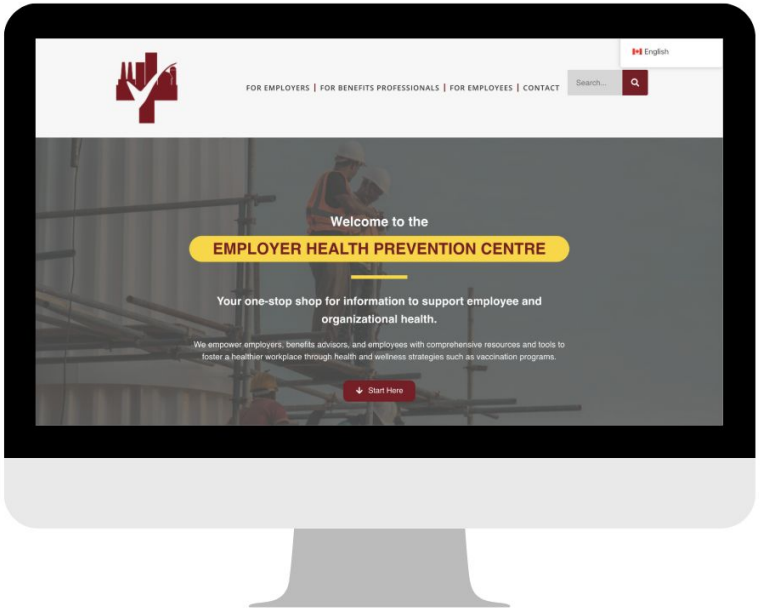
Dr. Shelita (Sheli) Dattani is an internationally recognized pharmacy leader, advocate, and speaker with more than 20 years of experience across community practice, hospitals, academia, industry, and national associations. Sheli is a passionate advocate for pharmacy's role in primary and preventive care, public health, and evidence-based health policy.

Webinar Overview

With respiratory and other vaccine preventable illnesses on the rise, safeguarding employee health has never been more critical. Employers hold the key to protecting their workforce from vaccine-preventable illnesses like HPV, Influenza, RSV, COVID-19, and pneumococcal disease.

In this webinar, you'll gain:

- **Key Insights:** On the value of an immunized and healthy workforce
- **Guidance:** On which adult vaccines are most relevant for employers to support
- **Strategies & Actionable Tools:** To achieve a healthier and productive workforce, reduce lost time and disability claim costs



The Value of Adult Vaccinations

Healthier employees = Healthier, more productive businesses

Productivity Losses

Every year, **12 million** hours of work are lost to vaccine preventable illnesses.[1]

Vaccinated employees miss less time due to influenza and flu-like illnesses than their peers.[2]

Economic Value

Adult vaccination contributes an estimated **$2.5B** to the Canadian economy each year by protecting workforce productivity and reducing pressure on the healthcare system.[1]

Employer Position

Employers are uniquely positioned to improve workforce health, by driving accessible prevention programs and educating their employees.

This proactive approach can benefit both staff and business performance.

1. IQVIA Canada. The Unmet Value of Vaccines. (2024, October 8).. https://static1.squarespace.com/static/64a5d9ad28fcd800b6d17d4a/t/6716cf23a1822100f5c8b425/1757513774637/Adult+Vaccine+Alliance+-+The+Unmet+Value+of+Vaccines+in+Canada+-+Oct+2024+-+English.pdf
2. Blanchet Zumofen, M. H., Frimpter, J., & Hansen, S. A. (2023). Impact of Influenza and Influenza-Like Illness on Work Productivity Outcomes: A Systematic Literature Review. *PharmacoEconomics*, *41*(3), 253–273. https://doi.org/10.1007/s40273-022-01224-9

Prevention Delivers a Return

$1

Every $1 invested

→

>$3

Returns more than $3 in value[3]

$2.5B*

Annual return

*Adult vaccination delivers an estimated $2.4B in annual value to Canada: $1.9B through productivity gains and $514M through value to the healthcare system.

12 Million

Work hours saved

3,100

Premature deaths prevented

3. IQVIA Canada. The Unmet Value of Vaccines. (2024, October 8).. https://static1.squarespace.com/static/64a5d9ad28fcd800b6d17d4a/t/6716cf23a1822100f5c8b425/1757513774637/Adult+Vaccine+Alliance+-+The+Unmet+Value+of+Vaccines+in+Canada+-+Oct+2024+-+English.pdf

Vaccines are not 'lifestyle' interventions

"Vaccinations: the FOURTH PILLAR of cardiovascular prevention" - ESC 2025

PILLAR 1

Anti - hypertensives

PILLAR 2

Lipid-lowering drugs

PILLAR 3

Diabetes medications

PILLAR 4

Vaccination

Source: ESC Clinical Consensus Statement, 2025

Vaccines can help prevent non-communicable diseases

CARDIOVASCULAR

- There is a 34% lower risk of major adverse CV events associated with influenza vaccination.[1]
- RSV and Pneumonia place significant strain on the cardiovascular system, leading to increased risk of MI[2,3]

DEMENTIA

- Emerging evidence signalling that shingles vaccine linked to 20% fewer newer dementia diagnoses.[4]

CANCER

- HPV prevents cervical & oropharyngeal cancers.[5]
- Hep B prevents liver cancer.[6]

1. MacIntyre, C. R., Mahimbo, A., Moa, A. M., & Barnes, M. (2016). Influenza vaccine as a coronary intervention for prevention of myocardial infarction. *Heart*, *102*(24), 1953-1956.
2. Stotts, C., Corrales-Medina, V. F., & Rayner, K. J. (2023). Pneumonia-induced inflammation, resolution and cardiovascular disease: causes, consequences and clinical opportunities. *Circulation research*, *132*(6), 751-774.
3. Montiel, J., Williams, E., Robles-Rodríguez, W. G., Chatzikonstantinidou, K., Carrió, E., Seabroke, S., …& Gessner, B. (2026). The risk of cardiac disease events after respiratory syncytial virus disease: a systematic literature review and meta-analysis. *European Respiratory Review*, *35*(179), 250160.
4. Taquet, M., Dercon, Q., Todd, J. A., & Harrison, P. J. (2024). The recombinant shingles vaccine is associated with lower risk of dementia. *Nature Medicine*, *30*(10), 2777-2781
5. Laurent, J. S., Luckett, R., & Feldman, S. (2018). HPV vaccination and the effects on rates of HPV-related cancers. *Current Problems in Cancer*, *42*(5), 493-506.
6. Cao, M., Fan, J., Lu, L., Fan, C., Wang, Y., Chen, T., ... & Qu, C. (2022). Long term outcome of prevention of liver cancer by hepatitis B vaccine: Results from an RCT with 37 years. *Cancer letters*, *536*, 215652.

The Landscape of Adult Vaccines in Canada

Vaccine Access & Coverage

NACI Recommendations

The National Advisory Committee on Immunization (NACI) recommends adults in Canada receive a number of vaccinations to prevent serious illness. Despite these recommendations, Canadian adults consistently fall short of vaccination targets.[4]

Public Funding Gaps

Unlike childhood vaccines, many adult vaccines are often not fully publically funded in Canada (despite being recommended by NACI) - e.g. Shingles, RSV, pneumococcal etc.

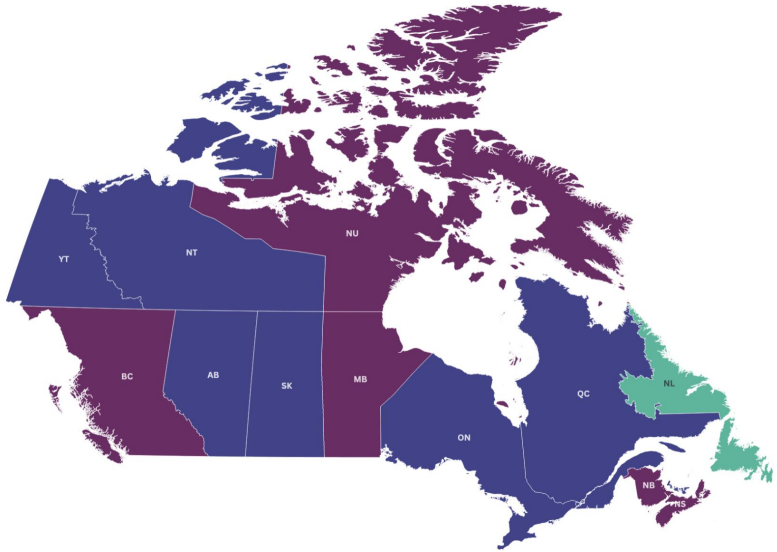
Access & Coverage

Adults in Canada typically pay out-of-pocket or rely on insurance (often provided through their employer) to access these unfunded but recommended vaccines.



4. Government of Canada. (2024 June 10). National Immunization Strategy. https://www.canada.ca/en/public-health/services/immunization-vaccine-priorities/national-immunization-strategy.html

The Vaccination Gap in Canada



Example: Shingles Vaccination funding gap in Canada

- As of October 2026, Newfoundland remains the **only province** in Canada whose funding of the Shingles vaccine aligns with NACI recommendations.

Gap between public funding and NACI recommendation | No public funding | Public funding aligns with NACI recommendation

Shifting Canadian Perceptions Around Vaccination

To date, none of Canada's national vaccination coverage goals have been reached for adults. Despite this, most Canadians still believe vaccine should be publicly funded.

Key factors influencing Canadians interest in getting vaccinated include:

- Knowing the vaccine is effective and safe to receive
- Cost (e.g. having access to public or private insurance coverage)
- Broad availability (e.g. at pharmacies, public health clinics and in the workplace)
- Recommendations by trusted healthcare providers

Reference: 19 to Zero, Adult Vaccination Survey, 2023



73%

of respondents in all regions of Canada feel that adult vaccines should be publicly funded.

Public Perception Insight

A 2019 survey by GSK found that over half of the Canadian adults surveyed believed that vaccinations that are important for them are funded through their province's public health program.[1]

1. GSK. (4 June 2019). *Many Canadian Adults Acknowledge the Importance of Immunization Yet Are Not Getting Vaccinated*. https://ca.gsk.com/en-ca/media/press-releases/many-canadian-adults-acknowledge-the-importance-of-immunization-yet-are-not-getting-vaccinated/

Why do adults so often miss their vaccines?

Cost

Out-of-pocket vaccination costs are often cited as a major financial barrier for adults.

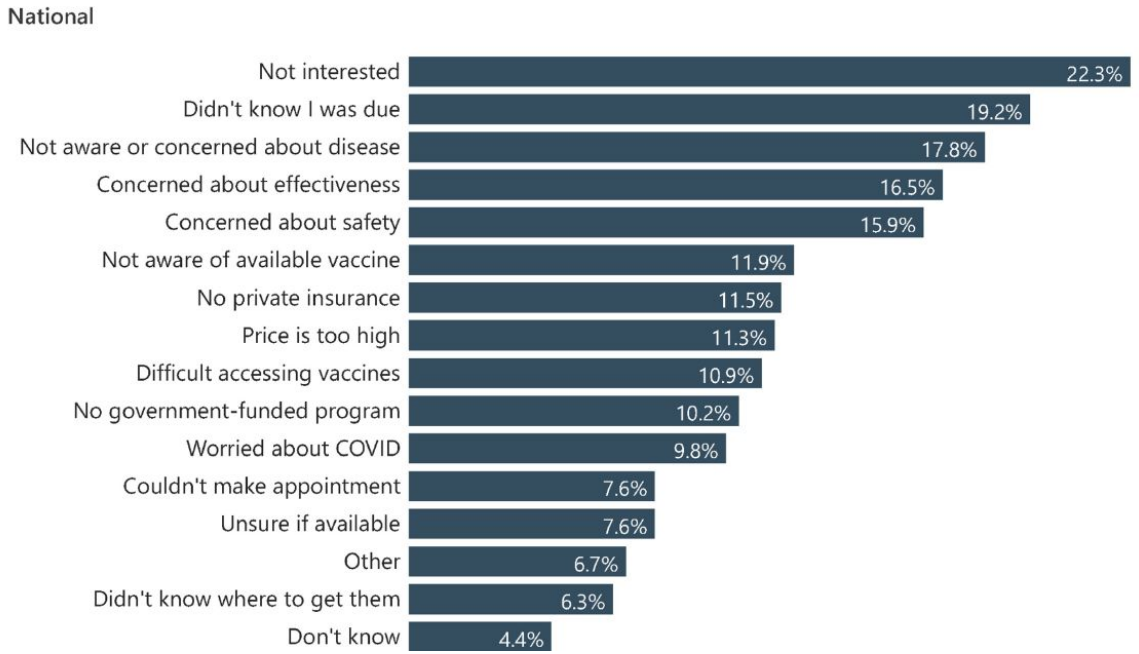
Access

Canada's primary care crisis means that many adults have to navigate booking and accessing vaccines on their own.

Awareness

Many adults remain largely unaware of recommended vaccination guidelines as well as the insurance coverage that they have through their employer.

Survey: Top Barriers to Vaccination



19 to Zero Adult Vaccination Survey, 2023.

The Importance of Vaccination for Employers

Vaccine-preventable diseases disproportionately affect adults, with adults bearing a greater burden of illness and death than children.[1] For employers, adult vaccination can help to:

01 **Reduce Absenteeism:** Healthy employees miss fewer workdays, improving overall productivity.

02 **Prevent Outbreaks:** Significantly reduces the risk of contagious workplace illness outbreaks.

03 **Protect Workforce Health:** Vaccines shield employees and their families from severe illness.

04 **Increase Employee Satisfaction:** Demonstrates proactive care, boosting overall morale & retention.

05 **Attract & Retain Top Talent:** Comprehensive health benefits build a more competitive employer brand.

06 **Reduce hidden costs to employers:** Vaccination can reduce the cost and burden of outbreak management, workplace disruptions, employee absences, missed deadlines, and time spent caring for sick children

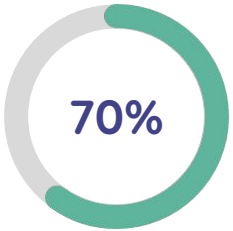


1. Parkins, M. D., McNeil, S. A., & Laupland, K. B. (2009). Routine immunization of adults in Canada: Review of the epidemiology of vaccine-preventable diseases and current recommendations for primary prevention. *The Canadian journal of infectious diseases & medical microbiology, 20*(3), e81–e90. [link removed]

Vaccine coverage through employer benefits is not universal

Reactive vs. Proactive

Medication-only coverage plans are reactive, vaccine coverage is proactive. Vaccination keeps employees safe and reduces illness-related absenteeism.



Limited Coverage

Estimates suggest that only **70%** of Canadian insurance plans cover vaccines, and among those that do, coverage levels and reimbursement vary, leaving many employees to pay out of pocket. The coverage gap is even greater among smaller employers, where **46%** of employees are not covered for vaccines through their workplace plan.[1]

Plan Impact

Ensuring your company's benefit plan includes vaccination coverage can help vaccine uptake in your organization, ultimately reducing absenteeism and improving productivity.

1. Mapol. (2025) Private Drug Plan Leadership Vaccine Coverage Report Card. https://employerhealth.ca/mapol-private-payer-scorecard/

Employees Can't Use Benefits They Don't Know They Have

AVA

77%

of Canadian professionals fail to fully use their health benefits.[1]

While access to medical coverage directly improves health outcomes, a lack of awareness prevents employees from utilizing coverage for essential, non-publicly funded adult vaccines.

Solution

Regular reminders during respiratory season can increase awareness and encourage the use of preventive benefits.

Proactive communication helps employees maximize their coverage, leading to a healthier workplace and lower absenteeism.

1. Robert Walters Canada. (2024, November 19). *Benefits wasted - 77% don't fully utilize workplace benefits* https://www.robert-walters.ca/insights/news/blog/wasted-employee-benefits.html

Vaccine coverage ≠ vaccine access

Key financial and administrative barriers preventing full immunization access:

Prescription Requirements

Requirements make vaccines difficult to access by introducing extra steps and delays for employees, especially without a family doctor.

Low Reimbursement Limits

Plans may not cover a full vaccine series, leaving individuals incomplete in their immunization protection.

Uncovered Administration Fees

Added unexpected out-of-pocket costs that discourage employees from receiving necessary doses.

Vaccination Return on Investment for Employers

Vaccine-preventable diseases lead to lost workdays and reduced productivity

Absenteeism

~75%

of employees with influenza-like illness miss work, averaging **2–3 days off**.[1]

Health-Related Barriers to Workplace Participation Cost Canada's Economy

~100 Billion

In 2025, according to a study by Deloitte Canada. This includes preventable illness caregiving for sick family members.[2]

Workplace vaccination programs have proven impact

The **Richmond School District in BC** achieved a **97% second-dose completion rate** and reduced shingles-related sick leave by offering a convenient vaccination program.[3]



1. Impact of Influenza and Influenza-Like Illness on Work Productivity Outcomes: A Systematic Literature Review, 2022
2. Poor health cost Canada more than $100 billion in economic output in 2025: Deloitte Canada
3. Richmond School District – Supporting Aging Population with Shingles Vaccination, 2024

Your Immunization Playbook: Key Vaccines to Keep Your Employees Safe

Influenza (Flu) Vaccine

Frequency

Annually

Ideally each Fall prior to respiratory season.

Population

6 Months+

Recommended for individuals aged 6 months and older.

Why?

Absenteeism

Flu is one of the leading causes of workplace absenteeism.

Note: public funding varies by province

COVID-19 Vaccine

Frequency

Annually

Or as a seasonal booster.

Population

6 Months+

Recommended for individuals aged 6 months and older.

Why?

Absenteeism

Vaccination helps reduce COVID severity and cases which contribute to workplace absenteeism.

Note: public funding varies by province

RSV Vaccine

Frequency

One dose - at this time

The RSV vaccine provides protection for up to three years.

Population

Older Adults

Recommended Adults aged 75+, those at an increased risk aged 65-74, and those 18+ who are immunocompromised or residents of care facilities.

Why?

To prevent severe disease

RSV can cause severe respiratory illness in older employees and those with chronic medical conditions.

Pneumococcal Vaccine

Frequency

Once

Pneumococcal is a one-time vaccination for adults.

People with weakened immune systems, chronic illnesses, or specific risk factors may require a multi-dose series

Population

Older Adults

NACI recommends pneumococcal for adults aged 65+ and those aged 18-64 at a higher risk.

Why?

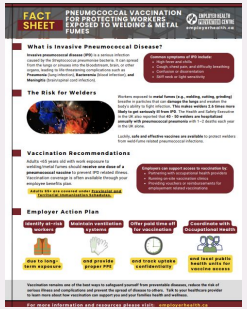
To prevent severe disease

The pneumococcal vaccine can help prevent pneumonia and invasive pneumococcal disease that can lead to hospitalization.

Special Consideration: Welding and Pneumococcal

Welders face an increased risk of invasive pneumococcal disease due to occupational exposure to metal fumes. Pneumococcal vaccination can help protect welders from serious illness and is an important consideration for workplace health and safety.

Learn more at employerhealth.ca!



Beyond Respiratory Vaccines

Shingles Vaccine
Two-dose series, once

Recommended for everyone 50 and older and immunocompromised adults aged 18+.

Tetanus-Containing
Every 10 years

Adults should receive one lifetime dose of Tdap and a Td vaccine every 10 years.

HPV Vaccine
1-2 Dose Series

Recommended for ages 9 to 26, and for adults 27+ after healthcare consultation. Dosing varies based on age and jurisdiction.

Other Vaccines
Varies

Includes travel vaccines (e.g., Hep A) and any missed childhood shots (e.g., MMR).

What Employers Can Do

Provide education on vaccines and their benefits

- Share resources on the value of vaccinations, including materials employees can take home to inform their family members.

Optimize & communicate health benefits coverage for vaccines

- Actively remind employees about the vaccine coverage available through their health benefits plan.
- Optimize coverage for vaccination in employee plans.

Support employees access to vaccinations

- Make vaccinations more accessible by offering on-site or nearby clinics for employees and their families.

Use pharmacy as an access point

- Can run onsite workplace clinics and improve access to vaccines



Optimizing Your Benefit Plan's Vaccine Coverage

Wellness Strategy

Vaccines are a low cost preventative measure that can help reduce absenteeism due to illness and increase workplace productivity.

When covered, vaccines only represent on average **0.5%-1%** of health insurance premiums.

Plan Design Barriers

It can often be difficult to know which vaccines to cover and in what amount.

A changing vaccination landscape and inconsistent public funding for adult vaccines can complicate plan design decision making.

As a result, only **71% of private plan members have v**accines in their drug coverage– this number is even less for smaller employer plans.

Strategic Investment

Key Takeaway:

There is an opportunity for Canadian employers to improve the health and wellness of their workforce by investing in vaccine coverage in their benefit plans.

Facilitating Vaccine Access

Onsite Vaccination Clinics

Implementing onsite clinics is a highly effective operational strategy to bring vaccines directly to your workforce.

Key Onsite Strategies:

- Optimize clinic times around staff schedule
- Provide internal communication
- Simplify appointment booking
- Offer vaccination in conjunction with other events
- Partner with local pharmacy for delivery



Optimize clinic times around staff schedule



Provide internal communication



Simplify appointment booking



Offer vaccination in conjunction with other events

Questions to ask your insurer or benefits advisor

Insurers

- What will you take back?

Advisors

- Audit top 5 clients vaccine coverage
- Push for transparency

Questions to Ask

- Standard inclusion or opt-in?
- What's the maximum and why?
- Is administration covered?
- Do you know the **341% ROI**?

What is the Employer Health Prevention Centre?

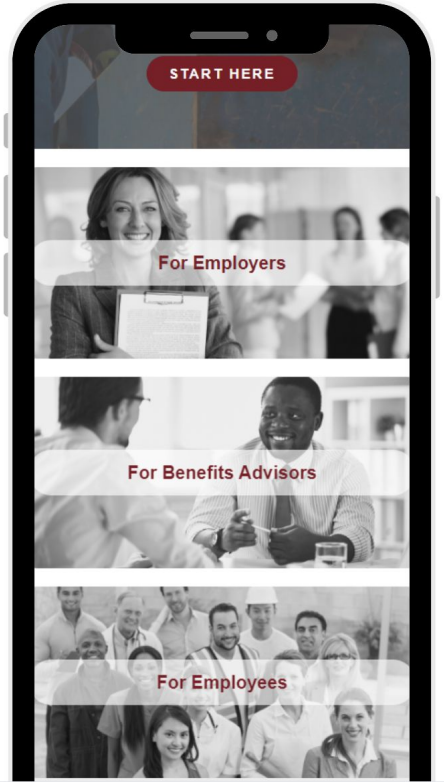
Your immunization one-stop shop for the information you need to support employee and organizational health.

- Contains curated content to help employers build awareness and implement prevention strategies
- Serves as a comprehensive, easily accessible hub for HR professionals, employers, and service providers.
- All content available in both French & English

New Vaccination Content

- Explore resources to support a healthy workforce through vaccination.
- Learn how vaccination benefits your organization & employees.

employerhealth.ca



Resources to Support Employers Workplace Vaccination Programs



FAQ WHY EMPLOYERS SHOULD SUPPORT IMMUNIZATION

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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 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.

For more information and resources please visit: employerhealth.ca

1. **Comprehensive Guidance:** Tools and strategies to support the implementation of adult vaccination programs.
2. **Educational Materials:** In depth resources to education employees on the benefits of vaccination.
3. **Templated Communication:** Pre-designed communication templates for easy outreach.
4. **Promotional Calendars:** A schedule to help plan and execute vaccination campaigns throughout the year.

Equip your HR and Safety professionals with the tools to foster a culture of health and safety in your organization.

Thank You!

We're happy to answer any questions you have. Please write your questions in the Q&A box!

For more information & resources, visit:

employerhealth.ca