Worksite Vaccination in Minnesota

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Needs Assessment

• Advisory group
• Literature review
• Two surveys

Small Business Survey

• Via The Presidents’ Network, 2/2012
• 78/355 reached and responded
  – Mainly non-metro with <250 employees
Small Business Survey

• 41/76 had offered flu vaccine in 2011-12
• 6 had offered Tdap, 20 vaccinated families
• Smallest companies least likely to offer
• Fully vs. self-insured not very influential
• Most billed employees’ insurance
• Barriers: employees rarely at worksite, on different shifts
• Motivated by overall employee wellness
• 13/37 estimated 50%+ employee uptake
• Interested in supportive materials

Large Business Survey

• Via MN Assn. of Occupational Health Nurses, 3/2012
• 46/80 responded
  – 28 in roles of interest
Large Business Survey

- 24/28 offered flu vaccine; 2 had offered in past but stopped
- 9 had offered Tdap, 4 were considering
- Mostly self-insured; no insurance involvement at 16/23
- No incentives offered
- 4 estimated 50%+ employee uptake
- Motivations similar to those of small businesses
- Barriers: time and effort to organize, employee downtime, multiple locations/shifts

Employer Mailing
### Employer Mailing

**Recipients:**
- Big employers in MN
- Not known to vaccinate
- Non-healthcare businesses
- Plausible they would respond

**Next steps:**
- Further followup and advocacy
- Thankyou letter and additional tip sheet for established programs

**Out of 130 employers:**
- 67 known vaccinating
- 14 healthcare
- 5 implausible
- 8 said flu
- 3 said flu+Tdap
- 2 said no
- 31 undetermined

### What We Learned

- Many MN employers already offer vaccines
  - Especially large organizations
  - Well served by variety of vaccinators
  - Limit of viability for small employers
  - Existing programs could be expanded
- Influenza is different
  - Insurance treatment
    - Contracts to give influenza don’t necessarily extend
  - Familiarity
    - Employee benefits vs. occupational health staff
Contact

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