



Preventive Care

Why This is Important

Many of the strategies in the other outcome areas promote chronic condition prevention through environments, policies and programs that promote healthy behaviors. Worksites can also support and encourage employees in accessing preventive care.

Worksites can also help limit the spread of vaccine preventable diseases and illness by encouraging employees to stay up to date on routine immunizations. Immunizations strengthen the body's natural defense, which can be particularly helpful at keeping employees healthy during the fall when COVID-19, Influenza, and RSV are prevalent.

How to Support This Outcome

Education and Awareness:

- Use educational flyers, emails, or other channels to share about the importance of preventive care including cancer screenings, oral health, asthma management, cognitive screenings, and staying up to date on adult vaccinations.
- Promote cancer screenings at the worksite with national awareness months.
- Promote free or low-cost screening services for under-insured or uninsured eligible employees through the You First Program.
- Promote oral health, including dental cleanings and healthy beverage and food consumption.
- Provide information about immunization resources in your area.
- Provide employees with health education in the worksite setting.
- Run seasonal vaccine campaigns encouraging employees to get vaccinated.

Behavior Change:

- Provide on-site or virtual education on cancer screenings, asthma management, hypertension, diabetes prevention and management, and oral health.
- Offer vaccination clinics on-site or share information on area clinics open to the public.
- Provide stickers for vaccinated employees to create a social vaccination norm.
- Identify peer advocates for vaccine promotion.

Policy and Environmental Change:

- Offer paid sick leave and encourage employees to stay home when sick.
- Offer paid leave for vaccination appointments or vaccine side effects.
- Allow employees flexible time to access preventive care services, including vaccination appointments or vaccine side effects.
- Display vaccine brochures and/or posters in community spaces (such as cafeterias, bathrooms, etc.).
- Offer points or rewards through the wellness program for vaccination, particularly respiratory virus vaccines.

Supporting Remote and Hybrid Employees:

- Offer virtual education or chronic condition self-management workshops to include all remote and hybrid employees in worksite wellness programming.
- If offering an on-site vaccination clinic, allow the same time frame for remote and hybrid employees to access vaccinations at local, to them, clinics open to the public.
- Provide flexible scheduling when hosting worksite vaccination clinics.
- Leverage technology to communicate with and educate remote and hybrid workers.

Considerations for Employers of All Sizes

Dependent upon the nature of operations, location of employees, and layout of the worksite, on-site educational opportunities and vaccine clinics might not be feasible options for all employers. An alternate to hosting vaccine clinics for smaller employers would be to identify community vaccinators and share information with employees. By cultivating a worksite culture that promotes self-care and the importance of preventive care, regardless of the size of the employer, employers can help limit the spread of infectious illnesses and equip employees with the information and time they need to access preventive care.

Where to Go for Resources

- Vermont Department of Health's You First program: [YouFirstVT.org](https://www.youfirstvt.org)
- Cancer awareness calendar: [AACR.org/patients-caregivers/awareness-months/](https://www.aacr.org/patients-caregivers/awareness-months/)
- Vermont Department of Health's Cancer Program: [HealthVermont.gov/wellness/cancer](https://www.healthvermont.gov/wellness/cancer)
- Vermont Department of Health's Oral Health Program: [HealthVermont.gov/wellness/oral-health](https://www.healthvermont.gov/wellness/oral-health)
- Vermont Department of Health's Immunization Page:
[HealthVermont.gov/disease-control/immunizations](https://www.healthvermont.gov/disease-control/immunizations)
- Vermont Alzheimer's Disease and Healthy Aging Program:
[HealthVermont.gov/wellness/brain-health-dementia](https://www.healthvermont.gov/wellness/brain-health-dementia)
- CDC Immunization Schedules: [CDC.gov/vaccines/schedules/index.html](https://www.cdc.gov/vaccines/schedules/index.html)

- CDC Promoting Vaccination in the Workplace:
[CDC.gov/flu/business/promoting-vaccines-workplace.htm](https://www.cdc.gov/flu/business/promoting-vaccines-workplace.htm)
- My Healthy VT Self-Management Workshops: [MyHealthyVT.org](https://www.myhealthyvt.org)
- For information on other chronic disease education opportunities, contact your local area hospital or insurance provider.
- Vermont **2-1-1** (dial 2-1-1)

For more info: The Vermont Department of Health is here to help. Contact the district office near you:
[HealthVermont.gov/local](https://www.healthvermont.gov/local)