Implement vaccination requirements for in-person work and require frequent, regular PCR testing of individuals who can’t or won’t get vaccinated.

Reduce barriers to access and increase vaccine uptake through paid time off, transportation to vaccination sites or on-site vaccination at workplaces, multilingual vaccine information, and transparent communication about vaccine guidance.

Encourage employee discussion around COVID-19 issues, such as boosters, variants and workplace safety guidelines.

Reduce in-person work as able to minimize exposure opportunities.

KEY FINDINGS

1. Workplace vaccine requirements are effective; the majority of the U.S. workforce is in favor.

2. Interventions, incentives and access are key to ensuring and maintaining full vaccination status (i.e., receiving second dose or boosters).

3. Employment-related factors – paid time off, employer-provided health insurance and jobs in frontline industries – may contribute to higher COVID-19 rates and lower vaccination rates among people of color.

4. Today, most workers do not want to return in-person; less travel and more remote work are here to stay.

5. Employers need to stay ahead of virus variants, evolving public health guidance, “pandemic fatigue” and worker burnout.

RECOMMENDATIONS FOR EMPLOYERS

1. Implement vaccination requirements for in-person work and require frequent, regular PCR testing of individuals who can’t or won’t get vaccinated.

2. Reduce barriers to access and increase vaccine uptake through paid time off, transportation to vaccination sites or on-site vaccination at workplaces, multilingual vaccine information, and transparent communication about vaccine guidance.

3. Encourage employee discussion around COVID-19 issues, such as boosters, variants and workplace safety guidelines.

4. Reduce in-person work as able to minimize exposure opportunities.