

# Improving Vaccination Rates Among Staff in Long-term Care Facilities

It is critical that staff working in long-term care facilities be vaccinated against flu, COVID-19, and RSV (if eligible) during respiratory illness season. High staff vaccination rates help prevent facility outbreaks, reduce absences, and limit hospitalizations and deaths.

[Vaccination rates in facilities are too low](#). In Vermont, **Birchwood Terrace Rehab & Healthcare** (Burlington) and **Gill Odd Fellows Home** (Ludlow) had the **highest staff vaccination rates** of about 50% in 2023-2024. Read some of the tips they shared below.

For support improving vaccination rates, contact [AHS.VDHHAI@vermont.gov](mailto:AHS.VDHHAI@vermont.gov).

## Proactive Communication



- Use multiple communication channels like one-on-one discussion, posters in staff areas, and word-of-mouth. [Download our communication toolkit](#).
- Facilities that repeated attempts to overcome vaccine hesitancy have been the most successful in increasing staff vaccination rates.

## Education



- Address vaccine-related questions and [misconceptions](#). Actively discuss vaccine concerns with staff to promote informed decision-making.
- Normalize vaccinations as a routine and expected part of working with vulnerable populations.

## Convenience and Accessibility



- On-site vaccination clinics eliminate the need for outside appointments and transportation barriers.
- Provide vaccines at no cost to reduce financial barriers.

## Masking Requirements



- Establish policies that require unvaccinated staff to wear masks during respiratory illness season (October through May).



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