

**As part of the Long-Term Care (LTC) Respiratory Immunization Award process, facilities must select a COVID-19 and flu vaccination barrier to work on. Suggested barriers are listed below.**

**Vaccine Barrier 1: Difficulty Accessing Vaccine**

Addressed by:

- Understand staff health care benefits and refer staff to Bridge Access Pharmacies for COVID-19 vaccines
- Provide paid time off to get vaccinations
- Hire staff to provide vaccine education and offer vaccinations on-site
- Audit staff vaccinations quarterly and send reminders to staff who are not up to date with their vaccinations
- Work with a LTC pharmacy or contractor to coordinate and bill for onsite staff vaccinations
- Choose your own strategy

**Vaccine Barrier 2: Lack of Enthusiasm about Vaccination**

Addressed by establishing a culture of prevention and taking time to answer questions:

- Affirm LTC core ethics: care and community, protection and prevention, safety and trust
- Identify a vaccine champion, share vaccine education, and offer a “vaccine day” with onsite vaccinations
- Encourage staff to get vaccinated and to share stories about why they were vaccinated.
- Track and report vaccination rates to staff and supervisors, and post visible meter of vaccination rate/goal
- Provide incentives to get vaccinated, such as small gift cards, pizza party, raffles, etc.
- Vaccinate the medical director along with all leaders and managers in front of the staff
- LetsTalkShots.com: vaccine attitude survey offering a short, tailored training for users
- Choose your own strategy

**Vaccine Barrier 3: High Staff Turnover**

Addressed by:

- Provide resources for staff to be vaccinated prior to starting employment at the site
- Educate, provide safe Q&A space, and vaccinate staff onsite as part of new employee orientation
- Establish a written vaccination policy for employees
- Establish a process to determine, track, and follow up on vaccination for employees
- Develop a vaccination toolkit of resources for designated staff who focus on employee vaccinations
- Choose your own strategy

**Vaccine Barrier 4: Lack of Culturally Appropriate Vaccination Services for Health Care Personnel**

Addressed by:

- [CDC A Guide for Community Partners-Increasing COVID-19 Vaccine Uptake Among Racial and Ethnic Minority Communities](#)
- [Engaging Arts and Culture for Vaccine Confidence: A Guide to Building Programs and Creative Campaigns \(cdc.gov\)](#)
- Provide interpreter services during onsite vaccination events
- Provide educational materials in multiple languages for staff and residents  
<https://www.doh.wa.gov/Emergencies/COVID19/Vaccine>  
<https://www.immunize.org/vaccines/vis/influenza-inactivated/>
- Identify trusted messengers and immunization champions who speak another languages
- Survey staff to determine cultural barriers to vaccination, and find ways to address these barriers
- Choose your own strategy

**Vaccine Barrier 5: Identify Your Own Barrier**

Addressed by:

- Choose your own strategy