

EMPLOYEE BENEFITS

COVID-19 Workforce Consulting
Building a Sustainable Post-Pandemic Strategy

As we shift from pandemic to endemic, employers face a variety of workforce decisions as they create new processes and protocols to maintain both business continuity and employee engagement.

Adjusting to the New Normal

The personal, economic and business impacts of COVID-19 have been profound, and the path forward is continuing to evolve. The way we work has changed immensely as we constantly adjust to guidance from the CDC, state, local and federal authorities. These reactive and transient policies have left many businesses and their employees depleted and wary.

Dynamic Knowledge

Our team of population health consultants, nurses and physicians has been guiding employers through the business challenges of the pandemic for the last two years. With that foundation, we are now offering comprehensive, employer-specific strategies and guidance based in scientific evidence and behavioral psychology.

Ready for What's Next

As we begin to move into endemic phases of COVID-19, business continuity and success will depend on proactive planning and risk mitigation strategies that reflect the unique aspects of each company (e.g., size, industry, demographics, geography, culture). Taking a proactive approach helps you and your employees stay healthy and work safely. Brown & Brown offers guidance, strategy and knowledge to help you design a proactive and sustainable plan for your organization's policies and approach in a post-pandemic environment. This framework will help you be prepared for the short-term, long-term and special situations.

How We Can Help

- Assessment of current risk mitigation, corporate culture, population demographics and business needs
- Gap analysis of existing COVID control policies and protocols, along with workplace risk mitigation and controls as compared to best practices
- A summary report of findings and multi-dimensional framework for risk mitigation based on local metrics
- Strategies for company events, meetings and travel
- Updates and education on testing, screening and masking to support a safe return
- Guidance based on CDC, WHO and OSHA standards and the most current science
- Vaccination tracking and testing considerations, including evaluation of vendors

For more information, contact your local Brown & Brown office.

Case Study

Building a Sustainable Post-Pandemic Strategy



Customer Profile:

- Technology company with 3,000+ employees; multiple locations in U.S. and globally
- Various job functions with some essential to be in-person, others able to work remotely
- Had short-term COVID-19 policy; office mostly shut down, employees wanted to return to the office and wanted clarity on future policy



Request:

- How to return to the office safely
- Need a sustainable, long-term strategy to include testing, vaccination requirements and analytics for re-opening
- RFP support for vendors that can:
 - » Track vaccination status
 - » Supply, track and administer tests
 - » Contact trace

Solution:

- Introduced key monitoring and control measures based on risk mitigation, uniquely tailored to the specific employer's population and culture
- Conducted RFP process for tracking, testing and contact tracing vendors
- Developed evidence-based guidance based on a gap analysis and risk tolerance, providing benchmarking for how other similarly-situated employers are responding to the pandemic
- Created an employee communication strategy



Results:

- Received positive endorsement by Executive Leadership Team for a decision rubric based on community transmission data
- Hosted a webinar on vaccine hesitancy with 67% of employees participating and positive reviews
- RFP resulted in identifying current technology partners that could also assist in tracking vaccinations at no additional cost, as well as a new partnership with a testing vendor
- Defined policies and protocols that allowed for broad office re-opening





How Brown & Brown Can Help

Connect with our Brown & Brown team to learn about our knowledge in your industry, how we build our risk mitigation strategies and how we can aid your business in building a cost-saving employee benefits program.



Find Your Solution at [BBrown.com](https://www.brownandbrown.com)

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