

Honorable Mention for the 2022 Carolyn C. Mattingly Award for Mental Health in the Workplace

The Carolyn C. Mattingly Award for Mental Health in the Workplace recognizes and celebrates exemplary organizations that advance the mental health and well-being of their workforce. Learn more here: <https://theluvuproject.org/workplaceaward/>

PROGRAM OVERVIEW

With 6,200 employees across 40 agencies in Central Ohio, the Franklin County Cooperative (FCC) operates the benefit and wellness programs for the County's Board of Commissioners and other governmental agencies. To support mental health and well-being in the workplace, the FCC's Employee Assistance Program (EAP) offers an **on-site consultant, extended support** for behavioral care visits, and **in-person, telephonic, and group counseling**.

EMPLOYER-SPONSORED MENTAL HEALTH BENEFITS AND RESOURCES

- FCC offers a **robust EAP** which includes self-help apps, access to clinicians, financial and legal support, and full coverage for select clinical visits.
- Mental health services are **available to all employees regardless of plan enrollment**.
- Healthcare networks are vetted to **ensure diversity** of providers, and **physical and virtual accessibility** to employees.

INNOVATION

- **Full-time Health Engagement Nurses** who provide in-person or virtual, individual and group support services.
- **Incentivized** digital resources.

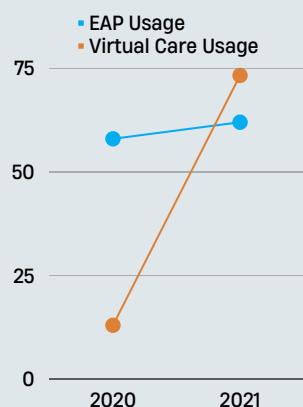
WORKPLACE POLICIES AND PRACTICES

- **Mandatory** safety course and Civilian Response to Active Shooters Events (CRASE) training for new employees.
- **Diversity, Equity and Inclusion trainings** available to all employees.

WORKPLACE CULTURE AND ENVIRONMENT

- Board members work to **destigmatize** mental health by **openly discussing** their own wellness journeys.
- Employee engagement with mental health and well-being programs is **incentivized**.
- **Grant funding** is available for agencies to **implement programs specific to their employees' mental health and well-being needs**.

OUTCOMES



% claimants receiving virtual care as opposed to in-person care increased from 13% in 2020 to **73.3%** in 2021.

EAP utilization increased from 58% in 2020 to **62%** in 2021.

LEADERSHIP SUPPORT

Leadership and management are knowledgeable about the resources, services, and programming available to improve mental health and **actively share** those resources with employees.

PROGRAM IMPACT

Employees are **more knowledgeable** about how to **access** EAP resources and services following the program's virtual expansion.

LESSONS LEARNED

Expanding resources for mental health into **virtual spaces** allows for significant improvements in engagement.