

Resilient Employee Program

Grant Application Details

The Salt Lake County Health Department understands the growing need for healthy, resilient employees in today's workplaces. As more businesses look for ways to support mental health and reduce substance use, we're here to help with lasting solutions that make a real difference. We're offering several \$5,000 grants to employers who want to operate employee wellness committees and develop health programs for their employees. Good health—through prevention, mental wellbeing, and healthy behaviors—boosts productivity and performance, driving stronger academic outcomes, higher workplace efficiency, and reduced healthcare costs.¹ This is your chance to support your employees and strengthen your business at the same time.

Eligible applicants:

- For-profit and non-profit businesses operating within Salt Lake County.
- Only one application per business will be evaluated. For businesses with multiple locations within Salt Lake County, please submit one application on behalf of all locations.

Ineligible applicants:

- Businesses whose headquarters, main facility, or primary decision-makers are located outside Salt Lake County.

Preference will be given to those businesses:

- Whose employees work weekends, holidays, and shift work
- From high-risk industries and occupations as determined by the County
- That have been impacted by substance use or mental health issues
- That do not currently have a plan in place to assist employees with substance misuse or mental health needs
- With higher numbers of employees compared to other applicants

Funding may be used for:

1. Conferences
2. Seminars
3. Certifications
4. Trainings

5. Lunch and learn events
6. Continuing education
7. Employee incentives
8. Other expenses may be considered with permission

Funding may NOT be used for:

1. Lobbying of any kind
 - a. Any communication that refers to a specific piece of legislation AND reflects a view on that legislation is considered lobbying and is prohibited under this grant.
2. Travel requiring airfare or lodging
3. Patient care, personal health services, medications, patient rehabilitation, or other costs associated with the treatment of diseases, including those caused by tobacco use
4. For any overhead costs
5. Subcontractors

Grant requirements:

1. Attend a free, one-time training provided by the County on opioid awareness and overdose prevention.
2. Recipients are required to meet with County staff at least twice: once for an initial assessment and project planning, and once for a project follow-up.
3. Recipients will develop a brief proposal and budget outlining how grant dollars will be used, using the [County-provided template](#).
4. Recipients must establish a wellness committee (with a minimum of two employees), if one is not already in place, that meets regularly to address employee health needs. The County can provide technical assistance in meeting this requirement upon request.
5. Reporting requirements:
 - a. Complete a wellness scorecard provided by County before activities begin.
 - b. Provide a description of substance use and mental health initiatives using County-provided templates.
 - c. Complete a budget using [County-provided budget template](#).
 - d. Conduct a post-evaluation using the scorecard at the end of the grant period.
6. Develop an employee wellness project.
7. Recipients must demonstrate how wellness activities will continue beyond the term of the grant, i.e., how these initiatives will be integrated within existing policies and

procedures. Initiatives that support one-time activities or events with no follow-up or ongoing activities will not be accepted.

Project requirements:

After working with County employees on assessing the company's needs, the recipients of this funding must select at least one substance use initiative and one mental health initiative to address in their plan.

Substance use initiative examples:

1. Promote tobacco cessation for employees
2. Prohibit smoking and nicotine use everywhere on company property
3. Evidence-based training and education
4. Promote relevant hotlines such as the Substance Abuse and Mental Health Services Administration (SAMHSA)'s national hotline for individuals and families facing mental and/or substance use disorders (1-800-662-HELP (4357) or <https://www.veteranscrisisline.net/>
5. Resources with more initiative ideas:
 - a. SAMHSA's [Drug-Free Workplace Toolkit](#)
 - b. [An Employer's Guide to Workplace Substance Abuse: Strategies and Treatment Recommendations](#)
 - c. [Recovery-Ready Workplace Toolkit](#)
 - d. [Substance Use and Work](#)

Mental health initiative examples:

1. Evidence-based training and education
2. Participate in a workplace work group such as the Utah Suicide Prevention Coalition - meet monthly for 45 minutes
3. Implementation of the County's Workplace Suicide Prevention Toolkit
4. VitalCog training (suicide prevention training for management and leadership: a one-time 2-hour training)
5. Create a postvention plan (if someone dies by suicide - to reduce risk of additional deaths by suicide)
6. Resources with more initiative ideas:
 - a. SAMHSA's [988 Partner Toolkit](#)
 - b. [Right Direction for Me](#)
 - c. [ICU](#)

- d. [Center for Workplace Mental Health](#)
- e. [Stress At Work](#)
- f. [Setting up a Stress Management Program: A Checklist for Success](#)

Grant Terms:

1. The finalizations of contracts will begin January 1, 2026.
2. The contract ends on June 30, 2026.
3. 50 percent of the payment (\$2,500) will be provided after completion of the assessment. The remaining 50 percent of funding will be provided upon completion of the approved plan.

Even if you are not selected for this grant, we are here to offer free consultation on best practices for keeping your employees healthy.

Sources:

Centers for Disease Control and Prevention. (2023). Workplace health promotion. U.S. Department of Health & Human Services.

<https://www.cdc.gov/workplacehealthpromotion/index.html>

Goetzel, R. Z., & Ozminkowski, R. J. (2008). The health and cost benefits of work site health-promotion programs. *Annual Review of Public Health*, 29(1), 303–323.

<https://pubmed.ncbi.nlm.nih.gov/18173386/>

World Health Organization. (2016). Working for health and growth: Investing in the health workforce. High-Level Commission on Health Employment and Economic Growth.

<https://www.who.int/publications/i/item/9789241511308>

American Psychological Association. (2019). Stress in America: Stress and current events.

<https://www.apa.org/news/press/releases/stress/2019/stress-america-2019.pdf>