



Workplace Wellness Grants

Grant monies available to employers to assist with the creation and implementation of a workplace wellness program.

PROGRAM OVERVIEW

In order to assist Ohio’s employers in instituting workplace wellness programs within their organizations to meet the rising challenges of obesity, incidences of chronic diseases and the aging workforce, the Ohio Bureau of Workers’ Compensation (BWC) established the Workplace Wellness Grant Program. Research shows that these challenges contribute to the increased frequency and severity of workplace accidents and illnesses. The goal of BWC’s program is to limit and control the escalating cost of workers’ compensation claims by helping employers develop health promotion programs for their employees as well as to improve the health and well-being of the workforce.

AVAILABLE FUNDS

Employers participating in the grant program may receive \$300 per participating employee over a four-year period, which equates to a maximum amount of \$15,000 per workers’ compensation policy. The \$300 is divided over the four years per employee as follows:

Year 1	Year 2	Year 3	Year 4	4 Year Total
\$100	\$75	\$75	\$50	\$300

A participating employee is defined as one who completes a health risk appraisal and biometric screening in the first 3 months of the first year and each of the subsequent years of the grant program. Employees must also participate in at least one activity to improve or maintain their health in each program year.

Wellness grant funds are solely to be used to compensate the wellness program vendor for the design and administration of the program as well as providing health risk appraisals, biometric screenings and subsequent activities designed to address the results of the screening and assessment. The assessment includes, but is not limited to weight-loss management programs, educational seminars on improving health, physical fitness activities and nutritional counseling to benefit the participating employees.

ELIGIBILITY REQUIREMENTS

The following eligibility requirements must be met by an employer in order to be considered for grant monies:

- Private or public state-funded employer (self-insured employers are not eligible)
- Current on any and all premium payments, administrative costs, assessments, fines or amounts owed to BWC (not more than 45 days past due)
- Active coverage with no lapses in excess of 40 days within the prior 12 months
- Once approved to receive grant monies, employer must have a contract with a third party wellness program vendor
- A workplace wellness program may not currently be in place in order to receive grant monies; a workplace wellness program is defined as consisting of:
 1. Tools - a health risk appraisal and a biometric assessment, both of which measure health risk factors
 2. Programs - designed to address those health risk factors



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If an employer has **one** of the previously listed tools or programs, then the employer would be eligible to apply for grant funding. If an employer has the tools outlined **and** the programs in place to address the health risk factors discovered by the tools, then the employer would not be eligible to apply for funding.

PROGRAM REQUIREMENTS

In order to receive grant monies, an employer must comply with the following requirements:

- Establish a working relationship with a safety and health consultant from the BWC's Employer Services Division to verify eligibility for the grant program
- Complete the BWC's Workplace Wellness Grant Program Application (SH-27), a narrative to describe the goals of the program, a legal agreement and all required forms; as a grant recipient an employer is considered a vendor to the state, therefore, a Vendor form, Direct Deposit form and W-9 must be completed
- Complete BWC's Safety Management Self-Assessment survey which will be utilized by BWC to identify opportunities for assistance from the Division of Safety & Hygiene to improve the employer's overall workplace safety and health
- Execute a contract with a Wellness Program vendor to provide health risk appraisals, biometric screenings and the design and administration of a workplace wellness program; a wellness program vendor should have the following:
 - Access to licensed health professionals, health coaches and counselors
 - Personnel with strong analytical skills as well as knowledge of legal and regulatory compliance
 - Experience with developing wellness programs within the employer's industry
 - Secured data systems with access to an online portal as well as other means to collect protected health information data
 - Health risk appraisal and biometric analysis software
- Participating employers are required to submit to BWC aggregated biometric data, aggregated health risk appraisal data and employee information including participating employee names for each year of participation and claims data within three months of the grant application approval, and in subsequent years three months after the year-end case study
- Employers participating in the grant program must submit a year –end case study within 30 days of the anniversary date of the program; the case study will be used to assess the safety, wellness and claims management of the program as well as to assist with establishing best practices for the implementation of workplace wellness programs
- BWC access to inspect original program records of program participants upon demand and on-site in the event of any questions that may arise regarding the participation; access to information to help BWC measure the effectiveness of the wellness program; and allow BWC to publish program results which includes but is not limited to literature, data, videos, specifications and/or photos for the purposes of educating and training employers and employees

BWC is required under the Ohio Revised Code to post to www.bwc.ohio.gov the names of grant recipients and dollar amounts awarded.

APPLICATION REVIEW PROCESS

BWC's Workplace Wellness Grant Review Board will evaluate applications on a first come, first served basis based upon their merit. If approved, the application will be sent to BWC's finance department for the issuance of a check for the grant funds.