



Globally Healthy Workplace Awards 2021

The AvailU Program

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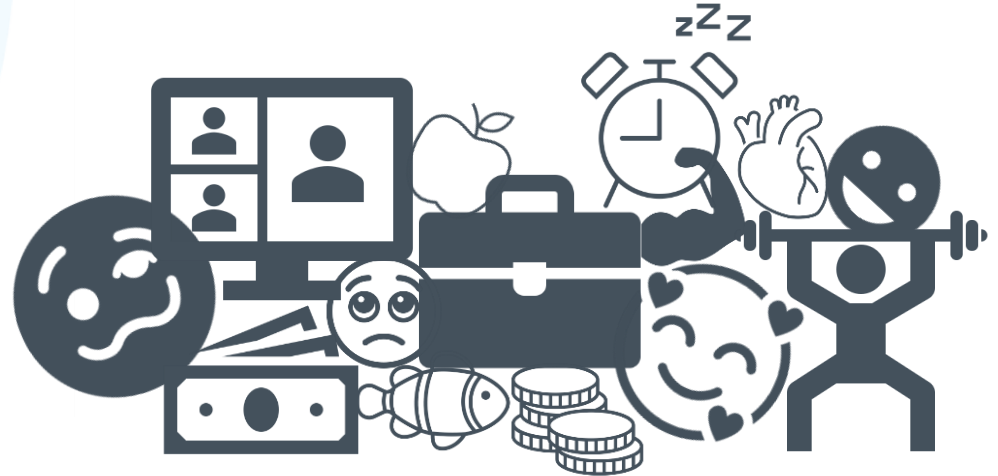
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Our story

AvailU Mission:

Build
psychological safety
through high levels of wellbeing

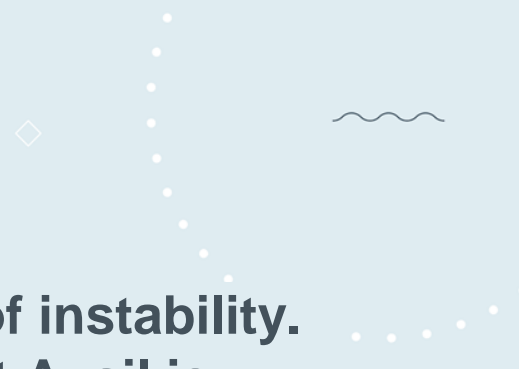


Physical Wellness

Emotional Wellness

Financial Wellness

Professional Development



“Investing in self-care is critical during times of instability. Committing to weekly development shows that Avail is invested in each employee as a person. Productivity and innovation increase when teammates are feeling heard, are well hydrated, well rested, and appreciated for their contributions.

With Avail U, we can build a more engaged, informed workforce.”

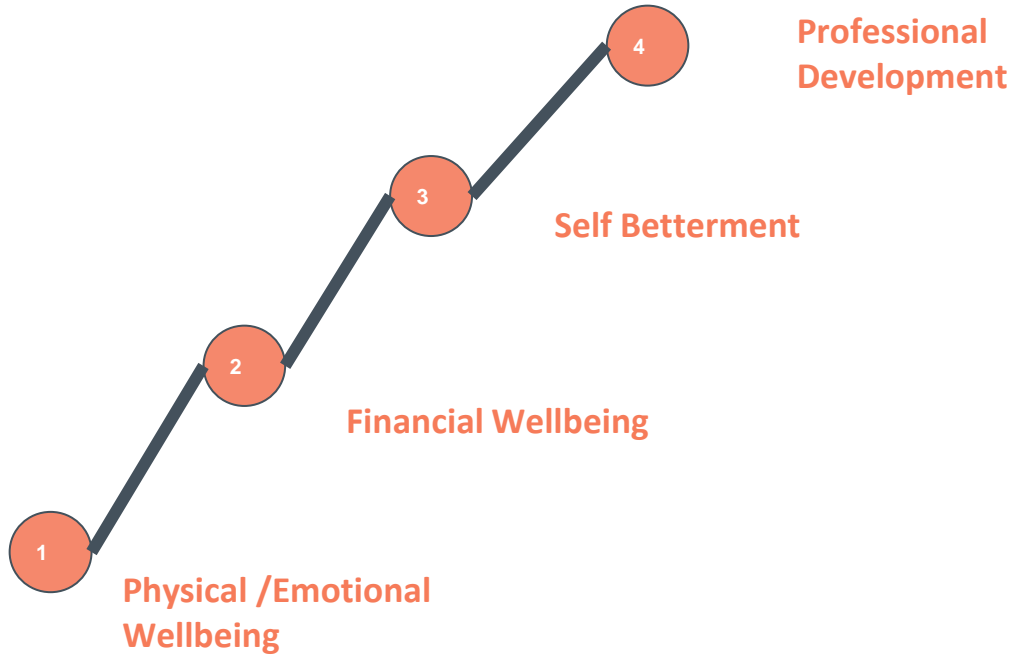
-Carolyn Love



A.

Maslow's Hierarchy — Avail's Hierarchy

A.



2020 Roadmap



Surveys conducted via email

A.

Improved and Enhanced by feedback



What worked?	What didn't?	How do we improve attendance?	How are we assessing knowledge?	How do we get better engagement?
4-star rating, great feedback. The most popular topics were on self-care (sleep, meditation, walking and cooking).	Some sessions felt rushed. Attendance and content were not recorded.	Two-minute trailer video. Preview of course prior to zoom call. Incentives. Attendance required in order to receive prizes. Advertising.	LMS will track this. The courses will be recorded, and assessments made through quizzes or short answer questions.	Live polling during Zoom. Off week activities that are achievable and count towards attendance. Prizes. Gifts. Food.

2021 Roadmap



Q1

Mental Wellbeing

- **Seminar:** Boundaries – How to Prevent Burnout
- **Prize:** Year-long subscription to Talkspace or Headspace
- **Activity/Resource:** Virtual therapist appointments
- Weekly Tips

Q2

Physical Wellbeing

- **Seminar:** Stress' Impact on Your Body and How to Combat the Effects
- **Prize:** Massage gun
- **Activity/Resource:** Drag aerobics dance class with local choreography in coordination with PRIDE ERG
- Weekly Tips

Q3


Financial Wellbeing

- **Seminar:** Building a Healthy Money Mindset
- **Prize:** Year-long subscription to Financial Gym or Mint
- **Activity/Resource:** Financial Gym appointments
- Weekly Tips

Q4

Professional Development

- **Seminar:** Career mapping with YPO ERG
- **Prize:** Coaching session with a career coach
- **Activity/Resource:** Tuition reimbursement for furthering education
- Weekly Tips



“Investment in programs that address a much broader view of employee wellness and accommodate the vast array of topics that impact employees' lives will have a much greater chance of enabling employee engagement, productivity and ultimately happiness.”

-Jason Mathias, CEO at Avail

Physical Work Environment

Personal Health Resources

Enterprise Community Involvement

Psychosocial Work Environment

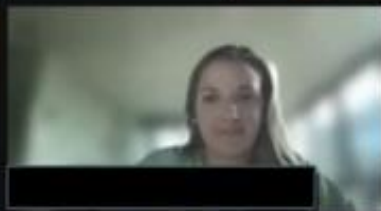
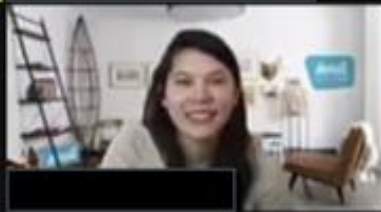
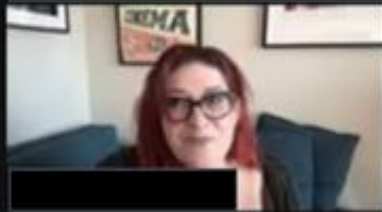
“Go With your Gut” Oct. 8, 2020



We hold all employees accountable to growth, regardless of title

We tie learning to performance management through the AvailCitizen category

- 5 hours per quarter learning
- AvailU (wellness), Belong (cultural education committee), professional development, etc. are all eligible
- Continue to gather feedback to improve the program



Questions?