

# UNITED AT WORK



## 2025 United at Work Summit

### A Day of Insight, Action & Inspiration

On January 14, 2025, over 170 local leaders gathered for a full-day event centered on strengthening mental health in the workplace, especially for those impacted by recent hurricanes or living paycheck to paycheck – known as ALICE (Asset Limited, Income Constrained, Employed).

### 🌟 A Spark That Lit a Movement

What began as a conversation quickly became a call to action. The room leaned in as panelists shared stories of hurricane trauma, burnout, and silent struggles. Leaders didn't just listen – they made plans. Over 58 companies walked away with real, actionable wellness strategies to bring back to their employees.

### 📊 Survey Snapshot - Before & After the Summit

#### 🔍 Workplace Challenges (Pre-Survey)

**Top Issues:** Staffing shortages & retention, burnout, communication gaps, and financial stress

**65%** said financial stress impacts mental health at work  
**74.5%** were willing to join a mental health training cohort

#### 🧠 Mental Health Awareness (Post-Survey)

**80%** increased their understanding of mental health challenges  
**100%** reported takeaways they could implement in their workplace

#### Organizations plan to implement these initiatives:

- Daily check-ins and monthly wellness lunches
- Posting mental health resources
- Lunchtime walks and one-on-one staff meetings
- Thank-you notes and follow-up conversations
- Mental health speakers and policy reviews with staff

#### 👉 How United Way Charlotte County Can Help:

- Keep offering events like this. It was phenomenal.
- Get the word out – many still don't know United Way offers these resources.
- Offer flexible options for frontline workers who can't attend training during work hours.
- Maintain momentum with prompts, mentoring, and follow-ups.

## UAW Program Recap



**170** Attended the 2024 United at Work Summit



**58** Community Business Partners



**4** Workplace Thrive Academy workshops

“Mental health matters to the workforce: 91% of job seekers expect their employer to support mental health.”

