



The Florida Senate

Local Funding Initiative Request

Fiscal Year 2025-2026

LFIR # 1463

1. **Project Title**
2. **Senate Sponsor**
3. **Date of Request**

4. Project/Program Description

The Florida Recovery-Friendly Workplace Program empowers businesses to create supportive environments for employees impacted by substance use disorders (SUD) and mental health (MH) disorders, enhancing health, productivity, and employee well-being across the state. This program currently produces positive workplace results in other states and provides businesses with practical resources, training, and a tested process for creating a workplace culture that enhances employee mental health, safety, and productivity, while reducing the stigma associated with MH and SUD. The FL RFW Program is not only an asset for employees but also strengthens Florida's businesses and economy. Companies that adopt recovery-friendly practices report higher retention rates, lower healthcare costs, and a positive workplace culture. This program encourages employers to champion employee wellness, helping individuals thrive professionally and personally while promoting lasting change across Florida.

5. **State Agency to receive requested funds**
- State Agency contacted?** Yes

6. Amount of the Nonrecurring Request for Fiscal Year 2025-2026

Type of Funding	Amount
Operating	1,000,000
Fixed Capital Outlay	0
Total State Funds Requested	1,000,000

7. Total Project Cost for Fiscal Year 2025-2026 (including matching funds available for this project)

Type of Funding	Amount	Percentage
Total State Funds Requested (from question #6)	1,000,000	77%
Matching Funds		
Federal	0	0%
State (excluding the amount of this request)	0	0%
Local	0	0%
Other	300,000	23%
Total Project Costs for Fiscal Year 2025-2026	1,300,000	100%

8. **Has this project previously received state funding?** No

If yes, provide the most recent instance:

Fiscal Year (YYYY-YY)	Amount		Specific Appropriation #	Vetoed
	Recurring	Nonrecurring		

9. **Is future-year funding likely to be requested?** Yes

a. **If yes, indicate nonrecurring amount per year.**

b. **Describe the source of funding that can be used in lieu of state funding.**



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In the absence of state funding, it will be difficult to launch this National Initiative throughout the State of Florida. Other sources of funding that will continue to be explored include:

- Federal Grants (U.S. Department of Labor / HHS /SAMHSA)
- Foundation Grants
- Workforce Programs
- Corporate Sponsorships

Complete questions 10 and 11 for Fixed Capital Outlay Projects

10. Status of Construction

a. What is the current phase of the project?

- Planning
 Design
 Construction
 N/A

b. Is the project "shovel ready" (i.e permitted)?

c. What is the estimated start date of construction?

d. What is the estimated completion date of construction?

e. What funding stream will be used for ongoing operations and maintenance of the project?

11. List the owners of the facility to receive, directly or indirectly, any fixed capital outlay funding. Include the relationship between the owners of the facility and the entity.

12. Details on how the requested state funds will be expended

Spending Category	Description	Amount
Administrative Costs:		
Executive Director/Project Head Salary and Benefits		0
Other Salary and Benefits		0
Expense/Equipment/Travel/Supplies/Other		0
Consultants/Contracted Services/Study		0
Operational Costs		
Salary and Benefits	Salary for project coordinators and Regional Recovery Friendly Advisors. Salary and fringe for Trainers. Salary and fringe for Program Director.	231,300



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Expense/Equipment/Travel/Supplies/Other	<p>Technology and Software: For managing applications, certifications, and tracking program progress.</p> <p>Certification Processing Costs: Application processing, review, and maintenance of certification records.</p> <p>Partnership Development and Stakeholder Engagement</p> <ul style="list-style-type: none"> • Partnership Grants: Small grants to key partners and local organizations that help promote RFW goals. • Travel for team members to connect with regional partners and businesses. • Network Building Events • Hosting networking event 	618,700
Consultants/Contracted Services/Study	<p>Research Study and White Paper to include: Recovery Friendly Workplace Definition National Recovery Friendly Workplace Initiatives and Landscape Recovery Efforts in Florida- Landscape Potential for Recovery Friendly Workplaces in Florida Recommendations to implement recovery friendly workplaces across Florida.</p> <p>Policy Guidance: Businesses receive assistance in creating or refining policies that prioritize recovery and wellness, and address substance use and mental health challenges</p>	150,000
Fixed Capital Construction/Major Renovation:		
Construction/Renovation/Land/Planning Engineering		0
Total State Funds Requested (must equal total from question #6)		1,000,000

13. Program Performance

a. What specific purpose or goal will be achieved by the funds requested?

The Florida Recovery Friendly Workplace (RFW) project is requesting \$1,000,000 from the state to establish a comprehensive Florida Recovery-Friendly Workplace Center of Excellence. This center aims to coordinate, administer, and certify the RFW initiative across Florida. The funding will support efforts to increase awareness about the benefits of recovery-friendly workplaces, provide resources and training to employers, and foster a supportive environment for employees affected by substance use and mental health disorders. By implementing this initiative, Florida seeks to replicate the proven successes of similar programs in other states, enhancing workforce well-being and productivity. We plan to allocate resources to ensure the project's goals can be met comprehensively and sustainably. This funding allows for a blend of direct program development, employer support, awareness efforts, and administrative support to employers to meet their needs.

b. What activities and services will be provided to meet the intended purpose of these funds?

Consultant Fees

- Engaging experts to design RFW programs and establish formal certification standards.

Research & Development:

- Researching effective practices, developing materials, and creating a comprehensive program structure.
- Program Evaluation
- Ongoing evaluation to measure program effectiveness and refine standards.

Training and Resources for Employers

- Creating training materials for employers, managers, and employees on recovery-friendly practices.
- Training Sessions
- Conducting workshops, seminars, and virtual sessions across the state.
- Resource Materials
- Developing and distributing toolkits, guides, and other resources for certified businesses.

Awareness and Education Campaigns

Marketing & Outreach

- Advertising via social media, print, and other channels to raise awareness of FL RFW benefits.

Educational Materials

Public Events

- Hosting informational events for business communities and stakeholders.



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c. What direct services will be provided to citizens by the appropriation project?

The Florida Recovery Friendly Workplace (FL RFW) aims to support several direct services for citizens, primarily focusing on employees affected by substance use and mental health disorders, their families, and those in recovery. Key direct services provided include:
 Access to RFWs: By certifying businesses as recovery-friendly, citizens seeking employment or currently employed can find workplaces that support their recovery journeys, offer non-discriminatory environments, and foster wellness.
 Family and Peer Support Programs: Offering resources and guidance for families and colleagues, helping them understand and support individuals in recovery, and providing tools to build a supportive work and home environment.
 Reduced Stigma and Mental Health Support: Through awareness campaigns and training, the project aims to reduce stigma, encouraging open conversations and a more inclusive workplace culture, ultimately benefiting all employees mental well-being.
 Education/Training

d. Who is the target population served by this project? How many individuals are expected to be served?

Employees and Job Seekers in Recovery: Individuals actively managing or recovering from MH and SUD who require supportive and stigma-free workplace environments to thrive in their employment.
 Employers and Workplace Leadership: Business owners, managers, and HR professionals who will benefit from training, resources, and guidance on creating recovery-friendly workplaces that support employee wellness.
 Families and Colleagues of Those in Recovery: Family members, friends, and colleagues of individuals affected by SUD and MH disorders, as they can benefit from supportive policies, education, and a workplace environment that fosters understanding and compassion.
 General Workforce
 The program aims to impact a broad base of workplaces across Florida, with an anticipated reach of around 10,000 to 15,000 individuals over the initial project phase. This includes both direct beneficiaries (individuals in recovery) and indirect beneficiaries (co-workers, managers, and families).

e. What is the expected benefit or outcome of this project? What is the methodology by which this outcome will be measured?

Increased Employment Retention and Productivity
 Reduced Stigma Surrounding Mental Health and Substance Use Disorders
 Improved Mental Health and Well-Being in the Workplace
 Enhanced Access to Recovery Resources
 Stronger Community and Business Relationships
 Methodology for Measuring Outcomes:
 Employee Surveys and Feedback: Regular surveys among employees in certified RFW organizations will assess job satisfaction, perceived support for mental health and recovery, and stigma reduction. Pre- and post-program surveys will measure changes in employee perceptions and experiences.
 Employer Reports on Retention and Productivity: Participating employers will report data on employee retention rates, productivity levels, and turnover rates to evaluate improvements in workforce stability and engagement.
 Program Enrollment and Certification Metrics: Tracking the number of businesses that apply for and achieve FL RFW certification
 EAP Utilization Rates
 Community Health Indicators

f. What are the suggested penalties that the contracting agency may consider in addition to its standard penalties for failing to meet deliverables or performance measures provided for in the contract?

If we fail to deliver services as described in this application and/or the contract with DCF, we will return the funds.

14. Is this project related to mitigation, response, or recovery from a natural disaster? No

a. If Yes, what phase best describes the project?

- Mitigation (reducing or eliminating potential loss of life or property)
- Response (addressing the immediate and short-term effects of a natural disaster)



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Recovery (assisting communities return to normal operations, including rebuilding damaged infrastructure)

b. Name of the natural disaster (or Executive Order # for events not under a federal declaration):

15. Has the entity applied for or received federal assistance for this project?

- Yes, Applied
- Yes, Received
- No
- No, but intends to apply

a. If yes, provide the FEMA project worksheet ID#:

b. Provide the total project cost listed on the FEMA project worksheet:

16. Has the entity applied for or received state assistance for this project (other than this request)?

- Yes, Applied
- Yes, Received
- No
- No, but intends to apply

a. If yes, specify the program and state agency (ex. Local Government Emergency Bridge Loan, Department of Commerce):

17. Requester Contact Information

a. First Name **Last Name**

b. Organization

c. E-mail Address

d. Phone Number **Ext.**

18. Recipient Contact Information

a. Organization

b. Municipality and County

c. Organization Type

For Profit Entity



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- Non Profit 501(c)(3)
- Non Profit 501(c)(4)
- Local Entity
- University or College
- Other (please specify)

d. First Name Last Name

e. E-mail Address

f. Phone Number Ext.

19. Lobbyist Contact Information

a. Name

b. Firm Name

c. E-mail Address

d. Phone Number

The information provided will be posted to the Florida Senate website for public viewing if sponsored by a Senator.