

Roadmap to employee health and wellness



2025 Health and Wellness Roadmap

Your roadmap to successfully implementing employee health and wellness has arrived! Create a thriving company culture, reduce absenteeism, presenteeism and turnover, and enjoy yourself while doing it!

We've curated a monthly list which includes themes, important health and wellness dates, plus extra resources and ideas so you can easily map out your employee well-being strategies. Complete with handy icons for each pillar of health, easily find ideas for your workplace wellness goals. Spend less time looking for ideas and more time on health and wellness activities.

The four pillars of health

Savvy employers know that in order to maintain a successful business, they need happy, healthy employees. Achieving a fulfilling workplace culture and providing employees with wellness tools and resources is about addressing all aspects of employee health.

The 2025 Health and Wellness Roadmap provides activities and ideas for all four pillars of employee well-being: Physical health, mental health, social health, and financial health. When employees take care of all four facets of their health, they realize better work-life balance, engagement, happiness, and productivity.



Physical health

Employees who are physically healthy [lose 10 less days of productivity each year](#) than their sedentary counterparts. Inspiring your employees to include physical activity as part of their routine can have a big impact on their engagement at work.



Mental health

High levels of stress and anxiety continue to plague Canadians, resulting in burnout and lack of motivation. Mental health claims have become the largest category for disability claims, and behavioural change services and anti-depressant use has increased. Make mental health a priority in 2025 to [improve your attraction and retention strategies](#).



Social health

Community, friends and family play a vital role in health. Feelings of consistent loneliness can be as [equally devastating to your health as smoking 15 cigarettes a day!](#) Creating a thriving company culture and encouraging socialization at work promotes healthier employees overall.



Financial health

Financial security has been the [biggest cause of anxiety and stress for Canadians](#) for over two years. Finding ways to mitigate this issue has been challenging! Employers can embrace retirement and employee benefits, financial learning opportunities, and budgeting tools to help employees struggling with financial stress.

January

Physical activity



Maintaining physical strength, endurance, and flexibility are important to ensure that daily activities remain safe and efficient at any stage of life. It's important to pay close attention to maintaining muscle mass and increasing flexibility to optimize posture with age. The focus of this month highlights the difference between exercise and movement while spotlighting how physical activity needs change at various stages of life.

Themes:

- [Physical activity](#) 🚴
- [Get Organized Month](#) 🗓️ 🧠 🧑
- [Financial Wellness Month](#) 🧠 🧑
- [Alzheimer's Awareness Month](#) 🧠 🧑
- [The connection between physical and mental health](#) 🚴 🧠
- [Financial literacy programs - Canada.ca](#) 🧠 🧑

Important dates:

- January 22, 2025 – [Bell Let's Talk Day](#) 🧠
- January 17, 2025 – [Martin Luther King Jr. Day](#) 🧠

Extra resources:

- [Benefits of Physical Activity | Physical Activity Basics | CDC](#) 🚴



February

Family planning



Everyone's fertility journey is different and understanding the path to parenthood can often be overwhelming, especially when it's not as straight forward as planned. The focus of this month will be to highlight common fertility challenges and the different options that are available today.

Themes:

- [Family planning](#) 🚴 🧠 🧑
- [Heart Health Month](#) 🚴
- [Black History Month](#) 🧠 🧑
- [Family building benefits – growing families and employee loyalty](#) 🚴 🧠 🧑
- [1 in 6 people globally affected by infertility: WHO](#) 🚴 🧠 🧑

Important dates:

- February 4, 2025 – [World Cancer Day](#) 🚴
- February 13, 2025 – [Wear Red Day](#) 🚴 🧠
- February 26, 2025 – [Pink Shirt Day](#) 🧠 🧑

Extra resources:

- [Heart Disease Prevention for Employees](#) 🚴



March

Nutrition month



Proper nutrition is one of the most important factors for chronic illness prevention and optimal health and well-being. Between fad diets, hidden ingredients in food labels, and common food allergies, navigating what to eat and not eat can be challenging. **Health Solutions is hosting a complimentary webinar in recognition of Nutrition Month.**

Themes:

- [Nutrition Month](#) 🚲🧠🥗
- [Brain Health Awareness Month](#) 🚲🧠
- [Women's History Month](#) 👩🏾🗓️

Important dates:

- March 3, 2025 – [World Hearing Day](#) 🚲🧠👂
- March 4, 2025 – [World Obesity Day](#) 🚲🧠🥗👤
- March 7, 2025 – [Employee Appreciation Day](#) 👩🏾🗓️👤
- March 21, 2025 – [World Sleep Day](#) 🚲🧠
- March 25, 2025 – [Health Solutions webinar: Nutrition - English](#) 🚲🧠🥗
- March 26, 2025 – [Health Solutions webinar: Nutrition - French](#) 🚲🧠🥗

Extra resources:

- [Mindful Eating: A Nutrition Month Challenge - Benefits by Design](#) 🚲🧠🥗
- [27 Health and Nutrition Tips That Are Actually Evidence-Based](#) 🚲🧠🥗
- [The Importance of Sleep and How it Relates to our Overall Health](#) 🚲🧠



April

Pain management



Pain is one of the top reasons why many Canadians turn to prescription medication. Chronic pain can have an impact on the ability to do day-to-day activities, productivity, mental health and ultimately, quality of life. Learn more about lifestyle behaviours that can help proactively prevent and manage pain.

Themes:

- [Pain Management](#) 🚴🧠🧘👤
- [National Oral Health Month](#) 🚴

Important dates:

- April 6, 2025 – [National Employee Benefits Day](#) 🚴🧠👤
- April 7, 2025 – [United Nations' World Health Day 2025](#) 🚴🧠🧘
- April 22, 2025 – [Earth Day](#) 🚴🧠🧘👤
- April 20 –26, 2025 – [Canadian Fertility Awareness Week](#) 🚴🧠🧘

Extra resources:

- [Ergonomics – designing workspaces for optimal employee health](#) 🚴🧠

- [Pain Management: What It Is, Types, Benefits & Risks](#) 🚴🧠🧘👤
- [8 non-invasive pain relief techniques that really work - Harvard Health](#) 🚴🧠🧘👤
- [Five ways going green can save you money this Earth Day - Burnaby Now](#) 🧘👤



May

Mental health – stress management



Mental Health Week takes place in May and is a great time to promote transparency and ongoing mental health awareness. Shine a light on embracing neurodiversity in the workplace. **Plus, Health Solutions is providing a complimentary webinar suitable for all employees that aligns with this theme.**

Themes:

- [Mental Health Month – stress management](#) 🚴🧠🧘
- [National Sun Awareness Month](#) 🚴
- [Vision Health Month](#) 🚴🧠🧘
- [National Speech and Hearing Month](#) 🚴🧠🧘

Important dates:

- May 6-12, 2025 – [Mental Health Week](#) 🧠
- May 8, 2025 – [Check your skin day](#) 🚴
- May 11-15, 2025 – [Women's Health Week](#) 🚴🧠🧘👤
- May 14, 2025 – [Health Solutions webinar: Stress management – English](#) 🚴🧠🧘
- May 15, 2025 – [Health Solutions webinar: Stress management – French](#) 🚴🧠🧘

- May 16, 2025 – [National Bike to Work Day](#) 🚴🧠🧘👤
- May 21, 2025 – [World Day for Cultural Diversity for Dialogue and Development](#) 🧘

Extra resources:

- [The Benefits of Mental Health Days in Employee Packages](#) 🧠
- [Stress Relief: 18 Highly Effective Strategies for Relieving Stress](#) 🚴🧠🧘
- [Sun safety basics - Canada.ca](#) 🚴
- [Why embracing neurodiversity benefits everyone - CPA Canada](#) 🧠🧘





June Diabetes



More than 5.7 million Canadians are diagnosed with diabetes and many more who are living with undiagnosed diabetes. This month, try focusing on various lifestyle behaviours that can prevent or help manage diabetes symptoms.

Themes:

- [Diabetes treatment and prevention](#) 🚴 🧠 🔄
- [2SLGBTQIA+ Pride Month](#) 🧠 🧑
- [Men's Health Month](#) 🚴 🧠
- [Parks and Recreation Month](#) 🚴 🧑

Extra resources:

- [WHO - Diabetes](#) 🚴 🧠 🔄
- [Summer activities to help keep your employees happy and healthy](#) 🚴 🧠 🧑
- [Men's Health Foundation - Move For Your Mental Health](#) 🚴 🧠

Important dates:

- June 7, 2025 – [National Fitness Day](#) 🚴
- June 14, 2025 – [World Blood Donor Day](#) 🚴 🧑
- June 20, 2025 – [National Take Your Dog to Work Day](#) 🧠 🧑

July

Mental health – resiliency



Being resilient is key when it comes to handling everyday life challenges. It's important to set boundaries and have support systems in place. This month's focus is about resiliency, how to define it, and how to develop resiliency to better navigate personal and professional hurdles.

Themes:

- [Mental Health – resiliency](#) 🧠 🧑
- [Picnic Month](#) 🚲 🧑 🧑

Important dates:

- July 5, 2025 – [National Injury Prevention Day](#) 🚲 🧑
- July 7, 2025 – [Global Forgiveness Day](#) 🧑 🧑
- July 24, 2025 – [International Self-Care Day](#) 🚲 🧑 🧑 🧑

Extra resources:

- [Resilience: Meaning, Types, Causes, and How to Develop It](#) 🧠 🧑
- [How to Build Resilience for Personal and Professional Development – DOOR International](#) 🧠 🧑
- [24 Forgiveness Activities, Exercises, Tips and Worksheets](#) 🧠 🧑



August

Skin care



With over 80,000 cases of skin cancer diagnosed in Canada each year, this month will focus on skin care. Understanding the importance of sun protection and regular self-screening to prevent skin cancer is important to staying sun safe.

Themes:

- [Skin care](#) 🚲 🧑
- [National Immunization Awareness Month](#) 🚲

Important dates:

- August 15, 2025 – [National Relaxation Day](#) 🚲 🧑
- August 19, 2025 – [World Humanitarian Day](#) 🚲 🧑 🧑 🧑
- August 30, 2025 – [International Overdose Awareness Day](#) 🧠 🧑

Extra resources:

- [Self-Exams - The Skin Cancer Foundation](#) 🚲 🧑
- [Healthy Skin, Happy Employees: Corporate Skincare Regime](#) 🚲 🧑
- [9 Different Ways to Relax at Work \(With Helpful Tips\)](#) 🧠 🧑



September

Physical activity



With summer winding down and new routines in place, this month will focus on strategies for getting back into and staying consistent with a physical activity regime. Diabetes, chronic pain, heart disease, to name a few, can be mitigated by staying active, and made worse by a sedentary lifestyle. Focus on motivating employees to keep moving even as the weather gets colder.

Themes:

- [Physical activity](#) 🚴
- [International Pain Awareness Month](#) 🗓️ 🧠 🧑🏻 🧑🏻 🧑🏻
- [Healthy Aging](#) 🗓️ 🧠 🧑🏻 🧑🏻 🧑🏻

Important dates:

- September 10, 2025 – [World Suicide Prevention Day](#) 🗓️ 🧠
- September 21, 2025 – [World Gratitude Day](#) 🗓️ 🧠
- September 29, 2025 – [World Heart Day](#) 🗓️ 🧠

- September 30, 2025 – [National Day for Truth and Reconciliation](#) 🗓️ 🧠

Extra resources:

- [When Someone on Your Team Has Chronic Pain](#) 🗓️ 🧠 🧑🏻 🧑🏻
- [10 Ideas to Promote Heart Wellness at Work - Heffernan Insurance Brokers](#) 🗓️ 🧠
- [Ageing and Employment Policies: Retaining Talent at All Ages](#) 🗓️ 🧠 🧑🏻 🧑🏻



October

Workplace wellness



World Mental Health Day has become a cornerstone for many organizations to demonstrate their commitment to psychological health and safety in the workplace. Workplace wellness contributes to building a healthy workforce. **This month's complimentary Health Solutions webinar will be a conversation about mental health in the workplace.**

Themes:

- [Workplace Wellness](#) 🧠 🏢 🔄
- [Small Business Month](#) 🏠 🔄

- October 19-25, 2025 – [Invisible Disabilities Week](#) 🚴 🧠 🏢 🔄
- October 19-25, 2025 – [BDC Small Business Week](#) 🔄

Important dates:

- October 3, 2025 – [Improve Your Office Day](#) 🚴 🧠 🏢 🔄
- October 7, 2025 – [Health Solutions webinar: Workplace wellness – English](#) 🧠 🏢 🔄
- October 8, 2025 – [Health Solutions webinar: Workplace wellness – French](#) 🧠 🏢 🔄
- October 10, 2025 – [World Mental Health Day](#) 🧠

Extra resources:

- [7 Tips on How to Start a Workplace Wellness Program](#) 🧠 🏢 🔄
- [Psychological Health in the Workplace - Canada.ca](#) 🧠 🏢



November

Financial literacy



Financial stress is commonly reported as a top contributor to the stress many Canadians experience today, especially with the increasing costs of living due to inflation. This month will focus on tips for healthy financial habits to live well today while saving for the future.

Themes:

- [Financial Literacy Month](#) 🧠 🔄
- [Diabetes Awareness Month](#) 🚴 🧠 🏠 🔄
- [November](#) 🚴 🧠 🏢 🔄

Extra resources:

- [16 Smart Financial Habits The Wealthy Follow \(That It's Wise To Emulate\)](#)
- [Financial stress and its impacts - Canada.ca](#)
- [Next Paper - Retirement outlook in Canada](#)

Important dates:

- November 2-8, 2025 – [National Pain Awareness Week](#) 🚴 🧠 🏢 🔄
- November 13, 2025 – [World Kindness Day](#) 🧠 🏢 🔄
- November 19, 2025 – [National Grief and Bereavement Day](#) 🧠 🏢





December

Mindfulness



Mindfulness and meditation are techniques many use when trying to find inner peace, especially during the holidays. Staying in the present moment can help bring added joy and simplicity during times that can often be hectic and overwhelming if self-care isn't prioritized, and boundaries aren't respected. Try integrating mindfulness into daily routines at work to improve stress levels and productivity.

Themes:

- [Mindfulness](#) 🧘🧠🌿🕒
- [Stress-Free Family Holidays Month](#) 🧘🧠🌿🕒

Important dates:

- December 2, 2025 – [Giving Tuesday](#) 🧘🧠🌿🕒
- December 5, 2025 – [International Volunteer Day \(IVD\)](#) 🧘🧠🌿
- December 17, 2025 – [Anti-bullying Day](#) 🧘🧠🌿

Extra resources:

- [What is Mindfulness? – Mindful](#) 🧘🧠🌿🕒
- [How to Achieve Mindfulness Through Exercises and Programs](#) 🧘🧠🌿🕒
- [Winter Activities to Help Keep Employees Healthy and Happy](#) 🧘🧠🌿🕒
- [Why Giving Is Good for Your Health](#) 🧘🧠🌿🕒



Employee health and wellness translates to corporate health and wellness.

Employee well-being is a cornerstone of a productive, engaged, and satisfied workforce. Additionally, presenteeism and absenteeism are a substantial business expense, not to mention the costs of replacing a dissatisfied employee.

Spending more time on employee well-being initiatives which incorporate all aspects of health is a great way to get employees actively involved in their personal health journeys. Working out together, opening up to each other, giving back to the community, and learning how to make smart financial decisions can go a long way to improving employee health and wellness.

2025-01-06