

WELLNESS

2017 Quarter 2 Report



Volunteers
of America®
MID-STATES

During the past two years, Volunteers of America Mid-States (VOA MID) has partnered with Spalding University, The Wellness Group, ETC., the University of Kentucky to address the issue of wellness in our workplace. Based on the findings from the brainstorming sessions we held two years ago, we want to share the themes we heard from you and what we are doing or have done about those concerns. The findings were valuable and have provided insights into how we can make our organization

YOU WANTED:

- Better employee discounts
- Free counseling services to employees
- Increase pay for employees

YOU WANTED:

- To require supervisors to be more respectful to employees
- Allow employees to move to different jobs within the agency
- Communicate more effectively

YOU WANTED:

- To learn about self-care and wellness and for VOA MID to promote it as being important
- Spiritual advisement available for employees
- Gym memberships that are free to employees

THIS IS WHAT HAPPENED:

- **VOA Mid offers an Employee Discount Program for all employees.** Employee discounts include car rentals, corporate shopping, hotels, office supplies, and more. To see all employee discounts, visit VOA Today and click on the Employee Discount tab.
- **We have an Employee Assistance Program (EAP),** which allows every employee and any member of the household to access up to six free counseling sessions. **In year 1, there were 68 counseling sessions scheduled for employees and their families.**
- **Employees can earn up to \$500 for referring a new Direct Support Professional (DSP) employee that stays six months.** Employees earn \$250 after the DSP is employed three months and can earn an additional \$250 at six months of employment.

THIS IS WHAT HAPPENED:

- **We spent a portion of our training dollars towards training three employees in Customer Service,** who will then train employees throughout the organization.
- **In 2016, VOA Mid promoted 28 internal employees, and in 2017, we have promoted 12 internal employees.**
- **In July 2017, HR will provide an Employee Handbook to all employees.**
- **In April 2017, HR introduced ADP, a self-service for all employees, which can be accessed via web or mobile app. ADP gives employees access to all of their employment information including paystubs, paid time off accruals, benefits, tax forms, VOA news, etc.**

THIS IS WHAT HAPPENED:

- **We started a “Wellness Corner” in VOA Today** to provide information about the Wellness Initiative Group (WIG). **We are committed to sharing a Safety Spotlight and a Wellness post each month on VOA Today.** If you would like to submit a wellness or safety post, please contact Amy Erwin at amye@voamid.org
- **Our chaplain, Donna Trabue, is available as a resource for employees who desire spiritual guidance.** She provides services including conducting services of remembrances, receiving prayer requests, providing spiritual counseling, etc. She can be reached at DonnaT@voamid.org or (502) 636-4641.
- **In 2017, we granted a portion of the Patricia Cummings Wellness Scholarship to 21 employees** to assist with gym memberships and other self-care activities. This scholarship remains open to employees who have 1 year of service and are in good standing. For more information speak with your supervisor.

We will continue to work on all of these issues and on additional initiatives that you suggested. For example, we are working on hosting family friendly holiday events and offering more social wellness opportunities. We want you to know that we hear you, and we value your input. We are committed to creating an agency where wellness is a part of our culture and is experienced by everyone who works for or who is served by Volunteers of America Mid-States.