

WELLNESS

2017 Quarter 1 Report



Volunteers
of America®
MID-STATES

During the past year and a half, Volunteers of America Mid-States (VOA MID) has partnered with The Wellness Group, ETC. and the University of Kentucky to address the issue of wellness in our workplace. Based on the findings from the brainstorming sessions we held last year, 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 even healthier.

YOU WANTED:

- More affordable health insurance benefits
- Employee bonuses for good performance
- Financial planning classes

THIS IS WHAT HAPPENED:

- In 2017, VOA MID incurred all medical, dental, and vision increases to keep costs the same as 2016 for employees.
- We currently reward an Employee of the Month with a \$200 gift card and an Employee of the Year with a \$400 gift card.
- Employees will be able to receive financial planning through the Employee Assistance Program (EAP) which offers one free 60 minute session with a financial planner. PNC is also going to offer financial planning classes via webinar during the second quarter.

YOU WANTED:

- More structured orientation for new employees
- More opportunities for advancement and opportunities for employees to move to different jobs within the agency
- More adequate staffing at program sites

THIS IS WHAT HAPPENED:

- An onboarding project began in February that focuses on new hires, Human Resources onboarding, and site-specific onboarding.
- Recently, some jobs were intentionally filled with DSP's, such as the Human Resources Administrative Assistant and the Peer Specialist position
- Human Resources is currently developing career-pathing through the Professional Development Plan (PDP) process. The PDP rollout will include videos, as well as training for Directors/Managers during the second quarter.
- A focus on recruiting and hiring, including participating in job fairs and building community partners (Urban League, colleges, etc.)

YOU WANTED:

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

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.
- Wellness Perks will be introduced in April 2017 for all employees that participate in the medical plan. Employees can earn \$450 in gift cards for participating in certain wellness events. Wellness counseling from a doctor or health care provider is included in the wellness exam.
- Our chaplain, Donna Trabue, is available as a resource for employees who desire spiritual guidance. She can be reached at DonnaT@voamid.org or (502) 636-4641.
- We granted a portion of the Patricia Cummings Wellness Scholarship to seven employees to assist with gym memberships and other self-care activities in March 2017.

We will continue to work on all of these issues and on additional initiatives that you suggested. For example, we are working on increasing internal communications 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.