



Pathways to Potential

2020-2025 Strategic Plan

Progress Report Outreach Goals 3 and 4

Human Resource
October 2022



Outreach Goal #3: Creating a Culture of Compassion

Provide a more collaborative, caring and safe working environment for employees, clients and partners

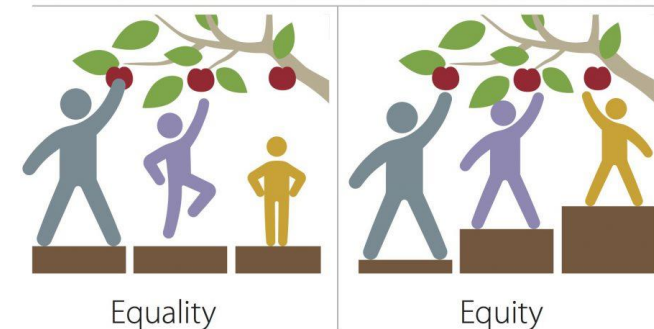
Lead: Senior Leadership and Human Resource Team

Statement #1

Update HR Policies and Procedures to create a more collaborative, caring and safe environment for employees, clients and community partners

Result:

Human Resource Policies and Procedures were update to match WNCSource Culture and revised August, 1, 2020 and updated on July 1, 2022.



Outreach Goal #3: Creating a Culture of Compassion

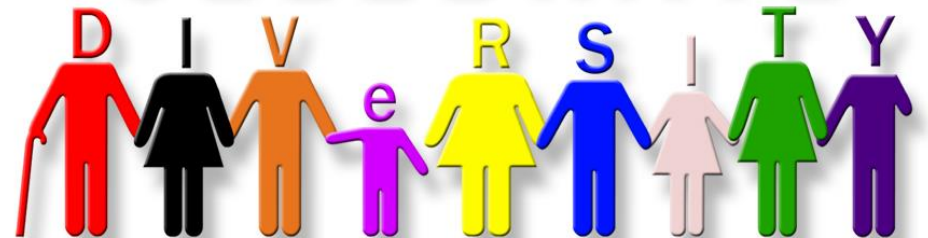
Statement #2

Conduct confidential evaluations for employees

Human Resources is looking at new vendors for Employee Survey

**Pathways to
Potential**
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CELEBRATE



Outreach Goal #3: Creating a Culture of Compassion

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Statement #3

WNCSource will have 4 employees certified in Mental Health First Aid by 2022

Over 20 employees have received the Mental Health First Aid Certification in past 5 years



Outreach Goal #4: Creating a Culture of Compassion



- WIPFLI was hired to administrate a Compensation Review. The WNCSource Board approved with an effective date of October 1, 2021 and a Market Analysis April, 2022
- WNCSource has partnership with Pardee@Work to offer a Wellness and Wellness Tracking program.
- WNCSource has a partnership with Employee Assistance Network to administrate the Employee Assistance Program.
- WNCSource is partnering with Crossnore to train our staff in Trauma Informed care.



WIPFLI

Curiosity. Clarity.

Results.

Deep Dive of Pardee@work



- Helps employees understand their risks for disease
- Helps employees obtain preventive health services
- Fosters healthy lifestyles
- Offers Flu Shots and Nurse visits on-site
- The program is free to all WNCSource employees including Intermediate employees.
- Provided Covid Vaccines Clinic



Deep Dive of Employee Assistance Program



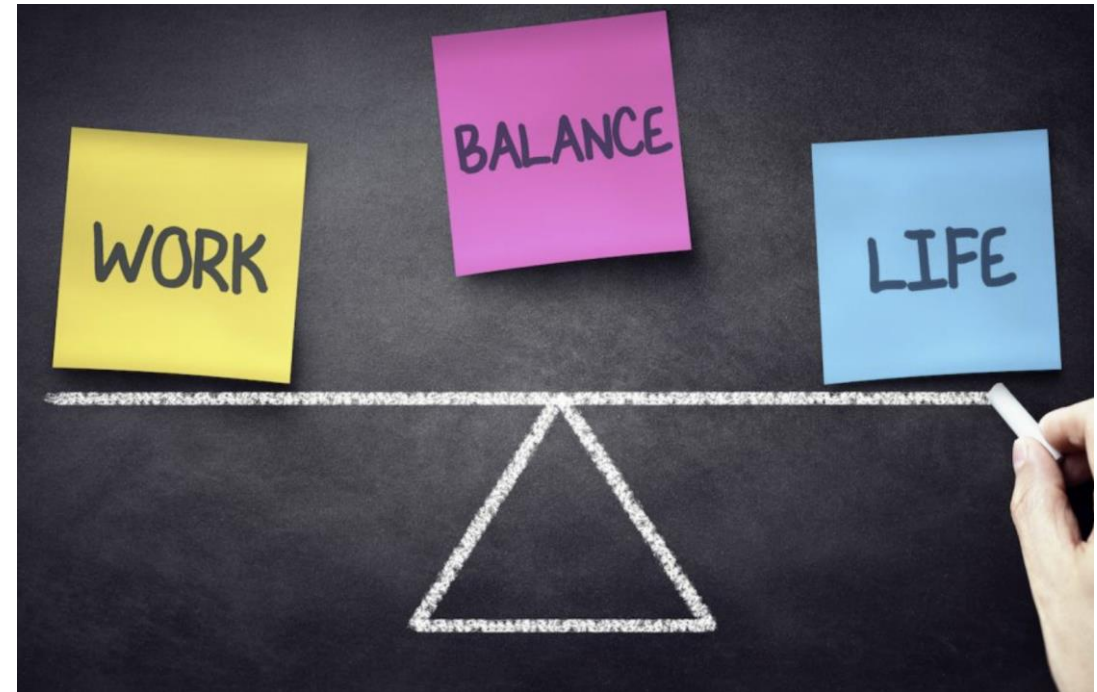
- A confidential program that provides professional assistance to help resolve problems
- Areas of Focus: Financial pressures, Stress or tension, Family or parenting issues, Problems at work, Depression or anxiety, Gambling or addictions, Difficulty sleeping...
- The program is free to all WNCSource employees including Intermediate employees.



Outreach Goal #4: Creating a Culture of Compassion



- We offer flexible work schedules and will be piloting a flexible schedule for Teachers in the Fall of 2022
- Offer paid leave options that respond to demonstrated workforce needs- (FFCRA, FMLA, Corporate Leave...)
- We are creating a Diversity Council to help celebrate and educate our staff.



Outreach Goal #4: Creating a Culture of Compassion



- WNCSource was recertified as a 2022 Living Wage Certified Employer
- We develop two internal Inclusion Certification and offered two professional Diversity classes to all employees.
- WNCSource created a Staff Wellness Team, based on training from UCLA Staff and Wellness Seminar



Diversity

Employee Relations

Benefits

Teamwork