



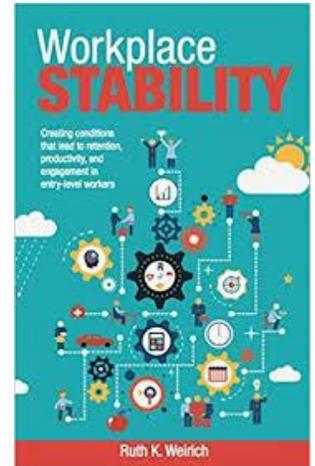
Bridges to Workplace Stability **For your employees living in daily instability - life shows up at work.**

Introduction to Bridges to Workplace Stability & Getting Ahead in the Workplace

Bridges to Workplace Stability for Employee Retention and Productivity

The behaviors, habits, and patterns of entry-level employees often leave business owners and managers scratching their heads. Have you had an employee who suddenly stopped coming into work or started arriving late every day? Maybe you promoted an employee from within but were confused by that person's behavior after the promotion.

There is no question that increased worker stability boosts productivity, retention, and morale, which leads to greater profitability—but it may yet be a challenge you need to address. Why would an employer want to increase the personal and professional stability of workers? And how exactly can businesses go about it?



The Bridges Out of Poverty Workplace Stability program is for businesspeople who would like to improve on the turnover treadmill, absenteeism, lack of productivity, motivation issues, language barriers, and disciplinary problems that sometimes occur with entry-level, lower-wage employees.

The program is focused on understanding and improving the stability of employees who live in daily instability. In the end, stabilizing the lives of employees stabilizes the business. The program helps you to explore the environment of daily instability (as well as stability and long-term stability) and learn how the environments we grow up in can create barriers to our success at work.

Instability is a measure of diversity in your workforce. Entry-level workers can experience personal instability that leads to absenteeism, health problems, and violations of workplace expectations, all of which decreases morale, attention to work, and job performance.

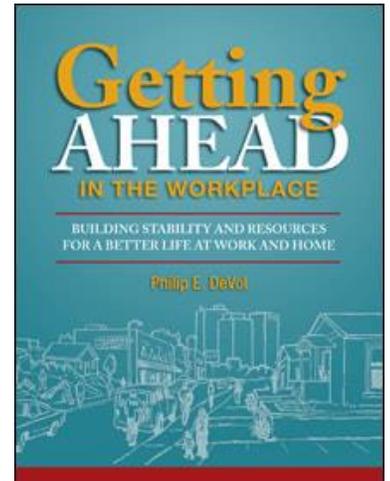
The three goals of the Workforce Stability program is to: Reduce turnover and increase productivity, Improve employee relationships, Increase stability for employee and employer.

Executives, managers, supervisors, and human resources personnel will gain the tools to improve employee retention and reduce employee turnover while accessing the hidden talent in their organization. This two-hour diversity training will provide the knowledge and tools to:

- Recognize the range of factors that create instability for employees
- Understand the connection between instability, employee performance, and profitability
- Identify the most effective techniques and tactics for increasing workplace stability
- Create an action plan best suited to your business and its culture and employees

Getting Ahead in the Workplace

Getting Ahead in the Workplace is a workbook of 10 facilitated sessions to help under-resourced people build resources and gain control over their future stories, for a better life at home and at work. These classes are facilitated at your workplace location. The curriculum helps under resourced workers to build their resources and life stability, this in turn helps the employer by having more stable employees which equates to higher productivity and a decrease in employee turnover.



Participants create their own success by investigating:

- The realities of conditions at home/work/community and how they impact stability
- The “hidden rules” and special language of getting ahead in the workplace
- How to build resources and relationships that open doors and help keep them open
- Practical skills for dealing with change and creating stability at work and at home
- The power of intentionally creating and following a new future story plan

We are seeking employers such as manufacturers, health systems, hospitality industry, call centers, etc. that employ entry level workers, as well as staffing agencies who may want to offer this program to their clients. Typically, entry-level workers need more stability in their life to help them become more productive in their workplace.

One Body Collaboratives will provide the backbone structure and support for these classes and will also track all Getting Ahead participants over the course of two years to measure the results of the program.

In 2021, in partnership with Bergstrom and Workplace Staffing launched the first Getting Ahead in the Workplace class at Bergstrom. James Schmitt, Vice President of Human Resources at Bergstrom, said the following, “This program really helps employees on a holistic level and gives them the time, tools, and education need to move forward in a positive direction, whether it’s at Bergstrom or in the community.”

After the ten-week class, graduates from the Bergstrom program reported the following:
100% Reported an Increase in Integrity, Motivation and Mental Resources
100% Indicated Progress on the Goal Areas Set at the Beginning of the Classes
33% Stated that they had an increase in income and a decrease in debt

If you are interested in learning more about this program, please contact Mary Cacioppi at: Mary.Cacioppi@OneBodyCollaboratives.org.