

Humility of Mary Health Partners
Youngstown, Ohio
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August 2011

Thank you for giving us the opportunity to share our experiences with our Bridges out of Poverty/Getting Ahead Class. We couldn't be more thrilled with the transformation and personal achievements we've witnessed amongst employees.

Humility of Mary Health Partners (HMHP) has long been committed to the principles in Bridges Out of Poverty and Getting Ahead.

We've conducted these seminars for employees in the past as part of a group called the 20/20 Club. However, in 2008, HMHP received a grant from the Robert Wood Johnson Foundation to develop innovative learning models for frontline employees.

We knew from the outset we wanted to share with employees the principles from Bridges to assist and support them as they begin to make a career transition in their lives. They would be transitioning to new work groups with new rules (written and unwritten) as well as new expectations.

We wanted to provide them the knowledge and principles they would need to navigate their new environment and not to become discouraged with the challenges that may lie ahead, both personal and professional.

Well, we have trained 6 cohort groups to date and all have taken Getting Ahead. During this process, we have witnessed employees who did not know each other become a tight-knit support for one another. They become cheerleaders for each other while also lending each other a shoulder to cry on. They keep high accountability between themselves for reaching their goals.

As sessions have come to an end, we have been excited to hear from employees the goals they have met, are continuing to work towards and the Individual Development Plan (IDP) they have created. We have witnessed an excitement about their lives, their education and their work. They begin to create a "path" for them to Get Ahead and reach their goals.

Some comments from employees have included:

"The class allowed me to see beyond my own expectations;"

"It was helpful to find out all the resources a person needs to make a change in their life;"

"The class made me more aware of what and how to go about my decision making process;"

"It helped me understand the stage of change I was in and how to move forward."

Some personal goals that were reached during the class course included losing weight, finishing the training program, applying for college, stop smoking, and confront personal fears.

The statement our team will always remember is when one employee stated, “This makes me feel like I am smart!” We had the great privilege of confirming that statement and knowing the tools and resources this employee was introduced to through the Getting Ahead class, plus the tight-knit camaraderie that develops amongst the group, enabled this employee to have the confidence to vocalize what we knew all along. This program blossoms individuals and gives them a vision of themselves and a plan, plus the tools, of how to turn their vision into reality.