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SAINT ANTHONY HOSPITAL LAUNCHES SCHOOL AT WORK PROGRAM TO RETAIN & ADVANCE EMPLOYEES

Addressing the need for an increasingly skilled workforce at all levels and to assist its employees achieve their highest potential, Saint Anthony Hospital, 2875 West 19th Street, is instituting a unique School at Work program. The *Building a Career Ladder in Healthcare* curriculum is designed for entry-level workers. The 32-week course is offered at no cost to employees and features classes in the hospital before and after work. The goals are to help employees advance in career paths, prepare for college, maximize their workplace potential, and remain at Saint Anthony.

Guy Medaglia, Saint Anthony CEO, explains the concept: "Overall, our entry-level employees display a very strong work ethic and commitment to patients. By offering them education through School at Work, they will broaden their skill sets and ultimately help provide a higher level of patient care."

Beginning January 22, 15 Saint Anthony employees chosen from a pool of more than 40 applicants, began a rigorous 8-month program with two components - Introduction to Healthcare and Becoming a Healthcare Professional. The program was developed 15 years ago by Catalyst Learning Company to help employers "grow their own" workforces, reduce turnover, and increase the number of entry-level employees able to move into higher positions. Some 370 hospitals in 41 states use the program.

The program at Saint Anthony is funded by grants from three Chicago foundations, including the Eleanor Foundation, The Steans Family Foundation, and the Saint Anthony Foundation.

Medaglia credits two local community agencies with helping launch the School at Work program. Central States SER and Instituto del Progreso Latino have provided significant support to Saint Anthony's previous workforce development efforts.

Pamela Jones, Workplace Development Manager, says most of the School at Work participants currently work in environmental, dietary, and food service areas. After successfully completing the course, many will become eligible for positions

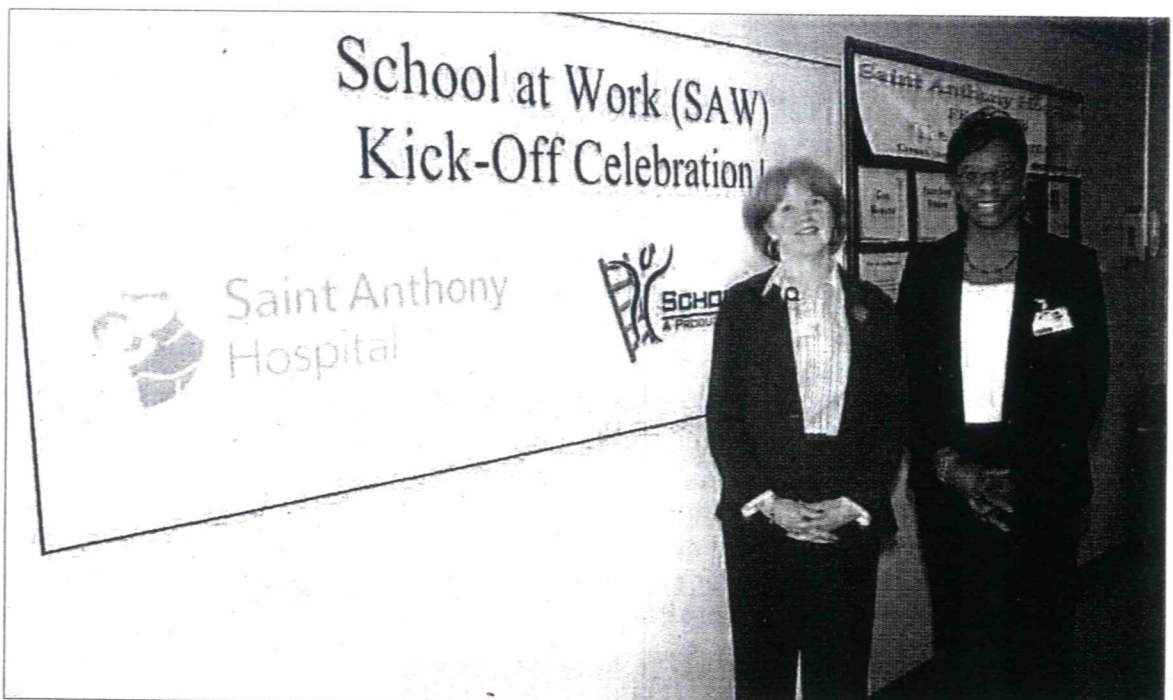
in allied health service, such as surgical and radiologic technology. Others are currently employed at the basic level of Certified Nursing Assistant.

School at Work also offers financial counseling instruction through Heartland Alliance. Successful participants may be eligible for rental income subsidies. Wright College is also assisting in developing students' skills.

Jazette Moffett is participating in School at Work. She is a Medical Accounts Analyst who has worked at Saint Anthony for 8-1/2 years. She graduated from Lucy Flower High School and planned to go to college, but her family began arriving, so her plans were put on hold. She has a son attending Moraine Valley Community College and a 9-year old daughter. She says she wanted to earn a business degree and enrolled at Harold Washington College, but money and time didn't permit her to finish. Now, Jazette sees her dream of majoring in healthcare management to be within reach, thanks to School at Work.



Saint Anthony Hospital CEO Guy Medaglia congratulates Jose Rodrigues & Jazette L. Moffett on being accepted to participate in the School at Work program preparing them for career advancement.



Margaret Loisel, Vice President of Human Resources at Saint Anthony Hospital, and Pamela Jones, Workplace Development Manager, welcome students to their first day of School at Work. (Photo by Brad)



The Voice

SAINT ANTHONY HOSPITAL

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School at Work Program Enhances Associates' Skills

Saint Anthony Hospital recently introduced a "School at Work" program to address its need for an increasingly skilled workforce. "Building a Career Ladder in Healthcare" is a career development program for entry-level associates. The two-course, 32-week program – free to associates – features on-site instruction both before and after work. The goal: to help associates advance in their career paths, prepare for college and maximize their workplace potential.



Says Saint Anthony Hospital CEO Guy Medaglia, "We are committed to helping our associates succeed. Overall, our entry-level associates display a very strong work ethic and a dedication to our patients. Through School At Work, they will broaden their skill sets and help us provide a higher level of patient care."

The classes include 15 associates each. Their rigorous program has two components: *Introduction to Healthcare*, designed to enhance workplace skills by polishing reading, writing, math, language skills, computer literacy and communications; and *Becoming a Healthcare Professional*, an introduction to medical terminology and basic education in, among other areas, anatomy, physiology and medical ethics. The educational approach includes job coaches, mentors, workbooks, DVD and Internet learning.

While many hospitals use the School at Work Program, Medaglia says the support behind Saint Anthony's effort is particularly strong for a smaller community hospital. The program is funded by grants from three Chicago foundations, including the Eleanor Foundation, the Steans Foundation, and the Saint Anthony Foundation.

Medaglia credits two local community organizations for helping the School at Work Program to launch so ambitiously. These organizations, Instituto del Progreso Latino and Central States SER, have strongly supported the hospital's earlier workforce development efforts.

Pamela Jones, Workplace Development Manager, Human Resources Department, says that after successfully completing the coursework, many participants will

Jose Rodriguez, Manager of Security, Transportation and Mailroom, and Jazette Moffet, Patient Financial Services, celebrate with CEO Guy Medaglia at the recent kickoff event for the School at Work Program.

become eligible for positions in allied health service positions, such as surgical or radiology technology. Others will advance their nursing careers.

Program participants are required to read at a ninth-grade level to be eligible for the course.

For more information, contact Pamela at extension 44279 or pjones4@saintanthonyhospital.org.



Pamela Jones, Workplace Development Manager.

Great Work Yields Positive Financial Outcome

For the first six months of Fiscal Year 2009, the positive results continue. The hospital's net revenue is 4 percent ahead of budget and expenses are slightly below budget. This is a good combination that creates a positive operating margin of more than \$900,000 for the first six months of the fiscal year. Thank you, once more, for all of your hard work.

Key Growth Areas July-December 2008

	Actual	Budget	% Change
Medical Surgical Discharges	1,795	1,645	▲9%
Pediatric Discharges	338	305	▲10%
Surgeries	1,699	1,602	▲6%