

# Things to Think About

## When Considering Your Next Employer

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Wellpoint Care Network  
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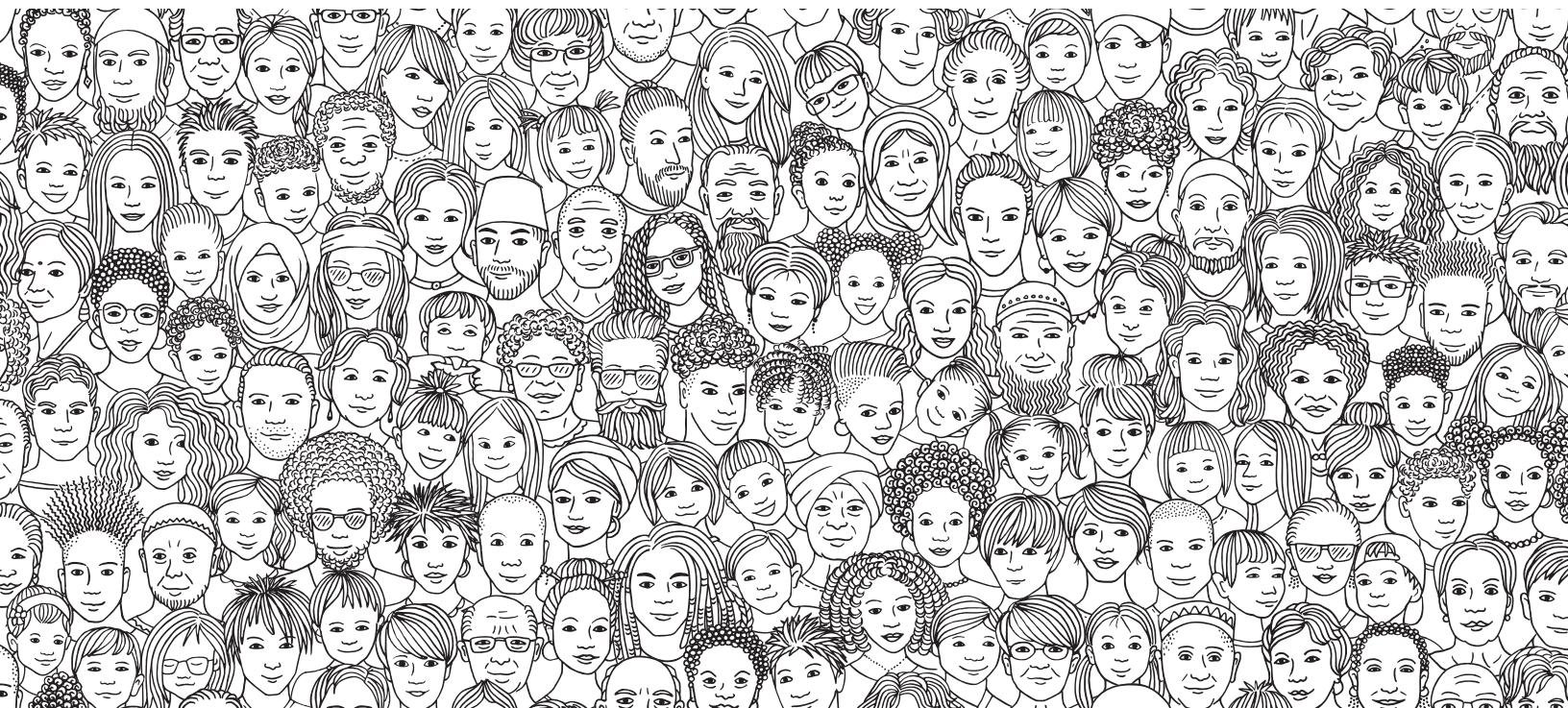
# A Changing Workforce

In the past five years, there has been a major shift in the way people view their jobs and employment. What people want from work has changed — most of us are looking for more flexibility, chances to grow, supportive managers and a workplace that really values well-being and balance.

In fact, a [2022 NPR/PBS NewsHour/Marist National Poll](#) on the U.S. Labor Force shows that 38% of workers changed jobs since the pandemic started. Millennials and Gen Z (52%) were more likely than any other group to seek a new opportunity.

As an employee, you want to feel seen, heard and appreciated in the workplace. The pressure is on for employers to create a company culture that not only gets your foot in the door, but also focuses on your happiness and longevity with the company.

A [recent Glassdoor survey](#) found that 77% of employees would “consider a company’s culture” before seeking a job there. Another 56% said a good workplace culture was “more important than salary” for job satisfaction. Additionally, 73% of respondents said they “would not apply to a company unless its values align with [their] own personal values.”



These are all important factors to consider before accepting a job. Another important factor in your decision-making process may be to evaluate an employer's workplace culture and whether the people who work there feel a sense of belonging.

A [recent survey by McKinsey & Company](#) showed that 39% of candidates reject a role or do not proceed with a job application due to a perceived lack of inclusiveness.

# Meeting Employees' Needs

Employers now realize that in order to attract and retain high-level employees like you, they need to consider the following:

- **73% of people** want a flexible working schedule. (Statista)
- **23% of employees** feel burned out at work very often or always. (Gallup)
- **70% of employees** say that training and development opportunities influence their decision to stay with a company. (LinkedIn)
- **77% of workers** believe that having a wellness program impacts a company's culture. (Editor's Choice)
- **Only 33% of employees** in the US and Canada feel engaged at work. (Editor's Choice)
- Empowering employees can increase productivity **by up to 50%**. (Forbes)
- **77% of workers** say that a positive workplace culture can influence their decision to stay with a company. (LinkedIn)
- Inclusive teams make better business decisions **up to 87%** of the time. (Harvard Business Review)
- **66% of employees** cite work-life balance as the most important workplace attribute. (FlexJobs)
- **69% of employees** say they would work harder if they felt their efforts were better recognized. (Achievers)



A [recent article from Business News Daily](#) states that aside from a positive company culture, you as an employee are also seeking:

- Fair and competitive wages
- The best benefits possible
- The feeling of being trusted and valued at work

The workforce has changed drastically over the last several years. As an employee, you now have more choices and the ability to be more selective when it comes to where you want to spend 40 hours a week.

Flexibility, competitive pay and benefits, inclusivity and a positive culture are all things to consider.

# The Wellpoint Care Network Difference

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# A Commitment to Inclusion and Belonging

At Wellpoint Care Network, our commitment to creating a welcoming, inclusive, and supportive environment for every employee - and for the communities we serve - remains as strong as ever. As we navigate an evolving regulatory landscape, we continue to lead with integrity, care, and a deep belief in the power of belonging.

Inclusion is more than a policy...it's about people. It's about unlocking each person's gifts, fostering innovation, and inspiring collaboration so we can serve families with excellence. We believe every employee plays an active role in making Wellpoint Care the employer of choice now, and for the next generation of human service professionals.

Our vision is clear: we will keep expanding the scope of inclusion, elevating all voices, and creating spaces where every employee feels valued and respected.

## Leadership

Wellpoint Care Network recognizes that it truly does take a village to accomplish what we want to as an organization. From the Board of Directors and Executive Team to front-line supervisors, we are committed to cultivating a work environment where everyone can do their best work and feel like they truly belong.

That's why we regularly survey employees and ask for feedback and participation. Employees are empowered to get involved by sharing their perspectives and views, all of which works to hold leaders accountable and stretch our collective comfort zone.

Our goal is to make lasting, transformational change.

## OUR APPROACH

At Wellpoint Care Network, we believe we are better together — and that means all of us. Whether staff, service providers, board members, donors, volunteers or engaged citizens, our priorities include:

- 1 Increase inclusivity in **our staff, volunteers and stakeholders** in all programs and leadership; strive for a diverse pool of candidates and ensure new hires reflect the children and families we serve.
- 2 Provide an open and inclusive environment for **staff and the families we serve**; increase cultural humility and awareness of cultural differences.
- 3 Advance **community engagement and support efforts** on issues that significantly impact vulnerable or underserved groups.

# A Dynamic Workforce

As an organization that works with children, we strive to be role models and make a difference in the community we serve. We feel it is important for children to see themselves represented within the services that they're receiving.

No matter what area within the organization, everyone's voice is important and valuable and space is made for individual thoughts and beliefs. Creating outlets for employee feedback that ensures physiological safety and a robust exchange of ideas is a priority at Wellpoint Care Network.

Wellpoint Care Network currently employs more than 320 employees. Representation includes the many characteristics and identities that make each of us unique. When people come to us for services, they are met with a variety of individuals who can support them and who have shared similar life experiences.

## Employee Resource Groups

Wellpoint Care Network offers several **Employee Resource Groups** (ERGs), ensuring that everyone feels they are a valued member of the community.

All employees are encouraged to join at least one ERG, which work collaboratively to ensure progress in the areas of:

- Employee appreciation
- Mentoring and career advancement
- Workplace vibrancy
- Cultural competency and humility
- Trauma informed Care education



# Learning and Talent Development

Wellpoint Care Network is committed to being a "lifelong learning" organization. We realize that training and talent development can never be a one-and-done approach.

Talent development is the organizational process of positioning employees for career advancement in a way that aligns with the organization's mission. This includes identifying workers' aptitudes and goals and helping them develop the knowledge and skills they need to achieve those goals and fill the needs of the organization.

Talent development activities can range from mentoring and coaching to formal training, leadership development, succession planning, on-the-job learning and more.

In terms of training and development, this means:

- Recognizing the potential of every individual on the team
- Targeting specific areas of strength and employee interest
- Moving employees to areas in which they are best suited
- Looking at teams to determine how they could thrive over time
- Designing talent development initiatives to ensure future growth

## PUTTING TALENT DEVELOPMENT INTO ACTION

To help employees reach their personal and professional goals, Wellpoint Care Network is committed to the following:

- Department-specific training
- Finding new and innovative ways to learn
- Supporting leadership
- An Annual Day of Learning
- Annual safety courses
- Trauma Informed Care education



# Competitive Benefits

Wellpoint Care Network has worked tirelessly to ensure we have competitive and desirable benefits for those seeking work in the Milwaukee metro area.

**Wellness Is the Point of All We Do**, and we encourage employees to maximize their healthcare, including preventative care. We do that by lowering our health insurance premium costs and offering outstanding benefits that are customizable to the needs of each employee.

In support of our employee well-being efforts, we offer employees wellness activities that address caregiver capacity and encourage mental health, such as art therapy classes, Lunch and Learns and speaker series — including workshops facilitated by self-care professionals for employees interested in maximizing their mental, emotional and physical wellness.

Standard benefits include:



## Health Insurance



## Life Insurance



## 403(b) Retirement



## Paid Time Off (PTO)



## Dental Coverage



## Vision Insurance



## Flexible Spending



## Critical Illness and/or Accident Protection Plan



We share specific details about these benefits with all of our job applicants during the hiring process.

# Other Perks (subject to change)



## Hybrid Workforce

Wellpoint Care Network understands that much of our work happens in the community—at public places, client locations or partner facilities. While it's true that some work activities are still best done at our facilities, other job tasks can be performed effectively outside of our offices, giving employees the opportunity to achieve a greater work-life balance. That's why in recent years we've become a hybrid workforce.

Hybrid work can help employees manage their work and personal responsibilities more effectively, leading to improved overall well-being. Today, **most jobs at Wellpoint Care are categorized as hybrid**. This is based on the job itself, not the person in it. Determining the specific blend of remote and onsite work is a collaborative discussion between employees and supervisors, and may vary by role and department. Since the beginning of our hybrid journey, we've learned that offering flexible work options like this improves job satisfaction and helps us attract and retain top talent in Southeastern Wisconsin.



## Wellness Reimbursement Program

We also feature a unique Wellness and Fitness program, which allows for reimbursement of **up to \$350 per calendar year** on eligible expenses (calculated at 75% of purchase price). Though started as a basic gym reimbursement, we've evolved it over the years, recognizing that there are many different ways to be fit and well.

Covered Items now include: Gym and Fitness Club Memberships, Fitness Classes and Weight Management Program Memberships (online and app-based), Personal Trainer Sessions, Athletic Leagues and Organized Sports Fees, Race Entry Fees, Adult Enrichment Classes (dance, music, painting, pottery, photography, etc.), Massages, Acupuncture, Passes to State Parks, Museums and the Zoo, Weights and Fitness Equipment (including Bicycles, Scooters, Treadmills, Ellipticals, Rowers, Peloton, Resistance Bands, Workout DVDs and Fitness Trackers).



## Employee Scholarships

Wellpoint Care Network is committed to the advancement of its employees, and knows it's important for staff to engage in lifelong learning. We also want employees to know there are opportunities for advancement in their career, their knowledge and opportunities within the organization.

In support of this goal, we are pleased to offer **up to \$2500** for a select number of agency employees working toward a Graduate, Baccalaureate or Associate Degree in Human Services, Education, Childcare, Social Work or another field related to their position. Additional scholarships of **up to \$250** are available for employees enrolled in professional certificate programs. Scholarship applications are considered twice annually.

Wellpoint Care Network recognizes that there are many ways to incentivize employees and we are always seeking feedback on ways to meet the needs of today's workforce.

# A Focus on Trauma Informed Care

Since trauma is at the core of so many hurdles for so many people, we have made **Trauma Informed Care** central to our work. It is an organizational philosophy infused across our continuum of care. In fact, Wellpoint Care Network has been at the forefront of the Trauma Informed Care movement for more than 15 years.

To date, **more than 80,000 people** have learned our unique framework, which we call the [Seven Essential Ingredients of Trauma Informed Care](#) — including every Wellpoint Care employee, regardless of position or role.

Our Trauma Informed Care philosophy and practice has been proven to lead to better outcomes in many caregiving and community environments, including the Child and Family Well-being sector, law enforcement agencies, schools and behavioral health settings.

Our employees are trained annually, as the processes and concepts are ever-evolving. Aside from the standard Trauma Informed Care training, there are also additional opportunities for advanced learning and practice.

Many Wellpoint Care staff have said that our Trauma Informed Care model has been pivotal when working directly with children, teens or families.

"I feel like I'm making a difference," says **Kennedy**, a Program Coordinator in Voluntary Kinship and Subsidized Guardianship. "I think that's why a lot of us are in this field to begin with. It's given me a lot of confidence to give things a try, bring things up with families, be creative in how I present things."

"The more people who understand trauma, its impact on the brain and how to interact with one another to regulate our emotions is so important," adds Treatment Foster Care Specialist **Courtney**. "It's pivotal to make changes and really support our communities and our kids."



# 175 Years of Care

Founded to care for Milwaukee-area orphans and growing into a national leader in recognizing and addressing the impact of trauma, Wellpoint Care Network has been actively helping communities for 175 years.

Throughout that time, we've stayed true to our purpose: we help people overcome barriers and thrive. Across a comprehensive array of services, wellness is — and always has been — the point of all we do.

As we approach two centuries as a human services agency, we are proud of our longevity — but, we will never rest on our laurels. So long as children, families and the community need healing, we will continue to rise up to meet those needs.

Using the best and latest science available, we will continue to champion stability, heal the effects of trauma. We remain committed to being a safe, welcoming space for community members to seek out connections and support in their journey from surviving to thriving.



Today, we employ approximately **320 employees** to carry out our mission to foster learning, healing and wellness by restoring the connections that help children and families thrive.

# In Summary

At Wellpoint Care Network, our employees are our most valuable assets. We're proud to offer a variety of positions that serve the community. Every employee has the opportunity to do meaningful work for children and families across southeast Wisconsin.

Wellpoint Care is a great place to work, a great place to demonstrate your gifts and talents and a great place to apply yourself to reach your professional potential.

We have a history in Milwaukee for 175 years. Throughout that period, there's been one constant: we've always focused on children and families, providing the supports and resources they need to thrive, be successful and reach their fullest potential.

At Wellpoint Care, there are always opportunities for new ideas, new perspectives, new ways of doing things — all with the goal of finding the best outcomes for the people in our care.

So far, our efforts have led to:

- A better representation and reflection of the community served.
- Expanded engagement and input from staff and community, which has spurred creativity, innovation and productivity.
- Dynamic community partnerships and a strong brand reputation that reflect our progress.



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