



FSMTB
FEDERATION OF STATE
MASSAGE THERAPY BOARDS



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FSMTB Recognized for Innovative and Effective Workplace Practices
Receives prestigious When Work Works Award

OVERLAND PARK, Kan., May 22, 2017 – The Federation of State Massage Therapy Boards has been honored with a 2017 When Work Works Award for exemplary workplace practices.

The prestigious When Work Works Award is part of the Society for Human Resource Management’s (SHRM’s) When Work Works project, a national initiative that helps employers become more successful by transforming the way they view and adopt effective and flexible workplaces.

The award recognizes employers of all sizes across the country that excel at offering a variety of top-rated employee initiatives such as work-life fit policies, flexible scheduling and transition to parenthood programs. The award goes beyond work-life programs and includes initiatives that address the additional evidence-based aspects of effective workplaces, such as opportunities for learning, a culture of respect and trust, and job autonomy.

“We are proud and honored to be recognized for exemplifying one of our core values - valuing people,” said Debra Persinger, executive director of FSMTB. “For all of our organizational initiatives that serve others, the FSMTB staff drives our collective achievements and deserves to be supported while delivering top quality professional service.”

In applying for the award, FSMTB was evaluated on factors associated with employee health, well-being and engagement; opportunities for learning; a culture of trust; work-life fit; supervisor support for work success; autonomy; and satisfaction with earnings, benefits and opportunities for advancement.

“Considering that 78 percent of employers report difficulty recruiting employees for highly skilled jobs and 38 percent report difficulty recruiting for entry-level hourly jobs, When Work Works Award winners have leveraged this recognition opportunity to distinguish themselves as exemplary employers that offer new or enhanced options that help them attract and retain top talent,” said

Ellen Galinsky, president of the Families and Work Institute, the original creator of this award, and senior research advisor at SHRM.

“These winners have reinvented their workplaces in ways that benefit business and employees alike and are reaping the benefits in terms of employee job satisfaction and retention,” said Cassidy Solis, senior advisor, workplace flexibility, at SHRM.

The award is earned after a rigorous assessment that emphasizes the real-life experiences of employees and incorporates national benchmarks of employer practices from the *National Study of Employers* and the employee experiences from the *National Study of the Changing Workforce*. Two-thirds of an organization’s winning score is based on a survey of its employees.

To learn more about the awards, view an interactive map that lists [winning organizations by state](#) and a list of [winners by name](#).

Additional information about the [When Work Works Award](#) and the [When Work Works](#) initiative is available online.

About When Work Works

When Work Works is a national initiative led by the Society for Human Resource Management (SHRM) to help businesses of all sizes and types become more successful by transforming the way they view and adopt effective and flexible workplaces. When Work Works is one of the foremost providers of resources, rigorous research and best practices on workplace effectiveness and flexibility in the nation. The initiative administers the prestigious annual When Work Works Award, which recognizes exemplary employers for creating effective workplaces to increase business and employee success. Visit www.whenworkworks.org and follow us on Twitter @WhenWorkWorks.

FSMTB’s mission is to support its member boards in their work to ensure that the practice of massage therapy is provided to the public in a safe and effective manner. For more information, please visit www.fsmtb.org.

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