



The Incredible Years Program at the workplace

In January 2009, Penobscot Community Health Care (PCHC) started to offer “The Incredible Years Basic Parenting Program” to its employees. PCHC is a Federally Qualified Health Center (FQHC) serving 38 towns of the greater Bangor region in Maine.

With the purpose to provide comprehensive care for children and their families, PCHC started to offer the IY to its own employees as a model to promote universal parenting education to all families. Taking into consideration that parenting young children can be a great stressor for working parents, the leadership at PCHC agreed that offering IY to employees was a way of supporting parenting education for families with the possible result of less stress at home and at the workplace.

The group leaders, Dr. Ana Rojas, a child psychiatrist, and Patricia Phillips, a clinical social worker; quoted “When parents are using effective parenting techniques, the daily interaction with their children is more rewarding. Balancing family and work can be a difficult task, especially for families with young children. After a working day, most parents are coming home to their other, most important full time job, which is raising their children. Having the tools of effective parenting techniques before problems arrive could be beneficial for the family and the workplace environment.”

The program IY is offered to the employees at one of the PCHC’s conference rooms, during lunchtime. The staff members participate voluntarily, and they arrange their schedule in advance to attend the group. By doing the IY at the workplace, the common barriers for working parents to participate in parenting education groups, like babysitting, being tired after a long day, can be lessened.

At PCHC, the employees are welcoming the opportunity to participate in the Incredible Years Program at their place of work.