

Join Us: Employer Resource Networks®

Supporting Working Families While Driving Business Growth



In the past week, month, 6 months, have you had an employee:

- late for or absent from work due to non-related work issues?
- request a loan from 401K or from you as an employer?
- come to you with a challenge they are having at home?
- have disciplinary issues even when their work has been generally good?
- quit due to a wage increase and loss of public benefits?

An Employer Resource Network® can help find solutions

EMPLOYEE

- Stress
- Childcare
- Financial pressures
- Public benefits
- Relationship conflicts
- Aging parents
- Substance abuse
- Transportation
- Housing/Foreclosure

EMPLOYER

- Increased productivity
- Reduced absenteeism
- HR productivity increase
- Outsourced social work
- Increased EAP usage
- Employer of Choice
- Increased retention
- Reduced training cost
- Reduced recruiting costs

ERNS develop programs to serve employee needs

Above and beyond Employee Assistance Programs, ERN Success Coaches can provide long-term coaching with any challenge or goal, allowing an holistic approach to providing solutions and creating work and life success for employees. Success Coaches assist in the creation or modification of available programs when there are service gaps.

- Childcare Partnerships - extended hours
- Financial Literacy - budgets, credit repair, homeownership, banking
- Healthcare/Wellness - incentives based on indicators, exercise, etc.
- ERN Hardship Loan & Savings Program - emergency loan w/savings
- Transportation - Driven to Succeed Rideshare App/shuttle programs

Employer Resource Networks® Nationally

Arizona: 1 ERN: Pima county
Indiana: 1 ERN: Elkhart & St. Joseph counties
Michigan: 9 ERNs: Branch, Calhoun, Kalamazoo, Kent, Muskegon, Oceana, Ottawa, Saginaw, & St Joseph counties; *visit: www.ern-mi.com*
New York: 4 ERNs: Albany, Fulton, Monroe, Montgomery & Schenectady counties; *visit: www.ern-ny.com*
Ohio: 6 ERNs: Ashland, Lucas, Marion, Montgomery, Richland & Stark counties; *visit: ern-oh.com*
Tennessee: 1 ERN: Shelby county **Texas:** 1 ERN: McLennan county
Wisconsin: 1 ERN: Green & Rock counties
ERNs Under Development: CT, FL, IN, MA, MI, MN, NE, NY, OH, PA
ERN USA 2019 Annual Report: Employee Util. = 16.3%; ROI = 510% ; emergency loans = \$494,297; savings component = \$257,034

Employer Resource Network® (ERN) Model

Structure:

- **5 to 10 Employers** (Manufacturing, Health, Hospitality) with identified common needs (Retention, Training, Advancement)
- **Shared Success Coach** at each employer site who offers assistance with work/life issues to all employee levels
- Businesses invest in “**shares**” upfront and sustain based on ROI, with ERN employers experiencing ROI up to 758%

Success Coach Role:

- Has dedicated hours on site at each employer member
- Is available the remainder of the week via email, text, call
- Helps address work/life balance issues at the root cause
- Connects employees to company, public and nonprofit resources
- Provides financial literacy and other essential training
- Guides employees in planning and applying for educational advancement such as GED or higher degrees
- Manages employee issues from start to resolution
- Is a resource to HR in attendance and performance issues

Monthly Employer Meetings:

- Success Coach provides a monthly dashboard
- Success Coach and members discuss outreach efforts
- Members discuss trending issues and potential gaps
- Members identify potential partners and develop resources for emerging needs
- Members share and benchmark best practices
- Community resource organizations provide updates

For more information

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 Marion Matters and Ohio ERN work in partnership with ERN USA. Join the network to start your ERN, and participate in peer learning activities, conferences, and ERN USA Data Solutions. Learn more: www.ern-usa.com

Join Us: Employer Resource Networks®

Transforming companies one employee at a time



Explore the benefits Employer Resource Networks® (ERNs) provide for:

- Employees
- Community
- Government
- Educational institutions
- Employers
- Nonprofits
- Financial Institutions
- Economic Development Organizations

17 Reasons you should join or create an Employer Resource Network®

ACTION	RESULT
1. You champion your ERN® with fellow business executives.	1. Your tri-sector collaboration is aligned with business objectives.
2. You collectively create your ERN network and get started with assistance and materials from the ERN USA development team.	2. You and your fellow CEOs adopt an employer driven model with over 10 years experience in knowing what works.
3. Your Success Coach provides onsite and remote assistance; if assigned office times don't work, another time can be arranged.	3. Your employees address barriers and goals where and when it is convenient, not having to take time off work to go to agencies and organizations.
4. You utilize a variety of customized and branded outreach materials to inform and engage employees.	4. As the Success Coach and company work together to promote the ERN, program utilization increases.
5. Through your Success Coach, workers have a direct connection to professionals, programs, material needs and qualifying funds with coaching and follow-up along the way.	5. Your employees experience less stress and are able to concentrate more fully on their work; morale improves.
6. Your Success Coach addresses the personal needs of employees that your company doesn't have the resources to manage alone.	6. HR has more time to spend on health incentive programs and team building.
7. Employee productivity and attendance improves with less barriers in getting to work and keeping their jobs.	7. Your workforce investment is paying off with an increase in profits; employees appreciate being a part of your company.
8. You become a partnership matrix of employers, nonprofits, colleges, and agencies working together for the benefit of all.	8. Your ERN expands available resources; your partnership matrix allows resource development to fill service gaps.
9. ERN loan, savings and budgeting programs improve your employees' financial stability.	9. Employees pay bills and build emergency savings, moving from continual crisis to planning and achieving long term goals.
10. Your Success Coach connects employees to area technical and educational programs as well as colleges and universities.	10. Your employees gain the skills they need to move up the ladder; you promote from within, realizing additional savings
11. You experience retention rates of up to 98% percent with participating employees.	11. You retain your greatest asset - your employees
12. Your ROI reaches upwards of or over 500% percent.	12. You save over \$4,000 (SHRM) for each employee you would have lost to a barrier issue such as childcare or transportation.
13. You become an employer of choice within your community.	13. Your company is respected and draws the best employees, partners and customers.
14. You become part of the ERN USA Peer Learning Community, sharing best practices with other Success Coaches, employers, and administrators	14. Your ERN evolves from shared knowledge and lessons learned, creating efficiencies and greater effectiveness.
15. You use a customized CMS with other ERNs under the registered trademark, collecting success stories and other data.	15. You compare your data with ERN companies at monthly board meetings, and see the collective impact of ERNs nationally.
16. As family stability increases, there is a decreased reliance on public assistance for employees.	16. Public assistance rates decline as employee gain self sufficiency through barrier solutions , skill building and education.
17. You gain the understanding that investing in company culture and supportive employment just makes sense.	17. You become one of the growing number of socially responsible companies that have moved their business to the next level.