

Join Us: Michigan 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

Indiana: 2 ERNs. Elkhart, LaPorte, Porter, & St. Joseph counties

Michigan: 12 ERNs: Calhoun, Genesee, Kalamazoo, Kent, Mason, Midland, Muskegon, Oceana, Ottawa, Saginaw, St Joseph and Wayne counties. Visit: www.ern-mi.com

New York: 7 ERNs: Jefferson, Montgomery, Fulton, Schenectady, Albany, Saratoga, Rensselaer, Washington, Warren counties. Visit: www.ern-ny.com

Ohio: 3 ERNs: Lucas & Marion counties. Visit: www.ern-oh.com

Tennessee: 1 ERN: Shelby County

Texas: 1 ERN: McLennan County

Wisconsin: Milwaukee County

ERNs in progress: AZ, IN, KY, MI, PA, OH, TN (*interest in NE, MO, UT*)

SuccessForce Data: average program utilization rate = 16%; ERN

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 628%

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 give updates at employer requests

For more information

Michigan ERN Contact: James Vander Hulst, President & CEO
877.625.9564; James@ERN-USA.com; www.ern-mi.com

Join Michigan ERN and ERN USA to participate in Peer Learning activities and conferences. www.ern-usa.com

Join Us: Michigan Employer Resource Networks®

Transforming companies one employee at a time



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

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

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

EMPLOYER RESOURCE NETWORK® BENEFIT

1. You will champion your ERN with fellow business executives.
2. Your group will create your network and get started with assistance and materials from our development team.
3. The Success Coach will provide assistance right onsite; if their assigned office times don't work, another time can be arranged.
4. You'll experience retention rates of up to 98% percent with participating employees.
5. Your ROI could reach over 600% percent.
6. You'll become an employer of choice within your community.
7. You'll be inspired by other ERNs' employer-tailored training and career laddering achievements.
8. The ERN loan, savings and budgeting programs will improve your employees' financial stability.
9. Your employees will take advantage of your Success Coach's expertise in leveraging workforce and economic development resources through cross sector collaboration.
10. Employee productivity and attendance will improve with less barriers in getting to and keeping their jobs.
11. You will utilize a variety of customized outreach materials to inform and engage employees.
12. You will be part of a network of employers, nonprofits, community colleges, and public agencies all working together for the benefit of all.
13. You and your Success Coach will be part of a state and national Peer Learning Community for sharing best practices with other Success Coaches, employers and strategic partners.
14. ERNs under this registered trademark operate under the same employer-driven model using the customized *SuccessForce* CMS.
15. As family stability increases, there will be a decreased reliance on public assistance for employees.
16. Your Success Coach will work with area technical and educational programs as well as colleges and universities.
17. You become one of the growing number of socially responsible companies that have moved their business to the next level.

RESULTS IN

1. Your tri-sector employee assistance program is aligned with business objectives.
2. You and your fellow CEOs adopt a lean ERN model with over 10 years experience in knowing what works.
3. Your employees can address barriers and goals where and when it is convenient for them, not having to take time off work to go to agencies and organizations.
4. You retain your greatest asset - your employees.
5. You save up to \$4,000 (SHRM) for every employee you would have lost to a barrier issue.
6. Your company is respected and draws the best employees, partners and customers.
7. Investments you are putting into your workforce keep growing.
8. Employees are able to pay bills, build emergency savings and plan for the future.
9. Through the Success Coach, workers have a direct connection to professionals, programs, material needs and qualifying funds.
10. You experience more profits with increased productivity; HR now has more time to spend on health incentive programs and team building.
11. As the Success Coach and company working together to promote the ERN, program use rises.
12. Your ERN expands available resources and provides partnerships for resource development to fill service gaps.
13. Your ERN, Success Coach and the employee support process continues to improve in offerings, efficiency and effectiveness.
14. You will compare your data with the companies in your ERN at monthly board meetings, and can also see the collective impact that is being made with other state and nationwide ERNs.
15. The work you are doing to improve the lives of our employees is even saving the government money.
16. Employees gain the skills and knowledge to move to the next level in your company; you are capitalizing on your investment.
17. It's just the right thing to do.