Innovative Solutions

Reduce turnover costs
Create a better workplace culture
Improved performance
Employer of choice

Employer Resource Networks (ERNs) are a public private consortia whose purpose is improved workforce retention through employee support and training.
Have your employees...

➢ Been late or absent due to non-work related issues?

➢ Requested a 401k loan or an advance in pay?

➢ Come to you with a personal, non-work related problem?

➢ Quit or request a change in employee status due to:
  ...A wage increase caused economic hardship
  ...Difficulty finding adequate and affordable daycare
  ...Lack of reliable transportation
  ...Did not feel welcomed in the workplace

➢ Experience conflict in the workplace?
DEFINING UNDER-RESOURCED, UNSTABLE & HIGH-STRESSED EMPLOYEES

"the extent to which an individual or family does without resources"
Business

LARGE COMPANIES WITH MANY LOWER WAGE/ENTRY WORKERS

Employee

SUCCESS COACH

ENTRY LEVEL AND MID-MANAGERS

COMMUNITY & NON-PROFIT ORGANIZATIONS

COMMUNITY & TECHNICAL TRAINING PROGRAMS

GOVERNMENT AGENCIES

LOW WAGE, UNDER-RESOURCED, DAILY INSTABILITY

SMALL TO MID-SIZED COMPANIES

HEALTHCARE, SERVICE INDUSTRIES, HOSPITALITY, RETAIL, MANUFACTURING, FOOD SERVICE

INTAKE OF PERSONS EXPERIENCING BARRIERS TO WORK
The ERN Success Coach is a private resource that employees can access on a regular, ongoing basis. They serve as a direct conduit to community resources & services that provide fast relief for many issues that employees face, such as reliable transportation, workplace conflict, childcare, housing crisis, family challenges, etc. Once immediate barriers are addressed, the success coach can work with employees on longer term stability.
ERN provides data that can help inform the business

- Individual information is private
- Data is provided to the business on trends - what are the service areas employees are experiencing
- Utilization
- Sharing of success stories

- Monthly Meetings with business partners - shared learning, identify collective action items,
MEMBER COMPANIES

Heritage Christian Services
St. Ann’s Communities
Jewish Senior Life
Friendly Senior Living
Catholic Family Center
Catholic Charities Services of Rochester
Epilepsy Pralid
MVP Healthcare
Pilot Program- City of Rochester and FLMHIT
Trillium Healthcare
People, Inc.
Active
Under Development

**Employer Resource Networks® Nationally**

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

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