

# 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, Newaygo, Oceana, Ottawa, Saginaw, St Joseph and Wayne counties. Visit: [www.ern-mi.com](http://www.ern-mi.com)

**New York:** 6 ERNs: Albany, Franklin, Jefferson, Montgomery & Schenectady counties. Visit: [www.ern-ny.com](http://www.ern-ny.com)

**Ohio:** 3 ERNs: Lucas & Marion counties. Visit: [www.ern-oh.com](http://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 program employee retention rates = 95% and higher

## 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

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Join Michigan ERN and ERN USA to participate in Peer Learning activities and conferences. [www.ern-usa.com](http://www.ern-usa.com)