



Working Bridges: A Workforce Sustainability Initiative

Good for Business, Good for People

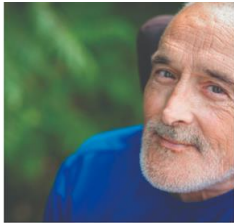
With Liz Gamache and Connie Beal
Presentation at the National Governors Association
State Policy Forum Future Workforce Now
Friday, October 18, 2019



**United Way of
Northwest Vermont**

United Way of Northwest Vermont

Our mission is to build a stronger Northwest Vermont by mobilizing our community to improve people's lives. United Way isn't just our name – it's how we work. We bring together individuals, nonprofits, businesses, and government entities to fight for a strong, vibrant, and healthy community. We fight for the education, financial stability and health of every person in Chittenden, Franklin and Grand Isle counties.



What is Working Bridges?



Working Bridges is an employer collaborative that helps employees with low-to-moderate wages navigate life issues, increasing employee retention and productivity.

Okay, so what does that mean?

- A good, steady, reliable job helps put people on a path to financial stability.
 - Life issues can overwhelm a good employee's ability to get to work, be fully present at work and succeed at work.
 - A group of employers can design and test innovative workplace policies and practices that help employees.
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Our Philosophy

- Rooted in concepts from *Bridges Out of Poverty* and *Scarcity*
- “Meet people where they are.”
The workplace is a platform for services
- 3-way benefit: employer, employee, & community
- Relationships are central to the work at all levels
- Innovation and opportunity to _____elevate partnership is essential

Working Bridges Employer Network

Boosts the bottom line:

- Improves employee retention
- Increases productivity
- Reduces recruitment & training costs
- Cultivates employee engagement
- Builds capacity for lean HR units
- Saves time for supervisors & managers

It's good for business, good for people.



Funding Sources



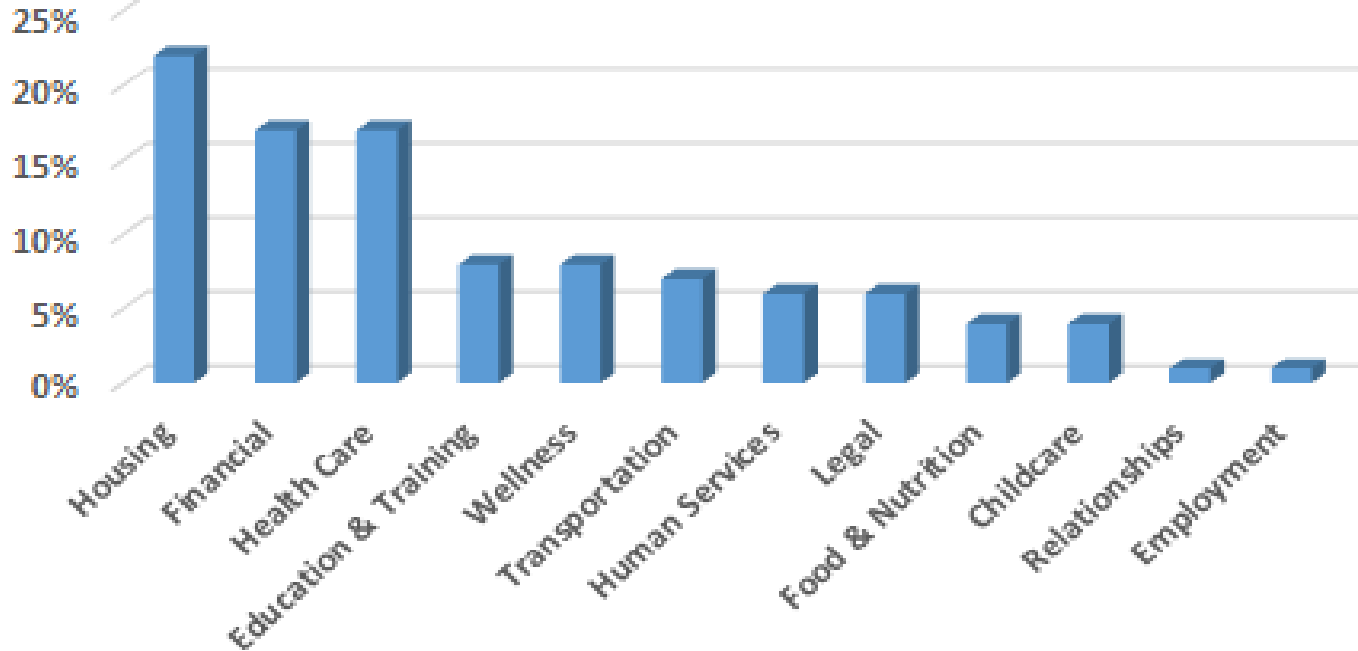
Postcard from Vermont

State Population	623,657
VT Unemployment Rate (2017)	3.0%
Per capita personal income (2017)	\$52,225 (23rd in US)
Workforce Participation (2016)	66%
Ageing Population	2nd oldest in the US



Across the WB Employer Network

2019 Resource Connections

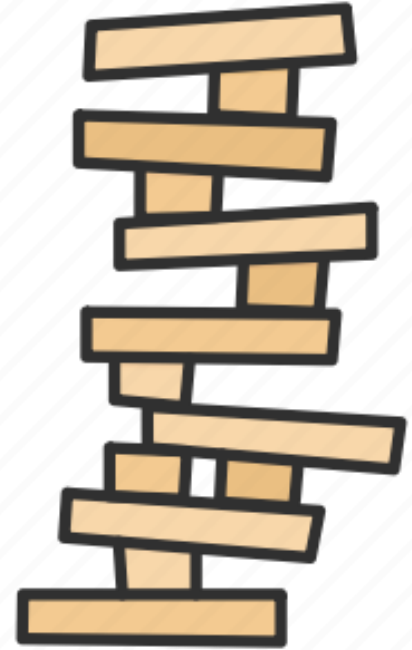


Let's Play a Game

The purpose of the game is to explore resources through various scenarios, illustrate stability and instability; and discuss how these issues play out at work.

Let's get started:

1. 3 volunteers please step up to the table.
2. Begin to play by selecting a Resource Card - read aloud.
3. Don't remove blocks from the top.
4. Place blocks where you feel you will gain the most stability.
5. If your tower falls or you're on the verge of a collapse, your workplace "Resource Coordinator" can provide help & support. Just raise your hand!



Shared Resource Coordination

How it works

- One-on-one, **confidential**, on-site Resource Coordination provides employees help with life issues and gives support navigating community resources during work hours.
- Resource Coordinators (RCs) are certified Community Resource Specialists (CRS) and trained Financial Coaches.
- Referrals can come from supervisors and HR, but many employees self-refer.
- Typically 3 to 4-hour onsite blocks weekly, customizable to employer's size & needs.
- Available across shifts for employers with 24-7 workforce.

Working Bridges Strategies

Shared Resource Coordination

- One-on-one, confidential, onsite Resource Coordination provides employees help with life issues and support navigating community resources.

Financial Coaching

- A way of complimenting financial education, allows employees to set financial goals, take action, and find support at the workplace to deal with such things as debt, credit issues, tax problems, savings goals, etc.

Income Advance Loan

- Partnership with local credit unions, provides small dollar loan to employees in need of financial resources, no credit check, no questions asked. A tool to build credit.

Mobile Tax Program

- In partnership with CVOEO, provide onsite free tax preparation with the help of IRS-certified VITA volunteers.

Working Bridges Concepts

- Fully customizable training for teams, HR partners, leads, managers, and supervisors.

The Collaboratory

- Quarterly convening of the WB network to explore, learn, innovate, design, test, and pilot new and emerging strategies and partnerships.

SaverLife Project with FINRA



Sign Up

Just enter your name and email address and answer a few short questions.



Link Your Bank Account

Securely connect the bank account you use to save by entering your online credentials.

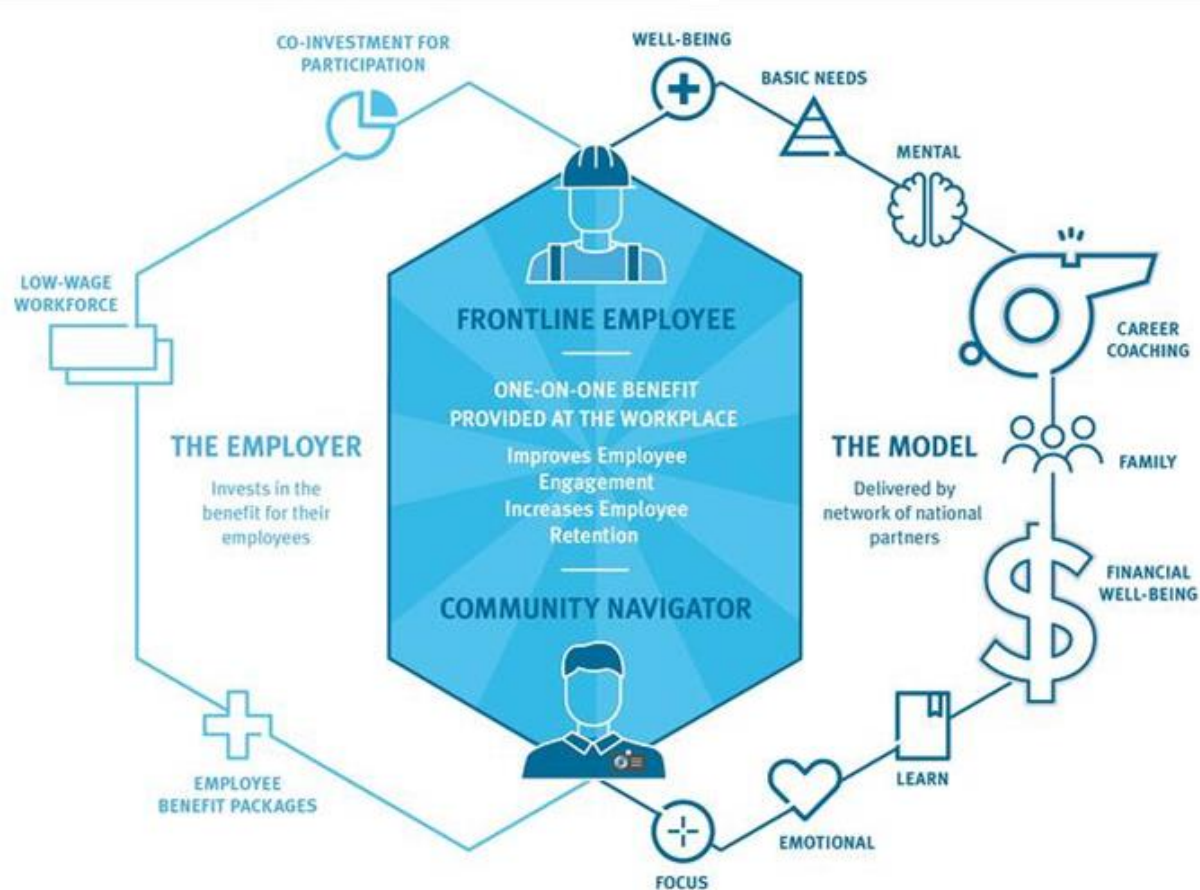


Watch Your Savings Grow

Earn \$10 for every month that you save at least \$20 - up to \$60 in rewards!



National Partner: Worklab Innovations



The **Sustainable Workforce Model** minimizes work disruptions, decreases absenteeism, improves workers' financial stability, and ultimately increases employee retention and engagement by offering personalized, immediate, and human-to-human assistance when workers need it most.

The Model is made available to employers through our national network of nonprofit partners in a fee-for-service arrangement. The Model's services become an integral part of an employer's benefits package.



United
Way



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Questions?

