### Definition of Problems

Employers have poor workforce retention

Workers face multiple barriers to workplace and family stability

HR staff lack resources to address nonemployment related issues

#### Mission

To engage the collaboration of employers, non-profits, community colleges and the public sector in employer networks which leverage resources in support of workforce retention as well as employee security, development and advancement

#### **Impact Strategies**

- Identify champions and interpreters
- -Convene cross-sector community dialogues
- -Conduct community readiness assessment
- -Secure corporate, nonprofit and public sector participation
- -Create place-based or virtual structure
- -Establish on-site, high touch "success coaching" integrated with HR protocols
- -Offer reduced fee or free shared-seat training
- -Provide wellness programs

### **Operating Model**

- -Multi-source funding (employers, public sector, foundations)
- -Annual corporate membership fees
- -Board of HR staff, ERN staff, and success coaches
- -Monthly reports, annual strategic review, publish and disseminate results
- -Recruit new members

## Social and Economic Impact Indicators

- -Provides timely worker access to information and referrals
- -Increases employee retention
- -Supports HR budget neutrality, efficiency and learning networks
- -Decreases reliance on public benefits
- -Fosters family asset development and educational achievement
- -Promotes movement to higher wage jobs
- -Stimulates additional cross-sector partnerships

# Org and performance indicators

- Corporate membership fees maintained
- Number of corporate members increases
- -HR staff articulate "value-added"
- -ERN familiar to employers, employees and community generates "buzz"

#### **Vision of Success**

To increase community economic development, social capital and civic engagement by addressing the convergent needs of both employers and employees.