

# Employer Resource Networks

## *A critical workplace solution for today's employers*

### Is your number-one business cost personnel?

You need a capable workforce with everyone working together. Yet, how often have you experienced the following?

- Employees late to work or absent due to non-work related issues?
- Employees coming to you with personal, non-work related problems?
- Employees who quit due to difficulty finding daycare, lacking reliable transportation, or family issues?

### What can you do to protect the “people” side of your operation?

Joining the **Pima Employer Resource Network (ERN)** can help your company retain an engaged and skilled workforce by helping employees find solutions to everyday challenges, economic shocks and personal crises that could jeopardize their employment. It brings community resources to your workplace. Every week.

It starts with a **Resource Navigator** who is an expert about ever-changing social services and how to access them, as well as ways to assist your employees with problem-solving. And because the service is provided at your workplace, employees don't have to miss work to get help.

### A business solution for problems that are none of your business!

The **Pima ERN** is an employer solution of the future designed to job-stability assistance for employees who lack resources and a financial safety net. An ERN is a consortium of five to 10 small-to-mid-sized businesses who:

- share the cost of a Resource Navigator who visits employees at the work-place each week to problem solve non-workplace issues
- offer the service as a benefit to all employees with complete confidentiality from the company
- receive training in understanding “under-resourced” employees and how to best utilize the program
- participate in monthly meetings to analyze data, identify needs, and explore opportunities for training and other enhancements with the Pima County Business Services Team
- explore efforts to assist employees with long-term financial stability like workplace financial classes and loan programs

### Save money by reducing turnover and increasing productivity!

ERNs save time for HR and supervisory staff and help prevent otherwise valued employees from quitting or being terminated due to personal problems. ERN companies report increased retention and greater ability to compete for high-quality employees. A monthly statistical report allows you to track how ERN membership pays for itself many times over.

### *How can you be involved?*

Contact Bonnie Bazata at the Pima County One Stop at 520-724-3704 to join an ERN or learn more.

