

Employer Resource Network

A well-connected resource for seeking solutions to everyday questions and needs. This employer resource network actively manages employee/family relationships ensuring long-term commitment to the Southwest Michigan Region.

An Employer Resource Network is a self-sufficient, employer governed entity that understands employee turn-over, disengagement and an inadequate candidate pool is very expensive for employers. The ERN functions in a comprehensive and collaborative model creating a holistic environment where employees, their families and residents can thrive and businesses flourish.

Existing solutions provided by the collective resources of the public/private partners are utilized for job specific training, life skill training, personal growth classes and support services to help overcome barriers employees face in retaining and advancing in the workforce.

About

Through a collaborative effort, participating regional employers commit to serve as a professional network for one another by enriching the lives of their employees through services and other benefits in order to:

- Attract and retain the best and brightest talent
- Leverage membership to meet growing career support needs
- Increase employee productivity and loyalty
- Reduce employee turnover
- Build a more inclusive, multi-cultural community
- Equip employees with support which promotes employee wellness and engagement

Contact us to learn more

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NETWORK SUCCESS EXAMPLES



Employee has concern over juggling family emergency needs while balancing full time work thus, leaving her disconnected and disengaged.

Coaching from her supervisor was not helping address the issues.

Employee is referred to the employer resource network to identify barriers and ultimately seek solutions.



Network success coaches match the employee to programs and services that meet the needs of the employee.

Employee has now addressed her personal family needs which has led to her becoming more productive and less distracted in her daily activities.

✓ Solved employee productivity & loyalty

✓ Increased engagement

✓ Reduced turnover



FAQ-Employer Resource Network

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If I invest, what do I get out of this?

For every employee lost, research shows employers lose an average investment of **\$3,500**. Which includes training, overall company productivity, safety, and reinvestments (ie: hiring, drug testing). Social issues and barriers impact workers, productivity, retention and recruitment.

For example, established ERN's report a consistent retention rate of **97%** for referrals and on average a **200%** return on investment.

Return on investment is established by tailored metrics to confirm the value of this resource program to your organizational needs.

A key to the success of a resource network is dependent on employer led collaboration for long-term comprehensive support to employers, their employees and their families. An employer led collaboration model also utilizes partners from education and training, economic development, and social service (government and nonprofit) organizations.

Businesses that recognize talent as a differentiator for success don't let the market take care of the outcome.

I can't afford another benefits program- how is this different?

This is not a benefits program, rather a regionally collaborative network of resources dedicated to the overall vitality of Southwest Michigan.

This network of business solutions professionals are poised to ensure you:

- Increase employee retention and reduce turnovers
- Create a stable and loyal workforce
- Attract long term talent

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Consider these questions to determine if your business can benefit from an ERN?

- Are people staying on the job?
- How much time and money does your organization spend hiring and retraining employees due to turn over?
- Is productivity impacted?
- Are revenues lost because lack of human capital?
- Are there absenteeism issues?
- Is human capital adequate for business and economy growth?
- Are there enough people ready to hire?

This interdependent structure strengthens the economic vitality of the region overall and improves the workforce pipelines for supporting and accessing the best and the brightest talent.