



United Way
of Buffalo & Erie County



PROGRAM GOAL

Work/Life Solutions is a United Way of Buffalo & Erie County program made possible by Evans Bank dedicated to improving workplace productivity, retention, attendance, financial stability and well-being for employees. Based on a proven program model, it seeks to help remediate non-work related issues attributed to decreased job performance and workplace attrition through an innovative set of three on-site solutions:

1. On-Site Resource Coordinator

- Resource Coordinator at each company weekly to help employees receive services without disrupting work
- Acts as an in-person services resource or community navigator, connecting employees with the superb non-profit service organizations available in Erie County via 2-1-1 database
- Employees can get the help they need at work rather than taking time off and trying to find the right service providers

2. Work/Life Solutions Loan & Savings Program

- \$500 or \$1,000 loan to assist employees in overcoming unexpected financial obstacles
- Available to employees in good standing who have been on the job for at least one year
- Repaid through payroll deduction and reported to credit bureau monthly to help improve or establish credit.
- Portion of monthly repayment is set aside in a savings account to encourage behavioral change. Once the loan is paid the employee can continue to save \$10/month or adjust as they see fit.

3. Financial Education Classes

- Financial education programming provided on paid time conducted by Belmont Housing Resources of WNY (credit, saving, homeownership, etc)
- Employers and employees help determine which courses best suit their needs

EMPLOYER COMMITMENT

- Providing consistent, private space for three or more hours per week for resource coordinator to meet with employees on-site
- On-site Financial education classes and workshops conducted by Belmont Housing Resources of WNY
- Internal promotion of the program offerings
- Processing of direct deposit forms to support payback of employee loans
- Commitment to invest in the program creating long-term sustainability of the program

WORK/LIFE SOLUTIONS EMPLOYERS

- Evans Bank
- HighPointe on Michigan; A Kaleida Facility
- SoPark Corporation
- MoldTech Inc.
- Tapecon
- Beechwood Continuing Care
- Buffalo Federation of Neighborhood Centers (BFNC)
- Catholic Health

