



Work/Life Solutions

A United Way of Buffalo & Erie County program
made possible by Evans Bank.

PROGRAM GOAL

Work/Life Solutions is a United Way of Buffalo & Erie County (UWBEC) 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 on-site solutions. This is accomplished through three main elements:

- Resource Coordinator
- Financial Education Classes
- Income Advance Loan & Savings Program

WHO BENEFITS?

- **Employees** - receive assistance with problems that arise outside of the workplace in the form of referrals to community organizations, financial education, and loans for unexpected costs
- **Employers** - improved employee retention, attendance, and focus
- **Nonprofit Organizations** - connecting with more people who may require their services

WORK/LIFE SOLUTIONS THREE ELEMENTS

On-Site Resource Coordinator

- On-site Resource Coordinator at each company weekly to help employees get help without disrupting work
- Acts as an in-person services resource, connecting employees with the superb non-profit service organizations we have in Erie County
- Employees can get the help they need at work rather than taking time off and trying to find the right service providers

Employee Income Advance Loan & Savings Program

- Employees in good standing who have been on the job for over a year may apply for up to a \$1000 loan to assist them in managing their needs
- Repaid by payroll deduction with a portion going into a savings account
- Raises employee's credit score through successful repayment

(more)

Financial Education Classes

- Quarterly financial education programs provided on paid time conducted by Belmont Housing Resources (credit, saving, homeownership, etc)
- Pre-and post surveys and testing to measure wealth knowledge and credit rating increases
- Employers and employees determine which courses best suit their needs

EMPLOYER COMMITMENT

- Four 90-minute financial education programs (1 per quarter) conducted by Belmont Housing Resources
- Promoting the program internally
- Providing consistent, accessible space for three or more hours per week for on-site resource coordinator to meet with employees
- Payroll deduction support for payback of employee loans
- Commitment to invest in the program after year-one pilot is completed thus creating long-term sustainability of the program

PROVEN IMPACT

- Program has been hugely successful in other parts of the country (Vermont & Ohio) where it is known as Working Bridges or Bridges@Work
 - 64% of supervisors report spending less time on non-work related issues
 - 75% of employers reported improved retention, attendance and productivity

PILOT COMPANIES

- Kaleida Health
- SoPark
- Evans Bank