



# workLife

PARTNERSHIP

**better work.  
better life.**



[www.worklifepartnership.org](http://www.worklifepartnership.org)



# welcome



Introduction

WorkLife History

WorkLife Advocacy

Getting the job is half the battle

**workLife**  
PARTNERSHIP



## Sustainable Communities and Thriving Workplaces:

- Focus on
  - stabilizing your workforce, our citizens, through retained and enhanced work
  - Stabilizing the family for generations to come; your customers!
  - Stabilizing the community by providing income-injection for business (the more people working, the more prosperous our businesses!)
  - Ensuring employers have a stable, promising workforce to choose from (economic development)
  - Thriving: reduce turnover to make a difference to your bottom line, culture, and the way you do business



# Why Retain front-line workers?



# What is the Cost of Hiring?



## Calculating benchmark employee cost

Average Departing employee annual base salary:  
Calculated annual benefits cost:  
Calculated monthly salary + benefits:  
Calculated daily salary + benefits:

Cost of 'covering' a vacant position (Calculated costs of other employees 'filling in' while the position is vacant)

Number of days until the vacant position is filled:  
Calculated daily cost of 'covering' a vacant position:  
Total cost to 'cover' vacant position:

## Cost to fill a vacant position

HR/Hiring manager's annual salary:  
Calculated HR/Hiring manager's hourly rate:  
Number of ads placed  
Price of each ad  
Cost of advertising (online and/or print):  
Cost affiliated with resume screening:  
Number of Candidates interviewed for each position  
Number of interviewers  
Average Salary of interviewers  
Typical length of interview  
Cost of interviews  
Cost of behavioural and skills assessments:

Cost of background checks (criminal, credit, reference, education):  
Job Placement Services or Recruiter Cost  
Cost of Recruiters (if applicable)  
Cost of travel/moving expenses (if applicable):  
Total cost to fill a vacant position:

## Onboarding & Orientation cost

Trainer/Manager annual salary:  
Calculated trainer/manager daily rate:  
Total training days:  
Total onboarding and orientation cost:

Cost of productivity ramp-up (During the first 3 months, an average new employee performs at 50% productivity of a tenured top performing employee)

Daily employee cost (salary + benefits):  
Number of working days during first 3 months:  
Cost of productivity ramp-up:



What's your Batting Average?

How successful is your hiring?



## Wages and Self Sufficiency

MONTHLY COSTS	Adult	Adult + Preschooler	Adult + Infant Preschooler	Adult + Preschooler School-age	Adult + School-age Teenager	Adult + Infant + Preschooler + School-age	2 Adults + Infant + Preschooler	2 Adults + Preschooler School-age
Housing	\$700	\$849	\$849	\$849	\$849	\$1,236	\$849	\$849
Child Care	\$0	\$961	\$1,721	\$1,410	\$449	\$2,170	\$1,721	\$1,410
Food	\$231	\$351	\$460	\$526	\$610	\$621	\$661	\$723
Transportation	\$235	\$243	\$243	\$243	\$243	\$243	\$462	\$462
Health Care	\$138	\$348	\$359	\$369	\$397	\$380	\$416	\$426
Miscellaneous	\$130	\$275	\$363	\$340	\$255	\$465	\$411	\$387
Taxes	\$299	\$676	\$903	\$815	\$480	\$1,250	\$964	\$861
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	(\$95)	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$53)	(\$100)	(\$100)	(\$60)	(\$100)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$83)	(\$167)	(\$167)	(\$167)	(\$250)	(\$167)	(\$167)
<b>SELF-SUFFICIENCY WAGE</b>								
HOURLY	\$9.85	\$20.27	\$26.32	\$24.35	\$16.82	\$34.17	\$14.82 per adult	\$13.79 per adult
MONTHLY	\$1,734	\$3,567	\$4,632	\$4,286	\$2,961	\$6,015	\$5,216	\$4,853
ANNUAL	\$20,808	\$42,803	\$55,582	\$51,435	\$35,532	\$72,174	\$62,597	\$58,232



Understand where people are coming from  
 In Mesa County, 'self-sufficiency' wage in 2011:

	Adult	Adult+Preschooler	Adult+preschooler+school age	2 Adults + preschooler+school age
Mesa Cnty	\$19,221	\$34,394	\$43,484	\$49,389
	\$9.10/hr	\$16.28/hr	\$20.40	\$11.80 per adult





## Federal Poverty Guidelines

Mesa County	Adult	Adult + Preschooler	Adult + Preschooler and School age	2 Adults+ Preschooler and School age
Self-sufficiency Standard (2008)	\$19,221	\$34,394	\$43,484	\$49,839
Federal Poverty Guidelines (2008)	\$10,400	\$14,000	\$17,600	\$21,200
Difference	\$8,821	\$20,394	\$25,884	\$28,639





Workers earning between minimum and self-sufficiency wages

Face challenges...

That management practices and employee benefit strategies can help address

But this is expensive and a hidden rule of management





## Cliff Effect Workforce Barrier

When a modest increase in earnings results in a significant reduction in work support benefits, the worker experiences a loss in overall economic well-being, increasing the struggle to make ends meet.

Have you experienced people NOT taking their pay raise?

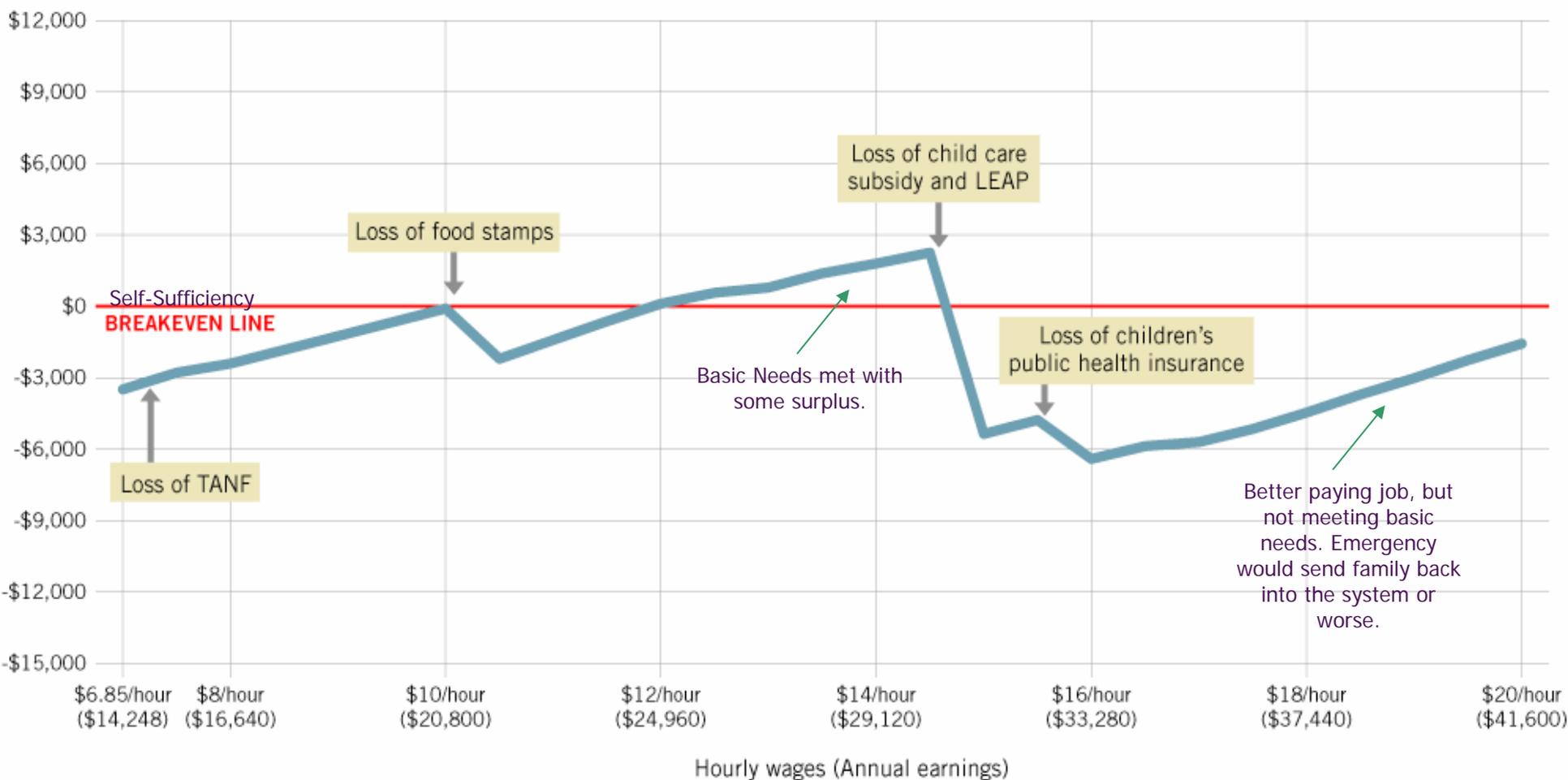
Is public policy like this holding your people back from succeeding?

Importance for business to make a difference



**Figure 1. Change in Net Resources as Earnings Increase, Single Parent with Two Children in Denver County**

Annual net resources



**Annual net resources:** Annual resources minus annual expenses.

**Annual earnings:** Assuming full-time work (40 hours/week, 52 weeks/year).

**Breakeven line:** Where family resources equal the cost of basic expenses.

**Work supports** (when eligible): Federal EITC, state child care tax credit, TANF cash assistance, food stamps, LEAP, child care subsidy, and public health insurance for children. Throughout this earnings range, the parent is ineligible for public health insurance for herself.

Source: Analysis based on NCCP's Family Resource Simulator, Colorado 2006 ([www.nccp.org](http://www.nccp.org)).



## What we do:

We help employees (*and family members!*) deal with life and work issues that keep them from getting to work, keeping their mind on work, and being a productive, valued employee.

Training opportunities

Financial health and wellness



## Lack of resources at work



Employee experiences barrier to work

Unable to connect to resources

Job performance declines

Absence and turnover





## Lack of resources at work

Employee is retained, obtains financial stability, improve productivity

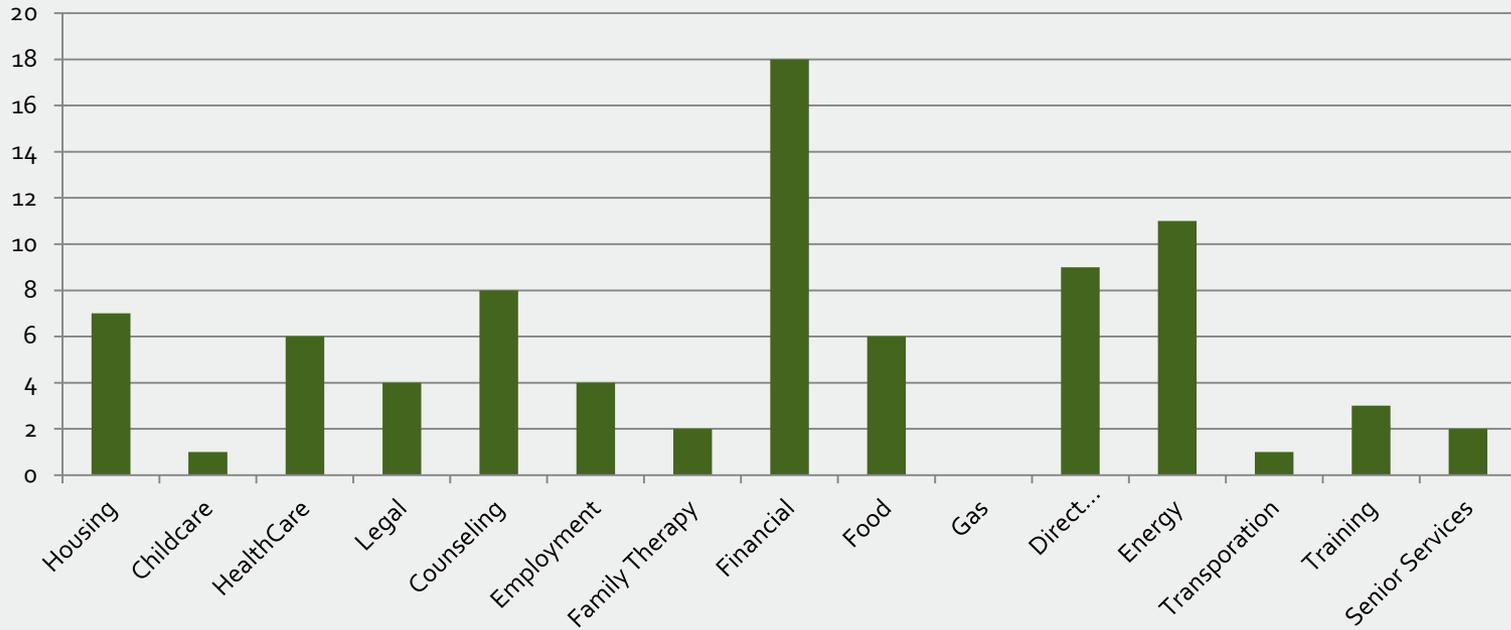
Employee's situation improves

Connects with needed resources (WorkLife or other benefits)

Employee experiences barriers



# Barriers to work



# Potential Barriers:



*"I can't pay my bills..."*



*"I had to go to court..."*



*"I'm stressed out..."*



*"My car broke down..."*



*"I just had a baby..."*



*"I need to update my skills..."*



*"I've never worked with a budget..."*



*"I just started a new job..."*

# Employee process:





## OUR RESOURCES

- Navigator
- Training, like this one: ESL, Cultural Competency, Leadership/Management, Computer, Conflict Resolution
- Loan Program
- Financial Focus and Health
- Creative problem solving...Transportation
- Jobzology and Health Links
- ACA Certified
- Opportunity to network with 18 other employers
- Help you launch programs toward a better workplace culture





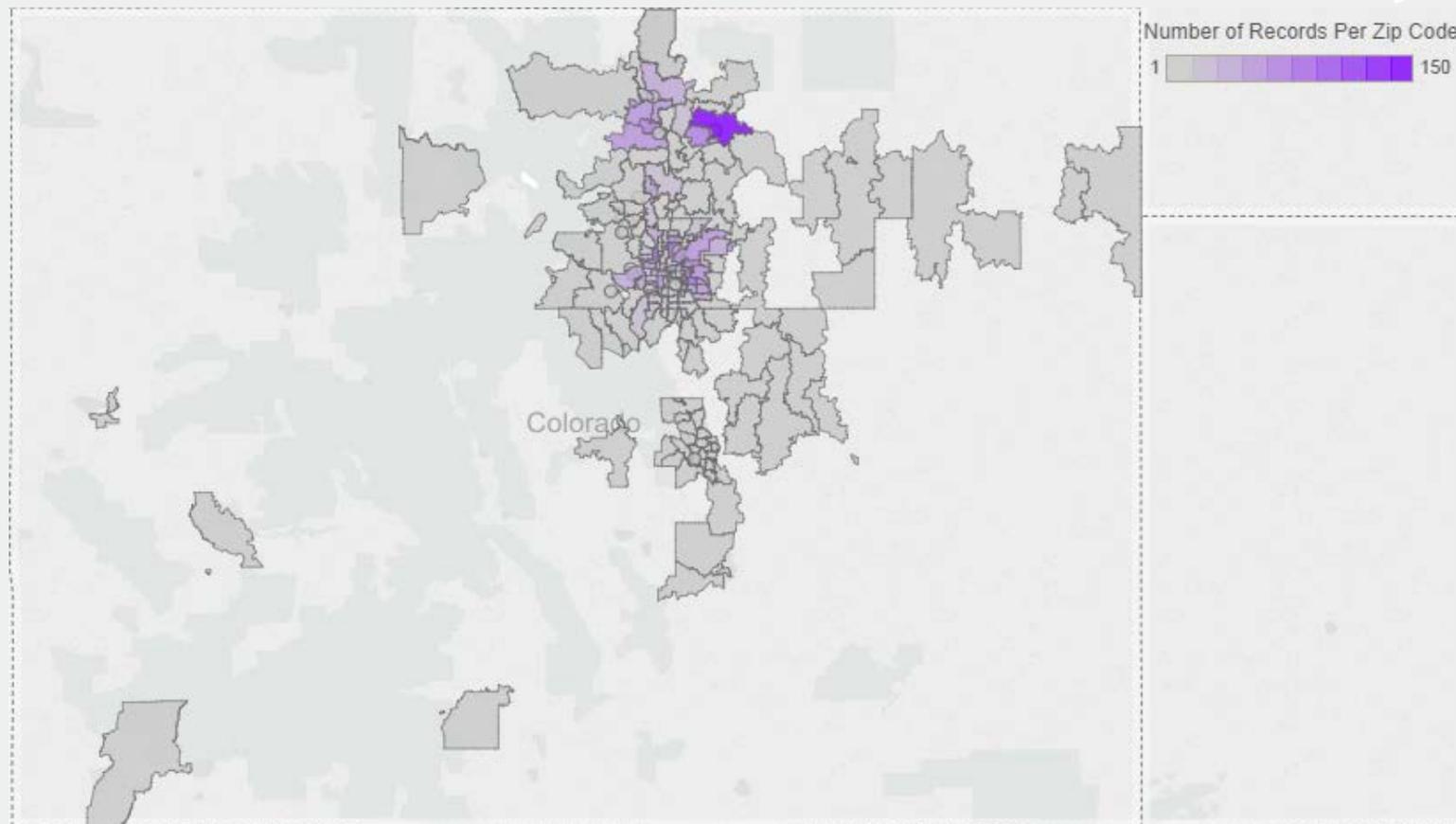
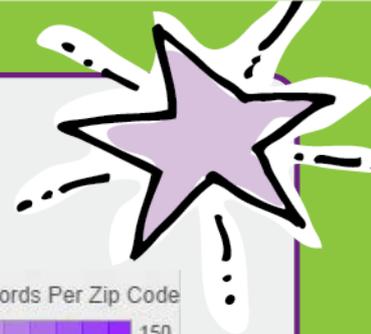
## Part of a Movement!

- Estimated in 2013: +596% ROI
- 90% Retention rate among those we serve
- 13 employers in Denver
- 5 in Northern Colorado
- Serving 12,000+ workers in Colorado

ONLY ONE OF ITS KIND IN COLORADO



# Coverage





# Employer Members



- Exempla Lutheran Medical Center
- St. Joseph Medical Center
- Good Samaritan Medical Center
- National Jewish Hospital
- RTD WIN
- CWEE- BridgeBuilder
- Boulder Circles
- Wind Crest
- Christian Living Communities
- AlliedBarton
- Aerotek
- KONG
- Aqua Hot
- Columbine Health Systems
- Gallegos Sanitation
- JBS
- Total Facility Care
- University of Colorado Health



"Our employees are afforded resources and opportunities that we were unable to provide on our own. WorkLife removes those barriers to work that were causing us to lose top talent. Our clients recognize and appreciate this unique program that no other company in our industry has to support their employees." -Jewel Jenkins-Thurman, Regional Human Resources Director for AlliedBarton Security Service

"Our culture is one in which we really do care about our employees, WorkLife helps provide the resources for those employees who need it. As an employer, we want to assist our employees when they go through difficulties but we don't always have access to the best resources out there. WorkLife bridges that gap." - Jennifer Barnes, HR Director, KONG

"Your [WorkLife] business model is one of the best I have seen in bringing solutions closest to the problem."- Jan Roth, Executive Director of HR, Christian Living Communities





# Next Steps

- Rural Model
- Ways to assist workers for employers with 1-2 employees
- A 'different' version of Employee

## Assistance Programs

- What is your pain?
- Could employees partake in training for continued improvement online?

