Maximize the power of innovation and partnerships to improve workplace attraction, productivity, retention and financial stability of employees.
Create a prosperous community by developing an ecosystem that connects individuals and families with tools and resources to achieve upward mobility.
Making the Change…

- Finding new solutions to old problems by:
  - Thinking differently.
  - Researching best practices.
  - Breaking down silos.
  - Forming private and public partnerships.
  - Providing start-up funding.
  - Developing an infrastructure for implementing community-based initiatives.

**Focus on the Journey, Not the Destination**
L.E.R.N. of Mason County

Financial Stability

Bridging the Gap
Our Inspiration…

Learning from the best…
Cascade Engineering

- Welfare to Career
  - Bridges Out of Poverty

- On-Site Success Coach

- Employer of Choice
  - Creating a culture that is more open and collaborative between management and employees versus “us” versus “them.”

“Our business has this wonderful opportunity to change the world for the better. Not because we must, but simply because we can…”

Fred Keller, Cascade Engineering Founder and Chair
How We Did It…

- Invited Fred Keller to speak to CEOs, Human Resource Directors and other community leaders about the work of Cascade Engineering.
- Had Fred meet with CEOs that were interested in developing an Employer Resource Network.
- Pennies from Heaven Foundation and United Way of Mason County agreed to fund the initiative for the first three years.
- Contracted with Cascade Engineering to provide leadership management and personal effectiveness training to member company CEOs and HR Directors.
- Hired an on-site Success Coach.
- Created strategic partners.
How It Works...

- 13 Member Companies
  - Represents approximately 19% of the county’s workforce

- Utilizes a combination of models
  - ERN
  - Employer of Choice
  - Bridges Out of Poverty

- Human Resources Directors and Strategic Partners meet monthly

- On-Site Success Coach
  - Assists employees in overcoming personal barriers to employment
    - Providing the service directly
    - Connecting to other service providers
  - Provides Shared Training
    - Conflict, Increasing Cooperation and Collaboration
    - Make Work Relationships Work
    - Hidden Rules of Economic Class and Diversity
  - “Bridge” Loan Program
What We Found

- Over 95% of the employees that see the Success Coach remain employed.
- 72% of employees served, were self-referrals.
- Financial related issues have been the most frequent service provided followed by coaching and housing.
- Issued a total of 158 in loans to assist employees with meeting unforeseen expenses.
- 92.86% of HR Directors reported that the amount of time the Success Coach spent on-site was extremely or very adequate.
- 42.86% of HR Directors reported that having an on-site Success Coach has allowed them to spend two to three hour more per week on their specific job responsibilities.
What Lies Ahead...

- Increase Utilization
  - Market the services of the Success Coach across all levels of the company.
  - Success Coach will meet with all Manpower employees upon being placed at the member company.

- Shared Services Training
  - Based on Skills4Success Framework
    - Personal Accountability and Communication
    - Critical Thinking and Problem Solving
    - Collaboration and Global Thinking
  - Require Upper and Middle Management to receive Bridges Out of Poverty training.
What Lies Ahead...

- Research criteria for a member company to be designated as an Employer of Choice.
- Enforce roles and responsibilities for a company to remain a member of L.E.R.N. of Mason County.
- Expand needed resources for employees to be successful (i.e. Transportation).
Here Employee Successes...

- Lani Forbes – Barry County United Way
The Big Picture Projects

How it all Fits Together

Basic Needs
- Lakeshore Resource Network
- Lakeshore Food Club
- Housing Development

Education
- Oaktree Academy
- G2S
- Mason County Family Link
- College Access Network
- Summer Internships
- Skills 4 Success

Financial Stability
- Lakeshore Employer Resource Network

Health
- School Based Dental Clinic
- On-Site School Physicals
Q and A