

Vermont State Investment (\$255,000) will help United Way's Working Bridges program expand resource coordination for employee stability statewide.

Supporting rural revitalization

Presenters:

**Liz Gamache, United Way of Northwest Vermont
Clarissa French, United Way of Lamoille County**

January 9, 2024



**United Way of
Northwest Vermont**



**Green Mountain
United Way**



**United Way
of Lamoille County**

An innovative and collaborative workforce program that partners with Vermont employers to help employees keep good jobs and support retention, productivity, safety, and advancement



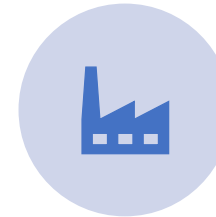
Founded 17 years ago



29 Employers



3,144 Employees Served in 2023*



5 Industries
(Manufacturing, healthcare, higher education, insurance, non-profit)

*UWNWVT & GMTNUW

Working Bridges Key Program Components

Growing and Sustaining Vermont's Workforce

Human Resources Consultation
Our Network supports an employer collaborative for advancing workplace innovations and open hiring strategies

Resource Coordination
Resource Coordinators connect employees to community resources to address life issues and minimize work disruptions

Supervisor/Manager Trainings
Workshops address impacts of resource scarcity and demonstrate how to support employees in an economically and culturally diverse workplace

Financial Coaching
Resource Coordinators are trained financial coaches available to support employees' financial instability and provide opportunity for personal and career advancement

Employee Workshops
Educational opportunities for employees include English language Learning, financial topics, community resources

Resource Coordination is more than a referral

\$18.32: Average Wage
21% under \$30,000
53% \$30,001-\$45,000
23% \$45,001-\$60,000
2% over \$60,000

Working Bridges Resource Coordinators...

- Meet one-on-one with workers to address life circumstances and challenges
- Refer employees to agencies AND
- Provide supportive coaching along the way
- Foster financial and job stability



**United Way
of Lamoille County**

UW Lamoille's
Mobile Rural
Resource
Navigator
connected 900
people to over
100
organizations.

A Working Bridges expansion in Lamoille County would mean...

- **2-3 new major employer partners**
- **Community-based model for small businesses**
- **Increased job retention**
- **Ability to respond rapidly in disaster**

Working Bridges is a scalable model for Vermont's urban and rural communities

Working Bridges is a triple win!

Employee benefits:

- Access to resources
- Overcome challenges
- Supports financial stability
- Career advancement pathways

Vermont benefits:

- Engages local employers
- Creates innovative solutions
- Identifies workforce issues
- Addresses social systems gaps
- Leverages community partners

Employer benefits:

- Prevents turnover
- Reduces absenteeism
- Improves employee productivity
- Increases HR capacity

Current employer partners served represent Chittenden, Franklin/Grand Isle, Washington, Essex, Caledonia, Orleans and Orange Counties

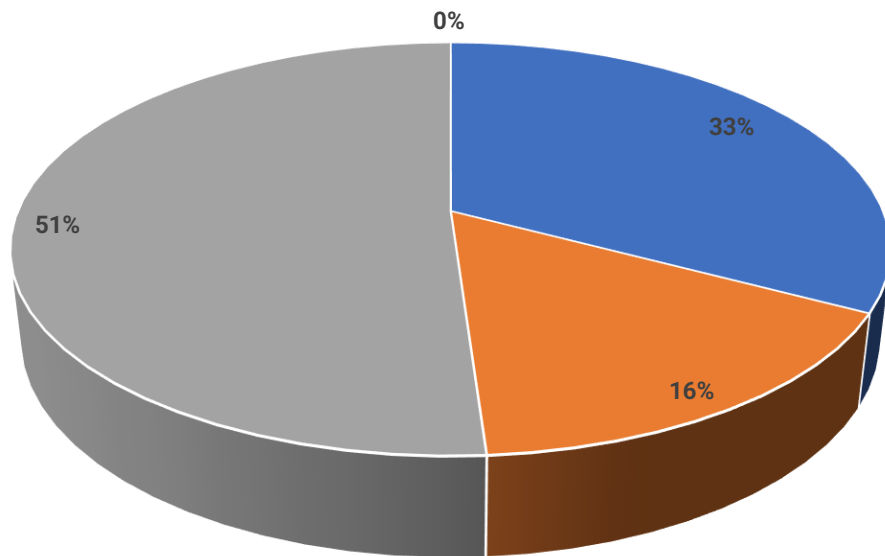
WORKING BRIDGES

Simple solutions, major impact.



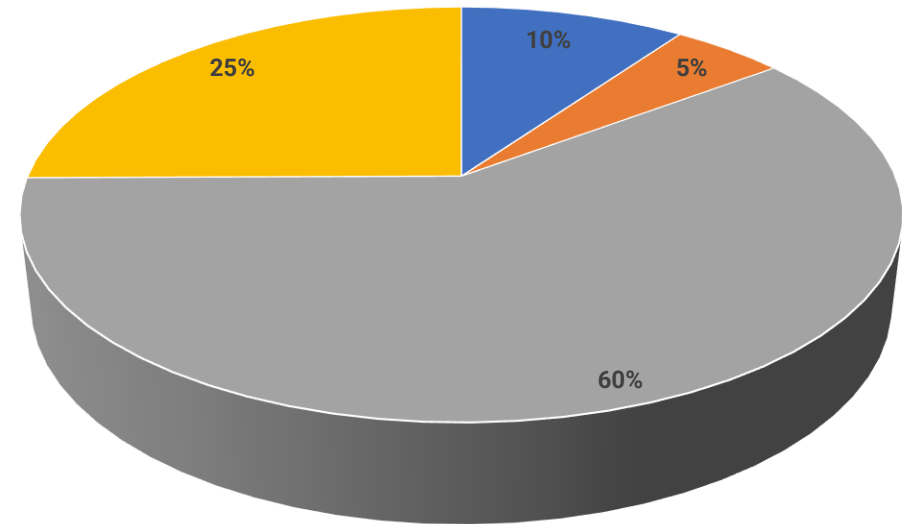
A 25% state investment (\$255,000) will expand equitable state-wide employer access to Working Bridges program

Total FY23 REVENUE



■ Philanthropy ■ Grants ■ Fees ■ State Support

Projected FY26



■ Philanthropy ■ Grants ■ Fees ■ State Support

Equitable Employer Access

Increased Access to employee resources

Increased connection of human services and workforce stabilizers

3-year statewide growth with measurable results

15 new employers enrolled representing all regions



United Way of
Northwest Vermont

Thank you!

Please join us...

Card Day featuring Working Bridges and UW Mental Health Initiative

Friday, January 19, 2024