



Strategies to grow & sustain your workforce

United Way’s Working Bridges is an innovative program designed to improve job retention, productivity, and advancement by supporting employees and students with community resources. Using the workplace to connect with employees directly, Working Bridges helps working Vermonters to reach stability and thrive while supporting human resource departments and reducing employee turnover.

How it works



Working Bridges offers employers an opportunity to join a network of employers who use the workplace as a platform to provide:

Resource Coordination

Fundamental to the strategy of Working Bridges, the service features a Resource Coordinator (RC) who is a certified Community Resource Specialist. The RC is on-site in the workplace to meet confidentially with employees seeking connection to community resources to address life issues and minimize work disruptions.

Supervisor/Manager Trainings

Innovative workshops are offered to address impacts of resource scarcity and demonstrate how to provide effective support for employees in an economically diverse workplace.

Employee Workshops

We can offer educational opportunities for employees such as English language learning, financial topics, community resource topics, and more.

Financial Coaching

RCs are trained financial coaches available to support employees’ financial challenges and personal goals.

Human Resources Consultation and Support

Our network supports an employer collaborative for advancing workplace innovations and open hiring strategies.



Employee benefits:

Access to resources helps them overcome challenges without having to miss work or leave their jobs.

Employer benefits:

Prevents turnover and reduces absenteeism; improves employee productivity and success at work; saves time for HR and supervisors.

Community benefits:

Engages local employers in creating innovative solutions to address gaps in our social systems and leverage community partners.

Contact

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Employer Testimonials:

"Working Bridges does a deeper dive into bringing the knowledge of community resources into the workplace and provides a connection with EFAP and other internal resources to assist employees with work/life balance. It is a tremendous synergy!"

Evelyn Sikorski, Manager, EAP and Health Management, University of Vermont Medical Center

"...with Working Bridges, our HR department and supervisors can work in partnership with our Resource Coordinator so everyone can bring their expertise to bear... The program has supported our ability to meet employees where they are and ensure they have access to a wide range of community resources. The program has become a trusted, consistent part of our culture."

Caitlin Goss, Director of People & Culture, Rhino Foods

"Before Working Bridges ... we had employees missing a lot of work due to car troubles, daycare issues and even housing. Now with Working Bridges, we have been able to reduce the time missed for these issues which has led to better retention of good employees ... The value we receive is a decrease in absenteeism and tardiness, improvement in quality of work, and increased energy level. The overall success for us has been an increase in employee engagement."



Elizabeth Perrin, Director, People Center at Twincraft Skincare

"By partnering with Working Bridges, the many hours Human Resources spent on supporting employees has been reduced dramatically and our employees are receiving guidance from someone who has all the necessary resources to support them ... We value our relationship with Working Bridges as we continue to support our employees on their journey of living their best life. Working Bridges is a resource service I would highly recommend to all organizations looking to support a kindhearted culture."

Gina Walter, Manager, Administrative Operations at FoodScience Corporation

Vermont's businesses thrive when they are able to maximize the effectiveness of an economically diverse workforce and when their employees achieve stability through employment and supportive employer practices.



Current Employer Partners

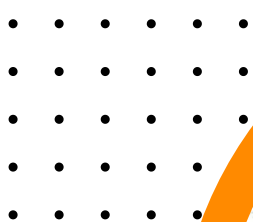
Served by Green Mountain United Way:

- ABC & LOL Child Care Center
- Central Vermont Home Health & Hospice
- Central Vermont Medical Center
- Northeast Kingdom Community Services
- Northern Counties Health Care
- Northern Vermont Regional Hospital
- Vermont Foodbank
- Weidmann Electrical Technology

Current Employer Partners Served by United Way of Northwest Vermont:

- Commando
- Community College of Vermont
- Edlund Company
- Fab-Tech
- FoodScience, Inc.
- Northwestern Medical Center
- Rhino Foods
- Twincraft Skincare
- UVM Custodial Services
- UVM Medical Center
- UVM Home Health and Hospice
- Autumn Harp, Inc.
- Teknor Apex Company
- Superior Technical Ceramics

Why Working Bridges?



"Across the country right now, it takes an average of 36 days and \$4,100 to fill the typical job opening."

-Greyston Center for Open Hiring

Employee Benefit News (EBN) reports that it costs employers 33% of a worker's annual salary to hire a replacement if that worker leaves.

Working Bridges results in improved employee retention and a decrease in absenteeism and tardiness.

"By partnering with Working Bridges, the many hours Human Resources spent on supporting employees has been reduced dramatically and our employees are receiving guidance from someone who has all the necessary resources to support them."

Gina Walter, FoodScience Corporation

"Before Working Bridges, we were seeing employee retention issues. We had employees missing a lot of work due to care troubles, daycare issues, and even housing. Now, with Working Bridges, we have been able to reduce the time misses for these issues which has led to better retention of good employees."

**Elizabeth Perrin, Director,
People Center at Twincraft Skincare**

Working Bridges complements Employee Assistance Programs, often increasing utilization rates.



"By designing and investing in health benefits that work together on behalf of our employees - like Working Bridges and Employee and Family Assistance (EFAP) - it is a win-win proposition to invest in wellbeing programs that benefit the employer in terms of cost and productivity, and employees in terms of overall life satisfaction.

Working Bridges does a deeper dive into bringing the knowledge of community resources into the workplace and provides a connection with EFAP and other internal resources to assist employees with work/life balance. It is a tremendous synergy."

Evelyn Sikorski, Manager, EAP & Health Mgmt, UVM Medical Center

Working Bridges is highly recommended by employees.

96% of those who have used the service reported that they are somewhat or highly likely to recommend Working Bridges to a coworker, according to our 2021 employee survey.



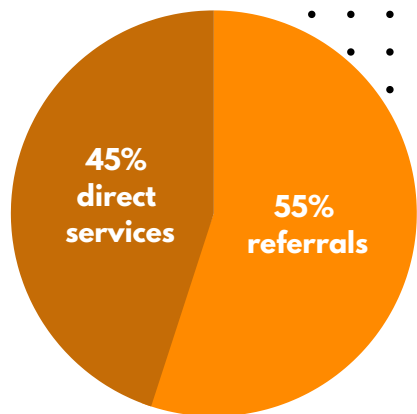
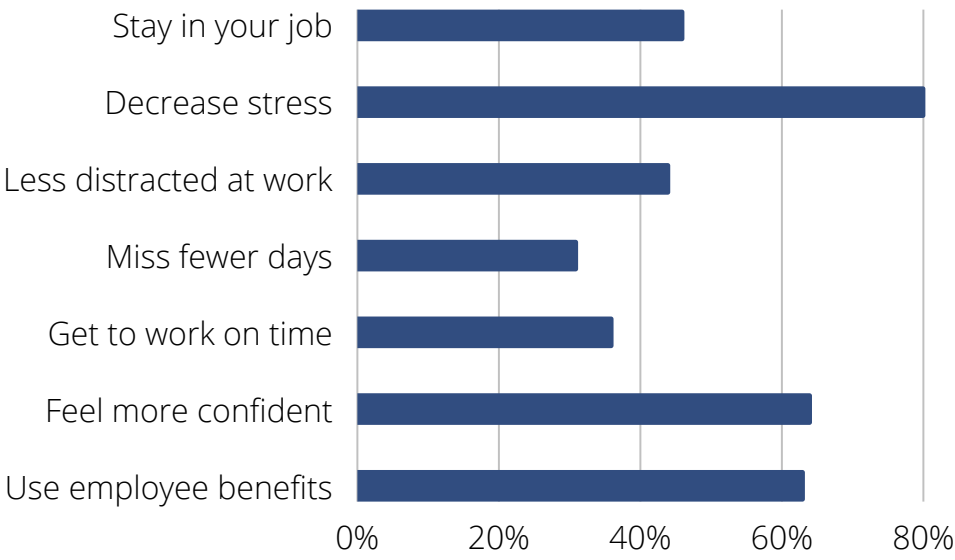
**United Way of
Northwest Vermont**



Where do employees need help?

2021 Employee Survey

Percentage of employees who answered "yes" to:
"Did working with a Resource Coordinator help you in any of the following ways?"



55% of our services were referrals to **131** different community and governmental organizations

45% were direct services by Resource Coordinators (e.g. application assistance, financial coaching, and advising/educating about multiple options)

Top 5 referrals to outside agencies:

- Vermont Legal Aid
- Employee Assistance Programs
- Community Action Agencies
- Department of Economic Services
- Vermont State Housing Authority (VT Emergency Rental Assistance)

Network-Wide Resource Connections, 2021

