

ERN® Success Coach Connections

JULY - AUGUST 2024



BACK-TO-SCHOOL: NEED ASSISTANCE WITH CHILDCARE?

Childcare challenges are common for workers. Employer Resource Network® (ERN®) Success Coaches get requests from busy parents juggling with multiple responsibilities while prioritizing the care and safety of their children above all else. This is also important to member employers, like yours, who provide a confidential and free ERN Success Coach at the workplace for any employee level.

Home or work challenges can be stressful. With the school season just around the corner, childcare arrangements can be a significant source of stress, uncertainty, and financial hardship.

Stress and home challenges can affect your job. Your supervisor may hear of a current or upcoming challenges you are struggling with and encourage you see your Success Coach. Being able to focus on work without worry will make your team stronger with higher earning and job longevity potential for you.

Don't wait until the last minute! Childcare slots are filling up quickly! "By preparing now, you can avoid costly consequences like last-minute booking fees, emergency childcare expenses, or lost wages due to missed workdays," said Eva Berumen, Success Coach (*LERN*). "You'll enjoy peace of mind knowing your Success Coach can assist in searching for solutions to fit your schedule, budget, and lifestyle. Give ERN success coaching a try today!"

ern-mi.com



Your gateway to resources & training that provides support for personal & workplace success

April Gordon
Success Coach
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Members & Onsite Hours

Autocam

Monday: 7:30AM -11:30AM

Choose Marshall

Wednesday: 12:00PM-4:00PM

Duncan Aviation

Tuesday: 7:00AM-11:00AM (1st/3rd)

Tuesday: 12:00PM-4:00PM (2nd/4th)

FireKeepers

Friday: 6:00AM-10:00AM (1st/3rd)

Friday: 3:00PM-7:00PM (2nd/4th)

Marshall Excelsior

Wednesday: 7:30AM-11:30AM

Melling Engineered Aluminum Castings

Thursday: 7:30AM-11:30AM

SNACKWERKS, LLC.

Thursday: 12:00PM-4:00PM

Tenneco

Monday: 12:00PM-4:00PM

**Morning & afternoon times alternate weekly; 1,2,3,4 = weeks of the month*



STRESS-FREE CHILDCARE SOLUTIONS START WITH A CALL

According to the [2023 US Census](#), just one child enrolled in an infant center nationally ranged from \$7,461 to \$15,417 yearly! With a simple call, tap into personalized support and connect with local and federal programs that alleviate childcare stress.

Referrals, financial assistance and educational resources.

Your Success Coach can guide you every step of the way in:

- Exploring alternative childcare options like drop-in centers, or in-home care
- Getting tips on creating a childcare emergency backup plan
- Learning about ERN®, community, state, and federal programs that offer financial assistance
- Discovering flexible spending accounts (FSAs) and how they can save you money
- Identifying additional social supports and creating a budget

Evaluate income vs expenses. "I enjoy working with employees in taking a look at their income and expenses because it can lead to powerful change," said Barb Wise, Success Coach (*Southwest Michigan ERN*). "I look at how they could save money and what resources they could supplement with to pay bills, get out of debt, and save for emergencies and long term goals."

JUGGLING RESPONSIBILITIES: MAKE IT CHILD'S PLAY

Provide learning activities. Finding time to keep up with home responsibilities can be a challenge but, with some creativity, you can engage your children in learning even when you're busy.

Create a "learning station." Designate an area where your child can explore and learn through play. This could be a corner of your living room or section of your kitchen table. Stock the area with engaging materials like puzzles, books, and art supplies. You can also leave notes or instructions that your child can complete independently, such as, "count the number of blocks in the tower," or "draw a picture of your favorite animal."

Utilize learning through technology. Educational apps and websites offer interactive learning such as [Khan Academy Kids](#), [PBS Kids](#), or [Duolingo](#) that provide a range of subjects and activities.

Set goals and provide praise. Encourage your child by setting challenges for them to complete. "This could be as simple as 'read for 20 minutes each day,' or 'practice multiplication tables for 10 minutes each day.'" said Sharon Calhoun, Success Coach (*EaRned Success*). "Giving positive feedback for their accomplishments will make learning more fun for them and leave them wanting to learn more!"

Philosopher's Corner

"A safe and loving environment is the greatest gift we can give our children." - Josh Shipp

