



Along  
the Way

ACCEPTANCE · COMMUNITY · HOPE

**BUSINESS SERVICES**

***REVOLUTIONIZING WORK, REVOLUTIONIZING COMMUNITY.***



## PREVENTABLE ECONOMIC LOSS

For a long time, the industries below have been susceptible to workforce instability, which has led to chronic operational problems.

- Healthcare
- Behavioral Health Services
- Hospitality
- Warehouses/Distribution Centers
- Manufacturing
- Retail

These industries rely on frontline workers and have historically achieved increased profitability by minimizing labor costs; however, this has often resulted in short-term gains, long-term instability and significant *preventable economic losses*.

- High Turnover
- Low Employee Performance
- The Need for Unsustainable Strategies (i.e. overtime, use of agency staffing).

These preventable economic losses weaken your company's fiscal health, reduce your ability to be competitive, and ultimately leave your business vulnerable external forces. The stakes are even greater in physical + behavioral healthcare, with staff shortages correlated to decreased patient safety; this can increase medical error and increase insurance premiums, further worsening existing problems.

### BUSINESS EXECUTIVES ARE SMART PEOPLE...SO WHY DOES THIS HAPPEN?

- Siloed systems make it difficult for leadership to implement new strategies; typical workforce solutions require contracts with several different consultants below  
**Business ~ Survey Evaluation Firms ~ Workforce Solutions**
- Employers can only utilize the strategies available to them; employers have had to piece the siloed work of various consultants together themselves to affect change because until now...

## Staff Shortages

are named the #1 patient/consumer safety concern in 2022 by ECRI, the nation's largest nonprofit patient safety organization

## #2 biggest patient safety concern

was healthcare workers' mental health



## OUR COMMITMENT

### EXCEPTIONAL QUALITY

We pride ourselves on providing holistic services that drive long-term success across business operations + within the lives of the humans that power your business forward.

### TRANSPARENCY

From inquiry to signed agreement, our process is clear and equips your business team with the information needed to make data-driven decisions.

### SUSTAINABILITY

We partner with you to divert preventable economic loss towards solutions that will stabilize your workforce. *Stability is sustainable; instability is not.*

## ABOUT US

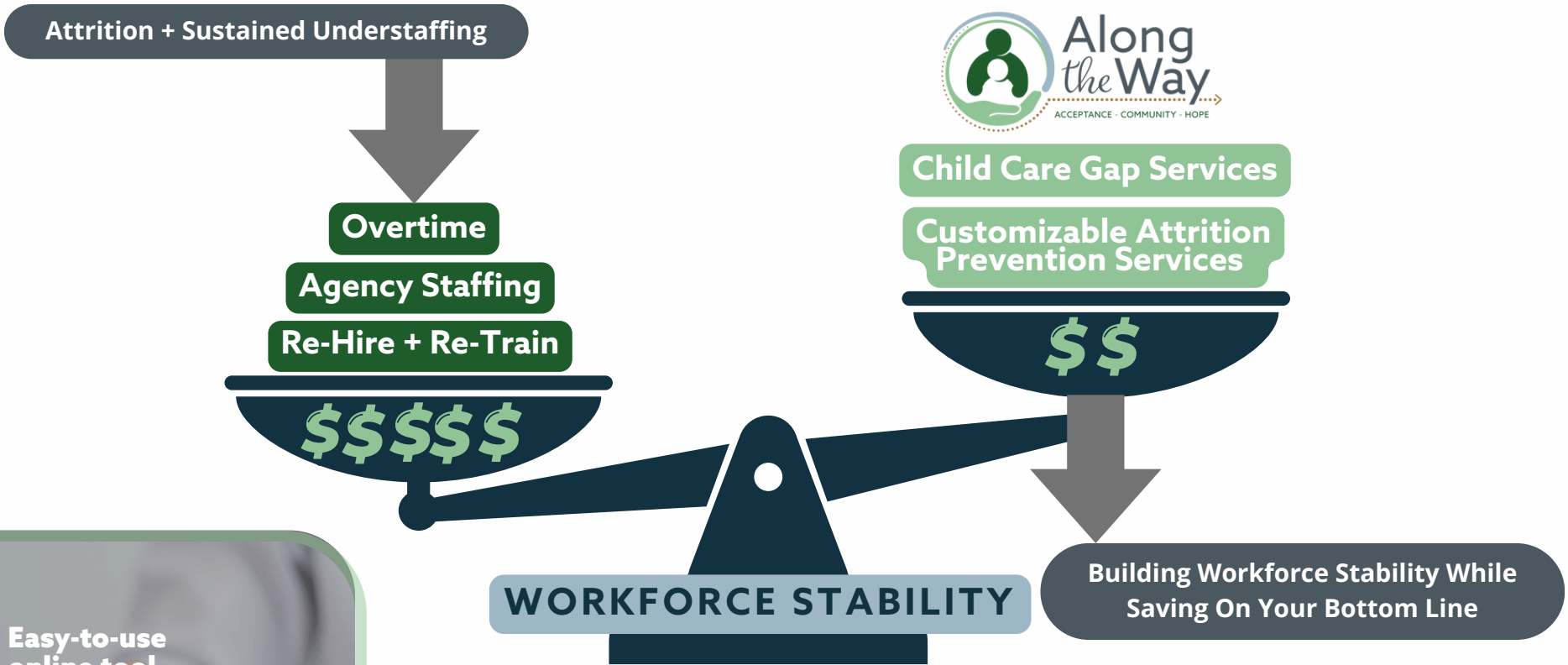
Along The Way is a 501c3 organization that provides business services to for-profit + nonprofit employers; as a nonprofit, we draw from grant funding to offset workforce services to employers. Business services are fully customizable to help employers reduce attrition, improve culture, enhance workforce resilience, and save money. Amidst economic uncertainty, a tight labor market, and recovery from a global pandemic, we recognize that the demands on employers keep rising, and even the most forward-thinking businesses often have neither the bandwidth to uncover the holistic needs of their workforce nor the know-how to deliver programs + services to fully address employee needs. The result is that many employers who want to invest in their workforce stay stuck in emergency mode, offering the bandaid solutions they have available, which ends up costing up to 5x more, and fiscal health and stability begin to erode.

This is where Along The Way steps in; from inquiry to implementation to program evaluation, we walk *Along The Way* with your business team as a true partner, uncovering the unique needs of your business + providing you with customizable workforce solutions to invest in the people who fuel your operations.

# Pre-work:

# UNCOVER PREVENTABLE ECONOMIC LOSS

Assess Needs



- ✓ Easy-to-use online tool
- ✓ Fueled by PA labor statistics + peer-reviewed labor research
- ✓ Receive a custom economic loss report

## Deliverable: Economic loss figures, categorized

Our **Preventable Economic Loss Calculator** will provide a realistic estimate of your *current preventable (and often hidden) financial losses at your business.*

In subsequent phases of engagement, we work together to define a scope of services that will cost significantly **less than your existing preventable costs**, while delivering workforce initiatives designed to enhance loyalty + retention.





# 1a WORKFORCE SURVEYING

Discovery: Assess Needs



## **Deliverable 1a-1:** **Survey Report,** *aggregate results*

We provide you a report on aggregate need across the 6 social determinants of health shown. These results frame the mutual discussion on scope of services.

## **Deliverable 1a-2:** **Email Engagement Report**



Without this transparency, it is unclear if there is low need, low interest in survey participation for some other reason, or high employee disengagement levels - a predictor of attrition.

✓ **3rd party surveying increases data quality**

✓ **Understand survey deliverability + employee participation rates**

- Open rates
- Unique clicks
- Click to open rate

✓ **Obtain a surveying partner who knows how to troubleshoot to obtain data to drive decision-making**

### Deliverable 1c: Discovery Results + Recommendations

Recommendations are provided in proposal format, aimed at facilitating discussion between Along The Way + your executive leadership team. Together, we discuss the discovery results (workforce needs + workplace culture), comparing your preventable economic loss figures against the cost of our service recommendations.

Our goal is to help you meet the needs of your workforce in order to retain your talent, while also driving cost savings to your business by reducing preventable economic loss.



Our role is to walk Along The Way with your business team, helping to ensure a successful + un-siloed process from identifying workforce needs/problems to implementing solutions to these problems.



1

## Level 1 Talent Referrals

- We send your HR dept screened + qualified candidates for open 1st shift jobs
- Sign up is easy!
  - Phone call
  - MOU

New Talent Pipeline



**RISK-FREE**  
**100%**  
**GRANT-FUNDED**

2

## Level 2 Workforce Builder

- Level 1 services
- Choose a la carte services to increase retention of existing staff\*
  - backup child care
  - wellness child care
  - child care for training
  - resource coaching
  - workshops
  - support "banking"
  - transportation program

Retain Your Staff = Retain Your Investment



**COST SHARE\*\***  
**EMPLOYER**  
**+ EMPLOYEE**  
**YOU DECIDE RATIOS**

3



## Level 3 Pathway Partner

- Level 1 services
- Change Mgmt Support
- 2nd/3rd/weekend shift workforce stabilization services
  - enhanced child care options
  - holistic obstacle mitigation + employee coaching

Divert \$\$\$ away from ineffective bandaids + towards solutions that drive long-term stability



**COST SHARE\*\***  
**EMPLOYER**  
**+ EMPLOYEE**  
**YOU DECIDE RATIOS**

\*services may vary by county location

\*\*depending on the location of your business, additional grant funding may be available to match your contributions



*Revolutionizing Care, Revolutionizing Community.*



**JOIN THE REVOLUTION**

[alongthewaypa.org](http://alongthewaypa.org)