

# Business Resource Networks



**Business Resource Networks (BRNs)** is a tool that provides resources to local companies with the goal of reducing employee turnover and creating a more stable workforce. BRNs are operated by various Michigan Works! Agencies (MWAs) throughout the state. The BRN model was created as a result of the statewide expansion and enhancement of the Community Ventures program.

## How does BRN work?

Companies participating in a BRN have an assigned Success Coach who works on-site at each business as an extension of their human resources department. The Success Coach assists employees to help manage life's challenges, enabling the employees to be more reliable and productive. For employers, these services help increase worker retention and productivity. Support provided by a Success Coach includes:

- Assisting with non-work-related issues and helping employees manage life's circumstances so they can be more reliable and productive workers.
- Working to remove barriers such as childcare, transportation and housing.
- Helping employees establish household stability, resulting in children having an increased likelihood of success in school.

BRN employers generally have more potential for advancing the skills and wages of their employees, in addition to creating new entry-level position opportunities.

## Which employees are eligible to receive services?

The BRN program offers services to individuals with one or more demonstrated or documented barriers to employment, including, but not limited to those who are:

- Returning citizens
- Homeless
- Have a mental or physical disability
- Substance abusers
- Living at, or below, the federally established poverty limits
- Lacking a high school diploma or high school equivalency
- Challenged by long-term unemployment
- Receiving state or federal public assistance

The BRN's scope of individuals served also includes Asset-Limited, Income-Constrained, Employed (ALICE) households and Temporary Assistance for Needy Families (TANF) clients.

## How is this initiative supported?

The MWAs can use their existing network of relationships with community- and faith-based organizations, as well as access to federal funding, to bring long-term sustainability to businesses across the state.

Employer grants may be available for companies hiring returning citizens, the homeless, disabled or substance abusers. Employers must work with their local MWAs to obtain details.



## Where can you learn more about BRN?

For more information, please contact Michigan Works! at 1-800-285-WORKS (9675). More info is also available at [MiTalent.org/Business-Resource-Network](http://MiTalent.org/Business-Resource-Network).