



Newsletter

NOVEMBER 2020

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Seize Advancement Opportunities with Assistance

Does gaining skill training or a college degree to move up in your company seem out of reach due to Covid-19 situations? Perhaps these longer term goals seem unreachable due to obstacles such as transportation, childcare, or financial issues.

Break large goals down into small steps.

Your Success Coach is a call away and ready to assist you in finding the confidence, setting the goals, accessing the resources, and figuring out how to make it all work.

Take advantage of tuition reimbursement.

Your Success can let you know of benefits your company may offer around training or college programs.

Check into career ladderling. Some companies offer a way for employees to move

Another step achieved: Michael Hardon, a Marion Area ERN Member employee, sought the assistance of his Success Coach in dressing for success after his newly earned college degree. He utilized a gift card donated by a community member.



to higher skilled and wage positions after obtaining training. Your Success Coach can help you navigate industry specific programs or help you gain computer, financial literacy, GED or ESL training that will literally take your knowledge and abilities to the next level.

Consider journeyman and apprenticeships.

Resources available through the U.S. Dept. of Labor may be an option

for you. Your Success Coach can help research available funds and navigate the partnership needed with your company.

Accept the help so many want to give.

Many people including your Success Coach, your company, nonprofit organizations, donating citizens, and schools want to see you succeed - because they care. Take a hand up today, give a hand up

Marion Area Employer Resource Network®

Our goal...

Creating access and resources for employee success at work and in life.

Member Companies

- ◆ Kingston Residence of Marion
- ◆ MARCA
- ◆ Marion City Schools
- ◆ Marion Technical College
- ◆ RHAM
- ◆ SilverLine Windows & Doors

Strategic Partners

- ◆ ERN USA
- ◆ Marion Chamber of Commerce
- ◆ Marion County Job & Family Services
- ◆ Marion Technical College
- ◆ Ohio ERN
- ◆ United Way of Marion County

tomorrow. Sometimes the greatest success comes out of the most difficult times. See your Success Coach to start your journey. Ask about current onsite availability due to Covid-19 restrictions. They can also meet with you remotely by phone or video. Sources: Marion Area ERN; ERN USA



Your Success Coach is available remotely.

- Are you working at your company's location?
- Are you working at home temporarily?
- Are you laid off from your company?
- Are you overwhelmed with your current situation?
- Would connecting with a resource expert help ease your mind?

Your company provides an ERN Success Coach for free and confidential assistance with any home or work challenge.

**Natalie Longmeier
Success Coach**

ern.marionmatters@gmail.com
(740) 262-8356 (cell)

Kingston Residence of Marion

464 James Way, Marion

◆ Wednesday: 12:30pm-3:30pm

MARCA

2465 Harding Hwy E

◆ Every Other Thursday:
8:00am-11:00am

Marion City Schools

100 Executive Drive

◆ Tuesday: 8:00am-11:00am

◆ Friday: 10:00am-1:00pm

Marion Technical College

1467 Mt Vernon Rd, Marion

◆ Monday & Wednesday:
9:00am-12:00pm

◆ Tuesday: 1:00pm-4:00pm

◆ Thursday: 1:30pm-4:30pm

RHAM

205 W Center St, Marion

◆ Every Other Thursday:
8:30am-11:30am

Silverline Windows & Doors

2549 Innovation Dr, Marion

◆ Monday: 12:30am-3:30pm

Check with your Success Coach for current onsite availability due to Covid-19. They are also available remotely!



Free Training, Tuition and Scholarships

With online learning, earning a college degree has never been easier as far as logistics go, but you may still be wondering how you can handle it financially.

Scholarships. The internet is full of scholarship opportunities. One site to visit is: www.scholarships.com.

Using the site is free and you get a chance to win a \$500 scholarship in creating an account. Search by state for opportunities right for you.

Free tuition for essential workers.

Michigan is offering free community college tuition to essential workers to cover a two-year associate degree for those who were required by their job to leave the house and who worked at least 11 weeks in the spring during the pandemic. This includes grocery workers, gas station clerks and sanitation workers, so long as they don't have an associate degree or aren't defaulting on a federal loan.

Individual company training.

Michigan, through The Department of Labor and Economic Opportunity, has a grant opportunity for employers to assist in training employees in classroom/customized training, on-the-job training, and apprenticeships. Ohio also has training funds available through the Ohio Job and Family Services with a new program called Tech Cred. Ask your Success Coach for details and other opportunities in you state and community. *Source: ERN USA*

Move Past Crisis Stress to Long Term Goals

Every one of us will experience crisis in our lives. Some of us have occasional times of upheaval and others tend to live day by day in crisis. How do we cope during crisis, get out of crisis to stability, and move to long term goals?

What is a crisis? Crisis can be caused by one or a number of issues that suddenly reach a tipping point in its severity to significantly disrupt our lives. These crises can threaten our long term stability and even our health with the stress they can bring.

How crisis can affect us. The instability and uncertainty that emerges from a crisis are experienced as trauma in many forms, including physical, psychological, social, political, emotional, and economic. The stress involved can cause health issues and, at the least, leave you in a brain fog that makes it difficult to do your job.

Choose how to respond. Victor Frankl, noted psychiatrist, said, "Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom." Learn ways to deal with getting into that space and taking control of how crisis stress affects you.

Help at the workplace. Your Success Coach can be a sounding board in listening to struggles, help find solutions to get you out of crisis, and refer you to a professional counselor or EAP program. Move past stress, barriers, and crisis to achieve your dreams.

Sources: USA ERN; Psychology Today



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Philosopher's Square

"The journey of a thousand miles starts with one step."

– Lao Tzu