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Groundbreaking Efforts Show Promising Results For Employee Job Retention

Oakland County, Mich. – Beaumont Hospital, Troy was able to reduce turnover among staff in entry-level positions by 24 percent in an innovative workforce development project piloted with Oakland Family Services, with support from the United Way for Southeastern Michigan.

Job retention is critical to financial stability. Workers who stay employed are presented with greater opportunities for wage gains and promotions at work as well as increased overall stability in their lives. “We were acutely aware of the importance of financial viability of the family. Responding to this, we developed a strategy for improving employee retention,” said Michael S. Earl, President & CEO of Oakland Family Services.

The *Employee Retention Pilot Project* was customized to fit the unique needs of the workforce at Beaumont, Troy. The project used employee and manager training and support to enhance work habits and skills in the employee, referred to as “soft skills”, that are strongly associated with job retention. Employee coaching has historically been provided to upper management levels. This project takes a similar concept and applies it to other levels in the organization.

“We worked closely with Oakland Family Services to provide critical services to 250 regular employees, 120 contingent employees and 28 managers,” states Debbie Guido-Allen, Administrative Director at Beaumont Hospital. “Services included soft-skill training, onsite job training, 24/7 access to job coaches and manager training.”

According to Joscelyn Andrews, United Way Area Director for Oakland County, “The Employee Retention Pilot Project is in perfect alignment with the United Way priority of increasing financial stability for families. When people are able to maintain employment everybody wins. The employee creates potential for advancement and increased earnings, the employer reduces cost associated with turnover, and the family and community are more stable.”

“We could not have been more pleased when United Way for Southeastern Michigan offered financial support nor have found a better partner for testing the pilot than Beaumont Hospital,” said Earl.

Linda Kruso, Beaumont’s Director of Workforce Planning and Placement, states, “We are very pleased with the initial results of this pilot project. Employee turnover has dropped in the pilot group by 24 percent compared to the prior period of study.”

John Almstadt, Director of Oakland Michigan Works!, is excited by the initial results for this project. “This is the first of its kind in Michigan. The initial outcomes of this pilot are very promising. This is the kind of program that we would like to see made available to other employers throughout Oakland County and Southeastern Michigan.”

Oakland Family Services is a private, nonprofit, human service agency that provides **prevention, education, support and treatment programs** to families and individuals throughout Oakland County and southeastern Michigan. Visit the Oakland Family Services website at www.oaklandfamilyservices.org.

Beaumont Hospitals is a three-hospital regional health care provider with a total of 1,696 licensed beds, 18,000 employees and 3,000 physicians in Oakland, Macomb and Wayne counties. In addition to its hospitals, Beaumont operates numerous community-based medical centers in Oakland, Macomb and Wayne Counties, five nursing centers, a Research Institute, home care services and hospice. Visit Beaumont on the Web at www.beaumont-hospitals.com

United Way for Southeastern Michigan mobilizes the caring power of Wayne, Oakland and Macomb counties to improve lives in measurable and lasting ways throughout the region. The organization is led by a diverse group of volunteers from business, labor, government, human services, education and the community. United Way provides opportunities to invest in the metropolitan Detroit community through its annual Torch Drive and is a leader in convening partners to impact local residents each year by increasing economic self-sufficiency, protecting children and youth at risk, strengthening families, empowering neighborhoods and communities, and promoting health and wellness. Additional information is available at www.uwsem.org.

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