

# WHEEL PROGRAM

Worksite Held Employee English Learning

Santa Rosa  
chamber of commerce



Participation in the WHEEL program gives your business an opportunity to improve your bottom line, while improving community conditions and supporting the growth of healthy families, as well as giving your employees an opportunity to engage more fully in our community.

## PROMOTE FAMILY-FRIENDLY WORKPLACE POLICIES:

### OFFER SCHEDULE FLEXIBILITY

- Flextime
- Flexplace/ telecommuting
- Choices in managing time
- Parental/ family leave
- Time off when important needs arise

Business benefits might include:

- Improve employee morale and productivity
- Increase employee recruitment, retention

### PROVIDE A LACTATION-FRIENDLY WORKPLACE

- Mothers with infants are one of the largest and fastest growing segments in the U.S. workforce
- Employers have a legal obligation to support breastfeeding and provide nursing mothers the time and space they need

Business benefits might include:

- A return of \$3 for every \$1 invested in breastfeeding support
- Increase employee recruitment, retention and productivity
- Reduce employee absenteeism and health care costs
- A family-friendly image in the community

### PROVIDE RESOURCES FOR HIGH-QUALITY CHILD CARE

- Offer support as an employee chooses child care
- Conduct a short workshop for staff on choosing child care
- Offer a Dependent Care Flexible Spending Account

Business benefits might include:

- Help ease the burden the employee is carrying as they return to work and maintain productivity
- Improve employee morale

### PROVIDE TAX PREPARATION RESOURCES

- Offer resources about free, quality tax return preparation to low-to-moderate income households
- Ensure that those who qualify take advantage of The Earned Income Tax Credit (EITC), one of the federal government's largest resources for working low-income Americans
- EITC reduces the amount of income tax low-to-moderate income families are required to pay

Business benefits might include :

- Tax refunds are beneficial to families as well as the local economy
- More jobs are created, more wages are paid, and eventually more tax revenue comes back to state and local governments

### PROVIDE ONSITE TRAINING AND EDUCATION

- Provide a safe environment for employees to learn
- See table below for Customizable Program Elements to begin onsite training and immediately start to effect change in the workplace

Business benefits might include:

- Improve employee morale
- Lower turnover and absenteeism
- Improve safety
- Improve workplace communication

## CUSTOMIZABLE PROGRAM ELEMENTS—ONSITE EMPLOYEE TRAINING AND EDUCATION

Using our traditional program elements or planning something new, we will work with you to build the most successful program possible- adapted to meet your business needs.

### ENGLISH CLASSES

- English classes offered to employees at the workplace
- Tailored curriculum can include industry specific language
- Employees average a 15% gain in life skills and reading assessment during first 8-week session of English classes
- Employees that participated in eight 8-week sessions increased their basic English skills 88.9%

### FINANCIAL LITERACY

- 2-4 hour workshop offered at the workplace
- Features topics such as household budgeting, money management, establishing and building good credit and financing a car or home

### SCHOOL ENGAGEMENT

- 1 hour workshop offered at the workplace
- Connects employees with representatives from their child's local school district to educate parents on what they can do to ensure their child's success

### VOLUNTEER OPPORTUNITIES

- Help your employees become involved in community-wide efforts, either for a one-day project or on an ongoing basis

For more information, please contact:

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