

CASE STUDY



BENEFITS & COMPENSATION



SCHEDULING & FLEXIBILITY



PROFESSIONAL DEVELOPMENT



WORK SUPPORT & RESOURCES



FINANCIAL WELLNESS

CAREER TRAINING IS A WIN-WIN

At United Way of Northern New Jersey staff development is seen as a priority. Not only is it a key ingredient to build employee skills, create utility players for the organization, and groom new leadership but career training also leads to increased staff satisfaction and longevity.

To this end, the management team is committed to securing meaningful opportunities for professional growth for staff. This benefit has helped to attract and keep high-level employees and has resulted in advancement within the organization. Here are the essential elements to their success:

Utilize resources. There are several community resources available to help support the development of staff. United Way staffers are encouraged to take advantage of these opportunities during the workday without needing to take time off. Here are two examples of free or low-cost job training:

- Workforce Development at County College of Morris offers grant-supported training for New Jersey employees in the areas of business skills, technology skills, and manufacturing-related skills. If you work for a New Jersey non-governmental business, these classes are grant-supported, and therefore, of no cost to you.
- Workforce Development Boards offer funding to support on-the-job training for new employees as well as training for existing employees.

Invest in soft skills. On a routine basis, the United Way staff come together for training. The organization recognizes the importance of developing soft skills and invests in them. They typically invite an outside consultant to provide training and coaching in areas such as: leadership development, time management, communication, diversity, and reflective practice.

Leadership development. Recognizing emerging talent, United Way supports enrollment in formalized leadership development programs. Some of these opportunities have included: United Way Worldwide's LEAD program, Lead NJ, and the Victoria Emerging Leaders Program. The organization covers the cost of the training and allows employees to use business time to participate. These courses have resulted in enhanced industry knowledge and leadership growth benefitting the organization. In turn, staff have demonstrated an increased commitment to the organization.

Support degree seekers. Leadership at United Way supports employees who choose to further their education. While they do not reimburse the tuition costs, they do allow employees to work a flexible schedule to accommodate their class schedule.

COMPANY INFORMATION

United Way of Northern New Jersey is a nonprofit organization with 40 employees, serving Morris, Somerset, Sussex, and Warren counties as well as portions of suburban Essex County including the Caldwells, Cedar Grove, Essex Fells, Fairfield, Glen Ridge, Livingston, Millburn-Short Hills, Montclair, Roseland, and Verona.



United Way
of Northern New Jersey