



Staff Support

Incorporating economic empowerment values within the organization



Staff from economic empowerment programs have reported how challenging and disheartening it is to support program participants' economic empowerment while not being able to implement or practice those strategies themselves. To support staff retention and sustainability, it is vital to consider how your organization or program incorporates the values of economic empowerment for your staff as well as your participants. This includes autonomy, dignity, and opportunities to gain independence, stability, skills, and advancement in all areas related to one's economic well-being. Salaries and benefits are critical components and the place to start whenever possible. Other ways you can support the economic empowerment of staff include:



- Reducing employee expenses:
 - Allow flexible work arrangements and/or schedules to reduce costs related to commutes, childcare, etc.;
 - Offer childcare or commuter subsidies or partnerships; and
 - Create a small, emergency cash fund or program to assist staff with urgent, unexpected expenses.
- Increasing longer-term earning potential:
 - Provide professional development and training, for example covering the cost of online courses, workshops, certifications or conferences that align with staff members' career goals;
 - Crosstrain staff to build transferable skills that align with staff career goals;
 - Create and communicate clear advancement tracks within the organization; and
 - Connect staff with career counseling or mentorship for career guidance.
- Increasing transparency:
 - Share financial realities openly as economic dignity includes understanding the constraints; and
 - Involve staff in budgeting conversations when appropriate.