



Financial Well-Being and Security & Basic Needs Toolkit

»» Why it Matters

Having enough, and freedom from worry. We need money for food, rent or mortgage, health care, medical bills and basic expenses of daily living – basic needs. Lack of access to basic needs and personal safety are linked at all stages of life to physical and mental illness, post-traumatic stress, shorter lifespans and poorer quality of life, which can result in poorer job performance, reduced ability to concentrate, lower productivity and absenteeism at work. Interestingly, research shows that ‘extras’ don’t really contribute to our well-being, unless it is for fun activities and friends, or expenses that match our values.

»» How Our Caregivers are Impacted.

In the spring of 2020 NWWA Caregivers participated in a Caregiver Health and Well-being Monitor™ that showed significant impacts around financial wellbeing. See a few highlights from this section below:

- ✔ Caregivers with no unmet basic needs do better: 18% higher well-being (Core4™ Well-being Index) among caregivers reporting no unmet basic needs.
- ✔ Yet, 39% of NWSA caregivers (estimated 1,900+) report at least one unmet basic need. This is 7% higher than county 2019; 22% worse post COVID-19
- ✔ Almost 1 in 5 (17%) of caregivers reported 2 or more unmet basic needs. The well-being score for these folks is very low (D-).
- ✔ Those most affected (those with a greater intensity of needs): caregivers who work evening shift, are younger, are singles with children, who reported lower education & income, are people of color, and those who identified any type of personal discrimination (race, gender, sexual orientation, or other) in the past year.

[VIEW THE 2020 HWBM SUMMARY](#)

»» What Can You and Your Team Do?

Be and advocate and support opportunities, resources, and training for all caregivers to access and engage with resources to meet basic needs. This lays the foundation for a stronger workplace culture and society. Set aside time to educate yourself, and caregivers you support on available resources, watch trainings or video as a group and discuss.

Use the following resource section to support you and your team - especially encourage and make space to watch the custom made financial well-being video content for Caregivers in partnership with Workforce Snohomish. Videos were additionally informed by follow-up surveys/focus groups with select departments. This resource section can be found on NWWA Caregiver Equity and Well-being Hub.

[VISIT THE CAREGIVER HUB](#)



Financial Resource List



Financial Planning Video Shorts

[Click here to access all videos.](#) Collaboration with Workforce Snohomish County. All videos (3 to 5 minutes each) include translation in Punjabi and Spanish (click the “CC” Button at the bottom of the video). Companion documents of resources and templates can be found [here](#).

1. [Values, Beliefs and Money video](#)
2. [Budgeting - Laying the Groundwork](#)
3. [Cash Flow - “Budgeting: Looking to the Past to Prepare for the Future”](#)
4. [Creating a Budget - “Budget Planning”](#)
5. Debt and Credit
 - > [Part 1: Debt and Credit - Understanding Debt](#)
 - > [Part 2: Debt and Credit - Tips for Addressing Debt](#)

**Scan Here to
Access all Videos**



Benefits, Payroll & Retirement

Find information about your Providence NWWA employee benefits, payroll, and retirement.

Benefits Service Center: call 888-615-6481, weekdays 7:30 a.m. to 6 p.m. Pacific time.

HR Service Portal: The Portal is a hub of resources for caregivers, with links to the Caregiver Assistance Program, benefits information, Choose Well resources, and more.

Quick Navigation Tip: [Log in to the HR Service Portal](#), from the HR Service Portal Home Page, go to the top green navigation bar on the upper left and select ‘Find HR Information’ select ‘Benefits’ from drop down menu. hrforcaregivers.org/hrquest

Fidelity Retirement Planner: You can schedule time for help with your retirement strategy. Complimentary one-on-one consultations as part of your total rewards benefits. A Retirement Planner can help you decide how much to contribute, how to maximize your contributions, and assist with your contribution calculations - [visit getguidance.fidelity.com](http://visit.getguidance.fidelity.com). Complimentary webinars offered in English and Spanish throughout the year (2021) on ‘Financial Wellness Wednesdays’ and ‘Retirement Talk Thursdays’. [Click here \(ENGLISH\)](#) [Click Here \(SPANISH\)](#) for more information (new need to add to hub)



Additional Financial & Well-Being Resources

Providence Caregiver COVID-19 Resources: programs and temporary benefits to care for you during the COVID-19 pandemic. This site details benefits information, wellness resources, and more. providence.org/for-employees/caregiver-resources.

Bright Horizons EdAssist Solutions™ Tuition reimbursement: call 844-358-1618, weekdays 5 a.m. to 5 p.m. Pacific Time.

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Financial Resource List (cont.)

ChooseWell Resources:

[ChooseWell COVID-19 Resources Page](#): well-being and resilience resources and tools to use during these difficult and uncertain times. mychoosewell.org/COVID-19-Resources.aspx.

- ✔ Back up Care – Bright Horizons and Child and Elder Care; School Resources & Mental Health

Local NWWA Providence Resources:

- ✔ [Hardship loan](#) through the Providence Federal Credit Union. caregiverheadlines.org/wp-content/uploads/2020/03/PFCU-Loan.pdf
- ✔ [Helping Hands Grant](#) Administered by the Providence General Foundation, this is a one-time grant up to a maximum of \$1,000 to provide short-term assistance for basic necessities. Grants are available for caregivers who have been financially affected by COVID-19. caregiverheadlines.org/wp-content/uploads/2020/06/Helping-Hands-App.pdf
- ✔ [Employee Assistance Loan](#) Caregivers are eligible to receive loans up to \$500, paid back through payroll deduction. caregiverheadlines.org/wp-content/uploads/2020/06/Employee-Loan-app.pdf



Local Community Resources

[LiveWellLocal.org](#). LiveWellLocal.org, powered by Providence Institute for a Healthier Community, is a hyper-local search and collaboration tool for health and well-being resources that makes it easy to find and connect with the many community assets in Snohomish County that support health and healing. Here you can connect with a wide range of local assets that support and enhance the quality of life for you, your family and your community in Snohomish County. Type in a keyword or browse the topic categories under Security and Basic Needs.



A Few More Helpful Websites

[Workforce Snohomish](#): free services such as: unemployment insurance information; employment related workshops; job fairs and on-site recruiting events; and links to educational and training opportunities. workforcesnohomish.org

[WSU Extension](#): Covid-19 and Financial Management. extension.wsu.edu/covid-19/covid-19-and-financial-management/

[MyMoney.Gov](#): financial literacy and education offering information regarding the My Money Five: earning, saving, protecting, spending, and borrowing. MyMoney.Gov

[NerdWallet](#): information on managing money, comparison and reviews of credit and debit cards, mortgages, investment accounts, and banks. Site offers financial calculators, tools, guides, and more. nerdwallet.com

[Kiplinger.com](#) Provides a variety of personal financial information, including investing, planning, budgeting, and spending. Site offers slide shows, videos, quizzes, financial calculators, news columns, e-newsletter, special reports, podcasts, blogs, and more. kiplinger.com

[National Foundation for Credit Counseling \(NFCC\)](#): Money and credit management education. Users may schedule an appointment with an NFCC Financial Counselor and search for a nearby member credit counseling agency. Free resource. Counseling fees may vary. nfcc.org

Get Involved



Suggest an addition!

Books, videos, apps or other helpful resources: E-Mail NWWAWellBeing@Providence.org



Stay Informed

INOURCIRCLE - NWWA Caregiver News: One stop communication site for featured items on what is most important, events, the newest posts, and personalized channels to stay informed on what matters most to you.



Stay connected with the Equity & Well-being Committee

[VISIT THE CAREGIVER HUB](#)

Diversity & Well-Being Committee: meets monthly.

Chairs:

- › **Kaila Alvarez**
Diversity, Equity, and Well-Being Manager – Diversity & Wellbeing Committee Chair
- › **Barry Stueve Chief Missions Officer**
Diversity Executive Sponsor
- › **Jessica Burt**
Director Caregiver Equity & Well-being and PIHC Program Operation
- › **Edina Plantico**
HR Business Partner – Well-Being Team Lead

[REQUEST TO JOIN COMMITTEE](#)