

What is **Workforce Stability**?

Workforce stability is an organization's ability to maintain a reliable, present, and productive workforce despite the everyday life disruptions that employees face outside of work.

For many frontline employees, challenges like transportation breakdowns, childcare gaps, unexpected expenses, housing instability, health issues, or caregiving responsibilities can quickly become work disruptions. These issues often lead to absenteeism, turnover, burnout, labor costs, and operational strain.

Operations Leaders

See staffing instability, burnout and productivity disruption

HR Leaders

See turnover + retention challenges and hiring costs

Finance Leaders

See rising overtime + agency costs and revenue constraint

These are not separate problems. They are different expressions of the same issue: **workforce instability**.

Why It Matters

Today's workforce challenges are increasingly shaped by factors outside the workplace itself. Many frontline employees earn too much to qualify for traditional assistance programs, yet still lack the financial cushion or support systems needed to absorb unexpected disruptions. As a result, ordinary life events can quickly impact attendance, reliability, and retention.

The consequences for employers are significant:

- Higher turnover
- Increased overtime and agency spend
- Operational inconsistency
- Reduced productivity
- Manager burnout
- Recruiting and training costs
- Capacity constraints and lost revenue opportunities

Organizations often already offer benefits, EAPs, and support programs but these systems were not designed to respond to real-time life disruptions or help employees navigate fragmented support systems when challenges arise.



The Workforce Stability Gap

The issue is not a lack of resources. It is a lack of coordination, accessibility, and real-time support.

Employees frequently struggle to:

- Know where to turn
- Understand eligibility requirements
- Navigate complex and fragmented systems
- Successfully follow through on support systems while managing the demands of full-time work and caregiving responsibilities

As a result, problems remain unresolved until they become workplace disruptions.

The gap is not a people problem. It's a system problem.

Most employees want to show up they simply lack the coordinated support needed to navigate the barriers that stand in the way.

A New Category of Workforce Support

Workforce stability solutions help organizations address the root causes of workforce disruption by helping employees navigate and resolve real-life barriers before they impact work.

This includes:

- Rapid-response support during unexpected disruptions
- Navigation of benefits, community resources, and public supports
- Coordination across fragmented systems
- Financial guidance and forward-looking stability planning
- Ongoing follow-through to ensure support is actually accessed

The Goal

Help employees stay present at work, remain employed, and build greater stability over time while helping employers create a more reliable, resilient workforce.