| **Scenario** | **Business Cost** | **Social**  **Cost** |
| --- | --- | --- |
| **1. Cost of Supervisor wages:** The front-line supervisor is responsible for more live coaching, on-the-job training, and soft skill development than non-ESE competitors. |  |  |
| **2. Overhead costs** (e.g., rent, office supplies, equipment, and insurance) |  |  |
| **3. Labor expense:** due to our investment in employee wellbeing, we spend an additional 20% of time supporting employees with professional development. |  |  |
| **4. Wraparound supports - Case management:** Every participant employee is provided a case manager who tracks their progress towards sustainable employment |  |  |
| **5. Training costs:** The business trains new employees on their role for about 3 weeks. |  |  |
| **6. COGS:** New Employees use an additional 10% of materials to practice job skills before using them at the work site. |  |  |
| **7. Transportation:** The enterprise provides transportation for employees to worksites |  |  |