ERN USA
Employer Resource Network®

JOHNSON COUNTY
EMPLOYER RESOURCE NETWORK®

2025



JOHNSON COUNTY ERN®

KPI REPORT

MARCH 2026

Employer Resource Networks®

Key Performance Indicators

An Employee Retention Solution With Real Social Impact

President's Message

Innovative Workforce Solutions: Collaboration for Impact

Reflecting on our 20th anniversary with the development and sustainability of Employer Resource Networks® through the 2008 crash and Covid pandemic, there has been no better time for ERNs®. The ever-changing world brings opportunities to achieve solutions we have only dreamed of in strategic employer and community partnerships driven by cutting edge technology. Funding cuts force a re-thinking of how we alleviate poverty, improve lives, grow companies, and strengthen communities.

Our focus is on leveraging resources, sharing best practices, and creating solutions on a large scale for real social impact. This year, we will grow the ERN USA Network with special attention in healthcare, hospitality, and manufacturing industries utilizing structures and customizable integration based on employer needs. Projects center around benchmarking, model integrity; cliff benefit transitions; employer recruitment; funding collaboration; and a community solutions framework incorporating data trends.

We continue to expand our use of technology around process, content, engagement, and data analysis. Integrating AI into onboarding, research, service delivery, and reporting will not replace onsite success coaching, but provide efficiencies for increased face-to-face employee time and success coach wellness. Nothing compares to the human perspective and touch in supporting employees through crisis prevention or intervention, goal setting, resource connection, training, and advancement.

With the completion of the ERN USA 2025 KPI Report, we congratulate and thank each employer member, ERN Admin Organization, and Success Coach for their remarkable dedication and success. Among 26 ERNs, employer ROI averaged 804.1% with 167 employers and a collective workforce of 56,542 employees. ERN® Success Coaches served 5,394 unique employees and their families, delivering 10,489 case need solutions with 15.3% workforce utilization. Extended aspects of return on investment include HR support and burn-out prevention, workforce advancement, and company culture improvement.

Recent studies highlight a workforce crisis across industries with turnover tied to employee struggles and support needs. "Personal and work pressures can reduce productivity, increase absenteeism, and lead to higher turnover, especially when employees feel unsupported," said James Vander Hulst, CDO, ERN USA. "With childcare costs averaging $10,500 annually for one child, and the broader financial strain showing up in mental health concerns – it's no surprise one in four employees consider quitting due to these pressures. Collectively, we can change that."

ERN USA is at the forefront of collaborative workforce investment with the development of cutting-edge technologies that connect us in our shared vision. We invite employers, organizations, and researchers with regional, state, and national partnerships to collaborate with ERNs® in wide-sweeping change for employees, companies, and communities. We look forward to creating greater impact together in the years ahead.

James Vander Hulst, Chief Disruptive Officer, ERN USA

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2025 KPI

Johnson County ERN®

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JOHNSON COUNTY
PLOYER RESOURCE NETWORK

Key Performance Indicators

Return on Investment

442%

Employer ROI

Distinct Employees Served

198

And their families

8

Employers

Workforce Utilization

5.3%

3,696

Collective Workforce

Delivered Cases

679

Average Case Time Spent

41 MINUTES

Industry Sectors

Education	Healthcare	Manufacturing	Services
1	1	4	2
Employer	Employer	Employers	Employer

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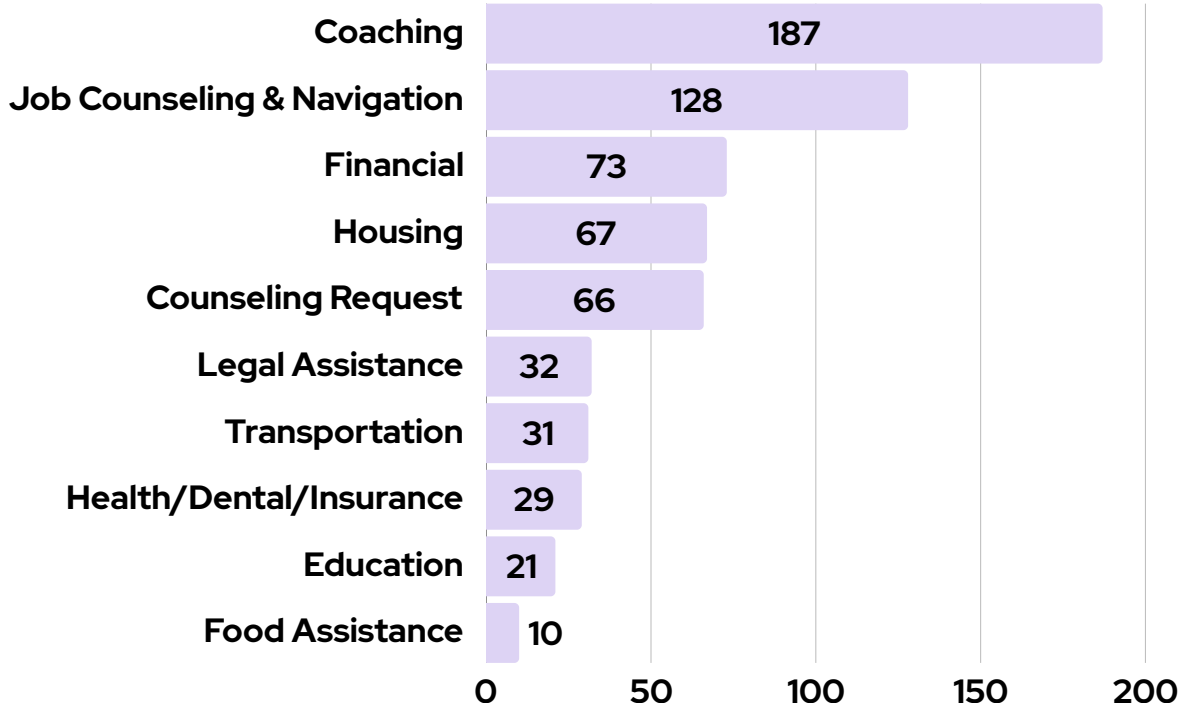
2025 KPI

Johnson County ERN®

ERN USA
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JOHNSON COUNTY EMPLOYER RESOURCE NETWORK

Top Ten Case Needs



*Number of cases

Group Training Participants

84

Resource Values

$85,257

Community, State & Federal Total:

*** Resource values documented when known**

"We recently implemented onsite training supported by Johnson County ERN®. Managers and supervisors learned to identify signs of mental health issues with their employees and themselves and what to do to get help. This training was well received with several employees engaging in conversations with our Success Coach for needed help."

HR Director, Employer Member
Johnson County ERN®

ERN® Overview

ERN USA
Employer Resource Network®

JOHNSON COUNTY
EMPLOYER RESOURCE NETWORK®

Employer Members

CLARK-PLEASANT 1965

Endress+Hauser

GMI
An Employee-Owned Company

Indiana811

interstate warehousing
a Tippmann Group Company

JOHNSON MEMORIAL Health

NATIONAL TRADE SUPPLY

ULTA BEAUTY



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ERN® Success Coach
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Strategic Partners

ERN USA
Employer Resource Network®

JOHNSON COUNTY COMMUNITY FOUNDATION

Aspire

ERN® Admin Organization

JOHNSON COUNTY
EMPLOYER RESOURCE NETWORK®

Aspire Johnson County

Our Story

Aspire Economic Development + Chamber Alliance drives economic development and business success in Johnson County, Indiana and southern Indianapolis. Aspire has served as Administrator for the Johnson County ERN® (founded 2020) since 2024.

Our Mission

We lead the area's business community by leveraging community development opportunities and providing comprehensive member services for entrepreneurs, small businesses and large corporations.

Employer Engagement & Support



"Johnson County ERN® has been a "game changer" for our company and employees. The decision to become part of this organization four years ago did not come lightly, however, the initial thought was "if we helped just one employee during our first year, then we could claim this program worthy of our investment!" Today, our partnership with Johnson County ERN has grown and evolved into a program that has benefited many of our employees. Without our partnership with our ERN, we would not have been able to support our employees on such a personal level."

HR Director, Employer Member
Johnson County ERN®

jccf.org/ern

facebook.com/MarionMattersInc

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Our Work Supports

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JOHNSON COUNTY
EMPLOYER RESOURCE NETWORK®

Employees, Employers & Communities

Engaging & supporting employees for company growth and social impact

"I guess I just need to remember this resource! After several weeks of tying to get connected to counseling, our Success Coach put me on a great path. The help was amazing, as always. Thank you!"

Employee, Member Company
Johnson County ERN®



Solving barriers and achieving goals for employee personal & career stability

Equipping and training to administer ERNs for company and community change

"Johnson County ERN® has been a blessing to so many of the people I have had the pleasure of working with. I hear the pain, the struggles, and the burdens they are dealing with in their stories. The appreciation, the tears they have shed, and the gratitude that I have received is so heartwarming. The support the companies and employees receive is essential to the growth of Johnson County."

Referral Coordinator, ERN Strategic Partner
Johnson County ERN®

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Overview

Our Story

We first launched Employer Resource Networks® with Michigan's Lakeshore ERN® in 2006. The ERN USA national network has grown to over 30 existing and developing ERNs®.

Our Mission

ERN USA assists member companies in supporting working families to gain self-sufficiency while driving business growth and community change.

Our Work Supports

Employers	Employees	Administrators
Engage and support employees for company growth and social impact	Solve barriers and achieve goals for personal, family, and career stability	Equip and train to administer ERNs for company and community change

Customized ERN® Structures Diverse Business & Community Needs



Multi-Member

Nonprofit Administrator supports employer-led collaborative of small to mid-sized companies

Single Member

Large employer leads across its locations with a turnkey HR solution for barrier solutions and employee advancement

Micro Member

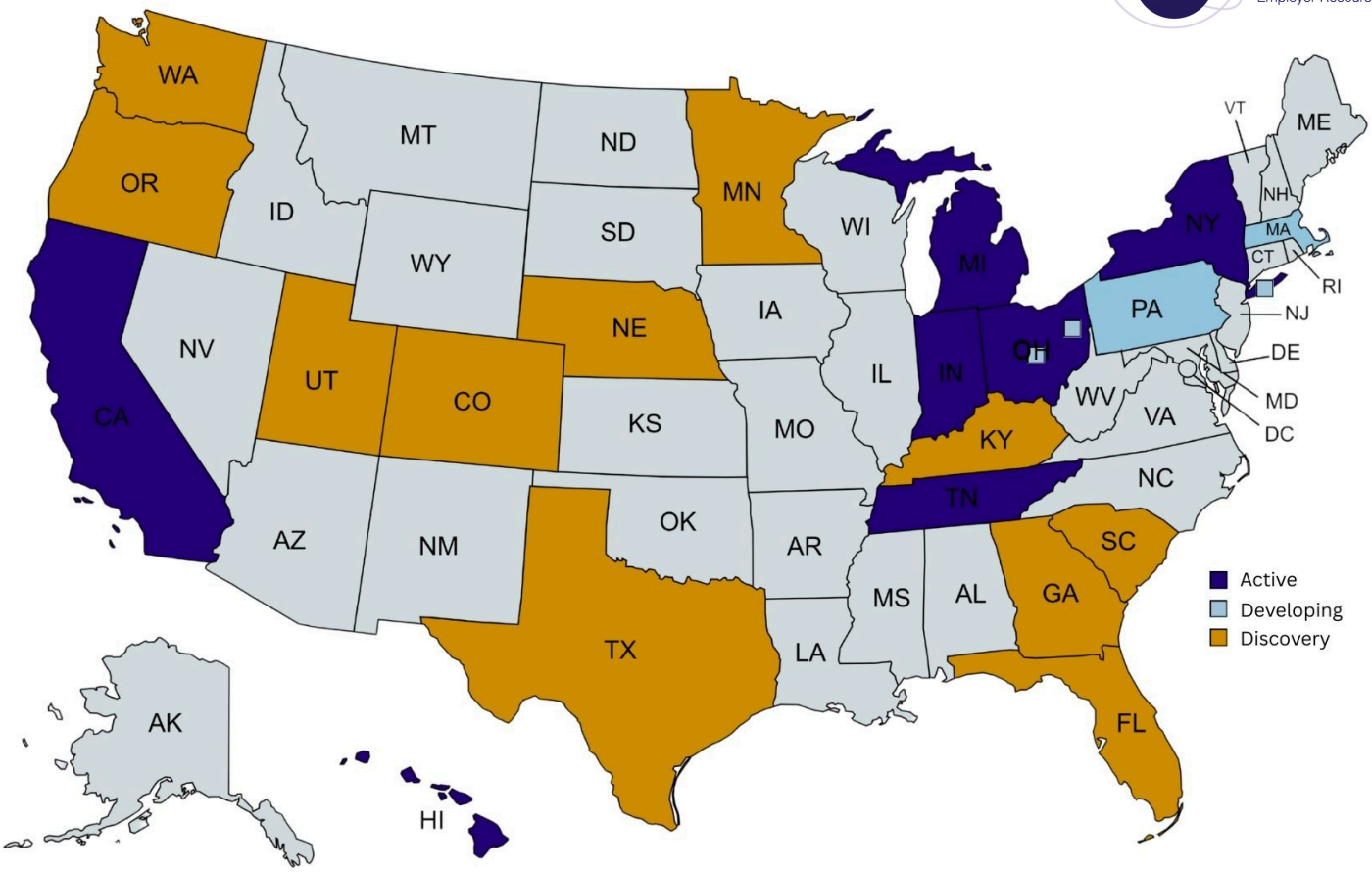
Fiduciary, Nonprofit or Association Administrator leads for small or remote employer subscribers

Employer Growth

Employee Stability

Community Change

Expanding for Impact



26 ERNs® Serving 70 Counties

1 California ERN: Solano

3 Kentucky ERNs: Anderson, Hardin, Lee, Montgomery, Morgan, Wolfe

1 Hawaii ERN: Hawaii, Honolulu, Kalawao, Kauai, Maui

1 Indiana ERN: Johnson

6 Michigan ERNs: Calhoun, Kalamazoo, Kent, Muskegon, Oceana, Ottawa, St. Joseph

4 New York ERNs: Albany, Columbia, Fulton, Montgomery, Ontario, Rensselaer, Rochester, Saratoga, Schenectady, Thompkins

8 Ohio ERNs: Allen, Ashland, Auglaize, Butler, Crawford, Cuyahoga, Defiance, Erie, Fulton, Hamilton, Hancock, Hardin, Henry, Huron, Jackson, Lorain, Lucas, Marion, Mercer, Montgomery, Morrow, Ottawa, Paulding, Putnam, Richland, Ross, Sandusky, Seneca, Shelby, Van Wert, Vinton, Williams, Wood, Wyandot

1 Oregon ERN: Clackamas, Multnomah, Washington, Yamhill

1 Tennessee ERN: Shelby

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State ERN® Networks

MICHIGAN ERN
Employer Resource Network®

NEW YORK ERN
Employer Resource Network®

KENTUCKY ERN
Employer Resource Network®

OHIO ERN
Employer Resource Network®

Active Employer Resource Networks®

Lighting a Path for Your Success
SOUTHWEST MICHIGAN EMPLOYER RESOURCE NETWORK®

LAKESHORE EMPLOYER RESOURCE NETWORK®

mySUCCESS
WEST MICHIGAN EMPLOYER RESOURCE NETWORK®

JOHNSON COUNTY EMPLOYER RESOURCE NETWORK®

FOOTHILLS EMPLOYER RESOURCE NETWORK®

CUMBERLANDS EMPLOYER RESOURCE NETWORK®

BLUEGRASS EMPLOYER RESOURCE NETWORK®

UDC ERN
UNION DELAWARE COUNTY EMPLOYER RESOURCE NETWORK®

CLEARWATER EMPLOYER RESOURCE NETWORK®

SOARING TO SUCCESS
member of Southwest Ohio Employer Resource Network®

SOUTHERN OHIO EMPLOYER RESOURCE NETWORK®

Shared Success
Member of NW Ohio Employer Resource Network®

EaRNed SUCCESS
Employer Resource Network®

NORTH CENTRAL OHIO EMPLOYER RESOURCE NETWORK®

NORTHEAST OHIO EMPLOYER RESOURCE NETWORK®

Strengthening, guiding, and empowering Hawaii's workforce
HAWAII EMPLOYER RESOURCE NETWORK®

Pacific Northwest ERN
Employer Resource Network®

SOLANO COUNTY
Employer Resource Network®
a Program of the Workforce Development Board of Solano County

Mid-South Employer Resource Network®

TOMPKINS CHAMBER
TOMPKINS COUNTY EMPLOYER RESOURCE NETWORK®

ERN
ROCHESTER
Employer Resource Network®

ERN
CAPITAL REGION
Employer Resource Network®

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Five Phase Development Process

1	2	3	4	5
EXPLORE	DEVELOP	IMPLEMENT	SUSTAIN	NETWORK
Exploring the ERN Model	Developing the ERN Strategy	Implementing the ERN Model	Maintaining & Growing the ERN	Partnering in Best Practice Sharing

Model Cornerstones

- Employer-led
- Onsite Success Coach
- Resources
- Skill Building
- Outreach & Marketing Tools
- Data and Process Driven CMS
- Fund Collaboration
- Transformation Framework
- Network Peer Learning Calls
- Customized HR Integration - Support

Employer Benefits

- Retention
- Reduced Absenteeism
- Company Culture
- Employer of Choice
- Employee Advancement
- HR Relief
- Workforce Stability
- Productivity
- Employer ROI 500%+

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National Support Team



James Vander Hulst

President & CDO

ERN® Collaborative Development
ERN USA Network Administration

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Angela Vander Hulst

Chief Operating Officer

ERN® Data Solutions Administration
ERN® Development
ERN® Training & Marketing

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Luis Quezada

Engagement Specialist

SharePoint Administration
Employee Outreach
Communications



Prashant Gupta

Salesforce Developer

Database Configuration

ERN USA Peer Learning

- **Peer Learning Calls**
- **InfoConnect Calls**
- **National Conferences**
- **Webinars**

Network Tools

- **ERN® Data Solutions**
- **ERN USA SharePoint**
- **Network Directory**
- **Salesforce Chatter**





Supportive HR Framework

Training Employees for Advancement

- **Presentation Templates**
- **Supplemental Exercises**
- **Certificates**

