2024 KPI

KENTUCKY ERN
Employer Resource Network®

Bluegrass,
Cumberlands, Foothills

Kentucky ERN® Report

An Employee Retention Solution With Real Social Impact









AUGUST 2025

Employer Resource Networks®

Key Performance Indicators

ERN USA
Employer Resource Network®

President's Message

Weathering the Economic Storm Together

If the past decade has taught us anything, it's that workers are the backbone of every organization. Whether it was the 2008 crash or the COVID-19 pandemic, Employer Resource Networks® have experienced how crucial it is to support employees when situations get difficult. In the past, federal support helped buffer the blow, but that safety net is now shrinking. The pressure is on, not just for workers, but for those who rely on them, to bridge the gap.

In 2024, Employer Resource Networks® served 5,547 employees at 160 employer member companies with 11,600 supportive employment solutions, achieving 19% average utilization and 656.7% average employer ROI *(ERN USA 2024 KPI Report*). Lack of resources and skills stretch workers thin financially, emotionally, and mentally affecting company productivity.

As economic times grow tougher, employee basic needs for job retention and financial stability are expected to increase. Worker retention is no longer just an HR talking point - it's a company survival strategy. Employee performance and longevity are business gains that come from workforce investment and are key to business and community sustainability.

More and more, states and foundations are stepping up where federal aid has backed off. Nonprofits are tapping into the resilience they are known for, leveraging creative funding and partnerships to keep people afloat. Employers can do the same - and must.

The good news: onsite employee assistance doesn't have to break the bank. Employer Resource Networks® (ERNs®) provide onsite success coach employee retention and advancement solutions that coordinate and make the most of funds and partnerships. ERN® Data Solutions Salesforce and SharePoint platforms provide shared templates, employee outreach and advancement training, peer learning, and metrics that drive the impact of the network. Employee need trends reveal referrals around critical issues such as mental health, childcare, and housing.

When that strain gets too heavy, workers leave, and when they leave, organizations lose more than just a warm body. Companies lose training, trust, and talent a large investment. Businesses can't afford not to support their workforce - not now.

Tough times are ahead. The question is: will employers stand out as businesses that stand with their people? If not, workers will notice - and it may be the best workers that notice first. Let's stand together to support families, companies, and communities - growing the ERN USA Network for even greater impact and success!

James Vander Hulst, Chief Disruptive Officer, ERN USA

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Key Performance Indicators

Return on Investment

494%

Employer ROI

Distinct Employees Served

253

And their families

6

Employers

Workforce Utilization

19.6%

2,190

Collective Workforce

Delivered Cases

630

Average Case Time Spent

37 MINUTES

Industry Sectors

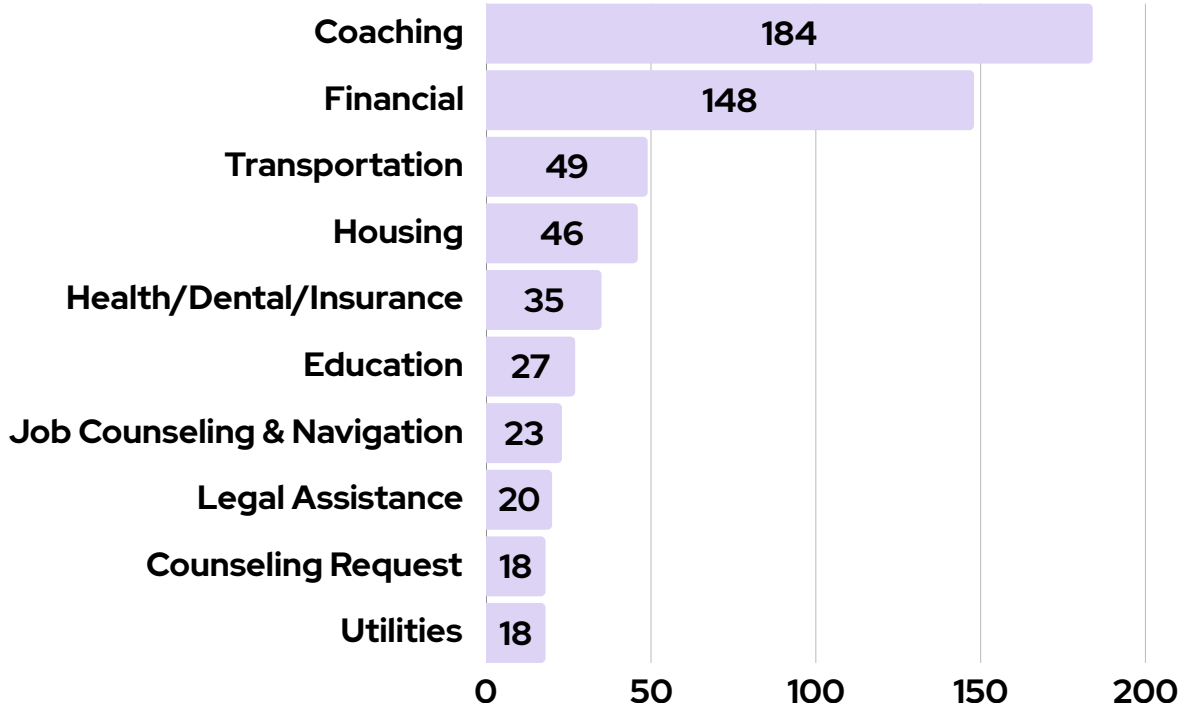
Healthcare	Manufacturing
1	5
Employers	Employers

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2024 KPI

Kentucky ERN®

Top Ten Case Needs



**Number of cases*

Group Training Participants

382

Resource Values

$28,479

ERN Loan Total: $21,300

Savings Component Total: $10,300

Community, State & Federal Resources: $7,179

"Our Success Coach has done a great job of bringing training to our supervisors in how to collaborate and problem solve with employees on the floor. It is extremely important for us to dig in with our employees to ensure that they know that we see their needs and are able to meet them."

Megan Willoughby, Human Resources Lion

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Kentucky ERN® Network

ERN® Development



James Vander Hulst
Kentucky State ERN Lead

ERN USA, President & CDO

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"ERN USA's model, tools, and member network provide a solid framework for company, employee, and community transformation. We look forward to expanded Kentucky development with new partnerships."

James Vander Hulst, President & CDO
ERN USA

Employer Members

Summit Polymers

Bear Precision Coatings

CS CR

Horizon P·A·C·E
All Inclusive Care for the Elderly

Logan Corporation
Supplies Manufacturing Service Equipment

Employer Resource Networks

Bluegrass Employer Resource Network®

Foothills Employer Resource Network®

Cumberlands Employer Resource Network®

Strategic Partners

ERN USA Employer Resource Network®

CIRCLES USA
Building Community to End Poverty

Kentucky ERN Employer Resource Network®

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ERN USA

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

ERN USA

ERN USA
Employer Resource Network®

State ERN® Networks

NEW YORK ERN
Employer Resource Network®

MICHIGAN ERN
Employer Resource Network®

OHIO ERN
Employer Resource Network®

KENTUCKY ERN
Employer Resource Network®

Employer Resource Networks®

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

LAKESHORE EMPLOYER RESOURCE NETWORK®

my SUCCESS
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®

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®

CLEARWATER EMPLOYER RESOURCE NETWORK®

NORTHEAST OHIO EMPLOYER RESOURCE NETWORK®

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

SOLANO COUNTY EMPLOYER RESOURCE NETWORK®

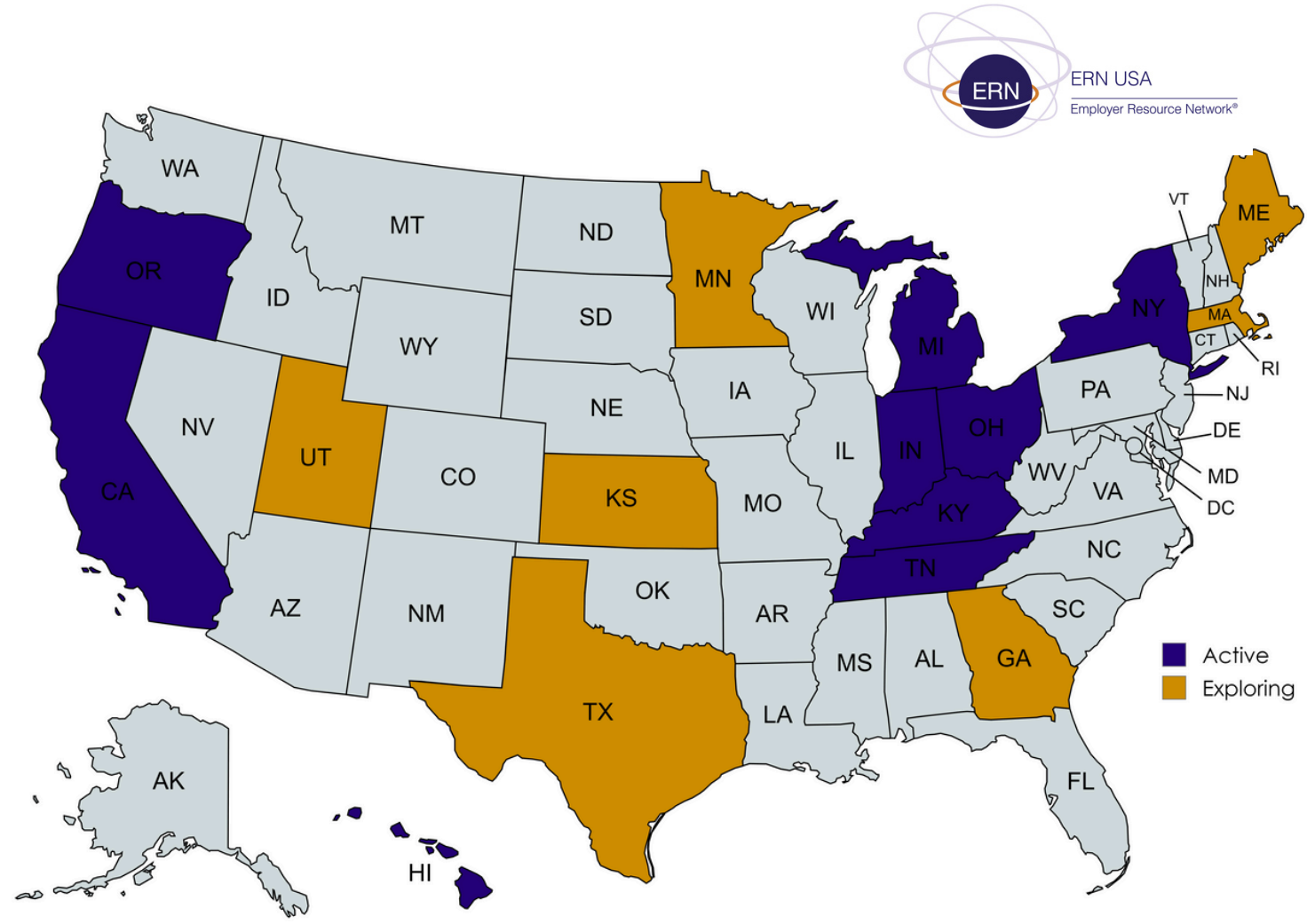
Mid-South Employer Resource Network®

TOMPKINS CHAMBER
TOMPKINS COUNTY EMPLOYER RESOURCE NETWORK®

ERN
ROCHESTER
Employer Resource Network®

ERN
CAPITAL REGION
Employer Resource Network®

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, Honnolulu, 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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Employer Resource Network®

Five Phase Collaborative 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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ERN USA

ERN USA
Employer Resource Network®

National Support Team



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President & CDO

ERN® Collaborative Development
ERN USA Network Administration

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Angela Vander Hulst

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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**

