



ERN USA
Employer Resource Network®

ERN® USA NETWORK NEWS

AN EMPLOYEE RETENTION SOLUTION
WITH REAL SOCIAL IMPACT

The 2025 Collective Impact of ERNs®

ERN USA 2025 KPI Report

Return on Investment

804.1%
Employer ROI

167
Employers

56,542
Collective Workforce

Distinct Employees Served

5,394

And their families

Workforce Utilization

15.3%

Delivered Cases

10,489

National Impact **9** States

26 ERNs®

HR & Supervisor Referrals

1,593

Average Case Time Spent

42 MINUTES

Industry Employer Members

Education:	14
Healthcare:	76
Hospitality:	10
Manufacturing:	46
Services:	21

What are ERNs®?

THE POWER OF THE
ERN USA NETWORK

With completion of the ERN USA 2025 KPI Report, congratulations to 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.

ERN® Structures to Meet the Needs of Employers and Communities



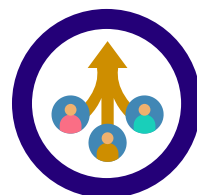
Multi-Member

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

Creative Onsite Solutions for Employee Stability: Blessing Boxes

As workers increasingly struggle to make ends meet with rising prices, companies are collaborating in creative ways with solutions that support both employee and business stability.

Retention and basic needs. The American Institute of Stress reports that roughly 70% of adults experience significant financial stress, and 83% work-related stress. This financial strain and stress can drive turnover, with employees more likely to seek new opportunities or miss work to manage financial challenges, and ultimately impact the bottom line for employers.



Lisa Valentine, ERN® Success Coach, Southern Ohio ERN

We are grateful for Lisa’s continued dedication to supporting our employees and strengthening our workplace community," said Maranda Meyer, Human Resource Director. "Partnerships like this make a meaningful difference in the lives of our staff, and we look forward to continuing our work with the Southern Ohio Employer Resource Network to support our team. In addition to connecting staff with these important resources, Lisa has gone above and beyond with developing of the boxes, coordinating with locations, and getting the word out to employees."

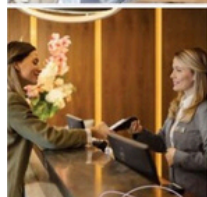
Engagement Leads to Impact



**ERN® USA
PEER LEARNING CALLS**
1:30PM - 2:30PM EST



ERN® ADMIN WEDNESDAY
FEB 04
EMPLOYER RECRUITMENT STRATEGIES
Off-set Employer Discounts, Micro Groups and Industries, Promotional Tools



ERN® SUCCESS COACHES WEDNESDAY
FEB 11
INCREASING UTILIZATION: NEW HIRES & HOLISTIC SUCCESS COACHING
HR-Success Coach Checklist and Outreach, Updated Training, Case Discovery



ERN® EMPLOYERS WEDNESDAY
FEB 25
HR STRATEGY - ERN ROI: ENGAGING MANAGERS
Company Culture and Strategies, Referral Forms, Outreach Materials

ERN USA InfoConnect Calls
ERN® Network News & Updates

Administrators

- March 4, 2026
- June 3, 2026
- November 4, 2026

Success Coaches:

- March 11, 2026
- June 10, 2026
- November 14, 2026

Trainings & Workshops

ERN® Data Solutions
Success Coach Implementation

Watch for monthly invites!

**Access Call recordings on SharePoint*

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.

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

