



**2023 ERN USA
Peer Learning Conference**

Growing Stronger Together



2023 Peer Learning Conference



Hosted by Ohio ERN & Marion Area ERN
Marion Technical College



Table of Contents

03

Executive Welcome

"Growing Stronger Together"

04

Conference Location, Contacts & Misc

Share your photos and conference experience!

05-07

Conference Schedule

Registration, sessions, meals, networking and special events

08--20

Presenter & Facilitator Bios

People, Organizations, Experience

21-22

Session & Plenary Resources

Access related resources during sessions

23

ERN USA Five Phase Development Model

Develop ERNs with a proven method

24

ERN USA Collaborative Funding Model

Accomplish much more together

25

ERN USA Peer Learning & Training

Success Coach Implementation Guide, Admin & Success Coach Contacts, Grand & Media Kit, Peer Learning Calls

Executive Welcome

"Growing Stronger Together"

The rapidly changing employment landscape has not only impacted the entry-level worker but permeates all levels of an organization including managers pursuing new opportunities. As a tree weathers the shifting winds, we too need strong roots as a foundation upon which to grow. Over the past two years ERN USA has been working on its foundation and roots by creating new tools and hosting our first conference post-Covid-19. This year is now the time to spread our branches and strengthen and scale new and existing ERNs. As a national network we grow stronger through peer learning and best practice sharing. Like a tree in a forest works in tandem with other trees to buffer the wind, protecting each other, large and small, the ERN® network supports each other's development and, in doing so, expands the body of practice and learning. Three elements needed to grow a strong tree include sunlight, water, and fertile soil. For social innovations like ERNs, elements include exposure, funding, and identifying communities and strategic partners that are positioned to be successful at the grassroots. We have new promising communities in the Pacific NW, Florida, and Delaware as well as continued expansion in existing ERN states. We've begun



collaborative ERN funding to support scaling, continue to gain exposure through researchers, and are targeting new states with more deliberate efforts. As Jim Collins, author of Good to Great and credited for coining the term "BHAG" (Big Hairy Audacious Goals) writes, "A BHAG forces an organization to think big and create a plan for long-term success. It sets a goal that drives progress forward, defines a vision for the future, and gets everyone working toward achieving it." Our BHAG for the next five years is to seed ERNs in all 50 States and inroads into Canada. We have the aggressive goal expanding our impact by adding eight new states each year, but one I believe is achievable if we tackle it together.

James Vander Hulst, ERN USA, Chairman & Chief Disruptive Officer

Location, Contacts & Misc

Conference Questions:
 Angela Vander Hulst
 Director of Operations, ERN USA
Phone: (616) 881-2503 (cell)
Email: angela@ern-usa.com



Marion Technical College
 Health Technologies Center (8)
 1467 Mount Vernon Avenue
 Marion, Ohio 43302
Phone: 740-389-4636



LEGEND	
1. Morrill Hall (MR)	7. Library Classroom Building (LC)
2. Bryson Hall (BR)	8. Health Technologies Center (HTC)
3. Maynard Hall (MY)	9. Yoder Prairie Nature Learning Lab
4. Alber Student Center (SD)	10. Maintenance Receiving Building (MSR)
5. Bell Tower	11. Memoria Technica
6. Science & Engineering Building (MSE)	

Student Parking: Lot 6

Registration & Sessions
 Health Technologies Center (8)

Additional Sessions
 Library Classroom Building (7)



Please Share Your Photos & Conference Experience!
 #ERNConf2023

Attendee Color Coding

- **Purple** = ERN Admin
- **Gold** = ERN Success Coach
- **Green** = Funder, Researcher, Strategic Partner, Special Guest
- **Red** = Conference Planning Team

Session Availability

- Attend any one session within a time slot
- Attend any Track you find helpful
- A conference session video library will be provided for conference attendees in April 2023

Save the Date! October 2024
 ERN USA Peer Learning Conference



Conference Schedule

Day One

March 29th

11:00 am - 12:00 pm	Health Technologies Center (HCT)	Registration (tables outside Auditorium)
12:00pm - 1:00 pm	HTC Lobby & Auditorium 103	Conference Kick-off, Lunch & Networking <i>Facilitators: Natalie Longmeier, Marion Area ERN; James Vander Hulst, ERN USA; Stephen MacDonald, Lucas County Family & Children First Council</i>
1:00pm - 2:00 pm	HTC 103 Auditorium	Lunch Plenary: Welcome <i>Dr. Ryan McCall, President of Marion Technical College</i>
2:15 pm - 3:15 pm	Admin Track	HCT 108 Board Room Attracting, Cultivating & Engaging Employer Members for Program Success & Sustainability <i>Facilitators: Kelli Adams, Southwest Michigan ERN & Upjohn Institute for Employment Research; Bronwyn Drost, Southwest Michigan First</i>
	Success Coach Track	LC 127 Library ERN DataSolutions: Improving Data Entry & Reporting to Demonstrate Success <i>Facilitators: Tahnya Brown, Phoenix & Maven Consulting, Inc.; Angela Vander Hulst, ERN USA</i>
	Research, Metrics, Fund Development Track	LC 120A Library Cultivating the Talent Pipeline: Life Skills to Workplace Stability to Skills & Career Pathways <i>Facilitators: Dr. Ryan McCall & Craig Sohl, Marion Technical College; Natalie Longmeier; Marion Area ERN</i>
3:30pm - 4:30pm	Admin Track	LC 127 Library Collaborating on Gaps to Universal Barrier Solutions: Participate, Partner & Pilot <i>Facilitator: Kathy Miller, Consultant/Former ERN Administrator</i>
	Success Coach Track	LC 120 A Library Working with Employers & Creating an Employee Supportive Workplace Culture <i>Facilitators: LeRoy King, LK3Consulting; April Gordon, SWMERN; Kristen Kapas, LERN</i>
	Research, Metrics, Fund Development Track	HCT 108 Board Room Virtual Employer Insights Panel Across ERNs & States <i>Facilitator: James Vander Hulst, ERN USA</i>
6:00pm - 8:30 pm	HTC Lobby & Auditorium 103	Evening Networking Reception, Change Maker Awards, Group Photos and Dinner Plenary: Keynote Speaker, Phil DeVol, aha! Process, Bridges Out of Poverty <i>Facilitators: James Vander Hulst, ERN USA; Stephen MacDonald, Lucas County Family; Children First Council</i>

Conference Schedule

Day Two

March 30th		
8:00 am - 9:30 am	HTC Lobby & Auditorium 103	Registration, Breakfast, Networking & Re-Entry Simulation <i>Facilitator: Jimmie Wilson, Kentucky ERN</i>
9:45 am - 10:45 am		
Admin Track	LC 120 A Library	Scaling ERN Partnerships Including OUD/SUD Recovery & Formerly Justice Attached <i>Facilitators: Emily Hickman, Brittany Kegley & Jimmie Wilson, KY ERN</i>
Success Coach Track	LC 127 Library	Employees at the Margins: Poverty, ALICE, OUD/SUD Recovery, Formerly Justice Attached & Universal Barriers <i>Facilitators: Traci Jaksetic, Stephen MacDonald & Lisa Smith, Lucas County Family & Children First Council</i>
Research, Metrics, Fund Development Track	HCT 108 Board Room	The Current Landscape of Funding for Workforce Development, Poverty & Financial Stability <i>Facilitators: National Skills Coalition: Business Leaders United, Jeran Culina & Caroline Treschitta; James Vander Hulst, ERN USA</i>
11:00am - 12:00pm		
Admin Track	LC 127 Library	ERN DataSolutions: Getting the Most from Your Data, Reporting & Customizations <i>Facilitator: Tahnya Brown, Phoenix & Maven Consulting, Inc.</i>
Success Coach Track	LC 120 A Library	Success Coach Self Care: Avoiding Compassion Fatigue & Secondary Trauma <i>Facilitators: Luis Quezada, Firelands ERN; Christie Swick, West Michigan ERN</i>
Research, Metrics, Fund Development Track	HCT 108 Board Room	Fund Collaboration Across ERNs: Local, State & National Partnerships <i>Facilitators: Angela Vander Hulst, ERN USA; Emily Hickman, Kentucky ERN</i>
12:00pm - 1:30 pm	HTC Lobby & Auditorium 103	Lunch & Employer Business Panel <i>Facilitators: Heidi Jones, Marion Chamber of Commerce; Adam Guinther, Residential Home Association of Marion; Michelle Albertini; MARCA Industries & James Craig, North Central Correctional Complex</i>



**Thank you, Marion
Technical College!**

Conference Schedule

Day Two (continued)

March 30th (continued)

1:45pm - 2:45pm

**Admin
Track**

**LC 120 A
Library**

Partnering with Financial Partners to Developing an ERN Hardship Loan & Savings Program
Facilitators: Kelli Adams, Southwest Michigan ERN; Matt Duguid, KalSee Credit Union

**Success Coach
Track**

**HCT 108
Board Room**

Goal Setting Through Crisis, Then on to Short & Long-term Goals
Facilitator: James Vander Hulst, ERN USA

**Research,
Metrics, Fund
Development
Track**

**LC 127
Library**

Using ERN Surveys to Drive & Gauge Success with ERN DataSolutions
Facilitators: Tahnya Brown, Phoenix & Maven Consulting, Inc.; Angela Vander Hulst, ERN USA

3:00pm - 4:00 pm

**HTC
Auditorium 103**

Surveys & Closing Remarks
Angela Vander Hulst, ERN USA

4:00 pm

**HTC
Auditorium 103**

Conference Adjourned



Presenter & Facilitator Bios

Many thanks!

ERN USA is grateful for the event space and support provided by Marion Technical College as well as coordination and hosting by the Ohio ERN and the Marion Area ERN. The 2023 ERN USA Peer Learning Conference could not have been possible without the presenters, those individuals on the Conference Planning Committee, and other volunteers - we greatly appreciate your hard work and passion for our collective work!

Kelli Adams, Southwest Michigan ERN (Michigan ERN)



Kelli Adams acts as the ERN Director with the W.E. Upjohn Institute and the Center for Workforce Innovation and Solutions. Kelli has worked in numerous roles within the organization beginning her time as a Southwest Michigan ERN Success Coach. She has 20+ years' experience in non-profit work where many of those years were spent as the Director of HR at a Women, Children and Families homeless Shelter in Flint, Michigan. Kelli has also spent time working with Social Impact and Philanthropy before relocating to Kalamazoo where she has since spent six years with the Upjohn Institute, administrator of Southwest Michigan Employer Resource Network. *Conference Planning Committee Member, ERN USA Board Member & ERN USA Advisory Committee

Michelle Albertini, MARCA Industries (Ohio)



Michelle Albertini had served as the Chief Executive Officer for just a few weeks when the COVID-19 pandemic hit in March 2020. Despite the challenges, this nonprofit continued serving clients and made major changes. New Locations MARCA moved from one large location to four smaller buildings.

Presenter & Facilitator Bios

Tahnya Brown, Phoenix & Maven Consulting, Inc. (New York)



Tahnya Brown is the CEO and founder of Phoenix & Maven Consulting, Inc. Along with her impressive 26 years in the financial industry, she boasts almost 30 years of professional experience as an executive coach, systems administrator, and committed business consultant. As the founder of her company, she has gained an extensive understanding of employee development, strategic planning, project management, and KPI reporting through customized digital strategies. Her skills have earned her a reputation for not only laying the foundations of success but helping to build companies from the ground up by guiding them on important business decisions and improving their technological efficiencies from a digital standpoint. Tahnya has become a dedicated asset to nonprofits and small businesses as she continues to create environments for them where their teams can improve, collaborate, and develop as individual professionals. Her vision is to provide community-based organizations with support by creating viable solutions that enable them to succeed.

Jeran Culina, Business Leaders United (Washington, D.C.)



Jeran Culina began with National Skills Coalition in 2021 as the Manager of Business Leaders United (BLU). BLU is a national business network comprised of leaders from small and medium-sized enterprises representing a range of industry sectors who are concerned about our nation's skills mismatch and promote public investments in skills training and education that prepare America's workers for jobs in the 21st Century economy. Jeran manages the implementation of engaging and expanding the BLU network. Before joining National Skills Coalition, Jeran worked as a Senior Policy Associate at Advance CTE, which supports state CTE leaders to advance high-quality and equitable CTE policies, programs and pathways. In this role, she managed two sites under the JP Morgan Chase New Skills ready network grant which supports sites in developing more equitable high quality career pathways for all learners. Jeran has also served as the Education and Research Project Manager at Talent 2025, a systems level convener in West Michigan. As the Education Research Project Manager, she led the organization's work in all the education priorities from early childhood to postsecondary education. Jeran guided the convening of several education working groups that focused their priorities on policy and advocacy that alleviated barriers and increased funding for at risk students throughout their educational journey from cradle to career. Jeran has a Master of Educational Leadership Michigan State University and a B.A. in Interdisciplinary of Social Sciences with an emphasis on early childhood education from SUNY Buffalo.

Presenter & Facilitator Bios

Phil DeVol, Author and aha! Process Consultant (Ohio)



Philip DeVol is an international consultant who has been working with aha! Process since 1997. He used aha! Process concepts to make institutional changes at the addiction treatment center where he was the executive director for 19 years. During this time, he also coauthored Bridges Out of Poverty with Ruby Payne and Terie Dreussi-Smith. His book Getting Ahead in a Just-Gettin'-by-World is being used to engage people in poverty in the work of building communities where everyone can live well. It worked so well that DeVol used it as the basis for a Getting Ahead series for people returning to the community from prison, entry-level employees, and first-generation low-income college students. DeVol's books for community leaders include Bridges to Sustainable Communities and Bridges Across Every Divide, which he coauthored with Gene Krebs, a former legislator in Ohio. DeVol works with community leaders to help them move quickly from attraction to application of Bridges concepts. Getting Ahead and Bridges are being used in hundreds of communities in the U.S., as well as a number of sites in Canada, Australia, Ireland, Scotland, Slovakia, and the Czech Republic. His books have been translated into Spanish, Slovak, and Czech.

Matt Duguid, Kalsee Credit Union (Michigan)



With over 20 years' service industry experience, Matt's personal and professional passion is developing strong relationships and helping people. His experience in both the staffing and manufacturing sectors gives him unique insight into the challenges faced by companies in today's competitive hiring environment. He's also a proud WMU Bronco with a Bachelor of Business Administration (BBA). Since joining Kalsee Credit Union in 2019, Matt has established the Kalsee Employee Empowerment Program (KEEP September 2019) working with 30 employers today supporting employees through Financial Wellness Classes, 1-1 coaching sessions, Financial Goals, and ERN Hardship Loans.

Presenter & Facilitator Bios

Adam Guinther, Residential Home Association of Marion (Ohio)



Adam started his career at Residential Home Association of Marion (RHAM) as a Direct Support Professional (DSP) from 2006 through 2008. His path took him to banking and spent a year at JP Morgan Chase until he later returned to RHAM in 2009. Adam was promoted to Executive Director in 2012 and continues to leader the organization today. Adam is passionate about the developmental disabilities field and advocates for individuals at a local and state level.

April Hall, Southwest Michigan ERN



April Gordon is a success coach with the Southwest Michigan ERN with the W.E. Upjohn Institute and the Center for Workforce Innovation and Solutions as lead organization/administrator. April has over 20 years' experience in non-profit/workforce development and social work as well as five years working as an Assistance Payments Worker for the State of Michigan's Department of Health and Human Services. April has been the Success Coach for the Calhoun County area for seven years and expanded her companies into the Marshall area in October 2021. She recently won the Shining Star award from Southwest Michigan Works!

*Conference Planning Committee Member

Presenter & Facilitator Bios

Emily Hickman, Kentucky ERN



Emily holds a Master's Degree in Mental Health Counseling and a Bachelor's Degree in Business Management and Leadership Studies, both from Lincoln Memorial University. She also holds an Associate of Applied Science Degree in Architectural & Mechanical Drafting and Design from Southeast Community College. She has been working for EKCEP since 2015, first as an AmeriCorps VISTA as Outreach Specialist, then Success Coach, to KY ERN Lead Success Coach, and now to KY ERN & Success Coach Team Leaderp - promoting and developing Employer Resource Networks throughout the Commonwealth. This innovative model to workforce development aims to blend the efforts of business, social service, and workforce development agencies to support all employees, but particularly low-wage and entry-level employees with job retention services, work supports, education and training. The KY ERN also aims to connect businesses with resources in creating a thriving culture, regional and statewide business networks, national business networks, various resources & supports, and training. *Conference Planning Committee Member, ERN USA Board Member & ERN USA Advisory Committee

Traci Jaksetic, Shared Success ERN (Ohio ERN)



Traci Jaksetic serves as Vice President, Lutheran Social Services. Traci is responsible for the overall mission, values, and strategic goals of the agency. Traci graduated from Bowling Green State University with a Bachelor of Science Business Administration Degree- Accounting. Traci has worked in the not-for-profit sector since 1991. Traci has been with Lutheran Social Services for over 13 years. She began while in college as an intern, and then worked full time in the Finance Department until taking a break from work to be a stay-at-home mom. She was on the board of two National Not for Profits in her tenure as a stay-at-home mom for 11 years. Traci returned to Lutheran Social Services in 2011, and in 2014 was hired back full-time in the Finance Director position. She was appointed Director of Business Operations in 2017. She continues to advocate for the agency and is a member of the Lucas County Impact Coalition to help LSS position itself in the community for the services that are offered.

Presenter & Facilitator Bios

Craig James, North Central Correctional Complex (Ohio)



James has spent 35 years in the field of corrections with 12 years in private corrections – Management & Training Corporation, 14 years in corrections for the state of Ohio, and nine years in corrections for the state of South Dakota. He has served as the Deputy Warden of Operations at North Central Correctional Complex (NCCC) for the past five years. He was instrumental in advocating for the Employer Resource Network at NCCC in 2021 to help shift the culture and retention efforts. James has been a resident in Marion County for 25 years.

Heidi Jones, Marion Area Chamber of Commerce & Former ERN Administrator (Ohio)



Heidi Jones is the newly appointed President of the Marion Area Chamber of Commerce, officially starting her role on February 1, 2023. Most recently, Heidi was a non-profit Executive Director for 10 years and brings with her nearly three decades of experience and expertise in business administration and management, with a specific focus on Organizational Development. Heidi is the recipient of the 2023 Athena Award of Excellence in Leadership to a Woman of Distinction. She is also a life-time certified Bridges Out of Poverty trainer. During her tenure as a non-profit executive, Heidi spent countless hours working with low-income families, building relationships of mutual understanding and respect to advocate for community solutions across economic class lines. In late 2016 Heidi, in partnership with the United Way of Marion County, was able to secure funding through the State of Ohio to launch an Employer Resource Network in Marion. Employer Resource Network's offer businesses an innovative tool to increase retention and productivity. With her experience and love for community, Heidi will lead the Chamber of Commerce, with a very unique perspective; understanding both business and individual barriers and pain points. Heidi serves on multiple Board of Directors and sits on various coalitions and collaboratives focused on community solutions, in the areas of Childcare, Housing, and Transportation with an interest in better strengthening the workforce. In her role as President, Heidi will focus her efforts on promoting and improving Marion through the Big Picture Initiatives the Chamber has chosen this year.

Presenter & Facilitator Bios

Kristen Kapas, Lakeshore ERN (Michigan ERN)



Kristen Kapas has a BA in Communicative Sciences and Disorders from Michigan State University. She is currently a Success Coach for the Lakeshore ERN with Goodwill Industries of West Michigan. Kristen has a passion for helping the community and developing trainings about skills needed to remain successful on the job and in life. Kristen has worked in the nonprofit people forward realm for eight years. In that time, she has developed various trainings and programs centered on soft skills, and how to create a more harmonious work culture. Since 2019 she has done work for VITA (Volunteer Income Tax Assistance) which provides community quality free tax preparation. Kristen has offered VITA as a benefit to help her companies with tax preparation, as well as helping answer basic tax questions and help with W-4. In her time away from work she enjoys spending time with her husband, and her pug Lucy.

Brittany Kegley, Kentucky ERN



Brittany obtained her bachelor's degree from Morehead State University in 2019, majoring in Criminology and a Minor in Chemical Dependency and Substance Use Disorders. She has been working as a Job Entry and Retention Support Specialist/Success Coach for the EKCEP S.I.T.E. Program and KY ERN® since July 2021. Brittany became the Lead KY ERN® Success Coach in December ,2022. She currently serves on the Rowan and Montgomery County Drug Court Teams, and is a member of the Northeastern Reentry Council, FIVCO Reentry Council, KASAP Access Healing Council, National Opioid Settlement Committee, and Co-Chairman of the Northeastern Advisory Council.

Presenter & Facilitator Bios

LeRoy King III, Indiana ERN



LeRoy brings a fresh perspective and innovative approaches to address society's most pressing social challenges that plague many of our cities and communities. LeRoy is owner, CEO, and Principal Consultant at LK3 Consulting, LLC. Located in Indiana, LK3 creates inventive solutions for communities and organizations to build more diverse, equitable, and inclusive communities. LeRoy brings close to 30 years of experience working in the social sector with emphasis in serving economic disadvantaged families. Up until recently, LeRoy served 15 years as Executive Director of a faith-based community center, St. Joseph County Bridges Out of Poverty, Inc., and the Bridges out of Poverty Initiatives of Goodwill Industries of Michiana, Inc., respectively. LeRoy led and facilitated the difficult conversations providing a framework and strategies to address systemic barriers to diversity and inclusion. Employers, Non-Profit and Faith-Based Organizations, and Community Members and Leaders continue to benefit from the LeRoy's workshop, strategies, and insights to create more equitable and flourishing communities. Also, LeRoy led a successful local Employer Resource Network® (ERN®) and currently serves as the Indiana Lead for the model. In 2019, LeRoy was inducted as a "Skilling America Distinguished Fellow," an initiative equipping Educators, Workforce Development and Human Resource Professionals to unlock access to better jobs. But what LeRoy treasures most is his family. Married to the love of his life, Terri, for 38 years, together they raised three beautiful girls. In addition, the King family has grown to include a wonderful son-in-law and four amazing grandchildren. LeRoy had an earned Bachelor of Arts degree from Bethel University, Mishawaka, Indiana and is also a certified consultant and Trainer for Bridges Out of Poverty, Getting Ahead in a Just Getting By world Train the Trainer, and Workplace Stability certified. All certifications are licensed through "aha! Process. *ERN USA Advisory Committee

Natalie Longmeier, Marion Area ERN (Ohio ERN)



Natalie Longmeier is currently the Executive Director of Marion Matters. She has over 10 years' experience in the nonprofit sector. Natalie has served in many capacities including an executive director, program and volunteer management, program development, fundraising and advancement, and marketing. Natalie earned her Associate's Degree in Applied Business Management at Marion Technical College. Her and, her husband Ryan, have three children and are busy enjoying life with their kids music activities and sporting events, vacations, and spending time with family and friends. *Conference Planning Committee Member & ERN USA Advisory Committee Member

Presenter & Facilitator Bios

Stephen MacDonald, Lucas County Family Council & Ohio ERN



Stephen MacDonald is the Getting Ahead–Bridges Out of Poverty Program Manager at Lucas County Family Council in Toledo, Ohio. In this role, he works to engage and equip people and community sectors to build sustainable resources that create stability for all. Stephen oversees the implementation of all Getting Ahead and Bridges activities in Lucas County. He is certified to facilitate Bridges and Workplace Stability training and Getting Ahead, Getting Ahead in the Workplace, and Getting Ahead while Getting Out classes. Stephen works with ERN-USA to develop Employer Resource Networks through Ohio ERN, and initiated the first Employer Sponsored Small Dollar Loan program in Ohio. Stephen is the President of Emerge Solutions, a nonprofit whose mission is to promote advancements in closing the economic gap and building community sustainability at the local, regional, and national levels. Stephen has worked with a diverse team of facilitators to provide team building, diversity and inclusion, and anti-oppression training for 40 years. He has facilitated about 500 seminars for over 15,000 participants at 150 organizations. Stephen’s gifts of humor, storytelling, and clarity enable him to break complex concepts down in a way everyone can understand. *Conference Planning Committee Member & ERN USA Advisory Committee

Dr. Ryan McCall, Marion Technical College (Ohio)



Dr. McCall serves as Marion Technical College’s President and has been with MTC since 2016. Prior to joining MTC, Ryan spent nine years at Southern State Community College in Hillsboro, Ohio, in various roles including Dean of Students, Director of South Campus, and Vice President for Academic Affairs. He also taught Human Biology on an adjunct basis. Dr. McCall earned his Ph.D. in Higher Education from Ohio University, a M.S. degree from Morehead State University and a B.S. from Shawnee State University.

Presenter & Facilitator Bios

Kathy Miller, Former ERN Administrator (Michigan)



With a proven ability to bring diverse groups together to solve challenges, Kathy has spent her career working to build and sustain effective partnerships. Hers is a solid background in networking in order to have key decision makers at the table, so that all viewpoints are heard, acknowledged, and included in creating successful solutions for all stakeholders. Kathy served as Executive Director of the Saginaw County Business & Education Partnership, that evolved into the PartnerShift network in Saginaw, MI for over 28 years. The entrepreneurial nonprofit organization is known for collaborating with leaders from business, education and the community to increase academic achievement and employability skills. Kathy also served for 5 years as Executive Director of the Great Lakes Bay Manufacturer's Association. The Association offers its members opportunities to network with other manufacturers and potential customers, provides education and support on manufacturing and business issues, and works with local education and training providers to promote technical training opportunities that help ensure a qualified workforce.

Luis R. Quezada, Firelands ERN (Ohio ERN)



For over ten years, Luis Quezada has shared a passion in the community engagement, advocacy, and personal development space. As Success Coach for the Firelands Forward ERN and member of multiple civic organization boards, he has been instrumental in the program design and implementation throughout a tri-county area with nine employers, and program scaling within the first operational year. Luis believes that creating and sustaining meaningful relationships and a high degree of self-awareness is imperative to inspire growth and systems change. He holds a double Bachelor of Arts in Psychology and Philosophy, a Master of Arts in Emergency Management, is a Certified Health and Well-Being Coach, a Certified Peer Recovery Supporter, and an Emotional Intelligence EQ-i 2.0® Certified Practitioner.

Presenter & Facilitator Bios

Lisa Smith, Lucas County Family Council (Ohio ERN)



Lisa Smith joined Lucas County Family and Children First Council in July, 2016, just as the first ERNs in Ohio were being developed and Family Council was obtaining their Ohio ERN licensing. She has had the honor and the privilege of promoting and supporting growth and success of the ERN model and individual networks since then. Lisa is the Family Council Getting Ahead and Bridges Out of Poverty Initiative Project Coordinator and is a certified Bridges Out of Poverty, Workplace Stability, and Getting Ahead in a Just-Gettin'-By World facilitator. The Impact Coalition is the Lucas County Bridges Out of Poverty Steering Committee and Lisa is a core member, serving on the Advisory Committee and Chairing the Policy and Systems Change Committee. The Impact Coalition works to increase individual and community stability via the engagement and collaboration of all sectors and the inclusion of voices from all economic classes. The Impact Coalition wholeheartedly backs the Employer Resource Network model as a cross sector initiative that perfectly aligns with these objectives. *Conference Planning Committee Member

Craig Sohl, Marion Technical College (Ohio)



Craig has over 20 years of experience in higher education. He currently serves as the Director of Marion Technical College's Title III Grant. Previous to MTC, Craig served as Director of Adult, Graduate & Seminary Admissions at Capital University and was the primary recruiter for Capital's adult degree completion program. Craig earned his Bachelor of Science in Education from Ashland University and his Master of Business Administration from Capital University.

Presenter & Facilitator Bios

Caroline Treschitta, Business Leaders United (Washington D.C.)



As Policy Analyst, Caroline collaborates with federal and state policy staff and network organizers to support the advancement of NSC's skills platform with Congress and the administration. As part of the government affairs team, Caroline provides in-depth policy analysis of new and proposed federal policies to our network, including partners across the country and national organizations/coalition partners. They originally joined NSC as a Communications Associate in April 2019 and is based in Washington, D.C. Previously, Caroline interned and then worked for Women in Government, where they researched state-based economic policy. They also worked as a legislative intern for the office of Senator Murphy, where she conducted legislative research and attended briefings for staffers on a variety of policies; and then as a Support Specialist for RAINN, where she used crisis-intervention skills to assist those impacted by sexual assault. Caroline graduated from American University in 2018 with a bachelor's degree in political science.

Christie Swick, West Michigan ERN (Michigan ERN)



Christie Swick has been a Success Coach for West Michigan ERN in Grand Rapids for the past seven years. During those years she worked to support the needs of five companies and their employees while simultaneously holding a role at the Michigan Department of Health and Human Services as a case manager. Over her time at DHHS, she attended dozens of professional trainings including Crucial Accountability, Mental Health First Aid, Workplace Bullying and Disruptive Behavior, Realize Your Potential, Bias Awareness, Workplace Stability, Bridges Out of Poverty, Hidden Rule of Class in the Workplace, and Empowering Vulnerable Populations. Her passion for social work has led her to a wonderful 26 years in the field. Aquinas College is her alma mater, where she obtained her B.S. in Psychology, followed by a graduate degree in Social Work from Grand Valley State University.

Presenter & Facilitator Bios

Angela Vander Hulst, ERN USA (Michigan)



Angela is Director of Operations for ERN USA. She has assisted in the development of the ERN Model from the time of its origins. Angela has officially worked with Employer Resource Networks since 2006, primarily in the areas of database development, member relations, outreach, marketing, evaluation, training, grant writing, success coaching, and new ERN development. Angela is also a Certified Workplace Stability Trainer through aha! Process. Previously she held management positions at the Johnson Center for Philanthropy at Grand Valley State University from 2000-2006 to enhance the impact of foundations and nonprofit organizations both locally and nationally. At the Johnson Center, Angela primarily assisted with the Community Report Card; the Steel Case Master of Philanthropy and Leadership collection; and the creation, launch, coordination, promotion, and evaluation of The Grantmaking School and the Nonprofit Good Practice Guide. Angela holds a master's degree in Communications, Graduate Certificate in Nonprofit Leadership, and bachelor's degree in health communications from Grand Valley State University, and an associate degree in applied science in Dental Hygiene from Ferris State University. *Conference Planning Committee Member, ERN USA Board Member & ERN USA Advisory Committee

James Vander Hulst, ERN USA (Michigan)



James Vander Hulst founded the Employer Resource Network® innovative workforce development model in 2007, growing ERNs® from the first on West Michigan's Lakeshore to 30 ERNs in 8 states. Replicating ERNs regionally and across the United States, James serves as President and Chief Disruptive Officer for ERN USA. He provides development expertise, strategic partner engagement and ERN leadership support. James holds the trademark for Employer Resource Network® as part of his role leading ERN USA. ERNs under this registered trademark operate under the same employer-driven model using the customized CMS, ERN Data Solutions. James is a social entrepreneur whose roots are in both the corporate and non-profit sectors. As a business executive for many years, he gained extensive experience in human resources, strategic alliances and acquisitions for food processing and information technology firms operating in the US and Southeast Asia. He is a resident of Oceana County, Michigan; a member of the National Skills Coalition and Business Leaders United; and speaks nationally on social enterprise and forming public/private partnerships. James holds a Bachelor of Business degree from Calvin College. *Conference Planning Committee Member, ERN USA Board Chair & ERN USA Advisory Committee Member

Presenter & Facilitator Bios

Jimmie Wilson, Kentucky ERN



Jimmie is employed with Eastern Kentucky Concentrated Employment Company (EKCEP) as a Justice System Coordinator for Recovery/Reentry Programs and Project Director over the CSCR Grant Harding County Project. Her career has included employment as a former school teacher, student personnel manager, business community liaison, and job entry and entry support specialist. Jimmie has worked with the Head Start program, Floyd County Schools educational system, and the Job Corps program over the last 29 years. She joined EKCEP program in 2019 as a Job Developer/Retention & Reentry Specialist for a new statewide program eKART (Eastern Kentucky Addiction & Recovery Training) where she has been assisting people in the region find employment and linking them to other services, and meeting with businesses to discuss transitional employment. look forward to my new role working with drug courts and Reentry Programs throughout the state. Southeast Chamber Board Member, Turning Point Domestic Violence Board Member and Chair of the Eastern KY Reentry Council. KSAP Council Member, and sits on the Kentucky Judicial Commission on Mental Health: Court Responses Workgroup. She is a graduate of Morehead State University with a B.A. degree in Early Childhood Education. Jimmie resides in Lexington, KY with her husband, Carl, and three dogs. She has one son, twin grandsons, and one granddaughter.

Plenary & Session Resources

March 29th

Lunch Plenary

2:15 pm - 3:15 pm

Admin
Track

Success Coach
Track

Research,
Metrics, Fund
Development
Track

3:30 pm - 4:30 pm

Admin
Track

Success Coach
Track

Research,
Metrics, Fund
Development
Track

Dinner Plenary

Mentimeter

Attracting, Cultivating & Engaging Employer Members for Program Success & Sustainability

[Kalsee's Employee Empowerment Program](#)

[Podcast: Free Program Teaches Employees Financial Literacy](#)

ERN DataSolutions: Improving Data Entry & Reporting to Demonstrate Success

Cultivating the Talent Pipeline: Life Skills to Workplace Stability to Skills & Career Pathways

Collaborating on Gaps to Universal Barrier Solutions: Participate, Partner & Pilot

Working with Employers & Creating an Employee Supportive Workplace Culture

Virtual Employer Insights Panel Across ERNs & States

aha! Process



**Thank you to our
presenters,
Conference Planning
Committee & other
volunteers!**

Plenary & Session Resources

March 30th

Breakfast Plenary

9:45am - 10:45am

**Admin
Track**

**Success Coach
Track**

**Research,
Metrics, Fund
Development
Track**

11:00am - 12:00pm

**Admin
Track**

**Success Coach
Track**

**Research,
Metrics, Fund
Development
Track**

Lunch Plenary

1:45pm - 2:45pm

**Admin
Track**

**Success Coach
Track**

**Research,
Metrics, Fund
Development
Track**

Re-Entry Simulation

Scaling ERN Partnerships Including OUD/SUD Recovery & Formerly Justice Attached

Employees at the Margins: Poverty, ALICE, OUD/SUD Recovery, Formerly Justice Attached & Universal Barriers

[United Way: ALICE](#)

[Data USA](#)

[The Benefit Cliff](#)

[Housing Needs by State](#)

[Out of Reach: The High Cost of Housing](#)

The Current Landscape of Funding for Workforce Development, Poverty & Financial Stability

ERN DataSolutions: Getting the Most from Your Data, Reporting & Customizations

Success Coach Self Care: Avoiding Compassion Fatigue & Secondary Trauma

Fund Collaboration Across ERNs: Local, State & National Partnerships

Employer Business Panel

Partnering with Financial Partners to Developing an ERN Hardship Loan & Savings Program

Goal Setting Through Crisis, Then on to Short & Long-term Goals

Using Surveys to Identify Employer Needs, Workforce Needs & Employee Satisfaction Utilizing ERN USA DataSolutions



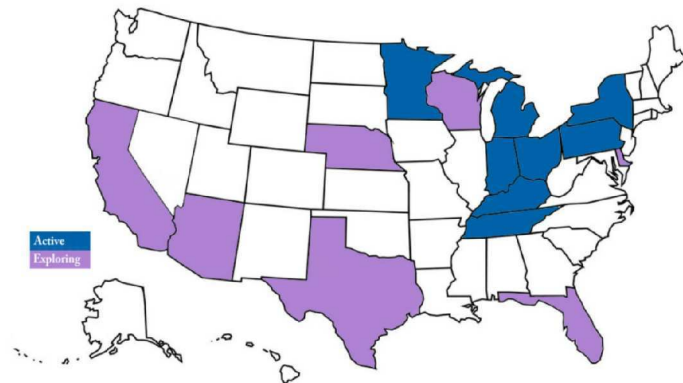
ERN[®] COLLABORATIVE DEVELOPMENT PROCESS

Transforming Companies & Communities One Employee at a Time

1	2	3	4	5
EXPLORE	DEVELOP	IMPLEMENT	SUSTAIN	NETWORK
Exploring the ERN Model ERN USA MOU Implementation Guide Impact Model Locator Tool Employer Invite Letter Employer Engagement Flyer ERN USA Site Visit w/economic & community overview Exploratory Meeting Agendas FAQs The Collaborative Development Model: What We Know Works & What Doesn't	Developing the ERN Strategy ERN USA Site Visit & Zoom Meetings Development Meeting Agendas Employer & Workforce Surveys Turnover Calculator Champion Characteristics Member Analysis Worksheet Roles & Responsibilities Success Coach Position Description Draft ERN Budget Letter of Intent	Implementing the ERN Model ERN USA Site Visit & Zoom Meetings Implementation Meeting Agendas HR Integration Worksheet Success Coach Schedule Success Coach Launch Checklist Outreach Tools, Branding & Media Kit Employer MOUs & Transition/Co-Chair Election Success Coach Orientation & Training ERN Soft Launch	Maintaining & Growing the ERN ERN USA Site Visit & Zoom Meetings Monthly Meeting Agenda Process Map Savings & Loan Templates Employee, HR & Success Coach Surveys CMS Customization, Technical Support, Reporting & Training Communications Audit Collaborative Fund Development Model	Partnering in Best Practice Sharing National Network Data Comparisons & Research Studies ERN USA National Contacts Quarterly Network Admin Newsletters Monthly Success Stories & Best Practices Admin, Employer & Success Coach Peer Learning Calls National & State Conferences Member Surveys Champion Your State ERN Scale ERNs

THE ERN USA NETWORK

- Collaborative Development Process
- Employer Led Model
- Shared Success Coach
- Outreach Tools
- Data and Process Driven CMS
- Peer Learning Events
- 500+% ROI



States & Counties

- 8 Michigan ERNs:** Branch, Calhoun, Kalamazoo, Kent, Muskegon, Oceana, Ottawa, Saginaw, St Joseph
- 8 Ohio ERNs:** Ashland, Cuyahoga, Jackson, Lucas, Marion, Mahoning, Montgomery, Richmond, Ross, Vinton
- 5 New York ERNs:** Albany, Columbia, Fulton, Montgomery, New York, Rochester, Rensselaer, Schenectady
- 5 Kentucky ERNs:** Breathitt, Fayette, Hardin, Jackson, Laurel, Lee, Madison, Montgomery, Morgan, Pulaski, Rowan, Scott, Wayne, Wolfe
- 1 Tennessee:** Shelby
- 1 Indiana ERN:** Johnson
- 1 Minnesota ERN:** Southwest region
- 1 Pennsylvania ERN:** Lancaster
- Under Development:** CA, DE, IN, KY, OH, PA, MN, NE



ERN USA

Collaborative Funding Model



Get Started: Collaborative ERN Funding

Angela Vander Hulst
Operations Director
angela@ern-usa.com

Would Your ERN like to Scale a Program for Broader Impact?

- Corrections Re-entry
- Transportation
- Housing
- SUD/OSD
- Re-entry
- and more

Would Your ERN like to Implement a New Program Being Scaled Through ERN USA?

Are you a member employer ready to expand to your other locations?

Scale within your
state or nationally

Types of Strategic Partners:

- Workforce Development Boards
- Economic Development
- Chamber of Commerce (local/state)
- Utility Companies
- State ERNs

Types of Funding:

- Private
- Community
- State
- Federal

Growing Stronger Together

Together we can accomplish so much more.

Peer Learning & Training

ERN USA Success Coach Implementation Guide

Learn & Adopt

- Now Available; will be available on ERN SharePoint

ERN DataSolutions for Success Coaches

Record & Report

- Group Trainings: April 17-21, 2023
- Sandbox Practice: April 24-28, 2023
- Go Live!: May 1, 2023

ERN USA Success Coach Peer Learning Calls

Share & Practice

- May 10, 2023: 10:00am-11:00am
ERN DataSolutions Lightning
Questions & Discussions Post-Training
- August 10, 2023: 10:00am-11:00am
- November 8, 2023: 10:00am-11:00am

ERN SharePoint

Access & Train

- Launching April 2023

ERN USA Admin & Success Coach Directory

Contact & Collaborate

- Will be available on ERN SharePoint

ERN USA GrantWriting & Media Kit

Promote & Impact

- Will be available on ERN SharePoint

ERN USA Admin Peer Learning Calls

Connect & Create

- May 3, 2023 10:00am-11:00am
- August 2, 2023 10:00am-11:00am
- November 1, 2023 10:00am-11:00am

