The Excellence Network

Date: October 17, 2025
Time: 10:00AM
Location: E.S. Weiant (LCBDD)

- What is your favorite fall tradition that you have?

- Adult SC Team Leader and BCBA discuss known and likely risks section of OISP
  - KiaLynn Bland (BCBA) reviewed her process of identifying risks and interventions
    - Can make Risks/Responsibilities and Supports lengthy due to simple language and to meet plan requirements
    - Feel free to request KiaLynn get involved if there's any proactive things can potentially be done
      - For example, one person is exhibiting a behavior and causing someone else in the household to get upset
  - Please forward any feedback about this process to Samuel Clark (Samuel.Clark@lcountydd.org) or Devyn Radabaugh (Devyn.Radabaugh@lcountydd.org) or KiaLynne Bland (KiaLynne.Bland@lcountydd.org)
    - Are there ways to consolidate the information?

- Provider Workforce Support Specialist, Hannah Tucker, discusses Silfies Media opportunity
  - Free DSP training videos, possibly SC training videos
  - Free access for participating providers

- Hannah will be the point person coordinating these efforts
- Training topics
  - Title needs to check a box for requirements for providers
- Anyone interested in starring in the videos?
  - CLE, CDS, Gathering Place, Ball Health Services, and Fuse Network

- Chief Operations Officer, Angie Finck, discusses Employee Resource Network (ERN) opportunity
  - Life Coach would be available on site one day per week
    - Connects staff with resources – transportation, child care, counseling, financial resources, etc.
  - If decide to pursue, county board & MEORC funded
  - Anyone interested in being involved in this pilot?
    - CLE (26 employees) and CDS (32 employees)
      - Any others? Just reach out to Angie or Hannah or Samuel
    - Forward the information, no presentation needed
    - LCJFS website link will be included with minutes

- Has anyone had a settings review?
  - No providers in Licking County, but have heard of providers in other counties having these reviews and reported they were easy/smooth

- HIPAA reminder
  - Be cautious of staff using personal cell phones or personal emails, especially if that staff person ends their employment with their agency
    - Some agencies address these issues in their policies

- 2026 TEN Meetings
  - To include agency and independent providers

- May be on a different day/time
    - Let Samuel know if there are days/times during the month that aren't good for you/your agency
        - Monday mornings are OUT!
- Meetings monthly
- Presentation topics to be announced in advance, so providers can decide if it pertains to them
- Parking lot
    - Breakout sessions at the end

- Provider feedback
    - Rave reviews about provider billing email (Fuse Network)

Next TEN Meeting: 10:00AM on December 19th at LCBDD

JOIN OUR INITIATIVE

THRIVE is a membership based initiative designed to improve retention and attraction rates for employers.

- Onsite services for all employees
- Access to resources to prevent challenges from impacting attendance and productivity
- Reduce turnover rates
- Increase utilization of company provided benefits
- Increase professional development and career growth

START THE CONVERSATION

Connect with us for an in-person or virtual information session to learn more about this impactful initiative.

REGISTER NOW:
HTTPS://CENTRALOHIOWDN.ORG/WDN/EMPLOYERS/THRIVE/

CONNECT WITH US:
CONNECT@CENTRALOHIOWDN.ORG

ERN USA
Employer Resource Network®

Central Ohio WORKFORCE Development Network

powered by ASPYR

THRIVE INFORMATION SESSION

SPRING 2025

WHAT CHALLENGES DOES YOUR ORGANIZATION FACE IN TALENT RETENTION AND ATTRACTION?

CURRENT LABOR MARKET

CURRENT JOB POSTINGS: 45,000 -50,000

LABOR PARTICIPATION RATE: 66% -68%

PRIME WORKING AGE
PARTICIPATION RATE: 84%-85%

JOB POSTINGS - OMJ.COM LPR - BLS PWAPR - ST LOUIS FED

ESTIMATED Q1 2025 TURNOVER RATES

HEALTHCARE & LONG-TERM CARE - 16.3%

LOGISTICS & WAREHOUSING - 36.0%

MANUFACTURING - 22.3%

HOSPITALITY - 74%

IMPACTING THE BOTTOM LINE: THE TURNOVER TAX

ESTIMATE COST TO ONBOARD EMPLOYEE: $7,500

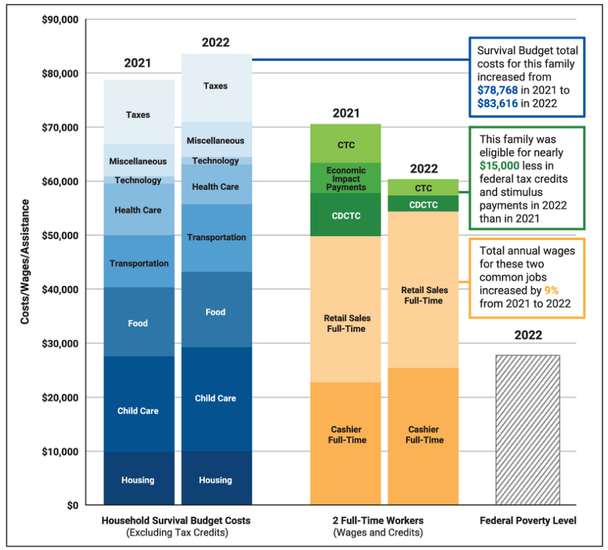
NUMBER OF TOTAL EMPLOYEES: 150

TURNOVER RATE: 20%

ANNUALIZED FINANCIAL IMPACT: $225,000

ECONOMIC REALITY FOR FAMILIES

Comparison of Costs, Public Assistance, and Wages, Family of Four, Ohio, 2021 and 2022



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See page 13 for Household Survival Budget sources and visit UnitedForALICE.org/Household-Budgets/Ohio to see the Household Survival Budget for all counties and for any household composition.

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	Total	Below ALICE Threshold	Poverty	ALICE	Above ALICE Threshold
ALL HOUSEHOLDS	4,857,452	1,897,973	14%	25%	61%
AGE					
Under 25 Years	214,269	140,899	36%	30%	34%
25 to 44 Years	1,545,973	525,205	14%	20%	66%
45 to 64 Years	1,730,054	563,241	12%	21%	67%
65 Years and Over	1,367,156	668,628	12%	37%	51%
RACE/ETHNICITY					
American Indian/ Alaska Native	6,883	4,032	16%	42%	41%
Asian	98,401	28,034	8%	20%	72%
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Hispanic	151,123	70,435	13%	33%	53%
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Sources: ALICE Threshold, 2022; American Community Survey, 2022

Across the country, between 2019 and 2022, wages for the lowest-paid jobs increased at a faster rate than at any point since 1979. This was in part due to a tighter labor market in which workers reevaluated their employment situation in the wake of the pandemic and inflation, and employers had to offer more competitive wages to attract and retain them. Minimum wage increases in some states also contributed to this effect. In Ohio, the minimum wage increased from $8.70 per hour in 2019 to $9.30 per hour in 2022, while the federal minimum wage remained at $7.25 per hour.

While wage increases helped fill the gap when pandemic assistance ended, they were not enough to make up for years of falling behind. In 2022, of the 20 most common occupations in Ohio as reported by the Bureau of Labor Statistics (BLS), **65%** still paid less than $20 per hour. And of the workers in these 20 most common occupations, **28%** were below the ALICE Threshold in 2022. Occupations with the largest share of ALICE workers included fast food/ counter workers, cashiers, cooks, personal care aides, and nursing assistants.

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Customer Service Representatives	104,820	29%	$18.30	10%
Cooks	100,500	47%	$13.73	18%
Personal Care Aides	91,180	45%	$13.19	19%
Office Clerks, General	85,330	20%	$18.29	11%
Elementary and Middle School Teachers	76,860	8%	$33.58	9%
Waiters and Waitresses	71,300	38%	$11.25	17%
Sales Representatives, Wholesale and Manufacturing	70,700	14%	$39.75	39%
Maintenance and Repair Workers, General	66,320	18%	$22.20	15%
Secondary School Teachers	62,100	9%	$36.21	16%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	59,720	16%	$18.61	7%
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Sources: ALICE Threshold, 2022; Bureau of Labor Statistics—Occupational Employment Statistics, 2022; U.S. Census Bureau, American Community Survey, PUMS, 2019 and 2022

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Central Ohio
WORKFORCE
Development Network

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CENTRAL OHIO WDN OVERVIEW

Central Ohio WORKFORCE Development Network
powered by ASPYR

Central Ohio Service WDN Members

NOUS
National Center for Urban Solutions

NEWDIRECTIONS
Career Center

Columbus Urban League

alvis
180 DEGREE IMPACT.

goodwill
Columbus
The power of work

IMPACT
Community Action
Serving Columbus and Franklin County

etss
TEWAHEDO
Coming Together as One

COLUMBUS WORKS

Godman Guild

CLC

OhioMeansJobs
Columbus-Franklin County
A proud partner of the American Job Center network

DRESS FOR SUCCESS
COLUMBUS

JEWISH FAMILY SERVICES

Central Ohio WDN System Members

ONE COLUMBUS

communityshelterboard
Until everyone has a place to call home

Central Ohio WDN Backbone Organization

ASPYR
WORKFORCE INNOVATION

VISION FOR WORKFORCE DEVELOPMENT IN COLUMBUS

The Central Ohio WDN has **five key priorities** - informed by a root cause assessment of what may enable or impede its success going forward:

1. **Improve trust and transparency** amongst network members
2. **Facilitate service coordination** and accountability across network
3. **Create alignment** between employers and talent
4. **Build and widely communicate value proposition** of the Central Ohio WDN
5. **Collaborate with adjacent systems** (housing, transportation etc.) to address barriers to economic mobility

Tailored Support

Holistic Guidance

Resilience Building

Individualized Coaching

Vital Resources

Empowerment

WHAT IS THRIVE?

- LOCAL “FRANCHISE” OF ERN-USA MODEL
- MEMBERSHIP BASED INITIATIVE - EMPLOYER LED
- SUCCESS COACH DEPLOYED TO ASSIST ALL EMPLOYEES
  - LIFE CHALLENGES (EMPLOYEE OR FAMILY)
  - SHIFT TO GROWTH MINDSET
- COMBINATION OF IN-PERSON AND PHONE/VIRTUAL ACCESS

ERN USA
Employer Resource Network®

Central Ohio
WORKFORCE
Development Network
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MEMBERSHIP STRUCTURE

- MEMBERSHIP LEVEL BASED ON COMPANY SIZE
  - FULL SHARE - 100+ EMPLOYEES (6 HOURS ONSITE/WK)
  - HALF SHARE - >100 EMPLOYEES (3 HOURS ONSITE/WK)
- MEMBERSHIP FEE BILLED ANNUALLY
- ONSITE SCHEDULE
  - DETERMINED COLLABORATIVELY
  - SUPPORT MULTIPLE LOCATIONS
  - SUPPORT MULTIPLE SHIFTS

ERN-USA 2023 KPI'S

KEY PERFORMANCE INDICATORS

Return on Investment

Supportive Employment Saves Money

1394% ROI

Member contributions, exploratory visit totals & $7,800 per employee turnover cost (*SHRM calculation)*

Distinct Employees Served

5,567

Plus their families

Company Members

197

81,689

25 ERNs led by 197 employers with 81,689 employees, often administered by nonprofits or foundations

Delivered Case Needs

Supportive Employment Changes Lives

14,629

A request can have multiple needs (services)

MEMBERSHIP COST ANALYSIS

FULL MEMBERSHIP SHARE

$30,000 ANNUAL COST	100 EMPLOYEES	208,000 HOURS WORKED	$0.14 PER WORK HOUR
$30,000 ANNUAL COST	300 EMPLOYEES	624,000 HOURS WORKED	$0.05 PER WORK HOUR

MEMBERSHIP COST ANALYSIS

HALF SHARE MEMBERSHIP

$15,000 ANNUAL COST	25 EMPLOYEES	52,000 HOURS WORKED	$0.29 PER WORK HOUR
$15,000 ANNUAL COST	99 EMPLOYEES	205,920 HOURS WORKED	$0.08 PER WORK HOUR

IMPACTING THE BOTTOM LINE
THE TURNOVER TAX

ESTIMATE COST TO ONBOARD EMPLOYEE: $7,500

NUMBER OF TOTAL EMPLOYEES: 150

TURNOVER RATE: 20%

ANNUALIZED FINANCIAL IMPACT: $225,000

NEXT STEPS

- SCHEDULE EXPLORATORY CONVERSATION
  - CURRENT TURNOVER
  - IDENTIFIED LIFE CHALLENGES IMPACTING STAFF
  - LOCATIONS & SHIFTS
- MEMBERSHIP ORIENTATION
- IMPLEMENTATION MEETINGS
- INDIVIDUAL MEMBER MEETINGS
- QUARTERLY THRIVE MEETINGS

OPEN DISCUSSION

2023 Annual Report

Ohio ERN®

KEY PERFORMANCE INDICATORS

Return on Investment

Supportive Employment Saves Money

1419% ROI

Member contributions, exploratory visit totals & $7,800 per employee turnover cost (SHRM calculation)

Distinct Employees Served

1,452

Plus their families

Company Members

51

15,624

51 employer members with 15,624 employees

Delivered Case Needs

Supportive Employment Changes Lives

3,321

A request can have multiple needs (services)

Top Ten Service Needs

- **656** Coaching
- **407** Food Assistance
- **344** Transportation
- **295** Public Assistance
- **281** Financial
- **240** Housing
- **204** Education
- **156** Counseling Request
- **138** Personal Supplies
- **81** Utilities

Resources Leveraged

- **ERN Loan & Saving Totals = $43,250**
- **Public Assistance Leveraged = $2,479**
- **Community/Relief Funds Leveraged = $7,971**
- **Total Resources Leveraged = $53,700**

**Includes partial monetary case outcome data*

Employee Utilization

Supportive Employment Transforms Companies

18.8%

Learn more: ern-oh.com

Join the ERN USA Network: ern-usa.com

2023 Annual Report

Ohio ERN®

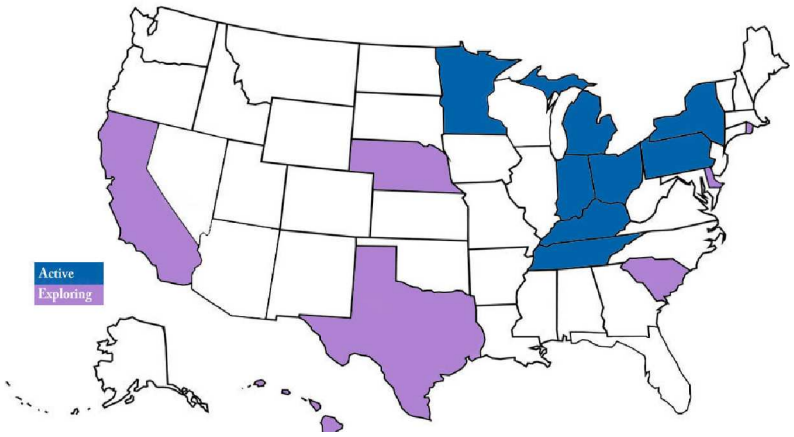
James Vander Hulst
President & CDO, ERN USA
james@ern-usa.com
877-625-9564

EMPLOYMENT RESOURCE NETWORKS

STRATEGIC PARTNERS

THE ERN USA NETWORK

- **Collaborative Development Process**
- **Employer Led Model**
- **Shared Onsite Success Coach**
- **Resources** **Skill Building**
- **Outreach Tools**
- **Data and Process Driven CMS**
- **Peer Learning Events**
- **125%-900+% ROI**



May 2024 States & Counties

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

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

5 Kentucky ERNs: Anderson, Hardin, Lee, Montgomery, Morgan and Wolfe

2 New York ERNs: Albany, Columbia, Fulton, Montgomery, Ontario, Rensselaer, Saratoga, Schenectady

1 Tennessee: Shelby

1 Minnesota ERN: Southwest region

1 Indiana ERN: Johnson

1 Pennsylvania ERN: Lancaster

Exploring or Under Development: CA DE, HI, IN, KY, MA, MI, NY, OH, PA, SC, TX

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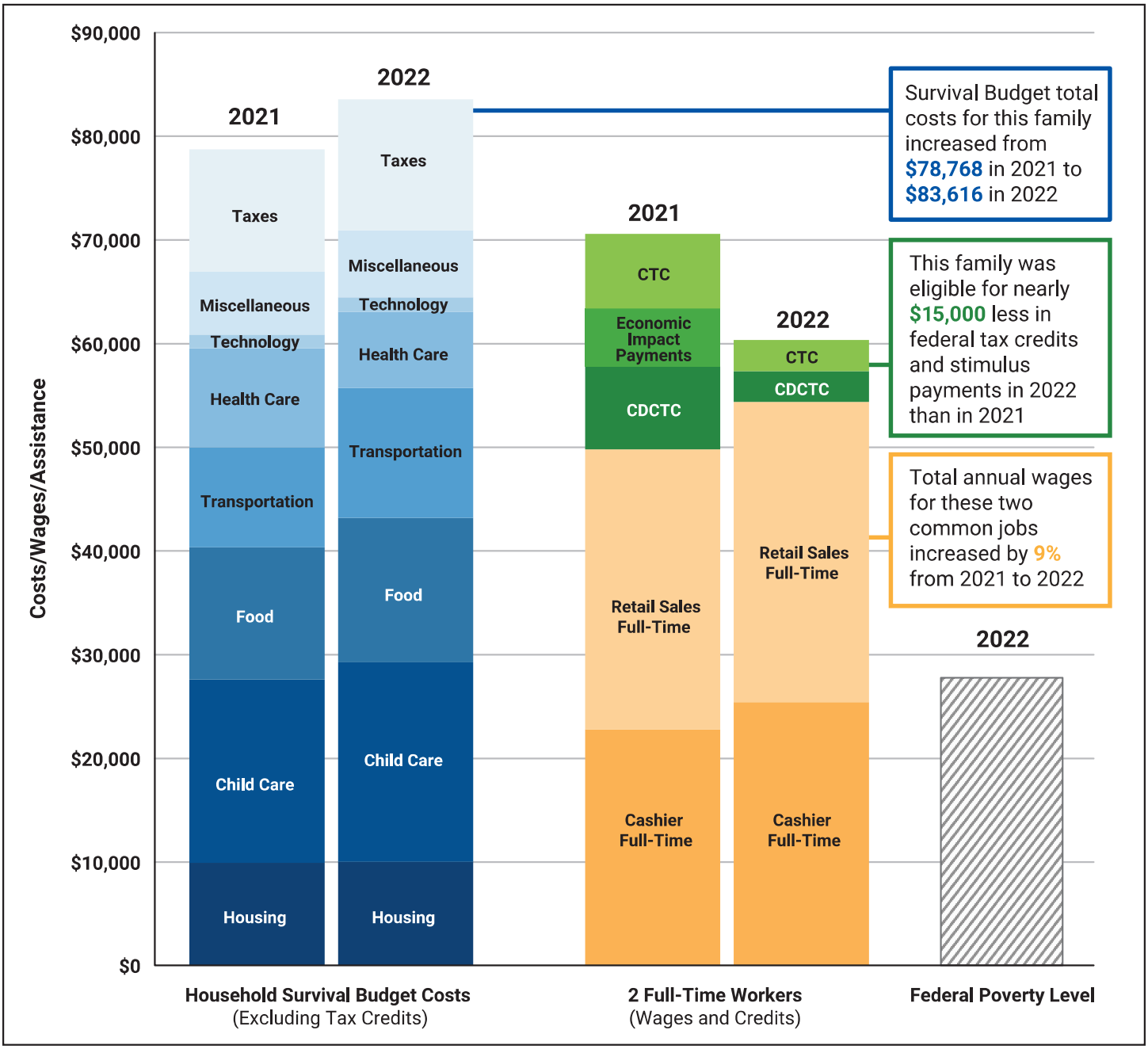

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