



Greetings in a new year from the Workforce Innovation Center! Entering 2022, I am feeling renewed optimism about what we will make happen in partnership with businesses and their employees, even as we continue to deal with extremely challenging issues affecting all areas of our lives.

We know that many employers continue to navigate difficult circumstances from material shortages to supply chain issues to employee turnover and abundant open roles. OSHA's Covid-19 Vaccine or testing mandate was one additional obligation employers have been determining how to implement within their organizations. While the Supreme Court struck down that mandate, our lead consultant, Shonda Sullivan, [offers some considerations for your organization](#) to review while you still endeavor to keep your employees, vendors and customers safe.

In the new year, we also know that many of our companies continue internal work to be more diverse, equitable and inclusive, creating cultures where employees feel like they can truly belong. These efforts are key to attracting and retaining the talent that is so prized at nearly every employer. The Workforce Innovation Center's consulting practice holds DEIB values at its core, providing insights and benchmarks related to diversity metrics within each of our service offerings. I was grateful to have the opportunity to connect with [HR Daily Advisor and their series](#) about leaders in the D&I space to share how the Center's consulting practice is supporting employers in becoming more diverse and inclusive. Thanks to the [Cincinnati Experience](#) team for bringing the Center's innovative consulting model to this broader audience.

Of particular interest to all of the companies with whom we worked in 2021 was our Workforce Analysis service utilizing our partner, [Working Metrics](#) and their dynamic platform. Working Metrics utilizes a company's own payroll data to compare your workforces against industry and regional peers across diversity metrics including race/ethnicity, gender/gender identity, and how trends in retention and earnings might differ for various populations. Like the Center, Working Metrics has exciting plans to extend its platform in 2022 to be even more useful for businesses. If you are interested in how your organization compares to others in your industry, we would be happy to talk with you about this service and our customized practice recommendations to enable you to reach your goals.

In 2022, our team continues to be grateful to have the opportunity to help employers along their journeys to be strong businesses with an engaged employee base. Cheers to a bright new year ahead!



Audrey Treasure

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Executive Director | Workforce Innovation Center



Supreme Court Rules Against Vaccine Mandate: Are Businesses Still Scrambling?

In our November newsletter, we wrote about the COVID-19 vaccine mandate imposed by OSHA but under fire by various courts. In December, [we provided a plan for businesses scrambling to comply](#). Recently, the U.S. Supreme Court ruled against the mandate, providing relief to businesses in the hurriedly planning for implementation and the resulting potential fallout.

Does this mean the coast is clear for businesses initially opposed to the mandate? Not exactly – some industries/employers still have a mandate in place.

Does this mean a mandate cannot be imposed by other bodies? Not exactly – states can, and some have, impose(d) a vaccine mandate.

What about employers that WANT to impose their own mandate – are they prohibited from doing so? Not at all.

We address the above questions in our [latest article](#) with additional considerations given the Supreme Court's ruling. We encourage businesses moving forward with a mandate to refer to [our article posted on December 23, 2021](#) for a detailed action plan to support your organization's decision-making process.

[READ OUR LATEST ARTICLE](#)



January is Mental Wellness Month

January is [Mental Wellness month](#) and our region is rich with resources to help you and your employees to support stronger mental health and wellness. The pandemic has caused dramatic changes and increased stress which have adversely affected mental well-being. "[There's a name for that blah you're feeling, it's called languishing](#)" was The New York Time's most-read article in 2021. This resonates with how people are feeling and broaches the subject of mental health which may be affecting your business as a reason for employee disengagement and turnover. [Check out our resources and tips](#) around employee mental health and how addressing it can help your business.

[LEARN MORE](#)



Workforce Innovation Center Career Board

We recently launched a new career board – **free for all Cincinnati Chamber members**. If you are interested in having your open roles listed, [visit the career board](#) and submit information about your company's available positions.

[VISIT THE CAREER BOARD](#)



Paycor and Great American Kickoff Software Developer Apprenticeship Cohorts

Paycor's cohort of software developer apprentices kicked off the new year by shifting into the on-the-job training portion of their apprenticeship. Great American kicks off another cohort in partnership with MAX Technical next week. We wish all of them well!

Apprenti Cincinnati is proud to receive a second industry sector partnership grant from the state of Ohio. Funds will be used to scale the program and our tech ecosystem. If you are interested in learning more about how you can get involved, please email cmisali@cincinnatiachamber.com.

[LEARN MORE ABOUT APPRENTI](#)



Greater Cincinnati Foundation – Racial Equity Matters 2022

View the [2022 calendar for Greater Cincinnati Foundation's Racial Equity Matters Sessions](#), presented by bi3. This series of educational events, focuses on understanding and addressing the root causes of racism. The Workforce Innovation Center is grateful for an investment from Greater Cincinnati Foundation.

[VIEW THE CALENDAR](#)



Cincy LEAD – a new program from The Leadership Center at the Cincinnati Regional Chamber

Learn more about Cincy LEAD – a new program from The Leadership Center at the Cincinnati Regional Chamber designed to equip advancing leaders with the skills and tools to accelerate their leadership in their organization while building a meaningful network of peers. **Applications are open and due by February 18, 2022.**

[LEARN MORE & APPLY](#)



Now Accepting Applications for Building Cultural Competence!

Building Cultural Competence is a leadership development program that equips you with the skills to build bridges across cultural, political, and social divides. You will widen your perspectives and deepen your understanding of others and yourself, helping you grow into a more effective leader capable of leading a cultural shift within your organization. **Applications are open and due by March 11, 2022.**

[LEARN MORE & APPLY](#)



How Well Do You Know Your Regional Chamber?

For over 180 years, the Cincinnati Regional Chamber has been serving the business community by delivering upon our mission to grow the vibrancy and economic prosperity of the Cincinnati region. The work has evolved over the years, but our commitment to the mission is unwavering. [Check out this short video](#) to get to know us better and all the work we're driving to make sure the region's businesses and residents thrive.

WATCH NOW

News of Interest

[Nehemiah Manufacturing was his second venture. It became his workers' second chance](#)

[Race in the workplace: The Black experience in the US private sector](#)

[Is 'long Covid' worsening the labor shortage?](#)

[The Just 100 List](#)

[More Than Half of Workers Would Consider Quitting Before Returning to the Office](#)

[CEOs Jean Case and Melody Hobson Share How Corporate America Should Be Shaping an Equitable, Post-Pandemic Workforce](#)

[Playbook for 2022: How to hire in an intense environment](#)



OUR PLEDGE

Since the launch of the Workforce Innovation Center's pledge in November 2020, 40 companies have signed our pledge demonstrating their commitment to exploring how their policies and practices can enable our region's talent and businesses to thrive.

[VIEW THOSE WHO HAVE SIGNED THE PLEDGE](#)

[SIGN THE PLEDGE](#)

Partnering with business leaders to advance the adoption of inclusive practices in their workplaces that empower employees, the community and their businesses to thrive.

