



As the saying goes, time flies when you're having fun! It's hard to believe that the Workforce Innovation Center launched consulting services last November. In our first year of operations, we have worked with several manufacturers on evolving their talent practices. As October is Manufacturing Month, we are delighted to celebrate them and this industry overall as a vital part of our region's economy.

Workforce Innovation Center client [Monti, Inc.](#) kicked off Manufacturing Day (#MFGDay21) on October 1 by hosting 25 students from a local high school for a firsthand experience of advanced manufacturing. [Attendees](#) were inspired by modern manufacturing and the available career opportunities.

Local collaboratives like [AMIP](#) (Advanced Manufacturing Industry Partnership), are celebrating the month alongside educators and community agencies who are working together to ensure a robust pipeline of qualified workers.

If you are a manufacturer, our region also has the benefit of participating in a Department of Labor Scaling Apprenticeship grant, which provides federal dollars to help manufacturers upskill their workforce. [TechSolve](#), an organization focused on enhancing manufacturers' operations, can support companies through the process and resources that are available to you now.



## Here are a few facts about manufacturing in our Ohio, Kentucky, Indiana region :

[source: Ensl Burning Glass, October 2021]:

- Cincinnati OH-KY-IN is a hotspot for this kind of talent. The national average for an area this size is 87,085 employees, while there are 115,972 here.
- Earnings per job in the Cincinnati region are above the national average. The national average salary for Manufacturing in an area this size is \$90,205, while in Cincinnati OH-KY-IN it is \$99,742.
- Manufacturing contributed \$27 billion to Cincinnati's regional economy in 2020, making it by far the most productive industry sector.

We are grateful to be able to work with Monti and other manufacturers committed to being destination employers including [ARSCO](#), [Atkins and Pearce](#), [Michelman](#), [Nehemiah Manufacturing](#) and [Skidmore Sales](#). These companies already do great things to value their workforce and are committed to continuing to grow, especially in today's labor market.

If you are a manufacturer – or an employer of any kind – challenged with finding, keeping and valuing the talent for your organization, [join us for our upcoming virtual event](#) featuring an existing employer and an HR expert consultant to discuss how we can help you with your workforce and talent needs.



**Audrey Treasure**  
Executive Director | Workforce Innovation Center

# BECOME A **DESTINATION** EMPLOYER

## YOUR CUSTOMIZED ROADMAP

10.27.21 \* 12-1:30 PM \* **A FREE VIRTUAL EVENT**



## Become a Destination Employer | Your Customized Roadmap

Wednesday, October 27, 2021  
Noon - 1:30 PM

Register for the Workforce Innovation Center's upcoming event to learn about how the Center creates a customized road map for each company's journey to attract and retain the vital talent they need. Featuring an overview with leadership from engaged Center company Sunrise Treatment Center, an overview of how your current hiring practices may be holding you back with the Center's Lead Consultant and HR expert, and Q&A with all participants.

REGISTER



## Hiring Returning Citizens

Is your business struggling to find talent? According to the [Second Chance Business Coalition](#), seventy-eight million Americans, or 25% of the population, have a criminal record. Have you considered amending practices to hire these individuals and increase your talent pool?

2500 people are released from the corrections department each year in Hamilton County. Reentry and workforce development organizations assist to transition individuals from incarcerated life back into the community and support employers in bringing them on board. A rich network of organizations including [Hamilton County Office of Reentry](#), [Beacon of Hope](#), [Center for Employment Opportunities](#), [Cincinnati Works](#), and [Life Learning Center](#) provide support services and help prepare people for employment.

Companies like [Nehemiah Manufacturing](#) provide employment opportunities to people and have an onsite social service team to help support employees. Our partner Cincinnati Works [offers workforce coaching services](#) for companies to provide internal, employee support including for returning citizens.

Interested in hiring returning citizens but not sure where to start? [Reach out to the Center](#) to get directly connected to the organizations mentioned above and explore the toolkit recently released by [SHRM Foundation](#) to help businesses confidently hire and develop employees with a criminal background.

The poster features a photograph of a man in a light-colored sweater and khaki pants standing in front of a whiteboard, gesturing with his hands. The whiteboard has a bar chart with three bars of increasing height, labeled 60%, 70%, and 80%. The text on the poster is as follows:

## How Private and Public Sector Leaders Can Prioritize Equity and Opportunity in Economic Recovery

Wednesday, October 20  
1:00pm – 2:00pm ET

Logos at the bottom: JUST capital, FSG REIMAGINING SOCIAL CHANGE, Coalition for INCLUSIVE CAPITALISM, and PolicyLink.

### Partner Highlight: Coalition for Inclusive Capitalism Event: How Private and Public Sector Leaders Can Prioritize Equity and Opportunity in Economic Recovery

Join our partners, the Coalition for Inclusive Capitalism, for a virtual fireside chat and panel discussion with Just Capital, FSG, and Policy Link, exploring the steps business and policy leaders can take toward building an equitable and inclusive economy.

This event will highlight how business can help lead a recovery that is more inclusive and sustainable, and how leaders can champion equity and offer meaningful opportunity for all workers. Participants will also touch on two bodies of work that have advanced these questions: the Coalition's [Framework for Inclusive Capitalism: A New Compact Among Business, Government, and American Workers](#) and [PolicyLink's CEO Blueprint for Racial Equity](#).

#### Speakers include:

- **Lynn Forester de Rothschild**, Founder, Coalition for Inclusive Capitalism
- **Don Graves**, Deputy Secretary, U.S. Department of Commerce
- **Angela Glover Blackwell**, Founder in Residence, PolicyLink
- **Damon Jones**, Chief Communications Officer, Procter & Gamble

- **Scott Ullem**, CFO, Edwards Lifesciences

[REGISTER](#)



## **TQL Partners with Cincinnati Chamber to Implement Innovative Upskill Program**

Total Quality Logistics, one of the largest freight brokerage and third-party logistics firms in the country, alongside Apprenti Cincinnati, a program offered by the Chamber, have partnered to implement an IT apprenticeship upskilling program. The TQL IT Apprenticeship Program is a unique approach to reskilling non-tech employees into tech roles by using a recurring cohort model.

[LEARN MORE](#)



## Cincinnati Chamber Membership

[Cincinnati Chamber 2022 Membership](#) provides rich benefits including [cost savings](#) with partners like Greater Cincinnati Safety Council and worker's compensation through Sheakley, along with discounts on the [Workforce Innovation Center's consulting services](#) and the [Leadership Center's programs](#). Members participating in our Cost Savings Programs saved nearly \$22M on everyday expenses last year! If you would like to learn more about Cincinnati Chamber membership, contact [VP of Membership Thomas Deere](#). And if you are already a Cincinnati Chamber member, thank you for renewing your membership!

[LEARN MORE](#)

### Additional News and Updates

- ['Can't Compete': Why Hiring for Child Care Is a Huge Struggle](#)
- [Employees are quitting, sometimes without other offers. What can companies do to retain staff?](#)
- [Companies Like Chipotle Are Recognizing 'Opportunity Youth' as a Way to Develop Workers and Engage Communities](#)
- [Why everybody's hiring but nobody's getting hired](#)
- [Can't find candidates? How Covid-19 is changing jobseeker habits](#)



## **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.

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