



As we wrap up 2021, my colleagues and I at the Workforce Innovation Center and the Cincinnati USA Regional Chamber want to thank the broad network of partners and stakeholders who make our work for a more inclusive capitalism possible. From the organizations that empower individuals to remove barriers to our Advisory Board members and our consultant teams, we would not be able to help employers in solving their talent needs and support their employees succeeding without you!

We are especially grateful for the 16 engaged employers with whom we've worked over the last year on addressing their most urgent talent and culture needs. Our Workforce Innovation Center consultant teams have made 163 practice recommendations to these employers and have recommended 264 partner recommendations from [our workforce and talent ecosystem](#). As a result, our employers are making internal changes to implement inclusive practices that are helping them meet their attraction, retention, and diversity, equity and inclusion goals. Employers are taking action like

- identifying new sources of talent through our partner organizations such as Cincinnati Compass and its network which serves immigrants and refugees;
- broadening the cultural competence of leadership through programs like [GCF's Racial Equity Institute trainings](#) and the [Cincinnati Chamber's Building Cultural Competence program](#);
- adding and revising policies including enhancing parental leave benefits and others; and
- raising wages and increasing other benefits and perks for employees.

We know that each employer's circumstances are unique which is why we have structured our services and solutions to meet them where they are and to help them grow. As you look ahead to 2022 and your most urgent employee and workforce priorities, we would love to talk with you about how we can help. [Send me an email](#) to schedule time together in January.

We are also delighted to introduce the new Career Board available to all Cincinnati Chamber members at [careers.workforceinnovationcenter.com](https://careers.workforceinnovationcenter.com)! In this initial launch, we are featuring the Center's engaged companies with more than 155 available roles to explore. Each of these companies is committed to being a destination employer through their engagement with the Center's talent consulting services and solutions.

If you would like to have your organization included on the site, you will fill out a brief set of questions about what you offer to employees. We will share the career board broadly throughout the Center and Cincinnati Chamber's networks to increase the visibility of these open roles. We hope that this new resource will enable your organization's continued success.

We wish you, your families and your employees a happy and healthy holiday season and look forward to working with you in

2022!



*Audrey Treasure*

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



## **Workforce Innovation Center/Cincinnati Chamber Career Board**

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[Visit Career Board](#)



## **Cohear Report on Work with the Center**

Over the past two years, the Workforce Innovation Center has been pleased to partner with [Cohear](#), a community engagement and strategy company, to bring us insights from working individuals throughout our

region through a series of focus groups. We are now pleased to share the results with you! Geared directly to employers, explore the insights shared by workers on key themes around economic inclusion and advancement, racial disparities in the workplace and entry-level employees. Read the report – Turning Commitments into Change: Workforce Inclusion and Advancement.

[Read the Report](#)



## Apprenti Cincinnati Reaches 73 Total Apprentices

Apprenti Cincinnati's latest round of apprentices start on-the-job training at Paycor in January! Additionally four more software developers were hired by Great American and they will begin their program at MAX in January. This brings our total number of apprentices to 73 and we are proud to report 44 percent minority and 33 percent female representation in our participants. Our talent pipeline team is in initial discussions with the Grow with Google team about their career certificates. We are actively seeking employers to engage with for this program as well as our other tech offerings like Apprenti and our partnership with INTERalliance.

For more details, please email [cmisali@cincinnatiachamber.com](mailto:cmisali@cincinnatiachamber.com).

[Learn More about Apprenti](#)



## Considering Youth as a Talent Source?

Are you considering hiring youth as a source of talent for your open roles? There are approximately 42 million people between the ages of 15 and 24 in America, accounting for 12% of the entire population. The Cincinnati Metro Area has approximately 2.2 million residents, of which 14% can be defined as youth.

This age cohort is identified as Generation Z (also known as post-Millennials), and they are either currently part of the workforce or on the cusp of entering it. These individuals will be a part of creating new workplace

norms and are already significant drivers of the economy. [According to the Pew Research Center](#), nearly half are racial or ethnic minorities, making Gen Z one of the most diverse populations.

Is your company considering how to engage and employ this generation of diverse team members? Organizations across the Cincinnati region and elsewhere specialize in youth employment including the [City of Cincinnati's Youth2Work program](#) through the Cincinnati Recreation Commission which offers youth a variety of employment opportunities with local organizations during the summer months.



## **Jostin Construction Wins "Creating Economic Inclusion with Intention" Award**

Congratulations to Workforce Innovation Center company Jostin Construction for winning the award "Creating Economic Inclusion with Intention" CLIMB (Cincinnati Lifts Inclusion and Minority Business) award along with FC Cincinnati and Turner Construction, for the inclusive construction of TQL Stadium. Check out photos from the event [here](#).

[Learn More & View Photos](#)



## **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 embracing difference as a competitive advantage and leading a cultural shift within your organization.

[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.

[Learn More](#)

### Additional News and Updates

[Hiring immigrants, workers from around globe key to solving labor shortage problem in Ohio](#)

[Proof That Positive Work Cultures Are More Productive](#)

[The costly mistake employers are making when hiring in the Covid-19 era](#)

[Human Resources Professionals Say Their Jobs Are Harder Than Ever, As They Try To Recruit And Retain Employees In A Hot Job Market](#)

[The SEC wants to know if your corporate employer is investing in you](#)

[For some workers with disabilities, the pandemic brought surprising benefits. Now the flexibility is fading with a return to the old ways of working](#)



### 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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