



For the past three years, we've had the privilege of being part of the What Works Cities (WWC) Economic Mobility Initiative, which began in 2019, just after we launched the Workforce Innovation Center. This multi-year initiative was facilitated by [Results For America](#) (RFA) and included eight other cities focused on strategies to increase economic mobility. The Economic Mobility Initiative has given us extremely valuable technical assistance, guidance, and support to build the Center's consultative model to support employers in conjunction with the City of Cincinnati and particularly the [Office of Performance and Data Analytics](#).

The Center's premise – that we could support employers in achieving their goals with inclusive solutions that are mutually beneficial to employees and an employers' bottom line – is how we're practicing inclusive capitalism. The Center's approach and our region's unique circumstances around poverty and employment are outlined in the article the RFA team wrote about our model in October: [Cincinnati charts a path toward inclusive capitalism](#).

In February, the RFA team again profiled our efforts in [Roots and Wings](#), where they highlighted our employers' actions since moving through the Center's consulting process. Our employers' workforce changes are creating improvements for employees through new pathways to promotions, removal of unnecessary employment credentials, and increasing wages. Learn more about those efforts and the impressive work in Racine on increasing high school graduation rates, and Dayton's focus on improving preschool attendance.

We are so grateful to the team at Results for America, our partners at the [Behavioral Insights Team](#), and the funding provided from the [Ballmer Group](#), the [Gates Foundation](#), and [Bloomberg Philanthropies](#) to catalyze our approach to support employers and the employees that keep their organizations going.

At a time when employers are seeking ways to improve their workplaces to attract and retain employees and employees themselves are dealing with consumer price increases, the ongoing pandemic, and the struggles of daily life, we know our work to align both groups for positive outcomes is more important than ever.



Audrey Treasure

Audrey Treasure
Executive Director | Workforce Innovation Center

Inflation is Disproportionately Affecting the Working Class

	1 ADULT				2 ADULTS (1 WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage	\$13.36	\$29.77	\$38.35	\$51.71	\$22.25	\$26.55	\$30.15	\$32.57
Poverty Wage	\$6.13	\$8.29	\$10.44	\$12.60	\$8.29	\$10.44	\$12.60	\$14.75
Minimum Wage	\$8.70	\$8.70	\$8.70	\$8.70	\$8.70	\$8.70	\$8.70	\$8.70

Gas prices reach record levels and inflation continues to rise. These cost-of-living increases are affecting everyone but **disproportionately affect the working class**. Prior to this dramatic increase in costs, families and individuals working in low-wage jobs made insufficient income to meet minimum standards given the local cost of living.

MIT developed a living wage calculator (pictured above for Hamilton County, Ohio) to estimate the cost of living in communities or regions based on typical expenses. The tool helps individuals, communities, and employers determine a local wage rate that allows residents to meet minimum standards of living. Check out the [living wage calculator](#).*

**The calculator updates annually but does not yet include increases in inflation from 2021. The minimum projected change will be at least a 7% increase from the current numbers.*

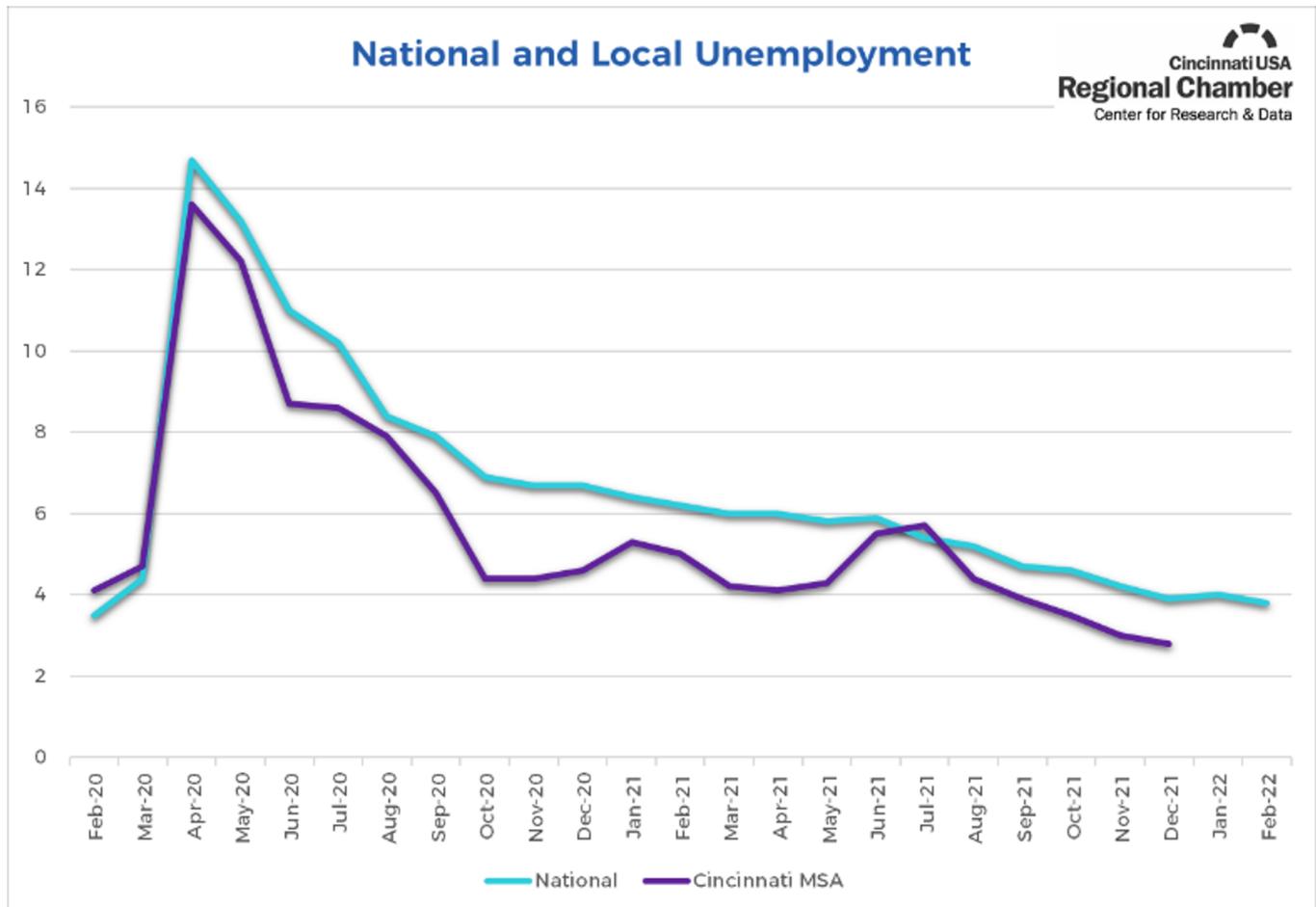
Workplace Culture and Cultivating Your Collective



Last month, our lead consultant, Dr. Kevin Sansberry, had the privilege to share the virtual stage with leaders from a variety of backgrounds for Gilman Partners' 7 Strategies to attract, retain and engage talent in 2022. It is important that organizations take alternative, people-centered approaches to truly engage and retain talent. [In this blog](#), Dr. Sansberry examines the current state to see why this matters more than ever, and provides solutions and calls to action for creating an inclusive workplace culture by cultivating your collective.

READ DR. SANSBERRY'S BLOG

Center for Research & Data: February Jobs Report



There were lots of good surprises in the February job report. The United States added 678,000 jobs,

compared to the 423,000 that was expected. This represents the best month for job growth since last July, and we have now seen fourteen straight months of job growth. January's employment gains were also revised upward to 481,000, and December's figure was revised upward once again, to 588,000. Overall, this shows that employment is growing much faster than economists previously predicted and the Omicron surge had little effect on hiring. Looking at specific sectors, there was strong growth in leisure and hospitality, professional and business services, health care, and construction.

The unemployment rate continued to drop, hitting 3.8% in February, and wage growth was flat after multiple months of large increases. The year-over-year increase in average hourly earnings was 5.1%, lower than the 5.8% that was expected. This may indicate that inflation is finally starting to cool, but we'll need to wait and see if that is the case. Locally, the unemployment rate stands at 2.8%, tied with Columbus for the lowest of any Ohio metro area.



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



IT Pre-apprenticeship Opportunities Available for Employers

Are you an employer that currently offers job shadowing, paid or unpaid internships, or mock interviews to current high school students or other young adults interested in tech?

Apprenti Cincinnati's IT pre-apprenticeship partners such as Goshen High School, [Warren County Career Center](#), and [Grant Career Center](#) have immediate opportunities for employers to work with their students. Contact Christina Misali at cmisali@cincinnatiachamber.com for more information.

CONTACT CHRISTINA



Applications Open for Leadership Cincinnati Class 46

Leadership Cincinnati USA® is an immersive civic engagement and development program for established leaders in c-suite or senior executive positions. This is an experience-based program designed to help established leaders gain a deeper understanding of the region's assets and challenges, while also expanding their networks and realizing their legacy. **Applications for Class 46 close end of day Monday, May 16, 2022.**

LEARN MORE & APPLY



Applications Open for WE Lead Class 17

WE Lead is a 10-month executive leadership development program that prepares, positions, and empowers women to move into higher leadership roles. The program combines professional development and executive coaching focused on enhancing participants' self-awareness to discover and understand individual strengths and communication styles, enabling them to become extraordinary leaders in their organizations and community. **Applications for Class 17 close end of day Monday, May 16, 2022.**

LEARN MORE & APPLY

We're now on Twitter – Follow [@CenterWorkforce](#) and join the conversation!

You can also follow us on LinkedIn and subscribe to the Cincinnati Chamber's YouTube channel.



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

[Cincinnati Zoo, construction firm partner to fill jobs gap](#)

[Toxic Culture Is Driving the Great Resignation](#)

[Demographic Drought: How the approaching pandemic will transform the labor market for the rest of our lives](#)

[The Emerging Degree Reset](#)

[Hiring based on skills instead of college degrees opens up opportunities for millions](#)

['Degree inflation': How the four-year degree became required](#)

[Northern Kentucky Tri-ED reveals new regional target industry clusters](#)

[Local childcare centers are facing a crisis](#)

[Target is raising its minimum wage to as much as \\$24 an hour](#)



OUR PLEDGE

Since the launch of the Workforce Innovation Center's pledge in November 2020, 44 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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