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In launching the [Workforce Innovation Center and our consulting practice](#), we set out to partner with employers as a trusted advisor to address workforce challenges such as talent attraction, employee engagement, and turnover, and also serve as a bridge between them and some of our region's great workforce and talent organizations. We built the consulting practice around core service offerings driven by data and informed by leadership stakeholders. Core service offerings include an analysis of your organization through interview of your leadership team, a comprehensive employee survey, extensive policy and practice review, and detailed workforce analysis and benchmarking. We then take these findings and provide practice recommendations tailored to each client.

In working directly with employers for the last two years, we've realized they are often looking for solutions to urgent issues. In response, in addition to our core services offerings, we provide individualized consulting and customized solutions that are often project-based. Here is a sampling of the projects we have worked on in recent months:

- Assist employers with candidate recruitment, assessment, and selection for new roles through the lens of diversity, equity, inclusion, and belonging
- Rewrite an employee handbook
- Provide executive coaching

We know that employers need to continue innovating in order to attract, retain, and promote the talent that they seek. HBR outlines some great suggestions in their recent story: '[Attracting Worker Talent During a Worker Shortage](#).' [Contact us](#) for help thinking through the options they suggest for your specific circumstances. We would be honored to partner with you to improve and enhance your workplace.



Audrey Treasure

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Executive Director | Workforce Innovation Center



BLOG: How to Identify and Counteract Toxic Culture

"A toxic culture is 10.4 times more likely to contribute to attrition than compensation," according to the MIT Sloan Management Review article '[Toxic Culture is driving the Great Resignation.](#)'

Do you know how to identify toxic workplace culture? Do you have symptoms of toxic culture but are not sure what to do? Learn more in Dr. Sansberry's blog, '[How to Identify and Counteract Toxic Culture in an Organization.](#)'

[READ THE BLOG](#)



CENTER FOR RESEARCH & DATA: Local Talent Market

Cincinnati has an increasingly educated talent market. In 2020, there were 33,804 degree completions at 43 different institutions in the region. This is up from 28,552 in 2010, an 18.4% increase over the decade. And while there was a small dip in 2020 due to the pandemic, we believe the 2021 data will show continued growth.

[View the full breakdown from the Cincinnati USA Regional Chamber's Center for Research & Data.](#)

[VIEW THE DATA](#)



CAREER BOARD: Check out the all new Perks Page!

We have launched a [Perks Page](#) on our [Career Board](#)! The Workforce Innovation Center and the Cincinnati USA Regional Chamber have created this page for job seekers to learn more about the benefits and perks offered by employers that have provided information about the value of working for their organizations. We now have more than 40 companies who have posted more than 3,000 jobs on our 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](#), along with perks and benefits you provide to your employees.

[VIEW PERKS PAGE](#)



HAMILTON COUNTY PUBLIC HEALTH: Become a Recovery Friendly Employer

Recovering citizens are resourceful, resilient, and ready to work! Hamilton County Public Health is joining a long line of workplace initiatives in the formation of Recovery Friendly Hamilton County (RFHC), a program that will enable Hamilton County workplaces to take a stance in the fight against substance use disorder. If you are interested in learning more about finding additional sources of talent, fighting the stigma to increase retention, championing recovering citizens and offering additional avenues of support for your valued employees, [reach out to one of our RFHC coordinators](#) about this no cost program.

[CONTACT AN RFHC COORDINATOR](#)

News of Interest

[Getting Word Out To Employers, Employees About The Federal Benefit That Gets People Back To Work](#)

[Data shows there are more available jobs in Ohio than there are unemployed individuals](#)

[‘This is a crisis point’: Job training deficit leaves critical jobs unfilled](#)

[Cincinnati will trade high-paying jobs for lower-paying ones, UC projects](#)

[‘Pay is the No. 1 reason people decide to take a job or leave a job’: Will record-high inflation push more people to go back to work?](#)

More employers offering child care benefits to lower-wage workers

The Little Things That Make Employees Feel Appreciated



OUR PLEDGE

Since the launch of the Workforce Innovation Center's pledge in November 2020, 47 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](#)

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

You can also **[follow us on LinkedIn](#)** and subscribe to the **[Cincinnati Chamber's YouTube channel](#)**.

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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