



When we established the Workforce Innovation Center in late 2018, we wanted to help companies understand their employees and what might be affecting their retention, performance and sense of belonging at work. In that pre-pandemic world, unemployment was at historic lows and companies sought resources to find new sources of talent and give themselves a competitive edge. More than two years later, our context is very different but some of employers' issues are the same including a great need for sustainable talent. Additionally, employers are prioritizing diversity, equity, inclusion and belonging and what it means to create a truly equitable workplace.

One of our key service offerings is our employee survey, which is more than a climate survey about your workplace. As an independent third party, we ask your employees about their experiences at work: their pay and benefits, their perception of advancement opportunities, if they can be their full selves at work. And we also ask about their personal lives: are they experiencing violence in their homes? Are they concerned about housing? Is childcare an issue? What is their financial situation?

Here is some of what they're saying about how things could be improved:

"I want to work here, I want to put roots here, but feel there not much opportunity to move up unless you are "in the club". This I feel ultimately stems from not trying too hard to properly evaluate employees, and overall lack of training.

"We are not paid enough. Employer does not give any room for negotiating salary and I have to work 60 hour weeks (including this job) just to even break even with living expenses, I have got rid of every not needed expense. I cannot even afford to go to the store right now.

"I hope our voices are truly heard and that some things will change.

In addition to employees providing feedback about where they are dissatisfied, we also capture feedback that supports the great things their employers are doing:

"I am proud to work here. I have worked for at least 5 others employers in this industry and this company by far is the most fair and honest. This is also the first company that truly embodies diversity and all that diverse opportunities bring to the table.

"I appreciate the company taking the time to do this survey and to try to better understand its employees as well as ensuring all voices are being heard.

"Hands down the most caring company I've had the pleasure of being a part of!!! The amount of generosity the shareholders and staff give to the team is remarkable.

With information like this directly from your employees, our consulting team makes customized recommendations to help you

improve their experience and your current pain points. Let us know if you would like to hear from your team directly about their experiences. It's our passion to help you run a vibrant businesses that is a destination employer for your team.



Audrey Treasure

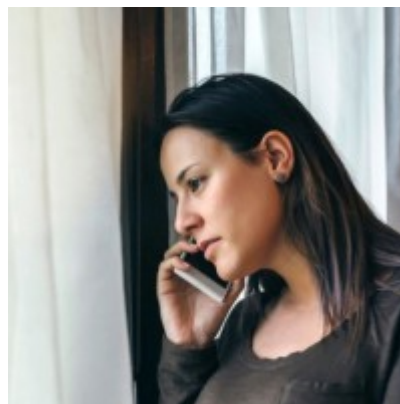
Audrey Treasure
Executive Director | Workforce Innovation Center



Embracing Growth: Principles for Regional Housing

As we reported in our last newsletter, more than 20% of employee survey respondents expressed concern about their housing stability. The Cincinnati Chamber's Center for Research & Data recently released [Embracing Growth: Principles for Regional Housing](#), a data-driven report that provides insights and principles that shed light into regional housing issues and opportunities at all levels. Explore its data and how we compare to peer cities along with these local news reports from the [Enquirer](#) and the [Business Courier](#).

DOWNLOAD THE REPORT



Intimate Partner Violence

As has been reported in the news [locally](#) and [nationally](#), domestic violence has surged during the pandemic and resulted in terrible tragedies. The Center's employee survey asks about individuals experiencing violence in their homes. **Eight respondents have answered "yes" or "prefer not to say," which is likely an underreported number.** Through our work with clients, when employees respond, we provide connections to local organizations which work directly on this pressing issue including [Women Helping Women](#), which has a nationally known program that works directly with companies to help them address the impact of gender based violence as well as direct response to survivors, the [YWCA of Greater Cincinnati](#), and the [Legal Aid Society of Cincinnati](#) and share resources from the Women's Fund [Employer Toolkit](#). Learn more about these great organizations and let us know if you would like support to take on this important topic in your organization.



Apprenti Cincinnati Celebrates Milestone for TQL Employees

It's summertime but it's also graduation for Apprenti Cincinnati's ten .NET software developer apprentices that recently completed their instruction and kick off on-the-job training at Total Quality Logistics (TQL). These employees participated in TQL's inaugural incumbent worker training where they applied for limited spots to reskill as a software developer from their current role. Professionals ranged from financial analysts, learning and development managers, and sales assistants. They completed a rigorous 11 week bootcamp delivered by Chamber member MAX Technical Training. Together MAX and Apprenti Cincinnati collaborated with TQL leadership to customize the curriculum and leverage TechCred and State of Ohio apprenticeship funding to support future cohorts.

LEARN MORE



Building Cultural Competence

This dynamic leadership development program equips participants with the skills and resources to reflect upon their own experiences and to build bridges across the cultural, political, and social divides in our region

and our country.

LEARN MORE AND APPLY



Inclusive Capitalism in Action: Lessons from the Cincinnati Region

ICYMI – In April, we featured some of our region’s most notable companies and leaders in the national event we hosted in collaboration with the [Coalition for Inclusive Capitalism](#). With insights and examples that each demonstrated different ways to practice it, [Inclusive Capitalism in Action: Lessons from the Cincinnati Region](#) has tangible suggestions that may be relevant to your organization.

WATCH THE RECORDING

Additional News and Updates

With the rising number of Delta variant Covid-19 cases, vaccines continue to be highly effective against the virus in preventing hospitalization or death from COVID-19. Not sure where to go to get tested or vaccinated? [Visit The Health Collaborative](#)



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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