



Talent. It's top of mind for employers and it's driving companies across the US to make innovative investments to attract employees and retain them. In an analysis conducted September 3 by the Cincinnati Chamber's Center for Research and Data, the Cincinnati MSA has nearly 137,000 unique job postings open in the last month (Source: Emsi Burning Glass).

THE CINCINNATI 16 COUNTY MSA

137k↑

UNIQUE JOB POSTINGS IN THE LAST MONTH



Source: Emsi Burning Glass

Largely, that number has been steadily rising over recent months. Our local trend mirrors [national trends](#). And yet, even as employers compete to attract the talent they need, not all demographic groups are obtaining jobs. The latest Bureau of Labor Statistics jobs report shows [that unemployment for Black Americans increased last month](#), indicating that the labor market is not equal for all employees and underscoring the need for employers to consider diversity, equity, inclusion and belonging at all parts of an employee's journey with their companies.

In addition to existing open roles, a recent Bankrate survey says that [55% of Americans are likely looking for new employment within the next 12 months](#), suggesting that employers must also consider their current employees' needs to retain them.

As an employer, how can you navigate these current trends to attract and retain the talent you need? How can you identify diverse sources of talent and ensure that your environment is welcoming and inclusive?

You are likely already implementing your own innovations mentioned in these linked articles: increased pay, flexible schedules, and other attractive offerings. The Workforce Innovation Center can support you in building upon your current practices even further, with a customized approach specific to your company. We use insights from your unique employee base and business context and create your tailored, actionable plan to help you attract and retain the people vital to your company's success, including by connecting your organization to a [network of partner organizations](#).

If you're interested in hearing from our employers about how the Center is supporting them to achieve their goals, we hope you'll register for our next event: [Become a Destination Employer: Your Customized Roadmap](#), October 27 from 12 – 1:30 pm on Zoom. Join us to explore how we can help you meet your talent goals.



Audrey Treasure
Executive Director | Workforce Innovation Center



[Become a Destination Employer | Your Customized Roadmap](#)

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

Register for the Workforce Innovation Center's upcoming event with employers 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.

[REGISTER](#)



Meet Our Consultant Team and Interns!

To serve the needs of our client companies, the Workforce Innovation Center has added to its consultant team! Please meet our dynamic, experienced, and committed consultants who work directly with our companies through the Center's services and solutions. These individuals have backgrounds in human resources, organizational development, workforce development, training, executive coaching, and diversity, equity, inclusion and belonging. They are ready to work with your companies and support you in meeting your business objectives. Learn more about them here: (insert link to website with photos & bios).

We are so pleased that we had two marketing interns from UC's Lindner College of Business who supported the Workforce Innovation Center this summer through [UC's Service-Learning Co-op Program](#). Thank you to Jenaye Andrews, a third year, and Joseph Hathaway, a fourth year. Each of them supported our efforts to produce our newsletter, create new social media content, and connect with our vibrant social solutions organizations that we feature in our ecosystem map. Thank you, Jenaye and Joe, and best of luck to you!

MEET OUR TEAM



Cincinnati Compass

Last week, as we celebrated [Welcoming Week](#), organizations like [Cincinnati Compass](#) stand out to support our region's immigrants and refugees, including connecting them to jobs. Cincinnati Compass advocates for social and economic inclusion; connects individuals and organizations to resources and to each other to build capacities and opportunities; and promotes and celebrates the cultural and economic contributions of new Cincinnatians. [Read about how Immigrant workers are crucial to Ohio's economic recovery.](#)

LEARN MORE ABOUT CINCINNATI COMPASS



Apprenti Cincinnati

As part of its mission to provide opportunities for economic mobility for individuals in IT, Apprenti Cincinnati gathers data from participants (with permission) around salary prior to the program and after graduation. Early data suggests the program leads to a **70 percent increase in wages** over the course of 15 months.

One of our graduates, Ben Bach, is employed by Kroger Technology & Digital as an Associate Infrastructure Engineer. "I'm very grateful for what this program helped me achieve. My family has so much more security now than it did two years ago when I first started down this path."

Apprenti Cincinnati offers apprenticeships in a variety of IT roles such as software analyst, IT business analyst, cloud and cybersecurity that can help advance individuals' lives like Ben's while also solving companies' talent needs. For more information, please email Christina Misali at cmisali@cincinnatiachamber.com.

LEARN MORE



Client Company Highlight | Path Forward

Workforce Innovation Center client company **Path Forward** kicked off Back To School with its employees this year at a festive event in early August. Their incredibly energetic team of employee volunteers helped distribute nearly 800 backpacks filled with school supplies to their Path Forward families. The Cincy Steel Drum Band created the perfect backdrop bringing an island vibe with their unique sound while people checked out the Taste of Belgium waffles and the NNNertainment gaming truck. Two of their very talented employees led interactive classes that morning: One self-defense class with Red Tiger Martial Arts, as well as a yoga class led by our fitness guru. They even had a guest appearance by the Workforce Innovation Center's very own Thanapat Vichitchot. It was a great morning, and they plan to do this again next year.

After such a challenging time for students these past few years, this was a great way to celebrate and support our Path Forward families getting ready to go back to school!

Here's what a few folks have said:

"What a cool idea! I really appreciate that our company takes care of our families and us."

"I can't believe you guys even offer this. Super Supportive."

[LEARN MORE](#)



Partner Highlight | Greater Cincinnati Foundation

Greater Cincinnati Foundation, one of the Workforce Innovation Center's key investors, continues to provide its [Racial Equity Matters](#) educational events conducted by the [Racial Equity Institute](#). These trainings provide deep insights into the history of race in the US and can help you and your team deepen your knowledge and continue your dialogue about racial equity. Several sessions are scheduled before the end of the year. Contact [Thanapat Vichitchot](#) at the Workforce Innovation Center if you're interested in registering for these upcoming sessions.

[LEARN MORE](#)



Jobs That Rock! Career Fair

If you are currently recruiting for positions with a starting pay of \$50k or more, you're invited to join us for a very special career fair. The "Jobs That Rock" event will be held at the easily accessed Hard Rock Casino in downtown Cincinnati. It is free and will allow select employers like you to meet some of the region's top job seekers!

[LEARN MORE](#)

Additional News and Updates

- American City & County: [Three ways cities can support a modern workforce](#) by Jill P. Meyer, CEO and President of the Cincinnati USA Regional Chamber
- WCPO: [DHL Express expands Cincinnati Works job-coaching at CVG hub to attract and keep good employees](#)
- Harvard Business Review: [You've Built a Racially Diverse Team. But Have You Built an Inclusive Culture?](#)
- Cincinnati Enquirer: [Opinion: For growth, get people without degrees into stable jobs](#)
- Inc: [Bumble's New Leave Policy is a Lesson in How to do Diversity and Inclusion Right](#)
- Fast Company: [What 6 CEOs are doing to support working parents](#)
- WSJ: [Amazon Dangles Free Bachelor's Degrees as New Perk in Fight for U.S. Workers](#)



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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