

# Welcome to March Ecosystem Enrichment!

Job Quality & Good Wages in Indianapolis

# WHAT IS ECOSYSTEM ENRICHMENT?



Monthly professional development opportunity for workforce professionals – career coaches, business services representatives, training instructors, and more!



Information that helps connect a complex system of services so that jobseekers can get the support they need to find, obtain, and maintain quality employment – no matter where they start!

Broadly applicable workforce development skills/knowledge with local context



Join us each month for more, invite others you think are a good fit, and reach out if you have questions about previous or upcoming sessions

# Housekeeping Items

The session is being recorded, the PowerPoint and other materials will be sent out after the session.

Please mute yourselves to make sure that speakers can be heard, and we do not experience feedback. No need to keep video on unless you want!

Feel free to share your own thoughts, reactions, and reflections to the topics as we go along. If time allows, we can move to participant questions, so please send those to me privately!

# Introductions

Type in the chat

Name, Title, Organization

What do you think about when you think about job quality for you're your customers, students, yourself, etc.?



# Key Learning Objectives



What is job quality and what does it look like in Indianapolis



The Impact of Job Quality on Businesses



Job Quality Pillars and Activities



Good Wages Initiative and Work To-Date



# Employ<sup>★</sup>Indy

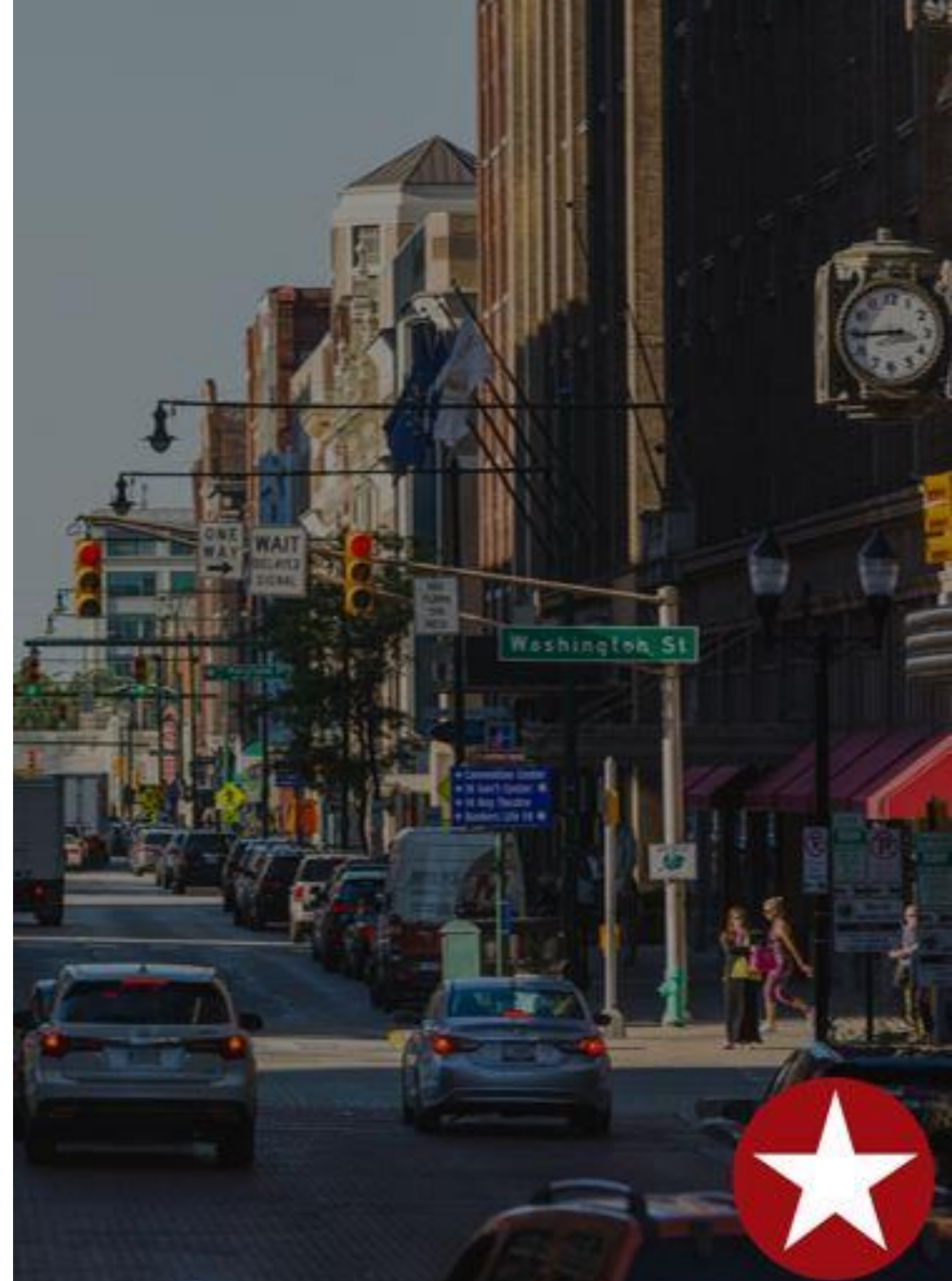
Choice Employers +  
Good Wages  
Initiative





# Agenda

- What is Job Quality?
- Why is our County focusing on it?
- Choice Employers at EmployIndy
- Certification Data
- What we have accomplished
- What we are working on
- Questions?



# Job Quality

- DOC - *"True quality jobs- one that give dignity to work- do not just pay well. They fulfill workers by bringing greater security to their lives and families, respect for their safety, and a voice to critique, contribute, or create community in their work family."*
- Results for America – *"Our job quality framework is made up of eight interconnected principles that define a good job: earnings, schedules, safety and security, purpose and meaning, environment and culture, benefits, learning and development, and voice and representation."*

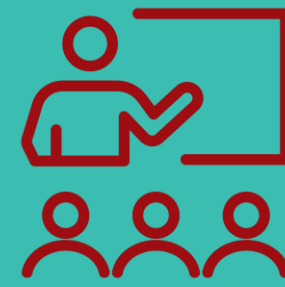






51%

**Central Indian Jobs that are  
neither “good” nor “promising”**



151,962

**Jobs in Marion County that pay  
UNDER \$18/hour (about 25%)**



75%

**Of sub-baccalaureate workers will  
have to move to completely  
different occupations/ industries to  
pursue a good job opportunity**



36%

**Average % of diverse workers that  
hold the jobs that pay under  
\$18/hour**

# How does this impact business

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- 83% of HR Professionals struggling to hire
- 67% of large companies reported a shortage in talent
- Some report that it cost up to 150% of an employee's salary to recruit new talent (vs retraining and hiring internally)
- Companies with more diverse and inclusive practices report cashflow per employee is 2.3x's higher than companies less inclusive
- 67% of job seekers say that a diverse workforce is important when looking for a new job



# How does this impact business

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- 2.5x's more revenue in companies that have highly engaged employees
- Working from home increases employee productivity by about 13% and reduces attrition by almost 50%
- Parents without child care support in the workplace miss 5-9 days more of work per year
- 40% higher retention when employees feel purpose through their work
- 78% of consumers want companies to address social justice issues
- 87% of consumers said they would be willing to buy a product or service based on a company's advocacy policies





# Choice Employers



# Career Pathways

- US-DOL and JFF Job Quality Academy
- Focusing on underrepresented populations, 18–30-year-olds, for high-paying/high-mobility careers in Construction
- Partners in Union and non-Union Labor, industry, and education
- Bringing in industry and organizations that are committed to internal work on equity and belonging for a new wave of workers
- Next phase is needs and gaps analysis with sector partners



# Culture and Diversity

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- Partner's with Annie E. Casey Foundation, Goodwill of Central Indiana, and the National Fund for Workforce Solutions
- Focusing on racial equity for young adults in the workplace
- Pilot projects with YesIndy (PACE and CAFÉ), Goodwill, The Children's Museum of Indianapolis, and Fay Biccard Glick Neighborhood Center
- Employer Practice framework, connections to SME's, and online learning module (Racial Equity for Organizations: From Awareness to Action)





# Employee Supports

- Navigating structural barriers for employees
- Employer Resource Network (ERN USA®)
- Over 20 years old
- Networks in more than 10 states (over 20 networks total)
- Proven method of success
- Member-based





# Employ<sup>★</sup>Indy

## Good Wages Initiative







90

Number of Certified Businesses



25,986

Number of total Employees  
working at a GWI Organization



\$5.2 million

Amount of New Annual Wages



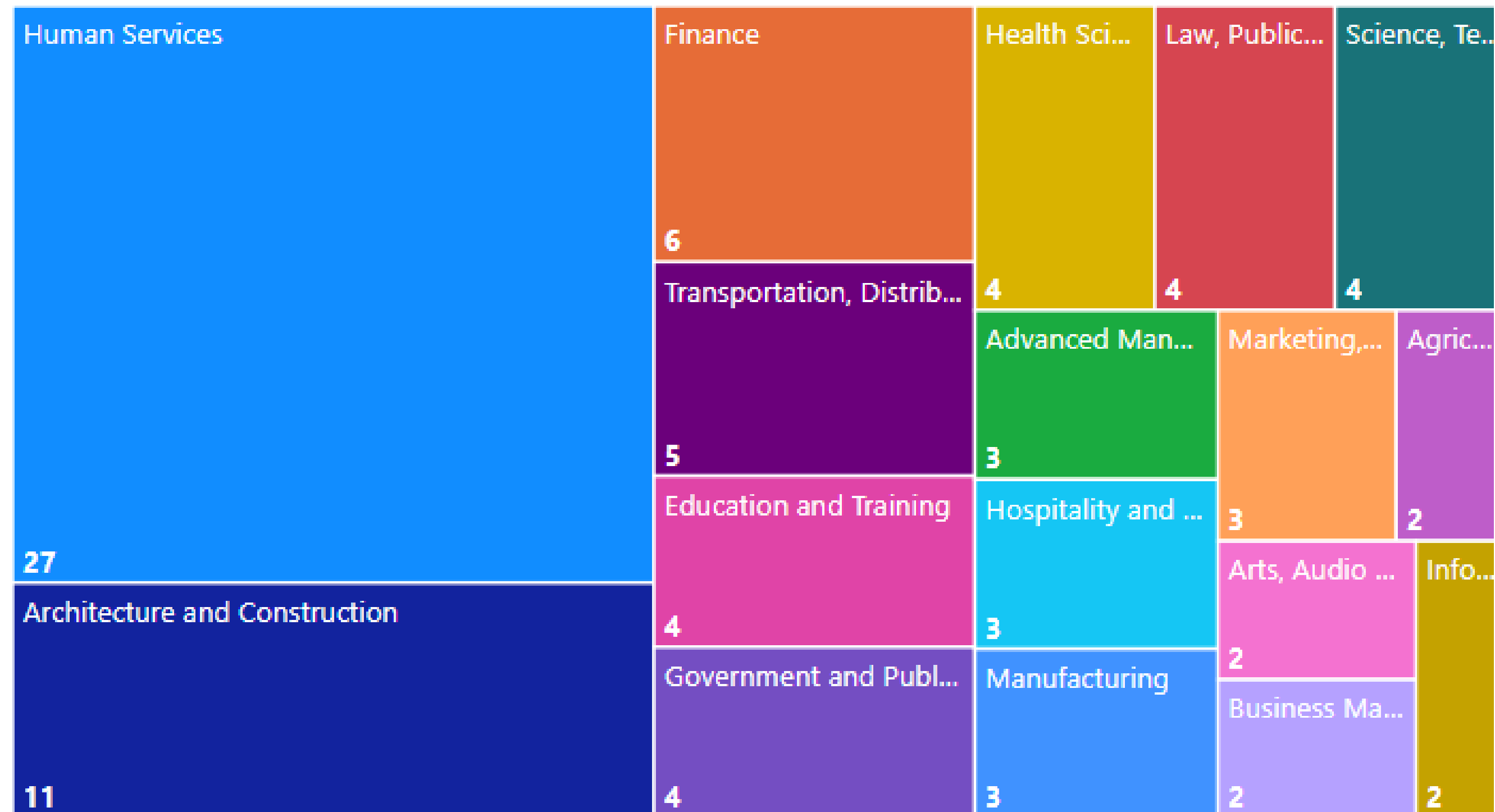
\$4,970

Average Increased wages for  
Workers



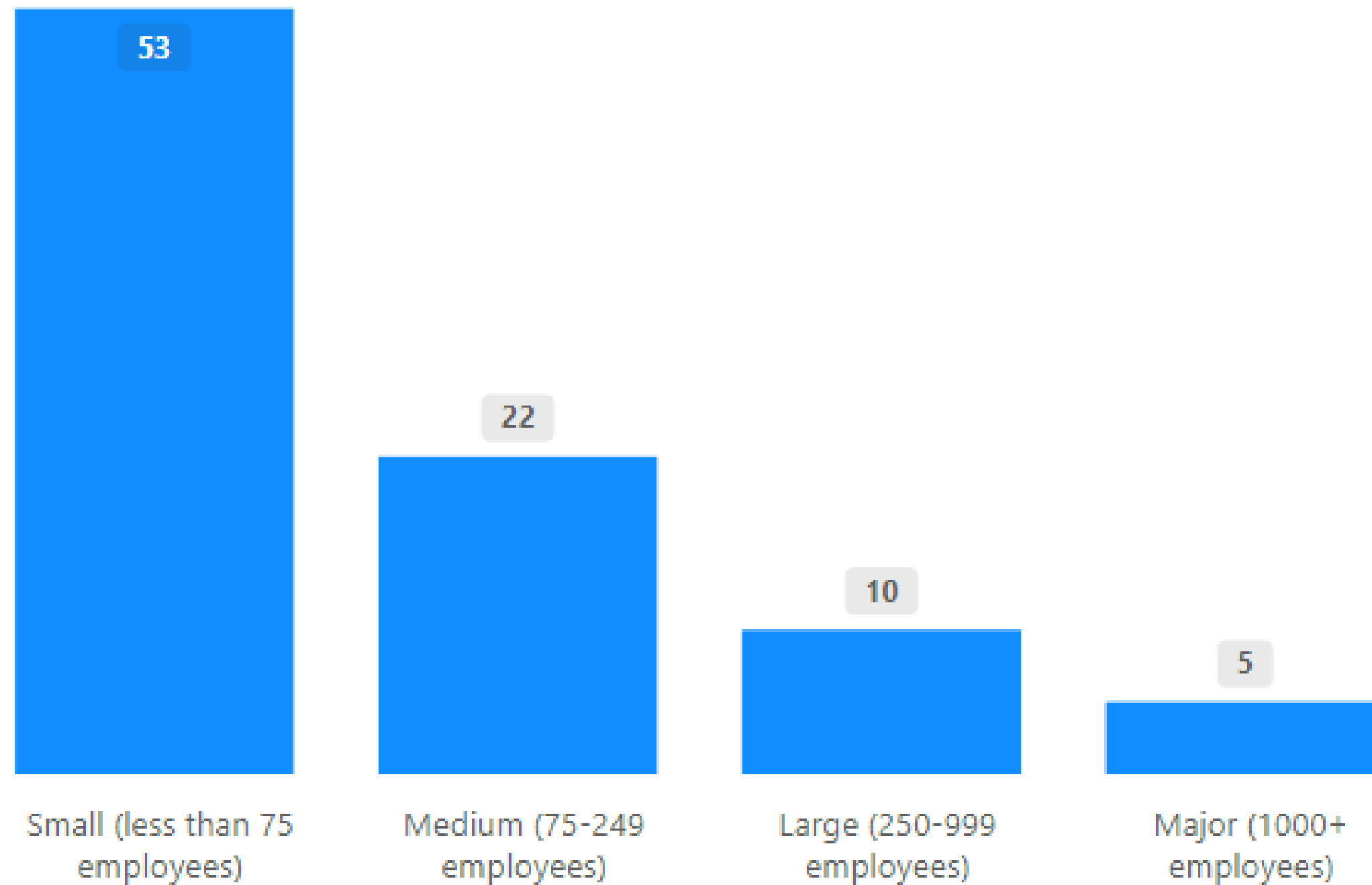
# What business look like

Business by Industry



# What business look like

Business by Size



# Big Projects

## GWI Hiring event

- 14 registered employers
- 213 Unique Job seekers

## GWI Promotional Videos

- 5 Company Interviews
- 10 Videos
- Business case and personal/ community impact stories





# Returning to Employer Engagement

- Scheduling another GWI hiring Event
- Committing ARPA \$ to one GWI event per quarter
- Partnering with other organizations to provide outlets for events





A photograph of a city street scene during the day. In the foreground, a woman in a white tank top and black shorts is walking a white dog. Next to her, an older woman in a green patterned shirt is walking. Two cyclists are riding away from the camera on a designated bike lane marked with green paint and white bicycle symbols. In the background, there are more people, including a man standing with a bicycle and another cyclist. The street is lined with brick buildings, some with 'fortyfive' signage. A traffic light is visible on the left, and a pedestrian crossing sign is on the right. The word 'Questions?' is overlaid in large white text in the center of the image.

Questions?



# Additional Resources

[The Workforce Development Field or a Conduit for Maintaining Systemic Racism?](#)

[Exploring Racial Economic Equity In Workforce Development](#)

[Good Jobs Measures](#)

[Employer Power and Employee Skills](#)

[Race and Work of the Future: Advancing Workforce Equity in the United States](#)

[Job Quality Library](#)



Rate the Session



# Wrap-Up

Next Session: April 25<sup>th</sup>

[Register Here](#)

Are you a new career coach, navigator,  
or case manager looking for resources?

Are you a seasoned professional with  
resources to share?

Check out the Resource Library where  
you can access & request materials to  
help as you serve jobseekers