



Cincinnati, OH

Workforce & Employment

KEY OUTCOMES

Long-term

Decrease **child poverty**; increase **employment** and earnings for parents.

Short-term

Increase **job stability** and advancement of front-line and early-skill workers in Cincinnati; enhance **employer practices** to be more responsive to its current and future workforce; create new **engagement with solutions providers**.

BARRIERS

- Lack of stability and low rates of advancement among front-line and early-skill employees.
- Lack of understanding of how companies might adjust their business practices to support employees; employers don't know where to go for help and may also lack capacity to implement changes.
- Scattered service provider landscape.

INTERVENTION

Work with the City of Cincinnati and the Workforce Innovation Center to develop and test an engagement strategy and tool designed to encourage employers to: 1) **understand their workforce challenges** and the potential barriers their employees might have that affect their work, 2) adopt evidence-informed policies and practices that will increase the **retention and advancement of employees** as part of its business strategy, and 3) as appropriate, work with local service providers who can support addressing **employees' needs and/or bring new sources of opportunity talent** to employers.

The tool will assess employer HR data, employer survey data, and employee survey data to determine likely underlying causes for turnover and low advancement among frontline workers. This understanding of the barriers will allow for targeted recommendations of solutions and implementation strategies, which will then determine which policies/practices are recommended to the firm, or to which local service providers they are referred.

The strategy will be an iterative process with employers, giving room for feedback and flexibility throughout.

ALIGNMENT TO FIVE CRITERIA



Evidence base

This intervention draws on evidence that certain employer practices can address turnover-related issues and job readiness services can meaningfully improve employment outcomes. We aim to incorporate services that feature components supported by that evidence into the intervention.



Mayoral priorities

Addressing child poverty and improving employment are mayoral priorities. The Workforce Innovation Center, which would be the vehicle for this intervention, emerged from the Child Poverty Collaborative’s Employer Roundtable, which sought to engage employers actively with adjustments to their own practices as a potential solution to reduce poverty for working families. The Workforce Innovation Center is also a key component of Project LIFT, an initiative of the Child Poverty Collaborative, which seeks to remove additional barriers of unemployed and underemployed individuals seeking to advance their careers and move to self-sufficiency in Hamilton County, Ohio. Mayor Cranley is a co-chair of the Child Poverty Collaborative and supports the efforts of the Chamber to innovate within the workforce space.



Scalability

Other U.S. cities face issues of job stability and advancement for front-line positions, a need for a change in employer practices to solve both business and employee needs, and a lack of understanding among employers of the resources available from service providers and how to best engage them. This intervention would be relevant to and replicable for other cities.



Feasibility

Developing and testing an engagement strategy for employers aligns with the Economic Mobility Cohort timeline and resourcing.



Leverage taxpayer resources

This intervention will connect residents and local employers to existing services and resources in a low-cost way.