

BUSINESS EQUITY *for* INDY



Hiring & Promotion Recommendations

March 2022



Phase I Recommendations

Priority	Phase I Strategy	Owner
Promote sustainable wages	Good Wages Initiative	EmployIndy
Increase connectivity to internships & jobs for Black talent	Ascend Network	Ascend/ EmployIndy
Increase adoption of apprenticeship programs	Modern Apprenticeship	EmployIndy/ Ascend

Future Recommendations

Priority	Strategy	Owner
Foster Black & other minorities' career journey & retention	Black & Minority Cohort Leadership Programs	TBD
	Mentorship Opportunities	TBD
Encourage inclusive hiring practices	Inclusive Job Descriptions	Skillful Indiana
	Transparency in Hiring & Promotion Practices	TBD
Encourage assessment of internal practices & procedures	DEI Maturity Model	TBD
	Economic Impact Model	TBD

Phase I Recommendations



Priority I: Promote Sustainable Wages

Good Wages Initiative (GWI) Overview

- GWI certifies & showcases employers who pay wages that help sustain workers.
- This initiative promotes employers paying at least \$18/hr and offering employer-sponsored healthcare to all full-time employees.
- For employers, paying good wages that help sustain workers benefits the bottom line by decreasing turnover, improving productivity, & reducing absenteeism.
- The certification demonstrates to employees, prospective employees, & the community how invested a company is in its people.
- GWI is part of the Choice Employers technical assistance framework launched by EmployIndy. The team assesses & connects interested businesses to community resources to improve employee supports, the development of internal career pathways, & workplace culture & diversity.
- Learn more about GWI: employindy.org/goodwages

Priority I: Promote Sustainable Wages

Ask of BEI Members

- Apply to be certified if an employer is already paying the requisite wages & benefits; provide feedback on the ease of the application process
- Apply to be committed by submitting a plan for raising wages & offering employer-sponsored health insurance to receive recognition & additional technical assistance
- Recruit other companies to participate in GWI

Priority II: Connect Black Talent to Opportunities

Ascend Network Overview

- The Ascend Network is an innovative job matching platform that helps job seekers – particularly those from underrepresented backgrounds – find good & promising career opportunities.
- Ascend conducts outreach to students at nearly 40 Indiana higher education institutions, inviting them to join the Network & receive one-on-one support in their search.
- Enhanced partnerships with higher education partners enable Ascend to more effectively reach & engage students of color & students from low-income backgrounds.
- EmployIndy also leverages the Network to connect their job seekers from a variety of educational & work backgrounds with opportunities in Marion County, expanding the pool of available talent.
- Learn more about the Network: ascendindiana.com/employers

Priority II: Connect Black Talent to Opportunities

Ask of BEI Members

- Join the Network & post all relevant internships, work-based learning opportunities, & jobs
- Meet with Ascend to discuss knowledge & skills required for available roles

Priority III: Create Apprenticeship Opportunities

Modern Apprenticeship (MAP) Overview

- MAP is a three-year program designed to prepare Central Indiana high school students for the workforce through paid, hands-on experience that complements their traditional coursework.
- Apprentices earn postsecondary credit & industry credentials.
- MAP is smart business. It leads to a diverse workplace through establishing a long-term talent pipeline while meeting current & future staffing needs.
- Employers who participate in this program receive technical assistance & support through the full duration of the apprenticeship from the MAP team.
- Employers are also able to join the [Talent Bound](#) umbrella initiative that houses MAP to engage their future workforce – diverse high school students – across a continuum of experiences.
- Learn more about MAP: indymodernapprenticeship.com

Priority III: Create Apprenticeship Opportunities

Ask of BEI Members

- Connect with the [MAP team](#) & [Talent Bound team](#) to learn more about the programs
- Adopt this long-term talent strategy by hiring youth apprentices