

Employ<sup>★</sup>Indy

2022-2023  
ANNUAL REPORT







# A NOTE FROM OUR CEO

Dear Partners and Friends,

This year marked many important milestones for EmployIndy and our local economy.

[A report on the short- and long-term impacts of the Covid-19 pandemic statewide and locally](#), compiled by Ascend Indiana and EmployIndy, shows that for the first time, we're seeing the number of jobs requiring bachelor's degrees exceed the number of those requiring a high school diploma or equivalent.

Unemployment remains at historic lows while households in our community are struggling, working in lower wage roles and not earning a good wage. In fact, a United Way of Central Indiana report indicates that [more than one in three Central Indiana households face financial hardship](#).

[Traditional approaches to education and upskilling aren't working](#). Communities like ours must become much more innovative if we wish to ensure a future of inclusive economic prosperity.

In the first year of my new role as president and CEO, and to address these realities head on, EmployIndy launched a new [Strategic Plan](#) that has shifted our strategic goals and priorities from a focus on specific populations of disadvantaged workers and students, to a theory of change that is proven to advance economic opportunity for all citizens of Indianapolis.

Today, **five interventions for change** ground our strategic investments:

1. Scaling quality career-connected learning through integrated academic and career experiences;
2. Providing relationship-based coaching and training;
3. Creating explicit talent connections between employers and job seekers;
4. Celebrating employers who offer good jobs; and
5. Promoting equity through systems change and advocacy.

This year, services through EmployIndy programs, initiatives, and our community of partners grew by more than 20%, serving more than 60,000 Marion County residents, 77% whom identify as people of color.

This annual report recounts just a few of the milestones EmployIndy achieved and some of the recognition of our work along the way, emphasizing the overall impact we have had, and will continue to have, across our community for job seekers and the Indianapolis workforce of the future.

I am grateful to our board of directors and to each of our local, state, and national partners and funders for continuously working with our team to strive for excellence and innovation. Our organization will continue to advocate for interventions across the talent pipeline that we know will lead to better outcomes for residents and businesses alike.

I look forward to the year ahead, engaging more employers, thought leaders, funding partners, and YOU to be part of our movement for economic prosperity for all.

*Happy Holidays and Best Wishes in 2024,*

Marie Mackintosh, President + CEO  
EmployIndy



*Marie Mackintosh (right), alongside leadership from IU Indianapolis and IPS, announce seamless admissions initiative.*

*On the cover: Chance B. with his mother at the opening of the Watkins Re-Engagement Center (REC) in 2023. Chance is a REC participant who is also enrolled in YES Indy at Flanner House.*



# CAREER-CONNECTED LEARNING

Career-connected learning is invaluable for students and workers entering and navigating the workforce. The substantial number of work-based learning activities EmployIndy facilitated this year underscores the importance of hands-on experiences in shaping individuals' readiness for the workforce and preparing them for success in the 21st-century economy. The strong commitment and engagement of employers is critical to create a more inclusive, skilled, and prepared workforce by offering diverse pathways and opportunities for career decision-making and practical skills development.



Ascension St. Vincent awarded Dr. Mechelle Polter Youth Apprenticeship Employer of the Year

[WATCH VIDEO](#)



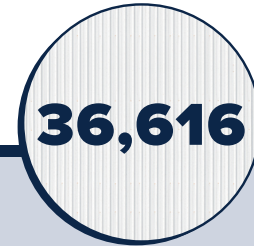
Project Indy positively impacts young adults by increasing their employability skills through work experiences

[WATCH VIDEO](#)



The Brookings Institution highlights Modern Apprenticeship as a quality youth apprenticeship program

[READ STORY](#)



**36,616**

Work-based learning and career-connected learning activities facilitated or supported by Talent Bound and EmployIndy partners



Talent Bound recognized as a key initiative for improving education and workforce development outcomes for Black and Hispanic residents

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Imani H., Project Indy student, at work at Crew car wash.





# COACHING + TRAINING

As businesses increasingly require specialized skills, providing accessible avenues and support for individuals is crucial for navigating their career options and persevering through their education or job-seeking journey. The high number of individuals seeking the coaching and training services of EmployIndy programs and initiatives indicates a substantial demand for career-related services and resources, and initiatives like Job Ready Indy and YES Indy provide clear pathways for residents to meet educational benchmarks and achieve career advancement.



Indy Achieves and Ivy Tech student, Jillian R., at the 2023 graduation celebration.



New YES Indy Re-Engagement Center opens at Watkins Park Community Center

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Job Ready Indy meets IDOE Graduation Pathways Requirement

[READ LETTER](#)

**4,710**

Clients and participants enrolled in coaching and training through EmployIndy programs and initiatives



YouthBuild Indy offers young people a path towards a construction career

[WATCH VIDEO](#)

**39,767**

Adult job seeker and dislocated worker visits to WorkOne Indy to receive career navigation and connection services

[WATCH VIDEO](#)







# TALENT CONNECTION

EmployIndy's role as an intermediary catering to both job seekers and businesses seeking skilled workers is vital in bridging the gap between these two parties. The focus on individualized talent connection services not only streamlines the job-placement process but also ensures that both workers and businesses find suitable matches efficiently. Wednesdays @ WorkOne, held weekly, directly connects individuals to on-the spot interviews and job offers, providing immediate access to job opportunities. EmployIndy's commitment to personalized services for job seekers and businesses has led to significant achievements in the quality of job placements.



Gilbane recruiting new talent at Wednesdays @ WorkOne weekly hiring event.



Wednesdays @ WorkOne connected 1,084 individuals to employment

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Total placements into good jobs or promising jobs



EmployIndy holds inaugural Good Wages hiring event

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EmployIndy's Talent Network achieves 500th placement through personalized support for job seekers

[READ STORY](#)





# GOOD JOBS

Investing in job quality and wage equity not only benefits businesses but also contributes to a thriving global marketplace. The certification of employers through the Good Wages Initiative, leading to increased wages, highlights tangible outcomes resulting from efforts to promote equitable compensation practices, and its impact on improving employee morale and retention signifies the ripple effect of investing in job quality. These initiatives collectively showcase EmployIndy's dedication to fostering a more equitable and high-quality work environment, ultimately contributing to the competitiveness and prosperity of Indianapolis businesses.



An asphalt engineer at Howard Companies, a Good Wages Initiative employer, runs a test on aggregates in their lab.



Choice Employers selected to participate in U.S. Department of Labor's first Job Quality Academy cohort

[LEARN MORE](#)



Employers with whom EmployIndy worked to improve job quality



Good Wages Initiative also improves employee morale and retention

[WATCH VIDEO](#)



Employees received increased wages through Good Wages certification of their employers



Total increase in wages through Good Wages Initiative certification





# SYSTEMS CHANGE + ADVOCACY

Engaging in advocacy for systemic change is crucial to address underlying issues that contribute to equity gaps in education, employment opportunities, and support for disconnected residents. It's a vital step toward ensuring sustainability and scalability of interventions aimed at creating lasting change. [Our community of partners](#) help make this happen. This year, we've made impactful progress to make postsecondary education and high-demand pathways more accessible through the New Skills Ready Network and Accelerate Ed initiative, ensuring sustainable, systemic improvements in educational attainment and career readiness.



Partners of the Accelerate Ed initiative meet at a convening in Phoenix.



IU Indianapolis, IPS, Employ-Indy partner on new seamless admissions initiative to reduce barriers to college

[WATCH VIDEO](#)



Created accelerated cybersecurity + IT operations pathways

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NSRN Indianapolis partners led development of a career-advising framework to educate legislators on a possible, statewide career-ready structure

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EmployIndy partners with MSD Warren Township, Ford NGL to build locally driven, strategic career pathways for students

[READ STORY](#)

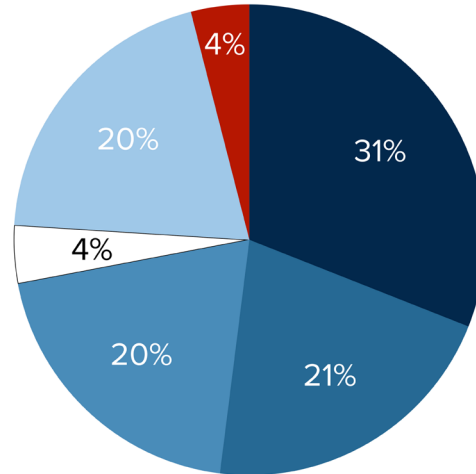






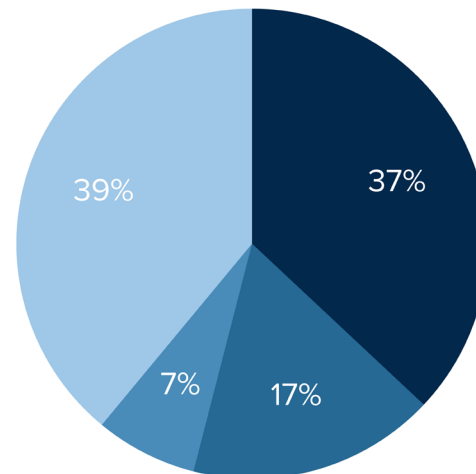
# FINANCIALS

Revenue - \$15,663,439.85



● WIOA  
 ● Federal (other)  
 ● State Grants  
○ City  
 ● Philanthropic  
 ● Other

Expenses - \$20,854,365.12



● Personnel  
● Overhead/Admin  
● Professional Services  
● Service Providers/Sub-Recipients

# FUNDERS

- Annie E. Casey Foundation
- Ascend Indiana (CICP)
- Bank of America Charitable Foundation
- Bill & Melinda Gates Foundation
- Blackbaud Giving Fund
- Bloomberg Philanthropies
- CareerWise Colorado
- Central Indiana Community Foundation
- Central Indiana Regional Development Authority
- Consolidated City of Indianapolis and Marion County
- Fifth Third Bank
- Indiana Commission for Higher Education
- Indiana Department of Education
- Indiana Department of Workforce Development
- Indianapolis Local Public Improvement Bond Bank
- IndyGo Foundation
- IPS Foundation
- JPMorgan Chase Foundation
- Lilly Endowment, Inc.
- National Fund for Workforce Solutions
- Nina Mason Pulliam Charitable Trust
- Pitney Bowes Foundation
- Richard M. Fairbanks Foundation
- Salesforce Foundation
- The Indianapolis Fund
- U.S. Department of Labor
- Verizon Foundation
- Walton Family Foundation
- YouthBuild AmeriCorps
- YouthBuild AmeriCorps 2022



YouthBuild Indy cohort cleaning up the Martindale - Brightwood neighborhood.





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*Apprentices Kinaya H. and Nicholas G. at a Modern Apprenticeship open house event.*



# DONORS

## Dr. Mechelle Polter Memorial Scholarship Fund

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- UE Nursing Class of 2025
- Tiffany Vickers
- Carol A. Wilkerson
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Marie Mackintosh and Mayor Hogsett on stage with Michelle Mitchell as Ascension St. Vincent accepts the Dr. Mechelle Polter Youth Apprenticeship Employer of the Year award.



[www.employindy.org](http://www.employindy.org)

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