EmployIndy STRATEGIC PLAN 2026 - 2029

EmployIndy is a 501(c)(3) nonprofit organization building a stronger Indianapolis by connecting people to career opportunities and supporting local employers.

As the designated administrator of federally funded Workforce Innovation and Opportunity Act programs and operator of WorkOne Indy career centers, EmployIndy serves as the region's lead workforce convener.

OUR MISSION

EmployIndy connects talent to opportunity.

OUR VISION

An Indianapolis where every resident has a pathway to economic mobility and every employer has access to the talent they need.

GOAL 1
Build a Modern + Accessible Workforce System

Create a modern, accessible workforce system that connects residents to opportunity through digital tools, neighborhood-based access, and coordinated career navigation.

STRATEGIES

Trusted Workforce Orchestrator

Convene partners and turn workforce insights into action.

High Impact Program Investment

Strengthen what EmployIndy does best.

Relationship Ownership

Drive partner alignment.

GOAL 2
Accelerate Economic Mobility

Focus investments on strategies that help residents, especially those historically left behind, move into quality careers with long-term growth potential.

STRATEGIES

Data-Informed Decision Making

Measure what matters.

Resident-Centered Career Navigation

Make career navigation work for everyone.

Accessibility

Expand outreach and career awareness.

GOAL 3
Lead a Demand-Driven Talent Strategy

Align employers, educators, and workforce providers around high-demand industries and future talent needs.

STRATEGIES

Business First

Align business services with workforce outcomes.

Leadership, Value Proposition + Influence

Strengthen EmployIndy's positioning and serve as the trusted voice on workforce and talent issues.

Sales-Engaged Talent Strategy

Activate staff as ambassadors in meeting employers' workforce needs.

GOAL 4
Build a Sustainable + High-Performing Organization

Strengthen funding, operations, talent, and systems to sustain long-term impact.

STRATEGIES

Financial Resilience

Strengthen reserve building and diversify revenue streams.

Financial Governance + Transparency

Build board and leadership accountability for financial health.

Portfolio Governance + Decision Criteria

Establish organizational guardrails and a unified framework for evaluating, prioritizing, and sunsetting initiatives.

TIMELINE:

YEAR 1
Clarify Role + Focus the Portfolio

YEAR 2
Align Investments + Activate the Strategy

YEAR 3
Demonstrate Impact + Sustain Growth