

# Expanding Employment Pathways through Impact Hiring



While overall unemployment levels have decreased over the past several years, economic opportunity has remained out of reach for some—including large numbers of youth. As the labor market has tightened, competition for entry-level talent has increased among employers. These factors underpin the value of impact hiring: talent practices that create business advantage through hiring and developing individuals who often face barriers to economic opportunity.

The Innovation Labs offer pioneering companies an opportunity to test, learn and refine their hiring practices to support Opportunity Youth and other populations facing employment barriers in our communities. We provide professional development, expert guidance, and project management throughout the entire process to help ensure participating companies reach their goals and ultimately become leaders in what we call “Impact Hiring” by sharing their experiences through supported communications activities.

## WHY JOIN AN INNOVATION LAB

Innovation Labs provide employers with a **low-cost, low-risk** opportunity to realize the business value of impact hiring through:



**Consulting Support:** Expertise and technical assistance to support companies with implementing impact hiring pilots



**Peer-to-Peer Learning:** At both the individual and company level to provide the support this type of intra/entrepreneurship requires



**Communication:** A communications platform to share best practice employment innovations improving their employment brand

## HOW TO GET INVOLVED

Learn more by visiting the [Impact Hiring Project website](https://www.fsg.org/impact-hiring) or contacting Nicole Trimble at [nicole.trimble@fsg.org](mailto:nicole.trimble@fsg.org).

### WHO'S INVOLVED?

Our **first and second Innovation Lab cohorts** are comprised of the following pioneering companies along with expert faculty such as Gap:



Entergy



Hilton



Walmart

## WHY YOU SHOULD JOIN

### Company Benefits

- The opportunity to engage in **low-risk and no-cost** consulting, implementation, and data analysis support to **address real business needs**
- The potential for **PR opportunities** and recognition as a company with innovative talent strategies
- The opportunity to find solutions to **improving talent retention, engagement, and advancement** at your company
- Engagement in a **learning community** experience with tangible, practical, and relevant results

### Individual Benefits

- Interesting, impactful **professional development** tied to a project with business outcomes for your company
- A **networking opportunity** to engage deeply with HR and CSR leaders from other companies
- An opportunity to work on a **purpose-filled project** with like-minded peers

## WHAT INNOVATION LABS ENTAIL

Participation in Innovation Labs is **free of charge**. The Rockefeller Foundation and Walmart have generously underwritten all aspects of the experience except travel and lodging for in-person gatherings. Innovation Lab members commit to the following:

- **Active participation** of three staff members over a 9-12 month timeframe
- Designing and implementing a **small-scale pilot** to test an impact hiring strategy that addresses a business need within the company
- **Tracking and sharing data and/or impact stories** related to the pilot with the aim of contributing to the broader business case for impact hiring
- **Sign-off from senior leadership** to participate to ensure organizational buy-in

## INNOVATION LAB EXPERIENCE

