

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 landscape of impact hiring is changing as more companies explore impact hiring as a viable talent strategy. The Innovation Labs offer pioneering companies an opportunity to test impact hiring innovations while being provided access to consulting support, peer-to-peer learning, and a communications platform to share best practice employment innovations improving their employment brand.

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

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 to in-person gatherings. Innovation Lab members commit to the following:

- **Active participation** over a 9-12 month timeframe. Activities include three in-person convenings, virtual convenings, and individual check-ins with FSG and/or implementation consultants
- Conducting a **small-scale pilot** to test an impact hiring or opportunity youth employment strategy
- **Sharing data and/or impact stories** related to the pilot with the aim of contributing to the broader business case for impact hiring and engaging opportunity youth
- **Sign-off from senior leadership** to participate to ensure organizational buy-in

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

INNOVATION LAB EXPERIENCE



GET INVOLVED

FSG will manage two Innovation Labs over the course of 21 months (January 2017 through September 2018):

- **Innovation Lab #1**: will focus on post-hire retention interventions and build on FSG's "[Best in Class Strategies for Entry-Level Retention](#)". The Retention Innovation Lab launches March 2017 and runs through December 2017. Availability is limited; email nicole.trimble@fsg.org to learn more and apply.
- **Innovation Lab #2**: will focus on pre-hire retention interventions and build on research FSG is currently conducting on pre-hire retention practices. This Lab is scheduled to run from October 2017 through September 2018.

Learn More: Visit the [Impact Hiring Initiative website](#) or contact Tiffany Chang (Impact Hiring Learning Community Manager) at tiffany.chang@fsg.org.