

A New Tool to Measure Good Jobs

October 29, 2018



Supporters



**Surdna
Foundation**

JPMORGAN CHASE & Co.



FORDFOUNDATION

Companies: Doing Well, Doing Good



Anne Arundel Medical Center
Annapolis, Maryland



ASK Power
Chicago, Illinois



Charm City Run
Baltimore, Maryland



Dave's Killer Bread
Milwaukie, Oregon



High Plains Community Center
Lamar, Colorado



Marlin Steel
Baltimore, Maryland



Optimax Systems
Ontario, New York




Well Paid Maids
Washington, DC

Social Impact Scorecard

 Download

Your score is based on frontline workers earning less than \$60k / year compared to industry standards. The mission of the program is to encourage and equip business leaders to enact strategies that simultaneously produce outstanding outcomes for their businesses and frontline workers.

Aspen Ideas Manufacturing Q3 2018 

A Woman Owned company

Your overall score is excellent for Manufacturing : Fabricated Metal Products!



4.5 ↑



0% ↑




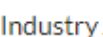
84% ↓



18% ↑



87% ↓

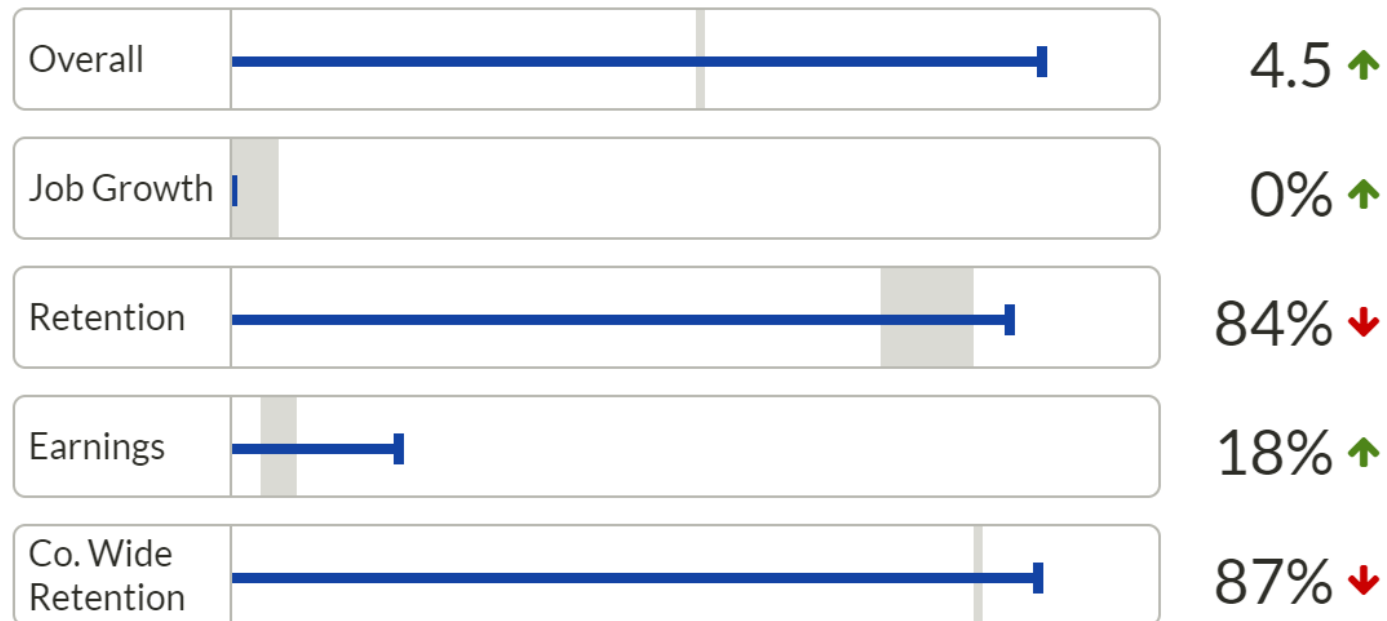
 Manufacturing : Fabricated Metal Products
 Industry Averages

Benefits Credit	Qualifying Plan	Quality Standard
Health Insurance	✓	✓
Retirement Plans	✓	—
Paid Leave	✓	—

How can you improve your score?

1 Your best area for scoring improvement is Net Job Growth.

Job Quality: Metrics



Manufacturing : Fabricated Metal Products Industry Averages

Job Quality: Benefits

Benefits Credit	Qualifying Plan	Quality Standard
Health Insurance	✓	✓
Retirement Plans	✓	—
Paid Leave	✓	—

How can you improve your score?

- 1 Your best area for scoring improvement is Net Job Growth.



Aspen Ideas Manufacturing

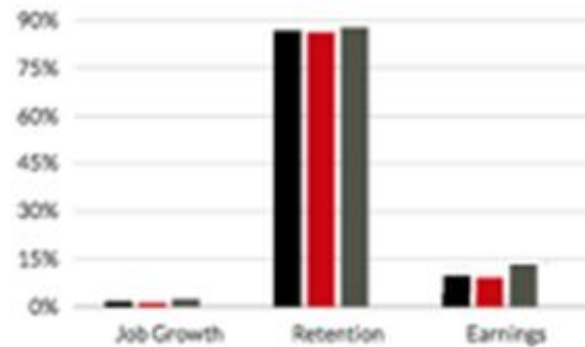
Corporation | Woman Owned
Manufacturing / Fabricated Metal Products

by Gender

Employee Count



Metrics



■ Company ■ Male ■ Female ■ Not Provided

* The Not Provided category has very few members and may not provide a reliable measure.



Aspen Ideas Manufacturing
Corporation | Woman Owned
Manufacturing / Fabricated Metal Products

 Download

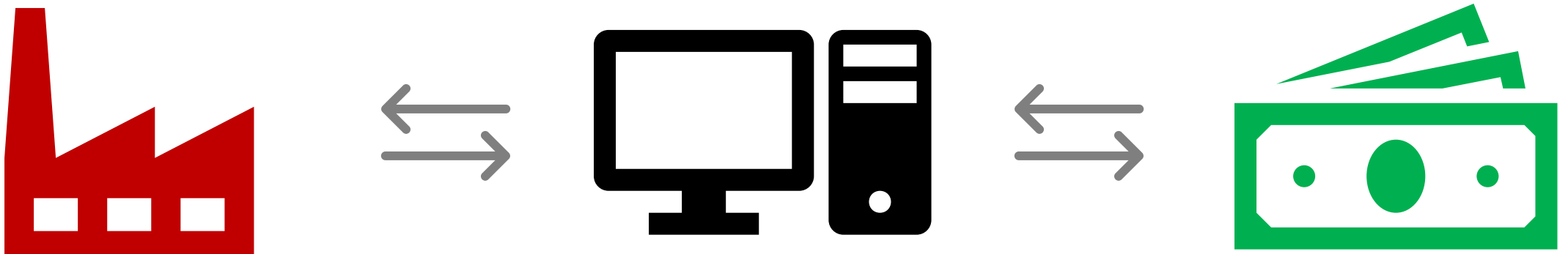
	Population	Job Growth	Retention	Earnings
Organization	123	2%	87%	9%
by Gender				
► Female	42	2%	88%	14%
► Male	81	1%	86%	7%
► Not Provided *	0	N/A	N/A	N/A

* This category has very few members and may not provide a reliable measure.

by Ethnicity				
► Black / African American *	18	38%	92%	13%
► Hispanic *	16	-11%	89%	13%
► White	89	0%	87%	14%
► Other *	0	-100%	0%	N/A
► Not Provided *	0	N/A	N/A	N/A

* This category has very few members and may not provide a reliable measure.

Theory of Change



Working Metrics

**Great Jobs Drive
Exceptional Results**



Drive Use: Strategic Partners



Public/Private Procurement



Investors/Lenders



Community Organizations



Companies

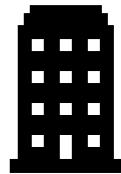


Government



Technology Partners

Drive Impact: Follow the Money



Anchor Institutions
\$500 billion

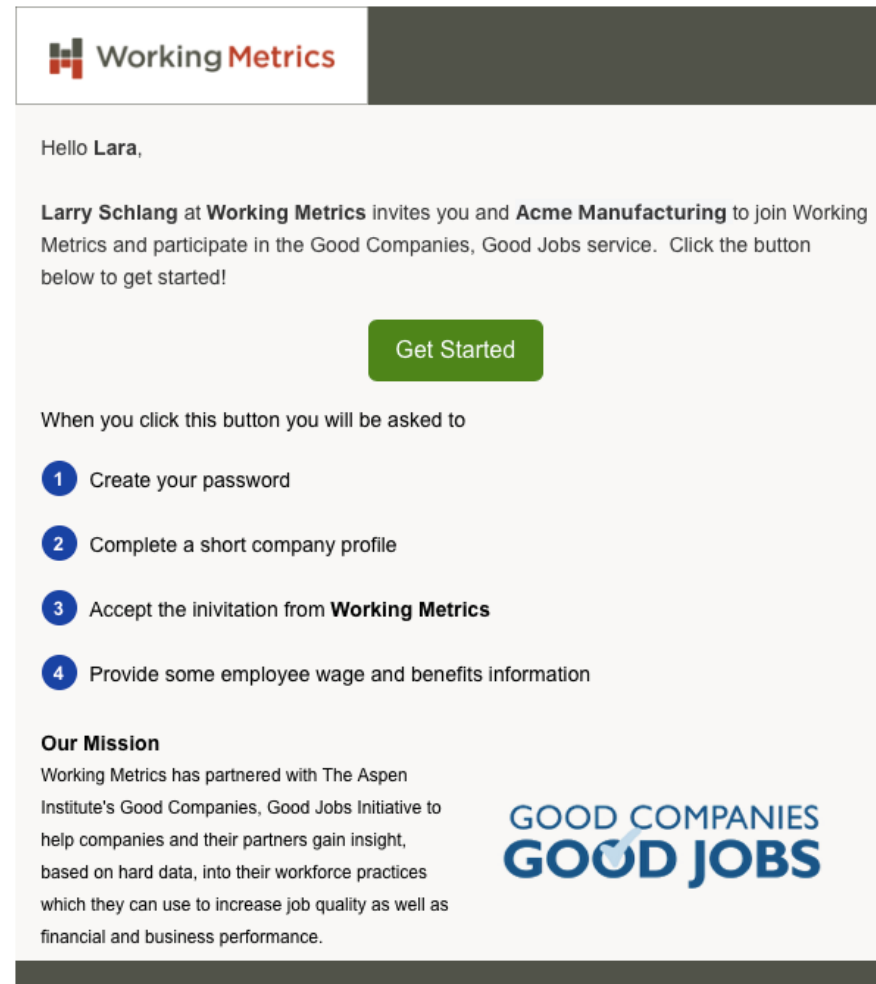


Government Procurement
\$2 trillion




Impact Investors
\$9 trillion

How It Works - #1. Invite Companies



How It Works - #2. Report Data

 **Working Metrics**

Reports **Upload Employee Data**

Welcome L ▾

Complete these steps to provide employee data

1

2

3

4

Gather employee data Provide current employee data Provide baseline employee data Review employee data

Collect current and baseline employee data

Use our sample template to collect employee Social Security Numbers and quarterly employee wage data for the most recently completed quarterly **Q4 2017** and that same quarter 3 years earlier **Q4 2014**. Social Security Numbers are never saved or transferred over the network (see [Frequently Asked Questions](#) for more details).

Once you've collected the necessary information, copy/paste it into the template below and proceed to step 2.

	A	B
1	SSN	Gross Quarterly Wages
2	111-11-1111	14519.24
3	111-11-1112	9312.33
4	111-11-1117	8621.25
5	111-11-1118	12270.7
6	111-11-1122	14127.32
7	111-11-1125	8915.41

Download the template

Next Cancel

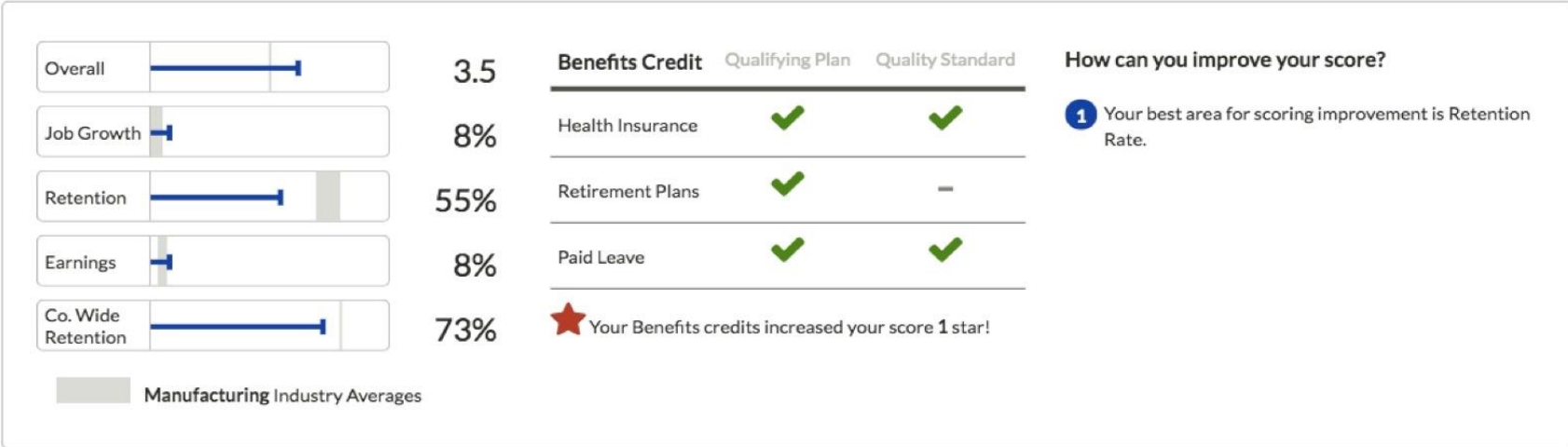
How It Works - #3. Review Results

Social Impact Scorecard

Your score is based on frontline workers earning less than \$60k / year compared to industry standards. The mission of the program is to encourage and equip business leaders to enact strategies that simultaneously produce outstanding outcomes for their businesses and frontline workers.

Cogswell Cogs Q4 2017 

Your overall score is average for **Manufacturing**!



• Overall score includes a reported 0% temporary workers / 1099

How It Works - #4. Compare/Analyze

Reports

Report Name

Company Scorecard Compa... ▾

Company

× Cogswell Cogs ▾

× Spacely Sprockets ▾

Reporting Period

Q4 2017 ▾

Show Report

☐ Set as Favorite

Company Scorecard Comparison

Download

This report compares company performance across several companies for a given time period.

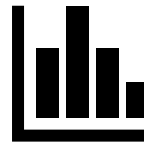
Q4 2017

	Cogswell Cogs	Spacely Sprockets
Overall Score	★★★★★	★★★★☆
Metrics		
Job Growth	15% ↑	8% ↓
Retention	60% —	55% ↓
Earnings	8% ↑	8% —
Co Wide Retention	76% —	73% —
Benefits		
Health Insurance	●	○
Retirement Plan	○	○
Paid Leave	●	●
Sector / Industry	Manufacturing : Food and kindred products Food Products Manufacturing	Manufacturing

Partnership Approach



Provide training & support



Interpret results



Connect to consulting



Value your feedback



Business model*

*Pilot use is free; higher level services are fee-based

Who's Using It in Cincinnati?

Companies



Public/Private Procurement



Community Organizations

