

Great Jobs Drive Exceptional Results

Working Metrics Tool Demo
December 6, 2018

Webinar Technology

- Webinar is being recorded for future playback.
- Slides will be available for download.
- Participants are in listen-only mode.
- You may submit questions at any time. There will be Q&A at the end.
- For technical issues, please contact us via chat or email eop.program@aspeninst.org.



Speakers



Mark Popovich

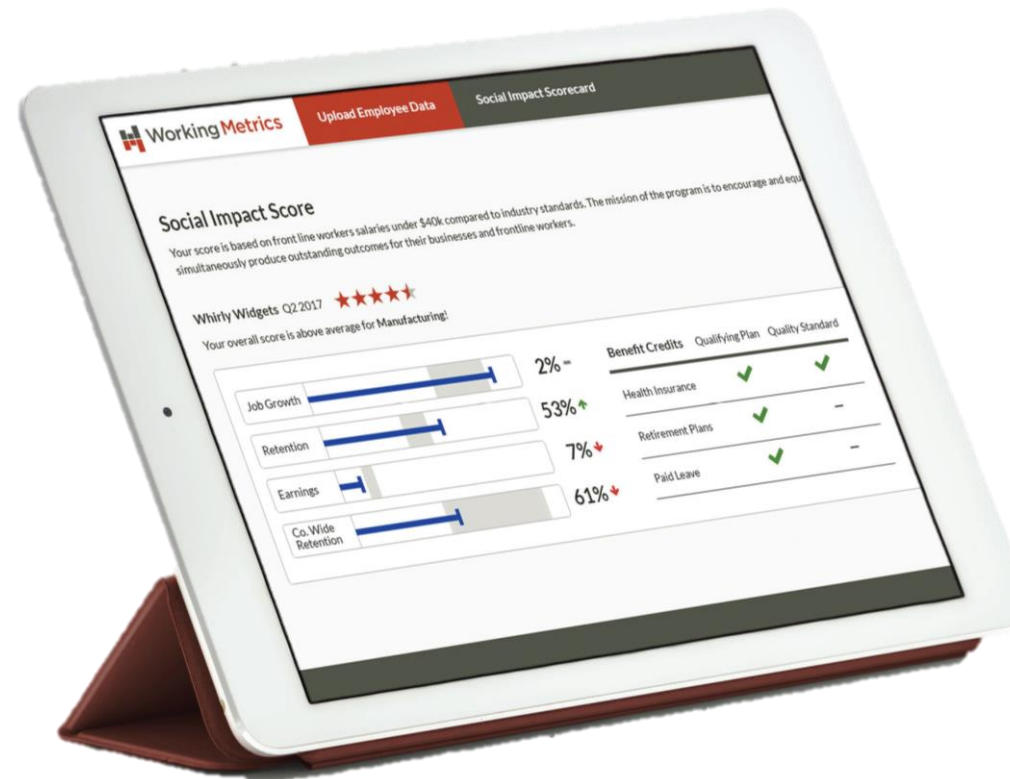
Director, Good Companies/Good Jobs,
The Aspen Institute



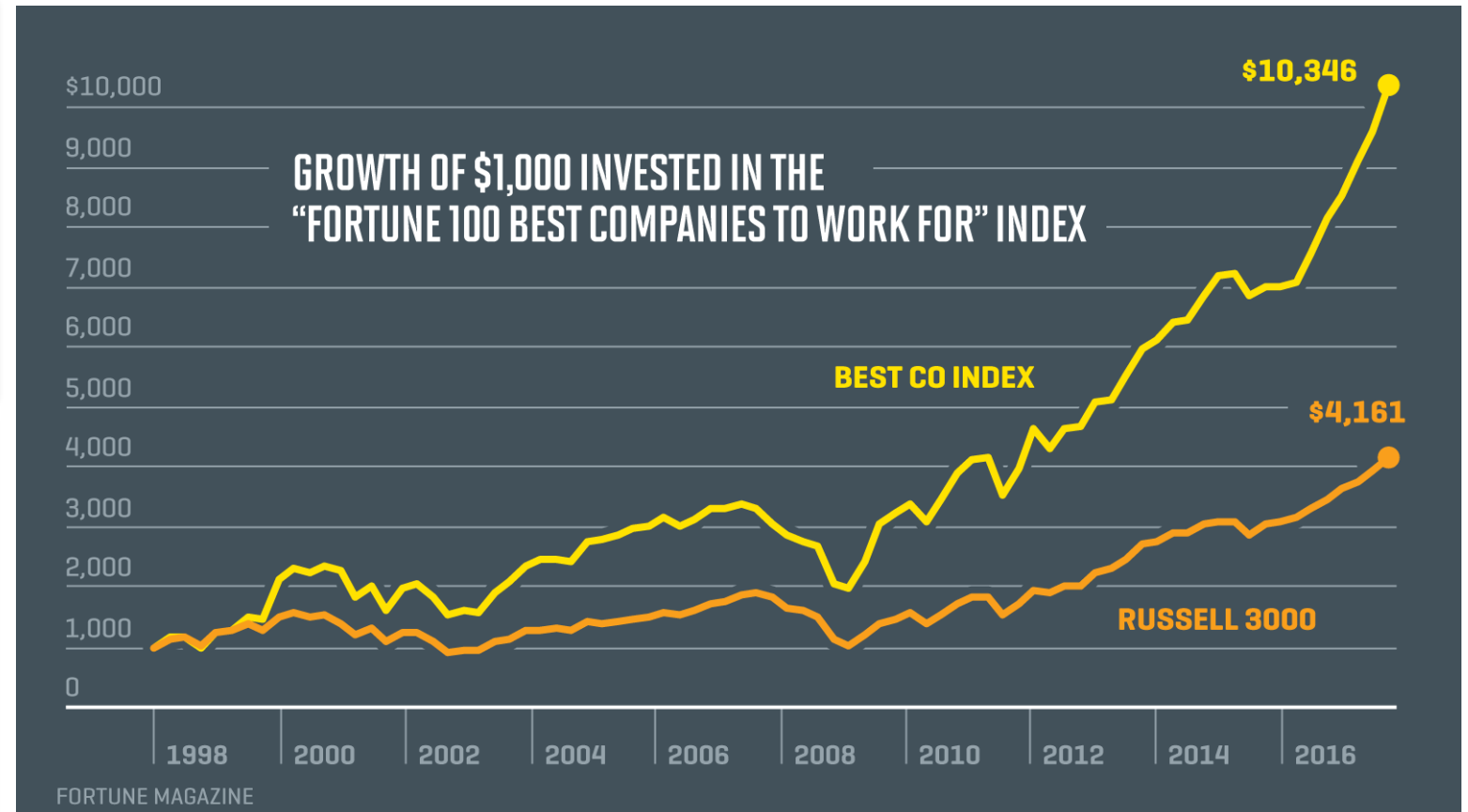
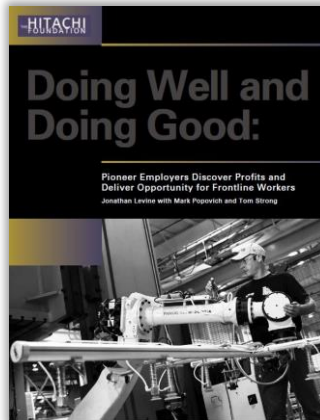
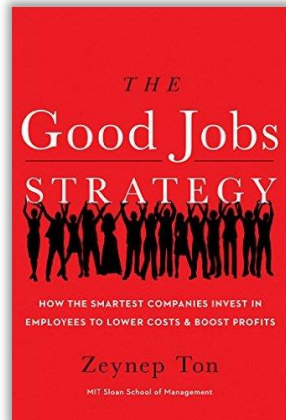
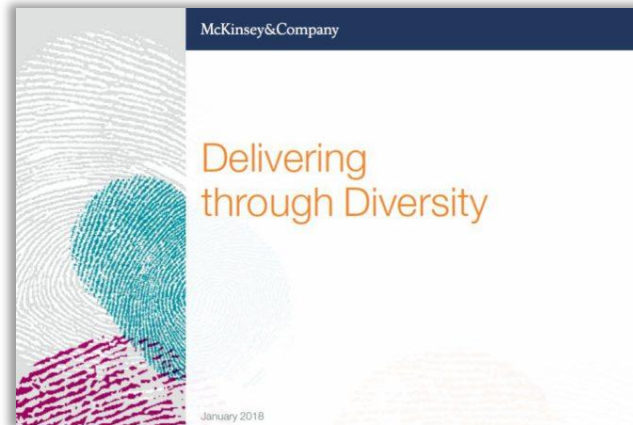
Larry Schlang

CEO, Working Metrics

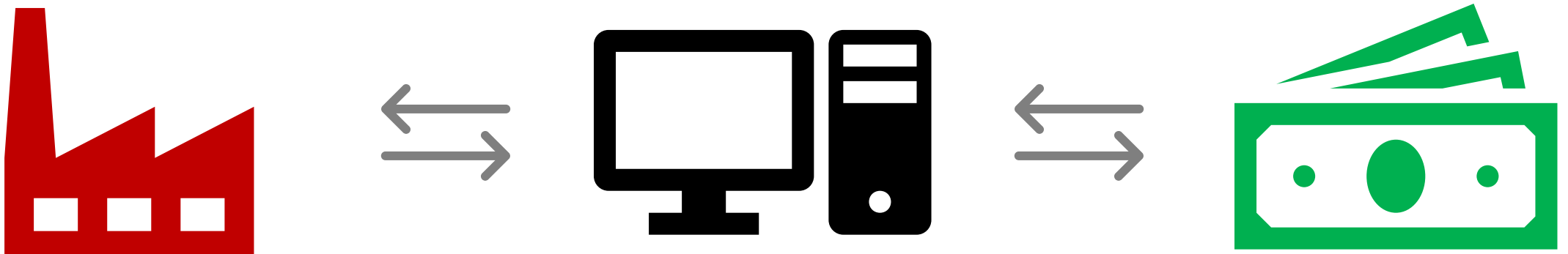
What is Working Metrics?



Why Is This Important?



Theory of Change



Who Is It Important To? Drive Use:



Public/Private Procurement



Investors/Lenders



**Communities: Economic &
Workforce Development,
Chambers of Commerce**



Companies



Government



Technology Partners

How Does It Help Your Business?



Employers

Attract and retain talent, win contracts, and stand out against competitors.



Procurement Groups

Select reliable, high-quality suppliers for the long-term.



Investors and Lenders

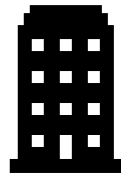
Reduce investment risk with deep insights into company quality.



Communities

Attract world-class employees and stimulate local economies.

How Big Is This? Driving Impact



Anchor Institutions
\$500 billion



Government Procurement
\$2 trillion



Impact Investors
\$12 trillion

How It Works

#1. Invite Companies



Hello Lara,

Larry Schlang at **Working Metrics** invites you and **Acme Manufacturing** to join Working Metrics and participate in the Good Companies, Good Jobs service. Click the button below to get started!

Get Started

When you click this button you will be asked to

- 1 Create your password
- 2 Complete a short company profile
- 3 Accept the invitation from **Working Metrics**
- 4 Provide some employee wage and benefits information

Our Mission


Working Metrics has partnered with The Aspen Institute's Good Companies, Good Jobs Initiative to help companies and their partners gain insight, based on hard data, into their workforce practices which they can use to increase job quality as well as financial and business performance.



How It Works

#2. Complete Company Profile

1. Company Info

 Welcome Todd ▾

Complete your company profile

1

Company Information


2

Users

3

Locations

Please complete the following information to set up your company profile.



Company Name (*)

EnviroTech

Business Type (opt...

Corporation ▾

Ownership Status

× Veteran Owned ▾

Account Status

Active

Sector / Industry (*)

Construction ▾

Sub-sector (*)

Building Construction--general contractors and operative build...

Company Identifier (EIN) (*)

12-3456789

Percentage of temporary workers / 109...

0% ▾

Next

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How It Works

#2. Complete Company Profile

1. Company Info
2. Add Users

Working Metrics Welcome Todd

Complete your company profile

1 ☒ Company Information 2 ☒ Users 3 ☐ Locations

Now, add any additional company users

Other users can help submit information and/or see results.

First Name	Last Name	Email	Role	Primary Contact
Todd			Manager	<input checked="" type="checkbox"/>

[Add a user](#)

[Back](#) [Next](#)

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How It Works

#2. Complete Company Profile

1. Company Info
2. Add Users
3. **Add Locations**

Working Metrics

Welcome Todd ▾

Complete your company profile

✓

Company Information

✓



Users

3

Locations

Next, provide a primary company address.

You must add at least one address for your organization . Additional addresses may be added now or later.

Address	Address line 2	City	State	Zip	
 123 Main Street	Suite 500	Herndon	Va	11111	

Add another location

Back


Next

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How It Works

#3. Report Data

 **Working Metrics**

Reports

Upload Employee Data

Manage Diversity Data

Welcome Todd ▾

Working Metrics protects your data. [Learn how >](#)

Complete these steps to provide employee data

1

2

3

4

5

Gather employee data Provide employee data Provide baseline emplo... Review employee data Review diversity data

Collect employee data

Use our sample template to collect employee Social Security Numbers and quarterly employee wage data for **Q3 2018**. Social Security Numbers are never saved or transferred over the network.

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

	A	B	C	D
1	SSN/ID	Gross Quarterly Wages	Gender	Ethnicity
2	123-45-7890	\$14,519.24	Male	White
3	123-45-7891	\$9,312.33	Female	Black
4	123-45-7892	\$8,621.25	Male	African American
5	123-45-7893	\$12,270.70	Female	Hispanic
6	123-45-7894	\$14,127.32	Female	Other
7	123-45-7895	\$26,727.56	Male	Hispanic

Download the template

Next

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How It Works

#4. Review Results

- Social Impact Scorecard**

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**!



3.5



8%



55%



8%



73%

 Manufacturing Industry Averages

Benefits Credit Qualifying Plan Quality Standard

Health Insurance	✓	✓
Retirement Plans	✓	—
Paid Leave	✓	✓

 Your Benefits credits increased your score 1 star!

How can you improve your score?

- 1 Your best area for scoring improvement is Retention Rate.

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

How It Works

#4. Review Results

- Social Impact Scorecard
- Diversity Overview
 - **By Gender**



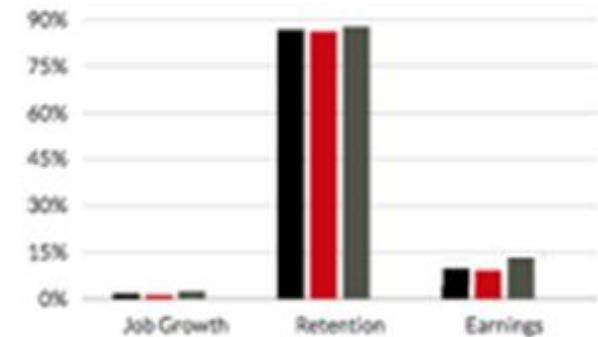
Aspen Ideas Manufacturing
Corporation | Woman Owned
Manufacturing / Fabricated Metal Products

by Gender

Employee Count



Metrics



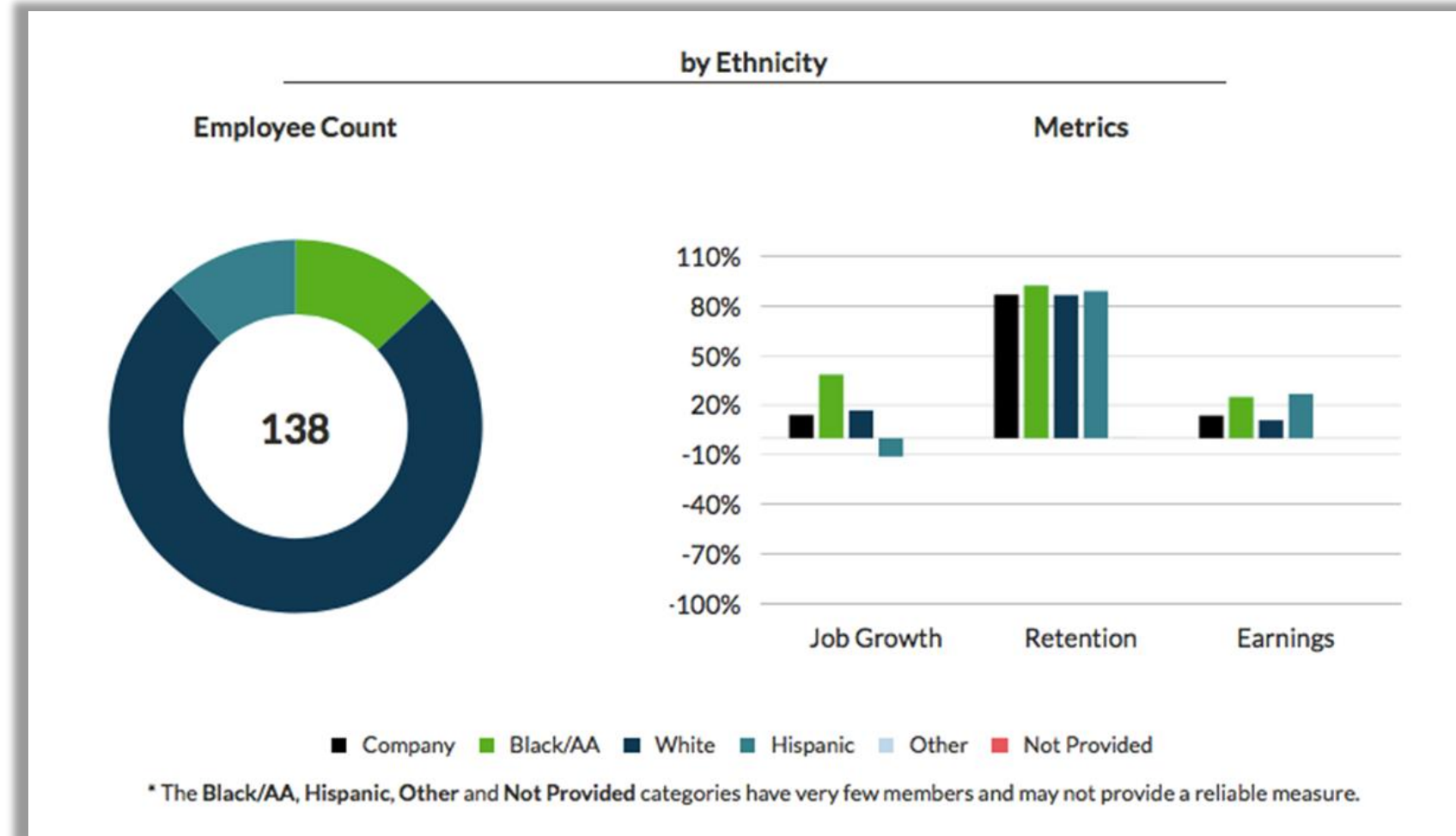
■ Company ■ Male ■ Female ■ Not Provided

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

How It Works

#4. Review Results

- Social Impact Scorecard
- Diversity Overview
 - By Gender
 - **By Race**



How It Works

#4. Review Results

- Social Impact Scorecard
- Diversity Overview
 - By Gender
 - By Race
 - **Detailed Breakdown**

Aspen Idea Manufacturing Corporation Woman Owned Manufacturing / Industrial Machinery & Equipment						Download
	Q2 2015 Count	Q2 2018 Count	Job Growth	Retention	Earnings	
Organization	121	138	14%	87%	14%	
by Gender	Q2 2015 Count	Q2 2018 Count	Job Growth	Retention	Earnings	
▸ Female	41	41	0%	88%	25%	
▸ Male	80	97	21%	86%	10%	
▸ Not Provided *	0	0	N/A	N/A	N/A	
* This category has very few members and may not provide a reliable measure.						
by Ethnicity	Q2 2015 Count	Q2 2018 Count	Job Growth	Retention	Earnings	
▼ Black / African American *	13	18	38%	92%	25%	
Female *	7	10	43%	100%	23%	
Male *	6	8	33%	83%	26%	
Not Provided *	0	0	N/A	N/A	N/A	
▸ Hispanic *	18	16	-11%	89%	27%	
▸ White	89	104	17%	87%	11%	

How It Works

#5. 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

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

Q4 2017

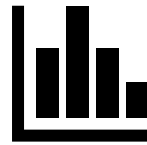
	Cogswell Cogs	Spacely Sprockets
Overall Score	★★★★★	★★★★☆
Metrics		
Job Growth	↑ 15%	↓ 8%
Retention	— 60%	↓ 55%
Earnings	↑ 8%	— 8%
Co Wide Retention	— 76%	— 73%
Benefits		
Health Insurance	●	○
Retirement Plan	○	○
Paid Leave	●	●
Sector / Industry	Manufacturing : Food and kindred products Food Products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

Download

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

Questions?

Please submit your questions now. Click the Q&A button at the bottom of your screen.



Next Steps

Interested in a pilot or learning more?

- Contact us:
 - lschlang@workingmetrics.com
 - mark.popovich@aspeninstitute.org
- Learn More:
 - workingmetrics.com
 - aspeninstitute.org/gcgi
- Sign up for demo or pilot:
 - workingmetrics.com/ask-for-a-demo