



CITY OF INDIANAPOLIS

INCLUSIVE ECONOMIC GROWTH

KEY TOOLS

DEPARTMENT OF METROPOLITAN DEVELOPMENT

Brownfield Program
Com. Dev. Block Grant (CDBG)
HOME Program
Land Bank
New Markets Tax Credit
Tax abatement
Tax increment finance (TIF)
Technical assistance for zoning, code enforcement, and land use
Training grants

DEPARTMENT OF PUBLIC WORKS

Public infrastructure
Technical assistance

DEVELOP INDY

Inclusive incentives
Ombudsman
State incentives (coordination)
Real Estate Site Selection
Customized options

EMPLOYINDY

Talent engagement
Work-based learning
Customized solutions

KEY PRIORITIES

INCLUSIVE GROWTH

In 2019, Mayor Joe Hogsett joined leadership of the Indy Chamber, as well as community stakeholders and workforce development partners to announce a new roadmap for economic development that seeks to address systemic challenges and set our city on a path toward inclusive growth for all Indianapolis residents. The strategy repositions existing economic development incentive programs to advance job opportunities for Marion County residents and remove barriers to employment – such as transit, training, and childcare – that prevent individuals from attaining and retaining good paying jobs.

To encourage inclusive economic growth and broaden job access in Indy, the City's economic development strategy is focused on:

- Eliminating persistent racial disparities in access to jobs
- Leveraging economic incentives to achieve broader community benefits
- Improving access to quality of education
- Supporting workforce training programs
- Assisting under-invested neighborhoods
- Improving access to support services

OPPORTUNITY JOBS

In December 2018, Brookings Institution in partnership with the Central Indiana Corporation Partnership and Ascend Indiana, released a seminal report - Advancing Opportunity in Central Indiana. The research highlights that not all jobs are created equal; some jobs and industries provide much greater opportunity for advancement, even to those without a four-year college degree.

The report identifies jobs relevant to improving earnings for people without a four-year college degree in Central Indiana who are working or looking for a job and still struggling to make ends meet. Good jobs, as identified by the report, pay at \$37,440 / year or \$18 / hr with employer sponsored health care.

WORKFORCE SUPPORT PROGRAMMING

The City wants to leverage its investment in companies to create a mutually-beneficial connection between businesses, the community, and the workforce. This policy fine-tunes the evaluation of economic development projects, making it easier for small and medium sized businesses to access abatements, prioritizing Opportunity Industries, the number and growth of jobs paying \$18 or more an hour with healthcare benefits, the hiring of Marion County employees, and the development of minority and women owned businesses. For a company to receive an investment from the City, it is required to invest 5% of its estimated tax savings into workforce support programming to address primary barriers to employment.



CITY OF INDIANAPOLIS

WORKFORCE SUPPORT PROGRAMMING

RELEVANT RESOURCES

PROGRAM PARTNERS

Ascend
Develop Indy
Early Learning Indiana
EmployIndy
IndyGo
Indy Achieves

ECONOMIC DEVELOPMENT STRATEGY

Inclusive Growth
Inclusive Incentives
Advancing Opportunity

KEY LEADERSHIP

ANGELA SMITH-JONES

Deputy Mayor
Office of Mayor Joseph H. Hogsett

EMILY MACK

Director
Dept. of Metropolitan Development

IAN NICOLINI

Vice President
Indy Chamber / Develop Indy

ANGELA CARR-KLITZSCH

President
EmployIndy

CITY CONTACT

Ryan Hunt
Dept. of Metropolitan Development
Phone: 317-327-5402
Email: Ryan.Hunt@indy.gov

INVESTMENT OPTIONS

TRANSIT

Bus stop improvements

Lack of reliable transportation can prevent potential employees from securing employment. Improved ridership experience increases the number of residents using public transportation, allowing IndyGo to make investments that improve reliability and frequency of service. By investing in bus stop improvements, companies improve the quality of ridership experience and increase the number of public transit users.

Sidewalk infrastructure and multi-modal paths

Complete street upgrades involve adding both walking and biking infrastructure to an existing road. Increasing the blocks of sidewalks, bike lanes, and multi-use paths in our community improves safety by reducing the number of traffic fatalities or serious injuries and improves health outcomes by promoting physical activity. By making investments in sidewalk infrastructure beyond what is required by code, companies improve the connectivity of our transportation network.

TRAINING

Indy Achieves Completion Grant

In today's knowledge economy, access to talent is increasingly a competitive advantage to companies. Indy Achieves, an initiative of Mayor Joe Hogsett to make post-secondary education a reality for all Marion County residents, offers completion grants for students with existing credits who have a financial barrier preventing them from re-enrolling and completing school at Ivy Tech or IUPUI. By investing in completion grants, companies ensure an additional resident has the requisite credential or degree to be competitive in today's economy.

Youth Apprenticeship

Youth Apprenticeship is a partnership between Ascend and EmployIndy that delivers the skilled workforce employers need to drive their business forward. The goal is to create employer-led, post-secondary pathways starting in high school that combine paid employment, on-the job training, and related high school and post-secondary classroom-based instruction. Apprenticeships are typically three-year experiences starting during the junior year of high school that provide on average a 5-10% return on investment to employers.

CHILD CARE

Employer-supported child care benefits

High-quality early care and education during the first five years of a child's life can have a profound impact on a child's health, social and emotional intelligence, and employment outcomes. The lack of high-quality early childcare also limits a parent's ability to work or seek further education, and limits a community's access to workforce and future talent pipelines.

Companies can work with Early Learning Indiana to identify the childcare needs of their current and potential workforce and surrounding community and then implement those findings. Investments in early childcare and education have shown to yield positive returns for companies by strengthening recruitment and retention of employees, increasing productivity, growing workforce diversity, improving employee satisfaction, and enhancing corporate reputation.