



INCLUSIVE INCENTIVES

TWO SIDED ECONOMY

Kiplinger
TOP 10
Cities to Start
a Business

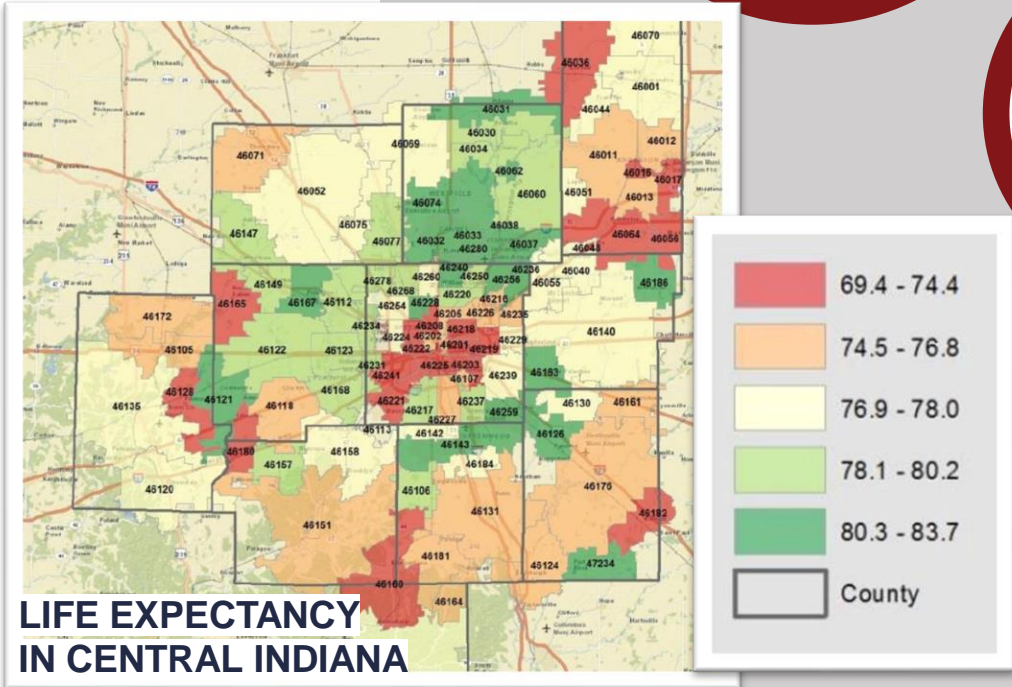
LIVABILITY
#3
Best Downtown



83%
of jobs created in the
last decade below self-
sustaining wages
statewide

64%
workforce
participation rate

BROOKINGS
29th
In five year job
creation



80%
increase of
people in poverty
over the last
decade

Forbes
TOP 10
Cities for Young
Professionals, High
Tech Job Growth

20%
of manufacturing
base gone in last
decade

ECONOMIC DEVELOPMENT PRIORITIES

To encourage inclusive economic growth and broaden job access in Indy



address persistent
racial disparities
in access to opportunity



leverage incentives to
achieve broader
community benefits



improve access to and
quality of **education**



Support **workforce**
training programs



assist **distressed**
geographies



improve access to
support services

LEARN MORE:

indy.gov/activity/inclusive-economic-growth

THE *NEW* INCENTIVES STRATEGY

Existing incentive programs have been re-positioned to **advance job opportunity** for Indianapolis residents and **remove barriers** to employment – such as childcare, transit, and skills training – that prevent individuals from attaining and retaining good paying jobs.

This plan **adjusts the scoring** of economic development projects with several considerations toward a more vibrant, prosperous Indy. This includes local hiring, location, MWVBE status, and more.

It also **sets baseline requirements** for jobs to be incentivized. *Nearly 90% of economic development projects considered for incentives in 2019 would have qualified under this new policy.*

Program Changes:

BASELINE REQUIREMENTS



\$18/hour Wage Floor

Indianapolis incentivizes jobs with a family-sustaining wage of \$18/hour. Jobs paying below \$18/hour will not count in the evaluation of an incentive application, unless these jobs are dedicated for workers from an underserved population, such as returning citizens.



Provide Healthcare Benefits

Providing healthcare benefits to full-time employees helps keep them off the benefits cliff. Access to healthcare and insurance means wages can be spent on other necessities.



Positive Fiscal Impact/ROI

Projects must demonstrate a favorable fiscal cost-benefit analysis to ensure that incentive awards ultimately have a positive return to the City.

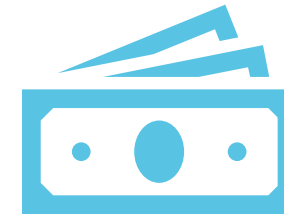


Workforce Support Programming

Investing in programming that removes barriers to employment – such as childcare, transit, and skills training – has shown to have a positive return on investment for businesses.

Program Changes:

TAX ABATEMENT PROGRAM



Dedicated Workforce Support Funds

All abatement recipients will be required to invest the equivalent of 5% of their total award value into programming that improves access to training, transit, or childcare.

CONTACT

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