

ENSURING QUALITY JOBS

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Outline

- What is a quality job?
- How have historical policies and practices shaped job quality?
- How can workforce organizations and community partners work to improve job quality?
- Final thoughts

WHAT IS A QUALITY JOB?

What is a quality job to you?

- Go to www.menti.com
 - Use code 3610 2476
1. Enter three words or phrases that capture job quality for you.
 2. How do you value different elements of job quality?

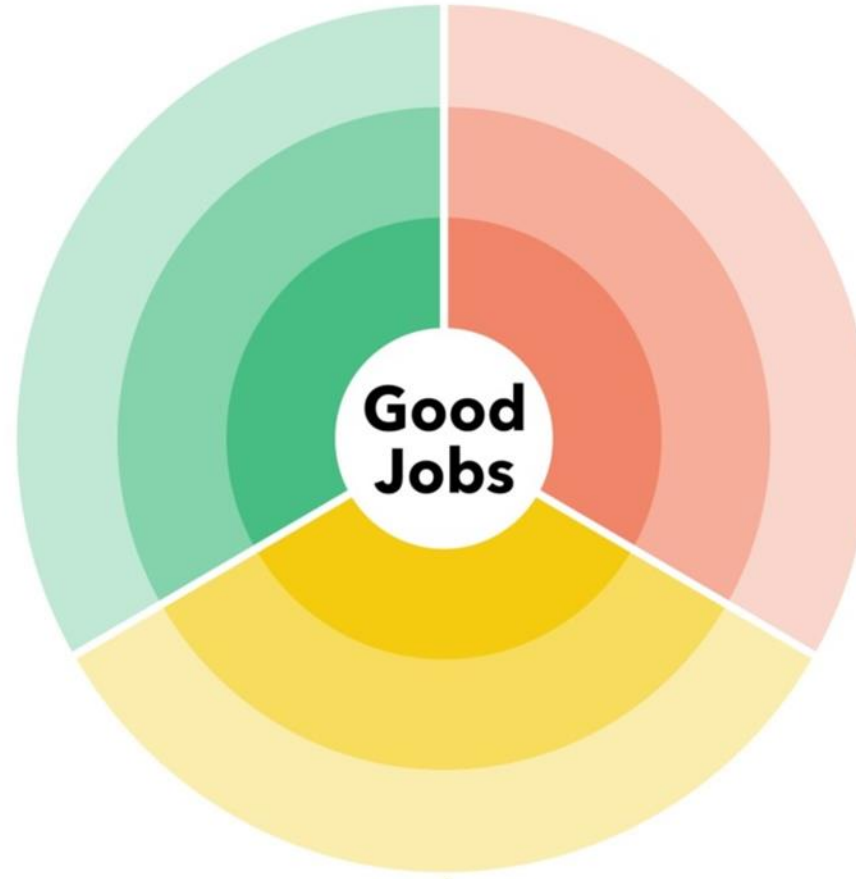
Good Jobs: A Working Definition

Economic Stability

- Stable, family-sustaining pay
- Sufficient, accessible, and broadly available benefits
- Fair, reliable scheduling practices
- Safe, healthy, and accessible working conditions

Economic Mobility

- Clear and equitable hiring and advancement pathways
- Accessible, paid training and development opportunities
- Wealth-building opportunities



Equity, Respect & Voice

- Organizational and management culture, policies, and practices that:
 - are transparent and enable accountability
 - support a sense of belonging and purpose
 - advance DEIA*
 - and address discrimination.
- Ability to improve the workplace, such as through collective action or participatory management practices

*DEIA: diversity, equity, inclusion, and accessibility

10 Dimensions of Job Quality





Good Jobs Framework

Drivers (Levers of Change /Influence)

- Policy change / enforcement
- Employer practices
- Industry efforts
- Worker-led initiatives



Compensation

- Pays a living wage
- Provides access to quality healthcare and opt-out retirement benefits to all employees within 30 days
- Provides a minimum of 6 weeks paid leave (including family leave and vacation)



Agency & Culture

- Ensures an inclusive work environment, including implementing meaningful DEI practices and promoting trust, psychological safety, and belonging
- Worker input on organizational decision-making and individual work, and freedom to organize collectively without interference or retaliation



Structure

- Equitable application of all policies and practices
- Follows all laws regarding workplace health and safety, including anti-discrimination and anti-harassment
- Adheres to proper classification of workers and contractors
- Access to fair, consistent, and transparent scheduling



Advancement

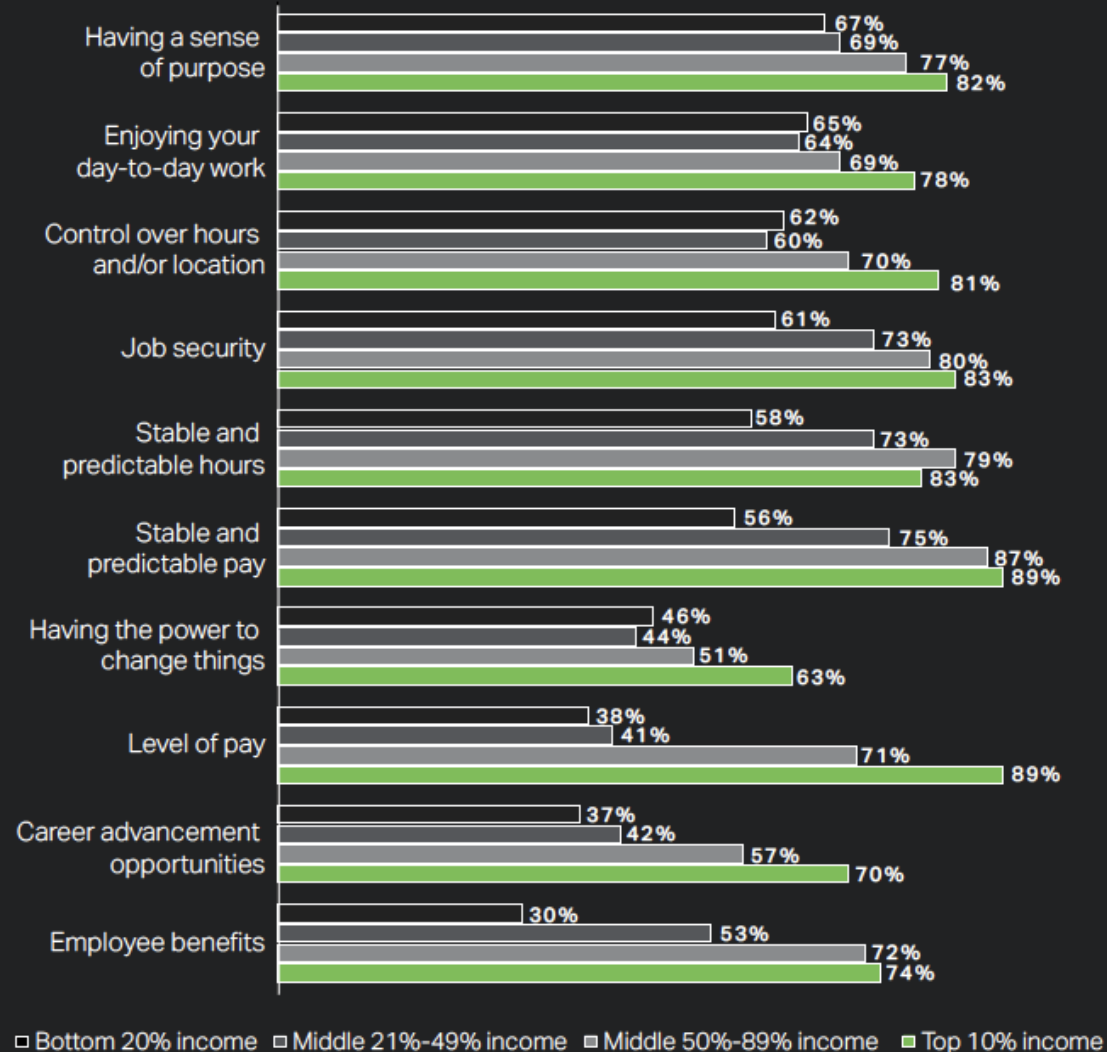
- Defined career ladders and pathways, including the required skills/competencies for advancement and associated salary/title bands
- Access to professional development and training opportunities that lead to credentials or certifications that hold labor market value

WHAT HAS SHAPED JOB QUALITY?

Who has good jobs?

CHART 3

Percentage of workers who are satisfied with various dimensions of job quality, by income level



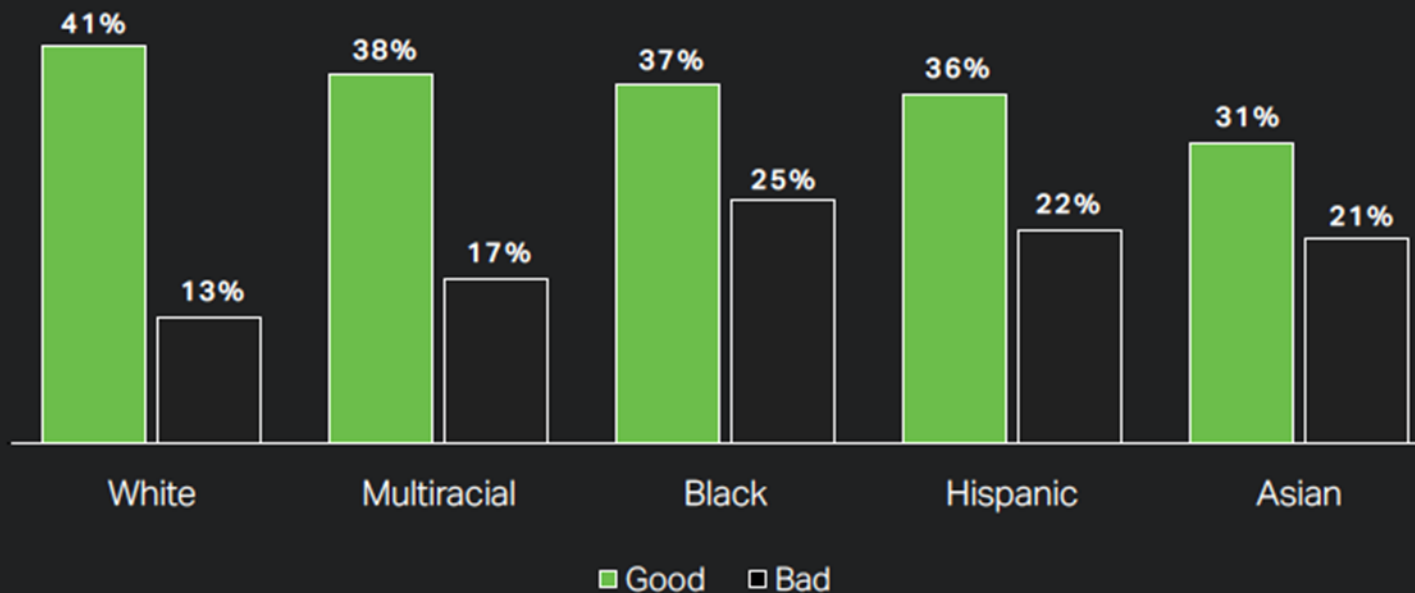
Only 40% of employed Americans are in good jobs.

Source: Gallup Great Jobs Survey, 2019

Workers of Color are less likely to have good jobs

CHART 5

Percentage of workers in good and bad jobs, by race/ethnicity



Source: Gallup Great Jobs Survey, 2019

We didn't get here by accident

- Social Security Act of 1935
 - Established old-age benefits and unemployment insurance
 - Allowed for local administration of benefits (rather than national)
 - Excluded farmworkers and domestic servants
- Fair Labor Standards Act of 1938
 - Established minimum wage, standard workweek, outlawed child labor
 - Excluded seasonal employees, farm workers, domestic workers
- 90% of Black women were excluded from labor protections.

Key moments in workforce development history

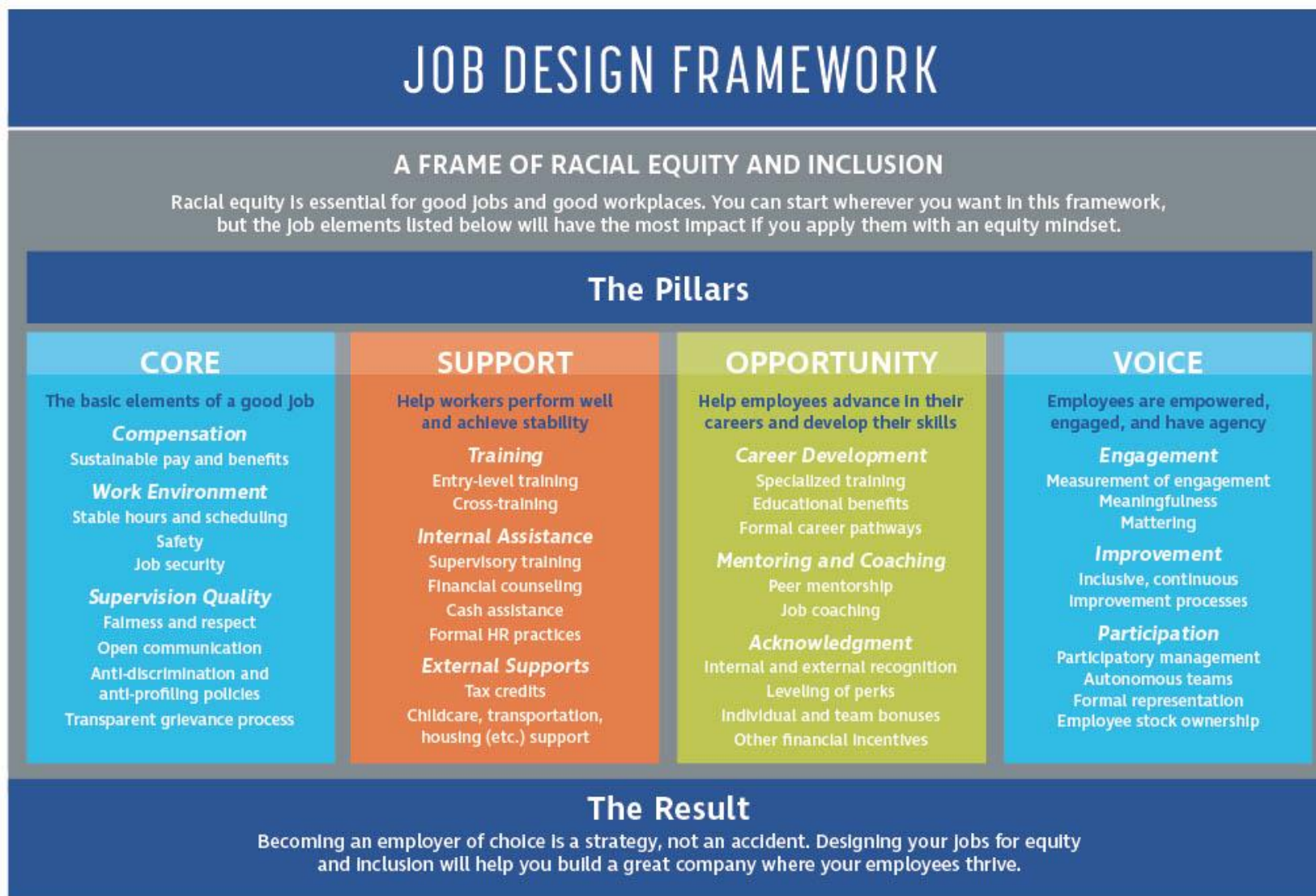
- 1933 Wagner-Peyser Act uses meritocracy to give cover to racism
- 1962 Manpower Act uses UI to identify workers for retraining; many workers of color don't qualify for UI
- 1964 Economic Opportunity Act specifically addresses equity and structural racism
- 1982 JTPA erases racial equity language
- 1998 WIA focuses on individual choice
- 2014 WIOA focuses on serving low-income individuals

HOW CAN WE IMPROVE JOB QUALITY?

Partner to change employer practices

- National Fund's Activate Employers Framework
 - CareerSTAT
 - Employer recognition
 - Job Design Framework
 - Invest in industry partnerships with quality jobs
- Help small businesses create quality jobs
 - Pacific Community Ventures' Good Jobs Innovation Lab
 - Targeted small business lending and TA
- Launch a Good Jobs Challenge

National Fund for Workforce Solutions Job Design Framework



*This framework was originally developed by Steven Dawson, a senior advisor to the National Fund for Workforce Solutions. An earlier version appears in [Now or Never: Heeding the Call of Labor Market Demand](#) by the Pinkerton Foundation.

How does job quality benefit employers?

- Reduces turnover
- Increases commitment to the organization
- Improves individual worker performance
- Increases employee engagement
- Decreases burnout

Source: National Fund for Workforce Solutions, [Job Quality Outcome Maps](#)

Invest in worker voice and power



Build in accountability

- Community Benefits Agreements
 - Local hiring requirements
 - Living wage requirements—for construction jobs and tenants
 - Investments in training
 - Right to organize commitments



Change the narrative

- Focus on inclusive prosperity
- What does it cost to live here?
- How many jobs pay a living wage in our region?
- What does that mean about our ability to create a thriving region?

Hamilton County, Ohio

2 adults (1 working), 2 children

Expense	Annual Cost
Food	\$8,975
Child Care	\$0 *
Medical	\$5,723
Housing	\$9,672 **
Transportation	\$10,868
Other/School fees/misc.	\$6,563
Taxes	\$6,765
Required Annual Income Before Taxes	\$48,567
72% of jobs in the region pay less than \$50K per year	

* If child care is needed, it can cost over \$10,000/year for 2 children

** Median rent costs have increased 46% since 2000 but wages have only increased 19% in same time frame

Source: MIT Living Wage Calculator; Janice Urbanik

When You and Others Invest With Purpose In People



Thriving communities, families and businesses – *inclusive prosperity*

- economic stability
- strong neighborhoods
- great educational systems
- access to healthy food
- healthy families

Cautions and Encouragements

DO

- Engage, listen to, and center workers and learners
- Question your assumptions
- Use a race explicit analysis
- Find common ground

WATCH OUT FOR

- Speaking *for* workers
- Power dynamics
- Race neutral approaches
- Investing in job placement without considering quality

THANK YOU!

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