

Job Quality

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WE. UPJOHN
INSTITUTE
FOR EMPLOYMENT RESEARCH

Introductions

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Background: Job Quality

- Good jobs are the foundation of an equitable economy that lifts workers and families and makes businesses more competitive.
- As many employers recognize, providing good jobs creates a clear competitive advantage when it comes to employee recruitment, retention, and execution of a company's mission.
- Job quality expectations are directly related to WIOA; the purpose of WIOA is to help people attain economic self-sufficiency, while giving employers opportunities to train, hire, and retain workers.

Background: Job Quality Principles

- Equitable Recruitment and Hiring
- **Benefits**
- Diversity, Equity, Inclusion, and Accessibility (DEIA) as a Key Employer Priority
- Empowerment and Representation
- Job Security and Working Conditions
- Organizational Culture
- **Pay**
- Skills and Career Advancement

Background: Job Quality Academy

- The U.S. Department of Labor's **Job Quality Academy**, designed and operated in partnership with Jobs For the Future (JFF) and other national partners, presents a unique opportunity to help the workforce system focus on enhancing good jobs and opportunities for workers.
- The Academy seeks to provide teams with the knowledge and expertise to build the principles of a good job into their policies and programs.

**QUALITY CHILDCARE JOBS
AREN'T POSSIBLE IN THIS
EXISTING ENVIRONMENT.**

**WHAT WE KNOW IS THAT
WHEN EARLY CHILDHOOD
WORKS, WE ALL WORK.**

Partners

- Employer Resource Network®
- Michigan Works! Southwest
- Pulse
- Battle Creek Unlimited
- Southwest Michigan First
- Edison Early Childhood Education Career Pathway

Using a collective inter-disciplinary approach and extensive social and professional capital to bring awareness to the challenges and vulnerabilities within the childcare industry by engaging multiple stakeholders.

Proven facilitators of collective change.

A strong track record of creating systemic change.

Leveraging Existing Resources

- Regional Planning Grant
- Pulse Roadmap
- CEO Summits

Goal

- Develop a diverse, action-oriented coalition that helps build the supportive ecosystem necessary to promote and advance quality jobs in the childcare sector.
- Coalition members will take part in collective action necessary to change the ecosystem. Invitees include employers, funders, economic developers, workforce development, local elected officials, childcare leaders, business owners and professionals.

pulse)))

What's New in the Employment Market, May 2014

ADDRESSING

THE CHILD CARE

CRISIS EVENT RECAP

Next Steps

- Review existing information and research. Identify additional resources.
- Gather employer/employee data on job quality in childcare positions.
- Build a cross sector regional coalition of key stakeholder. This coalition will guild career pathway development/advancement, develop technical assistance/tool kit, and co-creation of a comprehensive, strategic action plan that includes:
 - Collective advocacy for public funding
 - Expanding a robust childcare pathway program

Longer Term:

- Increase the number of employers investing in their employees' childcare needs.
- Increase public investment in childcare
- Improve job quality for childcare workers (pay/benefits, empowerment, DEIA)

Southwest Michigan's Early Learning & Care Coalition *a regional plan of action*

Addressing Root Causes | Taking Action | Creating Systemic Change | Advocating

Development Sector Recommendations

- Creating the Necessary Ecosystem for Coordination & Alignment
- Action Learning and Training
- Supporting Employers
- Embedding Early Learning & Care into the Fabric of Organizations/Agencies
- Discipline Specific Strategies
- Advocate

EC Workforce Development Recommendations

- Address compensation inequities
- Integration of elements from national programs
- Leverage and/or braid funding
- Learn from our region, ID scalable ideas & support them
- Using technology to create a No-Wrong Door Approach
- Shared measurements across programs

Questions
