Designing for Good Jobs

August 4, 2022
Job Quality Spectrum

Vulnerable Jobs

Wages
Benefits
Scheduling
Physical Risk
Workplace Protections

Good Jobs
**JOB DESIGN FRAMEWORK**

**RACIAL EQUITY AND INCLUSION**

**The Pillars**

**CORE**
- The Basics
- Compensation
- Work Environment
- Supervision Quality

**SUPPORT**
- Help workers perform well and achieve stability
- Training
- Internal Assistance
- External Supports

**OPPORTUNITY**
- Help employees advance and develop their skills
- Career Development
- Mentoring and Coaching
- Acknowledgement

**VOICE**
- Employees are engaged and have agency
- Engagement
- Improvement
- Participation

**The Result**
Become an employer of choice

Adapted from: National Fund for Workforce Solutions
Meeting Employee Needs

WORK MEETS HIGHER NEEDS

MEANINGFULNESS
Work itself and significance to customer

PERSONAL GROWTH
Learning, creativity, problem solving

BELONGING
Team, pride for working at the company, mutual respect

ACHIEVEMENT
Have autonomy, tools, time and resources to do great work

RECOGNITION
High expectations, feedback from others and job

WORK PROVIDES BASIC NEEDS

PAY & BENEFITS
Fair for the work and compared to others, meets needs

SCHEDULES
Stable and predictable schedules, adequate hours

CAREER PATH
Clear and fair advancement to higher pay

SECURITY & SAFETY
Keep job if performing well, safe conditions

Source: Good Jobs Institute
Know your Workforce  Know your Operations
Know your workforce

• Disaggregate data by race, sex, immigration status, and other identities is essential!

• Understand who is susceptible to vulnerable work

• Ask current workers what is important/missing
Progression of Worker Involvement

Be clear with workers about what your intention is.

Worker Feedback
Are you trying to understand workers' experiences?

Worker Participation
Are you simply trying to get workers more involved?

Worker Leadership
Are workers participating in shared, equal decision-making power?

Source: Child Trends
Know Your Operations

- Operate with slack
- Focus & simplify
- Invest in people
- Cross-train
- Standardize & empower

Source: Good Jobs Institute
Redesigned Jobs, Resilient Workers

Working with local employers to redesign frontline roles into higher quality positions.

Initiative active until June 2023

Disparity being addressed: Black workers are underrepresented in good jobs.

Local Partners: Various employers

[Learn More]
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