

WELCOME & DISCUSSION OF JOB QUALITY FRAMEWORKS

DATE: JULY 13, 2023 | TIME: 3-4:30PM

OVERVIEW

Our member cohort consists of 8 workforce organizations. The first Learning Lab was an opportunity for both workforce organization leadership and Worker-Researchers to formally meet one another. The project team (JFF + PathGroup) provided a summary of the project, objectives, timelines, as well as an overview of JFF's Job Quality Framework to highlight an outcome from a past participatory research project.

The group had early discussion on job quality and organizational practices that related to the Agency & Culture and Advancement categories of the JFF Job Quality Framework.

OBJECTIVES:

- REVIEW JOB QUALITY FRAMEWORKS TO ANCHOR OUR SHARED WORK
- DISCUSS EXISTING ORGANIZATIONAL PRACTICES RELATED TO AGENCY & CULTURE AND ADVANCEMENT

KEY POINTS

WORKER-RESEARCHERS AND LEADERSHIP DIVIDED INTO GROUPS TO DISCUSS THE FOLLOWING QUESTION:

➤ CULTURE AND AGENCY

- WHAT DOES FEEDBACK LOOK LIKE BETWEEN STAFF AND LEADERSHIP?
- HOW DOES YOUR ORGANIZATION CREATE A SUPPORTIVE WORK ENVIRONMENT THAT FOSTERS A SENSE OF BELONGING, VALUE, AND RESPECT FOR ALL WORKERS?

NOTEWORTHY/COMMENDABLE PRACTICES FROM THE GROUP INCLUDE:

- FEEDBACK BETWEEN STAFF AND LEADERSHIP THROUGH A VARIETY OF WAYS, INCLUDING SURVEYS, PERFORMANCE REVIEWS, SELF-REFLECTION FORMS
- NEED-BASED BENEFITS, LIKE SUPPORT FOR CAR REPAIRS, BUS PASSES, RENT ASSISTANCE, TUTORING, COUNSELING
- WELLNESS REIMBURSEMENTS
FLEXIBLE SCHEDULES



CHALLENGES AND GROWTH OPPORTUNITIES

- MORE OPPORTUNITIES FOR ANONYMOUS FEEDBACK

WORKER-RESEARCHERS AND LEADERSHIP DIVIDED INTO GROUPS TO DISCUSS THE FOLLOWING QUESTION:

➤ ADVANCEMENT

- DOES STAFF HAVE ACCESS TO UPSKILLING OR TRAINING OPPORTUNITIES? WHAT DO THESE LOOK LIKE? WHO IS ELIGIBLE?
- HOW DOES YOUR ORGANIZATION APPROACH INTERNAL PROMOTION VS EXTERNAL HIRES?
- ANY CHALLENGES YOU'RE FACING IN THIS AREA?

NOTEWORTHY/COMMENDABLE PRACTICES FROM THE GROUP INCLUDE:

- TRAINING STIPENDS
- STRONG EMPHASIS ON INTERNAL PROMOTIONS

THE PROJECT TEAM SHARED EARLY FINDINGS FROM THE JOB QUALITY SELF-ASSESSMENT, THAT WORKFORCE ORGANIZATION LEADERSHIP HAVE BEEN COMPLETING. THIS IS SETTING THE FOUNDATION FOR THE ORGANIZATIONS TO GAUGE WHERE THEY ARE IN THEIR JOB QUALITY JOURNEY.

➤ TOPICS INCLUDED:

- RETIREMENT PLANS
- PAID LEAVE & VACATION
- HEALTHCARE
- DEI COMMITMENT
- FEEDBACK & DECISION MAKING
- STAFF HOURS & SCHEDULING
TURNOVER
- INTERNAL PROMOTION RATE
PROFESSIONAL DEVELOPMENT

IN PARTNERSHIP WITH

