

Job Quality & WIOA

Three strategies to steer investment toward the high road.



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Job Quality Matters

Jobseekers



More stable work. Greater predictability. Higher income. Longer tenure.

Employers



Reward employers committed to job quality. Address applicant gap. Improve retention.

All of Us



Protect public investment. Promote life and work balance. Build vibrant communities.

Intentional Investing:

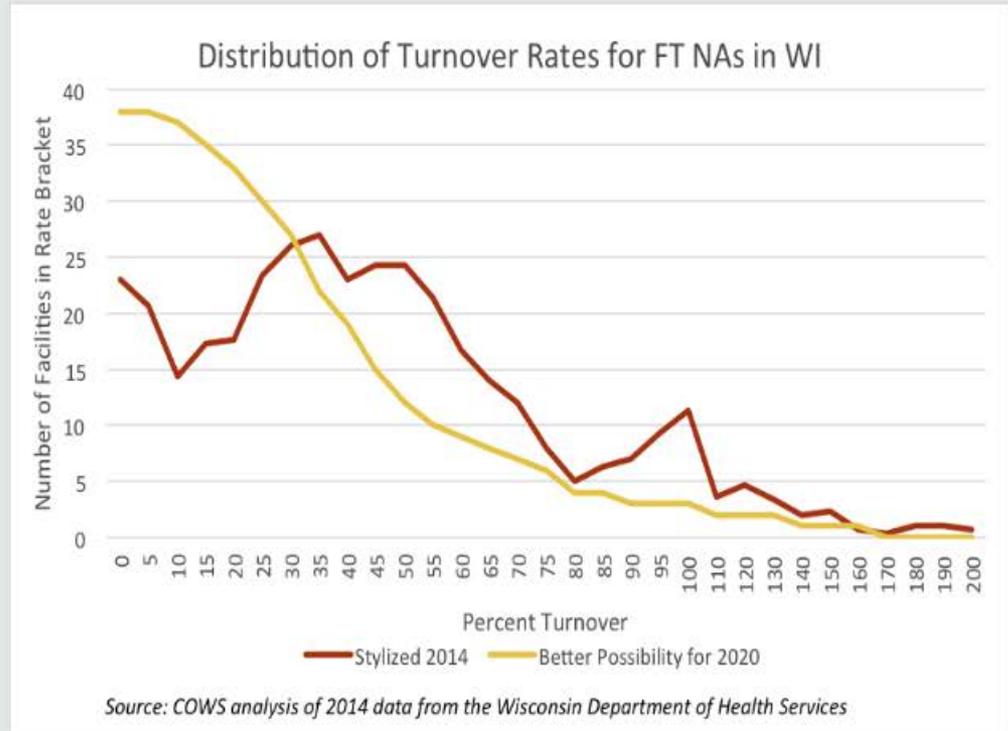
Sector partnerships create the opportunity to identify regional, industry specific indicators (scrap rates, on-time delivery). Shifting investment to those firms and sharing best practices, can nudge job quality toward the high road.

Close the Revolving Door

Applying the rule in Wisconsin.



Majority would be eligible but not all.



Starting in July all states will have access to similar data through the Centers for Medicare & Medicaid Services as part of the Affordable Care Act.

Wage Theft Disqualifier

Big Impact in low-wage industries:
Back wages recovered by Dept of Labor, FY 2014

Sector	Cases	Back Wages	Employees
Restaurants	5,118	\$34,451,990	44,133
Health Care	1,581	\$17,703,092	21,029
Agriculture	1430	\$4,502,976	12,031
Hotels and Motels	1,049	\$4,040,376	7,420
Guard Services	475	\$5,659,936	6,729
Temporary Help	368	\$3,915,498	6,009
Day Care	1,144	\$1,875,156	5,812
Janitorial Services	523	\$3,902,434	4,425
Garment Manufacturing	239	\$3,095,832	1,673
TOTAL	11,927	\$79,147,290	109,261

Source: US Department of Labor, Wage and Hour Division, Low-Wage Industry Statistics, FY 2014, available at <http://www.dol.gov/whd/statistics/statstables.htm> - [lowwage](#).

Scheduling and Sick Time

- * 30% of service workers
- * 28% of part-time workers

Receive 4+ weeks of scheduling notice.



Major retailers shifting away from unpredictable-"on call" scheduling.

Paid time off to recover from illness and injury or to help care for a loved one is increasingly recognized as critical to support families but its also a big driver of turn-over.



Invest in employers providing paid time off (1 hr per 40 hrs. worked).



Invest in employers providing scheduling notice, standard schedules, limits on send homes.

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