Job Quality & WIOA

Three strategies to steer investment toward the high road.

Policy Matters Ohio

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Job Quality Matters

Jobseekers

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

All of Us

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.

- 60%
- 321
- 153

Majority would be eligible but not all.

Distribution of Turnover Rates for FT NAs in WI

Source: COWS analysis of 2014 data from the Wisconsin Department of Health Services

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

<table>
<thead>
<tr>
<th>Sector</th>
<th>Cases</th>
<th>Back Wages</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restaurants</td>
<td>5,118</td>
<td>$34,451,990</td>
<td>44,133</td>
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<tr>
<td>Health Care</td>
<td>1,581</td>
<td>$17,703,092</td>
<td>21,029</td>
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<tr>
<td>Agriculture</td>
<td>1,430</td>
<td>$4,502,976</td>
<td>12,031</td>
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<tr>
<td>Hotels and Motels</td>
<td>1,049</td>
<td>$4,040,376</td>
<td>7,420</td>
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<tr>
<td>Guard Services</td>
<td>475</td>
<td>$5,659,936</td>
<td>6,729</td>
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<tr>
<td>Temporary Help</td>
<td>368</td>
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<td>6,009</td>
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<td>Day Care</td>
<td>1,144</td>
<td>$1,875,156</td>
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<td>Janitorial Services</td>
<td>523</td>
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<td>Garment Manufacturing</td>
<td>239</td>
<td>$3,095,832</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td>11,927</td>
<td><strong>$79,147,290</strong></td>
<td><strong>109,261</strong></td>
</tr>
</tbody>
</table>

Scheduling and Sick Time

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

Receive 4+ weeks of scheduling notice.

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 turnover.

- 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.

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