



2021 NCHV ANNUAL CONFERENCE

CHARTING THE COURSE:
TOGETHER, APART

JUNE 21-25, 2021



NATIONAL COALITION
for **HOMELESS VETERANS**

Promoting Employment and Job Quality

Panelists:

Amy Blair
Economic Opportunities Program, The Aspen
Institute

Chris Warland
National Initiatives on Poverty & Economic
Opportunity, Heartland Alliance



Job quality: what is it and how can you prioritize it in your work?

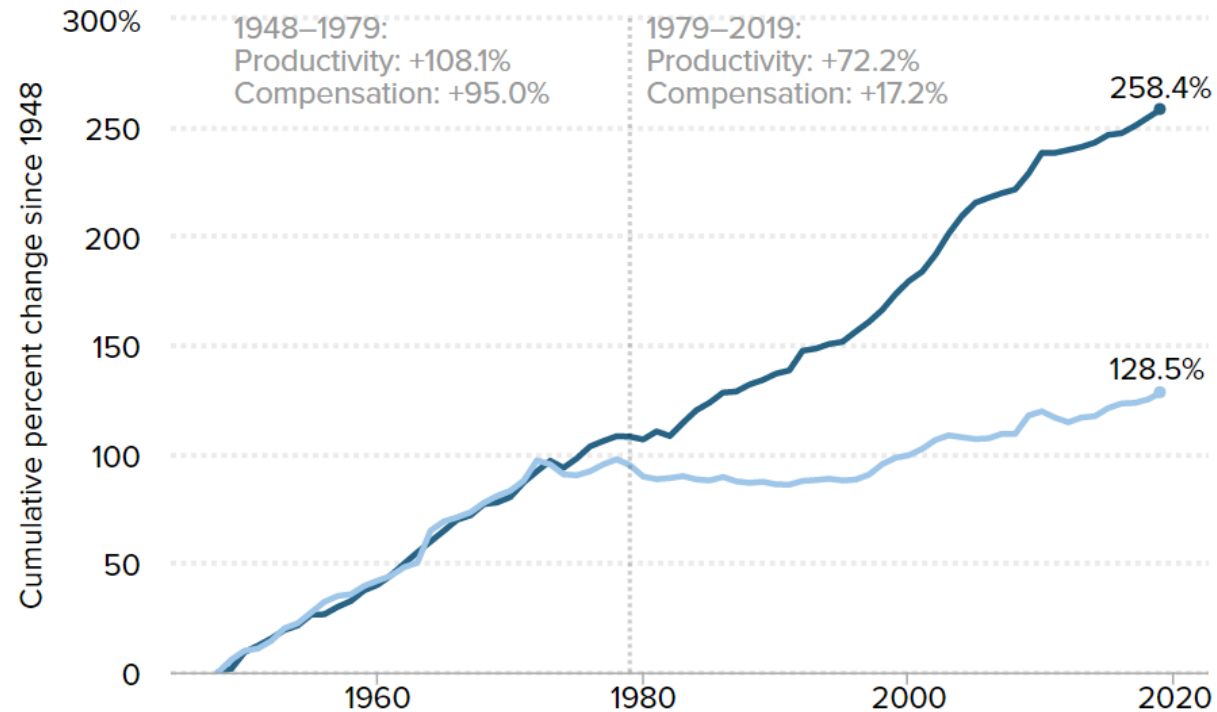
The Aspen Institute Economic Opportunities Program

June 2021

Labor productivity is rising, but wages are flat

The gap between productivity and a typical worker's compensation has increased dramatically since 1979

Productivity growth and hourly compensation growth, 1948–2019



Note: Data are for compensation (wages and benefits) of production/nonsupervisory workers in the private sector and net productivity of total economy. “Net productivity” is the growth of output of goods and services less depreciation per hour worked.

Source: EPI analysis of unpublished Total Economy Productivity data from Bureau of Labor Statistics (BLS) Labor Productivity and Costs program, wage data from the BLS Current Employment Statistics, BLS Employment Cost Trends, BLS Consumer Price Index, and Bureau of Economic Analysis National Income and Product Accounts; Updated from Figure A in *Raising America's Pat: Why It's Our Central Economic Policy* (Bivens et al. 2014)

Are current jobs in the US good-paying jobs?

Major occupational groups by total employment (2018) and median annual wage*

Pay above living wage, 103 million jobs (64%)

Office and administrative support occupations \$35,760 22,973,600 jobs	Education, training, and library occupations \$49,700 9,647,400 jobs	Business and financial operations occupations \$68,350 8,589,500 jobs	Computer and mathematical occupations \$86,340 4,674,400 jobs	Protective service occupations \$40,640 3,560,900 jobs
	Production occupations \$35,070 9,452,400 jobs	Construction and extraction occupations \$46,010 7,212,500 jobs	Arts, design, entertainment, sports, and media occupations \$49,290 2,899,800 jobs	Community and social service occupations \$44,960 2,730,100 jobs
Management occupations \$104,240 10,193,300 jobs	Healthcare practitioners and technical occupations \$66,440 9,107,800 jobs	Installation, maintenance, and repair occupations \$45,540 6,108,100 jobs	Architecture and engineering occupations \$80,170 2,699,100 jobs	Legal occupations \$89,810 1,246,000 jobs
				Life, physical, and social science occupations \$66,070 1,322,700 jobs

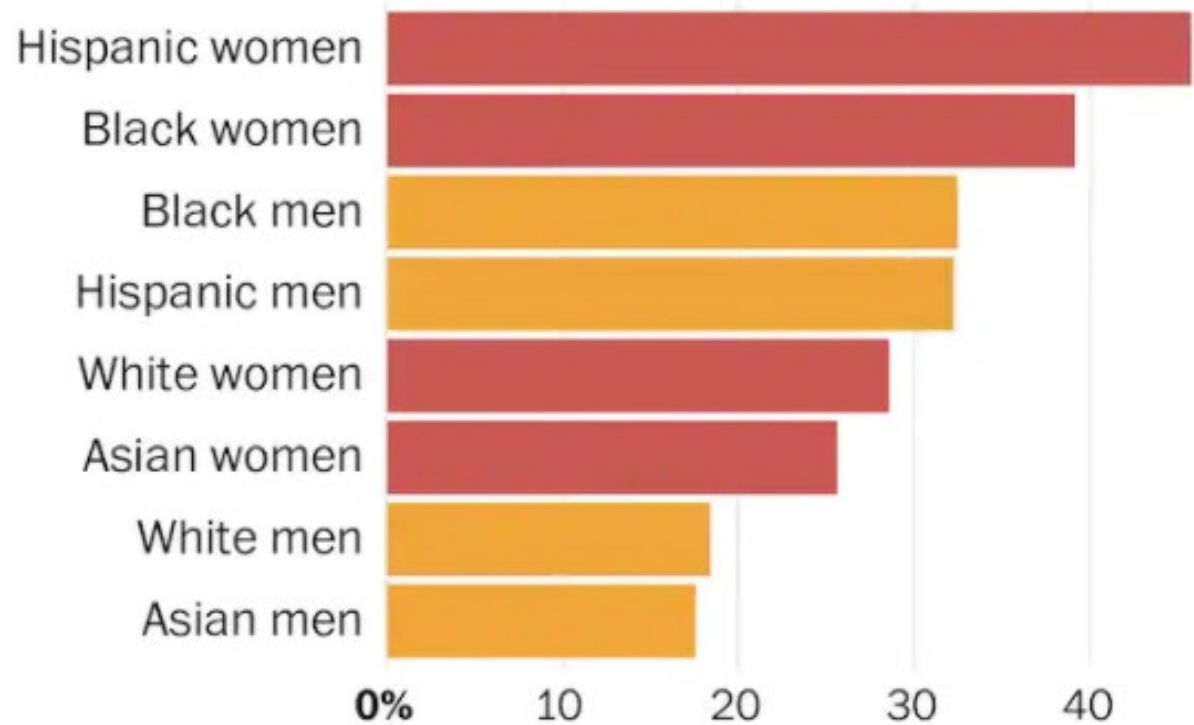
----- Living wage (2 working adults, 2 children) \$33,573 per adult -----

Pay below living wage, 59 million jobs (36%)

Sales and related occupations \$28,180 15,728,600 jobs	Food preparation and serving related occupations \$23,070 13,664,000 jobs	Transportation and material moving occupations \$32,730 10,841,000 jobs	Personal care and service occupations \$24,420 7,117,200 jobs	Healthcare support occupations \$29,740 4,315,600 jobs
			Building and grounds cleaning and maintenance occupations \$26,840 5,756,900 jobs	
			Farming, fishing, and forestry occupations \$25,380 1,096,900 jobs	

*Based on MIT's Living Wage Calculator for 1 working adult and 1 child, available at livingwage.mit.edu. Employment numbers are from the Bureau of Labor Statistics.

Share earning less than \$15 an hour in 2019



Note: Includes tips, commissions, and overtime.

Source: Bureau of Labor Statistics Current Population Survey, harmonized by the Economic Policy Institute
The Washington Post, <https://www.washingtonpost.com/business/2021/03/03/15-minimum-wage-black-hispanic-women/>

Raise the Floor and Build Ladders

Meaning, Purpose, Social Connection

Economic Stability



Career Advancement

SKILL BUILDING

JOB EXPERIENCE



WAGES

TRANSPORTATION

RESPECT

COMMUNICATION



BENEFITS



SUPERVISION



LAWFUL

SAFETY

SCHEDULE

JOB DESIGN

Job Quality

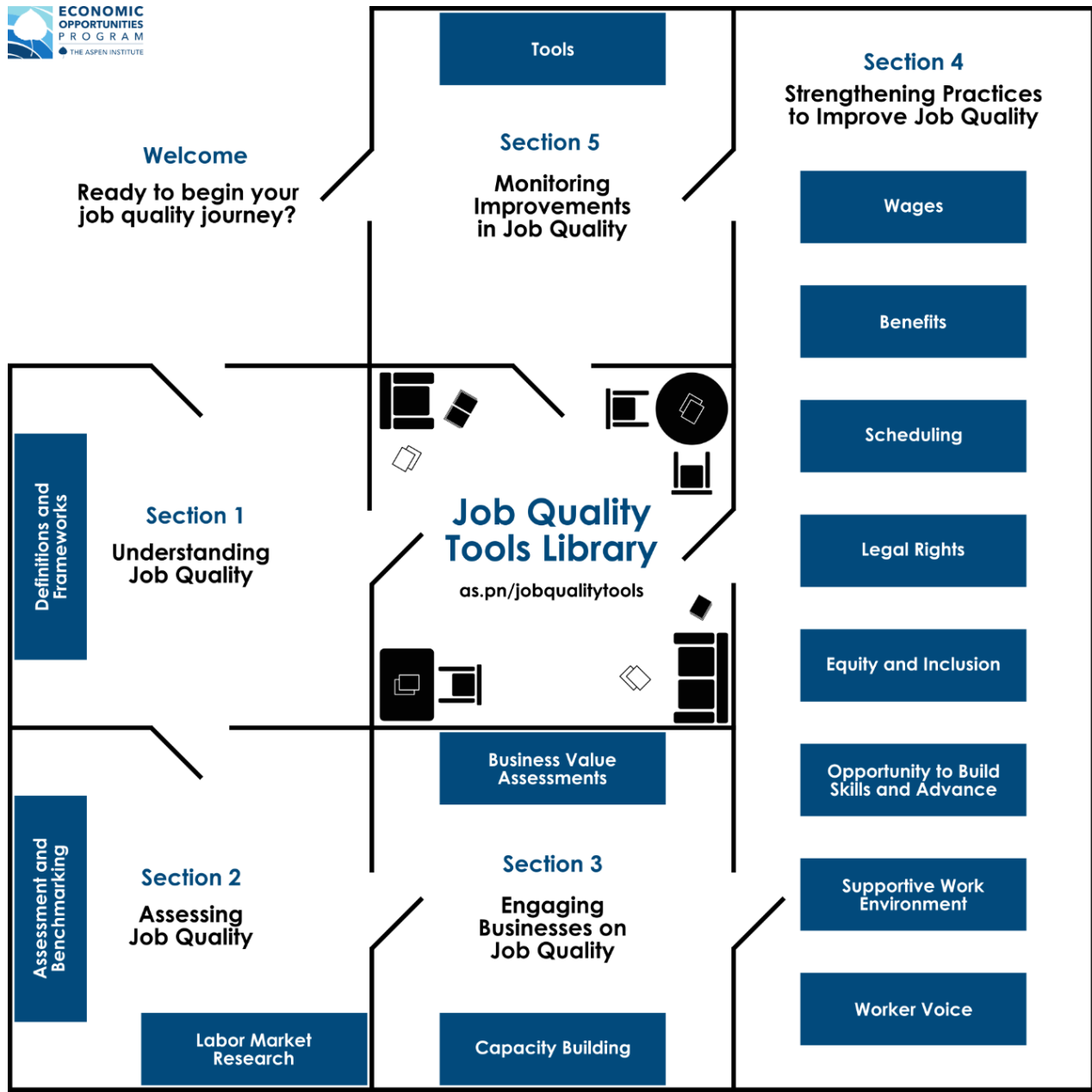
What do we mean by job quality?



Job Quality Tools Library



#jobquality
[as.pn/jobqualitytools](https://aspeninstitute.org/jobqualitytools)



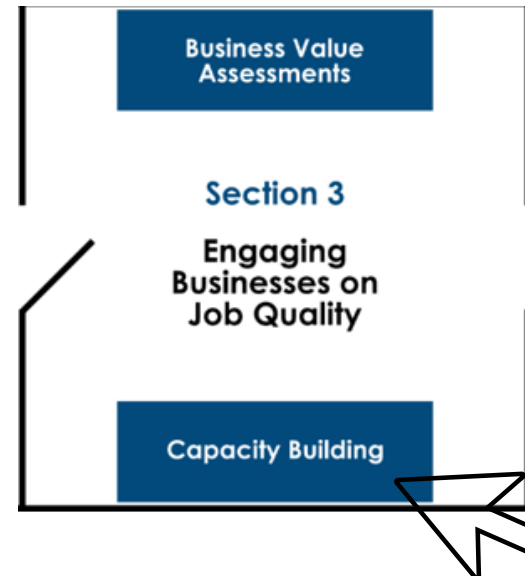
How can CBOs strengthen job quality?

From Towards Employment’s Employer Engagement Question Bank (2020):

Workplace Composition and Diversity

- I am interested in learning more about your company’s diversity goals. Can you please tell me about your workplace diversity priorities?
 - How many employees in [target occupation] are young adults?
 - How common is it for this occupation to be a young person’s first job?
 - Does your company have diversity goals? Race, gender, age?
 - How would you describe the ethnic and racial diversity of your workforce?
 - What types of successes and challenges have you had in meeting your diversity goals?
 - On a scale of 1-10, where 1 is low, how would you rate your success in meeting your diversity goals?
 - What is the general age range of your employees? Does this vary by the type of position?
 - What is the gender breakdown of your employees? Does this vary by the type of position?

From Section 3: Engaging Businesses on Job Quality → Capacity Building



Or to download this tool directly, visit:
https://www.towardsemployment.org/wp-content/uploads/QuestionBank_8.5.20.pdf

How can higher education organizations strengthen job quality?

From New America Report, *Chicago's Strategies for Apprenticeship Expansion* (2020):



3. College-connected work-based learning in Chicago

For many well-paid white-collar jobs, there are few training alternatives to college. But the costs and time commitments of traditional academic programs can make them impractical for many working learners. What's more, even some entry-level white-collar jobs require skills beyond what college students learn in class. So alongside other college access and completion initiatives, Chicago's business and higher education leaders have increasingly used college-connected apprenticeships to deliver more affordable and career-relevant higher education.

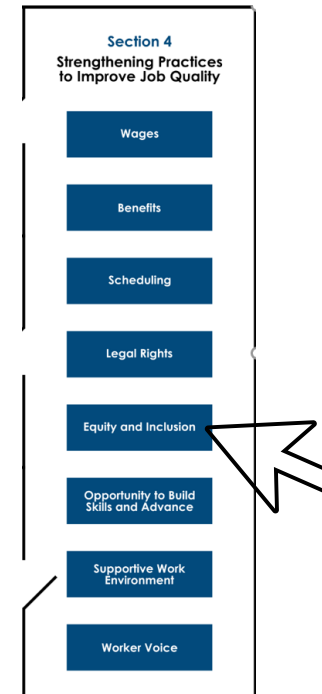
To download this tool directly, visit:
<https://www.newamerica.org/education-policy/reports/chicago-apprenticeship-expansion/>

How can government agencies strengthen job quality?

From Seattle Race and Social Justice Initiative Race Equity Toolkit:



From Section 4: Strengthening Practices to Improve Job Quality → Equity and Inclusion



Or to download this tool directly, visit:


<https://www.seattle.gov/civilrights/what-we-do/race-and-social-justice-initiative/racial-equity-toolkit>


How can intermediaries strengthen job quality?


Example from Central Iowa Works

Tool: Pacific Community Ventures *Good Jobs, Good Business* Toolkit




1,878
Job seekers served since we began


83%
Job seekers placed into jobs in the past year


90
Employers, nonprofits, government agencies, and community partners



To access this tool directly, visit:
<https://goodjobs.pacificcommunityventures.org/>

Q&A

Any questions/comments?



Thank you!

For additional information, please visit:

as.pn/eop



amy.blair@aspeninstitute.org

Join the EOP mailing list
(scan with your phone):





Employment Opportunity
For Veterans Experiencing Homelessness
NCHV Conference June 22, 2021



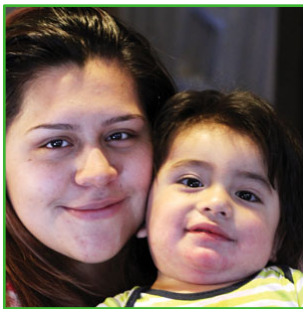
Chris Warland, Heartland Alliance

Heartland Alliance

Equity. Opportunity.
For ALL.

We believe society is better for everyone when all of us can participate, prosper, and reach our full potential.

Direct service efforts in 100 communities nationwide and 12 countries internationally, research & evaluation, policy & advocacy, and systems change.



NATIONAL INITIATIVES

HEARTLAND ALLIANCE

National Center on Employment & Homelessness (NCEH)

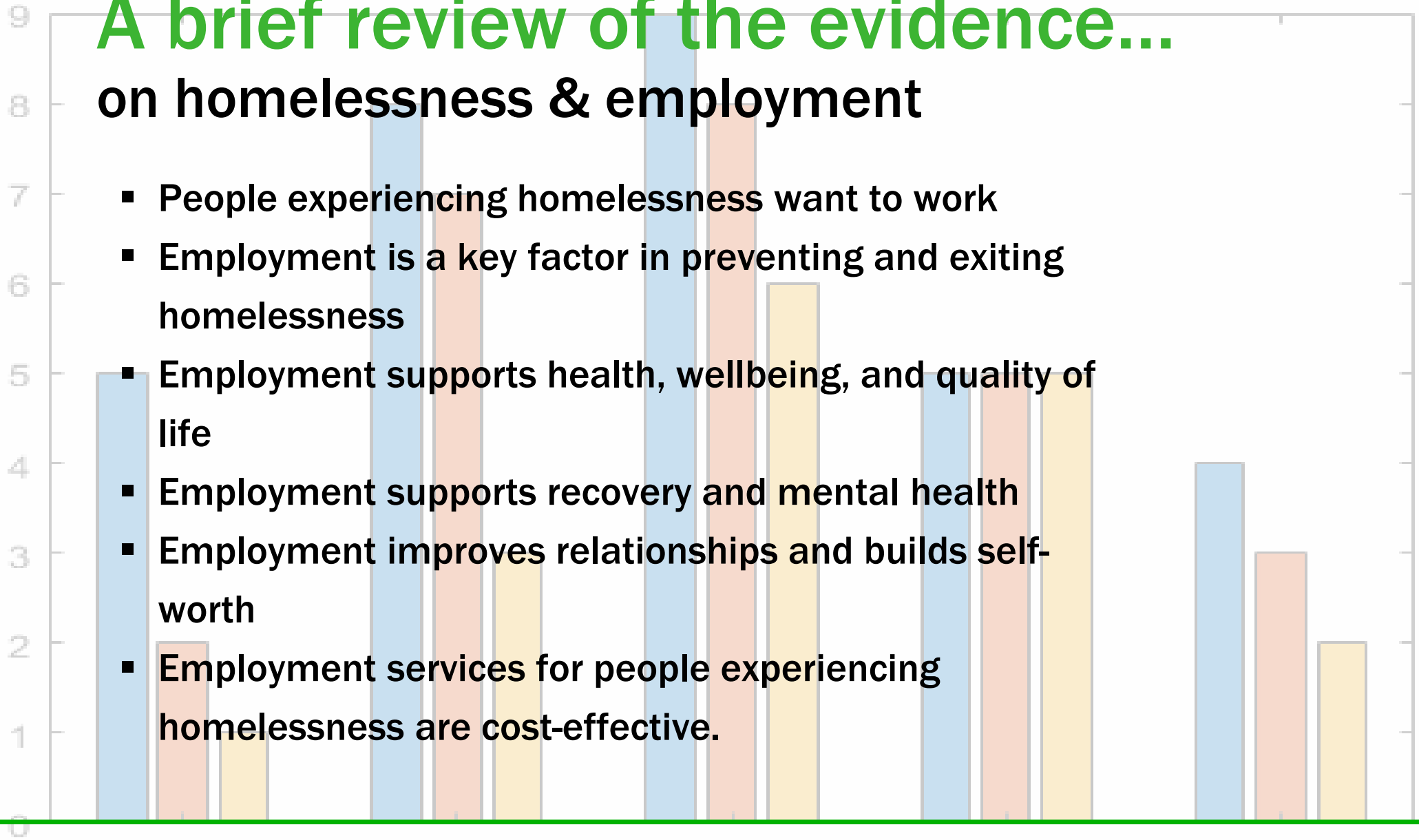
Ensuring that every person experiencing homelessness who wants to work achieves employment and the income needed for long-term housing stability.



A brief review of the evidence...

on homelessness & employment

- People experiencing homelessness want to work
- Employment is a key factor in preventing and exiting homelessness
- Employment supports health, wellbeing, and quality of life
- Employment supports recovery and mental health
- Employment improves relationships and builds self-worth
- Employment services for people experiencing homelessness are cost-effective.



An aerial view of a city skyline, likely Detroit, with a street in the foreground. The text is overlaid on the image.

The COVID-19 pandemic is revealing and exacerbating **inequities in housing and employment.**

It is even more critical now that we:

- Focus on racial equity**
- Respond to worker trauma**
- Prioritize job quality**

Evidence-based models

for connecting people experiencing homelessness to employment

- Transitional Jobs: combining time-limited wage-paid work with support services, skill building, and job development
- Individual Placement and Support: rapid job search for competitive employment coupled with multidisciplinary wrap-around supports



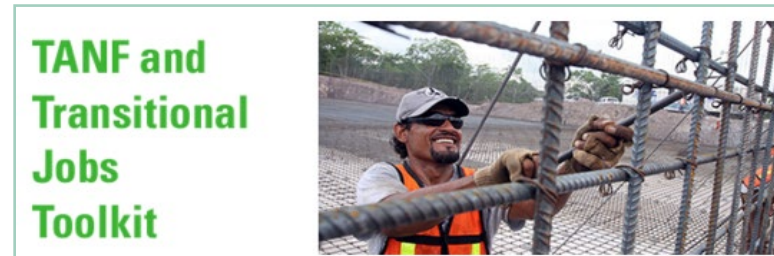
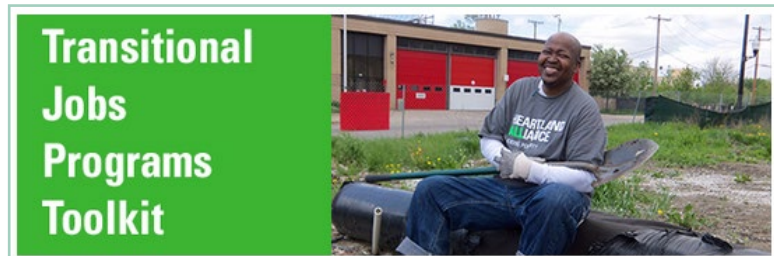
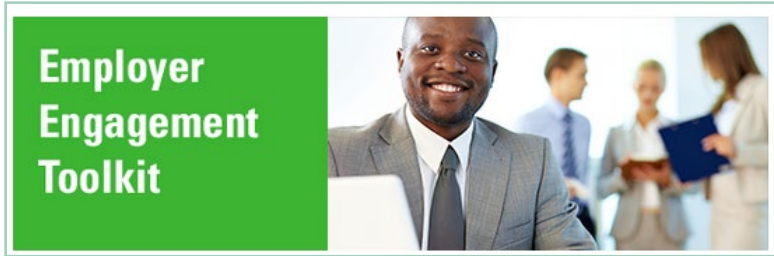
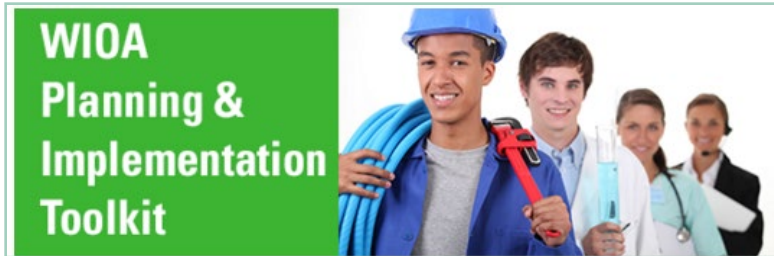
What can we apply from **evidence-based** models?

- **Rapid attachment to paid work**
- **Very low barriers to entry (zero exclusion)**
- **Support services concurrent with employment**
- **Individualized job development**
- **Virtually everyone can work with the right supports!**

Taking a “Housing First” Approach to Employment

- Focus on **consumer choice**
- Assume **employability**
- Assume **motivation**
- **Rapid attachment** to employment
- Focus on **removing barriers**, not “readiness”
- Preparation and support can happen **concurrently** with work
- “**Meet people where they are**” with regard to employment

Check out our (free!) toolkits



heartlandalliance.org/nationalinitiatives

NATIONAL INITIATIVES

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Q&A



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**THANK
YOU**

