

An Introduction to Results for America's Good Jobs & Equity Project

April 2023

Good Jobs & Equity Project

- Build knowledge and evidence of what works to advance job quality and equity for workforce and economic development
- Engage with a national network of peers committed to advancing job quality and equity
- Learn through implementation of specific strategies anchored in the levers of change for government, and grow the evidence base
- Create public goods that capture clear, actionable templates that state and local leaders across the country can use to implement similar projects in their own communities

Jurisdiction Projects in GJE

<i>Name</i>	<i>Jurisdiction</i>	<i>State</i>	<i>Lever</i>	<i>Component(s)</i>
Atlanta	City	GA	Policy/Education & Enforcement	Wages, benefits & scheduling
Baltimore	County	MD	Policy	Career development, wages, benefits
Boulder	City	CO	HR Practices	Environment & culture
Clark	County	NV	Policy	Career development, wages, benefits
Colorado	State	CO	Empowerment	Voice & representation
Durham	City	NC	HR Practices	Career development, voice & representation
Hillsborough	County	FL	Education & Enforcement	Wages, benefits & scheduling
King	County	WA	Policy	Wages
Los Angeles	County	CA	Procurement	Wages, benefits & scheduling
Tulsa	City	OK	Education & Enforcement	Wages, benefits & scheduling
Washington	County	OR	Procurement	Voice & representation



GJE Phase 2 Teams and Projects



City of Atlanta, GA

- Invest Atlanta will focus on the integration of the Equity-centered Incentive Grant Program (E3) framework within the design of healthy food and grocery programming. This will facilitate small businesses in the healthy food and grocery sectors to grow as employers of choice, active community builders, and will promote the value of our E3 Agreement.
 - Job Quality Lever: Policy/Education & Enforcement
 - Job Quality Components: Wages, benefits & scheduling

Baltimore County, MD



- Baltimore County will create and administer a CNA-to-RN training program in conjunction with the Community College of Baltimore County and the University of Maryland Medical System, leveraging federal recovery dollars to support program participants. This program is intended to help economically vulnerable participants advance through training and work-based learning into high-skill, high-quality employment in the healthcare industry.
 - Job Quality Lever: Policy
 - Job Quality Components: Career Development, Wages, Benefits



City of Boulder, CO

- The City of Boulder is focused on improving internal hiring practices to support equity and inclusion in civil service employment. Boulder will research, plan, and pilot programs to improve recruitment, retention and diversity of the city's workforce.
 - Job Quality Lever: HR Practices
 - Job Quality Components: Environment & Culture

Clark County, NV

- Clark County is focusing on developing career pathways for economically vulnerable citizens to become emergency medical technicians, an occupation with high demand and livable wages. The County will develop a strategy for attraction, training and placement of EMTs, in collaboration with their local area workforce board.
 - Job Quality Lever: Policy
 - Job Quality Components: Career Development, Wages



Colorado Workforce
Development Council

State of Colorado

- While Colorado's energy workforce is projected to grow, the current workforce is not reflective of the state demographics, and energy sector employers need support to attract, retain and grow a more diverse workforce. In partnership with Good Business Colorado, the Colorado Workforce Development Council will recruit interested energy and infrastructure businesses who want to improve diversity in their industry through targeted recruitment and retention strategies, informed by lived experience. Colorado will provide 10 hours of coaching from BIPOC and/or women to energy employers on recruitment and retention of diverse talent.
 - Job Quality Lever: Empowerment
 - Job Quality Component(s): Voice & Representation



City of Durham, NC

- The City of Durham will introduce specialized and targeted training for historically disadvantaged residents through local community colleges, coupled with apprenticeships in city government, to grow equitable employment opportunities in high-quality occupations within the city. The city will work with partner organizations to provide wraparound services to ensure equitable access to career pathways in emerging fields.
 - Job Quality Lever: HR Practices
 - Job Quality Component: Career Development, Voice & Representation



Hillsborough County, FL

- As the local Workforce Development Board for Hillsborough County, CareerSource Tampa Bay (CSTB) will develop a Good Jobs Framework for its general employer and labor exchange services. CSTB sees the potential for a dramatic impact on its workforce system by implementing a framework across all programs and services.
 - Job Quality Lever: Education & Enforcement
 - Job Quality Components: Wages, Benefits, and Scheduling



King County

King County, WA

- King County will provide around 1,400 child care workers with a wage boost over the next 4 years, and will utilize Phase 2 of the Good Jobs & Equity Project to design and support rigorously evaluating the impact of the boost on worker and child outcomes.
 - Job Quality Lever: Policy
 - Job Quality Component: Wages

Los Angeles County, CA

- LA County will focus on equitable investment of resources and implementation of projects stemming from the Infrastructure Investment and Jobs Act (IIJA). In particular, the County will focus on evaluating infrastructure project proposals through an equity and workforce development lens.
 - Job Quality Lever: Procurement
 - Job Quality Components: Wages, Benefits, Learning & Development, Environment & Culture

City of Tulsa, OK

- PartnerTulsa will focus on education and outreach related to helping local small businesses, especially retail businesses, be employers of choice by improving their awareness of job quality issues, and their capacity to improve the quality of jobs they create.
 - Job Quality Lever: Education & Enforcement
 - Job Quality Components: Wages, Benefits, Schedules, Learning & Development, Safety & Security, Voice & Representation, Environment & Culture, Purpose & Meaning

Washington County, OR



- Washington County's Economic Development Program seeks to provide capacity and resources for internal County departments and community partners to scale equity, diversity, and inclusion programs that promote wealth building opportunities for historically marginalized communities. The project, called Washington County Means Progress, will focus on strengthening the County's intentional purchasing programs, and increasing supplier diversity.
 - Job Quality Lever: Procurement
 - Job Quality Components: Voice & Representation