ETA Workforce Vision

Measuring Job Quality

United States Department of Labor

Agenda

- DOL's Good Jobs Initiative
- What Is A Good Job and Why It Matters
- Moving From Principles to Action
- Common Challenges
- Our Historic Opportunity
- Resources

What Is The Good Jobs Initiative

Worker Empowerment

Employer Engagement

Agency Support

What Is A Good Job And Why Does It Matter?

- Job quality cannot be measured by a single metric — it is the sum of what matters to workers.
- Some elements are quantifiable, like pay and benefits, but other aspects are more intangible, like receiving respect at work or feeling a sense of belonging.
- Job quality has a direct and powerful link to economic and health outcomes and personal feelings of wellbeing.

Good Jobs Principles

Learn more about the Department of Commerce and Department of Labor Good Jobs Principles here

From Principles to Action — Identify Goals

Identify Goals | Develop Questions | Conduct Analysis | Insights and Action

- **What goal are you trying to achieve? In which ways are you trying to improve job quality or equity for workers?**
- What are some of the most important challenges faced by the workers you serve? What do they value most in a job?
- What policies, processes, or actions can your organization take to promote this element of job quality?

From Principles to Action — Develop Questions

Identify Goals | **Develop Questions** | Conduct Analysis | Insights and Action

- **What does your organization need to know in order to improve job quality?**
- How will answering this question inform or help your organization to improve job quality?
- What actions will you take, or which policies or processes may change as a result?

From Principles to Action — Conduct Analysis

Identify Goals | Develop Questions | **Conduct Analysis** | Insights and Action

- **How can you leverage data to answer this question?**
- Do you have the data you need? If not, can you collect it or find suitable proxies?
- What are the appropriate analytical techniques for answering this question?

From Principles to Action — Insights and Action

Identify Goals | Develop Questions | Conduct Analysis | **Insights and Action**

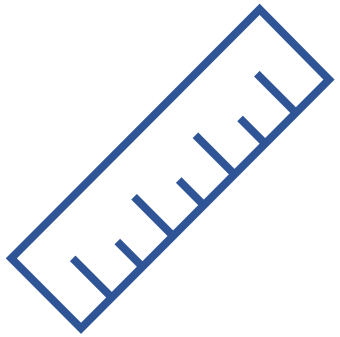
- **What did you learn and how do the results of your analysis change how your organization operates?**
- What is the logic model for how the proposed actions will generate the desired outcomes?
- How will you measure if these actions create positive outcomes?

Principles In Practice: Organizational Culture

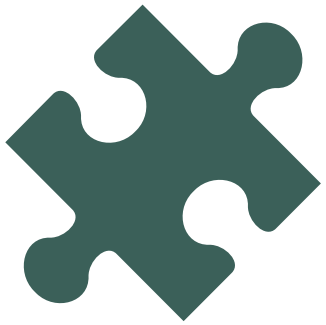
Goal: Improve completion rates among participants in registered apprenticeship programs.

Research Question	Metrics	Possible Action
Do apprentices that feel engaged and respected in their programs have higher completion rates?	• Correlation between engagement survey results and completion rates. • RAP engagement scores and completion rates by union vs. non-union programs	Partner with and support pre-apprenticeships programs with documented relationships to joint labor-management registered apprenticeship programs.

Common Challenges



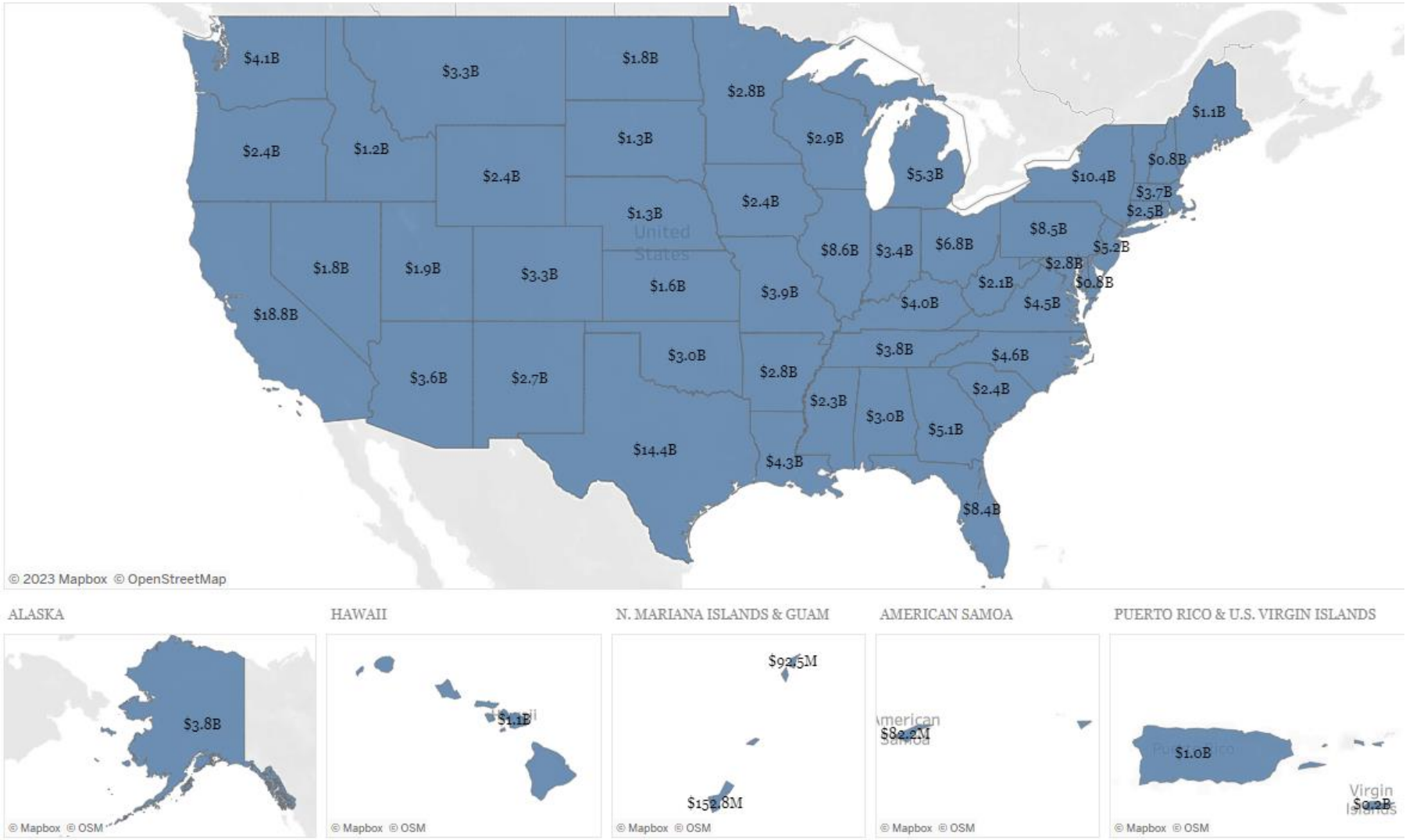
Measuring Abstract Concepts



Missing or Incomplete Data

No Single Metric

Our Historic Opportunity



Source: Build.gov (2023). Bipartisan Infrastructure Law (BIL) Maps Dashboard. https://d2d.gsa.gov/report/bipartisan-infrastructure-law-bil-maps-dashboard

Resources

- Department of Labor — Job Quality Principles, Good Jobs Toolkit and Data and Reporting Appendix
- Department of Commerce — Job Quality Toolkit
- Family and Workers Fund — Job Quality Measurement Initiative
- Gallup — Great Jobs Survey and Reports
- Results For America — Job Quality Playbook
- Jobs For The Future — Quality Jobs Framework
- Urban Institute – Understanding Good Jobs, Measuring Job Quality
- Good Jobs Institute

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