

A city skyline at dusk, featuring several skyscrapers and a large, illuminated building on the right. The sky is a deep blue, and the lights from the buildings are reflected in the water in the foreground. A white text box is overlaid on the right side of the image.

# **WORKFORCE FELLOWSHIP PROGRAM**

**GROUP 1**  
**ENGAGING EMPLOYERS**  
**DECEMBER 8, 2023**

# The Question.....

How might we maximize existing employer incentives to support employees?

## Assumption 1

Incentives are plentiful and easy to find

## Assumption 2

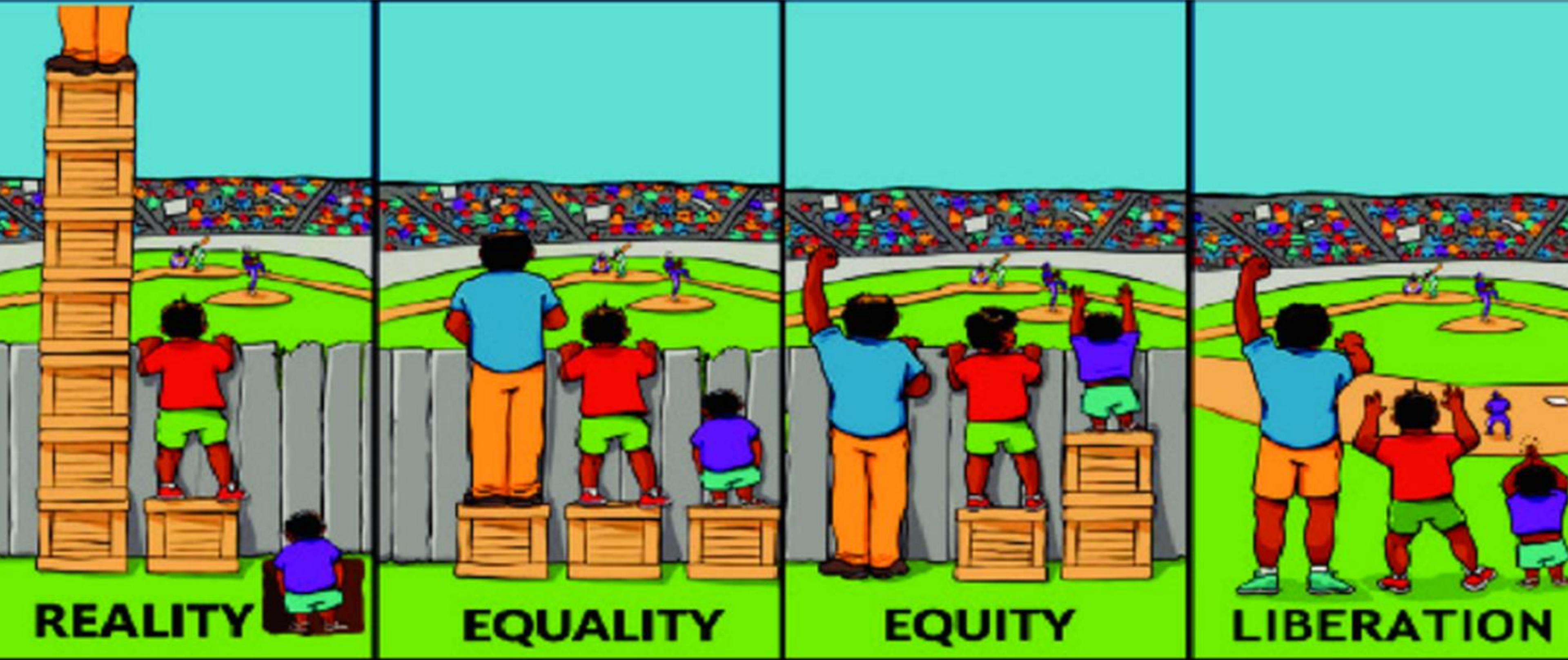
Incentives is a loaded term that means “dollars”

## Assumption 3

Employers can and will do the work to get the money



# Racial Equity Assumptions



**We engaged multiple employers to gain additional insights**



# Pillars of Job Quality

Pay - Pay is workers to able, predictable, and at least enough for support themselves and their dependents



Benefits - Workers have affordable access to crucial benefits like health insurance, paid leave, and opportunities to save for retirement

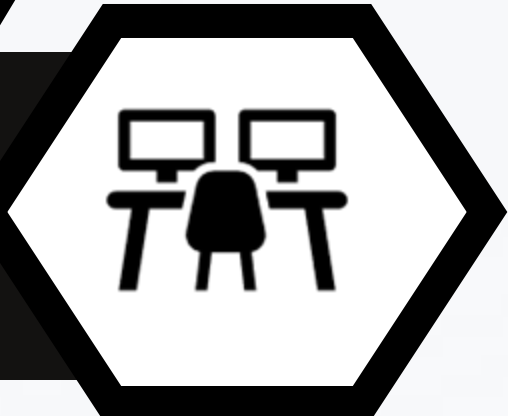


Schedule - Work hours are stable and predictable, and workers are confident that they will not lose their jobs and income unexpectantly



Agency and Respect - Workers have the ability to change things about their job that they are not satisfied with. Workers understand how their job contributes to the goals of the organization

Benefits - Workers



Work Conditions - Workers are safe at work and free from harassment and discrimination. Workers have opportunities to grow professionally , such as through promotions and new skills

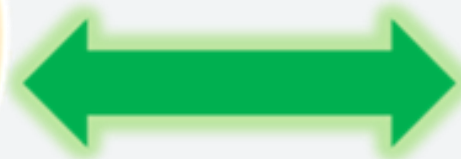
# What are people saying.....

- ✓ Increased revenue
- ✓ Reduced costs
- ✓ Good workers with lower attrition

***“Not enough workers” was #1 across all companies***



How can we meet in the middle?



- ✓ Better pay
- ✓ Job security
- ✓ Paid time off (personal, vacation, and sick days)

***A living wage remains #1 across all groups.***

Employers  
Employees



# Employer and Employee Feedback

Employer Responses	Employee Responses
5 of 7 employers say there are not enough workers	170 of 170 employees want better pay
7 of 7 employers struggle with the cost burden of programs like TechCred	170 of 170 employees want paid personal time (sick, vacation, etc)
6 of 7 employers would like support in training current and potential workers	170 of 170 employees want job security, lay off protections
7 of 7 employers site rising costs as a barrier to offering “good jobs”	25 of 170 want flexible schedules



# Our Recommendations

**01**  
Talent Pools

**02**  
Training & Consulting

**03**  
Funding

**04**  
Social Advocacy

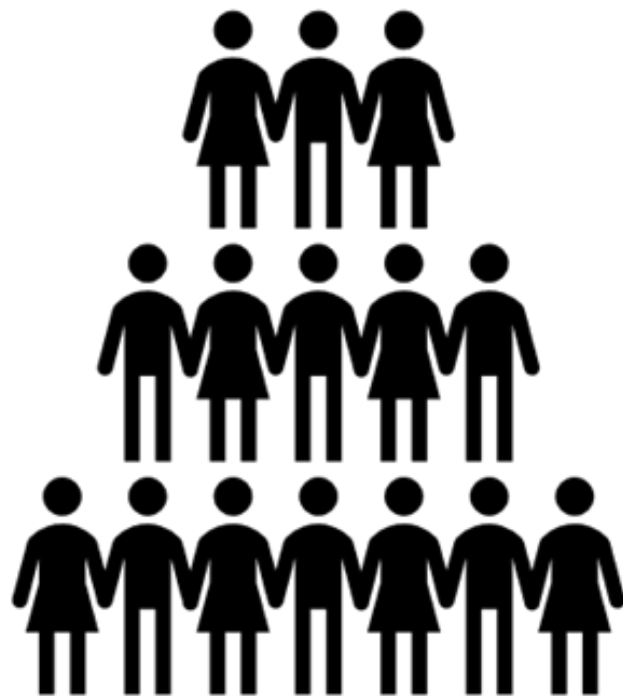




# Component/Strategy 1: Shared Talent Pool

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Goal: Reduced cost in overtime pay, operational cost, and contractor rates for participating employees



Identifies key roles within the shared pool – ie. Machinist, Facilities Trade Workers, Nursing, etc.



Workers have the flexibility to determine the number of hours available to allocate to the shared pool



Aligns to the “gig” work concept that many workers are seeking



Provides workers with exposure to different companies that they might want to pursue future employment opportunities



Leverages standard competencies

# Component/Strategy 2: Training and Consulting Services

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**Goal: Foster employer access to intellectual, administrative, and educational support resources**

## Technical & Professional Development

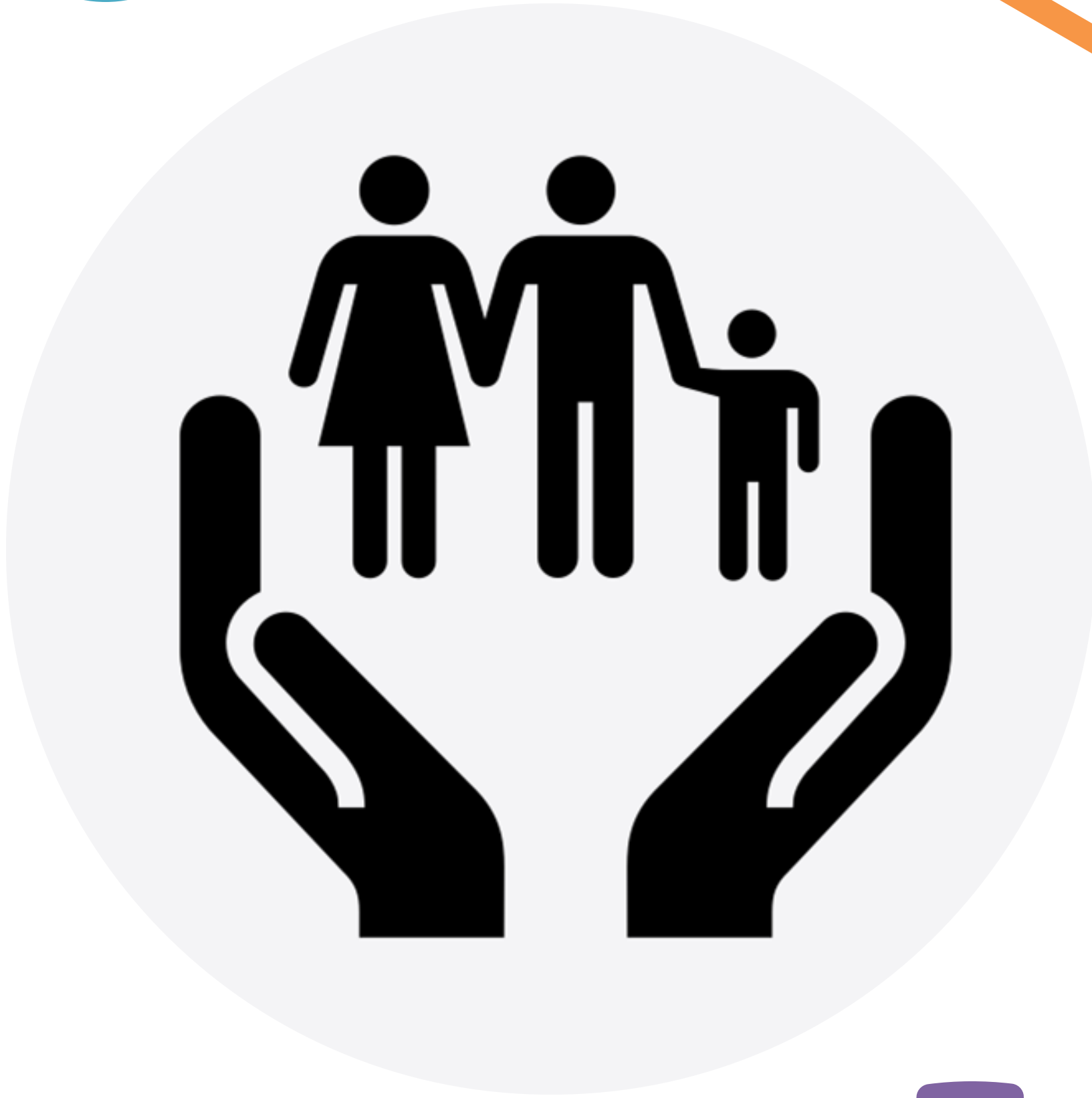
- Competency based learning that promotes a highly skilled workforce
- Learning models designed to offer just in-time training based on need and volume
- Fosters a learning environment where employees can potentially be crossed trained
- Creates a learning community that employers and employees can tap into

## Consultation Services & Best Practice Sharing

- Hours allocated for employers to receive consultation from industry leaders
- Services aimed to help employers develop strategic and tactical plans to drive business results
- Participating employers can network and share best practices through formal communication channels
- Innovative strategies can be documented and used for benchmarking and business case research

# Component/Strategy 3: Funding





**Component/Strategy 4:  
Social Program  
Advocacy**

# Benefits to Employers

Workforce gaps



Job Quality  
Improvements



Increased  
productivity and  
revenue gains



**Real systems  
change come  
from the friends  
we make along  
the way!**

