



Joint Board Resolution in Support of Quality Jobs

Whereas the COVID-19 pandemic has had a significant and ongoing impact on the regional economy and workforce, and

Whereas Black, Indigenous, and other People of Color, women, immigrants, people with disabilities, and lower income front-line workers have been most impacted by COVID-19 and the associated economic downturn, and

Whereas the aftermath of this crisis calls for deliberate and bold changes to stabilize our workforce and ensure equitable economic recovery, and

Whereas local Workforce Development Boards serving the broader Portland-Southwest Washington region have a significant role in supporting equitable economic recovery, and

Whereas equitable economic recovery must include strategies and actions that specifically address long-standing inequities that perpetuate economic disparities, including lack of access to jobs and careers that allow people to support themselves and their families, and

Whereas we believe in the value of work and the shared benefits afforded to workers, businesses, and our communities through good, high-quality jobs, and

Whereas through partnership and intentionality we can increase the number of quality jobs and improve the regional economy for all.

Now, therefore, be it resolved that the Board of Directors of Worksystems, Clackamas Workforce Partnership and Workforce Southwest Washington hereby adopt the following:

A shared commitment to:

- Prioritize advancing workforce equity.
- Ensure the region's public workforce system is preparing and supporting customers to transition to high-quality jobs.
- Include and elevate partners and companies who are committed to promoting and meeting quality jobs standards.
- Provide a blueprint for companies that want to make improvements for their workforce.
- Align wage standards with the self-sufficiency standard and other best practices.

A working definition of a quality job for the greater Portland-Southwest Washington region:

- **Self-Sufficiency Wages:** A quality job provides sufficient income to afford a decent standard of living. For example, jobs that offer pay consistent with published self-sufficiency standards that consider family composition and cost of living.

- **Safe Working Conditions/Worker Engagement:** A quality job offers employees dignity and respect and welcomes engagement in workplace operations. For example, quality jobs uphold and enforce anti-harassment and anti-discrimination policies and provide reasonable accommodation to employees with disabilities.
- **Predictable Hours:** A quality job offers employees with predictability on the number of hours they are offered per week to minimize hardship on employees and their families.
- **Comprehensive Benefits:** A quality job provides basic benefits that increase economic security, improve health and overall well-being. Quality jobs include healthcare, childcare, transportation, wellness programs, and access to retirement savings programs, among other supports.
- **Accessible Hiring and Onboarding Practices:** A quality job offers transparent and accessible hiring and onboarding practices to ensure that employer and employee are set for success.
- **Training and Advancement Opportunities:** A quality job provides opportunities to build skills and access new roles and responsibilities in a workplace. For example, quality jobs offer internal pathways to support career progression, professional development, and incumbent worker training opportunities.

By:



April 8, 2022



James Paulson, Chair

Date

By:



April 21, 2022



Peter Lund, Chair

Date

By:



June 8, 2022



Paige Spratt, Chair

Date