



THE  
**FAMILIES &  
WORKERS**

FUND

# **Jobs that Sustain and Uplift**

Presentation to the Illinois State Taskforce on  
the Future of Work

OCTOBER 25, 2021

# The Families and Workers Fund

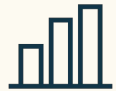
at a glance



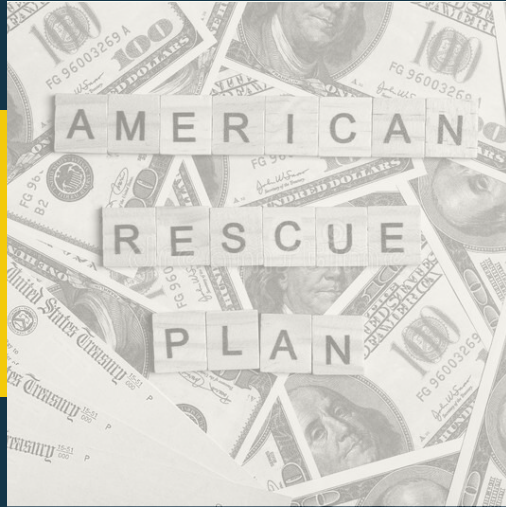
**A collaborative philanthropy**



**20+ diverse funders**



**Advancing jobs that  
sustain + uplift**



# Our once in a generation opportunity

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**What makes a job  
“good”?**

# Good Jobs Institute Framework

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## WORK MEETS HIGHER NEEDS

### MEANINGFULNESS

Work itself and significance to customer

### PERSONAL GROWTH

Learning, creativity, problem solving

### BELONGING

Team, pride for working at the company, mutual respect

### ACHIEVEMENT

Have autonomy, tools, time, and resources to do great work

### RECOGNITION

High expectations, feedback from others and job

## WORK PROVIDES BASIC NEEDS

### PAY & BENEFITS

Fair for the work and compared to others, meets needs

### SCHEDULES

Stable and predictable schedules, adequate hours

### CAREER PATH

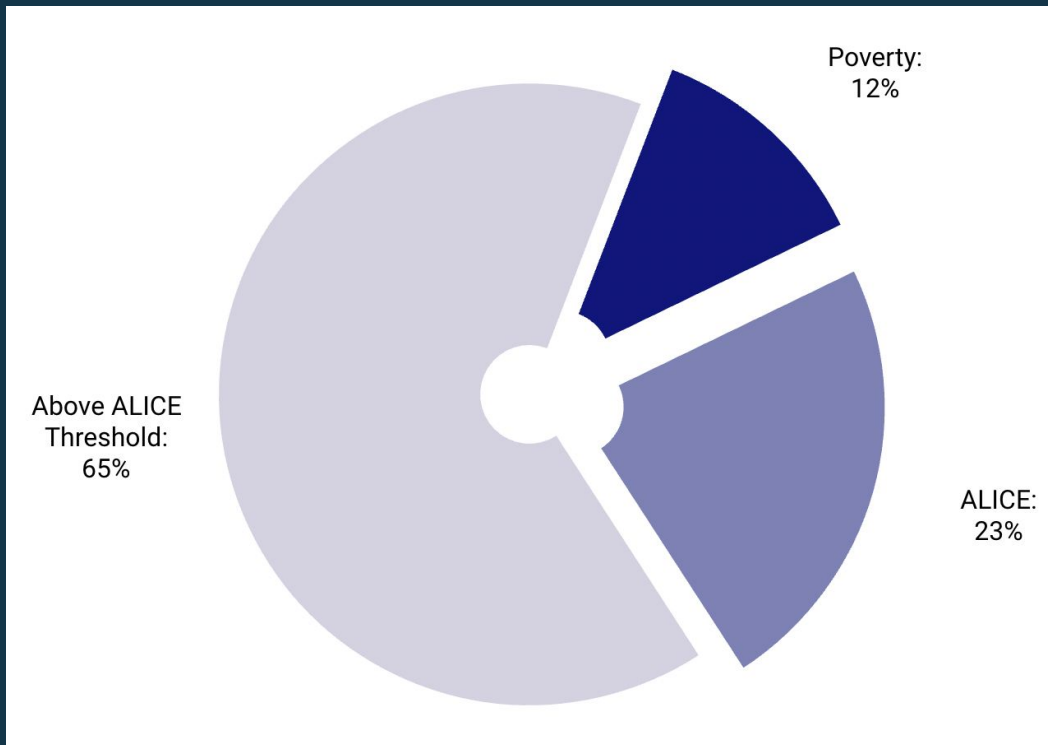
Clear and fair advancement to higher pay

### SECURITY & SAFETY


Keep job if perform well, safe conditions

**ALICE = Asset  
limited,  
income  
constrained,  
but employed**

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United For Alice/Illinois, 2018



# Toward a common, aspirational definition

- **Pay:** pay for full time work affords you the basics of a decent life, i.e., a living wage
- **Benefits:** access to affordable, basic benefits, such as paid sick days and health insurance
- **Career-building opportunities:** opportunities for advancement, training, and career progression
- **Voice and safety:** opportunities for all employees to provide feedback and be heard and attention to health, safety, and security
- **Equity:** positive steps toward diversity at all levels and attention to ending racial and gender disparities





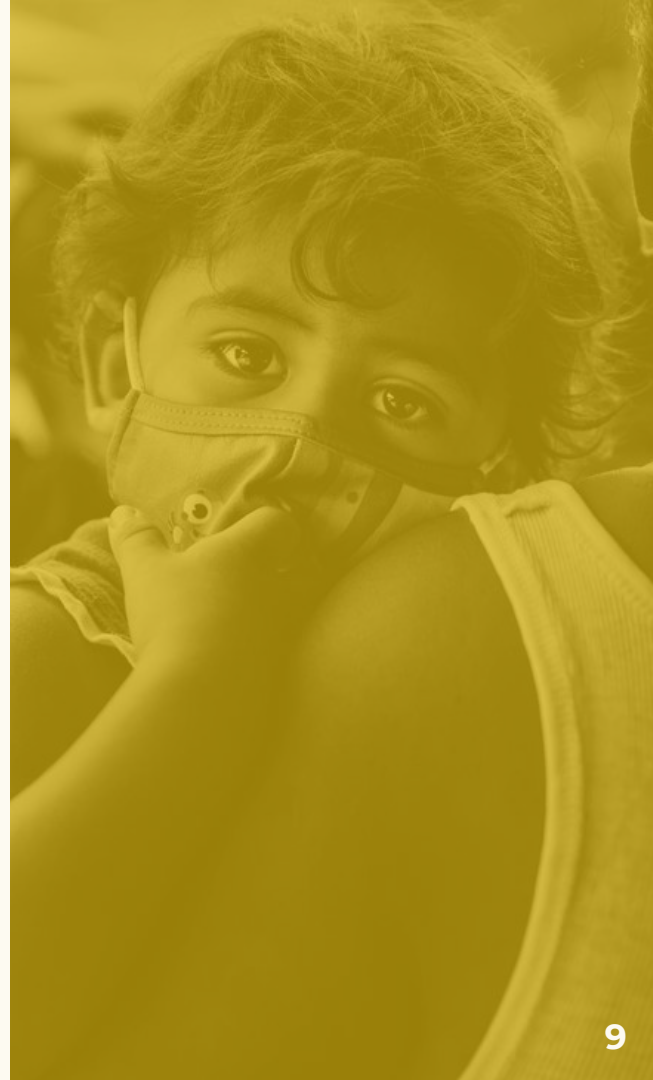
# The case for jobs that sustain and uplift

- **Business:** improve retention, reduce absenteeism, address staffing shortages, and be better prepared for disruptions
- **Government:** reduce need for social safety net and build a more resilient and competitive local economy and workforce
- **Employees:** unlock one's talent and potential, reduce economic hardship, and improve mental and physical health
- **Communities:** reduce poverty and chronic stress, improve outcomes for children and families, and deliver better quality services



# How we can advance jobs that sustain and uplift

- **Procurement:** consider a good jobs definition as a factor in procurement decisions
- **Workforce grants:** link funding not just to placements but to jobs that sustain and uplift
- **Economic development:** evaluate proposals not just for job creation but also job quality
- **Bully pulpit:** lift up and celebrate businesses embracing a good jobs strategy
- **Investment:** invest in companies that want to pursue a good jobs strategy



**What are actions this  
Task Force could  
explore to advance jobs  
that sustain and uplift?**

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THANK YOU!

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