



## 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




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James Paulson, Chair

Date

By:



April 21, 2022




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Peter Lund, Chair

Date

By:



June 8, 2022




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Paige Spratt, Chair

Date