



Good Jobs Initiative

Teresa Acuña, U.S. Department of Labor

acuna.teresa.c@dol.gov

What is The Good Jobs Initiative?

Announced in January 2022, GJI provides critical information to workers, employers, and governments as they work to improve job quality and create access to good union jobs free from discrimination and harassment for all working people (with emphasis on BIPOC, LGBTQ+, women, veterans, immigrants, individuals in rural communities, and individuals with disabilities).

GJI Focuses on:

- 1) Worker Empowerment
- 2) Employer Engagement
- 3) Agency Support



What has the Good Jobs Initiative done so far?

- To date, the Good Jobs Initiative has:
 - Worked in collaboration with federal agency partners to incentivize equity and good jobs in over *\$66 billion dollars* of competitive grant funding;
 - Entered into three Memorandums of Understanding with the Departments of Transportation, Commerce, and Energy where each agency details its commitment to using Bipartisan Infrastructure Law funds to support equitable workforce development pathways into good jobs;
 - Established shared Good Jobs Principles with the Department of Commerce identifying essential elements of a quality job;
 - Hosted a Summit where over 350 cross-sector stakeholders engaged in a full-day conversation exploring effective strategies for building partnerships to empower working people; and
 - Engaged both small and large employers across the country to showcase how they are recruiting and retaining diverse workers by investing in training, higher wages, benefits, and respecting workers' right to organize and collectively bargain.



Key Terms and Provisions for Job Quality in Federal Investments

Below are critical job quality and equity policies that DOL has suggested agencies may want to consider embedding into their funding opportunities – as preferences, encouragements, requirements, etc. – as their legal authorities permit.

- ✓ Labor Peace, Union Organizing, & Collective Bargaining
- ✓ Union Neutrality
- ✓ Distribution of Workplace Rights
- ✓ Local and Economic Hiring
- ✓ Safety and Health
- ✓ Preventing Worker Misclassification
- ✓ Preventing Outsourcing
- ✓ Diversity, Equity, Inclusion, and Accessibility
- ✓ Workforce Development
- ✓ Prevailing Wages

DOL/DOC Good Jobs Principles

Shared principles to identify key elements of a good job.

- Recruitment and Hiring
- Benefits
- Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Empowerment and Representation
- Job Security and Working Conditions
- Organizational Culture
- Pay
- Skills and Career Advancement

Good Jobs Initiative

Visit us at

www.goodjobs.gov

Stay in touch

GoodJobsInitiative@dol.gov



Good Jobs Initiative

Discussion

What does a good job look like to you/your organization?