

U.S. Department of Education Good Jobs Principles Statement

The U.S. Department of Education (Department) encourages all education systems to uphold the Biden-Harris Administration's [Good Jobs Initiative Principles](#). Good jobs are the foundation of a thriving economy that lifts all people in our nation. These principles also provide a framework for the education sector (including employees, support staff, and contractors) in early education, early learning programs, pre-K-12 schools, local educational agencies, state educational agencies, institutions of higher education, adult education and family literacy programs, correctional education, employer partners, and Department grantees. All of our work is important and deserving of dignity.

Employers who provide good quality jobs become employers of choice for workers and create a clear competitive advantage when it comes to recruitment, retention, and execution of mission—all of which is critical in our education sector. These Good Jobs Principles for Education provide a vision of job quality in a modern education system.

- **Recruitment and Hiring:** Qualified applicants are actively recruited – especially from underrepresented or underserved communities, including individuals with disabilities. The application and hiring processes are fully accessible and free from discrimination, including unequal treatment. The employer refrains from the use of selection criteria that are unrelated to effective preparation for the role and skills needed to succeed, including educational requirements, licensure, or other legal requirements. The employer complies with federal civil rights laws that prohibit discrimination based on disability, race, color, national origin, age, and sex, including gender identity and sexual orientation.
- **Pay:** All employees are paid a competitive wage. Workers' pay is fair, transparent, equitable and comparable to compensation for similarly skilled and experienced workers. Workers' wages increase with increased skills, responsibilities, and years of experience, and increase with the cost of living.
- **Benefits:** Full-time and part-time employees are provided family-sustaining benefits that promote economic security and mobility. These include health insurance, a retirement plan, workers' compensation benefits, and work-family benefits such as paid sick and parental

leave, and caregiving supports. Employees are empowered and encouraged to use these benefits, including, for educators, through the provision of adequate classroom coverage.

- **Diversity, Equity, Inclusion, and Accessibility (DEIA):** All employees have equal opportunity. Employees are respected, empowered, and treated fairly. DEIA is a core value and practiced norm in the workplace. Individuals from underrepresented communities do not face systemic barriers or discrimination in the workplace.
- **Empowerment and Representation:** Employees can engage in protected, concerted activity, such as joining a union, without fear of retaliation. Opportunities are provided for employees to contribute to decisions about their work and how it is performed.
- **Job Security and Working Conditions:** Employees have a safe, healthy, and accessible workplace. Employees have job security without arbitrary or discriminatory discipline or dismissal. They have dedicated planning and collaboration time, adequate hours, and predictable schedules. Employees are free from harassment, discrimination, and retaliation at work. Workers are properly classified under applicable laws.
- **Organizational Culture:** All employees are valued, contribute meaningfully to the organization, are provided adequate resources and supports (including technology tools and reasonable accommodations, as appropriate for their disability) and are engaged and respected, especially by leadership.
- **Skills and Career Advancement:** Employees receive effective orientation, training, mentoring, and job-embedded professional learning throughout their careers. Employees have access to career advancement opportunities, equitable opportunities, and tools to progress to future jobs.

U.S. Secretary of Education Miguel Cardona encourages these best practices within the education sector from early childhood and elementary and secondary systems, through postsecondary institutions and adult education, and into the future workforce.

Office of Communications and Outreach (OCO)

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U.S. Secretary of Education Miguel Cardona and U.S. Acting Secretary of Labor Julie Su will travel to Reno and Las Vegas, Nevada, this week to lift up the importance of good jobs and high-quality and

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