

Job Quality in Practice

Assessing Job Quality and Equity in Your Local Labor Market: A Closer Look at Race, Gender, and Place

The Aspen Institute Economic Opportunities Program
November 25, 2019



Hosts



Maureen Conway

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Using Zoom

Webinar controls and assistance

- We are expecting a large audience, so attendees are muted.
- You can access chat and Q&A functions at the bottom of the Zoom window.
 Move your cursor down and these functions will appear.
- If you have a technical issue, please share it via the chat function or email eop.program@aspeninst.org.

Participation

Volunteer! At any time, send questions for presenters via the Q&A function. We'll take questions after presentations.



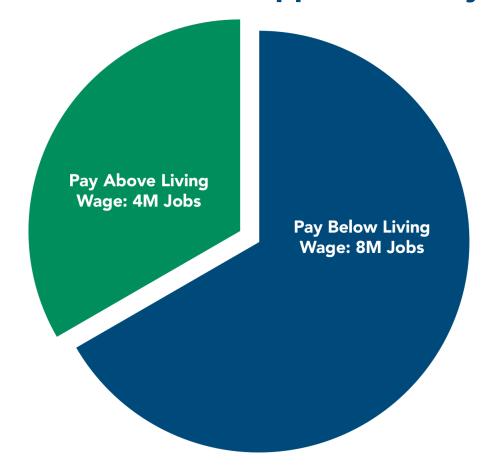
Job Quality in Practice

With support from Prudential Financial, we are launching a new effort to encourage the development of job quality practices that promote access to economic opportunity. In the coming months, we will provide actionable tools and guidance to support leaders across geographies and fields to engage in practical action to improve jobs in their local communities and connect to a growing national conversation.





Will Future Jobs Support a Family?



Sources: BLS 2016-2026 occupation projections. Living wage calculated by MIT (1 working adult, 1 child).

Raise the Floor and Build Ladders

and Build Ladders **SKILL BUILDING JOB EXPERIENCE** Meaning, Purpose, Social Connection **Economic Stability** WAGES **JOB DESIGN SUPERVISION** -AWFUL RESEPECT COMMUNICATION SCHEDULE BENEFITS **TRANSPORTATION**

Career Advancement

Job Quality



Today's Agenda

- Welcome and introductions
- Measuring job quality and disparity: a look at race, gender, and place
- Using the MIT Living Wage Calculator to assess job quality
- Q&A
- Reflections and next steps



Presenters



Chandra Childers

Study Director, Institute for Women's Policy Research



Jeremie Greer

Co-Founder and Co-Executive Director, Liberation in Generation



Amy Blair

Research Director, Economic Opportunities Program



Chandra Childers

Study Director

Institute for Women's Policy Research



Women's Access to Good Jobs in Mississippi

CHANDRA CHILDERS

INSTITUTE FOR WOMEN'S POLICY RESEARCH

What is a "Good" Job?

Wages

Health Insurance Coverage (%)

Retirement Benefits (%)

Full-Time, Full-Year Employment (%)

Paid Sick Leave (%)

Opportunity for Upward Mobility

Autonomy

Safe Work Environment

Job Satisfaction

What is a "Good" Job?

How Do We Measure Job Quality?

- Individual, Occupation, Industry
- Absolute or Relative Measure
- Level of Aggregation
- Weighting the Data

Gauge Women's Access to Good Jobs

- Middle-skill and non-traditional jobs for women
- Examine racial and ethnic differences.

What is a "Good" Job?

Wages

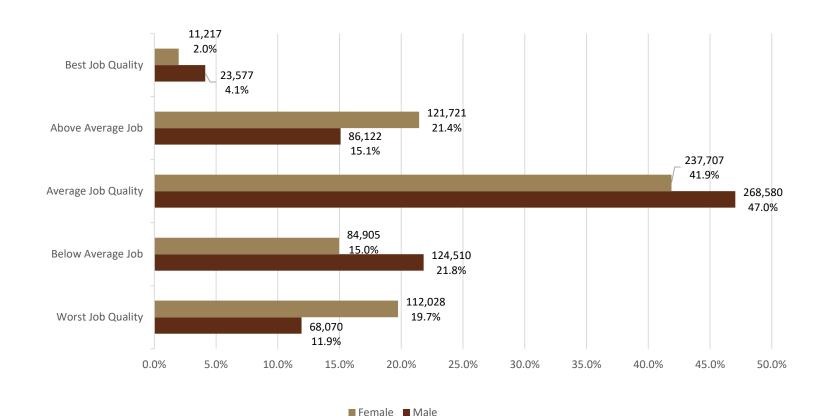
Health Insurance Coverage (%)

Retirement Benefits (%)

Full-Time, Full-Year Employment (%)

Paid Sick Leave (%)

Distribution of Men and Women Across Job Quality Categories, 2014



	Median Wages	Health Insurance Coverage (Percent)	Retirement Benefits (Percent)	Employed Full- Time, Year- Round (Percent)	Paid Sick Days (Percent)
All Mississippi Workers	\$35,056	69.8 %	43.5%	72.2%	59.0%
Best Job Quality	\$61,865	86.9 %	71.9%	89.0%	84.6%
Above Average Job					
Quality	\$45,728	81.8 %	53.0%	80.5%	77.7%
Average Job Quality	\$31,000	74.5%	48.5%	76.6%	62.1%
Below Average Job					
Quality	\$30,932	62.0%	32.3%	67.7%	47.9%
Worst Job Quality	\$20,323	46.2%	20.4%	50.6%	29.6%

Data Sources

Bureau of Labor Statistics Occupational Employment Statistics

https://www.bls.gov/oes/current/oessrcma.htm

Integrated Public Use Microdata: American Community Survey

https://usa.ipums.org/usa/

Integrated Public Use Microdata: Current Population Survey

https://cps.ipums.org/cps/

Mississippi Department of Employment Security (MDES)

https://mdes.ms.gov/information-center/labor-market-information/occupational-wages/

For more information

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Jeremie Greer

Co-Founder and Co-Executive Director

Liberation in Generation

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Amy Blair

Research Director, Economic Opportunities Program



On behalf of **Amy Glasmeier**

Professor of Economic Geography and Regional Planning, Massachusetts Institute of Technology

Origins of the MIT Living Wage Calculator

livingwage.mit.edu



Created for policy advocacy

150,000

per month

Average unique users



Recession Era



Individuals, organizations, academics, governments, firms



Sustained contributions

Slides provided by Amy K. Glasmeier, Massachusetts Institute of Technology, Department of Urban Studies and Planning; original funding provided by the Ford Foundation

MIT Living Wage Calculator



The living wage calculator estimates the living wage needed to support families of twelve different compositions



The living wage is defined as the wage needed to cover basic family expenses (basic needs budget) plus all relevant taxes.



The living wage is calculated at the county, metropolitan area, state, regional, and national level.



Values are reported in 2018 dollars. To convert values from annual to hourly, a work-year of 2,080 hours (40 hours per week for 52 weeks) per adult is assumed.

The MIT Living Wage Calculator estimates the cost of living in a community or region based on typical expenses



Housing

Likely cost of rental housing in each area in 2018 using HUD Fair Market Rents (FMR) estimates



Transportation

Constructed using 2017 national expenditure data by HH size from 2017 Bureau of Labor Statistics Consumer Expenditure Survey



Food

USDA's low-cost food plan national average in June 2018

National Association of Child Care Resource and



Other Necessities

2017 Bureau of Labor Statistics Consumer Expenditure Survey including:

- 1. Apparel and services;
- 2. Housekeeping supplies;
- 3. Personal care products and services;
- Miscellaneous



Health

Childcare

Referral Agencies in 2016

Employer-sponsored plans, medical services, drugs, and medical supplies

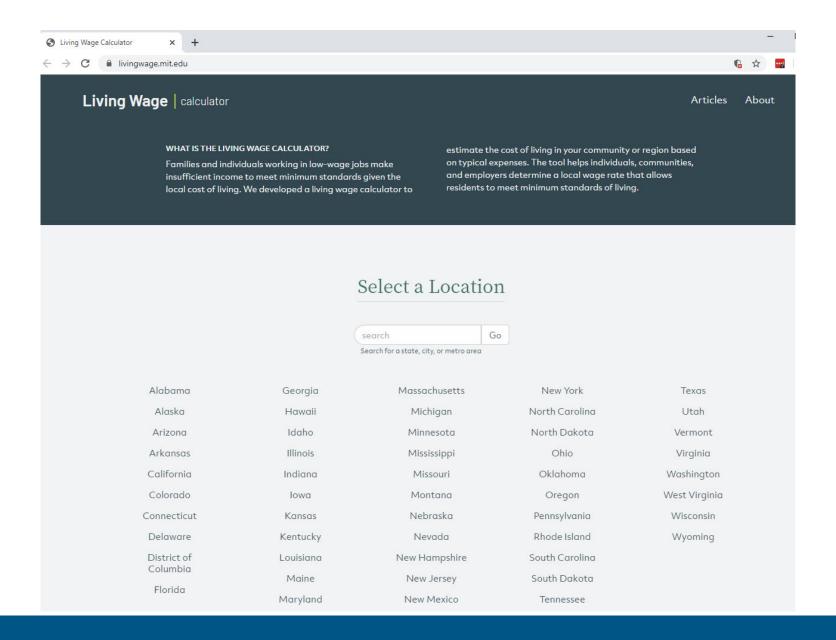


Taxes

Federal Tax Urban-Brookings Tax Policy Center Microsimulation Model (version 0515-1); CCH State Tax Handbook in 2018

Who Uses The Tool?

- Firms and Corporations
- Human Resource Professionals
- Social Service Organizations
- Local and State Government Offices
- Legal Service Professionals
- Multinational Employers
- Service employers
- Individuals
- Universities
- Unions



Typical expenses in the Buffalo-Cheektowaga-Niagara Falls MSA

	1 ADULT					2 ADULTS	(1 WORKING)		2 ADULTS (BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Food	\$3,477	\$5,124	\$7,715	\$10,233	\$6,374	\$7,933	\$10,245	\$12,474	\$6,374	\$7,933	\$10,245	\$12,474
Child Care	\$0	\$10,602	\$23,215	\$35,828	\$0	\$0	\$0	\$0	\$0	\$10,602	\$23,215	\$35,828
Medical	\$2,338	\$6,811	\$6,468	\$6,550	\$5,469	\$6,468	\$6,550	\$6,269	\$5,469	\$6,468	\$6,550	\$6,269
Housing	\$7,692	\$9,588	\$9,588	\$12,024	\$7,920	\$9,588	\$9,588	\$12,024	\$7,692	\$9,588	\$9,588	\$12,024
Transportation	\$3,893	\$7,094	\$8,341	\$9,650	\$7,094	\$8,341	\$9,650	\$9,540	\$7,094	\$8,341	\$9,650	\$9,540
Other	\$2,785	\$4,633	\$5,030	\$5,855	\$4,633	\$5,030	\$5,855	\$5,729	\$4,633	\$5,030	\$5,855	\$5,729
Required annual income after taxes	\$20,185	\$43,852	\$60,357	\$80,140	\$31,489	\$37,360	\$41,887	\$46,036	\$31,261	\$47,962	\$65,102	\$81,864
Annual taxes	\$4,185	\$9,152	\$12,519	\$16,743	\$6,556	\$7,827	\$8,751	\$9,761	\$6,524	\$9,990	\$13,487	\$17,098
Required annual income before taxes	\$24,370	\$53,004	\$72,876	\$96,883	\$38,045	\$45,188	\$50,638	\$55,797	\$37,786	\$57,952	\$78,589	\$98,963

Living wage calculation for the Buffalo-Cheektowaga-Niagara Falls MSA

		1,4	ADULT		2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage	\$11.72	\$25.48	\$35.04	\$46.58	\$18.29	\$21.72	\$24.35	\$26.83	\$9.08	\$13.93	\$18.89	\$23.79
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14	\$3.96	\$5.00	\$6.03	\$7.07
Minimum Wage	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40	\$10.40



How EOP uses the tool

Are current jobs in Western New York good-paying jobs?

Major occupational groups by total employment (2016) and median annual wage

143,250 jobs (21%) Computer and Mathematical Healthcare Practitioners **Business and Management Occupations Financial Occupations** and Technical Occupations \$74,390 8,850 jobs Occupations \$103,820 \$64,980 44,130 jobs \$64,480 33,140 jobs Legal Occupations \$74,000 30,310 jobs 14,970 jobs \$72,910 6,270 jobs 308,580 jobs (46%) Education, Training, and **Transportation** Installation, and Material Moving Protective **Library Occupations** Maintenance Service Occupations and Repair Occupations Occupations Office and \$51,090 \$42,480 \$32,930 **Administrative Support** \$45,150 57,300 jobs 18,500 jobs 38,600 jobs 24,720 jobs Occupations \$36,360 **Construction and** Arts, Design, Entertainment, Sports, and Media Occupation: **Production Occupations** 112,230 jobs Community and Social Service Occupations Extraction Occupations \$38,450 \$45,880 12,170 jobs \$43,850 14,450 jobs \$49,220 45,870 jobs 28,400 jobs ------ Living wage for 2 adults and 2 children (\$32,730) 217,590 jobs (33%) **Building and Grounds Cleaning** and Maintenance Occupations **Food Preparation and** Sales and Related **Personal Care** Serving Related and Service \$27,220 27,160 jobs **Occupations** Occupations Occupations \$27.050 \$25,540 \$25,150 **Healthcare Support Occupations**

Farming, Fishing, and Forestry Occupations

\$34,300 / 2,210 jobs

------ Living wage for 1 adult and 0 children (\$24,378)

63,560 jobs

32,430 jobs

\$31,500 20,750 jobs

73,690 jobs

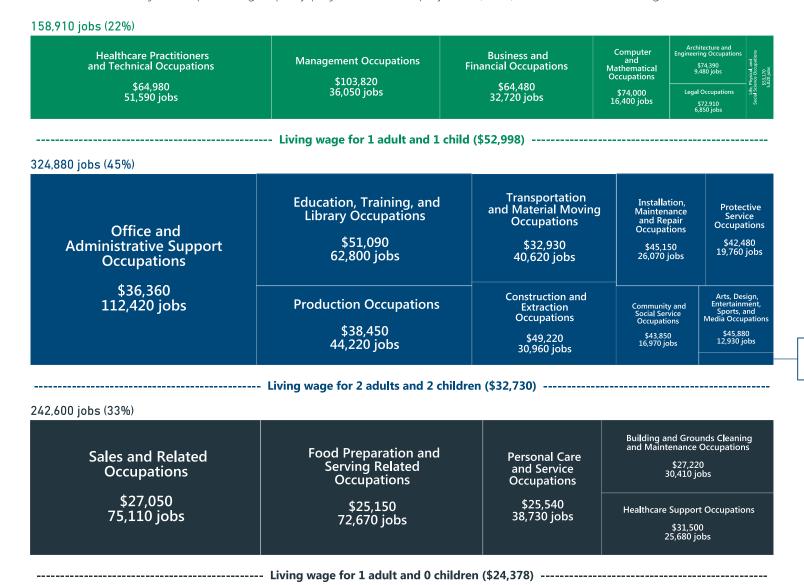
Making Ends Meet on Earnings in Western New York

Top 25 occupations with most net new jobs, 2016-26

General and Operations Managers, \$102,570	Software Developers, Applications, \$91,020
Health Specialties Teachers, Postsecondary, \$74,650	 Registered Nurses, \$74,080
Accountants and Auditors, \$65,810	Market Research Analysts and Marketing Specialists, \$59,950 Living wage for 1 adult and 1 child, \$52,998
Licensed Practical and Licensed Vocational Nurses, \$42,320	 Construction Laborers, \$38,380
Self-Enrichment Education Teachers, \$37,990	 Maintenance and Repair Workers, General, \$37,950
Medical Assistants, \$34,840	 Living wage for 2 adults and 2 children, \$32,730
Social and Human Service Assistants, \$31,100	First-Line Supervisors of Food Preparation and Serving Workers, \$32,500
Receptionists and Information Clerks, \$30,530	 Nursing Assistants, \$30,920
Landscaping and Groundskeeping Workers, \$30,290	 Laborers and Freight, Stock, and Material Movers, Hand, \$30,310 Cooks, Restaurant, \$28,030
Janitors and Cleaners, Except Maids and Housekeeping Cleaners, \$26,810	 Security Guards, \$25,970
Waiters and Waitresses, \$25,720	 Home Health Aides, \$25,620
Personal Care Aides, \$25,430	 Teacher Assistants, \$24,830 Living wage for 1 adult and 0 children, \$24,378
Combined Food Preparation and Serving Workers, Including Fast Food, \$24,340	

Are future jobs in Western New York good-paying jobs?

Major occupational groups by projected total employment (2026) and median annual wage



Farming, Fishing, and Forestry Occupations

\$34,300 / 2,210 jobs

For almost all Americans, minimum wage does not cover the cost of necessities

97% 312 million

Americans living in counties where the living wage is higher than the minimum wage

70%

226 million

Americans living in counties where living wage is at least \$2.50 higher than minimum wage

15%

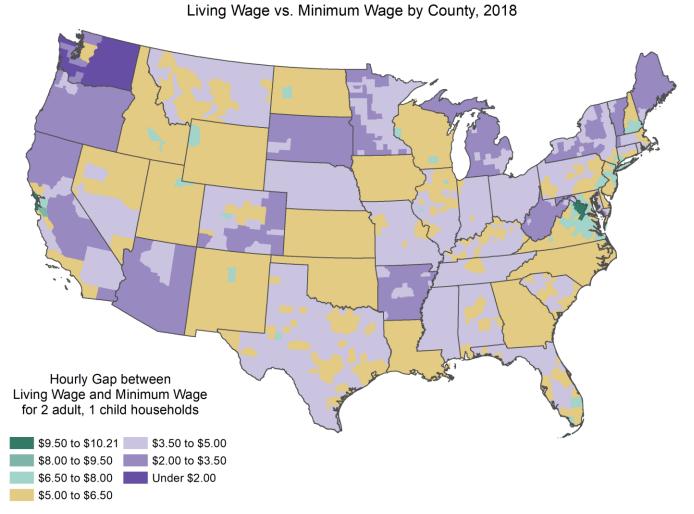
47 million

Americans living in counties where living wage is at least \$5.00 higher than minimum wage

12%

38 million

Americans living in counties where living wage is at least \$15.00 per hour









Thank you for joining us!

Share your thoughts:

https://www.surveymonkey.com/r/job-quality-in-practice

For additional information and to join our mailing list, please visit:

<u>as.pn/eop</u>



Economic Opportunities Program

The Aspen Institute Economic Opportunities Program advances strategies, policies, and ideas to help low- and moderate-income people thrive in a changing economy. We recognize that race, gender, and place intersect with and intensify the challenge of economic inequality and we address these dynamics by advancing an inclusive vision of economic justice. For over 25 years, EOP has focused on expanding individuals' opportunities to connect to quality work, start businesses, and build economic stability that provides the freedom to pursue opportunity.

Learn more at as.pn/eop.