



# Good Jobs Initiative

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## 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**—providing easily accessible information to workers about their rights and lifting-up union organizing and collective bargaining;
- 2) Employer Engagement**—engaging employer stakeholders as partners in improving job quality and workforce pathways to good jobs; and
- 3) Agency Support**—supporting federal agencies by coordinating labor advisors and providing technical assistance on grants, contracts, and other investments designed to improve job quality.



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## 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.



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## Key Terms and Provisions for Job Quality

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



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## DOL/DOC Good Jobs Principles

- On June 21, 2022 the Departments of Commerce and Labor released the [Good Jobs Principles](#), representing our shared vision for job quality.
- Good jobs provide stability and security for workers and their families. Employers who provide good quality jobs have a clear competitive advantage in worker recruitment, retention, and productivity. Good jobs also contribute to a more equitable and resilient economy.
- The principles are both foundational and aspirational. Certain elements of the principles are baseline legal standards and protections for workers. A job may not contain every element of the eight principles, but the principles offer a framework to compare to and use to advance job quality.
- The principles are meant to be a framework for workers, businesses, labor unions, advocates, researchers, state and local governments, and federal agencies to assess and improve job quality.



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## DOL/DOC Good Jobs Principles

These eight high-level principles 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



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Q&A