

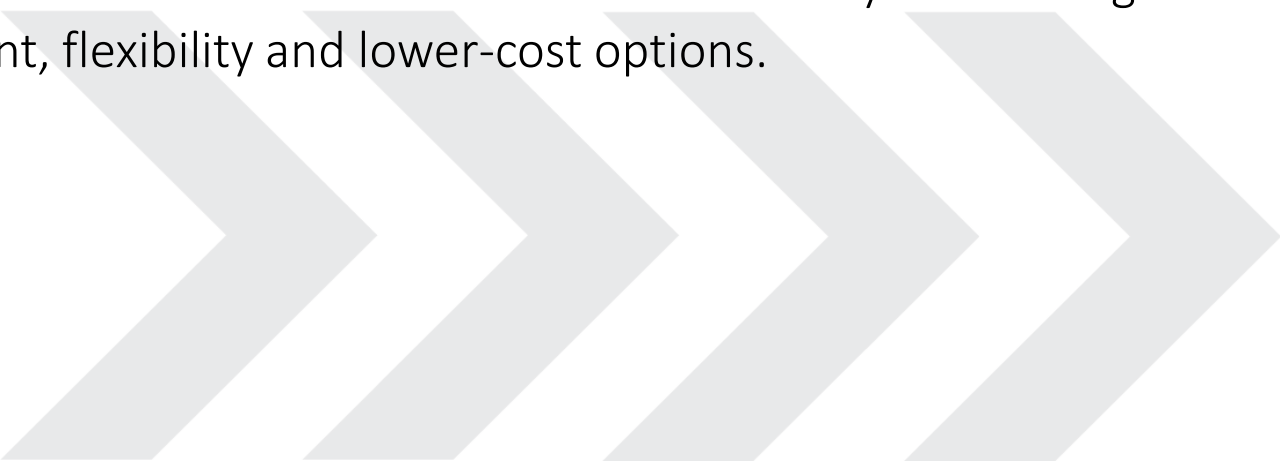
Quality Jobs Goals

1. Reduce unemployment to under 5% and reduce disparities.
2. Increase the number of people of color in \$40,000+ per year jobs.
 - **5-Year Goal** – Connect 8,500 Hispanic and Black residents – Austin, TX.
 - No disparities – Connect 86,000 Hispanic and Black residents.
3. Increase the number of women in \$40,000+ per year jobs.
 - **5-Year Goal** – Connect 10,000 women – Minneapolis, MN.
 - No disparities – Connect 68,000 women.

Barriers and strategies

Barrier: Education and/or credential requirements for higher-wage jobs.

Strategies:

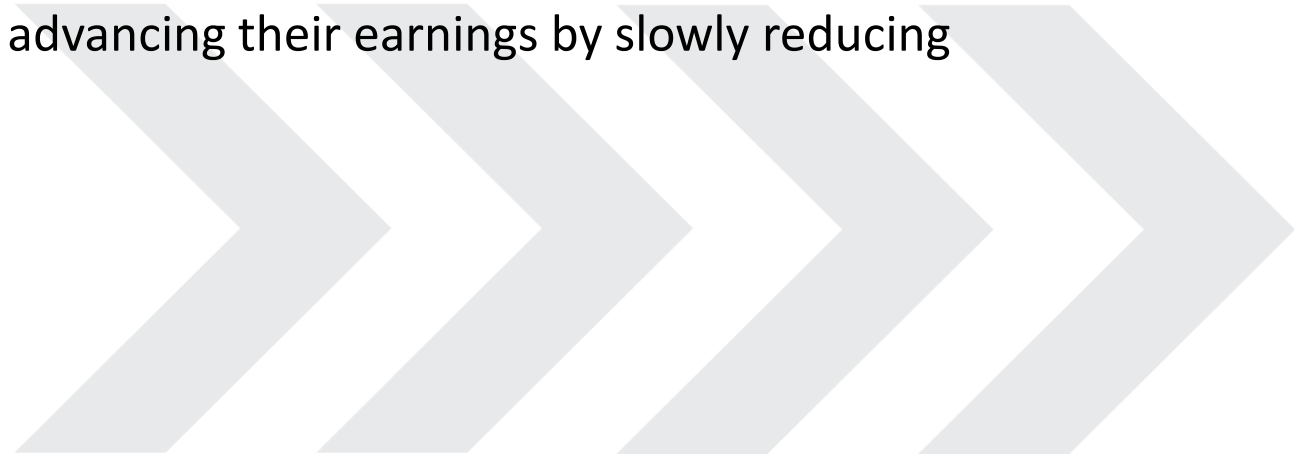
- Remove unnecessary degree requirements and establish skill and competency-based requirements for jobs
 - Build job-based skills earlier in education so that more young people meet competency-based requirements for higher-wage jobs (internships, work study, curriculum changes).
 - Increase post-secondary educational attainment and decrease financial burden for students by maximizing federal assistance, scholarships, concurrent enrollment, flexibility and lower-cost options.
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Barriers and strategies

Barrier: Insufficient promotional, upskill or career-path opportunities that connect low-wage workers to better jobs.

Strategies:

- Provide every employee earning less than \$40,000/year an annual meeting with HR to explore career options and maximize education benefit.
- Develop incentives to support employers who are training and upskilling workforce.
- Change public policy to reward employees who are advancing their earnings by slowly reducing assistance. (Remove the “cliff effect.”)



Barriers and strategies

Barrier: Employers (particularly small businesses) lack the resources and clarity of best practices to recruit, retain and promote diverse talent.

Strategies:

- Provide more support to employers on hiring, retaining and promoting diverse employees through peers, best practices and checklists.
 - Build HR resource pools for small employers.
 - Change benefits based on the needs of lower-paid workers – transportation, childcare, training and/or tuition reimbursement.
- Connect employers to alternative hiring pools

