



U.S. DEPARTMENT OF LABOR

# Good Jobs Initiative

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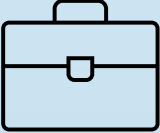

## What is The Good Jobs Initiative?

Announced in January 2022, GJI provides critical information to workers, employers, and government. Much of GJI's work has focused on providing technical assistance agencies administering awards made through the Biden-Harris Administration's Investing in America Agenda (infrastructure). So far, our work has impacted approximately **\$240 billion** of federal awards and helped:

- Create more equitable pathways for underserved workers to access Good Jobs.
- Expanded access to non-degree skill pathways such as Registered Apprenticeship.
- Helped implement proven strategies for connecting more workers to good-paying jobs, such as the use of Project Labor Agreements and local and economic hiring.



## GJI Focus Areas

	Worker Empowerment
	Employer Engagement
	Agency Support



## Our partners

- U.S. Department of Transportation
- U.S. Department of Commerce
- U.S. Department of Interior
- U.S. Department of Energy
- U.S. Department of Education
- General Services Administration
- Environmental Protection Agency



## Key tools: The Good Jobs Principles

The Good Jobs Principles are a shared federal vision of job quality that has impacted billions of the generational investments in infrastructure, technology, climate, and communities made during the Biden-Harris Administration. First published by the U.S. Departments of Labor and Commerce in 2022, these eight Principles describe the type of job workers want and want to keep—good-paying positions that provide family-sustaining benefits, remove barriers to underserved populations, and incorporate worker voice into the operation of the workplace. These eight Principles have provided a framework for workers, businesses, labor unions, advocates, researchers, state and local governments, and federal agencies to focus resources and expand the availability jobs that allow workers to thrive, not just get by.

Jobs consistent with these Principles have broader economic benefits: research shows that employers providing jobs with these features have higher productivity and lower staff turnover. For that reason, we recommend that projects creating new jobs strive to promote, incentivize, or create jobs with these features where legally possible.

- 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

**You can read the full Principles [here](#).**



## Why Good Jobs?

Our approach to Good Jobs is focused on ensuring that all communities have the opportunity to access the benefits of the Administration's generational investments, as well as improve access to work that can lead to economic mobility.

However, the elements of Good Jobs also have [benefits to employers](#) and society at large:

- Reduced costs through lower turnover.
- Greater workplace stability and worker engagement.
- Stronger productivity.



## Key tools: Supportive services

Workers and workforce program participants who cannot access child or dependent care, transportation, or healthcare (including behavioral healthcare), among other needs, face an additional barrier to obtaining and keeping a Good Job.

In workforce programs, supportive services (or wraparound services) are services that help these workers complete programs. These services [can have a profound impact](#) on a program's completion rates—especially for women and underserved populations.

While specifics vary from program to program, WIOA funds and other DOL-supported workforce development programs allow grantees to provide supportive services.



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## Key tools: Recent examples of DOL funding supporting Good jobs.

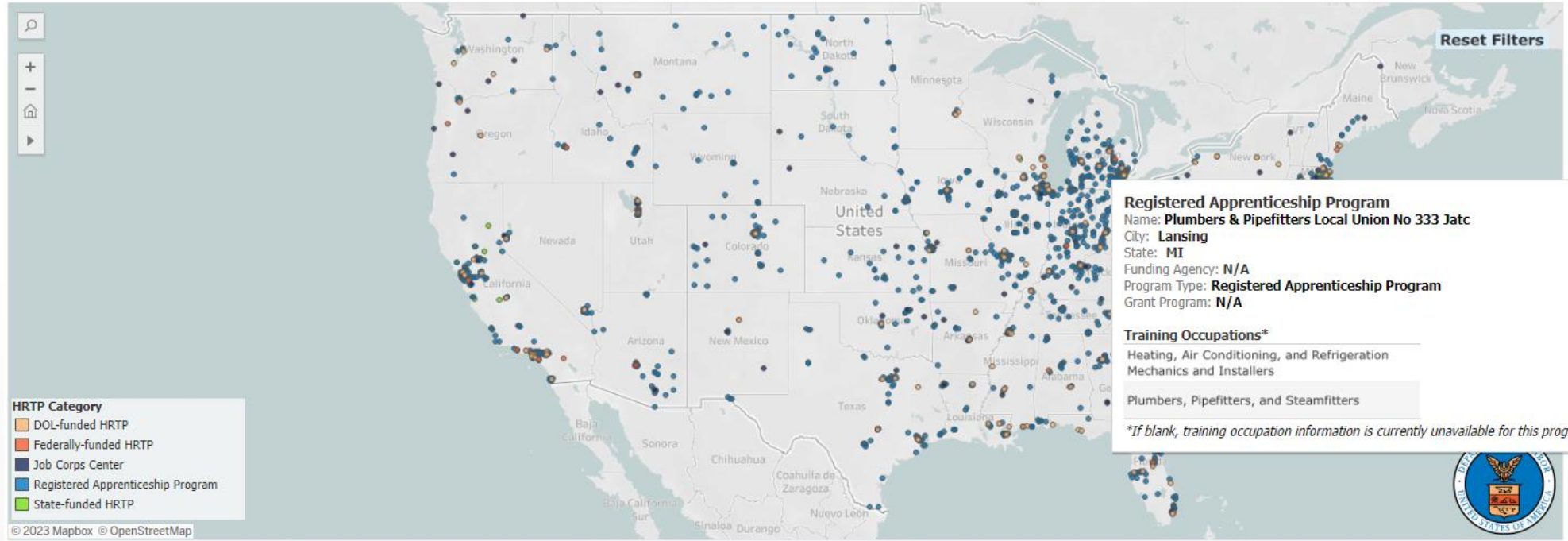
- **ETA Workforce Opportunities for Rural Communities, Round 6 (\$49.2M) (2024):** Invests in workforce needs in East Coast rural communities affected by issues such as low wages and low workforce participation. Applicants can meet Good Jobs Principles by taking steps to connect workers to jobs paying at least \$15 an hour, including by removing barriers through supportive services for childcare and healthcare.
- **National Farmworkers Jobs Program (\$90M) (2024, four-year performance period):** The National Farmworkers Jobs Program provides career and training services to farmworkers and their families. The grant required the applicants include at least two Good Jobs Principles in their program design and incorporate two Principles in the operation of their organization to acquire subject-matter expertise on their implementation.
- **ODEP Equitable Transition Models Demonstration (\$69M over five years) (2023):** Invests in innovative approaches to transitioning young people with disabilities to the workforce. Consistent with The Good Jobs Principles, applicants had to show how they will remove employment barriers and ensure participants know employment rights.
- **ETA Strengthening Community Colleges, Round 4 (\$65M) (2023):** Invested in community colleges' workforce capacity to improve employment outcomes for underserved occupations. Applicants were required to address at least the Pay and Advancement Principles in shaping their project.





## Key tools: High Road to the Middle-Class Map

Keyword Search 
 Training Occupation: All
 Community College Program: (All)
 Labor Management Partnership: (All)
 Pre-Apprenticeship: (All)
 Registered Apprenticeship Program: (All)
 Sector-Based Program: (All)



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## Other relevant tools for creating Good Jobs.

- Enforcement of existing labor standards.
- Collective bargaining, including Project Labor Agreements.
- Registered Apprenticeship.
- Community Benefits Plans (specific to some agencies' application processes).



## Other tools: Project Labor Agreements

- Pre-hire collective bargaining agreements negotiated between one or more construction unions and one or more construction employers (contractors/project owners) that establish the terms and conditions of employment for a specific construction project.
- Essential elements of PLAs include:
  - Provisions that bind all contractors and subcontractors to the agreement
  - No-strike, no-lockout clauses
  - Grievance/arbitration procedures.
- Usually, PLAs also specify the wages and fringe benefits for all workers on a project<sup>5</sup> and generally require contractors to hire workers for the project through a union hiring hall that is responsible for supplying skilled labor.
- PLAs may also include clauses outlining goals for hiring local and requiring participation of small businesses.



## **PLA impacts on expanding access to Good Jobs.**

- Goals for local hires
- Equity plans
- Strategic recruitment policies for workers from underserved communities
- Participation of small, green, and/or diverse business enterprises
- Establishing monitoring bodies, employ enforcement mechanisms where appropriate, and require the public release of workforce diversity data
- Ensuring compliance with anti-discrimination protections for workers and any other relevant laws



## Resources

- [High Road to the Middle Class Map](#): A tool designed to highlight high road training programs (HRTPs) that implement demand-driven workforce strategies advancing job quality, equity, and worker voice, this map can be used to develop and scale partnerships while seeking federal funding and implementing projects mobilized by President Biden’s [Investing in America](#) agenda.
- [GoodJobs.gov](#): This site collects GJI’s resources for employers, workers, and governments in implementing Good Jobs and highlights open funding opportunities with a job quality focus.
- [Good Jobs Impact Tracker](#): Interactive tool that identifies funding opportunities which incentivize, encourage, or require labor-standards such as project-labor agreements.
- [Good Jobs Toolkit](#): This toolkit support federal agencies, state, local, territory, and tribal governments, employers, labor and worker advocacy organizations, as well as other entities as they focus on improving job quality and equity/
- [Guidance on Childcare and Supportive Services](#): This guidance is intended to assist Federal agencies, Federal funding recipients, employers, workforce development entities, and other stakeholders in the care community to make thoughtful investments into child care and long-term care to support workers.

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Last Updated 1/31/23

### Funding Opportunity Announcements with Good Jobs and Equity Incentives

Agency Name  
(All)

Equity or Job Quality Provision  
View All

Go to Summary

Good Jobs Provisions

Agency Name	Program Name	Opportunity Title	Day of Posted Date	Estimated Funding	Click to see FOA
Dept. of Commerce	Broadband Equity, Access, And Deployment Program	Broadband Equity, Access, and Deployment Program	May 13, 2022	\$42,450M	<a href="#">↗</a>
Dept. of Transportation	Federal-State Partnership for Intercity Passenger Rail Grants	FY22-23 Federal-State Partnership for Intercity Passenger Rail Grant Program for projects located on the Northeast ..	January 3, 2023	\$8,979M	<a href="#">↗</a>
Dept. of Energy	Regional Clean Hydrogen Hubs	Bipartisan Infrastructure Law: Additional Clean Hydrogen Programs	September 22, 2022	\$7,000M	<a href="#">↗</a>
Dept. of Energy	Grid Resilience and Innovation Partnerships (GRIP) Program	BIL Grid Resilience and Innovation Partnerships ( GRIP)	November 18, 2022	\$3,900M	<a href="#">↗</a>
Dept. of Energy	Battery Manufacturing and Recycling Grants; Battery Materials Processing Grants	Bipartisan Infrastructure Law (BIL) Battery Materials Processing and Battery Manufacturing Funding Oppo..	May 2, 2022	\$3,100M	<a href="#">↗</a>
Dept. of Energy	Transmission Facilitation Program	Transmission Facilitation Program	November 28, 2022	\$2,500M	<a href="#">↗</a>



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[www.GoodJobs.gov](http://www.GoodJobs.gov)

**Stay in touch**

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