

WHAT IS A

Quality Job?

Supporting small businesses

to create jobs, is a key piece of our work. It's time to take it a step further. At the Entrepreneur Fund, we are committed to partnering with regional small businesses to create **quality jobs**.

So, what is a quality job? There are (5) primary components that are integral to creating a quality job. Not every "good job" will have each component, but the more the merrier.

LIVING WAGE

Hands down, a job needs to provide a living wage sufficient to support a decent standard of living in order to be a good job. Different than minimum wage, a living wage is based on cost of living in a city or county and ensures people can afford the basics including:

- Shelter
- Household expenses
- Food
- Transportation
- Childcare



ACCESS TO BENEFITS

Benefits increase economic security, improve health, and promote work-life balance. While health insurance often leads the pack for benefits, there are others such as gym memberships, bus passes, retirement contributions, and other incentives to support employees.



FAIR & ENGAGING

Providing a fair and engaging workplace focuses on balancing the priorities and wellbeing of employees with the needs of the business. This might look like providing employees their schedule 14 days in advance, ensuring they have accurate job descriptions and are connected and engaged with the business goals as part of their job.



CAREER BUILDING

A quality job provides support for employees to develop the skills, networks, and experiences necessary to advance along a career path. From a hostess to a web developer, there are always opportunities for growth.



WEALTH BUILDING

A high quality job supports employees to not only make ends meet, but can also provide pathways that enable and incentivize an employee to build the assets to manage financial emergencies and achieve long term financial security. The scope goes from providing direct deposit all the way to employee ownership options.



INFORMATION SOURCES

- Pacific Community Ventures: <https://www.pacificcommunityventures.org/>
- Moving Beyond Job Creation, 2016. Pacific Community Ventures. https://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2016/04/Quality-Jobs_Moving-Beyond-Job-Creation.pdf
- Aspen Institute: Good Jobs, Good Business.