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. 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

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.

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.

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
1. Pacific Community Ventures: https://www.pacificcommunityventures.org/