

Meeting Summary

Healthy Communities Action Team: Focused Conversation Series

Fair Wages and Supportive Employment

October 30, 2020 • 11:30am – 1:00pm

Attendees

First Name	Last Name	Organization	Email
Emily	Apple	NJ Economic Development Authority	[Redacted]
Rachel	Brown	Hudson County Division of Planning	[Redacted]
Armando	Cruz	Community FoodBank of New Jersey	[Redacted]
Jimmy	Gastner	Federal Reserve Bank of Philadelphia	[Redacted]
Diane	Hagerman	New Jersey Health Initiatives	[Redacted]
Jessica	Hoffman	Norwescap	[Redacted]
Arthur	Horn	Rowan College South Jersey	[Redacted]
Dena	Jaborska	New Jersey Citizen Action	[Redacted]
Judith	Josephs	JLJ Enterprises LLC	[Redacted]
Loretta	Kelly	NJ Dept of Health	[Redacted]
Helene	Meissner	Norwescap, Inc.	[Redacted]
Dianna	Morrison	Norwescap	[Redacted]
Regina	Riccioni	Saint Elizabeth University	[Redacted]
Gregory	Smith	Mercer Council	[Redacted]
Carrie	Stepney	Norwescap	[Redacted]
Laura	Waddell	New Jersey Citizen Action	[Redacted]
Yarrow	Willman-Cole	New Jersey Citizen Action	[Redacted]

Defining Element	Issues	Resources/Ideas
Fair Wage and Supportive Employment	Living Wage	<ul style="list-style-type: none"> [Diana Morrison] is currently looking at employment from a living wage perspective.

Fair Wage and Supportive Employment		Looking at how to break down what is a sustainable living wage for an individual.
	Future of Work	<ul style="list-style-type: none"> ● https://fowtf.innovation.nj.gov/downloads/resources/YourFutureOfWork.pdf ● https://www.njeda.com/pdfs/StrongerAndFairerNewJerseyEconomyReport.aspx ● https://www.njeda.com/pdfs/JobsNJ_FullPlan.aspx ● Career Impact Bonds - public dollars are being pay upfront for job training; person has to repay if they get a job in the area in which they were trained. ● Many still operate in traditional 9-5, i.e., banking hours. But even banks are changing that. Need to accommodate outside the 9-5 going forward.
	Opportunity Occupations (i.e., jobs that pay a good wage without requiring a four-year college degree)	<ul style="list-style-type: none"> ● https://www.philadelphiafed.org/community-development/workforce-and-economic-development/identifying-opportunity-occupations-in-pennsylvania-new-jersey-and-delaware ● https://www.philadelphiafed.org/community-development/workforce-and-economic-development/exploring-a-skills-based-approach-to-occupational-mobility ● Need jobs that pay at or above living wage, but do not require a 4-year degree. See report above. Develop links/crosswalks from low wage jobs to higher wage jobs, and identify what is necessary to make that transition.
	Employee Rights & Benefits	<p><u>Benefits/Sick Time</u></p> <ul style="list-style-type: none"> ● Yarrow Willman’s office] is working to require a “floor” of sick time. NJ Policy Perspective – Friday Facts and Figures. See report in chat?? Employers are not doing all that they should be doing.

<p>Fair Wage and Supportive Employment</p>		<ul style="list-style-type: none"> ● Can we get a uniform state floor for sick leave? Paid family leave? <p><u>Consistent Scheduling – work/life balance</u></p> <ul style="list-style-type: none"> ● Time to Care Coalition/Fair Work Week Coalition ● https://www.njtimetocare.com/ ● http://www.fairworkweek.org/ ● https://www.njfuture.org/research-reports/working-from-home-and-daily-life/ <p><u>Job Quality</u></p> <ul style="list-style-type: none"> ● https://www.njpp.org/publications/report/labor-day-snapshot-how-new-jersey-can-honor-workers-and-improve-economic-security/ ● NJ Protect workers website: https://njsafe.squarespace.com/ ● What are growth areas? Warehousing is booming, but the jobs are terrible. Are jobs in growth areas offering benefits, sick time, consistent scheduling, etc?. ● Need indicators around job quality, not just total jobs. ● OSHA is taking a backseat in enforcing worker environment <p><u>Worker Rights & Protections</u></p> <ul style="list-style-type: none"> ● Improve worker awareness of worker rights, protections, and safety standards. See NJ Executive Order 192: COVID-19 Rights and Protections for Workplace Health and Safety.
	<p>Systemic Inequity/Racism</p>	<ul style="list-style-type: none"> ● Add geographic equity. ● Take a more explicit racial/gender equity lens. Some are under the surface, but not made explicit. ● NJEDA RFI Black and Latinx entrepreneurs who are traditionally limited to capital. ● Rural/urban poverty: https://www.njfuture.org/research-reports/the-geography-of-poverty-and-race-in-new-jersey/

<p>Fair Wage and Supportive Employment</p>		
	<p>Barriers to Employment/Hiring</p>	<p><u>Broadband Disparities</u></p> <ul style="list-style-type: none"> ● https://www.njfuture.org/research-reports/broadband-for-all-report/ ● https://www.philadelphiafed.org/-/media/covid-community-development/broadband-access-computer-use-and-labor-market-attachment-in-philadelphia.pdf?la=en ● https://www.njfuture.org/research-reports/broadband-for-all-report/ ● https://philadelphiafed.org/-/media/egmp/resources/reports/toward-digital-inclusion-broadband-access-in-the-third-federal-reserve-district.pdf ● Need to address broadband internet disparities and quality of broadband access, which are barriers to participation in the workforce. ● Data on home broadband internet connectivity is aggregated. At the state level, NJ looks good, but when viewed at the local level, there are many disparities. For example, 30% of Newark households have no internet access at home. <p><u>Childcare</u></p> <ul style="list-style-type: none"> ● Childcare can be a barrier to employment ● By 2030, need to figure out childcare. Childcare closes at 6pm, but worker works till 10pm. Limits workforce access/tenure. ● What is the long-term impact on a community due to lack of transportation and childcare? ● Focus on homeschooling and childcare. <p><u>Infrastructure/Public Transportation</u></p> <ul style="list-style-type: none"> ● https://www.philadelphiafed.org/-/media/community-development/publications/special-reports/public-transit/transit-atlantic-county.pdf?la=en ● What is the long-term impact on a community due to lack of transportation and childcare?

Fair Wage and Supportive Employment		<ul style="list-style-type: none"> ● The Federal Reserve Bank of Philadelphia report: Accessing Opportunity (Atlantic County, NJ). Bus system can take a long time for people to get to work ● In rural or mixed urban/rural areas, transportation is a big problem. <p><u>Job Descriptions</u></p> <ul style="list-style-type: none"> ● https://nj.gov/governor/news/news/562020/approved/20200115a.shtml ● Employers are still having trouble filling positions. Unintentional barriers, i.e., in job description—what are some of the unintentional signaling?
	Skills Development	<ul style="list-style-type: none"> ● https://www.philadelphiafed.org/-/media/community-development/publications/special-reports/skills-based-mobility.pdf?la=en ● Foster self-actualization skills if job-seekers don't have the ability to market themselves, esp low income job-seekers. ● Conduct workplace skills assessments to help show people what their skill sets are and where they can fit into the workforce.
	Impact of COVID-19	<ul style="list-style-type: none"> ● https://www.nj.gov/governor/news/news/562020/approved/20201021a.shtml ● What will be the long-term impact of covid? On brick and mortar? Increase in remote learning/working? How will this impact everyone, esp. by race, gender, income?
	Unemployment Rate	<ul style="list-style-type: none"> ● https://www.nj.gov/labor/index.shtml ● https://www.nj.gov/governor/news/news/562020/20201015a.shtml ● Data on unemployment claims is staggering. More than the great recession. Impact is not evenly distributed. Atlantic County = 50% unemployment. The same areas that come up

		<p>again and again, ie., Essex, Newark Camden Atlantic City. These areas face signif barriers. Not a lot of industry divarication (Atlantic City). Systemic racism.</p> <ul style="list-style-type: none"> ● There’s a tendency to look at the larger urban city, not rural or mixed urban/rural areas. In the latter, transportation is a big problem.
	<p>Data Collection – from a living wage/work conditions/gender/race perspective</p>	<ul style="list-style-type: none"> ● Friday Data Facts https://www.njpp.org/friday-facts-and-figures/ ● Lots of data available online at the DOL, but interface is clunky. See DOL Lesley Hirsch, Assistant Commissioner, Office of Research and Information. ● Keep a racial and gender equity lens; disaggregated data, gender, income, race. ● Examine impact of asking those to participate in surveys. Do we compensate them? Work more closely with them? Data collection can take a toll on people, with attending meetings, events, surveys, etc. ● Do participants they really understand how the data collection process works? ● Need cultural competence when doing the data collection. Who’s in the room when the question is being developed? Having diversity in the room for holding conversations about the question. Who’s administering/deliver the questions? Are they comfortable asking sexual preference? How do the questions relate to the population were going into?

Chat Box

From Carrie Stepney to Everyone: 11:34 AM

Hello All!! Marigny will be right on as well.

From Me to Everyone: 11:34 AM

Great - thanks.

From Carrie Stepney to Everyone: 11:43 AM

Carrie Stepney Warren CCYC 908-454-3400-x3084



From Jimmy Gastner - FRB Philadelphia to Everyone: 11:55 AM

<https://www.philadelphiafed.org/-/media/community-development/publications/special-reports/skills-based-mobility.pdf?la=en>

https://www.philadelphiafed.org/-/media/community-development/publications/special-reports/identifying_opportunity_occupations/opportunity_occupations_revisited.pdf

https://www.philadelphiafed.org/-/media/community-development/publications/special-reports/identifying_opportunity_occupations/opportunity_occupations_revisited.pdf

<https://www.frbatlanta.org/cweo/data-tools/opportunity-occupations-monitor>

From Yarrow Willman-Cole to Everyone: 12:01 PM

<https://www.njpp.org/publications/report/labor-day-snapshot-how-new-jersey-can-honor-workers-and-improve-economic-security/>

From Jimmy Gastner - FRB Philadelphia to Everyone: 12:05 PM

<https://www.philadelphiafed.org/-/media/covid/community-development/broadband-access-computer-use-and-labor-market-attachment-in-philadelphia.pdf?la=en>

NJ Protect workers website:

<https://njsafe.squarespace.com/>

The above is to get the word out about worker trainings regarding the new Executive Order enforceable standards, please share widely. Spanish trainings available.

From Emily Apple, NJEDA to Everyone: 12:07 PM

<https://www.njfuture.org/research-reports/broadband-for-all-report/>

From Jimmy Gastner - FRB Philadelphia to Everyone: 12:07 PM

<https://philadelphiafed.org/-/media/egmp/resources/reports/toward-digital-inclusion-broadband-access-in-the-third-federal-reserve-district.pdf>

From Jimmy Gastner - FRB Philadelphia to Everyone: 12:13 PM

<https://www.philadelphiafed.org/-/media/community-development/publications/special-reports/public-transit/transit-atlantic-county.pdf?la=en>

From Jimmy Gastner - FRB Philadelphia to Everyone: 12:21 PM

<http://legacy.chamberphl.com/download/public/talent-strategy-solutions.pdf>

From Emily Apple, NJEDA to Everyone: 12:21 PM

<https://www.nj.gov/governor/news/news/562020/20201015a.shtml>

From Emily Apple, NJEDA to Everyone: 12:22 PM

<https://www.nj.gov/governor/news/news/562020/20201015a.shtml>

<https://www.nj.gov/governor/news/news/562020/approved/20201021a.shtml>

From Emily Apple, NJEDA to Everyone: 12:23 PM

<https://www.nj.gov/governor/news/news/562020/approved/20201028a.shtml>

One report I had forgotten - the NJ Office of Innovation conducted a survey about the Future of Work with 4K New Jerseyans and published the results last month:

<https://fowtf.innovation.nj.gov/downloads/resources/YourFutureOfWork.pdf>

Please feel free to use this form to share information with us

<https://docs.google.com/forms/d/e/1FAIpOLSemoBVa6IDzd1TD4Z4yXrPTXkC4uFIG18AV-x9gZgXnODDj4w/viewform?gxids=7757>

Community Conversations: New Jersey's COVID-19 Storytelling Project:

<https://www.njymca.org/communityconversations>

ONLINE FORM COMMENTS

TBD