



Aligning Business & Employee Success for Quality Jobs

June 12, 2024

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Overview of Today's Session

Learning Objectives

By the end of today's session, we'll walk away with:

- An understanding of how other ESEs are thinking about quality jobs
- One concrete way to test or incorporate an element of a quality job into my ESE

Agenda

- Fireside Chat with Global Neighborhood
- Design a Pilot

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Today's Facilitators



RYAN BAKER

Manager, Capacity Building | REDF



EMILY RAMIREZ

People & Programs Manager | Global Neighborhood

What Could a Quality Job Look Like...



A Few Guiding Principles...

- This list is not definitive
- This is not a checklist
- There is no “right” way to do this
- Quality jobs should be participant-informed

Fireside Chat



EMILY RAMIREZ

People & Programs Manager

GLOBAL
NEIGHBORHOOD

Your Turn!

1) Complete the “Pilot” Worksheet at your table

🕒 10 minutes

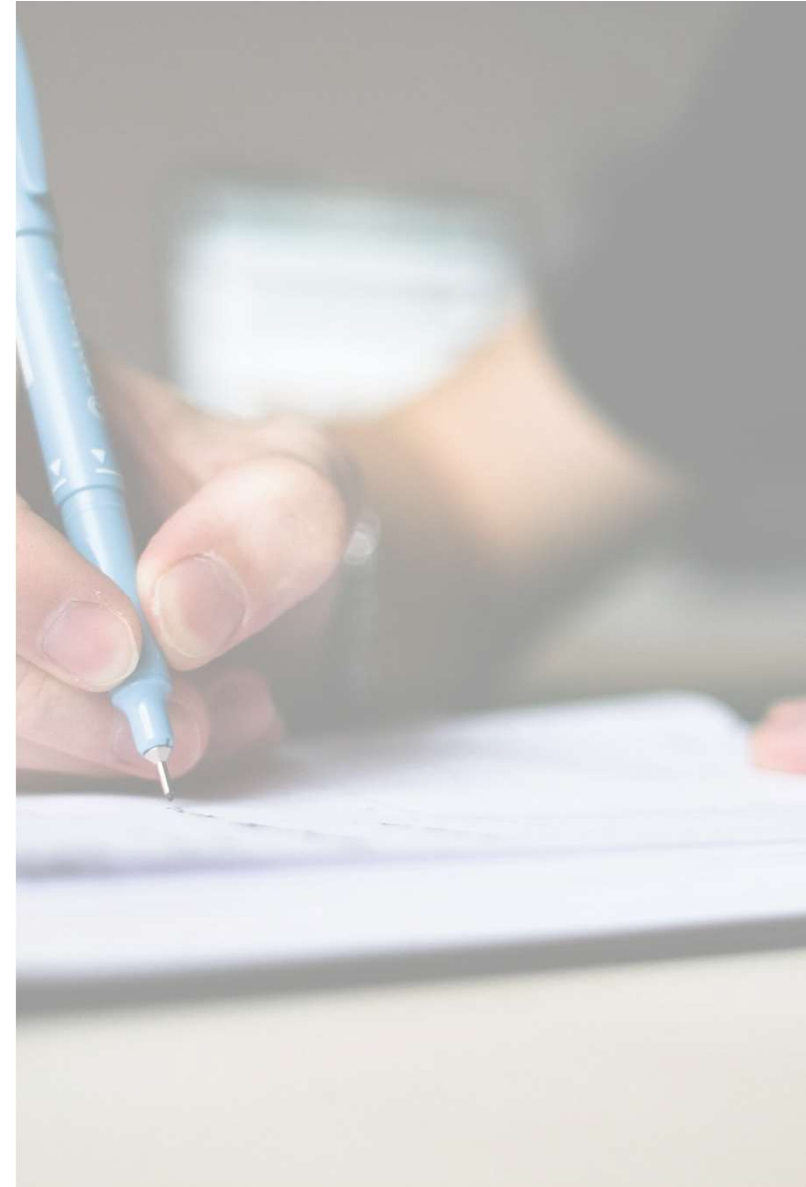
1. What component(s) of a Quality Job do you want to pilot?
2. What do you want to learn from your pilot?
3. How will you conduct your pilot?
4. How will you know whether the pilot was successful?

2) Have each person at your table share their answers

🕒 15 minutes

3) Debrief with the larger group – select one person at your table to speak

🕒 10 minutes



An Example – Global Neighborhood



Identify the Idea

What component(s) of a Quality Job do you want to pilot?

- Voice, Power & Autonomy

Define the Test

What do you want to learn from your pilot?

- Does the participant's sense of power & autonomy grow during the 16 weeks of our program as a result of adding voice in topical training ?

Design the Test

How will you conduct your pilot?

- Measure change in sense of power and autonomy through a survey tool (‘Power & autonomy tool’ - Shout out to Flying Whale Strategies)
- Tool is used at Intake, every evaluation, and exit

Define Success

How will you know whether the pilot was successful?

- Number of participants who increase on Power & Autonomy score
- % Positive / Negative / Neutral Exits
- % of participants who report feeling of empowerment choosing their path

Extra space for other thoughts / questions / ideas

Activity examples

- Career coaching
 - Training newer participants on skills
 - Voice in topical training
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Your Turn!

- 1) Complete the “Pilot” Worksheet at your table

00:00



Your Turn!

2) Have each person at your table share their answers

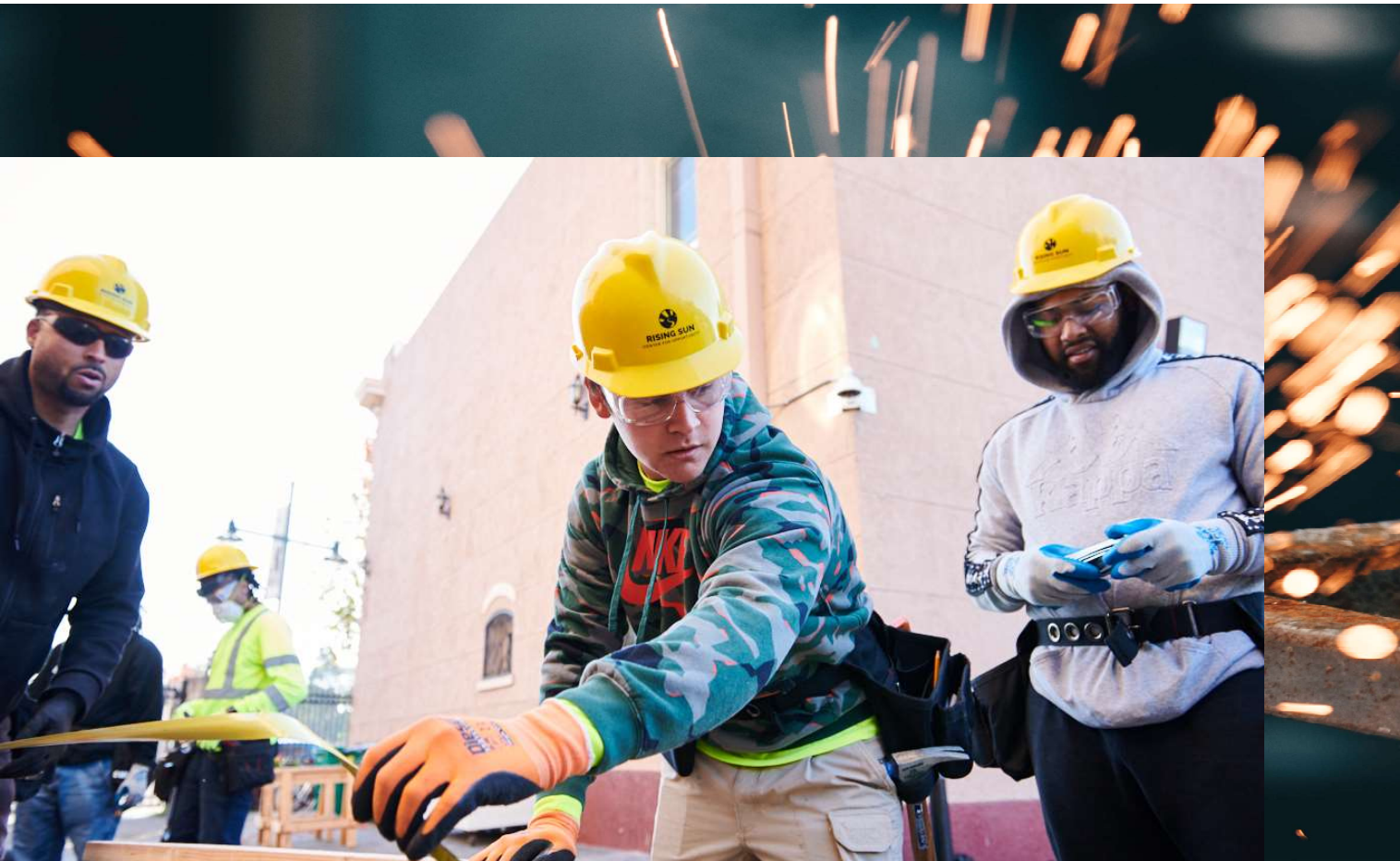
00:00



Your Turn!

3) Debrief with the larger group – select one person at your table to speak





Thank You!

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Site Visits!

Site Visit Instructions



- **Exit building to Grand Avenue — REDF staff will guide you**
- **Buses will be numbered 1 through 8 and you can board whichever you'd like (capacity of 25)**
- **There are two REDF staff on each bus to direct the driver and answer any questions you have**
- **Site visits will begin with lunch at a local ESE followed by a visit to another ESE**

Site Visit Schedule



12:45 to 1pm	15 min break before to find buses -- REDF staff will direct you
1pm	Buses depart Dorothy Chandler Pavilion
	Commute time
1:30 to 3pm	Lunch at first ESE
	Commute time
3:30 to 4:30pm	Visit to second ESE
	Commute time
5pm	Back at Omni Hotel