



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

111 Liberty St., Suite 111
Columbus, Ohio 43215
www.morpc.org

**NOTICE OF A MEETING
WORKFORCE TRACKING WORKING GROUP
MID-OHIO REGIONAL PLANNING COMMISSION**

HYBRID MEETING

February 20, 2025, 10:00 am – 11:00 am

PURPOSE

Review draft job quality standards fact sheets and prepare for Job Quality Fellowship convening.

DESIRED OUTCOMES

- Meeting attendees will be familiar with the existing quality standards fact sheets.
- Fellowship convening attendees will have objectives in mind to pursue at the event.

AGENDA

1. Welcome [2 minutes]
2. Presentation and cursory review of draft job quality fact sheets (Adam) [15 min]
3. Discussion: What objectives should attendees of the Fellowship Convening pursue at the event? [35 min]
4. Review next actions and assign to members [5 min]
5. Adjourn

Please notify Adam Porr at 614-233-4216 or aporr@morpc.org to confirm your attendance for this meeting or if you require special assistance.

**Next Workforce Tracking Working Group Meeting
March 20, 2025, 10:00am to 11:00am**

William Murdock, AICP
Executive Director

Chris Amorose Groomes
Chair

Michelle Crandall
Vice Chair

Ben Kessler
Secretary

MEETING NOTES

- Discussed fact sheets
 - Adam created [several fact sheets](#):
 - Overview sheet that describes each of our selected standards at a high level. Based heavily on Results for America descriptions.
 - Three detailed fact sheets, each describing a standards (so far Living Wage, Predictability, and Safety/Security are completed)
 - Adam: Each detailed fact sheets include to third party resources. Eventually one of the links could point to a more detailed documented of our own creation.
 - Kier: Could also provide data sources, perhaps in a single document that lists sources for all standards
 - Adam: OK to use MORPC branding?
 - Consensus is yes
 - Adam: Is single-page format good? (16:30)
 - One page is probably good, but it depends on content.
 - We should determine what content is necessary and scale the document to fit.
 - Put the most important content on first page.
- Kier: ASPYR is creating a job quality framework for Franklin County that is influenced by the effort of the working group (10:30)
 - A draft of the framework is ready. ASPYR board liked first draft and is in favor of concept. Board includes employers, so this is a good sign.
 - Could be a good use case model for our work. Our work could serve as model content for institutions representing smaller constituencies (such as geographies or industries). These institutions could adapt our work for their situation.
- Discussed the RfA Job Quality Convening (18:45)
 - RfA asked us to fill out an introduction slide for our work using a template they provided.
 - Kier shared a draft slide that he had prepared
 - Group made some improvements on the spot. Will continue revising off-line
 - Briefly discussed existing resources that are available to the working group and potential funding strategies we might pursue in the future (30:00)
 - Convening is a good opportunity to hear about how others have successfully funded their work
 - Briefly discussed the potential for adoption or adaptation of our model at the state level (40:00)
 - What to get out of the Convening (44:00)
 - Bob/Jay: What are other orgs doing? What advice can they give us. How to balance qualitative and quantitative.
 - Adam: How to balance thirst for any jobs with desire for high-quality jobs. What sort of language to use or avoid so as not to alienate employers. What geographic scale are other orgs working at and how do they tailor their standards by geography or industry (if at all).
 - What will attendees bring back to the group? (51:20)
 - Kier: Suggestions to improve existing work, detailed notes.
 - Bob: Each attendee will summarize their own notes
 - Kier will consolidate summarized notes into a single document

- Timeline (56:45)
 - Kier asked if our timeline was constrained and whether we needed to ask RDAC for additional time. Adam wasn't sure but speculated that it seemed unlikely that our effort would be shut down now that we are gaining traction.
 - Adam will prepare a draft updated timeline for the remainder of our project and share with the team for feedback
- Review actions (55:00)
 - ~~Kier will complete the introduction slide to be presented at the Convening and share for feedback~~ (already done)
 - Adam will complete the remaining fact sheets ASAP and adjust existing fact sheets to be better tailored to our target audience (workforce development institutions)
 - Adam will prepare a draft updated timeline for the remainder of our project and share with the team for feedback

Mid-Ohio Regional Planning Commission
Hybrid Meeting

Workforce Tracking Working Group


February 20, 2025

Members Present

Bob Gitter, Ohio Wesleyan University
Jay Knox, One Columbus
Kier Scott, Aspyr Workforce Innovation

Staff Present

Lynn Kaufman
Adam Porr





Job Quality Standard – Living Wage

Employers should ensure that all employees are paid a living wage. A living wage is defined as the minimum income necessary for a worker to meet their basic needs, including housing, food, healthcare, transportation, and other essential expenses, without relying on public assistance.

What constitutes a living wage?

We define the living wage for workers in the MORPC region¹ as \$21 per hour for a full-time employee as of December 2024.

How is the living wage determined?

The living wage is the hourly rate that an individual in a household must earn to support themselves and/or their family, working full-time, or 2080 hours per year. Cost of living is derived from the costs of food, child care, medical care, housing, utilities, transportation, taxes, and other factors.

Does living wage depend on the composition of the employee's family?

Yes. Our definition of living wage assumes a one-adult household with no children, and is therefore very conservative. The Massachusetts Institute of Technology (MIT) calculates living wage for one-adult/one-earner, two-adult/one-earner, and two-adult/two-earner households with zero, one, two, or three children. For simplicity, our definition does not differentiate by household composition, but we encourage employers to learn about the needs of their workforce and set their wages accordingly.

Does living wage depend on where an employee lives?

Yes. Cost of living varies by county and even by community. MIT calculates living wages for various geographies. For counties in the MORPC region, living wage varies between \$18 and \$23. For simplicity, our definition does not differentiate by geography, but we encourage employers to learn about the needs of their workforce and set their wages accordingly.

Does living wage depend on the occupation of a worker or the industry in which they work?

No. Living wage is determined by the cost of living experienced by workers regardless of their occupation or industry. We recognize that different industries are subject to different financial constraints, and we encourage employers to prioritize worker wages when balancing those constraints.

Where can I learn more about living wage?

[Living Wage Calculator](#) (MIT)

[Living Wage Policy](#) (Results for America)

[ALICE Ohio County Reports](#) (United for ALICE)

¹ The MORPC region consists of Delaware, Fairfield, Fayette, Franklin, Hocking, Knox, Licking, Logan, Madison, Marion, Morrow, Perry, Pickaway, Ross, and Union counties.



What is job quality?

The Mid-Ohio Regional Planning Commission and our network of partners recognize that not all jobs are created equal. We work with local leaders, economic development organizations, and workforce development organizations to advocate for the creation and retention of *high-quality jobs* to attract a diverse pool of exceptional talent, promote employee retention, reduce turnover costs, and grow the bottom line and value of the business, as well as improve the well-being of employees, their families, communities and the Central Ohio economy. We identify high-quality jobs as those which provide the benefits described below¹.

Earnings

A living wage that provides full-time workers with the financial means to meet basic needs based on their local cost of living. This includes all compensation for work performed, including hourly wage or annual salary, commission, tips, bonus or profit share.

Schedules

Employers provide a good faith estimate of an employee's schedule at the time of hire, employee input on work schedule, predictable hours, advanced notice of schedule changes, compensation when using on-call scheduling, and avoid or provide additional compensation for excessively short period between closing and opening shifts.

Safety and Security

Policies and practices to promote physical safety as well as mental and emotional safety. This also includes psychosocial safety and the level of role stressors employees experience.

Benefits

Employer-sponsored health insurance, paid leave, employee education benefits, retirement plans, childcare subsidies or support and other benefits, including those that address barriers to work. This includes support accessing and maximizing benefits provided.

Learning and Development

Pre-employment training partnerships, onboarding, technical skill training, cross-training, mentoring and coaching, sponsorship, upskilling opportunities such as apprenticeship or targeted degree programs and structured promotion pathways.

¹ Adapted from the [Results for America Job Quality Playbook](#)



Job Quality Standard – Predictability and Advance Notice

Employers should ensure that all employees - full time and part time - have a predictable schedule. A predictable schedule means that the specific hours an employee is expected to commit to an employer are identified well in advance and that deviation from the original expectation is minimal. When a deviation must occur, the employer should communicate the new expectation to the the employee with as much advance notice as possible.

What considerations apply to advance scheduling?

Work schedules should be published as far in advance as possible, but no later than two weeks in advance. An employee's schedule should vary as little as possible from pay period to pay period.

What considerations apply to schedule changes?

Changes to the published schedule should be avoided to the extent practicable. When changes cannot be avoided, affected employees should be notified of the change as far in advance as possible, but no later than 72 hours prior to the expected shift start time. Employers should try to proactively anticipate potential schedule problems to ensure employees have as much notice as possible.

Does the requirement for predictability depend on the occupation of the work or the industry in which they work?

No. We recognize that scheduling needs and constraints vary widely across industries and that predictability expectations may vary by occupation, however this has no bearing on the worker's need for predictability or the adverse impacts a worker might experience due to poor predictability. Employers interested in offering

high-quality jobs should strive to achieve best-in-class predictability amongst their industry peers. We also encourage employers to seek innovative ways to mitigate scheduling challenges to make their jobs more appealing to workers in other industries known for having better predictability.

What if unpredictability cannot be avoided?

A predictable schedule is important for employee satisfaction and overall well-being. Therefore, we encourage employers to seek ways to improve predictability, however we recognize that some industries and occupations are inherently less predictable. If unpredictability cannot be avoided, we encourage employers to define compensation schemes for employees who are adversely impacted by unpredictable schedules. For example, employers could offer special compensation when schedules are published later than promised, when a change to a published schedule is required, or when extraordinary shift frequency or duration are required.

Where can I learn more about predictable schedules?

[Stable and Fair Scheduling](#) (Results for America)
[Schedules That Work Act](#) (National Women's Law Center)
[Fair Workweek Law](#) (New York City)



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DRAFT



Job Quality Standard – Safety and Security Management System

Employers should implement a formal safety and security management system (SSMS). A SSMS consists of a set of policies and processes enacted by an organization for the purpose of reducing the frequency and/or severity of human injury or illness, both physical and emotional.

What exactly is a safety and security management system?

At its core, a SSMS is a formal declaration of the safety and security standards an employer is committed to achieving, and the policies and processes required to ensure those standards are met.

What elements does a SSMS typically include?

The exact elements of the SSMS will vary from organization to organization, however an example set of elements might include a statement of commitment to a safety and security culture from the organization's leadership, identification of the person or role that is accountable for safety and security, identification of the procedures the organization uses to identify and mitigate safety and security risks, requirements for monitoring and tracking risks, and documentation of a continuous improvement program for responding to safety and security incidents and near-misses.

Are our organization's existing safety practices good enough?

That depends. Historically safety-conscious organizations have focused primarily on physical safety, however emotional safety is also important. A lack of emotional safety can adversely impact physical safety and vice versa. We encourage employers to emphasize *security*

as well as safety, for example by building employee confidence in job security and protection from discrimination and harassment. It is also important for safety and security policies to be documented, transparently implemented, monitored for effectiveness, and improved over time.

Should workers in different occupations or industries have different expectations for safety or security?

Yes. We recognize that some occupations and industries are inherently more hazardous than others. We encourage employers to be proactive about identifying and mitigating risks and transparent in making employees aware of those risks prior to and during employment. We further encourage employers to engage employees at all levels in the safety and security management process to ensure that they have agency in their own protection.

Where can I learn more about living wage?

[Safety Culture](#) (Wikipedia)

[Develop Your Safety + Health Program](#)

(Occupational Safety and Health Administration)

[Safety and Security Metrics](#) (Results for America)



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