

Job Quality Benchmarking Index

*Mandy Townsend, VP of Employer
Engagement*



Why Job Quality?

To achieve economic mobility for clients and their families

To leverage market conditions to build good employer habits

To move the focus on good jobs from a hobby to our mission



Voice
Salary
Career
Diversity
Growth
Professional
Environment
Values

Tool Development



5 Pillars

1. Salary/Wage
2. Schedule Flexibility/Predictability
3. Availability of Benefits
4. Access to a Career Ladder
5. Supportive Work Environment
(sub-pillars below)

Safety

Training

Supervision/Feedback/Rewards

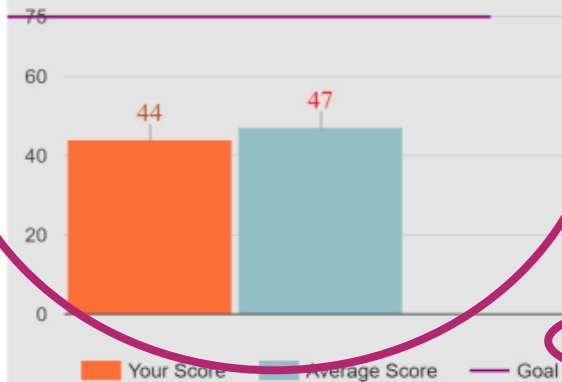
Diversity & Inclusion

Summary Report

Sample
Certified Nursing Assistant/Patient Care Associate
Benchmarking Report
November 5, 2021

Your Job Quality Profile

The employer-of-choice benchmark goal to strive towards is 75%



5 Job Quality Pillars

Your Rank*



Salary/Wage

#1



Benefits

#2**



Scheduling

#4



Access to Career Ladder

#7



Supportive Environment

#5

Compared to 6 companies with the same role

**2 companies were tied for #2

Areas to Celebrate

#1 on providing workers with competitive wages



Areas to Focus On

Developing Career Ladders



Want to Learn More About How

Sample

Stacks Up?

Contact mtownsend@jvs-boston.org for pricing of a detailed report, including tailored suggestions to increase your competitive advantage



Impact

3 employers increased wages

4 employers added competitive benefits

2 employers changed scheduling

All employers saw higher employee satisfaction & increased interest in roles

JVS better able to direct talent pool to companies who are more competitive



Tool Demo & Next Steps



JVS JQ Software



Questions?

