




WorkRise

| 2023 IMPACT REPORT



EXPANDING
WORKER
OPPORTUNITY
THROUGH
EVIDENCE

| [WORKRISENETWORK.ORG](https://workrisenetwork.org)

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Dear WorkRise Leadership Board members, Funders, and Colleagues:

The WorkRise team is pleased to share our Impact Report for 2023. This report highlights not only our accomplishments over the past 12 months, but also reflects on how WorkRise has grown, evolved, and achieved impact since our launch just over four years ago.

Thanks in no small part to your contributions as advisors, funders, and champions of our work, WorkRise has accomplished a great deal in a short time. In service of fulfilling our mission of expanding opportunities for economic mobility and security for low-wage workers, we've developed deep partnerships and relationships with stakeholders spanning labor market actors and perspectives; invested in new evidence that is already influencing decisionmakers to adopt better policies and practices; and built an impressive toolkit of engagement and communication strategies and platforms to catalyze changemakers with actionable research and evidence in a format that is engaging and accessible. Importantly, in 2023 we continued to evolve new and more inclusive ways to surface the most compelling research questions, forged diverse and imaginative partnerships among scholars, and engaged important stakeholders across communities who may not usually access evidence generated by think tanks.

We are proud of the informative, non-partisan, and credible brand we have built, and this foundation will allow us to adapt our work to fit an external environment marked by uncertainty but also opportunity. We are committed to our approach of informing and leveraging cross-stakeholder relationships and catalyzing the evidence required to address and advance both emerging and longstanding economic mobility challenges experienced by low-wage workers.

We hope you share our enthusiasm for continued partnership and impact in the years ahead.

With our deepest gratitude,



Todd Greene | Executive Director

MISSION

WorkRise aims to rebuild a more equitable and resilient labor market that expands opportunity and economic mobility for workers.



OVERVIEW

Why WorkRise Matters

Over the past four years, through its unique research-to-action model, WorkRise has emerged as a powerful source of important, cutting-edge evidence for how people working for low wages in the US can achieve upward mobility. WorkRise delivers for these workers by ensuring that stakeholders empowered to change the policies and practices that shape the labor market have the best evidence available, in a format that allows them to put knowledge into action.

WorkRise identifies, tests, and shares evidence-based ideas and solutions by supporting new research—including through more than 50 grant-funded projects—and by translating existing research to make it accessible to the field. We then contextualize the evidence to provide bespoke information to decisionmakers in government, business, worker advocacy, philanthropy, and beyond to empower them with the evidence for policies and practices that improve workers' lives.

We engage a wide variety of research-, policy-, and practice-centered stakeholders to surface the most critical challenges that low-wage workers face in the labor market. Our engagement networks include employers, unions and worker centers, workforce and economic development practitioners, training providers, and many more. We prioritize centering the voices of low-wage workers themselves to ensure economic opportunity and mobility are inclusive. And we catalyze partnerships because field-building across diverse sets of these stakeholders produces more promising and enduring results.

WORKRISE'S IMPACT MODEL

- 5** Building the Field
We **leverage our investments and partnerships** to build a more connected, diverse, and inclusive research community.
- 4** Centering Workers Voices
We **elevate diverse and marginalized voices** to democratize the development of research, contextualize research questions and insights, and ensure equitable economic opportunities for workers.
- 3** Forging Strategic Partnerships
We **build on non-partisan partnerships** to ensure our research reaches those who can use it to create enduring policy and practice change.
- 2** Making Evidence Accessible
We **create open access to evidence** and translate dense research to make findings meaningful and actionable for stakeholders and decisionmakers.
- 1** Creating Actionable Evidence
We **invest in new knowledge** about what works to advance economic mobility through our grantmaking and support of high-quality, actionable research.

This 2023 impact report distills our accomplishments to date and previews how our operating model is continuing to deliver significant and measurable outcomes. To fully capture the impact of an initiative with the scope and ambition of WorkRise would require far more pages than this full report can provide, and we anticipate that our impact will grow over time as multiyear research investments yield exciting

new insights for action. The many examples we highlight here are curated to illuminate why and how WorkRise is a key public good for the field: a unique and highly effective institution that is building actionable evidence, making that evidence accessible, forging impactful partnerships, centering the voices of workers in more inclusive systems, and building a more inclusive and relevant research community.



WORKRISE IN ACTION

The Need for Solutions That Work

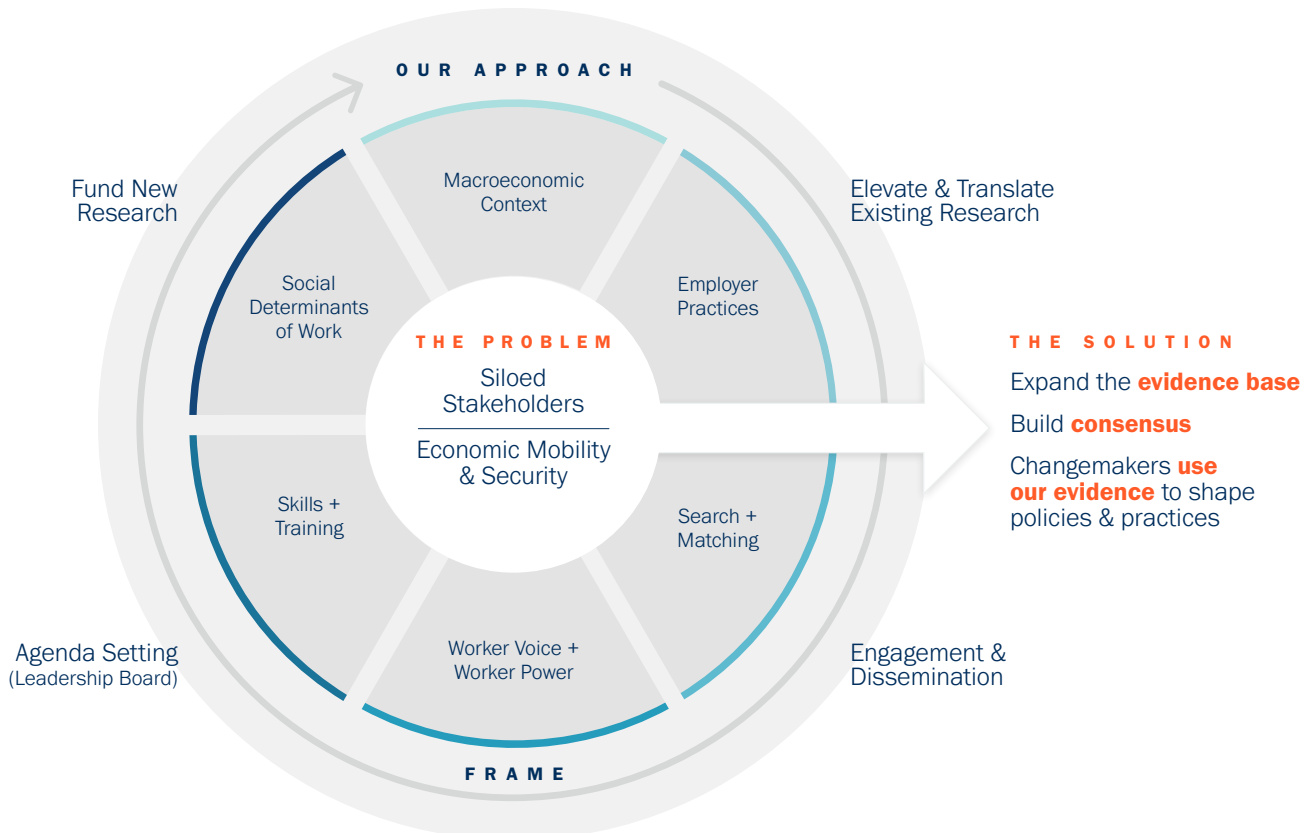
The unprecedented US labor market dynamics at our launch four years ago provided a compelling illustration of the need for WorkRise’s timely and unique research-to-action model. The COVID-19-induced economic crisis compounded and illuminated the lack of mobility that many low-wage workers experienced, characterized by 40 years of [rising income inequality](#), [wage stagnation](#), and [faltering economic mobility](#). Yet new opportunities emerged, including aggressive pandemic-related policymaking and [a convergence in wages](#), with two-fifths of the rise in wage inequality over the past four decades being undone in just three years due to rising wages at the bottom of the distribution.

Low-wage workers are now experiencing real wage gains, and inflationary pressure on family budgets is slowly easing. These current but still evolving economic conditions make WorkRise’s

focus on accessible research more critical than ever as stakeholders seek actionable insights to leverage resources in effective ways that produce the best outcomes.

OUR DIVERSE NETWORK AND PLATFORM IN ACTION

WorkRise is uniquely positioned to spark evidence-informed action



We bring together diverse stakeholders across sectors to inform our efforts and support the broad dissemination and amplification of key research findings and public goods for the field.

1 Creating Actionable Evidence

Through grantmaking and other research investments, we elevate the strongest labor market solutions and foster more informed, diverse, and equitable research systems.

Our goal is to build actionable evidence. Rather than determining knowledge priorities in a vacuum, we engage a wide variety of voices, including those on the ground, to inform what are the most compelling challenges and opportunities for which research and evidence can have the greatest of impact. To do so, WorkRise engages our [Leadership Board](#) alongside [partners](#) to inform our research agenda decision-making and to ensure this research reaches the key changemakers who will implement solutions. Rigorous research and evidence-building takes time, yet WorkRise already has had meaningful success along a number of worker mobility dimensions:

Providing Greater Access to Better Jobs: Laying the Foundation for the Adoption of Alternative Workplace Credentials

In 2020, WorkRise invested in an [Opportunity@Work](#) project that established the case for national and regional reassessments of degree requirements for jobs that can be filled by workers who obtain “skills through alternative routes.” This project garnered coverage in the [New York Times](#) and led to Maryland Governor Larry Hogan announcing the elimination of degree requirements for thousands of state jobs and the creation of new career ladders. A further related WorkRise-funded project, “[Skills, Degrees, and Labor Market Inequality](#),” was cited in [written testimony](#) before the US House Committee on Education and the Workforce.

Identifying Practices That Matter Most: Which Diversity, Equity, and Inclusion Approaches Best Support Workers

WorkRise invested in the [National Study of Workplace Equity](#), a project undertaken by the Boston College School of Social Work with the Society of Human Resource Management. This nationally representative survey-based study concluded that while nearly two-thirds of organizations report valuing diversity, equity, and inclusion (DEI), this same proportion allocated little to no formal resources to DEI initiatives. Importantly, the study

THE WORKRISE DIFFERENCE

Our nonpartisan, big-tent approach

We convene often-siloed stakeholders from government, business, worker advocacy, and philanthropy to empower them with the evidence for policies and practices that boost economic opportunity for workers.

found variation in perceived equity across 10 workplace systems—with recruitment and hiring, compensation, and onboarding being among the most equitable, and employee supports, job structures, and supervision and mentoring among the least equitable systems. [These findings](#) provide pathways for employers about which DEI efforts matter most, and they have been presented at numerous employer-focused conferences.

Stronger Business Results and Stronger Employee Outcomes: Improving Flexibility in Workplace Scheduling Practices

WorkRise’s investment in the Harvard Kennedy School’s [Shift Project](#) examines the effectiveness of greater schedule control for hourly workers’ employment, earnings, and health outcomes. This project analyzes work schedule data from IKEA stores in the United States and interviews of workers and managers, and conducts a pilot to

select the most feasible and informative experimental interventions. The Harvard team has collaborated with their IKEA partners to begin testing these interventions at treatment and comparison stores across the country. IKEA has approximately 15,000 workers in the United States and 166,000 workers worldwide, all of whom could use the interventions found to be most effective. We also anticipate [spillover effects](#) to other large service sector employers given IKEA's role as an industry leader. The project's findings will be released later this year. Findings from a related project [brief](#) on schedules and working conditions in the service sector were widely cited in the press, retweeted by Senator Elizabeth Warren in conjunction with the 2022 reintroduction of Fair Schedules That Work legislation, and used in materials developed by United for Respect, National Women's Law Center, and Center for Popular Democracy.

Creating Meaningful Employment Opportunities for the Formerly Incarcerated: Reducing Barriers to Attain Occupational Licensing

We [invested in](#) the Florida Policy Institute's project on the magnitude and detrimental impact of barring occupational licenses to people with past criminal convictions in Florida. The resulting findings were shared with every member of the Florida House's criminal justice and economic development subcommittees. [These findings](#) also informed other elected state officials, resulting in a call for expanding access to occupational licensing for returning citizens and for new or enhanced [Second Chance](#) policies.

Catalyzing Fairer Employment Practices for Small Businesses: Strengthening Compliance to Help Workers and Employers

WorkRise's [investment](#) in the Workplace Justice Lab at Rutgers University, in partnership with the City of Minneapolis Labor Standards Division and the Main Street Alliance, tests whether ongoing support with payroll, HR, or other business operation systems to small businesses owned by immigrants or other business owners of color is more effective than standard outreach and education in helping them comply with local employment standards and improve job quality for workers employed at these firms. About 100 businesses applied to participate in the program, of which 52 were accepted. The

vast majority were very small businesses, many of them owned by people of color and who were not fully compliant with labor standards laws. The project is designed to build awareness among city agencies on the need for better support systems for small business labor standards compliance, more awareness among software providers about employment standards, and more focus among small businesses and worker advocates on the importance of more support for HR functions. Ultimately, this project is designed to provide an evidence-backed toolkit for what works in making it easier for small businesses to take the high road.

Better Tools to Improve Resource Deployment and Inform Policy Development

WorkRise also supports the development of innovative, accessible, and intuitive tools that synthesize and format complex data and evidence in ways that allow practitioners and policymakers to design more effective policies and programs:

- The [Workforce Almanac](#), an open-source directory, is the most comprehensive view to date of all US workforce training providers. Nearly 1,000 page visitors have accessed the Almanac website, which allows users to explore providers at the local, state, and national levels. The Almanac provides policymakers, workforce boards, training providers, employers, and researchers with the ability to integrate Almanac data in service of making decisions regarding resource allocation, to match learners and workers to training and employment opportunities, and to explore geo-spatial dimensions of these data.
- [Family Values@Work's](#) new database on paid sick and safe leave examines the 36 paid safe and sick day laws in existence across the US and offers policymakers, businesses, workers, and their advocates tools to assess their local laws from an equity perspective.
- WorkRise-authored, web-based interactive tools about [who](#) and [where](#) more than 50 million low-wage workers are engaged in the US economy provide critical information on the core population of interest for the field. They also help decisionmakers more effectively design programs and policies that respond to workers' needs by understanding who they are and where they live.



2 Making Evidence Accessible

We make vital information available and more meaningful for stakeholders and decisionmakers by actively engaging diverse workers, employers, researchers, advocates, and through earned media.

In addition to funding research, WorkRise translates, synthesizes, and distills evidence from a variety of rigorous and credible sources with the goal of making knowledge more actionable. We aim to reduce the barriers to using best-in-class evidence for employers, policymakers, practitioners, and worker advocates, in service of improving outcomes for those working for low wages. WorkRise has undertaken several tactics to make this information approachable:

- [Working Knowledge](#) engages nonacademic audiences through short summaries of high-quality research from various sources and then details specific actionable takeaways.
- A popular [infographic](#) intended for mayors and other local leaders provides step-by-step paths for leveraging federal investments to create quality jobs.
- [WorkRise Shorts](#) provides audiences with a quick and engaging video take on the “who, what, and why” of research, solutions, and actions decisionmakers can take to make them a reality.
- WorkRise also hosts and partners to produce public [events](#) and private convenings to engage stakeholders around relevant research insights.

THE WORKRISE DIFFERENCE

Supporting New Tools for Decisionmakers

We create and invest in innovative, accessible, tools that synthesize complex data and evidence in ways that allow decisionmakers to design more effective policies and programs.

Broad National Influence: Contextualizing Low-Wage Worker Opportunities through Earned Media

Moreover, WorkRise’s earned media stretches across influential national platforms including [CNN](#), [MarketWatch](#), [National Public Radio](#), and the [New York Times](#). And in 2024, WorkRise is now featured in a [monthly Forbes column](#) that contextualizes low-wage worker challenges and opportunities within the context of regular employment data.

3 Forging Strategic Partnerships

We catalyze partnerships among a wide range of stakeholders to foster stronger impacts.

A distinguishing aspect of the WorkRise platform is the intentionality of engaging stakeholders to build diverse networks in service of achieving maximum impact. We forge and strengthen partnerships across researchers and decisionmakers who may not ordinarily engage with one another.

We create innovative partnerships across businesses, government, practitioners, and worker advocates to strengthen employee and employer outcomes

Some examples this year of where our engagement brought together select groups of people within one sector who faced similar labor market challenges to catalyze action and achieve results include the following:

- Through the Walmart-powered Retail Opportunity Network (RON), WorkRise co-convened 140 RON members, philanthropies, and other business partners to learn and share evidence-based strategies about how the retail industry can improve opportunities for worker mobility.
- In partnership with the AARP and with support from Public Private Strategies, we facilitated a four-part private convening series with employers about how to best advance equity for older low-wage workers. With a focus on recruitment and hiring, scheduling flexibility, training, and career development, the 28 participating companies learned about evidence-based practices and shared how this new knowledge will shape their internal policies, practices, and perspectives to better understand, support, and engage older workers.

THE WORKRISE DIFFERENCE

Strengthening the Field through Evidence

We translate and distill evidence from a variety of rigorous and credible sources with the goal of making research knowledge more actionable for decisionmakers.

- In partnership with the New Growth Innovation Network and the Federal Reserve Bank of Atlanta, we convened a cohort pairing workforce development and economic development professionals from seven cities across the country with the goal of improving outcomes for low-wage workers by centering their voices in economic and workforce development policies and practices. Over the four sessions, participants broke down barriers across these two systems, learned more about how to engage low-wage workers and what workers want following the pandemic, and contributed to soon-to-be-released WorkRise-supported research from the University of North Carolina's School of Government and the Urban Institute. Working collaboratively, these local leaders were able to reimagine how workforce and economic development can together strengthen low-wage worker outcomes.

We lead with evidence to inform and engage federal, state, and municipal governments and labor market standard-setters about how to strengthen and improve workers' outcomes across workplaces

- WorkRise supported research spearheaded by the National Legal Advocacy Network (NLAN), which identified racial and gender discrimination in access to work at 10 temporary staffing agencies in Houston and Nashville. Using matched-pair experiments at 10 staffing agencies, these findings are informing worker organizers, local enforcement officials, and public officials at the local and national level to illuminate the need for better local enforcement of temporary staffing agencies and to call for new policies to improve the industry. In the coming months, WorkRise will be partnering with NLAN and the National Employment Law Project to host a private federal enforcement agency call on the issue, and we anticipate working with employer partners to support their efforts to work with high-road staffing agencies.
- The California Healthy Nail Salon Collaborative, in partnership with the UCLA Labor Center and California State University, is [beginning to transform](#) an industry primarily composed of immigrant women workers to provide stronger opportunities for mobility, security, and safety. This project began with a research investment from WorkRise, and today it is demonstrating that job quality and labor outcomes for manicurists in California and elsewhere can be improved by

leveraging learning from other industries and reframing it for the nail salon sector, forging high-road training partnerships, and advocating for sectoral bargaining. Findings from this research has resulted in increased funding on the issue from the California High Road Training Partnership. The project's impact has transcended California's borders, including an educational briefing providing New York State Senator Jessica Ramos (chair of the New York legislature's Labor Committee) with evidence on whether and how establishing a minimum standards council for the nail salon industry in New York could shape workers' economic mobility.

We partner with industry groups and worker advocacy organizations to improve work and workers' economic mobility and security

- In manufacturing, an industrial sector with a high probability for worker economic mobility, WorkRise supports a project of PolicyBridge and the Manufacturing Advocacy and Growth Network that is [currently engaging](#) employers and workers on how manufacturers can develop a stronger workforce through innovative, evidence-based, and inclusive recruitment and retention.
- WorkRise serves as the facilitator of the Walmart-powered [Retail Opportunity Network \(RON\)](#) to support how employers can make these jobs better through peer learning and identifying mobility pathways for the 44 million (mostly low-wage) workers in the retail and service sectors.

4 Centering Workers Voices

We center the voices of low-wage workers to ensure that economic opportunity and mobility is equitable through our actions, including by elevating diverse and marginalized voices to better contextualize research questions, democratize the development of research, and improve insights.

Embedded in WorkRise’s theory of impact (see page 4) is that evidence and solutions will be most durable when they center the voices of people and communities they most directly implicate. Furthermore, long-term impact requires building systems that include a more diverse range of voices and institutions.

WorkRise’s model for engaging the broader field—through leveraging our [Leadership Board](#), our [partners](#), our [collaborative funders](#), and beyond—ensures that our research topics, RFP solicitations, and engagement and outreach strategies reflect on-the-ground priorities. Examples include the following:

- In an event with more than 500 participants, Leadership Board member [Tracy Wareing Evans](#)—head of the American Public Human Services Association, as well as Louisiana’s Secretary of the Department of Children and Family Services—partnered with WorkRise to highlight poor working conditions and a worker shortage in the human services sector (which holds up our nation’s other social infrastructure programs, including workforce training) and to offer new evidence and strategies to advocate for change in their state and local contexts.
- Facilitated by Leadership Board member [Amanda Cage](#) of the National Fund for Workforce Solutions, the expansive network of National Fund regional collaboratives engaged with the Harvard Project on Workforce to inform the building of our [Workforce Almanac](#) data portal. This collaboration sets the stage for widespread adoption of the portal, showcasing how it provides value to workforce development organizations and to employers.
- As WorkRise developed its infographic on leveraging federal funds for quality jobs at the local level, veteran Detroit mayoral advisor and Leadership Board member Nicole Sherard-Freeman provided practical insights into the best form and approach

THE WORKRISE DIFFERENCE

Driving Research to Action

We invest in best-in-class research and get it into the hands of those that can use it to improve work and workers’ lives.

- to conveying information to mayors and other local leaders. This [widely downloaded infographic](#) and how-to guide went on to be one of the most heavily trafficked pages of the WorkRise website in the past year.
- We serve as a model for what an action-oriented and inclusive research initiative looks like in practice, not only for the field but also for our host institution, the [Urban Institute](#). WorkRise has played a key role in informing Urban’s recent strategic refresh, which aims to ensure that our 50-year-old institution continues to deliver on its mission to open minds, shape decisions, and offer solutions through social and economic policy research. Speaking at a recent event, president and CEO of Urban Institute, Sarah Wartell, stated about WorkRise, “This is the kind of thing that we are trying to do at Urban. It is centered on evidence, but also trying to be connected to community. We’re trying not just to answer the questions that scholars have in the abstract but answer the questions that change-makers need the answers to and, on the backend, helping to make sure that we transform the insight gained from research into action.”

Building the Field

We undertake our work recognizing that structural barriers impede the ability of the labor market research field to surface questions, and we leverage our investments and partnerships to offer solutions that are informed by lived experiences to build a more connected, diverse, and inclusive research community.

WorkRise has reframed its approach and processes to build trust and relevance with our wide range of stakeholders. This focus on field-building is driven by our observations about the dearth of diverse scholars who regularly contribute to national labor market discussions. Consequently, WorkRise intensively engages and builds partnerships with scholars from state colleges and universities as well as with minority-serving institutions in service of expanding the field and elevating voices. To this end, we have catalyzed several important partnerships:

- The Worker Empowerment Research Network has added several scholars from Historically Black Colleges and Universities (HBCUs) to its network and has engaged Howard University's survey unit for its WorkRise-supported [surveys of workers and organizers](#).
- Rutgers University's Heldrich Center for Workforce Development partnered with faculty and students at Delaware State University, an HBCU, on their WorkRise-supported [project](#) to understand practices and perceptions of workplace DEI efforts.
- RAND's pilot of the Byte Back digital literacy program includes Dr. Omari Jackson, a scholar at the time affiliated with Morgan State University in Baltimore, as a coprincipal investigator leading this WorkRise-supported [project](#).

Improving Philanthropic Awareness about Critical and Emerging Issues: WorkRise's Funders Advisory Committee

WorkRise's Funders Advisory Committee, composed of our major supporters, is a valuable learning community designed to drive effective philanthropic decisionmaking through collaborative information sharing. Our funders help connect WorkRise-funded research to those positioned to make use of it, including their grantees and partner organizations, helping boost the efficacy of their other investments aimed at improving workers' lives. Our Funders Advisory Committee also serves as a forum for surfacing emerging ideas and approaches, and allows funders to contextualize their work in relation to the work of their peers. By providing a robust learning community for philanthropies invested in transforming labor market opportunity, WorkRise creates the opportunity for additive rather than duplicative investments and drives efficiency in the field.

THE WORKRISE DIFFERENCE

Our Commitment to Equity

We elevate diverse and marginalized voices to democratize the development of research, contextualize research questions and insights, and ensure equitable economic opportunity for workers.

CONCLUSION

In the pages of this impact report, we provide many details about how our key objectives are helping us achieve our goal of expanding economic opportunity and mobility for low-wage workers in the United States by engaging a full range of stakeholders—workers, business leaders, and nonprofit and public-sector worker advocates. We provide telling examples of our successful outcomes and impact. And we demonstrate how the infrastructure we have built, and the approaches we have honed, over the past four years now position us to pursue our mission with even greater focus and bigger outcomes.

We believe our accomplishments to date make a compelling case for the demonstrated impact and further potential of the WorkRise model, and we hope you will agree. Thanks to the generosity of our sustaining funders and new funders who have joined the WorkRise platform since our launch four years ago, our early research investments are yielding significant impacts, and we are excited about activating the many promising research products in the pipeline. We are equally excited about curating and translating new research as it evolves, particularly given how much critical decisionmakers have yet to learn about the postpandemic labor market and what it means for opportunity in America going forward. We look forward to continuing to engage and learn from our current partners and to building new partnerships with the wide range of changemakers who have the power to make a difference in transforming the American labor market into one that provides significantly more meaningful opportunities for low-wage workers.



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Grantees 2020-2023

WorkRise is pleased to share an update on our growing portfolio of research investments, now totaling over \$10 million, designed to fill the most critical knowledge gaps and shape the priorities, frameworks, and actions of labor market stakeholders, including policymakers, employers, worker advocates, practitioners, philanthropies, and scholars. To date, the WorkRise Leadership Board has approved **52 projects** for funding through our competitive Request for Proposals held in 2020, 2021, 2022, and 2023.

Evidence generated from previous WorkRise grants is catalyzing mobility-supportive policies and practices and building the capacities of organizations to expand and continue their work. **This report includes notable progress and findings from funded projects that have begun to yield results.** And as new projects get underway in the New Year, WorkRise and its network will amplify insights and findings using its digital platforms, research translation capacities, and convening power.

2023 GRANTEES

Building Actionable Insights to Advance Worker Mobility

PUBLIC PRESS RELEASE

Grant Recipient	University of Georgia	Grant Amount: \$179,996
Project Leaders	Matthew Knepper, University of Georgia; Ian Schmutte, University of Georgia; Leonard Goff, University of Calgary	
Project Description	<p>Strategic Wage Concealment and Labor Market Powe</p> <p>Researchers at the University of Georgia and the University of Calgary seek to understand why firms commonly conceal wage information in job advertisements, advancing the hypothesis that firms find it profitable to strategically restrict access to information on jobseekers' outside wage options when those firms face less competition for workers. The researchers evaluate this hypothesis by analyzing how wage posting behavior responds to hospital mergers and how compliance with wage posting laws varies by employer concentration, based on online job ads collected by Lightcast over 12 years. Findings may help policy-makers better understand the potential benefits and limitations of pay transparency laws.</p>	
Grant Recipient	Harvard University	Grant Amount: \$238,893
Project Leaders	David Deming, Harvard University	
Project Description	<p>The Workforce Almanac: Mapping the US Workforce Development Sector</p> <p>This project will use the Workforce Almanac public data portal supported by a past WorkRise grant to analyze key research questions about the workforce development sector, including how the geographic distribution of training programs shapes opportunities for different communities. The project will also seek greater detail on training programs offered and interview state policymakers to understand how Workforce Innovation and Opportunities Act (WIOA) funds are being deployed, and which innovations are yielding promising results.</p>	
Impact Update	Since its launch in November 2023, The Workforce Almanac has been shared broadly across federal, state, and local departments of labor, workforce development associations, economic developers, employer associations, and funders for use to better understand the workforce development landscape in their communities.	

Grant Recipient	Project Equity	Grant Amount: \$400,000
Project Leaders	Hilary Abell, Project Equity; Robynn Cox, UC Riverside; Cynthia Hewitt and Taura Taylor, Morehouse College	
Project Description	<p>Increasing Black Income and Wealth through Employee Ownership</p> <p>Researchers and practitioners from Project Equity, UC Riverside, and Morehouse College propose to study whether (and how) employee ownership models are a successful model for job quality and Black wealth creation. They will analyze National Longitudinal Survey (NLS) data on wealth outcomes for Black workers at employee-owned (EO) businesses, and conduct in-depth interviews with Atlanta business owners and workers. Further policy analysis and case studies will examine practices and supports that could help employee-owned businesses succeed, and a database of EO-related policies will be constructed as a resource to researchers and practitioners.</p>	
Grant Recipient	Association for Enterprise Opportunity	Grant Amount: \$260,000
Project Leaders	Lori Diane Smith, Association for Enterprise Opportunity; Chelsea Maxwell, Association for Enterprise Opportunity	
Project Description	<p>Advancing Worker Mobility and Well-Being through Microbusiness</p> <p>The Association for Enterprise Opportunity (AEO) will conduct surveys and in-depth interviews of owners and employees of microbusinesses (businesses with 10 or fewer employees) to better understand: the opportunities and barriers microbusinesses face in attracting and supporting workers; the employer practices that are most attractive to workers at such enterprises; and what roles community development financial institutions and other business support organizations could play to support the adoption of best hiring and employee retention practices.</p>	
Grant Recipient	National Domestic Workers Alliance	Grant Amount: \$125,000
Project Leaders	Paulina López González, National Domestic Workers Alliance	
Project Description	<p>Measuring Domestic Worker Voice</p> <p>A multidisciplinary project team will conduct a technology-enabled survey of a sample from over 200,000 US domestic workers (primarily house cleaners, nannies, and home care workers) to create a baseline dataset for understanding worker voice. Building on previous worker voice research by Thomas A. Kochan and colleagues, the survey will shed light on conditions that domestic workers experience and workers' perceptions of whether and how they have meaningful power to shape their work lives. Findings could inform the development and enforcement of labor protections for domestic workers as well as other pathways for strengthening worker voice and worker power in what are often precarious and private work arrangements.</p>	
Grant Recipient	Jobs With Justice Education Fund	Grant Amount: \$450,000
Project Leaders	Algernon Austin, Center for Economic and Policy Research; Kate Bronfenbrenner, Cornell University	
Project Description	<p>Advancing Black Workers in the South: An HBCU Research Initiative</p> <p>A collaborative of researchers, including five Historically Black Colleges and Universities (HBCUs), will lead an in-depth study of worker organizing by Black workers in five locations across the South. The project will support the research capacity-building of scholars at the HBCUs in conducting field surveys on organizing strategies, workplace practices, and working conditions. Resulting case studies and comparative analyses will yield richer detail on the experiences of Black workers in the South, potentially informing more effective organizing efforts in the future.</p>	

Grant Recipient	George Washington University	Grant Amount: \$235,000
Project Leaders	Adam Dean, George Washington University; Paula Chatterjee, University of Pennsylvania	
Project Description	<p>Do Labor Unions Improve Working Conditions for Health Care Workers?</p> <p>A cross-disciplinary team of researchers will empirically investigate whether unionization at hospitals and nursing homes contributes to better wages and working conditions, and whether those gains are especially strong for Black workers in health care settings. The team will merge a unique dataset on union presence at hospitals and nursing homes with outcome data from the Center for Medicaid and Medicare Services and the American Hospital Association, and supplement their analysis with semi-structured interviews with health care workers, managers, and union leaders.</p>	
Grant Recipient	University of Massachusetts Amherst	Grant Amount: \$388,463
Project Leaders	Arindrajit Dube, University of Massachusetts Amherst	
Project Description	<p>Labor Market Competition and Re-Allocation in Tight Labor Markets</p> <p>This project will assess how labor market tightness affects labor market competition and wage inequality. In particular, the project will evaluate the recent tight labor market in the United States following the pandemic to better understand its broader implications. Using administrative and payroll data, as well as public survey data, the authors will assess to what extent the tighter labor market has led to greater competition, as well as reallocation toward more productive jobs and employers. Understanding these dynamics will help policymakers and employers develop policies and practices appropriate to underlying labor market conditions.</p>	
Grant Recipient	Harvard University	Grant Amount: \$375,000
Project Leaders	David Weil, Brandeis University; Danny Schneider, Harvard University	
Project Description	<p>Building Strategic Enforcement to Improve Labor Standards</p> <p>Researchers from the Harvard Kennedy School and the Heller School for Social Policy and Management at Brandeis University will develop and test new data tools to help state labor enforcement agencies more strategically deploy investigative and compliance enforcement resources. The team will leverage data collected from workers by the Shift Project, a joint project of Harvard Kennedy School and UCSF, merged with rich administrative data to identify firms and establishments where workers are at high risk of wage theft, violation of paid sick leave protections, inadequate breaktime, and inadequate advance notice of scheduling. They will then develop a proof-of-concept tool to identify businesses with high levels of noncompliance and create a framework to field test the tool using an experimental design with two collaborating state labor enforcement agencies.</p>	
Grant Recipient	Public Policy Institute of California	Grant Amount: \$120,000
Project Leaders	Julien Lafortune, PPIC; Sarah Bohn, PPIC; Hans Johnson, PPIC; Marisol Cuellar Mejia, PPIC	
Project Description	<p>Understanding Trends in California's Labor Force Participation</p> <p>Researchers from the Public Policy Institute of California will lead an in-depth analysis of the drivers of labor participation in California, which has not recovered to pre-pandemic levels. Using detailed survey data, the team will identify potential drivers of differences across socioeconomic and demographic characteristics (race, gender, age, family structure, geography, and more). Findings will inform state economic policy and forward-looking conversations about how policies should respond to anticipated demographic changes in the state. The work will be informed by a multi-stakeholder engagement process that will capture sentiments and potential solutions from the field and broaden uptake of findings. This project may also serve as a model for researchers seeking to do similar analyses to inform and engage local policymakers in other states and regions.</p>	

Grant Recipient	Research Foundation of the City University of New York	Grant Amount: \$99,750
Project Leaders	Michelle Holder, City University of New York	
Project Description	<p>Did the Pandemic Spur the Creation of Jobs in the Transportation and Warehousing Sector that Benefitted Black Workers without College Degrees?</p> <p>Michelle Holder will lead a study examining whether the post-pandemic transportation and warehousing sector has created more job opportunities for Black workers without college degrees, and whether those jobs are durable, quality jobs with respect to wages, working conditions, and risks of automation and displacement. Dr. Holder may also engage workers from this sector to provide greater context and examine potential implications for shaping accessible, durable, and quality jobs and working conditions. This project will provide key evidence for understanding whether and how current labor market conditions are creating opportunity for workers who have historically been left behind.</p>	
Grant Recipient	Brandeis University	Grant Amount: \$315,000
Project Leaders	Pamela Joshi, Brandeis University; Dolores Acevedo-Garcia, Brandeis University; Susanna Barragan, UnidosUS	
Project Description	<p>Increasing Hispanic Workers' Access to Paid Family and Medical Leave</p> <p>A research team led by Brandeis University and UnidosUS will undertake a rigorous qualitative study that identifies state paid family medical leave (PFML) policy implementation processes that facilitate or exclude Hispanic and immigrant workers' participation; and assesses PFML access and uptake from the perspectives of Hispanic community-based organizations, workers, and small business owners in California, Massachusetts, and New Mexico. The project's findings will generate in-demand evidence on how to design public and private PFML programs that are more inclusive and more accessible to Hispanic workers and small businesses, and that minimize administrative burden. The team will leverage the Brandeis team's policy analysis expertise and UnidosUS's strong network and relationships to ensure findings reflect the lived experiences of the populations this project seeks to serve, and to ensure findings are broadly disseminated to audiences positioned to advocate for and implement change.</p>	

2022 GRANTEES

Pilot Projects for Advancing Economic Mobility

PUBLIC PRESS RELEASE

Grant Recipient	Rutgers University, Workplace Justice Lab (WJL@RU)	Grant Amount: \$370,876
Project Leaders	Janice Fine, Rutgers University; Hana Shepherd, Rutgers University	
Project Description	<p>Small Business High-Road Labor Standards Intervention</p> <p>The Workplace Justice Lab at Rutgers University (WJL@RU), in partnership with the City of Minneapolis Labor Standards Enforcement Division (LSED) is testing whether ongoing support with payroll, HR, or other business operation systems to immigrant-and Black, Indigenous, and People of Color-(IBIPOC) owned local businesses is more effective than standard outreach and education in helping small businesses comply with local employment standards and improving job quality for workers employed at these firms. Identifying strategies for increasing compliance could help shift compliance approaches from a punitive mindset to one of capacity building and economic development for IBIPOC business owners, strengthening their ability to offer minimum wage, paid leave, and fair scheduling practices to their employees.</p>	
Impact Update	The WJL@RU team has shared their research design with the Koreatown Immigrant Workers' Alliance and the Little Tokyo Service Center in Los Angeles to consider for adoption in California.	

Grant Recipient	SHRM Foundation	Grant Amount: \$431,167
Project Leaders	Clayton Lord, SHRM Foundation; Kerri Nelson, SHRM Foundation	
Project Description	<p>Skilled Credentials at Work: Assessing Skilled Credentials as Part of Inclusive Hiring</p> <p>Skilled Credentials at Work is a pilot education and technical assistance program that trains HR professionals on how to use skilled credentials to hire, place, and promote workers without traditional degrees. Researchers assess changes in: perceptions of skilled credentials by Georgia SHRM’s HR network, job postings, hiring outcomes, and other employer systems. In addition, SHRM completes an inventory of existing practices for 28 different employers receiving coaching assistance in implementation. Findings have the potential to strengthen employer hiring decisions, inform the approaches of educational and workforce development leaders, and policy supports for skilled credentials.</p>	
Grant Recipient	AdeptID	Grant Amount: \$322,000
Project Leaders	Brian DeAngelis, AdeptID; Jessica Marcus, Year Up/Grads of Life	
Project Description	<p>Fairness-Aware Machine Learning Models for Improving Workforce DEI</p> <p>AdeptID tests the use of predictive models utilizing open-source AI bias-mitigation systems to identify “overlooked” talent within employers’ existing applicant pools. Paired experiments track differences in hiring decisions between intervention and control groups and observe outcomes by company characteristics and job type. Results could point to best practices and to useful directions for further development and use of machine learning in hiring practices</p>	
Grant Recipient	RAND Corporation	Grant Amount: \$188,066
Project Leaders	George Zuo, RAND Corporation; Omari Jackson, Morgan State University	
Project Description	<p>Byte Back: A Pilot RCT on Digital Upskilling for Low-Tech Workers</p> <p>Byte Back offers basic digital literacy programming for adults with little or no computer experience, a demographic that does not qualify for traditional tech training programs. Through randomized and quasi-experimental designs, RAND and Morgan State study the short-term employment and earnings of students receiving digital skills programming and observe changes in intermediate outcomes like job search behavior, daily technology use, and personal economic outlooks. Results could enhance deployment of federal funds aimed at bridging the digital divide, such as grants from the Digital Equity Act.</p>	
Grant Recipient	MDRC	Grant Amount: \$500,000
Project Leaders	Donna Wharton-Fields, MDRC; Richard Hendra, MDRC; Chad Marshall, Per Scholas	
Project Description	<p>Testing for the Active Ingredients: Piloting Career Advancement Services in the IT Sector</p> <p>Per Scholas pilots add-on services to sectoral training programs including alumni coaching, group coaching, employment TA (career plans and resume reviews), and upskilling referrals to enable trainees to sustain and grow their success in the IT careers in which they are trained. MDRC leads Per Scholas through a human centered design process to ensure that the new advancement model is set up for a strong test and centered on equity. MDRC also conducts a quasi-experimental design to measure changes in earnings and other markers that newly-placed workers are on the path to achieving stronger wage gains. The study examines demographic differences in the effects of the intervention to understand how well different groups are being served by advancement services.</p>	

Grant Recipient	MAGNET	Grant Amount: \$175,600
Project Leaders	Ethan Karp, MAGNET; Gregory Brown, PolicyBridge; Jill Rizika, Toward Employment; Nikki Stoicoiu, New Growth Group	
Project Description	<p>Advancing Economic Mobility in Manufacturing</p> <p>The AEMM program pairs manufacturing career training and wraparound services for returning citizens and unemployed youth, ages 18-24, with opportunities for manufacturing employers to inform program curricula to their hiring needs, receive technical assistance for employee retention best practices, and connection to potential employees. Researchers scrutinize both program outcomes and the factors potentially driving previously observed retention disparities between Black and white workers. Findings will inform workforce development service providers, industry intermediaries, and employers seeking to diversify their workforces and retain employees.</p>	
Grant Recipient	Colorado Equitable Economic Mobility Initiative (CEEMI)	Grant Amount: \$498,980
Project Leaders	Elysia Clemens, University of Denver	
Project Description	<p>Cash for Coloradans and Evidence for Equitable Upskilling</p> <p>This project evaluates three pilots offering different cash supports (varying stipends, incentives, wage subsidies, and no-interest loans) to clients of three Colorado training and career development nonprofits. At each site, researchers use an RCT or quasi-experimental design to understand how cash supports influence employment and earnings outcomes of clients and whether stabilizing financial supports help avoid “benefit cliffs” that undermine financial stability. This research could inform future legislation and programming in the state of Colorado and contribute to a growing body of evidence domestically and internationally that cash assistance works to advance financial stability and employment outcomes.</p>	
Grant Recipient	Bendable Labs	Grant Amount: \$50,000
Project Leaders	Sarah Zaner, Bendable Labs	
Project Description	<p>Measuring Bendable’s Impact on Community-Based Workforce Development</p> <p>This project seeks to establish a causal connection between the siting of Bendable online workforce development platforms in library settings, and a range of outcomes for job seekers, employers, libraries, and communities. The Bendable team established a research partnership with the Burning Glass Institute to design a rigorous mixed-method study and develop partnerships for implementation and data collection.</p>	
Grant Recipient	Georgia Public Defense Foundation	Grant Amount: \$50,000
Project Leaders	Omotayo Alli, GA Public Defender Council; Eytayo Onifade, Clark Atlanta University	
Project Description	<p>Ladders Program Evaluation</p> <p>The Ladders Program provides skills-based education for people between ages 17-24 who have concluded or nearly concluded a probation sentence and have not been found guilty of a severe violent offense. The project team’s evaluation will be used to examine whether these career supports are associated with reduced recidivism.</p>	

2021 GRANTEES

Bold Ideas for Transforming the Labor Market

PUBLIC PRESS RELEASE

Grant Recipient	Belmont University	Grant Amount: \$59,309
Project Leaders	Colin Cannonier, Belmont University; Monica Galloway Burke, Western Kentucky University	
Project Description	<p><u>Do Language Restrictions on Obtaining Drivers' Licenses Influence Labor Market Outcomes of Immigrants?</u></p> <p>Researchers built a more robust analysis to their research on how language barriers to obtaining drivers licenses influence labor market outcomes for immigrants, in particular those who speak languages other than Spanish and English.</p>	
Grant Recipient	University of Arkansas	Grant Amount: \$10,000
Project Leaders	Suman Mitra, University of Arkansas; Reese Brewer, Frontier Metropolitan Planning Organization	
Project Description	<p><u>Shared Micromobility for Economic Well-being of Workers in Low-wage Jobs</u></p> <p>Researchers drafted a literature synthesis describing the current scope and quality of evidence on the state of evidence and research frontiers for how transportation influences labor market outcomes, and the potential role micromobility programs could play for under-served populations and small- and medium-sized cities.</p>	
Grant Recipient	Catholic Charities Forth Worth	Grant Amount: \$10,000
Project Leaders	Jennifer Strand, Catholic Charities Forth Worth	
Project Description	<p><u>Economic Advancement for Refugees and Immigrants (EARI) Research Project</u></p> <p>Catholic Charities began conducting an evaluability assessment for its Economic Advancement for Refugees and Immigrants (EARI) program, which provides supportive services and payments to help refugees and immigrants access training and employment. The project could not continue due to a year-long, temporary pause in the execution of the EARI program at Catholic Charities Fort Worth.</p>	
Grant Recipient	Urban League of Greater Atlanta	Grant Amount: \$10,000
Project Leaders	Laivian Coleman, Urban League of Greater Atlanta; Briana Woods-Jaeger, Emory University	
Project Description	<p><u>How Adverse Childhood Experiences (ACEs) Influence Work Performance and Labor Market</u></p> <p>Researchers drafted a robust literature synthesis building on existing knowledge of how adverse childhood experiences (ACEs) influence work performance and other labor market outcomes and additional evidence and research needed to build more responsive workforce development and employee onboarding programs responsive to the needs of people who have experienced childhood traumas and adversities.</p>	
Grant Recipient	University of Notre Dame	Grant Amount: \$10,000
Project Leaders	Michael Morris, University of Notre Dame; Reginald Tucker, Louisiana State University	
Project Description	<p><u>Do Self-employment and Entrepreneurship Represent Viable Pathways Out of Poverty?</u></p> <p>The project team drafted a literature synthesis exploring the role self-employment and enterprise creation play as potential pathways out of poverty, including by describing lessons and potential new research frontiers surfaced from the South Bend Entrepreneurship and Adversity Program (SBEAP) and its ongoing extension to other partner cities.</p>	

Grant Recipient	Stanford University	Grant Amount: \$328,715
Project Leaders	David Grusky, Stanford University; Corey Fields, Georgetown University	
Project Description	<p><u>Building Evidence-Based Subsidized Employment Programs</u></p> <p>This research team conducts a comprehensive evaluation of California’s subsidized employment programs that (a) identifies why such a large proportion of the jobless population is not participating in these programs and why those who are participating do not always benefit from them to the extent that one would like, and (b) then uses these results to identify a suite of reforms that could transform subsidized employment programs from a niche commitment to a more fundamental tool for addressing California’s problems with deep poverty and labor market attachment.</p>	
Impact Update	Findings from this project are anticipated in the fall of 2024. Stay tuned!	
Grant Recipient	Massachusetts Institute of Technology, Sloan School of Management	Grant Amount: \$190,350
Project Leaders	Thomas Kochan, Massachusetts Institute of Technology; Kate Bronfenbrenner, Cornell University	
Project Description	<p><u>Achieving Greater Worker Voice, Equity and Mobility: A Multi-Industry Study of Organizing Efforts and Their Outcomes</u></p> <p>This project founded a multi-university consortium, the Worker Empowerment Research Network (WERN), in order to generate quantitative and qualitative evidence on workers’ motivation for organizing and the obstacles they face in achieving voice and representation, and to identify compelling new strategies for building worker voice that are compelling in other ways than traditional unionization drives.</p>	
Impact Update	<p>Researchers at the Worker Empowerment Research Network (WERN) released a comprehensive report in 2022 surveying US workers’ organizing efforts and collective actions, spanning formal unionization efforts across industries and organizing mechanisms, as well as worker centers, sectoral bargaining, and other efforts to support worker voice and worker power. In March 2023 this research was referenced in the White House Task Force on Worker Organizing and Empowerment’s progress report. In August 2023, this research was cited in a US Department of Treasury report on labor unions.</p>	
Grant Recipient	United Way of Greater Atlanta (Atlanta CareerRise)	Grant Amount: \$10,000
Project Leaders	John Helton, Atlanta CareerRise; Michael Rich, Emory University	
Project Description	<p><u>Workforce Systems Change for Economic Mobility</u></p> <p>The project team drafted a literature synthesis exploring a potential experimental evaluation of a pilot transportation allowance for participants enrolled in workforce development training programs, assessing how transportation needs vary for different groups and geographies, and examining spatial mismatch in accessing jobs by exploring similar mismatches. The ability to tailor enrollment, engagement, and format offerings for greatest impact based on demographic considerations can provide insight to workforce development providers on how to better deploy resources.</p>	

Grant Recipient	California Healthy Nail Salon Collaborative	Grant Amount: \$20,000
Project Leaders	Lisa Fu, California Healthy Nail Salon Collaborative; Saba Waheed, University of California, Los Angeles	
Project Description	<p><u>Assessing Pathways to Economic Security for Low-Wage Immigrant Manicurists</u></p> <p>The nail salon sector is an example of a largely small business, immigrant, and low-wage industry with limited information about workplace practices. This project team conducted analyses on two industry approaches to lift labor standards: High Road Training Partnership and sectoral bargaining. Further, a pilot program brought together a leadership team of nail salon employers in California to create a high road pathway to improve labor practices and explore the efficacy of that model for other cities.</p>	
Impact Update	In 2022 and 2023, the project team shared their research with CA state lawmakers, NY state Labor staffers, and briefed their findings to NY State Senator Jessica Ramos, Chair of NY’s Labor Committee, as education on establishing a minimum standards council for the nail salon industry in New York. As a result of their WorkRise-funded research, the CA Healthy Nail Salon Collaborative received a \$300k planning grant from California’s High Road Training Partnership to develop an HRTTP curriculum and evaluation program.	
Grant Recipient	RAND Corporation	Grant Amount: \$176,629
Project Leaders	Christine Mulhern, RAND Corporation; Lisa Abraham, RAND Corporation	
Project Description	<p><u>The Impact of a Worker’s First Job: Racial/Ethnic and Gender Differences in Career Paths</u></p> <p>This research investigates how an individual’s first job impacts their career trajectory, with a specific focus on which job characteristics are predictive of subsequent gender and racial disparities in outcomes. This project makes use of a rich data source, linking household survey data with longitudinal administrative data, and is implementing a novel approach to assigning occupational information to wage records more widely.</p>	
Grant Recipient	Pennsylvania State University, Abington	Grant Amount: \$99,500
Project Leaders	Lonnie Golden, Pennsylvania State University, Abington; Jaeseung Kim, University of South Carolina	
Project Description	<p><u>Underemployment in the US: Its Distribution and Effects on Workers</u></p> <p>This project analyzes concepts of underemployment in standard sources and develops, fields, and analyzes an original survey to capture richer measures of worker preferences. Underemployment is a characteristic of many low-wage workers’ labor market experiences, but little rigorous analysis has been done to illuminate the driving forces behind it, how it varies across populations, industries, and places, and the impacts of underemployment on key mobility outcomes. The potential to generate new measures of underemployment, and to disaggregate data, will add nuance to our understanding of underemployment, and may be an especially timely contribution in light of the uneven COVID-19 labor market recovery.</p>	
Grant Recipient	Florida Policy Institute	Grant Amount: \$10,000
Project Leaders	Tachana Joseph-Marc, Florida Policy Institute; Samuel Staley, Florida State University	
Project Description	<p><u>A Completed Sentence, but Ongoing Punishment: How Past Criminal Convictions Bar Floridians from Occupational Licensing Opportunities</u></p> <p>This team drafted a literature synthesis exploring the role occupational licensing plays as a barrier to economic mobility for workers with past criminal convictions.</p>	
Impact Update	Findings from the synthesis were distributed by the project team to 20 elected Florida state officials and the Florida House’s criminal justice and economic development subcommittees to educate them on barriers to occupational licensing for returning citizens and second chance policies.	

Grant Recipient	Winston-Salem State University	Grant Amount: \$16,672
Project Leaders	Zagros Madjid-Sadjadi, Winston-Salem State University	
Project Description	<p>How Does Entrepreneurship Contribute to Community Economic Development and Social and Economic Mobility?</p> <p>Researchers drafted a literature synthesis to explore the role of entrepreneurship incubators in the generation of jobs that promote economic mobility in economic opportunity zones in Tuskegee, Alabama; Jackson, Mississippi; and Winston-Salem, North Carolina.</p>	
Grant Recipient	University of Washington	Grant Amount: \$150,000
Project Leaders	Jennifer Romich, University of Washington	
Project Description	<p><u>Disaggregating Minimum Wage Impacts: How Do Young and Less Experienced Workers Fare?</u></p> <p>The project team analyzes the effects of Seattle’s minimum wage on younger and less experienced workers using a rich set of longitudinal administrative data from Washington State.</p>	
Grant Recipient	Boston College	Grant Amount: \$92,000
Project Leaders	Samuel Bradley, Boston College; Kathleen Christensen, Boston College; Marcie Pitt-Catsoupes, Boston College	
Project Description	<p><u>Work Equity: Build the Knowledge Base of Actionable Evidence to Mobilize Employers to Adopt Promising DEI Practices to Increase Equity for Underrepresented and Low-Wage Workers</u></p> <p>The researchers, in partnership with SHRM, conducted a national, representative survey investigating the diversity, equity, and inclusion (DEI) practices of small- and medium-sized businesses (SMEs) to provide baseline data on the state of equity in U.S. workplaces, including identifying how inequities are embedded into employment systems, what businesses are doing to address these inequities through policies and practices, culture change, and the disproportionate effects on low-wage workers, people of color, and women.</p>	
Impact Update	<p>Demonstrating the reach and relevance of their work across sectors, the project team’s findings were featured at the 2022 Work and Family Researchers Network Conference, the U.S. Department of Labor Employment and Training Administration’s Vision 2030 Workforce Convening, SHRM INCLUSION Conference, a Boston College-hosted Diversity Summit and Workforce Roundtable engaging 60 HR leaders in leading U.S. corporations, and a WorkRise-hosted event with over 200 attendees from our target stakeholder groups.</p>	
Grant Recipient	Rutgers University	Grant Amount: \$287,104
Project Leaders	Carl Van Horn, Rutgers University; Ronald Quincy, Rutgers University	
Project Description	<p><u>A Workplace Divided: Combining Robust Survey Research and Strategic Stakeholder Engagement to Advance Equitable Workplaces and Economic Progress for Workers of Color</u></p> <p>This study documents how U.S. workers perceive and experience racial inequities in the workplace by conducting a new, nationally representative survey of Black, Latinx, Asian American, and White workers. The survey will provide up-to-date, rigorous, and representative data and evidence on the experiences of these workers, and potentially inform understanding of the mediating role of diversity, equity, and inclusion (DEI) initiatives, other anti-discrimination policies and practices in the workplace, or other aspects of employer practices and job quality.</p>	

Grant Recipient	Harvard University	Grant Amount: \$299,999
Project Leaders	David Deming, Harvard University; Peter Blair, Harvard University; Rachel Lipson, Harvard University	
Project Description	<p><u>The Workforce Almanac: Mapping the US Workforce Development Sector</u></p> <p>This project created the first public-use, comprehensive dataset (built by combining state, federal, and private data sources) of the 70,000+ publicly funded programs that comprise the workforce development system. The study conducted a quantitative descriptive analysis of the system information collected in the data set, and conduct a new, unique, representative survey of program providers using the database as a sampling frame. This database generates a public good of value to a range of stakeholders, including policymakers and private funders for better understanding the overall system; current providers seeking to benchmark their services; and other researchers as a source of data on program variation and sampling frame.</p>	
Impact Update	Since its launch in November 2023, <u>The Workforce Almanac</u> has been shared broadly across federal, state, and local departments of labor, workforce development associations, economic developers, employer associations, and funders for use to better understand the workforce development landscape in their communities.	
Grant Recipient	Family Values @ Work	Grant Amount: \$125,000
Project Leaders	Jody Heymann, University of California, Los Angeles; Josephine Kalipeni, Family Values @ Work	
Project Description	<p><u>Examining Economic Sustainability and Mobility Resulting from Key Equity Provisions in Paid Leave Policies</u></p> <p>This project constructed a more detailed state-level database than currently exists of laws regarding paid family and medical leave (PFML) programs and earned sick and safe days (ESSD). In addition, the project linked this database with survey data on state labor market and demographic characteristics.</p>	
Impact Update	The project team's <u>report</u> examines the 36 paid sick and safe day laws in effect as of 2022, providing benchmarks for equitable leave policies, and a chart that government officials, businesses, workers, and labor advocates can use to assess the equitability of their local laws.	
Grant Recipient	University of Chicago	Grant Amount: \$262,403
Project Leaders	Marianne Bertrand, University of Chicago; Guglielmo Briscese, University of Chicago	
Project Description	<p><u>Addressing Racial Inequalities in Apprenticeships: Understanding Disparities to Improve Opportunities for Black and Latinx Workers</u></p> <p>Using a mixed methods research design, this project seeks to identify why disparities exist in apprenticeship outcomes, as measured by salaries and completion rates, for Black and Latinx workers relative to white men, and will lift up policies and practices for closing racial gaps and improving outcomes for minority apprentices. The study includes an analysis of individual- and program-level administrative data, interviews with apprentices and program managers, and an audit study to identify racial discrimination at the program level.</p>	
Grant Recipient	University of Chicago	Grant Amount: \$125,000
Project Leaders	Susan Lambert, University of Chicago; Julia Henly, University of Chicago	
Project Description	<p><u>Employees' Experiences of Fair Workweek Ordinances: Variations by Provision, Industry, and Municipality</u></p> <p>This project collects new data on workers' experiences with work scheduling in selected cities with fair workweek laws (Seattle, New York City, Philadelphia, Chicago). The research seeks to relate worker experiences to aspects of specific legislative provision and aspects of policy design (e.g., advance notice, predictability pay), and study variation by industry (e.g., retail, food service, warehousing, hospitality), and worker demographics including race, educational attainment, age, and gender.</p>	

Grant Recipient	Columbia University	Grant Amount: \$132,000
Project Leaders	Suresh Naidu, Columbia University; Adam Reich, Columbia University	
Project Description	<p><u>The Effects of Labor Organizing on Worker Welfare and Service Quality: Experimental Evidence from Healthcare Facilities</u></p> <p>This project is a novel, randomized controlled trial seeking to understand the impact of labor organizing in the healthcare sector on a wide range of worker mobility outcomes. The inclusion of firm-side and industry data represents a unique contribution to the study of labor organizing, and the evidence generated by this project has potential to inform meaningful changes in policy and practice.</p>	
Grant Recipient	National Domestic Workers Alliance (Caring Across Generations)	Grant Amount: \$40,000
Project Leaders	Diann Rust-Tierney, Caring Across Generations; Vincent Palacios, Georgetown University	
Project Description	<p><u>Universal Family Care Pilot</u></p> <p>This project sought to address a critical set of labor market issues related to the absence of caregiving supports, including childcare, long-term services and support, and paid family leave systems and policies. Caring Across Generations conducted a feasibility study of their proposed research design, and engaged researchers from Northeastern University and Mills College to develop an approach to analyzing the effects of the American Rescue Plan Act on care workers and unpaid family caregivers in California.</p>	

2021 GRANTEES

Off-Cycle Grants

Grant Recipient	Massachusetts Institute of Technology, Sloan School of Management	Grant Amount: \$34,650
Project Leaders	Thomas Kochan, Massachusetts Institute of Technology	
Project Description	<p><u>Achieving Greater Worker Voice, Equity and Mobility: A Multi-Industry Study of Organizing Efforts and Their Outcomes</u></p> <p>This planning grant supported the development of plans for conducting surveys and case studies on specific industries and unions and worker organizers that will function as key data sources for a larger research project, and supports PhD students to conduct literature reviews of the existing research on worker empowerment and organizing and inventory the range of organizing activities underway across the U.S. economy.</p>	
Grant Recipient	Georgetown University*	Grant Amount: \$119,890
Project Leaders	Bradley Hardy, Georgetown University; James Ziliak, University of Kentucky; Charles Hokayem, US Census Bureau	
Project Description	<p><u>Labor Market and Income Responses to the Safety Net: Differences Across Demographics</u></p> <p>This project found that the earned income tax credit (EITC) mitigated after-tax wage inequality between Black employees and white employees who had wages at the 50th and the 25th percentile (but not the 10th percentile). Their work was originally published in a National Tax Journal article “Income Inequality, Race, and the EITC.” A companion brief on the WorkRise website, “The EITC and Racial Income Inequality,” highlighted the fact that fully realizing the credit’s potential to increase earnings and work incentives will require addressing the structural barriers to employment faced by Black workers.</p> <p>*Hardy’s project was originally selected as a 2020 grantee. The project was delayed due to his move from American University to Georgetown University.</p>	
Impact Update	This funded research was cited in remarks made by Secretary of the Treasury, Janet Yellen, in March 2022.	

2020 GRANTEES

From COVID-19 Response to Equitable Recovery

PUBLIC PRESS RELEASE

Grant Recipient	University of California, Berkeley	Grant Amount: \$355,692
Project Leaders	Claire Montialoux, University of California, Berkeley; Ellora Derenoncourt, Princeton University	
Project Description	<p><u>How Does Federal and State Wage and Employment Policy Shape Racial Disparities in Earnings and Economic Mobility?</u></p> <p>The study focuses on the role of minimum wages in shaping mobility outcomes and would broaden understanding of distributional aspects of UI in particular at a time when the program is important and the focus of policy attention. The Initiative on Wages, Employment, and Racial Equity supports three core research projects examining how federal and state wage and employment policy can exacerbate or mitigate racial disparities in earnings and economic mobility.</p>	
Impact Update	Project findings are forthcoming. Stay tuned!	
Grant Recipient	Urban Institute	Grant Amount: \$115,000
Project Leaders	Gina Adams, Urban Institute; Linda Giannarelli, Urban Institute	
Project Description	<p><u>Impacts of Extending Child Care Subsidies for Education and Training</u></p> <p>This study contributed to the evidence on the role that child-care affordability plays in shaping low-income parents' outcomes from participation in skills and training. Investigators assessed how expanding access to childcare subsidies under the federal Child Care and Development Fund would affect employment and other outcomes for low-income parents seeking to participate in education and training.</p>	
Impact Update	Urban's findings are presented in a fact sheet summarizing policy implications and an event hosted in March 2022 exploring what we know and practical solutions that make it possible for parents, families, and the economy to thrive.	
Grant Recipient	University of California, Los Angeles	Grant Amount: \$249,999
Project Leaders	Till von Wachter, University of California, Los Angeles; Robert Santillano, California Policy Lab	
Project Description	<p><u>How Does Short-Time Compensation Shape Labor Market Outcomes?</u></p> <p>This study will provide evidence on the effects of short-time compensation (STC), using access to unusually high-quality data, and contributes to a timely research and policy debate about whether STC should play a larger role in the US UI system. This project is exploring labor market outcomes for those impacted by the COVID-19 pandemic based on which of two primary government aid programs they participate in, the standard Unemployment Insurance (UI) program or the Short-Term Compensation (STC) (work sharing) program. The investigators are using access to administrative data from the state of California that include details of UI benefits along with worker earnings and demographics, including race and ethnicity.</p>	
Impact Update	Project findings are forthcoming. Stay tuned!	
Grant Recipient	Pursuit	Grant Amount: \$300,000
Project Leaders	David Autor, Massachusetts Institute of Technology; Lawrence Katz, Harvard University	
Project Description	<p><u>A Randomized Controlled Trial of the Pursuit Fellowship</u></p> <p>This evaluation will provide rigorous evidence on the returns to a workforce program with novel programming and financing features. This project evaluates the Pursuit Fellowship, a program that trains low-income adults for careers in the tech industry. To measure the effect of the program, this project is collecting employment and earnings information from all qualified applicants (300 in the intervention group; 300 in the control group) each year for at least five years after the Fellowship begins to assess the impact of the Pursuit program on individuals' career income.</p>	

Grant Recipient	Massachusetts Institute of Technology	Grant Amount: \$187,693
Project Leaders	Nathan Wilmers, Massachusetts Institute of Technology; Letian Zhang, Harvard University	
Project Description	<p><u>How Does Task Assignment Increase Workers' Earnings Mobility?</u></p> <p>This research will provide one of the most rigorous empirical tests to date of the hypothesis that task allocation affects worker mobility, and results could have direct implications for employer practices. Combining two unique datasets, this project is investigating how employers can assign 'bridging' tasks that allow low-wage workers to demonstrate and gain competence, increasing worker earnings mobility in the U.S. economy.</p>	
Impact Update	Project findings are forthcoming. Stay tuned!	
Grant Recipient	Opportunity@Work	Grant Amount: \$112,000
Project Leaders	Papia Debroy, Opportunity@Work; Peter Blair, Harvard University	
Project Description	<p><u>Creating Paths for STARs: Increasing Mobility Opportunities for Workers without BA Degrees</u></p> <p>This study contributed new evidence on occupational mobility and provide empirical foundations for the growing interest in efforts to help workers, employers, workforce agencies, and other actors promote mobility through occupational switching. This project will conduct an empirical investigation focused on better understanding the mobility of workers without college degrees.</p>	
Impact Update	In written testimony to the U.S. House Committee on Education and the Workforce in June 2023, Papia Debroy cited their WorkRise-funded working paper Skills, Degrees, and Labor Market Inequality . Opportunity@Work's project resulted in new evidence on the impact of degree discrimination on the labor market outcomes of workers without four-year degrees.	
Grant Recipient	Harvard University	Grant Amount: \$444,242
Project Leaders	Daniel Schneider, Harvard University; Kristen Harknett, University of California, San Francisco	
Project Description	<p><u>Schedule Control at IKEA: How Does Worker Schedule Control Impact Employee Economic Security and Mobility?</u></p> <p>In partnership with IKEA, this project is developing, testing, and evaluating new ways of providing hourly service sector workers with greater work schedule control with the aim of improving economic security and mobility. This study will contribute to a growing but nascent body of evidence that can inform both policy and employer practices related to scheduling – an issue with potentially important implications for low-wage worker mobility.</p>	
Impact Update	Project findings are forthcoming. Stay tuned!	
Grant Recipient	National Employment Law Project	Grant Amount: \$250,000
Project Leaders	Chris Williams, National Employment Law Project; Sheila Maddali, National Employment Law Project	
Project Description	<p><u>Using Matched-Pair Testing to Uncover Unlawful Employment Practices through the Use of Temporary Staffing</u></p> <p>This project gathered data on employment discrimination by host employers and the temporary staffing agencies to which they subcontract. The study has contributed to a new pool of evidence suggesting that host employers and staffing agencies operating in important employment sectors engage in hiring and job placement discrimination on the basis of ethno-racial, gender, and other protected characteristics.</p>	
Impact Update	In their recently released report , the National Legal Advocacy Network presents findings of racial and gender discrimination in workers access to employment at temporary staffing agencies in Harris County, Texas, and Nashville, Tennessee. Their research has implications for local and national enforcement agencies, policymakers, temporary staffing agencies, and employers.	

Selected Public and Private Events

2020

In October 2020, WorkRise hosted its first major event, “Launching WorkRise,” featuring four days of virtual panels between a diverse group of high-profile leaders and industry experts who represent key labor market stakeholder communities. These virtual events attracted more than 1,100 views—including more than 700 unique registrants—and are still available to view online.

How Economic Forces and Racial Inequity Shape Opportunity and Mobility | OCTOBER 13

Our opening panels set the stage for the series, featuring distinguished economists and leaders from across the political spectrum to discuss the economic forces and trends that have diminished opportunities for advancement and economic mobility, and policies and practices that have perpetuated racial disparities in the labor market and what it takes to create equitable outcomes for workers.

A 360° Perspective on What Workers Need to Thrive | OCTOBER 16

The final installment of our Launch event series focused on policies targeting life outside of work, such as access to safe and affordable child care, housing, health care, food, and transportation, that shape workers success in the labor market and affect their ability to thrive on the job.

Employer Power and Employee Skills: Understanding Workforce Training Programs in the Context of Labor Market Power | DECEMBER 10

As millions of people lost their jobs and faced potential long-term unemployment during the COVID-19 recession, WorkRise partnered with the Roosevelt Institute to explore research aimed at policymakers and practitioners looking to workforce training and development programs to help workers rebuild their skills.

2021

In 2021, WorkRise hosted and co-hosted public events with partners designed to convene diverse perspectives to discuss the evidence about successful pathways to economic security and upward mobility for workers, and what that evidence implies for policy and practice. Six events over the course of the year that attracted more than 1,800 attendees.

The Role of Race, Labor Markets, and Education in Building an Equitable Recovery | FEBRUARY 17

WorkRise and Leadership Board member [Darrick Hamilton](#) engaged civic, business, and philanthropic leaders on bold solutions toward dismantling structural inequities in education and the labor market and building an equitable pandemic recovery.

The Future of Worker Financial Security: The Nexus of Work and Benefits | APRIL 28

The Aspen Institute Financial Security Program and WorkRise discussed [research](#) on how both work and benefits determine if workers can achieve financial security, and better pathways for policymakers and business leaders to improve financial security outcomes and economic mobility for low- and moderate-income workers without comprehensive benefits.

The Future of Work and Inclusion | SEPTEMBER 3

WorkRise and co-host, the International Economic Development Council (IEDC) explored how economic development organizations can create pathways into higher-wage, in-demand jobs, and highlighted examples of community strategies focused on the future of work and inclusion.

2 0 2 2

In 2022, WorkRise developed and tested new strategies for engaging a wide range of labor market audiences, and used the October conference series as an opportunity to experiment with new approaches toward reaching our target stakeholders – in particular employer and business audiences – with actionable research and engaging programming designed to meet each of our key audiences where they are.

Practitioner Talks: A Conversation with Saru Jayaraman on Ending Subminimum Wages | MARCH 2

Saru Jayaraman, president of One Fair Wage and director of the Food Labor Research Center at the University of California, Berkeley, in conversation with Don Howard, president and chief executive officer of The James Irvine Foundation, discussed the potential for pandemic-era trends in workers demanding better pay and working conditions and employers raising wages and pursuing other high-road practices, to lead to lasting change.

Child Care and the Labor Market Recovery: Defining the Challenge and Exploring Solutions | JULY 12

WorkRise explores workers' child care challenges, solutions that enable families and the economy to thrive, and the role of public policy, employer practices, and advocacy in providing supports such as high-quality, affordable child care to working families.

Creating Good Jobs: Perspectives from Small Employers | JULY 26

Reimagine Main Street, Common Future, and WorkRise convened small business owners, lenders, philanthropy leaders, and other experts to discuss how small employers can be supported in their efforts to invest in their workforce.

Charting a Resilient Future for Workers: Solutions to Navigate an Uncertain Economy | OCTOBER 18

WorkRise, in partnership with AARP, the Business Roundtable, the Families and Workers Fund, the Federal Reserve Bank of Atlanta, Jobs for the Future, and the Rework America Alliance: A Markle Initiative, hosted a virtual conference focused on innovative policies and practices aimed at improving job quality and economic mobility, and creative, cross-sector solutions that turned risk into resilience for workers, businesses, and communities. The conference provided on-the-ground perspectives of leading researchers, advocates, and workers themselves.

2 0 2 3

In 2023, addition to funding research, WorkRise aimed to leverage its events and engagement activities as tactics to support our goals to make knowledge more actionable and reduce the barriers to using best-in-class evidence (such as dense research and paywalls) for employers, policymakers, practitioners, and worker advocates, in service of improving outcomes for those working for low wages.

Older Worker Equity Project | FEBRUARY 2023 - ONGOING

In partnership with the AARP and Public Private Strategies, we facilitated a four-part private convening series with employers about how to best advance equity for older low-wage workers. With a focus on recruitment and hiring, scheduling flexibility, training, and career development, 28 participating companies learned about evidence-based practices and shared how this new knowledge will shape their internal policies, practices, and perspectives to better understand, support, and engage older workers.

Advancing Workers Equity (AWE) Project | FEBRUARY 2023 - NOVEMBER 2023

In partnership with the New Growth Innovation Network and the Federal Reserve Bank of Atlanta, we convened a cohort pairing workforce development and economic development professionals from seven cities across the country with the goal of improving outcomes for low-wage workers by centering their voices in economic and workforce development policies and practices.

WorkRise 2023 Request for Proposals: Informational Webinar | MARCH 14

WorkRise hosted a webinar for its competitive RFP to fund scholars and practitioners on the frontiers of understanding and improving economic mobility in the US labor force, particularly for Black workers and other historically disadvantaged segments of the labor force. We received 123 proposals and funded 12 projects (see Appendix A).

Challenges and Opportunities: How Tight Labor Markets Create Mobility Ladders for Workers and Low-Income Families | APRIL 4

WorkRise convened nationally recognized researchers and leaders from the worker advocacy, business, workforce development, and antipoverty communities to explore what is gained from tight labor markets, for whom, and how should we think about a sustainable equilibrium between inflation and unemployment rates. This event featured insights from a book co-authored by WorkRise Deputy Director, Elisabeth Jacobs.

Nailing New Labor Models: Sectoral Boards in the Nail Salon Sector and Beyond | MAY 3

WorkRise, the UCLA Labor Center, and the California Healthy Nail Salon Collaborative convened advocates and policymakers working at the cutting edge of new models for labor. This event highlighted findings from a [report](#) exploring sectoral boards and high road training partnerships in the nail salon sector.

Promoting Diversity, Equity, and Inclusion in the Workplace: What's Working? | JUNE 26

This event featured reflections from Boston College's Work Equity Initiative, which partnered with the Society of Human Resource Management on [the National Study for Workplace Equity](#) to examine how equity practices vary across the employee life cycle, and research from the [Heldrich Center for Workforce Development at Rutgers University](#), examining perceived and experienced racism in the workplace.

Improving Labor Standards for the Human Services Workforce | DECEMBER 19

WorkRise offered a snapshot of what local research tells us about wage equity for human service workers, discussed job quality trends at the national level, and shared frontline leaders' perspectives about what must be done to meet immediate needs and ensure the human services industry remains sustainable in the future. This event featured findings from the University of Washington's Wage Equity for Non-Profit Human Services Workers study of work and pay in Seattle and King County, Washington.

APPENDIX C

Media Highlights

ARTICLES

Opinion: How the UAW strike might benefit all workers

CNN | SEPTEMBER 15, 2023

Authored by Research Director Kate Bahn

Opinion: Labor unions are good for workers, and here's why they also make good business sense

MARKETWATCH | SEPTEMBER 12, 2023

Authored by Research Director Kate Bahn

A Tight Labor Market Could Quell Poverty, but Eligibility Rules Threaten Those Gains

SCIENTIFIC AMERICAN | JULY 7, 2023

Co-Authored by Deputy Director Elisabeth Jacobs

Low unemployment is the cheapest anti-poverty program

THE BOSTON GLOBE | APRIL 20, 2023

Co-Authored by Deputy Director Elisabeth Jacobs

Laying Off Workers Is Not the Answer to Inflation

TIME | FEBRUARY 22, 2023

Op-Ed Co-Authored by Deputy Director Elisabeth Jacobs

New US Industrial Policy Creates Incentives for High-quality Jobs

ROUTE 50 | NOVEMBER 12, 2022

Authored by Research Analyst Joe Peck

Opinion: Here's how to make it easier for workers to find better jobs

CNN BUSINESS | SEPTEMBER 14, 2022

Authored By Executive Director Todd Greene, Ioana Marinescu, Jake Rosenfeld, and Deputy Director Elisabeth Jacobs

CITATIONS

'Low-paying jobs are the economy's way of saying you should get a better job': I've decided to stop tipping, except at restaurants. Am I wrong?

MARKETWATCH | DECEMBER 5, 2023

Feature Cited: https://www.workrisenetwork.org/features/who-low-wage-workforce?mod=article_inline

Minorities, women more likely to be among low-wage workers

BENEFITS PRO | OCTOBER 11, 2023

Feature Cited: <https://www.workrisenetwork.org/features/who-low-wage-workforce>

INTERVIEWS

The Last Hired and the First Fired

REVOLT BLACK NEWS | JULY 28, 2023

Research Director Kate Bahn Interviewed

Strikes are on the rise. But are labor unions missing their moment?

WAMU'S 1A | JULY 19, 2023

Research Director Kate Bahn Interviewed

For the second consecutive month Black unemployment has increased

NPR | JULY 10, 2023

Research Director Kate Bahn Interviewed

What Did the Labor Market Teach Us This Week?

BLOOMBERG TV | JULY 10, 2023

Research Director Kate Bahn Interviewed

EP 648 Tight Labor Market Benefits the Poor

AMERICA TRENDS PODCAST | APRIL 19, 2023

Deputy Director Elisabeth Jacobs Interviewed

Job Programs Help Communities During Tight Labor Markets

GOVERNMENT EXECUTIVE | APRIL 6, 2023

Deputy Director Elisabeth Jacobs Interviewed

MENTIONS

ILR partnering with HBCUs to study Black worker organizing

SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIVERSITY | NOVEMBER 28, 2023

WorkRise Mentioned

International Economic Development Council Selects 2024 Board of Directors and Board Leadership

INTERNATIONAL ECONOMIC DEVELOPMENT | SEPTEMBER 20, 2023

Executive Director Todd Greene Mentioned

Urban Institute's WorkRise Announces New Resource on Economic Mobility in Labor Market

CISION PR NEWSWIRE | SEPTEMBER 6, 2023

Urban Institute + WorkRise Mentioned

Gig workers' push for better pay is still a struggle

AXIOS | JULY 14, 2023

Research Director Kate Bahn Mentioned

Monopolies Cause Inflation, While Fed Chairman Powell Blames Workers

COUNTERPUNCH | MAY 5, 2023

Deputy Director Elisabeth Jacobs Mentioned –

Book Cited: <https://www.ucpress.edu/book/9780520379107/moving-the-needle>

Community Foundation for Southeast Michigan Has New COO

D BUSINESS MAGAZINE | APRIL 14, 2023

WorkRise Mentioned

Nicole Sherard-Freeman Joins Community Foundation of SE Michigan as COO

MICHIGAN CHRONICLE | APRIL 13, 2023

WorkRise Mentioned

Community Foundation for Southeast Michigan announces Nicole Sherard-Freeman Chief Operating Officer

COMMUNITY FOUNDATION FOR SOUTHEAST MICHIGAN | APRIL 12, 2023

WorkRise Mentioned

Duggan's top workforce development staffer departs for nonprofit sector

CRAIN'S DETROIT BUSINESS | APRIL 12, 2023

WorkRise Mentioned

If behind paywall, see here: <https://archive.ph/nWpOo>

Equitable Access to Family and Medical Leave in the U.S.: How Are We Doing and How Can We Do Better?

ABT ASSOCIATES | FEBRUARY 2, 2023

Deputy Director Elisabeth Jacobs Cited as Guest Speaker

Ahva Sadeghi: It's Time For Organisations To Walk The Walk When It Comes To DE&I Initiatives

HR REVIEW | JANUARY 23, 2023

WorkRise Mentioned

Underemployed

UNIVERSITY OF SOUTH | JANUARY 18, 2023

WorkRise Mentioned

Q U O T A T I O N S

Fed's Bostic Addresses Wealth Inequality, Inflation at New School Lecture

PLANSPONSOR | OCTOBER 20, 2023

Research Director Kate Bahn Quoted via [event](#)

Why Claudia Goldin's Nobel Prize is such a big win for women — and men

MARKETWATCH | OCTOBER 11, 2023

Research Director Kate Bahn Quoted

Everything you need to know to feel smart about the UAW strike

VOX | SEPTEMBER 15, 2023

Research Director Kate Bahn Quoted

Poverty Rate Soared in 2022 as Aid Ended and Prices Rose

THE NEW YORK TIMES | SEPTEMBER 12, 2023

Deputy Director Elisabeth Jacobs Quoted

The women's recession is officially over — but not everyone has recovered equally

THE 19TH | SEPTEMBER 1, 2023

Research Director Kate Bahn Quoted

How the Biden administration's overtime proposal could play out

MARKETPLACE | AUGUST 31, 2023

Research Director Kate Bahn Quoted

Hiring by state and local governments has bounced back big-time

MARKETPLACE | JULY 7, 2023

Research Director Kate Bahn Quoted

'This is the best possible jobs report' — economists react to June employment data

MARKETWATCH | JULY 7, 2023

Research Director Kate Bahn Quoted via [Twitter](#)

If behind paywall: <https://archive.ph/MQgkT>

MLIV QOD: Lessons From the Labor Market?

BLOOMBERG TELEVISION | JULY 7, 2023

Research Director Kate Bahn Quoted

When the economy's winners feel like losers

VOX | JUNE 23, 2023

Research Director Kate Bahn Quoted

'It's easy to get a job now': Why teens now have their choice of summer work (mostly)

NORTHJERSEY.COM | MAY 24, 2023

Deputy Director Elisabeth Jacobs Quoted

If behind paywall, see here: <https://archive.ph/RrRfi>

Unions Accuse UPMC of Wielding Market Power Against Workers

THE NEW YORK TIMES | MAY 18, 2023

Research Director Kate Bahn Quoted

Wage gains after changing jobs were lower in April

MARKETPLACE | MAY 3, 2023

Elisabeth Jacobs Quoted

APPENDIX D

Blog Posts 2020 - 2023

PUBLISHED PRIOR TO LAUNCH OF WORKING KNOWLEDGE

Q & A INTERVIEWS

A Q&A with Oren Cass

SEPTEMBER 16, 2020

Author: Elisabeth Jacobs

A Q&A with Amanda Cage

SEPTEMBER 30, 2020

Author: Elisabeth Jacobs

A Q&A with Blair Milo

NOVEMBER 6, 2020

Author: Elisabeth Jacobs

A Q&A with Darrick Hamilton

NOVEMBER 6, 2020

Author: Elisabeth Jacobs

A Q&A with Sandra Susan Smith

NOVEMBER 20, 2020

Author: Elisabeth Jacobs

A Q&A with Michael Strain

NOVEMBER 20, 2020

Author: Elisabeth Jacobs

Supporting Workers and Families through a Pandemic: A Q&A with David Zammiello

DECEMBER 30, 2020

Author: Elisabeth Jacobs

A Call for Innovation in the Labor Movement: A Q&A with David Rolf

JANUARY 19, 2021

Author: Elisabeth Jacobs

Repairing Labor Market Institutions to Deliver Opportunity: A Q&A with David Autor

FEBRUARY 4, 2021

Author: Elisabeth Jacobs

Bridging Workforce and Economic Development: A Q&A with Nicole Sherard-Freeman

FEBRUARY 8, 2021

Author: Elisabeth Jacobs

What Happens When You Raise the Minimum Wage? A Q&A with Arin Dube

APRIL 5, 2021

Authors: Elisabeth Jacobs

Activating Pathways for Mobility: A Q&A with Opportunity@Work

FEBRUARY 22, 2022

Author: Archana Pyati

How “Netflix for Jobs” Is Unlocking Economic Mobility: A Q&A with Scott Jensen

APRIL 8, 2022

Author: Andrew Boardman

Shifting Narratives and Policies to Support Black Workers’ Advancement: A Q&A with Bill Spriggs

JUNE 9, 2023

Author: Elizabeth Vivirito

New Insights on Advancing Equity in the Workplace: A Q&A with Samuel Bradley, Jr

JULY 26, 2023

Author: Gillian Gaynair

Corporate Pledges, Racial Equity, and the Future of Workers: A Q&A with Dane Linn

AUGUST 10, 2023

Author: Elizabeth Vivirito

P R O M O T I O N S A N D P R E S S R E L E A S E S

Introducing WorkRise: Building a More Equitable and Resilient Labor Market

SEPTEMBER 16, 2020

Author: Sarah Rosen Wartell

Meet WorkRise’s Inaugural Slate of Grantees

DECEMBER 14, 2020

Author: Archana Pyati

A Preview of WorkRise’s 2023 Funding Opportunities: Catalyzing Partnerships for Equity and Impact

OCTOBER 20, 2022

Author: Caleb Quakenbush

New and Noteworthy: Research on predictable scheduling laws, postsecondary decision-making among youth, and more

JANUARY 25, 2022

Author: Archana Pyati

New and Noteworthy: Research on discrimination in lending, a new equity-focused institute for direct care workers, and more

FEBRUARY 22, 2022

Author: Archana Pyati

New and Noteworthy: Research on gender wage gaps, remedies for occupational segregation, and more

MARCH 22, 2022

Author: Archana Pyati

How Randomized Evaluations Build Evidence to Inform Workforce Program Design, Policy, and Investment

APRIL 8, 2022

Author: Sam Haas

New and Noteworthy: New research on labor market competition, degree resets in job posting, and more

APRIL 26, 2022

Author: Archana Pyati

New and Noteworthy: Research on inflation’s impact on low-income families, parental labor force attachment, and more

MAY 26, 2022

Author: Archana Pyati

New and Noteworthy: Research highlighting racial inequalities in unemployment insurance

JULY 26, 2022

Author: Archana Pyati

ARTICLES: YOUNG WORKERS

Building Evidence on Occupational Identity Could Lead to New Approaches for Improving Labor Market Outcomes for Young People

SEPTEMBER 2, 2021

Author: Maalik Nickerson

Young workers’ economic mobility has improved since the start of the pandemic, but work remains to solidify these gains

JUNE 1, 2023

Author: Joe Peck

ARTICLES: WORKER POWER

Improving Work for Independent Contractors through Worker Voice and Power

AUGUST 16, 2021

Authors: Jacqueline Rayfield, Batia Katz, Jessica Shakespreere

Unionization Declined Last Year Despite Growing Interest in Worker Organizing

MARCH 4, 2022

Author: Andrew Boardman

New Federal Industrial Policy Creates Incentives for High-Quality Jobs

NOVEMBER 11, 2022

Author: Joe Peck

Beyond Official Statistics Lies a More Complex Story of Worker Power

JUNE 1, 2023

Author: Joe Peck

A National Industrial Policy Could Strengthen a Manufacturing Resurgence Underway

JUNE 7, 2023

Author: Elizabeth Vivirito

Codetermination: What Is It and How Might It Be Good for Workers?

JULY 12, 2023

Author: Joe Peck

ARTICLES: SKILLS AND TRAINING

Skills and Training Are Important—But They Alone Won’t Accelerate Upward Mobility for Workers

OCTOBER 29, 2020

Author: Sheryl Pardo

Evidence from Sector-Focused Training Programs Shows Significant and Persistent Earnings Gains

DECEMBER 30, 2020

Author: Archana Pyati

Closing Digital Skill Gaps Created by Structural Inequities Could Enhance Young Workers' Economic Resilience

MAY 24, 2021

Authors: Amanda Briggs, Ian Hecker

People Experiencing Short-Term Unemployment May Benefit the Most from Publicly Subsidized Training Programs

JUNE 28, 2023

Author: Madeleine Sirois

ARTICLES: LABOR MARKET RECOVERY

Ensuring a Recovery That Offers Greater Economic Mobility to More Americans

OCTOBER 29, 2020

Author: Sheryl Pardo

How Can COVID-19 Recovery Policies Narrow the Power Gap between Workers and Employers?

OCTOBER 29, 2020

Author: Wesley Jenkins

Four Reasons Why Public Sector Apprenticeships Can Help Catalyze an Economic Recovery

MARCH 18, 2021

Authors: Diana Elliott, Andrew Campbell, John Marotta

Charting a Postpandemic Path toward Good Jobs

JULY 1, 2021

Author: Archana Pyati

Lessons from Unemployment Benefit Expansions during the COVID-19 and Great Recessions

OCTOBER 12, 2021

Authors: William J. Congdon, Archana Pyati, Joe Peck

As Jobs Return, the Long-Term Unemployed Remain At Risk of Missing Out on Recovery

DECEMBER 16, 2021

Author: Andrew Boardman

Policymakers Face Trade-offs in Supporting Workers' Economic Mobility and Protecting Them from Inflation

AUGUST 11, 2022

Author: Joe Peck

Tighter Labor Markets Boost Occupational Mobility for Workers in Low-Quality Jobs

MAY 3, 2023

Author: Andrew Boardman

Amid a Collapsing Labor Market, Pandemic Policy Response Reduced Poverty and Inequality

MAY 17, 2023

Author: Andrew Boardman

ARTICLES: JOB QUALITY

How Do We Define “Good Jobs,” and How Do They Affect Worker Well-Being?

FEBRUARY 12, 2021

Authors: William J. Congdon, Molly M. Scott, Pamela J. Loprest

Who Gets What Job? Taking a Racial Equity Approach to Improving Job Quality

MARCH 3, 2021

Authors: Jessica Shakesprere, Batia Katz, Archana Pyati

Do Good Jobs Promote Economic Mobility, and If So, How?

MARCH 3, 2021

Authors: Pamela J. Loprest, William J. Congdon, Batia Katz, Jessica Shakesprere

A Research Agenda on Good Jobs and Economic Mobility

MARCH 24, 2021

Authors: Pam Loprest, Demetra Nightingale, William J. Congdon, Molly M. Scott, Batia Katz, Jessica Shakesprere

What Do Workers Value in a Job?

MARCH 24, 2021

Authors: Batia Katz, Molly M. Scott, Pamela J. Loprest

People First, Employees Second: Workers Reflect on What Good Jobs Mean to Them

JULY 1, 2021

Author: Alexandra Tammaro

California’s FAST Act Offers a Window on How Worker Standards Boards Could Improve Job Quality in the Fast Food Industry

JANUARY 17, 2023

Author: Joe Peck

ARTICLES: GREEN JOBS

Green Energy Jobs Are Growing and Could Unlock Opportunity for Workers

APRIL 14, 2023

Author: Joe Peck

Unionized Energy Workers Concerned About Employment Frictions with Transitions to Renewable Energy

SEPTEMBER 1, 2023

Author: Enaya Saleh

ARTICLES: EQUITY

Using Behavioral Design to Close the Gender Pay Gap

APRIL 13, 2021

Authors: Archana Pyati

Skills, Degrees, and Persistent Inequality: The Opportunity Gap between STARs and Workers with 4-Year Degrees

OCTOBER 6, 2021

Author: Justin Heck

New Student Research Builds Evidence on Different Dimensions of Inequality

MAY 26, 2022

Author: Joseph Broadus

Beyond Pay Gaps, Women Face Disparities in Dignity at Work

JUNE 22, 2022

Author: Andrew Boardman

Roe v. Wade's Reversal Poses a Disproportionate Threat to Black Women's Economic Mobility

JUNE 28, 2022

Authors: Elisabeth Jacobs, Andrew Boardman, Archana Pyati

Defining Job Vulnerability Using an Equity Lens

JULY 25, 2022

Author: Ofronama Biu

How Can the Forces of Change Be Harnessed to Create an Inclusive and Equitable Labor Market?

NOVEMBER 22, 2022

Author: Joe Peck

Study Finds That 62 Percent of Organizations Devote Little to No Resources to DE&I

DECEMBER 12, 2022

Can Community Colleges Rebuild the Middle Class?

MAY 24, 2023

Author: Elizabeth Vivirito

Community Colleges Have a Wealth of Strategies to Support Black, Latinx, and Indigenous Student Success

JUNE 21, 2023

Author: Madeleine Sirois

New Evidence to Advance the Moral and Business Case for DEI in the Workplace

JULY 18, 2023

Author: John Sankofa

US Tax Systems Perpetuate Racial Wealth Gap

AUGUST 2, 2023

Author: Oluwasekemi Odumosu

ARTICLES: EMPLOYER PRACTICES

New Protections Needed for Contractors and Temporary Workers as Companies Continue to Outsource Labor

JANUARY 26, 2021

Author: Archana Pyati

A Call to Reimagine Work and Benefits to Ensure All Workers Attain Financial Security

MAY 4, 2021

Authors: Archana Pyati

Employer-Sponsored Small Dollar Loans Improve Workers' Access to Affordable Credit

JUNE 17, 2021

Author: Archana Pyati

New Evidence Shows Internal Labor Markets Favor Higher-Wage over Lower-Wage Workers

JANUARY 24, 2022

Author: Andrew Boardman

Employer Practices and Economic Mobility: Future Directions for Research

JUNE 17, 2022

Author: Archana Pyati

Employer Practices and Economic Mobility: What Does the Evidence Say?

JUNE 17, 2022

Author: Archana Pyati

Raising the Federal Minimum Wage Would Lift Millions Out of Poverty Despite Risks of Temporary Job Loss for Some Workers

JULY 19, 2023

Author: Olivia Howard

Agricultural Worker Shortage to Worsen without Wage Increases

AUGUST 16, 2023

Author: Enaya Saleh

Compliance Challenges of Ban the Box

AUGUST 23, 2023

Author: Oluwasekemi Odumosu

ARTICLES: AI AND TECHNOLOGY

New Evidence Sheds Light on Automation's Role in Task Displacement and Wage Inequality

JULY 22, 2021

Authors: Maalik Nickerson, Archana Pyati

If Left Unchecked, Algorithmic Decision-making Could Perpetuate Workplace Bias and Harms

DECEMBER 15, 2021

Authors: Jessica Shakesprere, Batia Katz

ARTICLES: 360 PERSPECTIVE

Pathways to Work Clearinghouse Curates Evidence on Services Supporting Job-Seekers with Low Incomes

DECEMBER 7, 2020

Author: Daniel Kuehn

New Colorado Paid Family Leave Policy—and a Surging Pandemic—Creates Urgency for a Federal Paid Leave Program

DECEMBER 11, 2020

Author: Elisabeth Jacobs

A Renewed Urgency to Strengthen Unemployment Insurance's Automatic Triggers

NOVEMBER 4, 2021

Authors: William J. Congdon, Archana Pyati, Joe Peck

What Happens If We Make Child Care Assistance Available to More Parents in Education and Training?

MARCH 15, 2022

Authors: Gina Adams, Linda Giannarelli

Strategies for Success: Investing in Child Care and Employer-Led Workforce Development

MAY 10, 2023

Author: Elizabeth Vivirito

It's Not Always What You Know, It's Who You Know: The Role of Social Capital in Economic Connectedness and Mobility

JUNE 14, 2023

Author: Joe Peck



WorkRise

| 2023 IMPACT REPORT

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