



COALITION ON HUMAN NEEDS

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If It's Jobless, It's Not a Recovery *A Jobs Agenda for Sustained and Shared Recovery*

Job Creation Principles

- **Create jobs that meet needs.** Investments in health care, child care, infrastructure, rebuilding schools, energy efficiency, housing, information and referral, nutrition, education, and other services for children, youth, seniors, and people with disabilities provide multiple benefits to the economy. These services create jobs in the short-run, contribute to long-term economic and employment growth, meet community and family needs, improve access to markets, and prepare people to participate in future economic growth.
- **Federal action to create jobs is urgently needed now and will be needed a year from now.** For many communities and population groups, unemployment is at disastrously high levels (some examples, 49.4 percent of African American 16-19 year olds, 15.0 percent of those with less a high school diploma, and 11.4 percent of women who maintain families were unemployed in November; more than 38 percent of the unemployed have been out of work 27 weeks or more). Providing federal funds to states and localities to create community-based jobs can address these urgent needs quickly and efficiently. A range of strategies is called for, including short-term infrastructure projects, transitional jobs, and various combinations of work and training. Because economists project high unemployment for a long time after the recovery period begins, a sustained recovery requires steady creation of jobs funded through current ARRA funding, extension of some ARRA provisions, enactment of new emergency measures, and inclusion of funding in the FY 2011 budget.
- **Create pathways to long-term employment in jobs and careers with living wages and benefits.** Well-designed temporary jobs in health care, improvements in infrastructure, and renewable energy can also provide the work experience and on-the-job learning opportunities that low-skill and long-term unemployed workers must have to gain the skills they will need to have a better chance of getting a good job with career potential once the economy starts expanding.
- **Target jobs to low-income communities and individuals and vulnerable population groups.** Because joblessness is now so widespread, there is no one-size-fits-all approach to job creation. Both universal and targeted programs are needed. Certain groups with disproportionately high unemployment and/or low earnings need special efforts to ensure they are not left out of an economic recovery. Job creation initiatives across government

agencies should include mechanisms for ensuring that target populations share in the benefits. Groups requiring special targeting include low-income youth, women, custodial and non-custodial parents, people with disabilities, people of color, people with limited-English proficiency, veterans, displaced workers, ex-offenders, and people over the age of 55. Geographic areas with persistent high levels of poverty, both rural and urban, should receive targeted assistance.

- **Include education/training and work supports so that low-income people can have access to good, living wage jobs.** Education and training, including English as a Second Language (ESL) classes, should prepare workers for the jobs being created. There should also be expanded opportunities for people with low-incomes to combine work with education aimed at improving long-term career prospects. Supports include income supplements, rehabilitation, child care, and outreach and referral to appropriate services and benefits. Effective supports include hiring workers needed to administer such programs.
- **Prevent job loss through aid to states and localities.** The revenue loss to state and local governments caused by the recession is very severe, and has led to cuts in jobs and services only partially offset by the federal aid included in the American Recovery and Reinvestment Act (ARRA). Any strategy to reduce joblessness must prominently include more federal aid to states, through increased federal contributions for Medicaid, grants to states for education and other services, and funds to cover the cost of administering the growing Supplemental Nutrition Assistance Program (SNAP, formerly food stamps) and other nutrition aid. Most ARRA assistance to states is now scheduled to expire at the end of 2010. States will continue to experience severe revenue shortfalls well beyond that time. States are now engaged in planning for their FY 2011 budgets, which for most states begin on July 1 2010. Quick federal action to provide more aid, including new grants made directly to local governments, will prevent state and local cuts, preserving both jobs and the services needed by a growing number of low-income people.
- **Protect against displacement of existing workers.** New jobs should be created with strong protections to prevent displacing existing positions. Jobs should pay prevailing wage rates for the same or substantially equivalent work with the same employer. Benefits should also be comparable.
- **Incorporate consultation** with labor unions, community-based groups representing low-income people, and employers in developing jobs and planning for the preparation and support for the new workers.

The following organizations have endorsed these principles:

8th Day Center for Justice
AFSCME
American Association of People with Disabilities
American Association of University Women (AAUW)
Americans for Democratic Action, Inc.
ANCOR
Association of Farmworker Opportunity Programs
Bread for the World
Center for Community Change
Center for Law and Social Policy (CLASP)

Cities for Progress, a project of IPS
Coalition on Human Needs
Columban Center for Advocacy and Outreach
Community Action Partnership
Community Food Security Coalition
Congregation of the Humility of Mary
Enterprise Community Partners, Inc.
Evangelical Lutheran Church in America
First focus Campaign for Children
Food Research and Action Center
Franciscan Action Network
Half in Ten
Japanese American Citizens League
Jewish Council for Public Affairs
Leadership Conference of Women Religious
Leadership Conference on Civil Rights
LIFT
National Advocacy Center of the Sisters of the Good Shepherd
National Association for State Community Services Programs (NASCSPP)
National Association of Social Workers
National Council of Jewish Women
National Council of La Raza
National Council on Aging
National Employment Law Project
National Head Start Association
National Low Income Housing Coalition
National Policy and Advocacy Council on Homelessness
National WIC Association
National Women's Law Center
National Youth Employment Coalition
NETWORK: A National Catholic Social Justice Lobby
President, WiLL-Women Legislators' Lobby
Project Community, Inc.
Religious Action Center of Reform Judaism
RESULTS
The Arc of the United States
The United Methodist Church – General Board of Church and Society
The Workforce Alliance
United Cerebral Palsy
United Church of Christ, Justice and Witness Ministries
USAction
Voices for America's Children
Wider Opportunities for Women
Women's Action for New Directions
YWCA USA

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