

Minnesota's Job Quality Principles for Employers

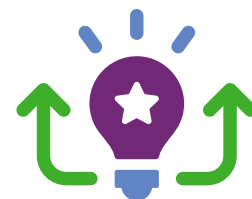
MILEMARKERS ON THE ROAD TO GOOD JOBS

Recruitment and Hiring



- Commit to inclusive and equitable recruiting and hiring processes
- Use skill-based hiring strategies such as removing credential requirements and using job-specific competencies
- Consider work-based learning as a workforce strategy

Growth Opportunities



- Establish equitable opportunities and career pathways to advance career growth and increase pay
- Create job duties that offer a sense of contribution and purpose
- Provide access to quality employer- or labor-management-provided training and education
- Prioritize internal advancement by filling jobs from within when possible

Wages + Benefits



- Pay family sustaining wages paid on a predictable schedule
- Ensure wages are competitive, fair, and open
- Provide benefits that facilitate a healthy, stable life
- Offer Paid Family and Medical Leave (Statewide program takes effect 1/1/2026)
- Foster environment where sick or vacation time can be taken
- Allow workers to form and join unions
- Create a schedule that enables workers to balance the other demands of life
 - Accommodate requests for schedule flexibility without fear of reprisal
 - Offer optional but not mandatory overtime

Working Conditions and Inclusion



- Employ organizational and management practices that are grounded in diversity, equity and inclusion
- Communicate transparently to keep employees informed and connected to broader goals and decision makers
- Engage workers in decisions about their work, how it is performed, and organizational direction
- Recognize workers for their contributions
- Strive for work that is meaningful and provides satisfaction and purpose
- Help workers feel safe to be their truest selves
- Use frequent, anonymous feedback loops without harassment, discrimination, or retaliation