# National Fund for Workforce Solutions
## Job Design Framework

### Foundational
1. **Compensation**
   - a. Wages
   - b. Benefits
   - c. Gain sharing

2. **Fundamentals**
   - a. Safety
   - b. Fairness
   - c. Job security
   - d. Grievance procedure

3. **Work Structure/ Time**
   - a. Job functions
   - b. Communication
   - c. Hours
   - d. Scheduling

### Support
4. **Training**
   - a. Entry level
   - b. Specialized

5. **Internal Assistance**
   - a. Job coaching
   - b. Peer mentors
   - c. Team development
   - d. Supervisory training
   - e. Financial counselling

6. **Linkages Social Systems**
   - a. HR Systems & assistance plans
   - b. Tax credits
   - c. Transportation
   - d. Childcare

### Opportunity & Growth
7. **Career Development**
   - a. Cross training
   - b. Advancement
   - c. Educational benefits

8. **Acknowledgment**
   - a. Internal recognition
   - b. External recognition
   - c. Leveling of perks

9. **Engagement (Relevance & Autonomy)**
   - a. Participation
   - b. Self-managed teams
   - c. Pride
   - d. Ownership
   - e. Representation