

# 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