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**Job Quality Definition**

A high-quality job is one that provides all the necessities, a path of opportunity and features that align well with the individual’s goals and circumstances.

Find more information on job quality here: [workforce.org/jobquality](http://workforce.org/jobquality)

| **Evaluate a Job** | | | |
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| **Job Quality Criteria** | **Yes** | **No** | **Important to you?** |
| Is your schedule stable? |  |  |  |
| Are your working conditions safe? |  |  |  |
| Is there HR in place that you can go to with concerns and needs? |  |  |  |
| Is it clear to you what it means to do well at your job? |  |  |  |
| Is there open communications with your manager and others? |  |  |  |
| Do you feel both empowered and supported? |  |  |  |
| Do you have opportunities to learn and grow? |  |  |  |
| How does your workplace support your health and wellness? |  |  |  |
| How does your workplace support you with food, transportation, childcare and housing? |  |  |  |
| Do they provide family and medical leave and paid time off? |  |  |  |
| Is your schedule flexible? |  |  |  |
| Do you have job security? |  |  |  |
| Does your work feel meaningful? |  |  |  |

| **Retail Companies that Provide Various Aspects of Job Quality** | |
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| **Company** | **Job Quality Highlight** |
| [Costco](https://www.costco.com/sustainability-employees.html) | Costco compensates hourly employees well by retail standards. They also provide health care coverage for full- and part-time employees, retirement plans, paid time off, guarantees of minimum scheduled hours and weekly schedules posted at least two weeks in advance. |
| [Trader Joe’s](https://www.traderjoes.com/home/careers/what-we-offer) | Trader Joe’s offers competitive pay, performance reviews twice a year, and the potential to receive a 7% annual increase. They offer a 401k retirement plan, health, dental and vision plans, paid time off and job growth opportunities. They also offer leadership training, scholarship programs, disaster recovery, employee assistance programs and relocations and transfers. |
| [CVS](https://jobs.cvshealth.com/working-at-cvs/) | CVS is dedicated to providing competitive pay and benefits including medical, prescription, dental, vision, and company contribution to a health savings account (HSA), colleague stock purchase plan, adoption benefits, life, accident and disability insurance, paid time off, tuition reimbursement, wellness programs and employee recognition. |
| [Hyatt](https://www.careerbuilder.com/company/hyatt-hotels/C8D7BN6GV5F6ZYT9WDZ) | Hyatt offers opportunities to grow within the company, medical, dental, vision and retirement benefits. They also offer a prescription plan, disability and life insurance, paid time off, an employee assistance program and education assistance. |
| [Starbucks](https://www.starbucks.com/careers/working-at-starbucks/benefits-and-perks/) | Starbucks is known for giving their employees, eligible part- and full-time, great benefits. These include health coverage, 401k plan, discounted company stocks, paid time off, parental leave, tuition coverage, commuter benefits, and partner assistance. |
| [Chipotle](https://jobs.chipotle.com/benefits) | Chipotle offers crew members a quarterly bonus, education assistance, paid time off, health assistance programs, and 401K retirement plans. |
| [In-N-Out](https://www.in-n-out.com/employment/restaurant/part-time-benefits) | In-N-Out offers part time employees and eligible dependents dental and vision benefits, life insurance, an associate assistance program, paid time off, and profit sharing and a retirement plan (the last two after meeting eligibility requirements.) |

| **Resources and Tools** | |
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| File a complaint for safety and health violations with OSHA | <https://www.osha.gov/workers/file-complaint> |
| San Diego household income calculator | [workforce.org/calculator](http://workforce.org/calculator) |
| Job quality video | <https://workforce.org/ikigai/> |
| Aspen Institute’s job quality tools library | <https://www.aspeninstitute.org/longform/job-quality-tools-library/> |
| Job quality overview | <https://workforce.org/jobquality/> |
| University of Buffalo’s private industry job quality index | <https://ubwp.buffalo.edu/job-quality-index-jqi/> |
| Quartz article on the importance of job quality | <https://qz.com/1752676/the-job-quality-index-is-the-economic-indicator-weve-been-missing/> |