

Employment Quality in Illinois

Fact Sheet Series of the Project for Middle Class Renewal

Job security and opportunities are central to employment quality

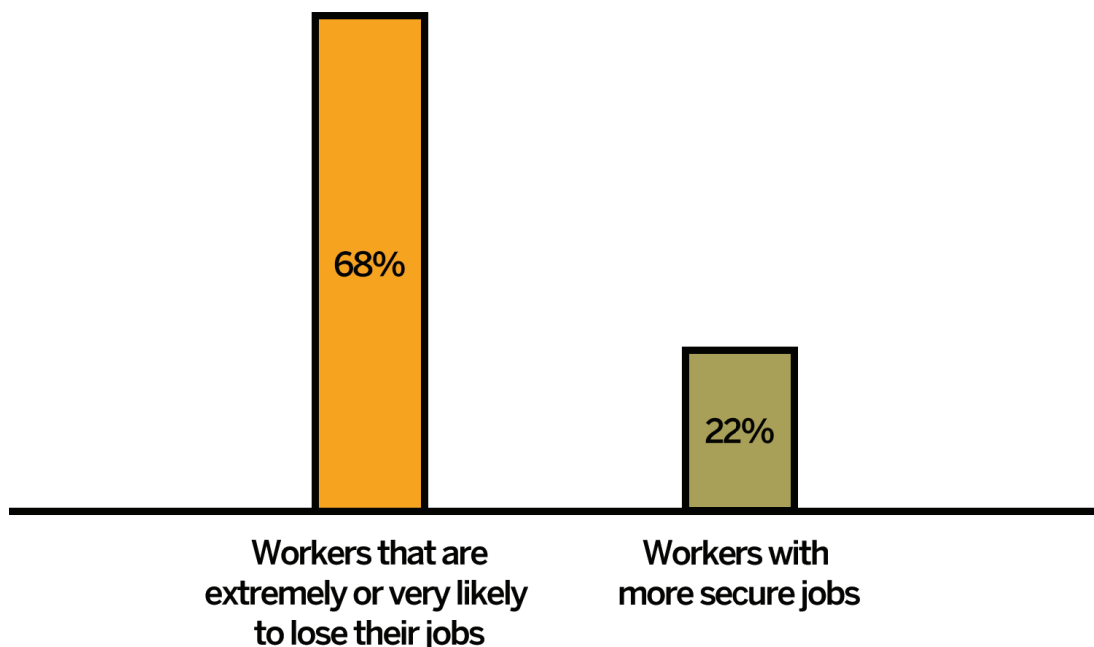
Researchers with the **Project for Middle-Class Renewal** conducted a survey of more than 3,500 workers across the state of Illinois in the fall of 2021 to collect data on aspects of employment quality, including opportunities for training and promotion.

This research highlights **the importance of job security and promotion opportunities for attracting and retaining workers**. Workers' prospects for keeping and advancing in their jobs are strongly related to their job satisfaction and intention to turnover. Labor unions help improve employment quality not only by bargaining for higher wages and better benefits, but also by promoting formal training and protecting job security. Policymakers could extend similar protections to the non-union workforce with the **Illinois Secure Jobs Act (HB3530 / SB2332)**, which would prohibit arbitrary firing and reductions in work hours.

Job security contributes to employment quality and retention

Workers in regular, W-2 employment are more likely to see a future for themselves in their job. Fewer than 41% of regular employees say they are very likely to lose or leave their job in the next 12 months, compared with 61% of independent contractors and temporary employees.

Insecurity goes along with other aspects of poor job quality. Workers with lower pay, less paid time off, and poor health or safety conditions are more likely to report job insecurity and intention to turnover. Job security is highly correlated with self-rated employment quality. In a statistical analysis that controls for other job characteristics, job security is one of the strongest predictors of overall employment quality.

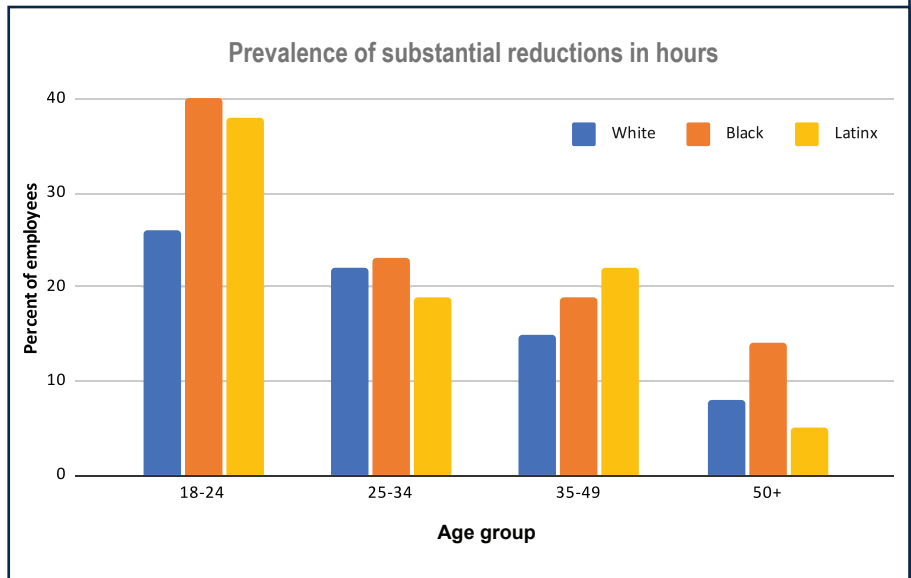


Among workers who say they are extremely or very likely to lose their jobs, **more than two thirds (68%) also say they are extremely or very likely to quit or retire in the next 12 months**. By contrast, among workers who say their jobs are more secure, **only 22%** report that they are extremely or very likely to leave.

Cuts in hours exacerbate low pay and job insecurity

Workers who experience substantial cuts in hours report lower job security and a higher likelihood of quitting.

About 1 in 6 employees in Illinois (17%) report a substantial reduction of hours (by 15% or more of their typical weekly hours) in at least one of the past four weeks. In most cases, workers who experience these reductions are paid by the hour and underemployed, that is, working fewer hours than they would prefer in a typical week. These substantial reductions in hours fall disproportionately on young Black and Latinx workers.



Consumer service workers see high turnover and little opportunity

Retail, hospitality, and personal services stand out for high rates of turnover (50-55%) and relatively low promotion opportunity (~30%). Information, agriculture, and extraction industries are the only areas where expected turnover and opportunity are both relatively high. Construction workers report the highest chances of promotion (55%), though their expected turnover rate (43%) is not much greater than in education (37%), where the chances of promotion are substantially lower (22%).

This table lists industries with high or low rates of expected turnover (the percent of workers who are either very likely to quit or to lose their job in the next 12 months) and opportunity for promotion (the percent who say they are very likely to be promoted).

	Low Opportunity (<33%)	High Opportunity (33+%)
Low Turnover (<50%)	Education Public Administration	Construction Business/ Technical Services
High Turnover (50+%)	Retail Hospitality Personal Services	Information Agriculture and Extraction

Good jobs offer regular training and promotion opportunities

- Workers who receive formal training at their job at least once a year are more likely to report promotion opportunities and to rate their employment quality above average.

- Three quarters (74%) of union workers receive training at least once a year, compared with only half of non-union workers. Union workers say they are extremely or very likely to be promoted at twice the rate of non-union workers (50% versus 25%).

- Among workers receiving annual training, 42% say they are extremely or very likely to be promoted with their current employer. Among workers who receive less frequent training, only 17% say they are extremely or very likely to be promoted.

- Workers covered by a union contract are much more likely than non-union workers to receive formal training and expect to be promoted with their employer.