



Small-scale interventions

38 possible labor market interventions to support Irregular Workers			
<i>"IW" = Irregular Work(ers)</i>			
	Category	Intervention	Explanation
1.	Legislative controls	Fair scheduling	Prohibitions on just-in-time sourcing of employees. May involve opt-outs eg for voluntary flexi-workers
2.		Temps-to-jobs	As in the European Temporary Agency Worker Directive : after X weeks of contingent work the person gains employee rights
3.		Mini-jobs	As in German model ; structures to support small but regular weekly hours
4.		Integration with welfare	Public assistance interfaces with IW to incentivize activity + simplify reporting
5.		Shadow amnesty	IW's often have a track record in illegal shadow economy working. They can then fear official schemes. Tax write offs have been suggested.
6.		Day labor regulation	Day labor companies are often borderline in their worker protections. Inspections can help.
7.		Procurement controls	Any company hoping to contract with the city must adhere to code of good practice for contingent labor
8.	Employer led schemes	Guaranteed blocks	Recurring weekly blocks of work are committed to each worker with possibility for selling additional hours
9.		Guaranteed Hours	Given number of hours are committed for each worker but no guarantee of their timing
10.		Anchor Employers	Employers agree to market their reliable IW's to other relevant employers, possibly acting as employer of record
11.		Training	Employers agree to fund induction/training for IW's meeting specified criteria (eg no. of bookings)
12.		No-penalty	Commitment to not penalize IW's for non-availability for on-demand shifts
13.		Track record release	IW gains authenticated documentation of shifts/performance for release to other employers. Employer provides a reference
14.		Mentoring	IW's earn reviews/mentoring from a line manager after meeting criteria
15.		Progression ladder	Performance of each IW for the company monitored with commitment to internal training/job openings for reliable workers
16.		Demand side support	Demand stimulation

17.		Sector development	Economic Development support for sectors likely to create quality IW opportunities (eg small hotels)
18.		Good employer award	Code for hire of IW's established + badge awarded to compliant employers
19.		Mediation	Forum for IW's to report bad practices by employers with investigation and possible naming
20.		Meet the Employer sessions	Employers not using IW's at peak times given a forum to interact with local IW's and shown their business case
21.	Ladder in to IW	Guaranteed first bookings	Workers meeting criteria (eg long term unemployed) are guaranteed initial bookings from a ring-fenced budget
22.		Navigator support	Experienced IW's trained to support new IW's and monitor progress through pro forma reporting
23.		Failed bookings alerts	Any IW genuinely available + not booked after specified period qualifies for support package
24.	Supply side support	Micro-entrepreneur support	Training, business plan support or loans for essential tools to start a micro-business selling hour-by-hour services in a given sector.
25.		Training for IW	Soft skills such as reliability/taking instruction, basic computer skills + cashflow management. (Cross ref: National Work Readiness Credential)
26.		Micro-apprenticeships	Subsidized bookings for IW's along a pathway eg to store management in retail. Bookings must progress through departments/skills
27.		Cashflow amortization	Loans to cover troughs in cashflow for IW's week to week
28.		Union flexibility	Work with unions to create new models/services for IW's
29.		Grading of workers	IW's with proven track record of reliability/sector expertise gain certification
30.		Childcare	Assistance with childcare to cover IW assignments
31.		Earn as Learn	Scheme within community colleges supporting students with work opportunities around studies
32.		Peer networks	Groups of related IW's offered paid organizer + meeting space for mutual support
33.	Ladder out of IW	Job ready database	Provably reliable IW's are displayed on a website specifically geared around employers seeking job candidates
34.		Career lattice	Guidance and employer intro's for IW's seeking ramp to stable employment
35.		Start up help	Support and links to finance for IW's wanting to start a business outside their IW activity
36.		Referencing authority	IW's given verifiable online booking history and independent reference after interview (for job hunting, housing applications, credit scoring, etc.)
37.	Infrastructure	Data collection	Project to estimate size and demographics of local IW. Possibly drawing on range of interviewees.
38.		Full featured markets	Markets built around the needs of workers, which will also support all the above interventions.