

## Possible interventions to support Irregular Workers

40 possible interventions to support irregular workers			
<i>"IW" = Irregular Work(ers)</i>			
	Category	Intervention	Explanation
1.	Legislative controls	Fair scheduling	<a href="#">Prohibitions</a> on just-in-time sourcing of employees. May involve opt-outs e.g. for voluntary IW's.
2.		Challenge misclassification	Measures to ensure IW's controlled as employees receive employee rights/benefits.
3.		Temps-to-jobs	As in the European <a href="#">Temporary Agency Worker Directive</a> : after X weeks of contingent work the person gains employee rights.
4.		Mini-jobs	As in the <a href="#">German model</a> ; structures to regularize small - but usually regular - weekly hours.
5.		Integration with welfare	Public assistance interfaces with IW to incentivize activity + simplify reporting.
6.		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.
7.		Day labor regulation	Day labor companies are often borderline in their worker protections. Inspections can help.
8.		Procurement controls	Any company hoping to contract with the public sector must adhere to code of good practice for contingent labor.
9.	Employer led schemes	Guaranteed blocks	Recurring weekly blocks of work are committed to each worker with possibility for selling additional hours to the employer.
10.		Guaranteed Hours	Given number of hours are committed for each worker but no guarantee of their timing.
11.		Anchor Employers	Employers agree to proactively share their reliable IW's with other relevant employers, possibly acting as employer of record.
12.		Training	Employers agree to fund induction/training for IW's meeting specified criteria (e.g. no. of bookings).
13.		No-penalty	Commitment to not penalize IW's for non-availability for on-demand shifts.
14.		Track record release	IW gains authenticated documentation of shifts/performance for release to other employers. Employers undertake to provide references.
15.		Mentoring	IW's earn reviews/mentoring from a line manager, perhaps after meeting bookings criteria.
16.		Progression ladder	Performance of each IW for the company monitored with commitment to internal training/job openings for reliable individuals.
17.	Demand side support	Demand stimulation	Promotion of schemes increasing need for IW's eg on-demand breaks for family caregivers.
18.		Sector development	Economic Development support for sectors likely to create quality IW opportunities (e.g. small hotels).
19.		Good employer	Code for hire of IW's established + badge awarded

		award	to compliant employers.
20.		Mediation	Forum for IW's to report bad practices by employers with investigations and publicity.
21.		Meet the Employer sessions	Employers who might use IW's at peak times given a forum to interact with local IW's and shown business case for deploying IW's.
22.	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.
23.		Training for IW	Soft skills such as reliability/taking instruction, basic computer skills + cashflow management. (Cross ref: <a href="#">National Work Readiness Credential</a> )
24.		Micro-apprenticeships	Subsidized bookings for IW's along a pathway e.g. to store management in retail. Bookings must progress through departments/skills.
25.		Cashflow amortization	Loans to cover troughs in cashflow for IW's week to week.
26.		Union flexibility	Work with unions to create new models/services for IW's.
27.		Grading of workers	IW's with proven track record of reliability/sector expertise gain certification.
28.		Childcare	Assistance with childcare to cover IW assignments.
29.		Earn as Learn	Scheme within community colleges supporting students with work opportunities around studies.
30.		Peer networks	Groups of related IW's offered paid organizer + meeting space for mutual support.
31.		Ladders into irregular work (from no work)	Guaranteed first bookings
32.	Navigator support		Experienced IW's trained to support new IW's and monitor progress through pro forma reporting.
33.	Failed bookings alerts		Any IW genuinely available + not booked after specified period qualifies for support package.
34.	Ladders out of irregular work (to a job)	Job ready database	Provably reliable IW's are displayed on a website specifically geared around employers seeking job candidates.
35.		Career lattice	Guidance and employer intro's for IW's seeking ramp to stable employment
36.		Start up help	Support and links to finance for IW's wanting to start a business outside their IW activity.
37.		Referencing authority	IW's given verifiable online booking history and independent reference after interview (for job hunting, housing applications, credit scoring, etc.)
38.	Infrastructure for irregular work	Data collection	Project to estimate size and demographics of local IW. Possibly drawing on range of interviewees.
39.		Portable benefits	Personal accounts, independent of an employer, covering sickness, unemployment insurance etc.
40.		Admin. tools	Unified system to manage tax reporting, learning accounts, time management, etc.