



# Jobs Policy

- A [healthy workforce](#) supports a thriving state economy.
- By investing in healthy workplaces and communities, employers can lower health care costs, improve safety, improve worker productivity, and retain a high-performing workforce.
- People who are healthy are more likely to be able to find and hold jobs.

Resources and policy tools to address jobs and health	What state agencies can address jobs and health
<ul style="list-style-type: none"> <li>• State economic development agencies produce strategic plans that could align with <a href="#">State Health Improvement Plans</a></li> <li>• State agencies also can weave health into federal initiatives like <a href="#">Opportunity Zones</a> and the <a href="#">Social Impact Partnerships to Pay for Results Act</a></li> </ul>	<ul style="list-style-type: none"> <li>• State department of economic development, community development, or economic development corporation</li> <li>• Department of labor</li> <li>• State vocational rehabilitation department</li> </ul>

## State Policy Options

**Transitional jobs:** States can increase employment and decrease poverty by subsidizing [transitional jobs](#) for those with limited job histories or those seeking employment after incarceration.

**Supported employment:** States can [draw on](#) a number of agencies and funding streams, including vocational rehabilitation, mental health, and Medicaid agencies, to develop job opportunities and supports for individuals with disabilities.

*This document is part of NASHP’s [Upstream Health Priorities for New Governors Toolkit](#). Explore the entire toolkit [here](https://nashp.org/toolkit-upstream-health-priorities-for-new-governors/).*

## Evidence and Resources for State Leaders

Policy	Resources	Notes
<b>Transitional jobs</b>	<a href="#">Transitional jobs policy</a> can impact economic well-being.	There is <a href="#">evidence</a> that transitional job programs increase employment and earnings for low- income adults, youth, unemployed individuals, Temporary Assistance for Needy Families (TANF) recipients, and recently-released prisoners for the duration of their subsidized position.
<b>Supported employment</b>	National Academy for State Health Policy (NASHP), <a href="#">Evidence-Based Supported Employment and Medicaid</a>	Supported employment can help people with disabilities get and retain paying jobs and pay taxes in their communities. Supported employment services can include assistance with locating and obtaining a job, job coaching, benefits counseling, and support retention. <a href="#">Individual Placement and Support</a> (IPS) is an evidence-based model of supported employment specifically tailored for people living with serious mental illness.
	<a href="#">Substance Abuse and Mental Health Services Administration (SAMHSA) Toolkit</a> for Supported Employment Evidence-Based Practices	This resource provides evidence for supported employment practices and practical tools for developing programs and evaluating their success.
<b>Opportunity zones</b>	The Economic Innovation Group’s <a href="#">opportunity zones updates and map</a>	This resource documents current designated <a href="#">opportunity zones</a> , created by federal legislation in 2017, and provides updates.
<b>Paid sick leave</b>	<a href="#">Paid sick leave</a> and paid family leave create opportunities for economic well-being. Employers offering paid sick leave under the Family and Medical Leave Act are eligible to <a href="#">receive an incentive tax credit</a> .	Paid sick leave is important for an individual’s ability to retain a job in the event of illness and get well faster without suffering economically.
	<a href="#">CityHealth</a> rates cities on their earned sick leave policies.  Trust for America’s Health, <a href="#">Promoting Health and Cost Control in States</a> , p. 54-58: “Earned Sick Leave” and “Paid Family Leave”	These policies can help reduce the spread of contagious illness and decrease health care costs.
<b>Ban the Box legislation</b>	<a href="#">Ban the Box</a> is a campaign to pass legislation that removes questions about criminal history from job application forms (see <a href="#">Connecticut</a> for an example).	Ban the Box aims to remove barriers to employment for formerly-incarcerated individuals.