



## Labor Policy Analyst

The Commonwealth Institute is looking to build on its record of providing research, coalition, and advocacy to advance worker power in Virginia. You'll produce credible, timely, and accessible analysis on important issues facing Virginia in partnership with working people and unions across the state and, in doing so, help improve the lives of people in Virginia statewide. This position will focus on leveraging federal industrial policy investments to build worker power and expand equitable access to high-quality jobs. The labor policy analyst will work with partners to expand the use of pro-worker tools in publicly-involved projects by ensuring state and local policymakers use budget language and procurement processes to ensure any publicly-involved project is a high-road project that advances economic, racial, and gender justice.

### Who We Are

The Commonwealth Institute for Fiscal Analysis (TCI) advances racial and economic justice in Virginia by advocating for public policies that are designed in partnership with people most impacted, and shaped by credible, accessible fiscal and policy research. TCI's vision is that, in the coming years, people of color and people with low incomes have used their power to build new, inclusive systems of justice and opportunity in Virginia.

TCI respects, values, and celebrates the attributes, characteristics, and perspectives that make each person unique. Bringing diverse individuals together allows TCI and allies to collectively and more effectively address the issues that face Virginia communities. TCI further recognizes that we live and work in a society that is structured by racism and white privilege, both of which adversely impact communities of color. It is one of TCI's core values that its organizational culture, staff, partners, strategies, and investments advance racial justice within and beyond the organization.

Throughout its 17 year history, TCI has amassed an impressive record of achievements, including being a central player in the successful efforts to connect people with low incomes to health care through Medicaid expansion, boost the minimum wage, protect and strengthen the state Earned Income Tax Credit, expand immigrant rights, improve Virginia's K-12 education funding system, reform costly tax breaks, and reform policies that lead to the criminalization of poverty in the state.

This position will increase TCI's capacity to engage with union partners to advance racial and economic justice by educating lawmakers at the local and state level about the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and the CHIPS and Science Act, identifying and lifting up specific opportunities, and making sure public projects have provisions for prevailing wages, minority contractors, registered apprenticeships, and other means of

building worker power and advancing racial and economic justice. The analyst will also help lead TCI's efforts on other labor and wage related policy, including expanding collective bargaining and raising the minimum wage.

### **What you'll do:**

- Lead TCI's worker power research, advocacy, and coalition work focused on maximizing opportunities through federal industrial investment programs.
- Shape state and local implementation of federal BIL, CHIPS in Science, and IRA investments through policies and practices that increase access to good union jobs, open new pathways to unionization for Black, brown, and women workers.
- Maximize the benefit of pro-worker policies in federal industrial packages and expand their use to other publicly-involved projects through ensuring state and local policymakers use budget language and procurement processes to, at every opportunity, ensure any publicly-involved project is a high-road project that advances economic, racial, and gender justice.
- Play a lead role in advancing other state labor and wage policy identified by union partners, including expanding collective bargaining and raising the minimum wage.
- Drive research-based narrative change work to highlight the importance of the federal programs in building worker power and delivering for working families in Virginia.
- Make real progress on challenging policy issues by conducting research and analysis, identifying solid policy recommendations, and equipping diverse stakeholders to understand and use these recommendations in their work.
- Deepen TCI's new and existing relationships with labor unions, particularly building trades unions.
- Shed light on important legislation by contributing to TCI's analysis of state economic and fiscal policy proposals.
- Explain your findings to the public, policymakers, and other advocates by crafting op-eds, infographics, and similar materials in conjunction with the communications team.
- Ensure the organization's effectiveness and sustainability by assisting with advocacy, communications, development, and outreach as needed.

### **What we're looking for:**

- Experience reviewing and producing policy research and/or a familiarity with policies to advance racial and economic justice
- A Bachelor's degree in political science, public policy, sociology, economics, or a related field, or comparable experience
- Two years of related work experience or a master's degree in political science, public policy, sociology, economics, or a related field
- **Preferred but not required:** Knowledge of Virginia state and/or local procurement processes and policies, including provisions such as prevailing wage, and familiarity with state legislative or local city council / board of supervisors processes
- An interest in the role of labor unions in advancing economic justice

- Excellent written and verbal communication skills, including the ability to communicate about TCI's data analysis and research on economic issues, budget policy, and labor policy
- The ability to thrive in a deadline-driven environment, focus on outcomes, and give and receive constructive criticism in the pursuit of an ever-stronger organization
- A passion for improving the lives of people in Virginia with low incomes and communities of color, tempered by the understanding that policy progress rarely happens overnight and takes collaboration

## Logistics

**Compensation:** Starting salary is \$60,000 annually. TCI also provides generous benefits including comprehensive health care, dental, and vision coverage; generous vacation leave; and a retirement plan with organizational matching contributions.

We also support and provide opportunities for professional development and growth.

**Position Funding and Commitment:** There are opportunities for growth within TCI, and a minimum 2 year commitment to this role is preferred. This project currently has two years of funding support.

**Bargaining Unit Status:** This position is within a collective bargaining unit represented by a recognized staff union, TCI United (NPEU), and specific terms and conditions of employment may be subject to a future Collective Bargaining Agreement.

**Manager:** Research Director

**Location:** TCI staff have the option to work remotely from within the state of Virginia or in our Richmond office

**Travel:** Occasional travel may be required in and out of state.

**To Apply:** Send cover letter and resume in PDF or Word format to [Kami+hiring@thecommonwealthinstitute.org](mailto:Kami+hiring@thecommonwealthinstitute.org). No phone calls or other email inquiries please.

**Timing:** Review of applications will begin March 15. Position open until filled.

*The Commonwealth Institute for Fiscal Analysis is a 501(c)(3) non-profit organization. We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.*