



Juggling Shifts

The Effect of Unpredictable Scheduling on Income Volatility, and Potential Solutions

Featuring

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Lara Shock

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Moderated by

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With Opening Remarks from

Mark Popovich

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David Mitchell

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About the Event

Since the Financial Security Program's new initiative EPIC first began investigating income volatility, variation in workers' hours and scheduling instability – which is widespread – has been identified as one of the main drivers of the problem. Many employers, governments, and technology companies have identified scheduling instability – and the income volatility it creates – as problems in need of fixing. Sponsored by EPIC, in partnership with the Economic Opportunities Program (EOP), this dynamic panel discussion will explore the pros and cons of possible solutions.

The Expanding Prosperity Impact Collaborative (EPIC) is an initiative of the Aspen Institute's Financial Security Program. EPIC is designed to harness the knowledge of a wide cross-section of experts working in applied, practitioner, academic, government, and industry settings towards the goal of illuminating and solving critical drivers of financial inequity and insecurity. EPIC will focus on one distinct issue at a time that is critical to the financial security of Americans but not widely understood. By focusing on one issue at a time, EPIC will over time piece together a mosaic of different financial challenges that need to be addressed. The connections between these issues will build cross-sector interest and support for a more strategic and inclusive approach to financial security in the U.S. For more information, visit www.aspenepic.org.

The Financial Security Program (FSP) is dedicated to solving the most critical financial challenges facing America's households, and to shaping policies and financial products that enable all Americans to save, invest, and own. For more information on Aspen FSP, please visit www.aspenfsp.org.

The Economic Opportunities Program (EOP) advances promising strategies and policies to help low- and moderate-income Americans thrive in today's dynamic economy. Over its more than 20 years of work, EOP has focused on expanding individuals' opportunities—to develop their skills and capabilities, to build professional networks and connect to quality work, to start businesses, and to build assets and economic stability. For more information, visit www.aspeninstitute.org/eop.

The Aspen Institute is an educational and policy studies organization based in Washington, DC. Its mission is to foster leadership based on enduring values and to provide a nonpartisan venue for dealing with critical issues. The Institute is based in Washington, DC; Aspen, Colorado; and on the Wye River on Maryland's Eastern Shore. It also has offices in New York City and an international network of partners. For more information, visit www.aspeninstitute.org.

Participants



Heather Boushey, Executive Director and Chief Economist, Washington Center for Equitable Growth

Heather's research focuses on economic inequality and public policy, specifically employment, social policy, and family economic well-being. Her latest book is "Finding Time: The Economics of Work-Life Conflict" from Harvard University Press. The New York Times has called Boushey one of the "most vibrant voices in the field" and Politico twice named her one of the top 50 "thinkers, doers and visionaries transforming American politics." Boushey writes regularly for popular media, including The New York Times' "Room for Debate," The Atlantic, and Democracy; and she makes frequent television appearances on Bloomberg, MSNBC, CNBC, and PBS. She previously served as Chief Economist for Hillary Clinton's transition team, and as an economist for the Joint Economic Committee of the U.S. Congress, the Center for Economic and Policy Research, and the Economic Policy Institute. She sits on the board of the Opportunity Institute and is an Associate Editor of Feminist Economics. She received her Ph.D. in economics from the New School for Social Research and her B.A. from Hampshire College.



Will Eadie, Vice President Sales and Strategy, WorkJam

As a dynamic sales professional with experience driving strong solutions for the customers by working hand-in-hand with the product, Will excels at developing customer relationships and brings to WorkJam fifteen years of deep domain expertise in Strategic Workforce Management, Human Capital Management, and Employee Engagement. Prior to joining WorkJam, Will held roles at Kronos for ten years, serving as Director of National Accounts and Director of Retail and Hospitality Sales in the U.S. During his time at Kronos, Will's leadership enabled his team to significantly exceed sales goals and drive organizational growth. As Vice President of Sales and Strategy at WorkJam, Will is responsible for developing strategic, high performing sales and cultivating customer relationships. Will graduated from Marietta College with a Bachelor of Arts, and went on to earn a Management Certificate from the Ohio State University Fisher College of Business.



David Mitchell, Senior Program Manager, Aspen Institute Financial Security Program

David is the Financial Security Program's primary researcher and writer. He previously served as a legislative aide to U.S. Senator Sherrod Brown (D-OH), handling health care and Social Security issues and working on the landmark health reform law that passed in 2010. David has held various internships over the years, including with the U.S. Senate Finance Committee, the White House National Economic Council, the law firm Hogan Lovells, the Office of Management and Budget, Citizens for Tax Justice, and the National Association of Community Health Centers. He holds a B.A. in Political Science from Tufts University, an M.P.A. from the Woodrow Wilson School at Princeton University, and a J.D. from the Georgetown University Law Center, where he was a Public Interest Law Scholar.



Mark Popovich, Director, Good Companies, Good Jobs Initiative, Aspen Institute Economic Opportunities Program

Mark joined the Aspen Institute's Economic Opportunities Program as director of the Good Companies, Good Jobs Initiative in December 2016. Mark previously served as Vice President for Program at The Hitachi Foundation, where he led the team managing the Good Companies @ Work program. The program emphasized the role of business in society in general and the importance of social sustainability.



Ida Rademacher, Executive Director, Aspen Institute Financial Security Program

As executive director of the Aspen Institute Financial Security Program, Ida combines a vision for creating deeply shared prosperity with a background in economic anthropology and policy research probing how changes in labor and financial markets influence household economic decision-making and opportunity. She connects unexpected and idiosyncratic dots so government and financial services leaders can make smarter products and better policies to grow and strengthen the middle class and allow individuals and families to save, invest, own and retire. She pursued postgraduate studies in economic anthropology at the University

of Melbourne, Australia; holds a Master of Public Policy degree summa cum laude from the University of Maryland; and a Bachelor of Science degree, summa cum laude, in anthropology and economics from James Madison University.



Ari Schwartz, Lead Organizer, DC Jobs with Justice

Ari coordinates the Just Hours campaign to win full-time hours and stable work schedules in the District. At DC Jobs With Justice, Ari has led campaigns against wage theft, to raise the minimum wage, and to hold multinational corporations accountable to District residents. A Maryland native, Ari now lives in Ward 5 in Washington, DC. He is a graduate of Vanderbilt University.



Lara Shock, Director, Associate Choice Initiatives, Walmart

Lara supports the development and implementation of initiatives that are designed to empower hourly associates with either flexibility or stability in their schedules. She joined Walmart in 2005 as an hourly associate, and is proud that her career serves as an example of the company's advancement opportunity. Her background reflects a true passion for enhancing the associate experience, and includes leadership roles within Talent Development, HR Strategy, and Small Format Operations.