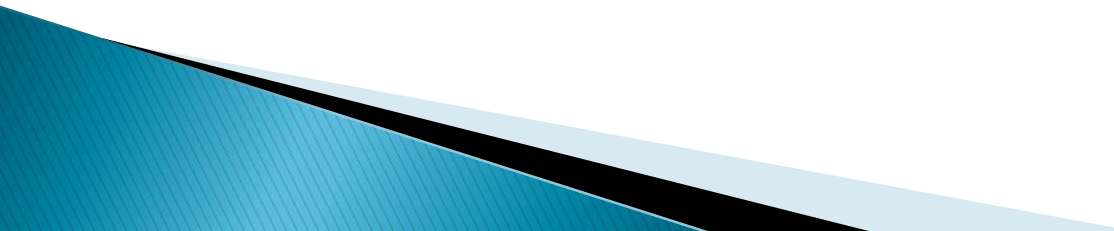


Improving Employment Outcomes for TANF Participants

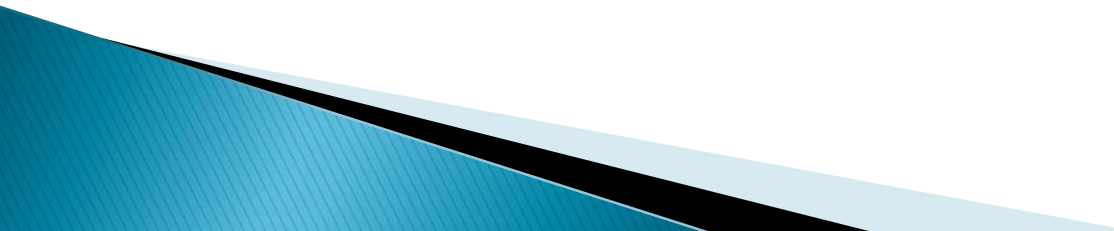


DORCAS INTERNATIONAL
INSTITUTE OF RHODE ISLAND

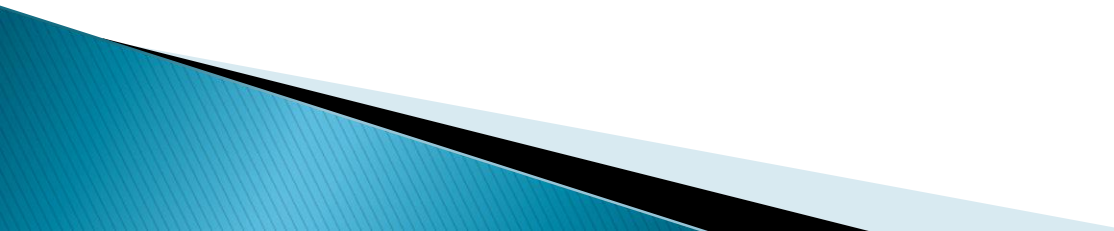
Our Workforce Clients

- ▶ Refugees
 - ▶ Immigrants
 - ▶ TANF Participants
 - ▶ 80% Live In Providence
 - ▶ 95% Members of minority groups
 - ▶ 70% Unemployed
 - ▶ 74% Women
- 

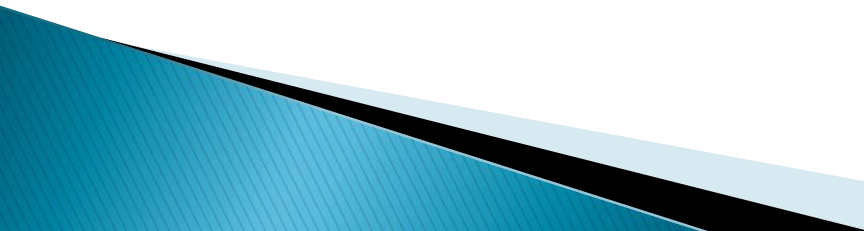
Failing Forward

- ▶ We had developed programming based on what we thought students needed, which resulted in low outcomes
 - ▶ Our “one shot” approach to job placement resulted in low employment retention and recurring need for crisis management
- 

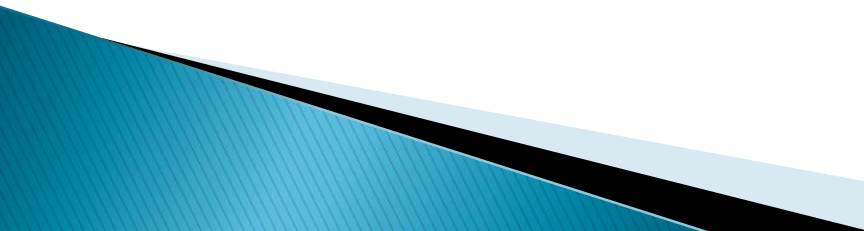
Lessons Learned

1. Continue to ask clients what they want
 2. Provide “value-added” services
 3. Develop long term career plan & follow up
 4. Anticipate and plan for transitions
- 

Service Continuum

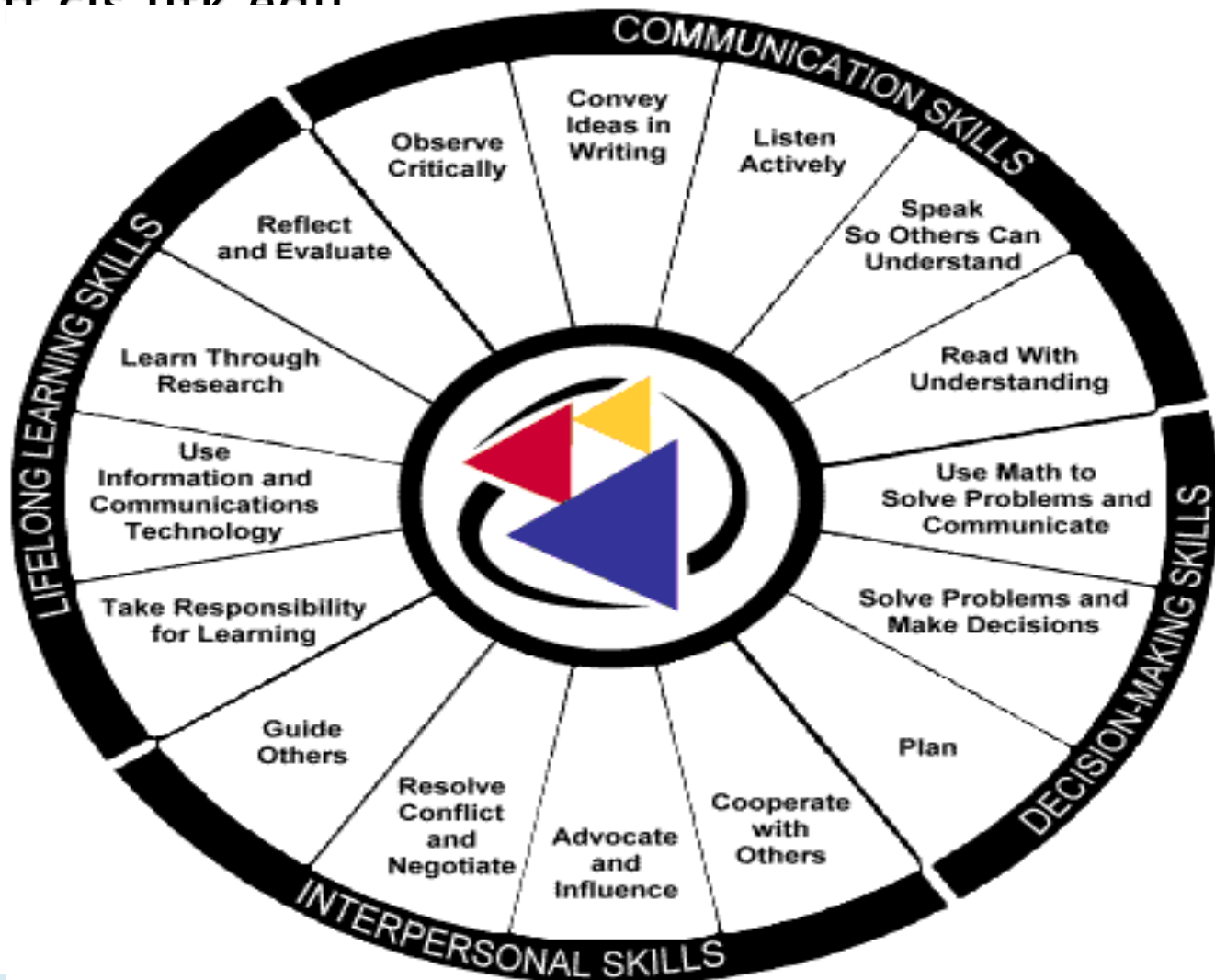
- ▶ Contextualized Literacy Classes (VESL)
 - ▶ Adult Basic Education (through GED)
 - ▶ Career Assessment & Planning
 - ▶ College Transitions
 - ▶ Employment Readiness Training
 - ▶ Pre-Pathway Credential Training
 - ▶ Pathway Credential Training
 - ▶ Employment Placement Assistance
 - ▶ Retention Support
- 

All Education Level Curricula

- ▶ Incorporate Technology instruction
 - ▶ Incorporate Financial Literacy instruction
 - ▶ Incorporate Critical Thinking & Common Core
 - ▶ Integrate ESOL & ABE Curricula for smooth transition
 - ▶ Integrate Equipped for the Future Framework's (EFF's) 16 skills that every adult needs
- 

Equipped for the Future

<http://eff.cle.utk.edu>



Supports

- ▶ Intake Assessment
 - ▶ Individual Service Plan Development
 - ▶ Case Management
 - ▶ Interpreting & Translating Services
 - ▶ Immigration Legal Services
 - ▶ Citizenship Services
 - ▶ Housing & Basic Needs Services
 - ▶ Childcare, Transportation & Work Supports
 - ▶ Work Appropriate Attire
 - ▶ Internship Placement Assistance
- 

DIIRI Outcomes

July 2013–June 2014

Unemployment Rate 9.6%–7.9%

- ▶ 98 of 264 students (37%) became Employed
Of Those 98:
 - ▶ 75% Employed in Full Time Positions
 - ▶ 50% Employed with Health Benefits
 - ▶ Average Starting Wage was \$9.16 per hour
 - ▶ 76% Stayed Employed more than 90 days
 - ▶ 71% No Longer Receive Cash Assistance

Strategies for Improved Outcomes

- ▶ Allow at least 1 year for ESL & GED Education
 - ▶ Focus on short-term goals; celebrate gains
 - ▶ Integrate classes of refugees, immigrants & U.S. born;
 - ▶ Create Learning Community Opportunities
 - ▶ Offer Flexibility to meet changing needs and keep motivated; 10–20–30–35 hrs
 - ▶ Continue Training w/employers' incumbent entry level workers to support advancement;
- 