

Developing and Sustaining Quality Transitional Jobs Initiatives

*Client Success through Partnership: 2010 State TANF and
Workforce Administrators' Meeting*

July 27, 2010



www.transitionaljobs.net

About the National Transitional Jobs Network

The NTJN is a coalition of city, state, and federal policy makers; community workforce organizations; and anti-poverty nonprofit service providers and advocacy organizations committed to advancing and strengthening Transitional Jobs programs around the country.

- ❑ Visit www.transitionaljobs.net for more information on the Network

NTJN Role & Services

The NTJN exists to influence audiences to ensure that policies account for the hard-to-employ, that the public understands the need to invest in these services, that programs are able to effectively serve as many individuals as possible, and that best practices and technical assistance are widely shared and implemented throughout the network.

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- ❑ **Technical Assistance**
 - ❑ **State and Federal Advocacy**
 - ❑ **Monthly Newsletters**
 - ❑ **National Conference**

Transitional Jobs Definition

Transitional Jobs (TJ) is a workforce strategy designed to overcome employment obstacles by using time-limited, wage-paying jobs that combine real work, skill development, and supportive services, to transition participants successfully into the labor market.

Transitional Jobs and Subsidized Employment

- ❑ TJ is a specialized type of subsidized employment
- ❑ Specifically targeted to individuals with multiple or serious barriers to employment
- ❑ Combined with job readiness training, case management and supportive services
- ❑ Counter-structural as well as counter-cyclical

TJ Core Program Elements

- ❑ Orientation & Assessment
- ❑ Job Readiness & Life Skills Training
- ❑ Employment-Focused Case Management and Support Services
- ❑ ***Subsidized Employment - Real Work Experience***
- ❑ Unsubsidized Placement & Retention Services
- ❑ Linkages to Education & Training

Program Improvement & Innovations in Transitional Jobs

- ❑ Enhanced job retention and advancement strategies, including retention bonuses
- ❑ Integration of contextualized literacy and adult basic education
- ❑ Sector-focused transitional work experience, including green jobs

Recovery Act Funding

- ❑ States are using ARRA funding broadly to support subsidized employment, including TJ
- ❑ TANF Emergency Fund supports an estimated 180,000 jobs
- ❑ ARRA will expire; TANF Emergency Fund extension is highly uncertain
- ❑ 70,000 jobs are estimated to be lost immediately on Sept. 30 if TANF EF expires

Post-ARRA Program Sustainability

- ❑ Existing TANF and WIA block grants may support TJ/subsidized employment
- ❑ ARRA-related guidance may affect allowable use of funds
 - ❑ For example, TANF Emergency Fund allows third-party in-kind contributions as matching funds
 - ❑ ARRA WIA youth guidance explicitly mentions TJ
- ❑ Other federal funds: CDBG, CSBG, SNAP (FSET)

Post-ARRA Program Sustainability, continued

- ❑ Need to maintain relationships, expertise and capacity:
 - ❑ TJ and subsidized employment delivery infrastructure
 - ❑ State and county experience as employer of record
 - ❑ Staff experience and expertise
 - ❑ Relationships and buy-in with employers

Post-ARRA Program Sustainability, continued

- ❑ Scaled-back initiatives should be carefully targeted to those most in need
 - ❑ Research suggests TJ works best for individuals with serious barriers
 - ❑ Triage for candidates who could not succeed with less-intensive intervention
 - ❑ Assessment is difficult, but critical

On the Horizon

- ❑ US Department of Labor Transitional Jobs Demonstration
 - ❑ \$45 million appropriation for FY 2010; competitive grants
 - ❑ \$40 million proposed for FY 2011
- ❑ WIA, TANF and 2nd Chance Act reauthorization

Keep in Touch with the NTJN!

- ❑ Sign up for our e-communications
- ❑ Tell us about your initiatives
- ❑ Check out NTJN's online resources and technical assistance offerings

**Contact Chris Warland at
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or visit:

www.transitionaljobs.net

