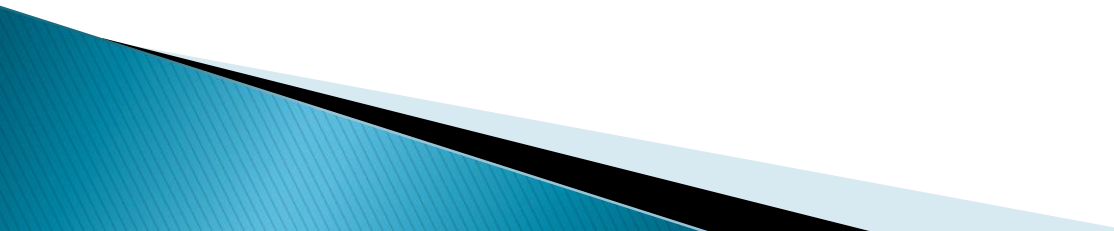


Improving Employment Outcomes for TANF Participants



DORCAS INTERNATIONAL
INSTITUTE OF RHODE ISLAND

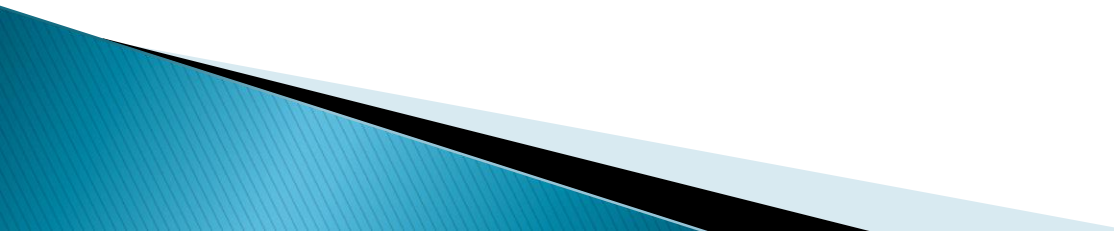
Our Workforce Clients

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

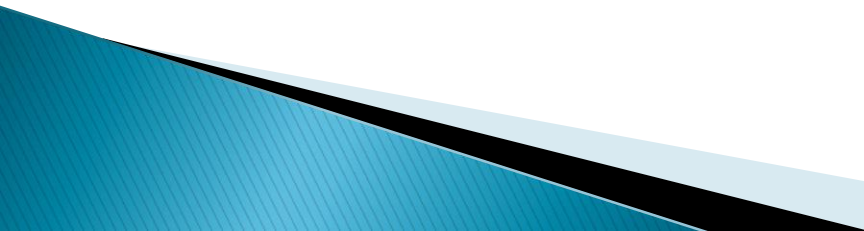
Failing Forward

- ▶ 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

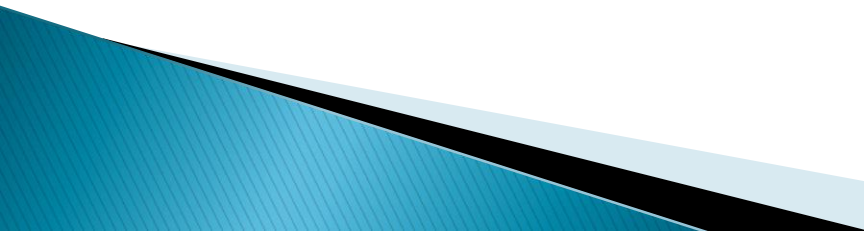
Lessons Learned

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

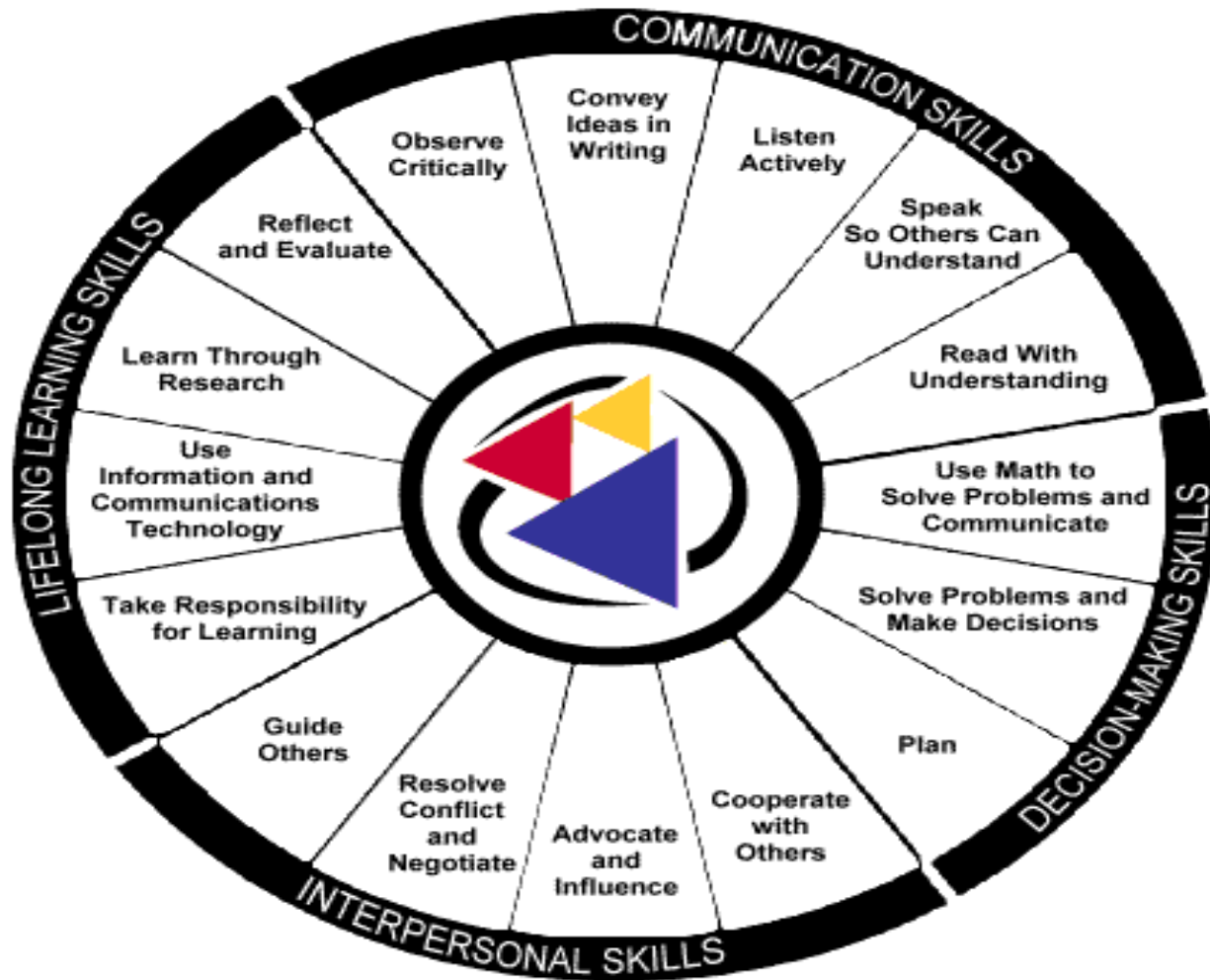
- ▶ Contextualized Literacy Classes (VESL)
 - ▶ Adult Basic Education (through GED)
 - ▶ Career Assessment & Planning
 - ▶ College Transitions
 - ▶ Employment Readiness Training
 - ▶ Pre-Pathway Credential Training
 - ▶ Pathway Credential Training
 - ▶ Employment Placement Assistance
 - ▶ Retention Support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

All Education Level Curricula

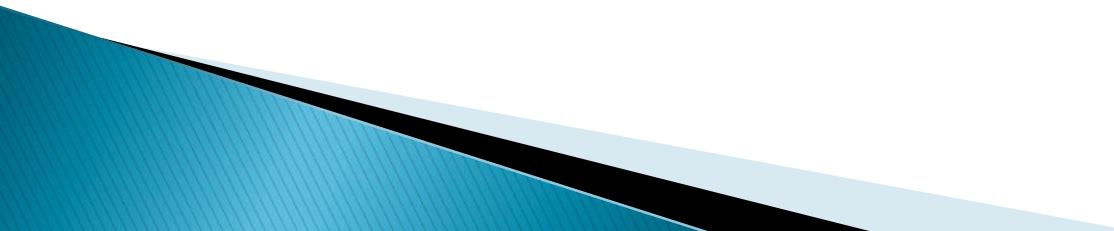
- ▶ Incorporate Technology instruction
 - ▶ Incorporate Financial Literacy instruction
 - ▶ Incorporate Critical Thinking & Common Core
 - ▶ Integrate ESOL & ABE Curricula for smooth transition
 - ▶ Integrate Equipped for the Future Framework's (EFF's) 16 skills that every adult needs
- 

Equipped for the Future

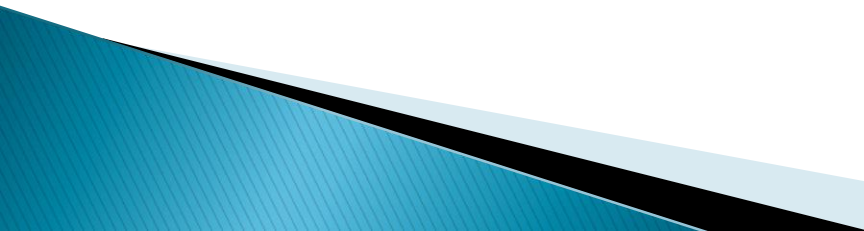
<http://eff.cls.utk.edu>



EFF Standards-based Instruction

1. Identify student goals & the standard(s) that will help to achieve them
 2. Using the standard, develop a learning activity to address students' real life goal
 3. Evaluate with students how what was learned can translate to real life situations
 4. Determine next steps to help students meet their goal
- 

Stepping Up Partnership

- ▶ Work Readiness for Healthcare (8 weeks)
 - ▶ Exposure to Various Healthcare Pathways
 - ▶ Healthcare Internships (60 hour minimum)
 - ▶ Match Candidates to Vacant Positions
 - ▶ Employer Commitment to Ongoing Training
 - Housekeeping
 - Nutrition Assistant
 - Nurse Assistant
 - Technician
 - Etc...
- 

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;
- 