

**New York State
Office of Temporary and Disability Assistance
Subsidized Employment Programs Supported by TANF ECF**

The ability to expand and establish new subsidized employment initiatives due to the availability of enhanced TANF funding provides another valuable option to help public assistance recipients and other low-income individuals enter employment, while providing an immediate and direct benefit to clients. Each program is particularly useful to help individuals with limited work histories or job skills as they attempt to secure employment during these difficult economic times. Each program includes provision for support services, case management and job retention services to help ensure participant success.

Wage Subsidy & Transitional Employment Programs

Contracts in the amount of \$18M have been established with 39 not-for-profit community-based organizations (CBOs) to place public assistance recipients and other low-income individuals with barriers to employment in jobs using subsidized employment. Wage Subsidy Program (WSP) providers assess clients, recruit employers, coordinate other services needed to ensure a successful job placement, and provide ongoing case management supports. Following subsidized employment (average 3 months, maximum 6 months), participants are expected to transition to unsubsidized employment. CBOs reimburse participating employers for wages and related fringe benefits that the employer has paid to the participant during the subsidy period. The non-wage subsidy portion of the contracts is performance-based and vendors earn reimbursement as participants become employed, transition to and retain unsubsidized employment.

Last year Transitional Employment (TE) was added to the menu of subsidized job options for public assistance recipients. Like WSP, TE places individuals in time-limited wage paying jobs. Participants learn the customs and routines of work, acquire work skills, and establish an employment record that improves their competitiveness in private sector employment. Unlike WSP, the TE position is temporary and serves only as a means of finding permanent employment. The goal is to provide participants with learning opportunities, pay, and the support necessary to find full-time permanent employment.

Transitional Jobs Program

Allocations totaling \$25 million were provided to each of the 58 local social services districts throughout the state to establish or expand subsidized employment opportunities. Districts are either directly administering or collaborating with other public agencies or community-based organizations. Recipients of public assistance are the target population, although other TANF eligibles including non-custodial parents may also be served.

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Each Transitional Jobs program provides:

- A subsidized employment placement for up to twelve months at an hourly rate of at least \$8.00 per hour for up to 35 hours per week of paid employment
- At least 7 hours per week of paid education and training activities. The education and training component is intended to help reduce the education and skills gap currently faced by most recipients of public assistance so they are better able to retain employment and compete for higher wage jobs. In addition to funding participant wages, funds may be used to support limited pre-employment job readiness training (generally not to exceed 3 weeks) and may support participant training during the subsidized employment period. Districts are encouraged to leverage separately funded education and training.
- Ongoing support services including transportation and child care assistance throughout the subsidy period and beyond, if eligible.
- Ongoing case-management services to resolve any workplace or other work-related issues.
- If the position subsidized is not intended to be permanent, job placement services are provided to secure a permanent job. Most placements are intended to be permanent positions.

Green Jobs Corps Program

A total of \$7 million, (\$5 million in TANF funds and \$2 million in State funds) was awarded to twelve social services districts based upon a competitive review of applications. Recipients of public assistance are the target population, although other TANF eligibles including non-custodial parents may also be served. The Green Jobs Corps program provides each participant:

- Soft skills training such as attitudinal training, career development, and introduction to basic computer literacy.
- Occupational skills training such as basic construction, (electrical, plumbing and carpentry), environmental remediation, weatherization, building retrofits, renewable energy, and natural resource preservation.
- A subsidized job for up to 35 hour a week for up to a 12 month period.
- Ongoing support services including transportation and child care assistance throughout the subsidy period and beyond, if eligible.
- Ongoing case-management services to resolve any workplace or other work-related issues and other job retention services.

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Health Care Jobs

A total of \$7 million, (\$5 million TANF funds and \$2 million State funds), was allocated to the largest seven social services districts in New York State including New York City and six other districts to support the Health Care Jobs program. The Health Care Jobs Program provides subsidized employment opportunities for up to one year in the health care sector, including community outreach positions to provide health education and maximize participation in health services and publically funded health insurance programs. Recipients of public assistance are the target population, although other TANF eligibles including non-custodial parents may also be served. Jobs targeted include, but are not limited to, health care aides, nursing positions, community health outreach positions, and medical billing positions.

Case-management, support services and job retention services are provided for all participants. Positions are typically intended to be permanent, but if the participant is not retained by the employer additional job placement services are provided.