

CTED Work Programs

January 2008

- *CTED recently implemented three additional supported work programs for WorkFirst parents.*
- *Over 1200 parents have been enrolled in the supported work programs to date.*
- *Community Service helps parents who are working less than full-time or in between WorkFirst activities.*
- *Community Works is designed to improve the employability of parents who need additional support and services.*
- *Community Work Experience provides unpaid, long-term work experience to WorkFirst parents.*

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For more information about the WorkFirst program, visit www.workfirst.wa.gov

In March 2007, the Department of Community, Trade and Economic Development (CTED) implemented three additional supported work programs for WorkFirst recipients: **Community Service**, **Community Works**, and **Community Work Experience (CWEX)**. CTED contracts with local community-based organizations to provide and manage these programs.

Community Service

The Community Service (CS) program provides employment skills to WorkFirst parents while they are engaged in other activities or work experience while they are waiting for an activity to begin. Parents engaged in CS perform work for the direct benefit of the community, in fields such as health, social service, environmental protection, education, urban and rural development, welfare, recreation, public facilities, public safety, and child care.

Community Service is designed for WorkFirst parents who are:

- Employed less than 32 hours per week.
- Participating in other activities but need additional hours to meet WorkFirst participation requirements.
- Waiting for another activity to start or during breaks from other activities such as summer breaks for students in an education program.

Community Works

The Community Works (CW) program is designed to improve the employability of parents who are able to participate in a work activity with the additional support of a case manager/social worker for continued extensive services. As with Community Service, parents engaged in Community Works perform work for the direct benefit of the community.

Community Work Experience

Community Work Experience (CWEX) provides unpaid, long-term work experience program for WorkFirst parents. The CWEX program establishes a worksite for a parent to build the specific skills, training, knowledge, and experience necessary to obtain employment in their chosen career field.

CWEX is designed to improve the employability of parents who are not otherwise able to obtain employment without experience, and who need minimal supervision on a worksite. Placement into the CWEX program takes into account the prior training, experience, and skills of a parent to determine an appropriate worksite.

Those who may benefit from a Community Work Experience include:

- Parents who need to acquire job skills to be competitive in the labor market.
- Parents who have previously participated in Job Search but were unable to obtain employment for lack of experience.

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- *Community Jobs serves approximately 2,500 parents each year and more than 19,000 to date.*
- *On average, 60 percent of Community Jobs participants successfully obtain unsubsidized employment at the completion of the program.*

- Parents who have training or previous experience in a specific field but need additional support to be competitive in the labor market.
- Parents who need minimal case management to be successful on a worksite.

In addition to these new programs, CTED recently expanded **Community Jobs** (CJ) to accommodate more WorkFirst parents who may benefit from enrollment in the program. CJ is a full-time (40 hours per week) WorkFirst activity that provides parents who have multiple barriers with paid, temporary employment.

Since 1998, parents in every county in Washington have gained valuable work experience, self-confidence, marketable skills, and an avenue to permanent, unsubsidized employment. These parents, who did not succeed in their initial job search, are provided work experience and services to remove barriers to employment.

Community Jobs parents have an average of eight barriers to employment not including transportation and child care, such as: lack of work experience, lack of a high school diploma or GED, being a victim of domestic violence, identified mental health issues that warrant further assessment or treatment, alcohol or drug treatment, or limited English language skills, etc.

Community Jobs is administered statewide by the Department of Community Trade and Economic Development through contracts with 17 community-based organizations. Contractors develop job opportunities and employ parents 20 hours per week in temporary paid positions at nonprofit organizations and public agencies. They co-enroll parents in an education activity for a minimum of 10 hours per week and provide case management to ensure parents gain access to services that will lead to unsubsidized employment.

Career Jump is an expansion of Community Jobs that includes private sector placement options to support the career interests of WorkFirst parents. Career Jump builds upon the proven success of Community Jobs and offers more worksite opportunities for the hard-to-employ population. The design of the program includes a commitment from the employer to hire the parent after a short enrollment, built-in career ladder tracks, higher wages, benefits, and focused training and retention services, as well as the opportunity for skill development and growth in a work setting.