



Welfare Peer Technical Assistance Network  
Engaging TANF and Immigrant Populations into Work Activities  
that Create Pathways to Self-Sufficiency



**PROMISING PRACTICE PROFILE TEMPLATE**

**Contact Information:**

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**Geographic Scope** (Please Be Descriptive): San Francisco, California

**Participant Demographics:**

Number of Participants Enrolled/Served per Year: Between 120 and 150

Number of Participants Served Over Duration of Project (9 Years): approx. 1,200

Type(s) of Immigrant Populations (i.e., Refugees, Legal Immigrants, Asylees, etc): Families and single adults receiving welfare includes refugees, immigrants, and asylees.

Number of Native Languages Represented in Current Participant Group: 9

Percentage of Current Participants with High School Diploma/GED: Approx. 30% have H.S. Diplomas from their native country

Percentage of Current Participants enrolled in TANF: 90%

Does Your Program Enroll Clients Who Speak No English? (If So, What Percentage of Current Participants Spoke No English at Time of Enrollment?): We enroll students at Level 1, but do not enroll Literacy students. Level 1 represents 20-25% of the whole.

**Briefly Describe Continuum of Services Provided** (In the Box Below):

English language assessment, ESL, VESL, and Computer Assisted Language Learning (CALL) classes; work participation assignment; job coaching; participant language evaluation; testing and advancement, targeted vocational assessment (TVA); and meeting with vocational counselor to determine job goals and an employment plan.

Is the Client's English Language Comprehension and Speaking Level Professionally Assessed before Enrolling in Your Program?: Yes

To What Extent Is Interpretation Provided Throughout the Duration of the Program (In How Many Languages? Are Program Handouts Translated? If So, Into How Many Languages?): We have interpreters in all 9 of the participants' languages during Orientation and 2 student/teacher Performance Review meetings each semester. The handouts are not translated.

Duration of Services Provided: 18 weeks – 2.5 years; Hours per Week, 25-35; Week Limit: 3 years



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### Briefly Describe Funding Sources (i.e., TANF, Other Money?):

CalWORKS (TANF funds distributed in California), ARRA (American Recovery and Reinvestment Act), San Francisco City & County General Funds, FSET (Foodstamps Employment Training Funds), City College ADA from State

Approximate Cost per Participant: \$850 per Month (does not include wages currently paid with ARRA funds)

### 1. What strategies/processes are you currently using to help immigrant participants become engaged in work activities that will lead to self-sufficiency?

- 1 ESL, VESL, Computer Assisted Language Learning (CALL), and workplace literacy instruction, including Project-based learning.
2. Subsidized work participation and job coaching.
3. Intensive case management.
4. Targeted vocational assessment and meetings between participant and vocational counselor to determine job goals and an employment plan.

### 2. What challenges and barriers have you encountered?

1. Limited English, work skills, computer knowledge, education, self-confidence, work experience.
2. Physical and mental health issues, learning disabilities, domestic violence, PTS.
3. Housing: living in shelters or difficult, crowded home situations.
4. Limited knowledge of the culture and expectations of the American workplace.
5. Although all of our participants have childcare services, many of them have limited resources when their children are sick or need to go to the doctor, dentist, school appointments, etc.

### 3. What types of partnerships have you established with other agencies?

1. SF Human Services Agency provides the referrals, primary funding source, etc.
2. Community-based organizations implement the program, provide the location, do the case management, find and coordinate the work sites.
3. City College of SF provides the placement testing, instruction, and curriculum development.
4. Employers provide the work sites.

### 4. What relationship does your program have, if any, to the agency that conducts and monitors TANF work participation activity requirements in your jurisdiction? If a relationship exists, how did it begin and how is it maintained?

VIP is part of the San Francisco Human Services Agency (HSA) and the CalWORKS component of HSA conducts and monitors TANF work participation activity requirements in San Francisco.