

**REPORT OF THE DEPARTMENT OF SOCIAL
SERVICES ON**

**Economic and Employment
Improvement Program for
Disadvantaged Persons**

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



SENATE DOCUMENT NO. 3

**COMMONWEALTH OF VIRGINIA
RICHMOND
2002**



COMMONWEALTH of VIRGINIA

DEPARTMENT OF SOCIAL SERVICES

JUL 12 2001

TO: The Honorable James S. Gilmore, III

And

The General Assembly of Virginia

The report contained herein is pursuant to *Virginia Code* §63.1-133.58 (B), which requires the Department of Social Services to file annual reports with the Governor and the General Assembly beginning July 1, 2001.

This is a report on the implementation of the Economic and Employment Improvement Program for Disadvantaged Persons. The program was established by the 1998 General Assembly and is focused to improve employability of disadvantaged persons through education and training. The original statute Senate Bill 699 established the criteria for award of grants and specified the composition of the Grant Awards Committee. The 2000 General Assembly, with Senate Bill 628, further defined the target population for the program, expanded the Awards Committee, and transferred the administration of the program to the Department of Social Services.

This is the first report submitted by the Department of Social Services regarding the Economic and Employment Improvement Program for Disadvantaged Persons.

This report cost the Commonwealth \$2,080 to complete. Department staff spent 68 hours researching and writing the report.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Sonia Rivero".

Sonia Rivero
Commissioner

Report On
The Economic And Employment Improvement Program For
Disadvantaged Persons

PREFACE

The Economic and Employment Improvement Program for Disadvantaged Persons was transferred by the General Assembly from the Governor's Employment and Training Department (GETD) to the Virginia Department of Social Services (VDSS) effective July 1, 2000. This program, established by the 1998 General Assembly, grew out of the work of a Joint Subcommittee studying the status and needs of African-American males in Virginia. The focus of the program was to improve employability of disadvantaged persons through education and training. The original statute, Senate Bill 699, established the criteria for award of grants and specified the composition of the Grant Awards Committee. The initial appropriation for the program was \$150,000.

The 2000 General Assembly, with Senate Bill 628, further defined the target population for the program, expanded the Awards Committee, and transferred the administration of the program to the Department of Social Services. The Department of Social Services designed the program to meet the new legislative requirements and to include an additional goal taken from the federal welfare reform program, Temporary Assistance for Needy Families (TANF).

The 2000 legislation extended educational and job training services to the following: persons who are eligible to participate in vocational educational and job skills training programs under state and federal welfare reform laws; persons ineligible to continue to receive assistance under state and federal welfare reform laws; and persons returning to the community from state and federal correctional facilities. The TANF goal chosen for inclusion is as follows: End dependence of needy parents by promoting job preparation, work, and marriage. Also, the bill expanded the Awards Committee to include persons with expertise in the delivery of adult programs, job skills training and apprenticeships, and state and federal welfare reform laws.

Department of Social Services

Report On The

***Economic And Employment Improvement
Program For Disadvantaged Persons***

June 27, 2001

Report On
The Economic And Employment Improvement Program
For Disadvantaged Persons

EXECUTIVE SUMMARY

Senate Bill 628 passed by the 2000 Virginia General Assembly amended the Economic and Employment Improvement Program for Disadvantaged Persons. The program was originally created by Senate Bill 699, which was enacted by the Virginia General Assembly on April 22, 1998. The initiative grew out of a Joint Subcommittee of the Virginia General Assembly created to study the status and needs of African-American males in Virginia.

Senate Bill 628 transferred the administrative responsibility for the Economic and Employment Improvement Program for Disadvantaged Persons from the Governor's Employment and Training Department (GETD) to the Virginia Department of Social Services (VDSS). The bill changed the statutory provisions of the program to extend educational and job training services to the following individuals: those who are eligible to participate in vocational education and job skills training programs under state and federal welfare reform laws; those who are ineligible to continue to receive assistance under state and federal welfare reform laws; and those who are returning to the community from state and federal correctional facilities. Educational and job skills programs under this initiative are required to be designed to assist eligible participants in moving from minimum wage jobs to college and to employment and occupations and education that will facilitate career development and economic independence. The Grant Awards Committee under the new legislation was expanded to include persons with expertise in the delivery of adult literacy programs, job skills training and apprenticeships, and state and federal welfare reform laws.

VDSS established the Grant Awards Committee as directed at § 63.1-133.58(A) of the *Code of Virginia* and designed the program to meet the new legislative requirements. The referenced *Code* specifies that the composition of the Committee must include representatives from the following entities:

- (i) the State Board for Community Colleges;
- (ii) the Department of Education;
- (iii) the Virginia Employment Commission;
- (iv) the Department of Labor and Industry;

- (v) the Department of Social Services;
- (vi) a local social services department;
- (vii) the Department of Corrections;
- (viii) a local workforce investment board member designated by the Commissioner of the Virginia Employment Commission; and
- (ix) a representative of four-year institutions of higher education whose service areas and student populations are comprised of disproportionately high percentages of disadvantaged persons, designated by the Chairman of the State Council of Higher Education.

In its design of the program, VDSS included an additional goal taken from the federal welfare reform program, Temporary Assistance for Needy Families (TANF). The TANF goal chosen for inclusion is as follows: End dependence of needy parents by promoting job preparation, work, and marriage. Requests for Proposals were developed and issued, and the responses were evaluated. Final grant awards were made on March 15, 2001. As directed by the *Code of Virginia* at § 63.1-133.58(C), priority for the grant awards was given to projects designed to serve persons who were:

- (i) historically underrepresented in Virginia institutions of higher education, and in management and at administrative levels in the business community;
- (ii) residing in counties, cities, and towns with high local stress indicators and in economically depressed regions of the Commonwealth;
- (iii) disproportionately represented in the workforce in minimum wage jobs and occupations requiring minimum education, training, and skills;
- (iv) ineligible to continue to receive welfare assistance under state and federal welfare reform laws;
- (v) eligible to participate in the programs included in the From Welfare to Work: The Virginia Independence Program and especially those eligible to participate in job skills training programs;
- (vi) returning to the community from state and federal correctional institutions;
- (vii) chronically unemployed or hard-to-employ;
- (viii) displaced by technological advances in industry; or
- (ix) subject to any combination of the above.

Report On
The Economic And Employment Improvement Program
For Disadvantaged Persons

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Report On *The Economic And Employment Improvement Program For Disadvantaged Persons*

INTRODUCTION

LEGISLATIVE MANDATE

Senate Bill 628 (see **Appendix I**) requires the Virginia Department of Social Services to report annually, beginning July 1, 2001, the results of its evaluation of the effectiveness of the educational and skills training services delivered by the funded projects. Language regarding the reporting requirement in the *Code of Virginia* § 63.1-133.58(B) (see **Appendix II**) specifically states the following:

“Upon the appropriation of funds for this purpose and from such gifts, donations, grants, bequests, and other funds as may be received by the Department of Social Services on behalf of the Program, the Committee shall issue a request for proposals for grant projects designed to improve the employability of and provide assistance to disadvantaged persons through education and skills training. The Committee shall review each grant application, make grant awards in accordance with the eligibility criteria established in this section, and evaluate the effectiveness of the educational and skills training services delivered by the funded projects. The Committee shall report the results of its evaluation annually, beginning July 1, 2001, to the governing boards of agencies represented on the Committee, to the Governor, and to the General Assembly.”

LEGISLATIVE HISTORY

1996/1997

JOINT SUBCOMMITTEE STUDYING THE STATUS OF AFRICAN-AMERICAN MALES

In 1996, House Joint Resolution No. 167 (see **Appendix III**) was approved, and it established the Joint Subcommittee Studying the Status of African-American Males in Virginia. The committee was directed to examine the issues and factors which contribute to the plight of such persons and to provide appropriate and feasible alternatives to assist African-American males in reaching their fullest potential. The committee was requested to identify and evaluate the various socioeconomic, cultural, educational, familial, criminal justice, psychological, historical, and political dynamics to provide a comprehensive evaluation of the status and needs of African-American males

in Virginia. In 1997 the Joint Subcommittee Studying the Status of African-American Males in Virginia was authorized by House Joint Resolution 570 (see **Appendix IV**) to continue its consultation with various experts in multiple disciplines to assist it in its work.

1998 LEGISLATIVE ACTION

As a result of the studies carried out by the Joint Subcommittee Studying the Status of African-American Males in Virginia, Senate Bill 699 (see **Appendix V**) was passed by the 1998 General Assembly. The purpose of the bill was to address the educational, employment and skill training needs of economically disadvantaged persons. Senate Bill 699 represented the Commonwealth's initiative to acknowledge and direct state public policy and resources to deal with many social and economic problems experienced by African-American males and other persons whose lack of education and skills impose barriers to employment in the primary labor market.

This bill appropriated funds to finance no more than ten grant projects to be located in regions throughout the Commonwealth to provide equal geographical distribution of such projects. In addition, it established the Economic and Employment Improvement Program for Disadvantaged Persons Grant Awards Committee and directed it to issue a request for proposals for grant projects designed to improve the employability of and provide assistance to disadvantaged persons through education and skills training. The committee was directed to review each grant application and to make grant awards in accordance with the eligibility criteria established in the bill. The Governor's Employment and Training Department (GETD) was assigned the administrative responsibility for the program.

2000 LEGISLATIVE ACTION

On April 5, 2000, the General Assembly approved Senate Bill 628. That bill transferred the administrative responsibility for the Economic and Employment Improvement Program for Disadvantaged Persons from the GETD to the Virginia Department of Social Services (VDSS). In addition, the bill changed the statutory provisions of the program to extend educational and job training services to persons who are (i) eligible to participate in vocational education and job skills training programs under state and federal welfare reform laws; (ii) ineligible to continue to receive assistance under state and federal welfare reform laws; and (iii) returning to the community from state and federal correctional facilities. Educational and job skills programs under this initiative are required to be designed to assist eligible participants in moving from minimum wage jobs to college and to employment and occupations and education that will facilitate career development and economic independence. In addition, the bill expanded the Grant Awards Committee to include persons with expertise in the delivery of adult literacy programs, job skills training and apprenticeships, and state and federal welfare reform laws.

CURRENT STATUS OF IMPLEMENTATION

Transition of the program from GETD to VDSS delayed the award of funds until March 15, 2001. Therefore, this report addresses individual program start-up activities, as well as participant performance data.

The following entities received grants to operate the program: Pittsylvania County Community Action, Inc.; Greater Peninsula Workforce Development Consortium; Central Virginia Foodbank; Culpeper Department of Social Services; Fifth District Employment and Training Consortium; Capital Area Workforce Investment Board; Danville Community College and the Office of Human Affairs. The participant data available for collection for the study concerns the activities of the grant recipients from March 15, 2001, through May 15, 2001, and it is presented in the following section of this report. Over the next program year, when the implementation of the program is completed and it is fully operational, a broader study will be ongoing. The Department intends to perform program evaluation of activities through September 30, 2002. The rationale for the September 30, 2002, date is to allow for the collection of data concerning the 90 day retention and wage rates of participants who may be placed into unsubsidized employment during the latter days of the grant period.

Guidance to direct the grantees in the requirements for program implementation has been provided to them and guidance is contained in the signed grants they received in March. The formal regulations that will be used to govern the program are in the process of development. It takes approximately one full year to complete the numerous steps involved in promulgating official regulations to be used in governing programs administered by a state agency.

PROGRAM ACTIVITIES REPORT

ECONOMIC AND EMPLOYMENT IMPROVEMENT PROGRAM FOR DISADVANTAGED PERSONS PROGRAM PERFORMANCE MARCH 15, 2001-MAY 15, 2001				
Grant Recipient	Enrolled	Placed in Subsidized Employment	Placed in Unsubsidized Employment	Average Monthly Earnings in Unsubsidized Employment
Pittsylvania County Community Action, Inc.	0	0	0	0
Greater Peninsula Workforce Development Consortium	0	0	0	0
Central Virginia Foodbank	0	0	0	0
Culpeper Department of Social Services	10	0	4	\$5.50
Fifth District Employment and Training Consortium	2	0	0	0
Capital Area Workforce Investment Board	0	0	0	0
Danville Community College	0	0	0	0
Office of Human Affairs	0	0	0	0
TOTAL PERFORMANCE	12	0	4	\$5.50

Those grantees that have not enrolled participants are in the process of getting ready to do so, and the following notes provide information regarding their enrollment plans.

- The Pittsylvania County Community Action, Inc. began enrollments on June 15, 2001.
- The Greater Peninsula Workforce Development Consortium is in the process of finalizing a contract with the City of Hampton and plans to begin enrollments on July 1, 2001.
- The Central Virginia Foodbank is in the process of negotiations with two agencies they work with in order to obtain referrals to this program. They plan to have their first enrollments on July 1, 2001.
- The Capital Area Workforce Investment Board plans to begin enrollments on July 1, 2001.
- The Danville Community College plans to begin enrollments on July 1, 2001, for their Halifax site and on August 1, 2001, for their Danville site.
- The Office of Human Affairs began enrolling for its first class on June 15, 2001.

FUTURE ACTIVITIES

PROGRAM REGULATIONS

The Department plans to follow the steps required by the *Virginia Administrative Process Act* in order to complete the official regulations that will govern the program. It is anticipated the entire process will be completed by March 31, 2002. At that time the regulations will be distributed to all grantees.

PROGRAM REPORTING

The official report form (see **Appendix VI**) that the Department will use to collect cumulative program information has been developed. The report period begins on the date of award, March 15, 2001, and runs for three months beyond the final date of spending authority, June 30, 2002.

APPENDIX I

VIRGINIA ACTS OF ASSEMBLY – 2000 SESSION

CHAPTER 491

An Act to amend and reenact §§ 2.1-707, 2.1-708, and 63.1-133.49 of the Code of Virginia, to amend the Code of Virginia by adding in Title 63.1 a chapter numbered 6.6, consisting of sections numbered 63.1-133.56, 63.1-133.57, and 63.1-133.58, and to repeal §§ 2.1-710.1, 2.1-710.2, and 2.1-710.3, relating to the Economic and Employment Improvement Program for Disadvantaged Persons.

[S 628]

Approved April 5, 2000

Be it enacted by the General Assembly of Virginia:

1. That §§ 2.1-707, 2.1-708, and 63.1-133.49 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding in Title 63.1 a chapter numbered 6.6, consisting of sections numbered 63.1-133.56, 63.1-133.57, and 63.1-133.58, as follows:

§ 2.1-707. Duties of Department.

The Department shall perform the following duties under the direction and control of its Executive Director:

1. Provide such technical assistance as may at the discretion of the Executive Director be requisite for the proper implementation and maintenance of programs afforded under the Act.
2. Monitor performance of those entities which by the terms of the agreement specified in Section 103 (b) (1) of the Act were or may hereafter be selected to administer the job training plans developed and approved by the Governor in accordance with the Act and monitor or require monitoring of contractors including those of the said entities. As used herein, the term "entities" means any private industry council or other entity or entities performing the functions of administrative entity and grant recipient, either or both, as these terms are used in the Act.
3. Audit or cause audits to be made of the entities specified in subdivision 2 of this section and require auditing of their contractors in accordance with the requirements of the Act and applicable regulations and as sound administration may require at the discretion of the Department.
4. Develop and implement such systems or procedures as may be required or permitted by the Act or such as otherwise may be desirable or convenient for the efficient, fiscally sound and successful administration of the Act in the Commonwealth, including, without limitation, performance standards and reporting.

~~5. Develop and implement, in coordination with the State Board for Community Colleges, the state-funded Economic and Employment Improvement Program for Disadvantaged Persons.~~

6-5. Perform such other or further duties as the Governor may prescribe to assist him in carrying out his duties as prescribed by the Act.

§ 2.1-708. Powers of Department.

The Department shall have the following powers to be exercised under the direction and control of the Executive Director:

1. Accept funds from the United States government allocated to the Commonwealth pursuant to the Act. The Department is empowered to comply with such conditions and execute such agreements as may be necessary or appropriate in connection with the acceptance of such funds.

2. Allocate funds received from the United States government to carry out the various programs authorized by the Act in accordance with the requirements of the Act, applicable regulations of the United States Department of Labor and the policy of the Department.

3. Adopt and enforce by appropriate action such policies and regulations having the force of law consistent with the Act as may be necessary or appropriate to carry out the purposes of this chapter and the duties imposed upon the Governor by the Act to the end that job training programs afforded by the Act be carried out efficiently in conformity with the requirements of the Act and that program abuse and misexpenditure of funds received from the United States be prevented.

4. Make and enter into all contracts and agreements necessary or incidental to the performance of its duties under this chapter, including, but not limited to, contracts with the United States, agencies and governmental subdivisions of the Commonwealth and agencies of adjoining states and the District of Columbia which perform duties similar to the Department.

5. Employ such personnel as may be necessary to carry out the purposes of this chapter.

6. Provide such review at state level of grievances, audit related issues, and such other matters delegated to the Department by the Governor as may be required by the Act and applicable regulations of the United States Department of Labor. Such review shall be conducted solely in accordance with the requirements of the Act, the applicable regulations and such internal procedures as may be adopted by the Department. Decisions of the Department pursuant hereto shall be reviewable solely in accordance with the terms of the Act and the regulations. The provisions of Article 4 (§ 9-6.14:15 et seq.) of the Administrative Process Act shall have no application to such decisions.

~~7. Promulgate regulations for the implementation of the state-funded Economic and Employment Improvement Program for Disadvantaged Persons, and the awarding of state grants for funding approved projects.~~

~~8. Receive such gifts, donations, grants, bequests, and other funds on behalf of and for use by the Economic and Employment Improvement Program for Disadvantaged Persons.~~

~~9-7. Do all acts necessary or appropriate to carry out the purposes of this chapter.~~

§ 63.1-133.49. Virginia Initiative for Employment Not Welfare (VIEW).

A. The Department shall establish and administer the Virginia Initiative for Employment Not Welfare (VIEW) to reduce long-term dependence on welfare, to emphasize personal responsibility and to enhance opportunities for personal initiative and self-sufficiency by promoting the value of work. The Department shall endeavor to develop placements for VIEW participants that will enable participants to develop job skills that are likely to result in independent employment and that take into consideration the proficiency, experience, skills and prior training of a participant.

VIEW shall recognize clearly defined responsibilities and obligations on the part of public assistance recipients and shall include a written agreement of personal responsibility requiring parents to participate in work activities while receiving TANF, earned-income disregards to reduce disincentives to work, and a limit on TANF financial assistance.

VIEW shall require all able-bodied recipients of TANF who do not meet an exemption and who are not employed within ninety days of receipt of TANF benefits to participate in a work activity. VIEW shall require eligible TANF recipients to participate in unsubsidized, partially subsidized or fully subsidized employment and enter into an agreement of personal responsibility. If recipients cannot be placed in an unsubsidized or subsidized job, they shall be required to participate in a six-month community work experience placement. Upon completion of the initial six-month work requirement, participants may receive education and training in conjunction with continued work experience to make them more employable.

B. To the maximum extent permitted by federal law, and notwithstanding other provisions of Virginia law, the Department and local departments may, through applicable procurement laws and regulations, engage the services of public and private organizations to operate VIEW and to provide services incident to such operation.

C. All VIEW participants shall be under the direction and supervision of a case manager.

D. The Department shall ensure that participants are assigned to one of the following employment categories in priority order not less than ninety days after TANF eligibility determination:

1. Unsubsidized private-sector employment;

2. Subsidized employment, as follows:

(a) The Department shall conduct a program in accordance with this section and any applicable federal waivers that shall be known as the Full Employment Program (FEP). FEP replaces TANF

and food stamp benefits with subsidized employment. Persons not able to find unsubsidized employment who are otherwise eligible for both TANF and food stamp benefits shall participate in FEP unless exempted by this chapter. FEP will assign participants to and subsidize wage-paying private-sector jobs designed to increase the participants' self-sufficiency and improve their competitive position in the work force.

(b) The Department shall administer a wage fund which shall be used exclusively to meet the necessary expenditures of FEP. Funds to operate FEP, drawn from funds appropriated for expenditure by or apportioned to Virginia for operation of the TANF and food stamp programs, shall be deposited in this pool. All payments by the Department to participating employers for FEP participants shall be made from the pool.

(c) Participants in FEP shall be placed in full-time employment when appropriate and shall be paid by the employer at an hourly rate not less than the federal or state minimum wage, whichever is higher. For each participant hour worked, the Department shall reimburse the employer the amount of the federal or state minimum wage and costs up to the available amount of the participant's combined value of TANF and food stamps. At no point shall a participant's spendable income received from wages and tax credits be less than the value of TANF and food stamps received prior to the work placement.

(d) Every employer subject to the Virginia unemployment insurance tax shall be eligible for assignment of FEP participants, but no employer shall be required to utilize such participants. Employers shall ensure that jobs made available to FEP participants are in conformity with § 3304 (a) (5) of the Federal Unemployment Tax Act. FEP participants cannot be used to displace regular workers.

(e) FEP employers shall:

(i) Endeavor to make FEP placements positive learning and training experiences;

(ii) Provide on-the-job training to the degree necessary for the participants to perform their duties;

(iii) Pay wages to participants at the same rate that they are paid to other employees performing the same type of work and having similar experience and employment tenure;

(iv) Provide sick leave, holiday and vacation benefits to participants to the same extent and on the same basis that they are provided to other employees performing the same type of work and having similar employment experience and tenure;

(v) Maintain health, safety and working conditions at or above levels generally acceptable in the industry and no less than those in which other employees perform the same type of work;

(vi) Provide workers' compensation coverage for participants;

(vii) Encourage volunteer mentors from among their other employees to assist participants in becoming oriented to work and the workplace; and

(viii) Sign an agreement with the local department outlining the employer requirements to participate in FEP. All agreements shall include notice of the employer's obligation to repay FEP reimbursements in the event the employer violates Program rules.

(f) As a condition of FEP participation, employers shall be prohibited from discriminating against any person, including program participants, on the basis of race, color, sex, national origin, religion, age, or disability;

3. Part-time or temporary employment; or

4. Community work experience, as follows:

(a) The Department and local departments shall expand the community work experience program authorized under the Job Opportunity and Basic Skills Training Program (JOBS) to include job placement in community work experience programs which serve a useful public purpose as provided in § 482 (f) of the Social Security Act.

(b) The Department and local departments shall work with other state, regional and local agencies and governments in developing job placements. Placements shall be selected to provide skills and serve a public function. Program participants shall not displace regular workers.

(c) The number of hours per week for participants shall be determined by combining the total dollar amount of TANF and food stamps and dividing by the minimum wage with a maximum of a work week of thirty-two hours, of which up to eight hours of employment-related education and training may substitute for work experience employment.

E. Notwithstanding the provisions of subsections A and D, if a local department determines that a VIEW participant is in need of job skills and would benefit from immediate job skills training, it may, with the participant's consent, exempt the participant from job search requirements and place the participant in a vocational educational program targeted to skills required for particular employment opportunities in the locality if the participant meets two or more of the criteria specified in this subsection. Eligible participants include those with problems related to obtaining and retaining employment, such as participants (i) with less than a high school education, (ii) whose reading or math skills are at or below the eighth grade level, (iii) who have not retained a job for a period of at least six months during the prior two years, or (iv) who are in a treatment program for a substance abuse problem or are receiving services through a family violence treatment program. The vocational educational program shall be for a minimum of thirty hours per week. Prior to placing the VIEW participant in the vocational educational program, the local department shall have a memorandum of understanding with an employer that such participant will be placed, if qualified and the employer has an opening, in a job with the employer at the conclusion of the program. The VIEW participant shall be required to work an average of eight hours per week during the vocational educational program in part-time or temporary employment or community work experience. The VIEW participant may continue in the vocational

educational program for as long as the local department determines he is progressing satisfactorily and to the extent permitted by the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (P.L. 104-193), as amended.

F. Notwithstanding the provisions of subsections A and D, persons eligible to participate in the programs included in the From Welfare to Work: The Virginia Independence Program, as defined in Chapter 6.5 (§ 63.1-133.41 et seq.) of this title, and those persons eligible to participate in job skills training programs, pursuant to subsection E of this section, shall also be eligible to participate in approved projects established through the Economic and Employment Improvement Program for Disadvantaged Persons of Chapter 6.6 (§ 63.1-133.56 et seq.) of this title.

~~F. G.~~ Participants may be reevaluated after a period determined by the local department and reassigned to another work component. In addition, the number of hours worked may be reduced by the local department so that a participant may complete additional training and/or education to further his employability.

~~G. H.~~ Local departments shall be authorized to sanction participants up to the full amount of the TANF grant and food stamps allotment for noncompliance.

~~H. I.~~ VIEW participants shall not be assigned to projects which require that they travel unreasonable distances from their homes or remain away from their homes overnight without their consent.

Any injury to a VIEW participant by accident arising out of and in the course of community work experience shall be covered by the participant's existing Medicaid coverage. If a community work experience participant is unable to work due to such an accident, his status shall be reviewed to determine whether he is eligible for an exemption from the limitation on TANF financial assistance.

A community work experience participant who becomes incapacitated for thirty days or more shall be eligible for TANF financial assistance for the duration of the incapacity, if otherwise eligible.

The State Board shall promulgate regulations providing for the accrual of paid sick leave or other equivalent mechanism for community work experience participants.

*CHAPTER 6.6.
ECONOMIC AND EMPLOYMENT IMPROVEMENT PROGRAM FOR DISADVANTAGED
PERSONS.*

§ 63.1-133.56. Economic and Employment Improvement Program for Disadvantaged Persons transferred and reestablished; program administered by the Department of Social Services.

A. With such funds as may be appropriated for this purpose and from such gifts, donations, grants, bequests, and other funds as may be received on its behalf by the Department of Social

Services, to facilitate the continuation of existing projects funded pursuant to the provisions of this chapter, to improve the employability of and provide assistance to disadvantaged persons through education and skills training, and to extend the eligibility for education and job training services under the Economic and Employment Improvement Program for Disadvantaged Persons (the Program) to certain hard-to-employ persons, the Program is hereby transferred from the Governor's Employment and Training Department and reestablished under the Department of Social Services. The Governor's Employment and Training Department shall assist the Department of Social Services as may be necessary to provide for the smooth transition of Program responsibilities between the agencies.

B. The Program shall be administered by the Department of Social Services. The Program shall comply with state and federal laws and regulations governing workforce training, welfare reform, adult literacy and education, and vocational and technical education programs and shall be consistent with existing state apprenticeship programs.

§ 63.1-133.57. Program awards administered by Department; promulgation of regulations.

The Department shall promulgate regulations for the implementation of the Program. Such regulations shall provide for (i) the continuation and enforcement of regulations in effect on July 1, 1999, under which eligible projects were approved for grant awards by the Governor's Employment and Training Department; (ii) the designation of projects to receive grants awards in accordance with the recommendations of the Grant Awards Committee, pursuant to § 63.1-133.58; and (iii) additional provisions establishing eligibility criteria for projects designed to serve certain hard-to-employ persons as provided in clauses (iv) through (vii) of subsection C of § 63.1-133.58.

§ 63.1-133.58. Grant Awards Committee reestablished; eligible projects; criteria for award of grants.

A. There is hereby reestablished the Economic and Employment Improvement Program for Disadvantaged Persons Grant Awards Committee, which shall be composed of nine members designated by the relevant agency heads as follows: (i) one representative of the State Board for Community Colleges who shall have expertise in grant writing and review; (ii) one representative of the Department of Education, who shall have expertise in the administration and delivery of vocational and technical education programs and services administered by and through the public schools, and the delivery of adult literacy and education services; (iii) one representative of the Virginia Employment Commission, who shall have expertise in the administration and evaluation of workforce training programs; (iv) one representative of the Department of Labor and Industry who shall have expertise in labor and employment law; (v) one representative of the Department of Social Services who shall be knowledgeable of the requirements of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (P. L. 104-193), as amended, and the programs included in the From Welfare to Work: The Virginia Independence Program, as defined in Chapter 6.5 (§ 63.1-133.41 et seq.) of this title; (vi) one representative of local social services or welfare departments who shall have expertise and experience in assisting chronically unemployed and hard-to-employ persons, designated by the Commissioner of Social Services; (vii) one representative of the Department of Corrections,

who shall have expertise in the education and job training programs offered to incarcerated persons, and the Department's transition and job placement programs that are available to persons leaving the correctional system; (viii) one representative of a local workforce investment board, designated by the Commissioner of the Virginia Employment Commission; and (ix) one representative of four-year institutions of higher education whose service areas and student populations are comprised of disproportionately high percentages of disadvantaged persons, designated by the Chairman of the State Council of Higher Education.

The Commissioner of Social Services shall provide written notification to the respective agency heads of the reestablishment of the Economic and Employment Improvement Program for Disadvantaged Persons Grant Awards Committee, and shall request that the respective agency head designate the appropriate persons to represent the agency on the Awards Committee.

B. Upon the appropriation of funds for this purpose and from such gifts, donations, grants, bequests, and other funds as may be received by the Department of Social Services on behalf of the Program, the Committee shall issue a request for proposals for grant projects designed to improve the employability of and provide assistance to disadvantaged persons through education and skills training. The Committee shall review each grant application, make grant awards in accordance with the eligibility criteria established in this section, and evaluate the effectiveness of the educational and skills training services delivered by the funded projects. The Committee shall report the results of its evaluation annually, beginning July 1, 2001, to the governing boards of agencies represented on the Committee, to the Governor, and to the General Assembly.

C. On and after July 1, 2000, the Program shall consist of no more than ten grant projects, including projects awarded grants by the Governor's Employment and Training Department and in existence on July 1, 1999, located in regions throughout the Commonwealth to provide equal geographical distribution of such projects. Priority for awarding such grants shall be given to projects designed to serve persons who are (i) historically underrepresented in Virginia institutions of higher education, and in management and at administrative levels in the business community; (ii) residing in counties, cities, and towns with high local stress indicators and in economically depressed regions of the Commonwealth; (iii) disproportionately represented in the workforce in minimum wage jobs and occupations requiring minimum education, training, and skills; (iv) ineligible to continue to receive welfare assistance under state and federal welfare reform laws; (v) eligible to participate in the programs included in the From Welfare to Work: The Virginia Independence Program, as defined in Chapter 6.5 (§ 63.1-133.41 et seq.) of this title, and especially those eligible to participate in job skills training programs, pursuant to subsection E of § 63.1-133.49; (vi) returning to the community from state and federal correctional institutions; (vii) chronically unemployed or hard-to-employ; (viii) displaced by technological advances in industry; or (ix) subject to any combination thereof. Education and job training programs shall be designed to enable individuals to move from minimum wage jobs to higher-salaried occupations and employment opportunities and to pursue careers and professions. Grants for all projects shall be awarded on a competitive basis to applicants responding to requests for proposals.

Eligible projects awarded grants on May 1, 1999, and in existence on July 1, 1999, shall be eligible for grant renewal upon the satisfactory evaluation of the project by the Committee. The renewal of such grants shall be awarded by September 1, 2000. Awards to eligible projects designed to serve certain hard-to-employ persons as provided in clauses (iv) through (vii) of subsection C of § 63.1-133.58 shall be awarded by December 1, 2000.

D. Eligible projects shall (i) satisfy the criteria for receiving awards, pursuant to subsection C of this section; (ii) provide educational programs, job training opportunities, or other support services to improve the employability of persons ineligible to continue to receive welfare assistance, or who are eligible to participate in the programs included in the From Welfare to Work: The Virginia Independence Program, Chapter 6.5 (§ 63.1-133.41 et seq.) of this title, and especially those eligible to participate in job skills training programs, pursuant to subsection E of § 63.1-133.49, or populations experiencing high rates of unemployment or underemployment; (iii) provide training and education reflective of current and projected workforce needs in the Commonwealth that will enable persons to move from minimum wage jobs to higher-salaried occupations, careers, and professions; (iv) provide coordinated delivery of services, such as community-business partnerships and community outreach programs through the schools or departments of business at two-year and four-year public and private institutions of higher education; (v) include a component to evaluate the effectiveness of the delivery of educational and job skills training services; and (vi) encourage mentoring through partnerships between institutions of higher education, corporations, and small businesses. Grant recipients may work collaboratively, upon request, to provide approved service delivery. Participants in the Economic and Employment Improvement Program for Disadvantaged Persons that are not participating in the Virginia Initiative for Employment Not Welfare Program shall be required to work a minimum of eight hours per week in paid employment during the Program.

2. That §§ 2.1-710.1, 2.1-710.2, and 2.1-710.3 of the Code of Virginia are repealed.



APPENDIX II

The Code Of Virginia

§ 63.1-133.56. Economic and Employment Improvement Program for Disadvantaged Persons transferred and reestablished; program administered by the Department of Social Services.

A. With such funds as may be appropriated for this purpose and from such gifts, donations, grants, bequests, and other funds as may be received on its behalf by the Department of Social Services, to facilitate the continuation of existing projects funded pursuant to the provisions of this chapter, to improve the employability of and provide assistance to disadvantaged persons through education and skills training, and to extend the eligibility for education and job training services under the Economic and Employment Improvement Program for Disadvantaged Persons (the Program) to certain hard-to-employ persons, the Program is hereby transferred from the Governor's Employment and Training Department and reestablished under the Department of Social Services. The Governor's Employment and Training Department shall assist the Department of Social Services as may be necessary to provide for the smooth transition of Program responsibilities between the agencies.

B. The Program shall be administered by the Department of Social Services. The Program shall comply with state and federal laws and regulations governing workforce training, welfare reform, adult literacy and education, and vocational and technical education programs and shall be consistent with existing state apprenticeship programs.

§ 63.1-133.57. Program awards administered by Department; promulgation of regulations.

The Department shall promulgate regulations for the implementation of the Program. Such regulations shall provide for (i) the continuation and enforcement of regulations in effect on July 1, 1999, under which eligible projects were approved for grant awards by the Governor's Employment and Training Department; (ii) the designation of projects to receive grant awards in accordance with the recommendations of the Grant Awards Committee, pursuant to § 63.1-133.58; and (iii) additional provisions establishing eligibility criteria for projects designed to serve certain hard-to-employ persons as provided in clauses (iv) through (vii) of subsection C of § 63.1-133.58.

§ 63.1-133.58. Grant Awards Committee reestablished; eligible projects; criteria for award of grants.

A. There is hereby reestablished the Economic and Employment Improvement Program for Disadvantaged Persons Grant Awards Committee, which shall be composed of nine members designated by the relevant agency heads as follows: (i) one representative of the State Board for Community Colleges who shall have expertise in grant writing and review; (ii) one representative of the Department of Education, who shall have expertise in the administration and delivery of vocational and technical education programs and services administered by and through the public schools, and the delivery of adult literacy and education services; (iii) one representative of the Virginia Employment Commission, who shall have expertise in the administration and evaluation of workforce training programs; (iv) one representative of the Department of Labor and Industry who shall have expertise in labor and employment law; (v) one representative of the Department of Social Services who shall be knowledgeable of the

requirements of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (P.L. 104-193), as amended, and the programs included in the From Welfare to Work: The Virginia Independence Program, as defined in Chapter 6.5 (§ 63.1-133.41 et seq.) of this title; (vi) one representative of local social services or welfare departments who shall have expertise and experience in assisting chronically unemployed and hard-to-employ persons, designated by the Commissioner of Social Services; (vii) one representative of the Department of Corrections, who shall have expertise in the education and job training programs offered to incarcerated persons, and the Department's transition and job placement programs that are available to persons leaving the correctional system; (viii) one representative of a local workforce investment board, designated by the Commissioner of the Virginia Employment Commission; and (ix) one representative of four-year institutions of higher education whose service areas and student populations are comprised of disproportionately high percentages of disadvantaged persons, designated by the Chairman of the State Council of Higher Education.

The Commissioner of Social Services shall provide written notification to the respective agency heads of the reestablishment of the Economic and Employment Improvement Program for Disadvantaged Persons Grant Awards Committee, and shall request that the respective agency head designate the appropriate persons to represent the agency on the Awards Committee.

B. Upon the appropriation of funds for this purpose and from such gifts, donations, grants, bequests, and other funds as may be received by the Department of Social Services on behalf of the Program, the Committee shall issue a request for proposals for grant projects designed to improve the employability of and provide assistance to disadvantaged persons through education and skills training. The Committee shall review each grant application, make grant awards in accordance with the eligibility criteria established in this section, and evaluate the effectiveness of the educational and skills training services delivered by the funded projects. The Committee shall report the results of its evaluation annually, beginning July 1, 2001, to the governing boards of agencies represented on the Committee, to the Governor, and to the General Assembly.

C. On and after July 1, 2000, the Program shall consist of no more than ten grant projects, including projects awarded grants by the Governor's Employment and Training Department and in existence on July 1, 1999, located in regions throughout the Commonwealth to provide equal geographical distribution of such projects. Priority for awarding such grants shall be given to projects designed to serve persons who are (i) historically underrepresented in Virginia institutions of higher education, and in management and at administrative levels in the business community; (ii) residing in counties, cities, and towns with high local stress indicators and in economically depressed regions of the Commonwealth; (iii) disproportionately represented in the workforce in minimum wage jobs and occupations requiring minimum education, training, and skills; (iv) ineligible to continue to receive welfare assistance under state and federal welfare reform laws; (v) eligible to participate in the programs included in the From Welfare to Work: The Virginia Independence Program, as defined in Chapter 6.5 (§ 63.1-133.41 et seq.) of this title, and especially those eligible to participate in job skills training programs, pursuant to subsection E of § 63.1-133.49; (vi) returning to the community from state and federal correctional institutions; (vii) chronically unemployed or hard-to-employ; (viii) displaced by technological advances in industry; or (ix) subject to any combination thereof. Education and job training programs shall be designed to enable individuals to move from minimum wage jobs to

higher-salaried occupations and employment opportunities and to pursue careers and professions. Grants for all projects shall be awarded on a competitive basis to applicants responding to requests for proposals.

Eligible projects awarded grants on May 1, 1999, and in existence on July 1, 1999, shall be eligible for grant renewal upon the satisfactory evaluation of the project by the Committee. The renewal of such grants shall be awarded by September 1, 2000. Awards to eligible projects designed to serve certain hard-to-employ persons as provided in clauses (iv) through (vii) of subsection C of § 63.1-133.58 shall be awarded by December 1, 2000.

D. Eligible projects shall (i) satisfy the criteria for receiving awards, pursuant to subsection C of this section; (ii) provide educational programs, job training opportunities, or other support services to improve the employability of persons ineligible to continue to receive welfare assistance, or who are eligible to participate in the programs included in the From Welfare to Work: The Virginia Independence Program, Chapter 6.5 (§ 63.1-133.41 et seq.) of this title, and especially those eligible to participate in job skills training programs, pursuant to subsection E of § 63.1-133.49, or populations experiencing high rates of unemployment or underemployment; (iii) provide training and education reflective of current and projected workforce needs in the Commonwealth that will enable persons to move from minimum wage jobs to higher-salaried occupations, careers, and professions; (iv) provide coordinated delivery of services, such as community-business partnerships and community outreach programs through the schools or departments of business at two-year and four-year public and private institutions of higher education; (v) include a component to evaluate the effectiveness of the delivery of educational and job skills training services; and (vi) encourage mentoring through partnerships between institutions of higher education, corporations, and small businesses. Grant recipients may work collaboratively, upon request, to provide approved service delivery. Participants in the Economic and Employment Improvement Program for Disadvantaged Persons that are not participating in the Virginia Initiative for Employment Not Welfare Program shall be required to work a minimum of eight hours per week in paid employment during the Program.

APPENDIX III

HOUSE JOINT RESOLUTION NO. 167

Establishing a joint subcommittee to study the status and needs of African-American males in Virginia.

Agreed to by the House of Delegates, February 8, 1996

Agreed to by the Senate, February 21, 1996

WHEREAS, African-American males face seemingly insurmountable odds such as illiteracy, substance abuse, single-parent households, child abuse and neglect, crime, sexually transmitted diseases, inadequate health care, gang-related violence, poor education, underemployment and chronic unemployment, low self-esteem, and suicide; and

WHEREAS, homicide is the leading cause of death among African-American males between the ages of 15 and 24 years, and every 18 minutes an African-American child is arrested for a drug offense; and

WHEREAS, the United States has the highest incarceration rate in the world, eclipsing such nations as South Africa and the former Soviet Union, and although African Americans comprise only 12 to 13 percent of the United States population, African Americans constitute over 50 percent of all men in the criminal justice system; and

WHEREAS, total enrollment in higher education increased in the 1980s by 12 percent, but enrollment of African-American males decreased by 7.2 percent; and

WHEREAS, unemployment remains a way of life for many neighborhoods, and 44.1 percent of African-American children were living in poverty in 1991; and

WHEREAS, compared to the total population, African-American males have a 68 percent higher death rate from heart disease, a 90 percent higher stroke rate, a 71 percent higher cancer rate, and an 86 percent higher diabetes rate; and

WHEREAS, 82 percent of Virginia's prison population consists of high school dropouts and 64 percent of that population is African-American males; and

WHEREAS, the welfare and development of African-American males demand the immediate and aggressive attention of this country to ameliorate a problem of such epidemic proportions; now, therefore, be it

RESOLVED by the House of Delegates, the Senate concurring, That a joint subcommittee to study the status and needs of African-American males in Virginia be established. The joint subcommittee shall consist of 9 members to be appointed as follows: 5 members of the House of Delegates to be appointed by the Speaker of the House; and 4 members of the Senate to be appointed by the Senate Committee on Privileges and Elections. The joint subcommittee may consult with persons with expertise in psychiatry, the health care delivery system, social services, corrections, public and higher education, economic development, criminology, job training, community development, substance abuse prevention and treatment, family violence prevention, counseling, and such other persons who may assist the joint subcommittee in its work, all of whom shall serve in a voluntary and advisory capacity.

The joint subcommittee shall include in its deliberations the following: (i) the demographic profile of African-American males in Virginia; (ii) the representation of such males in the correctional institutions, under the supervision of the judicial system, enrolled as in-state students in public and private institutions of higher education in the Commonwealth; (iii) the prevalent health problems and conditions of such persons in the state; (iv) the number of African-American males in the public education system, including the types of diplomas pursued and their representation in advanced level courses, vocational and technical education programs, college preparatory programs, and special education programs; (v) their high school completion rates and kinds of completion credentials from both public and private schools and among the youth and adult correctional population; (vi) the pass and fail rates of such males on measures of student performance which comprise the Virginia State Assessment Program, and the number participating in and on the waiting list for the Literacy Incentive Program; (vii) employment statistics for African-American males, including factors affecting their job promotion and security, and economic independence; (viii) representation among crime and family violence statistics as both the perpetrator and the victim, and among substance abuse treatment programs; and (ix) socioeconomic, familial, cultural, psychological, historical, and political dynamics to provide a comprehensive evaluation of the status and needs of African-American males in Virginia. The joint subcommittee shall recommend appropriate and feasible alternatives to address the several aforementioned areas to facilitate, promote, and assist African-American males in Virginia in reaching their fullest potential.

The direct costs of this study shall not exceed \$9,000. An estimated \$900 is allocated for materials and resources for the joint subcommittee. Such expenses shall be funded from the operational budget of the Clerk of the House of Delegates.

The Division of Legislative Services shall provide staff support for the study.

The joint subcommittee shall complete its work in time to submit its findings and recommendations to the Governor and the 1997 Session of the General Assembly as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents.

Implementation of this resolution is subject to subsequent approval and certification by the Joint Rules Committee. The Committee may withhold expenditures or delay the period for the conduct of the study.

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## **APPENDIX IV**

## HOUSE JOINT RESOLUTION NO. 570

*Continuing the Joint Subcommittee Studying the Status and Needs of African-American Males in Virginia.*

Agreed to by the House of Delegates, January 30, 1997

Agreed to by the Senate, February 19, 1997

WHEREAS, House Joint Resolution No. 167 (1996) established a joint subcommittee to study the status and needs of African-American males in Virginia; and

WHEREAS, the joint subcommittee has determined that African-American males face seemingly insurmountable odds, and African-American males are fragile, vulnerable, and endangered; and

WHEREAS, homicide is the leading cause of death among African-American males between the ages of 15 and 24 years, and every 18 minutes an African-American child is arrested for a drug offense; and

WHEREAS, African-Americans constitute over 50 percent of all men in the criminal justice system, and there are more African-American males who are incarcerated or under the supervision of the court than are enrolled in college; and

WHEREAS, information provided the joint subcommittee indicate that these persons may find it more difficult, for many reasons, to reassimilate into society when they are released; and

WHEREAS, persistent unemployment and under-employment plagues the African-American community, resulting in 44.1 percent of African-American children living in poverty in 1991; and

WHEREAS, compared to the total population, African-American males have a 68 percent higher death rate from heart disease, a 90 percent higher stroke rate, a 71 percent higher cancer rate, and an 86 percent higher diabetes rate; and

WHEREAS, educational achievement among African-American students continues to lag behind white and other racial and ethnic groups; and

WHEREAS, African-Americans, particularly males, are more likely to be suspended, expelled, or identified for special education programs; and

WHEREAS, the joint subcommittee has worked diligently to identify and address the factors and barriers which impede the welfare and development of African-American males; but, because the issues and problems are complex, profound, and pervasive, more time is needed in order that the joint subcommittee might complete its work; now, therefore, be it

RESOLVED by the House of Delegates, the Senate concurring, That the Joint Subcommittee Studying the Status and Needs of African-American Males in Virginia be continued. The members duly appointed pursuant to HJR No. 167 (1996) shall continue to serve, and any vacancies shall be filled as provided in the enabling resolution.

## CHAPTER 808

*An Act to amend and reenact §§ 2.1-707 and 2.1-708 of the Code of Virginia and to amend the Code of Virginia by adding sections numbered 2.1-710.1, 2.1-710.2 and 2.1-710.3, relating to creation of the Economic and Employment Improvement Program for Disadvantaged Persons.*

[S 699]

Approved April 22, 1998

Be it enacted by the General Assembly of Virginia:

1. That §§ 2.1-707 and 2.1-708 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding sections numbered 2.1-710.1, 2.1-710.2 and 2.1-710.3 as follows:

§ 2.1-707. Duties of Department.

The Department shall perform the following duties under the direction and control of its Executive Director:

1. Provide such technical assistance as may at the discretion of the Executive Director be requisite for the proper implementation and maintenance of programs afforded under the Act.
2. Monitor performance of those entities which by the terms of the agreement specified in Section 103 (b) (1) of the Act were or may hereafter be selected to administer the job training plans developed and approved by the Governor in accordance with the Act and monitor or require monitoring of contractors including those of the said entities. As used herein, the term "entities" means any private industry council or other entity or entities performing the functions of administrative entity and grant recipient, either or both, as these terms are used in the Act.
3. Audit or cause audits to be made of the entities specified in subdivision 2 of this section and require auditing of their contractors in accordance with the requirements of the Act and applicable regulations and as sound administration may require at the discretion of the Department.
4. Develop and implement such systems or procedures as may be required or permitted by the Act or such as otherwise may be desirable or convenient for the efficient, fiscally sound and successful administration of the Act in the Commonwealth, including, without limitation, performance standards and reporting.
5. *Develop and implement, in coordination with the State Board for Community Colleges, the state-funded Economic and Employment Improvement Program for Disadvantaged Persons.*
- ~~5.~~ 6. Perform such other or further duties as the Governor may prescribe to assist him in carrying out his duties as prescribed by the Act.

§ 2.1-708. Powers of Department.

The Department shall have the following powers to be exercised under the direction and control of the Executive Director:

1. Accept funds from the United States government allocated to the Commonwealth pursuant to the Act. The Department is empowered to comply with such conditions and execute such agreements as may be necessary or appropriate in connection with the acceptance of such funds.
2. Allocate funds received from the United States government to carry out the various programs authorized by the Act in accordance with the requirements of the Act, applicable regulations of the United States Department of Labor and the policy of the Department.
3. Adopt and enforce by appropriate action such policies and regulations having the force of law consistent with the Act as may be necessary or appropriate to carry out the purposes of this chapter and the duties imposed upon the Governor by the Act to the end that job training programs afforded by the Act be carried out efficiently in conformity with the requirements of the Act and that program abuse and misexpenditure of funds received from the United States be prevented.
4. Make and enter into all contracts and agreements necessary or incidental to the performance of its duties under this chapter, including, but not limited to, contracts with the United States, agencies and governmental subdivisions of the Commonwealth and agencies of adjoining states and the District of Columbia which perform duties similar to the Department.
5. Employ such personnel as may be necessary to carry out the purposes of this chapter.
6. Provide such review at state level of grievances, audit related issues, and such other matters delegated to the Department by the Governor as may be required by the Act and applicable regulations of the United States Department of Labor. Such review shall be conducted solely in accordance with the requirements of the Act, the applicable regulations and such internal procedures as may be adopted by the Department. Decisions of the Department pursuant hereto shall be reviewable solely in accordance with the terms of the Act and the regulations. The provisions of Article 4 (§ 9-6.14:15 et seq.) of the Administrative Process Act shall have no application to such decisions.
7. *Promulgate regulations for the implementation of the state-funded Economic and Employment Improvement Program for Disadvantaged Persons, and the awarding of state grants for funding approved projects.*
8. *Receive such gifts, donations, grants, bequests, and other funds on behalf of and for use by the Economic and Employment Improvement Program for Disadvantaged Persons.*
- ~~7.~~ 9. Do all acts necessary or appropriate to carry out the purposes of this chapter.

*§ 2.1-710.1. Economic and Employment Improvement Program for Disadvantaged Persons created; program developed by Department in coordination with the State Board for Community Colleges.*

*A. With such funds as may be appropriated for this purpose and from such gifts, donations, grants, bequests, and other funds as may be received on its behalf, there is hereby created the Economic and Employment Improvement Program for Disadvantaged Persons to improve the employability of and provide assistance to disadvantaged persons through education and skills training.*

*B. The Program shall be developed by the Department in coordination with the State Board for Community Colleges. The Program shall comply with state laws and regulations governing adult education and vocational and technical education programs, and be consistent with existing state apprenticeships and workforce training programs.*

*§ 2.1-710.2. Economic and Employment Improvement Program for Disadvantaged Persons awards administered by Department; promulgation of regulations.*

*The Department shall promulgate regulations for the implementation of the program and, in accordance with the recommendations of the Grant Awards Committee, designate projects to receive grants awarded pursuant to § 2.1-710.3.*

*§ 2.1-710.3. Economic and Employment Improvement Program for Disadvantaged Persons Grant Awards Committee established; eligible projects; criteria for award of grants.*

*A. There is hereby established the Economic and Employment Improvement Program for Disadvantaged Persons Grant Awards Committee, which shall be composed of fifteen members designated by the relevant state agency heads as follows: three persons of the Governor's Employment and Training Department ("GETD"); two staff persons of the State Board for Community Colleges, of whom one shall have expertise in grant writing, review, and awards, and one shall have expertise in the administration and delivery of vocational and technical education programs and services in the Commonwealth; two representatives of the Private Industry Councils ("PICs"), of whom one shall represent small businesses; two staff persons of the Virginia Employment Commission ("VEC"), of whom one shall have expertise in economic trends and analysis, and one shall have expertise in employment statistics, needs, and projections; two staff persons of the Department of Education, who shall have expertise in adult education, and vocational and technical education programs administered by and offered through the public schools; two staff persons of the Department of Labor and Industry, who shall have expertise in apprenticeship programs and labor force needs and training; and two representatives of four-year institutions of higher education, of whom one shall have expertise in successfully delivering education and training programs and services to persons who are disproportionately represented in minimum wage jobs and occupations requiring minimum education, training, and skills, and who have been traditionally underrepresented in higher education.*

*Upon the appropriation of funds for this purpose and from such gifts, donations, grants, bequests, and other funds as may be received by the Department on behalf of the Program, the Committee shall issue a request for proposals for grant projects designed to improve the employability of and provide assistance to disadvantaged persons through education and skills training. The Committee shall review each grant application, make grant awards in accordance with the eligibility criteria established in this section, and evaluate the effectiveness of the educational and skills training services delivered by funded projects. The Committee shall report the results of its evaluation, annually beginning July 1, 2000, to the governing boards of agencies represented on the Committee, the Governor and the General Assembly.*

*B. On and after July 1, 1998, the Program shall consist of no more than ten grant projects located in regions throughout the Commonwealth to provide equal geographical distribution of such projects. Priority for awarding such grants shall be given to projects designed to serve persons (i) historically underrepresented in Virginia institutions of higher education, and in management and administrative levels in the business community; (ii) located in counties, cities and towns with high local stress indicators and in economically depressed regions of the Commonwealth; (iii) disproportionately represented in the workforce in minimum wage jobs and occupations requiring minimum education, training, and skills; or (iv) displaced by technological advances in industry; or (v) any combination thereof. Grants for all projects shall be awarded on a competitive basis to applicants responding to requests for proposals. The first grants shall be awarded by May 1, 1999.*

*C. Eligible projects shall (i) satisfy the criteria for receiving awards pursuant to subsection B of this section; (ii) through education and skills training, provide assistance to and improve the employability of populations experiencing high rates of unemployment or underemployment; (iii) provide training and education reflective of current and projected workforce needs in the Commonwealth; (iv) coordinate and provide delivery of services, such as community-business outreach programs through the schools or departments of business, or community outreach programs at two-year and four-year public and private institutions of higher education; (v) include a component to evaluate the effectiveness of the delivery of educational and skills training services; and (vi) encourage mentoring partnerships between corporations and financially stressed businesses. Grant recipients may work collaboratively, upon request, to provide approved service delivery.*

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APPENDIX VI

**ECONOMIC AND EMPLOYMENT IMPROVEMENT PROGRAM FOR
DISADVANTAGED PERSONS**

CUMULATIVE PROGRAM PERFORMANCE REPORT

Agency Name:	Cumulative Time Frame Measured:
Address:	Contact Person:
	Phone and E-mail:

The following are the time frames for collecting data and the final due date for each report period.

Periods to be Measured	Report Due Dates
March 15, 2001 through June 30, 2001	August 1, 2001
March 15, 2001 through September 30, 2001	November 1, 2001
March 15, 2001 through December 31, 2001	February 1, 2002
March 15, 2001 through March 15, 2002*	May 1, 2002
March 15, 2001 through June 30, 2002	August 1, 2002
March 15, 2001 through September 30, 2002**	November 1, 2002

*This report ending date was selected in order for the Committee to evaluate one full year of performance.

**This report ending date was selected in order to capture data related to the 90-day job retention element, as some participants may be placed in unsubsidized employment as late as June 30, 2002. It will only capture the one-year retention and one year wage rates for individuals placed into unsubsidized employment between March 15, 2001, and October 31, 2001.

**ECONOMIC AND EMPLOYMENT IMPROVEMENT PROGRAM FOR DISADVANTAGED
PERSONS
CUMULATIVE PROGRAM PERFORMANCE REPORT**

SECTION I	PERFORMANCE MEASURES
1) Total Male Enrollments	
2) Total Female Enrollments	
3) Total Males Placed in Unsubsidized Employment	
4) Total Females Placed in Unsubsidized Employment	
5) Total Females Placed in Non-traditional Occupations for Women	
6) Average Monthly Wage Rate at Placement into Unsubsidized Employment	
7) Total Who Received Benefits at Placement into Unsubsidized Employment	
8) Total Participants Who Retained Initial Unsubsidized Employment for at Least 90 Days	
9) Total Who Entered Unsubsidized Employment and Were Working One Year Later ***	
10) Average Monthly Wage Rate at Enrollment Time for Participants Who Had Earnings	
11) Average Monthly Wage Rate One Year After Entering Unsubsidized Employment ***	
12) Total Married at the Time of Enrollment	
13) Total Married at the Time of Program Termination	
14) Total Who Received Support Services	
15) Total Who Entered Academic Training	
16) Total Who Received Their GEDs	
17) Total Placed in Occupational Skill Training	
18) Total Participants Who Entered College at Program Termination	

*** Elements 9) and 11) will only be measured for unsubsidized placements beginning March 15, 2001, and ending October 31, 2001, due to the limited period for which the grant is authorized.

SECTION II
1) Identify the Types of Supportive Services Provided
2) Identify any Problems Encountered Since Your Last Report (Use a Separate Sheet if Necessary)
3) Describe Actions Taken by the Grantee to Resolve the Above Referenced Problems (Use a Separate Sheet if Necessary)
4) Provide Any Other Suggestions for Additions or Changes to the Program That You Believe Will Enhance Program Outcomes (Use a Separate Sheet if Necessary)

SECTION III	CUMULATIVE PROGRAM EXPENDITURES	
Program Expenditures	Administrative Expenditures	Total

Cost Per Enrollment: _____ Cost Per Unsubsidized Placement: _____

Signature Title Date

