



COMMONWEALTH of VIRGINIA  
DEPARTMENT OF SOCIAL SERVICES  
*Office of the Commissioner*

S. Duke Storen  
Commissioner

July 15, 2021

**MEMORANDUM**

**TO:** The Honorable Ralph S. Northam  
Governor of Virginia

Members, Virginia General Assembly

**FROM:** S. Duke Storen *S. Duke Storen*

**SUBJECT:** Report on Employment for Temporary Assistance for Needy Families Participants  
2021

Pursuant to the 2020 Appropriation Act, Item 356 (K), attached is the report on community employment and training programs for TANF participants. Please contact me with any questions.

SDS:kc  
Attachment

## **Implementation of the Employment for TANF Participants Program**

**July 2021**

### **Report Mandate**

Item 356 (K) of the 2020 Appropriations Act provides:

“Community employment and training programs and employment services organizations shall report on annual program performance and outcome measures contained in the memorandum of understanding with the Department of Social Services. The department shall report on the implementation of the programs and any performance and outcome data collected through the memorandum of understanding by June 1 of each year.”

### **Background**

In 2017, the Virginia General Assembly, in Item 348 (M) of the 2017 Appropriation Act, appropriated \$7,500,000 from the Temporary Assistance for Needy Families (TANF) block grant for state fiscal year 2018. These funds were to provide funding for competitive grants for community employment and training programs designed to move current and former TANF participants, and those with incomes 200% or less of the poverty level, into meaningful employment with the prospect of a career path and wage growth. Of the appropriation, \$2,000,000 was set aside to provide for competitive grants to be provided by employment services organizations.

In 2018, the General Assembly added \$3,000,000 for the first year and \$3,000,000 for the second year from the TANF block grant to provide for a second round of grants for community employment and training programs. The new funds provided additional resources to expand and enhance evidence-based service delivery efforts in order to address more fully the needs of the target population prior to their entry into work and during their employment.

### **Implementation of the 2017 Projects**

The following organizations and agencies received grants in 2017. The statistics shown are cumulative statistics for the period of July 2017 to June 2020.

City of Charlottesville, Office of Economic Development - The Growing Opportunities (GO) training program is designed to provide training to unemployed and underemployed residents of Charlottesville to help them obtain employment in various industries earning a living wage.

- Participants: 42
- Entered Employment 29
- Starting Hourly Wage: \$13.53
- Jobs with Benefits: 9
- Part-time Jobs: 11
- Full-time Jobs: 22
- Jobs in a Career Pathway: 30

- Expenditures: \$49,879

Career Support Systems, Inc. – This program is designed to target underserved areas of the state and expand flexible, and portable funding and service delivery that has been proven to promote employment amongst individuals with complex challenges.

- Participants: 582
- Entered Employment 355
- Starting Hourly Wage: \$10.07
- Jobs with Benefits: 92
- Part-time Jobs: 170
- Full-time Jobs: 185
- Expenditures: \$339,193

City of Lynchburg - Through its TechHire model, job seekers receive wrap around support services, career aptitude and interest counseling, six to eight weeks of technical skill training, and job placement.

- Participants: 115
- Entered Employment: 30
- Starting Hourly Wage: \$11.00
- Jobs with Benefits: 11
- Part-time Jobs: 8
- Full-time Jobs: 19
- Jobs in a Career Pathway: 20
- Expenditures: \$53,623

Danville Community College - The SCALE UP Program is designed to provide short term, in-demand, industry credentials, interpersonal skills training, and employment search support to ameliorate regional unemployment and underemployment.

- Participants: 165
- Entered Employment: 86
- Starting Hourly Wage: \$10.75
- Jobs with Benefits: 29
- Part-time Jobs: 34
- Full-time Jobs: 52
- Jobs in a Career Pathway: 12
- Expenditures: \$225,721

Learn to Earn, Inc. - Through its Career Transition Skills Program, Learn to Earn utilizes a partnership network of businesses, education and training providers, and workforce services to decrease the number of low-income individuals who are experiencing problems in finding employment due to multiple barriers.

- Participants: 135
- Entered Employment: 101
- Starting Hourly Wage: \$13.49
- Jobs with Benefits: 48
- Part-time Jobs: 46
- Full-time Jobs: 55
- Jobs in a Career Pathway: 84
- Expenditures: \$231,562

Melwood Horticultural Training Center, Inc. – This program expands services to TANF recipients with significant barriers to employment residing in Arlington County and the City of Alexandria. The program targets participants with long-term unemployment, poor job retention, and those with 6 months or less remaining before their employment benefits will end and works with these individuals to attain placement in livable wage employment.

- Participants: 66
- Entered Employment: 36
- Starting Hourly Wage: \$14.92
- Jobs with Benefits: 6
- Part-time Jobs: 12
- Full-time Jobs: 24
- Jobs in a Career Pathway: 21
- Expenditures: \$203,013

People Inc. of Virginia- The purpose of this program is to provide support to the most at-risk individuals and work with them to overcome barriers that prevent employment. Training, support and access to resources is provided to help these participants find a job on a career path.

- Participants: 50
- Entered Employment: 24
- Starting Hourly Wage: \$11.70
- Jobs with Benefits: 4
- Part-time Jobs: 12
- Full-time Jobs: 12
- Average Wage Increase: .85
- Jobs in a Career Pathway: 22
- Expenditures: \$154,263

Rappahannock Community College –The goal of this program is to increase skills and credential attainment, promote employment and employment retention, reduce poverty, and gain entry into a career pathway. Goals will be accomplished by enrollment and retention in the program, educational assessment and gain, Career Pathways identification and goal setting, skills development and credential attainment, and employment placement and advancement.

- Participants: 80
- Entered Employment: 42
- Starting Hourly Wage: \$11.09
- Jobs with Benefits: 17
- Part-time Jobs: 22
- Full-time Jobs: 18
- Jobs in a Career Pathway: 34
- Expenditures: \$212,936

Rehabilitative Services and Vocational Placement, Inc. - The goal of this program is to provide a collection of services including GED completion, career readiness training, post-secondary educational opportunities, and supported employment services. Vocational Assessment and Vocational Evaluation/Testing is used to assess skills and abilities, and to develop individual career planning.

- Participants: 316
- Entered Employment: 209
- Starting Hourly Wage: \$10.87
- Jobs with Benefits: 54
- Part-time Jobs: 98
- Full-time Jobs: 111
- Average Wage Increase: \$2.50
- Jobs in a Career Pathway: 188
- Expenditures: \$478,919

Shenandoah Valley Social Services - The Medical Outreach and Financial Independence Program (MOFIP) addresses medical and mental health needs in order to move participants towards employment, assist with applications for SSI/SSDI, when necessary, and to provide financial literacy programs to assist participants in understanding economic independence.

- Participants: 99
- Entered Employment: 45
- Starting Hourly Wage: \$9.75
- Jobs with Benefits: 5
- Part-time Jobs: 33
- Full-time Jobs: 26
- Jobs in a Career Pathway: 2
- Expenditures: \$70,954

The Improvement Association- This program assists participants from Southside Virginia with pre-employment (soft skills development), job skills training, and basic education requirements necessary to obtain a GED. The program also addresses other barriers to employment such as transportation and childcare.

- Participants: 85
- Entered Employment: 59
- Starting Hourly Wage: \$11.10
- Jobs with Benefits: 28
- Part-time Jobs: 8
- Full-time Jobs: 51
- Expenditures: \$363,856

The SkillSource Group, Inc.-This program is an expansion of an existing program and serves participants in Fairfax County, Prince William County, and other areas of the northern region. SkillSource provides subsidized and unsubsidized employment opportunities that result in increased skills and self-sufficiency through employment. Additionally, there is an emphasis on job placement with a focus on increasing educational attainment and credentials in order to reduce dependency on public assistance.

- Participants: 160
- Entered Employment: 97
- Starting Hourly Wage: 16.82
- Jobs with Benefits: 56
- Part-time Jobs: 35
- Full-time Jobs: 55
- Jobs in a Career Pathway: 12
- Expenditures: \$206,635

Totals for the projects listed above:

- Participants: 1,937
- Entered Employment: 1,074
- Average Starting Hourly Wage: \$11.88
- Jobs with Benefits: 336
- Part-time Jobs: 485
- Full-time Jobs: 588
- Jobs in a Career Pathway: 521
- Expenditures: \$1,810,752

### **Implementation of the 2019 Projects**

The following projects were implemented in January 2019. The statistics shown are cumulative statistics for the period of January 2019 to June 2020.

Career Support System, Inc. – The purpose of this project is to expand the implementation of a successful service delivery model that has a proven record of community-based employment supports for individuals with complex challenges to employment. The program was expanded to underserved areas of the state, delivering fee-for-service employment supports to low-income participants, and delivering comprehensive advocacy and support to bolster employment

outcomes and expand levels of interagency coordination, collaboration, and integration of systems and services.

- Participants: 229
- Entered Employment: 163
- Starting Hourly Wage: \$12.61
- Jobs with Benefits: 41
- Part-time Jobs: 63
- Full-time Jobs: 100
- Expenditures: \$307,037

City of Charlottesville – The city expanded its Growing Opportunities (GO) program to provide training to unemployed and underemployed low-income residents of Charlottesville in order to facilitate employment in industries earning a living wage leading to self-sufficiency.

- Participants: 9
- Entered Employment: 5
- Starting Hourly Wage: \$9.50
- Jobs with Benefits: 2
- Part-time Jobs: 3
- Full-time Jobs: 2
- Jobs in a Career Pathway: 5
- Expenditures: \$31,544

City of Hampton - This program was aimed at minimizing or removing barriers to employment. Staff support the customer's specific needs, including a career path and service plan that includes assessments and education focused on employment.

- Participants: 110
- Entered Employment: 25
- Starting Hourly Wage: \$11.15
- Jobs with Benefits: 6
- Part-time Jobs: 10
- Full-time Jobs: 15
- Average Wage Increase: \$3.00
- Jobs in a Career Pathway: 13
- Expenditures: \$130,123

City of Martinsville - The goal of the program is to connect low-income participants with resources that improve employment attainment, wages, and retention. Working with numerous community based organizations with significant experience in helping low-income families, participants are connected with services to improve employment and outcomes. On the job training, support services and job skills training are provided.

- Participants: 65
- Entered Employment: 29
- Starting Hourly Wage: \$12.50
- Jobs with Benefits: 21
- Part-time Jobs: 4
- Full-time Jobs: 25
- Jobs in a Career Pathway: 29
- Expenditures: \$145,020

City of Norfolk - Led by the Community Services Board (NCSB) and partnering with the Norfolk Redevelopment and Housing Authority (NRHA), Norfolk Works provides targeted services to residents of NRHA public housing who are facing behavioral health disorders resulting in employment barriers.

- Participants: 36
- Entered Employment: 3
- Starting Hourly Wage: \$8.83
- Jobs with Benefits: 3
- Part-time Jobs: 6
- Full-time Jobs: 3
- Average Wage Increase: \$.50
- Jobs in a Career Pathway: 3
- Expenditures: \$51,385

City of Williamsburg – This program is a partnership between the local departments of social services in Williamsburg, James City County, and York-Poquoson, along with Virginia Career Works and Thomas Nelson Community College. Through the program, training, skill-building needs, and job retention are addressed through assessment, a Customer Services Academy (CSA) relevant to all jobs, assistance with training, job placement and job retention, the acquisition of certificates for the CSA, and job search support and access to adult education and special education support, as needed.

- Participants: 97
- Entered Employment: 89
- Starting Hourly Wage: \$15.00
- Jobs with Benefits: 31
- Part-time Jobs: 52
- Full-time Jobs: 30
- Jobs in a Career Pathway: 20
- Expenditures: \$82,210

Danville Community College - The purpose of the program is to provide participants with enhanced workplace essential skills with an emphasis on a career pathway leading to a living



wage. Low-income individuals will be provided high quality workforce credentials and other services and activities to stabilize the individual and enable the person to compete for higher wages and benefits.

- Participants: 15
- Entered Employment: 6
- Starting Hourly Wage: \$11.50
- Jobs with Benefits: 2
- Part-time Jobs: 5
- Full-time Jobs: 1
- Jobs in a Career Pathway: 2
- Expenditures: \$84,748

Louise W. Eggleston Center - Funding for this program will support the Collaborative Community Connections (C3) program in the city of Portsmouth, which provides homeless individuals with support services to obtain and maintain employment. The program assists with applications for employment, preparation for interviews, and elimination of barriers to employment. Resources and soft skills training are offered.

- Participants: 4
- Entered Employment: 1
- Starting Hourly Wage: \$12.50
- Jobs with Benefits: 0
- Part-time Jobs: 0
- Full-time Jobs: 1
- Jobs in a Career Pathway: 0
- Expenditures: \$45,036

Job Assistance Center, Inc. - Working with local departments of social services on the Middle Peninsula and Northern Neck, services will be offered to prepare participants for entry into employment with the prospect of maintaining employment that can lead to a career path. Comprehensive assessments, work readiness and life skills training, occupational training and career advancement, job placement and enhanced job retention services are available to eligible clients.

- Participants: 67
- Entered Employment: 40
- Starting Hourly Wage: \$11.87
- Jobs with Benefits: 5
- Part-time Jobs: 20
- Full-time Jobs: 20
- Jobs in a Career Pathway: 13
- Expenditures: \$210,495

Literary Council of Northern Virginia (LCNV) - Through its Destination Workforce Program, the LCNV will work with participants in Fairfax, Arlington, Alexandria, and Falls Church to obtain English language literacy and job skills to enter or advance in the workplace. Targeted, intensive, and customized workforce readiness instruction is offered to help participants get on a fast track to employment.

- Participants: 38
- Entered Employment: 10
- Starting Hourly Wage: \$9.80
- Jobs with Benefits: 4
- Part-time Jobs: 3
- Full-time Jobs:
- Jobs in a Career Pathway: 1
- Expenditures: \$69,338

Melwood Horticultural Training Center, Inc. - In cooperation with the Virginia Department of Aging and Rehabilitative Services (DARS), local departments of social services and other groups, this project will provide employment services to Prince William County's eligible participants with disabilities. The program will replicate one offered in Arlington and Alexandria and will help to screen, identify and provide wrap-around supports to persons of differing abilities. Intensive case management/barrier resolution, employment readiness/life skills training/positive self-esteem development, job placement/follow-up, educational/vocational skills training opportunities, SSI/SSDI application support, and crisis intervention are included.

- Participants: 7
- Entered Employment: 3
- Starting Hourly Wage: \$12.00
- Jobs with Benefits: 2
- Part-time Jobs: 2
- Full-time Jobs: 1
- Average Wage Increase: \$.20
- Jobs in a Career Pathway: 3
- Expenditures: \$137,936

Newport News - Through the Brooks Crossing Innovation and Opportunity Center (BCIOC), flexible and customized education and training services, appropriate assessment, and wrap-around support services will be offered, as needed. Emphasis is placed on obtaining credentials, higher education certificates, and/or degrees that will lead to gainful employment.

- Participants: 44
- Entered Employment: 14
- Starting Hourly Wage: \$13.25
- Jobs with Benefits: 10

- Part-time Jobs: 2
- Full-time Jobs: 12
- Jobs in a Career Pathway: 6
- Expenditures: \$597,868

Northern Virginia Family Services - Provides transportation assistance through dependable, road-ready vehicles. Transportation is an essential commodity for families to obtain and maintain employment. Vehicles for Change will manage the acquisition, maintenance, delivery, and warranty repair of vehicles. Northern Virginia Family Services will screen prospective recipients of a vehicle. The award will be used to pay the difference in the cost of the vehicles and what the family is asked to pay.

- Participants: 47
- Entered Employment: 35
- Jobs with Benefits: 5
- Full-time Jobs: 35
- Expenditures:\$207,987

NW Works, Inc. - NW Works provides person-centered, intense case management and employment support to address the unemployment needs in Northern Shenandoah Valley. Referrals are made by partner agencies and these agencies assist in providing wrap-around services.

- Participants: 60
- Entered Employment: 40
- Starting Hourly Wage: \$11.81
- Jobs with Benefits: 18
- Part-time Jobs: 7
- Full-time Jobs: 33
- Jobs in a Career Pathway: 20
- Expenditures: \$131,346

SkillSource Group, Inc. - Funding is utilized for employment and training services for two targeted populations in Fairfax County and Prince William County. Adult jobseekers with a disability and returning citizens are being targeted. Services include career and diagnostic assessments, soft skills training, vocational/educational skills training, subsidized and unsubsidized work experience, job development, and placement and retention services.

- Participants: 30
- Entered Employment: 18
- Starting Hourly Wage: \$15.78
- Jobs with Benefits: 10
- Part-time Jobs: 3
- Full-time Jobs: 15

- Jobs in a Career Pathway: 15
- Expenditures:\$92,457

The Choice Group- Training, placement and post-employment follow-up services are provided to support greater employment retention. The Choice Group works with any eligible participant; however, as the largest vendor of Supported Employment services for the Department of Aging and Rehabilitative Services (DARS), they support individuals with the most significant disabilities and help them find competitive employment.

- Participants: 28
- Entered Employment: 20
- Starting Hourly Wage: \$10.77
- Jobs with Benefits: 3
- Part-time Jobs: 16
- Full-time Jobs: 4
- Jobs in a Career Pathway: 10
- Expenditures: \$139,052

Totals for the projects beginning in 2019:

- Participants: 886
- Entered Employment: 501
- Starting Hourly Wage: \$12.56
- Jobs with Benefits: 163
- Part-time Jobs: 196
- Full-time Jobs: 305
- Jobs in a Career Pathway: 158
- Expenditures: \$2,371,125