



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

Danny TK Avula MD, MPH  
Commissioner

September 18, 2023

**MEMORANDUM**

**TO:** The Honorable Glenn Youngkin  
Governor of Virginia

Members, Virginia General Assembly

**FROM:** Danny TK Avula MD, MPH

**SUBJECT:** Report on TANF Participants & Community Employment and Training Programs

This report is submitted in compliance with Item 347.k.5. of the 2022 Appropriation Act, which states:

*k.5. 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.*

Please contact me with any questions at (804) 726-7011.

DA:kc  
Attachment

cc: The Honorable John S. Littel, Secretary of Health and Human Resources

# **Report on TANF Participants & Community Employment and Training Programs July 2023**

## **Report Mandate**

Item 347.K.5 of the 2022 Appropriations Act provides:

*“5. 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 appropriated \$7,500,000 from the Temporary Assistance for Needy Families (TANF) block grant to provide for competitive grants for community employment and training programs. These programs are 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.

In 2021, the General Assembly added \$1,500,000 the first year and \$1,500,000 the second year from the TANF block grant for a third round of competitive grants for community employment and training programs.

## **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 July 2022, which is when the funding established through the initial request for proposal (RFP) process came to an end. It is important to note that the initial funding was made available through contracts secured through a RFP and there is a limit on the number of times that a contract can be renewed before another RFP must be established. In this case, the initial contracts were renewed through July 2022, but were unable to be renewed beyond that point without initiating a new RFP.

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. Due to COVID related staffing challenges, this project did not operate during State Fiscal Year (SFY) 2022.

- Participants: 91
- Entered Employment 39 Starting Hourly Wage: \$14.00 Jobs with Benefits: 13
- Part-time Jobs: 11
- Full-time Jobs: 28
- Expenditures: \$80,206

#### 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: 705
- Entered Employment 524
- Starting Hourly Wage: \$13.97
- Jobs with Benefits: 164
- Part-time Jobs: 231
- Full-time Jobs: 293
- Expenditures: \$647,577

#### 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: 190
- Participated in Job Skills Training: 157
- Entered Employment: 46
- Starting Hourly Wage: \$11.00
- Jobs with Benefits: 24
- Part-time Jobs: 17
- Full-time Jobs: 29
- Expenditures: \$139,722

#### City of Norfolk

This project is a partnership between the Norfolk Community Services Board (NCSB) and Norfolk Department of Human Services (NDHS) to assist TANF recipients and NCSB consumers under 200% of the federal poverty level with targeted services to overcome barriers to employment. The project uses a supported employment model in order to support vulnerable populations experiencing multiple barriers to employment. The project targets persons with

mental illness and/or substance abuse disorders (behavioral health) receiving NCSB and/or TANF services.

- Participants: 155
- Entered Employment: 85
- Starting Hourly Wage: \$12.15
- Jobs with Benefits: 23
- Part-time Jobs: 65
- Full-time Jobs: 20
- Expenditures: \$112,194

#### City of Richmond Office of Community Wealth Building

This project provides numerous services including technical education, General Educational Development Test (GED) preparation, employment barrier mitigation, and career pathways occupational skills training.

- Participants: 3,724
- Participated in Job Skills Training: 2,689
- Entered Employment: 1,816
- Starting Hourly Wage: \$14.56
- Jobs with Benefits: 580
- Part-time Jobs: 388
- Full-time Jobs: 1,097
- Expenditures: \$1,076,280

#### 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: 353
- Participated in Job Skills Training: 353
- Entered Employment: 111
- Starting Hourly Wage: \$13.25
- Jobs with Benefits: 58
- Part-time Jobs: 63
- Full-time Jobs: 48
- Jobs in a Career Pathway: 78
- Expenditures: \$439,859

#### 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: 227
- Entered Employment: 149
- Starting Hourly Wage: \$15.05
- Jobs with Benefits: 66
- Part-time Jobs: 77
- Full-time Jobs: 74
- Jobs in a Career Pathway: 131
- Expenditures: \$439,357

#### 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 six months or less remaining before their employment benefits will end and works with these individuals to attain placement in livable wage employment.

- Participants: 222
- Entered Employment: 128
- Starting Hourly Wage: \$21.46
- Jobs with Benefits: 28
- Part-time Jobs: 45
- Full-time Jobs: 83
- Jobs in a Career Pathway: 80
- Expenditures: \$422,898

#### 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: 238
- Entered Employment: 125
- Starting Hourly Wage: \$12.74
- Jobs with Benefits: 76
- Part-time Jobs: 41
- Full-time Jobs: 92
- Jobs in a Career Pathway: 83
- Expenditures: \$294,713

#### Rappahannock Community College

The goal of this program is to increase skills and credential attainment, promote employment and employment retention, reduce poverty, and enter 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: 295
- Entered Employment: 147
- Starting Hourly Wage: \$11.88
- Jobs with Benefits: 54
- Part-time Jobs: 79
- Full-time Jobs: 68
- Jobs in a Career Pathway: 113
- Expenditures: \$587,579

#### 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: 660
- Participated in Job Skills Training: 627
- Entered Employment: 398
- Starting Hourly Wage: \$13.31
- Jobs with Benefits: 116
- Part-time Jobs: 169
- Full-time Jobs: 229
- Jobs in a Career Pathway: 339
- Expenditures: \$924,936

#### Shenandoah Valley Social Services

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

- Participants: 176
- Entered Employment: 84 Starting Hourly Wage: \$14.53
- Jobs with Benefits: 12
- Part-time Jobs: 50
- Full-time Jobs: 34
- Jobs in a Career Pathway: 3

- Expenditures: \$112,984

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 pass the GED test. The program also addresses other barriers to employment such as transportation and childcare.

- Participants: 406
- Participated in Job Skills Training: 406
- Entered Employment: 281
- Starting Hourly Wage: \$11.27
- Jobs with Benefits: 106
- Part-time Jobs: 43
- Full-time Jobs: 252
- Expenditures: \$785,414

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: 260
- Participated in Job Skills Training: 52
- Entered Employment: 158
- Starting Hourly Wage: \$19.52
- Jobs with Benefits: 81
- Part-time Jobs: 59
- Full-time Jobs: 99
- Jobs in a Career Pathway: 111
- Expenditures: \$524,930

Totals for all projects starting in 2017, as listed above:

- Participants: 7,702
- Entered Employment: 4,091
- Average Starting Hourly Wage: \$14.28
- Jobs with Benefits: 1,401
- Part-time Jobs: 1,338
- Full-time Jobs: 2,446

- Expenditures: \$6,588,649



## **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 December 2022.

### 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: 439
- Entered Employment: 373
- Starting Hourly Wage: \$13.39
- Jobs with Benefits: 115
- Part-time Jobs: 136
- Full-time Jobs: 237
- Expenditures: \$824,351

### 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: 355
- Entered Employment: 140
- Starting Hourly Wage: \$14.12
- Jobs with Benefits: 33
- Part-time Jobs: 56
- Full-time Jobs: 90
- Expenditures: \$276,850

### 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: 221
- Entered Employment: 79
- Starting Hourly Wage: \$21.50

- Jobs with Benefits: 37
- Part-time Jobs: 6
- Full-time Jobs: 73
- Expenditures: \$357,252

#### City of Norfolk

Led by the Norfolk 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. This program has ended, effective December 31, 2022.

- Participants: 114
- Entered Employment: 46
- Starting Hourly Wage: \$9.96
- Jobs with Benefits: 7
- Part-time Jobs: 21
- Full-time Jobs: 25
- Expenditures: \$98,426

#### 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: 210
- Entered Employment: 138
- Starting Hourly Wage: \$15.50
- Jobs with Benefits: 43
- Part-time Jobs: 64
- Full-time Jobs: 45
- Expenditures: \$196,993

#### 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: 179

- Entered Employment: 40
- Starting Hourly Wage: \$12.98
- Jobs with Benefits: 19
- Part-time Jobs: 14
- Full-time Jobs: 26
- Expenditures: \$313,316

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: 212
- Entered Employment: 72
- Starting Hourly Wage: \$17.29
- Jobs with Benefits: 29
- Part-time Jobs: 21
- Full-time Jobs: 48
- Expenditures: \$84,673

Job Assistance Center, Inc.

Working with local departments of social services on the Middle Peninsula and Northern Neck, services are 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: 97
- Entered Employment: 63
- Starting Hourly Wage: \$14.29
- Jobs with Benefits: 15
- Part-time Jobs: 28
- Full-time Jobs: 35
- Expenditures: \$466,891

English Empowerment Center (\*formally the Literary Council of Northern Virginia)

Through its Destination Workforce Program, the English Empowerment Center works 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: 286
- Entered Employment: 35
- Starting Hourly Wage: \$14.50
- Jobs with Benefits: 5
- Part-time Jobs: 13
- Full-time Jobs: 22
- Expenditures: \$173,342

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 provides employment services to Prince William County's eligible participants with disabilities. The program replicates one offered in Arlington and Alexandria and helps 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: 23
- Entered Employment: 6
- Starting Hourly Wage: \$14.50
- Jobs with Benefits: 3
- Part-time Jobs: 2
- Full-time Jobs: 4
- Expenditures: \$408,154

Newport News

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

- Participants: 314
- Entered Employment: 136
- Starting Hourly Wage: \$15.12
- Jobs with Benefits: 85
- Part-time Jobs: 46
- Full-time Jobs: 103
- Expenditures: \$1,911,175

### 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 and conduct car ownership and financial management classes. The award will be used to pay the difference in the cost of the vehicles and what the family is asked to pay.

- Participants: 169
- Entered Employment: 162
- Full-time Jobs: 162
- Expenditures: \$439,915

### 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: 144
- Entered Employment: 101
- Starting Hourly Wage: \$15.66
- Jobs with Benefits: 45
- Part-time Jobs: 15
- Full-time Jobs: 64
- Expenditures: \$499,085

### 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: 153
- Entered Employment: 86
- Starting Hourly Wage: \$23.35
- Jobs with Benefits: 56
- Part-time Jobs: 22
- Full-time Jobs: 64
- Expenditures: \$499,085

### 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 DARS, they support individuals with the most significant disabilities and help them find competitive employment. The Choice Group did not renew their contract for SFY2023.

- Participants: 117
- Entered Employment: 42
- Starting Hourly Wage: \$13.34
- Jobs with Benefits: 24
- Part-time Jobs: 13
- Full-time Jobs: 29
- Expenditures: \$149,300

Totals for all projects starting in 2019, as listed above:

- Participants: 3,033
- Entered Employment: 1,525
- Starting Hourly Wage: \$13.66
- Jobs with Benefits: 516
- Part-time Jobs: 479
- Full-time Job: 1,056
- Expenditures: \$6,698,808

### **Implementation of the 2021 Projects**

The following projects were implemented in July 2021. The statistics shown are cumulative statistics for the period of July 2021 to December 2022.

#### 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: 192
- Entered Employment: 107
- Starting Hourly Wage: \$15.19
- Jobs with Benefits: 51

- Part-time Jobs: 44
- Full-time Jobs: 63
- Expenditures: \$437,204

#### Goodwill Industries of the Valleys

The purpose of this project is to serve current and former TANF recipients through the GoodCare Healthcare Career Training Program. GoodCare provides the following services to help these individuals launch well-paid healthcare careers: case management, vocational assessments and evaluations, intensive job readiness programming, life coaching, foundational training (basic education, GED test completion, soft skills training), career navigation, career coaching, occupational training, employer outreach and engagement, work-based training, job placement, job follow-up, pay-for-performance, and supportive services.

- Participants: 98
- Entered Employment: 15
- Starting Hourly Wage: \$17.91
- Jobs with Benefits: 1
- Part-time Jobs: 0
- Full-time Jobs: 15
- Expenditures: \$177,500

#### Job Assistance Center

Several services are provided including comprehensive assessment, work readiness, life skills training, occupational training and career advancement, and enhanced job retention services. Services are provided in Accomack, Northampton, Essex, Gloucester, King and Queen, King William, Mathews, Northumberland, Richmond County, Westmoreland, Dinwiddie, Greensville/Emporia, Surry, Petersburg, and Hopewell.

- Participants: 27
- Entered Employment: 20
- Starting Hourly Wage: \$14.08
- Jobs with Benefits: 4
- Part-time Jobs: 10
- Full-time Jobs: 10
- Expenditures: \$345,328

#### Literacy Council of Northern Virginia (LCNV)

LCNV will use funding to enhance their provision of English language literacy classes and job skills training to enter or advance in the workforce. Resources are used to reduce tuition and to provide laptops for each student for more equitable access to the virtual courses.

- Participants: 149
- Entered Employment: 15
- Starting Hourly Wage: \$15.45

- Jobs with Benefits: 0
- Part-time Jobs: 4
- Full-time Jobs: 11
- Expenditures: \$317,313

### Occupational Enterprises

This program is designed to expand the availability of affordable transportation options in southwest Virginia. Transportation supports are provided and a car purchase program is offered. For those participants engaged in care purchase, the program assists with financial literacy training as well as assistance in securing low-interest loans.

- Participants: 26
- Entered Employment: 23
- Starting Hourly Wage: \$13.31
- Jobs with Benefits: 11
- Part-time Jobs: 8
- Full-time Jobs: 15
- Expenditures: \$122,444

### Rehabilitative Services and Vocational Placement

This program represents an expansion of existing services to assist participants to prepare to successfully enter, retain, and enhance employment and career pathways, serving those with multiple personal and family-situation barriers to independence and competitive employment. The goal of this program is to provide comprehensive services, support services, training, and job accommodations.

- Participants: 259
- Entered Employment: 134
- Starting Hourly Wage: \$14.62
- Jobs with Benefits: 51
- Part-time Jobs: 46
- Full-time Jobs: 88
- Expenditures: \$268,127

### Skillssource Group

This initiative delivers job preparation and employment by offering subsidized and unsubsidized employment opportunities, as well as occupational and soft skills training, to eligible participants. The program provides a scope of integrated services that includes career and diagnostic assessments, soft skills training, vocational/educational skills training, work experience, and job development, placement, and retention services.

- Participants: 58
- Entered Employment: 26
- Starting Hourly Wage: \$20.36
- Jobs with Benefits: 14



- Part-time Jobs: 9
- Full-time Jobs: 17
- Expenditures: \$105,084

Totals for all projects starting in 2021, as listed above:

- Participants: 809
- Entered Employment: 340
- Starting Hourly Wage: \$15.30
- Jobs with Benefits: 132
- Part-time Jobs: 121
- Full-time Jobs: 219
- Expenditures: \$1,773,000