



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

Danny TK Avula MD, MPH  
Commissioner

January 26, 2023

**MEMORANDUM**

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

The Honorable Janet D. Howell  
Chair, Senate Finance and Appropriations Committee

The Honorable Barry D. Knight  
Chair, House Appropriations Committee

Michael Maul  
Director, Department of Planning & Budget

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

A handwritten signature in black ink, appearing to read "DTK", written over the printed name of the sender.

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

This report is submitted in compliance with Item 340.J. of the 2022 Appropriation Act, which states:

*J. The Department of Social Services shall create a workgroup to study Temporary Assistance for Needy Families (TANF) block grant spending. The workgroup shall include appropriate staff from the Office of the Secretary of Health and Human Resources, the Department of Planning and Budget, and the House Appropriations and Senate Finance and Appropriations Committees. DSS shall submit a final report with options and recommendations for changes necessary to ensure annual structural balance*

*in state TANF spending. These recommendations, if accepted, shall ensure that planned spending shall not exceed the annual federal TANF award beginning in FY 2025. The report shall be made to the Governor, Chairs of the House Appropriations and Senate Finance and Appropriations Committees, and the Director, Department of Planning and Budget by September 1, 2022.*

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

DA:kc

Attachment

c: The Honorable John Littel, Secretary of Health and Human Resources

**TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
INTERIM WORKING GROUP REPORT  
January 2023**

**Report Mandate**

Item 340.J. of the 2022 Appropriation Act directed the Department of Social Services to create a workgroup to study Temporary Assistance for Needy Families (TANF) block grant spending.

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**Background**

TANF is an annually fixed federal block grant program designed to provide cash assistance to families living in poverty in order to help them achieve self-sufficiency. Virginia's annual allotment for the TANF block grant is \$158 million. Under the federal program rules, TANF dollars may be spent on a wide variety of activities to further any of the four statutory purposes:

1. to provide assistance to needy families so that children can be cared for at home;
2. to end the dependence of needy parents on government benefits by promoting job preparation, work and marriage;
3. to prevent and reduce the incidence of out-of-wedlock pregnancies; and
4. to encourage the formation and maintenance of two-parent families.

The federal government allows states to set their own eligibility criteria and amount of cash payments. States are not required to spend their full allotment of the TANF block grant each year and any unspent funds can be carried over to subsequent budget years.

Because Virginia's Standards of Assistance changed relatively little for several decades, there has traditionally been a substantial reserve fund from those pool of unspent funds rolled over from previous fiscal years. The General Assembly historically directed a portion of the unspent rollover funds to organizations in the Expanded TANF Programming category rather than

increasing the Standards of Assistance. However, increases to the Standards of Assistance in the last several years and increasing expenditures in the Expanded TANF Programming category have resulted in a situation where the TANF block grant will become fully obligated in FY 25 and the current allocation of funding will result in a deficit (approximately \$56.9M in FY25). Therefore, the General Assembly directed this report to make recommendations on how to structurally balance the TANF block grant.

Virginia's TANF cash assistance program covers only those living in extreme poverty. In 1994-1995, for every 100 Virginia families living below the federal poverty limit, 73 were receiving assistance. By 2020, only 18.1 families in Virginia were receiving TANF assistance for every 100 families in poverty. The current monthly caseload is 20,113. Recognizing the Standards of Assistance remains at a very low poverty threshold, the General Assembly added the following language to the 2020 Appropriations Act:

*Item 341(K). The Department of Social Services shall develop a plan to increase the standards of assistance by 10 percent annually until they equal 50 percent of the federal poverty level.*

This directive was followed by a 15% increase in 2020, a 10% increase in 2021, and a 5% increase in 2022, with the standard of assistance for TANF now equivalent to 32% FPL and the gross income eligibility screening is at approximately 46% of the FPL.

The amount of TANF payments to eligible families also remained relatively low when compared to the increased cost of living. In the thirty-year period from 1985 to 2015, Virginia raised the amount of cash assistance only once. Beginning in 2016, increases have occurred on a consistent basis:

January 2016 – 2.5% increase  
July 2016 – 2.5% increase  
July 2017 – 2.5% increase  
July 2019 – 5% increase  
July 2020 – 15% increase  
July 2021-10% increase  
July 2022 – 5% increase

Between 1985 and 2022, the cost of living increased by 238%, compared to a 78% increase in Virginia's TANF payments. The federal poverty limit, the government's official statistical definition of poverty, is \$1,526 (monthly) for a two- person household. Virginia's maximum TANF payment for a two-person household is \$489, or 32% of the federal poverty level. In an

effort to decrease the number of families living in poverty and to promote self-sufficiency, housing stability, and food security, other states have raised the TANF benefit at varying levels.

### *Expanded TANF Programming*

Virginia funds many initiatives and programs through a direct appropriation of the TANF surplus or “discretionary” dollars. In this report, we provide a list of those programs, along with their alignment with the core purpose of the TANF program, and any outcomes reported. Some programs have a clear purpose that aligns with the federal TANF goals and report associated outcomes. Other programs have not historically reported outcomes data directly related to these goals. In Attachment B, we also provide a comparison of their allocated funding v. expenditures in prior fiscal years.

### **Recommendations**

The TANF working group met to consider options for changes to the block grant funding. The following recommendations summarize the discussions:

1. The General Assembly should consider utilizing the TANF block grant to mitigate the impact low-income households will experience when the federal government declares an end to the public health emergency (PHE).
2. In order to ensure structural balance, the General Assembly should focus on reductions in the Expanded Programming Category or continuing to support those programs with state general funds.
3. When evaluating the Expanded Programming Category, the General Assembly should consider the following:
  - whether each organization funded provides services that further the statutory purpose of the TANF program and whether the organization has submitted data to demonstrate their performance.
  - whether organization funded receives other state or federal funding.
  - whether funding needs to be adjusted or eliminated based on the organization’s expenditures v. current allocation in prior fiscal year(s).

### **TANF Spending Summary**

Virginia has a wide variety of programs funded with TANF discretionary dollars. Discretionary TANF funding has been increasingly available as cash assistance caseloads have fallen and payment levels have stagnated. Currently, basic cash assistance makes up 15.7% of TANF appropriations.

Mandated Core Benefits and Services:

TANF Income Benefits	\$41,811,064
VIEW Employment and Training Services	\$9,000,000
VIEW Child Care Services	\$2,659,033
TANF Caseload Reserve	\$1,000,000
TANF Full Employment Program	\$2,499,652

Administration

State/Local Administration	\$59,583,967
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Transfer to Other Block Grants:

SSBG for Local Staff Support (CPS)	\$6,405,502
SSBG for Comprehensive Services Act (CSA)	\$9,419,998

Expanded TANF Programming:

Domestic Violence Services	\$3,846,792
Community Action Agencies	\$9,250,000
Earned Income Tax Credit Grants	\$185,725
Child Advocacy Centers	\$2,136,500
CHIP of Virginia	\$2,400,000
Healthy Families	\$9,035,501
Boys and Girls Club	\$2,000,000
Long-Acting Reversible Contraceptives	\$4,000,000
Resource Mothers	\$1,000,000
Northern Virginia Family Services	\$2,000,000
Virginia Early Childhood Foundation	\$1,250,000
Visions of Truth STRIVE	\$75,000
FACETS Homeless Assistance Services	\$350,000
Federation of Virginia Food Banks	\$3,000,000
United Community	\$1,200,000
Virginia Transit Association	\$500,000
Early Impact Virginia	\$600,000
Lighthouse Community Center	\$100,000
Two-Generation Whole Family Pilot	\$1,125,000
Cornerstones	\$750,000
Good Shepherd Housing and Family Services	\$200,000
Laurel Center	\$1,250,000
Emergency Assistance	\$139,935
Family Restoration Services	\$125,000

Portsmouth Volunteers for the Homeless	\$250,000
Menchville House	\$125,000
Community Employment and Training Programs	\$9,000,000
City of Richmond Office of Community Wealth Building	\$300,000
Total TANF Obligations	\$218,930,962
Annual TANF Grant	\$157,762,831
Projected TANF Balance as of 6/30/23	\$46,316,648
Projected TANF Balance as of 6/30/24	\$4,185,257

Descriptions of programs funded with the TANF funds as well as results are found in Appendix A.

**Programs Funded with TANF**

**Domestic Violence Services**

In FY23, the General Assembly has allocated \$3,846,792 in TANF funds for domestic violence services. The programs are designed to meet the TANF goal of assisting needy families so children can eventually be cared for at home. These programs provide crisis and core services to victims of domestic violence, including a 24-hour confidential crisis hotline, shelter, crisis counseling, supportive counseling, information and referral, transportation, coordination of services, legal advocacy, and basic children's services. The target population are victims of domestic violence who are either pregnant or have dependent children.

Adults receiving services: 4,500

Adults receiving legal services: 1,806

Adults who were in shelter: 1,286

Total number of child victims served: 1,927

Outcomes were measured by surveying recipients of domestic violence services. Survey results are shown below:

- Because of services received, they know more about sexual and/or domestic violence and its impact – 96%
- Because of services received, they know more about community resources – 95%
- Because of services received, they know more ways to plan for their safety – 96%
- They felt welcomed and respected - 92%
- Because of services received, they know how to take their next steps – 95%
- They could accept or not accept the services offered to them – 99%
- Because of services received, their children know that it's okay to talk about their experiences with violence – 90%
- Because of services received, they feel that their children are having more positive interactions with others – 91%
- They learned new information or acquired a new skill and/or resource they can use to promote healthy relationships and counteract factors that support violence - 97%
- Reported an increased awareness of community resources - 97%
- They learned new information that will help them identify and respond to sexual and/or domestic violence - 97%
- Reported an increased knowledge of factors that promote healthy relationships and/or factors that perpetuate sexual and/or domestic violence - 97%



- They learned new information or acquired a new skill and/or resource that they can use to promote healthy relationships and counteract factors that support violence - 97%
- They know more ways to plan for their safety - 96%
- They received some or all of the help they wanted with the impact of violence on relationships with family and friends - 98%
- They are more hopeful about their life – 97%
- They received some or all of the help they wanted addressing their emotional needs – 98%
- They received some or all of the help they wanted meeting basic financial needs – 93%
- They received some or all of the help they wanted finding safe and affordable housing – 87%
- They received some or all of the help they wanted accessing healthcare services. – 92%
- Their children know that it's okay to talk about their experiences with violence – 90%
- They feel that their children are having more positive interactions with others – 91%

### **Community Action Agencies**

The appropriation for the Community Action Network for SFY 23 is \$9,250,000 in federal TANF funds. The Community Action Network consists of 28 local agencies that provide an array of services for low-income families and individuals. The services provided by Community Action Agencies support the second purpose of TANF to end the dependence of needy parents on government benefits by promoting job preparation and work. TANF funds are used in combination with federal Community Services Block Grant (CSBG) funds and other federal, state, local, and private sector resources to provide a wide variety of services to needy families. The mission of Community Action agencies is to provide substantive outcomes (changes) in the lives of people in poverty. These outcomes are achieved through a wide array of anti-poverty services, programs, and approaches, including emergency services, job readiness and employment services, case management services, supportive services including child care and transportation services for employed families, free tax preparation and assistance in securing earned income tax credits, individual development account programs, housing, family development, education, and homeless shelter programs.

In Virginia, community action agencies provide services to more than 150,000 low-income individuals. In the last full completed year, those served included: over 30,000 children, over 19,000 seniors, over 10,000 people with disabilities, and over 21,000 people who lacked health insurance.

The 28 Community Action Agencies (private non-profit and public) receive and utilize TANF funds to support the agency programs. Funds are utilized in a variety of programs including Housing, Workforce Development, Education and Health and Social/Behavioral Development. A full report is attached. Highlighted data:

- Unemployed adults who obtained employment - 1,235
- individuals who obtained a high school diploma or GED - 612
- Individuals reporting improved financial well-being - 576
- Individuals experiencing homelessness who obtained safe temporary shelter - 1,913;
- Individuals who demonstrated improved mental and behavioral health and well-being - 1,603
- Individuals receiving rent payments - 3,871
- Individuals receiving prepared meals - 12,954
- received case management services - 4,723
- people receiving emergency clothing assistance - 705

### **Earned Income Tax Credit/Virginia Cash Campaign**

In FY23, the General Assembly appropriated \$185,000 for the Virginia Community Action Partnership to provide grants to community groups and coalitions to support quality free tax preparation services designed to expand access to the EITC. These services by the Virginia Cash Campaign support the second purpose of TANF to end the dependence of needy parents on government benefits by promoting job preparation and work. Volunteers also provide financial education and coaching to those who would like to develop positive savings habits to reach financial stability.

The Virginia CASH Campaign highlights from January-July 2021:

- \$24.5 million in federal refunds
  - Over 18,000 federal returns filed
  - \$5.5 million in EITC refunds
  - Over 3,700 taxpayers claiming EITC
  - Over \$4.3 million saved in tax preparation fees
  - \$3.2 million in state refunds
  - Over 15,500 state returns filed
  - Over 600 Volunteers
  - Over 20,000 hours of tax preparation time

### **Child Advocacy Centers**

TANF funds in the amount of \$2,136,500 were appropriated to the Child Advocacy Centers for SFY 2023. The CACs also receive General Funds and funding through the Victim of Crimes Act (VOCA). In 2015, the General Assembly changed the method of distribution from a competitive Request for Proposals to a formula based on accreditation status, child abuse rate, child population and number of counties served. The projects are designed to meet the TANF goal of assisting needy families so children can safely be cared for at home.

Program Data: FY21

- Number of new cases in FY21: 6,352
- Number of multidisciplinary team (MDT) meetings with medical, mental health, law enforcement, prosecution, etc.: 758
- Number of MDT Case reviews: 27,284
- Victim Services/Case Management: 43,220 (referrals for services, follow-up for caseload of child victims and non-offending caregiver/family members - each encounter is included in this figure)
- Counseling by CAC staff: 13,078
- Referral to outside providers: 2,349

### **Comprehensive Health Investment Project (CHIP of VA)**

The appropriation for the CHIP program for FY23 is \$2,400,000 from the federal TANF block grant.

The mission of CHIP of Virginia is to "improve children's health and promote wellness and self-sufficiency in low-income families, through partnerships with local communities." The program is designed to meet the TANF goal of assisting needy families so children can be cared for at home. CHIP of Virginia programs are local public/private partnerships providing comprehensive health supervision, family support, and referral to medical and dental services for low-income at-risk children. CHIP programs provide home-based case management which helps families connect to needed services. While improved children's health is the primary goal, parents of enrolled children also develop skills to increase their self-sufficiency and care for their children.

CHIP's mission to match families to comprehensive preventive and primary care providers, coupled with family support services, guides families to the effective use of health care and other community resources. CHIP nurses and outreach staff work with families to develop plans for improving health and nutrition, increasing home safety and stability, and enhancing education and employability.

CHIP services include:

- **Screening, Assessment, and Planning:** Services include assessing the family and child strengths and needs, leading to the development of family service plans. Assessments include child health, development and safety, family wellness and stability, parent work experience, and employability. **Education and Support:** Services include assisting parents in acquiring parenting skills, learning about growth and development, promoting the health and well-being of their families and increasing self-sufficiency.

- Follow-Up: Activities include ensuring that necessary services are received by families and are effective in meeting their needs.
- Referral and Outreach: Services include linking families to available community resources and ensuring connections to appropriate community agencies.

FY22

Total Family Encounters: 36,016

Total Families Served: 1,396

Family Assessments: 1,914

Developmental Assessments/Screening: 2,548

Parenting Education: 11,990

Health and Dental Assessments: 3,183

Health Education: 6,902

Community Services Referrals: 15,259

Case Management Services-Family: 20,227

Case Management Services- Health: 7,271

### **Healthy Families**

In FY 23, \$9,035,501 in federal TANF funds is appropriated to the Healthy Families program.

The Healthy Families evidence-based model is designed to promote positive parenting, improve child health and development, and reduce child abuse and neglect. The model uses home visiting to reach families with young children. The program is designed to meet the TANF goal of assisting needy families so children can be cared for at home.

Families are referred to the program during pregnancy or at the time of the baby's delivery. A Healthy Families Assessment Worker completes a Family Needs Assessment. If a family is identified as being at high risk of child maltreatment and in need of support services, the family is offered the opportunity to voluntarily participate in the Healthy Families program. When families accept services, comprehensive home visiting is initiated that includes Family Support Workers who monitor and follow up on prenatal, postnatal, and pediatric care. For those parents whose Family Needs Assessments identify the need for support not available through Healthy Families, information and referrals to other community resources are offered.

Healthy Families programs offer voluntary and frequent home visiting services for up to five years. The services include in-home parenting education, child development, preventive health care, and support services. Family needs are assessed and an Individualized Family Support Plan is developed. This plan includes short and long-term family goals and strategies for achieving them. Strategies may include staying in school, finding a job or a better place to live, developing effective parenting techniques, home management skills, and ensuring well baby care. The plan

becomes a guide for service provision and involves linking the family with appropriate community resources to help meet all of their identified needs.

### **SCREENINGS**

1. Total number of Healthy Families screenings completed – 8,546

### **PARENT SURVEY/ASSESSMENTS**

2. Total number of Parent Survey/Assessment completed – 2,434
  - 2a. Total number of Families Served with Parent Survey/Assessment – 2,375
  - 2b. Total number of Parents Served with Parent Survey/Assessment – 3,303
  - 2c. Target Children Served with Parent Survey/Assessment – 1,088
  - 2d. Children Served with Parent Survey/Assessment - 742
3. How many families were offered HV services – 1,580
4. How many families enrolled (completed 1st home visit) – 1,096

### **HOME VISITS**

5. Total number of home visits completed – 38,494
  - 5a. Total number of Families served with home visiting – 3,770
  - 5b. Total number of Parents served with home visiting – 5,949
  - 5c. Target Children served with home visiting – 3,021
  - 5d. Other Children served with home visiting – 1,493
6. Total home visits completed by FSS – 35,238
7. Home visits completed by other Healthy Families Staff – 3,625
8. Number of Staff that made at least one home visit - 215

### **UNDUPLICATED CLIENTS RECEIVING DIRECT SERVICES**

9. Total number of Families served – 5,010
10. Unduplicated number of Parents served – 7,632
11. Total number of Target Children served – 3,378
12. Total number of Other Children served – 1,834

### **Boys and Girls Club**

In FY23, the General Assembly has appropriated \$2,000,000 for the Virginia Alliance of Boys and Girls Clubs.

This program supports the TANF purposes to prevent and reduce the incidence of out-of-wedlock pregnancies and promote work. Funds are provided to support the expansion of community-based prevention and mentoring programs to alleviate conditions that lead to teen

pregnancy, child abuse and neglect, juvenile crime, school failure, and other negative consequences for children. The Virginia Alliance of Boys and Girls Clubs serves children between the ages of 6-18 with programming across three program areas including academic success, workforce development, and healthy lifestyles. All eligible clubs in the Commonwealth participate, and programming is provided to children statewide. Clubs offer services for academic success, workforce development, and healthy lifestyles.

Total Youth Served

Academic Success:

Power Hour: 14,834

Project Learn: 9,501

Workforce Development:

Power Hour: 14,834

Junior Staff: 384

Career Launch: 875

Money Matters: 633

Community Service: 3,563

Healthy Lifestyles:

SMART Moves: 4,581

SMART Girls: 1,569

P2M: 1,412

Family Engagement: 7,001

Triple Play: 18,184

As a result of participation in Academic Success, Workforce Development, and Healthy Lifestyles programming, participants met the following performance measures:

- 96% of youth are on grade level for their age and will experience on-time grade progression
- 93% of youth expect to graduate on time
- 95% of youth refrain from illicit use of prescription pain medicine
- 91% of youth abstain from alcohol use
- 97% of youth abstain from cigarette use

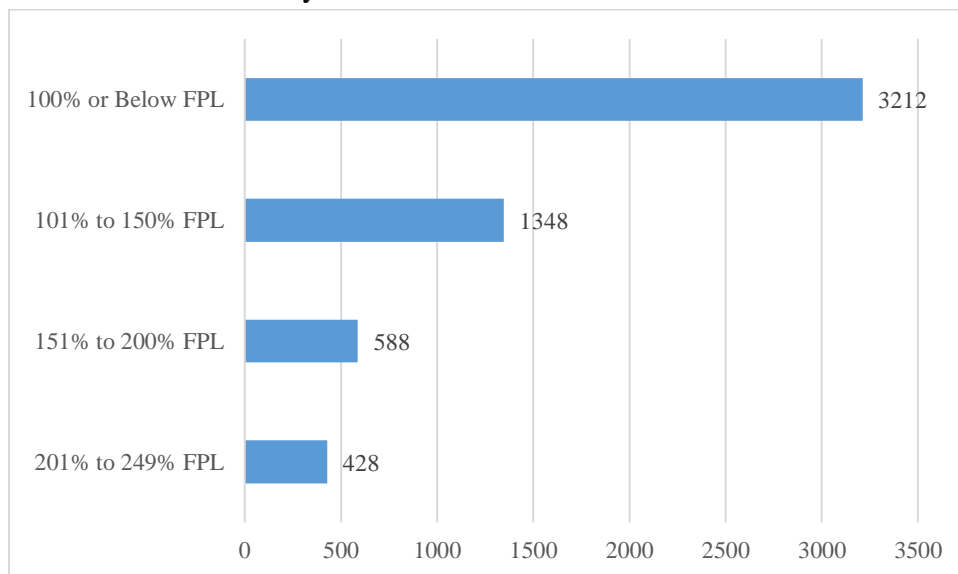
### **Long-Acting Reversible Contraceptives (LARC)**

In FY23, the General Assembly appropriated \$4,000,000 to the Virginia Contraceptive Access Initiative (CAI), previously called the LARC pilot.

The CAI began as a pilot in 2018 and initially covered hormonal intrauterine devices (IUDs) and implants, known as long-acting reversible contraceptives (LARCs). The 2020 General Assembly extended the program for another two years and expanded it to include all FDA-approved contraceptive methods. The purpose of the CAI is to expand access to all FDA-approved methods of contraception in order to decrease unintended pregnancies and improve maternal and birth outcomes. Under this program, qualified health providers offer free contraception to patients whose incomes are below 250 percent of the federal poverty level (FPL). Patients must also be uninsured or unable to use their insurance for contraception in order to qualify.

This program experienced a 260% increase in patient encounters and expenditures during state fiscal year 2021 compared to the previous biennial budget period, and will likely experience an increase in encounters and expenditures during state fiscal year 2022 as well.

Graph 3. Number of Encounters by Income



**Resource Mothers**

In FY 23, the General Assembly has appropriated \$1,000,000 to the Resource Mothers program. The Virginia Department of Health administers this program and it meets the TANF program purpose to “prevent and reduce out-of-wedlock pregnancies.”

Studies have found that siblings of pregnant and parenting teens are at higher risk for early premarital sexual activity, out-of-wedlock births, and school dropout than siblings of non-pregnant/non-parenting teens. Adult mentoring relationships, involvement in community activities, and establishment of future goals have been found to counterbalance the pressure toward risky sexual behaviors and other negative behaviors. The Virginia Resource Mothers’

home visitors working with pregnant and parenting teens will refer younger non-pregnant sisters, ages 9-15, to a mentoring program.

Health promotion, avoidance of non-marital sexual activity, connection to the community, development of leadership skills, and identification of future goals will be encouraged through the mentoring relationships and through community projects.

SFY21 Program Outcomes:

Babies Born into Program: 98

No Health Insurance at Enrollment: 33

Prenatal Enrollment: 119

Postpartum Enrollment: 28

Prenatal Encounters: 530

Postpartum Encounters: 1,038

Smoking at Conception: 8

Still Smoking at Delivery: 2

Plan to Breastfeed: 56

Client Initiated Breastfeeding: 65

Client Reporting at Least 6 Weeks of Breastfeeding: 20

Client Reporting at Least 3 Months of Breastfeeding: 7

### **Northern Virginia Family Services Homeless Prevention**

In FY23, the General Assembly has appropriated \$2,000,000 to Northern Virginia Family Services. This program supports the first purpose of the TANF program to provide assistance to needy families so that children can be cared for in their own homes. Supportive services are provided that address the basic needs of families in crisis to prevent homelessness. The program provides non-assistance benefits and services, which are intended to assist families in crisis.

### **Virginia Early Childhood Foundation (VECF) - School Readiness**

In FY23, the General Assembly allocated \$1,250,000 to the Virginia Early Childhood Foundation's (VECF).

VECF vision is that every child is prepared for school, laying a foundation for workforce and life success. This program supports the first purpose of the TANF program to provide assistance to needy families so that children can be cared for in their own homes. VECF implements this vision by informing policy and budget decisions, providing research-based expertise, and nurturing innovation. Through public and private partnerships, VECF builds capacity for increasing school readiness at the state and local levels, harnesses best practices, maximizes resources and gains efficiencies, and secures outcome-driven investments.



At the local/regional level, VECF convenes an alliance of Smart Beginnings initiatives across the Commonwealth. Smart Beginnings is a locally-driven enterprise that creates community commitment to school readiness by bringing public and private leaders together to collaborate on priorities for their youngest citizens. Local Smart Beginnings partners help communities deliver on ensuring conditions for a strong, healthy start for young children and their families. An important role for Smart Beginnings is to ensure that families can access existing programs supporting children's healthy development. VECF provides to Smart Beginnings entities resources through grant agreements, technical assistance, and peer learning opportunities. This fosters evidence-based practices, serves as a problem solver, drives policy solutions, and supports use of data to guide local decision making and strategic development. VECF creates uniform data collection and evaluation.

At the state level, VECF partners with state government to advance early childhood development, to engage the private sector, and seek private sector resources and solutions to promote school readiness (not to include organized fund raising). This informs policy and budget decisions, provides strategic direction, and sets performance targets for school readiness.

At the local level, VECF provided comprehensive technical assistance to 17 Smart Beginnings initiatives. Nine initiatives received funds for their systems-building efforts from VECF through TANF; the remaining eight Smart Beginnings initiatives sustained operations through funds from other sources. Additionally, VECF awarded Data Capacity Booster Grants (which included development of Community Early Childhood Demographic and Risk Factor Profiles, Data Capacity Plans, and 8 individualized capacity-building sub-projects) to eleven Smart Beginnings initiatives. Six awards were made for Innovative Partnership projects (which support potentially replicable, local data-informed innovations) with two of the awards supported by TANF funds. Smart Beginnings entities have indicated improvements such as increased early childhood program participation in Virginia's quality rating and improvement system, increased community utilization of state pre-kindergarten slots which have chronically been un- or underutilized, and increased Ages & Stages Questionnaires® screenings for early identification of young children's developmental needs.

### **Visions of Truth Youth STRIVE**

In FY23, the General Assembly has appropriated \$75,000 to the Visions of Truth Youth STRIVE program.

Visions of Truth operates the STRIVE Program (Students Taking Responsibility in Valuing Education). With the funding provided tutoring and homework help will be available as well as individualized study/progress plans, based on pre and posttests. STRIVE will engage parents to

identify family/child strengths and weaknesses and participants will have the environment and resources needed in order to successfully participate in the program and in school. These services support the TANF purpose to end the dependence of needy parents by promoting job preparation and work.

Number of Enrollees Completing Pretests: 344

Number of Enrollees Participating in at least one Tutoring Session: 344

Number of Participant Families Participating: 280

Number of Participants with access to Computers and Educational Software: 344

Number of Participants with Access to School Supplies Needed: 344

### **FACETS**

In FY23, the General Assembly appropriated \$350,000 to FACETS.

FACETS offers prevention and diversion services to families at risk of homelessness. FACETS meets emergency shelter needs and helps clients secure safe sustainable and permanent housing. Through educational, life skills and career counseling programs FACETS works with the families to end the cycle of homelessness and poverty. This program supports the first purpose of the TANF program to provide assistance to needy families so that children can be cared for in their own homes.

Meals served – 12,275

Improved Financial Stability – 15

Landlord Outreach and Locator Services – 77

Rapid Rehousing – 361

Wellness Plans Developed – 15

Households with Wellness Plans in Place -69

Support of Physical, Behavioral, and Cognitive Needs – 414

### **Federation of Virginia Food Banks**

In FY23, the General Assembly appropriated \$3 million to the Federation of Virginia Food Banks.

The Federation will apportion the funding to its seven members in proportion to the number of people in poverty residing in their respective service.

Activities/programs to be funded:

- Equipment to expand production and distribution capacity for the Summer Food Service Program (SFSP) and the Child and Adult Care Food Program (CACFP) - At-risk Afterschool Meals

- Any allowable programmatic costs for the SFSP and CACFP not compensated by federal reimbursement
- Food, materials, transportation, and staff support for weekend food backpack programs for youth age 18 and under
- Food, materials, transportation, and staff support for household food distributions at schools or other child nutrition program sites.

School Pantry Children Served: 89,796

Household Distributions (Pounds): 448,508

Weekend Backpacks Children Served: 29,158

After School Meals Children Served: 25,185

Summer Meals Children Served: 12,035

### **United Community**

For FY23, the Virginia General Assembly appropriated \$1,200,00 to United Community.

United Community is a human services non-profit agency in southeastern Fairfax County that strives to end multi-generational poverty in the community. United Community serves the “Route 1 Corridor” that has a high concentration of affordable housing, but few amenities, features, or supports to help residents improve their quality of life. 83% of their clients live at or below the federal poverty level. Under the Family Assistance Program (FAP) designed by United Community, clients are referred from Fairfax County Coordinated Services Planning or from other partner agencies. Participants are assessed to determine strengths and family needs. Case managers work with participants to secure public benefits, if needed, and an individualized plan is developed that includes barrier reduction and service provision. Activities includes wrap around case management services to address basic family needs including food, rental assistance, child care, financial literacy, and advocacy. Participants are measured using a self-sufficiency matrix (Arizona Self-Sufficiency Assessment Scale) to determine their current and post-service ability to achieve economic independence.

The contract for services with United Community was executed on November 23, 2020 to implement the Family Achievement Program. During the initial phase, activities were focused on program planning and design, hiring staff and outreach to community partners.

The following target areas summarize the first quarter activities and progress made on the Family Achievement Program, after the contract was executed on November 23, 2020:

- Recruitment for new positions.

- Five new positions were created (intake coordinator, program director, and three case managers)
- The three case manager positions and the intake coordinator position have been filled and training has been completed for the newly hired case managers on the Family Achievement Program service delivery model.
- Outreach to key community non-profit agencies as potential partners for the Family Achievement Program.
- Partnerships with the Fairfax County Department of Family Services, Neighborhood and Community Services, and Adult and Community Educations have been finalized with the development and execution of memorandums of understanding.
- Identification of potential participants for the Family Achievement Program. o
- Participants are referred from Fairfax County Coordinated Services Planning. Additionally, potential participants are identified from families currently receiving services from United Community that meet the basic eligibility requirements of this initiative (income requirements and a dependent child living in the home).
- Weekly food distribution to needy families including emergency food supplies. o
  - o United Community operates a food pantry, which they use to supply families with supplemental food.
  
- Program expenditures through April 2021 totaled \$104,788.
  
- Food Impact and Emergency Assistance provided: •
  
- After the screening and assessment phase, eligible families received financial assistance, as necessary, to support self-sufficiency based upon their identified needs in the areas of employment, education, training, housing, transportation, medical, housing, and utilities. The financial assistance was paid to third parties and was not paid directly to the participants/families. •
  
- United Community served 1,098 unduplicated households (3,914 individuals) with emergency food supplies through their food pantry. •
  
- Rental and utility assistance was paid on behalf of over 100 families, which directly prevented eviction and the disconnection of utilities.

**Virginia Transit Association**

In FY23, the General Assembly appropriated \$1,000,000 to the Virginia Transit Association to offer competitive grants for public transportation (as defined in Virginia Code §33.2-100) and public transportation demand management service fare passes.

For fiscal year 2022, the VTA awarded competitive grants to the following: Hampton Roads Community Action Program, Inc. or “HRCAP” (*Navigating Wealth Building in Hampton Roads*), OmniRide (*TANF Commuter Bus Pass Program*), Giles Health and Family Center (*Giles County Access to Community Transportation or “GCACT”*), and Greater Roanoke Valley Transit Company or “Valley Metro” (*Zero Transit for Working Families*). HRCAP was the single returning subrecipient. The four grantees initiated their programs in July 2021. Unfortunately, the COVID-19 pandemic impacted ridership. An end to the public health emergency is anticipated and the reinstatement of fully operational employment and training programs will lead to increased demand for transportation.

- On-demand bus trips – 10
- Transit passes provided: 1,009
- Value of passes provided - \$2,343

### **Early Impact Virginia**

In FY23, the General Assembly appropriated \$60,000 to Early Impact Virginia (EIV).

EIV was established in 2006 as the Home Visiting Consortium, brings together leaders in home visiting, early childhood, health, behavioral health and education to develop the policies and conditions for growth and success. Early Impact Virginia is supporting both the home visiting system and state leaders to build a sustainable home-visiting infrastructure.

Between July 1, 2021 and June 30, 2022, Early Impact Virginia continued to maximize the impact of home visiting in Virginia by providing leadership at the state level, embracing collaboration with multiple partners, fostering innovation, and supporting excellence in service delivery. Virginia’s Plan for Home Visiting, adopted in 2019, addresses the Commonwealth’s key priorities for pregnant women and families with young children and sets a bold strategic direction for growing services to achieve collective impact. Informed by the Early Impact Virginia statewide home visiting needs assessment, and with input from more than 200 stakeholders at the local and state levels, the Early Impact Virginia Strategic Plan was finalized and published in January 2022 and provides the context and direction necessary to fully operationalize the Plan for Home Visiting.

### **Lighthouse Community Center**

In FY23, the General Assembly appropriated \$100,000 to the Lighthouse Community Center. The Lighthouse Community Center provides housing assistance and other eligible services for individual men transitioning out of the criminal justice system and domestic violence situations who are homeless, disabled, unemployed, or otherwise in transition. There were 20 participants that received services in FY22.

### **Two-Generation/Whole Family Pilot**

In FY23, the General Assembly appropriated \$1,125,000 for a Community Action Network “Two Generation/Whole Family Pilot Project.

This continues funding in the same amount from the FY 2020 and FY2021 budget. The goal of this pilot project is to test and evaluate concepts and specific interventions that represent two-generation or whole family approaches to move families out of poverty in a variety of communities throughout the Commonwealth. VDSS intends to evaluate the pilot program and disseminate information about the results and impact of this multi-generational approach over a five-year period, releasing information and progress on the pilot annually. It is hoped that this pilot project will accelerate the development of two-generation or whole family strategies by increasing knowledge about what families need and what works.

- At the conclusion of the second year, 91 households and a total of 323 persons have been enrolled in the pilot project. In the second-year, sites collected data on family demographics, services, and outcomes. The Partnership collected customer satisfaction information from approximately 33% of participating families. This quantitative and qualitative data indicate that despite the pandemic sites have been able to retain families and help them move forward as evidenced by the following results:
- Sixty-three percent of households participating are single-parent, female headed households. Forty-one percent of households enrolled in the pilot have incomes below 50 percent of the Federal Poverty Guideline (FPG), and for a family of three; this is an annual income of \$10,980. Of the 91 households participating, 67 have employment income.
- Families complete a Life Cycle assessment that looks at functioning across 15 domains. The first assessment and last assessment were compared and initial analysis of progress to date indicates average scores have increased in every domain. The largest gains are seen in the employment/income, financial management, and community involvement domains. Many of the sites have provided employment related supports, financial empowerment training, and credit repair which may have contributed to the increases in the employment/income and financial management domains. Pilot sites have also provided social capital building opportunities and mental health supports which may have helped to increase families' feelings of connectedness to others in the community.

- Over the two-year period, income changes have been recorded for 41 of the 91 households enrolled. Of these 41 households, 26 households have increased income, 13 households decreased income, and 2 reported no change. The remaining households did not have an income change recorded which likely means there was no change in income over the two-year period. This data indicates 26 percent of the households enrolled have achieved an increase in earned income during the first two years, and during a worldwide pandemic and economic crisis. All six pilot sites have been recording outcomes for families. Additional data collection and analysis is needed, but it is clear families have secured living wage jobs, obtained certifications, secured reliable transportation, avoided eviction improved credit and financial well-being, improved mental health and family functioning, and prepared children for kindergarten.
  - A customer satisfaction survey was completed by 33% of families. One question asked families to compare their feeling of empowerment to achieve personal goals when they started to their current feeling. The average response was 2.8 (Scale 1= not true, 2=somewhat true, and 3=very true) representing a strong feeling or belief that they can control the trajectory of their lives. This feeling of power and autonomy is a critical driver or component of economic mobility.
  - The customer satisfaction survey also asked families to use a sliding scale (0= unsatisfied, 100= extremely satisfied) to indicate their level of satisfaction of services received while participating in the pilot, respondents indicated a resounding 92.8% satisfaction rate.

### **Cornerstones**

In FY23, the General Assembly has allocated \$750,000 to Cornerstones. Cornerstones provides wrap-around services that solve urgent or on-going requirements for housing, childcare, food or financial assistance that address the needs of families.

Households: 92

Completed intake: 84

Households with a Housing Action Plan: 92

Household Served in Supportive Housing: 168

Households that met employment goals: 44

Youth meeting employment goals: 28

### **Good Shepherd Housing and Family Services**

In FY23, the General Assembly appropriated \$200,000 to Good Shepherd Housing and Family Services.

Good Shepard provides housing support, emergency services, children's services, budgeting, counseling and other resources for low-income families.

- 9 residents remained enrolled and engaged in the program
- 4 participants improved SSM domain scores

- 2 participants obtained employment
- 5 participants received a pay-raise
- 4 residents have been in stable housing as a result of the program

### **Community Employment and Training**

In FY23, Community Employment and Training programs are allotted \$9,00,000. This funding, first appropriated by the General Assembly in FY18 in the amount of \$7,500,000, are to provide funds to community employment and training programs through a competitive grant process. The community employment and training 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. The General Assembly has increased the funding twice since FY2018 and the program is now in the third round of competitive grants.

#### *Data from 2017 Community Employment and Training Projects*

The following organizations and agencies received grants in 2017. The statistics shown are cumulative statistics for the period of July 2017 to December 2021.

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: 91
- Entered Employment 39
- Starting Hourly Wage: \$14.00
- Jobs with Benefits: 13
- Part-time Jobs: 11
- Full-time Jobs: 28
- Expenditures: \$80,206 (approximately \$881.3 per participant)

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: 657
- Entered Employment 457
- Starting Hourly Wage: \$14.33
- Jobs with Benefits: 133
- Part-time Jobs: 202
- Full-time Jobs: 255



- Expenditures: \$465,274 (approximately \$708 per participant)

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: 161
- Participated in Job Skills Training: 157
- Entered Employment: 41
- Starting Hourly Wage: \$11.25
- Jobs with Benefits: 19
- Part-time Jobs: 17
- Full-time Jobs: 24
- Expenditures: \$95,556 (approximately \$594 per participant)

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 use disorders (behavioral health) receiving NCSB and/or TANF services.

- Participants: 64
- Entered Employment: 38
- Starting Hourly Wage: \$12.15
- Jobs with Benefits: 10
- Part-time Jobs: 28
- Full-time Jobs: 10
- Expenditures: \$56,097 (approximately \$877 per participant)

City of Richmond Office of Community Wealth Building - This project provides numerous services including GED and technical education, employment barrier mitigation, and career pathways occupational skills training.

- Participants: 3,112
- Participated in Job Skills Training: 2,409
- Entered Employment: 1,275
- Starting Hourly Wage: \$15.84
- Jobs with Benefits: 496

- Part-time Jobs: 360
- Full-time Jobs: 915
- Expenditures: \$452,262 (Approximately \$145 per participant)

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: 224
- Participated in Job Skills Training: 224
- Entered Employment: 149
- Starting Hourly Wage: \$12.21
- Jobs with Benefits: 52
- Part-time Jobs: 54
- Full-time Jobs: 95
- Jobs in a Career Pathway: 56
- Expenditures: \$371,007

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: 157
- Entered Employment: 121
- Starting Hourly Wage: \$14.66
- Jobs with Benefits: 56
- Part-time Jobs: 61
- Full-time Jobs: 60
- Jobs in a Career Pathway: 100
- Expenditures: \$329,146

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: 136
- Entered Employment: 77

- Starting Hourly Wage: \$22.00
- Jobs with Benefits: 16
- Part-time Jobs: 25
- Full-time Jobs: 52
- Jobs in a Career Pathway: 48
- Expenditures: \$330,501

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: 187
- Entered Employment: 101
- Starting Hourly Wage: \$11.71
- Jobs with Benefits: 53
- Part-time Jobs: 31
- Full-time Jobs: 68
- Jobs in a Career Pathway: 74
- Expenditures: \$220,864

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: 176
- Entered Employment: 91
- Starting Hourly Wage: \$15.50
- Jobs with Benefits: 35
- Part-time Jobs: 48
- Full-time Jobs: 43
- Jobs in a Career Pathway: 72
- Expenditures: \$476,984

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: 414
- Participated in Job Skills Training: 391
- Entered Employment: 265
- Starting Hourly Wage: \$12.81
- Jobs with Benefits: 72
- Part-time Jobs: 123
- Full-time Jobs: 142
- Jobs in a Career Pathway: 248
- Expenditures: \$673,877

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: 131
- Entered Employment: 73
- Starting Hourly Wage: \$15.61
- Jobs with Benefits: 6
- Part-time Jobs: 44
- Full-time Jobs: 29
- Jobs in a Career Pathway: 3
- Expenditures: \$93,951

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: 339
- Participated in Job Skills Training: 339
- Entered Employment: 232
- Starting Hourly Wage: \$12.60
- Jobs with Benefits: 93
- Part-time Jobs: 37
- Full-time Jobs: 211
- Expenditures: \$524,791

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: 210
- Participated in Job Skills Training: 41
- Entered Employment: 126
- Starting Hourly Wage: \$20.65
- Jobs with Benefits: 69
- Part-time Jobs: 45
- Full-time Jobs: 81
- Jobs in a Career Pathway: 91
- Expenditures: \$331,095

Totals for all 2017 projects listed above:

- Participants: 6,059
- Entered Employment: 3,085
- Average Starting Hourly Wage: \$14.96
- Jobs with Benefits: 1,123
- Part-time Jobs: 1,086
- Full-time Jobs: 2,013
- Jobs in a Career Pathway: 689

#### *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 2021.

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: 344
- Entered Employment: 268

- Starting Hourly Wage: \$13.33
- Jobs with Benefits: 75
- Part-time Jobs: 97
- Full-time Jobs: 171
- Expenditures: \$451,500

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: 194
- Entered Employment: 70
- Starting Hourly Wage: \$15.21
- Jobs with Benefits: 17
- Part-time Jobs: 31
- Full-time Jobs: 51
- Expenditures: \$204,921

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: 132
- Entered Employment: 72
- Starting Hourly Wage: \$15.08
- Jobs with Benefits: 39
- Part-time Jobs: 25
- Full-time Jobs: 47
- Expenditures: \$222,186

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: 68
- Entered Employment: 24
- Starting Hourly Wage: \$9.96

- Jobs with Benefits: 5
- Part-time Jobs: 19
- Full-time Jobs: 5
- Expenditures: \$74,906

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: 149
- Entered Employment: 116
- Starting Hourly Wage: \$15.45
- Jobs with Benefits: 39
- Part-time Jobs: 77
- Full-time Jobs: 39
- Expenditures: \$133,785

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: 36
- Entered Employment: 17
- Starting Hourly Wage: \$13.20
- Jobs with Benefits: 9
- Part-time Jobs: 6
- Full-time Jobs: 11
- Expenditures: \$127,946

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: 150

- Entered Employment: 50
- Starting Hourly Wage: \$12.54
- Jobs with Benefits: 18
- Part-time Jobs: 16
- Full-time Jobs: 34
- Expenditures: \$56,786

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: 75
- Entered Employment: 44
- Starting Hourly Wage: \$13.10
- Jobs with Benefits: 9
- Part-time Jobs: 20
- Full-time Jobs: 24
- Expenditures: \$294,361

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: 137
- Entered Employment: 18
- Starting Hourly Wage: \$11.00
- Jobs with Benefits: 5
- Part-time Jobs: 9
- Full-time Jobs: 9
- Expenditures: \$104,006

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: 11
- Entered Employment: 5
- Starting Hourly Wage: \$10.60
- Jobs with Benefits: 2
- Part-time Jobs: 2
- Full-time Jobs: 3
- Expenditures: \$251,478

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: 215
- Entered Employment: 95
- Starting Hourly Wage: \$15.82
- Jobs with Benefits: 62
- Part-time Jobs: 31
- Full-time Jobs: 77
- Expenditures: \$876,172

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: 114
- Entered Employment: 81
- Full-time Jobs: 81
- Expenditures: \$283,402

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: 82
- Entered Employment: 66
- Starting Hourly Wage: \$14.82
- Jobs with Benefits: 26
- Part-time Jobs: 10
- Full-time Jobs: 56
- Expenditures: \$209,990

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: 72
- Entered Employment: 36
- Starting Hourly Wage: \$16.40
- Jobs with Benefits: 23
- Part-time Jobs: 6
- Full-time Jobs: 30
- Expenditures:\$158,583

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.

- Participants: 97
- Entered Employment: 36
- Starting Hourly Wage: \$13.34
- Jobs with Benefits: 20
- Part-time Jobs: 10
- Full-time Jobs: 26
- Expenditures: \$144,677

Totals for all 2019 projects listed above:

- Participants: 1876
- Entered Employment: 998
- Starting Hourly Wage: \$14.16
- Jobs with Benefits: 349
- Part-time Jobs: 359
- Full-time Jobs: 664

### *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 2021.

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: 60
- Entered Employment: 3
- Starting Hourly Wage: \$13.12
- Jobs with Benefits: 1
- Part-time Jobs: 1
- Full-time Jobs: 2
- Expenditures: \$167,530.15

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 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: 12
- Entered Employment: 1
- Starting Hourly Wage: \$15.00

- Jobs with Benefits: 1
- Part-time Jobs: 0
- Full-time Jobs: 1
- Expenditures: \$20,500

Job Assistance Center – A number of 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: 8
- Entered Employment: 2
- Starting Hourly Wage: \$14.75
- Jobs with Benefits: 1
- Part-time Jobs: 1
- Full-time Jobs: 1
- Expenditures: \$108,008

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 car purchase, the program assists with financial literacy training as well as assistance in securing low-interest loans.

- Participants: 5
- Entered Employment: 5
- Starting Hourly Wage: \$13.33
- Jobs with Benefits: 3
- Part-time Jobs: 2
- Full-time Jobs: 3
- Expenditures: \$26,667.02

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: 26

- Entered Employment: 4
- Starting Hourly Wage: \$11.00
- Jobs with Benefits: 0
- Part-time Jobs: 3
- Full-time Jobs: 1
- Expenditures: \$37,845
- 

Skillsource 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: 20
- Entered Employment: 11
- Starting Hourly Wage: \$19.89
- Jobs with Benefits: 7
- Part-time Jobs: 3
- Full-time Jobs: 8
- Expenditures: \$88,314

Totals for all 2021 projects listed above:

- Participants: 131
- Entered Employment: 26
- Starting Hourly Wage: \$15.90
- Jobs with Benefits: 13
- Part-time Jobs: 10
- Full-time Jobs: 16

The following entities received appropriations and have not responded. Therefore, no contracts were established: Family Restoration Services, Menchville House, Portsmouth Volunteers for the Homeless, and Lorton Community Action.