



COMMONWEALTH of VIRGINIA

DEPARTMENT OF SOCIAL SERVICES

Office of the Commissioner

James Hunter Williams
Commissioner

December 9, 2024

MEMORANDUM

TO: The Honorable Glenn Youngkin
Governor of Virginia

Members, Virginia General Assembly

FROM: James H. Williams *James Williams*

SUBJECT: Annual Report on Community Employment and Training Programs

This report is submitted in compliance with Item 331.J.5. of the 2024 Appropriation Act, which states:

J.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.

JW:kc
Attachment

cc: The Honorable Janet V. Kelly, Secretary of Health and Human Resources



Employment for TANF Participants Program

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IMPLEMENTATION OF THE EMPLOYMENT FOR TANF PARTICIPANTS PROGRAM

A Report for the Virginia General Assembly

June 01, 2024

REPORT MANDATE

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

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.

EXECUTIVE SUMMARY

In 2017, 2018, and 2021 the Virginia General Assembly (GA), appropriated funds from the Temporary Assistance for Needy Families (TANF) block grant to provide funding for competitive grants for community employment and training programs designed to move current and former TANF participants, and those with incomes 200% or less of the poverty level, into meaningful employment. Each appropriation year, VDSS awarded these competitive grants in three rounds.

Through the initial request for proposal (RFP) process, several organizations and agencies received grants in round one which is when the funding was established. Round one encompassed the period from July 2017 to July 2022. It is important to note round one funding was made available through contracts secured through an RFP; there is a limit on the number of times a contract can be renewed before another RFP must be initiated. As a result, round one contracts were unable to be renewed beyond July 2022 without initiating a new RFP. Round two ran/runs July 2019 to July 2023, and round three runs from July 2021 to July 2028.

To date this program has supported **5,933** participants in obtaining meaningful employment.

13,511 Participants

5,933 Entered Employment

2,366

Employed with Benefits

2,218

in Part-Time Employment

3,905

in Full-Time Employment

About VDSS & TANF

The Virginia Department of Social Services (VDSS) partners with local departments of social services and community organizations, to promote the well-being of children and families across the Commonwealth. We proudly serve alongside nearly 13,000 state and local human services professionals throughout the Social Services System, who ensure that thousands of Virginia's most vulnerable citizens have access to the best services and benefits available to them.

Together, we work each day to serve, empower, and create opportunities for brighter futures.

The TANF Community Employment and Training Program is designed to enable and empower participants in TANF to obtain meaningful employment. This is accomplished through agreements with Employment Service Organizations and Community Employment and Training Programs across the Commonwealth.

DEFINITIONS

TANF

Temporary Assistance for Needy Families (TANF) is a program that provides monetary assistance to needy families with dependent children.

VIEW

The Virginia Initiative for Education and Work is a program that provides employment and training opportunities for recipients of TANF.

ESO

Employment Services Organizations are organizations that provide community-based employment services to individuals with disabilities.

PROGRAM OVERVIEW

Funding is provided to community employment and training organizations through a competitive grant process. The 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.

CONTACTS

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Employment For TANF Participants Program

SECTION 1: 2017 PROJECTS

A summary of the RFPs awarded and program statistics for the period of July 2017-June 2022 can be found on the 2023 annual report here: <https://rga.lis.virginia.gov/Published/2023/RD415>

SECTION 2: 2019 PROJECTS

The following projects were implemented in January 2019. The statistics shown are cumulative for the period of January 2019 to December 2023.

PARTICIPANT AND EXPENDITURE TOTALS FOR JAN 2019 – DEC 2023

Community Organization	Participants	Parti- pants En- tered Employ- ment	% of Parti- pants Employed	Total Expendi- ture	Cost per Employed Partici- pant
Career Support System	314	181	58%	\$670,739	\$3,705.74
English Empowerment Center	299	47	16%	\$252,618	\$5,374.85
Goodwill Industries of the Valleys	98	25	26%	\$220,362	\$8,814.48
Job Assistance Center, Inc.	54	42	78%	\$551,378	\$13,128.05
Northern Virginia Family Services	188	162	86%	\$579,986	\$3,580.16
Occupational Enterprises	60	34	57%	\$160,855	\$4,731.03
Rehabilitative Services and Vocational Placement	618	265	43%	\$480,136	\$1,811.83
SkillSource Group	153	55	36%	\$243,198	\$4,421.78
TOTALS	1,784	811	45%	\$3,159,272	\$3,896

EMPLOYMENT CATEGORIES FOR JAN 2019–DEC 2023

Community Organization	Entered Employment	Ave. Hourly Wage	Jobs with Benefits	Part-Time Positions	Full-Time Positions
Career Support System	477	\$14.07	222	227	255
City of Hampton	364	\$18.48	77	108	256
City of Martinsville	121	\$12.00	53	15	106
City of Newport News	197	\$22.31	116	71	126
City of Norfolk	46	\$9.96	7	21	25
City of Williamsburg	138	\$18.71	47	86	52
Danville Community College	62	\$15.79	24	33	29
English Empowerment Center	53	\$16.91	5	26	27
Job Assistance Center, Inc	73	\$14.04	25	32	41
Louis W. Eggleston Center	97	\$17.29	38	34	63
Melwood Horticultural Training Center, Inc.	8	\$14.50	5	3	5
Northern Virginia Family Services	162	n/a	n/a	0	162
NW Works, Inc	119	\$15.66	63	44	75
The Choice Group	42	\$13.34	24	13	29
SkillSource Group, Inc.	104	\$17.00	68	29	75
Total	2,063	\$15.72	774	742	1,326

COMMUNITY ORGANIZATION PROJECTS

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.

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.

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.

City Of 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.

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. This program ended effective 12/31/2022.

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. Training, skill-building, and job retention are addressed through assessment, a Customer Services Academy (CSA), the acquisition of certificates for the CSA, and job search support and access to adult education and special education support, as needed.

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.

English Empowerment Center (EEC) (formerly the Literary Council of Northern Virginia) Through its Destination Workforce Program, the EEC 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.

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.

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.

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 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.

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 for 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. Northern Virginia Family Services provided 72 participants with vehicles during this period.

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.

The Choice Group Training, placement and post-employment follow-up services are provided to support greater employment retention. The Choice Group works with any eligible participant; however, as the largest vendor of Supported Employment services for the Department of Aging and Rehabilitative Services (DARS), they support individuals with the most significant disabilities and help them find competitive employment. The Choice Group did not renew their contract for FY23.

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 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.

SECTION 3: 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.

PARTICIPANT AND EXPENDITURE TOTALS FOR JULY 2021 – DEC 2022

Community Organization	Participants	Participants Entered Employment	% of Participants Employed	Total Expenditure	Cost per Employed Participant
Career Support System	314	181	58%	\$670,739	\$3,705.74
English Empowerment Center	299	47	16%	\$252,618	\$5,374.85
Goodwill Industries of the Valleys	98	25	26%	\$220,362	\$8,814.48
Job Assistance Center, Inc.	54	42	78%	\$551,378	\$13,128.05
Occupational Enterprises	60	34	57%	\$160,855	\$4,731.03
Rehabilitative Services and Vocational Placement	618	265	43%	\$480,136	\$1,811.83
SkillSource Group	153	55	36%	\$243,198	\$4,421.78
TOTALS	1,596	649	41%	\$2,579,286	\$3,974.25

EMPLOYMENT CATEGORIES FOR JULY 2021-DEC 2022

Community Organization	Entered Employment	Ave. Hourly Wage	Jobs with Benefits	Part-Time Positions	Full-Time Positions
Career Support System	181	\$15.54	80	74	107
English Empowerment Center	47	\$16.91	6	26	21
Goodwill Industries of the Valleys	25	\$17.91	10	0	25
Job Assistance Center, Inc.	42	\$14.82	8	25	17
Occupational Enterprises	34	\$13.13	22	12	22
Rehabilitative Services and Vocational Placement	265	\$15.02	83	81	184
SkillSource Group	55	\$20.79	34	24	31
TOTALS	649	\$16.30	243	242	407

COMMUNITY ORGANIZATION PROJECTS

Career Support System, Inc. The 2021 programs are a continuation of the in 2019 initiative.

English Empowerment Center (EEC) (formerly the Literacy Council of Northern Virginia) Funding is to enhance EEC's 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.

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.

Job Assistance Center Several services provided include 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.

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.

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.

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.

APPENDIX A LEGISLATIVE MANDATE 347K.5

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.