



# COMMONWEALTH of VIRGINIA

## DEPARTMENT OF SOCIAL SERVICES

### Office of the Commissioner

James Hunter Williams  
Commissioner

July 8, 2025

#### MEMORANDUM

**TO:** The Honorable Glenn Youngkin  
Governor of Virginia  
  
Members, Virginia General Assembly

**FROM:** James H. Williams

**SUBJECT:** Annual Report on Community Employment and Training Programs

This report is submitted in compliance with Item 331.J.5. of the 2025 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



# Implementation of the Employment for TANF Participants Program

## Table of Contents

Implementation of the Employment for TANF Participants Program .....	iv
Report Mandate.....	iv
Executive Summary .....	iv
Definitions .....	v
Program Overview.....	v
Contacts.....	v
Author .....	v
Implementation of the Employment for TANF Participants Program .....	1
Section 1 Prior Projects.....	1
Appendix A Resolution/Legislative Mandate .....	3

# IMPLEMENTATION OF THE EMPLOYMENT FOR TANF PARTICIPANTS PROGRAM

A Report for the Virginia General Assembly

June 1, 2025

## REPORT MANDATE

Item 331.J.5 of the 2024 Appropriations Act provides:

*J5. 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

The Virginia General Assembly 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.

It is important to note there is a limit on the number of times a contract can be renewed before a new RFP must be initiated. VDSS has completed three rounds of the RFP process encompassing the period from July 2017 to July 2022, (round one) and July 2019 to July 2023 (round two). As a result, contracts in rounds one and two were unable to be renewed beyond July 2024 without initiating a new RFP. Round three runs from July 2021 to July 2028.

To date, this program has supported **7,682** participants in obtaining meaningful employment.

Highlights from this reporting year



## About VDSS and 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

### *Temporary Assistance for Needy Families (TANF)*

TANF is a program that provides monetary assistance to needy families with dependent children.

### *Virginia Initiative for Education and Work (VIEW)*

VIEW is a program that provides employment and training opportunities for recipients of TANF.

### *Employment Services Organizations (ESO)*

ESOs 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

### AUTHOR

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# IMPLEMENTATION OF THE EMPLOYMENT FOR TANF PARTICIPANTS PROGRAM

## SECTION 1: PRIOR PROJECTS

A summary of the requests for proposals (RFPs) awarded and program statistics for the period of July 2017-June 2023 can be found on the 2024 annual report [here](#):

## SECTION 2: 2024 COMMUNITY EMPLOYMENT PROJECTS

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

### PARTICIPANT AND EXPENDITURE TOTALS FOR JAN 2019 – DEC 2023

Community Organization	Participants	Participants Entered Employment	% of Participants Employed	Total Expenditure	Cost per Employed Participant
Career Support System	392	252	64%	\$963,579	\$3,823
English Empowerment Center	326	74	23%	\$399,480	\$5,398
Goodwill Industries of the Valleys	161	39	24%	\$381,256	\$9,776
Job Assistance Center, Inc.	138	94	68%	\$690,818	\$7,349
Occupational Enterprises	130	71	55%	\$241,710	\$3,404
Rehabilitative Services and Vocational Placement	677	290	43%	\$626,577	\$2,160
SkillSource Group	191	69	36%	\$369,952	\$5,361
<b>TOTAL</b>	<b>2,015</b>	<b>889</b>	<b>45%</b>	<b>\$3,673,372</b>	<b>\$4,132</b>

### 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	252	\$16.72	98	92	160
English Empowerment Center	74	\$17.10	8	54	20
Goodwill Industries of the Valley	39	\$17.90	25	32	41
Job Assistance Center, Inc	94	\$14.80	11	31	63
Occupational Enterprises	71	\$14.22	22	30	41
Rehabilitative Services and Vocational Placement	290	\$15.67	93	193	81
SkillSource Group, Inc.	69	\$22.43	68	29	75
<b>TOTAL</b>	<b>889</b>	<b>\$16.97</b>	<b>325</b>	<b>461</b>	<b>481</b>



## 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 support 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.

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

***Rehabilitative Services and Vocational Placement*** This program assists 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.

***Skill Source Group*** This initiative delivers job preparation and employment by offering 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 RESOLUTION/LEGISLATIVE MANDATE

### 331.J.5

Item 331.J.5 of the 2024 Appropriations Act provides:

J5. 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.