

## Transitional Jobs: Real Jobs, Real Wages, Real Success

**R**eforming welfare must ultimately be about helping poor parents achieve economic security. While many have left welfare for work during the past several years, too many have been left behind because they don't have a high school degree, have little or no work history, have health problems, are in abusive relationships, or are dealing with other circumstances that make it difficult to work.

Transitional jobs programs, which address these barriers to work with the effective combination of support, work, and vocational training, have had significant success turning job seekers into wage earners. Participants earn paychecks, allowing them to pay into Social Security and qualifying them for the federal Earned Income Tax Credit.

There is solid evidence that transitional jobs are moving long-term welfare recipients and other hard-to-employ adults into the workforce. On the whole, other, less intensive programs have not succeeded with this population, but transitional jobs programs' combination of work, training, and support services has produced very positive results. Between 39 and 82 percent of people who enroll

complete the program, and the majority of program graduates—81 to 94 percent—go on to find unsubsidized employment averaging \$7 to \$10 per hour to start.

Currently, transitional jobs programs exist in several states, in rural areas, and in cities of all sizes across the country. Many of these programs are in jeopardy because of tight state budgets.

Additionally, many cities and states interested in transitional jobs programs have had difficulty getting programs off the ground because of lack of funds.

With welfare reauthorization pending, Congress has the opportunity to provide funding to stabilize and expand these programs throughout the country. In a time of state and federal budget austerity, transitional jobs programs are a good investment.

### What are transitional jobs?

Transitional jobs are time-limited, publicly subsidized jobs that combine real work, skill development, and support services to help par-

ticipants overcome substantial barriers to employment. They

operate in rural, urban, and suburban areas of the country, engaging individuals who have a broad array of barriers to work. Transitional jobs placements are typically in public or nonprofit organizations. Workers earn a wage—not a benefit—of between \$5.15 and \$8 per hour and work between 20 to 35 hours per week. The programs are time-limited, typically

offering from six to 12 months of paid work experience. As participants near the end of the program, they are assisted in looking for and obtaining unsubsidized employment.

### Who benefits from transitional jobs?

For people who face barriers, or who lack the skills or experience to compete successfully in the labor market, paid work in a supportive environment and access to needed services provide a real chance to move forward. Many transitional jobs programs focus primarily on welfare recipients

*"We've seen significant success in moving people off welfare rolls and into good-paying jobs. We've effectively replaced welfare grants with paychecks for thousands of people."*

—Martha Choe, Director of the Washington State Office of Trade and Economic Development

who have unsuccessfully participated in less intensive job programs. In particular, these programs are essential for families who have lost, or may soon lose, cash assistance because of welfare time limits. However, transitional job programs also successfully serve other hard-to-employ populations, such as recently released offenders, youth, refugees, and people with disabilities.

### Do transitional jobs programs produce positive results?

There is solid evidence that this new generation of programs serving welfare recipients and other hard-to-employ adults is working. According to a national study of transitional jobs programs, 39 to 82 percent of participants who enroll complete the program. Of those who finish the program, 81 to 94 percent find unsubsidized employment.

### How do transitional jobs programs compare to unpaid work experience programs?

Job search activities and unpaid work experience programs have

not been successful with people facing severe barriers to work. Unpaid work experience programs typically do not provide participants with supportive services nor with useful work experience. These faults translate into poor results. For example, in FY 2002, only 9 percent of those enrolled in New York City's unpaid Work Experience Program found unsubsidized employment. The unpaid work program in Washington State was eliminated because research showed very limited positive effects on employment and earnings.

### Why are transitional jobs successful?

Transitional jobs are a chance to succeed in the real world of work. Transitional jobs participants work long enough to gain substantial work experience, develop a career plan, and receive the technical and life-skills training they need to succeed. By earning a paycheck, participants are also eligible for the Earned Income Tax Credit, which boosts their income by as much as 40 percent. Family income rises as does the worker's self-esteem and skill level.

### How are transitional jobs funded?

The Temporary Assistance for Needy Families (TANF) and Welfare-to-Work block grants have been the principal sources of funding for transitional jobs programs. However, Welfare-to-Work funds have been exhausted in many parts of the country and must be spent completely during the next two years. In addition, with ever-growing competition for TANF funds in a period of rising caseloads and, in many cases, severely declining state revenues, it will be increasingly difficult to fund transitional jobs programs solely with TANF funds. Currently, Congress has the opportunity to provide funding for these programs through the TANF reauthorization process.

Transitional jobs programs work where other programs have failed. For those running out of chances and time, transitional jobs programs provide a critical lifeline. The numbers don't lie—transitional jobs programs work.

**For more information, visit [www.transitionaljobs.net](http://www.transitionaljobs.net) or contact:**

**Debra Rhinehart**  
National Transitional Jobs Network  
Economic Opportunity Institute  
(206) 529-6365  
[debra@eoionline.org](mailto:debra@eoionline.org)

**Abbey Frank**  
Center for Law and  
Social Policy  
(202) 906-8023  
[afrank@clasp.org](mailto:afrank@clasp.org)

**Steve Savner**  
Center for Law and  
Social Policy  
(202) 906-8017  
[ssavner@clasp.org](mailto:ssavner@clasp.org)



## Transitional Jobs Programs Nationwide

(As of March 2003)

### CURRENT PROGRAMS

#### Community Services & Workforce Development

Maria Fehl  
Hollister, CA  
(831) 637-9293  
mfehl@hollinet.com

#### Housing Authority, City of Los Angeles

Gloria Moore  
Los Angeles, CA  
(213) 252-1802  
gjmoore3@yahoo.com

#### The Unity Council/CIRCLES Project

Marsha Murrington  
Oakland, CA  
(510) 535-6913  
mgm@unitycouncil.org

#### Community Jobs Program

Jeanne Zarka  
San Francisco, CA  
(415) 575-4533  
jeanne\_zarka@ci.sf.ca.us

#### Goodwill Industries of San Francisco

Sam Tuttleman, Vice President  
San Francisco, CA  
(415) 575-2145  
stuttleman@sfgoodwill.org

#### GoodWORKS!

Wendi Copeland, Vice President  
of Career Services  
Goodwill Industries of Middle  
Georgia and the Central Savannah  
River Area  
Macon, GA  
(478) 746-7647  
wcopeland@goodwillworks.org

#### Linda Johnson

Georgia Department of Labor  
Atlanta, GA  
(404) 463-3836  
lindat.johnson@dol.state.ga.us

#### WorkHawaii/O'ahu Work Links

Nani Fife, Welfare Reform  
Program Manager  
City & County of Honolulu Dept.  
of Community Services  
Honolulu, HI  
(808) 843-0733, ext. 229  
nanifife@hotmail.com

#### Suburban Job-Link Corporation

Chicago, IL  
(312) 612-7600

#### YouthBuild USA (15 sites in U.S.)

Anne Wright, Director  
Affiliated Network  
Somerville, MA  
(617) 741-1202  
awright@youthbuild.org

#### Advancement Plus

Jan Mueller, MFIP Director  
Lifetrack Resources  
St. Paul, MN  
(651) 265-2321 or (651) 227-0621  
janm@lifetrackresources.org

#### Center for Employment Opportunities

Mindy Tarlow, Executive Director  
New York, NY  
mtarlow@ceoworks.org

#### St. Lawrence County One Stop Career Center

John Manson  
Canton, NY  
(315) 386-3276, ext. 114  
JManson@co.st-lawrence.ny.us

#### Cuyahoga County Work and Training

Sandra Bizzell  
Cleveland, OH  
(216) 987-7594  
bizzes@odhs.state.oh.us

*"I work during the week and go to school after work to obtain my GED. This is something I never had the desire to do before this program. My children are excited and proud of me because I am working and going back to school. I am proud because I can bring home a check to help support my family."*

—Transitional Jobs Participant

#### Pennsylvania Department of Public Welfare

David Florey, Director  
Bureau of Employment and Training  
Harrisburg, PA  
(717) 787-8613

#### Transitional Work Corporation

Richard Greenwald, President/CEO  
Philadelphia, PA  
(215) 965-8140, ext. 310  
rgreenwald@transitionalwork.org

#### Empowerment Program (HU-CARE)

Judy Faircloth  
Hampton, VA  
(757) 727-5651, ext. 6668  
judy.faircloth@hamptonu.edu

#### TAP This Valley Works Training Program

Ricky C. Sheets, Program Manager  
Roanoke, VA  
(540) 767-6222  
Rick.Sheets@education.edu

#### Community Jobs

Julie Wilson, Program Manager  
Olympia, WA  
(360) 725-4147  
juliew@cted.wa.gov

**NATIONAL ASSOCIATION  
OF SERVICE AND  
CONSERVATION CORPS  
WELFARE-TO-WORK SITES**

**National Association of Service  
and Conservation Corps**

Marty O'Brien  
Washington, DC  
(202) 737-6272

**Greater Miami Service Corps**

Deborah Dorsett  
Miami, FL  
(305) 638-4672

**New Jersey Youth Corps  
of Camden County/The  
Work Group**

Lori Godorov  
Pennsauken, NJ  
(856) 486-7390

**New Jersey Youth Corps  
of Newark/International  
Youth Organization**

Derek Winans  
Newark, NJ  
(973) 621-1100

**New Jersey Youth Corps  
of Paterson**

Ralph Colognori  
Paterson Adult School  
Paterson, NJ  
(973) 881-6572

**New Jersey Youth Corps  
of Vineland**

Gloria Kucher  
Vineland Adult Education  
Vineland, NJ  
(856) 794-6943

**Ohio Civilian Conservation Corps  
Headquarters**

Terrie TerMeer  
Ohio Department of  
Natural Resources  
Columbus, OH  
(614) 265-6423

**PROGRAMS FORMERLY IN  
OPERATION, CURRENTLY  
LOOKING FOR FUNDING  
TO RE-START**

**People Realizing Employment  
Possibilities**

Andre Stephens, Executive Director  
St. Francis County Workforce  
Alliance  
Forrest City, AR  
(870) 630-9131  
im4poor@aol.com

**Transitional Community  
Service Jobs**

Joe Antolin, Vice President  
Heartland Alliance  
Chicago, IL  
(312) 660-1341  
joea@hamail.org

**Department of Administration**

David Riemer  
Milwaukee, WI  
(414) 286-3828  
david.riemer@doa.state.wi.us

**CITIES BEGINNING TO  
IMPLEMENT PROGRAMS**

**City of Richmond, CA**

Ilona McGriff, Senior  
Administrative Analyst  
Employment & Training Department  
(510) 307-8153  
imcgrif@richmondworks.org

**District of Columbia**

Jason Cohen  
Department of Human Services  
(202) 698-3955  
jcohen@ima.dcgov.org

**City of Fort Wayne, IN**

Anthony Hudson, Program  
Developer, Allen County  
Community Corrections  
(260) 449-4539  
Anthony.Hudson@co.allen.  
in.us

**City of Baltimore, MD**

Gerald Grimes  
Mayor's Office of Employment  
Department  
(410) 396-6580  
ggrimes@oedworks.com

**City of Detroit, MI**

Jennifer Davis, Planner  
Employment & Training Department  
(313) 876-0584, ext. 219  
jdavis@emptrain.ci.detroit.mi.us

**City of Jackson, MS**

Melvin Anderson, Director  
Department of Human &  
Cultural Services  
(601) 368-7409  
gloriaf@city.jackson.ms.us

**City of Winston-Salem, NC**

Linda Jackson-Barnes,  
Assistant to the Mayor  
Office of the Mayor  
(336) 773-7744  
lindajb@cityofws.org

**City of San Antonio, TX**

Dennis Campa, Director  
Department of Community Initiatives  
(210) 207-7209  
dcampa@sanantonio.gov

**City of Waco, TX**

Bert Lumbreras, Assistant City  
Manager  
(254) 750-5640  
bertl@ci.waco.tx.us

**City of Virginia Beach, VA**

Barbara Brinson, Director  
Youth Opportunities Office  
(757) 474-8620  
bbrinson@vbgov.com