

Developing Pathways Out of Poverty Through Transitional Jobs: *Expanding Opportunities to Help Low-Income Workers Overcome Employment Barriers with WIOA*



Meet the Speakers



[Kisha Bird](#), Director of Youth Policy, CLASP

[CLASP](#) seeks to improve the lives of low-income people. We develop and advocate for federal, state and local policies to strengthen families and create pathways to education and work. CLASP's youth policy work aims to advance policy and practice that will improve the education, employment, and life outcomes for youth in communities of high youth distress.

Jamie Fountain, Associate Director of Programs at Larkin Street Youth Services. Jamie has overseen the workforce development programming at Larkin Street Youth that assists youth in acquiring the skills and experience needed to obtain above-minimum-wage employment through Job Readiness Classes, internships, employment sector training, and employment counseling. Jamie is an active member of the National Association of Workforce Development Professionals and previously; worked with ex-offenders, as the Director of Adult Services and Employment at the Ella Hill Hutch Community Center. Prior to that, he worked for a number of large corporations, including: Strategic Marketing and Research Technologies, and AT&T as the District Manager for the Southeast Division Training Department. Jamie received his Bachelor's Degree in Business Administration from Georgia Southern University.



Melissa Young, Director of Heartland Alliance's National Initiatives on Poverty & Economic Opportunity. She advances national initiatives dedicated to ensuring that every person can succeed in work and support themselves and their families including the National Transitional Jobs Network, the National Center on Employment and Homelessness, and the Black Men Overcoming Barriers and Realizing Employment (B.MORE) Initiative. Working at the intersection of practice, policy and research, Melissa leads efforts to catalyze change that is practical, informed by evidence, and grounded in experience. Melissa's expertise is in federal policy and advocacy, coalition building, and constituent mobilization. Her issue-area expertise includes federal safety net, workforce, reentry, criminal justice, child support and federal budget policy issues among others. Melissa received her BA from the University of Michigan and her MA from the University of Chicago.



Chris Warland, Associate Director for Field Building at Heartland Alliance's National Initiatives on Poverty & Economic Opportunity. His work includes the National Transitional Jobs Network, the B.MORE Initiative, and the National Center on Employment and Homelessness. He supports employment services for chronically unemployed individuals across the country by overseeing the development of best practice guides, whitepapers, and other resources, facilitating peer learning, designing and delivering trainings, and consulting with employment initiatives at the local, state, and national levels. Before getting involved in workforce development, Chris worked for several years as an adult education teacher for detainees at the Cook County Jail. He holds a Bachelor of Arts from the University of Michigan and a Master of Arts from the School of Social Service Administration at the University of Chicago.

Agenda

- Introductions
- WIOA Overview
 - What's in the law and what do you need to know?
- National Transitional Jobs Network
 - Transitional Jobs and WIOA
 - Implementing Transitional Jobs
- Larkin Street Youth Services - Workforce Development Programing
- Open Discussion (Q & A)

Poll: Who is in the audience?

- Local Workforce Board (Member or Staff)
- Youth/Adult Provider (Direct Service)
- Intermediary or Research Organization
- Advocacy/Policy Organization
- State/Local Government Agency

WIOA Overview: What's in the law and what do you need to know?

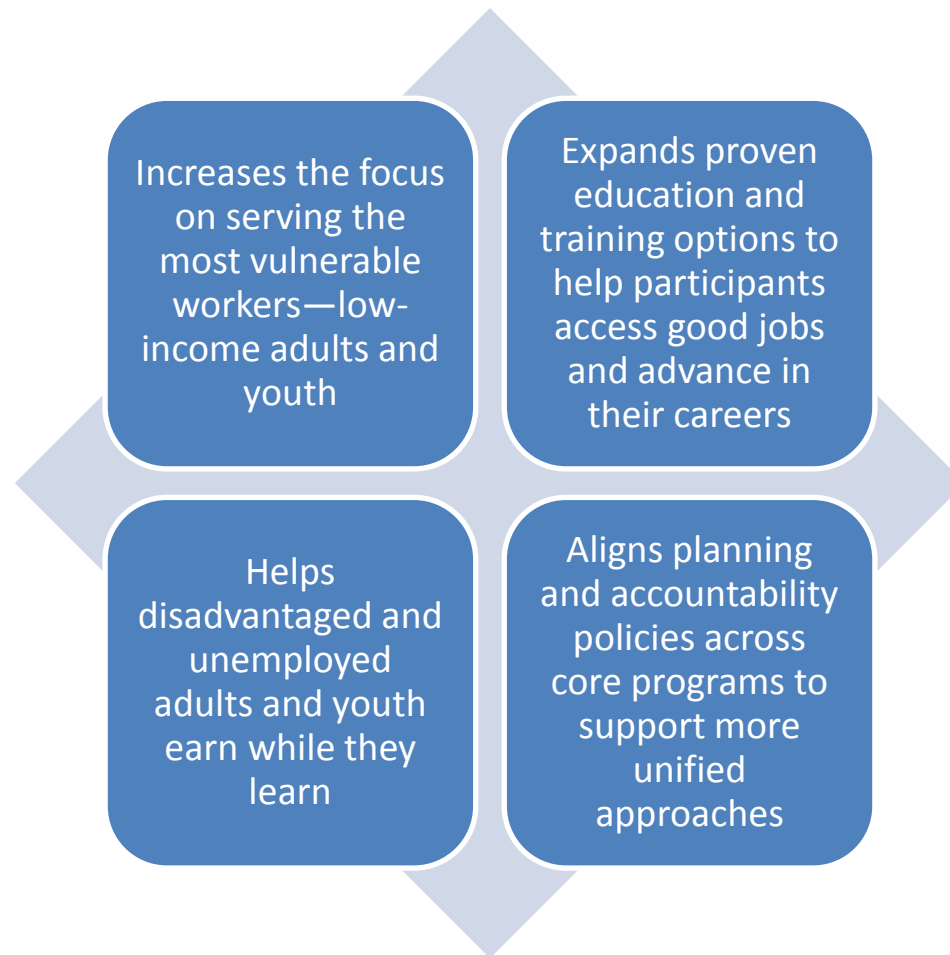
Workforce Innovation and Opportunity Act

- Passed with wide bipartisan majority in Congress
 - Senate voted 93-5; House voted 415-6
- WIOA was signed into law by President Obama on July 22, 2014
 - Many provisions take effect July 1, 2015; others July 1, 2016
- First reauthorization of national workforce programs in 16 years
 - Updates the law for changes in the economy
 - Emphasizes newer, proven strategies in workforce development

WIOA Scope

- 6 Core Programs
 - Title I Adult, Dislocated Worker & Youth
 - Title II Adult Education and Family Literacy
 - Title III Employment Service (Wagner-Peyser)
 - Title IV Vocational Rehabilitation
- Service Delivery Partners at One-Stops
 - TANF, Second Chance Act
- Other Potential Partners
 - CTE, SNAP E&T, Community Colleges

New Opportunities for Low-Income and Low-Skilled Adults and Youth



WIOA targets funds to helping those with barriers to economic success

- 75% of Youth funds required to be spent on out-of-school youth
- Priority of Service strengthened
 - Public assistance recipients; individuals who are low-income and/or have barriers to employment
- Interim progress measure (“Skill Gains”) rewards programs helping hardest-to-serve
- Disaggregated reporting by subpopulation
- Adult Education focused on learners with lowest skill levels
- New definitions (e.g., individuals with barriers to employment, homeless individuals, basic skills deficient)

WIOA expands education and training options

- Encourages Career Pathways
- Clarifies that WIOA training funds can be used for individuals who are unable to obtain Pell grants
- Broader focus of adult education on transition to labor market
- Encourages Integrated Education and Training

WIOA's work-based training: enabling people to earn while they learn

- OJT 75% wage reimbursement
- Up to 20% of funds available for incumbent worker training partnerships with employers
- Up to 10% of funds available for transitional jobs for individuals with barriers to employment
- Work supports, including child care
- Paid work experiences for Youth (including summer jobs)
- Workplace Adult Education and contextualized learning (IET model)

WIOA aligns planning and accountability policies

- WIOA no longer requires a Youth Council; the local board MAY have a youth subcommittee
- Requires 4-year unified state plan of all core programs; Can combine one or more additional programs, such as CTE, TANF, and SNAP E&T to unified plan
- State/local plans must include youth and adults with barriers in their analysis, needs, vision, and goals
- Local Plans must describe how access to services will be expanded and how the local board will facilitate co-enrollment
- Requires adult education providers to coordinate with the local workforce board
- Common measures across multiple programs (with variation for the Title I youth program)

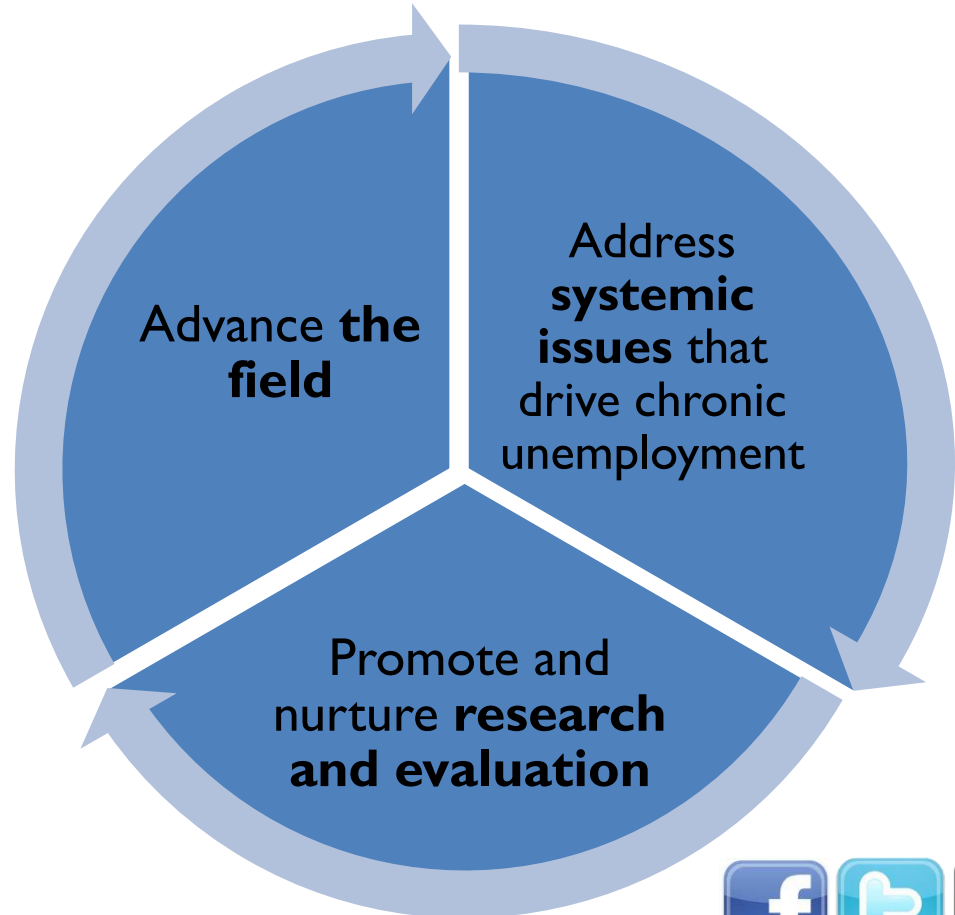


National Initiatives on Poverty & Economic Opportunity

Dedicated to ending chronic unemployment and poverty.

We work at the intersection of **practice, policy, and research** to catalyze change that is practical, informed by evidence and grounded in experience.

Through our field building we provide support and guidance that fosters more **effective and sustainable employment efforts**. Our policy and advocacy work advances solutions to the systemic issues that **drive chronic unemployment**.



National Transitional Jobs Network (NTJN)

The NTJN is a national coalition dedicated to getting chronically unemployed Americans back to work. We advance Transitional Jobs (TJ) to help individuals with barriers to employment succeed in the workforce.

NTJN opens doors to work through:

- Technical assistance to TJ programs.
- Research and evaluation.
- Education and training.
- Policy advocacy.



WIOA: A new day for serving adults and youth with barriers to employment

- Adults & youth with barriers to employment have had difficulty accessing appropriate services through WIA.
- WIOA addresses many of the constraints to serving adults and youth with barriers to employment.



What WIOA says about Transitional Jobs

TRANSITIONAL JOBS.—The local board may use not more than 10 percent of the funds allocated to the local area...to provide transitional jobs...that—

- are time-limited work **experiences that are subsidized and are in the public, private, or nonprofit sectors for individuals with barriers to employment** who are chronically unemployed or have an inconsistent work history;
- are combined with **comprehensive employment and supportive services**; and
- are designed to assist the individuals...to establish a **work history, demonstrate success in the workplace, and develop the skills that lead to entry into and retention in unsubsidized employment.**



Implementing Transitional Jobs under WIOA

A decorative graphic consisting of a solid red horizontal bar that spans the width of the slide. Below this bar, on the right side, there are several horizontal lines of varying lengths and colors, including red and white, creating a stepped or layered effect.

The goals of Transitional Jobs

- **Stabilize** individuals and families with earned income
- Learn the expectations of the workplace **experientially**
- Address **barriers** to work
- Build a **work history** and references
- Access **incentives** like the Earned Income Tax Credit
- Gain **skills and experience** to transition into unsubsidized employment



The core components of Transitional Jobs

- Orientation & assessment
- Job readiness/life skills coursework
- Connections to support services
- Transitional Job - real wage-paid work experience
- Unsubsidized job placement & retention
- Linkages to education and training



Transitional Jobs vs. on-the-job training

How is TJ different from OJT?

- Wage subsidy: in TJ it is typically 100%
- Employer of record: OJT requires an employer to hire; TJ program usually acts as employer of record
- Target population: TJ is targeted at jobseekers with more barriers
- Supportive services: TJ includes employment-focused supportive services including retention support





Transitional Jobs for youth

- TJ is widely used to help youth who are not working or in school to connect to earned income and engage in education and training
- Earned income can be a powerful incentive to engage youth for other services and learning opportunities
- Youth often have no prior work experience; the experience and reference provided by TJ may be especially useful
- TJ provides a framework for modifying summer youth employment to serve out of school youth year-round



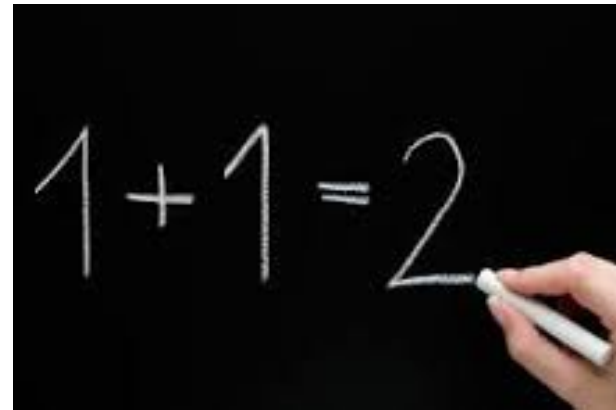
Transitional Jobs for youth with barriers: Principles and promising practices

- Meet youth “where they’re at”
- Engage youth for as long as it takes
- Focus on trusting, caring relationships
- Step up stress and responsibility
- Provide chances to fail and try again
- Connect to relevant education, training and employment options



Why should workforce boards invest in Transitional Jobs?

- Many of the jobseekers looking to you for assistance face barriers that are not easily addressed by existing services.
- In order to meaningfully respond to WIOA's requirement to plan better ways to serve people with barriers, it will be essential to have evidence-based strategies in your toolbox.
- Our public workforce system should not leave any eligible jobseeker behind.



How can workforce boards invest in Transitional Jobs? (in a cost-effective way)

- Target the right participants: TJ works best for those jobseekers with the most barriers.
- Contract with specialized partners: In many areas, community-based organizations possess specialized knowledge for delivering TJ.
- Leverage partnerships and funding sources: Workforce boards can leverage mandated partnerships with TANF, Second Chance Act initiatives and others to support TJ for specific populations.



Thank you!

Get Connected. Stay Connected.

Newsletters: transitionaljobs.net

Email: ntjn@heartlandalliance.org



National Transitional Jobs Network



@tjprograms



transitionaljobs.wordpress.com

Larkin Street Youth Services Workforce Development Programing

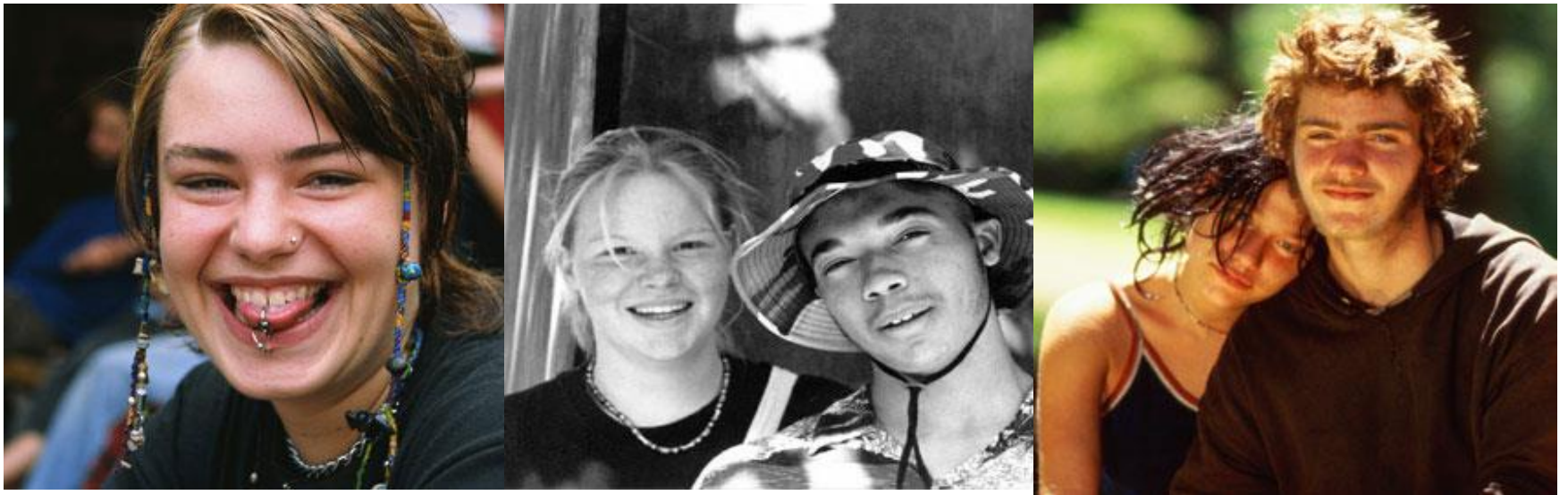
Jamie Fountain, Associate Director of Programs



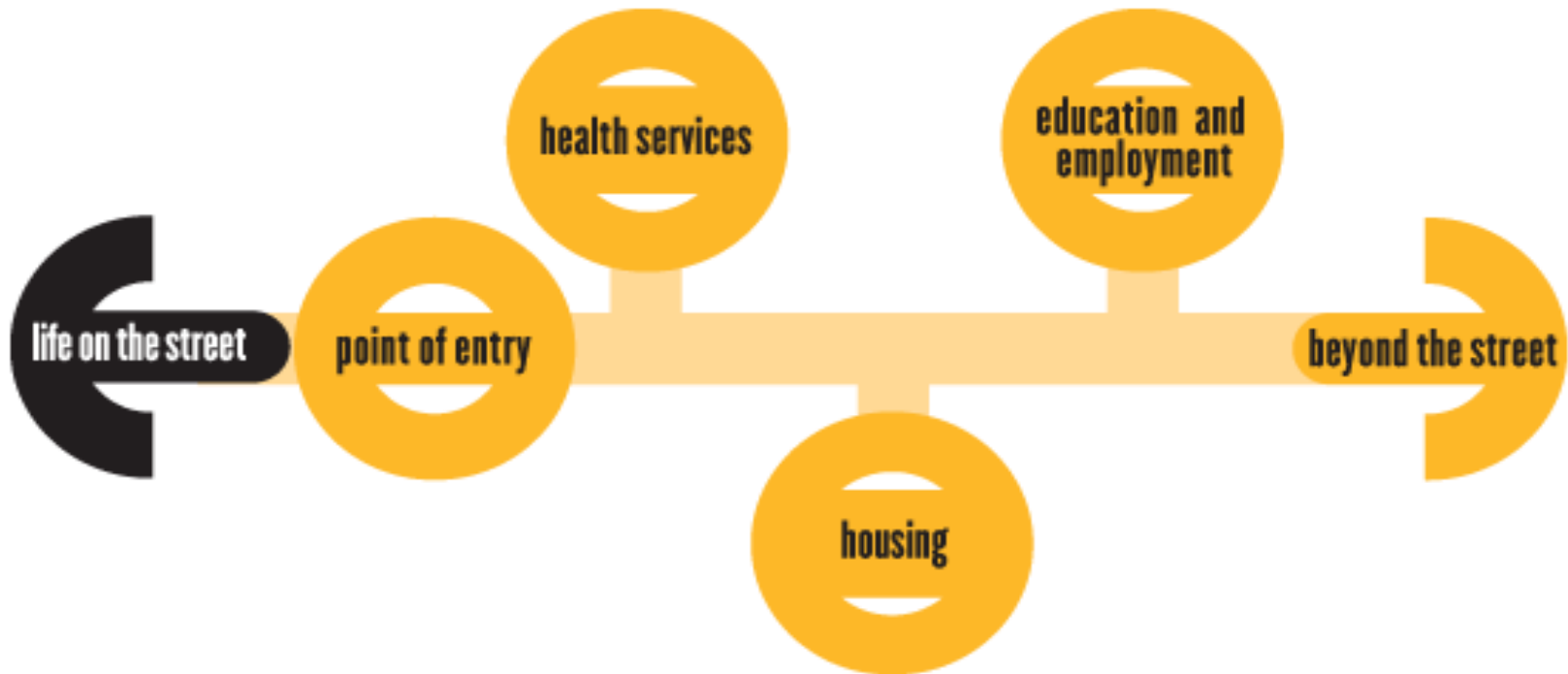
YOUTH SERVICES

Larkin Street Mission Statement

The mission of Larkin Street Youth Services is to create a continuum of services that inspires youth to move beyond the street. We will nurture potential, promote dignity, and support bold steps by all.



Continuum of Care



Youth Force

- Immediate paid work for homeless youth
- Cross program collaboration
- Youth Expectations: “Youth Force is a test run”
 - ♦ Uniforms
 - ♦ Wages
 - ♦ Realistic consequences
 - ♦ Experience for Resumes
 - ♦ Staff serve as job references
- Projects include:
 - ♦ Trash pickups
 - ♦ Graffiti clean-up
 - ♦ Pressure washing



Job Readiness Class (JRC)

- Monday – Friday from 9-12
- Clients paid \$200 over 4 weeks
- Class curriculum covers employment skills, life skills and working towards career goals



Institute for Hire Learning

- Internship program
6 months, 20 hr./wk.
- Can help subsidize vocational/certificate programs.
- Range of opportunities.
- Collaborative partners.

Internal Internships

- Peer facilitated program orientation groups.
- Various type of opportunities within agency.
- Youth hosted and planned groups.

Building Strong Collaborations

- Training employers how to work with homeless and at risk youth.
- Inviting employers to conduct employment workshops with the youth.
- Having youth perform volunteer hours at employer work sites.

Integrating Job Readiness and Post-Secondary

- Tying employment and education programming together.
- Including education groups in job readiness training.
- Conducting college readiness courses.
- Attending tutoring sessions, or college readiness classes are part of the Internships.

Harm Reduction Strategies

- Meeting a young person where they are at.
- Motivational interviewing when conducting assessments.
- Working with youth on identifying employment goals.
- Creating an employment work plan for each youth that meets their needs and skill set.

Open Discussion: Q & A

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Contact Information

- Kisha Bird, Director of Youth Policy, CLASP kbird@clasp.org
- Melissa Young, Director of Heartland Alliance's National Initiatives on Poverty & Economic Opportunity
MYoung@heartlandalliance.org
- Chris Warland, Associate Director, Field Building, Heartland Alliance's National Initiatives on Poverty & Economic Opportunity
CWarland@heartlandalliance.org
- Jamie Fountain, Associate Director of Programs at Larkin Street Youth Services
JFountain@larkinstreetyouth.org

WIOA

Thank you!

GAME

PLAN

for
low-
income
people