

## Transitional Jobs Programs and Opportunities for Partnerships



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## National Transitional Jobs Network

The National Transitional Jobs Network (NTJN) ensures that policies account for the hard-to-employ, that programs are able to effectively serve as many individuals as possible, and that best practices and technical assistance are widely shared and implemented throughout the network.

The NTJN offers:

- Technical assistance
- State and federal advocacy
- Monthly newsletters
- National conferences – April 12 and 13 in Baltimore!

Our funders include The Joyce Foundation, the Annie E. Casey Foundation and the Charles Stewart Mott Foundation.



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## The Field of Transitional Jobs

- Programs are primarily operated by **non-profit** workforce providers
- Programs are largely funded through a patchwork of government and private **funds** – there is no set TJ funding stream and many sources do not fund wages
- Programs range in **scale** from serving **as few as 10** to **over 1,000** participants per year
- Programs exist in at least **36 states**



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## The Transitional Jobs Model

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## Defining Transitional Jobs

Transitional Jobs (TJ) is a workforce strategy designed to overcome employment obstacles by using ***time-limited, wage-paying jobs that combine real work, skill development, and supportive services,*** to transition participants successfully into the labor market.



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## 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

"I gained work experience and learned proper work effort in a work place."  
*JobStart Participant*



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## Target Populations

Low-income job seekers with multiple or severe barriers to employment:

- Long-term recipients of public assistance
- People who have experienced homelessness
- Disconnected youth with no work history
- People with criminal records
- Chronically unemployed

**Millions of Americans Face Challenges in Accessing Employment Opportunities**

- 11%, or 6.2 million of today's unemployed have been jobless for over 60 days
- Over 26 million Americans are on and under-employed
- Unemployment for youth ages 16-19 is at 25%, or 7 million youth unemployed

**Millions of Americans Face Barriers to Getting and Keeping Employment**

- Over 200,000 individuals return from prison each year
- 66,700 people are homeless at any given point
- 25% of our returning veterans have disabilities that hinder their employment

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## Barriers to Employment

- Low education and literacy
- Work history gaps
- Lack of transportation
- Family obligations
- Lack of stable address or phone
- Lack of hygiene or clothing
- Low self-esteem
- Poor health
- Physical disabilities
- Mental health issues
- Substance use issues
- Fear of losing public benefits
- Criminal records
- Weak labor markets
- Weak social skills or networks
- Discrimination




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## Unpacking the TJ Model...

- Orientation & Assessment
- Job Readiness/Life Skills Classes
- Case Management Support
- **Transitional Job - Real Work Experience**
- Unsubsidized Job Placement & Retention
- Linkages to Education and Training




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## Unpacking the Transitional Job...

- Subsidized jobs in a **non-profit, for profit,** and/or **government** setting
- Time-limited. The TJ typically lasts 3-9 months depending upon the population & participant needs
- **Wage-paid**



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## TJ Program Structures...

- **Scattered Site** – Participants work in for-profit, non-profit or government sites with 1-2 workers per site. *(Examples: Heartland Human Care Services, TWC, GA Goodworks and WA Community Jobs)*
- **Work Crew** – Crews of 5-7 people work on a project often within maintenance, janitorial, parks, and community renewal projects. *(Examples: CEO, Roca, Doe Fund)*
- **Social Enterprise** – Participants work as an employee of the product or service revenue generating arm of an organization. *(Examples: Sweet Beginnings, Circle Catering, Goodwill)*



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## TJ Benefits to Employers

- **TJ participants receive retention services.** Retention-oriented case-management can help employers reduce turnover costs.
- **TJ participants have both work experience and job-readiness training.** Employers benefit from candidates who have received training in soft skills and are work-ready.
- **Tax credits and wage subsidies.**

"Our business was able to service more clients, do more outreach, marketing and capacity building."  
*JobStart Employer*

"The workers helped organize systems in the office that the regular staff didn't have time to work on."  
*JobStart Employer*



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## Outcomes of Transitional Jobs Programs

- TJ programs are highly successful at getting **people with barriers to employment successfully working again**.
- TJ participants show **increased wages and less reliance on public benefits** over time.
- TJ results in **reduced recidivism for people recently released from prison**. TJ participants were less likely than control group members to be arrested, convicted of a crime, or incarcerated.
- TJ program impacts on employment and recidivism are stronger for **those who are more disadvantaged or at higher risk of recidivism**.




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## Outcomes of Transitional Jobs Programs

- **TJ program financial benefits far outweigh its costs**. Based on a highly rigorous ROI analysis, the CEO TJ program in New York generates between \$1.26 and \$3.85 in benefits per \$1.00 of cost.
- **Economic ripple effect**: TJ programs stimulate economic activity at businesses where participants spent earnings and at businesses that sell goods and services to those businesses where the “first round” of spending occurred.

Total wages earned by JobStart participants	\$3,936,423
Proportion of wages spent in retail sector	0.70
Increased demand	
Initial	\$2,755,496
Subsequent	\$2,327,292
Total	\$5,082,788
Increased household earnings	\$1,228,676
Increased employment	44

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## Opportunities for Partnerships

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## Provide Funding and Contracts

- Provide grants to agencies for TJ programs – unrestricted funds are vital to success
- Hire TJ crews to engage in neighborhood stabilization-type activities
  - Prevent/reduce blight in areas with high numbers of foreclosed properties
- Provide financial capital and/or pro bono business planning assistance for social enterprises
- Contract with social enterprises to meet company service needs. Examples include:
  - Catering services
  - Janitorial services



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## Support Financial Literacy

- Support creation of tailored curricula for TJ target populations
  - Through financial support
  - Through partnerships and sharing expertise
- Offer experts to participate in workshops



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## Access to Banking for Participants

- Offer low/no fee accounts
- Make direct deposit available to TJ programs
- Provide low/no cost payroll card options
- Make low-interest emergency loans available to graduates
- Create matched savings opportunities for participants



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## Partner with Programs

- Offer transitional jobs positions
- Create training partnerships that lead into industry
- Participate in employer panels
- Conduct mock interviews
- Use networks to identify job openings
- Serve on a TJ program's board of directors



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## Get Connected. Stay Connected.

- Find us: [www.transitionaljobs.net](http://www.transitionaljobs.net)
- Email us: [ntjn@heartdandalliance.org](mailto:ntjn@heartdandalliance.org)
- Follow us:

- National Transitional Jobs Network 
- @tjprograms 

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