Transitional Jobs

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Transitional Jobs Programs Work

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programs work where other programs have failed. For those running out of chances to find employment, these programs provide a critical lifeline. The numbers don't lie—Transitional Jobs programs work.

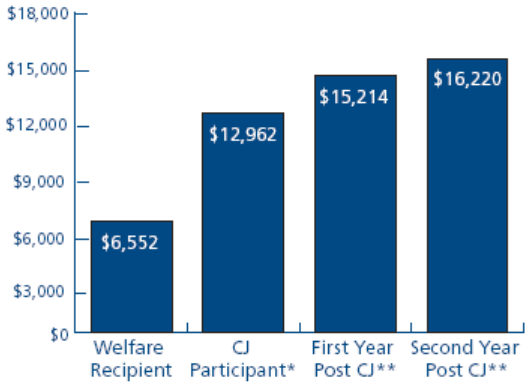
Transitional Jobs are short-term, wage-paying subsidized jobs that combine real work, skill development, and support services to help participants find and keep unsubsidized jobs. Participants in such programs—including at-risk youth, refugees, welfare recipients, people with criminal records, people with disabilities, and other groups—often face significant barriers, including low levels of education and little recent work experience.

While in the programs, workers in Transitional Jobs earn between $5.15 and $8 per hour and work between 20 to 35 hours per week for three months to a year. Seventy to 94 of program graduates find unsubsidized employment averaging $7 to $10 per hour to start.

Transitional Jobs programs help graduates increase their employment skills, earnings, and the length of time spent working at a job.

Transitional Jobs programs exist across the nation in large and small cities and rural areas. Following are specific employment and earnings outcomes from four Transitional Jobs programs serving rural and urban areas, as well as welfare recipients, people with criminal records, and non-custodial fathers.

Average Annual Income for Washington's Community Jobs (CJ) Program



* *Includes average CJ wages, Earned Income Tax Credit (EITC), and earnings disregard on welfare assistance.*

***Includes average post-CJ wages, EITC, and earnings disregard on welfare assistance.*

Many Programs Serve Welfare Recipients

Washington State's Community Jobs Program

One of the largest statewide Transitional Jobs programs, Community Jobs operates in cities and rural areas across Washington State. It has served approximately 9,700 individuals since 1998.

- 72 percent of all program participants find unsubsidized employment.
- According to a study of five Washington State programs, employed program graduates saw their earnings rise 42 percent on average during their first year of unsubsidized employment.

Georgia's GoodWorks!

Georgia's GoodWorks! program is specially designed to work with long-term welfare recipients who have multiple and severe barriers to employment. The statewide program operates in both rural and urban areas and has served approximately 4,230 individuals since implementation in 2000.

- According to a study of five sites, 70 percent of all participants find unsubsidized employment, while 86 percent of program completers do.
- Average hourly wages at unsubsidized placements vary from $5.75 in rural areas to $8 in urban areas.

Philadelphia's Transitional Work Corporation (TWC)

TWC is the largest urban Transitional Jobs program in the nation, serving approximately 2,200 people annually. It has served 9,426 people since it began in September 1998.

- 49 percent of those who enroll in the program and 92 percent of participants who complete the program find unsubsidized employment.
- Their average wage at their unsubsidized job is $7.73 per hour, and over half are offered health insurance at their jobs.
- At the end of two full quarters, 79 percent of those who had found unsubsidized employment are still working.

Other Hard-to-Employ Populations Also Can Benefit

Transitional Jobs programs have been effective with populations other than welfare recipients. Programs across the country serve ex-offenders, refugees, and at-risk youth. One example follows:

New York's Center for Employment Opportunities (CEO)

CEO serves about 2,000 ex-offenders each year. Most of the participants are young men with limited education and work experience; many are non-custodial fathers.

- Within 2-3 months, 65-70% of participants are placed in full-time, unsubsidized jobs.
- On average, participants earn $6.50 per hour when they are first placed in an unsubsidized job.
- Many participants were incarcerated under New York's mandatory sentencing laws, convicted of drug offenses.

Success Where Other Programs Have Failed

These results contrast sharply with the results found for *unpaid* work experience programs. The largest such program in the country, New York City's Work Experience Program, reported only a 9-percent placement rate into unsubsidized employment in FY 2002. In Washington State, independent research found the state's unpaid work experience program to be so ineffective at increasing employment and earnings for participants that the state canceled the program.

Transitional Jobs programs achieve results. These results are even more impressive because they represent the success of participants who face difficult barriers to employment.

For more information on how Transitional Jobs programs mitigate barriers to employment, see the fact sheet, "Transitional Jobs: Real Jobs, Real Wages, Real Success."

For more information, visit www.transitionaljobs.net or contact:

Melissa Young
National Transitional Jobs Network Coordinator
Heartland Alliance for Human Needs & Human Rights
(773) 728-5960 x 286
myoung@heartlandalliance.org

Abbey Frank
Center for Law and Social Policy
(202) 906-8008
afrank@clasp.org