

Putting the “Transition” in Transitional Jobs



Commonwealth Corporation TJ grantee meeting

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Network



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.

Transitional Jobs Core Program Elements



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

The Goals of Transitional Jobs



- Stabilizing individuals and families with earned income
- Learning the expectations of the workplace experientially
- Building a work history and references
- Accessing incentives like the Earned Income Tax Credit
- Gaining skills and experience to **transition into unsubsidized employment**

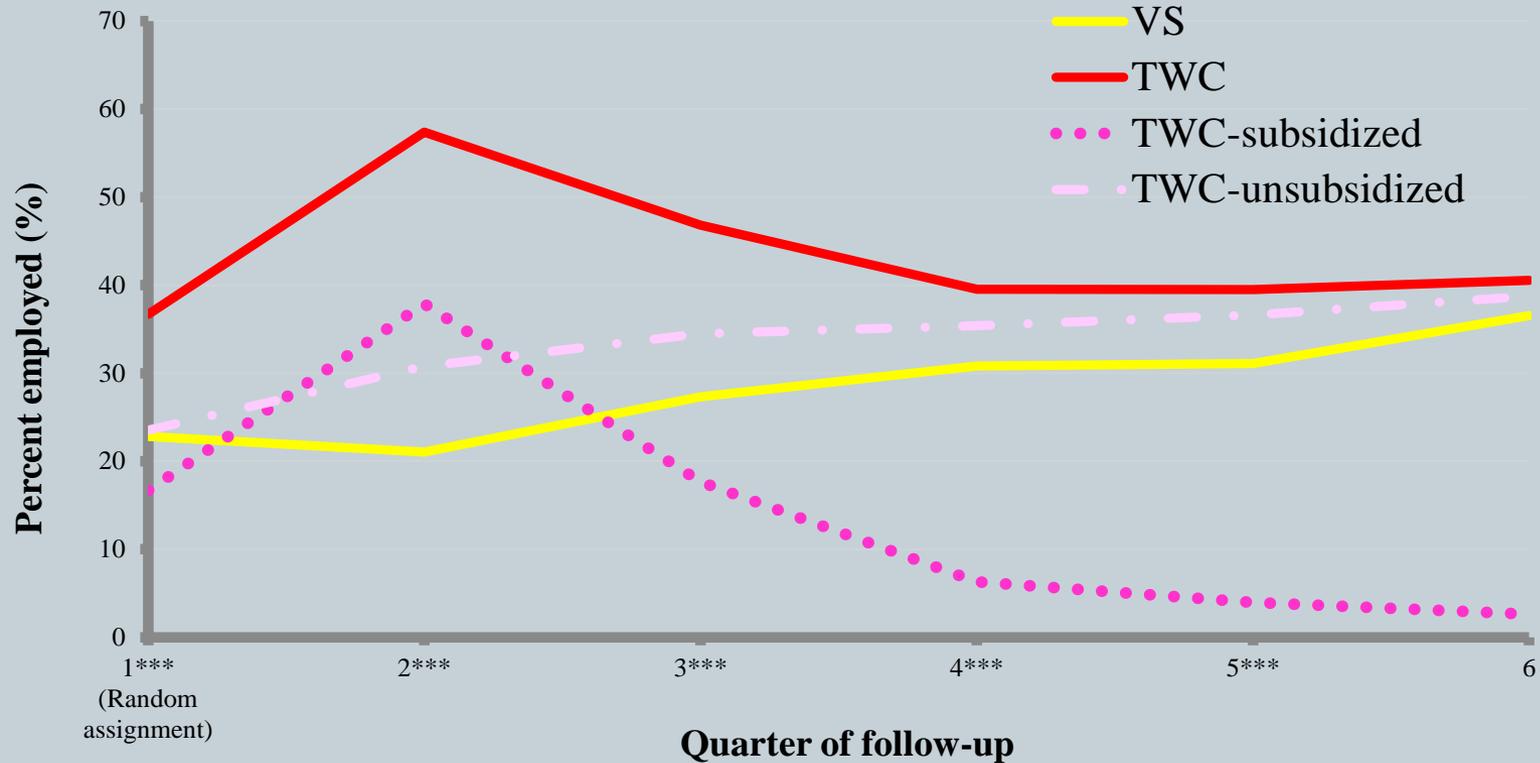
Successful Transitions to Unsubsidized Jobs



- Preparing participants
 - Giving participants the skills and experiences they need to succeed in the competitive labor market
- Educating employers
 - Helping employers understand the goals of Transitional Jobs and how it can help their business

Employment Effects; MDRC Enhanced Services for the Hard to Employ

Presented by Dan Bloom, APAMM Conference November 2008



Preparing Participants: Work-Readiness & Skills Training



- **Work-readiness training--Consecutive or Concurrent?**
 - Scattered-site programs typically provide job-readiness training up-front
 - In-house programs have flexibility to offer job-readiness training concurrently with TJ
- **Opportunities for contextualization**
 - In the Transitional Jobs strategy, the workplace is a learning environment
 - By combining TJ and contextualized instruction, the workplace illustrates and reinforces the lessons of the classroom, as well as vice-versa

Preparing Participants: Ensure TJ is Developmental



- **How is TJ different from a temporary job?**
- Transitional employment should provide experiential learning and development in addition to stabilizing income and an employment reference
- TJ employment should be designed from the outset to allow participants to learn, model and practice successful workplace behaviors

Preparing participants: Be Flexible



- When possible, be flexible in the length of subsidized employment
 - Individuals will be ready for unsubsidized employment at different times
- Allow for mistakes
 - Create a safe environment for participants to learn from mistakes
 - Provide opportunities to reenter TJ after termination
 - Gradually increase responsibility and stress

Preparing Participants: Assess Work-readiness and Provide Feedback



- Strong communication and feedback regarding progress and work-readiness are essential
 - Provide training and support for frontline supervisor and build their buy-in
 - Assess basic work-readiness attributes daily, through observation
 - Develop tools and procedures for structured feedback, such as work-readiness checklists (e.g., CEO's **Passport to Success**)
 - Structure and intensify on-site mentoring and coaching activities

Preparing Participants: Unsubsidized Placement and Retention



- Make the best match—consider participants' interests, aptitudes and skills
- Provide robust retention services
 - Six months of follow-up
 - At least three contacts per month
 - Retention bonuses and other incentives to keep participants engaged
 - **Dedicate enough resources and staff! Programs under-invest in retention services**
 - ✦ See the NTJN's Best Practice Guides for [job development](#) and [retention](#)

Educating Employers: Making the Business Case



- **TJ graduates receive retention services.** Employee turnover creates large costs for entry-level employers. Post-TJ retention services and incentives can help employers reduce turnover costs.
- **TJ graduates have participated in both work experience and job-readiness training.** Employers benefit from candidates who have received training in soft skills and are designated work-ready.

Making the Business Case, continued



- **TJ graduates are current employees in good standing.** TJ job developers can approach prospective unsubsidized employers not just as a job developer but also as a fellow employer who is uniquely qualified to provide a reference and make a recommendation.
- **TJ graduates may come with tax credits.** Employers who hire TJ participants may be eligible for the Work Opportunity Tax Credit.
- **TJ graduates may be bonded.** Some TJ participants may be eligible for the Federal bonding program at no cost to the employer

About The National Transitional Jobs Network



The NTJN exists to ensure 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.

- Technical Assistance**
- State and Federal Advocacy**
- Monthly Newsletters** – sign up at www.transitionaljobs.net
- National Conference**— Baltimore, MD. April 12-13, 2012

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