



The One Source

Welfare-to-Work and
Workforce Development
Resource Network

News Source

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Adult Education

Helping Community College Students Cope With Financial Emergencies

The Lumina Foundation provided funding to community colleges to establish emergency funds to help students facing financial emergencies. While no one may be offering your agency the same, if you are thinking of establishing such an effort, the report does address key challenges you may want to consider:

- Defining what constitutes a financial emergency;
- Building a flexible administrative structure that protects funds, but can respond quickly to student needs;
- Ensuring all eligible students are aware of the program and have equal opportunities to access funds;
- Finding sources of funding that support the flexibility needed;
- Working with technical assistance providers; and
- Using data to evaluate programs.

For more information on the Lumina Foundation access www.luminafoundation.org. To access the report, go to www.mdrc.org/publications/479/overview.html.

Updated Information on the Graduation Gap

According to a recent report released in April 2009, only 53 percent of students in the nation's largest cities and their broader metropolitan areas are graduating from high school, this is 18 percent less than the national average. At \$14,000, the median income for high school dropouts in these cities is \$10,000 less than for high school graduates and \$34,000 less than college graduates. Historically, they have seen their income levels decline over the last 30 years. This is despite the more recent improvement in graduation rates that is slowly lessening its impact. This report explores key economic outcomes of employment, income, and poverty. Access the report, *Cities in Crisis 2009: Closing the Graduation Gap*, at www.edweek.org/media/cities_in_crisis_2009.pdf.

Applicable to Multiple Audiences

Opportunity.gov

The Federal government has created a new web site for unemployed workers to access educational opportunities at Opportunity.gov. "Americans with more education and training have more secure jobs and higher earnings. With jobs hard to find, it may be a good time to consider going back to school. The President recently announced that unemployed workers receiving unemployment benefits may qualify for a special hand in paying for education and training. And aid can be significant: In particular, the Federal Pell Grant program can provide up to \$5,350 for educational costs at community colleges, colleges and universities, and many trade and technical schools. This is only one example of several federal student aid programs available to assist unemployed workers." Access the site for more information on financial aid, resources available from the U.S. Department of Labor, and jobs available in the Federal government.

<http://federalstudentaid.ed.gov/opportunity/index.html>

Pell Grants and the Payment of Unemployment Benefits

Many unemployment insurance beneficiaries may be eligible for Pell Grants. According to guidance provided by the U.S. Department of Labor, states are being asked to revisit their eligibility requirements and allow approval of community college programs with other activities that will increase the beneficiary's long-term employability. Considerations include:

- Broadening their definition of approved training for Unemployment Insurance (UI) beneficiaries during economic downturns,
- Notifying UI beneficiaries of their potential eligibility for Pell Grants and other student aid, and
- Helping individuals apply for Pell Grants through One-Stop Career Centers.

For more information, access the Training and Employment Guidance Letter 21-08 at

http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2752.

Recovery.gov

This Federal government site features projections for how, when, and where the American Recovery and Reinvestment Act funds will be spent and which states and sectors of the economy are due to receive what proportion of the funds. The foci of this site are:

- Education: Explain the American Recovery and Reinvestment Act;
- Transparency: Show how, when, and where the money is spent; and

- Accountability: Provide data that will allow citizens to evaluate the Act's progress and provide feedback.

Access the site at www.recovery.gov.

Value Chain Analysis: The Relationship To Training

What are the unique activities of your organization that make products and/or services of value to customers? These activities make up the value chain. It is critical for an agency to know how value is created so that training can be targeted to sustain or increase the value of its products and/or services. How can training and development lead to customers attaching greater value to what you do? An organization that uses best practices for training and development will analyze activities that precede employment, provide support during employment, and extend beyond employment. The following training and development activities are necessary, according to the article *Tying Training and Development to Competitive Strategy* by Assess Systems published in *Workforce Management* and available at www.workforce.com/global/pdf_traindev09.php?sc=PSA.

- Pre-Employment:
 - Community, governmental, and educational outreach programs;
 - Sourcing and recruitment activities;
 - Employer-of-choice branding and realistic job-preview activities;
 - Pre-employment assessments and interviews;
- During Employment:
 - On-boarding activities;
 - Enculturation, reinforcement of values and basic operational training;
 - Career guidance and management activities;
 - Functional, professional, management, and leadership training;
 - Assessment for promotion or individual insight and development;
 - Safety, compliance, and regulatory training;
- Post-Employment:
 - Exit interviews and surveys;
 - Outplacement support; and
 - Employee alumni groups and networks.

Faith-Based and Community Initiatives

Compassion Capital Grantee Spotlight

If you would like to know about the agencies receiving the Compassion Capital Funds, access the following web site sponsored by the U.S. Department of Health and Human Services: www.industrymailout.com/Industry/LandingPage.aspx?id=385128&lm=2758295&q=128292785&qz=cb7ba1231be726c2e2e326437365248a.

Health and Well-Being of Nonprofits

John Hopkins is monitoring what is happening with nonprofits in this economic climate. Their web sites include books and reports, results on surveys of nonprofits, press releases, and bulletins

important to understanding the economic role of nonprofits in the United States, on the state, regional and national levels. Access their web sites at www.ccss.jhu.edu/index.php?section=content&view=9&sub=5 and www.ccss.jhu.edu/index.php?section=content&view=9&sub=5&tri=70.

Innovation in Effective Compassion

Visit the U.S. Department of Health and Human Services Center for Faith-Based and Community Initiatives (FBCI) web site, Results and Outcomes Associated with the Faith-Based and Community Initiative at <http://innovationincompassion.hhs.gov/index.html>. You will find information on the following topics:

- Background of the FBCI,
- Transforming government,
- Strengthening the nonprofit sector,
- Changing lives,
- Taking root in states and cities, and
- Research and resources.

Interested in CCF Funding?

If you are interested in the Compassion Capital Funding (CCF) from the U.S. Department of Health and Human Services, you can access technical assistance at

www.acf.hhs.gov/programs/ocs/ccf/prospective_grantees/online_training.html. "The CCF Demonstration Program awards funds to experienced organizations to deliver capacity-building services to faith-based and community organizations through the provision of training, technical assistance, and sub-awards. The application deadline is June 22, 2009. View the program announcement to learn more: www.acf.hhs.gov/grants/open/HHS-2009-ACF-OCS-EJ-0009.html.

If you have questions about this funding opportunity or the conference calls, please call 1.800.281.9519.

Most Frequently Requested Webinars from USAID

The U.S. Agency for International Development has posted their most frequently requested webinars on their web site at www.usaid.gov/our_work/global_partnerships/fbci/index.html.

They include:

- Office of Acquisition and Assistance, Grants and Contracts;
- American Schools and Hospitals Abroad, Secondary Schools, Universities, Libraries, Health Centers;
- Microenterprise, Where to Find Grant Opportunities Through Our Partners; and
- Limited Excess Property Program.

To access the webinars, go to www.usaid.gov/our_work/global_partnerships/fbci.

Welfare/TANF Initiatives

Benefits and Costs of Welfare Reform

The analyses presented in the resource *Welfare-to-Work Program Benefits and Costs: A Synthesis of Research* suggest that many welfare-to-work programs are successful in either making program participants better off financially or controlling government costs but that there are often trade-offs between these goals. The key findings include:

- **Earnings supplement programs** provide eligible individuals with financial incentives or earnings supplements intended to encourage work. The findings indicate they are an efficient mechanism for transferring income to low-income families because participants gain more than a dollar for every dollar the government spends.
- **Mandatory mixed-initial-activity programs** require individuals to participate initially either in an education or training activity or in a job search activity, depending on their apparent needs, and enroll both short-term and long-term welfare recipients. The findings indicate these programs are worthy of consideration: They can be cost-beneficial for both the government and those required to participate in them.
- **Mandatory job-search-first programs** require individuals to look for jobs immediately and then assign other activities if work is not found. The findings indicate these programs are worthy of consideration when governments want to reduce their expenditures. These programs tend to be less expensive than mandatory mixed initial-activity programs and, thus, have a more salutary effect on government budgets. For long-term effectiveness, however, they are unlikely to increase the incomes of those required to participate in them.
- **Mandatory work experience programs** for people, who after a period of time still cannot find unsubsidized jobs through job search, assign individuals to unpaid jobs. Findings indicate these programs are worthy of consideration as a component of a comprehensive welfare-to-work program as these programs are not costly to the government and do little harm to participants. In addition, there is some benefit to the work provided through unpaid jobs.
- **Mandatory education-first programs** that require individuals to participate in General Educational Development completion and Adult Basic Education prior to job search do not appear to be cost-beneficial according to the findings. Findings indicate they do little to either increase the incomes of participants or save the government money.
- **Only three time-limit-mix programs** requiring individuals to participate in employment-oriented activities, provide financial incentives for work, and limit the amount of time that individuals remain eligible for welfare benefits were included in this synthesis. Since they differ significantly from each other, it is difficult to draw firm conclusions about them. The findings indicate that while all three appear to have been beneficial for participants, two resulted in substantial net losses from the government budget perspective.

Local programs will need to do their own return on investment calculation to determine if long-term program results are worth the investment. Access at www.mdrc.org/publications/511/full.pdf.

Strategies for Achieving Higher TANF Participate Rates

Both Maryland and Utah have doubled their work participation rates within a year. Their successful strategies include:

- A combination of strategies aimed at increasing the number of TANF recipients engaged in Federally countable program activities for the requisite number of hours per week,
- A philosophy of universal engagement,
- A performance monitoring system,
- Work experience and subsidized employment programs,
- Solely state-funded programs for subgroups of recipients,
- Maryland uses designated staff to help counties increase their participation rates and pay-for-performance contracts with employment service vendors, and
- Utah uses a transitional benefits program for those who become employed and comprehensive sanction policies and procedures.

Access the resource *Achieving Higher TANF Work Participation Rates: Case Studies from Maryland and Utah*, sponsored by the U.S. Department of Health and Human Services and written by Mathematica Policy Research at <http://aspe.hhs.gov/hsp/08/TANFWPR/4/report.pdf>.

TANF Emergency Funds for Transitional Jobs

Guidance on how Temporary Assistance for Needy Family Emergency Funds for Transitional Jobs can be used to support the Transitional Jobs programs under the American Recovery and Reinvestment Act of 2009 is provided by the U.S. Department of Health and Human Services, Temporary Assistance for Needy Families Policy Announcement, No. TANF-ACF-PA-2009-01 at www.acf.hhs.gov/programs/ofa/policy/paofa/2009.

Workforce Development

Community Colleges and Preparing for a Green Workforce

Going Green, The Vital Role of Community Colleges in Building a Sustainable Future and Green Workforce examines the role of community colleges in a low-carbon, clean energy economy. The report includes:

- Examples of innovative strategies and practices to address climate change, environmental stewardship, and green workforce development;
- Information on the fastest growing sectors and jobs in the clean energy/green economy that provides strategic opportunities for community colleges and their students; and
- Web sites and resources for further information.

In addition, the resource should stimulate the dialog on the role of community colleges in creating a sustainable future. Access the report by National Council for Workforce Education and the Academy for Educational Development at www.aed.org/Publications/upload/GoingGreen.pdf.

Green Jobs

Access the following resources on green jobs:

- American Green Jobs
www.americangreenjobs.net
- Announcement of future funding: *TEN 44-08, American Recovery and Reinvestment Act of 2009 Competitive Grants for Green Job Training*
<http://wdr.doleta.gov/directives/attach/ten/TEN44-08.pdf>
- Database of State Incentives for Renewables and Efficiency
www.dsireusa.org/incentives/index.cfm?CurrentPageID=1&State=NY&RE=1&EE=1
- Green for All
www.greenforall.org
- Legislation: Reference within *Workforce Investment Act Amended 171e1B*
www.thomas.gov/cgi-bin/cpquery/T?&report=hr262&dbname%20=110&
- Specific to New York State: *First Look At Clean, Green, and Renewable Energy Industries in New York State*
www.labor.state.ny.us/workforceindustrydata/cen/Green-Clean-RenewableNYSedit2.ppt#1;
- Staff Report Green Jobs: A Pathway to a Strong Middle Class
[http://en.wikisource.org/wiki/Middle_Class_Task_Force_Staff_Report_-_Green_Jobs:_A_Pathway_to_a_Strong_Middle_Class.](http://en.wikisource.org/wiki/Middle_Class_Task_Force_Staff_Report_-_Green_Jobs:_A_Pathway_to_a_Strong_Middle_Class)

Postsecondary Education Programs to Receive Manufacturing Skills Certification System

The Manufacturing Institute will plan and implement postsecondary education programs that include the National Association of Manufacturers (NAM)-Endorsed Manufacturing Skills Certification System. "These integrated educational programs in community colleges will prepare students, particularly low-income young adults and transitioning workers, with entry-level skills necessary to succeed in advanced manufacturing careers....The NAM system organizes individual certification programs designed and validated by ACT, Inc., the Manufacturing Skills Standards Council, the American Welding Society, the National Institute of Metalworking Skills, and the Society of Manufacturing Engineers into a national structure creating scalable educational pathways with "stackable" credentials leading to an associate degree." For more information on the skills certification system, access www.manufacturingskills.org.

Strategies for Small Business Development in Rural Communities

The Rural Communities Initiative's Rural Economic Development has been facilitating a webinar series. The series will include an overview of successful entrepreneurship/microenterprise strategies and small business development models in rural communities. In addition, strategies will be shared for improving small business development that creates career opportunities for rural TANF participants transitioning from welfare to work access. For further information access www.workforce.com/global/pdf_traindev09.php?sc=PSA.

Looking for more information on any of these topics? Access a searchable database at www.nyswtwrn.com/cgi-bin/dbman/literature.cgi?db=literature&uid=default&view_search=1

June Calendar of Events

Updates are constantly being added to the 2009 Calendar.
To access new information please visit the
One Source Calendar.

June 3

WEBINAR

Why Rural Matters 2009

Rural School and Community Trust

RSIN Members: Register for this Webinar by sending an email to info@ruraledu.org with your name and contact information including email address by Friday, May 29, 2009. A day prior to the event, you will receive an email with dial-in instructions and a PDF of the presentation.

All Others: Go to the [online order form](#) to register for this event.

June 3

WEBCAST

Recovery and the Health Care/Insurance Systems: Improving Treatment and Increasing Access
Substance Abuse and Mental Health Administration

<http://www.recoverymonth.gov/2009/multimedia/w.aspx?ID=601>

June 3-5

CONF

Pathways to Adulthood 2009 National Independent Living/Transitional Living Conference

National Child Welfare Resource Center for Youth Development

San Diego, CA

<http://www.nrcys.ou.edu/conferences.shtml>

June 7-8

CONF

Share, Learn, and Connect Regional Training Conference

National Association of Youth Courts

Salt Lake City, UT

http://www.youthcourt.net/dmdocuments/NAYC_training_brochure_SLC.pdf

June 11

WEBINAR

Navigating Your Way Through Job Loss

AARP

<https://ww2.eventrebels.com/er/Registration/RegistrationForm.jsp?ActivityID=3919&ItemID=14123>

June 12

WKSP

Leadership Tools for Women
Institute for Community College Development
Syracuse, NY

<http://www.iccd.cornell.edu/iccd/glp/map/coreSkills/Leadership-Tools-for-Women.html>

June 15-18

CONF

6th Annual Workforce Technology Conference
Geographic Solutions
Monterey, CA

http://www.geographicsolutions.com/about_conf_overview.asp

June 21

CONF

9th Annual National Charter Schools Teacher Institute
U.S. Department of Education
Washington, DC

http://center.uoregon.edu/conferences/NCSC/NCSC09/registration/reg_index.php

June 23-25

CONF

Building on Family Strengths
Research and Training Center on Family Support and Children's Mental Health
Portland State University
Portland, OR

<http://www.rtc.pdx.edu/>



The One Source Team