
Best Practice Fact Sheet – Workforce Development

CalWORKS California

Program

Description: Targeted to TANF recipients after 4 weeks of job search; combines college certificate or degree programs with off campus work study jobs that align with program of study. Employers pay 25% of wages.

Target Population: TANF recipients - statewide - Targeted to TANF recipients who don't find employment after four weeks in job search.

Goal: Meet TANF participation requirements; Increase work experience; Enhance hands-on learning through placement in jobs that relate to training programs.

Cost: Large statewide program - \$43m for education and work study; 30,000 participants in colleges during any one quarter; 3-4000 in work study programs.

Evidence: http://www.mathematica-mpr.com/publications/PDFs/family_support/vocedtanfbr1.pdf

Services Overview:

- Links TANF recipients with existing vocational programs offered by local community colleges and creates new programs to address unique needs of TANF recipients;
- Dedicated staff to support students who are TANF recipients and act as a bridge between TANF and the community college systems;
- Dedicated funding for child care for students participating in community college programs;
- Work-study programs tailored to local circumstances (expanded by the legislature), required to prioritize off campus worksites (small businesses and non-profits) with dollar for dollar match from HHS offices for wages (WDC contract to handle).
- Jobs must align with program of study to be eligible.
- Clients must complete one quarter of FT study before being placed in work study.
- Some locations require time in unpaid work before placement in paid work study.
- Some begin that unpaid work on campus as part of evaluation for work readiness.
- Employers pay 25% of wages. State funding with local match requirements.

Eligibility: TANF recipients

Findings:

- Welfare recipients attending California community colleges increased their earnings by 42 % on average in the first year after leaving college; average increases as high as 78% were reported for students leaving with a specific vocational emphasis.
- A second follow-up study showed that CalWORKS students were twice as likely to work year-round after attending community college and the more education obtained in community college the greater the increase in earnings.
- Earnings increased substantially for CalWORKS students after college, including for those who entered without a high school diploma.
- CalWORKS students who completed a vocational certificate or associate degree program tended to have higher

earnings and employment rates than those who completed non-vocational programs.

Implications for Policy Makers and program developers to consider:

- Highlights intensive and linked education/training and employment strategies.

DRAFT