
Promising Practice Fact Sheet – The SOURCE

Grand Rapids, Michigan

Program

Description: Not-for-profit employee support organization to help employed TANF recipients keep their job and qualify for a better job, including working with their employers to identify and provide needed supports and services

Target Population: Parents who are stuck in low-wage jobs due to the lack of immediate access to the resources they need.

Goals: Create a more positive workplace and home environments to help make this a better community in which to live and work

Caseload Data: Not available

Cost: Designed and funded by small and medium sized companies

Evidence: descriptive data from program website

Assessment: Not available

Operation in Washington:

No, however Burst for Prosperity has proposed to replicate this model in King County and Washington State. Partnerships have already been established with Center for Advanced Manufacturing in Puget Sound (CAMPS), a consortium of manufacturing employers, and, CARES of Washington, a community-based organization.

Services Overview:

- The SOURCE is a community-based system designed to deliver services that connect employees, through the support of a coach, to the most suitable public or private resource by identifying available community training, such as ESL, financial management, and computer skills as well as vocational and degree training to increase their professional assets.
- The SOURCE model includes a working relationship with the Michigan's Department of Human Services (DHS).
- In Michigan, two-thirds of The SOURCE case managers are DHS employees housed at The SOURCE office and dedicated to working with the TANF eligible clients.
- These on-site DHS case managers connect TANF eligible employees directly to needed state resources.
- The SOURCE provides a satellite office to reach clientele, linking to provide the best service possible, and promoting programs and expertise

- The SOURCE provides employee supports and problem resolutions through education, training, classes, empowerment, resources and opportunities

Eligibility: Low-income wage earners

Findings:

- Per the program website, The SOURCE has shown strong results as 83% of The SOURCE's TANF eligible employees in Michigan retain their job for more than 12 months, while TANF parents who do not receive these services show only a 48% level of retention over 3 months.

Resources:

www.grsource.org/about.php; www.burstforprosperity.org

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