

Appendix 7. Existing Workforce Development Resources that should be investigated as a source of support for the Constructing Futures initiative to create green pathways out poverty.

Marketing, Recruitment, and Assessment	
<p><i>Local Workforce Investment Act dollars for core and intensive services</i>, can be used for outreach, such as recruitment of target populations, initial assessment of skill levels, aptitudes, abilities, and supportive service needs, and eligibility for WIA and other non-WIA related services (like Temporary Assistance for Needy Families), and to educate potential participants on pre-apprenticeship programs and the availability of supportive services.</p>	
<p>Partners to Engage include Community Action Agencies serving many low-income people, and are a key resource for identifying and recruiting low-income populations for training purposes. Minority and women’s groups, like the NAACP, the Urban League, and Hard Hatted Women, and a number of other community groups can be very helpful in the process. Ohio’s Benefit Bank could be also be a key partner in marketing, recruitment, and assessment of income needs and determining eligibility.</p>	
Connect participants with income stipends and other existing support services	
<p>Stipends to allow program participants to pay bills and put food on the table while in training could potentially come from a number of sources and should be investigated</p>	
<p>Temporary Assistance for Needy Families (TANF) Emergency Funds</p>	<p>These funds are flexible and can be used for income stipends to cover basic expenses (through cash assistance), as well as subsidized employment (through wage subsidies or employer training), or community service jobs. Illinois, Mississippi, Pennsylvania, and Kentucky are employing these funds in similar creative fashions. Existing funds are set to expire in September, but discussions about extending the federal program are taking place in Congress now.</p>
<p>WIA needs-based payments</p>	<p>The needs-based payments are generally for the amount needed to help someone attend training, as established by a workforce boards and is generally akin to the state’s unemployment benefit or the federal poverty line. Currently, few areas across the nation and none in Ohio offer needs-based payments for low-income persons in training, with local WIB representatives citing to the difficulty of navigating the process, as well as its costliness. However, the state of Ohio recently provided technical assistance to local WIBs, in the recognition that this is a worthwhile use of WIA funds.</p>
<p>Ohio College Opportunity Grant (OCOG)</p>	<p>This state’s need-based financial aid program could potentially be used for Constructing Futures programs that provide college credit.</p>
<p>WIA funds for supportive services</p>	<p>Can be used for transportation, child care, dependent care, housing, books and supplies, and needs-related payments, if not receiving those services from somewhere else.</p>
<p>Temporary Assistance for Needy Families (TANF) short-term benefits dollars</p>	<p>Can be used for emergency housing and utility assistance, payments for education or work costs including tuition, transportation, and child care.</p>
<p>Federal Transportation Funds to enhance opportunities for women and minorities.</p>	<p>The Ohio Department of Transportation applied for and received funds to use for pre-apprenticeship and remedial training, on-the-job training, as well as counseling, transportation, and physical exams. However, these funds appear to be limited to use in training for employment in highway construction.</p>
<p>Supplemental Nutrition Assistance Program (SNAP)</p>	<p>SNAP employment and training program dollars can be provided for recipients of food assistance, and can be used for training, child care, transportation, equipment, supplies, books, vision and dental expenses, as well as housing assistance. However, states must provide a match of 50% of the funds with non-federal funds, which Athens County does. Other states, not including Ohio, have programs to allow community training programs to use their own funds to draw down these SNAP funds, since the match can come from foundations and non-profits, employer contributions, and state and local public monies.</p>

Public Transit	We should recognize that public transportation is the more affordable, accessible, and environmentally-friendly transportation alternative. Thus, we should start working towards ensuring that our job centers, training programs, as well as our child care and health care centers are all accessible by public transportation, to reduce the need for low-income Ohioans to depend on driving cars which are expensive to own and operate.
Potential program Partners, The Ohio Benefits Bank	The Ohio Benefits Bank links low-income people to public work supports that can help connect program participants to existing work support programs, should be employed. The Benefit Bank Mobile could visit training program sites, and link participants to existing public benefits for which they may be eligible.
Classroom training in foundational skills	
WIA intensive services	Can be used for “soft skills” training, and GED preparation. WIA training service dollars can be used for occupational skills training, job readiness, and adult education and literacy activities.
WIA waivers	Can be employed to fund grants to training institutions for general classroom training
Individual training accounts under WIA	Can be used in conjunction with a cohesive pre-apprenticeship program strategy to support pre-apprenticeship programming. In this alternative scenario from employing WIA waivers, a local training partnership can negotiate the system for the Constructing Futures participant by getting the training program pre-approved for WIA funding
Local Green Pathways Advisory Councils	Advisory panels should be formed regionally to inform training curriculums. It is critical that the curriculum be developed with feedback from employers, community and technical schools, and apprenticeship instructors to ensure an appropriate foundation in the skills necessary to start climbing the green career ladders. Therefore, a workforce intermediary to connect these disparate programs is also critical. Stakeholders that one might reach out to for the council for inclusion would be Community and Technical Schools, COAD weatherization training provider, ABLE providers, responsible green employers, Labor Apprenticeship program providers and labor leaders, economic and community development agencies, HUD, state or local low-income weatherization provider, community action agencies.
Paid Work Experience	
WIA wage on-the-job training subsidies for employers, and workplace training	WIA can be used to subsidize wages for responsible employers who hire Constructing Futures participants, in order to cover additional training costs. Programs with both classroom and work experience components also qualify for funding under WIA workplace training.
Ohio Internship/Coop funds	A \$250 million fund created as part of the Ohio Job Stimulus package, which could be used to provide paid work experiences for program participants. However, the program went unfunded in the last biennial budget.
Federal Transportation On-the-Job Training	Ohio could require transportation contractors to allot a certain percentage of project work hours to apprentices, and pre-apprentices, but then reimburse them for a percentage of wages paid to those participants.
Temporary Assistance for Needy Families.	These funds are flexible and can be used for income stipends, on-the-job training via subsidizing some or all of participant’s wages for employers, community service jobs – 28 states have used TANF emergency contingent funds for subsidized employment. Illinois, Mississippi, and Pennsylvania are employing these funds in similar creative fashions.
Low-income weatherization program funds.	Weatherization programs should be considered as a smart place to support on-the-job training opportunities for Constructing Futures participants with subsidized employment dollars.

<p>Best Value Contracting when using public funds.</p>	<p>As discussed in this report, we should use best value contracting principles when awarding green project dollars to ensure contractors are providing job training opportunities for apprentices and pre-apprentices. Such projects would include those awarded through the Ohio Department of Transportation, such as the 3c Corridor project, the Ohio Department of Development energy division projects, Housing and Urban Development, Ohio Dept. of Natural Resources, and the Ohio School Facilities Commission. A current bill in the Ohio House of Representatives, HB7, would require green standards be applied to all public fund expenditures. This is a good start, but the bill should be amended to include wage, quality, and training standards as well.</p>
<p>Sources for this table See National Women’s Center, TANF Emergency Fund Is Creating Jobs, Helping Families in Crisis—and Expiring at http://www.nwlc.org/pdf/TANFEmergencyFund.pdf See http://www.workworld.org/wwwwebhelp/temporary_assistance_for_needy_families_tanf_.htm Community Research Partners, Help Wanted (2010). http://www.workworld.org/wwwwebhelp/temporary_assistance_for_needy_families_tanf_.htm</p>	