



Improving Job Retention through Post-Job Placement Worker Supports

Empowerment & Policy Catalysts

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Policy Challenge

- Workers often face *barriers* to both obtaining and retaining employment, including access to *supportive services* such as reliable transportation, childcare, clothing/uniforms, and other financial expenses. However, publicly funded workforce development programs often prioritize training and initial job placement over longer term job retention.
- For example, the *Workforce Innovation and Opportunity Act (WIOA)* Adult/Dislocated Worker requirements prohibit the use of funding to provide supportive services, regardless of an individual's need, during the 12-month follow-up period once a participant obtains a job.



Policy Recommendations

- Congress should support longer-term job retention outcomes of workers by *updating the Workforce Innovation and Opportunity Act (WIOA)* to allow for supportive services for Adults and Dislocated Workers during the 12-month WIOA follow-up services period required after a participant obtains a job.
- Pennsylvania policymakers should make funding available for a competitive grant *pilot initiative to build evidence on the value of post-job placement supportive services* in leading to longer-term retention outcomes for workers with employment barriers. Potential funding sources include American Rescue Plan Act (ARPA) funding that the Commonwealth received in 2020 and WIOA state set-aside funding that can be used for discretionary grantmaking.

Testimonial

Meet Octavia...

- Tec Centro Student- Phlebotomy Tech
- SNAP E & T Program (SNAP 50/50)
- Multiple Barriers
 - Uniforms
 - Child Care
 - Reliable Transportation
- Successful Program Completion
- UPMC
- SNAP 50/50- Childcare (90 days)





Evidence and Need

70% of employees surveyed

Quits increased by **3%** to **4.5 million** in November

Both benefit



Program Examples from Pennsylvania

Temporary Assistance for Needy Families (TANF) - Employment Retention Advancement Network (EARN)

- Provides individual Personal Supportive Services Accounts (PSSA) for up to 12 months after TANF benefit closes due to earned income.

SNAP Employment & Training Programs (SET) and Keystone Education Yields Success (KEYS)

- Provides job retention services (including supportive services) for up to 90 days following job placement.