

## City Agency Hiring

The City Agency Hiring Initiative helps Cash Assistance (CA) recipients obtain eligible, entry-level City agency and contracted positions.

<i>Agency</i>	<i>Start Date</i>	<i>Number Served per year</i>	<i>CEO Budget (City FY 08)</i>	<i>Total Budget (City FY 08)</i>
The Human Resources Administration	April 2007	1,918	\$110,000	\$220,000

### ***Problem Statement***

Although welfare reform has been successful in moving many CA recipients off of public assistance, an increasing number of working families still cannot earn their way out of poverty.

### ***Research and Evidence***

The Human Resources Administration (HRA) provides temporary assistance and employment services through many programs including the Work Experience Program (WEP), wage subsidy, grant diversion, Back to Work contractors, WeCARE programs, and services offered at 31 Job Centers located throughout the City.

HRA's efforts to screen and place welfare recipients into private sector employment have been enhanced through a program called Business Link. This initiative expands the available job opportunities to include open, non-civil service City positions.

### ***Program Description***

Through the City Agency Hiring Initiative, Business Link expanded its efforts to screen and refer qualified cash assistance recipients to city agencies. The initiative recognizes that a number of individuals on cash assistance may already have the skills that many City agencies are looking for. Coordinating with more than a dozen City agencies, Business Link receives notices of City job opportunities and then screens and refers appropriate cash assistance recipients for the positions. Business Link also advertises open City positions by sending recruitment flyers to over 1,000 locations where they are shared with clients receiving cash assistance. These locations include vendors that work with clients, job centers, kiosks at Model Centers, and community colleges. Jobseekers on cash assistance can also learn about available City agency job opportunities, as well as other positions available through Business Link, by calling (877) 585-JOBS. Since April 2007, Business Link has screened 1,918 recipients for City Agency positions. Of those, 385 have been referred to City Agencies for interviews.

Other HRA programs also place clients in city jobs. Programs such as WEP, wage subsidy and grant diversion give city agencies the opportunity to work with CA clients. These programs often lead to permanent positions for clients.

In the first three months of FY08 alone, 639 cash assistance recipients have been hired by city agencies.

### ***Target Population***

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The City Agency Hiring Initiative serves individuals citywide who are receiving cash assistance and who are work ready. Candidates must also have the qualifications required for available City positions. These qualifications may vary from position to position.

### ***Expected Outcomes***

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#### **Short-Term:**

- Increase the number of CA participants hired by City agencies
- Increase earnings
- Increase CA case closings for income

#### **Long-Term:**

- Retention of CA participants in City agency positions