

Subsidized Jobs: Program Spotlight



GOODWILL OF NORTH GEORGIA



ABOUT

Across the country, **Goodwill** rapidly engages economically marginalized jobseekers with employment, using subsidized jobs programs and other workforce development strategies. Goodwill works with people returning from incarceration, people experiencing homelessness, people with disabilities, opportunity youth, and other populations.

In Georgia, **Goodwill of North Georgia's** subsidized jobs program, operating since 1925, connects jobseekers to **immediate, wage-paid employment**, paired with a contextualized learning environment and individualized **supportive services** such as transportation, health care, or housing assistance. Participants work at their subsidized jobs between 2 to 16 weeks, after which Goodwill assists them in the transition to **longer-term employment**.

Of the 152 stores nationwide, Goodwill of North Georgia is the largest based on the number of people who have gone to work with assistance from their career services: **over 16,000 individuals** in fiscal year 2020, despite the pandemic.

GEORGIA BY THE NUMBERS

INCARCERATION & RACIAL DISPARITIES

- **54,816** people in prisons in 2019.
- **59.6%** Black imprisonment rate compared to 40.4% white imprisonment rate in 2019.
- **8th** highest imprisonment rate in the United States in 2019 (507 per 100,000 Georgians).

POVERTY & RACIAL DISPARITIES

- **13.3%** overall poverty rate (857,894 people) in 2019.
- **18.8%** Black poverty rate compared to 9.0% white poverty rate in 2019.
- **14th** highest overall poverty rate in the US in 2019.

UNEMPLOYMENT & RACIAL DISPARITIES

- **4.1%** overall unemployment rate in 2021 Q2.
- **6.0%** Black unemployment rate compared to 3.3% white unemployment rate in 2021 Q2.

Advances racial and economic justice: People of color are far more likely to face a variety of structural barriers to employment due to the discriminatory practices and policies that have been in place for decades. By providing economically marginalized jobseekers with an immediate wage coupled with support services, Goodwill's approach advances economic justice for people of color.

Builds connections to employment stability: Using the ABC's Model (A First Job, A Better Job, A Career), participants are able to advance in their chosen careers. Goodwill continues to follow up with subsidized jobs participants for a year after they complete the program to ensure that their transition to competitive employment continues to be successful

Provides effective supportive services: Goodwill hires members of the communities that they serve to let their lived experiences guide the programming offered to participants. This ensures that the program is able to serve a wide variety of populations effectively and to meet different needs and interests.

Improves access to health care: In 2019, **13.4%** of Georgians were uninsured, including 14.8% of the Black population and 34.2% of the Latinx population. As one of the 12 states that has not expanded Medicaid coverage, a stable, full-time job remains the best pathway for individuals to get health insurance and access to the medical care they need.

Benefits families: Program participants' earned income contributes to greater financial stability for families. For example, a **study** of participants who were non-custodial parents found that 62% were able to make their child support payments after their competitive job placement.

Improves reentry outcomes: A **study** of seven subsidized jobs programs, including Goodwill of N. Georgia, found that individuals were up to 12% less likely to be re-incarcerated and spent 41 fewer days in prison in the 30 months following enrollment compared to those not engaged in the program.

Improves mental health: Participants are connected to employment and a wage, which alleviates some of the stress of economic instability. The program also connects individuals who require additional support to mental health services.

IMPACT



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What can you do to support subsidized jobs?

We are asking that you support the inclusion of an **equity-centered national subsidized jobs program** in recovery legislation.



With robust support from Congress, subsidized jobs programs like Goodwill's would be able to ensure that **more economically marginalized individuals can connect to work** in North Georgia and across the state.

"We believe in using dignified, empowered work to solve a myriad of social ills. The programs that we provide allow people to move out of dire circumstances and move from survival to stability to success."

- Jenny Taylor, Vice President of Career Services



Each year, Goodwill of North Georgia receives more applications to its subsidized jobs program than they are able to accept. There are also many smaller organizations that seek out grants and other support from Goodwill in an effort to replicate their success. Federal investments in subsidized jobs programs are needed to make this happen on a larger scale and **open doors to economic opportunity for economically marginalized jobseekers** across the state.



Investing in subsidized jobs means investing in your community and constituents.