

**AN EXPLORATORY STUDY OF THE ROLE OF FAITH-BASED ORGANIZATIONS IN PROVIDING
EMPLOYMENT AND TRAINING SERVICES**

U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security

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Project Summary: Employment and training services in the United States have historically been delivered through a decentralized network of local public, private, and nonprofit agencies and programs. Among the many service providers, some faith-based entities, particularly nonprofit service organizations, have provided a variety of employment-related services, for example, to help people prepare for work, improve basic skills, find jobs or new jobs, or arrange for social or emergency services that might be needed. The Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996 included a “charitable choice” provision, which allows faith-based organizations to compete for state and federal welfare funds on the same basis as other organizations and maintain their religious character. While faith-based organizations are an important partner in the workforce development area, there is little systematic information about the extent of their involvement in the formal public employment and training system, the amount of federal funds they receive, particularly through the Workforce Investment Act (WIA) or the nature of work-related services they provide.

The purpose of this task order study for DOL/ETA was to provide a basic understanding of the extent to which faith-based organizations are providing employment-related services, drawing upon exploratory information compiled for five communities: Baltimore, Maryland; Fort Worth, Texas; Milwaukee, Wisconsin; Pittsburgh, Pennsylvania; and San Diego, California. The communities were purposively (not randomly) selected to provide geographic diversity to address three general questions: (1) How much federal employment and training funding is going to faith-based organizations? (2) What sorts of employment-related services do faith-based organizations provide? (3) How much employment-related services do religious congregations provide and to whom? Staff from Capital Research Corporation worked with the research staff at The Urban Institute – conducting telephone interviews with administrators at several of the selected sites, analyzing data, and co-authoring the final report.

Reports:

D. Nightingale, F. Kramer, J. Trutko, S. Spaulding, and B. Barnow, *Faith-Based Organizations Providing Employment and Training Services: A Preliminary Exploration*, The Urban Institute, prepared for the U.S. Department of Labor, 2002.

F. Kramer, D. Nightingale, J. Trutko, S. Spaulding and B. Barnow, *Employment and Training Services Provided by Faith-Based Organizations: An Exploratory Study and Issues for Consideration in the Use of Public Funds*, The Urban Institute, Paper Presented to the Association of Public Policy Analysis and Management, 2002