

## ***WorkFirst***

### **Washington's Temporary Assistance for Needy Families (TANF) Program**

**Presentation by:  
WorkFirst Partnership**

*July 21, 2010*

## WorkFirst at a Glance

- Eligible low-income families (82% of FPL) receive cash, food and medical assistance and welfare-to-work services
- Administered through a partnership of six state agencies, with oversight by WorkFirst SubCabinet
- 31 Local Planning Area (LPA) networks address local issues and needs
- Focus is on work and temporary nature of support
- Services must accomplish or support one of four purposes of TANF:
  - *Assisting needy families so that children can be cared for in their own homes*
  - *Reducing dependency of needy parents by promoting job preparation, work and marriage*
  - *Preventing out of wedlock pregnancies*
  - *Encouraging the formation and maintenance of two-parent families*

## WorkFirst Services

- Employment preparation and job search assistance (ESD, Commerce)
- Education and training (SBCTC, Commerce)
- Subsidized employment, work experience, and other supported work programs (Commerce)
- Assistance with removing barriers to employment (DSHS):
  - *Mental health and substance abuse treatment*
  - *Help applying for and securing federal benefits like SSI*
  - *Referrals for vocation rehabilitation, family violence services*
- Emergency cash assistance to prevent eviction or utility shutoff, secure housing (DSHS)

## WorkFirst Services

- Support services to help pay for work-related items such as clothing and transportation (DSHS, ESD, Commerce)
- Wage progression and job retention services for working families who leave WorkFirst (ESD)
- Other benefits available to WorkFirst families:
  - *Help with establishing paternity and collecting child support from non-custodial parents (DSHS)*
  - *Working Connections Child Care subsidies (DEL)*
  - *Medical coverage (DSHS)*
  - *Food assistance (DSHS)*

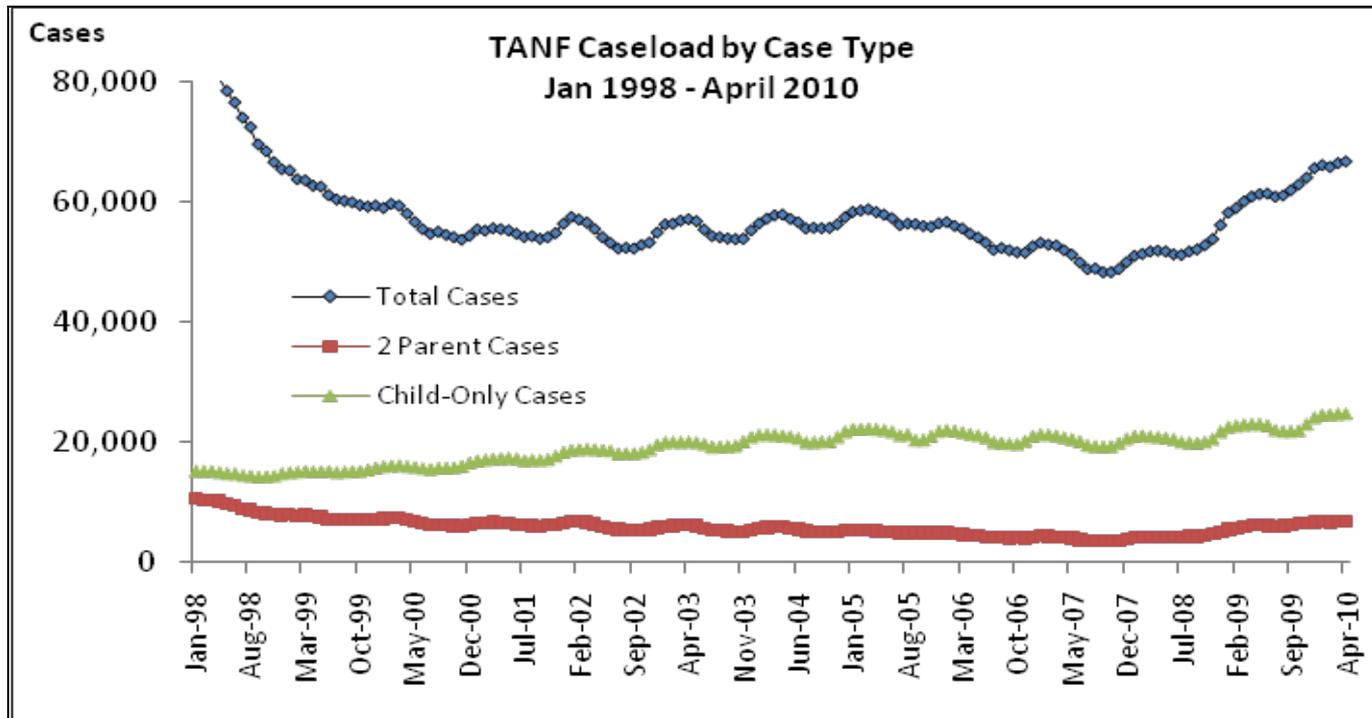
## Who We Serve

- In SFY 10, we served an average of 64,432 families each month:
  - *34,498 (54%) single parent families*
  - *23,416 (36%) child-only*
  - *6,517 (10%) two-parent families*
- Child-only cases do not receive case management services and are not subject to federal work participation requirements
- Over \$347 million in grants were issued in SFY 10
- Average WorkFirst case has 1.7 children
- 20.4% of WorkFirst parents have a child under 12 months

## Who We Serve

- 66% have at least a high school diploma or GED
- Race/ethnicity:
  - *White 57%*
  - *Black 12.8%*
  - *Native American 3.5%*
  - *Unknown 6.2%*
  - *Asian 2.1%*
  - *Hispanic 11.8%*
  - *Other 4.6%*
- 8.7% of WorkFirst parents have a limited English proficiency
- 22.2% of WorkFirst parents have one or more barriers to employment (e.g., mental health issues, substance abuse, homelessness, family violence)

## TANF Caseload



Month	Total Cases	Two-parent Cases	Child-only Cases
Jan-98	84,003	10,606	15,130
Sep-07	48,238	3,484	19,148
Apr-10	66,588	6,748	24,620

## Working Connections Child Care

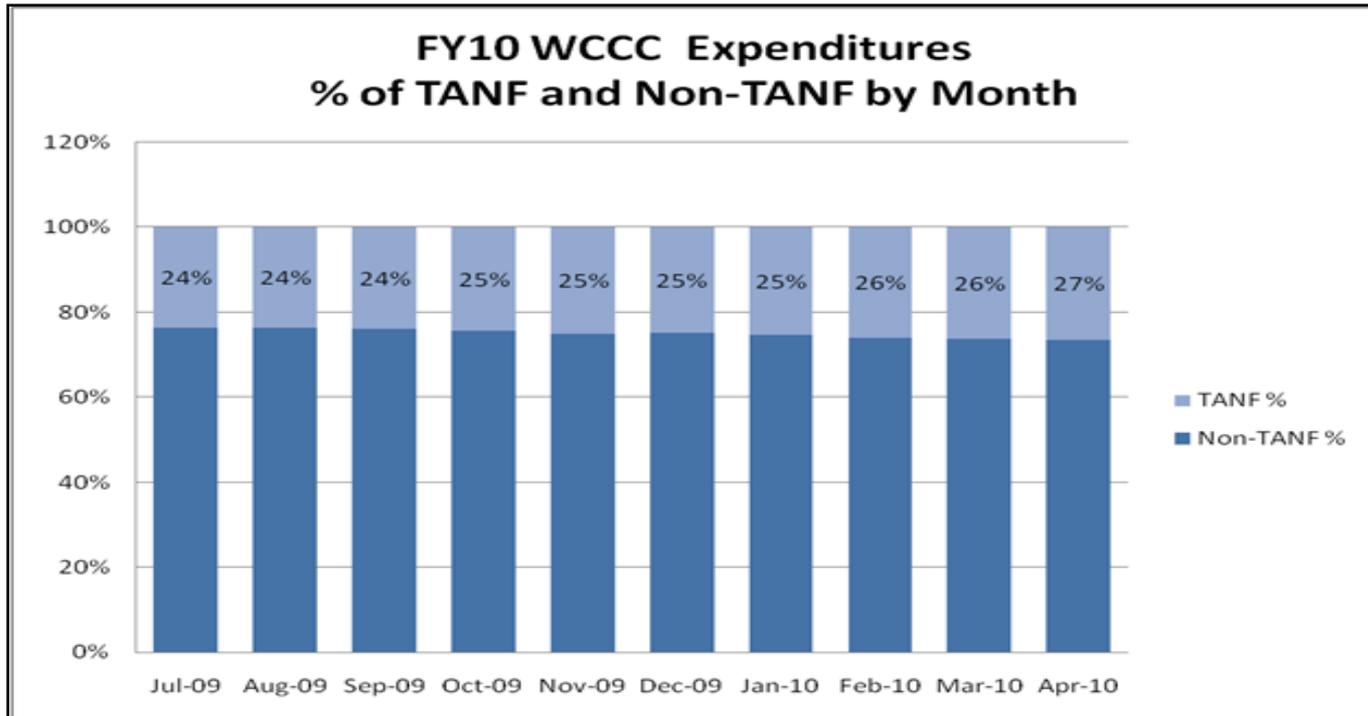
- Department of Early Learning serves as lead agency for the Child Care and Development Fund (CCDF)
- Federal law requires that 70% of CCDF must go to subsidies
- Child care in Washington is funded by both TANF and CCDF
- DEL sets policy; DSHS determines eligibility and authorizes subsidy payments for eligible families:
  - *Parents who are working or in an approved work-related activity. This includes WorkFirst activities, work-study and certain education and training programs.*
  - *Family income must be at or below 200% FPL (\$3,052 per month for a family of three).*
  - *WCCC families have a co-pay of \$15 or higher, depending on income*



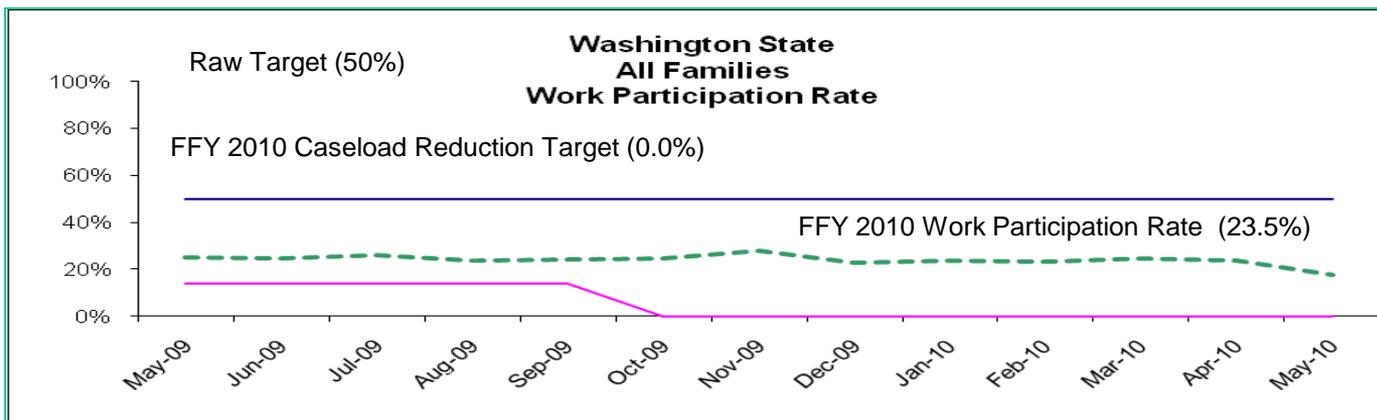
*a job, a better job, a better life*

## Working Connections Child Care

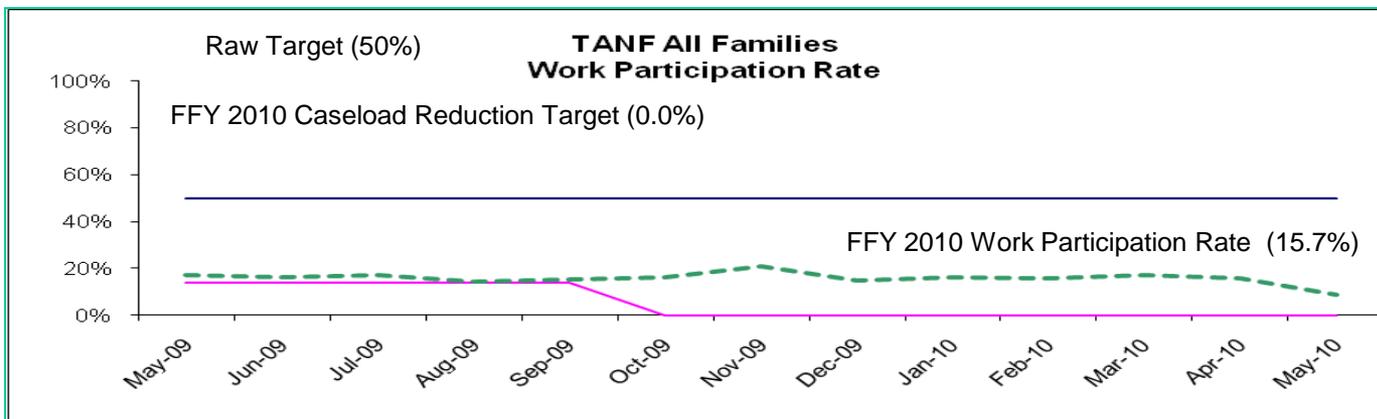
<i>TANF WCCC Cases in March 2010</i>		<i>Non-TANF WCCC Cases in March 2010</i>		<i>Total WCCC Caseload</i>
Number	Percent	Number	Percent	Total
9,695	27.4%	25,693	72.6%	35,388



## WorkFirst Participation - All Families

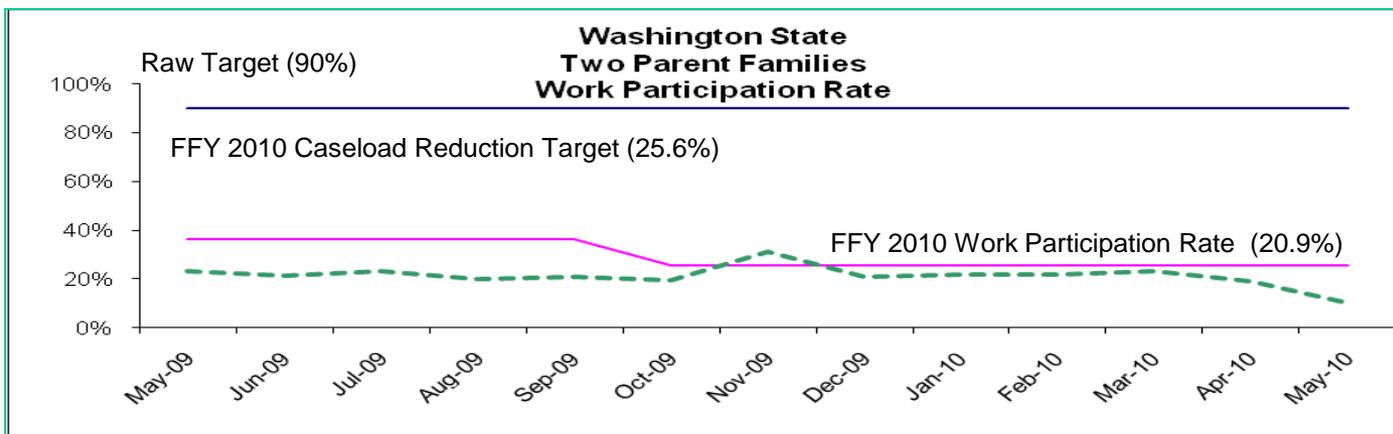


All Family participation with Career Services included. This is the formal participation rate for Washington.

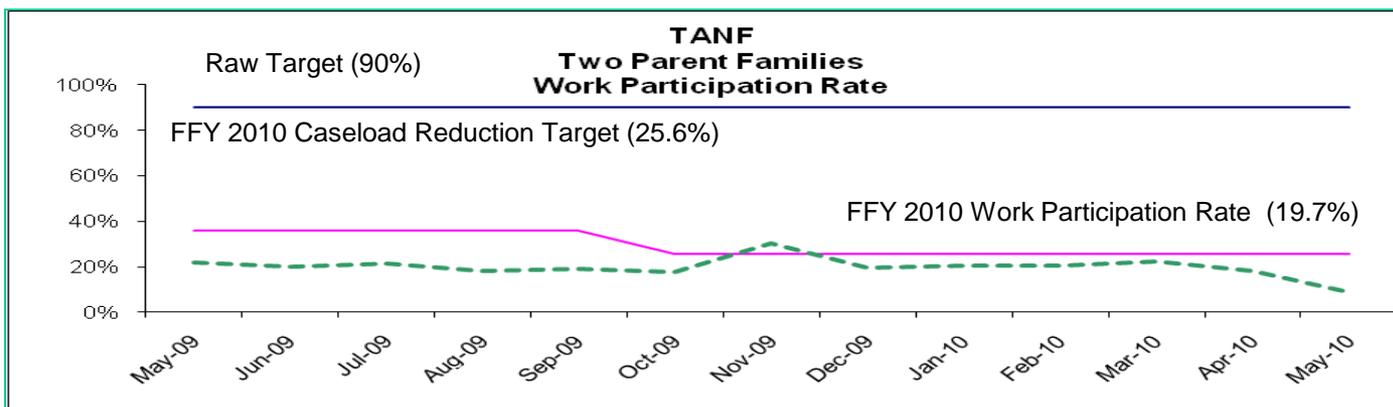


All Family participation without Career Services included.

## WorkFirst Participation - Two-parent Families

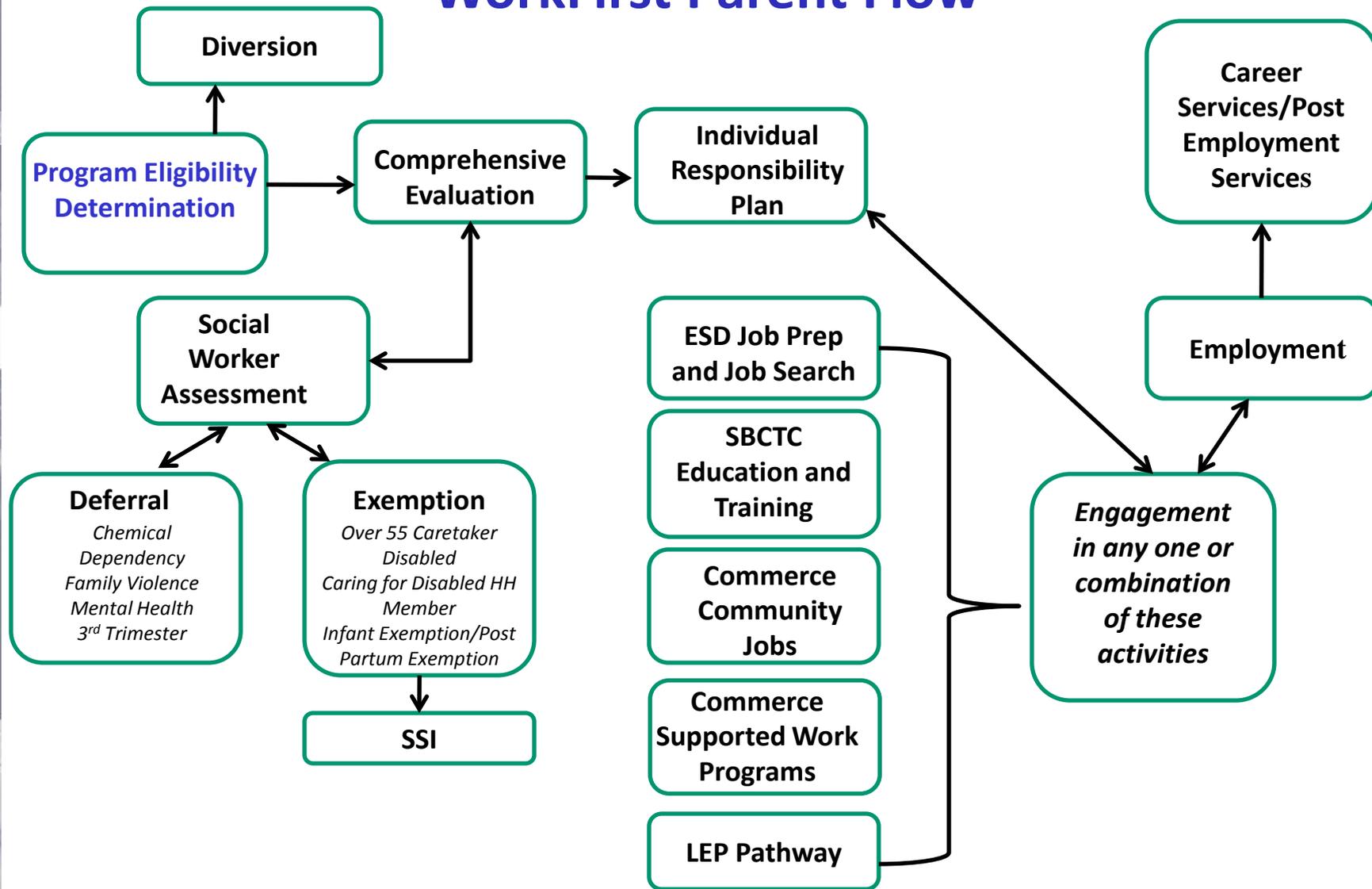


Two-Parent participation with Career Services included. This is the formal participation rate for Washington.



Two-Parent participation without Career Services included.

## WorkFirst Parent Flow



## **WorkFirst Engagement Planning: Comprehensive Evaluation (CE) & IRP Development Plan**

- **Gather information**
- **Identify supports**
- **Discuss program options**
- **Work together to develop an Individual Responsibility Plan (IRP)**
- **Update plan as needed**

## Social Worker Assessment & Engagement

**Social Workers assess issues and identify needed supports**

### Deferrals

- Defer from full-time participation in work-like activities
- Coordinate within DSHS and with partners and community providers
- Stack activities to fully engage family

### Exemptions

- Has infant 12 months or younger
- Age 55 or older
- Severe or chronic medically-verified condition
- Required in home to care for child with special needs or adult with severe, chronic medical condition

## Additional WorkFirst Pathways

### Pregnancy to Employment Pathway

#### Participation Options:

#### First Two Trimesters (2,546 TANF adults in May 2010)

- Full-time participation

#### Third Trimester (2,379 TANF adults in May 2010)

- Parent can choose to participate or to be deferred

#### Post Birth

- Infant exemption or post partum exemption, or parent can volunteer to participate
- In May 2010: 5,274 TANF adults in infant exemption status; 43 in post-partum exemption status

**Note: Parents in the pathway must participate at least 20 hours / week in chemical dependency or mental health treatment if CE or social service assessment identifies need**

## Additional WorkFirst Pathways

### Limited English Proficiency (LEP) Pathway

- Serves employable adults with limited English proficiencies
- Culturally appropriate services: job search and placement assistance, job skills training, community service and work experience placements, job retention, ESL
- Provided through contracts with CBOs, ESD, community and technical colleges, voluntary refugee resettlement agencies
- Served 5,685 LEP adults (TANF and Refugee Assistance) in SFY 09

## Tribal-State Coordination

### WorkFirst

- WorkFirst recognizes that tribal governments are in unique position to provide activities that meet needs of tribal members and other American Indians
- Local CSOs work with tribes to discuss participation options
- Traditional work and traditional cultural activities count as participation

### Tribal TANF

- 11 Washington tribes administer their own TANF program
- These tribes provide grants, case management, employment services and other activities
- Tribal TANF tribes receive state MOE and share of federal TANF block grant
- CSOs enter into operating agreements with Tribal TANF tribes and refer all families who may qualify to Tribal TANF programs

## Employment Security Employment Services - Performance

### Employment Services

- Over 6,000 parents served per month
- 200 parents go to work each week

	Jul-Sep 2008	Jul-Sep 2009	% of increase
Entered Employment	2,771	2,961	6.8%

- Entered employment numbers for July-Sept 2009 continues to be strong at over 53%
- Statewide median wage: \$9.50
- Statewide median days to employment: 27 days

### Career Services Program (Sept – Nov 09)

- Approximately 15,000 'potentially eligible' post-TANF and Diversion Cash Assistance parents
- 968 customers enrolled in CSP (6.5%)
- Of those enrolled, 66% received a 4<sup>th</sup> month service and 55% received a 6<sup>th</sup> month service
- More than 76% of Career Services participants were still off TANF at 1 year.

## **Intensive Employment Services**

- **In-depth assessment of work skills and education**
- **Activity planning/Activity planner**
- **Employment competencies workshops**
  - **Master application - resume**
  - **Interviewing - 60 second commercial**
- **Intensive one-on-one case management, employment counseling and job coaching**
- **Quality job matching and job referrals**
- **Job development and on-the-job training opportunities**
- **Information on:**
  - **Training options**
  - **Community based organizations**
- **Ongoing job retention and wage progression through Career Services program**

## Commerce WorkFirst Employment Programs

### Community Jobs

- **Washington's Transitional Jobs Program**
- **Statewide program began in 1998**
- **Combines work and education with intensive case management to help parents manage employment barriers**
- **Services provided by community based providers**

## Commerce

# WorkFirst Employment Programs

### Supported Work Programs

- Created in 2007 to provide participation options for meeting federal guidelines
- Worksites established and parents placed based on employment and education goals
- Parents work for their TANF grant
- FLSA guidelines determine maximum work hours

## Commerce Supported Work Programs

### Community Service

- Parents participating in another core activity part-time (e.g., employment or education) who need additional hours to bring them to full time

### Community Work Experience

- Parents who need recent work history and employment references to enhance employability

### Community Works

- Parents who are working on significant issue resolution but ready to begin activities that lead to self-sufficiency

## Commerce

# WorkFirst Employment Programs

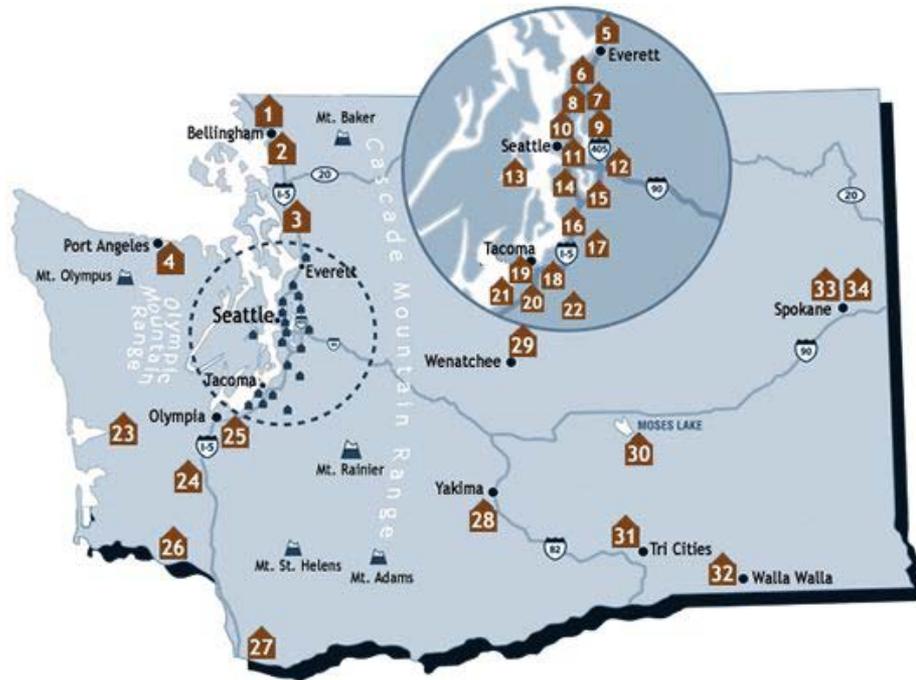
### Community Jobs

- FY 09 and FY 10 enrollments exceed 3,600 parents
- Focus on employment outcomes
- Current quarter's employment outcomes: 52% of those enrolled obtained unsubsidized employment

### Supported Work Programs

- Enrollments in FY 09 exceeded 4,300
- Enrollments in FY 10 exceeded 5,200
- Focus on participation

**One system. 34 colleges, 4 CBOs, 2 private providers.  
108 service locations.**



- **29 community colleges**
- **5 technical colleges**
- **Each reflect local culture, economy, demographics**



*Bates  
Bellevue  
Bellingham  
Big Bend  
Cascadia  
Centralia  
Clark  
Clover Park*

*Columbia Basin  
Edmonds  
Everett  
Grays Harbor  
Green River  
Highline  
Lake Washington  
Lower Columbia*

*Olympic  
Peninsula  
Pierce, Puyallup  
Pierce, Ft. Steilacoom  
Renton  
Seattle, North  
Seattle, Central  
Seattle, South*

*Shoreline  
Skagit Valley  
South Puget Sound  
Spokane  
Spokane Falls  
Tacoma  
Walla Wall  
Wenatchee Valley*

*Whatcom  
Yakima Valley  
Contractors-  
Aster Technology  
Driver's Training & Solutions  
Literacy Source  
Northwest Indian College  
Refugee Women's Alliance  
Tacoma Community House*



***Job preparation for the local labor market***

- *Training developed to meet community needs*
- *Advisory board members invested in business and industry*

***Collaborative local planning***

- *WorkFirst Delivery Agreement flexible to meet the needs of parents*
- *Local Planning Advisory group assists with planned program mix*
- *Services prioritized to meet the most relevant community needs*
- *Leveraged resources maximize the availability of services*

***Access and referral process***

- *Training available at 108 different locations by 40 providers to support an average of 2,100 referrals each month*
- *Up front assessment - identifies training needs, including aptitude, abilities and interests, and ability to benefit as part of a long-term success plan*
- *Academic advising - education & training plans directly incorporate appropriate skills training and job readiness activities*
- *Student support provided through a wide array of college resources, including counseling, tutoring, child care centers, community awareness, and activities*
- *Ongoing student support and retention activities*

***Enhancing accountability***

- *Colleges account for and document the actual hours of attendance for each student*
- *Participation is reported monthly for nearly 8,000 students enrolled in Job Skills training, GED, and vocational education*
- *Monthly participation in WorkFirst Work-Study, Life Skills, ESL, and degree completion activities are also reported*

**SBCTC**

**WorkFirst Activities**

**Expenditure type**

**Educational component**

**Tuition Assistance**

Tuition, books and required fees

Vocational Education (VE)  
High Wage High Demand (HW)  
IBEST (VE)  
CJST (VE)  
Degree Completion(DC)  
12 month lifetime limit while on TANF

**Contract Training**

Class instructional costs

Supports any available educational component

**Basic Skills**

Tuition, books and required fees and/or  
Class instructional costs

ABE  
ESL  
GED (GE)  
High School Completion (HS)

**WorkFirst Work-Study (PT)**

Subsidized wages

On or off campus employment. Hours limited to no more than 19 per week during academic quarter.

**Open Entry Job Skills**

Tuition, books and required fees and/or  
Class instructional costs

Employment skill enhancement  
Job Skills training(JT) -  
Life skills (time limited)

**Part-time Vocational Education**

Tuition, books and required fees

Job Skills (JT)-  
Vocational education  
No time limit

**Life Skills Training (LS)**

Tuition, books and required fees and/or  
Class instructional costs

Barrier removal, employability skills  
-time limited

**Work Experience(WE)**

Tuition, books and required fees

Educational internships or Cooperative training

## **Non-Participation & Sanction**

### **Non-compliance Sanction**

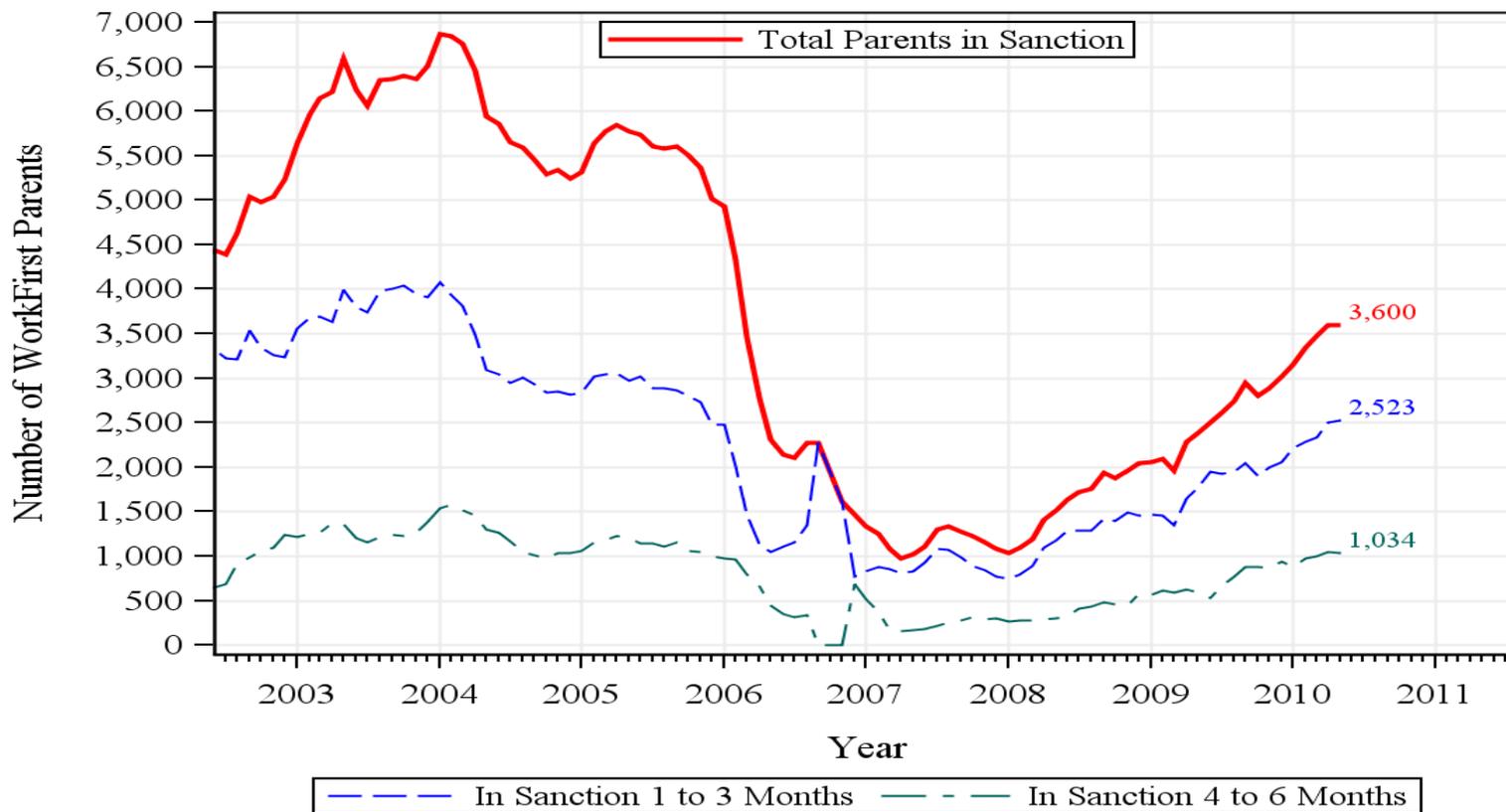
- **Good cause determination**
- **Case staffing with two other professionals**
- **Requires supervisor approval**
- **10 day advance notice**
- **WorkFirst grant reduction of parent's share or 40%**
- **Cured by four weeks of participation**
- **Monthly efforts to re-engage parent**

### **Sanction Termination**

- **Requires approval of Sanction Review Panel**
- **10 day advance notice**
- **Termination of family's grant after four months**
- **Re-applications require four weeks of participation before case can be approved**

## WorkFirst Sanctions

**Number of Sanctioned WorkFirst Parents, by Number of Months in Sanction**



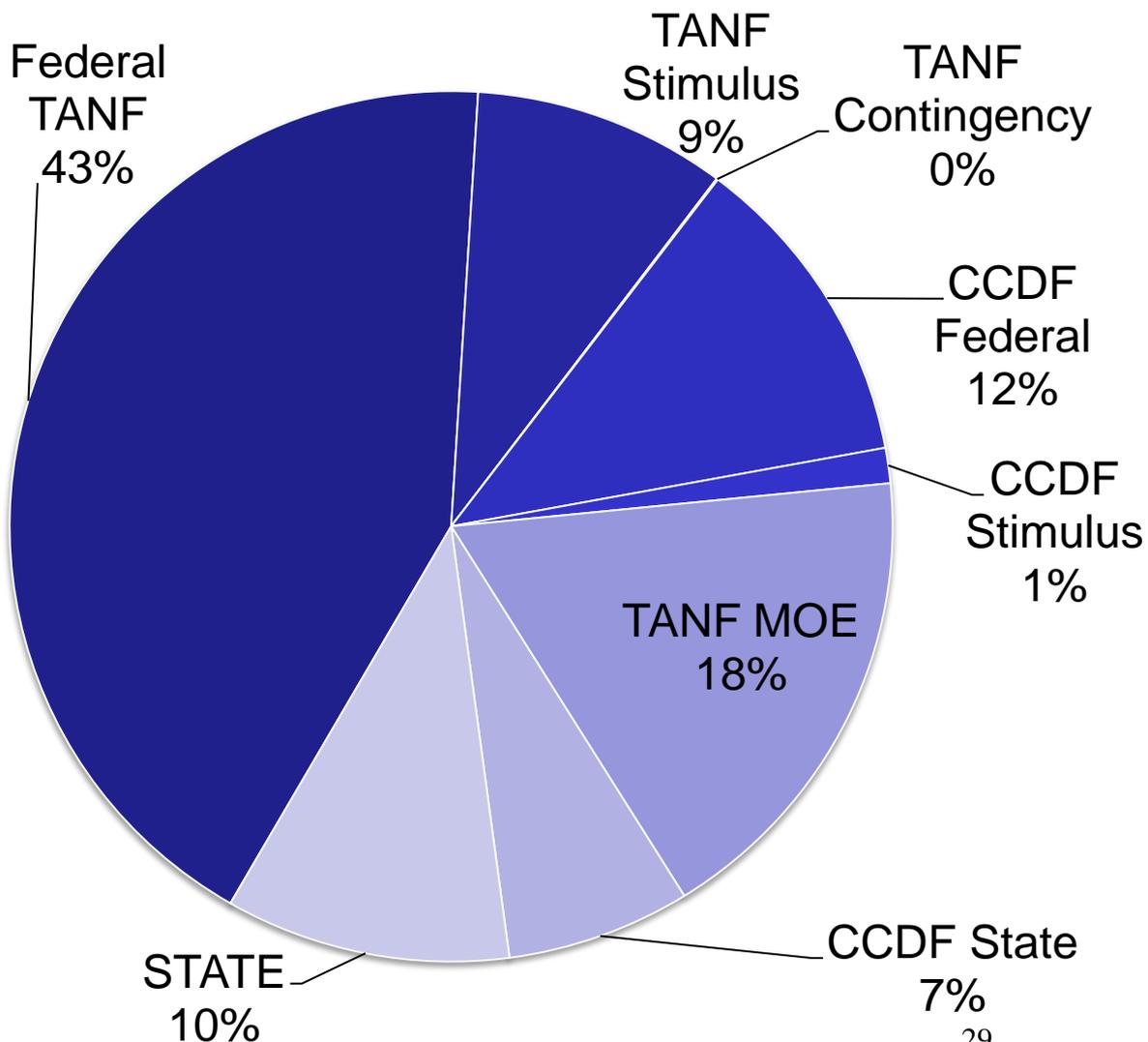
*Data current through May 2010; effective July 1, 2010 sanction policy changed from 6 to 4 months.*

## TANF Box – 2009-11 Revenue

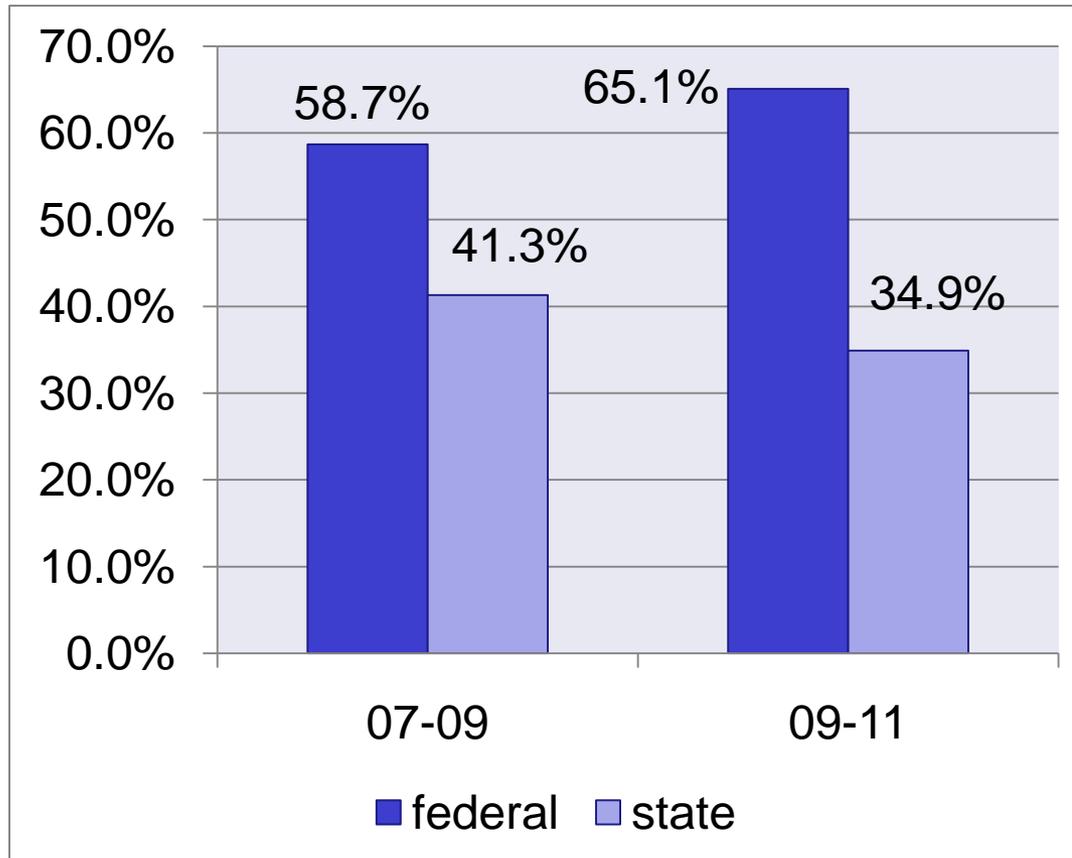
Total biennial funding =  
\$1.896 billion.

65% of the funding is  
federal block grant; of  
this, 16% is stimulus or  
contingency funding.

35% of the funding is GF-S,  
required TANF MOE and  
CCDF match/MOE.



## TANF Box – Maintenance of Effort



While the total projected revenue available within the “box” is about the same, federal and state portions have changed.

In last biennium, 41% of revenue was GF-S; this year, revenue is reduced to 35%.

This impacts the state’s ability to meet federal MOE requirement.

## TANF Box – Projected Deficit

Dollars in thousands	SFY10	SFY11
<b>Cash Assistance – based on Feb 2010 forecast</b>	\$404,593	\$402,438
Includes TANF Grants, Diversion payments, Tribal TANF payments, and Career Services		
<b>Child Care – based on Feb 2010 forecast</b>	\$342,457	\$335,228
Includes WCCC & Seasonal subsidy payments, child care contracts and collective bargaining costs		
<b>Staffing</b>	\$124,948	\$121,919
Includes staffing dollars for DSHS, ESD, DEL; DSHS overhead		
<b>Client Support Services</b>	\$72,634	\$67,635
Includes education and training dollars, Commerce programs and support services		
<b>Children’s Administration</b>	\$41,214	\$41,214
<b>Total Estimated Expenditure</b>	\$985,848	\$968,434
<b>ESD Admin Contingency Fund Shortfall</b>		(\$4,700)
<b>Estimated TANF Rollover</b>	\$28,198	\$30,656
<b>Estimated Revenue</b>	\$988,304	\$908,106
<b>Variance</b>	\$30,656	(\$34,372)

**\*\* Assumes all reductions proposed in SFY10 Supplemental Budget**

## Opportunities for 'Rebooting' WorkFirst

### 2010 TANF Reauthorization

- Opportunity to press for increased federal funding, greater state flexibility, expanded waiver authority, freedom to test innovative approaches and pilots

### Availability of innovative, evidence based approaches

- New research-based evidence on complexity, strengths and needs of families living in poverty
- Effective models for engaging and motivating families

**Questions?**

