



U.S. Department of Health and Human Services

ADMINISTRATION FOR  
**CHILDREN & FAMILIES**  
Office of Family Assistance

**Administration for Children and Families**

**Office of Family Assistance**

**Region IV TANF and Region III WIA:  
Strengthening Pathways to Employment**

July 24-26, 2012

Atlanta, Georgia

**Summary Report**



U.S. Department of Health and Human Services  
ADMINISTRATION FOR  
**CHILDREN & FAMILIES**  
Office of Family Assistance

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## Background

In 1996, the Temporary Assistance for Needy Families (TANF) Program was created through the Personal Responsibility and Work Opportunities Reconciliation Act (PRWORA), dramatically changing the social welfare system in the United States. In 1998, the Workforce Investment Act (WIA) was created through legislation designed to promote business participation in the delivery of workforce development services. The implementation of the TANF and WIA programs brought about significant decreases in the number of low-income families receiving public benefits. Since the onset of the Great Recession in 2007, the United States has struggled with high national rates of unemployment and underemployment. Given this difficult economic climate, TANF and WIA remain important parts of the safety net for low-income children and families, yet both agencies are being charged to do more with fewer resources. The *TANF and WIA: Strengthening Pathways to Employment* meeting provided TANF and WIA directors with the opportunity to engage in strategic dialogue in order to identify innovative practices and partnerships to better support America's children and families during this period of increased unemployment and shrinking program budgets.

## Overview of Meeting

In response to the technical assistance and program needs of States throughout the Southeast, the United States Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance, Region IV, and the United States Department of Labor, Employment and Training Administration, Region III, hosted a technical assistance meeting from July 24-26, 2012 in Atlanta, Georgia. The main goal of the meeting was to strengthen pathways to employment to assist families in achieving self-sufficiency. Specific sessions focused on addressing the challenges faced by demographic groups with significant barriers to attaining and maintaining employment. A common theme throughout the sessions was establishing and maintaining effective partnerships to capitalize on existing, albeit limited, resources. Topics included:

- Engaging veterans and military families in the TANF and WIA systems;
- Leveraging partnerships to strengthen subsidized employment and transitional job initiatives;
- Developing demand-driven career pathways for low-income individuals and TANF participants;
- Maximizing WIA youth and TANF funds to support summer youth employment initiatives; and
- Improving skill-building for low-income individuals and TANF participants with barriers to employment.

Designed particularly to encourage State sharing and peer-to-peer dialogue, the format of the meeting was a combination of information sharing sessions and conversations, and panel presentations. The design supported the exchange of information between State TANF and WIA Administrators, Federal policy representatives, and other key stakeholders.

## Day One

Day One of the *TANF and WIA: Strengthening Pathways to Employment* began with welcoming remarks from Carlis Williams, Regional Administrator, Administration for Children and Families, Region IV. In order to improve employment outcomes in the recessed economy, Ms. Williams emphasized the importance of finding ways to make less skilled work pay and to build job skills as paths to self-sufficiency. She also spoke about the importance of expanding access to health care, promoting responsible fatherhood programs and healthy marriage and relationship programs, and increasing involvement of faith and community based programs in an effort to promote family self-sufficiency. Lastly, Ms. Williams stressed the significance of building job skills and increasing communication between State, Regional, and Federal offices to ensure that the administration of TANF and WIA programs meets the real-time needs of communities in the Southeast.

Following Ms. Williams' welcome, Helen Parker, Regional Administrator, Employment & Training Administration, U.S. Department of Labor, welcomed participants and encouraged them to use this opportunity to learn, to share ideas, and to discuss new solutions for solving age old problems. She also stressed the importance of this TANF and WIA collaboration as a way to stretch resources, utilize brainpower, and stimulate creativity.

### ***Overview of 2012 TANF and WIA: Strengthening Pathways to Employment Meeting***

During her remarks, Ms. Jane Oates, Assistant Secretary at the Department of Labor's Employment and Training Administration, applauded meeting participants for their efforts at interagency collaboration. She acknowledged the difficulty involved in partnership and commended participants for their willingness to work together to jointly accomplish key tasks, including arriving at common definitions on the Pathways program and melding funding across agencies. Ms. Oates highlighted a number of accomplishments specific to the States in the Southeast, including strategic planning on how to maximize federal dollars provided for natural disaster relief in the region. This planning successfully assisted low-income people in attaining jobs and developing work experience during the recovery process.

Mr. Mark Greenberg, Deputy Assistant Secretary for Policy at the Administration for Children and Families, spoke to the importance of working together and sharing information to ensure individuals with the same needs have access to the same services and conveyed the potential for the advancement of the workforce through partnership. He emphasized ACF's commitment to interoperability as a way to address child poverty and family economic stability. Mr. Greenberg concluded by highlighting the importance of coordinated research around TANF and WIA in order to better the workforce.

### ***Rapid Learning Breakout Sessions – Basic TANF and WIA***

During these rapid breakout sessions, attendees engaged peers in discussions around TANF and WIA. These sessions provided TANF representatives with an overview of the WIA program and WIA representatives with an overview of the TANF program to improve basic understanding and set the foundation for collaboration.

## **TANF 101**

Ms. LaMonica Shelton, TANF Program Manager, Office of Family Assistance, Administration for Children and Families, Region IV, started the session by providing an structural context for TANF by reviewing the organization chart for and the objectives of the Department of Health and Human Services, the Administration for Children and Families, and the Office of Family Assistance, under which the TANF program falls.

Ms. Shelton then provided an overview of the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996 through which the TANF program was created. Under PRWORA, federal funds were given to States to distribute to qualifying individuals and work requirements were established for receipt of welfare dollars. Furthermore, Ms. Shelton articulated the four purposes of TANF:

1. To provide assistance to needy families so that children may be cared for in their own homes, or in the homes of relatives;
2. To end of the dependence of needy parents on government benefits by promoting job preparation, work, and marriage;
3. To prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual, numerical goals for preventing and reducing the incidence of these pregnancies, and;
4. To encourage the formation and maintenance of two-parent families.

While TANF rules require all recipient families to be low-income, income requirements for receipt of benefits vary by State. TANF's supplemental eligibility requirements indicate that recipients must be families with children under the age of 18 in the home (with some limited exceptions) or, in some cases, mothers who are pregnant, and TANF is available only to citizens of the United States, lawful aliens, and legal immigrants. Furthermore, at the Federal level, the program operates with a five-year (60 month) maximum lifetime limit for receipt of benefits (with some exceptions); however, in some States the time limit has been shortened. Regarding work requirements, recipients must participate in 20 hours of core work activities, and 30 total hours of work activity, each week in order to remain eligible for benefits. Activities such as on-the-job training, community service, vocational training, or educational training can fulfill the work requirement for TANF recipients. Sanctions exist for both the State and the individual if TANF program guidelines are not followed.

As States have broad flexibility to operate their TANF program, each TANF program looks very different. Therefore, Ms. Claire Williams from the TANF Unit at the Georgia Department of Human Services provided an overview of TANF operations at the State and local level. Ms. Williams noted that in Georgia, TANF often works with grandparents raising grandchildren and two-parent families, and has recently seen more one-parent, father-led families in the program. The Georgia program seeks to provide access to resources, to promote accountability, and to develop solid employees. The overall goal, however, is to move families to a state of self-sufficiency.

In order to qualify for benefits in Georgia, a family of three must earn less than \$424 each month. With regard to the operation of the program, applicants are scheduled for orientation to the program at the point of application, which allows those receiving benefits to learn precisely what is required in order to remain in compliance with the stated guidelines. Building on Ms. Shelton's comments regarding TANF work requirements, Ms. Williams noted the program does provide an exemption from the work requirements if the parent has a child less than 12 months of age.

## **WIA 101**

Mr. Brad Sickles, Chief, Division of Workforce Investment, Employment and Training Administration, U.S. Department of Labor, provided participants with an overview of the history and legacy of the Workforce Investment Act (WIA).

The first materialization of a workforce development program in the United States was implemented on the heels of the Great Depression as part of the New Deal. Early iterations of workforce development focused on the building of roads and highways as a means of employing those left unemployed and underemployed in the wake of technological changes to the economy. Today, workforce development, in the form of WIA, is focused broadly on economic development and is funded through streams for adults, youth, and dislocated workers (under Title I).

One Stop Career Centers, formerly the American Job Centers, provide a full range of assistance to job seekers, including training referrals, career counseling, and job opportunities. One Stop Career Centers empower individuals by allowing them to assist in the selection of the employment area of best fit. Additionally, performance accountability is a major tenant of the Center, which operates under a tiered system of local, State, and Federal oversight. For example, if States do not achieve their goals, then they receive technical assistance from the Federal government. Failure for two consecutive years results in sanctions and a potential reduction of five percent of funding.

Five States in DOL Region III are currently participating in an apprenticeship program, with programs in Florida, Kentucky, and North Carolina being run by State agencies. These employment and training programs are employer driven and funded by employers. The apprentice must make 50 percent of the average starting wage of an individual in the same position, and will receive credentials for the portion of training completed. Mr. Sickles concluded by suggesting that this model will gain momentum moving forward, with job training being provided after employment placement so that the training can focus on the specific needs of the company and employee.

### ***Engaging Veterans and Military Families in the TANF and WIA Systems***

The TANF and WIA programs allow States and localities considerable flexibility to administer employment and job training services to a variety of eligible individuals and families – including veterans and military families. During this facilitated session, panelists discussed the barriers to employment and unique challenges faced by veterans. The session included strategies for engaging eligible families and coordinating necessary WIA and TANF services and other existing resources that can be used to support economic opportunities for military families and veterans.

Ms. Robyn Cenizal, Project Director for the National Resource Center for Healthy Marriage and Families, emphasized the importance of financial literacy for veterans and military families noting that financial issues are a major cause of conflict. Transitioning back into family life can be very difficult for veterans and incorporating integration services into workforce development is important for military families.

Ms. Tincie Lynch, Veterans Advocate and Life Coach, then spoke about the importance of connecting military families to support services and provided a breakdown of benefits provided by the Veterans Administration (VA). The Veterans Health Administration (VHA), the Veterans Benefits Administration (VBA), and the National Cemetery Administration (NCA) are all components of the VA and provide a full range of services to those who serve. In order to receive benefits through the VA, the applicant must first establish veteran status. Ms. Lynch also highlighted the reality that the number of veterans applying to benefits continues to increase.

Following Ms. Lynch, Ms. Dana Myers, Traumatic Brain Injury Social Worker, spoke on the topic of traumatic brain injuries. The Atlanta Veterans Medical Center provides outpatient services to veterans diagnosed with a mild, moderate, or severe brain injury resulting from physical force injury to the head. At the Center, patients are provided with an overall assessment for cognitive, mental, emotional, and behavioral difficulties resulting from the trauma. Ultimately, the Center tries to assist these individuals in moving forward with their lives. Ms. Myers noted that TANF and WIA agencies should be mindful of limitations these individuals may have as they are working to help them attain long-term employment.

Retired Colonel Howard Butler, Fort Gillem Enclave Manager, relayed his experiences with issues related to veteran benefit access. Col. Butler emphasized geographic proximity to services as a major impediment to veteran access. Additionally, he emphasized the importance of, and strategies for, teaching veterans how to convey their transferrable skills to potential employers.

Next, Mr. Randy Goodman, Junior Vice President for the American Legion, highlighted the Service Officer Program at the Legion, which serves needy officers and their families on a daily basis through their family support network and with temporary financial assistance. The Legion has also partnered with the American Chamber of Commerce to promote the employment of veterans.

Ms. Tinorah Frett of the Veterans Employment and Training Service at the Department of Labor then spoke to the resources available through the Veterans Employment and Training Services (VETS) to help veterans find suitable, meaningful, and sustainable careers and to maximize employment opportunities. They provide these employment services to veterans, their spouses, and their children. Ultimately, VETS attempts to ensure the services veterans need and deserve are provided.

### ***Leveraging Partnerships to Strengthen Subsidized Employment and Transitional Jobs Initiatives***

Subsidized employment and transitional jobs programs are effective strategies to increase employment, and can be an effective strategy when working with low-income populations with barriers to employment. During periods of fiscal austerity leveraging partnerships and varied funding streams is an effective strategy for funding subsidized employment and transitional jobs initiatives for low-income individuals and TANF participants. From creating partnerships with workforce development agencies to different funding streams, there are a variety of benefits to leveraging partnerships important for improving employment outcomes for low-income individuals and TANF participants.

Mr. Dan Bloom, Director of Health and Barriers to Employment Policy at MDRC, conveyed the importance of research and the dissemination of information of issues related to subsidized employment. A large degree of variation exists among subsidized employment programs with regard to the nature of their goals and target populations. Some programs work to “put money in pockets” while others work to improve long-term labor market outcomes. When undertaking an evaluation, understanding program goals is important in order to ensure the program is being evaluated based on progress toward their intended goals. Additionally, some programs focus on a broad range of unemployed workers while others target a specific hard-to-employ population. Program results are often dependent upon the population served by the program. Mr. Bloom also highlighted the results of a number of randomized control trials, including studies on the National Supported Work Demonstration, on on-the-job training, and on transitional jobs programs.

Following Mr. Bloom's presentation on subsidized jobs research findings, Ms. Jan McKeel, Executive Director for the South Central Tennessee Workforce Alliance provided a local perspective on work subsidies. Ms. McKeel emphasized the need to build and maintain a paid connection to work for program participants, the importance of partnering with private as well as public sector employers, and the importance of understanding the employer perspective, and understanding the job seeker perspective.

Mr. David Noble, TANF State Operations Director for the State of Mississippi, called attention to the Subsidized Transition Employment Program and Services (STEPS) and its recent partnership with the Department of Employment Security. This partnership provided wage subsidies to employers from 2009 to 2011 for a period of time no longer than six months per employee and in which employers could have no more than 50 percent of their workforce in this program. Utilizing a model of staggered reimbursement, the intended goal of the program was to have these employers buy-in and hire the individuals by the end of the six month period. Of 3,000 participants, 1,600 completed the program, and 62 percent remain employed at an average wage of \$8.65 an hour.

Lastly, Ms. Amy Rynell, Director of the National Transitional Jobs Network (NTJN), described the difficulties faced by the chronically unemployed population and the ways in which NTJN uses transitional jobs as an on ramp to the system. After individuals are in the system, the programs work with these individuals to improve literacy skills and vocational skills and to move these individuals into Bridge Programs, training programs, higher education, and career pathways.

### ***Special Networking Sessions for WIA and TANF Representatives***

During these networking sessions, TANF and WIA representatives met with their peer groups and program leadership to discuss key issues. State TANF Representatives had the opportunity to connect with peers to discuss commonalities, innovations, and solutions. Conversations focused on TANF Reauthorization, child welfare implications, Electronic Benefits Transfer (EBT) legislation, and the restoration of supplemental grants. Department of Labor Representatives conversed with DOL leadership and engaged in a peer-to-peer dialogue focused on possible solutions to cutbacks in work supports and transportation funds.

## Day Two

### ***Developing Demand-Driven Career Pathways for Low-Income Individuals and TANF Participants***

In a diverse number of communities, TANF programs, LWIBs, community colleges, and other partners are forming strategic partnerships in order to improve the employment outcomes for low-income individuals and TANF participants through the coordination of demand-driven career pathways. These partnerships have used demand-driven, employer-centered models to identify gaps in certain occupations and developed training and placement activities that have improved employment outcomes for low-income, low-skilled populations. Panelists discussed the components of demand-driven career pathways aimed at building sectoral workforces and purposed strategies for moving TANF and other low-income individuals into high-demand occupations.

Ms. Gilda Kennedy, Program Coordinator for Family Assistance at the South Carolina Department of Social Services, spoke on the topic of South Carolina's Project Hope, which uses the Health Profession Opportunity Grant (HPOG) to help individuals obtain healthcare industry degrees and certifications so they may find employment in high-demand healthcare jobs. The five-year grant received by Project Hope provides \$10.125 million toward training for low-income people. The grant application required the partnership of multiple organizations including TANF, local and State workforce developers, and State apprenticeship programs. The program targets TANF participants, SNAP participants, low-income individuals, and high school students aging out of foster care. To ensure participant success in the training programs, Project Hope provides supportive services such as housing, transportation, child care, and food vouchers.

Ms. Marylee Putnam, Assistant Director for Program Development at Goodwill of North Georgia, relayed Goodwill's focus on helping people find careers, not just to find jobs. To that end, Goodwill received a Department of Labor Pathways Out of Poverty grant with which they could help people with training and certification needed to find sustainable careers. In order to accomplish their mission, they partnered with WIA, community colleges and universities, building associations, and trade associations. While eligibility was limited to low-income individuals, the program received a surprising number of participants who were older, dislocated workers. In 2011 alone, North Georgia Goodwill helped 10,000 low-income people become gainfully employed.

### ***Maximizing WIA Youth and TANF Funds to Support Summer Youth Employment Initiatives***

A variety of funding sources are available to organizations seeking to increase employment opportunities for low-income youth, youth heads-of-households, and other eligible individuals. From TANF funds to WIA and Wagner-Peyser funds, partnerships that strategically blend funding streams can maximize opportunities for developing and/or expanding subsidized employment programs for low-income youth during summer months. During this session, panelists discussed strategies for engaging youth in summer employment and securing funding to make these programs possible.

Ms. Latema King, Summer Youth Manager for Workforce One Solutions in Broward County, Florida, spoke about the importance of engaging good mentors and good employers when operating summer youth employment initiatives. This one-county program provides summer jobs for economically disadvantaged individuals ages 16-21. Generally, they see a very large number of applicants. TANF and WIA funds are utilized to fund this program, as well as county

and city funds. The program, which runs for eight weeks over the summer months, serves to promote skill development and provide work experience.

Mr. James Chapman, Program Development Specialist for the Southeast Tennessee Development District, spoke about the district's summer youth employment program that covers nine rural and urban counties in southeastern Tennessee. Local funds support most of the activities in this program that provides service-learning opportunities and on-the-job-training for high school seniors, individuals ages 17-21, and youth in need year-round services. Mr. Chapman works with TANF caseworkers, Job Corps, and the local school system to recruit participants for this program.

### ***Improving Skill-Building for Low-Income Individuals and TANF Participants with Barriers to Employment***

Many TANF participants and low-income individuals have multiple barriers to employment, including language barriers and disabilities that require specialized employment preparations through the Vocational Rehabilitation (VR) system. Conversations during this session centered on a holistic approach to correctly and swiftly identifying barriers and finding the resources to address those barriers to employment.

Ms. Angela Karchmer, the Economic Services Coordinator for the Department of Social Services in Gaston County North Carolina, explained how they implemented Functional Capacity Evaluation (FCE) to assist individuals with disabilities in attaining appropriate work, or applying for the appropriate benefits. FCE assesses a person's ability to perform work from a physical, medical, behavioral or mental perspective. As a result of the evaluation, Gaston County is able to determine if an individual has the capacity for full or part-time work, or if they need assistance with the Social Security Disability benefits process.

Ms. Dean Simpson, Chief, Economic and Family Services at the North Carolina Department of Health and Human Services, discussed steps North Carolina is taking to streamline social services by condensing 19 separate systems into one system. The North Carolina Department of Health and Human Services is working closely with case managers so that they will feel ownership over the new system and embrace the change. This simplified approach will improve services for participants and will allow case managers to provide holistic services.

Ms. Marylee Putnam, Assistant Director of Program Development at Goodwill of North Georgia, spoke about the specific challenges faced by ex-offenders as more and more companies are conducting background checks. However, the Equal Employment Opportunity Commission recently ruled that companies cannot use background checks to deny employment unless sensitive to the position. Ms. Putnam also highlighted the problems associated with extended unemployment including the impact it has on mental health. Regardless of the barriers, panelists emphasized the importance of providing a package of assistance to address these various barriers.

### ***State Networking Session***

During this moderated, solutions-focused rapid reporting session, States highlighted key updates and engaged their peers in strategic dialogue meant to increase programmatic innovation and improve implementation. Participants then met in small groups to share information among their State TANF and WIA counterparts and provide report-outs.

Attendees emphasized the importance of increasing and promoting work incentives and of sharing the results of assessments being conducted. A focus on interviewing skills, financial literacy, and mentoring were also pinpointed as essential components of success. Representatives from the States also highlighted the potential for implementation improvement by immediately registering TANF recipients for job search services and registering eligible WIA participants for TANF benefits.

## Day Three

### *TANF, WIA, SNAP and CMS Roundtable*

During this session, program leaders conferred about opportunities for better integration, and attendees discussed some of the most promising strategies for enhancing partnerships across a variety of programs. The roundtable discussion was led by Dr. Helen Parker, Regional Administrator, Employment and Training Administration; Ms. Carlis Williams, Regional Administrator, Administration for Children and Families; Ms. Erin Swanson-Hall, Food and Nutrition Service, and Dr. Renard Murray, Regional Administrator, Center for Medicare and Medicaid Services. In the roundtable discussion, the panelists agreed that their agencies have similar family-oriented goals, including self-sufficiency. The panelists discussed the benefits of working together to achieve these common goals, while also acknowledging the challenges to doing so and the need for creative solutions to address those challenges. All panelists agreed that their agencies support the movement to interoperability and the end to siloed service delivery. The degree to which these agencies can integrate their systems will have an impact on streamlined services through information sharing.

Cost, technology, and funding authorities were identified as significant roadblocks to partnership and integration. Florida's application and eligibility system was shared as an example of an integrated system, which includes a pre-screening tool that allows clients to apply to multiple social programs.

### *Office of Child Support Enforcement Roundtable*

During this roundtable session, panelists discussed how collaboration with OCSE can increase opportunities for economic stability for TANF and WIA participants, as family stability also involves non-custodial parents. This roundtable discussion was led by Ms. Jacqueline Mull, OCSE Regional Program Manager, Region IV, Ms. Juliet Allen, Workforce Programs Coordinator, West Kentucky Workforce Investment Board, and Ms. Karen Wallace, Program Coordinator, West Kentucky Workforce Investment Board.

The Office of Child Support Enforcement delivers on its core mission of locating parents, establishing paternity, and establishing and collecting child support through a variety of strategies including fatherhood engagement and economic stability services. Ms. Mull highlighted a new initiative that focuses on preventing youth from becoming parents and utilizes videos from young parents who discuss how having children early has disrupted their lives. The panelists relayed their experiences with fatherhood engagement, emphasizing that engaging fathers early increases emotional connection as well as financial support. Many States are utilizing employment-based initiatives to assist unemployed and low-income, non-custodial parents increase employment and improve parenting skills in order to achieve better child support compliance.

One example of an employment-based child support initiative is the "Right Choice Program" that is administered through the West Kentucky Workforce Investment Board (WKWIB). To combat the challenge of collecting child support from unemployed or under-employed noncustodial parents (NCPs), courts can order an NCP to participate in programs designed to assist them in attaining employment. The "Right Choice Program" assists NCPs in assessing their skills and interests, developing an employment plan, and accessing career centers and partner agencies that can provide supportive services. Improving employment opportunities for NCPs has many community benefits, including:

- Increased employment;
- Decreased child support enforcement costs;
- Decreased incarceration costs;
- Decreased need for other government safety net services; and
- Decreased caseloads for the court system.

Through supportive programs such as the “Right Choice Program,” NCPs are increasing their employment stability and ability to make regular child-support payments.

### **Closing Remarks**

Following the *Office of Child Support Enforcement Roundtable* session, Ms. LaMonica Shelton, TANF Program Manager, Region IV, and Ms. Helen Parker, Regional Administrator, Employment and Training Administration, extended their thanks to the speakers and the ICF staff for facilitating a productive discussion around current TANF and WIA issues and promising solutions. The important conversations that began at this meeting will be encouraged to continue in the Region through both facilitated and informal discussions between TANF and Workforce staff.

### **Summary**

State TANF and WIA representatives continue to look for new ways streamline their programs, while continuing to provide the same level of services. The *Region IV TANF and Region III WIA: Strengthening Pathways to Employment* meeting hosted by the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance, Region IV, and the U.S. Department of Labor, Employment and Training Administration, Region IV, provided TANF and WIA stakeholders with the opportunity to strategize and to explore new means of interagency collaboration. The conversations initiated at this meeting will shape the dialogue and on-going technical assistance aimed at enhancing services, increasing opportunities, and improving lives.

# Appendices



### Tuesday, July 24, 2012

8:15 a.m. – 9:00 a.m.

**Registration and Networking**

9:00 a.m. – 9:15 a.m.

**Welcoming Remarks**

**Speakers:** **Carlis V. Williams**  
Regional Administrator, Administration for Children and Families  
U.S. Department of Health & Human Services

**Helen Parker**  
Regional Administrator, Employment & Training Administration  
U.S. Department of Labor

**Moderator:** **LaMonica Shelton**  
TANF Program Manager, Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

9:15 a.m. – 9:45 a.m.

**Overview of 2012 TANF and WIA: Strengthening Pathways to Employment Meeting**

**Speakers:** **Jane Oates**  
Assistant Secretary, Employment & Training Administration  
U.S. Department of Labor

**Mark Greenberg**  
Deputy Assistant Secretary for Policy  
Administration for Children and Families  
U.S. Department of Health & Human Services

**Moderator:** **LaMonica Shelton**  
TANF Program Manager, Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

**9:45 a.m. – 10:45 a.m.**

### **Rapid Learning Breakout Sessions – Basics of TANF and WIA**

During these rapid breakout sessions, attendees will be able to engage peers in discussions around TANF and WIA. TANF representatives will hear an overview of the WIA program and WIA representatives will hear an overview of the TANF program.

#### **TANF 101 Breakout**

**Presenters:** **LaMonica Shelton**  
TANF Program Manager, Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

**Claire Williams**  
Business Operations Specialist, TANF Unit  
Georgia Department of Human Services

**Facilitators:** **Louisa Jones**  
Senior Project Manager, ICF International

**Caterina Bumbara**  
Project Manager, ICF International

#### **WIA 101 Breakout**

**Presenter:** **Brad Sickles**  
Chief, Division of Workforce Investment  
Employment & Training Administration  
U.S. Department of Labor

**Facilitator:** **Ed Trumbull**  
Expert Consultant, ICF International

**10:45 a.m. – 11:00 a.m.**

**Break**

**11:00 a.m. – 12:15 p.m.**

### **Engaging Veterans and Military Families in the TANF and WIA Systems**

The TANF and WIA programs allow states and localities considerable flexibility to administer employment and job training services to a variety of eligible individuals and families—including veterans and military families. Whether using TANF funds to subsidize employment opportunities thereby encouraging and supporting full-time work among returning veterans or using WIA funds to support education/job training, both of these programs represent useful resources for veterans and military families.

During this interactive and facilitated panel session, attendees will gain a better understanding of how WIA and TANF funds can be used to support economic opportunities for military families and veterans and discuss strategies for engaging eligible families and coordinating necessary services.

**Presenters:** **Tinorah (Tina) J. Frett**  
Acting Director, Georgia Office  
Veterans Employment and Training Service (VETS)  
U.S. Department of Labor

**COL (R) Howard Butler**  
Fort Gillem Enclave Manager

**Tincie Lynch, Ph.D**

Veterans Advocate-Life Coach, VA VISN7 Southeastern Network

**Randy Goodman**

Junior Vice President, American Legion

**Dana Myers**

Traumatic Brain Injury Social Worker, Atlanta Veterans Medical Center

**Robyn Cenizal**

Project Director

National Resource Center for Healthy Marriage and Families

**Moderator: Claudine Noel**

Workforce Program Specialist, Employment & Training Administration  
U.S. Department of Labor

12:15 p.m. – 1:30 p.m.

**Lunch on Your Own**

1:30 p.m. – 3:00 p.m.

**Leveraging Partnerships to Strengthen Subsidized Employment and Transitional Job Initiatives**

Subsidized employment and transitional jobs programs are effective strategies to increase employment among low-income populations with barriers to employment. During periods of fiscal austerity leveraging partnerships and varied funding streams is an effective strategy for funding subsidized employment and transitional jobs initiatives for low-income individuals and TANF participants. From creating partnerships with workforce development agencies to different funding streams, there are a variety of benefits to leveraging partnerships important for improving employment outcomes for low-income individuals and TANF participants.

During this session, attendees will strategically discuss their experiences with creating stronger partnerships and leveraging resources to implement subsidized employment and transitional jobs programs. Attendees will learn peer strategies for blending and maximizing funding streams, establishing partnerships, engaging the business community and employers, and discuss components of effective supported work programs for clients.

**Presenters: Dan Bloom**

Director, Health and Barriers to Employment Policy  
MDRC

**Jan McKeel**

Executive Director, South Central Tennessee Workforce Alliance

**Amy Rynell**

Director, National Transitional Jobs Network

**David Noble**

TANF State Operations Director  
Mississippi Department of Human Services

**Moderator: Melissa Duis**

TANF Program Specialist, Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

3:00 p.m. – 3:15 p.m.

**Break**

3:15 p.m. – 5:00 p.m.

### **Special Session with State TANF Representatives and Peer-to-Peer Networking Session**

During this session, State TANF Representatives will hear from and have a conversation with ACF/OFA leadership and will be able to engage in a peer-to-peer dialogue and networking session. Participants will have the opportunity to connect in-depth with peers to discuss commonalities, innovations, and solutions.

**Speakers:**        **Earl S. Johnson**  
Director  
Office of Family Assistance  
Administration for Children and Families  
U.S. Department of Health & Human Services

**Moderator:**    **LaMonica Shelton**  
TANF Program Manager  
Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

3:15 p.m. – 5:00 p.m.

### **Special Session with DOL Representatives and Peer-to-Peer Networking Session**

During this session, DOL Representatives will hear from and have a conversation with DOL leadership and will be able to engage in a peer-to-peer dialogue and networking session. Participants will have the opportunity to connect in-depth with peers to discuss commonalities, innovations, and solutions.

**Speakers:**        **Jane Oates**  
Assistant Secretary  
Employment & Training Administration  
U.S. Department of Labor

**Helen Parker**  
Regional Administrator  
Employment & Training Administration  
U.S. Department of Labor

5:00 p.m.

### **Day One Close-out and Evaluation**

### Wednesday, July 25, 2012

8:15 a.m. – 8:45 a.m.

**Day Two Check-In**

8:45 a.m. – 9:00 a.m.

**Day One Reflections**

During this session, participants will discuss key items from day two and outline specific topics on which they intend to follow-up. Moderated by ETA, this session will highlight day one feedback and lay the foundation for increased sharing and topical targeting.

**Speaker:** **Dianna Milhollin**  
Director, Division of State Systems  
Employment & Training Administration  
U.S. Department of Labor

9:00 a.m. – 10:30 a.m.

**Developing Demand-Driven Career Pathways for Low-Income Individuals and TANF Participants**

In a diverse number of communities TANF programs, LWIBs, community colleges, and other partners are forming strategic partnerships in order to improve the employment outcomes for low-income individuals and TANF participants through the coordination of demand-driven career pathways. These partnerships have used demand-driven, employer-centered models to identify gaps in certain occupations and developed training and placement activities that have been successful at improving employment outcomes for low-income, low-skilled populations.

During this session, attendees will gain a better understanding of the components of demand-driven career pathways aimed to build sectoral workforces and learn strategies for moving TANF and other low-income individuals into high-demand occupations.

**Presenters:** **Marylee Putnam**  
Assistant Director, Program Development  
Goodwill of North Georgia, Inc.  
**Gilda Kennedy**  
Program Coordinator, Family Assistance  
South Carolina Department of Social Services

**Facilitator:** **Caterina Bummara**  
Project Manager, ICF International

10:30 a.m. – 10:45 a.m.

**Break**

10:45 a.m. – 12:15 p.m.

### **Maximizing WIA Youth and TANF Funds to Support Summer Youth Employment Initiatives**

A variety of funding sources are available to partnerships seeking to increase employment opportunities for low-income youth, youth heads-of-households, and other eligible individuals. From TANF funds to WIA and Wagner-Peyser funds, partnerships that strategically blend funding streams can maximize opportunities for developing and/or expanding subsidized employment programs for low-income youth during summer months.

During this session, attendees will hear strategies for accessing WIA and Wagner-Peyser funds for training and employment services and TANF funds to provide subsidized employment to low-income youth.

**Presenters:**     **James Chapman**  
Program Development Specialist  
Southeast Tennessee Development District

**Latema King**  
Summer Youth Manager, Workforce One Employment Solutions  
Broward County, Florida

**Moderator:**    **Jacqueline Jackson**  
TANF Program Specialist, Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

12:15 p.m. – 1:30 p.m.

### **Lunch on Your Own**

1:30 p.m. – 3:00 p.m.

### **Improving Skill-Building for Low-Income Individuals and TANF Participants with Barriers to Employment**

Many TANF participants and low-income individuals have multiple barriers to employment, including language barriers and disabilities that require specialized employment preparations through the Vocational Rehabilitation (VR) system. Improving skill-building among these individuals with barriers to employment requires strategic partnerships.

During this session attendees will learn peer strategies for engaging vocational rehabilitation system partners and improving access to these services for clients.

**Presenters:**     **Angela C. Karchmer**  
Economic Services Coordinator, Department of Social Services  
Gaston County, North Carolina

**Dean Simpson**  
Chief Economic and Family Services  
North Carolina Department of Health and Human Services

**Marylee Putnam**  
Assistant Director, Program Development  
Goodwill of North Georgia, Inc.

**Moderators:**   **Adrian Barrett**  
Workforce Development Specialist  
Employment & Training Administration, U.S. Department of Labor

3:00 p.m. – 3:15 p.m.

### **Break**

**3:15 p.m. – 4:45 p.m.**

### **State Networking Session**

During this moderated, solutions-focused rapid reporting session, each State team will engage in dialog around the various programs, strategies, solutions, and funding opportunities. States will highlight key updates and engage their peers in strategic dialogue meant to increase programmatic innovation and improve implementation.

Participants will then meet in small groups to share information among their State TANF and ETA counterparts and provide report-outs.

**Facilitators:**     **Louisa Jones**  
Senior Project Manager, ICF International  
  
                          **Caterina Bumbara**  
Project Manager , ICF International

**4:45 p.m.**

### **Day Two Close Out and Evaluations**

**5:00 p.m.**

### **Meet and Greet with OFA Region IV Representatives**

During this informal meet and greet session, participants will have the opportunity to engage with OFA Region IV representatives including TANF Regional Program Manager, LaMonica Shelton, the Region IV Grants Officer, Juan Gordon, and other Regional representatives.



### Thursday, July 26, 2012

8:15 a.m. – 8:45 a.m.

#### Day Three Check-In

8:45 a.m. – 9:00 a.m.

#### Day Two Reflections

During this session, participants will discuss key items from day one and outline specific topics on which they intend to follow-up. Moderated by OFA, this session will highlight day two feedback and lay the foundation for increased sharing and topical targeting.

**Speaker:** **Melissa Duis**  
TANF Program Specialist, Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

9:00 a.m. – 10:30 a.m.

#### TANF, WIA, SNAP, and CMS Roundtable

By strengthening partnerships, State and local agencies can maximize additional resources and services for developing or expanding service options for low-income and working families. During this session, attendees will hear from program leaders about opportunities for better integration and attendees will discuss some of the most promising strategies for enhancing partnerships across a variety of programs.

**Presenters:** **Helen Parker**  
Regional Administrator, Employment & Training Administration  
U.S. Department of Labor

**Carlis V. Williams**  
Regional Administrator, Administration for Children and Families  
U.S. Department of Health & Human Services

**Donald Arnette**  
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**Renard Murray**  
Regional Administrator, Centers for Medicare and Medicaid Services  
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**Facilitator:** **Ed Trumbull**  
Expert Consultant, ICF International

**10:30 a.m. – 10:45 a.m.**

**Break**

**10:45 a.m. – 11:45 a.m.**

**Office of Child Support Enforcement Roundtable**

During this roundtable session, participants will hear from the Office of Child Support Enforcement (OCSE) on engaging TANF and WIA participants in OCSE to increase opportunities for economic stability and will learn successful methods of collaboration between programs.

**Presenter:**

**Jacque Mull**

Regional Program Manager, Region IV  
Office of Child Support Enforcement  
Administration for Children and Families  
U.S. Department of Health and Human Services

**Juliet Allen**

Workforce Programs Coordinator  
West Kentucky Workforce Investment Board

**Karen Wallace**

Program Coordinator, West Kentucky Workforce Investment Board

**Facilitator:**

**Veronica Young**

TANF Program Specialist, Office of Family Assistance  
Administration for Children and Families – Region IV  
U.S. Department of Health & Human Services

**11: 45 a.m.**

**Workshop Close Out and Day Three Evaluation**

**Speakers:**

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# TANF and WIA: Strengthening Pathways to Employment

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# TANF and WIA: Strengthening Pathways to Employment

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# TANF and WIA: Strengthening Pathways to Employment

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