

**Developing and
Sustaining Subsidized
Employment Programs
for TANF Participants**





2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Wednesday, 9:00 am to 11:00 am

Developing and Sustaining Subsidized Employment Programs for TANF Participants

Cheryl Sparkman, TANF Director, Mississippi Department of Human Services, Division of Economic Assistance

Learning Objective: Strategize on beginning or ramping-up subsidized employment programs.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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Mississippi Department of Human Services (MDHS)

State agency charged with the responsibility of operating and administrating a state-federal assistance program in Mississippi in accordance with the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (Public Law 104-193), the Deficit Reduction Act of 2005 (Public Law 109-171), and the American Recovery and Reinvestment Act of 2009 (Public Law 111-5).



Mississippi Department of Employment Security

The mission of the Mississippi Department of Employment Security is to shape the State's workforce on Mississippi by connecting employers with qualified employees and employees with jobs to improve their quality of life.



Partnership

- Joint Venture between MDHS and MDES
- Encourage Mississippi Employers to begin hiring new workers
- Take advantage of one-time federal Temporary Assistance for needy Families (TANF) dollars available to Mississippi.

Mississippi Steps Program

- The Mississippi Subsidized Transitional Employment Program and Services (STEPS) Program is a transitional employment

Mississippi STEPS Goals

- Increase employment in Mississippi
- Provide an incentive to employers to hire workers
- Promote sector strategy initiatives
- Assist Dislocated Workers return to work
- Provide employment opportunities for Temporary Assistance for Needy (TANF) and Supplemental Nutrition Assistance Program (SNAP) recipients

Employer Qualifications

An Eligible Employer was required to:

- Be a Mississippi-based employer,
- Offer program participant a permanent job
- workers or be self-insured if required by law, and
- Have an accounting system in place.

Participant Eligibility

An eligible participant had to to:

- be a U.S. citizen,
- be a resident of the State of Mississippi,
- be at least 18 years of age,
- have at least one *verified dependent child, who is a U.S. citizen, within the specified degree of relationship, under the age of 18, living in the home, and*
- fall at or below 250% of the Federal Poverty Level.

2009-2010 POVERTY GUIDELINES

Number of persons in the household	Poverty Guidelines
• 2	\$36,425
• 3	\$45,775
• 4	\$55,125
• 5	\$64,475
• 6	\$73,825
• 7	\$83,175
• 8	\$92,525

For families with more than 8 persons, add \$3,740 for each additional person.

Occupational Eligibility and Prohibitions

MS STEPS could not be utilized for the following:

- Occupations dependent on commission or draw
- **Intermittent seasonal occupations**
- Part time or temporary occupations
- Any occupation-illegal or controversial in nature including but not limited to bartending and adult entertainment

Occupational Eligibility and Prohibitions

MS STEPS could not be utilized for the following:

- To fill a vacancy due to layoff or hiring freeze
- **When there is a layoff in the same or equivalent job**
- Terminated employment with intention of filling vacancy with STEPS funds
- To employ individuals under the age of 18

Placement Limitations

- No more than 50% of the employer's full-time workforce can participate in the MS STEPS program at any one time.
- **Employment reimbursement limited to duration of six months.** Monitoring procedures were implemented to ensure an employer does not terminate a participant early and request another participant for the same position for another six months in order to extend their subsidy reimbursement beyond six months.

Employer benefits

- Maximum Reimbursement for 1040 Hours
- Six Month Subsidized Wage and Benefits Reimbursement
 - Months one and two- 100%
 - Month three - 75%
 - Months four and five - 50%
 - Month six - 25%

20 Percent Requirement

- TANF funds and the employer's costs for supervising and training the subsidized employee were used to count toward the 20 percent state requirement.
- No more than 25 percent of the employee's wage counted toward the 20 percent requirement.

Number of Employers

Program Period: January 7, 2010 – September 30, 2010

- Participants were placed with businesses in 78 of the 82 counties in Mississippi.
- 1,304 employers participated

Number of Participants

Program Period: January 7, 2010 – September 30, 2010

As of October 1, 2010 - 3236 participants were assigned to subsidized employment

- 1219 quit or were terminated
- 364 completed the full six month
- 1653 completed the program (with less than six months of employment when program ended)

Employer Agreements

- Agreements were signed by participating employers to encourage long term employment.
- No data is available to support the number of employers retaining employees after the six (6) month subsidy period/program ended.

Type of Jobs

• Administrative Assistant	• Housekeeper
• Cashier	• Manager
• Child Care Attendants	• Maintenance Worker
•	• Medical Assistant
•	
• Customer Service Representative	• Office Manager
• Delivery Driver	• Service Installer
• Engineers	• Teacher
• Furniture Maker	• Truck Driver
• General Laborer	• Welder

Average Hourly Wage

- The average hourly wage for an entry level position in Mississippi is \$7.92 hour.
- The average hourly wage for the Mississippi STEPS program was \$8.65 per hour which is .73 cents more per hour.

Program Costs

Program Period: January 7, 2010 – September 30, 2010

- Total obligations to employers \$13,907,727
- Actual payments to employers \$ 8,015,076
- Administrative and programmatic staff costs \$ 3,670,764
- Total Expenditures to date \$11,685, 840



The Purpose of the Summer STEPS Program

- A partnership between MDHS and MDES to provide employment to individuals age 18 to 24 the chance to work and gain useful skills.
- The program provided up to 320 hours of 100% subsidized employment with private for profit, private non-profit or public hospitals.
- Program Period: July 1, 2010 – September 30, 2010

Number of Participants

Program Period: July 1, 2010 – September 30, 2010

Summer STEPS – as of October 1, 2010

- Total number who participated: 3393
- Total number quit or terminated: 393
- Total number that completed the 320 hours: 455
- Total number participating until September 30, 2010 : 2682

Program Costs

Program Period: July 1, 2010 – September 30, 2010

- | | |
|------------------------------|--------------|
| • Payments to participants - | \$4,082,361 |
| • Programmatic staff cost | \$ 590,857 |
| Total Expenditures to date | \$ 4,673,218 |

Contact Information

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Developing and Sustaining Subsidized Employment Programs for TANF Participants

Donalda Carlson, Associate Director, Rhode Island Department of Human Services- Division of Economic Support

Learning Objective: Strategize on beginning or ramping-up subsidized employment programs.

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Barbara Guinn, Director, New York Office of Temporary and Disability Assistance Center for Employment and Economic Supports

Learning Objective: Strategize on beginning or ramping-up subsidized employment programs.

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**New York State
Subsidized Employment Initiatives
Program Design and Implementation**

October 20, 2010

Barbara C. Guinn
Center for Employment and Economic Supports
New York State Office of Temporary & Disability Assistance

NYS Subsidized Employment
Program Design and Implementation

- \$49 Million Investment (\$45 million in TANF funds and \$4 million in State Funds)
- Combination of Program Expansion and New Program
- Approach was Client/Customer Centered
 - Provided necessary job creation and a competitive advantage for employment opportunities for those with limited work histories and skills

NYS Subsidized Employment
Program Design and Implementation

- Scope of Investments Determined by State Appropriation Process
 - \$10 million increase in existing Wage Subsidy Contracts with community vendors
 - \$25 million to social services districts to support Transitional Jobs program
 - \$7 million to largest social services districts to support a Health Care Jobs program
 - \$7 million to competitively selected districts to support a Green Jobs Corps program

NYS Subsidized Employment
Program Design and Implementation

- Competition for TANF Funds and a determination that New York State could earn all available TANF ECF based on increased spending without new program creation heavily influenced program scale
- Program timeframes – period of ECF availability also influenced program scale
- State retained but did not increase investments in Summer Youth
- Total increased placement goal of about 5,000 – as of July 1, 2010 reached 75% of goal

NYS Subsidized Employment
Program Design and Implementation

- Existing Wage Subsidy contractors serve TANF eligibles with incomes up to 200% of poverty, most served are low-income unemployed.
- New initiatives all targeted to public assistance recipients
- Investments were targeted to meet needs of specific customers, so no mass marketing or outreach (a mass marketing approach to employers could have more rapidly spent funds)

NYS Subsidized Employment
Program Design and Implementation

- New program designs for \$32 million of the \$49 million new investments to supplement existing district programs or for new program creation
- 40 of the states 48 social services districts operated
- Intended to meet needs of target population (most without high school degree, literacy deficits, often limited formal occupational training). Called for more complex program models that provided both employment and occupational skill development for participants.

Employment Readiness Model

- Model - NY City of Parks Opportunity Program
- Based on developing participant's readiness for the private sector job market. Target population has limited formal work credentials and work histories and/or proven difficulty retaining employment
- Structured work with significant case management, skill building opportunities and income reward
- Important to still mirror private sector opportunities and expectations
- Relevant in times of high or low unemployment

Private Sector Employer Outreach

- Permitted 100% wage subsidy and fringe, if necessary
- Subsidy permitted for up to 12 months, typical subsidy about six months
- Did not require permanent jobs, but virtually all districts chose to seek permanent jobs
- Combined with WOTC to increase employer incentive and range of Work Supports for all employees

Private Sector Employer Outreach

- Sector focused
 - Health Experience
 - Clean Environment
- each
- Use of Intermediary or "employer of record" significantly expedites initial placements

NYS Subsidized Employment
Program Design and Implementation

- Future Program Model
 - Improve staff job development training
 - Business Enterprise for JRT Model

- Future Funding
 - TANF appropriations
 - Grant Diversion
 - Food Stamp Work Supplementation Option
 - Private Donated Funds
 - Business Enterprise Revenues



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Jeffrey Gabriel, Federal Project Officer, US Department of Labor, Employment and Training Administration, Region II

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Wanda Franklin, Families First Director, Tennessee Office of Family Assistance

Learning Objective: Strategize on beginning or ramping-up subsidized employment programs.

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Melissa Young, Associate Director, National Transitional Jobs Network

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Strengthening Safety-Net Partnerships and Frontline Perspectives





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Partnership Profile Matrix

Developing partnerships is a challenging task, but not altogether impossible. You and your agency can use this matrix to gain a more clear understanding of the level of partnership you currently have. Also, this is the first step in improving interoperability. So, once you return home take some time to complete this matrix and begin the thought process of creating/strengthening safety-net partnerships.

	Level 1	Level 2	Level 3	Level 4
Agency/Organization	service provider staff	Staff from your agencies work on projects together to improve each other's services. (i.e. received a grant that supports multiple agencies individual work, improved outreach awareness efforts together, etc.)	We have changed some rules in the community for serving families. (i.e. targeted families are first-in-line for services, staff from service providers are co-located, hours or locations of services have changed to be more convenient, etc)	We have changed the "system" of services that affect or support families in our community. (i.e. significant funding has been redirected, staff from separate agencies are cross- ions have adopted policy changes, etc.)
WIA				
Disabilities				
Unemployment Insurance				
Housing				
Child Welfare				



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	Level 1	Level 2	Level 3	Level 4
Agency/Organization	<p>Share information about programs available to families. (i.e. meet with cross-service provider staff routinely to share information, produce a newsletter or brief about the needs and services available to families, information and referral efforts in the city for families,</p>	<p>Staff from your agencies work on projects together to improve each other's services. (i.e. received a grant that supports multiple agencies individual work, improved outreach awareness efforts together, etc.)</p>	<p>We have changed some rules in the community for serving families. (i.e. targeted families are first-in-line for services, staff from service providers are co-located, hours or locations of services have changed to be more convenient, etc)</p>	<p>We have changed the "system" of services that affect or support families in our community. (i.e. significant funding has been redirected, staff from separate agencies are cross-trained, governing bodies of organizations have adopted policy changes, etc.)</p>

Education, Higher Education				
Vocational Rehabilitation				
Child Support				
Medicaid				
Substance Abuse				
Faith/Community				
Employers				



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Strengthening Safety-Net Partnerships and Frontline Perspectives

Bill Jenkins, Coordinator- Pittsburgh Field Office, US Department of Agriculture, Food and Nutrition Services, Supplemental Nutrition Assistance Program (SNAP)

Learning Objective: Strategize on strengthening safety-net partnerships.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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Strengthening Safety-Net Partnerships and Frontline Perspectives

Dave Gagliardi, Coordinator- Mid-Atlantic Regional Office, US Department of Agriculture, Food and Nutrition Services, Supplemental Nutrition Assistance Program (SNAP)

Learning Objective: Strategize on strengthening safety-net partnerships.

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There are 3 types of funding



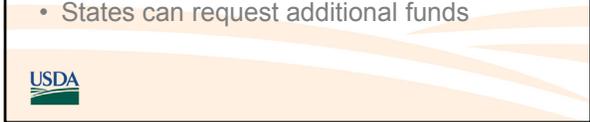
- E&T Program Grants
- ABAWD grants
-



E&T Program Grants



- Federal funding for the administrative costs of planning, implementing and operating an E&T program
- Grants are limited
- Based on the # of work registrants and ABAWDs
- States can request additional funds



E&T Program Grants



Calculation, as mandated by Regulations:

1. Percentage of work registrants to \$81 million
2. Percentage of ABAWDs to \$8 million
3. Adjust grants so that no State receives <\$50,000
4. Supplement grants so that no State receives <20% than its previous years grant



ABAWD Grants



For States who “pledge” to serve all at-risk ABAWDs

- \$20 million pool
- Pledge States must use \$\$ to place ABAWDs in qualifying work component



Reimbursement Money



Two types of reimbursement

- 50 percent of additional administrative
- 50 percent of participant reimbursements



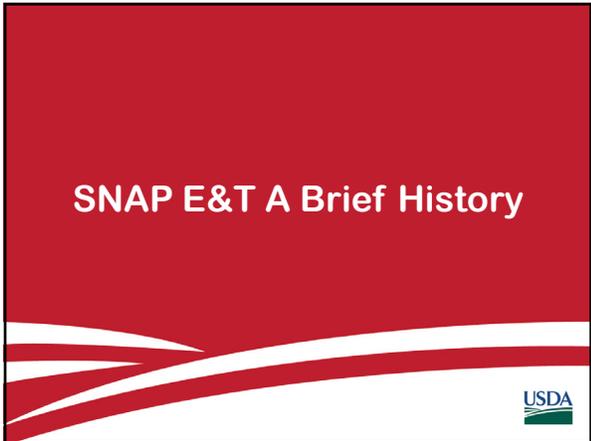
Reimbursement Money



Participant Reimbursements include:

- Dependent care costs
- Transportation expenses
- Books or training manuals
- Uniforms
- Personal safety items required for participation





History of Food Stamp Work Programs



The **Food Stamp Act of 1964 (Public Law [P.L.] 88-525)** created the Food Stamp Program to allow families in need to have a nutritionally adequate diet using government-issued coupon allotments. The original Food Stamp Program did not include work-related provisions.



Congress amended the **Food Stamp Act in 1971 (P.L. 91-671)**, establishing certain work search requirements for food stamp recipients. Specifically, the amendment denied eligibility to any person between the ages of 19 and 60 who refused to:

- register for work;
- fulfill *inquiry-about-employment* requirements; or
- accept a job at a specified pay level.

If the head of household voluntarily quit work without good cause, the household was not eligible to receive food stamp benefits.

The statute also exempted from work requirements any person who:

- complied with work registration requirements set by the state;
- was employed a minimum of 30 hours per week; or
- received weekly earnings at a specified rate.

The amended Food Stamp Act did not mandate states to provide employment assistance.



The Food, Conservation, and Energy Act (FCEA) of 2008, enacted June 18, 2008, amended the **Food Stamp Act of 1977**, now named the **Food and Nutrition Act of 2008**.



The amendments included changing the name of the Food Stamp Program to the Supplemental Nutrition Assistance Program (SNAP).





District of Columbia FY2011 SNAP Employment & Training Information



Total Work Registrants FY11	21,322
E&T mandatory participants	19,605
Estimated Actual Participants	4,600

Components	State Agency Costs		Contractual Costs	Participant Reimbursement		Total
	Salary & Benefits	Other Costs		Dependent Care	Transportation and Other Costs	
FSET Connections	\$203,447	\$257,163	0	\$881,400	\$199,925	\$1,541,935
Total Component Costs	\$203,447	\$257,163	\$0	\$881,400	\$199,925	\$1,541,935

FSET-Connections - This component offers the job ready customer job placement and retention services. These basic services are provided at the FSET office.

This component also assists less job ready customers and those participants seeking alternative career paths. Participants seeking new career paths are referred to community based programs and organizations that have available slots in the requested course of study.

Participants have access to a fax and Xerox machine, a resource room to prepare resumes, to a clothes closet for those in need of professional clothing, make and receive telephone calls related to job search, and obtain employment information. Participants also receive vocational counseling, grant information and assistance, and an opportunity for GED testing upon request.

Job Retention - This component will provide administrative and supportive services to participants that obtain employment and who are in training and educational activities in preparation of employment. This component's services will not exceed ninety days.

Participants in this component are referred from the FSET Connections component after orientation and assessment is conducted by a Vocational Development Specialist (VDS).

USDA Participants in this component are required to provide verification of registration and attendance bi-weekly until training is complete. Employed participants are required to provide verification of employment and date of first pay.

Delaware FY2011 SNAP Employment & Training Information



Total Work Registrants FY11	12,090
E&T mandatory participants	8,712
Estimated Actual Participants	11,970

	State Agency Costs		Contractual Costs	Participant Reimbursement (state plus federal)		Total
	Salary & Benefits	Other Costs		Dependent Care	Transportation and Other Costs	
Independent Job Search	\$247,633	\$38,199	\$50,000	\$90,000	\$12,500	\$438,332
Post Secondary Education				\$14,400	\$1,800	\$16,200
Adult Education and Training				\$10,800	\$360	\$11,160
ABAWD Workfare Program			\$387,597		\$16,000	\$403,597
Refugee and Asylee Services						\$0
Job Retention Services					\$1,200	\$1,200
Other-DCIS system updates			\$100,000			\$100,000
Total Component Costs	\$247,633	\$38,199	\$537,597	\$115,200	\$31,860	\$970,489



Virgin Islands FY2011 SNAP Employment & Training Information



Total Work Registrants FY11	2,600
E&T mandatory participants	1,940
Estimated Actual Participants	1,125

	State Agency Costs		Contractual Costs	Participant Reimbursement (state plus federal)		Total
	Salary & Benefits	Other Costs		Dependent Care	Transportation Costs & Other	
Job Search			\$35,000	\$3,500	\$9,375	\$47,875
Career Essential			\$10,000	\$2,625	\$3,250	\$15,875
WDU			\$5,000	\$2,100	\$3,750	\$10,850
Total Component Costs	\$0	\$0	\$50,000	\$8,225	\$16,375	\$74,600

Virgin Islands Program Components

Independent Job Search is a non-work component. In both Project Area I and II - St. Thomas/St. John and St. Croix, an independent job search component named Virgin Islands Job Search Activity will be required of all participants not exempt from mandatory work registration.

Career Essential Workshop is a non-work program designed to provide SNAP participants with assistance in job search activity, by emphasizing the personal and social skills of the individual. Participants are taught how to promote their attribute in their resumes, interviews and in all of their efforts to obtain and/or follow-up on job leads.

WDU - Employment Training Program The goal of this program is to prepare SNAP participants for permanent unsubsidized employment. Employment and training programs will be prescribed for each SNAP participant based upon his/her score on the basic skills assessment test instrument. These results will form the basis for establishing an employability development plan for each participant. This activity will be conducted by DOL - WDU (Workforce Development Unit). DOL - JSD will identify and refer to WDU SNAP work registrants, who are in need of training leading to employment. This is in addition to those SNAP recipients already targeted for enrollment by WDU.



West Virginia FY2011 SNAP Employment & Training Information

Total Work Registrants FY11	90,012
E&T mandatory participants	42,763
Estimated Actual Participants	6,228

	State Agency Costs		Contractual Costs	Participant Reimbursement (state plus federal)		Total
	Salary & Benefits	Other Costs		Dependent Care	Transportation Costs & Other	
Community Service	\$28,360	\$61,029	\$212,774	\$437,500		\$739,663
OJT	\$3,635	\$349,964	\$268,429	\$56,250		\$678,278
Driver's Education	\$225	\$4,615	\$3,128	\$375		\$8,343
Job Search	\$17,973	\$59,029	\$57,911	\$60,000		\$194,913
Education	\$6,355	\$59,086	\$89,509	\$137,500		\$272,450
Skill / Vocational	\$5,503	\$100,569	\$83,235	\$123,750		\$323,057
Total Component Costs	\$62,051	\$634,292	\$704,966	\$0	\$615,375	\$2,216,704



West Virginia FY2011 SNAP Employment & Training Information



West Virginia Program Components:

Job Search Independent Job Search may be required of SNAP work registrants who are determined to be ready to accept employment. This is a non-work component in which a non-exempt ABAWD may be required to participate.

Education This activity will include placement in existing structured activities which include high school, General Education Diploma (GED), Adult Basic Education (ABE), literacy education and post-secondary education. High School, GED and ABE classes are operated by the County Boards of Education. In some counties, private not-for-profit groups offer this type of activity with other funding.

Job Skill/Vocational Training Registrants enrolled in this component will be required to participate at a minimum of 80 hours per month. The Vocational Training component will be used to train registrants in specific job skills for jobs that exist in the local labor market area. Registrants in need of skill training will be referred to available vocational training schools.

Community Service An ABAWD between the age of 18 and 50 who is not exempt is required to participate 20 hours per week in a work activity to receive SNAP benefits after three months. These individuals will be assisted in locating agencies in which to volunteer for work.

On-the-Job Training An ABAWD between the age of 18 and 50 who is not exempt is required to accept employment. These positions may be ones they develop for themselves or are developed by the SNAP E&T contract worker. The positions must be for at least 20 hours per week. This is a "hire first" component. Individuals will be hired by an employer and receive a wage. DFA will not subsidize the wage paid but the SNAP E&T contract worker may find another entity that may.

Driver's Education An ABAWD between the age of 18 and 50 who is not exempt is required to participate 20 hours per week in a work activity to receive SNAP benefits after three months. Some of these individuals may not have a valid driver's license and, therefore, not be able to get to work. The purpose of this component is to buy into existing resources and enable these individuals to receive driving instruction and to obtain a valid West Virginia driver's license.





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Strengthening Safety-Net Partnerships and Frontline Perspectives

Leo Miller, ETA Grant Officer, US Department of Labor, Employment and Training Administration

Learning Objective: Strategize on strengthening safety-net partnerships.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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Pathways to Partnership

Leo Miller
USDOL-ETA
Philadelphia

What it Takes to Be a Partner

- A Reason
- An Opportunity
- A Vision
- Support

What Makes a Partnership Successful

- **Commitment**
- **Communication**
- **Respect**
- **Flexibility**
- **Transparency**
- **Safety**
- **Trust**

What Ruins Partnerships

- Self Promotion
- Mixed Visions
- No Vision
- No "water and sunshine"



Philadelphia Successful Collaborations

- ✦ ETA-HHS-Subsidized Employment and Summer Employment
- ✦ Philadelphia Pathways out of Poverty





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Strengthening Safety-Net Partnerships and Frontline Perspectives

Matthew S. Rager, Program Manager, Youth Employment Services (YES) Program, Indianapolis Private Industry Council (IPIC)

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Strengthening Safety-Net Partnerships and Frontline Perspectives

Stanley Koutstaal, Program Manager, Health Profession Opportunity Grants Program, US Department of Health Human Services, Administration for Children and Families, Office of Family Assistance

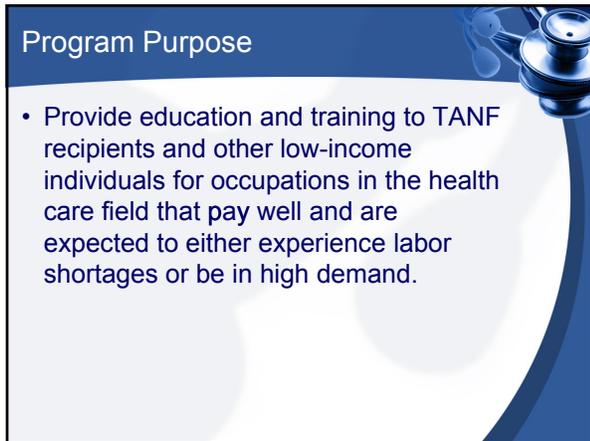
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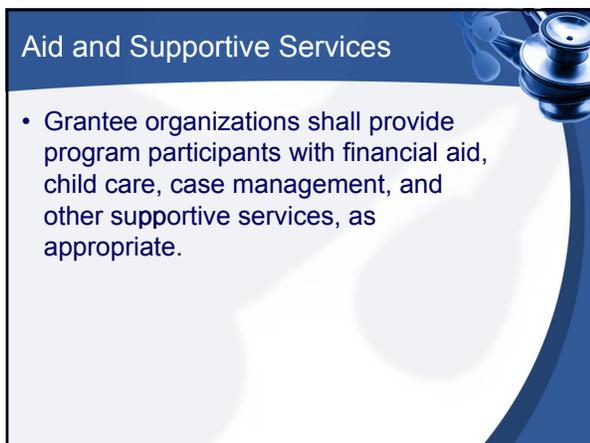
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Consultation and Coordination

- State agency responsible for administering the State TANF program.
- Local workforce investment board.
- State workforce investment board
- State Apprenticeship Agency

Description of Funded Organizations

- \$67 million awarded to 32 organizations in all 10 ACF regions and 23 states.
- Range from \$1 – 5 million per year for five years.
- 5 Tribal applicants and 27 other eligible entities.
- Grantee organizations include states, community colleges, local workforce investment boards, and other community based organizations

Grants for States in ACF Regions I IV

- New Hampshire – 1
- New Jersey – 1
- New York – 4
- Washington, DC – 1
- Pennsylvania – 2
- Florida – 1
- Kentucky – 1
- South Carolina -1

For a complete list, click the link under the HPOG heading at:
<http://www.acf.hhs.gov/programs/ofa/>

Description of Funded Programs

Bergen Community College

- Initial training will focus on demand occupations in long-term care.
- More training will focus on Allied Health, Health Information Technology, and Nursing areas as well.
- Colleges will offer training in one or more demand occupations based on employer needs: AS Cooperative Nursing; AAS Health Science; AAS Paramedic Science; AS Respiratory Care; Certified Clinical Medical Assistant; Certified Home Health Aide; Certified Nursing Assistant; Dental Assisting; Dietetic Technician; EKG/Phlebotomy Tech; Electronic Medical Records; Emergency Medical Tech; Health Information Coding; Hemodialysis Tech; Licensed Practical Nurse; Limited Scope Radiography; Medical Administrative Assistant; Medical Coding; Medical Insurance Billing Specialist; Medical Transcription; Patient Care Technician; Physical Therapy Aid; and Telemetry Technician.

Description of Funded Programs

Hostos Community College

- New York State Certified Nurse Assistants
- ~~CANCELED preparation~~
- Patient Care Technicians (includes phlebotomy, EKG, and CPR certification)
- Career and Academic Counseling

How TANF Agencies will be partnering with grantees:

- Formalized agreements
- Participation in advisory groups
- Outreach, recruitment and referrals
- Coordinating services
- Leveraging resources



Thank You!

Stan Koutstaal
Program Manager
Health Profession Opportunity Grants
stanley.koutstaal@acf.hhs.gov
202-401-5457



2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Wednesday, 11:15 am to 12:45 pm

Strengthening Safety-Net Partnerships and Frontline Perspectives

Monica A. Hawkins, Division Director, Office of Public Housing, US Department of Housing and Urban Development, Philadelphia Regional Office

Learning Objective: Strategize on strengthening safety-net partnerships.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

Notes

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**Improving Domestic
Violence Screening and
Services for TANF
Participants**





2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Wednesday, 1:45 pm to 3:15 pm

Improving Domestic Violence Screening and Services for TANF Participants

Janet Fender, Director, Massachusetts Department of Transitional Assistance, Domestic Violence Unit

Learning Objective: Strategize on improving domestic violence screening and services for TANF participants.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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2010 East Coast TANF Directors' Meeting

October 19-21, 2010

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Philadelphia, Pennsylvania

Learning Objective: Strategize on improving domestic violence screening and services for TANF participants.

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Learning Objective: Strategize on improving domestic violence screening and services for TANF participants.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Learning Objective: Strategize on improving domestic violence screening and services for TANF participants.

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SAIL Project

Joint Project between the Alabama Department of Human Resources (DHR) and the Alabama Coalition Against Domestic Violence (ACADV)

Welfare Reform Act of 1996 and DRA of 2005

- Allowed states to use TANF funds to address domestic violence
- Family Violence Option – encouraged states to provide services to victims of domestic violence
- Alabama adopted the Family Violence Option in 1998



SAIL Project

Special Assessment,
Intervention and
Liaison



SAIL Goals

- Safety
- Self-sufficiency for each domestic violence victim and her family

SAIL Objectives

- To increase the number of clients who receive SAIL Services
- To increase the number of Family Assistance clients who obtain employment by eliminating DV barriers
- To increase the amount of services provided to victims that would not otherwise have been available

SAIL Project Created Because...

- Statistics show the high correlation between domestic violence and receipt of welfare
 - Among welfare recipients, DV victims are more likely than non-victims to be long term (5 years or more) welfare recipients
 - Welfare recipients are 3 to 3 1/2 times more likely to suffer from DV than non-recipients
- Domestic violence creates barriers that interfere with a woman's ability to comply with TANF and child support requirements

SAIL Project History

- Starting in 1998, DHR and ACADV worked together to provide training on domestic violence to all TANF staff
- Eventually able to provide training on domestic violence and agency protocol to every agency staff person— over 4000 employees
- Long standing relationship between DV community and Child Welfare but little interaction with TANF staff
- Formed a steering committee of state and county TANF, food assistance, child welfare, and adult services staff as well as staff from domestic violence programs to design the program and to develop a screening instrument

SAIL Project Implementation

- Pilot began October 2000
- Implemented statewide in 2002
- Project provides each county DHR office access to a SAIL specialist, either on-site or by phone
- SAIL specialist works with DHR staff to help victims of domestic violence

SAIL Project Seeks to...

- Determine the extent to which domestic violence affects the client's life
- Assess the risk of harm faced by the client and her children
- Determine service needs of the client and her children
- Determine if participation in work activities and/or child support enforcement activities puts the client at **increased risk of danger**
- Examine the effects of the violence on the client's efforts and abilities to participate in employment activities

SAIL Project Financial Picture

- Budget for FY11 is \$946,248
- ACADV subcontracts with 18 DV shelters
- Staff
 - ❖ Project Director (50%)
 - ❖ 2 Consultants (75%)
 - ❖ 25 SAIL specialists (full-time)
 - ❖ 1 bookkeeper (65%)

Eligibility Requirements

- Must be willing to be referred to the SAIL project
- Must be current or past victim of domestic violence
- **Available** income must be equal to or less than 200% of federal poverty level
- Must be member of a family that includes minor child under 18 or 18 and in school
- Must be willing to sign a release of information that allows for the sharing of information that affects her/his eligibility for cash assistance and/or other DHR services

Family Assistance (FA) Staff

- Screens at eligibility application and review of case
- Uses the DHR-FAD-2080 screening form
- Sends, with client's knowledge and permission, referral to DV specialist if any answer is marked "yes" on form

JOBS Staff

- Discusses answers on the screening instrument (Form 2080) at each assessment and reassessment
- If no Form 2080 from FA, JOBS case manager discusses domestic violence in overall context of work and barriers to self-sufficiency

SOS PLAN

SECURING OUR SAFETY AND (FINANCIAL) SELF-SUFFICIENCY

1. If the SAIL participant is a FA recipient, the JOBS case manager works closely with the SAIL specialist and the client to develop the SOS plan.
2. The SOS plan will be in addition to and consistent with the client's work plan and will include any needed JOBS supportive services such as transportation, child care, clothes, car repairs, school supplies and tools.
3. The SAIL Specialist will take the lead in assisting the client with safety planning and handling of issues related directly to DV, regardless of whether the client is a FA recipient.

SAIL Project Services

- Develop Safety Plan
- Assist in obtaining safe housing
- File for protection orders
- Attend court proceedings with the client
- Provide referrals to individual and group counseling and /or support groups
- Identify community resources and obtain other necessary services and/or goods
- Educate employers about domestic violence and its cost to the individual **and** to the employer

SAIL Project Financial Help

- In addition to services listed on the last slide, a special category of supportive services called **Domestic Violence Alternative Services (DVAS)** was established to ensure the safety of the victim and her children in their current home and/or to assist the victim and her children in relocating (fleeing) to a new home away from the violence
- Up to \$1000 may be paid for DVAS on behalf of the victim and her/his family
- DVAS funds are in addition to JOBS supportive Services provided for employment

SAIL Project Financial Help

Examples of allowable DVAS expenses include, but are not limited to, the following:

- Repairs for damage done by the perpetrator to the home in which the client lives such as broken windows, doors, locks, etc.
- Repairs for damage to the victim's car that was done by the perpetrator and are necessary to safely operate the car
- Deposits for rent and utilities for the victim to move away from the violence
- Certain transportation costs, such as commercial travel fare, gas, truck/van rental (not insurance)

DVAS expenditures are handled by the SAIL specialist and the supportive services are provided by the DHR JOBS case manager

FY2010 Statistics

- Total referrals from any source: **3826**
- FA screening tool 1516
- JOBS assessment 356
- Child Protective Services 250
- Child Support/Food Assistance/Other DHR 118
- Self-Referrals 537
- Referrals from community 1046

**Cumulative number of individuals
participating in the SAIL Program in
FY2010 = 1428**

Conclusion

- Project has been very successful
- After our very first kick-off meeting, a staff person in a small, rural county called to share results of one of her first screenings - one client answered yes to several of the questions. Concerned because she had worked with this family for years and thought she knew them pretty well, she asked the client about her reason for not telling us before. Client responded, "Nobody ever asked me."
- Over the past 10 years, over **38,000** referrals have been made to the SAIL Project

For additional information contact:

- **Terrie Reid, Deputy Commissioner for Family Resources and Interim TANF Director, Alabama State Department of Human Resources**
- Terrie.Reid@dhr.alabama.gov
- **(334)242-9378**

**ASSET Initiative:
Improving Economic
Independence**





2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Wednesday, 3:30 pm to 5:00 pm

ASSET Initiative: Improving Economic Independence

Denise Devaan, Asset Building Expert Consultant, Assets for Independence (AFI) Resource Center

Learning Objective: Strategize on improving economic independence among TANF participants through ASSETS programs.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Wednesday, 3:30 pm to 5:00 pm

ASSET Initiative: Improving Economic Independence

Mary O'Doherty, Project Director, Economic Empowerment Program, Kentucky Domestic Violence Associatio

Learning Objective: Strategize on improving economic independence among TANF participants through ASSETS programs.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Learning Objective: Strategize on improving economic independence among TANF participants through ASSETS programs.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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AFI

Assets for Independence



Office of Community Services
Administration for Children and Families
U.S. Department of Health and Human Services

AFI

ASSETS Initiative TANF Director's Meeting Regions I, II, III, IV October 20, 2010



AFI

Agenda

- The ASSETS Initiative
- Asset Building and Individual Development Accounts
- The AFI Program & Grantees
- TANF & IDAs, Asset Building
- Questions and Comments

3

The ASSETS Initiative

- ACF effort to bring asset building services to families with low incomes throughout the nation.
- Three year initiative organized by the Office of Community Services

4

The ASSETS Initiative: Strategies

- Financial Education
- Access to Financial Services
- Consumer, credit/debt counseling
- Individual Development Accounts (IDAs)
- Tax Prep Services
- Other Federal Benefits

5

Financial Assets



- **Tangible assets:**
 - Money savings,
 - Bonds, stocks, other financial securities
 - Real property
 - Machines, equipment, tools
- **Intangible Assets:**
 - Credit, access to credit
 - Human capital (networks, who you know)

6

AFI

Financial Asset Building Tools

- Saving, Drawing Tax Credits
 - 1-6 month cash reserve (nest egg)
 - Matched savings accounts or Individual Development Accounts
- Financial Education Classes & Coaching
 - Build & improve credit score
 - Reduce debt (good debt, bad debt) (debt counseling)
 - Create budget (spending, savings, debt reduction plan)
- Getting Banked
 - Use safe financial products





7

AFI

Financial Asset Building leads to financial stability, security

Move from living paycheck to paycheck (income, spending) to also **saving** for several purposes



8

AFI

Financial Assets Matter

- Stronger, Healthier Families
- Enhanced Self-Esteem
- Long-term Thinking and Planning
- Parents expect children to graduate
- More Community Involvement
- Hope for the Future



9

AFI

Assets for Independence IDA's

- Save in IDA Accounts, matched by federal and other sources
- Financial education classes, asset classes
- Purchase Financial Asset
 - First home
 - Higher education or training and/or
 - Small business



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AFI

Christa McMichael, LPN, AFI IDAs for Education, Home

Education IDA	Year One	Year Two	Year Three	Total
Indiv. Savings	360	890		1,250
AFI & Other Match-Education	720	1,780		2,500
Total	1,080	2,670		3,750

Home IDA	Year One	Year Two	Year Three	Total
Indiv. Savings	2,000			2,000
AFI & Other Match	4,000			4,000
Total	6,000			6,000

AFI

Christa McMichael



- Moved to Kentucky in 2005
- Received TANF, work support
- Financial educations classes & budgeting instruction
- Credits 2 advocates: TANF worker & IDA advocate
- Monthly peer support group meetings were key
- Child care & dinner for kids at monthly group mtgs.
- Education IDA helped her become an LPN
- Improved credit score by more than 150 points
- Homeownership IDA, bought a home in Oct. 2009

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AFI

Kentucky Domestic Violence Association (KDVA), Mary O'Doherty

- Economic empowerment program for survivors
 - IDAs, financial ed., credit building, micro loans, free tax-preparation
 - 150 participants have purchased assets
 - ¼ to 1/3 participants receive TANF
 - Focus on establishing/improving credit scores
 - Funded by banks, corps, foundations

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AFI

AFI IDA Projects

- 400 projects : 79 projects in Regions I,II, III, IV.
- Partner with financial institutions, tax networks
- 75,000 + IDA accounts and growing
 - 80% are women
- Many single parent households
- IDA 1st account for most participants



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AFI

Examples of AFI Project Grantees

Community Action Agencies	Community Development Financial Institutions
Community Development Corporations	Faith-based Organizations
United Way Organizations	Youth Agencies
State , Local, Tribal Governments	Housing Organizations
Credit Unions	Workforce Development Organizations

15

AFI IDA Eligibility, Other Benefits

- Income eligibility for AFI IDAs
 - TANF eligible OR
 - EITC eligible or annual household income less than twice poverty (about \$44,000 for family of four) and
 - Household net worth less than \$10,000 excluding value of a residence and one car.
- IRS ruled that savings and match does not count as asset for other federal benefits.

TANF & IDAs, Financial Education, Case Management Services

Michigan Case
Current State Plans

Michigan IDA Partnership

- Five Regions: CAAs, United Ways, Faith-based, CDC's
- Total funding support: \$12.5 million (2001 to present)
 - TANF totaled \$4.15 million or 1/3 of total support. Remaining support came from foundations, AFI, state housing.
 - TANF approved activities: IDA match, program services, case management, financial education classes
 - Agencies connected Savers to VITA/Tax Claim Sites

Michigan Nine Year Report (June 2010)

What worked

- 2,000+ accounts filled
- 1,649 Assets purchased
- Total participant savings \$1.7 million
- Regular savings increased from 25%-71%. (84% continued saving after asset purchase.)
- 84% report financial education classes helped
- 90% more aware of credit score

Michigan Nine Year Report (June 2010)

Challenges

- Securing non-federal match
 - A state tax credit passed in 2008, marketing and fund raising
- Securing adequate direct support funds for clients
- Expanding eligible uses, such as transportation and home improvement (energy efficiency upgrades)

20

TANF & Asset Building

- Connect TANF recipients to AFI projects, other IDA programs, financial asset building services
- Provide funding for
 - the match, case management, financial education classes, tax credit claim efforts
- Build into State Plan

21

Results of Assets Survey

1. States and localities using TANF funds for IDAs and related services.
2. TANF support for accessing safe financial products, affordable tax preparation, claiming tax credits?
3. Ideas for developing, strengthening partnerships between TANF and IDAs, financial education, AFI Grantees etc.

The screenshot shows the AFI website homepage with several sections:

- Announcements:** AFI Data Report Materials Available Now! (It's that time of year again! The AFI Annual Data Report will be due on December 1st, 2010 for all active projects. You can use this checklist to ensure your data reports are consistent prior to submission. Be sure to check out the other helpful resources as well! Read more.) AFI awards 33 new grants totaling over \$7.3 million. AFI announced results of Summer 2010 funding cycle. Read more. 2010 AFI Conference Materials Available Now! Please use the AFI Conference Website to download presentations and materials. Read more.
- Upcoming Events:** AFI Data Report Timeline: 2010 Grantee Update Form Due October 14. New Grantee Orientation Webinar: Data Management and the AFI System October 13. Open Forum Q&A on 2010 Annual Data Report Conference call October 20. Open Forum Q&A on 2010 Annual Data Report Conference call October 21. Responding to the Cost Extension for an AFI Project Deadline October 20.
- Connect With Us:** Subscribe to receive regular email updates. Request Technical Assistance. Reach us by Phone at 866-778-6037 or Email info@IDAresearch.org. Find us on Facebook.
- Topics & Tools:** General Information: Managing Your AFI Project (Customize and form), Financial Education (Deliver effective financial training), Populations (Building Assets for Fathers and Families, People With Disabilities, Native American Communities, Refugee Communities, Financial Stability for Families with). Other topics include Fundraising, The AFI System, EITC and Tax Assistance, Asset Specific Resources, Innovative Strategies, and Research About AFI.

AFI Resource Center
info@IDAresearch.org
1-866-778-6037
<http://www.IDAresearch.org>



Selected Topics Forum





2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Thursday, 9:00 am to 10:45 am

Selected Topics Forum: CMS - Express Lane Eligibility

Stacy McQuillin, Director of Operations, Louisiana Children's Health Insurance Program (LaCHIP)

Learning Objective: Strategize on how express lane eligibility can help TANF participants access benefits.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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EAST COAST TANF DIRECTORS' MEETING

October 21, 2010
Stacy J. McQuillin, JD
Medicaid Program Manager
Louisiana Department of Health and Hospitals

WHAT IS EXPRESS LANE ELIGIBILITY (ELE)?

- Auto enrollment process authorized by the Children's Health Insurance Program Reauthorization Act (CHIPRA) in 2009.
- Allows a Medicaid agency to certify children for health coverage based on the findings of an express lane agency.

WHY IS ELE IMPORTANT TO LOUISIANA'S CITIZENS?

- Historically high poverty rates
- 5% of children remain uninsured and ELE is an important resource to reach those remaining 40,000 children.
- The highest percentage of uninsured children are in families with incomes from 50%-100% of the federal poverty level. Factors that contribute to this low level of health coverage include low literacy and complicated living situations.

INTERNAL FACTORS IN IMPLEMENTING ELE

- Fiscal constraints have led to a reduced number of eligibility staff members and the caseloads of the remaining staff have grown significantly.
- **The agency has successfully implemented administrative simplifications in the past to relieve overburdened staff.**
- ELE was identified as another tool in the administrative simplification tool box.



HOW DOES IT WORK IN LOUISIANA?

- In the first phase of ELE, Louisiana opted to fully automate enrollment into Title XIX Medicaid utilizing Supplemental Nutrition Assistance Program (SNAP) determinations **made by the SNAP agency in Louisiana, the Department of Children and Family Services (DCFS).**
- In February of 2010, a file of all SNAP eligible children was sent from DCFS to DHH and an ELE case was created for those children that were known to the Medicaid eligibility system, but not certified at the time.



HOW DOES IT WORK IN LOUISIANA?

- That initial match captured all children active in SNAP but not Medicaid up until the point of ELE implementation.
- **In order to cover children certified in SNAP after ELE implementation, the process is repeated with children added to the SNAP system in the previous month being enrolled in Medicaid.**
- We plan to move to a daily interface in early 2011.



HOW DOES IT WORK IN LOUISIANA?

- For newly ELE certified children, the Medicaid eligibility system queries SSA citizenship data to confirm citizenship.
- Approval notices are sent to individuals enrolled through the express lane agency that explain the services that are available, how to access those services and that the child will receive a Medicaid card via mail.



HOW DOES IT WORK IN LOUISIANA?

- To comply with CHIPRA requirements, the notice explains that, by using the card to obtain medical care for the child, the guardian has given their affirmative consent for the child to be enrolled into Medicaid.
- We are working to add an affirmative consent statement to the SNAP application.
- Coverage will begin on the first day of the month in which the SNAP file was received by Medicaid.



HOW DOES IT WORK IN LOUISIANA?

- Children receive 12 months of continuous eligibility unless DCFS notifies DHH that the child has moved out of state or is deceased.
- During the month an ELE child turns 19, the case is flagged for renewal and manually reviewed by staff for potential eligibility in another program.



PHASE TWO: RENEWALS

- ELE is also used at renewal for children certified using the new ELE process and for those certified through other avenues.
- For the ELE children at renewal, a file will be submitted to DCFS to determine if the children remain active in SNAP. Medicaid coverage will be extended automatically for 12 months for those who do remain active.



WHY SNAP?

- DHH selected DCFS/SNAP as the first Express Lane Agency based on the following factors:
 - Highest percentage of uninsured Louisiana children live in households with incomes between 50%-100% of FPL (and eligible for SNAP);
 - The high SNAP participation rate in Louisiana;
 - Existing and compatible information technology systems between the two departments; and
 - Similar eligibility requirements.



- What was the result of ELE?
Approximately 20,000 children have been enrolled using ELE.

- Was ELE Implementation Difficult?

YES

But it was worth the struggle!



WHAT WERE THE BIGGEST CHALLENGES?

- Time
 - ELE is very time consuming. For 18 months, staff members from all eligibility sections have met twice a month or more to work on issues related to implementation.
 - Drafting and disseminating the necessary policy **changes and training materials has also consumed** much staff time.
- Major Systems Changes
 - 3,089 hours of work have been performed by our Medicaid eligibility system contractor.
 - Countless hours of internal staff time were expended working with the contractor, testing the changes, and implementing the changes.



WHAT IS NEXT IN ELE FOR LOUISIANA'S CHILDREN ?

Louisiana is looking to add language to our state tax returns that would allow parents to opt for their children being enrolled in Medicaid if their income falls within the appropriate parameters.



QUESTIONS?

Stacy J. McQuillin
(337) 857-6115
stacy.mcquillin@la.gov





2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Learning Objective: Strategize on how express lane eligibility can help TANF participants access benefits.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Thursday, 9:00 am to 10:45 am

Selected Topics Forum: Employer Resource Networks (ERNs)

Michelle Derr, PhD, Researcher, Mathematica Policy Research, Inc.

Learning Objective: Strategize on ways in which key features of the ERN model may assist with the development of new services or enhancement of existing ones for TANF recipients.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

Notes

Employer Resource Networks: Uniting Businesses and Public Partners to Improve Job Retention and Advancement for Low-Wage Workers

October 2010

Presentation to the ACF Regional TANF Director's Meeting
Michelle K. Derr



Policy Context

- **Disadvantaged populations often have difficulty getting and keeping jobs**
 - Limited education and little or no work history
 - Lack of basic work habits and job skills
 - Personal and family challenges that interfere with work
- **Agencies serving disadvantaged populations often have difficulty engaging employers**

2



Background

- **Origins of Employer Resource Networks (ERNs)**
 - Cascade Engineering
 - The SOURCE/West Michigan TEAM
 - Expanded through DOL Workforce Innovation in Regional Economic Development (WIRED) grant
- **Model fits well with several ACF and DOL initiatives**
 - Health Profession Opportunity Resource Grants
 - Transitional Jobs and Subsidized Employment
 - Career Pathways

3



What are ERNs?

- Small and mid-sized businesses pool resources to accomplish together what they cannot accomplish individually
- Services are targeted to entry-level workers but open to all employees
- Primary focus is job retention, with a strong secondary focus on skill building
- Capacity is expanded through public and private partnerships

4

MINNESOTA
Policy Research, Inc.

What Services Do ERNs Provide?

- Short-term, "high touch" case management
- Job and life skills training
- Specialized resources and supports

5

MINNESOTA
Policy Research, Inc.

How are ERNs Structured?

- Employer "buy-in" to the network
- Contracts with local agencies to provide direct services
- Publicly and privately funded job retention specialists
- Use of training providers and nonprofit agencies to leverage needed resources
- Geographically centralized and sector-based approach

6

MINNESOTA
Policy Research, Inc.

Who Benefits from ERNs?

- ERNs can provide bottom-line benefits to employers
 - Between 85 and 90 percent job retention rate
 - Average return on investment between 150 and 200 percent
- ERNs can help workers get access to supports to stay employed and build job skills
- Community colleges can expand their enrollment and grant opportunities
- Public and nonprofit agencies can engage with the business community

7



Businesses Best Suited for ERNs

- Range of wage scales and skill levels
- Similar training and worker service needs
- Need of each other to create economies of scale
- Willing to fund shared staff or resources to increase efficiency
- Willing to establish public/private partnerships
- Willing to collaborate with other businesses

8



Steps for Creating an ERN

- Identify and recruit stakeholders
- Educate stakeholders to obtain buy in
- Identify funding to cover startup and ongoing expenses
- Create an administrative infrastructure
- Customize the service model to the needs of workers and the resources available within businesses and local communities

9



For More Information

▪ **Please contact:**

- Michelle Derr
 - mderr@mathematica-mpr.com
 - (202) 484-4830

Keynote Speakers





2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Tuesday, 9:15 am to 10:00 am

National Perspective

Earl S. Johnson, PhD, Director, United States Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance

Learning Objective: Receive updates and learn about OFA's vision for the coming year.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

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2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Thursday, 11:00 am to 11:30 am

Meeting the Needs of Diverse TANF Participants

Kenneth Tota, Deputy Director, US Department of Health and Human Services, Administration for Children and

Learning Objective: Strategize on ways to improve collaboration between TANF programs and programs that serve immigrant groups.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

Notes

Large empty yellow rectangular area for taking notes.



2010 East Coast TANF Directors' Meeting

October 19-21, 2010

Sofitel Hotel

Philadelphia, Pennsylvania

Thursday, 11:30 am to 12:00 pm

A New Vision for a New Decade: Meeting the Needs of Low-Income Families and TANF Participants after ARRA and Beyond

Elizabeth Lower-Basch, Senior Policy Analyst, Center for Law and Social Policy (CLASP), Inc.

Learning Objective: Strategize on ways to meet the needs of TANF participants after ARRA funding.

Activity: As you listen to the Panelist discuss these topics, take notes using the space below and think about questions and comments you may have. Be prepared to share some of your questions and comments at the end of the session.

Notes