



U.S. Department of Health and Human Services
ADMINISTRATION FOR
CHILDREN & FAMILIES



Environmental Scan: Employment Service Delivery

A representative from OFA's Region I-IV would like to learn about other States' service delivery approaches for employment services to TANF clients (e.g., human service agencies provide services in-house, provided through the workforce system that handles the Workforce Investment Act (WIA) and other programs). *The OFA PeerTA Network conducted an environmental scan of programs in the field, which are listed below.*

A January 2015 report (<https://peerta.acf.hhs.gov/content/coordinating-employment-services-across-tanf-and-wia-programs>) from the Office of Planning, Research and Evaluation (OPRE) analyzes how states are coordinating employment services across Temporary Assistance for Needy Families (TANF) and Workforce Investment Act (WIA) programs. The report highlights how TANF and WIA programs provide employment and training services, both separately and in coordinated efforts, in 8 different states (California, Connecticut, Florida, Iowa, Minnesota, New York, Texas, and Utah). OPRE notes that there are several different administrative structures for the delivery of employment and training services to TANF participants. For example, in California, Minnesota, and New York, the state TANF agency administers TANF employment services with contracts being locally determined, while in Connecticut, Florida, Iowa, and Texas, the state WIA agency administers funds for TANF employment services programs. In Utah, the same state and local agency administers TANF and WIA. The report explains the many benefits of increased coordination between TANF and WIA, where possible, in the provision of employment services to TANF participants. WIA, for example, brings the added benefits of access to services within American Job Centers (AJC) such as job search resource rooms and workshops to enhance job search and job readiness skills, access to business services and job development staff within AJCs, use of labor market information to guide employment and training decisions, and an increased level of individualized career counseling services. The table below gives an overview of each state's service delivery approach for TANF employment services from the report:



Coordinating Employment Services Across the TANF and WIA Programs,
 OPRE Report 2015-04, January 19, 2015

	California	Connecticut	Florida	Iowa
Level of contracting with TANF employment services (ES) providers	Local: County Department of Human Services to providers	Local: Local Workforce Investment Board (LWIB) to providers	Local: LWIB to providers	State: Iowa Workforce Development (IWD) to 7 territories
Number of contracts	One agency with 3 subcontractors	Department of Social Services (DSS North)-- One for TANF ES; (DSS South)--One for core services	None, provided in-house	6
Type of provider	Nonprofit agencies	(DSS North)--Private, nonprofit or for-profit agencies; (DSS South)-- Community action agency	Public-private partnership entity	Community colleges (5); Council of Governments (one); in-house with IWD (one)
TANF ES provider same as American Job Center (AJC) operator	No	Yes	Yes	Yes
	Minnesota	New York	Texas	Utah
Level of contracting with TANF ES providers	Local: County Department of Human Services to providers	Local: City Human Resources Administration to providers	Local: LWIB to providers	Not applicable; programs run by state
Number of contracts	Hennepin County--18 Stearns County--One	11 contracts with 7 vendors (some serve several areas)	One	Not applicable
Type of provider	Hennepin County--Private, mostly nonprofit agencies Stearns County--Public-private partnership entity	Private, nonprofit or for-profit agencies	Private, for-profit agency	Not applicable
TANF ES provider same as AJC operator	Hennepin County--No Stearns County--Yes	In some cases, but TANF services are not in AJC	Yes	Yes