

# *TANF and 2-Gen: A Natural Fit*



**COLORADO**  
Department of Human Services

*Reggie Bicha*  
Executive Director



*Working for a living*



**COLORADO  
SHINES**

**START EARLY  
START STRONG  
QUALITY EARLY LEARNING**



**COLORADO**  
Office of Economic Security  
Division of Child Support Services

**ReHireColorado**  
Improving lives. Strengthening the economy.

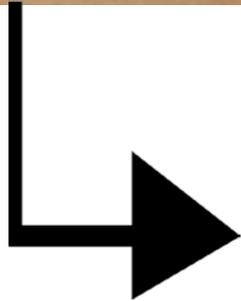
**COLORADO  
REWORKS!**  
*Earning, Learning, Thriving*



**COLORADO  
PEAK**  
Colorado.gov/PEAK™



# *2-Gen Work at CDHS*



## ***BIG CHANGES***

- In Time-On Time Strategies
- Cutting Red Tape
- Coaching for success
- Child Support Pass-Through
- Focus on employment entry, retention and earnings

# SMALL CHANGES

- Roadmap Approach
- Childcare Workgroup
- Online Work Readiness Assessment (OWRA)

## Individual Responsibility Contract

CBMS #	Participant Name	Household #	SS #

PROVISIONS	
1.	NO INDIVIDUAL IS LEGALLY ENTITLED TO ANY FORM OF ASSISTANCE UNDER THE COLORADO WORKS PROGRAM. THIS IRC IS A CONTRACT BETWEEN THE PARTICIPANT AND THE ARAPAHOE COUNTY DEPARTMENT OF SOCIAL SERVICES THAT CONTAINS TERMS AND CONDITIONS GOVERNING THE PARTICIPANT'S RECEIPT OF ASSISTANCE UNDER THE COLORADO WORKS PROGRAM AND SPECIFIES THE RESPONSIBILITIES OF THE COUNTY AND THE PARTICIPANT.
2.	NOTHING IN THIS CONTRACT MAY BE DEEMED TO CREATE A LEGAL ENTITLEMENT TO ASSISTANCE UNDER THE COLORADO WORKS PROGRAM.
3.	THE PARTICIPANT'S FAILURE TO COMPLY WITH TERMS AND CONDITIONS OF THIS IRC, WITHOUT GOOD CAUSE MAY RESULT IN SANCTIONS, INCLUDING BUT NOT LIMITED TO THE TERMINATION OF ANY CASH ASSISTANCE GRANT.
4.	

Employment Goal	Full time permanent employment working as _____
Other Family Needs	

Work Activity	Begin Date	End Date	Scheduled Hours/Week

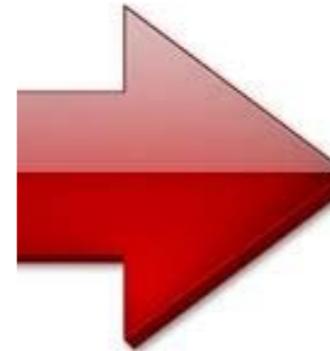
Plan	To attend
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Agency will do	1. Will provide assistance with supportive services as follows:
	<p>a. monthly transportation to get to and from your activity at: _____</p> <p>These services are dependant on _____, providing timesheets (tracking sheet) documenting that she/he attended the scheduled activity.</p> <p>b. Childcare assistance if _____ meets the requirements of the program as outline din this contract.</p> <p>c. Other services deemed necessary by the workforce specialist to assist _____ in her/ his self-sufficiency plan.</p>
	2. Will monitor case and maintain contact with _____ at least twice per month.

Participant will do	1. Must notify Workforce Specialist of all household and employment changes (including termination, promotion, layoff, medical leave of absence) by phone within 72 hours of all changes, and then documentation will be required.
	2. Must attend the following activity: _____ @ _____.
	3. Must attend the following activity: _____ on the following days: Monday Tuesday Wednesday Thursday Friday Saturday Sunday from _____ to _____.
	4. Must turn in work activity tracking sheet to workforce specialist no later than the 2 <sup>nd</sup> of the month for the previous months activities.
	5. Meet with your Workforce Specialist _____ on _____ @ _____ to revise this contract.

Failure to complete the above activities may result in sanctions of your TANF benefits. PLEASE NOTIFY YOUR WORKFORCE SPECIALIST IMMEDIATELY IF YOU FEEL YOU HAVE GOOD CAUSE FOR NOT PARTICIPATING IN THIS ACTIVITY.

Completion Date	Workforce Specialist Initials



CBMS	1B0000	 Franklin County Department of Human Services	
Phone	719-555-0000		
Case Manager			

My Individualized Plan (IP) | Roadmap

For

Employment First <input type="checkbox"/>	Original Plan <input type="checkbox"/>	Two Parent Household <input type="checkbox"/>	Address	Social Security Number
Workforce Development <input type="checkbox"/>	Modified Plan <input type="checkbox"/>	One Parent Household <input type="checkbox"/>		State ID
		Child Only <input type="checkbox"/>		

My Story

My Life Goals/Dream Job

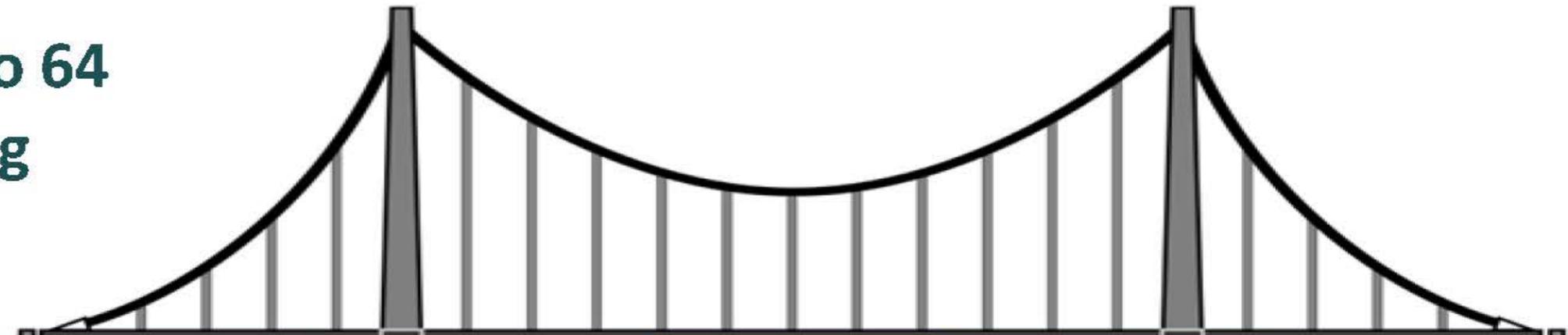
My Short Term Objective

1.

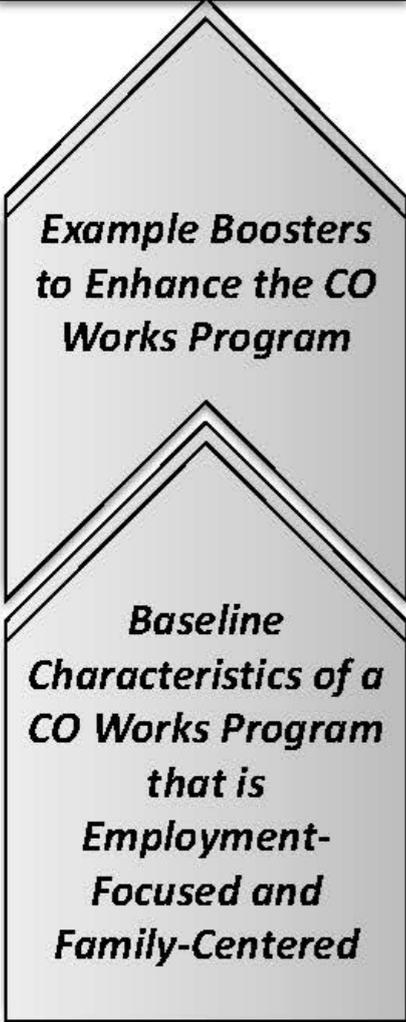


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Department of Human Services

# Bridge to 64 Strong



**Five Piers that Support a statewide CW Program that is Employment-Focused and Family-Centered**



**Program Management and Design**  
Build consistent method across the state to design, develop, and support a family-centered and employment-focused Colorado Works program.

- Leadership imperatives drive programming and practice.

- ✓ County plan includes leadership imperatives, such as mission, vision, and values.
- ✓ Policies, protocols, procedures, and partnerships are aligned with the County leadership imperatives.

**Family-Centered Services**  
Provide services that stabilize the family, understanding the uniqueness of families and local areas.

- Collaborative case staffings.
- Multi-generational approach through connection to other programs (Food Assistance, Medicaid, Housing, etc.).
- Programs work with both TANF parents and their children.
- Family is defined by the family
- Leverage partnerships to serve customers (ie: child protective services and collaborative case staffings)
- Multigenerational approach through connections to external COHS programs (ie: housing, quality child care)
- Programs work with TANF eligible parents and their children and other family members as defined by the family
- Measure and evaluate child, parent and family outcomes

- ✓ Timely provision of basic cash assistance, diversion payment, or other services as needed.
- ✓ Family-centered services included in roadmap plan.
- ✓ Assessment of resource needs (ongoing).
- ✓ Family is defined by eligibility
- ✓ Timely provision of basic cash assistance, diversion payment or other human services as needed (ie: Medicaid, Food Assistance, Child Care, LEAP, etc)
- ✓ Family-centered services captured in comprehensive assessment
- ✓ Initial and ongoing assessment of needs and resources

**Coaching and Case Management**  
Develop relationships built on respect, trust, and professionalism to support the family in achieving the goals they have established for themselves.

- Case managers participate in evidence-based continuing education.
- Case managers are hired based on skills necessary for successful case management.
- Case management and eligibility verification are separate functions.

- ✓ CBMS Data Entry
- ✓ Case managers are versed in the basic "anatomy" of case management & coaching and are competent in the primary tools for supporting individuals & families.
- ✓ Case managers assess clients continually.
- ✓ Case managers have access to and receive training.
- ✓ Case managers enter data accurately, consistently, and completely.

**Employment Services and Employment Supports**  
Create a pathway to economic stability through collaboration.

- Utilize an employer engagement strategy.
- Collaborate with workforce center.
- Use labor market information/educate career pathways.
- Engagement in sector partnerships.
- Formalized partnerships with community college system/training providers
- Access to and training to increase career development expertise

- ✓ County accesses existing free resources.
- ✓ County understands their local labor market.
- ✓ Employment focused data available to and used by all 64 counties.
- ✓ Facilitate and Promote career Planning
- ✓ Array of Preparatory Employment Focused activities

**Transitional TANF Supports**  
Provide transitional supports that stabilize families, reduce recidivism, and create an environment where families thrive.

- Create a post-TANF plan with clients.
- Provide incentives for staying connected with CO Works.
- Provide work supports.
- Co-enroll clients with other programs, such as WIOA.
- Provide transitional food assistance.

- ✓ Referral protocols are in place.
- ✓ Case manager discusses continuity of services.





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