

# TANF-Workforce Partnership in Arkansas

**ACF Systems to Family Stability  
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# Overview of TANF programs in Arkansas

Multiple workforce development programs and services are offered through the Arkansas Temporary Assistance for Needy Families (TANF):

- **Transitional Employment Assistance (TEA)** - a 24 month time-limited program to accelerate single and two parent families get off public assistance and into a job
- **Work Pays** – a job retention program unique to the State of Arkansas, where job seekers getting off TEA due to employment get one-on-one career coaching to secure their existing jobs or get promoted to a higher wage job. Supportive services are extended
- **Career Pathways Initiative**– Short-term career and technical education / training to help job seekers gain skills necessary to pursue careers in high-demand occupations
- **Individual Development Accounts** – a financial literacy and savings program that enables low income families to save and build assets

# TANF partnerships and major stakeholders

Major stakeholders	Strengths	Role in TANF Service Delivery
Department of Human Services	Large Geographical footprint, Services like SNAP, Medicaid, and other programs targeted to the typical TANF Customer segment	Intake, Enrollment & Eligibility, Benefits Delivery
Department of Workforce Services (DWS)	One-stop work readiness services through various Workforce Development programs, Certification programs in IT and non-IT, one-stop business development resources for local employers, WIOA Administrator	The TANF Division is administered under DWS, offers work readiness assessment, self-sufficiency planning and case management

# TANF partnerships and major stakeholders

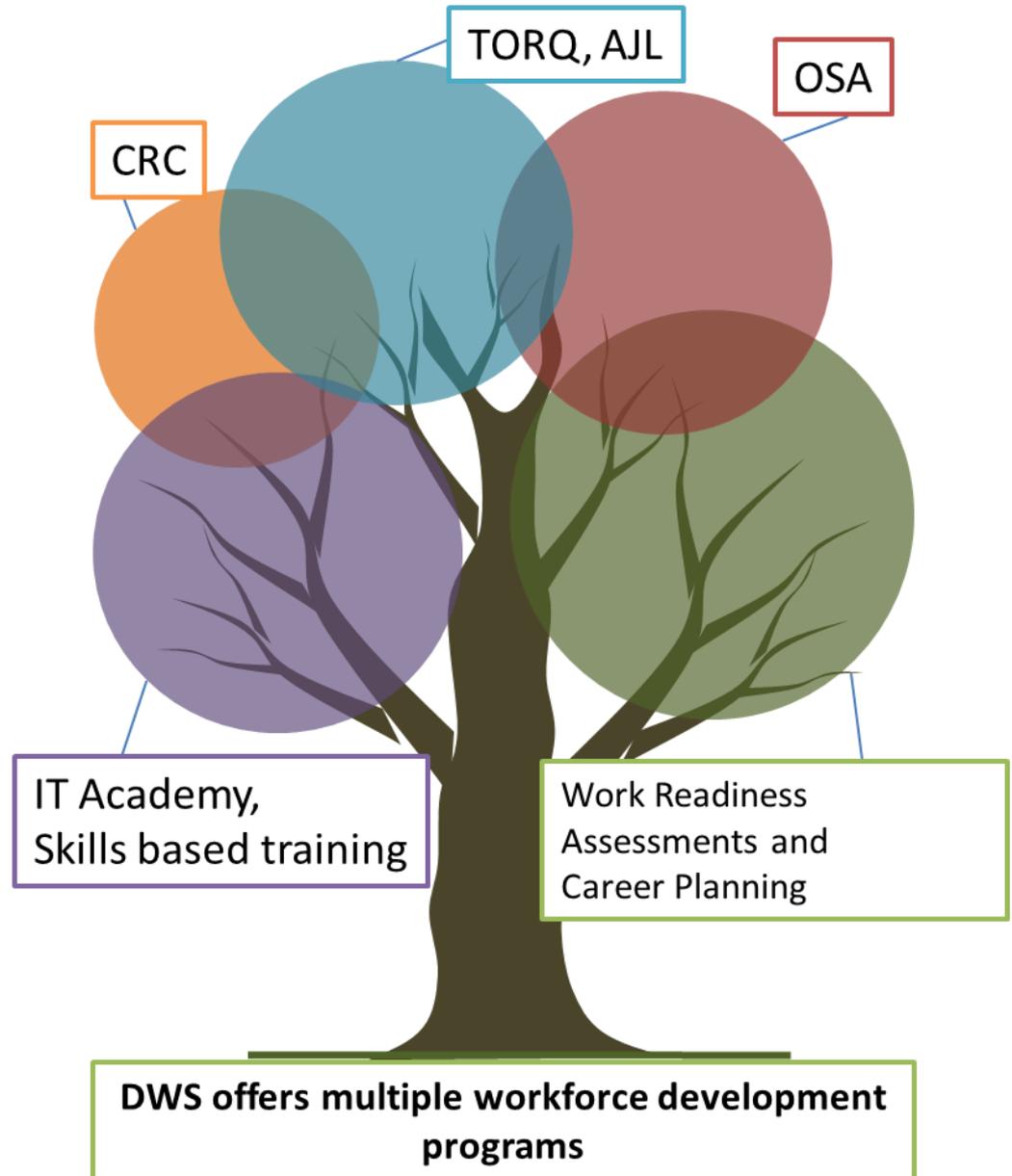
Major stakeholders	Strengths	Role in TANF Service Delivery
Department of Adult Education, Arkansas Department of Higher Education, Dept. of Career Education, University of Arkansas Cooperative Extension Service	Short and medium term education and training courses leading to careers in high-demand occupation lists	Education, training, and wrap around services for TANF clients to help meet work-activity requirements, as well as get into high-skill, high-wage jobs

# TANF partnerships and major stakeholders

Major stakeholders	Strengths	Role in TANF Service Delivery
Non-Governmental Sector – Goodwill Industries, Lewis and Burnett Employment Finders, various local businesses	Custom employment pathway programs to support TANF clients with special challenges	Provide valuable Work Experience, OJT, (Un)Subsidized Employment opportunities to fast track TANF clients into work

# TANF and DWS – the context

TANF @ DHS is a welfare program rather than a workforce development program.



# TANF and DWS – Synergy



Over \$56 mil a year

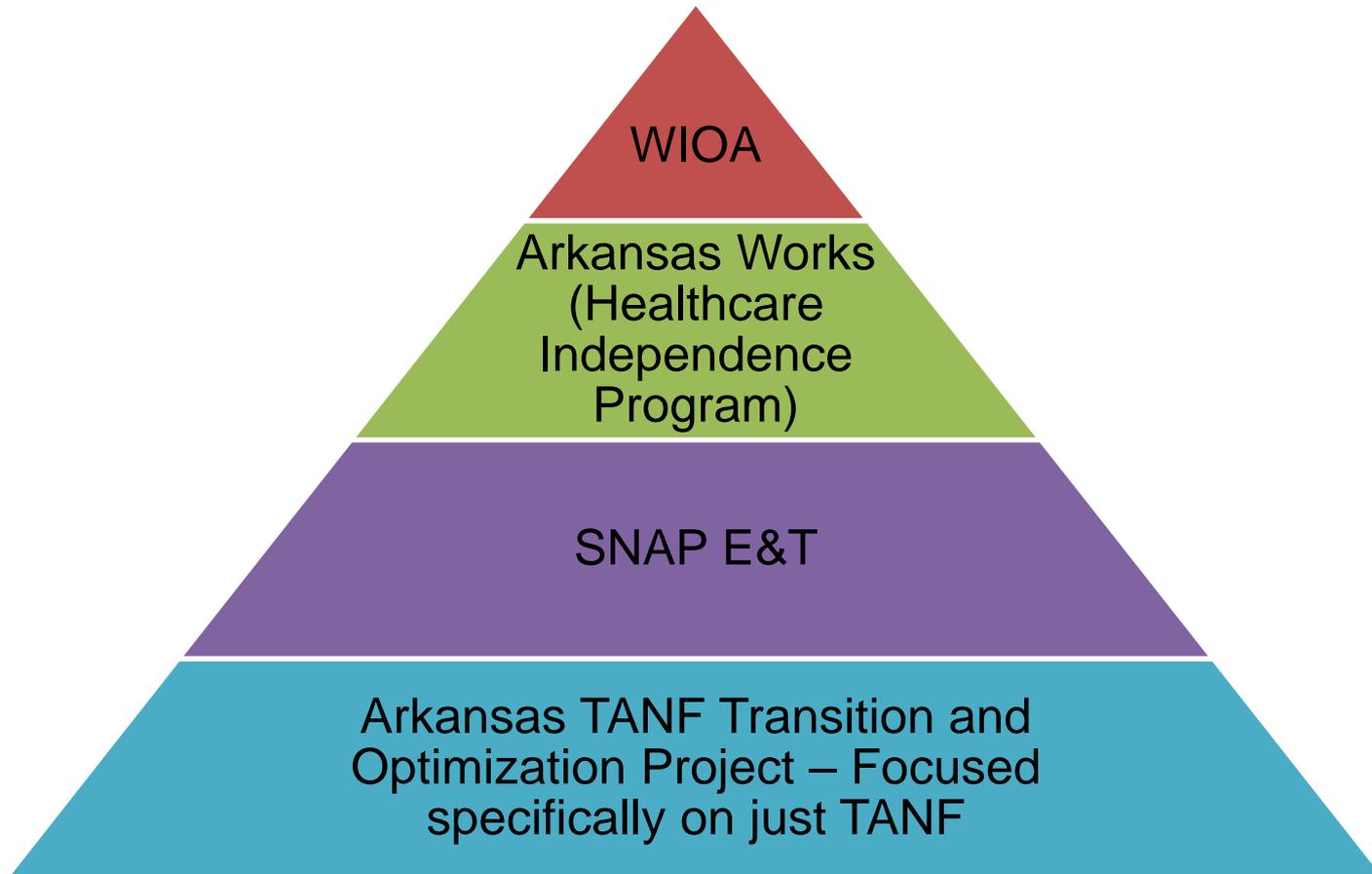
Reduce social program dependency and promote independence

Positive relationships with workforce training and adult education agencies and partners

Reusable Digital Services, integrate with other DWS workforce programs

Expand DWS Customer base – the TANF applicant pool provides an opportunity to offer workforce programs to both TANF eligible and ineligible

# Evolving Service Demands



# TANF – WIOA Alignment

TANF in Arkansas is well positioned to be **proactive and take a leadership role in getting low income and needy families off public assistance.** Its strategic relationships with education, training, health and human services, and the state's workforce department pre-dates WIOA.

- **Barrier assessment** and barrier reduction plans across a multitude of factors – education, employment, transportation, health (physical, mental, domestic violence), child care & parenting, housing
- **Career interest profiler** is triaged with the high demand occupations in the local area to determine the best occupations and employment goals for the recipient
- Develop an **employment plan** that integrates education and training program supports offered by local community & technical colleges

# TANF – WIOA Alignment

- **TANF has worked with the WIOA administrator to develop and submit a combined state plan** – this is a first step in realizing a true common intake and case management system across programs administered by different divisions and state agencies
- **Integrate labor market information in work readiness assessments and employment planning** recommendations across programs
- Leverage career one stop, O\*net and other resources offered by the Department of Labor under the WIOA umbrella, and **integrate this information within TANF case management**
- **Arkansas Wins!! Arkansas Workforce Integrated Network System (ARWINS)** – and IT system to further sharing of information and reporting across the various partners

# TANF initiatives for a better WIOA alignment

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ATTOP (Arkansas TANF Transformation & Optimization Project) and ARWINS (Arkansas Workforce Integrated Network System)

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Increase the number of low income people on government assistance getting into workforce through the TANF program (Caseload)

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Improve Work Participation Rates and Program Performance / Data Integrity

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Reduce Overpayments, and eliminate benefits issuance before work activity compliance

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Improve client outcomes and service delivery

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Improve Case Management practices, and integration with CPI (Career Pathways Initiatives) / E&T services

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Reduce Administrative costs incurred during intake and eligibility determination

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Create a sustainable healthy workforce driven TANF program that can operate independently within DWS, or, in partnership with external partners

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# ARWINS – Digital by Default Services



# TANF – WIOA Concerns

- While TANF and WIOA customers aim to serve low income people, **TANF's customers are typically the most hard-to-serve** with multiple barriers
- **Different regulations and requirements specific to TANF and DOL**, as well as operational details to be worked out in the coming months and years
- Combat economic weakness and low demand for employees in certain areas

# Contact Info

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