

Multiple Barriers to Employment
and Training

“Unlocked”

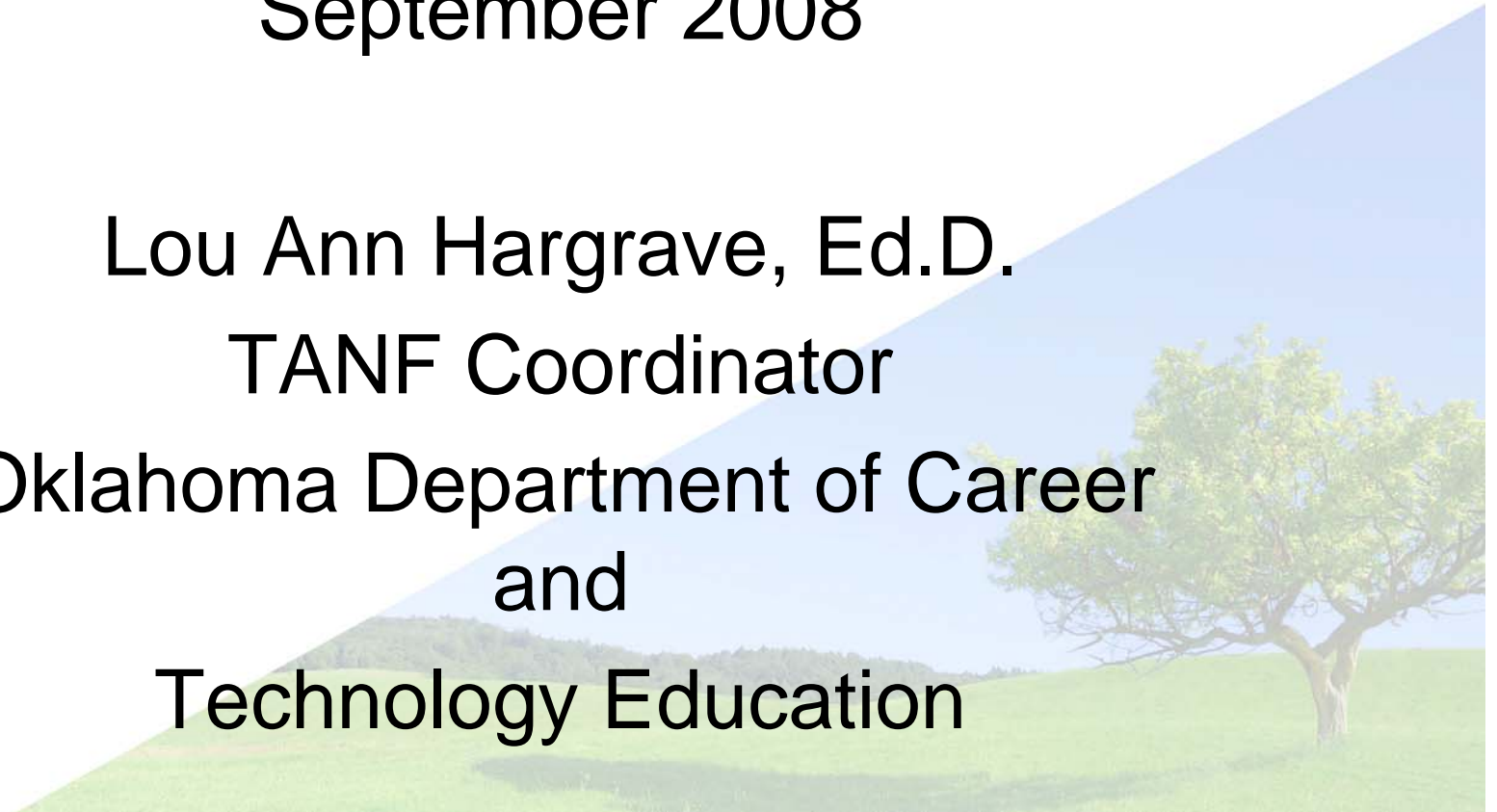
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Lou Ann Hargrave, Ed.D.

TANF Coordinator

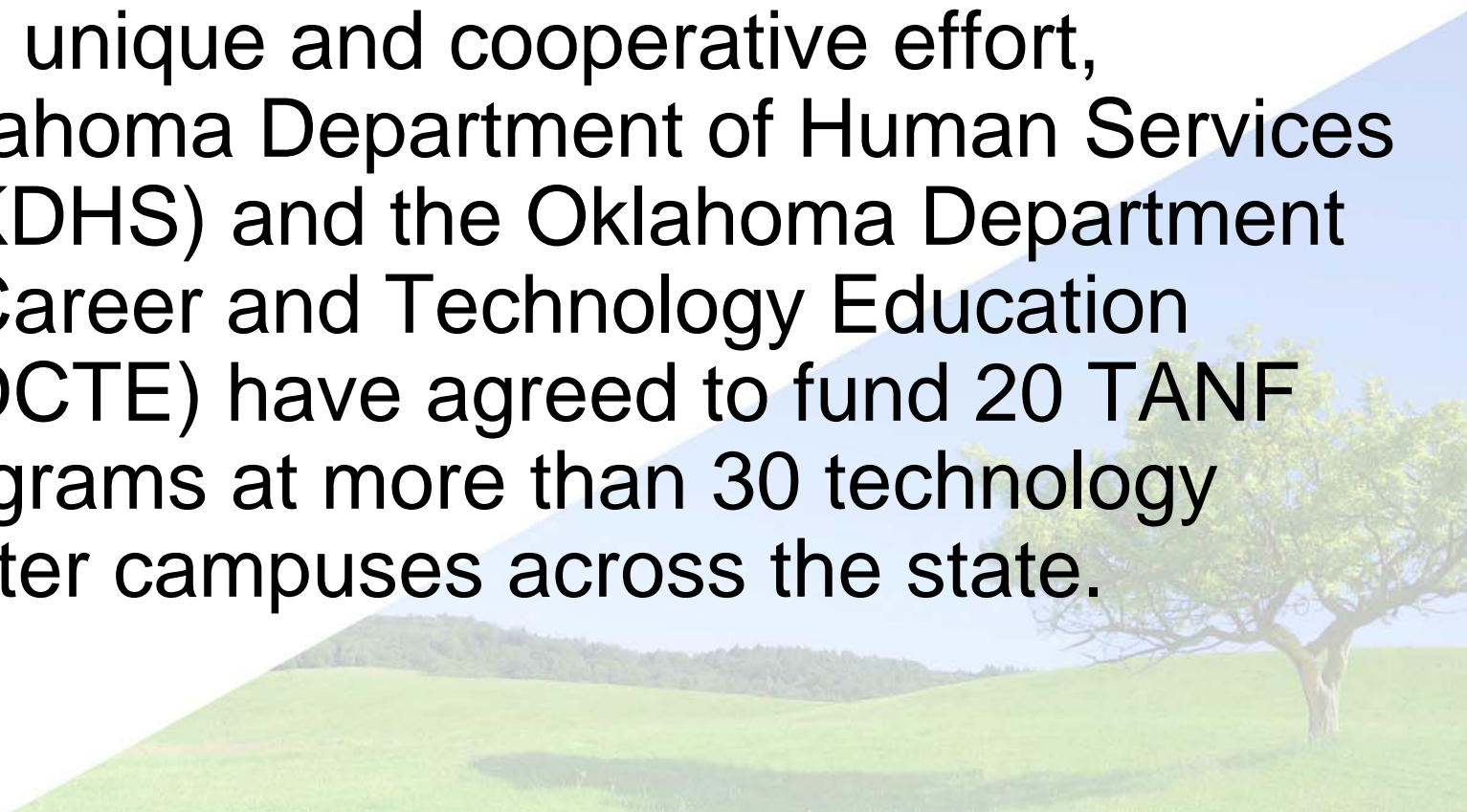
Oklahoma Department of Career
and

Technology Education



OKDHS and ODCTE Partnership

- In a unique and cooperative effort, Oklahoma Department of Human Services (OKDHS) and the Oklahoma Department of Career and Technology Education (ODCTE) have agreed to fund 20 TANF programs at more than 30 technology center campuses across the state.



Carl Albert Assessments

- All TANF Recipients are assessed with the following:
 - CAPS, COPS, COPEs
 - TABE
 - KeyTrain
 - WorkKeys



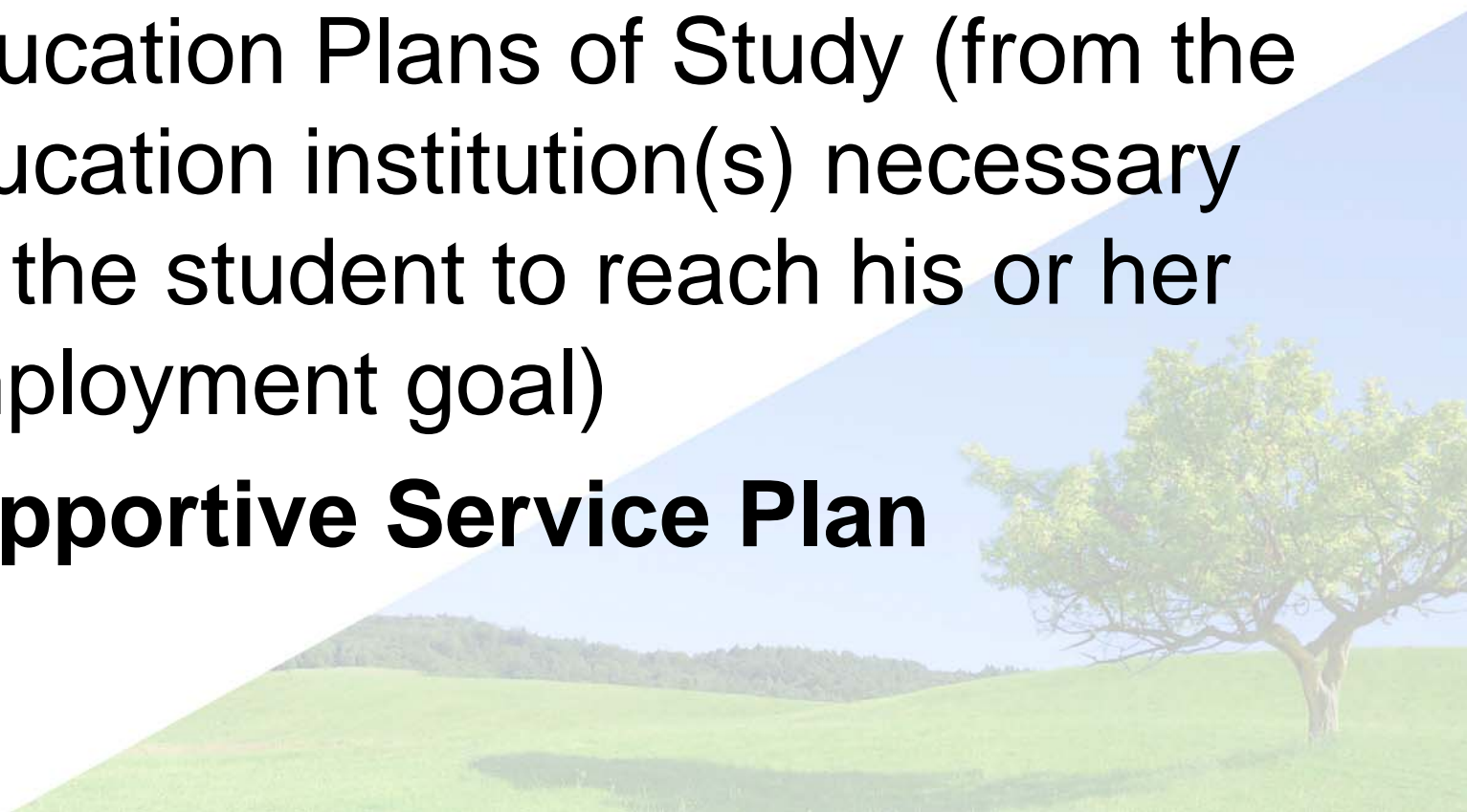
Joint Staffing

- **OKDHS Caseworker and**
- **TANF Participant**
- **Applicable Community Partners**
- **For example:**
 - Technology centers
 - Two-year colleges
 - Workforce center representatives
 - Community-based organizations



Participant Centered Plan

- **Career Pathway**
- Education Plans of Study (from the education institution(s) necessary for the student to reach his or her employment goal)
- **Supportive Service Plan**



Vocational Education

Not to Exceed 12 Months

(Minimum 20 Hours/Week or Combination)

- Organized educational programs (i.e., short-term, full-time, niche) that are directly related to the preparation of individuals for an occupation requiring training **other than a baccalaureate or advanced degree.** Vocational educational training must be supervised on an ongoing basis and may include work-focused general education and language instruction.

Job Search and Job Readiness

Not to Exceed 6 Weeks/Year and no more than
4 Weeks Consecutively
(Minimum 20 Hours/Week or Combination)

- TANF students learn how to create a resume, complete an application, search for job openings, and interview for positions. In addition, they learn other workplace and technical skills necessary to find and retain employment related to their training.
- While they are actively seek employment they continue to come to school and have access to all equipment (i.e., telephones, computers, Faxes)

Work-site Learning (Private and Public Sectors)

(Minimum 20 Hours/Week or Combination)

- Work-site learning is planned learning experiences for students under the guidance of a workplace mentor, to develop specific technical competencies and general workplace competencies.
- The employer provides the learning environment and worksite mentor, and TANF staff member(s), collaborating with the employer and/or worksite mentor, design and implement the instruction.

Community Service

(Minimum 20 Hours/Week or Combination)

- Structured programs in which TANF recipients perform work for the direct benefit of the community under auspices of public or nonprofit organizations.
- Community service programs must be limited to projects that serve a useful community purpose in fields such as health, social service, environmental protection, education, urban and rural redevelopment, welfare, recreation, public facilities, public safety, and child care.
- Community service programs are designed to improve the employability of recipients not otherwise able to obtain employment and must be supervised on an less frequently than daily.

Education Directly Related to Employment

(non-core activity—cannot count without 20
hours per week of core activities)

- Education related to a specific occupation, job, or job offer. Education directly related to employment:
 - must be supervised on an ongoing basis no less frequently than daily.
 - Knowledge and Skill for Specific Occupation or Work Setting
 - Adult Basic Education
 - General Educational Development (GED) or High School Equivalency Diploma

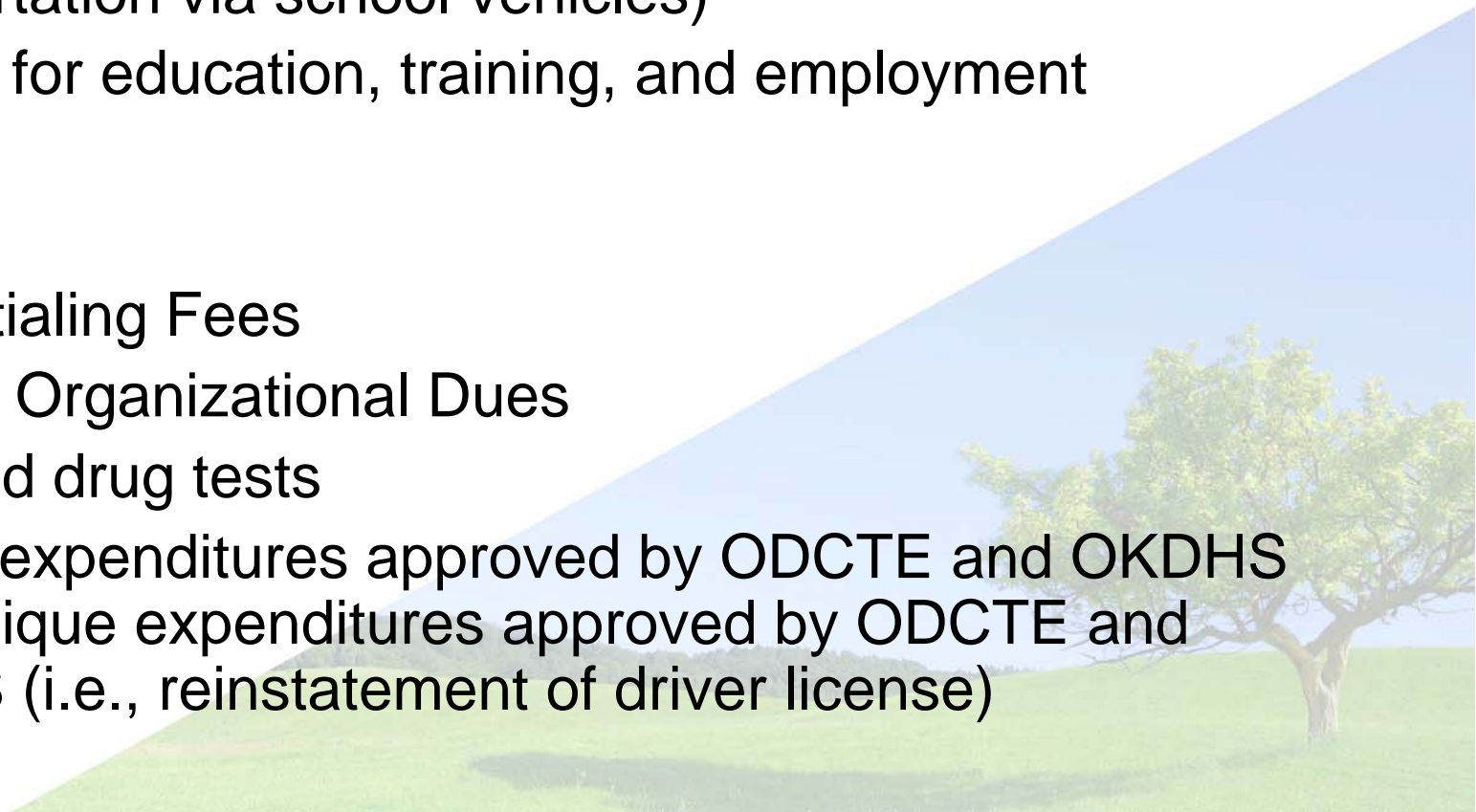
Jobs Skills Directly Related to Employment

(non-core activity—cannot count without 20 hours per week of core activities)

- Training or education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or adapt to the changing demands of the workplace. Job skills training directly related to employment must be supervised on an ongoing basis no less frequently than daily.
 - KeyTrain
 - Training for Industry Program (TIP)
 - Individualized Training
 - Communication Skills
 - Teamwork
 - Remediation

Special Services Provided

- Dental
- Transportation (auto repair, gas vouchers, school and work transportation via school vehicles)
- Clothes for education, training, and employment
- Tools
- Books
- Credentialing Fees
- Student Organizational Dues
- Required drug tests
- Unique expenditures approved by ODCTE and OKDHS (i.e., Unique expenditures approved by ODCTE and OKDHS (i.e., reinstatement of driver license))

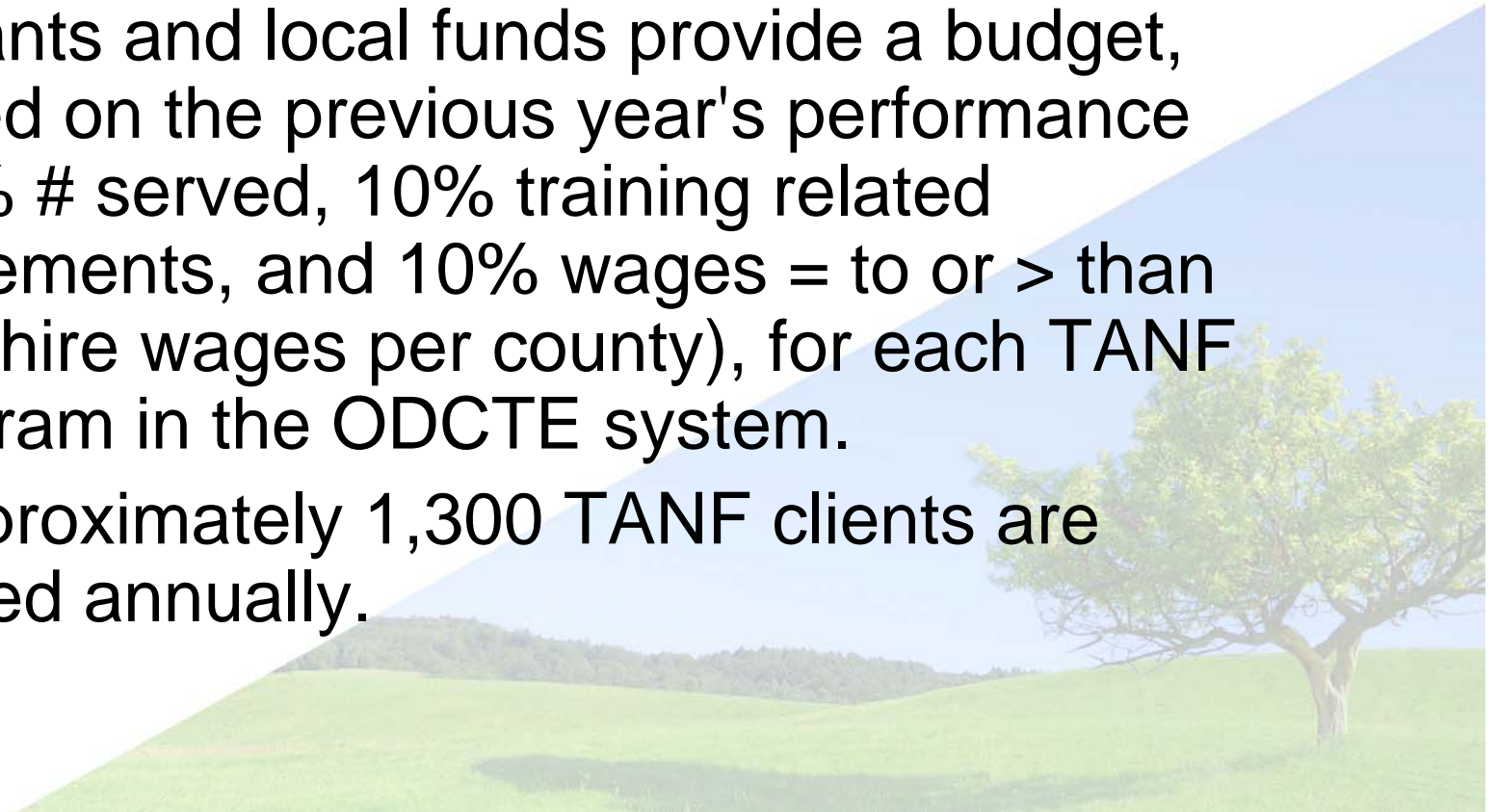


Financial Information

- ODCTE and OKDHS invest approximately \$3.9 million annually.

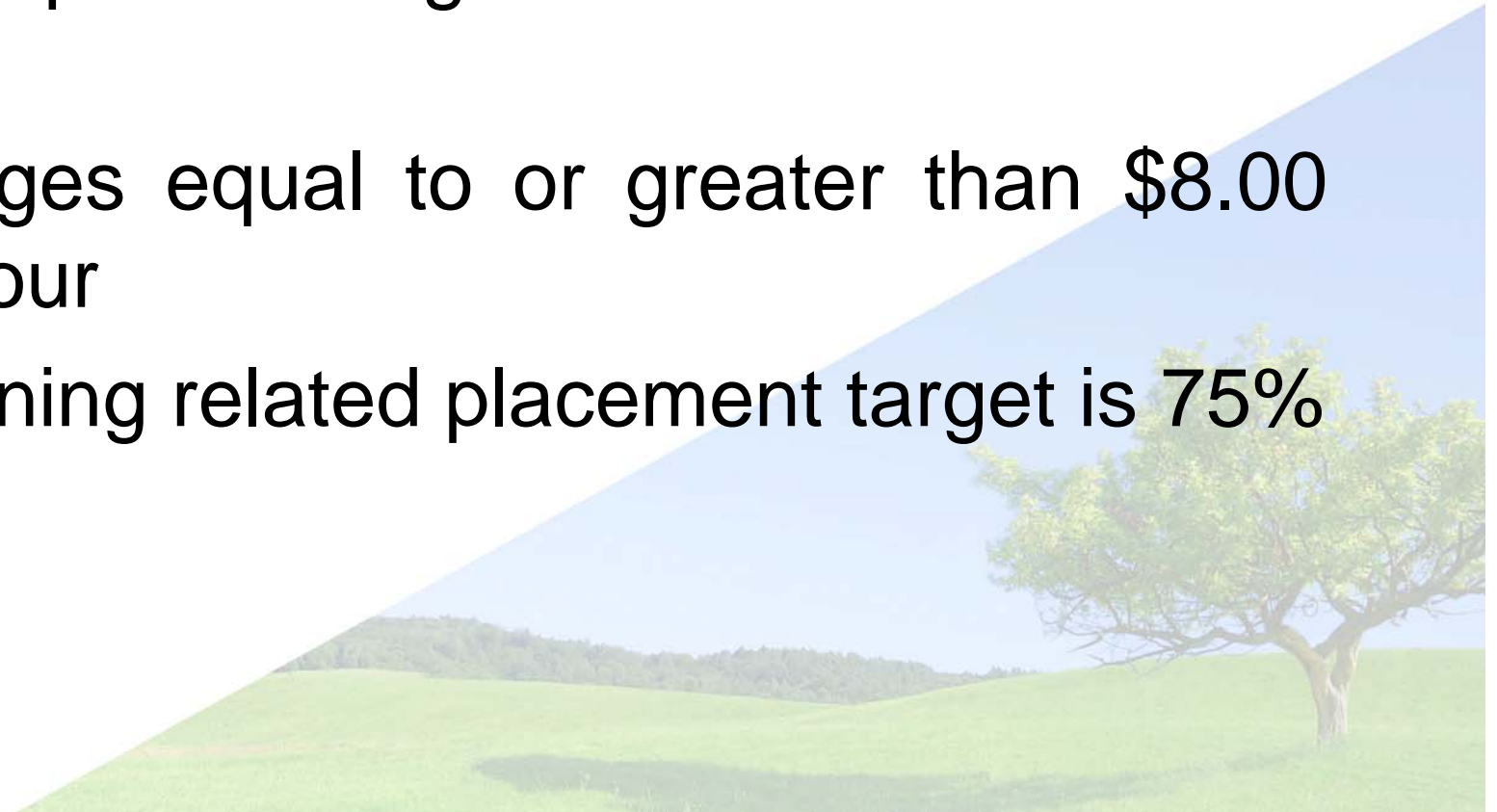
Grants and local funds provide a budget, based on the previous year's performance (80% # served, 10% training related placements, and 10% wages = to or > than new hire wages per county), for each TANF program in the ODCTE system.

Approximately 1,300 TANF clients are served annually.



Performance Measures

- Completion target for clients served is 80%
- Wages equal to or greater than \$8.00 per hour
- Training related placement target is 75%



Work Prep Web Information

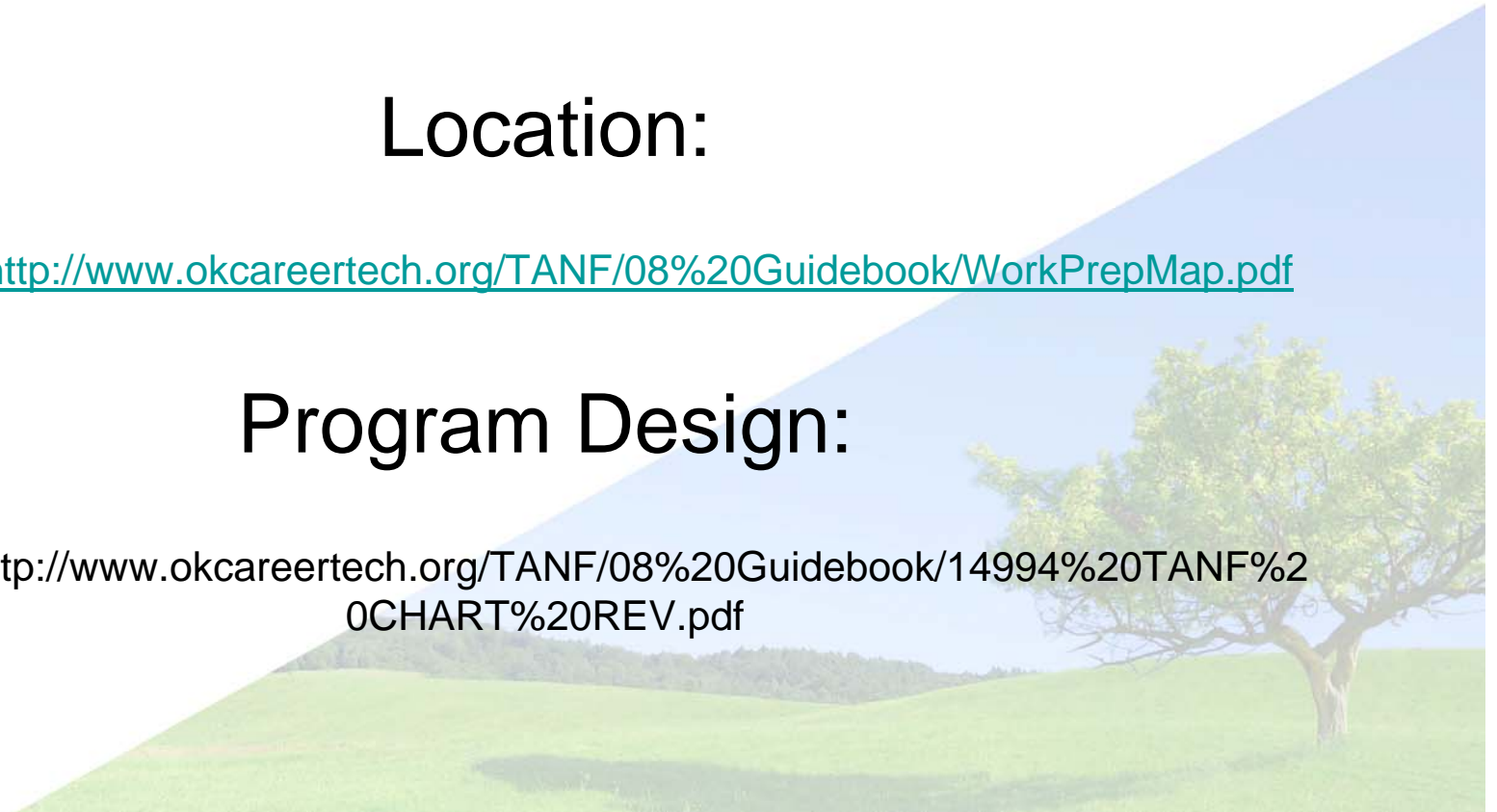
Okcareertech.org

Location:

<http://www.okcareertech.org/TANF/08%20Guidebook/WorkPrepMap.pdf>

Program Design:

<http://www.okcareertech.org/TANF/08%20Guidebook/14994%20TANF%200CHART%20REV.pdf>



Contact Information

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