

A green sign with white text is positioned on the left side of a road. The road has yellow double lines and is surrounded by green trees and grass. The sign is supported by two wooden posts.

Welcome to Colorful
COLORADO

ELEVATION 5,280

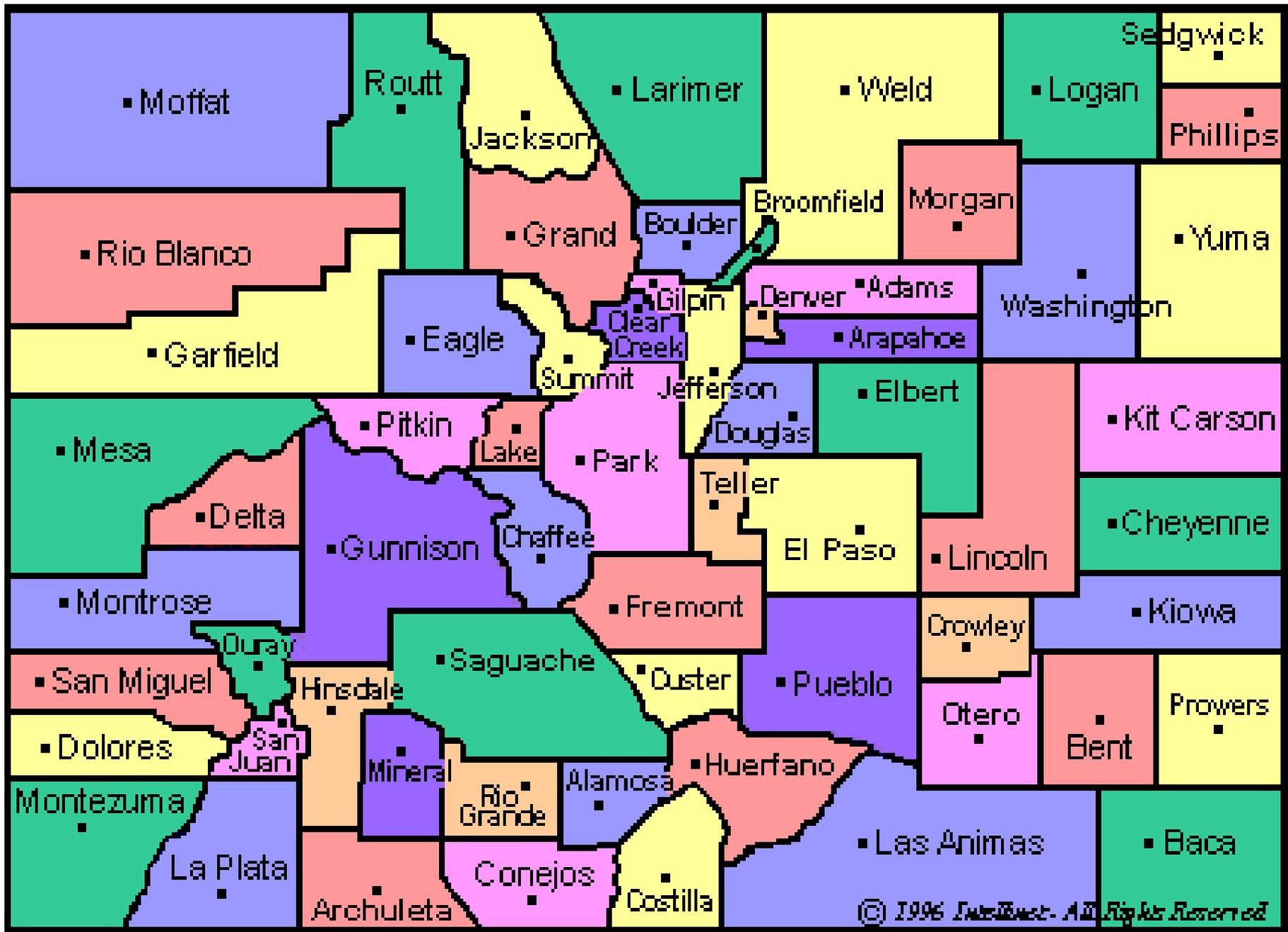
**Colorado's Journey to an
Employment Focused Program**

Colorado Works

“Earning, Learning, Thriving”

Under Colorado’s state supervised, county administered model, Colorado has a highly devolved TANF program. As a result all 64 counties, through their departments of human services have a great deal of autonomy in the design and implementation of their Colorado Works programs.





Fiscal Fundamentals



Federal – to – State Block Grant

- \$136m base grant + Contingency Funds \$13m

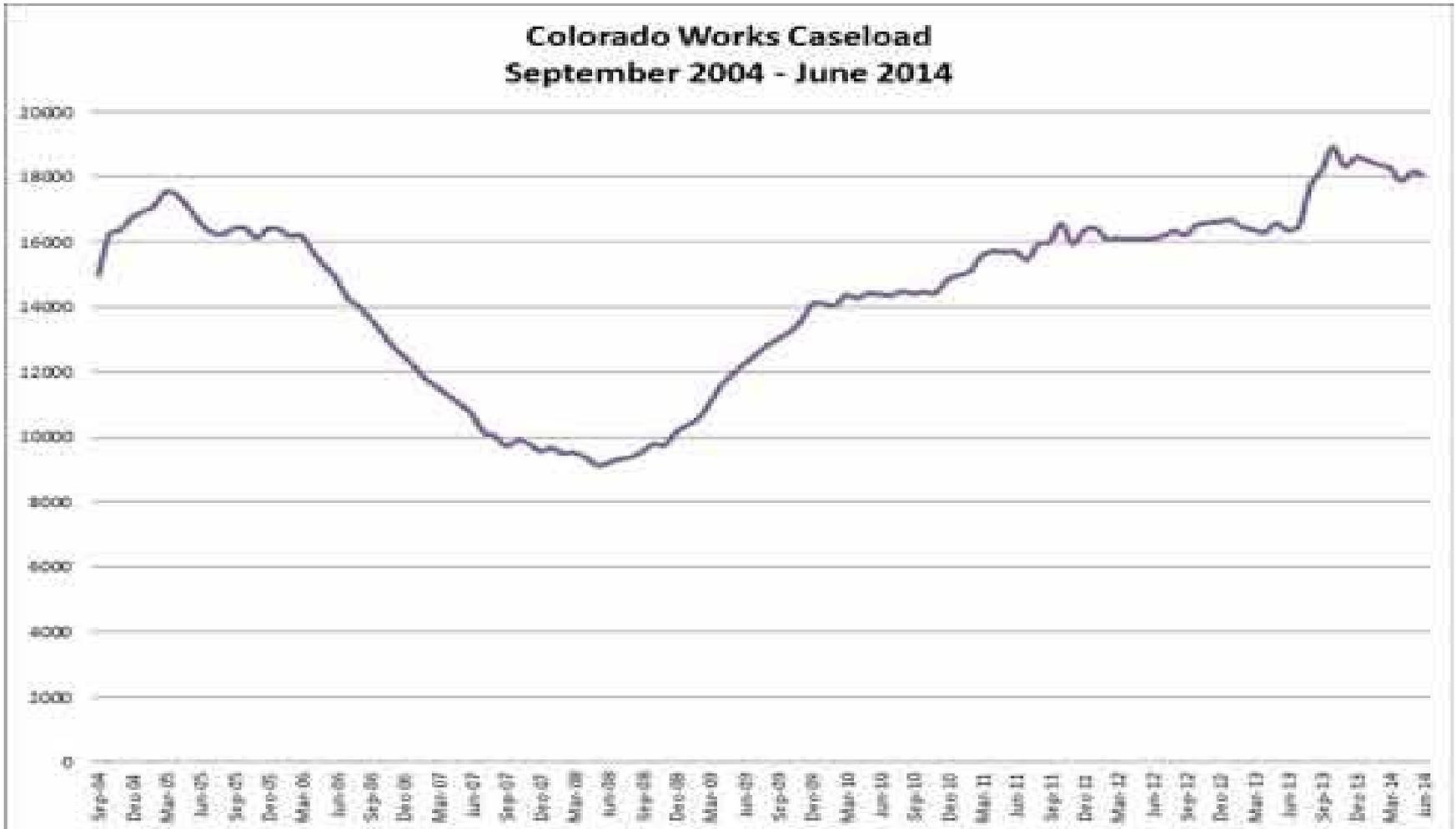
State & County Funds

- For SFY 2013, the General Assembly appropriated \$128.2 million in federal funding and \$22.3 million in county maintenance-of-effort (MOE) to counties.

County Reserves & Transfers

- Counties may keep 40% of their annual allocation amount or \$100,000, whichever is more, in reserve from one year to the next.
- They may transfer allocation to another county.

Basic Cash Assistance



A green road sign with the word "Vision" written in white, set against a blue sky with scattered white clouds. The sign is mounted on two wooden posts and is tilted slightly to the right. The word "Vision" is written in a large, white, sans-serif font. The background is a clear blue sky with several small, white, fluffy clouds scattered across it. The sign itself has a white border and is mounted on two wooden posts. The overall scene is bright and clear, suggesting a sunny day.

Vision

Our Wildly Important Priorities

Overarching Priorities for CDHS that are shared among all parts of our organization, are aligned with our mission, vision and values, and bring alive our strategies and tactics.

- Choice to live and thrive in their own communities
- Achieve economic security through meaningful work
- Prepared to achieve educational success throughout their lives

A green road sign with the word "Motivation" written in white, set against a blue sky with white clouds. The sign is tilted and supported by two wooden posts.

Motivation

Why an Employment Focused Program?

When Colorado Works workers are freed from the administrative and philosophical constraints of the federal work participation rate, they are better able to provide individualized instruction to program participants, who are in turn more likely to gain meaningful and lasting employment within a shorter time frame.



A green rectangular sign with rounded corners and a white border, mounted on two wooden posts. The sign features the text "The Beginning" in a large, white, sans-serif font. The background is a bright blue sky with scattered white clouds.

The Beginning

Strategic Intent

Shift focus from engagement to employment entry and retention

- Culture changes
- Program
- Systems
- Policy



Initial Policy Changes

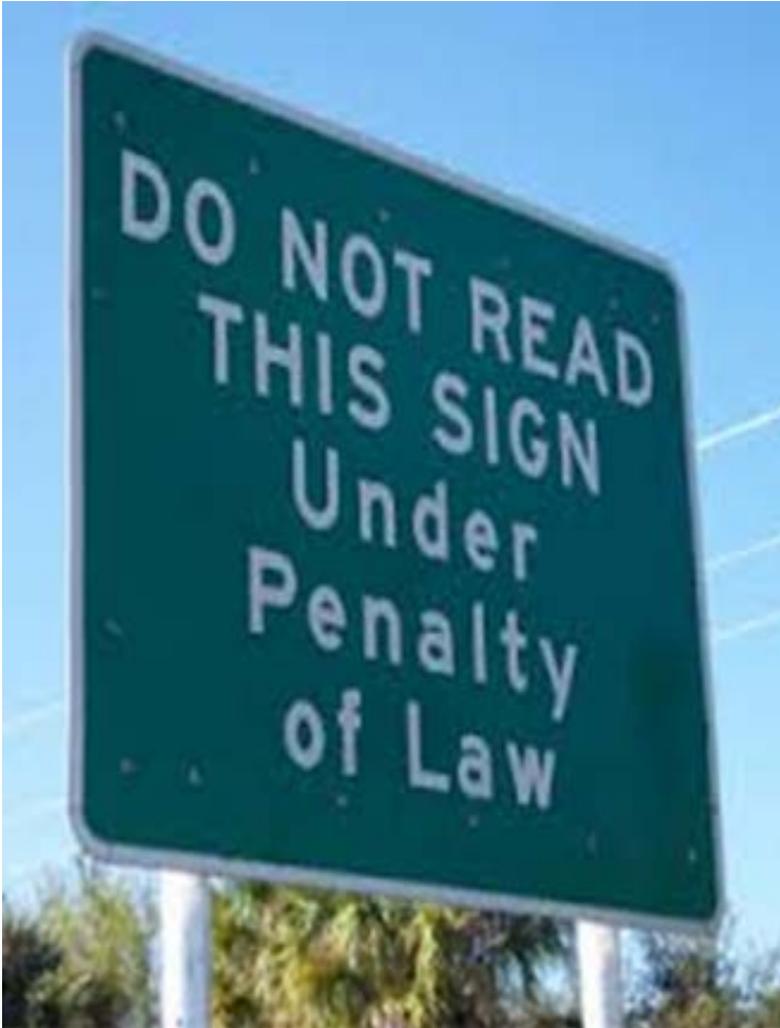


- Eliminated Asset Testing
- Changed Immunization Requirements
- Modernized Household Composition
- Rule Rewrite

A green road sign with the word "Innovation" written in white, set against a blue sky with white clouds. The sign is mounted on two wooden posts and is tilted slightly to the right. The word "Innovation" is written in a bold, sans-serif font. The background is a clear blue sky with scattered white clouds.

Innovation

Colorado ReWorks



- Eliminated Monthly Status Reports
- 6-Month Certification Periods
- Aligned Rules with other Assistance Programs
- Simplified Eligibility

The Challenges

- Getting Buy-in
- Role Change
- Under a court settlement
- County MOU



State Program Restructure
Training Curriculum Revision
Redirected Program Integrity
County Engagement
Colorado ReWorks – policy revision
Alignment with Adult Financial Programs

Performance Management



- Each program identifies outcomes for the people they serve
- Meets monthly, it is a management conversation, not a presentation
- Holds management and staff mutually accountable for outcomes
- Provides transparency, data posted online every quarter



Success

Failure

Over 1000 Employed Monthly!



COLORADO
Department of
Human Services

What Matters

- Employment outcomes (ie. attaining, retaining, and advancing; employment readiness such as GED/HS degree, certification, soft skills attainment);
- Income outcomes (both earned and unearned – child support, SSI/SSDI, etc);
- Progress towards the outcomes above; and
- Family well-being outcomes (kindergarten readiness, attachment to child care, older youth HS degree attainment).

A green rectangular sign with rounded corners and a white border of reflective dots. The sign is mounted on two wooden posts and features the text "Here & Now" in a large, white, sans-serif font. The background is a bright blue sky with scattered white clouds.

Here & Now

Program Fundamentals

- Meaningful Employment
- Individualized Service Delivery
- Family Center Practice
- Family Well-Being
- 2-Generation Approaches
- Executive Functioning



What Does an Employment Focused Program Look Like?

Five Core Components of an Employment-Focused TANF Program

1. Creating an Employment-Focused Program Culture
2. Assessment & Employment Planning
3. Individualized Case Management
4. Employment-Focused Services
5. Performance Outcomes and Impacts

Employability Supports and Services

- Case Management - referral, advocacy, coaching, decision making
- Supportive Services – transportation, child care etc.
- Work Based Learning Experiences - subsidies, OJT, Internships
- Foundational Skill Building
- Career Exploration
- Incentives
- Job Development/ Job Coaching
- Career and Technical Training – industry recognized credentials



What's Next?

- Change policy to allow for and support the new emphasis.
- Change data tracking and collection systems to allow for and support the new initiatives.
- Create an accountability system and governance structure to advise and oversee these initiatives.
- Provide counties training and technical assistance to develop necessary program designs and staff skills.
- Increase the Division's internal capacity for supporting county efforts ongoing.

Questions



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