



ADMINISTRATION FOR
CHILDREN & FAMILIES

OFFICE OF FAMILY ASSISTANCE
An Office of the Administration for Children & Families

2017 Linking TANF Families to Employment and Economic Opportunities Meeting

Addressing Barriers: Innovative TANF and Behavioral Health Partnerships in Research and Practice

Presented by:

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Wellness, Comprehensive Assessment, Rehabilitation and Employment (WeCARE)

- Provides benefit recipients that have barriers with an equal opportunity to work
- Participation is mandatory and consistent with TANF time limits and participation requirements (60 mos. max, weekly hours)
- Over 600,000 have participated since 2005 in New York City
- 100 percent of program participants say they cannot work



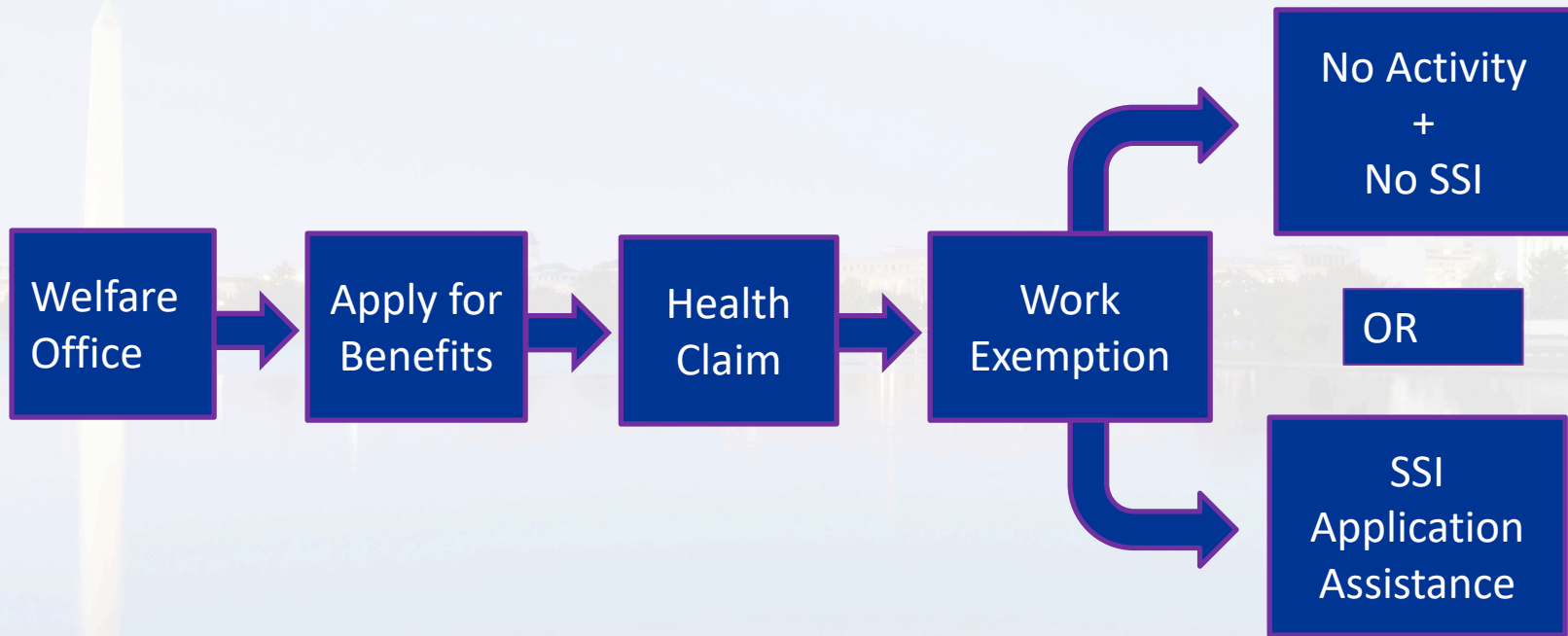
WeCARE Demographics

- **Overview of WeCARE Customer Group**
 - Male: 43% Female: 57%
 - Average Age: 43 years
 - Lone Parent: 41% Single Non-Parent: 59%
 - Average Reading and Numeracy Grade Level: <7th grade
 - Disclosure of Incarceration: 17% upon initial inquiry
- **Overview of Clinical Conditions**
 - Musculoskeletal (back, joint and soft tissue)
 - Metabolic (hypertension, diabetes, obesity)
 - Mental Health (depression, anxiety, mood/personality disorders); co-occurring in 49.1% of assessments



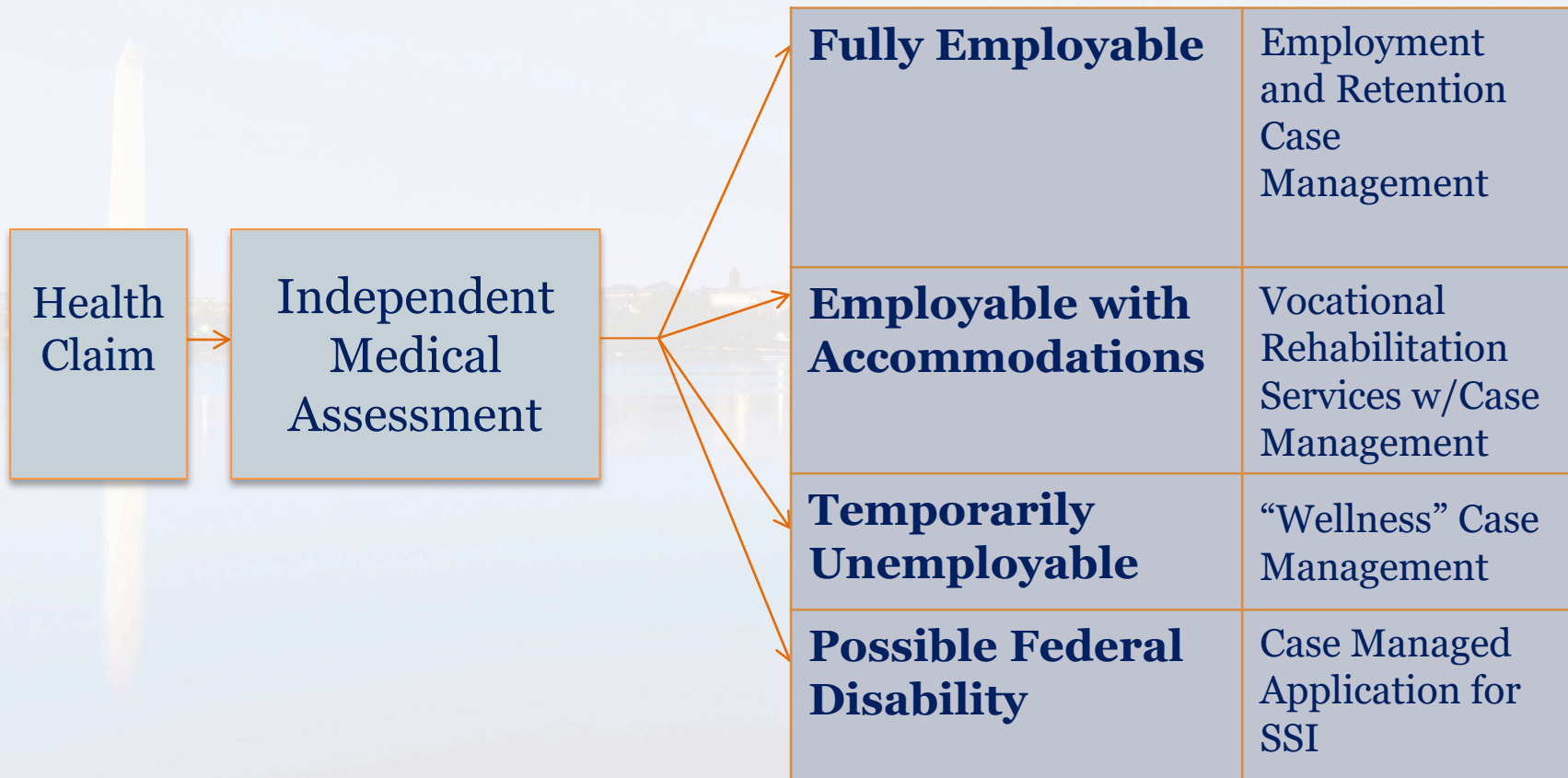
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Presenting a Health Claim Can = No Work



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Presenting a Health Claim Can = Work



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Biopsychosocial Assessment (BPS)

Comprehensive independent clinical exam to determine functional capacity outcome (FCO)

- 35-page psychosocial designed to elicit what individual *can do*
- 45-minute assessment by board eligible physician
- Assessments include x-rays, labs, referrals to psychiatrists, other specialists, and CASAC (if necessary)
- Previous health information included and essential to the process

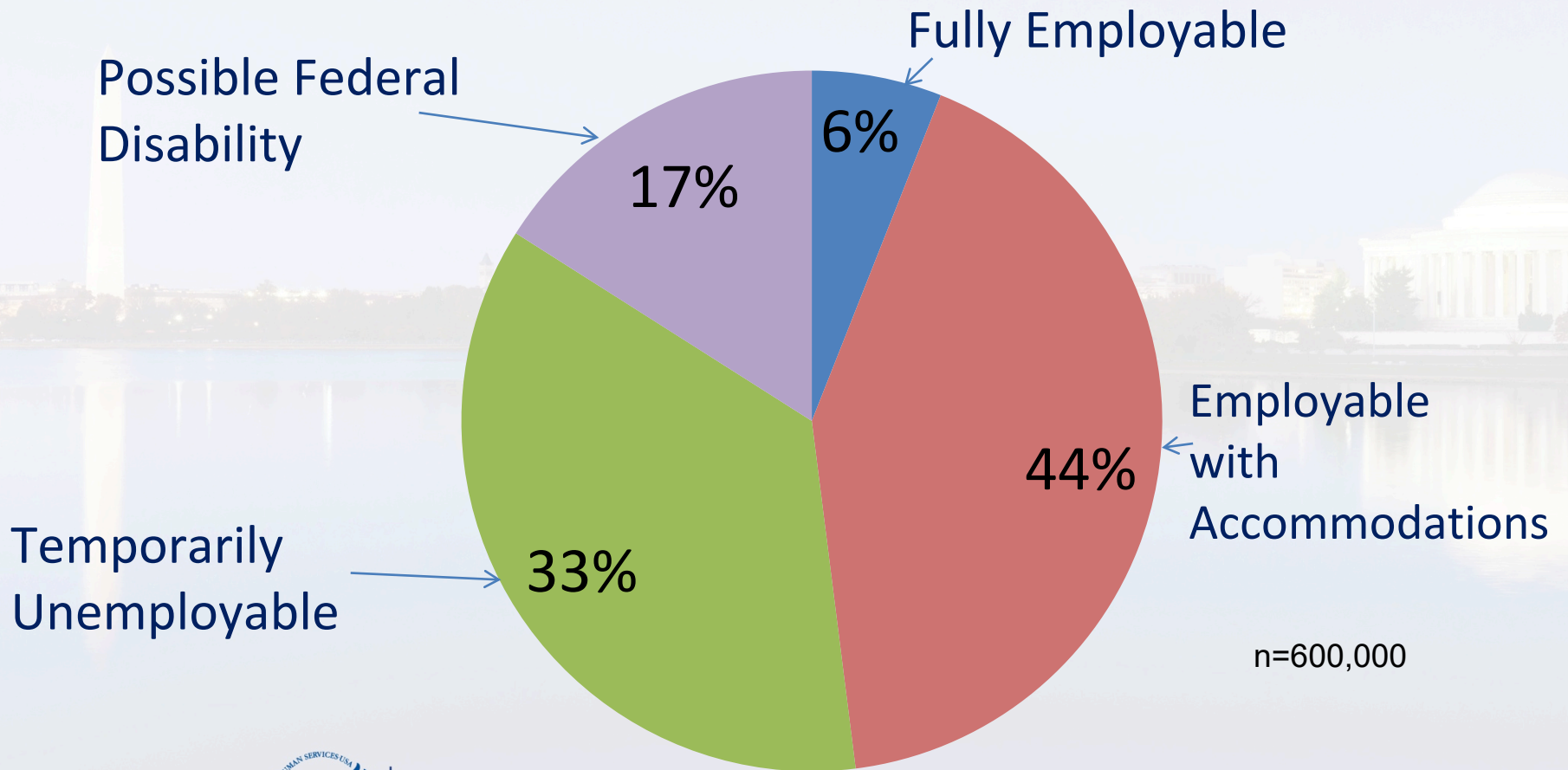


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Outcomes After Independent Medical Assessment



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Wellness / Condition Management

- Offered three options for primary care (if necessary), leave that day with scheduled appointment
- Plans range from 30-90 days based on condition(s)
- Case management follow-up no less than every two weeks either in person or by phone
- Over 64.5 percent able to work following completion of wellness plan



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Employable with Accommodations

- 95 percent of those in non-paid work activities meet 100 percent of their weekly participation hours every month
- Of the most recent 7,000 employed, 54.9 percent had Work Experience or Community Service in their path
- Of the most recent 7,000 employed, 72 percent had Job Search Job Readiness in their path
- 54 percent of those employed get hired before day 91
- In 2016, 38.2 percent of those completing diagnostic vocational assessments (DVE) obtained employment



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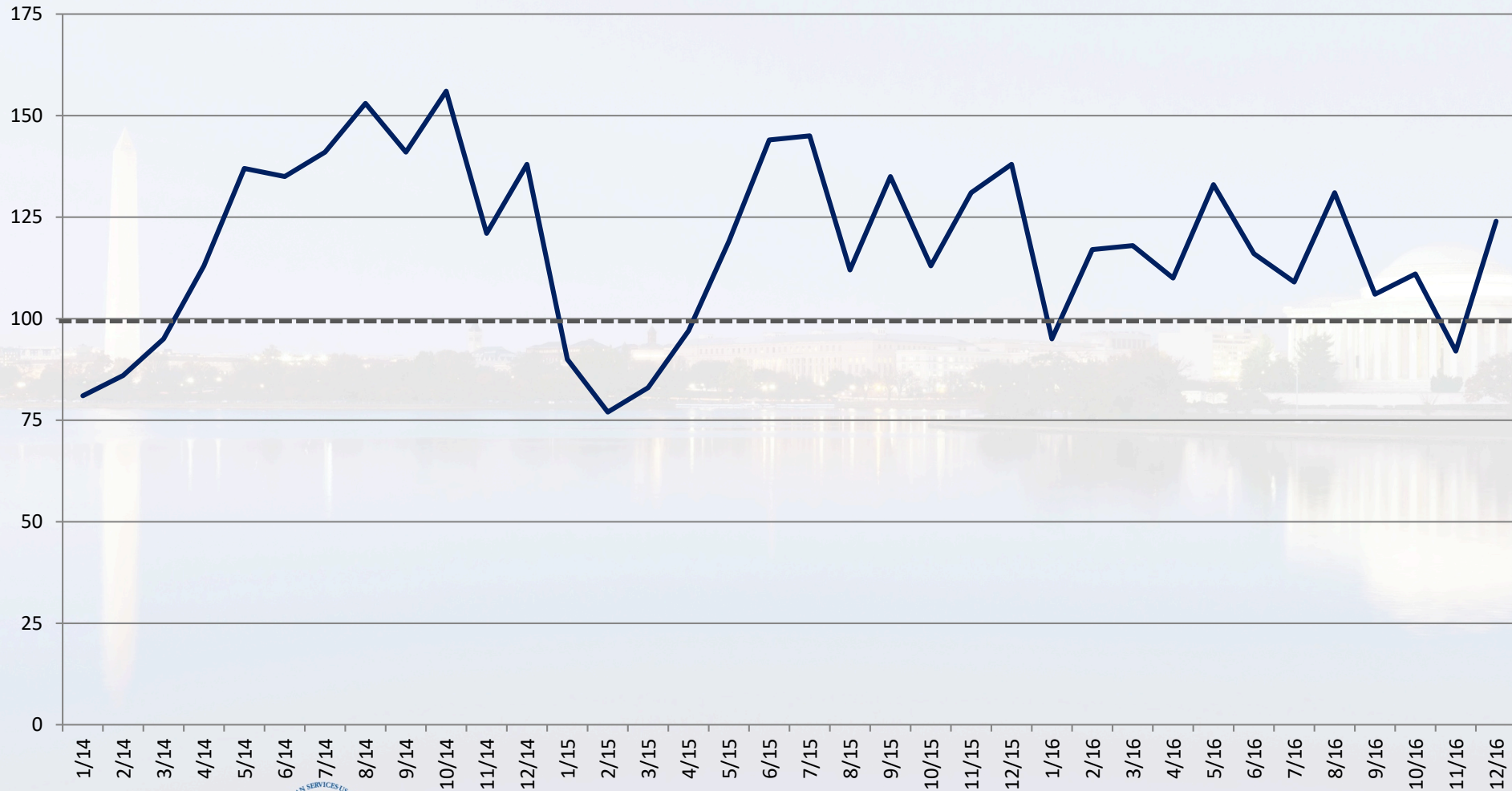
Monthly WeCARE Job Placements versus Contractual Requirements 2014-2016



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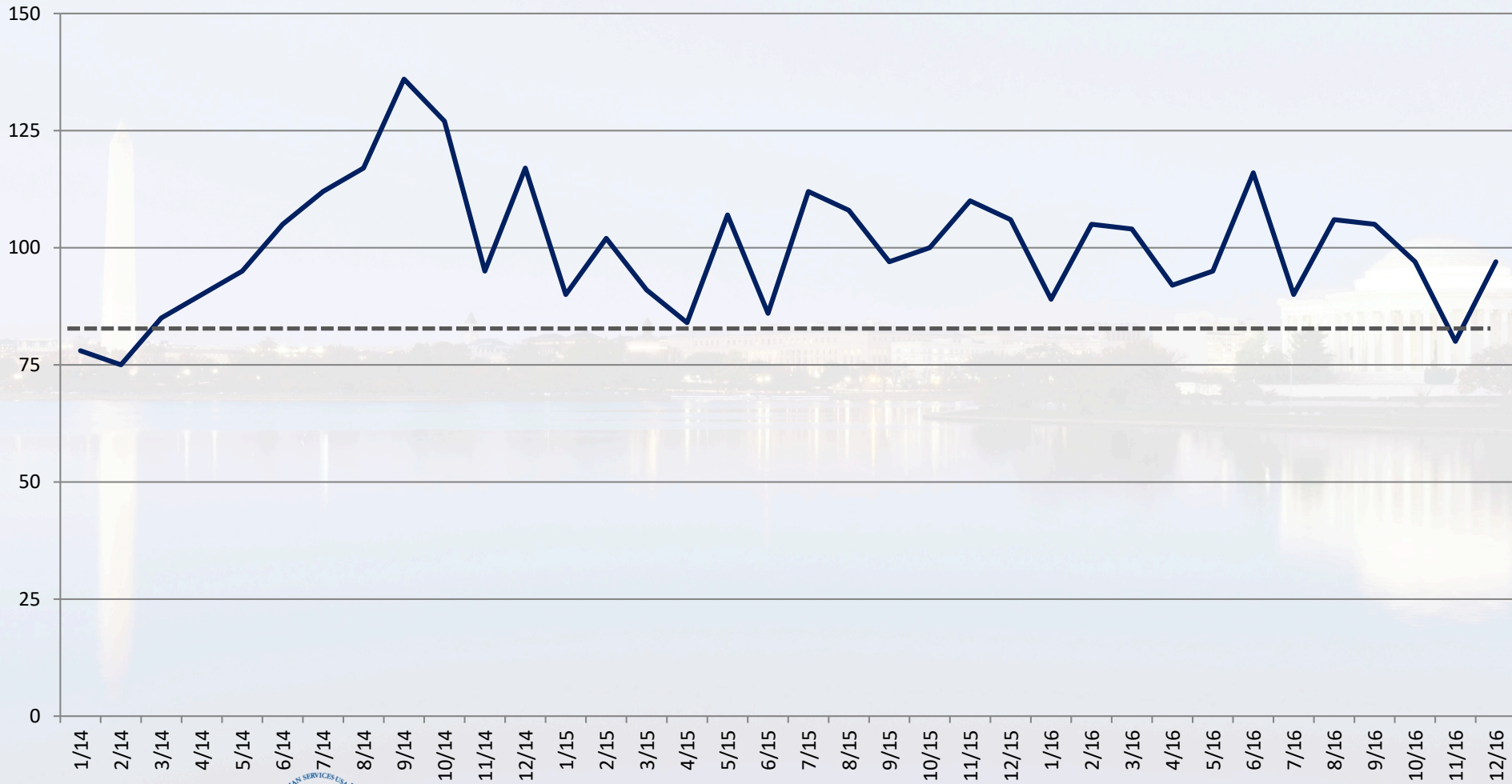
2017 Linking TANF Families to Employment and Economic Opportunities Meeting Monthly WeCARE Retention at 30-Days versus Contractual Requirements 2014-2016



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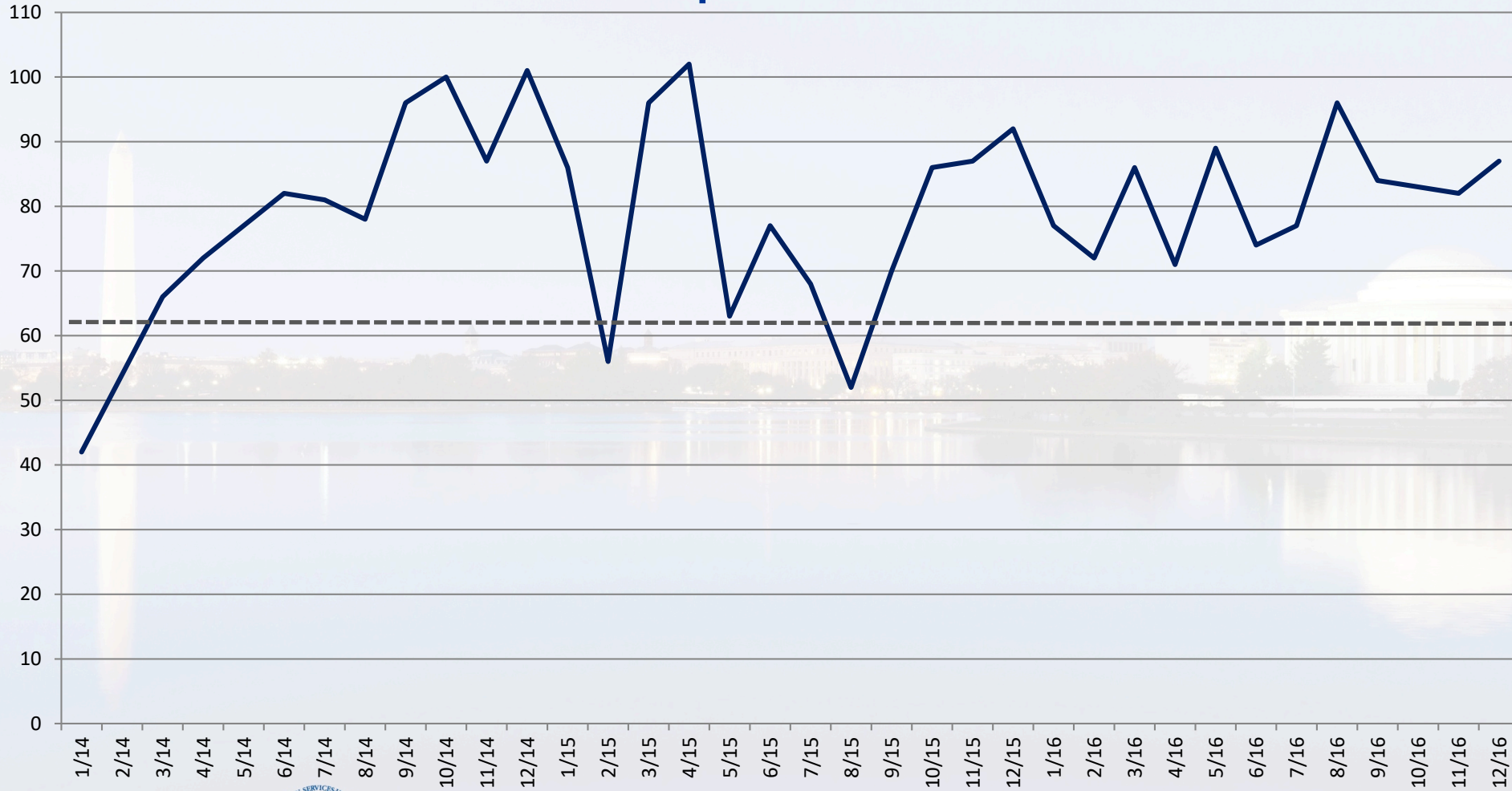
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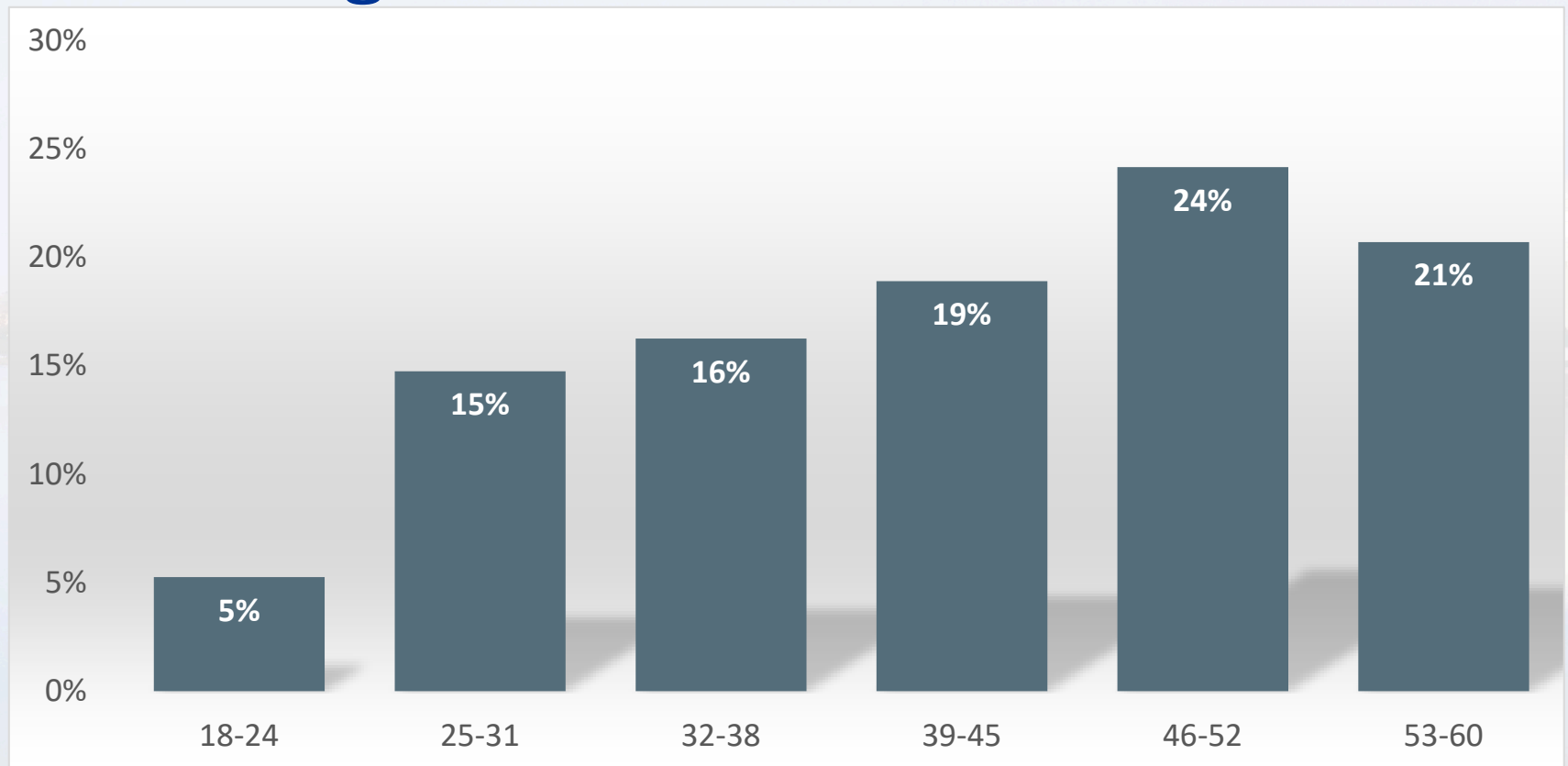
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Who Are Getting and Keeping Jobs?

Age Profile of Job Entrants n=5,550



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What Have We Learned?

- Can people with or claiming incapacity work?
 - 50 percent of those claiming incapacity can work
 - 65 percent with proven co-occurring conditions can work
 - 28 percent more than expected enter, keep jobs 180+ days
 - 64 percent entering work do so between the ages of 39-60
- What might we do to improve outcomes?
 - Establish pathways to eliminate idleness and worklessness
 - Focus on what people can do
 - Make sure work completes treatment and wellness
 - Treat work like an entitlement for everyone



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Integrating Practical Applications

- **Improve Initial Diagnostic**
 - Independent Assessments, Medical Director
 - Psychosocial
- **Engage instead of Exempt** (when appropriate)
 - Wellness
 - Distance Learning/Telehealth
- **Establish a Sense of Urgency**
 - Outreach
 - Reasonable Accommodations
- **Expect Progress and Measure Performance**
 - Set Public Goals
 - Measure and Distribute Daily

