

Real World Strategies for Improving TANF/WIOA Coordination

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Who Are We?

MISSION

To transform East Bay communities by equipping people to break the cycle of poverty.

APPROACH

To find support that's right for each individual – a personalized, comprehensive collection of services that includes job placement, housing, legal services, and financial literacy.

RESULTS

In the last fiscal year, Rubicon's CEC program served 170 participants with a 55% placement rate and an average wage of \$14.50.

Rubicon's WIOA program served 228 participants with a 70.5% placement rate and an average wage of \$20.08



Why Did We Integrate TANF and WIOA?

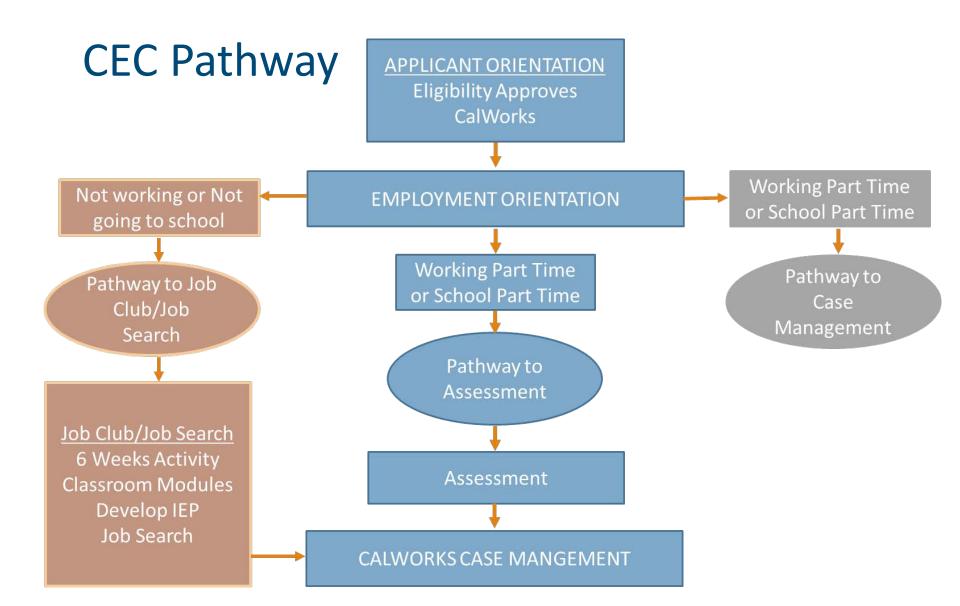
Under the WIOA State Plan:

- Section 134(c)(3)(E): Priority for employment and training must be given to public assistance recipients (TANF), low-income adults and basic skills deficient.
- No wrong door policy: Multiple pathways to services through Rubicon.
- Enhanced services: Access to sector-focused training, OJT opportunities, WIOA employer referrals, LMI, career exploration, extended services beyond 4-6 week Job Club, additional support services and retention services











WIOA Pathway

ORIENTATION

Participants attend an orientation to learn more about important program benefits and resources available to WIOA Job Seekers. This workshop explains eligibility requirements and sets expectations about the flow of services, program timelines, and the individual responsibilities of WIOA program participants.

STEPS TO SUCCESS ENROLLMENT

Federal guidelines require that WIOA participants must complete a series of prerequisite workshops prior to receiving individualized Intensive level services.

In addition to the Orientation, the Eden Area One Stop requires participation in our Resume and Interviewing Skills workshops. The workshops create a strong foundation for success in the WIOA Program.

Once a completed "Steps to Success" form is received at the Interview/Resume Combo Workshop. participants can schedule an individual Intake appointment to verify and review the eligibility documentation discussed during the Orientation, Qualified participants will then be enrolled into the WIOA program, gaining access to individualized employment services and resources.

PROGRAM WORKSHOPS

In preparation for the Individual Vocational Counseling appointment, participants are now ready for Staff Assisted Workshops:

- The Job Search I
 Workshop prepares
 participants for an effective
 job search, offering job
 search techniques and
 strategies to secure
 employment. Participants
 will also prepare for the
 individualized vocational
 counseling session.
- 2.In the Assessment Workshop, participants complete a computerized career assessment (My Next Move) to provide more information for vocational planning purposes.

VOCATIONAL PLANNING & EMPLOYMENT SERVICES

By now program participants have an updated resume, career assessment and a documented job search to review individually with their assigned Vocational Counselor. Vocational Counselors work with participants to develop an Individual Employment Plan (IEP), setting goals and identifying the necessary steps to achieve them. This may involve career/training exploration that can possibly lead to participating in a vocational training program through the ETPL.

Clients will work with an employment specialist on their active job search after the completion of their vocational training program.

However, in most cases, clients will be ready to progress directly into Employment Services and will work with assigned staff, while taking advantage of exclusive employment resources until employment is secured.



CEC-WIOA Co-Enrollment Process Flow

CEC Participant Outreach/Marketing

Strategies for promoting the WIOA program to TANF participants

- A WIOA representative attends TANF orientation to provide information about the WIOA program and benefits of participating in the program
- WIOA representative attends a 1st week Job Club session

Referral

- Cross trained all WIOA and CEC staff about WIOA benefits and eligibility requirements
- CEC staff reinforces the benefits of WIOA program to CEC participants
- CEC participants can participate in the WIOA program at any point during their four to six weeks of Job Club
- A dedicated WIOA & CEC co enrollment staff to facilitate a seamless co enrollment process
 - WIOA staff attends 1st day paperwork to facilitate WIOA application and answer questions about the WIOA application
 - CEC staff assist CEC participants with resume, CalJOBS registrations and IEP
 - WIOA application submitted to Intake Coordinator for WIOA enrollment and scheduling of one to one meeting with a WIOA counselor

CEC-WIOA Co-Enrollment

- Weekly CEC WIOA team meeting to discuss co enrollment cases, client changes and employment information and retention information
- Shared spreadsheet updated by a dedicated CEC and WIOA staff member
- Dedicated WIOA and CEC staff share responsibility of co enrollment participants during the four to six weeks of Job Club
- Co enrollment participants continue WIOA services after the four to six weeks of Job Club is over



CLASP Recommended Strategies

- Physical co-location of TANF and WIOA services
- Shared job search resource rooms
- Cross-training staff on policy
- Assessment conducted in one system are shared with case managers in the other
- Team case management
- Dedicated WIOA & CEC Staff member
- Braided funding stream
- Co-enrolling TANF recipients as WIOA participants
- Tracking WIOA performance measure outcome for TANF recipients



Data and Outcomes

Program Year 15-16	
CEC Enrollments	221
Job Club Completions	154
Co-Enrolled into WIOA	30%
Total Exits with	
Employment	39%
Avg Starting Wage	\$13.18

Program Year 16-17	
CEC Enrollments	170
Job Club Completions	122
Co-Enrolled into WIOA	38%
Total Exits with	
Employment	42%
Avg Starting Wage	\$14.43



CEC-WIOA Success



Audio Transcript

CEC-WIOA co-enrolled participant placed as a Warehouse Associate with Amazon Distribution in April 2017





Questions?

Slide 9 Audio Transcript

[Music]

Woman #1: I wasn't expecting it. I wasn't expecting all that I was going to experience. I thought I was just going to come in here and look for work. But to come in here and go through the interview process and receive all kinds of tools to help me to be successful in obtaining a job.

Belle was great. She was encouraging. She checked up on me a lot to see how things were going, how I was progressing with the tools that was provided by [sic] me through Rubicon interviewing. And wow, all the job, the career opportunities that were provided was awesome.

Rubicon and WIOA will provide you with tools to be successful and you have to apply yourself. So you have to come in with a positive attitude and use the tools that you're provided with. And you have to go out and apply those tools.

Right now, I am an employee with Staff Management Services for Amazon. I am a picker/packer, slammer, I do everything. I will be a permanent employee of Amazon [in] April.

Man #1: Nice.

Woman #1: April. Looking forward to that. It has excellent benefits and opportunities for advancement. I'm looking forward to that. I've been asked if I would like to be a part of the team they help train in Texas. It should have gone permanent in December, but because of a lot of changes within the company, I'm guaranteed to be made an employee, a permanent employee, with Amazon in April.

[End]

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