



## **TANF at 15: Where Do We Go From Here?** **2011 Tri-Regional TANF Directors' Meeting**

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## TANF at 15: Where Do We Go From Here? 2011 Tri-Regional TANF Directors' Meeting

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## TANF at 15: Where Do We Go From Here? 2011 Tri-Regional TANF Directors' Meeting

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## TANF at 15: Where Do We Go From Here? 2011 Tri-Regional TANF Directors' Meeting

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## TANF at 15: Where Do We Go From Here? 2011 Tri-Regional TANF Directors' Meeting New Directions for Managing

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### Biographies

**Daylan Beamon** has over 10 years of workforce development experience consulting with programs including TANF and Tribal TANF programs, re-entry, at-risk youth, WIA adult, youth and dislocated-worker programs, National Emergency Grants (NEGs) programs, and others, introducing them to technology-based learning and preparing individuals for work.

He is an experienced program designer and manager working with agencies and organizations to plan, design, implement, and manage over 150 technology and web-based programs in 14 States.

Mr. Beamon attended the United States Air Force Academy before graduating from the University of North Texas' School of Community Service with a Bachelor of Science degree in Criminal Justice Administration.

**Matthew Borus** is a Social Science Research Analyst in the Office of Planning, Research, and Analysis, the research wing of ACF. He is the lead project officer on the TANF-SSI Disability Transition Project, and his work focuses generally on TANF as it relates to specific populations, including people with disabilities. Mr. Borus also works on making research more accessible and useful to different audiences. Prior to joining OPRE in 2009, Mr. Borus studied social work and public policy as a graduate student at the University of Michigan, and he worked as a social worker and community organizer in the Boston area.

**Bonnie Brathwaite** is the SNAP Director at the Food and Nutrition Service (FNS), Northeast Regional Office in Boston. SNAP is the largest FNS nutrition assistance program, serving one in seven Americans. In the Northeast Region alone, SNAP serves approximately six million people each month. In her role, Ms. Brathwaite oversees the administration of the SNAP program for the six New England states and New York. She works in partnership with the state administrators and the advocate community to ensure program access, payment accuracy and timely benefits, as well as ensures the delivery of nutrition education to SNAP recipients and eligible's. Prior to becoming the SNAP Director, Ms. Brathwaite was the Deputy Director for SNAP, working collaboratively with her SNAP team of Program Specialists to implement new policy directives, modernization systems, employment and training initiatives, nutrition education and outreach priorities. Before coming to the Northeast Regional Office and the SNAP Program, Ms. Brathwaite was the Director of WIC Operations for 13 years at the Massachusetts Department of Public Health.

Ms. Brathwaite has a Bachelor of Science degree in Nutritional Science from University of Toronto, a Masters degree in Education and Management from Cambridge College, and is a licensed nutritionist in Massachusetts.

**David Butler** is Vice President and Co-Director of MDRC's Health and Barriers to Employment Policy Area where he leads initiatives related to TANF, Disability, and Health. He is currently the project director for the U.S. Department of Health and Human Services (HHS) funded Hard-to-Employ demonstration project, a random assignment evaluation that tests various employment and service strategies for TANF recipients and other disadvantaged groups with significant barriers to sustained employment. Mr. Butler is also a Co-Principal Investigator on The TANF/SSI Disability Transition Project (TSDTP), a project funded by the Administration for Children and Families (ACF) and Social Security Administration (SSA), and on ACF's Behavioral Interventions to Advance Self-Sufficiency (BIAS).

Over his twenty-year career at MDRC, Mr. Butler has played a senior leadership role on most of MDRC's key evaluation and technical assistance projects in the welfare area, including: The Employment Retention and Advancement Project; the Jobs-Plus Initiative; the Project on Devolution and Urban Change; ReWORKing Welfare; and the National Evaluation of Welfare-to-Work Strategies.



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Prior to joining MDRC, Mr. Butler was the Deputy Commissioner for Management Planning for New York City's Human Resource Administration. For two decades he held various positions delivering direct services and managing human services programs in the public sector, including directing training and quality assurance for the New York City Medicaid program. Mr. Butler began his career as a welfare eligibility worker. He is a jazz violinist and a fiction writer in his spare time.

**Deborah A. Carroll** is the Administrator for the Department of Human Services Income Maintenance Administration. Ms. Carroll also served as the Interim Director of the District of Columbia's Department of Human Services (DHS) from February 2011 through April 2011. Over 41 percent of the District of Columbia's residents receive benefits and services through the Income Maintenance Administration, including Temporary Assistance for Needy Families, Supplemental Nutrition Assistance program benefits, Medicaid, DC HealthCare Alliance, General Assistance for Children, Interim Disability Assistance and refugee Assistance.

Her management team successfully implemented a Document Imaging Management System and the agency is in the process of implementing a complete redesign of the TANF (Temporary Assistance for Needy Families Employment) program. In addition, DHS has secured more than 50 million dollars in American Recovery and Reinvestment Act (ARRA) and Emergency Contingency Funds from the Federal Government in order to maintain services for low-income families in the District.

Ms. Carroll is a native of the Bronx, New York, and is a graduate of Temple University, where she obtained her Bachelor of Science degree in Therapeutic Recreation in 1982. She was employed by Eugenia Memorial Psychiatric Hospital, Department of Allied Therapy, from 1980-1988, as a Certified Therapeutic Recreation Specialist and Clinical Supervisor. In 1991, she received her Juris Doctorate from Temple University. She completed her clerkship with the Honorable Petrese B. Tucker, and began a career in civil and domestic law and practice. Ms. Carroll was appointed by the First District Court of Pennsylvania in Philadelphia County as an Assistant Mental Health Review Officer where she presided over civil commitment hearings. In 1999, Ms. Carroll joined the City of Philadelphia Law Department, within the Health and Human Services Division, and served as Deputy City Solicitor until 2001. In that role, she trained first year attorneys in mental health law and practice and represented the Departments of Health, Behavioral Health, and Human Services. Additionally Ms. Carroll served as legal counsel to the City of Philadelphia's Forensic Mental Health Task Force and participated in Pennsylvania's Southeast Region Forensic Mental Health Task Force. Ms. Carroll developed a passion for public service law and moved to the Office of the Attorney General for the District of Columbia where she served as the Deputy General Counsel and Acting General Counsel until 2009, when she joined the Department of Human Services to transform their benefit and human service delivery system.

Ms. Carroll has served on the faculty of numerous workshops and conferences including: the Pennsylvania Bar Institute "A Danger to Himself or Others: The Mental Health Commitment Process" and "Examining the Effect of HIPAA Implementation on Municipalities;" the Advanced Leadership Institute – "The Clock is Ticking: The Impact of HIPAA Implementation on Governmental Entities;" the E-Pennsylvania Alliance "State Preemption Analysis of HIPAA" and other topics including duty to warn and confidentiality. She also co-authored "An Analysis of the Pennsylvania Mental Health Procedures Act for Criminal Defendants" which provides practitioners a roadmap to understanding the complexities of Pennsylvania's forensic mental health commitment laws.

**Bob Cavanaugh** is the Child Welfare Program Manager in the Regional Office of the Administration for Children and Families. He has been with the Child Welfare Program for five years and came to the program after a number of years in the TANF (formerly AFDC) program. Prior to joining TANF Mr. Cavanaugh worked with FNS.

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## **TANF at 15: Where Do We Go From Here?**

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### **New Directions for Managing**

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**Patty Fisher** is the Grants Management Officer and Regional Program Manager for the Office of Grants Management (OGM), U.S. Department of Health and Human Services (HHS), Administration for Children and Families (ACF), Region III in Philadelphia, Pennsylvania. She recently moved to Philadelphia from Seattle. While in Seattle, Ms. Fisher worked with the Region X States and Tribes on ACF Mandatory Grants. Ms. Fisher graduated from Indiana University with a Bachelor of Science degree in Accounting and completed the Excellence in Government Fellows Program in August 2011. She is a Certified Government Financial Manager and holds a Department of Health and Human Services Grants Management Officer's Certificate.

**John Gahr** is an Information Management professional with Deloitte Consulting. He brings over 20 years of experience in the fields of data warehousing, business intelligence and business analytics. Over the past 8 years, Mr. Gahr has designed and implemented analytic applications for state HHS agencies focusing on TANF, SNAP and Medicaid.

**Mark H. Greenberg** is the Deputy Assistant Secretary for Policy at the Department of Health and Human Services, Administration for Children and Families. Before joining HHS, Mr. Greenberg directed the Georgetown University Center on Poverty, Inequality and Public Policy, a joint initiative of the Georgetown University Law Center and the Georgetown Public Policy Institute. In addition, he was a Senior Fellow at the Center for American Progress (CAP) and the Center for Law and Social Policy (CLASP). He previously served as the Executive Director of CAP's Task Force on Poverty and as CLASP's Director of Policy. During his career, Mr. Greenberg has written extensively on issues relating to federal and state welfare reform efforts; workforce policy issues affecting low-income families; child care and early education policy; tax policy; poverty measurement; and a range of other low-income issues. In addition, he frequently provided technical assistance to state and local governments regarding poverty reduction strategies. Prior to coming to D.C., Mr. Greenberg worked at Jacksonville Area Legal Aid in Florida and the Western Center on Law and Poverty in Los Angeles, California. Mr. Greenberg is a graduate of Harvard College and Harvard Law School.

**Barbara Guinn** is the Director of the Employment and Advancement Services Bureau within the New York State Office of Temporary and Disability Assistance (OTDA). As Director, Ms. Guinn is responsible for State policy and oversight of local employment program services for individuals receiving public assistance and food stamps. Ms. Guinn also oversees the state's TANF block grants to counties that fund a range of TANF eligible services and the agency's outreach efforts for Work Supports including the Earned Income Tax Credits and a network of volunteer tax preparation sites. Prior to her work at OTDA, Ms. Guinn worked for the State Department of Labor and the State Division of the Budget.

**Roberta Rehner Iversen** is the author of "Jobs Aren't Enough: Toward a New Economic Mobility for Low-Income Families" (2006; Temple University Press), which uses ethnographic research to better understand and improve welfare and workforce development policy and programs and to extend knowledge about economic mobility, especially in relation to families who are working but still poor. Housing policy in Milwaukee, Wisconsin and workforce development programs and policy in New Orleans, Louisiana, Seattle, Washington, St. Louis, Missouri, and Philadelphia, Pennsylvania have been improved by findings from Dr. Iversen's research. She is an associate professor in the School of Social Policy & Practice at the University of Pennsylvania and faculty director of the Master of Science in Social Policy (MSSP) program.



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**Earl S. Johnson** is the Director of the Office of Family Assistance. Prior to joining ACF, Dr. Johnson was senior Policy Advisor to Oakland, California Mayor Ron Dellums, where he was responsible for helping set policy and program goals for the city in the areas of workforce, health, and urban affairs. He also worked with the White House Office of Faith-Based and Neighborhood Partnerships on fatherhood initiatives. Before serving in Oakland he had significant state and nonprofit sector experience, having served as Associate Secretary for Planning and Evaluation in the California Health and Human Services Agency, as Associate Director, Working Communities for the Rockefeller Foundation, and as Senior Program Officer for The California Endowment, a private statewide health foundation.

Dr. Johnson graduated from the American University in Washington and earned a Master of Arts degree in Public Policy from the University of Chicago and a Ph.D. in Social Welfare from the University of California. He is widely known for his work in developing programs and policy on matters related to TANF and has authored articles on needy family issues. His areas of expertise include poverty and fatherhood, both high priority issues for the Administration and HHS.

**Pamela Loprest** is the Director of the Income and Benefits Policy Center at the Urban Institute. Dr. Loprest is a labor economist conducting research on policies to enhance the economic well-being of disadvantaged persons, including removing barriers to work and provision of means-tested benefits. She is currently leading the Institute's Unemployment and Recovery Project, studying the impacts of long-term unemployment and policies to address these issues. She is also leading the evaluation of the Institute's Work Supports Strategies project, examining the impact of state's efforts to increase and ease access for low-income families to public work support benefits. Her other work analyzes private and public policies to support low-income workers, including current and former welfare recipients and adults with disabilities. Dr. Loprest is co-author of three books, including "Leaving Welfare: Employment and Well-Being of Families that Left Welfare in the Post-Entitlement Era." Dr. Loprest holds a Ph.D. in economics from the Massachusetts Institute of Technology.

**Rosemary Malone** is Executive Director of the Family Investment Administration, in the Maryland Department of Human Resources, directing the family investment programs –Temporary Cash Assistance (TANF), Food Supplement Program (SNAP), Medicaid and CHIP, Special Assistance, Refugee Assistance and Energy Assistance. She directs three offices that cover family investment program policy development, implementation and training, TANF work programs, quality control, reporting, evaluation and legislation, systems development and management, and the refugee and home energy programs. She has worked for the Maryland Department of Human Resources for 37 years, managing training for 21 years and policy for 10 years. She was appointed Deputy Executive Director in January 2008, and Executive Director in May 2011. Her first 11 years with the department were spent in unemployment insurance, employment and training, quality control, research and analysis, and planning. After graduating from Eckerd College and doing graduate work at the University of South Florida, she began her public service career with the Florida Department of Commerce.

**John Maloney** has been employed with the West Virginia Department of Health and Human Resources for 31 years. His previous roles include: Social Services Case Worker in Adult Services; Social Services Supervisor; and Work and Training Supervisor. From 1997 to 2010, Mr. Maloney served as TANF (West Virginia Works) Supervisor. In January of 2011, he was appointed as a Regional Family Support Manager.



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**Tim Martin** is the Director of the Office of State Systems in the US Department of Labor/Employment and Training Administration's Region 1 Office. Mr. Martin has been with ETA for twelve years and has worked on a number of workforce development programs including: Unemployment Insurance, Welfare-to-Work, and Workforce Investment Act-supported job training programs. Prior to joining ETA, Mr. Martin worked as an attorney in Boston and for the State of Rhode Island on JTPA-funded youth programs.

**Kim Pentico** has been working with and on behalf of survivors of sexual and domestic violence since 1990. She spent over seven years working for a local domestic violence program in Kansas and another seven years at the Kansas Coalition Against Sexual and Domestic Violence (KCADSV). She has also worked for the STOP Technical Assistance Project in Washington, D.C. Ms. Pentico currently works as an Economic Justice Specialist on the Allstate Foundation Moving Ahead project, which works to ensure and enhance survivor access to economic justice and safety.

**Stephen Richardson** is a Deputy Regional Communications Director for the Social Security Administration (SSA) in New England. He began his career with SSA in 1982 as a claims representative in the Roxbury, Massachusetts District Office and since that time, has worked in several different management and staff positions in the Boston area.

As a Public Affairs Specialist, Richardson is responsible for coordinating the Social Security Administration's public affairs and public information activities in the six New England states. He has been particularly active in the past 10 years spearheading the agency's efforts to educate the American public about Social Security.

A native New Englander, Richardson received a Bachelor's degree in Political Science from Northeastern University in Boston, Massachusetts, in 1984 and a Master's degree in Public Affairs from Emerson College in Boston, Massachusetts, in 1999.

**Christina Techico** has over fifteen years of experience working on workforce development, social service programs, youth development, and education reform efforts, primarily for the U.S. Departments of Labor, Education, and Health and Human Services at the Federal, State, and local levels. Her strengths lie in end-to-end strategic planning, program design, project development, implementation, technical assistance and training, and management. Ms. Techico has experience in managing resources and staff at all levels to accomplish client missions on a wide range of complex projects. Currently, she manages several projects on welfare reform, workforce development, and targeting special populations, such as at-risk youth. She serves as the Project Director for the Temporary Assistance for Needy Families (TANF) Information Technology (IT) Initiative which includes the development of the flagship tool, the Online Work Readiness Assessment (OWRA), a comprehensive, targeted, web-based tool that assists TANF agencies assess individual's readiness for work and identify potential strengths and barriers in developing pathways to self-sufficiency. Ms. Techico holds a Master of Arts degree in Counseling Education from San Jose State University and a Bachelor of Arts degree in Psychology from Wellesley College.



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**Lynn Wilder** has played an integral part over the past 16 years in designing and implementing the New Hampshire Employment Program, the TANF work program administered by New Hampshire's Department of Health & Human Services (DHHS). Ms. Wilder's TANF experience ranges from serving on the original design team that implemented changes under the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) to re-designing the program for changes required with the passage of the Deficit Reduction Act (DRA). She currently serves as the TANF Administrator and specializes in data tracking, reports, and evaluating program outcomes.

Ms. Wilder also works as an Adjunct Faculty member for the Community College System of New Hampshire, teaching in the Human Services program.

Prior to joining DHHS, Ms. Wilder worked for New Hampshire Employment Security implementing statewide programs for disadvantaged populations designed to assist these populations in preparing for, obtaining, and retaining employment. Earlier in her career, Ms. Wilder worked in the substance abuse field for 10 years providing individual, group, and family counseling to substance-involved clients for the States of Massachusetts and New York.



## TANF at 15: Where Do We Go From Here? 2011 Tri-Regional TANF Directors' Meeting

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## TANF at 15: Where Do We Go From Here? 2011 Tri-Regional TANF Directors' Meeting

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