

# Strengthening TANF Partnerships: A Webinar



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US DEPARTMENT OF HEALTH & HUMAN SERVICES

# Webinar Objectives

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- Highlight TANF lessons learned from the HPOG Annual Meeting.
- Review TANF rules.
- Identify strategies for increasing participation of TANF recipients in HPOG.
- Confirm mutual benefits for HPOG partnerships with TANF agencies.



# Lessons Learned from HPOG Annual Meeting

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- There are effective strategies for HPOG programs to enroll more TANF recipients and serve them more effectively.
- One way to enroll more TANF recipients is to build stronger partnerships with TANF agencies.
- Successful partnerships depend on mutually beneficial, collaborative strategies.
- Two-way communication is the key to designing collaborative strategies.

# Background Assumptions for HPOG Programs

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HPOG can build healthcare career pathways for TANF recipients and low-income adults by deepening collaboration with community partners.

Learning more about TANF programs and performance measures can enable HPOG programs to form stronger partnerships.

TANF can provide a wide variety of services, including education, training, and a wide variety of support services, which can improve your HPOG program and build toward sustainability.

# TANF Overview and Performance Measures

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- TANF overview
- Performance measures and clarifying terms
- Implications for HPOG grantees:  
How increasing TANF participants served connects to HPOG

# TANF Overview

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<b>Provisions</b>	<b>TANF</b>
Federal agency	Office of Family Assistance, HHS
Services delivered by	State or county human services agencies or their contractors (may be WIBs or private entities)
Funding levels	\$16.5 billion annually, plus more than \$10 billion in State spending toward maintenance of effort requirement
Funding structure	Fixed block grant to States; States choose whether to pass funds through to the substate level
Target population	Members of low-income families with children
Use of funds	Very flexible within four broad purposes of TANF

# Federal Work Participation Rate

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	One-Parent Family	Two-Parent Family
Minimum total hours required each month	Average of 30 hours per week, or an average of 20 hours per week if participant has a child under age 6.	Average 35 hours per week, or average 55 hours per week if participant receives Federal child care assistance

# Core Activities

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Core Activities	One-Parent Family	Two-Parent Family
<ul style="list-style-type: none"><li>• Unsubsidized employment</li><li>• Subsidized private-sector employment</li><li>• Subsidized public-sector employment</li><li>• Work experience if sufficient private-sector employment is not available</li><li>• On-the-job training</li><li>• Job search and job readiness assistance</li><li>• Community service programs</li><li>• Vocational education training</li><li>• Child care services for individuals participating in a community service program</li></ul>	<p>Average of at least 20 hours per week must be from core activities.</p>	<p>Average of at least 30 of the 35 hours (or 50 of the 55 hours) per week must be from core activities.</p>

# Non-Core Activities

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Non-Core Activities	One-Parent Family	Two-Parent Family
<ul style="list-style-type: none"><li>• Job skills training directly related to employment</li><li>• Education directly related to employment, in the case of a recipient who has not received a high school diploma or a certificate or high school equivalency</li><li>• Satisfactory attendance at high school or in a course of study leading to a certificate of general equivalence, if a recipient has not completed high school or received such a certificate</li></ul>	<p>Beyond 20 hours per week in core activities, participation in noncore activities may be counted.</p>	<p>Beyond 30 hours (or 50) per week in core activities, participation in noncore activities may be counted.</p>

# Federal Work Participation Rate

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- The Federal Work Participation Rate is calculated by using a monthly average. Thus, a client can work more hours some weeks and less on others, as long as the required monthly average is met.
- It is critically important for programs to have a backup plan in place for when a client misses work activity hours due to scheduled breaks in the school year, sickness, unexpected emergencies, etc., so that the client doesn't risk losing TANF benefits.
- TANF only allows 12 months total—in a lifetime—for vocational education training.
- The solution is for HPOG programs to become knowledgeable and resourceful. Show TANF how you will construct a plan to meet the work requirements at all of the stages of the program.

# Federal Work Participation Rate

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- Show TANF programs how you will stay on top of and document hours for participants, and show them that you have a backup plan in place in case clients miss hours.
- Case Managers can live and die on participation rates. If you don't have any understanding of where TANF colleagues are coming from, they won't have time to spend with you.
- TANF programs are required to engage at most 50% of families with a work-eligible individual for the required number of hours, so you can work with your TANF agency to be flexible with HPOG participants.

# Characteristics of Successful Relationships

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- Establish an automatic and complete referral process with the TANF agency.
  - TANF Administrators, Managers, and Case Managers should understand:
    - The HPOG program
    - Eligibility requirements
    - What makes a good referral.
  - TANF agencies should have the most up-to-date HPOG materials to pass out to potential participants.
    - TANF needs HPOG to make referrals easy for them.

# Characteristics of Successful Relationships (continued)

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- Build relationships with TANF Case Managers.
- Have a system in place to keep in close contact with clients, address their barriers as they arise, and monitor their participation hours.
- Job search and job readiness assistance are core work activities and can be critical to meeting a client's required hours, especially during the transition periods. However, these activities can only be counted for a total of 12 weeks per year.

# Why Are Mutually Beneficial Partnerships With TANF Agencies and Organizations So Important?

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- Multiple funding sources provide increased capacity to support coordinated efforts.
- Local partnerships advocate for broader coalitions to reinforce program services and success.
- Program champions cultivate, link, and unify potentially diverse aspirations.
- Coordinated, desired program outcomes are measured from the outset.



# How to Build Better TANF Partnerships

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- Understand with whom to talk and with whom to build a relationship in your area.
  - Talk with numerous people at different levels—at the State and local provider levels.
  - Determine if you are talking with the right person: Is your relationship fruitful?
  - If not, please contact your Coach or your OFA staff person to help find the correct contact person to help you move forward.

# Active Enrolled HPOG Participants Who Are Also TANF Recipients

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- 2,318 out of 14,524 (16%)
- 7 Grantees: 31–45%
- 10 Grantees: 15–24%
- 15 Grantees: 0–10%

# Do Your Homework!

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- Learn about TANF in your State.
  - What are the goals of TANF?
  - What are the performance measures that TANF programs face?
- Know how you can help TANF programs and how you would like them to help your HPOG program.

# The Arkansas Career Pathways Initiative (CPI)

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Arkansas  
Career

**PATHWAYS**

Your Path To A Brighter Future

# Arkansas Career Pathways Initiative

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- Arkansas Career Pathways Initiative is a partnership between **Arkansas Department of Higher Education (ADHE)** and **Department of Workforce Services (DWS)**.
- **DWS** receives TANF block grant and sub-grants to **ADHE**.
- **ADHE** administers grant award at 25 sites including all community colleges.
- **ADHE/CPI** tracks all CPI enrollments, attainments, entering employment and employment retention.
- **DWS** provides case-management for TEA clients and monitors WPR.

# Career Pathways Initiative Successes

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- Student success rate is more than 10 points higher than other community college students (Students completed or retained from Fall to Fall)
- Over 27,500 adults enrolled.
- Over 24,600 certificate and degrees awarded.
- Entered Employment and Employment Retention (6 & 12 mos.) goals met when matched to Unemployment Insurance Data.
- Recognition and Awards, Current Year
  - Identified as 1 of 10 most Promising Pathways programs in nation.
  - *Selected as member of Career Pathways Alliance (CP Alliance), a two-year national-level CLASP initiative*
  - Chosen as 1 of 2 Innovative Ideas with \$10,000 award by Evans School of Public Affairs, University of Washington



IDEAS for ACTION  
AWARD

# State Agency Partnership

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- Relationship of “mutual respect” must exist for success:
  - Develop an awareness/understanding of Hidden Rules of all partners
  - Identify policies and goals, “win/win”, for all agencies
  - Develop and implement systems to assure that all goals and guidelines are tracked
  - Discuss outcomes and data frequently to make decisions that benefit all agencies
  - Revisit, Recognize, and Reward all successes as a team

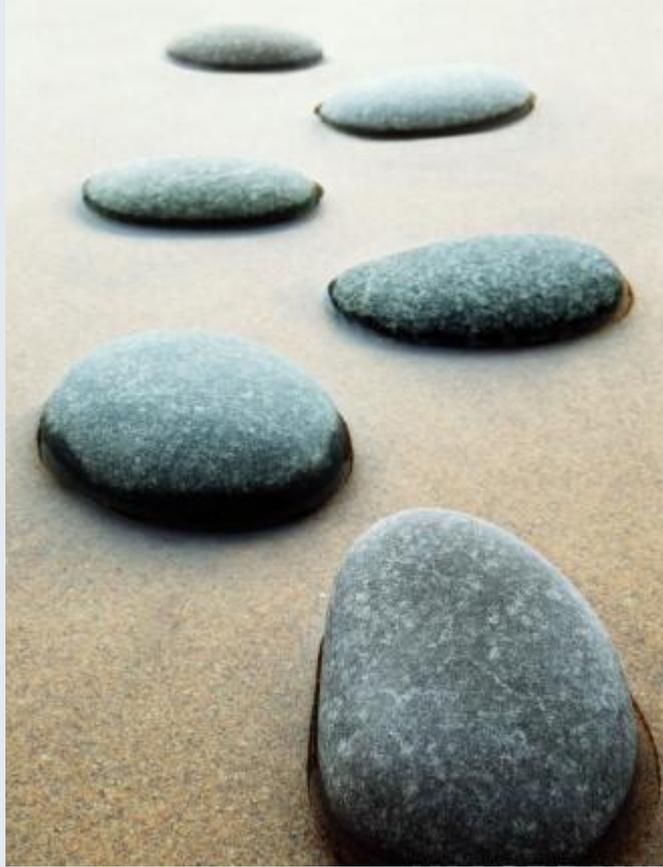
# Next Steps

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- During the next round of coaching calls, grantees will be asked for the number of people being served by TANF in their program's service area.
- JBS will confirm with this with State information.
- Each grantee, JBS, and OFA will all agree on a *reasonable target* for increasing TANF participation.
- This target will be grantee specific, with a numeric or percentage increase that is reasonable for each situation.

# Process, Timeline, and Next Steps

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- Continue the conversation on social media. (You will need to hashtag #TANF).
- TANF expertise is available through OFA Program Specialists and Regional staff.
- Technical assistance is available on coaching calls and site visits with TANF experts from JBS.
- Social media sharing among grantees with successful partnerships is encouraged.
- Use information from the HPOG Annual Meeting and Webinar to help enhance partnerships.

# Some TANF Resources

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## National Center for Children In Poverty

## Columbia University

ACF Website

<http://www.acf.hhs.gov/programs/ofa/programs/tanf>

Welfare Rules Databook

<http://www.urban.org/welfare/databook.cfm>

NCCP - Work Supports Page

<http://www.nccp.org/topics/worksupports.html>

NCCP - Data Tools

<http://www.nccp.org/tools/>

NCCP - 50 State Policy Wizard

<http://www.nccp.org/tools/policy/>

# Questions?

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# Thank you!



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