



WorkFirst Oversight Legislative-Executive Taskforce

July 23, 2012

1:30PM to 4:30PM

Senate Conference Rooms ABC

J.A. Cherberg Building

Olympia, WA

AGENDA

Time	Agenda Item	Presenter(s)
1:30	Welcome/Introductions	Senator Debbie Regala DSHS Secretary Robin Arnold-Williams
1:40	WorkFirst Redesign Update	Carla Reyes , Policy Chief, CSD, ESA, DSHS
1:50	WorkFirst Assessment Redesign Update	Tom Berry , Prog. Manager, CSD, ESA, DSHS
2:05	WorkFirst Performance Metrics Presentation and Discussion	Carla Reyes , Policy Chief, CSD, ESA, DSHS Can Du , Senior Research Mgr., ESA, DSHS
2:25	WorkFirst Budget Update	Sue Breen , Director, Finance & Perf. Mgt., ESA, DSHS Mickie Coates , Senior Analyst, DSHS
2:35	Legislation Implementation Updates: <ul style="list-style-type: none"> •Participation Suspension Re-Engagement •Child Care Subsidy Program Changes 	Carla Reyes , Policy Chief, CSD, ESA, DSHS RaShelle Davis , Child Care Policy Analyst, DEL
2:50	Break	
2:55	Administration for Children & Families Child Poverty Increase Letter	Babs Roberts , Director, CSD, ESA, DSHS
3:05	Federal Participation—Strategies and Impacts	Steve Ebben , Exec. Assist. for Perf. Reporting & Data, ESA, DSHS Babs Roberts , Director, CSD, ESA, DSHS Liz Schott , Senior Fellow, Family Income Support, Center on Budget & Policy Priorities
3:45	State Board for Community and Technical Colleges (SBCTC)—Performance Update	Rick Krauss , Policy Associate, WorkForce Education, SBCTC
3:55	Commerce—Program Update	Dan McConnon , Deputy Director, Commerce
4:00	Public Feedback and Comment Period	
4:20	Taskforce Next Steps—Set Next Meeting Date	Taskforce Members
4:30	Adjourn	



WorkFirst Redesign—Core Assumptions

- 5 Core Assumptions
- Incorporated into Section One of ESSB 5921 as the core tenets and foundation of the Washington WorkFirst program
 - Achieving stable & successful employment remains the main objective for WorkFirst participants
 - A family -centered case planning and engagement approach is necessary to achieve good outcomes
 - Policies will recognize the critical role and responsibility of parents in their children's development
 - WorkFirst is a transitional, not long term program to assist families on the pathway to self-sufficiency
 - Leveraging non-TANF resources is crucial to achieving goals of WorkFirst



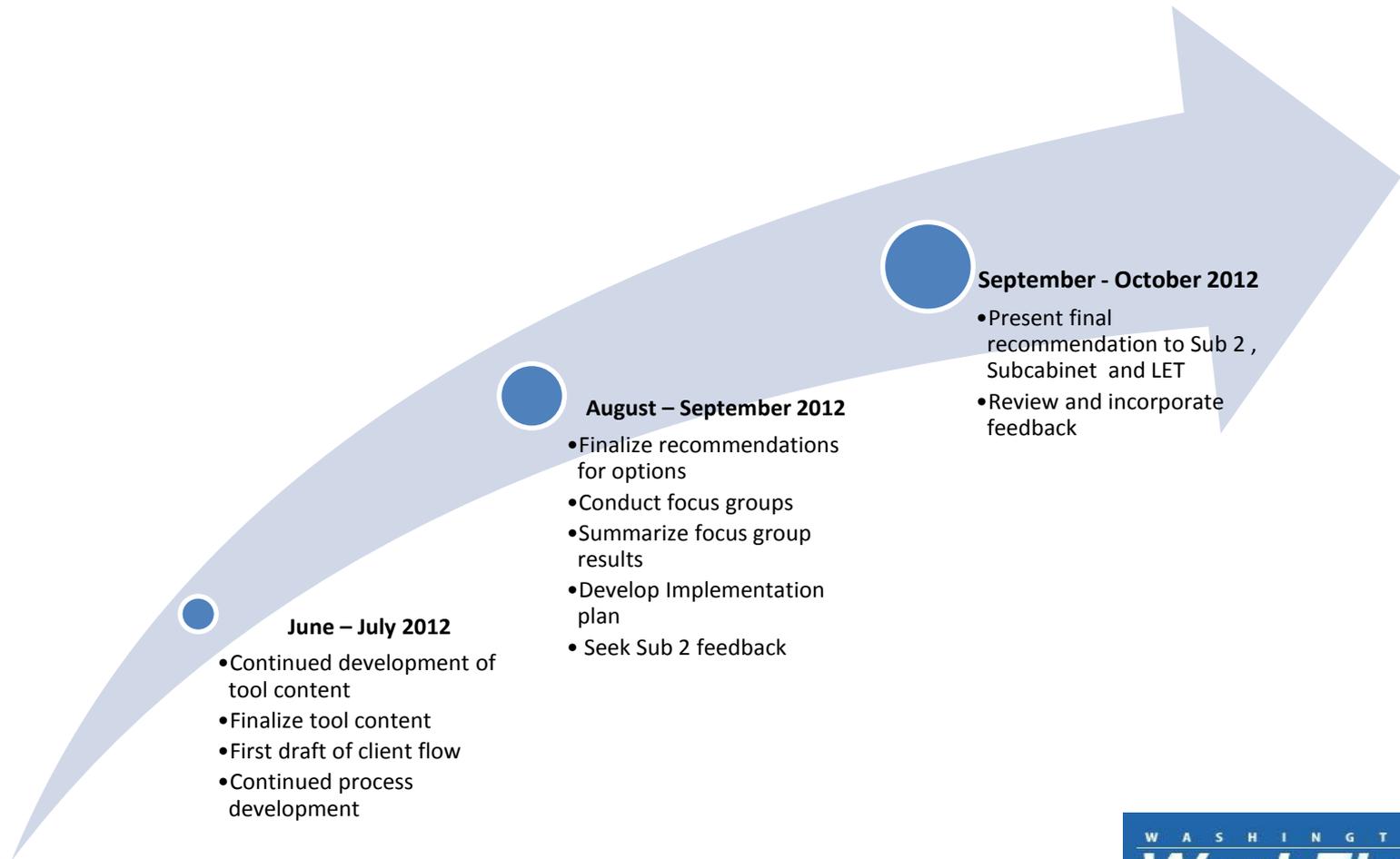
WorkFirst Redesign—Recommendations

- 1. Implement additional reasonable requirements and supports for child-only TANF families**
2. Involve participants and local partners in the design and delivery of WorkFirst orientations
- 3. Strengthen the assessment process**
- 4. Implement new requirements for WorkFirst families with young children in school less than full time**
- 5. Improve employment pathway activities**
6. Implement individualized case management and four new engagement tracks to increase opportunities for successful outcomes
7. Re-introduce Post TANF services
8. Implement a continuous evaluation process

Evaluation and Assessment “Planning Phase”



Evaluation and Assessment “Development Phase”



June – July 2012

- Continued development of tool content
- Finalize tool content
- First draft of client flow
- Continued process development

August – September 2012

- Finalize recommendations for options
- Conduct focus groups
- Summarize focus group results
- Develop Implementation plan
- Seek Sub 2 feedback

September - October 2012

- Present final recommendation to Sub 2, Subcabinet and LET
- Review and incorporate feedback



WorkFirst Evaluation and Assessment Group

Characteristics

- Incorporates existing assessments
- Incorporates a “whole-family” and strength based approach
- Produces a living plan that tracks progress and outcomes
- Initial online self-screening
- Expands from basic to more targeted questions
- Aligns with profiles identified in RDA research of Adults on TANF in WA

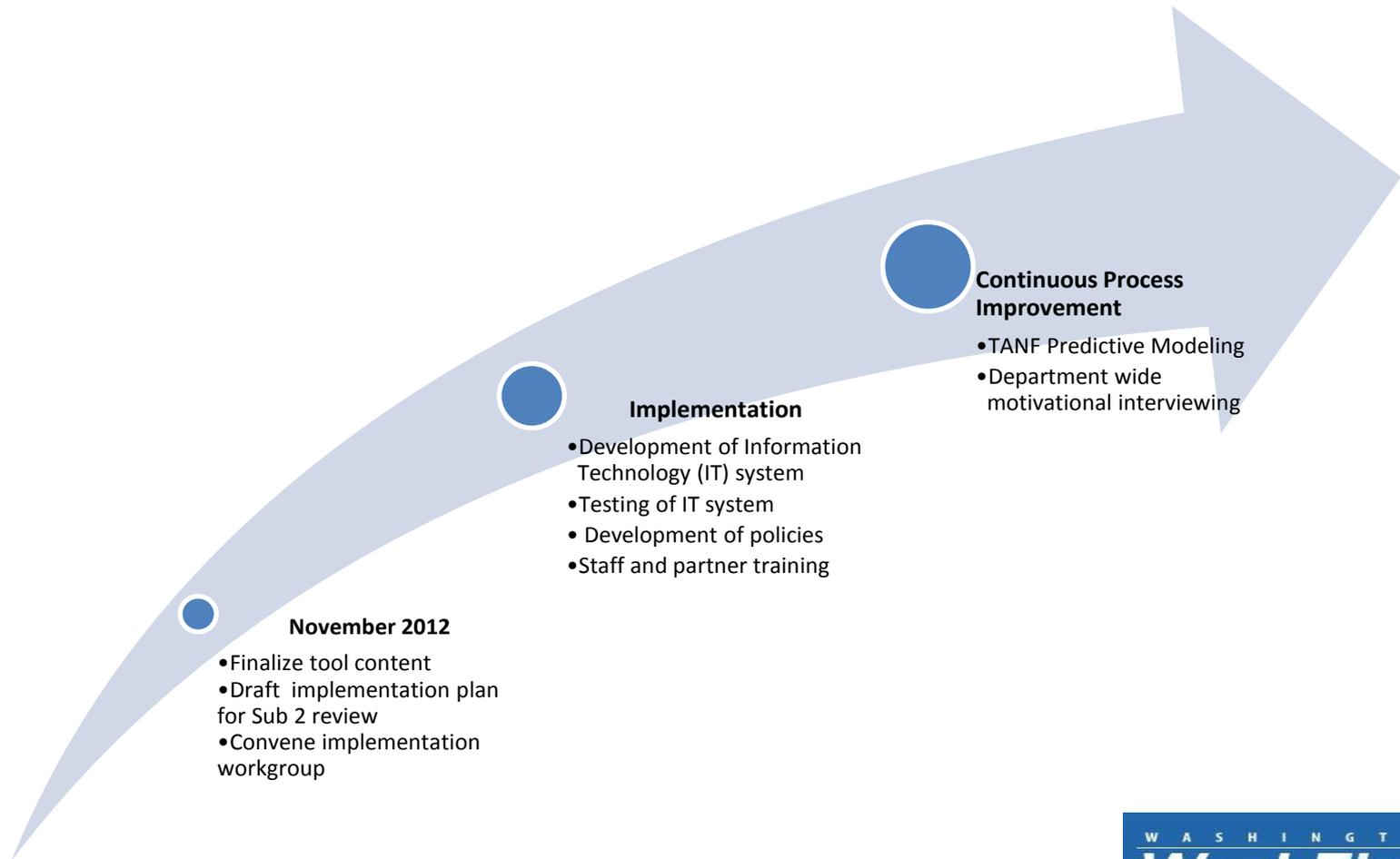
Structure/Format

- Administered in three sections
 - Emergent/Urgent
 - General Information/Family Structure
 - Employability
- Can be completed in stages as needed to fit individual/family circumstances





Evaluation and Assessment “Implementation Phase”



November 2012

- Finalize tool content
- Draft implementation plan for Sub 2 review
- Convene implementation workgroup

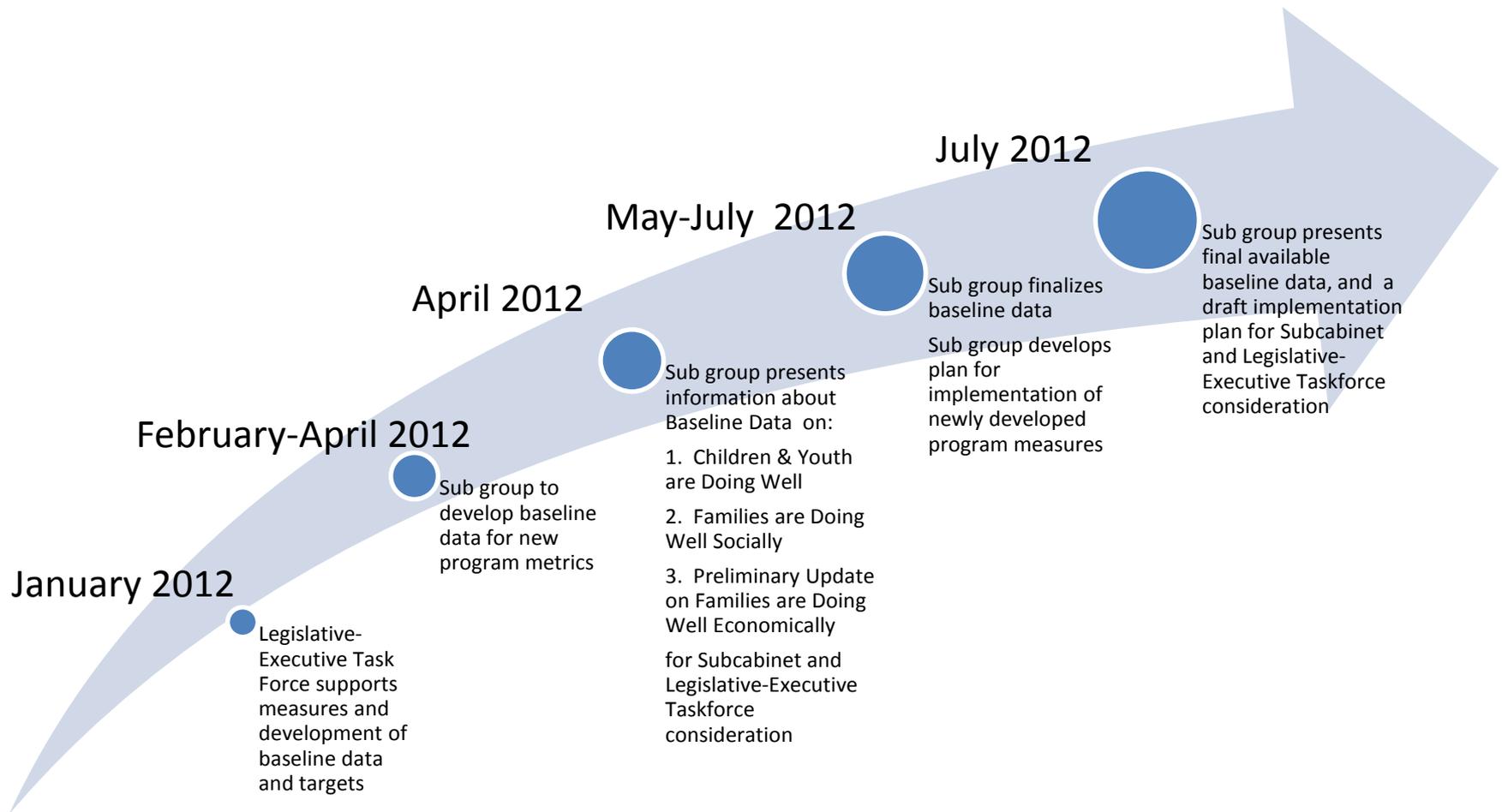
Implementation

- Development of Information Technology (IT) system
- Testing of IT system
- Development of policies
- Staff and partner training

Continuous Process Improvement

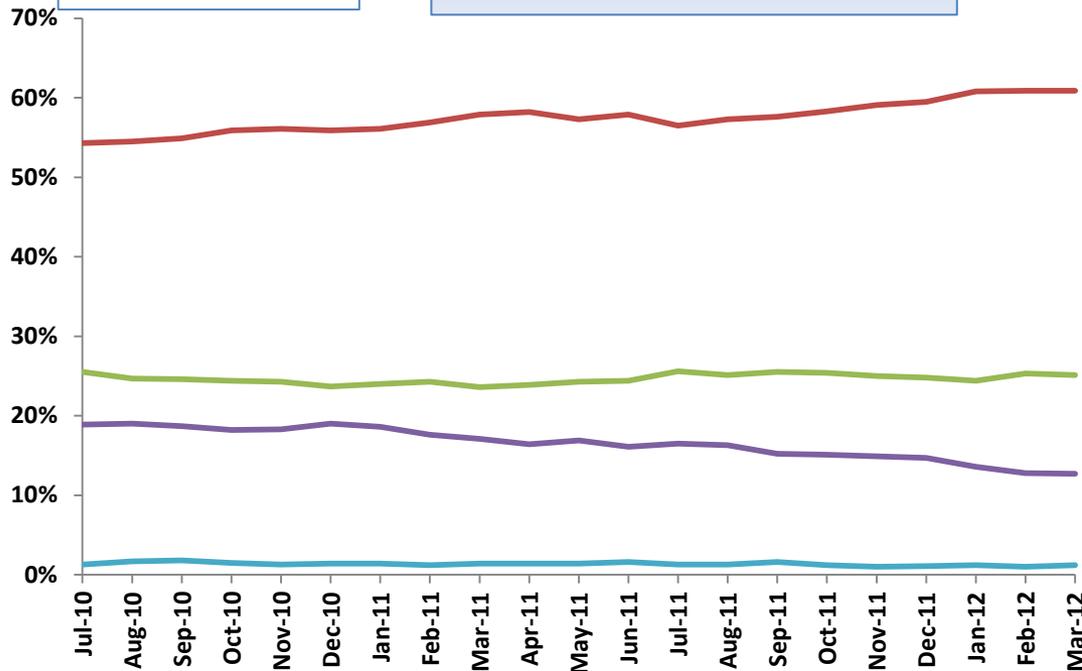
- TANF Predictive Modeling
- Department wide motivational interviewing

WorkFirst Program Measures- Update on Work Group Activities



Children/Youth Are Doing Well Output Measure: Child Care by Modality

TANF Children in WCCC by Type of Provider



Definition:

Number of TANF children in each modality of care/number of TANF children in WCCC

Strategies or Actions that Impact :

- Extending certifications to 12 months
- Implementing longer term participation engagement tracks
- Authorizing participation in child education as WorkFirst participation

Children/Youth Are Doing Well Immediate Outcome Measure: Stability of WCCC Placement by Provider Type

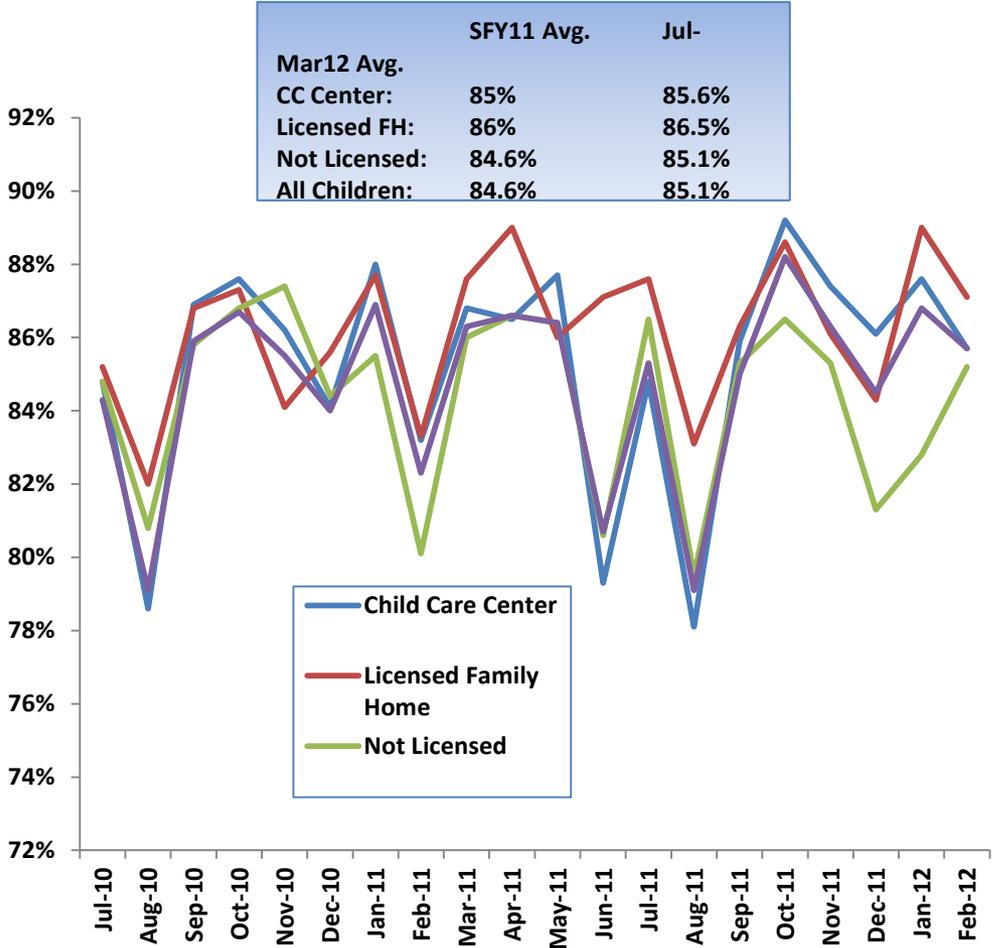
Definition:

Number of TANF children using WCCC by provider type in the current month/number of those children using the same provider type in the prior month.

Strategies or Actions that Impact:

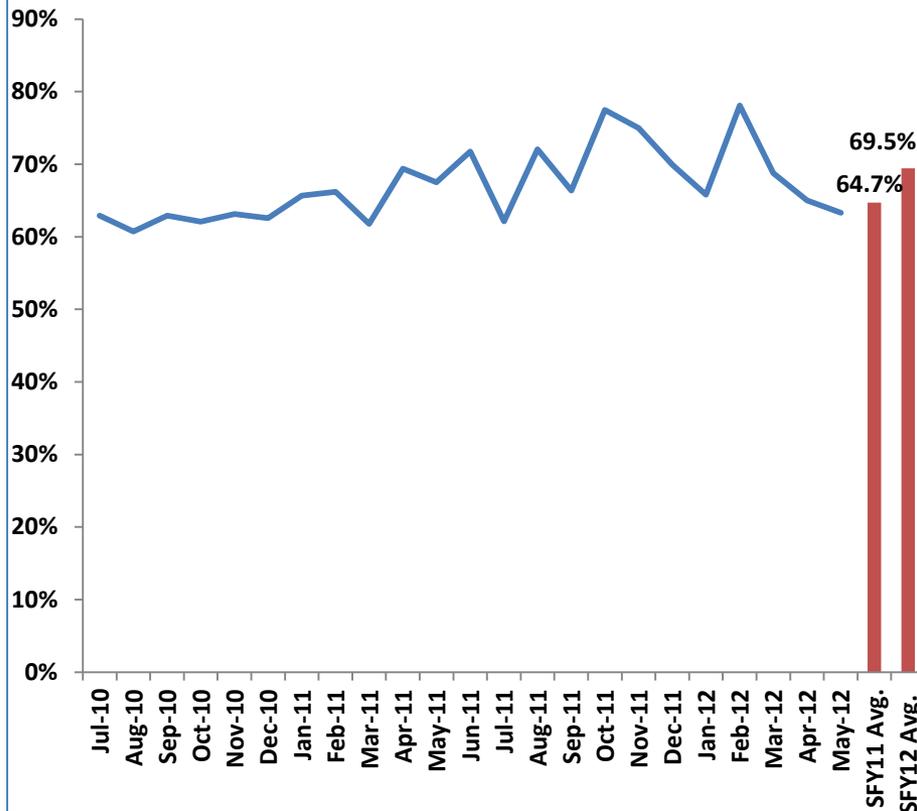
- Extending certifications to 12 months
- Implementing longer term participation engagement tracks
- Authorizing participation in child education as WorkFirst participation

Stability of WCCC Placement for TANF Children by Type of Provider



Adults/Families are Doing Well Output Measure: Chemical Dependency Need Identified and Addressed in Individual Responsibility Plan

Percent of TANF/SFA Adults with a CD Indication
Where CD Treatment Was Addressed in TANF Plan



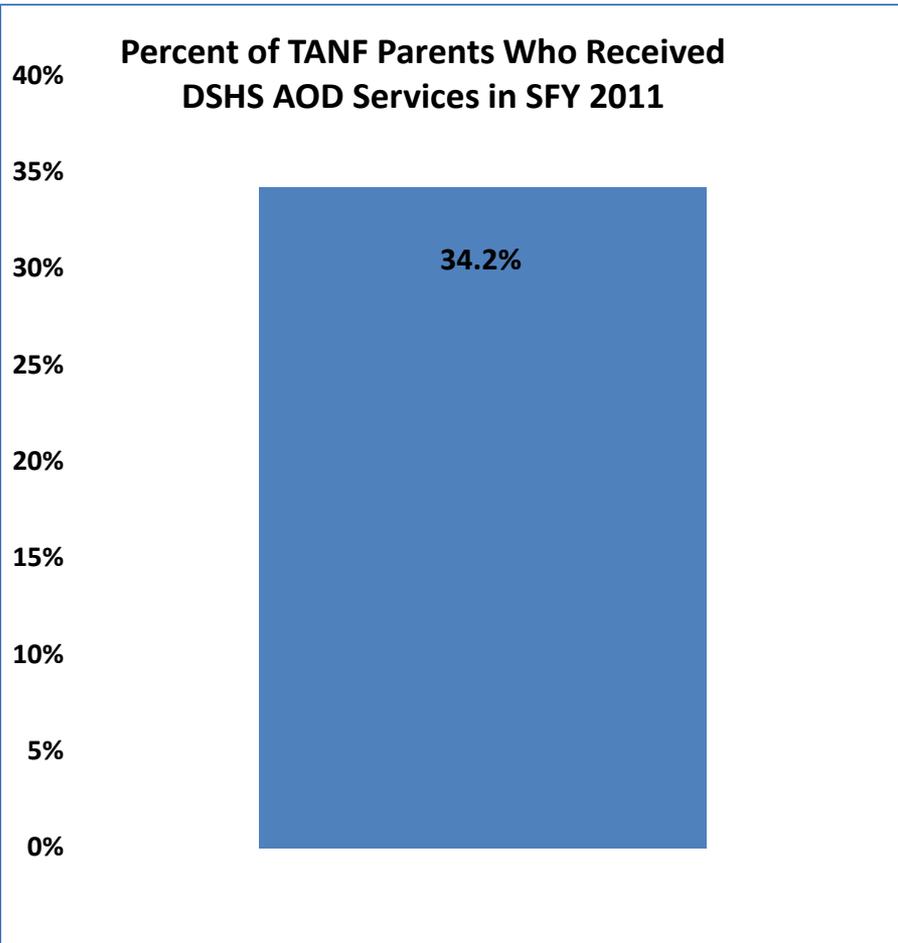
Definition:

Number of individuals who had chemical dependency (CD) as part of the TANF plan (per code in eJAS)/number of individuals who indicated “yes” to a CD screening question in the Comprehensive Evaluation.

Strategies or Actions that Impact :

- Strengthened assessment process
- TANF predictive modeling tool
- Motivational Interviewing/Individualized Case Management
- Chemical Dependency pilot

Adults/Families are Doing Well Immediate Outcome Measure: Identified Chemical Dependency Need Addressed in Individual Responsibility Plan



Definition:

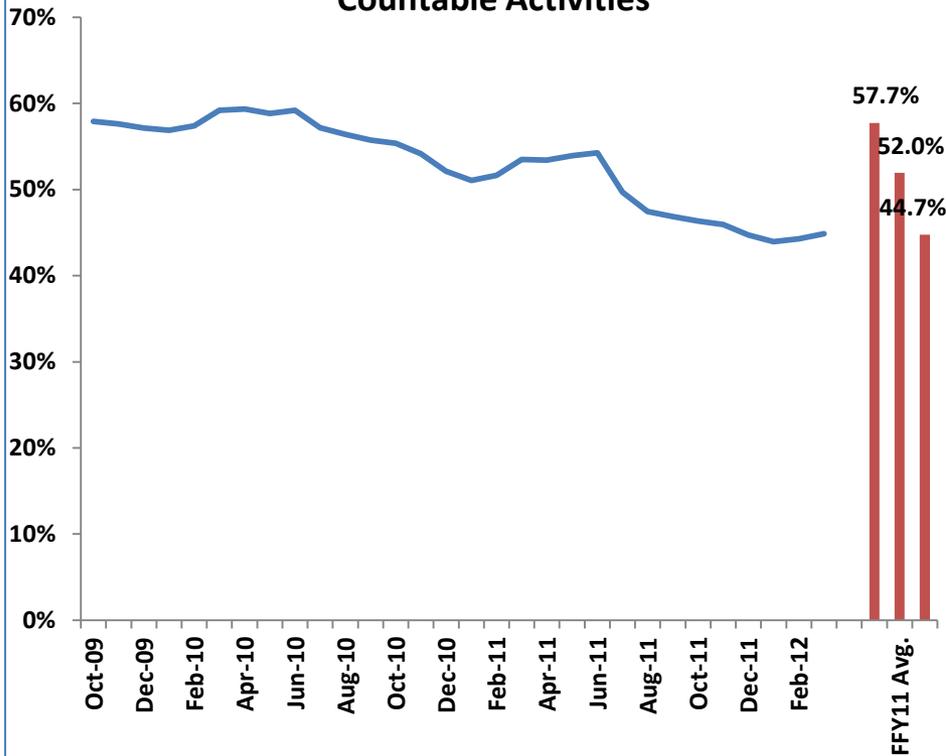
Number of TANF adults receiving Drug/Alcohol treatment in the SFY (as indicated in DBHR admin. data)/number who have an indication of need for treatment through evaluation of administrative data

Strategies or Actions that Impact :

- Strengthened assessment process
- TANF predictive modeling tool
- Motivational Interviewing/Individualized Case Management
- Chemical Dependency pilot

Parents are Doing Well Economically Output Measure: Adults Participating in Federally Countable Activities

TANF Adults Participating in Federally Countable Activities



Definition:

Number of adults participating in federally countable activities/number of all TANF adults in the month

Strategies or Actions that Impact :

- Strengthened assessment process
- TANF predictive modeling tool
- Motivational Interviewing/Individualized Case Management
- Improved employment pathways
- Re-introduce post-TANF services
- Re-engagement of suspension population

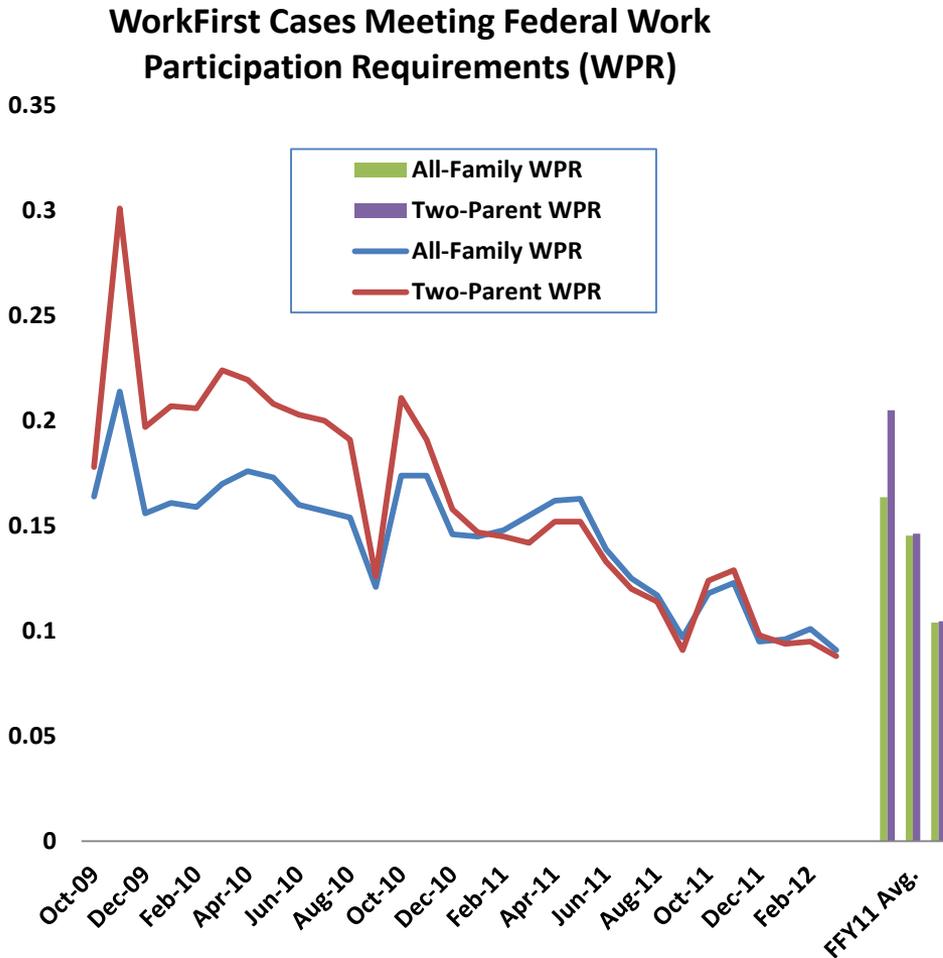
Parents are Doing Well Economically Immediate Outcome Measure: Cases Meeting the Federal Work Participation Rate

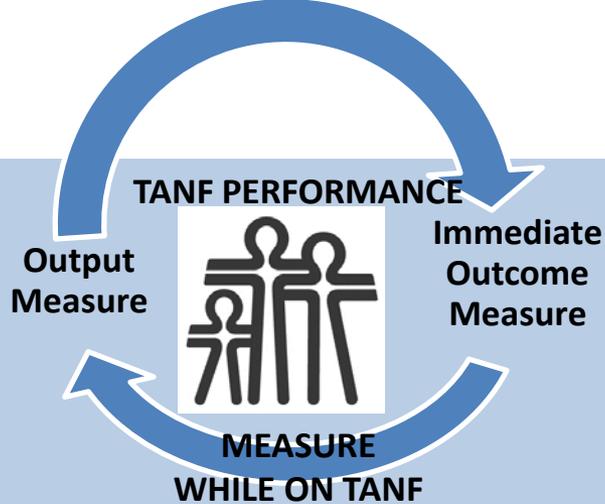
Definition:

Number of families meeting the federal work participation requirement (WPR)/number of families required to participate

Strategies or Actions that Impact :

- Strengthened assessment process
- TANF predictive modeling tool
- Motivational Interviewing/Individualized Case Management
- Improved employment pathways
- Re-introduce post-TANF services
- Re-engagement of suspension population





WorkFirst Performance Measures— What's Next?

Classification of Measures

- Identify core program measures, feeder measures, operational measures
- Assign appropriate targets

Resources Dedication and Allocation

- Measures require ongoing data extraction and report development involving multiple cross data systems
- Limited data and analysis resources are available for these functions
- May require prioritization of which measures are developed and implemented and/or the sequence of measure selection and reporting

Implementation Planning

- Data analysis, report development and distribution plan (including roles and responsibilities for collection, evaluation, reporting and maintenance)
- Stakeholder Identification and Feedback Plan
- Incorporation of Measures into Performance-Based Contracts
- Monitoring and Progress reporting Plan
- Communication to staff, participants, and stakeholders

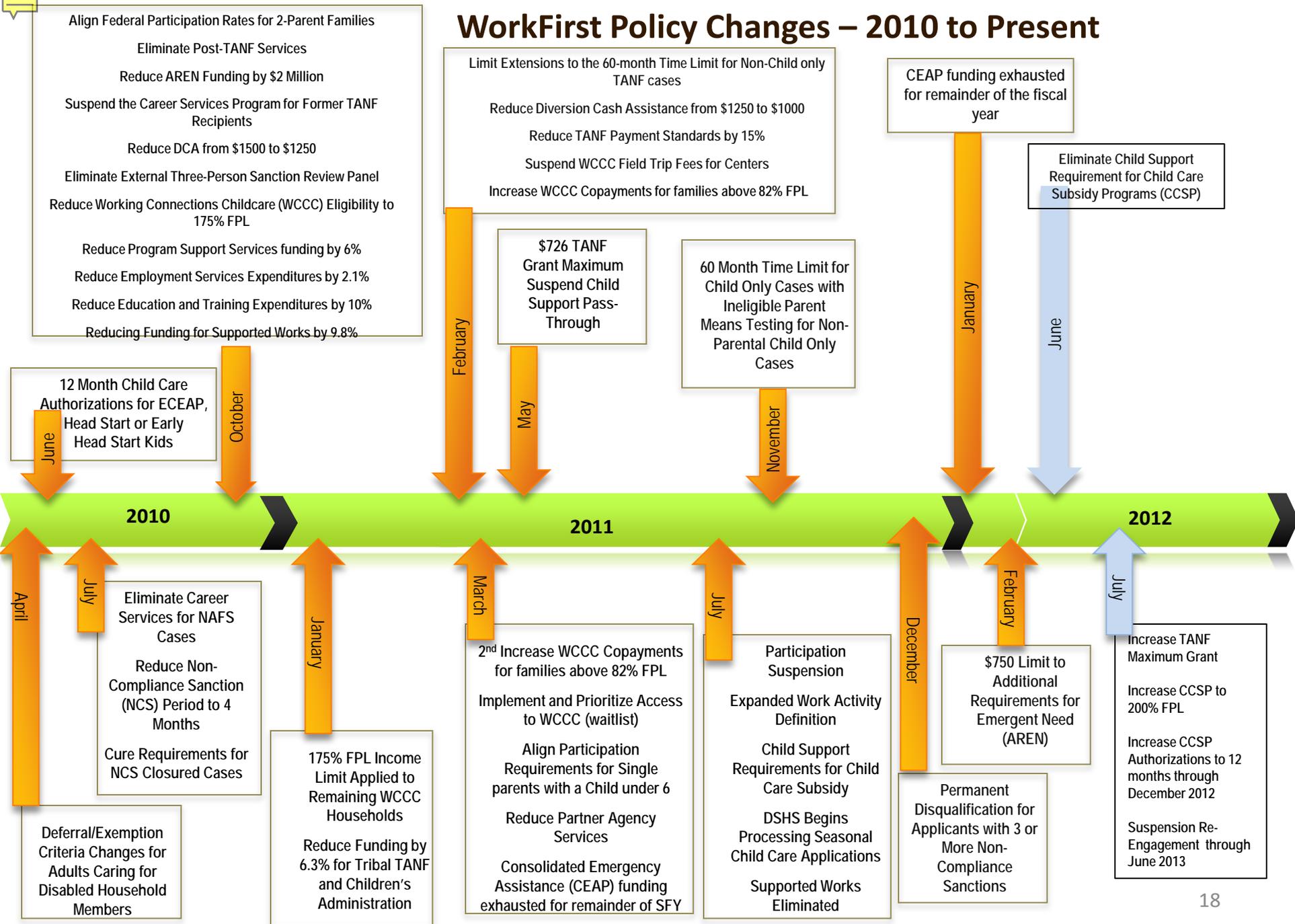


WorkFirst Budget



2013 Partner Funding Distribution

WorkFirst Policy Changes – 2010 to Present



Participation Suspension Analysis



•As of February 2012 there were 10,129 eligible adults in WorkFirst suspension. Of these adults:

- 3,261 will have a child under age one during re-engagement period
- 470 had previous participation in Vocational Education
- 1,095 had previous participation in Community Jobs
- 2,655 did not have a high school diploma or GED

•In July 2012 we have contacted 941 cases for re-engagement

•All clients with 24 or fewer months remaining on TANF at the end of the suspension period will have been contacted by September 2012



Early Learning Legislative Changes

June 2012

- Eliminate Child Support Requirement for Child Care Subsidy Programs

July 2012

- Portable Background Checks
- 12 Month WCCC Certifications
- Eligibility increases to 200% FPL
- Statewide expansion of Early Achievers
- Work of Council for Children and Families becomes part of DEL

Break Time

5 Minutes

- We have lots more to share...so hurry back!





Administration for Children and Families (ACF) Letter on Child Poverty Rate Increases

- ACF issued a letter June 27, 2012
- HHS has determined child poverty increased by at least 5% in 19 states between 2008 and 2009 (including WA)
- Process Defined in Law:
 - States may submit independent estimates within 45 days
 - Within 90 days the state must submit an assessment of impact of TANF on increase in child poverty (unless HHS accepts an independent estimate that shows less than a 5% increase)
 - States will be notified whether the TANF program needs to submit a corrective compliance plan

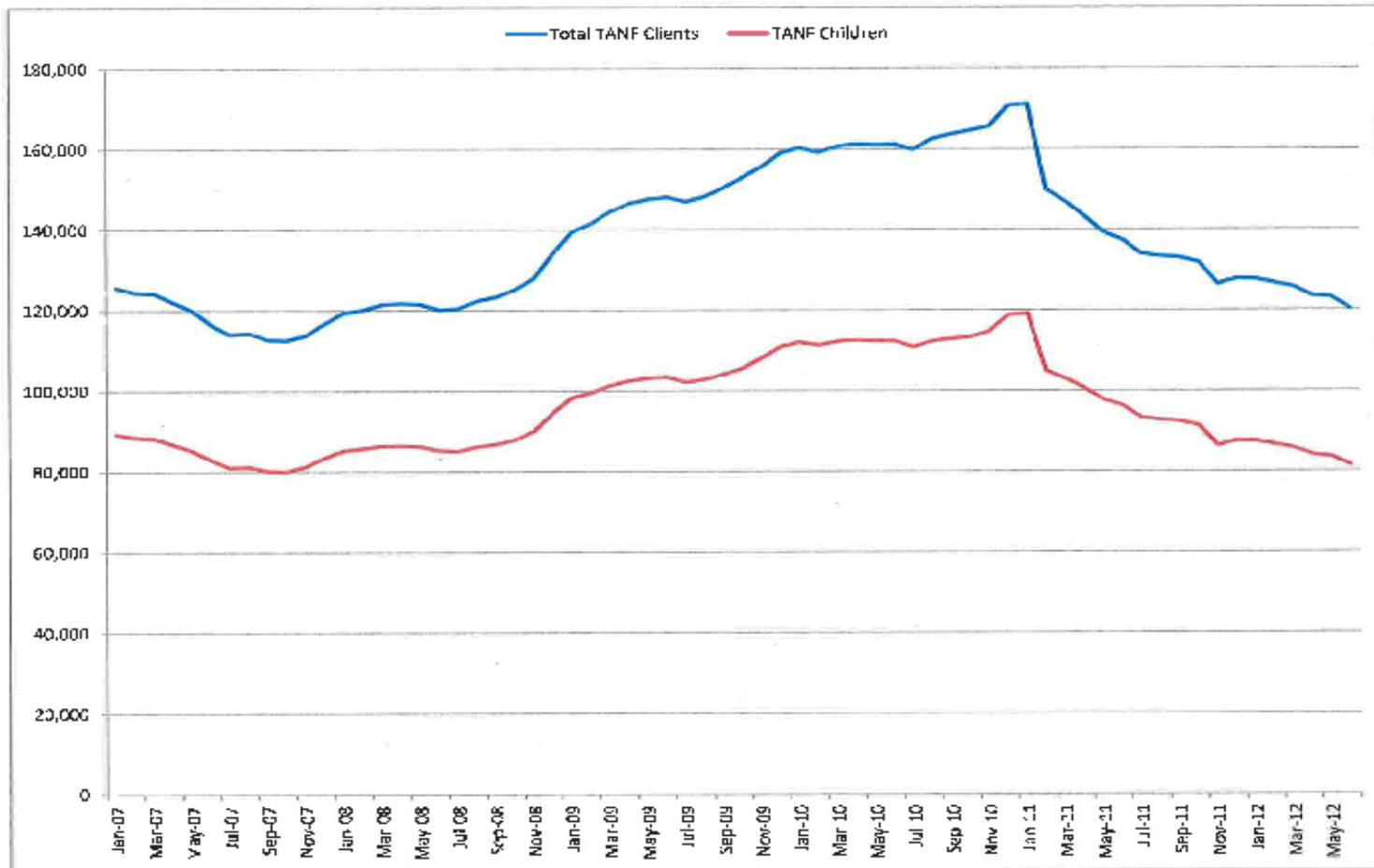
Poverty Estimates for Children Under 18 in WA

Children Under 18	2008	2009	2010	% Change 2008-2009	% Change 2009-2010
American Community Survey (ACS)					
Poverty Rate	14.3%	16.2%	18.2%	13.5%	12.2%
# in Poverty	217,002	250,830	284,045	15.6%	13.2%
Small Income and Poverty Estimates (SAIPE)					
Poverty Rate	14.3%	16.2%	18.2%	13.3%	12.3%
# in Poverty	217,241	249,767	283,993	15.0%	13.7%

Data Notes: Poverty status is determined for all people except institutionalized people, people in military group quarters, people in college dormitories, and unrelated individuals under 15 years old. The Census Bureau uses dollar thresholds that vary by family size and number of children to determine who is in poverty. If a family's total income is less than the appropriate threshold, then that family and every individual in it are considered to be in poverty. The same logic applies to people living alone. The poverty thresholds are revised annually to account for inflation. The thresholds are the same for all parts of the U.S.; they are not adjusted for regional, state, or local variations in the cost of living.

Sources: U.S. Census Bureau, American Community Survey (1-Year Estimates for 2008, 2009, and 2010); Small Area Income and Poverty Estimates Program (Years 2008, 2009, 2010)

TANF Clients—Historical Trend



TANF Reauthorization Update

- Current extension ends September 30, 2012
- An additional extension is likely through March or June 2013
- GAO initiated two state surveys on TANF MOE spending:
 - Non-Cash Benefits
 - 3rd Party Non-Governmental Program
- Extension is likely to come with MOE restrictions:
 - Excess MOE may be curtailed to new spending—has Senate support
 - Excess MOE may be eliminated—House Republican support (this option is considered unlikely)



Federal Work Participation Rates

	FFY 2012 Target	FFY 2012 Rate	FFY 2012 Over/Under Target
All Family	14.6%	10%	-4.6%
Two-Parent	54.6%	10%	-44.6%

- ACF has not announced FFY 2010 or FFY 2011 rates
- As of May 2012 we are not making either federal target
- FFY 2012 penalties would not be announced until mid-2013
- WA would submit a corrective compliance plan request to correct performance and eliminate or reduce penalties

Potential Penalties	
All Family	\$13.5 Million
Two-Parent	\$1.4 Million



Potential Strategies



MOE Outreach

- Outreach group assembled
- List of potential sources
- Informational flyer
- Initial contacts began in mid July

Other

- Separate State Program
- Subsidized Employment Transition
- 1115 Waiver Possibility



TANF Work Participation Rate: National Outlook, Washington State Options

Washington State Legislative-Executive
WorkFirst Oversight Task Force

Liz Schott

schott@cbpp.org

July 23, 2012

Overview of Presentation

- States and TANF Work Participation Rate
 - How are states meeting the WPR
 - What has happened when states failed work rates
- HHS waiver option and opportunities
- What might happen in Congress on TANF
- Next best steps for Washington State
- Bottom line: Don't worry about the work rate; help families get to work

How are states meeting WPR?

- In 2009, 45 states met the TANF work rates through engagement of families in activities & most relied on:
 - Caseload decline below 2005 levels (not serving people)
 - Increased state spending reported (Excess MOE)
 - 32 of the 45 states meeting the rate used this
 - Served some families with non-TANF/MOE funds
 - Solely state-funded (SSF) programs in 29 states
 - SSF often used for 2-parent families (28 states)
 - Small supplemental payments (like Career Services in WA)
 - post-TANF or working SNAP families

What about states that failed WPR?

- A handful of states have failed the WPR in 2007, 2008 or 2009
 - To my knowledge, no state has paid a penalty
- States have pursued penalty relief and several are in corrective compliance for 2007 (2008 and 2009 failures not yet that far)
 - No penalty owed if state meets rate in corrective compliance period (including any year after failing)
 - Example: OH and OR make \$10 payment to working SNAP families with children as corrective compliance plan
- WPR more challenging starting in 2012 due to higher post-recession caseloads and expiration of ARRA CRC provision

HHS waiver option opportunity

- HHS announced last week that it will consider waivers for more effective ways to help families succeed in employment
 - Goal to improve effectiveness of work programs, not to gut work requirements
 - Requires employment focus, rigorous evaluation, interim benchmarks
- Things that Washington state might consider:
 - Get credit in WPR for those in subsidized employment, even after off aid or subsidy ends
 - Bigger redesign of performance measurement
 - Using data capacity for alternate measurement

What might happen in Congress?

- Likely extension for 2013, not full reauthorization
 - Reauthorization might come next year (or not)
- Concern about excess MOE/third-party MOE
- Possible changes to Contingency Fund
- Broad agreement that WPR is not working well
- Some common ground possible on tweaks to WPR
 - E.g., partial credit for substantial hours
 - Some broadening of countable activities
- May be legislation to limit/prohibit waivers

What next for Washington State?

- Don't shape work activities just to meet work rate – we cannot afford to waste resources or families' time
- Operate the program that is best for families and their employment outcomes
- Can avoid fiscal penalty if this approach does not meet WPR
 - Use waiver option – move quickly
 - Broad program of worker supplement benefit to employed SNAP families with children (improve design from Career Services which failed to capture credit for many families)
 - Solely state funded program, at least for 2-parent families
 - Continue excess MOE to extent available

State Board for Community and Technical Colleges

WorkFirst Education and Training Update

Presented by:

Washington State Board for Community and Technical Colleges

www.sbctc.edu

Rick Krauss

Policy Associate—Workforce Education & Economic Development

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Performance Data Update

- The SBCTC WorkFirst contract includes 20% that contractors must earn by specific performance achievement
- In alignment with the goals established with the WorkFirst redesign, we measure raising the knowledge and skills of students by incenting and tracking educational attainment

Measures:

Integrated Basic Education and Skills Training (I-BEST) enrollment and student retention

Gains in math or English language or by earning a GED to advance toward college level work

Earning the first 15 college level credits or earning the first 30 college level credits per academic year

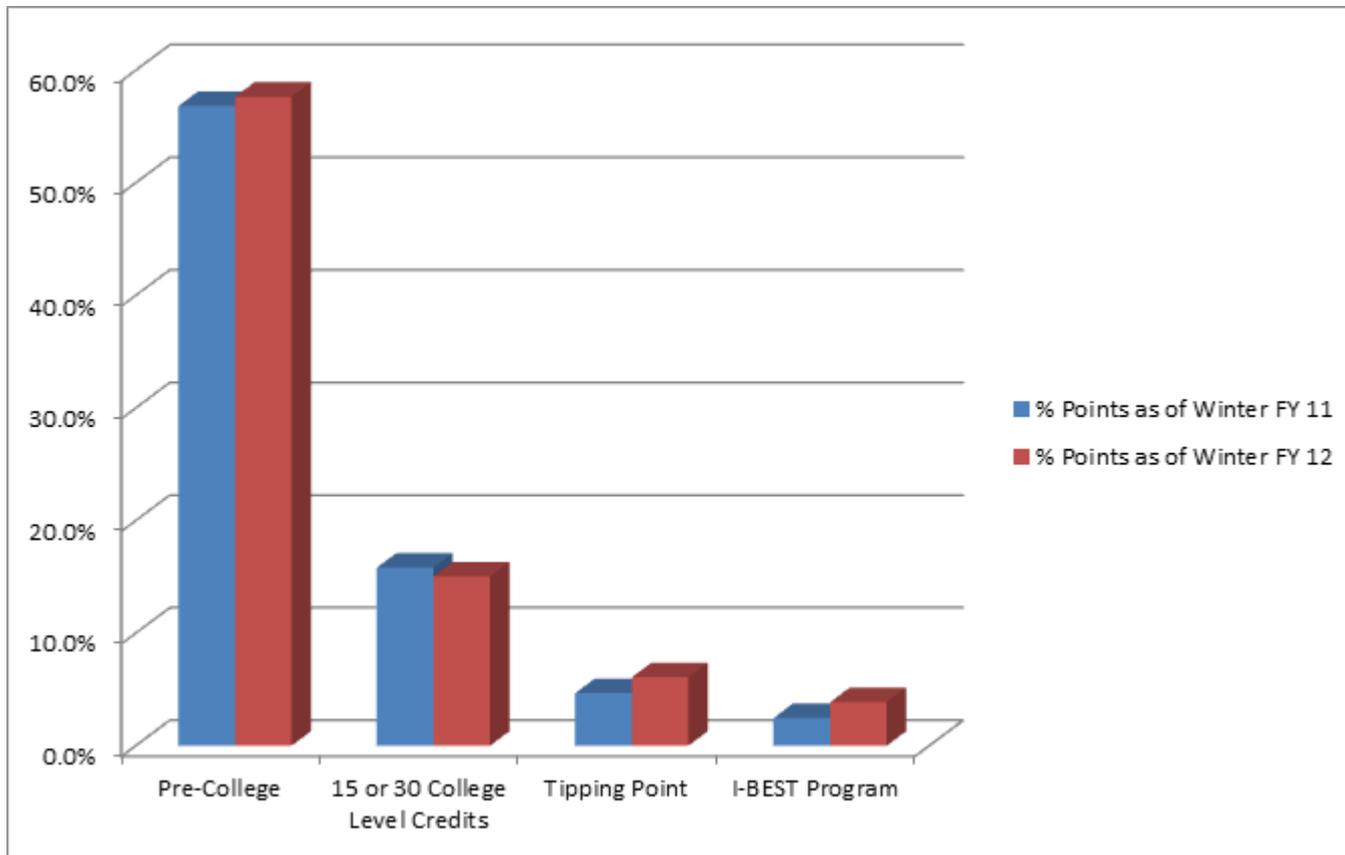
Earning a certificate backed by at least one year of college, earning a two year degree or completing an apprenticeship

Continued positive data despite unprecedented number of program changes and fiscal challenges

- The FY12 data through winter quarter shows:
 - Continued transition from short term training to 1 year vocational programs; students are staying longer achieving more
 - Increased focus on I-BEST = increased enrollments 18%
 - Although we are serving fewer students, we are serving them more effectively
 - Gains in 3 of the 4 performance measures, student achievement

- **Areas of gains**

- Pre-College
- Tipping Point
- I-BEST



Vocational Training Completion

Activity	Completers	Leavers	Completion Rate	Total Exits
CJST				
2007	671	768	47%	1,439
2008	602	740	45%	1,342
2009	611	851	42%	1,462
2010	609	1,118	35%	1,727
2011	625	1,064	37%	1,689
Total CJST	3,118	4,541	41%	7,659
FT Vocational				
2007	185	236	44%	421
2008	238	303	44%	541
2009	315	377	46%	692
2010	567	631	47%	1,198
2011	842	830	50%	1,672
Total FT	2,147	2,377	47%	4,524
PT Vocational				
2007	540	573	49%	1,113
2008	502	642	44%	1,144
2009	545	715	43%	1,260
2010	314	433	42%	747
2011	378	449	46%	827
Total PT	2,279	2,812	45%	5,091
Total All	7,544	9,730	44%	17,274

Average length of programs

Year	Number of Quarters
2008	2
2009	3
2010	3
2011	3

Training and Employment Outcomes

The length of training matters

All Components 2010				
	Leavers who did not complete	Leavers with less than 1 year of college	Leavers who reached 1 year of college and a credential	Total
Students	7,855	1,816	619	10,290
% of Students	76%	18%	6%	
Employed	2,715	906	365	3,986
Employment Rate	35%	50%	59%	
Hourly Wage	\$10.03	\$11.41	\$13.94	
Qtly. Earnings	\$2,990	\$4,090	\$5,080	



Department of Commerce

Innovation is in our nature.

COMMERCE WORKFIRST PROGRAMS

- **Community Jobs Program update**
- **Job Connection Program update**
- **Career Development Program update**

Public Comment

20 Minutes





Legislative-Executive Task Force— Next Steps Discussion

- Follow up action items
- Goals and priorities for future meetings
- Next meeting agenda topics
- Next meeting date



Thank You!