

WorkFirst Redesign
**Washington's Temporary Assistance for
Needy Families (TANF) Program**

WorkFirst Legislative-Executive Taskforce

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2010 WorkFirst Redesign

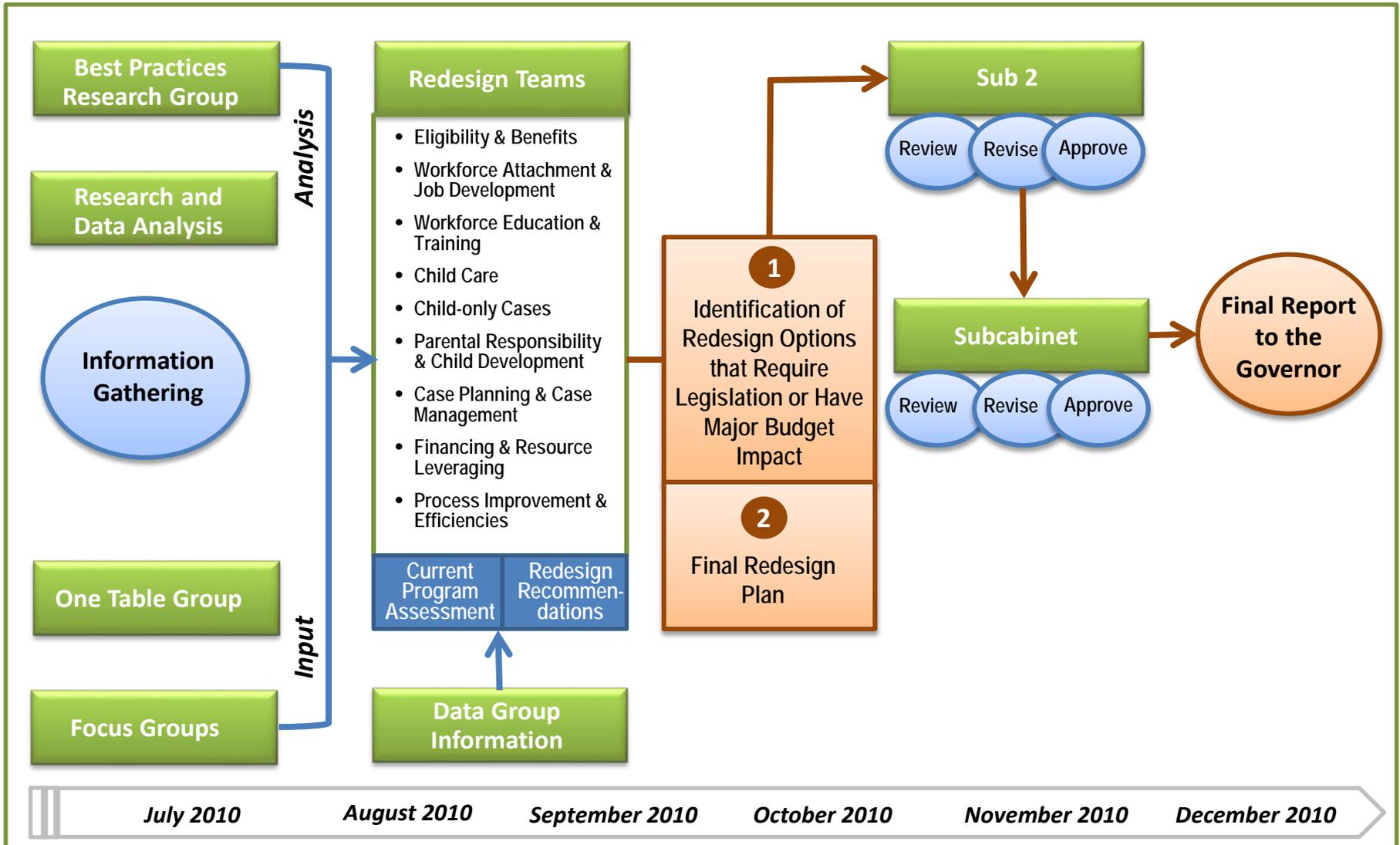
With the signing of HB 3141 on April 1, 2010, Governor Christine Gregoire directed the WorkFirst Subcabinet to:

“Examine how to best meet the challenges for the WorkFirst families to obtain employment and achieve family self-sufficiency,” and provide a report and plan to implement evidence based best practices that are sustainable with a block grant program.

Core Assumptions to Guide the Redesign

- **Achieving stable and 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 the goals of WorkFirst**

2010 WorkFirst Re-Examination Planning Process



Input, Ideas and Research

- **Best Practices Research (looking at other states and studies)**
- **RDA Research (Washington WorkFirst data and analysis)**
- **Focus groups (client, service providers and staff from all partner agencies)**
- **Surveys (clients and service providers)**
- **WorkFirst 'One Table' meetings**
- **Input from many additional sources including; One Table members, Tribes, advocate groups and other stakeholders**

To view research, surveys, focus group results and meeting minutes from the One Table please go to:

<http://www.workfirst.wa.gov/reexam/default.asp>

Team Approach

- **Eligibility and Benefits**
- **Case Planning and Case Management**
- **Parental Responsibility and Child Development**
- **Workforce Attachment and Job Development**
- **Workforce Education and Training**
- **Child Care**
- **Child-only Cases**
- **Financial and Resource Leveraging**
- **Process Improvement and Efficiencies**

Common Themes Emerged

- **Focus on the whole family**
- **More flexible participation**
- **Streamline eligibility and reporting processes**

Recommendations

- **Strengthen the Assessment Process**
- **Implement Four New Engagement Tracks**
- **Reform Participation Requirements**
- **Implement New Eligibility Requirements for Child-only Cases with Non-parental Caregivers**

Recommendations

- **Apply New Case Management Approach for Families Involved in the Child Welfare System**
- **Redesign Employment Services**
- **Build Stronger Connections in the Business Community**
- **Expand Employment Based Training Options**

Recommendations

- **Adopt a New Program Funding Model**
- **Leverage Local Planning Resources and Coordination**
- **Improve Parent and Program Accountability**

Progress to Date – July 2011

- **Implementation of Streamlined Participation
(*Alignment with Federal Requirements*)**
- **Implementation of Engagement that Matters**
- **Implementation of Career Scope**
- **Implementation of New Commerce Programs**
- **Implementation of Educational Redesign Efforts**
- **Implementation of New Community Service
Definitions**

Progress to Date – Efforts Currently Underway

- **Motivational Interviewing Training**
- **Child Welfare Housing Project**
- **Chemical Dependency Pilot**
- **Predictive Modeling Tool**
- **Integrated Case Management Project**
- **Early Childhood Innovations Project**