# WorkFirst Oversight Legislative-Executive Taskforce

# January 25, 2012

## 6:00PM to 8:00PM

Senate Hearing Room 1
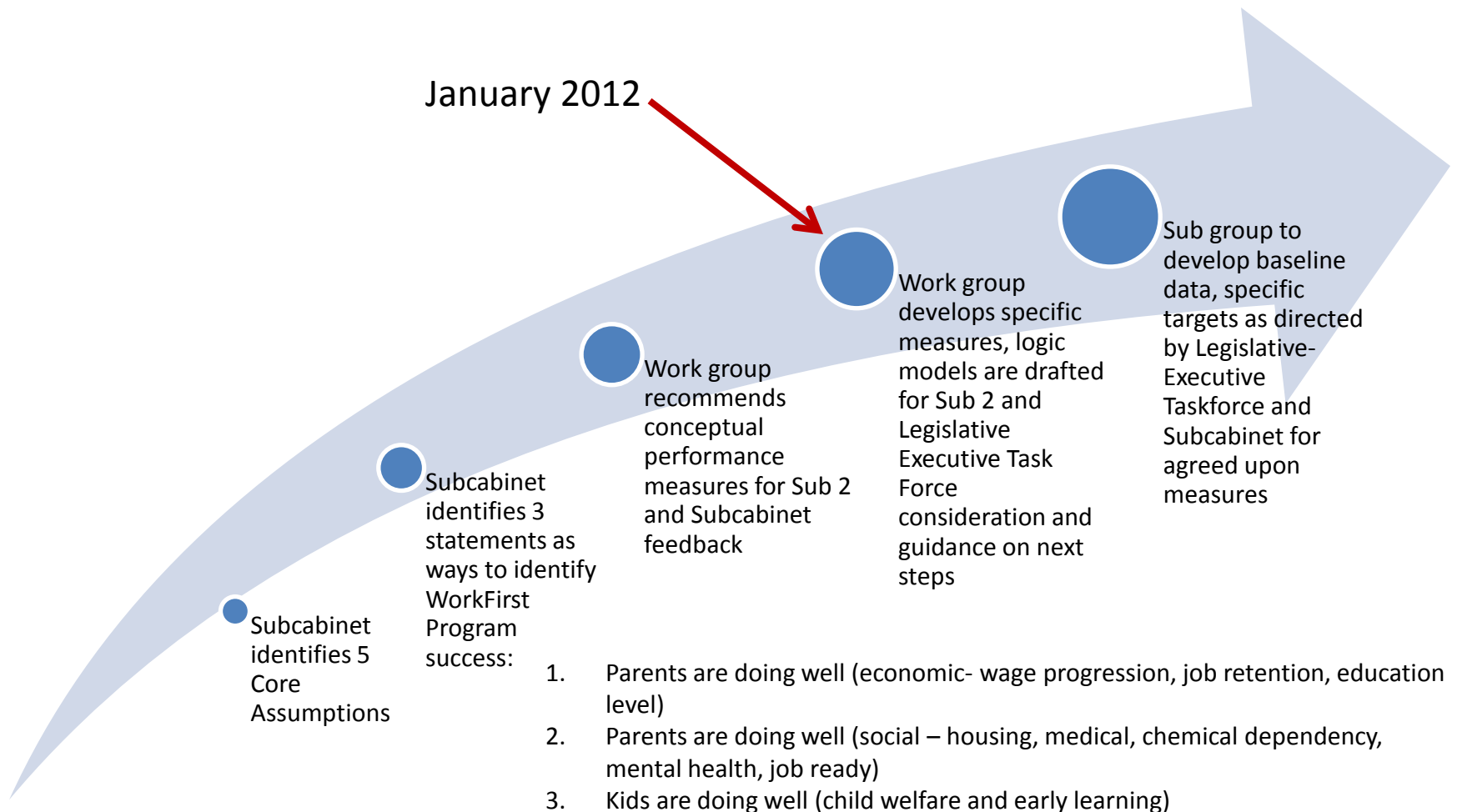J.A. Cherberg Building
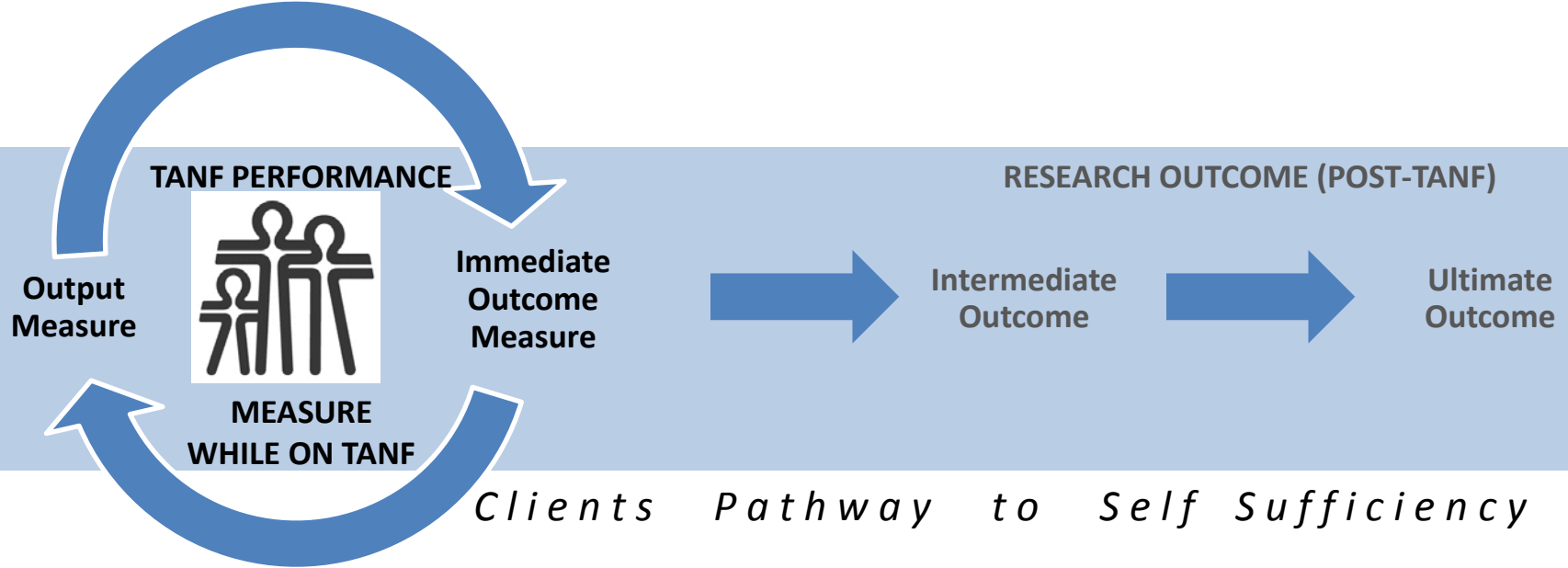Olympia, WA

# AGENDA

| Time | Agenda Item | Presenter | Outcome |
|------|-------------|-----------|---------|
| 6:00 | Welcome/Introductions | **Taskforce Co-Chairs** | |
| 6:10 | WorkFirst Performance Monitoring & Measurement | **Carla Reyes** Policy Chief, CSD, ESA, DSHS | Presentation and Guidance on Next Steps |
| 6:25 | Budget and ESSB 5921 Policy Changes & Resulting Impacts | **Babs Roberts** CSD Director, ESA, DSHS **Carla Reyes** Policy Chief, CSD, ESA, DSHS | Sharing/Discussion of Requested Information |
| 7:05 | DSHS Community Services Division (CSD) Staffing and Workload | **Babs Roberts** CSD Director, ESA, DSHS | Information Sharing |
| 7:10 | Department of Early Learning (DEL)— Working Connections Child Care | **Lynne Shanafelt** Child Care Administrator, DEL | Program Overview Presentation |
| 7:20 | Employment Security Department (ESD)— Career Scope Pilot | **Kelly Lindseth** WorkFirst Programs Director, ESD | Program Update |
| 7:25 | Department of Commerce (Commerce)— •Community Jobs •Job Connection Program •Career Development Program | **Eva Greenwalt** Community Economic Opportunities Unit/WorkFirst Program Manager, Commerce | Program Updates |
| 7:30 | TANF Re-authorization | **Babs Roberts** CSD Director, ESA, DSHS | Federal Re-authorization Update and Discussion |
| 7:40 | Taskforce Next Steps | **Taskforce Members** | Discussion of Next Steps |
| 8:00 | Adjourn | | |

# WorkFirst Program Measures- Update on Work Group Activities

January 2012

Subcabinet identifies 5 Core Assumptions

Subcabinet identifies 3 statements as ways to identify WorkFirst Program success:

Work group recommends conceptual performance measures for Sub 2 and Subcabinet feedback

Work group develops specific measures, logic models are drafted for Sub 2 and Legislative Executive Task Force consideration and guidance on next steps

Sub group to develop baseline data, specific targets as directed by Legislative-Executive Taskforce and Subcabinet for agreed upon measures

1. Parents are doing well (economic- wage progression, job retention, education level)
2. Parents are doing well (social – housing, medical, chemical dependency, mental health, job ready)
3. Kids are doing well (child welfare and early learning)

**TANF PERFORMANCE**

**MEASURE WHILE ON TANF**

Output Measure

Immediate Outcome Measure

**RESEARCH OUTCOME (POST-TANF)**

Intermediate Outcome

Ultimate Outcome

*Clients Pathway to Self Sufficiency*

## Are Parents Improving Economically?

▪Educational Attainment, Skill Building & Proficiency

▪Work Preparation, Work Skills, Finding a Job, Employment, Job Stability, Wage Progression & Reducing Dependency

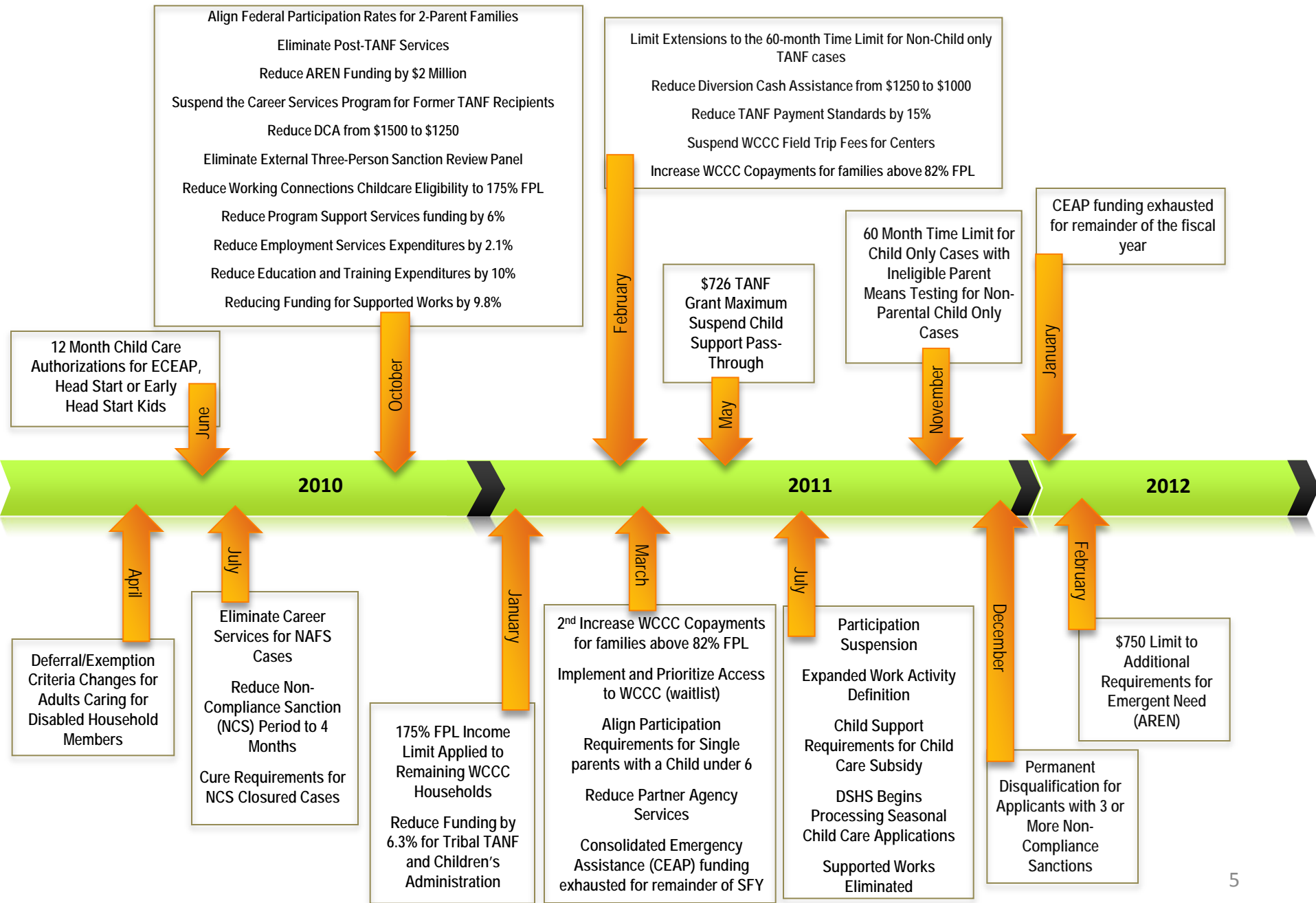▪Financial Literacy & Budgeting Skills, Improved Credit & Economic Stability, Job Stability and Wage Progression

## Are TANF Children and Youth Doing Well?

▪Access & Use of Early Childhood and Preschool Programs

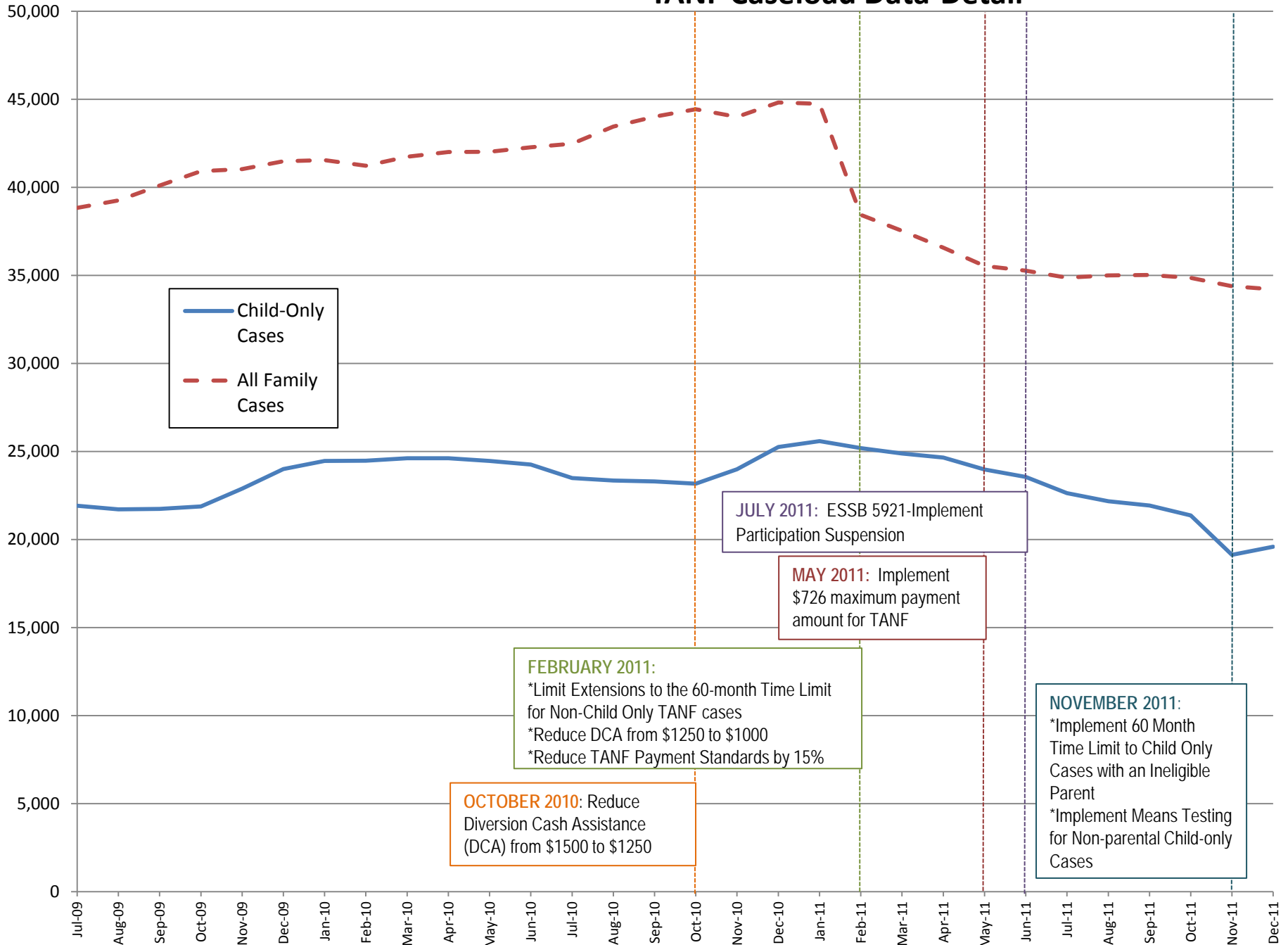▪K-12 Enrollment and Progress in Appropriate Levels of Education and Vocational Planning

## Are TANF Families Doing Well?

▪Access & Use of Health Care for Youth and Parents

▪Family, Parent & Youth Homelessness, Housing and Housing Stability

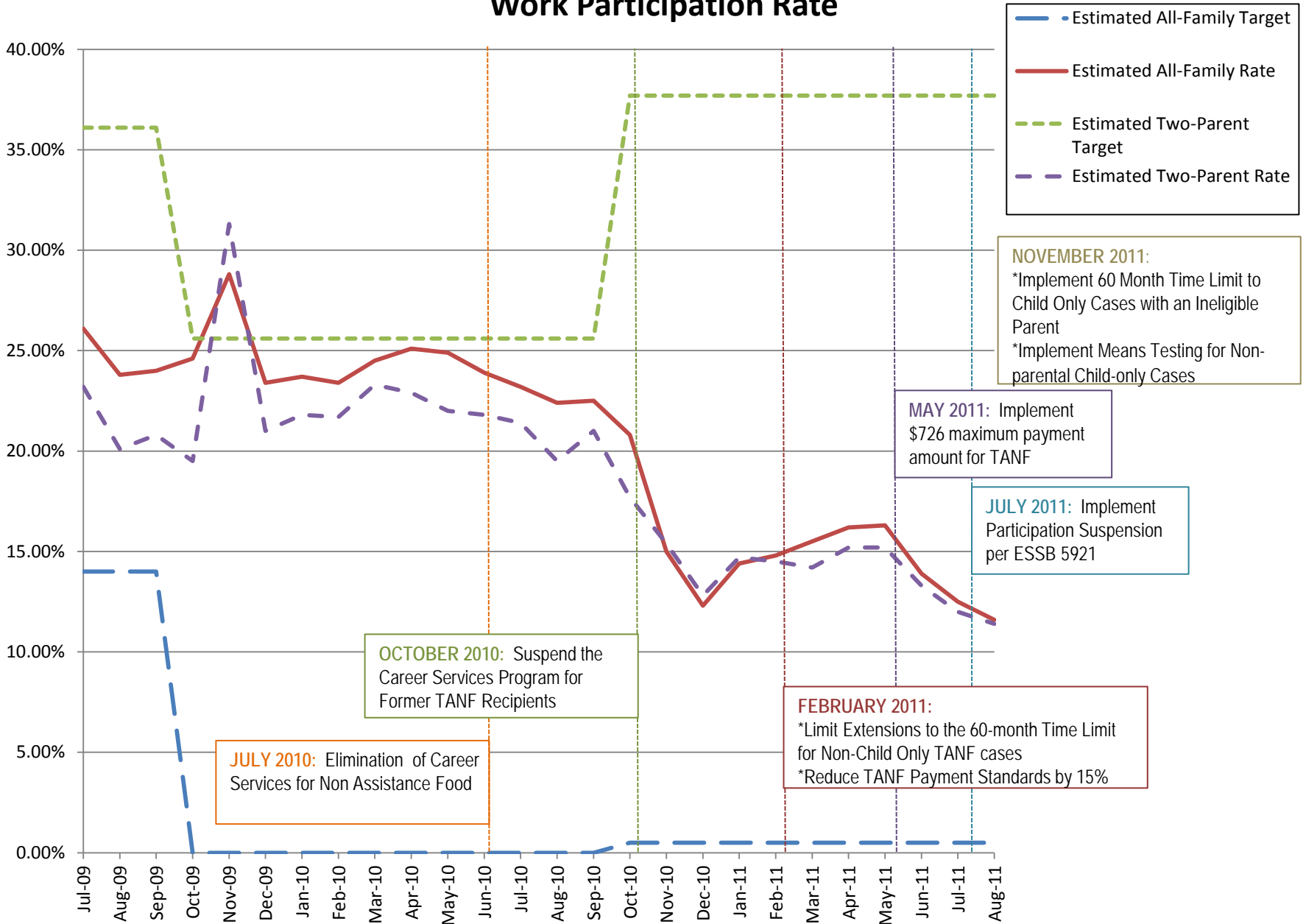▪Parenting, Child Support, Family Conflict and Domestic Violence
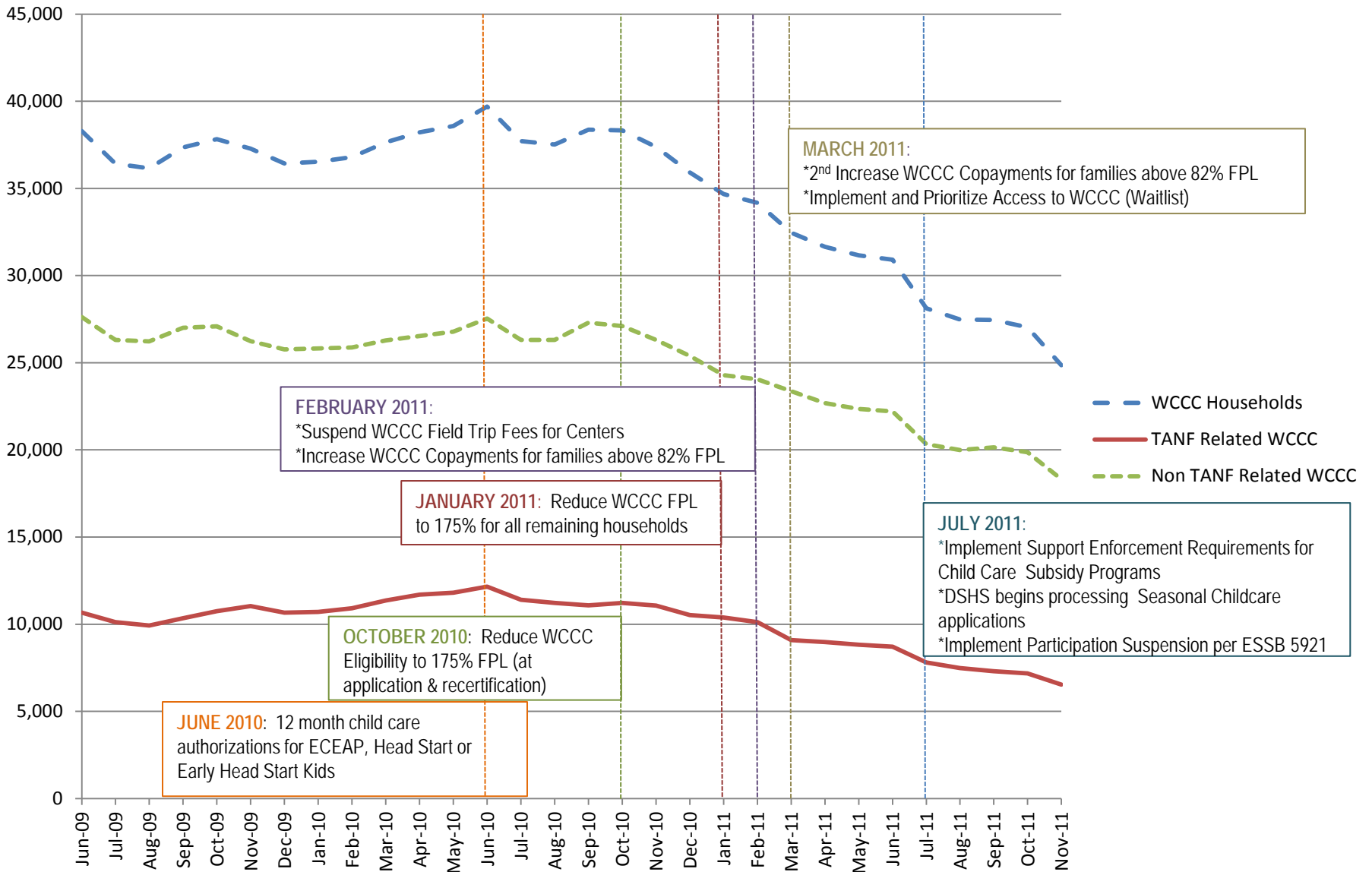
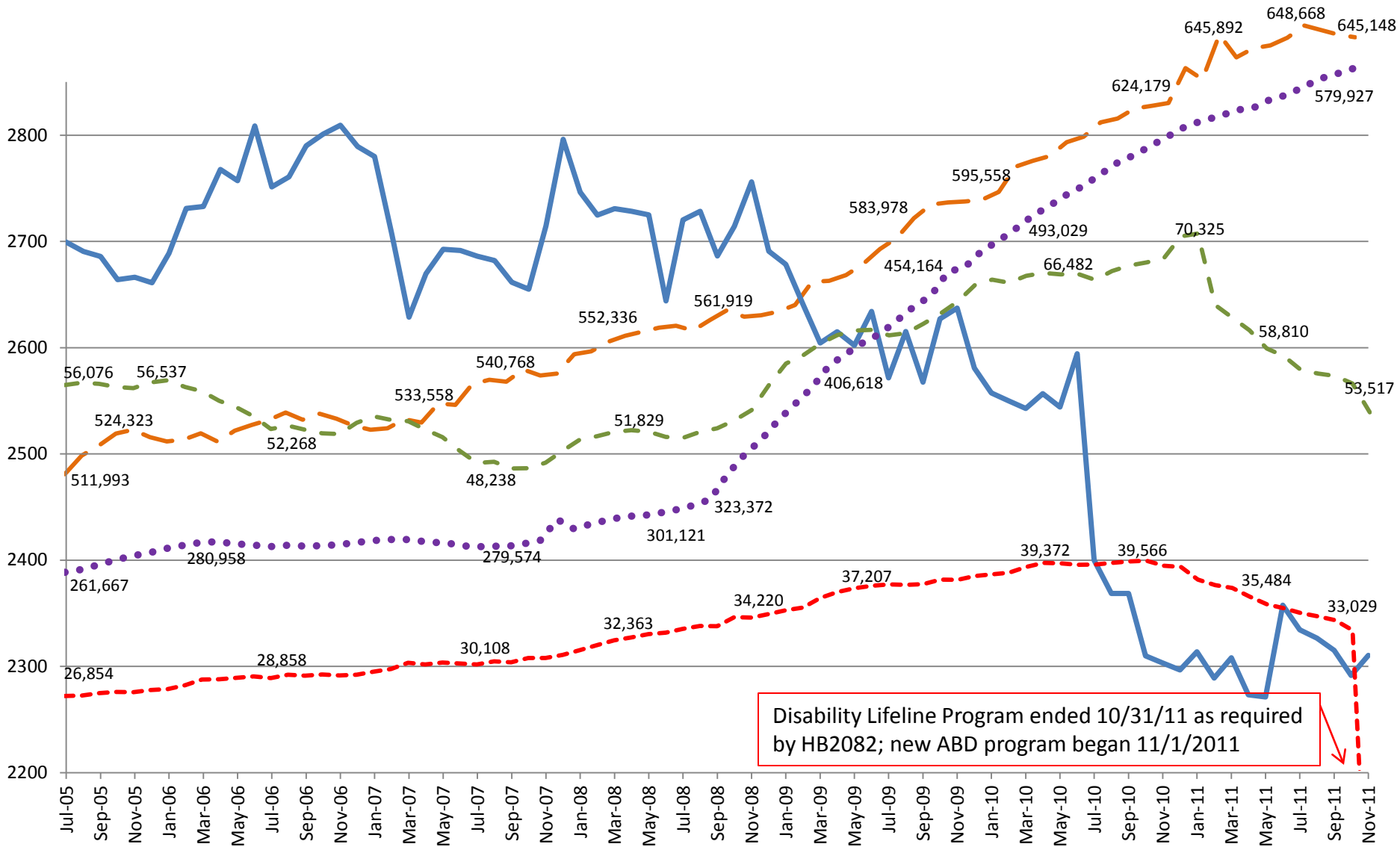# WorkFirst Policy Changes – 2010 to Present

**Align Federal Participation Rates for 2-Parent Families**

Eliminate Post-TANF Services

Reduce AREN Funding by $2 Million

Suspend the Career Services Program for Former TANF Recipients

Reduce DCA from $1500 to $1250

Eliminate External Three-Person Sanction Review Panel

Reduce Working Connections Childcare Eligibility to 175% FPL

Reduce Program Support Services funding by 6%

Reduce Employment Services Expenditures by 2.1%

Reduce Education and Training Expenditures by 10%

Reducing Funding for Supported Works by 9.8%

**October**

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Limit Extensions to the 60-month Time Limit for Non-Child only TANF cases

Reduce Diversion Cash Assistance from $1250 to $1000

Reduce TANF Payment Standards by 15%

Suspend WCCC Field Trip Fees for Centers

Increase WCCC Copayments for families above 82% FPL

**February**

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CEAP funding exhausted for remainder of the fiscal year

**January**

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60 Month Time Limit for Child Only Cases with Ineligible Parent Means Testing for Non-Parental Child Only Cases

**November**

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$726 TANF Grant Maximum Suspend Child Support Pass-Through

**May**

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12 Month Child Care Authorizations for ECEAP, Head Start or Early Head Start Kids

**June**

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## 2010    2011    2012

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**April**

Deferral/Exemption Criteria Changes for Adults Caring for Disabled Household Members

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**July**

Eliminate Career Services for NAFS Cases

Reduce Non-Compliance Sanction (NCS) Period to 4 Months

Cure Requirements for NCS Closured Cases

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**January**

175% FPL Income Limit Applied to Remaining WCCC Households

Reduce Funding by 6.3% for Tribal TANF and Children's Administration

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**March**

2nd Increase WCCC Copayments for families above 82% FPL

Implement and Prioritize Access to WCCC (waitlist)

Align Participation Requirements for Single parents with a Child under 6

Reduce Partner Agency Services

Consolidated Emergency Assistance (CEAP) funding exhausted for remainder of SFY

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**July**

Participation Suspension

Expanded Work Activity Definition

Child Support Requirements for Child Care Subsidy

DSHS Begins Processing Seasonal Child Care Applications

Supported Works Eliminated

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**December**

Permanent Disqualification for Applicants with 3 or More Non-Compliance Sanctions

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**February**

$750 Limit to Additional Requirements for Emergent Need (AREN)

# TANF Caseload Data-Detail



Legend:
- Child-Only Cases (solid blue line)
- All Family Cases (dashed red line)

**JULY 2011:** ESSB 5921-Implement Participation Suspension

**MAY 2011:** Implement $726 maximum payment amount for TANF

**FEBRUARY 2011:**
*Limit Extensions to the 60-month Time Limit for Non-Child Only TANF cases
*Reduce DCA from $1250 to $1000
*Reduce TANF Payment Standards by 15%

**OCTOBER 2010:** Reduce Diversion Cash Assistance (DCA) from $1500 to $1250

**NOVEMBER 2011:**
*Implement 60 Month Time Limit to Child Only Cases with an Ineligible Parent
*Implement Means Testing for Non-parental Child-only Cases

**Work Participation Rate**

Legend:
- Estimated All-Family Target
- Estimated All-Family Rate
- Estimated Two-Parent Target
- Estimated Two-Parent Rate

NOVEMBER 2011:
*Implement 60 Month Time Limit to Child Only Cases with an Ineligible Parent
*Implement Means Testing for Non-parental Child-only Cases

MAY 2011: Implement $726 maximum payment amount for TANF

JULY 2011: Implement Participation Suspension per ESSB 5921

OCTOBER 2010: Suspend the Career Services Program for Former TANF Recipients

JULY 2010: Elimination of Career Services for Non Assistance Food

FEBRUARY 2011:
*Limit Extensions to the 60-month Time Limit for Non-Child Only TANF cases
*Reduce TANF Payment Standards by 15%

7

# WCCC Households and Children by Current or Recent Involvement in the TANF Program

MARCH 2011:
*2nd Increase WCCC Copayments for families above 82% FPL
*Implement and Prioritize Access to WCCC (Waitlist)

FEBRUARY 2011:
*Suspend WCCC Field Trip Fees for Centers
*Increase WCCC Copayments for families above 82% FPL

JANUARY 2011: Reduce WCCC FPL to 175% for all remaining households

OCTOBER 2010: Reduce WCCC Eligibility to 175% FPL (at application & recertification)

JUNE 2010: 12 month child care authorizations for ECEAP, Head Start or Early Head Start Kids

JULY 2011:
*Implement Support Enforcement Requirements for Child Care Subsidy Programs
*DSHS begins processing Seasonal Childcare applications
*Implement Participation Suspension per ESSB 5921

Legend:
- - - WCCC Households
──── TANF Related WCCC
- - - Non TANF Related WCCC

**DSHS Community Services Division (CSD)
Full Time Equivalent (FTE) Summary -vs- Caseload Totals**

Legend:
- Total Dis. Lifeline / GAU Cases
- Total Basic Food Cases
- TANF Total Cases
- Total Medical AU Counts
- CSD FTE

Disability Lifeline Program ended 10/31/11 as required by HB2082; new ABD program began 11/1/2011

9

# Working Connections Child Care Program Overview

*Lynne Shanafelt*

*Child Care Administrator*

# Working Connections Child Care

Program Purpose
Oversight and Administration
Funding Sources
Family Eligibility and Requirements
Statistics
Provider Types

Washington State Department of
Early Learning

# Working Connections Child Care

✓ Washington state's child care subsidy program that promotes:

- Stability for children

- Reliability for parents who are either working or engaged in other approvable activities

- Predictability for child care providers who serve low-income families

Washington State Department of Early Learning

# Working Connections Child Care

✓ Oversight and Administration

- ▪ Department of Early Learning (DEL):
  - ▪ Serves as the lead agency for the Child Care and Development Fund (CCDF) – reports to the federal government on child care subsidy programs and expenditures
  - ▪ Writes policy and eligibility rules
  - ▪ Administers the collective bargaining agreement for licensed family home providers and in-home/relative providers
  - ▪ Coordinates and supports early learning services, child care licensing, child care provider professional development, and child care quality initiatives

Washington State Department of **Early Learning**

# Working Connections Child Care

- Department of Social and Health Services (DSHS)
  - Determines families' eligibility
  - Authorizes child care needed for eligible families
  - Pays providers for authorized and billed child care services
  - Assess over and underpayments
  - Answers questions related to eligibility, authorizations, and payments

Washington State Department of
Early Learning

# Working Connections Child Care

## Funding Sources

- General Fund-Federal:
  - Temporary Assistance for Needy Families (TANF)
  - Child Care and Development Fund (CCDF)
- General Fund-State:
  - CCDF Match
  - CCDF MOE
  - TANF MOE
  - CBA

### 2011-13 Budget by Funding Source



- CCDF — 27%
- TANF — 47%
- CCDF Match — 10%
- CCDF MOE — 12%
- TANF MOE — 2%
- CBA — 2%

Washington State Department of
Early Learning
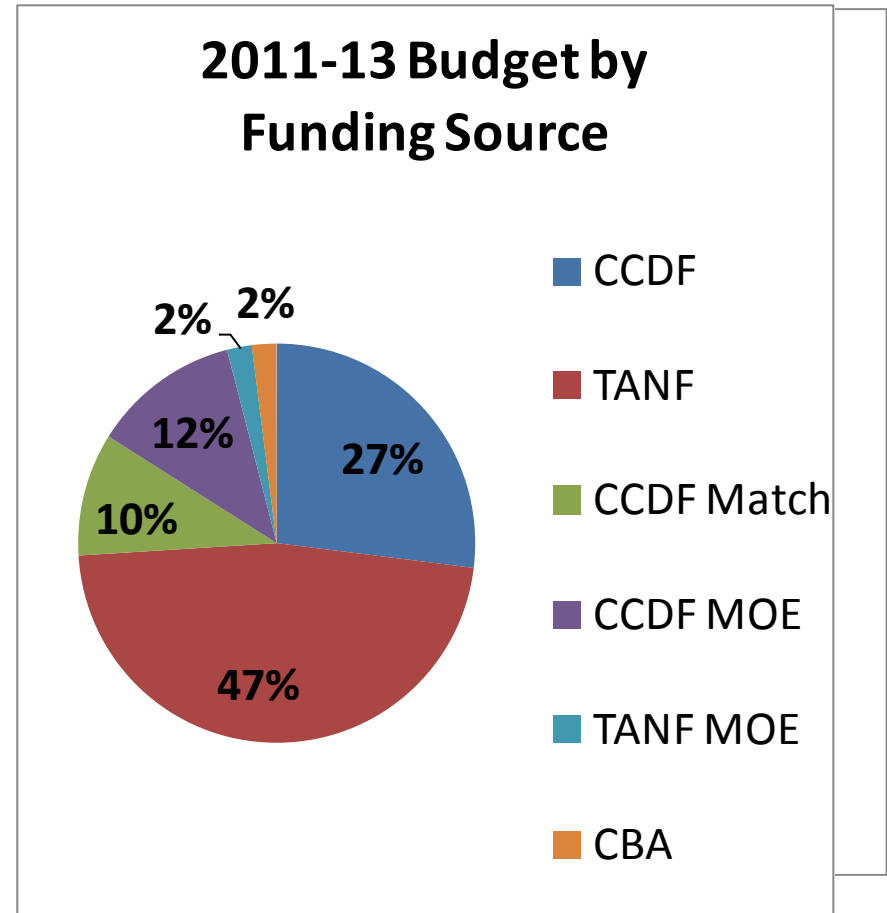
# Working Connections Child Care

✓ Funding Sources

- CCDF Plan Requirements of Lead Agency

  - Allow parents to choose from a variety of child care categories - center, group home, family child care, and in-home (45 CFR § 98.30 (e) (1))

  - Promote continuity of child care services

  - Conduct Market Rate Survey

  - Ensure Program Integrity

Washington State Department of
Early Learning

# Working Connections Child Care

✓Family Eligibility and Requirements

- Parents must:
    - Participate in approved activities (such as work, training or education)
    - Have countable income at or below 175% of FPL
        - For a family of 4, 175% of FPL = $3,260 per month
    - Pay a copayment

- Children must:
    - Be a US citizen or national, qualified alien, or nonqualified alien who meets state residency requirements
    - Live in Washington
    - Be less than 13 years of age <u>or</u> less than 19 years of age and have a verifiable special needs or be under court supervision

Washington State Department of
Early Learning

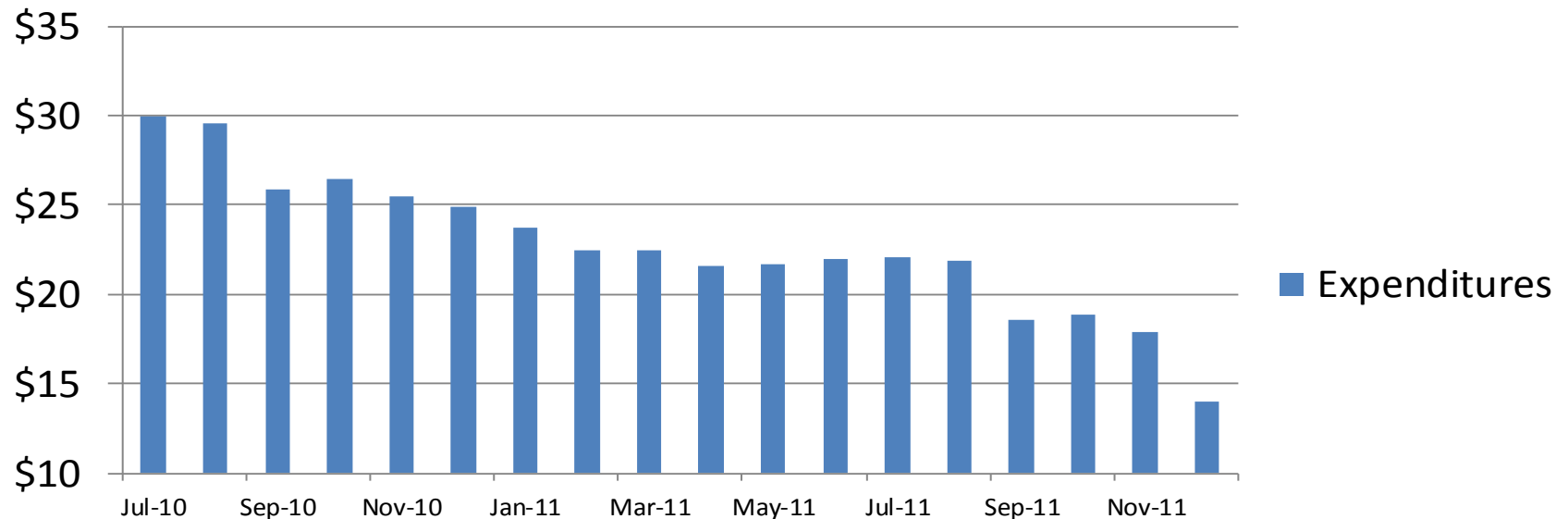# Working Connections Child Care

✓ WCCC Statewide Families and Children Served
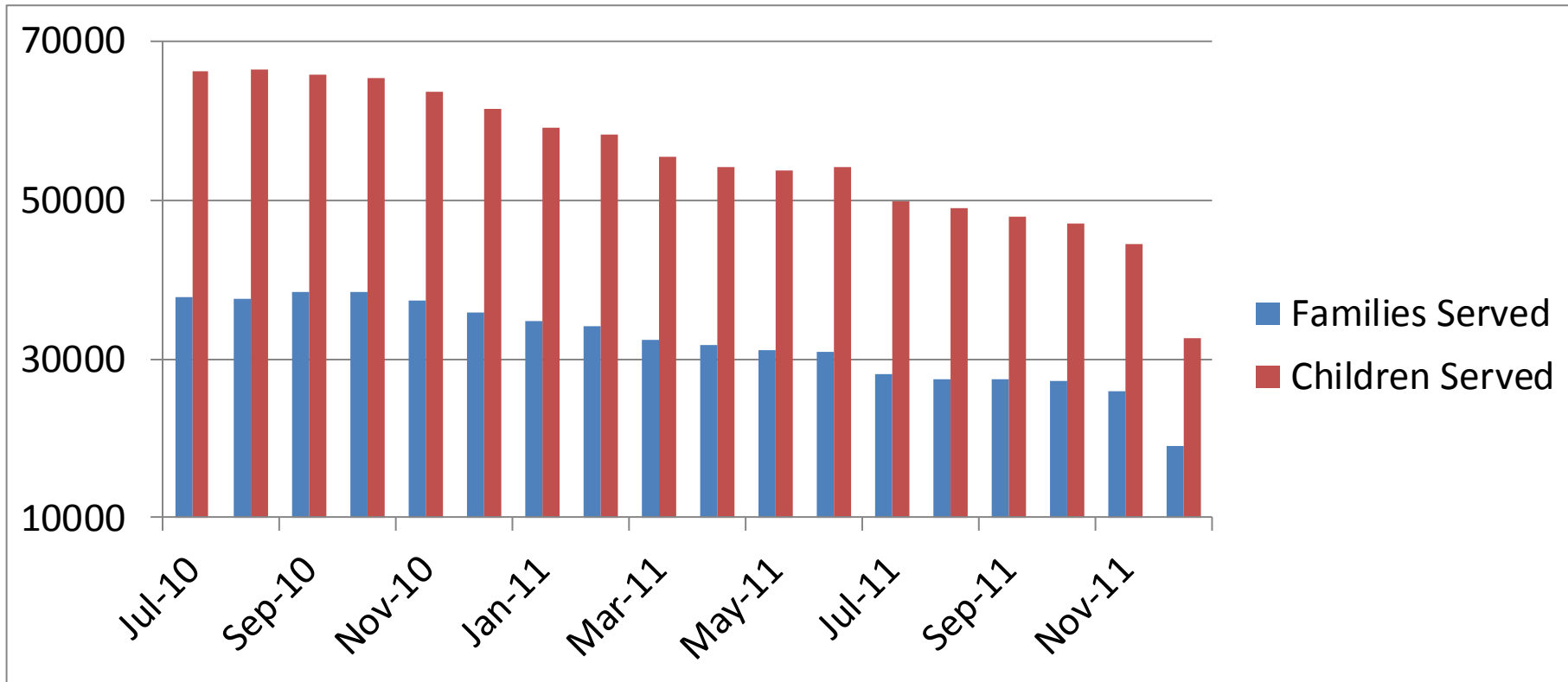
# Working Connections Child Care
✓WCCC Statewide Expenditures



**Expenditures (in millions of dollars)**

* Providers are able to invoice the state up to a year after service has been provided – therefore, not all payments have been made for actual service provided.
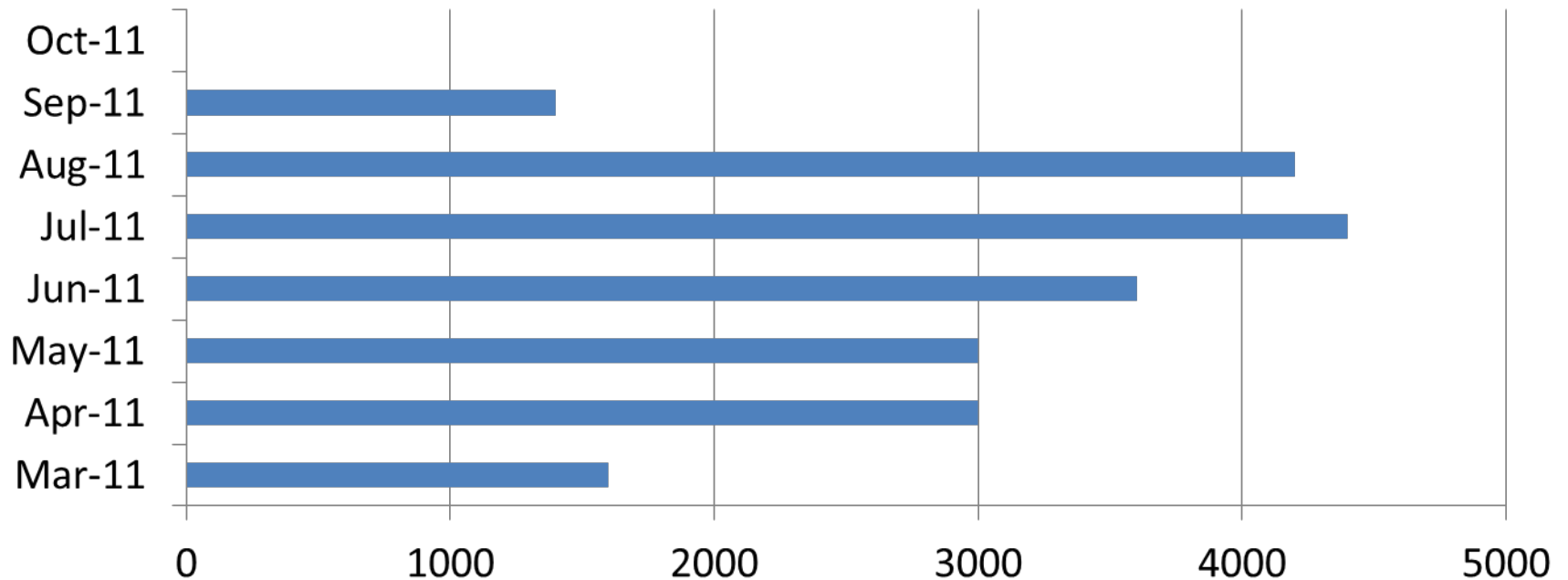
# Working Connections Child Care

✓ The decline in WCCC enrollment numbers and expenditures were affected by the following policy changes:

- Reduction in income eligibility guidelines – from 200% to 175% of FPL (January 2011)

- Implementation of a program cap*
  - 35,200 eligible families (March 2011)
  - 33,000 eligible families (July 2011)
  - * From March to September 2011, WCCC operated with a wait list.

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Early Learning

# Working Connections Child Care

✓ Families Impacted by Wait List



Average number of households on wait list

# Working Connections Child Care

✓ WCCC Cost Per Case by Tier in June 2011

| Tier | Households | Average Subsidy Cost per Month |
|------|-----------|-------------------------------|
| Tier 1 ($15 Copay, <82% FPL) | 13,130 | $735.69 |
| Tier 2 ($65 Copay, 82-137.5% FPL) | 10,533 | $747.93 |
| Tier 3 ($65 + 50% Copay, 137.5 – 175% FPL) | 5,082 | $625.00 |
| Tier could not be determined | 1,910 | $605.43 |
| Total Cases | 30,655 | $713.25 |

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Early Learning

# Working Connections Child Care

## Comparison of Families

|  | Number | Percentage of subsidized care |
|---|---|---|
| TANF Families | 7,980 | 25% |
| Non-TANF Families | 24,280 | 75% |
| Total (07/11) | 32,260 | 100% |

### WCCC Funding

■ Caseload %   ■ Funding % TANF   ■ Funding % CCDF   ■ Funding GF-S Mtach/MOE/CBA



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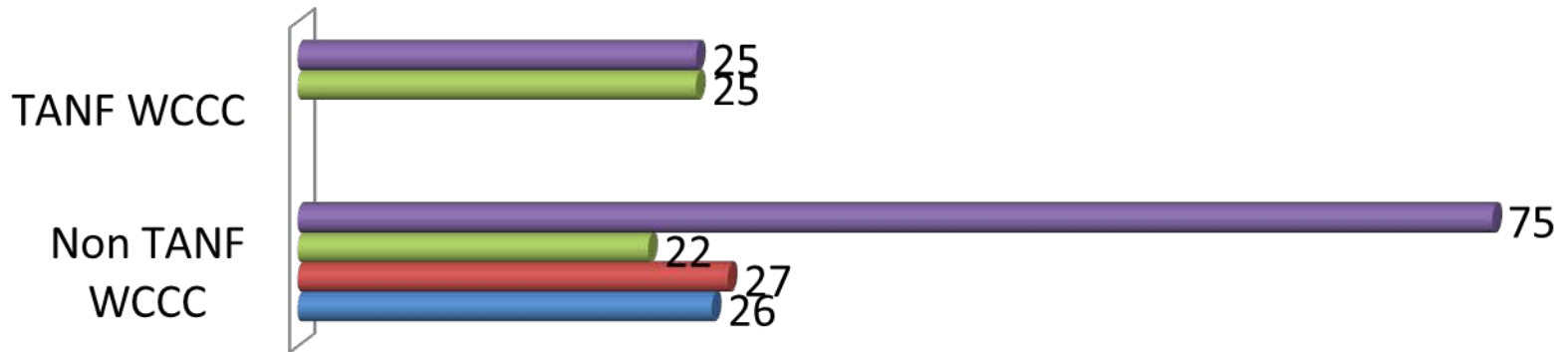
# Working Connections Child Care

✓ Provider types:

- 3,782 In-home/relative providers*

- 4,748 Licensed family homes*

- 1,600 Licensed centers

- 53 Certified tribal, public school and military facilities

- 5 Seasonal day camp contractors

* Members of Service Employees International Union (SEIU) 925

Washington State Department of
**Early Learning**

# Questions?

**Stay connected!**

**www.del.wa.gov**

**www.twitter.com/DEL_wa**

# **Career Scope Pilot Update**

- Lessons Learned

- Where to Focus—Phases III and IV

- Next Steps

# ESD Career *Scope* (CS) Statewide Expansion Timeline
updated 1/25/2012

**January**
Central office WorkFirst staff began reviewing existing CS Pilot training curriculum. CS Refresher Training will roll out regionally for new and existing CS pilot staff in late February.

ESD's LMEA Division began a CS impact study in January. They will look at outcomes in March when mature employment data becomes available.

1/10 - Met with CS Pilot WorkFirst Supervisors and Administrators/Area Directors to discuss lessons learned and on-going challenges.

1/25 – Provided an update to the WorkFirst Legislative Executive Task Force on the status of the CS pilots and share agency CS expansion plans.

**February**
A formal cross-agency communication from leadership will go out statewide regarding CS expansion expectations, including an implementation timeline.

2/22-29 - CS Refresher Training roll-out to all existing pilot site staff – including new WF staff in the sites. The training will be provided by both central office and pilot site staff.

**March**
•Ongoing communication to ESD WorkFirst local staff on CS expansion planning efforts.
•Finalize the CS training curriculum, including lessons learned and any program and/or procedure changes to the WorkFirst program.
•Develop a regional CS training schedule, logistics and communication strategy.
•Bring local CS pilot employment coaches and central office trainers together to walk through the training material and activities.

**April – May**
•Roll out regional statewide training
•Once training is complete, offices will be expected to develop a local implementation plan with DSHS partners and begin shifting to the CS model.
•CS impact study results available.

**June**
Offices will continue shifting to CS.
Host Regional CS Kick-Off Meetings – Commissioner and Asst. Commissioner Expectations.

**CS Phase I to be fully implemented in all offices statewide by 7/1/12**

**August – December**
Ongoing expansion of Phase's II - IV in all offices during the fall. All offices will be expected to have all 4-phases of CS fully operational by December 31, 2012.

Additional staff development/training in Engaging Customers and Motivational Interviewing will be available regionally.

Staff will conduct on site CS observations for quality assurance and model integrity purposes.

Continue providing communication updates – WorkFirst leadership, partners and agency staff.
Monitoring / Evaluation (6 month monitoring period) Measures to be developed with LMEA.

*Note: Pilot locations - Mt. Vernon, Bellingham, Spokane, Port Angeles and Bremerton.*

*Phase I – CS Engaging Orientation & Assessment*

| January 2012 | February 2012 | March 2012 - May 2012 | June 2012 | July 2012 | August 2012 – December 2012 |
|---|---|---|---|---|---|

# Community Jobs Program

- – Up to 6 months of subsidized employment for participants with employment barriers
- – 1196 new enrollments since July 2011

# Job Connection Program

- – Up to 3 months of subsidized employment paired with targeted job hunting and mentoring
- – 624 enrollments since July 2011

# Career Development Program

- – Up to 12 months unpaid volunteer employment to support engagement in education pathway
- – 111 enrollments since July 2011

# TANF Re-authorization

- The federal Deficit Reduction Act of 2005 (DRA) re-authorized TANF through September 30, 2010

- Congress has extended the TANF block grant through February 29, 2012

- Advocacy for changes at the federal level may provide additional support to enhance the success of WorkFirst

# 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!