Aligned by Design: WIOA and Temporary Assistance for Needy Families (TANF)

Realizing Innovation and Opportunity in WIOA

July 1, 2015
@skillscoalition
Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.
Our Mission

• We **organize** broad-based coalitions seeking to raise the skills of America’s workers across a range of industries.

• We **advocate** for public policies that invest in what works, as informed by our members’ real-world expertise.

• And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.
Aligned By Design resources

This webinar is part of NSC’s *Realizing Innovation and Opportunity in WIOA* series of webinars and papers, which include:

- **Playbook** for Creating Effective State Plans
- **Engagement Matters**: A case study of New Jersey's WIOA planning process
- **Aligned by Design** WIOA & CTE; Adult Education; TANF; and SNAP E&T webinars and fact sheets
Today’s Speakers

• Kermit Kaleba, Federal Policy Director, National Skills Coalition

• Elizabeth Lower-Basch, Policy Coordinator & Director, Income and Work Supports, Center for Law and Social Policy (CLASP)

• Cindy Blakeney Varner, Assistant Director for Employment Assistance, Arkansas Department of Workforce Services
Workforce Innovation and Opportunity Act (WIOA)

- Signed into law July 2014, replaces the Workforce Investment Act (WIA)
- Implementation begins July 1, 2015
- Focus on alignment across federal workforce, education programs
WIOA and TANF – Key Areas of Alignment

• One-stop partnering
• State unified or combined plans
• Labor market information
• Career pathways
• Priority of service requirements
• Work-based training
• Employer engagement
TANF as a WIOA Partner: Opportunities and Challenges
How can partnering expand access?

• Collocation may expand both clients and workers’ knowledge of other programs
• Unified job development and employer engagement activities
• Encourages TANF agencies to expand allowable activities for participants
• Encourages WIOA agencies to ensure that career pathways have strong bridge components, supportive services
Average duration on TANF is under 12 months

Accumulated Months of Participation in Temporary Assistance for Needy Families / General Assistance

- Participated between 1 and 12 months: 62.9
- Participated between 13 and 24 months: 16.0
- Participated between 25 and 36 months: 11.3
- Participated between 37 and 48 months: 9.8

Collaboration has not always been effective

- WIA performance measures, employer focus has sometimes led workforce programs to focus on people who enter at higher skill levels or with more work experience than TANF recipients or mandatory SNAP participants.

- TANF work participation rate requires tracking of attendance, hours

- Different cultures – mandatory vs. voluntary
# TANF Work Participation Rate

<table>
<thead>
<tr>
<th>Activity</th>
<th>Time Limits</th>
<th>Counts Toward the WPR</th>
<th>Caps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unsubsidized employment Subsidized employment On-the-job training Work experience Community service Child care for recipients in community services</td>
<td>None</td>
<td>Yes</td>
<td>None</td>
</tr>
<tr>
<td>Vocational education training</td>
<td>Limited to 12 months in a lifetime</td>
<td>Yes</td>
<td>Limited to 30% of counted individuals (along with education for teen parents)</td>
</tr>
<tr>
<td>Job skills training Education related to employment Secondary school attendance or GED® classes for recipient without HS degree or equivalent</td>
<td>None</td>
<td>Can only be counted when combined with core activities</td>
<td>None</td>
</tr>
<tr>
<td>Job readiness and job search assistance</td>
<td>Limited to 4 consecutive weeks and 6 or 12 weeks total per year</td>
<td>Yes</td>
<td>None</td>
</tr>
</tbody>
</table>
“TANF surplus” is gone

Work-related activities are a small part of TANF

For more information

CLASP resources on WIOA

http://www.clasp.org/wioagameplan

Elizabeth Lower-Basch: elowerbasch@clasp.org
Arkansas WIOA-TANF Alignment

In 2005, the state legislature transferred the TANF program to the Arkansas Department of Workforce Services.

Co-located in Arkansas Workforce Centers
Arkansas TANF-Workforce Partnership

TANF staff integrated into workforce centers under WIA.

TANF staff trained on workforce products

- Labor Market Information
- Arkansas Job Link (Wagner-Peyser System)
- Career Readiness Certificate Program
- Occupational Skills Assessment (TORQ)
Arkansas TANF-Workforce Partnership

TANF funds used to support workforce activities for low-income parents and children

- Career Pathways Initiative
- Summer Youth Employment Program for youth of TANF eligible families
- Infrastructure of Arkansas Workforce Center System
Arkansas WIOA-TANF Alignment

1. TANF staff serve on the WIOA Cross-Agency Planning and Policy Committees

2. Dedicated TANF senior staff member on the WIOA Implementation Team

3. State TANF Oversight Board was repealed by the State WIOA Law and added as a standing committee of the State Workforce Development Board
One-Stop Partnering

• What are key considerations for workforce, TANF stakeholders in strengthening one-stop partnerships?

• What are advantages to partnering? What are the barriers?
State Planning

- How are states engaging TANF in the state planning process required under WIOA?
- What factors should states consider in state planning processes?
Career Pathways

• What are career pathways, and how can TANF support their development and implementation?
• How can career pathways models benefit TANF recipients?
TANF and Youth Programs

• How can TANF be coordinated with youth programs supported under WIOA Title I, and what new opportunities are created by the changes in youth eligibility and program design?
Priority of Service and Work-Based Learning

• How will the new priority of service requirements for WIOA adult services benefit TANF recipients?
• How can expanded work-based training options under WIOA benefit TANF recipients?
Your Questions

Please submit your questions using the question box.
WIOA: Key Dates

- **July 1, 2015**: WIOA implementation begins
- **January 22, 2016**: Final regulations published
- **March 3, 2016**: Unified or combined state plans due
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