



DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF SOCIAL SERVICES

ROY COOPER
GOVERNOR

MANDY COHEN, MD, MPH
SECRETARY

WAYNE E. BLACK
SR. DIRECTOR FOR SOCIAL SERVICES
AND COUNTY OPERATIONS

February 22, 2017

Dear County Directors of Social Services

Attention: Work First Program Administrators, Managers and Supervisors

Re: Work First Participation Rate for Federal Fiscal Years 2014 and 2015

Dear County Directors of Social Services:

The North Carolina Department of Health and Human Services (DHHS), Division of Social Services (DSS), Work First Program was notified by the Administration for Children and Families (ACF), that while North Carolina met the All Families work participation rate for Federal Fiscal Years (FFYs) 2014 and 2015, the state did not meet the **Two-Parent** work participation Rate for FFYs 2014 and 2015. As a result of North Carolina not meeting the Two-Parent work participation rate, a Corrective Compliance Plan is required for FFYs 2014 and 2015, and the state is also subject to a financial penalty. North Carolina has submitted a Corrective Compliance Plan for FFY 2014, and it has been accepted. The Corrective Compliance Plan for FFY 2015 is pending review and approval.

Division team members (Work First Policy, Operational Support Team, Performance Management, Client Services Data Warehouse and North Carolina's Families Accessing Services through Technology – Business and Training) are developing strategies and reviewing best practices to share with counties to strengthen and improve the Work First Participation Rate. In the coming months, training opportunities, work participation consultation, monitoring, monthly data reports for Work First participation and surveys will be made available to provide support to counties to improve the work participation rate overall and as it relates to two-parent families.

As you strive to improve your work participation rates and Work First employment outcomes, the Division encourages local agencies to explore strategies that will enhance the probability of meeting the All Families and Two-Parent work participation rates. Some suggestions to utilize when seeking out and investing in work-related activities are: subsidized employment, career pathways training in high-demand occupations, on-the-job training, and constructive work experience.

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TEL 919-527-6335 • FAX 919-334-1018


LOCATION: 820 S. BOYLAN AVE. • MCBRYDE BUILDING • RALEIGH, NC 27603

MAILING ADDRESS: 2401 MAIL SERVICE CENTER • RALEIGH, NC 27699-2401

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The Division is committed to helping Work First families achieve self-sufficiency, while also meeting the federal work participation rate requirements. If you have questions, please submit to the Operational Support Team at ost.policy.questions@dhhs.nc.gov.

Sincerely,



Wayne E. Black

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