

Systems to Family Stability National Policy Academy

UPDATE 7/7/15

SPONSORED BY THE ADMINISTRATION FOR CHILDREN AND FAMILIES
(ACF), OFFICE OF FAMILY ASSISTANCE

SFS National Policy Academy – What is it?

- ❖ A commitment to rethink and re-energize the **TANF** Program to improve service delivery and employment outcomes
- ❖ 3 Primary Objectives:
 1. Build career pathways via job-driven training and alignment of TANF and workforce systems
 2. Improve business processes and systems coordination
 3. Enhance case management by understanding brain / cognitive science and applying two-generation approaches

Participating States and County

- ❖ 7 States: Colorado, Connecticut, Maryland, North Carolina, Utah, Washington, West Virginia
- ❖ 1 County: Ramsey County, Minnesota

Develop action plans and track progress over the 18 month course of the Academy

Subject Matter Experts

- Michelle Derr, Senior Researcher, Mathematica
- Ray Fleming Dinneen, Director CLIMB Wyoming
- Ann Docett, Research Professor, GW University
- Maria Flynn, Vice President, Jobs for the Future
- **Olivia Golden**, Executive Director CLASP
- Jeanette Hercik, Senior Vice President, ICF International
- Jodie Sue Kelly, Co-Founder, Cygnet Associates
- Elizabeth Lower-Basch, CLASP's Policy Coordinator & Director of Income/Work Support Teams
- Dominic Modicamore, Senior Specialist, ICF International
- LaDonna Pavetti, Vice President for Family Income Support Policy, Center on Budget & Policy Priorities
- Rachel Pollock, Policy Analyst for Ascend, Aspen Institute
- Janet Reilly, Senior trainer (Independent Consultant)

Workshop Topics

- SFS Overview – Nisha Patel, Director OFA & Mark Greenberg, Acting Assistant Secretary for ACF
- Innovation & Intention
- Career Pathways and Job Driven Training
- Case Management and Coaching
- Making Data Actionable and Performance Measurement
- A look at the numbers - the Story within TANF data
- Re-thinking TANF Program Through a Goal Achievement Lens
- State Exchanges / Leading and Affecting Change
- Enhancing Case Management Approaches – Assessment and Motivational Interviewing
- Building Meaningful / Lasting TANF/WIOA Partnerships
- Creating Two-Generation Approaches in a TANF Context
- Creating Career Pathways and Post TANF Supports

Opportunity:

- ❖ Improve North Carolina's **Work First** service delivery system based on best practices and evidence based research

Systems to Family Stability - NC Core Team

Sponsored: Nancy Coston, Orange Co. DSS; Susan Moore, Lenoir Co. DSS; and Diane Smith, DOC-DWFS

Non-Sponsored: David Locklear, DSS-EFS; Sharon Moore, DSS-EFS; and Jack Rogers, DSS-Project Contact

Alternates: Nicki Perry, Franklin County DSS; Della Sweat, Hoke Co. DSS;

Designated SFS Policy Academy Coach: Ed Trumbull, ICF International

Co-facilitator: Jeanette Hercik, ICF International and ***On-Site Support:*** Anamita Gall, ICF International

Systems to Family Stability - NC Home Team

- Kea Alexander, DHHS-OST
- Verna Best, DSS-OEO
- Wayne Black, DSS
- Hank Bowers, DSS-PM
- Claudia Horn, DVR-DHHS ES
- Grace Lane, NCFAST
- Phil Lassiter, DSS-LBL
- Danielle McConaga, DSS-CWS
- Judy McArn, DSS-CSS
- Phil Protz, DVR
- Betsy Moore, DSS-FNS E&T
- Robin Register, DSS-PM
- Kathy Sommese, DSS-Budget
- Brenda Savage, DOC-DWFS
- Jonice Tabron, DSS-WF
- Bob Witchger, NCCCS
- Eric Zechman, DSS-CWS

Activities to Date

- ✓ ACF site visit to North Carolina – June 15-16, 2015
- ✓ NC Core Team participation in Systems to Family Stability (SFS) National Policy Academy in Washington, DC; June 29 – July 1, 2015
- ✓ In Process - Developing Logic Model (*Strategic Action Plan*)

Re-defining our Vision

Based on evidenced-based practices, North Carolina seeks to improve the **Work First** service delivery system by strategically adopting proactive, multi-generational approaches that simultaneously focus on goal achievement, parental employment, and youth development.

Core to this effort will be strengthening state and local workforce development partnerships in order to improve life skills, economic security and well-being of low-income families.

Foundation for Change

- ❖ Build upon the work of the **Work Support Strategies (WSS)** grant summits
- ❖ Build upon the recommendations of the NC Association of County Directors of Social Services (**NCACDSS**) Work First Work Groups
- ❖ Technical assistance (SFS National Policy Academy)
- ❖ State exchanges / site visits
- ❖ Engage key stakeholders – Work First Development Summits
- ❖ Training Options (Motivational Interviewing, Impacts of Poverty on Brain Development / Cognitive Functioning, Two-Generational and Multi-Generational Approaches) – “Best interest of the child”

Strategies & Opportunities

- ❖ Strengthen Work First partnerships:
 - ✓ **Department of Commerce - Divisions of Workforce Solutions / NC Works**
 - ✓ NC Community College System, Division of Vocational Rehabilitation and other community service providers (*network of Community Action Agencies*)
- ❖ Define, plan and implement **Work First's role** as a mandated partner of the workforce development system (NC Works career centers) under **WIOA**
- ❖ Plan for training /employment / work supports for underserved, low-income populations:
 - ✓ Work First participants with multiple barriers to employment (intensive, supportive employment options)
 - ✓ Foster Care Youth & Young Adults (aging out of Foster Care)
 - ✓ Consider development of non-custodial programs with **Child Support Services**

NC Proposal: Strategies & Opportunities

- ❖ Explore universal vocational case worker for **Work First and Food & Nutrition Services (FNS) Employment & Training**
- ❖ Develop a **comprehensive** vocational assessment / appraisal tool for multi-generational application
- ❖ Explore **streamlining referral processes** with access to **intensive supported employment services** (address employment barriers)
- ❖ Increase job-driven employment opportunities and specific training in high demand career pathways
- ❖ Apply motivational interviewing / coaching as part of enhanced case management efforts. Include staff development and training on poverty impacts: cognitive development / executive functioning. Goal achievement and multi-generational approaches (Grandparent, parent and child).

Next Steps

- ❖ Complete Logic Model w/ ICF International
- ❖ Meet with NC SFS Home Team (*debrief*)
- ❖ Organization of Work Groups / Committees
- ❖ Engage Work First Staff statewide (similar to WSS Leadership Summits)
- ❖ Training / Technical Assistance (target regional meetings / SSI conference)
- ❖ Data Mining / Cross Case Reference
- ❖ Attend The WIOA Unified State Plan (statewide meeting) on Friday, July 31, 2015
- ❖ Support DOC/DWS grant application Workforce Innovation Fund (WIF) Grant Opportunity - CFDA Number 17.283. Funding Opportunity Number: FOA-ETA-15-10.