

**REPORT TO THE TWENTY-FOURTH HAWAII STATE
LEGISLATURE 2006**

**IN ACCORDANCE WITH THE PROVISIONS OF ACT 302,
SESSION LAWS OF HAWAII (SLH) 2006**

**DEPARTMENT OF HUMAN SERVICES
BENEFIT, EMPLOYMENT, AND SUPPORT SERVICES
DIVISION
DECEMBER 2006**

**REPORT TO THE HAWAII STATE LEGISLATURE ON ACT 302, SLH 2006,
TANF EXPENDITURE AND STRATEGIC PLAN REPORT**

Act 302, SLH 2006, added a new section to chapter 346, "Expenditure of temporary assistance for needy families funds". The new section requires the Department of Human Services to submit reports on: 1) a plan detailing the expenditure of Temporary Assistance for Needy Families block grant and the desired outcomes from the expenditures; 2) a report about the continuing strategic planning process, and 3) a report on the effectiveness and level of success in reaching the desired outcomes under 1) and 2) and programs from the previous two fiscal years.

1) Planned Expenditure of TANF Funds

Planned expenditure of TANF funds (Act 160 SLH 2006, Sections 38.1, 43.1, 43.2, 156, 156.1 – 156.7) for FY 2007 is as follows:

• Administration	\$ 9,500,000	Section 156.1
• Cash Payments to Needy Families	\$ 45,000,000	Section 156.2
• Teen Pregnancy Prevention	\$ 12,200,000	Section 156.3
• Purchase of Services for Child Welfare	\$ 7,000,000	Section 156.4
• Work Program Contracts	\$ 13,000,000	Section 156.5
• Support Services for TANF Recipients	\$ 13,000,000	Section 156.6
• Pre-Employment Services	\$ 500,000	Section 156.7
• Child Welfare Transfer	\$ 9,850,000	Section 38.1
• Child Care Transfer	\$ 19,800,000	HMS 305
• Computer Software	\$ 883,022	Section 43.1
• Computer Hardware	\$ 1,205,133	Section 43.2
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	\$131,938,155	

TANF Outcomes

The outcomes for the TANF program, as reflected in the State Budget, are as follows:

Measures of Effectiveness:

Potentially eligible households receiving TANF assistance:

FY 2006 Planned=	93%	Actual=	93%
FY2007 Planned=	93%	Actual=	

Mandatory households meeting participation requirements:

FY 2006 Planned=	50%	Actual=	50%
FY 2007 Planned=	50%	Actual=	

Percent of TANF Recipients Employed:

FY 2006 Planned=	50%	Actual=	52%
FY 2007 Planned=	50%	Actual=	

Percent of TANF Recipients in Work Program exiting due to employment:

FY 2006 Planned=	33%	Actual=	53%
FY 2007 Planned=	40%	Actual=	

*Based on previous TANF Federal regulations that have been revised October 1, 2006.

Development of Strategic Plan

Beginning in January 2006, the Department of Human Services (DHS), in partnership with Blueprint for Change, embarked on a statewide community-based process to develop a Five-Year TANF Strategic Plan to ensure that Hawaii makes the most effective use of TANF resources in meeting the four purposes of TANF and, thereby, contributing to the reduction of poverty in Hawaii. From January to August 2006, seven community-based workshops were held to assist in the development of the Plan. Specifically, workshops were held on Oahu, Maui, Kauai, and in Kona and Hilo. The objectives and activities necessary to address the commonly expressed needs from these workshops will be delineated in the Plan.

The draft Five-Year TANF Strategic Plan is currently being circulated to workshop participants statewide for their review and comment. The Plan will then be finalized and submitted to the Legislature at the beginning of the 2007 Legislative Session.

Note: Attachments A & B are the Summary Report from the August 17, 2006 statewide workshop and the draft Five-Year TANF Strategic Plan.

Continuing Strategic Planning Process

Strategic Planning is a continuous process. The Department expects to continue to examine important issues relative to the TANF program. As changes need to be made, the Plan will be amended.

Success in Meeting Desired Outcomes

This section calls for a report on the effectiveness and level of success in reaching the desired outcomes under the strategic plan over the past two fiscal years.

As indicated in the outcome data above, the Department has been able to meet the Federal participation standard of 50% and the number of TANF adults employed during FY 2006 was at 50%. Finally, performance targets for clients exiting due to employment exceeded projections at 53% (compared to the planned 33%).

SUMMARY REPORT

**TEMPORARY ASSISTANCE FOR NEEDY FAMILIES
STRATEGIC PLANNING WORKSHOP HELD ON
AUGUST 17, 2006**

**DEPARTMENT OF HUMAN SERVICES
September 29, 2006**

SUMMARY REPORT

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES STRATEGIC PLANNING WORKSHOP AUGUST 17, 2006

I. INTRODUCTION

Since January, 2006, the Department of Human Services (DHS), in partnership with Blue Print for Change, has held a number of community based workshops across the state to assist in the development of a five year strategic plan focusing on the most effective use of Temporary Assistance for Needy Families (TANF) program funding.

DHS held the final workshop on August 17, 2006 on Oahu with participants from all islands. A list of participants is attached (Appendix A).

Earlier in the summer, the U. S. Department of Health and Human Services issued proposed regulations which create new requirements under TANF reauthorization. Participants were briefed on the new requirements and their potential impact on Hawaii. The power point presentation used for the briefing is attached (Appendix B).

Participants were then divided into seven groups in order to facilitate round table discussions centering around the following five questions:

1. Within the context of the TANF requirements, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?
2. Obvious measures of success for the work related activities are:
 - Placement into employment
 - Wage rate
 - Retention in employment
 - Ability to leave welfare because of sufficient earnings
3. What are other measures that should be considered in evaluating the success of work related activities?
3. What additional and/or expanded supports are needed to help TANF families be successful in work activities?
4. Given that TANF funding is going to be limited for prevention programs, e.g. family strengthening and positive youth development, what are the priority areas to consider for this investment?
5. In the priority areas identified above (in question #4), what are your ideas on how to measure the success of this investments?

II. HIGHLIGHTS OF FINDINGS

Several common themes emerged in response to each of the five questions. The following is a summary of those common themes. Complete notes from each of the round table discussion are attached (Appendix C1-7).

1. Within the context of the TANF requirements, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?
 - There is a need for more employment opportunities, both subsidized and unsubsidized.
 - Expand Supporting Employment Empowerment (SEE) Program
 - Increase Work Experience sites
 - Increase job development for unsubsidized employment

- Continue to support and expand vocational education and other appropriate opportunities at the secondary and post-secondary levels.
 - In partnership with the Department of Education, increase vocational education opportunities for youth
- Programs, including cash assistance payments, that increase participants' ability to secure stable and affordable housing from which to seek and engage in employment.

2. Obvious measures of success for the work related activities are:

- Placement into employment
- Wage rate
- Retention in employment
- Ability to leave welfare because of sufficient earnings

What are other measures that should be considered in evaluating the success of work related activities?

- Job advancement
- Employer/employee satisfaction
- Long term retention of employment
- Utilization of the “Reward Work” incentives
- Successful completion of job readiness programs

3. What additional and/or expanded supports are needed to help TANF families be successful in work activities?

- Transportation
- Infant/toddler child care
- Sick child care
- Elder care
- Job coaching/mentoring
- Financial/resource management

4. Given that TANF funding is going to be limited for prevention programs, e.g. family strengthening and positive youth development, what are the priority areas to consider for this investment?

- Before and after school inclusion programs
- Vocational training/career exploration/work programs for youth
- Programs similar to About Face

5. In the priority areas identified above (in question #4), what are your ideas on how to measure the success of this investment?

- Teen pregnancy reduction
- Juvenile crime reduction
- High school completion

DHS now intends to use the information gathered from all the workshops to begin drafting the TANF strategic plan. This draft will be circulated among all participants for comment over the next few months.

Participants
TANF Strategic Planning Workshop
August 17, 2006

ATTENDEES 7/17/06 TANF STRATEGIC PLANNING MEETING					8/14/2006					
Location	Last	First	Title	Organization	Address	City	Zip	Email	Phone	
Oahu	Bhanot	Pankaj	Administrator	DHS/BESSD/Employment&Child Care Prog	820 Milliani Street Suite 606	Honolulu	96813	pbhanot@dhs.hawaii.gov	586-7062	
Oahu	Bill	Teresa	UH Statewide Coordinator	UH/Bridge to Hope/FAAC	2600 Campus Rd., OLC #211	Honolulu	96816	bth@hawaii.edu	956-9313	
Oahu	Burgess	Kawika	Administrator	DHS/BESSD/Oahu Branch Section I	820 Milliani St, Suite 710	Honolulu	96813	kburgess@dhs.hawaii.gov	587-3313	
Oahu	Burgess	Barbie-Lei	Program Director	Neighborhood Place of Waianae	86-226 Farrington Hwy	Waianae	96792	Wnp-bfc@wccmhc.org	696-4598	
Oahu	Card	Patricia	Program Specialist	DOH/FHSD, Maternal&Child Health Br. Adolescent Wellness Program	741-A Sunset Ave, Room 211	Honolulu	96816	patricia.card@fhds.health.state.hi.us	733-9046	
Oahu	Chong	Florence	Administrator	DHS/BESSD/Oahu Section 2	820 Milliani Street Suite 710	Honolulu	96813	fchong@dhs.hawaii.gov	587-3309	
Oahu	Clark	Judith	Executive Director	Hawaii Youth Services Network	677 Ala Moana Blvd. Suite 702	Honolulu	96813	iclark@hysn.org	531-2198	
Oahu	Crisafulli	Rolanse	Administrator	Work Hawaii/Oahu Work Links/FAAC	711 Kapiolani Blvd, Rm. 1422	Honolulu	96813	rcrisafulli@co.honolulu.hi.us	592-8621	
Kona	*Farnsworth	Joann	Acting Executive Director	Blueprint for Change	P.O. Box 467	Holualoa	96725	jfarnsworth@blueprintforchange.org	952-0488 (808) 329-080	
Oahu	Fischer	Dr. Joel	Professor/Member	UH-School of Social Work/FAAC	1371-4 Hunakai Street	Honolulu	96816	jfischer@hawaii.edu		
Oahu	Foster	Kris	Administrator	DHS/BESSD/Financial Assistance Programs	820 Milliani Street Suite 606	Honolulu	96813	kfoster@dhs.hawaii.gov	586-5729	
Oahu	Fujimori	M. Nalani	Deputy Director/Member	Legal Aid Society of Hawaii/FAAC	924 Bethel Street	Honolulu	96813	nafujim@lashaw.org	527-8014	
Oahu	Fukumoto	Rona	Director	Catholic Charities	250 Vineyard Street	Honolulu	96826	rfukumoto@catholiccharitieshawaii.org	527-4443	
Maui	Fukunaga	Linda	Section Administrator	DHS/BESSD/Maui Section	1955 Main St. Suite 325	Wailuku	96793	lfukunaga@dhs.hawaii.gov	243-5878	
Maui	Fukushima	Misty	Case Manager	DHS/BESSD/Central Maui FTW	270 Waiehu Beach Road, Suite 107	Wailuku	96793	mfukushima@dhs.hawaii.gov	243-5866	
Maui	Gnazzo	Gail	CEO	Maui Youth and Family Services	200 Ike Drive	Makawao	96768	ceo@myfs.org	579-8152	
Kauai	Hall	Andrew	Manager	Sears Kauai		Lihue	96766	SG2368@sears.com	647-0890 246-8321	
Hawaii	Hashimoto	Bert	Branch Administrator	DHS/BESSD/Neighbor Island Branch	820 Milliani St. Suite 710	Honolulu	96813	bhashimoto@dhs.hawaii.gov	981-7287	
Oahu	Hood	Gina	About Face Site Manager	Paxen Group	P.O. Box 75342	Barbers Point	96707	ghood@paxen.com	330-6467	
Hilo	Hyslop	Mary	Executive Director	Neighborhood Place of Puna	15-3039 Pahoia Village Rd	Pahoia	96778	mhyslop@hotmail.com	965-5550	
Oahu	Izen	Sara	Division Director	Prevention Programs	Parents and Children Together	1485 Linapuni Street, #105	Honolulu	96819	adminsizen@pacthawaii.org	847-3285
Molokai	Kaahanui	DarLynne	Assistant Administrator	Alu Like	P.O. Box 565	Hoolehua	96729		336-2015 (for Wayne Le	
Oahu	Kaneshiro	Craig	FTW Unit Supervisor	DHS/BESSD/Kailua FTW	354 Ulunui St, #401	Kailua	96734	ckaneshiro@dhs.hawaii.gov	266-9620	
Oahu	Katsumoto	Lee	Program Administrator	Comp. Counseling&Supp. Svc	Catholic Charities	200 N vineyard Blvd. Suite 200	Honolulu	96817	lkatsumoto@catholiccharitieshawaii.org	535-0170
Oahu	Lee	Carol	Executive Director	HI State Coalition Against Domestic Violence	716 Umi Street	Honolulu	96819	clee@hscadv.org	832-9316 ext 104	
Oahu	Lee	Marlene	Nurse	DOH/ FHSD/Maternal&Child Health Branch		Honolulu	96813	marlene.lee@fhds.health.state.hi.us	733-8812	
Oahu	Leverenz	Roman	Case Manager	DHS/BESSD/Wahiawa FTW	1008 California Ave. Bldg. B	Wahiawa	96786	rleverenz@dhs.hawaii.gov	622-0544	
Oahu	Malo	Constance	Unit Supervisor	DHS/BESSD/Palama Unit	420 Waiakamilo Road Suite 101	Honolulu	96817	constancemalo@dhs.hawaii.gov	832-5564	
Oahu	*Matsuoka	Amy	Supervisor	DHS/BESSD/Wahiawa FTW	1000 California Avenue, Building B	Wahiawa	96786	amatsuoka@dhs.hawaii.gov	622-6314	
Oahu	Matsuoka	Dawn	Program Specialist	DHS/BESSD/Financial Assistance Programs	820 Milliani Street Suite 606	Honolulu	96813	dmatsuoka@dhs.hawaii.gov	586-5732	
Kauai	Miyamoto	Jan	WIA Administrator	Office of Economic Development	4444 Rice Street, Suite 200	Lihue	96766	jmiyamato@kauai.gov	241-6389 (Patricia Fleck	
Oahu	Miyamoto	Teresa	Case Manager	DHS/BESSD/Waianae FTW	601 Kamokila Blvd. Rm. 138	Honolulu	96707	tmiyamoto@dhs.hawaii.gov	692-8337	
Oahu	Murakami	Luanne	Acting Branch Administrator	DHS/BESSD/Oahu Branch	820 Milliani St, Suite 710	Honolulu	96813	lmurakami@dhs.hawaii.gov	587-3325	
Oahu	Murakami	Pat	Division Administrator	DHS/BESSD	820 Milliani Street Suite 606	Honolulu	96813	pmurakami@dhs.hawaii.gov	566-5230	
Oahu	Nakagawa	Ken	FTW Program Specialist	DHS/BESSD/Employment&Child Care Prog	820 Milliani Street Suite 606	Honolulu	96813	knakagawa@dhs.hawaii.gov	586-7060	
Oahu	Okumura	Wesley	Administrator	DHS/BESSD/Oahu Section 3	820 Milliani Street Suite 710	Honolulu	96813	wokumura@dhs.hawaii.gov	587-3305	
Oahu	Partika	Nancy	Executive Director	Healthy Mothers Healthy Babies	1550 S. Beretania St, Suite 308	Honolulu	96826	nancyp@hmhb-hawaii.org	951-5805	
Hilo	Pirie	Ward	Supervisor	DHS/BESSD/Hilo FTW	1990 Kinoole St, Suite 109	Hilo	96720	wpirie@dhs.hawaii.gov	981-7290	
Hilo	Purinton	Regina	Program Director - Hawaii	Parents, Inc.	99 Aupuni St, Suite 218	Hilo	96720	regina@hawaiiiparents.org	934-9552	
Oahu	Quitiquit	Ruthann	President/CEO	Parents and Children Together	1485 Linapuni Street, #105	Honolulu	96819	adminrquitiquit@pacthawaii.org	847-3285	

Participants
TANF Strategic Planning Workshop
August 17, 2006

Hilo	Ranne	Nadia	Deputy Director Workforce & QA	Goodwill Industries of Hawaii, Inc.	500 Kalaniana'ole Ave. Suite 1	Hilo	96720	rranne@higoodwill.org	961-0307	ext 1410
Kauai	Russell	Keri	Neighbor Island Lead	SEE Work Program/Goodwill Industries	4473 Pahee St. Suite G	Lihue	96766	krussell@higoodwill.org	346-1402	241-3677
Oahu	Shimizu	Debbie	Executive Director/Member	National Assoc. of Social Workers/FAAC	677 Ala Moana Blvd. #702	Honolulu	96813	info@naswhi.org	521-1787	
Oahu	Shin	Rose	Director Workforce Developmt.	Goodwill Industries of Hawaii, Inc.	2610 Kilihau St.	Honolulu	96819	rshin@higoodwill.org	836-0313	ext 1210
Oahu	Snyder	Pat	Liaison	DOH/DHS	1250 Punchbowl St.	Honolulu	96813	pat.snyder@fhsd.health.state.hi.us	586-4521	
Kona	Soo	Kelly	Program Specialist	DOD/About Face	81-1032 Nani Kepuna Place	Kealahou	96750	ksoo@paxen.com	323-9400	
Oahu	Tamashiro	Keith	FTW Unit Supervisor	DHS/BESSD/Downtown FTW 1	333N King St. Rm. 100	Honolulu	96817	ktamashiro@dhs.hawaii.gov	587-5478	
Oahu	Trew	Melissa	Director of Operations	Boys & Girls Club of Hawaii	1523 Kalakaua Ave. Suite 202	Honolulu	96826	mtrew@bgch.com	349-7009	
Kona	Wahl	Eric	Supervisor	DHS/BESSD/North Kona FTW II	75-57722 Hanama Pl, Rm. 1005	Kailua-Kona	96740	ewahl@dhs.hawaii.gov	327-4755	
Oahu	Washburn	Dave	Senior Manager Economic Advancement Prog	YWCA Oahu	1040 Richards Street	Honolulu	96813	dwashburn@ywcaoahu.org	538-7061	ext. 248
Oahu	Wilson	Trisha	KMP Program Director	Catholic Charities	(for Anne Toyofuku)			trisha.wilson@catholiccharitieshawaii.org	535-0857	
Oahu	Yahiku	Glenn	FTW Unit Supervisor	DHS/BESSD/Waipahu FTW	94-275 Mokuola St. Rm. 105	Waipahu	96707	gyahiku@dhs.hawaii.gov	675-0653	
Oahu	Yahiro	Kawika		DOD/About Face	(for Ted Daligdig)			kawika808@gmail.com	341-1490	
Oahu	Yamaguchi	Russell	FTW Unit Supervisor	DHS/BESSD/Waianae FTW	601 Kamokila Blvd. Rm. 138	Kapolei	96707	ryamaguchi@dhs.hawaii.gov	692-8336	
Oahu	Yonamine	Ed. T	Oahu State Planning Coordinator	Good Beginnings Alliance	33 South King Street, Suite 200	Honolulu	96813	evonamine@goodbeginnings.org	531-5502	ext. 312
Kauai	Yotsuda	Carol	Executive Director	Garden Island Art Council	P.O. Box 827	Lihue	96766	giac@hawaiiink.net	337-1001	
Oahu	*Young	Elaine	Division Administrator	Workforce Development Division, DLIR/FAAC	830 Punchbowl Street Room 329	Honolulu	96813	elaine.n.young@hawaii.gov	586-8812	
Oahu	Yuen	Sylvia	Director	UH-Center on the Family	2515 Campus Road	Honolulu	96822	syuen@hawaii.edu		
SPEAKERS										
	Hoback	Sandie	Consultant	American Institute for Full Employment				sandiehoback@hotmail.com		
	Koller	Lillian	Director	DHS	1390 Miller Street Rm. 209	Honolulu	96813	lkoller@dhs.hawaii.gov	586-4996	
STAFF										
	Costello	Christine	Technical Specialist	DHS/Director's Office	1390 Miller Street	Honolulu	96813	ccostello@dhs.hawaii.gov	586-5124	216-4424
	Fujimoto	Kathleen	Secretary	DHS/BESSD	820 Milliani Street Suite 606	Honolulu	96813	kfujimoto@dhs.hawaii.gov	586-0975	
	Shiira	Grant	Outreach Specialist	DHS/Director's Office	1390 Miller Street	Honolulu	96813	gshiira@dhs.hawaii.gov	721-5148	
	Takano	Cheryl	Secretary	DHS/BESSD	820 Milliani Street Suite 606	Honolulu	96813	ctakano@dhs.hawaii.gov	586-7083	
	Yamamoto	Susan	Administrative Assistant	DHS/Director's Office	1390 Miller Street	Honolulu	96813	svamamoto2@dhs.hawaii.gov	586-4888	




Agenda	
9:00 - 9:10	Welcome/Introduction Lillian B. Koller, Director, DHS
9:10 - 10:15	TANF Regulations Sandie Hoback, AIFE
10:15 - 10:30	Prevention Program Evaluation Sandie Hoback, AIFE
10:30 - 10:45	Break
10:45 - 11:45	Round Table Discussions
11:45 - 1:00	Working Lunch
1:00 - 2:00	Round Table Discussions
2:00 - 2:50	Report Out
2:50 - 3:00	Wrap-Up Sandie Hoback, AIFE

The image shows an agenda slide. The left side features a vertical strip of the same ocean and sky photograph seen in the title slide. The rest of the slide is a solid teal color with the agenda items listed in white text.




Deficit Reduction Act (DRA) and Reauthorization of TANF Program

- 1996 welfare reform law reauthorized in the DRA of 2005, signed into law February 2006, extends each State's block grant through fiscal year 2010 at 2004 level
- Maintains original law's requirement that 50% of states' welfare caseloads fulfill statutory work requirements while adding additional categories of individuals into State work participation calculation and defines each work category more precisely
- Caseload reduction credit, used in determining compliance with the work participation requirement, was recalibrated to be based on the number of families receiving assistance in fiscal year 2005, rather than fiscal year 1995
- The calculation of the work participation rate must take into account families receiving assistance under separate State-only funded assistance programs that are part of the Maintenance of Effort (MOE) funding such as Temporary Assistance for Other Needy Families (TAONF)




The Secretary of U.S. Department of Health and Human Services is directed to do the following

- Adopt uniform definitions of those activities that may be counted as "work activities"
- Adopt uniform methods for reporting hours of work by recipients of assistance
- Establish the type of documentation needed to verify reported hours of work by recipients




States are required by September 30, 2006, to establish and maintain procedures for verifying work participation by recipients, and the Secretary is required to review those procedures for adequacy and consistency with the Secretary's regulations

- A new penalty is added for failure to comply with the work participation verification procedures. The penalty is between one and five percent of the State's TANF grant, depending upon the degree of non-compliance. This is in addition to the five percent penalty for failure to meet the work participation rate.
- Pursuant to express authorization in the statute, the Secretary has issued interim final regulations covering the subjects set forth above relating to work participation. The regulations are effective as of July 1, 2006, though a comment period is provided.



Under TANF regulations prior to the Deficit Reduction Act, Hawaii excelled in its performance

- ✓ 296% increase in the number who exit the program due to employment
 - 542 people in 2000 to
 - 2,147 people in 2005
- ✓ Job retention rate for FFYs 2003 and 2004, Hawaii ranked first in the Nation with a rate of 73.70% and 72.24% (DHHS used NDNH)
- ✓ High Performance bonuses received
 - \$881,140 Success in Work Force which considered job retention rate and Earnings gain
 - \$9,890,478 Improvement in the Job Entry and Success in the Work Force rates
 - \$866,796 Rate of Access to and Affordability of Child Care and Improvement in the Enrollment Rate of former TANF recipients in Medicaid/SCHIP
 - \$342,281 Child Care Performance and Family Formation improvement



Now, under the Deficit Reduction Act, Hawaii intends to preserve as much as possible of its successful TANF program and ensure that Hawaii will be in compliance with the new TANF regulations



Hawaii's Hourly Requirements

- Families receiving assistance must participate at least 32 hours per week to be counted toward the all-families participation rate
- Two-parent families must participate 35 hours per week to be counted toward the two-parent rate, 55 hours if they receive federally-funded child care
- The first 20 hours for all single parent families, and the first 30 or 50 hours for two-parent families, must come from “core” activities
- Teen parents without a high school degree must participate 20 hours a week in education directly related to employment, or satisfactory attendance at a secondary school or equivalent

Work Participation Rates

Must meet both work participation rates or be subject to financial penalties

<u>Federally Required Rate</u>	vs	<u>Hawaii's Actual Rate</u>
All Families: 50%		24%
Two-Parent Families: 90%	vs	13%

Federally Required Activities

Twelve specified activities count toward the participation requirement with new definitions

The nine countable "core" activities:

- Unsubsidized employment
- Subsidized private sector employment
- Subsidized public sector employment
- Work experience
- On-the-job training
- Job search and job readiness (up to four consecutive and six weeks total)
- Community service programs
- Vocational educational training for up to 12 months
- Providing child care services to individuals who are participating in community service

The countable "non-core" activities:

- Job skills training directly related to employment
- Education directly related to employment
- Satisfactory attendance at secondary school or GED



Core Activities

- **Unsubsidized employment** means full- or part-time employment in the public or private sector where the employer is not subsidized by TANF or any other public program.
- **Subsidized private sector employment** means employment in the private sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and cost of employing a recipient.
- **Subsidized public sector employment** means employment in the public sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and cost of employing a recipient.



Core Activities continued

- **Work experience if sufficient private sector employment is not available** means a work activity, performed in return for welfare, that provides an individual with an opportunity to acquire the general skills, training, knowledge, and work habits necessary to obtain employment. The purpose of work experience is to improve the employability of those who cannot find unsubsidized employment. This work activity must be supervised daily by an employer, work site sponsor, or other responsible party.
- **On-the-job training** means training in the public or private sector given to a paid employee while he or she is engaged in productive work and that provides knowledge and skills essential to the full and adequate performance of the job. OJT must be supervised daily.



Core Activities continued

Job search and job readiness assistance mean the act of seeking or obtaining employment, preparation to seek or obtain employment, including life skills training, and substance abuse treatment, mental health treatment, or rehabilitation activities for those who are otherwise employable. Job search and job readiness activities require daily supervision.

- This activity can be used for only 6 weeks, with no more than 4 consecutive weeks, within a 12 month period (Federal Fiscal Year).



Core Activities continued

Community service programs mean structured programs and embedded activities in which TANF recipients perform work for the direct benefit of the community under auspices of public or nonprofit organizations.

- Family and self-improvement activities that do not provide a direct benefit to the community may not be counted as community service, such as substance abuse treatment, mental health and family violence counseling, life skills and parenting classes, job readiness instruction and caring for a disabled household family member
- Programs must include structured activities that both provide a community service and also improve the employability of participants
- Excluded are unstructured and unsupervised activities such as helping a neighbor or friend, and foster parenting



Core Activities continued

Vocational educational training (not to exceed 12 months with respect to any individual) means organized educational programs that are directly related to the preparation of individuals for employment in current or emerging occupations requiring training other than a baccalaureate or advanced degree. Vocational educational training requires daily supervision.

- Vocational education does not include basic and remedial education, education in English proficiency, and postsecondary education.
- Unsupervised homework time may not count; however structured and monitored study sessions which can be documented may be counted.
- Vocational education must be provided by education or training organizations, such as vocational-technical schools, community colleges, postsecondary institutions and proprietary schools, etc.



Core Activities continued

Providing child care services to an individual who is participating in a community service program means providing child care to enable another TANF recipient to participate in a community service program. This activity requires daily supervision.



Non-Core Activities

Job skills training directly related to

employment means training and education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or to adapt to changing demands in the workplace.

- Training can be customized to meet the needs of a specific employer or it can be general training that prepares an individual for employment
- It can include literacy and language instructions if it is focused on skills needed for employment
- Barrier removal activities, such as substance abuse counseling, may not count



Non-Core Activities Continued

Education directly related to employment, in the case of a recipient who has not received a high school diploma or a GED, means education related to a specific occupation, job, or job offer. Education directly related to employment requires daily supervision.

- May also include adult basic education and ESL, and where required as a prerequisite for employment, education leading to a GED
- Participants should make “good or satisfactory progress” in terms of grades and completion timeframes under the standards of the institution
- Unsupervised homework time is not counted



Non-Core Activities Continued

Satisfactory school attendance at secondary school or in a course of study leading to a GED. This activity requires daily supervision.

- To count, participants should make “good or satisfactory progress” in terms of grades and timeframes under the standards of the institution
- May not include other related educational activities, such as adult basic education or ESL instruction
- Unsupervised homework time may not count



Summary

In order to comply with TANF regulations, by October 1, 2006, Hawaii must:

- Significantly increase its performance rate for work participation
- Ensure that activities provided to TANF families meet the federal definitions of “work activity”
- Submit a plan to the federal government on how hours of work participation by recipients will be verified

TANF Strategic Planning Workshop
Thursday, August 17, 2006
Round Table Discussions

Group Members: Kawika Burgess, BESSD-Facilitator; Glenn Yahiku, BESSD; Roman Leverenz, BESSD; Connie Malo, BESSD; Carol Lee, Coalition for Prevention of Domestic Violence; Andy Hall, Sears-Kauai; Darlene Kaahanui, Alu Like-Molokai and Florence Chong, BESSD, Recorder

1. Within the context of the TANF requirements, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?
 - a. Expand the SEE Program and the GrantPlus
 - b. Need more unsubsidized employment
 - c. Need to better prepare clients for employment
 - d. Obtain more employment opportunities in non-profit agencies
 - e. Increase inventory of Work Experience sites
 - f. Offer training to prepare for job interviews
 - g. Training / counseling on job retention
 - h. Training similar to women's transition programs at the college in developing some basic coping skills, life management skills
 - i. Need to target youth early while they are in school, learn to follow company regulations, learn to work with others, and follow directions given by supervisor
 - j. Offer short-term training (vocational education) with employment
 - k. Provide basic job skills: typing, cashiering, basic computer skills
 - l. Do more networking with agencies in the community

2. What are the measures that should be considered in evaluating success of work related activities?
 - a. Overcome barriers such as domestic violence, lack of child care
 - b. Obtaining high school diploma – certificate of achievement, HS diploma
 - c. Debt/financial counseling –certificate of completion
 - d. Evaluation from employers for recent job placement
 - e. Learn and develop good work skills, being prompt, maintain regular attendance, and be productive
 - f. Completion of a job readiness program

3. What additional and/or expanded supports are needed to help TANF families be successful in work activities?
 - a. Job Readiness Training
 - b. Job Coaching
 - c. Child care, Wardrobe
 - d. Dental work
 - e. Tatoo removal
 - f. Infant / Toddler care
 - g. Transportation – Van pool
 - h. Sick child care
 - i. Child care by clients to allow other to participate in FTW

- j. Onsite child care at the workplace
 - k. Mentoring program
 - l. Safety training and concerns
 - m. Workplace violence training
 - n. Information on employment related issues: sexual harassment, civil rights, equal opportunity, ethics
4. Given that TANF funding is going to be limited for prevention programs, e.g. family strengthening and positive youth development, what are the priority areas to consider for this investment?
- a. Positive youth development-adolescents in this target are almost all dropouts
 - b. Domestic violence prevention – battered women go through several tries before they leave
 - c. Drug/alcohol/substance abuse prevention – educate them in schools, start early
 - d. Financial /debt counseling – learn to budget, manage household expenses, handle credit /loan commitment
 - e. Homeless/adolescent prevention
 - f. Family planning/birth control
5. In the priority areas identify about in question #4, what are your ideas on how to measure the success of this investment?
- a. Positive youth development: increase in college enrollment, increase in employment, increase in high school completion, decrease in youth arrests, decrease in crime especially against tourist
 - b. Homeless adolescents – increase in employment, increase in high school completion, increase in transitional housing placements
 - c. Domestic Violence – increase in women/children in safe homes, reaching more people in need of these services, increase in cases overcoming barriers
 - d. Family planning—reducing pregnancies, reduction in out-of-wedlock pregnancies, reduction in teen pregnancies
 - e. Drug/alcohol/substance abuse prevention—increasing number of active youth in community events, channel to other faiths, increase commitment to special programs
 - f. Financial / Debt Counseling – completion of the course, reduction of debt, progressive management of personal finances

TANF Strategic Planning Workshop (8/17/06)
Round Table Discussions

Facilitator: Ward Pirie, Supervisor, DHS FTW Central Hilo Unit

Recorder: Eric Wahl, Supervisor, DHS FTW, N. Kona 2 Unit

Contributors: Judy Clark, Hawaii Youth Services Network

Jan Miyamoto, Kauai WIA

Sara Izen, PACT

Carol Yotusda, Garden Island Arts Council

Bert Hashimoto, DHS, BESSD, Acting Neighbor Island Branch Administrator

Question 1, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?

- Expanded employment opportunity is the goal.
 - More job skills training
 - Individual Development Accounts. DHS would match client savings accounts/plans.
- Help with a car purchase.
 - Expand temporary employment opportunities such as agricultural or other seasonal work.
 - More employer outreach. Expand the SEE program.
 - More DHS/private agency partnerships.
 - More low interest business loans for TANF clients.
 - More job coaches and mentors.

Question 2, what other measures that should be considered in evaluating the success of work related activities?

- Clients' own contributions into retirement/pension funds.
- Client's eligibility for employer medical insurance.
- Advancement opportunities.
- Employer satisfaction, - would the employer take another TANF client to train?
- Employee satisfaction – would former participants come back to FTW and talk/mentor new participants?
- Clients get licensed or certified in their chosen professions.
- Clients have stable and affordable housing.
- Increase in GE tax licenses issued.
- Unsubsidized employment hours are increased, (expressed as a percentage of total participation hours.)

Question 3, what additional/expanded supports are needed?

- Sick child care.
- 24/7 child care.
- Expanded transportation options – Better evening bus routes, recruit retirees as drivers and pay for it out of FTW transportation money.
- Elder care.
- Distance learning – fund internet access and/or subsidize computer purchases.
- After School tutoring center.
- School district exemptions for TANF recipients who work. This allows for children to be closer to the parents job site.
- After school vocational and/or enrichment programs.

Question 4, what are the priority areas to consider?

- Family strengthening programs including Positive Youth Development, teen pregnancy prevention. Services must be integrated and holistic.
- Career exploration programs in high school – Examples are Community Quest and Health Academy, (Farrington High School.)
- More vocational programs in high school, more life skills training in all schools.

Question 5, in the priority areas, how is success measured?

- Academic success – diplomas, certificates.
- Reduction in teen pregnancy rate.
- Reduction in juvenile crime rate.
- Reduction in “status offenses” e.g. curfew violations.
- Reduction in CPS/CWS cases.

TANF Strategic Planning Workshop
Round Table Discussion – 08/17/06

- 1) Within the context of the TANF requirements, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?
 - More/better awareness of various DHS programs – e.g., Not all employers know about the SEE program.
 - During the period of Grant Diversion (GD)/non-assistance clients should be getting job readiness training to prepare them to find employment.
 - Connecting Grant Diversion and FTW. Earlier and smoother transition from one program to the other.
 - Adjust/change GD performance standards. e.g., GD cannot use SEE program. GD performance standard is placing clients in unsubsidized employment but SEE is a subsidized employment program.
 - Expand awareness of support services. e.g., Greater awareness of FTW support services to employers.
 - Take existing program (activities/components) and find how we can make them into a countable activity or component.
 - Expand or increase vocational training and start at a younger age. Comment – Where is the Department of Education (DOE)? They need to be incorporated into all this. They need to intervene at a younger age (early intervention).

- 2) What are other measures that should be considered in evaluating the success of work related activities?
 - Promotions.
 - Raises = pay increases.
 - Increase hours of employment.
 - Track progress of clients while employed.
 - Number of bonuses given to clients that leave TANF and continue to work.
 - Track job readiness programs – Where they were and where are they now. Some sort of pre-test and post-test.

- 3) What additional and/or expanded supports are needed to help TANF families be successful in work activities?
 - More preventive programs are needed.
 - Expand vocational training in the schools.
 - Get the DOE and Charter schools involved.
 - More apprenticeship programs and vocational training. e.g., Auto mechanics, plumber, electricians, carpenter, landscaping, caregiver, radiology, culinary arts, clerical, interpreters, court reporters, dental hygienist, CDL, etc.
 - START EARLY while participants are still in high school.
 - Vocational training leading to on-the-job training.

- Life skills training including: financial literacy e.g., IDA – Individual development grants, Conflict resolution, Anger management, Communication skills.
- Acculturation for immigrants.
- Increase asset limits so clients can save enough money to buy a (better working/dependable) car.
- Contract with LASH (or another legal entity) to help clients resolve legal issues to help them get employment
- Increase childcare facilities and expand their child care hours.
- Gender responsive programming.
- Cultural competent programming.
- Transportation.

4 & 5) Preventive programs and how to measure?

- Ex-offenders – work with them earlier – before they ‘get out’.
See how many offenders are placed into jobs, repeat offenders, less go on public assistance.
- After school programs to keep kids busy – include middle school.
Participation, reduction in teen pregnancy, reduction in youth crime, truancy, less drop out.
- Family inclusive program.
How many families participate in the program, number of family members participate in the program?
- Youth
Youth placement in employment, graduation rate from high school/GED programs, PSEC enrollment, teen pregnancy, truancy, juvenile delinquency.
- Vocational education.
Jobs.

TANF Strategic Planning Workshop
 Thursday – August 17, 2006

Round Table Discussions

Group included three representatives from About Face, one from Department of Health, one from Boys & Girls Club and one from Maui Youth & Family Services.

Facilitator: Luanne Murakami (BESSD)

Recorder: Linda Fukunaga (BESSD)

<p>Within the context of the TANF requirements, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?</p>	<ol style="list-style-type: none"> 1. SEE (Supporting Employment Empowerment) program should be expanded. Recruit and retain employers' participation in the program. Get employers to "buy-in" to the concept and provide a ladder for the client to promote. 2. Support the need for vocational education programs at both the secondary and post-secondary levels. Group should strongly advocate the need for more vocational education programs through either the Department of Education or University of Hawaii (community colleges). College is not always a realistic and immediate goal. Large number of good paying blue collar jobs available.
<p>What are other measures that should be considered in evaluating the success of work related activities?</p>	<ol style="list-style-type: none"> 1. Retention and incentive bonus programs have worked in the private sector. 2. Measure the success of incentive payments – will clients continue to work or strive to improve job skills? 3. How quickly did the employee advance on the job? – looks at a progressive ladder of achievements. 4. Whether the employee receive monetary recognition from his/her employer – acknowledge commitment to work, growth on the job, etc.

<p>What additional and/or expanded supports are needed to help TANF families be successful in work activities?</p>	<ol style="list-style-type: none"> 1. Lack of public transportation – need reliable service and routes that would meet the needs of the employees’ commute time schedules. 2. Affordable loan programs that will give our participants opportunity to purchase reliable vehicles at affordable prices. 3. Increasing transportation reimbursements e.g. mileage reimbursements. 4. Provide funds to community agencies willing to organize and operate a public transport or shuttle service to participants from residence (or, central pick-up) to places of employment e.g. purchase van or bus and agency provide the driver. 5. About Face program – no available transportation for the youth participants residing in the Kona-Hawaii area. Consider getting a bus that could transport the participants i.e. school to program site to residence. 6. Support participants’ efforts to enter into blue collar jobs – union membership fees, cost of drug testing, tools, uniforms, safety equipment, special licenses, etc. 7. Job readiness classes should be available to all non-exempt clients. 8. Assist clients in recovering credit levels able to get loans to purchase cars, etc. 9. Advocate with the Department of Education to allow district exemptions for clients – to reduce transportation costs of taking children to work, then traveling to work site (wear and tear on vehicles, cost of gas/oil, etc.) – children allowed to attend school near to parent’s work sites.
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<p>Given that TANF funding is going to be limited for prevention programs, e.g., family strengthening and positive youth development, what are the priority areas to consider for this investment?</p>	<ol style="list-style-type: none"> 1. Priority should be placed on the youth (as our future leaders) e.g. provide programs that challenge their abilities and demonstrate how they can become successful contributors in the future. 2. Teen pregnancy prevention programs – expand program to the boys i.e. get the guy’s involved, it’s not just the girl’s issues. Intervention before pregnancy. 3. More programs similar to About Face. Get involved within the school system e.g. school counselors or programs that would get the youth to think in a positive direction – life beyond high school, college, what need to accomplish to meet these goals. 4. Middle school – after school involvement in programs.
<p>In the priority areas identified above, what are your ideas on how to measure the success of this investment?</p>	<ol style="list-style-type: none"> 1. Increased high school graduation (or, completion) rates. 2. Reduce the number of drop-outs. Instead of students who would have dropped out - they continue to college, vocational school, apprenticeship classes, etc. 3. Reduction in teenage pregnancies. Continue follow-up services up to one year after leaving program. 4. Actual decreased dependency on welfare e.g. no cycle on welfare – instead they become responsible citizens. 5. About Face program – introduce both pre-test and post-test to measure program successes.

TANF Strategic Planning Workshop
Thursday, August 17, 2006

Round Table Discussions

The following notes were gathered from the discussion between the following members: Kristine Foster (DHS-FAP) Dawn Matsuoka (DHS-FAP), Nancy Partika (Healthy Mothers Healthy Babies), Teresa Bill (Bridge to Hope), Sylvia Yuen (U.H. Family Centers), Teresa Miyamoto (DHS-FTW), Misty Fukushima (DHS-Maui IM/FTW), Rose Shin (Goodwill Industries)

1. Within the context of the TANF requirements, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?

- Need up-front assessment of all clients, even the disabled, before they go into the Grant Diversion program. Substance abusers, domestic violence claimants, special education needs, etc. before the “shot-gun approach”. This will save time and money in the long run. Assess the able-bodied and disabled for strengths and weaknesses. This may help to determine who we “protect” and can’t become self-sufficient. Also need a post-assessment of the clients.
- Open up job opportunities for substance abusers, mentally disabled, etc. employment without being scrutinized. Non-union jobs in construction, catering, agricultural, etc.
- Look into activity that would keep family unit intact by drawing on their skills (niche in agriculture, small business like t-shirt screening, micro-enterprise opportunities).
- Look into the strengths of the groups, i.e. immigrant families. Co-ops in sewing, crafting, pottery, weaving, internet businesses, etc. Look east for models not west as third world models may be much more appropriate
- Look into employment with chronic vacancies (i.e., DOE health aides, educational aides).
- Partner with other agencies, like KCC which has an entrepreneurial club to develop skills (non-credit courses).
- Develop position as a job broker to work with state and private agencies to identify employee shortages for which our clients could be trained or already qualify.
- Maximize use of appropriate community activities our clients already participate in.
- Use only tested programs. Use programs that have been evaluated and known to be successful.
- The YWCA's Ways to Work program was mentioned several times with the consistent feeling that such a program should be available statewide (currently only on Oahu) because it meets multiple needs.

2. Obvious measures of success for the work related activities are:

- Placement into employment
- Wage rate
- Retention in employment
- Ability to leave welfare because of sufficient earnings

What are other measures that should be considered in evaluating the success of work related activities?

The measurement of success is different with individuals. For example, the following may be a measurement of success for some individuals:

- Completing a job application
- Showing up for an interview
- Holding a job for 60 days, 90 days
- Employer evaluation
- Showing up for work
- Moving in the right direction
- Completing a treatment program

3. What additional and/or expanded supports are needed to help TANF families be successful in work activities?

- Elderly care
- Child care for children less than 1 year old
- Transportation, especially on the Neighbor Islands
- Shelter
- Clothing, especially for men
- Course in managing resources (money, time, talents, investments, budgets)
- Connection of out-laying and low-economic areas with computers and printers in the home

4. Given that TANF funding is going to be limited for prevention programs, e.g., family strengthening and positive youth development, what are the priority areas to consider to this investment?

- Teen pregnancies result in 15% low birth weight
- GED will not meet the 20 hr/wk requirement
- After-school, before-school, summer child care/supervision (teen pregnancies may be the result of lack of supervision)
- Job development and job training for employment which can lead to self-sufficiency.
- Working with companies who hire and promote from within

5. In the priority areas identified above (in question #4) what are your ideas on how to measure the success of this investment?

Are people able to work because their children are in appropriate care and supervision?

Decrease in pregnancies

Families exiting the system and remaining off.

Related Issues:

- Underemployment (low-paying jobs will not be realistic)
- Parents working will result in unsupervised children
- Motivational interviewing training for staff

TANF Strategic Planning Workshop
Thursday, August 17, 2006

Round Table Discussions

Participants: Facilitators - Pankaj Bhanot (BESSD) and Ken Nakagawa (BESSD); Members - Ruth Ann Quitiquit (PACT); Debbie Shimizu (NASW/FAAC); Dr. Joel Fischer (University of Hawaii/FAAC); Rona Fukumoto (Catholic Charities); Lee Katsumoto (Catholic Charities) and Dr. Pat Snyder (DHS/DOH).

1. Within the context of the TANF requirements, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?

- Department should consider increasing the standard of assistance (SOA) because the current proposal of SOA at 50% of the 2006 Federal Poverty Level (FPL) is not enough as a living wage. Further, the families would have more incentive to work if their basic needs are met. The Reward Work provisions would help the families but still not enough meet the needs of the welfare families.
- The Department should also consider eliminating the 20% reduction after two months on TANF.

2. Obvious measures of success for the work related activities & what are other measures that should be considered in evaluating the success of work related activities?

- The group supported the measures that were included in the discussion points paper.
- The group also recommended that the Department should also focus on short term goals of meeting the federal work participation requirements.
- The group strongly recommended that measures of success should include "long term retention of employment". The Department should study the correlation of employment retention with the key characteristics of a person that makes him/her successful and then measure which of the characteristics are the most important and tied to success. Once the key characteristics of success are identified then train and build the clients that have none or low-number of the key characteristics of success so that they can be successful in retaining their employment and move towards self-sufficiency.

- 3. What additional and/or expanded supports are needed to help TANF families be successful in work activities?**
- The Department should consider increasing the infant care rates to meet the current market rate for such care.
 - The Department should also consider strategies to increase the availability of infant care on a statewide basis.
 - The Department should research on or issue an RFP to determine which support services programs have been proven to be effective in making welfare families successful in work activities.
 - The Department should identify the support services needed by the clients who are caring for elderly or disabled household members. Many of these clients are unable to successfully participate in the mandated work activities.
- 4. Given that TANF funding is going to be limited for prevention programs, e.g., family strengthening and positive youth development, what are the priority areas to consider to this investment? &**
- 5. In the priority areas identified above (in question #4) what are your ideas on how to measure the success of this investment?**
- The group strongly recommended that focus should be on work program and work support services. Priorities regarding TANF purpose 3 and 4 should be determined after the results of the Lewin Group study are known.
 - The Department should seek additional state funds to ensure program (positive youth development and family strengthening) continuity and stability.

TANF Strategic Planning Workshop (8/17/06)
Round Table Discussions

Facilitator: Wes Okumura

Recorder: Russell Yamaguchi

Table members: Pat Murakami, Rona Fukumoto, Ed Yonamine, Rolanse Crisafulli,
Mary Hyslop, Barbie Burgess

Question 1, what programs and services should be expanded or modified to help ensure that Hawaii is in compliance?

- a) SEE: Expand employment into rural areas
 - Look into getting multiple contractors to run the SEE program
 - SEE staff work together w/ OWL (Oahu Work Links) because OWL has available job opportunities
- b) First To Work Case Managers need computer access to State Dept. of Labor's Higher Net Hawaii system (available jobs site)
- c) Redistribute FTW caseloads equally among Oahu FTW units in order to better service the clients
- d) Transportation needed for Neighbor Islands: possibly contract transportation companies to get clients to job sites (discussed at 4/25 meeting)
- e) Need more infrastructure support for clients: family support, childcare, community support
- f) Need more dialogue among agencies in the community to share ideas, problems

Question 2, what other measures that should be considered in evaluating the success of work related activities?

- a) Job satisfaction
- b) Job advancement
- c) Job evaluations (performance)
- d) Employer satisfaction
- e) Quality of life: better lifestyle for employed

Question 3, what additional/expanded supports are needed?

- a) Childcare
- b) Counseling for self esteem issues, positive assessments of family needs
- c) Coordinate client's plans among the agencies that the client is dealing with: Who are the players involved in the client's life?
- d) Upgrading pay for staff

Question 4, what are the priority areas to consider and in the priority areas, how is success measured?

- a) Infant/Toddler childcare
- b) Care for Sick Child
- c) Respite Care for clients (currently provided by Hawaii Family Services in Waianae)
- d) Somehow utilize existing preschools to help with childcare
- e) Middle School Pregnancy Prevention program (DHS and DOE have a program called Uplink but it is not in all schools)
- f) Parents are sent Parenting info. at different stages of a child's development (Washington State has a program called Child Profile)
- g) Youth Work programs to teach work ethics when a person is young
- h) Youth Mentor programs (like Big Brothers/Big Sisters but it would be for client's children)
- i) Homeless problem

Question 5, in the priority areas, how is success measured?

- a) Contract longitudinal studies (5 year study)
- b) Monitor youth's school attendance, progress in school, grades
- c) Sports programs: measure intervention (sports teaching values instead of just "playing" a sport)

FIVE-YEAR TANF STRATEGIC PLAN

In January 2006, the State of Hawai`i Department of Human Services (DHS), in partnership with Blueprint for Change, embarked on a statewide, community-based process to develop a five-year Temporary Assistance for Needy Families (TANF) Strategic Plan. The Strategic Plan's purpose is to ensure that Hawai`i makes the most effective use of resources in meeting the four purposes of TANF, thereby contributing to the reduction of poverty.

The four purposes of TANF are:

- 1) Provide assistance to needy families;
- 2) End dependence of needy families by promoting job preparation, work and marriage;
- 3) Prevent and reduce out-of-wedlock pregnancies; and
- 4) Encourage the formation and maintenance of two-parent families.

Two of the purposes – provide assistance to needy families (TANF Purpose One) and end dependence of needy families by promoting job preparation, work and marriage (TANF Purpose Two) – deal with existing poverty and dependency. Services that states provide in these areas are to ameliorate and reduce dependency of families already in need of public assistance. These kinds of services have been available to families since the enactment of the Social Security Act in 1935.

The innovative aspect introduced by the federal government in 1996 was the ability for states to use TANF block grants for providing services that prevent the kinds of dependency requiring cash assistance and for second-chance work services.

The Five-Year Strategic Plan is organized to reflect these two primary themes of TANF: promoting self-sufficiency for families already in need of public assistance, and providing services that strengthen families and positively develop youth in order to prevent future dependency.

From January to August 2006, DHS and Blueprint for Change held seven community-based workshops statewide to assist in developing the Strategic Plan. These workshops were held on O`ahu, Maui and Kaua`i, and in Kona and Hilo on the Big Island (Attachments A and B). The resulting Strategic Plan delineates the objectives and activities necessary to address commonly expressed community needs within the context of federal requirements.

The Strategic Plan takes into account steps already implemented in Hawai`i's very successful TANF program, along with the following accomplishments in achieving TANF goals:

- Hawai`i has achieved a 296% increase in the number of individuals who exit TANF due to employment.
 - Only 542 individuals left TANF due to employment in 2000;

- In 2005, as many as 2,147 individuals were able to terminate TANF dependency due to employment.
- Hawai`i ranked first in the nation in job retention for TANF recipients who found employment during Federal Fiscal Years (FFYs) 2003 and 2004, with retention rates of 73.7% and 72.24%, respectively.
- Hawai`i's excellent performance was rewarded with a number of federal bonuses over the last several years:
 - Hawai`i received \$881,140 for Success in the Work Force, which considered job retention and earnings gain;
 - \$9,890,478 was awarded for improvement in both Job Entry and Success in the Work Force;
 - \$866,796 was received for Rate of Access to and Affordability of Child Care and Improvement in the Enrollment Rate of Former TANF recipients in Medicaid/SCHIP; and
 - \$342,281 was awarded for improved performance in the Child Care Performance and Family Formation area.

Hawai`i has not rested on its successes, however, and recently introduced programs and services that further enhance our ability to help liberate families from poverty.

For example, anticipating heightened work requirements under revised federal regulations for people on welfare, DHS launched the Reward Work initiative in August 2006, with some benefits retroactive to January 2006. This program offers new financial incentives that encourage clients to seek and maintain employment, while encouraging those who can earn enough to exit welfare to do so expeditiously.

Because many clients grew discouraged when they began work and then saw their TANF financial assistance reduced, Reward Work was designed to remove that disincentive to employment. Now clients receive 100% financial assistance, in addition to their wages, during the first 24 months of work. They also receive 50% of their TANF assistance during months 25 to 48 of work, and 36% during months 49 to 60.

Other highlights of Reward Work include:

- Two years of progressive cash bonuses of up to \$8,250 for people who voluntarily exit welfare early for employment before their 25th month of TANF assistance and continue to work for up to two years after exiting TANF (Attachment C).
 - Bonuses are earned after three months, six months, 12 months and 24 months of employment.
 - To encourage fulltime employment, work retention bonuses are higher for those who work more hours.
- Two months of rent payments to help stabilize housing and employment (Attachment D).
 - This money can be used for security deposits or ongoing rent.
 - Rent payments can be as high as 60 percent of monthly family income.

Another self-sufficiency initiative, Upfront Universal Engagement (UFUE), was launched by DHS in 2005 to expand grant diversion to support employment and eliminate the need for people to enter the welfare system. The UFUE helps reduce poverty by:

- Immediately referring participants to a work program;
- Providing non-cash benefits to families for four months;
 - These benefits do not impact the five years of lifetime eligibility available under TANF.

Yet another successful work initiative created by DHS is SEE Hawai`i Work: Supporting Employment Empowerment. Initially launched in February 2005 on O`ahu, the program now places needy parents in hundreds of subsidized job-training programs statewide. Notably, most employers participating in SEE had never previously hired people on welfare. Highlights of SEE include:

- Provides companies with pre-screened candidates who with training are able to meet job requirements;
- Offers a wide range of positions, including loan officers, mechanics and computer specialists;
- Helps ease Hawai`i's labor shortage;
- Employers set and pay wages to employees/trainees;
- The State reimburses employers for the minimum wage, plus 14 percent toward unemployment insurance, Workers' Compensation, FICA, etc.; and
- The State provides clients with health insurance, automobile insurance and childcare, as well as transportation and housing assistance.

Recognizing that some working families might still be financially in need after reaching their 60-month lifetime limit of TANF assistance, Hawai`i offers five years of "timing-out" payments. This amounts to \$200 a month for 12 months if the client is working at least 19 hours a week, \$200 a month for the next 12 months if working at least 20 hours a week, and \$200 a month for the next 36 months if working at least 32 hours a week.

In addition, Hawai`i now funds a broad range of programs that we are confident contribute directly or indirectly to the prevention of dependency. Support of these programs is encouraged by the U.S. Department of Health and Human Services (DHHS), which urges states to pursue innovative ways of meeting the poverty prevention goals of TANF Purposes 3 and 4.

It is important to understand that enactment of the federal Deficit Reduction Act (DRA) in 2006 compelled DHS to rethink and enhance some of its strategies. DRA changes to TANF, which will make it more difficult for Hawai`i and other states to meet federal requirements, are discussed below.

- The DRA maintains the original TANF law's requirement that 50% of all family welfare caseloads fulfill statutory work requirements, and that 90% of two-parent families fulfill even higher work requirements.
- Additional categories of individuals are included in state work participation calculations, and the definition of work categories has narrowed.

- The caseload reduction credit, previously used in determining compliance with the work participation requirement, was recalibrated to be based on the number of families receiving assistance in FFY 2005. As a result, Hawai`i loses its ability to claim credit for the significant drop in caseload that we achieved prior to 2005.
- States are now required to include in the work participation requirements, families who are receiving assistance under separate state-only assistance programs that are fully State-funded and were being used to fulfill Maintenance of Effort (MOE) requirements.
- States must follow elaborate and labor-intensive verification requirements to prove that individuals are meeting work participation standards. States that fail to meet the verification requirements are penalized.

Only one DRA change provides Hawai`i with additional opportunities. The DRA expanded the ability of states to utilize state dollars for prevention programs. Prior to the DRA, only the federal TANF block grant could be utilized for non-needy families, but the DRA now permits expenditure of MOE state dollars to provide prevention services to the general public. This change, which manifests Congressional encouragement of state-developed poverty prevention efforts, provides states with important new flexibility for developing and implementing programs that provide social benefits to prevent dependency.

In the following sections, we provide strategic planning objectives, performance measures, strategic activities, and first-year targets for TANF Purposes 1 and 2, which deal with currently impoverished families, and TANF Purposes 3 and 4, which attempt to prevent the poverty of future generations.

TANF PURPOSE 1 AND TANF PURPOSE 2 – PROVIDE ASSISTANCE TO NEEDY FAMILIES AND END DEPENDENCE OF NEEDY FAMILIES BY PROMOTING JOB PREPARATION, WORK AND MARRIAGE

The following objectives are designed to accomplish goals expressed by stakeholders in the community workshops, within the context of the new DRA requirements. Stakeholders identified the following key needs:

- More employment opportunities by expanding the SEE Hawai`i Work (Supporting Employment Empowerment) program; increasing work experience sites; increasing job development for unsubsidized employment; continuing to support and expand vocational education opportunities as well as other post-secondary education opportunities.
- Measuring the success of work-related activities in terms of placement and employment, higher wage rates, higher retention rates, increased ability to exit welfare due to sufficient earnings, job advancement, employer/employee satisfaction, long-term retention of employment, utilization of the “Reward Work” incentives (described above), and successful completion of job readiness programs.
- Expanding supportive services such as transportation, infant/toddler child care, sick child care, elder care, job coaching/mentoring, housing assistance, and financial literacy to help TANF families succeed in work activities.

TANF Purposes 1 and 2 Strategic Objectives

Strategic Planning Objectives	Performance Measures	Strategic Activities	First Year Targets
Maximize the number of TANF families that are working in unsubsidized employment	<p>Increase in work activity participation</p> <p>Meet federal work participation requirements</p> <p>Increase in % of clients employed</p>		
		<p>Redesign employment services so that all applicants immediately receive employment services, and employment services are provided continuously</p>	<p>14% increase in work activity participation</p> <p>50% for single parent households</p> <p>90% for two-parent households</p> <p>5% increase in clients employed</p> <p>2% increase in leaving and remaining off TANF</p> <p>Expand Grant Diversion (UFUE) to provide up-front services to 100% of federally mandatory applicants</p> <p>100% of clients are immediately placed in appropriate activities and time lags are eliminated</p>
		<p>Provide appropriate vocational rehabilitation services to individuals with disabilities</p>	<p>Expand vocational rehabilitation services so that 100% of individuals with disabilities will be served immediately</p>

Strategic Planning Objectives	Performance Measures	Strategic Activities	First Year Targets
		Provide services that enhance job retention and advancement	40% of individuals retain employment for at least 12 months after exiting welfare (This is a projection. A baseline will be established in the 1 st year and adjusted as necessary.) 30% of individuals increase wages by at least 10%
Maximize the number of TANF families that are participating in activities that are designed to lead to unsubsidized employment	Increase in work activity participation Meet federal work participation requirements		
		Continue to support and expand vocational education and other post-secondary educational opportunities	Maximize vocational education opportunities while meeting work participation requirements
		Continue to support and expand the SEE Hawai'i Work (Supporting Employment Empowerment) program	Increase number of SEE placements by 50%
		Expand the array of services available in Oahu and the neighbor islands to provide needed work services	Make job search, work experience, etc. available statewide
Maximize utilization of support services to encourage employment entry, increase work hours and employment retention	Increase the % of clients able to fully participate in work activities		
		Expand child care capacity including infant, toddler, sick and odd-hour child care	Award contract(s) to provide sick child care Develop contracts to provide child care where needed

Strategic Planning Objectives	Performance Measures	Strategic Activities	First Year Targets
		Develop transportation initiatives to accommodate Hawai'i's transportation challenges statewide	Assess the effectiveness of higher transportation allowances Attempt to develop pool of transportation volunteers Develop contracts to assist clients to remediate automobile license restrictions
		Develop housing initiative to help low-income families find stable and affordable housing	Increase housing payment options
		Develop capacity for the provision of financial literacy training	Issue RFI to determine how best to develop services Develop action plan based on RFI responses
		Develop contracts to improve utilization of EITC in Hawai'i	Increase the number of EITC recipients in Hawai'i by 10%
Further develop and utilize performance measures to reward good performance	Increase in productivity of staff and contracted vendors		
		Review all provider contracts and add appropriate performance payment points	Include performance payment points in renegotiated contracts
		Institute performance management structure that incentivizes high performance	Develop and pilot performance management structure

TANF PURPOSE 3 AND TANF PURPOSE 4 – PROMOTE SERVICES THAT STRENGTHEN FAMILIES AND POSITIVELY DEVELOP YOUTH IN ORDER TO PREVENT FUTURE DEPENDENCY

The following objectives are designed to accomplish program needs expressed by stakeholders in the community workshops. They identified the following key needs:

- Maximize the number of youth engaged in youth development programs where youth experience positive outcomes by using TANF funds for strengthening

families and positive youth development through before- and after-school programs, vocational training/career exploration/work programs for youth, and additional efforts similar to the array of programs for families and children offered under the Department of Defense's About Face! programs.

- Maximize the safety of children served by the child welfare system (CWS) by using TANF funds to promote safe and stable families.

TANF Purposes 3 and 4 Strategic Objectives

Strategic Planning Objectives	Performance Measures	Strategic Activities	First Year Targets
Maximize the number of youth engaged in youth development programs where youth experience positive outcomes	Awaiting research findings from evaluation contract with Lewin and the University of Hawai'i		
		Issue contracts to evaluate investments in prevention activities	Review evaluation results and determine appropriate actions
		Continue support for before and after school programs	Review current support for these programs and determine need for additional support
		In partnership with DOE and other agencies and providers, develop strategies to increase vocational training/career exploration/work programs for youth	Form a DHS/DOE task force to develop program plans
Maximize the safety of children served by CWS	<p>Less than 6% of families have an initial CWS referral during the intervention period</p> <p>Less than 11% have substantiated CWS report of child abuse and/or neglect within 6 months of the initial report</p>	<p>Continue TANF investments in CWS services and its community-based partners</p> <p>Continue to monitor accomplishments of the CWS Program Improvement Plan (PIP) federal mandate</p>	Determine additional needed resources

DHS is committed to successfully accomplishing all the strategic objectives enunciated in this Five-Year Strategic Plan. DHS will monitor completion of first-year targets through quarterly monitoring sessions. In addition to these scheduled monitoring meetings, target activities will be regularly discussed in meetings of DHS Divisions and in monthly top-

level management meetings. Reports of accomplishments will be compiled. The quarterly monitoring meetings will also be used to develop subsequent-year targets and, if necessary, additional strategic objectives and activities.