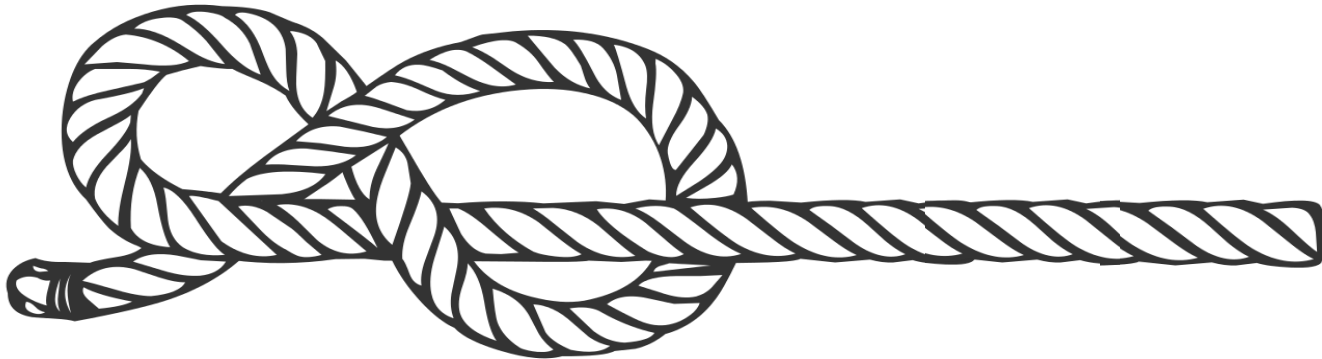




EMPLOYMENT SERVICES AT THE DEPARTMENT OF TRANSITIONAL ASSISTANCE

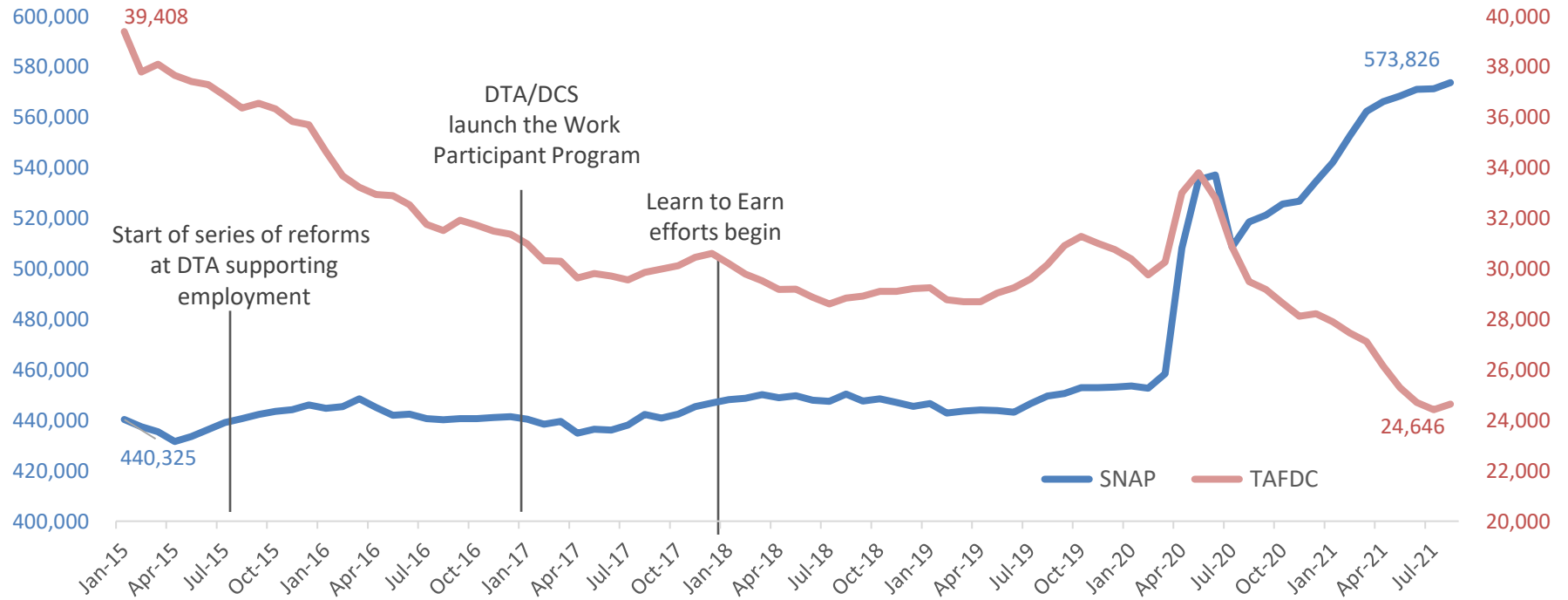
Partnerships and policies creating
new pathways to employment



SUMMARY

- DTA Caseload: Jan 2015-Aug 2021
- DTA Caseload: Employment
- Current Trends: End of Pandemic UI / DTA Applications
- DTA Employment Programs: Overview
- EOLWD & MassHire/DTA Collaborations
 - Work Participant Program
 - Return to Employment Efforts
- Appendix
 - DTA Reforms to Support Work: 2015-2021
 - Learn to Earn
 - DTA Employment Programs: Detailed Descriptions
 - TAFDC Grant & Eligibility Levels

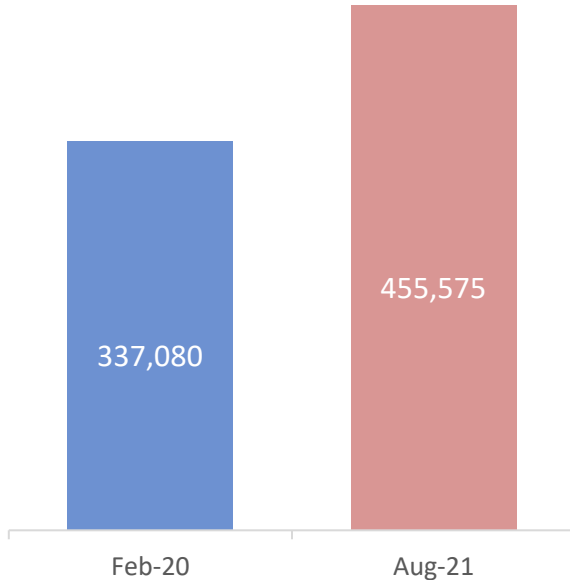
DTA CASELOAD: JAN 2015 – AUG 2021*



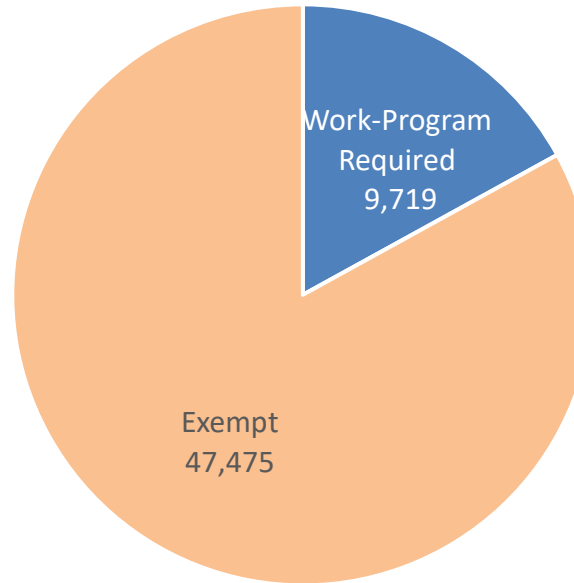
*Households

DTA CASELOAD: EMPLOYMENT

SNAP: Working-Age
Clients (18-59)



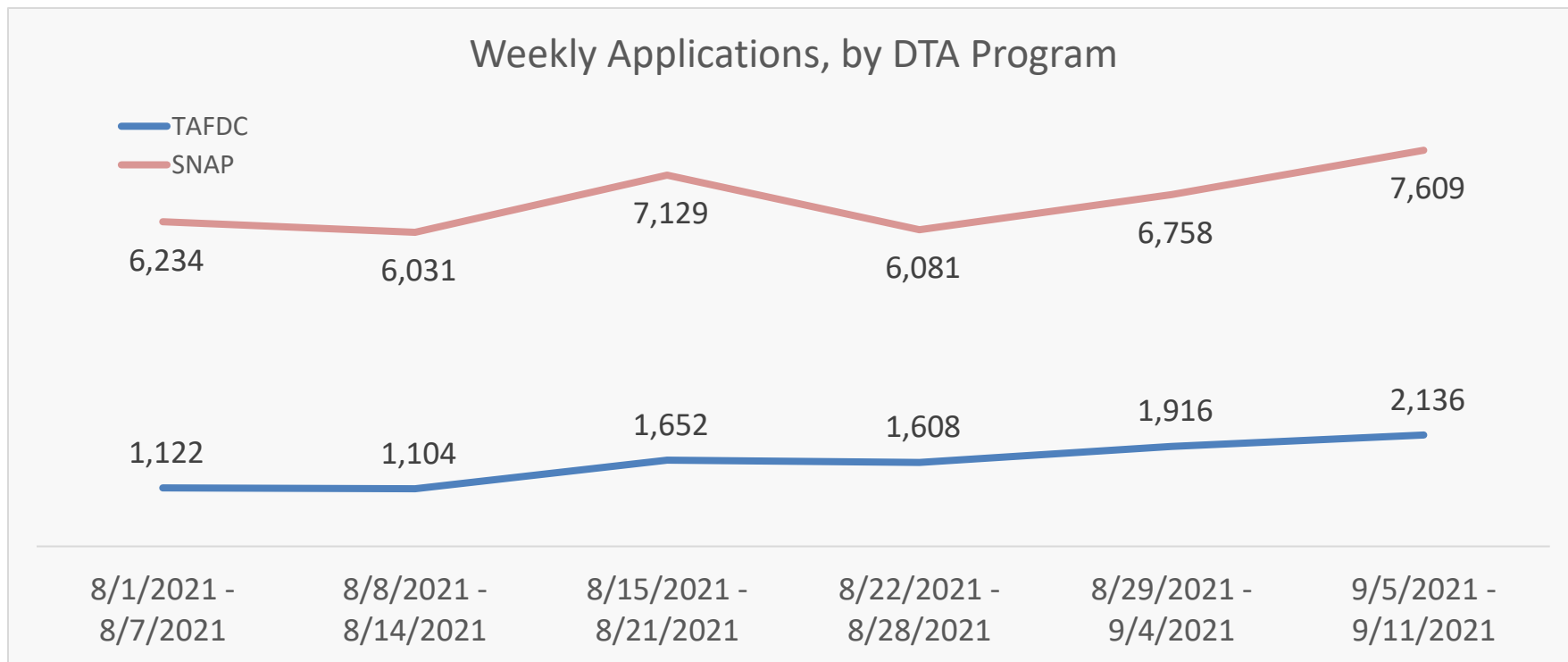
TAFDC Clients, By Work Requirement Category



Exemptions:

- Having a verified disability or medical condition.
- Having a child less than two years of age.
- Being in the 33rd week of pregnancy.
- Being a teen parent and attending school full time.
- Being age 60 or over.
- Caring for a disabled household member.
- Being a non-parent relative caregiver.

CURRENT DTA APPLICATION TRENDS



EMPLOYMENT SERVICES AT DTA

The Employment Services Program (ESP 4001-1000) is comprised of outcomes- driven (pay-for-performance) programs and partnerships, including:

- Competitive Integrated Employment Services (CIES)*
- Employment Supports Services Program, via the Office for Refugees and Immigrants (ORI)
- Secure Jobs Program*
- DTA Works Program
- Work Participant Program (WPP)*
- Young Parents Program (YPP)
- Empowering to Employ (ETE)

* MassHire partner with regional contacts

DTA also administers the [SNAP Path to Work](#) program, a partnership between federal, state, and local partners administered by DTA that provides the state's SNAP clients with the skills, training, experience, education, and employment supports needed to find and keep good paying jobs.

In FY21, DTA launched a rebrand of its employment services programs now known as the [TAFDC Pathways to Work Program](#).

WORK PARTICIPANT PROGRAM

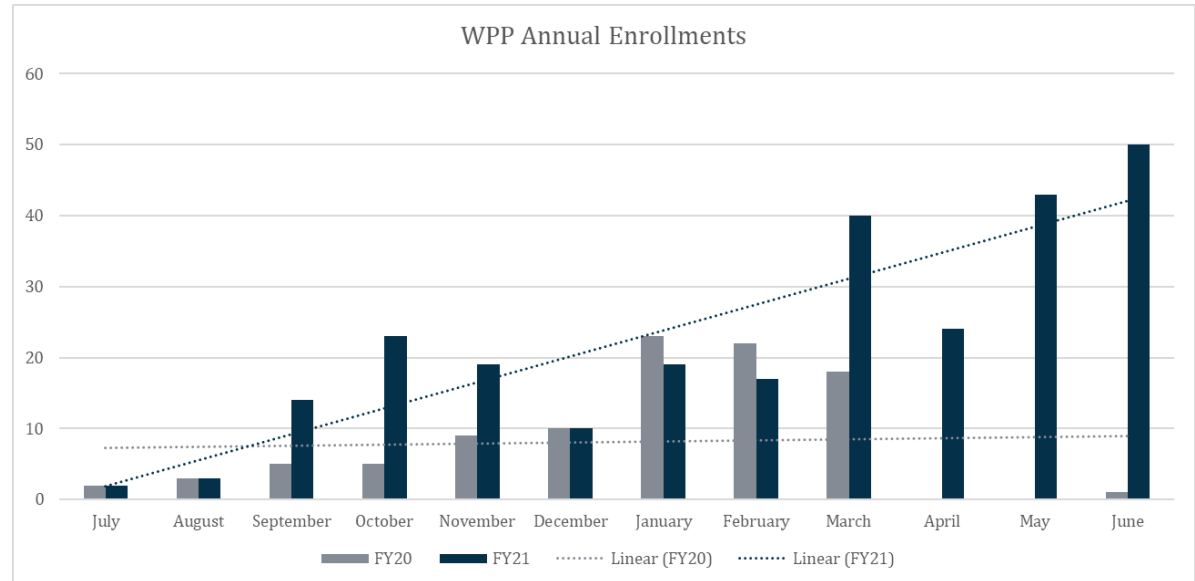
DTA and MassHire partnership, initiated in 2017, to:

- Develop meaningful pathways to work and economic mobility for low-income, disabled and chronically un/underemployed individuals/families, and
- Ensure that DTA clients and families with significant barriers can access the workforce system with the support needed to attain and sustain employment.

Through the DTA and MassHire partnership, TAFDC and SNAP clients can access employment supports through the network of MassHire Career Centers. Clients receive access to individualized career counseling and guidance, workshops, job fairs, employer recruitment, and access to free resources to assist with their job search and applications.

WORK PARTICIPANT PROGRAM

- Expectations for collaboration, service delivery and performance are established through annual ISA (\$1M in FY22)
- DTA began direct outreach to shared clients who register independently with MassHire resulting in increasing enrollment in July and August of 2021.



DTA WIOA PLAN MODIFICATIONS

- The TANF (TAFDC) state plan reflects the rebranding and redesigned Pathways to Work program which uses a more focused approach to connect clients with employment services, with the goal of providing meaningful, tailored opportunities to clients.
- As part of the redesigned TAFDC work program, DTA FEWs are engaging with new and returning TAFDC clients to connect them to the MassHire Virtual Career Pathway, engaging families earlier in goal-setting and connection to workforce services and career paths
- Proposed Expansion of Empowering to Employ, a DTA and MRC initiative that maximizes the opportunity for DTA clients, including individuals with disabilities, to obtain workforce development and supportive services from MRC leading to increased skill development, competitive employment and pathways to economic independence and stability
- Subsidized work-based learning is now allowable and approved in MA under the SNAP E&T State Plan
- DTA has added virtual service delivery models in all employment services and expanded access points, including telephonic and online application options, for clients to promote equitable access to all of programs.

EMPOWERING TO EMPLOY EXPANSION

As the Commonwealth's economy and DTA local offices reopen, DTA and MRC are proposing to expand the program, adding six additional offices over FY22 and FY23:

- FY22: Worcester, Pittsfield and Malden
- FY23: Southbridge, Taunton and Framingham
- Expansion will lead to increased referrals and program access, supporting more residents to reach their employment goals

Benefits to Expansion:

- Clients experiencing disabilities were hardest hit by COVID-19 pandemic and its economic fall out – population will need additional, targeted support during the pandemic and post-pandemic economic recovery to support participation in the workforce
- Virtual services will allow both Departments to reach residents in new and innovative ways
- Co-Case management is a strategy implemented among all DTA's Employment and Training programs, and is a proven best practice in supporting families

RETURN TO EMPLOYMENT EFFORTS

New and Returning Clients

- DTA staff are engaging new and returning TAFDC clients in employment services at application
- TAFDC applicants who are not exempt from the work program will be registered with MassHire JobQuest during application
- Referrals to WPP or other Pathways to Work program are made immediately following benefit approval during initial engagement period

Existing DTA Clients

- DUA/DTA data match to be used to conduct direct outreach to existing SNAP and TAFDC clients who lost UI benefits to connect them to MassHire services and/or Pathways to Work Programs
- Through the Virtual Career Pathway, Work Program Participants can now upload existing resumes or create one with Burning Glass technology, create a career action plan and connect to career coach.
- Bi-weekly co case management meetings occurring with DTA's Full Engagement Workers and local MassHire Career center staff

APPENDIX

DTA REFORMS TO SUPPORT WORK

Simplifying and streamlining program rules and requirements for working families, **incentivizing** and supporting **employment** and employment related activities, and **easing the “cliff effect”** during the transition to economic self-sufficiency.

FY16	FY17	FY18	FY19	FY20	FY21
<ul style="list-style-type: none">• Pathways to Self Sufficiency launched to promote positive client engagement in education, training and other employment related activities.	<ul style="list-style-type: none">• Simplified the income ‘test’ calculation for eligibility• Increased the deduction for working households• New post-TAFDC support for working households• Employment supports for non-custodial parents	<ul style="list-style-type: none">• Increased funding in Employment Supports Program (ESP)• Expanded partnership with One-Stop (MassHire) Career Centers• Expanded transportation support funding for Employed clients	<ul style="list-style-type: none">• Earnings non-countable for first six months• Increase asset limit to \$5,000• Raised work-required grant to exempt level• Introduced SNAP E&T transportation support	<ul style="list-style-type: none">• End ‘Income-In-Kind’ homelessness grant reduction• Eliminated asset limit on first vehicle• Expanded childcare for working relative caregivers• Eliminated ‘Family Cap’ exclusion Rule• Increased WPP Budget with additional SNAP E&T	<ul style="list-style-type: none">• Grant increases to mitigate cliff effect• Rebrand of <i>Employment Services Program</i> to <i>TAFDC Pathways to Work Program</i>

LEARN TO EARN

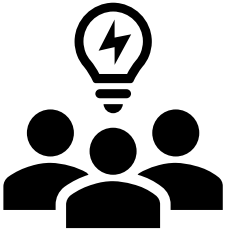
1



Aligning across systems

Cross-Secretariat Working Group (K-12 Education, Higher Education Child Care, SNAP, TANF, Medicaid, Housing, Workforce Development) to analyze and map existing “safety net” benefit programs and develop policies to shift the focus to an incentive-based, career pathway focused set of supports that promote employment, wage growth and permanent exit from public benefits.

2



Putting ideas into action

Learn to Earn Pilot Grants

Developing and testing employment and training innovations for public benefit recipients connected directly to high-demand industries that pay family-sustaining wages.

Policy Reforms

Individual agency reforms to enable clients to keep more of their earnings while they pursue career advancement.

CommonCalc

Online tool for case managers and clients to understand the impact of work and earnings on public benefits and plan for economic independence.

Data Sharing

New data-sharing agreement to capture information on a broad cohort of individuals receiving benefits to understand “package” and cliff issue, and gaps in support.

DTA EMPLOYMENT SERVICES

Program	Overview	Eligibility	Best Fit Participants	Clients Engaged
Competitive Integrated Employment Services (CIES)	Comprehensive, customized case management, job training, and job search to support individuals to job placement & retention	<ul style="list-style-type: none"> TAFDC clients Non-custodial parents of children receiving TAFDC 	Unemployed or underemployed individuals who are disconnected from work or training who have two or more barriers to employment	SFY19: 3,156 SFY20: 2,605 SFY21: 1,330
Young Parents Program (YPP)	Comprehensive, customized case management and educational programming to support individuals to achieve their education, life and parenting goals	<ul style="list-style-type: none"> TAFDC clients Ages 14-24 who are expecting or parenting 	Young parents (ages 14-24) who are currently out of school and (1) do not have a high school diploma or its equivalent; or (2) who wish to pursue post-secondary education and training. Participation by non-custodial parents and those who have children under 2 encouraged.	SFY19: 562 SFY20: 582 SFY21: 608
Work Participant Program (WPP)	Job search and employment supports and/or training offered to cohorts and individuals at local MassHire One Stop Career Centers (OSCCs)	<ul style="list-style-type: none"> TAFDC clients SNAP clients 	Any individual who desires support to find a job and/or advance their career goals with one or fewer barriers to work readiness	SFY19: 1,228 SFY20: 1,458 SFY21: 720
Secure Jobs	Employment support, job training and job search services for homeless or previously homeless families receiving assistance from DHCD	<ul style="list-style-type: none"> Residing in an Emergency Assistance Shelter Receiving HomeBASE funds Receiving RAFT funds 	Families experiencing homelessness who are ready, willing, and able to work	SFY19: 577 SFY20: 451 SFY21: 416

DTA EMPLOYMENT SERVICES

Program	Overview	Eligibility	Best Fit Participants	Clients Engaged
Massachusetts Office of Refugees and Immigrants (MORI)	Assistance to non-English speaking non-citizens and Puerto Rican storm victims to overcome cultural and linguistic challenges to employment	<ul style="list-style-type: none"> TAFDC clients 	Refugees and immigrants; Individuals with non-citizen status (e.g., temporary or permanent residency) and Puerto Rican storm victims.	SFY19: 158 SFY20: 129 SFY21: 218
DTA Works	Short-term, paid internship at a local DTA office, partner state agency or non-profit organization	<ul style="list-style-type: none"> TAFDC clients Able to pass CORI check 	Individuals seeking a short-term, entry-level position where you will learn skills needed for employment	SFY19: 72 SFY20: 56 SFY21: 17
MRC Empowering to Employ Initiative (Fitchburg, Brockton, Lawrence, North Shore, Quincy TAOs)	Provide coordinated service delivery and employment support services to DTA clients with disabilities facing challenges in obtaining, maintaining, and retaining employment	<ul style="list-style-type: none"> TAFDC clients Confirmed eligibility for MRC services (MRC will determine eligibility) 	Individuals with a suspected or confirmed disability who are interested in employment	SFY19: 133 SFY20: 144 SFY21: 94
SNAP E&T (SNAP Path to Work)	Comprehensive, customized case management, job training, and job search to support individuals to job placement & retention	<ul style="list-style-type: none"> SNAP clients who do not also receive TAFDC SNAP Applicants 	Any individual who desires additional support to advance their academic or career goals	FFY19: 727 FFY20: 1,312 FFY21: 1,454

TAFDC GRANT & ELIGIBILITY LEVELS

TAFDC Eligibility Chart		
Family Size	Public or subsidized housing monthly grant	Private housing monthly grant
1	\$466	\$506
2	\$589	\$629
3	\$712	\$752
4	\$829	\$869
5	\$950	\$990
6	\$1,075	\$1,115
7	\$1,196	\$1,236
8	\$1,316	\$1,356
Each additional household member	+\$126	+126