**Workforce 3One**

**Transcript of Webinar**

**Enough is Known for Action Webinar Series**

**Partnership between WIOA and TANF to Serve Youth**

**Wednesday, October 28, 2015**

*Transcript by*

*Noble Transcription Services*

*Murrieta, CA*

ERIC BELLINO: So now I'll turn it over to Maisha, who is with the Division of Youth Services, U.S. Department of Labor. Maisha?

MAISHA MEMINGER: Thank you so much, Eric. Good afternoon, everyone. It's so wonderful to have you all with us today as we discuss – continue our "Enough is Known for Action" series. This is our monthly series that we've been hosting here at the Department of Labor Division of Youth Services that focuses on various topics concerning young people in our country in the workforce. We've had other previous trainings and we hope that you all have had access to those.

But this month we're going to talk about TANF. And TANF's so very much important to all of us as we serve the most vulnerable, hard-to-serve young people in our country. Either they're recipients or their parents are recipients, and we want to make sure that we provide them with the best services so we can connect them to proper employment and education opportunities.

Again, my name is Maisha Meminger. I'm so happy to be here with you all. Many of your names I know, so it's good to see you all again.

Well, one thing that we did ask you earlier was who was with us in this training. And a majority of you all answered the workforce. This is a great, great webinar for you because TANF is something that we kind of sort of know about but not really well as workforce providers and professionals. And it's important for us to get there and know it a little bit better so we have a better partnership with our TANF colleagues to serve these young people.

So right now we're asking the question, how well do you know TANF? And you're filling that out and of course some of you are brave enough to admit you don't know TANF at all; you're on the right webinar to learn about TANF. And lots of you are saying somewhat. OK. Some of you are TANF providers that we learned about earlier, and so you know it very, very well. So this is a great opportunity, again, for you to get information about the workforce and get some information about TANF. We're going to actually have a discussion later on about how we can partner better.

So thank you for that, Eric. We got a feel for who's with us.

So what can you expect out of this webinar? Well, again, we're going to learn more about TANF, a little bit about WIOA. Since many of us are already in the workforce, we are WIOA beat in the head. We pretty much know that we're implementing this great reauthorization. So we're not going to focus too much on WIOA, but how to work with TANF recipients. How do they look? Who are we serving and how to best serve those young people?

Again, we're going to hear from our colleagues in the great state of Minnesota who are working on a state level and a local level to have a close partnership – actually, a vision and an agreement to work together amongst all the agencies that are serving young people. How do they share that vision? How do they look to serve young people in that state? So we have our great state of Minnesota at the state level and the local level discussing with us what they're doing.

And then we're going to have an open discussion. We want to hear from you all. One thing that we're trying to do with our "Enough is Known for Action" series is not just share with you all resources up here at the federal level and state level, but we want to hear what your ideas are about how you're going to make this work a little bit better at the grassroots level, at the One-Stop level, at the TANF office where you're serving people in the community. So we look forward to that open conversation.

Again – (inaudible) – TANF, opportunities and challenges, presentations from the field. We're going to have an open discussion and of course questions and answers. You can ask any question you want in the chat area and we will receive those questions. And as we get an opportunity to answer them, we will do so at the next available opportunity to answer your questions.

So WIOA, the Workforce Innovation and Opportunity Act. Of course we know it was a great bipartisan – it was a bill that was passed last year. We implemented it on July 1st of this year. We are working very hard up here at Department of Labor to get regs done, get all this guidance out to you all. And so we are working very hard to make sure that we share the best practices and what we want to move forward and how are we going to measure these items. So we're just working here to share with you all everything that we have. So we are totally working a lot. I'm thinking about all the stuff that I'm doing.

But the most important thing about WIOA is that it really wants to focus on those who are struggling in the middle class and lower class and people who are trying to move up. And they have barriers to employment, whether it be education, whether it be persons with physical or mental challenges, whether it be our veterans, whether it be our young people who are disengaged.

So we want to make sure that we work to break down those barriers to serving the population to get them engaged in the workforce and get them educated and then get them trained.

So why is TANF and WIOA an important topic for us to have today, especially when we talk about young people? Because a lot of times when we talk about TANF we don't think about our young adults, our youth. And again, our youth are measured up to the age of 24. And many of our young people are, again, either TANF recipients because they are pregnant and/or parenting, or they are children of persons who receive TANF benefits and they too can be served.

TANF is now a mandatory partner under WIOA. This is very important. That means that we are supposed to work with them in tandem as we serve these young people who come to our centers, come to our American Job Centers, our One-Stops to receive services. We need to know what their needs are, what some of their challenges are, how to lift some of those challenges. We need to work together to braid funding and braid opportunities to make sure they get the best and maximal leveraging of resources possible. So we are really excited about this opportunity to share.

This is really important for out-of-school youth as well, again. They tend to be disengaged. They tend to be receiving these benefits. And a lot of times because of their challenges it's sometimes challenging for us to serve them in the workforce system. So we need to work together to make sure that we can give them the best.

And right now I have the great privilege of introducing our colleague over at HHS – Health and Human Services – La Monica Shelton. Now, La Monica is our TANF representative who's going to share with us some of the – what is TANF – going to share with us, what is TANF? Who are we serving in TANF nationally? And what does that look like?

So La Monica, I'm going to turn it over to you so you can give us the background on TANF.

LA MONICA SHELTON: Thank you, Maisha. And hello and thank you to everyone on the phone and online for joining us for today's discussion.

As was mentioned, my name is La Monica Shelton and I am the TANF program manager at the Administration for Children and Families in region four, which is in Atlanta. And in our region, we work with eight states in the Southeast; that includes Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee. And the federally-recognized tribes such as the Eastern Band of Cherokee Indians, which is in North Carolina; and the Choctaw in Mississippi. And I know some of those folks are on the phone; I saw the names come up in the main chat. So excited to have them on.

In essence, regional ACF – and we love acronyms in the federal government, so ACF being our agency – in the regions, staff around the – and staff around the country, we partner with states and tribal program administrators so that we can offer them guidance and technical assistance as they develop and implement their TANF program. So our primary contact is not directly with clients served by our program, which may be different from some of you who do serve clients directly.

Let's see. So I based sort of what I'm presenting today off of some feedback I received from a few meetings where I was speaking with both state and local workforce staff. So today I plan to provide you with sort of a brief overview about the TANF program. And TANF stands for the Temporary Assistance for Needy Families. Obviously, for some of you this may be new, as you said in your response to the opening question; and then for others of you this may be a refresher. But in fact, we have a number of TANF providers on the phone, so they could easily do this presentation themselves.

But my intent is not to make anyone a TANF expert, because as you know from being engaged in your own programs, that developing that expertise takes a considerable amount of time and practice. But what I hope to offer is enough information to help you understand some of the basic rules about TANF and also to understand the structure of the program, so that maybe it can help you better develop new or even enhance your existing partnerships with TANF in your state and your local areas.

And I also hope that the information I provide today will better help you serve TANF clients if they come through your door, so that they are able to achieve sustainable outcomes, especially outcomes related to employment.

So, many people think of TANF as just a cash assistance program. But we also see TANF as a program that can help clients become job-ready, gain employment and strengthen their family. Today I'll talk a little bit about TANF in relation to employment because that's really important for the context of today's conversation. But I also hope to identify some other resources that we have available that can be helpful to the families we're serving, and to discuss what our programs have in common, and also just talk a little bit about what partnership looks like at the federal level and in some of the states.

So what is TANF? TANF is sometimes referred to as welfare. But TANF is sometimes often confused or assumed to be co-managed at the federal level with the SNAP program or the food stamps program. But TANF is its own separate program. TANF is in fact a block grant program intended to provide families with assistance for basic needs, while helping move those same families into work and then ultimately into self-sufficiency and stability.

There are four purposes of TANF. But in a nutshell, we seek to provide temporary assistance to families; this is usually done via cash assistance or other types of assistance. And we seek to help those families become economically sustainable by providing them with training as well as employment – opening up employment avenues and then also providing other types of services.

So as you already know, TANF is an acronym. And like I said, we feds, we love acronyms. But the "T" is for "temporary." And this is important because TANF is a time-limited program. In most cases, a client can only receive assistance up to 60 months total.

The "A" for "assistance" – the block grant funds provided to grantees cover a variety of benefits and services, such as cash assistance, which can be used to pay for bills, to pay for food, rent, pretty much whatever a family needs to live. Funds can also be used to provide services to families such as job training and other employment services, transportation, child care, et cetera.

The "N" is for "needy." And this program is targeted at needy or low-income families.

And then the "F" is for "families" because, for example, a single adult will not necessarily qualify for the TANF program. She or he may qualify for SNAP, but the individual must have a child in the home or, in some cases, must be expecting a child. And then in addition, federal rules allow states to provide certain services not only to adults in the family, but also to children.

But please keep in mind, though, that just like the English language, there is an exception to every rule or just about every rule. So even though I'm providing sort of a 30,000-foot level information about the rules and regulations, there are sometimes exceptions. But I'm not going to sort of dive into those nuances.

It's also important to understand that as a block grant TANF provides states with a fair amount of flexibility to design and implement their program to meet their state-specific needs. Some rules are universal, such as states are required to meet federally-mandated work participation rates. All grantees must submit certain reports each year. States and tribes are required to submit plans. But nevertheless, when you have seen one TANF program, you have seen just one TANF program. So that really highlights sort of the individual design of each program by each state. So they're all very different.

So what do I mean by that? The states may have different definitions of family, sort of who is considered to be a part of the assistance unit. Some states have lower eligibility thresholds. Some states offer different cash assistance amounts.

So for example, you might have a state that offers – or provides $185 a month for a family of three, and in another state it might be $425 a month. One state might have a service that another state does not offer, such as a program that helps, stay, noncustodial parents find employment. Or a program may provide continued supports to former clients for a certain time period after they've obtained employment.

But basically what I mean is no two states are the same. This is why it's important to take what I share as a starting point, and then if you have not already done so, if you're not a TANF administrator or provider, I would encourage you to be in contact – if you haven't contacted already or develop a relationship with them already – to get to know your state or local counterpart at the TANF office so that they can better help you understand their specific program rules and requirements.

TANF funds can be used for what we call diversion programs. Essentially, these can help keep a family from coming on the TANF rolls. So sometimes the family may need a very short-term and immediate help to stay in their house or to repair their car to keep them going to work.

In ACF we have a number of initiatives and priorities that we work on and encourage states to implement. And one of those priorities, for example, is homelessness, which is really helping families at risk of becoming homeless or families that are already homeless, to help them to find some stability. So for example, TANF programs can help families with short-term rental assistance or mortgage payments, moving assistance or cash management services – sorry, case management services.

As I mentioned, TANF can also provide services to children or refer them out for services. For example, one ACF priority is around addressing toxic stress or executive functioning or childhood trauma, so that people can get assessed and receive the services and supports they need to manage their toxicity and trauma and come out of that on a positive side. And that's for both the children or the adults in the family.

TANF also helps youth develop skills they need to become future working adults who can contribute positively to society. And one of the ways we try to offer that is by encouraging states to implement youth employment programs, particularly during the summer months.

So here are some other important facts about TANF. Approximately 3.5 million people – or 1.5 million families – received TANF in fiscal year 2014. The Administration for Children and Families provides about $16.5 billion a year in TANF funds across the nation per year. Welfare reform put into place the many rules that we talked about thus far and helped shape the program into what we know it to be currently. And with welfare reform, the number of families on TANF in a year declined significantly.

As poverty has increased dramatically since the start of the recession, especially among children, TANF cash assistance amounts have on average remained pretty flat. A growing number of cases are child-only, meaning that there's no adult that's part of the assistance unit, and generally no work participation requirement to earn a place for that case. This may be, for example, because a parent does not have the citizenship or alien status to quality for TANF, but the child may. Child-only cases also mean an adult associated with that child typically does not receive much-needed services, such as employment training.

With some exceptions, adult recipients are required to engage in work activities. But this does not always equal employment. This can include work experience or an internship, on-the-job training, community service. But these activities are really important because they better prepare the clients for actual employment. And sometimes these work activities also serve, in some cases, as sort of like an on-the-job interview.

So we have established that with TANF we are trying to help clients become ready for employment and to obtain sustainable employment with a living wage that will help their family to basically climb out of poverty.

So what do we typically see? We see clients who are in perhaps one of three areas. The first group is work-ready; they can either go into a job if they find it, but may need to conduct job search or do basic preparation for employment, such as interviewing practices, résumé writing. They may even have a degree or some work history.

We also have those clients who are not quite ready to go into work. They could use some additional training maybe on soft or hard skills or some types of support services. For example, one of the most common challenges for getting and keeping a job, we have found, is having reliable child care. Another is reliable transportation. So getting those supports to those families to be able to address those issues can often help them find a job and stay in a job.

And then we have those in a third category who probably are in need of more comprehensive and perhaps even longer-term services to address whatever issues they may have; and those could be mental health concerns, low literacy, English proficiency. But sometimes multiple challenges are present; and in these cases, TANF may need to make referrals for those clients to receive additional services through partner organizations or via contracts.

So again, TANF does not just offer cash assistance but also offers supports and services to help the client become job-ready, and then ultimately and successfully – be successful at work and successful in managing their family.

TANF funds can also be used for prevention services. So for example, states conduct programs to help prevent out-of-wedlock pregnancies. We know that a single parent household is more likely to experience poverty than a two-parent household.

And some grantees also implement programs that support healthy decision making; for example, could be healthy decision making around education. And research shows us that there are a number of strategies to help break the cycle of poverty. And delaying childbearing to a certain age and then also delaying childbearing until you're married, as well as getting an education and having full-time employment, are strategies for helping families to move out of poverty and also to break that cycle of poverty. So that's why it's very important that TANF states are putting those additional programs into place.

So really, the TANF program provides a variety of services and supports that kind of wrap around the client.

So why is all of this relevant? As it relates to many of you, particularly those of you on the workforce side, we – the TANF staff – are typically not the employment experts. We really do need partners. Partnership is essential. I'd like to share with you just a little bit of how we partnered in our region, particularly at the federal level; and then also what has happened with states between TANF and workforce and some other folks.

The Atlanta regional staff from ACF, as well as the Department of Labor, has implemented what we call this ongoing collaboration. And behind it we have this intent of having our state and local programs provide holistic services to those needy families who are really seeking to gain employment and achieve self-sufficiency. Our efforts are to identify and provide sustainable employment strategies for those low-income individuals.

What we've found throughout this partnership and kind of how it sparked is that for many low-income families, the pathway to self-sufficiency begins with becoming ready to obtain and retain employment. There have been several aspects of this collaboration, including we've done a joint (half ?) day roundtable session with employers to help them better understand the needs of our clients, and also to learn from them what their experiences have been in working with TANF clients. Some of them had not worked with TANF clients before, but had many assumptions about what it would be like to employ someone who was on TANF.

Together, ACF and Department of Labor, we've planned, implemented and then followed up on regional meetings. We've had multiple ones. And with those regional meetings we've brought together administrators in each program from our states, our tribes, and sometimes the local areas. We've also continued to work together on what we call these cross-program state action plans. We've conducted joint trainings and held other convenings.

So let's look at one of these joint activities. During two of our cross-program regional meetings, states and tribes worked on a cross-program action plan. And each state developed one of their own. And in this plan they identified mutually determined goals that they have for working together over the course of a period of time.

Again, the ultimate goal is to sort of provide more individuals in need with access to employment training and access to employment opportunities and services, and to identify support services for those individuals. Participants left the meeting with some fresh ideas that they took back to their states and their local areas, and then began implementing and tracking those with their counterparts.

Since the meetings, regional staff have continued to check in with states on their progress towards the goals and to offer technical assistance where necessary. And the work actually continues for a number of those states today. And every state is in a very different position because their plan is unique. Some are further along and some are doing very different things than others.

So for example, one state is piloting new ways to make referrals into the workforce program. Another state's program – together they jointly apply for funding between TANF and workforce. So we're just now sort of beginning to pull out some good practices from these action plans.

But the common thread that we identified across all of this work, between TANF, workforce, also include child support and SNAP – who are part of the partnership – is working with hard-to-serve individuals and helping to move those families towards self-sufficiency.

As part of our regional collaboration efforts, we've also conducted, as I mentioned before, some joint presentations and trainings. As I mentioned in the very beginning, sort of the way I framed a lot of my comments today was based on some meetings and trainings that I participated in with both state and local workforce individuals.

And what we found in talking with employers and with some workforce staff, and even people outside of workforce, is that there are a number of myths that exist about the TANF client. And those myths exist for a variety of reasons. But from the TANF perspective, we always feel it's very important to dispel some of those myths about our clients.

So what do we often hear from people around the country? Many people still believe that all TANF recipients are female, that they're single, that they have a lot of children – multiple children with multiple men – that they're all young, uneducated, lack skills and never been in the workforce, are unmotivated, obtain cash assistance for a lifetime. And these are all false, as I'm sure many, if not all of you, already know.

In fact, a fair percentage of our adult clients are males. True, a majority are women, but there are men in two-parent cases and there are some men who are single parents who are the head of household and our lead adult represented in the TANF case. Many clients have only one or two children. And with the recession we saw an increase in the number of clients who have a two- and even some a four-year education. And we also have seen since the recession a number of clients who have been in the workforce for a number of years, so not coming into TANF without skills.

That's not to say that there aren't people who don't have skills or who lack education, who lack reading proficiency. That does happen. But the point is that we have clients that run the gamut and therefore some who are very much ready for work, some who are close to being ready for work, and others who need more assistance and services to get ready.

So for example, I recall on a site visit that I did, I met with a number of clients in an area where a major plant had closed and left many of them unemployed. So they had work skills and some of them had some education beyond high school. But many of them were left with unemployment.

Another time, I met with an individual who moved across country to care for one of her elderly parents, and she moved into a rural area where it was very difficult to find employment. And she had many years of experience in nursing prior to moving to this area but was struggling to find employment. And these are the kinds of stories that we hear over and over and over.

But one consistent thing that we have communicated through this partnership, particularly at the federal level between ACF and Department of Labor, is that TANF – that a TANF case worker who refers a client for employment or employment services can serve as sort of an HR rep – or human services representative – and be the front-line contact for workforce staff or an employer, should a TANF client experience an issue that could impact their employment.

And having that case worker as sort of like a front-line individual to pick up the phone and call is – it's a very valuable resource that can help get the person that is put into employment – to keep them employed.

And through the partnership we emphasize that not all TANF clients are the same. Many are ready to work. Many are even ready to soar. Thus, it's important for each TANF client to be assessed for his or her own skills, interests, challenges, resources, needs, et cetera. And we encourage our TANF administrators to triage, if you will, their case load so that they refer people who are job-ready or near job-ready for training and employment.

And on the last slide, it'll just provide you with a link to some resources and then also give you my email address in case you want to contact me, in case we run out of time for questions today.

MS. MEMINGER: We're not going to run out of time, La Monica.

MS. SHELTON: OK.

MS. MEMINGER: I actually have a question for me that's on the table right now. I want to thank Angela for this question. She's asking us – or asking me, "I'm not sure I totally understood this. Does a person have to be receiving TANF benefits to qualify for WIOA?" Absolutely not.

A person could have various barriers to employment. They could have served some time in jail. They could be veterans. They could be persons with disabilities. They could be a person who receives TANF benefits. They could just be a person who has just hit some hard times after being laid off. There's various types of populations that we serve through WIOA.

This particular conversation today is about that subset of the folks that we serve in WIOA who are receiving TANF benefits. So no, you do not have to be a TANF recipient to be qualified for WIOA services. So thank you for that.

Now I would like to introduce Elizabeth Lower-Basch from CLASP. CLASP is a wonderful organization that does a lot of research and work on studying policy and law and poverty and youth issues and education. And Elizabeth is one of the leading experts in this country on the workforce and TANF working together. So we are so happy to have Elizabeth with us. And Elizabeth is going to go more into depth about TANF in the workforce. So Elizabeth, take it away.

ELIZABETH LOWER-BASCH: Hi. Thank you so much for that very generous introduction, as well as for having me today. It's great to speak with you all and I definitely recognize some names as people did the introductions on the screen.

So again, since it sounds like most people here come from a workforce background, I will go through this slide about some of the changes in the workforce system pretty briefly. But I think the main point is, as I think most of you know, historically TANF and workforce system have been quite separate in many states. There are a handful of states in which they've been fully integrated for quite a while, but in many states they've been running completely in parallel, even though they are both aimed at helping people find jobs.

So as mentioned, one of the things the workforce act did is try to bring the programs together, including making TANF a mandatory partner in the One-Stop system, unless the governor opts out.

Other important changes are that WIOA changed the priority of services under workforce programs to target public assistance recipients, individuals who are low-income and/or have barriers to employment. So that may give the workforce system both an incentive to serve more TANF recipients, but also to learn from what TANF agencies have found out about how to effectively serve people who might be coming in at a lower skill level or with more other barriers to employment than perhaps the workforce system has historically served.

Particularly related to youth – someone's saying they're having trouble hearing me. I have a little bit of a cold. Is this better? (Pause.) I'll just keep going and hopefully it's OK.

So specifically aimed at out-of-school youth, the age range has increased up to 24, and at least three-quarters of the youth funds have to be spent on out-of-school youth. So in many areas, the youth programs might have predominantly served adults who were in school, thinking about moving into the workforce. The focus on out-of-school youth is more likely to pick up, particularly young adults who are receiving TANF.

In addition, 20 percent of the youth funds have to be spent on paid or unpaid work experiences that incorporate education. And many places, TANF does have experience in running subsidized employment or other community service type programs.

So another key point to realize is that many of the adult recipients under TANF – meaning the parents in TANF families – are in fact young adults; it is about a third of the overall case load. Mostly young adults ages 20 to 24. There's a smaller share who are under age 20. So this is not all TANF recipients, as La Monica pointed out, but certainly a significant population within TANF programs.

And historically, TANF has not thought of young adults as any different than other adults. There is some special provisions for teen parents, but that's really it. So one of the things that's new is thinking about young adults specifically.

I will flag – under "file share" on this presentation is a new brief that we have out that discusses some of this material in more depth and also has a table that shows the same data that's in this pie chart, but for each individual state. So you might find that of interest. It's also on the CLASP website for you to download.

So lots of things have changed. But many of the things that have made it challenging for TANF and workforce programs to collaborate have not changed, it's worth acknowledging. I'll talk in a minute a little bit more about the TANF work participation rate, which is the primary performance measure for TANF work programs.

There's also overall – TANF is predominantly a mandatory work program. Workforce WIOA has generally been voluntary. TANF has a participation measure. Workforce programs are held to account for outcome measures.

There's also no new money on either the TANF or the workforce side. I saw – La Monica did a great job of presenting the wide range of services that TANF funds can be used to support. The challenge of a very flexible funding stream that has not been expanded is that there are many demands on this funding stream. And so it can be sometimes challenging to figure out what the priorities are and to get funds to new areas.

Finally, the new law did not change any of the standard limits on the use of funds and the requirement that even when services are collocated or integrated, that the costs still need to be allocated across programs, so that each program is only charged for things that it's allowed to pay for.

This slide I am not going to get to into any detail, but it highlights some of the complexities of the TANF work participation rates. It shows that there's a limited set of activities that are countable, but some of them are only countable with restrictions. And in particular, GED classes, basic education typically can only be counted when combined with 20 hours or more of a core activity, such as employment or community service.

So, lots of complicated details, but in general I would say TANF programs in most states have been less focused on education for that reason. And so it's a challenge but it's also an opportunity to think of TANF in the context of workforce programs, in the context of labor market information, and think about what young adults really need to succeed in today's economy.

So our suggestion is, rather than getting immediately into the weeds of, should TANF be a mandatory partner or should we opt out? What is the cost allocation going to look like? But to really start at the conceptual level of how might TANF work programs look different if we took into account the unique educational and developmental needs of young adults?

Can we improve services in both programs by partnering? Can we make priority of service work better by partnering with TANF agencies? In general, do these partnerships create better employment services than clients are currently having access to? And in some cases, if everything is working great now, you might not want to make major changes. But if you're not satisfied with how things are working now, this is a real opportunity to improve services and partner.

There's a couple of different ways to think about how to partner. One is simply to allow youth to meet their TANF participation rates through existing programs, including WIOA programs and other education and training activities in the community.

Second option is to create specialized services that are specifically aimed at youth receiving benefits. And in a minute we're going to hear about the Minnesota program, which has been created to do that.

And then a third option is really to braid the funding streams to provide services to young adults, regardless of whether they are getting cash assistance.

And let me get this next slide up.

This really highlights the importance of that because, as La Monica noted, the federal time limit is 60 months on cash assistance. But the reality is very, very few TANF recipients continue to receive cash assistance for anything near that long. And in fact, more than 60 percent participate between one month and 12 months, so less than a year.

And if you think about a training program, some very short-term training programs might get completed in that space. But in most cases, and particularly if you're thinking about a career pathway and not just an individual training program, you'd want people to be able to continue services even after they stop receiving cash assistance. So that's another reason to think about the whole system together.

So our recommendation is really mostly to engage in these conversations across systems. On some level, whether you wind up submitting a unified combined plan that includes TANF or not isn't as important as that you're having the conversations, that you're talking, you're understanding each other's perspectives, and you're really asking the question of whether you're serving low-income individuals – and particularly young adults – the best services that they need to thrive.

WIA workforce programs hadn't been reauthorized in 16 years before WIOA, and so this is really a unique opportunity to think about what you're doing and do it better.

I apologize that my throat's getting a little hoarse, but I think La Monica and I are both able to ask (sic) questions – answer questions.

MS. MEMINGER: Thank you so much, Elizabeth, for that, and La Monica – (inaudible). We have a couple of questions on the table now.

La Monica, I think you're going to take this question. "Would WIOA be a payer of last resort if a participant is receiving both TANF and WIA services?"

MS. SHELTON: It's possible, but I cannot say definitively because there is no federal rule on the TANF side in particular about how states will fund WIOA services to TANF clients. That typically is worked out at the state and local level. In fact, as I've been hearing as a number of states are in the process of developing their combined plans, they are in communication about funding. But that really is something that happens outside of the federal office.

MS. MEMINGER: Thank you so much for that. I would second that on the workforce side as well.

I have a question for Elizabeth, "Is that accumulated months of participation study broken out by state that you referenced?"

MS. LOWER-BASCH: So that particular data source is from Census data from the SIPP, which is one of the – Study of Income and Program Participation – which provides more longitudinal data than the usual point-in-time studies. But while you can't get an exactly this question, TANF agencies do report the number of months that recipients have accrued towards their time limits, and that's probably for most purposes a good enough answer to that question.

MS. MEMINGER: Thank you. I think more questions are coming in, but we're going to move forward I think. I've got some people typing some questions in, but let's get to – did one more question come in?

I have a question – oh, got a couple questions come in. "How will we know if our state has submitted a consolidated plan?" I think that's going back to La Monica.

MS. SHELTON: Hi. So as far as I'm aware, there have not been any submissions yet. I mean, the regulations are still being finalized. But I'd say the best bet is if you're on the TANF side to contact the state lead – TANF administrator. And if you're on the workforce side, to do the same, to contact that – maybe the state administrator for workforce. And if you are uncertain about who perhaps that is in your state, I can help you with TANF and I think Maisha can help you with the workforce.

MS. LOWER-BASCH: And the plans are due next spring; I think it's March. And states are required to make them available for public comment before they're finalized. So that's something to look for.

MS. MEMINGER: Thanks so much. So we're going to move forward. Thank you so much for those clarifications. We're going to move forward with our presentation.

I know that, Eliza- – I'm going to actually switch you forward because you have your contact information here and some additional resources on – from CLASP on WIOA and TANF. And so folks can get to that at their leisure and to read more about that. So thank you.

MS. LOWER-BASCH: Absolutely. And if people have questions that you don't get the chance to have us address while we're on the call, really do feel free to follow up. We're happy to do what we can.

MS. MEMINGER: Thank you so much. I am going to now – the privilege of introducing a long-time partner of ours, Kay Tracy, from the state – the great state of Minnesota. Kay and I have worked for years on our shared youth vision. And Kay was a leading state representative, bringing together different agencies in the state of Minnesota to focus on the needs and services for young people.

And Kay, do I have you there?

KAY TRACY: Hi, Maisha. Thanks for inviting us to talk about Minnesota's TANF youth project.

Minnesota's TANF youth project is a partnership between Minnesota's Workforce Council Association, Minnesota Department of Employment and Economic Development, and the Minnesota Department of Human Services.

Currently, we have 13 workforce service areas involved in the project statewide. Our particular project has been in place since 2009, and in that year teen parents were identified as a priority group by our Shared Vision for Youth state team.

Our TANF project targets and reaches youth who can benefit the most from subsidized youth employment. The project supports transitions to education, and the overall goal is to improve the employment and education outcomes for targeted youth and increase work participation rates.

Our current interagency agreement is a three-year commitment. It's $300,000 per year, and that supports approximately 150 youth per year. The projects that are in operation currently provide introduction to career pathways, work experience, work readiness training, and preparations for long-term employment opportunities. All of our projects feature employer engagement, and particularly feature employer pre- and post-assessment of work readiness skills.

Our projects operate each year from April 1st to December 31st and we issue the planning instructions in December every year. The eligible participants for Minnesota's project are: teen parents, ages 16 to 24, who receive cash benefits under the Minnesota Family Investment Project; or youth, ages 14 to 18, who are on the cash grant in the MFIP household.

Our state level interagency agreement goes into a lot of detail about reimbursement and reporting requirements. And of course, we'd be happy to share that with you. I've also listed our – the web link to our WIA annual report that goes into a lot of detail about partnerships to leverage TANF resources. We've also prepared a short project fact sheet that includes our contact information and answers a few more questions about Minnesota's particular project.

What I'm going to do is to introduce Heather Gleason. She's the assistant director from the South Central Workforce Council in Mankato, Minnesota. Heather is the person who's managed the project in the south central area since 2009, and she's going to go into a little bit more detail about the grassroots project.

HEATHER GLEASON: Great. Thank you, Kay. And also thank you to Maisha for inviting us to participate in the webinar today to talk about the Minnesota project. Again, my name's Heather Gleason from the South Central Workforce Council. And I represent a nine-county area in south central Minnesota.

And we're very fortunate in our area because in five of our counties our WIOA service provider is also our MFIP provider. So looking for eligible youth and families is often times looking at individuals on caseloads or the caseloads of their coworkers.

But in our other counties we have very strong partnerships with our MFIP providers. And so the key for us to finding eligible youth was talking to our providers early and often. As Kay said, our project started in April, and so we began talking to our partners back in January to start telling them about the project and what the benefits could be.

And often times, caseloads of MFIP providers changes quite often. Their situations change or they get new individuals. So it was important to keep bringing that information to them so that they knew about the program and the services that were provided.

And then once we started getting referrals, and I think once counselors started seeing successes, they started providing more referrals. And so that's just been continuing to grow. We definitely have champions in different counties that have been sending eligible youth so that they can participate in the program.

So some of the services that are provided – most importantly career counseling and case management. With MFIP and the TANF projects being more (fully ?) work-focused programming, and there's been some opening where individuals are doing training more often, so we really feel like this is a very important role for us to provide good career information and demand occupation information so that participants can make informed choices about careers and their next job. So I really feel like that's a value added by partnering with TANF.

Some of the other services we provide are work readiness skills training. So that can be done on an individual or group setting. So for career exploration, youth participate in assessments to learn about their career interest areas. And we also do some labor market research with them so that they can find out where the job opportunities are in those particular areas in the region.

We also prepare them for job search. So helping them complete an application or a résumé, cover letter, do mock interviews, so that they're fully prepared for the job search.

We also focus on positive work habits. So teaching individuals how to show up on time, get along with coworkers when they're on the job, showing up every day. And one of the big things, I think we can talk to youth about these things and give them some encouragement and solutions on how to address issues when they come up. But the real test is when someone starts a job and their car doesn't start that day. And what are they going to do in those situations?

So a big part of the work skills training on that positive work habits is providing scenarios so that youth have already – they're asked a question like, what would you do if your car didn't start that day? And so youth have an opportunity to brainstorm what they would do in those situations, so at least when it does happen in real life, they've already kind of thought about some choices or options that they would have.

Another area we focus on is daily living skills. So this would focus on budgeting and connecting to community resources. And one of the things that we do for youth that are participating in a work experience, which I'll get to in a minute, but we have all youth open up a savings account. So the reason for doing that is most employers are doing direct deposit for their paychecks. I can't think of one employer in our area that mails out a paycheck anymore.

So it's good practice just for what a real-life work situation would be like. And it also develops a partnership with a financial institution. And so we choose a savings account so that we don't have any issues with checking accounts and overdrafts or fees or that kind of thing. But it just is a good practice for them to have – to get some good habits.

And then I would say the biggest carrot for youth to participate in the project is participating in a work experience. So they can work in a work site for up to 12 weeks, and we try to target their career interest area. So when we're doing assessments and figuring out where they're interested in, we try to connect them with jobs that fit that interest. We find that youth are much more invested when it's something that they're interested in.

And then we also try to target the private sector. So we have found that by doing that, youth have a greater chance of getting hired once they're done. If they do a great job, a lot of times they're also offered a job after that.

We also provide field trips to local businesses and college visits to our local postsecondary institutions. We provide tuition assistance and support services as well.

So some of the benefits that we've seen in the Minnesota project is for our teen parent population, the benefit that they're getting is that they're earning income. And so as you may know, there's just not a lot of assistance with the MFIP or TANF program to cover all of an individual's needs or their family's needs. So by earning income, that's just helping the whole family.

They also meet participation requirements. So most work experiences are at least 20 hours a week, which would for most cases meet their hourly requirement.

And then lastly, they're gaining work experience. So for teen parents, many times this could be their first job or they maybe have limited or sketchy work experience. So this is helping them build their résumé and getting some positive work experience under their belt.

And then for the youth that are in MFIP households, their income is not counted against their grant. So for youth that are under 20 and attending high school, the income they earn does not have an impact. So it's just more income for their household. And we've had many youth that have provided their income or their paychecks have helped with household expenses.

And then lastly for that group, we always – also find that in addition to helping youth we're also helping families. We've had situations, as an example, where a new family came to the community and didn't know how to utilize the bus service. But the youth counselor taught the parents how to find the bus schedule and how to use it. And so it's information that's available to them and it helps youth and their parents.

And then lastly, we find that the WIOA youth counselor and the MFIP counselor use a team approach really when working with youth. It's a great way – they both end up being mentors for the youth and it's a great way to provide wraparound services and coordinate what community resources are available. Sometimes what the MFIP program can't cover, the youth – WIOA youth program can cover, or vice versa. So it's just a great way to coordinate services, coordinate resources.

And then also, in a situation where if a youth doesn't show up for – say they don't show up for a job. Well, maybe the MFIP counselor knows a little bit more about the situation. So it's just another person involved and both having the same common goal of helping that youth be successful in their employment.

And then my last slide here is just some preliminary results from our project this year. We've served a total of 19 youth since April, and eight of those individuals have exited. And so 88 percent have attained work readiness skills, so they have demonstrated that they can be successful in a job. So showing up on time, getting along with coworkers, all that kind of thing.

And then 75 percent had actually received academic credit. So once an individual completes the program, if they're in high school we send their information to their school to explain all the things that they were involved in, what they did. And a lot of times the schools will provide credit. And I've seen anywhere from half a credit to six or seven credits that youth have received for participating in the project. So it helps them get closer to their high school diploma as well.

And then we've had three that have attained unsubsidized employment. And we actually had a situation where there was a youth that was at a work site and did a great job and his employer wanted to hire him. But their general hiring requirements don't allow them to hire someone under 16, just based on the job responsibilities that they have. But they really liked this individual; they did a great job on their work experience.

So the youth counselor worked with them to look at child labor laws to see what they actually could do and what would fit within the laws and what the employer needed. And they were actually willing to then bend their own internal rules about hiring and they offered this person a part-time position, but it was unsubsidized.

And then lastly, we had four that attended postsecondary training.

So we have seen a lot of good success and it's been a great partnership to work closely with our TANF partners. And so that's all that I had to share about our local project.

MS. MEMINGER: Thank you so much, Heather and Kay, for that. We have lots of questions coming in. I mean, it's wonderful to hear from the state and local area how you're using your resources, again, to (part ?) and to serve our young people. We do have questions on the table, so I'm actually going to be giving these questions out as I get them here.

But the first question came a little bit earlier, though, when Kay was speaking. It's for Elizabeth and La Monica. So I'm going to have Elizabeth start us off and have La Monica respond as well to the same question.

"Does paid work experience through an employment and training program count as income for TANF, and could it affect the TANF eligibility?" So I'm going to give it to you first, Elizabeth, and then La Monica can touch upon it as well.

MS. LOWER-BASCH: OK. So the general rule for almost all questions like this in TANF is going to be, it's up to the state. And in some states it's passed on to the counties even, to decide what the policy is.

Certainly states can either entirely disregard earnings from work experience, or partially treat it like other earnings, which are usually in part disregarded.

I would make a pitch for talking to your state about disregarding teen parents, particularly when they're not the parent on the TANF caseload but just an older child on the caseload. If they get a job, either through a summer job program or just on their own working with the state, so that isn't counted towards the case since – towards the family's assistance, because we definitely want to encourage young adults to get jobs and develop the habits of earning and savings.

MS. SHELTON: And this is La Monica. Elizabeth covered it. That was great.

MS. MEMINGER: Thank you. I think this next question is for Kay and Heather. It says, "What kind of support services do you provide with TANF funding?" And I believe that's probably Heather. (Pause.) Right? Heather?

MS. GLEASON: Sorry. I was still on mute. Some of the things that we could provide is if there's certain things a youth needs for their work experience. Maybe they need a uniform or they need certain boots or something like that, we could help with that. Or we've also helped with tuition assistance. We really kind of work with our MFIP providers to see what things they can't help with or that we can to fill in the gap.

MS. MEMINGER: Thank you so much. So some of it is uniforms. And transportation, right, as well?

MS. GLEASON: Yep. Transportation. Yep.

MS. MEMINGER: Child care services?

MS. GLEASON: You know, we do probably on a limited basis because generally most participants are also eligible for child care assistance. So unless there's a gap that's not being covered, we may consider that. But generally probably transportation and clothing would be the most requested items.

MS. MEMINGER: Thank you so much. I have another question for you. Do the staff at MFIP – and I hope I'm saying that right – serve as employment specialists?

MS. GLEASON: They sometimes do. So in several of our counties the WIOA youth counselor is also the MFIP or TANF counselor. Sometimes it's the same person; sometimes it's just in the same office. And both would be considered employment counselors.

MS. MEMINGER: Thanks. OK. Slide 32. Now, I think I'm going to have to probably go back. It says, services – do both TANF and WIA provide case management and service management? And I think – let me skip back a little bit. I don't know where that was. Is it back a little bit further? Thirty-two, right? (Inaudible) – everybody.

OK. So services. I think this for Heather and if anybody else wants to jump in. So Heather, go ahead and talk about services.

MS. GLEASON: Yes. So it's really – yes, it's very much the same as with WIOA, just also working with the TANF partners. So by providing case management, I mean, we're following up with individuals to make sure that they're meeting their employment plans.

The beauty of working with a TANF counselor as well is that we both have common goals. And as long as those employment plans are coordinated, then both programs are meeting their goals. And so the case management part is essentially the same as what a TANF partner would do, but it's just another person in there helping encourage that individual.

And I would add – this was maybe mentioned earlier on in the slides, but one of the things that we've found is sometimes because the TANF is a mandatory program youth are – don't connect maybe as well with their TANF employment counselor as they do with their WIOA. WIOA's voluntary and sometimes they just feel a little more comfortable working with that individual.

So if the WIOA counselor can kind of help to support them and make sure that they're following their plan, it can be a good way to get the person to follow the mandatory requirements, if that makes sense. Kind of a – (inaudible) – support in that way.

MS. MEMINGER: Working in tandem together to support that young person. Exactly.

MS. GLEASON: Yes.

MS. MEMINGER: I have another question on the table. "Are WIOA funds also being spent towards the (T ?) parent participation in the Minnesota project?

MS. GLEASON: Yeah. So often times – sometimes, depending on how much funding is available to us in each of those programs, we're always blending and braiding where those funding sources are coming from. So we're using both. And depending on what TANF might be able to cover, sometimes WIOA can.

And one example, that would be like tuition assistance. Generally not something that – at least in Minnesota – that TANF funds are used for, but could be used with WIOA if they are in postsecondary training.

MS. MEMINGER: Exactly. And – (inaudible) – can you share that work readiness assessment tool with us – with them? Can we put that up on the – on Workforce3One?

MS. GLEASON: We would be glad to share that sample.

MS. MEMINGER: OK. Great. So everybody, what we're going to do, when you guys get the archive here, we'll have it up there as well and we'll post it.

I think we are going to move forward now to our open discussion. If you have more questions, keep typing them in. But basically, we want to share a couple – maybe a couple minutes on your thoughts on how we can work well together between the workforce system and TANF. And how can we strengthen our partnership between TANF and the workforce system? It's basically the same question. Just trying to get your feel and idea.

So if you want to start typing in. And La Monica, Elizabeth, Kay, Heather and I can respond to, again, questions or just any of your comments that you have coming in about this relationship. I learned some things today.

I'm sitting with one of my colleagues here, Sarah Hastings, who is leading us in some of – a lot of the work on WIOA. She's making sure that we're answering these questions properly and correctly. And so she's very happy to learn – she used to work with Elizabeth too. So I just – so Elizabeth's giving her a wave at class, so we have some connection here.

So I'm just waiting for somebody to say something and I'll be quiet for about a minute. (Pause.)

So Jennifer, "Do we have any idea of what states will not participate, require the TANF partner?" No, we do not. I can answer that question. We do not have any idea of what states are – what governors or what states are going to opt out. But we will keep you all posted. We'll have information – I'm sure there'll be information provided through – (inaudible) – and lists that will be provided in upcoming months about that. Thank you.

MS. LOWER-BASCH: I'd say we've actually been quite pleasantly surprised at how most states are really interested in engaging TANF in this project. I think the only states I know of that are even considering opting out are states where TANF is predominantly county-administered and they're trying to figure out whether they're comfortable with the state making this decision when other decisions are primarily made at the county level. But there's really a lot of engagement on this, which we think is terrific.

MS. MEMINGER: OK. Thank you so much for that, Elizabeth.

MS. SHELTON: We may have a couple of people on the phone who are in states that have opted out already that might want to share about that and talk about maybe why that is. I saw at least one state – one of the people was registered online. So if they want to volunteer that, I encourage it.

MS. MEMINGER: Thank you for encouraging folks sharing that opt out – (inaudible) – if they know their state has opted out. Is there a place that they can find that information if they do not know?

MS. SHELTON: I know that on the TANF side we have not posted any of that information. I don't believe at this time there are plans to post that. So I think it's all a matter of states sharing with one another.

MS. MEMINGER: Yeah. So you have to find out from your state. OK. Great.

Again, yes, we will be having all these PowerPoints and audio, as well as transcripts, available for you.

I hear that a few of you guys are sharing about basically the need for a shared employment plan, which will be great if we are able to comfortably share information across our different siloes to – (inaudible) – serving our people. That would be a wonderful utopia. Protecting, of course, our young person's information, making sure that it's shared properly, but yet having a shared employment plan would be great.

Anybody else? You can jump in and stop me any time, team. Let me know.

I see Dan's (ph) saying, "If the TANF case manager and the WIOA case manager met at the same time?" Oh, yes. Joint case management; that would be awesome to have kind of a team approach to serving young people. That would be a wonderful way to partner.

I think that's the same thing that Jamie (sp) is saying as well, basically working together in the case manager process. Angela's saying the same thing. Basically on the same page.

MS. SHELTON: Yeah. I think one is suggesting it and the other is doing it.

MS. MEMINGER: OK. In Washington County, Maine.

MS. SHELTON: Yep.

MS. MEMINGER: All right. Thank you. Oh, Laurie's (sp) suggesting TANF case managers partnering with registered apprenticeship, which is wonderful. You know, registered apprenticeship is – revamped their website on our doleta.gov/registeredapprenticeship – or Office of Registered Apprenticeship.

And they are doing some awesome work and they are looking for partnerships and ways to share what's going on in the field for registered apprenticeship as the alternative or the other degree system, the on-the-job training piece. And so we would definitely want TANF to know about that as well.

And so I think it's probably our job at the workforce system to share not only our wealth of information on the WIOA side – or the formula side – but also let them know about the registered apprenticeship side as well. Some of our young people do better with learning hands-on. That's awesome. Yes.

Heidi, you're telling the truth, right? Like, what are the benefits to serving persons on TANF? And the benefit – they're not easy to serve. You're absolutely correct. The benefit is that our main goal and our main purpose with this reauthorization is to serve those most in need, who have the largest barriers to employment. So the benefit is hard work and making sure that these people are self-sufficient and not dependent up on TANF.

But I'm going to throw that off to Elizabeth, as well as La Monica, Kay and Heather. What do you all think? What's the benefits to doing this work together?

MS. LOWER-BASCH: So I think a couple things. One is, it is the – priority of service does push WIOA agencies to serve harder-to-serve clients, not just TANF recipients, but the full range.

And also, the new performance measure system does give states and localities credit for the populations they serve. So in the regression adjustment on the outcome measures, if you serve more TANF recipients or people with other barriers, you'll get credit for that in your outcome measures.

And also, you can share – if you only have one job resource room for two agencies, then you can save money that you can spend on other things.

MS. MEMINGER: Anyone else?

MS. TRACY: This is Kay. I think it's a terrific project. It's a real opportunity to work with some really dedicated staff in the Minnesota Department of Human Services and with our partners in the Minnesota Workforce Council Association; they're all a pleasure to work with. It also allows us to address the governor's goal of increasing workforce participation rates for people who are underrepresented in the workforce. So it's sort of a win all around for all of us.

MS. GLEASON: And this is Heather. I would just add that these are individuals we were seeing in our WIOA youth program anyway, so it just made sense to partner with the TANF partners as well just to enhance and support and each other.

MS. MEMINGER: Awesome. Awesome. Dana, you're sharing some recruitment ideas there; thank you so much for that. Appreciate it.

Allison (sp) is asking the group out there, "Has anyone done a partnership with TANF when WIOA (portion ?) is outside contractors?" Interesting. You're with Goodwill. OK. So people are responding back to you.

I'm going to take this opportunity while people are reading these responses that are coming in. One thing I'm going to ask you all to do, if you have a youth topic that you want covered in our series "Enough is Known for Action," please just let us know that in here as well. We'll get this information from here. Because we want to keep this series going and we want to make sure we address all of your topics that you have interest in learning more about youth in the workforce system and the new laws for WIOA as it concerns to youth.

Again, if you put an idea in there that is adult or dislocated worker or veterans because you're interested in knowing more about that, we'll make sure that our colleagues in those offices get that information from us. But right now our office is focusing primarily on youth services. So thank you so much.

So keep putting up there – thank you, La Monica, for responding.

So I'm going to start with Kay and Heather. Any last words for us while we're wrapping up this conversation?

MS. TRACY: I guess from the state perspective, I would say that it's a project that takes a little bit to put together. But once you've got that state-local partnership and you get strong employer engagement, this is – we're going into, let's see, our, what? Sixth year? Our sixth year. And it's well worth while. And when you look at the success stories in that fact sheet that we posted, you can see why we continue to make it a priority every year.

MS. MEMINGER: Heather?

MS. GLEASON: No, I think just thank you for having us and listening and – yeah. It's been a great partnership that we're very fortunate to have in Minnesota.

MS. MEMINGER: OK. La Monica, any last words to say?

MS. SHELTON: Yes. Obviously there are a lot of people who are not on the call who could be on the call. We did have a great turnout, but of course not everyone who is in the field of serving or possibly serving TANF clients is on. So I'd say, continue to talk about the benefits of serving TANF clients and try to continue to dispel the myths about TANF clients.

Brainstorm how to partner, if you haven't been partnering between TANF and workforce and other areas, including education. Or if you do have a partnership, continue to take some of these ideas that have been shared and think about if you can pilot some of them or try some of them out and bring them into your program.

And I wish everyone the best. And thank you for doing the hard work that you do.

MS. MEMINGER: Yes. And thank you for that, La Monica. Elizabeth, you have any parting words?

MS. LOWER-BASCH: Just also thank you for having me. And, again, offering to have follow-up conversations. I don't think we want to sell this as immediately easy, push-button, no problem; but I think ultimately the clients will be served by a more coherent system where they don't have to tell their story to four different people, where they can continue a training program as their life circumstances change.

Perhaps they'll do a training program then go to work for a while, then come back and do another training program with stackable credentials, the whole career pathway model. That really works better if the systems are working together.

MS. MEMINGER: OK. Now, I can't help myself, but I see a question from Devon (sp) up here. I don't know if anybody would like to take it because I know we talked about it. He talks about how can families that are primarily undocumented – I mean, one person has no documentation, maybe the child is a citizen – be better served by the WIOA-TANF collaboration. Can anybody – I think somebody brought that up in their presentation. I think it was you, La Monica.

MS. SHELTON: Well, I talked about in terms of having child-only cases in certain situations that's established when a parent may not meet certain eligibility requirements, such as citizenship or alien status. And definitely one of the things is – it is a significant issue, particularly if you're just providing financial assistance to the child; but in the family, services are not being provided to the adult who may very much need it.

Certainly I think one of the key things I've shared today is partnerships and collaborations are essential. TANF offices alone cannot do a lot of the hard work that needs to be done. So when we have these types of situations where we can't serve a person directly, establishing partnerships I think is essential to being able to serve people that maybe don't meet the eligibility requirements.

MS. MEMINGER: Thank you so much. I just want to again invite you all to put anymore topics of interest for yourself, for your team, into our chat feature that you want to hear more about, again, regarding youth services and the workforce.

We have a webinar coming up December 16th on trauma-informed care for young people that have been involved in the system. This is an interesting topic. I'm interested to learn more about it. We have a colleague, Brian Lyte (ph), who's going to be leading that effort in December.

And if you have any other topics that you want us to cover, please let us know. This is how we have this wonderful list of TA topics. So please keep typing.

We appreciate your time and your energy and your effort. We really appreciate all the hard work that you're doing there with our young people, whether you're serving on TANF, workforce or any other educational component. We look forward to working with you again in the future and helping support your efforts there in the community.

Thank you so much. Have a great day.

(END)