

California Work Opportunity and Responsibility to Kids (CalWORKs) Program Overview



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Online CalWORKs Appraisal Tool (OCAT)

- Standardized statewide WTW appraisal tool.
- CDSS contracting with ICF International (ICF) to customize, deploy, and implement tool (\$1.4 million).
- Customized tool for the State of California will be based on the publicly available Online Work Readiness Assessment (OWRA) tool, developed by ICF for the federal Administration for Children and Families.
- Two phases of customization and testing will occur to assist in the design and implementation of OCAT statewide:
 - Track One – Early Adopter testing of OWRA
 - Track Two – Pilot testing of customized OCAT
- Provides in-depth assessment of client strengths and barriers, including:
 - Employment history, interests, and skills.
 - Educational history and learning disabilities.
 - Housing status and stability.
 - Language barriers.
 - Physical and behavioral health, including, but not limited to, mental health and substance abuse issues.
 - Child health and well-being.
 - Criminal background that may present a barrier to employment or housing stability.
 - Domestic violence.
 - Need for supportive services.
 - Other information that may affect an individual's ability to participate in work activities.

Key Dates

- ❖ **February 25, 2014:** Contract execution date.
- ❖ **March 2014:** Early implementation with OWRA tool began.
- ❖ **March 2014 – July 2014:** Stakeholder meetings to implement and customize OCAT.
- ❖ **July 2014:** Pilot testing begins.
- ❖ **September 2014:** Customization of OWRA tool completed.
- ❖ **September 2014:** OCAT available statewide.

Family Stabilization (FS) Program

- To increase client success during the flexible WTW 24-Month Time Clock period by ensuring a basic level of stability:
 - Intensive case management
 - Barrier removal services
- Clients will have a “Stabilization Plan” with no minimum hourly participation requirements, and six months of clock-stopping is available (if good cause is determined).
- For FY 2013-14, \$10.8 million was allocated to counties for FS. For FY 2014-15, \$26 million has been estimated in the Governor’s Budget.
- Counties have flexibility to determine the services that will be provided and individual program components in order to best meet the needs of each county and the clients the county serves.

Key Dates
❖ November 27, 2013: FS allocation to counties.
❖ February 4, 2014: Implementation guidelines and expenditure claiming instructions released.
❖ March 2014: Counties to submit FS plans and release of the FS Request and Determination forms.
❖ April 2014: Release of draft FS Data Reporting Form.

Summary of Family Stabilization Plans Received*		
Total number of FS Plans received as of April 22, 2014: 49		
Services	# of Counties	Examples
Homelessness	33	<ul style="list-style-type: none"> • Transitional housing • Emergency homeless assistance/shelter • Relocation assistance • Subsidized rent
Mental Health	46	<ul style="list-style-type: none"> • Co-locating staff • Multi-disciplinary team • Partner with county behavioral health department • Specialized units • Rehabilitative services • Children’s mental health services
Substance Abuse	46	
Domestic Abuse	46	
Weekly Client Contact	42	<ul style="list-style-type: none"> • Home visits • Phone calls
Other		<ul style="list-style-type: none"> • CWS Linkages Families • Life skills workshops • Legal Services • Nutrition education • Literacy • Financial Planning

*FS plans will be posted on an ongoing basis on the CDSS website at <http://www.cdss.ca.gov/cdssweb/PG94.htm>.

Guidance Released

CFL 13/14-32 <i>FS Allocation</i>	November 2013
ACL 14-12 <i>Implementation Guidance</i>	February 2014
CFL 13/14-35 <i>Expenditure Claiming Instructions</i>	February 2014

Guidance Pending

ACL 14-XX <i>FS Request and Determination Forms</i>	May 2014
ACL 14-XX <i>FS Data Reporting Form</i>	July 2014

Expanded Subsidized Employment (ESE)

- Creates job opportunities:
 - Connection to the labor force.
 - Build and improve skills.
- Counties form partnerships:
 - Private employers.
 - Non-profits/public agencies.
- Wages are fully or partially subsidized.
- Benefits the work participation rate (WPR).
- 8,250 new jobs in state fiscal year (SFY) 2014-15:
 - Various levels of employment including many entry level positions.
 - Job experience leading to unsubsidized work and self-sufficiency.
- \$39.3 million allocated in SFY 2013-14 to 57 counties for ESE.
 - One county declined ESE funding for SFY 2013-2014.

Key Dates
❖ July 1, 2013: Effective date.
❖ September 30, 2013: Implementation guidelines and allocations released.
❖ SFY 2014-15: Full implementation anticipated.
❖ April 1, 2015: Information on outcomes due to the legislature.

County ESE Plans

- Total Plans received as of April 25, 2014: 20
 - Plans posted to CDSS website: 3
 - Plans being prepared for posting: 17
- Plans reflect a wide range of public and private placements.
- Link to ESE Plans on the CDSS website: <http://www.cdss.ca.gov/calworks/PG3412.htm>.

Evaluation and Reporting

- Electronic county data reporting process begins spring 2014 for SFY 2013-14.
 - Number of CalWORKS recipients who entered subsidized employment.
 - Number of CalWORKS recipients who find unsubsidized employment.
 - Earnings of the program participants before and after the subsidy.
 - Impact on WPR.
- Information on outcomes is due to the legislature no later than April 1, 2015.

Guidance Released

ACL 13-81 <i>ESE Program Implementation</i>	September 2013
CFL 13/14-22 <i>Claiming for the ESE Program</i>	September 2013
CFL 13/14-23 <i>County Allocations for the ESE Program</i>	September 2013

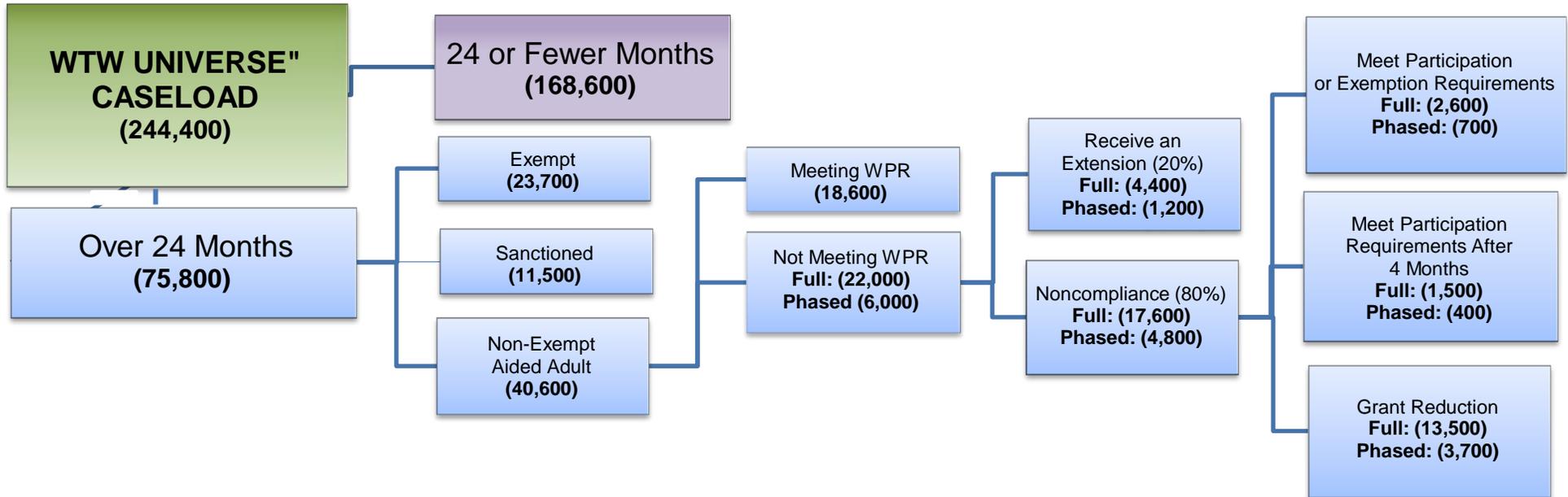
Guidance Pending

ACL 14-17 <i>ESE Data Reporting Guidelines</i>	May 2014
CFL 13/14-XX <i>Base Funding Requirement</i>	May 2014
ACL 14-XX <i>Questions and Answers</i>	June 2014
CFL 13/14-XX <i>Operational Costs</i>	June 2014

Welfare-to-Work 24 Month Clock Impact

Caseload Flow Chart for FY 2015-16 (Based on RADEP 2012 and WDTIP data.)

This estimate does NOT include the potential effectiveness of Expanded Subsidized Employment, more robust appraisal, or family stabilization services to remove barriers to self-sufficiency. Further, there is no historical data on the WTW 24-Month Clock to fully develop this estimate; therefore, the caseload estimates are based on CDSS preliminary best assumptions of behavioral changes and are subject to change.



FY 2015-16 Monthly Phase In of Post WTW 24-Month Grant Reduction Caseload (Rounded for Display Purposes)

July	August	September	October	November	December	January	February	March	April	May	June	FY 2015-16
600	1,100	1,700	2,200	2,800	3,400	4,000	4,500	5,000	5,600	6,200	6,700	3,700

- “WTW Universe” includes all aided adults (exempt or non-exempt) as well as WTW sanctioned cases where the adult is not aided. Projected FY 2015-16 “WTW Universe” caseload is derived by subtracting the Safety Net and Child Only cases from the Total CalWORKs projected caseload.
- Time on CalWORKs 48-Month Clock used as proxy for cases who have reached their 24 Month Welfare-to-Work Services clock.
- Assumes 15 percent of the adults not receiving an extension will begin meeting the participation requirements, or receive an exemption, to maintain their grant. Assumes that 10 percent of the remaining adults will meet the participation requirements and have their grant restored after four months.
- The “full” caseload represents the total projected number of impacted cases assuming that the WTW 24-Month Clock runs consecutively and that all clocks started April 1, 2013. However, not all cases started the WTW 24-Month Clock at the same time and many clients will experience clock stoppers. The “phased” caseload represents an even distribution of impacted cases over a two year period accounting for these factors. The “full” grant reduction caseload represents approximately 5.5 percent of the WTW Universe.

Research Evaluation Unit Five-Year Budget Projections

Annual \$4,000,000 CalWORKs allocation.

Allocations reflect executed contracts as well as projects that have been planned or are in discussion

As of March 19, 2014

	<u>FY 2013-14</u>	<u>FY 2014-15</u>	<u>FY 2015-16</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>
<u>TOTAL ANNUAL CALWORKS FUNDING</u>	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000
<u>ALLOCATIONS</u>					
The Regents of the University of California, Davis ¹	\$1,175,848	\$500,000	\$0	\$0	\$0
Child Care Characteristics Survey Research Project RFP		\$1,000,000	\$1,000,000		
SB 1041 Statewide Evaluation - Annual RFP Budget Allocations	\$1,000,000	\$2,000,000	\$3,000,000	\$2,500,000	\$500,000
UC Berkeley 11-2021 Performance Indicators Project	\$41,315	\$43,274	\$43,274	\$43,274	\$43,274
EDD: cost to pay for their data via unexecuted contract	\$15,371	\$29,539	\$29,539	\$29,539	\$29,539
DHCS: estimated cost to pay for their data via unexecuted contracts		\$25,000	\$25,000	\$25,000	\$25,000
Total Unallocated CalWORKs Funds	\$1,767,466	\$402,187	-\$97,813	\$1,402,187	\$3,402,187

¹ The UC Davis contract may be extended at a much lower funding level.

NOTES

The Child Care Characteristics allocations are rough estimates. The expected start of the contract is tentatively set at Oct. 1, 2014 but it could be delayed.

The total budget for two years is \$2.0 million, including \$0.5 million added March 17, 2004. 86% is TANF (\$1.72 million) and 14% is non-TANF (\$0.26 million).

The UC Berkeley CalWORKs amounts for FY 2014-15 through FY 2017-18 have not been approved as of March 17, 2014.

The SB 1041 Statewide Evaluation is starting five months late so annual allocations from FY 2014-15 onward may increase.

Research Funds Summary

Child Care Characteristics Survey Research Project

Time Period: Fiscal Years (FYs) 2014-15 and 2015-16

Total Cost: **\$2,000,000.00**

The California Department of Social Services (CDSS) Child Care Programs Bureau will award a contract on a competitive basis to study the characteristics of families, children, and providers of subsidized child care in California. The study will be a fact finding data collection effort. The final report will include the data and summaries of the data obtained through the study. The data will inform decision makers on child care and development programs to identify service gaps for program development, make strategic funding decisions, and improve program effectiveness for needy families.

Current status: RFP under development in consultation with Technical Advisory Group.

The Regents of the University of California, Davis

Study Name: Spanish Language Learning Disabilities (LD) Screening Tool Project

Time Period: FYs 2011-12 through 2013-14

Total Cost: **\$2,597,695.00**

A collaborative effort between CDSS and the University of California, Davis Center for Public Policy Research, this project involves the development of a short, valid measure (“screen”) for Spanish-speaking adult applicants for Welfare to Work (WTW) to determine those at risk for learning disabilities. Low income adults, whose primary language is Spanish, were invited to participate through various Community-Based Organizations and agencies. Participants were administered two standardized achievement measures and the screening tools. Certified professionals (e.g., clinical psychologists, educational psychologists) provided diagnoses (i.e., does or does not have a learning disability) which were used along with statistical methods to assess the accuracy of the pilot screening measures. Recommendations regarding the screens will be made to CDSS based on these findings.

Timeline

- 2008: UC Davis Center for Public Policy Research (CPPR) performed preparatory work for study under umbrella contract 11-2027.
- 2009: CPPR presented study format options to CDSS; CDSS approved study format.
- 2010: CPPR continued work toward project launch.
- 2011: Project launch delayed to this year.
 - Logistical challenges to recruit volunteer participants with county welfare department that had partnered with CDSS.
 - Pre-2011 contract had to be amended to allow for field work.
- 2014: June 30 completion date

Current Status:

Completion Date: June 30, 2014

Schedule: On-time. All screenings and evaluations are complete.

Product: Final Report; first draft due to CDSS in April 2014. Report will include study format, data analyses, and recommendations for screen choices.

SB 1041 Statewide Evaluation

Time Period: FYs 2013-14 through 2017-18

Total Cost: **\$9,000,000.00**

Senate Bill (SB) 1041 requires CDSS to contract with an independent, research-based institution for an evaluation of the SB 1041 changes and a written report to be provided to the Legislature. The RAND Corporation will conduct the evaluation and develop three annual interim reports along with the final report to be provided to the Legislature. Six counties will participate, including Sacramento, Fresno, Riverside, and Los Angeles. The five major components of the evaluation include:

1. Process Study – how the SB 1041 changes were implemented;
2. Recipient Status Study – a point-in-time “snap shot” of the activities and services clients receive;
3. Impact Study for CalWORKs Recipients – the number of families participating, completion of WTW activities, treatment of barriers, employment status and earnings, child well-being;
4. Impact Study for County Welfare Departments – county staff levels and distribution, resources, supportive services payments, provision and timing of WTW activities to clients;
5. Tracking Study – an analysis of clients over time, while on and after leaving aid.

Current Status: Contract is currently being executed with RAND.

CalWORKs WTW Activities and Hourly Requirements

	Prior Law	Adults' 48 Months On Aid	
		For 24 Months	After 24 Months
Hourly Participation Requirements <i>(total hours per week/core hours required)</i>			
<ul style="list-style-type: none"> Single parent with child under 6 	32/20 core	20/0 core	20/20 core
<ul style="list-style-type: none"> Single-parent families with children ages 6 and over 	32/20 core	30/0 core	30/20 core
<ul style="list-style-type: none"> Two-parent families 	35/20 core	35/0 core	35/30 core
WTW Activities	<ul style="list-style-type: none"> Employment activities¹ Work experience Community service On-the-job training (OJT) 	<ul style="list-style-type: none"> Employment activities Vocational education (12 month lifetime limit) Job search Job readiness activities Work experience Community service Job skills training Adult basic education Secondary school Barrier removal activities 	<ul style="list-style-type: none"> Employment activities Work experience Community service OJT Job skills training Adult basic education Satisfactory attendance in a secondary school
Core Activities	<ul style="list-style-type: none"> Employment activities¹ Work experience Community service On-the-job training (OJT) 	<ul style="list-style-type: none"> Employment activities Vocational education (12 month lifetime limit) Job search Job readiness activities Work experience Community service Job skills training Adult basic education Secondary school Barrier removal activities 	<ul style="list-style-type: none"> Employment activities Work experience Community service OJT Job skills training Adult basic education Satisfactory attendance in a secondary school
Non-Core Activities	<i>"Blendable" Activities²</i> <ul style="list-style-type: none"> Job skills training Adult basic education Satisfactory attendance in a Secondary school Barrier removal activities³ 	<ul style="list-style-type: none"> Job skills training Adult basic education Secondary school Barrier removal activities 	<ul style="list-style-type: none"> Job skills training Adult basic education Satisfactory attendance in a secondary school
Time-Limited Core Activities⁴	<ul style="list-style-type: none"> Vocational education (12 month lifetime limit) 	NA	<ul style="list-style-type: none"> Barrier removal activities Job search Job readiness assistance Vocational education (12 month lifetime limit)
Employment Services <ul style="list-style-type: none"> Child care Supportive services 	<ul style="list-style-type: none"> ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓

¹Employment activities include unsubsidized and subsidized employment, work study, supported work and transitional employment, and grant-based OJT.

²These non-core activities were "blendable" activities that could be counted toward the core hourly requirement.

³Barrier removal activities include mental health, substance abuse, and domestic violence services.

⁴ Job search, job readiness, barriers removal activities are limited to four consecutive weeks, not to exceed six weeks in a 12-month period.

CalWORKs WTW Activities and Hourly Requirements Table Description

CalWORKs adults are required to participate in WTW activities as a condition of aid, unless exempt, until the maximum 48 months for CalWORKs assistance is reached. Once the 48-month time limit is reached for the adult, aid continues for eligible the child(ren) until the age of 18.

Prior Law- CalWORKs participation requirements before January 1, 2013:

Under previous law, there were weekly minimum participation requirements of 20 core and 32 total hours per week for single parents, and 20 core and 35 total hours per week for parents in two-parent families. Some non-core activities, such as job skills training, education directly related to employment, and barrier removal activities, could be 'blended' with core activities and counted toward the core requirement. Clients could participate in vocational education as a core activity for a lifetime maximum of 12 months.

Senate Bill 1041- CalWORKs participation requirements starting January 1, 2013:

During adults' 48 Months on Aid

For 24 Months- CalWORKs recipients are able to participate in any of the full array of CalWORKs WTW activities they need, consistent with an assessment, to become self-sufficient with no core hourly requirement. The 24 months are cumulative and may be used at any time during adults' maximum 48 months of CalWORKs assistance.

During the 24 months, clients must meet new CalWORKs minimum weekly hourly participation requirements. The new law reduced the hourly requirement from 32 to 30 hours per week for single parents and to 20 hours per week for single parents with a child under six.

After 24 Months- Unless otherwise exempt or having received an extension, CalWORKs recipients must meet CalWORKs federal standards, based on federal work requirements, in order to continue receiving aid. CalWORKs recipients can only participate in federally countable activities and must meet a weekly core and overall hourly requirement consistent with federal requirements.

CalWORKs federal standards allow for an additional 12 months of vocational education to be countable as a core activity. This provides up to three years of predominantly education-focused activities during the 48 months of aid.

Participation requirements remain at 30 or 20 hours per week for single parents, however 20 hours must then be in core activities. The core hourly requirement for two-parent families increased to 30 from 20 with the new law, with the overall 35-hour requirement maintained.