

Spotlight On: Employment & Training Programs

E & T



Who are we? Bureau of Employment Programs!



Department of Human Services (DHS) Mission

The mission statement of the Pennsylvania DHS is to assist Pennsylvanians in leading safe, healthy, and productive lives through equitable, trauma-informed, and outcome-focused services while being an accountable steward of commonwealth resources. The vision of the DHS is that all Pennsylvanians live safe, healthy, and independent lives, free of discrimination and inequity.

Bureau of Employment Programs (BEP) Mission

To move forward, expanding education, skills-building, wellbeing, family stabilization, and career assistance opportunities for vulnerable populations, to improve economic mobility through data-informed programs, systems, policies, partnership, services, and supports.

Objective

To facilitate connections, inform and invite community partners to join our mission as we strive to increase both opportunities and resources to help lift vulnerable Pennsylvanians out of poverty. By the conclusion of today's presentation, we hope to have achieved our goal of gaining valuable new allies to partner with our Employment and Training (E&T) providers to assist our clients in mitigating the challenges associated with affordable housing.

Who do we serve?



Cash Assistance

- Temporary Assistance for Needy Families (TANF) provides money and other services to the needy to promote self-respect, rehabilitation, and independence while helping families maintain a decent and healthful standard of living.
- TANF recipients that have received TANF for more than 5 years are Extended TANF (ETANF) and receive the same supports and services as TANF participants, with some additional requirements depending on individual/family need.
- Refugee Cash Assistance (RCA) provides cash assistance and services for refugees not qualified for TANF, to promote self-sustainability.
- Most clients are required to participate in Road to Economic Self-sufficiency through Employment and Training (RESET) E&T activities with our contracted providers.

Supplemental Nutrition Assistance Program (SNAP)

- Individuals who receive SNAP but are not receiving cash assistance.
- Participation in SNAP E&T is voluntary for individuals receiving SNAP benefits.

Family Works (FW)

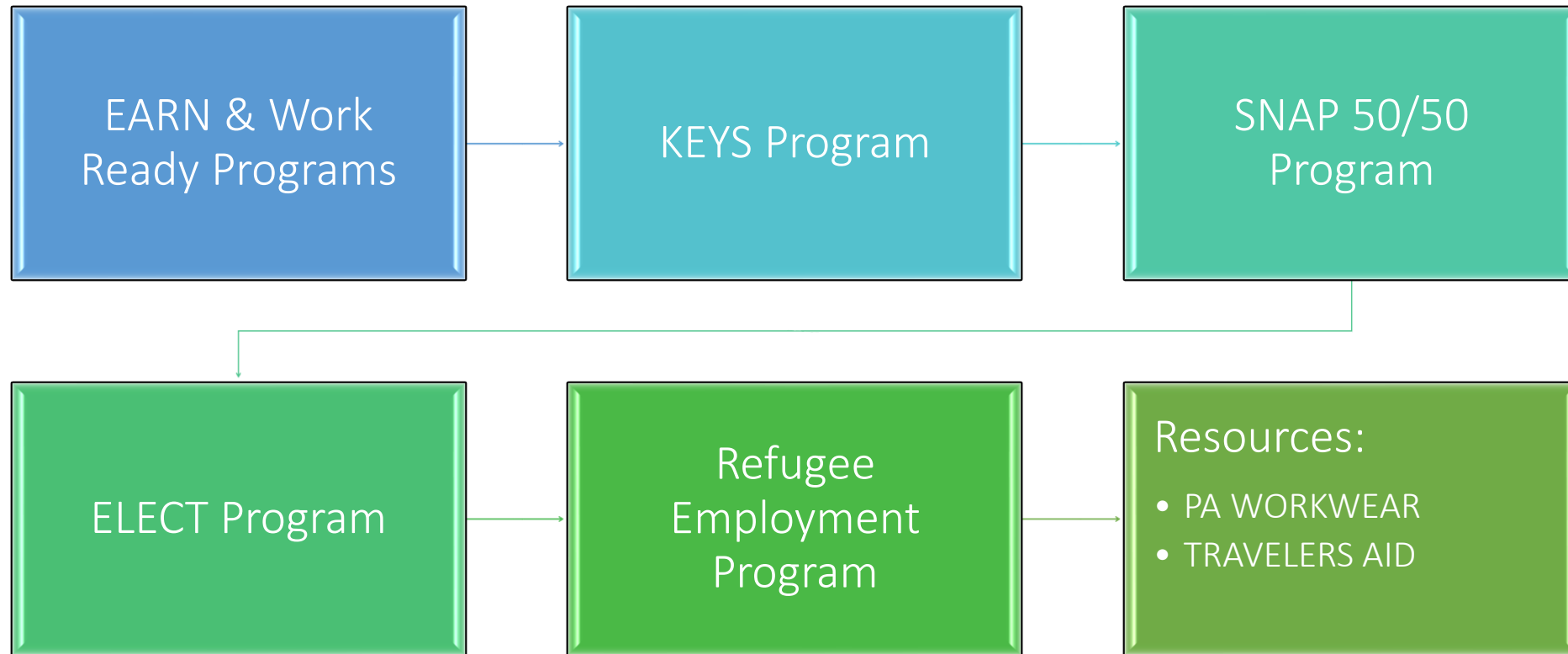
- FW eligible participants are expectant or parenting youth that are not on cash assistance but have a personal monthly earned gross income that does not exceed 235% of the Federal Poverty Income Guidelines.

How does DHS support E&T participants?



- DHS provides funding to organizations across the Commonwealth to provide E&T programming to support a client's educational and employment goals.
- A Special Allowance (SPAL) is a monetary payment to purchase required items/services to support a client's participation in an employment or approved work-related activity with an E&T program.
- SPAL Categories include transportation (mileage, bus pass, etc.), clothing, work/education/training (books, supplies, fees, etc.), and childcare.

E&T Programs & Resources



Focus on Human-Centered Design

- ✓ A framework that places empathy for the individual at the center of all processes.
- ✓ Develop solutions to problems by involving the human perspective in all steps of the process.
- ✓ **KEY:** Observe the situation or problem within the context of the individual/family in front of you (either physically or figuratively) and *their* needs..





EARN &
WORK READY

EARN

Employment Advancement and Retention Network

The EARN program serves participants who receive TANF and ETANF benefits and can serve participants who receive SNAP and RCA benefits depending on the availability of a Work Ready or Refugee Resettlement program in the area.

EARN offers assessments that are combined with a system of work activities.

An important element of EARN is the development of individualized plans that combine education, training, and work activity programs for individuals needing barrier remediation. These programs are designed to enable individuals to obtain skills that enhance employability.

There are 27 EARN programs located throughout the Commonwealth. Most programs have more than 1 location to readily provide access to local county resources.

Services Offered:



- ✓ Case management
- ✓ Challenges to self-sufficiency
- ✓ Credentialing
- ✓ Job placement
- ✓ Job retention support-to help people prepare for, secure, and maintain employment
- ✓ Access to mental health services
- ✓ Supports for transportation, books and supplies, childcare, emergency shelter allowance
- ✓ Referrals to outside agencies for additional supportive services



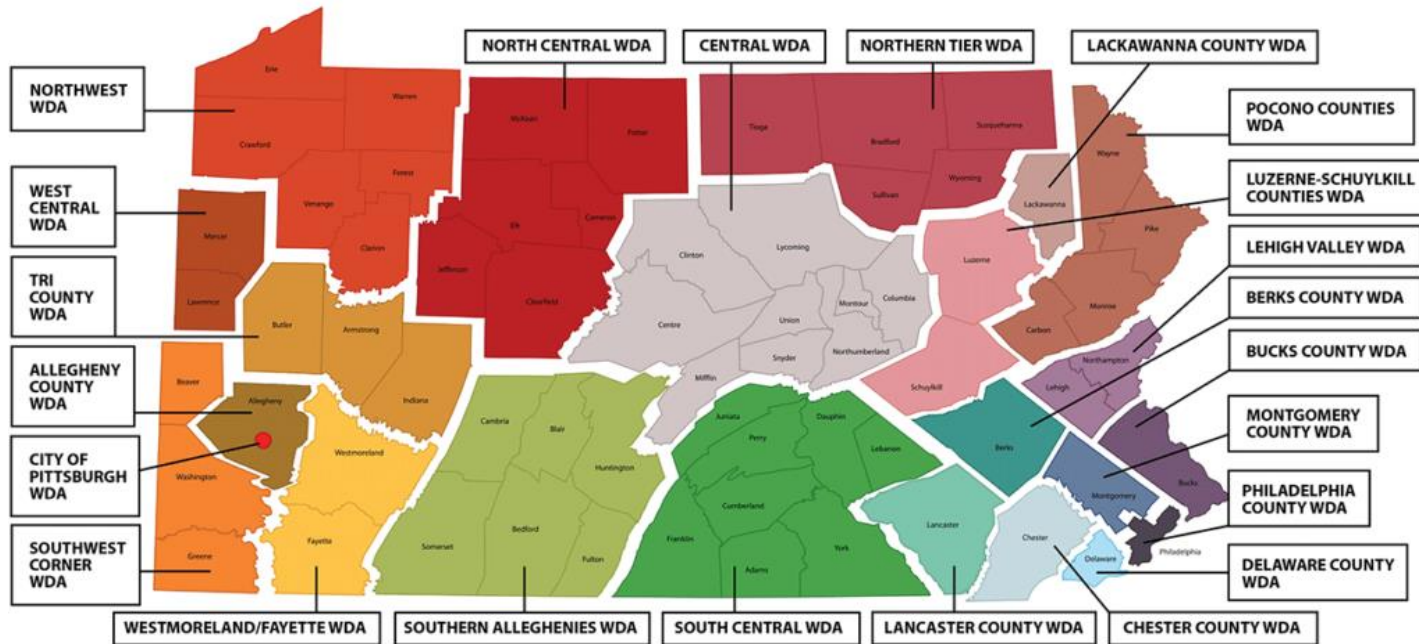
EARN in Action



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By the Numbers

EARN/Work Ready served 12,623 individuals in the most recent fiscal year.



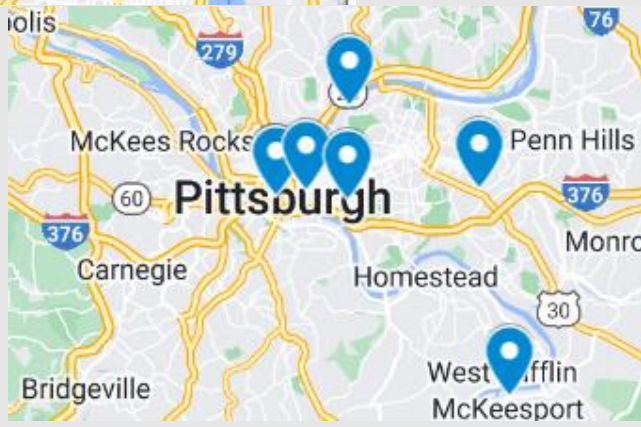
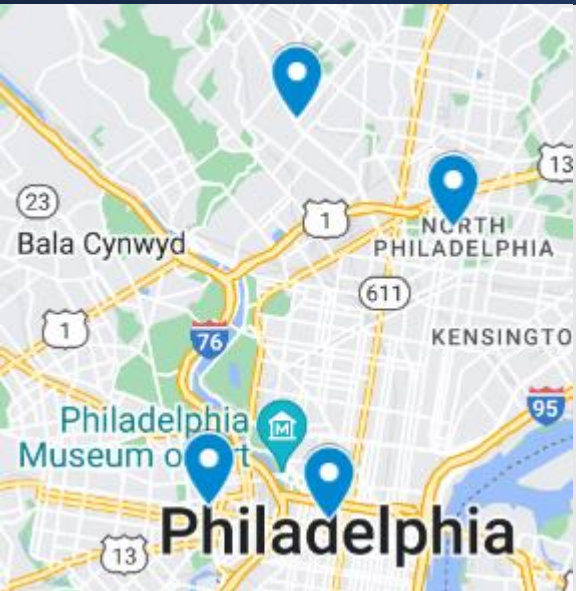
12,623
Individuals
Served

3,842
Jobs found

825
Credentials
Achieved

3,842 found employment and 825 received a credential, high school equivalency or enrolled in community college!

EARN Locations



Work Ready

Work Ready is designed to provide a range of services to meet individual's needs including access to educational and training opportunities to move clients toward self-sufficiency. The program, based on human-centered design, includes a combination of case management, coaching, licensed counseling, and peer-to-peer experiences to develop a career pathway through job placement and job retention goals for ETANF participants in areas where a Work Ready program is located. There are 10 Work Ready programs throughout the Commonwealth. Some programs have multiple locations to better serve clients.

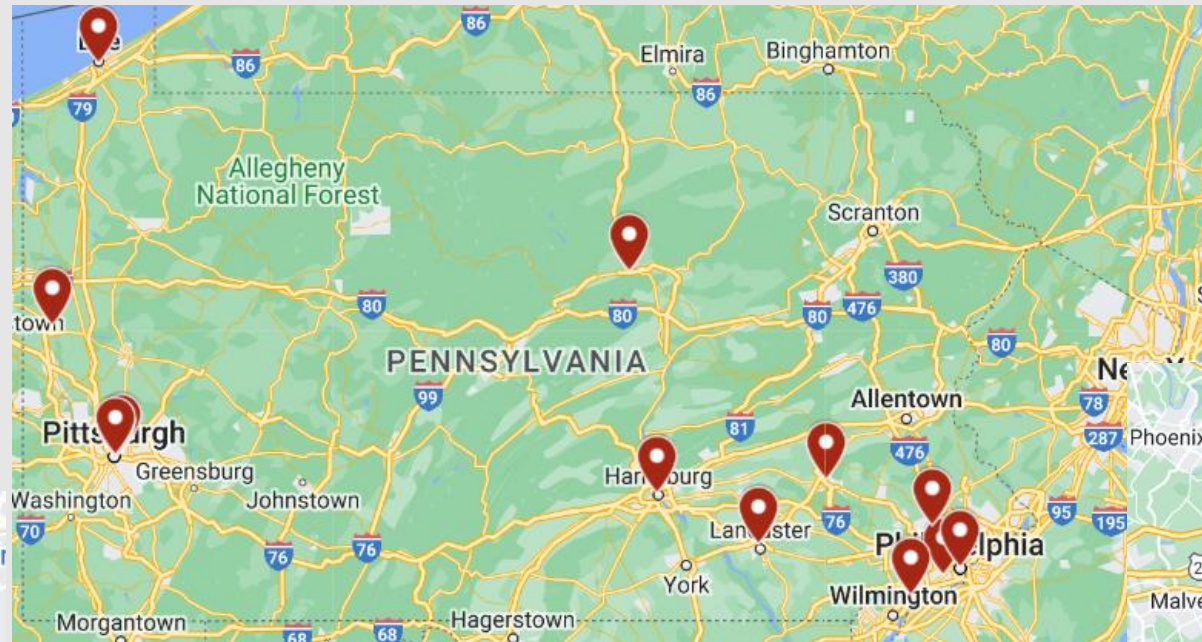
Individuals who are eligible to enroll with Work Ready are:

- Receiving ETANF at time of enrollment; and
- Not interested in or already enrolled in a vocational education activity through another DHS E&T contractor
- Receive the same supports and services as EARN participants
- May need increased intensive case management due to potentially having more challenges to gaining self-sufficiency.

Work Ready in Action



Work Ready Locations





KEYSTONE
EDUCATION
YIELDS
SUCCESS

What is KEYS?

Keystone Education Yields Success (KEYS) is a collaborative program between DHS and Pennsylvania Community Colleges.

KEYS assists low-income individuals in earning a career-specific credit or non-credit bearing certificate or an associate degree leading to employment in high priority occupations with family-sustaining wages and benefits, as well as greater opportunities for advancement.

KEYS programs currently operate at 14 out of the 15 Pennsylvania Community Colleges. The newly developed Erie County Community College does not currently have a KEYS Program.

Who benefits from KEYS?

- KEYS is designed to assist eligible recipients of TANF and SNAP enrolled at, registered for, or interested in enrolling at any of Pennsylvania's community colleges with a KEYS program.
- KEYS was developed in response to growing research that demonstrates that TANF and SNAP participants, who earn a certificate or degree, are better able to get jobs with family-sustaining wages, benefits, and opportunities for advancement.
- KEYS is currently serving over 1,100 TANF and SNAP students.



What services do KEYS participants receive?



KEYS is designed to provide a range of services to meet individuals' needs, including access to supports and community college services and resources. The program includes an appropriate combination of case management, coaching, and peer-to-peer experiences to develop a career pathway through upskilling, certificate, and/or associate degree program completion.

Case management includes:

- Assessment and goal planning
- Monitoring and tracking of academic progress
- Meeting with students at least monthly to discuss goals and barriers.
- Connecting students to college and community resources for services and supports

KEYS at BC3

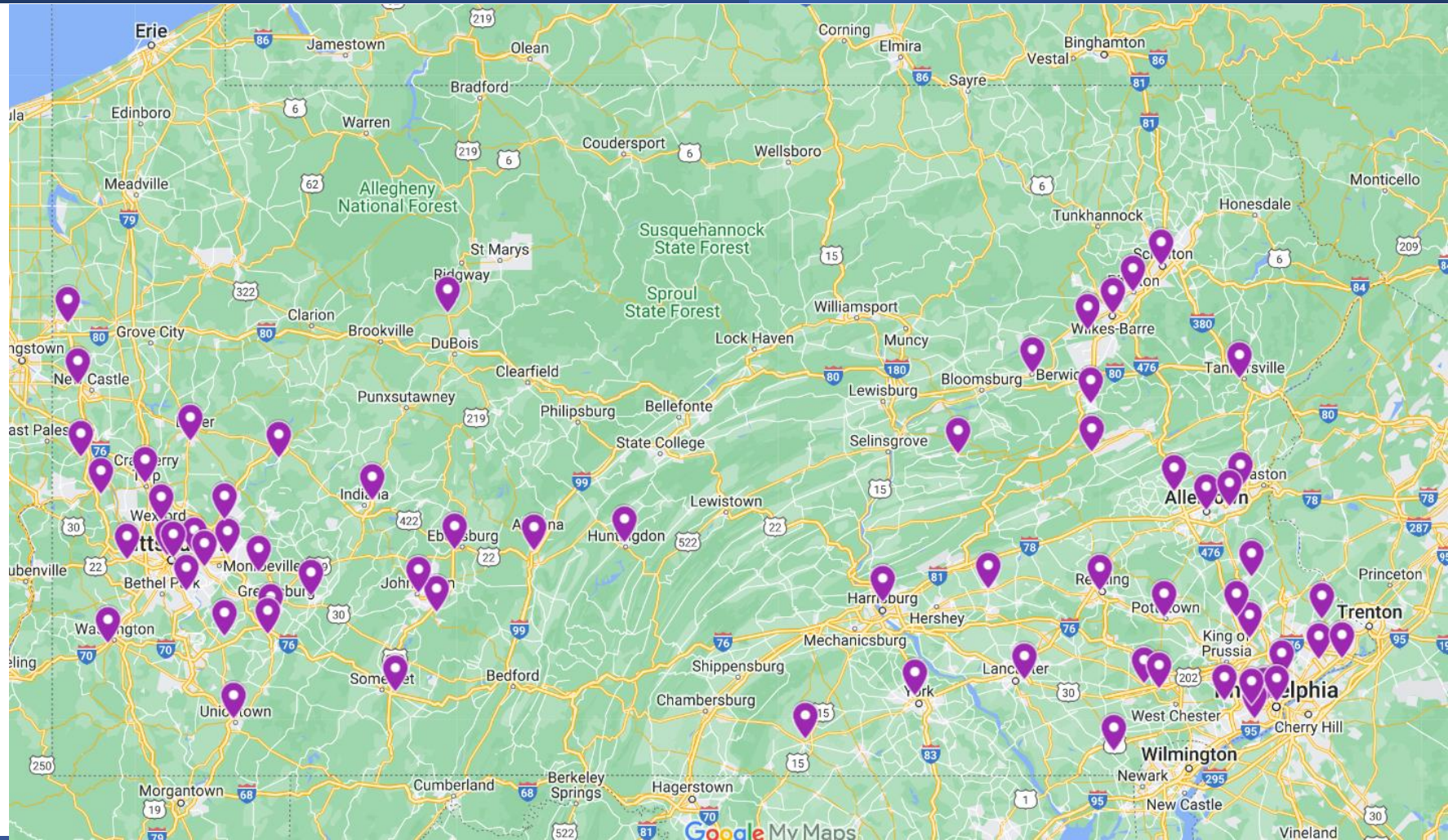


Let **KEYS** open the door to a brighter future for you and your family!

KEYS Locations



- Beaver County Community College**
- Bucks County Community College**
- Butler County Community College**
- Community College of Allegheny County**
- Community College of Philadelphia County**
- Delaware County Community College**
- Harrisburg Area Community College**
- Lehigh Carbon County Community College**
- Luzerne County Community College**
- Montgomery County Community College**
- Northampton County Community College**
- PA Highlands County Community College**
- Reading Area Community College**
- Westmoreland County Community College**



SNAP 50/50



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What is SNAP 50/50?



- Non-profit agencies who provide training at **no cost** to participants.
- Training lasts from minimum of 3 weeks to maximum of 11 months.
- Participants earn **industry-recognized certifications**.

Who does SNAP 50/50 serve?



- SNAP recipients
- Special Populations served:
 - Re-entering Citizens
 - Unhoused Pennsylvanians

What activities do SNAP 50/50 participants engage in?

Main Activities

- Educational Programs directly linked to employment
- Vocational Education
- Work Experience (e.g., on-the-job training, apprenticeships)

Supplemental Activities

- Job Search
- Job Readiness and Preparation
- Job Retention for 90 days post-employment
- Workfare or Community Service
- General Equivalency Diploma (GED)
- English as a Second Language (ESL)
- Adult Basic Education (ABE)

Mandatory Activity

- Case Management

SNAP 50/50 Providers - Pittsburgh



- **Bidwell Training Center** – Clinical Medical Assistant, Horticulture, Culinary Arts, Chemical Lab Technician, Medical Claims, Medical Billing and Coding, Pharmacy Technician
- **Center for Employment Opportunities Allegheny** – General Labor (Paid Work Experience)
- **Community Kitchen Pittsburgh** – Culinary Arts
- **Energy Innovation Center Institute** – Environmental Services, BankWork\$
- **Landforce** – Landscaping, Land Management
- **New Century Careers** – CNC Machinist, Pre-Apprenticeship
- **Per Scholas** - IT
- **Trade Institute of Pittsburgh** – Masonry, Carpentry

SNAP 50/50 Providers - Northwest



- **Brockway Center for Arts and Technology** (Brockway and Titusville) – Clinical Medical Assistant, Pharmacy Technician
- **Erie Center for Arts and Technology** (Erie) – Clinical Medical Assistant, Construction
- **Hope Center for Arts and Technology** (Sharon) – Medical Assistant, Phlebotomy
- **University of Pittsburgh Manufacturing Assistance Center** (Titusville) – CNC/Machinist

SNAP 50/50 Providers - Central



- **Berks Latino Workforce Development Corporation** (Reading) – Certified Nursing Assistant, Phlebotomy, Medical Assistant, Welding, Culinary Arts, Copper Cabling/Fiber Optic Networking, Bank Teller, IQ4 Cyber Security
- **Center for Employment Opportunities Dauphin** (Harrisburg) – General Labor (Paid Work Experience)
- **Manna on Main Street** (Lansdale) – Culinary Arts
- **Montgomery County OIC** (Norristown) – Child Development Associate, Bank Certification, Certified Nursing Assistant, Pre-Apprenticeship
- **New Hope Ministries** (Dillsburg) – Nurse Aide, Welding, Trucking, Customer Service, Childhood Development Associate
- **Tec Centro** (Lancaster) – Nurse Aide, Physician Office Assistant, Dental Assistant, Culinary Arts, Construction
- **Tri County OIC** (Harrisburg) – Nurse Aide, Welding, HVAC, Culinary Arts

SNAP 50/50 Providers - Philadelphia

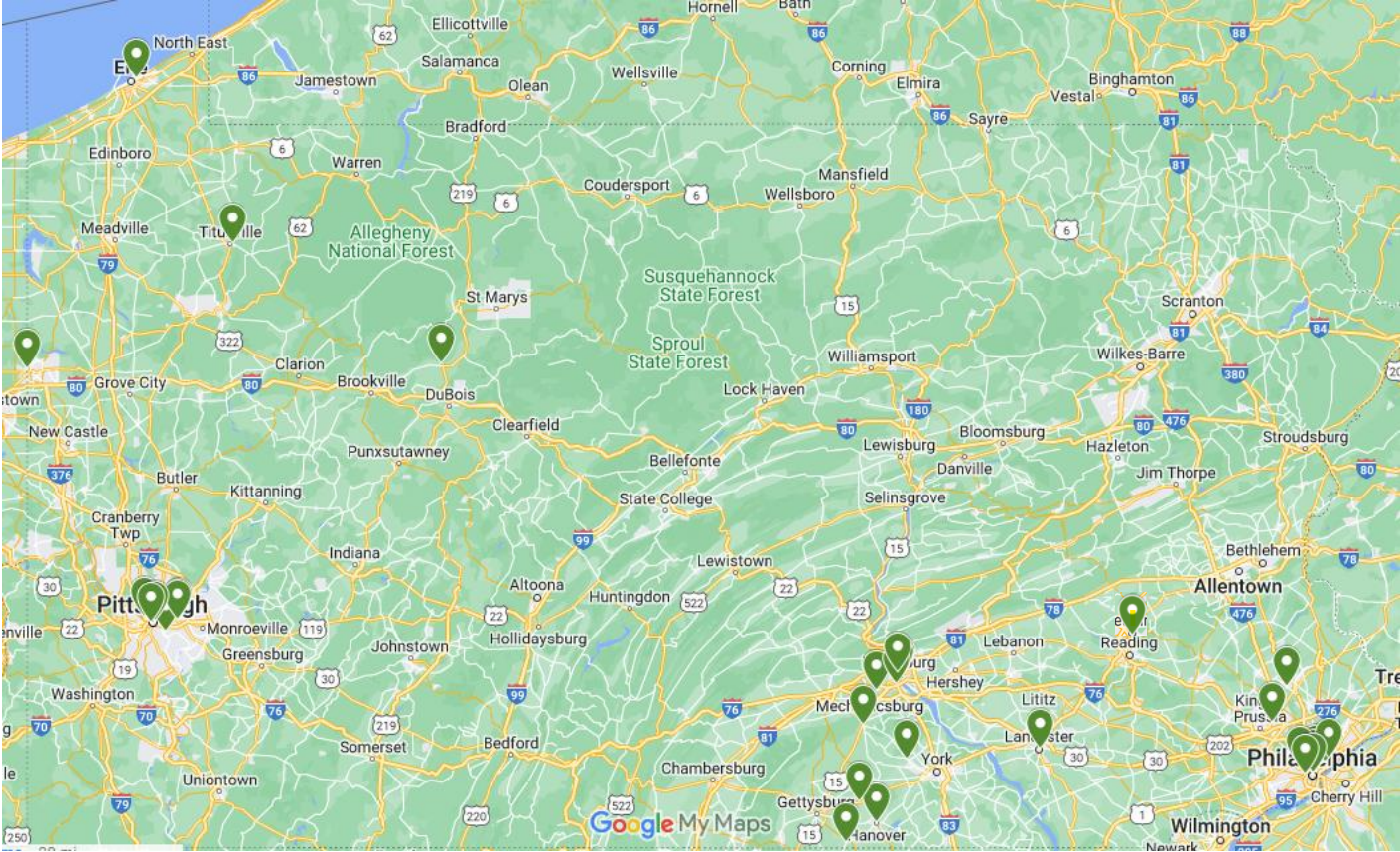
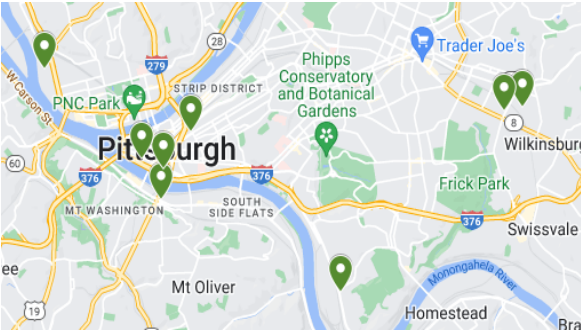


- **Center for Employment Opportunities Philadelphia** – General Labor (Paid Work Experience)
- **First Step Staffing** – General Labor (Paid Work Experience)
- **Goodwill of Southern NJ and Philadelphia** – Commercial Driver’s License Class B, Banking and Finance Fundamentals
- **OIC of Philadelphia** – Hospitality, Solar Panel Installation, Banking
- **Per Scholas** – IT
- **Philabundance Community Kitchen** – Culinary Arts
- **Project Home** – Peer Specialist
- **Samuel Staten Sr. Pre-Apprenticeship Program** – Pre-apprenticeship in building and construction trades

SNAP 50/50 in Action - Philabundance



SNAP 50/50 Locations



ELECT



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What is ELECT?



- Education Leading to Employment and Career Training (ELECT) is a collaboration between DHS and the Pennsylvania Department of Education (PDE).
- ELECT assists eligible youth in obtaining a high school diploma or its equivalent.
- The program is operated by Local Education Agencies that consist of school districts and Intermediate Units.
- Currently, there are 25 ELECT programs operate covering 55 counties.

Who does the ELECT program serve?

- ELECT serves expectant and custodial or noncustodial parents under the age of 22 who are pursuing a high school diploma or High School Equivalency.
- Youth can be eligible by:
 - receiving TANF cash assistance benefits; or
 - Being determined eligible for FW.

What services and supports do ELECT participants receive?



- Services and supports are provided to assist participants to remain enrolled in school, sustain regular attendance, achieve good grades, and obtain a high school diploma or High School Equivalency (HSE) certificate.
- Supports participants to secure post-graduation employment, education, or training which promotes their skills as parents and as self-sufficient adults.
- Pregnancy prevention information, guidance, and services are provided to participants to reduce the incidence of secondary pregnancies in youth.
- Education that promotes the importance of healthy parental relationships and the significance of having the fathers in their children's lives are provided.
- Each participant receives a combination of education and one-on-one case management.

ELECT in Action



ELECT Locations



- **Allegheny Intermediate Unit-** Serving Allegheny and Beaver Counties
- **Allentown School District-** Serving Lehigh County (city of Allentown)
- **Altoona Area School District-** Serving Blair, Cambria, and Clearfield Counties
- **ARIN Intermediate Unit -** Serving Armstrong, Cambria, Clarion, and Indiana Counties
- **Berks County Intermediate Unit-** Serving Berks County
- **BLaST Intermediate Unit-** Serving Bradford, Clinton, Lycoming, Sullivan and Tioga Counties
- **Capital Area Intermediate Unit-** Serving Cumberland, Dauphin, Northern York, and Perry Counties
- **Central Susquehanna Intermediate Unit-** Serving Columbia, Montour, Northumberland, Snyder and Union Counties
- **Chester County Intermediate Unit-** Serving Chester and Montgomery Counties
- **Delaware County Intermediate Unit-** Serving Delaware County
- **Erie City School District-** Serving Erie County (city of Erie)
- **Greater Johnstown School District-** Serving Bedford, Cambria, and Somerset Counties
- **School District of Lancaster-** Serving the city of Lancaster
- **Lancaster-Lebanon Intermediate Unit-** Serving Lancaster and Lebanon Counties
- **Lincoln Intermediate Unit-** Serving Adams, Franklin, and York Counties
- **Luzerne Intermediate Unit-** Serving Luzerne, Wyoming, Schuylkill, and Carbon Counties

ELECT Locations



- **Midwestern Intermediate Unit-** Serving Beaver, Butler, Mercer, and Lawrence Counties
- **Northwest Tri-County Intermediate Unit-** Serving Clarion, Crawford, Erie, Forest, Venango, and Warren Counties
- **School District of Philadelphia-** Serving School District of Philadelphia (city of Philadelphia)
- **Pittsburgh Public School District-** Serving Allegheny County (city of Pittsburgh)
- **Schuylkill Intermediate Unit-** Serving Carbon and Schuylkill Counties
- **Seneca Highlands Intermediate Unit-** Serving Cameron, Clearfield, Elk, Jefferson, McKean, and Potter Counties
- **Tuscarora Intermediate Unit-** Serving Huntingdon, Juniata, and Mifflin Counties
- **Westmoreland Intermediate Unit-** Serving Westmoreland County

REFUGEE RESETTLEMENT PROGRAM



What does the term *refugee* mean?



- A *refugee* is an individual who is fleeing their country of origin because of persecution or threat of persecution based on race, religion, nationality, membership in a particular social group, or political opinion under Title IV of the Immigration and Nationality Act.
- The [United States Citizenship and Immigration Services \(USCIS\)](#) will designate a person as a refugee.

What is the Refugee Resettlement Program?

The United States Department of Health and Human Services, Office of Refugee Resettlement (ORR) provides funding to the Pennsylvania DHS for the purpose of carrying out the requirements of the Immigration and Nationality Act of 1980 which includes the integration of refugees.

The goal of the Refugee Resettlement Program (RRP), facilitated by BEP and its partners, is to offer employment opportunities, comprehensive case management, and identify and address specific barriers hindering self-sufficiency for refugees resettled in Pennsylvania.

Who does RRP Serve?

The RRP serves ORR-eligible individuals. Primarily, these immigrant classifications are:

- Refugees
- Asylum Grantees
- Cuban/Haitian Entrants
- Unaccompanied Refugee Minors
- Amerasian Refugees
- Victims of Human Trafficking
- Special Immigrant Visa holders from Afghanistan and Iraq
- Certain Afghan and Ukrainian Humanitarian Parolees

What are RRP Program Components?

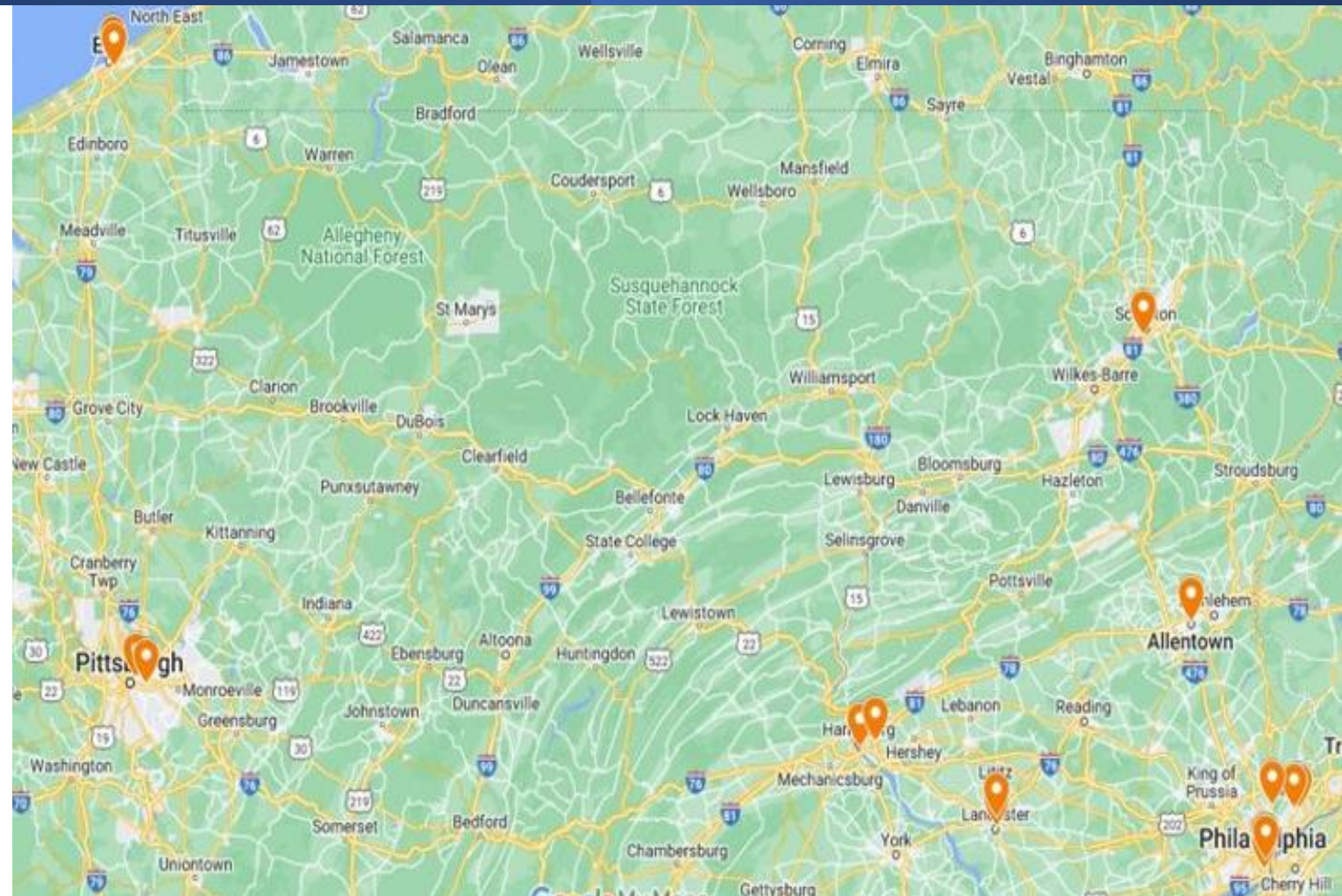
DHS collaborates with CAOs and partners with refugee-serving agencies across the state to provide a comprehensive range of benefits and services.

- RCA and Refugee Medical Assistance (RMA) is offered in all 67 counties.
- Refugee Medical and Mental Health Screening is offered in all 67 counties.
- Refugee Support Services (RSS) are generally offered in person. However, for refugees living outside the scope of refugee-specific resources, virtual activities are also made available.

Contracted Refugee Service Provider Locations



- **Pittsburgh**
 - Jewish Family and Community Services (JFCS)
- **Harrisburg**
 - Catholic Charities of Harrisburg (CCHBG)
 - International Service Center (ISC)
 - Jewish Family Service (JFS)
- **Lancaster**
 - Bethany Christian Services Lancaster (BCS)
 - Church World Services Lancaster (CWS)
- **Philadelphia**
 - Bethany Christian Services Jenkintown (BCS)
 - HIAS Pennsylvania
 - JEVS Center for New Americans
 - Nationalities Service Center (NSC)
- **Allentown**
 - Bethany Christian Services (BCS)
- **Erie**
 - Multicultural Community Resource Center (MCRC)
 - U.S. Committee for Refugees and Immigrants(USCRI)



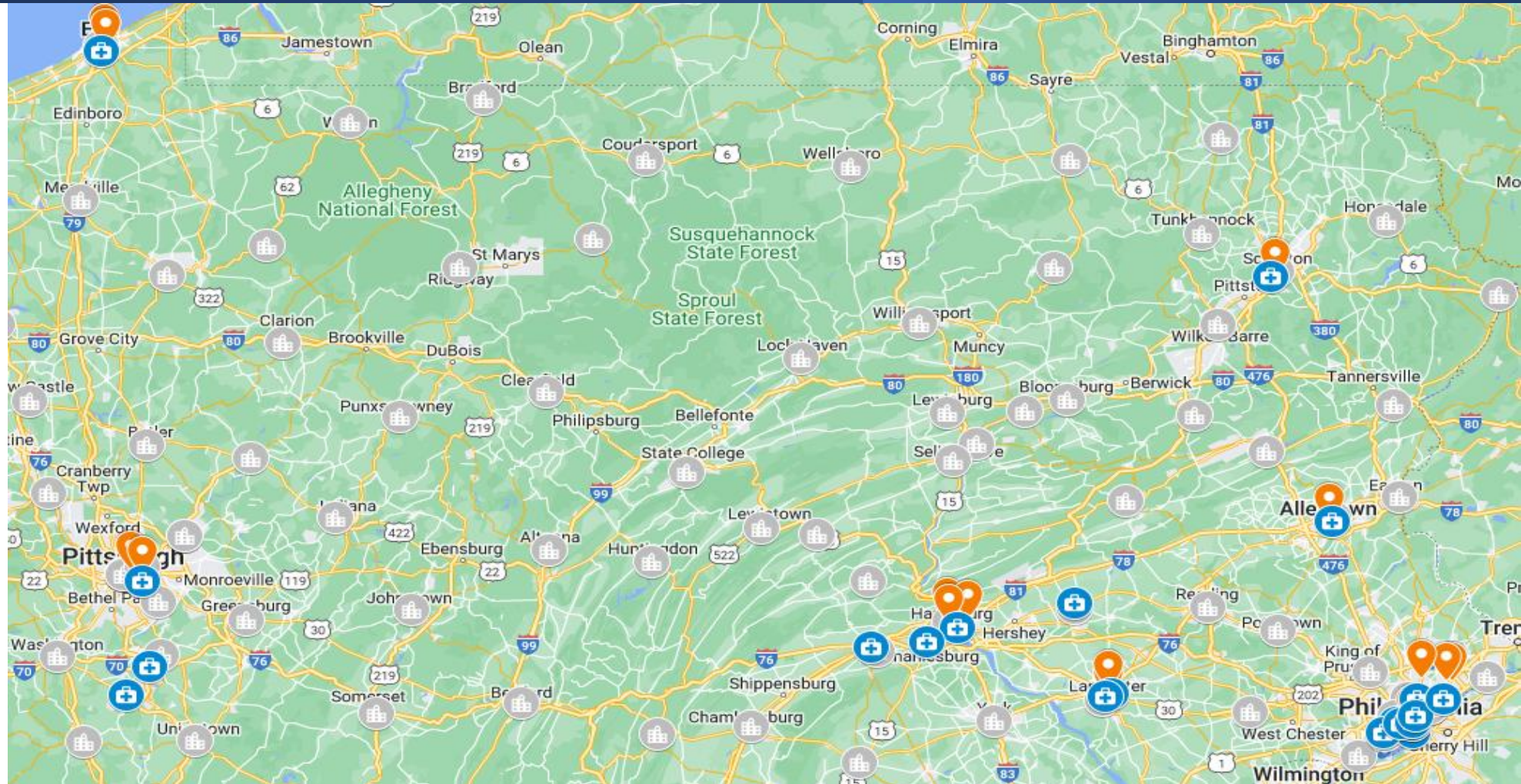
Contracted Refugee Service Provider Locations



 Refugee Providers

 Refugee Health Clinics

 County Assistance Offices



Resources

PA WORKWEAR
(PAWW)

TRAVELER'S AID



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What is PAWW?

- PAWW promotes and help ensure the economic independence of individuals who receive TANF by providing professional attire for job interviews and specific clothing necessary for employment and/or training.
- DHS partners with agencies that already provide these services in communities throughout the Commonwealth.
- Historically, DHS have partnered with 14 agencies that serve 35 counties in PA.
 - Agencies you may already know by name: Goodwill Industries, Dress for Success, and the YWCA



Who does PAWW serve?

TANF recipients who are:

- Enrolled in a DHS approved E&T program; and
- Have a verified need for clothing that is required to participate in education or employment.

What services and supports do PAWW participants receive?



- New or “like-new” professional attire, including interview, business, and business casual attire, scrubs, steel-toed boots, shoes, hosiery, accessories, and undergarments are provided to meet the participant’s verified need.
- Connection to free or low-cost haircuts are provided through partnerships with local resources; for example, beauty schools and hairdressers
- A personal clothing consultant spends about an hour with the individual to make sure they select appropriate attire and help build their confidence.

TRAVELERS AID

Provides Port Authority of Allegheny County bus passes, vouchers, gas cards, or alternative transportation allowances to individuals who are receiving TANF or SNAP and referred to them by the Allegheny CAO.



Additional Information

**BEP CONTACTS &
WEBSITES**

MEETINGS

PROVIDER MAP

OUTREACH

QUESTIONS?



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Meetings

Local Management Committee (LMC) - This meeting is responsible for the coordination of operations and services provided in the local areas to public assistance recipients. All local E&T program providers are required to attend. These meetings are held quarterly at a minimum and organized by the CAO and local EARN provider.

Direct Service Team (DST) - Contracted E&T providers should establish a meeting time and location to engage the CAO via DST meetings no less than once a month. In addition, contracted E&T providers utilize the DST meetings to reconcile records, develop makeup plans, discuss participant issues, and collaborate toward resolutions with meaningful impact.

Multi-Disciplinary Team (MDT) - A team of professionals who assists ETANF individuals with a potential disability identify and resolve barriers. The MDT will consist of members from the CAO (such as TANF Income Maintenance Caseworker (IMCW), IMCW Supervisor, and Disability Advocacy Program worker), DHS Contractor, the ETANF adult, and any other professionals such as members of the LMC who are able to provide professional feedback and assistance in the development of the MPP Service Plan. The Contractor Case Manager will need to develop partnerships with social service and community agencies, as well as doctors, day care providers and other professionals including local housing agencies.



BEP Contacts and Websites



DHS E&T Websites

DHS E&T - www.dhs.pa.gov/services/assistance/pages/ET.aspx

Refugee Resettlement Program - www.refugeesinpa.org

DHS Benefit Website

Appy for Benefits- [COMPASS HHS Home \(state.pa.us\)](http://COMPASS.HHS.Home(state.pa.us))

DHS E&T Program Contacts

Refugee Resettlement Program - RA-HSRefugeeProgram@pa.gov

EARN Program – RA-BOPEARNPOLICY@pa.gov

Work Ready Program - RA-BOPWRPOLICY@pa.gov

KEYS Program - RA-PWBEPKEYSPOLICY@pa.gov

SNAP 50/50 Program – RA-PWBEP.SNAP@pa.gov

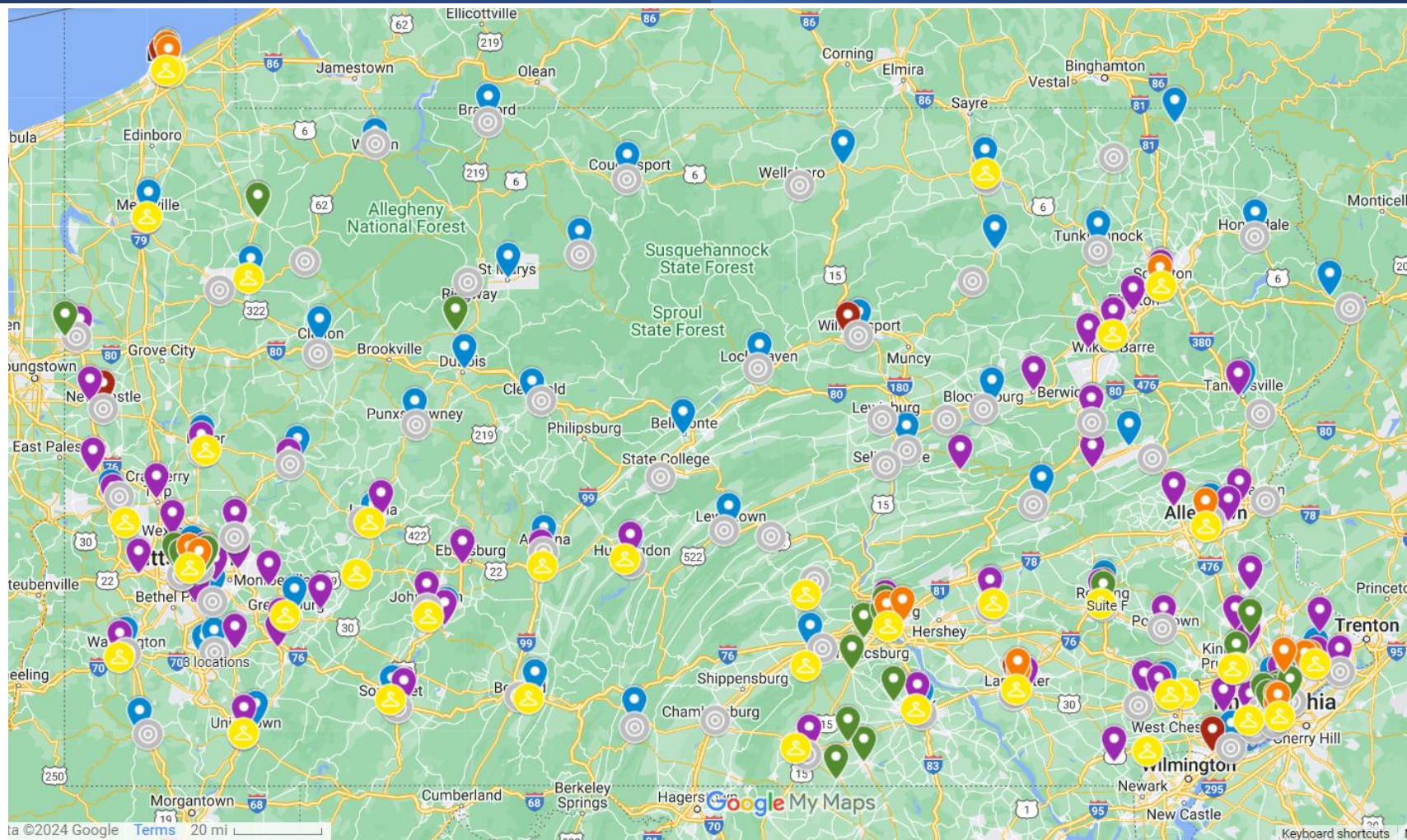
ELECT Program - RA-PWBEPELECTPOLICY@pa.gov

PA WORKWEAR - RA-PWBEPPAWWPOLICY@pa.gov

E&T Provider Map



SCAN HERE



Call to Action

Our E&T providers are continually seeking out new partners and programming to prepare their participants for a life of self-sufficiency. If your organization offers education and resources to the community such as financial literacy and is interested in partnering with any of our providers, please reach out to the appropriate BEP resource account.



Questions?



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