



The One Source

Welfare-to-Work and
Workforce Development
Resource Network

National News Source

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State University of New York
University Center for Academic and Workforce Development

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\$5.00 CA



SMALL BUSINESS LOANS

Small business entrepreneurs are steadily growing across America. Resources to start, expand, and train employees can be secured through the U.S. Small Business Administration (SBA).

The SBA has a new interactive CD that explains:

- Who to contact,
- How to apply,
- What you will need, and
- How much you can get.

A copy of the CD can be accessed at https://secure.ravenmediainc.com/sites/EBF_1/?lpID=29512&cpnid=2639. For the SBA office nearest you, access www.sba.gov.



STOP CHASING THE FUNDING

Focus your limited resources on writing and receiving grants. There is no need for professionals in the field of workforce development, welfare, education, and faith-based and community organizations to chase funding sources. All relevant Federal funding opportunities and dozens of foundation notices are accessible on a daily basis through a grant data base on the One Source web site at www.nyswtwrn.com or through timely email notices sent directly to you.

Monthly webinars focus on strategies for improving your grant writing process and proposals and on timely funding notices. All services are provided for a \$25 annual membership fee. For more information, email info@nyswtwrn.com or call 315.265.4099.



July 25, 2006, Austin, Texas
White House Regional Conference on Faith-Based and Community Initiatives
www.dtiassociates.com/fbci/logisticsTX.cfm?location=TX

October
National Disability Employment Awareness Month
www.dol.gov/odep/pubs/posters.htm

October 17, 2006, Philadelphia, Pennsylvania
Opportunity Conference, USDOL
www.opportunityconference.gov/public/index.cfm



WHERE IT'S



Back Wage Employer Locator
<http://cslxwep1.dol-esa.gov/emploc/>

The U.S. Department of Labor's Wage and Hour Division has launched a new web-based Back Wage Employer Locator to provide easy and secure access for employees to find and collect back wages due them.

Gatewayjobs.com
www.epionline.org/index_gj.cfm

The Employment Policy Institute has created this web site to address public policy issues surrounding employment growth focusing on issues of entry-level workers.

Salary.com
http://salary.com/home/layoutscripts/homl_display.asp

This site provides a variety of information on salaries and human resource issues. A newsletter helps job seekers understand their value in the job market. Some of the resources are free, others are not.

An annotated web site directory can be accessed through the One Source (info@nyswtwrn.com or 315.265.4099).

Special Insert On

Temporary Assistance For Needy Families (TANF) Work Activities Core Activities (from which at least 20 hours/week of participation must come) Activity and Federal Definitions Under New Rules (www.acf.dhhs.gov/programs/ofa/workfact.htm)

Unsubsidized employment

Full- or part-time employment in the public or private sector that is not subsidized by TANF or any other public program.

Subsidized private sector employment

Employment in the private sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing a recipient.

Subsidized public sector employment

Employment in the public sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing a recipient.

On-the-job training

Training in the public or private sector that is given to a paid employee while he or she is engaged in productive work and that provides knowledge and skills essential to the full and adequate performance of the job.

Job search and job readiness assistance

The act of seeking or obtaining employment, preparation to seek or obtain employment, including life skills training, and short-term substance abuse treatment, mental health treatment, or rehabilitation activities for those who are otherwise employable. Such treatment or therapy must be determined to be necessary and certified by a qualified medical or mental health professional. Job search and job readiness assistance activities must be supervised by the TANF agency or other responsible party on an ongoing basis no less frequently than daily. This activity is limited by statute to six weeks per year (no more than four weeks may be consecutive to count toward the work participation rates).

Work experience

A work activity, performed in return for welfare, that provides an individual with an opportunity to acquire the general skills, training, knowledge, and work habits necessary to obtain employment. The purpose of work experience is to improve the employability of those who cannot find unsubsidized employment. This activity must be supervised by an employer, work site sponsor, or other responsible party on an ongoing basis no less frequently than daily.

Community service programs

Structured programs in which TANF recipients perform work for the direct benefit of the community under the auspices of public or nonprofit organizations. Community service programs must be limited to projects that serve a useful community purpose in fields such as health, social service, environmental protection, education, urban and rural redevelopment, welfare, recreation, public facilities, public safety, and child care. Community service programs are designed to improve the employability of recipients not otherwise able to obtain employment, and must be supervised on an ongoing basis no less frequently than daily. A State agency shall take into account, to the extent possible, the prior training, experience, and skills of a recipient in making appropriate community service assignments.

Vocational educational training not to exceed 12 months

Organized educational programs that are directly related to the preparation of individuals for employment in current or emerging occupations requiring training other than a baccalaureate or advanced degree. Vocational educational training must be supervised on an ongoing basis no less frequently than daily and may include work-focused general education and language instruction.

Child care for an individual participating in a community service program

Providing child care to enable another TANF recipient to participate in a community service program. This activity must be supervised on an ongoing basis no less frequently than daily.

Non-Core Activities (cannot count without 20 hours/week from “core” activities)

Job skills training directly related to employment

Training or education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or adapt to the changing demands of the workplace. Job skills training directly related to employment must be supervised on an ongoing basis no less frequently than daily.

Education directly related to employment

Education related to a specific occupation, job, or job offer. Education directly related to employment must be supervised on an ongoing basis no less frequently than daily.

Satisfactory attendance at secondary school or in a GED program

Regular attendance, in accordance with the requirements of the secondary school or course of study, at a secondary school or in a course of study leading to a certificate of general equivalence, in the case of a recipient who has not completed secondary school or received such a certificate. This activity must be supervised on an ongoing basis no less frequently than daily.



TANF Reauthorization

REAUTHORIZATION

The 1996 welfare reform law was reauthorized in the Deficit Reduction Act of 2005, signed on February 8, 2006 (see www.whitehouse.gov/news/releases/2006/02/20060208-8.html). For more information on the Deficit Reduction Act, access www.acf.dhhs.gov/programs/ofa/drafact.htm.

Changes in Legislation

“The reauthorization maintains the original law’s requirement that 50 percent of states’ welfare caseloads fulfill statutory work requirements (To fulfill work requirements, TANF recipients must be participating for 20 hours per week (or 30 hours in cases where the youngest child is 6 years old or older) in one or more of the 12 work activities named in the statute). It also updates the incentive for states to reduce caseloads, broadens the pool of families subject to the work requirements, and creates a new penalty for failing to comply with work verification.”

Interim regulations had to be released by the U.S. Department of Health and Human Services, by June 30, 2006, to promulgate regulations designed to address eligible work activities and uniform reporting and accountability measures.

Access Regulations

The interim final regulations for Temporary Assistance for Needy Families can be found at www.acf.dhhs.gov/programs/ofa/tfinrule.htm. Comments can be provided through August 28, 2006.

The One Source provides resources and services to practitioners, government agencies, and businesses involved in workforce development, welfare reform, faith-based and community initiatives, and education and training. For more information, email info@nyswtwrn.com or call 315.265.4099.

HIGHLIGHTS

(Directly quoted from the U.S. Department of Health and Human Services, www.acf.dhhs.gov/programs/ofa/regfact.htm.)




Tightening the Focus on Work

- Require education and training to be directly related to a specific job;
 - Allow participation in substance abuse, mental health and other rehabilitation services to count under the “job search/job readiness” work category;
 - Further simulate work by allowing countable participation to include actual hours and limited excused absences;
 - Permit states to count recipients in work experience and community service in the work participation rate when they work the maximum number of hours allowed under the minimum wage requirements of the Fair Labor Standards Act but fall short of the hours required by the Temporary Assistance for Needy Families (TANF) program; and
 - Include child-only cases in the work participation calculation when states elect to remove a parent due to a sanction or time limit while their children continue to receive assistance; and permit states to count child-only cases in which parents who receive Supplemental Security Income (SSI) work or participate in the Ticket to Work program.
- ### Strengthening State Accountability
- Require all activities to be supervised in order to count toward the participation rate.
 - Use federal reviews and the single state audit to monitor state compliance;
 - Implement a penalty for non-compliance with work verification plan -- a one to five percent reduction in a state’s grant; and
 - Ask for comments from states to describe conditions under which they should be granted “reasonable cause” if they are not be able initially to meet the work requirements.”





WHAT'S NEW ON workforce e³One?




The following new information is available at www.workforce3one.org/home.cfm?cid=1:

-  A competency framework for advanced manufacturing,
-  Catalogue of Federal opportunities and assistance for worker and community transitions, and
-  The innovation-entrepreneurship NEXUS: A national assessment of entrepreneurship and regional economic growth and development.

The following recorded webinars are available at www.workforce3one.org/home.cfm?cid=3:

-  Alternative educational pathways and
-  Cool community colleges: Creative approaches to economic development.

The following new resources are available at www.workforce3one.org/home.cfm?cid=2:

-  Employer-driven approaches to alleviating health care worker shortages,
-  Good samaritan virtual caregiver career tool, and
-  How career lattices help solve nursing and other workforce shortages in health care.

Sign-up to receive updates at www.workforce3one.org/login.cfm.

LABOR MARKET CORNER

Data Elements	April 2006	May 2006	May 2005
U.S. Unemployment Rate	4.7	4.6	5.1
U.S. Average Hourly Earnings	\$16.61 ^P	\$16.62 ^P	\$16.03
U.S. Employment Cost Index	.6		.9
U.S. Productivity	3.7		3.8




Sources: www.labor.state.ny.us/workforceindustrydata/index.asp?reg=nys, www.bls.gov/eag/eag.us.htm, and www.bls.gov/eag/eag.us.htm

*Not Seasonally Adjusted
^PPreliminary

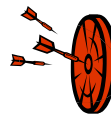


TRAINING: BUSINESS SPENDING MORE, EXPECTING RESULTS

What do we know about the training needs of businesses?

-  Businesses are paying more for training, up to almost three percent of their budget.
-  In-house training is still preferred.
-  Training must lead to tangible, measurable results such as savings, increased flexibility, more effective problem-solving, and increased customer satisfaction.

For more information, see Workforce Management accessible at www.workforce.com/section/11/feature/24/37/85/index.html.



PROMISING PRACTICES

New York's Promising Practices

www.workforcenewyork.org/promise.html

Promising practice topics include services to community investment, business services in the One Stop system, business customers, performance/customer satisfaction, services to job seekers, local board development/practices, One Stop design and management, and workforce development partnerships initiatives.

California's Workforce Development Spotlight

www.edd.ca.gov/wiarep/wiappt.htm#YOUTH

Promising practice topics include business services, customer focus, marketing and outreach, performance management, service integration/partnerships, serving people with disabilities, technology, and youth.



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