

# Prioritizing Proposed Changes to W-2 Survey Results Nov-08

Answers to Questions 3 - 5

3. What will most help families be more economically stable.		
Wage Supp	43	17.0%
Post 2nd Ed	38	15.0%
SSI /SSDI prog.	29	11.5%
Inc Benefit Amt	27	10.7%
Transitional Jobs	26	10.3%
RWRP	26	10.3%
EA for Homeless	15	5.9%
More Participants	15	5.9%
W-2 T = CSJ	14	5.5%
Maternity Leave	9	3.6%
NCP Cash	4	1.6%
Minor Parents Cas	4	1.6%
3rd Trimester	3	1.2%
CMC to 12 Mo	0	0.0%

4. What will help the most families		
Post 2nd Ed	30	14.0%
Inc Benefit Amt	26	12.1%
Wage Supp	25	11.6%
EA for Homeless	23	10.7%
SSI /SSDI prog.	22	10.2%
Transitional Jobs	21	9.8%
More Participants	21	9.8%
RWRP	20	9.3%
W-2 T = CSJ	8	3.7%
NCP Cash	7	3.3%
Maternity Leave	6	2.8%
3rd Trimester	4	1.9%
Minor Parents Cas	2	0.9%
CMC to 12 Mo	0	0.0%

5. What will help two-parent and NCPs?		
Post 2nd Ed	37	18.4%
NCP Cash	35	17.4%
Wage Supp	29	14.4%
More Participants	19	9.5%
EA for Homeless	17	8.5%
Transitional Jobs	16	8.0%
Inc Benefit Amt	16	8.0%
RWRP	12	6.0%
SSI /SSDI prog.	9	4.5%
Maternity Leave	6	3.0%
W-2 T = CSJ	3	1.5%
Minor Parents Cas	1	0.5%
3rd Trimester	1	0.5%
CMC to 12 Mo	0	0.0%

1 How would you describe your current position?						
	Count	Percentage	Percentage			
W-2 Agency Manager	47	44.34%	47.47%			
W-2 Agency Line Staff Person	33	31.13%	33.33%			
W-2 Parnter Agency	10	9.43%	10.10%			
Advocate	8	7.55%	8.08%			
Other Intersted Party	4	3.77%	4.04%			
Researcher	2	1.89%	2.02%			
State DCF Staff Person	1	0.94%	1.01%			
Current W-2 Participant	1	0.94%	1.01%			
Past W-2 Participant	0	0.00%	0.00%			
2 Below are a list of policies changes recommended over the years to improve the focus of the W-2						
	Avg Score	Response Tallies and Percentages				
		[1]	[2]	[3]	[4]	[5]
Improve the child care eligibility and authorization process	4.01	9.18%	2.04%	20.41%	15.31%	53.06%
Require up to 40 hours of individualized participation activities and not limited to 30 hours of work activities and 10 hours of education and training for CSJs and 28 hours of work activities and 12 hours of	3.98	10.20%	5.10%	12.24%	21.43%	51.02%
Establish a nonparticipation policy in which a case can be closed if the participant refuses without good cause to participate even after a conciliation	3.93	12.37%	5.15%	12.37%	17.53%	52.58%
Update the Guiding Principles for W-2	3.78	4.17%	9.38%	26.04%	25.00%	35.42%
Eliminate the Learnfare Program	3.75	13.68%	8.42%	17.89%	9.47%	50.53%
Eliminate the Requirement for a Community Steering Committee	3.60	15.62%	6.25%	25.00%	8.33%	44.79%
Increase the Child Support Pass	3.56	13.40%	7.22%	25.77%	17.53%	36.08%
Centralize W-2 benefits so that benefit allocations are not included in agency contracts	3.54	20.62%	3.09%	22.68%	9.28%	44.33%
Establish a common application for W-2, FS, MA and CC	3.47	16.67%	8.33%	21.88%	17.71%	35.42%
Eliminate the Requirement for a Children Services Network	3.41	17.20%	13.98%	20.43%	7.53%	40.86%
Eliminate the Trial Jobs Component	3.19	21.65%	13.40%	24.74%	5.15%	35.05%
Split the eligibility function from the education and training function of W-2	3.12	27.84%	7.22%	20.62%	13.40%	30.93%
Eliminate the 24 month time limits for W-2 T, CSJ, and Trial Jobs	3.09	30.30%	7.07%	16.16%	16.16%	30.30%
Eliminate the Strikes Provision for nonparticipation	2.94	29.59%	15.31%	16.33%	9.18%	29.59%
Eliminate the 60 month state time limit leaving the 60 month federal time limit	2.93	34.34%	5.05%	22.22%	10.10%	28.28%
Have only one W-2 contract in	2.80	34.04%	5.32%	31.91%	4.26%	24.47%
Increase the Screening and Assessment Requirements	2.64	21.65%	29.90%	25.77%	8.25%	14.43%
Eliminate the 180 day requirment to have made a good faith effort to get a job and not have refused a job or quit a job without good cause	2.20	47.96%	13.27%	20.41%	7.14%	11.22%
Eliminate the 180 day requirement that applicants have cooperated with W-2 in the last application	2.17	46.94%	15.31%	22.45%	4.08%	11.22%

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## Other Recommendations that did not easily fit into one of the provided categories

- Establish different program options for W2T, CSJ/Work ready populations, and CMC populations
- Give cash assistance to both participating parents in a 2 parent house.
- I do not think expanding CMC is necessary.
- More grants to establish more resources in the areas with limited resources.
- Job retention is the key. Create a real financial incentive for folks who work 30 hours or more for at least a year. Have incremental incentives until they reach the year mark. Example: \$250.00 for 3 months, \$500.00 for 6 months, \$750.00 for 9 months and \$1000.00 for 12 months of consecutive employment. It's still cheaper then 12 months at 673.00 or \$8073.00, which we are paying anyway.
- Separate program for parent with disabilities who are applying for SSI/SSDI and for parents who have children with severe disabilities whose condition is expected to deteriorate
- Keep CMC placement and expand from 3 months to five years.
- bring back the safety-net in time of economic down turn or when the jobs just aren't there.
- Establish universal maternity leave and extend CMC to at least 6 months, not 12 month. Some new moms need more time to look for job and get child care in place prior to starting work again.
- Extend a program that assists with transportation for job seekers in participating programs.
- To Make Job seeker to become more accountable when applying for and accepting W2 services and activities that are out lined, for their families. and do away with 20% sanction letters job seeker, now what they have done and what there not doing.
- CMC placement should be allowed 6 months to bond with there child.
- Not offer extensions
- Offer more cash assistance once they start working to get them back on their feet, more of a job advancement program to help with keeping a job, budgeting the income, work ethics. The current time frames for application processing for W2 program and EA application is really not realistic for case managers. I would hope

someone would look at application processing, not only for case managers but also for customers to get through the process better. I would like to see the w2 grants come out of a pot of money the state holds, instead of local contracts, give the w2 agencies enough money to serve customers and let the state worry about if we have enough money for customers.

- Would like to see the child support office work more with non-custodial parents in making them pay child support. We have a children first program but child support offices are not using it to help get the non custodial parent working. It's also a beneficial program for them helping them find work and the support services offered to them.
- Establish a universal medical provider that all agencies can utilize to refer w-2 participation with medical barriers that will assess participant, fully complete medical forms and provide realistic treatment plans that promote self sufficiency at no cost to the participant.
- Have only one W-2 contract in Milwaukee
- Increase funding in CF programs 2. Increase the Child Support Pass Through 3. Improve the child care eligibility and authorization process
- Other: segment population and develop services and outcomes appropriate to the population
- 2-parent: additional grant subsidy for families participating as two parent households
- Another change not listed above = Don't limit the amount of participation hours for 2nd parent with or without child care.
- Increase the FPL above 115%
- have CSJ sites that actually teach or even hire clients after a few months.
- provide stipends (minimum wage) to individuals while in short term training 6 months and under.
- provide transportation to clients i.e., 'Job ride' for more then 6 months.
- more time is needed to move families forward and have successes reduce non-essential procedures and paperwork to move back to more time with clients and families
- Systems talk to each other-BMCW, W2, child support, MAWIB, DOC
- allow part time employment to encourage work skills and work experience. encourage participation in work.
- Mandatory children First or a program that would provide case management and job search assistance to non-custodial parents.

- Change the way W-2 checks are paid out. We usually have to issue an upfront check with the current pay cycle for w-2.
- Make FSET Mandatory
- Increase funding to W2 Agencies
- Greater connection between W2 and other support services in the community for families. More supportive services to those who owe child support for non-custodial families to be involved with their children Greater emphasis on joint parenting even when divorce and separation break up a family
- Increase the child support pass through...
- More flexibility in the 40 hrs requirement to meet individualized needs # (Key)
- Clarify the guiding principles and purpose of the program and offer incentives for true collaboration with other programs (i.e. Workforce development centers and programs)
- Better funding for model children first programs that show true impact
- Allow additional education to low level (0 -3 reading or math levels) participants and increase the time allowed to stay in education.
- Fund programs that specialize in basic literacy well below GED skills.
- Set up program not only for people with disabilities, but also families with children with disabilities.





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Name \_\_\_\_\_

Date \_\_\_\_\_

**Prioritizing Proposed Changes to W-2**

Dear Colleagues,

I am writing to ask for your help--on a very short turnaround basis--in our planning related to the W-2 program. As you know, we are responding to severe economic distress, both for low income families and for our state's budget. We are currently developing some recommendations for Secretary Bicha and Governor Doyle that reflect these two realities, and have developed a short survey that asks for your help in thinking about our priorities.

Two caveats: first, we do not know whether any of these will be adopted at this time; and second, these efforts do not represent the full scope of our anticipated planning process over the coming months and year to review and update W-2.

But the survey does cover a lot of suggestions that have been made by you and others over the past several years. If you can help us, please complete the survey by noon on Tuesday, October 28th. I realize this is an incredibly short timeline, but our staff members have been working on multiple deadlines and we would rather have an imperfect process for getting your feedback than none at all. Also, please feel free to forward the survey to anyone that you think would like to participate. If you have questions, please contact Rebecca Swartz at 608-266-1717.

Thank you very much.

Julie Kerksick  
 Division Administrator  
 Division of Family and Economic Security  
 Department of Children and Families

1. How would you describe your current position?

- State DCF Staff Person
- W-2 Agency Line Staff Person
- W-2 Agency Manager
- Advocate
- W-2 Parnter Agency
- Current W-2 Participant
- Past W-2 Participant
- Researcher
- Other Intersted Party

2. Below are a list of policies changes recommended over the years to improve the focus of the W-2 program on providing individualized services to help participants find and maintain employment. We ask that you rate the importance of implementing each of these proposals. Use 1 as something you definitely would not want to change and a 5 as something you definitely would want to change.

- |   | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
|---|----------|----------|----------|----------|----------|
| <b>Update the Guiding Principles for W-2</b>              | ○        | ○        | ○        | ○        | ○        |
| <b>Increase the Screening and Assessment Requirements</b> | ○        | ○        | ○        | ○        | ○        |

- Eliminate the Learnfare Program**
- Eliminate the Strikes Provision for nonparticipation**
- Eliminate the Requirement for a Children Services Network**
- Eliminate the Requirement for a Community Steering Committee**
- Eliminate the 180 day requirement to have made a good faith effort to get a job and not have refused a job or quit a job without good cause**
- Eliminate the 180 day requirement that applicants have cooperated with W-2 in the last application**
- Eliminate the 60 month state time limit leaving the 60 month federal time limit**
- Eliminate the 24 month time limits for W-2 T, CSJ, and Trial Jobs**
- Require up to 40 hours of individualized participation activities and not limited to 30 hours of work activities and 10 hours of education and training for CSJs and 28 hours of work activities and 12 hours of education and training for W-2 Ts**
- Establish a nonparticipation policy in which a case can be closed if the participant refuses without good cause to participate even after a conciliation period**
- Have only one W-2 contract in Milwaukee**
- Establish a common application for W-2, FS, MA and CC**
- Split the eligibility function from the education and training function of W-2**
- Improve the child care eligibility and authorization process**
- Increase the Child Support Pass Through**
- Eliminate the Trial Jobs Component**
- Centralize W-2 benefits so that benefit allocations are not included in agency contracts**

3. Below is list of changes to the W-2 program that have been recommended by various constituencies over the past few years. We estimate that each of these changes will require significant new funding. - Set up a separate program for parents with disabilities who are applying for SSI /SSDI - Set up a "Transitional Jobs" program which pays parents wages for working at non-profit organizations - Expand statewide the Real Work Real Pay Pilot which gives employers a subsidy to hire W-2 participants - Give services including cash assistance to non-custodial parents - Give services including cash assistance to minor parents - Give a "wage supplement" either through an "earnings disregard" which pays parents a small grant while they work until their income reaches a certain point or through funded pro-rated CSJs which pays parents a partial cash grant while they work part time - Expand access to post secondary education, vocational education and bridge training - Increase the monthly W-2 cash assistance grant to something above the current \$673 - Pay W-2 T participants the same amount as CSJ participants - Increase the Emergency Assistance grant to cover deposit as well as first months rent for homeless applicants - Increase funding to provide W-2 services to a wider range of people - Establish a universal maternity leave program - Keep Caretaker of an Infant (CMC) W-2 placement and expand to provide cash assistance to mothers in their 3rd trimester pregnancy - Keep CMC placement and extend cash assistance from 3 months to 12 months for new moms - Another change not listed above Please review this list and identify three items that you feel would most help families be more economically stable.

4. Using the list above in Question 3, identify three items that you feel would help the most families.

5. Using the list above in Question 3, identify three items that you feel would help 2-parent households, or non-custodial parents?

