

Basic Food Employment & Training

Building Strong Partnerships that
Transform Lives and Communities in
Washington State

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The Goal of BFET

- The Basic Food Employment & Training program is a group of agencies partnering together to provide *employment, education, and training* services to Basic Food recipients.
- The goal of the program is to assist Basic Food recipients in obtaining a *livable wage* leading towards self-sufficiency.

Service Delivery Model



- Community partnership is the key to the success of the BFET program.
- BFET services are delivered through a 3rd party reimbursement model, which consist of contractual partnerships between DSHS and partnering agencies.
- This partnership enables us to
 - Leverage agencies' strengths
 - Increase agencies' capacity

Service Delivery Model (continue)

- Partner agencies can co-enroll BFET participants in order to leverage agencies' strengths.
- For example, a BFET participant can receive *educational services* from a college provider while receiving *job search services* from a community based organization.



How Does SNAP E&T Operate in Washington?



- Started as a pilot project in the Seattle area in October 2005:
 - 50/50 reimbursement program.
 - Third-party match model.
- All-Volunteer program since October 2010.
- Services are now delivered through a partnership of:
 - DSHS;
 - State Board for Community and Technical Colleges, (SBCTC) in all 33 community & technical colleges.
 - 56 community based organizations (CBOs) in 33 of 39 counties.

How Does SNAP E&T Operate in Washington?

- DSHS supports E&T with 15 dedicated E&T staff and DSHS-owned case management system (Electronic Jobs Automated System or e-JAS).
- BFET Partners leverage federal funds using eligible non-federal funds including:
 - State and local funds
 - Foundation grants; and
 - Private donations.



Program Budget Federal Fiscal Year 2017

100% Federal Grant	\$2,692,700.00
State/Local Match	\$19,268,395.00
Federal Funds	\$19,497,339.00
Participant Reimbursement & Child Care	\$5,652,946.00
<u>Total Program Budget</u>	<u>\$47,111,380.00</u>



Basic Food Employment and Training (BFET) Colleges and Community Based Organizations (CBOs)

Total Sites = 158
(as of September 2017)

Colleges = 33

Regular CBOs = 56

ORIA CBOs = 12

Remote Sites = 27

RISE Providers = 28



Program Expansion – Community and Technical Colleges

2005-06

- South Seattle College

2006-07

- Green River Community College
- Bellingham Technical College
- Bellevue College
- Edmonds Community College

2007-08

- Shoreline Community College
- North Seattle College

2008-09

- Highline College
- Skagit Valley College
- Renton Technical College

2009-10

- Everett Community College
- Seattle Central College

2010-11

- Centralia College
- Clover Park Technical College
- Olympic College
- Spokane Community College

2011-12

- Bates Technical College
- Big Bend Community College
- Whatcom Community College

2012-13

- Clark College
- Columbia Basin College
- Grays Harbor College
- Lake Washington Institute of Technology
- Peninsula College
- Seattle Vocational Institute
- Spokane Falls Community

- South Puget Sound Community College
- Tacoma Community College

2013-14

- Cascadia Community College
- Lower Columbia College
- Pierce College
- Spokane Falls Community College – IEL
- Wenatchee Valley College
- Walla Walla Community College
- Yakima Valley Community College

Program Expansion – Community Based Organizations

- Apprenticeship and Non-traditional Employment for Women (ANEW)
- Asian Counseling and Referral (ACRS)
- Chelan-Douglas Community Action Council
- Cares of Washington
- Community Action of Skagit County
- Confederation Tribes of the Colville Reservation
- Entrust Community Services
- FareStart
- Goodwill (Inland Northwest, Seattle, Olympic & Rainier area)
- Hopelink
- Housing Hope
- King County Jobs Initiative
- Lower Columbia Community Action
- Multi-Service Center (MCS)
- Neighborhood House
- Northwest Indian College
- Opportunity Council
- Pierce County Human Services
- Port Jobs

- Puget Sound Training Center
- Refugee Federation Service Center
- Seattle Jobs Initiative
- Tacoma Community House
- TRAC Associates (King County)
- YWCA (Seattle, Spokane)

Refugee and Immigrant Assistance (ORIA) only

- Refugee Women's alliance (REWA)
- TRAC Associates (Pierce & Snohomish Counties)
- World Relief (Seattle, Spokane & Tri-Cities)
- Refugee & Immigrant Services NW (RISNW)
- Partners in Careers

Employment Security Department –

WorkSource,(Columbia Basin, Colville, Okanogan, Skagit, Spokane, Vancouver, Walla Walla, Whatcom, Whidbey, Yakima)

Eligibility Requirements for BFET

- Who is eligible to receive BFET services?
 - Must receive Basic Food benefits*
 - Able to work 20+ hours per week
 - Must be 16 years or older
 - Non-TANF recipients
 - Ready to engage in participation



Assessment

Transforming
Lives

- Employability Assessment
 - Identify barriers to employment, and/or
 - Identify barriers to a livable wage
- Individual Employment Plan (IEP)
 - Activities the participant will engage in to overcome identified barriers
- Case Management
 - Ongoing support to the BFET participant



BFET Activities

Transforming
Lives

- Basic Education (BE)
 - High School equivalency, ESL, basic literacy, math and computer skills;
- Vocational Education (VE)
 - AA degree from community and technical college and/or training certificates.
- Job Search (JS)
 - Job placement, job search assistance, ongoing coaching;
- Job Search Training (JT)
 - Job readiness training, soft skills training, resume building, interview skills;



BFET Activities (continue)

- Case Management (BC)
 - Captures time the provider spends working on barriers not directly related to employment activities, but barriers to employment.
- Job Retention (BR)
 - Ongoing coaching, employee advocacy, support services
 - Up to 90 days after employment



Support Services

- Transportation
- Work related clothing
- Housing and utility assistance
- Child care subsidy
- Personal hygiene and grooming
- School supplies
- Certification fees
- Tools and equipment needed to secure employment

Standard allowable Support Services are listed in the Services Directory and in the Handbook. All others must be cleared through BFET Policy.

These support services are funded 50/50 by the agency and federal reimbursement.

BFET Program Outcomes



Measurable Results

- We match cohorts of E&T participants with employment security wage data. E&T cohort in 2016 4th quarter shows:
 - 62% became employed
 - Median wages of \$14.44 per hour.

Program Successes- How was it done?

- Strong established partnership and data share agreement between DSHS and WA Employment Security Department (ESD).
- Started small and grew strategically – added a few colleges and CBOs each year.
- Umbrella contract with State Board – Reduced department effort to supporting individual colleges.
- Legislative and executive support – Dedicated staffing and a mandate for growth.



Program Successes-How was it done?



- Hands-on training and support for partner agencies.
- Published partner handbook.
- Utilized existing case-management system (e-JAS) and trained partner agencies as users.
- Quarterly Partner Update/Networking Meetings. Now Quarterly.

Program Successes-How was it done?



- Performance-based contracts with close monitoring, outcome expectations and quarterly reporting (enrollment/completions)
- Detailed fiscal monitoring and budget tracking with complete desk review of each invoice
- 50/50 Match - Commitment of providers and the community grantors
- Evaluation Plan – Quarterly ESD Employment/Wage match Report
- Five-Year Strategic Plan (FFY 2015 – 2019)
 - Marketing & Outreach
 - Lean
 - Training Plan

How To Get Started – Agency



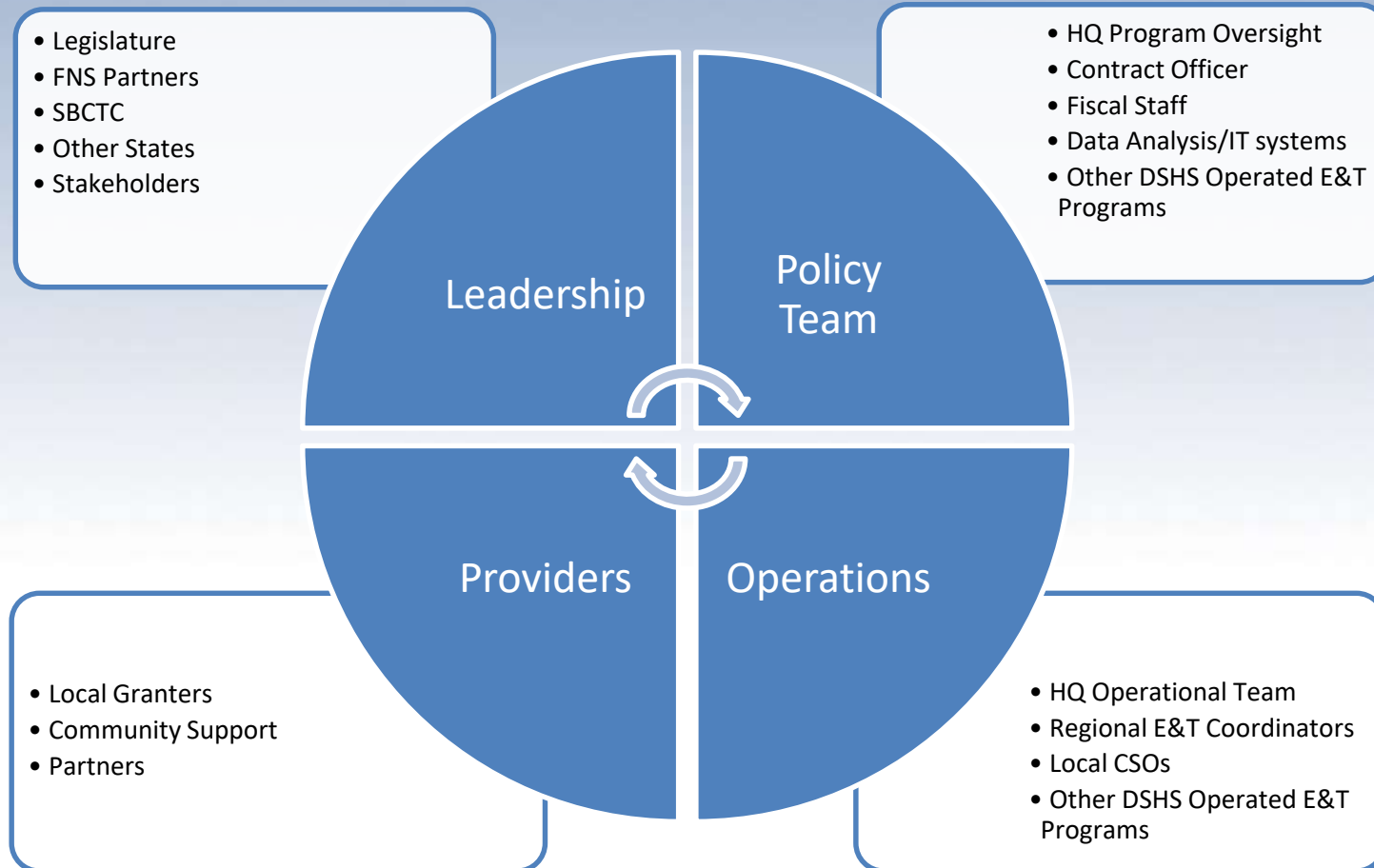
- Form a workgroup
 - Leadership
 - Fiscal
 - Case Managers
 - Funding Stakeholders
 - Peer BFET Agency
- Access BFET Policy staff
 - Meeting to discuss existing programs and how BFET can expand or build capacity
- New Provider Packet
 - Estimated Budget
 - Services delivery plan
 - Funding explanation
 - Due by June 15th prior to the Fiscal Year Start
- Contract Negotiation and Training
 - Federal Fiscal Year start 10/01 annually

How To Get Started – State



- Form a workgroup
 - Department Leaders
 - E&T Community partners
 - Community colleges
 - Stakeholders/ Funders
- Develop Proposal
 - Seek FNS Expansion guidance
 - FNS E&T Toolkit
 - Seek other state mentorship
- Start Small/ Plan Growth
 - Dedicated program support staff
 - Pilot in county or area
 - Monthly check-ins/ Onsite resources
 - Strategic Planning

It Takes a Village



Resources and Contact Information

- BFET Website-www.dshs.wa.gov/BFET
- BFET E-mail address- SWBFETPOLICY@dshs.wa.gov
- Corinna Adams, DSHS Program Manager BFET
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Questions

Thank you!