

Partnering with Parents for Employment

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September 2023



The Maximus Approach

We understand the need to truly partner with parents to support their ability to achieve gainful and steady employment. Maximus takes a comprehensive approach to supporting parents obtain employment through outreach. Our approach encompasses:

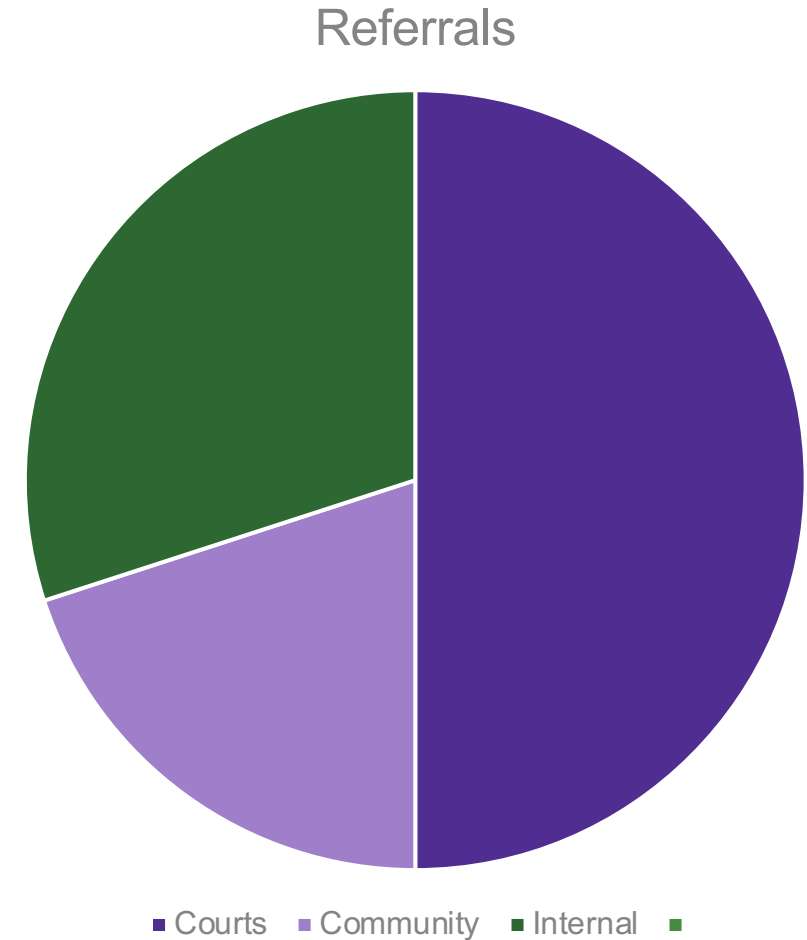
- Encouraging and receiving referrals
- Assessing the parents needs
- Collaborating with parents to identify barriers and capabilities
- Determining community resources
- Educating community/organizations
- Demonstrating how advances in education and employment have a direct impact on Child Support

Encouraging and Receiving Referrals

Our multi-faceted approach incorporates input from:

- case workers
- the courts
- and the State

to ensure we identify parents who aren't currently gainfully employed.



Assess Client Needs/Collaboration

Once we identify a parent, we need to identify and understand any barriers they may have to obtaining gainful employment. Those can include:

Barriers	What can we do?
Transportation	Provide Bus Passes, Employer Transportation and Neighborhood Companies
Resume	Create and/or review existing resumes
Clothing	Connect Parents with agencies that provide attire appropriate for interviews
Interviewing	Work with Parents to build self-confidence to find employment which may include signing them up for professional development classes.
Medical	Partner with a mental health agency and/or disability advocate
ID	Referral our customers to the community police office to obtain a work ID (WYCO)

Community Resources

Key to our approach is our rapport with Community Resources. We foster relationships with multiple entities to support our ability to help our parents through a variety of entities – why? - because partners matter, and partnering with a variety of resources provides the best potential for our parents.

- Employers
- Community Partners
- Religious Affiliates
- Other

Demonstrating Success In Action



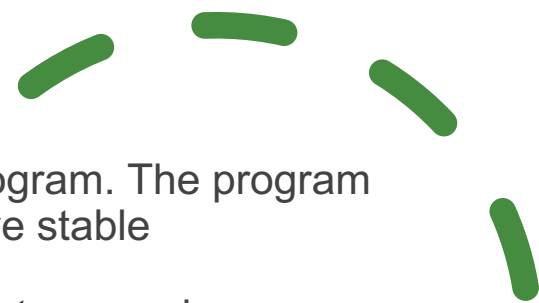
Parent came to court. He was homeless and didn't have a job. The judge ordered him to work with me. First priority: find a place to live. We talked to his mother, who agreed to give him another chance. Second priority: find a job. He started working at KFC. I was able to connect him with an agency that paid for his uniform and provided transportation to work. NCP eventually got his on transportation and is now working for Amazon.



Parent stopped by one of our offices. He was jobless. He was interviewed by one of our outreach team members and he shared that he had a medical condition. He wanted employment, as he didn't want the government to care for his daughter. We built his resume, and he was hired at a food warehouse, one of the country's largest family-owned food businesses.



Parent was in work release, earning \$10.00 per hour. We worked with him to build his resume. He got a job with Pepsi, making \$19.00 per hour. He is still with the company and is now earning \$23.00 per hour.



Kansas Incentives Program



The State of Kansas has an incentive program. The program focuses on working with payors to achieve stable employment.

The primary incentive is a reduction of state-owned arrears only, with a lifetime maximum of \$2500 and an additional incentive of \$1000 for those payors who complete their GED or high school diploma. The lifetime maximum for those who obtain a GED is \$3500.

There are three categories within the incentive program:

- Those that enable a payor to progress in their career: \$2000 cap (HVAC certificate, barbershop or cosmetology license, forklift driver certificate, etc....)
- Education; \$1000 cap(GED or high school equivalent) and
- Personal enhancement; \$500 cap (fatherhood or parenting class, finance class, addiction class, etc....)
- **In the past year, payors have earned over 50,000.00 off their state debit.**

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QUESTIONS

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You Matter

TCSU – Employment Services



Child Support - Purpose

- Financial obligation from Non-Custodial Parent (NCP) to the Custodial Parent (CP) and Child(ren)
- Support
 - Financial
 - Physical and Emotional
- Enforcement Process
 - Child Support Order (CSO)
 - Income Withholding Order (IWO)
 - Property Withholding Order (PWO)
 - Payment Agreements
 - In Kind Support



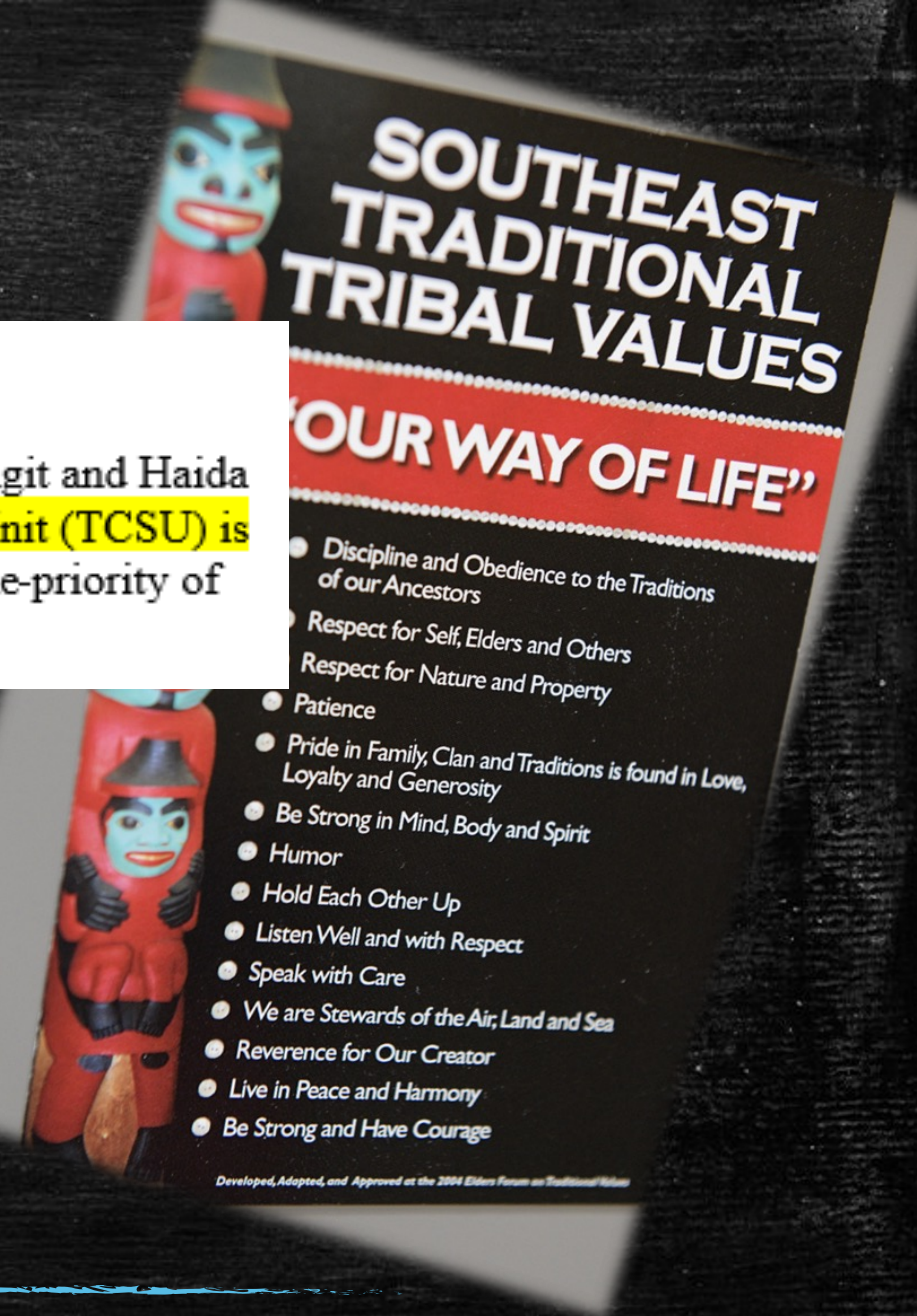
TCSU Values

I. PROGRAM INFORMATION

- A. **Program Goals and Objectives:** The Central Council of the Tlingit and Haida Indian Tribes of Alaska (Tlingit & Haida) Tribal Child Support Unit (TCSU) is committed to bettering the future of Tlingit & Haida children. The priority of TCSU is to establish parentage and collect child support.

Holistic Approach w/ Children First

- Upholds tribal values
- Family self-sufficiency
- Process allows parents to meet their financial and emotional responsibilities to their children.



You Matter – Who, When, What, and Why

- You Matter will assist any non-custodial parent with an open TCSU child support case.
 - Male
 - Female
 - Tribal Citizen
 - Non-Tribal Citizen
 - Alaska Resident (Where)
 - Non-Alaska Resident (Where)
 - Referrals
- Must be the non-custodial parent..... Custodial Parents requesting assistance will be referred to other 477 programs.



You Matter – Who, **When**, What, and Why



TCSU will assist a Non-Custodial Parent when

- Unemployment
- Underemployment
- Missed a payment or overwhelming debt
- Other child support specific issues

You Matter - Who, When, **What**, and Why

- Goal oriented approach to overcome barriers to promote consistent employment
 - Career Training and/or Education
 - Support Services (PPJ)
 - Modification, Waivers, Hardships
 - Temporary monthly support obligation (MSO) relief.
 - Parenting Classes
 - Counseling



..... overcoming short term barriers to promote long term success.

You Matter – Who, When, What, and **Why**

- Why should TCSU provide Employment Services to Non-Custodial Parents
 - Build trust with TCSU
 - Build confidence for their own future
 - Build confidence in the process of child support
 - Increased family involvement
 - Better outcomes for the children
 - Ultimately more efficient!!!



Why continued..... You Matter because

-  Research shows that child support plays a key part in a child's emotional and educational outcomes.
-  Each dollar of child support has a greater impact on how well a child does in school than other sources of income.
-  For children, increases in child support are associated with higher grades and fewer problems in school.
-  Child support increases the involvement of non-custodial parents in the lives of their children.

You Matter – How



- Employment Services Specialist will
 - Get referrals from TCSU staff, Other Agencies, Tribal Court and Self (NCP)
 - Complete individualized goals on Employment Developmental Plan (EDP)
 - Identify additional barriers
 - Refer Child Support specific barriers back to Case Specialist as needed for modification, waivers or other case attention.
 - Facilitate partner agency involvement (job training, housing, etc.)
 - Offer parenting education
 - Assist with removing barriers until all individualized goals are met

Questions - Contact Us

**TO GET STARTED,
CONTACT US TODAY:**

☎ **(907) 463-7785**

✉ **youmatter@ccthita-nsn.gov**



**Tlingit & Haida
Tribal Child Support Unit**

Physical :
320 W. Wiloughby Avenue

Mailing :
PO Box 25500
Juneau, Alaska 99802

www.ccthita-nsn.gov