

Partnership to STEP- UP in Health Careers

Building Pathways
to a Brighter Future



Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE



Original Approach

- Adopt a TANF Office
 - Met with regional office administrator and state office administrator
 - Scheduled meeting with all south region office administrators
 - Presented to staff in three of six south region offices and began recruitment visits
- Challenges
 - Staff turnover in TANF offices
 - Department undertaking major data system transition that was not working smoothly
 - Negative response when recruiting

TANF Learning Cohort

- Identified a champion who was a TANF specialist
- Champion bridged gap to key individuals who joined the Learning cohort
- Identified how commonalities in objectives of HPOG and TANF and which services addressed the objectives
- Identified communication and referral methods
- Incorporated TANF representatives into monthly partnership meeting
- TANF regional manager identified an upper management champion to reinforce objectives

Current Status

- Implementing adopt a TANF office model
- Partners assigned to offices with back up staff
- TANF Regional director has assigned DHS staff to each office for regular follow up with local office administrator (LOA)
- Identified bimonthly or monthly schedule to recruit at individual offices
- Identified key staff and case managers in each office and building relationships
- Information sessions held and referral systems established
- Shared recruitment materials with each office