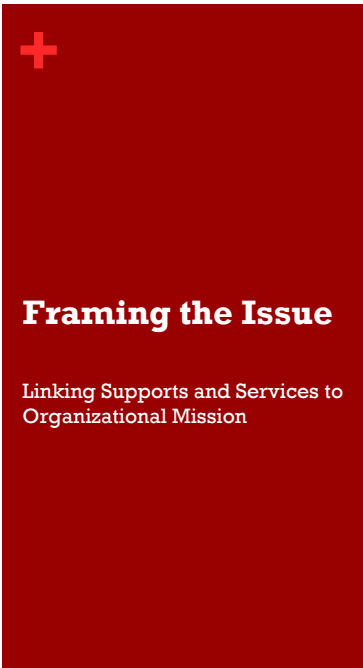




YOUNG PEOPLE AND WORK SUPPORTS: Promoting Young Parent's Sustained Connection to the Workforce

Presenter: Brooke J. Richie, Esq.
Resilience Advocacy Project
www.resiliencelaw.org

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Framing the Issue

Linking Supports and Services to Organizational Mission

- Most organizations can get involved in some way with connecting youth to work supports
- Consider the following questions:
 - Who do we serve and what do they need?
 - Why would we want to get involved in work support services? How could providing work support services benefit our youth?
 - What work supports are available for the youth we serve?
 - Will offering work support support assistance help minimize barriers to formal employment for our youth?
 - Do we have the capacity to add new services? If so, to what extent? Can we partner or collaborate with other organizations to obtain information and/or provide services?

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Introduction

A Snapshot of Youth in New York City

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Who Are We Talking About?

16 - 24 year olds

- 1.1 million in NYC
 - 51% female
- 33% Black; 36% Latino; 41% White
- Approx. 400,000 employed
 - 52% female
 - 34% Black; 55% Latino; 47% White
- 110,000 parenting females (15-19 yrs)

Employed Youth: 16-24 yrs.

Borough	Approximate Number of Employed Youth
Manhattan	75,000
Queens	115,000
Bronx	70,000
Brooklyn	130,000

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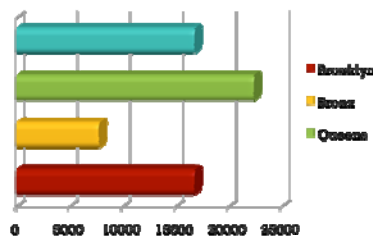


Who Are We Talking About?

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- 420,000 living below Poverty
- 2/3 earned less than \$30K last year; 1/3 earned less than \$10K
- More women are employed but a greater percentage have income below FPL
- More employed are in Brooklyn but Queens has greatest percentage of employed youth with income below FPL

Income below Poverty: 16-24 years



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+ Understanding Work Supports

What Are Work Supports?
Why Do They Matter?

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What Are “Work Supports”?

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- Work supports help close the gap between low earnings and basic expenses
- Especially critical for young workers who tend to be in low-wage earners
- We'll be focusing on three in particular

- **Tax Credits**
 - Enables working individuals who file taxes to reduce their taxes and/or get back some or all of the taxes withheld.
 - Some restrictions on eligibility of young people.
- **Child Care**
 - Subsidies for low-income parents to make safe, quality early education programs accessible and affordable.
 - Eligibility depends on multiple factors
- **Child Support Assistance**
 - Assists custodial and non-custodial parents in establishing paternity and coordinating support
 - Applies to all non-custodial parents.

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Why Work Supports?

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- Over 220,000 young people between 16 -24 are considered “disconnected” - out of school and workforce
 - Approx. 10% of entire youth population in NYC
 - Rates are almost identical between males and females
 - *BUT*: Disconnection rate is much higher for women with children
 - Large racial disparities: 32% Black; 43% Latino; 16% White

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Why Work Supports?

- Work supports can keep young people connected to the workforce:
 - **Economic Security**
 - Supplementing wages
 - *Example: Tax Credits*
 - **Attendance/ Retention**
 - Eliminating barriers to work
 - *Example: Child Care*
 - **Financial Stability**
 - Helping parents anticipate wages and plan expenses
 - *Example: Child Support Assistance*
 - **Financial Security for Children**

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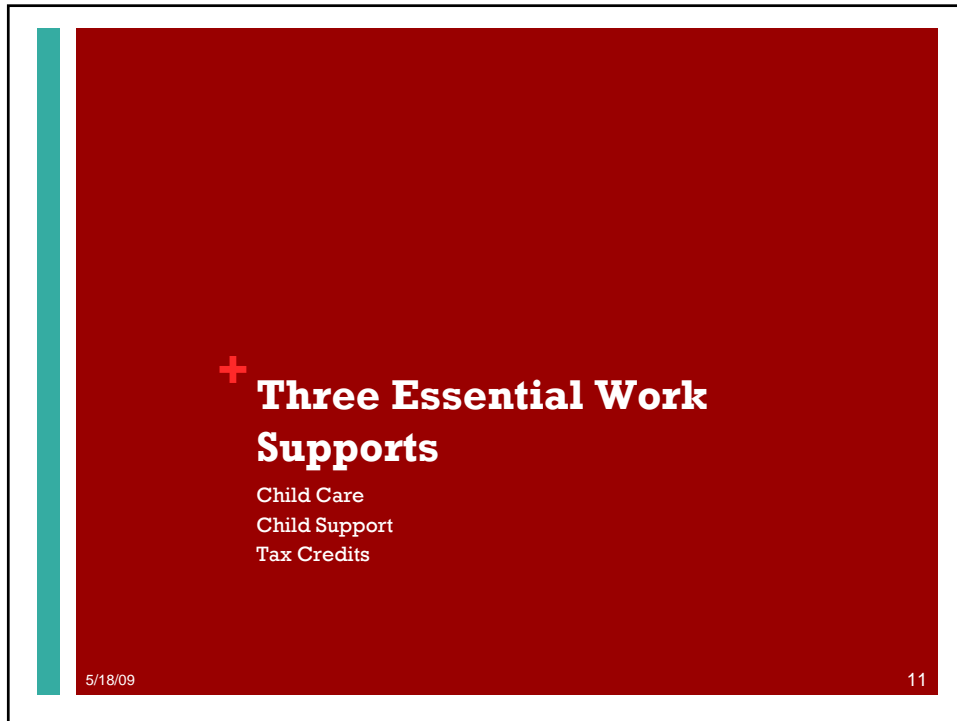


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What Barriers Exist?

- “Young people are getting jobs but their income is too low and they don’t maintain the employment...” *DYCD/SBS*
- Young workers face unique barriers:
 - Lack of Information
 - Confusing Application Processes
 - Complex Government Structure
 - Perceived Time Commitment

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+ Three Essential Work Supports

- Child Care
- Child Support
- Tax Credits

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+ Child Care: Key Players

- **Federal:** US Department of Health and Human Services (DHHS)
- **New York State:** Office of Children and Family Services (OCFS)
- **New York City:**
 - Administration for Children's Services
 - *Resource Area Offices*
 - Human Resources Administration
 - Department of Youth and Community Development

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Child Care: Types of Care

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- **Regulated Care**
 - *Group Day Care:*
 - Day Care Centers
 - Extensive list of requirements
 - Generally traditional work hours
 - *Family Day Care/ Group Family Day Care:*
 - Trained parent provider
 - Care in a home
 - Slightly less extensive requirements
 - Non-traditional hours

- **Unregulated Care**
 - “Informal Care”
 - Care provided by a neighbor or friend
 - Legal exemption from NYS regulations
 - Requires a voucher
- **Head Start/ Early Head Start**
 - Care for children ages 3-5
 - Provides “wrap-around” services
 - Full- or half-day

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Child Care: Eligibility of Young Parents

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- **Categorical Eligibility**
 - *Certain families “Guaranteed Child Care”:* Families with some connection to public assistance.
 - *Most families have no guarantee:* Subject to ACS priorities.
- **Age of Child:** Care must be sought for child under 13 years.
- **Need for Care:** Education, Employment, or Looking for Employment.
- **Citizenship:** Recipients must be lawfully residing in the US. Child care “follows the child.”

- **Residency:** Must be resident of NYC borough.
- **Income:** Eligibility ranges from 200% SIS to 275% SIS depending on family size. Co-pay may apply.
- **Household Composition:** Child Care Services Unit (CCSU)
 - *Three generation household:* Only income of legally responsible individuals will count in determining income eligibility.
- **Eligibility for Head Start:** Family must be eligible for public assistance or have income below the Federal Poverty Level (FPL).

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Child Care: Locating and Applying for Care

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Locating Child Care

- **Family Child Care Networks:** Run by community-based organizations. Approximately 100 in NYC.
- **Child Care Resource and Referral Agencies (CCR&Rs):** Can help parents pre-determine eligibility, ID type of care, & find vacancies.
- **ACS Resource Area Offices:** Located in 4 of 5 boroughs. Maintain information about eligibility, wait lists; Determine eligibility.
- **Access NYC:** Free online service – Identifies and screens to various social service benefit programs.

Applying for Child Care

- **311:** Can submit specific request to ACS or have application mailed to parent.
- **Facilitated Enrollment:** CBOs in the Bronx, Brooklyn, Lower Manhattan (“Liberty Zone”) authorized to enroll parents in child care.
- **Child Care Center-Based Enrollment:** Parents can apply directly through a child care center of their choice.
- **Human Resources Administration:** Individuals receiving PA will interface with HRA Job Centers.

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Child Support: Key Players

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- **Federal:** US Department of Health and Human Services, *Office of Child Support Enforcement*
- **New York State:** Office of Temporary and Disability Assistance, *Department of Child Support Enforcement*
 - Oversees county-level Child Support Enforcement Units (CSEU)
- **New York City:**
 - Human Resources Administration, *Office of Child Support Enforcement*. OCSE is the New York City CSEU
 - New York City Family Court

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Child Support: Process

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- **Paternity:**
 - Begins with an *Acknowledgment of Paternity or Paternity Test*
 - TANF recipients required to establish paternity of child's father
- **Enforcement:**
 - Conducted by OCSE
 - Garnish wages; Freeze bank accounts; Revoke drivers license; Deny passport
- **Establishing a Child Support Order:**
 - NYC Family Court
 - Can be established without father being present
 - Can be modified at a later date (*BUT: often difficult*)
 - Support due accrues irrespective of father's age

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Tax Credits: Types and Eligibility

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- **Earned Income Tax Credit:** Refundable Federal, NYS, and NYC tax credit for low-income working individuals.
 - *To qualify:* Must have a child; Must have earned income from employment.
- **Advance Federal Earned Income Credit:** Enables some workers to receive their EITC through their paychecks.
 - *To qualify:* Same eligibility as for EITC.
- **Non-Custodial Parent New York State EITC:** Certain non-custodial parents can claim instead of NY State EITC.
 - *To qualify:* Must be at least 18 years; Have a minor child with whom they do not live; Have court-ordered child support in place; and have made all required payments.
- **Education Tax Credits: *Hope and Lifetime Learning:*** Available to pay for tuition expenses of workers and their HH members.

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Tax Credits: Types and Eligibility

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- **Federal Child Tax Credit:** Federal tax credit for families with children under 16 years old.
 - *To qualify:* Must be raising a child under 16; Have taxable earnings over \$11,000; Have a SSN.
- **NY State Empire Child Credit:** For parents raising children between 4-16 years old. Percentage of the Federal tax credit.
- **Child and Dependent Care Credit**
 - **Federal:** Non-refundable credit for families with out-of-pocket child care expenses.
 - **State:** Refundable credit; Percentage of Federal credit
 - **City:** Refundable credit; Percentage of State credit; Only for children < 4 yrs.
 - *To qualify:* Parent must have child care expenses; Tied to employment; Parent must be living with child.

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Tax Credits: Applying for Tax Credits

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- Must file Federal and NYS tax returns
- **Required documentation:**
 - Proof of identity
 - SSN or ITIN
 - W-2, 1098 and 1099 forms
 - Evidence of other income
 - Amounts/ dates of tax payments
 - Bank documents showing routing and acct. numbers
- **EITC:**
 - Federal form 1040/ 1040A
 - Attach *Schedule EIC*
- **Advanced EIC:**
 - Complete W-5 form and give to employer
- **Child Tax Credit:**
 - Federal form 1040/ 1040A
 - Complete CTC Worksheet
 - Attach Form 8812

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+ **Helping Youth Maintain Connection to the Workforce**

How Can Organizations Help Connect Youth to Work Supports?

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+ **Connecting Youth to Supports**

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- **Raise Awareness:**
 - Provide clear and concise information
 - Focus on availability, eligibility, and application process
 - *Descriptions of available supports*
 - *Eligibility rules for youth*
 - *Step-by-step application guidelines*
 - *Documentation lists*
 - *Actual applications*
- **Provide Assistance Getting Information:**
 - Access requires navigation of multiple agencies
 - Information available by phone or online
 - Maintain (or encourage youth to maintain) basic youth information on hand:
 - *Youth's age*
 - *Age of children*
 - *TANF status*
 - *Paternity status*
 - *Open ACS case?*
 - *Previous/ Current earnings*

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Connecting Youth to Supports

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- **Incorporate Services into Existing Programs**
 - **Recruitment:**
 - Describe work supports in brochures and materials;
 - Train staff for describe supports and identify possible eligibility
 - **Program Application Required:**
 - Inquire about supports on application and during program application process;
 - Collect information that could help determine eligibility;
 - Follow-up with information and assistance

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Connecting Youth to Supports

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- **Incorporate Services into Existing Services (con't)**
 - **Program Orientation:**
 - Describe work supports in the context of preparing for employment;
 - Consider scheduling workshops or informational meetings for interested youth.
 - **Case Management:**
 - Raise awareness of work supports;
 - Build relevant information and assistance into case management;
 - Serve as youth's liaison in relevant agencies;
 - Connect youth to advocate

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Resources

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- Presentation Outline
- *Resilience Advocacy Project* Manuals and Reference Guides
(www.resiliencelaw.org)
- Child Care
 - List of Family Child Care Networks (Early Childhood Professional Development Institute)
 - Child Care Resource and Referral Agency List Contact Information
- Child Support
 - Child Support Calculator
 - Child Support Family Court Documentation
- Tax Credits
 - Tax Help – NYC VITA Sites (OTDA website)

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