



*Bridging Bright
Futures for Families*

**ERICSA
2024**

Grand Rapids

**ERICSA 61ST ANNUAL
TRAINING CONFERENCE & EXPOSITION
APRIL 7-11, 2024**

Enforcement Alternatives

Gregory Coleman

Employment Services Program Supervisor
Allegheny County Family Division

Debbie Abrams-Cohen

TCSEPP Statewide Director

TN Child Support Employment & Parenting
Program

Dana Jones

Deputy Director of Systems
Georgia Department of Human Services
Division of Child Support Services

Andree Tenemas-Chavez

Director, Parent Support Program
Center for Justice Innovation

Moderator:

Rosalyn Guy-McCorkle

County Solicitor

Allegheny County Law Department



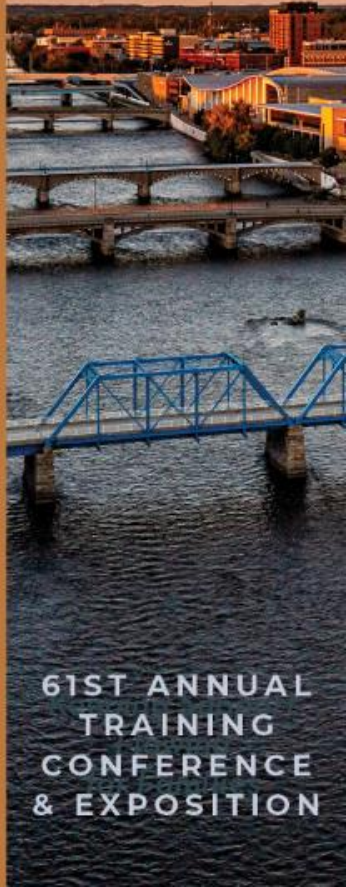
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WHO WE ARE?

THE EMPLOYMENT SERVICES PROGRAM (E.S.) ASSISTS CHILD SUPPORT OBLIGORS, WHO HAVE LIMITED SKILLS AND/OR EMPLOYMENT BARRIERS WITH PLACEMENT INTO AN APPROPRIATE EMPLOYMENT PROGRAM OR INITIATING APPLICATION FOR DISABILITY BENEFITS.



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WHAT WE DO?

- THREE-TIER SYSTEM
 - Domestic Relations Officer (DRO)
 - Hearing Officer
 - Contempt Judge
- ES DRO conducts court ordered screening interview to align obligor's background/interests with regional program partner or next steps for filing Social Security Disability.



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...CONTINUED

- PROGRAM PARTNERS PROVIDE ARRAY OF SERVICES:
 - WORKFORCE DEVELOPMENT SEARCH
 - CUSTOM SKILLS, TRAINING, AND DEVELOPMENT FOR TRADES (I.E CULINARY, MANUFACTURING, ETC.)
 - LEGAL ASSISTANCE FOR EXPUNGEMENT
 - GUIDANCE ON INITIAL SOCIAL SECURITY FILING AND WHAT TO EXPECT



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Contempt Court Pilot

Purpose: Bringing Program Partners to court in order to streamline screening process for best fit work search order.

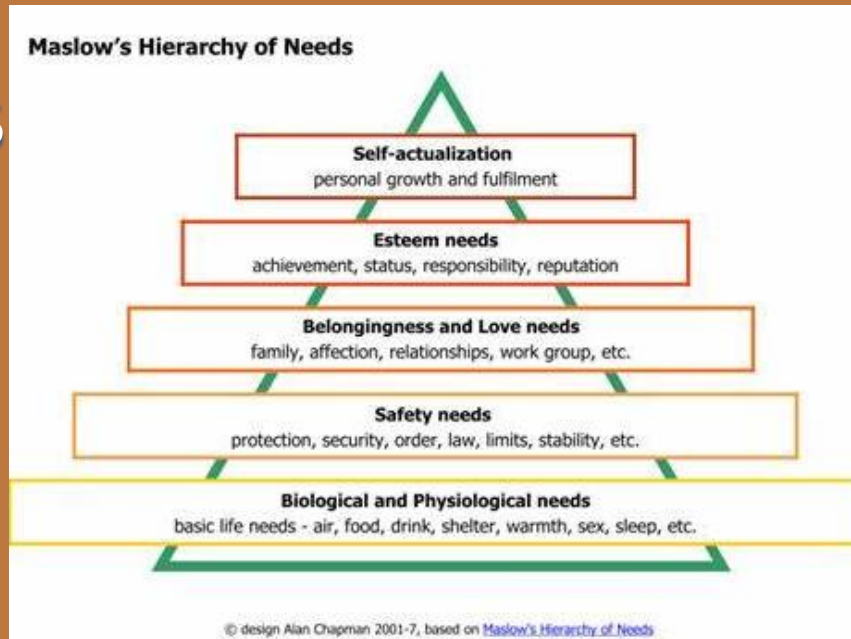
ES Supervisor coordinates monthly court dates with County Solicitor and Program Partner liaison to meet with scheduled obligors. Pre-hearing meetings create awareness of program resources while allowing screening for best fit.



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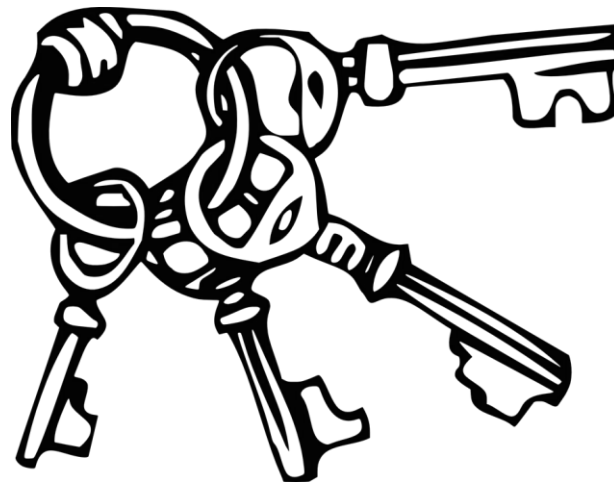
UNDERSTANDING THE CHALLENGES

- LACK OF EMPLOYMENT OPPORTUNITIES
- CRIMINAL BACKGROUND BARRIERS
- HEALTH & DISABILITY CHALLENGES



KEYS TO PROGRAM SUCCESS

- **COLLABORATIVE PARTNERSHIPS WITH LOCAL BUSINESS AND ORGANIZATIONS**
- **TAILORED SUPPORT AND INDIVIDUALIZED CASE MANAGEMENT**
- **EMPOWERING OBLIGORS THROUGH EDUCATION AND RESOURCES**
- **HIGHLIGHTING SUCCESS STORIES AND TESTIMONIALS**
- **CONTINUOUS EVALUATION AND IMPROVEMENT**



Georgia's Parental Accountability Court Program

Dana Jones
Deputy Director of Systems
Georgia Department of Human Services
Division of Child Support Services



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What is PAC?

The **Parental Accountability Court (PAC)** is a partnership between DHS and the Superior Court to provide support for noncustodial parents who are failing to meet their support obligations.

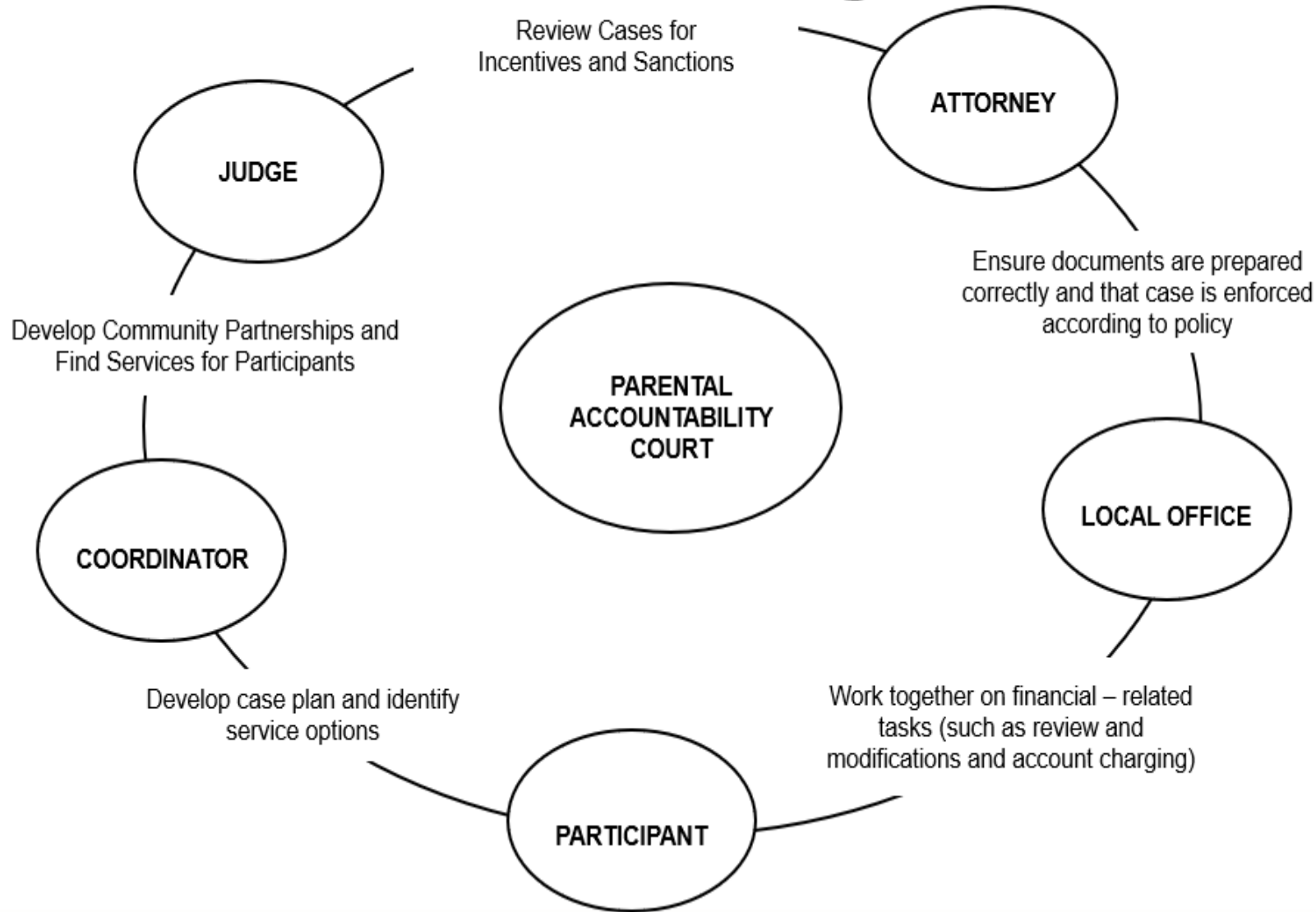
GOALS:

- Decrease the frequency with which noncustodial parents are incarcerated for failure to provide support
- Increase the number of child support cases receiving continuous support without direct DCSS intervention
- Change in behaviors resulting in long-term success



PAC works with clients to **identify barriers, challenges, and specific needs** that prevent employment and child support payments, and then locate **community organizations** that can help clients overcome these barriers.

Parental Accountability Court Program



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Service Areas



**Driver's License
Reinstatement**



Employment



GED Testing



Professional Training



**Access to Medical
Care**



**Access to Mental
Health Services**



**Substance Abuse
Treatment**



Criminal History



Transportation



**Review & Modification
Applications**



Life Skills Training



Access and Visitation



PAC Phases

INTAKE: 30 Days

After being referred to the program, the coordinator begins the enrollment process, also known as INTAKE. Enrollment is not finalized until this is complete.



How to Phase Up:

- Sign a court order consenting to seek enrollment in the PAC program
- Consent to a background check
- Complete an intake questionnaire to help identify barriers
- Meet with the coordinator to review all forms and develop an initial case plan

PHASE I: 3-12 Months

Begin working case plan, follow up with any providers referred to by the coordinator or judge, and attend an initial PAC hearing.



How to Phase Up:

- Check in with the coordinator once per week
- Attend PAC hearings as required
- Submit proof of job searches, appointments, and services
- Begin making at least partial payments toward child support each month



PAC Phases

PHASE II: 6-12 Months



Continue working case plan, continue making payments each month, and attend PAC hearings to address new barriers, review non-compliance, or by request of the judge.

How to Graduate:

- Check in the with coordinator twice per month
- Demonstrate responsibility for keeping contact and job information up to date
- Begin making full support payments each month without reminders

GRADUATION: 12-24 MONTHS



Preparing for graduation. Make full support payments and have completed most of the case plan. Contact the coordinator as needed to provide updates regarding case and use self-service options make payments, update contact information, and upload documents.

How to Graduate:

- Make full child support payments for at least 6 months
- Know how and when to contact DCSS regarding case
- Know which community programs to contact directly when help is needed
- Complete case plan

Judicial Benefits



“The intent of the program is to make participants accountable to themselves, their families, and society as a whole.”

- Retired Chief Judge David K. Smith
- Cherokee Judicial Circuit, Former PAC Judge

- Decreases recidivism
- Creates opportunities for change
- Promotes accountability
- Alternative to incarceration
- Support services and monitoring not available in enforcement or civil contempt status
- Ongoing case management and support services
- Judicial oversight to enforce outreach efforts
- Saves the State millions in incarceration costs

Participant Benefits



“The best thing that PAC did for me was let me see the importance of what my son needs.”

- Trevor Wilkie, PAC Participant

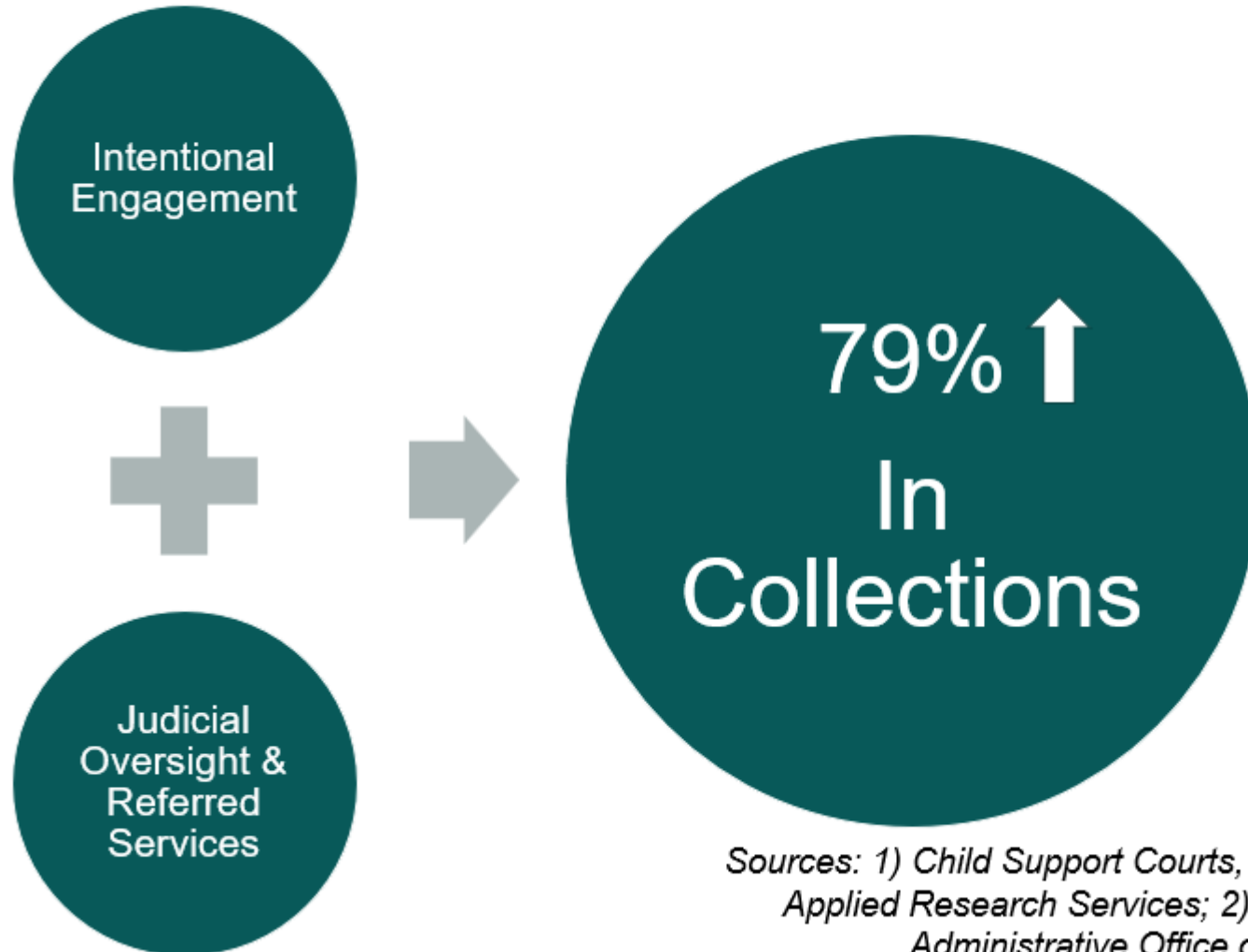
- Avoid incarceration
- Access to treatment and prevention services
- Advocate motivating for change
- Case management with measurable goals
- Community support
- Interventions based on person-centered approach
- Housing, employment, education, and skills training opportunities
- Prevent license suspension and other administrative enforcement actions
- Review child support case for modification

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Evidence Based Research



Sources: 1) *Child Support Courts, Final Evaluation Report*. (2011).
Applied Research Services; 2) *Judicial Council of Georgia,
Administrative Office of the Courts*. (2018)



The Parent Support Program

April 2024



Center
for
Justice
Innovation



About Us

A Project of the Center for Justice Innovation

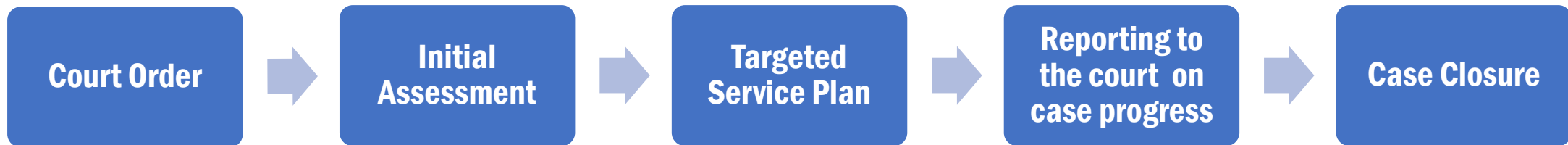
Parent Support Program partners with the Human Resources Administration (HRA) Office of Child Support Services (OCSS) and the New York City Family Court.

The program works with non-custodial parents to identify barriers to obtaining employment and providing financial support for their children as ordered by the Court.

The Parent Support Program is available citywide and on all case types.

HOW IT WORKS

- Non-custodial parents appearing in Family Court on all petition types are eligible. Support Magistrates can refer to PSP any case they feel would benefit from employment assistance and support services.



CASE MANAGEMENT

- **Comprehensive and holistic assessments**
- **Facilitate referrals to community-based resources to address impediments to employment.**
- **Provide information and referrals about modification petitions and filing for visitation, as well as mediation services, where appropriate.**
- **Targeted service plans with input from participating parent.**
- **Report to the Court and appear on the record to address any questions the Court has about case progress at the hearing dates.**
- **Communicate with the custodial parent about the program and provides referrals as needed.**

BARRIERS TO ENGAGEMENT

Barriers to engaging in the court process and meeting support obligation.

Housing & food insecurity

Child support arrears

Justice involvement

Multiple support orders

NCP has a job plan

Lack of work authorization papers

Support enforcement actions

STRATEGIES FOR ENGAGING PARENTS

- **Welcome & outreach letters**
- **Tailored services to address underlying barriers**
- **Procedural Justice approach**

OUTCOMES



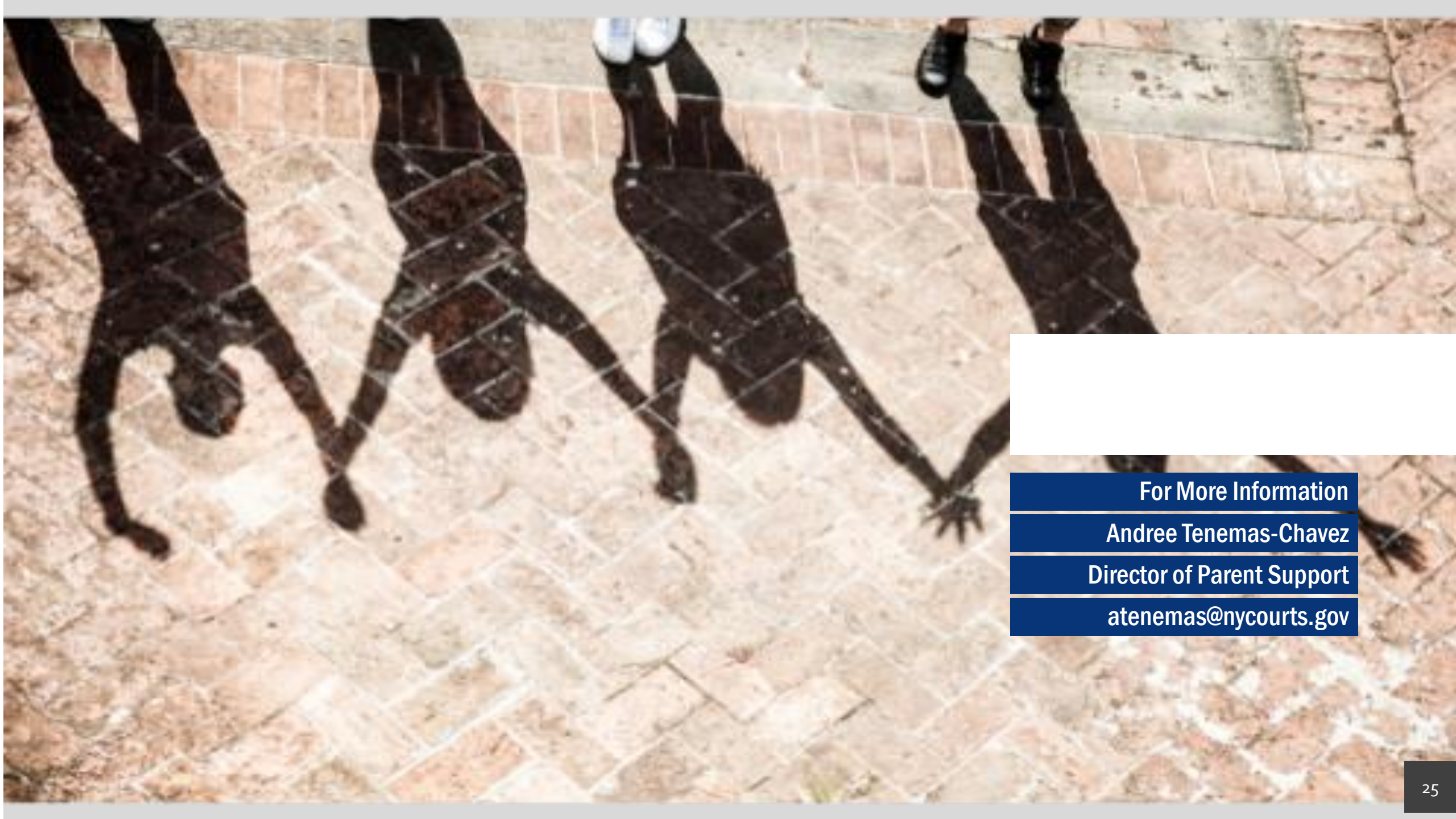
Program Participants
2650

Total number enrolled since the start of PSP, as of December 2023. Note: This number does not reflect the level of engagement.



Child Support Payments
\$19.9
million+

Total amount collected since the start of PSP as of December 2023.



For More Information
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TCSEPP - Child Support Employment & Parenting Program

Speaker info – Debbie Abrams-Cohen, Statewide Director



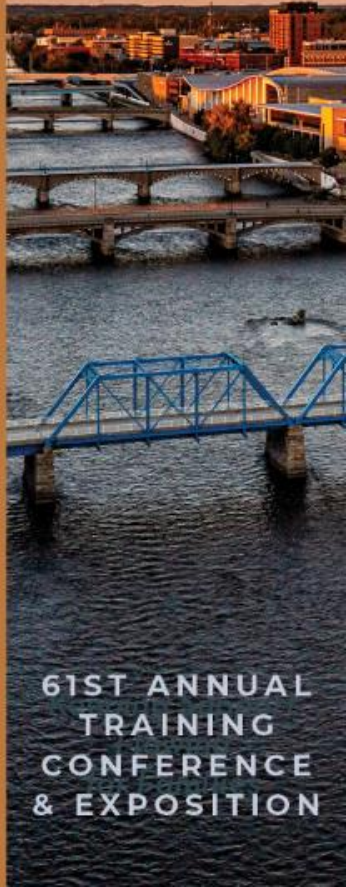
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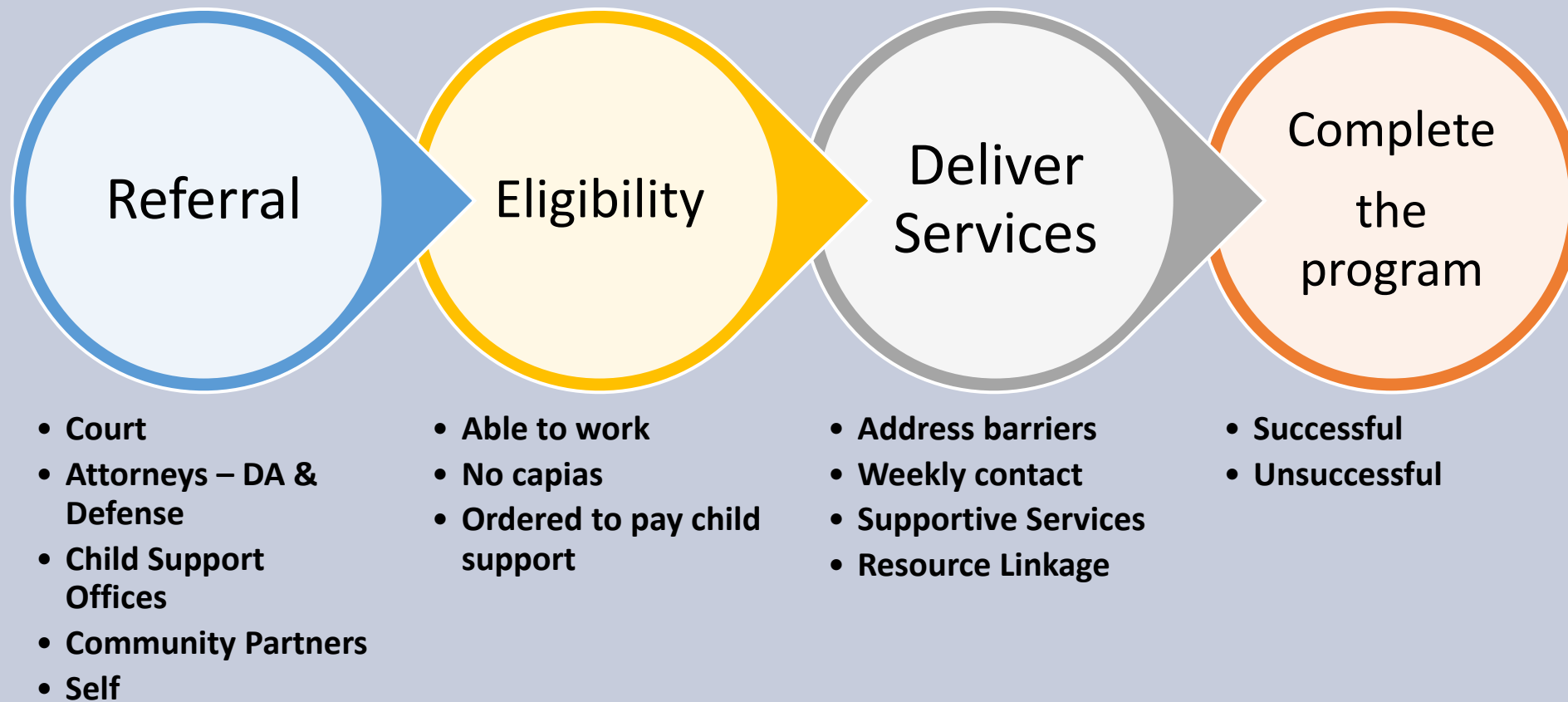
Who Are We?

- A University of Tennessee program.
- Funded by Tennessee Department of Human Services.
- Working with non-custodial parents to help them overcome barriers to become stable
- The goal is to pay child support and become as involved a parent as they are able to be.

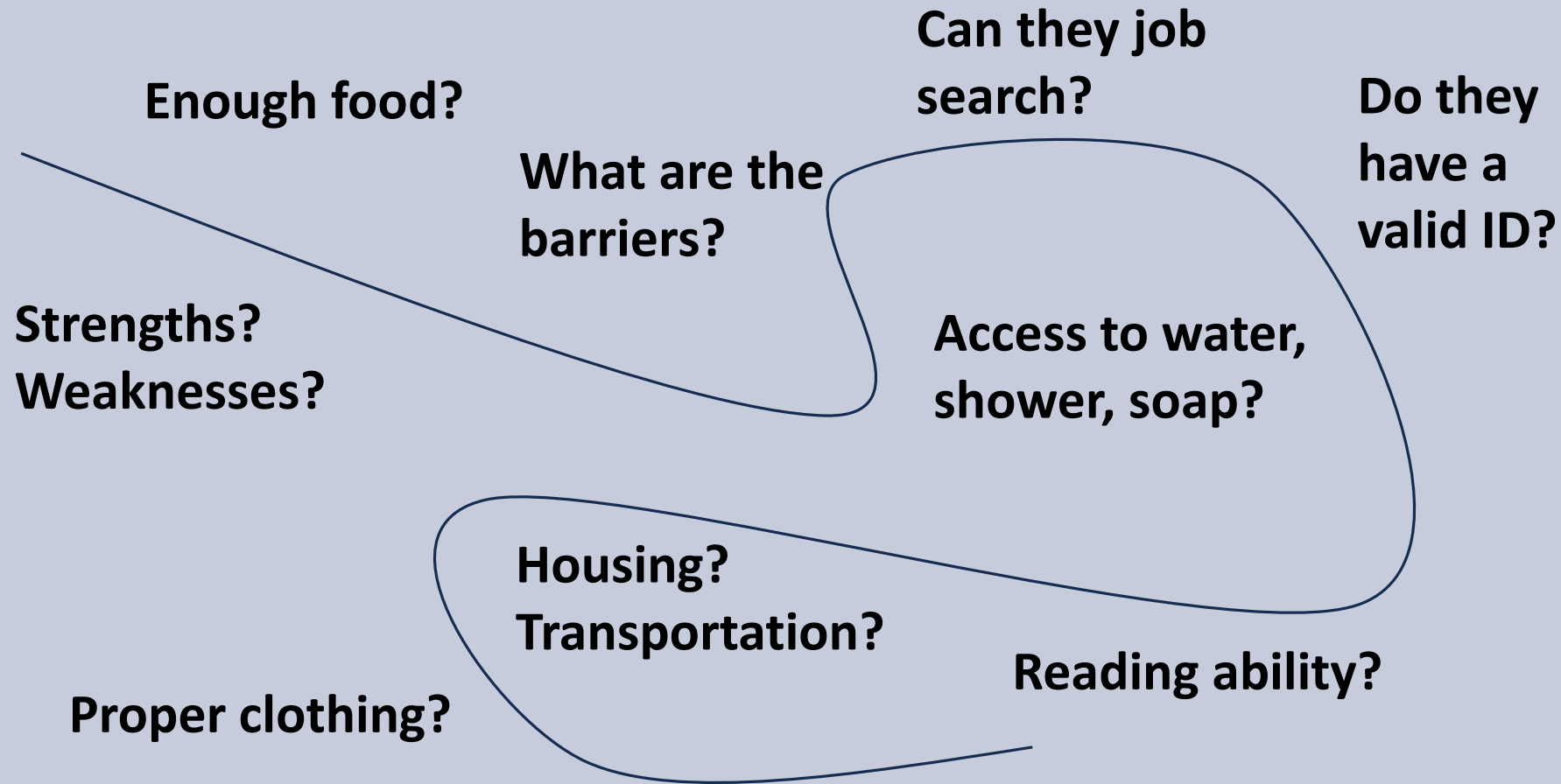


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The TCSEPP Process



Questions TCSEPP Asks



TCSEPP by the Numbers

July 2022 – June 2023

Participant Demographics:

- Average age – 37
- 63.4% Male
- 88.3% White
- 57.1% have completed 12th grade or higher



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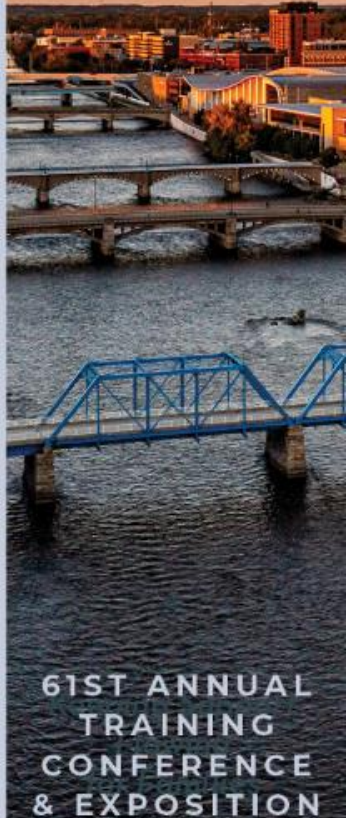
TCSEPP by the Numbers

July 2022 – June 2023

- The average proportion of obligation increased from 86.8% to 89.1% - a 47.7% increase!
- Of the 1529 individuals referred, 52.8% were from the courts.
- Total enrollment was 920.
- 38.2% of the participants were successful.
- A total of \$1,105,795.25 in child support payments were collected from enrolled participants.



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TCSEPP's Impact

- Those who completed TCSEPP met a greater proportion of their child support obligation.
- **Nearly half of those who completed TCSEPP reported improved relationships with their children.**
- Most of those who completed reported:
 - Improved perceptions of Child Support
 - Increased self-sufficiency
 - Increased ability to meet child support obligations



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