



STRATEGIES TO EMPOWER PEOPLE STEP

WORK EXPERIENCE PROGRAM - WEP

Date: 10/27/2025

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES



The Temporary Assistance for Needy Families (TANF) program is designed to help families with children experiencing low-income achieve economic security and stability.

States receive block grants to design and operate programs that accomplish one of the purposes of the TANF program.

In Louisiana, Temporary Assistance for Needy Families (TANF) is administered through the Family Independence Temporary Assistance Program (FITAP)

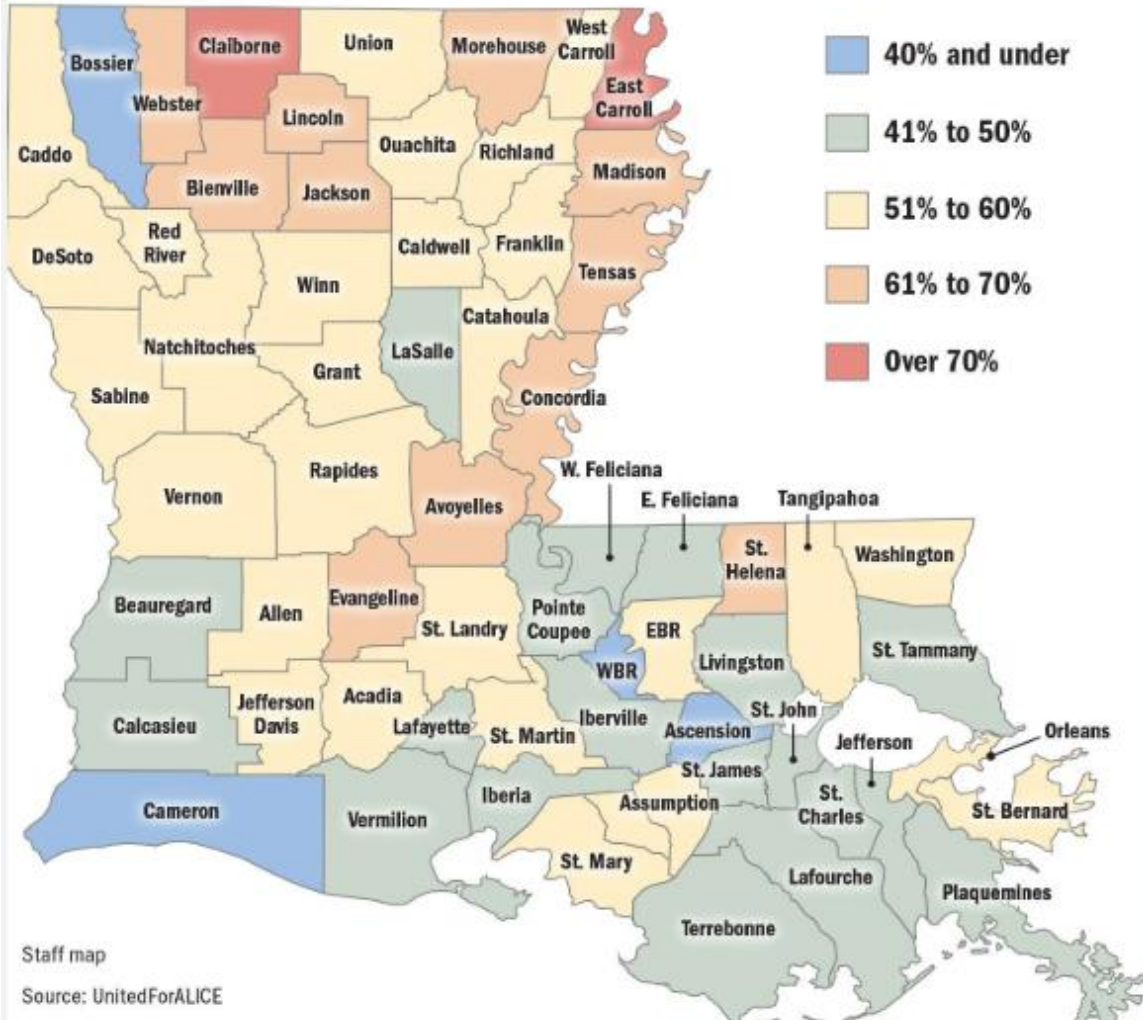
Statutory Purposes of TANF

1. Provide assistance to needy families so that children can be cared for in their own homes or in the homes of relatives.
2. End the dependence of needy parents on government benefits by promoting job preparation, work, and marriage
3. Prevent and reduce the incidence of out-of-wedlock pregnancies
4. Encourage the formation and maintenance of two-parent families



LOUISIANA POVERTY

The percentage of households in each Louisiana parish who live below the 'ALICE Threshold,' a survival budget measure to determine financial hardship.

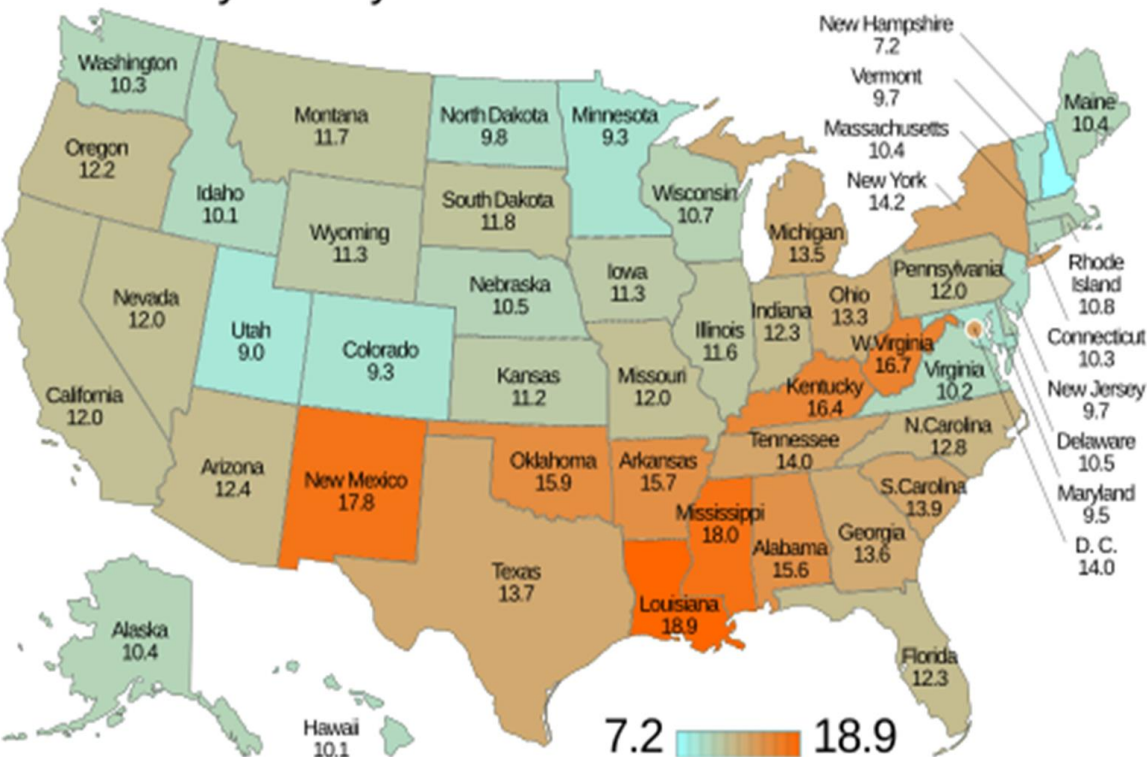


- **Louisiana is the poorest state in the country.**
 - 18.9% of its population are living at or below the poverty line
- **Louisiana has the highest rate of childhood poverty.**
 - 24.4% of its children are living at or below the poverty line.
- **Poverty is complex.**
- **Poverty is about more than finances.**



2023 U.S. CENSUS BUREAU

Poverty rate by state. 2023. U.S. Census Bureau



Number and percentage of people in poverty by state, D.C., and Puerto Rico. Plus margin of error. 2023.^[1]

| | Area | Percent | Error (±) | Number | Error (±) |
|----|---------------|---------|-----------|------------|-----------|
| | United States | 12.5 | 0.1 | 40,763,043 | 277,214 |
| 1 | Puerto Rico | 39.6 | 0.8 | 1,257,607 | 26,856 |
| 2 | Louisiana | 18.9 | 0.6 | 840,146 | 27,162 |
| 3 | Mississippi | 18.0 | 0.8 | 512,184 | 21,949 |
| 4 | New Mexico | 17.8 | 0.9 | 368,669 | 18,140 |
| 5 | West Virginia | 16.7 | 0.7 | 285,780 | 11,676 |
| 6 | Kentucky | 16.4 | 0.5 | 720,642 | 20,801 |
| 7 | Oklahoma | 15.9 | 0.4 | 626,185 | 15,929 |
| 8 | Arkansas | 15.7 | 0.6 | 466,624 | 19,172 |
| 9 | Alabama | 15.6 | 0.5 | 773,166 | 24,550 |
| 10 | New York | 14.2 | 0.3 | 2,702,955 | 50,606 |



STEP & WEP PROGRAMS

STEP PROGRAM OVERVIEW

The Strategies to Empower People (STEP) Program is a result of the "Personal Responsibility and Universal Engagement Act of 2003" passed by the Louisiana Legislature. The program focuses on family outcomes and provides education, employment, training, and related services for families receiving TANF/FITAP benefits. The STEP program uses a case management approach to ensure that clients receive services and guidance to become self-sufficient while ensuring client accountability and responsibility.

WEP PROGRAM OVERVIEW

The STEP Work Experience Program (WEP) provides participants with temporary, unpaid work placements that offer meaningful hands-on job experience. This experience allows participants to develop critical workplace skills, build confidence, improve their resumes, build a professional network, and become more competitive in today's job market .



STEP WEP GOALS AND OBJECTIVES

THE PRIMARY GOALS AND OBJECTIVES OF THE STEP WEP ARE:

- To provide work experience opportunities that will enhance participants' employability and skill sets
- To improve participant's work habits and performance in professional environments
- To promote participant's long-term financial self-sufficiency
- To foster community partnerships with employers and service providers
- To ensure that work experience placement site conditions adhere to applicable safety and labor regulations
- To ensure that work experience placement sites adhere to applicable state and federal regulations, including those related to confidentiality, equal opportunity, and non-discrimination



STEP WEP PROGRAM ELIGIBILITY

To participate in the STEP WEP, participants must meet the following criteria:

- Be a current recipient of TANF/FITAP and enrolled in STEP
- Be a work-eligible individual (age 18 to age 64 and able to work)
- Be willing to participate in work-related activities and work experience placements
- Complete a set number of hours in the work experience placement based on TANF work requirements or FLSA requirements, whichever is less
- Maintain regular attendance at the work placement site and adhere to agreed-upon work hours and report any issues that arise in a timely manner
- Work diligently and actively engage in learning opportunities at the work placement site
- Demonstrate professionalism by adhering to workplace dress codes, communication standards, and behavior expectations
- Communicate with the work placement site supervisor and STEP Coach regularly
- Report any issues, including workplace conflicts or barriers to participation
- Enter WEP activity hours on TuaPath Timesheet and submit documentation (timecard or 3rd party signature)



SUPPORT DURING WEP

STEP Coach Support

- Coaches work with participants to create a personalized participation plan
- Coaches monitor progress and help address barriers encountered
- Coaches provide referrals to additional services, such as mental healthcare or domestic violence support if needed
- Coaches provide participants with a monthly \$200 transportation stipend
- Coaches provide additional supportive services as needed and available for work uniforms, tools, car repairs if necessary for work placement
- Coaches provide referrals to childcare assistance through the Louisiana Department of Education CCAP program



Supervision and Mentorship from Provider/Employer

- Participants will have a supervisor at the work placement site who will guide, provide feedback, and ensure participants are gaining the necessary skills and experience
- The work placement site supervisor will provide written reports to STEP
- The work placement site supervisor can also be a resource for questions about work expectations and career development



COMMUNITY PARTNERSHIPS

A New Opportunity to Empower Our Community Together

PARTNERSHIP WITH LOUISIANAWORKS

WHY PARTNER WITH STEP WEP

As a Community Partner, your organization plays a vital role in fostering economic independence and community growth. By participating in STEP WEP, you will:

- **Support Workforce Development:** Help individuals gain real-world experience that prepares them for long-term employment.
- **Access Motivated Participants:** Our candidates are eager to learn, contribute, and grow.
- **Strengthen Your Community Impact:** Serve as a stepping-stone for individuals working to achieve stability and self-sufficiency.
- **Collaborate with Louisiana WORKS:** Enjoy support and resources from our dedicated staff throughout the placement process.

90-DAY STEP WEP PROCESS

- **Phase 1: Pre-Placement (Preparation)**
 - **Duration:** 1-2 weeks (Before Day 1 of Placement)
- **Phase 2: 0-30 Days – Referral, Initial Placement**
 - **Duration:** 30 Days
- **Phase 3: 31-60 Days – Continued Development**
 - **Duration:** 30 Days
- **Phase 4: 61-90 Days – Final Stage and Transition**
 - **Duration:** 30 Days
- **Post-Placement Follow-Up STEP**
 - **Duration:** 30, 60, 90 Days (After Day 90 WEP placement)





THANK YOU

1001 North 23rd St., Baton Rouge, LA 70802
LAWWORKS.NET