

HRA/DSS PERSPECTIVE



COMMITTED TO ASSISTING PEOPLE IN REACHING THEIR MAXIMUM LEVEL OF SELF-SUFFICIENCY



FIA Launches Back to Work and New "Ring" Report

ON August 8, Back-to-Work, HRA's new employment preparation and placement program, went into operation in job centers citywide. Under Back-to-Work, participants now work with a single employment services provider from application through the duration of service, allowing them to build a stronger relationship with the provider, leading to more successful job placement and retention.

Each job center works exclusively with one employment services provider who has staff onsite to meet participants the same day they are referred, starting them on the path to self-sufficiency. Changes have been made to the performance-based payment structure to further reward job placement and retention. Job center staff is excited about the provisions of Back-to-Work and believes they will further advance the efforts we all make to move clients to self-sufficiency.

The increase in participation and time-saving in the engagement process possible

under Back-to-Work will help HRA bring thousands more TANF and Safety Net clients into education and training programs to meet the participation requirements under the new TANF legislation, effective October 1.



Commissioner Eggleston established a new department, the Office of Consumer Access and Participation, which has developed a new reporting tool to identify opportunities to increase participation.

The report, called the "Ring" report, will be published on the intranet each month from July through December. To spur us on in the coming months, FIA will hold a competition between job centers based on the report. The team that is ranked #1 by the end of the competition and has a better than 90% application timeliness rate will win the competition and receive HRA championship rings.

Enhance Your PC Skills with MIS Courses

As fall begins, look no further than a wide range of computer training courses offered by HRA's Management Information Systems (MIS) for the opportunity to enhance your computer skills and master new programs.

As part of its initiative, MIS has redesigned its website to facilitate staff ongoing technical learning and development. The site provides access to the current training calendar, downloadable manuals and other information. Choose the **MIS Computer Training** link on the HRA home page to access the training site.

Employees have three training options: Instructor-led courses; E-Learning online at work; and through the CD instructional Lending Library, to study at your own pace at home.

To attend courses, submit a request for training to your supervisor. For questions, contact MIS via email at **MIS Trainer** in your Outlook address book.



HRA Program Updates

HRA at National Night Against Crime

By Natalia Navas

National Night Out Against Crime was established at the height of violent street crime across the country. Hosted by the NYPD, the event was designed to show people that through community efforts they could reclaim safety in their streets. At this year's Night Out on Aug 1, the police precincts offered New Yorkers the chance to have their children fingerprinted and their possessions etched with invisible I.D. numbers to promote their safety.

The Office of Community and Constituent Affairs (OCCA) borough coordinators, Denise Hudson, Chaz Crowder, Myrna Payne and Carlos Infante, representing the Bronx, Brooklyn, Queens and Staten Island, and Manhattan respectively attended Night Out to bring information about HRA programs into the community. "When community events take place, we want to be there to provide information and talk to people directly about all the programs HRA has to offer." Mr. Crowder said. "A service isn't public until people are aware of it."

"We reach people through community boards, elected officials, community organizations and activities, and the schools. You name it, we are there!" Ms. Hudson said.

The relationship between OCCA and NYC communities is reciprocal. "As we provide information about HRA's programs, we also bring information from the community— what their struggles are—back to HRA," Mr. Infante said.

HRA Perspective Monthly Bulletin

Published by the City of New York
Human Resources Administration/
Department of Social Services
Michael R. Bloomberg, Mayor
Verna Eggleston, Administrator/Commissioner

Office of Public Information & Communications
Barbara Brancaccio, Deputy Commissioner
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Event Calendar

September 15th: Look Back on NYC Life & Times

This month marks the 40th anniversary of the creation of HRA. Turn back the pages of time by viewing historical books, reports and pictures at HRA's McMillan Library. Among the items in the collection is HRA's first annual report or view the library's oldest publication from 1903.

September 20th: HRA Health Fair

DC 37 Headquarters, 125 Barclay St, NYC, 9AM to 5 PM. Blood pressure, cholesterol, vision screenings and more at the 20th annual HRA QWL health fair. Schedule release time with your supervisor.

September 27th: 16th Anniversary Latino Celebration



HRA was the first City agency to recognize Latino Heritage by introducing its celebration fifteen years ago. The HRA Latino Heritage Committee will hold a gala 15th Anniversary celebration at DC 37 headquarters, 125 Barclay.

All are invited. Release time for the AM or PM session must be scheduled with your supervisor. Contact Eddie Aguilar at (212)-331-3109 for further information.

Peer Leaders are Tools for Change

PEEER influence is a powerful force that can help or hinder individual thinking. HRA has harnessed the potential of peer outreach and mentoring as a part of its innovative Relationship Abuse Prevention Program (RAPP), created to help teenagers both to avoid and to deal with the existence of relationship abuse in their lives. Launched in 1998, RAPP is school-based. Through a combination of classes, counseling and out-



reach provided by HRA's community partners, participants learn to recognize and to change destructive patterns of behavior.

Each year students chosen by RAPP coordinators at an increasing number of high schools and middle schools citywide take part in R A P P ' s

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seven-week paid internship where they work together with coordinators to develop trainings for their classmates. This summer, approximately 150 students participated. Leaders are frequently those who have moved beyond multiple factors in their own background by participating in the program.



The workgroups filled the Brandeis High School auditorium on August 17, where each presented a project—a film, play or presentation they created this summer. The projects expressed a candid and complex understanding of abusive relationships, intervention, and change. They reflected the commitment and energy of the peer leaders as they return to their schools prepared to discuss relationship abuse with their classmates.



Pictures from the Peer Leadership RAPP-UP. Queens RAPP revisited Dorothy's Oz to find the road to a healthy relationship.



Forty years ago, the Human Resources Administration (HRA) was created by Executive Order No. 28 of Mayor John Lindsay, effective September 15, 1966. It was the largest of Mayor Lindsay's consolidated administrations,

created to better coordinate and integrate the New York City's human services programs. The restructuring consolidated under the umbrella of HRA, the Department of Welfare; the Manpower and Career Development Agency; the Community Development Agency; the Youth Services Agency and Addiction Services Agency.

As we mark the 40th anniversary of HRA, you will find a link to a historical narrative, a timeline, and vintage photos on HRA's Intranet and Internet homepages.



Above: 1930, Job applicants wait for job opportunities outside NYC's Dept. of Public Welfare. **Right:** Drug counseling through an HRA program in 1969.

