



Implementing Effective Strategies to Mitigate the Effects of the Economic Recession

Discussants and Moderators Bios

David D.C. Camporeale is a Program Specialist in the Division of State and Territory TANF Management in the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance (OFA). He is a Federal Project Officer, providing technical assistance and expertise for numerous contracts, grants, and projects supporting TANF and Healthy Marriage Initiative. He has over 15 years of experience as a community organizer, counselor, and public opinion analyst work with and in government. Mr. Camporeale holds a double B.A. in sociology and political science from the University of Maryland.

Kimberly Daniel is a native of New York City, and was a Senior Buyer for Morgan Stanley and American Express before fulfilling her love of teaching. With a dual degree in Elementary Education and English Language Arts from Hunter College, Ms. Daniel taught in the New York City Public Schools for several years before relocating to the Philadelphia area in 2001. She moved into a position with the Urban League of Philadelphia as a Sales Manager, and used her extensive experience and training to develop a sales force that placed in excess of 300 TANF clients into permanent employment. In 2003, Ms. Daniel began her tenure with the Transitional Work Corporation, and is currently the Managing Director of Programs. She is listed as a member of Manchester's Who's Who among executive and professional women.

Amy Dvorak is currently the Employer Relations Coordinator for New York State Erie County Department of Social Services. In this capacity, she supervises staff and administers employment services to social services clients. She is a liaison with various not-for profits and assists in developing education and vocational education programs. Ms. Dvorak works with over 300 companies in the surrounding area to develop jobs and on-the-job training programs.

Ms. Dvorak has implemented a unique subsidized employment program which annually places over 400 TANF clients into jobs. Over the past five years this initiative has recorded a 75% retention rate for clients employed through the program. The emphasis of the program is to meet hiring needs of local employers and train welfare recipients to become a viable part of the workforce. Prior to working at the Department, she worked at the Clarkson Center for many years, supervising staff, writing grants and overseeing several state programs that worked with adults and youth. Ms. Dvorak attended State University College at Buffalo.



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Eva Greenwalt is the WorkFirst Program Manager at the Washington State Department of Community, Trade and Economic Development. She oversees \$28 million in contracts that provide transitional jobs for TANF recipients who are considered the hardest to serve. Washington is considered a national model for helping TANF parents overcome barriers to employment through transitional jobs. Her team's efforts were recognized with a CSG Innovations Award in 2001. Currently, Ms. Greenwalt represents her agency at the Washington State WorkFirst Partnership which brings state agencies and the Governor's Office together to improve statewide outcomes for TANF families.

Prior to her work at Community, Trade, and Economic Development, Ms. Greenwalt coordinated community service programs for the Washington State Department of Corrections at their McNeil Island facility.

Peter Germanis works as Senior Policy Advisor for the Director of the U.S. Department of Health and Human Services Administration for Children and Families Office of Family Assistance. He is involved in a variety of areas related to TANF policy and research, particularly with respect to work activities and the work participation rates that states must meet. This includes analyzing research findings and writing policy positions and regulations. Prior to coming to OFA, Mr. Germanis was the Assistant Director of the University of Maryland's Welfare Reform Academy.

Barbara Guinn is the Director of the Employment and Advancement Services Bureau within the New York State Office of Temporary and Disability Assistance (OTDA). As Director, Ms. Guinn is responsible for State policy and oversight of local employment program services for individuals receiving public assistance and food stamps. The Bureau also oversees OTDA's outreach efforts for the Earned Income Tax Credits and a network of VITA tax preparation services for low-wage workers. Prior to her work at OTDA, Ms. Guinn worked for the State Department of Labor and the State Division of the Budget. Ms. Guinn holds Bachelor degrees in Business Management and Political Science from North Carolina State University and a Masters degree in Public Administration from the State University of New York at Albany.

Dr. Jeanette Hercik has expertise in numerous policy areas, including welfare reform and TANF, at-risk children and youth, child development, employment and job training, education, homelessness, family preservation and support, child welfare, and reengineering of federal and state public sector systems, including performance measurement/management. Currently a vice president at ICF International, Dr. Hercik is an accomplished administrator, project manager, teacher, researcher, evaluator, author, and consultant who has worked extensively with Federal, State, and local government agencies, universities, private and nonprofit entities, and community organizations to strategically plan, manage, and evaluate effective economic and community development and human service projects and programs. A number of her projects have informed the knowledge base in multiple policy arenas through research and evaluation; enhanced practice through training and technical assistance; fostered seamless interagency communication, collaboration, and partnerships; and disseminated cutting-edge findings and promising practices through roundtables and national conferences.

Dr. Hercik's education includes a Ph.D., concentration in political science/public policy and developmental psychology, from Michigan State University, an M.P.A. from Columbia University, and a B.A. in political science from Rutgers University.

Les Johnson has worked in the field of health and human services for the past 20 years for both government and private organizations. He has served on local, state and national task forces in the area of public policy impacting children, families and urban communities. Mr. Johnson often serves in the capacity of a consultant in the area of youth violence prevention, cultural diversity, community building and motivational speaking across the nation. Mr. Johnson is currently the Vice President for Programs for Area Resources for Community and Human Services (ARCHS), a regional public private community partnership authorized by the State of Missouri.

Mr. Johnson holds a Bachelors Degree from Culver-Stockton College in the field of Administration of Justice. He is a graduate of the first cohort of the Urban Family and Community Development Graduate Certificate Program hosted by Washington University in collaboration with St. Louis University and the University of Missouri-St. Louis. He earned his Masters of Social Work Degree from the George Warren Brown School of Social Work at Washington University with an emphasis in organizational management, children and youth services, and social/economic development.



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Vince Kilduff has served as manager of federal reporting and research for the Maryland Department of Human Resources since 2004 and is responsible for much of Maryland's TANF reporting. He also serves as a senior legislative and budget analyst for the Family Investment Administration (FIA).

Mr. Kilduff oversees the production of many State-level management reports for FIA, including StateStat, a performance-measurement and management tool implemented by Governor Martin O'Malley.

ShaiMonique Pipkin-Cooper is the Research Coordinator for the Welfare Peer Technical Assistance (WPTA) Network. Ms. Cooper is responsible for assisting staff and clients in the design, execution and evaluation of research projects, including literature reviews, surveys, focus groups, data integration and analysis, in the TANF field. She is responsible for logistical management by coordinating with Meeting Manager and Travel & Reimbursement Specialist for all participants requiring travel to an event (including staff). Ms. Cooper is the former Executive Assistant to the Director of Contracts and Procurement for the Office of the Chief Financial Officer for the District of Columbia. She has performed research required for issue briefs, research papers, financial audits, Freedom Of Information Act requests, and discovery, daily reports, briefings and conferences, in conjunction she has prepared routine and summary reports of her She has ten plus years of customer service experience in a variety of industries including Business, Hospitality, Gaming and Retail.

Ms. Cooper is alumni of the University of New Orleans where she completed a Bachelor's of Arts in Political Science. Currently, she is a graduate student working towards a Master's in Public Administration.

Russell Sykes is currently the Deputy Commissioner of the Center for Employment and Economic Supports (CEES) of OTDA. In that capacity he oversees policy and operations of New York's TANF, Welfare to Work, Food Stamp, HEAP, SSI State Supplement, EBT, and Transitional Benefit Programs. He also directs the CEES Special Projects Bureau which conducts research across all the program areas and was the initiator of New York's Strengthening Families through Stronger Fathers Initiative. He is currently one of the primary OTDA staff involved in the Governor's 23 state agency Economic Security Cabinet and the President of the National Association of State TANF Administrators (NASTA), an affiliate organization of the American Public Human Services Association (APHSA). He also serves on the APHSA Board of Directors.

Prior to his appointment in 2004 as Deputy Commissioner of OTDA, Mr. Sykes was Vice President of the Schuyler Center for Analysis and Advocacy (SCAA) from 1987 -2004. Mr. Sykes

was instrumental in the development and enactment of New York State's EITC in 1994 and its further expansion in 1999 & 2000. In 2001-02, he coordinated efforts and wrote the final report, *Recommendations on the Reauthorization of the Temporary Assistance to Needy Families (TANF) Program*, a joint policy paper endorsed by New York State government and a broad cross section of the human service advocacy community.

Prior to coming to SCAA, Mr. Sykes was Executive Director of the Statewide Emergency Network for Social and Economic Security (SENSES). He was Fieldwork Coordinator for the Food Research and Action Center (FRAC) in Washington D.C. from 1978-1984. He began his career in human services in 1972 with the South Central Community Action Program (SCCAP) in southwestern Pennsylvania, where he directed the agency's Community Food and Nutrition Program and also founded the Pennsylvania Coalition on Food and Nutrition. Mr. Sykes has served in various outside capacities including membership on non-profit Boards, Government Advisory Committees and Task Forces, and leadership roles in numerous issue-oriented campaigns and coalitions. He was also an elected School Board member for 12 years. Mr. Sykes is a 1971 graduate of Gettysburg College.

Christina Techico has over twelve years of experience designing, developing, and providing technical assistance and program implementation on workforce development, social service programs, and education reform efforts for the U.S. Departments of Labor, Health and Human Services, and Education at the federal, state, and local levels. She serves as Subcontract Manager for the Rapid Response Technical Assistance Initiative, providing curriculum development and facilitation support to US Department of Health and Human Services Administration for Children and Families Regional Offices in helping states and regions serve TANF clients. She manages tasks under the Individualized Training and Technical Assistance for TANF and Tribal TANF/Child Welfare Demonstration Project special projects on California Counties Technical Assistance Initiative, Disabilities, and Transportation. In addition, Ms. Techico is the co-task lead for the Web-based Online Work Readiness Assessment tool under OFA TANF TechConnections Initiative. She serves as Subcontract Manager for the US Department of Labor Youth Build Organizational Capacity Technical Assistance Collaborative, which assists at-risk youth, including adjudicated youth, youth aging out of foster care, and out-of-school youth, who often have weak basic skills, with obtaining a high school diploma or GED credential.

Ms. Techico has provided project management, oversight, and technical assistance and training for federal grant and interagency initiatives, including the Presidential faith-based Prisoner Re-Entry Initiative, which provides job training, mentoring, and job placement services for nonviolent adult ex-offenders; and the Strategic Partnership Initiative, which helps

communities build a comprehensive workforce and educational solutions to meet the needs of their local high-growth industries.

Ms. Techico also has managed the Strategic Youth Vision Initiative, an interagency collaborative effort between the U.S. Departments of Labor, Justice, Health and Human Services, and Education, which assisted states with examining perspective changes in policy, legislation, guidance, and forming strategic responses to serving youth through the system. She completed a 6-year assignment onsite at the U.S. Department of Labor, Employment and Training Administration, Office of Youth Services, developing and providing technical assistance, policy development and guidance, grant oversight, and training for various at-risk youth discretionary programs. Ms. Techico holds an M.A. in counseling education from San Jose State University and a B.A. in psychology from Wellesley College.

Revae Tharps is a Technical Assistant Specialist for the WPTA Network. Ms. Tharps assists the Director in maintaining project schedules, develops logic models to help state, local, and community organizations achieve desired outputs, and identifies resources and research materials for posting on the WPTA website. She also monitors the WPTA website and makes recommendations for changes, innovations, and content. In addition, she is responsible for documenting TA interventions for members to build upon lessons learned, summarizes participant evaluations following TA events, assists in writing and posting short summaries and final reports following events and participates in debriefing meetings following submission of short summaries and final reports. Ms. Tharps also reviews monthly subcontractor reports for accuracy before submission to the Director. In her previous employment, Ms. Tharps worked as an Administrative Assistant for the State Capital Group. Ms. Tharps also assisted with the production of the annual Lobbying Handbook and managed databases for over 150 member law firms.

Damon Waters is a technical assistance and capacity-building provider and program evaluation specialist with a decade of experience in the successful planning, implementing, managing, and evaluation of research/program activities focusing on preventative healthcare, higher education, political empowerment, and public policy. He has authored 12 public health, education and political empowerment curricula; developed grant proposals and program announcements; facilitated dozens of workshops; and coordinated technical assistance to potential grantees and community stakeholders. Mr. Waters' expertise includes strategic planning, public policy research, technical assistance, and program evaluation. Mr. Waters has worked with numerous public and private agencies and organizations in the coordination of partnerships; the identification of resources; and the facilitation of qualitative and quantitative



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evaluation activities to improve program efficiency, including improved outreach strategies, instruments, and protocols.

Mr. Waters managed the Morgan State University- Political Leadership Institute, the Jackson State University- Leadership Center, Alabama State University- Political Empowerment Center, and Charles R. Drew University/National Institutes of Health (NIDDK) National Summer Research Apprentice Program and facilitated the certification of hundreds of public leaders, researchers, and future political candidates. Mr. Waters earned his M.A. in political science, M.P.P. and B.A. in political science, public policy and African-American studies from Howard University.