



**Employment
Advancement
Retention
Network**

*Moving Pennsylvania
Families to Self Sufficiency*

CREATE YOUR FUTURE

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Employment and Training programs
PA Department of Public Welfare
August 7, 2007**

State Context

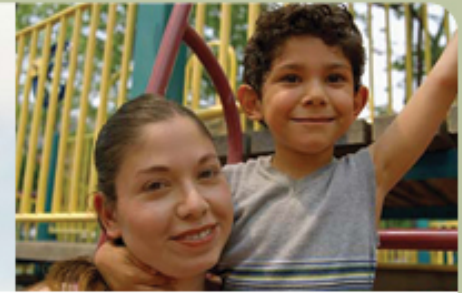


- Act 35 adopted by Pennsylvania Legislature a few months prior to passage of TANF legislation. Mirrored TANF provisions in many respects, but more flexibility
- Work First approach plus strong economy reduced the caseload by 54% by 2002

WPR Requirement = 0%

- Caseload reduction credit allowed state to operate under Act 35 rules

State Context



- PA is a state administered public assistance system delivered through County Assistance Offices (CAOs) in all 67 counties of state
- Two prong TANF approach
 1. County Assistance Offices (CAOs)
 - Determine eligibility
 - Carry cases that are exempt, have good cause, have caretaker parent or adult who has self initiated into employment or training
 2. Workforce Investment Agencies
 - Under contract to provide all employment and training services to TANF (and Food Stamp) recipients

Enhancements



Pennsylvania's effort to retool TANF began back in 2003

- Reduced bureaucracy and streamlined work processes in County Assistance Offices
- Placed emphasis on career building and long-term employment
- Increased accountability through employment and training system redesign

County Assistance Office Improvements



- **Developed CAO Model Office** bringing together state-of-the-art caseload management, staff deployment and technology to enable increased client service and efficiency
- **Shift to electronic applications** – reduces costs and makes better use of community partners to assist clients
- **Opened Change Reporting Centers** so clients can conduct business over the telephone rather than in person at CAOs

Getting a Better Job



- Emphasis on career building and long-term employment
- Training and Education as the ticket to a better job
 - Job Specific Skills Training
 - Post-secondary education: KEYS Initiative
 - Improving basic literacy and English language skills, attainment of GED: Move Up Initiative
- Assessment as tool for better meeting client needs, improving match between client and job
- Performance based contracting to raise accountability and get more out of every employment and training dollar

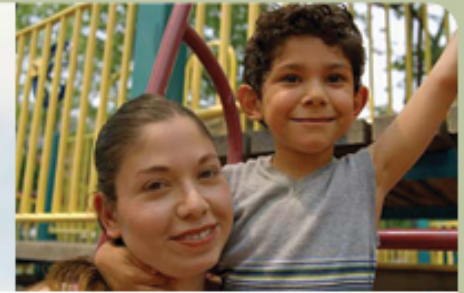
TANF Reauthorization



Federal Deficit Reduction Act

- Continues PA TANF Block Grant at \$719 million through FFY 2010
- Retains original work requirements and 50% work participation rate (WPR)
- Federal regulations issued June 30 more tightly define work requirements; eliminated state flexibility
- Changed base year for caseload reduction credit from 1995 to 2005

The Challenge

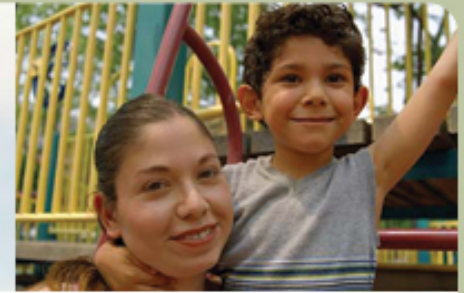


In January 2006, 40% of Pennsylvania's TANF adults were participating under Act 35 state rules, but only 15% were getting federal credit under

The differences:

- 3,500 ABE, GED or ESL
- 4,600 in vocational training
- 2,000 in post-secondary education
- 11,000 working but still on TANF
- 4,000 in Maximum Participation Program

Strategies



- Aligned program definitions and hour requirements
 - Core vs. non core
 - Hours by family composition
 - Vocational Educational Training
- Embedded literacy and ESL

Strategies



“Chunked” Caseload and Took Action in March

- Broke down counties by size
- Analyzed the population
 - Adults not in any work activity
 - Adults who are participating, but at fewer than the required number of hours
 - New TANF recipients – make sure they are ramping up quickly

Strategies



Pennsylvania: 67 Counties and 98 CAOs

Large counties critical

- Philadelphia is 45% of the caseload
- Top 2 counties have 60% of the caseload
- 20% of the Counties have 80% of the caseload

Small counties

- Counties with under 300 clients (over 50% of counties) have only 6.3% of caseload
- Small counties submitted plans

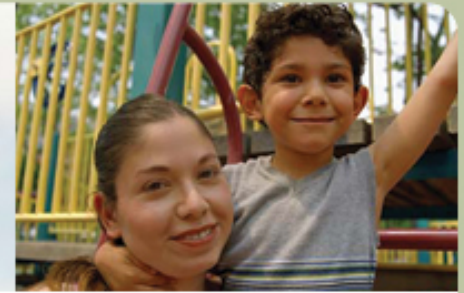
Monthly reports track progress in all counties and CAOs

Strategies



- For adults who participate no hours or fewer than the required hours
 - Reviewed case record to ensure that data entry captures hours correctly
 - Called client in and explain requirements
 - Explored options to increase countable hours
 - Referred to employment and training contractor as necessary
- Reviewed over 38,000 cases

Strategies



New Applicants

Issue:

4,000 new clients who are able to work become eligible for TANF each month. It takes several weeks to become fully engaged to earn participation credit.

Solution: Work Support Component

Enhanced assessment and job search. New applicants are not enrolled TANF until employed or in other work activity at required hours. Nearly half of new applicants find jobs through this process.

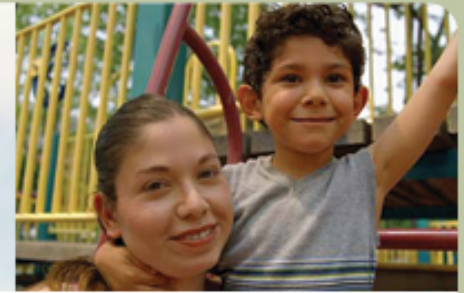
Strategies



Performance Based Contracting for Employment and Training Contractors

- Increased performance requirements on employment and training contractors – along with higher job placement and retention payments
- Tightened time frame to data enter
- Build capacity by conducting statewide training for effective case management, job development, job coaching and job retention

Manage What We Measure



Developed new series of management reports.

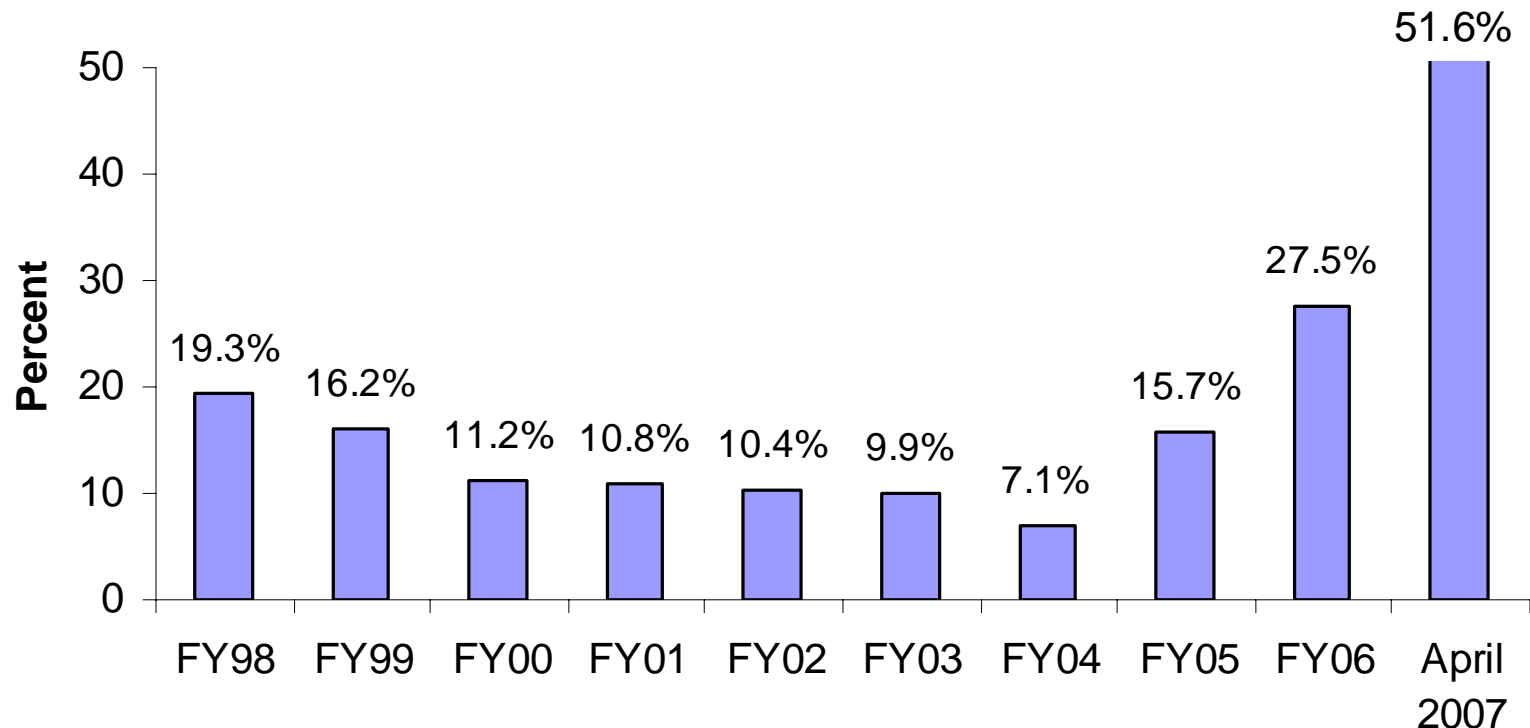
- WPR by County and districts within county
- Intranet link to cases not meeting WPR
- Breakdown by activity/ hours
- WPR by Workforce Investment Area
- WPR by programs: KEYS, training, etc
- Caseload snapshots
- Refer/Enroll reports

WPR by County



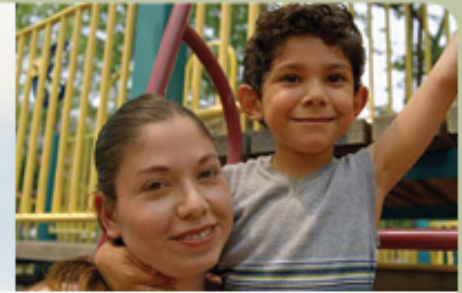
CO/D	Families in Denominator	Child <6 Engaged 20 Hours			No Child <6 Engaged 30 Hours			2-parent Families Engaged 30 Hours			Teen Parents Engaged 20 hours or in school			Total # Engaged	Rate
		Total Child <6	Y	%	Total No Child <6	Y	%	Total 2 Parents	Y	%	Total Teen Parents	Y	%		
Adams	28	21	14	66.7	4	2	50.0	2	1	50.0	1	1	100.0	18	64.3
Allegheny	4,041	2,363	1,255	53.1	1,276	368	28.8	135	102	75.6	267	147	55.1	1,872	46.3
Armstrong	52	28	10	35.7	16	12	75.0	6	3	50.0	2	1	50.0	26	50.0
Beaver	238	136	84	61.8	67	25	37.3	15	8	53.3	20	12	60.0	129	54.2

Results: 52% WPR in April 2007

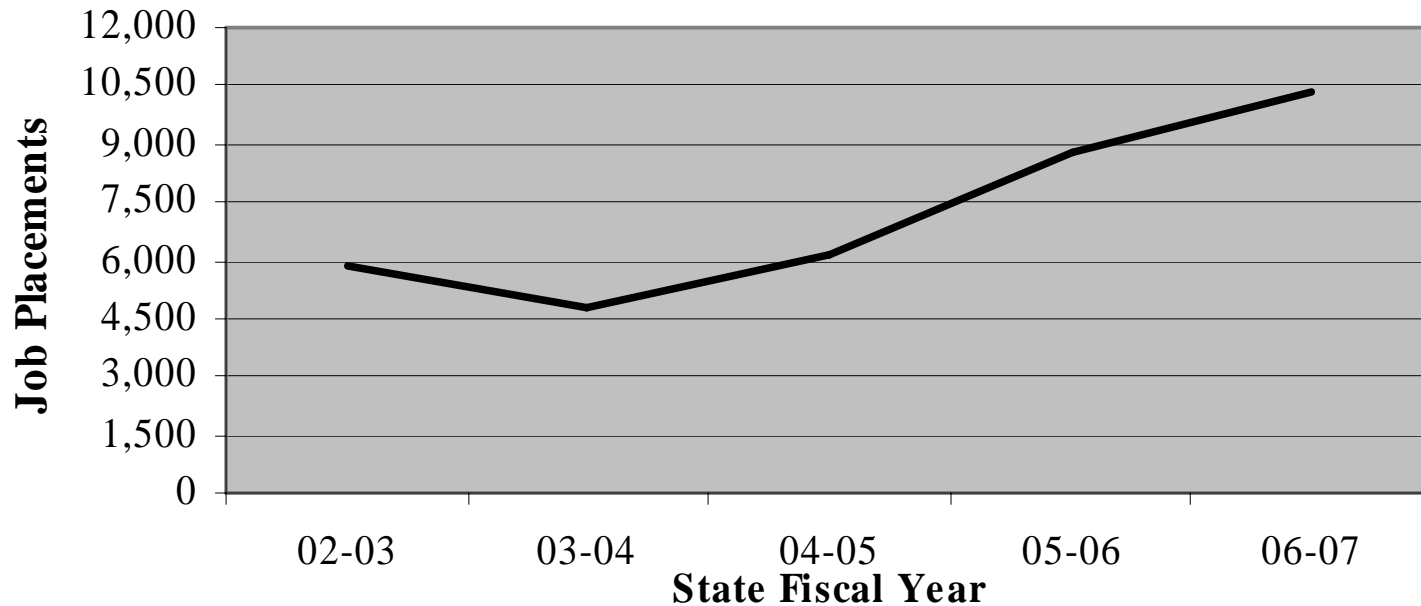


Economic development strategy creating more jobs and emphasis on work has lead to caseload decline and increase WPR.

Where we are...



Employment & Training Program Job Placements Over Time



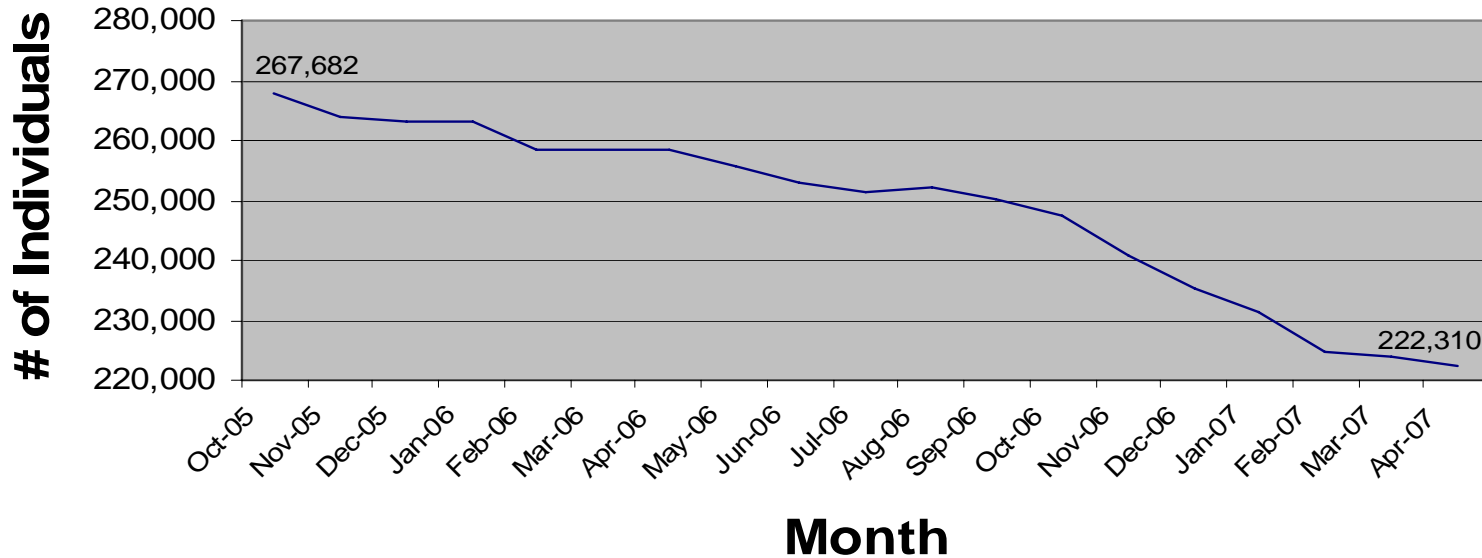
Average wage= \$8.36

Jobs with medical benefits=56%

Results: Caseload down by 17% since Oct 2005



TANF Individuals



Budget for cash assistance has been reduced by \$72.3 million over the past two years

Questions



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