

# Denver Office of Workforce Development

## Temporary Assistance for Needy Families(TANF): Employment and Training Program

*Business, Workforce & Sustainability Committee  
April 24, 2012*



# Background: TANF Program

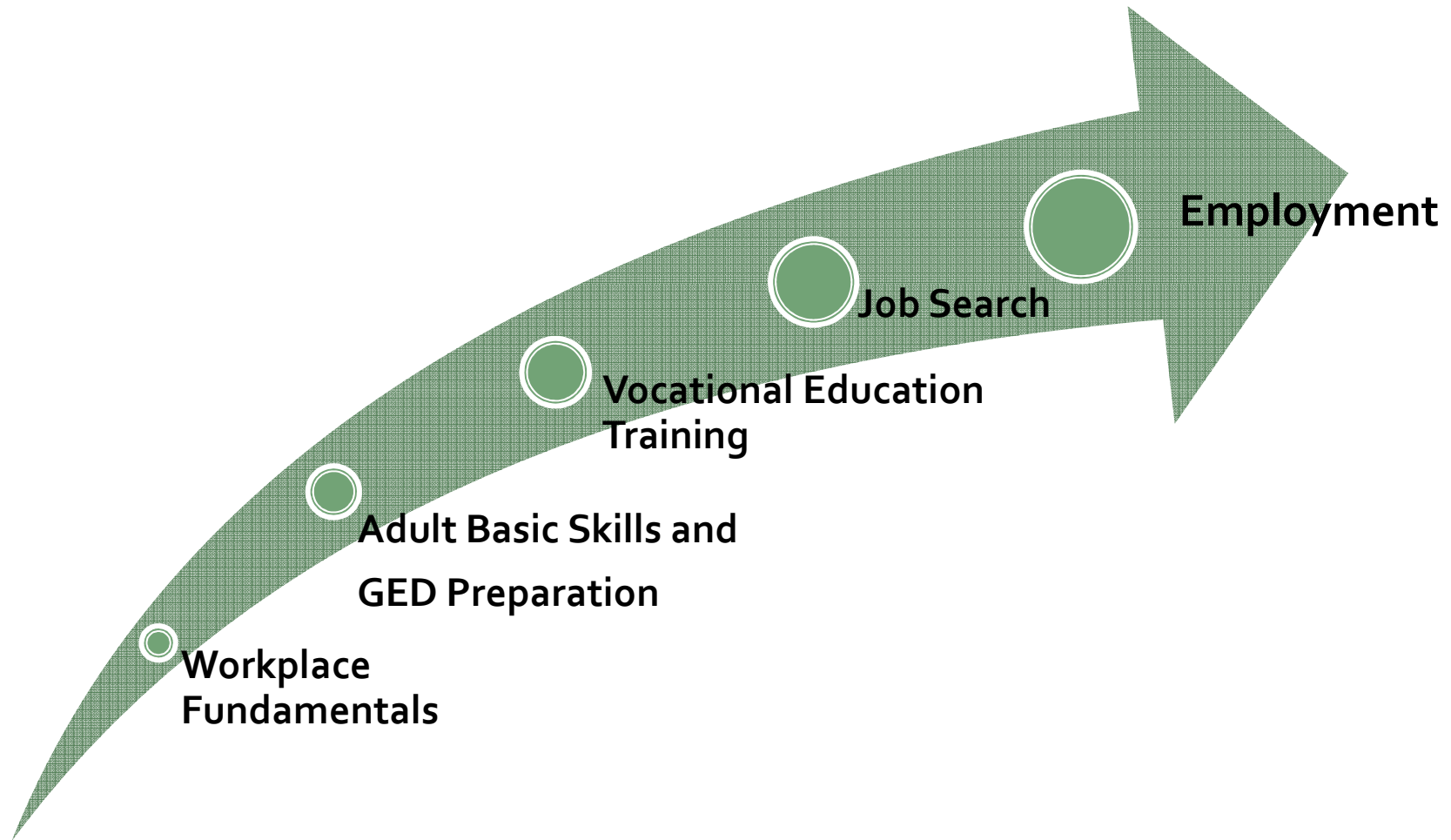
**TANF MISSION :** To connect TANF participants to good jobs in growth industries, placing them on a path to self-sufficiency, so that they may fully participate in the regional economy

- OED Workforce Development partners with Denver Human Services (DHS) to serve low-income families through the Temporary Assistance for Needy Families (TANF) program
- DHS provides the eligibility functions of the TANF program and OED provides workforce development functions
- TANF provides monthly cash assistance to eligible families while parents or caretakers prepare for, look for, and/or maintain employment
- Parents /caretakers must participate in designated work-related activities for the family to remain eligible for assistance
- TANF is limited to no more than five years (60 months) in a lifetime

# Existing Barriers to Employment

- Low schooling
- Little work experience
- Lack of the job skills and credentials employers value
- Lack of work readiness
- Mental health problems
- Alcohol and drug dependence
- Physical health problems and family stresses
- Experiences of domestic violence
- Child care
- Transportation

# Employment & Training Continuum



# TANF: Services and Activities

- High Demand Industry-Based Career Tracks
  - Paid Work Experience and On the Job Training
  - Workplace Fundamentals (Assessment, Career Exploration, Family Stabilization)
  - Community Based Training & Vocational Education
  - Job Search Preparation & Facilitated Job Search
  - High School, GED, and Contextual Basic Skills
  - English for Employment
- Barrier Remediation Services:
  - Domestic Violence Advocacy and Counseling
  - Substance Abuse Treatment Assessment
  - Psychological Evaluations
  - SSI/SSDI Screening and Application Assistance
- Work Activity Supportive Services
  - Child Care
  - Transportation
  - Tuition, Fees and Licenses
  - Work Clothing and Tools

# Performance Measures & Outcomes

|                            | Baseline | Goals        | Outcomes |          |          | Goals          | Outcomes |          |          |
|----------------------------|----------|--------------|----------|----------|----------|----------------|----------|----------|----------|
| Welfare Reform Board Goals | FFY 2007 | 2008/2009    | FFY 2008 | FFY 2009 | FFY 2010 | 2011/2013      | FFY 2011 | FFY 2012 | FFY 2013 |
|                            |          |              |          |          |          |                |          |          | YTD      |
| Work Participation         | 31.3%    | <b>50.0%</b> | 38.0%    | 53.8%    | 49.5%    | <b>26.9% *</b> | 39.6%    | 26.2%    | 20.2% ** |
| Countable Activities       | 36.3%    | <b>60.0%</b> | 53.3%    | 56.8%    | 52.7%    | <b>45.0%</b>   | 45.5%    | 34.8%    | 29.2%    |
| Job Placement              | 15.0%    | <b>20.0%</b> | 23.0%    | 13.0%    | 11.2%    | <b>10.0%</b>   | 18.4%    | 22.3%    | 20.8%    |
| Six Month Retention Rate   | 66.0%    | <b>60.0%</b> | 56.0%    | 60.0%    | 59.2%    | <b>50.0%</b>   | 58.4%    | 63.4%    | ***      |
| Twelve Month Wage Increase | 55.0%    | <b>50.0%</b> | 59.0%    | 53.0%    | 48.0%    | <b>50.0%</b>   | 49.6%    | 51.6%    | ***      |

\* The WRB goal is for Denver to meet or exceed the Colorado average participation rate.

Colorado's average work participation rate for FFY 2011 was 30.8%

Colorado's average work participation rate for FFY 2012 was 26.8%

Colorado's average work participation rate for FFY 2013 YTD is 23.1%

\*\* The work participation rate for cases assigned to OED is 24.3%

\*\*\* Data is collected the Unemployment Insurance wage information which is not yet available

# 2013/2014 TANF Budget

- \$10,500,000 – July 1, 2013 through June 30, 2014 – Annual TANF allocation from Denver Human Services
- \$1,700,000 – July 1, 2013 through December 31, 2013 – One-time funding from Denver Human Services Fund Balance

|  |                      |
|--|----------------------|
| Contracts (11 contractors & 18 programs) | \$ 5,400,000         |
| Wage Subsidies                           | \$ 250,000           |
| Personnel (88 FTE)                       | \$ 5,865,500         |
| Non-Personnel                            | \$ 684,500           |
| <b>Total</b>                             | <b>\$ 12,200,000</b> |

# TANF Funding & Caseload History

| State Fiscal Year             | 2006/2007     | 2007/2008     | 2008/2009           | 2009/2010           | 2010/2011     |
|-------------------------------|---------------|---------------|---------------------|---------------------|---------------|
| Annual OED Allocation         | \$ 16,937,086 | \$ 16,937,086 | \$ 18,613,702       | \$ 16,618,000       | \$ 16,520,000 |
| Average Monthly TANF Caseload | 1258          | 1002          | 1301                | 2026                | 2267          |
|                               |               |               |                     |                     |               |
| State Fiscal Year             | 2011/2012     | 2012/2013     | Projected 2013/2014 | Projected 2014/2015 |               |
| Annual OED Allocation         | \$ 15,436,000 | \$ 12,500,000 | \$12,200,000        | \$10,500,000        |               |
| Average Monthly TANF Caseload | 2630          | 2776          | 2920*               | 3149*               |               |

\* Estimate based on historical trend

- Funding reduction from 2009/2010 to 2013/2014 is **26.6%**, from 2009/2010 to 2014/2015 is **36.8%**
- Caseload increase from 2009/2010 to 2013/2014 is **44.1%**, from 2009/2010 to 2014/2015 is **55.4%**



# Budget Reduction Modifications

- Parents with children under the age of 1 may voluntarily opt out of work participation requirements
- Provide services only to the parent assessed as most job ready in a two parent family
- Provide services to individuals assessed as ready and able to participate in work activities
- Discontinued contract funding for most counseling and treatment services – utilize Medicaid and community resources instead
- Combine State Diversion and Low-Income Child Care as a voluntary alternative to ongoing assistance
- Discontinued Non-TANF County Maintenance of Effort Payments
- Expedite the sanction process for individuals not in compliance with program requirements
- Expedite the SSI/SSDI application process

# Council Item

- Authorizing spending authority for the TANF program in the amount of \$12,200,000 for fiscal year 2013-2014.
  - Funding is comprised of \$10,500,000 in 2013/2014 appropriation and \$1,700,000 in one-time funding for 2013.