

III. KEY MEASURE ANALYSIS

Agency Mission: Assisting people to become independent, healthy and safe.

KPM #5	TANF (WELFARE) EMPLOYMENT The percentage of Temporary Assistance to Needy Families (TANF) adults placed for whom employment is a goal.	Measure since: 1991
Goal	People are able to support themselves and their families.	
Oregon Context	This measure links to the DHS goal, "People are able to support themselves and their families." It also links to Oregon Benchmark #14 and the DHS high-level outcome; "Percentage of covered Oregon workers with earnings of 150% or more of the poverty level for a family of four."	
Data source	Placement and Number of Mandatory JOBS Participations are pulled from the CAF Branch and Service Delivery Area Data monthly reports and totaled for the reporting period. The percent is determined by dividing Placements by the # of TANF recipients who are mandatory to participate in the JOBS program.	
Owner	Children, Adults and Families Division – Office of Self-Sufficiency, Dave Lyda, TANF Manager, 945-6122	

1. OUR STRATEGY

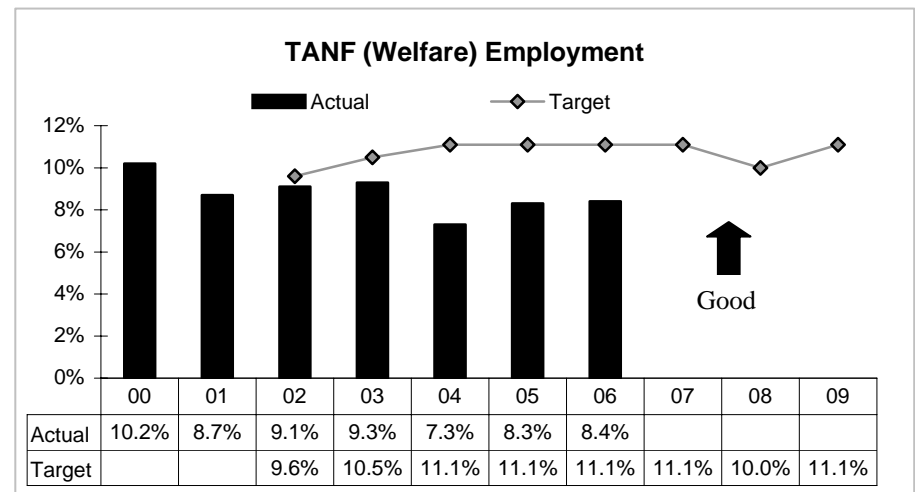
One of the department’s goals is to assist families to support themselves. Finding and maintaining employment is critical to this goal. This indicator shows how successful DHS and its partners have been at helping people in the Temporary Assistance for Needy Families (TANF) program become employed. Most of these placements are 30 or more hours per week and result in families earning their way off monthly cash assistance. For most economically disadvantaged families, employment is the best avenue available for a better life.

2. ABOUT THE TARGETS

The 2002 placement target of 9.6% was a middle point between the 2000 and 2001 actual performance. The placement target gradually increased between 2002 through 2004 to a target level of 11.1%. Tighter definitions of “countable placements” were instituted in July 2003, although the target level was not adjusted. The Legislative Fiscal Office (LFO) recommended re-setting the target for 2008 to 10.0% to reflect the current performance and increased investments in the TANF/JOBS program.

3. HOW WE ARE DOING

2006 increased by 0.1% over 2005. Over 8% of work-eligible JOBS participants report having secured new work each month. For clients, this represents either the first job, a return to the workforce, or a new job that allows them to earn enough to completely leave cash assistance. While it is hoped that JOBS clients will secure employment in the highest paying jobs possible, many times these first jobs pay minimum or near-minimum wages. It is believed that the best way for most individuals to become employed in higher wage jobs in the future is to build their experience and resumes over time. This is best explained by the phrase “First job, better job, career.” This program helps clients enter or re-enter the workforce. In doing so, they can start up the ladder to a long-term career in the workplace.



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4. HOW WE COMPARE

We are not aware of any public or private industry standards that would be a relevant comparison.

5. FACTORS AFFECTING RESULTS

DHS has not met the targets for the past five years. This may indicate an overly optimistic goal, given the general economic conditions and declining program resources during the last number of years. Although the economic picture has improved and the unemployment rate has declined, we were not able to reach the target.

Over the last decade the characteristics of TANF clients have dramatically shifted. Those able to get a job are able to do so relatively quickly. The sustained population left is more likely to have multiple barriers that need to be addressed. Given these factors, the target for 2008 has been lowered to 10% placed each month. This new target will reflect new investments in the TANF/JOBS program to better address clients needs. These new investments will provide additional assessment/evaluation services, additional employment and training opportunities, and new program elements such as Post-TANF employment support and State Family Pre-SSI/SSDI services for families applying for federal disability benefits. Additional case management supports, child abuse prevention services and administrative supports should also improve program outcomes.

6. WHAT NEEDS TO BE DONE

We will closely monitor the implementation of the new TANF/JOBS program design to ensure the expected increased outcomes from the investments mentioned above are achieved. This monitoring will provide data on possible further program modifications. Further study of this measure is also needed to ensure it accurately reflects the TANF/JOBS program's new design. This measure may be modified in the coming years.

7. ABOUT THE DATA

Reporting cycle – calendar year. The data represented is run on a monthly basis, but reported annually. Monthly reports are issued on a monthly basis and studied for any potential anomalies, as well as to identify trends in performance. The data is sent to program managers and interested parties.