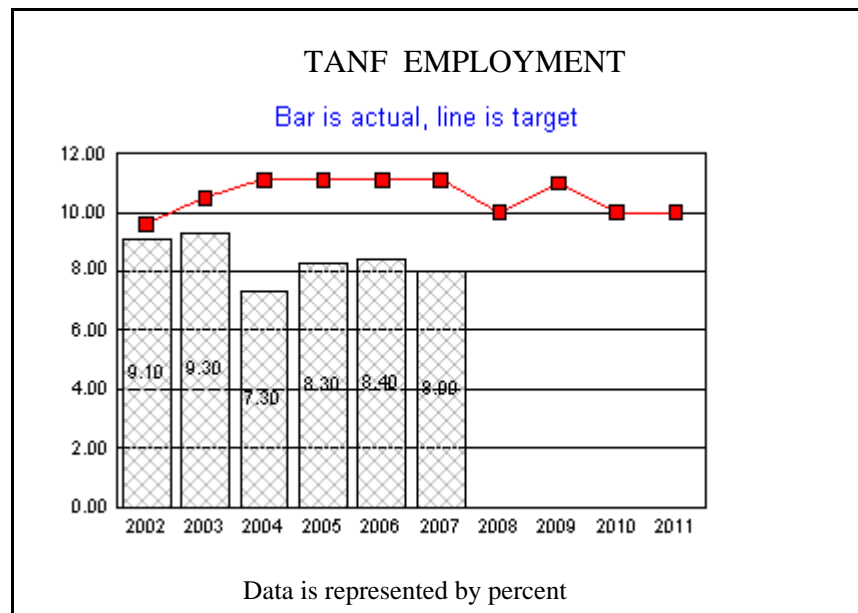


<b>KPM #5</b>	TANF (WELFARE) EMPLOYMENT – The percentage of Temporary Assistance to Needy Families (TANF) adults placed for whom employment is a goal.	1991
<b>Goal</b>	People are able to support themselves and their families.	
<b>Oregon Context</b>	This measure links to the DHS goal, “People are able 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.”	
<b>Data Source</b>	Placement and Number of Mandatory JOBS Participants 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.	
<b>Owner</b>	Children, Adults and Families Division – Office of Self-Sufficiency, Xochitl Esparza, Interim TANF Manager, (503) 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**

2007 decreased by 0.4% from 2006. 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.

**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**

The agency changed from using recorded placements to the counts of verified placements effective July 2007. This had an impact on the results of the calculation, and more accurately reflects the outcome of the agency's efforts, as it is a stricter standard. The economic picture has declined and the unemployment rate has continued to worsen.

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. Reports are issued on a monthly basis and reviewed for potential anomalies and to identify trends in performance. The data is sent to program managers and interested parties. The methodology was changed effective July 2007 from using recorded placements to using verified placements (a more accurate count).