



Oregon

Kate Brown, Governor



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Department of Human Services JOBS Plus Program

**Period: July 1, 2019 to June 30, 2020
October 1, 2020**

The Department of Human Services (DHS) is submitting this annual report to the Legislative Assembly and the Governor in accordance with Oregon Revised Statute 411.896. This report is intended provide an analysis of the JOBS Plus program and recommendations from the department and the JOBS Plus Advisory Board regarding appropriate revisions to the program.

Program Overview

The JOBS Plus program has been an integral part of the DHS Self-Sufficiency Program's (SSP) Job Opportunity and Basic Skills (JOBS) Program since 1994. The JOBS program is an employment and training component of the Temporary Assistance for Needy Families (TANF) program and operates through a network of contracted partners and agencies.

JOBS Plus provides a means for TANF participants who have been unable to find employment through other JOBS services to gain "real world" work experience and expand their resume. The program is an innovative public-private partnership aimed at helping TANF participants move out of poverty and attain long-term financial stability.

Participant Experience

JOBS Plus participants receive a paycheck from a participating employer rather than receiving a TANF grant or Supplemental Nutrition Assistance Program (SNAP) benefits. In the event a participants' JOBS Plus wages are less than the amount of benefits the participant would have otherwise received, DHS pays the difference as a supplement.

After obtaining full-time unsubsidized employment for 30 days, the participant or a member of their family is able to access Individual Education Account (IEA) funds for continuing education or training. IEAs improve the position of JOBS Plus participants in the workforce by increasing their access to continuing education. The Office of Student Access and Completion (OSAC) administers the IEA accounts and allows funds to be used for the cost of books, supplies, lab fees, tests, student body cards, and tuition. IEA data can be found in [Appendix D](#).

Additionally, JOBS Plus participants may be eligible to receive federal and state Earned Income Tax Credits and the full amount of child support collected by the state from absent parents.

Employer Experience

JOBS Plus participants are placed in positions at private businesses, not-for-profit organizations, or public agencies. The employer determines the participants' hourly wage, which must be at least equal to Oregon's minimum wage. Employers pay participants directly and are reimbursed retroactively through the DHS Direct Pay Unit. Participating employers are reimbursed at the Oregon minimum wage, plus payroll taxes and workers compensation costs, for the first month of the six-month JOBS Plus period, and minimum wage minus one dollar for the remaining five months. The extra dollar per hour deducted starting the second month is put into an IEA for the JOBS Plus participant to use for continuing education after finishing the JOBS Plus experience. An employer may choose to pay a participant more than the Oregon minimum wage, as many do, however, they are responsible for the difference. The reimbursement funds paid to employers come from the funds of individual TANF and SNAP benefits.

Employers are required to provide each JOBS Plus participant with an on-site mentor to acquaint the worker with all facets of the job. Mentors are asked to meet with the participant to discuss any concerns or questions regularly. The objective is to ensure the participant is successful in the JOBS Plus position.

Program Updates

As a result of the COVID-19 pandemic, a JOBS Plus pilot program was launched. Through the JOBS Plus and Work Experience Programs DHS is working to help recruit contract tracers. DHS and the Oregon Health Authority (OHA) are working together to train TANF participants to become contract tracers to help meet the emergent need in Oregon.

An additional change that occurred this year was an adjustment to employment measurements. Changes were made to the Oregon Employment Departments' Oregon Performance Reporting Information System (Performance Reporting Information System (PRISM) to continue to align outcomes with the federal Workforce Innovation and Opportunities Act (WIOA). DHS will continue to work with the Oregon Employment Department in the coming year to explore potential measurement processes through the new version of PRISM.

JOBS Plus Cost Benefit Analysis

The cost benefit analysis is based on a comparison between the JOBS Plus program costs and the JOBS Work Experience and Supported Work activity program costs. JOBS Plus program participants are considered employees and are paid for their work in lieu of

receiving TANF and SNAP benefits. Work Experience and Supported Work are TANF JOBS programs where participants are considered unpaid workers and are not paid but continue to receive TANF and SNAP benefits.

The cost is calculated using contracted costs, support service costs, and employer reimbursements. The employer reimbursement portion is calculated by using the average starting wage per JOBS Plus participant multiplied by the number of people in the program. The cost-per-participant for JOBS Plus can vary due to a larger or smaller number of clients using the program annually with a similar funding level from year to year (see [Appendix C](#)).

	Work Experience and Supported Work	JOBS Plus
Cost per hour of participation	\$3.12	\$6.40
Net cost per participant	\$1,399	\$3,899
Percent off TANF	73%	76%
Percent off SNAP	23.00%	27.00%
JOBS Plus Savings	0	\$71,953

Conclusion

The DHS JOBS Plus program has operated successfully since its inception in 1994. The cost benefit analysis consistently shows individuals who participate in JOBS Plus have improved outcomes; obtaining employment experience, securing employment following completion of the program and transitioning off of TANF and SNAP programs.

Due to the previously improved economy and lower caseloads, we have seen a drop in JOBS Plus usage. The COVID-19 pandemic is expected to have a significant impact on the economy, and we expect our 2020 data will reflect lower JOBS Plus placements due to safety and health concerns.

For more information, please contact:

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Appendix A: JOBS Plus Work Site Placement Information

Employment and wage outcomes were obtained from the Oregon Employment Department (OED). Revisions and new additions to the data tables were implemented due to changes to the OED's PRISM data system, and as an effort to align with WIOA outcome measurements.

JOBS Plus Work Site Placement Information				
	2018 Report	2017 Report	Change from previous year	Source
JOBS Plus Participants	352	672	-48%	DHS Data: July 2016 to June 2017
Employment Rate 2 Quarters Out	59%	55%	7%	OED PRISM Data: July 2016 to June 2017
Employment Rate 4 Quarters Out	28%	23%	22%	OED PRISM Data: July 2016 to June 2017
% of JOBS Plus Exiters in Unsubsidized Employment	51%	34%	50%	OED PRISM Data: July 2016 to June 2017
JOBS Plus Participants with Wage Gain 4 Quarters Out	62%	65%	-5%	OED PRISM Data: July 2016 to June 2017
Median JOBS Plus Earnings 2 Quarters after Exiting JOBS Plus	\$3,285	\$3,241	1%	OED PRISM Data: July 2016 to June 2017

Appendix B: JOBS Plus Enrollment Profile November 1994 to June 2019

JOBS Plus Enrollment Profile November 1994 to June 2019				
Program Year (PY)	UI Claimants	DHS Clients	Total Enrollment	% UI Claimants
Pilot (1994-1996)	0	385	385	0%
PY 1997 (July 1996 to June 1997)	1263	2204	3467	36%
PY 1998 (July 1997 to June 1998)	2063	1657	3720	55%
PY 1999 (July 1998 to June 1999)	2829	1112	3941	72%
PY 2000 (July 1999 to June 2000)	3124	1077	4201	74%
PY 2001 (July 2000 to June 2001)	2604	670	3274	80%
PY 2002 (July 2001 to June 2002)	1804	366	2170	83%
PY 2003 (July 2002 to June 2003)	2298	121	2419	95%
PY 2004 (July 2003 to June 2004)	1970	229	2199	90%
PY 2005 (July 2004 to June 2005)	1175	350	1525	77%
PY 2006 (July 2005 to June 2006)	0	260	260	0%
PY 2007 (July 2006 to June 2007)	0	303	303	0%
PY 2008 (July 2007 to June 2008)	0	560	560	0%
PY 2009 (July 2008 to June 2009)	0	1115	1115	0%
PY 2010 (July 2009 to June 2010)	0	1230	1230	0%
PY 2011 (July 2010 to June 2011)	0	1240	1240	0%
PY 2012 (July 2011 to June 2012)	0	899	899	0%
PY 2013 (July 2012 to June 2013)	0	926	926	0%
PY 2014 (July 2013 to June 2014)	0	1020	1020	0%
PY 2015 (July 2014 to June 2015)	0	1361	1361	0%
PY 2016 (July 2015 to June 2016)	0	1339	1339	0%
PY 2017 (July 2016 to June 2017)	0	672	672	0%
PY 2018 (July 2017 to June 2018)	0	352	352	0%
PY 2019 (July 2018 to June 2019)	0	676	676	0%
Total	19,130	20,124	39,254	0%

Appendix C: JOBS Plus Cost Benefit Analysis for Active Participants - July 2016 to June 2017

The July 2016 – June 2017 program period was used for the comparison in this report to allow sufficient time to identify the impacts related to these program activities. As in previous years, JOBS Plus participants were less likely to be receiving TANF and SNAP benefits than Work Experience and Supported Work participants.

Type of Activity	Work Experience and Supported Work	JOBS Plus
Active Participants	4956	522
Contracted Costs	\$3,723,959	\$841,849
Support Services	\$871,570	\$71,331
Employer Reimbursements	\$0.00	\$3,164,269
Less Diverted TANF and SNAP Grants ¹	\$0.00	\$2,042,064
Net Program Costs ²	\$4,595,529	\$2,035,385
Net Cost per Participant	\$927	\$3,899
Total Hours of Participation	1,473,941.4	318,017
Cost per Hour of Participation	\$3.12	\$6.40
% off TANF	73%	76%
% off SNAP	23%	27%

¹ Based on the average standard TANF grant for a family of three of \$506 and \$472 in SNAP per month for 4.0 average months on JOBS Plus

² Costs associated with program activities do not include case management or administration costs

Appendix D: Individual Education Account (IEA)

According to the Office of Student Access and Completion (OSAC), since the program’s inception to June 30, 2019:

Individual Education Accounts	
Number of IEAs	6,678
Total dollar value of IEAs	\$4,181,885
IEA average value	\$327
Number of IEAs accessed	3,274
Percentage of accounts used	49%
Total amount of IEA funds used since the beginning of the program ³	\$1,738,637

³ Note: OSAC has made a change in the way that the IEA usage is calculated.