

# PRIDE

Parental Responsibility Initiative for the  
Development of Employment



A collaborative program between  
Job Service ND and the Department of Human  
Services CSE & TANF

# Background

- PRIDE is a collaborative effort involving the North Dakota Department of Human Services, Job Service North Dakota, District Courts and Child Support Enforcement
- Addresses nonpayment of child support by noncustodial parents
- Piloted in two locations April 2005
- Expanded Statewide July 2009 (8 locations)
- Added subsidized employment April 2010

# Funding

- TANF purpose - end the dependence of needy parents on government benefits by promoting job preparation, work, and marriage.
- Pilot – funded with WIA Incentive and TANF funds
- Currently funded by TANF funds
- Subsidized employment funded with TANF ARRA and TANF funds

# Purpose of PRIDE

- Provide one-on-one assistance to unemployed or underemployed, non-custodial parents delinquent in the payment of child support.
- Case management approach
  - Monitored job search
  - Job referral or job placement
  - Support services to remove barriers to employment

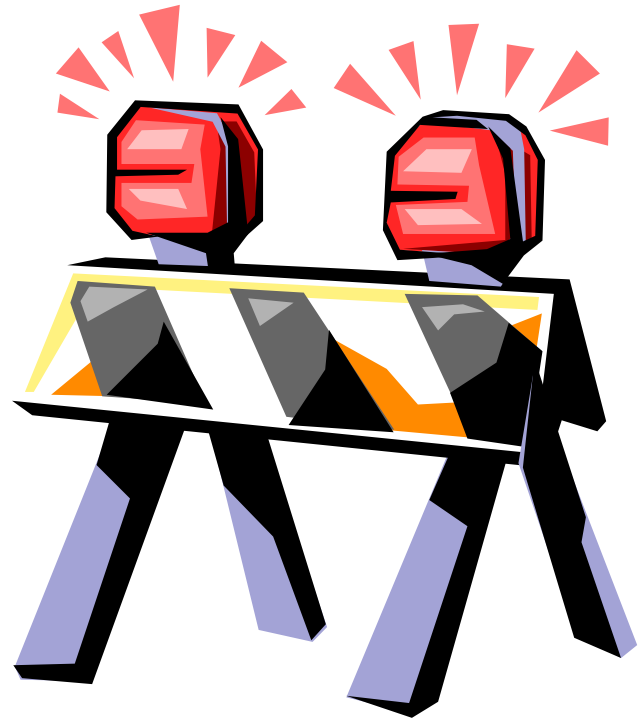
# Referral Sources

- Court Mandate
  - PRIDE Coordinators:
    - attend court hearings
    - meet individuals referred to PRIDE
    - set up initial meeting following court
  - Participant must contact JSND within 7 days from referral date
- Child Support Enforcement
- IV-D cases only



# Employability Barriers

- Educational level
- Offender status
- Substance abuse
- Disabilities
- Job retention status
- Transportation
- Individual concerns



# PRIDE Process

- Referral/eligibility
  - Automated referral process
- Orientation
- Assessment of skill level and needs
- Employment plan development
- Possible supportive services
- Failure to report/comply results in referral returned to Child Support Enforcement

# Employment Plan Development

- Employment goal identified
- Services/Activities
  - Steps to be taken to overcome barriers
  - Partnering/referral to other resources, if necessary
  - Monitoring and setting future discussions
  - On-line employment registration for job search activity
  - Workshops
  - Referrals/job leads
  - Staff assisted job search/development
  - Occupational skill development - Workforce Investment Act (WIA) co-enrollment
  - Worktrack (unsubsidized employment)



# 12 Month Period Results

Based on January – December 2009 Enrollment Period

Total PRIDE Participants - 596

- Ages 17 to 61
- Male 74.3%
- Female 25.7%
- Employment Status (at referral)
  - Not working 73.15%
  - Working full time 13.76%
  - Working part time 9.73%
  - Other 3.36%

# Education Level

Based on January – December 2009 Enrollment Period

• No high school diploma or GED	24.16%
• GED	25.67%
• High school diploma	23.66%
• Some college or vocational school	19.63%
• Vocational school certificate	2.85%
• Associate degree	1.85%
• Bachelors degree	2.01%
• Masters Degree	.17%



# Indicator of Success – Worktrack

Based on January – December 2009 Enrollment Period

- Worktrack is the activity used to track unsubsidized and
- subsidized employment.
- When PRIDE participants obtain employment, they are “tracked” for a 6-month period. When employment is retained for 6 months, Pride participants are exited with a successful completion code.
- Number of participants in Worktrack 325 Clients
  - Successful Completion 65.54%
  - Unsuccessful Completion 15.38%
  - Noncompliance 16.93%
  - Unknown Status 2.15%

# Indicator of Success – Wage Increase

- \$1,387 Average Earnings Change\*
  - Based on 51 PRIDE participants exited in first quarter of 2009. (\*Wages in quarter prior to PRIDE enrollment compared to wages in quarter 1 or 2 following PRIDE exit. Total increase in wages for 25 individuals was  $\$34,664.61/25 = \$1387$ )
  - 49% of participants had an increase in earnings following PRIDE participation.
  - Calculation does not include anyone with jobs in Minnesota, Montana or South Dakota

# Child Support Payments

- 93% of PRIDE participants increased the amount of payment when comparing 6 mos. prior vs. the 6 mos. following the month of referral to PRIDE.
- \$94.37 was the average amount of monthly payments in the 6 months prior vs. \$181.82 average amount of monthly payments in the 6 months after the month of referral to PRIDE.
- \$100,217.76 was paid in the 6 months prior vs. \$193,090.64 in the 6 months following the month of referral to PRIDE referral.

# Frequency of Payments

- 59% increased the frequency of payment 6 mos. prior vs. 6 mos. following the month of referral to PRIDE.
- A payment was made in 37% of the months in the 6 mos. prior vs. 58% of the months in the 6 mos. following the month of referral to PRIDE.
- 6 months prior to the month of referral, payments were received in 396 months vs. 624 months in the 6 months following the month of referral to PRIDE, an increase of 63%
- 41% of the obligors made a payment during the month of referral to PRIDE.

# Questions