

PROVIDING INNOVATIVE WORK SUPPORTS TO TANF RECIPIENTS IN HAWAII

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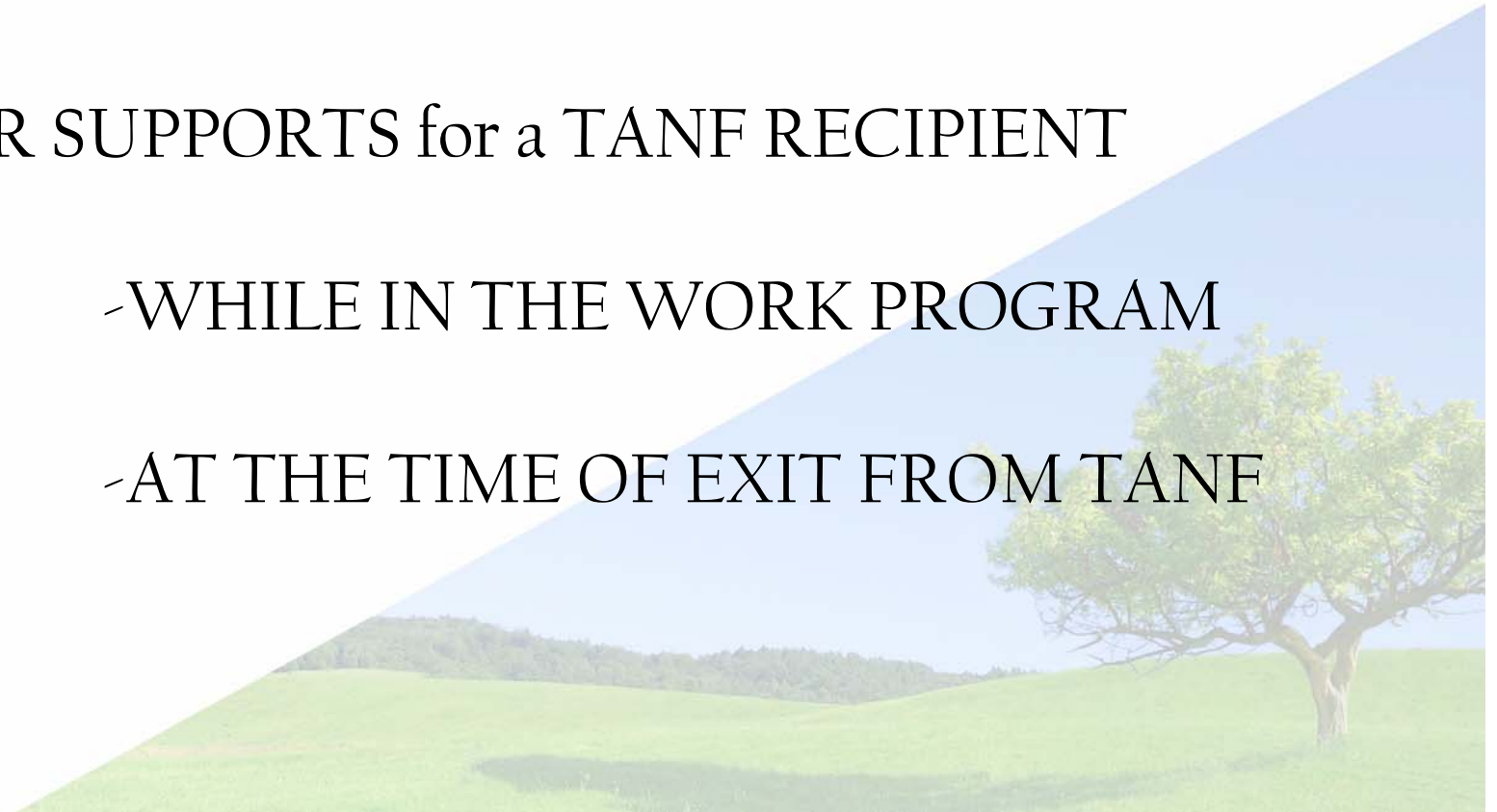
Acting Division Administrator

Benefit, Employment, and Support Services Division
State of Hawaii Department of Human Services



Session Overview

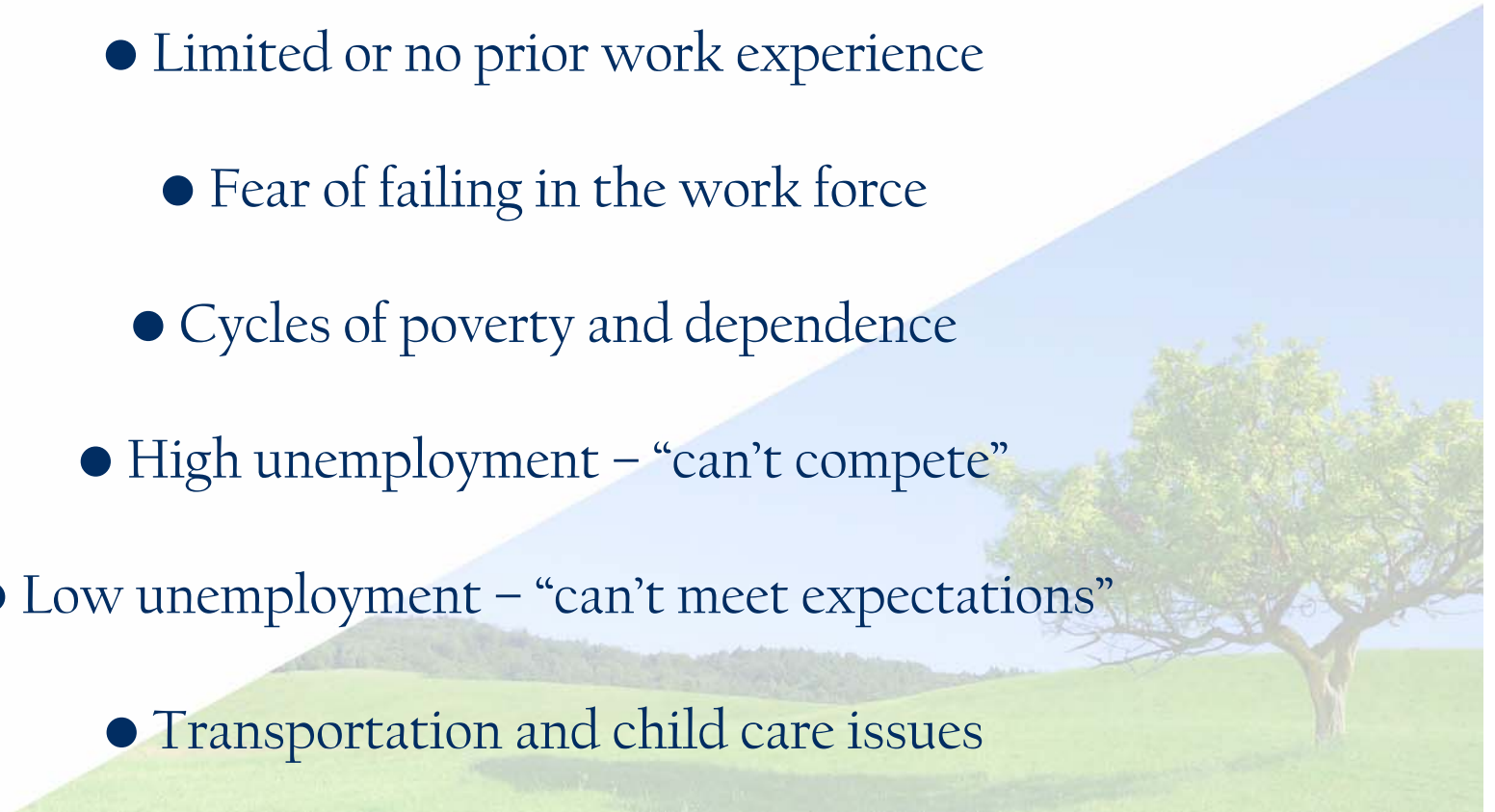
- SUPPORTING EMPLOYMENT EMPowerment
- OTHER SUPPORTS for a TANF RECIPIENT
 - WHILE IN THE WORK PROGRAM
 - AT THE TIME OF EXIT FROM TANF



CHALLENGES OF HELPING TANF CLIENTS

Typical TANF client:

- Single mother with young child(ren)
- Limited or no prior work experience
 - Fear of failing in the work force
 - Cycles of poverty and dependence
- High unemployment – “can’t compete”
- Low unemployment – “can’t meet expectations”
 - Transportation and child care issues



Supporting Employment Empowerment

- One of Hawaii's Work Initiatives (TANF Purpose 2)
- Dynamic new way to meet labor force needs: Subsidized Employment in Private Sector Competitive Jobs
- Program is privatized and includes bonuses for initial hiring into unsubsidized jobs
- Started 2/12/2005 with FTW TANF single-parent households and now extended to all TANF and other welfare clients

Supporting Employment Empowerment

	Number of Available SEE Positions Nov. 2006	Number of Available SEE Positions May 2008
Oahu	200+	473+
Maui	150	183
Molokai		9
Kona	61	95
Hilo	57	117
Kauai	63+	90+
Total	531+	967+

SEE Hawai'i Work – Marketable Workforce

➤ Strong employment match

- ❖ Multiple pre-screened applicants sent for companies / employers to interview and choose from

➤ Motivated

- ❖ An opportunity for a better life
- ❖ Added new incentives for clients to exit welfare early

➤ Marketing the supports

- ❖ On-the-job guidance and mentoring
- ❖ Individualized SEE job coaching
- ❖ Child care coverage, transportation and housing
- ❖ Health insurance coverage



Cross-Industry SEE Job Opportunities

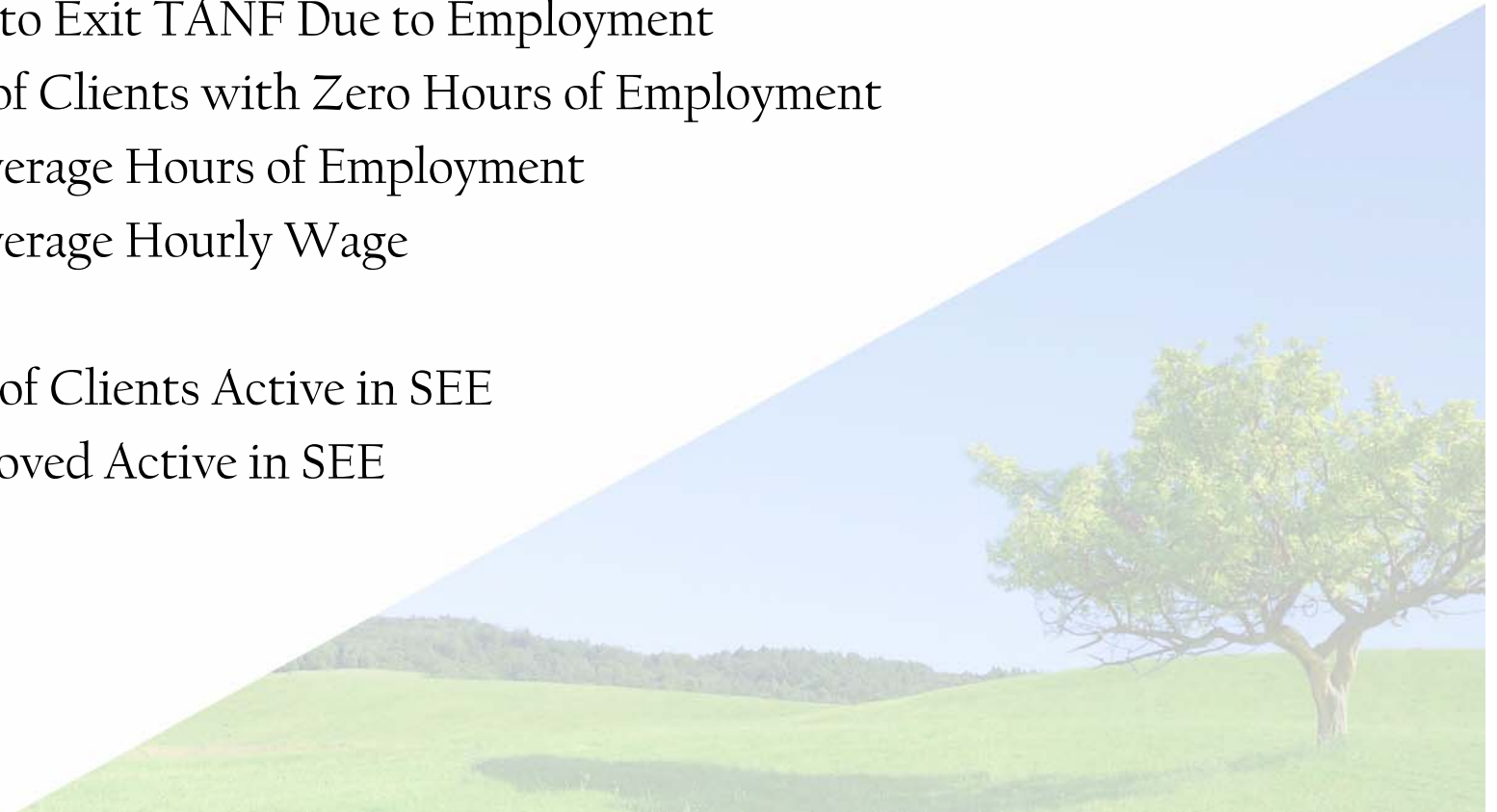
- Office/Clerical
 - Banking
 - Sales/Retail
 - Medical
 - Hospitality
 - Skilled Labor
 - Manual Labor
- Specific open job order examples:
- Receptionist
 - Teller
 - Customer Service Associate
 - Teacher's Aide
 - Administrative Assistant
 - Assistant Manager
 - Security Guard
 - Housekeeping
 - Warehouse Worker
 - Production/Assembly
 - Machine Operators
 - Landscaping
 - Food Service

Average SEE Rate of
Pay Per Hour: \$9.17
(Range: \$ 7.25
- \$ 18.00)
Hawaii current
minimum wage:
\$7.25

MONTHLY PERFORMANCE MEASURES

- Highest % of Clients Employed 40+ Hours
- Most Improved with 40+ Hours of Employment
- Highest % to Exit TANF Due to Employment
- Lowest % of Clients with Zero Hours of Employment
- Highest Average Hours of Employment
- Highest Average Hourly Wage

- Highest % of Clients Active in SEE
- Most Improved Active in SEE

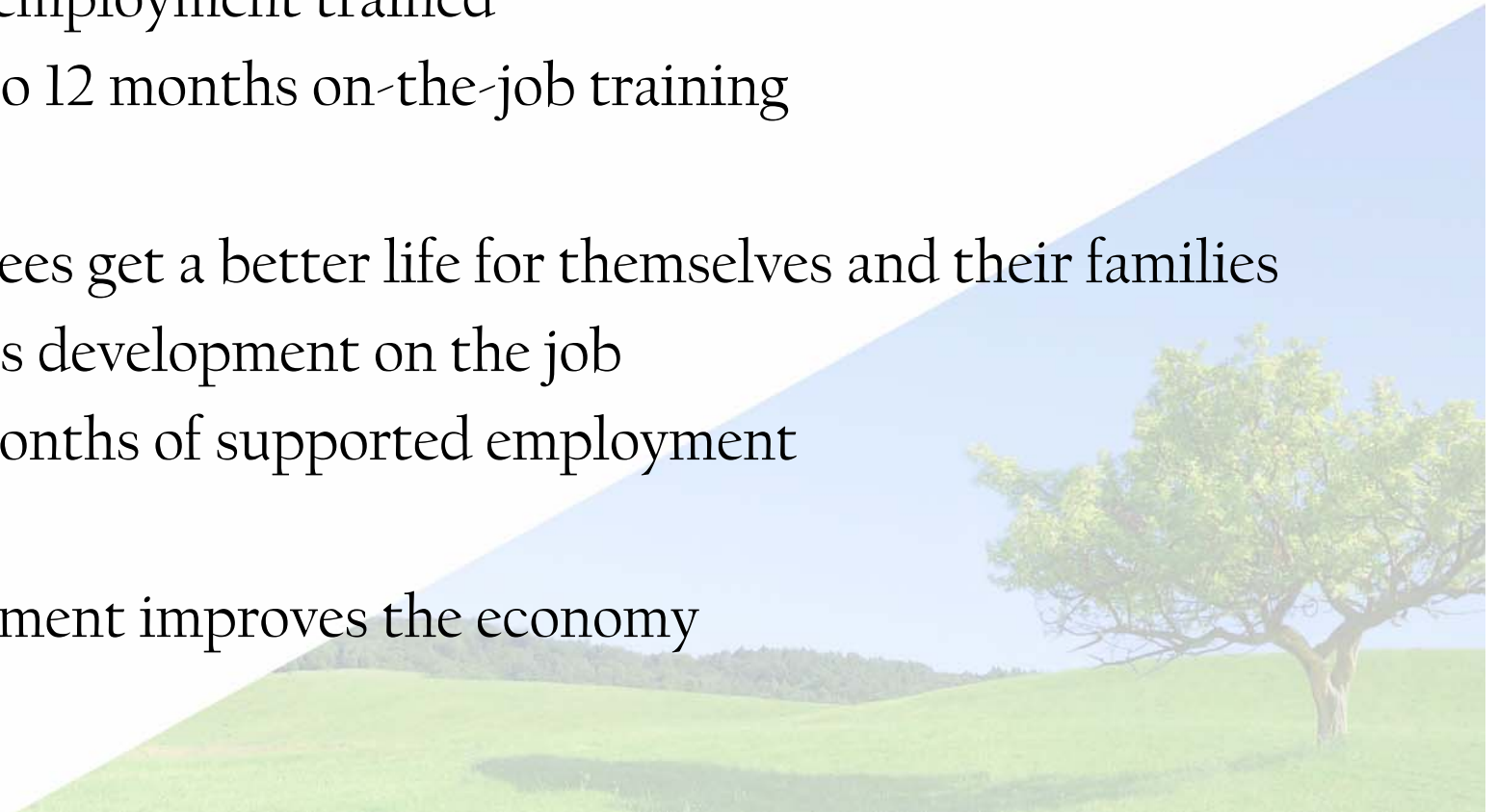


Win-Win-Win

- ✓ Employer gets needed staff
 - Pre-employment trained
 - Up to 12 months on-the-job training

- ✓ Employees get a better life for themselves and their families
 - Skills development on the job
 - 12 months of supported employment

- ✓ Employment improves the economy



Lessons Learned

- To encourage wage progression, SEE now pays an additional 50 cents per hour for each \$1 per hour paid to workers in excess of the minimum wage plus 14% administrative costs
- Duration is expanded to automatically be 12 months (agreements for less than one year are available)
- To encourage employers to help SEE employees with their transportation needs, companies can receive up to \$200 per month transportation subsidy for each SEE employee
- Employers are reimbursed with either a check or direct deposit with electronic funds transfer

SEE DATA AS OF JULY 2008

- As of July 31, 2008, 1,322 welfare recipients have participated in this program, of which 301 are currently in active SEE placements.
- Of the remaining 1021 SEE participants, 466 did not participate satisfactorily and were either sanctioned, placed in a different component, became disabled, gave birth, etc.
- Of the 553 SEE participants who participated satisfactorily, 434 (78.48%) transitioned into unsubsidized employment, many of them for the first time in their life, and have exited TANF. The average starting wage is \$9.17 per hour.
- To date, 369 employers have entered into a SEE agreement. At this time there are 323 unduplicated employers with current SEE job orders on file.

OTHER SUPPORTS FOR A TANF RECIPIENT PARTICIPATING IN A WORK PROGRAM

● Transportation

- Monthly bus pass
- Mileage reimbursement (\$0.58/mile – max \$200)
- Parking reimbursement (\$50.00 max)

● Work Incentive payments

- Weekly Work Hours per Month 10-19 \$ 50.00
- Weekly Work Hours per Month 20-29 \$100.00
(These 2 WIPs have 6-month limit)
- Weekly Work Hours per Month 30-39 \$150.00
- Weekly Work Hours per Month 40+ \$200.00
(These 2 WIPs have no time limit)

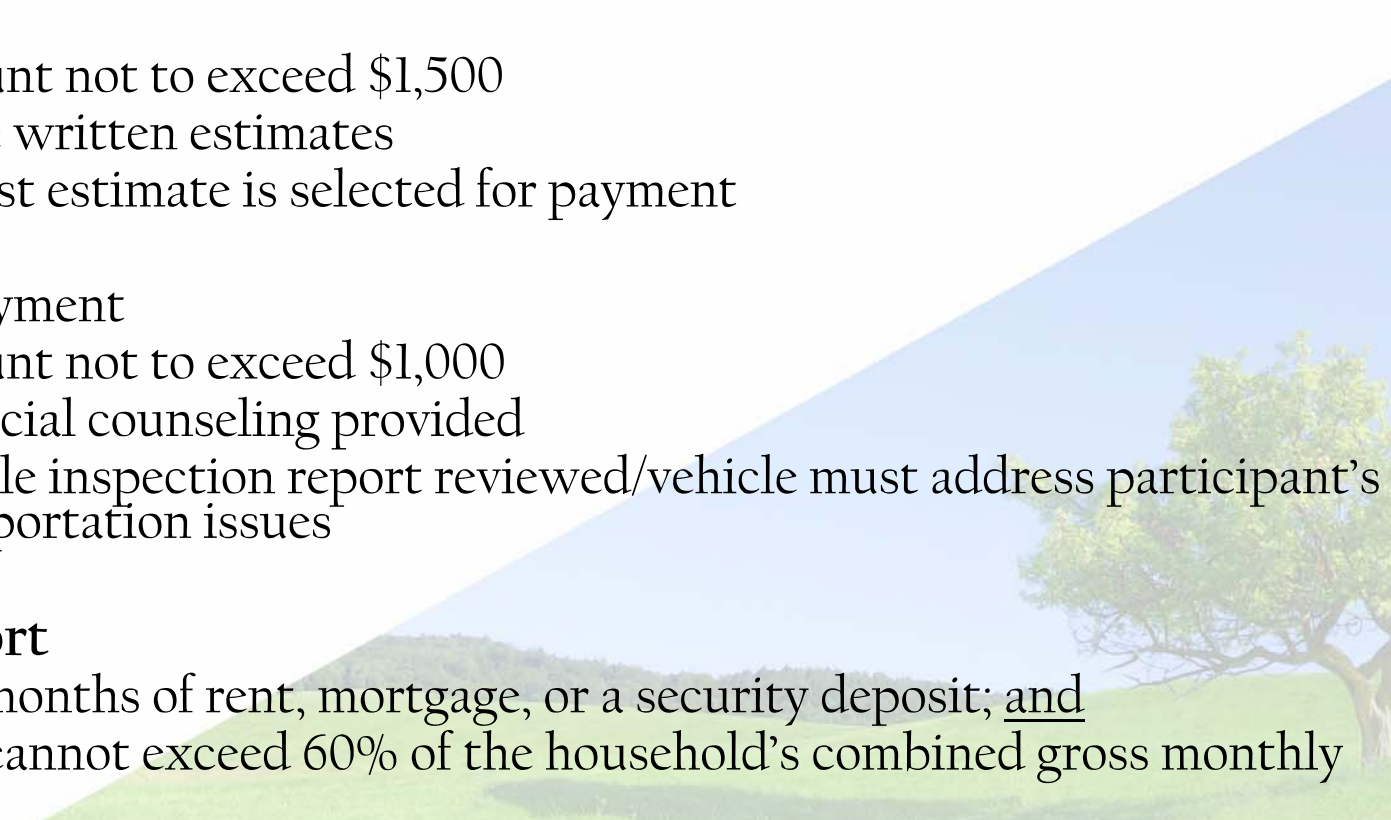


SUPPORTS to those EXITING TANF

- **Monthly Transitional Support Services for 12 months**
 - Monthly bus pass
 - Mileage reimbursement (\$0.58/mile – max \$200)
 - Parking reimbursement (\$50.00 max)

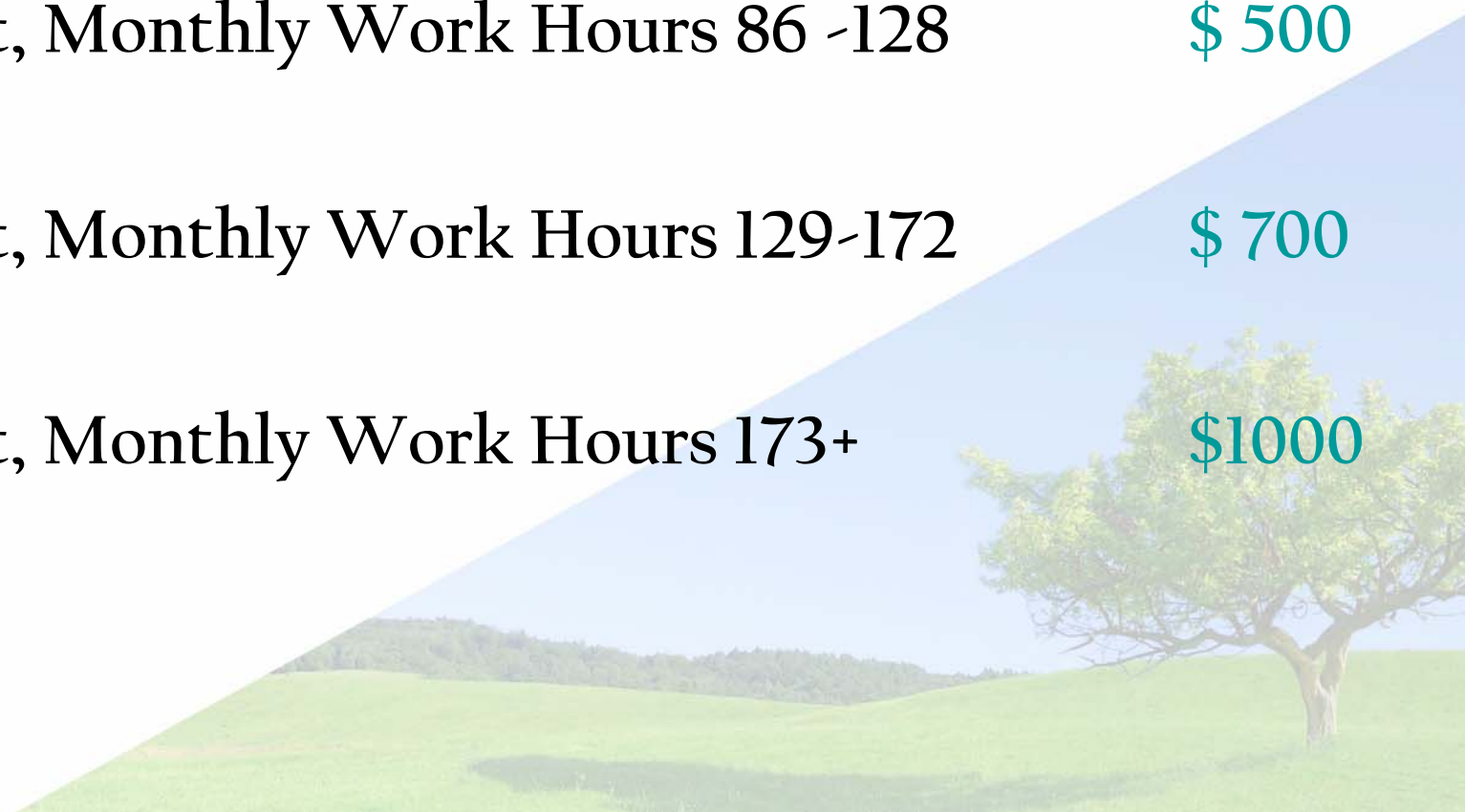
 - **Automobile Payments**
 - Repair
 - Amount not to exceed \$1,500
 - Three written estimates
 - Lowest estimate is selected for payment

 - Down Payment
 - Amount not to exceed \$1,000
 - Financial counseling provided
 - Vehicle inspection report reviewed/vehicle must address participant's transportation issues

 - **Rent Support**
 - For two months of rent, mortgage, or a security deposit; and
 - Amount cannot exceed 60% of the household's combined gross monthly income.
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- A decorative background image showing a large green tree on a grassy hill under a blue sky, with a light blue diagonal shape overlaying the scene.

TANF Exit Bonuses

- At Exit, Monthly Work Hours 86 -128 \$ 500
- At Exit, Monthly Work Hours 129-172 \$ 700
- At Exit, Monthly Work Hours 173+ \$1000



Retention Bonuses

- **3 Month Bonus**
 - Average monthly hours are 86 -128 \$ 700
 - Average monthly hours are 129-172 \$ 950
 - Average monthly hours are 173+ \$1,250
- **6 Month Bonus**
 - Average monthly hours are 86 -128 \$1,000
 - Average monthly hours are 129-172 \$1,250
 - Average monthly hours are 173+ \$1,500
- **12 Month Bonus**
 - Average monthly hours are 86 -128 \$1,200
 - Average monthly hours are 129-172 \$1,700
 - Average monthly hours are 173+ \$2,000
- **24 Month Bonus**
 - Average monthly hours are 86 -128 \$1,400
 - Average monthly hours are 129-172 \$2,250
 - Average monthly hours are 173+ \$2,500



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