

The Montana Temporary Assistance for Needy Families Program

PROMOTING THE VALUES OF WORK, RESPONSIBILITY AND
FAMILY

TANF



**Region VIII
State TANF
Meeting**

**Crown Plaza, Denver, CO
September 18-19, 2014**

Challenges Being Faced By Our Rural TANF Population

- **Montana's Subsidized Employment Program**

Montana Strategic Planning

- Purpose
- Guiding Principles
- Service Delivery

Rural Montana - Demographics

- **Total State Population – 998,415 (2010 census)**
 - 89.5 % White
 - 6.5 % American Indian
 - 3.2% Hispanic
 - **145,545 square Miles**
 - **6.8 people per square mile in Montana**
 - Colorado 48.5
 - Utah 33.6
 - S Dakota 10.7
 - N Dakota 9.7
 - Wyoming 5.8
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Accelerated Employment Services Project History

- SFY 2005 Accelerated Employment Services Project (AESP)
 - Demonstration project
 - 4-26 week employment
 - Provide a subsidy or stipend to an employer
 - “hire first, train later” strategy
 - 3-5 participants
- SFY 2007 Reassigned utilizing the eleven current Employment and Training contractors.
 - 1040 Hours with Guaranteed Employment
 - 200% FPL (HH 2 = \$2452)
- Program will continue through SFY 2015

Subsidized Employment Program History

- SFY 2010 – Subsidized Employment Program (SEP)
 - ARRA funded
 - 185% FPL
 - Not on TANF
 - 5/2010 allowed TANF participants
 - 6 months or 1040 hours of employment
 - Utilized current Employment & Training contractors

Combined AESP and SEP

- SFY 2011 - Employment Services program
 - ARRA Funded
 - 8 contractors in 25 of 56 counties
 - 185% of FPL & must be on TANF
 - 700 hours of employment
 - assist the participant in finding and retaining full-time employment that is sustainable and meets the needs of the family.
 - All barriers must be addressed
 - \$1,021,088

Accelerated Employment Statistics

- 2005 – 3 participants
- 2007
- 2008
- 2009
- 2010
- 2011 - 1 participant
- 2012 – 2 participants
- 2013 – 0 participants

Subsidized Employment Statistics

- **2010 - 444 participants**
 - 33 on TANF at time of placement (5/2010 TANF elig.)
 - \$11.16/ hour
 - 183 retained full time employment
- **2011 - 96 Participants**
 - 75 on TANF at time of placement
 - \$10.05/hr with 35 hours worked per week
- **2012 – 117 Participants**
 - 75 on TANF at time of placement
 - \$10.00/hr with 34 hours worked per week
- **2013 - 166 Part**
 - 67 TANF on TANF at time of placement
 - \$9.90/hr with 36 hours worked per week

Implementing Subsidized Employment

- Federal Funds
- Finding contractors interested in serving the most rural areas.
- Cost in SFY 13
 - Budget of \$1,021,088
 - Expenditures of \$892,192
 - Cost per participant = \$5,374.64 for 166 participants
 - Workers compensation rules & UI
- Request for Proposal process 2014

Engaging Employers

- High Demand Fields
 - Employers want people ready to hit the ground running.
- Regional
 - Western side of the state, Kalispell and Missoula Employers have a large pool of applicants and would rather hire skilled workers.
 - Eastern side of the state – Low skilled with high wages. McDonalds pays \$16.00 starting wage.
 - Tribal areas have little or no employment even when subsidized. Very few employers.
 - Large farming and ranching communities
 - Easier to find employers in Cities
 - every one knows everyone in rural areas

Engaging Participants

- Applicants do not want someone to find them a job
- Outreach is difficult - Hard to find participants in rural areas & to get the word out (media has worked well)
- Case management – challenging, lots of travel and phone, with limited cell service
- Transportation & Child care

Lessons Learned

- Accurate and consistent Data
 - Employment out comes
 - 3 months
 - 6 months
 - Recidivism
 - Work Participation Rates
 - Consistency in program delivery
 - “branding”
 - Regional – How to best provide services
 - What is considered a sustainable wage?

The Montana Subsidized Employment Program

Questions?