

The Subsidized and Transition Employment Demonstration

## Tribal Solutions

# Subsidized Employment Programs Serving American Indians and Alaska Natives

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September 17, 2019



Presentation for 2019 National Tribal TANF/  
NEW Summit

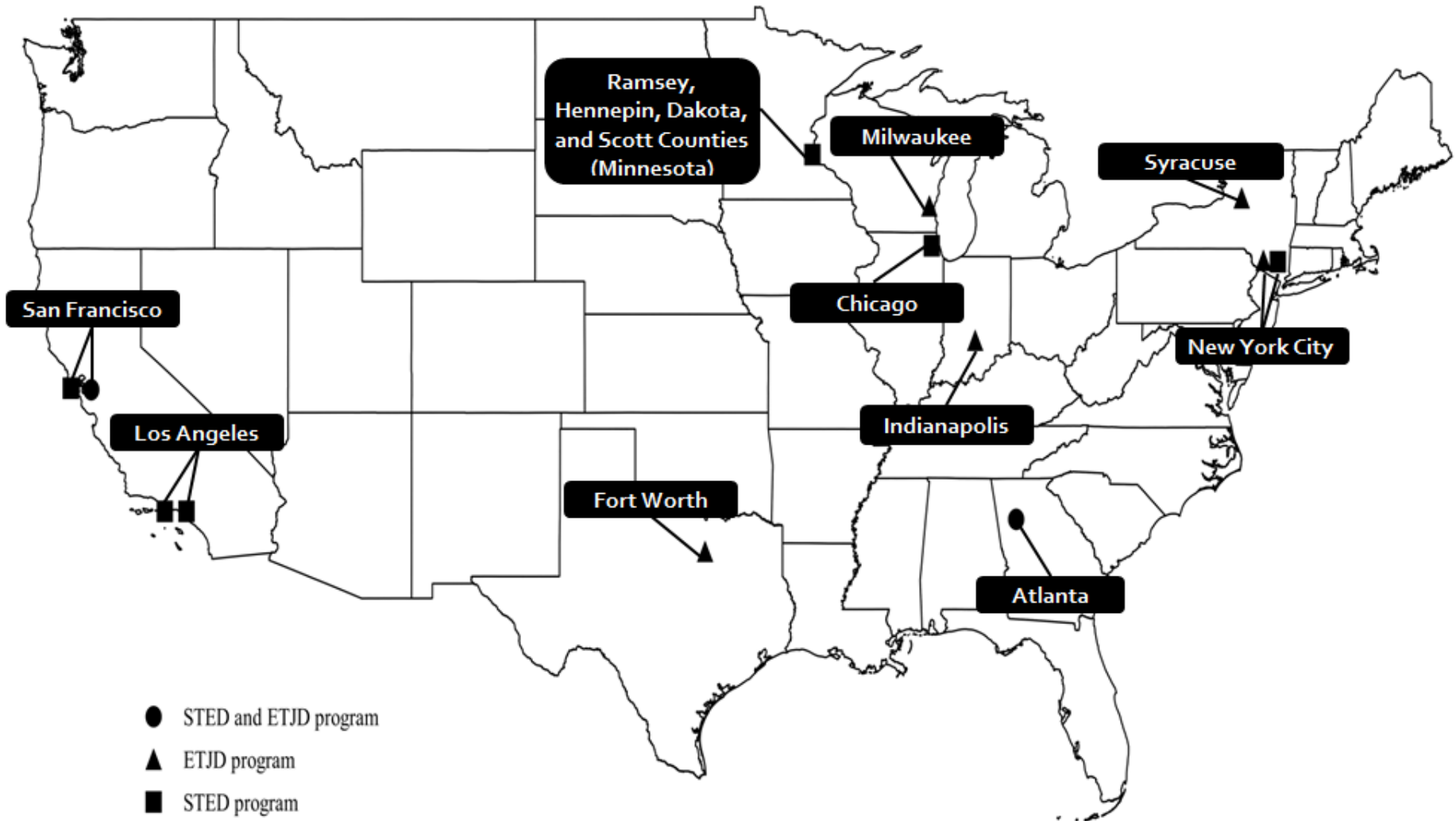
# STED and ETJD Overview

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- Evaluations funded by the U.S. Department of Health and Human Services and U.S. Department of Labor
  - ▣ Subsidized and Transitional Employment Demonstration (STED)
    - Random assignment design
    - Target populations include TANF recipients, disconnected youth, non-custodial parents, youth involved with the justice system, and other low-income populations
  - ▣ Enhanced Transitional Jobs Demonstration (ETJD)
    - Random assignment design
    - Target populations were either noncustodial parents or previously incarcerated individuals
  - ▣ HHS/DOL collaboration between STED and ETJD projects
    - Shared reports, data collection and timing, learning

# STED and ETJD Site Locations

3



# Special Topic Report: Subsidized Employment In Tribal Communities

4

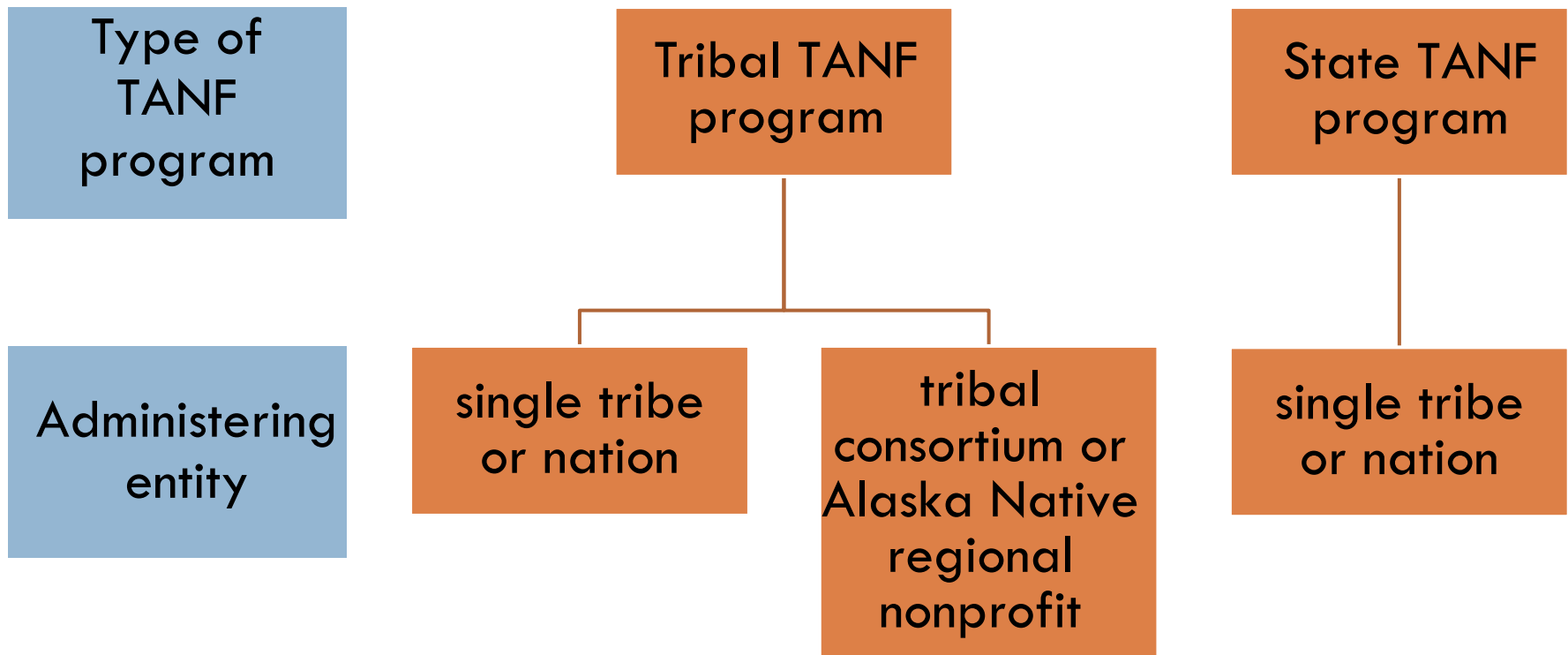
- Descriptive report focused on use of subsidized employment in tribal communities
- Interviews with program administrators of eight subsidized employment programs serving tribal communities
- Site visits to two programs, including observations of program activities and interviews with staff, employers, and participants

# Primary Research Questions

5

- How do Tribal TANF programs use subsidized employment to engage TANF recipients in work activities?
- What challenges do Tribal TANF programs face in implementing subsidized employment programs?
- How do the approaches to subsidized employment taken by some Tribal TANF programs differ from other subsidized employment models used to serve low-income people?

# Administration of TANF in Tribal Communities

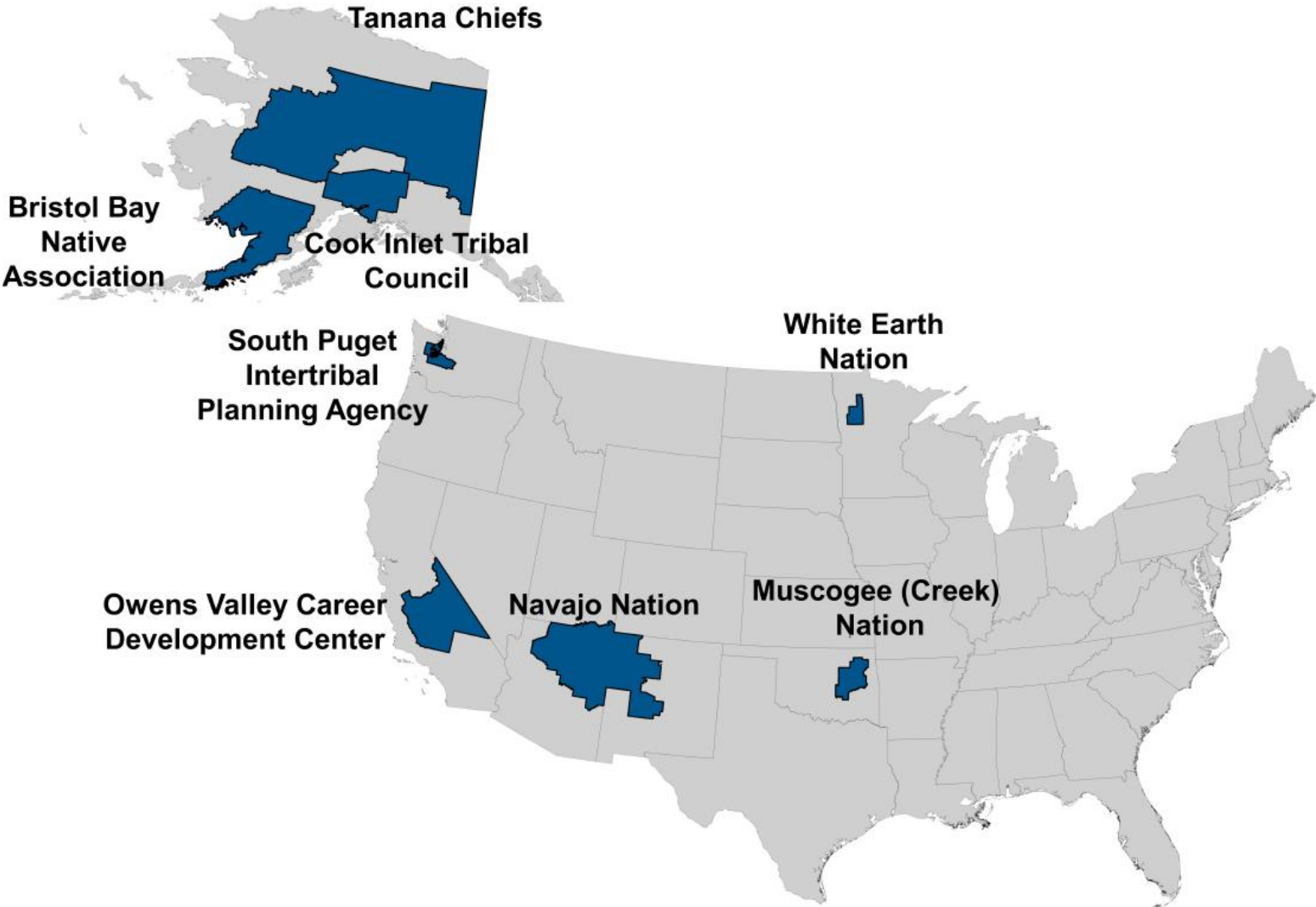


# Tribal TANF Program Design

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- Tribal TANF programs have greater flexibility in designing their programs
  - ▣ Expanded definition of work activities
  - ▣ Fewer restrictions on education and training
  - ▣ Work participation and work hours requirements negotiable
  - ▣ Exemption from time limits based on local economic circumstances

# Eight Communities Discussed in the Report





# Overview of the Eight Programs

9

Tribal TANF Program  
Administered by  
Single Tribe

- **Muscogee (Creek) Nation:** OK
- **Navajo Nation:** AZ, NM, UT

Tribal TANF  
administered by  
tribal consortium or  
Alaska Native  
Regional Nonprofit

- **Bristol Bay Native Association:** AK
- **Cook Inlet Tribal Council:** AK
- **Owens Valley Career Development Center:** CA
- **South Puget Intertribal Planning Agency:** WA
- **Tanana Chiefs Conference:** AK

State TANF program  
administered locally  
by a single tribe

- **White Earth Nation:** MN

# Barriers to Employment in Tribal Communities

10

- ❑ High unemployment rates
- ❑ Poverty rates nearly twice national rate
- ❑ Suicide rates 2.5 times the national average
- ❑ Alcoholism mortality over five times as high
- ❑ Limited availability of child care and public transportation infrastructure

# Subsidized Employment – Two Primary Purposes

11

Work opportunities to individuals with barriers to employment that may lead to unsubsidized employment

Temporary jobs when there are more people who want to work than there are available jobs

# Local Context Drives Approach

12

- Size of local economy and population density
- Varies within programs
  - ▣ Urban areas vs. remote villages
- Programs must adapt to seasonal employment patterns and subsistence activities

# Types of Placements

13

## Tribal organizations

- A way to help TANF recipients and support tribal operations
- Sometimes the only option

## Small businesses and non-profits

- Helps employers mitigate risk and offset labor costs
- More willing to look beyond barriers
- Job development is more labor-intensive
- Perceived as a way to give back to the community

# Commonalities in Approach to Wage Subsidy Models

14

- **High hourly wages**
- **Long subsidy duration**
- **Full wage subsidy** in most programs
- **Employer costs** often reimbursed
- Placement directly on **employer's payroll**

# Benefits of Subsidized Employment

15

- Increased **income**
  - ▣ Earned income that exceeds TANF grant amount
  - ▣ Eligibility for EITC and unemployment insurance
- **Work opportunities** for individuals with limited employment experience and barriers to employment
- Supporting **tribal operations**, especially in rural areas

# Challenges and Opportunities

16

- Employer buy-in often greatest when they perceive an **economic benefit** and an opportunity to **give back to their community**
- Placing participants **directly on the employer's payroll** can have economic benefits for participants and increase employers' stake in participants' success
- Small, rural tribal communities have **limited opportunities for unsubsidized employment and job growth**
- Programs must adapt to **subsistence living** or economies with highly **seasonal employment**



# See the Report

17

Glosser, Asaph, and Emily Ellis. (2018). Tribal Solutions: Subsidized Employment Programs Serving American Indians and Alaska Natives. OPRE Report 2018-94. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

<https://www.acf.hhs.gov/opre/resource/tribal-solutions-subsidized-employment-programs-serving-american-indians-and-alaska-natives>

# Questions?

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