

# NCP Choices

## Non-Custodial Parent Employment Program

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July 28, 2010

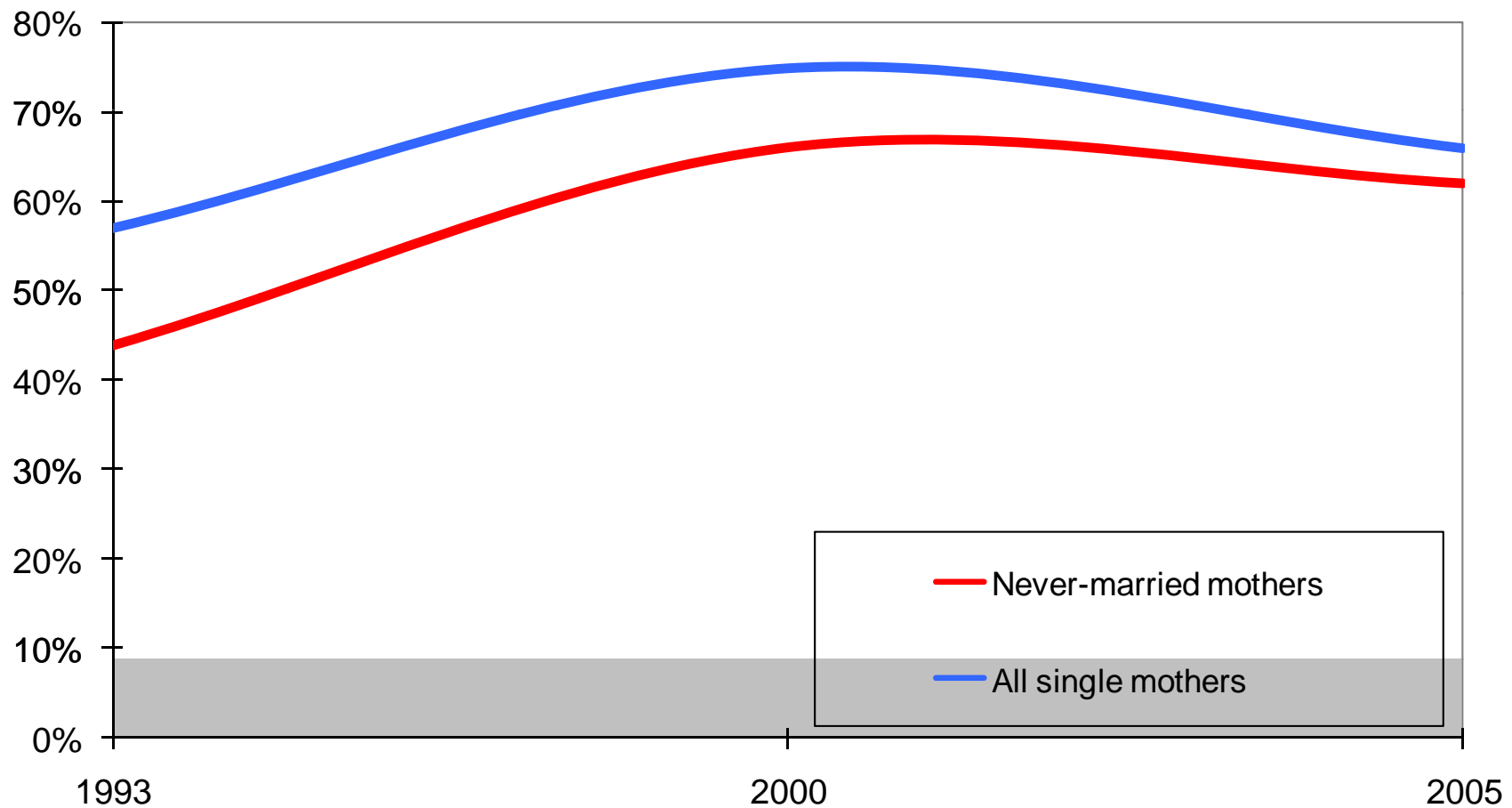


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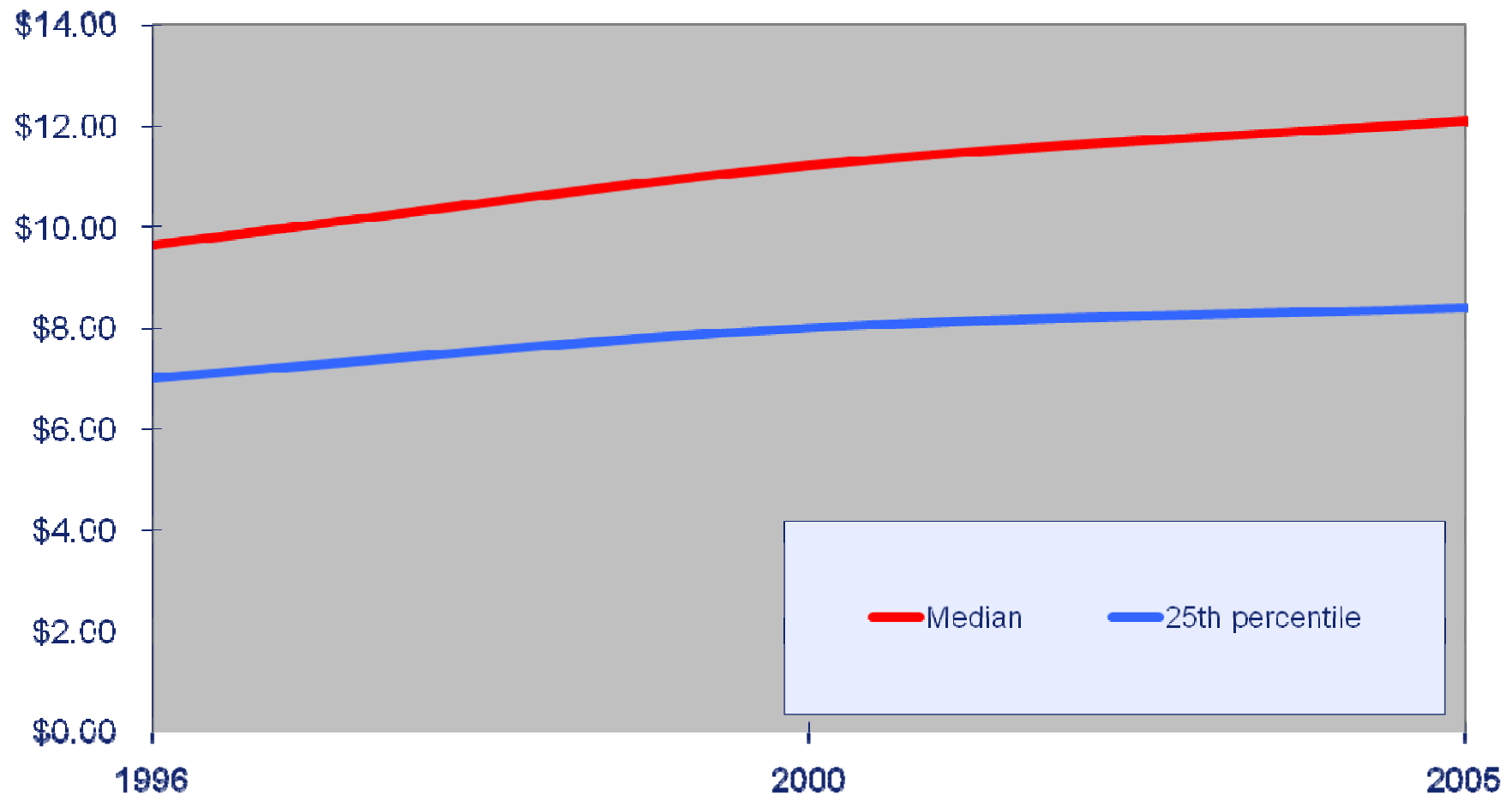
# How Did Single Mothers Fare During Welfare Reform?

## Percentage of single and never-married mothers working



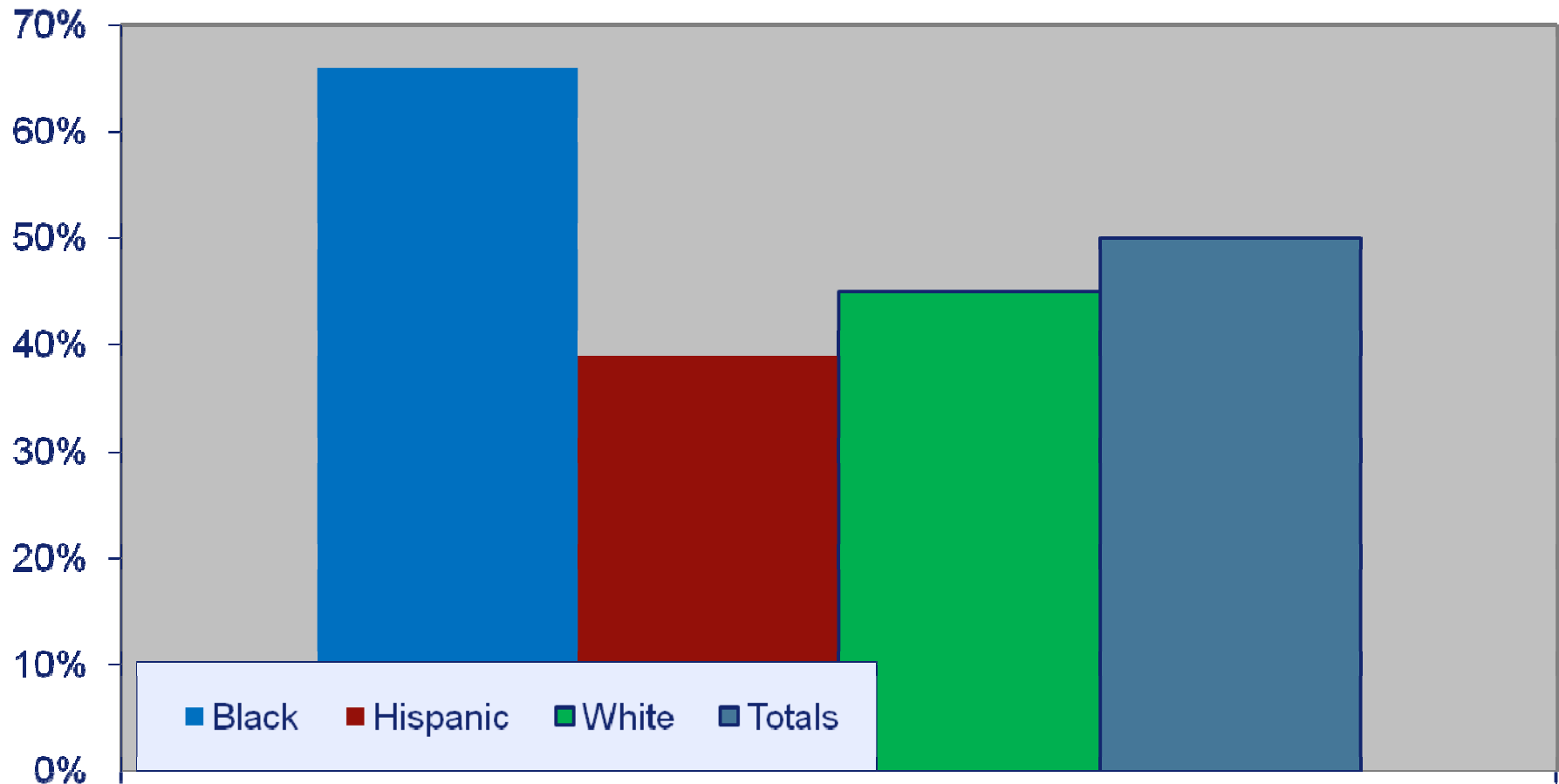
# How Did Single Mothers Fare During Welfare Reform?

## Hourly wages of single mothers



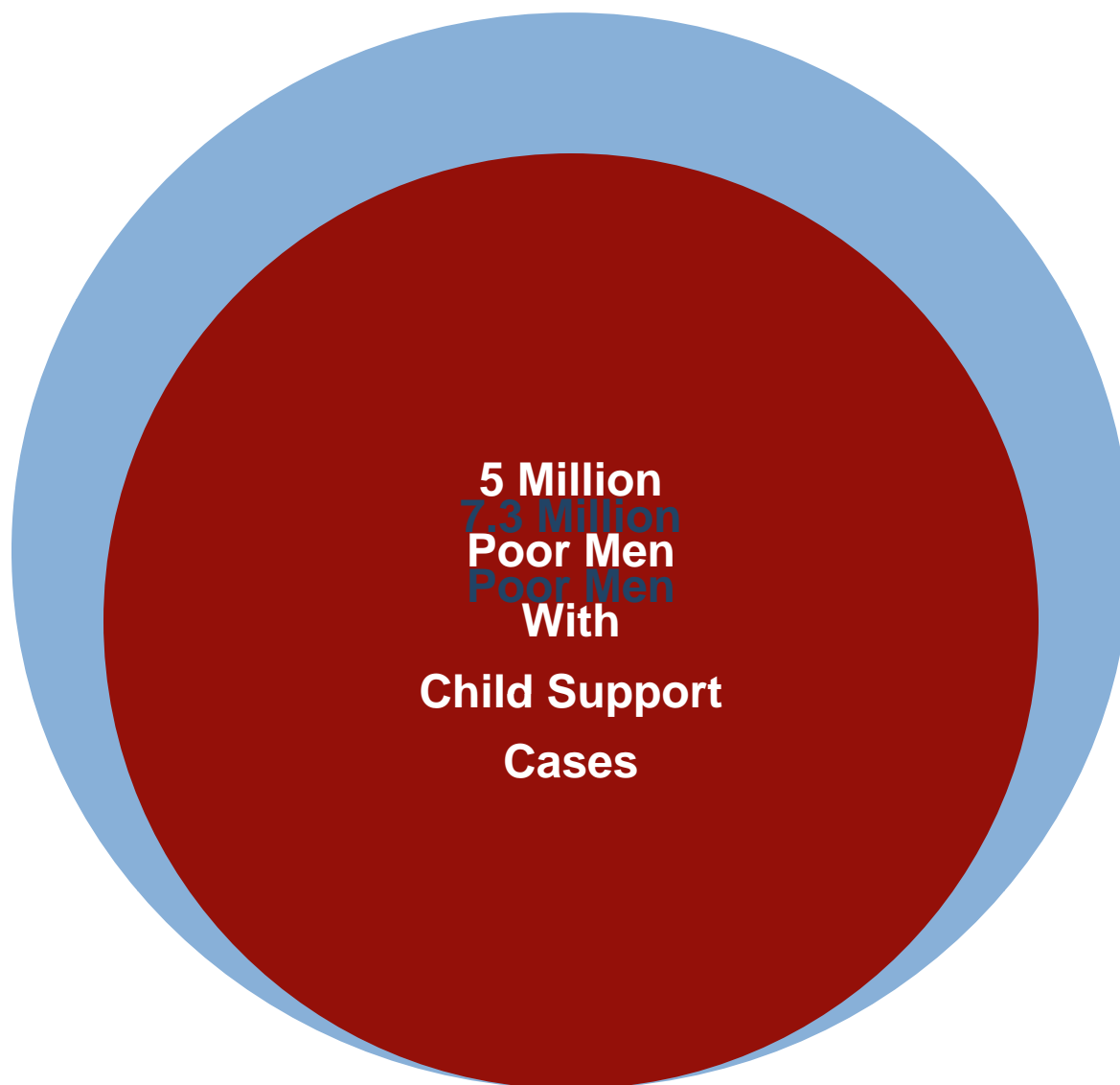
# What About Men Post Welfare Reform?

**Percentage of poor men not working any time during the year (2005)**





# Where the Men Are... (2005)



# Where the Men Are... (2005)



**3 Million**  
**3.6 Million**  
**Poor Men Not Working**  
**In The Previous Year**  
**The Previous Year**  
**With Child Support Cases**

# Challenges Faced by Prior Program Models:

**“Recruitment, enrollment and retention are critical if programs are to serve noncustodial parents. The programs involved in this study all found these to be their most challenging tasks...None of the programs indicated that they were "swamped" by NCPs or that they could not adequately serve those who were eligible.”**

Serving Noncustodial Parents: A Descriptive Study of Welfare-to-Work Programs  
Urban Institute/Mathematica Policy Research

**“All sites struggled to meet their initial enrollment goals, and falling short of these goals...added to the significant challenges...given that PFS required close cooperation of agencies that had not typically worked together.”**

Parents Fair Share Evaluation – Final Report

**“At all sites, recruitment was difficult and time consuming....Even those sites with the largest number of clients had to make tremendous efforts to identify and recruit...”**

OCSE Responsible Fatherhood Programs – Client Characteristics and Program Outcomes

**“Identifying young fathers who met the PFF eligibility criteria was one of the most critical challenges faced by the PFF projects...projects faced several secondary challenges that inhibited recruitment and enrollment ...difficulty acquiring adequate numbers of referrals from other agencies.”**

Implementation of the Partners for Fragile Families Demonstration



# NCP Choices



## **Program Model:**

**Enhanced employment services for NCPs with sanctions for those who fail to comply**

# NCP Choices

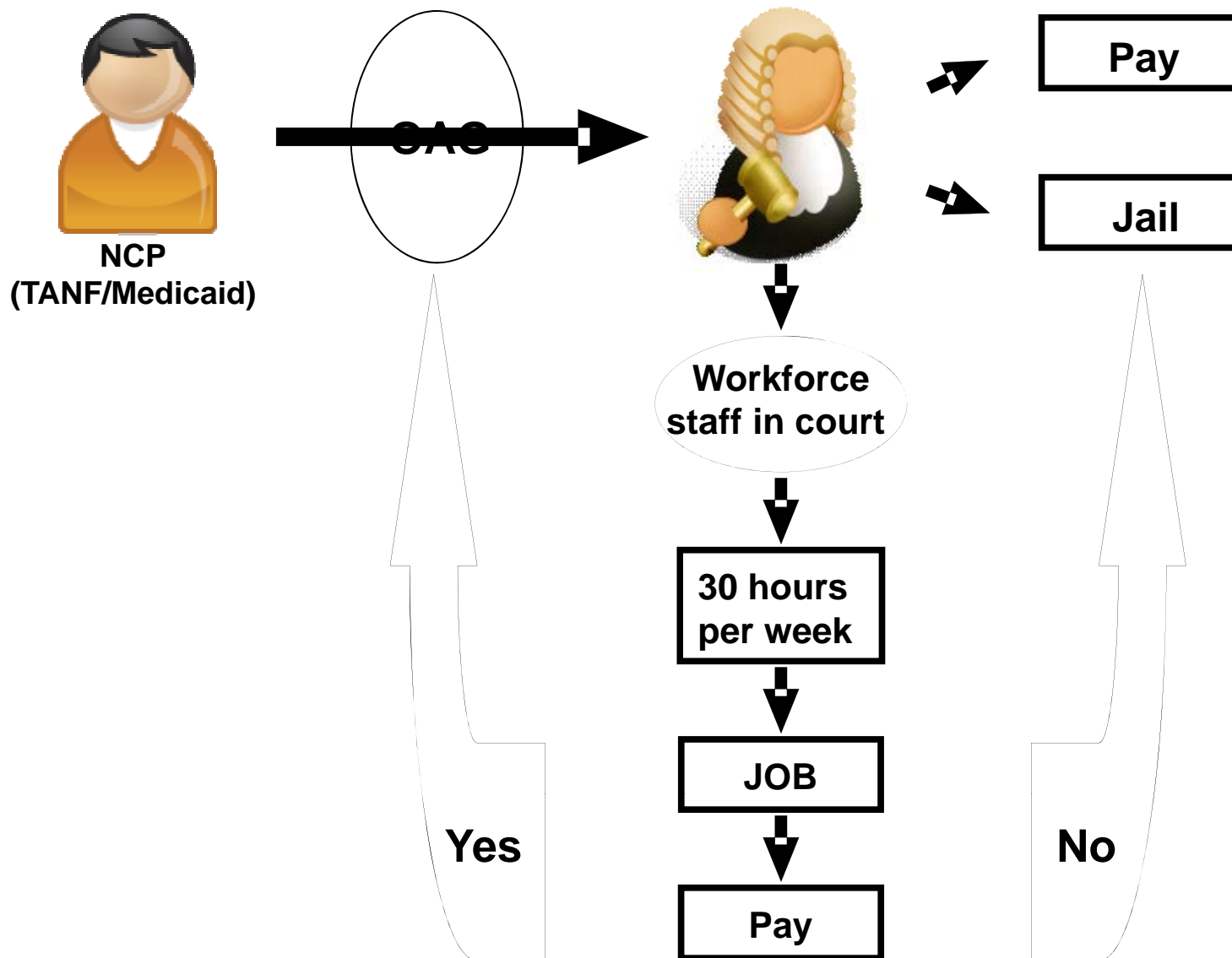
- **Goal: to help NCPs gain employment and better support their children.**
- **Partnership among Office of the Attorney General, Texas Workforce and local courts.**
- **Funded with Statewide TANF and OAG Federal incentive dollars (via ACF OCSE).**
- **Modeled after Choices - Texas' TANF Employment and Training program.**

# Service Population

## Typical NCP ordered into program:

- **35 year-old male,**
- **Low-income,**
- **Ex-offender (64%),**
- **12<sup>th</sup> grade education (over 1/3 without GED or diploma),**
- **Poor work history,**
- **Little work experience/few job skills,**
- **Owes over \$30,000 in child support.**

# How It Works



# Who Does What

## Child Support

- Identifies and preps cases,
- Monitors payments and Workforce reports,
- Prepares legal actions as needed.

## Workforce

- Receives NCPs ordered in at court,
- Provides services and monitors compliance,
- Reports to Child Support and courts.

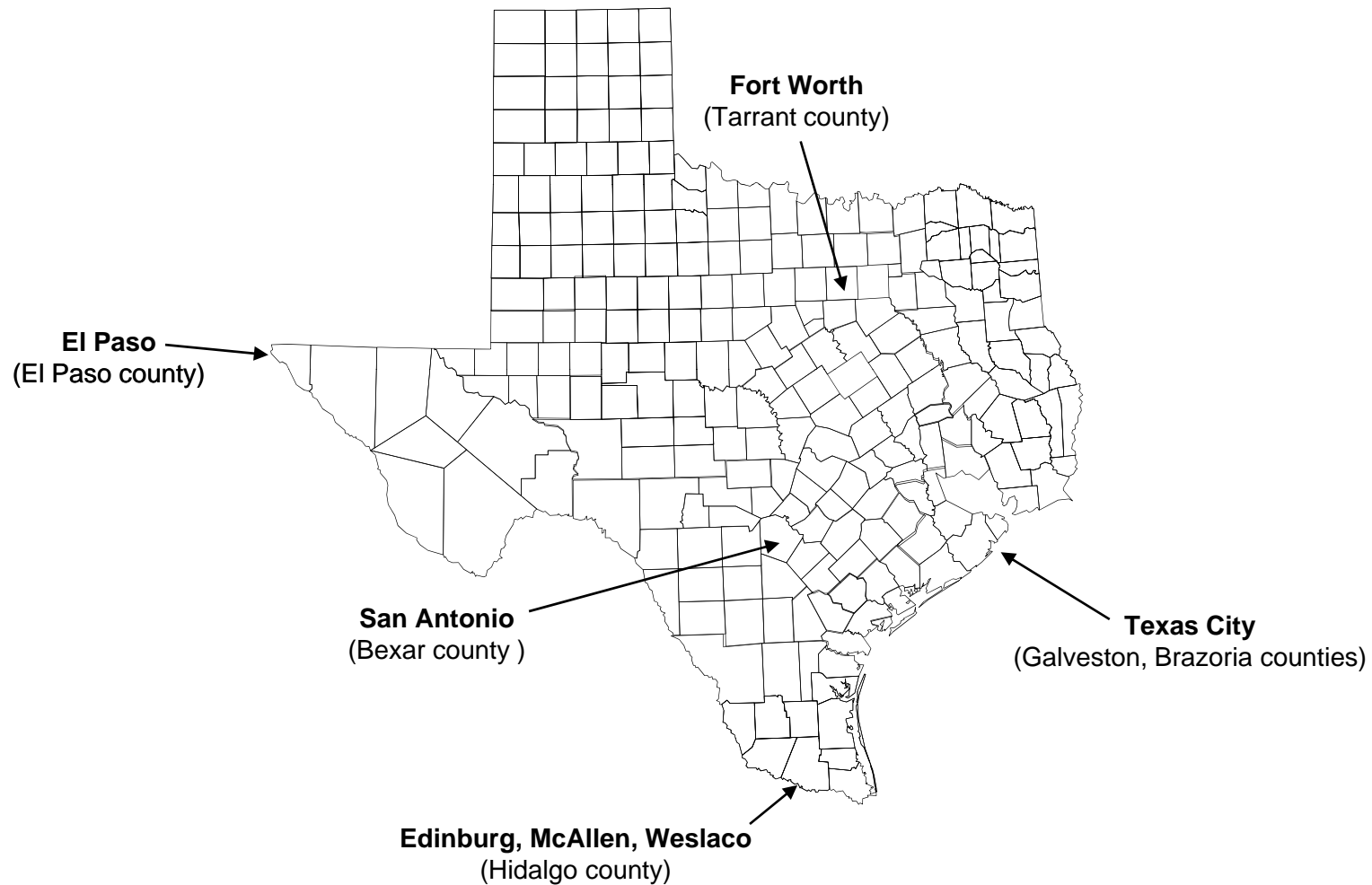
## Courts

- Order participation in program,
- Conduct compliance hearings,
- Apply swift and certain consequences.

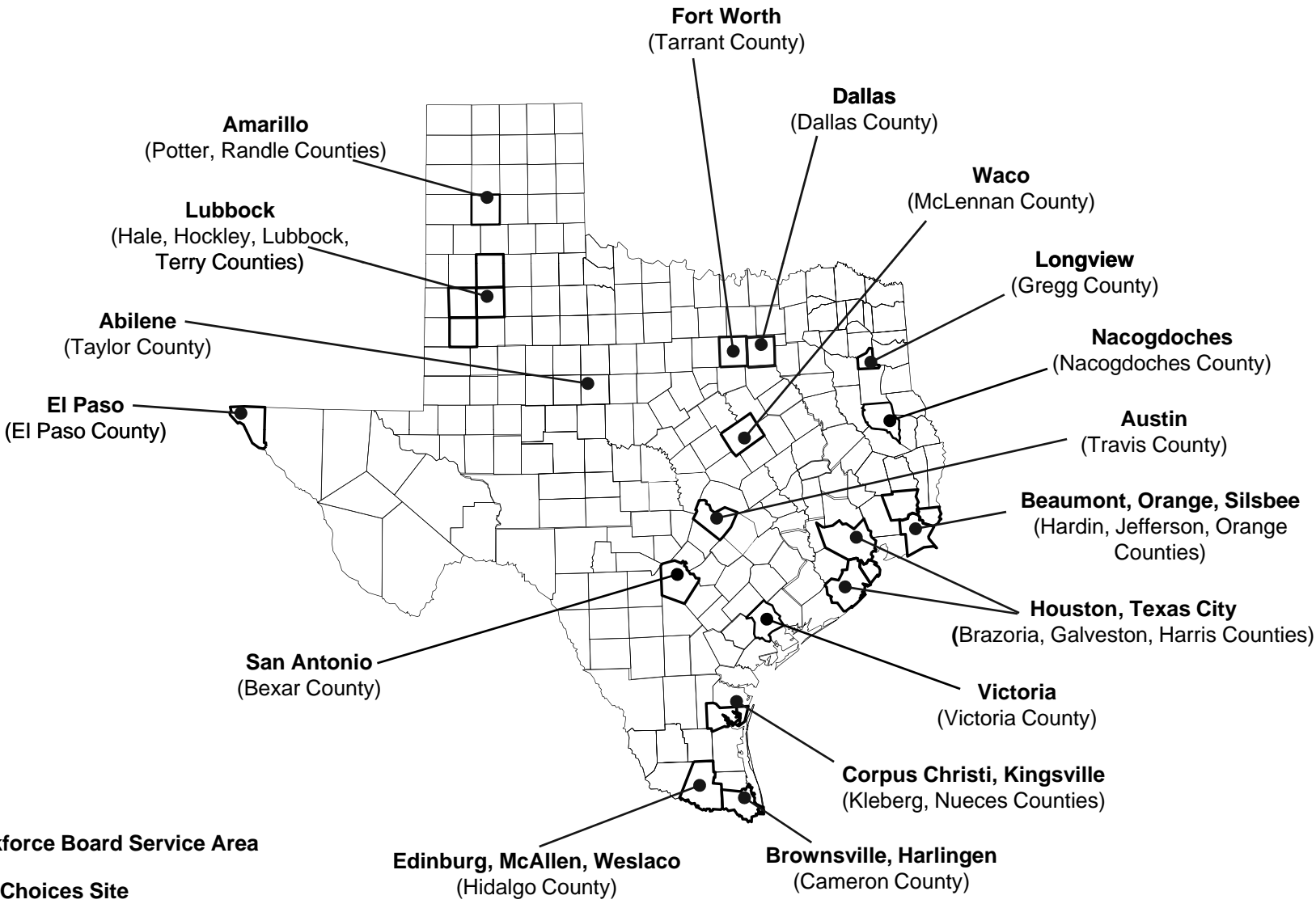
# What Makes a Successful Program

- **Consequences**
- **Co-location**
- **Choices Services:**
  - Job referrals, job development,
  - Support services,
  - Short-term training,
  - Subsidized employment/work experience,
  - GED, ESL classes,
  - Retention and career advancement assistance.
- **Case-management**
- **Communication**

# Pilot Sites (2005-2006)

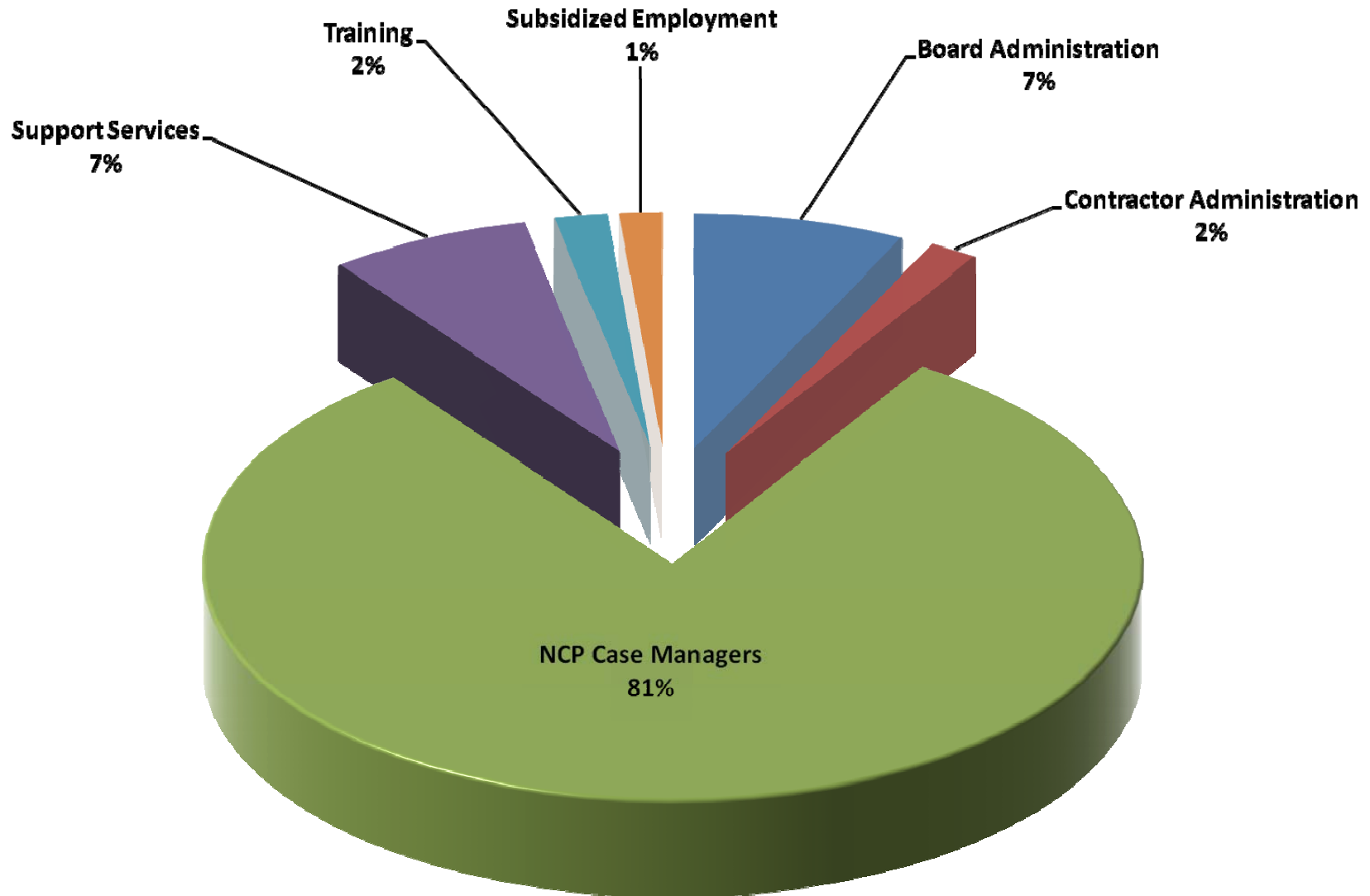


# Current NCP Choices Sites (2010)





# Where the Money Goes



# Results

- **81% of participating NCPs enter employment, on average, within 4 weeks of program entry,**
- **61% retain employment for at least six months,**
- **Over \$20 million in collections (10% is recovered assistance),**
- **Average cost per NCP served - \$1,000,**
- **Average child support collections per participant - \$3,150,**
- **21% drop in TANF use by treatment group custodial parents first year – 29% in years 2 to 4,**
- **Impact on federal child support performance measures (collections on arrears and current support),**
- **Diversion of NCPs from jail for non-payment.**

# Next Steps

- **Parenting, Employment, Education and Responsibility (PEER) impact evaluation,**
- **Procedures for “cross site” orders into program,**
- **Testing of establishment cases,**
- **Upgrade of Choices On-Line Tracking System (COLTS),**
- **Funding.**

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