

## **WORK FIRST PERFORMANCE GOALS**

### **SFY 2005-2006**

#### **I. Meeting All Parent and Two-Parent Federal Participation Rate**

The All-parent participation rate requirement is 50% for FFY 2006 and the Two-parent participation rate requirement rate is 90%.

States have no control over the work participation rate goals. These goals are specified in the federal regulations for TANF published by the Administration for Children and Families (ACF), Department of Health and Human Services.

#### **II. Adults Entering Employment**

At the request of the Employment Programs Committee, a variation on previous methodology was used to establish the employment goal. The methodology is essentially the same, except that it uses a projected average monthly adult caseload for the goal calculations rather than an actual average monthly adult caseload from the previous fiscal year. First, based on the first of month adult caseloads for each month of SFY 2005, the State's, and each county's expected first of month adult caseload for each month of SFY 2006 was calculated using standard exponential (and in a limited few instances where caseloads were very small, logarithmic) growth functions. From these projections, the average first of month adult caseload for the State, and each county, for SFY 2006 was calculated. Next, the statewide percentage of able-bodied adults who entered employment in SFY 2005 was determined by dividing the number of Work First adults who entered employment between July 2004 and June 2005 by the sum of the average first of month adult caseload for those months. Individual county goals were computed by applying this percentage to each county's projected SFY 2006 average first of month adult caseload, adjusted by the expected percent of the caseload to be sent to work, based on the county's Tier. This goal will be tracked by using the E&T indicator from EIS and will be an unduplicated count of adults who have a 1 or 3 entered into that field in the Eligibility Information System (EIS) to indicate employment.

#### **III. Staying off Welfare after Going to Work**

This goal will track the number of families who leave Work First because of earnings. We will count the number of individuals using the appropriate EIS Change Reason Codes codes: 65, 19, 5M, 1K, 6U or 34 for transfer to 12-month Medicaid or 8M, 4M, 33 or 78 for AAF cases with Pay Type 5. We will search the EIS tables for these families to determine if they have returned to Work First in the report month one year following their exit from Work First cash assistance. The goal for fiscal year 2006 is set at 90%.

#### **IV. Avoiding Dependency through Benefit Diversion**

Counties have provided Benefit Diversion payments to an increasing number of families each year. Based on the rate of increase in providing diversion payments, the statewide goal is set at 14,000 for fiscal year 2006. To determine the individual county goals, each county's total number of Work First applications taken between July 2004 and June 2005

was determined and these counts were summed for a statewide total. Then each county's percent of the statewide Work First applications was determined, and applied to the 2006 statewide goal of 14,000. Each month we will search the EIS system and sum the number of applications entered into EIS for the month with an A9 disposition, indicating Benefit Diversion Payment to the family.

[Note: A county that changes its policy regarding taking Work First applications that negatively impacts the annual number of applications processed may have difficulty meeting the Benefit Diversion goal for the current state fiscal year. This should not, however, be true for the subsequent state fiscal year.]

## V. Providing Employment Services

This goal addresses the number of adults in the Work First caseload who are actively receiving intensive employment services. This is indicated by an individual having hours of activities scheduled in the EPIS system for a given month. Because Work First policy provides for a three month period following initial application approval before adults must participate in work or work-related activities, we will begin tracking adults in the first month that they are active in Work First, but an adult will not be in the "denominator" (all WF adults) during the first three months of Work First unless they are also in the "numerator" (WF adults with scheduled activity, including assessment, in EPIS). Beginning with the fourth month of participation, we will search EPIS for each case containing adults to determine if hours of activity are scheduled.

Because of the federal requirement to meet a 50% all-parent rate and a 90% two-parent participation rate, for fiscal year 2006, counties need to be working with at least 80% of the single adult caseload and 100% of the two-parent caseload for scheduling activities to prepare adults for self-sufficiency.

## VI. Employment Retention

Each month a file will be transmitted to the Employment Security Commission containing the Social Security Numbers of adults who left Work First one year ago for excess earnings (using the codes entered into EIS for transfer to Medicaid or case termination). ESC will match the Social Security numbers with their wage files for the second quarter and fourth quarter following the report month to determine if they had earnings in the sixth and twelfth months following exit. The fiscal year 2006 goal is to have 60% retention at six months and 50% retention at 12 months. (The Employment Programs Committee elected to drop "retention at 12 months" as a goal for SFY 2006; however, this change cannot be made until the next approval of the TANF State Plan by the North Carolina General Assembly.)

[Note: Earnings data for employment retention does not include those individuals with unreported income (unknown to the Employment Security Commission) and may therefore reflect lower than actual counts of individuals with earnings at six and twelve months after leaving Work First. Also, data about earnings in the twelfth month following exit is not currently available from ESC. North Carolina may, however, have the ability to track income in addition to that reported to ESC with new data from the National Directory of New Hires beginning this fiscal year.]