

TANF Subsidized Employment - Pilot

Subsidized employment will be operated by the Keep a Job contractors. It is expected that 50 individuals, receiving TANF, will receive the service. They will be chosen from among three (3) groups:

- Participants completing Employment Connections services still in work experience.
- Participants struggling to maintain employment or employment with sufficient hours due to personal barriers.
- Participants that are in low level jobs who can benefit from subsidized employment in order to move them to toward self sufficiency.

Subsidized Employment will be statewide and may be in either the Private or Public sector. Jobs will be full time (30 hours per week & up) and subsidized employment can last up to 26 weeks. The outcome expectation will be employment with the employer where the client is placed. During the period of subsidized employment, it is expected that a Temporary Employment Agency will be the employer of record. It is allowable however for the Keep a Job contractor to choose to either be the employer or allow the subsidized worksite employer to be the employer.

Employers where the participant is placed whether public or private are expected to do the following:

- Provide a mentor on the work site
- Provide a job description.
- Provide a timesheet signed by the employer and the participant (possibly in addition to information provided to the Temporary Help Agency).
- Provide an evaluation of job performance.
- Provide enough work to keep the participant engaged.
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The Keep a Job contractor will:

- Develop the jobs
- Prior to placement with the employer, eliminate any participant barrier to a successful placement
- Continue to work with the participant to enable success
- Pay the cost of the employment to the participant, Temporary Agency or employer.

This program will begin on July 1, 2009 and will continue until either the goals are met or the expiration of the stimulus funding. For the period July 1, 2009 – September 30, 2009, a subsidized employment coordinator will be funded on a cost reimbursement basis at each of the vendors. This will not exceed 1 FTE for New Castle County and 1 FTE for Kent & Sussex Counties combined for the three (3) month period. After the three (3) month period, the expense for operating this program will be provided in the funding and payment will be performance based.

The expected outcome is that an additional 40 participants will obtain stable unsubsidized employment making them self sufficient by the end of their 12 month period in Keep a Job.

Cost of Subsidized Employment Program:

1. 1 month Estimate: \$785,000 (Cost Reimbursement)
 $\$11.50$ (participant wage)* 37.5 (hours per week)* 26 weeks (length of training period)* 140%
(40% is the estimate of the temporary agency expense)* 50 individuals

2. 3 month Staff Expense (Cost Reimbursement): \$18,000

3. Total Cost: \$813,000