

Texas Government Code 2308.101(14) requires the Texas Workforce Investment Council (Council) to provide annual reports to the Governor and Legislature, "including an annual report analyzing work development programs that focus on welfare to work initiatives."

This report aligns with *Destination 2010: FY2004-FY2009 Strategic Plan for the Texas Workforce Development System (Destination 2010)*, endorsed by the Council in September 2003 and approved by the Governor in October 2003.

Destination 2010 addresses the services provided and participants served by the Temporary Assistance for Needy Families (TANF) program in one of the plan's Critical Success Factors and a corresponding Long Term Objective.

Critical Success Factor:

Current and future workers (including TANF participants) will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will achieve this by maximizing participant outcomes at critical points in the continuum of education to employment, including:

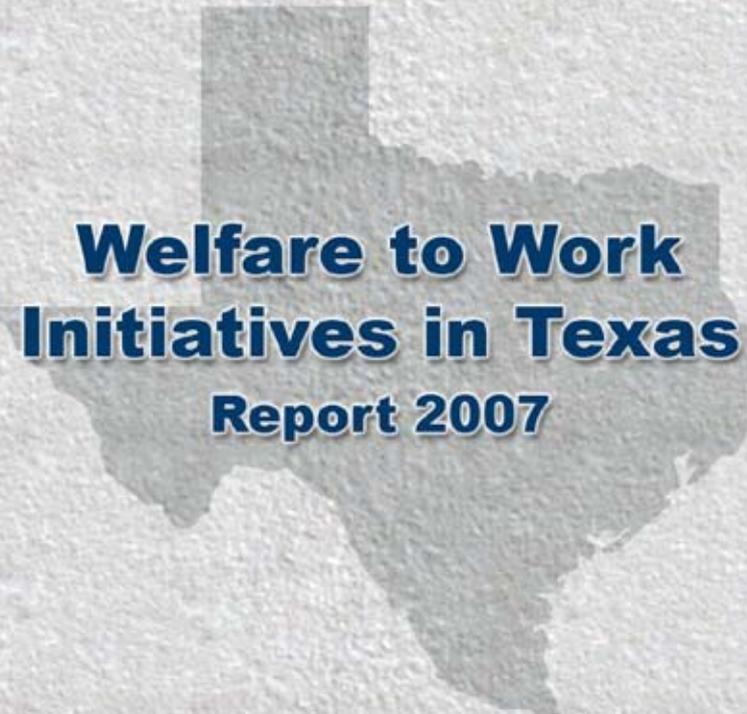
- *Adult Education*
- *Secondary Education*
- *Postsecondary Education*
- *Employment for mature workers through the Senior Employment Program*
- *High-growth population segments*
- *TANF participants*

Long Term Objective:

Decrease number of TANF recipients cycling on and off TANF to 44% by Q4/09.

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Texas Workforce Investment Council
December 2007



Welfare to Work Initiatives in Texas Report 2007

**Workforce Programs and Initiatives
in Texas that Focus on Welfare to Work**

December 2007

Dear Texas Workforce System Stakeholder:

The Texas Workforce Investment Council (Council) is pleased to present this eighth annual report, *Welfare to Work Initiatives in Texas: Report 2007*, as mandated by Texas Government Code 2308.101(14). This report was approved at the Council's December 7th meeting.

The information presented here is organized by two types of programs. *Programs that Directly Serve Temporary Assistance for Needy Families (TANF) and State Program (SP) Recipients* are those that serve only TANF or SP families. *Other Programs Available to Temporary Assistance for Needy Families and State Program Recipients* are those that serve other populations as well. For both types of programs, this report highlights general program information, federal and state administrative agencies, program purpose, target population, participant eligibility, types of services, and provides fiscal year results for each program. The most recent available twelve-month program data are presented for each program.

Since the implementation of welfare reform in 1995, Texas' welfare to work programs have been very successful, resulting in significantly reduced caseloads and increased employment. Partner agencies in the Texas workforce development system have worked diligently to help individuals successfully transition from public assistance to employment.

I commend this report to you.



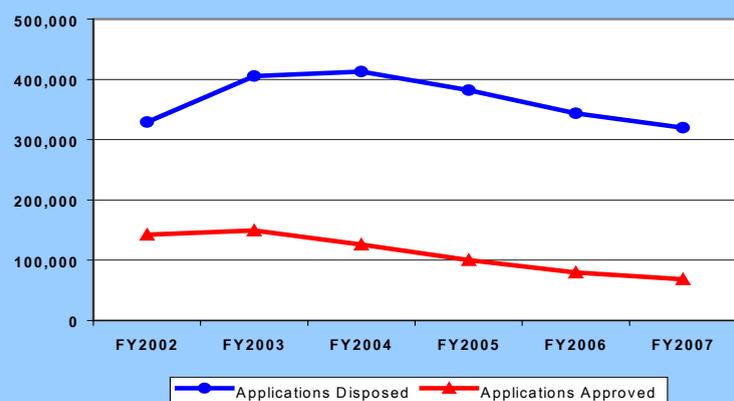
John W. Sylvester
Chair

Programs That Directly Serve Temporary Assistance for Needy Families and State Program Recipients

Temporary Assistance for Needy Families and the State Program

Temporary Assistance for Needy Families (TANF) is the federal cash grant program for eligible low-income adults with children. The State Program (SP) is the state funded cash assistance program for eligible low-income two parent families with children. The Texas Health and Human Services Commission (HHSC) is the state agency in Texas designated for TANF and SP administration. HHSC collaborates with community partners to identify, develop, and expand resources to encourage independence. HHSC is responsible for eligibility determination, eligibility-related issues such as sanctions, assigning exemptions, and tracking the number of months a recipient is on TANF for purposes of state and federal time-limits. HHSC administers Medicaid and Food Stamps, two additional support programs utilized by TANF and SP recipients. The program results below show the number of applications for TANF and SP that were processed and approved over a six year period.

**Total TANF & SP Applications Processed & Approved
FY 2002 - FY 2007**



Federal Administrative Agency: U.S. Department of Health and Human Services, Administration for Children and Families
State Administrative Agency: Health and Human Services Commission
Purpose of Program: Cash grant program for eligible families
Participant Eligibility: Based on income and size of family
Types of Services: Eligibility determination, eligibility-related policies, administration and distribution of cash grants

FY 2007 Program Results:
Number Applications Processed: 319,983
Number Applications Approved: 68,317

Programs That Directly Serve Temporary Assistance for Needy Families and State Program Recipients

Choices

Choices, Texas' employment and training program for adults receiving cash assistance, has continued to successfully assist TANF and SP adults to enter employment. Through its "Pay for Performance/Work First" model, the program serves adults by preparing, training, and placing them in work. The Choices program is administered by the Texas Workforce Commission and by Local Workforce Development Boards through contractors that operate workforce centers across the state. The program results below show, in FY 2007, Choices served 43,380 adults, resulting in an entered employment rate of 92.2%. Employment retention rate data is included on the graph for the calendar years listed, with partial years represented for 2002 and for 2006, due to data availability. This rate shows steady improvement from 72.4% in the last three quarters of 2002 to 75.5% in the first half of 2006.

**Choices Program Entered Employment Rate & Employment Retention Rate
FY 2002 - FY 2007**



Federal Administrative Agency: U.S. Department of Health and Human Services, Administration for Children and Families
State Administrative Agency: Texas Workforce Commission
Purpose of Program: Employment and training activities for TANF and SP adults
Target Population: TANF and SP adults
Participant Eligibility: Adults required or volunteering to participate in work activities
Types of Services: Job readiness activities, vocational and other training, educational activities, job search, support services, case management

FY 2007 Program Results:
TANF and SP adults served: 43,380
Entered Employment Rate: 92.2%

Other Programs Available to Temporary Assistance for Needy Families and State Program Recipients

Self-Sufficiency Fund

The Self-Sufficiency Fund is funded by TANF. To apply for Self-Sufficiency funds, employers, or consortia of employers, form a partnership with a community or technical college, the Texas Engineering Extension Service, or a local community-based organization to provide training and act as the fiscal agent for the project. The program is employer and demand driven as training is customized to the needs of participating employers. Employers agree to hire individuals successfully completing the training. TANF or SP adults, adults with children who are receiving Food Stamps, or families who are at risk of being on welfare are all eligible for Self-Sufficiency training. The program results below reflect the percent of trainees successfully completing the program and entering employment, and the number of trainees served.

Federal Administrative Agency: None
State Administrative Agency: Texas Workforce Commission
Purpose of Program: Provides customized training
Target Population: TANF and SP adults, adults with children receiving Food Stamps, families at risk of being on welfare
Participant Eligibility: Eligibility for the above named programs
Types of Services: Customized training with grants awarded through community and technical colleges, statewide extension services, and community-based organizations

FY 2007 Program Results:
Number Trainees Served: 2,882
Number of Participating Employers: 294

Adult Education

The Adult Education program is authorized under Title II of the Workforce Investment Act, titled Adult Education and Family Literacy. The program provides services to adults to become literate and to obtain the knowledge and skills necessary for employment and self-sufficiency. These skills might include: academic skills training, workforce readiness, work-related training, parenting skills, English as a second language, or GED preparation. Adult education providers are strongly encouraged to form collaborative partnerships with local workforce development boards, local support service providers, and employers. The program results below show the number of TANF and SP adults in adult education services.

Federal Administrative Agency: U.S. Department of Labor and U.S. Department of Education
State Administrative Agency: Texas Education Agency
Purpose of Program: Provide basic education to adults
Target Population: Adults
Participant Eligibility: None
Types of Services: Adult basic education, English as a second language, GED preparation, workforce readiness, work-related training, and similar services

FY 2007 Program Results:
Number TANF and SP served: 9,533
Number of Contact Hours: 884,975
Percent Completing Level: 36%
Percent Continuing to Next Level: 32%
Number of GEDs Completed: 468
Percent of GEDs Completed: 52%

Other Programs Available to Temporary Assistance for Needy Families and State Program Recipients

Application Assistance Programs

Supplemental Security Income (SSI) and Retirement, Survivors, and Disability Insurance (RSDI) are two federal programs that provide cash assistance and other benefits for the disabled or those otherwise unable to work. A portion of the TANF and SP population is often eligible for these programs. The Texas Health and Human Services Commission contracts for services to assist TANF and SP individuals through the application and appeals process. The contractor identifies individuals who are likely eligible, assists them to apply, gathers supporting documentation, and assists with the appeals process if the initial claim is denied. The program results below show the number of individuals who were accepted for SSI or RSDI and the number of individuals who have pending initial claims.

Federal Administrative Agency: None
State Administrative Agency: Health and Human Services Commission
Purpose of Program: To assist TANF and SP individuals in the application and appeals process for SSI and RSDI
Target Population: TANF and SP adults
Participant Eligibility: Same as TANF
Types of Services: Application assistance, assistance with paperwork such as doctor's referrals, and assistance with appeals

Due to program changes, data related to this program is not available this year. The reporting agency (HHSC) has implemented an in-house strategy for identifying and providing application assistance to TANF clients. Currently, the program has not been running long enough to capture the requested data. FY 2006 program results showed 797 individuals accepted by SSI or RSDI and 746 with pending claims or in appeal process.

Workforce Investment Act (WIA), Title I-B

TANF adults are eligible to receive Workforce Investment Act (WIA) services. Core services are available to all adults, and intensive services are available to adults who are unable to find employment through core services alone. Intensive services are individualized and may include more intensive assessments, individual counseling, employment planning, and prevocational and vocational training. WIA also offers services to dislocated workers, unemployed because of plant closures, company downsizing, or significant changes in market conditions.

Federal Administrative Agency: U.S. Department of Labor
State Administrative Agency: Texas Workforce Commission
Purpose of Program: Employment and training for adults
Target Population: Adults seeking employment, employment information, or upgrading of skills
Participant Eligibility: None for core services
Types of Services: Core services include skill assessment, labor market information, consumer reports on training programs, and job search. Access to job training.

FY 2007 Program Results:
Number of individuals served: 46,517
Number of dislocated workers served: 14,373