



Department of
Job and Family Services



Office of Human
Services Innovation



A New Way to Work

OJFSDA CCMEP Meeting

May 6, 2016



Overview and Agenda

- Introductions
- County plan
- Transition plan
- Performance and accountability
- Resources and training calendar
- Q&A

A job is the
best anti-
poverty
program



Reminder! *Designate Your Lead Agency*

- By May 16th choose either:
 - County department of job and family services, or
 - Workforce development agency
- Sample resolution available at:
<http://humanservices.ohio.gov/ccmepimplementation/Lead-agency-sample-resolution.stm>
- Submit resolution to: amy.smith@jfs.ohio.gov



County Plan



CCMEP County Plans

- Lead agency must submit county plan by **Tuesday, May 31st**
- Form (JFS-03001) available at:
<http://www.odjfs.state.oh.us/forms>
- County plans should be submitted to:
OHSI-UPDATE@jfs.ohio.gov



County Plan Preparation

- Provides description of how county will operate CCMEP
- Emphasis on county flexibility
- Build plan in partnership - both CDJFS and workforce development agency
- Workforce Development Board sign off



Table of Contents

1. Lead agency and coordination with partners
2. Population served
3. Co-location of services
4. Referral and eligibility
5. Comprehensive assessment and individual opportunity plan
6. Program services
7. Case managers and case management
8. Performance measures



Amendments

- Plan covers two year period:
(7/1/2016 – 6/30/2018)
- County plan can be amended by lead agency
as needed
- Submit to ODJFS within 10 days



Transition Plan



CCMEP Transition Plan

- Plan includes the transition of current mandated participants into CCMEP.
- Mandated participants include:
 - OWF work-eligible individuals
 - WIOA youth participants



OWF Work Eligible Individuals

- Will be gradually transitioned to CCMEP when the individual completes any of the following activities:
 - Recertifies for benefits;
 - Completes an interim report; or
 - Makes a change to their benefits.
- Must be transitioned by December 31, 2016.



OWF Work Eligible Individuals

- All transitioning OWF work-eligible individuals transitioned to CCMEP will:
 - Be referred to CCMEP.
 - Complete the comprehensive assessment.
 - Have their self-sufficiency contract converted to the individual opportunity plan (IOP).
- Once IOP is signed, individuals will follow all established rules of CCMEP and will be included in lead agency performance measures.



WIOA Youth Program

● Before July 1, 2016

- Review current WIOA youth participants.
- Close youth program case and begin follow-up services if the participant has completed the WIOA youth program or if not actively involved in the program.
- If co-enrolled in WIOA adult program, close the WIOA youth program and serve participant exclusively under the WIOA adult program.



WIOA Youth Program

- Beginning July 1:
 - Currently enrolled WIOA youth participants, ages 16-24, will be transitioned to CCMEP and the lead agency.
- Lead agency will review the participant's individual service strategy (ISS) and progress of service delivery.
 - Do not need to develop a CCMEP IOP if changes in the ISS are not necessary
 - By December 31, 2016, if the case is still open, the CCMEP IOP will be developed and signed by the participant.



WIOA Youth Program

- To utilize TANF funds, the youth must complete TANF eligibility and an IOP must be developed and signed.
- WIOA youth determined eligible prior to June 30, but did not complete an objective assessment, ISS, or did not enroll in a service will be considered a new CCMEP participant.



WIOA Youth Program

- All WIOA youth transitioned into CCMEP will be included in lead agency CCMEP performance measures as well as the local area's WIOA youth performance measures.
- Transitioning WIOA youth participants do not have to complete the following CCMEP requirements:
 - WIOA youth program intake form
 - Comprehensive assessment
 - IOP unless a change in service delivery occurs or Dec. 31.



WIOA Youth Program

- The following requirements are not implemented until an IOP is signed:
 - 20 hour activity requirement
 - Provision of CCMEP activities
- All remaining rule requirements for CCMEP will be followed for WIOA youth participants when transitioned to CCMEP July 1.



WIOA Youth Program

● Work Experience

- If transitioning WIOA youth is currently in work experience and WIOA is directly paying participant, the local participating agency will continue to pay directly until work experience ends.
- Any work experience which begins after July 1 or will be supplemented with TANF funds, TANF or WIOA funds will not be used to directly pay a program participant.



Performance and Accountability



Performance and Accountability

1. CCMEP Performance Measures
2. Ohio Works First (OWF) Work Participation

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CCMEP Performance Measures

- What are the measures applicable to CCMEP Program Performance and which participants are included in the measures?
- When will CCMEP performance measures be evaluated?
- What are performance standards and how will standards be negotiated?
- What constitutes CCMEP performance success or failure?
- What are the consequences of failing performance measures?



Program Measures

- CCMEP Program
 - Lead agency performance will include each program participant that signs an individual opportunity plan (IOP) on or after July 1, 2016 and WIOA Youth transitioned to CCMEP
- WIOA Program
 - Local workforce development area performance is based upon the number of individuals that received a WIOA-funded service



What are the Performance Measures?

- CCMEP Primary Performance Measures
- CCMEP Intermediate Measures
- WIOA Primary Performance Measure
- CCMEP Additional Measures



CCMEP Primary Performance Measures

1. Employment 2nd Quarter After Exit
2. Employment 4th Quarter After Exit
3. Education, Training or Employment 2nd Quarter After Exit
4. Education, Training or Employment 4th Quarter After Exit
5. Credential Attainment Rate
6. Median Earnings 2nd Quarter After Exit
7. Effectiveness in Serving Employers (i.e., Job Retention)



CCMEP Intermediate Performance Measures

- A. Measureable Skills Gain
- B. Job Placement



WIOA Primary Performance Measures

1. Education, Training or Employment 2nd Quarter After Exit
2. Education, Training or Employment 4th Quarter After Exit
3. Median Earnings 2nd Quarter After Exit
4. Credential Attainment Rate
5. Measurable Skills Gain
6. Effectiveness in Serving Employers



Additional Measures

- Participant Characteristics
 - Age, education status, education level, barriers to employment etc.
- Program Characteristics
 - Percentage receiving training
 - Percentage receiving intensive services
- Exiters
 - Exit rate, positive exit rate, and performance exclusion rate
- Evaluative
 - Customer Feedback
 - Increase in Earnings



When will CCMEP performance measures be evaluated?

- CCMEP Intermediate Measures
 - During Enrollment
- CCMEP Primary Measures
 - After Program Exit
 - All measures occur 4 to 6 quarters after exit



CCMEP Performance Schedule

PY 2016 (July 2016 – June 2017)	PY 2017 (July 2017 – June 2018)	PY 2018 (July 2018 – June 2019)	PY 2019 (July 2019 – June 2020)
CCMEP Cohort Year 1	CCMEP Cohort Year 2	CCMEP Cohort Year 3	CCMEP Cohort Year 4
Lead agencies start serving 16-to-24 year olds	PY 2017 Standards <i>(outcomes of PY 2016 exiters)</i>	PY 2018 Standards <i>(outcomes of PY 2016 and PY 2017 exiters)</i>	PY 2019 Standards <i>(outcomes of PY 2017 and PY 2018 exiters)</i>
Intermediate Measures (Quarterly reports)	Intermediate Measures (Quarterly reports)	Intermediate Measures (Quarterly reports)	Intermediate Measures (Quarterly reports)
	Corrective Action Plan	Corrective Action Plan	Financial Penalty



Performance Standards

- A standard is defined as a level or target to meet
- Each lead agency will have an opportunity to negotiate its CCMEP performance standards with ODJFS.
 - The local workforce development board and county lead agencies must work together when negotiating the CCMEP measures in order to ensure that the CCMEP standard does not jeopardize the local area's ability to meet the WIOA youth negotiated measures.
 - CCMEP performance standards for PY 2017 will be negotiated in June 2016.



Performance Standards

- Primary Performance Measures
 - All standards will be in the form of a percentage rate for all primary performance measures except median earnings which will be in the form of a dollar amount
 - Effectiveness of Serving Employers will use PY 2017 to establish a baseline for establishing a standard for PY 2018 and beyond
- Intermediate Measures
 - Will use PY 2016 and PY 2017 to establish a baseline for establishing standards for PY 2018 and beyond



CCMEP Primary Performance Measure Success Calculation

- First, calculate the percent of the standard achieved for each individual measure.
 - Example: standard is 80%
 - agency attains 72%
 - = 90% of the standard (i.e., $72\% \div 80\% = 90\%$)
- Then, average the percentages of standards for all performance measures
 - Example: $[90\% + 85\% + 99\% + 102\% + 79\% + 97\% + 90\%] \div 7 = 92\%$



CCMEP Primary Performance Measure Success Calculation

- Performance success occurs if:
 - 1) The lead agency achieves at least 90 percent average of outcomes across all performance measures; **and**
 - 2) The lead agency achieves at least 50 percent of standard on any single, individual measure.

Lead Agency Name: XXX County

CCMEP Annual Performance Report PY 2017

Primary Performance Measure Overall Lead Agency Outcome *

Success

Primary Performance Measures

Area
NumeratorArea
Denominator

Area Rate

Standard

50% of
Standard% of Standard
AchievedIndividual Measure
Results ****

1) Employment 2nd Quarter After Exit

40

55

72.7%

68.3%

34.2%

106.5%

E

2) Employment 4th Quarter After Exit

44

77

57.1%

67.4%

33.7%

84.8%

M

3) Education, Training or Employment 2nd Quarter After Exit

40

55

72.7%

68.3%

34.2%

106.5%

E

4) Education, Training or Employment 4th Quarter After Exit

56

77

72.7%

67.4%

33.7%

107.9%

E

5) Credential Attainment Rate

77

100

77.0%

67.8%

33.9%

113.6%

E

6) Median Earnings 2nd Quarter After Exit

N/A

17

\$3,803

\$4,105

\$2,053

92.6%

M

7) Effectiveness in Serving Employers **

25

52

48.1%

Baseline

Baseline

N/A

N/A

* Primary Performance Measure Overall Lead Agency Outcome Success occurs if:

- 1) The area achieves at least an average 90 percent 'Average Program Score'
- 2) The area achieves at least 50 percent of standard on any single, 'Individual Measure'

Average Program Score ***

102.0%

E = Exceeds
M = Meets
F = Fails

** For PY 2017, the 'Effectiveness of Serving Employers' primary performance measure will not count towards the performance success or failure calculation. Data for this measure will be collected in order to establish a baseline to use in establishing a standard for PY 2018 and beyond.

Program Score Result ***

E

*** The 'Average Program Score' will average all values in the '% of Standard Achieved' column. The 'Program Score Result' will assess the 'Average Program Score' and will read "E" for Exceeds if it is 100% or greater, "M" for Meets if it is between 90% and 100% or "F" for Fails if it is below 90%.

**** The 'Individual Measure Results' column will assess the value in the '% of Standard Achieved' column and will read "E" for Exceeds if it is 100% or greater, "M" for Meets if it is between 50% and 100% or "F" for Fails if it is below 50%.

Intermediate Measures [†]	Area Numerator	Area Denominator	Area Rate	Statewide Rate	Statewide Rate - σ	Individual Measure Results
Measurable Skills Gain	67	87	77.0%	82.8%	66.2%	Close to Statewide Rate
Job Placement	78	162	48.1%	68.2%	54.6%	Significantly Below Statewide Rate

[†] For PY 2016 and PY 2017, the Intermediate Measures will not have established standards. Data will be collected in the first two years to establish a baseline and performance will be measured against the standards beginning PY 2018. For PY 2016 and PY 2017, the 'Individual Measure Results' column will compare the 'Area Rate' column against the 'Statewide Rate' and the 'Statewide Rate - σ ' (i.e., the Statewide Rate minus 1 standard deviation [- σ] from the mean of all Lead Agency rates) columns and will read either "Exceeds Statewide Rate" (i.e., greater than the 'Statewide Rate'), "Close to Statewide Rate" (i.e., between the 'Statewide Rate' and the 'Statewide Rate - σ ') or "Significantly Below the Statewide Rate" (i.e., below the 'Statewide Rate - σ '). Again, since standards are not yet established, none of these results should be taken as an indication of passing or failing a measure; they are provided for informational purposes only.

Exit Measures [‡]	Area Numerator	Area Denominator	Area Rate	Statewide Rate	Statewide Rate - σ	Individual Measure Results
PY 2017 Participant Count		1,524				
PY 2017 Exiters		215				
Exit Rate (Exiters \div Participants)	455	1,524	29.9%	35.0%	28.0%	Close to Statewide Rate
Positive Exit Rate (Positive Exiters \div Exiters)	199	215	92.6%	88.2%	70.6%	Exceeds Statewide Rate
Primary Performance Measure Exclusion Rate (Total Excluded \div Exiters)	2	215	0.9%	0.9%	0.7%	Exceeds Statewide Rate



What are the consequences of failing performance measures?

- CCMEP Intermediate Measures
 - Failing to meet one or more of the intermediate measure's performance standard may result in the requirement of a corrective action plan

- CCMEP Primary Performance Measures
 - Lead Agencies will be held accountable for performance progressively
 - PY 2017 and PY 2018 – required to submit and be held to a corrective action plan
 - PY 2019 and Beyond – subject to corrective action, which may include financial penalty



OWF Work Participation

- All individuals in CCMEP will be treated the same and assigned to activities based on a comprehensive assessment.
- OWF recipients in CCMEP will not be held to the same assignment restrictions of core and non-core work participations hours.
- However, OWF recipients in CCMEP must continue to meet their minimum hours requirement or they are subject to sanction.
- OWF recipients should be assigned to activities and services that lead to improved employment and education outcomes.



Monitoring Work Participation

- Beginning July 1, county agencies will continue to be monitored based on current rules governing their OWF work required population age 25 and over not participating in CCMEP.
- A new report will be created to report on a county work participation rate with CCMEP participants excluded.
- Counties will still need to document and verify hours for OWF recipients in CCMEP based on the activities in their individual opportunity plan.



Causal County

- Causal county policy only applies in the event the state is assessed a federal financial penalty.
- With regard to any penalties associated with not meeting work participation, a causal county will be identified and risk a penalty only if:
 - OWF work required participants age 25 years and older did not participate in a sufficient number of core and non-core TANF work participation hours; and
 - OWF work required participants age 16-24 years (enrolled in CCMEP) did not participate in a sufficient number of assigned work participation hours from CCMEP activities.
- CCMEP activities are not held to the same core and non-core restrictions.



Resources and Training



Resources



CCMEP Implementation Tab

- All documents and official correspondence are located under this tab
- Part of the Office of Human Service Innovation web site
- <http://humanservices.ohio.gov/CCMEPImplementation/index.stm>



OHSI Website – CCMEP Implementation Tab

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A New Way to Work

Implementing Ohio's Comprehensive Case Management and Employment Program (CCMEP)

Ohio is pushing traditional boundaries by integrating components of Temporary Assistance for Needy Families and Workforce Innovation and Opportunity Act youth programs to find a New Way to Work for low-income Ohioans. Beginning July 1, 2016, CCMEP will become the statewide operational framework used to deliver integrated, comprehensive case management and employment services across Ohio's 88 counties. Young adults and youth ages 16 to 24 will be the first population served.

CCMEP Plans

- Lead agencies must submit their county plan using the form [JFS-03001](#) by **Tuesday, May 31, 2016**
- County plans should be submitted by email to: OHSI-UPDATE@jfs.ohio.gov

Training

Information about upcoming training opportunities and training materials.

- Links to Training Registration:
 - Essential Elements for CCMEP Implementation*
<https://odjfs-ccmep-training.eventbrite.com>
 - Fiscal and Program Performance Training for Local Caseworkers & Supervisors*
June 7 & 10: <http://fiscalperformancetraining-fiscalagents.eventbrite.com>
June 13 – 17: <https://fiscalperformancetraining-caseworkers.eventbrite.com>
- [Training Plan](#)
- [Training Calendar](#)
- CCMEP Q&A Webinar (4/19/16)
 - [PowerPoint Presentation](#)
 - [Recording](#)





OHSI Website – CCMEP Implementation Tab

Policy

Rules for CCMEP and policy guidance for administrators:

- [CCMEP Fact Sheet](#)
- [CCMEP Overview PowerPoint](#) (3/9/16)
- [Program FAQ's](#) (3/24/16)
- [CCMEP Rules and Transmittal Letter](#) (3/24/16)
- CCMEP Forms (3/24/16)
 - County Plan ([JFS-03001](#))
 - WIOA Youth Program Eligibility Application ([JFS-03002](#))
 - Comprehensive Assessment ([JFS-03003](#))
 - Individual Opportunity Plan ([JFS-03004](#))

Fiscal

Funding and fiscal issues impacting CCMEP lead agencies:

- [CCMEP Allocation Estimates by County](#) (11/24/15)
- [CCMEP Allocation Estimates by Workforce Area](#) (11/24/15)
- [CCMEP Funding Flow by Lead Agency](#) (2/12/16)
- [All Fiscal FAQ's](#) (updated as of 2/25/16)

Lead Agency

Information to assist county commissioners in designating a lead agency to administer CCMEP:

- [Lead Agency Designation List](#) (4/11/16)
- [Lead Agency for Comprehensive Case Management and Employment Program](#) (2/5/16)
- [Lead Agency Sample Resolution](#) – Template for county commissioners to designate the CCMEP lead agency
- [Lead Agency Options](#) (2/1/16)
- [Lead Agency Training Packet for County Commissioners](#) (3/3/16)

Questions about CCMEP?

Send an email to CCMEPQNA@jfs.ohio.gov.



Training Plan



Building a Common Understanding

- This will be a web-based training to assist with basic terminology and program information. Systems training will be a brief overview on the look and feel of electronic screens and tabs so that the in-person training will be able to focus on CCMEP details that are necessary to deliver the program.



Building Competencies of Youth Service Professionals

- Subcontracted through Institute for Human Services
- Conducted Tuesday, Wednesday and Thursday
- Every other week
- Begins Week of May 24th – concludes Week of August 23rd



Essential Elements for Implementation (May)

- Dates for training (will be repeated in June)
- 5/16/2016 – OMJ Center Summit County, 1040 E. Talmadge Ave., Akron, OH 44310 (Room 119 B&C)
- 5/17/2016 – OMJ Center Hancock County, 7745 Hancock County Road 140, Findlay, OH 45840 (Large Conference Room)
- 5/20/2016 – OMJ Center Greene County, 571 Ledbetter Rd., Xenia, OH 45385 (Media Room)
- 5/23/2016 – ODJFS, 4020 E 5th Ave., Columbus, OH 43219 (Room A-118/119)
- 5/24/2016 – Zane State College, Campus Center, 1425 Newark Road, Zanesville, OH 43701(Room 432)



Essential Elements for Implementation (May)

Subjects

- CCMEP Program
- OWCMS
- OhioMeansJobs
- Bar Coding

(Experts from the Office of Workforce Development and the Family Assistance will be on hand to answer questions that may pertain to their specific programs.)



County Finance Information System (CFIS) Client Tracking Training

● June 6 – 17, 2016

- Week 1 will be specifically for Fiscal Agents
- Week 2 will be for Case Managers

● June 20 – 21, 2016

- This will be designed more for those working the entry point of the OMJ center and how to register customer into the Client Tracking System.



CCMEP Fiscal and Program Performance

- June 7 – 17, 2016
 - Week 1 will be specifically for Fiscal Agents
 - Week 2 will be for Case Managers
- Will be run corresponding with the CFIS training
 - Attend CFIS training during either morning or afternoon
 - Attend Fiscal and Program Performance in the Opposite session



Essential Elements for Implementation (June)

- Dates for training (repeated from May)
- 6/13/2016 – OMJ Center Hancock County, 7745 Hancock County Road 140, Findlay, OH 45840 (Large Conference Room)
- 6/14/2016 – OMJ Center Summit County, 1040 E. Talmadge Ave., Akron, OH 44310 (Room 119 B&C)
- 6/17/2016 – OMJ Center Greene County, 571 Ledbetter Rd., Xenia, OH 45385 (Media Room)
- 6/20/2016 – Zane State College, Campus Center, 1425 Newark Road, Zanesville, OH 43701 (Room 432)
- 6/22/2016 – ODJFS, 4020 E 5th Ave., Columbus, OH 43219 (Room A-118/119)
- 6/24/2016 – ODJFS 4020 E 5th Ave., Columbus, OH 43219 (Room A-118/119)
- 6/29/2016 – OMJ Center Summit County, 1040 E. Talmadge Ave., Akron, OH 44310 (Room 119 B&C)



Essential Elements for Implementation (June)

Subjects

- CCMEP Program
- OWCMS
- OhioMeansJobs
- Bar Coding

(Experts from the Office of Workforce Development and the Family Assistance will be on hand to answer questions that may pertain to their specific programs.)



Follow-Up Training

- As the procurement of service providers may take some time
- Follow-up Training will be offered in July or August to train those not able to attend in May or June
- Those who need a refresher training or were unable to attend previous training, may also attend space permitting



Q&A

Questions about CCMEP in general should be directed to: CCMEPQNA@jfs.ohio.gov