

NORTH DAKOTA  
PARENTAL RESPONSIBILITY  
INITIATIVE  
FOR THE  
DEVELOPMENT OF EMPLOYMENT

PRIDE

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*A COLLABORATIVE PROJECT AMONG  
THE NORTH DAKOTA DEPARTMENT OF HUMAN SERVICES,  
JOB SERVICE NORTH DAKOTA,  
SOUTHWEST DISTRICT COURT,  
NORTHEAST DISTRICT COURT,  
AND NORTHEAST CENTRAL DISTRICT COURT*

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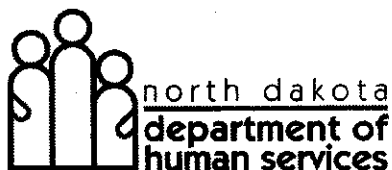
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## GOALS

- Improving support for children by securing employment for noncustodial parents.
- Offering an additional option to the court when facing recalcitrant payers.
- Decreasing reliance on Economic Assistance programs.

## SUCCESS WOULD BE MEASURED BY

- Improved payments/reduction in nonpayment of child support.
- Changes in court enforcement actions.
- Decreased usage of Economic Assistance programs.



# PRIDE

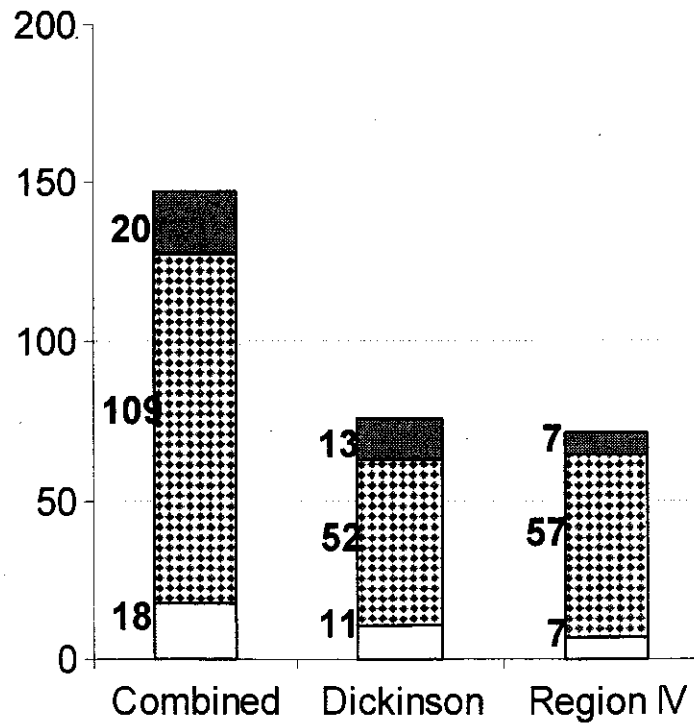
PARENTAL RESPONSIBILITY INITIATIVE FOR THE DEVELOPMENT OF EMPLOYMENT

## QUICK FACTS

	Combined	Dickinson	Region IV
Referrals	147	76	71
Customers Employed	109	52	57
Average PRIDE Months Before Employment	1.8	1.2	2.5
Median Hourly Wage After PRIDE Referral	\$8.00	\$7.50	\$8.75
Increase in Monthly Child Support Payment Per Customer	88.2%	88.9%	90.2%
Decrease in Contempt Hearings Per Month	3.1	4.9	1.4
Estimated Cost Avoidance in Food Stamp, TANF, and Medicaid	\$122,787	\$31,789	\$90,998
Total Project Costs (including staff)	\$199,584	\$125,945	\$73,639
Average Supportive Service Cost Per Customer	\$309	\$362	\$275

# EMPLOYMENT

## 147 Customers Enrolled in PRIDE

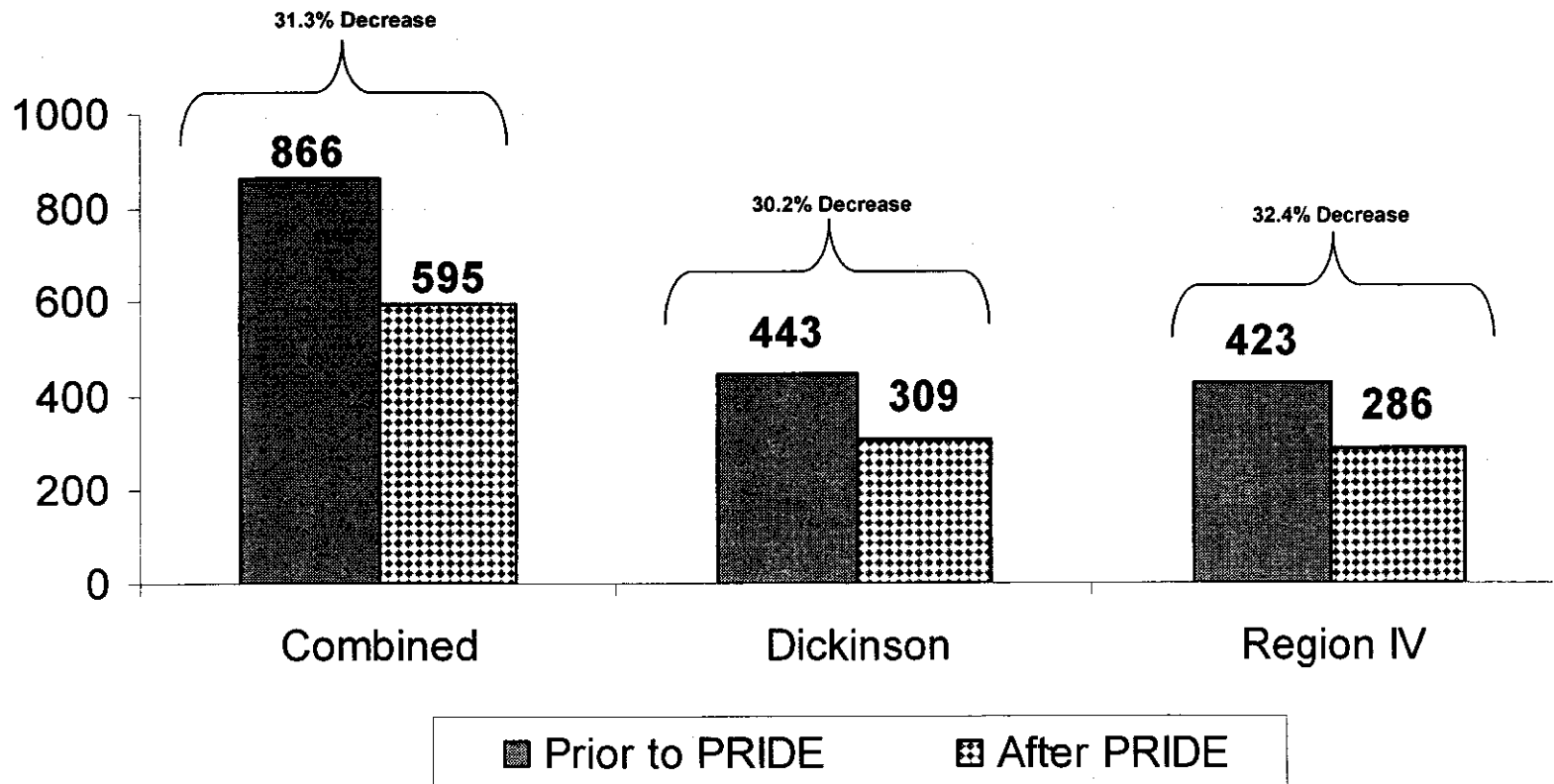


□ Employed at Referral    ▨ Newly Hired    ■ Pending Employment

# ASSISTANCE PROGRAMS

## FOOD STAMPS

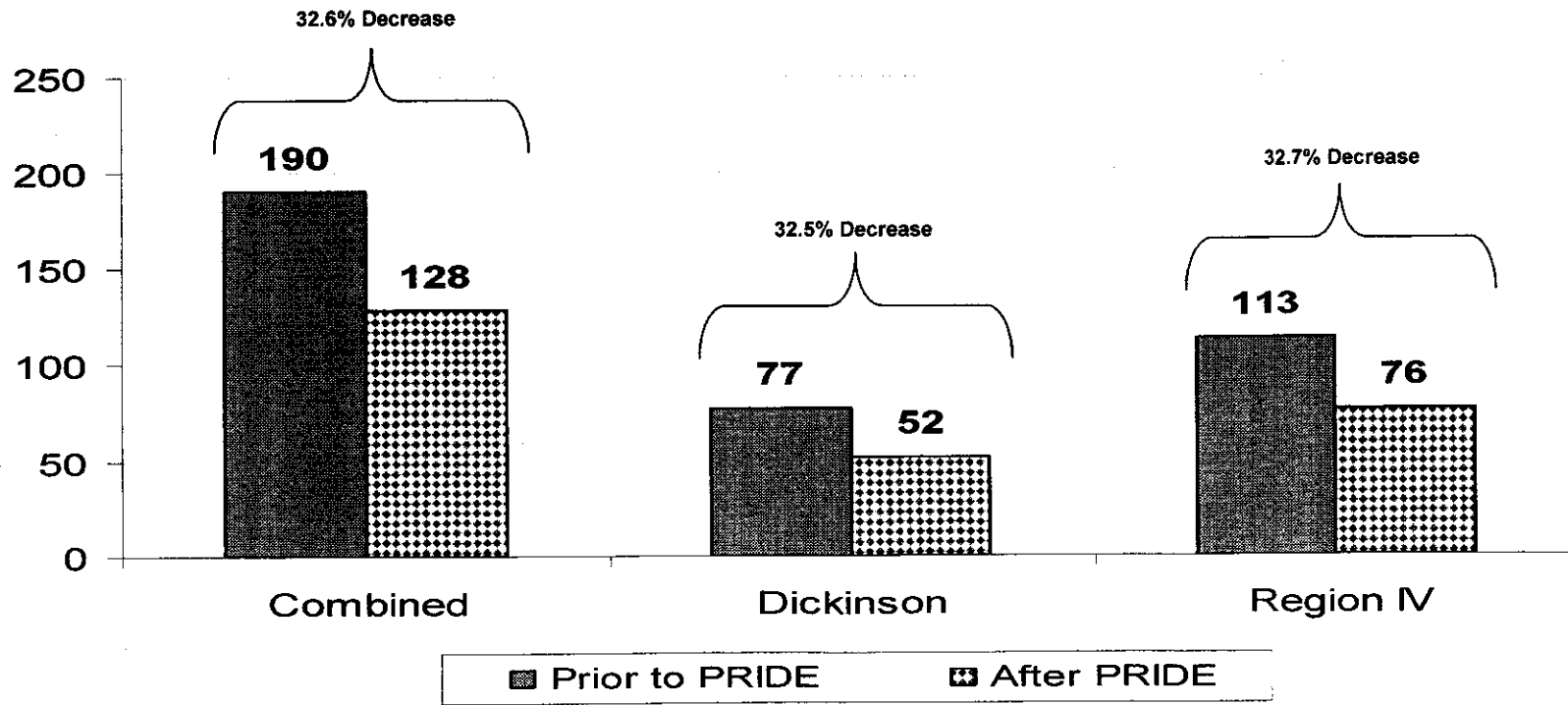
**Number of Food Stamp Benefit Case Months Prior to and After Referral to PRIDE**



# ASSISTANCE PROGRAMS

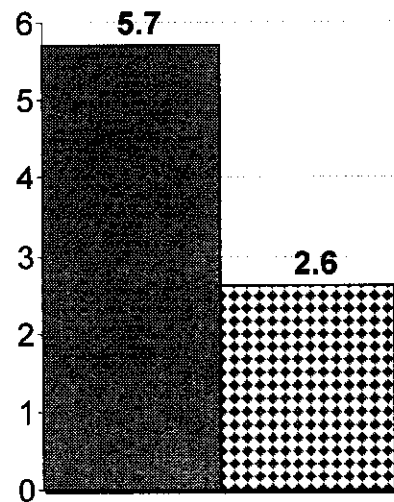
## TANF

### Number of TANF Benefit Case Months Prior to and After Referral to PRIDE



# JUDICIARY IMPACT HEARINGS

## Average Monthly Contempt Hearings

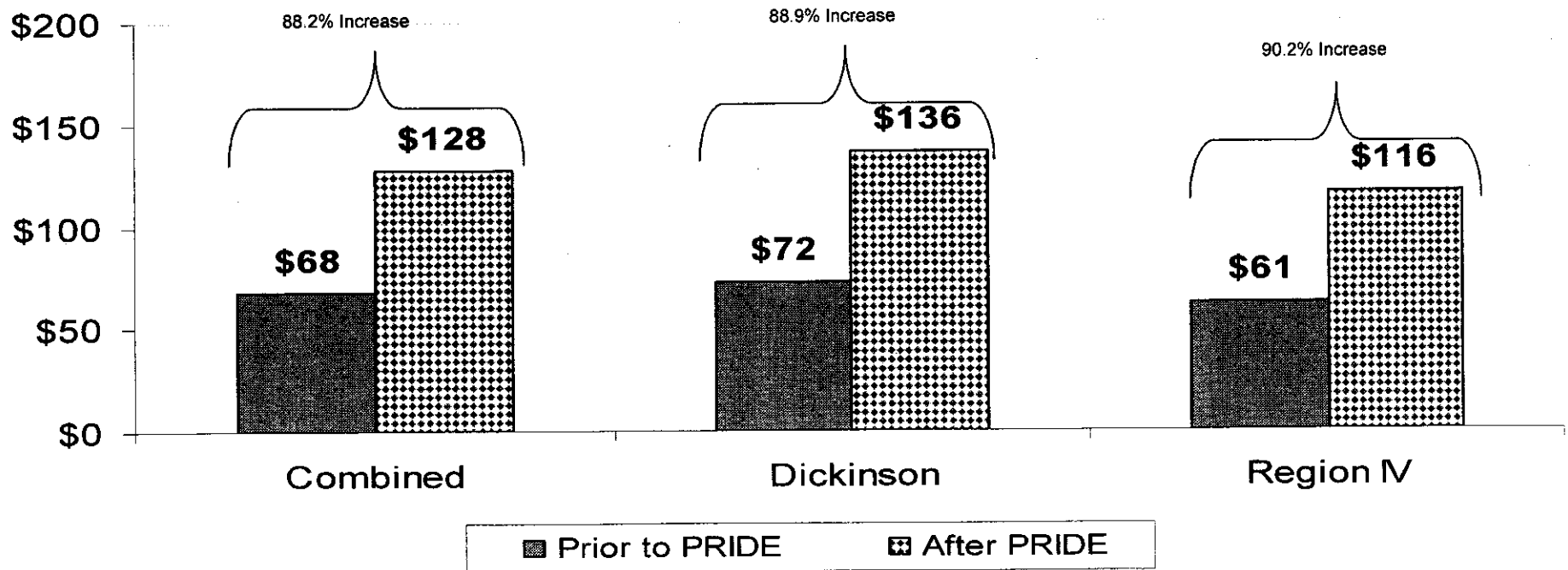


■ Prior to PRIDE

▣ After PRIDE

# CHILD SUPPORT PAYMENTS

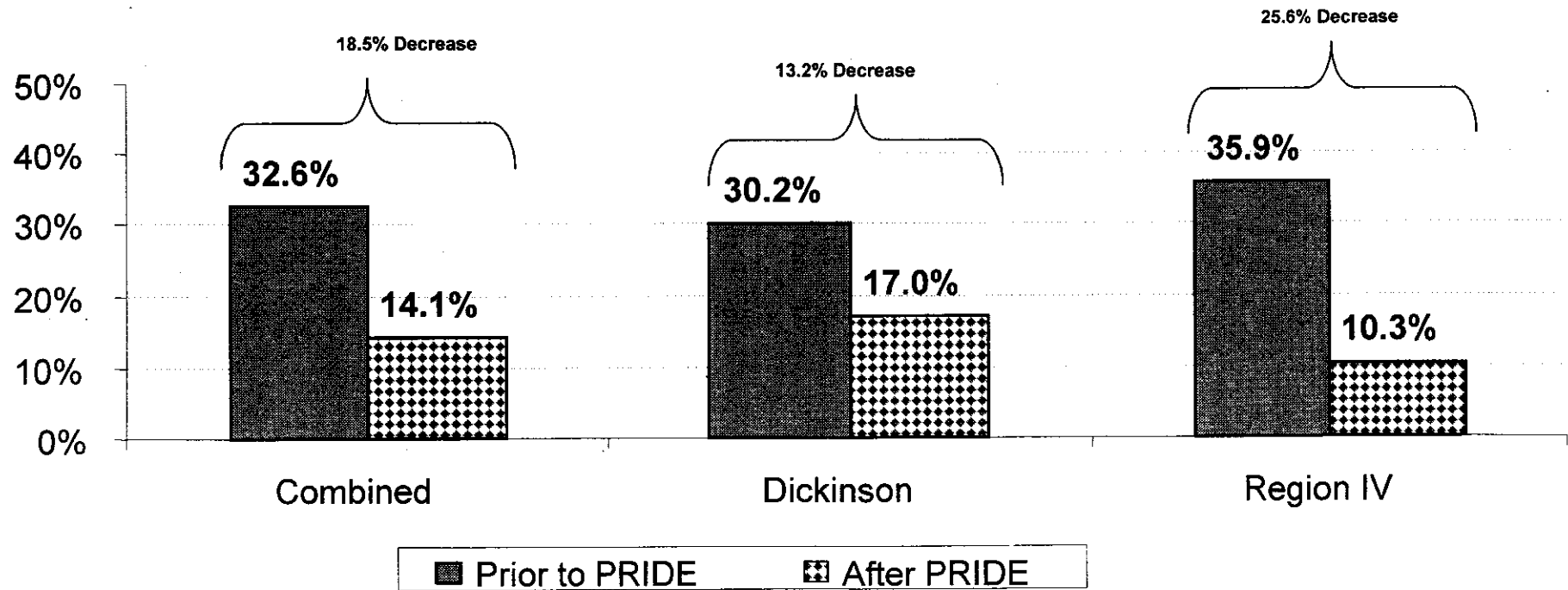
## Average Child Support Payment Prior to and After Referral to PRIDE





# NONPAYMENT OF CHILD SUPPORT

## Child Support Nonpayment Rates Prior to and Following Referral to PRIDE



# PRIDE

Case manager receives referral from:  
Court  
CSE

Referral form to be used in either paper or email format.

Noncustodial parent has 7 days to schedule appointment with PRIDE case manager.

Once appointment has been scheduled, CSE case manager is notified via email of either compliance or noncompliance.

## Initial Meeting Activities

In-Depth Assessment  
(will make referrals to other agencies if deemed necessary)  
\*Basic Skills Testing  
\*CHOICES (career exploration)  
\*Interest Inventory  
Employment Development Plan created

## Training Options

1. **Unpaid Work Experience**  
to upgrade skills.
2. **Basic Skills Need**  
\*Refer to Adult Learning Center for upgrade in basic skills or computer skills.
3. **Short Term Training**
  - Welding\*
  - Computer\*
  - GED\*\*Dependent on need/job
4. **Paid Work Experience**  
\*3-4 week time frame to benefit both employer and employee.
5. **On-the-job training (OJT)**

## Supportive Services

Depending upon assesment of needs and job requirements services may be used to obtain or maintain a job.

## Intensive Job Searching

Participant required to do a minimum of 10 contacts per week.

### Will utilize:

WinWay Resume Services,  
Job Search Assistance,  
Interview Workshops,  
Registration Workshops.

PRIDE case manager will update the CSE case manager on a regular basis. The PRIDE case manager will also maintain a check list of activities that the participant has completed.

***PRIDE WORKS!***

