



# Using Research to Improve Employment Outcomes for TANF Families

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# Family Welfare Research & Training Group

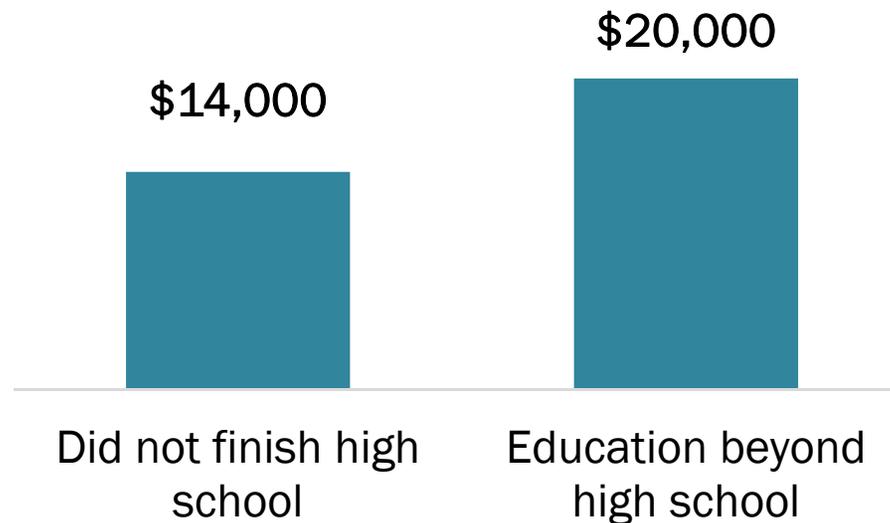
- Use administrative data to help the Maryland Department of Human Services (DHS) and other stakeholders understand who receives assistance and how best to help them
  - Work with the Family Investment Administration (FIA) on Temporary Assistance for Needy Families (TANF) customers

# Annual Reports

- Life after Welfare
    - Ongoing since 1996, follows families after they leave TANF
    - 5% random sample of cases that closed in each month
    - Excludes families who returned within 30 days (“churners”)
  - Life on Welfare
    - All families who received TANF in each state fiscal year
  - Caseload Exits at the Local Level
    - All TANF cases that closed in each federal fiscal year
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# Good Jobs

- Individuals who left TANF for a job earning at least \$10/hour and working at least 30 hrs/wk
- Earned about **\$17,000** in year after exit



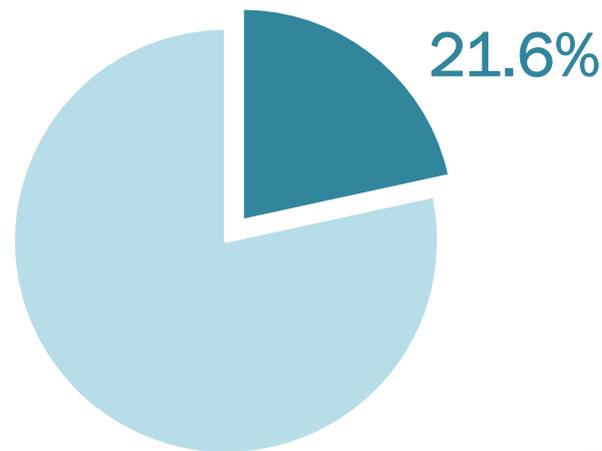
# Industries

- Individuals leaving TANF often work in low-paying industries
  - Administrative & support services, retail, restaurants
- Higher earnings among those working in
  - Health care (hospitals, outpatient care, nursing homes)
  - Education
  - Government



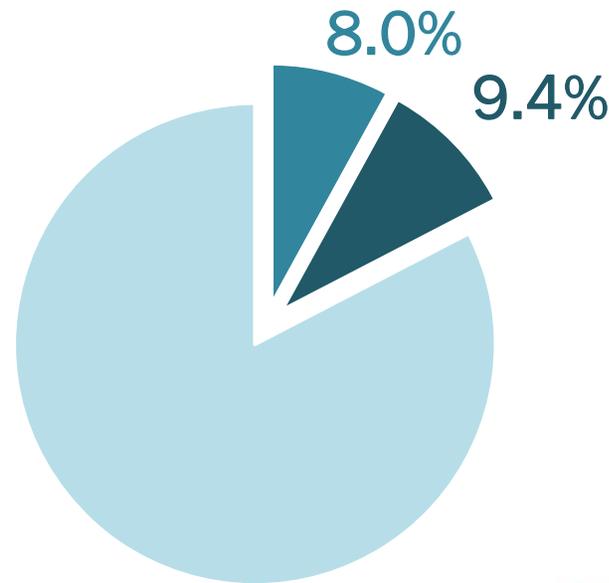
# Employment & Earnings Trajectories

- Followed individuals for 5 years after exit, focusing on how employment and earnings change over time
- Just over 20% work 3-4 quarters in each year after exit



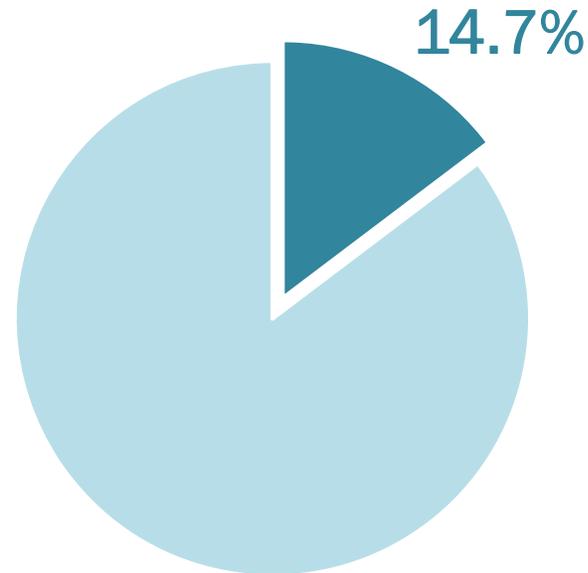
# Employment & Earnings Trajectories

- 8% consistently have earnings above federal poverty level for 3-person family (~\$20,000)
- 9% have earnings that increase over time



# Economic Stability after Leaving Welfare

- About 15% of leavers have consistent employment with favorable earnings



# Economic Stability after Leaving Welfare

- More likely to live in suburban counties, more educated, more likely to have worked (and to have higher earnings) before TANF
- More likely to work in health care, government, and education immediately after exit



# Research Summary

- Getting a job isn't enough; earnings are the real problem
- How to get higher earnings?
  - More education, whether GED or additional training
  - Work in industries that pay better (health care, education, government)



# Systems to Family Stability National Policy Academy

- Technical assistance from federal government to help state and local TANF programs improve employment outcomes
- Maryland focused on integrating TANF with the rollout of the Workforce Innovation and Opportunity Act (WIOA)

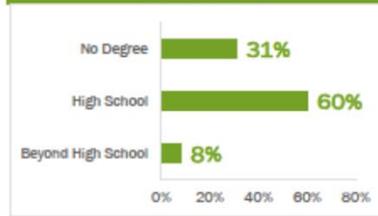


# TANF Snapshots

- Workforce partners didn't necessarily understand TANF clients
  - One-page snapshots with information on demographics, education, employment & earnings, disabilities, and program participation
  - Entire state, youth, 12 workforce areas
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## Temporary Cash Assistance (TCA) Recipients in Maryland

### Most have a high school education



### Many have recent work experience, but their earnings are low

- ❖ 53% worked in the year before receiving TCA
- ❖ Earned a median of **\$4,616** in that year
- ❖ 62% worked in the year after leaving TCA
- ❖ Earned a median of **\$8,153** in that year

### They do not receive welfare for long periods of time

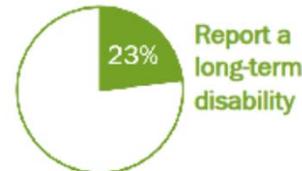
62% received assistance for 2 years or less in last 10 years

13% received assistance for more than 5 of the last 10 years

### Typically, they are African American women with 1 or 2 young children

- ❖ 90% are female
- ❖ 74% are African American
- ❖ 32 years old, on average
- ❖ 71% have 1 to 2 children
- ❖ 44% have a child under 3 years old

### Some have disabilities that are expected to last over 1 year



Employment and earnings data is based on adult payees who were TCA recipients on cases that closed in federal fiscal 2015 and includes only formal employment in Maryland. All other data is based on analysis of 25,487 adults who received TCA benefits for at least one month in state fiscal 2016 (July 2015 through June 2016).



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# Questions & Answers

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Views expressed are solely my own.

