

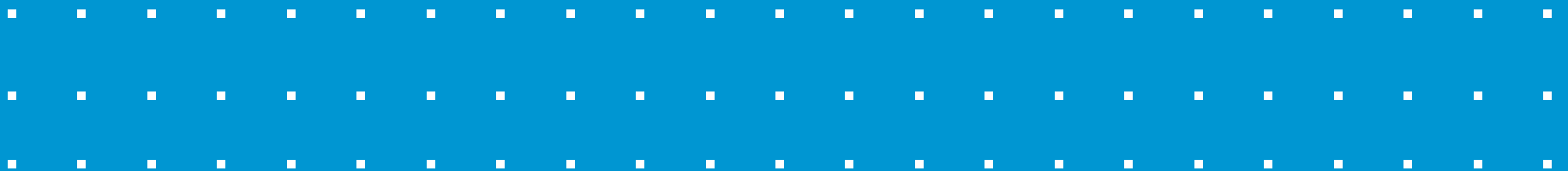


Measuring Employment Outcomes in TANF

Heather Hahn, Ph.D.

Presentation for Strengthening Employment & Training in WorkFirst NJ

September 29, 2017



Few State TANF Programs Have Employment Outcome Measurement Systems

- States TRACK employment among recipients for WPR
- Few have performance measurement SYSTEMS that include measures of employment OUTCOMES

What are Performance Measurement Systems?

- Align with program goals (objectives)
- Specific measures (indicators) for specific population
 - Process vs. outcomes
- Benchmarks/performance targets
- Consequences (incentives/penalties)
- Data collection and analysis

What Can We Learn from Other States?

Ongoing Project for US Dept. of Health & Human Services,
Administration for Children & Families.

- How states currently measure employment outcomes
- Principles of performance measurement
- Key decisions for developing employment outcome measures

State Employment Outcome Measurement Systems are Unique

- Which employment outcomes?
- Whose employment outcomes?
- Whose performance?
- What consequences?
- What data?

Examples from Colorado, Minnesota, New York City, Texas, Utah, Wisconsin, Washington

Which Employment Outcomes?

- Entered/have employment
Colorado, NYC, Utah, Wisconsin, Minnesota
- Leavers with employment
Washington, Texas
- Retention in employment
NYC vendors, Texas, Utah, Wisconsin
- Increased income or wages
NYC offices, Utah, Washington

Whose Employment Outcomes?

- All TANF participants
Minnesota & Wisconsin
- All work-eligible TANF participants
Colorado, Texas, and Utah
- Leavers
Texas, Washington, Wisconsin

CAUTION:

Measurement Decisions Create Incentives

Broad denominator (e.g. all recipients)

= Incentive to help all recipients find work

= Incentive to keep hard-to-employ off assistance

Whose Performance?

- Contractors or Vendors
New York City, Wisconsin
- Counties, regional service areas, workforce boards
Minnesota, Texas, New York City, Colorado
- State TANF agency
Colorado, Utah, Washington

What Consequences?

- No financial consequences
Colorado, Utah, Washington, NYC TANF offices
- Vendors or contractors paid on outcomes
New York City employment services vendors
Wisconsin W2 contractors (all private)
- Escalating corrective action model
Texas
- Incentive payments
Minnesota

What Data and Analysis?

Systems Capacity

- Legacy or modern systems
- Separate systems for work activities & eligibility
- Integrated or separate systems for TANF, WIOA
- Data warehouse
- Access to state unemployment insurance data

Staff Expertise

- Team of data analysts in data office/division
- One employee
- Contract with external entity

Conclusions

What gets measured gets attention

Measuring employment outcomes is possible

To design your unique system, consider:

- What approach matches your program design
- Your purpose for measuring
- What measures your data systems can support

Learn from other states



Thank you!

Heather Hahn

hhahn@urban.org

