Understanding Supplemental Poverty Measures and Developing Differential Metrics to Strengthen the Effectiveness of TANF Programs
Overview

• OFA Technical Assistance Event—Encourage Peer-to-Peer Exchange

• Grounding in the Supplemental Poverty Measure and specifically how it is being used in New York State

• Research on Performance Metrics being used in TANF Programs—both policy and practice

• On-the ground use of differential metrics
Setting the Context for Using Differential Metrics to Improve TANF Programs

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What’s the Connection between the SPM and TANF Program Metrics

• About what is being measured
  – Income and Economic Stability
  – Dependency on Public Benefits
  – Avoidance of Material Hardship
• What gets measured—gets done
• Tells a story—how well are families doing?
Purposes of TANF

The four purposes of TANF are:

• assisting needy families so that children can be cared for in their own homes;
• reducing the dependency of needy parents by promoting job preparation, work and marriage;
• preventing out-of-wedlock pregnancies; and
• encouraging the formation and maintenance of two-parent families.
Go to the Goals: TANF

• Developing an outcome based performance system starts with identifying the goals of the program.
  – TANF is an employment program
  – TANF is a safety net program
  – TANF is about family well being

• Goals define the measures
What are the Measures

- Work Participation Rate
- Engagement-ACF 812
- Employment-related measures
- Child and Family well-being
- Family formation and stability measures
What is a Differential Metric?

- Alternative Performance Measure
- Longer Term Employment and Wage Gain
- Reduced Economic Hardship
- Reduced Reliance on Public Benefits
- Addressing barriers to job retention
# Range of Differential Metrics

<table>
<thead>
<tr>
<th>Potential Measures</th>
<th>Employment</th>
<th>Family Well Being</th>
<th>Family Formation</th>
<th>Self Sufficiency</th>
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<tr>
<td>Job Entry</td>
<td>• Job Entry</td>
<td>• Dependency on public benefits</td>
<td>• Two-parent families</td>
<td>• To be determined</td>
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<td>Salary</td>
<td>• Salary</td>
<td>• Avoiding Hardship</td>
<td>• Out of wedlock births</td>
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<tr>
<td>Wage Gains</td>
<td>• Wage Gains</td>
<td>• Recidivism</td>
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<td>Job Retention</td>
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<td>• Transitional</td>
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<td>Job Advancement</td>
<td>• Job Advancement</td>
<td>• Supports</td>
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</tbody>
</table>

## Results

- **Employment**: Increased employment, earnings, economic stability
- **Family Well Being**: Stronger families
- **Family Formation**: Reduced poverty
Barriers to Self-Sufficiency

• Substance Abuse
• Health (mental and physical)
• Disabilities
• Housing Instability
• Domestic Violence
• Child Care
• Transportation
• Education-GED
• Literacy
Challenges in Using Differential Metrics

• Data Challenges—Policy and Practice level
• Recognize cross measures of success
  – Employment; Family Well Being; Family Stability
• Combine both client outcomes and process improvement measures
  – Capture individual circumstances and systems responses
• Develop a Tiered Approach
  – Outcome standards negotiated for individuals with more barriers to employment
Developing and Evolving Process

• States are collecting alternative measures across the gamut of employment, salary, work status, family well-being, and other measures

• ASPE study will discuss a sampling of what different States are doing around these measures.