


Family Employment Program (FEP) Redesign Study of Utah 2012-2014 Final Report



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FEP Study Samples

Round 1 FEP Study			Round 2 FEP Redesign Study		
	Sample size	Response rate		Sample size	Response rate
2006 Wave 1	1144	65%	2012 Wave 1	1075	65.5%
2007 Wave 2	923	81%	2013 Wave 2	862	80.2%
2008 Wave 3	813	88%	2014 Wave 3	762	88.1%



Cash Assistance Usage over Time

Cash assistance usage level	Between Wave 1 and Wave 2 (N = 828)	Between Wave 2 and Wave 3 (N = 717)
Long term > 6 months	265 (32.0 %)	74 (10.3%)
Short term ≤ 6 months	563 (68.0%)	643 (89.7%)
Returners	86 (10.4%)	57 (7.9%)
Zero months of cash	113 (13.6%)	532 (74.2%)

UT General Pop. and TANF Data

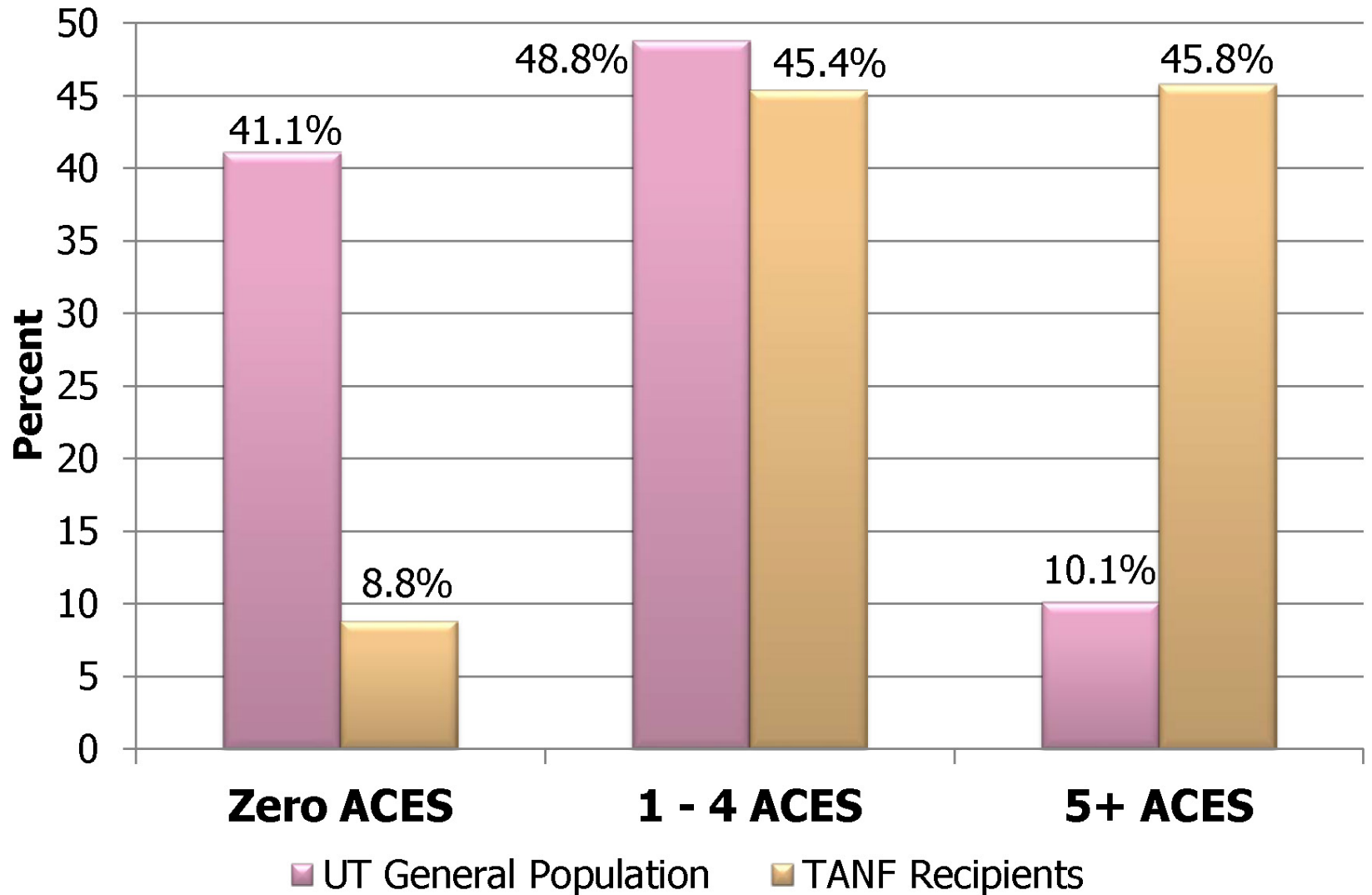
ACE Question Categories	UT General Population Total %	TANF – Total %
Mentally ill household member	21.0	51.1
Household alcohol abuse	16.4	43.7
Household drug abuse	12.0	38.8
Parents separated/divorced	19.3	61.0
Household member incarcerated	6.1	30.3
Witnessed domestic violence	12.4	38.1



UT General Pop. and TANF Data

ACE Question Categories	UT General Population Total %	TANF - Total %
Emotional Abuse	37.9	63.9
Physical Abuse	17.1	46.2
Touched sexually	9.0	32.5
Touched an adult sexually	7.3	23.4
Raped	2.9	17.3

ACE Comparisons: ALL





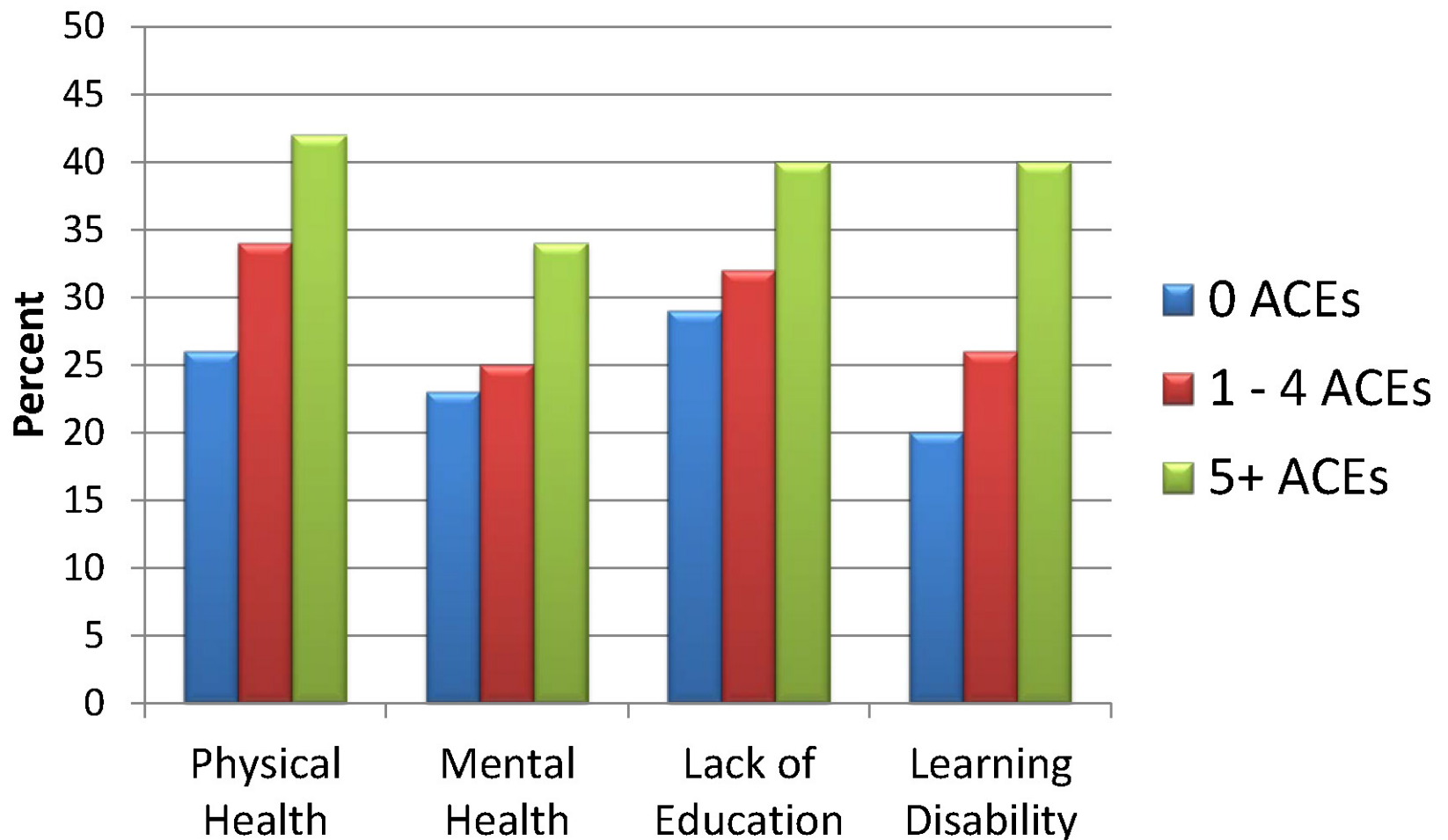
Searching for Missing Pieces

Research Question:

What is the relationship between a FEP recipient's adverse childhood experiences (ACEs) and the challenges they face in adulthood relative to achieving self-sufficiency?

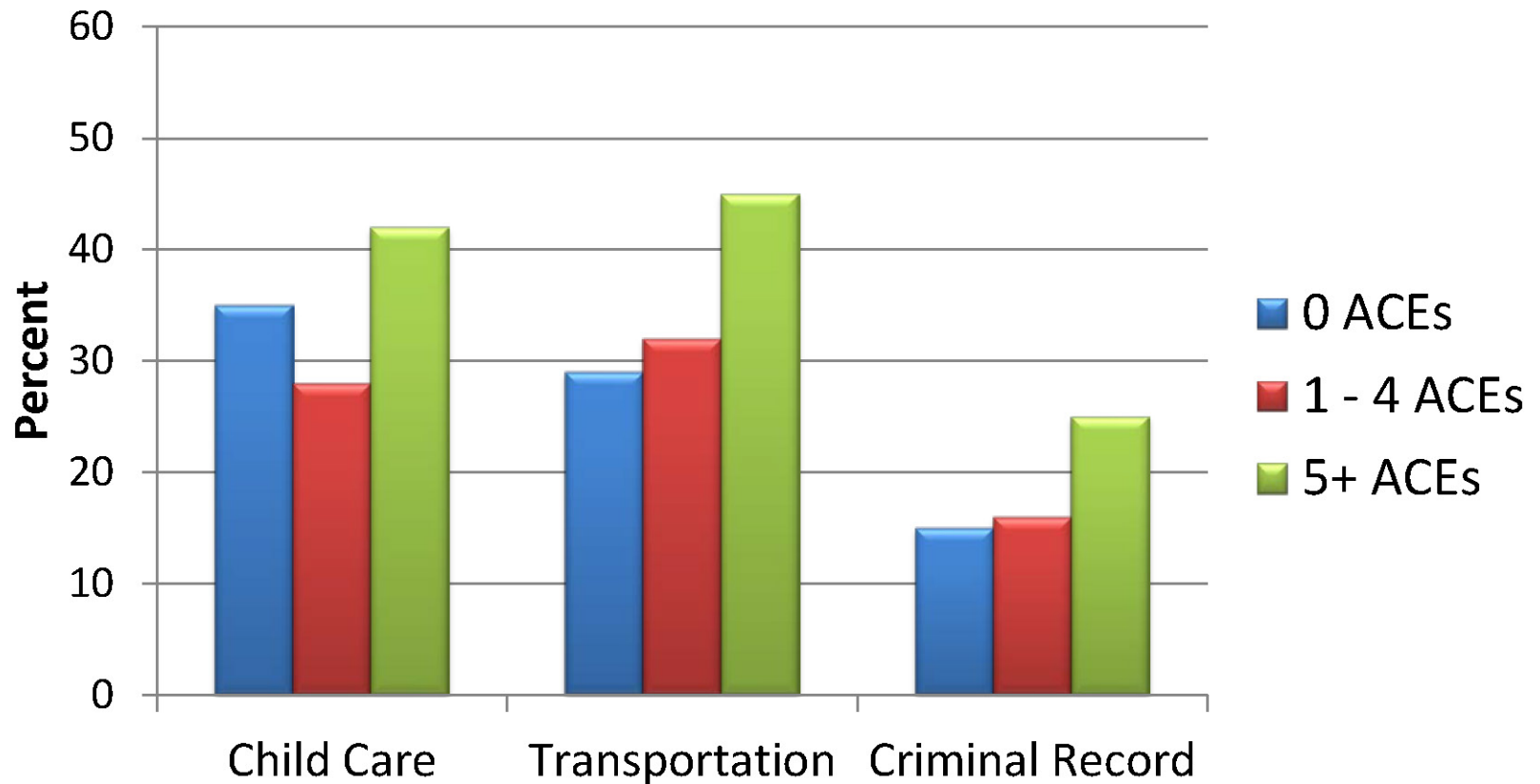
Employment Challenges and ACEs

Human Capital Challenges

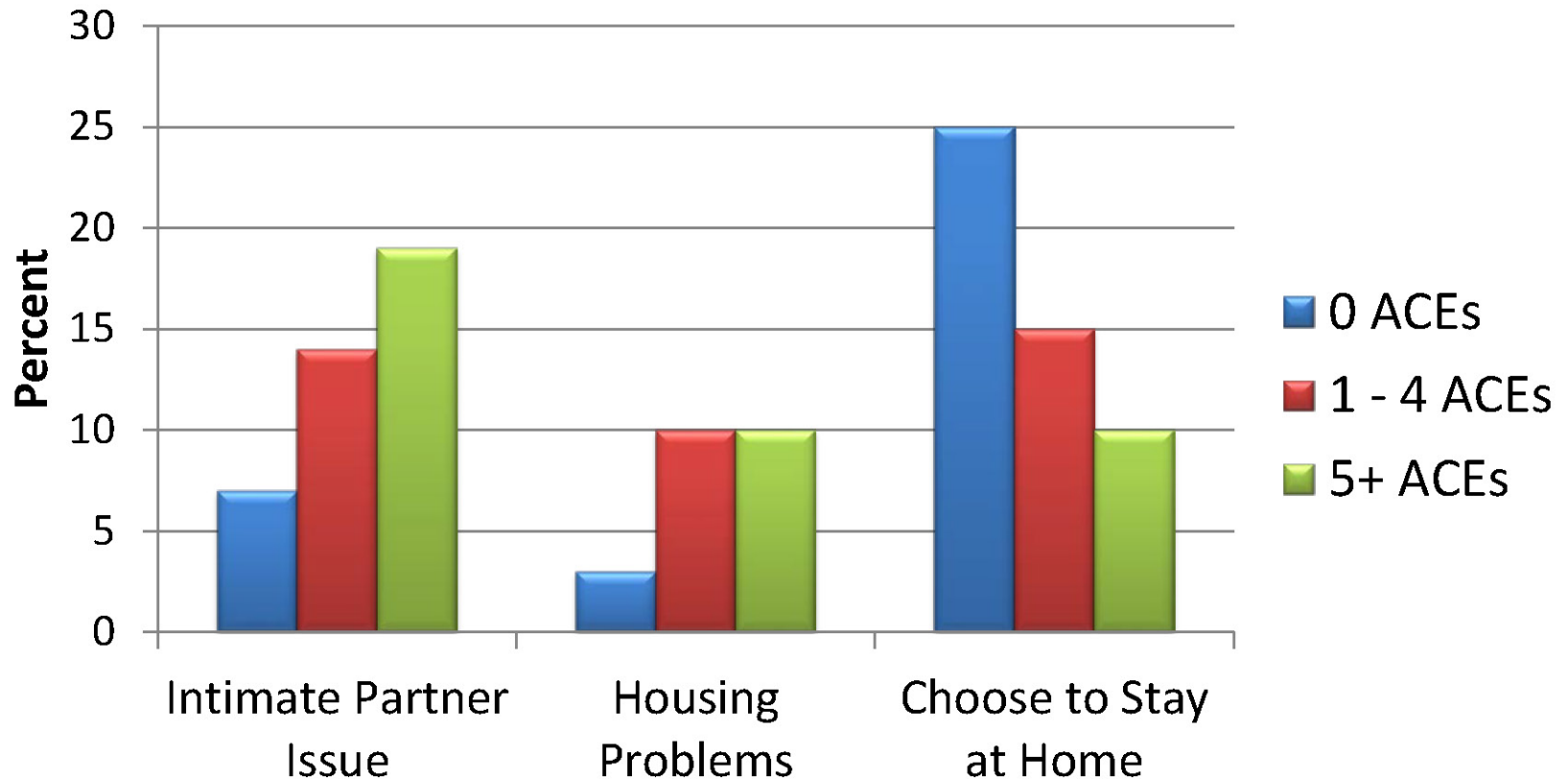


Employment Challenges and ACEs

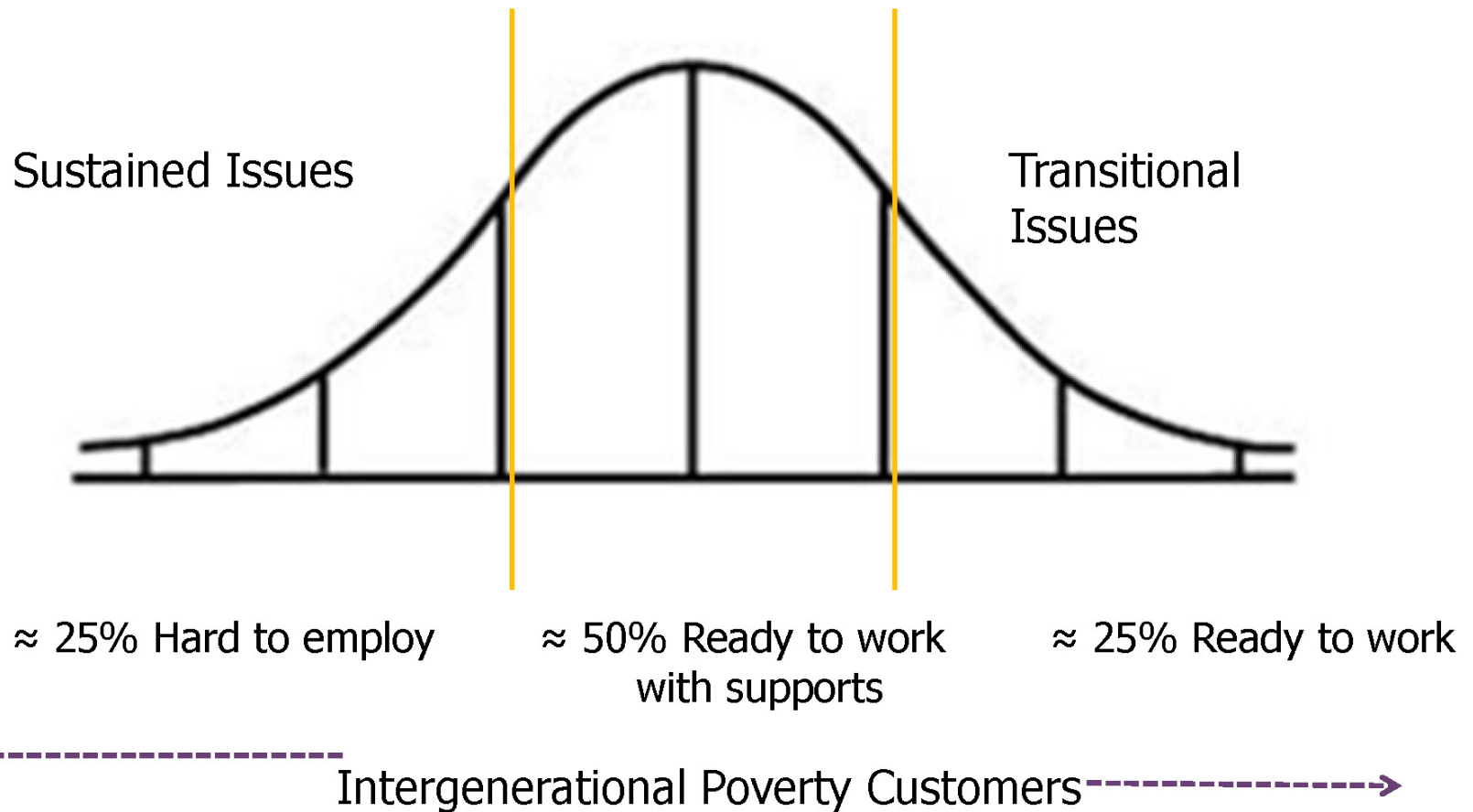
Hire and Retention Challenges



Employment Challenges and ACEs Outside Challenges



FEP Customer Groupings





Areas of No significant difference

- Employment:
 - Strong work history (64% worked $\frac{3}{4}$ of adult life or more)
 - HOWEVER - those with 5+ ACEs:
 - Were more likely to work at low skill jobs
 - Reported lower wages on average
- Education:
 - Basic education levels high (74% have HSD/GED)
 - HOWEVER – those with 5+ ACEs were:
 - more likely to have no education past HSD
(5+ = 75%; FEP = 67%)
 - Less likely to graduate from traditional HS
(5+ = 42%; FEP = 48%)




Data Based Conclusions

- High ACE scores are significantly higher in the TANF population vs general population.
- Within TANF population, high ACE scores are correlated to a wide variety of employment barriers and challenges in the activities of daily living.
- TANF recipients with high ACE scores are engaged in work and work activities at the same rate as other TANF recipients however they are not achieving the same level of benefit from employment.
- Lower level of benefit from employment increases the likelihood of the family remaining in poverty for a longer time.



Qualitative Comments

Since you were last interviewed, what has been the greatest area of challenge or struggle?

- Complex, layered, and interconnected 
- Often associated with life circumstances or life events
 - Ongoing (consistently unmet needs, chronic health/mental health issues, continued struggles with employment, finances, etc.)
 - Significant single events (death or loss of a loved one, accidents, sudden or unexpected blows to stability, etc.)
- Some recalled the same area for both their greatest accomplishment, and greatest struggle
- A small group identified no struggle in the last year