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Creating Outcomes-Based TANF Programs

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A Blueprint for the Future of TANF and Economic Mobility

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**What do you want to accomplish with
your TANF program? (desired
outcome)**

How do you get there?

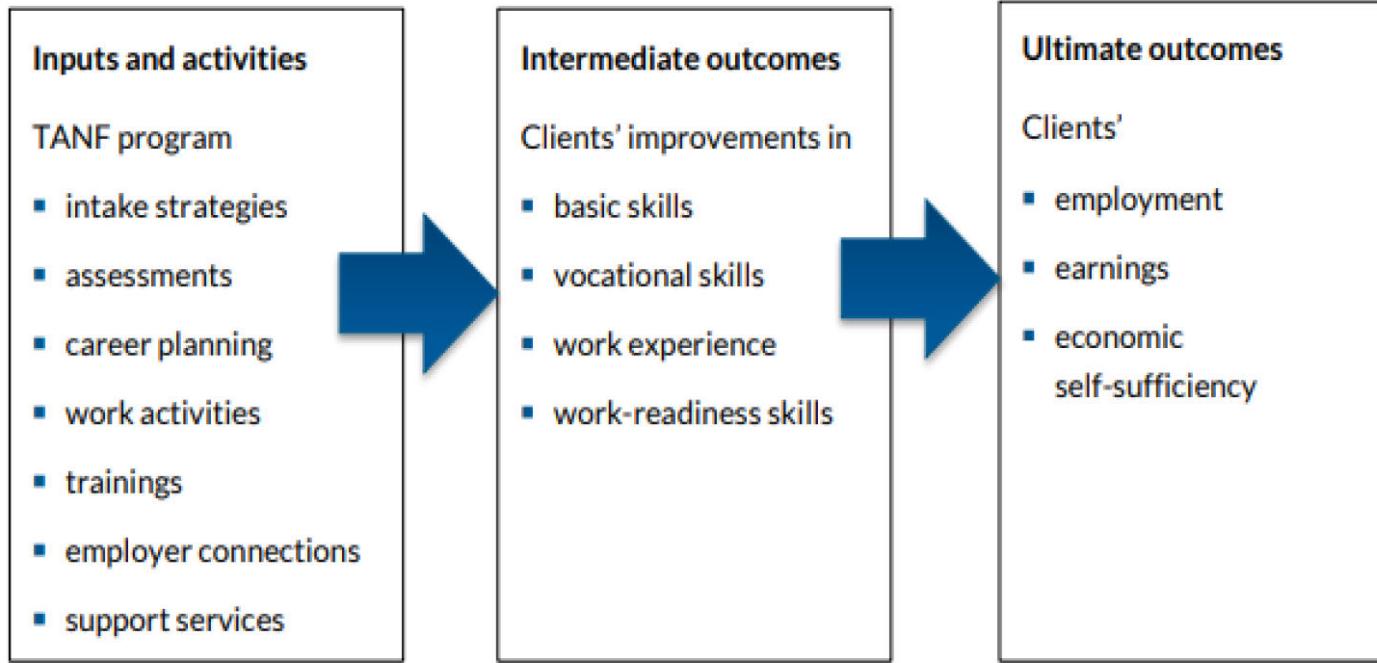
Getting There is a *Process*

ORGANIZATIONAL CULTURE

LEADERSHIP

STRUCTURES AND PROCESSES

Simplified Logic Model of TANF Program Actions and Client Employment Outcomes



STAFFING

Preparing

Implementing

Sustaining

If Our Goal is **Employment**, What Do We Mean When We Say That?

- Whose employment?
- What kind of employment counts?
- By when do you want to see someone employed?

Preparing

Implementing

Sustaining

What can we do to anticipate and prevent barriers?

How do we attain consistency and measure success?

How do we continue success over time?

Adapted from: https://www.urban.org/sites/default/files/publication/103265/using-implementation-science-to-systematically-identify-opportunities-for-learning-and-improvement_0.pdf and <https://www.urban.org/research/publication/measuring-employment-outcomes-tanf>

What Can We Learn From The Last Change We Made? From Our Last Success? From Our Last Challenge?



Leadership			
Staffing			
Organizational Structures/ Processes			
Organizational Culture			
Continuous Feedback			

IDEATION & INNOVATION



WHAT THINGS DO I NEED
TO LEARN ABOUT THIS
TOPIC THAT I DON'T
ALREADY KNOW?



WHAT DO I HOPE OFA
CAN DO?



WHAT DO I HOPE MY
AGENCY CAN DO?



WHAT DO I HOPE I CAN
DO?