

Creating Sustained Data Analytic Capacity

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TANF DATA
COLLABORATIVE

Objective: To identify activities that can increase the likelihood of your TANF department building sustainable data analytic capacity

Agenda:

- Components of Sustainability
- Break-out Peer-to-Peer Learning
- Wrap Up

PARTICIPANT INTRODUCTION POLL

What is your role? (TANF leadership, policy/program, research/evaluation, data/IT, other?)

Do you come from a state, county, or tribal program? (can we confirm if county are in attendance? I think the answer is no?)

How many families/cases does your TANF program serve?

How many staff at your agency engage with data analytics?

How many FTE does your agency have dedicated to data analytics?



TANF DATA
COLLABORATIVE

COMPONENTS OF SUSTAINABILITY



Documentation



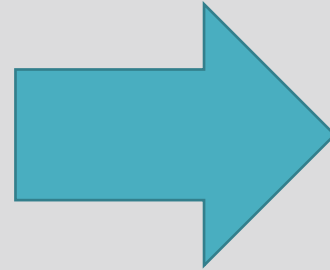
Communication



Hiring, training,
& retention

LEADERSHIP

DOCUMENTATION | Why is it important?



What do you need to document?

Purpose of scripts
and code chunks

Data file contents

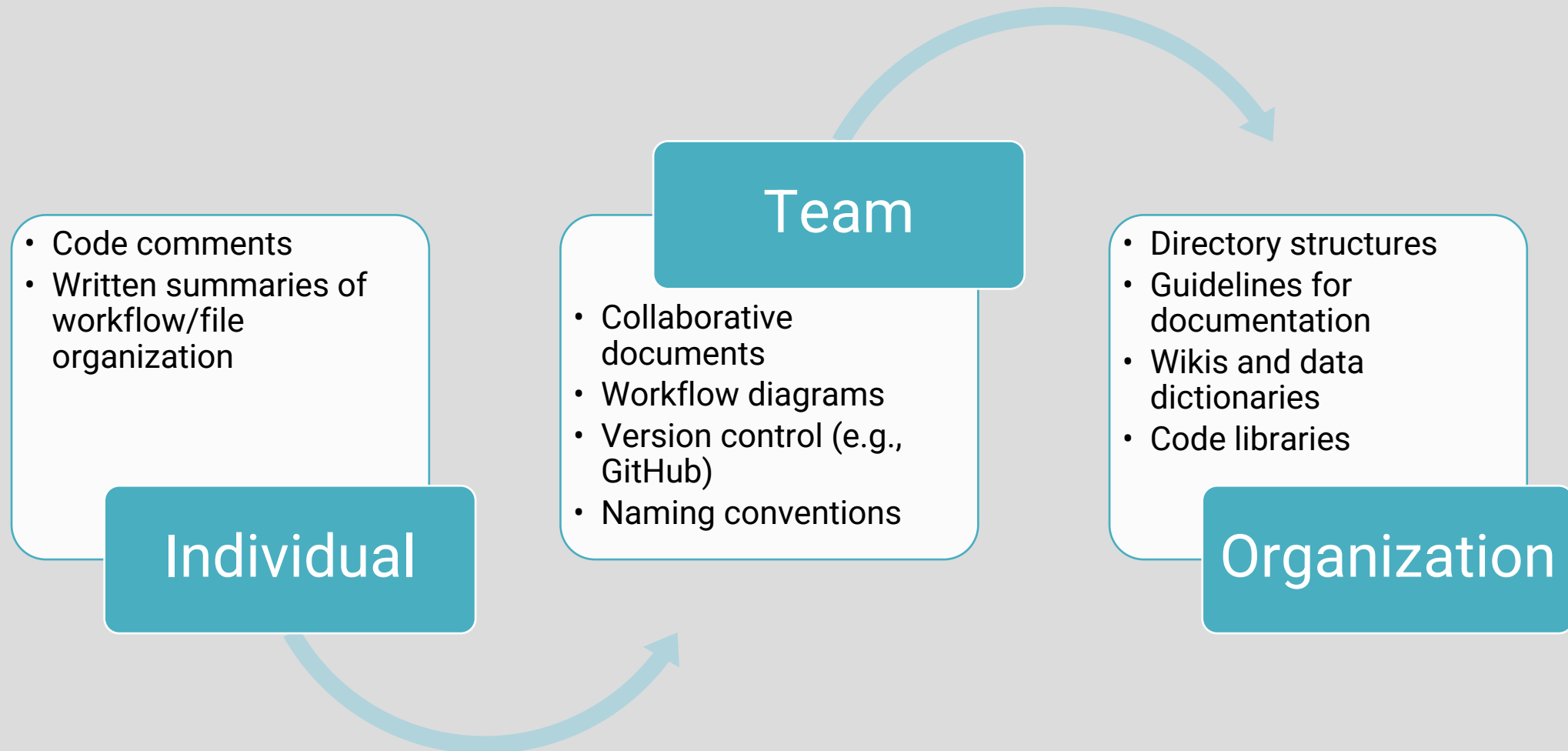
Workflows:
connections
between scripts,
datasets, & results

Dataset origins
(e.g., extract date,
source system)

Analytic decisions

Location of final
products

Sample strategies for improved documentation



Breakout
discussions:

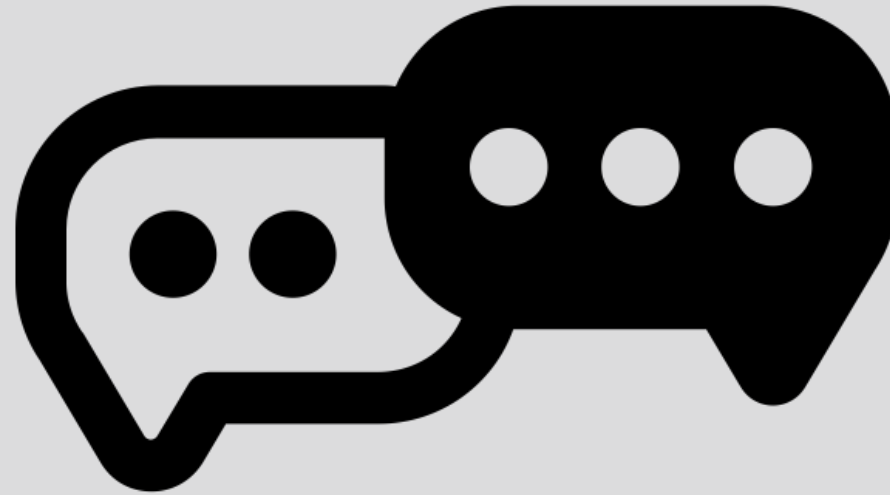
Documentation challenges and strategies



COMMUNICATION | Why is it important?



What do we mean by communication?



Across
disciplines or
roles

Across levels
of authority

Across
experience
levels

With frontline
staff who
collect data

Sample strategies for improved communication

Routine
communication

- Review code or documents
- Formalize touchpoints across diverse teams

Engaging key
stakeholders

- Designate advisory boards
- Identify project milestones
- Prioritize dissemination planning

Breakout
discussions:

Communication challenges and strategies



HIRING, TRAINING, & RETENTION | Why is it important?



Components of effective hiring, training, and retention

Hiring



- Attractive job postings
- Effective interview questions

Training



- Training on policy context
- Technical training
- Training on your data and environment

Retention



- Competitive compensation
- Opportunities for professional growth

Sample strategies for hiring, training, and retention

- Parenthetical job titles
- University partnerships/student internships
- Technical interview
- Understand full skills needed

Hiring



- Exposure to broad range of topics and people
- Culture of learning and training across roles

Training



- Think creatively about roles and opportunities for advancement

Retention

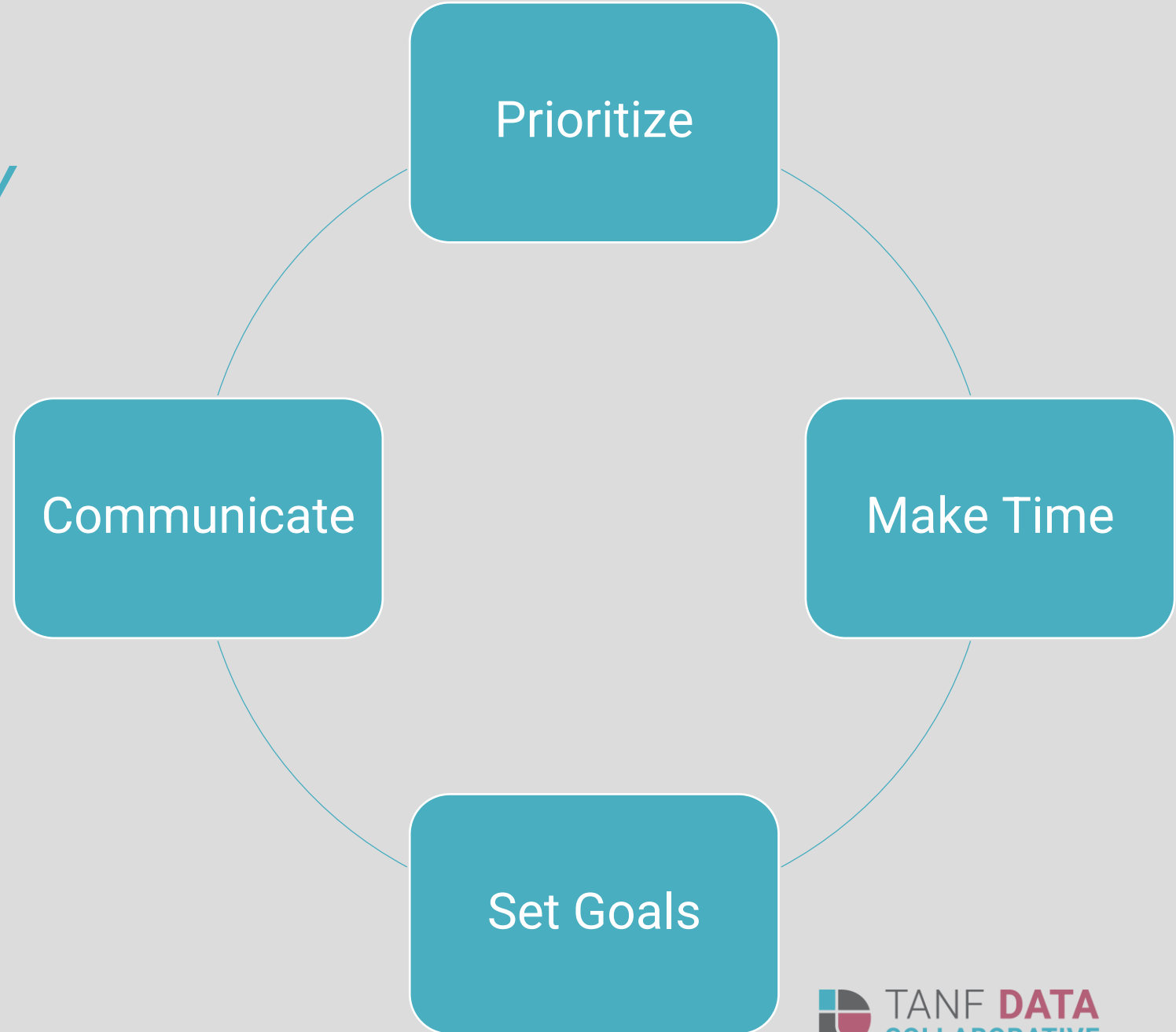


Breakout
discussions:

Hiring, training,
and retention
challenges and
strategies



PLANNING FOR SUSTAINABILITY





Questions?



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Using data to improve family outcomes

www.tanfdata.org