



**OFA**

**Temporary Assistance for Needy Families (TANF)  
- Information Session -  
Understanding the Strengths and Limitations of the  
National Directory of New Hires (NDNH) Data**



**April 29, 2026**

**TANF Outcomes Technical Assistance and Logistics (TOTAL)**



# Introductions



# Today's Objectives



Describe the National Directory of New Hires (NDNH) data

Discuss strengths and limitations of NDNH data

Share some updates on OFA work outcomes calculations

Answer your questions



# About the National Directory of New Hires (NDNH)



# The National Directory of New Hires (NDNH)– Why is it relevant to FRA reporting?



- As part of the implementation of the Fiscal Responsibility Act (FRA) of 2023, states and territories are required to submit the Social Security Numbers (SSNs) of all work-eligible individuals who exit TANF in a given quarter in the Work Outcomes of TANF Exiters Report (due quarterly starting in May 2025).
- Those SSNs are then matched to quarterly wage records in the National Directory of New Hires (NDNH) and ACF uses matched results to calculate three work outcomes measures:
  - Employment Rate – 2nd Quarter After Exit
  - Employment Retention Rate – 4th Quarter After Exit
  - Median Earnings – 2nd Quarter After Exit

# The National Directory of New Hires (NDNH)– What is it?



- The National Directory of New Hires (NDNH) is a database of individual-level employment and earnings information maintained by the Office of Child Support Enforcement (OCSE).
- It was established as part of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) to assist states in locating parents that may live and/or work out of state, to facilitate enforcement of child support orders such as setting up withholding orders.
- Congress authorized specific state and federal agencies to receive information from the NDNH for other authorized purposes (for example, research purposes or verifying employment and income for certain programs).

See more information in the [Guide to the National Directory of New Hires](#)

# The National Directory of New Hires (NDNH)– What information is reported?



With a few exceptions, states, territories, and federal agencies report **three types** of data to the NDNH:

## Quarterly Wage (QW)

Quarterly wage (earnings) information as reported by employers, drawn from reporting for Unemployment Insurance purpose

## New Hires (W4)

New Hire information on all new employees, typically from IRS W-4 forms

## Unemployment Insurance (UI)

Unemployment Insurance information for recipients of and applicants for unemployment benefits

# The National Directory of New Hires (NDNH)- Who reports?



## Quarterly Wages

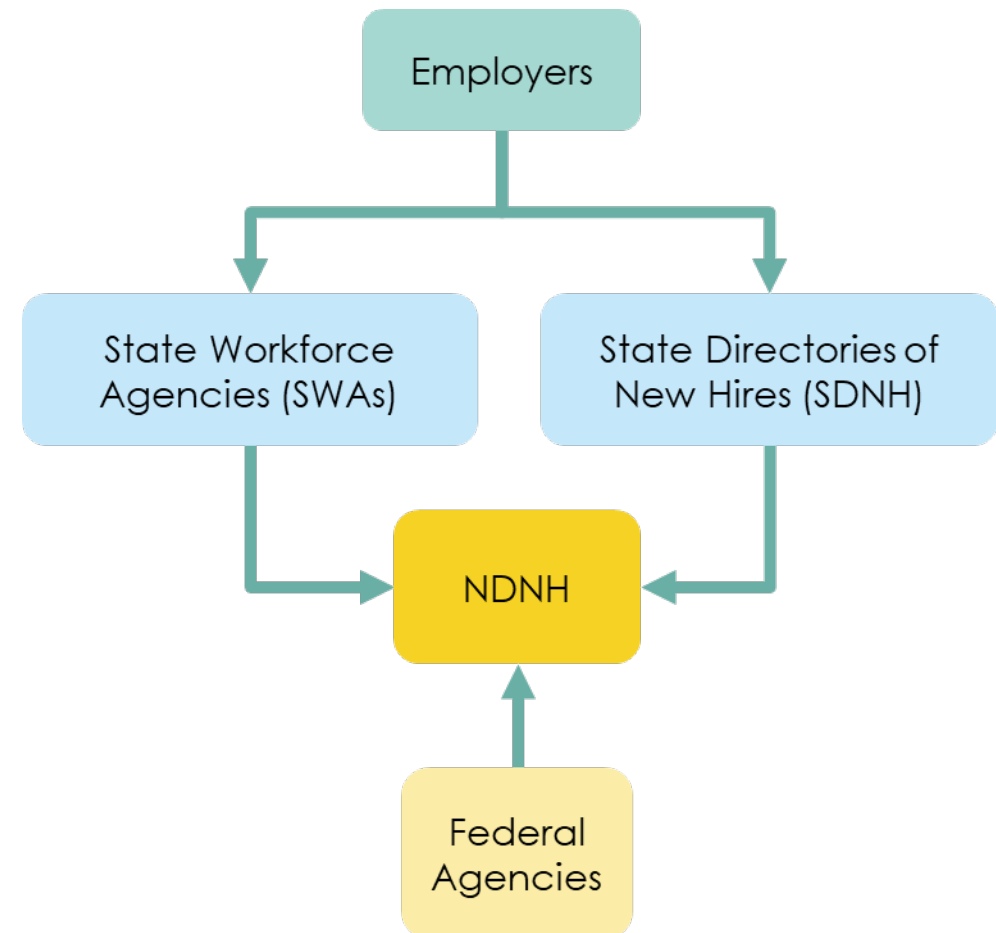
- Employers report their employees' quarterly wages to their state workforce agency (SWA)
- SWAs and federal agencies report to the NDNH

## New Hires

- Employers report their new hires to their State Directory of New Hires
- Federal agencies report directly to the NDNH

## Unemployment Insurance

- State workforce agencies transmit UI data elements to the NDNH





# Strengths and Limitations of NDNH Data





# Strengths of NDNH Data

- ✓ **Diverse data sources** – NDNH brings together information from State Directories of New Hires, state workforce agencies, and federal agencies
- ✓ **Comprehensive coverage** – Even though quarterly wage data does not capture all forms of employment (such as self-employment or informal work, among others), coverage is still national and comprehensive (according to BLS, approximately 97 percent of non-farm employment was covered in 2021)
  - ✓ For example, individuals that move out of state and start working for an employer in another state would still have their employment information appear in the data



# Limitations of NDNH Data

- × **Access must be requested** – States may need to apply for/negotiate access to NDNH data for specific purposes.
- × **SSNs required for matching** – Individuals can only be matched to NDNH if they have valid, non-missing Social Security Numbers (SSNs). Individuals without SSNs cannot be matched and are therefore excluded from ACF's work outcomes calculations.
- × **Some gaps in coverage** – NDNH quarterly wage data do not capture earnings from jobs that are not covered by Unemployment Insurance.
  - × Excluded work categories vary by state, but examples include independent contractors, self-employed individuals, some family employees, some agricultural workers, etc.
  - × Individuals with valid SSNs that do not match to NDNH data are considered to have \$0 earnings and to not be employed in the time period being examined.



# Limitations of NDNH Data (continued)

- × **Data lags** – Quarterly wage data may not be complete in the NDNH for up to 12 months following the end of a quarter.
  - × The deadline for reporting quarterly wage data is 1 month for federal agencies and 2 months for state workforce agencies (SWAs) but inclusion in the NDNH may be delayed by a quarter or more if employers are late to submit their information to the SWA.
  - × Employers are required to report W4 information to their State Directory of New Hires (SDNH) within 20 days of the date of hire.
  - × State workforce agencies (SWAs) are required to transmit UI data to the NDNH within 1 month of the end of the quarter.
- × **Limited retention** – Data reported to the NDNH remain in the system for approximately 24 months from the time they are entered (by law, data are deleted after 24 months).

**Questions?**





# ACF Updates on Work Outcomes Calculations



# ACF Updates on FRA Work Outcomes Measures



# From TDP to NDNH to Your Reports

So far, you've learned about:

- What NDNH captures (and doesn't)
- Strengths and limitations of the data
- Data lags and retention policies

**Now let's see how this translates into FRA measures & reports.**



# What We'll Cover

- How ACF calculates the three FRA work outcome measures
- How NDNH limitations show up in the data
- How to interpret provisional results
- What your reports look like



# How We Calculate Measures



# NDNH Data Completeness

Quarter	2025Q1	2025Q2	2025Q3	2025Q4
Quarter of Exit	Complete	Complete	Complete	Complete
1st Quarter after Exit	Complete	Complete	Complete	Pending
2nd Quarter after Exit	Complete	Complete	Pending	Pending
3rd Quarter after Exit	Complete	Pending	Pending	Not yet available
4th Quarter after Exit	Pending	Pending	Not yet available	Not yet available

*As of 3/4/2026*

This reflects the NDNH data lag you just learned about.



# TANF Exiter Data Completeness

Reporting Quarter	Number of Jurisdictions		
	Accepted	Partially Accepted with Errors	Data Not Submitted
2025Q1	51	3	0
2025Q2	50	4	0
2025Q3	46	6	2
2025Q4	45	3	6

*As of 3/3/2026*



# How Data Lags Affect Measures

## Remember:

- NDNH wage data can take **9-12 months** to be largely complete.
- Late FRA exit reports delay matching individuals to NDNH data.

## **This means measures are provisional and can change as:**

- Additional quarterly wage records arrive at NDNH
- Jurisdictions submit and resubmit exit reports to TDP
- ACF addresses any transmission or processing errors



# How Unmatched Individuals Are Treated

If an exiter's SSN does not match to NDNH wage records the exiter is treated as **unemployed with \$0 earnings for the quarter.**

## No NDNH match results can mean many things:

- The individual truly had no earnings that quarter
- The individual was employed in ways NDNH doesn't capture
- The individual's SSN was invalid



## How ACF Defines “Unique Exiters”

The denominator for Employment Rate measure.

**We remove from your submitted exit records:**

- **Placeholder SSNs** (999999999) - allowed in TDP, but can't match to NDNH
- **Duplicate SSN records** within same month or within the same quarter
- **Adjacent-month exiters** (consecutive monthly exits)



# Why We Remove Adjacent-Month Exiters

## What are they?

Individuals exiting in consecutive months (e.g., December 2025 and January 2026)

## Why remove them?

Valid exits require at least 90 days off TANF cash assistance

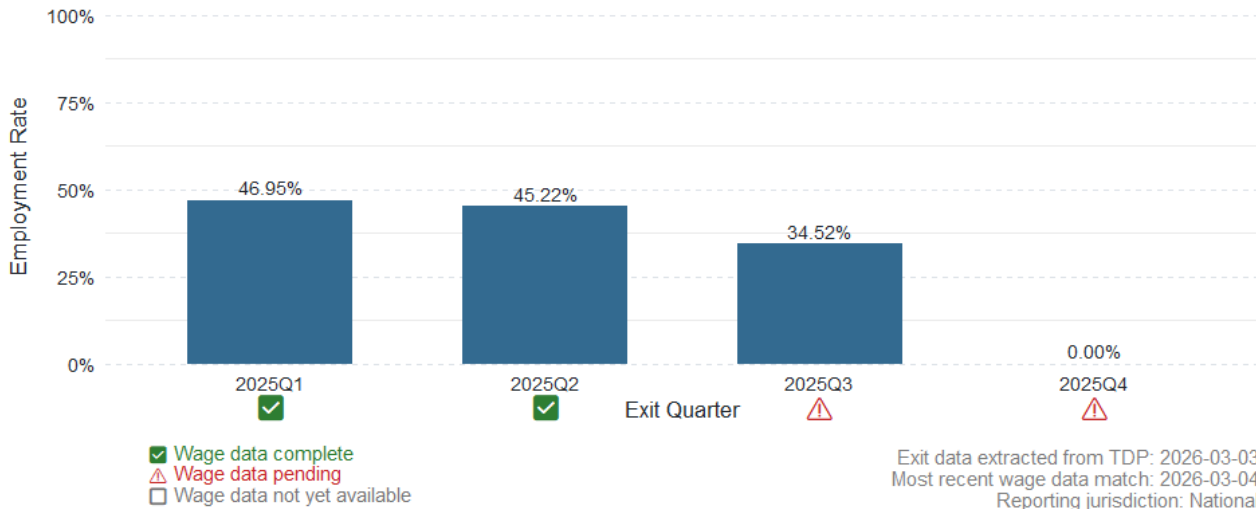
## How ACF handles this:

Only the most recent exit in the sequence is retained for measure calculations



# Employment Rate — 2nd Quarter After Exit

**Definition:** The percentage of exiters who are in unsubsidized employment during the second quarter after exit.



# Employment Rate — How ACF Calculates It

## Numerator

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### Q2 Earners

Exiters with earnings two quarters after exit

## Denominator

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### Total Unique Exiters

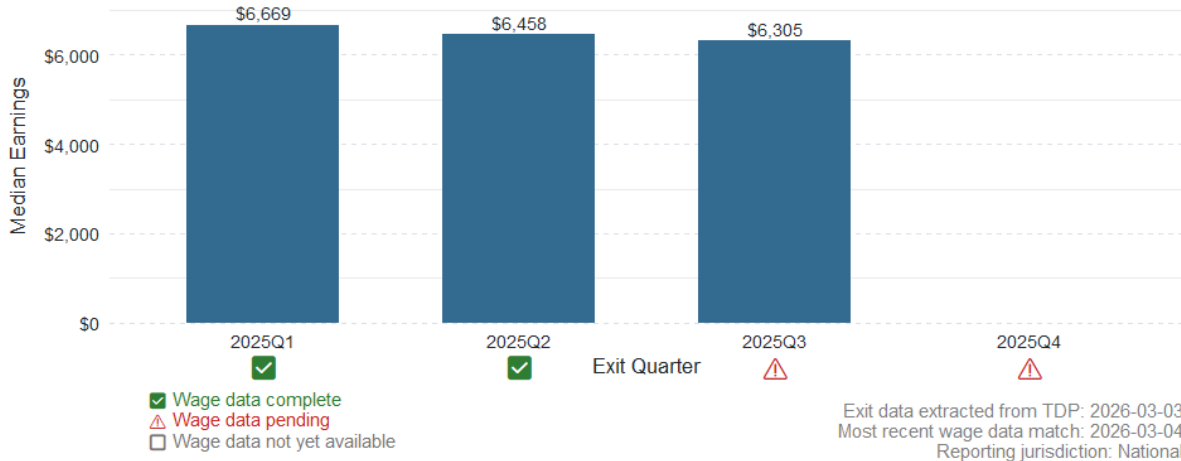
After removing:

- Placeholder SSNs (999999999)
- Duplicate SSN records
- Adjacent-month exiters



# Median Earnings — 2nd Quarter After Exit

**Definition:** The median earnings of exiters who are in unsubsidized employment during the second quarter after exit.



# Median Earnings — How ACF Calculates It

## Population

**Q2 Earners** - Exiters with earnings two quarters after exit

## Measure

**Median** of quarterly earnings among those with earnings



# Employment Retention Rate — 4th Quarter After Exit

**Definition:** The percentage of exiters who were employed in Q2 after exit who are also employed in Q4 after exit.



# Retention Rate — How ACF Calculates It

## Numerator

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### Q2 Retainers

Exiters with earnings in both Q2 and Q4 after exit

## Denominator

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### Q2 Earners

Exiters with earnings in Q2 after exit



# Additional Employment Measures

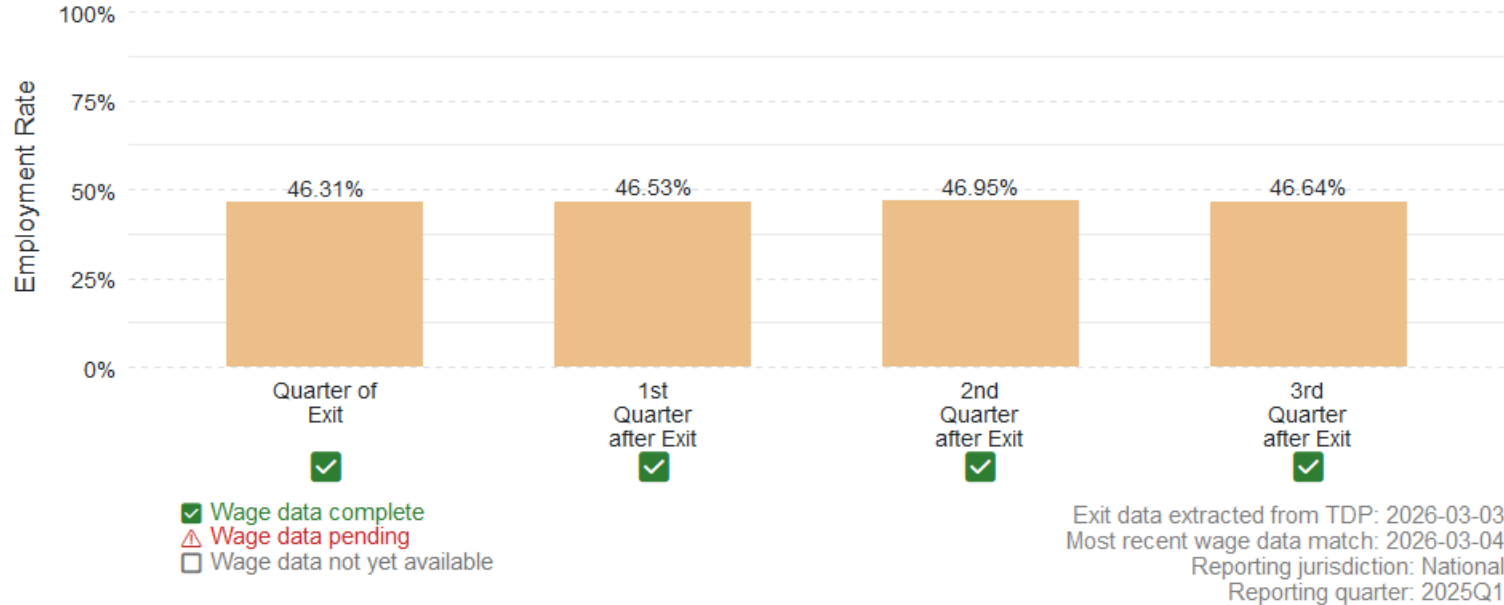
We also calculate measures showing rates at four points:

- Quarter of Exit
- 1st Quarter after Exit
- 2nd Quarter after Exit (same as FRA measure)
- 3rd Quarter after Exit

These help you see employment patterns over time for each exit quarter cohort. They are not official measures.



## Example: 2025Q1 Exiters



# How ACF Calculates These Additional Measures

## Quarter of Exit

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**Numerator:** Exiters with earnings during their exit quarter

**Denominator:** Total Unique Exiters

## 2nd Quarter after Exit

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**Same as Employment Rate FRA measure**

**Numerator:** Exiters with earnings two quarters after exit

**Denominator:** Total Unique Exiters

## 1st Quarter after Exit

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**Numerator:** Exiters with earnings one quarter after exit

**Denominator:** Total Unique Exiters

## 3rd Quarter after Exit

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**Numerator:** Exiters with earnings three quarters after exit

**Denominator:** Total Unique Exiters



# Your Reports



# You'll Soon Begin Receiving Reports

- Reports will be specific to your jurisdiction
- Reports available roughly each quarter through TDP feedback report feature
- Each report includes the most up to date NDNH data
- Reviewing these reports is optional, but recommended
- ACF-OFA will not be releasing these provisional reports outside of TDP:
  - You decide if and how these reports are distributed beyond that.



# Report Structure

Your report contains two main sections:

- **Results:** Tables and charts on the three FRA measures plus additional employment measures
- **Notes:** Technical details about data sources, processing, and calculations

Each measure includes three tabs:

- **Chart:** Visual display of the measure
- **Definition & Data:** Measure definitions and data tables
- **Interpretation:** Guidance on understanding results



# Report Features

- **Interactive table of contents:** Navigate between sections
- **Tabbed measure sections:** Switch between chart, data, and interpretation
- **Lightbox:** Click charts to enlarge
- **Right-click:** Save charts as images
- **Standalone HTML:** No internet connection needed



# How to Read Your Report



# Understanding the Symbols

## Green Checkmark

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- Wage data are largely complete
- More reliable values, but can still change
- Can start comparing across quarters

## Grey Empty Box

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- Wage data has not started arriving
- Values will change
- Don't draw conclusions yet

## Red Warning Symbol

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- Wage data still arriving
- Values will change
- Don't draw conclusions yet



# Understanding Missing, Low or Zero Values

## Don't Panic About Low Numbers

Low values and zeros in recent quarters reflect **incomplete NDNH data**, not poor performance.

- Values will likely increase as additional wage records arrive at NDNH
- This is why we show the completeness status on every chart
- Focus interpretation on quarters with green checkmarks

Missing values indicate we can't calculate it yet (data not available):

- Delays with NDNH or FRA data
- In charts: no bar shown
- In tables: 'NA'



# How to Access Feedback Reports

## Steps to Request TDP Access

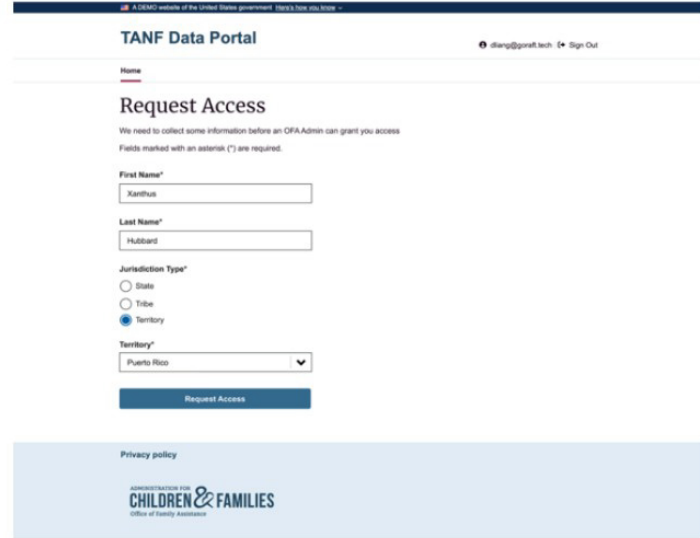
### New users:

1. Create a [Login.gov](#) account
2. Log in to [TANF Data Portal](#)
3. Complete the access request form.

### Existing users:

- Submit a change request via the profile to access FRA files.

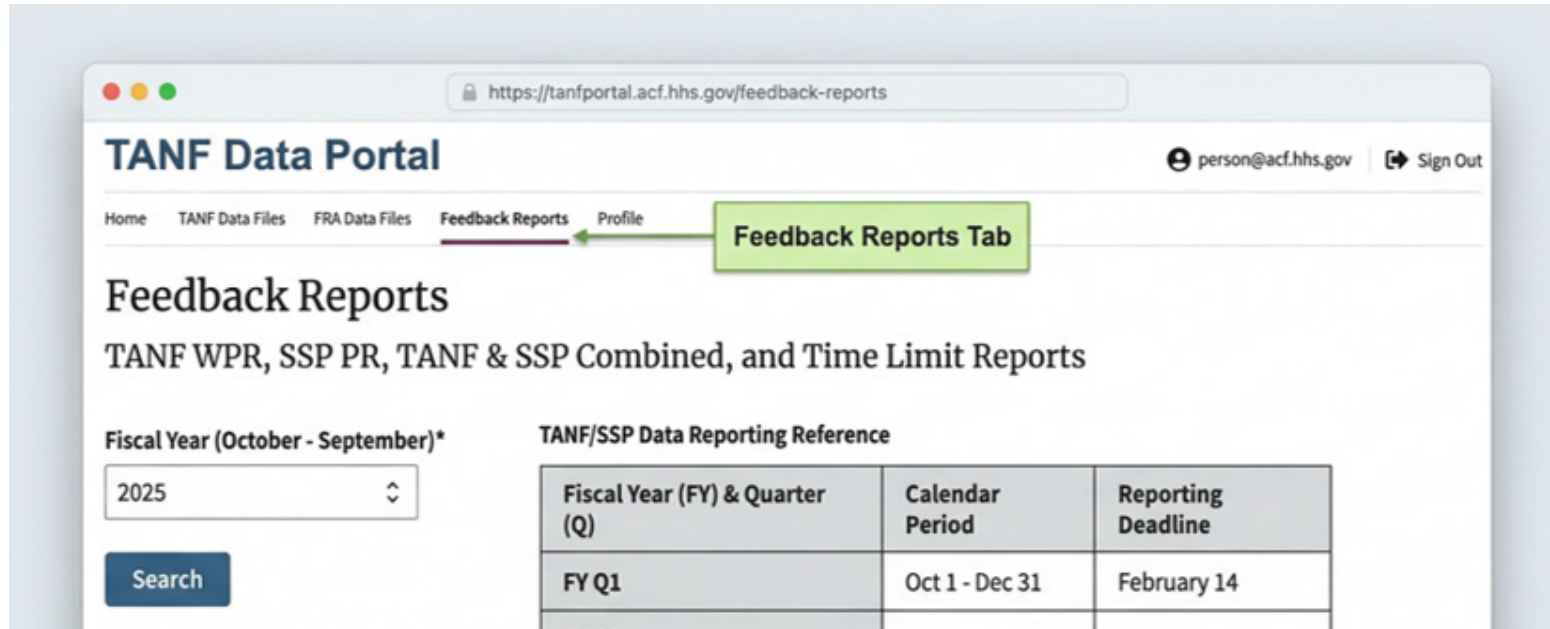
**Need help?** See the [TDP Knowledge Center](#)



The screenshot shows the 'Request Access' page of the TANF Data Portal. At the top, there is a navigation bar with the text 'A DCMC website of the United States government' and 'Home'. The main heading is 'Request Access'. Below the heading, there is a note: 'We need to collect some information before an OFA Admin can grant you access. Fields marked with an asterisk (\*) are required.' The form contains the following fields: 'First Name\*' with the value 'Xanthus', 'Last Name\*' with the value 'Hubbard', 'Jurisdiction Type\*' with radio buttons for 'State', 'Tribe', and 'Territory' (selected), and 'Territory\*' with a dropdown menu showing 'Puerto Rico'. A blue 'Request Access' button is located below the form. At the bottom of the page, there is a footer with the text 'Privacy policy' and the logo for 'DEPARTMENT OF CHILDREN & FAMILIES Office of Family Assistance'.



# Select the Feedback Report Tab



The screenshot shows a web browser window with the URL `https://tanfportal.acf.hhs.gov/feedback-reports`. The page title is "TANF Data Portal". In the top right corner, there is a user profile icon for "person@acf.hhs.gov" and a "Sign Out" button. The navigation menu includes "Home", "TANF Data Files", "FRA Data Files", "Feedback Reports", and "Profile". The "Feedback Reports" tab is highlighted with a green box and a green arrow pointing to it from the text "Feedback Reports Tab". Below the navigation menu, the main heading is "Feedback Reports" with the subtitle "TANF WPR, SSP PR, TANF & SSP Combined, and Time Limit Reports". On the left side, there is a section for "Fiscal Year (October - September)\*" with a dropdown menu showing "2025" and a "Search" button. On the right side, there is a "TANF/SSP Data Reporting Reference" table.

Fiscal Year (FY) & Quarter (Q)	Calendar Period	Reporting Deadline
FY Q1	Oct 1 - Dec 31	February 14



# Report Demo



# Questions



# Contact Us



## Contact Us

We welcome your questions and feedback:

[TANFData@acf.hhs.gov](mailto:TANFData@acf.hhs.gov)

Questions about:

- How measures are calculated
- Your specific report results
- Supplemental reporting options
- Data processing



# UPCOMING EVENTS



## **May Drop-In Office Hours**

- **Monday, May 11 3:00-4:00 (ET)**
- **Friday, May 15 3:00-4:00 (ET)**

## **RECS Conference: TOTAL Session on FRA Secondary Education Outcomes Reporting**

- **Thursday, May 21 (lunch session)**

## **June Working Group Session Administrative Records**

- **Wed, June 17 2:00-3:00 (ET)**

For guidance, visit [TANF Provisions in FRA of 2023](#) or the [PeerTA TOTAL Page](#)

Contact the TANF Data Division for questions and requests for assistance

[tanfdata@acf.hhs.gov](mailto:tanfdata@acf.hhs.gov)

