

Temporary Assistance for Needy Families (TANF) - Information Session - Work Outcomes Reporting:

- (1) Interpreting State Work Outcomes Reports
- (2) Introducing the Supplemental Work Outcomes Report



July 29, 2026

TANF Outcomes Technical Assistance and Logistics (TOTAL)

Today's Objectives



Encourage you to use the work outcomes data to drive program improvement and better outcomes for participants

Discuss work outcomes in small groups

Introduce the Supplemental Work Outcomes Report

Gather your input through polls on future technical assistance needs



Understanding and Using the Work Outcome Measures to Improve TANF Programs



Background



- The Fiscal Responsibility Act of 2023 requires all states to report employment outcome measures for work-eligible individuals who leave TANF, beginning in federal fiscal year 2025.
- Outcomes-based measures provide states with data they can use to assess how well exiters are faring after they leave the program

Adapted from WIOA



- The Workforce Innovation and Opportunity Act (2014) established employment and earnings outcomes measures across federal workforce programs, including adult employment and training, adult education, vocational rehabilitation
- FRA work outcomes measures are adapted from the employment and earnings outcome measures established under WIOA.

Adapted from WIOA (cont.)

Dimension	WIOA Work Outcomes Measure	FRA TANF Work Outcomes Measure
Employment	Employment rate in Q2 after exit	Employment rate in Q2 after exit
Earnings	Median earnings in Q2 after exit, of employed exiters	Median earnings in Q2 after exit, of employed exiters
Retention	Employment rate in Q4 after exit, of all exiters	Employment rate in Q4 after exit, of exiters employed in Q2
Population	Program participants who received at least one staff-assisted service before exiting the WIOA program	Work-eligible individuals whose families exited TANF cash assistance, regardless of whether they received any service
Exiter Definition	Someone who finished receiving staff-assisted career services or training funded by WIOA and has no future services scheduled. Exit confirmed 90 days after their last service.	Work-eligible individuals whose family ceases to receive cash assistance. Exit confirmed after 90 days of last cash assistance receipt.
National Numbers	Statistically account for population characteristics and economic conditions	No statistical adjustments

National Directory of New Hires (NDNH) wage records data

- Employer-reported wage records and new hire data compiled across states
- Strengths:
 - More complete than any single state's UI wage records (captures out-of-state earnings, federal employment)
 - Captures nearly all formal wage employment (W-2 employment)
- Limitations:
 - May undercount self-employment (including 1099 employment), informal work, and agricultural employment
 - Does not capture full range of job characteristics or dynamics (full-time, part-time, hourly wage, continuous employment within quarters)

Your state's work outcomes report is available in the TANF Data Portal

URL: <https://tanfdata.acf.hhs.gov/>

Email tanfdata@acf.hhs.gov with questions or for assistance

Table of contents

Overview
Results
Wage Data Completeness by Reporting Quarter
Quarterly Counts
FRA Work Outcome Measures
Required for All Jurisdictions
Employment Rate — 2nd Quarter after Exit
Median Earnings — 2nd Quarter after Exit
Employment Retention Rate — 4th Quarter after Exit
Required for Pilot Jurisdictions
Additional Measures
Notes

FRA Work Outcome Measures

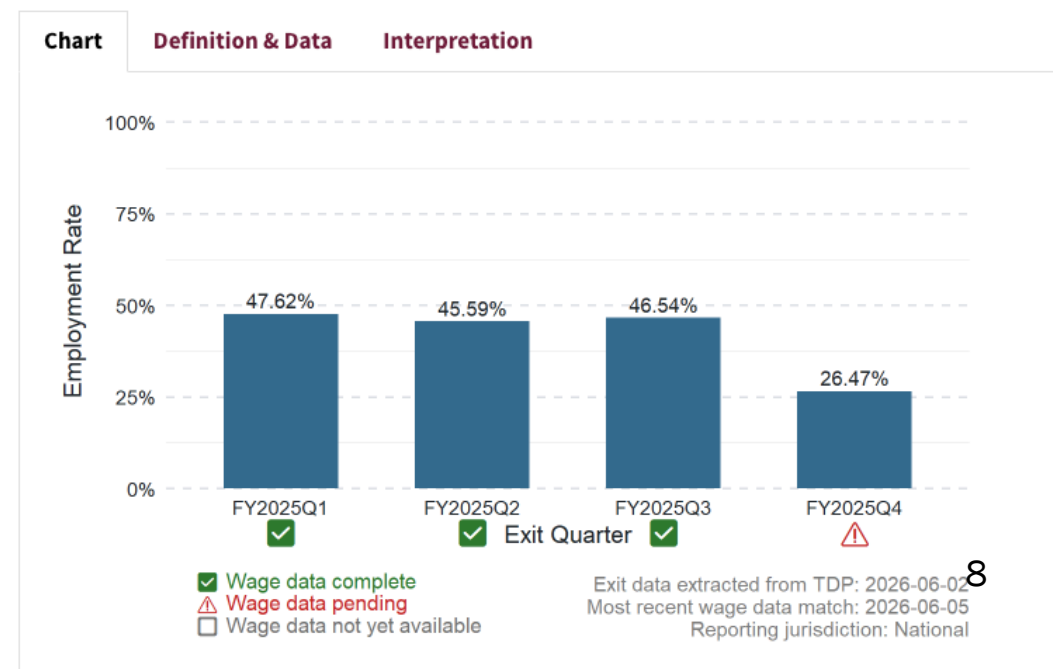
Required for All Jurisdictions

The three national Work Outcome Measures are:⁵

- **Employment Rate — 2nd Quarter After Exit:** The percentage of individuals who were work-eligible individuals as of the time of exit from the program, who are in unsubsidized employment during the second quarter after the exit;
- **Employment Retention Rate — 4th Quarter After Exit:** The percentage of individuals who were work-eligible individuals as of the time of exit from the program who were in unsubsidized employment in the second quarter after the exit, who are also in unsubsidized employment during the fourth quarter after the exit;
- **Median Earnings — 2nd Quarter After Exit:** The median earnings of individuals who were work-eligible individuals as of the time of exit from the program, who are in unsubsidized employment during the second quarter after the exit...

Employment Rate — 2nd Quarter after Exit

FY2025



**Note: This is a screenshot from the national report, which is available in your portal along with your state report. They have the same layout.*

Ways to look at the data in your state's work outcomes report

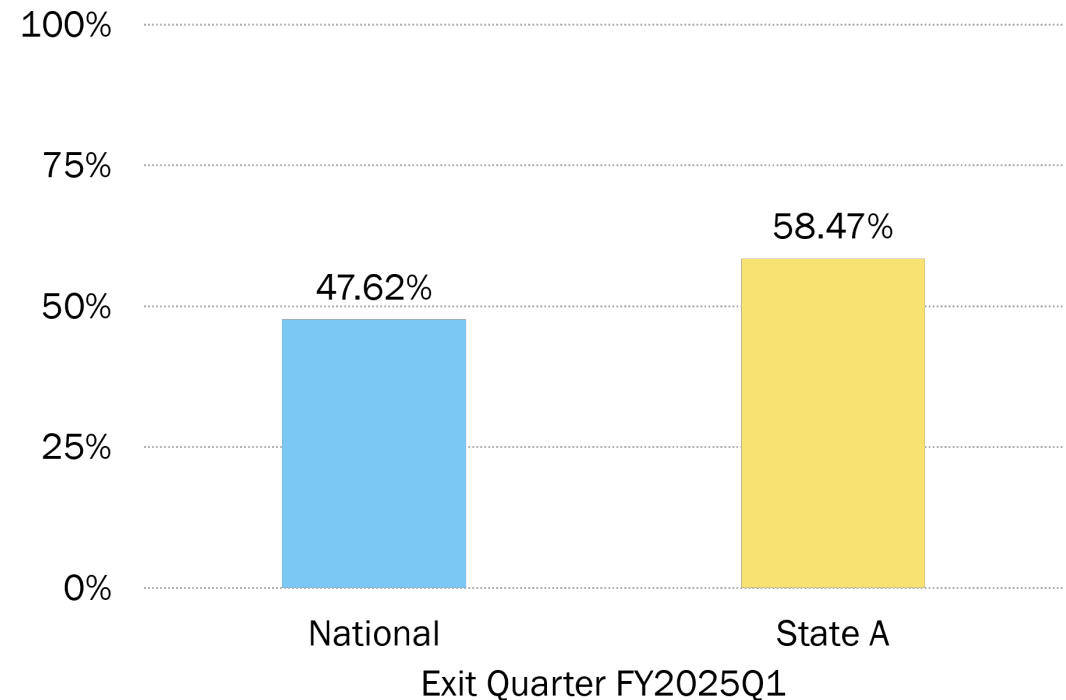
- Compare measures to national data
 - States have different labor markets, caseload compositions, and program designs.
 - Higher than national $\neq$ better than average performance
 - Lower than national $\neq$ worse than average
 - National numbers can be used as reference points to prompt questions internally
- Compare measures over time
 - Identical measures across different exit cohorts: can assess differences between each cohort
 - Employment rates over time for the same cohort: can assess what happens with each cohort as time passes

Comparing Measures to National Data

Employment Rate – 2nd Q after Exit

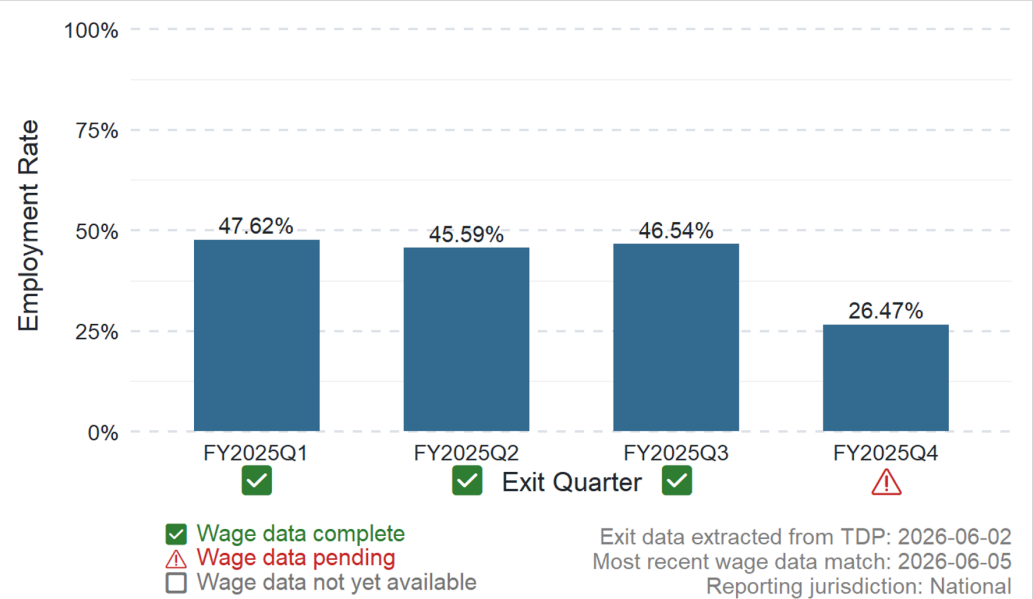
- Reflects the proportion of exiters who were employed shortly after leaving TANF
- May be shaped by:
 - Caseload composition
 - Reason for exit
 - Local labor market
 - Program design & focus

Given your state's labor market sectors, geography, and caseload size and composition: is a higher or lower than national rate expected?

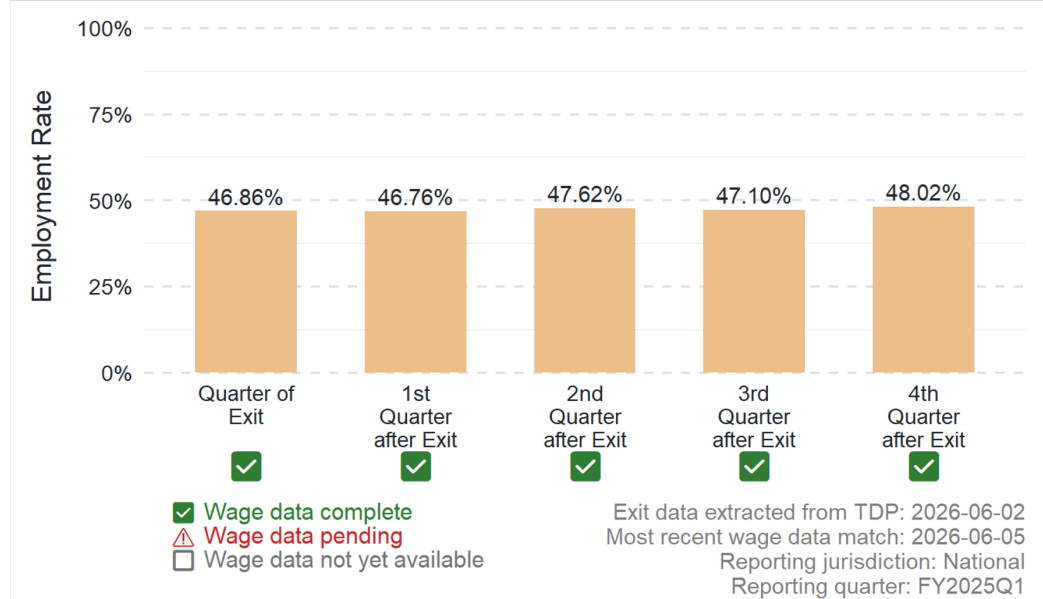


Comparing Employment Rates Over Time

Comparing Across Exit Cohorts: Employment Rate – 2nd Quarter After Exit

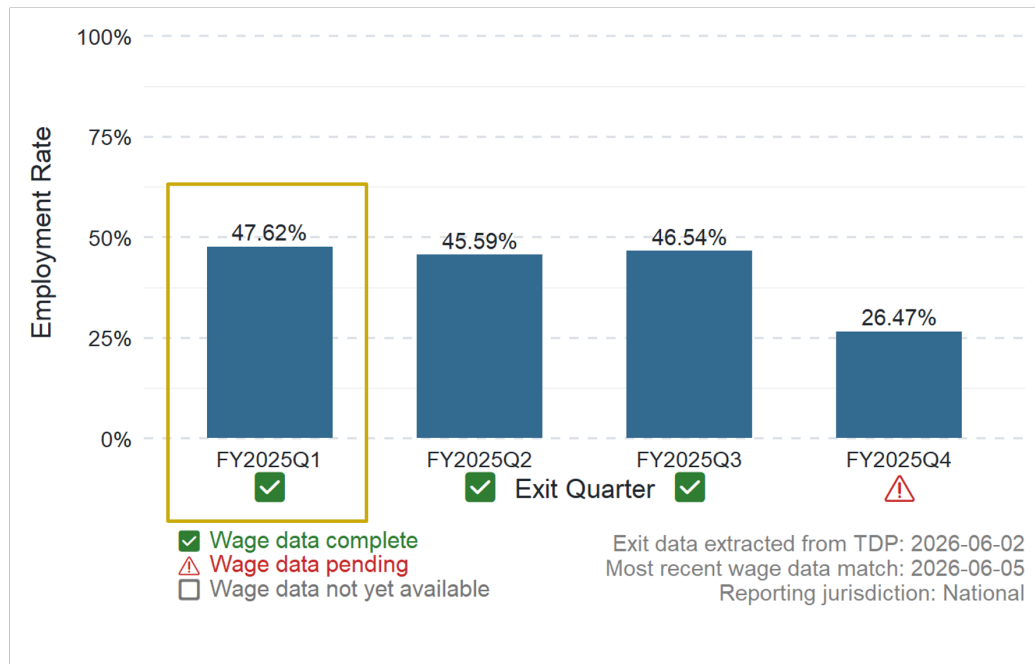


Comparing Within the Same Cohort: Employment Rates for FY2025Q1 Exiters

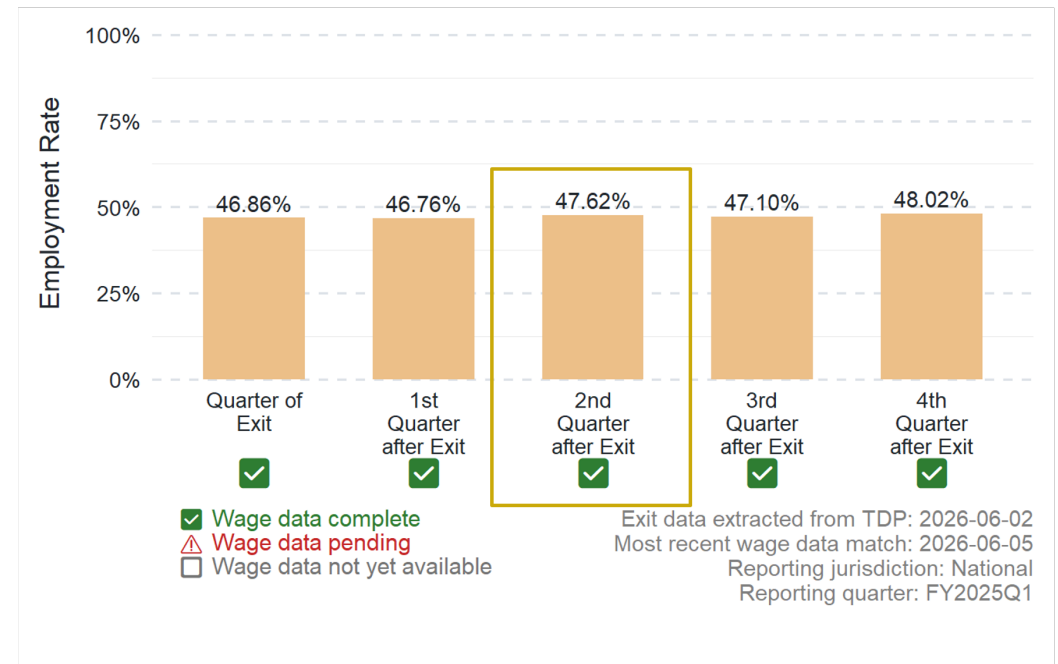


Comparing Employment Rates Over Time

Comparing Across Exit Cohorts: Employment Rate – 2nd Quarter After Exit



Comparing Within the Same Cohort: Employment Rates for FY2025Q1 Exiters

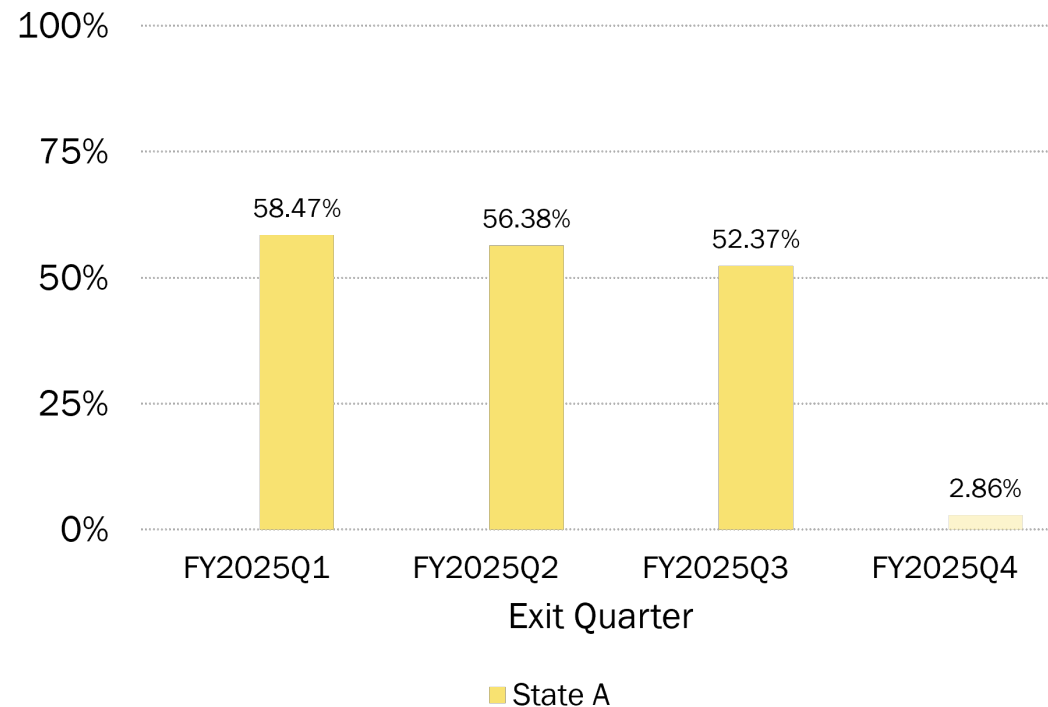


Note: Employment rate for the 2nd quarter after exit for FY2025Q1 exiters is shown in both charts.

Comparing Identical Measures Across Exit Cohorts

Employment Rate – 2nd Q after Exit

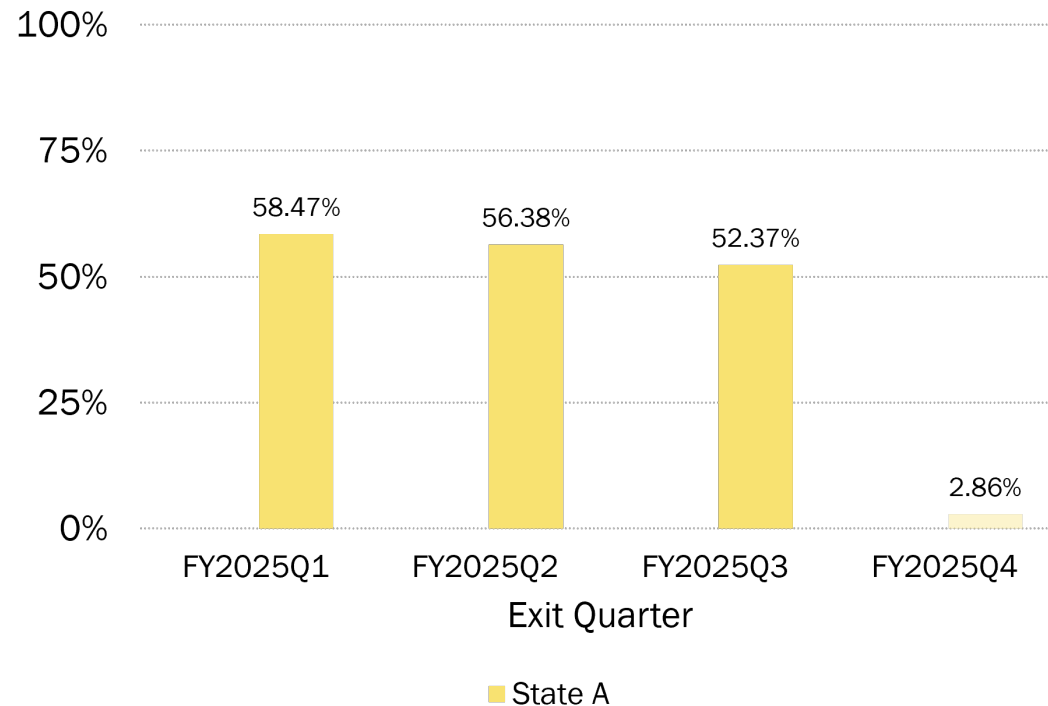
- These are the measures as presented in your state report
- Consider how Q2 employment rate changes by exit cohort
- Recall that some exit cohorts may have less complete data for a number of reasons, including data reporting delays



Comparing Identical Measures Across Exit Cohorts

Questions to Consider:

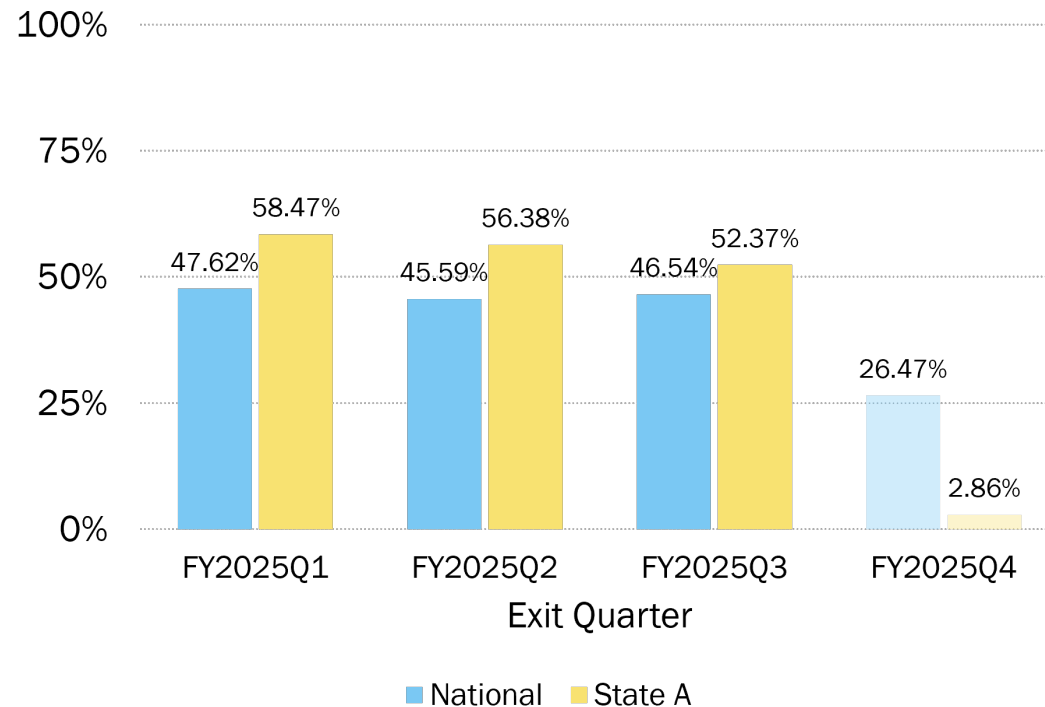
- *How do exiter cohort characteristics differ from each other?*
- *What share of TANF exits for each cohort are driven by employment, vs other administrative reasons?*



National and Over Time Considerations

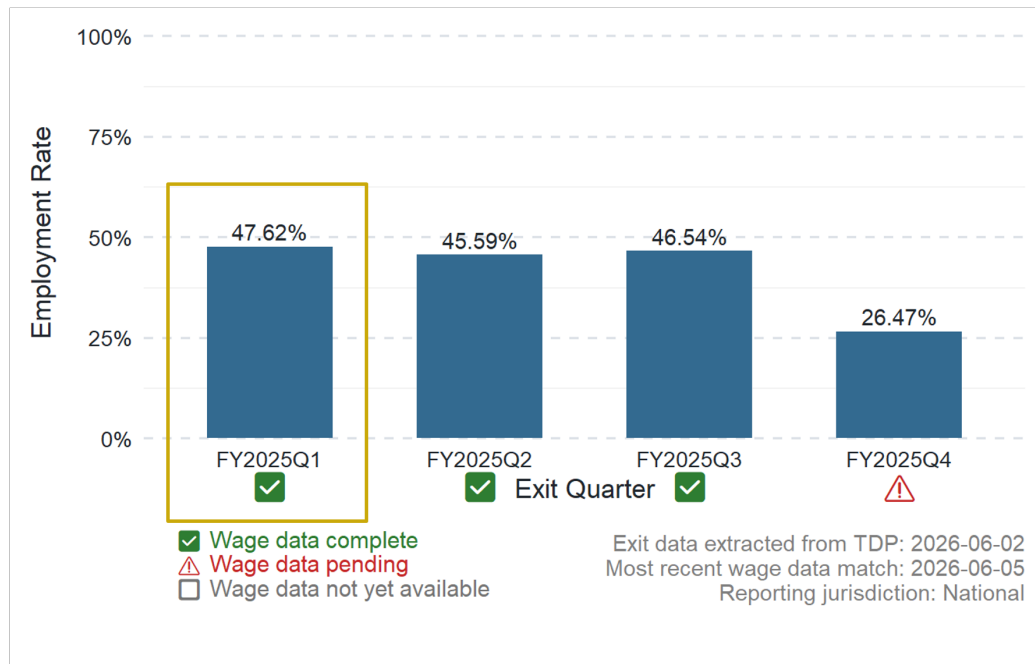
Questions to Consider:

- *Are measures across cohorts generally consistent with the national pattern?*
- *What exiter characteristics or groups are driving the state's overall employment rates?*
- *What labor market or regional trends might be informing these cohorts' employment rates?*

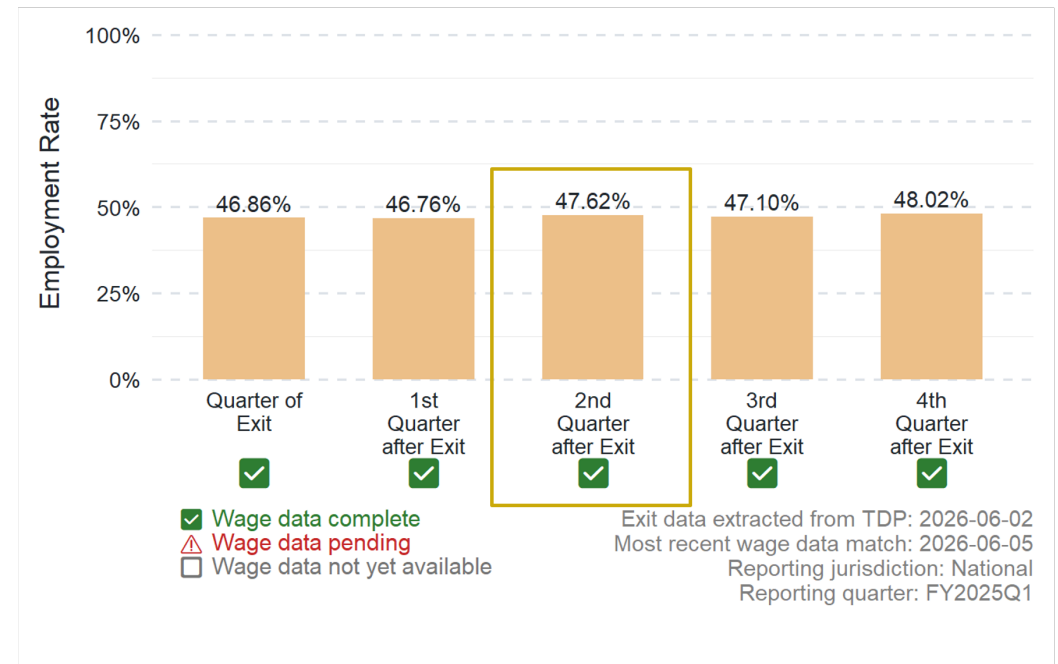


Comparing Employment Rates Over Time

Comparing Across Exit Cohorts: Employment Rate – 2nd Quarter After Exit



Comparing Within the Same Cohort: Employment Rates for FY2025Q1 Exiters

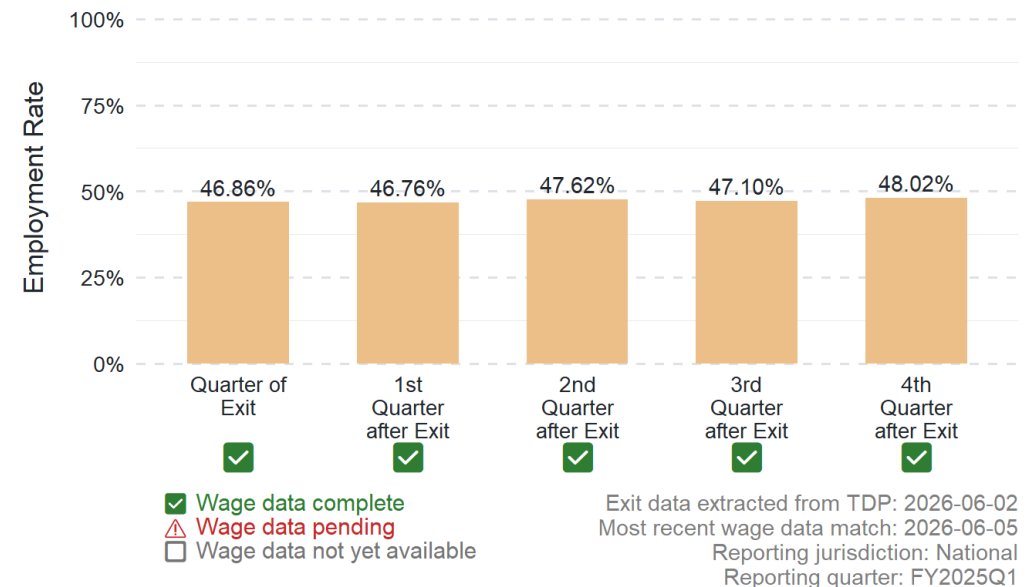


Note: Employment rate for the 2nd quarter after exit for FY2025Q1 exiters is shown in both charts.

Employment Rates Over Time for the Same Exit Cohort

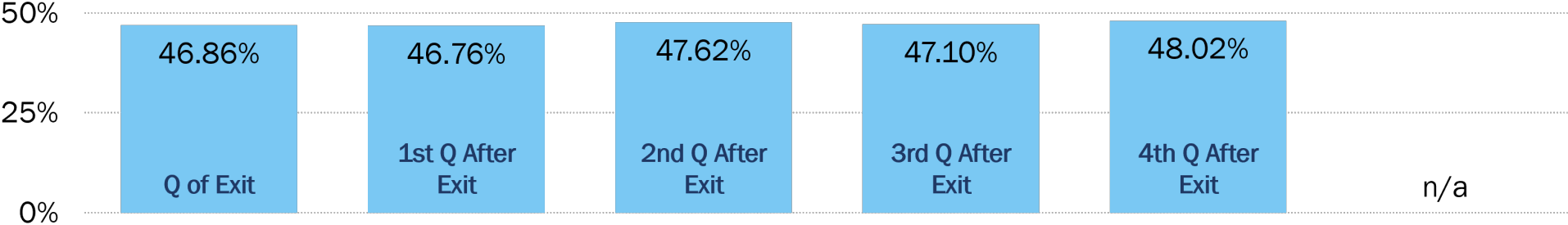
- Shows over-time employment patterns for a cohort of TANF exiters
- Consistent sample in the denominator
- Employment rates do not necessarily reflect the same people each quarter

Employment Rates for FY2025Q1 Exiters



Employment Rates Over Time for the Same Exit Cohort

Exit Quarter
FY2025Q1

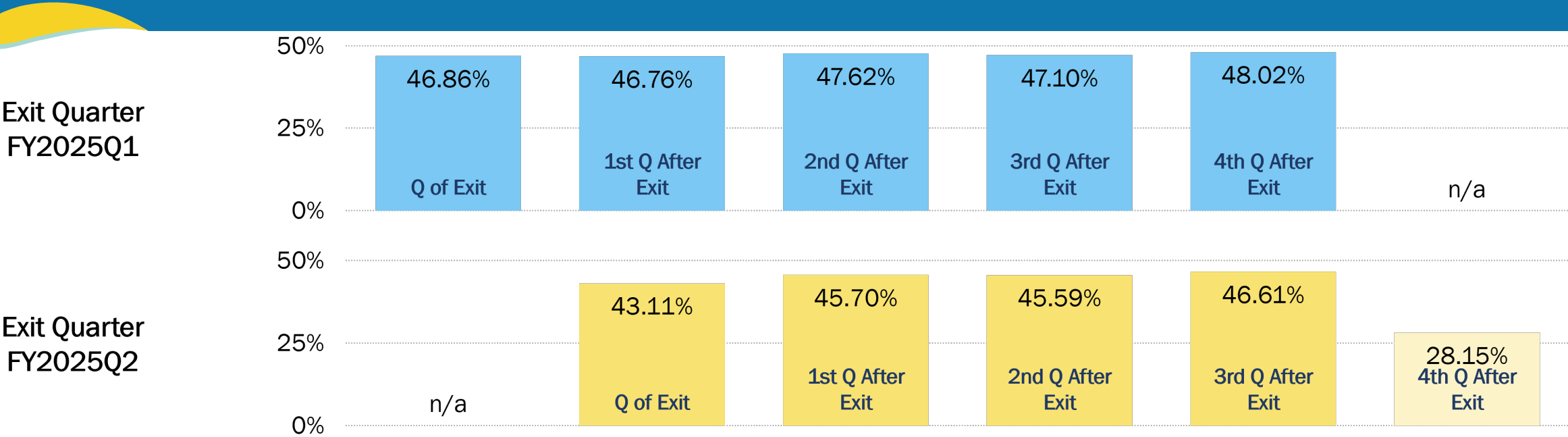


Question to Consider:

Given the activities and supports this cohort received before exiting TANF, are these rates over time what you might expect?

What kinds of supports before or after TANF exit might be strengthened or re-examined?

Employment Rates Over Time for the Same Exit Cohort

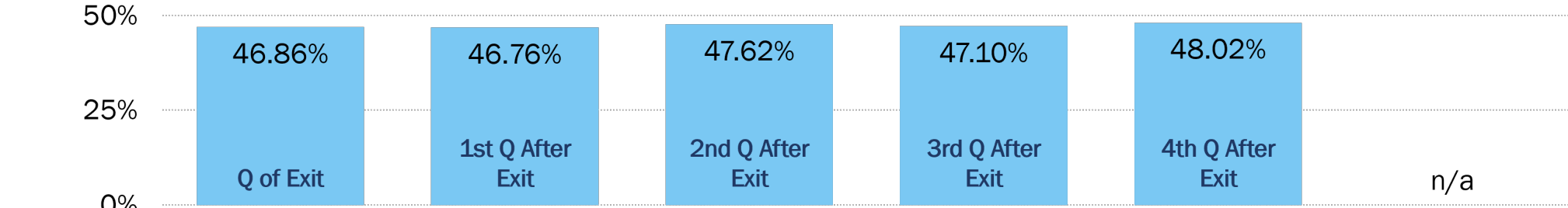


Having this information for multiple exiter cohorts allows for insights based on seasonality and external events

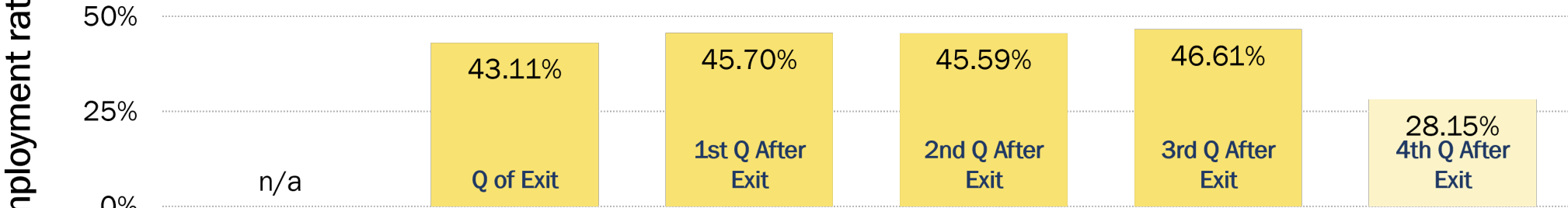
Employment Rates Over Time for the Same Exit Cohort



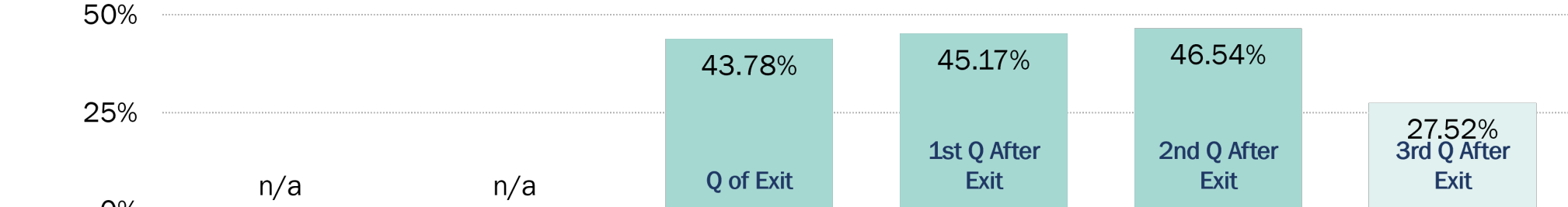
Exit Quarter
FY2025Q1



Exit Quarter
FY2025Q2



Exit Quarter
FY2025Q3



FY2025Q1 FY2025Q2 FY2025Q3 FY2025Q4 FY2026Q1 FY2026Q2

Employment Rates Over Time for the Same Exit Cohort

Questions to Consider:

- **Do employment rates differ by cohort?**
 - Consider whether composition of cohorts are different, and whether program supports or activities might be targeted to different cohorts.
- **Are there any seasonal or economic events reflected across cohorts?**
 - Employment increases in the retail sector around the holidays
 - Regional economic shocks (e.g. layoffs, hiring freezes)

Interpreting Employment Rates, Median Earnings, and Retention Measures



Work Outcomes Measure Different Dimensions of Employment

- **Employment Rates:**
 - Share of exiters in a quarter with earnings in any type of unsubsidized employment
 - Does not include self-employment (gig work, contractors) or informal employment, limited agricultural employment
- **Median Earnings:**
 - Midpoint earnings of employed exiters
 - Reflective of a “typical” experience of employed exiters (as opposed to average or mean earnings, which are sensitive to extreme outliers)
 - Signal employment quality
 - Reflective of both full and partial-quarter employment
- **Employment Retention Rate:**
 - Indicative of ability of exiters to sustain employment
 - Does not capture whether exiters sustained employment in the same job, or across all quarters

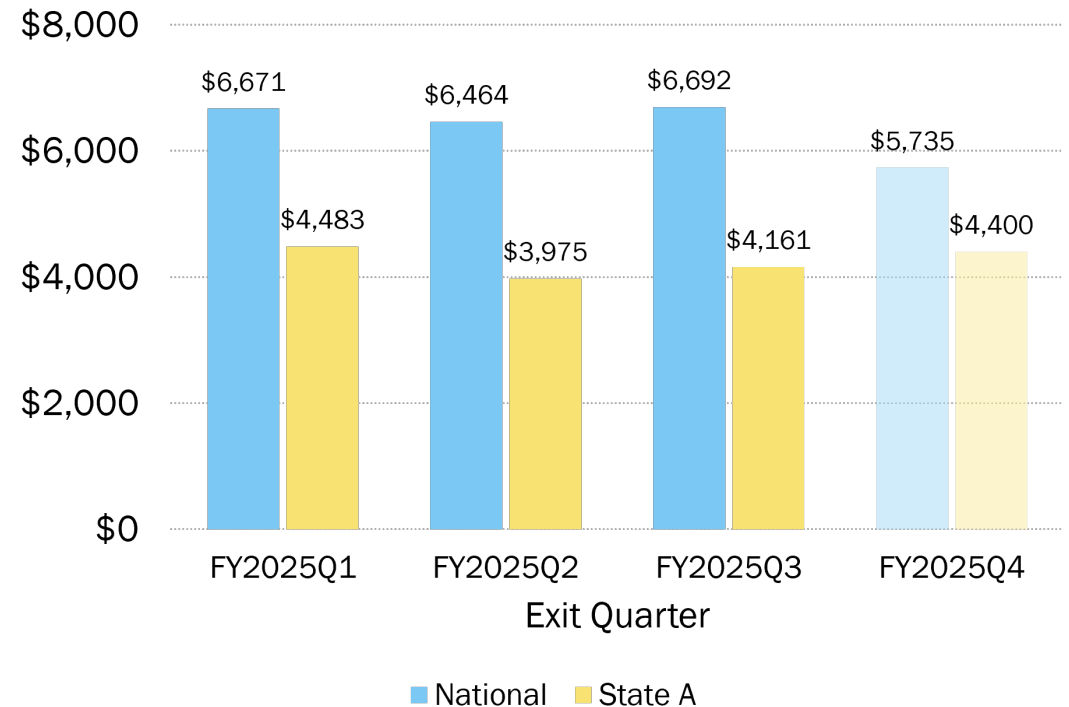
Deeper insights about the data in these reports can emerge when interpreting the measures in context of each other.

Comparing Median Earnings to National Numbers, and across Exit Cohorts

Questions to Consider:

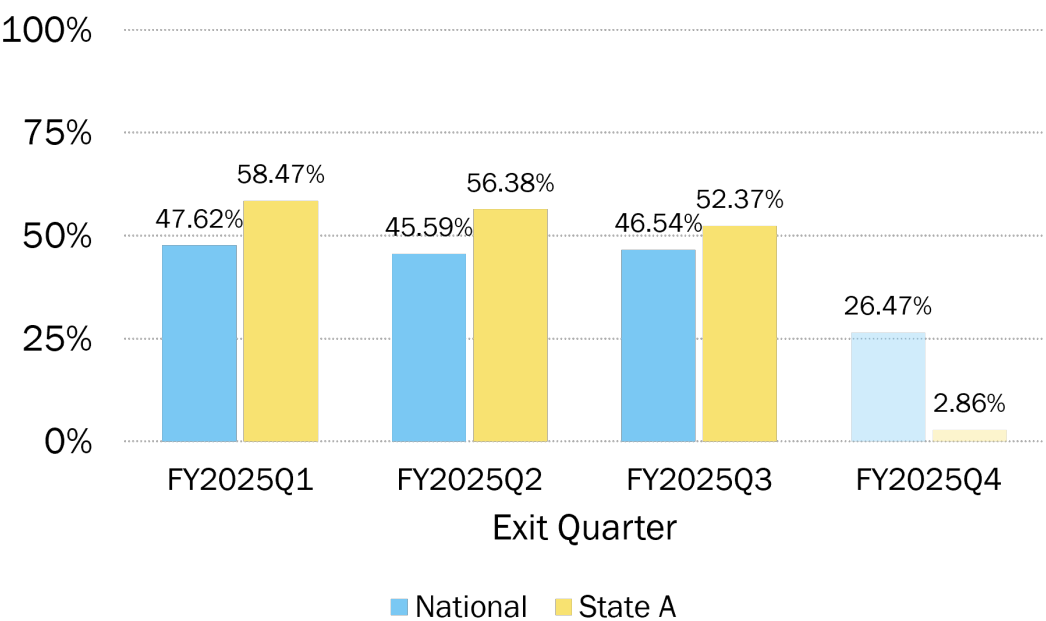
- *How do these earnings compare with prevailing wages for jobs typically accessible to the population similar to exiters in your state?*
- *Do these earnings clear a self-sufficiency wage for your state?*

Consider: state minimum wage benchmarks, prevalence of seasonal work, urban/rural labor market characteristics, cost of living

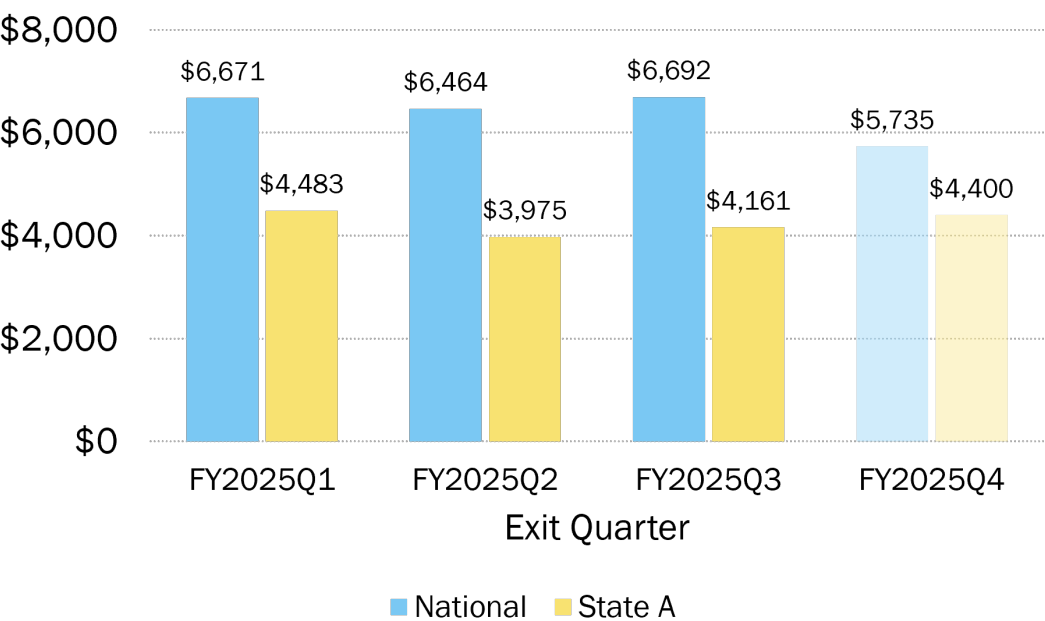


Consider Employment Rate and Median Earnings Together

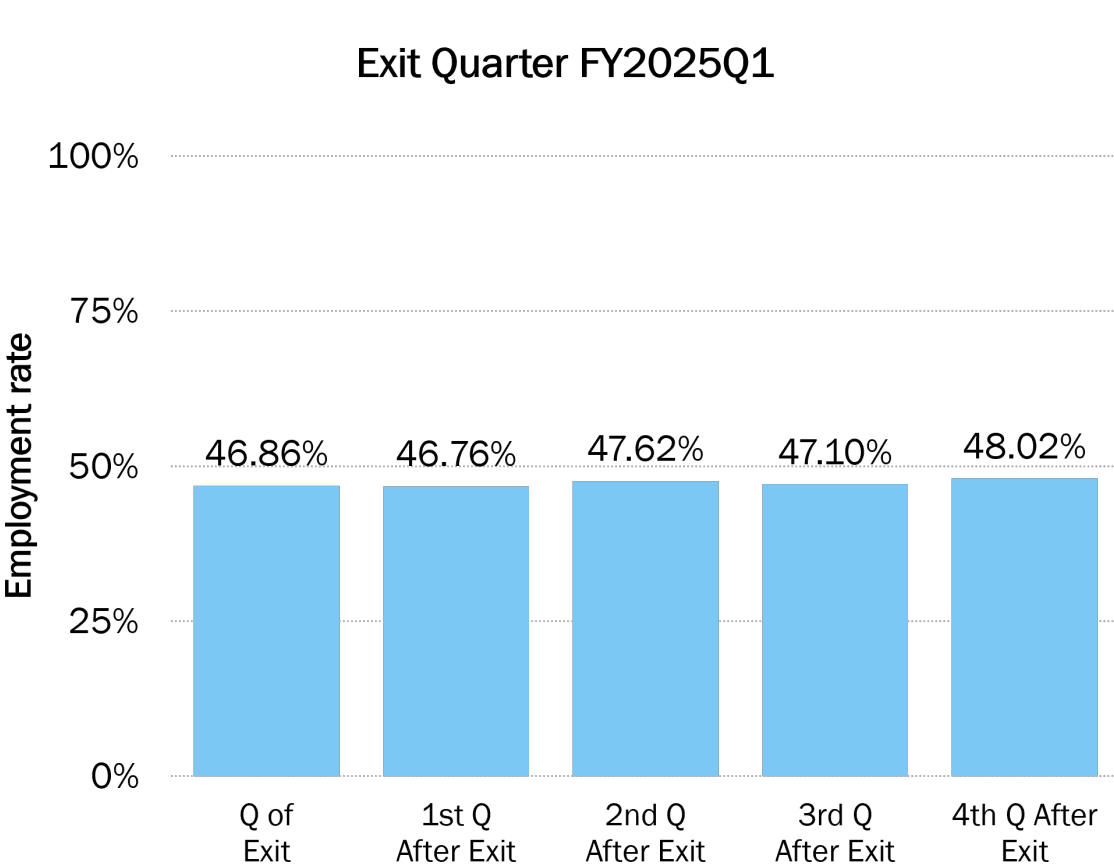
Employment Rate – 2nd Q After Exit



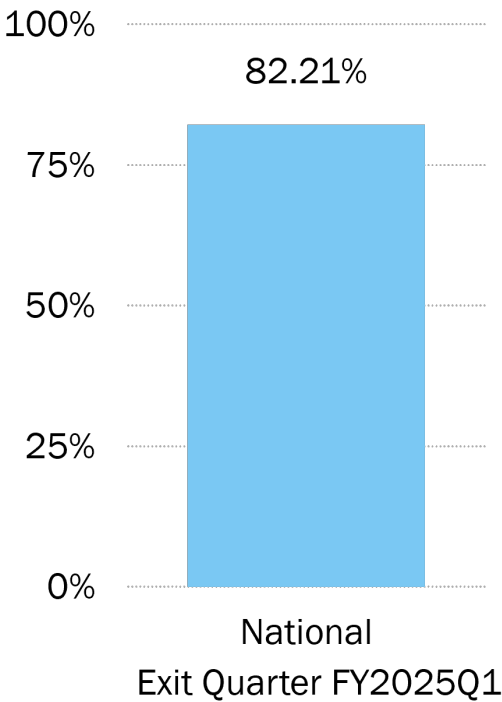
Median Earnings – 2nd Q After Exit



Consider Employment Retention Rate and Employment Rates Over Time Together



Employment retention rate in the 4th quarter after exit



Note that individuals move in and out of employment and the employed population is not always the same across quarters.

Consider Employment Retention Rate and Employment Rates Over Time Together

Questions to Consider:

- *Does the retention rate measure suggest that a substantial proportion of exiters are cycling in and out of employment?*
- *Might employment rate dips in certain quarters after exit help identify when and for how long retention supports might be helpful?*
- *What does the exit cohort composition suggest about where retention challenges are concentrated?*
- *What pre- or post-exit employment supports are available to address these challenges?*
- *Does your state have ways to encourage exiters to stay in touch, so they can access retention or stabilization services when needed?*

Breakout Group Reflections

- Did the outcome levels for employment rates, median earnings, and employment retention rate on your state report align with your expectations?
- What outcomes were surprising or unexpected, and why?
- What program participation or other data can you access that can help you make sense of some of these outcomes? (e.g. exit reasons, participant or exiter characteristics)
- What kinds of pre- or post-exit approaches might you consider adjusting depending on what you might see in these reports?



About the Supplemental Work Outcomes Report



What is it?



- As part of the implementation of the Fiscal Responsibility Act (FRA) of 2023, ACF is calculating three work outcomes measures for work-eligible individuals who exit TANF by matching the Social Security Numbers (SSNs) reported by state and territory TANF programs in the Work Outcomes of TANF Exiters Reports to data from the National Directory of New Hires (NDNH).
- The Supplemental Work Outcomes Report is an additional, **optional report** that states can choose to submit if they would like to calculate the work outcomes measures themselves using **alternative data sources** (but using the same universe of SSNs and methodology as ACF).
- The Supplemental Work Outcomes Report is **required** for any states that do not have an Unemployment Insurance program (and do not submit quarterly wage data to the NDNH).

Key Definitions



The Supplemental Work Outcomes Report uses the same definitions and eligibility requirements as the Work Outcomes of TANF Exiters Report (which states began reporting in May 2025).

Work-eligible individual (WEI)

An adult (or minor child head-of-household) receiving assistance under TANF*, or a non-recipient parent living with a child receiving such assistance

Exit

The date that a WEI's family ceases to receive assistance from the TANF program (the last day of assistance cannot be determined until 90 days or three months have elapsed since the family last received assistance)

Unsubsidized employment

Full- or part-time employment in the private or public sector after exiting the TANF program (exclude subsidized employment such as transitional jobs)

WEI defined in 45 CFR Part 261.2 (n), see: <https://www.ecfr.gov/current/title-45/subtitle-B/chapter-II/part-261/section-261.2>

*The FRA measures do not include WEIs receiving assistance under a separate state program.

When is it Due?



- The report is **due annually** and must be submitted to the TANF Data Portal within 45 days following the end of the fiscal year.
- The table below shows the first three reporting periods and corresponding due dates.
- The first report, covering Fiscal Year 2025, is due on **November 14, 2027**.

Fiscal Year / Annual Reporting Period	Due Date
FY 2025, October 1, 2024 – September 30, 2025	November 14, 2027
FY 2026, October 1, 2025 – September 30, 2026	November 14, 2028
FY 2027, October 1, 2026 – September 30, 2027	November 14, 2029

Benefits of Creating the Supplemental Work Outcomes Report



- ✓ **Expand coverage** – NDNH quarterly wage data does not capture all forms of employment (such as self-employment, including "gig" work, or informal work, among others), and can only be linked to valid, non-missing SSNs, so using additional sources could help fill these gaps.
- ✓ **More accurate performance results** – Capturing more forms of employment may result in higher employment rates, since some individuals may be working but appear to be unemployed if relying solely on NDNH data.
- ✓ **Increase capacity for reporting and learning** – The report creates an opportunity to further build out systems and practices for collecting data and examining work outcomes for exiting TANF participants.

Possible Sources of Employment Records



State Unemployment Insurance Program	A program that provides unemployment benefits to eligible workers who meet state eligibility requirements and tracks data related to wage records, unemployment claims, and benefit payments
State Wage Interchange System (SWIS)	A data sharing system managed by the Department of Education and the Department of Labor that allows states to exchange employment and earnings data
State Longitudinal Data Systems (SLDS)	A data system maintained by a state that may include information on individuals ranging from education to workforce data
State Directory of New Hires	A database maintained by a state where employers are required to report information on newly hired or rehired employees
TANF program data	Administrative records maintained by TANF agencies
TANF exiter surveys	Surveys sent to TANF exiters to collect self-reported employment and earnings information

For additional information, see the Supplemental Work Outcomes Report Instructions:

<https://acf.gov/sites/default/files/documents/ofa/3A.Instructions-supplemental-work-outcomes-report.pdf>

OMB #0970-0639 expires 1/31/2028

Supplemental Work Outcomes Report Instructions

PAPERWORK REDUCTION ACT OF 1995 (Pub. L. 104-13) STATEMENT OF PUBLIC BURDEN: Through this information collection, ACF is gathering information to assess and evaluate whether a State TANF program meets statutorily required participation rates. Public reporting burden for this collection of information is estimated to average 30 hours per grantee per year, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information. This is a mandatory collection of information (42 U.S.C. § 611). An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information subject to the requirements of the Paperwork Reduction Act of 1995, unless it displays a currently valid OMB control number. The OMB # is OMB #0970-0639 and the expiration date is 1/31/2028.

The TANF Work Outcomes Measures [interim final rule](#) includes three new reporting requirements:

- Work Outcomes of TANF Exiters Report
- Secondary School Diploma or its Recognized Equivalent Attainment Rate
- Supplemental Work Outcomes Report

General Instructions

This document includes instructions for the Temporary Assistance for Needy Families (TANF) Supplemental Work Outcomes Report authorized by 45 CFR part 265. For the Supplemental Work Outcomes Report, states have the option to submit calculated work outcomes measures that follow the definitions of the Work Outcomes of TANF Exiters (as defined in 265.3(g)) based on alternative data sources. Any state that does not have an Unemployment Insurance program and thus is unable to submit quarterly wage data to the ACF-designated wage match source will be required to submit the Supplemental Work Outcomes Report.

The Report includes the calculated work outcomes measures:

1. Employment Rate – 2nd Quarter After Exit
2. Employment Retention Rate – 4th Quarter After Exit
3. Median Earnings – 2nd Quarter After Exit

The report must be filed within 45 days following the end of the fiscal year.

Territories and the District of Columbia are referred to as “states.” Note: Tribes are not required to report.

INSTRUCTIONS AND DEFINITIONS

The state agency should collect and report data for each item. The data must be complete and accurate. States must use universe-level data and use the methodology described by the Office of Family Assistance (OFA). States must include the numerator and denominator used to calculate the rates and the median earnings and attach a description of the data sources.

Additional report guidance:

<https://peerta.acf.hhs.gov/content/understanding-strengths-and-limitations-national-directory-new-hires-data-april-2026>

Supplemental Work Outcomes Report Instructions:

<https://www.acf.gov/sites/default/files/documents/ofa/3A.Instructions-supplemental-work-outcomes-report.pdf>

Technical Assistance Resources: <https://peerta.acf.hhs.gov/total>



For questions and requests for assistance, contact the TANF Data Division:
tanfdata@acf.hhs.gov