

*51<sup>st</sup> National Association of Welfare  
Research and Statistics Workshop*

*September 13, 2011*

Understanding Supplemental Poverty  
Measures and Developing  
Differential Metrics to Strengthen the  
Effectiveness of TANF Programs

# Overview

- OFA Technical Assistance Event—Encourage Peer-to-Peer Exchange
- Grounding in the Supplemental Poverty Measure and specifically how it is being used in New York State
- Research on Performance Metrics being used in TANF Programs—both policy and practice
- On-the ground use of differential metrics

*51<sup>st</sup> National Association of Welfare  
Research and Statistics Workshop*

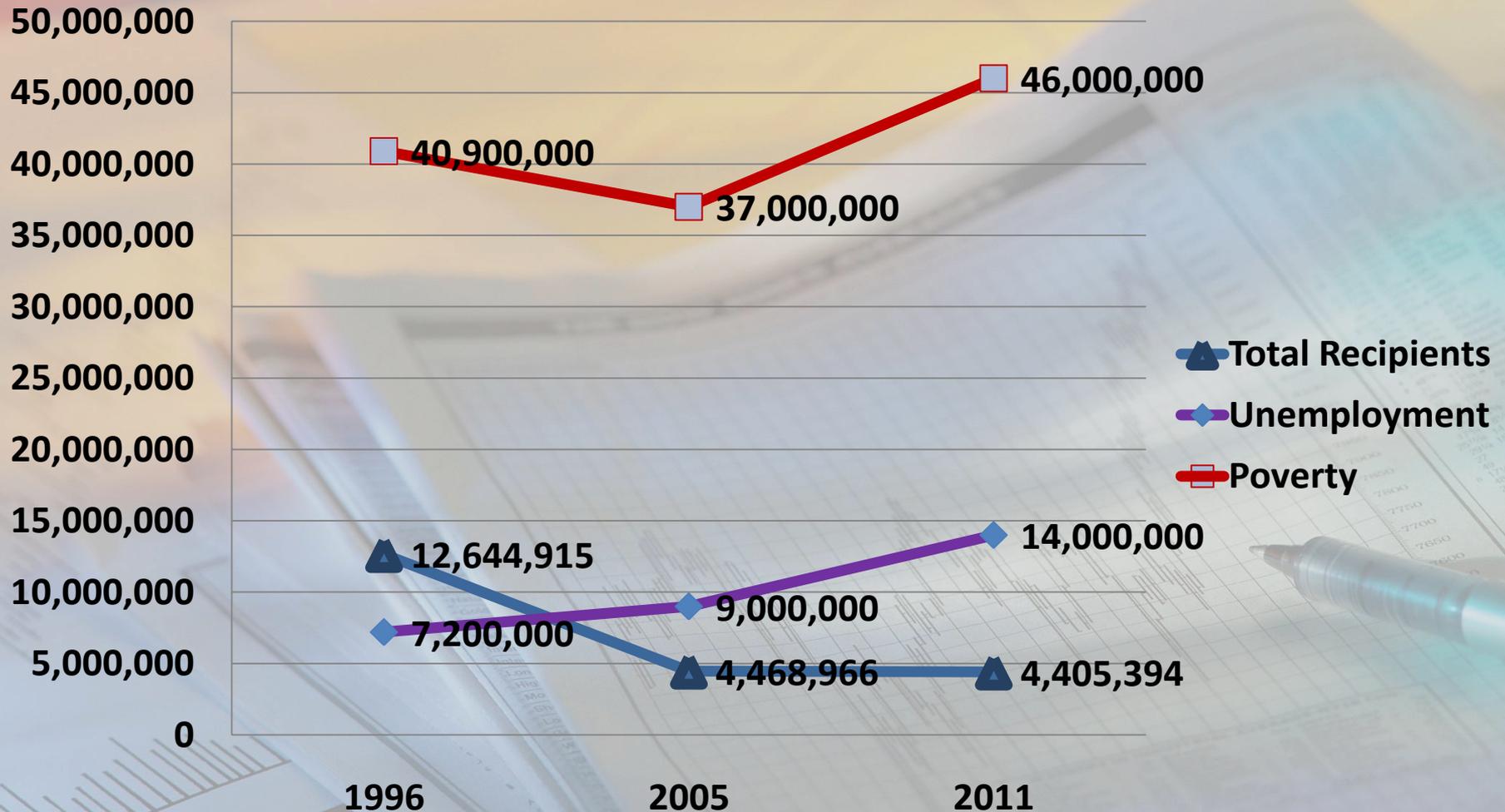
Setting the Context for Using  
Differential Metrics  
to Improve TANF Programs

Jeanette Hercik, PhD  
ICF International

# What's the Connection between the SPM and TANF Program Metrics

- About what is being measured
  - Income and Economic Stability
  - Dependency on Public Benefits
  - Avoidance of Material Hardship
- What gets measured-gets done
- Tells a story—how well are families doing?

# TANF-Unemployment-Poverty



# Purposes of TANF

## **The four purposes of TANF are:**

- assisting needy families so that children can be cared for in their own homes;
- reducing the dependency of needy parents by promoting job preparation, work and marriage;
- preventing out-of-wedlock pregnancies; and
- encouraging the formation and maintenance of two-parent families.

# Go to the Goals: TANF

- Developing an outcome based performance system starts with identifying the goals of the program.
  - TANF is an employment program
  - TANF is a safety net program
  - TANF is about family well being
- Goals define the measures

# What are the Measures

- Work Participation Rate
- Engagement-ACF 812
- Employment-related measures
- Child and Family well-being
- Family formation and stability measures

# What is a Differential Metric?

- Alternative Performance Measure
- Longer Term Employment and Wage Gain
- Reduced Economic Hardship
- Reduced Reliance on Public Benefits
- Addressing barriers to job retention

# Range of Differential Metrics

CATEGORY				
Potential Measures	Employment	Family Well Being	Family Formation	Self Sufficiency
	<ul style="list-style-type: none"> <li>• Job Entry</li> <li>• Salary</li> <li>• Wage Gains</li> <li>• Job Retention</li> <li>• Job Advancement</li> </ul>	<ul style="list-style-type: none"> <li>• Dependency on public benefits</li> <li>• Avoiding Hardship</li> <li>• Recidivism</li> <li>• Transitional</li> <li>• Supports</li> </ul>	<ul style="list-style-type: none"> <li>• Two-parent families</li> <li>• Out of wedlock births</li> </ul>	<ul style="list-style-type: none"> <li>• To be determined</li> </ul>
Results	 Increased employment, earnings, economic stability	 Stronger families		 Reduced poverty

# Barriers to Self-Sufficiency

- Substance Abuse
- Health (mental and physical)
- Disabilities
- Housing Instability
- Domestic Violence
- Child Care
- Transportation
- Education-GED
- Literacy

# Challenges in Using Differential Metrics

- Data Challenges—Policy and Practice level
- Recognize cross measures of success
  - Employment; Family Well Being; Family Stability
- Combine both client outcomes and process improvement measures
  - Capture individual circumstances and systems responses
- Develop a Tiered Approach
  - Outcome standards negotiated for individuals with more barriers to employment

# Developing and Evolving Process

- States are collecting alternative measures across the gamut of employment, salary, work status, family well-being, and other measures
- ASPE study will discuss a sampling of what different States are doing around these measures.