

A man with a beard, wearing a grey beanie and a quilted vest over a plaid shirt, stands in a warehouse. He is holding a tablet computer in front of him. The background shows tall metal shelving units filled with boxes. The entire image has a blue color overlay.

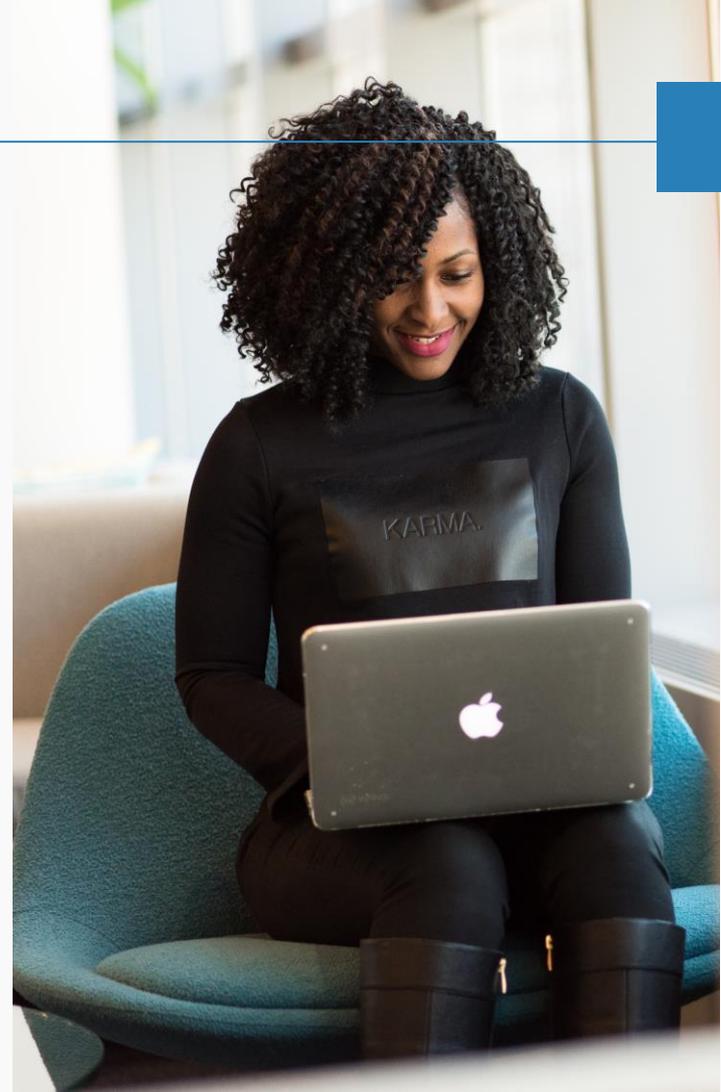
THE
FEDCAP
GROUP

The Power of Possible

**Full Engagement:
Just “Process” from the Past?**

Agenda

- Introduction
- How Did We Get Here?
- Process vs. Outcomes?
- What Can We Do Now?
- Alternative Measures
- Conclusion





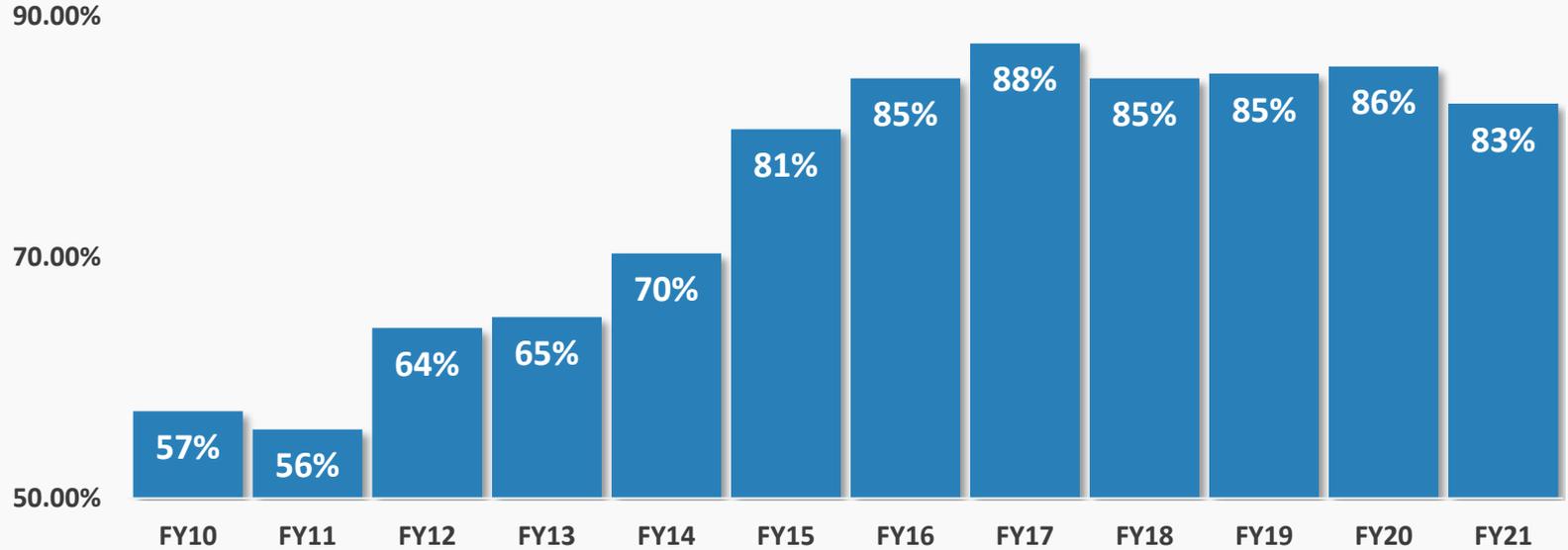
The Power of Possible

The Set Up

How Did We Get Here?

How Did We Get Here?

Meeting WPR Percentage from Unsubsidized Employment Only

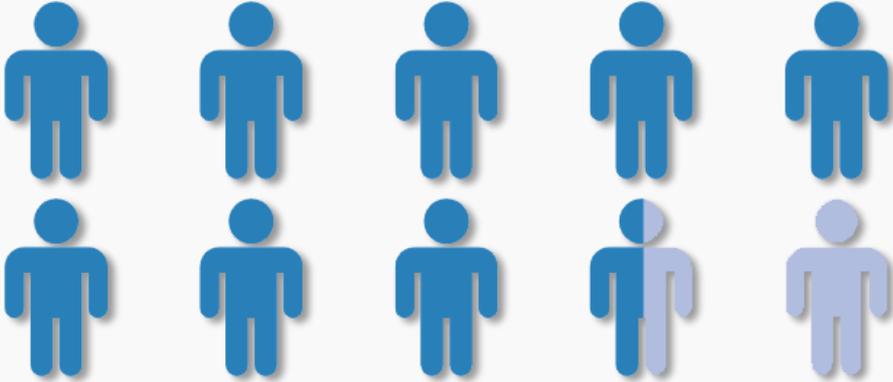


Source: HHS TANF Work Participation Rates FY 10 to FY 21

How Did We Get Here?

Over the past five years, employment was counted **5.6 times** more than all other work activities combined.

Unsubsidized Employment v. Other Work Activities



● Unsubsidized Employment ● Other Work Activities

Source: HHS TANF Work Participation Rates FY 17 to FY 21

Performance Indicator Data/WIOA

- (i) *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 2nd quarter after the exit.*
- (ii) *The percentage of individuals who were work-eligible individuals who were in unsubsidized employment in the 2nd quarter after the exit, who are also in unsubsidized employment during the 4th quarter after the exit.*
- (iii) *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 2nd quarter after the exit.*
- (iv) *The percentage of individuals who have **not attained 24 years of age**, are attending high school or enrolled in an equivalency program, and are work-eligible individuals or were work-eligible individuals as of the time of exit from the program, who obtain a **high school degree or its recognized equivalent** while receiving assistance under the State program funded under this part or **within one year after the exit**.*

Pilot Program and Outcome Reporting

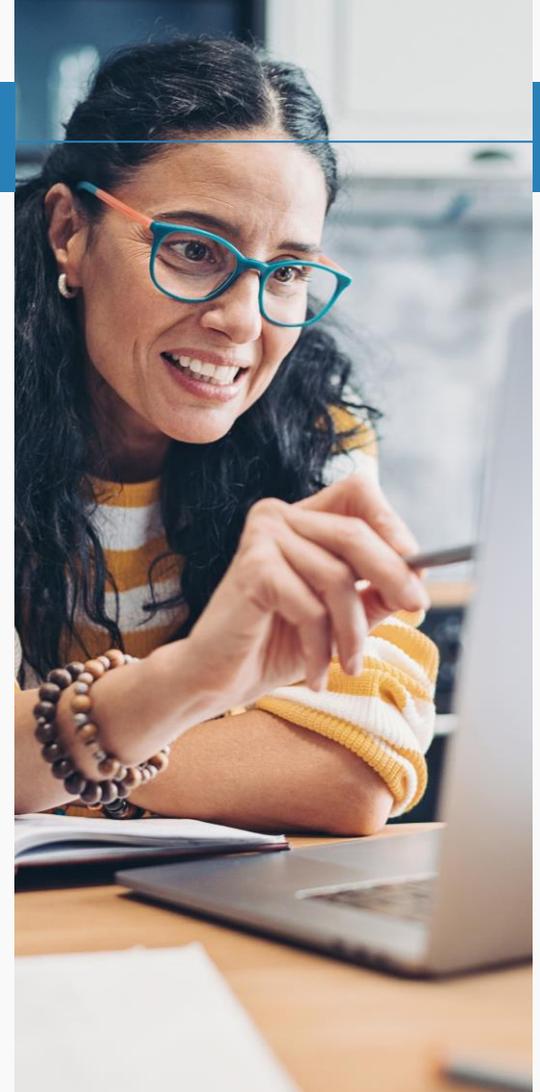
H.R. 3746 gives the Department of Health and Human Services (HHS) the option to **allow up to five states to operate a pilot program that would test an alternative performance system for state TANF work programs.**

States in the pilot would not be required to operate their work program under the usual work standards.

Instead, they would be held accountable through a negotiated set of employment outcomes (including employment rates and median wages for those leaving assistance) and other measures of the Congressional Research Service.

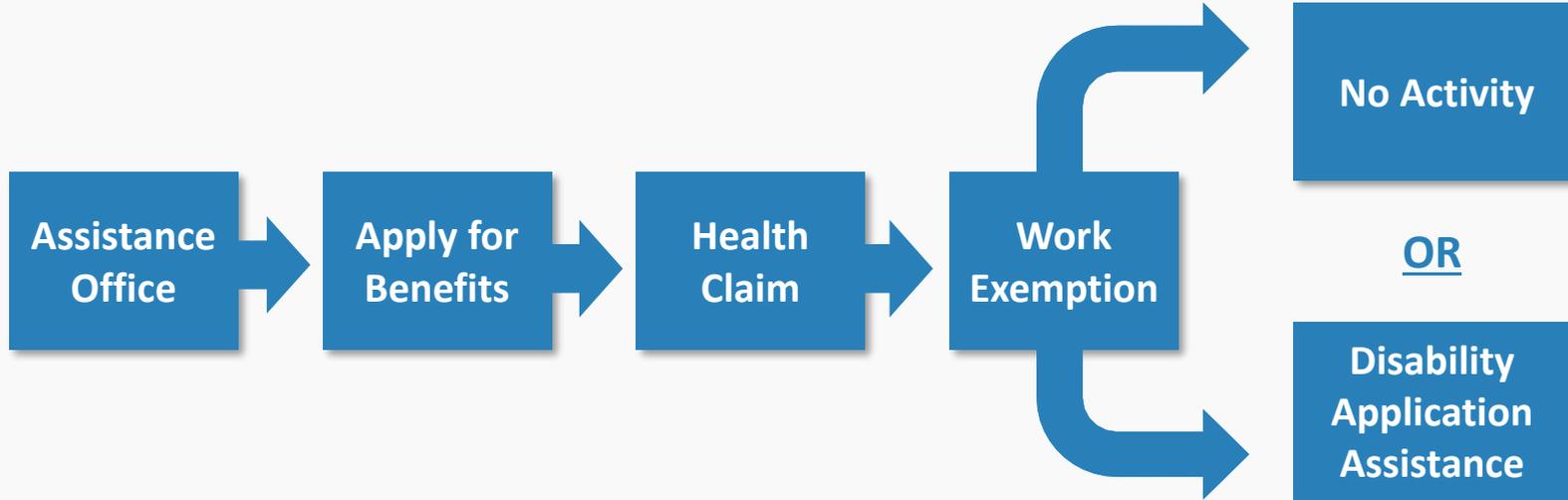
The pilots would operate for a period of six years. A performance measure based on outcomes was proposed in a 2018 bill that was approved by the House Ways and Means Committee (H.R. 5861).

Source: Congressional Research Service (CRS) May 2023



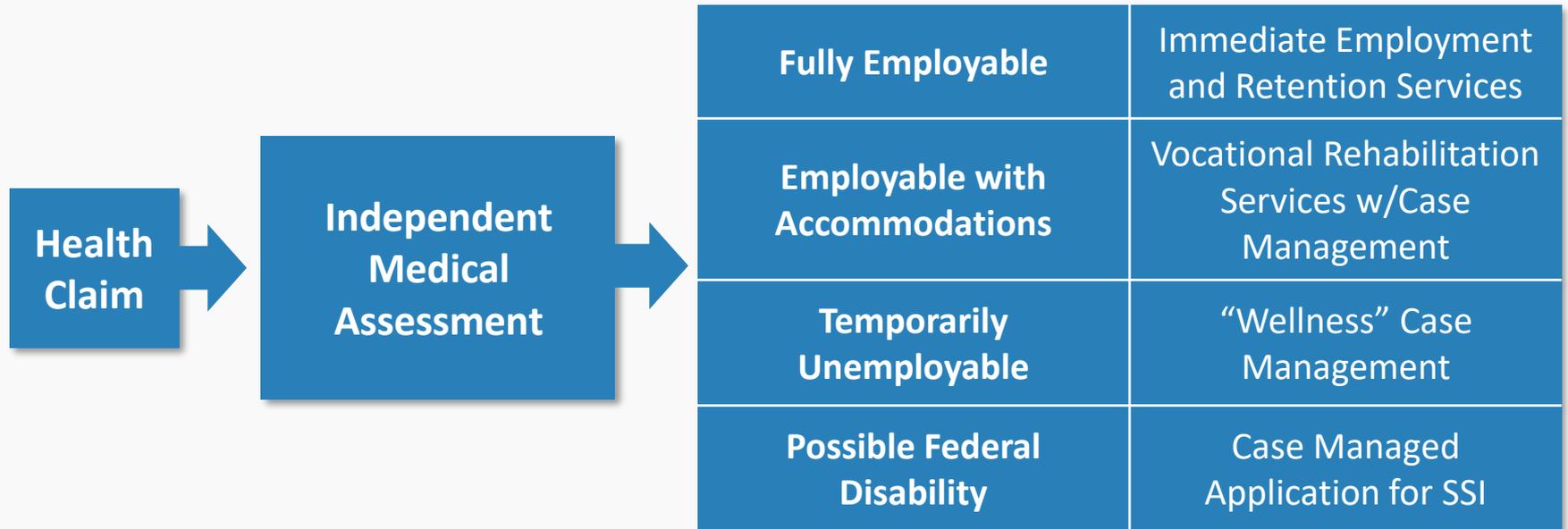
Process vs Outcome

- Presenting a Health Claim Can = No Work

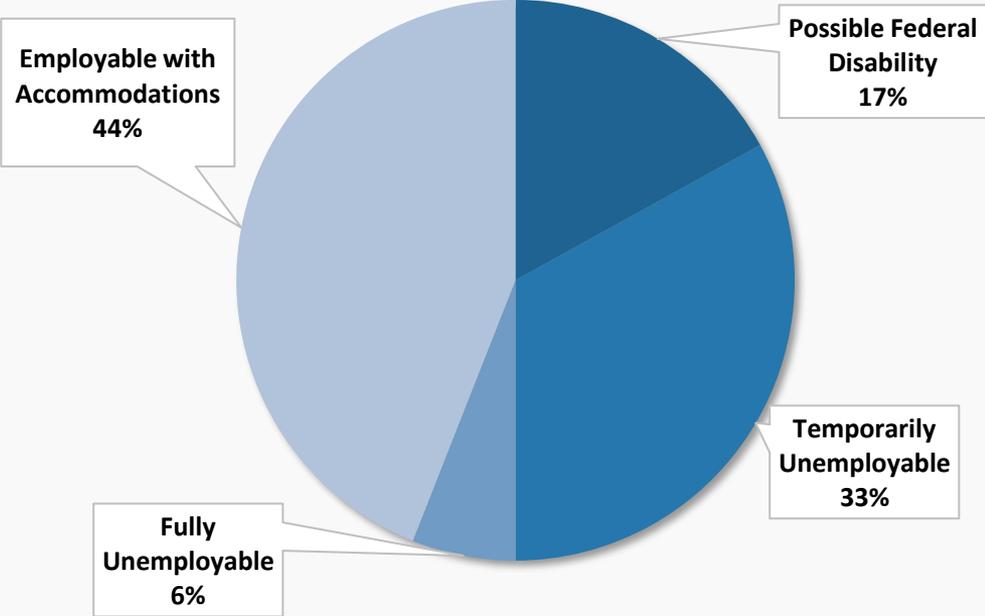


Process vs Outcome

- Presenting a Health Claim Can = Work



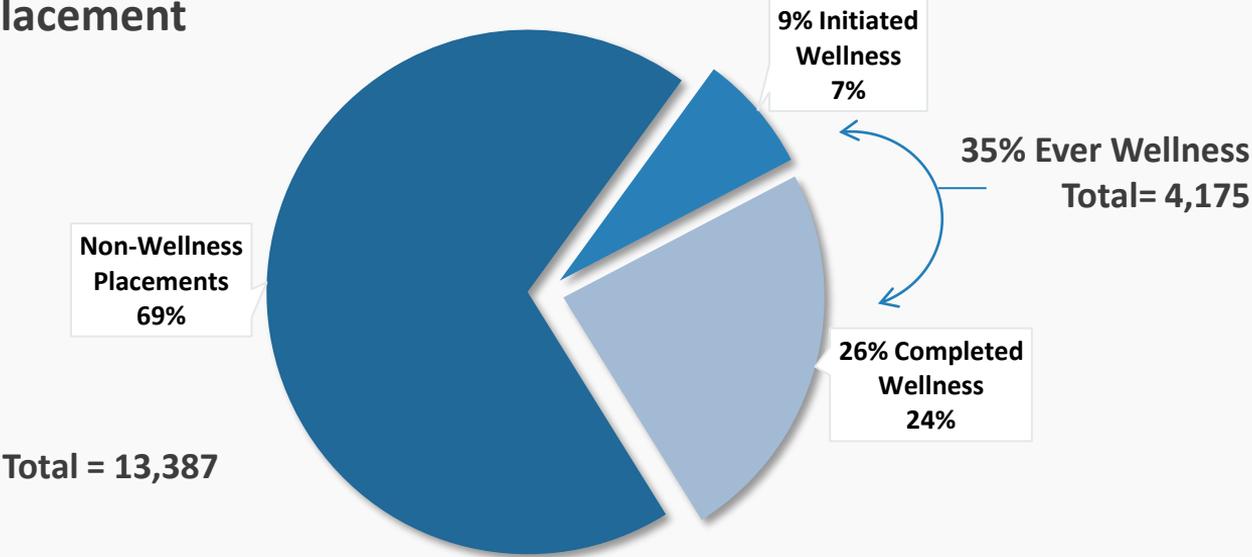
Outcomes After Independent Medical Assessment



Source: New York City Human Resource Administration (HRA)

Process vs Outcome

Wellness Increased Overall Job Placement Outcomes



Source: FedcapCARES analysis of NewYorkCity Human Resources Administration (HRA) Data

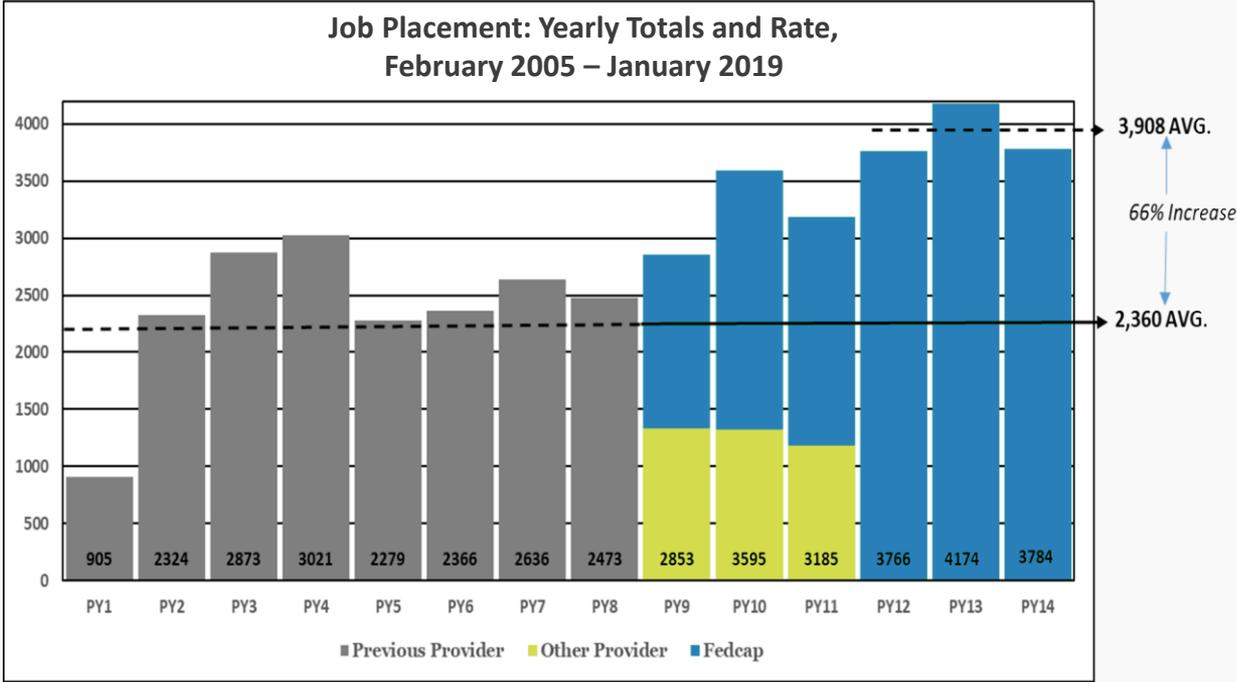
Wellness to Employment Led to Exceeding Contract Performance

| Milestones | Contract | Actual | % of Contract Goal |
|---|----------|---------------|--------------------|
| Job Placements | 11,310 | 13,387 | 118% |
| 30 Day Ret. Milestone | 8,028 | 7,670 | 96% |
| 90 Day Ret. Milestone | 6,416 | 6,368 | 99% |
| 180 Day Ret. Milestone | 4,908 | 5,282 | 108% |
| Job Placements of Those Engaged or Completing Wellness | | | |
| Percentage of Job placements that initiated Wellness (started it): | | 4,157 | 35% |
| Percentage of Job placements that completed Wellness (finished it): | | 3,179 | 26% |

Source: FedcapCARES analysis of NewYorkCity Human Resources Administration (HRA) Data

Process vs Outcome

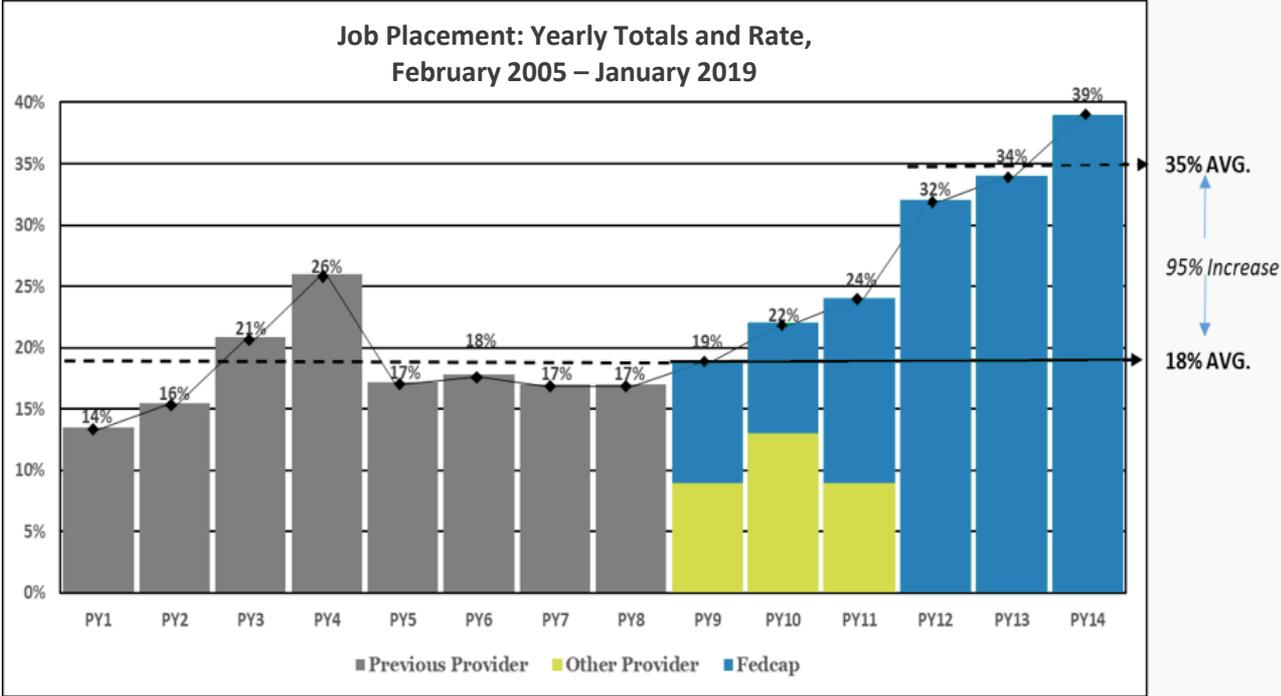
Wellness Led to Overall Higher Employment Outcomes



Source: New York City Human Resources Administration (HRA)

Process vs Outcome

Wellness Led to Overall Higher Employment Rates

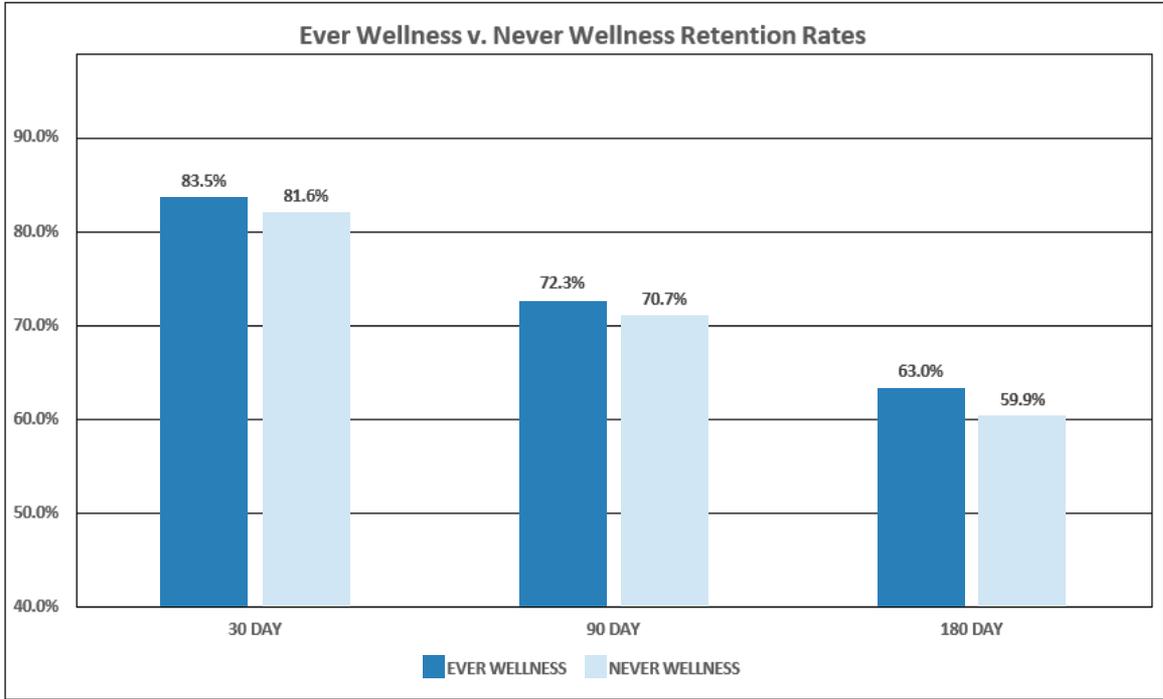


Source: New York City Human Resources Administration (HRA)

Process vs Outcome

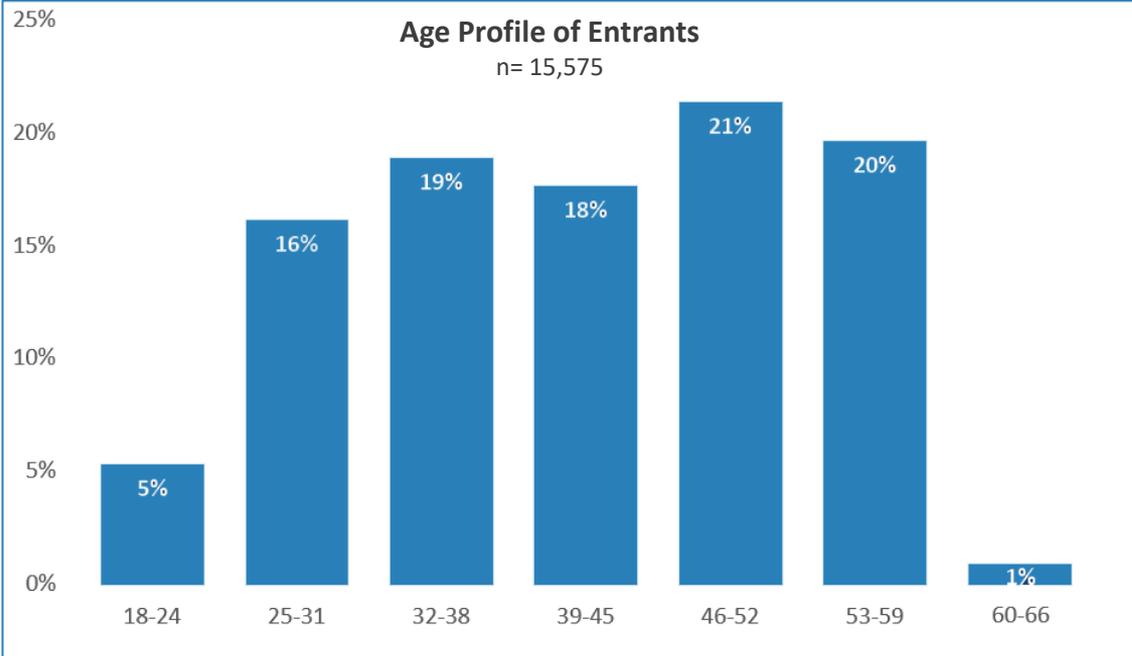
Placements Preceded by Wellness Sustained Employment At Higher Rates

n=8,860



Source: New York City Human Resources Administration (HRA)

Who Were Getting and Keeping Jobs?



Source: FedcapCARES analysis of Human Resources Administration (HRA) Data

Process vs Outcome

Profile of the Customer Group?

- Male: 43% Female: 57%
- Average age: 43 years
- Single parent: 41% Single only: 59%
- Average reading and numeracy grade level: < 7th grade
- Disclosure of incarceration: 24%+
- Mental health diagnosis: 53%
- History or current substance use disorder: 26%

Source: FedcapCARES analysis of Human Resources Administration (HRA) Data

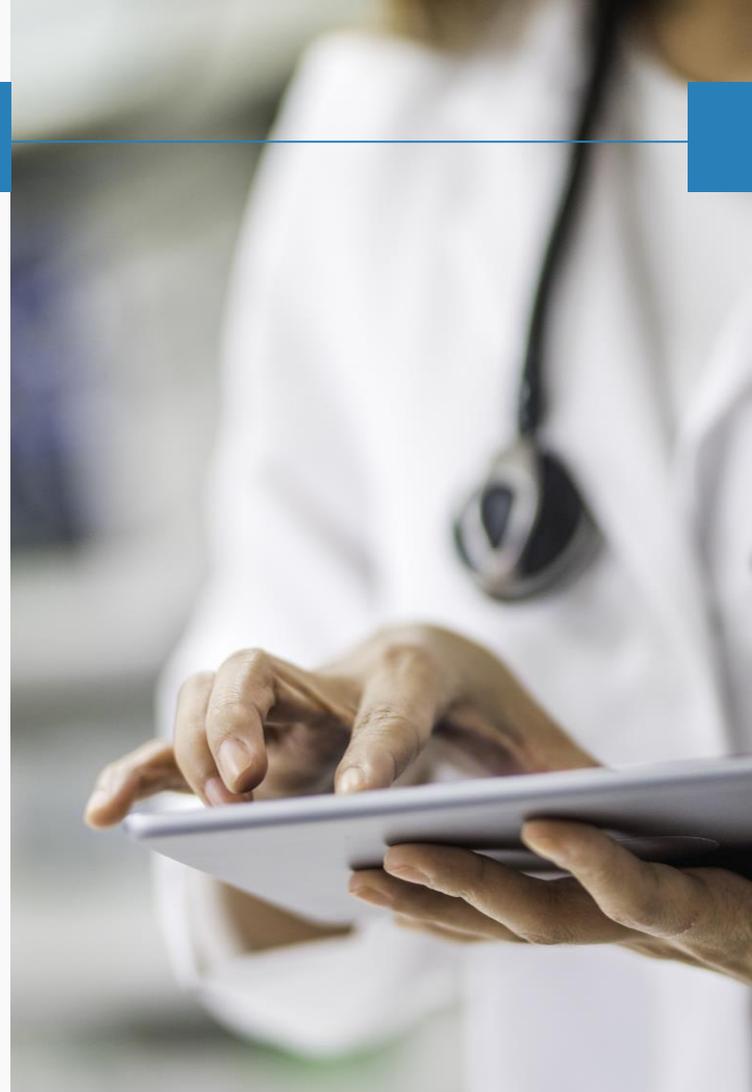


Process vs Outcome

What Are Some of the Clinical Conditions?

- Musculoskeletal (back, joint and soft tissue)
- Metabolic (hypertension, diabetes, obesity)
- Mental Health (depression, anxiety, personality disorders)
- Drug Dependency (CASAC screening and self-report)

Source: FedcapCARES analysis of Human Resources Administration (HRA) Data



Can Process Lead to Outcomes?

Can people facing obstacles work?

- 24 percent of those with mental health conditions found employment
- 32 percent with treatment in their path found employment
- 54 percent of those employed had work experience in their path
- 72 percent of those employed had job readiness in their path
- 68 percent of those with clinical conditions can work after wellness
- 42 percent entering work did so between the ages of 46-66

What might we globally consider to improve outcomes?

- Establish pathways to eliminate idleness and worklessness
- Focus on what people can do
- Make sure work completes treatment and wellness
- Treat work like it is an entitlement for everyone

With Huge Declines and Most in Work, How Can the Block Grant Be Justified?

1995 caseload: 4,379,000

2022 caseload: 573,858

Who will be served?

Source: HHS AFDC and TANF-SSP MOE Caseload Data

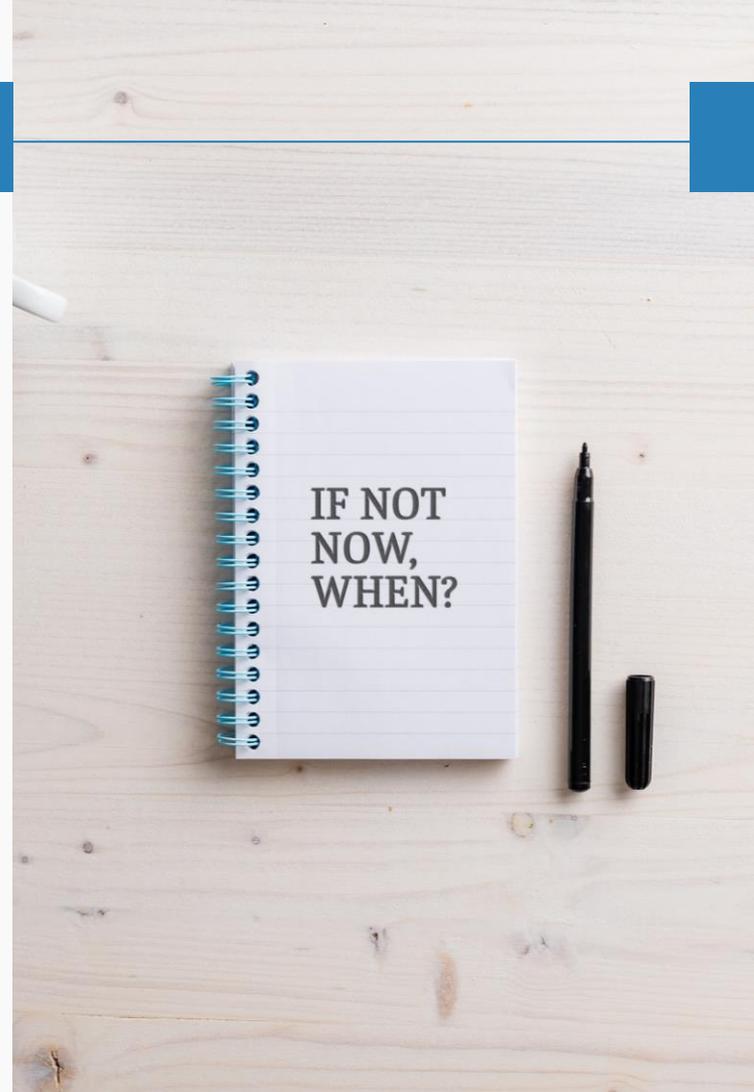


What Can We Do Now?

- Independent review of doctor's notes
- Create an on ramps to participation
- Address the “temporarily unengageable”
- Add non-custodial parents
- Re-think vocational educational training

On Alternative Measures

- Use of short-term occupational training
- Consider new economy /new jobs
- Lay a foundation of modular life-long learning (laddering up)



Is it Process vs. Outcomes?

Mostly likely it's not “either or” but more like “both and”

Even the most barriered can succeed in work

Building the on ramps are up to us

How can we have the most win?

A man with a beard, wearing a grey beanie and a quilted vest over a plaid shirt, stands in a warehouse. He is holding a tablet computer in front of him. The background shows metal shelving units filled with boxes. The entire image has a blue color overlay.

THE
FEDCAP
GROUP

The Power of Possible

Thank You

Grant Collins

202-841-6796

gcollins@fedcap.org