



District of Columbia Department of Human Services

America Works of Washington, D.C.

Performance Contracting as an Effective Workforce Development Tool

Benefits of Performance Based Contracts

Municipality and Contractor Benefits

- Goals are aligned and universal for both the public and the agencies to benefit
- Offers long term perspective
- Transparent

Participant Benefits

- Individual accountability
- Participant is a stakeholder

Pay Points

Job Placement Services Program

- Participation
- Placement
- High Wage
- Retention

Work Readiness Services Program

- Participation
- Education Completion
- Placement
- High Wage
- Retention

Insight

- Performance based contracting is an effective means for employment-oriented programs
- Extensive auditing and monitoring ensures the program is not abused
- 100% outcome based programs and the work first approach yield the best results
- Incentives (i.e. Earned Income Tax Credit) offer additional benefits and improved outcomes