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Minnesota Department of Human Services





## Operationalizing Economic Mobility Outcome Measures in the Field

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Measuring success on TANF in Minnesota: Self-Support Index

Why we use this measure?

What we do with the results?

Strengths and challenges

Improving the measure

Lessons learned

All eligible adults on TANF in a quarter

Three years later are they successful

- No longer receiving cash assistance
- Receiving cash, but working at least 30 hours per week

# Self-Support Index Score

Percent of adults in a quarter that are Self-Support Index successful three years later

Each local agency gets a score

Local agencies include: Counties, Tribal agencies, and County consortia

# Self-Support Index Range

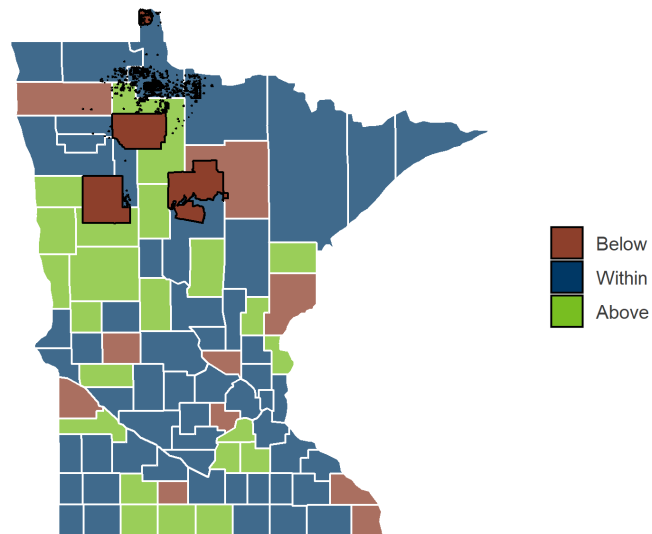
Each local agency has a customized range of Self-Support Index scores that they should fall within

Range is generated by predicting the likelihood of an TANF adult's Self-Support Index based on factors outside of the control of the local agency:

- Demographics of person and household
- Local economic and community factors

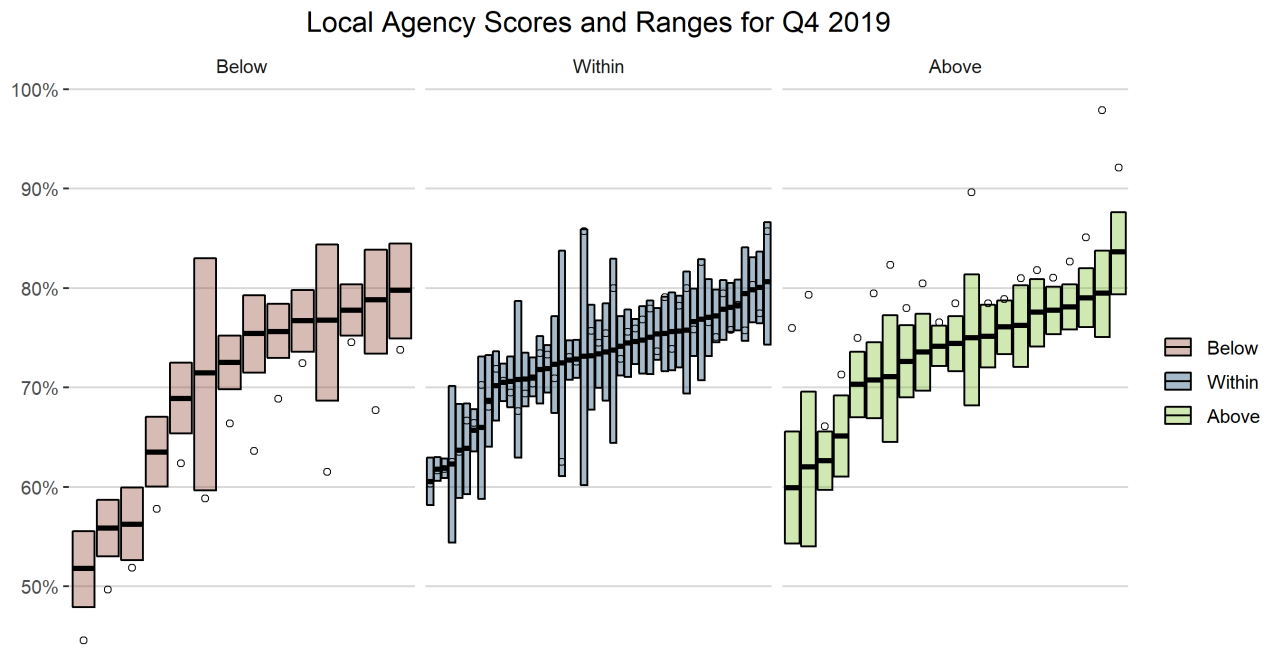
# Self-Support Index Results

## Local Agency Results for Quarter 44 2019



Source: Minnesota Department of Human Services

# Self-Support Index Results



Source: Minnesota Department of Human Services



# Why the Self-Support Index

Developed in response to the Work Participation Rate

Desire to create a measure focused on participant *outcomes*

Accounts for local conditions outside of the control of agencies

# Collaboration and the Self-Support Index

Developed in partnership between the state, local agencies, and academics

Ongoing trainings with local agencies on the measure

Local agencies can access data on participants who will be part of the measure

Incorporating stakeholder feedback into improvements to the model

# What happens to the Self-Support Index Results

Local agencies are held accountable to their range

- Above: fiscal bonuses
- Below: performance improvement plans, fiscal penalties

Determines some allocation of TANF funds to local agencies

# Strengths of the Self-Support Index

Accounts for local conditions

Economic and racial disparities

Measures all adult participants in TANF

- Not a subset like the WPR
- Not only participants who exit the program

## Challenges with the Self-Support Index

Local agencies find it confusing

Three year measure is hard to change

Not clear how to affect results

# Improving the Self-Support Index

Improved predict ranges

New information about participants and communities

Adapted prediction methods

Providing more and better data to local agencies

Continual engagement with stakeholders is vital

Financial penalties work against collaboration

Not all TANF participants are workers - economic sustainability still matters for them

Incorporate disparities into the model

Measures are tools for learning

All measures are imperfect

# Thank You!

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