

# Program Evaluations of Ramsey County TANF Select Programs: Families Achieving Success Today (FAST) and Individual Placement and Support (IPS)

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Health & Wellness, Research & Evaluation Office

*“Minnesota Family Investment Program helps families with children meet their basic needs, while helping parents move to financial stability through work. Parents are expected to work, and are supported in working with both cash and food assistance. Most families have a lifetime limit of 60 months on MFIP.”*

**Minnesota Department of Human Services**

# History and Background of Select TANF Services in Ramsey County, MN

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# Ramsey County Workforce Solutions Strategic Priorities

1. Reduction of racial employment disparities
2. Strategic, Purposeful partnerships
3. Program integration of 4Es – engagement, education, employment, and employment retention
4. Full-family approach and family well-being measurement
5. Career pathways
6. Integrating executive skills development for residents and staff (Lifelong Learning)
7. Increase WIOA and TANF program collaborations
8. Investment in staff development
9. Strive for continuous improvement/evaluation

# **Maximize Economic Self-Sufficiency and Family Stabilization**

1. The Four E's
  2. Focus on Good Service
  3. Understand a family's path to self-sufficiency and stabilization is not linear.
  4. Guided Self-Determination
  5. Learn from each other (Continuous Process Improvement)
  6. Learn from others (Collaboration and Sharing)
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# Ramsey County MFIP Employment Services' Logic Model

**Vision:** Provide residents on public assistance opportunities for improved employment and family stabilization.

**Overarching Goal**  
Maximize economic self-sufficiency and family stabilization

## Strategic Priorities

- Strategic/Purposeful Partnerships
- WIOA/TANF Integration
- Premium Employment Services
- 4 E's (Engagement, Education, Employment, Employment Retention)
- Career Pathways
- Life-Long Learning
- Full-Family Services
- Disparity Reduction
- Financial Stewardship and Oversight

## Inputs and Activities

- Workforce Innovation Board  
Employers  
Job Search
- Partnerships
  - Grants
  - Labor Market
  - Childcare Assistance
  - Financial Assistance
  - Member of ACF Academy
  - Pipeline to Prosperity
  - Family Violence Services
  - Pathways (Offender Reentry)
  - Teen Services
  - Young Adult Program
  - Retention Services
  - MBS / GAP
  - Coaching & Executive Skills
  - Family Stabilization
  - FAST / IPS
  - NdCAD
  - Culturally Specific Services
  - Education & Training

## Outputs

- Purpose driven leadership
- Service Integration and alignment
- Supportive federal and state policies
- Learn from evidence and develop evidence-based interventions
- Progress on strategic priorities
- Connections, collaborations, and shared resources
- Effective, appropriate referrals through the system
- Aligned community network
- Applying effective metrics for evaluating performance and continuous improvement

## Short-term Outcomes (1 Year)

- Increase strategic partnerships
- Achieve ACF Academy goals
- Document program learning
- Achieve Report Card goals and establish improvement strategies
- Learnings from rapid cycle evaluations
- Develop new well-being measure including "Guided Self-Determination"
- Apply effective performance outcomes to the overarching goal

## Intermediate Outcomes (1-2 Year)

- Reduce disparities in MFIP service outcomes
- Increase in median income
- Achievement of 4E's Increase Engagement, Education, Employment, and Employment retention
- Life-Long Learning initiative achieving goals
- Full-Family services realized in a measureable way
- WIOA/TANF partnership achieved
- Clear evidence of continuous improvement and financial stewardship
- Vision integration
- Clearly developed and articulated pathways
- Data is collected and analyzed throughout the system to identify the impact of inputs and activities

## Long-Term (2-5 year) Outcomes and Impact

### Families:

- Achieve stability through increases in engagement, education, employment, employment retention.
- Will be guided with support for achieving their own individual self-determination.
- Effectively use MFIP to achieve long-term family well-being.
- Concerns will be heard and needs will be met through a motivational goal development process.

### MFIP Service Delivery System:

- Improved coordinated use of available fiscal and human resources to achieve structural, system and service reforms, including effective and sustainable community partnerships and collaborations.
- Leadership consistently applies frameworks of knowledge gained through all initiatives and developing evidence base to increase client connections to and completion of basic skills courses, life-long learning, education credentials, and pathways tied to achieving the overarching goal.
- Performance benchmarks achieved throughout the system.
- Build the evidence base for those services maximizing economic self-sufficiency and family stabilization.

### Community:

- Decrease in child poverty rates.
- Increase in employment and employment retention in occupations that are in-demand.
- Reduce disparities in system outcomes.
- Improved community education, well-being, and economic indicators.

**Families**



# Help Participants Find and Maintain Employment

**1.E**ngagement

**2.E**ducation

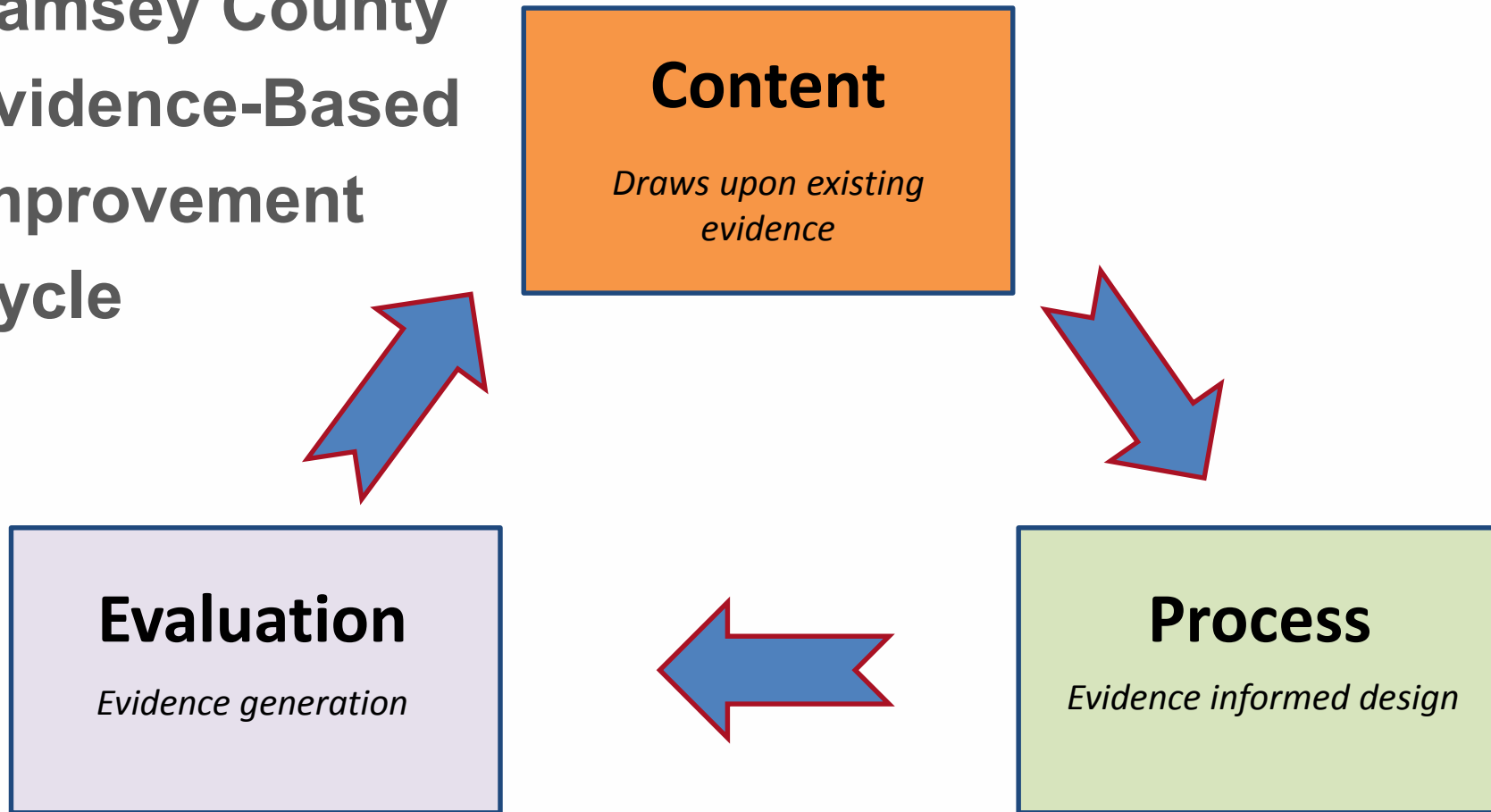
**3.E**mployment

**4.E**mployment Retention

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# Ramsey County Evidence-Based Improvement Cycle



# **Building a Foundation for Family Economic Stability: 2013 to Present**

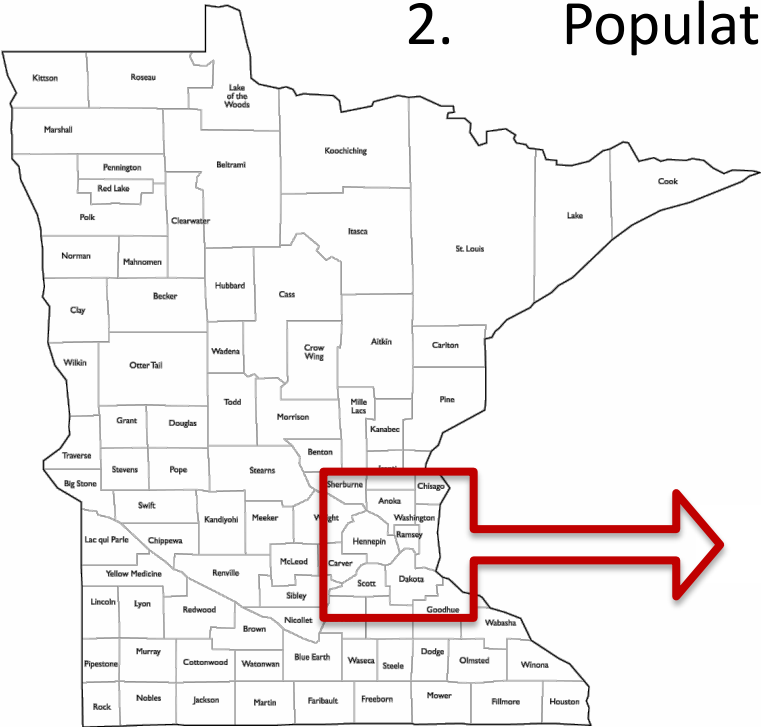
- Paired the MFIP work requirement activities more closely with career coaching and education (especially GED or high school diploma).
- Placed a new emphasis on the participant's pathway to work.
- Expanded career planning to include building on the participant's self-determination and strengthening the participant's executive skills.
- Developed and executed in-depth strategies to reduce racial employment disparities.
- Shifted from a process outcomes-based system to a family-centered, self-determination-based, life-long learning informed system.

# Counts and Select Demographics of All Ramsey County MFIP Participants

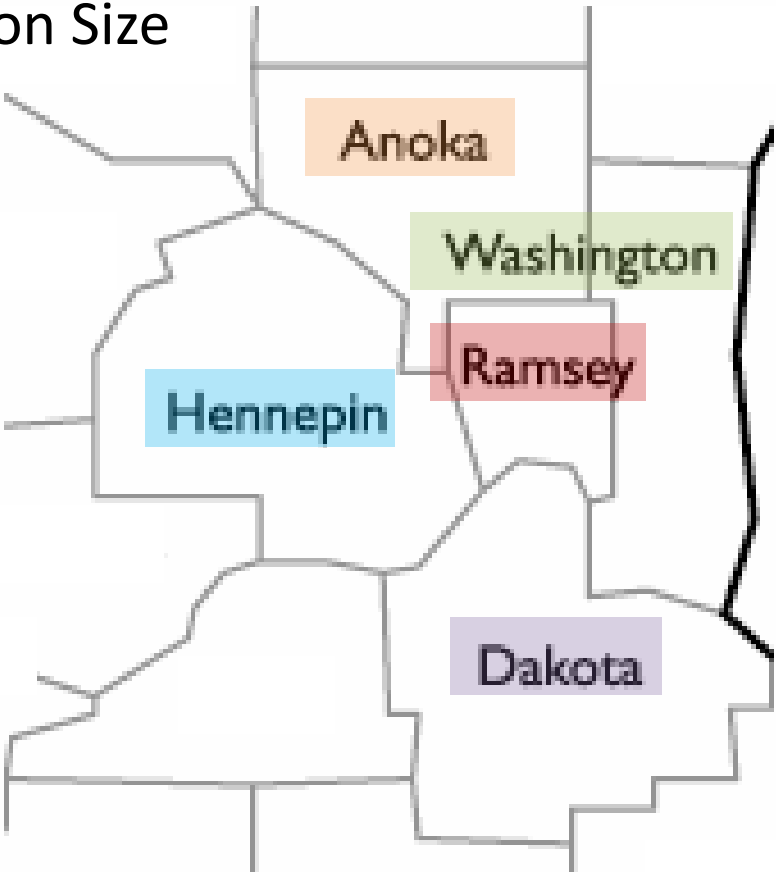
*July 2014 – December 2015*

# Minnesota County Total Populations:

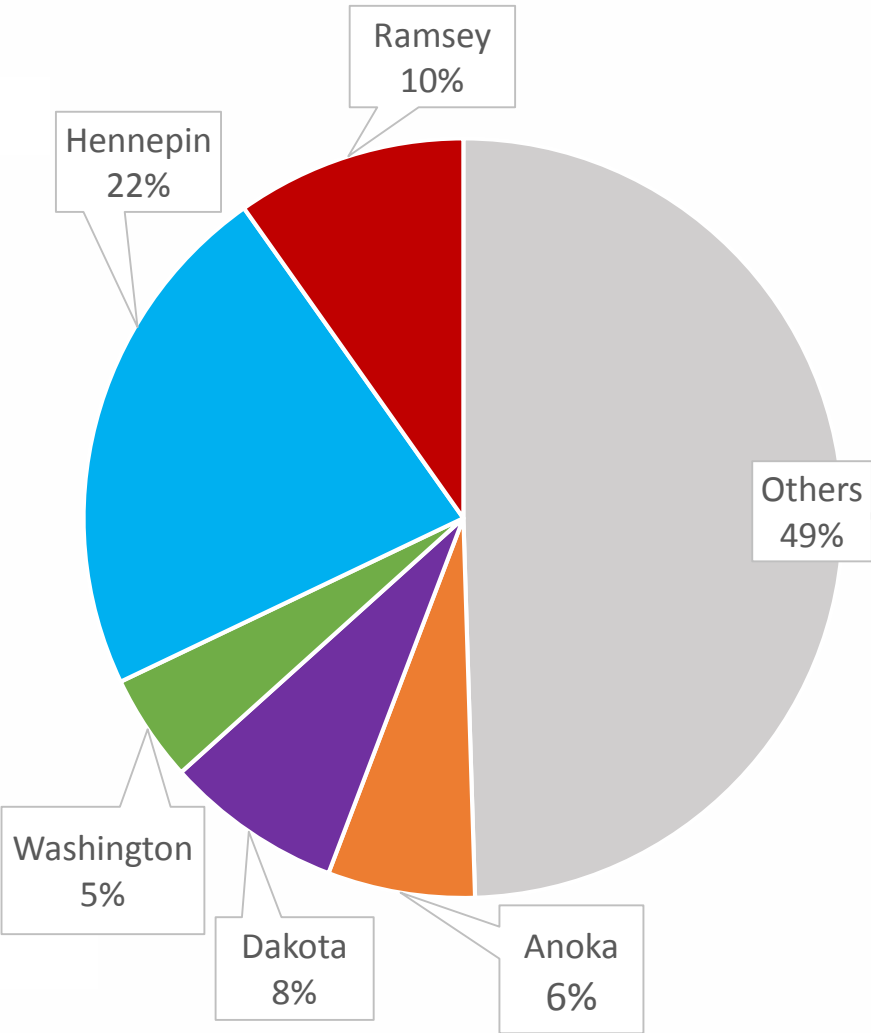
- 1. Proximity to Ramsey County
- 2. Population Size



Minnesota Population = 5,489,594 \*



Selected Counties Population = 2,771,716 \*



\* United States Census Bureau: Quick Facts – Population estimates, July 1, 2015 (V2015)

## Minnesota \*

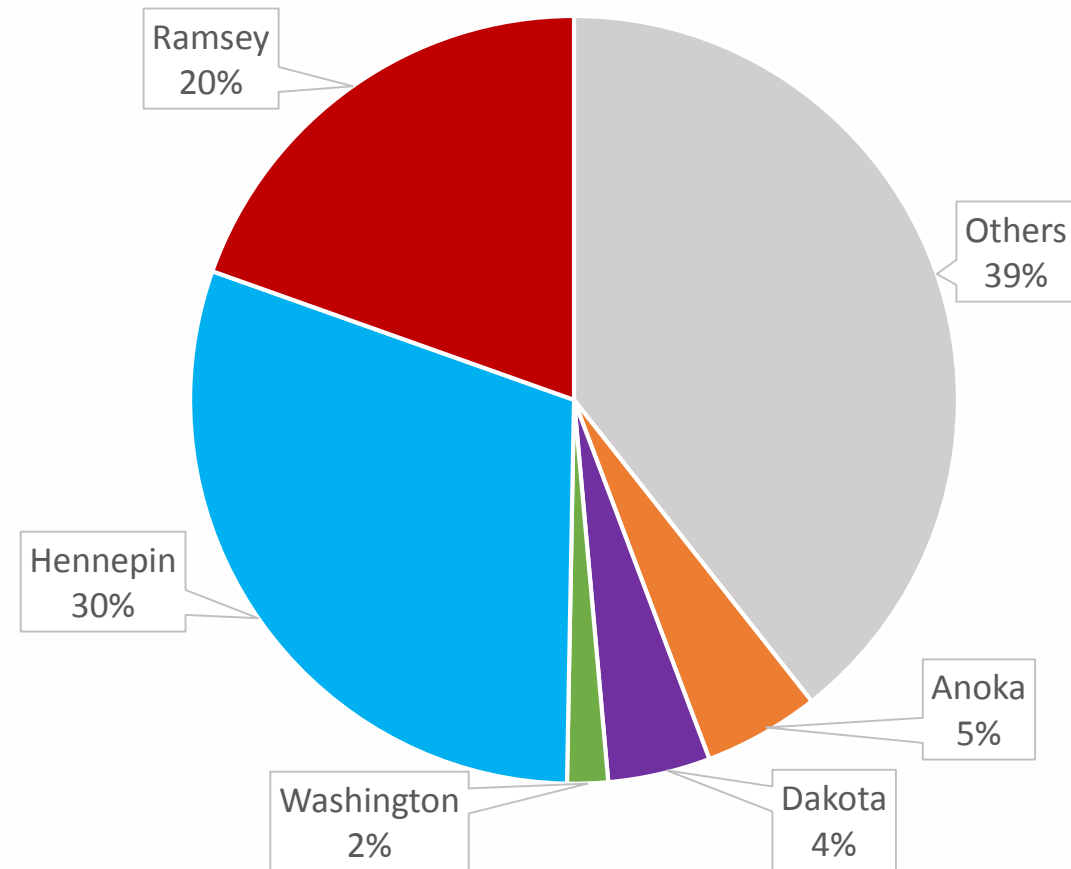
Active Caseload = 34,598

## Selected Counties \*

Active Caseload = 20,976

*An estimated 61% of all active MFIP cases within the state of Minnesota are located within the following five counties: Anoka, Dakota, Hennepin, Ramsey, and Washington.\**

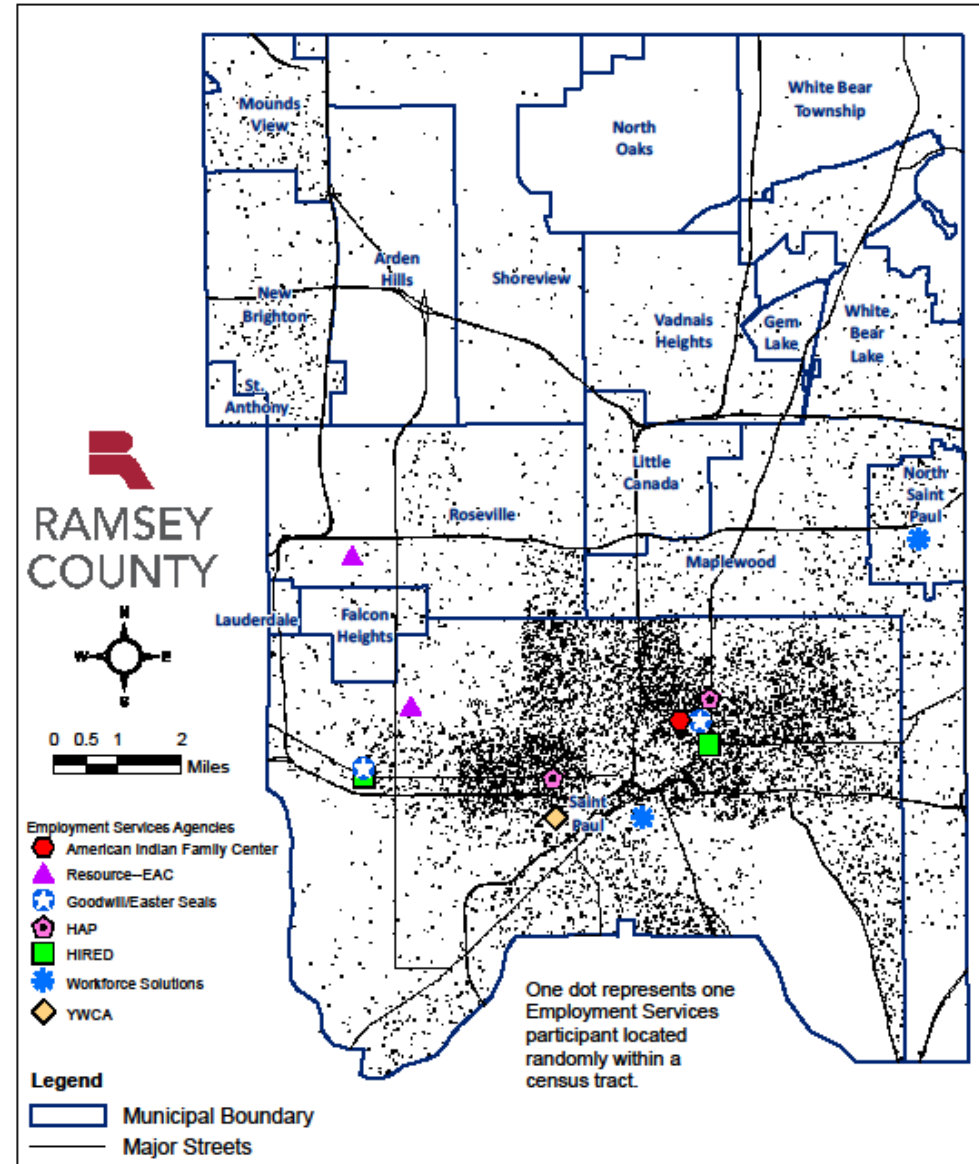
# 3. MFIP Active Caseload



\* Minnesota Family Investment Program Management Indicators Report: January – March 2016

## MFIP Participants Open in Employment Services Anytime in 2015

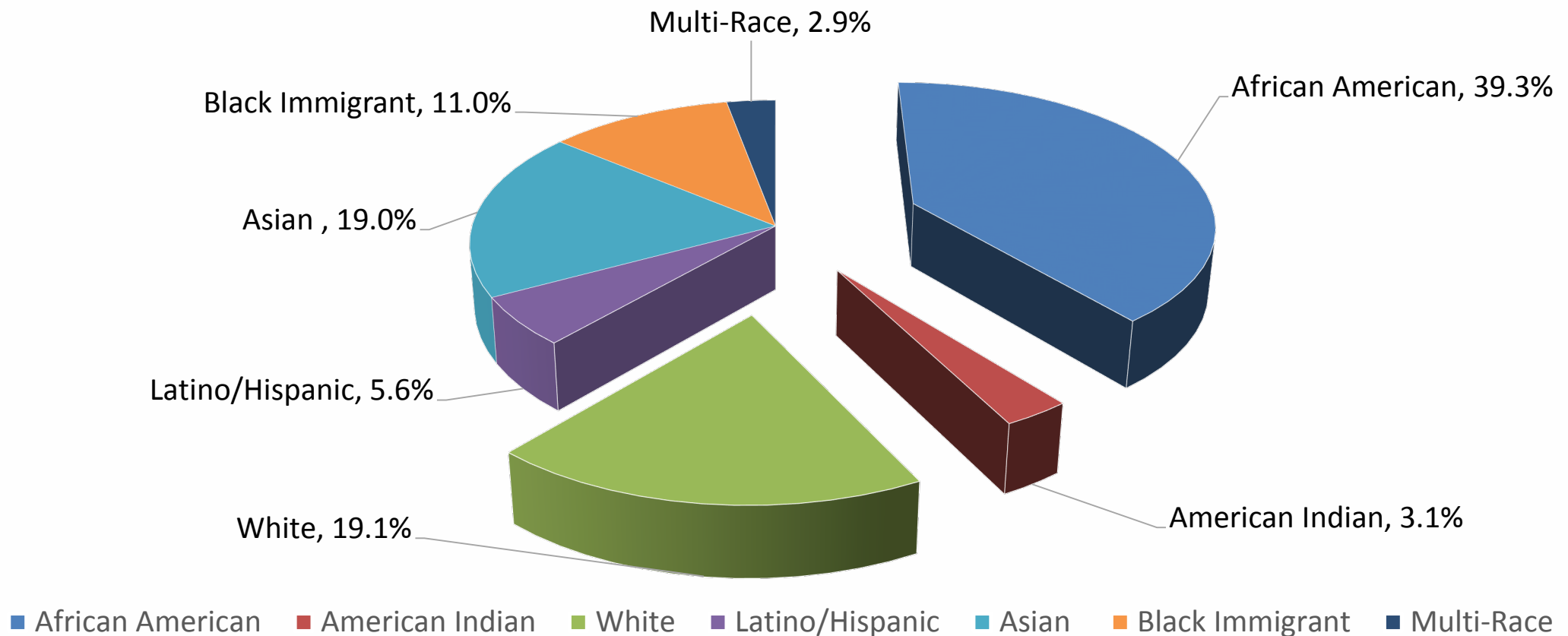
### Ramsey County MFIP-Employment Services Agencies



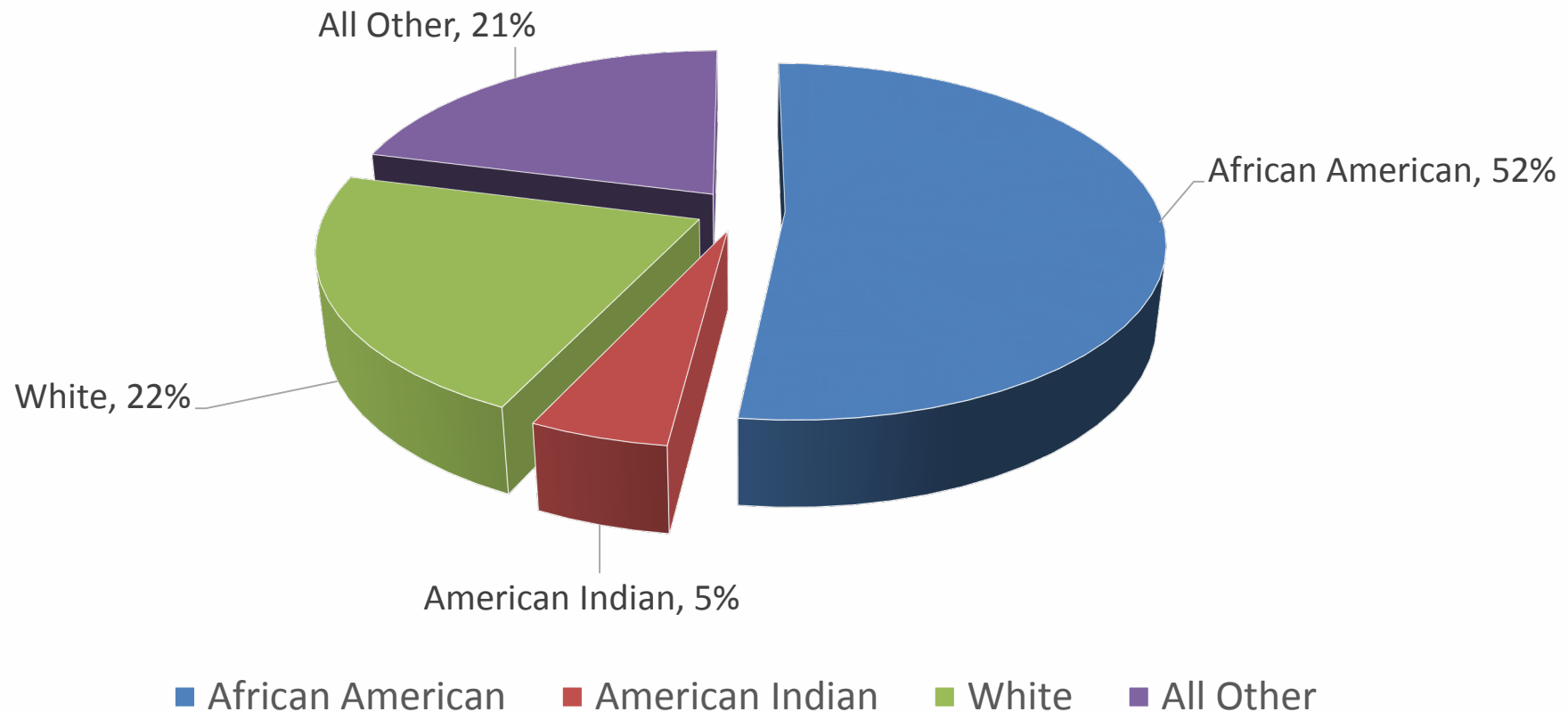
# Ramsey County's TANF Caseload

- Population-wise, the caseload was at its historic low during the summer of 2015 - consistent with state and federal caseload reduction trends.
- Based on MN DHS analysis, Ramsey County has the most difficult county caseload in Minnesota, but families are less likely to return to MFIP within 12 months of closing than the state average
- 51% of the participants have a high school diploma or GED, whereas the state of MN average for graduation rates is 91%
- Communities with disparities during 2015 make up about 43% of the caseload (40% African American and 3% American Indian)

## Percentage of Active MFIP during 2014 and 2015 by Race/Ethnicity



## Percentage Extended beyond 60 Months due to a Documented Health-Related Hardship



# Overview of Individual Placement and Support (IPS) adaption to TANF Services

Health & Wellness, Research & Evaluation Office

IPS is primarily a mental  
health recovery  
program, not a  
placement program

# Definition

- Evidence-based practice
  - Designed for persons with serious mental illness
  - 2 out of 3 people with SMI want to work, but only 15% are currently employed

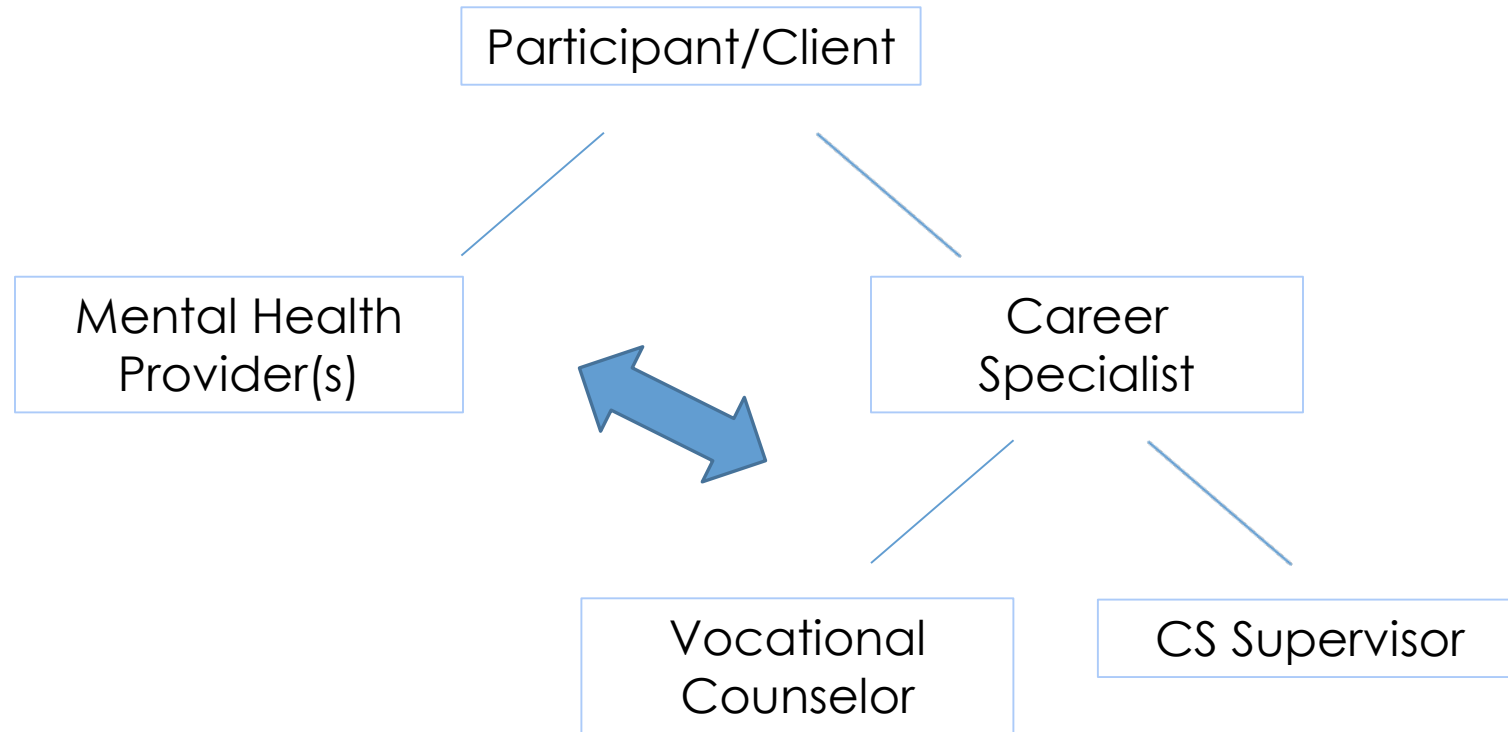
# Practice Principles

- Integrated and collaborative
- Competitive Employment
- Eligibility based on Client Choice
- Attention to Client Preferences
- Rapid Job Search
- Time-Unlimited and Individualized Support

# Traditional IPS Model

- Mental Health Partner
- Employment Service Provider
- Vocational Rehabilitation services

# Traditional IPS Model Collaborative Team Approach



# Career Specialist

- Interview prep, transportation and assistance
- Job search techniques
- Combined meetings w/ ARMHS/Therapists
- Workplace visits
- Collaboration with employers
- Mental Health disclosure in the workplace
- Meet in the community

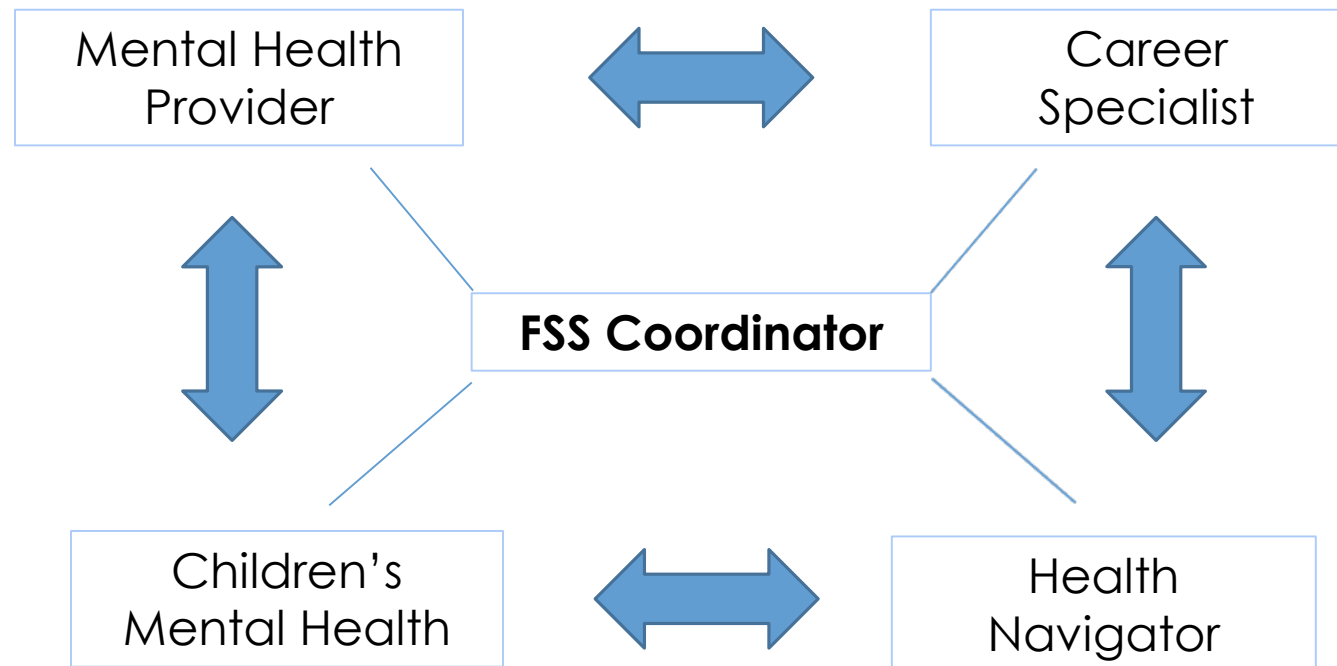
# Vocational Rehab

- Identify services and develop a plan for working that will help obtain and keep employment
- Counseling and guidance around fears about working, self-esteem, vocational implications of disability around employment
- Provide assistance with identifying job accommodations
- Explore jobs and career interests: identifying skills and aptitudes for jobs
- Assistance with SSA benefits counseling – getting connected to the Work Incentives Connection
- Assistance with exploring if there are training needs to meet job requirements
- Collaboration with IPS team to provide employment support
- Exploration of assistive technology

# FAST Model

- Ramsey County Workforce Solutions
  - FSS Coordinators
- Goodwill Easter-Seals MN
  - Employment Service Provider
- Minnesota Care Partners
  - Adult Mental Health
- Ramsey County Children's Mental Health
  - Children's Mental Health
- Southside Services
  - Health Navigation Services

# FAST Collaborative Team Approach



# Career Specialist

- Interview prep, transportation and assistance
- Job search techniques
- Combined meetings w/ ARMHS/Therapists
- Workplace visits
- Collaboration with employers
- Mental Health disclosure in the workplace
- Meet in the community

# Adult Mental Health

- Diagnostic Assessments
- Psychotherapy
- ARMHS
- In home, and in-office availability
- Employment focused
- Mental Health disclosure in the workplace
- Trauma-informed, culturally responsive care

# Children's Mental Health

- Assessments
- Case Management
- Meet in the community

# Health Navigator

- Help registering for health insurance
  - Online & In person
- Health insurance follow-ups
- Help with housing search
  - Knowledge of available housing within the community
  - Follow-up on outcomes

# Culturally Specific Programs

- Weekly Conversation Group
- AIFC Beading Group
- NdCAD reading & parenting groups
- Oversight Committee Presence

# Families Achieving Success Today (FAST)

## Lessons Learned April 2011 to December 2015

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## Background: Families Achieving Success Today (FAST)

- At implementation in 2011, only known Individual Placement and Support (IPS) intervention focused on TANF families at the time
  - Experimental research design with 675 total N between 2011 and 2015, 396 in the Test Group, 280 in the Control
  - The early pilot evaluated by MDRC showed earnings increased by 75% in the Test group
  - During the first year after enrollment, earnings were about the same for the treatment and control, but treatment participants earn more than the control when considering earnings from the point of enrollment through 2014.
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## **FAST IPS Services Engagement**

1. Social Services, Other, statistically significantly higher for the test
  2. FAST participants were statistically significantly more likely to engage in mental health case management and their children were statistically significantly more likely to engage in children's mental health case management
  3. Assessments were statistically significantly higher for the Control
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## **FAST IPS Services Education**

1. FAST participants were statistically significantly more likely to increase their education than the Control
  2. Education increases included GED, short-term and long-term training programs
  3. FAST enrollees with school-aged children were more likely to engage in education
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## **FAST IPS Services Employment and Earnings Outcomes**

1. Earnings during the first four quarters immediately after FAST enrollment (about equal)
  2. Earnings during the first year for those with earnings only (Test Higher)
  3. Earnings in the quarter one year and two years after enrollment were both higher for the Control, but if only those working were selected, both were higher for the Test. So, those working continued to earn more from the Test than the Control by this measure.
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# FAST IPS Additional Earning and Exit Analysis

1. Participants on their first sequence of MFIP employment services **and** at least 30 years old, are more likely to benefit from FAST IPS based on earnings metrics. However, those meeting the same usage and age parameters are less likely to exit during the first year despite being more likely to have earnings.
  2. Participants exit at about the same rate during the first year after FAST enrollment as the Control, but are slightly more likely to have an exit date coded after the first year than the Control.
  3. Exit rates are about the same across racial groups.
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## FAST IPS Additional Earning and Exit Analysis

1. Exits early (first two years) and late (last year) in the five years of FAST programming favored the Test and in the middle cohorts favored the Control. All MFIP participants were more likely to find employment as unemployment was falling quickly during the third and fourth years of FAST.
  2. Exits for SSI/SSD are more likely for FAST enrollees.
  3. Less than 20% of participants with no earnings during the first year after enrollment showed earnings during the last measurement quarter for the Test and Control.
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## FAST IPS Most Significant Result

1. FAST earnings during the first year are **more** likely than the Control when the youngest child is 8 years old or older.
  2. Success in FAST IPS for parents with school-aged children having more success holds true throughout the cohorts and along with age of the parents, are most predictive of successful outcomes in FAST.
  3. Staff report parents with children in school are in a better position to engage in the FAST IPS program offerings and are more successful as a result.
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## Future of FAST IPS in Ramsey County

1. Adaptions of FAST focused on extended participants (those with at least 60 months of MFIP with documented disabilities).
  2. Ramsey County initiated FAST 2, a racial equity adaption of FAST for extended MFIP participants in 2015 and 2016 with Racial Equity Grant dollars from the State of Minnesota.
  3. FAST also was adapted for all racial groups extended on MFIP beginning in 2017 (FAST X) and is funded from the MFIP Consolidated Fund.
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