



≡ OPRE

**PORTFOLIO
OF RESEARCH
— IN —
WELFARE AND
FAMILY SELF-
SUFFICIENCY**

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Administration for Children and Families
Office of Planning, Research, and Evaluation

Administration for Children and Families

<https://www.acf.hhs.gov/>

The Administration for Children & Families (ACF) is a division of the U.S. Department of Health & Human Services (HHS). ACF promotes the economic and social well-being of families, children, individuals, and communities.

ACF programs aim to:

- Empower families and individuals to increase their economic independence and productivity;
- Encourage strong, healthy, supportive communities that have a positive impact on quality of life and the development of children;
- Create partnerships with front-line service providers, states, localities, and tribal communities to identify and implement solutions that transcend traditional program boundaries;
- Improve access to services through planning, reform, and integration; and
- Address the needs, strengths, and abilities of vulnerable populations including people with developmental disabilities, refugees, and migrants.



Office of Planning, Research, and Evaluation

<https://www.acf.hhs.gov/opre>

The Office of Planning, Research, and Evaluation (OPRE) studies ACF programs and the populations they serve through rigorous research and evaluation projects. These include evaluations of existing programs, evaluations of innovative approaches to helping low-income children and families, research syntheses, and descriptive and exploratory studies. OPRE also works to improve the analysis of data, coordinates performance management for ACF, and aims to build and disseminate knowledge about effective approaches to helping low-income children and families.

OPRE includes four divisions:

- The Division of Economic Independence focuses on welfare, employment, and family self-sufficiency.
- The Division of Child and Family Development focuses on child care, Head Start, Early Head Start, and child abuse and neglect.
- The Division of Family Strengthening focuses on teen pregnancy prevention, youth development, healthy marriage, responsible fatherhood, family violence, runaway and homeless youth, and home visiting.
- The Division of Data and Improvement focuses on improving the quality, usefulness, sharing, and analysis of data to improve ACF programs and program participants' outcomes.

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WELFARE AND FAMILY SELF-SUFFICIENCY RESEARCH

The Division of Economic Independence within OPRE has primary responsibility for welfare and family self-sufficiency research.

OPRE's research in the area of welfare and family self-sufficiency is designed to expand knowledge about effective programs to promote employment, self-sufficiency, and economic well-being among low-income families. Research focuses on five major areas:

- Temporary Assistance for Needy Families (TANF)
- Employment and the Labor Market
- Education and Training
- Behavioral Science
- Cross-Cutting and Other Safety Net Research

Within these areas, OPRE funds experimental impact evaluations, implementation evaluations, and descriptive research projects aimed at informing the design and implementation of programs.

OPRE also invests in activities to disseminate rigorous research on welfare and family self-sufficiency topics.

This *Portfolio of Research in Welfare and Family Self-Sufficiency* describes major welfare and family self-sufficiency research projects sponsored by OPRE in Fiscal Year 2018.

ACF Evaluation Policy

ACF seeks to promote rigor, relevance, transparency, independence, and ethics in the conduct of evaluations. ACF's Evaluation Policy, which was published in the Federal Register on August 29, 2014, addresses these five key principles to govern ACF's planning, conduct, and use of evaluation. The [full evaluation policy](#) is available on the OPRE website.

- **Rigor:** ACF is committed to using rigorous methods to yield accurate and unbiased findings.
- **Relevance:** Our evaluations should address legislative requirements and congressional, federal, state, tribal, and local interests.
- **Transparency:** We will make information about planned and ongoing evaluations easily accessible. We will release results regardless of the findings. Reports will present comprehensive results, including favorable, unfavorable, and null findings.
- **Independence:** Evaluation should not be biased. To promote objectivity, we protect independence in the design, conduct, and analysis of evaluations.
- **Ethics:** ACF-sponsored evaluations will be conducted in an ethical manner and safeguard the dignity, rights, safety, and privacy of participants.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) RESEARCH

The Temporary Assistance for Needy Families (TANF) program provides block grants to states to design and operate programs to help needy families achieve self-sufficiency. OPRE's research examines the local implementation of TANF programs and policies, the intersection of TANF with other safety net programs, and other relevant issues related to TANF program operations, TANF recipients, and TANF-eligible families.

Recent past projects include: [an analysis of the coordination of TANF and Workforce Investment Act services](#); [a descriptive study of differences in TANF programs administered by counties versus states](#); and [an examination of situations in which TANF clients have zero reported hours of work participation](#).

Other past projects include: [a study of local implementation of TANF](#); [a descriptive study of Tribal TANF](#); [an examination of state and local efforts to divert TANF applicants from applying for cash assistance](#); [a study of what is known about the effects of time limit policies](#); [a series of research briefs synthesizing knowledge on important TANF topics](#); [an examination of the overlap between TANF and Supplemental Security Income \(SSI\) programs and populations](#); and [a qualitative examination of the dynamics of disconnection from employment and TANF](#).

In addition to the studies described in this section, OPRE conducts experimental research on welfare-to-work and innovative employment strategies; these efforts are described in the later sections on *Employment & the Labor Market* and *Education & Training*.

State TANF Policies Database

Under TANF, states have considerable authority to design the parameters of their programs and set their own rules. Since 1997, Urban Institute has maintained the State TANF Policies Database, also known as the Welfare Rules Database, in order to document state program rules. The database is meant to be a single location where information on TANF program rules can be researched across states and/or across years. ACF has funded updates to the database as well as publication of tables summarizing state TANF policies for each year since 1997. Annual publications are available on the [OPRE website](#).

The Intersection Between TANF and Refugee Cash Assistance Services

ACF's Office of Refugee Resettlement administers a variety of social services programs intended to connect newly resettled refugees with resources that help them become economically self-sufficient and integrated into U.S. society. One such program is the Refugee Cash Assistance (RCA) program, which offers financial support and social services to newly resettled refugees. RCA and TANF are both cash assistance programs that provide services aimed at promoting self-sufficiency. However, there has been little documented information on the extent to which refugees access TANF versus RCA, how outcomes for refugees compare under these two programs, whether integration of these programs holds promise for refugee self-sufficiency, and other important questions.

The Intersection Between TANF and Refugee Cash Assistance Services project aims to improve understanding of how RCA and TANF serve refugee populations, how the programs intersect, and how the programs aim to promote refugee self-sufficiency and employment. Between 2014 and May 2018, ACF funded Abt Associates

and its partner MEF Associates to document the similarities and differences between TANF and RCA in select jurisdictions, examine the population of refugees served by these programs, and investigate differences in program services.

As part of the study, the research team conducted [an online survey of state refugee coordinators](#) to gather information about state practices and approaches to refugee social services delivery. The project also completed site visits in eight counties to explore how states and localities have coordinated TANF and RCA programs and whether these approaches have the potential to foster long-term job stability and economic self-sufficiency for refugees. Based on these site visits, the study identified [strategies that TANF programs could utilize to improve refugee services coordination and self-sufficiency](#). A [final report](#) synthesizing study findings was released in May 2018. By improving knowledge of these programs and participant experiences, ACF hopes to move toward better serving refugee populations.

[Identifying Issues and Options to Understand TANF-Compatible Outcome Measures for Employment Services](#)

OPRE launched Identifying Issues and Options to Understand TANF-Compatible Outcome Measures for Employment Services (OUTCOMES) in 2016. Conducted by Urban Institute, the project supported ACF in understanding how employment-related outcome measures could be meaningfully and practically implemented for TANF. The study explored: 1) the extent to which state TANF programs currently measure employment-related outcomes, and the practical lessons from those state experiences; 2) best practices in the development of performance measurement systems for employment-related outcomes, and the issues related to implementing such systems for TANF; and 3) ways to improve coordination across performance measurement systems for TANF, Workforce Innovation and Opportunity Act programs, and Supplemental Nutrition Assistance Program Employment and Training programs.

The project began with a review of all pertinent literature, reports, and data and held discussions with nine state TANF directors. In 2017, the OUTCOMES team also consulted with experts on TANF and performance measurement.

In August 2018, the project's final report, [Measuring Employment Outcomes in TANF](#), was released. This

report offers information and insights to help policymakers and stakeholders understand the challenges and opportunities for measuring employment outcomes in the TANF program. It also illustrates the difficulty of developing consistent national measures of employment outcomes in TANF that adhere to principles of good performance measurement.

Recommendations from the [OUTCOMES Final Report](#)

- ACF could help states design performance measurement systems consistent with their individual TANF program structures and help them improve their TANF data quality and their capacity for analysis.
- ACF could facilitate information-sharing and collaboration between states interested in developing employment outcome measures and those already doing so.
- Within statutory constraints, ACF could allow states to conduct demonstrations of new measures to facilitate learning about implementing measures and any unintended consequences.

[Understanding Poverty: Childhood and Family Experiences and TANF Office Culture](#)

As part of its mission of promoting the economic and social well-being of low-income groups, ACF seeks to understand how human services programs can help families achieve self-sufficiency while still providing a safety net. While there are many facets to developing such an understanding, two crucial components to incorporate are the operations of the programs themselves and the perspectives of families and children living in poverty. To that end, OPRE has undertaken the Understanding Poverty study, which launched in 2016 and is being conducted by MEF Associates in partnership with MDRC.

- TANF Organizational Culture

One component of this project explores how organizational culture, office design, and office procedures contribute to shaping clients' experiences with TANF, the services provided to them, and potentially their outcomes. The concept of organizational culture encompasses the organization's mission and vision in relation to its clients and the shared objectives guiding its work as well as values, attitudes, expectations, assumptions,

and norms. It also manifests in more concrete, everyday ways—such as physical location and office design, staff training, staffing decisions, employee decision-making and interactions with clients, and written procedures and materials. Fieldwork will focus especially on exemplars of productive client-oriented office settings and organizational processes and culture and TANF offices that have made conscious attempts at organizational culture change.

- Childhood and Family Experiences

A second component of the project will examine the experiences and perspectives of children and families

living in poverty, including the experiences of families who apply for and access TANF and other safety net benefits. A large body of research spanning decades has reflected a range of psychological, educational, health, and other serious and sometimes long-term impacts associated with severe economic disadvantage in childhood. While there is a growing literature on the lived experiences of adults in conditions of severe deprivation, less work has looked at how low-income children of various ages experience, perceive, and view the day-to-day circumstances of living in poverty. Interviews with approximately 50 children and youths as

Human Services Research Partnerships

The Human Services Research Partnerships (HSRP) are cooperative agreements that aim to support collaboration among researchers, human services programs, and policymakers within the U.S. territories. Projects focus on topics related to the Head Start and TANF programs, such as self-sufficiency and stability among low-income families and the healthy development and school-readiness of children. Through the partnerships, ACF seeks an improved understanding of the human services needs of the territories and how human services programs in the region are meeting these needs; the unique circumstances and challenges posed by economic, geographic, and developmental factors; the particular strengths, assets, and cultural norms of each region that impact human services; and opportunities for ACF to use human services to enhance the quality of life for residents in the U.S. territories. An additional goal of the HSRP is to increase the capacity of each region to gather relevant data and utilize research.

Human Services Research Partnership: Virgin Islands (HSRPVI)

A HSRP cooperative agreement was awarded in 2014 to the University of the Virgin Islands' School of Nursing. Goals specific to HSRPVI include establishing a research infrastructure to support the provision of quality human services for Head Start and TANF clients; developing a secure data collection system; providing training to support the development of research capacity; and implementing two human services research studies on questions of interest to Head Start and TANF programs locally.

The project has completed environmental scans of Head Start and TANF services available on the islands and continues to involve regular meetings with U.S. Virgin Islands human services government leadership and working subgroups examining data and research needs. These meetings have included workshops on participatory and rapid-cycle research. The university team has partnered with TANF and Head Start research experts, as well as experts in community-based research, to refine their approach and address priority questions for the local social services community.

Due to the hurricane season of 2017, the program partners working with the grantee were shut down for as many as six months. In addition, the grantee facilities at the university were destroyed by the hurricanes, and electricity and communication services were very limited for many months. By the time the TANF and Head Start programs reopened in 2018, their priorities had shifted away from previously planned pilot studies and intervention evaluations. Planning meetings were held with the HHS Hurricane Recovery Team, U.S. Virgin Islands human services leaders, and program partners that identified priorities such as updating environmental scans of TANF and Head Start, with a focus on current needs of programs, families and children, and obstacles to services. The project will complete the originally planned descriptive studies of 1) availability of health and mental health referrals for Head Start and TANF families and clients and 2) local Head Start methods and procedures to establish and maintain a waiting list.

well as their parents are intended to facilitate a deeper understanding of what children understand about their families' economic circumstances, how families talk about public assistance benefits, and other aspects of their life experiences.

In 2018, OPRE published a [review of the qualitative literature on the experiences of parents and children living in poverty](#) and a [review of literature describing the role that organizational culture plays in the delivery of TANF services](#). Site selection and instrument development for both strands of this project are currently underway as of late 2018. Taken together, the outcomes of this inquiry can be expected to improve the field's understanding of the lives of children in poverty and their families while further building an understanding of how the TANF program and organizational culture affect individuals within this population.

Promoting and Supporting Innovation in TANF Data

Promoting and Supporting Innovation in TANF Data, also known as the TANF Data Innovation (TDI) project, will support innovation and efficiency within the TANF program through enhanced use of data from TANF and related human services programs. Launched in 2017, TDI is led by MDRC in partnership with Chapin Hall at the University of Chicago, the Center for Urban Science and Progress at New York University, and Actionable Intelligence for Social Policy at the University of Pennsylvania. The project's aim is to provide timely, actionable, and relevant technical assistance to federal, state, and local TANF agencies on a variety of issues related to TANF data. Topics will include integrated data systems, data sharing, promoting proper payments and program integrity, expanding analytic capacity, and overall increased use of TANF and related human services data for program improvement.

The TDI project includes the following key tasks:

- Assessment of the needs of all 50 states regarding collecting, sharing, and using TANF data;
- Provision of wide-ranging technical assistance for states and localities on a variety of topics related to TANF data-sharing and use;
- Assessment of existing state approaches to ensuring program integrity and proper payments in TANF;
- Creation and evaluation of a TDI pilot, which will support specific data-focused projects in selected states and/or localities; and

- Capacity-building for TANF data use, quality, and analysis at the federal, state, and local levels.

Across these activities, the project will support the use of data for understanding the impact that TANF has on families broadly, and how the federal government and state partners can use data to better serve families.

NEW State TANF Case Studies

OPRE launched the State TANF Case Studies project in September 2018, which will be conducted by Mathematica Policy Research. The purpose of the project is to identify and provide in-depth, systematic case studies of promising and innovative employment and training programs for TANF recipients and other low-income individuals. There will be a particular focus on programs that have strong linkages with wraparound support services, with special emphasis on child care assistance. The project aims to increase ACF's knowledge about strategies that TANF and workforce development agencies are implementing to help TANF recipients and other low-income individuals become economically self-sufficient.

Institute for Research on Poverty National Poverty Center Fellows

The National Poverty Center Fellows Program was established in 2013 in order to build the capacity of emerging researchers to conduct high-quality, policy-relevant research on poverty and inequality in the United States. The program is administered by the Institute for Research on Poverty at the University of Wisconsin-Madison with a grant from OPRE and the HHS Office of the Assistant Secretary for Planning and Evaluation that supports post-doctoral fellows in residence at OPRE. The fellows conduct poverty-related research and analysis, contribute to planning and overseeing poverty-related research and evaluation studies, and work on their own ACF-related research projects.

Two fellows are currently in residence in the Division of Economic Independence at OPRE, where they are working on a variety of projects related to employment and training, disparities in human services, services for refugees, innovative research methods and measurement questions, and other poverty and safety net studies.

EMPLOYMENT & THE LABOR MARKET

A major focus of OPRE's welfare and family self-sufficiency research is increasing knowledge about strategies for helping TANF recipients and other low-income individuals find jobs, maintain employment, and advance in the labor market. Past projects include: the [Enhanced Services for the Hard-to-Employ Demonstration and Evaluation](#), which tested several strategies for helping hard-to-employ parents find and sustain employment; the [Employment Retention and Advancement Project](#), which tested strategies for helping employed individuals keep their jobs and advance in the workforce; and the [National Evaluation of Welfare to Work Strategies](#), which evaluated the effectiveness of mandatory welfare-to-work programs during the welfare reform era of the 1990s.

OPRE is currently conducting random assignment experiments of employment strategies, including [subsidized and transitional employment models](#), [job search assistance](#), [coaching practices aimed at job entry and retention](#), and approaches targeting hard-to-employ populations including [low-income individuals with behavioral health issues such as opioid dependency, substance abuse, and/or mental health challenges](#). OPRE seeks to increase the number of evidence-supported interventions for low-income populations seeking employment and economic stability. In addition, OPRE's existing [Employment Strategies Evidence Review](#) is serving as a foundation to create a congressionally mandated What Works Clearinghouse of Proven and Promising Projects to Move Welfare Recipients into Work. OPRE will convene a roundtable in 2019 of subject matter experts to identify gaps in knowledge of employment and training approaches for low-income populations and recipients of social safety net benefits.

Subsidized and Transitional Employment Demonstration

OPRE launched the Subsidized and Transitional Employment Demonstration (STED) in 2010 with the goal of demonstrating and evaluating the next generation of subsidized employment models for critical low-income populations. The project, led by MDRC, examines strategies for providing counter-cyclical employment and for successfully transitioning individuals from short-term, subsidized employment to unsubsidized employment in the regular labor market. These strategies build upon approaches that have demonstrated effectiveness in previous studies and also test new and innovative interventions. The evaluation includes a random assignment impact evaluation in eight sites, an implementation evaluation at each project site, and a cost-benefit analysis. An in-program survey measured potential non-economic benefits of subsidized employment, such as emotional and social well-being.

The STED project is being conducted in close coordination with the Enhanced Transitional Jobs Demonstration (ETJD). A project of the Employment and Training Administration (ETA) at the Department of Labor (DOL), ETJD funded seven grantees to provide temporary, paid work experiences to noncustodial parents and ex-offenders to improve their employability, earnings, and opportunities for advancement. Given the complementary nature of these efforts, OPRE and ETA entered into a memorandum of agreement to coordinate the STED and ETJD studies, including shared data collection instruments, shared evaluation sites, and coordinated reporting efforts.

STED began with an analysis of what was known about existing or previous approaches to subsidized employment, especially within the context of current TANF policies and requirements, as well as efforts under the American Recovery and Reinvestment Act. In 2011, OPRE released [Subsidizing Employment Opportunities](#)

STED Site	Description
<p>Good Transitions <i>Goodwill of North Georgia</i></p>	<p>This DOL-funded program provided transitional jobs in Goodwill locations to low-income, noncustodial parents referred to the program by the child support agency.</p>
<p>TransitionsSF <i>Goodwill and the San Francisco Department of Child Support Services</i></p>	<p>This DOL-funded program provided transitional jobs to low-income, noncustodial parents using a tiered approach that placed participants into one of three tiers – traditional transitional job, public sector position, or subsidized private sector placement – based on employability characteristics.</p>
<p>Transitional Subsidized Employment <i>Los Angeles County Department of Public Social Services</i></p>	<p>Los Angeles County is testing two different program models for low-income individuals: (1) paid work experience in non-profit or public sector placements; and (2) “hybrid” on-the-job training in for-profit, private sector placements.</p>
<p>Jobs Now STEP Forward <i>San Francisco City and County Agency for Human Services</i></p>	<p>San Francisco is testing private sector (both non-profit and for-profit) subsidized employment placements for low-income individuals who have timed out of TANF or have exhausted Unemployment Insurance benefits.</p>
<p>Young Adult Internship Program <i>New York City Center for Economic Opportunity</i></p>	<p>The Young Adult Internship Program targets disconnected youth – neither in school nor working for at least three months – ages 16 to 24 and provides initial training followed by a private sector (for- or non-profit) internship for up to 12 weeks.</p>
<p>Bridges to Pathways <i>Chicago Department of Family and Support Services</i></p>	<p>Developed in partnership with the Chicago Crime Lab and University of Chicago, the Department of Family and Support Services is operating a pilot of the Bridges to Pathways Initiative, which targets 16- to 24-year-olds leaving incarceration and includes three components: (1) a transitional job; (2) an online high school program; and (3) a cognitive behavioral therapy-like program.</p>
<p>MSTED <i>Minnesota Department of Human Services</i></p>	<p>This program targets clients of the Minnesota Family Investment Program (the state’s TANF program) who are not working and who have been in the program for at least six months. The program features two tiers: (1) an eight-week structured work experience in non-profit or public agencies designed to build participants’ soft skills and work experience; and (2) a 16-week subsidized job in the private sector. Participants can start in either tier depending on their work-readiness.</p>
<p>Atlanta Paycheck Plus <i>United Way of Greater Atlanta</i></p>	<p>This program offers an enhanced Earned Income Tax Credit for low-income individuals without dependent children. As with the other STED programs, this site provides work-based income support, although in regular, not transitional, jobs. This approach has similar goals as the other STED programs – to increase the employability and income of low-income individuals – and it targets many of the same groups (young adults, former prisoners, and noncustodial parents).</p>

A [summary report](#) describing both the eight STED programs and the five additional ETJD programs was released in 2015. Implementation and 12-month findings from [the two joint STED/ETJD sites](#) (Atlanta and San Francisco) and the [Young Adult Internship Program](#) in New York City were released in 2016 and 2017 respectively. Four reports were released in Fiscal Year 2018: 1) [The Effects of Subsidized and Transitional Employment Programs on Noneconomic Well-Being](#); 2) [Testing Rapid Connections to Subsidized Private Sector Jobs for Low-Income Individuals in San Francisco Implementation and Early Impacts of the STEP Forward Program](#); 3) [Forging a Path: Impacts and Costs of New York City's Young Adult Internship Program](#); and 4) [Tribal Solutions: Subsidized Employment Programs Serving American Indians and Alaska Natives](#). Additional implementation and impact results from the other STED sites will be available in 2019 and beyond.

Key Findings from the Subsidized and Transitional Employment Demonstration Project

New York City's Young Adult Internship Program

- The Young Adult Internship Program's (YAIP) offer of subsidized employment led to large improvements in employment and earnings during the first year of follow-up, more than doubling earnings and increasing employment by nearly 30 percentage points compared with the control group.
- Findings suggest that the program group worked in slightly better jobs than the control group for over a year after most people had left the program.
- YAIP did not lead to any statistically significant effects in the domains of education or well-being.
- The program cost \$5,431 per participant, which is at the lower end of the spectrum of costs of similar programs.

Job Search Assistance Strategies Evaluation

In 2013, OPRE launched the Job Search Assistance (JSA) Strategies Evaluation. Led by Abt Associates

Key Findings from the Job Search Assistance Strategies Evaluation

The Lifelong Learning Initiative in Ramsey County, Minnesota

- The majority of staff reported that the Lifelong Learning Initiative (LLI) was a better way to work with recipients compared with an approach where employment counselors were more prescriptive in directing recipients' program activities.
- Counselors reported that the goal-oriented approach required more time with recipients than a more directive approach and that this could be difficult given high caseload sizes. The ability of staff to use their discretion in the application of the LLI tools was important when staff faced high caseloads.
- Staff reported high levels of use for some LLI tools, while they experienced more difficulty with others. Additional supports for counselors – including regular expert-led training or guidebooks with examples – may help them feel more comfortable working with recipients to develop executive skills-informed goals.
- Using goal-oriented coaching within a TANF program requires a balance between goals and tasks that focus on addressing barriers to employment and those focused on moving directly to employment. Minnesota and Ramsey County issued guidance, prior to and independently of the LLI, that allowed flexibility in the types of activities recipients could attend to meet the federally required TANF work participation rate. LLI staff reported that it would have been difficult to implement the LLI as intended without this flexibility.

and its partner Mathematica Policy Research, JSA is a multi-site, random assignment evaluation of the relative impact of different TANF job search approaches on short-term labor market outcomes such as earnings and time to employment. JSA builds on OPRE's [Design Options of the Search for Employment](#) project, which included a literature review and recommendations for an overall approach to and design of a job search strategies evaluation. JSA draws from this work to conduct the first rigorous test of job search services for TANF recipients.

The JSA evaluation aims to achieve two goals. First, JSA will provide information about the relative impacts of various job search assistance services and the manner in which agencies provide them. Second, JSA is intended to provide actionable and policy-relevant feedback to the TANF field, including federal TANF policymakers, state and local TANF administrators, and frontline caseworkers.

The JSA evaluation uses a random assignment experimental design and includes an impact and implementation evaluation carried out across the selected sites. In

addition to administrative data, the study will also include a survey of participants, administered approximately six months after random assignment, to capture information on intensity and duration of JSA services, how participants found their current job, attitudes and motivations around the job search, and barriers to employment.

The job search assistance approaches tested in JSA are relatively short-term in nature. Impact and implementation studies are being conducted in three sites and implementation-only studies are being conducted in two additional sites.

JSA Site	Type of Study	Description
New York City Human Resources Administration	Impact and Implementation	New York City is testing its current approach, which requires 35 hours of participation per week including group job search classes, compared to supervised job search in which clients have one-on-one, weekly meetings with a staff person to assist them with their job search, but otherwise conduct a self-directed search. The study operates at two vendors (America Works and Goodwill) in Brooklyn and Queens.
Sacramento County (CA) Department of Human Assistance	Impact and Implementation	Sacramento is testing: (1) three weeks of job search and job readiness activities in a group/classroom setting followed by five weeks of one-on-one job search assistance compared to (2) three days of group job search assistance followed by one-on-one supervised job search for up to seven-and-a-half weeks.
Michigan Department of Health and Human Services (Genesee and Wayne Counties)	Impact and Implementation	Genesee County (which includes Flint) and Wayne County (excluding the Detroit area) are testing enhancements to their current 21-day Applicant Eligibility Period (AEP) and the PATH (Partnership. Accountability. Training. Hope.) program. The enhancement includes a service delivery framework that uses a tool called the "Bridge of Strength," a revised orientation, revised accountability measures in lieu of the work participation rate, and training for treatment group case managers on how to coach clients and use a number of goal achievement tools.
Westchester County (NY) Department of Social Services	Implementation only	JSA is conducting implementation studies of Westchester's supervised, one-on-one job search compared to the full-time, classroom-based STRIVE program. STRIVE is an eight-week program that includes four weeks of training on behavioral change and job readiness skills followed by four weeks of some form of supervised job search.
Ramsey County (MN)	Implementation only	JSA conducted an implementation study of Ramsey County's Life-long Learning Initiative (LLI). LLI includes enhanced approaches to assessments, orientations, counseling, and staff assistance (with a focus on goal setting and coaching).

In May 2018, the JSA study completed the six-month follow-up survey and began data analysis. The first of five site-specific reports, [Implementation of a Goal-Oriented Approach to Providing Employment Services to Cash Assistance Recipients: The Lifelong Learning Initiative in Ramsey County, Minnesota](#), was published in October 2018. Other reports will be available on a rolling basis in 2019.

Employment Strategies for Low-Income Adults Evidence Review

Employment Strategies for Low-Income Adults Evidence Review (ESER), launched in 2013 and conducted by Mathematica Policy Research, is a systematic review of the evaluation research on employment and training programs for low-income adults. The review is presented in a searchable, public database – <https://employment-strategies.acf.hhs.gov/> – and has been supplemented with briefs synthesizing its results and highlighting promising strategies identified. ESER is designed to provide practitioners, policymakers, researchers, and the general public with a transparent and comprehensive assessment of the research evidence on programs aimed at improving the employment-related outcomes of low-income adults. A core component of ESER, as with other federal evidence reviews, involved analyzing the quality of the research evidence on different interventions.

To conduct the review, the project team engaged in a systematic and broad literature search for relevant studies; screened studies to determine whether they met the criteria for being reviewed; and assessed the rigor of each study's methods. This approach followed pre-specified [standards and methods](#). Until ESER, no other such comprehensive review on this topic had been undertaken.

The [searchable database](#) on the ACF website shares findings from the review and provides key information about studies considered most reliable. The website allows users to search for results by program studied, by favorable impacts found, by target population, and in other ways.

Additionally, ESER produced a series of research briefs summarizing the results of the review and examining review topics in greater depth. These briefs:

- [qualitatively summarize the evidence base on employment strategies for low-income adults](#);
- describe the evidence on both [financial incentives and sanctions](#) and [work-readiness interventions](#) as strategies for improving employment outcomes;

- [recommend best practices for study authors on how to describe impact evaluations of employment programs and strategies](#);
- [identify gaps in the research base on employment strategies for low-income adults](#); and
- [review all of the studies in the ESER database to conduct a meta-analysis of which employment strategies appear to be most effective](#).

ESER is serving as a foundation for a new database mandated by the Consolidated Appropriations Act of 2017 (P.L. 115-31). This law directs HHS to create a database of projects that have used a proven or promising approach to move welfare recipients into work, based on independent, rigorous evaluations of the projects; and to create a What Works Clearinghouse of Proven and Promising Projects to Move Welfare Recipients into Work, described later in this section. To help HHS identify how best to build on ESER's work for the clearinghouse, OPRE convened experts in federal evidence reviews. These consultations, which took place between late 2017 and early 2018, produced a series of recommendations for establishing the clearinghouse that were shared for public comment through a [Federal Register Notice](#) published on June 6, 2018.

Evaluation of Employment Coaching for TANF and Related Populations

In 2016, OPRE launched the Evaluation of Employment Coaching for TANF and Related Populations. Conducted by Mathematica Policy Research in partnership with Abt Associates, the evaluation is using an experimental design to examine the effectiveness of coaching interventions that focus on both job entry and retention and target TANF populations and other low-income individuals. The evaluation is also examining the effect of coaching on self-regulation skills, and the role of these skills in generating any impacts on employment outcomes. A list of evaluation sites is included below.

The project developed a conceptual framework for measuring self-regulation skills in the context of evaluations of employment programs. The paper, [Measuring Self-Regulation Skills in Evaluations of Employment Programs for Low-Income Populations: Challenges and Recommendations](#), was published in November 2018. To build on this framework, the project will conduct empirical analyses of the validity of measures of self-regulation skills and share findings in a special topics paper. Additionally, in 2019, the project will release a brief that discusses the definition of and theory behind coaching and examines how coaching interventions might affect self-regulation skills.

Employment Coaching Program	Site(s)
Family Development and Self-Sufficiency	Iowa Department of Human Rights
Goal4 It!™	Jefferson County Department of Human Services (CO)
LIFT	New York, NY Chicago, IL Los Angeles, CA
MyGoals for Employment Success	Baltimore, MD Houston, TX

Next Steps for Employment and Training Research: Roundtable and White Papers

OPRE is responsible for advising the Assistant Secretary for Children and Families on improving the effectiveness and efficiency of programs designed to better the employment-related outcomes of low-income individuals. To that end, the primary goal of this project is to identify gaps in knowledge of employment and training approaches for low-income populations and recipients of social safety net benefits. This aim will be accomplished by convening a roundtable of subject matter experts to discuss the current status of and gaps in the research and by producing a series of complementary white papers. OPRE may draw on this knowledge as it considers potential future directions for its research and evaluation portfolio. The Next Steps for Employment and Training Research project launched in 2017 and is being conducted by MEF Associates in partnership with MDRC. The roundtable will be held in January 2019.

Building Evidence on Employment Strategies for Low-Income Families

For more than two decades, researchers have studied the effectiveness of programs, policies, and practices in TANF-supported employment and training services. Given the changes in the characteristics of caseload populations, labor demands, and the skills needed to advance in the workforce, TANF agencies have innovated over time, resulting in interventions appropriate for new research and evaluation.

In 2017, OPRE launched Building Evidence on Employment Strategies for Low-Income Families (BEES). The project aims to build on and complement current state

and federal efforts, efficiently move selected interventions or program models to the next level of evidence, and ultimately, increase the number of evidence-supported interventions for low-income populations seeking employment and economic stability. Led by MDRC in partnership with Abt Associates and MEF Associates, BEES will assist ACF in building evidence for innovative interventions aimed at supporting low-income individuals and families seeking employment, advances in the labor market, and economic security. In addition, ACF aims to support states in moving toward rigorous evaluations of state-initiated interventions. Within these broad goals, the project will prioritize building evidence specifically related to preventing and addressing behavioral health issues such as opioid dependency, substance abuse, and/or mental health challenges that create barriers to employment among TANF participants and individuals at risk of TANF dependency and their family members.

In its first year, the BEES project consulted with 12 federal agencies to identify emerging priorities for evidence building and conducted a broad field scan to learn about innovative programs. In 2018, BEES secured its first site to participate in the evaluation: Breaking Barriers San Diego, a program designed to increase employment among TANF recipients and other low-income individuals with disabilities, including mental health and substance use issues. BEES has the potential to fund up to 21 rigorous evaluations of promising programs.

The project will continue to work with states to identify interventions that are focused on improving employment, training, and economic security for low-income families. After interventions are identified, ACF and its contractors will work to determine the most rigorous evaluation approach feasible, focusing on random assignment designs where possible.

This multi-pronged research effort will continue through 2022, producing individual reports for each intervention evaluated in addition to developing special topics papers.

NEW The What Works Clearinghouse of Proven and Promising Approaches to Move Welfare Recipients to Work

The What Works Clearinghouse of Proven and Promising Approaches to Move Welfare Recipients to Work project is a new congressionally mandated evidence review. The Consolidated Appropriations Act of 2017 (P.L. 115-31) directs HHS to create a clearinghouse of projects that have been subject to independent, rigorous evaluation to help us better understand what approaches are effective in moving welfare recipients into work. To create this clearinghouse, OPRE will conduct a systematic review of the evidence to identify projects that aim to improve employment outcomes, reduce employment challenges, and support self-sufficiency for low-income populations.

In establishing this new clearinghouse, OPRE has several goals:

- Conduct a transparent, comprehensive search to identify studies on employment and training interventions designed to improve self-sufficiency outcomes for low-income individuals.
- Rate the quality of those studies to assess the strength of the evidence they provide on the different interventions.
- Determine the evidence of effectiveness for those interventions.
- Create a user-friendly website (launching in 2020) that will share the results and provide web-based tools to help state and local TANF administrators and policymakers, researchers, and the general public make sense of the results and better understand how this evidence might apply to questions and contexts that matter to them.
- Summarize the overall state of evidence in the field by creating and disseminating new synthesis reports.

The new clearinghouse aligns with and builds on the work OPRE had already been conducting for ESER, described earlier in this section. ESER is a systematic review of the evaluation research published between 1990 and 2014 on employment and training programs for low-income adults. It culminated in a searchable, public database (<https://employmentstrategies.acf.hhs.gov/>). A key difference between ESER and the new clearinghouse, however, is that while ESER analyzed the quality of the

research evidence on the interventions reviewed, it did not assess the effectiveness of those interventions.

To effectively build on this existing work in line with the requirements of the new legislation, OPRE undertook a series of consultations with other federal staff and key experts in federal evidence reviews from the Departments of Labor, Justice, and Education, as well as other agencies within HHS. These consultations, which took place between late 2017 and early 2018, produced a series of recommendations for establishing the clearinghouse, which were shared for public comment through a [Federal Register Notice](#) published on June 6, 2018.

This project, which began in September 2018 and goes through 2021, is led by Mathematica Policy Research with assistance from MEF Associates and Hager Sharp.

NEW Next Generation of Enhanced Employment Strategies Evaluation

This project will support a multi-component rigorous evaluation of innovative interventions designed to enhance employment outcomes for highly vulnerable populations with demonstrated difficulty entering and sustaining employment. The evaluation will build on relevant past and ongoing research, and be informed by current labor market trends and policy and practice contexts.

For each intervention included in the evaluation, the project will conduct impact, descriptive, and cost studies. Additionally, the project will explore the role of market-oriented, employer-driven programs in assisting highly vulnerable populations obtain and retain employment.

Mathematica Policy Research is conducting the evaluation.

EDUCATION & TRAINING

OPRE has a strong history of sponsoring rigorous research on the effectiveness of education and training strategies for improving employment and earnings for TANF recipients and other low-income individuals. Currently, OPRE is a national leader in the rigorous evaluation of post-secondary career pathways programs. Career pathways programs connect education, training, and related supports in a pathway that leads to employment in a specific sector or occupation or to further training. The approach is gaining attention as a promising strategy to improve post-secondary education and training outcomes for low-income and low-skilled adults.

Although there is some research evidence on selected components of career pathways programs, to date there has been no rigorous research on the overall effectiveness of this approach. Beginning in 2007, with the launch of the Pathways for Advancing Careers and Education (PACE) project and continuing with the evaluations of the Health Profession Opportunity Grants program (HPOG), ACF has developed a robust portfolio of research on the career pathways approach.

Career Pathways

The career pathways framework has attracted increasing attention as a promising approach to post-secondary education and training for low-income and low-skilled adults. Its central feature is instruction that is organized as a series of manageable and well-articulated steps accompanied by strong supports and connections to employment. The steps provide opportunities for pre-college-level students to access college-level training and for better-skilled students to move to successively higher levels of credential-bearing training and employment. Each step incorporates customized curricula and instruction, academic and non-academic supports, and employment experiences and opportunities.

To engage, retain, and facilitate learning among low-skilled adults, the career pathways framework includes four categories of service strategies: (1) assessments of skills and needs; (2) promising and innovative approaches to basic skills instruction and occupational training; (3) academic and non-academic supports; and (4) approaches for connecting students with career-track employment opportunities. Within each of these categories, there are a variety of promising strategies. Though many programs include all of these strategies, the extent to which and ways they do so vary.

For more information visit www.career-pathways.org.

Pathways for Advancing Careers and Education

In 2007, OPRE initiated the Pathways for Advancing Careers and Education (PACE) study, a multi-site, random assignment evaluation of promising strategies for increasing employment and self-sufficiency among low-income families. The project aimed to study interventions with the potential to have substantial effects on earnings and income rather than just modest effects, prioritize strategies focused on skills development, and concentrate on a relatively wide population of

low-income parents. Based on stakeholder input, PACE came to focus on post-secondary career pathways as the main intervention framework to study.

The PACE team, led by Abt Associates, is conducting implementation and impact evaluations of nine career pathways programs around the country. Each of the programs has been profiled in a separate publication, available at <https://www.acf.hhs.gov/programs/opre/research/project/pathways-for-advancing-careers-and-education>.

The PACE partners include:

Career Pathway Program	Description
<u>Des Moines Area Community College, Workforce Training Academy Connect*</u>	Students in the Workforce Training Academy (WTA) Connect program received contextualized basic skills instruction, instruction in employment and life skills, and vocational training through a short-term certificate course. Each short-term certificate offered in WTA Connect laddered into one or more specific certificate, degree, or diploma programs.
<u>I-BEST Programs in Washington State</u>	The Integrated Basic Education and Skills Training (I-BEST) program operates in all 34 of Washington’s community colleges to provide basic skills or English as a Second Language (ESL) instruction and training in a range of credit-based occupational training programs, along with counseling and other supports. The PACE project is evaluating I-BEST model programs at the Bellingham Technical, Everett Community, and Whatcom Community Colleges.
<u>Instituto del Progreso Latino, Carreras en Salud</u>	Instituto del Progreso Latino is a large non-profit education and employment organization in Chicago dedicated to serving the city’s growing Latino population. Launched in 2005, Carreras en Salud (Careers in Health) is a career pathways program in nursing occupations for low-skilled and limited-English-proficient Latinos that leads participants from a certified nursing assistant certification to pre-licensed practitioner nurse and ultimately to registered nurse.
<u>Madison College, Patient Care Pathway Program*</u>	The Patient Care Pathway Program provided short-term, condensed training that allowed lower-skilled students to take courses for college credit and prepared them for healthcare degree and diploma programs. Students were placed into one of two available academies depending on individual skill level.
<u>Pima Community College, Pathways to Healthcare**</u>	The Pathways to Healthcare program offered training to students in 16 healthcare professions based on personal preference and test scores. Professions ranged from home health aides to medical billers/coders to EMT-paramedics. The length of training could be as short as the five-week nursing assistant training or up to two or three years for the associate degree programs.
<u>San Diego Workforce Partnership, Bridge to Employment in the Healthcare Industry**</u>	The Bridge to Employment program enabled eligible adults to develop the skills and knowledge needed for emerging career opportunities in healthcare by providing extensive case management and support services.

Career Pathway Program	Description
Valley Initiative for Development and Advancement	Serving four large counties in southern Texas, the non-profit Valley Initiative for Development and Advancement (VIDA) aims to help students achieve an associate degree and gain occupational training in allied health, manufacturing, technology, business, education, and other specialized trades. VIDA offers a bridge program, the College Prep Academy, to build basic educational and language skills in preparation for enrollment at a local community college.
Workforce Development Council of Seattle-King County, Health Careers for All**	Health Careers for All was designed to meet the region’s expanding healthcare labor needs while simultaneously addressing the training, employment, and advancement needs of its low-income residents by preparing them for jobs such as nursing assistant, medical office assistant, and phlebotomist.
Year Up	Year Up offers young adults skills training, experience, and support to empower them to reach their potential through professional careers and higher education. The intensive, one-year program operates in eight cities nationally, and provides high school graduates and GED recipients between the ages of 18 and 24 with a combination of hands-on skill development and corporate internship opportunities.

* This partner is no longer operating the program as evaluated under PACE.

‡ This partner was supported by a Health Profession Opportunity Grant (2010-2015).

In 2015, the project released its [evaluation design report](#) and [impact analysis plan](#). The study released implementation and early impact reports in 2017 and 2018 for each of the nine demonstrations. Key findings from five of the reports are included on the following pages. In 2019, the study will release briefs for each implementation and early impacts report summarizing key findings for each program.

The study conducted in-depth interviews with a small number of participants across all nine programs. The project released four briefs based on interviews with PACE treatment group members that were focused on: participants’ [motivations for enrolling](#) in PACE programs, the [challenges they faced](#) in participating in the programs, the [programmatic and other supports](#) they received while participating, and [students’ progress on their career pathway](#). A fifth brief focuses on [control group members’ experiences](#).

The study also released a [brief](#) on findings from a quantitative analysis of participants in the control group, which highlighted the risk factors disadvantaged students face in college success, and a [report](#) that shared the experiences of and lessons learned from Year Up’s efforts to scale up their program.

Key Findings from Pathways for Advancing Careers and Education: Implementation and Early Impact Reports

Instituto del Progreso Latino's Carreras en Salud Program

- **The vast majority of treatment group members participated in at least one Carreras course, and completion rates for many programs were high.** Ninety-two percent of students participated in at least one Carreras course, and 72 percent of students completed at least one course. A significant portion of students (40 percent) completed two or more courses in the Carreras pathway. The most common courses attended were in the “middle” of the pathway, and few reached the upper-level licensed practical nurse (LPN) course within the study's 18-month follow-up period.
- **The Carreras program increased the hours of occupational training (the confirmatory outcome measured in this analysis) and basic skills instruction received over the follow-up period.** Overall, the Carreras program produced a large increase in the total hours of education and training received: Carreras students participated in occupational training, basic skills, and ESL courses for a total of 402 hours while control group members did so for 223 hours, an impact of 178 hours (an 80 percent increase).
- **The treatment group earned more credentials than the control group, primarily from a licensing or certification organization.** Carreras had an 18 percentage point impact on receipt of a credential (37 percent of treatment group members compared to 18 percent of control group members).
- **The Carreras program increased treatment group members' employment in the healthcare field and reduced the proportion experiencing financial hardships.** One-quarter of Carreras students reported working in a healthcare occupation, compared to 16 percent of control group members.

Year Up

- **Year Up implemented its program with high fidelity to its design.** Although generally high, performance outcomes varied across offices.
- **Year Up had positive effects on the scope and nature of services received by its students.** More than half (57 percent) of control group members pursued training, mostly at community colleges. However, nearly all treatment group members (96 percent) participated in Year Up, and they were far more likely to cite promising instructional approaches, take courses in life skills, accrue related work experience, and receive an array of support services.
- **Effects on earnings were consistently large and positive.** Year Up increased average quarterly earnings by \$1,895 (53 percent) in the sixth and seventh quarters after random assignment—the pre-specified confirmatory outcome for this analysis. Large, positive effects persisted through the third follow-up year, and were consistent across participant subgroups and all eight local Year Up offices.

Des Moines Area Community College's Workforce Training Academy (WTA) Connect Program

- **Approximately 50 percent of the WTA Connect treatment group participated in education or training.** Program staff attributed non-participation to a number of barriers (e.g., unmet childcare needs, health issues, etc.), and treatment group members who did not engage cited reasons such as work and family responsibilities.
- **Of those treatment group members who participated in basic skills remediation, almost three-quarters completed these courses and enrolled in occupational training.** While only half of treatment group members attended any education or training activity, 75 percent of those who began basic skills remediation attended at least one occupational training course.

Key Findings from Pathways for Advancing Careers and Education: Implementation and Early Impact Reports *(continued)*

- **The treatment group was significantly more likely than the control group to receive a variety of supports including career counseling, tutoring, help arranging supports for school or work, and job search assistance.** The program had a 10 percentage point impact on receipt of career counseling, a nine percentage point impact on help arranging supports, and an eight percentage point impact on job search assistance receipt, though few treatment group members engaged in any of these supports.
- **The treatment group earned significantly more credentials (the confirmatory outcome measured in this analysis) than control group members, although only 18 percent of treatment group members received credentials.** There were no impacts on hours of occupational training, career outcomes, or career pathways employment.

Madison Area Technical College's Patient Care Pathway Program

- **The Patient Care Pathway program staff implemented program components mostly as planned.** However, the advising component – which encouraged, but did not mandate, three advising sessions during the semester – was fulfilled less than planned. Fewer than half of students reported receiving academic advising three or more times.
- **Healthcare program admission policies external to the program presented barriers for admission to and timely completion of healthcare diploma and degree programs.** These policies included short annual application windows, lags of up to a year between application windows and program admission and start dates, an added admissions assessment, and program waitlists after admission.
- **More than 90 percent of treatment group members participated in at least one Patient Care Pathway academy and completion rates were high (around 80 percent).** Although less than a quarter of treatment group members earned a credential within the 18-month follow-up period, more than 70 percent were still enrolled in courses at Madison College. This is consistent with program designers' expectation that most students would need longer than 18 months to complete both an academy and their intended diploma or degree program.
- **The Patient Care Pathway program did not increase the number of college credits earned (the confirmatory outcome for this analysis), total hours of occupational training, or credential receipt during the 18-month follow-up period.** The treatment group was 7 percentage points more likely than control group members to be enrolled in occupational training.

Integrated Basic Education and Skills Training (I-BEST) Program in Washington State

- **I-BEST was implemented as designed at three colleges.** The three colleges varied in how they delivered I-BEST across the different occupational programs. The combination of the instructional approach (team teaching), advising, and financial supports resulted in a clear contrast between the services available to treatment group members and those available to control group members.
- **The program had positive impacts on college course enrollment, driven primarily by enrollment in occupational training courses.** I-BEST increased college enrollment by 22 percentage points, and increased enrollment in occupational training courses by 41 percentage points.
- **I-BEST increased credits earned and credential attainment.** Treatment group members received an average of 13 more credits compared to control group members, and there was a 32 percentage point increase in credential receipt.

Evaluation Portfolio for the Health Profession Opportunity Grants Program

The Health Profession Opportunity Grants (HPOG) program provides education and training to TANF recipients and other low-income individuals for occupations in the healthcare field that pay well and are expected either to experience labor shortages or to be in high demand. The HPOG program was authorized by the Affordable Care Act (ACA) of 2010 and is administered by the Office of Family Assistance (OFA) within ACF.

HPOG programs are expected to target skills and competencies demanded by the healthcare industry; support career pathways; result in an employer- or industry-recognized certificate or degree; combine supportive services with education and training services to help participants overcome barriers to employment; and provide services at times and locations that are easily accessible to targeted populations.

In 2010, OFA awarded the first round of HPOG grants to 32 organizations located across 23 states to carry out five-year programs (referred to as HPOG 1.0). In 2015, OFA awarded a second round of HPOG grants to 32 organizations located across 21 states for a new five-year period (referred to as HPOG 2.0).

The ACA authorized HPOG as a demonstration program and mandated a federal evaluation. OPRE developed a multi-pronged evaluation strategy to assess the success of the HPOG program. The evaluation strategy aims to provide information on program implementation, systems change, outcomes, and impact. OPRE's evaluation portfolio for HPOG includes a number of components.

Evaluations of HPOG 1.0:

- **HPOG National Implementation Evaluation (NIE)** conducted by Abt Associates and Urban Institute, included an in-depth examination of the HPOG grantee programs' design and implementation, a systems analysis of networks created by HPOG programs (e.g., among grantees, employers, and other partners), and a quantitative descriptive analysis of HPOG program outputs and outcomes. The 27 non-tribal HPOG 1.0 grantees were included in this analysis. The NIE [design report](#) is available on OPRE's website, as are several reports that present interim findings on program implementation and individual-level outputs and outcomes, and changes to the service delivery system associated with program implementation:

- [interim outcome study report](#)
- [descriptive implementation and outcome study report](#)

- [systems change under the HPOG program](#)

Additionally, the project released a [special topics report](#) on grantees' use of performance measurement information.

The NIE [final report](#) was published in April 2018. The report summarizes HPOG training and service opportunities available and provided to participants over the entire course of HPOG 1.0 operations, as well as education, employment, and earnings outcomes for samples of participants at varying time periods after enrollment. It also provides a summary of findings presented in previous reports.

- **The HPOG Impact Study**, conducted by Abt Associates and Urban Institute, used an experimental design to examine the effect of HPOG on participants' educational and economic outcomes. The evaluation aimed to identify which components of HPOG programs (e.g., types of support services, program structure, and training areas) contribute to participant success. Some grantees implemented a multi-arm experimental design to create a control group that does not have access to HPOG, an "HPOG services" treatment group, and an "enhanced HPOG" group that receives one of three program enhancements selected for an experimental test: facilitated peer support groups, emergency assistance, and non-cash incentives. The HPOG Impact Study included 20 of the non-tribal grantees; additionally, the analysis included data from the three HPOG grantees participating in the Pathways for Advancing Careers and Education study, described earlier in this section.

The HPOG Impact Study addresses the following research questions:

1. What impacts do the HPOG programs, as a group, have on the outcomes of participants and their families?
2. To what extent do those impacts vary across selected subpopulations?
3. Which locally adopted program components influence average impacts?
4. To what extent does participation in a particular HPOG component (or components) change the impact on trainees?

The study examined impacts at 15 months after random assignment using a participant follow-up survey and administrative data on employment and earnings from the National Directory of New Hires.

The [HPOG Impact Study Design Report](#) is available on the OPRE website, as is the study's [analysis plan](#), which serves as a technical supplement to the design

1.0

Key Findings from the HPOG 1.0 Impact Study Interim Report on Short-Term Impacts

- **HPOG had an impact on educational progress, the study's confirmatory outcome.** About 68 percent of the treatment group versus 60 percent of the control group had completed or were currently enrolled in training. Impacts on educational progress were consistently positive, regardless of participants' age, race/ethnicity, and whether they had dependent children.
- **HPOG did not have an impact on overall employment, but did have an impact on employment specifically in the healthcare field.** About 69 percent of both the treatment and control groups were employed in the fifth follow-up quarter, but more treatment than control group members were employed in healthcare (53 versus 41 percent).
- **HPOG increased program participants' access to employer-sponsored health insurance.** About 56 percent in the control group versus 58 percent in the treatment group reported having access to employer-sponsored health insurance, a statistically significant difference. Having employer-sponsored health insurance is an indicator of higher-quality jobs.
- **HPOG increased earnings by \$137 in the treatment group in the fifth follow-up quarter.** Control group members earned an average of \$3,345 in quarterly earnings, compared to \$3,482 among the treatment group, a statistically significant 4 percent increase.
- **HPOG did not have an impact on receipt of public assistance benefits.** About 8 percent of both the treatment and control groups reported receiving TANF or other public assistance benefits.
- **The main difference between HPOG and other services in the community was HPOG's more extensive support services.** The treatment group reported receiving more academic, personal, financial, and career support services than did the control group.

report. In 2015, the study also released a [report on TANF recipients' engagement with and experiences](#) in the HPOG program.

The study's [interim report](#) was released in June 2018, and presents findings on short-term impacts on participants' educational and economic outcomes. These interim findings are also summarized in a [brief](#).

OPRE is also supporting longer-term follow-up of participants in the HPOG Impact Study. The Career Pathways Intermediate Outcomes Study is examining impacts on participants' educational and economic outcomes three years after random assignment, and the Career Pathways Long-Term Outcomes Study is doing so six years after random assignment. More information about both of these studies appears later in this section.

Evaluations of HPOG 2.0:

- [Evaluation and System Design for Career Pathways Programs: 2nd Generation of HPOG](#)

The purpose of this project, led by Abt Associates in partnership with Urban Institute and AKA Enterprise Solutions, is to provide recommendations for the design of an evaluation to assess the implementation, outcomes, systems change, and impacts of the HPOG

2.0 programs. Additionally, this project built and provides ongoing maintenance and support for the HPOG Participant Accomplishment and Grant Evaluation System (PAGES), a web-based management information system, to track grantee progress for program management and to record grantee and participant data for use in the evaluation. The project drafts annual reports that describe program offerings, participant characteristics, and participant outcomes in training enrollment, training completion, and employment, based on PAGES data. The [Year One Annual Report](#) was released in 2017, and the [Year Two Annual Report](#) was released in August 2018.

- **National and Tribal Evaluation of the 2nd Generation of HPOG**

OPRE awarded a contract in 2015 to Abt Associates, in partnership with MEF Associates, Urban Institute, Insight Policy Research, and NORC at the University of Chicago, to undertake impact, outcome, and implementation studies of the second round of grants awarded under the HPOG program. Under this contract, OPRE is conducting evaluations of the 27 non-tribal HPOG 2.0 grantees (HPOG 2.0 National Evaluation) and the five Tribal HPOG 2.0 grantees (HPOG 2.0 Tribal Evaluation).

2.0

Summary of Second-Year HPOG 2.0 Participant Activities and Outcomes from the [HPOG 2.0 Year Two Annual Report](#)

- From the beginning of HPOG 2.0 through Year Two, grantee programs enrolled 14,738 participants. HPOG participants typically are low-income women with dependent children (68 percent). About one-fifth were TANF recipients at program enrollment.
 - More than two-thirds of participants started health-care training. Of all healthcare trainings started, 88 percent were completed or still in progress at the end of Year Two.
 - About one-third of all participants engaged in standalone basic skills training (not combined with occupational training). Of that group, 93 percent completed or were still engaged in this training at the end of Year Two. Among those who completed, 71 percent moved on to healthcare training.
 - About half of participants who completed health-care training went on to earn a professional license or certification.
 - Of those completing training in the first two years of HPOG 2.0, half started a job or were promoted in a previously held job in the healthcare industry.
-
- **HPOG 2.0 National Evaluation:** The HPOG 2.0 National Evaluation is rigorously assessing the impacts of HPOG programs administered by the non-tribal grantees. The 27 non-tribal grantees operate 38 HPOG programs across 17 states. For the impact evaluation, eligible participants are randomly assigned to either a treatment group that is allowed to receive HPOG services or a control group that does not have access to HPOG but is allowed to receive other services available in the community (“business as usual”). The descriptive evaluation includes implementation, systems change, and outcomes studies and will help interpret findings from the impact study. The [descriptive evaluation design report](#) is available on the OPRE website and presents detailed information on the design of the implementation, systems change, and outcome studies. The evaluation also includes a cost-benefit analysis to assess the costs and benefits of a standard HPOG program. Data sources for all three components of the National Evaluation include program data, administrative data from the National Directory of New Hires and National Student Clearinghouse, and participant follow-up surveys at approximately 15 and 36 months after random assignment.
 - **HPOG 2.0 Tribal Evaluation:** The five Tribal HPOG 2.0 grantees are participating in a comprehensive implementation and outcome study led by NORC at the University of Chicago. The HPOG 2.0 Tribal Evaluation is assessing the HPOG programs administered by the Tribal grantees using sound scientific methods and grounded in culturally appropriate approaches. The evaluation is guided by the principles outlined in [A Roadmap for Collaborative and Effective Evaluation in Tribal Communities](#), developed by ACF’s Child Welfare Research and Evaluation Tribal Workgroup. The Tribal Evaluation is using a mixed-methods approach and is collecting quantitative and qualitative data from multiple sources. The research questions focus on the Tribal HPOG programs’ structure, processes, and outcomes. The [Tribal HPOG 2.0 evaluation plan](#) is available on the OPRE website, as is the [Tribal HPOG literature review](#). Also available on the OPRE website are two early project briefs:
 - [An Introduction to the Tribal Health Profession Opportunity Grants \(HPOG\) 2.0 Program and Evaluation](#)
 - [Principles to Guide Research with Tribal Communities: The Tribal HPOG 2.0 Evaluation in Action](#)

- **HPOG University Partnership 2.0 Research Grants (HPOG UP 2.0)** augment OPRE’s multi-pronged evaluation strategy for HPOG by funding university research teams that conduct research and evaluation studies that focus on questions relevant to HPOG program goals and objectives and that benefit the broader employment and self-sufficiency research field. The

teams partner with HPOG program grantees as an integral part of the research plan development and execution. A [brief](#) that provides an overview of the HPOG University Partnership 2.0 Research Grants is available on the OPRE website. The HPOG UP 2.0 grants were awarded in 2016 to the following universities:

Organization Receiving Award	Project Title	HPOG Program Partner
Northwestern University, Institute for Policy Research	The Northwestern University Two-Generation Study (NU2Gen) of Parent and Child Human Capital Advancement	Community Action Project of Tulsa County, Inc. (Tulsa, OK)
Brandeis University, Institute on Assets and Social Policy, Heller School for Social Policy and Management	Study of Career Advancement and Quality Jobs in Health Care	The WorkPlace (Bridgeport, CT)
Loyola University of Chicago, School of Social Work	Evaluation of Goal-Directed Psychological Capital and Employer Coaching in Health Profession Opportunity Development	Chicago State University (Chicago, IL)

Career Pathways Outcomes Studies

The [Career Pathways Intermediate Outcomes \(CPIO\) Study](#) and the [Career Pathways Long-Term Outcomes \(CPLO\) Study](#) are follow-up studies to assess the intermediate and long-term impacts, respectively, of career pathways program models. Specifically, CPIO and CPLO will look at educational progress, employment and earnings, and family well-being among participants in the Health Profession Opportunity Grants (HPOG) Impact Study and Pathways for Advancing Careers and Education (PACE) study, described earlier in this section.

CPIO, launched in 2014, will examine impacts at 36 months after random assignment, while CPLO, launched in 2016, will look at impacts approximately 72 months after random assignment. Both studies are led by Abt Associates.

CPIO and CPLO will use follow-up surveys and administrative data on all participants to examine educational attainment, employment and earnings, and family well-being impacts. These studies complement and augment the current HPOG Impact and PACE studies, which are examining short-term outcomes from 15 to 24 months after entry into the study.

Key evaluation questions that will be addressed in these studies include:

1. What are the intermediate and long-term effects of the HPOG and PACE programs on their populations of interest?
2. How do effects of career pathways programs vary over time, across outcomes or domains, by occupational sector, by program model, and by participant characteristics?
3. Do different PACE and HPOG models, strategies, or components (e.g., a particular curricular model, such as I-BEST, or particular recruitment strategies or support services) lead to different impacts for participants?
4. How can career pathways models be adjusted to promote intermediate and longer-term outcomes for participants?

In late 2017, OPRE released the [analysis plan for the cost-benefit analyses](#) the CPIO team will conduct in up to six of the nine PACE programs. OPRE also released the [analysis plan for the PACE intermediate follow-up analyses](#) in November 2018. Reports on intermediate impacts from CPIO will be released beginning in 2019. Reports on long-term outcomes and impacts from CPLO are expected beginning in late 2020.

BEHAVIORAL SCIENCE

A growing body of research demonstrates that all humans have limited attention, limited self-control, and finite cognitive resources, and that public policies can be more effective when they acknowledge and account for these realities of human capacity and behavior. Furthermore, research has demonstrated that coping with the stress of poverty and economic insecurity can place a high demand on cognitive resources, making attention to the realities of human capacity and behavior particularly important when designing programs and policies for low-income populations. Insights from psychology, neuroscience, and other social and behavioral sciences can provide tools to help the design of programs reflect the reality of how people actually make decisions and behave. OPRE is building a portfolio of projects focused on learning and applying insights from social and behavioral sciences.

In 2010, OPRE launched the [Behavioral Interventions to Advance Self-Sufficiency \(BIAS\) project](#), the first major opportunity to apply behavioral science insights to programs serving poor and vulnerable families in the United States. In 2015, OPRE launched [BIAS Capstone](#) and [BIAS Next Generation](#) to synthesize, disseminate, and build on BIAS's applied behavioral science work. Most recently, OPRE created the Behavioral Interventions Scholars Grants to support dissertation research that will add to the growing body of knowledge on effective behavioral interventions for ACF programs and populations.

Additionally, OPRE's [Goal-Oriented Adult Learning in Self-Sufficiency](#) project is exploring how psychological processes associated with goal-oriented skills (such as goal-setting, self-regulation, planning, and problem-solving) can usefully be incorporated into programs aimed at improving job entry, retention, and advancement. OPRE's

[Employment Coaching for TANF and Related Populations](#), featured in the section on Employment and the Labor Market, also draws on behavioral insights.

Behavioral Interventions to Advance Self-Sufficiency Capstone

Many human services programs are designed such that individuals must make active decisions and go through a series of steps in order to benefit from them—from deciding which programs to apply for, to completing forms, attending meetings, showing proof of eligibility, and arranging travel and child care. Program designers often implicitly assume that individuals will carefully consider options and make decisions that maximize their well-being. But over the past 30 years, innovative research in the area of behavioral economics has shown that human decision-making is often imperfect and imprecise. People – clients and program administrators alike – procrastinate, get overwhelmed by choices, and miss important details. As a result, both programs and participants may not always achieve the goals they set for themselves.

Insights from behavioral economics, which combines findings from psychology and economics, suggest that a deeper understanding of decision-making and behavior could improve human services program design and outcomes. Principles from behavioral economics can both shed light on decision-making and offer new tools to improve outcomes for program participants. Small changes in the environment can facilitate desired behaviors; planning and commitment devices can be used to improve self-control; and default rules can produce positive outcomes even for people who fail to act.

OPRE's [Behavioral Interventions to Advance Self-Sufficiency \(BIAS\) project](#) was the first major opportunity to apply a behavioral economics lens to programs that serve poor and vulnerable families in the United States. BIAS produced a site-specific report for each of the eight

sites where behavioral interventions were tested. Following from that work, BIAS Capstone, led by MDRC, was launched in order to take stock of the lessons learned from BIAS and to discuss implications from the project overall for future research and practice.

To that end, the BIAS Capstone team first hosted a convening of over 100 experts and stakeholders to share findings and lessons learned from the BIAS project and discuss future directions for behavioral science and poverty alleviation and next steps for ACF. Incorporating ideas that came out of the convening, BIAS Capstone published a final synthesis report in 2017. [Nudging Change in Human Services: Final Report of the Behavioral Interventions to Advance Self-Sufficiency \(BIAS\) Project](#) discusses the overall findings from BIAS, synthesizes lessons learned across the project's 15 tests and during the knowledge development period, situates the findings within the broader context of applied behavioral insights and human services policy, and discusses implications for future research and practice.

Prior to concluding in 2018, the BIAS Capstone project widely disseminated BIAS findings to inform stakeholders within the areas of research, policy, and practice. To ensure that the findings reached a broad and diverse audience within those areas, BIAS Capstone used an array of formats and media for dissemination, including a [case study](#); a [short video](#); a [compendium](#) of behaviorally informed materials used in BIAS; an [infographic](#); collections of one-page site summaries for each of the three program area domains in which BIAS tested interventions ([work support](#), [child support](#), and [child care](#)); and journal articles for academic publications.

Behavioral Interventions to Advance Self-Sufficiency Next Generation

OPRE's [Behavioral Interventions to Advance Self-Sufficiency \(BIAS\) project](#) demonstrated that applying behavioral insights to challenges facing human services programs can improve program operations and outcomes. While the effects of interventions tested in BIAS were typically modest, they were consistently achieved and meaningful due to their scalability and low-cost. In 2015, OPRE launched the BIAS Next Generation (BIAS NG) project to build on the successes of BIAS and continue exploring the application of behavioral science to the programs and target populations of ACF. This next-generation project, led by MDRC in collaboration with Larry Katz of Harvard University, Marianne Bertrand of the University of Chicago, Judd Kessler of the University of Pennsylvania, MEF Associates, Child Trends, and Public Strategies,

is building on the activities and lessons of BIAS while also going beyond the work of BIAS in several ways including:

- Working with additional ACF programs, with an initial emphasis on TANF and child welfare programs;
- Testing additional types of interventions, including [going beyond "nudges"](#) and considering changes to program structures and choice architectures;
- Collecting additional information about the interventions, including conducting implementation research to better understand how and why the interventions work (or do not work); and

National Research Center on Hispanic Children & Families

Established in 2013, the [National Research Center on Hispanic Children & Families](#) generates new research and translates research across three priority areas—poverty reduction and self-sufficiency, healthy marriage and responsible fatherhood, and early care and education—to build knowledge and inform ACF programs and policies in order to better serve Hispanic children and families. The Center has three primary goals: 1) advance a cutting-edge research agenda; 2) build research capacity; and 3) translate emerging research concerning low-income Hispanic children and families in the United States. In 2018, OPRE awarded a new cooperative agreement for the Center to Child Trends and NORC at the University of Chicago, in collaboration with university partners at the University of Maryland-College Park, the University of North Carolina at Greensboro, and New York University's Institute for Human Development and Social Change. Over the past year, the Center released numerous [publications, data tools, webinars, and trainings](#) examining various topics concerning low-income Hispanics in the United States. These include an [analysis](#) of the job characteristics of low-income Hispanic parents; an [assessment](#) of current data capacity to measure dynamics of Hispanic family life; a [webinar](#) focused on the available data on Hispanic children and families; and a [brief](#) offering research-based guidance on supporting children and parents affected by the trauma of separation. In addition, the Center produced resources intended to [support the development of culturally responsive approaches to serving diverse populations](#) and to better understand the [demographic characteristics of Latino fathers in the United States](#).

- Focusing on translating findings into practical lessons for human services practitioners.

In the initial stage of the project, the BIAS NG team consulted with TANF and child welfare stakeholders about the major challenges facing these programs. Based on these consultations, BIAS NG is designing interventions that aim to increase TANF recipient engagement in welfare-to-work programs. For child welfare, BIAS NG is focusing on goals including improving foster family recruitment/retention and engaging families in services that lead to accomplishment of their permanency plans. In 2017, BIAS NG completed recruitment of an initial set of TANF and child welfare program sites to participate in the project. These include Los Angeles County, California; Monroe County, New York; Allegheny County, Pennsylvania; and Washington State. In 2018, the project launched behavioral interventions designed to address the identified challenges in several of these sites, including Allegheny County, Monroe County, and Washington State. As the project continues to progress, other program areas may be added.

To share lessons from the initial stage of the project, in 2018 the BIAS NG team published two Behavioral Buzz

newsletters on the [challenge of going beyond “nudges” in the child welfare system](#) and [broadly applicable insights from work with TANF providers](#).

Behavioral Interventions Scholars Grants

The Behavioral Interventions Scholars (BIS) grant program was launched in 2017 to support dissertation research by advanced graduate students who are applying a behavioral science lens to specific research questions relevant to social services programs and policies and other issues facing poor and vulnerable families in the United States. In line with OPRE’s Behavioral Interventions to Advance Self-Sufficiency portfolio of projects, these grants are intended to facilitate the completion of high-quality research projects that will add to the growing body of knowledge on effective behavioral interventions for ACF programs and populations. BIS also aims to build capacity in the research field to use behavioral science approaches in this area and to foster mentoring relationships between high-quality doctoral students and faculty members.

The current BIS grant recipients and their projects are:

Graduate Student	Project Title	University	Principal Investigator/ Faculty Mentor
William Delgado	The MPACT Initiative: Using Behavioral Tools to Improve Children’s Early Math Skills	University of Chicago	Dr. Ariel Kalil
Eleanor Martin	Virtual Mentorship to Support Maternal and Infant Health and Wellbeing: Understanding the Participant Experience and Evaluating the Impact of NurturePA	University of Michigan	Dr. Christina Weiland
Kathryn Andrews	Supporting Families of Infants in the Neonatal Intensive Care Unit to Access Supplemental Security Income	Harvard University	Dr. Margaret McConnell
Ania Jaroszewicz	The Psychological Costs of Seeking Help for Financial Hardships	Carnegie Mellon University	Dr. Alex Imas

Goal-Oriented Adult Learning in Self-Sufficiency

ACF launched the Goal-Oriented Adult Learning in Self-Sufficiency (GOALS) project in 2014 to investigate the extent to which psychology-informed frameworks can be incorporated into programs aimed at improving job entry, retention, and advancement.

The project, conducted by Mathematica Policy Research, reflects the confluence of several lines of research suggesting that adults who engage in goal-directed activities are more likely to be productive and successful both in the workplace and at home. Emerging research by psychologists and neuroscientists suggests that self-regulation skills such as executive functioning, metacognition, motivation, and other cognitive and emotional skills are critical for goal achievement. In addition, research suggests that exposure to poverty, chronic stress, lack of in-demand skills, and parenting responsibilities may challenge an individual's ability to operationalize self-regulation skills that support goal-directed behaviors and advance self-sufficiency. While there has been substantial research in the early childhood field on the impact of exposure to adverse experiences, there has been less work focused on psychological processes that could support adults and young adults in overcoming similar contextual challenges.

This project aims to improve understanding of relevant self-regulation skills associated with goal-directed behaviors both by synthesizing existing research and by undertaking fieldwork to learn about programs that are currently integrating these frameworks into adult workforce development programs. In early 2017, GOALS released a [synthesis report](#). The report summarizes existing research about the underlying skills relevant for goal-directed behaviors and goal achievement in workforce programs and promising strategies and interventions for strengthening these skills. In late 2017, the project produced a [conceptual framework](#) that describes the relationship between self-regulation skills, the goal achievement process, personal goal attainment, and employment and self-sufficiency outcomes. The conceptual framework describes approaches and strategies for strengthening goal-directed behaviors among low-income adults in workforce development programs.

In June 2018, the project published two briefs:

1. New Perspectives on Practice: A Guide to Measuring Self-Regulation and Goal-Related Outcomes in Employment Programs

This document provides guidance on how employment and human services programs can measure

self-regulation and goal achievement. It describes considerations for selecting measures and deciding when and with whom they might be used. Depending on the types of measures chosen, data on participants' self-regulation and goal achievement can inform ongoing program improvements and provide information and evidence about goal-oriented programming.

2. Using Psychology-Informed Strategies to Promote Self-Sufficiency: A Review of Innovative Programs

This brief illustrates how some programs for low-income adults are attempting to strengthen participants' self-regulation skills or make it easier for them to use existing skills. The programs profiled in the brief are intended to help practitioners understand how research-informed practices are currently being implemented in a range of contexts and incorporated into existing interventions. The highlighted programs are operated by Economic Mobility Pathways (EM-Path); the New Haven Mental Health Outreach for Mothers Partnership (MOMS); the Northside Achievement Zone (NAZ); Roca; and Transforming Impossible into Possible (TIP). After providing summaries of each, the brief offers lessons based on implementation successes and challenges as well as next steps other programs could take when considering implementing similar strategies.

OPRE intends to use these results to inform future programmatic and evaluation efforts in the areas of strengthening and supporting goal-directed behaviors among low-income working adults. A final report summarizing project findings, including an evaluability assessment of select programs, will be available in 2019.

CROSS-CUTTING AND OTHER SAFETY NET RESEARCH

In addition to research that falls clearly within the substantive areas of Temporary Assistance for Needy Families, Employment and the Labor Market, Education and Training, and Behavioral Science, OPRE's family self-sufficiency research portfolio includes several projects that span these issues in a cross-cutting way.

Family Self-Sufficiency and Stability Research Consortium

To fill gaps in family self-sufficiency and stability research and data activities and to complement its ongoing research, OPRE developed and launched a multi-faceted Family Self-Sufficiency and Stability Research Consortium (The Consortium). The mission of The Consortium was “to improve the lives of low-income families and children through better policies and practices by integrating research, policy, and practice on family self-sufficiency and stability; by engaging federal, state, and local actors in meaningful conversations and supporting them to be better producers and users of data; and by doing path-breaking, rigorous, and relevant research on contemporary questions related to family self-sufficiency and stability.” The Consortium closed its five-year cycle in 2018.

The first component of The Consortium was the [Advancing Welfare and Family Self-Sufficiency Research Project](#), also known as “Project AWESOME.” Launched in 2012 and led by Mathematica Policy Research, this project provided research support and a flexible research and evaluation mechanism for responding to policy priorities and research opportunities and helping states conduct and use research.

The second component of The Consortium was the [Family Self-Sufficiency and Stability Research Scholars Network](#). The network supported cooperative agreements with scholars to work independently and collectively on

systematic, multi-disciplinary examinations of the current gaps in family self-sufficiency and stability research. In 2013, OPRE awarded grants to a network of university-based researchers to investigate critical issues in improving family self-sufficiency and stability. Scholars also work with state and local human services agencies on research and program evaluation activities. Two major areas of focus for the scholars’ collaborative work were (1) instability and public policy and (2) safety net access in the 21st century. Consortium products, including short research videos and discussion guides, can be found at <https://www.mathematica-mpr.com/our-focus-areas/family-support/additionaltopics/fssrc>.

The third component of The Consortium was the [Family Self-Sufficiency Data Center](#). In 2013, OPRE awarded the University of Chicago a cooperative agreement to support the development, implementation, and ongoing operations of a data center to support family self-sufficiency research and activities. This center supported the development of state and institutional capacity for data collection, linkage, and, where necessary, storage in order to provide access to high-quality data to practitioners and policymakers in family self-sufficiency programs and research. The center worked independently and in collaboration with the affiliated Family Self-Sufficiency and Stability Research Scholars Network. During its first year, the data center conducted a comprehensive [needs assessment](#) and developed a prototype for a [web-based data archive and analysis tool](#). The center piloted the tool with Illinois and Colorado administrative data. Additionally, the data center developed and shared open-source programming code to support administrative data users in state agencies. In FY 2018, the center convened a working group of states to advance techniques for measuring the employment of TANF cash assistance recipients. This group was an extension of the center’s technical assistance efforts to states on administrative data use and its work facilitating convenings for data users to exchange ideas and best practices.

Assets for Independence Evaluation

From 1998 until 2017, ACF operated the Assets for Independence (AFI) program, a demonstration program that supported an assets-based approach for increasing the economic self-sufficiency of individuals and families with low incomes through Individual Development Accounts (IDAs). In 2011, ACF launched the first-ever random assignment evaluation of the impact of participation in the AFI program. The AFI Evaluation built on the previous quasi-experimental evaluation of the AFI program, as well other research on IDAs. Research suggests that IDAs help low-income families save, but rigorous, experimental research is limited, and the majority of research has not focused on AFI-funded IDAs. Although the AFI program concluded in 2017, questions remain about the impact of the AFI program on participant outcomes.

The study, led by Urban Institute and its partners MEF Associates and RTI International, began with an extensive field assessment to identify potential evaluation sites. The evaluation includes two AFI grantees: Prosperity Works in New Mexico and RISE Financial Pathways in Los Angeles, CA. Enrollment began in mid-2013 and ended in 2014. A [report](#) summarizing early impact and implementation findings was released in late 2016.

In 2015, ACF provided support to Urban Institute and its partners to conduct intermediate follow-up data collection on participants in the initial study. This follow-on effort surveyed participants at 36 months after random assignment in order to provide important information on the intermediate impacts of AFI participation. This follow-up is critical for thoroughly evaluating AFI, as IDAs are designed to help people move up the asset and economic ladder over time. The 36-month follow-up survey was completed in 2017, and a final report summarizing impact findings is expected in early 2019.

Homeless Families Research Briefs

In 2014, OPRE and HHS's Office of the Assistant Secretary for Planning and Evaluation engaged Abt Associates to produce a series of research briefs on issues related to the well-being and economic self-sufficiency of families and children experiencing homelessness. The Homeless Families Research Briefs project is using data collected as part of the [Family Options Study](#) of the U.S. Department of Housing and Urban Development (HUD), a multi-site random assignment experiment designed to study the impact on homeless families of various housing and services interventions. The Family Options Study, which enrolled over 2,000 families and followed them over the course of at least three years, provides a rich set of data with which to examine the well-being

and self-sufficiency of homeless families with children. This project will produce briefs that build on the data and analysis already being conducted for HUD to answer additional questions about this population.

The project previously released six briefs: two examined [connections to the safety net](#) and [patterns of benefit receipt](#), in addition to briefs focused on the well-being of [young children](#) and [adolescents](#) who had recently been in homeless shelters with their families, [child and partner transitions](#), and [Hispanic families experiencing homelessness](#). An additional four briefs were released in 2018:

- [Employment of Families Experiencing Homelessness](#) examines employment rates of families experiencing homelessness, compares the employment rates of these families to the employment rate of parents in deeply poor families in the same communities, discusses the barriers to work that parents identified, and explores the relationship between employment, income, and continued housing instability.
- [Child Separation among Families Experiencing Homelessness](#) builds on an earlier brief that looked at family separations and reunifications in the 20 months after being in emergency shelter and the association between family separation and recent housing instability following an initial shelter stay. This brief provides a more detailed examination of these families and their children before and after the initial shelter stay, revealing more extensive and persistent levels of child separation. It gives detailed characteristics of separated children and examines whether future child separation after a shelter stay is related to either housing instability or previous separations.
- [Behavioral Health Improvements Over Time among Adults in Families Experiencing Homelessness](#) examines the behavioral health of parents during a stay in a family emergency shelter and 20 and 37 months later. The brief looks at psychological distress, alcohol dependence, drug abuse, and symptoms of post-traumatic stress disorder; what family characteristics and experiences prior to a shelter stay were associated with behavioral health problems and changes over time; and the relationship between housing instability and behavioral health 37 months after a shelter stay.
- [Predicting Repeated and Persistent Family Homelessness: Do Families' Characteristics and Experiences Matter?](#) This final brief explores how demographic characteristics and past experiences of families relate to repeated or persistent homelessness. The brief examines characteristics such as behavioral health, past experiences of sheltered homelessness, a history of foster care placement for the parent as a child, and more. The brief also focuses on doubling up (i.e.,

families staying with friends and/or other family members because they did not have a place of their own) and on returns to homelessness.

[Integrated Approaches to Supporting Child Development and Improving Family Economic Security](#)

ACF has a particular interest in integrated approaches that combine intensive, high-quality, adult-focused services with intensive, high-quality, child-focused programs. Many ACF programs that support vulnerable children or adults either mandate or allow flexibility to provide services to other family members. For example, since its inception in 1965, Head Start has acted as a two-generation program, providing children with enriched learning environments and helping families to access services that enable them to support their children's development (e.g., parenting education, social services, health and mental health services). Other ACF programs – such as Temporary Assistance for Needy Families and programs under the Office of Community Services – provide services to all family members.

In 2015, OPRE launched the Integrated Approaches to Supporting Child Development and Improving Family Economic Security project to gain a better understanding of approaches that intentionally combine services for adults and children. Additionally, the project provided options for how these models might be evaluated. This project concluded in 2018.

Conducted by Mathematica Policy Research, the project included a targeted literature review, expert consultations, and fieldwork to identify and describe program models, goals, and objectives and developed options for research and evaluations that may be feasible, relevant, and useful to ACF and others in the field. A final report and three topical briefs aimed at program administrators were released in 2017 and 2018.

- The [final report](#) is a comprehensive summary of all project components. It includes a literature review; summarizes results from an environmental scan, highlighting features of identified programs; presents two conceptual frameworks, including a change model for these programs and a framework for understanding partnerships that often form in these types of approaches; and provides directions for research and evaluation.
- [Features of Programs Designed to Help Families Achieve Economic Security and Promote Child Well-being](#) explores common features across the programs identified in the environmental scan.

- [Conceptual Frameworks for Intentional Approaches to Improving Economic Security and Child Well-being](#) describes 1) a change model for these programs and 2) a framework for considering partnerships that serve both generations together.
- [Using Research to Support Programs that Promote Parents' Economic Security and Children's Well-being](#) provides program administrators and stakeholders with information about how research can help programs articulate their goals and see if their operations align with those goals; helps understand the quality and intensity of services for families; informs stronger program implementation; and begins to think about considerations for program evaluation.

[Building Evaluative Capacity Through a Focus on Key Components of the Community Services Block Grant/Community Action Agency Model](#)

The mission of the Community Services Block Grant (CSBG) is to provide assistance to states and local communities, working through a network of Community Action Agencies (CAA) and other neighborhood-based organizations, for the reduction of poverty, the revitalization of low-income communities, and the empowerment of low-income families and individuals to become fully self-sufficient. CSBG is administered by the Office of Community Services (OCS) at ACF. In FY 2012, OCS initiated efforts to increase performance and improve outcomes at all levels of the CSBG network. Specifically, OCS has worked to develop reporting systems that better integrate information from the local level on the people served, services provided, strategies used, and outcomes achieved.

Building on these efforts, this project focuses on three key components of the CSBG/CAA model to help build the evaluative capacity of the CSBG network: community assessment, community-level strategies, and leveraging of funding. To help build the evaluative capacity of the CSBG network via these three components, the project is undertaking several activities. First, it is helping identify ways in which an evaluative approach can be incorporated into the community assessments that CSBG-eligible entities are required to conduct regularly, facilitating the network's ability to rigorously measure the effectiveness of efforts undertaken to address identified needs. Second, because CSBG-eligible entities can find it challenging to tell an effective "causal story" about their community-level change work, this project is also identifying promising practices to demonstrating effectiveness in relation to community-level change efforts. Third and

finally, the project is helping the CSBG network better understand the relationship among different approaches to leveraging funding and program services and strategies. Leveraging funds from multiple sources is an important component of CSBG-eligible entities' ability to engage in the work they do.

OPRE has been conducting this work through comprehensive reviews of literature as well as consultations with experts. The end result of this work will be a set of products that state CSBG agencies and CAAs can use to evaluate critical components of the CSBG/CAA model.

Conducted by Urban Institute, the project launched in 2016 and is projected to conclude in 2019.

[Descriptive Study of the Unaccompanied Refugee Minors \(URM\) Program](#)

The Descriptive Study of the Unaccompanied Refugee Minors (URM) Program was launched by OPRE in 2017. Led by MEF Associates and its partner Child Trends, in coordination with ACF's Office of Refugee Resettlement (ORR), this project works to document and improve the field's understanding of the range of child welfare services and benefits provided through the URM program. While some research has been conducted to examine programs and outcomes for youth aging out of foster care, the URM program and participants have yet to be closely examined. Through site visits to six URM programs, surveys of URM service providers, and analysis of existing URM administrative data, OPRE is conducting a descriptive study of the URM program to better document the array of child welfare services and benefits that are provided and the experiences of participants. This project will provide a deeper understanding of the current social services delivery systems targeting unaccompanied refugee minors and will help to identify gaps in existing knowledge and data collection.

Administered by ORR, the URM program was established in 1980 to provide child welfare services and benefits to children and youth eligible for placement, services, and benefits. Upon arrival in the United States, these refugee children are placed into the URM program and receive refugee foster care services and benefits. ORR also identifies certain minors who may become eligible for the URM program after they arrive in the United States, provided they do not have a parent or a relative available to provide care. Some of these minors originate as unaccompanied alien children (UACs) and are referred to the URM program if they meet all of the eligibility requirements. The URM program encourages reunification of children with their parents or other appropriate adult

relatives through family tracing and coordination with local refugee resettlement agencies; however, if reunification is not possible, each program works to design an individualized permanency plan for each minor or youth in care. The program provides eligible children and youth with the same range of child welfare benefits and services available to other foster children in the state of placement, including associated independent living benefits and services. Since its inception, ORR has served more than 13,000 minors under the URM program, and at its peak in 1985, ORR provided protection to 3,828 children in care.

[How TANF Agencies Support Families Experiencing Homelessness](#)

In 2013, ACF's Office of Family Assistance (OFA) released an Information Memorandum on the "Use of TANF Funds to Serve Homeless Families and Families at Risk of Experiencing Homelessness," which clarifies how TANF funds can be used to help address the housing and other needs of families experiencing or at risk of homelessness. It encourages TANF agencies to consider using TANF funds to address housing needs; coordinate services for TANF-eligible homeless families; provide employment services to TANF-eligible homeless individuals; and serve as partners in statewide, regional, and local homeless efforts, such as Continuums of Care.

ACF is interested in learning about the extent to which states, counties, and local agencies are explicitly using TANF funds to serve families experiencing or at risk of homelessness, and what they are specifically doing with TANF funds to support and serve these families. This project will include a scan of state policies (including an agency survey and document review), site visits, interviews, and focus groups.

The project launched in 2017 and is being conducted by Abt Associates in partnership with MEF Associates. Instrument development is currently underway, and in November 2018, the project team conducted a preliminary site visit to pilot test some of those instruments.

NEW [Racial and Ethnic Disparities in Human Services Analysis Execution](#)

This project builds on OPRE's [Racial and Ethnic Disparities in Human Services \(RED\) project](#), which concluded in 2017. RED helped build a base of knowledge to inform ACF's identification and understanding of ethnic and racial differences across the service spectrum – more specifically, in access to and take-up of human services; nature and quality of services received; and outcomes of services. The goal was to examine how greater insight

into racial and ethnic disparities could be used to improve human services program delivery for ACF. To help achieve this goal, RED created a research plan to reliably identify racial and ethnic disparities across the service delivery system in a range of ACF programs and services. The plan outlines research questions and proposes approaches to addressing those questions, including recommended data sources, analytic strategies, and data collection activities.

This new project, Racial and Ethnic Disparities in Human Services Analysis Execution (RED-X), will implement RED's research plan for up to four ACF programs. Addressing these research questions and implementing the analyses and activities outlined in RED's plan will allow ACF to identify whether disparities exist in these programs, the magnitude of any disparities, and how these disparities may vary across the identified ACF programs. The goal of this new work is to improve ACF's human services program delivery by identifying opportunities to reduce any racial and ethnic disparities in access, treatment, or outcomes.

The project was launched in October 2018 and will be conducted by Urban Institute and its partner NORC at the University of Chicago.

OPRE Methods Inquiries

OPRE regularly convenes meetings of scientists and research experts to advance the scientific understanding of critical topics in social science research methodology. These meetings bring together experts from varying disciplines and policy fields and from academia, government, and the private sector to explore innovations in research design, analytic techniques, and data measurement that could be employed to advance the government's use of rigorous research methods. These meetings ensure that OPRE-supported research continues to represent the most scientifically advanced approaches to determining effectiveness and efficiency of ACF programs.

OPRE has sponsored nine day-and-a-half-long innovative methods meetings. The topic of the most recent meeting, held in October 2018, was "Rapid Learning: Methods for Testing and Evaluating Change in Social Service Programs." Prior meetings explored: 1) effect size; 2) sub-group analysis; 3) implementation science; 4) innovative directions in estimating impact; 5) methods for unpacking the "black box" of programs and policies; 6) using administrative data in social policy research; 7) alternatives to randomized controlled trials; and 8) Bayesian methods. These meetings are intended to help OPRE understand the history of the field, recent advances, and gaps in current knowledge.

Following the 2017 Bayesian methods meeting, OPRE released a pair of briefs that highlight major takeaways from the meeting. The first brief, [Bayesian Methods for Social Policy Research and Evaluation](#), discusses the Bayesian framework and the strengths and limitations of Bayesian methods. The second brief, [Understanding Bayesian Statistics: Frequently Asked Questions and Recommended Resources](#), answers some of the foundational questions about Bayesian methods and identifies resources for further study. Three additional briefs associated with that meeting are planned for release in 2019.

In addition, in 2018, OPRE published a brief relating to the 2016 meeting that considers equity in evidence-building efforts and research design: [Evidence and Equity: Challenges for Research Design](#).

Materials from all of OPRE's past methods meetings, including agendas, presentations, and publications, are available at <https://www.opremethodsmeeting.org>.

Spotlight on Dissemination

OPRE continually strives to produce high-quality, rigorous research and ensure that it is available, accessible, and relevant to those interested in deepening their understanding of this work. Whether communicating with researchers, practitioners, policymakers, or the public, OPRE understands that program and policy research does not exist in a vacuum and is part of a cycle of communication. With that in mind, OPRE uses a range of resources and events to reach all who would like to learn more about this work.

Self-Sufficiency Research Clearinghouse

The Self-Sufficiency Research Clearinghouse (SSRC), available at <https://www.opressrc.org>, was launched in 2012. The SSRC disseminates quality research and evaluation studies on TANF and low-income populations, focusing on self-sufficiency, employment, and family and child well-being, not limited to ACF-sponsored research. The clearinghouse is intended to be of use to researchers, policymakers, and practitioners, assisting all three groups in accessing high-quality research. The SSRC, administered by ICF International under a cooperative agreement, continues to look at how to engage and serve the needs of these three user groups, while also considering questions around research standards and categorization. During the past year, the clearinghouse has offered several webinars on relevant topics to enhance its services to users. To support ongoing improvement of the SSRC, ICF International is conducting an evaluation of how stakeholders use the clearinghouse.

Research and Evaluation Conference on Self-Sufficiency

Since 1998, OPRE has hosted the Research and Evaluation Conference on Self-Sufficiency (RECS) to convene researchers, state and local administrators, practitioners, and federal officials and policymakers to discuss cutting-edge research from evaluations of programs, policies, and services that support low-income and vulnerable families on the path to economic self-sufficiency. The biennial conference serves as an opportunity to present the latest findings from evaluations of human services programs and policies; discuss ways to incorporate findings into the design, implementation, and improvement of programs; and develop strategies for future evaluations. In addition, the conference provides an opportunity for emerging scholars who are early in their research careers to showcase their work. Conference topics include: Temporary Assistance for Needy Families Programs, Policies, and Populations; Employment and Mobility in the Labor Market; Youth Well-being and the Transition to Adulthood; Strengthening Families, Fatherhood, Marriages, and Relationships; Evaluating Social Programs, Building Evidence, and Using Data; and Approaches to Alleviate Poverty and Expand Opportunity. The 2018 RECS was held on May 30-June 1, 2018 at the Renaissance Hotel in Washington, D.C. The conference had over 1,000 participants, included 41 plenary and breakout sessions, and featured the work of 30 emerging scholars. The next RECS will be held in 2020. For more information on past and future conferences, visit <http://recsconference.net>.

Facebook Live at RECS

At the 2018 Research and Evaluation Conference on Self-Sufficiency (RECS), OPRE hosted its very first Facebook Live event. During this event, OPRE's Dissemination Strategist interviewed three RECS emerging scholars about their research. The interviews were streamed on Facebook and viewers could ask questions and post comments in real time. The [video](#) is available on the OPRE Facebook page at <https://www.facebook.com/OPRE.ACF/>.

OPRE Welfare and Family Self-Sufficiency Publications – FY 2018

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) RESEARCH

State TANF Policies Database

- [*State TANF Policies – A Graphical Overview of State TANF Policies as of July 2016*](#)
- [*Welfare Rules Databook: State TANF Policies as of July 2016*](#)

The Intersection Between TANF and Refugee Cash Assistance Services

- [*Understanding the Intersection Between TANF and Refugee Cash Assistance Services – Serving Refugee Families through TANF: Lessons from the Field*](#)
- [*Understanding the Intersection Between TANF and Refugee Cash Assistance*](#)
- [*Understanding the Intersection Between TANF and Refugee Cash Assistance Services: Findings from a Survey of State Refugee Coordinators*](#)

Identifying Issues and Options to Understanding TANF-Compatible Outcome Measures for Employment Services

- [*Measuring Employment Outcomes in TANF*](#)

Understanding Poverty: Childhood and Family Experiences and TANF Office Culture

- [*Experiences of Parents and Children Living in Poverty: A Review of the Qualitative Literature*](#)

EMPLOYMENT & THE LABOR MARKET

Subsidized and Transitional Employment Demonstrations

- [*Tribal Solutions: Subsidized Employment Programs Serving American Indians and Alaska Natives*](#)
- [*Forging a Path: Impacts and Costs of New York City's Young Adult Internship Program*](#)
- [*The Effects of Subsidized and Transitional Employment Programs on Non-economic Well-Being*](#)
- [*Testing Rapid Connections to Subsidized Private Sector Jobs for Low-Income Individuals in San Francisco: Implementation and Early Impacts of the STEP Forward Program*](#)

EDUCATION & TRAINING

Pathways for Advancing Careers and Education

- [*Bridging the Opportunity Divide for Low-Income Youth: Implementation and Early Impacts of the Year Up Program*](#)
- [*Instituto del Progreso Latino's Carreras en Salud Program: Implementation and Early Impact Report*](#)
- [*Progress on Pathways: Findings from Qualitative Interviews with PACE Participants*](#)
- [*School, Work, and Waiting: The Activities of PACE Control Group Participants*](#)
- [*Workforce Development Council of Seattle-King County Health Careers for All Program: Implementation and Early Impact Report*](#)
- [*Valley Initiative for Development and Advancement: Implementation and Early Impact Report*](#)

Evaluation Portfolio for the Health Profession Opportunity Grants Program

- [*Career Prospects for Certified Nursing Assistants: Insights for Training Programs and Policymakers from the Health Profession Opportunity Grants \(HPOG\) Program*](#)
- [*Health Profession Opportunity Grants 2.0: Year Two Annual Report \(2016-17\)*](#)

OPRE Welfare and Family Self-Sufficiency Publications – FY 2018 *(continued)*

- [Health Profession Opportunity Grants \(HPOG 1.0\) Impact Study Interim Report: Program Implementation and Short-term Impacts](#)
- [Improving Economic Opportunity through Healthcare Training: Short-term Impact Results from the First Round of the Health Profession Opportunity Grants \(HPOG 1.0\)](#)
- [Final Report: National Implementation Evaluation of the First Round Health Profession Opportunity Grants \(HPOG 1.0\)](#)
- [Descriptive Evaluation Design Report for the National Evaluation](#)
- [The HPOG University Partnership 2.0 Research Grants](#)
- [Measuring Career Progress in the Health Profession Opportunity Grants \(HPOG\) 1.0 Program](#)
- [Informing the Tribal Health Profession Opportunity Grants \(HPOG\) 2.0 Evaluation Design: A Brief Review of the Literature](#)
- [Principles to Guide Research with Tribal Communities: The Tribal HPOG 2.0 Evaluation in Action](#)

Career Pathways Intermediate Outcomes Study

- [Career Pathways Intermediate Outcomes Study: Plan for Cost-Benefit Analyses](#)

BEHAVIORAL SCIENCE

Behavioral Interventions to Advance Self-Sufficiency Capstone

- [Applying Behavioral Science to Human Services Programs: The BIAS Project](#)
- [Using Behavioral Insights to Increase Participation in Social Services Programs: A Case Study](#)
- [Behavioral Intervention Materials Compendium](#)
- [Behavioral Insights for Child Care: Lessons from the BIAS Project](#)
- [Behavioral Insights for Work Support: Lessons from the BIAS Project](#)
- [Behavioral Insights for Child Support: Lessons from the BIAS Project](#)
- [Developing SIMPLER Solutions](#)

Behavioral Interventions Scholars Grants

- [Behavioral Interventions Scholars Grants Summary Chart – FY17](#)
- [Behavioral Interventions Scholars: 2017 Grantee Project Abstracts](#)

Goal-Oriented Adult Learning in Self-Sufficiency

- [Using Psychology-Informed Strategies to Promote Self-Sufficiency: A Review of Innovative Programs](#)
- [New Perspectives on Practice: A Guide to Measuring Self-Regulation and Goal-Related Outcomes in Employment Programs](#)
- [Improving Outcomes Among Employment Program Participants Through Goal Attainment: A Conceptual Framework](#)

CROSS-CUTTING AND OTHER SAFETY NET RESEARCH

Family Self-Sufficiency and Stability Research Consortium

- [Using a “Road Test” to Improve Human Services Programs](#)
- [Learn, Innovate, Improve \(LI2\): Enhancing Programs and Improving Lives](#)
- [Family Self-Sufficiency and Stability Research Consortium Year in Review - 2017](#)

OPRE Welfare and Family Self-Sufficiency Publications – FY 2018 *(continued)*

Homeless Families Research Briefs

- [*Employment of Families Experiencing Homelessness*](#)
- [*Child Separation among Families Experiencing Homelessness*](#)
- [*Hispanic Families Experiencing Homelessness*](#)

Integrated Approaches to Supporting Child Development and Improving Family Economic Security

- [*Conceptual Frameworks for Intentional Approaches to Improving Economic Security and Child Well-being*](#)
- [*Using Research and Evaluation to Support Programs that Promote Parents' Economic Security and Children's Well-being*](#)
- [*Features of Programs Designed to Help Families Achieve Economic Security and Promote Child Well-being*](#)
- [*Exploration of Integrated Approaches to Supporting Child Development & Improving Family Economic Security*](#)

Racial and Ethnic Disparities in Human Services

- [*Identifying Racial and Ethnic Disparities in Human Services: A Conceptual Framework and Literature Review*](#)

OPRE Methods Inquiries

- [*Understanding Bayesian Statistics: Frequently Asked Questions and Recommended Resources*](#)
- [*Bayesian Methods for Social Policy Research and Evaluation*](#)
- [*Evidence and Equity: Challenges for Research Design*](#)
- [*Building Strong Evidence in Challenging Contexts: Alternatives to Traditional Randomized Controlled Trials*](#)

National Research Center on Hispanic Children & Families

- [*Access to Early Care and Education for Low-Income Hispanic Children and Families: A Research Synthesis*](#)
- [*Who is Caring for Latino Children? The Characteristics of the Early Care and Education Teachers and Caregivers Serving a High Proportion of Hispanic Children*](#)
- [*Supporting Children and Parents Affected by the Trauma of Separation*](#)
- [*Hispanic Couples in the Supporting Healthy Marriage Evaluation: How Representative are they of Low-Income Hispanic Couples in the United States?*](#)
- [*How Well Do National Surveys Measure Hispanic Families and Households?*](#)
- [*Why and How Do Low-income Hispanic Families Search for Early Care and Education \(ECE\)?*](#)
- [*How Common Are Nonstandard Work Schedules Among Low-Income Hispanic Parents of Young Children?*](#)
- [*How Well Are Early Care and Education Providers Who Serve Hispanic Children Doing on Access and Availability?*](#)
- [*One Quarter of Hispanic Children in the United States Have an Unauthorized Immigrant Parent*](#)

Portfolio of Research in Welfare and Family Self-Sufficiency

FY 2018

OPRE Report # 2019-12

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