

# Outcomes for WorkFirst Clients Taking Part in Unpaid Job Experience Programs

## Community Works and Career Development

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Report to the DSHS Economic Services Administration, Office of the Assistant Secretary and the Community Services Division

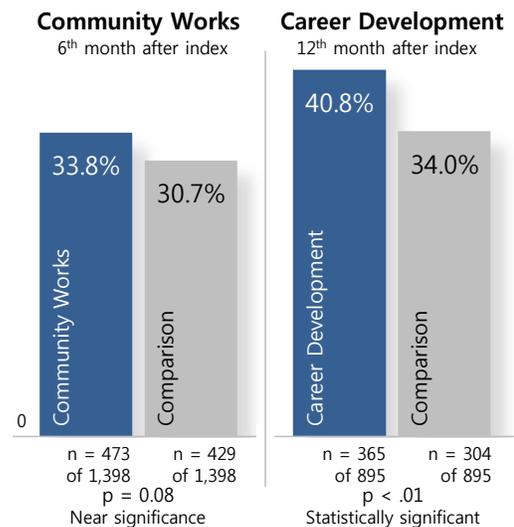
WASHINGTON's Department of Commerce offers two unpaid work experience programs to WorkFirst clients—Community Works and Career Development. Community Works provides participants who have employment barriers with an unpaid, structured work activity. Participants gain recent work experience and new skills to prepare them for subsidized and unsubsidized employment. Career Development is designed for parents with fewer barriers, and provides participants with an unpaid work activity related to their chosen career field to complement engagement in an education pathway. Using a statistically matched comparison design, this study evaluated the impact of participating in Community Works or Career Development on self-sufficiency outcomes including employment, earnings, TANF use, and sanction status. Since the two programs were designed to serve different populations, we evaluated them separately.

### Q. What is the impact of participating in Community Works or Career Development on self-sufficiency outcomes—employment, earnings, TANF use, sanction status?

## Key Findings

- **Unpaid jobs participants were more likely to be employed at the end of the follow-up period, but their earnings levels were not significantly higher.**
- **Unpaid jobs participants spent more time on TANF during the follow-up period but were less likely to be sanctioned.**
  - Both Community Works and Career Development participants spent more months on TANF during the follow-up period, though the differences were small.
  - Among those who remained on TANF, unpaid jobs participants were significantly less likely to be sanctioned. This may have contributed to their higher level of TANF use in the follow-up period.

FIGURE 1  
Employment Rate Among Treatment and Comparison Groups  
Percent employed at follow-up



SOURCE: ACES employment data.

## Study Design

To evaluate outcomes for WorkFirst participants in Department of Commerce unpaid job programs—Community Works and Career Development—we identified WorkFirst parents who participated in one of the programs and then used a statistical matching algorithm to identify comparable WorkFirst parents who did not participate in the unpaid programs. To ensure that the comparison was appropriate, we restricted the possible matches to those who participated in at least one ‘preparing’ activity—such as basic education, ESL, GED, or job skills training—according to the WorkFirst progression matrix (see technical notes).

### Two Separate Program Evaluations

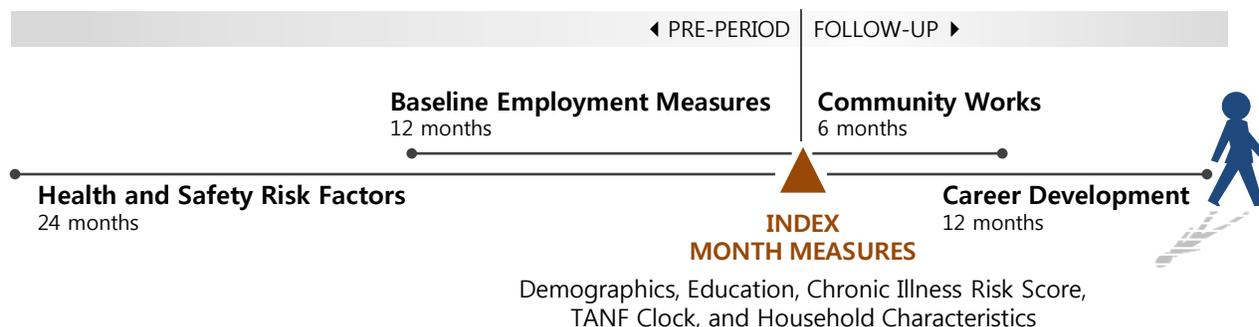
Since Community Works and Career Development are designed for WorkFirst clients with different characteristics and experiences, and because the Community Works program was implemented more recently and therefore has a shorter outcome period, we evaluated the two programs separately. This approach means that each program was matched with its own comparison group and outcomes are evaluated against separate comparison groups. Consequently, this evaluation cannot be used to compare the two unpaid programs to each other, nor would this be advisable since the programs are designed to serve different populations.

Clients in the two unpaid programs and in the comparison groups were assigned an index month corresponding to the first month in the study period in either Community Works or Career Development activities (for the treatment groups) or the first month in a preparing activity (for the comparison groups). Baseline measures and health and safety risk factors were used in the matching algorithm to select the comparison groups for the two programs. The measurement timeframe for baseline indicators was 12 or 24 months prior to the index month, depending on measure type (see Appendix Tables 1 and 2).

### Follow-up Period Differs by Program

Finally, outcomes were drawn from the follow-up period, which differs by program. Community Works was a more recently implemented program; therefore, we only observe a 6-month follow-up period. Career Development was implemented earlier, allowing for a longer follow-up period of 12 months following the index month. For detailed information about our statistical matching approach, matching variables, and outcome measures, see the technical notes.

### Study Timeline



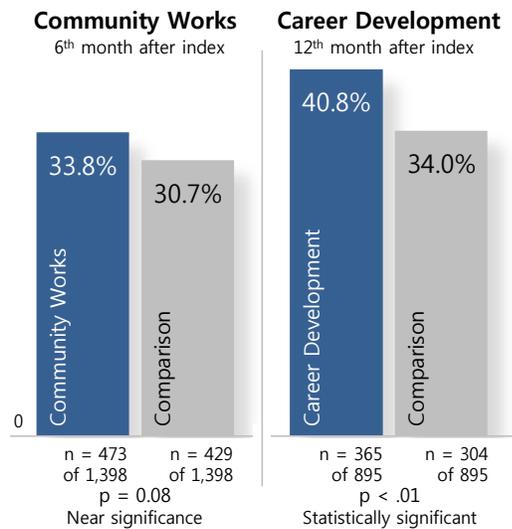
The study period corresponds to the time over which we identify participation in either Community Works or Career Development. The study period for Career Development identifies participants in Career Development in SFY 2013 or SFY 2014. The study period for Community Works is shorter because the program was implemented more recently; it identifies participants between October 2013 and December 2014.

# Employment and Earnings Outcomes

FIGURE 2

## Employment Rate Among Treatment and Comparison Groups

Percent employed at follow-up

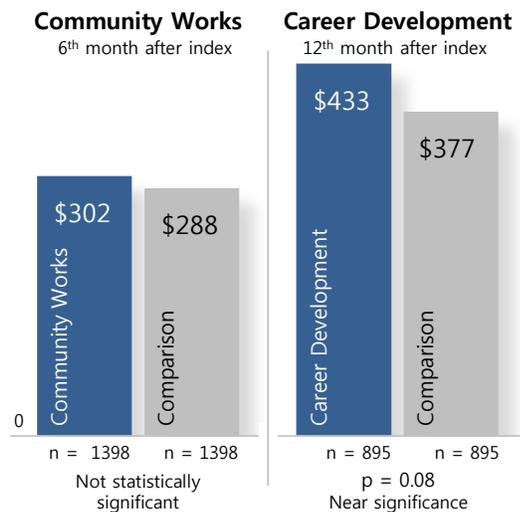


SOURCE: ACES employment data.

FIGURE 3

## Monthly Earnings Among Treatment and Comparison Groups

Earnings at follow-up



SOURCE: ACES employment data.

## ACES Employment Rates

To assess the impact of unpaid job participation on employment outcomes we identified the percent of clients in each treatment and comparison group who were employed according to data available in the Automated Client Eligibility System (ACES).<sup>1</sup> The indicator identifies both subsidized and unsubsidized employment.

For the Community Works treatment group and its comparison group, we identified employment in the 6<sup>th</sup> month after the index month. For the Career Development treatment group and its comparison group, we identified ACES employment in the 12<sup>th</sup> month after the index month.

Community Works participants were more likely to be employed in the 6<sup>th</sup> month of follow-up when compared to their matched comparison group (33.8 percent relative to 30.7 percent), a difference that is marginally significant. Career Development participants were more likely to have earned income recorded in ACES in the 12<sup>th</sup> month of follow-up when compared to their matched comparison group (40.8 percent relative to 34.0 percent), and this difference is statistically significant.

The marginally significant result for Community Works may be due to the shorter follow-up period. In our study population, Community Works participants spent about 3 months in the unpaid program, so outcome measurement 6 months after the index may not allow sufficient time for participants to secure employment.

## ACES Earnings

We also examined earnings according to ACES in the 6<sup>th</sup> month after index for Community Works and 12<sup>th</sup> month after index for Career Development. The earnings measure included income from both subsidized and unsubsidized employment. We did not find a statistically significant impact on earnings for Community Works in the 6<sup>th</sup> month after index. Career Development participants earned somewhat more than their comparison group. However, the difference is only marginally significant.<sup>2</sup>

<sup>1</sup> We chose to focus on ACES employment data because it is available by month, whereas ESD data is available only for the entire quarter. Employment findings using ESD quarterly data are available in Tables 3 and 4.

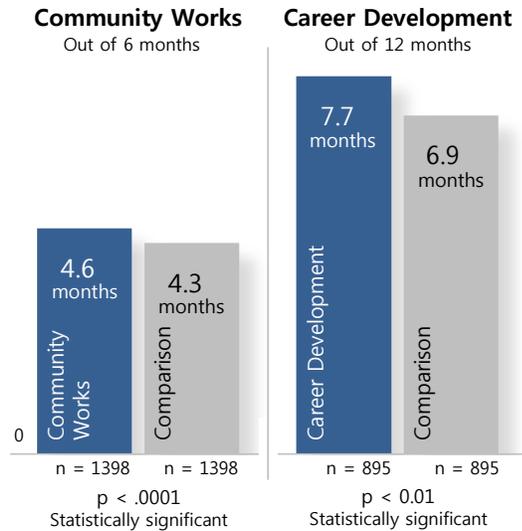
<sup>2</sup> Since unpaid jobs participants are significantly more likely to receive TANF in the 6 or 12 months after the index month (see Tables 3 and 4 in the appendix), we do not believe differences in employment and earnings are due to unpaid jobs participants' earnings not being captured due to exiting TANF.

# TANF Use and Sanction Outcomes

FIGURE 4

## Length of TANF Participation

Average number of months in follow-up period



SOURCE: ACES.

## TANF Participation Rates

We also examined the number of months each client spends on TANF after their index month and compare each program to its comparison group. The number of months is not comparable between programs, since Community Works has a 6 month follow-up period, and Career Development has a 12 month follow-up period.

Community Works participants spent 4.6 months out of the 6 month follow-up period on TANF, which is significantly more than the 4.3 months spent on TANF for the comparison group. While the difference is statistically significant it is not substantively large.

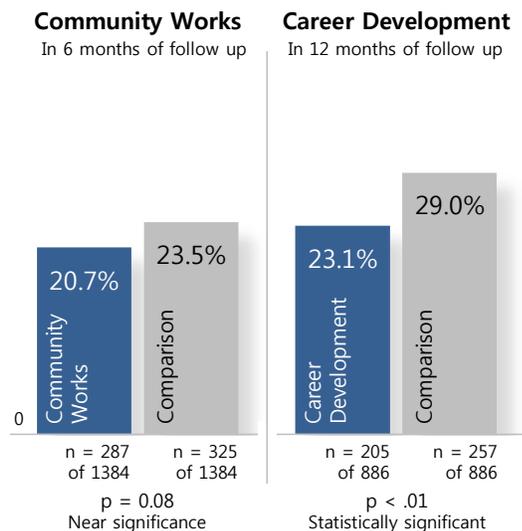
Career Development participants spent 7.7 months out of the 12 month period after their index month on TANF, which is significantly more than the 6.9 months spent by the comparison group. Still, the difference amounts to less than 1 month more on TANF when comparing Career Development to the comparison group.

Additionally, time spent on TANF in the follow-up period may be influenced by sanctions, which we examine next.

FIGURE 5

## Sanctions in the Follow-Up Period

Percent with TANF sanctions



## Sanctions in the Follow-Up Period

We compared the percent of those sanctioned during the follow-up period in each unpaid job program to the percent sanctioned in the comparison groups, limiting the samples to those who are on TANF for at least a month during follow-up. The Community Works follow-up period is half as long as the Career Development period so the rates are not comparable between programs.

Fewer Community Works participants were sanctioned than the comparison population, but the result is only marginally significant (see Figure 5).

Career Development participants were significantly less likely to be sanctioned than the comparison population. While 23 percent of the Career Development participants were sanctioned in the 12 month follow-up period, 29 percent of the comparison group was sanctioned during the same period.

Since the comparison groups were sanctioned more than the unpaid jobs groups, this may have contributed to the greater number of months on TANF observed among the unpaid jobs groups in the preceding section, as sanctions may lead to exit from TANF.

## Discussion

WorkFirst parents who participated in unpaid work activities experienced modest improvements in employment and TANF outcomes when compared to WorkFirst parents who participated in other activities to prepare for work.

Career Development participants earned somewhat more income than their statistically matched peers, though the difference is not statistically significant. Career Development participants spent more time on TANF in the 12 month follow-up period, but this result may be due in part to their lower likelihood of sanction and lower rates of exit from TANF due to sanction.

Community Works participants also have higher employment rates and lower sanction rates than their comparison group, but unlike the findings for Career Development, the differences are not quite statistically significant at the standard 95 percent confidence level. We find no evidence of an earnings increase among Community Works participants. As with Career Development, Community Works participants spent more time on TANF than their comparison group.

Although positive findings emerged for both programs, the evidence is stronger for the self-sufficiency impacts of Career Development than for Community Works. This may be due to a number of factors.

- Community Works is a more recent program and as such, we had a shorter follow-up period to uncover positive effects. We looked at 6-month follow-up outcomes for Community Works, whereas we were able to look at 12-month follow-up outcomes for Career Development. The 6-month follow-up period may not have allowed sufficient time for program impacts to fully emerge.
- Community Works targets a population with more barriers than Career Development. It may be more difficult for a higher-barrier population to maintain momentum from their unpaid work experience once they leave the program.
- Career Development pairs an unpaid work experience with an educational pathway. Perhaps this combination of education and work experience is more impactful than education or unpaid work activities alone.

## APPENDIX | Supporting Tables

TABLE 1.

### Propensity Score Matching – Career Development versus Comparison Group

	TREATMENT	UNMATCHED COMPARISON	MATCHED COMPARISON	ABS STD MEAN DIFF
<b>TOTAL</b>	<b>896</b>	<b>19,076</b>	<b>895</b>	
<b>GENDER</b>				
Female	83.3%	78.9%	83.2%	0.00
<b>AGE</b>				
Age Under 18	0.1%	0.4%	0.0%	–
Age 18-20	12.8%	13.3%	12.9%	0.00
Age 21-24	29.4%	23.6%	29.4%	0.00
Age 25-34	36.6%	38.7%	36.7%	0.00
Age 35-44	15.6%	17.2%	15.6%	0.00
Age 45-54	5.1%	5.9%	5.1%	0.00
Age 55+	0.3%	0.9%	0.3%	0.00
<b>RACE/ETHNICITY</b>				
Non-Hispanic White	54.1%	51.1%	53.5%	0.01
Minority	44.6%	47.3%	45.6%	0.02
Hispanic	14.8%	15.5%	15.0%	0.00
Black	19.6%	19.8%	19.6%	0.00
Indian	8.4%	8.0%	7.6%	0.03
Asian or Pacific Islander	7.8%	9.2%	8.8%	0.04
Unknown	1.2%	1.6%	0.9%	0.03
<b>EDUCATION</b>				
Less than high school	44.1%	33.1%	41.5%	0.05
High school or GED	42.3%	52.4%	44.1%	0.04
Post-secondary	12.4%	12.8%	13.7%	0.04
Associate, BA or graduate	1.2%	1.7%	0.7%	0.05
<b>GEOGRAPHY</b>				
Urbanicity: Rural	15.4%	11.2%	15.8%	0.01
Urbanicity: Urban - Low density	23.3%	18.1%	21.2%	0.05
Urbanicity: Urban -Medium density	20.3%	29.0%	19.9%	0.01
Urbanicity: Urban - High density	41.0%	41.6%	43.1%	0.04
Unemployment rate 2012	8.7	8.5	8.7	0.03
Unemployment rate 2013	7.8	7.5	7.8	0.04
<b>HOUSEHOLD CHARACTERISTICS</b>				
Number of children in the assistance unit (0 or 1)	56.9%	55.9%	58.6%	0.03
Number of children in the assistance unit (2-3)	38.8%	36.9%	38.4%	0.01
Number of children in the assistance unit (4+)	4.2%	7.2%	3.0%	0.06
Age of the youngest children (no kids or younger than 6)	76.3%	77.5%	77.7%	0.03
Age of the youngest children (6-11)	15.1%	14.2%	13.7%	0.04
Age of the youngest children (12+)	8.6%	8.3%	8.6%	0.00
Two-parent flag	19.5%	28.4%	20.3%	0.02
Pregnancy flag	4.8%	9.8%	4.4%	0.02

	TREATMENT	UNMATCHED COMPARISON	MATCHED COMPARISON	ABS STD MEAN DIFF
<b>TANF EXPERIENCE</b>				
Family violence in the prior 24 months	25.8%	19.1%	26.8%	0.02
Months on the TANF 'clock' in index month	25.0	20.6	24.8	0.01
Number of sanctions in the prior 24 months	0.74	0.61	0.66	0.03
Any sanction in the prior 24 months	20.8%	19.2%	21.0%	0.01
ELL related activity prior 24 months	2.0%	8.6%	1.2%	0.06
Resolving/exempt in the prior 24 months	81.5%	76.7%	84.5%	0.08
Employed full or part time in prior 24 months	28.0%	24.3%	28.7%	0.02
Preparing or looking for work in prior 24 months	95.0%	53.4%	93.4%	0.07
Community jobs in prior 24 months	38.7%	17.3%	37.3%	0.03
<b>EMPLOYMENT MEASURES</b>				
ACES employment in the prior 12 months	44.8%	43.4%	46.5%	0.04
ACES earnings in the prior 12 months	\$1,897	\$2,454	\$1,894	0.00
ACES earnings in the index month	\$27	\$50	\$16	0.09
<b>HEALTH AND SAFETY RISK FACTORS</b>				
Chronic illness risk score as of the index month	0.41	0.41	0.41	0.00
AOD treatment need in the prior 24 months	15.3%	18.1%	15.2%	0.00
Mental health need in the prior 24 months	36.9%	35.9%	35.1%	0.04
WSP arrests in the prior 24 months	11.1%	16.8%	11.0%	0.00
Ever an inmate in state prison	1.6%	2.7%	1.3%	0.02
Housing need in the prior 24 months	50.9%	50.1%	52.2%	0.02

TABLE 2.

### Propensity Score Matching – Community Works versus Comparison Group

	TREATMENT MEAN	UNMATCHED COMPARISON MEAN	MATCHED COMPARISON MEAN	ABS STD MEAN DIFF
<b>TOTAL</b>	<b>1,398</b>	<b>12,937</b>	<b>1,398</b>	
<b>GENDER</b>				
Female	81.5%	79.3%	81.5%	0.00
<b>AGE</b>				
Age Under 18	0.1%	0.5%	0.1%	0.00
Age 18-20	9.2%	11.7%	9.2%	0.00
Age 21-24	22.8%	22.1%	22.8%	0.00
Age 25-34	43.0%	40.5%	43.0%	0.00
Age 35-44	18.1%	18.3%	18.1%	0.00
Age 45-54	5.9%	6.0%	5.9%	0.00
Age 55+	0.9%	1.0%	0.9%	0.00
<b>RACE/ETHNICITY</b>				
Non-Hispanic White	60.9%	49.1%	61.2%	0.01
Minority	38.4%	49.1%	38.1%	0.01
Hispanic	13.5%	14.8%	14.1%	0.02
Black	14.8%	22.7%	13.9%	0.03
Indian	8.9%	7.7%	8.7%	0.01
Asian or Pacific Islander	5.8%	9.6%	5.3%	0.02
Unknown	0.7%	1.8%	0.7%	0.00

	TREATMENT MEAN	UNMATCHED COMPARISON MEAN	MATCHED COMPARISON MEAN	ABS STD MEAN DIFF
<b>EDUCATION</b>				
Less than high school	25.8%	29.7%	25.5%	0.01
High school or GED	55.5%	54.1%	54.7%	0.02
Post-secondary	17.5%	14.1%	18.6%	0.03
Associate, BA or graduate	1.2%	2.1%	1.3%	0.01
<b>GEOGRAPHY</b>				
Urbanicity: Rural	15.1%	10.1%	15.6%	0.01
Urbanicity: Urban - Low density	27.9%	15.7%	27.8%	0.00
Urbanicity: Urban -Medium density	30.3%	27.8%	29.4%	0.02
Urbanicity: Urban - High density	26.8%	46.5%	27.2%	0.01
Unemployment rate 2012	9.0	8.4	9.1	0.03
Unemployment rate 2013	8.2	7.4	8.2	0.03
<b>HOUSEHOLD CHARACTERISTICS</b>				
Number of children in the assistance unit (0 or 1)	59.4%	54.7%	58.7%	0.01
Number of children in the assistance unit (2-3)	34.4%	37.5%	34.7%	0.01
Number of children in the assistance unit (4+)	6.2%	7.7%	6.6%	0.01
Age of the youngest children (no kids or younger than 6)	75.0%	77.3%	74.8%	0.00
Age of the youngest children (6-11)	16.3%	14.7%	16.2%	0.00
Age of the youngest children (12+)	8.7%	8.0%	9.1%	0.01
Two-parent flag	17.3%	28.0%	17.0%	0.01
Pregnancy flag	8.7%	10.4%	8.9%	0.01
<b>TANF EXPERIENCE</b>				
Family violence in the prior 24 months	26.3%	19.7%	28.3%	0.05
Months on the TANF 'clock' in index month	27.4	21.1	27.6	0.01
Number of sanctions in the prior 24 months	0.97	0.67	0.98	0.01
Any sanction in the prior 24 months	29.8%	21.2%	31.0%	0.03
ELL related activity prior 24 months	1.2%	10.3%	0.9%	0.03
Resolving/exempt in the prior 24 months	87.4%	77.0%	87.7%	0.01
Employed full or part time in prior 24 months	27.9%	26.4%	29.1%	0.03
Preparing or looking for work in prior 24 months	78.1%	64.6%	78.0%	0.00
Community jobs in prior 24 months	35.4%	16.3%	31.9%	0.07
<b>EMPLOYMENT MEASURES</b>				
ACES employment in the prior 12 months	46.4%	46.4%	44.9%	0.03
ACES earnings in the prior 12 months	\$1,798	\$2,622	\$1,695	0.03
ACES earnings in the index month	\$34	\$53	\$31	0.02
<b>HEALTH AND SAFETY RISK FACTORS</b>				
Chronic illness risk score as of the index month	0.56	0.47	0.56	0.00
AOD treatment need in the prior 24 months	23.0%	18.3%	23.8%	0.02
Mental health need in the prior 24 months	44.8%	35.7%	45.4%	0.01
WSP arrests in the prior 24 months	16.1%	16.4%	17.5%	0.04
Ever an inmate in state prison	3.2%	2.6%	3.4%	0.01
Housing need in the prior 24 months	54.7%	51.4%	54.5%	0.00

TABLE 3.

### Additional Community Works Outcomes

	TREATMENT MEAN	UNMATCHED COMPARISON MEAN	P-VALUE
ESD employment, 2nd quarter after index	34.1%	35.3%	0.525
ESD earnings, 2nd quarter after index	\$925	\$937	0.861
On TANF in follow-up period (6 months)	99.0%	95.6%	0.000
WorkFirst progression in follow-up (of those on TANF)	54.6%	56.4%	0.320

TABLE 4.

### Additional Career Development Outcomes

	TREATMENT MEAN	UNMATCHED COMPARISON MEAN	P-VALUE
ESD employment, 4th quarter after index	41.9%	39.9%	0.387
ESD earnings, 4th quarter after index	\$1,321	\$1,258	0.537
On TANF in follow-up period (12 months)	98.9%	97.3%	0.015
WorkFirst progression in follow-up (of those on TANF)	66.8%	67.4%	0.801

## TECHNICAL NOTES

### STUDY DESIGN AND OVERVIEW

This study examines employment and self-sufficiency outcomes for participants in two WorkFirst unpaid job programs administered by the Washington State Department of Commerce—Community Works and Career Development—and compares them to outcomes for a matched sample of WorkFirst parents participating in other work preparation activities.

### STUDY POPULATION

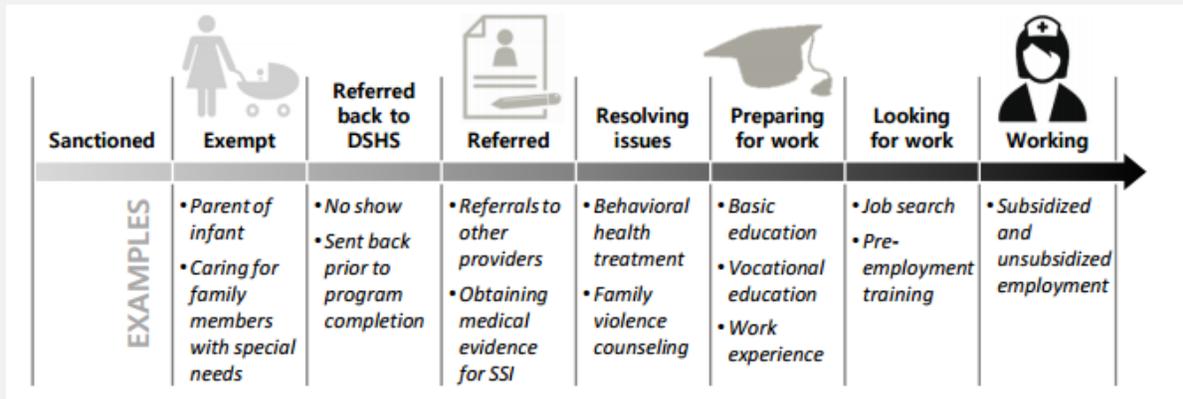
The study population included two separate treatment groups, composed of WorkFirst unpaid job participants:

1. **Community Works participants** (n = 896) who engaged in the program between October 2013 and December 2014 and who spent at least one month on TANF in the prior year. Community Works participants are identified by the WC activity code in eJAS.
2. **Career Development participants** (n = 1,398) who engaged in the program in SFY 2013 or SFY 2014 and who spent at least one month on TANF in the prior year. Career Development Participants are identified by the WE activity code and Department of Commerce contractor code.

The comparison population included WorkFirst parents who did not participate in WorkFirst unpaid job programs, but were involved in another preparing activity:

1. **Community Works comparison sampling frame** (n = 12,937) which included WorkFirst parents who did not participate in Community Works or Career Development in the study period who spent at least one month on TANF in the prior year and were involved in another work preparation activity between October 2013 and December 2014, according to eJAS.
2. **Career Development comparison sampling frame** (n = 19,076) which included WorkFirst parents who did not participate in Community Works or Career Development in the study period who spent at least one month on TANF in the prior year and were involved in another work preparation activity in SFY 2013 or SFY 2014, according to eJAS.

To identify individuals in work preparation activities for the comparison group sampling frames, we look at participants' WorkFirst activity codes. The activities are grouped into a logical progression as illustrated below:



### PROPENSITY SCORE MATCHING

Using a statistical technique known as propensity score matching, we selected the best comparators for each treatment group from their corresponding comparison sampling frame. We employed one-to-one nearest neighbor matching with exact matching on age group, gender, and pre-period earnings group. One client from the Career Development group was dropped from the analysis because there was no comparison case with the same age group, gender, and pre-earnings combination. The following is a list of matching variables used in the propensity score model:

- **Demographics:** Gender, age, and race/ethnicity measures are drawn from administrative records in the ICDB.
- **Education level:** Education level was identified through records in ACES as of the index month.
- **County-level context:** The urbanicity of a client's county of residence was measured using U.S. Census data, based on the percent of each county's population residing in an urbanized area. The county unemployment rate was measured using data from the Bureau of Labor Statistics.
- **Household composition:** Family composition was measured in the following ways: age of the youngest child in the household (under 6, 6-11, or 12+ years-old), number of children in the household (pregnant or 1 child, 2 to 3 children, or 4 or more children), pregnancy status, and single-parent status. Each of these measures was obtained from the DSHS Automated Client Eligibility System (ACES) as of the index month.
- **TANF experience:** WorkFirst activities recorded in eJAS, TANF receipt, sanction status, and months on the TANF "clock" were all obtained from the ACES data warehouse.
- **Employment and earnings:** Earnings data comes from two sources: 1) the Washington State Employment Security Department (ESD) Unemployment Insurance wage file and 2) self-reported employment and earnings recorded in ACES. We use both sources to measure employment and earnings from the 12 months prior to the index month. We also measure earnings in the index month using ACES, and the index quarter using ESD data, as ESD data is only available at the quarter level.
- **Health and safety risk factors:** We use various sources to identify baseline health and safety risk including:
  - **Substance abuse and mental illness:** Data from three information systems—ProviderOne (medical), the Consumer Information System (mental health), and the Treatment and Assessment Report Generation Tool (chemical dependency)—were used to identify the presence of substance abuse and mental illness over a 24-month period based on health and behavioral health diagnoses, prescriptions, and treatment records. In addition, drug and alcohol-related arrest data maintained by the Washington State Patrol was used to identify probable substance abuse issues.
  - **Chronic illness** risk scores were calculated from health service diagnoses and pharmacy claim information, with scoring weights based on a predictive model associating chronic health conditions with

future medical costs.

- **Domestic violence** was identified if any of the following were present in the 24 months prior to the index month: 1) the client was exempt from cooperating with the Division of Child Support in identifying the non-custodial parent, 2) the client was participating in the Address Confidentiality Program, or 3) family violence was identified in the Comprehensive Evaluation conducted as part of the WorkFirst program.
- **Homelessness** was identified from indicators in the following systems: 1) Automated Client Eligibility System (public assistance), 2) Homeless Management Information System (homeless housing assistance), 3) TARGET (chemical dependency), 4) Consumer Information System (mental health), 5) ProviderOne (medical), or 6) FAMLINK (child welfare).
- **Criminal justice involvement** included information on arrests from the Washington State Patrol and any incarceration in a Department of Corrections facility prior to the index month.

## OUTCOME MEASURES

Once propensity score matching was completed, we compared outcomes for Community Works participants to their matched comparison group and compared outcomes for Career Development participants to their matched comparison group. The following outcome measures were used in this report:

- **Employment and earnings** are measured in the 6<sup>th</sup> month after the index month for the Community Works participants and comparison group and in the 12<sup>th</sup> month after the index month for the Career Development participants on their comparison group. Employment and earnings come from self-reported data in ACES as well as employed-reported data in ESD's Unemployment Insurance Wage database. Parents are flagged as working if they have any earnings in a quarter according to ESD data for the ESD measure or in a month according to ACES for the ACES measure. Note that the ACES earnings field includes earnings from both subsidized and unsubsidized employment.
- **Number of months on TANF** in the outcome period (6 months following the index month for Community Works and 12 months following the index month for Career Development) come from ACES.
- **Sanction** in the outcome period (6 months following the index month for Community Works and 12 months following the index month for Career Development) come from ACES. When analyzing sanctions, we look at the outcome only among those who had at least one month of TANF in the 6 or 12 month follow-up period. Those not on TANF in the follow-up would not be at risk of sanction.
- **WorkFirst progression** was identified when the client spent at least one month in a "looking" or "working" activity according to eJAS in the outcome period (6 months post index for Community Works and 12 months post-index for Career Development). While we do not report results on this measure in the body of the report, they are available in Table 3 and Table 4 in the appendix.

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