

THE ONLINE WORK READINESS ASSESSMENT: PILOT DATA EVALUATION

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TABLE OF CONTENTS

List of Tables	
List of Figures	
Executive Summary	i
The Assessment Tool.....	i
Research Purpose.....	i
Main Findings	ii
Conclusions	iii
Introduction	1
Methods	3
Population	3
Data Sources and Analysis	3
Findings	4
Completeness of response data.....	4
Section A: Employment.....	5
Section B: Education	10
Section C: Housing and Transportation	13
Section D: General Health.....	15
Section E: Mental Health.....	16
Section F: Substance Abuse	17
Section G: Domestic Violence and Safety.....	18
Section H: Childcare and Well-being.....	19
Conclusions	21
Conclusions.....	21
Recommendations	21
References.....	23
Appendix A: Additional Education Analyses	24
Appendix B: Additional Mental Health Analyses	25
Appendix C: Additional Substance Abuse Analyses	26
Appendix D: Additional Domestic Violence Analyses	28

LIST OF TABLES

Table 1. Employment.....	5
Table 2. Legal Barriers to Work.....	5
Table 3. Task Experiences.....	7
Table 4. Task Interests.....	8
Table 5. Spoken Languages.....	9
Table 6. Work Interests.....	9
Table 7. Career Interests.....	10
Table 8. Education History.....	10
Table 9. Other Education and Training.....	11
Table 10. Learning Difficulties.....	12
Table 11. Housing.....	13
Table 12. Transportation Method.....	13
Table 13. Driver's License.....	14
Table 14. Use of Public Transit Systems.....	14
Table 15. Vehicle Access.....	15
Table 16. Overall Health.....	15
Table 17. Current Health.....	16
Table 18. Prescription Medication.....	16
Table 19. Mental Health.....	16
Table 20. Additional Mental Health Items.....	17
Table 21. Substance Abuse.....	17
Table 22. Drinking Habits.....	18
Table 23. Household Drugs.....	18
Table 24. Domestic Violence.....	18
Table 25. Safety Concerns.....	19
Table 26. Issues with Children.....	19
Table 27. Sick or Disabled Family Member.....	19
Table 28. Child Care Concerns.....	20
Table 29. Learning Difficulties Questions.....	24
Table 30. Mental Health Scale Questions.....	25
Table 31. Substance Abuse Scale Questions.....	26
Table 32. Domestic Violence Scale Questions.....	28

LIST OF FIGURES

Figure 1. Maryland's OWRA Pilot Sites	2
Figure 2. Respondent Reasons for Not Currently Working.....	5
Figure 3. Respondent Reported Diplomas and Certificates.....	11
Figure 4. Reasons Child Care Interfered with Work	20

EXECUTIVE SUMMARY

The Online Work Readiness Assessment (OWRA) is a nationally-recognized suite of web-based modules that allows caseworkers to better understand and meet the employment needs of their Temporary Assistance to Needy Families (TANF) clients. The assessment tool was the result of a collaborative effort among the Administration for Children and Families (ACF), the Family Investment Administration (FIA) at the Maryland Department of Human Resources, and researchers here at the University of Maryland, School of Social Work.

The Assessment Tool and Pilot Project

OWRA was developed as a tool to assist TANF programs in meeting their biggest challenges: engaging TANF recipients in work activities quickly, meeting the federal work participation requirements, and increasing the number of recipients who smoothly and successfully transition from welfare to self-sufficiency. A standardized method to collect information about a client allows caseworkers to more efficiently develop a plan to deliver the appropriate services to him or her.

OWRA contains four modules. The first two modules include intake and barrier assessment, and are the focus of a spring 2009 pilot project. The third module provides a detailed action plan based on the information in the first two modules, and the fourth module provides management reports.

In Maryland, the pilot was conducted in three jurisdictions (Baltimore City, Carroll County, and Frederick County) between April and June 2009, during which caseworkers administered the tool for clients applying for TANF. The final sample included 117 respondents. The two assessment modules that were tested collect client information in the following subject areas:

- Demographics
- Employment (e.g. skills, history, legal barriers, career interests, languages)
- Education (e.g. highest grade level, learning disabilities, other diplomas)

- Housing and transportation
- Physical health
- Mental health
- Substance abuse
- Domestic violence and safety
- Child care and child well-being

Research Purpose

Overwhelmingly, the most commonly-used TANF assessment tools until now have been state-specific rather than nationally standardized. One survey of state TANF client assessment policies and practices found that states identify nationally-standardized tools as important in only eight percent of cases; nationally-standardized tools modified by states were only identified as important in two percent of cases (APHS, 2000). The same survey also found considerable variation in the tools used by each state, as well as in the employment barriers and other subjects that each tool measures.

OWRA developers reviewed assessment literature and instruments already in use to identify the range of important topics for assessing TANF clients' histories, skills, and significant barriers to employment. They then incorporated questions and scales from these existing assessment tools into a single, comprehensive instrument.

Though developers have solicited feedback from caseworkers and other front-line staff regarding the quality of the tool (and have incorporated these suggestions wherever possible), an analysis of the aggregate data produced by the pilot gives us an opportunity to take a bird's eye view and analyze whether there are patterns of missing or incomplete data that may hinder the use of the tool down the road.

Consolidating information on TANF clients' work histories and the wide range of barriers to employment using a single, nationally-standardized assessment protocol presents a unique opportunity for researchers across the country to easily access and analyze rich data about TANF applicants and recipients. Researchers may also link these assessment data with existing administrative data to pro-

vide a comprehensive picture of a state's TANF caseload, including relationships between reported barriers to employment and outcomes of particular interest (i.e. recidivism, permanent welfare exits). Ensuring that the data are collected in such a way that researchers may describe and analyze them efficiently will allow more and better research to be carried out once the OWRA tool is rolled out on a broader scale.

Of the nine pilot sites chosen to test the OWRA tool, Maryland is the only one (to our knowledge) that has conducted an analysis of the data generated during the pilot. We plan to analyze the data in two phases. In this first phase, we will analyze the data obtained in the assessment. In the second phase, we will link the data with information from other Maryland administrative sources to determine whether and how the information revealed during the assessment relates to client-level employment and welfare outcomes.

The goal of this initial research report, then, is to present our results from the first phase of analysis, that is, to evaluate the data generated during the pilot phase of the OWRA project, specifically in terms of data completeness. Following is a brief summary of our main findings, including response rates and data trends within each section of the assessment tool.

Main Findings

Questions in "Section A: Employment" had response rates over 90 percent, except for two subsections: reasons not currently working (response rate 75.2%) and job history (response rate was so low as to preclude us from any analysis on this subsection). One of the most interesting findings is that the most often-identified reasons for being out of work are health-related—31.8 percent of respondents cited some health issue as their main barrier to work.

"Section B: Education" questions were much more variable. Most respondents (94.0%) answered what their highest grade completed was, but fewer (83.0%) answered questions about any learning difficulties they have cur-

rently or have had in the past. One striking result is that an equal number of respondents marked their highest grade as 11th or below as those who marked 12th (44 respondents each).

Housing and transportation questions in Section C had response rates between 90.6 percent and 97.4 percent. Interestingly, more than half of respondents (58.4%) had moved in the last year.

Considering the most-identified self-reported barrier to work was health, we would expect that the questions contained in "Section D: General Health", "Section E: Mental Health", and "Section F: Substance Abuse" (the options identified in "Health Reasons") would have high response rates. This is largely the case for the first two, with response rates varying from 82.9 percent to 94.0 percent, but not for the latter section—only 63.2 percent of respondents completed the substance abuse questionnaire. Many respondents did appear to suffer from mental health issues (63.5% scored within the range that indicated a mental health challenge).

"Section G: Domestic Violence" also had remarkable findings. While the questionnaire only had a response rate of 78.6 percent, half of those who finished the questionnaire had a history of domestic violence. Again, a question about whether the respondent was interested in domestic violence counseling also had a low response rate (80.3%).

Finally, response rates for "Section H: Child Care and Well Being" questions were variable. While most (88.9%) of respondents answered the questions regarding their children's disabilities and behavioral issues, fewer (84.6%) indicated whether child care was a barrier to employment. Among those who did identify finding and keeping child care as a barrier to work, the most-identified reasons were cost and an unavailable or unreliable caregiver.

Considered together, these findings yield several conclusions to our initial research questions for this analysis. These appear below.

Conclusions

For this first analysis, we were interested in three primary questions. First, how complete are the data, by section of the assessment tool? Second, which questions, if any, are missing more than half of the data elements? Third, are there discernable patterns of non-response that emerge?

First, we found that most sections of the tool were largely complete, with response rates at or near 90 percent. A few sections were less complete—with response rates as low as 65 percent (as in the case of Section F: Substance Abuse).

Second, the only section that was missing more than half of the data elements was the Section A3: Job History. Indeed, so few respondents answered the questions in this section that we were unable to include any analysis on job history in this report. Because identifying persistent barriers to employment is one of the goals of TANF client assessment, further investigation as to why this section was completed so infrequently and how that might be reversed would be useful.

Finally, considering the sections that had lower response rates, a pattern of non-response appears among those questions and sections that ask about more sensitive issues: violence in the home, use and abuse of alcohol and illegal substances, difficulty learning, and mental health challenges. In the state of Maryland, substance abuse specialists screen all incoming TANF applicants, which could provide one reason for the low response rates for this section. The others, however, have no similar explanations. Perhaps one possible way to improve the response rates for these more sensitive questions would be to provide training for the staff members who complete the OWRA assessments on how to request answers to questions that respondents might be wary of providing.

Summary

Overall, our analysis of the data generated through the pilot administration of the OWRA tool in Maryland revealed that, for most respondents, the assessment is yielding fairly complete results. Areas where data were less complete include questions regarding individuals' job history, as well as questions regarding sensitive topics such as domestic violence and substance abuse.

The next step in our analysis is to link the OWRA pilot data with several administrative data systems in Maryland in an effort to complete a more traditional research analysis of client-level profiles and outcomes. In particular, we will provide information on how the employment barriers identified during the OWRA interview are related to TANF clients' experiences with work and welfare after their initial or returning application. We expect that the results will be informative for program managers and other researchers interested in gleaning information gained through the scaled-up adoption of OWRA at TANF offices throughout the country.

INTRODUCTION

OWRA is a set of web-based modules that caseworkers can use to measure employment barriers and then develop plans for transitioning welfare clients to self-sufficiency. The U.S. Department of Health and Human Services (DHHS) (Administration for Children and Families, Office of Family Assistance) sponsored a pilot project to allow states, counties, and tribal jurisdictions to test the first two modules—which include intake and assessment of employment barriers—and offer suggestions for improvement. Nine sites (including Maryland) that represent the diversity among TANF programs were chosen to pilot the tool.¹

Three of Maryland's local jurisdictions—Baltimore City (Orangeville), Carroll County, and Frederick County—were chosen to participate. ICF International and FIA trained local department staff to use the tool on March 19 and 20, 2009. The first assessments began on April 29, and the final one was completed on June 30.

Although analyzing the assessment data (and particularly linkages with existing administrative data sources) could provide program managers with valuable information about their TANF caseloads, Maryland is the only pilot site to analyze the data generated during the pilot.

We intend to assess the pilot data in two phases. After providing an initial review of the data itself, we intend to link the data with other administrative data from Maryland's welfare and UI programs to provide a more detailed analysis of how employment barriers identified during the assessment are related to actual client-level welfare and employment outcomes.

The goal of this first report is threefold. First, it will provide an evaluation of the quantity and quality of the data collected. We were interested in the following questions:

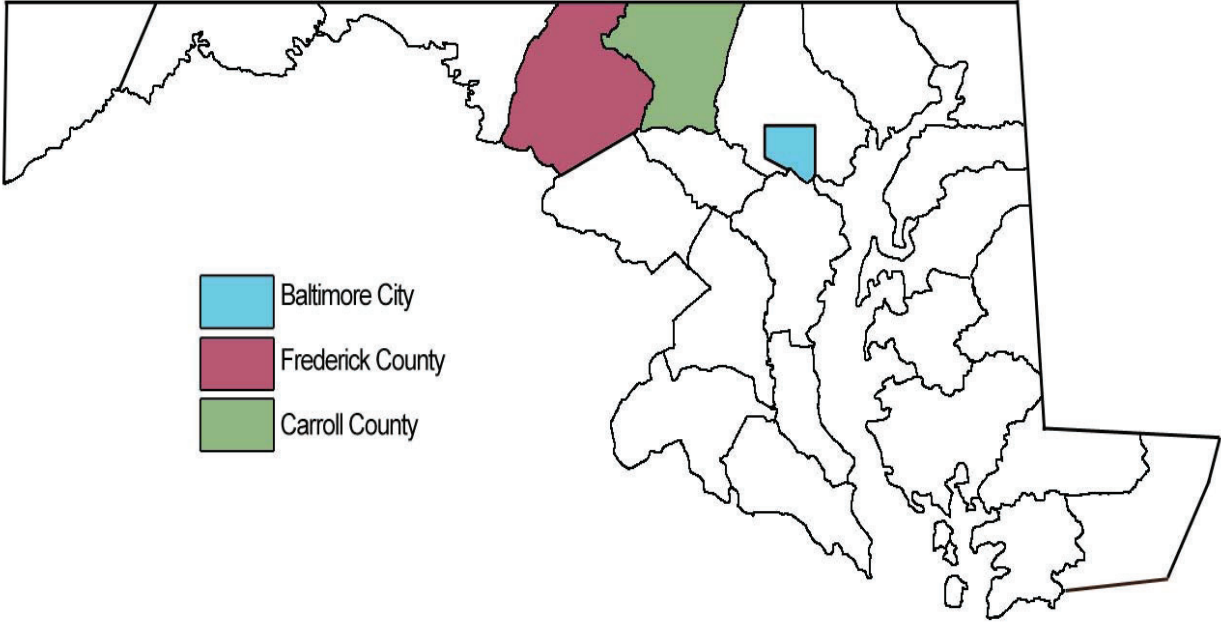
- 1) How complete are the data, by section of the assessment tool?
- 2) Which questions were missing more than half of the data elements?
- 3) Are there patterns of non-response?

Second, it will offer suggestions for improving the assessment tool. For instance, in some cases, the way the data were collected may have been useful for practice, but made analysis difficult. Simple changes that are not likely to have an impact on the quality of the assessment could be made in order to create data that researchers and program managers can analyze more efficiently.

Third, this report will present descriptive statistics for each variable, including means and frequencies. A more sophisticated picture of the pilot's results as well as a history of assessment in Maryland will appear in a second report.

¹ The nine sites include select jurisdictions in the following states: California, Hawaii, Illinois, Iowa, Maryland, North Dakota, New Jersey, South Carolina, and Washington.

Figure 1. Maryland's OWRA Pilot Sites



METHODS

This chapter provides a description of the data and methods utilized for our analysis, including an overview of the population and a detailed description of the data obtained after the pilot was completed.

Population

As stated, OWRA was administered as a pilot effort in three Maryland jurisdictions (Baltimore City, Carroll County, and Frederick County). Overall, eleven TANF case managers and one supervisor completed a total of 117 interviews between April 29 and June 30, 2009. More specifically, over the course of the pilot program, five TANF case managers in Baltimore City's Orangeville district completed 42 assessment interviews, two case managers and one supervisor in Carroll County completed 30 assessments, and four case managers in Frederick County completed 45 assessments.

Clients were interviewed as part of the intake process for their TANF applications, so it is assumed that many—if not all—of the respondents were new TANF applicants, though it is also possible for returning TANF clients to have to fill out a new application.

Data Sources and Analysis

Researchers at the Family Welfare Research and Training Group (FWRTG) received the OWRA pilot data from the vendor (ICF, International) following the completion of the final assessment on June 30. Data were downloaded from a compact disc in comma delimited form and imported into Microsoft Excel.

The disc contained 17 raw data files, four of which were used to create the final data file for descriptive analyses. Two files contained the TANF clients' responses to the interview questions, one contained the text of each interview question and its corresponding num-

ber in the response data files, and the last file contained each client's OWRA identification number and his or her Client Automated Resource and Eligibility System (CARES) individual record number (IRN).

The raw files originally listed 164 records, but not all of these were assessments completed by TANF clients; for example, data included records for the assessments filled out by case managers during their training dates. Using the CARES IRNs provided in the raw data, we identified which records were associated with valid TANF client applications, which resulted in a final population of 117 assessments for analysis.

Once the dataset was cleaned, each vertical record was restructured into a horizontal record using SQL. Researchers then used SPSS 15.0 to first recode string variables into numeric variables when it was necessary to do so for analysis and then complete all of the descriptive analyses presented throughout the report.

Some subsections required the creation of new variables; for example, the mental health section contains a series of questions with answer choices on a Likert scale, and to determine whether the respondent has a mental health barrier to work, these must be tallied to determine a total mental health score. Each state that participated in the pilot developed its own tailored standards for what series of answers or total numerical values were sufficient to indicate a barrier to work for each potential barrier. These definitions were detailed in the Maryland OWRA Tailoring Worksheet, and this is how researchers calculated and defined categories for these total score variables.

FINDINGS

This chapter includes a detailed description of our findings in each of the sections of the assessment. As discussed previously, the purpose of our analysis is to assess the completeness of the data generated through the pilot effort. Thus, our findings will be basic and centered on a description of the quantitative quality of data, specifically including response rates and data trends. A follow-up report will include a more traditional analysis of client-level outcomes and employment barriers.

Completeness of response data

Overall, the raw data from the pilot contained 640 variables, including separate variables for each response option to each question. Many of the variables were filled in, with low percentages of missing values (often at or below 10 percent).

Other questions, however, did have higher percentages of missing values. In particular, questions asking for reasons why respondents' previous jobs ended were nearly universally left blank—enough that the job history section of the assessment was omitted from this initial analysis. Similarly, a question asking respondents why their most recent job ended was left blank in almost 25 percent of cases. Considering one of the goals of OWRA is to identify persistent barriers to work, it is important to consistently identify respondent-reported barriers to work.

In addition to the section on job history, we also found that sections dealing with sensitive topics also often had higher percentages of missing values. This included questions about any learning difficulties, mental health conditions, domestic violence, and substance abuse.

One way to increase response rates regarding these sensitive topics is to provide targeting training for caseworkers on how to approach these topics with clients. For instance, emerging research shows that even limited training on domestic violence issues can have positive effects during the assessment

process. Specifically, workers with even a day of training were more likely to discuss women's fear, physical harm, and help develop a safety plan with respondents who experience domestic violence; respondents were also more likely to perceive trained caseworkers as more comfortable talking about abuse (Saunders, Holter, Pahl, Tolman, and Kenna, 2005). One team of researchers developed a list of eight screening practices that encourage disclosure of abuse, many of which might also encourage disclosure of other sensitive information:

- 1) Build rapport via empathy and active listening,
- 2) Ensure the respondent that her answers are confidential,
- 3) Explain how disclosure will benefit the respondent,
- 4) Ask respondents directly about abuse,
- 5) Offer a broad definition for abuse, including emotional, physical, and sexual abuse,
- 6) Use both open-ended and anchored questions,
- 7) Do not ask a question that would force a woman to identify as a "victim," and
- 8) Provide multiple opportunities for disclosure (Lindhorst, Meyers, and Casey, 2008).

Another issue that may be affecting response rates is the method in which the assessment is administered. For instance, although the assessment is designed to be conducted in a personal, face-to-face interview between the caseworker and the client, it may be that resource and personnel shortages make it more likely that the client will be completing the assessment on her own. If that becomes the norm rather than the exception, the assessment tool may need to be modified in order to produce more complete results given that type of administration.

Having discussed the overall completeness of the data collected during the pilot effort, in the remaining sections of this chapter we present select analyses from each section of the assessment, summarizing the responses of the respondents.

Section A: Employment

In Section A, the caseworker asks respondents questions regarding their past employment experiences, their criminal records, whether they are bilingual, and what types of work and careers they are interested in pursuing. Nearly all respondents answered whether they were currently working or had ever held a paying job; results in Table 1 show that most respondents were not currently working (93.9%) but had held a paying job in the past (93.2%).

Table 1. Employment (N=115)

Are you currently working?	
Yes	6.1% (7)
No	93.9% (108)
If you are not currently working, have you ever held a paying job?	
Yes	93.2% (96)
No	6.8% (7)

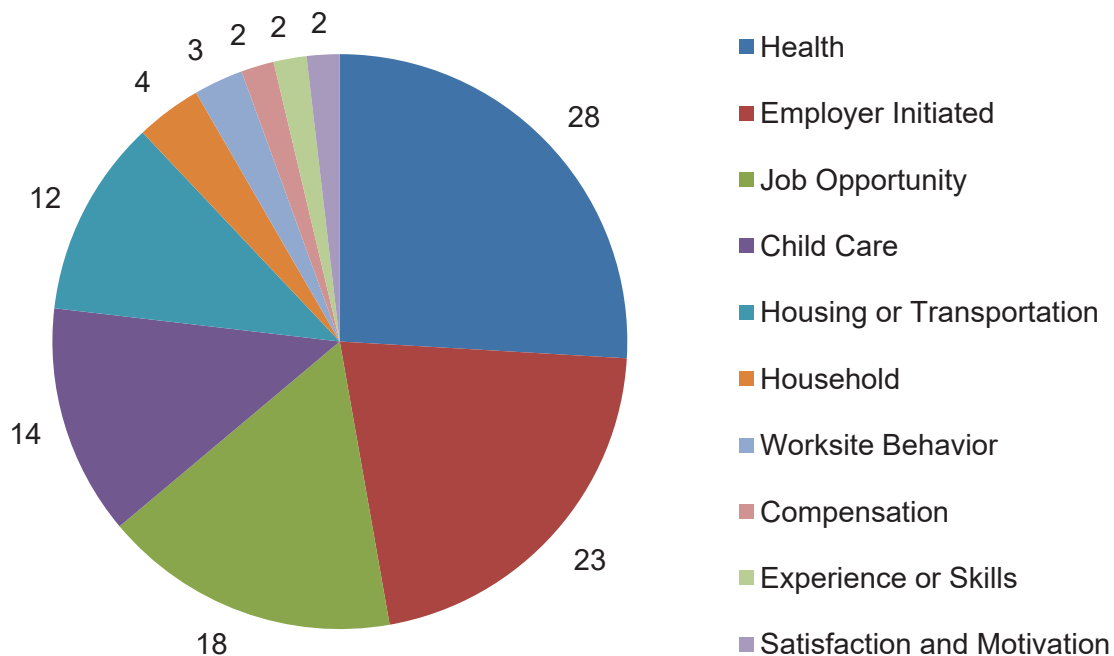
As shown in Table 2, most respondents answered questions about legal barriers to work. Almost a quarter of respondents had been convicted of a crime more serious than a traffic violation (22.1%) and of these almost one-third (31.8%) were on probation.

Table 2. Legal Barriers to Work (N=113)

Have you ever been convicted of any criminal offense?	
Yes	22.1% (25)
No	77.9% (88)
If you have been convicted, are you on parole or probation now?	
Yes	31.8% (7)
No	68.2% (15)

A much higher number of respondents, however, chose not to identify the reasons they were not currently working. Only 88 of 117 respondents answered this question. The frequencies for each general category are presented in Figure 2 below.

Figure 2. Respondent Reasons for Not Currently Working (N=88)



Note: The number of responses does not add up to N because some respondents indicated multiple reasons they were not currently working.

Another series of questions in Section A: Employment identifies several common tasks that a respondent may have been asked to do at a previous or current job and asks:

- 1.) Have you ever done this task in the past?
- 2.) Are you interested in doing this task in the future?

As Table 3 below shows, most respondents answered whether they had ever done each task. Unfortunately, Table 4 (immediately following Table 3) shows that many respondents did not answer whether they would be interested in doing each task at a job or communi-

ty service project in the future. One goal of this assessment (and the intake process in general) is to identify routes to lasting employment, and valid answers to this series of questions could help case managers identify a respondent's existing job skills as well as areas of interest.

Table 3. Task Experiences

	Have you ever done this task?		
	Yes	No	N
Communicated with customers by phone or e-mail	61.30% (68)	38.70% (43)	111
Communicated and/or interacted with customers in person	88.20% (97)	11.80% (13)	110
Worked in retail or food position working directly with customers	73.60% (81)	26.40% (29)	110
Worked with an electronic machine such as a cash register, bar code scanner, or calculator	75.50% (83)	24.50% (27)	110
Used math skills such as adding, subtracting, making change, counting or balancing money	77.30% (85)	22.70% (25)	110
Performed housekeeping tasks such as vacuuming, cleaning, or dusting	63.30% (69)	36.70% (40)	109
Taken food or beverage orders	56.40% (62)	43.60% (48)	110
Cleaned tables and/or eating areas	56.40% (62)	43.60% (48)	110
Served food or beverages	49.10% (54)	50.90% (56)	110
Prepared food	41.30% (45)	58.70% (64)	109
Assisted a handicapped or elderly person with daily living tasks such as grooming, dressing, or eating	30.10% (31)	69.90% (72)	103
Taken care of children	50.00% (51)	50.00% (51)	102
Worked in cosmetology	7.80% (8)	92.20% (95)	103
Read instructions or reports	45.60% (47)	54.40% (56)	103
Written business letters, memos, or other office documents	25.20% (26)	74.80% (77)	103
Worked on a computer	44.70% (46)	55.30% (57)	103
Resolved customer inquiries or complaints	56.30% (58)	43.70% (45)	103
Filled out forms	45.00% (45)	55.00% (55)	100
Supervised other people who reported to you	45.60% (47)	54.40% (56)	103

Table 4. Task Interests

	Are you interested in this task?		
	Yes	No	N
Communicated with customers by phone or e-mail	77.10% (74)	22.90% (22)	96
Communicated and/or interacted with customers in person	88.10% (89)	11.90% (12)	101
Worked in retail or food position working directly with customers	63.60% (63)	36.40% (36)	99
Worked with an electronic machine such as a cash register, bar code scanner, or calculator	75.20% (76)	24.80% (25)	101
Used math skills such as adding, subtracting, making change, counting or balancing money	64.90% (63)	35.10% (34)	97
Performed housekeeping tasks such as vacuuming, cleaning, or dusting	56.00% (56)	44.00% (44)	100
Taken food or beverage orders	44.40% (44)	55.60% (55)	99
Cleaned tables and/or eating areas	43.40% (43)	56.60% (56)	99
Served food or beverages	40.80% (40)	59.20% (58)	98
Prepared food	38.10% (37)	61.90% (60)	97
Assisted a handicapped or elderly person with daily living tasks such as grooming, dressing, or eating	51.10% (47)	48.90% (45)	92
Taken care of children	49.50% (46)	50.50% (47)	93
Worked in cosmetology	27.50% (25)	72.50% (66)	91
Read instructions or reports	48.40% (46)	51.60% (49)	95
Written business letters, memos, or other office documents	35.80% (34)	64.20% (61)	95
Worked on a computer	58.90% (56)	41.10% (39)	95
Resolved customer inquiries or complaints	52.10% (50)	47.90% (46)	96
Filled out forms	46.70% (43)	53.30% (49)	92
Supervised other people who reported to you	61.10% (58)	38.90% (37)	95

Next, the assessment asks whether respondents speak any languages other than English. Most answered this question, but about half (45.5%) of those who indicated that they spoke a second language did not elaborate on what that second language was, how fluent they were, or how fluent their English was. Frequencies are reported below in Table 5.

Table 5. Spoken Languages (N=112)

Do you speak any languages other than English?	
Yes	19.6% (22)
No	80.4% (90)
If yes, what languages do you speak?	
Spanish	66.7% (8)
Burmese	16.7% (2)
Sign Language	8.3% (1)
French	8.3% (1)
How fluent are you in that language?	
Limited	27.3% (3)
Average	18.2% (2)
Proficient	54.5% (6)
How fluent is your English?	
Limited	16.7% (2)
Average	8.3% (1)
Proficient	75.0% (9)

Also included in Section A are two questions that ask respondents about their work and career interests, the results of which are presented in Tables 6 and 7. The completion rates for these questions were 94.0 percent and 93.2 percent, respectively. The three most commonly identified work interests were: working with people or things (identified by 60.0% of respondents), helping people (46.4%), and working with the elderly, disabled, or people in need (45.5%). The three most commonly identified career interests were: office work (32.1%), health aide (32.1%), and nursing (32.1%).

Table 6. Work Interests (N=110)

What type of work interests you?	
Working alone	20.9% (23)
Working with ideas	22.7% (25)
Working with people or things	60.0% (66)
Working with children	39.1% (43)
Working with numbers	19.1% (21)
Working with the elderly, disabled, or needy	45.5% (50)
Working outdoors	14.5% (16)
Working indoors	38.2% (42)
Organizing things	25.5% (28)
Working with words and numbers	19.1% (21)
Helping people	46.4% (51)
Cleaning or organizing rooms, areas, etc.	29.1% (32)
Solving problems	19.1% (21)
Creating or making things or objects	18.2% (20)
Fixing objects	11.0% (12)
Drawing or painting	6.4% (7)
Building things	11.0% (12)
Writing letters, memos, or other documents	15.5% (17)
Operating office machines	21.8% (24)
Operating motorized machines or equipment	9.1% (10)
Operating own business	16.4% (18)
Protecting people or areas	12.7% (14)
Using computers	24.5% (27)
Bookkeeping or accounting	9.1% (10)
Other	13.6% (15)

Note: Percentages do not add up to 100 and the counts do not add up to 110 because respondents were allowed to mark more than one area of interest.

Table 7. Career Interests (N=109)

What specific type of job or career interests you?		
Construction	9.2%	(10)
Office work	32.1%	(35)
Computer work	24.8%	(27)
Health aide	32.1%	(35)
Nursing	32.1%	(35)
Housekeeping	26.6%	(29)
Teaching	15.6%	(17)
Child care	28.4%	(31)
Social services	18.3%	(20)
Mechanical	4.6%	(5)
Landscaping and grounds keeping	7.3%	(8)
Hospitality	19.3%	(21)
Working with animals	11.0%	(12)
Retail jobs	23.9%	(26)
Restaurant jobs	21.1%	(23)
Manufacturing	11.0%	(12)
Cosmetology	12.8%	(14)
Truck driving	4.6%	(5)
Security jobs	12.8%	(14)
Bookkeeping or accounting	5.5%	(6)
Other	11.9%	(13)

Note: Percentages do not add up to 100 and the counts do not add up to 109 because respondents were allowed to mark more than one area of interest.

Subsection 3 of Section A asked respondents to identify previous jobs and the reasons those jobs ended; the response rates for these questions were so low that we did not include them anywhere in this analysis.

Section B: Education

Section B includes questions about respondents' education history, diplomas received, other educational or work activities, and any learning difficulties clients may have. Almost all of respondents (94.0%) answered what their highest completed year of school was; Table 8 shows that more than half of respon-

dents (60%) have completed 12th grade or higher.

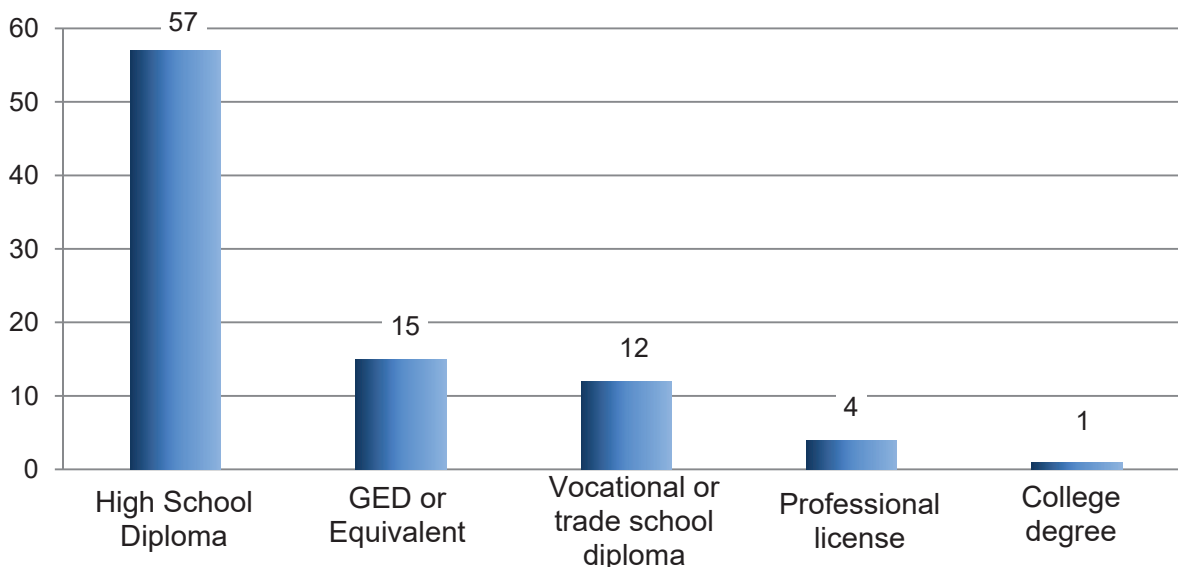
Table 8. Education History (N=110)

What is the highest level of school you've attended?		
Elementary	5.5%	(6)
High School	74.5%	(82)
College or vocational school	20.0%	(22)
Post-college or graduate school	0.0%	(0)

What is the highest grade or year of school that you have completed?		
6	0.9%	(1)
7	1.8%	(2)
8	2.7%	(3)
9	9.1%	(10)
10	12.7%	(14)
11	12.7%	(14)
12	40.0%	(44)
13	12.7%	(14)
14	7.3%	(8)
Mean	11.36	
Median	12	
Standard Deviation	1.65	

The second subsection of Section B includes questions regarding diplomas or certificates obtained by clients. Figure 3, following, presents the results, and indicates that most of those respondents who answered the questions (n=74) had a high school diploma. Unfortunately, the data did not have a "None" option, so we were unable to identify how many of the non-responses were due to refusals and how many were due to respondents simply not being able to check one of the available checkboxes.

Figure 3. Respondent Reported Diplomas and Certificates (N=74)



Note: The number of responses does not add up to N because some respondents indicated that they held multiple diplomas or certificates.

“Section B: Education” also includes questions regarding whether respondents have attended any other form of education or training, such as GED preparation classes, college courses, job readiness or job search programs, work experience programs, or military training. Response rates for this series of questions were somewhat lower, at 80.3 percent, 74.4 percent, 74.4 percent, 74.4 percent, and 71.8 percent, respectively. The results in Table 9 show that most respondents have not attended any of these, though respondents identified that they attended job readiness and job search programs most often.

Table 9. Other Education and Training

Have you attended classes or training to prepare for the GED exam, or to improve basic reading or math skills?	
Yes	29.8% (28)
No	70.2% (66)
Have you attended college classes?	
Yes	29.9% (26)
No	70.1% (61)
Have you attended job readiness or job search programs?	
Yes	32.2% (28)
No	67.8% (59)
Have you attended work experience programs?	
Yes	26.4% (23)
No	73.6% (64)
Have you attended military service, school, or training?	
Yes	1.2% (1)
No	98.8% (83)

Subsection 4 asks respondents to answer a series of questions about any learning difficulties respondents might have had since elementary school. Each “yes” answer is assigned a particular weight (specified in the Maryland OWRA Tailoring Worksheet provided by ICF, International), and then a weighted score is created for respondents who answered every question in the series. Table 29 in Appendix A details the list of questions in the series, the weights assigned each, and the frequencies of each answer.

Table 10, following this discussion, presents descriptive statistics for the 97 respondents for whom we calculated a weighted score (we were unable to calculate a score for those respondents who did not answer one or more of the questions). Interestingly, the questions with the lowest response rates (at only 73.5%) were the final two questions that the case managers were responsible for completing in addition to reporting the clients’ direct responses. This could have occurred if the assessments were given directly to the client to fill out, rather than conducted in an interview fashion.

Finally, subsection 5 of Section B asks respondents about their familiarity with the English language. These results are also presented in Table 10, following. Overall, respondents appear to have low rates of learning difficulties and difficulties with English.

Table 10. Learning Difficulties

Weighted learning difficulties scores	
0-11 (no learning difficulties)	89.7% (87)
12-28 (has learning difficulties)	10.3% (10)
Mean	2.99
Median	0
Standard Deviation	5.81
Do you have trouble reading English?	
Yes	4.7% (5)
No	95.3% (102)
Do you have trouble writing English?	
Yes	3.7% (4)
No	96.3% (103)
Does the customer appear to have trouble speaking English?	
Yes	3.5% (3)
No	96.5% (83)
Does the customer appear to have trouble understanding spoken English?	
Yes	2.3% (2)
No	97.7% (84)

Section C: Housing and Transportation

Section C contains several questions about respondents' housing situations, housing stability, whether they have driver's licenses, and whether they have access to a method of reliable transportation. This section had very high response rates, often above 90 percent. Results presented in Table 11 reveal that respondents usually own or rent a home or apartment (58.6%) but have moved recently (58.4%) indicating possibly unstable housing, but most respondents (79.1%) indicated that their housing or transportation situations were not a barrier to work.

Subsection 3 of Section C asks respondents how they usually get to the places they need to go, whether they have a backup plan if this falls through, and how often they use public transportation. While most respondents (93.2%) indicated their method of transportation, a few less (89.7%) indicated whether they had a backup plan, and a much smaller number answered how often they used public transportation in the last week (27.4%).

Table 11. Housing

What is your current housing situation?	
Rent or own	58.6% (65)
Sharing with family	28.8% (32)
Transitional housing	1.8% (2)
Shelter	0.0% (0)
Homeless	6.3% (7)
Other	4.5% (5)
Have you moved in the last year?	
Yes	58.4% (66)
No	41.6% (47)
Is there anything about housing that is a challenge for your work?	
Yes	22.6% (24)
No	77.4% (82)
Is there anything about transportation that is a challenge for your work?	
Yes	20.9% (23)
No	79.1% (87)

Table 12 shows that most who responded use public transportation (46.8%) and/or drive themselves (33.0%) but have a backup plan if that falls through (61.9%). As shown in Table 14, respondents used public transportation between two and three times in the last week and between five and six times in the last month, on average.

Table 12. Transportation Method

How do you usually get to the places you need to go?	
Drive self	33.0% (36)
Get a ride	22.9% (25)
Borrow	6.4% (7)
Public transportation	46.8% (51)
Walk	19.3% (21)
If that falls through, do you have a backup plan?	
Yes	61.9% (65)
No	38.1% (40)

Next, the assessment asks respondents whether they have a driver's license, which most respondents (94.0%) answered. They were split fairly evenly, with 50.9 percent of those who responded reporting that they do, indeed, have a driver's license. Among those without a driver's license, several (16.7%) did not answer whether this was due to a suspended license. Table 13 shows that 88.9 percent of those who did answer indicated that this was not the case.

Table 13. Driver's License (N=110)

Do you have a valid driver's license?	
Yes	50.9% (56)
No	49.1% (54)
If yes, what type of license do you have?	
Private Passenger Vehicle	96.3% (52)
Motorcycle	3.7% (2)
If not, is your license suspended?	
Yes	11.1% (5)
No	88.9% (40)

Table 14. Use of Public Transit Systems

How many times have you used public transport in the last week?	
0	55.3% (47)
1	3.5% (3)
2	5.9% (5)
3	5.9% (5)
4	3.5% (3)
5	5.9% (5)
6	3.5% (3)
7	15.3% (13)
20	1.2% (1)
Mean	2.28
Median	0
Standard Deviation	3.35
How many times have you used public transport in the last month?	
0	48.3% (42)
1	3.4% (3)
2	2.3% (2)
3	3.4% (3)
4	2.3% (2)
5	1.1% (1)
6	2.3% (2)
7	1.1% (1)
8	2.3% (2)
9	1.1% (1)
10	3.4% (3)
12	20.7% (18)
18	1.1% (1)
20	2.3% (2)
24	1.1% (1)
25	1.1% (1)
30	1.1% (1)
40	1.1% (1)
Mean	5.70
Median	1
Standard deviation	7.86

Finally, subsection 5 asks whether respondents have access to a reliable vehicle, how many vehicles the household has, how many are in working condition, how many days the respondent was unable to use a vehicle in the last week, and whether the respondent is comfortable driving. Nearly everyone (94.0%) answered whether he or she had access to a vehicle, but response rates to the questions after were (in some cases) much lower. The response rates were 84.1 percent, 75.0 percent, 68.2 percent, and 93.2 percent, respectively. The results in Table 14 show that typically, respondents do not have access to a reliable vehicle (60.0%). Among those who do have access, their household has one car (73.0%) in working condition (69.7%), they had no trouble using that vehicle in the last week (86.7%), and are comfortable driving (90.2%).

Table 15. Vehicle Access (N=110)

Do you own or usually have access to a reliable vehicle?	
Yes	40.0% (44)
No	60.0% (66)
If yes, how many vehicles does your household currently have?	
1	73.0% (27)
2	16.2% (6)
3	10.8% (4)
How many of these are in working condition?	
1	69.7% (23)
2	21.2% (7)
3	9.1% (3)
In the last week, how many days were you unable to use a vehicle?	
0	86.7% (26)
5	10.0% (3)
6	3.3% (1)
Are you comfortable driving?	
Yes	90.2% (37)
No	9.8% (4)

Section D: General Health

This health section asks questions regarding respondents' overall physical health, pregnancy status, how recently respondents have seen a doctor, whether they are current with vaccinations, whether they are on any medications, and whether they have any serious health conditions. As shown in Table 15, 94 percent of respondents answered questions about their overall health and whether health was a barrier to work. More than three-quarters of these indicated that their overall physical health was good or better (76.4%) and that health was not a barrier to work (78.2%). Most women (97 of 101 women, or 96.0%) responded to the more question about pregnancy; less than one-fifth listed a current pregnancy (19.6%).

Table 16. Overall Health

In general, how would you say your overall health is?	
Excellent	15.5% (17)
Very good	21.8% (24)
Good	39.1% (43)
Fair	14.5% (16)
Poor	9.1% (10)
Are you currently pregnant?	
Yes	19.6% (19)
No	80.4% (78)
Is there anything about your health that presents a challenge for you to work?	
Yes	21.8% (24)
No	78.2% (86)

In subsection 1 of Section D, the assessment asks respondents if they are current with their vaccinations, have any serious health or medical conditions (and if they are under a doctor's care if so), and whether they are taking any medication. Of these questions, only the one about prescription medication had a low response rate (23.1%). Combined with overall health findings, the data indicate that most

people are in at least “good” health, are current with their vaccinations (93.6%), do not have a serious condition (74.3%), and are under a doctor’s care if they do have a serious condition (85.2%).

Table 17. Current Health

Are you current with your vaccinations?	
Yes	93.6% (103)
No	6.4% (7)
Do you have any serious health or medical conditions?	
Yes	25.7% (28)
No	74.3% (81)
Are you under a doctor's care?	
Yes	85.2% (23)
No	14.8% (4)
Are you currently taking any prescription medication?	
Yes	74.1% (20)
No	25.9% (7)

Subsection 3 asks about prescription medication; specifically, it asks whether a doctor prescribed medication during the respondent’s most recent checkup and then whether the respondent is taking it. These two questions had much higher response rates—94.0 percent and 85.4 percent, respectively. Table 17 shows that most respondents (62.7%) were not prescribed medication; those that were, however, are typically taking it (68.6%).

Table 18. Prescription Medication (N=110)

Did the doctor prescribe you any medication on your last visit?	
Yes	37.3% (41)
No	62.7% (69)
If yes, are you taking the medication?	
Yes	68.6% (24)
No	31.4% (11)

Section E: Mental Health

The first series of questions in the mental health section asks respondents to mark how often they feel each emotion listed in the series on a Likert scale. Each option on the scale (from “none of the time” to “all of the time”) was assigned a value from 1 to 5, and we were able to create a combined mental health score for those 104 respondents who answered every item on the list of emotions.

Table 30 in Appendix B details each of these questions and the frequencies of each answer. Table 18 shows that over half of respondents (63.5%) are categorized as having a mental health challenge or barrier to work, though a much lower percentage of respondents (34.3%) have ever been diagnosed with a mental health condition. Less than two-thirds of those respondents with a diagnosed mental health condition are seeking help (61.8%).

Table 19. Mental Health

Mental Health Challenge Scores	
0-16 (no mental health challenge)	36.5% (38)
16-43 (mental health challenge)	63.5% (66)
Mean	20.02
Median	18
Standard Deviation	8.95
Have you ever been diagnosed or treated for any mental health condition?	
Yes	34.3% (37)
No	65.7% (71)
If yes, are you currently seeking help for these conditions?	
Yes	61.8% (21)
No	38.2% (13)

Subsection 1 also includes three questions that were not measured on the Likert scale, asking whether the respondent has ever witnessed a frightening or violent event, has ever thought of hurting him or herself or others, and whether he or she has trouble sleeping even when tired. Predictably, the least personal of these (whether the respondent had ever witnessed something frightening or violent) had the highest response rate (94.0%). The others had response rates of 85.5 percent. Data in Table 19 show that less than half (44.5%) of respondents have witnessed a frightening event, almost none (12.0%) have thought of hurting themselves or others, and less than half (46.0%) have trouble sleeping.

Table 20. Additional Mental Health Items

Have you ever experienced or witnessed a frightening or violent event?	
Yes	44.5% (49)
No	55.5% (61)
Have you ever wanted or thought of hurting yourself or others?	
Yes	12.0% (12)
No	88.0% (88)
Do you have trouble sleeping even if you are tired?	
Yes	46.0% (46)
No	54.0% (54)

Section F: Substance Abuse

Like the mental health section, this section begins with a series of questions that ask respondents if they've ever experienced a certain event or feeling (e.g. having a problem stopping drinking or using, felt bad or guilty about drinking or using, experienced black-outs or memory loss). Table 31 in Appendix C details each of these questions and the frequencies of each response. Each "yes" answer was coded as a "1" and from this we

created a total substance abuse score for each respondent who answered every item in the subsection. Unfortunately, the number of respondents who completed this subsection was quite low—we were only able to calculate substance abuse scores for 76 respondents. Table 21 shows the results for these individuals, most of whom (92.1%) do not have a substance abuse score above three, which is the threshold for identifying a substance abuse barrier provided in the Maryland OWRA Tailoring Worksheet.

Table 21. Substance Abuse (N=76)

Substance Abuse Scores	
0-3 (no substance abuse)	92.1% (70)
3-15 (substance abuse)	7.9% (6)
Minimum	0
Maximum	15
Mean	0.95
Median	0
Standard Deviation	2.65

This section also includes three more specific questions about drinking habits. They ask how often the respondent has an alcoholic drink, how often the respondent has six or more drinks on one occasion, and how many drinks the respondent typically consumes on a day he or she is drinking. Most respondents (92.3%) answered the first question, and almost all of those that indicated they ever drank completed the two subsequent contingent questions (100% and 97.7%, respectively). Data in Table 22 show that respondents typically report that they never drink alcohol (60.2%). Among those who do drink, they typically report that they only have between one and two drinks on a day that they drink (62.8%), and they never have six or more drinks on one occasion (73.8%).

Table 22. Drinking Habits (N=108)

How often do you have a drink containing alcohol?	
Never	60.2% (65)
Monthly or less	24.1% (26)
Two to four times per month	13.0% (14)
Two to three times per week	1.9% (2)
Four or more times per week	0.9% (1)
How many drinks containing alcohol do you have on a typical day when you are drinking?	
1-2	62.8% (27)
3-4	23.3% (10)
5-6	7.0% (3)
7-9	4.7% (2)
10 or more	2.3% (1)
How often do you have six or more drinks on one occasion?	
Never	73.8% (31)
Less than monthly	16.7% (7)
Monthly	9.5% (4)

The final subsection of the substance abuse section asks respondents whether they are living with someone who has or has had a problem with drugs or alcohol. This question had a very high response rate of 93.2 percent, and data in Table 23 show that most respondents (90.8%) do not live with someone who has or has had a drug or alcohol problem.

Table 23. Household Drugs (N=109)

Does anyone living with you have a problem or a history of problems with drugs and/or alcohol?	
Yes	9.2% (10)
No	90.8% (99)

Section G: Domestic Violence and Safety

Similarly, section G asks respondents a series of yes-or-no questions about their current and past experiences with violence in their homes. Table 32 in Appendix D lists each of these questions and the frequencies of each response. Each “yes” answer was given a value of “1” and from this we calculated a total domestic violence score for each respondent who answered every item in the subsection. Like the substance abuse section, many individuals had incomplete records. Only 92 respondents had complete records. According to the Tailoring Worksheet, any individual with a score of one or more is categorized as having a history of domestic violence. Interestingly, half (50.0%) of respondents had a history of domestic violence, though only half (50.0%) of those had ever received counseling. An even smaller percentage of were interested in receiving violence counseling (10.6%), as shown in Table 24.

Table 24. Domestic Violence (N=92)

Domestic Violence Scores	
0 (no history of violence)	50.0% (46)
1-15 (history of violence)	50.0% (46)
Mean	3.88
Median	1
Standard deviation	5.02
If you have a history of domestic violence, have you received counseling for these situations?	
Yes	50.0% (23)
No	50.0% (23)
Do you want to receive counseling for these situations?	
Yes	10.6% (10)
No	89.4% (84)

The final series of questions in Section G asks respondents about their concerns for their safety and the safety of their families. Table 25 lists those questions and the frequencies for each answer.

Table 25. Safety Concerns (N=107)

Do you have any concerns about your safety or the safety of your family?	
Yes	10.3% (11)
No	89.7% (96)
If yes, do you want information for places that can help you if you are afraid for your safety?	
Yes	55.6% (5)
No	44.4% (4)
If you have safety concerns, do you have a safety plan in place?	
Yes	63.6% (7)
No	36.4% (4)
If you do not have a safety plan, are you interested in putting one in place?	
Yes	66.7% (2)
No	33.3% (1)

Section H: Childcare and Well-being

“Section H: Child Care and Well Being”, subsection 1, asks whether each child in the household has a disability or exhibits one or more behaviors that indicate a special need or behavioral issue. For each child, if respondents answered “yes” to any of these questions, that child was coded as having a disability or behavioral issue. Table 26 below shows that just under half (43.3%) of respondents have at least one child with an issue. Of these, most respondents (82.2%) have only one child with an issue.

Table 26. Issues with Children (N=104)

Do any of your children have a disability or exhibit behavioral problems?	
At least one child has behavioral problems	43.3% (45)
None of the children have behavioral problems	56.7% (59)
If yes, how many of your children have a disability or exhibit behavioral problems?	
One	82.2% (37)
Two	8.9% (4)
Three	4.4% (2)
Four	4.4% (2)
Mean	1.31
Median	1
Standard Deviation	0.763

In a related vein, subsection 2 asks respondents whether they are the primary caregiver for an elderly, disabled, or sick family member. Data in Table 27 shows that for most respondents, this is not the case.

Table 27. Sick or Disabled Family Member (N=109)

Are you the primary caregiver for an elderly, disabled, or sick family member?	
Yes	2.8% (3)
No	97.2% (106)

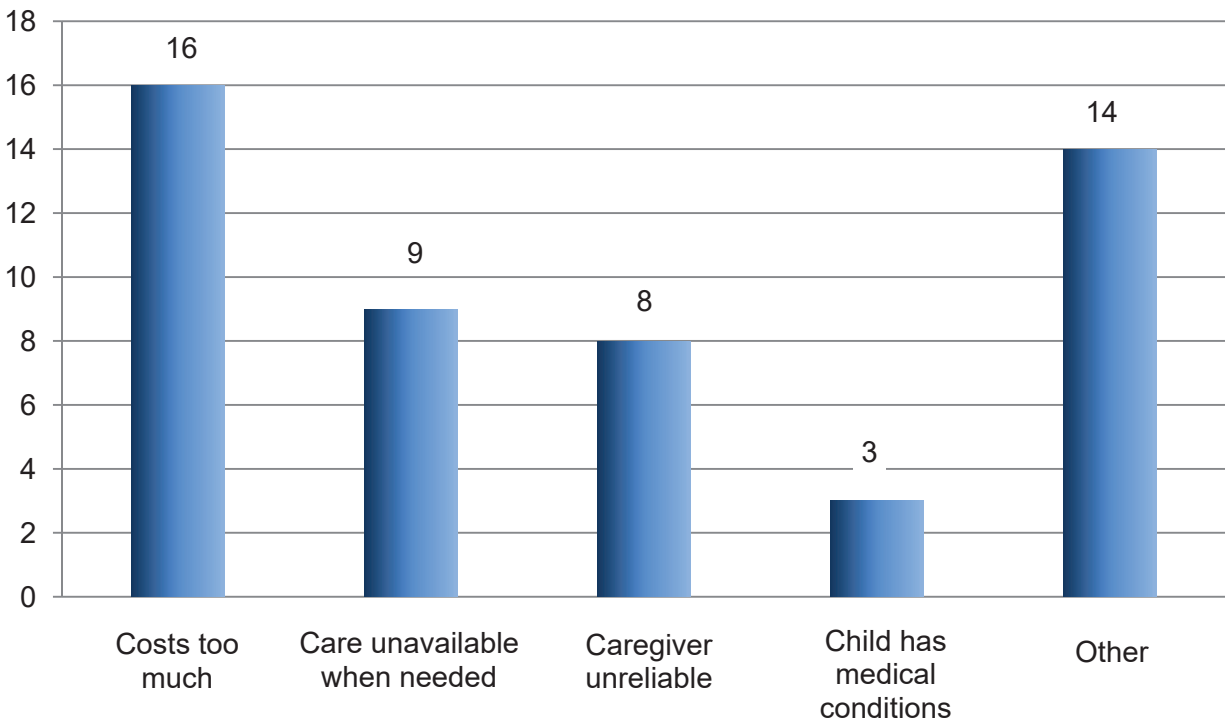
Subsection 3 asks each respondent to identify whether child care (or the lack of it) has ever been problematic enough that it affected his or her ability to work. For those who indicated that it had, respondents are then asked to identify the reasons that child care interfered with work. As Table 28 indicates, more than one-quarter of respondents (27.3%) said that child care affected their ability to work. The four most common reasons listed appear in Figure 4, following. They are: “child care costs too much here” (identified by 59.3% of respondents), “couldn’t find care for times needed” (33.3%), “the caregiver was unavail-

able or unreliable” (29.6%), and “my child has medical conditions” (11.1%).

Table 28. Child Care Concerns (N=99)

During the past year, has child care ever been a problem that affected your ability to work?	
Yes	27.3% (27)
No	72.7% (72)

Figure 4. Reasons Child Care Interfered with Work (N=27)



Note: The number of responses does not add up to N because some respondents identified multiple reasons that child care affected their ability to work. “Other” category includes child sick or disabled (2), too far from work or home (2), worry about child abuse/unsafe environment (2), afraid to leave child in care of someone else (2), prefer home-based care (2), cannot get to child care provider (2), subsidy late, so lost provider (1), and do not feel comfortable with others caring for child (1).

CONCLUSIONS

While many of the tables in this report contain substantive findings about respondents' barriers to employment, the primary goal of this analysis and report was to determine the completeness of the data collected and offer some recommendations for ensuring more complete data once the modules are rolled out on a broader scale. Our conclusions and recommendations related to this goal are summarized below.

Conclusions

For this analysis, we were interested in the following research questions:

- 1) How complete are the data, by section of the assessment tool?
- 2) Which questions, if any, were missing more than half of the data elements?
- 3) Are there patterns of non-response?

To answer the first question, we largely found that most sections of the assessment tool were fairly complete, boasting response rates often above 90 percent. A few sections, such as Learning Disabilities, Pregnancy, Mental Health, Substance Abuse, and Domestic Violence, were less complete—with response rates as low as 65 percent (Section F: Substance Abuse).

To the second question: the only section that was missing more than half of the data elements was the Section A: Employment's subsection 3: Job History. Because so few respondents answered any of the questions in this section, we were unable to do any analysis on this subsection of the assessment tool.

Finally, considering the sections that had lower response rates, a pattern of non-response appears among those questions and sections that ask about more sensitive issues: violence in the home, use and abuse of alcohol and illegal substances, difficulty learning, and mental health challenges.

Recommendations

Throughout the development and piloting process, developers consistently sought feedback from caseworkers and other front-line staff in TANF offices in participant states regarding the content and structure of the OWRA modules and incorporated this feedback whenever possible. These pathways for feedback from local departments, and training for caseworkers on how to use the assessment, help to ensure that staff will continue to use the tool correctly. In turn, that will likely continue to generate high response rates overall and present an opportunity for higher response rates for questions of a sensitive nature.

In addition to the continuation of training and monitoring, we also have several recommendations regarding the back-end format of data collected using the OWRA tool. In general, these recommendations have to do with ensuring that the OWRA data are in a format that makes conducting analysis and research using the data easier and more consistent, as it is expected that researchers and program managers nationwide will want to match the data gleaned from these assessments with existing administrative data sources to provide a more comprehensive picture of their states' TANF caseloads. Small changes can be made to the way the data are collected that will improve their usability.

For example, several questions are phrased in an open-ended way when a closed-ended question would yield more useful data. For example, in "Section B: Education", question 696 asks:

If you are currently enrolled in school or training programs, indicate total number of years.

Unfortunately, many respondents were only enrolled for a period of a few months. Collecting this information using a scale would result in more functional data for analysis. A scale might look like this:

- 0 – 6 months _____
- 6 months – 1 year _____
- 1 – 2 years _____
- More than 2 years _____

Similarly, question 109 in Section D: Health asks:

When was the last time you saw a doctor for a physical or checkup?

Some respondents knew the exact date, some knew only the approximate month, and some knew only that it had been some years since they'd been to see their doctor. Again, a scale such as this would make the resultant data more consistent and practical for data analysis:

- In the last month _____
- In the last three months _____
- In the last six months _____
- In the last year _____
- In the last two years _____
- More than two years ago _____

In one final example, question 746 in Section F: Substance Abuse asks:

How often do you have six or more drinks on one occasion?

This question does offer a scale for answers; however, the scale used is different from the one used only two questions previously, which asks:

How often do you have a drink containing alcohol?

Combining these by using a single scale would allow similar analyses to those done in Section E: Mental Health, which uses one common scale for several questions.

Summary

Overall, our analysis of the data generated through the pilot administration of the OWRA tool in Maryland revealed that the assessment is yielding quality results for most respondents. Areas where data were less complete include questions regarding individuals' job history, as well as questions regarding sensitive topics such as domestic violence and substance abuse.

The next step in our analysis is to link the OWRA pilot data with several administrative data systems in Maryland to complete a more traditional research analysis of client-level profiles and outcomes. In particular, we will provide information on how the employment barriers identified through the OWRA process are related with TANF clients' experiences with work and welfare after their initial or re-turning application. We expect that the results will be informative for program managers, as well as other researchers interested in gleaning information gained through the scaled-up adoption of OWRA at TANF offices throughout the country.

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APPENDIX A: ADDITIONAL EDUCATION ANALYSES

As referenced earlier, Table 29 contains the frequencies for each question asked in the Learning Difficulties subsection of Section B: Education. The weight assigned to each “yes” answer used to calculate the total learning difficulties score appears in the column to the left of each question.

Table 29. Learning Difficulties Questions

Weight		Yes	No	N
1	Did you have any problems learning in middle school or junior high?	17.3% (19)	82.7% (91)	110
1	Do you have problems working from a test booklet to an answer sheet?	4.7% (5)	95.3% (102)	107
1	Do you have difficulty working with numbers in columns?	7.5% (8)	92.5% (99)	107
1	Do you have trouble judging distances?	9.5% (10)	90.5% (95)	105
1	Do any of your family members have learning difficulties?	23.6% (25)	76.4% (81)	106
2	Do you have experience problems mixing mathematical signs (+/x)?	6.5% (7)	93.5% (101)	108
2	Did you have any problems learning in elementary school?	13.7% (14)	86.3% (88)	102
3	Do you have difficulty remembering how to spell simple words you know?	15.7% (16)	84.3% (86)	102
3	Do you have difficulty filling out forms?	11.7% (12)	88.3% (91)	103
3	Did you (do you) experience difficulty memorizing numbers?	4.9% (5)	95.1% (97)	102
4	Do you have difficulty adding or subtracting small numbers in your head?	6.8% (7)	93.2% (96)	103
4	Do you experience problems taking notes?	5.9% (6)	94.1% (96)	102
4	Were you ever in a special education program or given extra help in school?	19.4% (20)	80.6% (83)	103

APPENDIX B: ADDITIONAL MENTAL HEALTH ANALYSES

As referenced earlier, Section E: Mental Health contains the questions listed in Table 30. The weight given to each answer is listed in the column below each item on the scale. While each question has a relatively high independent response rate, the number of respondents who answered every question in this series was much lower. So for example, some of the 108 respondents who answered how often they felt “hopeless” were different from the 108 respondents who answered how often they felt “restless or fidgety.” This is why the number of respondents with total mental health scores based on these questions was only 104.

Table 30. Mental Health Scale Questions

	All of the time (weight=5)	Most of the time (4)	Some of the time (3)	A little of the time (2)	None of the time (1)	N
Depressed	8.3% (9)	15.6% (17)	29.4% (32)	16.5% (18)	30.3% (33)	109
So depressed that nothing could cheer you up	4.7% (5)	10.3% (11)	15.0% (16)	6.5% (7)	63.6% (68)	107
Hopeless	19.4% (21)	17.6% (19)	24.1% (26)	13.9% (15)	25.0% (27)	108
Restless or fidgety	8.3% (9)	10.2% (11)	24.1% (26)	15.7% (17)	41.7% (45)	108
So restless that you couldn't sit still	5.6% (6)	3.7% (4)	13.1% (14)	7.5% (8)	70.1% (75)	107
Tired out for no good reason	19.3% (21)	15.6% (17)	26.6% (29)	8.3% (9)	30.3% (33)	109
That everything was an effort	9.3% (10)	5.6% (6)	15.7% (17)	17.6% (19)	51.9% (56)	108
Worthless	5.6% (6)	7.4% (8)	14.8% (16)	10.2% (11)	62.0% (67)	108
Nervous	5.7% (6)	7.5% (8)	25.5% (27)	11.3% (12)	50.0% (53)	106

APPENDIX C: ADDITIONAL SUBSTANCE ABUSE ANALYSES

As referenced earlier, Table 31 shows the frequencies for each question upon which the substance abuse total score was based.

Table 31. Substance Abuse Scale Questions

	Yes	No	N
In the past year, was there ever a time when drinking, drug use, or being hung over interfered with your work at school, or a job, or at home?	20.0% (19)	80.0% (76)	95
During the past year, were you ever under the influence of alcohol or drugs in a situation where you could get hurt - like when driving a car or boat, using knives or guns or machinery, or anything else?	4.3% (4)	95.7% (90)	94
During the past year, did you have any emotional or psychological problems from using alcohol or drugs - such as feeling uninterested in things, feeling depressed, suspicious of people, paranoid, or having strange ideas?	9.7% (9)	90.3% (84)	93
During the past year, did you have such a strong desire or urge to drink or use drugs that you could not keep from doing it?	5.4% (5)	94.6% (87)	92
During the past year, did you have a period of a month or more when you spent a great deal of time drinking, using drugs, or getting over their effects?	7.6% (7)	92.4% (85)	92
During the past year, did you ever have more to drink or use more drugs than you intended to, or did you drink or use longer than you intended to?	9.9% (9)	90.1% (82)	91
During the past year, was there ever a time when you had to drink or use drugs much more than you used to, to get the same effect you wanted?	3.3% (3)	96.7% (89)	92
Have you gone to anyone for help because of your drinking or drug use?	5.7% (5)	94.3% (83)	88
Have you ever been hospitalized because of drinking or drug use?	2.3% (2)	97.7% (85)	87
Have you ever had blackouts or periods of memory loss?	3.3% (3)	96.7% (87)	90

	Yes	No	N
Have you ever injured your head?	2.2% (2)	97.8% (88)	90
Have you ever had convulsions or delirium tremens (DTs)?	0.0% (0)	100.0% (87)	87
Have you ever had hepatitis or other liver problems?	0.0% (0)	100.0% (88)	88
Have you ever felt sick, shaky, or depressed?	9.2% (8)	90.8% (79)	87
Have you ever felt 'coke bugs' or a crawling feeling under the skin?	1.1% (1)	98.9% (86)	87
Have you ever injured yourself or others?	1.2% (1)	98.8% (84)	85
Have you ever used needles to shoot drugs?	0.0% (0)	100.0% (84)	84
Have you ever been diagnosed for alcohol dependency?	4.5% (4)	95.5% (84)	88
Have you ever been diagnosed for drug dependency?	3.4% (3)	96.6% (85)	88
In the past month, have you ever abused prescription or non-prescription drugs or any other substance?	1.2% (1)	98.8% (85)	86

APPENDIX D: ADDITIONAL DOMESTIC VIOLENCE ANALYSES

Table 32 lists the questions upon which the abovementioned total domestic violence scores were based.

Table 32. Domestic Violence Scale Questions

	Has this ever been an issue?		Is this an issue now?	
	Yes	No	Yes	No
Anything going on at home that made you feel afraid.	20.0% (21)	80.0% (84)	16.7% (3)	83.3% (15)
The police have been called to settle a dispute of because of violence.	27.7% (28)	72.3% (73)	3.8% (1)	96.2% (25)
You were in a relationship in which you have been threatened or physically hurt.	39.6% (40)	60.4% (61)	2.9% (1)	97.1% (34)
Another person destroyed your clothing, objects, or something you especially cared about.	29.4% (30)	70.6% (72)	12.0% (3)	88.0% (22)
Your partner or others tried to control the money you earn or spend.	26.5% (27)	73.5% (75)	4.2% (1)	95.8% (23)
Another person prevented you from leaving the house, seeing friends, getting a job, or attending school.	21.4% (25)	65.8% (77)	13.6% (3)	86.4% (19)
You have been in a relationship with someone who is very jealous.	36.6% (37)	63.4% (64)	15.2% (5)	84.8% (28)
You have been in a relationship with someone who checked up on what you were doing.	36.3% (37)	63.7% (65)	12.5% (4)	87.5% (28)
You have been watchful of what you were doing in order to avoid making another person angry or upset.	32.7% (33)	67.3% (68)	14.3% (4)	85.7% (24)

	Has this ever been an issue?		Is this an issue now?	
	Yes	No	Yes	No
You have been in a relationship with someone who criticized you or embarrassed you in front of others.	70.6% (30)	29.4% (72)	8.0% (2)	92.0% (23)
You have been in a relationship with someone who said that if you left him or her, you would never see your children again.	20.2% (20)	79.8% (79)	16.7% (3)	83.3% (15)
You have been in a relationship with someone who threatened to turn you in to child protective services if you didn't do what he or she wants you to do.	13.1% (13)	86.9% (86)	23.1% (3)	76.9% (10)
You have been in a relationship with someone who has harassed you at work, training, or school.	17.2% (17)	82.8% (82)	7.1% (1)	92.9% (13)
You have been in a relationship with someone who interfered with your attempts to go to work, training, or school.	20.0% (20)	80.0% (80)	0% 0	100.0% (18)
You have felt forced by a partner or others to engage in sexual activities.	12.1% (12)	87.9% (87)	0% 0	100.0% (11)