

ATTACHMENT #4

PRA IMPLEMENTATION STUDY AND SUBSEQUENT EVALUATION

The Department of Labor will focus on implementation issues regarding the PY 2004 PRA demonstration. A study will be conducted in order to obtain basic information on the results. This information will be used to inform the broader implementation of PRAs anticipated in the President's FY 2005 budget. For the 2004 implementation study, states will be expected to document the following kinds of information, which will be analyzed and reported upon by a contractor procured by the Department to conduct the study. While the Department has made its best effort up-front of capturing the kinds of information that will glean the most learning from the 2004 demonstration as displayed in the 15 questions below, it may become necessary to ask some additional questions to better prepare the system for 2005 PRA implementation. The following is provided for information purposes only for states that are considering the PRA demonstration. Official guidance regarding information to be collected will be issued to the states selected to participate in the PRA demonstration. In addition, technical assistance regarding the study phase of this demonstration will be provided both at the orientation meeting and on an ongoing basis.

IMPLEMENTATION STUDY INFORMATION

Quantitative

1. How many individuals were eligible for the PRA account, based on state profiling, and what was the take-up rate for accepting PRA accounts?
 - How many PRA recipients were current UI recipients?
 - How many were UI exhaustees?

2. Employment: What was the entered employment rate for PRA recipients and what was the employment retention rate (measured using UI data)? What are the reemployment wages as compared to wages prior to the unemployment spell?
 - What was the duration of unemployment insurance payments?
 - How many individuals received a reemployment bonus, i.e., became employed before 13 weeks and what was the amount of the reemployment bonus?
 - How many individuals who received their first bonus payment also received their second, i.e., retained their employment for at least six months? In addition to using UI data, this information provides a direct retention rate for bonus recipients.

3. How many individuals did not use all of the funds in their account and what was the amount of funds not used from individuals' accounts? How much of the unused account funds were due to:
 - Funds not used within the one year?
 - Second installment of the bonus not paid?

- Funds remaining in the account after first and second installments of the bonus were paid (this pertains to states that have an account level higher than the bonus level)?
4. How many first and second bonus payments were denied?
 5. How many PRA expenditure requests were denied?
 6. What was the average time necessary for determination of who is eligible for a PRA account?
 7. What was the average time necessary for offering and establishing PRA accounts?

Qualitative

8. What roles did the state and/or One-Stop Career Centers play in the administration of the PRAs (such as the type of staff that delivered PRAs)?
9. How effective was the One-Stop system in carrying out its roles as administrator of the PRA account and provider of services to PRA-eligible individuals?
10. How did the design and operation of the state’s Worker Profiling and Reemployment Services (WPRS) scoring and selection model influence the PRA candidate selection? How was the WPRS selection and referral threshold defined? How well did it work to prevent over-enrollment? Were adjustments necessary? Did it vary by site?
11. What kinds of PRA administrative mechanisms were developed to manage the program (such as accounting and reporting systems, tracking system, staff training, and the like), how long did it take to develop them, and how well did they work?
12. How were prices for One-Stop services determined? Was there variation in pricing across the state and if so, upon what basis?
13. What types of services did individuals procure and what training did they engage in?
 - Through the One-Stop system?
 - Outside of the One-Stop system?
14. What were the most common uses of PRA funds?
15. What kinds of expenditure requests were denied and what were the reasons for denial?

DATA ELEMENTS TO BE COLLECTED IN THE DEMONSTRATION

Generally, WIASRD information should be collected on all PRA recipients, but additional information will be necessary as well. Information will have to be collected by individual on the cost of the services received. Some of the standard elements include:

Demographics of Applicants: SSN, age, race/ethnicity, gender, education, income, previous employment (e.g., quarterly earnings, number of years held, reason for job loss, occupation, industry), UI exhaustee. Optional: marital status, number of dependents, household size, TANF and Food Stamp Eligibility.

PRA Receipt

- Type of service provider including whether a One-Stop system provider.
- Amount of the account used by type of service (intensive services, training, supportive services).
- Number of individuals who declined PRAs and reasons for doing so.
- Number of recipients receiving first and second bonus payment and payment amount.

Employment Information

- Types of jobs obtained that qualify account holder for bonus (e.g., wage rate, occupation).
- Information on employment status six months after receiving bonus.
- UI wage record information for tracking outcomes.

THE RESEARCH COMPONENT OF THE FY 2005 PRA INITIATIVE

As stated earlier in this attachment, more rigorous impact findings using control groups will not be part of the 2004 demonstration effort but may be part of the larger PRA effort in 2005. For example, determining the impact that PRAs have on UI savings or the duration on UI payments will require comparison groups. States that participate in the 2005 PRA initiative will be expected to respond to the 15 implementation study questions above as well as the illustrative list of research and impact questions that follows below:

- Does the timing of PRA receipt (e.g., at UI benefit exhaustion, while receiving UI, newly eligible for UI) affect employment outcomes?
- Do PRAs increase the number of recipients participating in training and the types of training they choose? Why? How?
- Do PRAs lead to shorter unemployment spells? Shorter benefit duration?
- What is the impact of PRAs on duration of UI payments?
- Are there savings to state UI trust funds from PRAs?
- How much do the total benefits that claimants receive increase or decrease from what they would have received otherwise?
- Do PRAs lead individuals to apply for UI who wouldn't have otherwise?
- Does the 40% retention bonus keep an individual in a job longer than would have been the case otherwise?
- Are PRAs cost-effective? If so, is there an optimum PRA level? Is there an optimum bonus level?
- What is the impact of differing bonus levels?