

Lessons from Implementation

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Outline for presentation*

- Context
 - Why do we study implementation?
 - Demonstrations reviewed
- Lessons
 - Recruiting and enrolling demonstration participants
 - Implementing interventions
- Summary

*The findings and conclusions of this presentation are those of the authors and do not necessarily represent the views of the Social Security Administration.

Context



Why do we study implementation?

Implementation analyses...

- Describe operations
- Assess fidelity
- Document context
- Describe counterfactual
- Identify lessons

We use the findings to...

- Interpret impacts
- Assess factors that could enhance future replication
- Inform program design

Demonstrations reviewed

- **Initial demonstrations**
 - Project NetWork, DOL's STETS, TETD,
 - Feasibility of recruiting and delivering services
- **Benefit offsets**
 - BOPD, BOND, POD
 - Unique implementation challenges

DOL=Department of Labor; STETS=Structured Training and Employment Transitional Services; TETD=Transitional Employment Training Demonstration; BOPD=Benefit Offset Pilot Demonstration; BOND=Benefit Offset National Demonstration; POD=Promoting Opportunity Demonstration

Demonstrations reviewed

- **Specialized services**
 - AB, HOPE, HSPD, MHTS, PROMISE, HHS' SOAR, YTD
 - Options for service delivery
- **Early intervention**
 - HHS' DMIE, RETAIN, SED
 - Tradeoffs for recruitment

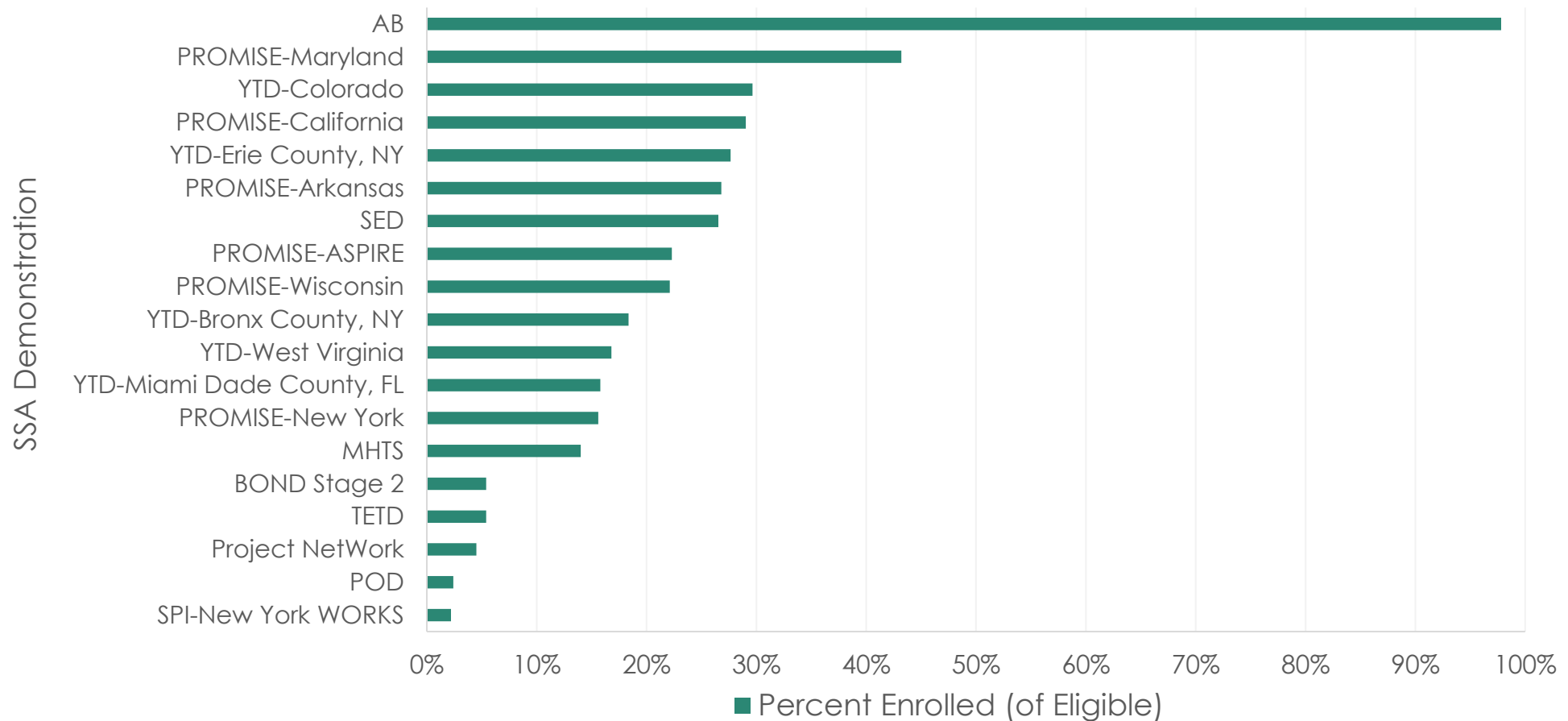
AB=Accelerated Benefits; HOPE=Homeless Outreach Projects and Evaluation; HSPD=Homeless with Schizophrenia Presumptive Disability Pilot; MHTS=Mental Health Treatment Study; PROMISE=Promoting Readiness of Minors in SSI; HHS=Health and Human Services; SOAR=SSI/SSDI Outreach, Access, and Recovery; YTD=Youth Transition Demonstration; DMIE=Demonstration to Maintain Independence and Employment; RETAIN=Retaining Employment and Talent After Injury/Illness Network; SED=Supported Employment Demonstration

Lessons: Recruiting and Enrolling Demonstration Participants



Response to recruitment has varied by target group and intervention

Recruitment Results, Percentage Enrolled of Those Eligible, by Demonstration



Comparing volunteers to non-volunteers

Volunteers for financial incentives were more work-oriented than non-volunteers and more likely to...

- Be employed at enrollment in BOND
- Have history of earnings in excess of Trial Work Period amount in POD

Analyzing predictors of enrollment to understand response and barriers

- Four demonstrations conducted additional analysis to identify factors that predict enrollment
 - **One example is SPI-New York WORKS**
 - Younger SSI recipients less likely to respond at initial stage
 - SSI recipients with anxiety disorders more likely to drop out at enrollment stage than other SSI recipients
- Analyzing the stages of enrollment and characteristics associated with the outcomes could help identify and understand disparities

Lessons: Implementing Interventions



Implementing benefit offset poses operational challenges

- Challenges implementing the benefit offset in BOND may have diminished the behavioral response
 - Timely benefit adjustment
 - Operational backlogs
 - Complicated rules

Site selection and fidelity monitoring matter when implementing highly structured services

- MHTS implemented Individual Placement and Support, with fidelity
- Further research to understand whether adaptations to highly structured service could achieve outcomes
 - MHTS found no correlation between high fidelity and participant outcomes

Implementing core services with flexibility allows innovation

- YTD and PROMISE show it is feasible to offer a core package of services with local flexibility
 - Takes advantage of local strengths
- Requires rigorous process analyses
 - To document variation across sites

Meeting basic needs can facilitate engagement

- Emergency, basic needs common across demonstrations
- Mitigating loss of engagement in employment services
 - Flexibility for service providers to address basic needs along with provision of employment services
 - Addressing basic needs included in the intervention package (SED and MHTS)

Implementation lessons applicable today

- Testing third-party application assistance in SSI Outreach Demonstration, HOPE, HSPD, SOAR offers common lessons
 - Leadership invested
 - Structured communication
 - Coordinated collaboration, clear roles, expectations among partners
- Relevant for responding to decrease in applications during pandemic and serving underserved populations

Summary

- Implementation findings show successes and challenges
- Overall, a lack of impacts do not seem to be a result of poor implementation
- These lessons can apply to future demonstrations and policy

Discussion: Lessons from Implementation

Discussant: David Stapleton, Tree House Economics



Discussion: Lessons from Implementation

Discussant: Calvin Johnson, U.S. Department of Housing and Urban Development



Lessons Learned from SSA Demonstrations: A State of the Science Meeting



Panel D: Question & Answer

Lessons Learned from SSA Demonstrations: A State of the Science Meeting



We are on a break.
Content will resume shortly.