



ADMINISTRATION FOR
CHILDREN & FAMILIES

**Administration for
Children & Families**

Mary E. Switzer Building
330 C ST. SW, 5th Floor
Washington, DC 20201

www.acf.hhs.gov

Office of Refugee Resettlement

2019 ANNUAL OUTCOME GOAL PLAN **(With Federal Fiscal Year 2018 Outcomes)**

OVERVIEW

This report contains an analysis of annually reported performance measures for states operating the following Office of Refugee Resettlement (ORR) funded programs: Refugee Social Services (RSS), Targeted Assistance Formula (TAG-F), and Targeted Assistance Discretionary grants (TAG-D) programs.¹ The state-level data presented in this report are submitted to ORR through Annual Outcome Goal Plans by 49 states, the District of Columbia and the County of San Diego². ORR has prepared this report for State Refugee Coordinators (SRCs) to provide contextual information and to guide decision making.

As part of ORR's performance management process, states and counties are required to establish annual outcome goals aimed at improving the following outcome measures related to refugee employment:

- *Employment*, defined as the unsubsidized full-time or part-time employment of an active employment services participant. This measure refers to the unduplicated number of ORR-served populations who enter employment at any time within the reporting period, regardless of the number of jobs.
- *Cash assistance terminations*, defined as the closing of a cash assistance case due to earned income from employment in an amount that exceeds the state's eligibility standard for the case based on family size, rendering the case over-income for cash assistance.
- *Cash assistance reductions*, defined as a reduction in the amount of cash assistance that a case receives as a result of earned income.
- *Full-time employment with health benefits offered*, defined as a full-time job with health benefits, offered within six months of employment, regardless of whether the refugee actually accepts the coverage offered.
- *Average Wage at employment*, calculated as the sum of the hourly wages for full-time placements divided by the total number of individuals placed in employment.
- *Job retentions*, defined as the number of persons working for wages (in any unsubsidized job) on the 90th day after initial placement. This measure refers to the number of refugees who are employed 90 days after initial employment, regardless of how many jobs they enter during the reporting period. This is a measure of continued labor market participation, not retention of a specific job.

Performance data captures point-in-time; descriptive information to assist states in planning, goal setting, identifying performance improvement actions, and tracking *within-state* changes over time. This report is organized in the following structure: first, data is presented on the employability caseloads for ORR-funded services³. Second, national aggregate and state-level data on each of ORR's employment outcome measures, highlighting changes between Fiscal Year 2017 (FY17) and Fiscal Year 2018 (FY18) is then summarized. Each section provides a chart that visually depicts the data. The Appendix includes tables reporting FY17 and FY18 caseloads, and employment-related performance measure data by state for FY18.

¹ ORR's Matching Grant program is funded through Refugee Agencies which report on different outcome measurements. Thus, analysis of this program is not included in this report.

² Wyoming does not participate in the refugee resettlement program.

³ Employability caseload is defined as refugees actively participating and receiving specific services with a goal to secure a job: employment, on-the-job training, English language instruction, and vocational training. The employability caseload does not include refugees who are enrolled in the Matching Grant program.

REFUGEE EMPLOYABILITY CASELOAD

Overall, there was a -51.49% (-64,041) decrease in the national employability caseload (60,329) in comparison to FY17 (124,370).

Figure depicts the employability caseload in FY17 and FY18.

Figure 1: Refugee Employability Caseload in FY17 and FY18

State	FY17	FY18	% change	# change	State	FY17	FY18	% change	# change
Alabama	52	43	-17%	-9	Montana	56	62	11%	6
Alaska	282	136	-52%	-146	Nebraska	1,133	514	-55%	-619
Arizona	1,907	1,217	-36%	-690	Nevada	1,929	692	-64%	-1,237
Arkansas	98	89	-9%	-9	New Hampshire	370	393	6%	23
California	7,210	4,832	-33%	-2,378	New Jersey	911	605	-34%	-306
Colorado	755	324	-57%	-431	New Mexico	472	190	-60%	-282
Connecticut	555	364	-34%	-191	New York	5,403	2,877	-47%	-2,526
Delaware	124	109	-12%	-15	North Carolina	1,571	1,070	-32%	-501
D.C.	217	136	-37%	-81	North Dakota	291	154	-47%	-137
Florida	46,255	16,929	-63%	-29,326	Ohio	2,414	1,274	-47%	-1,140
Georgia	2,629	1,114	-58%	-1,515	Oklahoma	273	105	-62%	-168
Hawaii	51	33	-35%	-18	Oregon	1,323	570	-57%	-753
Idaho	526	279	-47%	-247	Pennsylvania	2,027	1,130	-44%	-897
Illinois	1,887	1,566	-17%	-321	Rhode Island	114	62	-46%	-52
Indiana	1,249	634	-49%	-615	San Diego WF	1,038	364	-65%	-674
Iowa	1,449	1,107	-24%	-342	South Carolina	242	203	-16%	-39
Kansas	623	421	-32%	-202	South Dakota	575	269	-53%	-306
Kentucky	2,690	1,459	-46%	-1,231	Tennessee	1,968	1,050	-47%	-918
Louisiana	299	198	-34%	-101	Texas	16,515	7,469	-55%	-9,046
Maine	492	267	-46%	-225	Utah	444	173	-61%	-271
Maryland	1,281	846	-34%	-435	Vermont	217	164	-24%	-53
Massachusetts	1,456	844	-42%	-612	Virginia	2,560	1,864	-27%	-696
Michigan	2,732	1,414	-48%	-1,318	Washington	4,071	2,209	-46%	-1,862
Minnesota	1,658	1,274	-23%	-384	West Virginia	7	12	71%	5
Mississippi	41	49	20%	8	Wisconsin	789	440	-44%	-349
Missouri	1,139	730	-36%	-409	Total	124,370	60,329	-51.49%	-64,041

The five largest caseloads in FY18 accounted for 58% of the total employability caseload. These five states include Florida (16,929), Texas (7,469), California (4,832), New York (2,887), and Washington (2,209).

EMPLOYABILITY CASELOADS BY THE TYPE OF CASH ASSISTANCE RECEIVED

Figure 2 provides a breakdown of the state-by-state employability caseload for each of the three categories of individuals depending on the type of cash assistance they received while participating in employability services:

- Temporary Assistance for Needy Families (TANF) – families with minors
 - Refugee Cash Assistance (RCA) –adults without minors and;
 - No Federal Cash (NFC) – individuals not receiving any federal cash assistance
- The TANF employability caseload in FY18 was 10,795 (18% of the total caseload), representing a decrease from FY17 (19,614) by 45% (8,819). The five largest TANF employability caseloads in FY18 were in California (2,832), Washington (1,146), New York (909), Virginia (621), and Minnesota (580).

- The RCA employability caseload in FY18 was 13,086 (22% of the total caseload), representing a decrease from FY17 (64,237) by 80% (-51,241). The five largest RCA employability caseloads in FY18 were in Florida (3,984), Texas (2,287), California (1,102), Washington (440), and Kentucky (324).
- The NFC employability caseload in FY18 was 36,448 (60% of the total caseload), representing a decrease from FY17 (40,429) by 10% (3,981). The five largest NFC employability caseloads were in Florida (12,470), Texas (5,178), New York (1,899), Michigan (1,199), and Georgia (1,052).

Figure 2: Participation in Employability Services in FY18 by the type of cash assistance received

State	TANF	RCA	NFC	Total	State	TANF	RCA	NFC	Total
Alabama	0	20	23	43	Montana	38	5	19	62
Alaska	45	19	72	136	Nebraska	20	51	443	514
Arizona	217	242	758	1,217	Nevada	116	287	289	692
Arkansas	7	10	72	89	New Hampshire	5	48	340	393
California	2,832	1,102	898	4,832	New Jersey	100	246	259	605
Colorado	0	139	185	324	New Mexico	119	67	4	190
Connecticut	284	55	25	364	New York	909	69	1,899	2,877
Delaware	15	23	71	109	North Carolina	77	105	888	1,070
D.C.	0	63	73	136	North Dakota	30	102	22	154
Florida	475	3,984	12,470	16,929	Ohio	298	92	884	1,274
Georgia	21	41	1,052	1,114	Oklahoma		86	19	105
Hawaii	1	3	29	33	Oregon	14	270	286	570
Idaho		167	112	279	Pennsylvania	278	117	735	1,130
Illinois	374	199	993	1,566	Rhode Island	20	23	19	62
Indiana	96	57	481	634	San Diego WF	0	247	117	364
Iowa	531	162	414	1,107	South Carolina	125	28	50	203
Kansas	111	60	250	421	South Dakota	42	104	123	269
Kentucky	308	324	827	1,459	Tennessee	91	203	756	1,050
Louisiana	0	169	29	198	Texas	4	2,287	5,178	7,469
Maine	89	42	136	267	Utah	14	24	135	173
Maryland	126	324	396	846	Vermont	0	22	142	164
Massachusetts	172	267	405	844	Virginia	621	324	919	1,864
Michigan	164	51	1,199	1,414	Washington	1,146	440	623	2,209
Minnesota	583	175	516	1,274	West Virginia	0	1	11	12
Mississippi	0	0	49	49	Wisconsin	144	106	190	440
Missouri	133	34	563	730	Total	10,795	13,086	36,448	60,329

EMPLOYMENT PERFORMANCE

For performance measure purposes, *Employment* is defined as the unsubsidized full-time or part-time employment of an active employment services participant. This measure refers to the unduplicated number of ORR-served individuals that enter employment at any time within the reporting period, regardless of the number of jobs they held. *Figure 3* shows employability caseload and entered employment outcomes in FY18.

The national employment rate for FY18 (57%) increased by 13% from the prior year. In thirty-eight states, the entered employment rate was 50% or higher, and of those, fourteen states had an entered employment rate 70% or higher.

In FY18 84% of all employment placements were full-time. In twenty-seven states, more than 80% or more of all job placements were full-time.

Figure 3: Employments in FY18

State	Employability Caseload	Full-Time	Part-Time	Total	Employment Outcome Rate
Alabama	43	26	5	31	72%
Alaska	136	63	44	107	79%
Arizona	1,217	531	122	653	54%
Arkansas	89	32	0	32	36%
California	4,832	1,218	1,266	2,484	51%
Colorado	324	233	55	288	89%
Connecticut	364	188	97	285	78%
Delaware	109	29	7	36	33%
D.C.	136	58	20	78	57%
Florida	16,929	10,171	396	10,567	62%
Georgia	1,114	615	13	628	56%
Hawaii	33	10	7	17	52%
Idaho	279	131	37	168	60%
Illinois	1,566	810	88	898	57%
Indiana	634	417	8	425	67%
Iowa	1,107	324	75	399	36%
Kansas	421	195	20	215	51%
Kentucky	1,459	950	115	1,065	73%
Louisiana	198	130	44	174	88%
Maine	267	49	29	78	29%
Maryland	846	429	173	602	71%
Massachusetts	844	417	125	542	64%
Michigan	1,414	639	123	762	54%
Minnesota	1,274	727	184	911	72%
Mississippi	49	15	12	27	55%
Missouri	730	377	50	427	58%
Montana	62	21	10	31	50%
Nebraska	514	289	62	351	68%
Nevada	692	330	89	419	61%
New Hampshire	393	323	15	338	86%
New Jersey	605	138	59	197	33%
New Mexico	190	48	13	61	32%
New York	2,877	411	571	982	34%
North Carolina	1,070	740	128	868	81%
North Dakota	154	81	30	111	72%
Ohio	1,274	390	150	540	42%
Oklahoma	105	38	15	53	50%
Oregon	570	272	32	304	53%
Pennsylvania	1,130	685	96	781	69%
Rhode Island	62	19	9	28	45%
San Diego WF	364	152	71	223	61%
South Carolina	203	165	17	182	90%
South Dakota	269	146	8	154	57%
Tennessee	1,050	489	22	511	49%
Texas	7,469	3,093	191	3,284	44%
Utah	173	68	4	72	42%
Vermont	164	112	20	132	80%
Virginia	1,864	1,220	448	1,668	89%
Washington	2,209	659	352	1,011	46%
West Virginia	12	3	3	6	50%
Wisconsin	440	238	32	270	61%
Total	60,329	28,914	5,562	34,476	57%

CASH ASSISTANCE TERMINATIONS

For performance measurement purposes, Cash Assistance Terminations are defined as the closing of a cash assistance case due to earned income from employment in an amount that exceeds the state's eligibility standard for the case based on family size, rendering the case over-income for cash assistance. The level of income required for the termination of cash assistance varies according to state policy.

Nationally, the cash assistance termination rate (51%) decreased by 5% in FY18 in comparison to FY17 (56%). Rates of cash assistance termination by state for FY18 are displayed in *Figure 4: Refugee Cash Assistance Terminations & Reductions in FY18*.

CASH ASSISTANCE REDUCTIONS

Cash Assistance Reductions are defined as a reduction in the amount of cash assistance that a case receives as a result of earned income. Nationally, between FY17 and FY18 average earnings increased by 6% (\$0.63). The reduction rate increased between FY17 and FY18 by 4% (from 9% to 13%). *Figure 4* depicts the FY18 cash assistance reduction rate by state.

Figure 4: Refugee Cash Assistance Terminations & Reductions in FY18

State	Employability Caseload	Entered Employments	Cash Assistance Recipients	Cash Terminations	Termination Rate	Cash Reductions	Reduction Rate
Alabama	43	31	11	4	36%	2	18%
Alaska	136	107	43	26	60%	12	28%
Arizona	1,217	653	178	114	64%	64	36%
Arkansas	89	32	17	10	59%	0	0%
California	4,832	2,484	2,076	436	21%	400	19%
Colorado	324	288	109	109	100%	0	0%
Connecticut	364	285	268	15	6%	0	0%
Delaware	109	36	10	6	60%	1	10%
D.C.	136	78	41	8	20%	0	0%
Florida	16,929	10,567	2,451	2,312	94%	0	0%
Georgia	1,114	628	12	12	100%	0	0%
Hawaii	33	17	2	1	50%	0	0%
Idaho	279	168	69	39	57%	0	0%
Illinois	1,566	898	331	164	50%	167	50%
Indiana	634	425	89	52	58%	31	35%
Iowa	1,107	399	329	140	43%	35	11%
Kansas	421	215	87	47	54%	10	11%
Kentucky	1,459	1,065	400	257	64%	21	5%
Louisiana	198	174	148	89	60%	57	39%
Maine	267	78	59	32	54%	1	2%
Maryland	846	602	365	118	32%	196	54%
Massachusetts	844	542	279	205	73%	74	27%
Michigan	1,414	762	152	81	53%	41	27%
Minnesota	1,274	911	558	222	40%	103	18%
Mississippi	49	27	0	0	0%	0	0%
Missouri	730	427	106	64	60%	13	12%
Montana	62	31	18	10	56%	4	22%
Nebraska	514	351	45	42	93%	2	4%
Nevada	692	419	235	88	37%	14	6%
New Hampshire	393	338	45	35	78%	1	2%
New Jersey	605	197	105	63	60%	27	26%
New Mexico	190	61	60	23	38%	9	15%
New York	2,877	982	358	90	25%	234	65%
North Carolina	1,070	868	122	109	89%	13	11%
North Dakota	154	111	95	51	54%	2	2%
Ohio	1,274	540	239	221	92%	18	8%
Oklahoma	105	53	34	34	100%	0	0%
Oregon	570	304	129	125	97%	4	3%
Pennsylvania	1,130	781	224	145	65%	25	11%
Rhode Island	62	28	14	11	79%	1	7%
San Diego WF	364	223	162	108	67%	25	15%
South Carolina	203	182	132	71	54%	17	13%
South Dakota	269	154	83	80	96%	3	4%
Tennessee	1,050	511	117	69	59%	36	31%
Texas	7,469	3,284	1,046	154	15%	0	0%
Utah	173	72	13	11	85%	0	0%
Vermont	164	132	20	19	95%	0	0%
Virginia	1,864	1,668	903	356	39%	0	0%
Washington	2,209	1,011	708	171	24%	70	10%
West Virginia	12	6	1	1	100%	0	0%
Wisconsin	440	270	127	93	73%	10	8%

HEALTH BENEFITS OFFERED THROUGH EMPLOYMENT

Intended as a measure of job quality, *Full-time Employment with Health Benefits Offered* is defined as entering a full-time job with health benefits offered within six months of employment, regardless of whether the refugee actually accepts the coverage offered. The majority of refugees who obtained full-time jobs were offered employer-funded health benefits in FY18 (70%, an increase of 2% from FY17). In many states, the length of the assignment for temporary or seasonal full-time jobs is too short to qualify for health benefits. In the absence of available full-time positions, refugees often accept two or more part-time jobs on a temporary or long-term basis. Employers who offer health benefits for either full-time or part-time employment usually cover only part of the cost, leaving it up to employees to choose to cover the difference or opt-out of employer-based plans. Figure 5 depicts the FY18 *Full-time Employment with Health Benefits Offered* by state.

Figure 5: Full-Time Employment with Health Benefits Offered Rate in FY18

State	Full-Time Entered Employments	Full-Time Jobs Health Benefits Offered	Full-Time Jobs Health Benefits Offered Rate	State	Full-Time Entered Employments	Full-Time Jobs Health Benefits Offered	Full-Time Jobs Health Benefits Offered Rate
Alabama	26	22	85%	Montana	21	9	43%
Alaska	63	32	51%	Nebraska	289	264	91%
Arizona	531	390	73%	Nevada	330	305	92%
Arkansas	32	32	100%	New Hampshire	323	290	90%
California	1,218	403	33%	New Jersey	138	76	55%
Colorado	233	200	86%	New Mexico	48	28	58%
Connecticut	188	160	85%	New York	411	176	43%
Delaware	29	14	48%	North Carolina	740	675	91%
D.C.	58	36	62%	North Dakota	81	81	100%
Florida	10,171	5,571	55%	Ohio	390	359	92%
Georgia	615	565	92%	Oklahoma	38	34	89%
Hawaii	10	10	100%	Oregon	272	152	56%
Idaho	131	94	72%	Pennsylvania	685	594	87%
Illinois	810	705	87%	Rhode Island	19	7	37%
Indiana	417	404	97%	San Diego WF	152	120	79%
Iowa	324	298	92%	South Carolina	165	143	87%
Kansas	195	171	88%	South Dakota	146	143	98%
Kentucky	950	813	86%	Tennessee	489	420	86%
Louisiana	130	27	21%	Texas	3,093	2,674	86%
Maine	49	21	43%	Utah	68	59	87%
Maryland	429	326	76%	Vermont	112	84	75%
Massachusetts	417	403	97%	Virginia	1,220	927	76%
Michigan	639	493	77%	Washington	659	269	41%
Minnesota	727	468	64%	West Virginia	3	3	100%
Mississippi	15	7	47%	Wisconsin	238	220	92%
Missouri	377	341	90%	Total	28,914	20,118	70%

AVERAGE WAGES

For state-level performance measurement, *Average Wage at Employment* is calculated as the sum of the hourly wages for full-time placements divided by the total number of individuals placed in employment. Figure 6 depicts the national average hourly wage at employment from FY14 to FY18

Figure 6: Refugee Average Hourly Wage at Employment, FY14-FY18

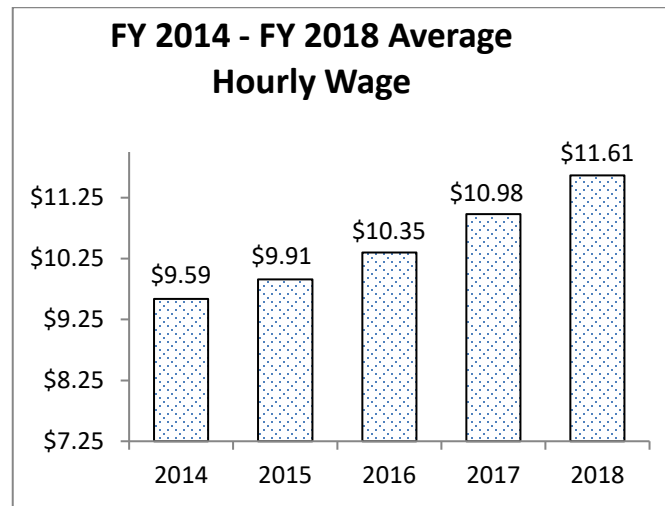


Figure 7 depicts FY18 average hourly wages at full-time employment, by state.

Figure 7: Refugee Full-Time Employment Average Hourly Wages in FY18

Alabama	\$10.08	Montana	\$11.55
Alaska	\$11.88	Nebraska	\$11.47
Arizona	\$10.78	Nevada	\$10.74
Arkansas	\$11.00	New Hampshire	\$10.18
California	\$12.83	New Jersey	\$10.60
Colorado	\$12.98	New Mexico	\$9.88
Connecticut	\$11.63	New York	\$11.89
Delaware	\$13.40	North Carolina	\$10.95
D.C.	\$13.51	North Dakota	\$10.63
Florida	\$9.98	Ohio	\$12.61
Georgia	\$10.95	Oklahoma	\$11.34
Hawaii	\$10.32	Oregon	\$13.36
Idaho	\$11.91	Pennsylvania	\$10.60
Illinois	\$11.97	Rhode Island	\$11.05
Indiana	\$11.72	San Diego WF	\$12.12
Iowa	\$11.47	South Carolina	\$12.40
Kansas	\$11.82	South Dakota	\$12.02
Kentucky	\$11.88	Tennessee	\$11.91
Louisiana	\$11.58	Texas	\$11.66
Maine	\$10.88	Utah	\$11.37
Maryland	\$12.85	Vermont	\$11.19
Massachusetts	\$13.24	Virginia	\$12.80
Michigan	\$12.02	Washington	\$14.10
Minnesota	\$12.30	West Virginia	\$11.97
Mississippi	\$8.86	Wisconsin	\$11.68
Missouri	\$10.40	US Average	\$11.61

EMPLOYMENT RETENTIONS

For performance measure purposes, *Job Retentions* is defined as the number of persons working for wages (in any unsubsidized job) on the 90th day after initial placement. This measure refers to the number of refugees who are employed 90 days after initial employment, regardless of how many jobs

they enter during the reporting period. This is a measure of continued labor market participation, not retention of a specific job.

Retention outcomes are the result of service providers' efforts and outreach to maintain a good relationship with employers by providing effective coordination, follow-up, and intervention. Continuously high retention outcomes can also attribute to refugees' commitment and hard work to retain their jobs in light of the scarcity of jobs in the current market. The national job retention rate in FY18 (86%) increased by 6% from FY17 (80%). *Figure 8* depicts refugee retention rates by state.

Figure 8: Refugee Employment Retention Rates in FY18

Alabama	90%	Montana	78%
Alaska	83%	Nebraska	87%
Arizona	89%	Nevada	94%
Arkansas	94%	New Hampshire	85%
California	83%	New Jersey	69%
Colorado	90%	New Mexico	61%
Connecticut	99%	New York	69%
Delaware	50%	North Carolina	96%
D.C.	65%	North Dakota	91%
Florida	88%	Ohio	82%
Georgia	75%	Oklahoma	91%
Hawaii	100%	Oregon	87%
Idaho	85%	Pennsylvania	80%
Illinois	100%	Rhode Island	72%
Indiana	85%	San Diego WF	95%
Iowa	77%	South Carolina	88%
Kansas	74%	South Dakota	84%
Kentucky	86%	Tennessee	87%
Louisiana	83%	Texas	93%
Maine	64%	Utah	81%
Maryland	73%	Vermont	93%
Massachusetts	85%	Virginia	87%
Michigan	81%	Washington	83%
Minnesota	80%	West Virginia	0%
Mississippi	100%	Wisconsin	92%
Missouri	84%	Total US Rate	86%

MAIN PERFORMANCE MEASURES, COMPARISONS BETWEEN FY17 AND FY18

As shown in *Figure 9*, in FY18 twenty-four states exceeded the rate of clients entering employment they reported in FY17, and two states maintained their FY17 rate. Twenty-five states had a lower employment rate in FY18 than in FY17.

A total of twenty-four states increased the rate of terminating cash assistance over the previous year, five states had the same termination rate as in the previous FY17, and twenty-two states had a lower termination rate in FY18.

Also, twenty-three states reported a higher rate for full-time employment that offered health benefits; eight states had the same health benefits rate as in the previous FY17, while twenty states had a lower rate in FY18.

In FY18, forty-five states reported higher average wages compared to FY17.

Twenty-nine states reported higher wages than the average aggregate wage for all states (\$11.47).

Thirty-two states improved their job retention rates over the previous FY17.

Figure 9: Entered Employment, Cash Terminations, Health Benefits Offered, Average Wages and Employment Retentions comparison between FY17 and FY18

State	Entered Employment		Cash Terminations		Health Benefits Offered		Average Wages		Employment Retentions	
	FY17	FY18	FY17	FY18	FY17	FY18	FY17	FY18	FY17	FY18
Alabama	83%	72%	59%	36%	73%	85%	\$10.02	\$10.08	94%	90%
Alaska	33%	79%	24%	60%	30%	51%	\$10.46	\$11.88	88%	83%
Arizona	58%	54%	78%	64%	79%	73%	\$10.18	\$10.78	82%	89%
Arkansas	46%	36%	56%	59%	86%	100%	\$10.55	\$11.00	96%	94%
California	43%	51%	19%	21%	50%	33%	\$12.30	\$12.83	77%	83%
Colorado	70%	89%	99%	100%	85%	86%	\$11.80	\$12.98	92%	90%
Connecticut	77%	78%	8%	6%	87%	85%	\$11.84	\$11.63	96%	99%
Delaware	64%	33%	20%	60%	53%	48%	\$13.32	\$13.40	53%	50%
D.C.	45%	57%	11%	20%	65%	62%	\$12.68	\$13.51	81%	65%
Florida	34%	62%	95%	94%	57%	55%	\$9.55	\$9.98	69%	88%
Georgia	34%	56%	99%	100%	83%	92%	\$10.29	\$10.95	88%	75%
Hawaii	69%	52%	33%	50%	100%	100%	\$10.00	\$10.32	100%	100%
Idaho	71%	60%	81%	57%	70%	72%	\$10.02	\$11.91	85%	85%
Illinois	67%	57%	51%	50%	94%	87%	\$11.35	\$11.97	89%	100%
Indiana	71%	67%	65%	58%	98%	97%	\$11.17	\$11.72	82%	85%
Iowa	34%	36%	79%	43%	90%	92%	\$10.59	\$11.47	86%	77%
Kansas	52%	51%	48%	54%	96%	88%	\$11.56	\$11.82	62%	74%
Kentucky	67%	73%	57%	64%	86%	86%	\$11.25	\$11.88	91%	86%
Louisiana	72%	88%	80%	60%	17%	21%	\$10.77	\$11.58	72%	83%
Maine	30%	29%	47%	54%	43%	43%	\$10.09	\$10.88	60%	64%
Maryland	64%	71%	20%	32%	68%	76%	\$11.50	\$12.85	78%	73%
Massachusetts	72%	64%	69%	73%	97%	97%	\$12.10	\$13.24	87%	85%
Michigan	56%	54%	51%	53%	65%	77%	\$10.55	\$12.02	83%	81%
Minnesota	69%	72%	42%	40%	43%	64%	\$11.60	\$12.30	79%	80%
Mississippi	66%	55%	4%	0%	55%	47%	\$13.00	\$8.86	86%	100%
Missouri	59%	58%	72%	60%	79%	90%	\$9.73	\$10.40	79%	84%
Montana	52%	50%	100%	56%	67%	43%	\$11.08	\$11.55	83%	78%
Nebraska	59%	68%	90%	93%	95%	91%	\$11.37	\$11.47	81%	87%
Nevada	60%	61%	41%	37%	91%	92%	\$11.16	\$10.74	70%	94%
New Hampshire	89%	86%	78%	78%	85%	90%	\$9.75	\$10.18	88%	85%
New Jersey	31%	33%	36%	60%	44%	55%	\$10.38	\$10.60	49%	69%
New Mexico	32%	32%	38%	38%	80%	58%	\$10.00	\$9.88	37%	61%
New York	42%	34%	22%	25%	29%	43%	\$10.97	\$11.89	66%	69%
North Carolina	74%	81%	92%	89%	92%	91%	\$9.90	\$10.95	95%	96%
North Dakota	66%	72%	79%	54%	100%	100%	\$10.56	\$10.63	94%	91%
Ohio	51%	42%	91%	92%	71%	92%	\$10.54	\$12.61	76%	82%
Oklahoma	50%	50%	100%	100%	88%	89%	\$10.85	\$11.34	82%	91%
Oregon	62%	53%	100%	97%	65%	56%	\$11.97	\$13.36	85%	87%
Pennsylvania	69%	69%	83%	65%	79%	87%	\$9.95	\$10.60	79%	80%
Rhode Island	56%	45%	60%	79%	35%	37%	\$11.14	\$11.05	67%	72%
San Diego WF	77%	61%	60%	67%	84%	79%	\$11.50	\$12.12	90%	95%
South Carolina	50%	90%	53%	54%	62%	87%	\$10.26	\$12.40	81%	88%
South Dakota	38%	57%	92%	96%	98%	98%	\$12.12	\$12.02	82%	84%
Tennessee	50%	49%	62%	59%	85%	86%	\$10.78	\$11.91	97%	87%
Texas	37%	44%	1%	15%	69%	86%	\$10.47	\$11.66	92%	93%
Utah	61%	42%	72%	85%	63%	87%	\$10.40	\$11.37	55%	81%
Vermont	76%	80%	89%	95%	76%	75%	\$10.90	\$11.19	89%	93%
Virginia	48%	89%	65%	39%	85%	76%	\$11.89	\$12.80	86%	87%
Washington	35%	46%	52%	24%	44%	41%	\$13.16	\$14.10	75%	83%
West Virginia	86%	50%	100%	100%	100%	100%	\$9.84	\$11.97	67%	0%
Wisconsin	67%	61%	92%	73%	94%	92%	\$10.86	\$11.68	92%	92%

ORR FUNDED EMPLOYMENT OUTCOMES BY THE TYPE OF A CASE FY18

As depicted in *Figure 10*, performance outcome measures varied across different types of cases in the employability caseload in regard to cash assistance, those receiving RCA (single adults over 18 years of age), TANF (families with minors), and individuals who were not receiving any federal cash assistance (NFC).

In FY18, 58% of NFC clients (60% of the total employability caseload) entered employment; 58% of TANF clients (18% of the total employability caseload) entered employment, and 54% of RCA clients (22% of the total employability caseload) entered employment.

More cash terminations occurred for RCA clients, while cash assistance was reduced in higher numbers for TANF clients.

Health benefits offered had similar outcomes across all three types of clients served, between 62-70%.

Figure 10: ORR Funded Employment Outcomes by Caseload Type in FY18

U.S.	Caseload % of Total	Employability Caseload	Entered Employments			Terminations	Reductions	Health Benefits
			Full-Time	Part-Time	Total			
TANF	18%	10,795	4,041	2,175	6,216	2,355	1,198	2,748
			37%	20%	58%	38%	19%	68%
RCA	22%	13,086	5,911	1,098	7,009	4,388	545	3,642
			45%	8%	54%	63%	8%	62%
NFC	60%	36,448	18,962	2,289	21,251			
			52%	6%	58%			
Total	100%	60,329	28,914	5,562	34,476	6,743	1,743	20,118
			48%	9%	57%	51%	13%	70%

Appendix: Table 1, FY18 Performance Outcome Measures, by State

State	Employability Caseload	Entered Employments	Terminations	Reductions	Full Time Jobs Health Benefits	Average Wages	Job Retentions
Alabama	43	72%	36%	18%	85%	\$10.08	90%
Alaska	136	79%	60%	28%	51%	\$11.88	83%
Arizona	1,217	54%	64%	36%	73%	\$10.78	89%
Arkansas	89	36%	59%	0%	100%	\$11.00	94%
California	4,832	51%	21%	19%	33%	\$12.83	83%
Colorado	324	89%	100%	0%	86%	\$12.98	90%
Connecticut	364	78%	6%	0%	85%	\$11.63	99%
Delaware	109	33%	60%	10%	48%	\$13.40	50%
D.C.	136	57%	20%	0%	62%	\$13.51	65%
Florida	16,929	62%	94%	0%	55%	\$9.98	88%
Georgia	1,114	56%	100%	0%	92%	\$10.95	75%
Hawaii	33	52%	50%	0%	100%	\$10.32	100%
Idaho	279	60%	57%	0%	72%	\$11.91	85%
Illinois	1,566	57%	50%	50%	87%	\$11.97	100%
Indiana	634	67%	58%	35%	97%	\$11.72	85%
Iowa	1,107	36%	43%	11%	92%	\$11.47	77%
Kansas	421	51%	54%	11%	88%	\$11.82	74%
Kentucky	1,459	73%	64%	5%	86%	\$11.88	86%
Louisiana	198	88%	60%	39%	21%	\$11.58	83%
Maine	267	29%	54%	2%	43%	\$10.88	64%
Maryland	846	71%	32%	54%	76%	\$12.85	73%
Massachusetts	844	64%	73%	27%	97%	\$13.24	85%
Michigan	1,414	54%	53%	27%	77%	\$12.02	81%
Minnesota	1,274	72%	40%	18%	64%	\$12.30	80%
Mississippi	49	55%	0%	0%	47%	\$8.86	100%
Missouri	730	58%	60%	12%	90%	\$10.40	84%
Montana	62	50%	56%	22%	43%	\$11.55	78%
Nebraska	514	68%	93%	4%	91%	\$11.47	87%
Nevada	692	61%	37%	6%	92%	\$10.74	94%
New Hampshire	393	86%	78%	2%	90%	\$10.18	85%
New Jersey	605	33%	60%	26%	55%	\$10.60	69%
New Mexico	190	32%	38%	15%	58%	\$9.88	61%
New York	2,877	34%	25%	65%	43%	\$11.89	69%
North Carolina	1,070	81%	89%	11%	91%	\$10.95	96%
North Dakota	154	72%	54%	2%	100%	\$10.63	91%
Ohio	1,274	42%	92%	8%	92%	\$12.61	82%
Oklahoma	105	50%	100%	0%	89%	\$11.34	91%
Oregon	570	53%	97%	3%	56%	\$13.36	87%
Pennsylvania	1,130	69%	65%	11%	87%	\$10.60	80%
Rhode Island	62	45%	79%	7%	37%	\$11.05	72%
San Diego WF	364	61%	67%	15%	79%	\$12.12	95%
South Carolina	203	90%	54%	13%	87%	\$12.40	88%
South Dakota	269	57%	96%	4%	98%	\$12.02	84%
Tennessee	1,050	49%	59%	31%	86%	\$11.91	87%
Texas	7,469	44%	15%	0%	86%	\$11.66	93%
Utah	173	42%	85%	0%	87%	\$11.37	81%
Vermont	164	80%	95%	0%	75%	\$11.19	93%
Virginia	1,864	89%	39%	0%	76%	\$12.80	87%
Washington	2,209	46%	24%	10%	41%	\$14.10	83%
West Virginia	12	50%	100%	0%	100%	\$11.97	0%
Wisconsin	440	61%	73%	8%	92%	\$11.68	92%
United States	60,329	57%	51%	13%	70%	\$11.61	86%

Appendix: *Figure 1, Refugee Employability Caseload and Entered Employment Rate FY18*

