



AUG. 31 | 11 AM - 2 PM CST

A Community Conversation on Economic Mobility



EMPath
Economic Mobility Pathways



UTSA
College for Health,
Community and Policy



Strategies to Promote Economic Mobility



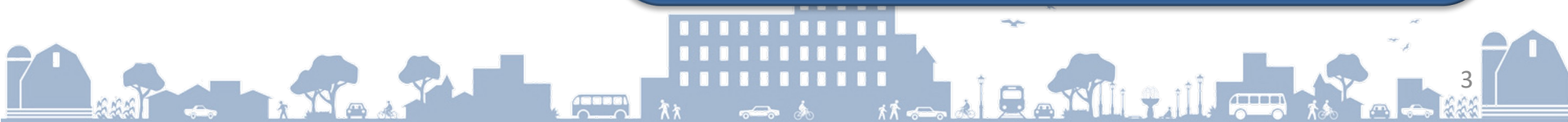
Key Messages for Today

Poverty causes harm

Money (cash) matters

Science based coaching can make a difference

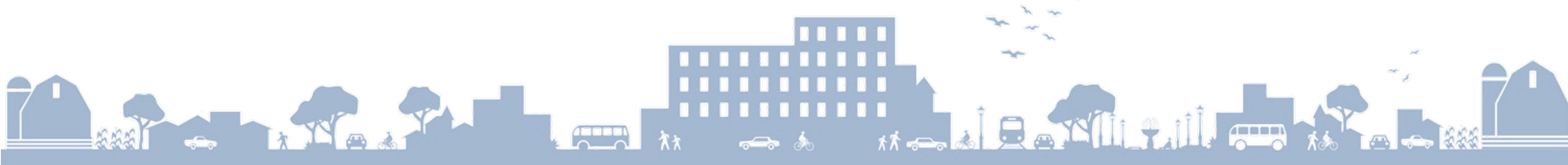
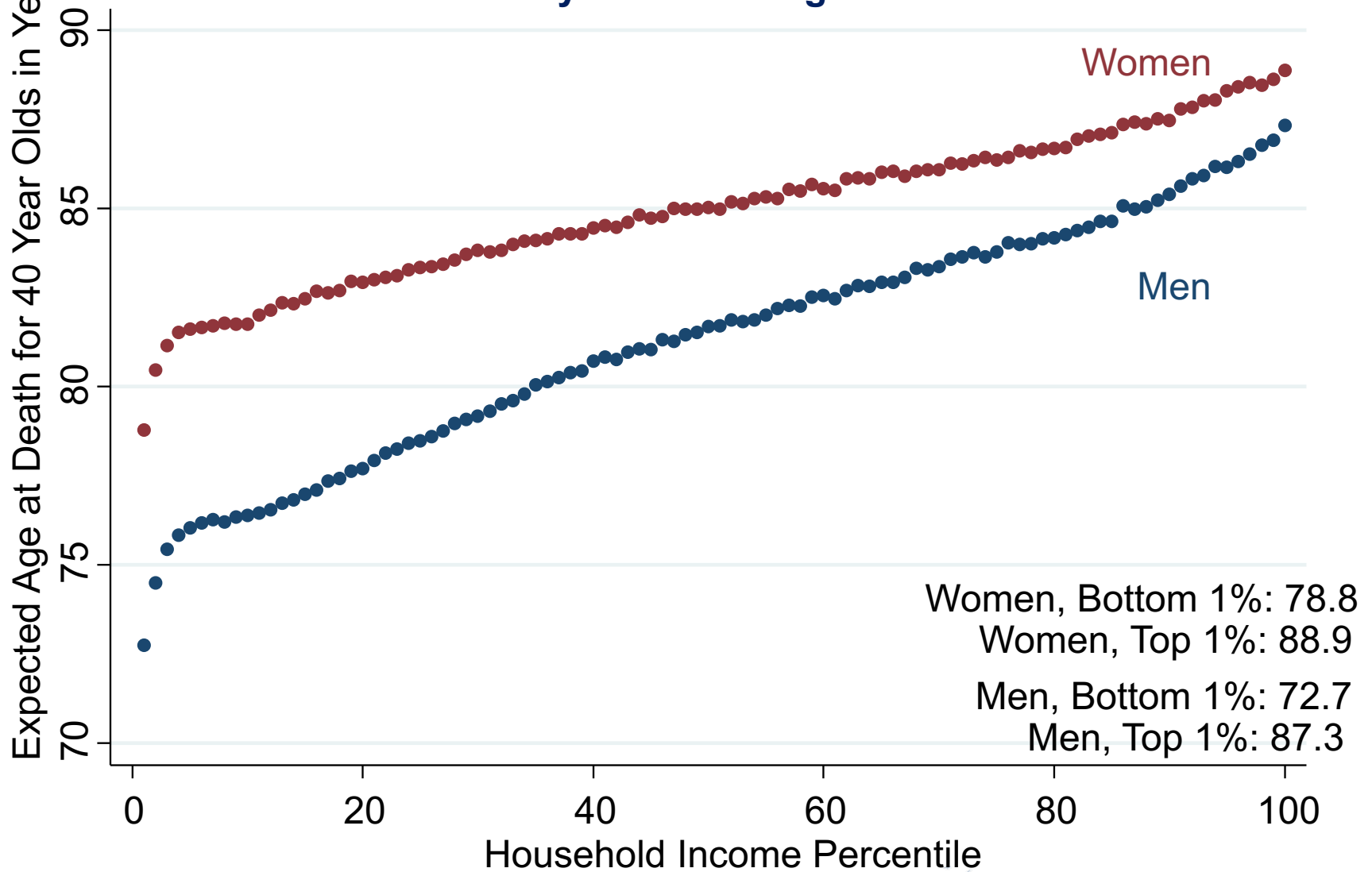
What we'll learn: How much does money, coaching, or money & coaching together help



POVERTY CAUSES HARM

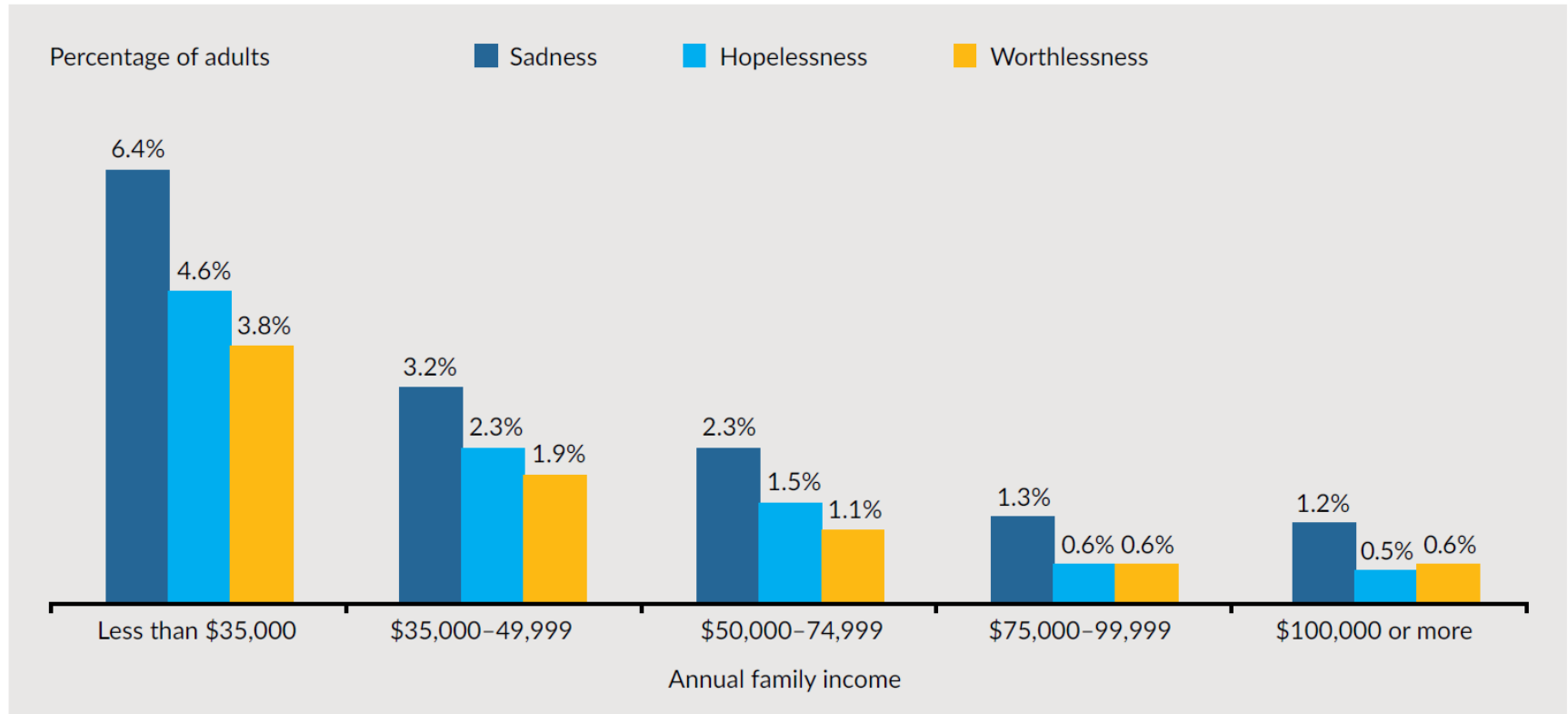


Expected Age at Death vs. Household Income Percentile By Gender at Age 40

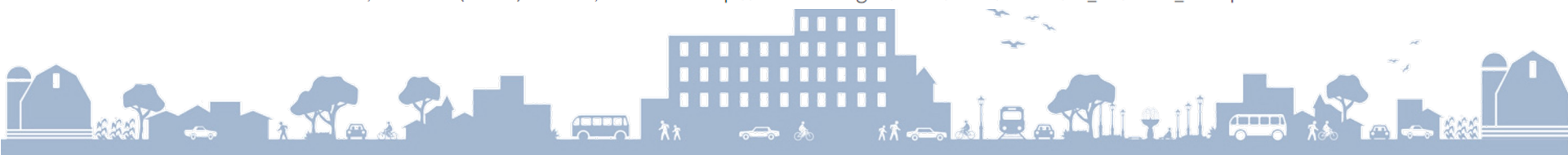




Income and Psychological Wellbeing



Source: J. S., Schiller, J. W. Lucas, and J. A. Peregoy, "Summary Health Statistics for U.S. Adults: National Health Interview Survey, 2011." Vital and Health Statistics 10, no. 256 (2012): 1–207, table 14. http://www.cdc.gov/nchs/data/series/sr_10/sr10_256.pdf.



Impact of Childhood Poverty on Adult Outcomes

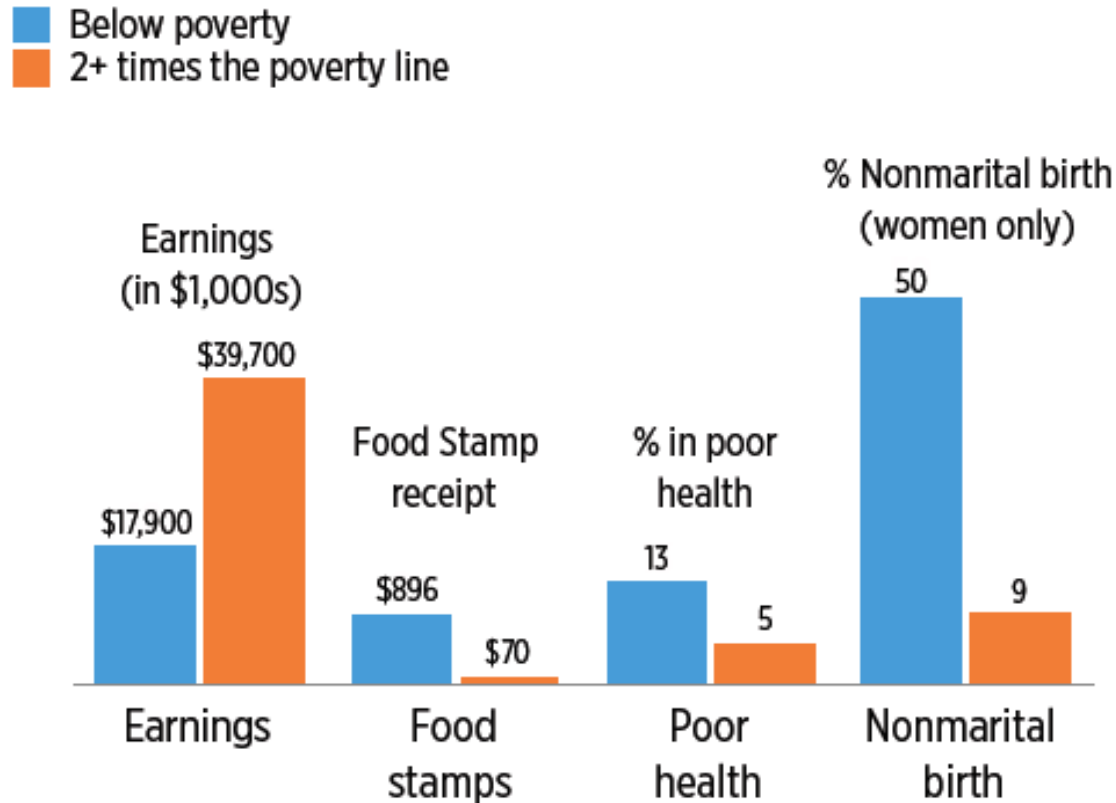
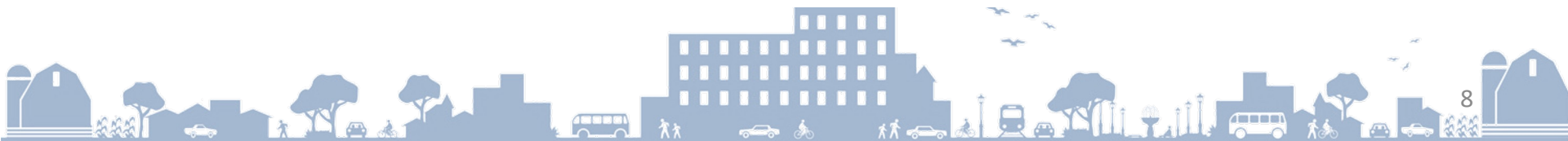
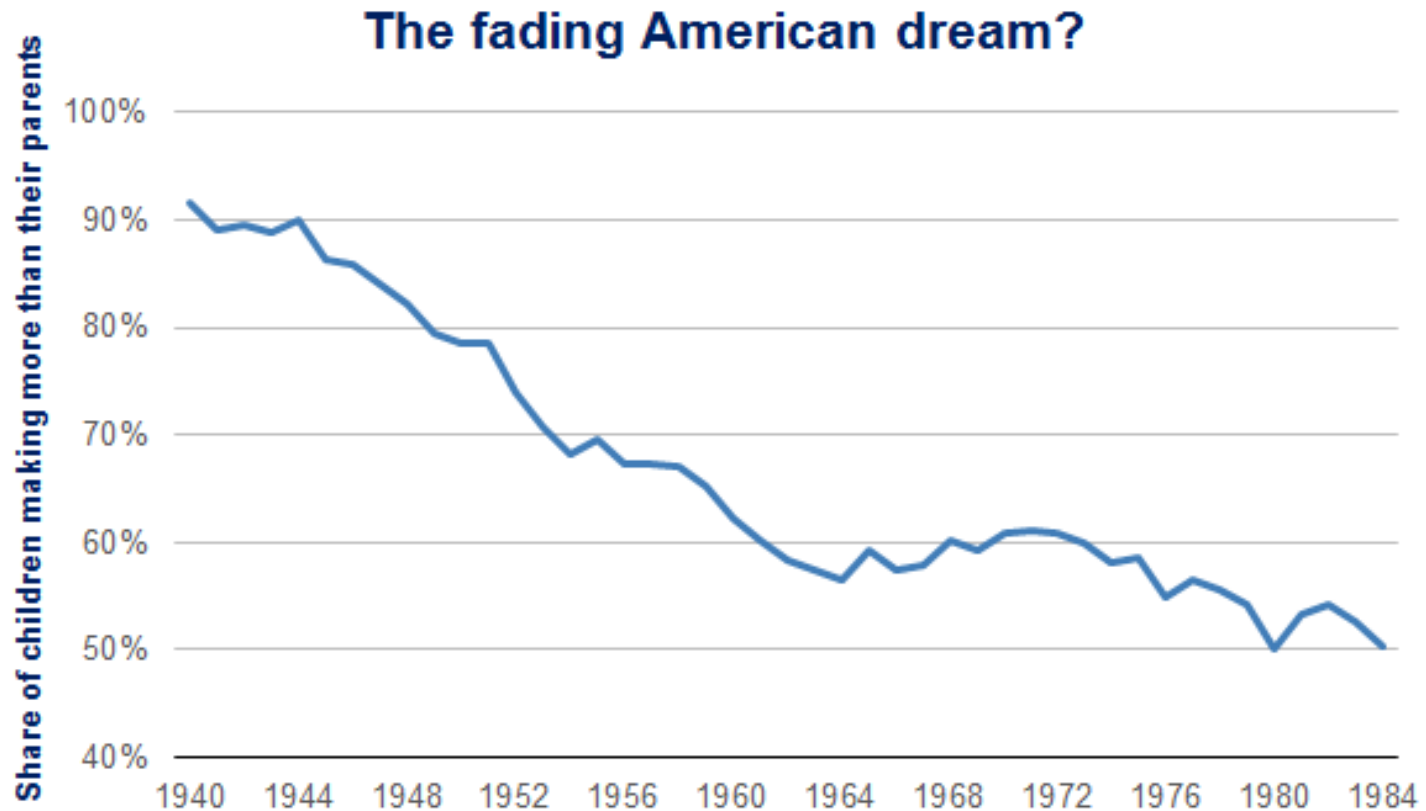


FIGURE 3-2 Adult outcomes for children with lower and higher levels of early childhood income.

SOURCE: Adapted from Duncan, Ziol-Guest, and Kalil (2010).

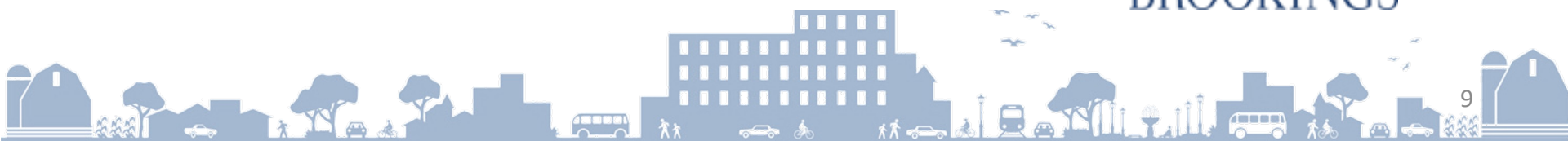


Moving Up From Poverty is Increasingly Rare



Source: Chetty et al., "The fading American dream: Trends in absolute income mobility since 1940"

BROOKINGS



Pathways from Child Poverty to Long Term Outcomes

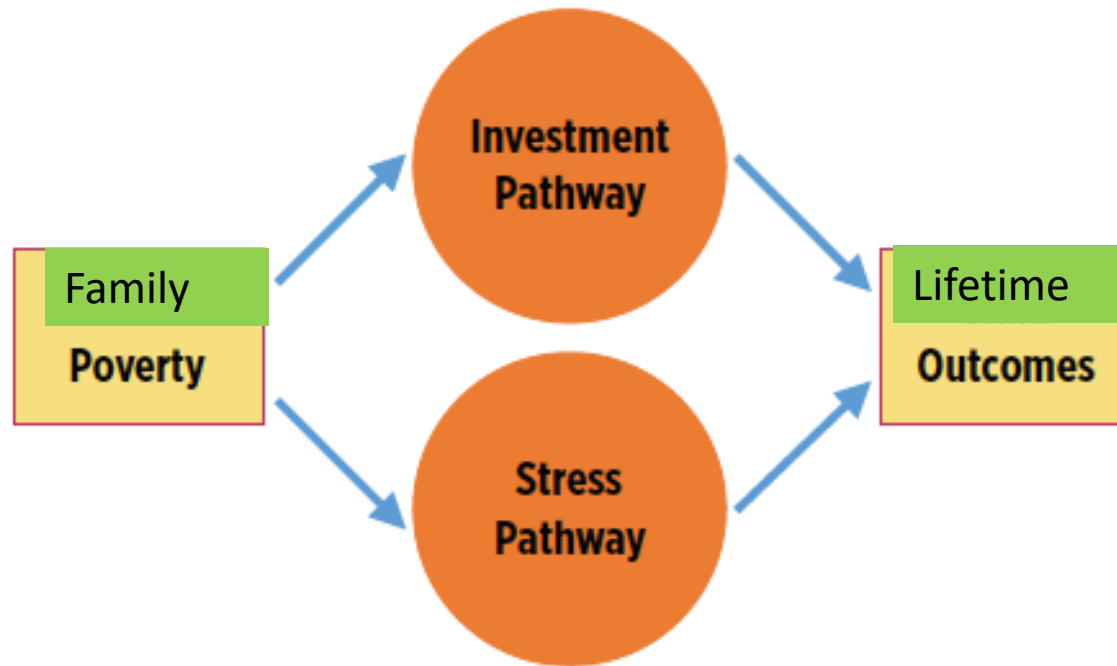
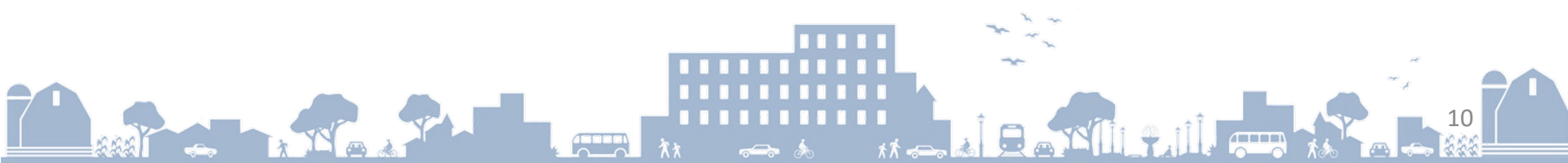
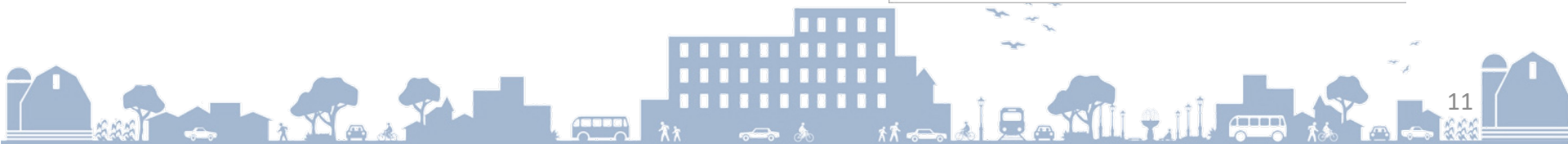
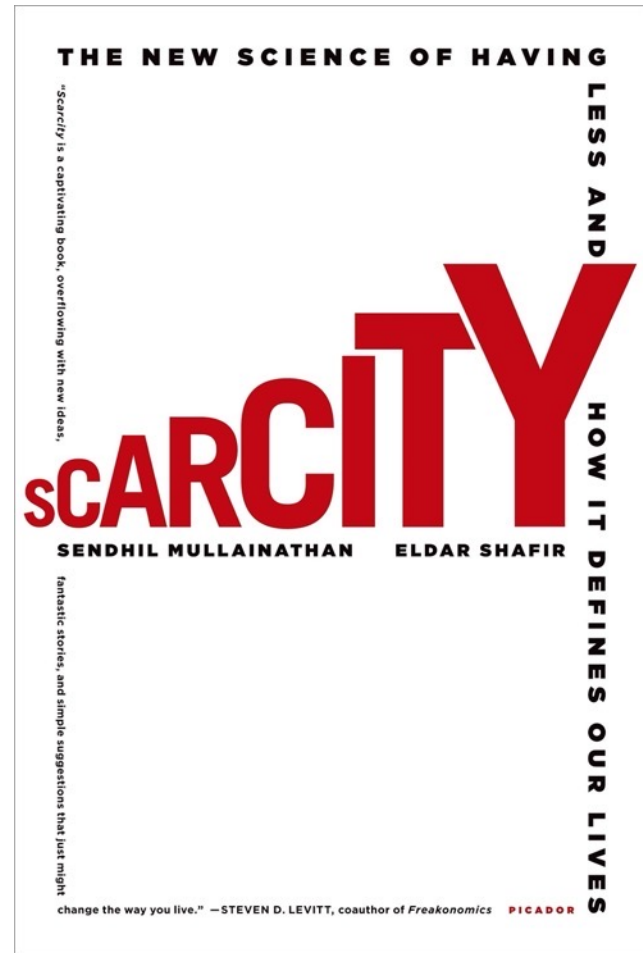


FIGURE 3-1 Hypothesized pathways by which child poverty affects child outcomes.

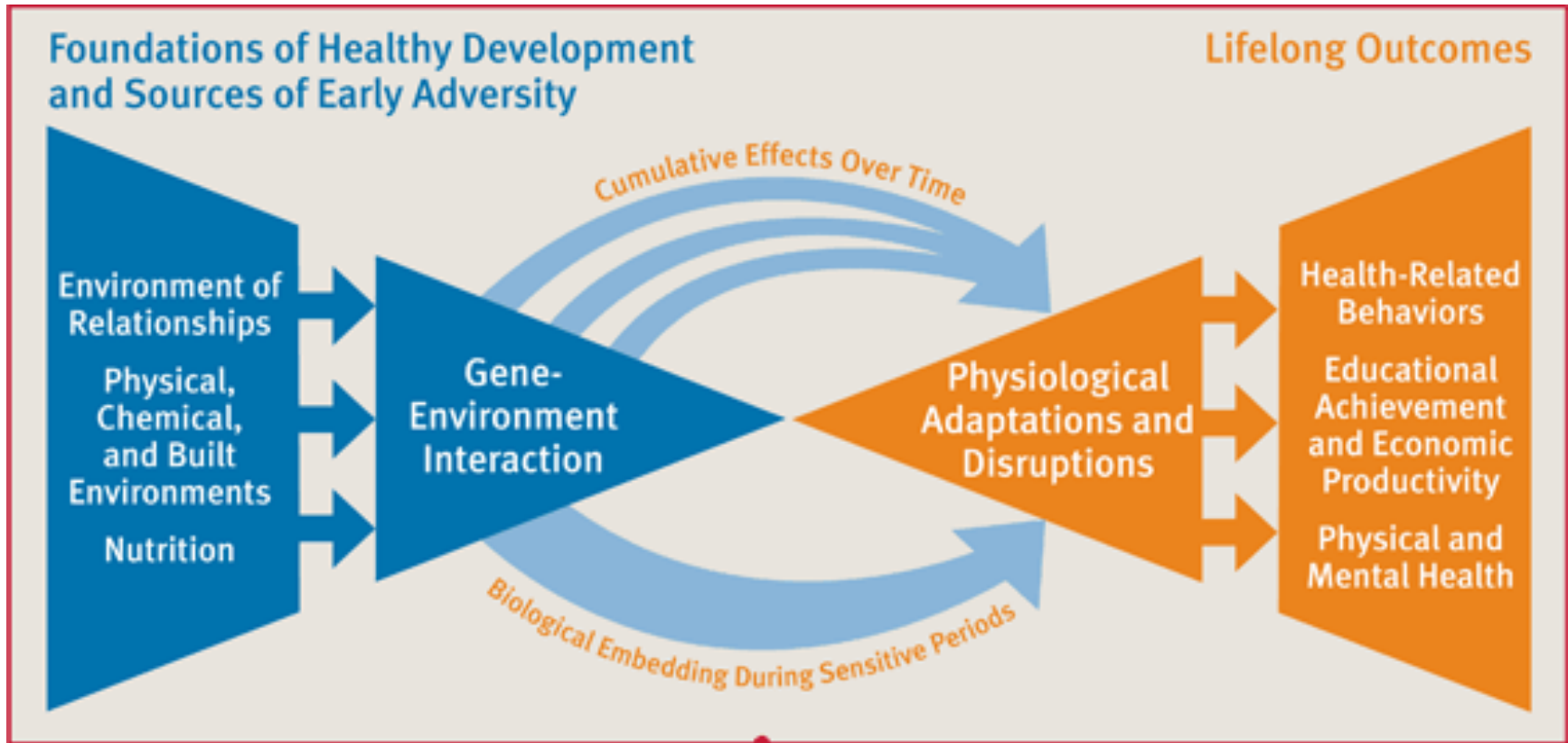


Scarcity

- Stress of Scarcity (of time or money) causes:
 - Short term thinking
 - Narrowing field of vision
- Scarcity's impact on cognition makes hard jobs—parenting and moving up from poverty—even harder



Transmitting Adversity to Outcomes



Mechanisms for Investment Pathway

- Parents spending more time
- Enrichment programs
 - Social contacts
- Moving to opportunity

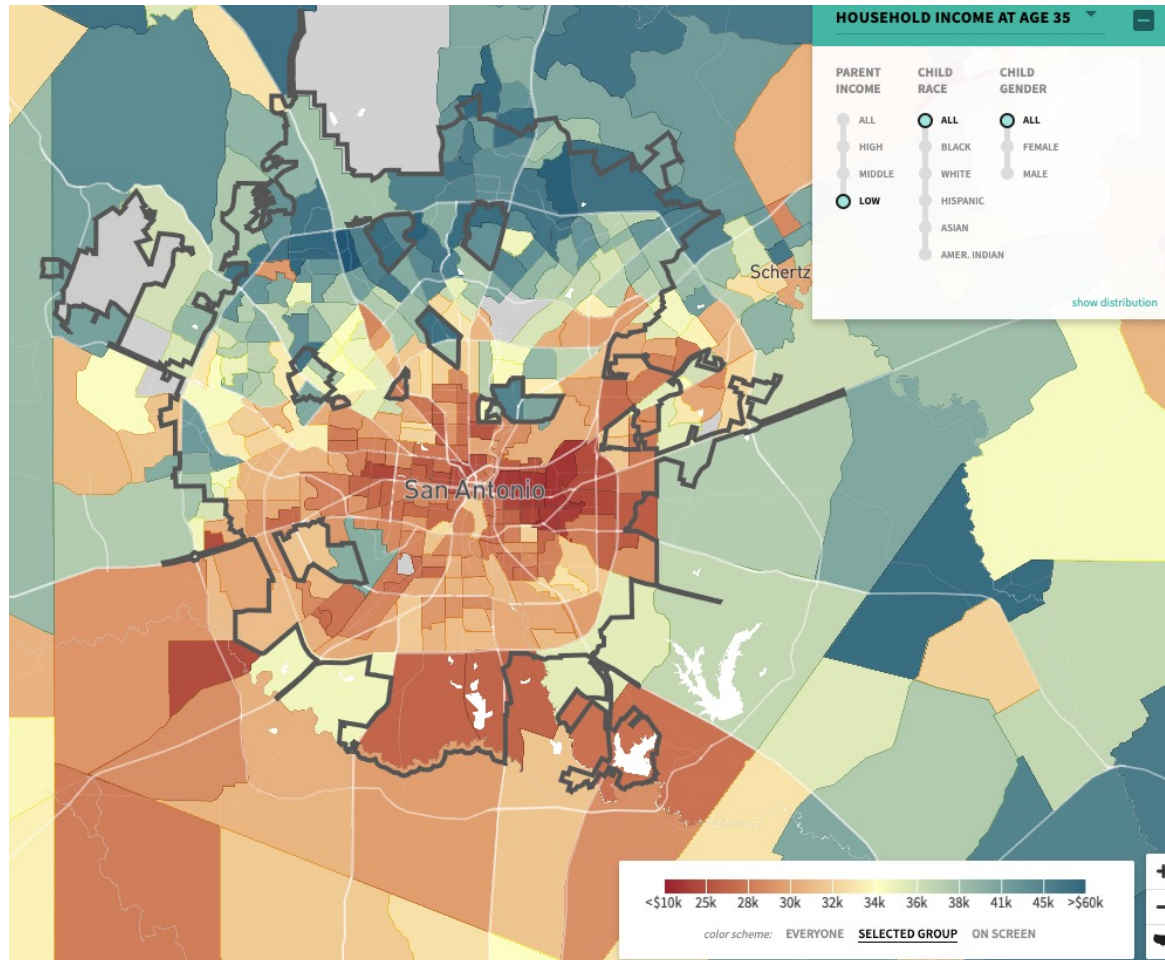


Impact of Moving to Opportunity

- Improved economic outcomes for children
 - school quality, peer influences, social connections
 - pollution, exposure to violence, and criminal justice policies
- Improved physical and mental health outcomes for adults (not economic)
 - Less violence, better health behaviors
 - Ongoing discrimination, travel costs

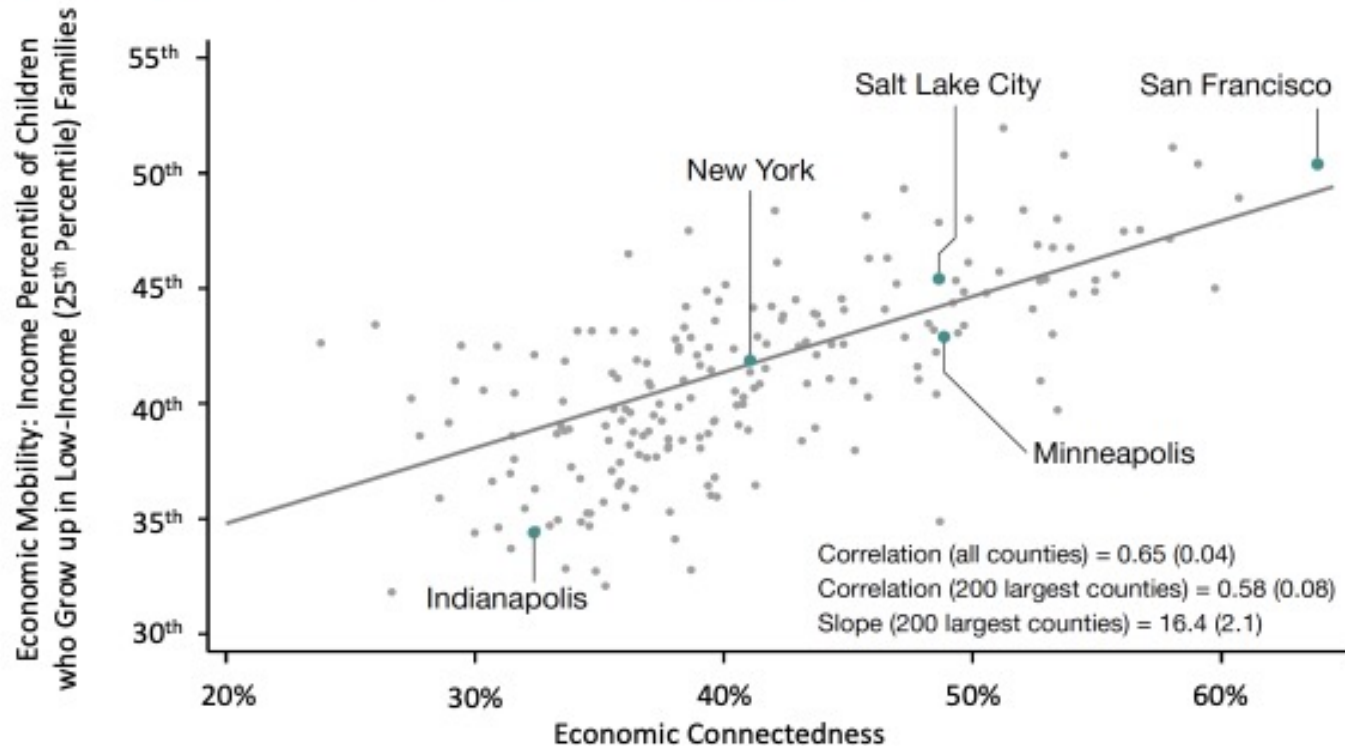


Impact of Place on Mobility

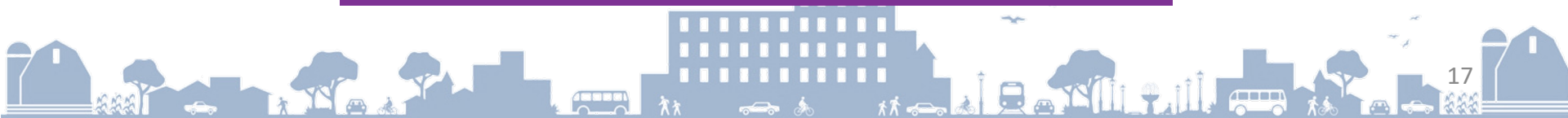
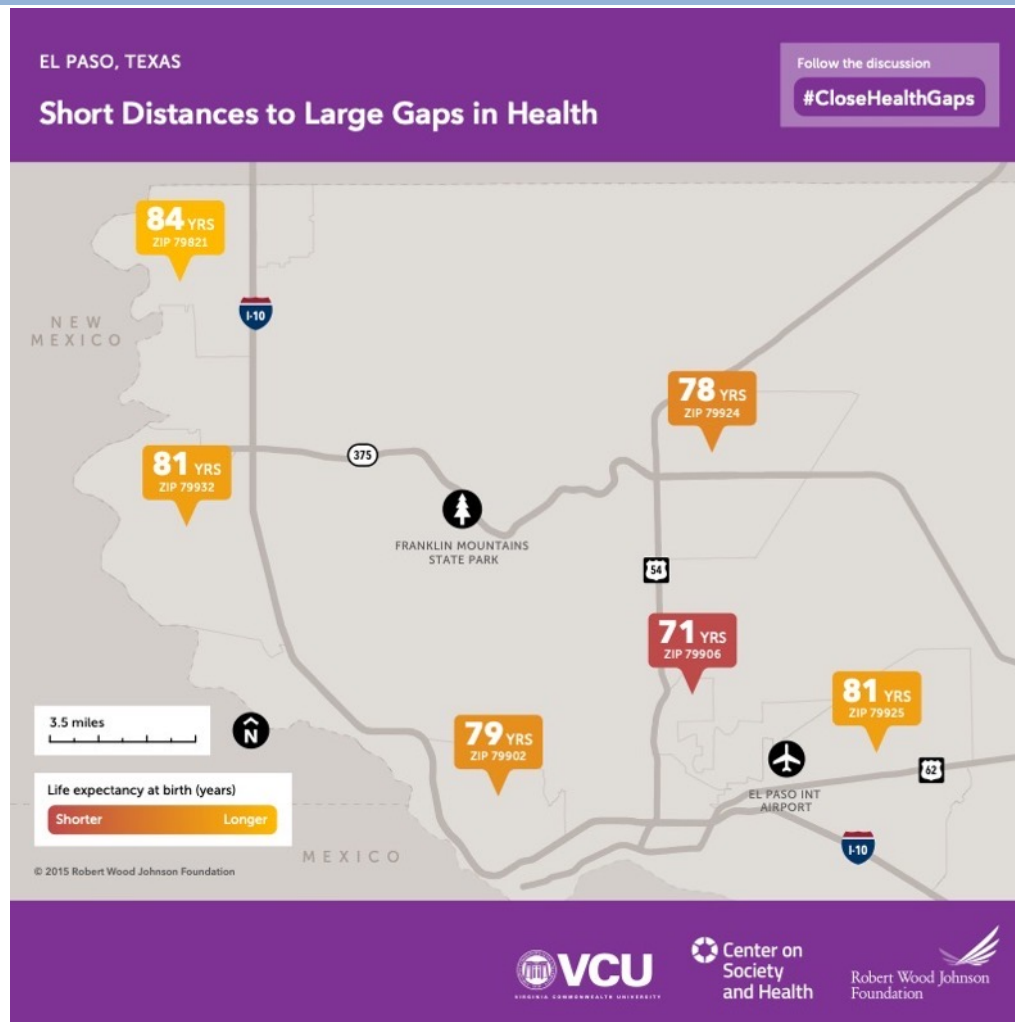


Social Connection and Upward Mobility

Upward Mobility vs. Economic Connectedness, 200 Largest Counties



Impact of Place on Health



Key Strategies

Early Childhood Support:

- Home Visiting, Parenting Support, Early Care and education

Money !

- Cash Award/public benefits
- Basic Income

Coaching and Support

- Moving to Opportunity
- Sectoral Job Training
- Brain science informed coaching: Mobility Mentoring/EMPath



MONEY MATTERS:

PART 1: THE SAFETY NET



Impact of “Safety Net” on Childhood Poverty

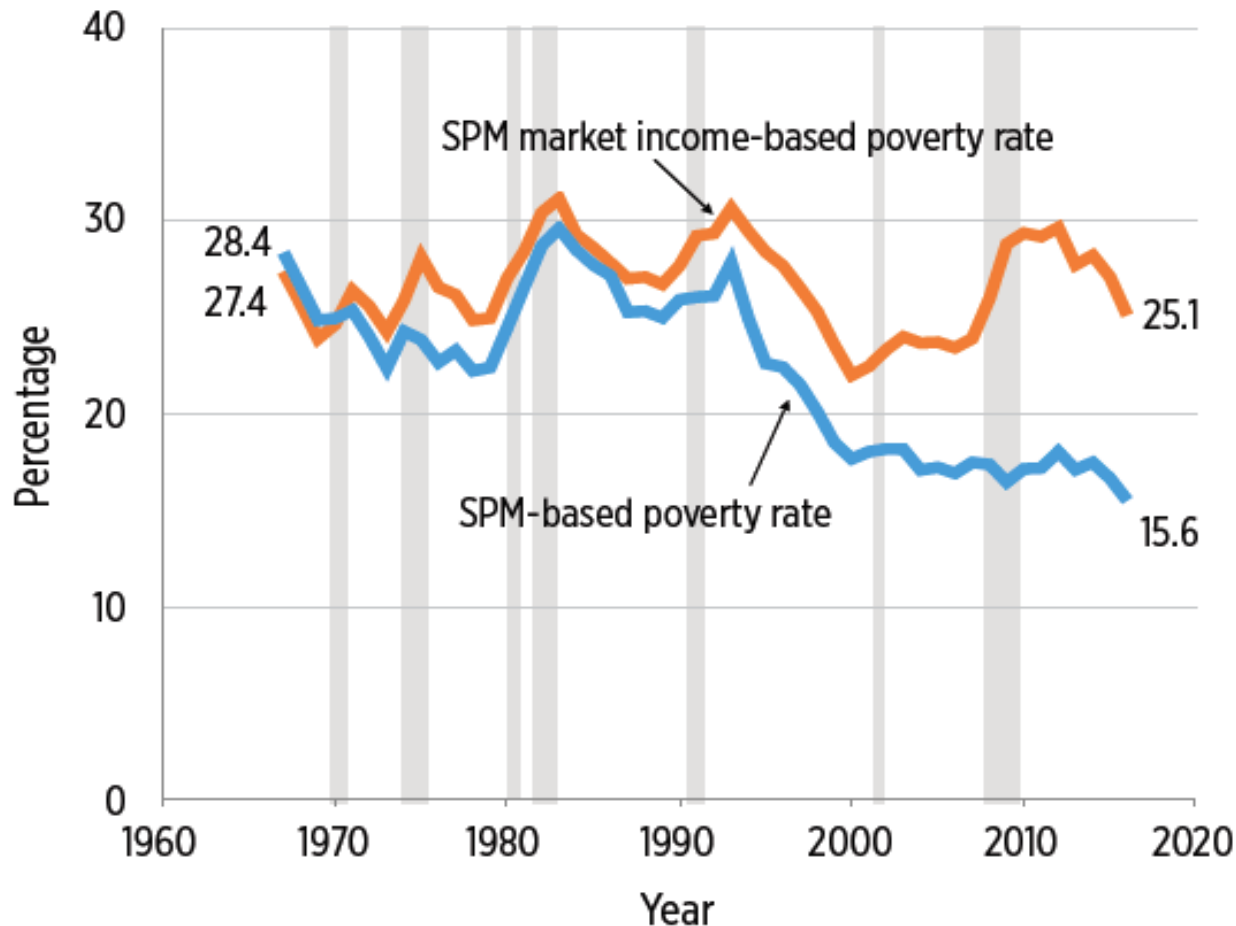


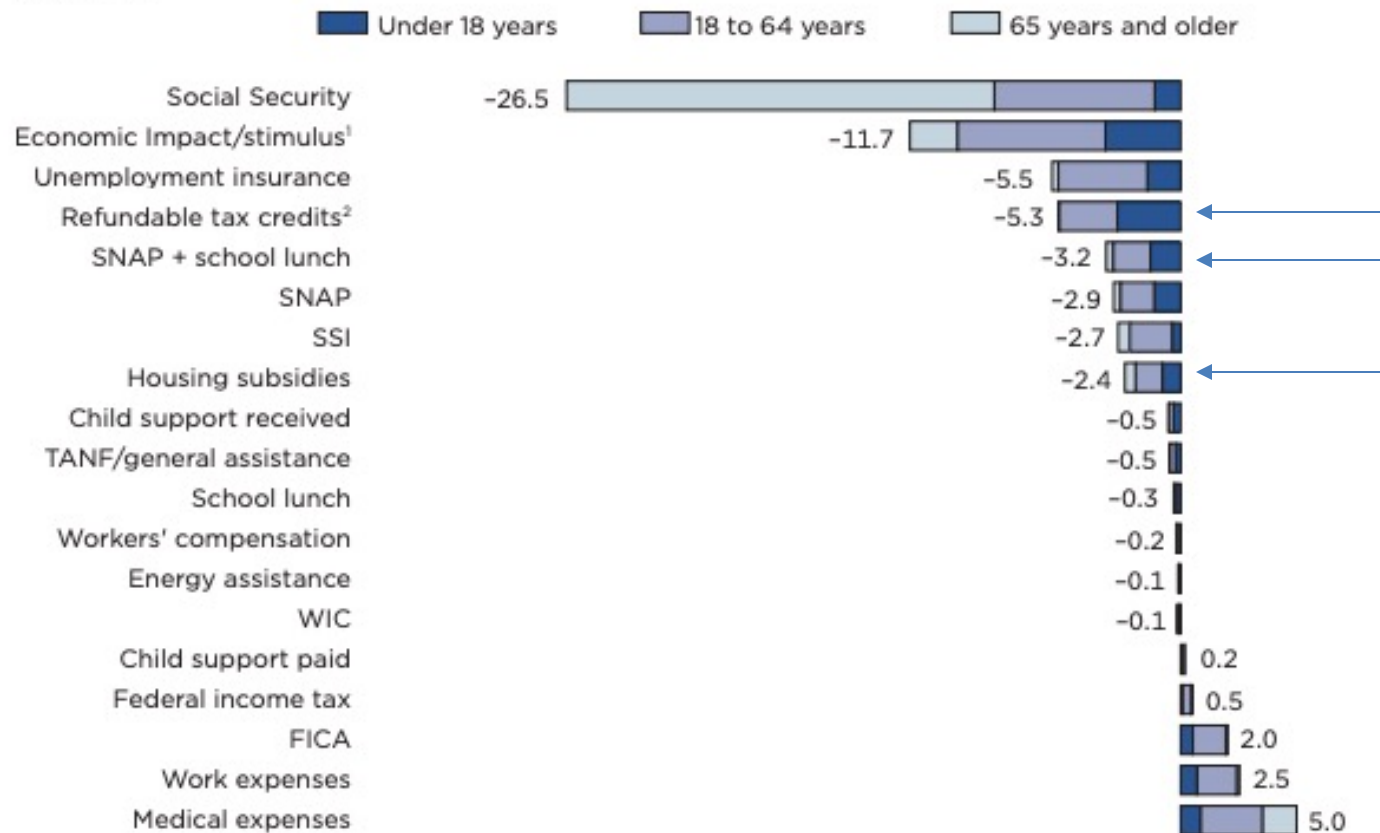
FIGURE 4-1 Child poverty rates, before and after taxes and transfers, 1967–2016.



Figure 8.

Change in Number of People in Poverty After Including Each Element: 2020

(In millions)



¹ Includes the first two rounds of stimulus payments. Additional details available in the report appendix.

² Refundable tax credits do not include stimulus payments.

Notes: SNAP: Supplemental Nutrition Assistance Program; SSI: Supplemental Security Income; TANF: Temporary Assistance for Needy Families; WIC: Special Supplemental Nutrition Program for Women, Infants, and Children; FICA: Federal Insurance Contributions Act. More information on confidentiality protection, sampling error, nonsampling error, and definitions is available at <https://www2.census.gov/programs-surveys/cps/techdocs/cpsmar21.pdf>.

Source: U.S. Census Bureau, Current Population Survey, 2021 Annual Social and Economic Supplement (CPS ASEC).

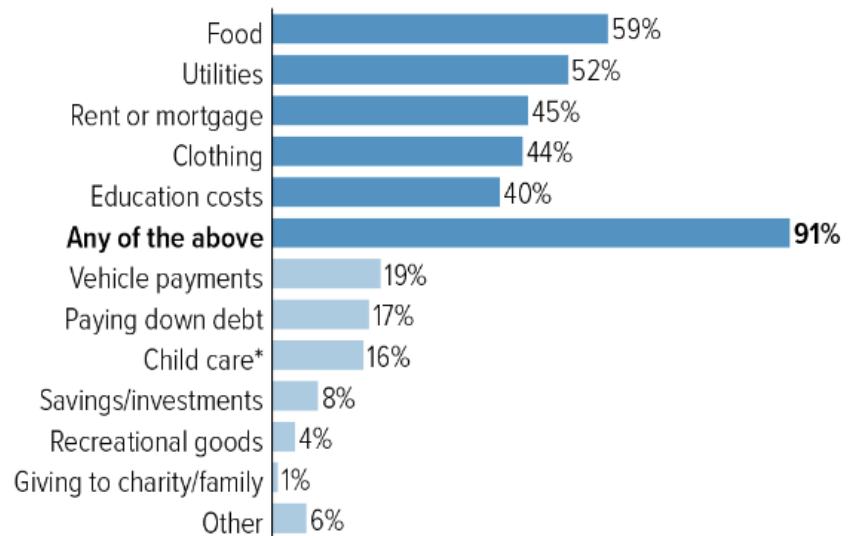
How People in Poverty Spend New Cash



Category	Monthly Avg
Food	36.92%
Sales/Merchandise	22.70%
Utilities	11.34%
Auto Care	8.77%
Services	6.90%
Transportation	3.45%
Insurance	3.28%
Medical	3.06%
Self Care/ Recreation	2.09%
Education	0.83%
Donation	0.65%
Monthly Avg	100.00%

Families With Low Incomes Spend Expanded Child Tax Credit on Most Basic Needs, Education

Percent of households with incomes below \$35,000 who spent their credit payments on:



*Percent of households with child(ren) under age 5.

Note: Education costs include school books and supplies, school tuition, tutoring services, after-school programs, and transportation for school. Household income is in 2020. Figures are for households who reported receiving a Child Tax Credit payment in the last 30 days in data collected July 21–September 27, 2021.

Source: CBPP analysis of U.S. Census Bureau Household Pulse Survey public use files for survey weeks 34-38.

CENTER ON BUDGET AND POLICY PRIORITIES | CBPP.ORG



Impact of “Safety Net” on Childhood Poverty

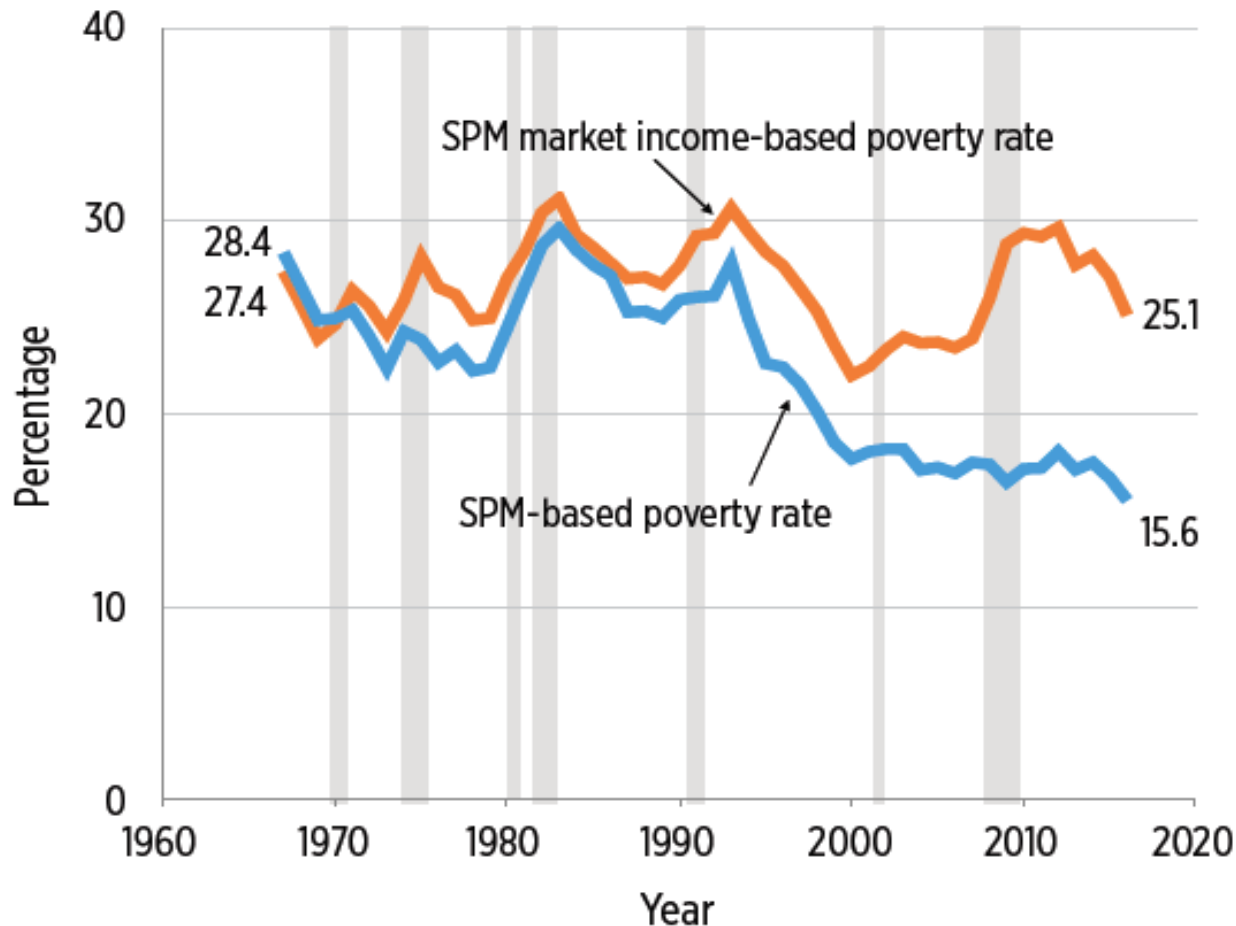
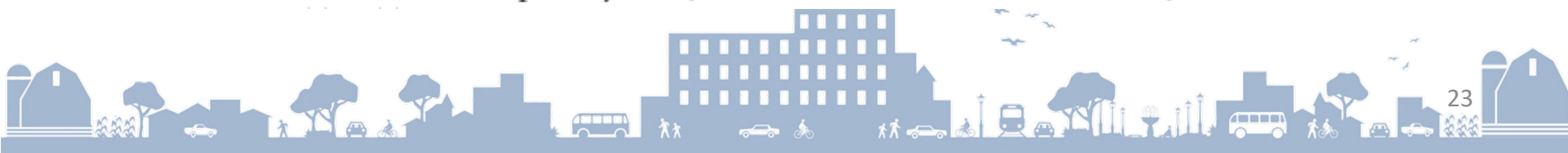
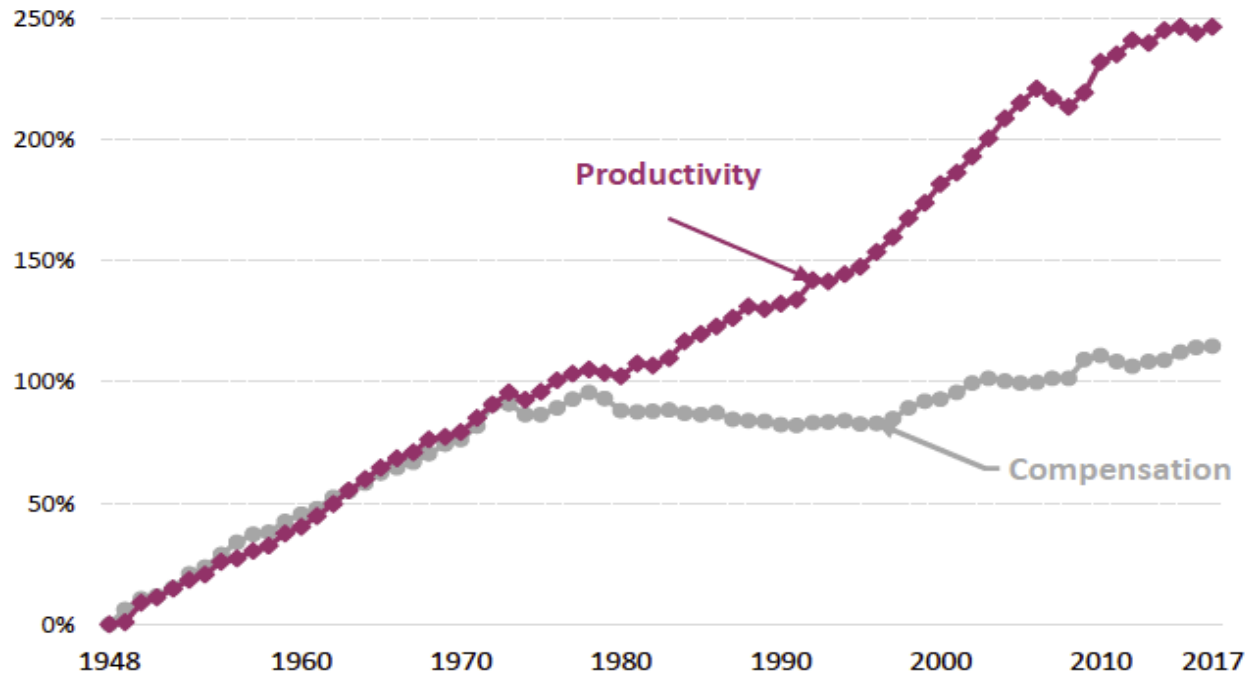


FIGURE 4-1 Child poverty rates, before and after taxes and transfers, 1967–2016.



De-Coupling Productivity and Compensation

A Large Gap Opened Up Between Productivity Growth and Wage Growth Starting in the 1970s

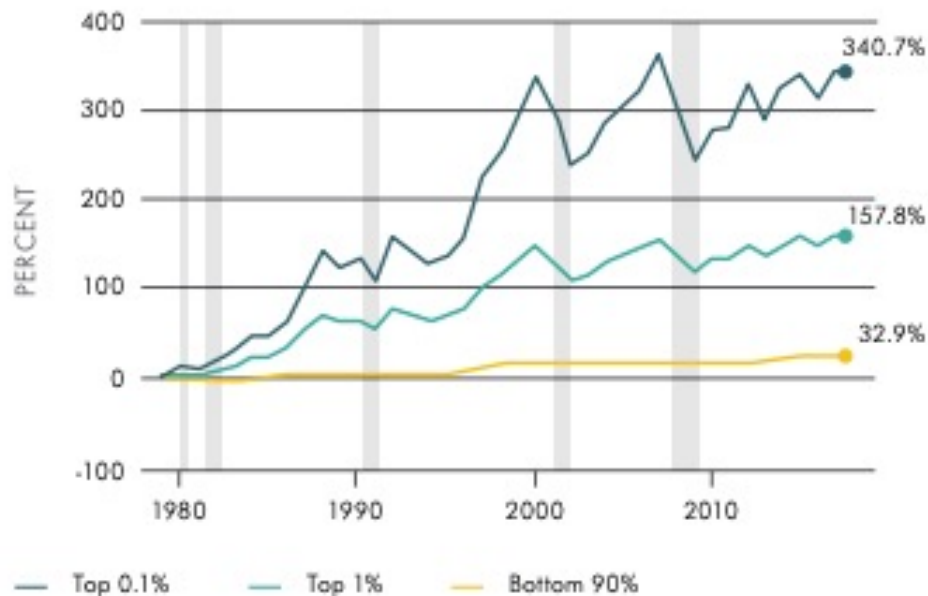


"Wages" are inflation-adjusted average hourly compensation of private sector nonsupervisory/ production workers. "Productivity" is growth of output of goods/services less depreciation per hour worked.



Flat Earnings for low wage workers

FIGURE 2. CUMULATIVE PERCENT CHANGE IN REAL ANNUAL EARNINGS, BY EARNINGS GROUP 1979–2018



Note: Shaded areas denote recessions.

Source: EPI analysis of Kopczuk, Saez, and Song, *Earnings Inequality and Mobility in the United States from Social Security Data Since 1937* (2010), Table A3, and Social Security Administration wage statistics, as constructed by Mishel and Kassa; see "Top 1.0% of Earners See Wages Up 157.8% Since 1979" (December 2019).



Shortcomings in Safety Net

Too Limited

Too difficult to access

Stigmatizing

Cliff Effects

Likely insufficient for reversing economic mobility trend



MONEY MATTERS:

PART 2: BEYOND THE SAFETY NET



Basic income: Stockton

Who:

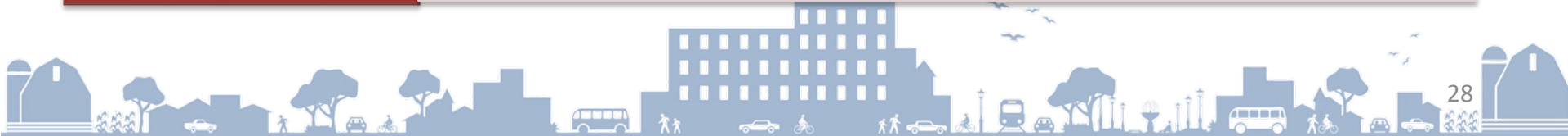
Residents > 18 years old, from low income neighborhood

What:

\$500/month for 24 months

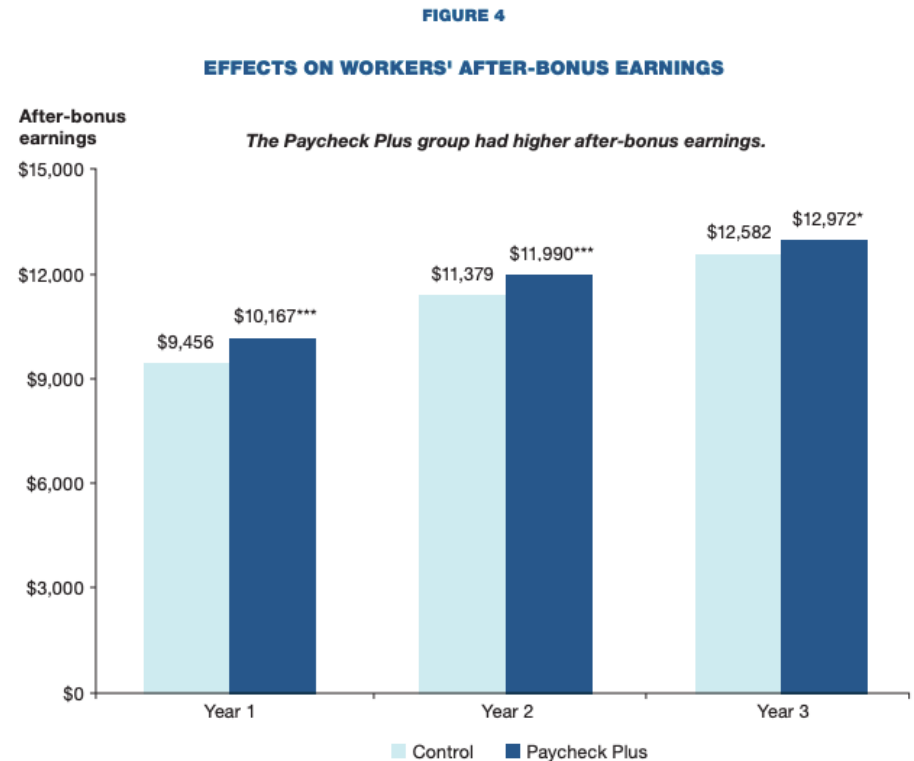
Impact:

Decreased income volatility
Improved emotional and physical health
Increased employment
Improved sense of agency.



Consistent w/ other studies of cash for non-parents

- Paycheck plus: EITC for childless adults (or non-custodial parents)
- Increased employment in years 2 and 3



SOURCES: IRS tax forms, W-2s, 1040s, and 1099-MISCs; Paycheck Plus program data.

What it means to recipients

- Well, I received about...\$2,000 back.. And about \$1,500 of that I saved and the other \$500 I spent on my son. So I just went and bought him clothes, and sneakers, and, you know, things that boys like to do, you know. Stuff like that. —
- I don't feel so trapped. Like, if something comes up, where I'm gonna get the money from? ... because I have no extra... So I don't feel as stressed, you know? I knocked off some bills, and I still have a little savings, so I'm at ease right now.



Basic income: Jackson

Who:

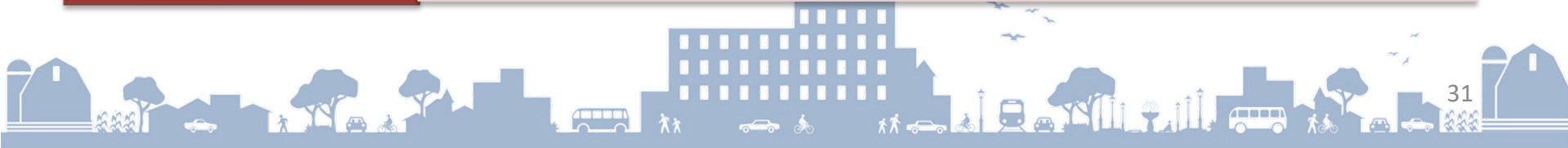
20 Low Income African American Mothers
Two more cohorts (95 in cohort 3)

What:

\$1000/month for 24 months

Impact:

37 → 80% able to pay bills
63 → 85% completed HS
100% hopeful about their future in 5 years
100% increased positive family engagement



Basic income: Child Tax Credit

Who:

All children with SSN in families earning <\$150,000 if married, \$112,500 if single

What:

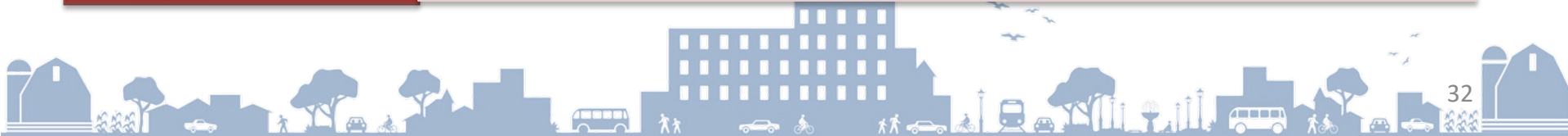
\$3600/year (\$300/month) per child 0-5

\$3000/year (\$250/month) per child 6-17

At present: one year only

Impact:

Poverty reduced 26% first month. Decreased food insecurity 26%, improved nutrition, increased educational investments Black and Latino families



SCIENCE BASED COACHING: TACKLING BOTH PATHWAYS



Help Families Move to Opportunity

Key Elements in the Creating MTO Intervention

CUSTOMIZED SEARCH ASSISTANCE

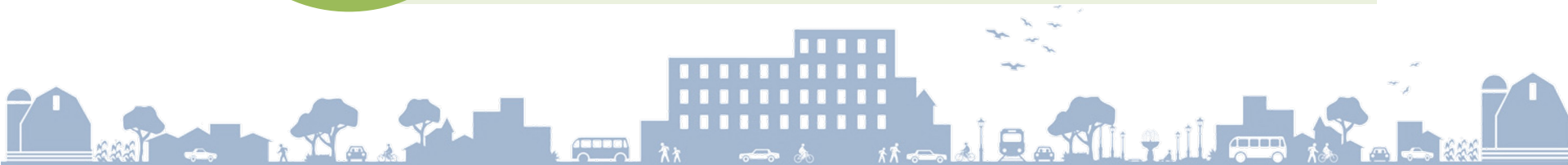
- **High-opportunity area education** to increase families' knowledge about high-opportunity areas.
- **Rental application coaching** to increase families' competitiveness for rental units by addressing credit history and preparing a narrative.
- **Housing locator services** to help families identify suitable units in high-opportunity areas.

INCREASED LANDLORD ENGAGEMENT

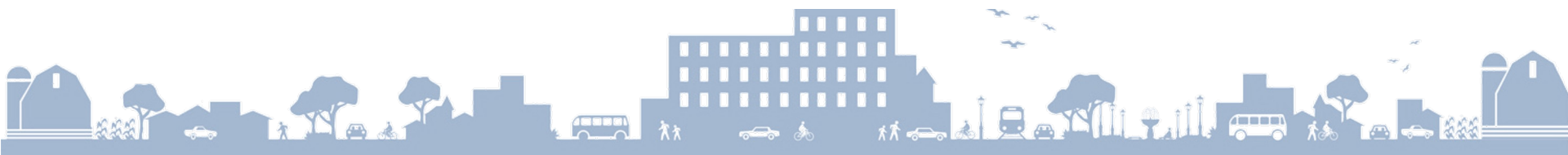
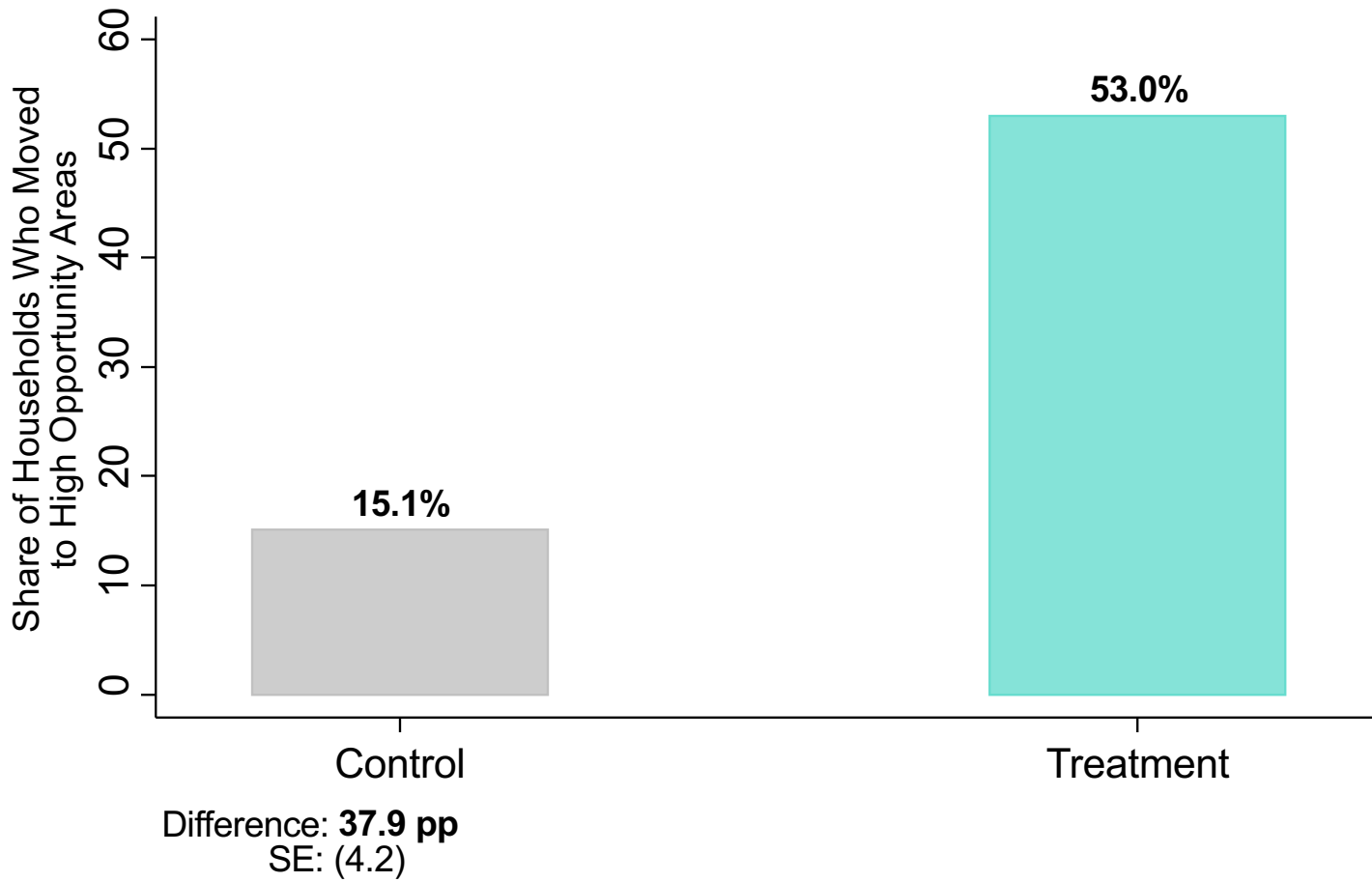
- **Cultivate relationships** with landlords in designated high-opportunity areas to create housing opportunities for CMTO families.
- **Expedite lease-up processes** by completing PHA required documents and conducting housing inspections more quickly.
- **Insurance fund** to mitigate risks of property damage.

SHORT-TERM FINANCIAL ASSISTANCE

- Grants to **defray move-in expenses**, such as application fees and security deposits (on average \$1,000).

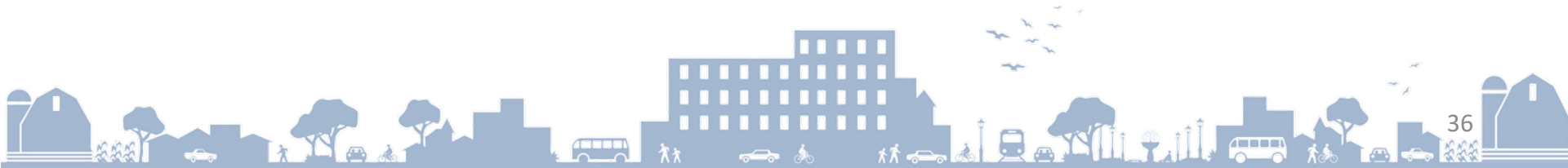


Fraction of Families Who Leased Units in High Opportunity Areas



Sectoral Training

- Screening for basic skills and motivation
- Occupational skills training targeted to high-wage sectors and leading to an industry-recognized certificate
- **Coaching** and wraparound support services for participants
- Strong connections to employers



Impact of Sectoral Training

- Project Quest: San Antonio
 - 11 year outcome:
15% increase in earnings
- Jewish Vocational Services: Boston
 - 2 year outcomes:
35% increase in earnings



The First Step: From Jackson

- Receiving money would not be enough on its own to lift them out of poverty. If they were going to save anything, the women said they would need a little more guidance and support about how to do it. [Springboard to Opportunities] set them up with a financial adviser who taught them about savings accounts, interest rates and building credit.”



Complexity of Poverty

To get ahead, people need to:

- Care for their family
- Manage money and stay out of debt
- Go to school
- Work full time—at a good job

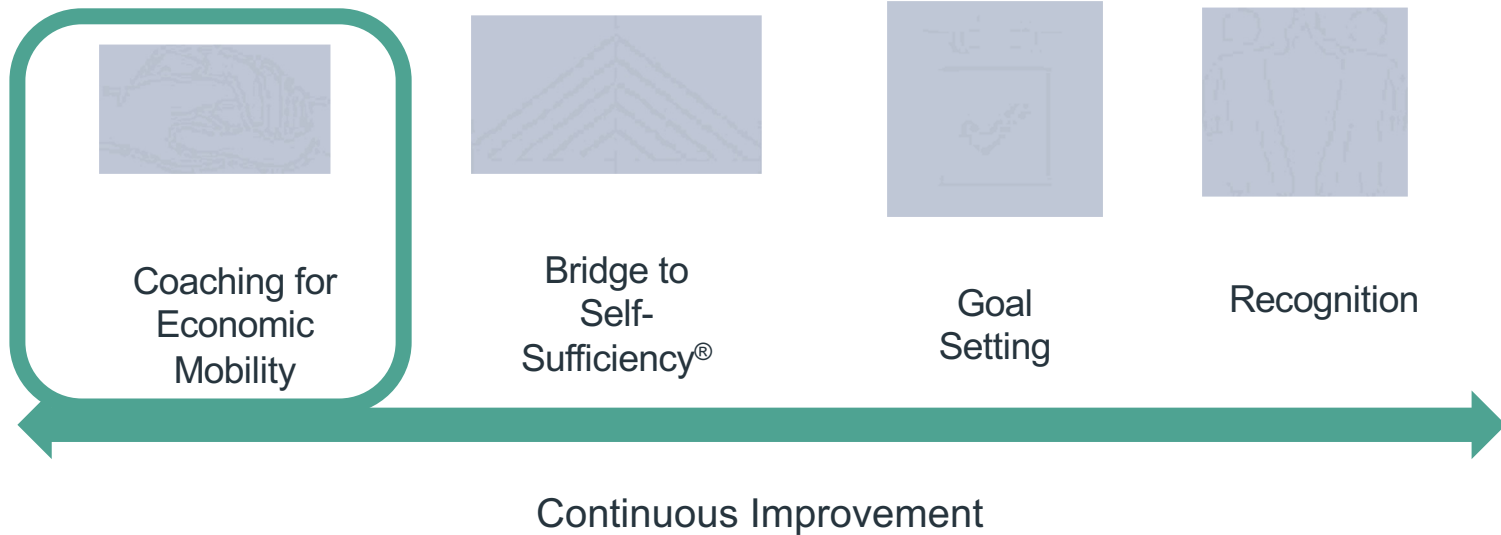




Mobility Mentoring®: Four Essential Elements



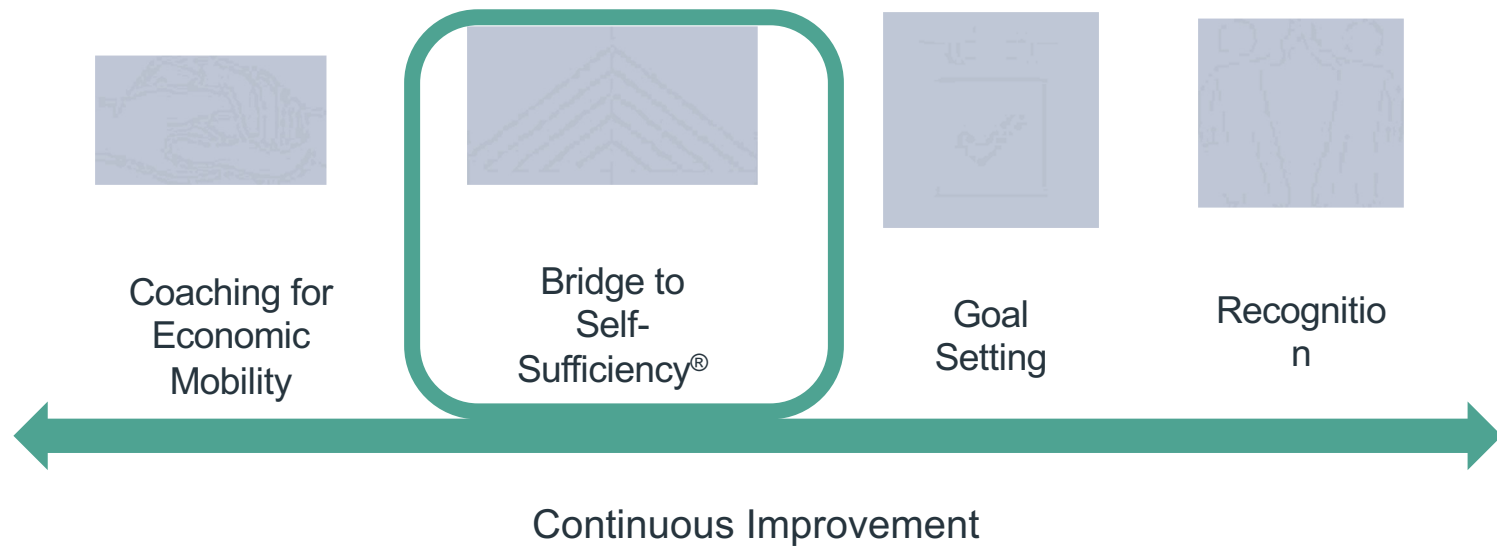
Mobility Mentoring® Essential Elements



The Coaching Mindset



Mobility Mentoring® Essential Elements

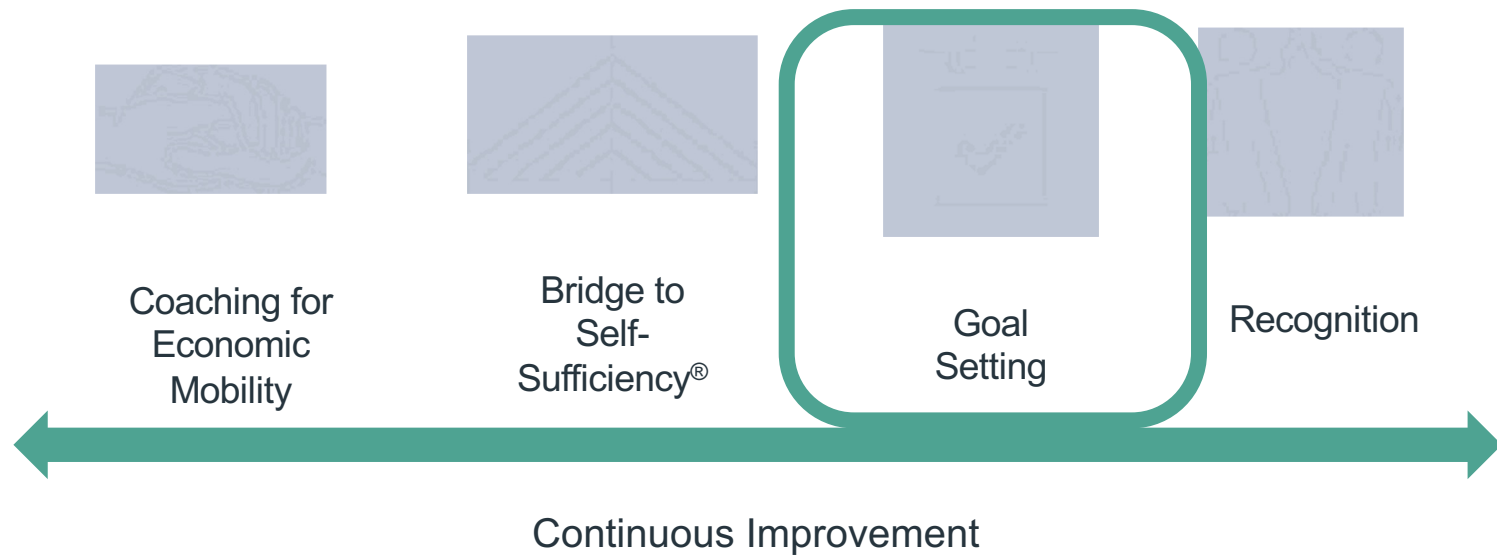




BRIDGE TO SELF-SUFFICIENCY®

	FAMILY STABILITY		WELL-BEING		FINANCIAL MANAGEMENT		EDUCATION & TRAINING	EMPLOYMENT & CAREER
	Housing	Family	Physical & Mental Health	Networks	Debts	Savings	Educational Attainment	Earnings Levels*
THINKING ABOUT THE FUTURE ↑	No subsidy, housing costs 1/3 or less of household gross pay	Fully able to engage in work, school, and family life; children or family needs don't get in the way (OR) No children or dependent family members	Fully able to engage in work, school, and family life; health and mental health needs don't get in the way	Can always rely on networks to provide useful advice, guidance, and support; advocates for others	No debt other than mortgage, education, and/or car loans, and current in all debts	Savings of 3 months' expenses or more	Bachelor's degree or higher complete	Earnings ≥ 80%+ AMI (Family-Sustaining Wage) Household Size of: 2: ≥ \$72,550 3: ≥ \$81,600 4: ≥ \$90,650
	No subsidy, housing costs exceed 1/3 household gross pay	Mostly able to engage in work, school, and family life; children or family needs rarely get in the way	Mostly able to engage in work, school, and family life; health or mental health needs rarely get in the way	Can often rely on networks to provide useful advice, guidance, and support	Current in all debts and making more than minimum payments on one or more debts	Savings of more than 2 months' expenses, but less than 3 months' expenses	Associate's degree or professional certification complete	Earnings = 50% - 79% AMI Household Size of: 2: \$51,200 - \$72,549 3: \$57,600 - \$81,599 4: \$63,950 - \$90,649
	Subsidized Housing - pays \$300+ towards rent	Somewhat able to engage in work, school, and family life because of children or family needs	Somewhat able to engage in work, school, and family life because of health or mental health needs	Can sometimes rely on networks to provide useful advice, guidance, and support	Making minimum payments on all debts	Savings of at least one month's and up to 2 months' expenses	Job training or certificate complete (beyond high school)	Earnings = 30% - 49% AMI Household Size of: 2: \$30,700 - \$51,199 3: \$34,550 - \$57,599 4: \$38,350 - \$63,949
	Subsidized Housing - pays \$0 - \$299 towards rent	Barely able to engage in work, school, and family life because of children or family needs	Barely able to engage in work, school, and family life because of health or mental health needs	Can rarely rely on networks to provide useful advice, guidance, and support	Behind in payments of 1 or more debts and making payments on at least 1 debt	Savings of less than one month's expenses	High School Diploma or GED/HiSET complete	Earnings < 30% AMI Household Size of: 2: < \$30,700 3: < \$34,550 4: < \$38,350
	Not permanently housed	Not able to engage in work, school, and family life because of children or family needs	Not able to engage in work, school, and family life because of health or mental health needs	Can never rely on networks to provide useful advice, guidance, and support	Has debts; currently not making any payments	No savings	Less than High School Diploma or GED/HiSET	Not currently employed *Income ranges are for Suffolk County, MA. Data from HUD's 7/1/20 AMI tables

Mobility Mentoring® Essential Elements



Goals drive outcomes, not meetings

While the number and type of goal set had meaningful impacts on outcomes, the number of meetings did not.

Goals drive the outcomes we care about

The more goals set, the more progress achieved. Each additional goal set was associated with gains in income for stably housed participants, and faster exits to permanent housing for participants in homeless shelter programs



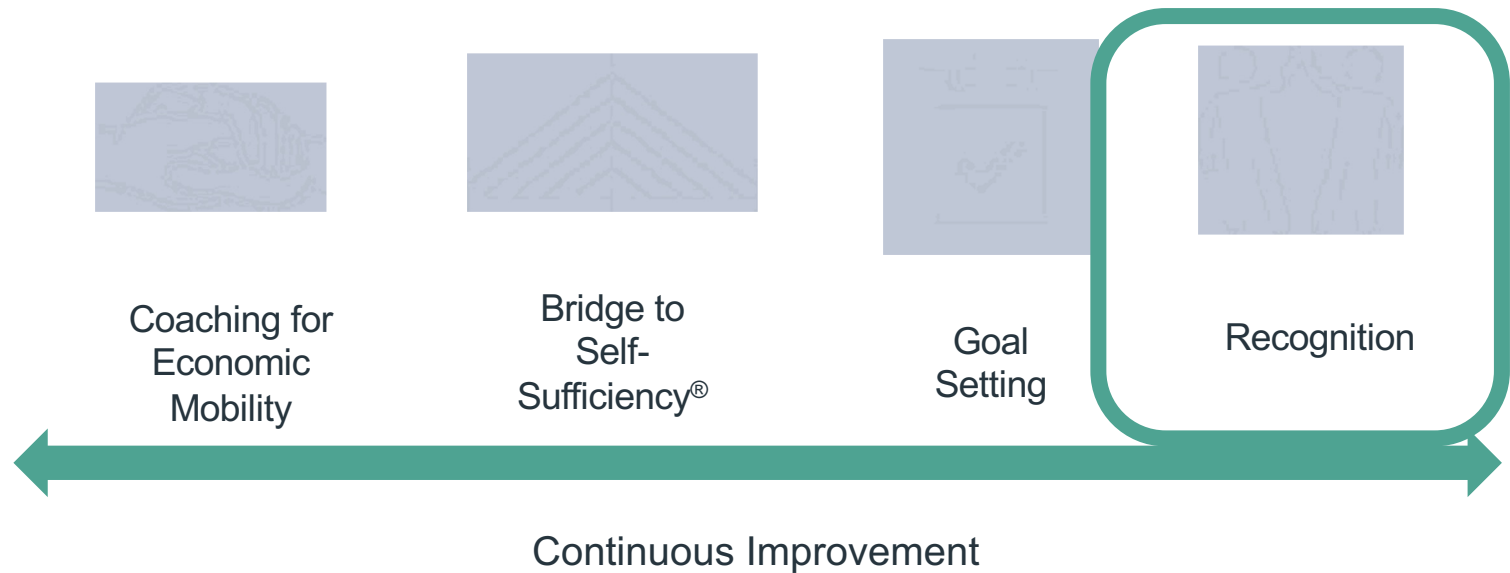
\$25.29

Each additional goal was associated with an **increase in monthly income** at exit

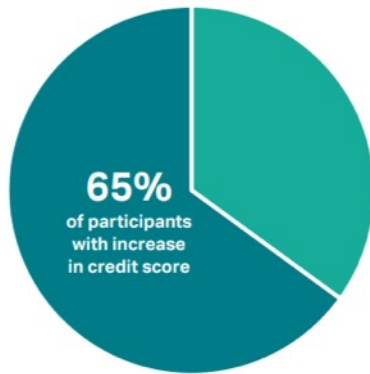


Each additional goal set per month, participants were able to **exit transitional housing almost 4 months earlier**

Mobility Mentoring® Essential Elements



Mobility Mentoring® at EMPath – FY20



65% OF PARTICIPANTS EXPERIENCE AN INCREASE IN CREDIT SCORE

Average credit score = 598 points

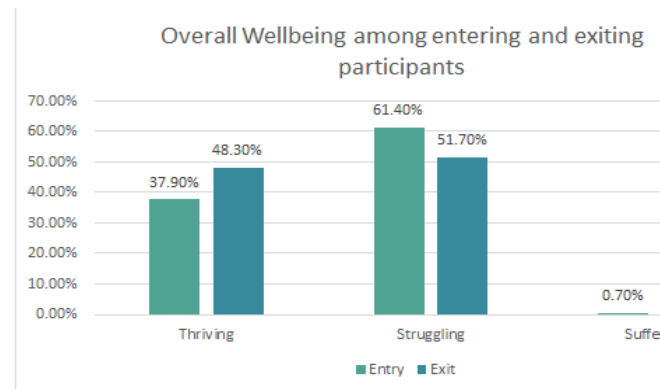
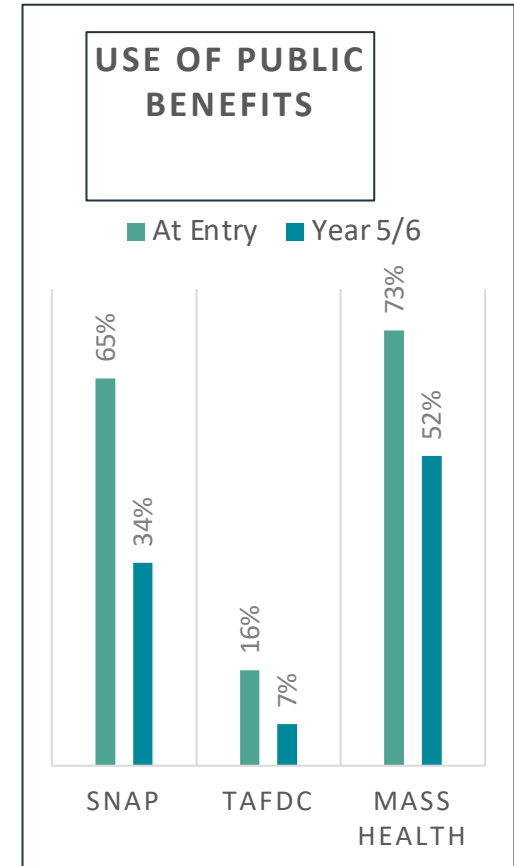
Average increase in credit score = 129 points

Average Annual Earned Income Gains from Entry to Most Recent

\$17,056 → \$23,094

Flagship Multi-Year Program

\$18,120 → \$48,576



A Coaching Model to Promote Economic Mobility and Child Developmental Outcomes **FREE**

Charles J. Homer, MD, MPH ; Ashley Winning, ScD, MPH; Kevin Cummings, PhD

Adjusted Change in Treatment Strategies Gold (TSG) Score, Within Site				
Domain	Change in TSG	95% Confidence Intervals		p-value
Cognitive	11.82	-0.89	24.54	0.07
Language	4.65	-6.57	15.86	0.42
Literacy**	13.58	4.16	22.99	0.005
Math**	10.98	3.41	18.55	0.005
Physical	4.62	-8.04	17.28	0.47
Social-Emotional	6.06	-1.75	13.87	0.13

Key Messages for Today

Poverty causes harm

Money (cash) matters

Science based coaching can make a difference

What we'll learn: How much does money, coaching, or money & coaching together help

G.O.A.L.S. Study Design

		Cash	
		No	Yes
Coaching	No		
	Yes		



What We Will Learn

- What is the impact of:
 - Money alone
 - Coaching (Mobility Mentoring) alone
 - Money and Mobility Mentoring together on outcomes:
 - Employment
 - Income, Benefits, Savings and Credit
 - Material Hardships
 - Health and Well Being
 - Family and relationships



Thank you!

Charles J. Homer, MD, MPH
Senior Advisor, EMPath

Advisor and Steward, Well Being in the Nation
Chair, Advisory Board, Children's Health Watch
Associate Clinical Professor, Harvard Medical School

