

Benefits Counseling: Outcomes Conference Call

January 29, 2008

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MIGRATS developed a more detailed, non-linear analytical model of benefits counseling in response to comments and feedback from states, as well as a data template indicating where data for the analytical model might be gathered. Today's meeting discussed potential revisions and uses of the analytical model, as well as introduced the data template.

Analytical Model

This model attempts to represent the context of benefits planning for the purpose of performing outcomes research.

States provided suggestions for additional factors and relationships. States identified the need for a connection between understanding of work incentives and informed decision-making. Work motivation and readiness to work were identified as separate characteristics that are interrelated. Work motivation was identified as a potentially pre-existing condition to seeking benefits counseling.

States advocated for the inclusion of post-employment benefits counseling in the model, though they debated where it should be included. Two suggestions were 1) to make the model into a feedback loop, and 2) to make a second model for post-employment benefits counseling because the issues encountered are different than those pre-employment.

States also debated the goal for the use of the analytical model. Some intend to use the model to identify outcomes. Others would like to use the model to measure whether benefits counseling is having an impact.

Data template

This template identifies potential resources available to measure elements of the analytical model.

Next Steps

Anne and Amy will revise the analytical model based on comments provided during the workgroup as well as through follow-up calls and emails. They will also build a draft of the instructions for use of the analytical model and data template.

The next workgroup meeting will occur in late February; Anne and Amy will send an email with potential dates soon.

The next call will review the model and discuss how one would measure various elements of the model when performing research.

Benefits Counseling Outcome
Analytical Model (December 4, 2007)

