



Policy Analysis 101: Building Skills for Greater Impact

Speakers

Owen B. Cox, PhD and Jenny Welch Buller

About Us



Center for Public
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Overview

Session roadmap

1. Policy universe
2. Policy analysis
3. Policy in practice
4. Opportunities for impact
5. Resources and tools

Hold onto these

- ✓ New conference ideas
- ✓ Equity takeaways
- ✓ Your program model
- ✓ SNAP E&T goals
- ✓ Imagination and creativity

Policy Universe

Where change happens and how



Levels of Policy

Key assumption: problem = solution

- Legislation at any level
- Procurement guidelines
- Program requirements
- Regulations that govern programs
- Initiatives at any governmental level (including across agencies)
- Processes and practices

Policy as a System



Person/place

- Federal lawmakers
- State lawmakers
- Agencies, programs
- Local boards/committees
- Local offices, state staff
- Contracted partners, staff
- Families, clients

Connected to Other Systems

Programs/departments

- WIOA
- TANF
- Child Care
- Voc Rehab
- Medicaid
- Employers

Interdependencies

- Processes
- Cliff effects
- Shared goals
- Braided funding
- Resources, staff
- Shared outcomes

Policy Analysis

Looking back to move forward

Policy changes overtime

Purpose

- Build historical/organizational knowledge
- Observe trends
- Identify problems and room for improvement
- Monitor new policies and processes
- Evaluate impact
- Plan for the future (windows of opportunity)
- Anticipate needs/opportunities

State-level Analysis

Preparing Your Approach

- Past state and federal policies
- Program data
- Context: public data
 - Demographics
 - Events: Program pilots? Recessions? Pandemic?

Program Data

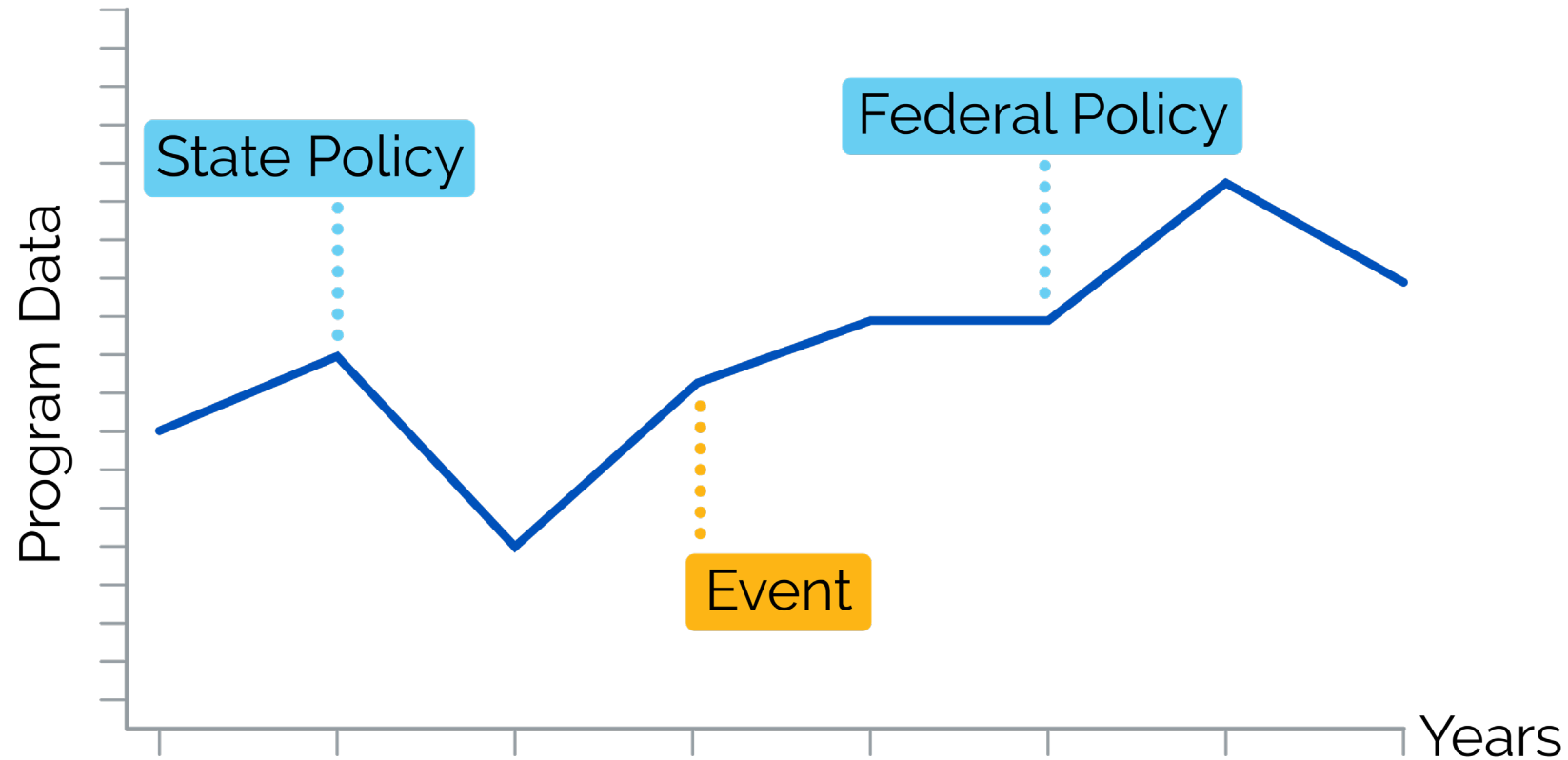
Required (quarterly)

- SNAP work registrants
- New SNAP work registrants
- ABAWDs participating in qualifying components
- All other participants in components (including ABAWDs in non-qualifying activities)
- ABAWD case months used

Suggestions

- Other activities
- Credentials/graduates
- Employed
- Living wage attainment
- Exits/reasons
- Wages (if available)

State/program -level Analysis

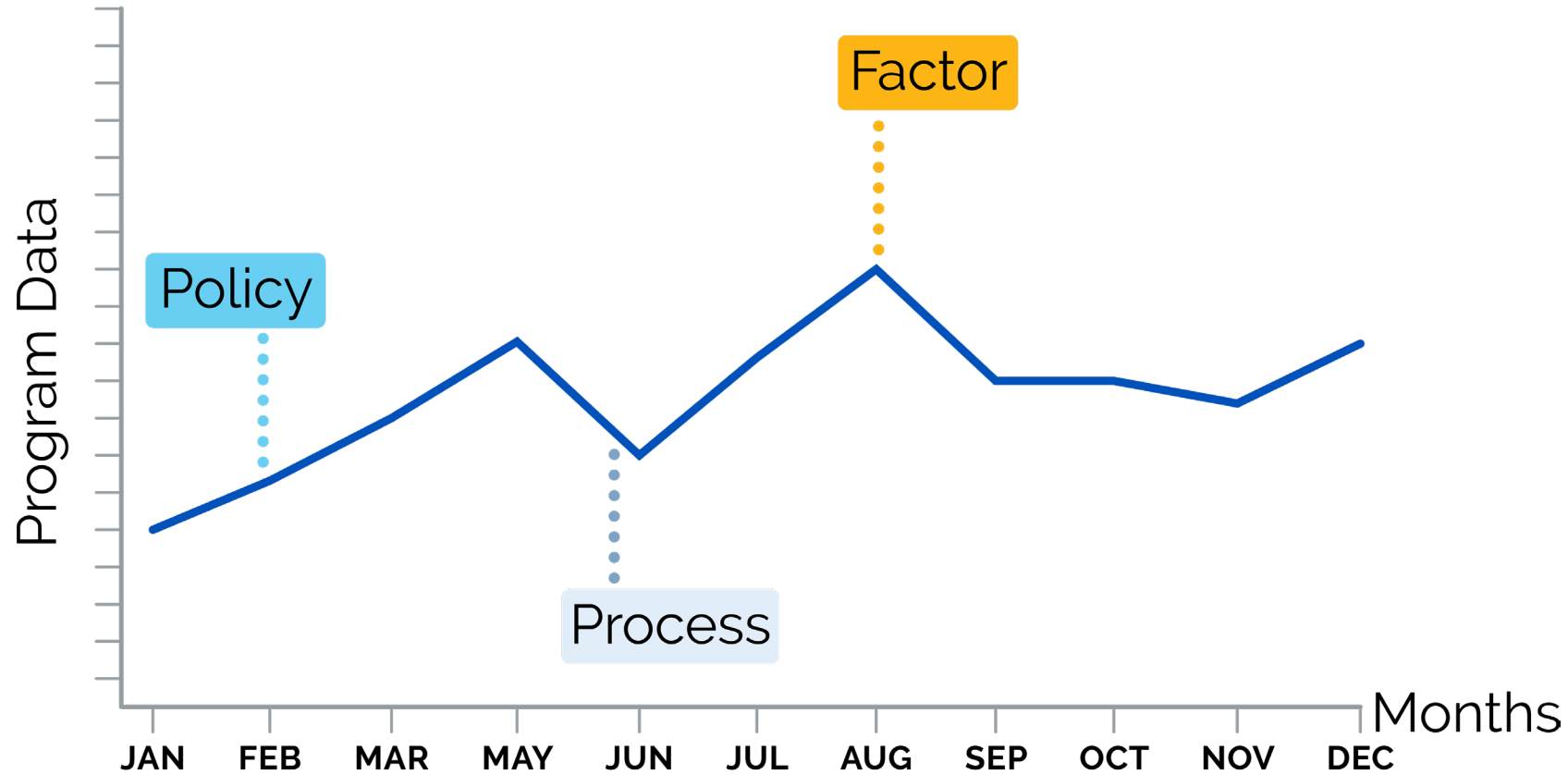


Preparing Your Approach

Project or pilot -level analysis

- Past project-level and/or regional policies
- Program data
 - Project, pilot, or regional data
- Consider what other data might you need, and from whom, for deeper context.

Project or pilot -level analysis



Development Tips

- Scan state list of policy changes for SNAP and SNAP E&T
 - Policy memos, manual updates
- Consider scanning for other programs' relevant changes
- Pull public data points for years on unemployment rates, state wage policies, poverty
- See resources for tools to consider, start simple

Policy in Practice

Developing your policy practice



Developing Your Policy Practice

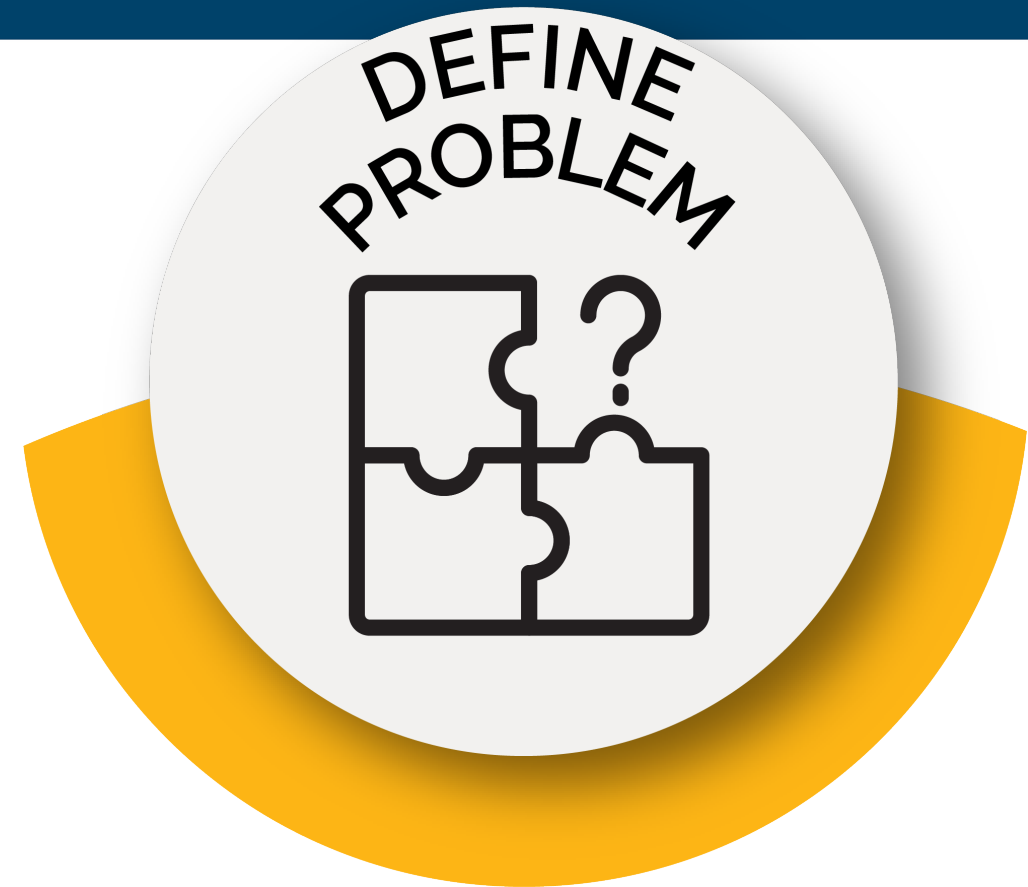


Note: Image adapted from CDC Office of Associate Director for Policy and Strategy, 2022.

1. Define the Problem

Problem

1. Engage staff and clients
2. Define the problem
3. Narrow in on the frequency, severity, impacts
4. Identify gaps in the data
5. Write a problem statement or a hypothesis.



2. Research Solutions

Options, impact, feasibility

1. Research options and/or engage staff and clients
2. What are “safe to try” ideas
3. Identify indicators
4. Estimate costs vs. economic and/or budgetary impacts
5. Compare and prioritize options



3. Strategize & Develop

Adoption and testing

1. Explore implementation needs
2. Develop and test scenarios or prototypes
3. Engage staff and clients
4. Draft formal policy
5. Gather feedback again



4. Implement & Adopt

Translate into practice

1. Follow procedures to make it official
2. Inspire a shared vision for each role
3. Develop operational practice
4. Define what success looks like
4. Build implementation capacity
5. Ensure sustainability plan is in place



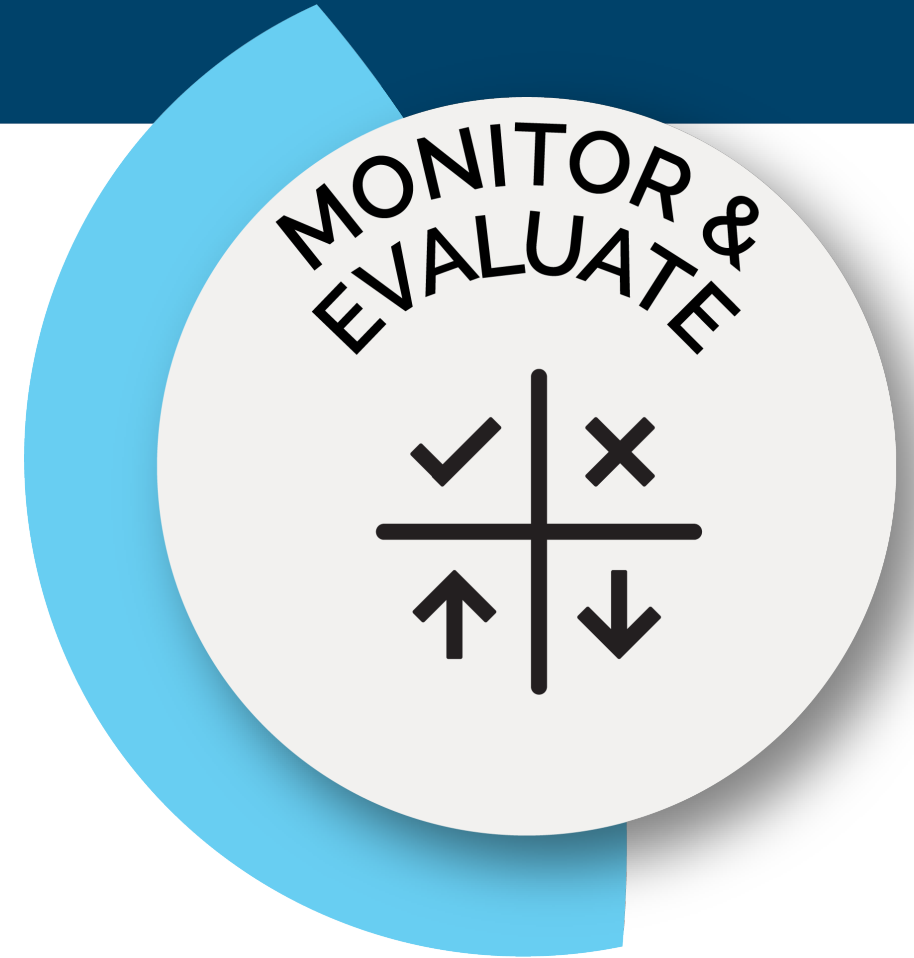
5. Monitor & Evaluate

Monitor

1. Monitor uptake and compliance
2. Ongoing
3. Staff, client input

Evaluate

1. Identify indicators and metrics
2. Baseline
3. Allow time for uptake, adoption
4. Staff, client input



Tips on “Monitor and Evaluate”

- What do you expect/hope to see? What are your goals?
- What conditions might influence the outcomes?
- Allow for start-up time for new contracts, partners, offices.
- Consider interdependencies with other programs or agencies.
- Set benchmarks and times for check-in points with staff, partners, etc. What might indicate a need for change?
- What other perspectives might help you understand what to do next? Who needs to be informed, advised, consulted, etc.?

Conditions for Success

- Authentically engage those most affected by the change, ideally from the start.
- Develop communication strategies to help everyone see the “why” and their role.
- Provide adequate training for staff and/or train staff “champions”.
- Plan for regular touch-points to review benchmarks.
- Embed time to monitor and evaluate.
- Share results and ask for feedback.

Opportunities for Impact

Assessing your SNAP E&T policy landscape



SNAP E&T Policy Ideas

- Expand community-based, culturally competent services via 50% reimbursement funds.
- Simplify application and renewal processes.
- SNAP collaboration: Lift or modify ban on SNAP eligibility for people with previous drug-related convictions and streamline reentry assessment. (CLASP, 2022).
- COVID-19 flexibilities – what have we learned, what can stay?

Focus on Equity

- Implement voluntary programs.
- Review and modify policies, rules, and practices at program sites that may disproportionately exclude workers.
- Consider physical space, geography, services, and partners to maximize equitable access.
- Review work-based learning participation
- Update website, manuals, and other communications to be strength-based to avoid inadvertently exclude or stigmatize program. (CLASP, 2022)

Small but Mighty Opportunities

- Day-day processes referral (staff and clients)
- State vs. regional and community needs, adaptations
- Form, messaging, communications, environment
- Staff trainings, including eligibility/referral staff (shared vision, trauma-informed, scarcity mindset, etc.)
- Contractor expectations, training
- Engage participants in program/policy design and evaluation.

Resources & Tools

Resources

- [MIT Living Wage Calculator \(mit.edu\)](#)
- [Data & Policy Tools/calculators: National Center for Children in Poverty \(NCCP\)](#)
- [SNAP | CLASP](#)
- [E&T State Plan Handbook | Food and Nutrition Service \(usda.gov\)](#)
- [Federal Register: Employment and Training Opportunities in the Supplemental Nutrition Assistance Program](#)
- [Digital Benefits Hub | Beeck Center](#) and [Google Scholar](#)
- [Equitable Engagement Framework](#)



References & Resources

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- Lower-Basch, E., & Young, M. (2022). Subsidized Employment: A Strategy to Address Equity and Inclusion in SNAP E&T Programs. Center for Law and Social Policy. Retrieved from <https://www.clasp.org/publications/report/brief/subsidized-employment-strategy-address-equity-and-inclusion-snap-et/>

Thank you!

Jenny and Owen

