



HUMANISTIC CARE, LLC




**ENHANCING
ACCOUNTABILITY AND SELF-
SUFFICIENCY IN SOCIAL
SERVICES THROUGH THE
PROGRESSIVE OUTCOMES
SCALE LOGIC MODEL (POSLM)**

“DRAFT WHITEPAPER”

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Executive Summary

The current social services system administered by the United States Department of Health & Human Services (HHS) has faced long-standing criticism for perpetuating a cycle of dependency on government aid rather than promoting pathways to self-sufficiency. Despite significant federal investments, the prevailing funding model prioritizes the volume of individuals served over meaningful improvements in their financial and social independence. Humanistic Care, LLC, proposes the adoption of the Progressive Outcomes Scale Logic Model (POSLM) to address this systemic issue. The POSLM is a data-driven, common sense evaluation framework designed to measure the progressive stages of individuals' journeys toward economic self-sufficiency. We seek grant funding to develop a web-based application that will allow organizations to seamlessly track, evaluate, and report the impact of their welfare programs using the POSLM methodology.

Problem Statement

The existing welfare program funding mechanism is volume-centric: the more individuals served, the more funds allocated. This model fosters an incentive to sustain high service demand rather than reduce it by helping recipients achieve self-sufficiency. This creates a misalignment between funding distribution and the intended goal of improving lives and reducing poverty. Consequently:

- There is limited accountability for long-term outcomes or evidence of individuals achieving financial independence.
- Human service providers lack tools to effectively measure incremental progress toward self-sufficiency.

Data Insights

1. According to the U.S. Census Bureau, as of 2023, approximately 37.9 million Americans live in poverty, with disproportionate impacts on Black and Hispanic communities.
2. A 2021 Urban Institute study revealed that only 32% of individuals who left welfare programs achieved sustainable employment within two years.
3. Data from the National Bureau of Economic Research highlights that wealth disparities between White and Black households persist at a ratio of nearly 8 to 1.

Solution

The Progressive Outcomes Scale Logic Model (POSLM): Developed by Quisha Brown. The POSLM offers an innovative evaluation framework designed to bridge the gap between government spending and real-life improvements in economic well-being.

Key Features

- **Stage-Based Measurement:** The POSLM divides progress into short-term (Stage 1), intermediate (Stage 2), and long-term (Stage 3) outcomes. Each stage tracks key performance indicators (KPIs) reflective of financial literacy and workforce integration.
- **Community-Driven KPIs:** KPIs are identified through community needs assessments and focus groups, ensuring culturally responsive evaluation that reflects lived experiences.
- **Value-Based Approach:** Emphasizes reducing economic disparities, aligning with value-based service models.
- **Outcome-Oriented Accountability:** Shifts program evaluation from measuring service volume to demonstrating tangible improvements in individuals' self-sufficiency.

Proposed Technology Solution

We seek funding to develop a web-based application to facilitate:

- Real-time tracking of individual progress through POSLM stages.
- Automatic generation of outcome reports to support data-driven funding decisions.
- Aggregated program evaluations demonstrating community-level improvements.

Expected Impact

- Improved fiscal responsibility by tying federal investments to measurable outcomes.
- Enhanced transparency and accountability for human service providers.
- Reduction in welfare dependency as individuals progress toward financial independence.
- Data-driven insights to inform racial wealth disparity interventions.

In conclusion, the POSLM methodology represents a transformative shift in welfare program evaluation. By focusing on progressive outcomes, it offers a path to align federal spending with long-term self-sufficiency goals. Humanistic Care, LLC, seeks grant support to develop a web-based application to operationalize the POSLM, empowering organizations to prove that their services truly make people better off.