

	A	B	C	D	E	F	G
1	Core Mobility Metrics				Affordability & Stability Metrics		
2	These are the primary childcare metrics because they directly measure whether childcare is helping caregivers work, stay employed, increase hours, and improve income.				These metrics are especially important for ALICE families because they capture whether childcare is not only available, but also workable and sustainable over time.		
3	Metric	What	Why		Metric	What	Why
4	Caregivers entering employment after childcare support	% of caregivers unemployed at intake who are in paid employment within 60 days after receiving childcare support	Directly tests whether access to care removes the immediate barrier to working—our clearest near-term mobility lever.		Childcare affordability ratio (care cost / household income)	Track change in the ratio from intake → latest (report median; and counts of families moving below a UWGC-defined threshold—e.g., ≤7% or ≤10%).	Affordability is the ongoing constraint for ALICE; tracking the ratio shows whether care is sustainably affordable, not just available.
5	Caregivers entering or continuing education/training	% of caregivers who enroll in or persist in an education/training program during the period.	Captures the pipeline to higher earnings (credentials/skills), not just instant job entry.		Care stability & work disruption	% of caregivers with zero care-related work disruptions in last 30 days (and median # of disruptions over 90 days).	Reliability of care is what protects jobs and training persistence; a simple proxy for avoided absenteeism and churn.
6	Employment retention at 6 months (caregiver)	% of caregivers who entered employment and are still employed 6 months later	Early retention predicts longer-term stability and income growth; avoids counting short-lived placements as success.		Non-standard-hours coverage	% of caregivers who need evening/weekend/variable-shift care and receive it.	Many ALICE jobs run evenings/weekends; matching hours prevent missed shifts and probation failures.
7	Children in licensed/regulated care	% of children served who are in licensed/regulated settings	Licensed care provides a baseline of safety/quality that reduces disruptions and supports child development and caregiver confidence.		Time to care placement	Median days from request/intake to confirmed licensed care start.	Speed to care = speed to work or training; highlights process bottle necks you fix (paperwork, waitlists).
8	Income mobility (caregivers)	Counts and percent of caregivers with any income increase, with ≥10% increase, and with ≥\$x annual increase; plus median income at intake and latest	Direct measure of upward economic movement at the household level; tiered thresholds shows depth of gain.		Benefit uptake & churn	% of families using any childcare offset (subsidy, scholarship, employer benefit, Dependent Care FSA) and retaining it at follow-up.	Offsets make care affordable; continuity of the benefit reduces mid-year cost spikes that threaten employment.

	A	B	C	D	E	F	G
1	Core Housing Stability & Mobility Metrics			Affordability, Resilience & Opportunity Metrics			
2	These are the primary housing metrics because they directly measure whether households are moving from instability into durable housing and economic progress.			These metrics are especially important for ALICE households because they capture whether housing is not only stable, but also affordable, resilient, and part of a longer-term pathway to mobility.			
3	Metric	What	Why	Metric	What	Why	
4	Permanent housing placement rate	% of exits that go to permanent housing (PH)	Direct indicator that households are moving from crisis/temporary settings into permanent, stable housing.	Rent burden improvement (by ≥10 percentage points)	% of ALICE households that lower rent burden by ≥10 pp (e.g., 45%→35%).		Captures meaningful progress even if the 30% threshold isn't hit yet.
5	Permanent housing retention at 6 and 12 months	% of placed households still in PH (or moved to other PH) at 6m and 12m	i. 6-Month: Tests durability of placements and reduces churn back to homelessness ii. 12 months: Confirms sustained stability, aligning with long-term mobility goals	Arrears cured before filing (prevention)	% of ALICE households with rent/utility arrears resolved before an eviction/termination filing occurs.		Pre-filing resolution prevents costly filings and credit damage that restrict future housing options.
6	Eviction prevention success (90 and 180 days)	% of prevention cases that avoided eviction and are stably housed at 90d / 180d	i. 90-days: Early signal that shallow (small dollar, short-term help), timely assistance is averting destabilizing filings. ii. 180-days: Mid-term confirmation that prevention results are durable beyond the initial quarter.	Emergency savings sufficiency	% of ALICE households with liquid savings ≥1 month of rent by follow-up (or a 50% increase if starting from \$0).		A small buffer reduces the risk of eviction and missed payments from income shocks.
7	Median days from enrollment to housing move-in	Median number of days from program enrollment to PH Move-In date	Speed matters—reduces exposure to instability and cost; highlights process bottlenecks that can be fix.	Tenure stability (no involuntary moves)	% of ALICE households with no involuntary move (eviction, landlord non-renewal, unsafe conditions) during the period.		Stable tenure underpins work continuity and child schooling; reduces costly, destabilizing moves.
8	Income mobility (households)	Any / ≥10% / ≥\$X income increases + median income at entry vs latest (entry/annual/exit).	Direct measure of upward economic movement tied to housing stability supports.	Opportunity move (neighborhood quality)	% of ALICE households that move to a higher-opportunity tract/ZIP (based on a standard index like Opportunity Atlas, Area Deprivation Index, or local school performance).		Neighborhood quality / opportunity links to long-run mobility; this captures “upward moves,” not just any move.
9				Homeownership readiness milestones	a. What: % of ALICE households achieving at least two of the following within 12 months: i. Mortgage-ready credit score threshold met (local lender standard) ii. Debt-to-income within target band iii. Down-payment reserve ≥ 2–3% of target purchase price (or locally set dollar amount) iv. Pre-approval or completion of HUD-approved homebuyer education		Tracks realistic on-ramp to asset-building where appropriate.

	A	B	C	D	E	F	G
1	Core Mobility Metrics				Job Quality, Stability & Advancements Metrics		
2	These are the primary workforce metrics because they directly measure whether participants are obtaining employment, keeping it,				These metrics are especially important for ALICE households because they capture whether employment is not only obtained, but		
3	Metric	What	Why		Metric	What	Why
4	Employment retention at 90 days	% of participants who entered employment and are still employed 90 days later	Shows whether participants make it through the fragile early period of employment and avoid immediate job loss.		Job Quality Index (JQI)	% of new placements meeting job quality: ≥30 hours/week and benefits (employer health plan or equivalent) or wage ≥ local living-wage threshold	Ensures placements are good jobs, not just jobs — critical for sustained mobility, especially for ALICE households.
5	Employment retention at 6 months	% of participants who entered employment and are still employed 6 months later	Demonstrates whether employment is durable enough to support stability and income growth.		Wage progression	% with hourly wage increase of ≥\$1.00 or ≥10% from placement to latest follow-up; also report median hourly wage at placement vs. latest	Captures on-the-job growth and whether participants are advancing economically after placement.
6	Credential attainment within 1 year	% of participants who earn an industry-recognized, high school equivalency, or postsecondary credential within 1 year	Credentials are leading indicators of stronger wages and advancement potential.		Credential-to-job match	% of placed participants working in an occupation or sector aligned with a credential earned in the past 12 months	Shows training relevance and improves the likelihood of retention and wage growth.
7	Measurable Skill Gains (during program year)	% of participants in education/training with ≥1 measurable skill gain during the program year	Shows in-program progress that often comes before credential completion and employment gains.		Transportation support received	Number and % of participants who received one or more transportation supports during the reporting period	Shows how often transportation is a barrier and whether the program is actively addressing it.
8	Income mobility (participants/households)	Any / ≥10% / ≥\$X income increases + median income at intake vs. latest	Direct read on upward mobility at the household level, with thresholds that show the depth of gain.		Transportation reliability (work impact)	% reporting zero transportation-related absences or late arrivals in the last 30 days	Practical proxy for stability and a signal of barriers that may be addressed through Flexible Client Assistance.