District of Columbia Department of Human Services

America Works of Washington, D.C.

Performance Contracting as an Effective Workforce Development Tool
Benefits of Performance Based Contracts

Municipality and Contractor Benefits
- Goals are aligned and universal for both the public and the agencies to benefit
- Offers long term perspective
- Transparent

Participant Benefits
- Individual accountability
- Participant is a stakeholder
Pay Points

**Job Placement Services Program**
- Participation
- Placement
- High Wage
- Retention

**Work Readiness Services Program**
- Participation
- Education Completion
- Placement
- High Wage
- Retention
Insight

• Performance based contracting is an effective means for employment-oriented programs
• Extensive auditing and monitoring ensures the program is not abused
• 100% outcome based programs and the work first approach yield the best results
• Incentives (i.e. Earned Income Tax Credit) offer additional benefits and improved outcomes