



# A new approach to reduce infant mortality and achieve equity

Policy recommendations to improve housing, transportation, education and employment

## Employment evidence inventory

Effective policies and programs to address employment challenges and inequities relevant to infant mortality

### Key

**SHIP** = 2017-2019 State Health Improvement Plan strategy **Red**= Leading causes of infant mortality

*Italics*= Outcomes also relevant to housing, transportation, education, poverty, racism, stress or violence

### Income

Relevant policy goals:

- Increase incomes for pregnant women and parents of young children
- Reduce unemployment and under employment
- Increase access to work supports

Policy or program	Evidence rating and direct outcomes documented in evidence review	Indirect/other potential outcomes in evidence review	Effectiveness to reduce inequities
1. <b>Earned Income Tax Credit SHIP</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>• Increased employment</li> <li>• Increased income</li> </ul> Hi-5: Recommended <ul style="list-style-type: none"> <li>• Reduced low birth weight</li> <li>• Improved health status among mothers</li> <li>• Increased economic activity</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>• <i>Increased academic achievement</i></li> <li>• <i>Improved maternal health</i></li> <li>• <b>Improved birth outcomes</b></li> </ul>	WWFH: likely to reduce disparities
2. <b>Matched dollar incentives for saving tax refunds</b>	WWFH: Some evidence: <ul style="list-style-type: none"> <li>• Increased asset accumulation</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>• Increased financial stability</li> </ul>	WWFH: likely to reduce disparities
3. <b>Child care subsidies SHIP</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>• Increased employment</li> <li>• Increased earnings</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>• Increased access to child care</li> </ul>	WWFH: likely to reduce disparities
4. <b>Adult vocational training SHIP</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>• Increased earnings</li> <li>• Increased employment</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>• Reduced recidivism</li> </ul>	WWFH: likely to reduce disparities
5. <b>Transitional jobs SHIP</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>• Increased employment</li> <li>• Increased earnings</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>• Reduced recidivism</li> <li>• <i>Reduced poverty</i></li> </ul>	WWFH: likely to reduce disparities
6. <b>New Hope Project</b>	WWFH: Some evidence: <ul style="list-style-type: none"> <li>• Increased employment</li> <li>• Increased income</li> <li>• Increased earnings</li> <li>• <i>Increased academic achievement</i></li> </ul>		WWFH: likely to reduce disparities
7. <b>Living wage laws</b>	WWFH: Some evidence: <ul style="list-style-type: none"> <li>• Increased earnings</li> <li>• <i>Reduced poverty</i></li> </ul>		WWFH: likely to reduce disparities
8. <b>Full child support pass-through and disregard</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>• Increased child support receipt</li> <li>• Increased paternity establishment</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>• <b>Reduced child maltreatment</b></li> </ul>	WWFH: likely to reduce disparities
9. <b>Summer work experience programs</b>	WWFH: Some evidence: <ul style="list-style-type: none"> <li>• Increased employment</li> <li>• Increased earnings</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>• Improved student attendance</li> <li>• <i>Decreased violence</i></li> <li>• Increased job skills</li> </ul>	WWFH: likely to reduce disparities



Policy or program	Evidence rating and direct outcomes documented in evidence review	Indirect/other potential outcomes in evidence review	Effectiveness to reduce inequities
<b>10. Health career recruitment for minority students SHIP</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>Increased academic achievement</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>Increased high school graduation</li> <li>Increased college enrollment</li> <li>Increased diversity of health care workforce</li> </ul>	WWFH: likely to reduce disparities
<b>11. Career and technical education for high school graduation</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>Increased high school graduation</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>Increased employment</li> <li>Increased earnings</li> <li>Reduced arrests</li> <li>Reduced incarceration</li> </ul>	WWFH: likely to reduce disparities
<b>12. Career Academies</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>Increased high school graduation</li> <li>Increased academic achievement</li> <li>Improved student attendance</li> </ul> <p><b>Top Tier Evidence:</b> Top Tier:</p> <ul style="list-style-type: none"> <li>Sustained increase in annual earnings for men</li> </ul> <p><b>WWC:</b> Potentially positive effects:</p> <ul style="list-style-type: none"> <li>Completing school</li> <li>Staying in school</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>Increased earnings</li> </ul>	WWFH: likely to reduce disparities
<b>13. Unemployment insurance (UI)</b>	WWFH: Some evidence: <ul style="list-style-type: none"> <li>Increased financial stability</li> <li>Improved well-being</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>Increased food security</li> <li>Reduced poverty</li> </ul>	WWFH: likely to reduce disparities
<b>14. Nevada's Reemployment and Eligibility Assessment Program</b>	Top Tier Evidence: Near Top Tier: <ul style="list-style-type: none"> <li>Increase in earnings per claimant</li> <li>Increase in employment rate</li> <li>Net savings to the Unemployment Insurance system</li> </ul>		
<b>15. GED certificate programs</b>	WWFH: Some evidence: <ul style="list-style-type: none"> <li>Increased earnings</li> <li>Reduced recidivism</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>Increased GED certificate completion</li> </ul>	WWFH: likely to reduce disparities

### Working conditions

Relevant policy goal:

- Reduce exposure to toxic and persistent stress in employment settings

Policy or program	Evidence rating and direct outcomes documented in evidence review	Indirect/other potential outcomes in evidence review	Effectiveness to reduce inequities
<b>16. Flexible scheduling</b>	WWFH: Scientifically supported: <ul style="list-style-type: none"> <li>Improved health outcomes</li> <li>Increased job satisfaction</li> </ul>	WWFH: Other potential beneficial outcomes: <ul style="list-style-type: none"> <li>Improved mental health</li> <li>Improved work-life balance</li> <li>Reduced absenteeism</li> <li>Increased productivity</li> </ul>	

Policy or program	Evidence rating and direct outcomes documented in evidence review	Indirect/other potential outcomes in evidence review	Effectiveness to reduce inequities
17. <b>Smoke-free policies for indoor areas SHIP</b>	<p>WWFH: Scientifically supported:</p> <ul style="list-style-type: none"> <li>• <i>Improved health outcomes</i></li> <li>• Reduced exposure to secondhand smoke</li> <li>• Reduced tobacco consumption</li> <li>• Reduced mortality</li> <li>• Reduced hospital utilization</li> </ul> <p><b>Hi-5:</b> Recommended:</p> <ul style="list-style-type: none"> <li>• Reducing exposure to secondhand smoke</li> <li>• Reducing the prevalence of tobacco use</li> <li>• Increasing the number of tobacco users who quit</li> <li>• Reducing the initiation of tobacco use among young</li> </ul>	<p>WWFH: Other potential beneficial outcomes:</p> <ul style="list-style-type: none"> <li>• Increased quit rates</li> <li>• Reduced youth smoking</li> <li>• Reduced health care costs</li> <li>• <b>Reduced preterm birth</b></li> <li>• <b>Reduced infant mortality</b></li> </ul>	

### Leave policies and employment benefits

Relevant policy goal:

- Adopt more robust leave policies and employment benefits

Policy or program	Evidence rating and direct outcomes documented in evidence review	Indirect/other potential outcomes in evidence review	Effectiveness to reduce inequities
18. <b>Health insurance enrollment outreach and support</b>	<p>WWFH: Some evidence:</p> <ul style="list-style-type: none"> <li>• Increased health insurance coverage</li> </ul>	<p>WWFH: Other potential beneficial outcomes:</p> <ul style="list-style-type: none"> <li>• Increased awareness of health insurance availability</li> </ul>	WWFH: likely to reduce disparities
19. <b>Paid family leave</b>	<p>WWFH: Scientifically supported:</p> <ul style="list-style-type: none"> <li>• Increased labor force participation</li> </ul>	<p>WWFH: Other potential beneficial outcomes:</p> <ul style="list-style-type: none"> <li>• Increased use of parental leave</li> <li>• <i>Improved health outcomes</i></li> <li>• <i>Improved mental health</i></li> <li>• Increased preventive care</li> <li>• Increased breastfeeding rates</li> <li>• <b>Improved birth outcomes</b></li> <li>• <b>Reduced infant mortality</b></li> <li>• Improved well-being</li> <li>• Improved economic security</li> </ul>	WWFH: likely to reduce disparities
20. <b>Paid sick leave laws</b>	<p>WWFH: Some evidence:</p> <ul style="list-style-type: none"> <li>• Increased access to paid leave</li> <li>• Increased access to health care</li> </ul>	<p>WWFH: Other potential beneficial outcomes:</p> <ul style="list-style-type: none"> <li>• Improved health outcomes</li> <li>• Increased job stability</li> <li>• Increased use of parental leave</li> </ul>	WWFH: likely to reduce disparities
21. <b>Breastfeeding promotion programs SHIP</b>	<p>WWFH: Scientifically supported:</p> <ul style="list-style-type: none"> <li>• Increased breastfeeding rates</li> </ul>	<p>WWFH: Other potential beneficial outcomes:</p> <ul style="list-style-type: none"> <li>• Improved health outcomes</li> </ul>	WWFH: likely to reduce disparities



### Sources and acronyms

HPIO searched the following systematic reviews and evidence registries to develop this inventory. Search terms aligned with the pathway diagrams (dark blue boxes) and findings of the literature review.

Systematic review or evidence registry*	Recommendation level(s)/Evidence rating included in this inventory
<b>What Works for Health (WWFH):</b> Evidence registry from County Health Rankings and Roadmaps, a project of the University of Wisconsin Population Health Institute and the Robert Wood Johnson Foundation	<ul style="list-style-type: none"> <li>• Scientifically supported</li> <li>• Some evidence</li> </ul>
<b>Health Impact in 5 Years (Hi-5):</b> CDC ( <i>includes cost considerations</i> )	Recommended
<b>Top Tier Evidence:</b> Evidence registry maintained by the Laura and John Arnold Foundation	<ul style="list-style-type: none"> <li>• Top tier</li> <li>• Near top tier</li> </ul>
<b>What Works Clearinghouse (WWC):</b> Evidence registry from the U.S. Department of Education	<ul style="list-style-type: none"> <li>• Positive effects</li> <li>• Potentially positive effects</li> </ul>

\*Also consulted The Guide to Community Preventive Services, although no relevant reviews were found for employment

To read the full report and see other material related to the Social Determinants of Infant Mortality project, visit

<http://bit.ly/SDOIM>

