



Ramsey County MFIP Employment Services Monthly Tools:

How to Use the Lists and Tools– Part 2

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Why Performance Goals?

It is not an evil plot to drive you insane



Some are required by Higher Powers--the WPR and Self Support Index

- ❖ One is complicated and time consuming; the other is just kind of complicated.
- ❖ And the WPR is not a participant outcome measure
- ❖ To the extent that they push all of us to strive for increased engagement, higher work hours, better incomes and more exits from MFIP with income, they are good for our families.

Why Performance Goals?

(continued)

Others focus on very direct and important results of our work– employment, increasing income and leaving MFIP with wages

- ❖ Everything we do is for the purpose of helping families be less poor through employment whenever possible. The measures are linked to that goal, whether the participant is in the WPR calculation or FSS.
- ❖ So, the real purpose of the paperwork and the counting and the documenting and the verifying is **that's what we have to do to understand the results of what we do.**
- ❖ The measures help point to where we excel and where we must take on the challenge of doing better.
- ❖ We can see performance over time for all providers and learn from each other.

Purposes of Monthly Lists

- ❖ To improve client outcomes and agency results, including Report Card
- ❖ To indicate caseload and client events
- ❖ To correct inaccuracies in data

Types of Monthly Lists

Preliminary Hours – before outcome data are “frozen”



Current Info – “fresh” but changeable data

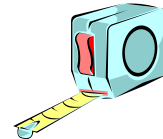


Frozen – final results



Other lists – sanction outreach, holiday and excused absence hours, TANF WPR by counselor

Five Report Card Measures

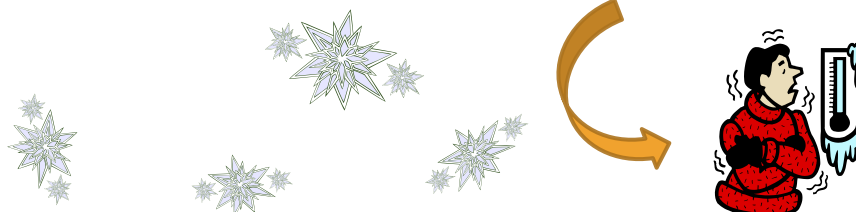


- ❖ **Part of Employment Services Contracts**
- ❖ **Represent the county's goals for MFIP**
 1. Self-Support Index (from DHS)
 2. Work Participation Rate (from DHS and US Government)
 3. Employment
 4. Increasing Income
 5. Exiting MFIP with Wages
- ❖ **Once every calendar quarter**

Preliminary Hours Report



The data are getting cold . . .



PRELIMINARY HOURS REPORT SAMPLE

Preliminary WPR Report Mar 10

WF1 Agency and Staff as of: 03/07/10

| Preliminary Mar 10, Worker Name, Client Name* Agency | | MAXIS Age # | Parents | Youn gest Age | Enroll Date | Exit Date | Target Hours | Prospec . Hours | MAXIS WF1 Total Core Core | WF1 Core + Non- Non- core core | Differ | Cash | Est. Grant |
|--|----|-------------|---------|---------------|-------------|-----------|--------------|-----------------|---------------------------|--------------------------------|--------|------|------------|
| 3/7/2010 | | | | | | | | | | | | | |
| Counselor Lastname, Firstname | | | | | | | | | | | | | |
| ALEUTIAN, EVE | 19 | 369190 | 1p | 1 | 6/9/08 | 3/1/10 | WB | 0 | 0 | 0 | 45 | -87 | \$0 |
| ANA, LOUISE E. | 42 | 208756 | 1p | 10 | 3/11/10 | | 130 | 0 | 0 | 0 | 78 | -87 | |
| BAHDEED, ABEL | 22 | 954091 | 1p-D | 5 | 8/25/07 | | 130 | 10 | 0 | 10 | 0 | -120 | \$621 |
| BEACH, SANDY | 35 | 1257628 | 1p | 15 | 6/23/09 | | 130 | 113 | 0 | 113 | 7 | -10 | \$585 |
| CLONE, CY | 31 | 1272258 | 1p | 5 | 4/29/08 | | 87 | 120 | 54 | 174 | 4 | 178 | \$415 |
| FLOOR, IDA | 21 | 1266654 | 1p | | 11/29/09 | | | 0 | 0 | 0 | 0 | 0 | \$364 |
| FORCE, GAIL | 22 | 1054631 | 1p | 1 | 11/8/08 | 2/22/10 | 87 | 0 | 0 | 0 | 0 | -87 | \$164 |
| BOREALIS, AURORA | 27 | 236299 | 1p | 0 | 6/1/06 | | 87 | 72 | 0 | 78 | 6 | 84 | \$65 |
| NAMI, SUE | 33 | 975476 | 1p | 0.8 | 3/23/07 | | Child<1 | 16 | 0 | 16 | 0 | 16 | \$65 |
| SOTA, MINI | 40 | 588002 | 2p | 1 | 6/1/09 | | 130 | 74 | 0 | 74 | 0 | 74 | \$0 |
| ABAMA, AL | 33 | 444444 | 1p | 4 | 1/30/08 | | FSS-26 | 0 | 0 | 0 | 0 | -130 | \$437 |
| SIPPI, MISSY | 27 | 555555 | 1p | 10 | 5/19/08 | | FSS-30 | 0 | 0 | 0 | 0 | -130 | \$437 |

About this report

- ❖ The list is sorted by characteristics that put clients in the WPR calculation two months ago (“preliminary month”):
 1. WPR/FSS/WB Status
 2. Number of Parents
 3. Cash grant amount
- ❖ The highlighting indicates clients with attributes that may require review to assure all countable WPR hours have been recorded.
- ❖ Workers have until the end of the current month to make corrections before DHS will ‘freeze’ the data for two months prior.



About this report - continued

- ❖ The list can be used for many other purposes, such as finding who was really on FSS or not.
- ❖ Clients are listed by the *last* agency and counselor assigned—not necessarily who had the case in the preliminary month.
- ❖ The preliminary month is always two months before the current month (created in May 2010 in previous slide).



This symbol indicates data or documents to look up.

Maxis # and Parents



- ❖ If MAXIS # is highlighted, there is a second parent in another caseload in Ramsey County and that parent was eligible in the preliminary month.
- ❖ Parents column indicates 1 or 2 parent cases.
- ❖ Since two-parent cases do not count in the WPR, those cases are almost always disregarded from the WPR. . . .

This makes my head spin too . . .



Look for a letter code (e.g. "D") under "Parents". A second parent NOT INELIGIBLE can still put the case back into the WPR and raise the hours to 130.

Enroll and Exit Date

- ❖ The enroll date is when they last enrolled in WF1 for Ramsey County, not necessarily at your agency.
- ❖ The exit date is highlighted if they left WF1--NOT NECESSARILY MFIP--by the beginning of the Preliminary month.



Data specialists can verify if clients exited Ramsey County or MFIP altogether. Some clients believe they have earned their way off MFIP or will move when it doesn't happen.

Client Name



- ❖ If Client Name is highlighted, their only WF1 activities open during the month, if any, were employment, holding or holding sanction. These have no WF1 hours.



Check if these clients should have any activities open other than full-time or part-time work or holding. If none, the client will not show up on the mass participation hours screen and a new activity must be started to appear on the screen.

Youngest Age

- ❖ Youngest Age combined with the number of parents determines the target hours.
- ❖ If no birth date appears for the youngest child, the youngest child's age and target hours could not be calculated. Reasons for no birth date include having no eligible child on the grant due to disability or pregnancy.
- ❖ DHS requires 130 total hours per month for single-parents without a child under 6 on the grant.



If 1-parent and no child under 6, another 43 hours of core or non-core are needed beyond the 87 core required for all those in the WPR.

Target Hours



- ❖ Those with a child < 1 AND have been disregarded fewer than 12 months over the life will not count in the WPR.
- ❖ Work Benefit cases (WB) are off MFIP but count in WPR.
- ❖ For the FSS cases the primary employment status number (from the MAXIS EMPS panel) is shown instead of the target hours. However, the FSS status can change and this report shows their status 2 months ago.

Check the FSS / Target Hours, if they appear incorrect.



If you thought they were FSS but show Target Hours, they will need WPR hours, and you may need to submit documentation to change them to FSS on MAXIS.

MAXIS EMPS PANEL

Below is an example of a STAT-EMPS panel to verify FSS

```

11/18/10 15:44:16          MAXIS          FMCEWBM3
CAF Questions 12, 18-19  Employment Services (EMPS)          1 Of 1

Ref Last First M * Ref Nbr: 01 [lastname], [firstname]
01 [member name] * Fin Orient Dt: 01 15 98 Attended (Y/N): Y Good Cause: __
03 [member name] * Sanc Begin Dt: __ 01 __ End Date: __ 01 __
04 [member name] * * * * * Employment Services * * * * *
05 [member name] * Mbr Required At Home For Special Medical Criteria: N
06 [member name] * Mbr Required Home Care Ill/Incap Family Mbr (Y/N): N
07 [member name] * Member Experiencing Personal/Family Crisis (Y/N): N
* Member Meets Hard To Employ Category: IQ
* Full-Time Care Of Child < 1 (Y/N): N
* FT Care Of Child < 12 Weeks (Y/N): N
* Return FSS Caregiver To Regular MFIP-ES (Y/N): __
* ES Status: 13 IQ Tested < 80
* ES Referral Dt: 01 15 98 18/19 Year Old ES Option: __
* DWP Plan Date: __ Hrs/Week Work Activity: __
* Sanction Rsn: __ Beg Dt: __ 01 __ End Date: __ 01 __
* Other Provider Information Tribal Code: __
Mode: D Function: STAT Case Nbr: __ 216 __ 07 Month: 11 10 Command: __
Sv: 62 PW: X162FC5 SW: Updated: 10 25 07 User: X162E96
  
```

Employment status code on MAXIS—not the WF1 Employment Plan—to confirm primary FSS category and status



MAXIS Retrospective Hours

- ❖ The list now shows nearly up-to-date MAXIS retrospective hours—actual hours verified by pay stubs.
- ❖ This no longer represents the financial worker's future estimate of work hours (called "prospective").
- ❖ These hours are for 2 months ago and they can still change as the FW records pay stub hours.
- ❖ This information impacts **Report Card Measures 1, 3a and 3b.**



If you think they worked more than shown, verify that all the pay stubs were submitted to the FW and recorded on the MAXIS JOBS panel.

MAXIS JOBS PANEL

Below is an example of a STAT-JOBS panel with final work hours.

```

11/18/10 12:46:10          MAXIS          FMCFAAM1
CAF Question 35          Job Income (JOBS)          1 Of 1

ef Last First M * Ref Nbr: 01 [lastname], [firstname]
01 [member name] * Income Type: W Subsidized Income Type: __
03 [member name] * Ver: 1 Pay Stubs/Tip Report
04 [member name] * Employer: CHECKERS OF MN, INC.
05 [member name] * Employer Addr GRH Income Unav 1st Mo: $
06 [member name] * Inc Start: 05 10 10 End: Contract Thru:
07 [member name] * Retrospective September Prospective
  * Pay Date Gross Wage Pay Date Gross Wage
  * 09 13 10 $ 504.38 11 08 10 $ 554.43
  * 09 27 10 604.49 11 22 10 554.43
  *
  *
  * Total: $ 1108.87* Total: $ 1108.86
  * Pay Freq: 3 Hrs: 146 Hrs: 146
  * Sig Chng: _ _ _ _ _ Pros Inc HC Inc Est EI Disreg
ode: D Function: STAT Case Nbr: 21 207 Month: 11 10 Command:
Sv: 62 PW: X162FC5 SW: Updated: 11 10 10 User: X162E96
  
```

Actual employment hours are found here for 2 months PRIOR to panel date

Must be verified

WF1 Core Hours



- ❖ WF1 Core Hours that are highlighted show cases within 10 core hours of target hours based on prospective figures.
- ❖ All cases need 87 core hours. Any case—not just the highlighted ones—may have participated in more core hours than shown.



The highlighted cases are those most likely to benefit from unrecorded hours added, although other cases could make the WPR if you know they had more hours.

WF1 Non-core Hours



- ❖ Highlighting indicates cases with 130 target hours where the client could reach their target with 10 or fewer non-core hours if they have at least 87 core hours.



Check if the client participated in hours two months ago that could be included as non-core hours for that month.

Difference



- ❖ Difference is the target hours minus the sum of the countable core and non-core hours.
- ❖ Those within 10 hours of reaching their target hours are highlighted to help prioritize your action.
- ❖ All cases must have at least 87 core hours



If the target is 130 and the case has 87 core hours or more, check to see if there are additional non-core hours that can be included. If they have less than 87 core hours, check to see if they should have more core activities recorded.

Estimated Cash Grant

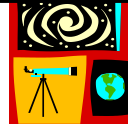


- ❖ If Estimated Cash Grant is missing or blank it may mean the case closed, just moved to Ramsey County, or has data missing temporarily. Don't assume the case has no grant because this is only an estimate.
- ❖ Only those with a \$1 or more cash grant count in the WPR.



The cash grant changes frequently. Those not on the cash grant one month can easily lose hours or income and receive a grant the next month, thereby putting them back in the WPR.

Job Search Hours Left



- ❖ Over 12 months, clients can use 240 (child under 6) or 360 hours.
- ❖ If blank, all their hours will count in the WPR—if they have enough total hours to make the rate.
- ❖ If a number is shown, it's how many are left based on the previous 12 months *before* the Prelim month.
- ❖ If a zero (0) appears, they had used all of them—no more will count.



The 12-month period “rolls over” each month. Check to see if hours were used 13 months ago. No matter how many hours left, they cannot count job search hours 5 weeks in a row.

Time to switch gears . . .



And move from the past to
the current month

Current Info Report



The data are fresh . . . but. . .



The numbers can change.



CURRENT INFO REPORT SAMPLE

WF1 Agency Assignments and Job
Search/Assessment Data as of: 06/10/10
Cash Grant and Sanction Data as of: 06/10/10

| ES Worker's Name Client Name Agency | MAXIS # | Age | 2nd Parent Target Hours | Monthly cash grant Current | Monthly cash grant Prior | Maximum Weekly Unpaid Hours | Excused Absence hours 12 Prior Months | Person Sanctio n Start | "S" in Self- Support Index Current Quarter | Months Disregard ed in WPR Under 1 Exemption | MFIP | | |
|--|------------|------|-------------------------------|-------------------------------------|-----------------------------------|--------------------------------------|---|------------------------------|--|--|---|---------------------|-----------|
| | | | | | | | | | | | Months (highlight ed for extension review) 6/10/10 | Financial Worker | |
| (counselor) Indie, Anna | | | | | | | | | | | | | |
| ALEUTIAN, EVE | 369190 | 35.5 | 2 130 | \$714 | \$916 | 26 | | 3/15/10 | 3 | S | 12 | 48 | Watto |
| ANA, LOUISE E. | 208756 | 44.7 | | \$621 | \$265 | 23 | | | 3 | | 9 | | Watto |
| BAHDEED, ABEL | 954091 | 28.4 | 87 | \$571 | \$571 | 12 | 16 | | 5 | S | 3 | 24 | Palpatine |
| BEACH, SANDY | 1257628 | 28.8 | 2 130 | \$437 | \$437 | 18 | | | 4 | S | | 54 | Palpatine |
| CLONE, CY | 1272258 | 35.9 | FSS | | \$247 | | | 4/28/10 | 0 | | 9 | 8 | Watto |
| FLOOR, IDA | 1266654 | 29.9 | 2 130 | \$532 | \$532 | 26 | | | 2 | | 6 | 6 | Watto |
| FORCE, GAIL | 1054631 | 27.5 | 130 | \$437 | \$437 | 34 | | 4/6/10 | 8 | | | 6 | Lando |
| HURRY, CAIN | 236299 | 24.6 | 87 | \$0 | \$346 | 4 | 3 | | 6 | S | | 42 | Lando |
| NAMI, SUE | 588002 | 21.7 | 87 | \$140 | \$318 | 9 | | | 2 | S | | 29 | Palpatine |
| SOTA, MINI | 975476 | 23.7 | FSS | \$456 | \$456 | 31 | | | | S | | 52 | Lando |

About this report

- ❖ Agencies are evaluated on other MFIP outcomes besides WPR, which the Current Info Report addresses.
- ❖ Cases in FSS, with a zero cash grant, or with two parents are not excluded from these other measures.
- ❖ The cases in the Current Info report are sorted by case name first.
- ❖ The highlighting indicates clients who have attributes that may require additional review or extra monitoring of certain activities.



About this report - continued

- ❖ Like the Preliminary report, the Current Info report determines the last assignment by agency and counselor from WF1 data.
- ❖ In contrast to the Preliminary report, currently open clients are listed, and all the Current Info data are "hot."
- ❖ Figures are usually current as of the last one or two days from WF1 or MAXIS updates under the "MAXIS Summary" in the "DHS-IX" tab.



This symbol indicates data or documents to look up.

Client Name, Target Hours, and Age

- ❖ Like the Preliminary report, if the Client Name is highlighted, their only WF1 activities open during the current month, if any, are employment, holding or holding sanction.
- ❖ The Target Hours are estimated based only on recent data that may be updated or corrected. Do not assume the target is final.



Displayed for HIRED : The birth date is displayed if they are within 3 months of turning 21.5 years old.

Displayed for WFS-Extension : The age of the youngest child for those 17.5 years old indicates that the case would close soon due to aging out.

Cash Grant



- ❖ Current month grant is highlighted if \$200 less than OR more than previous month's grant.
- ❖ A big change likely indicates a change in income or work hours. A rise in the grant could mean a loss of work hours.
- ❖ It could also mean a change in family size or child support.

Cash Grant - continued

- ❖ A \$0 grant for all three months in a calendar quarter is a success in the Self-Support Index, **Report Card Measure 1.**
- ❖ If no grant is shown, they may have left MFIP. Off MFIP with income for 3 months in a row is a success in **Report Card Measure 5.**
- ❖ An increase in the family's average earned income over the previous quarter can result in a drop in the grant. Increasing income for the family is a success in **Report Card Measure 4.**

Maximum Weekly Unpaid Hours

- ❖ Federal law uses the equivalent of a minimum wage in terms of unpaid hours worked.
- ❖ This column displays the monthly totals, based on the federal labor law.
- ❖ If the allowed hours are less than 87 hours, the participant can be deemed up to 87 if they worked EXACTLY the maximum unpaid hours.
- ❖ If the participant has fewer OR greater than the allowed hours, they will not be "deemed" as completing the 87 core hours. There is no "deeming" up to 130 hours.

Maximum Weekly Unpaid Hours (cont'd)

****REVISED—No Longer an Average Weekly Limit***

- ❖ Both food and cash grant are combined in the equation.

Example: Food grant of \$300 + cash grant \$280 = \$580 monthly total. \$580 divided by \$7.25 per hour (minimum wage) = 80 unpaid hours per month.

- ❖ They are “deemed” up to their 87 total core hours if they had exactly 80 unpaid hours.
- ❖ The above example would show monthly hours while participation hours are recorded weekly.



Be sure to sum up hours from all weeks in the calendar month to compare to allowed total.



Excused Absences



- ❖ Excused Absence hours shows the total over the 12 Prior Months
- ❖ This is to help determine if a client reached the rolling 12-month maximum of 80 hours or the monthly maximum of 16.



If this is more than 16, check to see this is not occurring in the current month and thereby exceeding the allowed limit.

Self-Support Index

- ❖ An “S” indicates the client will count in the current quarterly index because they were on MFIP in the quarter 3 years ago. They are not necessarily successful in the index.
- ❖ Their current outcome with their latest agency determines the result. It doesn’t matter who had them before.
- ❖ This impacts **Report Card Measure 1**.



Participants still open on MFIP can achieve the Self-Support Index if they are working 130 or more hours per month or have no cash grant all three months of the current quarter. Sanctioning or timing off does not count.



1- Year Self-Support Index

- ❖ DHS evaluates the county’s racial disparities with the Self-Support Index for those on MFIP one year ago.
- ❖ An “S1” indicates the client will count in the current quarterly index because they were on MFIP in the same quarter 1 year ago.
- ❖ The county must provide a performance improvement plan for American Indians and African Americans because they are 5 percentage points less than whites.



Participants still open on MFIP can achieve the 1-year Index the same as the 3-year index: working 130 or more hours per month or have no cash grant all three months of the current quarter.

Months Used for Child Under 1

- ❖ It indicates the number of months they have been disregarded from the WPR calculation.
- ❖ DHS can only disregard the case for up to 12 months over the lifetime, which can be split among multiple children.
- ❖ This does not indicate whether they have taken the official "exemption" from employment services on MAXIS. This is a different indicator and the only one impacting the WPR.



Clients approaching 12 months with a child <1 will count again in the WPR. Start planning for them needing hours for the WPR before the remaining months are gone.

MFIP Months

- ❖ These are the estimated countable months now.
- ❖ Months 47 or 48 are highlighted to remind counselors to complete the 48-month checklist.
- ❖ Months 54 and up are highlighted to remind agencies to complete all file collection required to prepare the case for extension review.



WFS Extension Services will not accept cases for review if there is missing documentation.

Holding Sanction Start

- ❖ The holding sanction start date from WF1 is shown if the "activity" is still open currently.
- ❖ The next column is the best current estimate of the number sanctions accumulated.
- ❖ The sanction count is highlighted if there is no indication it is currently imposed on MAXIS.
- ❖ The sanction process needs at least 10 days for the FW to impose it on MAXIS. Also, the sanction may have legitimately ended without the holding activity closing on WF1.



If the sanction count is highlighted, check with the FW for imposing it on MAXIS, starting with the earlier holding start dates--or close the holding activity if sanction is cured.

Person Sanctions

- ❖ Number of Person Sanctions is unreliable because data sources are not reliable and sanctions can be removed during a month.
- ❖ The financial worker name is shown for convenience if any questions arise about accuracy of any MAXIS data.



Participants in sanction in the current month with 3 or more sanctions must be contacted as part of the outreach required in contracts. Verify sanction counts and status with FW or data specialist.



Job Search Hours Counted

- ❖ Participants in the WPR can count up to 240 or 360 job search hours over the rolling 12-month total, including current month.
- ❖ For participants not in the WPR or did not reach target hours, job search hours did NOT count against the 12-month limit.
- ❖ This shows job search hours that COUNTED in the WPR the first 9 of the prior 11 months in Ramsey County.
- ❖ Subtract this total from 240 or 360. Then subtract the hours that counted in successful WPR cases the past two months for remaining countable hours. They cannot count if used 5 weeks in a row.



This means estimating if they made the WPR the past two months. Also, we only have Ramsey County data. Consider hours that counted towards the WPR in other counties during the past year.

Summary of Current Info Report

- ❖ The Current Info report is “fresher” but much less stable.
- ❖ Activities, cash grant, sanctions, target hours, FSS status all could change quickly.
- ❖ Some items are less likely to change, such as number of parents, MFIP months, and age.
- ❖ Make use of MAXIS inquiry and the WF1 DHS tab to cross check the status of cases.
- ❖ The key indicators relating to performance measures are the cash grant and the self-support index.



Summary of Preliminary Hours Report



- ❖ The Preliminary Hours list is for two months ago before the data are frozen at the end of the month you receive it. It's considered "refrigerated."
- ❖ The Preliminary Hours list is primarily for sorting out WPR hours and who will count or be disregarded.
- ❖ The list should also be used to indicate whether FSS counselors have WPR cases who need participation hours or how close some are to making the WPR. They may also need documentation to convert to FSS on MAXIS.
- ❖ The reverse can also be true: WPR cases may have FSS cases.

Other Lists



❖ Sanction Outreach

- In sanction with 3 or more
- Sent first week of month
- Each agency is required to contact these participants to address underlying causes for sanctions

❖ Excess Holiday or Excused Absence Hours

- Sent with Preliminary Hours lists for corrections
- More holiday hours for WF1 activity than actual holidays in month are not allowed
- More excused hours than activity hours are not allowed



Other Lists (cont'd)

❖ TANF WPR by Counselor

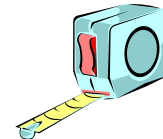
- Sent after frozen WPR report
- Lists each participant counting in the WPR
- For supervisor and counselor to review best practices
- Work hours are highlighted for those with zero total core plus non-core hours.

❖ Persistently Unaccounted Participants (PUP)

- New list identifying participants with less than 11 hours over a three-month period, including FSS
- Sent to agency once every three months
- The state and federal governments are enforcing more reporting requirements relating to participants who have no recorded hours even if they are not counting in the WPR
- Additional performance measures may result



Summary of Reports



- ❖ Many items in the lists are linked to the Report Card. All 5 measures except WPR include 2-parent and FSS cases:
 1. Self-Support Index
 2. WPR
 3. Working (20+ hours and 87+ hours per month)
 4. Increase in average income between 2 quarters
 5. Exiting MFIP 3 months in a row with income
- ❖ Persistently Unaccounted may be a new measure
- ❖ Other items indicate improper data or activity errors, new changes for the family, deadlines in case management, and discrepancies with MAXIS data.
- ❖ You can always contact the FW and check status updates.

Summary of Reports – WHAT DO YOU NEED AND USE?

- ❖ Let us know if some important pieces are missing
- ❖ Tell us an item in these lists not usable in your work. We can clarify how it is linked to outcomes, revise it, or remove it.
- ❖ Please contact the creator of the list and the planner at the same time.



Finally -

Please contact us with any questions . . .

- ✓ Sue Keskinen, Sr. Program Evaluator, CHS Research and Evaluation: susan.keskinen@co.ramsey.mn.us
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- ✓ And your trusty data specialist



And thanks for plowing through all these outcomes and lists!