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Effective Date: January 1, 2014

Contact Person: Agency Planner

OPERATIONAL DEFINITION:

Performance Outcome Measures, Targets, and Data Sources

Adult and Youth Program Outcomes	Purpose:	Outcome Target
1: Employment	Employment is the primary means to exit MFIP successfully or to become more self-sufficient, including FSS and those extended. All MFIP participants benefit from some employment.	A: 2% employed up to 19 hours a month B: 33% employed 20+ hours a month C: 22% employed 87+ hours a month
2: Job retention at 3 months	Sustained employment leads to improved self-sufficiency	A: 90% of participants who were working and left MFIP for 3 months, are still employed at any level B: 90% of participants working and still on MFIP 3 months later are employed at any level
3: Three year Self-Support Index	Long-term exits off MFIP or working full-time for sufficiency.	77% are off MFIP and DWP or working full-time 3 years since on MFIP.
4: Increase family earned income, maintain minimum full-time wages, or start earning income	Increasing income is a key step towards self-sufficiency	A. 47% of cases increase income or maintain full-time minimum wages of \$941 per month. B. 25% of cases with no income in previous quarter earning \$10 or more per month in new quarter.
5: Work Participation Rate target	Meet federal and DHS statutory TANF requirements.	50% will meet TANF work participation rate
6: Participants exiting MFIP	Ultimate goal of MFIP is leaving with income.	10% of cases are off MFIP with minimum wage.
7: New participants quickly start activities	The more quickly participants are engaged in activities, the more quickly they begin to move on the path to employment.	A: 65% of new participants are in new activity within 30 days of enrollment B: 90% of new participants are in new activity within 60 days of enrollment

8: Participants with open employment plan. Participants engaged in activities	The development of EPs give direction/road map to participants	A: 80% of all participants with EP within 90 days of enrollment. B: 85% of all participants with EP within 120 days of enrollment. C: 90% of cases with 3 or more hours of activities
9: FSS cases increase participation	Although FSS participants do not count in the WPR, those individuals benefit from being actively engaged in activities.	Percentage of FSS cases increase engagement hours over previous quarter by 2 percentage points
10: Career Planning and Coaching	Career planning and coaching supports participants in making job and career choices.	A: 50% of all participants have career coaching hours recorded per quarter B: 50% of all participants have assessment activity hours recorded per quarter reflecting update and review of participant progress C: 50% of all participants have labor market intelligence related hours recorded per quarter
11: Credentials and Certificates	Credentials and certificates are important milestones on a participant's career pathway leading to employment outcomes and self-sufficiency	A: .5% of all participants acquire a minimum of 1 stackable credential per quarter B: 10% of participants with job search activities also have acquired at least 1 self-marketing credential (i.e. MN Ready certificate, Essential Skills certificate, etc.) per quarter
12. Education for adults without a diploma	Education is a fundamental prerequisite for self-sufficient income.	30% of adult participants without a HS diploma or GED are engaged in at least 20 hours of education activities (GED or adult diploma completion) per month
13. Education is pursued for young adults	Education is a fundamental prerequisite for self-sufficient income.	A: 80% of participants under age 20 without a HS diploma/GED are engaged in at least 20 hours of high school or GED activities per month. B: 30% of participants without

		HS diploma/GED are engaged in at least <u>20</u> hours of high school or GED activities per month.
14. Reduce racial disparities in paid employment	To be within 5 percentage points of whites to meet DHS definition of disparity	Decrease gap between agency's race/ethnic groups and county-wide white rate by 50% each year that gap exists.
15. Reduce racial disparities as indicated in 1 Year Self-Support Index	To be within 5 percentage points of whites to meet DHS definition of disparity	Decrease gap between agency's race/ethnic groups and county-wide white rate by 50% each year that gap exists.
16. Reduce racial disparities as indicated in Work Participation Rate (WPR)	To be within 5 percentage points of whites to meet DHS definition of disparity	Decrease gap between agency's race/ethnic groups and county-wide white rate by 50% each year that gap exists.
17. Reduce disparity in longevity on MFIP	Participants with increased income likely exit MFIP earlier. Employment is the primary means to exit MFIP successfully or to become more self-sufficient. Increasing income is a key step towards self-sufficiency. Ultimate goal of MFIP is leaving with income.	Ratio of percent of total extended to percent of total 0-59 months within 0.05 of white's ratio.

County-wide General Indicators

Measure	Purpose
18. Cases Leaving MFIP	To monitor the trends.
19. Sanctions	To monitor the trends.
20. Family Stabilization Services by Race and Ethnicity	To monitor trends in FSS.
21. Enrollments and Exits from WF1	To monitor caseload changes and trends
22. Education	To monitor the trends.