

Ramsey County Workforce Solutions MFIP Employment Services Performance Outcomes for 2014



Mark Herzfeld, Program Evaluator
Kate Probert, Manager

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What we will cover

- Goals and philosophy for MFIP-ES
- Overview of current and new performance measures on new Report Card
- Added racial disparities measures and county-wide indicators

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Goals of MFIP

- To encourage and enable all families to find employment;
- To help families increase their income and move out of poverty;
- To prevent long-term use of welfare as a primary source of family income.



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Workforce Solutions Philosophy

- Employment is the primary means to exit MFIP or DWP successfully or to become more self-sufficient, including FSS and those extended.
- All MFIP and DWP participants benefit from some employment.
- Sustained employment leads to improved self sufficiency.
- Ultimate goal is to leave MFIP and DWP with income.
- The more quickly participants are engaged in activities, the more quickly they begin to move on the path to employment.



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Workforce Solutions Philosophy cont'd

- Achieving a goal requires defining of a goal, development and implementation of a plan. The development of an Employment Plan gives direction, a road map to participant and always must be client focused and client driven.
- Career planning and coaching support participants in making job and career choices.
- Credentials and certificates are important milestones on a participant's career pathway.
- Education is a fundamental prerequisite for self sufficient income.



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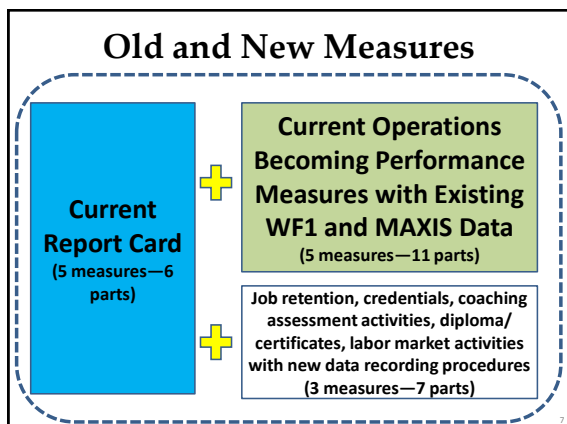
Blending with New Outcomes

- New Report Card keeps all the previous measures
- Most new measures cover primary counseling activities and data already in place
- A few require new procedures to account for job retention, career planning, and skill attainment
- Early 2014 is a major transition for all agencies



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Old and New Measures



What's New?

- Get even more familiar with sub types
 - Career coaching
 - Review of interests
 - Labor market intelligence
 - Stackable credentials
 - Self-marketing credential
- WF1 activities will have a subtype code that relates to the measure
 - Example: measure 10A for career coaching will have a subtype "10ACC" under the activity "other".



Caseload Trends—not individual audits

- As agency level measures, they represent the proportions of the caseload
- Not every participant must attain the targets
- There always are particular circumstances
- The Report Card is for the collective big picture achievement
- Targets vary from 0.5% - 90.0% based mostly on past trends.



Overall Purpose of Measures

- New emphasis on education and preparing for employment – 3 stages of activities:
- Getting started . . .
- Keep working forward . . .
- Goal attainment for self-sufficiency . . .



Getting Started . . .



- New participants start activities within 30 and 60 days: #7A and #7B
- Start an employment plan within 90 and 120 days after enrollment: #8A and #8B
- Cases with no income in previous quarter start earning income: #4B

Keep working forward . . .



- Employed 1-19 hours, 20 or more, 87 or more: #1A-C
- Work Participation Rate and engaged in activities: #5, #8C
- Increase income and activities (FSS): #4A, #9
- Career planning, coaching, labor market intelligence: #10A-C
- Obtaining credentials, certificates, and education diplomas: #11A-B, 12, and 13



Goal attainment for self-sufficiency . . .



- Job retention after 3 months: #2
- Off MFIP for 3 Months with Income: #6
- Self-Support Index: #3



NEW BONUS FROM DHS



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Reordering of Measures



- 13 overall measures, including Young Parents
- Their numbering in the 2014 report card reflects the order in the new RFP documents.
- Some measures have more than one part



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Sample Intro



Program Outcomes	Purpose:	Outcome Targets
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 (no data till 2014) B: 90% of participants working and still on MFIP 3 months later are employed at any level.
3: Three year self-support index (delayed)	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.	80% 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: 50% of new participants are in new activity within 60 days of enrollment
8: Participants with open employment plan and 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.

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Sample Intro (cont'd)



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 (no data till 2014)	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 (no data till 2014)	Credentials and certificates are important milestones on a participant's career pathway leading to employment outcomes and self-sufficiency	A: 0.5% 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.	50% 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 a HS diploma/GED are engaged in at least 20 hours of high school or GED activities per month.

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What's Next For Agency Report Card Measures?



- Follow-up training on specific procedures with job retention, career coaching, credentials and sub types



- Policy and procedure documents help interpret and instruct how to manage and record the new measures.

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Summary: Old and New Measures

Current Report Card
(5 measures—6 parts)



**Current Operations
Becoming Performance
Measures with Existing
WF1 and MAXIS Data**
(5 measures—11 parts)



**Job retention, credentials, coaching
assessment activities, diploma/
certificates, labor market activities
with new data recording procedures**
(3 measures—7 parts)

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Overall Purpose of Measures

- New emphasis on education and preparing for employment – 3 stages

- Getting started . . .



- Keep working forward . . .



- Goal attainment for self-sufficiency . . .



Goals of MFIP

- To encourage and enable all families to find employment;
- To help families increase their income and move out of poverty;
- To prevent long-term use of welfare as a primary source of family income.



Racial Disparity Measures

- Four measures that are part of each agency's contract
- Reduce any gaps with whites each year compared to the previous year
- Three measures compare results between whites, African Americans and American Indians within each agency (if more than 10 participants).
- Longevity on MFIP is only measured county-wide and includes extension caseload
- Each agency is expected to help reduce length of time on MFIP county-wide



Racial Disparity Measures

- Blending current measures for American Indians and African Americans within each agency
- Continue with WPR
- 1-year Self-Support Index (S-SI)
 - Off cash grant for 3 months now, not sanctioned or timed off, or
 - Working 130+ hours per month for 3 months now
- Add percent employed and longevity (countable months) on MFIP
- As with all other DHS and county reports, immigrants are separated within Black/African Americans from U.S. born.



Racial Disparity by Agency

- African American, American Indian and whites are measured within each agency for employment, WPR, and Self-Support Index.
- The average for the previous year is compared county-wide (pre-extension) with whites.
- If African American or American Indian results within an agency are less than county-wide outcome for whites, the agency is expected to reduce the disparity by half the following year.
- The disparities and progress will be updated each quarter for the current year.

Racial Disparity by Agency— Employment Example

- The previous year is the baseline setting the goal for the following year to reduce disparity
- In 2012, all assisted services (pre-extension) agencies combined:

	Average Per Month 2012				Annual Goal to Reduce 50% of Gap
	Avg Working Per Month	Avg Total Assigned per Month	Avg Percent Working	Difference with County-wide White Total	
Race-Assisted Services Total	534	1,667	32.1%	4.6	
African American Total	27	122	22.2%	-5.3	-2.6
White Total	277	1,007	27.5%	0.0	

Racial Disparity Targets by Agency – Employment Example

- In 2013, reduce disparity at least by half:

White Total 2012 = 27.5%	Difference with County-wide White Total in 2012	Target Level of Disparity in 2013	Avg Percent Working 2013	Jan-Sep 2013 Disparity
White			26.9%	--
African American				
Agency 1	+5.2	n/a	32.1%	+2.5
Agency 2	-4.0	-2.0	23.9%	-3.0

THE DIFFERENCE WITH WHITES COUNTS—NOT THE ACTUAL RATE

REDUCE BY HALF

- If fewer than 10 participants within an agency, results are not compared to whites.

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Racial Disparity Targets by Agency: WPR and S-SI

- Repeat disparity goals for percentages in WPR and Self-Support Index.
 - Results by race within agency compared to county results for whites (pre-extension)
 - If results less than whites county-wide in 2012, the target for 2013 is half the disparity of 2012
 - If a group is higher than whites in 2012, maintain the lack of disparity in 2013
- Recalculate targets for 2014 based on 2013 disparities for employment, WPR, and S-SI

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Racial Disparity Targets by Agency: WPR and S-SI

- The data and procedures for participants are exactly the same as the corresponding Report Card measure for the whole agency.
 - S-SI: Work hours, cash grant, MFIP eligibility on MAXIS
 - 1-year Index for racial disparities; 3-year Index for entire agency (#3)
 - WPR: Work hours and WF1 activities counted as usual
- No new codes or procedures
 - Pay stubs to financial worker for work hours
 - Cash grant and eligibility monthly review by financial worker based on income, household size, etc.
 - Same WPR countable hours



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Racial Disparity Measure—Longevity on MFIP

- County-wide comparison of all groups
- Based on proportions of county's total caseload who have less than 60 months and 60+ months by race/ethnicity
- Take the ratio of group's percentage of the county total with 60+ months divided by percentage with under 60.
- Compare that ratio with whites.
- Goal is to reduce the difference above whites to 0.05 or keep within 0.05 in following year.

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Racial Disparity Measure—Longevity: Illustration with 2012

Average Per Month, 2012	A	B	C	D	E	F
Total Parents on Ramsey County MFIP	Avg on 60+ Months	Avg 0 to 59 Months	Percent of 60 or More	Percent of 0 to 59	Ratio of percentages	Difference with White
Total	1,262	5,171	100.0%	100.0%	1.000	
African American	659	1,808	52.2%	35.0%	1.494	0.484
American Indian	45	137	3.6%	2.6%	1.347	0.336
Asian American	7	21	0.6%	4.2%	0.138	-0.873
Hmong	128	301	10.2%	5.8%	1.749	0.739
Latino/Hispanic	68	320	5.4%	2.2%	0.875	-0.135
Multi-racial	23	121	1.8%	2.3%	0.774	-0.237
Other Asian Immigrant	14	684	1.1%	13.2%	0.084	-0.927
Other Black Immigrant	12	200	0.9%	3.9%	0.241	-0.769
Somali	34	286	2.7%	5.5%	0.486	-0.524
White	271	1,099	21.5%	21.3%	1.010	0.000

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Racial Disparity Measure—Longevity, Results 2013

Average Per Month, January Through September 2013						Goal: <=0.050
Total Parents on Ramsey County MFIP	Avg on 60+ Months	Avg 0 to 59 Months	Percent of 60 or More	Percent of 0 to 59	Ratio of percentages	Difference with White
Total	1,245	4,818	100.0%	100.0%	1.000	-0.122
African American	659	1,750	53.0%	36.3%	1.458	0.337
American Indian	43	122	3.5%	2.5%	1.381	0.258
Asian American	8	21	0.7%	4.2%	0.163	-0.959
Hmong	106	258	8.5%	5.4%	1.597	0.475
Latino/Hispanic	66	272	5.3%	2.9%	0.944	-0.178
Multi-racial	25	115	2.0%	2.4%	0.855	-0.267
Other Asian Immigrant	16	661	1.3%	13.7%	0.092	-1.030
Other Black Immigrant	11	190	0.9%	4.0%	0.226	-0.896
Somali	32	293	2.6%	6.1%	0.421	-0.700
White	277	956	22.2%	19.8%	1.122	0.000

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General County-Wide Indicators

- Blending of past indicators
- Not performance measures
- Not calculated per agency
- Overall trends in caseload
 - Cases leaving MFIP for 3 months by length on MFIP
 - Sanction rates by FSS and not FSS
 - FSS caseload by race/ethnicity
 - WF1 enrollments and exits past 18 months
 - Educational attainment by race/ethnicity



Reports – Overview/Timing

- Report Card (13 Measures)
 - Finished 4 months after end of measurement period
 - For example, Jul-Sep 2013 finished in Jan 2014
 - Released first month of each quarter (Jan, Apr, etc.)
- Racial Disparities (4 Measures)
 - Finished one month after Report Card (Feb, May, etc.)
 - General indicators distributed along with racial disparity results
- Updated on WFS Provider Reports Page



Goals of MFIP

- To encourage and enable all families to find employment;
- To help families increase their income and move out of poverty;
- To prevent long-term use of welfare as a primary source of family income.



Questions: Ramsey County Workforce Solutions Employment Services Performance Outcomes



Thank you

Mark Herzfeld, Program Evaluator

Kate Probert, Manager

Alan Wanless, MIS Manager
Vidhya Shanker, Program Evaluator