

MFIP-Employment Services  
**Racial Disparity Outcome Measures,  
July-September 2017**

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## Ramsey County Racial Disparity Performance Outcome Measures, 2016-2017

### Measure 1: Percent of Participants In Paid Employment

Individuals Assigned to an Employment Services Agency by First of Each Month

Average Per Month, 2016 and 2017

	Average Per Month 2016					Average Per Month Jan-Sep 2017				
	Average Working 2015	Average Total Assigned	Average Percent Working	Difference with County-wide White Total	50% of Gap	Average Percent Working	Difference with County-wide White Total	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2016 Gap*	Average Total Assigned	Average Working 2016
<b><u>Assisted Services Total</u></b>										
African American Total	548	1,307	41.9%	7.8		42.0%	8.4		1,284	539
American Indian Total	23	89	25.9%	-8.2	-4.1	18.7%	-14.9	-9.9	76	14
White Total	206	605	34.1%	0.0		33.6%	0.0		598	201
<b><u>Agency Assigned</u></b>										
<b>African American</b>										
Avivo	68	146	46.2%	12.2		48.8%	15.2		162	79
Goodwill-Easter Seals	95	221	42.8%	8.7		42.3%	8.7		215	91
HIRED-Age 22 and Older	108	242	44.5%	10.4		46.4%	12.8		241	112
HIRED-Young Parents Under 22	67	174	38.2%	4.1		33.8%	0.2		153	52
Workforce Solutions-AST	102	235	43.4%	9.3		42.1%	8.5		227	96
YWCA - St. Paul	97	251	38.6%	4.5		39.3%	5.7		257	101
Workforce Solutions-EXS	160	502	31.9%	-2.2	-1.1	31.0%	-2.6		468	145
<b>American Indian</b>										
American Indian Family Center	20	73	27.5%	-6.6	-3.3	17.2%	-16.4	-11.4	60	10
Workforce Solutions-EXS	11	48	22.0%	-12.0	-6.0	18.8%	-14.9	-8.8	44	8
<b>White</b>										
Avivo	46	147	31.2%	-2.9	-1.4	34.2%			149	51
Goodwill-Easter Seals	31	98	31.3%	-2.8	-1.4	32.4%			95	31
HIRED-Age 22 and Older	27	67	40.7%	6.6		39.2%			78	31
HIRED-Young Parents Under 22	13	46	28.8%	-5.3	-2.7	26.0%			46	12
Workforce Solutions-AST	81	216	37.4%	3.3		32.5%			203	66
Workforce Solutions-EXS	47	202	23.0%	-11.1	-5.6	26.6%			177	47

Note: Agencies with an average of fewer than 20 participants are not shown

\*Differences may have rounding errors

**Measure 2: Percent of Participants Meeting the One-Year Self-Support Index**  
**Individuals Assigned to an Employment Services Agency by First of Each Quarter**  
**Average Per Quarter, 2016 and 2017**

	Average Per Quarter 2016					Average Per Quarter Jan-Sep 2017				
	Average Meeting One-Year Index	Average in One-Year Index	Quarterly Average Meeting Index	Difference with County-wide White Total	50% of Gap	Quarterly Average Meeting Index	Difference with County-wide White Total	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2016 Gap*	Average in One-Year Index	Average Meeting One-Year Index
<b><u>Assisted Services Total</u></b>										
African American Total	633	1,613	39.2%	-7.7	-3.9	40.9%	-4.2		1,602	655
American Indian Total	46	130	35.1%	-11.9	-5.9	39.5%	-5.6		105	42
White Total	379	806	47.0%	0.0		45.1%	0.0		767	346
<b><u>Agency Assigned</u></b>										
<b>African American</b>										
Avivo	91	190	47.8%	0.9		45.8%	0.6		208	95
Goodwill-Easter Seals	96	266	36.0%	n/a	n/a	36.8%	-8.4	-3.4	287	105
HIRED-Adult	130	331	39.2%	-7.8	-3.9	43.4%	-1.7		334	145
HIRED-Young Parents Under 22	53	181	29.2%	-17.8	-8.9	25.1%	-20.0	-11.2	160	40
Workforce Solutions-AST	113	264	42.9%	-4.0	-2.0	45.9%	0.7		266	122
YWCA - St. Paul	130	328	39.5%	-7.4	-3.7	42.8%	-2.4		316	135
Workforce Solutions-EXS	96	639	15.0%	-32.0	-16.0	15.5%	-29.6	-13.6	667	104
<b>American Indian</b>										
American Indian Family Center	38	110	34.7%	-12.3	-6.1	40.8%	-4.4		89	36
Workforce Solutions-Extension	4	57	6.6%	-40.3	-20.2	10.0%	-35.2	-15.0	67	7
<b>White</b>										
Avivo	107	213	50.5%	3.5		46.4%	1.2		199	92
Goodwill-Easter Seals	59	136	43.2%	-3.8		43.3%	-1.9		133	57
HIRED-Adult	47	100	47.0%	0.0		51.3%	6.1		98	50
HIRED-Young Parents Under 22	25	53	48.1%	1.1		29.5%	-15.6		41	12
Workforce Solutions-AST	118	252	46.7%	-0.3		44.2%	-1.0		255	113
Workforce Solutions-Extension	34	269	12.6%	-34.3		11.5%	-33.6		254	29

*\*Differences may have rounding errors*

*Note: Agencies with an average of fewer than 20 participants are not shown*

**Measure 3: Work Participation Rates (non-FSS, 1-Parent, with cash grant)**  
**Cases Assigned to an Employment Services Agency**  
**Average Per Month, 2016 and 2017**

	Average Per Month 2016					Average Per Month Jan-Sep 2017				
	Average Reaching Target Hours	Average Measured in WPR	Average Rate	Difference with County-wide White Total	50% of Gap	Average Reaching Target Hours	Difference with County-wide White Total	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2016 Gap*	Average Measured in WPR	Numerator
<b><u>Assisted Services Total</u></b>										
African American Total	257	732	35.1%	0.6		31.6%	4.0		746	235
American Indian Total	8	42	19.4%	-15.0	-7.5	11.0%	-16.6	-9.1	40	4
White Total	90	261	34.5%	0.0		27.6%	0.0		249	69
<b><u>Agency Assigned</u></b>										
<b>African American</b>										
Avivo	36	82	43.9%	9.4		33.6%	6.0		99	33
Goodwill-Easter Seals	39	115	33.4%	-1.1		31.6%	4.0		125	40
HIRED-Adult	43	132	32.7%	-1.8		32.8%	5.2		137	45
HIRED-Young Parents Under 22	38	103	36.9%	2.4		27.8%	0.1		93	26
Workforce Solutions-AST	42	134	31.2%	-3.3		27.7%	0.1		132	36
YWCA	41	143	28.8%	-5.7	-2.8	30.0%	2.4		145	43
Workforce Solutions-Extension	18	42	41.9%	7.4		57.7%	30.1		30	17
<b>American Indian</b>										
American Indian Family Center	6	34	17.2%	-17.3	-8.6	9.0%	-17.3	-8.6	32	3
<b>White</b>										
Employment Action Center	23	59	38.3%	3.8		29.1%	1.5		47	14
Goodwill-Easter Seals	14	39	36.6%	2.1		27.8%	0.2		43	12
HIRED-Adult	14	37	38.1%	3.6		36.0%	8.4		39	14
HIRED-Young Parents Under 22	6	23	23.7%	-10.8	-5.4	25.8%	-1.8		21	5
Workforce Solutions-AST	30	95	32.0%	-2.5		21.1%	-6.5		95	20

Note: Agencies with an average of fewer than 20 participants are not shown

\*Differences may have rounding errors

## Measure 4: Ratio of Percent 60 or More Countable Months to Percent 0 to 59 Months

### Average Number of Individuals Per Month, 2016

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	Percent Within Race/Ethnic Group			
							60+	0 to 59	Total	
Total	1,035	3,953	100.0%	100.0%	1.000		Total	20.7%	79.3%	4,987
African American	533	1,385	51.5%	35.0%	1.470	0.222	African American	27.8%	72.2%	1,918
American Indian	52	94	5.0%	2.4%	2.088	0.839	American Indian	35.3%	64.7%	146
Asian American	14	162	1.3%	4.1%	0.318	-0.930	Asian American	7.7%	92.3%	176
Hmong	77	136	7.4%	3.5%	2.145	0.897	Hmong	36.0%	64.0%	213
Latino/Hispanic	62	236	6.0%	6.0%	1.004	-0.245	Latino/Hispanic	20.8%	79.2%	298
Multi-racial	27	122	2.6%	3.1%	0.846	-0.402	Multi-racial	18.1%	81.9%	149
Other Asian Immigrant	18	507	1.7%	12.8%	0.132	-1.116	Other Asian Immigrant	3.3%	96.7%	525
Other Black Immigrant	14	171	1.3%	4.3%	0.307	-0.941	Other Black Immigrant	7.4%	92.6%	185
Somali	24	472	2.3%	11.9%	0.195	-1.053	Somali	4.9%	95.1%	496
White	216	660	20.8%	16.7%	1.248	0.000	White	24.6%	75.4%	875

### Average Number of Individuals Per Month, January-September 2017

Percent Within Race/Ethnic Group

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	Percent Within Race/Ethnic Group			
							60+	0 to 59	Total	
Total	967	3,844	100.0%	100.0%	1.000		Total	20.1%	79.9%	4,811
African American	506	1,367	52.3%	35.5%	1.470	0.307	African American	27.0%	73.0%	1,872
American Indian	46	81	4.8%	2.1%	2.264	1.101	American Indian	36.3%	63.7%	128
Asian American	14	152	1.5%	3.9%	0.379	-0.784	Asian American	8.7%	91.3%	166
Hmong	66	120	6.8%	3.1%	2.168	1.005	Hmong	35.3%	64.7%	186
Latino/Hispanic	59	223	6.1%	5.8%	1.043	-0.120	Latino/Hispanic	20.8%	79.2%	282
Multiracial	30	119	3.1%	3.1%	1.016	-0.147	Multiracial	20.4%	79.6%	149
Other Asian Immigrant	20	446	2.0%	11.6%	0.174	-0.989	Other Asian Immigrant	4.2%	95.8%	465
Other Black Immigrant	15	190	1.5%	4.9%	0.310	-0.853	Other Black Immigrant	7.2%	92.8%	204
Somali	23	498	2.3%	12.9%	0.180	-0.983	Somali	4.3%	95.7%	520
White	190	648	19.6%	16.9%	1.163	0.000	White	22.6%	77.4%	837