

MFIP-Employment Services
**Racial Disparity Outcome Measures,
January-June 2016**

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Ramsey County Racial Disparity Performance Outcome Measures, 2015-2016

Measure 14: Percent of Participants In Paid Employment

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

Average Per Month, 2015 and 2016

	Average Per Month 2015					Average Per Month Jan-Jun 2016				
	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 2015 Gap*	Average Total Assigned	Average Working 2016
<u>Assisted Services Total</u>										
African American Total	547	1,339	40.9%	7.4		40.8%	7.4		1,307	533
American Indian Total	17	100	17.4%	-16.1	-8.0	26.2%	-7.1		90	24
White Total	215	641	33.5%	0.0		33.4%	0.0		598	200
<u>Agency Assigned</u>										
African American										
Employment Action Center	62	138	44.7%	11.2		47.0%	13.6		137	64
Goodwill-Easter Seals	90	189	47.5%	14.1		43.6%	10.2		211	92
HIRED-Age 22 and Older	113	269	42.1%	8.6		43.2%	9.8		244	105
HIRED-Young Parents Under 22	77	212	36.1%	2.6		36.7%	3.4		186	68
Workforce Solutions-AST	91	227	40.2%	6.7		41.1%	7.7		231	95
YWCA	99	253	39.1%	5.6		36.5%	3.1		259	94
Ramsey County Public Health	8	30	25.6%	-7.9	-4.0	26.1%	-7.2	-2.2	29	8
Workforce Solutions-EXS	152	506	30.1%	-3.4	-1.7	30.1%	-3.3		510	153
American Indian										
American Indian Family Center	15	80	19.1%	-14.4	-7.2	28.9%	-4.5		75	22
Workforce Solutions-EXS	11	42	25.4%	-8.1	-4.0	21.1%	-12.2	-7.2	50	11
White										
Employment Action Center	54	160	33.5%	0.1		29.8%			141	42
Goodwill-Easter Seals	31	96	31.8%	-1.7		31.7%			96	31
HIRED-Age 22 and Older	34	98	34.8%	1.3		38.4%			71	27
HIRED-Young Parents Under 22	18	55	33.5%	0.1		28.5%			46	13
Workforce Solutions-AST	70	203	34.5%	1.0		36.3%			213	77
Workforce Solutions-EXS	40	219	18.4%	-15.0	-7.5	20.9%			210	44

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

*Differences may have rounding errors

Measure 15: 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, 2015 and 2016

	Average Per Quarter 2015					Average Per Quarter Jan-Jun 2016				
	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 2015 Gap*	Average in One-Year Index	Average Meeting One-Year Index
<u>Assisted Services Total</u>										
African American Total	739	1,732	42.7%	-9.4	-4.7	39.3%	-8.8	-3.8	800	315
American Indian Total	49	141	34.7%	-17.3	-8.7	34.8%	-13.3	-4.7	69	24
White Total	489	939	52.0%	0.0		48.1%	0.0		409	197
<u>Agency Assigned</u>										
African American										
Employment Action Center	95	188	50.6%	-1.4	-0.7	46.1%	-2.0		187	86
Goodwill-Easter Seals	107	254	42.1%	n/a		34.6%	-13.5	-8.5	253	88
HIRED-Adult	147	343	42.9%	-9.1	-4.6	39.0%	-9.1	-4.1	315	123
HIRED-FAST	17	60	28.8%	-23.3	-11.6	50.2%	2.1		27	13
HIRED-Young Parents Under 22	73	228	32.0%	-20.1	-10.0	28.9%	-19.2	-9.2	190	55
Workforce Solutions-AST	141	294	47.8%	-4.2	-2.1	44.5%	-3.6		264	118
YWCA	143	323	44.3%	-7.7	-3.8	41.8%	-6.3	-1.3	328	137
Workforce Solutions-EXS	97	673	14.4%	-37.6	-18.8	14.6%	-33.5	-14.7	635	93
American Indian										
American Indian Family Center	42	124	33.9%	-18.1	-9.0	33.6%	-14.5	-5.5	116	39
Workforce Solutions-Extension	3	51	5.4%	-46.7	-23.3	6.6%	-41.5	-18.2	53	4
White										
Employment Action Center	123	227	54.2%	2.2		52.4%	4.3		213	112
Goodwill-Easter Seals	70	137	50.7%	-1.3		43.3%	-4.8		133	58
HIRED-Adult	65	120	53.8%	1.7		44.8%	-3.3		101	45
HIRED-FAST	24	55	44.3%	-7.7		62.2%	14.1		27	17
HIRED-Young Parents Under 22	37	72	50.5%	-1.5		50.1%	2.0		54	27
Workforce Solutions-AST	158	294	53.5%	1.5		49.8%	1.7		253	126
Workforce Solutions-Extension	40	291	13.6%	-38.5		11.9%	-36.2		273	33

**Differences may have rounding errors*

Measure 16: Work Participation Rates (non-FSS, 1-Parent, with cash grant)
Cases Assigned to an Employment Services Agency
Average Per Month, 2015 and 2016

	Average Per Month 2015					Average Per Month Jan-Jun 2016				
	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 2015 Gap*	Average Measured in WPR	Numerator
<u>Assisted Services Total</u>										
African American Total	226	670	33.8%	-0.6	-0.3	34.4%	-0.8		723	249
American Indian Total	5	41	13.0%	-21.4	-10.7	21.1%	-14.2	-3.5	48	10
White Total	84	245	34.4%	0.0		35.2%	0.0		260	92
<u>Agency Assigned</u>										
African American										
Employment Action Center	29	74	39.5%	5.1		44.7%	9.4		80	36
Goodwill-Easter Seals	34	92	37.1%	2.7		32.8%	-2.4		103	34
HIRED-Adult	36	122	29.5%	-4.9	-2.5	31.4%	-3.8		126	40
HIRED-Young Parents Under 22	30	98	30.8%	-3.6	-1.8	35.0%	-0.2		110	38
Hmong American Partnership	1	4							14	6
Workforce Solutions-AST	32	118	27.1%	-7.3	-3.7	30.9%	-4.3		134	42
YWCA	43	129	33.5%	-0.9	-0.5	26.5%	-8.7	-3.7	145	38
Ramsey County Public Health	19	24	79.8%	45.4		89.0%	53.8		23	20
Workforce Solutions-Extension	17	37	45.6%	11.2		36.3%	1.1		45	16
American Indian										
American Indian Family Center	3	33	9.4%	-25.0	-12.5	19.6%	-25.0	-12.5	37	7
White										
Employment Action Center	22	61	36.0%	1.6		36.9%	1.7		59	22
Goodwill-Easter Seals	11	30	34.5%	0.1		38.5%	3.2		37	14
HIRED-Adult	14	37	36.9%	2.5		40.4%	5.2		38	16
HIRED-Young Parents Under 22	10	26	39.4%	5.0		27.7%	-7.6		24	7
Workforce Solutions-AST	25	80	30.9%	-3.5	-1.7	31.9%	-3.3		94	30

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

*Differences may have rounding errors

Measure 17: Ratio of Percent 60 or More Countable Months to Percent 0 to 59 Months

Average Number of Individuals Per Month, 2015

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	1,036	3,952	100.0%	100.0%	1.000		Total	20.8%	79.2%	4,988
African American	536	1,400	51.7%	35.4%	1.460	0.189	African American	27.7%	72.3%	1,936
American Indian	46	103	4.5%	2.6%	1.708	0.437	American Indian	30.9%	69.1%	150
Asian American	8	143	0.8%	3.6%	0.224	-1.046	Asian American	5.6%	94.4%	152
Hmong	82	154	7.9%	3.9%	2.028	0.757	Hmong	34.7%	65.3%	237
Latino/Hispanic	54	236	5.3%	6.0%	0.879	-0.392	Latino/Hispanic	18.7%	81.3%	291
Multi-racial	27	126	2.6%	3.2%	0.808	-0.463	Multi-racial	17.5%	82.5%	153
Other Asian Immigrant	16	535	1.6%	13.5%	0.116	-1.155	Other Asian Immigrant	2.9%	97.1%	551
Other Black Immigrant	11	169	1.1%	4.3%	0.252	-1.019	Other Black Immigrant	6.2%	93.8%	180
Somali	27	388	2.6%	9.8%	0.265	-1.005	Somali	6.5%	93.5%	415
White	228	684	22.0%	17.3%	1.271	0.000	White	25.0%	75.0%	911

Average Number of Individuals Per Month, January-June 2016

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	1,041	3,946	100.0%	100.0%	1.000		Total	20.9%	79.1%	4,987
African American	534	1,367	51.3%	34.6%	1.482	0.174	African American	28.1%	71.9%	1,901
American Indian	53	94	5.1%	2.4%	2.152	0.843	American Indian	36.2%	63.8%	147
Asian American	12	160	1.2%	4.1%	0.288	-1.021	Asian American	7.1%	92.9%	173
Hmong	79	142	7.6%	3.6%	2.113	0.804	Hmong	35.8%	64.2%	222
Latino/Hispanic	61	245	5.8%	6.2%	0.935	-0.374	Latino/Hispanic	19.8%	80.2%	306
Multi-racial	26	127	2.5%	3.2%	0.770	-0.538	Multi-racial	16.9%	83.1%	153
Other Asian Immigrant	17	519	1.6%	13.2%	0.124	-1.184	Other Asian Immigrant	3.2%	96.8%	536
Other Black Immigrant	13	164	1.2%	4.1%	0.301	-1.007	Other Black Immigrant	7.4%	92.6%	177
Somali	24	474	2.3%	12.0%	0.193	-1.115	Somali	4.9%	95.1%	498
White	222	642	21.3%	16.3%	1.309	0.000	White	25.7%	74.3%	863