

MFIP-Employment Services
Racial Disparity Outcome
Measures, January-September 2019

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Compiled by Health and Wellness Administration, Office of Research & Evaluation



**EMPLOYMENT SERVICES RACIAL DISPARITY MEASURES
RAMSEY COUNTY EMPLOYMENT SERVICES AGENCIES**

Program Outcomes	Purpose:	Outcome Targets
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.

EMPLOYMENT SERVICES 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.

Ramsey County Racial Disparity Performance Outcome Measures, 2018-2019

Measure 1: Percent of Participants In Paid Employment

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

Average Per Month, 2018 and 2019

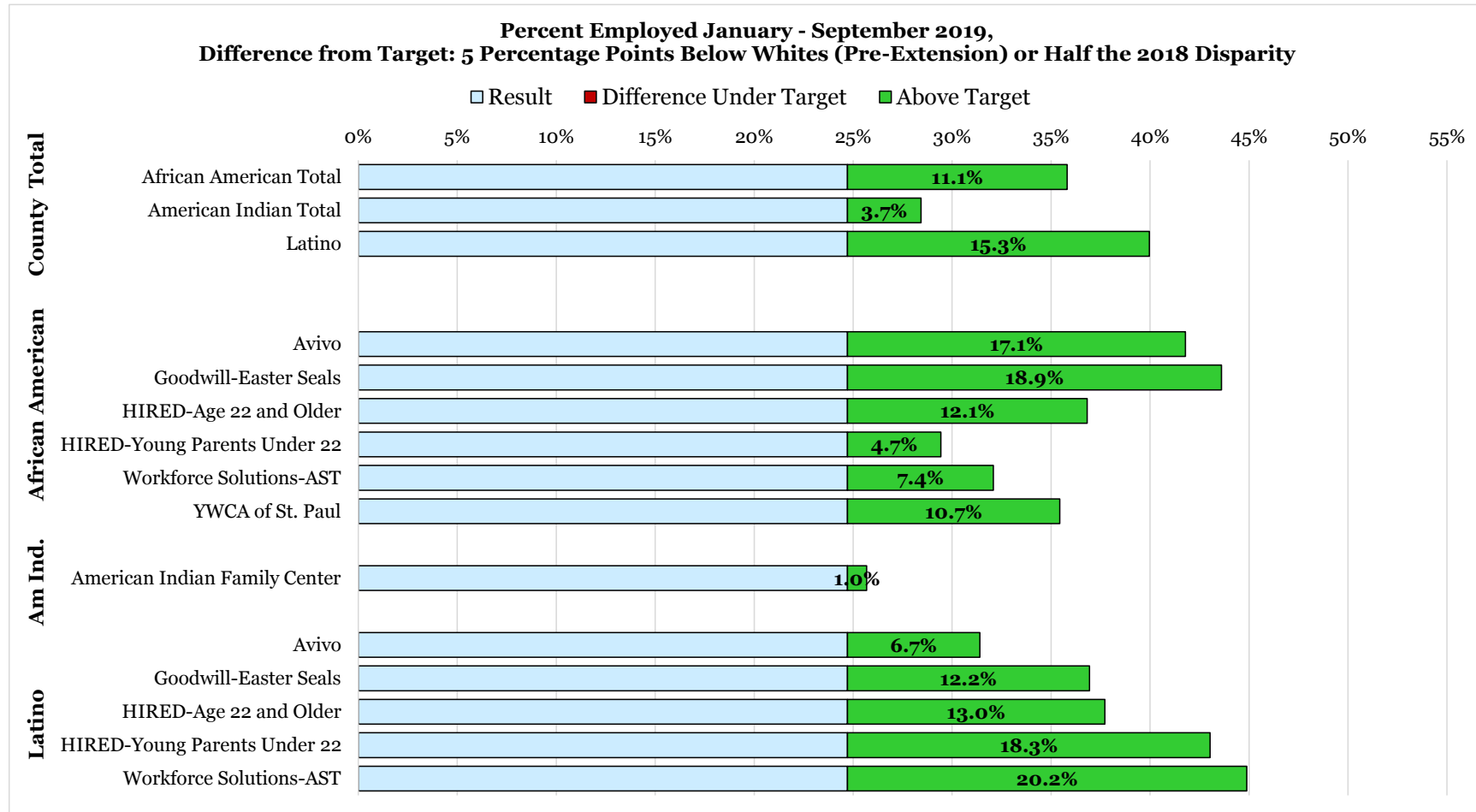
	Average Per Month 2018					Average Per Month Jan-Sep 2019				
	Average Working	Average Total Assigned	Average Percent Working	Difference with County-wide White Total	50% of Gap	Average Percent Working	Difference with County-wide White Total	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2018 Gap	Average Total Assigned	Average Working 2018
<u>Assisted Services Total</u>										
African American Total	462	1,165	39.7%	7.2		35.8%	6.1		1,044	374
American Indian Total	15	69	22.0%	-10.4	-5.2	28.4%	-1.3		58	17
Latino	74	191	39.0%	6.5		40.0%	10.3		192	77
White Total	168	516	32.5%	0.0		29.7%	0.0		435	129
<u>Agency Assigned</u>										
African American										
Avivo	71	141	50.5%	18.0		41.8%	12.1		113	47
Goodwill-Easter Seals	80	187	43.0%	10.5		43.6%	13.9		156	68
HIRED-Age 22 and Older	88	199	44.3%	11.8		36.8%	7.1		183	67
HIRED-Young Parents Under 22	42	143	29.6%	-2.9		29.4%	-0.3		132	39
Workforce Solutions-AST	74	207	35.9%	3.5		32.1%	2.4		196	63
YWCA of St. Paul	96	253	38.0%	5.6		35.4%	5.7		234	83
Workforce Solutions-EXS	149	465	32.0%	-0.5		32.8%	3.1		455	149
American Indian										
American Indian Family Center	11	50	22.0%	-10.4	-5.2	25.7%	-4.0		37	9
Workforce Solutions-EXS	9	50	17.6%	-14.8	-7.4	13.1%	-16.6	-9.2	45	6
Latino										
Avivo	9	25	36.9%	4.5		31.4%	1.7		23	7
Goodwill-Easter Seals	16	34	46.2%	13.7		36.9%	7.2		30	11
HIRED-Age 22 and Older	14	43	32.1%	-0.3		37.7%	8.0		51	19
HIRED-Young Parents Under 22	9	29	30.3%	-2.1		43.0%	13.3		26	11
Workforce Solutions-AST	24	49	48.4%	15.9		44.9%	15.2		48	21
Workforce Solutions-EXS	14	51	26.9%	-5.6		26.3%	-3.4		41	11

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

*Differences may have rounding errors

	Average Per Month 2018				Average Per Month Jan-Sep 2019			
	Average Working	Average Total Assigned	Average Percent Working	Difference with County-wide Total 50% of Gap	Average Percent Working	Difference with County-wide White Total	Average Total Assigned	Average Working 2018
White								
Avivo	46	118	38.8%	6.4	29.9%	0.2	98	29
Goodwill-Easter Seals	31	95	32.8%	0.4	36.1%	6.4	82	30
HIRED-Age 22 and Older	24	74	32.6%	0.2	34.7%	5.0	74	26
HIRED-Young Parents Under 22	14	43	33.3%	0.8	29.0%	-0.7	28	8
Workforce Solutions-AST	47	171	27.7%	-4.8	24.5%	-5.3	142	35
Workforce Solutions-EXS	41	171	24.2%	-8.2	25.3%	-4.4	163	41

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

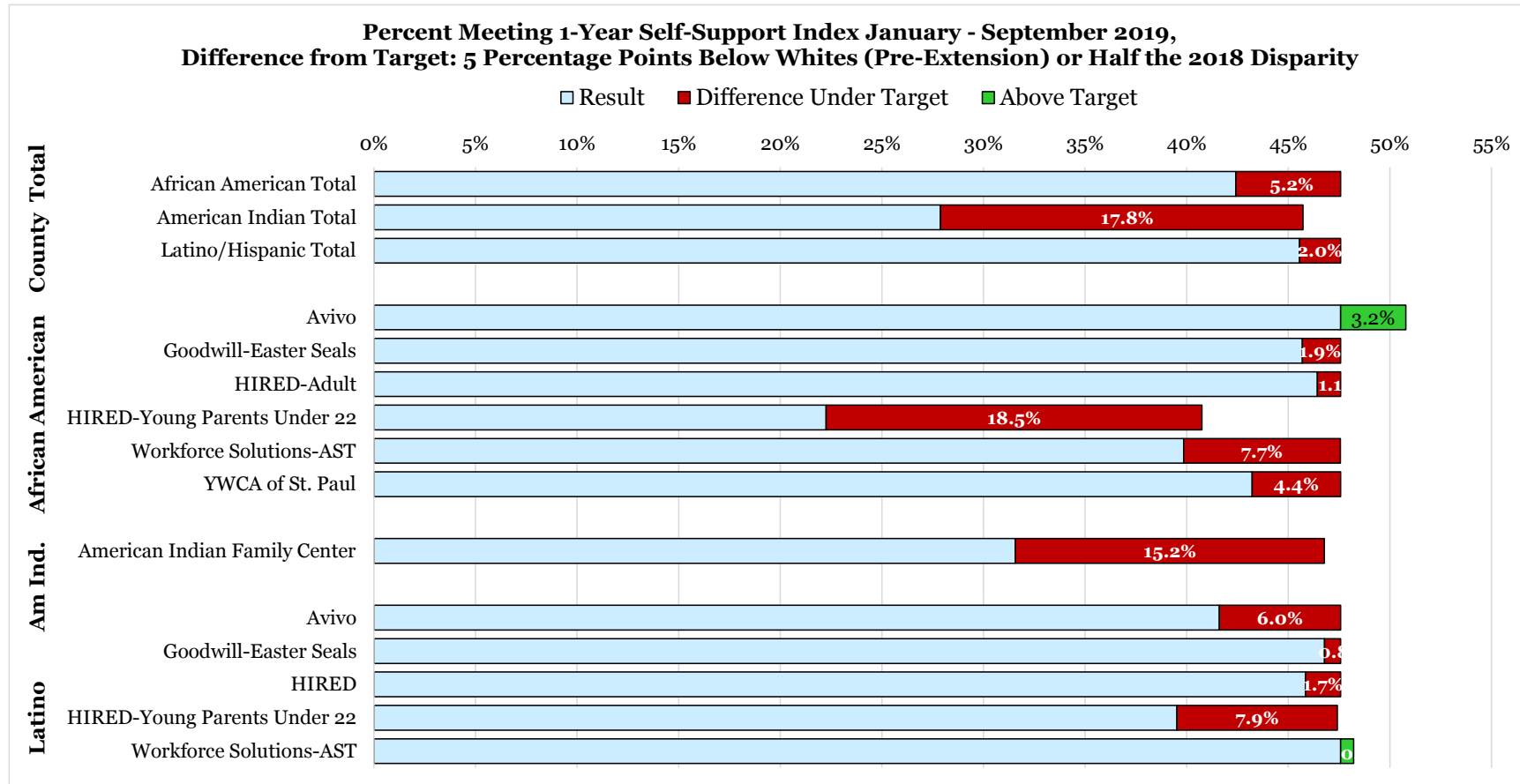


Measure 2: Percent of Participants Meeting the One-Year Self-Support Index
Individuals Assigned to an Employment Services Agency by First of Each Quarter
Average Per Quarter, 2018 and 2019

	Average Per Quarter 2018					Average Per Quarter Jan-Sep 2019				
	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 2018 Gap	Average in One-Year Index	Average Meeting One-Year Index
<u>Assisted Services Total</u>										
African American Total	663	1,569	42.2%	-6.5		42.4%	-10.2	-5.2	1,555	660
American Indian Total	29	84	35.0%	-13.7	-6.8	27.9%	-24.7	-17.8	78	22
Latino/Hispanic Total	114	264	43.0%	-5.7		45.6%	-7.0	-2.0	265	121
White Total	353	725	48.7%	0.0		52.6%	0.0		699	368
<u>Agency Assigned</u>										
African American										
Avivo	100	199	50.3%	1.5		50.8%	-1.8		177	90
Goodwill-Easter Seals	111	266	41.7%	-7.0		45.7%	-6.9	-1.9	228	104
HIRED-Adult	157	339	46.2%	-2.6		46.4%	-6.1	-1.1	362	168
HIRED-Young Parents Under 22	35	140	25.1%	-23.6	-11.8	22.3%	-30.3	-18.5	132	29
Workforce Solutions-AST	110	284	38.7%	-10.0	-5.0	39.9%	-12.7	-7.7	310	123
YWCA of St. Paul	140	316	44.3%	-4.4		43.2%	-9.4	-4.4	324	140
Workforce Solutions-EXS	80	608	13.1%	-35.7	-17.8	13.6%	-38.9	-21.1	561	76
American Indian										
American Indian Family Center	25	68	37.1%	-11.6	-5.8	31.6%	-21.0	-15.2	53	17
Workforce Solutions-EXS	7	60	10.8%	-37.9	-18.9	9.3%	-43.2	-24.3	57	5
Latino/Hispanic										
Avivo	14	31	44.0%	-4.7		41.6%	-11.0	-6.0	30	12
Goodwill-Easter Seals	27	49	54.6%	5.9		46.8%	-5.8	-0.8	45	21
HIRED	27	68	39.0%	-9.8		45.8%	-6.7	-1.7	82	38
HIRED-Young Parents Under 22	16	41	38.4%	-10.3	-5.2	39.5%	-13.1	-7.9	29	12
Workforce Solutions-AST	22	58	38.1%	-10.6	-5.3	48.2%	-4.4		63	30
Workforce Solutions-EXS	9	72	12.1%	-36.6	-18.3	13.1%	-39.5	-21.2	61	8

	Average Per Quarter 2018					Average Per Quarter Jan-Sep 2019				
	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	Average in One-Year Index	Average Meeting One-Year Index	
White										
Avivo	93	178	52.4%	3.7		56.9%	4.4	152	86	
Goodwill-Easter Seals	61	132	46.3%	-2.4		47.7%	-4.8	122	58	
HIRED-Adult	63	123	51.1%	2.4		55.2%	2.6	152	84	
HIRED-Young Parents Under 22	19	47	41.0%	-7.8		47.2%	-5.4	42	20	
Workforce Solutions-AST	103	222	46.3%	-2.4		51.1%	-1.5	214	109	
Workforce Solutions-EXS	25	234	10.5%	-38.2	-19.1	14.0%	-38.6	215	30	

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



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Measure 3: Work Participation Rates (non-FSS, 1-Parent, with cash grant)

Cases Assigned to an Employment Services Agency

Average Per Month, 2018 and 2019

	Average Per Month 2018					Average Per Month Jan-Sep 2019				
	Average Reaching Target Hours	Average Measured in WPR	Average Percentage 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 2018 Gap	Average Measured in WPR	Numerator
<u>Assisted Services Total</u>										
African American Total	197	696	28.3%	2.4		25.0%	4.7	9.7	639	160
American Indian Total	5	35	14.1%	-11.7	-5.9	16.2%	-4.1	0.9	30	5
Latino/Hispanic Total	32	118	27.0%	1.1		28.5%	8.2	13.2	110	31
White Total	54	210	25.9%	0.0		20.3%	0.0		202	41
<u>Agency Assigned</u>										
African American										
Avivo	32	92	34.8%	9.0		30.1%	9.8		74	22
Goodwill-Easter Seals	34	116	29.7%	3.8		28.4%	8.1		96	27
HIRED-Adult	35	120	29.6%	3.8		20.3%	0.0		114	23
HIRED-Young Parents Under 22	20	86	23.4%	-2.5		18.7%	-1.6		79	15
Workforce Solutions-AST	23	121	18.8%	-7.1		19.5%	-0.8		110	21
YWCA	35	140	25.2%	-0.7		26.1%	5.8		144	38
Workforce Solutions-EXS	18	38	46.8%	20.9		39.4%	19.1		34	13
American Indian										
American Indian Family Center	4	26	14.0%	-11.9	-5.9	16.9%	-11.9	-5.9	20	3
Latino/Hispanic										
Goodwill-Easter Seals	6	23	28.0%	2.1		33.8%	13.5		17	6
HIRED-Adult	5	26	17.3%	-8.6		18.0%	-2.2		30	5
HIRED-Young Parents Under 22	5	20	24.4%	-1.5		30.0%	9.7		17	5
Workforce Solutions-AST	9	27	33.3%	7.5		36.1%	15.9		22	8
White										
Avivo	12	40	29.1%	3.2		24.0%	3.7		38	9
Goodwill-Easter Seals	10	38	25.2%	-0.6		20.2%	-0.1		40	8
HIRED-Adult	10	36	26.6%	0.7		22.9%	2.6		38	9
HIRED-Young Parents Under 22	9	22	40.5%	14.6		20.3%	0.0		16	3
Workforce Solutions-AST	13	70	18.5%	-7.4		13.7%	-6.6		65	9

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

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

Average Number of MFIP Eligible Individuals Per Month, 2018

Total Parents on Ramsey County MFIP	Avg on		Percent of 60 or More	Percent of 0 to 59	Ratio of percentages	Difference with White	Perent Within Race/Ethnic Group			
	60+ Months	Avg 0 to 59 Months					60+	0 to 59	Total	
Total	947	3,176	100.0%	100.0%	1.000		Total	23.0%	77.0%	4,123
American Indian	503	1,225	53.1%	38.6%	1.377	0.292	American Indian	29.1%	70.9%	1,728
Asian American	53	72	5.6%	2.3%	2.460	1.376	Asian American	42.3%	57.7%	125
Hmong	10	107	1.1%	3.4%	0.326	-0.759	Hmong	8.9%	91.1%	118
Latino/Hispanic	55	98	5.8%	3.1%	1.885	0.800	Latino/Hispanic	36.0%	64.0%	152
Multi-racial	54	203	5.7%	6.4%	0.889	-0.196	Multi-racial	21.0%	79.0%	257
Other Asian Immigrant	37	106	3.9%	3.3%	1.180	0.095	Other Asian Immigrant	26.0%	74.0%	143
Other Black Immigrant	20	275	2.1%	8.7%	0.239	-0.846	Other Black Immigrant	6.6%	93.4%	295
Pacific Islander	13	159	1.3%	5.0%	0.267	-0.817	Pacific Islander	7.4%	92.6%	172
Somali	22	370	2.3%	11.6%	0.199	-0.886	Somali	5.6%	94.4%	392
White	180	558	19.1%	17.6%	1.085	0.000	White	24.4%	75.6%	738

Average Number of MFIP Eligible Individuals Per Month, January-September 2019

Total Parents on Ramsey County MFIP	Avg on		Percent of 60 or More	Percent of 0 to 59	Ratio of percentages	Difference with White	Perent Within Race/Ethnic Group			
	60+ Months	Avg 0 to 59 Months					60+	0 to 59	Total	
Total	901	2,859	100.0%	100.0%	1.000		Total	24.0%	76.0%	3,760
African American	490	1,140	54.4%	39.9%	1.363	0.234	African American	30.1%	69.9%	1,630
American Indian	48	65	5.3%	2.3%	2.322	1.192	American Indian	42.3%	57.7%	113
Asian American	8	91	0.9%	3.2%	0.269	-0.861	Asian American	7.8%	92.2%	98
Hmong	51	87	5.6%	3.0%	1.857	0.728	Hmong	36.9%	63.1%	137
Latino/Hispanic	45	209	5.0%	7.3%	0.677	-0.452	Latino/Hispanic	17.6%	82.4%	254
Multi-racial	36	103	3.9%	3.6%	1.093	-0.037	Multi-racial	25.6%	74.4%	139
Other Asian Immigrant	23	224	2.5%	7.9%	0.319	-0.811	Other Asian Immigrant	9.1%	90.9%	247
Other Black Immigrant	10	156	1.1%	5.5%	0.199	-0.930	Other Black Immigrant	5.9%	94.1%	166
Somali	20	289	2.2%	10.1%	0.215	-0.914	Somali	6.3%	93.7%	308
White	172	483	19.1%	16.9%	1.129	0.000	White	26.3%	73.7%	654