

## MFIP-Employment Services Racial Disparity Outcome Measures, January-September 2020

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

### Ramsey County Racial Disparity Performance Outcome Measures, 2019-2020

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

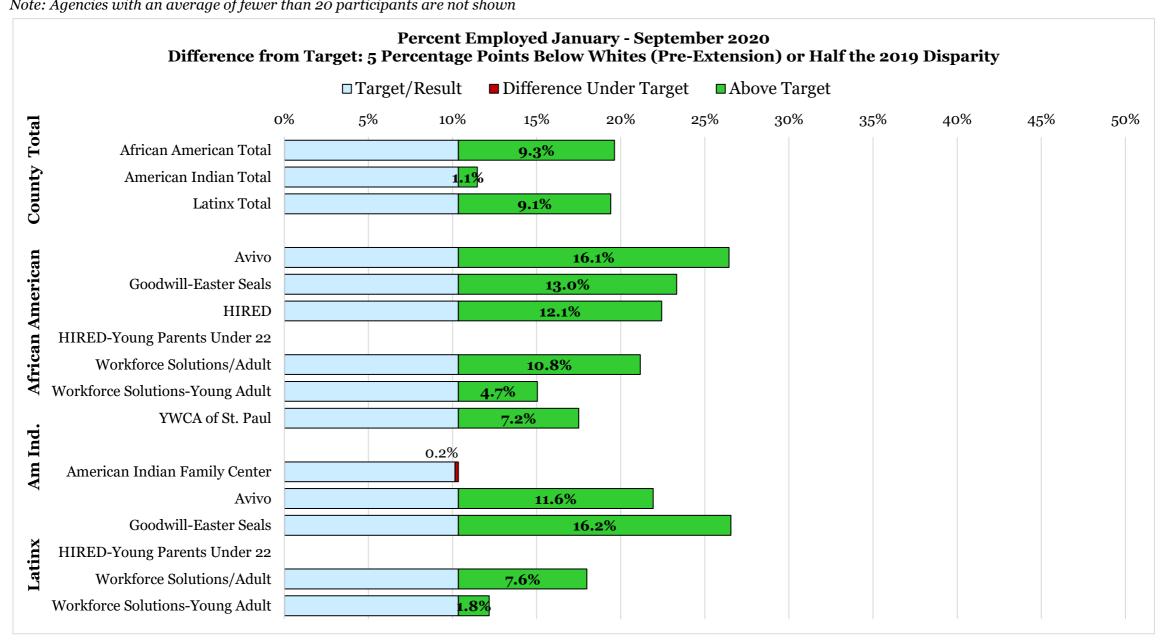
Individuals Assigned to an Employment Services Agency by First of Each Month Average Per Month, 2019 and 2020

[	Average Per Month 2019						Average Per Month Jan-Sep 2020				
Assisted Services Total	Average Working	Average Total Assigned	Average Percent Working	Difference with County- wide White Total	50% of Gap	Average Percent Working	with County-	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2019 Gap	Average Total Assigned	Average Working 2020	
African American Total	383	1,050	36.5%	6.1	_	19.6%	4.3		1,210	237	
American Indian Total	28	103	26.8%	-3.6		11.5%	-3.9		121	14	
Latinx Total	68	170	40.1%	9.7		19.4%	4.1		199	39	
White Total	129	425	30.4%	0.0		15.3%	0.0		492	76	
Agency Assigned											
African American											
Avivo	48	110	43.2%	12.8		26.4%	11.1		110	29	
Goodwill-Easter Seals	67	151	44.0%	13.7		23.3%	8.0		143	33	
HIRED	67	183	36.8%	6.5		22.4%	7.1		219	49	
HIRED-Young Parents Under 22	37	125	29.8%	-0.6		n/a	n/a				
Workforce Solutions/Adult	67	204	33.0%	2.6		21.2%	5.8		206	44	
Workforce Solutions-Young Adult						15.0%	-0.3		288	43	
YWCA of St. Paul	83	231	35.9%	5.5		17.5%	2.2		216	38	
Extension Services	149	452	33.0%	2.6		16.2%	0.9		416	68	
American Indian, including n	nultiracial										
American Indian Family Center	15	60	24.6%	-5.8		10.2%	-5.2	-0.2	101	10	
Extension Services	12	66	18.4%	-12.0	-6.0	8.9%	-6.5	-0.5	64	6	
Latinx											
Avivo	7	21	32.5%	2.2		21.9%	6.6		21	5	
Goodwill-Easter Seals	10	27	35.7%	5.3		26.5%	11.2		25	7	
HIRED	16	45	35.7%	5.3		21.9%	6.6		47	10	
HIRED-Young Parents Under 22	9	20	45.9%	15.5		n/a	n/a				
Workforce Solutions/Adult	21	47	44.8%	14.5		18.0%	2.6		46	8	
Workforce Solutions-Young Adult						12.2%	-3.2		47	6	
Extension Services	10	35	29.6%	-0.8		18.6%	3.2		32	6	

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

\*Differences may have rounding errors

		Aver	age Per M	lonth 2019				
						Difference		
		Average	Average	Difference	Average	with County-	Average	Average
	Average	Total	Percent	with County-	Percent	wide White	Total	Working
White	Working	Assigned	Working	wide Total 50% of Ga	p Working	Total	Assigned	2018
Avivo	30	98	30.7%	0.3	18.1%	2.8	98	18
Goodwill-Easter Seals	30	80	37.2%	6.8	14.8%	-0.5	81	12
HIRED	24	73	33.5%	3.1	14.9%	-0.4	99	15
HIRED-Young Parents Under 22	8	26	29.8%	-0.6	n/a	n/a		
Workforce Solutions-AST/Adult	35	138	25.5%	-4.8	14.5%	-0.8	139	20
Workforce Solutions-Young Adult					17.5%	2.2	56	10
Extension Services	42	161	26.1%	-4.3	14.7%	-0.6	130	19
Note · Agencies with an average of	forwar than	20 narticino	inte are not e	shown				



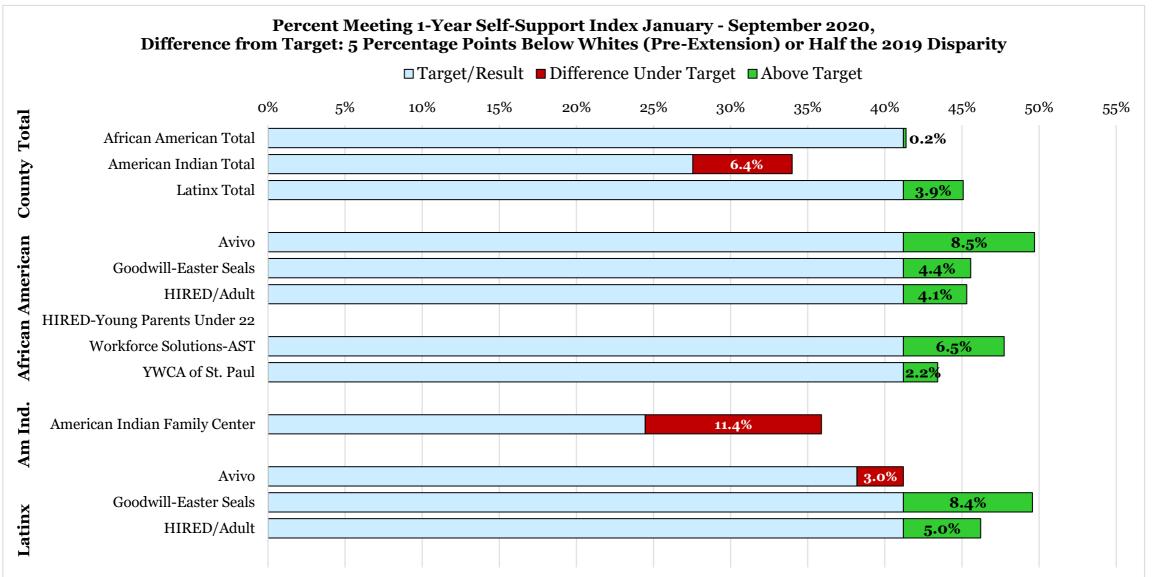
### Measure 2: Percent of Participants Meeting the One-Year Self-Support Index Individuals Assigned to an Employment Services Agency by First of Each Quarter Average Per Quarter, 2019 and 2020

	Averag	ge Per Qua	rter 2019		Average Per Quarter Jan-Sep 2020				
Average Meeting One-Year Index	Average in One- Vear Index	Average of Quarters Meeting Index	Difference with County- wide White Total	50% of Gan	Average of Quarters Meeting Index	with County- wide White	Within 5 Percentage Points of Whites or 50%	Average in One- Vear Index	Average Meeting One-Year Index
				John of Sup			× 1		527
-		-	-	-12.2					17
		-		12.2					105
359	698	<u>43.3</u> %	0.0		46.2%	0.0	0.7	233 545	252
05	170	52.0%	16		40.7%	0.5		148	74
									74 75
								-	75 94
			-	-1/ 1		-		-	94 20
	-					-			105
	00-	301//0		/·					35
137	322	42.5%	-8.9			-2.8		264	115
74	531	13.8%	-37.6	-18.8	10.7%	-35.5	-16.7	568	61
16	52	30.8%	-20.6	-10.3	24.5%	-21.7	<mark>-11.4</mark>	50	12
5	53	8.3%	-43.2	-21.6	5.3%	-40.9	-19.3	56	3
13	30	42.1%	-9.3		<u> </u>	-8.0	<mark>-3.0</mark>	30	11
20	44	•	-5.4			3.4		34	17
38	83		-5.9		•	0.0			26
12	29	-	-9.3			n/a		n/a	n/a
30	65	45.7%	-5.8			2.2		54	26
					· · ·	-	n/a	28	5
7	56		-38.6	-19.3	13.1%	-33.1	<mark>-13.8</mark>	56	7
	Meeting One-Year Index 648 21 122 359 95 104 156 30 122 137 74 16 5 13 20 38 12 30 7	Average MeetingAverage one-YearAverage in One- IndexIndexYear Index $648$ $1,557$ $21$ 79 $122$ $269$ $359$ $698$ 95179 $104$ $226$ $156$ $347$ $30$ $131$ $122$ $331$ $137$ $322$ $74$ $531$ $16$ $52$ $5$ $53$ $13$ $30$ $20$ $44$ $38$ $83$ $12$ $29$ $30$ $65$ $7$ $56$	Average MeetingAverage Average Quarters Meeting Index $1$ None- Meeting $1$ None- Meeting $1$ None- Meeting $1$ None- $1$ None- 	Meeting One-YearAverage in One- MeetingQuarters wide White wide White TotalIndex $41.6\%$ 1ndexTotal6481,55741.6%-9.8217927.0%-24.412226945.3%-6.235969851.4%0.09517953.0%1.610422645.8%-5.615634744.8%-6.73013123.2%-28.312233136.7%-14.713732242.5%-8.97453113.8%-37.6165230.8%-20.65538.3%-43.2133042.1%-9.3204446.1%-5.4388345.5%-5.9122942.1%-9.3306545.7%-5.8	Average Meeting AverageAverage of Quarters with County- wide White Total 50% of GapOne-Year Index (Index Year Index 1ndex 11Index Total 104Total 50% of Gap $648$ $41,557$ $41.6\%$ $122$ $269$ $45.3\%$ $-6.2$ $359$ $-9.8$ $-24.4$ $-12.2$ $122$ $269$ $45.3\%$ $-6.2$ $-6.2$ $359$ $-9.8$ $-1.6$ $-0.0$ $95$ $179$ $122$ $269$ $45.3\%$ $-6.2$ $359$ $-9.8$ $-6.2$ $-122$ $-269$ $-5.6$ $-16.2$ $-122$ $-269$ $-14.7$ $-7.4$ $95$ $179$ $179$ $53.0\%$ $-1.6$ $1.6$ $104$ $226$ $45.8\%$ $-5.6$ $-5.6$ $-5.6$ $-5.6$ $-16.3$ $-14.7$ $-7.4$ $95$ $179$ $179$ $53.0\%$ $-14.7$ $-7.4$ $137$ $222$ $-74$ $-531$ $-13.8\%$ $-20.6$ $-10.3$ $-16.8$ $16$ $52$ $-53$ $-18.8$ $-16$ $-16$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-16.3$ $-17.4$ $13$ $-20$ $-44$ $-46.1\%$ $-5.4$ $-38$ $-30$ $-5.8$ $13$ $-20$ $-20$ $-20$ $-20$ $-20$ $-20$ $-20$ $-20.6$ $-10.3$ $-$	Average MeetingAverage QuartersDifference with County- wide WhiteAverage of QuartersIndex Year IndexIndexTotal $50\%$ of GapIndex1179 $27.0\%$ $-24.4$ $-12.2$ $27.5\%$ 122269 $45.3\%$ $-6.2$ $45.1\%$ 359698 $51.4\%$ 0.0 $46.2\%$ 95179 $53.0\%$ 1.6 $49.7\%$ 104226 $45.8\%$ $-5.6$ $45.6\%$ 156 $347$ $44.8\%$ $-6.7$ $45.3\%$ 30131 $23.2\%$ $-28.3$ $-14.1$ 122331 $36.7\%$ $-14.7$ $-7.4$ 137 $322$ $42.5\%$ $-8.9$ $43.4\%$ 74531 $13.8\%$ $-20.6$ $-10.3$ 1652 $30.8\%$ $-20.6$ $-10.3$ $24.5\%$ 1330 $42.1\%$ $-9.3$ $38.2\%$ 2044 $46.1\%$ $-5.4$ $49.6\%$ 3883 $45.5\%$ $-5.9$ $46.2\%$ 1229 $42.1\%$ $-9.3$ $n/a$ 3065 $45.7\%$ $-5.8$ $48.4\%$ 19.7\% $7$ $56$ $12.9\%$ $-38.6$ $-19.3$ 13.1\% $756$ $12.9\%$ $-38.6$ $-19.3$ $13.1\%$	Average Meeting One-Year Index Year IndexAverage of Quarters Undex Quarters Wetting With County- wide White Total $50\%$ of GapAverage of Quarters With County- Meeting Index Total $50\%$ of GapAverage of Quarters With County- Weeting Index $11dex$ Difference With County- Weeting Index $11dex$ Average of Quarters With County- With County- Weeting $11dex$ Difference Quarters With County- Weeting $11dex$ Difference Quarters With County- With County- With County- $11dex$ Difference Quarters With County- Weeting $11dex$ Difference With County- With County- With County- With County- With County- $11dex$ Difference Quarters With County- With County- Weeting $11dex$ Difference Quarters With County- With County- With County- $11dex$ Difference Pusited with County- With County- With County- $11dex$ Difference Pusited with County- Weeting $11dex$ Difference Pusited with County- With County- $11dex$ Difference Pusited with County- With County- $11dex$ Difference Pusited with County- <br< td=""><td>Average Meeting Average One-Year in One- Average of Quarters Meeting in One- Difference with County- Average of Quarters with County- Difference With County- Difference From Goal: Difference From Goal: Difference From Goal: Difference From Goal: Difference With County- Difference From Goal: Difference With County- Difference From Goal: Difference Guarters Difference From Goal: Difference Guarters Difference From Goal: Difference Gaap Difference Guarters Difference From Goal: Difference Fr</td><td>Average Meeting One-Year Average of Quarters Difference with County- wide White Average of Quarters Difference with County- meeting Difference Wetening Difference With County- wide White Difference Quarters Difference With County- Meeting Average of Quarters Difference With County- With Cou</td></br<>	Average Meeting Average One-Year in One- Average of Quarters Meeting in One- Difference with County- Average of Quarters with County- Difference With County- Difference From Goal: Difference From Goal: Difference From Goal: Difference From Goal: Difference With County- Difference From Goal: Difference With County- Difference From Goal: Difference Guarters Difference From Goal: Difference Guarters Difference From Goal: Difference Gaap Difference Guarters Difference From Goal: Difference Fr	Average Meeting One-Year Average of Quarters Difference with County- wide White Average of Quarters Difference with County- meeting Difference Wetening Difference With County- wide White Difference Quarters Difference With County- Meeting Average of Quarters Difference With County- With Cou

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

		Averag	ge Per Qua	rter 2019		Average Per Quarter Jan-Sep 2020			
_	Average		Average of	Difference		Average of	Difference		Average
	Meeting	Average	Quarters	with County-		Quarters	with County-	Average	Meeting
	One-Year	in One-	Meeting	wide White		Meeting	wide White	in One-	One-Year
White	Index Y	lear Index	Index	Total	50% of Gap	Index	Total	Year Index	Index
Avivo	85	150	56.3%	4.9		47.6%	1.4	130	62
Goodwill-Easter Seals	58	121	48.0%	-3.5		40.7%	-5.5	85	36
HIRED/Adult	81	149	54.4%	2.9		49.5%	3.3	98	49
HIRED-Young Parents Under 22	18	38	45.6%	-5.9		n/a	n/a	n/a	n/a
Workforce Solutions-AST	109	222	49.3%	-2.2		49.8%	3.6	171	85
Workforce Solutions-Young Adult						30.1%	n/a	38	10
Extension Services (all agencies)	30	201	14.9%	-36.5	-18.3	16.0%	-30.2	190	30

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, 2018 and 2019

Γ	Average Per Month 2019						Average Per Month Jan-Sep 2020				
- Assisted Services Total	Average Reaching Target Hours	Average Measured in WPR	Average Percentage Rate	Difference with County- wide White Total	50% of Gap	Average Reaching Target Hours	with County-	Difference From Goal: Within 5 Percentage Points of Whites or 50% of 2019 Gap	Average Measured in WPR N	umerator	
African American Total	159	639	24.9%	4.1		13.6%	1.8	6.8	601	82	
American Indian Total	9	55	16.5%	-4.3		11.2%	-0.6	4.4	52	6	
Latino/Hispanic Total	29	99	29.0%	8.2		16.2%	4.5	9.5	88	14	
White Total	41	199	20.8%	0.0		11.8%	0.0		183	22	
<u>Agency Assigned</u> African American											
Avivo	22	72	30.4%	9.6		15.5%	3.7		49	8	
Goodwill-Easter Seals	26	92	27.6%	6.8		7.0%	-4.8		73	5	
HIRED/Adult	25	115	21.9%	1.1		13.4%	1.6		88	12	
HIRED-Young Parents Under 22	15	74	19.7%	-1.1		n/a	n/a				
Workforce Solutions/Adult	23	122	18.7%	-2.1		13.5%	1.7		106	14	
Workforce Solutions-Young Adul	t					14.2%	2.4		154	22	
YWCA	36	142	25.5%	4.8		9.7%	-2.1		114	11	
Extension Services	13	32	40.9%	20.1		17.5%	5.7		18	3	
American Indian, including n	nultiracial										
American Indian Family Center	5	33	14.8%	-6.0		6.9%	-6.0	-1.0	44	3	
LatinX											
HIRED/Adult	5	26	19.3%	-1.5		16.8%	5.1		20	3	
HIRED-Young Parents Under 22	4	13	31.4%	10.6		n/a	n/a				
Workforce Solutions-Young Adul	t					6.7%	-5.1	-0.1	20	1	
White											
Avivo	10	40	24.3%	3.5		12.5%	0.7		35	4	
Goodwill-Easter Seals	8	39	21.5%	0.7		7.8%	-4.0		34	3	
HIRED/Adult	8	38	20.0%	-0.7		9.6%	-2.2		39	4	
HIRED-Young Parents Under 22	3	15	20.7%	-0.1		n/a	n/a				
Workforce Solutions/Adult	10	63	16.1%	-4.7		11.7%	-0.1		47	5	
Workforce Solutions-Young Adul	t					18.8%	7.0		25	5	

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

*Note: 2019 and 2020 American Indian counts include multiracial American Indians* **Average Number of MFIP Eligible Individuals Per Month, 2019** 

					Goa	l: <=0.050	Pe	rent Withi	in Race/Ethr	ic Group
	Avg on		Percent							
<b>Total Parents on Ramsey</b>	60+	Avg o to	of 60 or	Percent of	Ratio of	Difference				
County MFIP	Months	59 Months	More	0 to 59	percentages	with White		60+	0 to 59	Total
Total	900	2,827	100.0%	100.0%	1.000		Total	24.1%	75.9%	3,727
African American	500	1,159	55.5%	41.0%	1.354	0.222	African American	30.1%	69.9%	1,659
American Indian	70	114	7.8%	4.0%	1.945	0.813	American Indian	38.2%	61.8%	184
Asian American	20	106	2.2%	3.8%	0.596	-0.536	Asian American	15.9%	84.1%	127
Hmong	39	63	4.4%	2.2%	1.964	0.832	Hmong	38.5%	61.5%	102
LatinX	38	187	4.2%	6.6%	0.637	-0.495	LatinX	16.9%	83.1%	225
Multiracial	21	69	2.4%	2.5%	0.962	-0.170	Multiracial	23.4%	76.6%	91
Other Asian Immigrant	20	228	2.2%	8.1%	0.270	-0.862	Other Asian Immigrant	7.9%	92.1%	248
Other Black Immigrant	8	144	0.9%	5.1%	0.171	-0.961	Other Black Immigrant	5.2%	94.8%	152
Somali	12	264	1.3%	9.3%	0.141	-0.991	Somali	4.3%	95.7%	275
White	171	474	19.0%	16.8%	1.132	0.000	White	26.5%	73.5%	645

#### Average Number of MFIP Eligible Individuals Per Month, January-September 2020

0	Avecon		,	• •		
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	960	3,078	100.0%	100.0%	1.000	
African American	547	1,223	56.9%	39.7%	1.432	0.428
American Indian	82	120	8.6%	3.9%	2.205	1.200
Asian American	22	138	2.3%	4.5%	0.509	-0.496
Hmong	36	77	3.7%	2.5%	1.499	0.494
LatinX	43	217	4.5%	7.1%	0.636	-0.369
Multiracial	18	74	1.9%	2.4%	0.783	-0.221
Other Asian Immigrant	22	285	2.3%	9.3%	0.250	-0.755
Other Black Immigrant	10	138	1.0%	4.5%	0.233	-0.772
Somali	12	244	1.2%	7.9%	0.153	-0.852
White	167	534	17.4%	17.3%	1.005	0.000

### Perent Within Race/Ethnic Group

	60+	0 to 59	Total
Total	23.8%	76.2%	4,039
African American	30.9%	69.1%	1,770
American Indian	40.7%	59.3%	202
Asian American	13.7%	86.3%	160
Hmong	31.9%	68.1%	113
LatinX	16.5%	83.5%	261
Multiracial	19.6%	80.4%	92
Other Asian Immigrant	7.2%	92.8%	307
Other Black Immigrant	6.8%	93.2%	148
White	23.9%	76.1%	701