The Self-Support Index
What it is and how to use it
Training Agenda

Performance Measures

The Self-Support Index
  • Index
  • Range

Quiz!
What is a Performance Measure?

Quantifies how program is working

• What we’re doing (process)
• How well we’re doing it (outcome)

Ideally...

• Good process measures → Good outcomes
Improving Outcomes

How are we doing?

How do we improve?
History of the Self-Support Index

**2001/2002**
A workgroup of state staff and local partners developed this measure.

Focuses on what happens for people **(outcomes)** rather than program requirements **(process)**.
Two Parts of the Self-Support Index

The Index
Your Score

The Range
Your Target
The Index

Your Score
The Index

Goals of MFIP

- Increase employment and earnings
- Decrease use of cash assistance
The Index: Definition

- Every adult receiving MFIP or DWP in a quarter
- Counts how many are off MFIP and DWP cash assistance or working at least 30 hours per week three years later
The Index: Ratio

\[
\text{Self} - \text{Support Index} = \frac{\text{Successful participants now}}{\text{All participants three years ago}}
\]
The Index: Components

Total adult participants

All adults 3 years ago

3 years pass

Successful participants

Off MFIP or DWP cash assistance

Working at least 30 hours
The Index: Example

Self-support index Q3 2016 Widget County

Widget County Participants Q3 2013

• 756 adults on MFIP or DWP cash assistance

Widget County Participants Q3 2013 in Q3 2016

• 457 off cash assistance
• 30 on cash assistance but working at least 30 hours
• 269 still on cash assistance
The Index: Example

\[
\text{Widget Count Self} - \text{Support Index Q3 2016} = \frac{457 \text{ off cash} + 30 \text{ working 30 hours}}{756 \text{ participants Q3 2013}} = \frac{487 \text{ successful cases}}{756 \text{ participants Q3 2013}} \approx 64.4\%.
\]
Does Not Reward Bad Outcomes

If someone leaves MFIP for the following reasons, the Self-Support Index does not count them as successful.
Where do the data come from to produce the Index?

MAXIS!
The Index:
Careful MAXIS Coding is Important!

- Hours on STAT/JOBS, BUSI and RBIC
- Supplemental Security Income on STAT/UNEA
- Relationships on STAT/MEMB & STAT/PARE
- Sanctions Countable Months on STAT/SANC
- Countable Months on STAT/TIME
QUESTIONS ABOUT THE INDEX?
Two Parts of the Self-Support Index

The Index
Your Score

The Range
Your Target
Two Parts of the Self-Support Index

The Index
Your Score

The Range
Your Target
Putting the Index in Context
The Index Provides a Score – but does it really tell you how well you did?

Self Support Index

<table>
<thead>
<tr>
<th>Service Area</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service Area A</td>
<td>85.3%</td>
</tr>
<tr>
<td>Service Area B</td>
<td>65.1%</td>
</tr>
<tr>
<td>Service Area C</td>
<td>55.8%</td>
</tr>
<tr>
<td>Service Area D</td>
<td>75.7%</td>
</tr>
<tr>
<td><strong>Statewide</strong></td>
<td><strong>67.4%</strong></td>
</tr>
</tbody>
</table>
What the Range Does...

It takes into account the labor market and the people being served...

...and levels the playing field across the state – something counties requested
The Range – Providing Context to Targets

Puts the Self-Support Index in context
Creating the Range for a County

- Information about those you serve
- Information about the local economy

Self-Support Index Range
Information about Participants

- Ever married
- Gender
- Race and ethnicity
- High school diploma or GED
- Student
- Two-parent case
- Assistance from another county
- Inter-state moves
- Chemical dependence diagnosis
- Mental health diagnosis
- SSI child in family
- SSI adult in family
- Immigrant
- Interpreter needed
- Age of youngest child at baseline
- Age of adult at baseline
- Age of adult at birth of first child
- Number of children in family
- Average child support
- Housing subsidy
Information about the Local Economy

- County unemployment rate
- County child poverty rate
- Population density
- Child Care Availability
### Local Targets Changes Success

#### Self-Support Index and Range of Expected Performance

<table>
<thead>
<tr>
<th>Service area</th>
<th>Lower</th>
<th>Index</th>
<th>Upper</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service area A</td>
<td>86.1%</td>
<td>85.3%</td>
<td>88.3%</td>
</tr>
<tr>
<td>Service area B</td>
<td>60.3%</td>
<td>65.1%</td>
<td>68.4%</td>
</tr>
<tr>
<td>Service area C</td>
<td>52.7%</td>
<td>55.8%</td>
<td>54.9%</td>
</tr>
<tr>
<td>Service area D</td>
<td>75.5%</td>
<td>75.7%</td>
<td>76.2%</td>
</tr>
<tr>
<td>Statewide</td>
<td></td>
<td>67.4%</td>
<td></td>
</tr>
</tbody>
</table>
What can we do to get a more favorable range?

Nothing

Factors that predict the range are outside of the control of counties and tribes

You can test out strategies to improve your score
Context matters in the Self-Support Index!
## Ramsey County Self-Support Index

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Score</strong></td>
<td>65%</td>
<td>65%</td>
<td>64%</td>
<td>64%</td>
<td>63%</td>
<td>62%</td>
<td>62%</td>
<td>62%</td>
</tr>
<tr>
<td><strong>Lower</strong></td>
<td>62%</td>
<td>62%</td>
<td>61%</td>
<td>61%</td>
<td>60%</td>
<td>59%</td>
<td>60%</td>
<td>61%</td>
</tr>
<tr>
<td><strong>Upper</strong></td>
<td>64%</td>
<td>64%</td>
<td>63%</td>
<td>63%</td>
<td>62%</td>
<td>61%</td>
<td>62%</td>
<td>63%</td>
</tr>
<tr>
<td><strong>Total Cohort</strong></td>
<td>8035</td>
<td>7941</td>
<td>8046</td>
<td>7816</td>
<td>7491</td>
<td>7355</td>
<td>7340</td>
<td>7096</td>
</tr>
<tr>
<td><strong>Successful</strong></td>
<td>5223</td>
<td>5147</td>
<td>5156</td>
<td>4989</td>
<td>4698</td>
<td>4569</td>
<td>4537</td>
<td>4419</td>
</tr>
<tr>
<td><strong>Participants</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Needed to be</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>within Range</td>
<td>-229</td>
<td>-236</td>
<td>-212</td>
<td>-238</td>
<td>-216</td>
<td>-219</td>
<td>-162</td>
<td>-96</td>
</tr>
<tr>
<td>Needed to be</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>above Range</td>
<td>-79</td>
<td>-88</td>
<td>-62</td>
<td>-94</td>
<td>-75</td>
<td>-74</td>
<td>-10</td>
<td>64</td>
</tr>
</tbody>
</table>
Self-Support Index Participants for Ramsey County

Successful Participants

Participants Receiving Assistance


Successful Participants

Participants Receiving Assistance
Self-Support Index Range and Score for Ramsey County

Below
Within
Score
## Key Variables for Ramsey

<table>
<thead>
<tr>
<th>Participants</th>
<th>Race/Ethnicity</th>
<th>Adult Age</th>
<th>Number of Children</th>
<th>Age of Youngest Child</th>
<th>Chemical Dependence</th>
</tr>
</thead>
<tbody>
<tr>
<td>7096</td>
<td>More Hmong, African Americans, Asians, Fewer Native Americans, Somali, White</td>
<td>↑</td>
<td>↑</td>
<td>↑</td>
<td>↓</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mental Health</th>
<th>Two-Adult Case</th>
<th>Student</th>
<th>Immigrant</th>
<th>Needs Interpreter</th>
<th>Immigrants Needing Interpreters</th>
</tr>
</thead>
<tbody>
<tr>
<td>↓</td>
<td>↑</td>
<td>↑</td>
<td>↑</td>
<td>↑</td>
<td>↑</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>SSI Adult in Household</th>
<th>High School or GED</th>
<th>Assistance from Other County</th>
<th>Unemployment</th>
<th>Child Poverty</th>
<th>Child Care Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>↑</td>
<td>↓</td>
<td>↓</td>
<td>↓</td>
<td>↑</td>
<td>↑</td>
</tr>
</tbody>
</table>
# Effect on the Range for Ramsey

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<tbody>
<tr>
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<td>↔</td>
<td>↓</td>
<td>↔</td>
<td>↔</td>
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<tbody>
<tr>
<td></td>
<td>↑</td>
<td>↔</td>
<td>↑</td>
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<td>↓</td>
<td>↓</td>
<td>↑</td>
<td>↑</td>
<td>↓</td>
</tr>
</tbody>
</table>

- SSI: Supplementary Security Income
- GED: General Educational Development
- Adult: Adult
- Child: Child
- Unemployment
- Child Poverty
- Child Care Availability
- Needs Interpreter
- Interpreter

The table illustrates the impact on the range for Ramsey, considering various factors such as participants, race/ethnicity, adult age, number of children, age of youngest child, and chemical dependence.
QUESTIONS ABOUT THE LOCAL TARGETS AND THEIR RANGES?
Quiz!

1. A performance measure ________________.
   
a) Identifies specific areas of improvement
b) Is only useful for management to make staffing decisions
c) Quantifies how a program or agency is working
d) Is an exact measurement of success
Quiz!

2. What are the two performance measures in MFIP?

   Self-Support Index
   Work Participation Rate
Quiz!

3. What are the two parts of the Self-Support Index?

The index
The range
Quiz!

4. For the self-support index for Q3 2016, which quarter were adults certainly on MFIP or DWP?

a) Q4 2015
b) Q3 2016
c) Q3 2013
d) Q1 2014
Quiz!

5. Successful cases in the Self-Support Index include: ________________________________.

a) Cases off cash assistance
b) Cases on cash assistance but working 30 hours per week
c) Cases in sanction
d) Cases timed out of cash assistance
e) A and B only
f) A, B, and C
g) All of the above
6. What is the major purpose of the Self-Support Index range?

**Putting the index in context to level the playing field across counties**
Quiz!

7. Which of the following aspects of participants or counties is not included in determining the range of the Self-Support Index?

a) High school graduation or GED
b) County unemployment
c) Immigration
d) Age
e) Major employers
8. Where does most of the data used to calculate the Self-Support Index come from?

MAXIS
Quiz!

9. What can you do to make your Self-Support Index range more favorable?

a) Nothing
b) Sanction participants
c) Improve services
d) Attend trainings
QUESTIONS ABOUT ANYTHING?
Thank you!
Help us improve this training.
Complete our feedback form, and contact us!

benjamin.jaques-leslie@state.mn.us

mn.gov/dhs/MFIPReports