



# 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?





Minnesota Department of Human Services

# Minnesota Family Investment Program Management Indicators Report

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## Abbreviations

AFDC	Aid to Families with Dependent Children
CM	Combined Manual
DEED	Minnesota Department of Employment and Economic Development
DHS	Minnesota Department of Human Services
DRA	Deficit Reduction Act of 2005
DVHHS	Des Moines Valley Health and Human Services
DWP	Diversionary Work Program
FSS	Family Stabilization Services
HHS	U.S. Department of Health and Human Services
MAXIS	DHS eligibility system
MRP	Minnesota Family Investment Program
MOE	Maintenance of Effort
PRWORA	Personal Responsibility and Work Opportunity Reconciliation Act
S-SI	Self-Support Index
SNAP	Supplemental Nutrition Assistance Program
SWHHS	Southwest Health and Human Services
TANF	Temporary Assistance for Needy Families
WEI	Work-eligible Individual
WFI	Workforce One
WPR	Work Participation Rate

## Indicator 6

## MFIP/DWP Self-Support Index (S-SI) and Range of Expected Performance

**What is the S-SI?** The Self-Support Index is an outcome measure that quantifies the goals of the Minnesota Family Investment Program to help participants find and maintain employment, increase earnings and decrease use of cash assistance.

**Formula.** The number of participants off cash assistance or working at least 30 hours per week during a measurement quarter who were eligible for MRP or the Diversionary Work Program (DWP) in the baseline quarter divided by the total number of active participants in the baseline quarter. There are three measures, for cohorts in quarter one, two, or three years previous. Note that the three baseline cohorts are different groups of people.

**Details.** The Self-Support Index is the percentage of caregivers (usually parents, sometimes other relatives) personally eligible for MRP or DWP in a baseline quarter who are either no longer receiving MRP or DWP cash assistance, or are working an average of 30 or more hours per week during each month of the measurement quarter three years later. For example, the three-year Self-Support Index for the second quarter of 2014 reported outcomes during that quarter for the cohort eligible during the second quarter of 2011.

Those who left MRP after reaching 60 counted MFIP months (the time limit in Minnesota) and those who left due to 100 percent sanction are only counted as a success if they worked an average of 30 hours per week in their last month of program eligibility, or began receiving Supplemental Security Income (SSI) after MRP or DWP cash ended.

Participants are included with the service area or tribal provider that last provided services as of the end of the reporting quarter.

The three-year Self-Support Index has a related measure that makes comparisons across counties with very different conditions and populations fairer. The **Range of Expected Performance** around the three-year S-SI is calculated for each county, consortium and tribal provider. Performance is assessed as above, within or below the Range of Expected Performance, an interval based on unique caseload characteristics and economic conditions in each service area. Because this interval is calculated by statistical techniques based on characteristics that providers cannot influence – no measures of services or provider characteristics are included – providers cannot influence the size or location of the Range of Expected Performance. The distance below the lower limit of the Range or above the upper limit of the Range is computed for each service area outside the Range.

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MFIP/DWP Self-Support Index (S-SI) and Range of Expected Performance – Part 1

Service Area	One-year		Two-year		Three-year		Range of Expected Performance		Difference Below (-) or Above (+) Range	Below, Within or Above Expected Performance
	Eligible Adults	S-SI	Eligible Adults	S-SI	Eligible Adults	S-SI	Lower Limit	Upper Limit		
State	33,628	53.2%	36,735	64.1%	38,567	69.2%				
Fillmore	59	72.9%	78	84.6%	68	90.9%	76.0%	82.4%	8.5%	Above
Freeborn	194	58.8%	215	72.1%	256	79.3%	77.1%	81.6%		Within
Goodhue	153	62.7%	194	70.6%	194	72.7%	72.0%	78.3%		Within
Houston	76	63.2%	81	72.8%	92	80.4%	79.8%	85.5%		Within
MN Prairie	413	63.2%	462	72.7%	450	81.3%	78.9%	84.9%		Within
Mower	294	61.2%	321	76.0%	305	76.1%	71.6%	76.9%		Within
Olmsted	614	60.0%	923	72.2%	995	79.9%	81.0%	83.7%	-1.1%	Below
Rice	276	65.9%	340	78.8%	313	79.2%	75.2%	80.0%		Within
Wabasha	59	66.1%	85	78.8%	80	83.8%	76.5%	83.2%	0.6%	Above
Winona	196	64.8%	181	70.2%	178	71.9%	67.1%	74.2%		Within
Southeast	2,534	62.3%	2,880	73.8%	2,951	79.1%				
Aitkin	74	71.6%	93	84.9%	78	83.3%	73.7%	83.1%	0.2%	Above
Carlton	151	61.6%	137	74.5%	138	74.6%	72.7%	78.7%		Within
Cook	19	68.4%	22	77.3%	18	77.8%	66.3%	82.7%		Within
Itasca	285	57.5%	330	70.9%	323	72.1%	76.9%	81.0%	-4.8%	Below
Koochiching	83	62.7%	89	74.2%	63	74.6%	73.9%	81.2%		Within
Lake	14	64.3%	30	86.7%	23	91.3%	75.1%	84.9%	6.4%	Above
St. Louis	1,292	48.9%	1,384	61.8%	1,530	67.9%	65.6%	70.0%		Within
Northeast	1,918	53.2%	2,085	66.1%	2,173	70.0%				

# 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

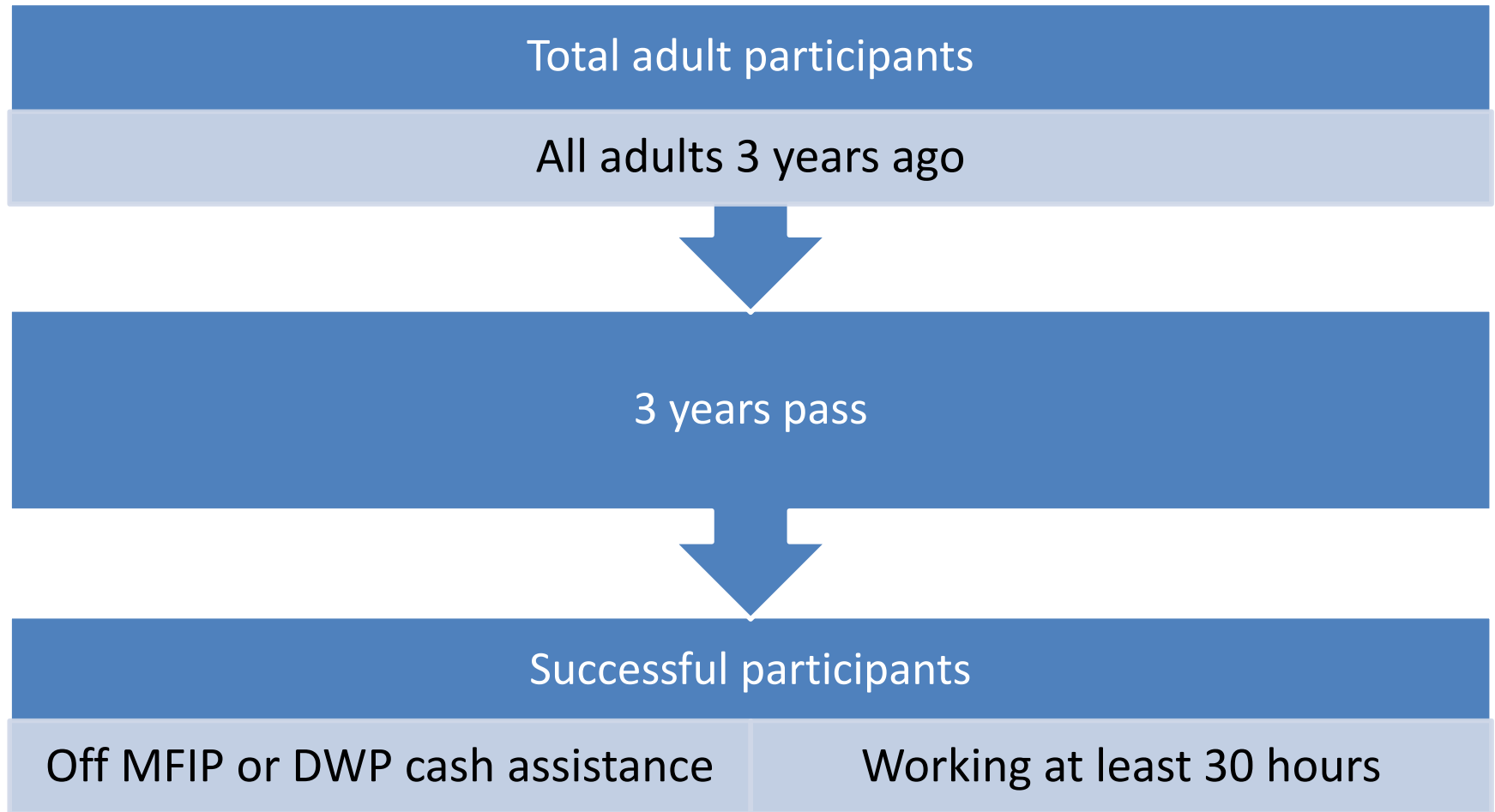


# The Index: Ratio

*Self – Support Index =*

$$\frac{\text{Successful participants now}}{\text{All participants three years ago}}$$

# The Index: Components



# 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

*Widget Count Self – 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

*Successful*



Sanctions

Time limits

*Not (yet) successful*

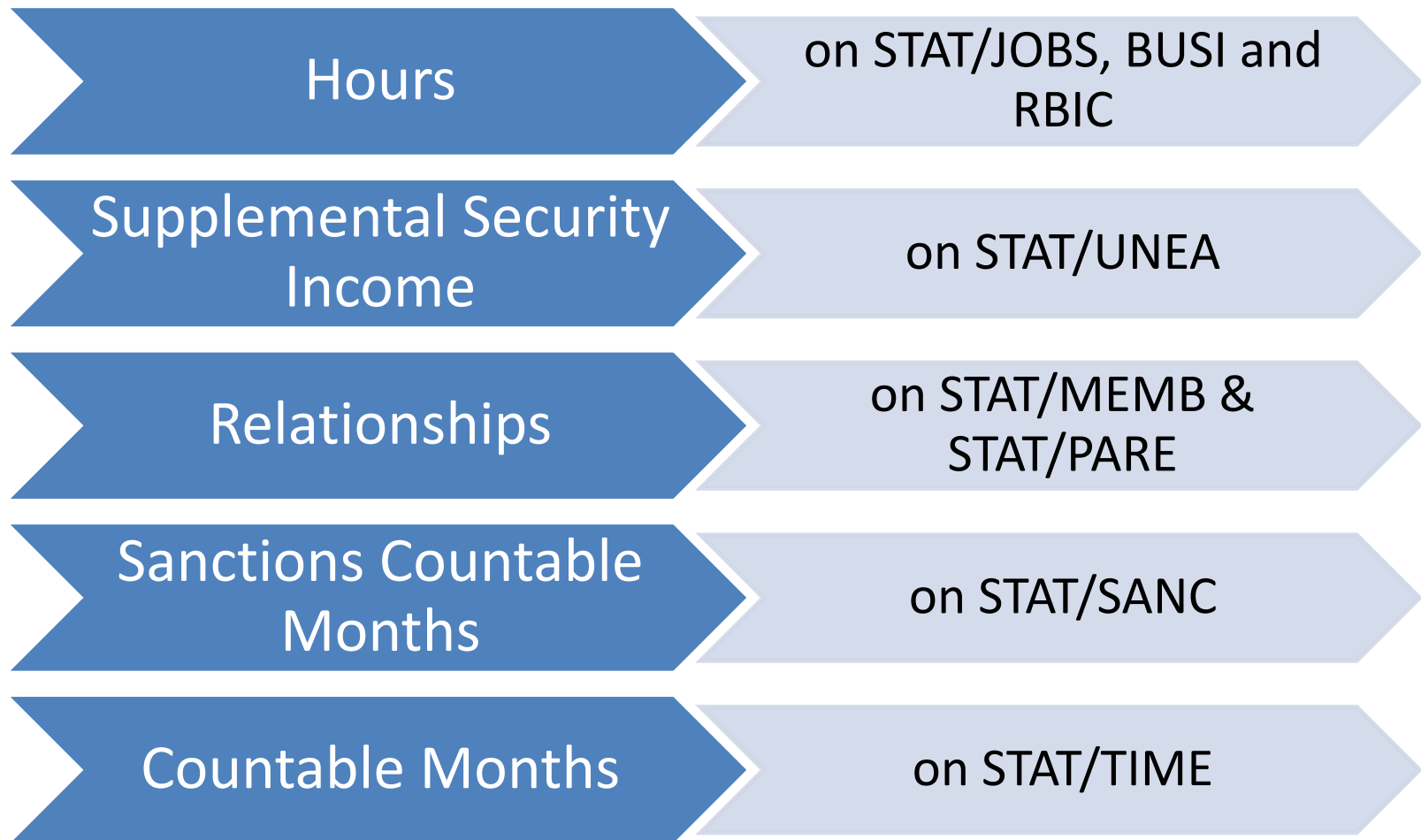


Where do the data come from  
to produce the Index?

MAXIS!

# The Index:

## Careful MAXIS Coding is Important!





**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

Service Area	Index
Service Area A	85.3%
Service Area B	65.1%
Service Area C	55.8%
Service Area D	75.7%
<b>Statewide</b>	<b>67.4%</b>

# 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



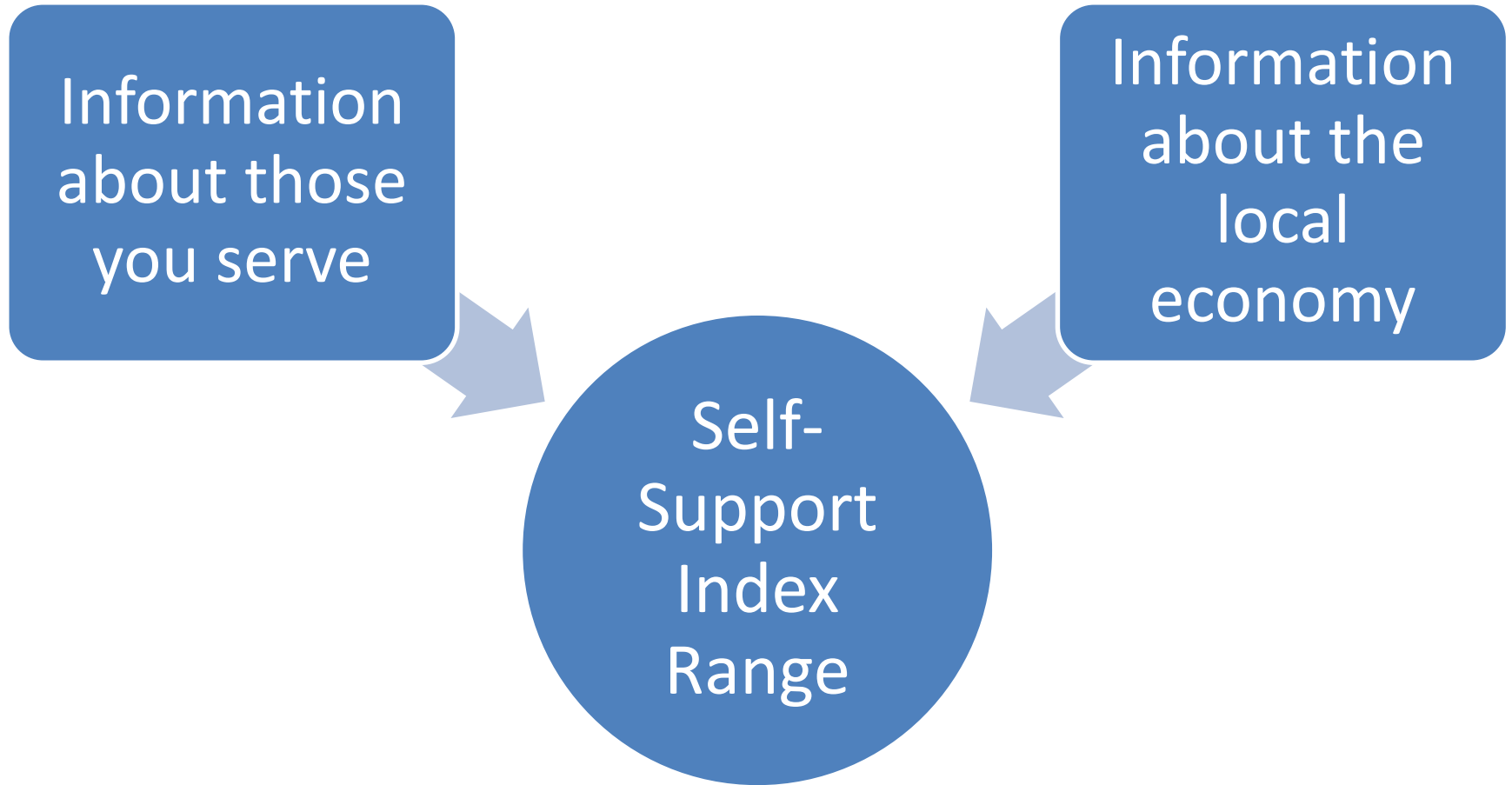
# The Range – Providing Context to Targets

Puts the Self-Support Index **in context**





# Creating the Range for a County



Information about  
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

Service area	Lower	Index	Upper
Service area A	86.1%	85.3%	88.3%
Service area B	60.3%	65.1%	68.4%
Service area C	52.7%	55.8%	54.9%
Service area D	75.5%	75.7%	76.2%
Statewide		67.4%	

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

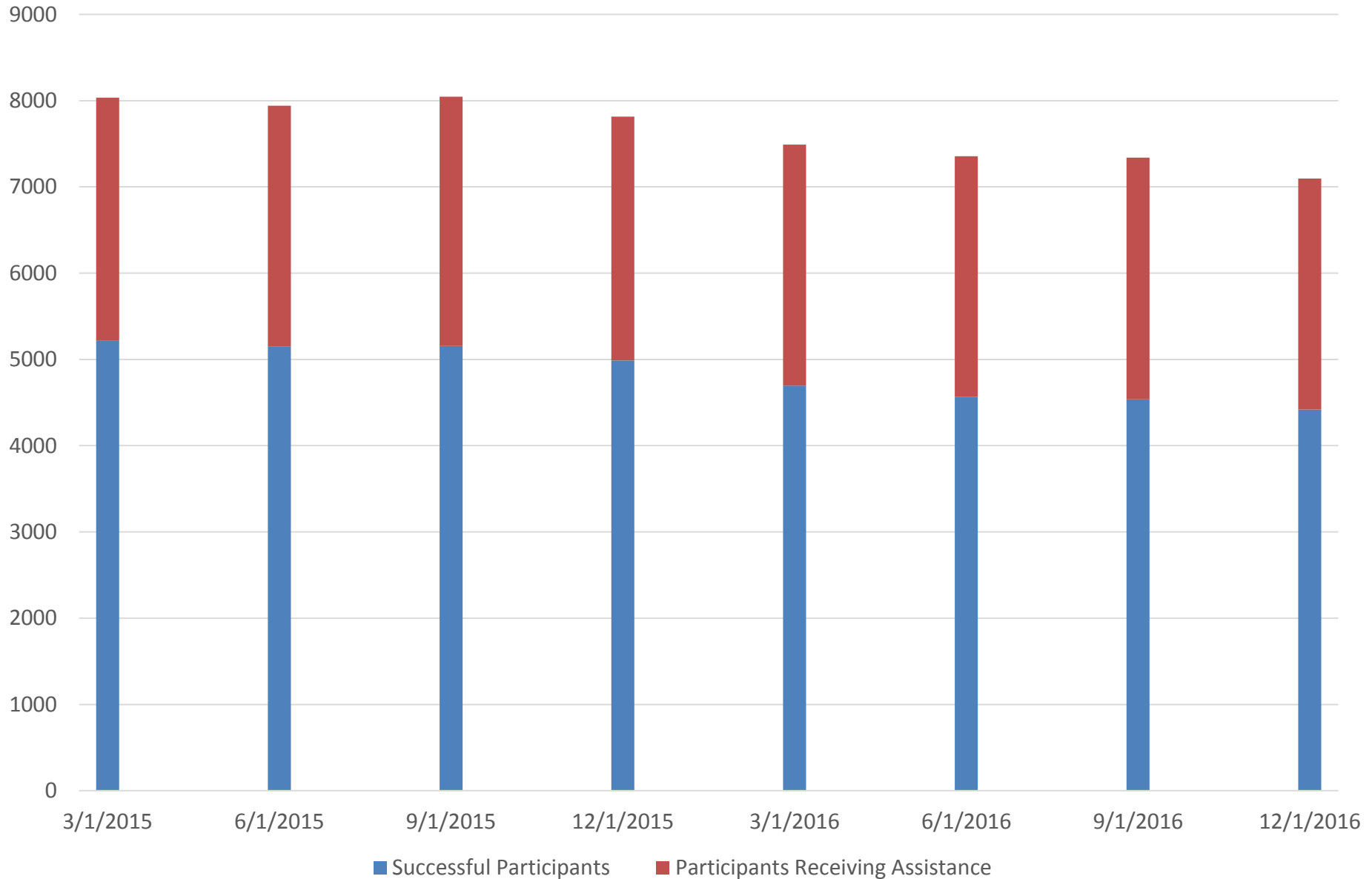


Context matters in the  
Self-Support Index!

# Ramsey County Self-Support Index

Cohort	3/1/2015	6/1/2015	9/1/2015	12/1/2015	3/1/2016	6/1/2016	9/1/2016	12/1/2016
Score	65%	65%	64%	64%	63%	62%	62%	62%
Lower	62%	62%	61%	61%	60%	59%	60%	61%
Upper	64%	64%	63%	63%	62%	61%	62%	63%
Total Cohort Size	8035	7941	8046	7816	7491	7355	7340	7096
Successful Participants	5223	5147	5156	4989	4698	4569	4537	4419
Successful Participants Needed to be within Range	-229	-236	-212	-238	-216	-219	-162	-96
Successful Participants Needed to be above Range	-79	-88	-62	-94	-75	-74	-10	64

## Self-Support Index Participants for Ramsey County





## Self-Support Index Range and Score for Ramsey County



# Key Variables for Ramsey

Participants	Race/Ethnicity	Adult Age	Number of Children	Age of Youngest Child	Chemical Dependence
7096	More Hmong, African Americans, Asians, Fewer Native Americans, Somali, White	↑	↑	↑	↓
Mental Health	Two-Adult Case	Student	Immigrant	Needs Interpreter	Immigrants Needing Interpreters
↓	↑	↑	↑	↑	↑
SSI Adult in Household	High School or GED	Assistance from Other County	Unemployment	Child Poverty	Child Care Availability
↑	↓	↓	↓	↑	↑

# Effect on the Range for Ramsey

Participants	Race/Ethnicity	Adult Age	Number of Children	Age of Youngest Child	Chemical Dependence
7096	↔	↓	↔	↔	↔
Mental Health	Two-Adult Case	Student	Immigrant	Needs Interpreter	Immigrants Needing Interpreters
↑	↔	↔	↑	↑	↑
SSI Adult in Household	High School or GED	Assistance from Other County	Unemployment	Child Poverty	Child Care Availability
↓	↓	↑	↑	↔	↓



**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

# Quiz!

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

# Quiz!

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!

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