

Ramsey County Workforce Solutions MFIP/DWP Employment Services Self-Support Index and Work Participation Rate Strategies for 2014



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What we will cover

- Overview of new Report Card
- Work Participation Rate (WPR) and Self-Support Index S-SI) in state law
- WPR and S-SI state funding changes
- Application for racial disparities
- Ways of Increasing the Self-Support Index
- Tools and Reports to track Self-Support Index

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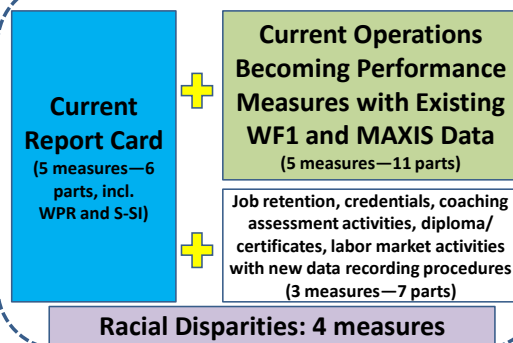
Goals of MFIP

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- To prevent long-term use of welfare as a primary source of family income.



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Current and New Measures



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New Report Card

- Self-Support Index is #3, based on MAXIS data entry
- WPR is #4, based on employment hours from MAXIS, participation hours from WF1, and many codes and rules defined mostly by MAXIS to disregard majority of the caseload from the measure.
- For the agency level Report Card, S-SI measures current results for those on MFIP in same quarter three years ago.
- For racial disparities with whites, both county and agency levels, S-SI measures current results for those on MFIP in same quarter one year ago.

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WPR and S-SI in State Law and Measurement Year

- WPR is a federal measure of states which Minnesota adopted in law as a county measure
- S-SI was created by Minnesota to measure longevity and employment and account for external factors for each county
- Both measures are based on April – March measurement year
 - Annual results reported in summer
 - Funding allocated for following calendar year
 - Example: April 2013-March 2014 results reported in August 2014 for funding to counties in 2015



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WPR and S-SI in State Law and Funding Linkage

- Changes starting April 2014 for 2016 county fiscal year
 - WPR no longer linked to the Consolidated Fund
 - Only S-SI will be linked to state funding
 - Counties start with 100% of funding rather than 95% to earn the last 5%.
 - The state added a 2.5% bonus if counties exceed expected range of performance.
- WPR will continue to be a state measure of county performance, like employment, percent extended, percent with activities—with no funding linkage



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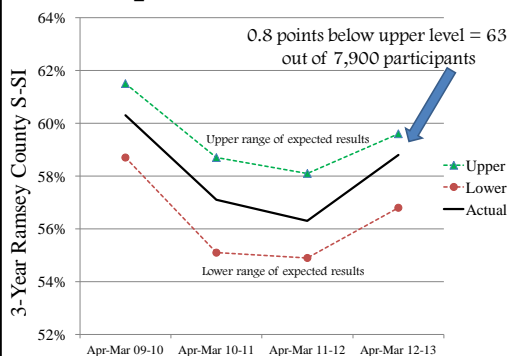
S-SI Expected Range of Performance

- DHS “leveled” the playing field by examining many external factors significantly impacting the S-SI
- Each county has a different range of expected performance based on its own “environment”:
 - Complex statistical model to find key factors
 - Examples: migration rates, race, use of interpreters, local unemployment, and several more
- The larger the county, the more likely the statistical model predicts the S-SI on these external factors.
- Annually, Ramsey has about a 3 percentage point range from “lower” to “upper” end of range



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S-SI Expected and Actual Results



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S-SI Performance Funding

- If Ramsey falls within that narrow range, nothing changes in terms of funding.
- State law effective for 2016 funding from April 2014 to March 2015 activity:
 - Counties that do not meet the lower expected range for 2 years in a row need a program improvement plan. If no improvement, then a 2.5% reduction.
 - Counties that exceed upper level of expected range receive an additional 2.5% above base Consolidated Fund allocation.



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Definition of S-SI

- Success is employed 130+ hours or no cash grant in all three months of a quarter
- Measures current results of those on MFIP or DWP same quarter three years ago (funding) and one year ago (racial disparities).
IT IS NOT A PREDICTION OF FUTURE RESULTS—HOW ARE THEY DOING NOW?
- Employment: “retrospective” hours on MAXIS from paystubs sent to financial worker.
 - Timed off or sanctioned off MFIP does not count as having no cash grant unless working 130 or more hours
 - Even if timed or sanctioned off MFIP, working 130+ hours in last months on MFIP still counts positively

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S-SI Targets: County-Wide

- DHS recalculates overall target each year for entire county, including **ALL CASES** 2-parent, FSS, extension, off cash grant, and extensions (which is the largest group in the S-SI).
- This is much simpler than WPR. Only employment, income leading to \$0 cash grant, or MFIP/DWP ineligibility on MAXIS—not WF1—determine success.
- Because extension services has the biggest impact on the S-SI, the target is higher than state ranges: 77%
- If agencies continue to reach and exceed 77% we may exceed the upper range by DHS for the 2.5% bonus.

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S-SI Targets: Disparities



- DHS calculates 1-year Index by racial and ethnic groups for **ALL CASES** on MFIP in same quarter of previous year
- Each group is compared to whites and should be within 5 percentage points
- DHS measures disparities every 2 years and counties must create an improvement plan for those more than 5 points below whites.
- African Americans and American Indians in Ramsey County are consistently well below whites.

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S-SI Targets: Disparity Results

- Like all reports from DHS and Ramsey County, U.S. born participants are separated from immigrants.
- African Americans roughly match or exceed whites in employment and WPR but consistently below in S-SI
- Why do they not move off the cash grant in a year if they have similar employment rates while on MFIP?

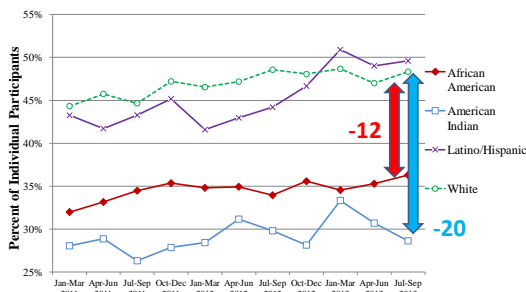


- The S-SI for American Indians on MFIP have fallen below whites in employment as well as WPR.

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S-SI Targets: Disparity Results

One-Year Self-Support Index by Race and Ethnicity



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Disparity Results by Agency

- Each quarter, the "Racial Disparities" report will compare African Americans and American Indians with whites county-wide for WPR and S-SI.
- Employment is also measured
- All agencies, including extension, are shown
- Both racial groups should be less than 5 points of whites county-wide or reduce disparity in half in the following year.
- See presentation for "Performance Outcomes Overview" presentation for more detail, repeated on Feb 20 and on WFS Provider Reports web page.



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S-SI Ways to Succeed

- Lower or maintain the cash grant to \$0 for all three months from MFIP or DWP:
 - More work hours or higher wages to exceed grant level
 - A MFIP food grant with no cash counts as a success
 - More unearned income of some types (child support) will lower cash grant
 - Participants with a very low grant may opt out of cash to save a countable month. No cash "stops the clock" against the 60-month lifetime limit.
 - Financial workers can recalculate total net changes in benefits.

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Other Ways to Succeed

- Off MFIP or DWP entirely, both food and cash
 - Simply moving between counties while on MFIP does not count. Off the cash grant in Minnesota or working 130+ hours defines success
 - Results attributed the county where they had their last month on MFIP or DWP
 - Within Ramsey County, last agency assigned by beginning of measurement quarter is accountable.
 - Even if not working 130+ hours in last months on MFIP, as long as they have no cash grant in measurement quarter they will count positively — if not sanctioned or timed off.



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How Do We Identify and Track Participants in the Self-Support Index?

- Current Info List—monthly spreadsheet
 - In right columns look for “S” = now measured in index
 - “SI” indicates now counting in 1-year index for racial disparities
 - Compare to cash grant in current and prior months in left hand columns
- Check status updates on employment, cash benefit, or MFIP eligibility



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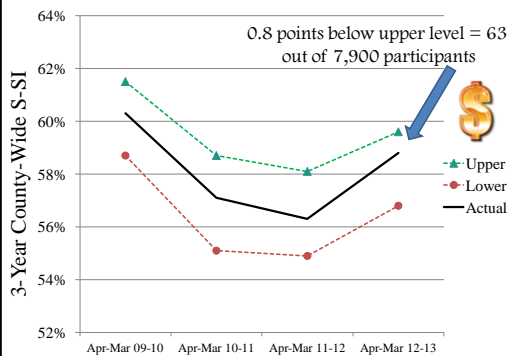
Results of Self-Support Index

- After Report Card, agencies receive a list of participants by counselor on who succeeded
- This list is ONLY for agencies' internal use. The final list is just a tool to look back on how certain participants succeeded.
- Ramsey County is very close to reaching the 2.5% bonus. Even a few more participants succeeding from each agency makes a big difference.



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S-SI Expected and Actual Results



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