

Minnesota Family Investment Program Performance Measurement Training

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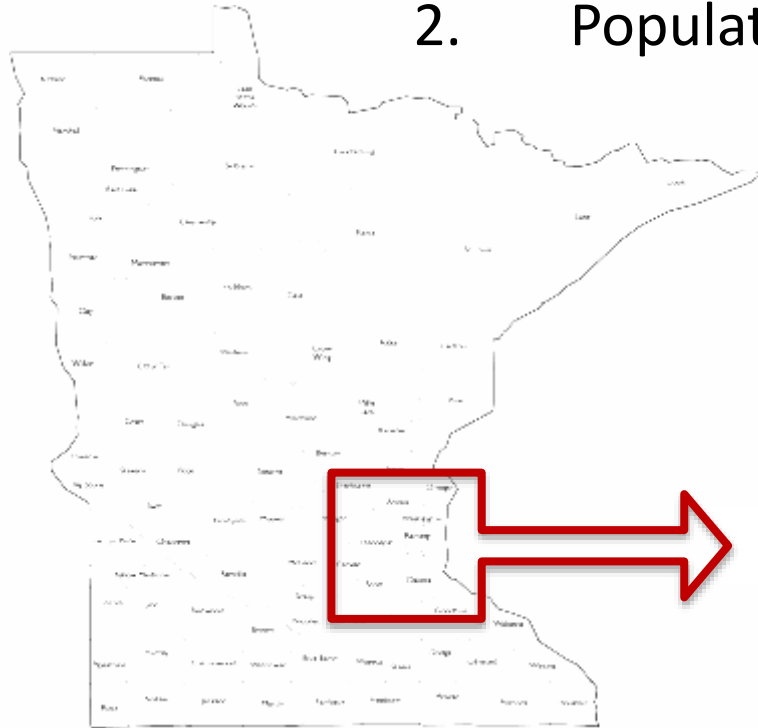
Compiled by Health & Wellness Administration, Office of Research & Evaluation

“Minnesota Family Investment Program helps families with children meet their basic needs, while helping parents move to financial stability through work. Parents are expected to work, and are supported in working with both cash and food assistance. Most families have a lifetime limit of 60 months on MFIP.”

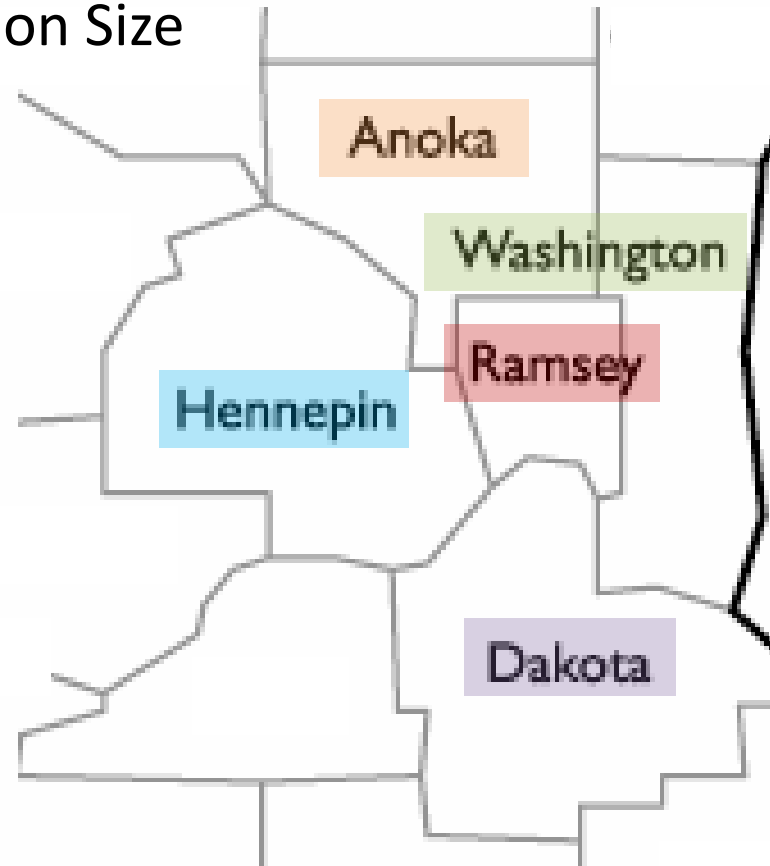
Minnesota Department of Human Services

Factors for County Selections:

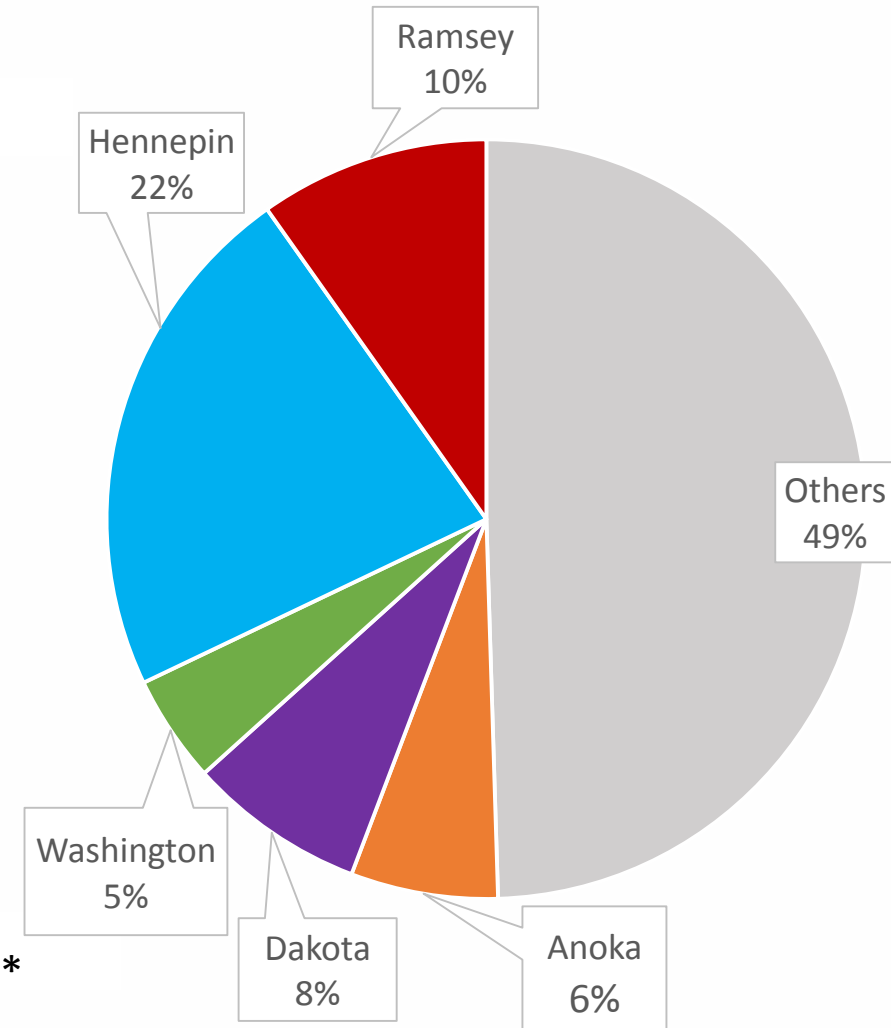
1. Proximity to Ramsey County
2. Population Size



Minnesota Population = 5,489,594 *



Selected Counties Population = 2,771,716 *



3. MFIP Active Caseload

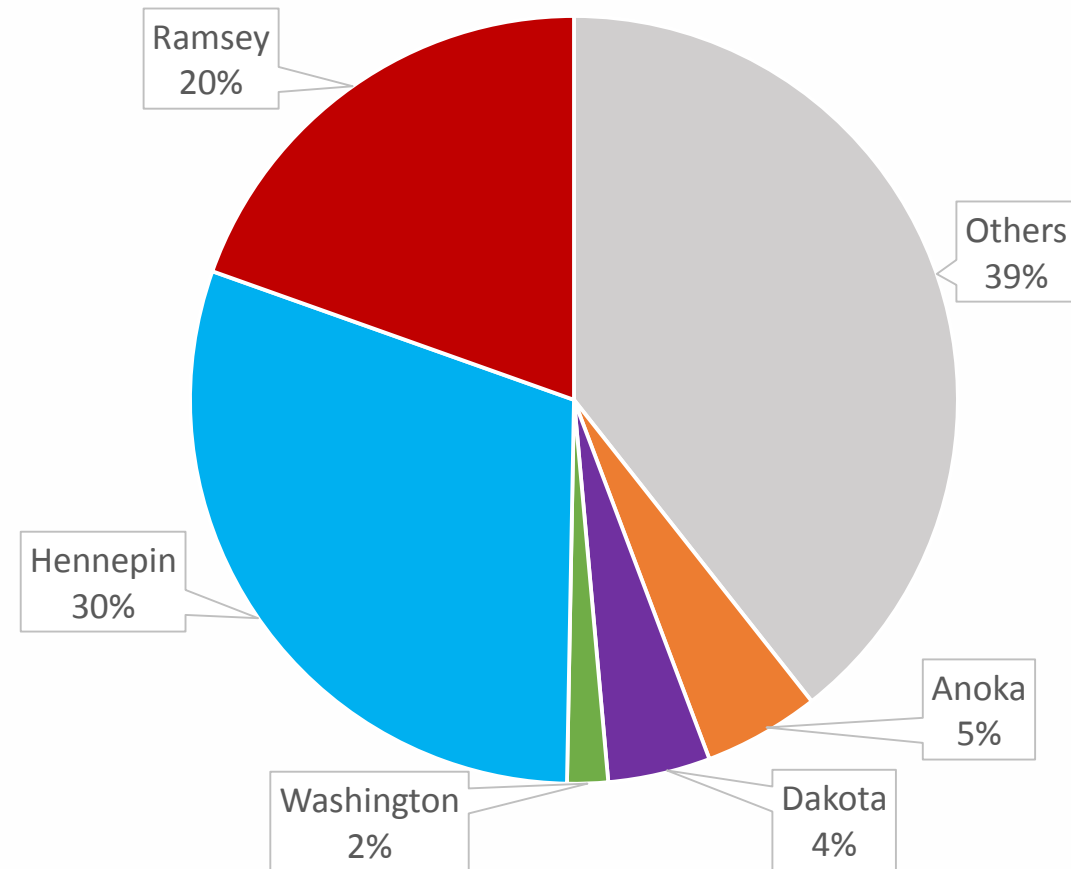
Minnesota *

Active Caseload = 34,598

Selected Counties *

Active Caseload = 20,976

*An estimated 61% of all active MFIP cases within the state of Minnesota are located within the following five counties: Anoka, Dakota, Hennepin, Ramsey, and Washington.**

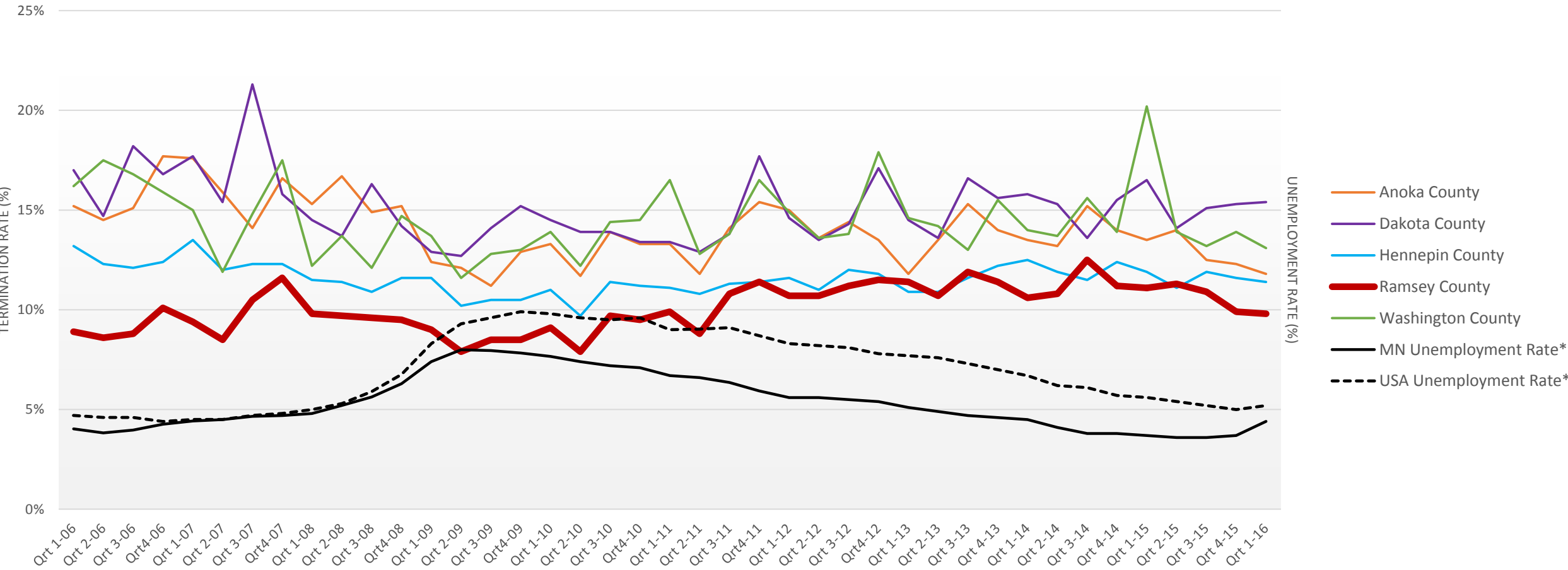


* Minnesota Family Investment Program Management Indicators Report: January – March 2016

Measure: Monthly MFIP Closings

- # and % of MFIP case closures
- Closed Case = *eligible during any month of the previous quarter* + *ineligible during the entire quarter being measured*

Graph A: MFIP Closing Rate by County over Time and
Unemployment Rates over Time



* Minnesota Department of Employment and Economic Development (DEED): Minnesota Unemployment Statistics LAUS Data (2006-2016)
Note: USA Unemployment Rate has been seasonally adjusted

Measure: Self-Support Index (S-SI)

Goals

1. Help participants find and maintain employment
2. Increase earnings
3. Decrease use of cash assistance
4. Recognize services available to participants and refer



Help Participants Find and Maintain Employment

1.Engagement

2.Education

3.Employment

4.Employment Retention

Increase Earnings

1. The Four E's
 2. Focus on Good Service
 3. Understand a family's path to self-sufficiency and stabilization is not linear.
 4. Guided Self-Determination
 5. Learn from each other (Continuous Process Improvement)
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Decrease use of (need for) Cash Assistance

1. Remember, earnings and hours tracking for the self-support index is all generated from MAXIS so be sure to communicate with our Financial Assistance partners.
 2. Cases are successful when they are no longer receiving cash assistance or when they are working at least 30 hours per week for the measurement quarter based on their hour tracking in MAXIS.
 3. Provide good service to all and work with employed families to increase their earnings and hours.
 4. Employment Retention is essential to success in the Self-Support Index. Retention starts with your first encounter with a family.
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Refer/Engage Families in Services available in the Community

1. Subsidized/Supported Employment
2. Education and Training
3. Culturally Specific Services and Trainings
4. Community Partners
5. Mental Health Services
6. Many, Many more...

Remember the 4 E's and Focus on Good Service to Families

Measure: Self-Support Index (S-SI)

- Number of adults that within the first 60 months of finishing MFIP were either:
 - Employed working 30+ hours/week
 - No longer receive cash payments from DWP or MFIP

$$\text{S-SI}^* = \frac{\text{\# participants off cash assistance OR working 30+ hours/week in baseline quarter}}{\text{total \# active participants in the baseline quarter}}$$

*Exceptions apply to participants who left within 60 counted months or due to the sanction limit

- 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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- 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).
 - 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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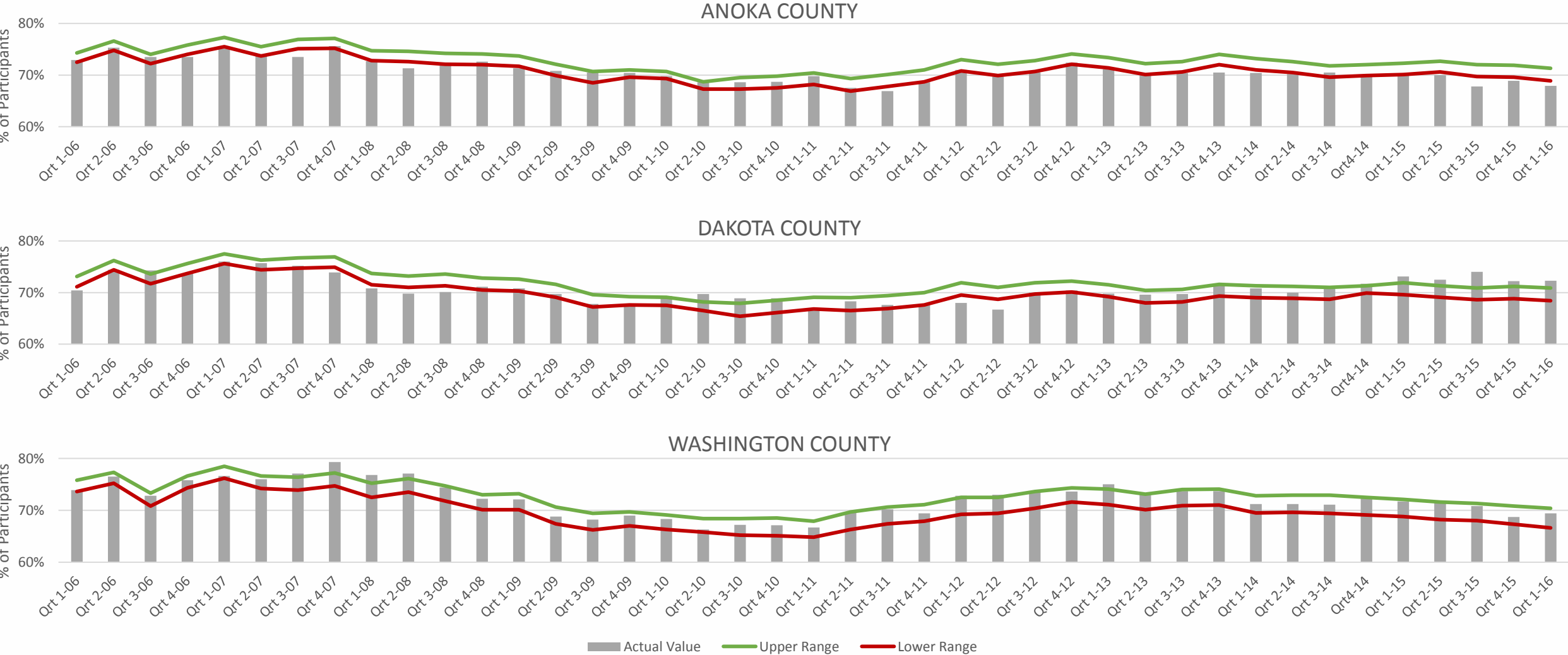
Things to **Avoid** Whenever Possible

1. Prioritizing families who are easier to work with.
 2. Closing at 60 months without an extension
 3. If sanction is during the last month of service, the participant will be a negative for as long as they were active MFIP in the S-SI
 4. Sanctioning a participant who is employed
 1. Do everything possible to work with participant
 2. Check MAXIS to determine how many work hours are coded to verify that they are not working prior to sanction.
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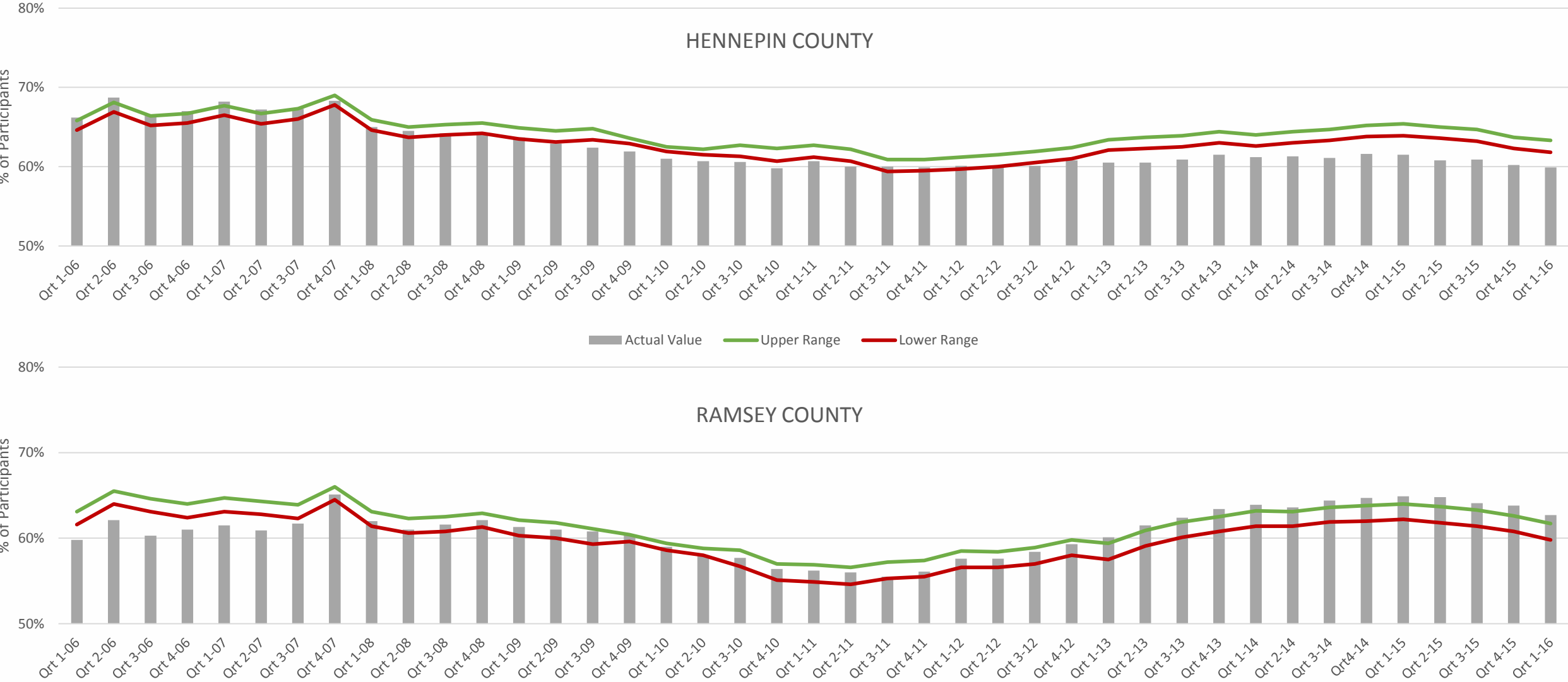
Measure: Self-Support Index (S-SI)

Next two slides hold graphs that separate each County in order to see how their S-SI has changed over time.

Graph C.3: MFIP/DWP 3-year S-SI Projected Range of Expected Performance by Suburban Metro County over Time



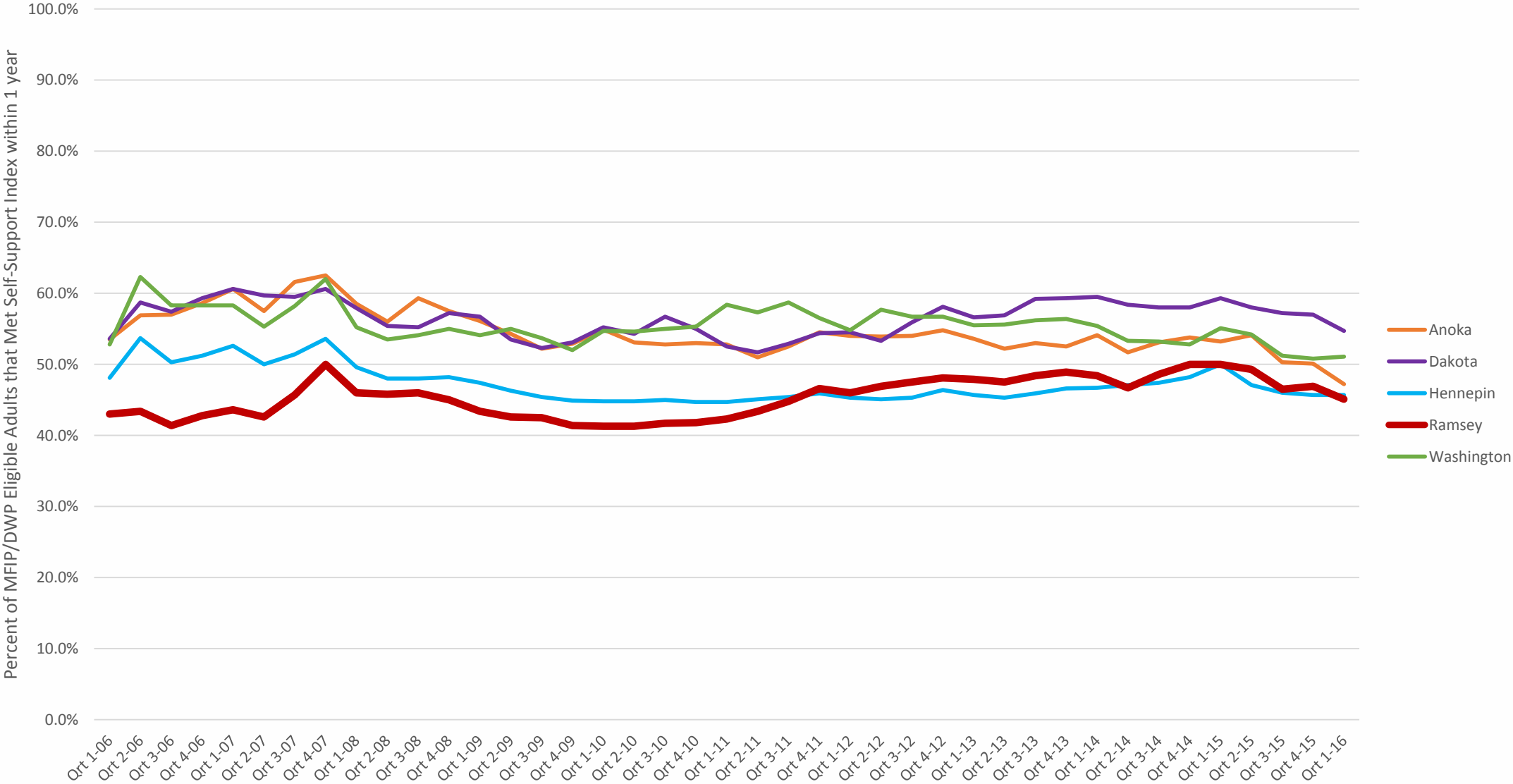
Graph C.4: MFIP/DWP 3-year S-SI Projected Range of Expected Performance by Core Metro County over Time



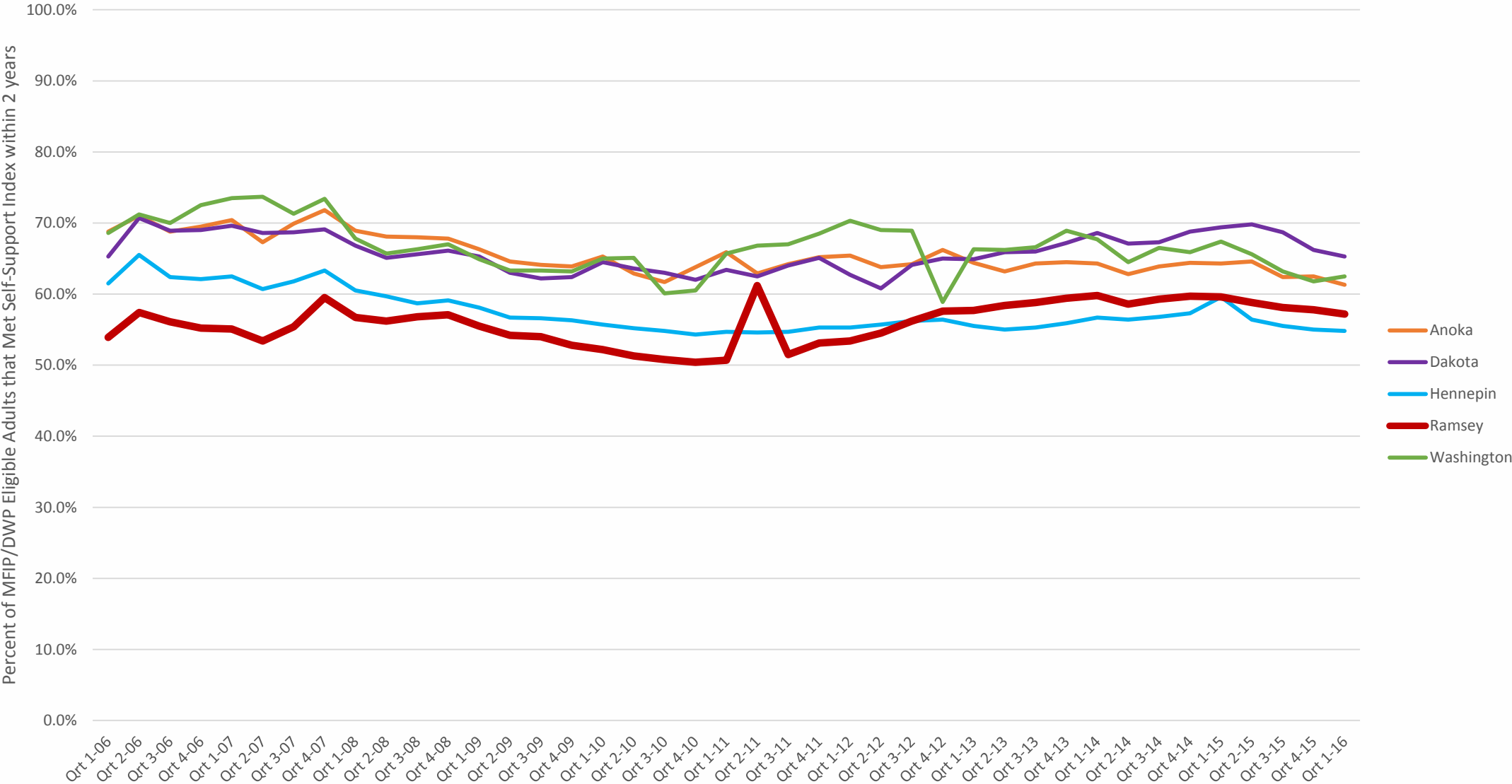
Measure: Self-Support Index (S-SI)

Next three slides hold graphs that separate each type of Range of Expected Performance for each County (1-year, 2-years, and 3-years) in order to see how these Ranges change over time.

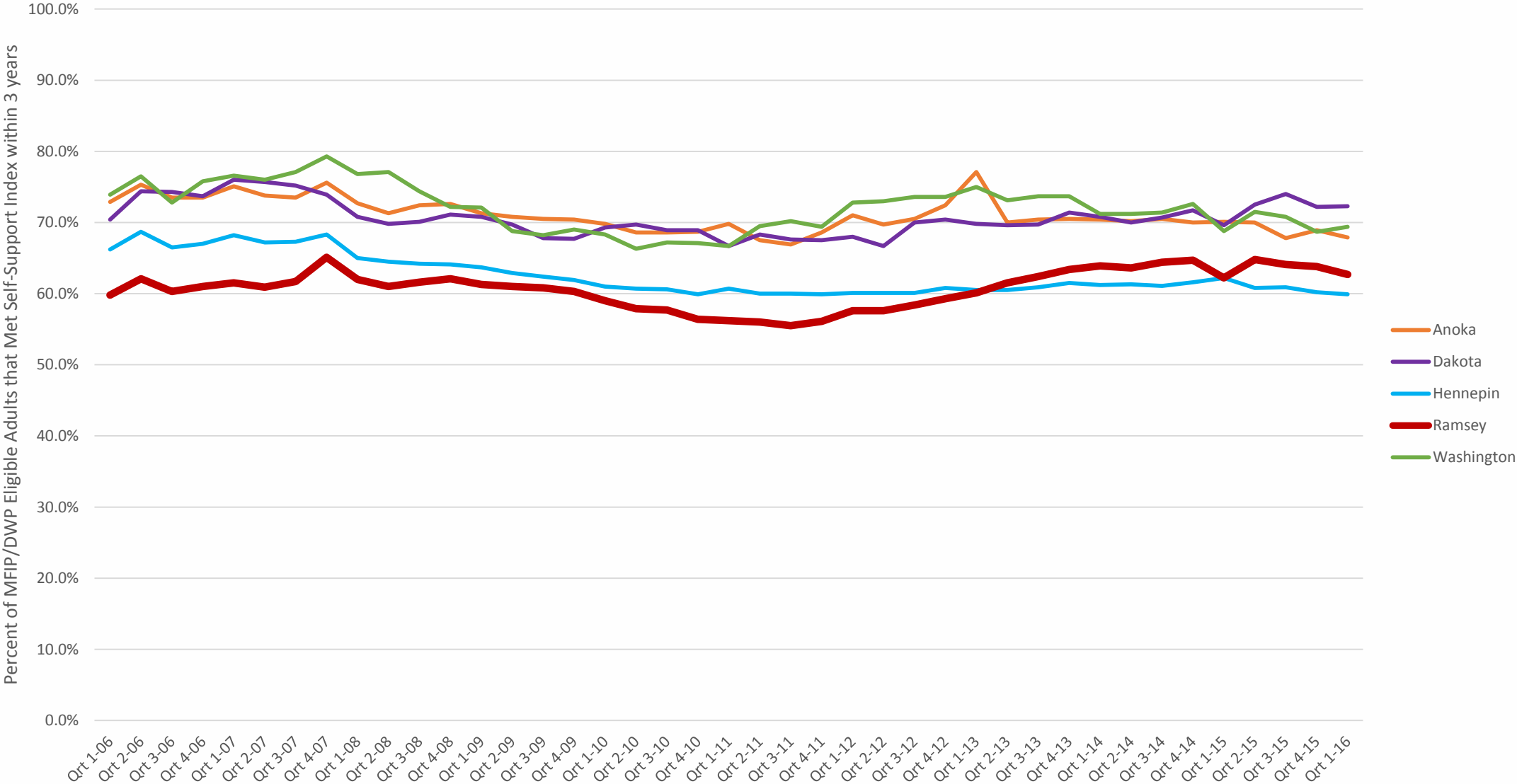
Graph C.5: S-SI : 1-Year



Graph C.6: S-SI : 2-Years



Graph C.7: Upper Range S-SI Expectations: 3-Year



Why does all this matter?

FUNDING

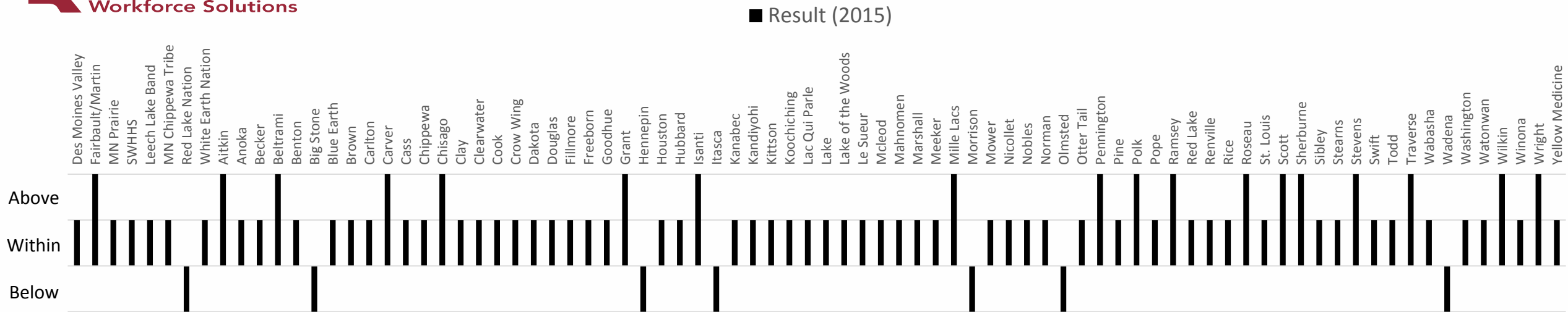


Annualized Self-Support Index (3-year)

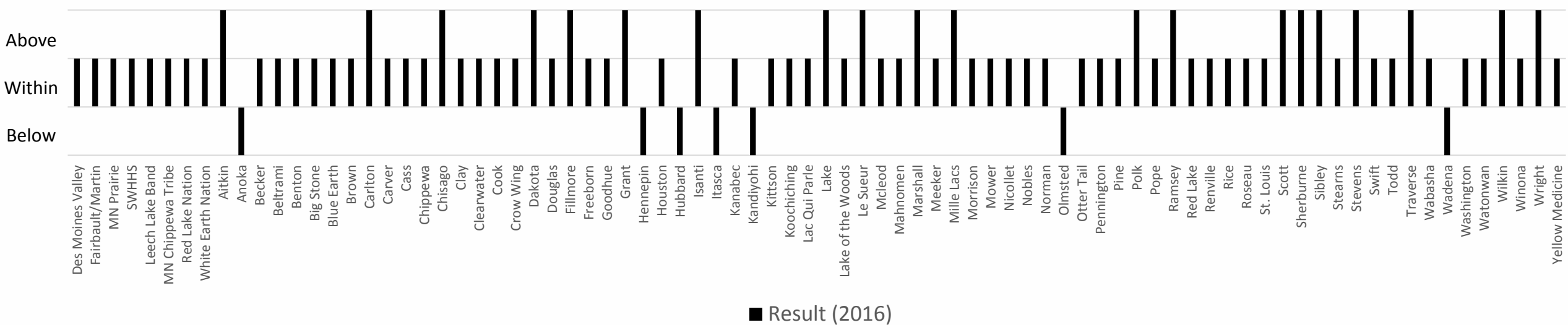
*“Service area receives 100% of Consolidated Fund allocation plus...” **

- Potential **2.5% bonus** if performance is **Above** their Range of Expected Performance
- Potential **cut in funding** & submit **improvement plan** if *consistently* **Below** their Range of Expected Performance

* (2014) Minn. Stat. 256J.626, subd.7:



Graph D: Annualized MFIP 3-Year Self-Support Index: Outcomes for 2015 & 2016



Thank you

Please let us know if you have any questions

Larry Timmerman: Senior Program Evaluator

larry.timmerman@co.ramsey.mn.us

Mark Herzfeld: Senior Program Evaluation

Mark.Herzfeld@co.ramsey.mn.us