



Issue 24
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Disparities Reduction Innovation Projects: Summary Report 2009 through 2011

Summary

Seven Minnesota counties participated in projects designed to improve MFIP outcomes for African American and American Indian recipients. This report examines the results of these projects for 2009, 2010, and 2011.

Earnings increased for participants in four of the seven projects. However, a large proportion of enrollees in the projects did not meet the intended eligibility requirements.

A secondary analysis separated the correctly targeted participants (long-term MFIP recipients with little work history) from the others. The target group had surprisingly positive outcomes. The non-target participants also had positive outcomes which are, however, likely to have been a return to earning levels that they had prior to experiencing an event that temporarily limited their labor market attachment.

The projects suggest that strategies focused on African American and American Indian MFIP recipients may have strong positive results.

The analysis also more generally highlights the importance of adhering to project implementation criteria. The positive outcomes experienced by the target group could easily have been overlooked when confounded by the outcomes of the incorrectly enrolled participants.

Introduction

Racial disparities in MFIP outcomes have been large and unchanging since tracking of those data began in 2004 (Appendix A). In one effort to respond to these disparities, DHS provided Innovation Funds for local disparities reduction projects in 2009. The purpose of the Innovation Fund grants was to provide financial assistance for selected counties and tribes to develop and implement strategies for improving employment opportunities for “American Indian and African American Minnesota Family Investment Program (MFIP) participants who had not obtained and maintained

employment for a period of at least 6 months at a time and had been on MFIP for one year or more.”¹

Using a competitive process, grantees were chosen from among the 18 counties and tribes that had a substantial African American and/or American Indian MFIP population with average Self-Support Index values that were five percentage points or more below those of the white MFIP population of the county.

Counties and tribes applied for the funding by submitting a plan to use funds for one of three areas of focus: mitigating criminal backgrounds, mentoring and job retention activities, or working with employers. Total funding was \$757,831 in 2009, \$733,851 in 2010 and \$638,551 in 2011.

Anoka, Becker, Dakota, Hennepin, St. Louis, and Washington Counties and the Red Lake Band were selected for the project.

Analysis

In the pages that follow, the average quarterly earnings for adults that were enrolled in each year of the projects, as reported to the Unemployment Insurance system, are reported by site by quarter starting in January 2008. Project participants who were enrolled in a previous year but continued to be served in the next enrollment year were not included in the results reported for a given enrollment year. For example, adults enrolled in 2009 who continued to be served in 2010 were not included in the 2010 group’s results.

On each chart, the grey highlight designates the enrollment year. Note that the follow-up span differs for each enrollment year – two years of follow-up for the 2009 enrollees; one year for the 2010 enrollees; and no follow-up for the 2011 enrollees.

No results are reported for sites that enrolled fewer than 20 adults in a given year (Becker 2010; Dakota 2009; St. Louis 2010).

In the boxes adjacent to each of the charts is a very brief description of the program and the observed outcomes for the project enrollees and the comparison groups. The discussion is purely descriptive.

To assess the impact of the projects, administrative data were used to identify comparison groups in each county. The comparison groups were composed of all non-innovation project African American or American Indian MFIP adults (depending on which population the project targeted) who were eligible for MFIP in that county in any month of the respective enrollment year.

The comparison groups were not selected rigorously enough to attribute the observed outcomes to the projects. Using only the criteria specified above, the possibility of various biases exists. Therefore, the validity of the comparisons should be viewed cautiously and skeptically. Nevertheless, the magnitude of the observed differences and the fact that sizable differences occurred in a number of sites suggests that further investigation is warranted.

¹ Taking Action on Racial Disparities Innovations Funds, Request for Proposals, Minnesota Department of Human Services, October 2008.

Overall Results

Appendix B illustrates the average quarterly earnings of enrollees and the comparison group in each of the project counties for each of the project years. For each county, 2009 is represented by the top graph. The adjacent text box provides a very brief summary of the program and the observed outcomes. The middle and bottom graphs and text boxes represent 2010 and 2011, respectively.

Seven counties participated in one of the projects for at least one year. Of those counties, four had notable positive outcomes in at least one of the three years of the projects (Appendix B: Anoka, Hennepin, St. Louis, and Washington counties). It is surprising that so much apparent success was seen in so short a time among populations that have had persistently poor employment outcomes. Also surprising is the fact that the four projects with very similar positive outcome trends had very different program models. Furthermore, these surprising outcomes occurred during a period in which the demand for labor was very low. There are at least three possible explanations for the observed outcomes.

First, state and county staff familiar with the projects speculated that a possible reason that similar results were seen across the different projects and populations was that the outcomes may have been the result of the special attention that the project participants received, irrespective of the services that were provided. If so, this would suggest that smaller caseloads may be an important factor in improving MFIP performance for African American and American Indian MFIP participants.

A second possible explanation for the apparent successes is that the results are largely an artifact of the enrollment criteria which required only a six month period of unemployment. Project enrollees were not necessarily persistently unemployed, as intended. On average, in most sites in all years, project participants were enrolled at the nadir of their downward earnings trend. Regardless of any intervention, participants who are not chronically unemployed are more likely to bounce back after hitting bottom. The Integrated Services Project's final report (p. 49) notes that,

The observed earnings dip prior to...enrollment is consistent with patterns for participants of job training and other social programs and has been widely documented in the literature (e.g., Ashenfelter 1978; Heckman and Smith 1999; Mueser, Troske, and Gorislovsky 2007). Individuals often enroll in these programs soon after encountering particularly difficult circumstances or crises, such as the loss of a job. When programs disproportionately attract individuals who are not employed due to a recent job loss, analyses of earnings data reveal a pattern of reduced employment and earnings just prior to enrollment. For some, the reduced earnings are likely a temporary disruption to an otherwise steady earnings path.²

A third possible explanation is that the programs worked as designed and intended. Given the apparently strong effect of the 'bounce,' a carefully controlled study would be required to tease out any program effects. Because the projects were not controlled experiments and the comparison groups were weak due to the limitations of administrative data, no conclusive statements regarding the impact of these projects can be made.

² DHS Reports on Special Topics: [Minnesota Integrated Services Project: Final Report on Initiative to Improve Outcomes for Hard-to-Employ Welfare Recipients \(January 2009\) \(PDF\)](#).

A Secondary Analysis

The ambiguity of the enrollment for the project criteria (in the request for proposals quoted in the first paragraph above), raised the question of who exactly was served by the projects.

To investigate the question further we examined the 2010 enrollees in greater detail. We redefined target participants as those who were eligible for MFIP in 12 or more months out of the 24 months in 2008 and 2009 and did not have earnings in more than 3 quarters of 2008 and 2009. We then repeated the original analysis for the two sub-groups meeting or not meeting these criteria and their respective comparison groups at each site. This analysis does not apply to the Red Lake project since the project enrolled MFIP teens who would not be expected to have lengthy MFIP or employment histories.

All graphs and text in Appendix C refer to 2010. The top graph is a repetition of 2010 graph in Appendix B, presented again to facilitate comparisons with the middle and bottom graphs. The middle graph and text presents the average quarterly earnings of enrollees and a comparison group that were actually in the target group. The bottom graph and text describes the outcomes of enrollees and a comparison group who were not target group members.

Administrative data indicated that, across all six project sites (excluding Red Lake), 42% did not meet the MFIP eligibility requirement at enrollment. In fact, 12 percent of the 2010 project enrollees had not been eligible for MFIP in a single month in 2008 and 2009. And, 18 percent of all 2010 enrollees had earnings in 6 or more of the 8 quarters in 2008 and 2009. Clearly, a substantial portion of the 2010 enrollees were not the long-term MFIP participants without a substantial work history that were meant to be enrolled.

We found greater evidence of success for enrollees in the redefined target group. We also found evidence of the 'bounce' effect for those who were not in the target group (Appendix C). Hennepin County offers the most dramatic example of both of these outcomes. And, while nothing definitive can be said, it does appear that, in some projects, those who were not in the target group may also have benefited from the interventions.

Conclusions

The original analysis indicated that some of the projects may have had a positive impact on participants' earnings. The effects were partially masked as a result of ambiguous enrollment criteria which may have resulted in the enrollment of a large number of participants that were neither long-term MFIP recipients nor lacking a substantial work history. Additionally, some participants appear to have been enrolled without meeting even the most minimal project eligibility criteria.

For the intended target group, the difference in earnings between the project participants and the comparison groups appeared to be larger and clearer than for the remaining cases. Possible causes for the observed increases include program effects (the designed intervention or simply the extra attention given participants) or some as yet unidentified, systematic difference between the project participants and the comparison groups.

The cause of the earnings increases experienced by the non-target participants is less clear. In addition to the program interventions (including the extra attention that the program provided) and other uncontrolled impacts, their increases may be attributable to the aforementioned bounce back to previous earnings levels.

This project highlights the importance of clearly operationalizing project eligibility criteria and scrupulously adhering to them when enrolling participants. Potentially strong program impacts can go undetected when diluted by the experience of improperly enrolled participants.

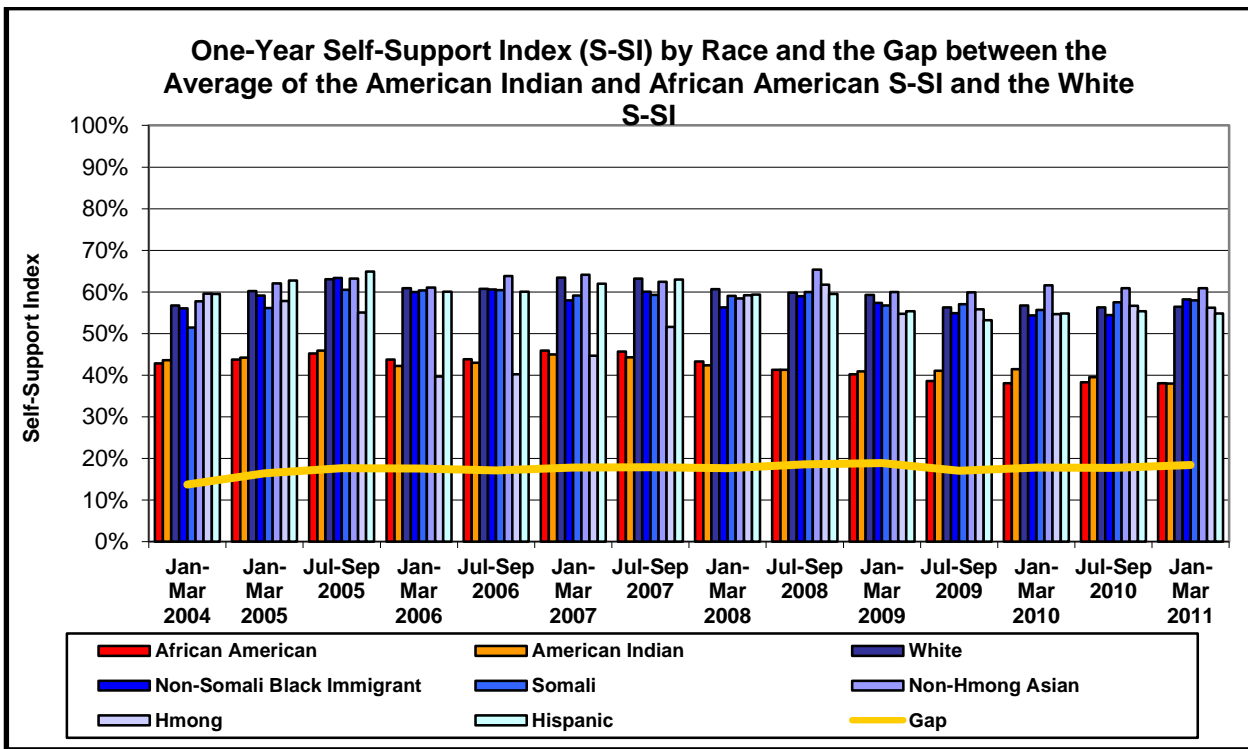
Appendix A

A successful adult in the Minnesota Family Investment Program (MFIP) is defined as one who is working an average of 30 or more hours per week or is off the cash portion of MFIP with evidence of a source of support three years after a baseline assessment. The Self-Support Index (S-SI) is the percentage of successful MFIP adults in a county or tribe from those who were on in the quarter three years ago.

The following graph illustrates the Self-Support Index (S-SI) for each race at half-year intervals from January 2004 to March 2011 (with the exception of July – September 2004 for which there are no data). The yellow line indicates the size of the gap between the White S-SI and the average of the African American and American Indian S-SIs.

There is a very large gap between African Americans and American Indians and all other races with respect to MFIP success. (Compare red/orange bars with blue/purple bars.)

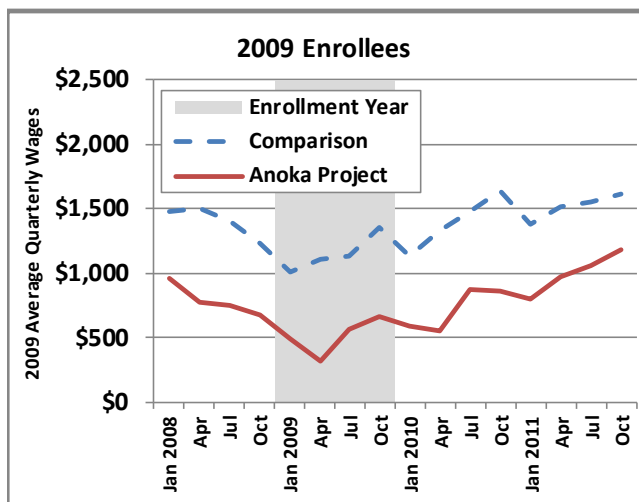
The gap between African Americans or American Indians and Whites has been approximately flat since mid-2005. (The yellow line represents the size of the gap.)³



³ DHS Evaluation Notes: [Issue 17: Racial disparities in the Minnesota Family Investment Program \(February 2009\) \(PDF\)](#)

Appendix B

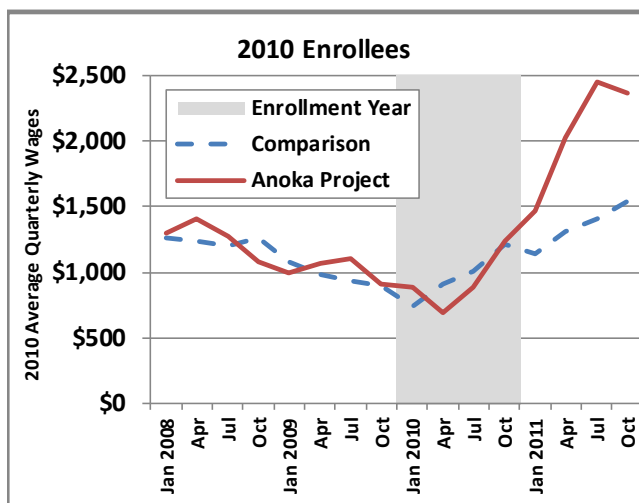
ANOKA COUNTY Average Quarterly Wages Disparities Reduction Innovation Project



Anoka's project focused on African American and American Indian participants with a criminal background. A specialized worker was trained by Department of Corrections to work with offenders, expunge records, and work with prospective employers.

The 2009 enrollees had lower earnings than the comparison group in all years. However, during the last follow-up year, 2011, the difference between the comparison group and the enrollees narrowed slightly.

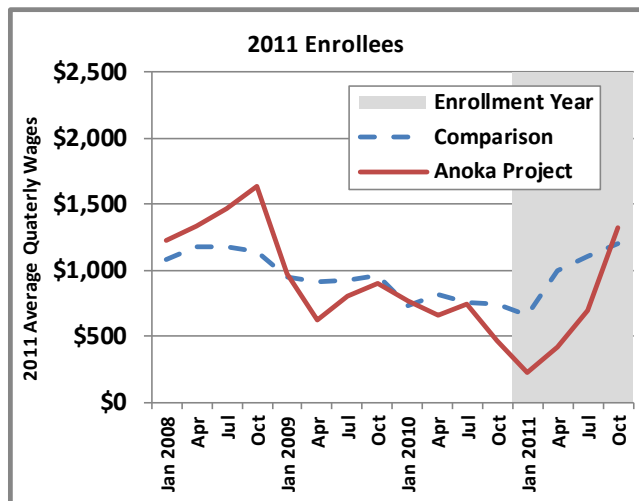
Number of enrollees = 74 Number in comparison group = 478



As Anoka's project matured participants no longer worked with an ES counselor, only with the specialized worker trained to work with offenders.

In 2009 (the year prior to enrollment) and 2010, the 2010 enrollees had earnings very similar to the comparison group. In the year following enrollment, the enrollees' earnings grew much faster than the comparison group, reaching earnings that were 50% greater than the comparison group in the last two quarters of 2011.

Number of enrollees = 67 Number in comparison group = 487



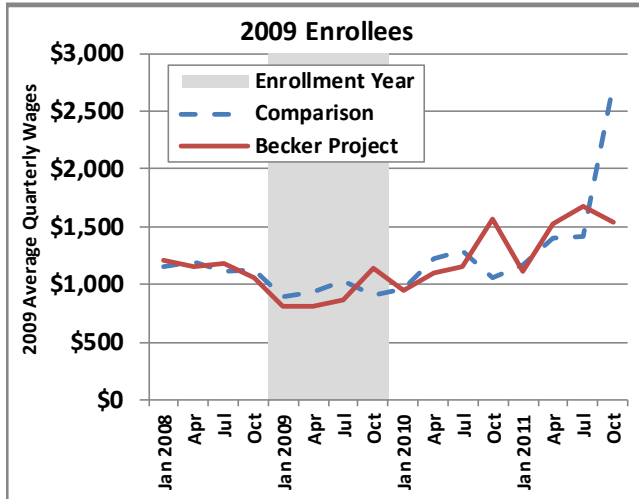
The third year of the project working with offenders continued to address cognitive, social and emotional needs through a 10 day workshop, family fun night activities, and one-on-one relationships with the job counselor specialist.

The 2011 enrollees were lower earners than the comparison group but dramatically increased their earnings during the enrollment year, matching the comparison group in the last quarter of 2011.

Number of enrollees = 53 Number in comparison group = 526

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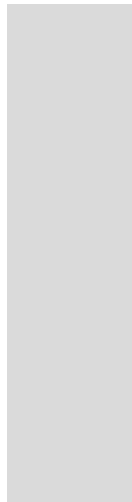
BECKER COUNTY Average Quarterly Earnings Disparities Reduction Innovation Project



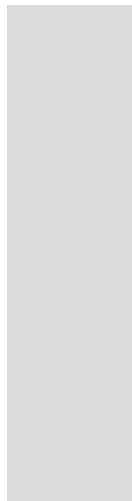
Becker County invested in "KeyTrain," a computer software training tool. They focused on working with African American and American Indian adults utilizing mentoring, recruitment of minority employers and job retention.

The 2009 enrollees had earnings that were very similar to the comparison group until the last quarter of 2011 when the earnings of the comparison group inexplicably took a dramatic one-quarter rise.

Number of enrollees = 43 Number in comparison group = 352



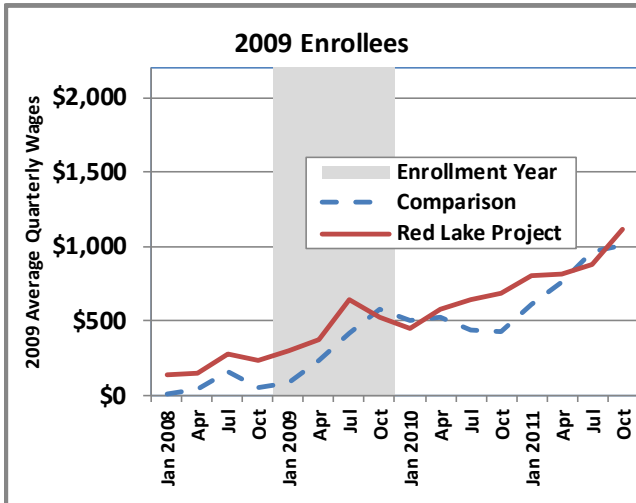
Becker county only enrolled 16 participants in 2010. No analysis was conducted.



Becker withdrew from the project because "KeyTrain" was expanded to include their total caseload and they believed they had achieved the success that they had hoped for.

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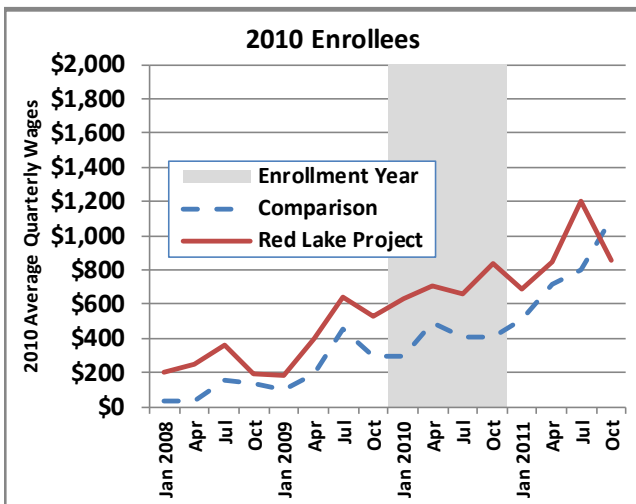
RED LAKE BAND Average Quarterly Earnings Disparities Reduction Innovation Project



The Red Lake Band worked with teen parents. They placed participants in supported work positions, provided education information, conducted a Teen Summit at the end of each year, conducted college visits, and provided one-on-one support and counseling.

The earnings of the 2010 enrollees did not differ greatly from the comparison group.

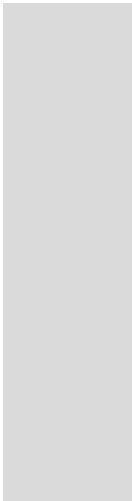
Number of enrollees = 85 Number in comparison group = 43



The program continued unchanged in the second year.

The earnings of the 2010 enrollees did not differ greatly from the comparison group.

Number of enrollees = 46 Number in comparison group = 84

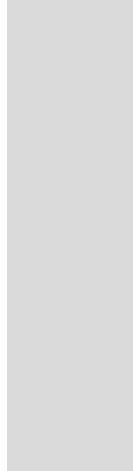


In the third year, the program was limited to supported work placements and the year-end Teen Summit.

2011 Data were not available.

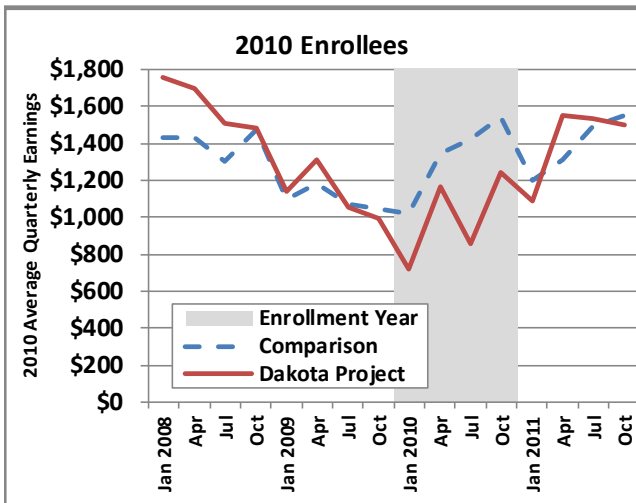
Appendix B

DAKOTA COUNTY Average Quarterly Earnings Disparities Reduction Innovation Project



Dakota County did not enroll sufficient participants in 2009.

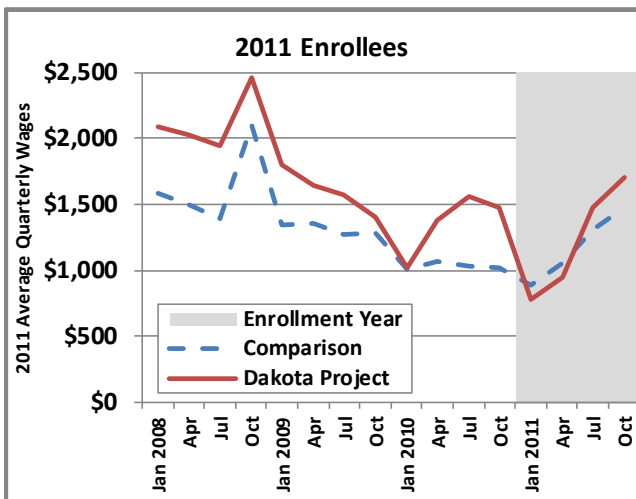
Initially, the project planned to refer participants to a banking skills workshop. Volunteer mentors were not successfully recruited and the focus shifted.



Dakota County began their 2010 program with a different vendor that focused on mentoring, job retention, and working with employers. The program targeted African American participants.

The earnings of the 2010 enrollees did not differ greatly from the comparison group.

Number of enrollees = 41 Number in comparison group = 440



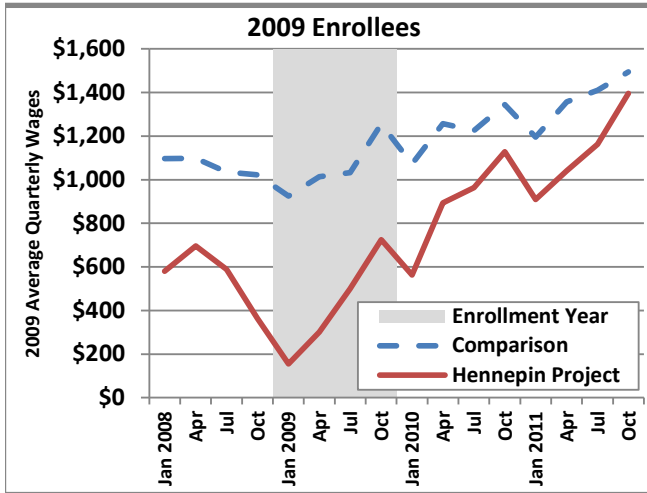
Dakota's contract with their vendor continued successfully. The job counselor provided mentoring. Most relationships were flexible and one-on-one. Less emphasis was placed on workshop attendance. Job retention was the focus, addressing individual behaviors and attitudes that served as barriers for the participants in the work world.

The pre-enrollment earnings of the 2011 enrollees, while higher than the comparison group in the quarter before enrollment, dropped significantly in the first enrollment quarter and then rose quickly throughout 2011. Additional data are needed to identify possible trends.

Number of enrollees = 40 Number in comparison group = 415

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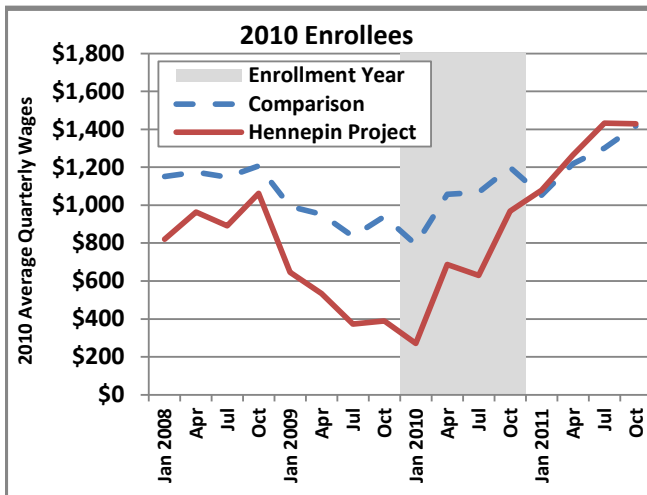
HENNEPIN COUNTY Average Quarterly Earnings Disparities Reduction Innovation Project



Hennepin hired two vendors to work with African American and American Indian participants in supported work positions, providing mentoring, job retention. They also worked with employers to promote permanent employment.

In the last quarter of 2008, the 2009 enrollees had average quarterly earnings of \$364 vs. \$1055 for the comparison group. By the last quarter of 2011, the enrollees' income was approaching that of the comparison group (\$1494 vs. \$1397).

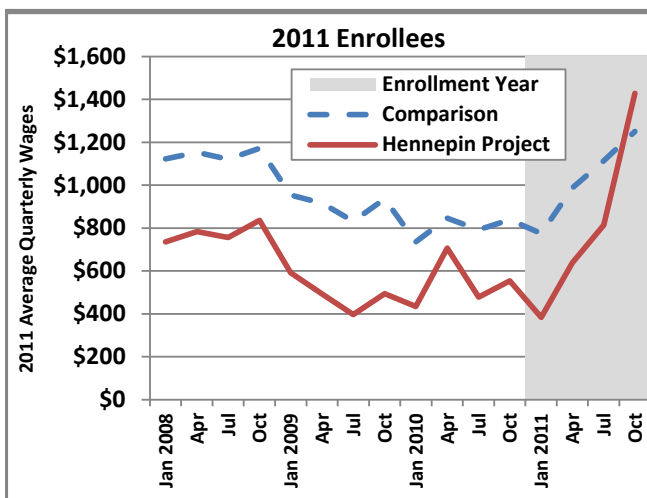
Number of enrollees = 84 Number in comparison group=5797



The project continued to provide support through mentoring and work with employers and used supported work funds for employment. Hennepin recruited minority employers through the Equity in Employment Action team through the City of Minneapolis.

The 2010 enrollees had first quarter 2010 average quarterly earnings of \$646 while the comparison group's average earnings were \$1020. The low earning enrollees became average earners one year after enrollment.

Number of enrollees =125 Number in comparison group=6002



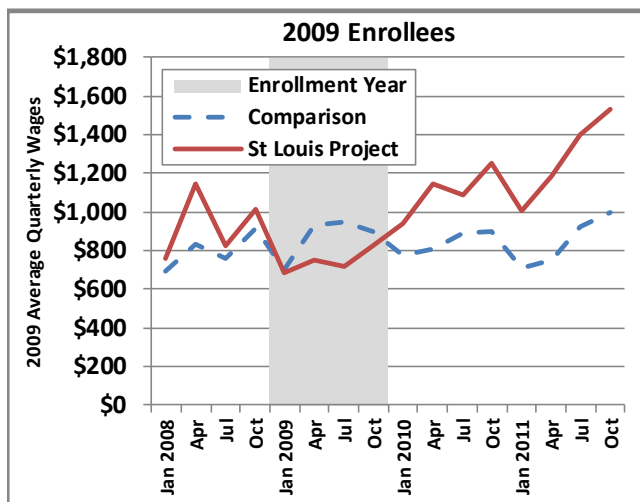
The two vendors regularly sought feedback from Supported Employment Plus participants, using what they learned to improve services and change how they conducted employer job fairs for participants.

The 2011 enrollees had a trajectory similar to the 2010 enrollees until the last quarter of 2011 when the enrollees surged ahead of the comparison group.

Number of enrollees =107 Number in comparison group=6089

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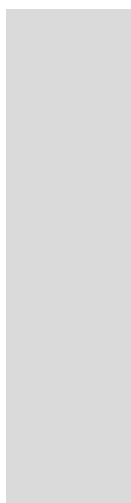
ST. LOUIS COUNTY Average Quarterly Earnings Disparities Reduction Innovation Project



The county contracted with two providers - one to serve African American participants and one to serve American Indian. They provided individual, culturally specific mentoring that included on-site supervision at job sites, coaching, and soft skill training. St. Louis was one of the job sites for participants in supported work.

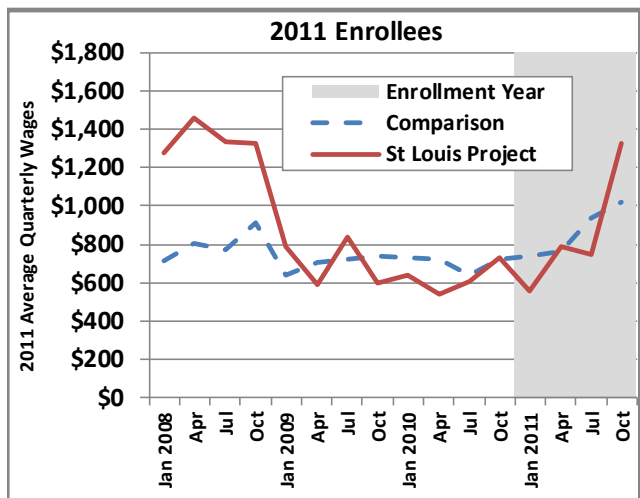
The 2009 enrollees and the comparison group had similar quarterly earnings until the fourth quarter of 2009 when the enrollees' earnings began to grow rapidly. By the last quarter of 2011, the enrollees' quarterly earnings were 50% greater than the comparison group.

Number of enrollees = 30 Number in comparison group = 182



Success with subsidized employment and aggressive recruitment of employers continued.

St. Louis county only enrolled 6 participants in 2010. No analysis was conducted.



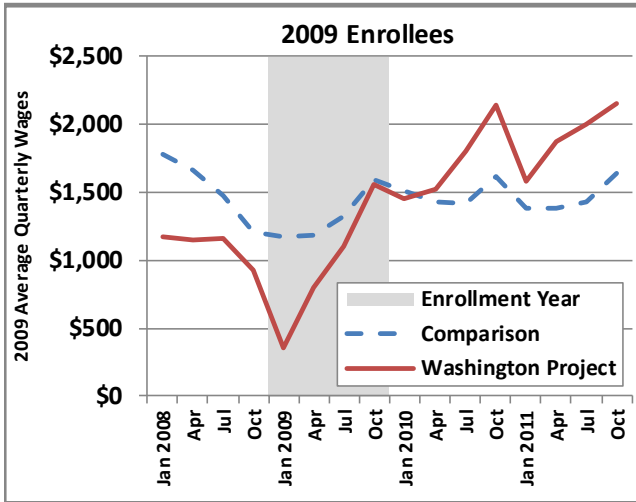
Despite a reduction in services to the American Indian population due to the loss of one provider, services were expanded by the other provider to include referrals for both African American and American Indian adults.

Three years prior to enrollment, the 2011 enrollees had earnings that were substantially higher than the comparison group. In 2009, enrollees' earnings dropped to the level of the comparison group and remained there until the last quarter of 2011. More data are needed to determine the trajectory of future earnings for the enrollees.

Number of enrollees = 21 Number in comparison group = 187

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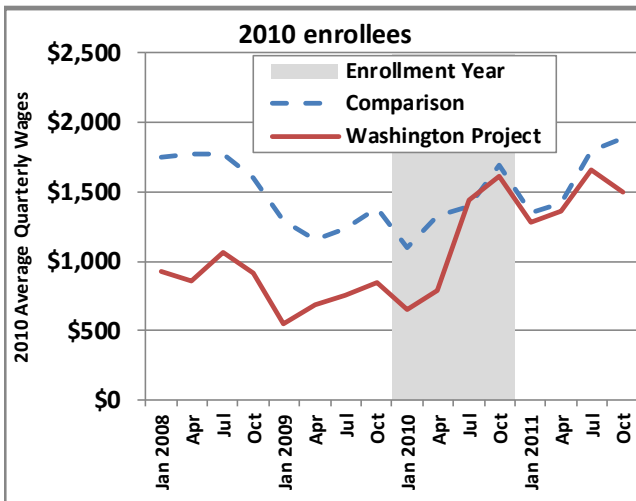
WASHINGTON COUNTY Average Quarterly Earnings Disparities Reduction Innovation Project



The EXTRA program provided additional supports for African American participants in subsidized employment. Recruitment of employers to provide permanent employment was accelerated and additional coaching and mentoring was offered to the participants.

The 2009 enrollees had pre-enrollment earnings that were below the comparison group's. Beginning with the second quarter of the enrollment year, the enrollees's earnings rose rapidly, more than tripling the earnings of first quarter of 2009 by the end of 2011.

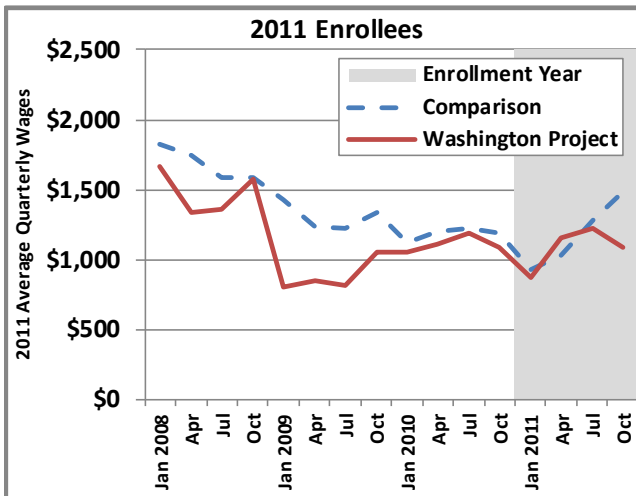
Number of enrollees = 57 Number in comparison group = 154



Success with subsidized employment and aggressive recruitment of employers continued.

The 2010 enrollees had pre-enrollment average earnings of approximately half of the comparison group's. By the end of the enrollment year, the average earnings was similar for both groups.

Number of enrollees = 56 Number in comparison group = 152



Gradually participants who left due to employment returned to assistance. Returning participants had greater difficulty keeping their jobs. Employer enthusiasm was impacted. Participants quit jobs and staff had difficulty addressing the change in behavior.

The 2011 enrollees had pre-enrollment earnings that were lower but generally similar to the comparisons group's. The project participants made no significant progress during 2011.

Number of enrollees = 48 Number in comparison group = 151

Appendix B

**Average Quarterly Earnings
2009 Innovation Project Enrollees vs. Comparison Group**

	<u>Anoka</u>		<u>Becker</u>		<u>Red Lake</u>		<u>Hennepin</u>		<u>St Louis</u>		<u>Washington</u>	
	<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>	
	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>
Number of Adults	74	478	43	352	85	43	84	5797	30	182	57	154
2008 Qtr1	\$954	\$1,483	\$1,208	\$1,152	\$140	\$16	\$580	\$1,097	\$757	\$693	\$1,784	\$1,171
2008 Qtr2	776	1,503	1,156	1,192	156	41	697	1,098	1,146	832	1,664	1,148
2008 Qtr3	750	1,402	1,188	1,117	276	161	589	1,036	823	756	1,481	1,163
2008 Qtr4	681	1,233	1,054	1,131	232	55	364	1,023	1,012	915	1,209	924
2009 Qtr1	494	1,007	812	892	299	83	155	925	684	705	1,177	359
2009 Qtr2	321	1,110	810	935	380	239	301	1,014	755	933	1,179	795
2009 Qtr3	569	1,136	867	1,026	646	418	500	1,033	719	946	1,320	1,104
2009 Qtr4	661	1,353	1,145	903	525	579	725	1,255	821	901	1,590	1,560
2010 Qtr1	588	1,132	946	965	454	509	563	1,072	937	771	1,515	1,448
2010 Qtr2	556	1,331	1,105	1,219	578	524	894	1,257	1,145	808	1,430	1,522
2010 Qtr3	872	1,477	1,161	1,291	639	439	964	1,226	1,085	888	1,417	1,802
2010 Qtr4	861	1,636	1,573	1,061	691	425	1,129	1,345	1,248	898	1,611	2,138
2011 Qtr1	798	1,382	1,119	1,174	804	609	910	1,196	1,003	712	1,385	1,580
2011 Qtr2	971	1,521	1,529	1,397	815	766	1,041	1,358	1,189	748	1,381	1,871
2011 Qtr3	1,062	1,556	1,677	1,420	877	962	1,162	1,411	1,397	920	1,425	1,999
2011 Qtr4	\$1,177	\$1,613	\$1,545	\$2,729	\$1,118	\$1,009	\$1,397	\$1,494	\$1,533	\$995	\$1,639	\$2,150

Percent Increase in earnings from last quarter before enrollment to the last quarter of 2011

72.7%	30.8%	46.6%	141.2%	382.9%	1739.9%	283.8%	46.0%	51.6%	8.7%	35.6%	132.7%
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Appendix B

**Average Quarterly Earnings
2010 Innovation Project Enrollees vs. Comparison Group**

	<u>Anoka</u>		<u>Dakota</u>		<u>Red Lake</u>		<u>Hennepin</u>		<u>Washington</u>	
	<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>	
	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>
Number of Adults	67	487	41	440	46	1448	125	6002	56	152
2008 Qtr1	\$1,298	\$1,258	\$1,755	\$1,427	\$199	\$39	\$820	\$1,151	\$923	\$1,749
2008 Qtr2	1,403	1,235	1,693	1,433	245	33	964	1,174	854	1,770
2008 Qtr3	1,275	1,204	1,507	1,301	365	159	891	1,149	1,069	1,770
2008 Qtr4	1,081	1,258	1,482	1,472	192	134	1,062	1,207	916	1,606
2009 Qtr1	995	1,079	1,136	1,101	180	96	646	994	550	1,289
2009 Qtr2	1,070	985	1,310	1,180	399	191	534	952	683	1,159
2009 Qtr3	1,099	928	1,058	1,071	645	456	372	836	759	1,235
2009 Qtr4	912	902	995	1,049	527	297	390	941	844	1,387
2010 Qtr1	891	740	721	1,016	634	295	271	792	653	1,099
2010 Qtr2	697	911	1,165	1,342	710	490	687	1,057	790	1,329
2010 Qtr3	881	1,010	856	1,419	656	404	629	1,067	1,440	1,392
2010 Qtr4	1,233	1,215	1,239	1,544	836	410	968	1,199	1,611	1,693
2011 Qtr1	1,462	1,143	1,091	1,200	686	514	1,078	1,053	1,284	1,345
2011 Qtr2	2,029	1,309	1,551	1,310	847	719	1,265	1,219	1,365	1,422
2011 Qtr3	2,447	1,403	1,530	1,487	1,202	803	1,432	1,300	1,662	1,798
2011 Qtr4	\$2,362	\$1,537	\$1,503	\$1,549	\$853	\$1,100	\$1,429	\$1,418	\$1,498	\$1,888
Percent Increase in earnings from last quarter before enrollment to the last quarter of 2011	159.0%	70.4%	51.1%	47.7%	61.9%	270.6%	266.4%	50.8%	77.4%	36.1%

Appendix B

**Average Quarterly Earnings
2011 Innovation Project Enrollees vs. Comparison Group**

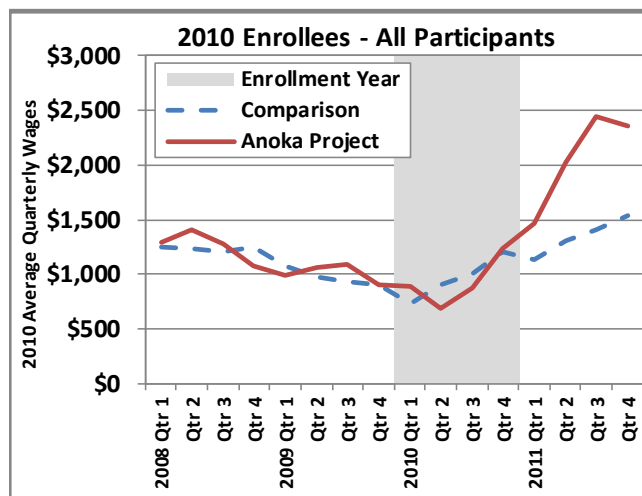
	<u>Anoka</u>		<u>Dakota</u>		<u>Hennepin</u>		<u>St Louis</u>		<u>Washington</u>	
	<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>		<u>Comparison</u>	
	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>	<u>Project</u>	<u>Group</u>
Number of Adults	52	526	40	415	107	6089	21	257	48	199
2008 Qtr1	\$1,229	\$1,077	\$2,084	\$1,586	\$735	\$1,122	\$1,274	\$718	\$1,668	\$1,821
2008 Qtr2	1,341	1,177	2,031	1,501	783	1,154	1,457	809	1,342	1,749
2008 Qtr3	1,474	1,181	1,946	1,395	756	1,121	1,337	771	1,357	1,591
2008 Qtr4	1,638	1,143	2,461	2,095	835	1,172	1,328	914	1,576	1,583
2009 Qtr1	969	948	1,798	1,345	592	953	787	643	804	1,422
2009 Qtr2	626	911	1,640	1,359	493	917	593	709	849	1,240
2009 Qtr3	810	921	1,575	1,278	397	832	839	722	821	1,219
2009 Qtr4	906	964	1,409	1,282	494	936	595	740	1,056	1,338
2010 Qtr1	767	735	1,020	1,006	434	736	643	727	1,052	1,122
2010 Qtr2	660	816	1,382	1,068	706	847	539	725	1,106	1,202
2010 Qtr3	750	759	1,563	1,034	478	793	610	640	1,186	1,226
2010 Qtr4	473	749	1,477	1,017	554	839	732	724	1,086	1,191
2011 Qtr1	230	657	787	890	383	775	557	742	871	924
2011 Qtr2	424	997	946	1,063	638	988	787	763	1,156	1,035
2011 Qtr3	692	1,104	1,471	1,311	814	1,114	751	939	1,224	1,279
2011 Qtr4	\$1,320	\$1,208	\$1,710	\$1,472	\$1,428	\$1,250	\$1,327	\$1,017	\$1,091	\$1,487

Percent Increase in earnings from last quarter before enrollment to the last quarter of 2011

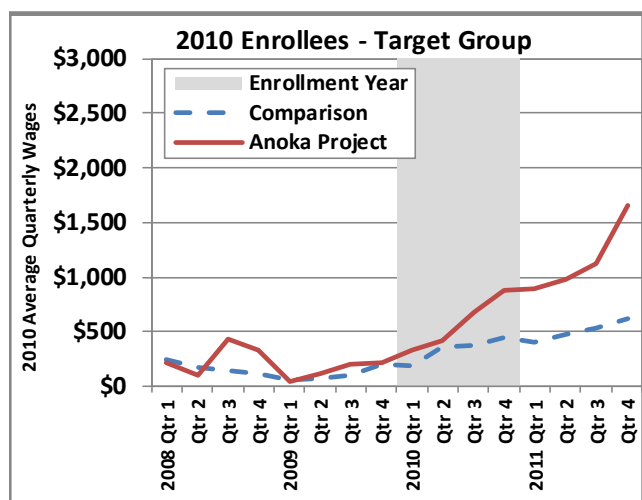
178.9%	61.4%	15.8%	44.7%	158.0%	49.0%	81.3%	40.4%	0.4%	24.9%
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Appendix C

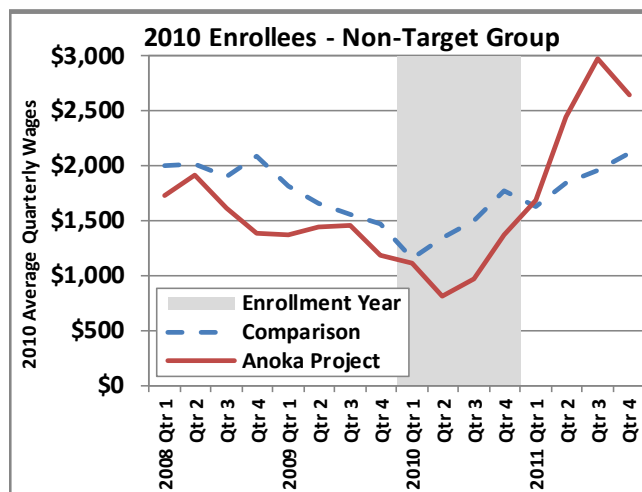
ANOKA COUNTY 2010 Average Quarterly Earnings Disparities Reduction Innovation Project



When the correctly and incorrectly enrolled participants are combined, strong growth in earnings among participants is seen in the post-enrollment year. However, the relatively high earnings in the pre-enrollment years suggests that participants may have been 'bouncing' back to a previous earnings level, possibly after addressing some short-term personal crisis.



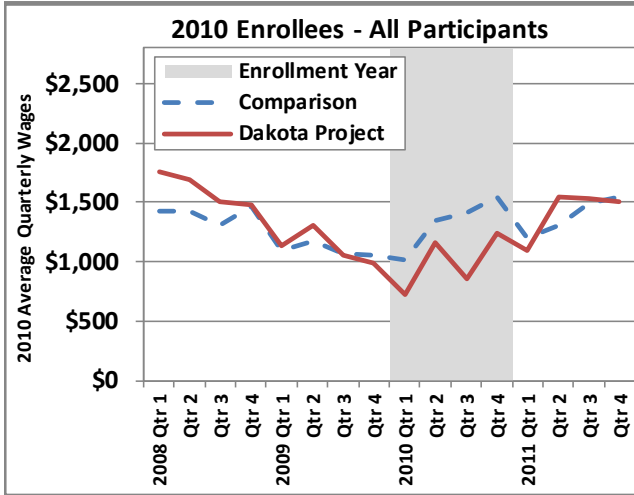
When considering only those enrollees who were in the defined project target group, the apparent impact of the project is clearer. Prior to enrollment, the comparison group and the enrollees had very similar earnings histories. By the second quarter of the enrollment year, the project participants began to increase their earnings, more than doubling the earnings of the comparison group by the last quarter of 2011.



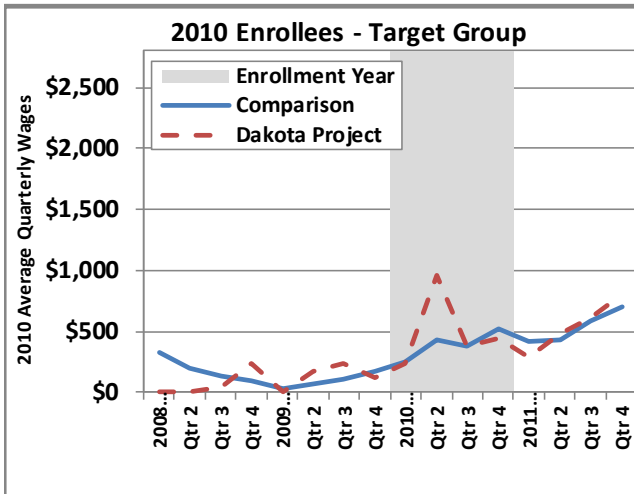
Those who were defined as not being part of the project target group, show some sign of the 'bounce' effect. Prior to enrollment, their earnings were relatively high. In the post-enrollment year their earnings returned to and exceed previous levels. It is likely that these participants were experiencing a problematic, short-term life situation which, when resolved, allowed them to return to their previous level of employment. It is also possible that the program helped participants to exceed their previous earnings levels.

Appendix C

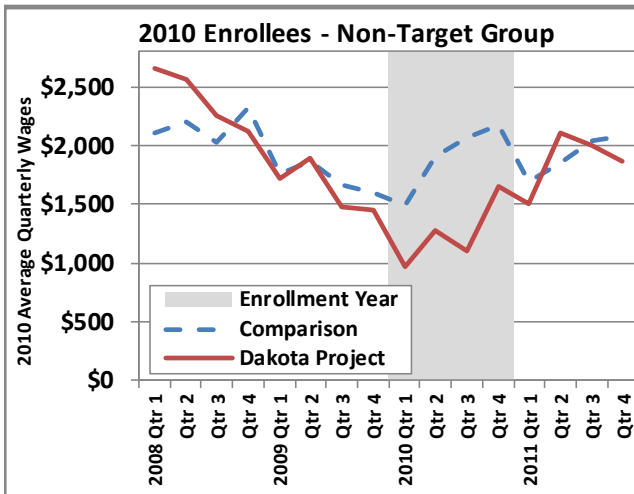
DAKOTA COUNTY 2010 Average Quarterly Earnings Disparities Reduction Innovation Project



The earnings of the 2010 enrollees did not differ greatly from the comparison group.



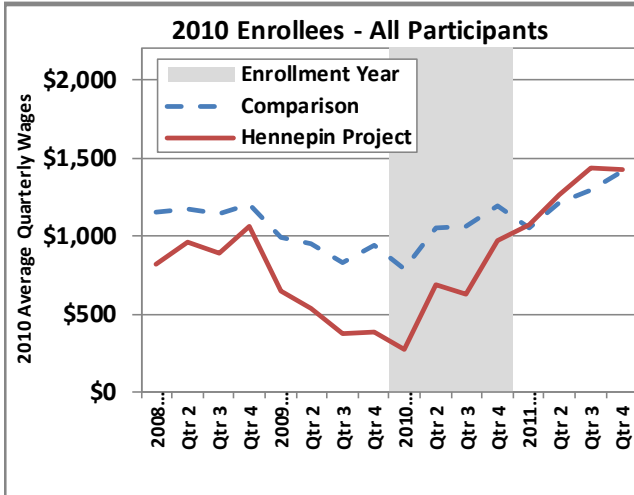
When considering only those enrollees who were in the defined project target group, there is still no evidence of any program impact.



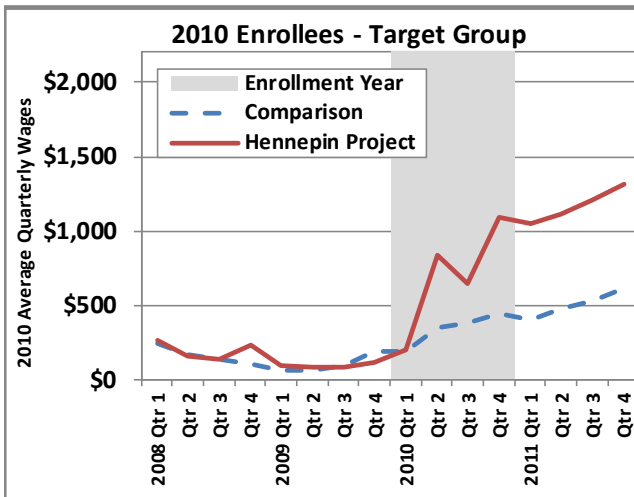
When considering only those enrollees who were not in the defined project target group, there is still no evidence of any program impact.

Appendix C

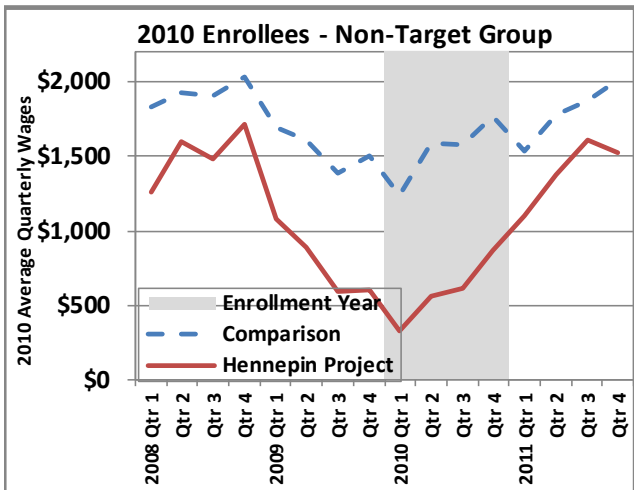
HENNEPIN COUNTY 2010 Average Quarterly Earnings Disparities Reduction Innovation Project



When the correctly and incorrectly enrolled participants are combined, strong growth in earnings among participants is seen during the enrollment year and beyond. However, the relatively high earnings in the pre-enrollment years suggests that participants may have been 'bouncing' back to a previous earnings level, possibly after addressing some short-term personal crisis.



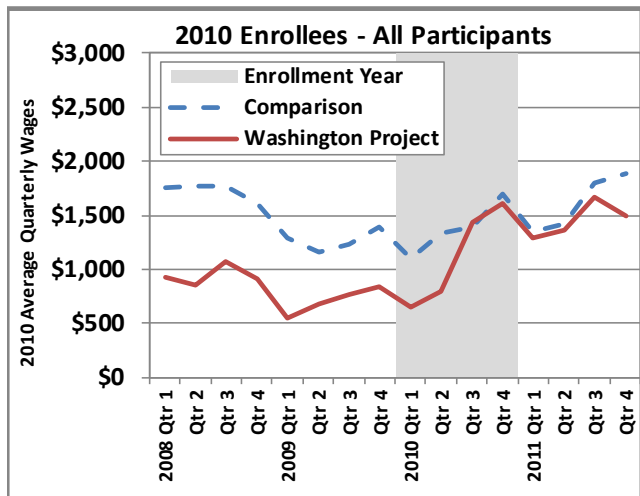
When considering only those enrollees who were in the defined project target group, the apparent impact of the project is dramatic. Prior to enrollment, the comparison group and the enrollees had nearly identical earnings histories. Immediately upon enrollment, the project participants rapidly increased their earnings, more than doubling the earnings of the comparison group by the last quarter of 2011.



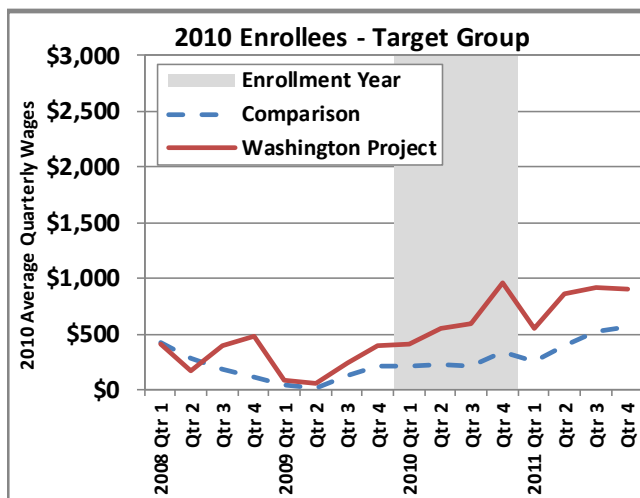
Those who were not in the defined project target group, show clear signs of the 'bounce' effect. Prior to enrollment, their earnings were relatively high. In the post-enrollment year their earnings returned to previous levels. It is likely that these participants were experiencing a problematic, short-term life situation which, when resolved, allowed them to return to their previous level of employment.

Appendix C

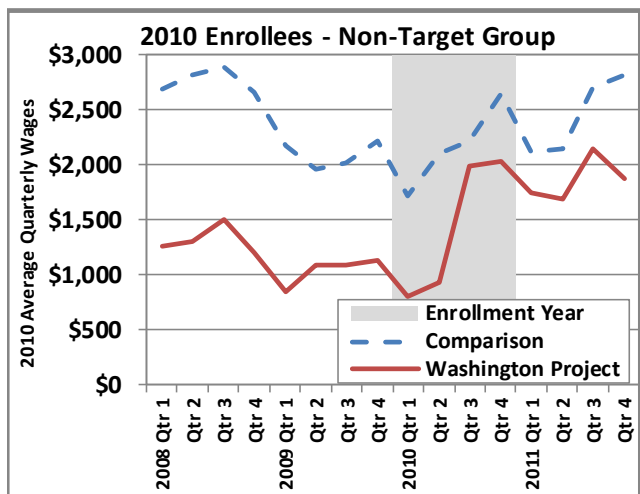
WASHINGTON COUNTY 2010 Average Quarterly Earnings Disparities Reduction Innovation Project



When the correctly and incorrectly enrolled participants are combined, growth in earnings among participants is seen during the enrollment year and beyond.



When considering only those enrollees who were in the defined project target group, the apparent impact of the project is clearer. Prior to enrollment, the comparison group and the enrollees had similar earnings histories. During and after the enrollment year, the project participants slowly increased their earnings.



Those who were not in the defined project target group had earnings that were substantially higher than those in the target group but far lower than the comparison group. During the enrollment year and beyond, the project participants increased their earnings significantly.

Appendix C

	ANOKA COUNTY					
	All Participants		Not Eligible		Eligible	
	<u>Project</u>	<u>Comparison</u>	<u>Project</u>	<u>Comparison</u>	<u>Project</u>	<u>Comparison</u>
Number of Participants	67	487	48	283	19	204
2008 1st Quarter	\$1,298	\$1,258	\$1,728	\$1,998	\$210	\$230
2nd Quarter	1,403	1,235	1,918	2,015	101	153
3rd Quarter	1,275	1,204	1,610	1,901	430	236
4th Quarter	1,081	1,258	1,380	2,082	326	114
2009 1st Quarter	995	1,079	1,373	1,812	39	63
2nd Quarter	1,070	985	1,448	1,656	115	54
3rd Quarter	1,099	928	1,452	1,557	208	56
4th Quarter	912	902	1,185	1,464	222	122
2010 1st Quarter	891	740	1,112	1,150	333	171
2nd Quarter	697	911	806	1,343	423	312
3rd Quarter	881	1,010	962	1,497	676	333
4th Quarter	1,233	1,215	1,375	1,777	875	435
2011 1st Quarter	1,462	1,143	1,689	1,622	889	478
2nd Quarter	2,029	1,309	2,442	1,844	984	567
3rd Quarter	2,447	1,403	2,971	1,953	1,123	640
4th Quarter	\$2,362	\$1,537	\$2,644	\$2,117	\$1,652	\$732

	DAKOTA COUNTY					
	All Participants		Not Eligible		Eligible	
	<u>Project</u>	<u>Comparison</u>	<u>Project</u>	<u>Comparison</u>	<u>Project</u>	<u>Comparison</u>
Number of Participants	41	440	27	271	14	169
2008 1st Quarter	\$1,755	\$1,427	\$2,660	\$2,113	\$9	\$327
2nd Quarter	1,693	1,433	2,571	2,200	0	204
3rd Quarter	1,507	1,301	2,263	2,027	48	137
4th Quarter	1,482	1,472	2,127	2,329	239	98
2009 1st Quarter	1,136	1,101	1,725	1,765	0	36
2nd Quarter	1,310	1,180	1,902	1,872	170	71
3rd Quarter	1,058	1,071	1,486	1,672	232	106
4th Quarter	995	1,049	1,450	1,594	117	175
2010 1st Quarter	721	1,016	972	1,497	236	246
2nd Quarter	1,165	1,342	1,273	1,914	959	425
3rd Quarter	856	1,419	1,100	2,069	384	375
4th Quarter	1,239	1,544	1,650	2,182	446	522
2011 1st Quarter	1,091	1,200	1,508	1,689	287	414
2nd Quarter	1,551	1,310	2,108	1,855	477	437
3rd Quarter	1,530	1,487	2,007	2,048	610	588
4th Quarter	\$1,503	\$1,549	\$1,863	\$2,080	\$809	\$696

Appendix C

	HENNEPIN COUNTY					
	All Participants		Not Eligible		Eligible	
	Project	Comparison	Project	Comparison	Project	Comparison
Number of Participants	125	6002	70		55	
2008 1st Quarter	\$820	\$1,151	\$1,258	\$1,826	\$262	\$250
2nd Quarter	964	1,174	1,597	1,927	158	171
3rd Quarter	891	1,149	1,482	1,906	139	139
4th Quarter	1,062	1,207	1,710	2,028	237	112
2009 1st Quarter	646	994	1,078	1,693	96	62
2nd Quarter	534	952	886	1,614	88	70
3rd Quarter	372	836	597	1,387	86	100
4th Quarter	390	941	606	1,499	115	196
2010 1st Quarter	271	792	325	1,241	203	192
2nd Quarter	687	1,057	565	1,583	842	356
3rd Quarter	629	1,067	615	1,582	646	379
4th Quarter	968	1,199	869	1,766	1,094	444
2011 1st Quarter	1,078	1,053	1,100	1,537	1,051	407
2nd Quarter	1,265	1,219	1,380	1,776	1,119	477
3rd Quarter	1,432	1,300	1,606	1,875	1,211	534
4th Quarter	\$1,429	\$1,418	\$1,519	\$2,015	\$1,314	\$621

	WASHINGTON COUNTY					
	All Participants		Not Eligible		Eligible	
	Project	Comparison	Project	Comparison	Project	Comparison
Number of Participants	56	152	34	89	22	63
2008 1st Quarter	\$923	\$1,749	\$1,257	\$2,689	\$408	\$421
2nd Quarter	854	1,770	1,299	2,818	167	289
3rd Quarter	1,069	1,770	1,504	2,890	396	188
4th Quarter	916	1,606	1,201	2,661	477	117
2009 1st Quarter	550	1,289	852	2,170	84	43
2nd Quarter	683	1,159	1,087	1,965	59	21
3rd Quarter	759	1,235	1,090	2,014	246	133
4th Quarter	844	1,387	1,133	2,215	398	216
2010 1st Quarter	653	1,099	810	1,724	410	216
2nd Quarter	790	1,329	939	2,110	558	227
3rd Quarter	1,440	1,392	1,987	2,224	596	217
4th Quarter	1,611	1,693	2,029	2,648	966	345
2011 1st Quarter	1,284	1,345	1,754	2,113	559	261
2nd Quarter	1,365	1,422	1,694	2,144	857	403
3rd Quarter	1,662	1,798	2,146	2,699	915	525
4th Quarter	\$1,498	\$1,888	\$1,881	\$2,822	\$905	\$567

Evaluation Notes is an occasional publication of the Transition to Economic Stability Division, Minnesota Department of Human Services. This report was prepared by Mark Kleczewski. For questions on this report, please contact Mark at mark.kleczewski@state.mn.us or 651-431-3960.