

**Senior Community Service Employment Program
Analysis of Service to Minority Individuals, PY 2008**

Volume I

**Submitted to:
US Department of Labor
Employment and Training Administration
Division of Adult Services
Older Worker and Disabilities Unit**

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Preliminary Report

Introduction

The Section 515 of the 2006 Amendments to the Older Americans Act requires that the Senior Community Service Employment Program (SCSEP) conduct an analysis of the levels of participation of and the outcomes achieved by minority individuals for each grantee by service area and in the aggregate. The report to Congress must also contain a description of grantees' efforts to serve minority individuals and must include:

- (A) An assessment of individual grantees based on criteria established by DOL;
- (B) An analysis of whether any changes in grantees have affected participation rates of minority individuals;
- (C) Information on factors affecting participation rates among minority individuals; and
- (D) Recommendations for increasing participation of minority individuals in the program.

This preliminary analysis looks at the participation levels of and outcomes achieved by minorities in PY 2008. It uses the same approach and analyses employed in the reports for PY 2006 and PY 2007. Part I of Volume I provides a comparison of the participation of minority groups to their proportion in the population. Part II of Volume I examines the employment outcomes (Common Measures Entered Employment, Retention, and Average Earnings) of minorities in SCSEP compared to non-minorities. The detailed tables for all of the analyses are contained in Volume II.

Summary of Findings

SCSEP Participation [TBD]

SCSEP Outcomes

The results of the analyses of the employment outcomes for PY 2008 differ from the reports for the prior two years in two respects. First, in addition to the Common Measures entered employment and retention rates, the report includes average earnings of participants in the six months after the quarter in which they entered employment. Second, in the PY 2006 and PY2007 reports, there were few disparities for minorities in employment outcomes. In PY2008, there are significant disparities between minorities as a whole and non-minorities, as well as between particular racial groups and Whites, primarily in regard to the rate at which participants entered employment.

Nationwide and among national and state grantees, minorities entered employment less often than non-minorities. As was true in prior years, however, Hispanics entered employment significantly more often than non-Hispanics. For employment retention, there were no significant differences between minorities and non-minorities either nationwide or among all state grantees

or all national grantees. For average earnings, minorities actually had higher average earnings than non-minorities. This was due primarily to higher average earnings for Hispanics.

Looking at disparities in entered employment between Whites and other races provides additional detail. Nationwide, Whites entered employment significantly more often than all other racial groups. Among national grantees, Whites entered employment more often than all other racial groups except Pacific Islanders. Among state grantees, Whites entered employment more often than Blacks and Pacific Islanders. In addition, 14 individual grantees had some disparities in entered employment. In most of these cases, the disparity in entered employment was between Blacks and Whites. For retention and average earnings, consistent with the nationwide, national grantee and state grantee analyses showing no disparities for these groups, there were few disparities for individual grantees.

Part I: Participation [TBD]

Preliminary Report

Part II: Outcomes: Common Measures Entered Employment, Retention, and Average Earnings Results

Methodology

These analyses are based on the data that were used to construct the PY 2008 final QPR. The objective of these analyses is to determine whether minorities experience employment outcomes comparable to those of the majority population being served in SCSEP. These analyses encompass former participants who could have experienced employment outcomes between July 1, 2008, and June 30, 2009.

The three employment outcome measures used for this analysis are entered employment, employment retention, and average earnings.¹ These measures are part of USDOL/ETA's Common Measures and are among the SCSEP core measures implemented on July 1, 2007, to comply with the 2006 amendments to the Older Americans Act. The entered employment rate is defined as the percentage of exiters employed in the quarter after the exit quarter. It is calculated by counting as employed any exiter with employment earnings during that quarter. The retention measure is defined as the percentage of those employed in the quarter after the exit quarter who have earnings in both the second and third quarters after the quarter of exit. The average earning measure is calculated only for those employed in the first quarter after the quarter of exit and who have wages in both the second and third quarters after exiting. Average earnings are presented as the amount of wages earned in the second and third quarters for all qualifying exiters divided by the number of qualifying exiters.

For the race analyses, the outcomes for each racial minority (Black, Asian, American Indian, and Pacific Islander) are compared with the outcomes for Whites. For ethnicity, Hispanics are compared to those who are not Hispanic. In addition, all who are in any minority racial or ethnic group are compared in the aggregate to those who are not in any racial or ethnic minority. The rates of entered employment and retention are tested using Fisher's Exact test to determine whether the difference in outcome might have occurred by chance. If the test shows that the difference could have occurred by chance fewer than 5 times in 100², the difference is considered significant. Potential differences in average earnings are tested using a t-test with an adjustment for multiple comparisons (Bonferroni). All test results are provided in the appendices located in Volume II.

The report only notes differences where a minority group is disadvantaged. In cases where the majority group is the one with a lower employment outcome rate, the test results are not noted in Volume I or highlighted in the tables in Volume II. The only exception to this approach is for the reporting of the aggregate results for Hispanics nationwide and by national and state grantees in Volume I. In those cases, the report notes where Hispanics have significantly more positive results than non-Hispanics in regard to some employment outcomes.

¹ This is the first year that the average earnings measure is reported.

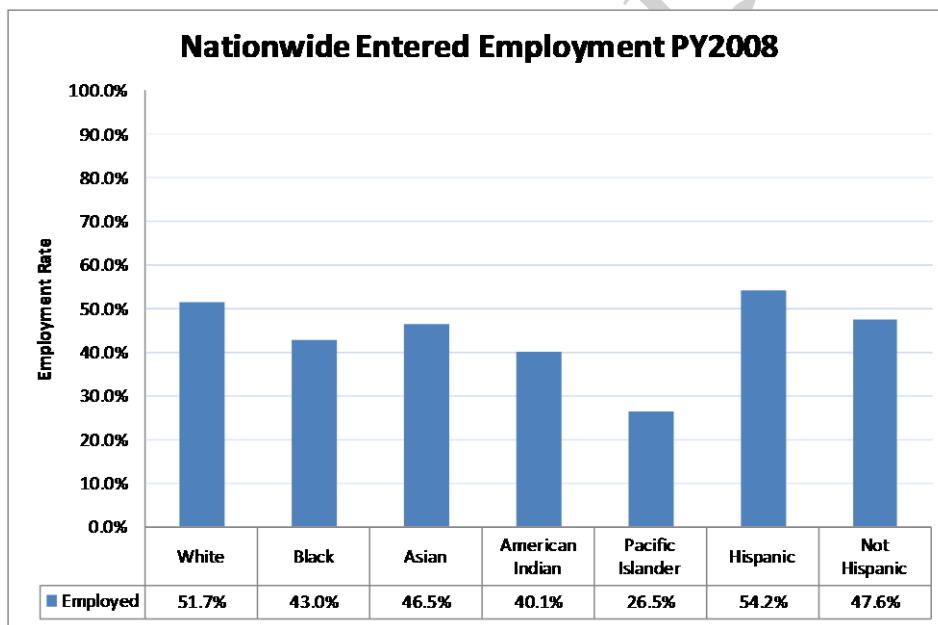
² A chance of less than 5 in 100 is the traditional standard used in most social science research.

There are several special features of the way data are displayed in the tables in Volume II. Where there are small numbers of minority individuals in an analysis, the observed difference in percentages for a particular outcome may look substantive but may nonetheless have occurred by chance; those cells in the table will be marked appropriately as not having a statistically significant difference. Where numbers are too small to permit analysis, the cells in the tables are also marked. If there are no data for a particular analysis for a grantee or for a national grantee in the state within which it operates, the row is eliminated rather than leaving all zeros in that row. In some instances there are slight discrepancies between the reported outcomes (a fraction of a percent or, for average earnings, a few dollars) for national or state grantees in Volume I and the data in the tables for those groups in Volume II. A complete explanation of these discrepancies and of the significance testing is presented before Appendix C in Volume II.

Entered Employment³

The first chart presents the entered employment rates for each racial and ethnic category for all grantees nationwide. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars compare Hispanics to all of those who are not Hispanic. The next three charts present the data by race, ethnicity and minority status, nationwide and by state and national grantees.

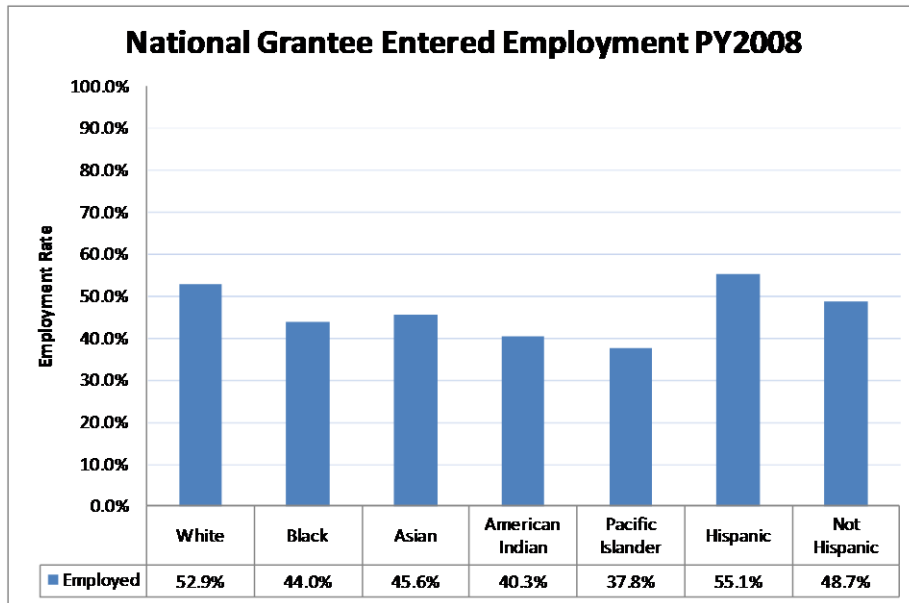
Chart 1: Entered Employment Nationwide by Race and Ethnicity



- Whites entered employment significantly more often than all other racial groups
- Hispanics entered employment significantly more often than non-Hispanics

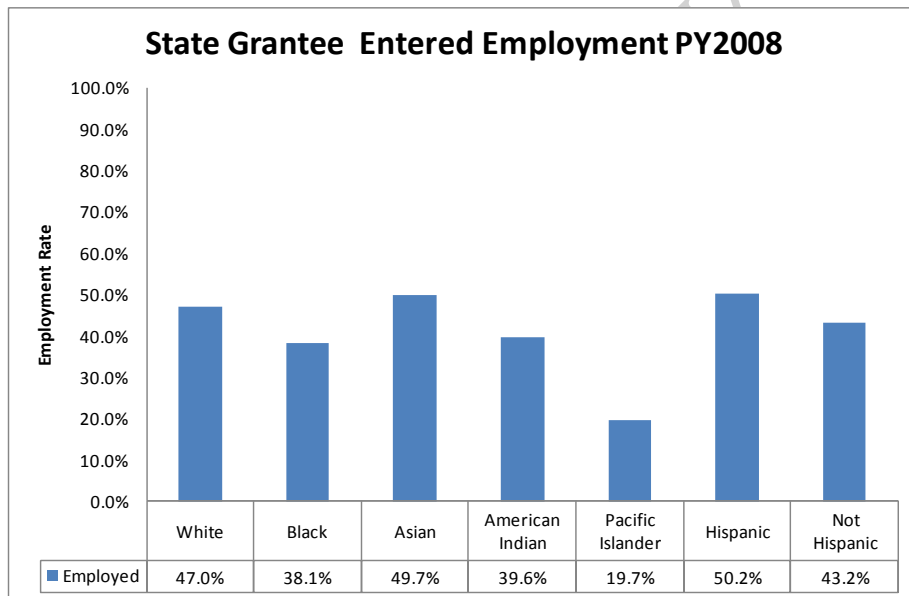
³ In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z)

Chart 2: Entered Employment for National Grantees by Race and Ethnicity



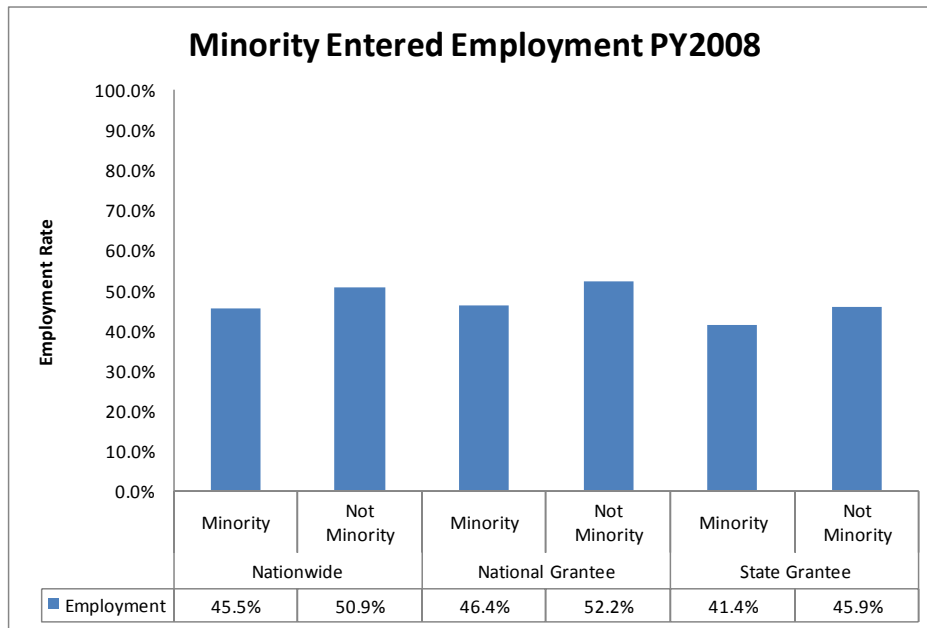
- Whites entered employment significantly more often than all other races except for Pacific Islanders, where there was no significant difference
- Hispanics entered employment significantly more often than non-Hispanics

Chart 3: Entered Employment for State Grantees by Race and Ethnicity



- Whites entered employment significantly more often than Blacks and Pacific Islanders
- Hispanics entered employment significantly more often than non-Hispanics

Chart 4: Entered Employment Rate for All Grantee Groups, Minority Analysis



- *Minorities entered employment significantly less often than non-minorities nationwide and among national and state grantees*

Individual Grantees

The following individual grantees have minorities experiencing a disadvantage compared to non-minorities in regard to entered employment:

- AARP: Blacks entered employment significantly less often than Whites
- Experience Works: American Indians entered employment significantly less often than Whites
- NCBA: Minorities entered employment significantly less often than non-Minorities
- NCOA: Hispanics entered employment significantly less often than non-Hispanics, and minorities entered employment significantly less often than non-minorities
- SSAI: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities
- Massachusetts: Minorities entered employment significantly less often than non-minorities
- Michigan: Blacks entered employment significantly less often than Whites
- Minnesota: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Missouri: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities
- Nebraska: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities
- Ohio: Blacks entered employment significantly less often than Whites, and minorities entered employment less often than non-minorities
- Pennsylvania: Minorities entered employment significantly less often than non-minorities

- Wisconsin: American Indians entered employment significantly less often than Whites, and minorities entered employment less often than non-minorities

National Grantees by State

The analyses above were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees. The same analyses were also used to determine if there were disparities in outcomes for minority participants within each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported.

Table 1 Disparities in Entered Employment for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

Grantee/State	Race and Ethnicity⁴	Minority Overall⁵
AARP/Arkansas	Black	X
AARP/Colorado	Black	X
AARP/Florida	Black, Hispanic	X
AARP/Illinois	Hispanic	
AARP/Michigan	---	X
AARP/Missouri	---	X
AARP/Nevada	Hispanic	
AARP/New York		
AARP/Texas	Black	
AARP/Washington	---	X
Easter Seals/New York	Hispanic	
Experience Works/Michigan	Black	X
Experience Works/North Dakota	American Indian	X
Experience Works/Ohio	Black	
Experience Works/Puerto Rico	Black	
Experience Works/Texas	Black	
Goodwill/Arizona	Black	
NCBA/Florida	Black	X
NCBA/Michigan	Black	
NCOA/New Jersey	Black	X
NCOA/West Virginia	---	X
SSAI/Illinois	---	X
SSAI/Minnesota	Black	X
SSAI/North Carolina	---	X

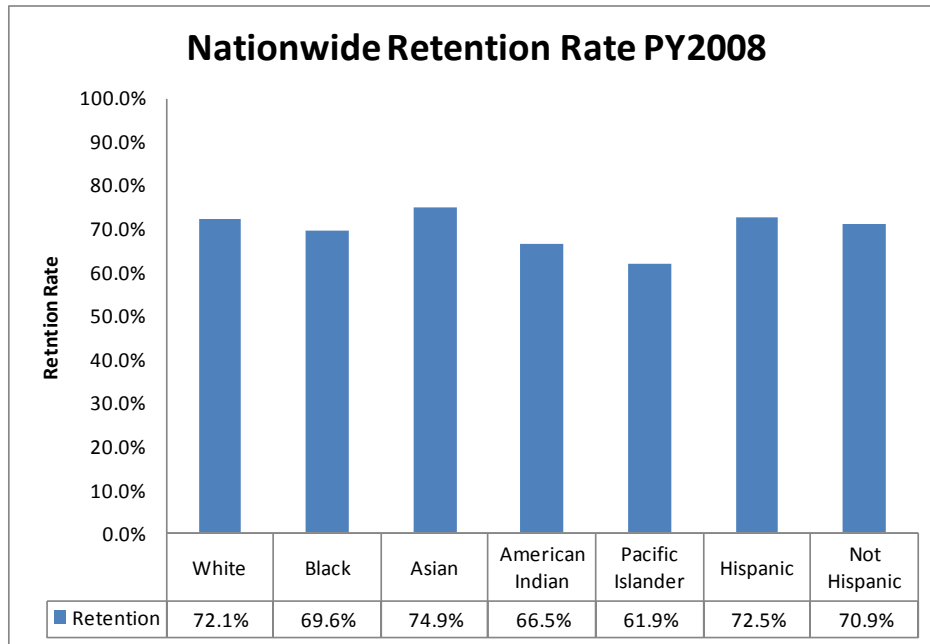
⁴ Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

⁵ All minority race and ethnic categories are compared to Whites who are not Hispanic.

Employment Retention⁶

Chart 5 presents the employment retention rates for all grantees nationwide. Charts 6 and 7 present retention rates for national and state grantees. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanics and those not Hispanic.

Chart 5: Employment Retention Nationwide by Race and Ethnicity

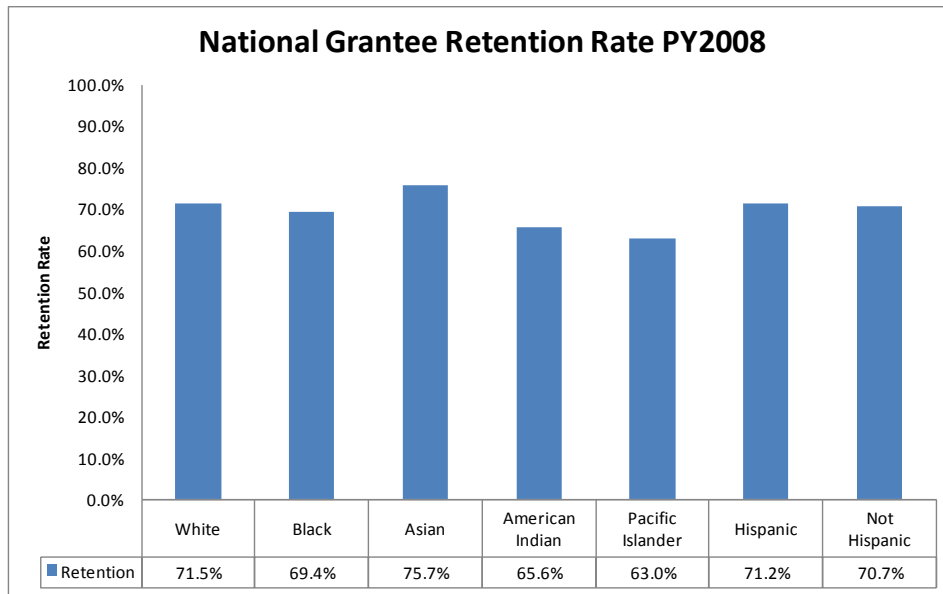


- *There are no significant differences between Whites and other races*

- *There are no significant differences between Hispanics and non-Hispanics*

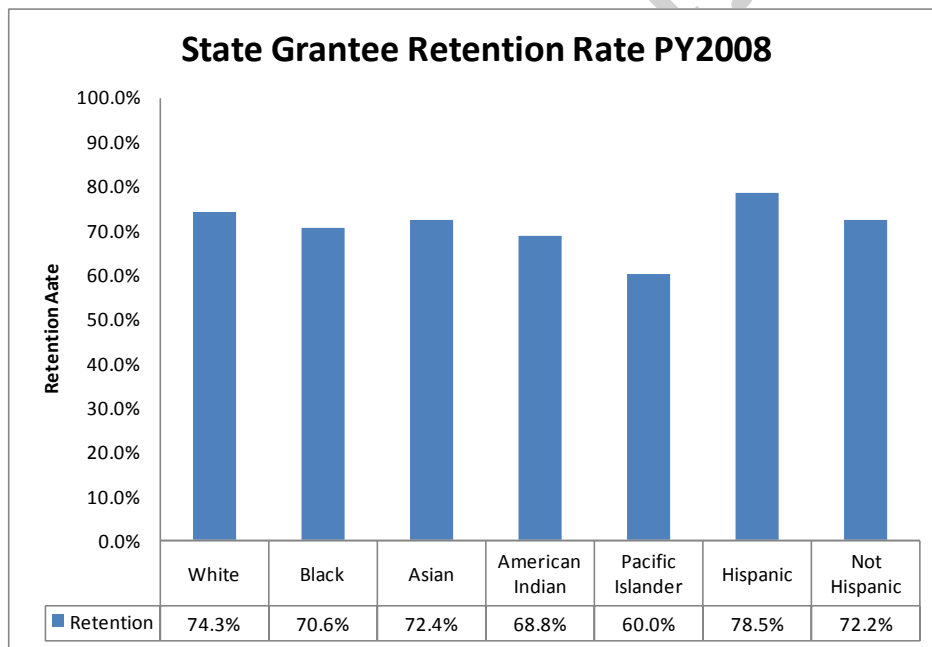
⁶ In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z)

Chart 6: Employment Retention for National Grantees by Race and Ethnicity



- *There are no significant differences between Whites and other races*
- *There are no significant differences between Hispanics and non-Hispanics*

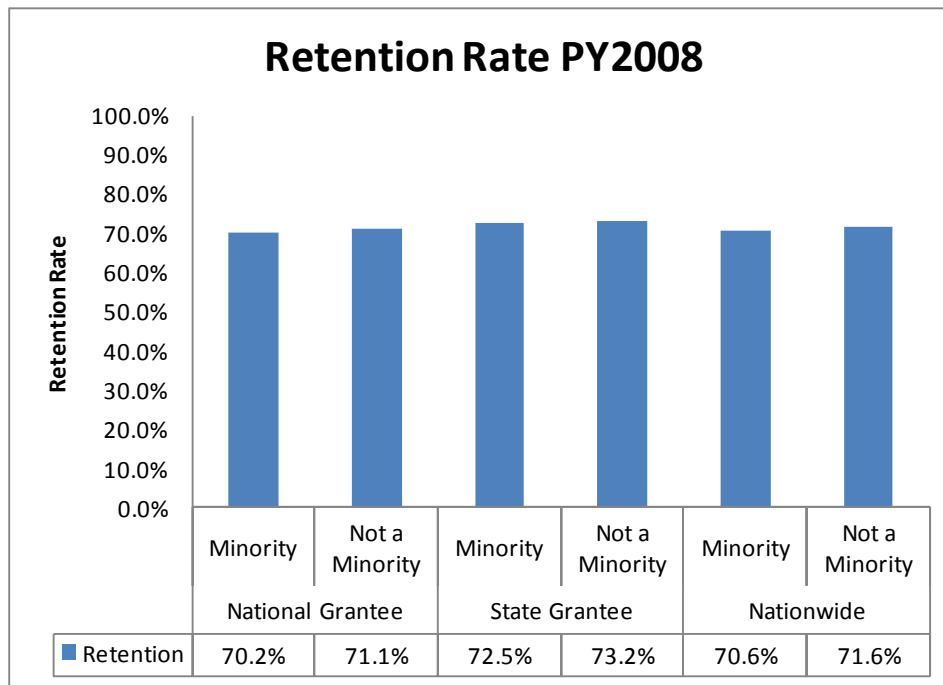
Chart 7: Employment Retention for State Grantees by Race and Ethnicity



- *There are no significant differences in retention rates between Whites and other races*
- *Hispanics retained employment significantly more often than non-Hispanics*

The analysis in Chart 8 is broader in nature, comparing all minorities to non-minorities.

Chart 8: Employment Retention for All Grantee Groups Minority Analysis



- *Minorities retained employment at the same rate as non-minorities for all groups of grantees*

Individual Grantees

The following individual grantees have minorities experiencing a disadvantage compared to non-minorities in regard to employment retention:

- SER: Blacks were significantly less likely to retain employment than Whites
- SSAI: Hispanics were significantly less likely to retain employment than non-Hispanics, and minorities were significantly less likely to retain employment than non-minorities
- Illinois: Minorities were significantly less likely to retain employment than non-minorities
- Minnesota: Minorities were significantly less likely to retain employment than non-minorities
- Ohio: Minorities were significantly less likely to retain employment than non-minorities
- Pennsylvania: Minorities were significantly less likely to retain employment than non-minorities

National Grantees by State

The analyses of employment retention provided above were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees. The same analyses were also used to determine if there were disparities in outcomes for minority participants within each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported. The results are reported below.

Table 2 Disparities in Employment Retention for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

Grantee/State	Race and Ethnicity⁷	Minority Overall⁸
AARP/California	Black	
AARP/New York	Hispanic	
AARP/Texas	Black,	
Experience Works/Kentucky	Black	X
Experience Works/Louisiana	---	X
NCBA/Florida	Black	X
NCOA/California	Black	
NCOA/New Jersey	Hispanic	
NCOA/North Carolina	Black	X
NCOA/Pennsylvania	---	X
SER/California	Black	
SSAI/Alabama	Black	X
SSAI/Tennessee	---	X
SSAI/Texas	Black, Hispanic	X

⁷ Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

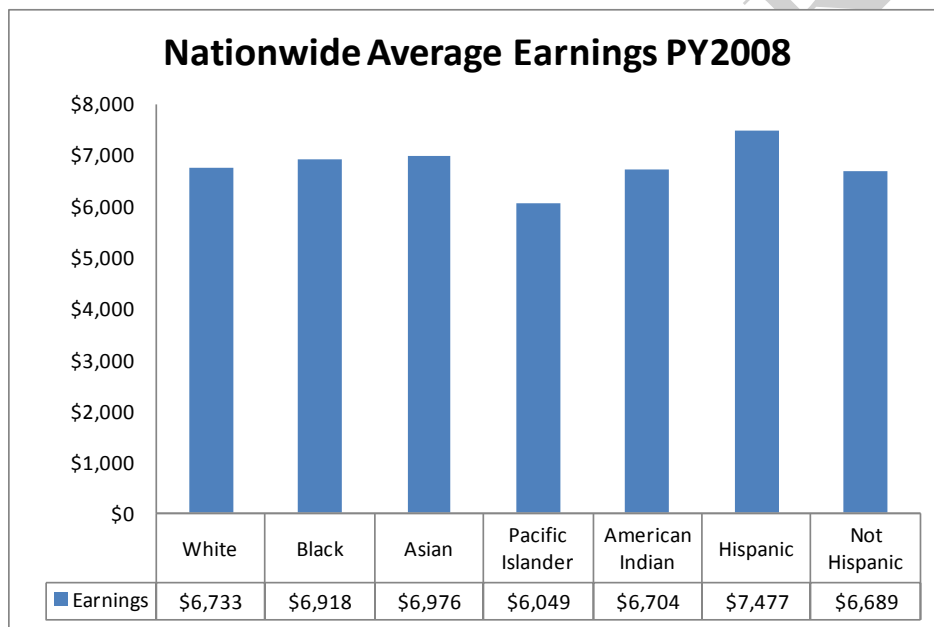
⁸ All minority race and ethnic categories are compared to Whites who are not Hispanic.

Average Earnings⁹

Earnings for SCSEP participants are reported only when the individual participants have employment after exiting (wages in the first quarter after exit) and have wages in both the second and third quarters after exiting. The wages are calculated for the two quarters so the numbers in the charts below represent the average wages for six months for those participants who entered and retained employment.

Chart 9 presents the average earnings for all grantees nationwide. Charts 10 and 11 present average earnings for national and state grantees. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanics and those not Hispanic. Only disparities that disadvantaged a minority group are reported.

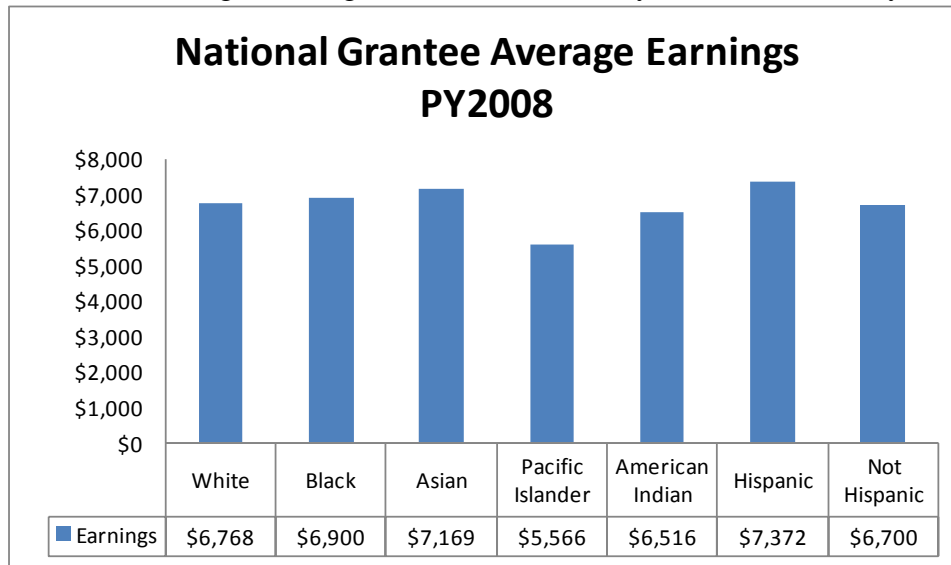
Chart 9: Average Earnings Nationwide by Race and Ethnicity



- *There are no significant differences in average earnings between Whites and other races*
- *Hispanics have significantly higher average earnings than non-Hispanics*

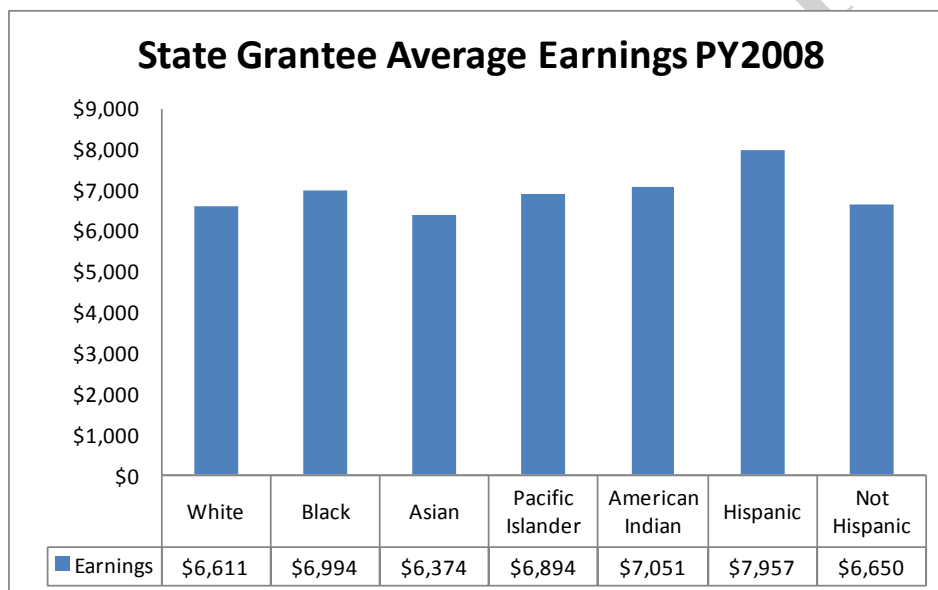
⁹ In the following analyses, differences between group average earnings are only reported when there is a statistically significant difference in the mean based on a standard test (t-test, Bonferroni adjustment for multiple comparisons)

Chart 10: Average Earnings National Grantees by Race and Ethnicity



- *There are no significant differences in average earnings between Whites and other races*
- *Hispanics have significantly higher average earnings than non-Hispanics*

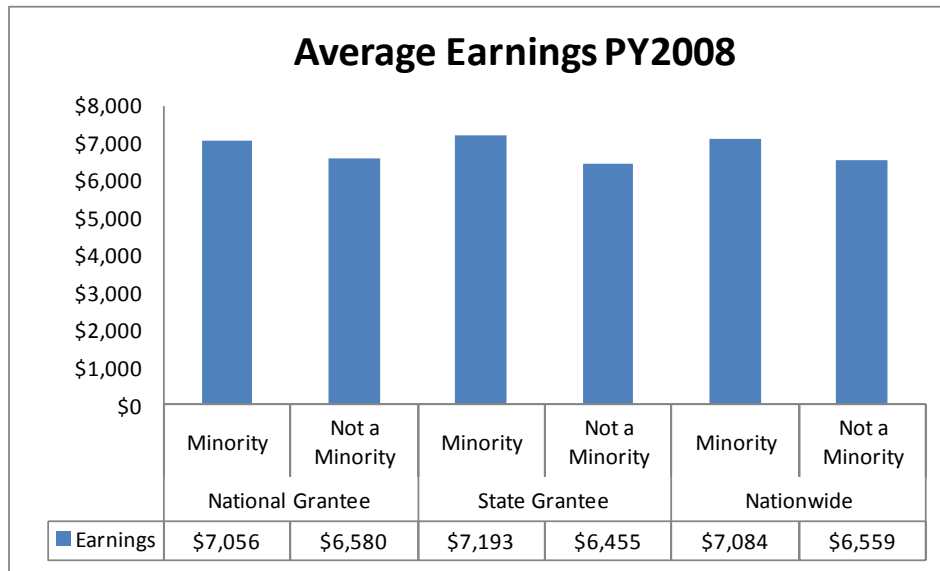
Chart 11: Average Earnings State Grantees by Race and Ethnicity



- *There are no significant differences in average earnings between Whites and other races*
- *Hispanics have significantly higher average earnings than non-Hispanics*

The analysis in Chart 12 is broader in nature, comparing all minorities to non-minorities. Because of the higher average earnings of Hispanics, minority participants have higher average earnings than non-minorities nationwide and at the state grantee level. There were no significant differences between minorities and non-minorities for national grantees

Chart 12: Average Earnings Minority Analysis



- *Minorities have significantly higher average earnings than non-minorities nationwide and among state grantees*

Individual Grantees

The following individual grantees have minorities experiencing a disadvantage compared to non-minorities in regard to average earnings:

- Experience Works: Non-Hispanics earned significantly more on average than Hispanics
- IID: Whites earned significantly more on average than Blacks, and non-minorities earned significantly more than minorities
- New York: Non-minorities earned significantly more on average than minorities

National Grantees by State

The analyses of average earnings provided above were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees. The same analyses were also used to determine if there were disparities in outcomes for minority participants within each national grantee in each of the individual states in which the national grantee operated. The results are reported below.

Table 3 Disparities in Average Earnings for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

Grantee/State	Race and Ethnicity¹⁰	Minority Overall¹¹
AARP/Missouri	Black	X
Easter Seals/New York		X
Experience Works/Arkansas	Black	X
IID/Mississippi	Black	X
NCOA/California	Asian	X
NCOA/Louisiana	Black	X
SSAI/California	Hispanic	

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¹⁰ Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

¹¹ All minority race and ethnic categories are compared to Whites who are not Hispanic.