

**Senior Community Service Employment Program
Analysis of Service to Minority Individuals, PY 2011**

Volume I

**Submitted to:
US Department of Labor
Employment and Training Administration
Office of Workforce Investment**

**Submitted by:
The Charter Oak Group, LLC
August 13, 2013**

Table of Contents

Volume I: Analyses

<i>Introduction</i>	3
<i>Summary of Findings</i>	3
SCSEP Participation	3
SCSEP Outcomes	4
<i>Part I: Participation</i>	5
Data Sources	5
Methodology	6
Nationwide Results.....	8
Analysis by Minority Category.....	9
National Grantees by State Analysis	15
<i>Part II: Outcomes</i>	18
Methodology	18
Entered Employment	19
Individual Grantees.....	22
National Grantees by State.....	22
Employment Retention	23
Individual Grantees.....	26
National Grantees by State.....	26
Average Earnings	27
Individual Grantees.....	29
National Grantees by State.....	29

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.

This analysis looks at the participation levels of and outcomes achieved by minorities in PY 2011. It uses the same approach and analyses employed in the reports for PY 2006 through PY 2010. Part I of Volume I provides a comparison of the participation of minority groups in SCSEP to their proportion in the population. Part II of Volume I examines the employment outcomes (Common Measures Entered Employment, 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

This PY 2011 analysis of SCSEP minority participation compared to the incidence of minorities in the population is based on custom tables from the US Census Bureau's full American Community Survey (ACS) data set for 2007 through 2011. In this report, significant under-service with regard to participation in SCSEP means that two tests have been met: the number of SCSEP participants for a minority category is less than 80% of that category's incidence in the SCSEP-eligible population and the difference is statistically significant at the .05 level. In contrast, significant over-service means only that minority participants were served in greater proportion than their incidence in the population and the difference is significant at the .05 level. In both cases, the population with which SCSEP participants are compared is the number of poor elderly in the service areas of the grantees or of SCSEP as a whole.

In prior years, for practical reasons, the analyses were performed at the state level for both state grantees and national grantees (for each state in which each national grantee operates). This year, the analysis is based on each grantee's own service area. Each grantee's service area was constructed by weighting the percentage of each minority group in the population of a county by the number of authorized SCSEP positions the grantee has in the county. This method results in more accurate and relevant comparisons of each grantee's enrollment of minority groups based on their incidence in the population served. See pages 5-7 for a full discussion of the data sources and methodology used.

Using this new approach to the grantees' service areas based on the 2007-2011 ACS county data, the following are the findings of this analysis:

- At the nationwide level, SCSEP significantly over-served minorities overall, Blacks, American Indians, and Pacific Islanders. SCSEP significantly underserved Asians and Hispanics.
 - No grantees significantly under-served minorities overall.
 - 20 grantees, 15 state grantees and 5 national grantees, significantly under-served Hispanics. State grantees as a group significantly under-served Hispanics.
 - Only 2 grantees, 1 state grantee and 1 national grantee, significantly under-served Blacks.
 - 27 grantees, 19 state grantees and 8 national grantees, significantly under-served Asians.
 - 5 grantees, 1 state grantee and 4 national grantees, significantly under-served American Indians.
 - 3 grantees, 2 state grantees and 1 national grantee, significantly under-served Pacific Islanders.
- An analysis of the national grantees for each state in which they operated a program showed that they significantly under-served minority groups in 16.4% of the possible instances (counting as an instance the 6 minority categories in each state in which each of the national grantees operated).

Because this year's analysis uses weighted, five-year county level data rather than unweighted, three-year state level data from the ACS, comparison with prior years' results should be made with great caution.

SCSEP Outcomes

The methodology for the analysis of outcomes achieved by SCSEP minority participants is unchanged since the first Minority Report in PY 2007. Examining disparities between Whites and individual minority groups provides a detailed look at racial disparity. Nationwide, Whites entered employment significantly more often than all racial categories. Among national grantees as a group, Whites entered employment significantly more often than Blacks and American Indians. Among state grantees as a group, Whites entered employment significantly more often than all minority categories. In addition, individual grantees with racial disparities in entered employment increased from eight in PY 2010 to twelve in PY 2011. Most disparities were between Whites and Blacks. In terms of disparities due to ethnicity, Hispanics entered employment significantly more often than non-Hispanics nationwide and among national grantees. Among state grantees, there was no significant difference between Hispanics and non-Hispanics. As was the case in PY 2010, there were no individual grantees with ethnic disparities.

Employment retention analyses at the nationwide level showed that Whites were significantly more likely to retain employment than Blacks. Among national grantees and state grantees, there were no significant differences between Whites and other races. Two individual grantees showed racial disparities for employment retention, an increase from one grantee in PY 2010. In terms of disparities due to ethnicity, Hispanics were significantly more likely to retain

employment than non-Hispanics at the nationwide and state levels. Non-Hispanics retained employment more often than Hispanics for only one individual grantee.

Average earnings analyses at the nationwide, national grantee and state grantee levels showed no disparities for any racial groups or ethnicity. One individual grantee showed racial disparity for average earnings, which is a decrease from five in PY 2010. In addition, one individual grantee showed ethnic disparity, which is a decrease from three in PY 2010

The final analysis for each of the employment measures compares all minorities against all non-minorities. For entered employment and average earnings (but not employment retention), nationwide and among national grantees, there were significant differences between minorities and non-minorities. Among state grantees, for all three measures, there was no significant difference between minorities and non-minorities. Nine individual grantees also had disparities in entered employment between minorities and non-minorities, one more than in PY 2010 (8); and three had disparities in employment retention, one more than in PY 2010 (2). As in PY 2010, two individual grantees showed disparities in average earnings.

Part I: Participation

Data Sources

There are two major data sources for the analyses of minority participation in SCSEP. One set of data is from the SCSEP Performance and Results QPR System (SPARQ) for PY 2011. The other set of data, for the incidence of minority groups in the United States population, is the 2007-2011 American Community Survey (ACS). Custom tables at the county level were developed for this report by the US Census Bureau using the full ACS data set.

The ACS was used to determine the number of individuals over 55 years of age and at or below 125% of poverty in various minority categories in each county served by a SCSEP grantee in each state. This defines the population of minority individuals whom the program could serve. The participation analysis looked at 70 of the 74 SCSEP grantees. The three overseas territories, American Samoa, Guam, and the Northern Marianas, as well as the Virgin Islands, are not included in this analysis because accurate and recent population data for low income elderly are not available for those jurisdictions.

Both data sources were used to calculate the percentage of each minority group: Black, American Indian, Asian, Pacific Islander, and Hispanic. Hispanic was calculated by whether an individual identified as Hispanic versus not Hispanic regardless of any racial category identified. The racial categories were calculated by placing individuals in a category if they identified solely with that racial category. This approach results in some individuals being excluded because they identified with more than one racial category. However, the percentage of individuals in the ACS who identify themselves as having more than one racial category is very small, less than 2.9% among all ages, and only 1.7% of all those 55 and over and at or below 125% poverty. A

minority overall variable was created for both data sets by counting any individual who chose any racial minority category and/or designated himself or herself as Hispanic.

Methodology

The data from the ACS custom tables and from SPARQ were compared in order to create estimates for each minority group for the following categories of SCSEP grantees:

- The nationwide SCSEP program as a whole
- State grantees and national grantees, individually and as groups
- For each national grantee, each state in which that national grantee operates

For each of these analysis groups, the incidence in the population of various minority categories was compared with the proportion of minority SCSEP participants served. Where the proportion of those served in SCSEP in a particular minority category was less than the incidence in the population, a statistical significance test (a z-test for proportions) was performed to determine whether the difference was likely to have occurred by chance. Statistical significance was set at the .05 level, meaning that the difference in the proportions could have occurred by chance fewer than five times out of 100. At each level of analysis, a calculation of the size of the difference was also made. At the grantee level, the number of instances of service below 80%, between 80% and 100%, greater than 100% to 120%, and over 120% was counted. In Appendices A and B of Volume II, grantees that served less than 80% of the incidence of a particular minority category are highlighted only if the difference is also statistically significant. See *Technical Notes on Reading the Tables in Appendices A and B* for additional details on the methodology.

For the first time in this year's Minority Report, the population estimates of each minority category (limited to those in the population who are eligible for SCSEP, i.e., 55 years or over and at or below 125% of the Federal Poverty Level) for all grantees are based on the weighted averages of the population estimates for the counties in which each grantee has authorized SCSEP positions. The averages for each minority category in a state were calculated by multiplying the grantee's authorized positions in each county by the percent of the minority category in the population for that county, summing the weighted percents for that minority category in all counties in the state, and dividing the sum by the total of authorized positions in all counties in the state.

The national grantees' population estimates are the aggregation of their estimates in each state in which they operate. The population estimates for state grantees as a group and for national grantees as a group are the aggregations of all state grantee and national grantee estimates, respectively, and the nationwide estimates are the aggregation of the estimates of all state and national grantees. Therefore, the state and nationwide estimates used in this report are unique to SCSEP and are different from the unweighted statewide and nationwide estimates published by the Census Bureau.

Throughout this report, significant under-service with regard to participation in SCSEP means that both tests have been met: the number of SCSEP participants for a minority category is less than 80% of that category's incidence in the population; and the difference is statistically

significant. 80% is the standard generally applied by DOL's Civil Rights Center to determine if program practices have an adverse impact on minority groups. It is also the standard employed by DOL to assess whether programs such as SCSEP and WIA have substantially met their performance goals. Although instances of significant over-service to minorities with respect to participation are noted in Volume I, significant over-service is not highlighted or otherwise noted in the tables in the appendices in Volume II.

Given the very small population estimates for some minority groups, especially American Indians and Pacific Islanders, it is possible that a small Census estimate can still yield statistical significance. Although such instances of under-service may meet both criteria (less than 80% served and statistically significant), these instances do not meet the test of practical significance that the 80% rule was meant to determine. Therefore, where the population estimate for a minority category is less than 1% and there are fewer than 200 individuals in that minority category, no significant SCSEP under-service is indicated.

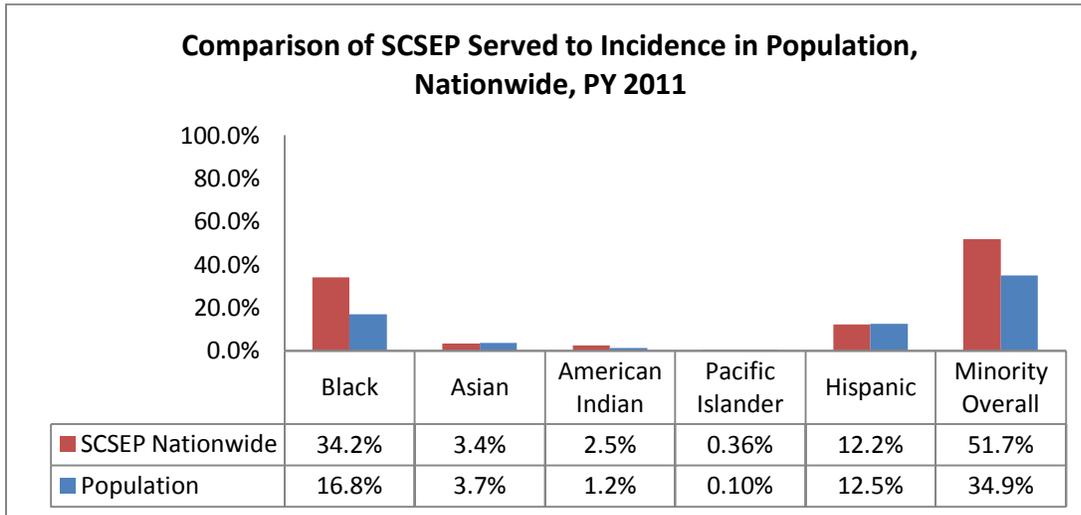
Limitations of the Analysis

There are three major limitations to the analysis of SCSEP minority participation:

1. The use of weighted Census county data rather than statewide data makes the analysis more relevant and useful to the grantees because the analysis is based on each grantee's actual service area. However, the use of county data increases the margin of error in the ACS population estimates because the county data samples in any given state are smaller than statewide data samples, and these smaller samples yield less accurate estimates than statewide data. Depending on the size of the sample, margins of error for state level data run between 5% and 10%. The use of county level data can increase the margin of error to between 10% and 30% for the smallest jurisdictions. Very small minority population estimates must be viewed with particular caution because the increase in the margin of error makes such small population estimates difficult to interpret.
2. Because this year's analysis uses weighted county level data rather than unweighted state data from the ACS, comparison with prior years' results can only be made with caution. It is thus difficult to determine if an instance of significant under-service reported this year is a reflection of persistent or systemic issues, or if it is an aberration. Since changes in minority population from year to year are not likely to be dramatic, grantees may obtain a useful impression of the likely trend of minority enrollment by comparing the percent of each minority group's enrollment in SCSEP from prior years' QPRs with the population estimates in this year's Minority Report for that minority group.
3. The focus of these analyses is whether significant under-service occurred for any minority category. No effort was made to build a model to analyze the various factors that could have affected under-service, such as local economic conditions, the size of the grantee, or the grantee's outreach and recruitment practices.

Nationwide Results

Chart 1



As seen in Chart 1, at the nationwide level, SCSEP significantly over-serves all minority categories, except for Asians and Hispanics, which are significantly under-served. The differences noted in Chart 1 are all statistically significant at the .05 level.

Chart 2

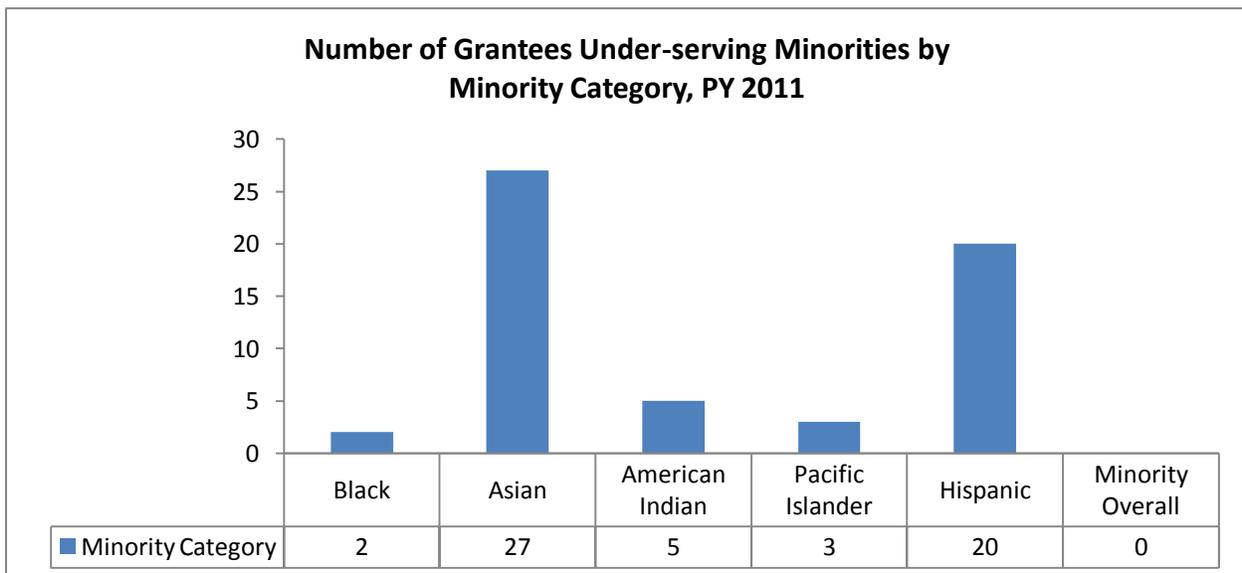


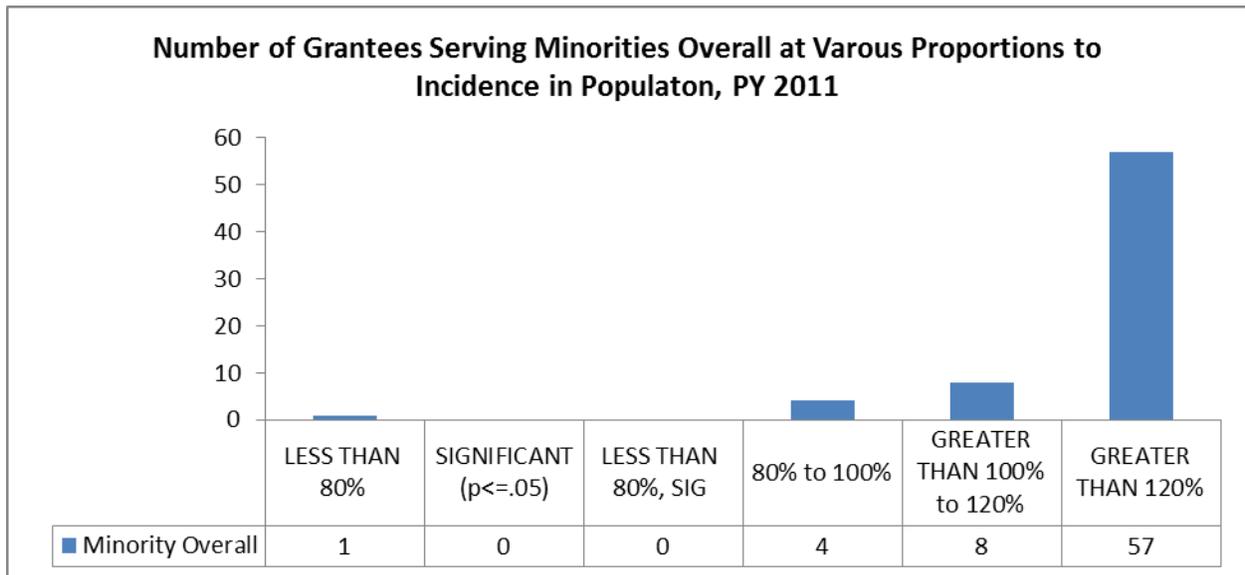
Chart 2 shows the number of grantees that serve less than 80% of a minority category where the difference was also significant at the .05 level. From PY 2010 to PY 2011, the number of

grantees under-serving Blacks decreased from 3 to 2, grantees under-serving Asians decreased from 40 to 27, grantees under-serving American Indians decreased from 11 to 5, grantees under-serving Pacific Islanders decreased from 4 to 3, and grantees under-serving Hispanics decreased from 26 to 20. Under-service to minorities overall decreased from 2 to 0¹.

Analysis by Minority Category

The charts below present the number and percent of grantees that serve less than 80% of the proportion of a minority category in the population, as well as those serving 80% to 100%, greater than 100% to 120%, and greater than 120% of the proportion of that minority category in the population. The analysis for minorities overall and for each minority category is provided for all grantees, as well as for state and national grantees in the aggregate.

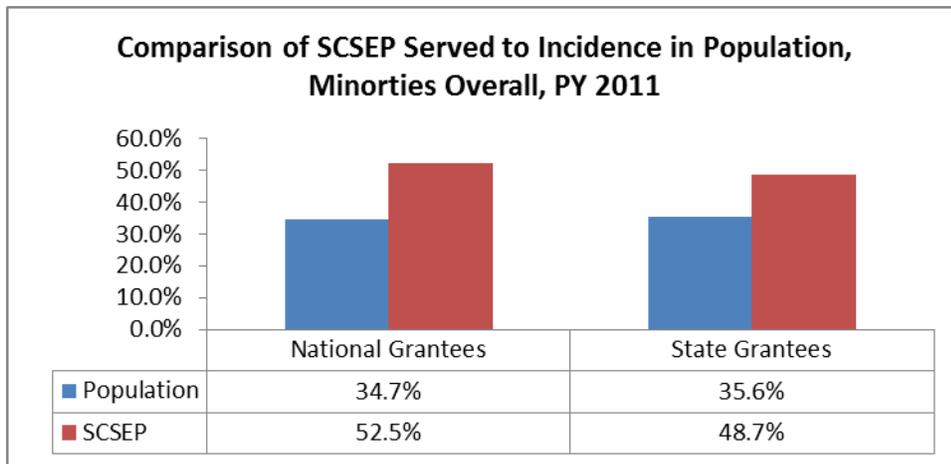
Chart 3



No grantees significantly under-served minorities overall. Four (4) grantees served minorities at 80-100% of their incidence in the population while 57 grantees served minorities at over 120% of their incidence in the population, an increase of 6 from PY 2010.

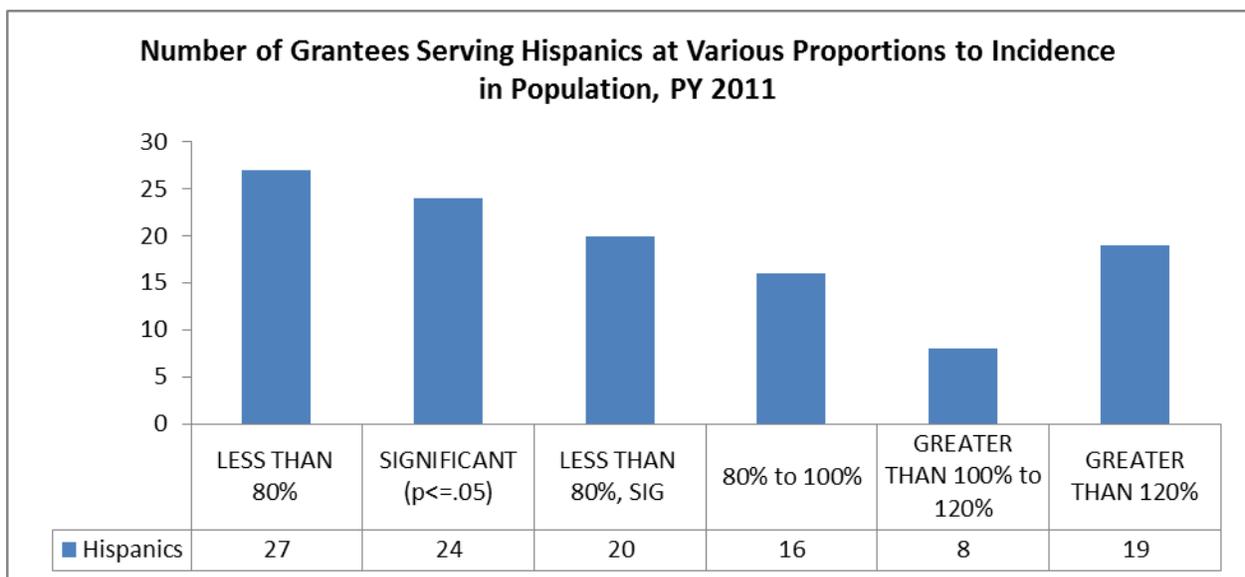
¹ These differences may be due to the adoption of weighted grantee population estimates rather than any change in the actual minority populations or in grantee practices.

Chart 4



Both state and national grantees as groups over-served minorities overall. These differences are significant at the .05 level. The difference in over-service between national and state grantees is also significant. The degree of over-service by state grantees is similar to PY 2010, while the degree of over-service by national grantees doubled.

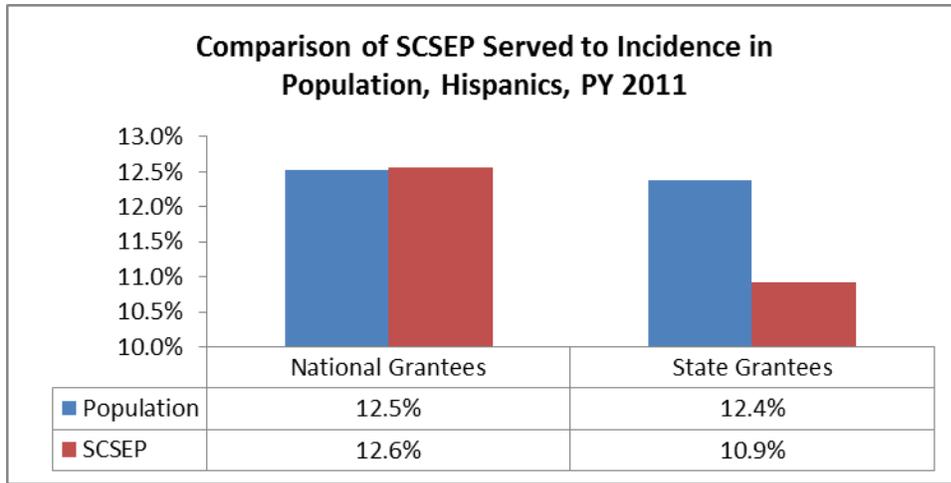
Chart 5



Twenty grantees significantly under-served Hispanics (less than 80% of the incidence of Hispanics in the population and statistically significant at the .05 level): NAPCA, NICOA, NCBA, SSA, TWI, Connecticut, Georgia, Hawaii, Idaho, Kentucky, Massachusetts, Mississippi, New Jersey, New York, North Carolina, Oklahoma, Pennsylvania, South Carolina, Tennessee and West Virginia. The number of grantees under-serving Hispanics decreased from PY 2010

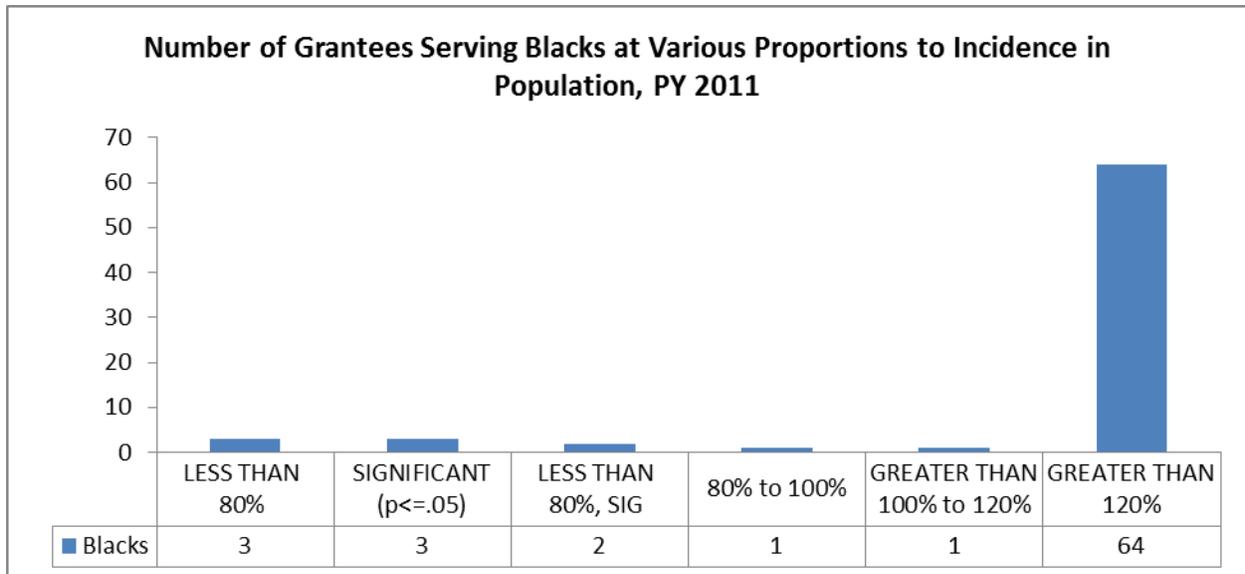
(from 26 to 20). Nineteen grantees served more than 120% of the proportion of Hispanics in the population, an increase of two from PY 2010.

Chart 6



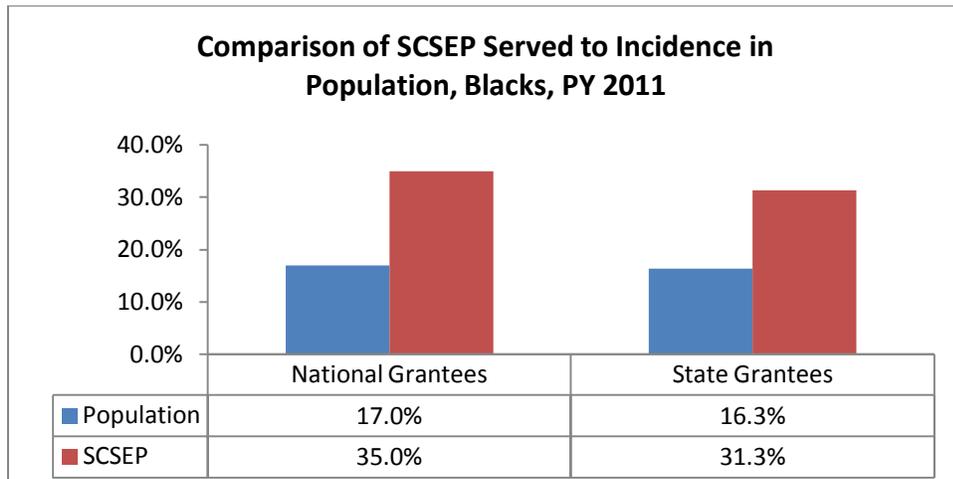
State grantees significantly under-served Hispanics. There was no significant difference in national grantee service to Hispanics, an improvement from PY 2010.

Chart 7



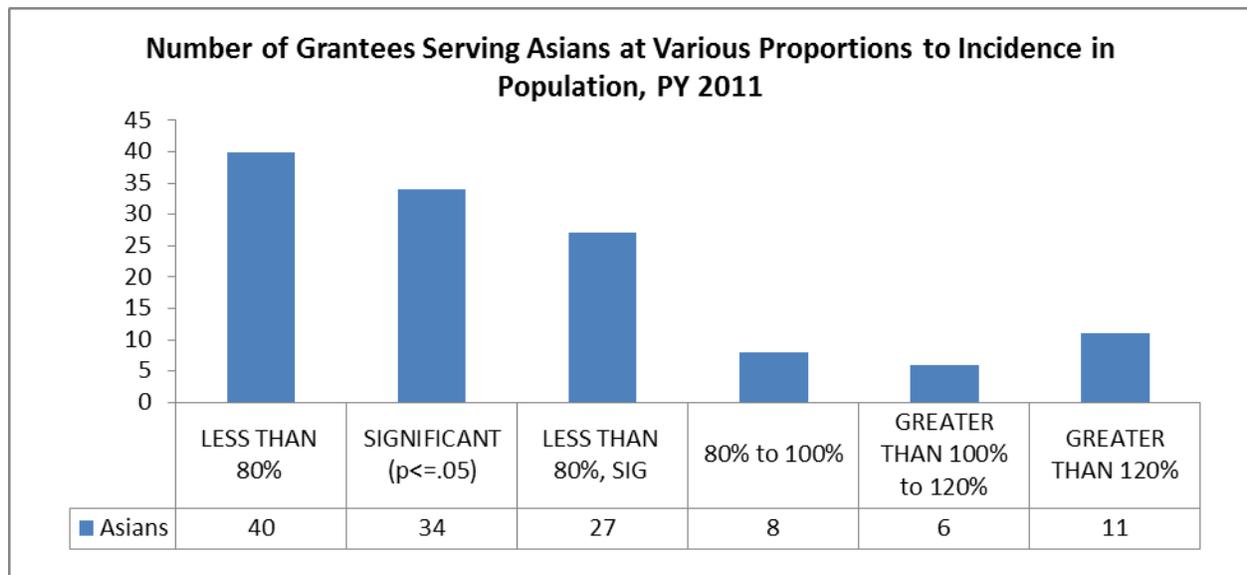
Only two grantees (NAPCA, and New Hampshire) significantly under-served Blacks (less than 80% of the proportion of Blacks in the population with significance at the .05 level). Sixty-four grantees served 120% or more of the proportion of Blacks in the population, an increase of five from PY 2010. One grantee had no Census population estimate for Blacks.

Chart 8



Both state and national grantees significantly over-served Blacks; these differences are significant at the .05 level. The difference in over-service between national and state grantees is also significant. The degree of over-service by state grantees increased slightly from PY 2010.

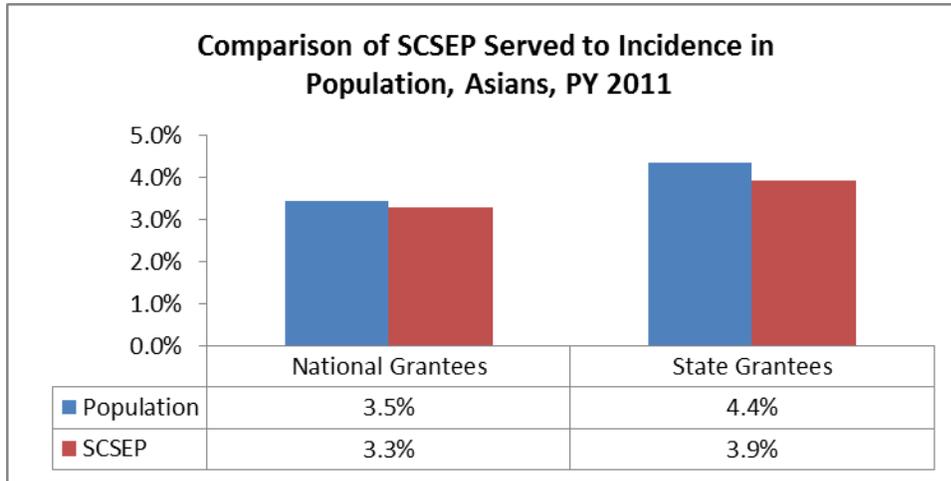
Chart 9



A large number of grantees, 40, serve less than 80% of the proportion of Asians in the population, and 27 of these grantees have statistically significant differences at the .05 level: AARP, ES, ANPPM, IID, NCBA, NICOA, NULI, SER, Arkansas, California, Colorado, Delaware, Florida, Georgia, Idaho, Illinois, Maryland, Michigan, Mississippi, Missouri, Montana, Nebraska, New Jersey, New Mexico, Oregon, Puerto Rico, and Texas. This is a decrease in under-service to Asians compared to PY 2010 (40). Eleven grantees served more

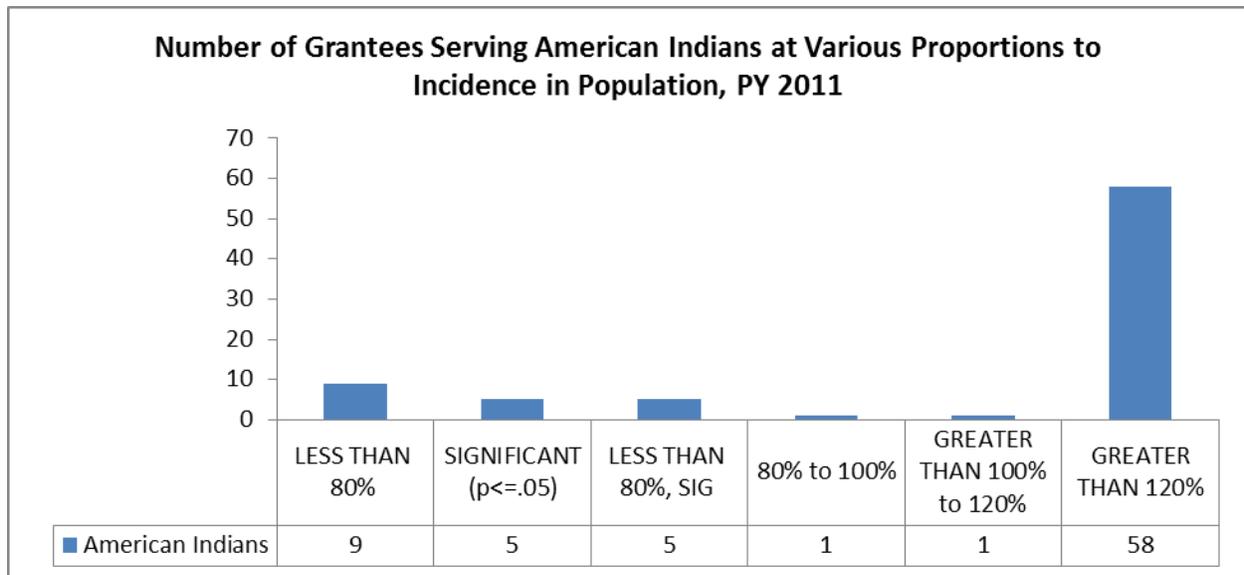
than 120% of the proportion of Asians in the population. Five grantees had no Census population estimate for Asians or had estimates that were too small for this analysis

Chart 10



National grantees and state grantees significantly under-served Asians. The difference in under-service between national grantees and state grantees is not significant. The degree of under-service by national grantees decreased substantially from PY 2010.

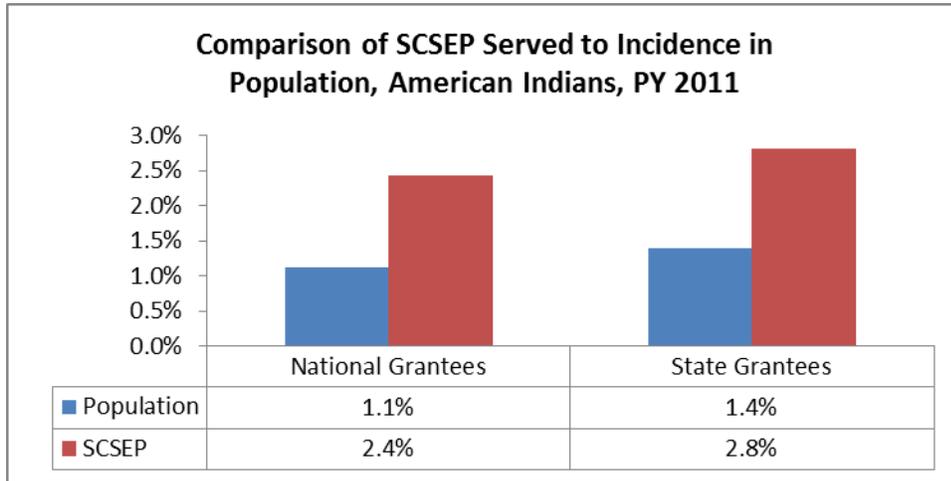
Chart 11



There are many grantees operating in states that have a very small number of American Indians; Census sample sizes for elderly American Indians in poverty for PY 2011 are very small. Five grantees served less than 80% of the proportion of American Indians in the population at the .05 level: NAPCA, Arizona, Nevada, Mississippi and Puerto Rico. Fifty-eight served more than 120% of the proportion of American Indians in the population. One grantee had a Census

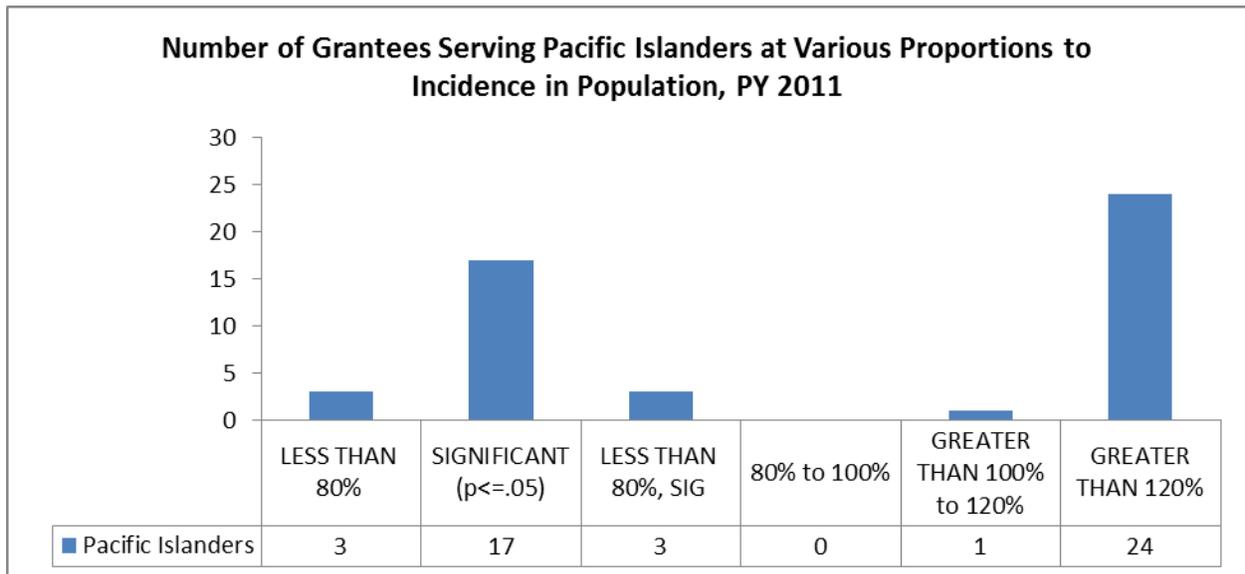
population estimate for American Indians that was too small for this analysis. The number of grantees with significant under-service decreased by six from PY 2010.

Chart 12



As groups, both the national grantees and state grantees substantially over-served American Indians; these differences are significant at the .05 level. The difference between national grantees and state grantees, although small, is also significant, consistent with the PY 2010 results.

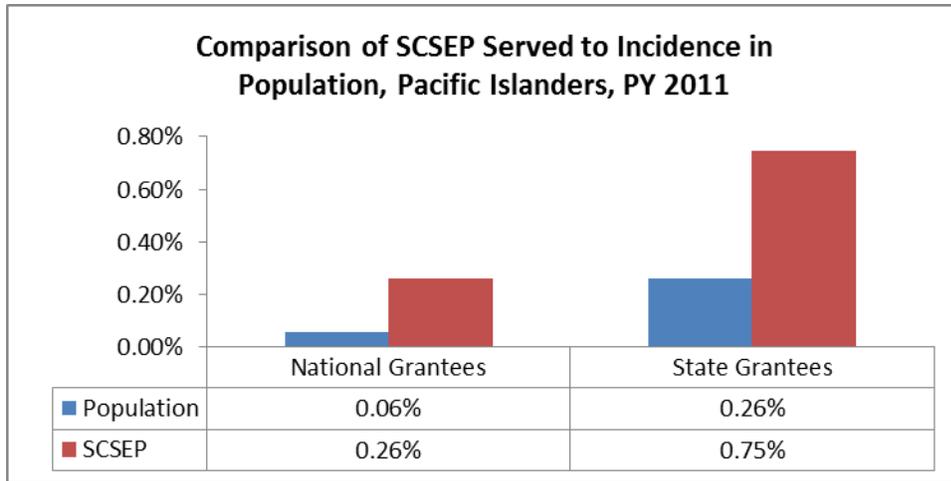
Chart 13



There are many grantees operating in states that have a very small number of Pacific Islanders; Census sample sizes for elderly Pacific Islanders in poverty for PY 2011 are very small. Three grantees served less than 80% of the proportion of Pacific Islanders in the population at the .05 level (compared with four in 2010): ANPPM, Utah, and Florida. Twenty-four grantees served

more than 120% of the proportion of Pacific Islanders in the population. The under-service of Pacific Islanders is consistent with the results for PY 2010. The number of grantees serving more than 120% of the population (24) increased substantially from PY 2010 (4). Forty-two grantees had no Census population estimate for Pacific Islanders or had estimates that were too small for this analysis.

Chart 14



Both national grantees and state grantees significantly over-served Pacific Islanders. The degree of over-service by state grantees increased from PY 2010. The difference between national grantees and state grantees is statistically significant.

National Grantees by State Analysis

Chart 15

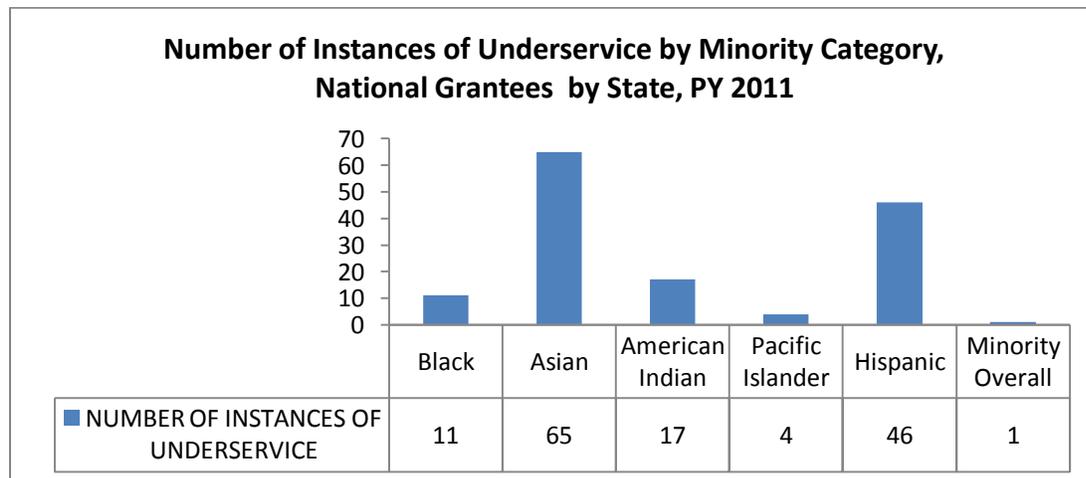


Chart 16

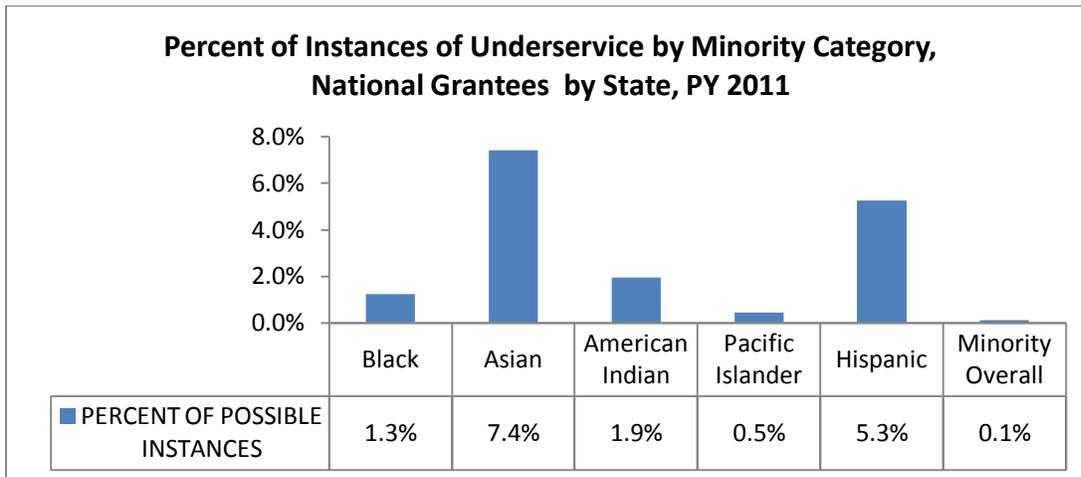


Chart 15 shows the number of instances of significant under-service by national grantees in individual states by minority category while Chart 16 shows the percent of total instances of significant under-service. Out of a possible 876 instances of service (counting as an instance the 6 minority categories in each of the 144 states in which the national grantees operated), there were 144 instances, or 16.4%, where significant under-service occurred. This is a substantial decrease from PY 2010, when significant under-service occurred in 26.0% of the possible instances. Under-service occurred most often in the Asian and Hispanic categories, for both of which the percent of instances of under-service decreased from PY 2010.

Table 1

	Black	Asian	American Indian	Pacific Islander	Hispanic	Minority Overall	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances
AARP	0	16	2	0	6	0	24	138	17.4%
ANPPM	2	4	3	1	0	0	10	30	33.3%
Easter Seals	0	3	1	1	2	0	7	42	16.7%
EW	0	9	2	0	7	1	19	186	10.2%
Goodwill	0	2	0	0	1	0	3	36	8.3%
IID	0	1	0	N/A	1	0	2	18	11.1%
Mature Services	0	0	0	N/A	0	0	0	6	0.0%
ABLE	0	1	0	0	0	0	1	18	5.6%
NAPCA	7	0	5	2	7	0	21	42	50.0%
NCBA	0	4	1	N/A	6	0	11	54	20.4%
NCOA	0	5	2	0	2	0	9	66	13.6%
NICOA	2	4	0	0	4	0	10	42	23.8%
NULI	0	5	0	0	1	0	6	36	16.7%
QCS	0	0	0	N/A	0	0	0	6	0.0%
SER	0	5	1	0	0	0	6	48	12.5%
SSAI	0	6	0	0	8	0	14	96	14.6%
VATD	0	0	0	N/A	0	0	0	6	0.0%
TWP	0	0	0	N/A	1	0	1	6	16.7%
Totals	11	65	17	4	46	1	144	876	16.4%

Table 1 shows the instances of significant under-service (less than 80% and statistically significant) for each national grantee, by minority category, and provides the percentage of possible instances for each national grantee. Five national grantees significantly under-served in 0% up to 10% of the possible instances, nine grantees significantly under-served in more than 10% up to 20% of the possible instances, two grantees significantly under-served in more than 20% up to 30% of the possible instances, and two grantees significantly under-served in more than 30% of the possible instances. This is a substantial improvement from PY 2010, when six grantees under-served in more than 20% up to 30% of the possible instances, and four grantees under-served in 30% or more of the possible instances.

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

Methodology

These analyses are based on the data that were used to construct the Final PY 2011 QPR for SCSEP. The objective of these analyses is to determine whether minorities experienced 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, 2011, and June 30, 2012.

The three employment outcome measures used for these analyses are entered employment, employment retention, and average earnings. 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 that 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 employment 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 employment 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 statistically 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 any of the employment outcomes.

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 in the *Technical Notes on Reading the Tables in Appendices C-H*.

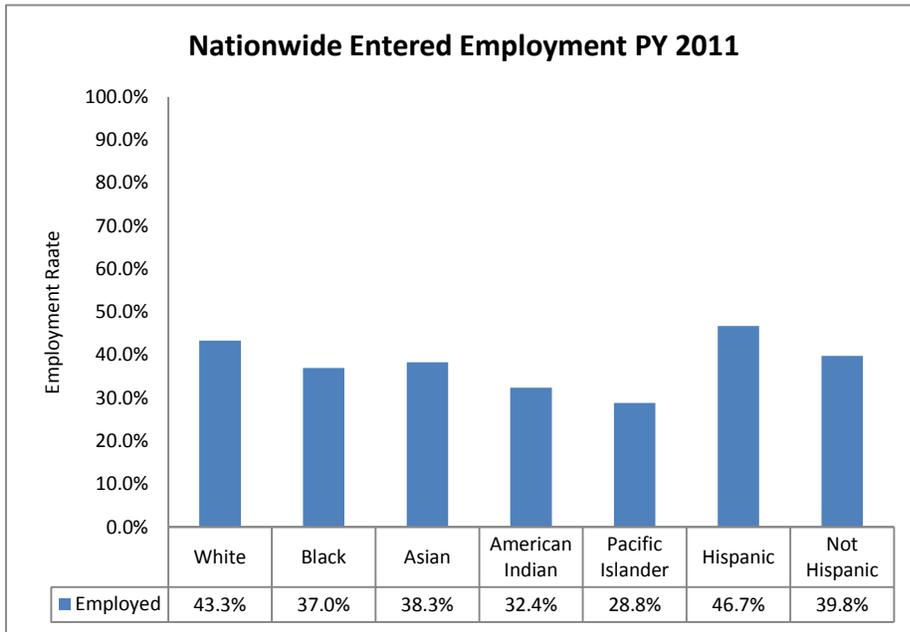
Entered Employment³

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 grantees and national grantees as groups. Results at the nationwide level for PY 2011 show all racial groups at a disadvantage for entering employment. In PY 2010, all racial groups were at a disadvantage to Whites, with the exception of Asians. Results at the state grantee level show that there were significant differences between Whites and all other races except American Indians. This is a slight improvement from PY 10 when, at the state grantee level, Whites entered employment significantly more often than all other racial categories. In PY 2011, there was a significant difference between minority and non-minority categories for state grantees, as was the case in PY 2010. For national grantees, Whites entered employment significantly more often than Blacks and American Indians. Non-minorities entered employment significantly more often than minorities. Hispanics entered employment significantly more often than non-Hispanics nationwide and among national grantees but not among state grantees.

All other results in Charts 1-4 are similar to those in PY 2010.

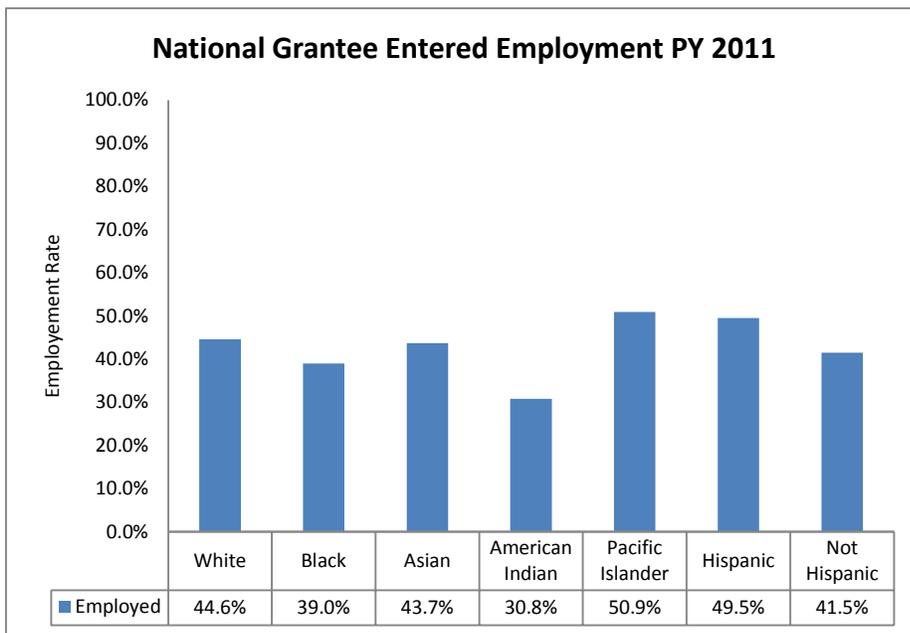
³ In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z) and (except for Hispanics) the difference disadvantages the minority.

Chart 1: Entered Employment Nationwide by Race and Ethnicity



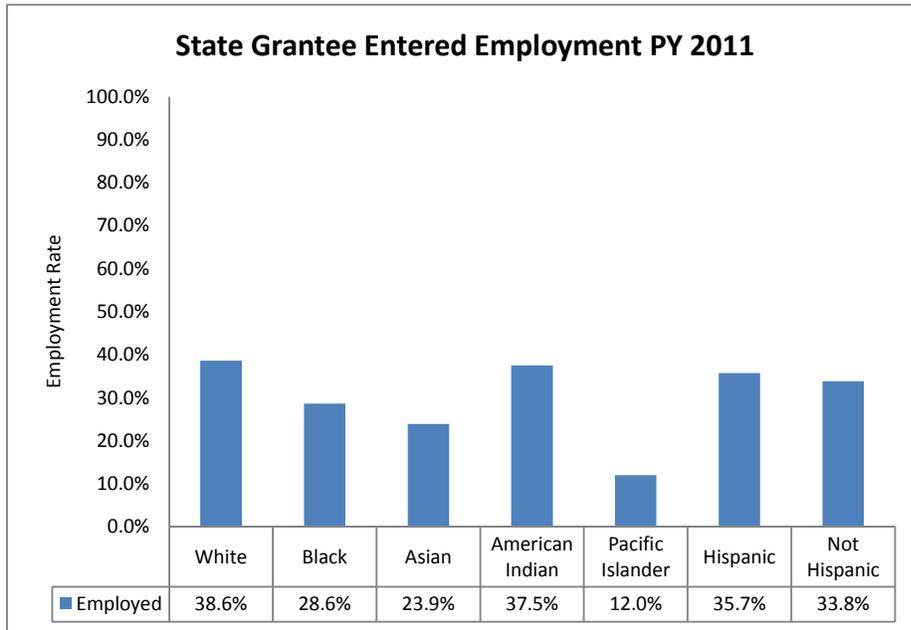
- Whites entered employment significantly more often than all other races.
- Hispanics entered employment significantly more often than non-Hispanics.

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



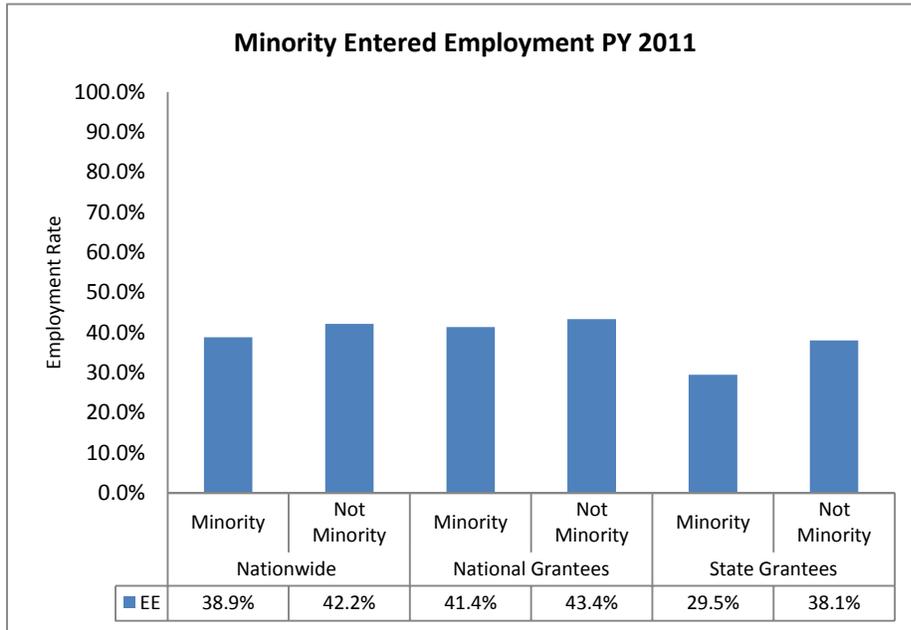
- Whites entered employment significantly more often than Blacks and American Indians.
- Hispanics entered employment significantly more often than non-Hispanics.

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



- Whites entered employment significantly more often than Blacks, Asians, and Pacific Islanders.
- There was no significant difference between Hispanics and 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 had minorities experiencing a disadvantage compared to non-minorities in regard to entered employment:

- AARP: Blacks and Asians entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Experience Works: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- IID: Blacks entered employment significantly less often than Whites.
- Mature Services: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- NCOA: Blacks entered employment significantly less often than Whites.
- Arizona: Minorities entered employment significantly less often than non-minorities.
- California: Blacks entered employment significantly less often than Whites.
- Illinois: Blacks entered employment significantly less often than Whites.
- Michigan: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Minnesota: Blacks entered employment significantly less often than Whites.
- Missouri: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- New Jersey: Minorities entered employment significantly less often than non-minorities.
- Ohio: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Wisconsin: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.

Six more minority categories experienced significant differences in entered employment among all grantees in PY 2011 (22) compared to the number of minority categories in PY 2010 (16).

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 as groups. 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/Florida	Black, Asian	---
AARP/Georgia	---	X
AARP/Indiana	Black	X
AARP/South Carolina	---	X
AARP/Texas	Black	---
Experience Works/Florida	Black	X
Experience Works/Iowa	Black	---
Experience Works/Montana	American Indian	X
Goodwill/Pennsylvania	---	X
Mature Services/Ohio	Black	X
NCBA/Florida	---	X
NCOA/Kentucky	---	X
SSAI/Alabama	Black	X
SSAI/Massachusetts	Black, Hispanic	X
SSAI/Minnesota	---	X
SSAI/Texas	Hispanic	X

There were fewer instances of a racial category being disadvantaged in PY 2011 (25) than was the case in PY 2010 (36).

Employment Retention⁶

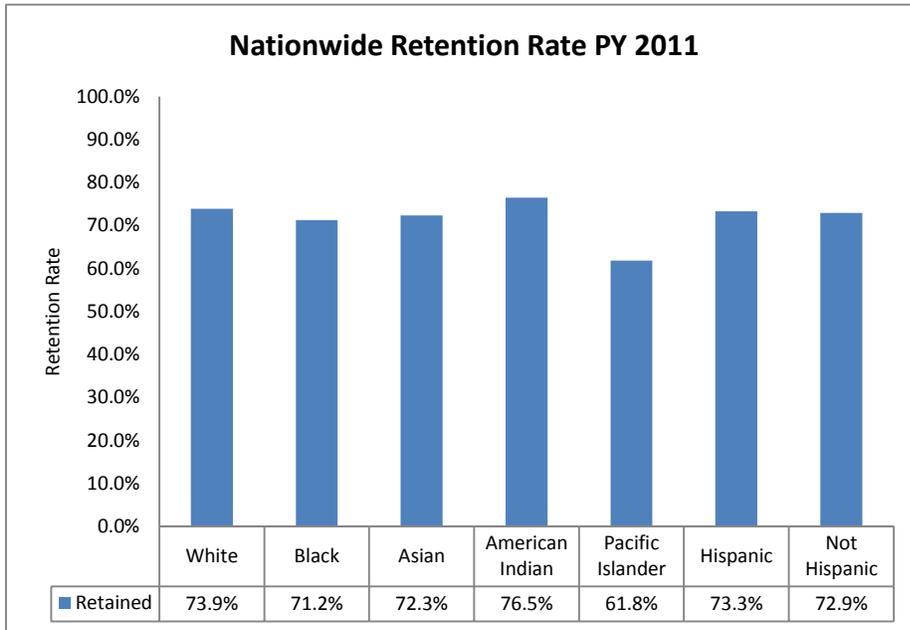
Chart 5 presents the employment retention rates for all grantees nationwide. Charts 6 and 7 present employment retention rates for all national grantees and all state grantees as groups. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanics and those not Hispanic. At the nationwide level Blacks significantly retain employment less often than Whites, a decline from PY 2010, while Hispanics retain employment significantly more often than non-minorities, showing improvement over PY 2010. All other results for Charts 5-7 are similar to PY 2010. The results for Chart 8, nationwide and among national grantees, show that minorities overall retained employment significantly less often than non-minorities, reflecting a decline from PY 2010. Results for minorities among state grantees are the same as in PY 2010.

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.

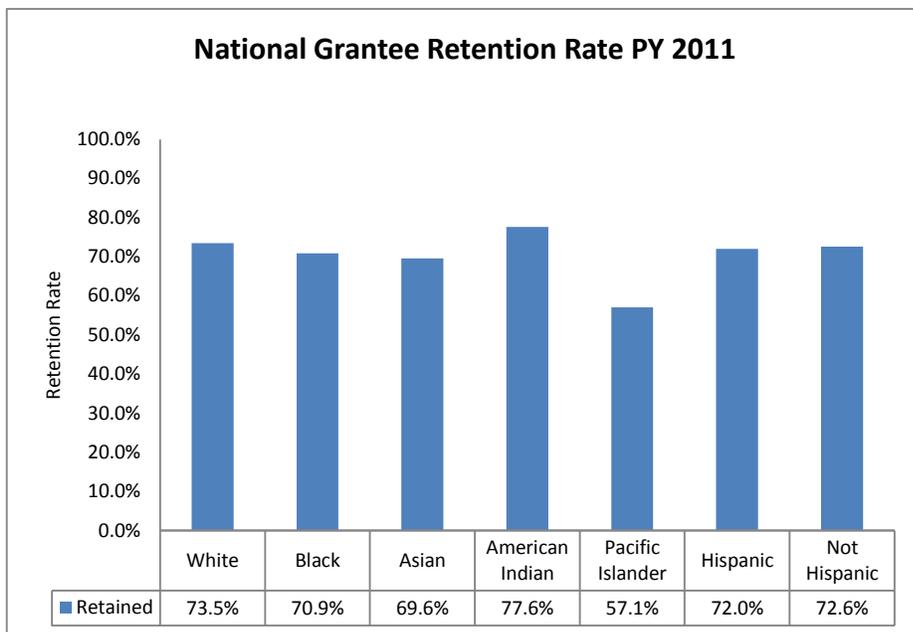
⁶ In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z) and (except for Hispanics) the difference disadvantages the minority.

Chart 5: Employment Retention Nationwide by Race and Ethnicity



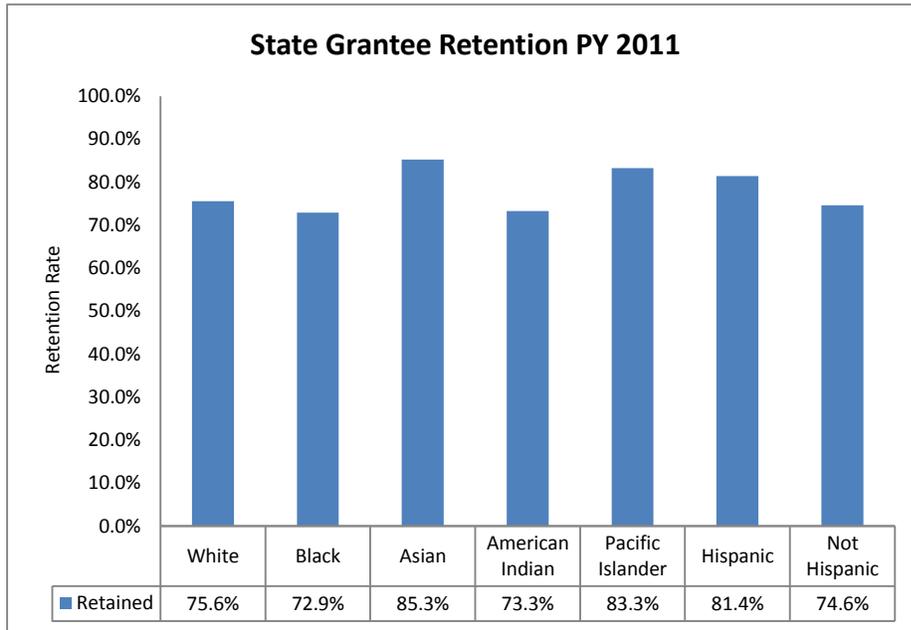
- Whites were significantly more likely to retain employment than Blacks.
- Hispanics were significantly more likely to retain employment than non-Hispanics.

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



- There were no significant differences between Whites and other races.
- There were no significant differences between Hispanics and non-Hispanics.

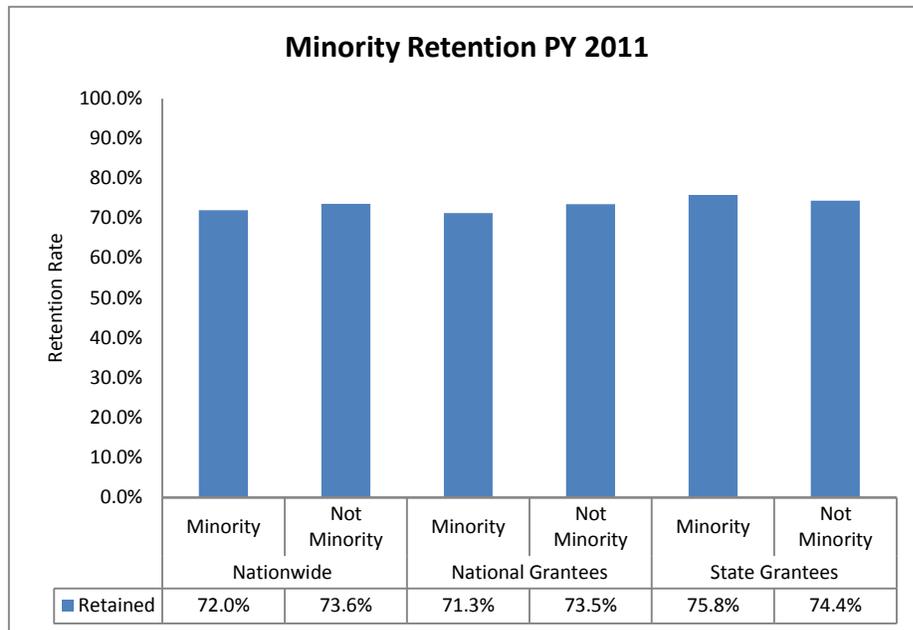
Chart 7: Employment Retention for State Grantees by Race and Ethnicity



- *There were no significant differences between Whites and other races.*
- *Hispanics were significantly more likely to retain employment 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 significantly less often than non-minorities nationwide and among national grantees. Among state grantees, there was no significant difference between minorities and non-minorities.*

Individual Grantees

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

- ANPPM: Blacks were significantly less likely to retain employment than Whites.
- Experience Works: Blacks were significantly less likely to retain employment than Whites, and minorities were significantly less likely to retain employment than non-minorities.
- NCOA: Minorities were significantly less likely to retain employment than non-minorities.
- Alaska: Minorities were significantly less likely to retain employment than non-minorities.
- Illinois: Hispanics were significantly less likely to retain employment than non-Hispanics.

Three more minority categories experienced significant differences in employment retention in PY 2011 (6) compared to the number of minority categories in PY 2010 (3).

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 as groups. 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 Ethnicity ⁷	Minority Overall ⁸
AARP/Colorado	Black	X
Experience Works/Indiana	Black	X
Experience Works/Missouri	Hispanic	---
Goodwill/Virginia	Black	X
NCOA/New York	---	X
SSAI/North Carolina	Black	X

There was one fewer instance of a racial category being disadvantaged in PY 2011 (10) than was the case in PY 2010 (11).

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

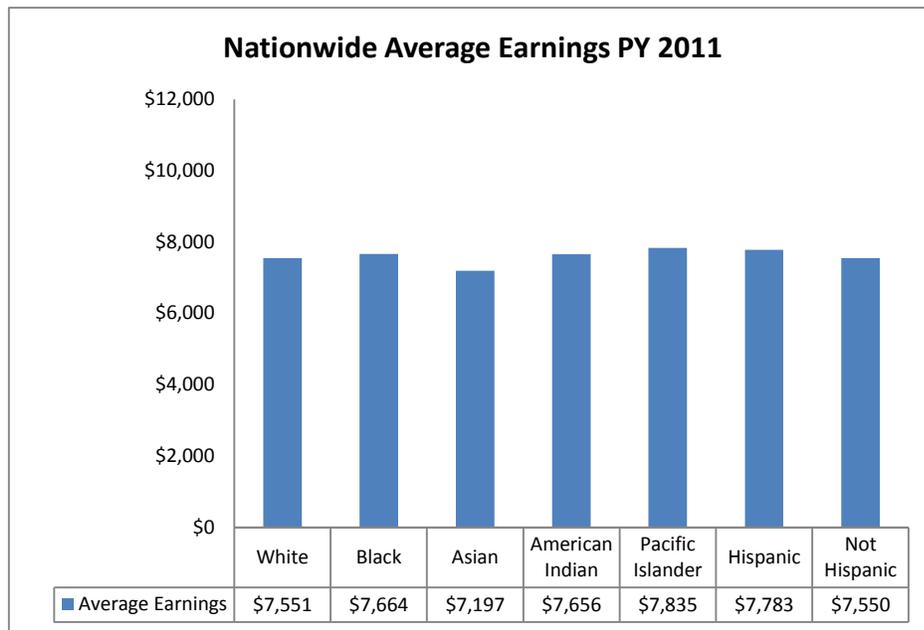
⁸ All minority race and ethnic categories are compared to Whites who are not Hispanic.

Average Earnings⁹

Earnings for SCSEP participants are reported only when the individual participants have employment after exiting (wages in the first quarter after the exit quarter) and have wages in both the second and third quarters after the exit quarter. 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 grantees and state grantees as groups. 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. The results for Charts 9-12 show no significant differences for any minority category and are the same as for PY 2010, except with regard to Hispanics at the state grantee level. In PY 2010 their earnings as a whole were significantly lower than the earnings of non-Hispanics whereas in 2011 there were no significant differences between Hispanics and non-Hispanics.

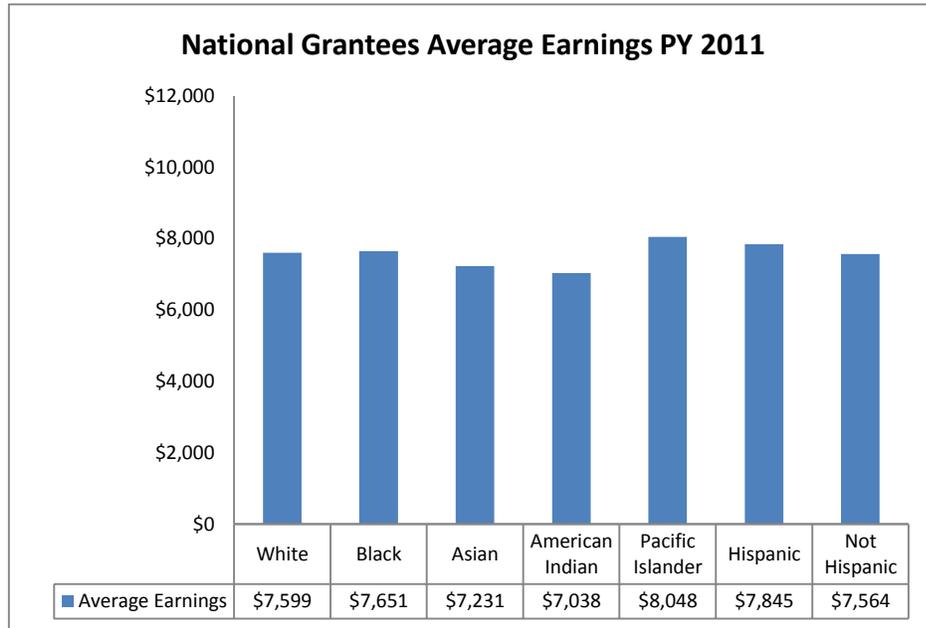
Chart 9: Average Earnings Nationwide by Race and Ethnicity



- *There were no significant differences in average earnings between Whites and other groups.*
- *There was no significant difference between Hispanics and 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) and (except for Hispanics) the difference disadvantages the minority.

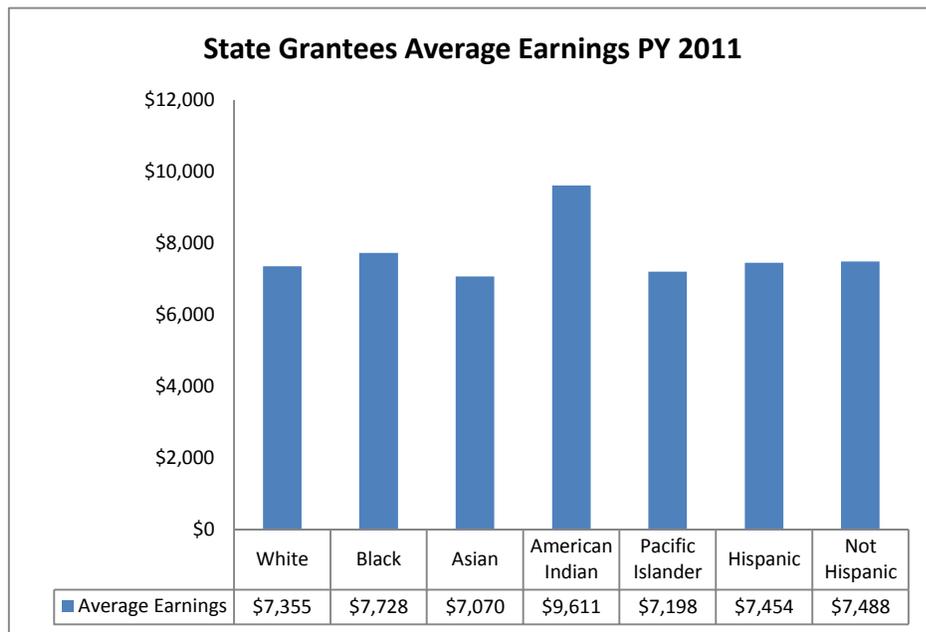
Chart 10: Average Earnings for National Grantees by Race and Ethnicity



- *There were no significant differences in average earnings between Whites and other groups.*

- *There was no significant difference between Hispanics and non-Hispanics.*

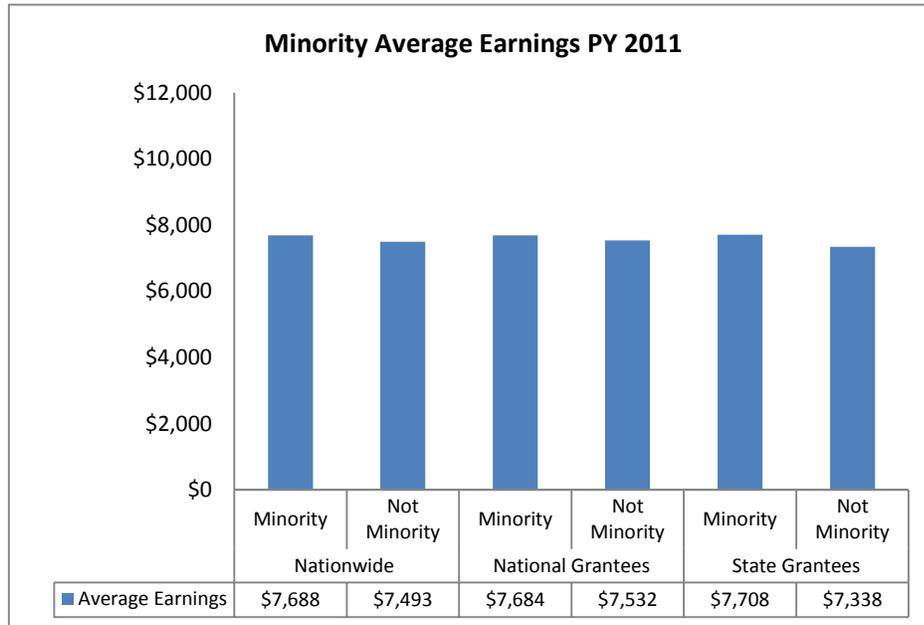
Chart 11: Average Earnings for State Grantees by Race and Ethnicity



- *There were no significant differences in average earnings between Whites and other groups.*

- *There was no significant difference between Hispanics and non-Hispanics.*

Chart 12: Average Earnings Minority Analysis



• *There were no significant differences in average earnings between minorities and non-minorities for any grantee groups.*

Individual Grantees

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

- Experience Works: Non-minorities earned significantly more on average than minorities.
- Kansas: Whites earned significantly more on average than Blacks, and non-minorities earned significantly more on average than minorities.
- Texas: Non-Hispanics earned significantly more than Hispanics.

Fewer minority categories experienced significant differences in average earnings in PY 2011 (4) than in PY 2010 (12).

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 as groups. The same analyses were also used to determine if there were disparities in earnings 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
Experience Works/South Carolina	Black	X
SSAI/California	Asian	---
SER/California	---	X

There were fewer instances of a racial category being disadvantaged in PY 2011 (4) than was the case in PY 2010 (8).

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.