

**Senior Community Service Employment Program  
Analysis of Service to Minority Individuals, PY 2018**

**Volume I**

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

**Submitted by:  
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## ***Introduction***

The Section 515 of 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 2018. It uses the same approach and analyses employed in the reports for PY 2006 through PY 2017. 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 of minorities in SCSEP compared to non-minorities. This PY 2018 report uses the new outcome measures -- employment in the second quarter after the exit quarter, employment in the fourth quarter after the exit quarter, and median earnings – instead of the three Common Measures used in all prior reports. However, the methodology for identifying disparities in outcomes is unchanged. The detailed tables for all of the analyses are contained in Volume II.

## ***Summary of Findings***

### **SCSEP Participation**

This PY 2018 analysis of minority participation in SCSEP 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 2014 through 2018. In this report, if a significantly lower rate of SCSEP participation by a minority category with regard to a program operated by a grantee is reported, two tests have been met: the number of SCSEP participants for that 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, if a significantly higher rate of participation is reported, only one test has been met: the 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. For SCSEP at the nationwide level, as well as for national grantees as a group and state grantees as a group, a significantly lower rate of participation is determined based on the single test of statistical significance at the .05 level.

In years prior to PY 2011, 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, as in PY 2011-PY 2017, the analyses are 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 in the areas served by each grantee. See pages 6-7 for a full discussion of the data sources and methodology used.

Using this approach to the grantees' service areas based on the 2014-2018 ACS county data, the following are the findings of this analysis:

- At the nationwide level, minorities overall, Blacks, American Indians, and Pacific Islanders had significantly higher participation rates than non-minority groups. Asians and Hispanics had significantly lower participation rates.
  - Two state grantees had a significantly lower participation rate for minorities overall.
  - Twenty-three grantees, fourteen state grantees and nine national grantees, had significantly lower participation rates for Hispanics.
  - Two grantees, one national grantee and one state grantee, had a significantly lower participation rate for Blacks.
  - Forty-eight grantees, thirty-one state grantees and seventeen national grantees, had significantly lower participation rates for Asians.
  - Nine grantees, eight state grantees and one national grantee, had significantly lower participation rates for American Indians.
  - One state grantee had a significantly lower participation rate for Pacific Islanders.
- An analysis of the national grantees for each state in which they operated showed that they had significantly lower participation rates for minority groups in 19.7% of the possible instances (counting as an instance the six minority categories in each state in which each of the national grantees operated).

Because PY 2012-2018 analyses use weighted, five-year county level data rather than unweighted, three-year state level data from the ACS, comparison with results for years prior to PY 2011 should not be made.

## **SCSEP Outcomes**

The methodology for the analysis of outcomes achieved by SCSEP minority participants is unchanged since the first Minority Report in PY 2006. Examining disparities between Whites and individual minority groups in PY 2018 provides a detailed look at racial disparity. Nationwide, Whites were employed in the second quarter after the exit quarter (“Q2”) significantly more often than American Indians and Pacific Islanders. Among national grantees as a group, Whites were employed in Q2 significantly more often than American Indians. Among state grantees as a group, Whites were employed in Q2 significantly more often than Pacific Islanders. In addition, individual grantees showed two racial disparities in Q2 employment; both were between Whites and Blacks. At the nationwide, national grantee, and state grantee levels, Hispanics were employed in Q2 significantly more often than non-Hispanics. There were two ethnic disparities in Q2 employment among the individual grantees.

Analyses of employment in the fourth quarter after the exit quarter (“Q4”) at the nationwide level showed significant differences between Whites, American Indians, and Pacific Islanders. Among national grantees as a group, Whites were employed in Q4 significantly more often than American Indians. Among state grantees as a group, Whites were employed in Q4 significantly more often than Pacific Islanders. One individual grantee showed a racial disparity in Q4 employment

between Whites and Blacks. At the nationwide, national grantee, and state grantee levels, Hispanics were employed in Q4 significantly more often than non-Hispanics. There was one ethnic disparity in Q4 employment among the individual grantees.

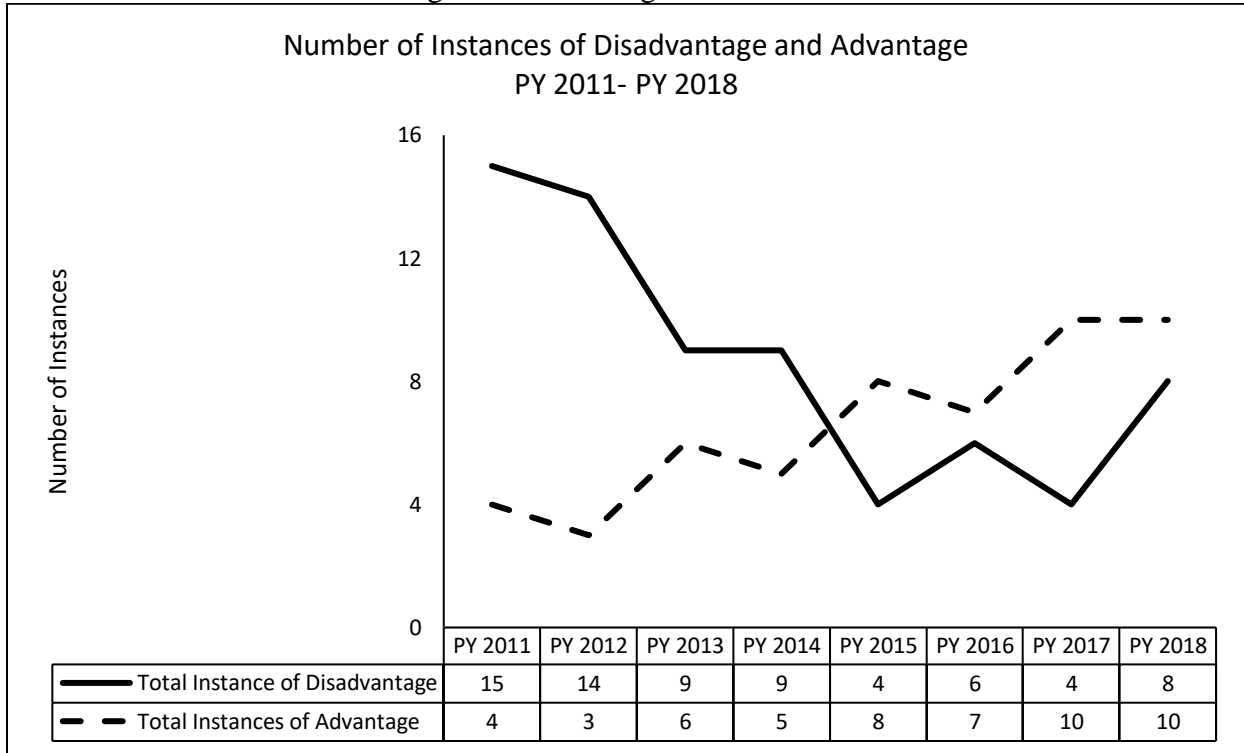
Median earnings analyses at the nationwide, national grantee and state grantee levels in PY 2018 showed no disparities for any racial groups. This was the same result shown for average earnings from PY 2015 through PY 2017. One individual grantee had a disparity for race. Nationwide and among state and national grantees, there were no significant differences in ethnicity.

The final analysis for each of the employment measures compares all minorities to all non-minorities. In PY 2018, minorities were not disadvantaged in any employment outcome. At the grantee level, one individual grantee had disparities for minorities in Q2 employment, four less than in PY 2017. For Q4 employment, four of the individual grantees showed a disadvantage for minorities; for median earnings, there were no individual grantees with disparities for minorities overall.

The number of instances of any minority category experiencing a significant disadvantage in any of the three employment outcomes from PY 2011 to PY 2018 was totaled across the nationwide data and within the two subgroups of national grantees and state grantees. The total of 432 possible instances was calculated by summing each instance of possible disadvantage for each of the six minority categories used in this report (Black, Asian, American Indian, Pacific Islander, Hispanic, and minority overall) for each of the three measures and for each of the three aggregate SCSEP groupings in each of the eight years reported. In the same manner, instances where a minority category experienced an advantage were totaled.

Chart 1 presents the total number of disadvantages and advantages for each minority category at these three aggregate levels across the last eight program years. In PY 2011, out of a possible total of 54 instances, there were 15 instances of disadvantage for minorities across all minority categories; the number of disadvantages dropped to four in PY 2015, increased to six in PY 2016, dropped back down to four in PY 2017, and went up to eight in PY 2018. (Among individual grantees, disparities for all minority categories also declined from 31 in PY 2011 to 12 in PY 2018.) Over the same period, out of a possible 432 instances, the number of instances in which a minority category experienced an advantage in regard to employment outcomes nationwide or at the national grantee or state grantee level rose from four in PY 2011 to ten in PY 2017 and PY 2018.

Chart 1. Nationwide Disadvantages and Advantages 2011-2018



## ***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 2018. The other set of data, for the incidence of minority groups in the United States population, is the 2014-2018 American Community Survey (ACS). The US Census Bureau, using the full ACS data set, developed custom tables at the county level for this report.

The ACS was used to determine the number of individuals over 55 years of age and at or below 125% of the federal poverty level 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 71 of the 75 SCSEP grantees. (The State of Maine did not have a grant in PY 2018 and thus is not included in the count of 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 served by SCSEP: Black, American Indian, Asian, Pacific Islander, and Hispanic. Hispanic was determined by whether an individual identified as Hispanic or 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 3.2% among all ages, and only less than 1% of all those 55 and over and at or below 125% of the federal poverty level. For SCSEP, the number is even smaller: less than one percent of participants identified as having more than one racial category. 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 groups of SCSEP grantees:

- The nationwide SCSEP program as a whole;
- State grantees and national grantees, individually and as groups; and
- 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 the grantee and national grantee by state levels 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.

As was the case for the PY 2011-PY 2017 Minority Reports, 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. For each grantee, the averages for each minority category in a state were calculated by multiplying the grantee's authorized positions in each county by the percentage of the minority category in the population for that county, summing the weighted percentages 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 grantees 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, a significantly lower rate of SCSEP participation by a minority category with regard to a program operated by a grantee 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 a program's practices have an adverse impact on minority groups. It is also the standard employed by DOL to assess whether SCSEP grantees have substantially met their performance goals. Although instances of a significantly higher rate of participation by minorities are noted in Volume I, significantly higher rates are not highlighted or otherwise noted in the tables in the appendices in Volume II. For SCSEP at the nationwide level, as well as for national grantees as a group and state grantees as a group, a significantly lower rate of participation is identified based on the single test of statistical significance at the .05 level.

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 the associated participation rates 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 Census population estimate for a minority category is less than 1% and there are fewer than 200 individuals in that minority category, no significantly lower rate of participation is indicated.



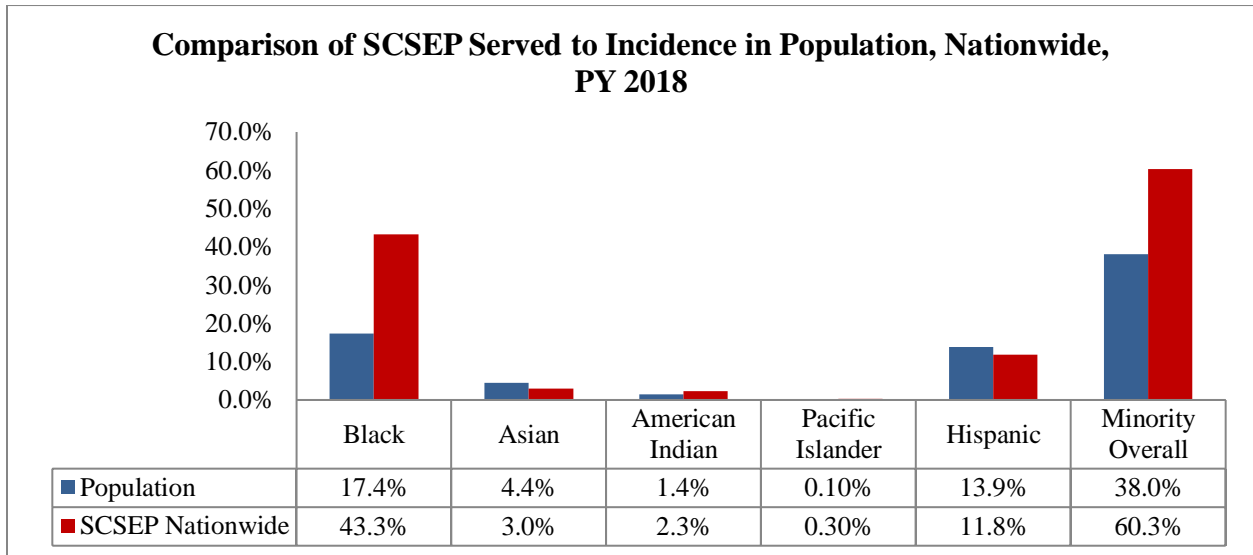
## **Limitations of the Analysis**

There are three major limitations to this 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 1.2% and 26%. The use of county level data can increase the margin of error to between .007% and over 52% 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. The analyses for this year and the last seven years use weighted county level data rather than unweighted state data from the ACS; therefore, comparison with results for years prior to PY 2011 should not be made.
3. The focus of these analyses is whether any minority category had a significantly lower rate of participation in SCSEP. No effort was made to analyze the various factors that could have affected the participation rate, 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 had a significantly lower rate of participation for Asians and Hispanics; SCSEP had a significantly higher rate of participation for Blacks, American Indians, Pacific Islanders, and minorities overall. The differences noted in Chart 1 are all statistically significant at the .05 level. The results are the same as for PY 2013 through PY 2017.

Chart 2

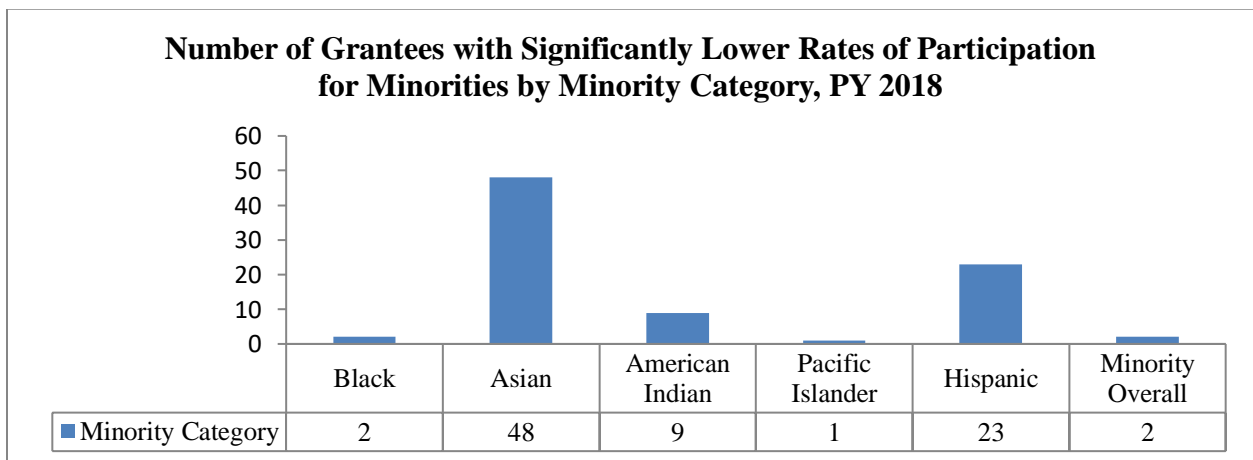


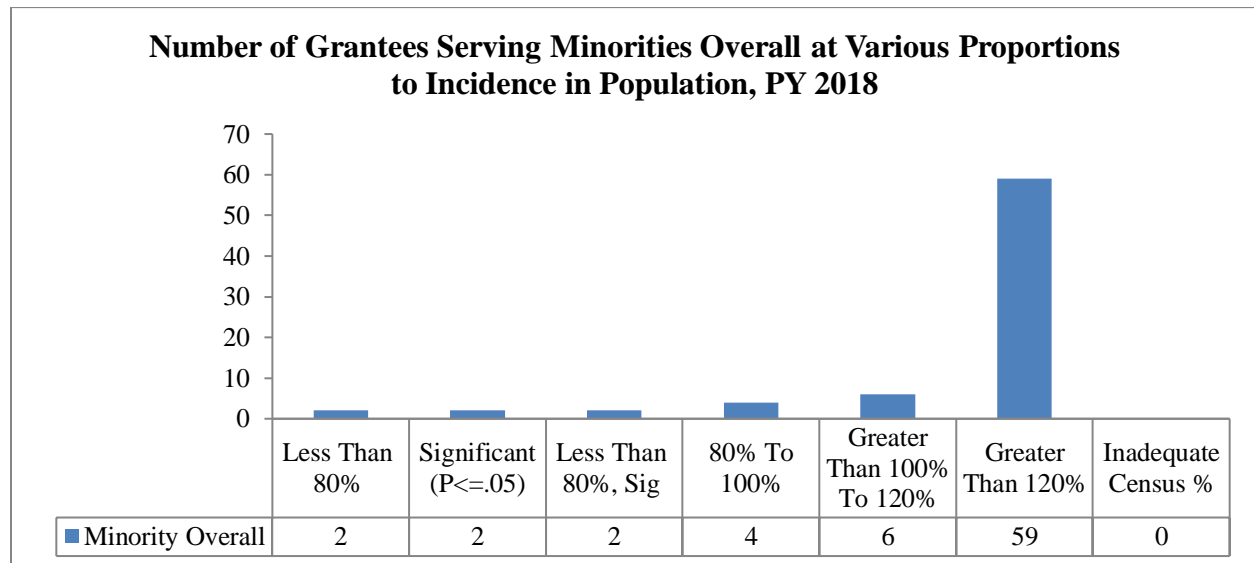
Chart 2 shows the number of individual grantees that serve less than 80% of a minority category where the difference is also significant at the .05 level. From PY 2017 to PY 2018, the number of grantees with a significantly lower participation rate for Asians remained the same at forty-eight; grantees with a significantly lower rate for American Indians increased from five to nine; grantees

with a significantly lower rate for Hispanics decreased from twenty-eight to twenty-three; grantees with a significantly lower rate for Blacks decreased from three to two; and grantees with a significantly lower rate for minorities overall increased from zero to two. The number of grantees with significantly lower rates for Pacific Islanders (1) remained the same.

### Analysis by Minority Category

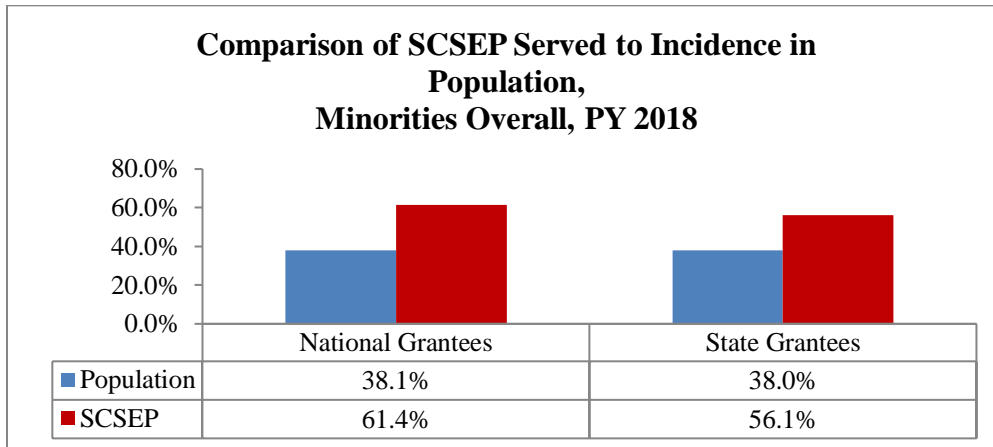
For minorities overall and for each minority category, six charts below present the number and percent of individual grantees that serve less than 80% of the proportion of that minority group in the population, as well as those serving 80% to 100%, greater than 100% to 120%, and greater than 120% of the proportion of that minority group in the population. Each of these charts is followed by an additional chart showing the analysis for state grantees and national grantees in the aggregate.

Chart 3



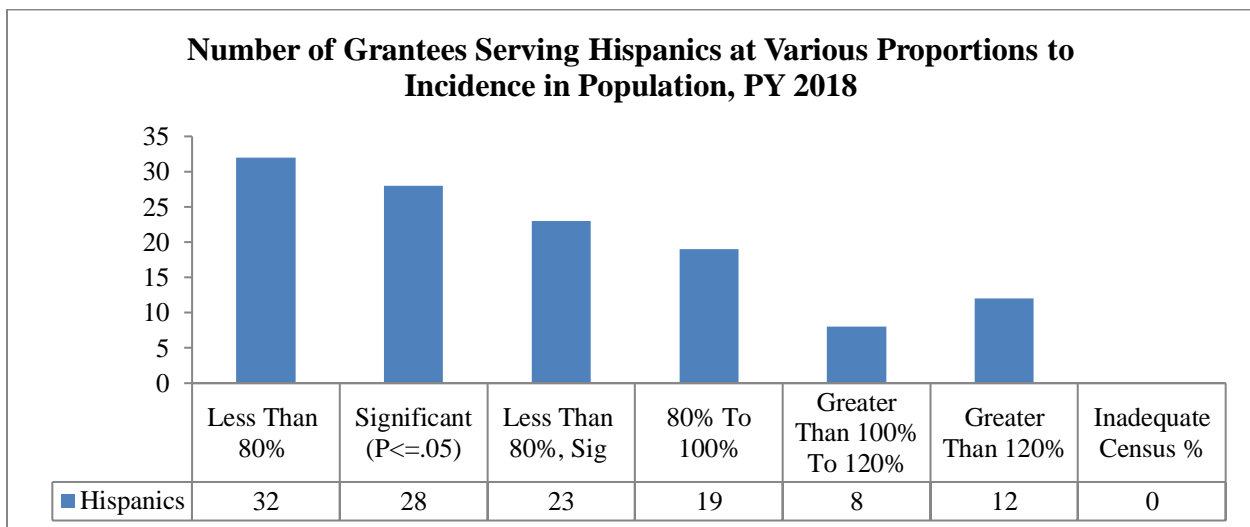
Two grantees (New Mexico and Vermont), had a significantly lower rate of participation for minorities overall, an increase from zero in PY 2017. Four grantees served minorities at 80-100% of their incidence in the population, an increase of one from PY 2017. Fifty-nine grantees served minorities at over 120% of their incidence in the population, a decrease of two from PY 2017 (63). None of the 71 grantees in PY 2018 had Census estimates that were 0% or too small to permit analysis.

Chart 4



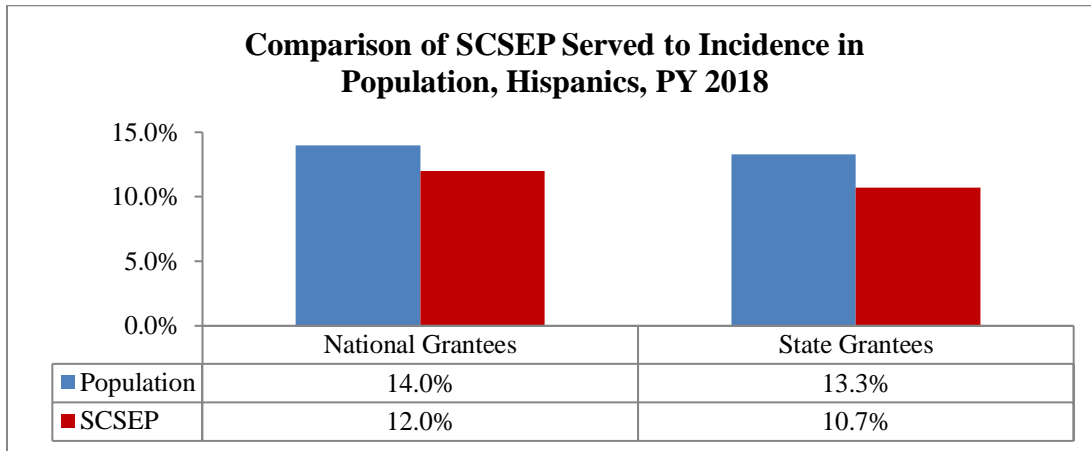
Both state grantees and national grantees as groups had a significantly higher rate of participation for minorities overall than for non-minorities. These differences are significant at the .05 level. The difference in rates of participation between national and state grantees is also significant.

Chart 5



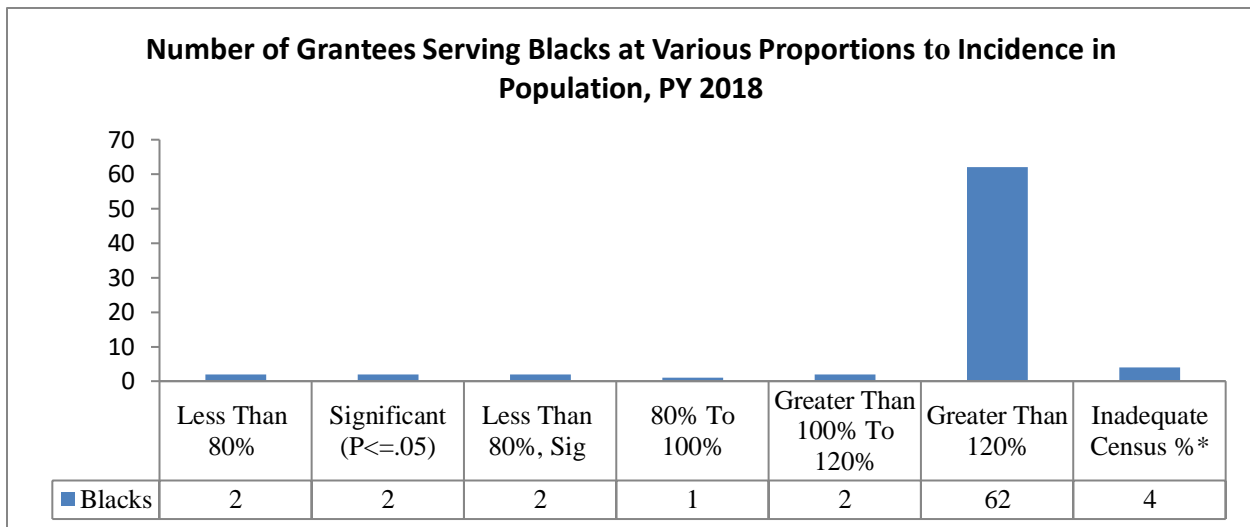
Twenty-three grantees had significantly lower participation rates for Hispanics (less than 80% of the incidence of Hispanics in the population and statistically significant at the .05 level): Easter Seals, IID [S], NAPCA[S], NAPCA[G], NCOA, NUL, SSAI, The WorkPlace, VANTAGE, Alaska, Connecticut, Illinois, Kansas, Missouri, Nevada, New Jersey, New Mexico, North Dakota, South Carolina, South Dakota, Texas, Vermont, and Washington. The number of grantees with a significantly lower rate for Hispanics decreased by five from PY 2017 (28). Twelve grantees served more than 120% of the proportion of Hispanics in the population, one less than in PY 2015 through 2017. None of the 71 grantees had Census estimates that were 0% or too small to permit analysis.

Chart 6



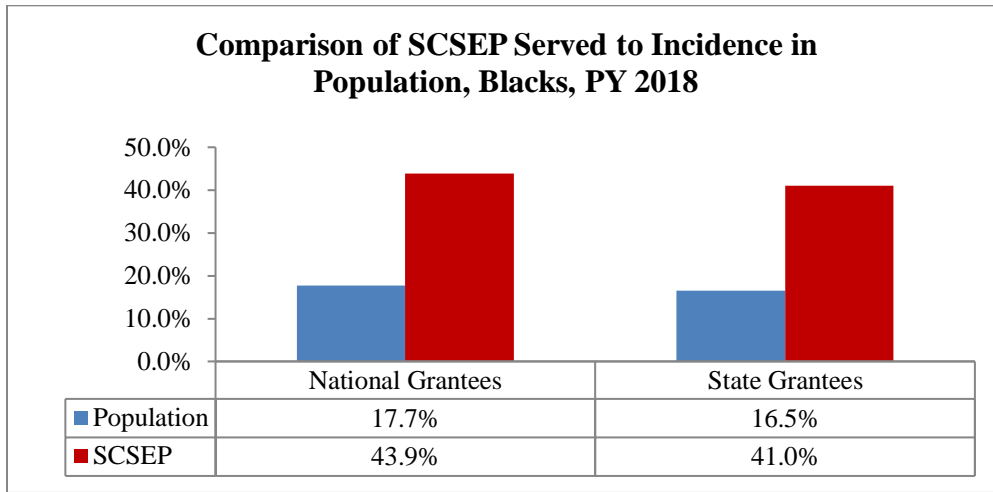
As in PY 2014 to 2017, both national and state grantees as a group had significantly lower participation rates for Hispanics at the .05 level. The difference in participation rates between national and state grantees is also significant.

Chart 7



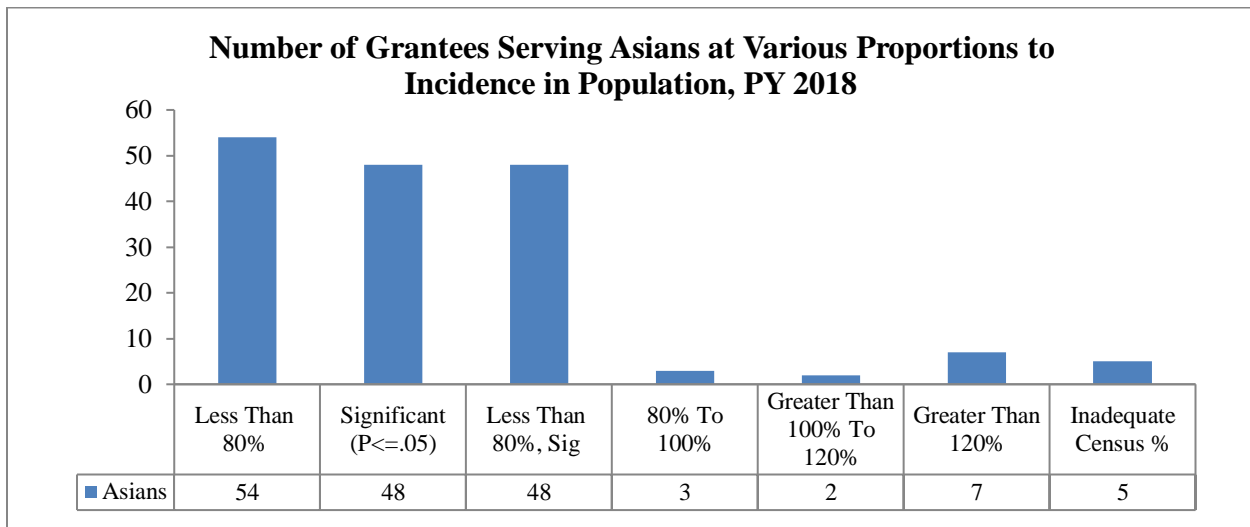
Two grantees (NAPCA [S], and New Mexico) had a significantly lower rate of participation for Blacks (less than 80% of the proportion of Blacks in the population with significance at the .05 level), a decrease of one from PY 2017. Sixty-two grantees served 120% or more of the proportion of Blacks in the population, a decrease of one from PY 2017. Four grantees had Census estimates that were 0% or too small to permit analysis, the same as in PY 2017 and 2016.

Chart 8



As was true in PY 2017, 2016, and 2015, both state and national grantees had a significantly higher rate of participation for Blacks; these differences are significant at the .05 level. The difference in participation rates between national and state grantees is also significant.

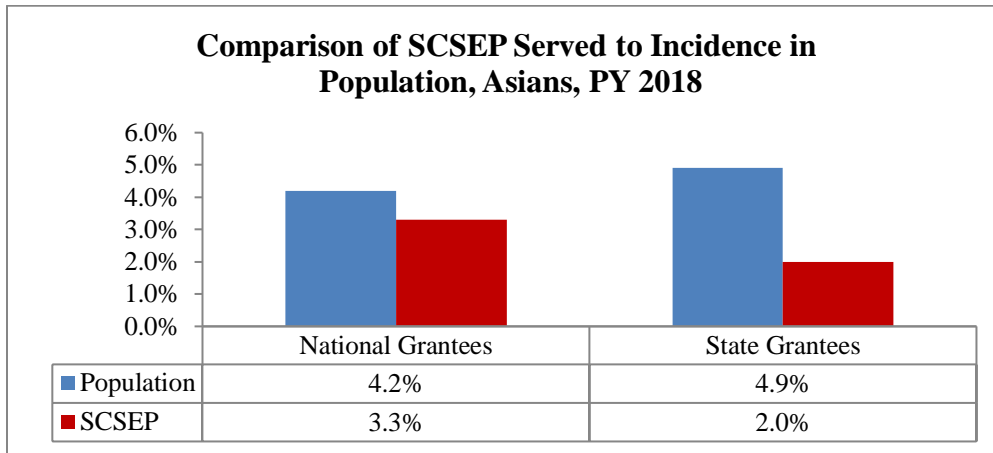
Chart 9



Forty-eight grantees had significantly lower participation rates for Asians (less than 80% of the incidence of Asians in the population and statistically significant at the .05 level): AARP, ANPPM, ATD, Easter Seals, Experience Works, Goodwill Industries, IID[S], National Able Network, NCBA, NCOA, NICOA[S], NOWCC, NUL, OAGB, SER, The WorkPlace, VANTAGE, Alabama, Alaska, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, New Hampshire, New Jersey, New Mexico, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Vermont, and Washington. This is the same as in PY 2017. Seven grantees served more than 120% of the proportion of Asians in the population, an

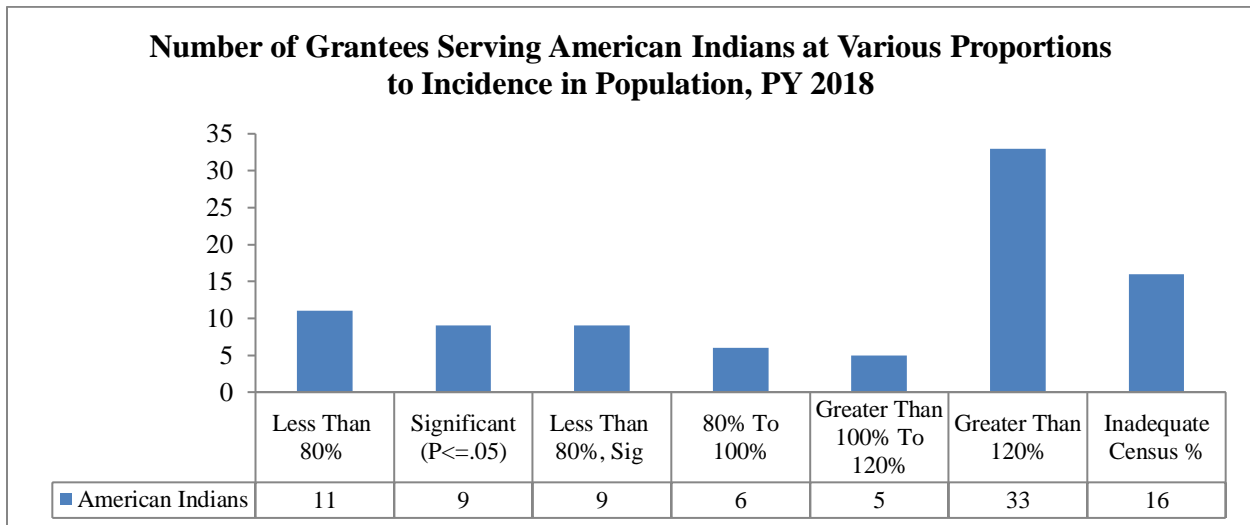
increase of two from PY 2017, 2016 and 2015. Five of the 71 grantees had Census estimates that were 0% or too small to permit analysis, a decrease from six in PY 2017.

Chart 10



Both national and state grantees had significantly lower participation rates for Asians at the .05 level. As in PY 2014 - PY 2017, the difference in participation rates between national grantees and state grantees remains significant.

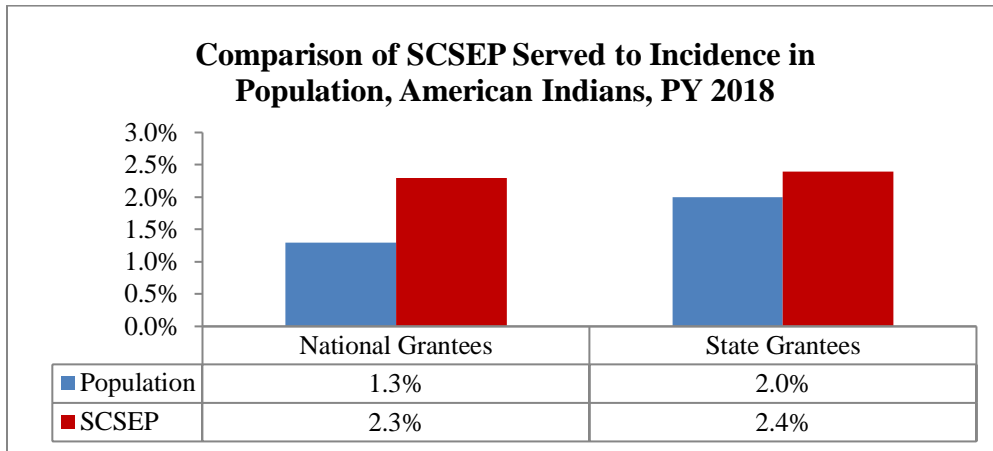
Chart 11



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 2018 are very small. Nine grantees served less than 80% of the proportion of American Indians in the population at the .05 level: NAPCA[S], Arizona, Delaware, District of Columbia, Louisiana, Massachusetts, Rhode Island, Tennessee, and Vermont. This is an increase of four from PY 2017. Thirty-three grantees served more than 120% of the proportion of American Indians in the population, a decrease of one

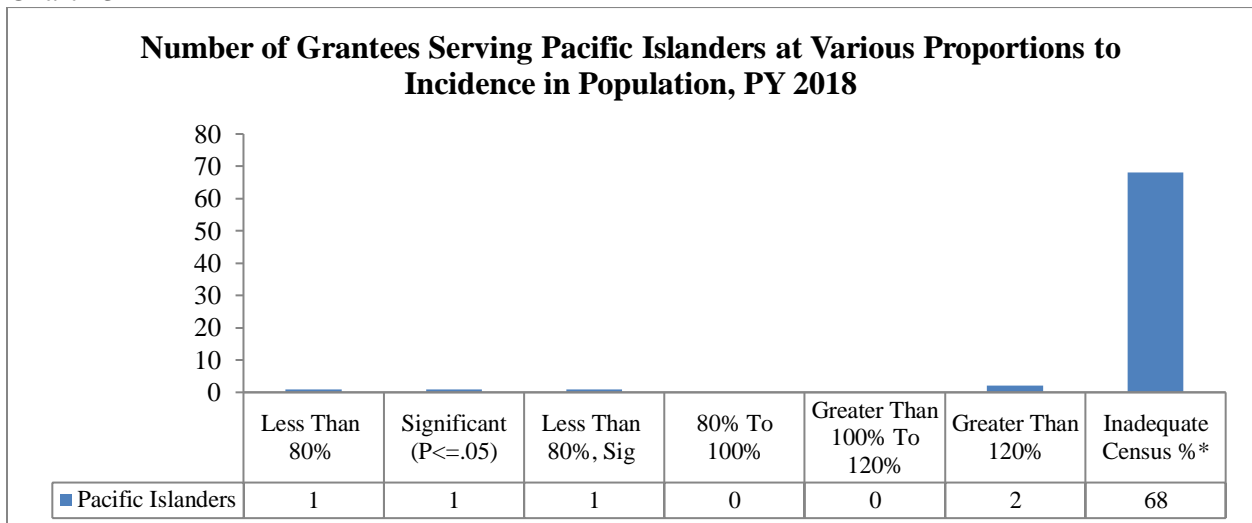
from PY 2017. Sixteen of the 71 grantees had Census estimates that were 0% or too small to permit analysis, a decrease of four from PY 2017.

Chart 12



As in PY 2017, 2016, and PY 2015, both national grantees and state grantees (as groups) substantially over-served American Indians; these differences are significant at the .05 level. The difference in participation rates between national grantees and state grantees is not statistically significant.

Chart 13

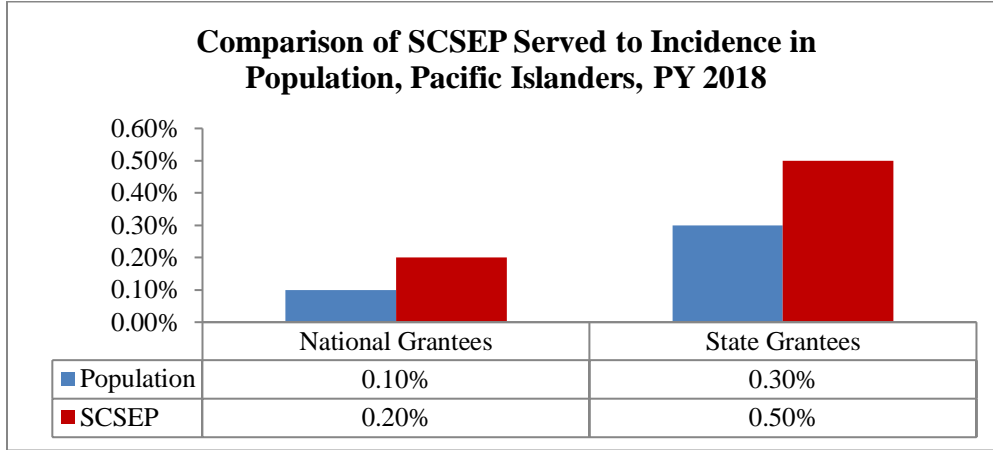


There are many grantees operating in states that have a very small number of Pacific Islanders; Census sample sizes for elderly Pacific Islanders in poverty for PY 2018 are very small. One grantee (Nevada) served less than 80% of the proportion of Pacific Islanders in the population at the .05 level (the same as PY 2017, 2016, and 2015). Two grantees served more than 120% of the



proportion of Pacific Islanders in the population, the same as in PY 2017. Sixty-eight grantees had Census estimates that were 0% or too small to permit analysis, a decrease from 69 in PY 2017.

Chart 14

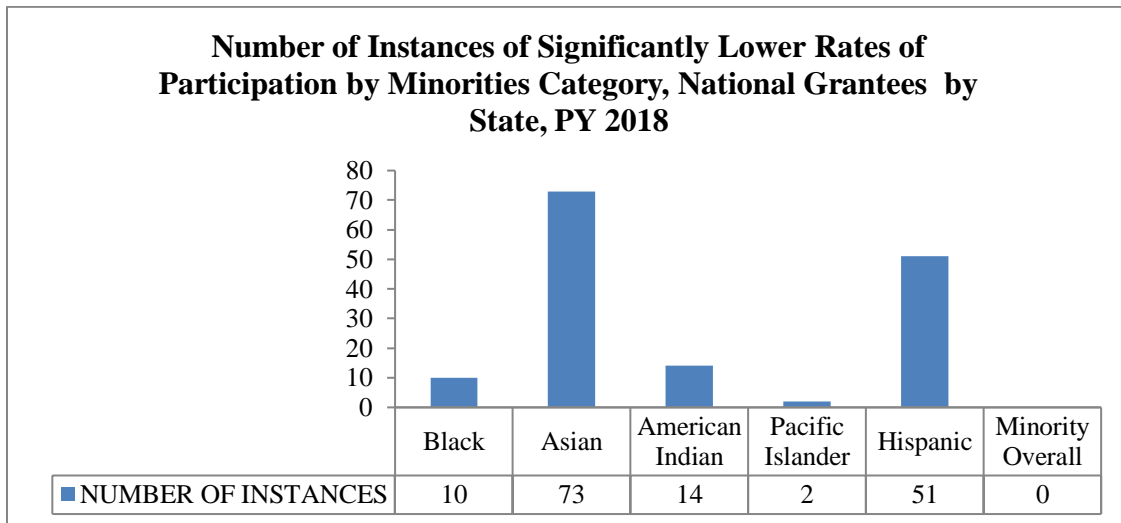


Both national grantees and state grantees had a significantly higher rate of participation for Pacific Islanders. The difference in participation rates between national grantees and state grantees is statistically significant, as was also true in PY 2014-PY 2017.

## National Grantees by State Analysis

Chart 15 shows the number of instances of significantly lower participation rates by national grantees in individual states for each minority category while Chart 16 shows the percent of instances of significantly lower participation rates for each category.<sup>1</sup> As seen in Table 1 below, out of a possible 762 instances of service (counting as an instance the six minority categories in each of the 127 states in which the national grantees operated), there were 150 instances, or 19.7% of all possible instances, where significantly lower participation rates occurred. Significantly lower rates of participation, as shown in Chart 16, occurred most often in the Asian and Hispanic categories. The number of significantly lower participation rates shown in Chart 15 decreased for Hispanics from fifty-four in PY 2017 to fifty-one in PY 2018; it increased for Asians from seventy in PY 2017 to seventy-three in PY 2018.

Chart 15



<sup>1</sup> Due to the national grantee competition in PY 2016, the number of possible instances decreased to from PY 2015. For that reason, it is possible to compare the rate of underservice in PY 2016 and later years with the rate in PY 2015 and earlier, but it is not possible to compare the number of instances of under-service in the two time periods.

Chart 16

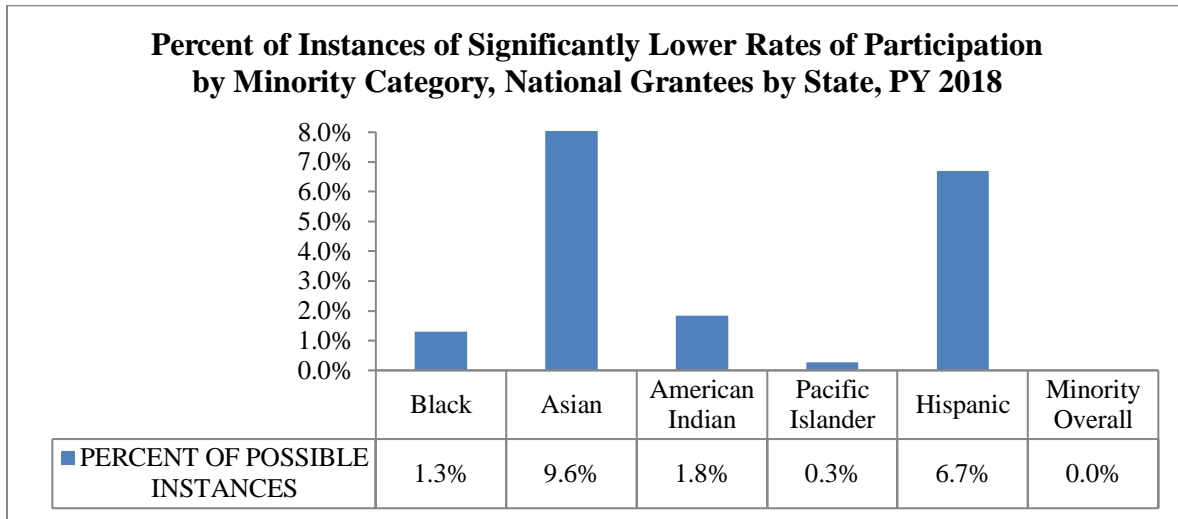


Table 1 (on the next page) shows the instances of significantly lower participation rates (less than 80% and statistically significant) for each national grantee, by minority category, and provides the percentage of possible instances for each national grantee. Three national grantees had significantly lower participation rates in 0% up to 10% of the possible instances, seven grantees had significantly lower participation rates in more than 10% up to 20% of the possible instances, seven grantees had significantly lower rates of participation in more than 20% up to 30% of the possible instances, and three grantees had significantly lower participation rates in 30% or more of the possible instances.

Table 1

Grantees	Black	Asian	American Indian	Pacific Islander	Hispanic	Minority Overall	Total Instances of Lower Participation Rate	Total Possible Instances	Percent of Possible Instances
AARP	0	11	2	0	10	0	23	84	27.4%
ANPPM	2	5	3	NA	0	0	10	30	33.3%
ATD	0	2	0	NA	0	0	2	24	8.3%
Easter Seals	0	6	0	1	2	0	9	54	16.7%
Experience Works	0	2	0	NA	0	0	2	36	5.6%
Goodwill	0	1	0	0	2	0	3	54	5.6%
IID [S]	1	3	0	NA	1	0	5	24	20.8%
National ABLE	0	3	0	NA	0	0	3	24	12.5%
NAPCA [S]	6	0	4	1	7	0	18	42	42.9%
NAPCA [G]	1	0	0	0	3	0	4	18	22.2%
NCBA	0	6	2	NA	4	0	12	54	22.2%
NCOA	0	5	2	NA	5	0	12	72	16.7%
NICOA [S]	0	4	0	NA	3	0	7	48	14.6%
NOWCC	0	1	0	NA	0	0	1	6	16.7%
NUL	0	6	0	NA	3	0	9	36	25.0%
OAGB	0	2	NA	NA	0	0	2	12	16.7%
SER	0	4	0	NA	1	0	5	36	13.9%
SSAI	0	8	1	NA	7	0	16	78	20.5%
The WorkPlace	0	3	0	NA	2	0	5	24	20.8%
VANTAGE	0	1	NA	NA	1	0	2	6	33.3%
Totals	10	73	14	2	51	0	150	762	19.7%

## ***Part II: Outcomes: Employment in Q2, Employment in Q4, and Median Earnings***

### **Methodology**

These analyses are based on the data that were used to construct the Final PY 2018 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 experienced employment outcomes between July 1, 2018, and June 30, 2019.

The three employment outcome measures used for the PY 2018 analyses of employment in the second quarter after the exit quarter (“Q2”), employment in the fourth quarter after the exit quarter (“Q4”), and median earnings – instead of the three Common Measures used in all prior reports. These new measures are among the SCSEP core measures implemented on July 1, 2018, to comply with the 2016 amendments to the Older Americans Act. Although these new measures are defined differently from the measures used in all prior reports, the approach for determining disparities in outcomes is unchanged and thus allows comparison of the PY 2018 results with those of prior years.

The Q2 employment rate is defined as the percentage of exiters employed in the second quarter after the exit quarter. It is calculated by counting as employed any exiter with employment earnings during that quarter. The Q4 employment rate is defined as the percentage of exiters employed in the fourth quarter after the exit quarter. It is calculated by counting as employed any exiter with employment earnings during that quarter. The median earnings measure is calculated for those employed in the second quarter after the exit quarter. All wages for this measure are arrayed in order, from the lowest value to the highest; the value in the middle of this array is the median earnings value.

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 part of any racial or ethnic minority. The rates of employment in Q2 and employment in Q4 are tested using Fisher’s exact test with an adjustment for multiple comparisons (Bonferroni) 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 100<sup>2</sup>, the difference is considered statistically significant. The Wilcoxon test is used for the median earnings measure. The Wilcoxon test is a non-parametric alternative to the paired t-test. Both Fishers’ and Wilcoxon tests are two-sided tests with significance level  $p < 0.05$ , meaning there were fewer than 5 chances in 100 that the result would have occurred by chance. All test results are provided in the appendices located in Volume II.

This report focuses on 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

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

Volume I or highlighted in the tables in Volume II. The only exception to this approach is for the reporting of the aggregate results at the nationwide, national grantee and state grantee levels in Volume I. In those cases, the summary text and the italicized bullets next to each chart also note where a racial group, Hispanics, or minorities overall have significantly more positive rates than the non-minority group in regard to any of the employment outcomes.

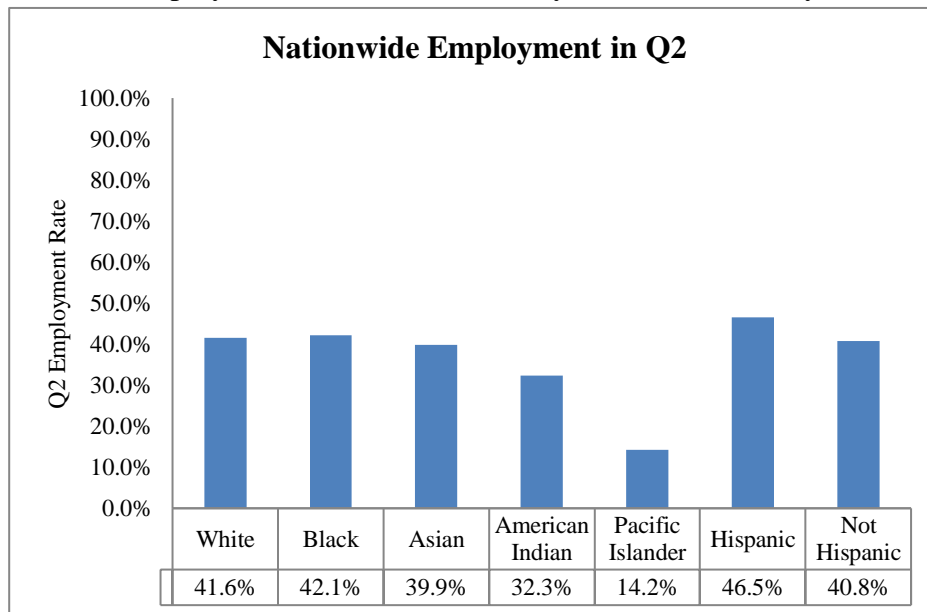
There are several special features of the way data are displayed in the tables in Volume II. Where there are small numbers of any category in an analysis, the observed difference in percentages for a particular outcome may look substantive but may nonetheless have occurred by chance; those cells in the 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 zeroes in that row. In some instances, there are slight discrepancies between the reported outcomes (a fraction of a percent or, for median 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*.

## Employment in Q2<sup>3</sup>

The first chart presents the employment in Q2 rates for each racial and ethnic category for all grantees nationwide in PY 2018. 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 as groups.

The PY 2018 results for Charts 1-4 show that Whites were employed in Q2 significantly more often than American Indians at the nationwide and national grantee level; and Whites were employed in Q2 significantly more often than Pacific Islanders at the nationwide and state grantee level. At all three levels, Hispanics were employed in Q2 significantly more often than non-Hispanics. Minorities were employed in Q2 significantly more often than non-minorities at the nationwide and national grantee levels.

Chart 1: Employment in Q2 Nationwide by Race and Ethnicity

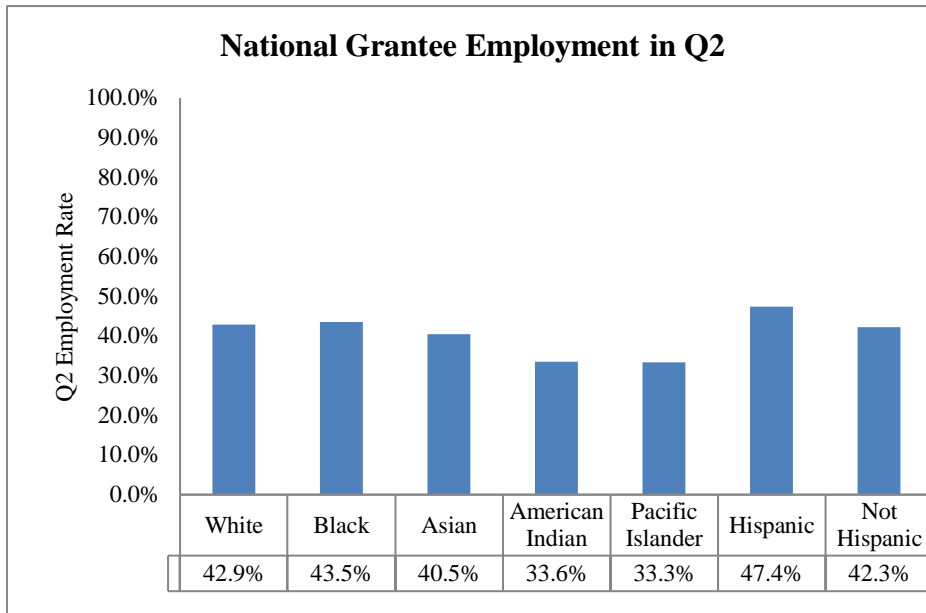


- Whites were employed in Q2 significantly more often than American Indians and Pacific Islanders.

- Hispanics were employed in Q2 significantly more often than non-Hispanics.

<sup>3</sup> In the analyses of Q2 and Q4 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 the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority category.

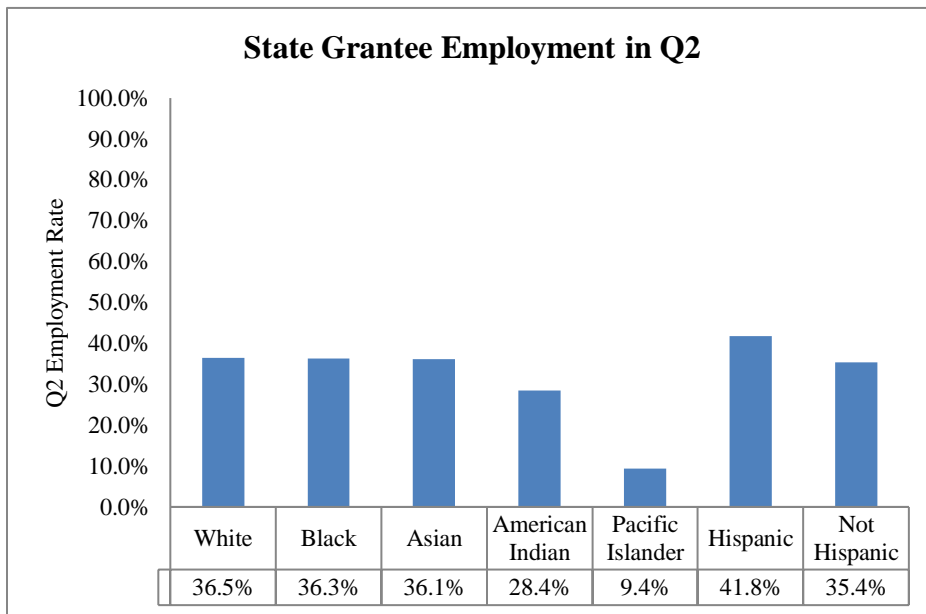
Chart 2: Employment in Q2 National Grantee by Race and Ethnicity



•Whites were employed in Q2 significantly more often than American Indians.

•Hispanics were employed in Q2 significantly more often than non-Hispanics.

Chart 3: Employment in Q2 State Grantee by Race and Ethnicity

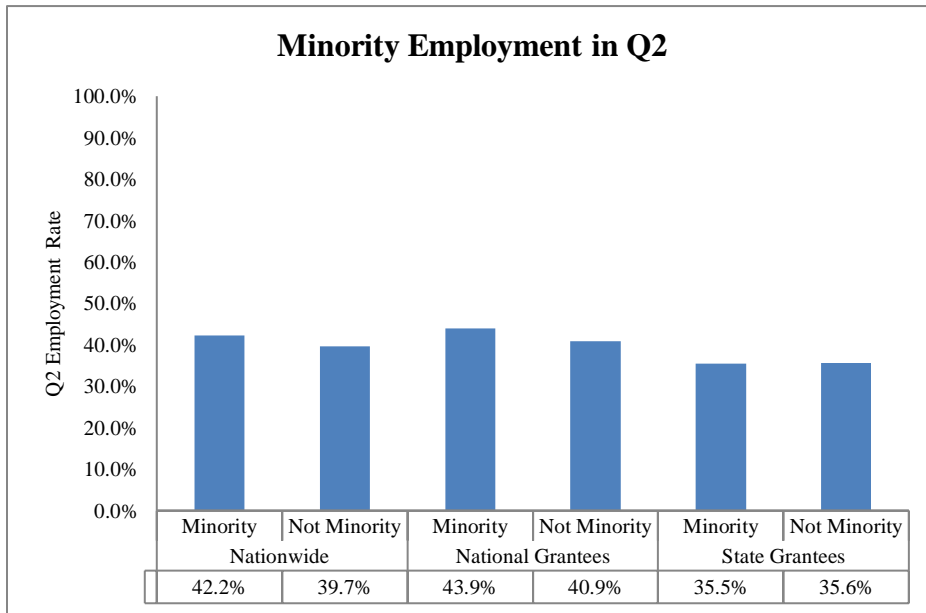


•Whites were employed in Q2 significantly more often than Pacific Islanders.

•Hispanics were employed in Q2 significantly more often than non-Hispanics.



Chart 4: Employment in Q2 for All Grantee Groups, Minority Analysis



• *Nationwide and among national grantees minorities were employed in Q2 significantly more often than non-minorities.*

### Individual Grantees

The following individual grantees have minorities experiencing a disadvantage compared to non-minorities in regard to employment in Q2:

- AARP: Blacks were employed significantly less often than Whites.
- Illinois: Blacks were employed significantly less often than Whites.
- SSAI: Hispanics were employed significantly less often than non-Hispanics.
- The WorkPlace: Hispanics were employed significantly less often than non-Hispanics.
- Maryland: Minorities were employed significantly less often non-minorities.

Grantees experienced five (5) instances of significant differences in Q2 employment in PY 2018; grantees experienced ten (10) instances of significant differences in entered employment in PY 2017.

### 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 for 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 Employment in Q2 for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

<b>Grantee/State</b>	<b>Race and Ethnicity<sup>4</sup></b>	<b>Minority Overall<sup>5</sup></b>
AARP/Arkansas	Black	X
AARP/Pennsylvania	---	X
AARP/Washington	---	X
AARP/Texas	Black	---
ANPPM/Pennsylvania	Hispanic	---
Easter Seals/Ohio	Black	X
NCOA/California	Asian	---
NUL/Florida	---	X
SER/Wisconsin	Black	X
SSAI/New York	---	X

There were thirteen (13) instances of any minority category being disadvantaged in regard to employment in Q2 in PY 2018; there were eleven (11) instances of any minority category being disadvantaged in regard to entered employment in PY 2017.

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

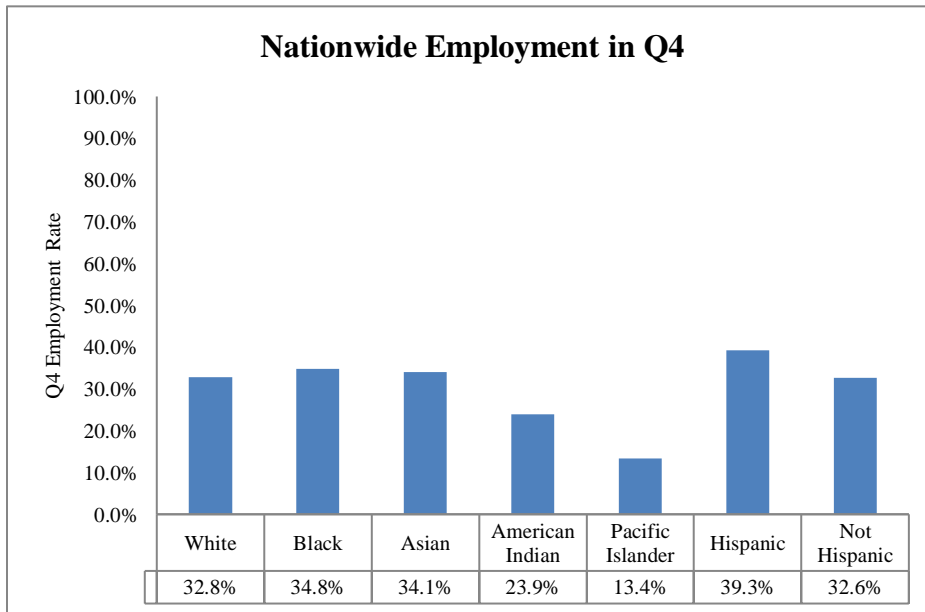
<sup>5</sup> All minority race and ethnic categories are compared to Whites who are not Hispanic.

## Employment in Q4<sup>6</sup>

Chart 5 presents employment in Q4 for all grantees nationwide in PY 2018. Charts 6 and 7 present employment in Q4 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. The PY 2018 results for Charts 5-7 show that Whites were employed in Q4 significantly more often than American Indians at the nationwide and national level; and Whites were employed in Q4 significantly more often than Pacific Islanders at the nationwide and state level. At all three levels Hispanics were employed in Q4 significantly more often than non-Hispanics.

The analysis in Chart 8 is broader in nature, comparing all minorities to non-minorities: minorities were employed in Q4 significantly more often than non-minorities nationwide and among national grantees.

Chart 5: Employment in Q4 Nationwide by Race and Ethnicity

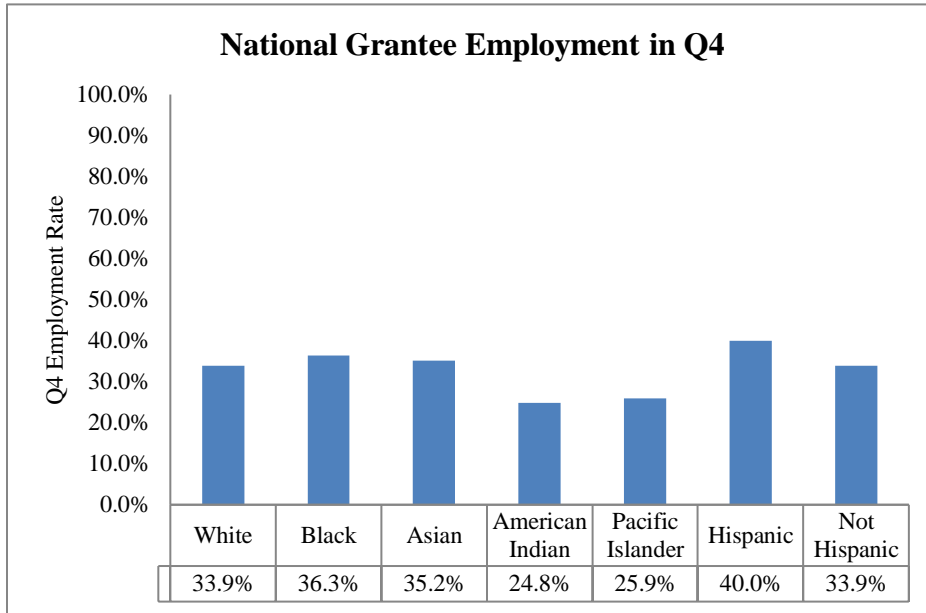


•Whites were employed in Q4 significantly more often than American Indians and Pacific Islanders.

•Hispanics were employed in Q4 significantly more often than non-Hispanics.

<sup>6</sup> 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 the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority.

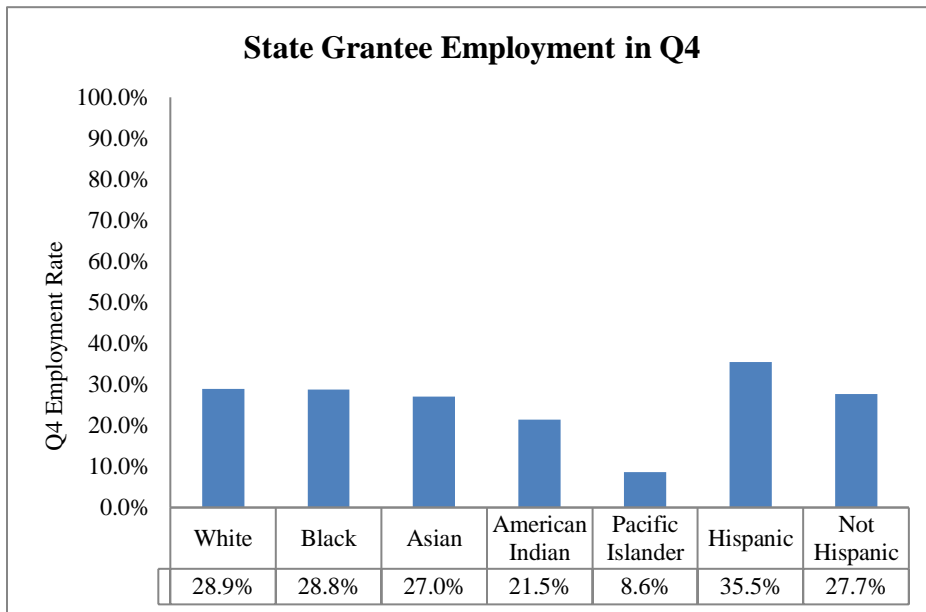
Chart 6: Employment in Q4 for National Grantees by Race and Ethnicity



•Whites were employed in Q4 significantly more often than American Indians.

•Hispanics were employed in Q4 significantly more often than non-Hispanics.

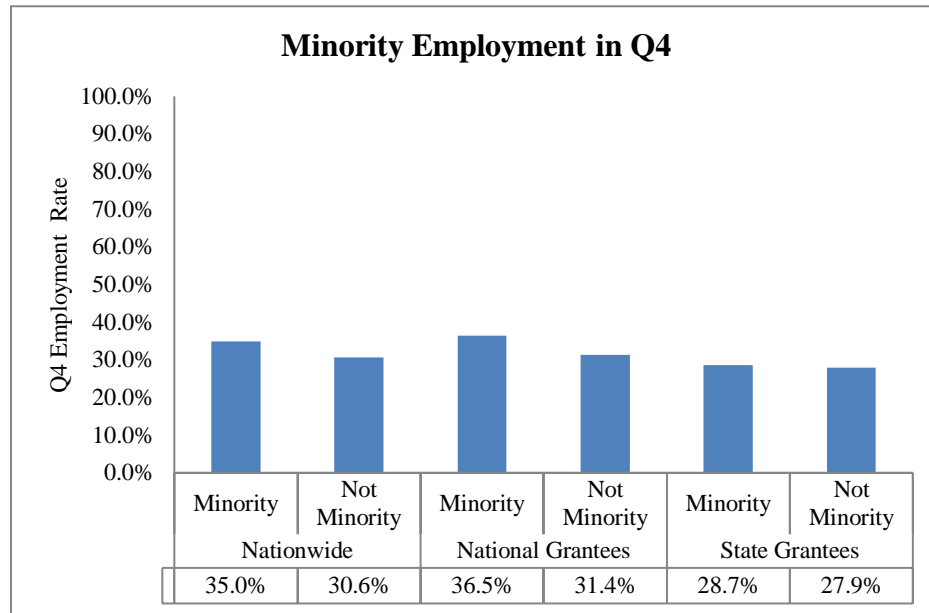
Chart 7: Employment in Q4 for State Grantees by Race and Ethnicity



•Whites were employed in Q4 significantly more often than Pacific Islanders.

•Hispanics were employed in Q4 significantly more often than non-Hispanics.

Chart 8: Employment in Q4 for All Grantee Groups, Minority Analysis



• *Nationwide and among national grantees, minorities were employed in Q4 significantly more often than non-minorities.*

### Individual Grantees

The following individual grantees have minorities experiencing a disadvantage compared to non-minorities in regard to employment in Q4:

- AARP: Blacks were employed significantly less often than Whites.
- NUL: Hispanics were employed significantly less often than non-Hispanics.
- IID[S]: Minorities were employed significantly less often than non-minorities.
- Maryland: Minorities were employed significantly less often than non-minorities.
- New Jersey: Minorities were employed significantly less often than non-minorities.
- Wisconsin: Minorities were employed significantly less often than non-minorities.

Grantees experienced six (6) instances of significant differences in Q4 employment in PY 2018; grantees experienced one (1) instance of significant differences in employment retention in PY 2017.

### 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 for each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported in the table on the next page.

Table 2: Disparities in Employment in Q4 for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

<b>Grantee/State</b>	<b>Race and Ethnicity<sup>7</sup></b>	<b>Minority Overall<sup>8</sup></b>
<b>AARP/Florida</b>	---	X
<b>AARP/Nevada</b>	---	X
<b>AARP/Texas</b>	Black	---
<b>NCOA/Georgia</b>	Black	X
<b>NUL/Florida</b>	Hispanic	X
<b>SER/Wisconsin</b>	---	X

There were eight (8) instances of any minority category being disadvantaged in regard to employment in Q4 in PY 2018; there were four (4) instances of any minority category being disadvantaged in regard to employment retention in PY 2017.

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

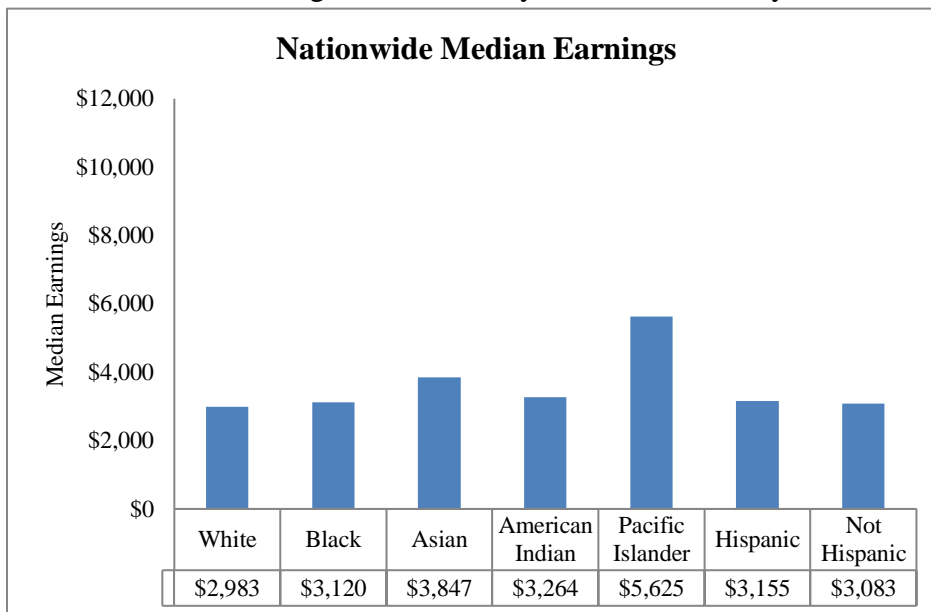
<sup>8</sup> All minority race and ethnic categories are compared to Whites who are not Hispanic.

## Median Earnings<sup>9</sup>

Median earnings for SCSEP participants are reported only when the individual participants have employment in the second quarter after the exit quarter. All wages for this measure are arrayed in order, from the lowest value to the highest; the value in the middle of this array is the median earnings value.

Chart 9 presents the median earnings by race and ethnicity for all grantees nationwide in PY2018; Charts 10 and 11 present median earnings by race and ethnicity 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 Hispanic and non-Hispanic and between minorities and non-minorities. Chart 12 presents median earnings for minorities overall for all three groups of grantees. The results for Charts 9-12 show no significant differences in median earnings for any racial or minority category for all three groups of grantees.

Chart 9: Median Earnings Nationwide by Race and Ethnicity

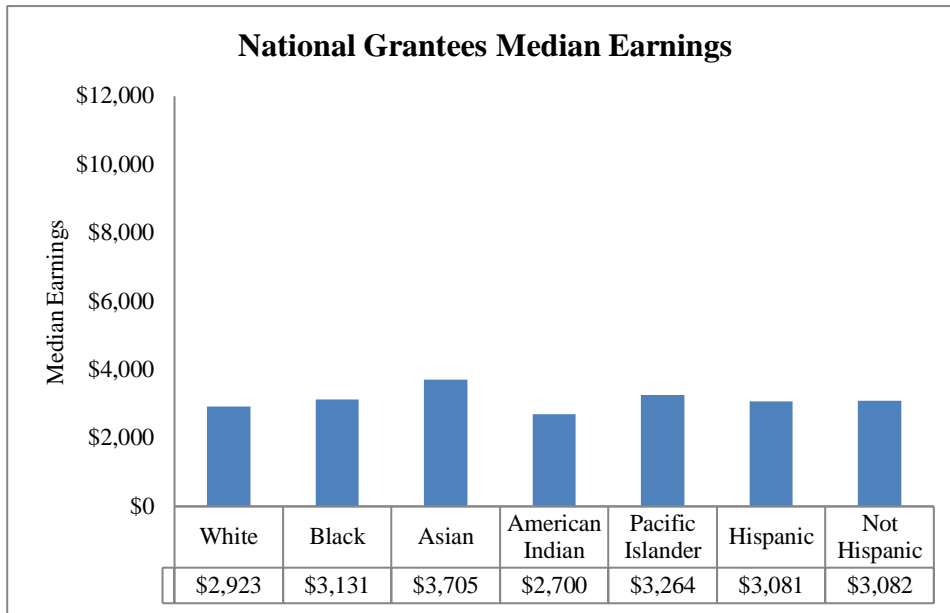


• There were no significant differences in median earnings between Whites and other groups.

• There were no significant differences in median earnings between Hispanics and non-Hispanics.

<sup>9</sup> In the following analyses, differences between group median earnings are only reported when there is a statistically significant difference in the median based on the Wilcoxon test, and (except for the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority.

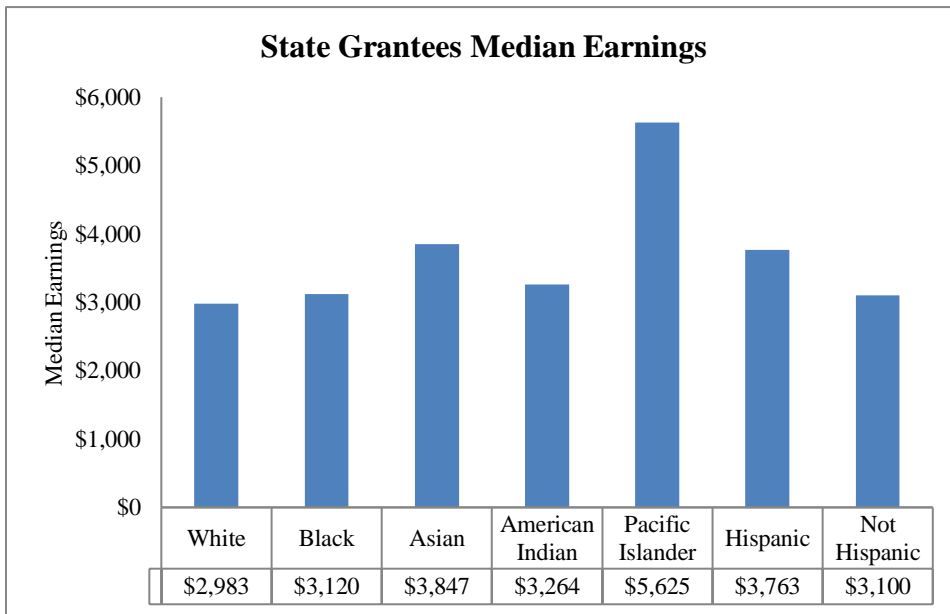
Chart 10: Median Earnings for National Grantees by Race and Ethnicity



• There were no significant differences in median earnings between Whites and other groups.

• There were no significant differences in median earnings between Hispanics and non-Hispanics.

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

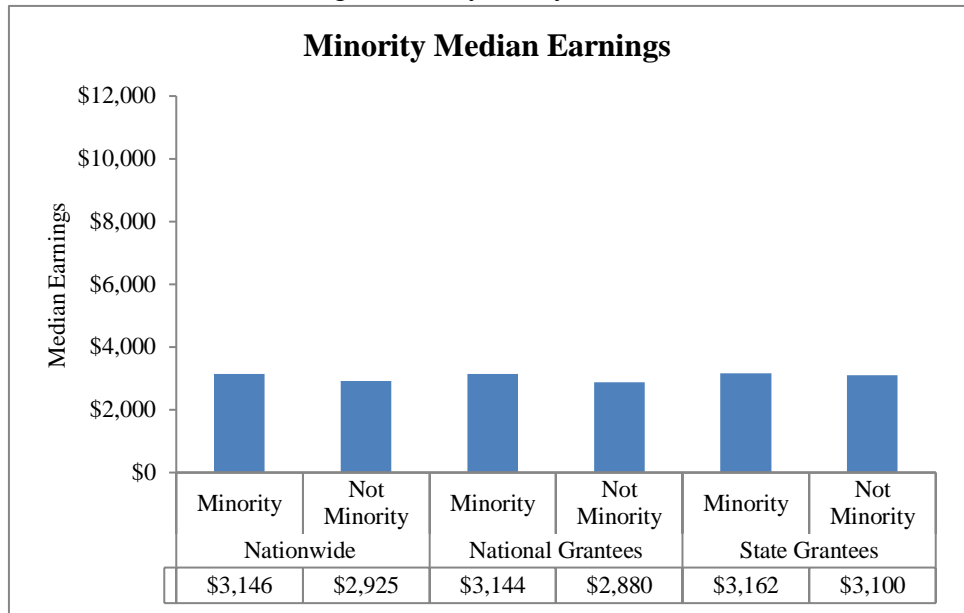


• There were no significant differences in median earnings between Whites and other groups.

• There were no significant differences in median earnings between Hispanics and non-Hispanics.



Chart 12: Median Earnings Minority Analysis



• *There were no significant differences in median earnings at the nationwide, national grantee, or state grantee levels.*

**Individual Grantees**

The following individual grantee has minorities that experienced a disadvantage compared to non-minorities in regard to median earnings:

- Missouri: Blacks earned significantly less on average than Whites.

Grantees experienced one (1) instance of significant differences in median earnings for any minority category in PY 2018; grantees experienced four (4) instances of significant differences in average earnings for any minority category in PY 2017.

**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 for each national grantee in each of the individual states in which the national grantee operated. The results are reported in Table 3.

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

<b>Grantee/State</b>	<b>Race and Ethnicity<sup>10</sup></b>	<b>Minority Overall<sup>11</sup></b>
<b>AARP/Texas</b>	Black	---
<b>NCOA/New York</b>	---	X
<b>NUL/Florida</b>	Black	---
<b>SSAI/New York</b>	Asian	---
<b>The WorkPlace/Pennsylvania</b>	Black, American Indian	X

There were seven (7) instances of any minority category being disadvantaged in regard to median earnings in PY 2018; there were fourteen (14) instances of any minority category being disadvantaged in regard to average earnings in PY 2017.

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

<sup>11</sup> All minority race and ethnic categories are compared to Whites who are not Hispanic.