

**Senior Community Service Employment Program
Analysis of Service to Minority Individuals, PY 2014**

Volume I

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

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April 26, 2016**

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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 2014. It uses the same approach and analyses employed in the reports for PY 2006 through PY 2013. 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 2014 analysis 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 2010 through 2014. In this report, a significantly lower rate of SCSEP participation by a minority category with regard to a program operated by a grantee means that 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, a significantly higher rate of participation 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. 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 0.5 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 2013, 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 in the areas served by each grantee. See pages 5-6 for a full discussion of the data sources and methodology used.

Using this approach to the grantees' service areas based on the 2010-2014 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. Asians and Hispanics had significantly lower participation rates.
 - Two state grantees had a significantly lower participation rate for minorities overall.
 - Twenty-three grantees, seventeen state grantees and six national grantees, had significantly lower participation rates for Hispanics. State grantees and national grantees, as a group, had significantly lower participation rates for Hispanics.
 - One national grantees had a significantly lower participation rate for Blacks.
 - Thirty-nine grantees, twenty-seven state grantees and twelve national grantees, had significantly lower participation rates for Asians.
 - Five grantees, four 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 16.8% 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 2011–2014 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 provides a detailed look at racial disparity. Nationwide, Whites entered employment significantly more often American Indians and Pacific Islanders. Among national grantees as a group, Whites entered employment significantly more often than American Indians. Among state grantees as a group, Whites entered employment significantly more often than Blacks and Pacific Islanders. In addition, individual grantees showed six racial disparities in entered employment, a decrease from nine in PY 2013. All but one disparity was 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. One individual grantee showed ethnic disparity in entered employment, one less than in PY 2013.

Employment retention analyses at the nationwide level and among national grantees and state grantees showed that there were no significant differences between Whites and other races. One individual grantee showed a racial disparity for employment retention, an increase of one from PY 2013. In terms of ethnicity at the nationwide and national grantee levels, Hispanics achieved employment retention significantly more often than non-Hispanics. No individual grantee had disparities with regard to ethnicity.

Average earnings analyses at the nationwide and national grantee levels showed no disparities for any racial groups. At the state level, Whites earned significantly more on average than Pacific Islanders. Four individual grantees had disparities for race, four more than in PY 2013. Nationwide and among national grantees, there were significant differences in ethnicity; there was no significant difference at the state grantee level. One individual grantee showed ethnic disparity in average earnings, a decrease of two from PY 2013.

The final analysis for each of the employment measures compares all minorities against all non-minorities. For entered employment, at the nationwide, national grantee and state grantee levels, only state grantees showed minorities entering employment less often than non-minorities. Minorities entered employment less often than non-minorities within five individual grantees, two less than in PY 2013. Five individual grantees had disparities for entered employment, a decrease of two from PY 2013. For employment retention, there were no significant differences between minorities and non-minorities at the nationwide, national grantee or state grantee levels. One individual grantee showed a disparity between minorities and non-minorities for retained employment, the same as in PY 2013. There were no significant differences between minorities and non-minorities in average earnings at the nationwide, national grantee, or state grantee level. Three individual grantees had disparities in average earnings for minorities overall, the same number as in PY 2013.

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 2014. The other set of data, for the incidence of minority groups in the United States population, is the 2010-2014 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 68 of the 72 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 1.6% of all those 55 and over and at or below 125% poverty. For SCSEP, the number is even smaller: Less than 1% 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 categories 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 2012 and PY 2013 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. 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 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 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 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 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 0.5 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.

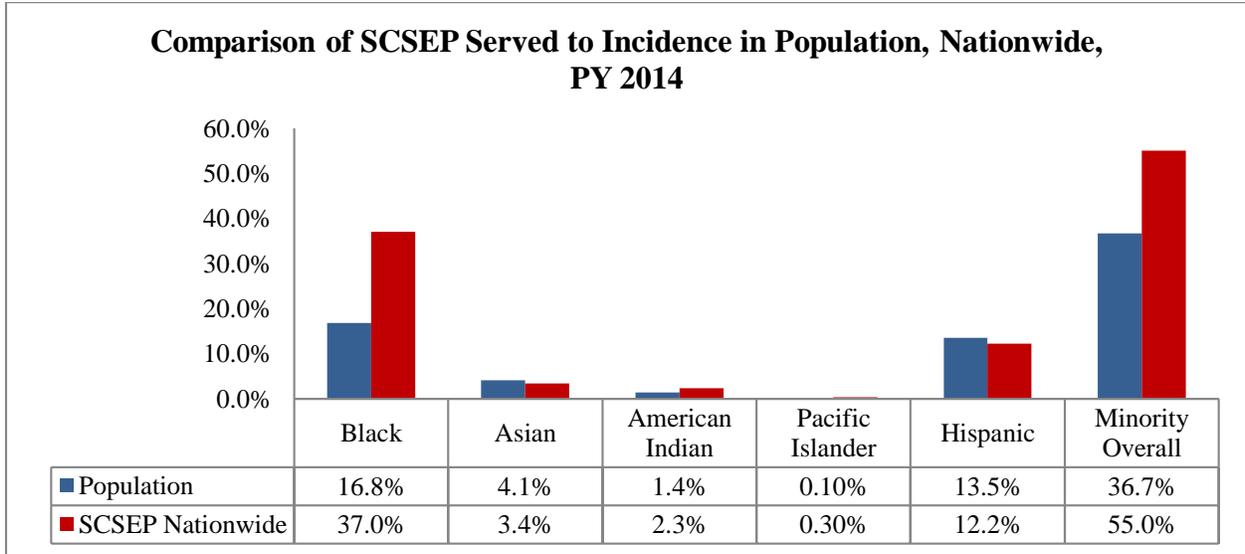
Limitations of the Analysis

There are three major limitations to 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 2% and 15%. The use of county level data can increase the margin of error to between 10% and 40% 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 three 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 build a model 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.

Chart 2

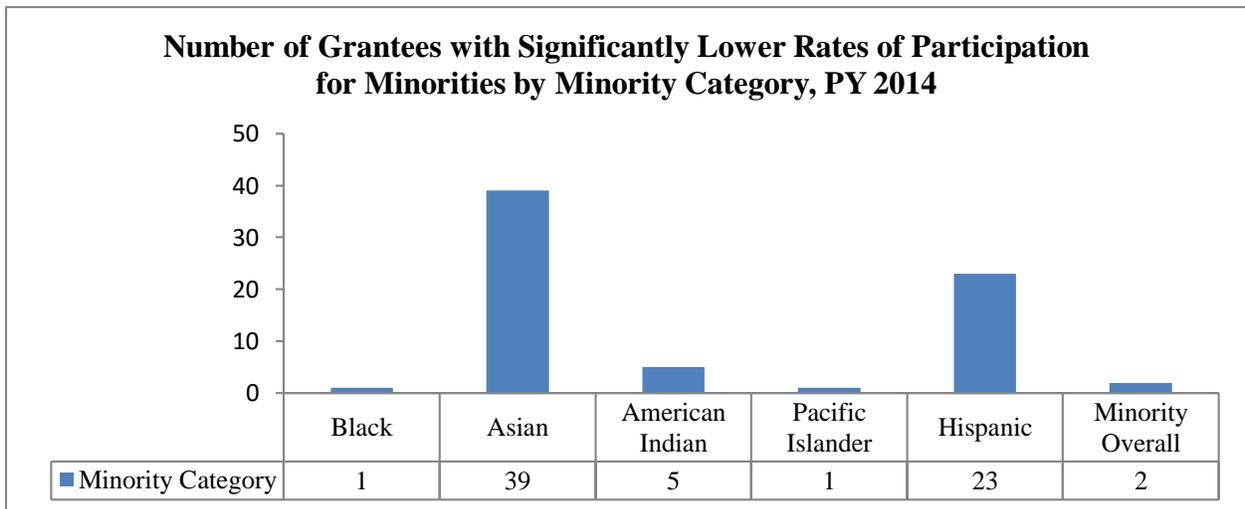


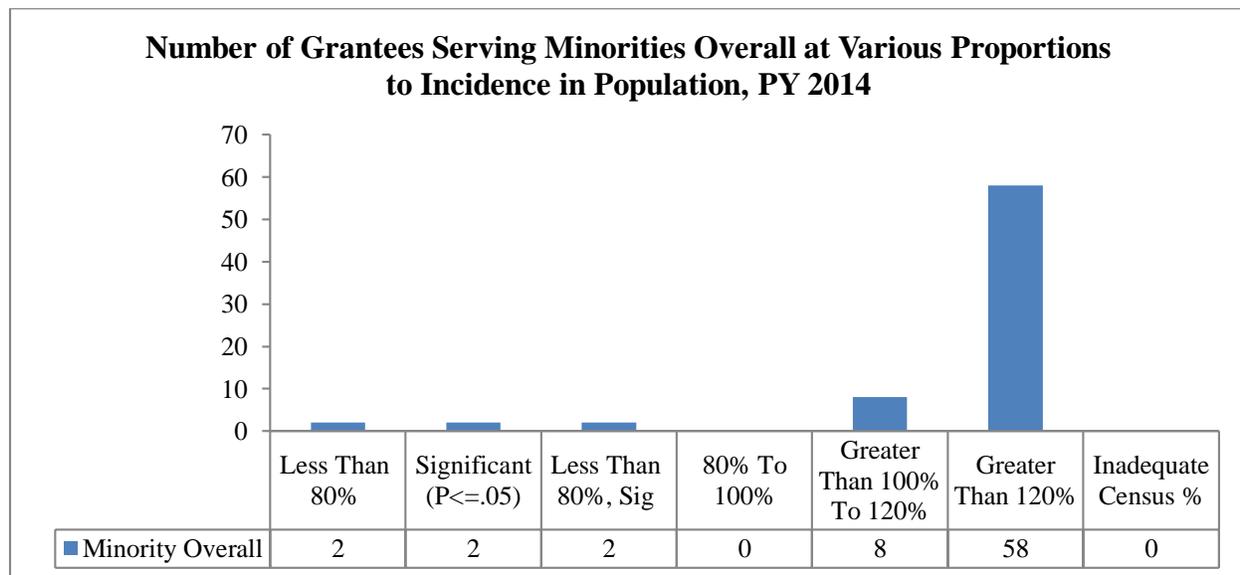
Chart 2 shows the number of individual grantees that serve less than 80% of a minority category where the difference is also significant at the .05 level. From PY 2013 to PY 2014, the number of grantees with a significantly lower rate for Blacks decreased from two to one; grantees with a significantly lower rate for Asians increased from thirty-four to thirty-nine; grantees with a

significantly lower rate for American Indians decreased from thirteen to five; grantees with a significantly lower rate for Pacific Islanders decreased from three to one; and grantees with a significantly lower rate for Hispanics increased to twenty-three from twenty-two. Individual grantees with a significantly lower rate for minorities overall increased from one to two.

Analysis by Minority Category

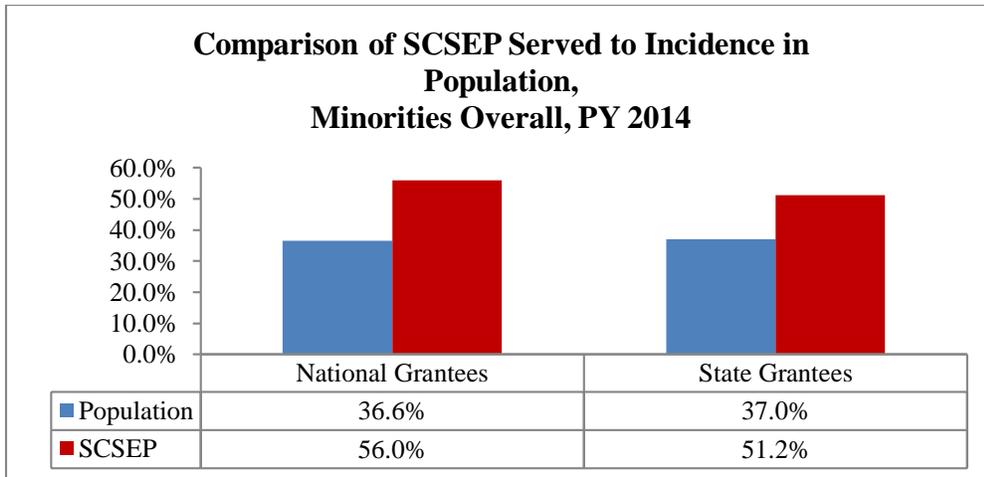
For minorities overall and for each minority category, six charts below present the number and percent of individual grantees that serve less than 80% of the proportion of that minority group in the population, as well as those serving 80% to 100%, greater than 100% to 120%, and greater than 120% of 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



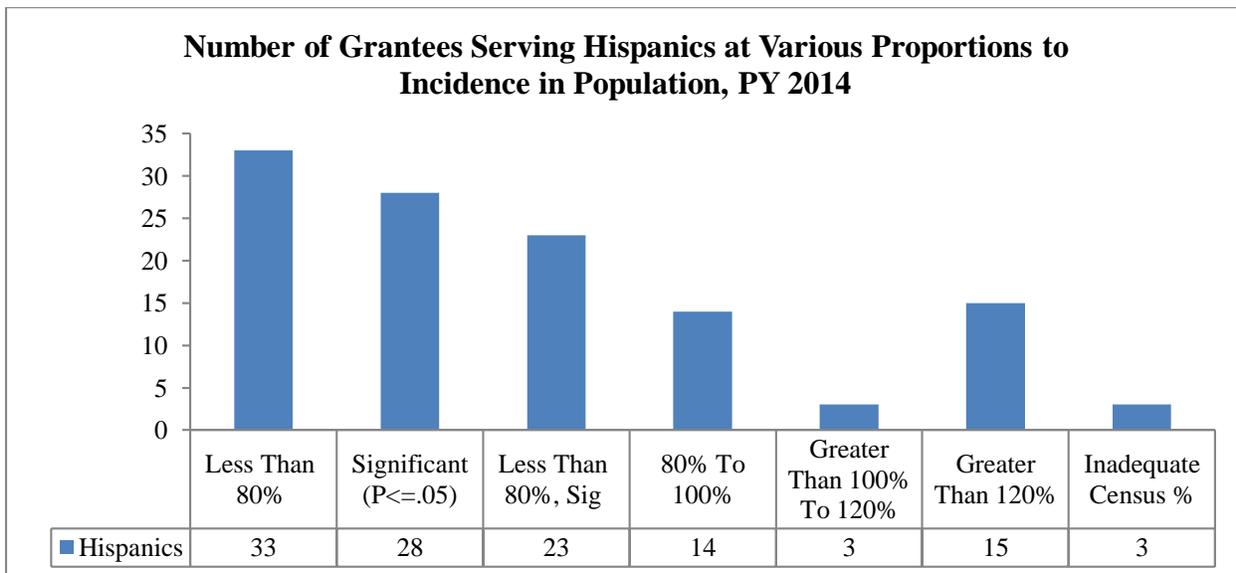
Two grantees (Arizona and New Mexico) had a significantly lower rate of participation for minorities overall, an increase from one in PY 2013. There were no grantees that served minorities at 80-100% of their incidence in the population, a decrease from two in PY 2013. Fifty-eight grantees served minorities at over 120% of their incidence in the population, the same as in PY 2013. None of the 68 grantees had Census estimates that were 0% or too small to permit analysis.

Chart 4



Both state 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. The degree of significantly higher participation by state grantees and national grantees increased slightly from PY 2013.

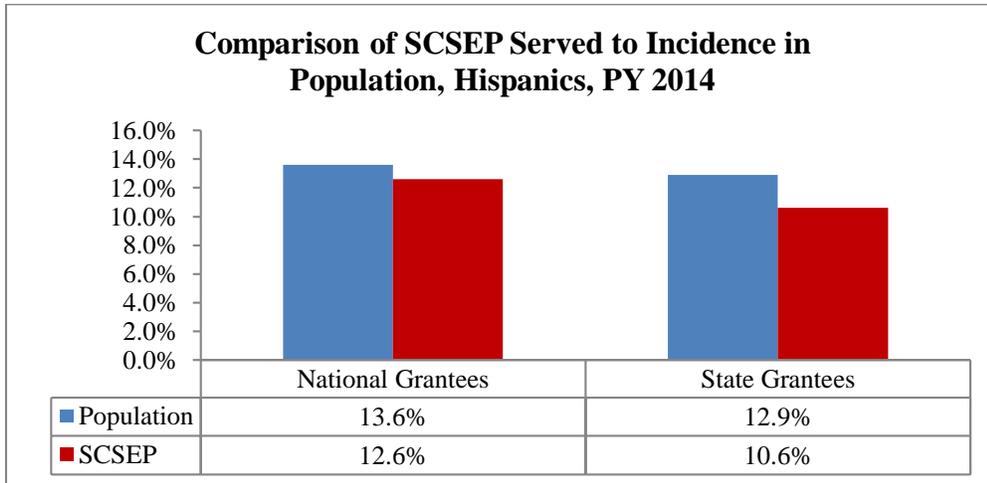
Chart 5



Twenty-three grantees had a significantly lower rate of participation for Hispanics (less than 80% of the incidence of Hispanics in the population and statistically significant at the .05 level): NAPCA [G], NAPCA [S], NCBA, NCOA, NICOA [S], SSAI, Connecticut, District of Columbia, Georgia, Hawaii, Indiana, Kentucky, Maine, Massachusetts, Mississippi, Nebraska, Nevada, New Jersey, New York, Oregon, Tennessee, West Virginia, and Wisconsin. The number of grantees with a significantly lower rate for Hispanics increased in by one in PY 2013. Fifteen grantees served more than 120% of the proportion of Hispanics in the population, an increase of three from

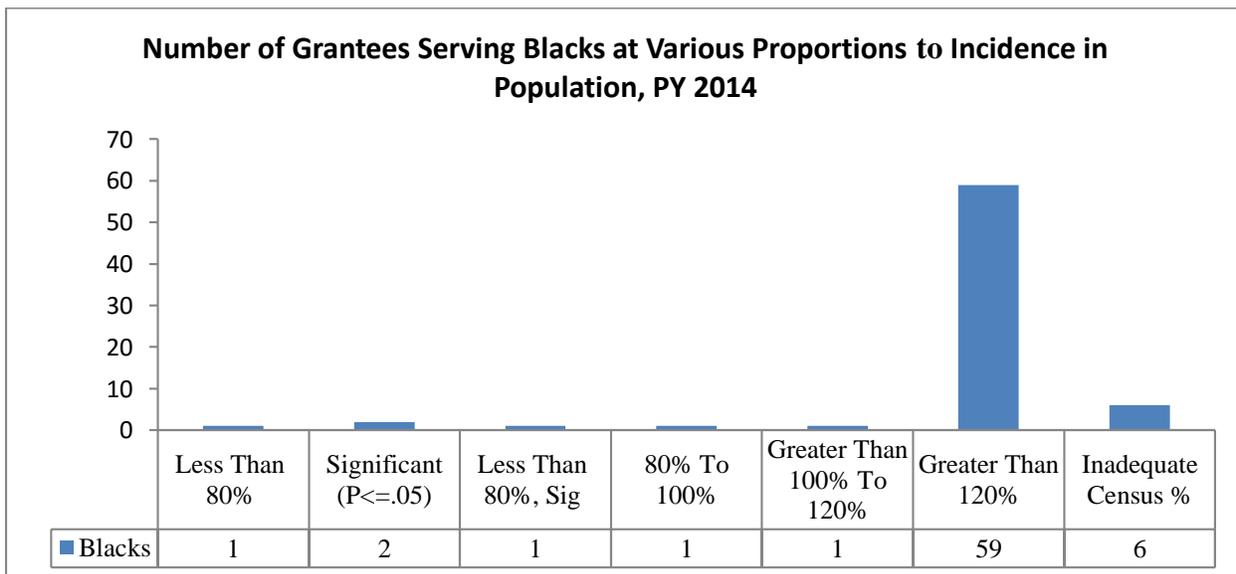
PY 2013. In addition to the grantees whose service levels are represented in the chart, 3 of the 68 grantees had Census estimates that were 0% or too small to permit analysis.

Chart 6



Both national and state grantees as groups had a significantly lower rate of participation for Hispanics at the 0.5 level. The difference in participation rates between national and state grantees is also significant.

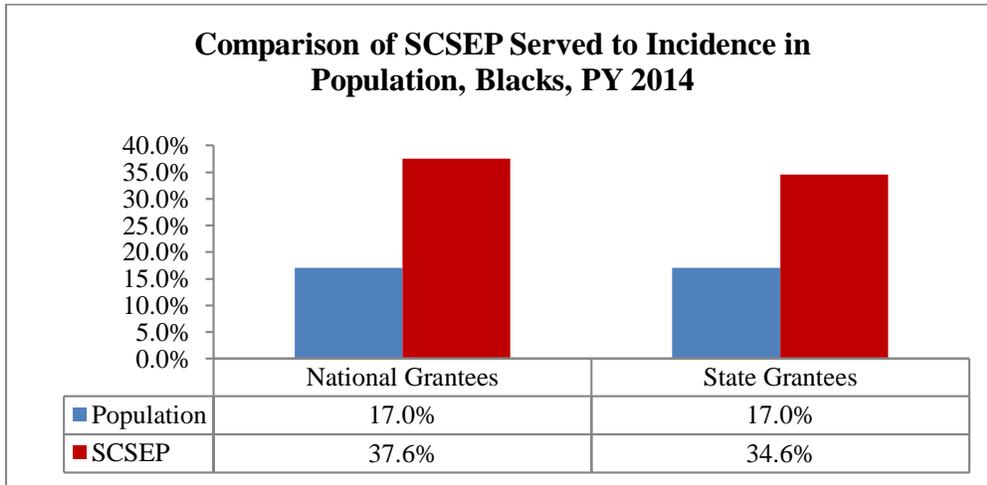
Chart 7



Only one grantee (NAPCA [S]) 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 2013. Fifty-nine grantees served 120% or more of the proportion of Blacks in the population, a decrease of two from PY 2013. In addition to the grantees represented in the chart,

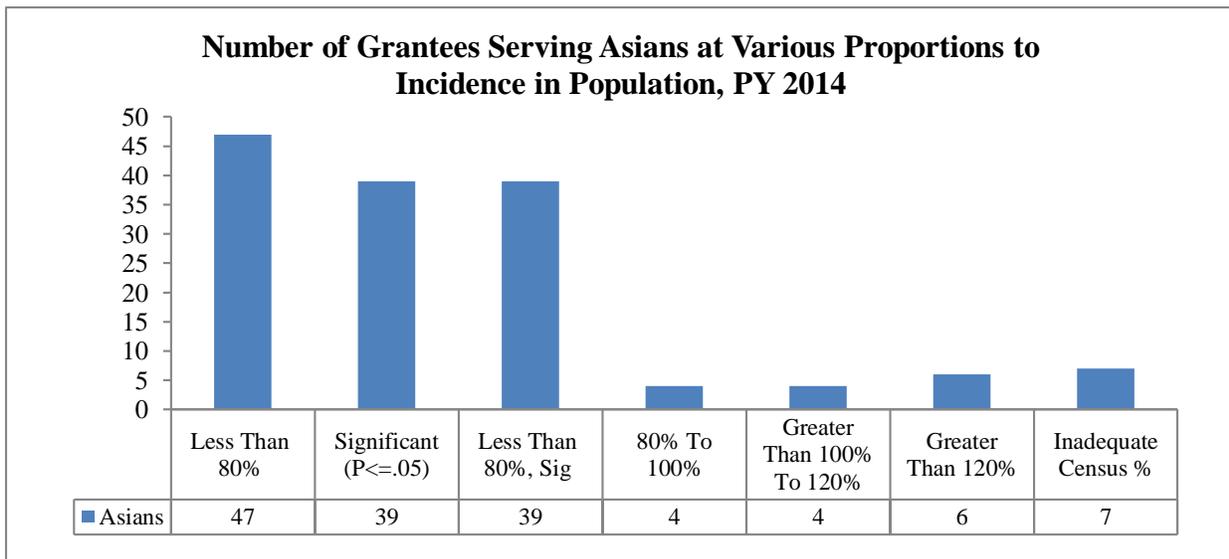
six of the 68 grantees had Census estimates that were 0% or too small to permit analysis and are not represented.

Chart 8



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.

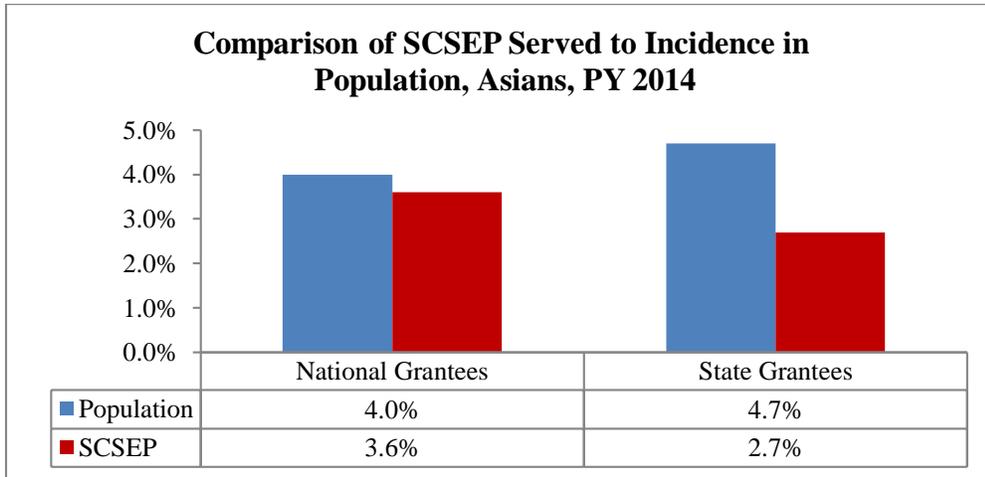
Chart 9



Thirty-nine grantees had a significantly lower rate of participation for Asians (less than 80% of the incidence of Hispanics in the population and statistically significant at the .05 level): AARP, National ABLE, ANPPM, Easter Seals, Experience Works, Goodwill, Mature Services, NCBA, NCOA, NICOA [S], NULL, SER, Alabama, Alaska, Arkansas, California, Colorado, Delaware,

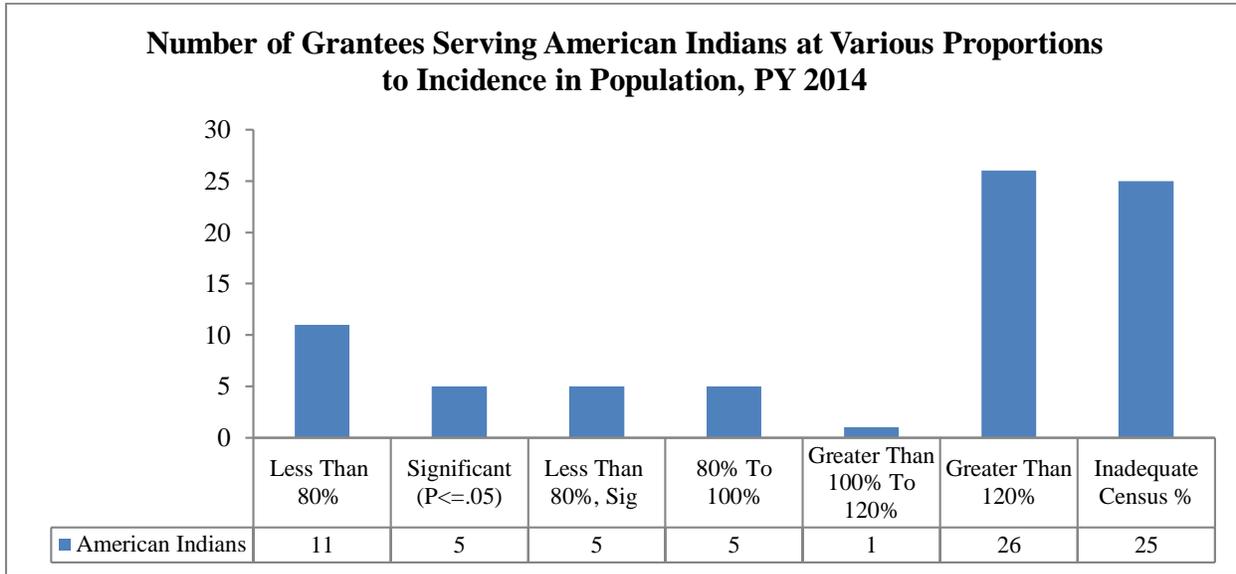
Florida, Georgia, Illinois, Indiana, Kansas, Louisiana, Maine, Maryland, Massachusetts, Michigan, Montana, Nevada, New Jersey, New Mexico, Ohio, Pennsylvania, South Carolina, Texas, Washington, Wisconsin, and Wyoming. This is an increase of five compared to PY 2013 (34). Six grantees served more than 120% of the proportion of Asians in the population, a decrease of four from PY 2013. In addition to the grantees whose service levels are represented in the chart, seven of the 68 grantees had Census estimates that were 0% or too small to permit analysis and are not represented.

Chart 10



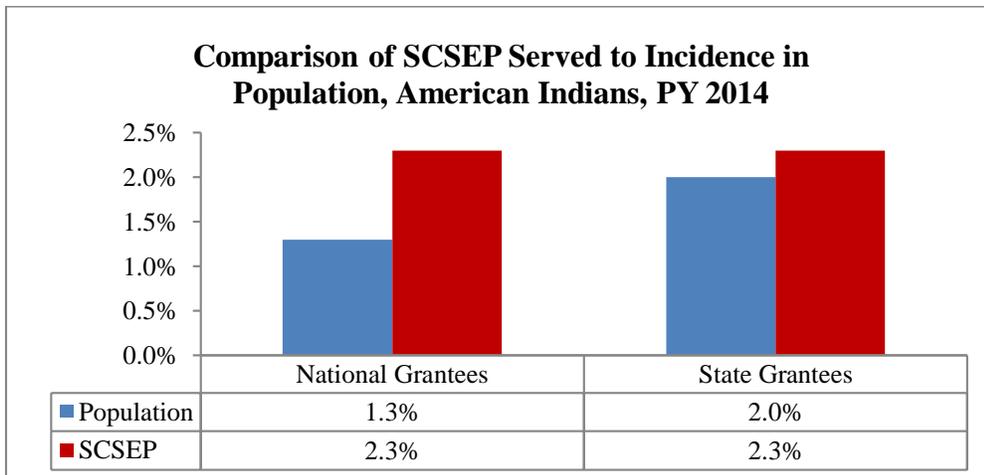
Both national and state grantees had significantly lower rates of participation for Asians at the 0.5 level. The difference in participation rates between national grantees and state grantees is significant.

Chart 11



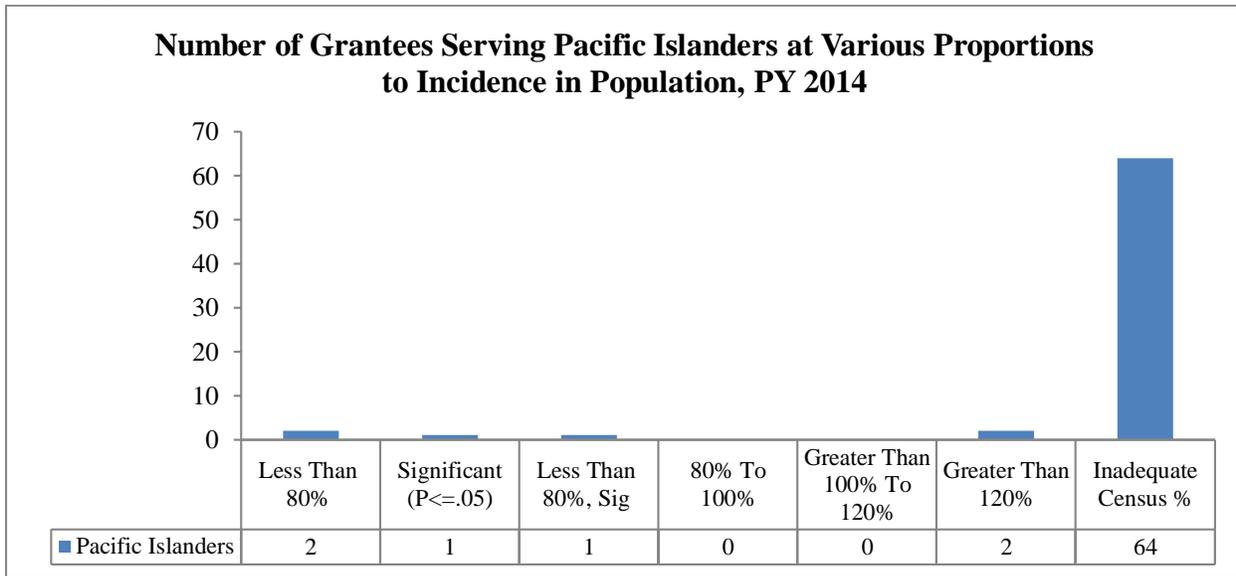
There are many grantees operating in states that have a very small number of American Indians; Census sample sizes for elderly American Indians in poverty for PY 2014 are very small. Five grantees served less than 80% of the proportion of American Indians in the population at the .05 level: NAPCA [S], Alaska, Arizona, Nevada, and New Mexico. The number of grantees with a significantly lower rate decreased from thirteen in PY 2013. Twenty-six grantees served more than 120% of the proportion of American Indians in the population, a decrease of nine from PY 2013. In addition to the grantees whose service levels are represented in the chart, 25 of the 68 grantees had Census estimates that were 0% or too small to permit analysis and are not represented.

Chart 12



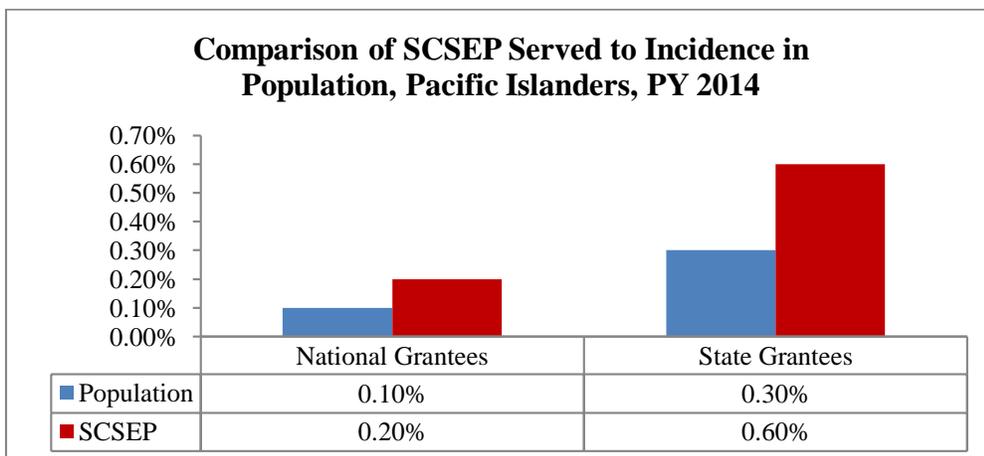
As groups, both national grantees and state grantees substantially over-served American Indians; these differences are significant at the .05 level. The difference in participation rates between national grantees and state grantees is not statistically significant.

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 2014 are very small. One grantee (Nevada) served less than 80% of the proportion of Pacific Islanders in the population at the .05 level (compared with three in 2013). Two grantees served more than 120% of the proportion of Pacific Islanders in the population. The number of grantees serving more than 120% of the population decreased by sixteen from PY 2013. In addition to the grantees whose service levels are represented in the chart, 64 of the 68 grantees had Census estimates that were 0% or too small to permit analysis and are not represented.

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 not statistically significant.

National Grantees by State Analysis

Chart 15 shows the number of instances of significantly lower rates of participation by national grantees in individual states for each minority category while Chart 16 shows the percent of instances of significantly lower rates of participation for each category. As seen in Table 1, out of a possible 918 instances of service (counting as an instance the six minority categories in each of the 153 states in which the national grantees operated), there were 154 instances, or 16.8% of all possible instances, where significantly lower rates of participation occurred. This is a decrease from PY 2013, when significantly lower rates of participation occurred in 18.7% of the possible instances. Significantly lower rates of participation occurred most often in the Asian and Hispanic categories. The percent of significantly lower rates of participation increased slightly for Hispanics from PY 2013 and decreased slightly for Asians.

Chart 15

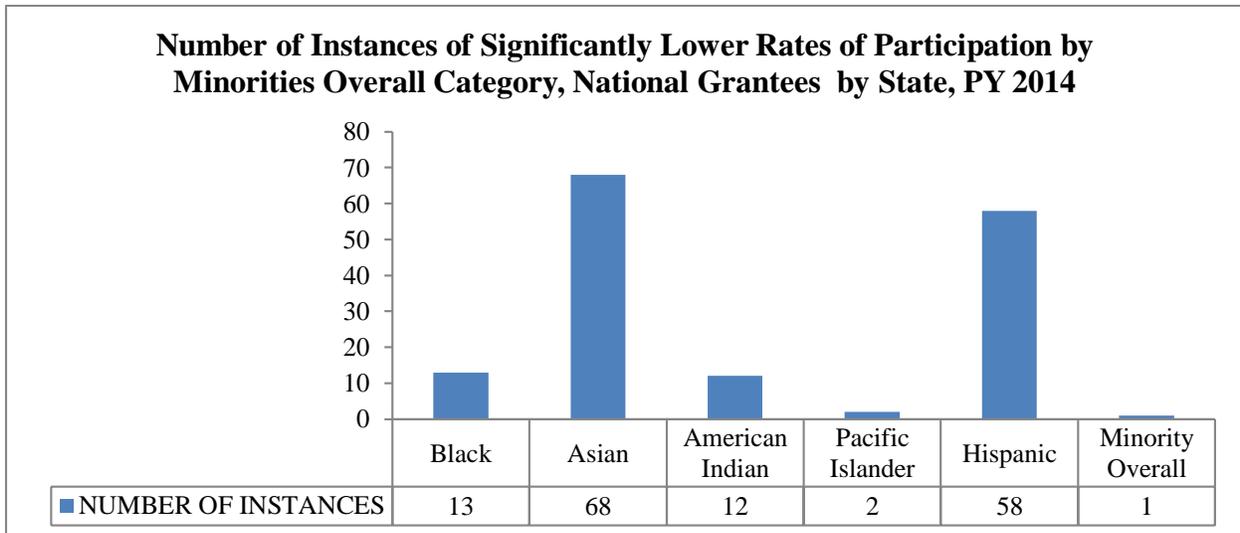


Chart 16

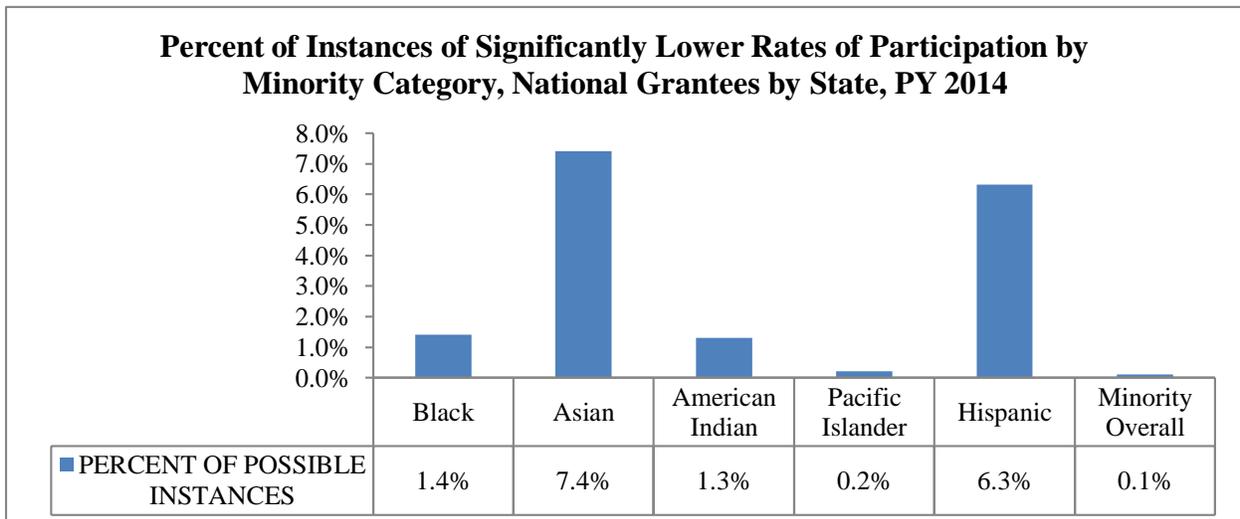


Table 1

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	15	3	0	9	0	27	132	20.5%
ANPPM	2	4	1	0	0	0	7	30	23.3%
ATD	0	0	0	0	1	0	1	12	8.3%
Easter Seals	0	4	0	1	2	0	7	48	14.6%
Experience Works	0	8	0	0	3	1	12	186	6.5%
Goodwill	0	5	1	0	2	0	8	36	22.2%
Mature Services	0	1	0	0	0	0	1	6	16.7%
National ABLE	0	1	0	0	0	0	1	18	5.6%
NAPCA [S]	7	0	3	1	7	0	18	42	42.9%
NAPCA [G]	1	0	1	0	3	0	5	24	20.8%
NCBA	0	5	1	0	7	0	13	54	24.1%
NCOA	0	3	1	0	3	0	7	66	10.6%
NICOA [S]	3	6	0	0	10	0	19	84	22.6%
NULI	0	5	0	0	2	0	7	36	19.4%
SER	0	6	0	0	2	0	8	48	16.7%
SSAI	0	5	1	0	7	0	13	96	13.5%
Totals	13	68	12	2	58	1	154	918	16.8%

Table 1 shows the instances of significantly lower rates of participation (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 rates of participation in 0% up to 10% of the possible instances, six grantees had significantly lower rates of participation in more than 10% up to 20% of the possible instances, six grantees had significantly lower rates of participation in more than 20% up to 30% of the possible instances, and one grantee had significantly lower rates of participation 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 2014 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, 2014, and June 30, 2015.

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 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 100¹, 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.

¹ A chance of less than 5 in 100 is the traditional standard used in most social science research.

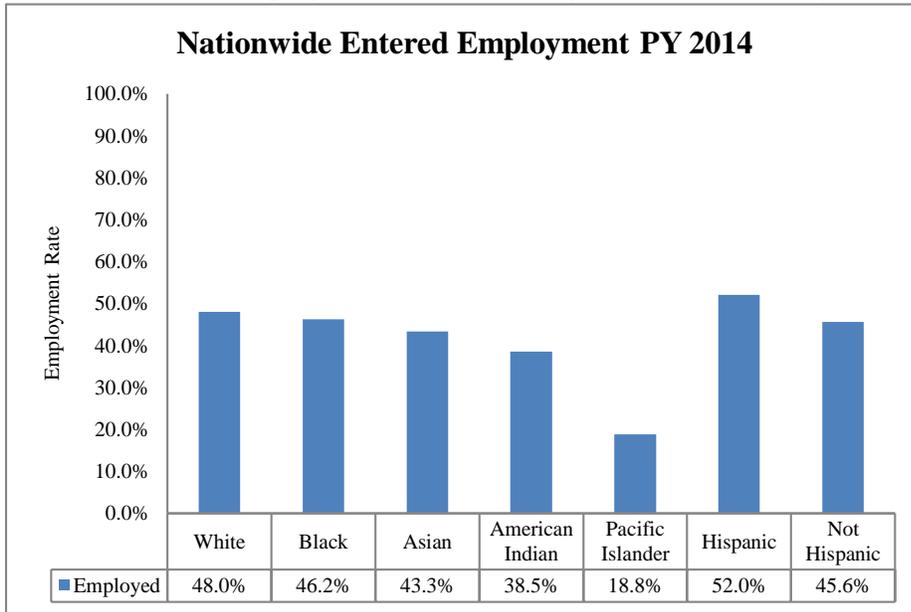
There are several special features of the way data are displayed in the tables in Volume II. Where there are small numbers of minority individuals in an analysis, the observed difference in percentages for a particular outcome may look substantive but may nonetheless have occurred by chance; those cells 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 zeroes 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 Employment²

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. The results for Charts 1–4 are substantially similar to those for PY 2013: Where there were disparities, Whites generally entered employment significantly more often than certain minority racial groups; Hispanics entered employment significantly more often than non-Hispanics only at the Nationwide level; and there were significant differences in entered employment between minorities and non-minorities for only state grantees.

² 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.

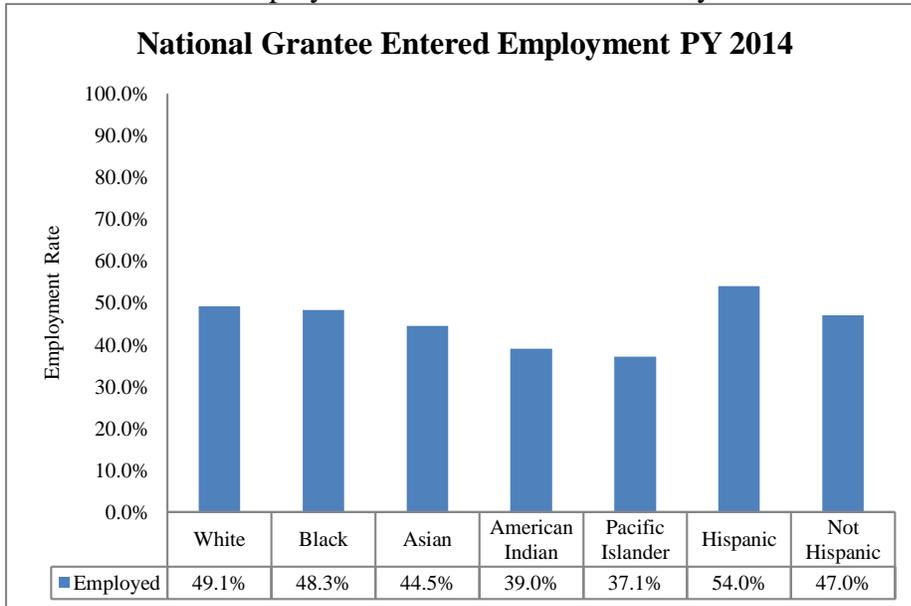
Chart 1: Entered Employment Nationwide by Race and Ethnicity



- Whites entered employment significantly more often than American Indians and Pacific Islanders.

- Hispanics entered employment significantly more often than non-Hispanics.

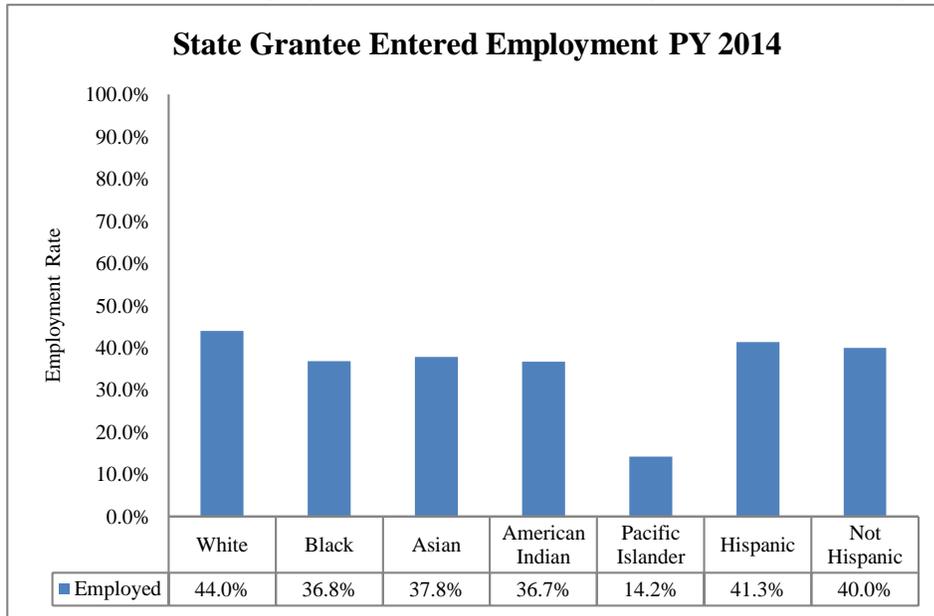
Chart 2: Entered Employment for National Grantees by Race and Ethnicity



- Whites entered employment significantly more often than American Indians.

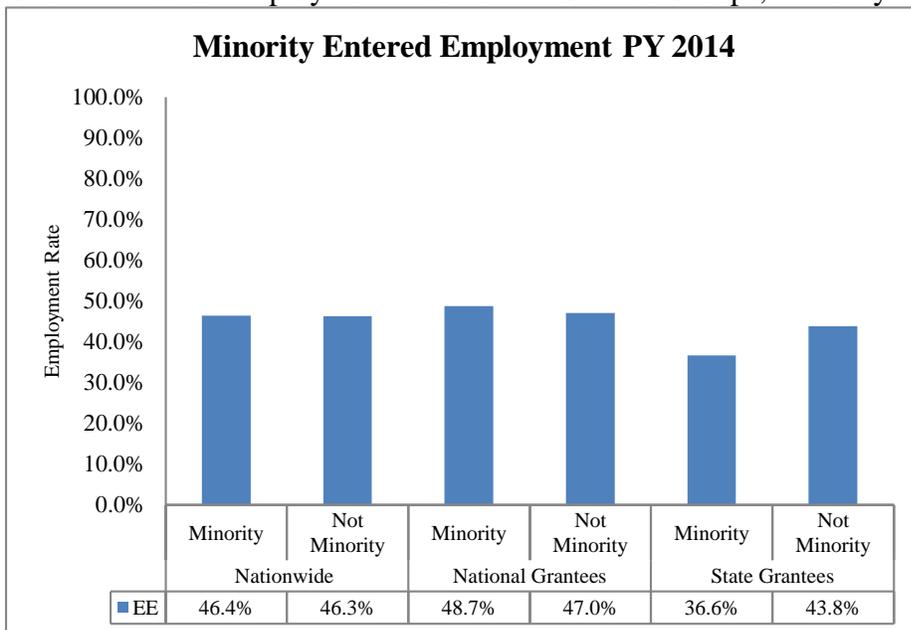
- There was no significant difference between Hispanics and non-Hispanics.

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



- Whites entered employment significantly more often than Blacks 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 among state grantees only.

Individual Grantees

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

- Experience Works: Minorities entered employment significantly less often than non-minorities.
- Mature Services: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- NCOA: Asians entered employment significantly less often than Whites.
- SER: Blacks entered employment significantly less often than Whites.
- SSAI: Hispanics entered employment significantly less often than non-Hispanics, and 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, and minorities entered employment significantly less often than non-minorities.
- Virginia: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.

Grantees experienced five fewer significant differences in entered employment for all minority categories in PY 2014 (11) compared to the number in PY 2013 (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 Ethnicity ³	Minority Overall ⁴
AARP/Illinois	Black	X
AARP/Pennsylvania	Hispanic	---
ANPPM/California	Black	---
Easter Seals/Connecticut	Hispanic	X
Easter Seals/Ohio	Black	---
Experience Works/Mississippi	Black	X

³ Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

⁴ All minority race and ethnic categories are compared to Whites who are not Hispanic.

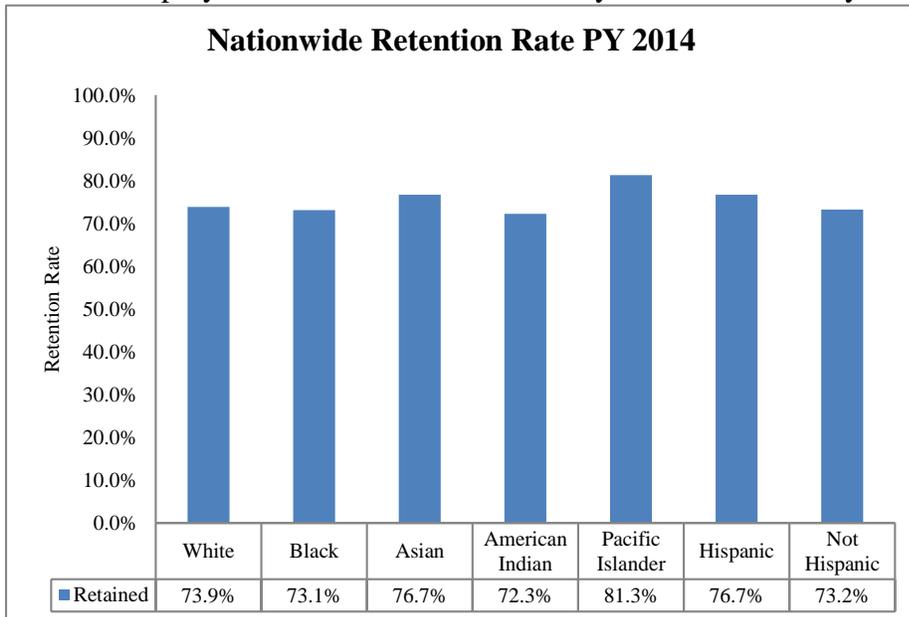
Grantee/State	Race and Ethnicity³	Minority Overall⁴
Experience Works/New York	Black	---
Mature Services/Ohio	Black	X
SER/Florida	Black	---
SER/Rhode Island	Hispanic	X
SSAI/Alabama	---	X
SSAI/California	Hispanic	---

There was one less instance of a disparity for minorities in PY 2014 (17) than in PY 2013 (18).

Employment Retention⁵

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 all three levels, there were no significant differences between Whites and other races. At the nationwide and national levels, Hispanics significantly retained employment more often than non-Hispanics. The results were the same as for PY 2013, with one change: in PY 2013, there was no significant difference between Hispanics and non-Hispanics. The results for Chart 8 show that there was no significant difference between minorities and non-minorities at any level, the same results as in PY 2013.

Chart 5: Employment Retention Nationwide by Race and Ethnicity

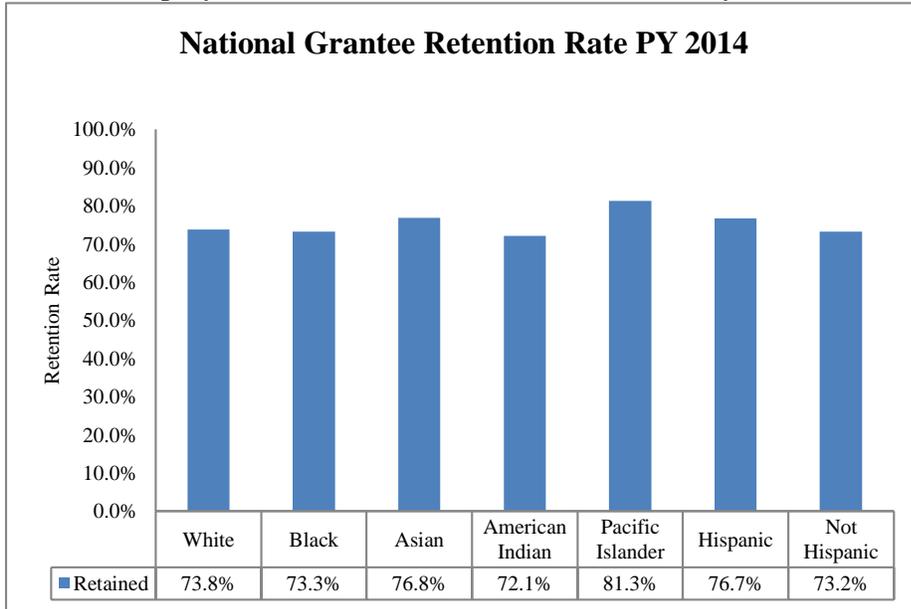


- *There were no significant differences between Whites and other races.*

- *Hispanics retained employment significantly more often than non-Hispanics.*

⁵ 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.

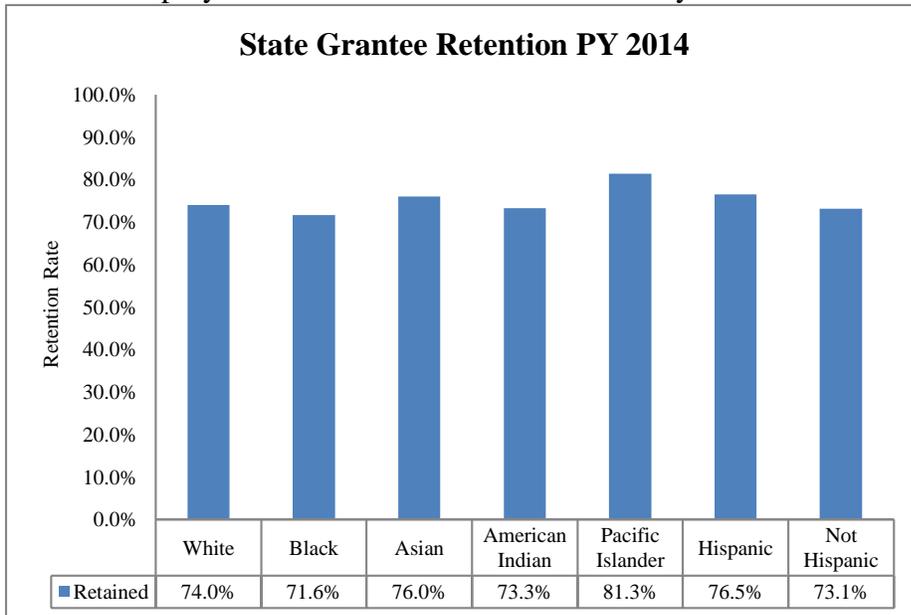
Chart 6: Employment Retention for National Grantees by Race and Ethnicity



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

- *Hispanics retained employment significantly more often than non-Hispanics.*

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

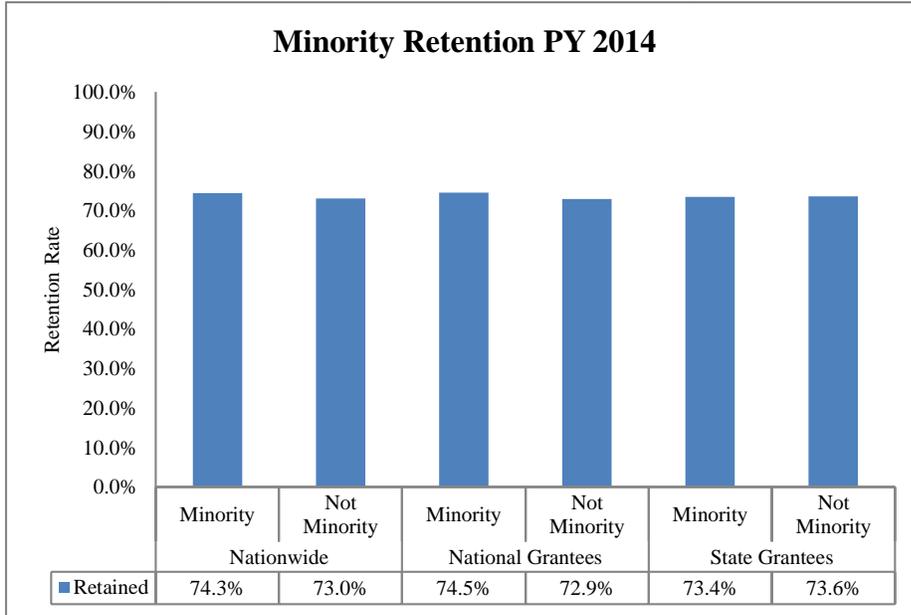


- *There were no significant differences between Whites and other races.*

- *There was no significant difference between Hispanics and 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



• *Nationwide and among state and national grantees, there was no significant difference between minorities and non-minorities.*

Individual Grantees

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

- Pennsylvania: Blacks entered employment significantly less often than Whites and minorities retained employment significantly less often than non-minorities.

Grantees experienced one less significant difference in employment retention for all minority categories in PY 2014 (2) compared to the number of grantees in PY 2013 (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 in the table below.

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

Grantee/State	Race and Ethnicity⁶	Minority Overall⁷
Experience Works/Illinois	Black	---
AARP/Louisiana		X

There were 7 fewer instances of a racial category being disadvantaged in PY 2014 (2) than was the case in PY 2013 (9).

⁶ Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

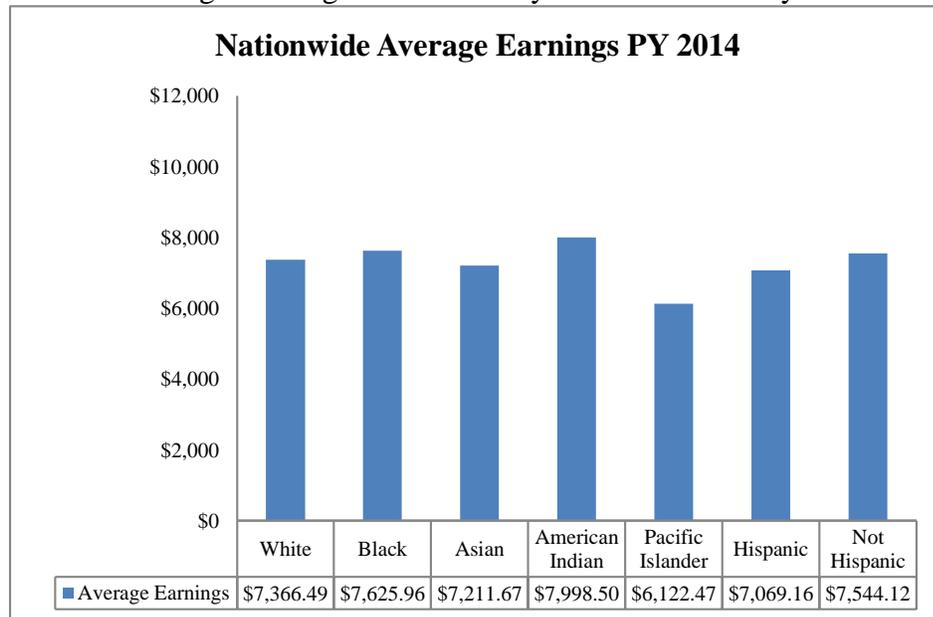
⁷ All minority race and ethnic categories are compared to Whites who are not Hispanic.

Average Earnings⁸

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 disadvantage a minority group are reported. The results for Charts 9-12 show no significant differences for any minority category, except for Pacific Islanders at the state grantee level and Hispanics at the nationwide and national grantee level. In PY 2013, Hispanics were disadvantaged only at the national grantee level.

Chart 9: Average Earnings Nationwide by Race and Ethnicity

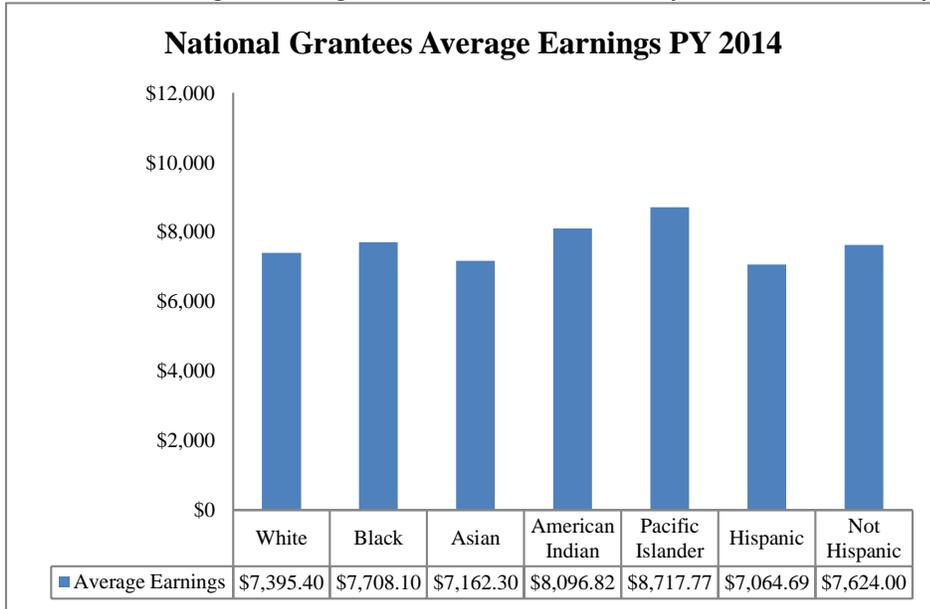


- *There were no significant differences in average earnings between Whites and other groups.*

- *Hispanics earned significantly less on average than non-Hispanics.*

⁸ 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.

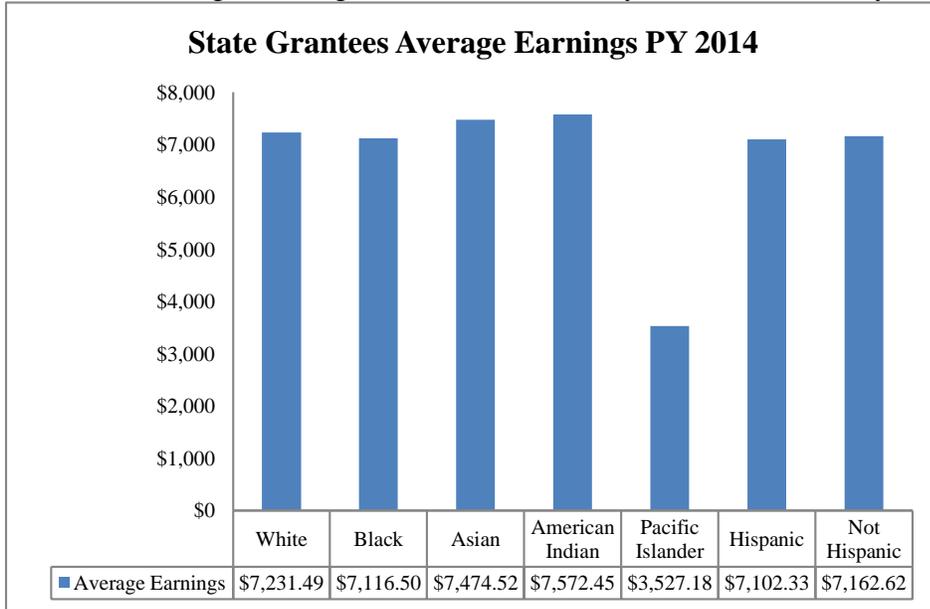
Chart 10: Average Earnings for National Grantees by Race and Ethnicity



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

- *Hispanics earned significantly less on average than non-Hispanics.*

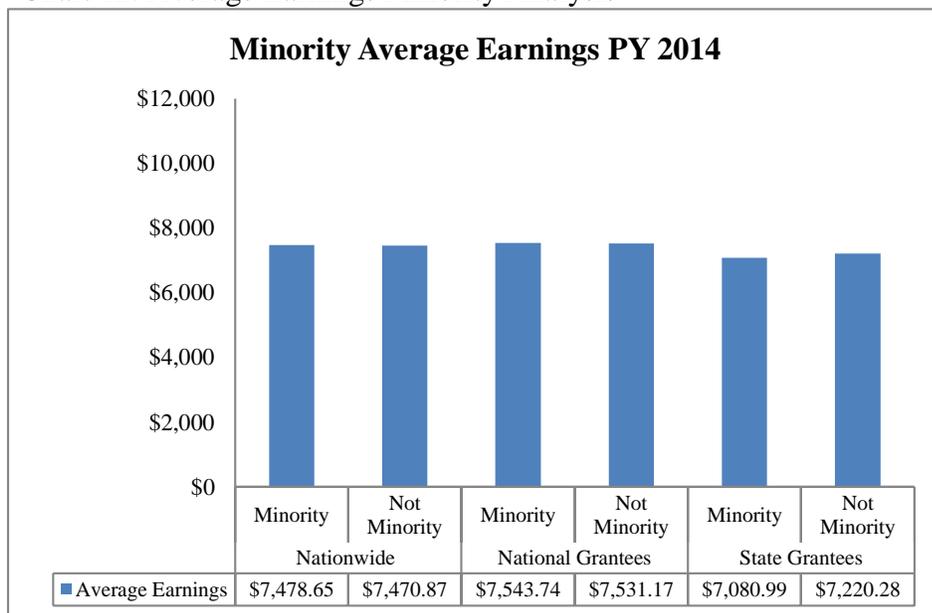
Chart 11: Average Earnings for State Grantees by Race and Ethnicity



- *Whites earned significantly more on averages than Pacific Islanders.*

- *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:

- AARP: Non-Hispanics earned significantly more on average than Hispanics.
- Mature Services: Whites earned significantly more on average than Blacks and non-minorities earned significantly more on average than minorities.
- NCBA: Whites earned significantly more on average than Blacks.
- Delaware: Whites earned significantly more on average than Blacks and non-minorities earned significantly more on average than minorities.
- North Carolina: Whites earned significantly more on average than Blacks and non-minorities earned significantly more on average than minorities.

Among grantees, minorities experienced two more significant differences in average earnings in PY 2014 (8) compared to PY 2013 (6).

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 Ethnicity⁹	Minority Overall¹⁰
AARP/Indiana	Black	---
AARP/Pennsylvania	Hispanic	---
AARP/Texas	Hispanic	X
Mature Services/Ohio	Black	X
NCBA/Arkansas	Black	X
NCOA/Georgia	Black	X
NCOA/New Jersey	---	X
SSAI/California	Asian	---
AARP/Indiana	Black	---

There were the same number of instances of a racial category being disadvantaged in PY 2014 (12) as there were in 2013 (12).

⁹ Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

¹⁰ All minority race and ethnic categories are compared to Whites who are not Hispanic.