

**Senior Community Service Employment Program  
Analysis of Service to Minority Individuals, PY 2016**

**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 2016. It uses the same approach and analyses employed in the reports for PY 2006 through PY 2015. 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 examine 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 2016 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 2012 through 2016. 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 .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 2015, 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 6-7 for a full discussion of the data sources and methodology used.

Using this approach to the grantees' service areas based on the 2012-2016 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.
  - There were no grantees that had a significantly lower participation rate for minorities overall.
  - Twenty-four grantees, fourteen state grantees and ten national grantees, had significantly lower participation rates for Hispanics. Both state grantees and national grantees, as a group, had significantly lower participation rates for Hispanics.
  - One national grantee and one state grantee had a significantly lower participation rate for Blacks.
  - Forty-two grantees, twenty-nine state grantees and thirteen national grantees, had significantly lower participation rates for Asians.
  - Eight grantees, seven state grantees and one national grantees, 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 18.5% 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 2011–2016 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 2016 provides a detailed look at racial disparity. Nationwide, Whites entered employment significantly more often than 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 Pacific Islanders. In addition, individual grantees showed two racial disparities in entered employment; both disparities were between Whites and Blacks. There were no disparities between Hispanics and non-Hispanics at the nationwide, national grantee, or state grantee levels. Two individual grantees showed ethnic disparity in entered employment.

In PY 2016, racial disparities for racial groups were fewer than disparities for racial groups in PY 2015: One fewer racial group experienced a disparity in entered employment at the state grantee level. As was the case in PY 2015, Hispanics entered employment significantly more often than non-Hispanics at the nationwide and national grantee levels in PY 2016.

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 during

PY 2016; this was also the finding in PY 2015. Two individual grantees showed a racial disparity for employment retention. There were no disparities for ethnicity at the nationwide level or among national grantees and state grantees. Two individual grantees had disparities with regard to ethnicity.

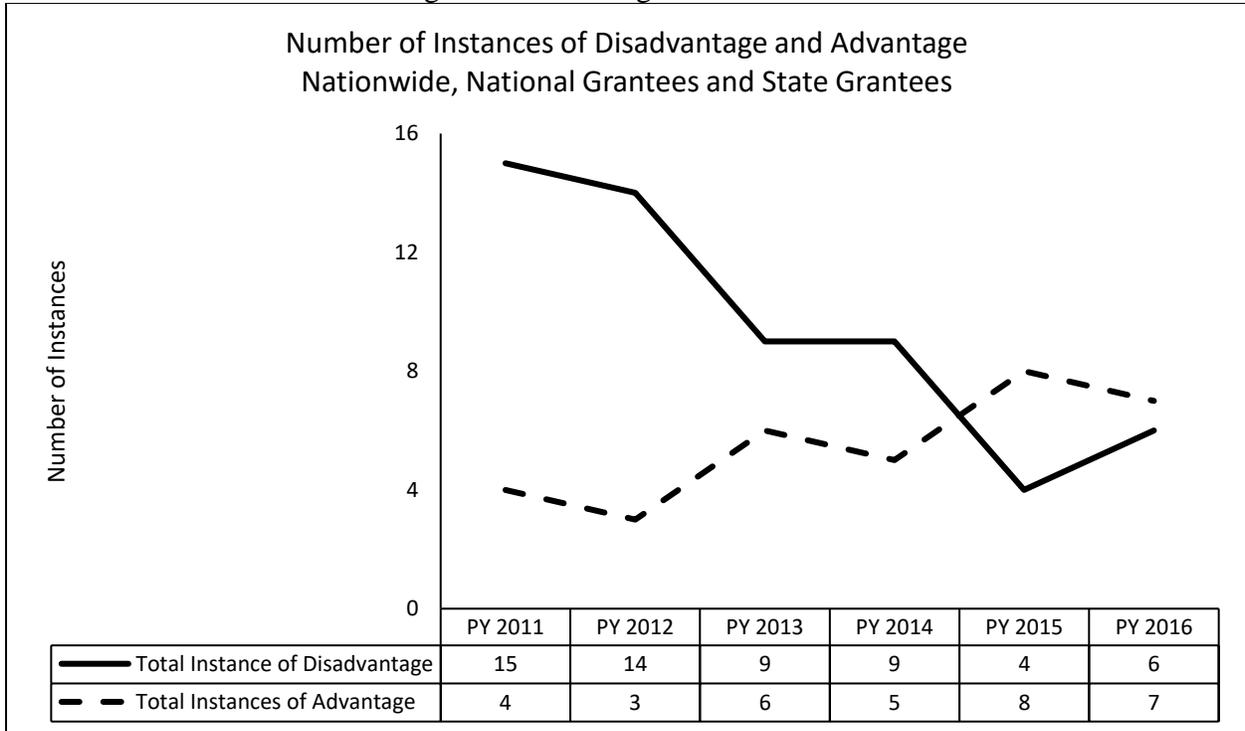
Average earnings analyses at the nationwide, national grantee and state grantee levels in PY 2016 showed no disparities for any racial groups, the same result as in PY 2015. One individual grantee had a disparity for race. Nationwide and among national grantees, there were significant differences in ethnicity but not at the state grantee level; this was also the case in PY 2015.

The final analysis for each of the employment measures compares all minorities to all non-minorities. In PY 2016, minorities were not disadvantaged in any employment outcome. In fact, they generally had significantly better outcomes than non-minorities. For entered employment, and employment retention at the nationwide level and among national grantees, minorities had significantly better outcomes. At the grantee level, four individual grantees had disparities for minorities in entered employment, one less than in PY 2015. For employment retention, three individual grantees showed a disadvantage for minorities; for average 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 2016 was totaled across the nationwide data and within the two subgroups of national grantees and state grantees. The total of 324 possible instances was calculated by summing each instance of 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 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 six 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 but increased to six in PY 2016. (Among individual grantees, disparities for all minority categories also declined from 31 in PY 2011 to 19 in PY 2016.) Over the same period, out of the same possible total of 324 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 seven in PY 2016.

Chart 1. Nationwide Disadvantages and Advantages 2011-2016



## ***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 2016. The other set of data, for the incidence of minority groups in the United States population, is the 2012-2016 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 served by SCSEP: 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: 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 2015 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 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 .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.

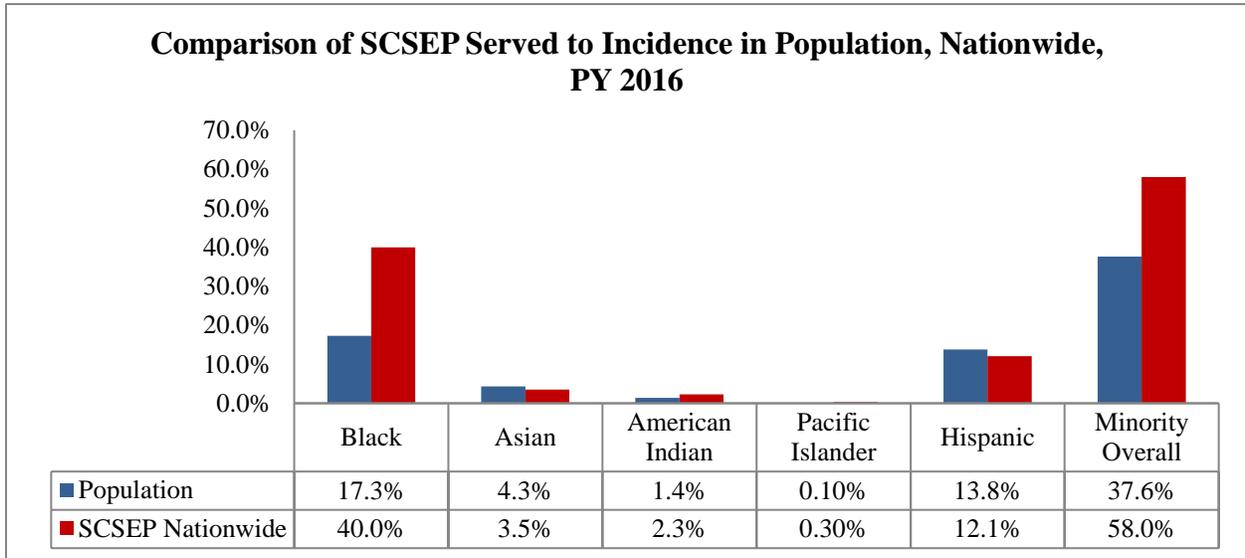
## **Limitations of the Analysis**

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 .005% and 48%. The use of county level data can increase the margin of error to between 1.15% and 98% 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 five 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 through 2015.

Chart 2

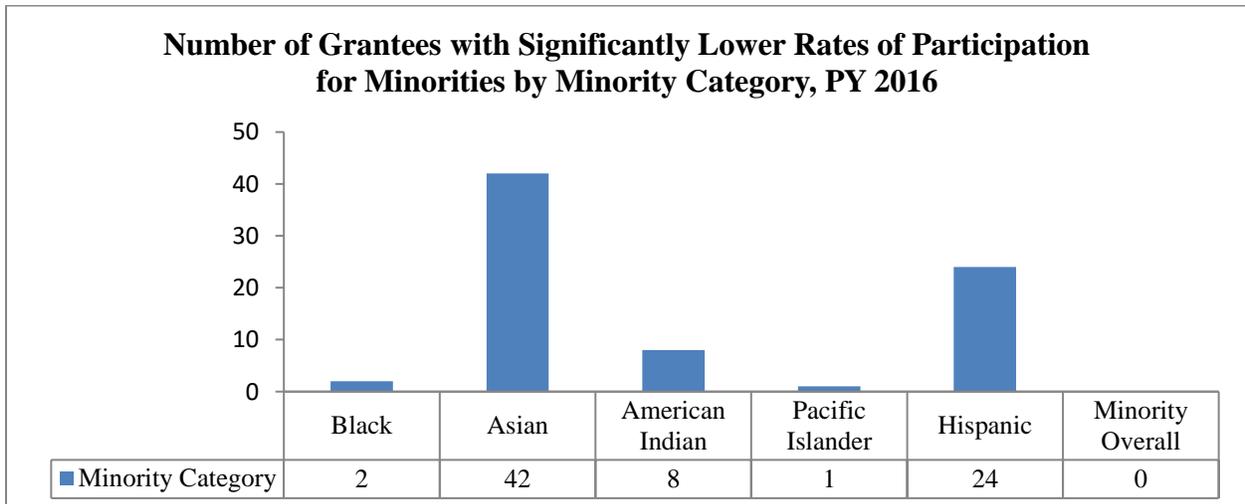


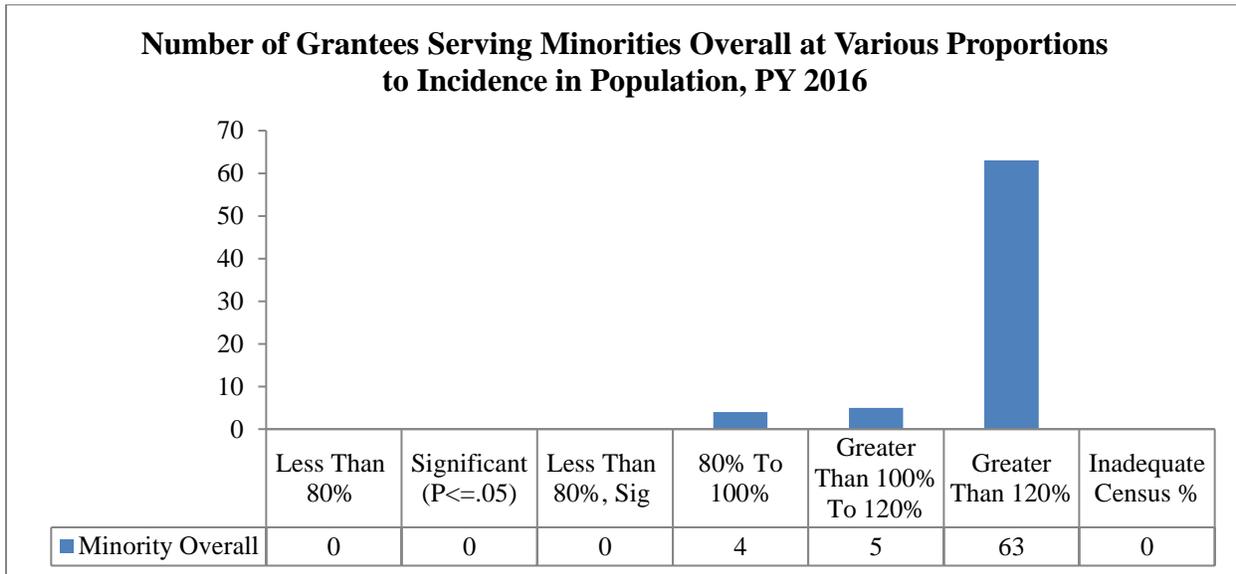
Chart 2 shows the number of individual grantees that serve less than 80% of a minority category where the difference is also significant at the .05 level. From PY 2015 to PY 2016, the number of grantees with a significantly lower rate for Asians increased from thirty-eight to forty-two;

grantees with a significantly lower rate for American Indians increased from seven to eight; and grantees with a significantly lower rate for Hispanics increased from twenty-three to twenty-four. The number of grantees with significantly lower rates for Blacks (2), Pacific Islanders (1), and minorities overall (0) remained the same.

### Analysis by Minority Category

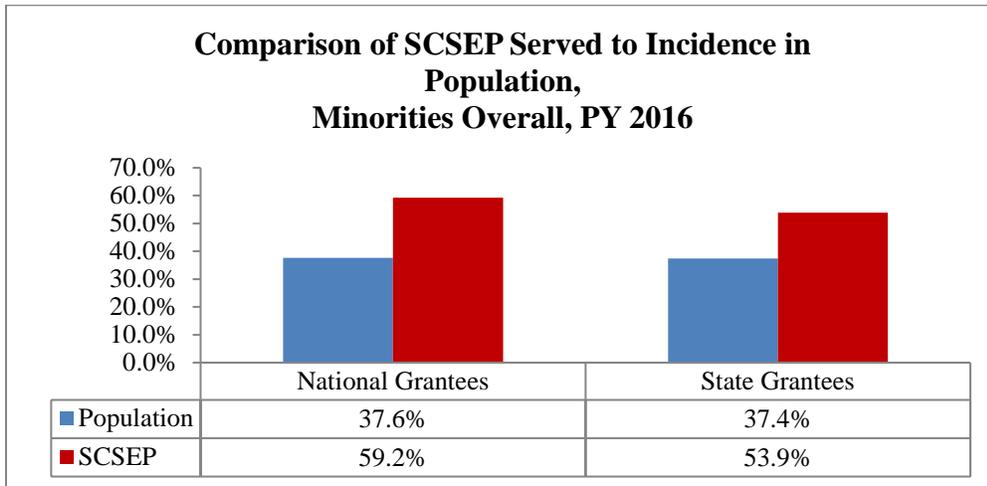
For minorities overall and for each minority category, six charts below present the number and percent of individual grantees that serve less than 80% of the proportion of that minority group in the population, as well as those serving 80% to 100%, greater than 100% to 120%, and greater than 120% of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



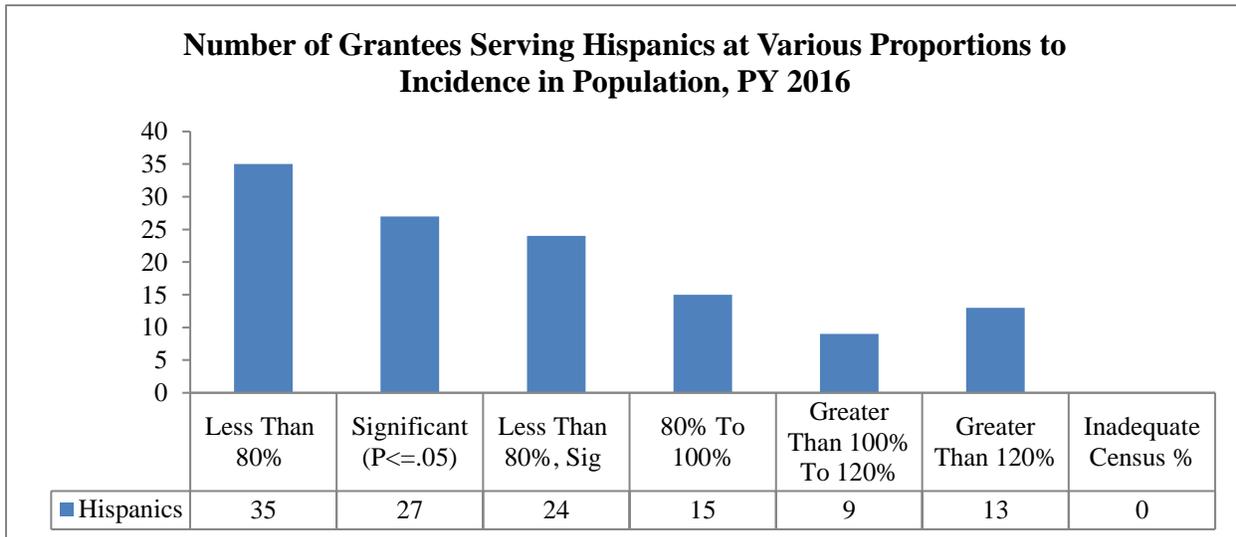
No grantees had a significantly lower rate of participation for minorities overall, the same as in PY 2015. There were four grantees that served minorities at 80-100% of their incidence in the population, the same as in PY 2015. Sixty-three grantees served minorities at over 120% of their incidence in the population, an increase of five from PY 2015 (58). None of the 72 grantees in PY 2016 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.

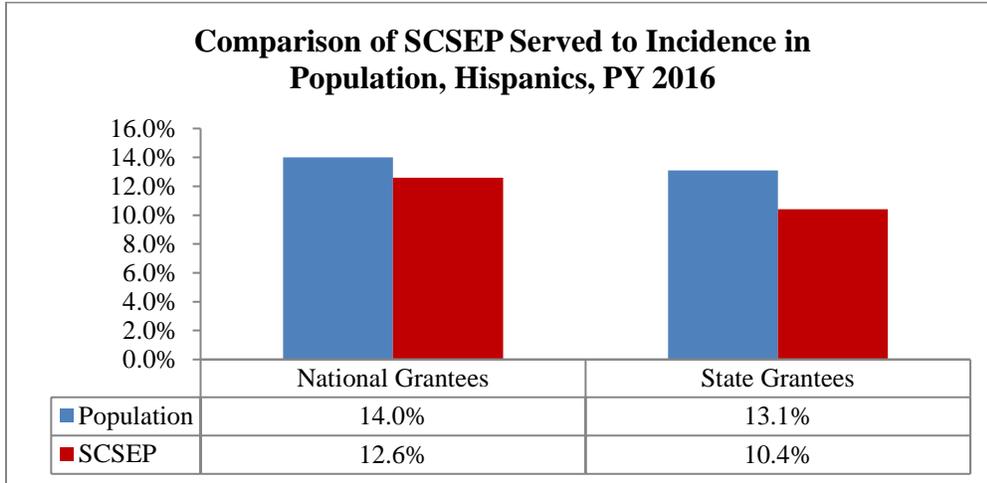
Chart 5



Twenty-four 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): Easter Seals, IIDS[S], NAPCA[S], NAPCA[G], NCBA, NCOA, NICOA[S], NULI, SSAI, The Workplace, Arkansas, Connecticut, District of Columbia, Georgia, Indiana, Maryland, Massachusetts, Nevada, New Jersey, South Dakota, Tennessee, Texas, West Virginia, and Wisconsin. The number of grantees with a significantly lower rate for Hispanics increased by one from PY 2015 (23). Thirteen grantees served more than 120% of the proportion of Hispanics in

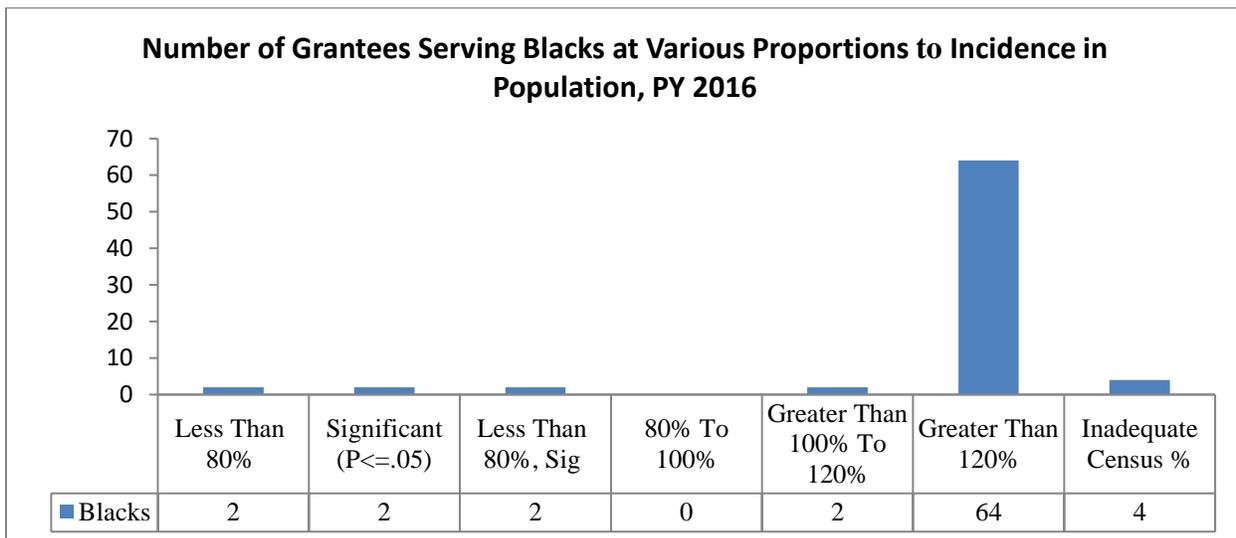
the population, the same as in PY 2015. None of the 72 grantees had Census estimates that were 0% or too small to permit analysis.

Chart 6



As in PY 2015 and 2014, both national and state grantees as groups had a significantly lower rate of participation for Hispanics at the .05 level. The difference in participation rates between national and state grantees is also significant.

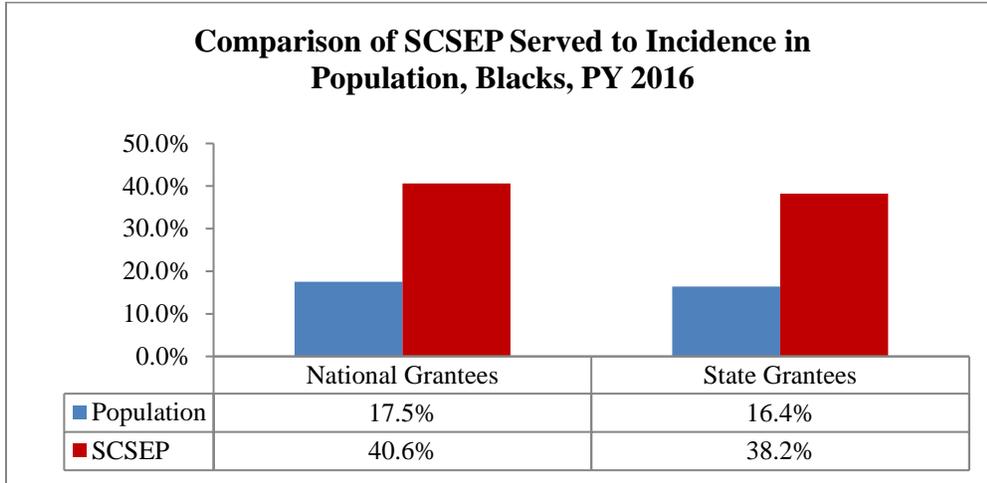
Chart 7



Only two grantees (NAPCA[S] and New Hampshire) 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), the same as in PY 2015. Sixty-four grantees served 120% or more of the proportion of

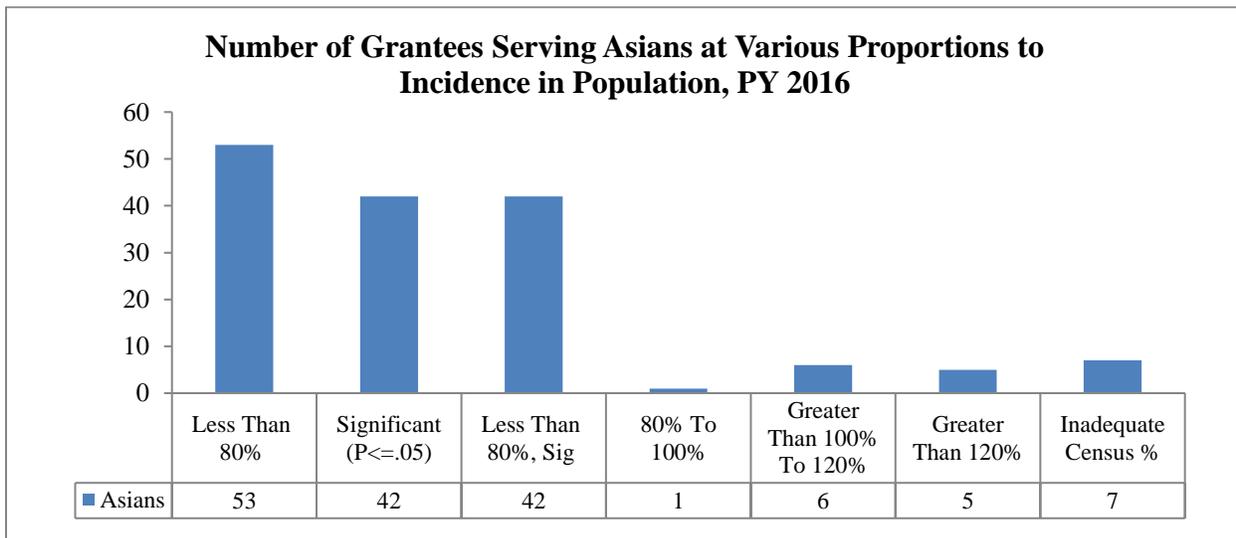
Blacks in the population, an increase of three from PY 2015. Four grantees had Census estimates that were 0% or too small to permit analysis; this is an increase from three in PY 2015.

Chart 8



As was true in PY 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.

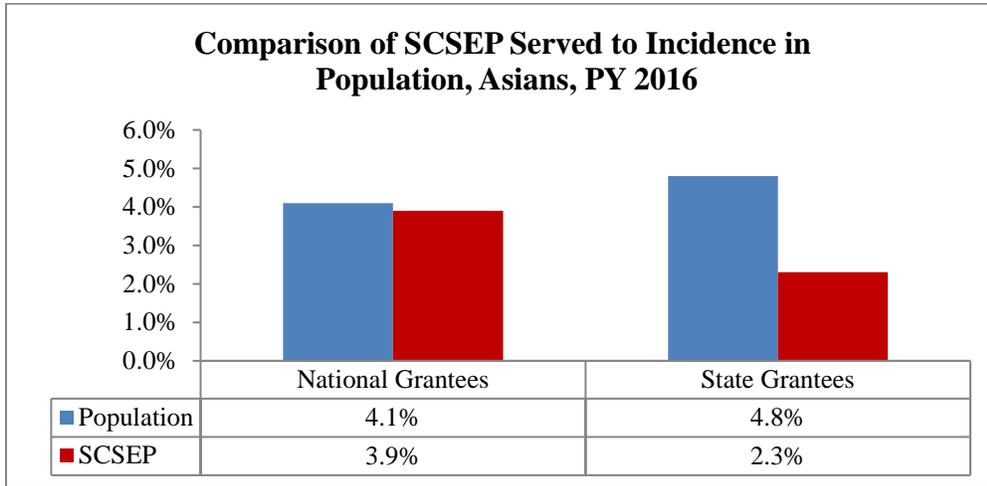
Chart 9



Forty-two grantees had a significantly lower rate of participation 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, Goodwill Industries, IIDS[S], Mature Services, NCBA, NCOA, NULI, OAGB, SER, The Workplace, Alabama, Alaska, Arizona, California, Colorado, Connecticut, Delaware,

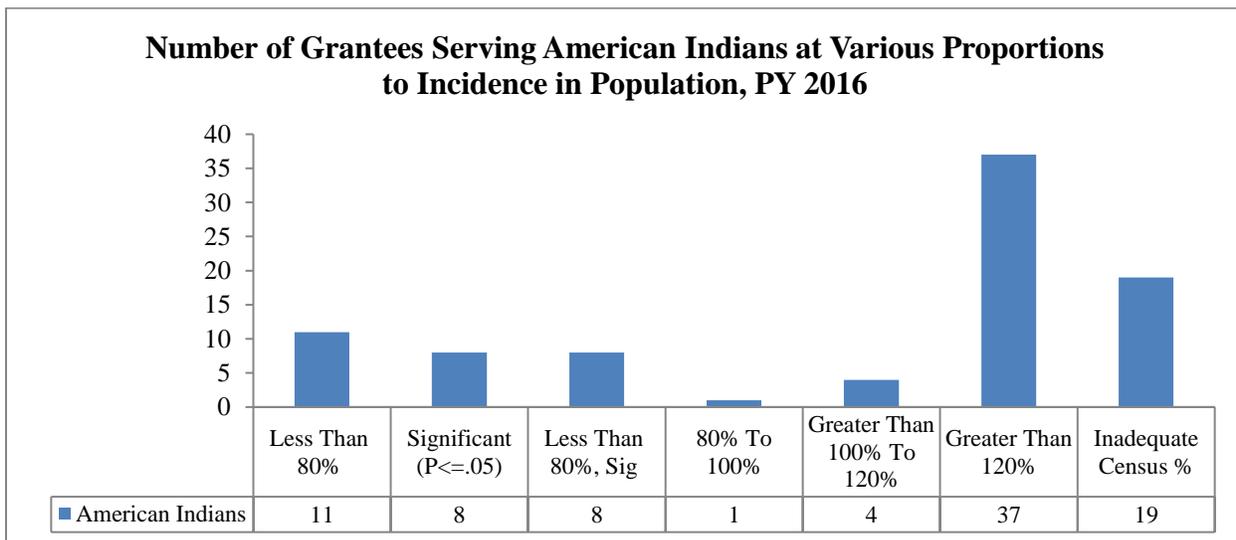
Florida, Georgia, Illinois, Indiana, Kansas, Louisiana, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New Mexico, North Carolina, Ohio, Oregon, Pennsylvania, Texas, Vermont, Virginia, Washington, and Wyoming. This is an increase of four from PY 2015 (38). Five grantees served more than 120% of the proportion of Asians in the population, no change from PY 2015. Seven of the 72 grantees had Census estimates that were 0% or too small to permit analysis, a decrease from eight in PY 2015.

Chart 10



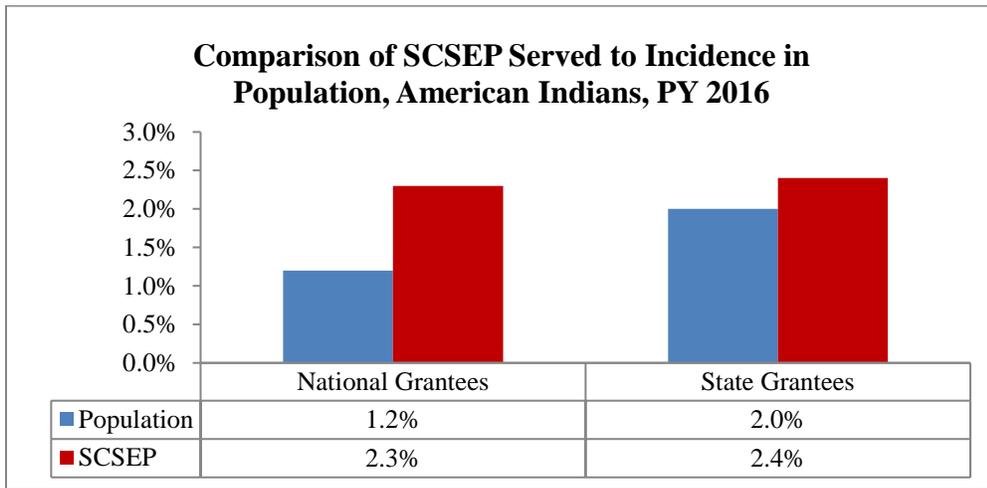
Both national and state grantees had significantly lower rates of participation for Asians at the .05 level. As in PY 2015 and 2014, the difference in participation rates between national grantees and state grantees remains significant.

Chart 11



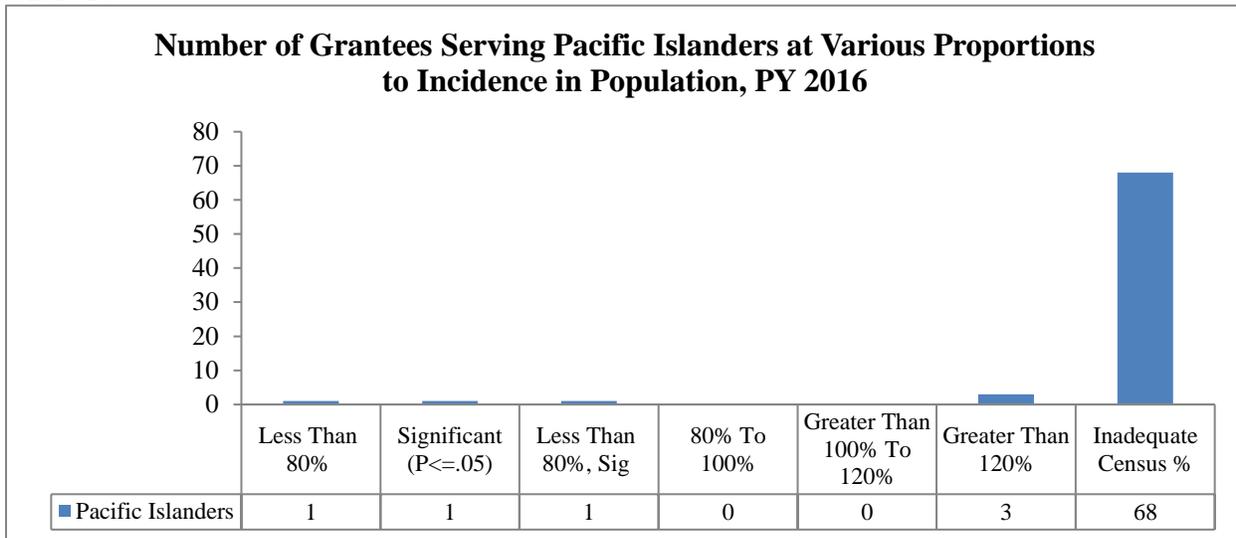
There are many grantees operating in states that have a very small number of American Indians; Census sample sizes for elderly American Indians in poverty for PY 2016 are very small. Eight grantees served less than 80% of the proportion of American Indians in the population at the .05 level: NAPCA[S], Arizona, Iowa, Kansas, Maine, Rhode Island, Texas, and West Virginia. This is an increase of one from PY 2015. Thirty-seven grantees served more than 120% of the proportion of American Indians in the population, an increase of seven from PY 2015. Nineteen of the 72 grantees had Census estimates that were 0% or too small to permit analysis, a decrease from 20 in PY 2015.

Chart 12



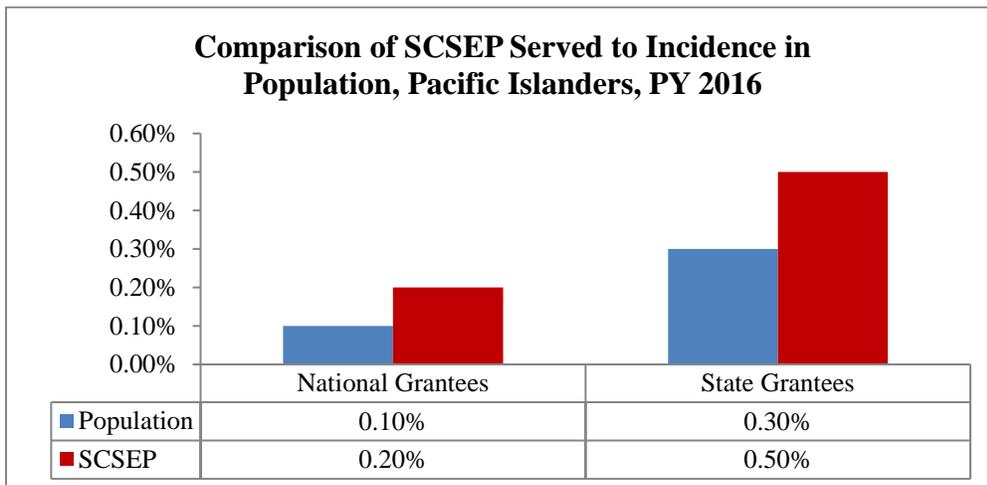
As in PY 2015, both national grantees and state grantees (as groups) substantially over-served American Indians; these differences are significant at the .05 level. The difference in participation rates between national grantees and state grantees is not statistically significant.

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 2016 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 2015). Three grantees served more than 120% of the proportion of Pacific Islanders in the population, the same as in PY 2015. Sixty-eight grantees had Census estimates that were 0% or too small to permit analysis, an increase from 63 in PY 2015.

Chart 14

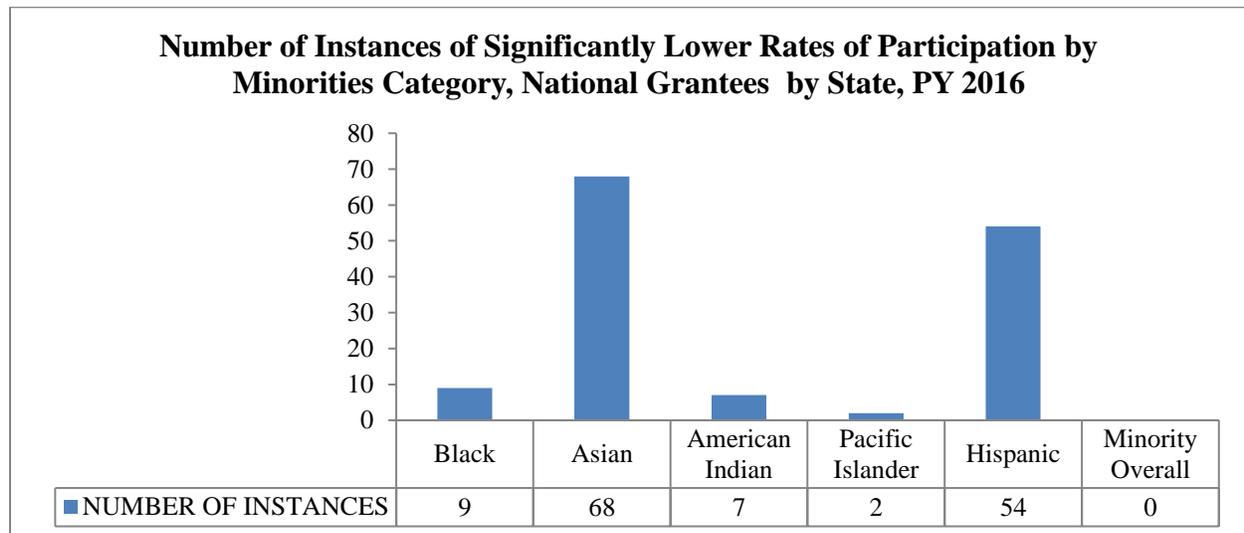


Both national grantees and state grantees had a significantly higher rate of participation for Pacific Islanders. The difference in participation rates between national grantees and state grantees is statistically significant, as was also true in PY 2015 and 2014.

## 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.<sup>1</sup> As seen in Table 1, out of a possible 756 instances of service (counting as an instance the six minority categories in each of the 140 states in which the national grantees operated), there were 140 instances, or 18.5% of all possible instances, where significantly lower rates of participation occurred. This is nearly the same as PY 2015, when significantly lower rates of participation occurred in 18.6% of the possible instances. Significantly lower rates of participation occurred most often in the Asian and Hispanic categories. The number of significantly lower rates of participation decreased for Hispanics from sixty-two in PY 2015 to fifty-four in PY 2016 and decreased for Asians from eighty-two in PY 2015 to sixty-eight in PY 2016.

Chart 15



<sup>1</sup> Due to the national grantee competition in PY 2016, the number of possible instances decreased to 756 in PY 2016 from 918 in PY 2015. For that reason, it is possible to compare the rate of underservice in PY 2016 with the rate in PY 2015, but it is not possible to compare the number of instances of under-service in the two years.

Chart 16

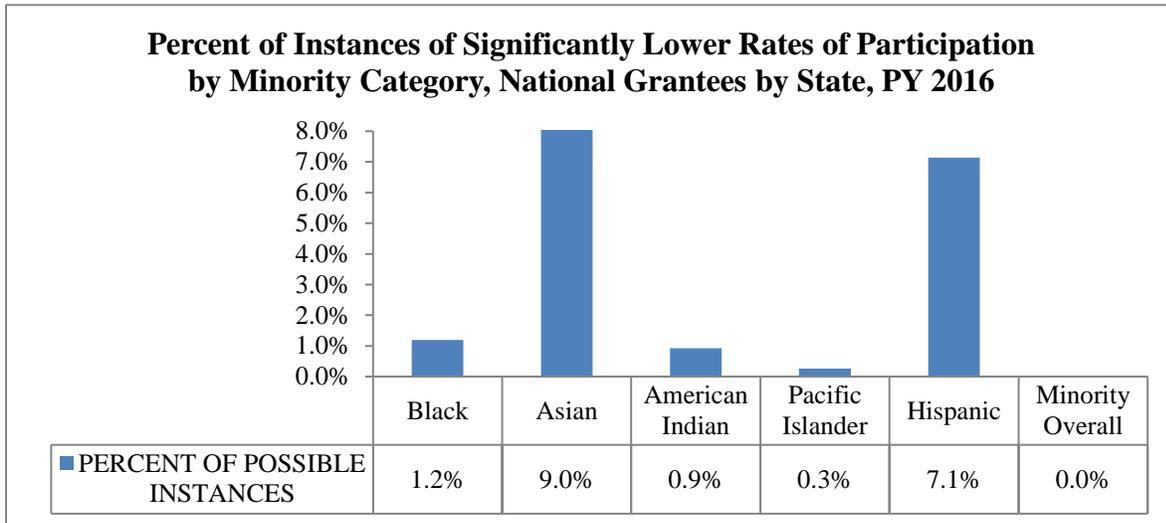


Table 1

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	13	1	0	7	0	21	84	25.0%
ANPPM	2	5	2	0	0	0	9	30	30.0%
ATD	0	1	0	0	0	0	1	24	4.2%
Easter Seals	0	5	0	1	2	0	8	54	14.8%
Experience Works	0	1	0	0	1	0	2	36	5.6%
Goodwill	0	3	0	0	4	0	7	54	13.0%
IID[S]	0	3	0	0	3	0	6	18	33.3%
Mature Services	0	1	0	0	0	0	1	6	16.7%
National ABLÉ	0	2	0	0	0	0	2	24	8.3%
NAPCA[S]	6	0	3	1	7	0	17	42	40.5%
NAPCA[G]	1	0	0	0	3	0	4	18	22.2%
NCBA	0	5	0	0	5	0	10	54	18.5%
NCOA	0	6	1	0	6	0	13	72	18.1%
NICOA[S]	0	3	0	0	3	0	6	48	12.5%
NOWCC	0	0	0	0	0	0	0	6	0.0%
NULI	0	5	0	0	3	0	8	36	22.2%
OAGB	0	1	0	0	0	0	1	12	8.3%
SER	0	4	0	0	1	0	5	36	13.9%
SSAI	0	7	0	0	6	0	13	78	16.7%
The WorkPlace	0	3	0	0	3	0	6	24	25.0%
Totals	9	68	7	2	54	0	140	756	18.5%

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. Five national grantees had significantly lower rates of participation in 0% up to 10% of the possible instances, eight grantees had significantly lower rates of participation in more than 10% up to 20% of the possible instances, four grantees had significantly lower rates of participation in more than 20% up to 30% of the possible instances, and three grantees 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 2016 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, 2016, and June 30, 2017.

The three employment outcome measures used for these analyses are entered employment, employment retention, and average earnings. These measures were part of USDOL/ETA's Common Measures system 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 earnings 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 (for six months) are presented as the amount of wages earned in the second and third quarters by 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 outcome 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 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 100<sup>2</sup>, 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.

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 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.

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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.

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 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*.

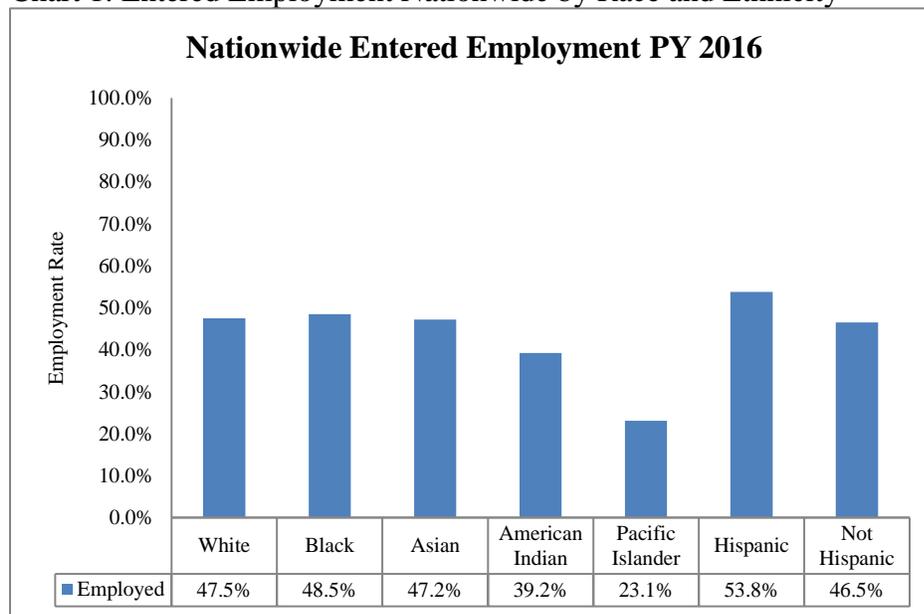
## Entered Employment<sup>3</sup>

The first chart presents the entered employment rates for each racial and ethnic category for all grantees nationwide in PY 2016. 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 2016 results for Charts 1–4 show that Whites generally entered employment significantly more often than American Indians and Pacific Islanders; Hispanics generally entered employment significantly more often than non-Hispanics nationwide and at the national grantee level. Minorities overall also entered employment significantly more often than non-minorities at the nationwide and national grantee levels; there were no significant differences between minorities and non-minorities at the state grantee level.

The results for PY 2016 are similar to those in PY 2015, with American Indians and Pacific Islanders being the two racial groups entering employment less often than Whites; Hispanics entered employment more often than non-Hispanics and minorities entered employment more often than non-minorities at the nationwide and national grantee levels, with no differences at the state grantee level.

Chart 1: Entered Employment Nationwide by Race and Ethnicity

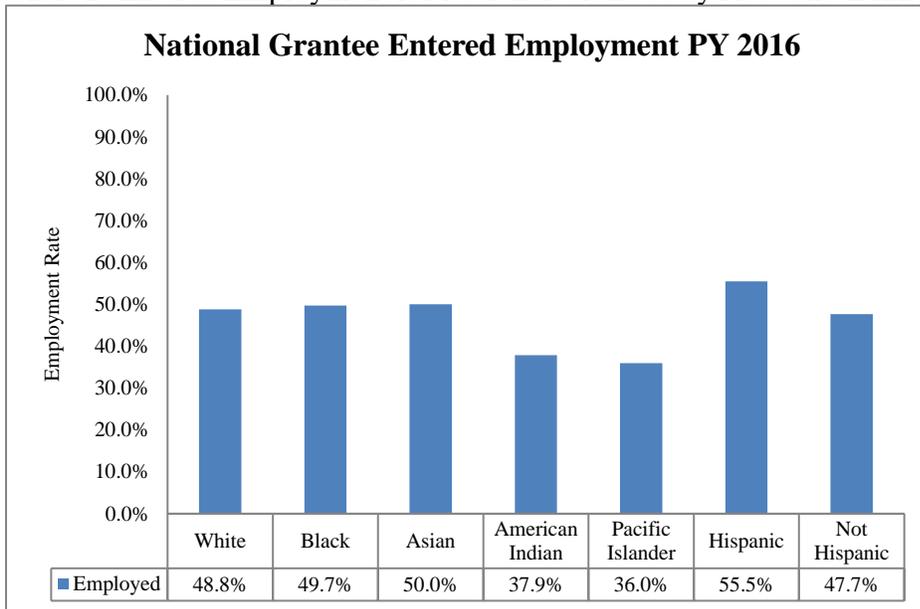


- Whites entered employment significantly more often than American Indians and Pacific Islanders.

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

<sup>3</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.

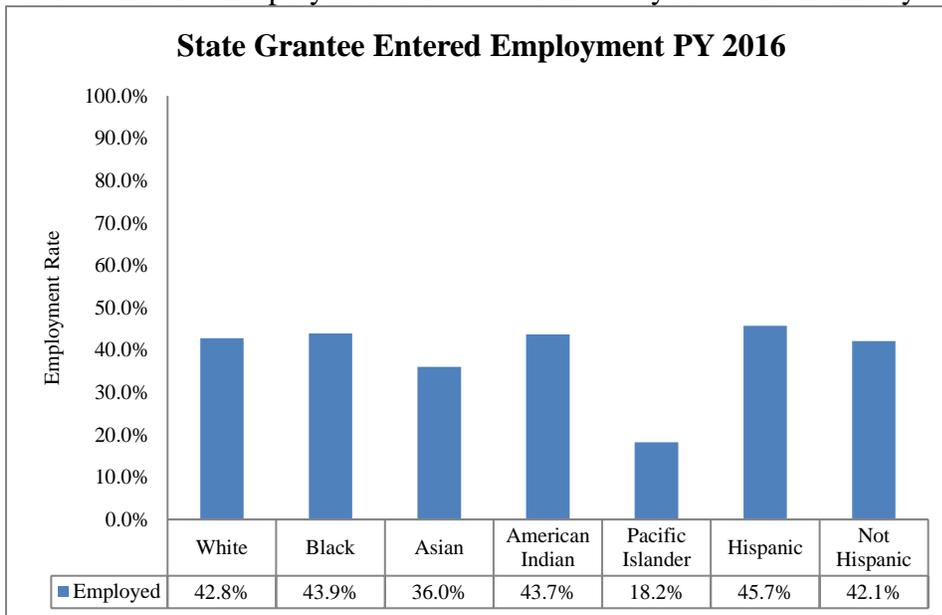
Chart 2: Entered Employment for National Grantees by Race and Ethnicity



● Whites entered employment significantly more often than American Indians.

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

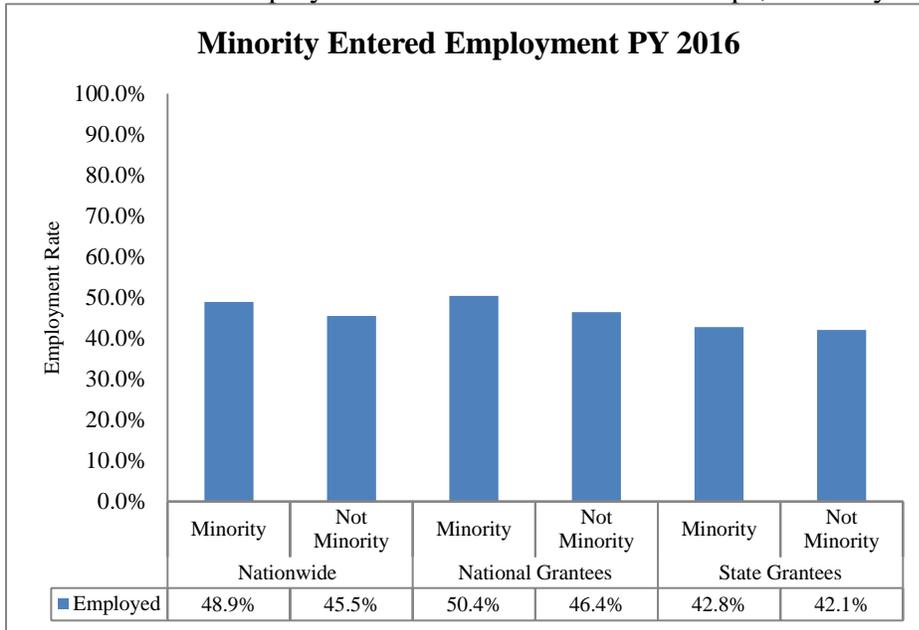
Chart 3: Entered Employment for State Grantees by Race and Ethnicity



● Whites entered employment significantly more often than Pacific Islanders.

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

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



● *Nationwide and among national grantees, minorities entered employment significantly more often than non-minorities.*

### Individual Grantees

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

- ANPPM: Hispanics entered employment significantly less often than Non-Hispanics
- Experience Works: Minorities entered employment significantly less often than non-minorities.
- NAPCA[S]: Blacks entered employment significantly less often than Whites
- NCOA: Minorities entered employment significantly less often than non-minorities.
- SER: Minorities entered employment significantly less often than non-minorities.
- Alaska: Hispanics entered employment significantly less often than Non-Hispanics
- Wisconsin: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.

Grantees experienced essentially the same number of significant differences in entered employment for any minority category in PY 2016 (8) as in PY 2015 (9).

### 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

<b>Grantee/State</b>	<b>Race and Ethnicity<sup>4</sup></b>	<b>Minority Overall<sup>5</sup></b>
<b>AARP/Pennsylvania</b>	Hispanic	---
<b>AARP/Texas</b>	Black	---
<b>ANPPM/Pennsylvania</b>	Hispanic	---
<b>Experience Works/Minnesota</b>	---	X
<b>Experience Works/New Jersey</b>	---	X
<b>Experience Works/Oklahoma</b>	---	X
<b>NCOA/Georgia</b>	---	X
<b>NCOA/Kentucky</b>	Black	X
<b>SER/Wisconsin</b>	Black	X

The number of instances of any minority category being disadvantaged was essentially the same in PY 2016 (11) as in PY 2015 (10).

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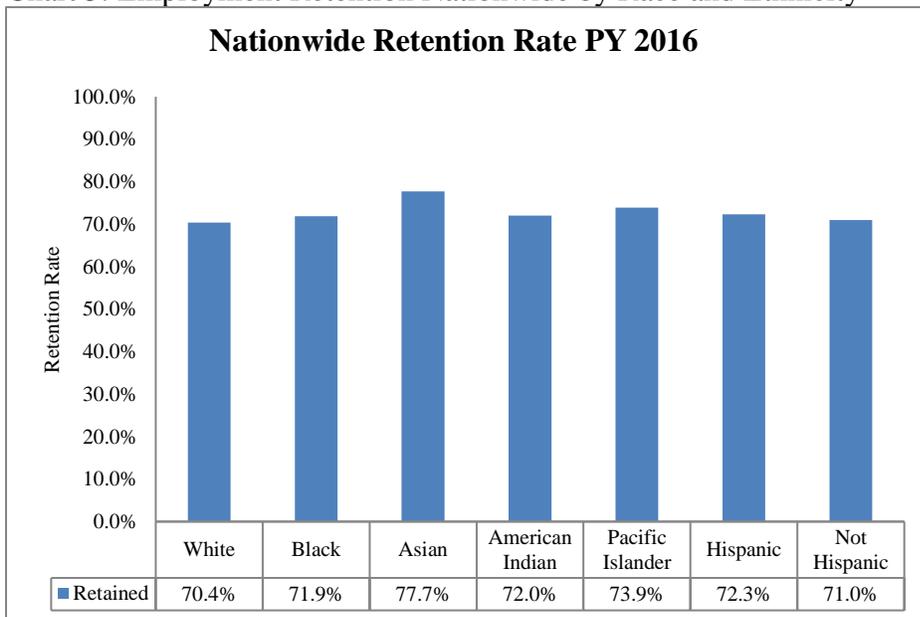
<sup>4</sup> Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

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

## Employment Retention<sup>6</sup>

Chart 5 presents the employment retention rates for all grantees nationwide in PY 2016. 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 or between Hispanics and non-Hispanics. The analysis in Chart 8 is broader in nature, comparing all minorities to non-minorities: minorities retained employment significantly more often than non-minorities nationwide and among national grantees.

Chart 5: Employment Retention Nationwide by Race and Ethnicity

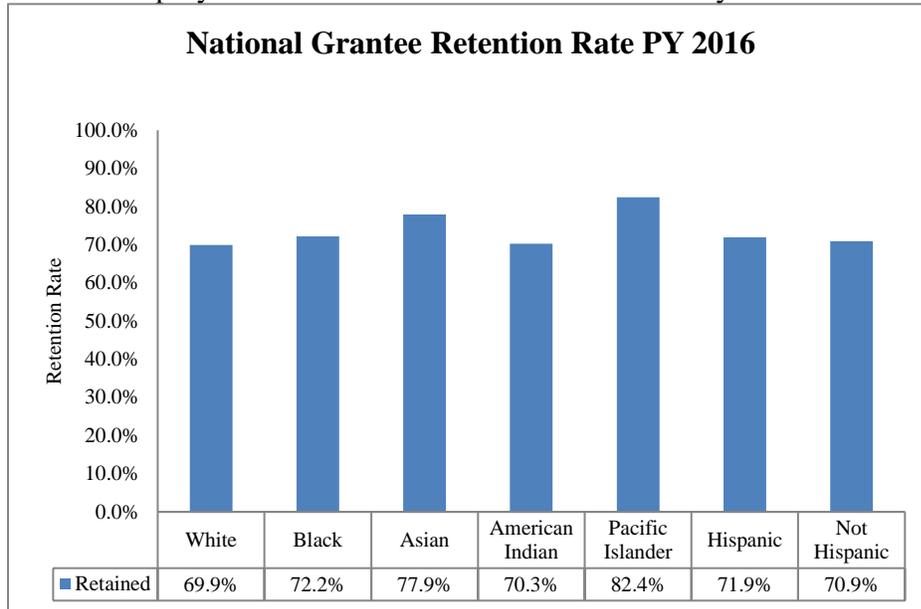


- *There were no significant differences between Whites and other races.*

- *There was no significant difference between Hispanics and 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.

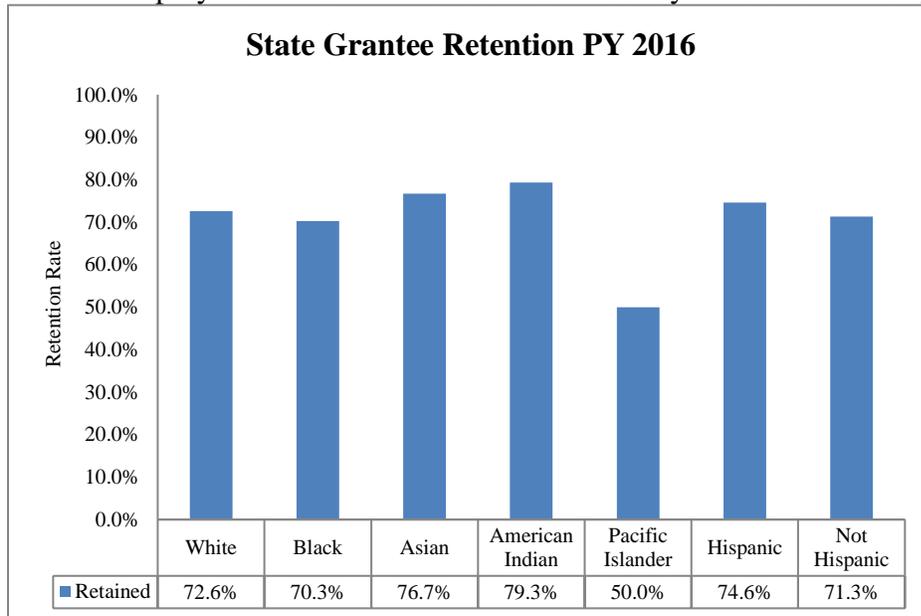
Chart 6: Employment Retention for National Grantees by Race and Ethnicity



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

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

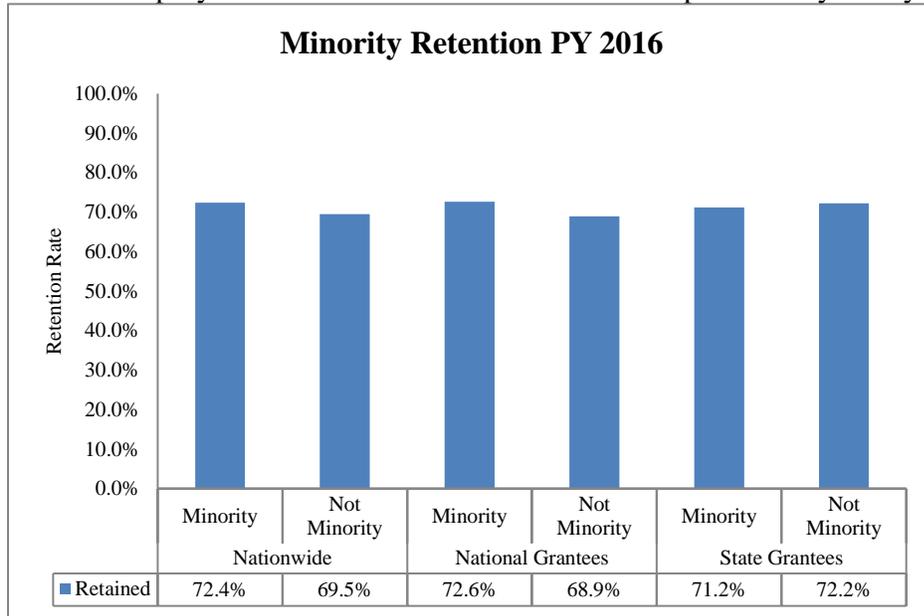
Chart 7: Employment Retention for State Grantees by Race and Ethnicity



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

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

Chart 8: Employment Retention for All Grantee Groups Minority Analysis



• *Nationwide and among national grantees, minorities retained employment significantly more often than non-minorities.*

### Individual Grantees

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

- Experience Works: Hispanics retained employment significantly less often than non-Hispanics, and minorities retained employment significantly less often than non-minorities.
- SSAI: Hispanics retained employment significantly less often than non-Hispanics.
- Iowa: Blacks retained employment significantly less often than Whites, and minorities retained employment significantly less often than non-minorities.
- Pennsylvania: Blacks retained employment significantly less often than Whites, and minorities retained employment significantly less often than non-minorities.

In PY 2016, there was no change in the number of significant differences in employment retention for any minority category from PY 2015.

### 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 on the next page.

Table 2: Disparities in Employment Retention 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/Arkansas</b>	---	X
<b>AARP/Michigan</b>	Black	X
<b>AARP/Ohio</b>	Asian, Hispanic	X
<b>AARP/South Carolina</b>	Black	X
<b>Experience Works/Illinois</b>	---	X
<b>Experience Works/Nebraska</b>	---	X
<b>Experience Works/Puerto Rico</b>	Hispanic	---
<b>Experience Works/South Carolina</b>	Black	X
<b>SSAI/Indiana</b>	Black	X
<b>SSAI/Massachusetts</b>	Hispanic	---
<b>SSAI/Minnesota</b>	Black	X

There were 13 more instances of any minority category being disadvantaged in PY 2016 (18) than in PY 2015 (5).

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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.

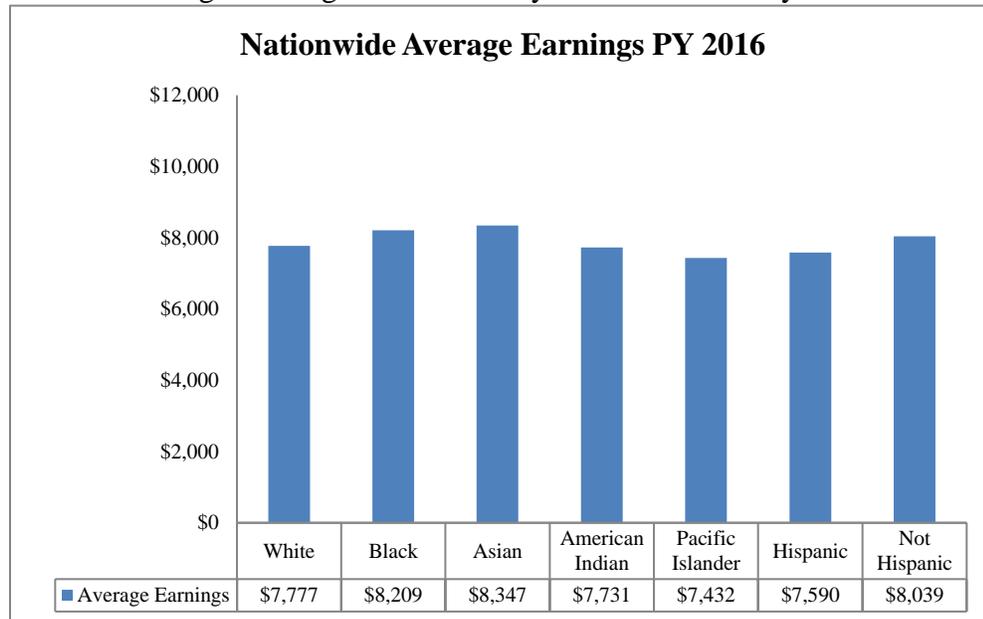
## Average Earnings<sup>9</sup>

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 by race and ethnicity for all grantees nationwide in PY 2016; Charts 10 and 11 present average 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 Hispanics and those non-Hispanic and between minorities and non-minorities. Chart 12 presents average earnings for minorities overall for all three groups of grantees.

The results for Charts 9-11 show no significant differences for any racial or minority category, except for Hispanics at the nationwide and national grantee levels, where they earned on average significantly less than non-Hispanics. Chart 12 shows that there were no significant differences in average earnings between minorities and non-minorities among all three grantee groups.

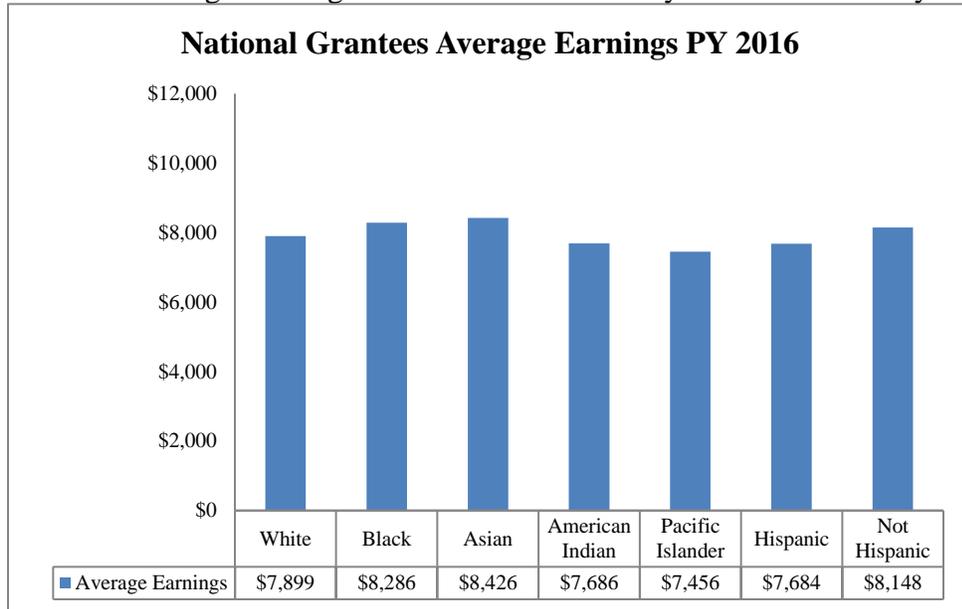
Chart 9: Average Earnings Nationwide by Race and Ethnicity



- *There were no significant differences in average earnings between Whites and other races.*
- *Hispanics earned significantly less on average than non-Hispanics.*

<sup>9</sup> 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 the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority.

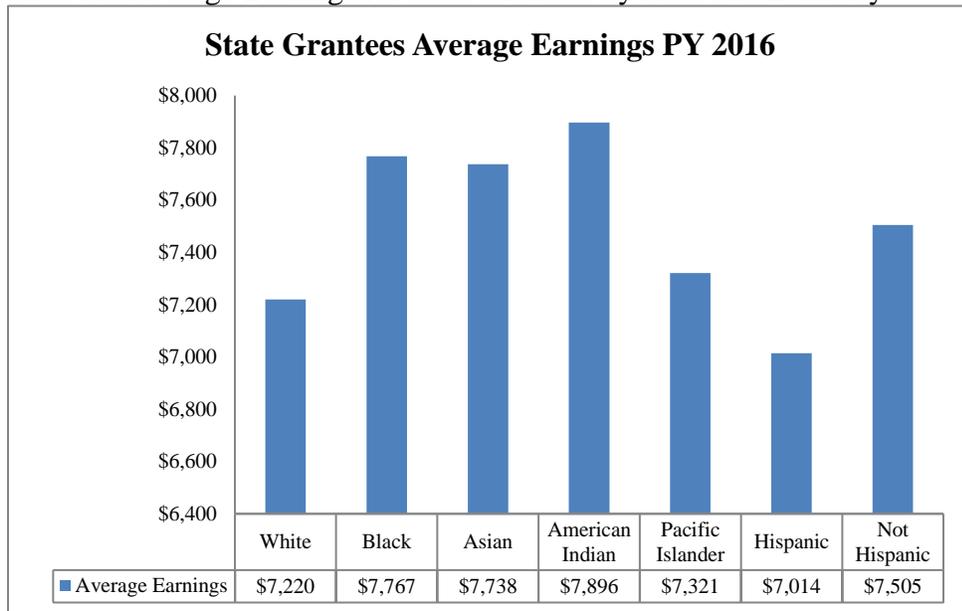
Chart 10: Average Earnings for National Grantees by Race and Ethnicity



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

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

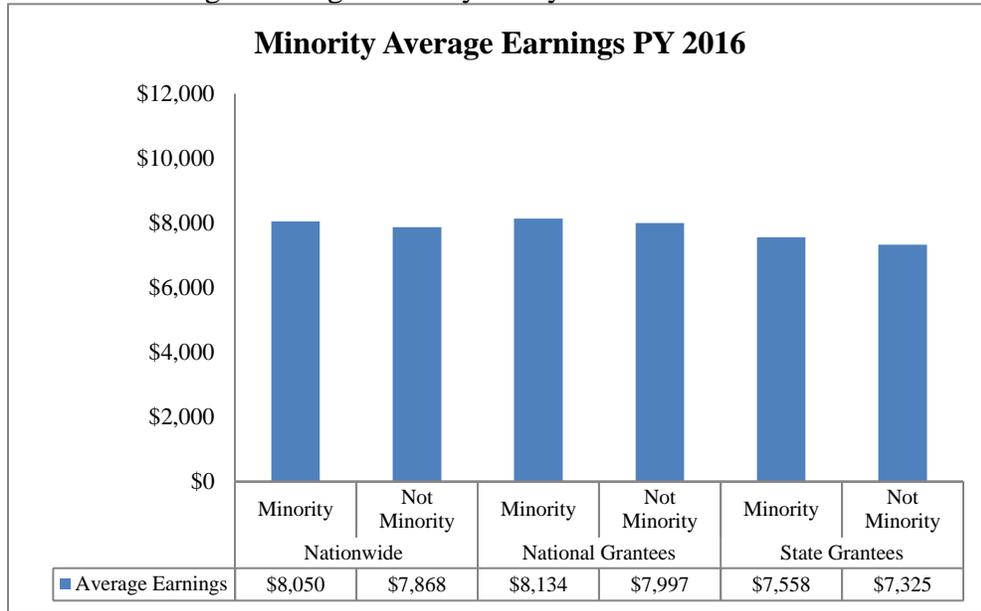
Chart 11: Average Earnings for State Grantees by Race and Ethnicity



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

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

Chart 12: Average Earnings Minority Analysis



● *There were no significant differences in average earnings between nationwide, national or state grantees.*

### Individual Grantees

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

- SSAI: Whites earned significantly more on average than Asians.
- AARP: Hispanics earned significantly less on average than non-Hispanics.
- Easter Seals: Hispanics earned significantly less on average than non-Hispanics.
- Texas: Hispanics earned significantly less on average than non-Hispanics.

Grantees experienced three fewer significant differences in average earnings for any minority category in PY 2016 (4) compared to the number in PY 2015 (7).

### 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 in Table 3.

Table 3: Disparities in Average 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/Arkansas</b>	---	X
<b>AARP/Arizona</b>	Black	---
<b>AARP/California</b>	Hispanic	X
<b>AARP/Colorado</b>	Hispanic	X
<b>AARP/Missouri</b>	Black	X
<b>AARP/Texas</b>	Hispanic	---
<b>Easter Seals/New Jersey</b>	Hispanic	---
<b>Experience Works/Michigan</b>	Hispanic	---
<b>NCBA/Mississippi</b>	Black	X
<b>NCOA/North Carolina</b>	Black	X
<b>NCOA/Pennsylvania</b>	Black	---
<b>SSAI/California</b>	Asian	X
<b>SSAI/New York</b>	Asian	---

There were 12 more instances of any minority category being disadvantaged in PY 2016 (19) than in PY 2015 (7).

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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.