

**Senior Community Service Employment Program  
Analysis of Service to Minority Individuals, PY 2010**

**Volume I**

**Submitted to:  
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**Submitted by:  
The Charter Oak Group, LLC  
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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. The report must also contain a description of grantees' efforts to serve minority individuals and must include:

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

This analysis looks at the participation levels of and outcomes achieved by minorities in PY 2010. It uses the same approach and analyses employed in the reports for PY 2006 through PY 2009. Part I of Volume I provides a comparison of the participation of minority groups to their proportion in the population. Part II of Volume I examines the employment outcomes (Common Measures Entered Employment, 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**

As was true for the PY 2009 Minority Report, this PY 2010 analysis of SCSEP minority participation compared to the incidence of minorities in the population is based on custom tables from the US Census Bureau. This year, the tables utilize the full American Community Survey (ACS) data set from 2008 through 2010. In this report, significant under-service with regard to participation in SCSEP means that two tests have been met: the number of SCSEP participants for a minority category is less than 80% of that category's incidence in the population and the difference is statistically significant at the .05 level. In contrast, significant over-service means only that minority participants were served in greater proportion than their incidence in the population and the difference is significant at the .05 level. In both cases, the population with which SCSEP participants are compared is the number of poor elderly in each state or the country as a whole.

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). If a grantee's authorized positions are clustered in certain areas of a state and there are significant differences between the incidence of eligible minorities in a grantee's service area within a state and the statewide estimates, the state-level population data used for these analyses may be unrepresentative. See pages 6-7 for a full discussion of the data sources and methodology used.

Using these more accurate population estimates from the 2008-2010 ACS, the following are the findings of this analysis:

- At the nationwide level, SCSEP significantly over-served minorities overall, Blacks, and American Indians. Pacific Islanders were served at their incidence in the population. Asians were significantly underserved. Hispanics were under-served; this under-service is statistically significant but is not below 80% of the incidence of Hispanics in the population and thus does not meet the threshold for significant under-service used in this report.
  - 26 grantees, 17 state grantees and 9 national grantees, significantly under-served Hispanics. Both national grantees as a group and state grantees as a group also significantly under-served Hispanics.
  - 40 grantees, 26 state grantees and 14 national grantees, significantly under-served Asians.
- National grantees at the state level significantly under-served minorities in 26% of the possible instances (counting as an instance each state in which each of the national grantees served each of the 6 minority categories). This was a significant increase from PY 2009.

The trends at the nationwide and grantee level are similar to those found in PY 2009 although the number of grantees under-serving Hispanics and Asians increased substantially from PY 2009. The size of the disparities in under-service at the grantee level were of the same magnitude as PY 2009 and PY 2008, but smaller than in the years prior to PY 2008.

## **SCSEP Outcomes**

Examining disparities between Whites and individual minority groups provides a detailed look at racial disparity. Nationwide, Whites entered employment significantly more often than all other racial groups. Among national grantees as a group, Whites entered employment more often than Blacks and American Indians. Among state grantees as a group, Whites entered employment more often than all other races. In addition, ten individual grantees had racial disparities in entered employment, most involving Blacks. In terms of disparities due to ethnicity, Hispanics entered employment significantly more often than non-Hispanics nationwide and among national grantees. All of these results for entered employment are essentially the same as those for PY 2009.

For employment retention and average earnings, analyses at the nationwide, national grantee, and state grantee levels showed no disparities for any racial groups, except that Hispanics had significantly lower average earnings than non-Hispanics among state grantees. With the exception of Hispanic average earnings, these results are the same as those for PY 2009. At the individual grantee level, only one grantee had disparities for employment retention, and 8 had disparities for average earnings; all but one of these instances involved Blacks and Hispanics. This is an increase over PY 2009 when three grantees had disparities for employment retention and three had disparities for average earnings; all of the PY 2009 instances involved Blacks.

The final analysis for each of the employment measures compares all minorities against all non-minorities. Nationwide and among national and state grantees, minorities entered employment significantly less often than non-minorities. Eight individual grantees also had disparities between minorities and non-minorities. For employment retention and average earnings, there were no significant differences between minorities and non-minorities, either nationwide or among all state grantees or all national grantees. Two individual grantees had a significant difference between minorities and non-minorities for employment retention; four individual grantees had significant differences between minorities and non-minorities for average earnings. The results for minorities overall on all three measures are essentially the same as for PY 2009.

## ***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 2010. The other set of data for the incidence of minority groups in the United States population is the 2008-2010 American Community Survey (ACS). Custom tables were developed for this report by the US Census Bureau using the full ACS data set. These custom ACS data sets, first used for the PY 2008 Minority Report, are now the standard source of population data for these analyses.

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 state. This defines the population of minority individuals whom the program could serve. The participation analysis looked at 70 of the 74 SCSEP grantees. The three overseas territories, American Samoa, Guam, and the Northern Marianas, as well as the Virgin Islands, are not included in this analysis because accurate and recent population data for low income elderly are not available for those jurisdictions.

Both data sources were used to calculate the percentage of each minority group: Black, American Indian, Asian, Pacific Islander, and Hispanic. Hispanic was calculated by whether an individual identified as Hispanic versus not Hispanic regardless of any racial category identified. The racial categories were calculated by placing individuals in a category if they identified solely with that racial category or if they identified with that racial category and any other racial category. This approach results in some individuals being counted in 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 1.8 percent among all ages, and only 1.4 percent of all those 55 and over and at or below 125% poverty. A minority overall variable was created for both data sets by counting any individual who chose any racial minority category and/or designated himself or herself as Hispanic.

## Methodology

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

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

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

Throughout this report, significant under-service with regard to participation in SCSEP means that both tests have been met: the number of SCSEP participants for a minority category is less than 80% of that category's incidence in the population and the difference is statistically significant. 80% is the standard generally applied by DOL's Civil Rights Center to determine if program practices have an adverse impact on minority groups. It is also the standard employed by DOL to assess whether programs such as SCSEP and WIA have substantially met their performance goals. Although instances of significant over-service to minorities with respect to participation are noted in Volume I, significant over-service is not highlighted or otherwise noted in the tables in the appendices in Volume II.

### Limitations of the Analysis

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

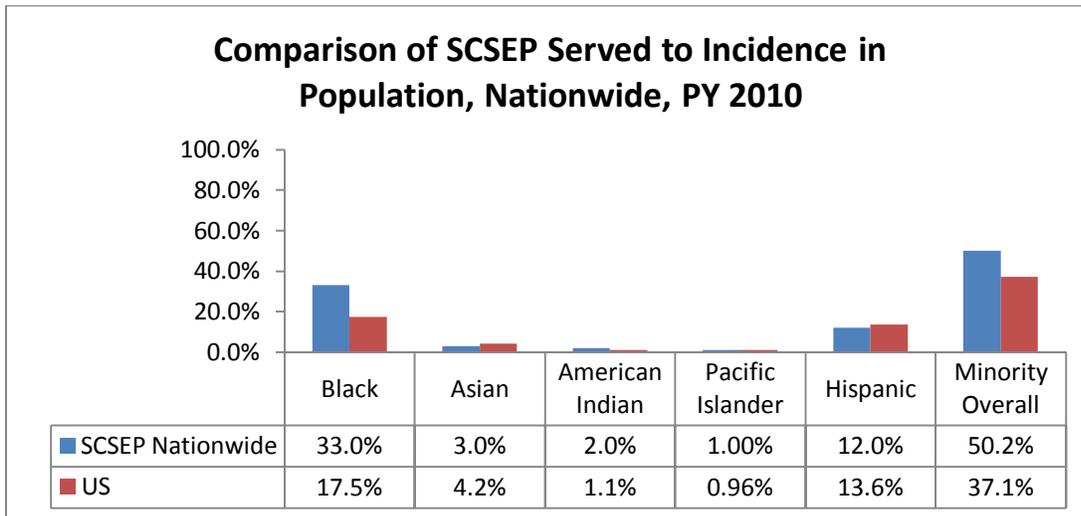
1. For practical reasons, the analysis of SCSEP enrollment of minorities was done at the state and nationwide levels only. Some grantees do not operate throughout an entire state or may have the vast majority of their authorized positions clustered in certain areas of the state. Where there are substantial differences between the incidence of eligible minorities in a grantee's service area within a state and the statewide estimates, the state-level population data may be unrepresentative. In their response to the annual reports, grantees are invited to examine county-level data if their service area was concentrated in specific counties in a state. Starting with the PY 2009 report, grantees have been provided with county level data from the same custom ACS run created by the US Census Bureau.

2. In some cases, a grantee that had the same level of enrollment of a minority group in two consecutive years has had significant under-service in one year but not the other year. This effect may be caused by changes in the ACS population estimates due to the margin of error in the sampling or to real changes in the minority populations. In these cases, it is important to note that the finding of significant under-service is not a reflection of any change in the number of minorities served by the grantee.

3. The focus of these analyses was whether under-service occurred for any minority category. No effort was made to build a model to analyze the various factors that could have affected under-service, such as local economic conditions, the size of the grantee, or the grantee’s outreach and recruitment practices.

## Nationwide Results

Chart 1<sup>1</sup>



As seen in Chart 1, nationwide, the SCSEP program serves a much higher percentage of minorities overall than their representation in the population. The results are generally consistent with those from PY 2009. Of the five individual minority sub-categories, the nationwide program also serves a higher percentage of Blacks and American Indians. Service to Pacific Islanders is virtually identical to the incidence of Pacific Islanders in the population. As was true in PY 2009, under-service of Hispanics was statistically significant but did not occur at less than 80% of the Hispanic incidence in the population. In contrast, Asians were under-served under both tests in PY 2010, as was true in PY2009. The differences noted in Chart 1 are all statistically significant at the .05 level.

<sup>1</sup> The data in Chart 1 reflect nationwide Census data for the incidence of minorities in the population and nationwide SCSEP enrollment data from the QPR. None of the data were re-calculated for this chart.

Chart 2

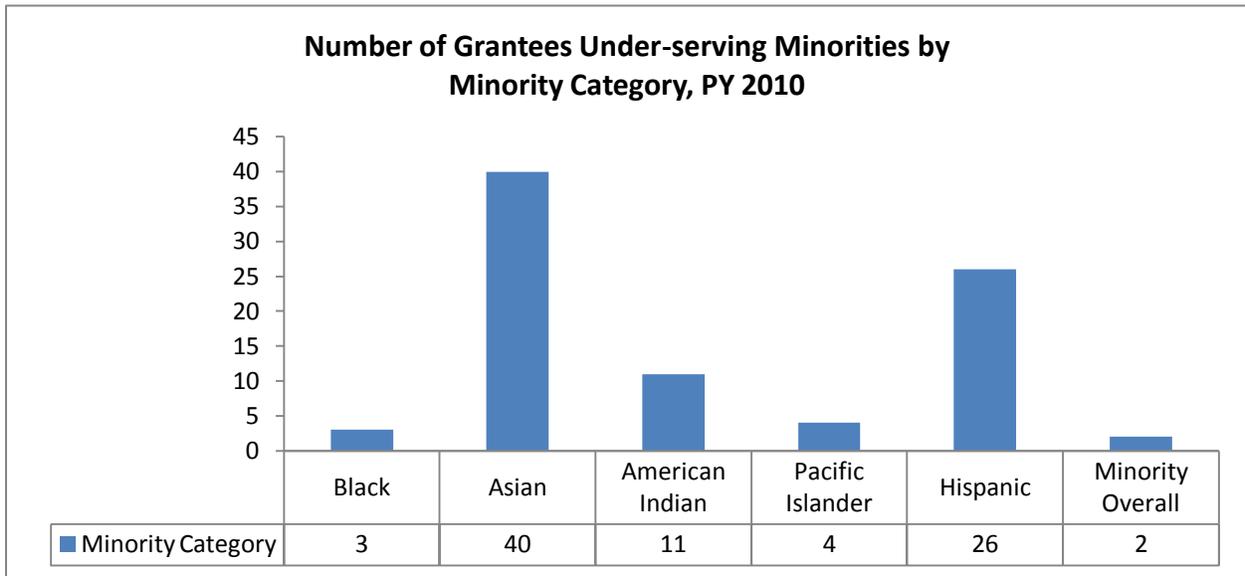
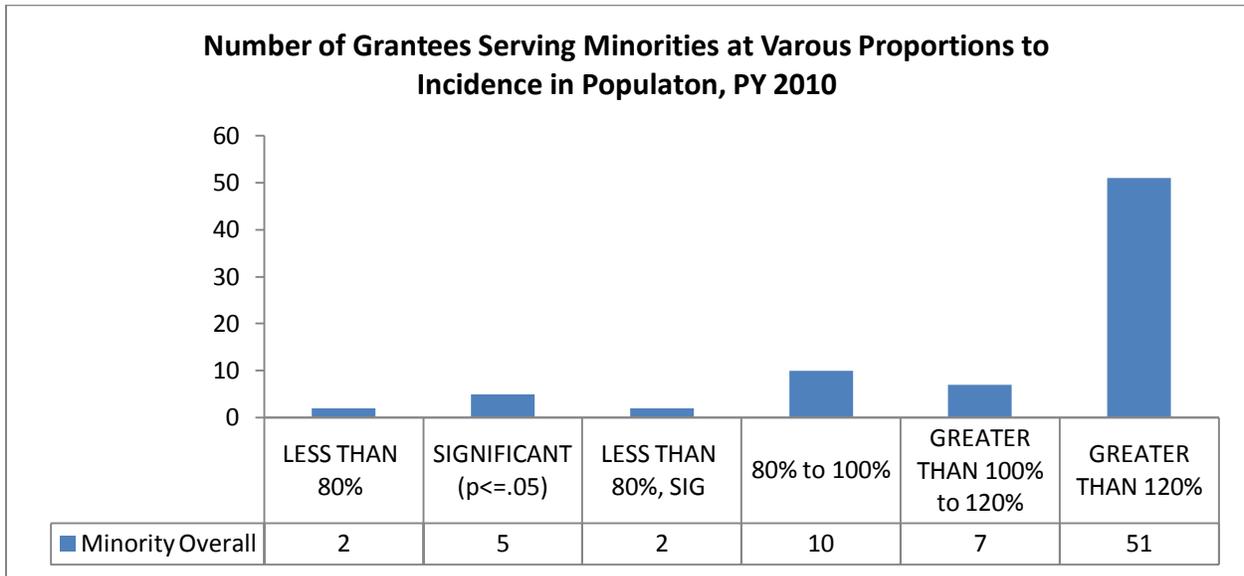


Chart 2 shows the number of grantees that served less than 80% of a minority category where the difference was also significant at the .05 level. The number of grantees under-serving Asians increased from 19 to 40, grantees under-serving American Indians increased from 5 to 11, grantees under-serving Pacific Islanders increased from 0 to 3, and grantees under-serving Hispanics increased from 22 to 26. Under-service to minorities overall remained the same.

### Analysis by Minority Category

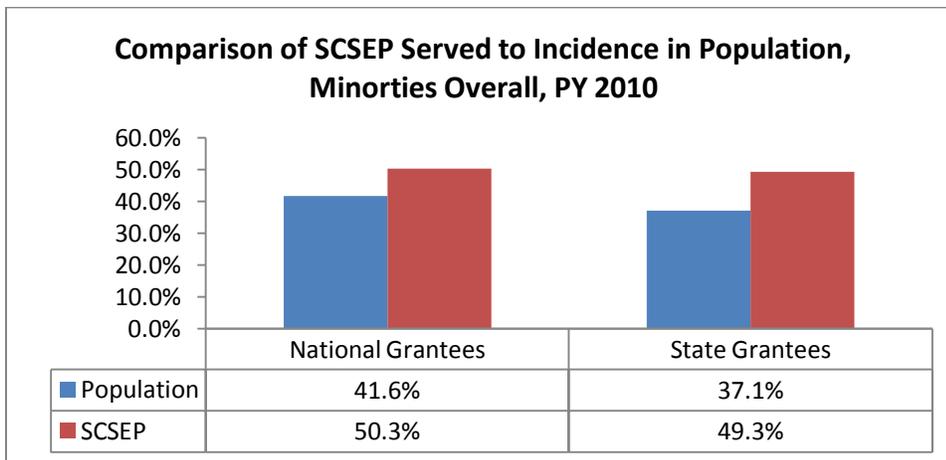
The charts below present the number and percent of grantees that serve less than 80% of the proportion of a minority category in the population, as well as those serving 80% to 100%, greater than 100% to 120%, and greater than 120% of the proportion of that minority category in the population. The analysis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

Chart 3



Only EW and ABE significantly under-served minorities overall. Ten (10) grantees served minorities at 80-100% of their incidence in the population while 51 grantees served minorities at over 120% of their incidence in the population.

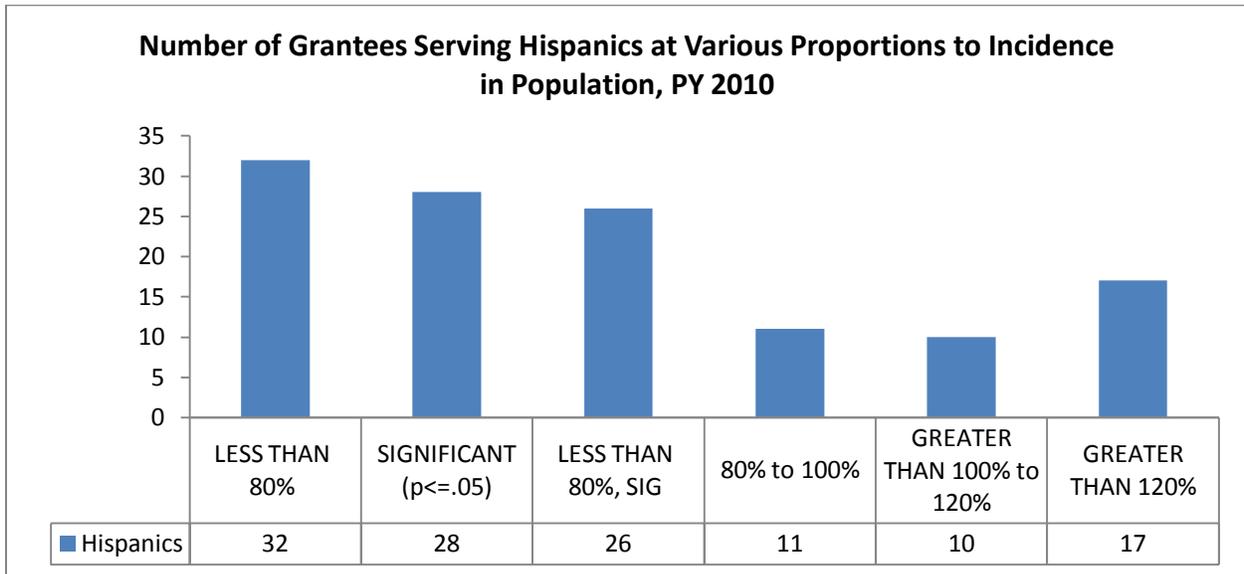
Chart 4<sup>2</sup>



Both state and national grantees as groups over-serve minorities overall. These differences are significant at the .05 level. The difference in over-service between national and state grantees is also significant. The degree of over-service by national grantees and state grantees is similar to PY 2009.

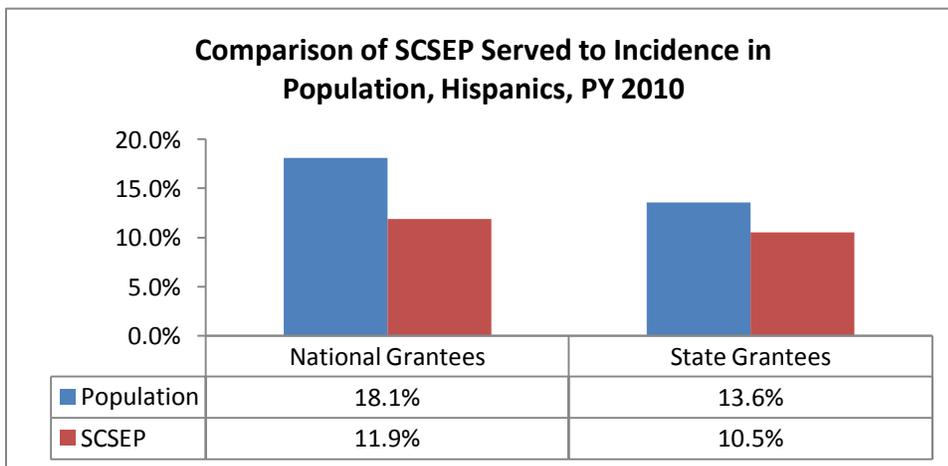
<sup>2</sup> In all of the following comparisons involving participation of minority categories by national grantees as a group, population percentages are averages of the population estimates of the states in which the national grantees operate, weighted by the proportion of active participants in each of those states. Thus, they will typically differ from the population estimate for the state grantees as a group, for which the nationwide population rate is used.

Chart 5



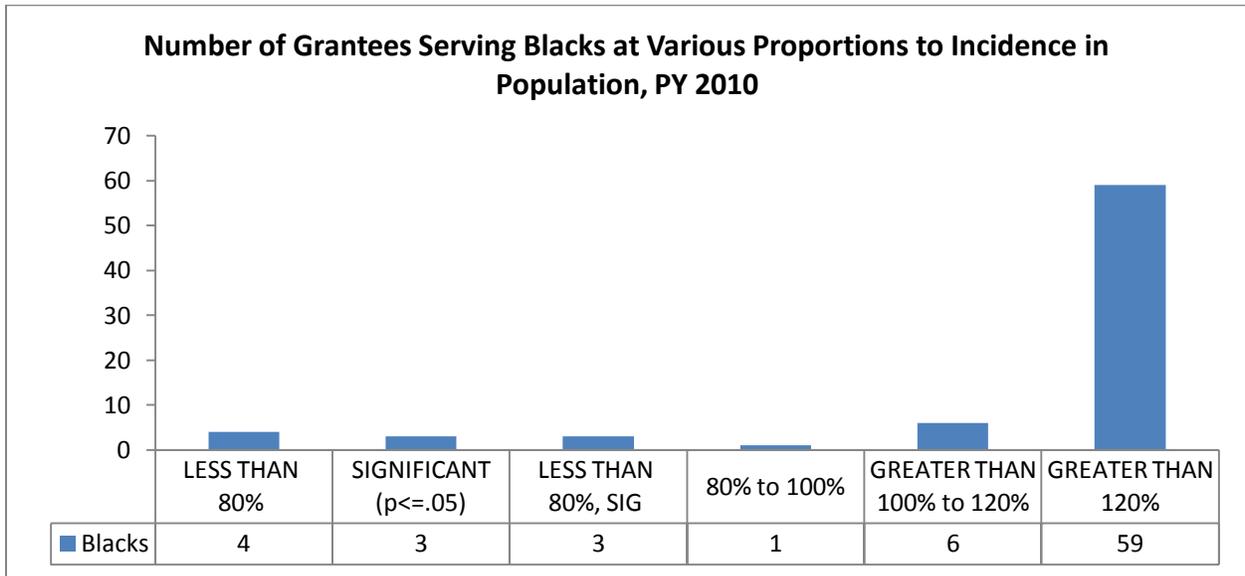
Twenty-six grantees significantly under-serve Hispanics (less than 80% of the incidence of Hispanics in the population and statistically significant at the .05 level): Experience Works, ABLE, NAPCA, NCBA, NCOA, NICOA, Urban League, SSAI, TWI, Arizona, Arkansas, Connecticut, Georgia, Hawaii, Indiana, Kentucky, Maryland, Massachusetts, New York, Oklahoma, Pennsylvania, Tennessee, Texas, Vermont, Virginia, and West Virginia. The number of grantees under-serving Hispanics increased slightly from PY 2009 (from 22 to 26). Seventeen grantees served more than 120% of the proportion of Hispanics in the population.

Chart 6



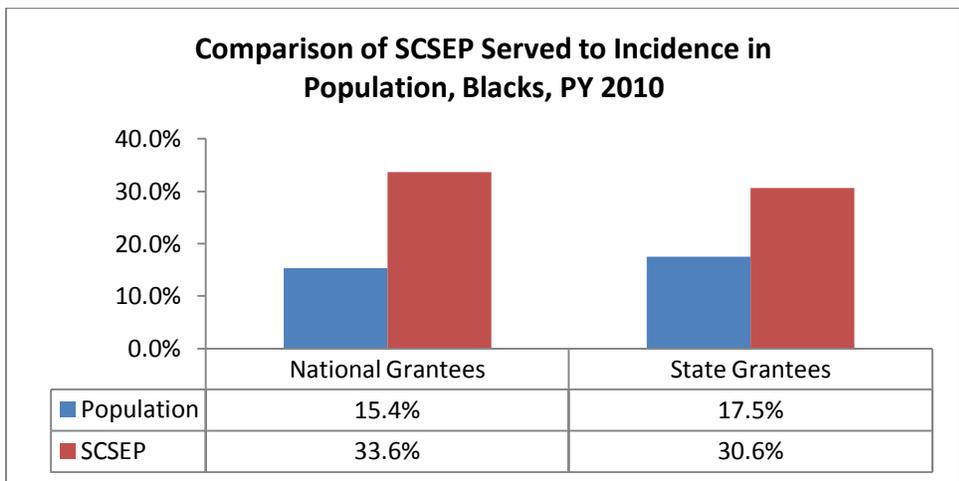
Both state and national grantees significantly under-serve Hispanics; these differences are significant at the .05 level. . The difference in under-service between national and state grantees is also significant. This result differs from the nationwide results for Hispanics because of the different way in which the population estimates are calculated for national grantees as a group compared to the country as a whole. See footnote 2.

Chart 7



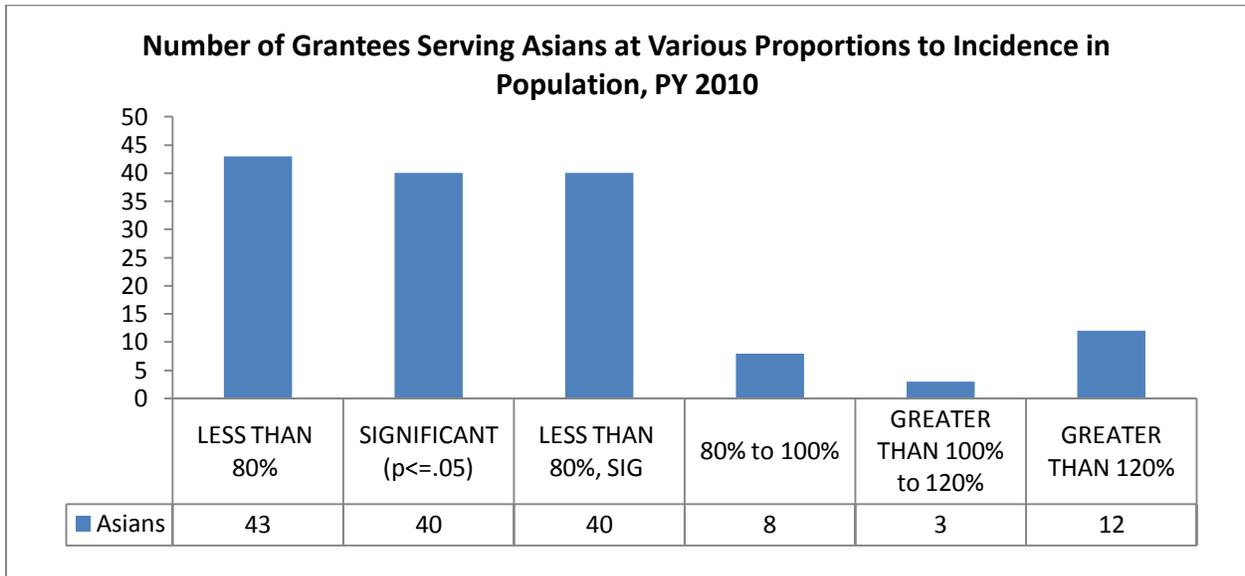
Only three grantees (NAPCA, Idaho and Wyoming) significantly under-served Blacks (less than 80% of the proportion of Blacks in the population with significance at the .05 level). Fifty-nine grantees serve 120% or more of the proportion of Blacks in the population.

Chart 8



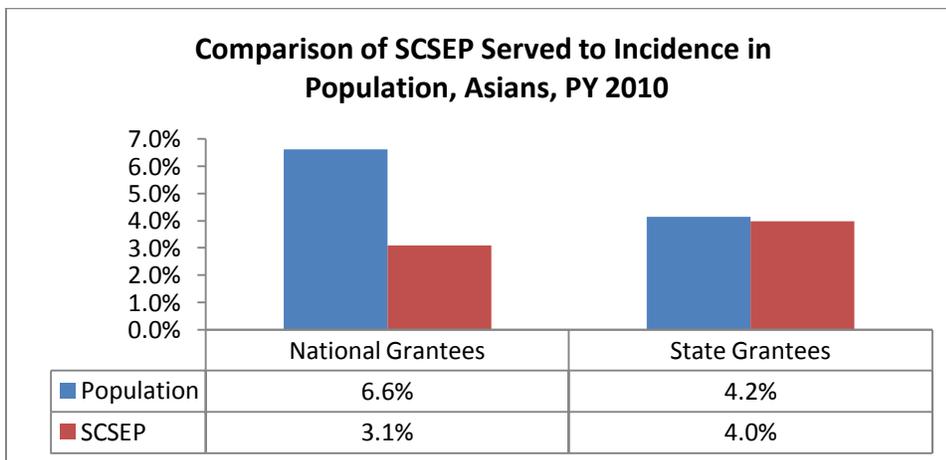
Both state and national grantees significantly over-serve Blacks; these differences are significant at the .05 level. The difference in over-service between national and state grantees is also significant.

Chart 9



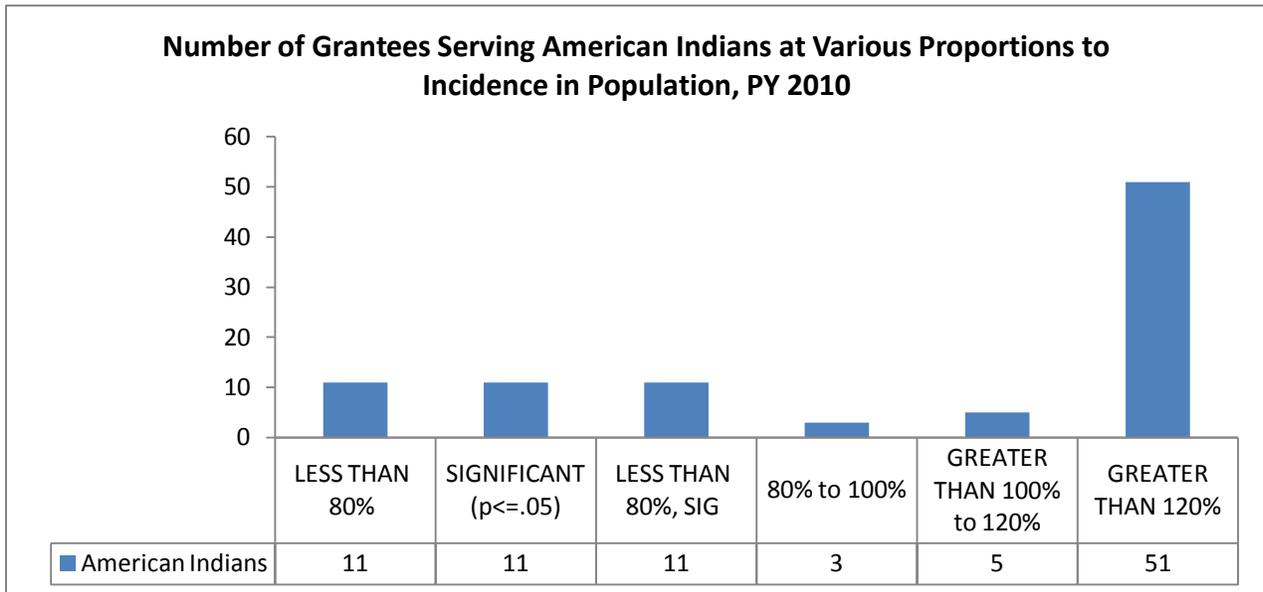
A large number of grantees, 43, serve less than 80% of the proportion of Asians in the population and 40 of these grantees have statistically significant differences at the .05 level: AARP, ANPPM, Easter Seals, Experience Works, Goodwill, IID, Mature Services, ABLE, NCBA, NCOA, NICOA, Urban League, SER, SSAI, Alabama, Alaska, Arizona, Arkansas, California, Colorado, Georgia, Illinois, Iowa, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, New Jersey, New Mexico, North Carolina, Oklahoma, Oregon, Puerto Rico, Tennessee, Texas, and West Virginia. This is an increase in under-service to Asians compared to PY 2009 (19). Twelve grantees served more than 120% of the proportion of Asians in the population.

Chart 10



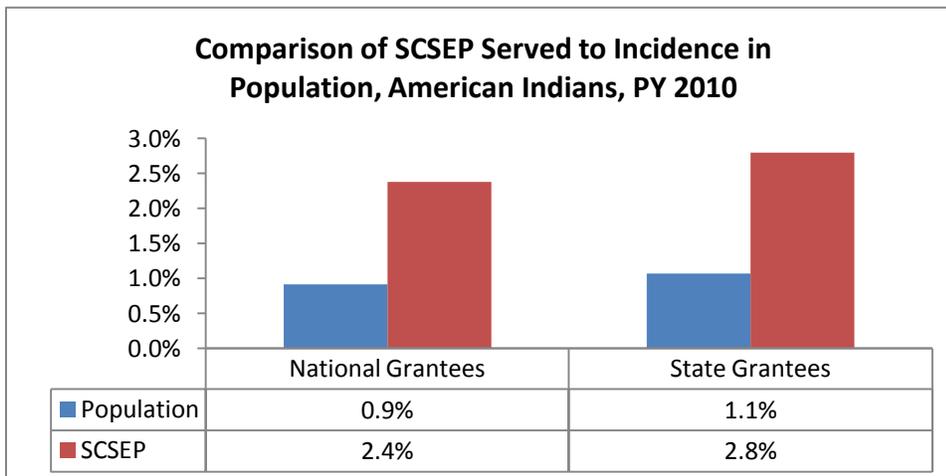
National grantees as a group significantly under-serve Asians while state grantees as a group serve Asians in proportion to their incidence in the population. The difference between national grantees and state grantees is significant. These results are consistent with the results for PY 2009.

Chart 11



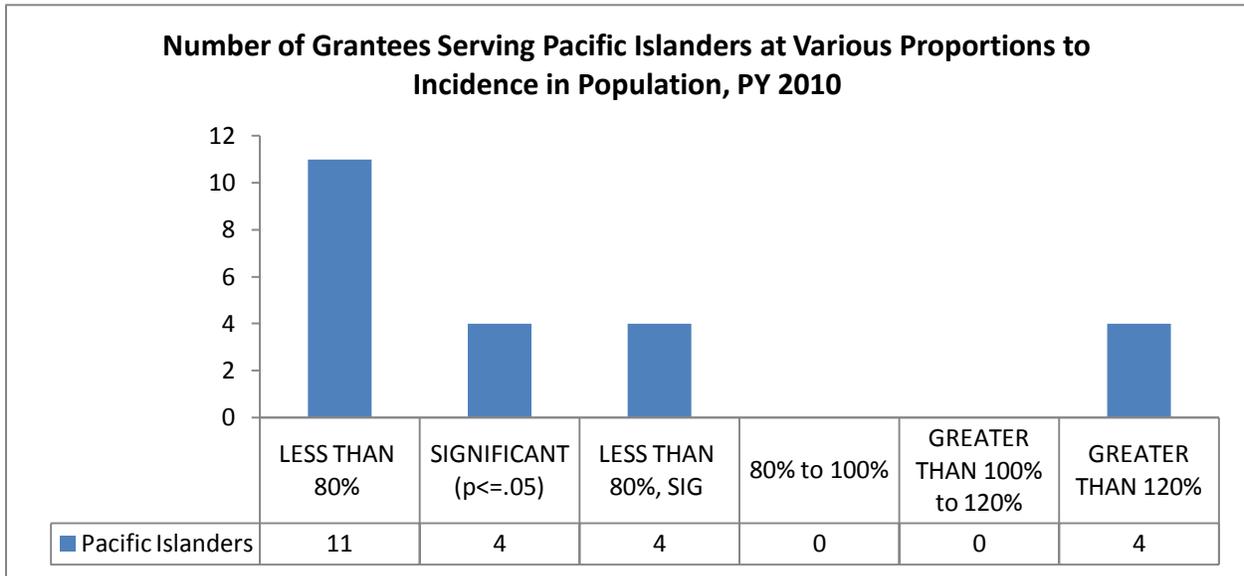
There are many grantees operating in states that have a very small number of American Indians; Census sample sizes for elderly American Indians in poverty for 2010 are very small. Eleven grantees served less than 80% of the proportion of American Indians in the population at the .05 level: Mature Services, NAPCA, Arizona, Arkansas, Florida, Georgia, Kentucky, Louisiana, Nevada, New Jersey and Puerto Rico. Fifty-one served more than 120% of the proportion of American Indians in the population. The degree of over-service increased by two (more grantees are at 120% or more) from PY 2009. There were no zero population estimates for American Indians in the Census data this year, compared with 1 in 2009 and 21 in PY 2008.

Chart 12



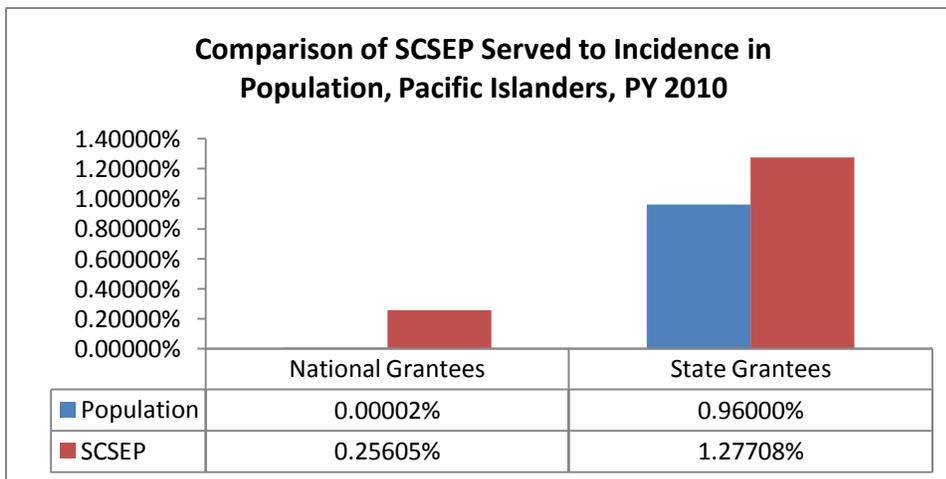
As groups, both the national grantees and state grantees substantially over-served American Indians; these differences are significant at the .05 level. The difference between national grantees and state grantees is also significant, consistent with the PY 2009 results.

Chart 13



There are many grantees operating in states that have a very small number of Pacific Islanders; Census sample sizes for elderly Pacific Islanders in poverty for 2010 are very small. Four grantees served less than 80% of the proportion of Pacific Islanders in the population at the .05 level (compared with none in 2009): Colorado, Oregon, Texas and Utah. Four grantees served more than 120% of the proportion of Pacific Islanders in the population. The under-service of Pacific Islanders is consistent with the results for PY 2009. In PY 2010, there were 55 zero population estimates for Pacific Islanders in the Census data, compared with 43 in PY 2009. (Of these 55, 20 were not reported by the Census due to small population size.)

Chart 14<sup>3</sup>



Neither national grantees as a whole nor state grantees as a whole served less than 80% of the proportion of Pacific Islanders in the population at the .05 level. National grantees under-served Pacific Islanders, and state grantees over-served Pacific Islanders, but these differences are not

<sup>3</sup> Pacific Islander percentages shown to 5 decimal places to illustrate differences.

statistically significant, nor is the difference between the national grantees and state grantees. These findings are generally consistent with PY 2009, although in PY 2009 the difference between the percent of SCSEP Pacific Islander participants served and the incidence of Pacific Islanders in the population was significant.

## National Grantees by State Analysis

Chart 15

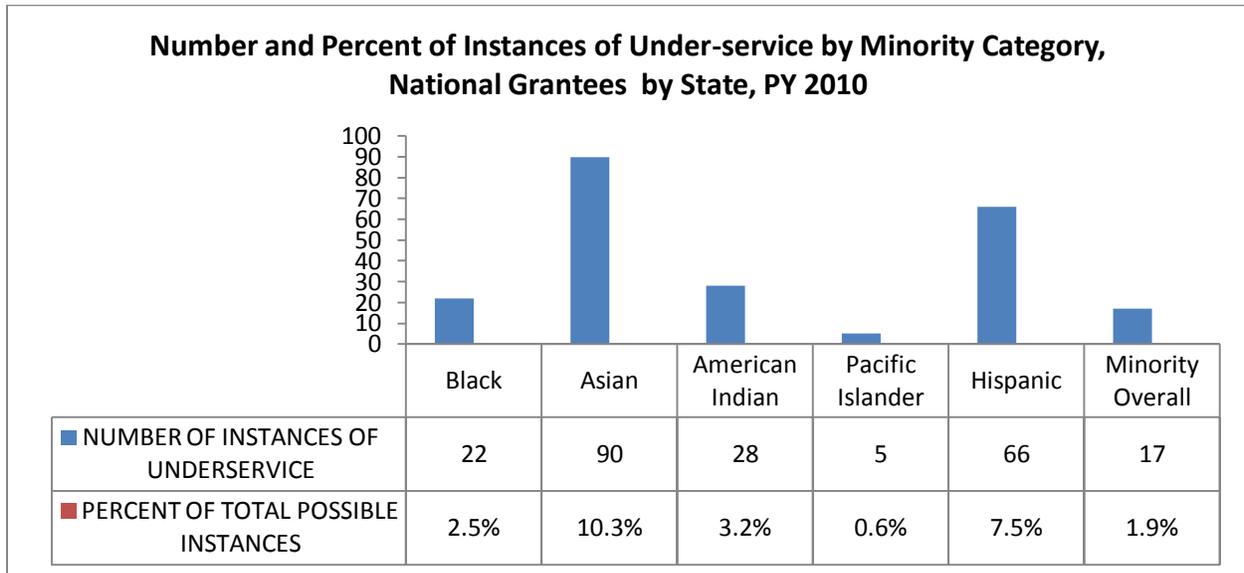


Chart 15 shows the number of instances of under-service and percent of total instances of under-service by national grantees in individual states, by minority category. Out of a possible 876 instances of service (146 instances for each of 6 minority categories, with each state served by each national grantee counting as an instance), there were 228 instances, or 26.0%, where under-service occurred. This is a substantial increase from PY 2009, when significant under-service occurred in 16.7% of the possible instances). Under-service occurred most often in the Asian and Hispanic categories.

Table 1

	Black	Asian	American Indian	Pacific Islander	Hispanic	Minority Overall	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances
AARP	0	18	2	0	7	0	27	138	19.6%
ANPPM	2	4	3	1	1	0	11	30	36.7%
Easter Seals	0	4	1	1	1	0	7	42	16.7%
EW	8	22	2	0	17	11	60	186	32.3%
Goodwill	0	1	1	0	3	0	5	36	13.9%
IID	0	3	0	0	1	0	4	18	22.2%
Mature Services	0	1	0	0	0	0	1	6	16.7%
ABLE	0	1	0	0	0	0	1	18	5.6%
NAPCA	5	0	7	1	7	0	20	42	47.6%
NCBA	0	7	5	0	5	1	18	54	33.3%
NCOA	1	5	2	0	7	1	16	66	24.2%
NICOA	2	5	0	0	3	0	10	42	23.8%
NUL	0	5	0	0	3	0	8	36	22.2%
QCS	0	0	0	0	0	0	0	6	0.0%
SER	1	7	3	2	1	0	14	48	29.2%
SSAI	3	7	2	0	9	4	25	96	26.0%
VATD	0	0	0	0	0	0	0	6	0.0%
TWP	0	0	0	0	1	0	1	6	16.7%
Totals	22	90	28	5	66	17	228	876	26.0%

Table 1 shows the instances of under-service (less than 80% and statistically significant) for each national grantee, by minority category, and provides the percentage of possible instances for each national grantee. Three national grantees under-served in 0-10% of the possible instances, five under-served in 11-20% of the possible instances, six under-served in 21-30% of the possible instances, and four (4) grantees under-served in 30% or more of the possible instances. This is a substantial increase in the degree of under-service from PY 2009 and is similar to the pattern found in PY 2008.

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

### **Methodology**

These analyses are based on the data that were used to construct the Final PY 2010 QPR. The objective of these analyses is to determine whether minorities experience employment outcomes comparable to those of the majority population being served in SCSEP. These analyses encompass former participants who could have experienced employment outcomes between July 1, 2010, and June 30, 2011.

The three employment outcome measures used for this analysis 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 who have earnings in both the second and third quarters after the quarter of exit. The average earning measure is calculated only for those employed in the first quarter after the quarter of exit and who have wages in both the second and third quarters after exiting. Average earnings are presented as the amount of wages earned in the second and third quarters for all qualifying exiters divided by the number of qualifying exiters.

For the race analyses, the outcomes for each racial minority (Black, Asian, American Indian, and Pacific Islander) are compared with the outcomes for Whites. For ethnicity, Hispanics are compared to those who are not Hispanic. In addition, all who are in any minority racial or ethnic group are compared in the aggregate to those who are not in any racial or ethnic minority. The rates of entered employment and employment retention are tested using Fisher's Exact test to determine whether the difference in outcome might have occurred by chance. If the test shows that the difference could have occurred by chance fewer than 5 times in 100<sup>4</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.

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.

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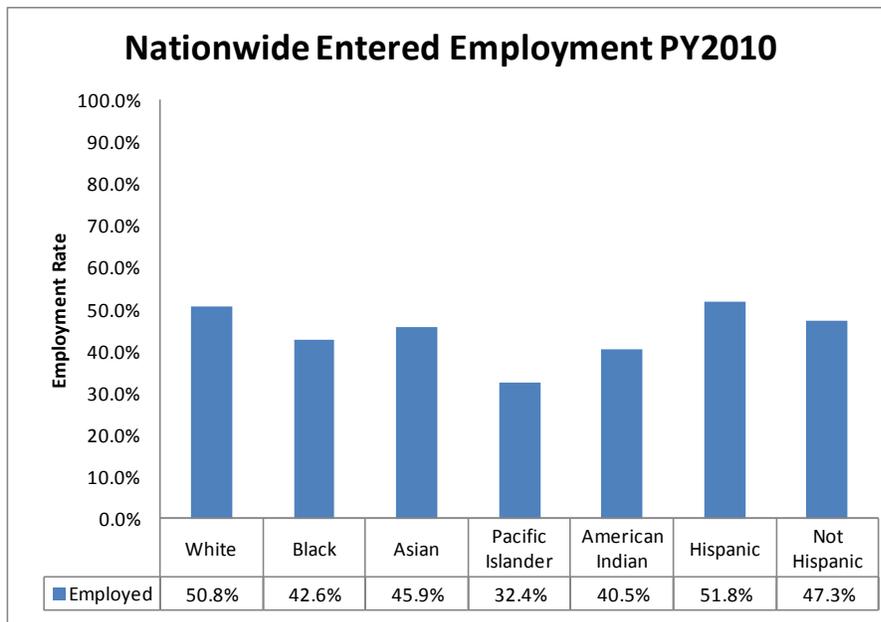
<sup>4</sup> A chance of less than 5 in 100 is the traditional standard used in most social science research.

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

## Entered Employment<sup>5</sup>

The first chart presents the entered employment rates for each racial and ethnic category for all grantees nationwide. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars compare Hispanics to all of those who are not Hispanic. The next three charts present the data by race, ethnicity and minority status, nationwide and by state and national grantees. The results for Charts 1-4 are essentially the same as those in PY 2009.

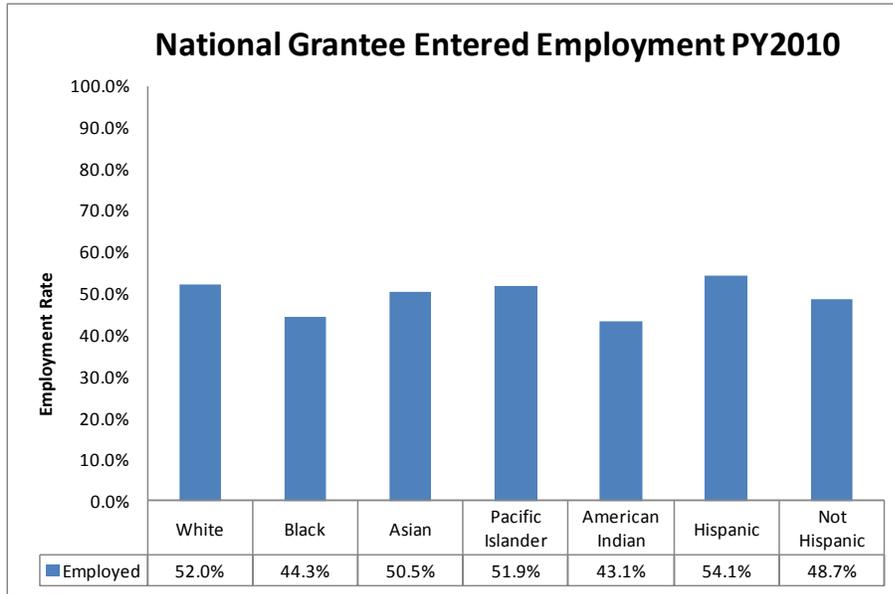
Chart 1: Entered Employment Nationwide by Race and Ethnicity



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

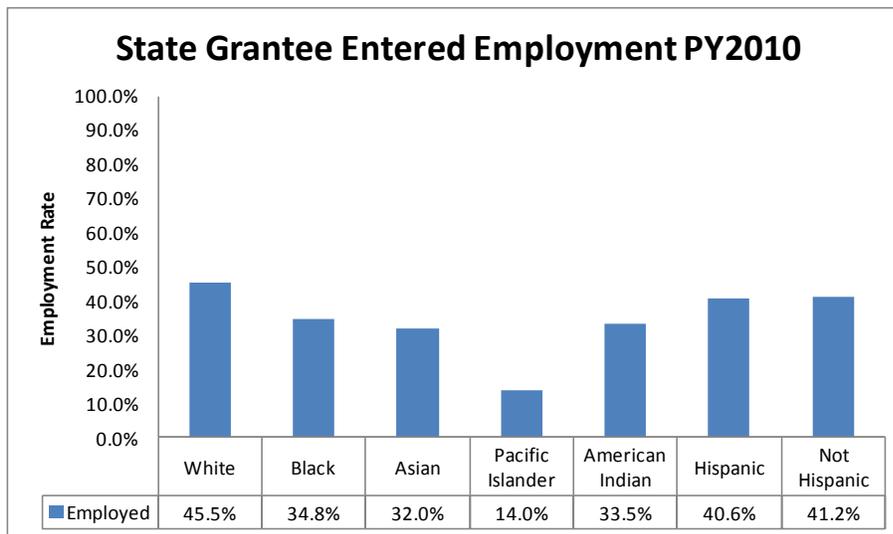
<sup>5</sup> In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z).

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



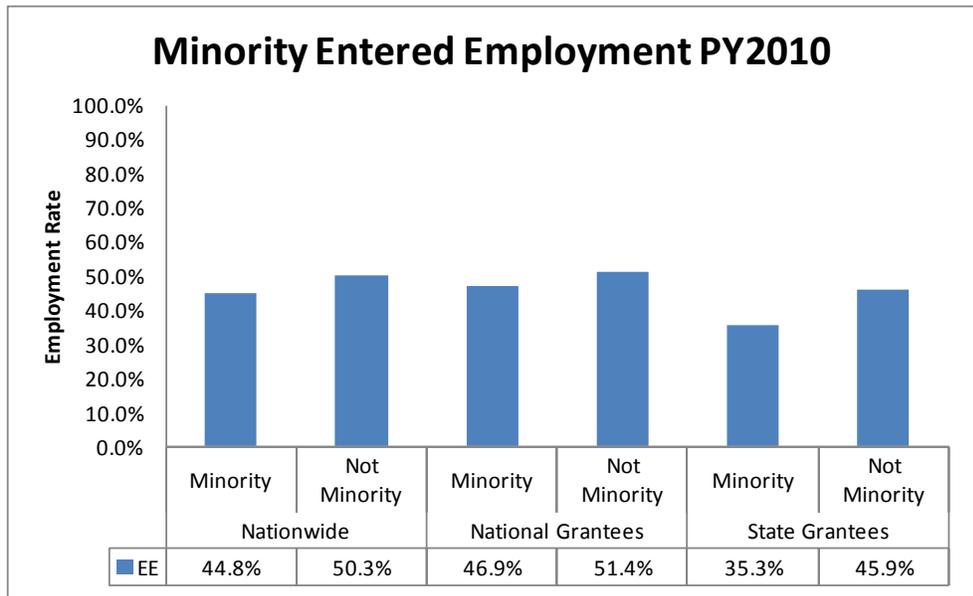
- Whites entered employment significantly more often than Blacks and American Indians
- Hispanics entered employment significantly more often than non-Hispanics

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



- Whites entered employment significantly more often than all other races
- Hispanics entered employment at the same rate as non-Hispanics

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



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

### Individual Grantees

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

- AARP: Blacks entered employment significantly less often than Whites.
- Mature Services: Blacks entered employment significantly less often than Whites.
- NCOA: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- SSAI: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Alaska: American Indians entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Arizona: Minorities entered employment significantly less often than non-minorities.
- Michigan: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Mississippi: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Ohio: Blacks entered employment significantly less often than Whites, and minorities entered employment significantly less often than non-minorities.
- Pennsylvania: Minorities entered employment significantly less often than non-minorities.

One more grantee experienced significant differences in entered employment for minorities in PY 2010 compared to the number of grantees in PY 2009.

## National Grantees by State

The analyses above were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees. The same analyses were also used to determine if there were disparities in outcomes for minority participants within each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported. There are significantly more instances of a racial category being disadvantaged in PY 2010 than was the case in PY 2009.

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>6</sup></b>	<b>Minority Overall<sup>7</sup></b>
<b>AARP/Florida</b>	Black, Hispanic	---
<b>AARP/Indiana</b>	Black	X
<b>AARP/Iowa</b>	Black	X
<b>AARP/Michigan</b>	Black	X
<b>AARP/New York</b>	Hispanic	X
<b>AARP/Oklahoma</b>	---	X
<b>AARP/Pennsylvania</b>	Black	X
<b>AARP/Washington</b>	Black	X
<b>Experience Works/Florida</b>	Hispanic	---
<b>Experience Works/Georgia</b>	Black	X
<b>Experience Works/Minnesota</b>	---	X
<b>Experience Works/New Jersey</b>	Black	X
<b>Experience Works/Oklahoma</b>	Black	X
<b>Experience Works/Texas</b>	Black	X
<b>Experience Works/Wisconsin</b>	---	X
<b>Experience Works/Wyoming</b>	---	X
<b>Mature Services/Ohio</b>	Black	---
<b>NCOA/Kentucky</b>	Black	---
<b>Urban League/Ohio</b>	Black	X
<b>SSAI/Illinois</b>	Black	X
<b>SSAI/Minnesota</b>	---	X
<b>SSAI/North Carolina</b>	Black	X

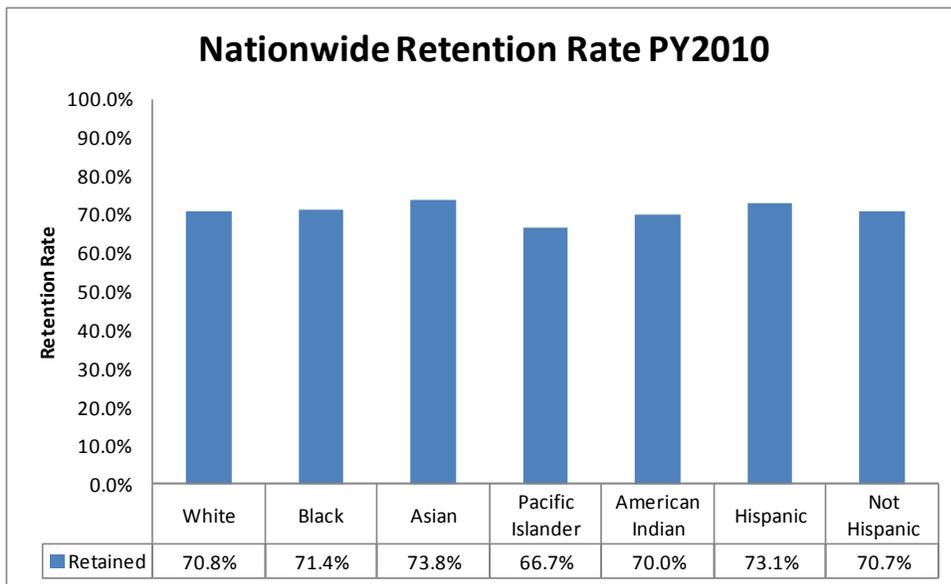
<sup>6</sup> Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

<sup>7</sup> All minority race and ethnic categories are compared to Whites who are not Hispanic.

## Employment Retention<sup>8</sup>

Chart 5 presents the employment retention rates for all grantees nationwide. Charts 6 and 7 present employment retention rates for national and state grantees. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanics and those not Hispanic. The results for Charts 5-7 are the same as for PY 2009; Chart 8 reflects an improvement in PY 2010 since there are no significant differences for minorities overall.

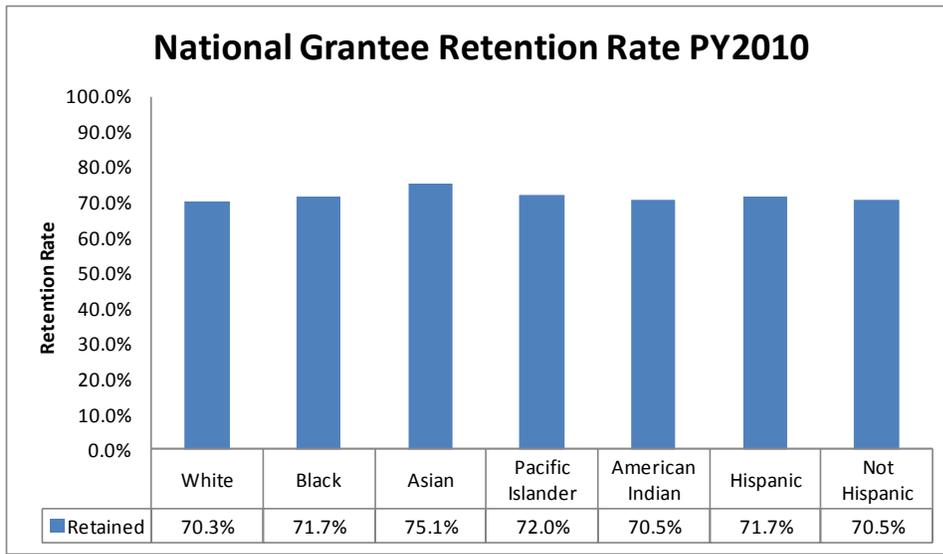
Chart 5: Employment Retention Nationwide by Race and Ethnicity



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

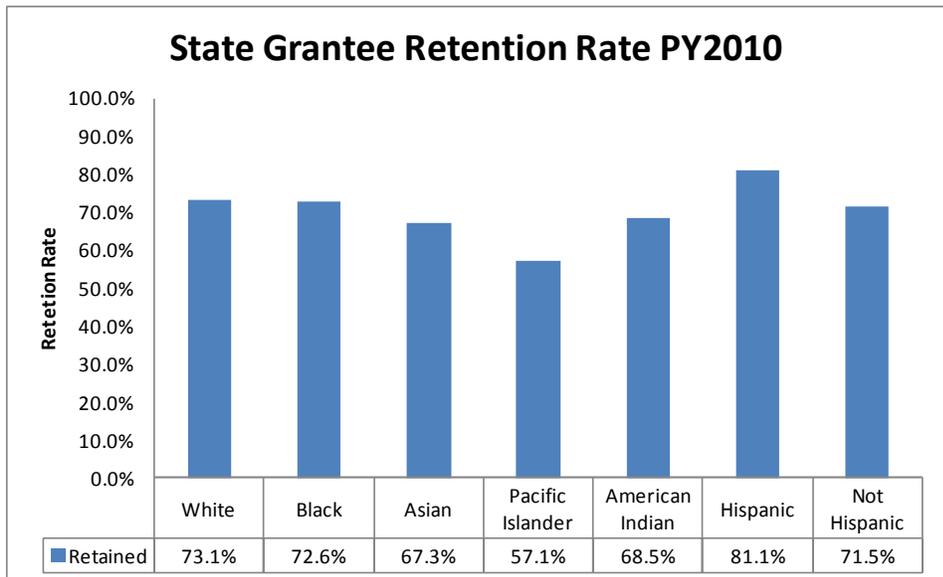
<sup>8</sup> In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z)

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



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

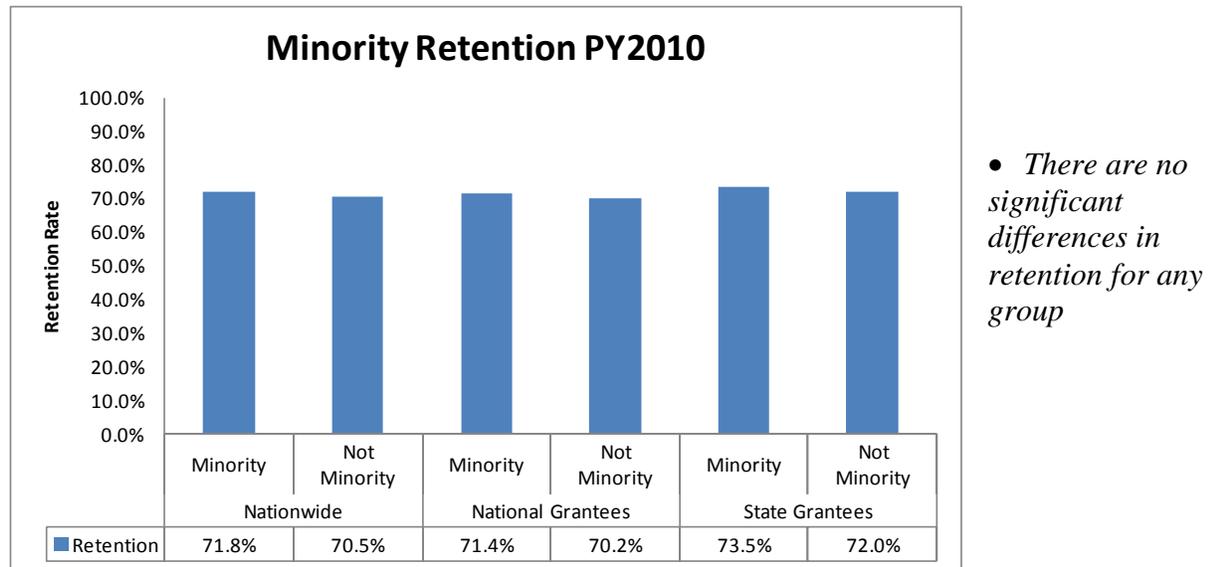
Chart 7: Employment Retention for State Grantees by Race and Ethnicity



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

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

Chart 8: Employment Retention for All Grantee Groups Minority Analysis



### Individual Grantees

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

- Iowa: Minorities were significantly less likely to retain employment than non-minorities.
- Michigan: Blacks were significantly less likely to retain employment than Whites.
- Pennsylvania: Minorities were significantly less likely to retain employment than non-minorities.

The same number of grantees experienced significant differences in employment retention for minorities in PY 2009.

### National Grantees by State

The analyses of employment retention provided above were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees. The same analyses were also used to determine if there were disparities in outcomes for minority participants within each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported. The results are reported below. There were fewer instances of a racial category being disadvantaged in PY 2010 (11) than was the case in PY 2009 (15).

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>9</sup></b>	<b>Minority Overall<sup>10</sup></b>
<b>AARP/South Carolina</b>	Black	X
<b>Experience Works/Nebraska</b>	Black	---
<b>Experience Works/Missouri</b>	---	X
<b>Experience Works/Ohio</b>	---	X
<b>Goodwill/Indiana</b>	Black	X
<b>NCOA/Pennsylvania</b>	Black	X
<b>SSAI/Maryland</b>	---	X
<b>SSAI/Minnesota</b>	Black	---

### Average Earnings<sup>11</sup>

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

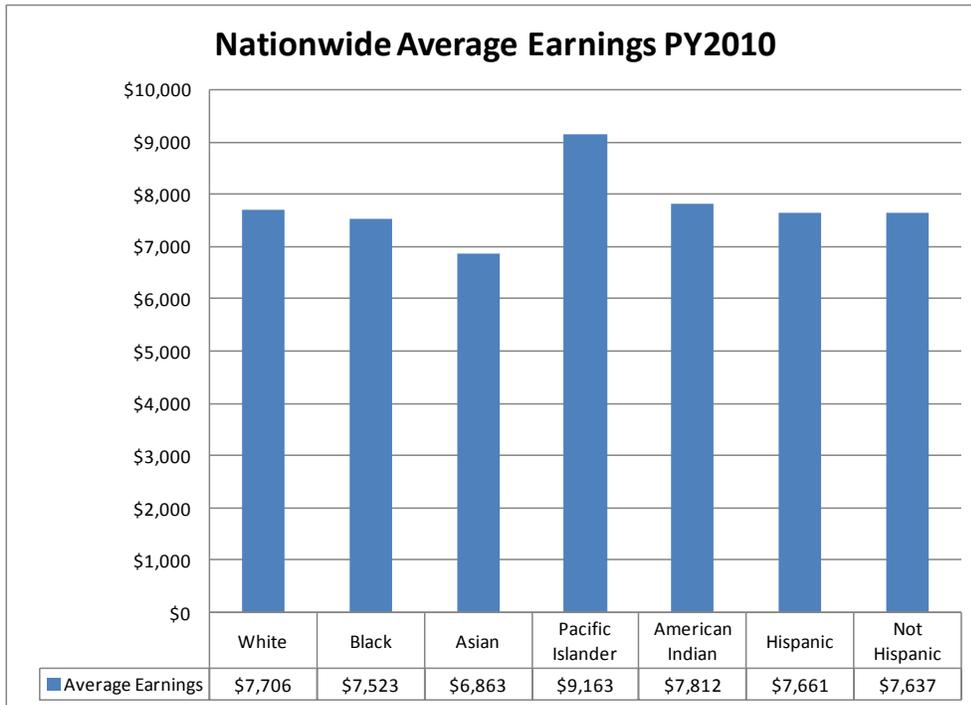
Chart 9 presents the average earnings for all grantees nationwide. Charts 10 and 11 present average earnings for national and state grantees. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanics and those not Hispanic. Only disparities that disadvantaged a minority group are reported. The results for Charts 9-12 are the same as for PY 2009 except with regard to Hispanics. Whereas Hispanics had higher earnings than non-Hispanics in PY 2009, in PY 2010 their earnings were not significantly higher and, in the case of state grantees as a whole, they were significantly lower.

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

<sup>10</sup> All minority race and ethnic categories are compared to Whites who are not Hispanic.

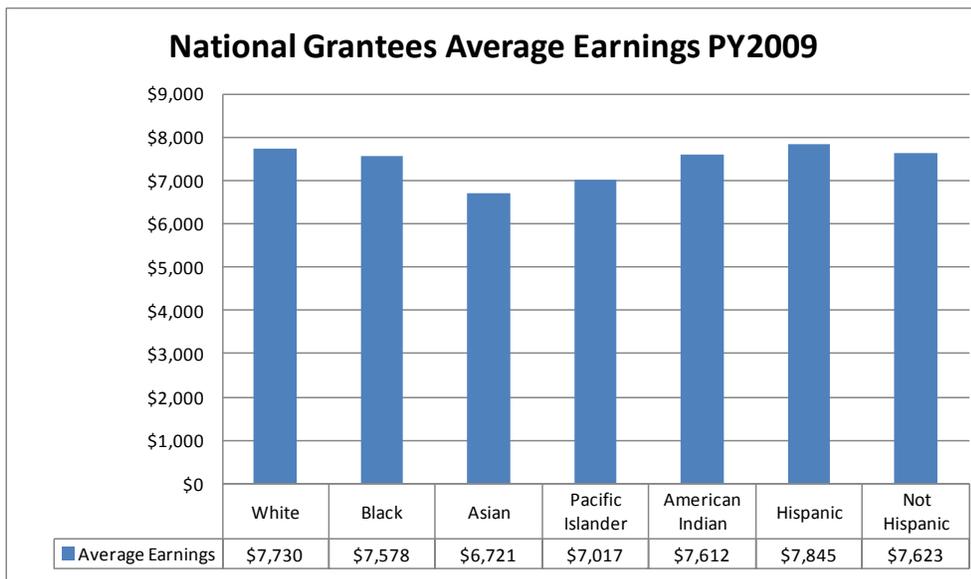
<sup>11</sup> In the following analyses, differences between group average earnings are only reported when there is a statistically significant difference in the mean based on a standard test (t-test, Bonferroni adjustment for multiple comparisons).

Chart 9: Average Earnings Nationwide by Race and Ethnicity



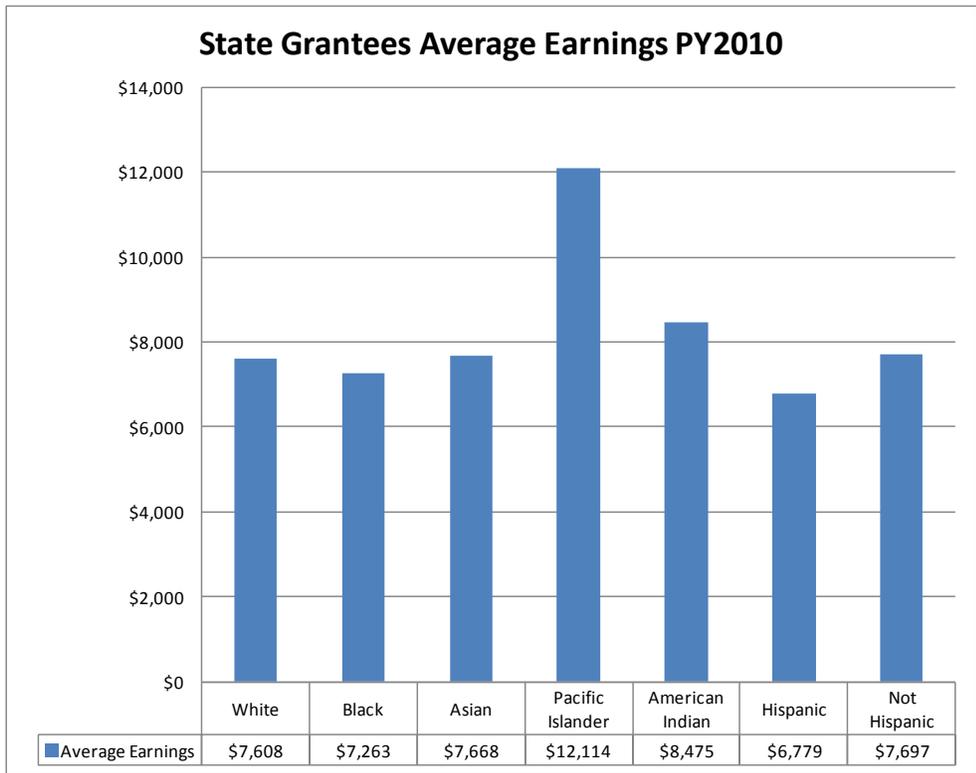
• *There are no significant differences in average earnings for any group*

Chart 10: Average Earnings National Grantees by Race and Ethnicity



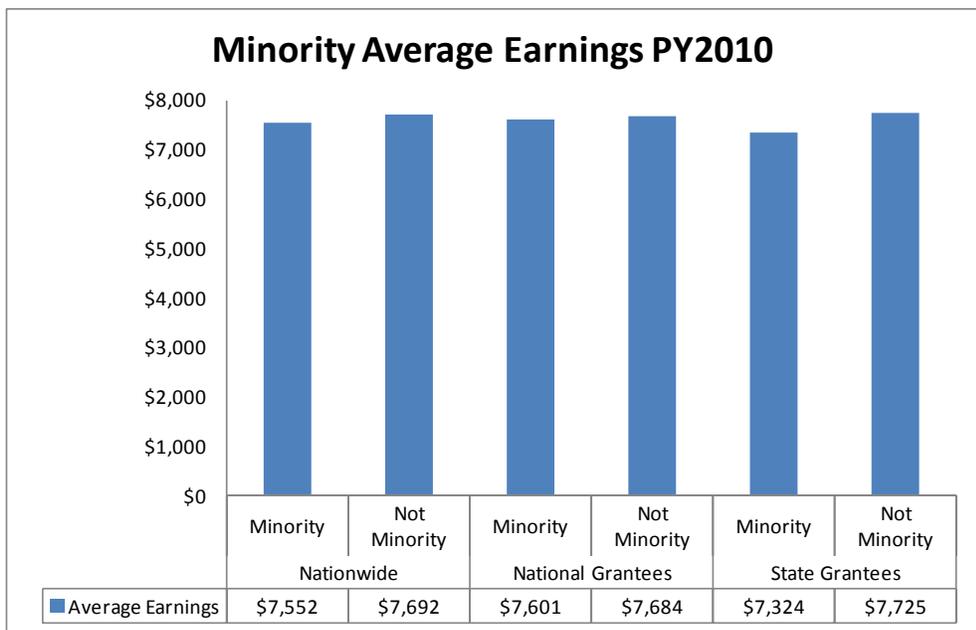
• *There are no significant differences in average earnings for any group*

Chart 11: Average Earnings State Grantees by Race and Ethnicity



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

Chart 12: Average Earnings Minority Analysis



- *There are no significant differences in average earnings between minorities and non-minorities for any groups of grantees*

## Individual Grantees

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

- AARP: Whites earned significantly more on average than Blacks, and non-minorities earned significantly more on average than minorities.
- Experience Works: Non-Hispanics earned significantly more than Hispanics, and non-minorities earned significantly more on average than minorities.
- Mature Services: Whites earned significantly more on average than Blacks, and non-minorities earned significantly more on average than minorities.
- NCOA: Whites earned significantly more on average than Asians.
- Florida: Non-Hispanics earned significantly more than Hispanics.
- Indiana: Whites earned significantly more on average than Blacks, and non-minorities earned significantly more on average than minorities.
- Wisconsin: Whites earned significantly more on average than Blacks.
- Texas: Non-Hispanics earned significantly more than Hispanics.

Four more grantees experienced significant differences in average earnings for minorities in PY 2010 than was the case in PY 2009.

## National Grantees by State

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

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

Grantee/State	Race and Ethnicity <sup>12</sup>	Minority Overall <sup>13</sup>
AARP/Michigan	Black	---
AARP/Texas	---	X
Mature Services/Ohio	Black	X
NCBA/Mississippi	Black	X
NCBA/Pennsylvania	Black	---
NCOA/Louisiana	Black	---

There were fewer instances of a racial category being disadvantaged in PY 2010 (8) than was the case in PY 2009 (11).

<sup>12</sup> Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

<sup>13</sup> All minority race and ethnic categories are compared to Whites who are not Hispanic.