

**Senior Community Service Employment Program  
Analysis of Service to Minority Individuals, PY 2017**

**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 2017. It uses the same approach and analyses employed in the reports for PY 2006 through PY 2016. Part I of Volume I provides a comparison of the participation of minority groups in SCSEP to their proportion in the population. Part II of Volume I examines the employment outcomes (Common Measures Entered Employment, Employment Retention, and Average Earnings) of minorities in SCSEP compared to non-minorities. The detailed tables for all of the analyses are contained in Volume II.

## ***Summary of Findings***

### **SCSEP Participation**

This PY 2017 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 2013 through 2017. In this report, if a significantly lower rate of SCSEP participation by a minority category with regard to a program operated by a grantee is reported, two tests have been met: The number of SCSEP participants for that minority category is less than 80% of that category's incidence in the SCSEP-eligible population, and the difference is statistically significant at the .05 level. In contrast, if a significantly higher rate of participation is reported, only one test has been met: The minority participants were served in greater proportion than their incidence in the population and the difference is significant at the .05 level. In both cases, the population with which SCSEP participants are compared is the number of poor elderly in the service areas of the grantees or of SCSEP as a whole. For SCSEP at the nationwide level, as well as for national grantees as a group and state grantees as a group, a significantly lower rate of participation is determined based on the single test of statistical significance at the .05 level.

In years prior to PY 2011, for practical reasons, the analyses were performed at the state level for both state grantees and national grantees (for each state in which each national grantee operates). This year, as in PY 2011-PY 2016, the analyses are based on each grantee's own service area. Each grantee's service area was constructed by weighting the percentage of each minority group in the population of a county by the number of authorized SCSEP positions the grantee has in the county. This method results in more accurate and relevant comparisons of each grantee's enrollment of minority groups based on their incidence in the population in the areas served by each grantee. See pages 6-7 for a full discussion of the data sources and methodology used.

Using this approach to the grantees' service areas based on the 2013-2017 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-eight grantees, seventeen state grantees and eleven national grantees, had significantly lower participation rates for Hispanics.
  - Three grantees, one national grantee and two state grantees, had a significantly lower participation rate for Blacks.
  - Forty-eight grantees, thirty-two state grantees and sixteen national grantees, had significantly lower participation rates for Asians.
  - Five grantees, four 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 19.6% 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 2011–2017 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 2017 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, and Blacks entered employment significantly more often than Whites. Among state grantees as a group, Whites entered employment significantly more often than Pacific Islanders. In addition, individual grantees showed five racial disparities in entered employment; four of the disparities were between Whites and Blacks, and one disparity was between Whites and American Indians at the nationwide, national grantee, and state grantee levels, Hispanics entered employment significantly more often than non-Hispanics. There were no ethnic disparities in entered employment among the individual grantees

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 2017; this was also the finding in PY 2016 and 2015. One individual grantee showed a racial disparity for employment retention. There were no disparities for ethnicity at the nationwide level

or among national grantees and state grantees. No individual grantee had disparities with regard to ethnicity.

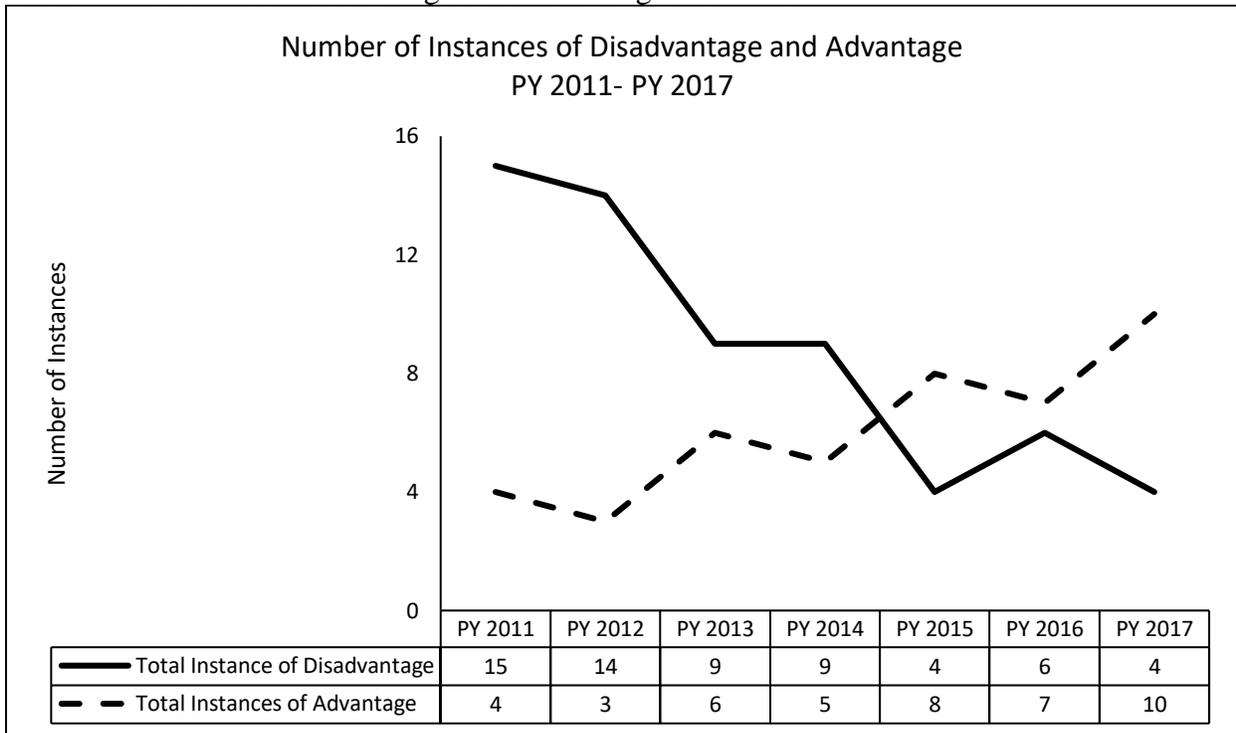
Average earnings analyses at the nationwide, national grantee and state grantee levels in PY 2017 showed no disparities for any racial groups, the same result as in PY 2016 and 2015. No individual grantees had a disparity for race. Nationwide and among state and national grantees, there were no significant differences in ethnicity.

The final analysis for each of the employment measures compares all minorities to all non-minorities. In PY 2017, minorities were not disadvantaged in any employment outcome. At the grantee level, five individual grantees had disparities for minorities in entered employment, one more than in PY 2016. For employment retention none of the individual grantees showed a disadvantage for minorities; for average earnings, there were three 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 2017 was totaled across the nationwide data and within the two subgroups of national grantees and state grantees. The total of 378 possible instances was calculated by summing each instance of possible disadvantage for each of the six minority categories used in this report (Black, Asian, American Indian, Pacific Islander, Hispanic, and minority overall) for each of the three measures and for each of the three aggregate SCSEP groupings. In 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 seven program years. In PY 2011, out of a possible total of 54 instances, there were 15 instances of disadvantage for minorities across all minority categories; the number of disadvantages dropped to four in PY 2015, increased to six in PY 2016, and then dropped back down to four in PY 2017. (Among individual grantees, disparities for all minority categories also declined from 31 in PY 2011 to 15 in PY 2017.) Over the same period, out of the same possible total of 378 instances, the number of instances in which a minority category experienced an advantage in regard to employment outcomes nationwide or at the national grantee or state grantee level rose from four in PY 2011 to ten in PY 2017.

Chart 1. Nationwide Disadvantages and Advantages 2011-2017



## ***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 2017. The other set of data, for the incidence of minority groups in the United States population, is the 2013-2017 American Community Survey (ACS). The US Census Bureau, using the full ACS data set, developed custom tables at the county level for this report.

The ACS was used to determine the number of individuals over 55 years of age and at or below 125% of 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 71 of the 75 SCSEP grantees. (The State of Maine did not have a grant in PY 2017 and thus is not included in the count of grantees.) The three overseas territories, American Samoa, Guam, and the Northern Marianas, as well as the Virgin Islands, are not included in this analysis because accurate and recent population data for low income elderly are not available for those jurisdictions.

Both data sources were used to calculate the percentage of each minority group served by SCSEP: Black, American Indian, Asian, Pacific Islander, and Hispanic. Hispanic was determined by whether an individual identified as Hispanic 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 2.6% among all ages, and only 1.2% of all those 55 and over and at or below 125% poverty. For SCSEP, the number is even smaller: less than one percent of participants identified as having more than one racial category. A minority overall variable was created for both data sets by counting any individual who chose any racial minority category and/or designated himself or herself as Hispanic.

### **Methodology**

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

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

For each of these analysis groups, the incidence in the population of various minority categories was compared with the proportion of minority SCSEP participants served. Where the proportion of those served in SCSEP in a particular minority category was less than the incidence in the population, a statistical significance test (a z-test for proportions) was performed to determine whether the difference was likely to have occurred by chance. Statistical significance was set at

the .05 level, meaning that the difference in the proportions could have occurred by chance fewer than five times out of 100. At the grantee and national grantee by state levels of analysis, a calculation of the size of the difference was also made. At the grantee level, the number of instances of service below 80%, between 80% and 100%, greater than 100% to 120%, and over 120% was counted. In Appendices A and B of Volume II, grantees that served less than 80% of the incidence of a particular minority category are highlighted only if the difference is also statistically significant. See *Technical Notes on Reading the Tables in Appendices A and B* for additional details on the methodology.

As was the case for the PY 2011-PY 2016 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 SCSEP grantees have substantially met their performance goals. Although instances of a significantly higher rate of participation by minorities are noted in Volume I, significantly higher rates are not highlighted or otherwise noted in the tables in the appendices in Volume II. For SCSEP at the nationwide level, as well as for national grantees as a group and state grantees as a group, a significantly lower rate of participation is identified based on the single test of statistical significance at the .05 level.

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

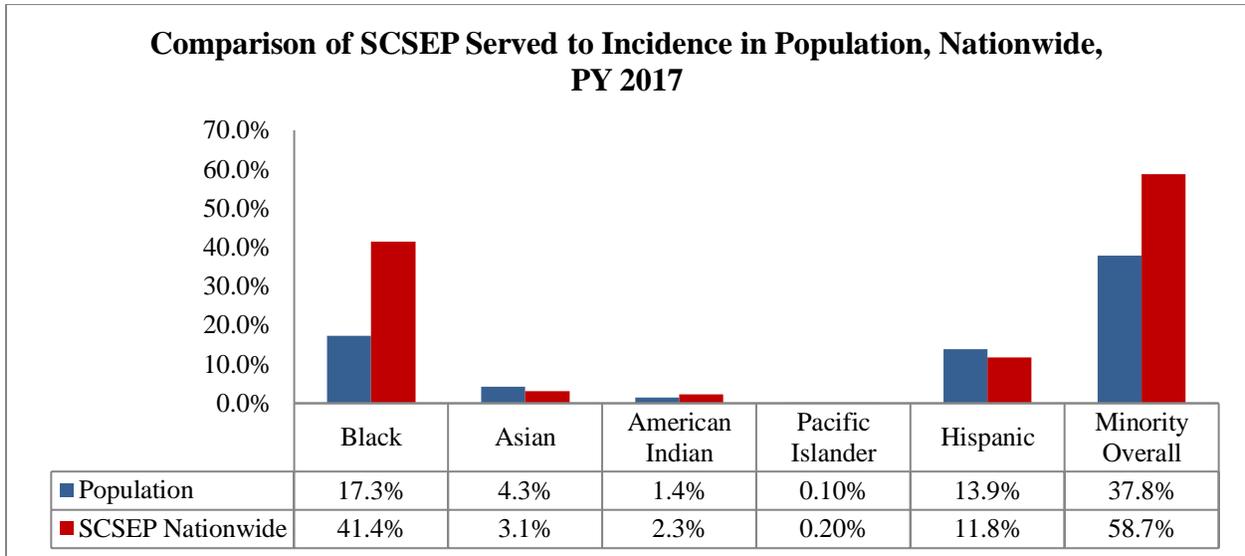
## **Limitations of the Analysis**

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

1. The use of weighted Census county data rather than statewide data makes the analysis more relevant and useful to the grantees because the analysis is based on each grantee's actual service area. However, the use of county data increases the margin of error in the ACS population estimates because the county data samples in any given state are smaller than statewide data samples, and these smaller samples yield less accurate estimates than statewide data. Depending on the size of the sample, margins of error for state level data run between .005% and 48%. The use of county level data can increase the margin of error to between 1.09% and over 100% 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 six 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 PY 2016.

Chart 2

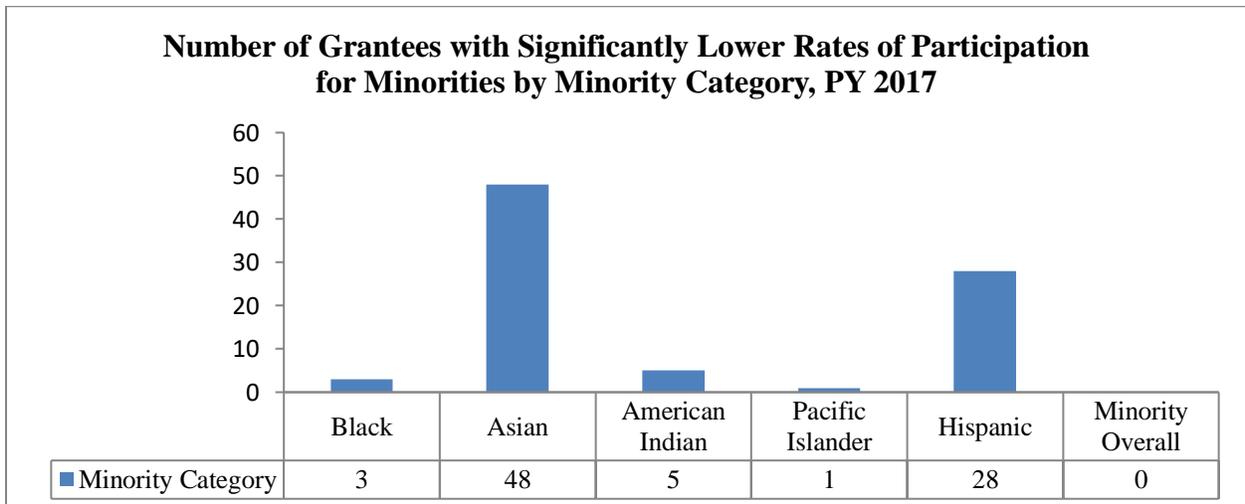


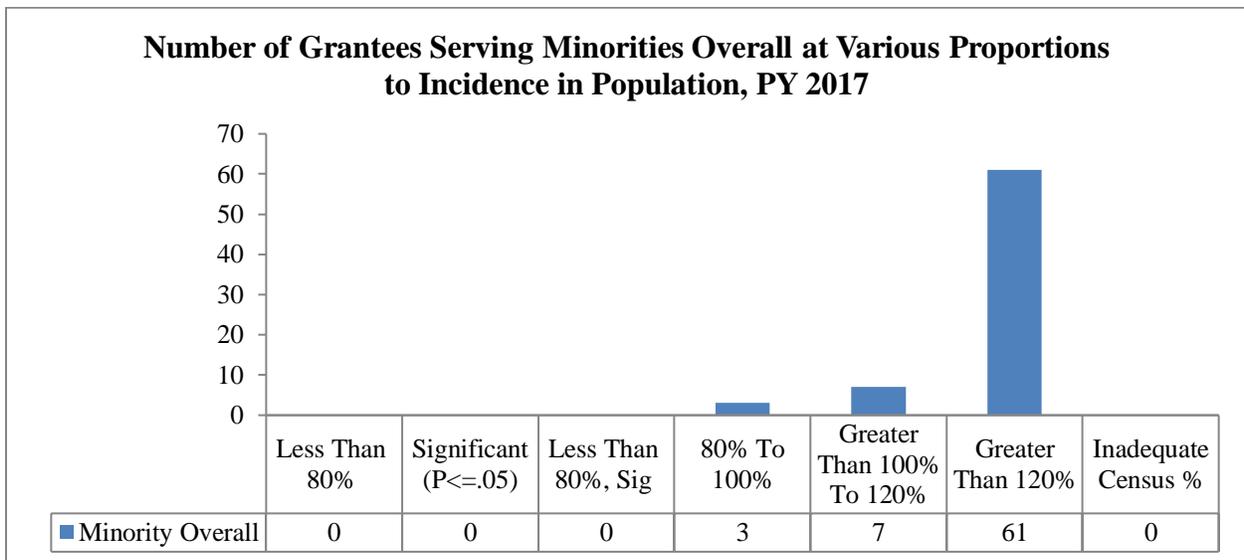
Chart 2 shows the number of individual grantees that serve less than 80% of a minority category where the difference is also significant at the .05 level. From PY 2016 to PY 2017, the number of

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

### Analysis by Minority Category

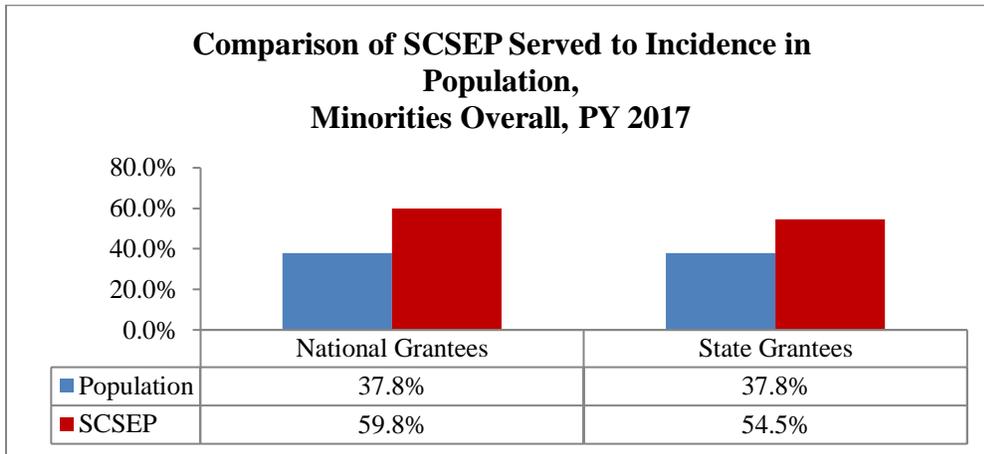
For minorities overall and for each minority category, six charts below present the number and percent of individual grantees that serve less than 80% of the proportion of that minority group in the population, as well as those serving 80% to 100%, greater than 100% to 120%, and greater than 120% of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



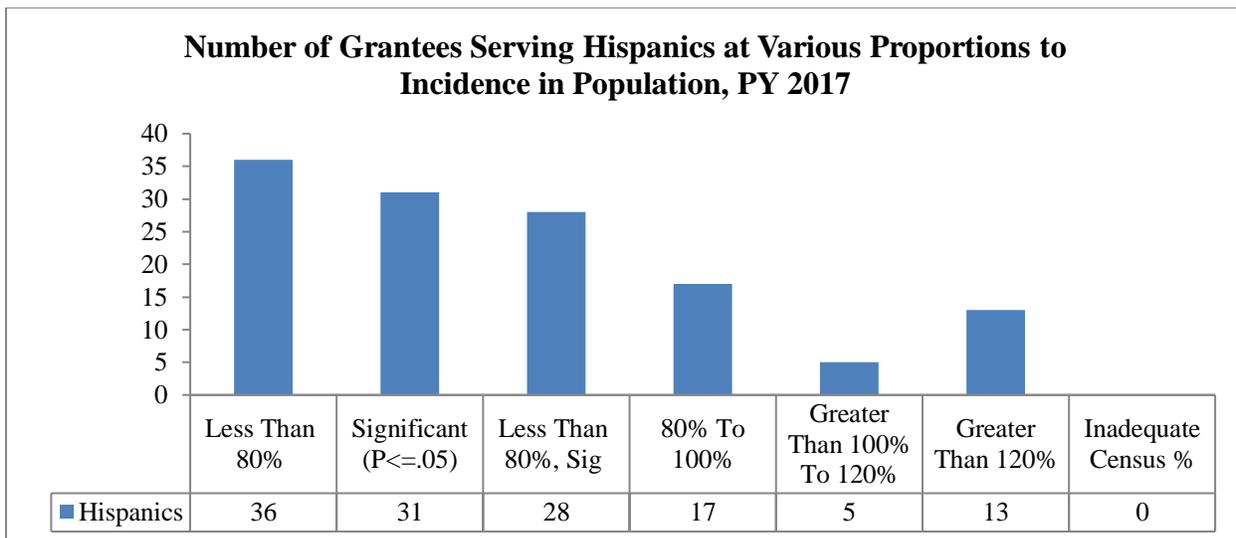
No grantees had a significantly lower rate of participation for minorities overall, the same as in PY 2016 and PY 2015. Three grantees served minorities at 80-100% of their incidence in the population, a decrease of one from PY 2016. Sixty-one grantees served minorities at over 120% of their incidence in the population, a decrease of two from PY 2016 ( 63). None of the 71 grantees in PY 2017 had Census estimates that were 0% or too small to permit analysis.

Chart 4



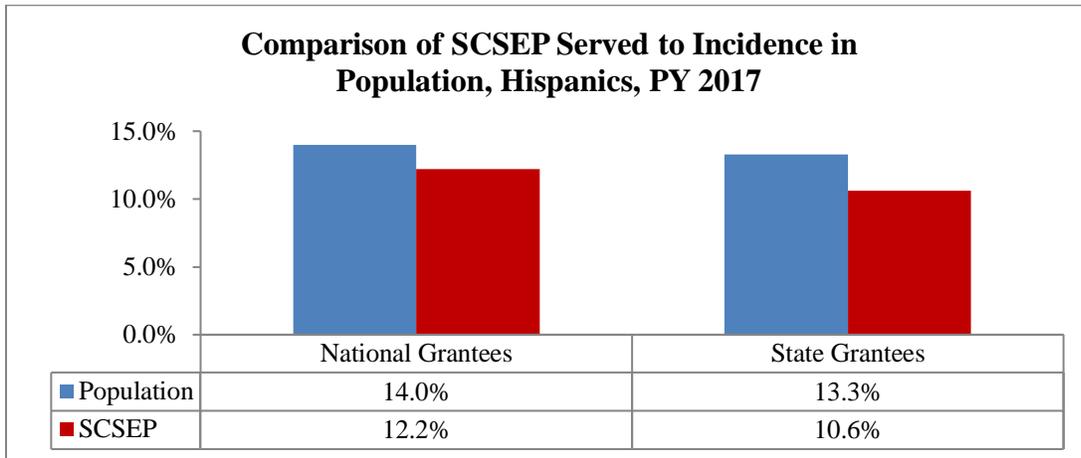
Both state and national grantees as groups had a significantly higher rate of participation for minorities overall than for non-minorities. These differences are significant at the .05 level. The difference in rates of participation between national and state grantees is also significant.

Chart 5



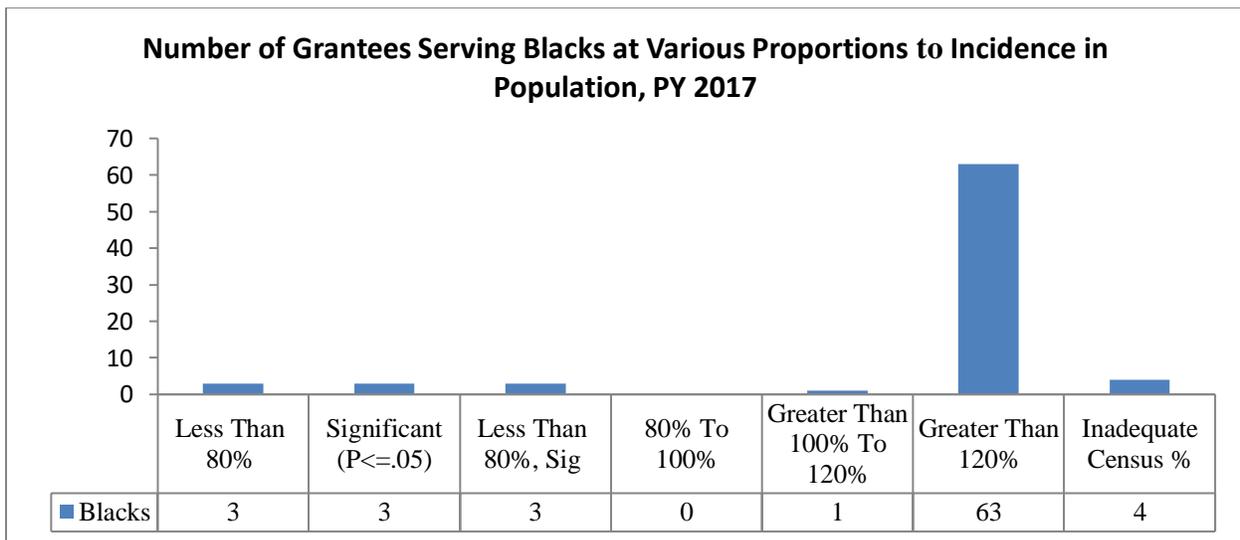
Twenty-eight grantees had significantly lower participation rates for Hispanics (less than 80% of the incidence of Hispanics in the population and statistically significant at the .05 level): Easter Seals, IIDS[S], NAPCA[G], NAPCA[S], NCBA, NCOA, NICOA[S], NULI, SSAI, The WorkPlace, VANTAGE, Alaska, Arkansas, Connecticut, District of Columbia, Georgia, Illinois, Iowa, Kansas, Michigan, Mississippi, Nevada, New Jersey, Ohio, South Carolina, South Dakota, Texas, and Wisconsin. The number of grantees with a significantly lower rate for Hispanics increased by four from PY 2016 (24). Thirteen grantees served more than 120% of the proportion of Hispanics in the population, the same as in PY 2016 and PY 2015. None of the 71 grantees had Census estimates that were 0% or too small to permit analysis.

Chart 6



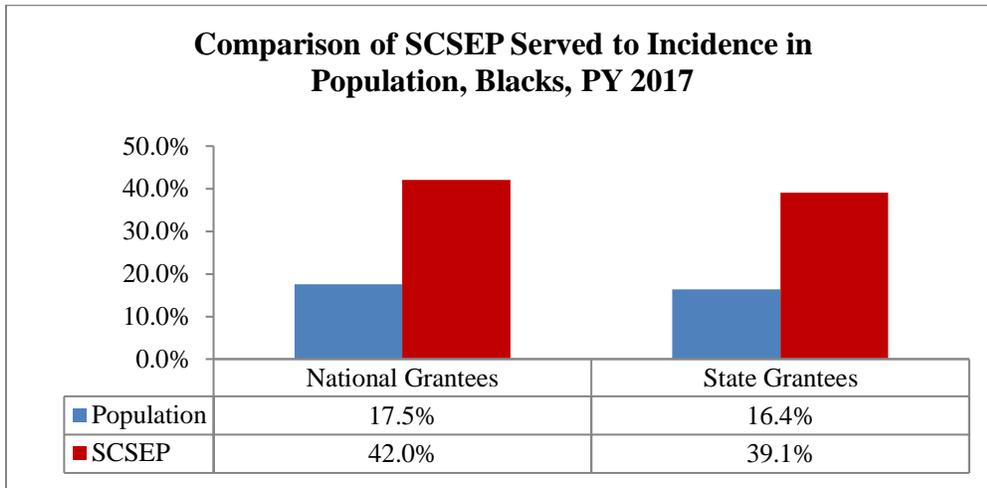
As in PY 2014 to 2016, both national and state grantees as a group had significantly lower participation rates for Hispanics at the .05 level. The difference in participation rates between national and state grantees is also significant.

Chart 7



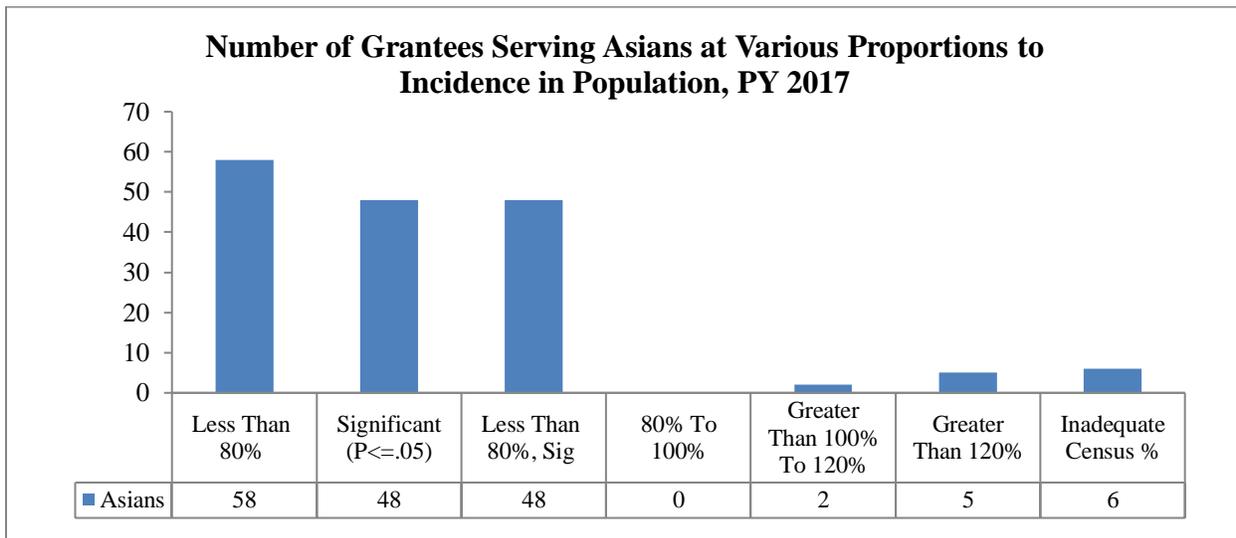
Three grantees (National Able Network, New Hampshire, and New Mexico) had a significantly lower rate of participation for Blacks (less than 80% of the proportion of Blacks in the population with significance at the .05 level), an increase of one from PY 2016. Sixty-three grantees served 120% or more of the proportion of Blacks in the population, a decrease of one from PY 2016. Four grantees had Census estimates that were 0% or too small to permit analysis; the same as in PY 2016.

Chart 8



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

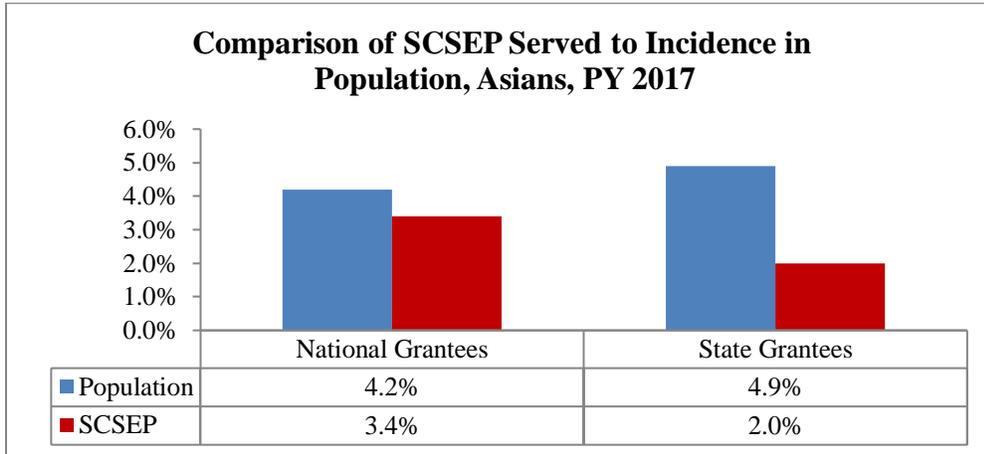
Chart 9



Forty-eight grantees had significantly lower participation rates for Asians (less than 80% of the incidence of Asians in the population and statistically significant at the .05 level): AARP, ANPPM, ATD, Easter Seals, Experience Works, Goodwill Industries, IID[S], National Able Network, NCBA, NCOA, NICOA[S], NULI, OAGB, SER, The WorkPlace, VANTAGE, Alabama, Alaska, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Kansas, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Vermont, Virginia, Washington, and Wyoming. This is an increase of six

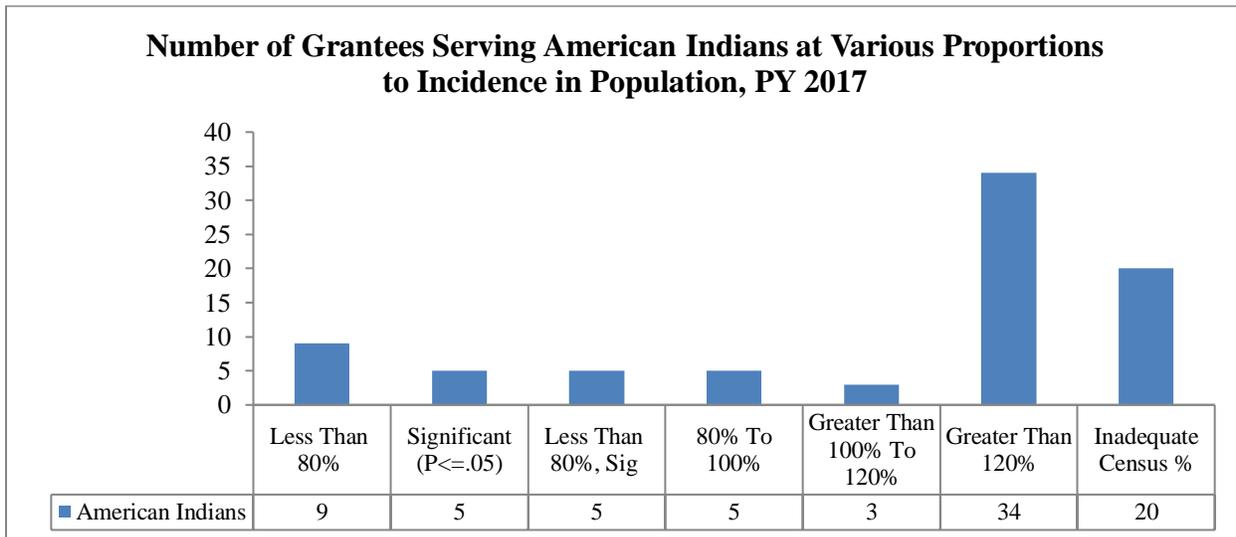
from PY 2016 (448). Five grantees served more than 120% of the proportion of Asians in the population, no change from PY 2016 and PY 2015. Six of the 71 grantees had Census estimates that were 0% or too small to permit analysis, a decrease from eight in PY 2015.

Chart 10



Both national and state grantees had significantly lower participation rates for Asians at the .05 level. As in PY 2014-PY 2016, the difference in participation rates between national grantees and state grantees remains significant.

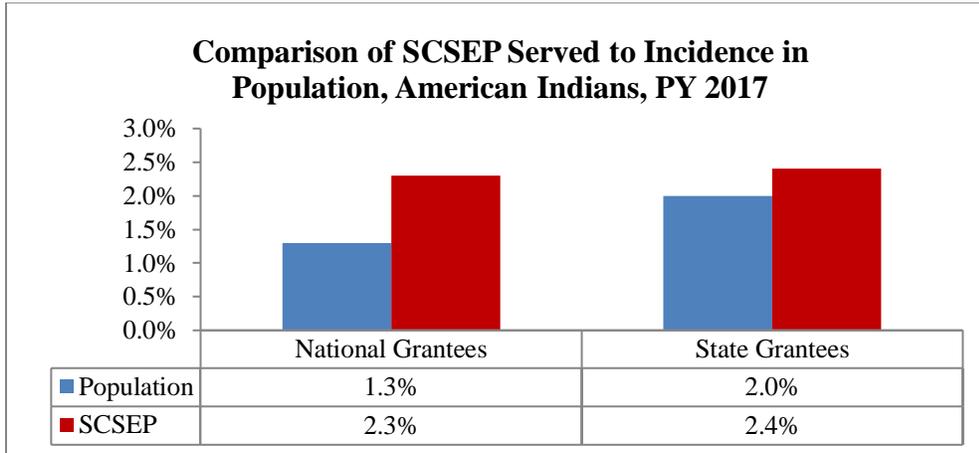
Chart 11



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 2017 are very small. Five grantees served less than 80% of the proportion of American Indians in the population at the .05 level: NAPCA[S], Arizona, Rhode Island, Texas, and Vermont. This is a decrease of three from

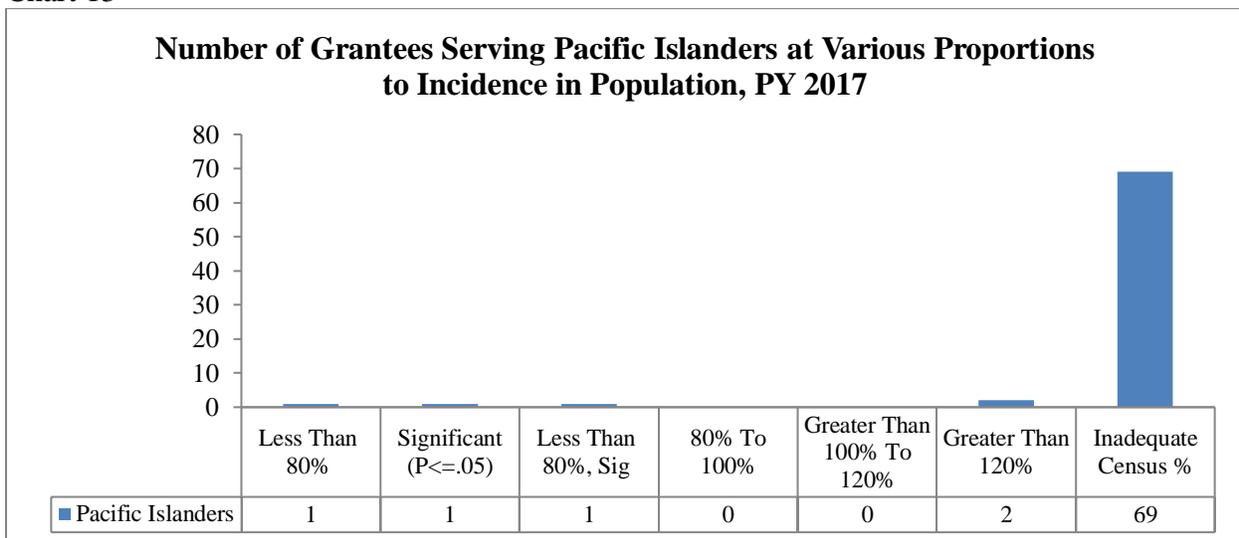
PY 2017. Thirty-four grantees served more than 120% of the proportion of American Indians in the population, a decrease of three from PY 2016. Twenty of the 71 grantees had Census estimates that were 0% or too small to permit analysis, an increase from 19 in PY 2016.

Chart 12



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

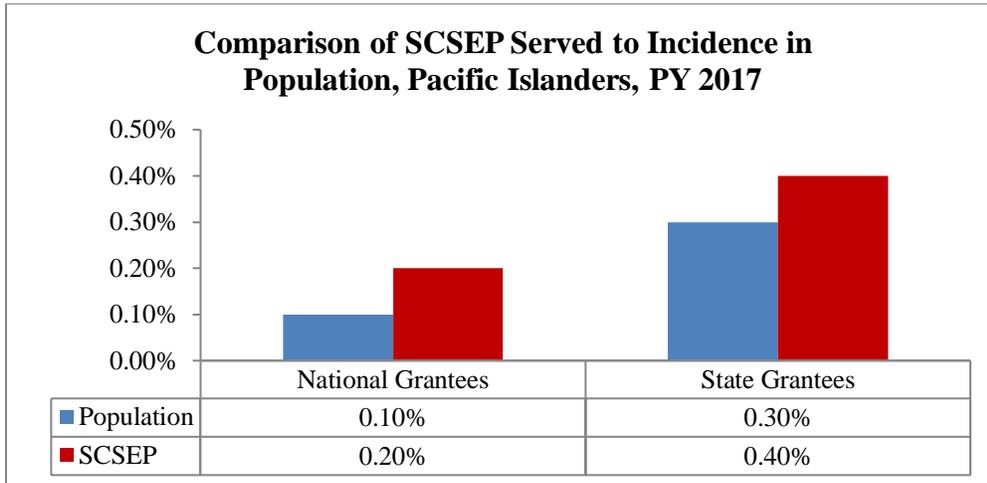
Chart 13



There are many grantees operating in states that have a very small number of Pacific Islanders; Census sample sizes for elderly Pacific Islanders in poverty for PY 2017 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 and 2016). Two grantees served more than 120% of the proportion of Pacific Islanders in the population, one fewer than in PY 2016. Sixty-nine grantees had Census estimates that were 0% or too small to permit analysis, an increase from 68 in PY 2016.

Chart 14

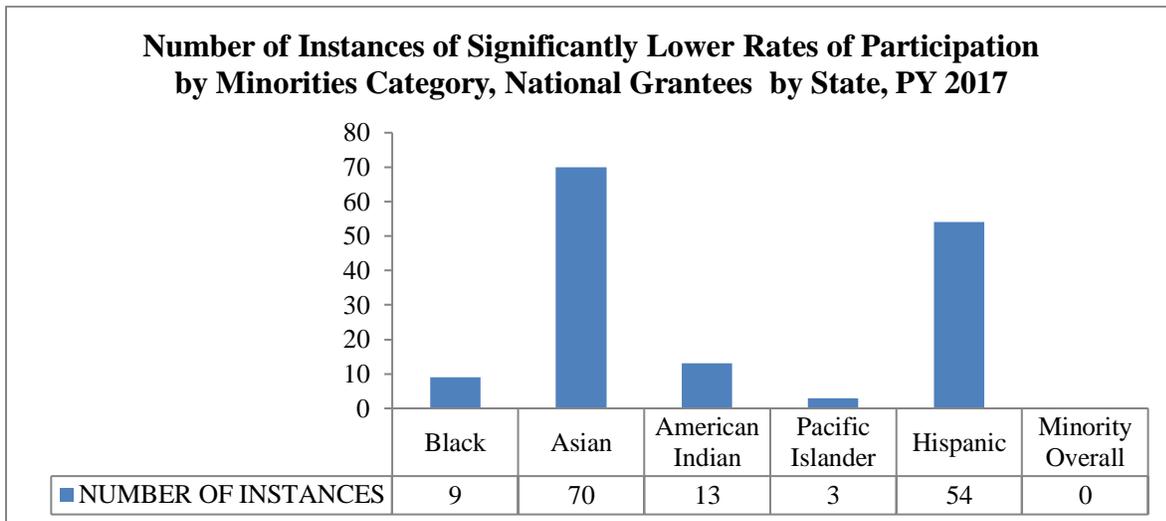


Both national grantees and state grantees had a significantly higher rate of participation for Pacific Islanders. The difference in participation rates between national grantees and state grantees is statistically significant, as was also true in PY 2014-PY 2016.

## National Grantees by State Analysis

Chart 15 shows the number of instances of significantly lower participation rates by national grantees in individual states for each minority category while Chart 16 shows the percent of instances of significantly lower participation rates for each category.<sup>1</sup> As seen in Table 1 below, out of a possible 762 instances of service (counting as an instance the six minority categories in each of the 127 states in which the national grantees operated), there were 149 instances, or 19.6% of all possible instances, where significantly lower participation rates occurred. Significantly lower rates of participation, as shown in Chart 16, occurred most often in the Asian and Hispanic categories. The number of significantly lower participation rates shown in Chart 15 remained the same for Hispanics at fifty-four in PY 2017 and increased for Asians from sixty-eight in PY 2016 to seventy in PY 2017.

Chart 15



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

Chart 16

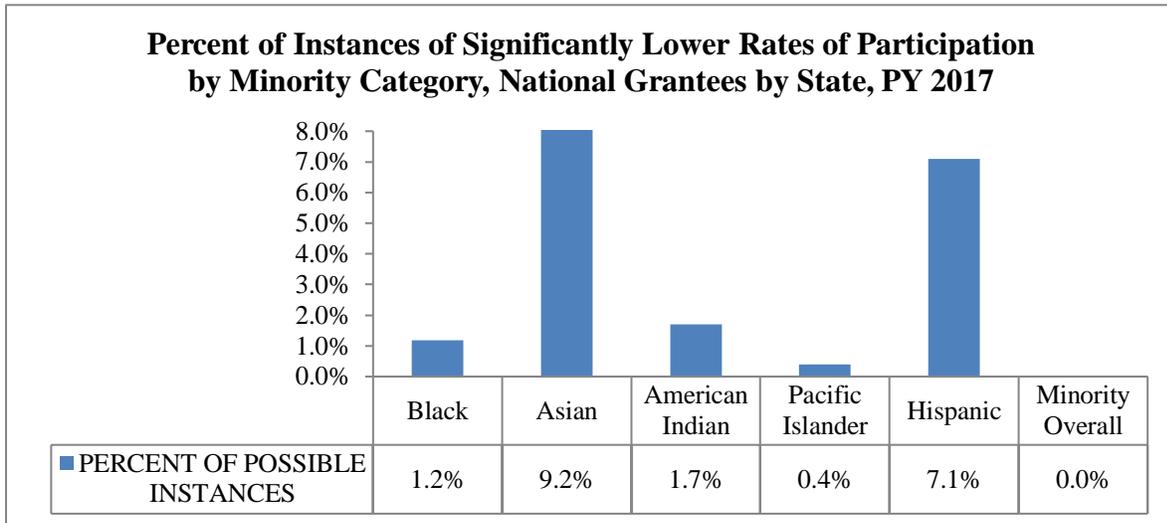


Table 1 shows the instances of significantly lower participation rates (less than 80% and statistically significant) for each national grantee, by minority category, and provides the percentage of possible instances for each national grantee. Five national grantees had significantly lower participation rates in 0% up to 10% of the possible instances, five grantees had significantly lower participation rates in more than 10% up to 20% of the possible instances, seven grantees had significantly lower rates of participation in more than 20% up to 30% of the possible instances, and three grantees had significantly lower participation rates in 30% or more of the possible instances. The results are similar to those in PY 2016.

Table 1

Grantees	Black	Asian	American Indian	Pacific Islander	Hispanic	Minority Overall	Total Instances of Lower Participation Rate	Total Possible Instances	Percent of Possible Instances
AARP	0	11	1	0	8	0	20	84	23.8%
ANPPM	2	5	2	NA	0	0	9	30	30.0%
ATD	0	1	0	NA	0	0	1	24	4.2%
Easter Seals	0	5	1	1	3	0	10	54	18.5%
Experience Works	0	1	0	NA	1	0	2	36	5.6%
Goodwill	0	3	0	1	2	0	6	54	11.1%
IID [S]	1	3	0	NA	2	0	6	24	25.0%
National ABLE	0	2	0	NA	0	0	2	24	8.3%
NAPCA [S]	5	0	4	1	7	0	17	42	40.5%
NAPCA [G]	1	0	1	0	3	0	5	18	27.8%
NCBA	0	6	1	NA	3	0	10	54	18.5%
NCOA	0	6	2	NA	7	0	15	72	20.8%
NICOA [S]	0	3	0	NA	4	0	7	48	14.6%
NOWCC	0	0	0	NA	0	0	0	6	0.0%
NULI	0	6	0	NA	3	0	9	36	25.0%
OAGB	0	1	NA	NA	0	0	1	12	8.3%
SER	0	4	0	NA	1	0	5	36	13.9%
SSAI	0	9	1	NA	6	0	16	78	20.5%
The WorkPlace	0	3	0	NA	3	0	6	24	25.0%
VANTAGE	0	1	NA	NA	1	0	2	6	33.3%
Totals	9	70	13	3	54	0	149	762	19.6%

## ***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 2017 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, 2017, and June 30, 2018.

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 outcomes for Whites. For ethnicity, Hispanics are compared to those who are not Hispanic. In addition, all who are in any minority racial or ethnic group are compared in the aggregate to those who are not part of any racial or ethnic minority. The rates of 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.

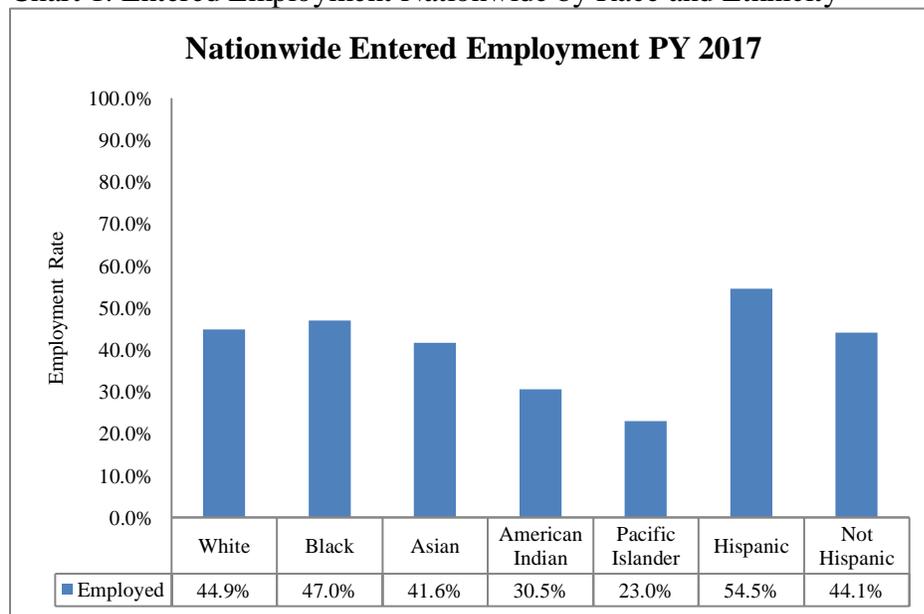
There are several special features of the way data are displayed in the tables in Volume II. Where there are small numbers of any category in an analysis, the observed difference in percentages for a particular outcome may look substantive but may nonetheless have occurred by chance; those cells in the 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 2017. 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 2017 results for Charts 1–4 show that just as in PY 2016 and PY 2015, Whites generally entered employment significantly more often than American Indians and Pacific Islanders. Specifically, in PY 2017, American Indians entered employment less often than Whites at the nationwide and national grantee levels; and Pacific Islanders entered employment significantly less often than Whites at the nationwide and state grantee levels. Blacks entered employment significantly more often than Whites at the national grantee level. Hispanics entered employment significantly more often than non-Hispanics at all three levels; and minorities entered employment significantly more often than non-minorities at the nationwide and national grantee levels.

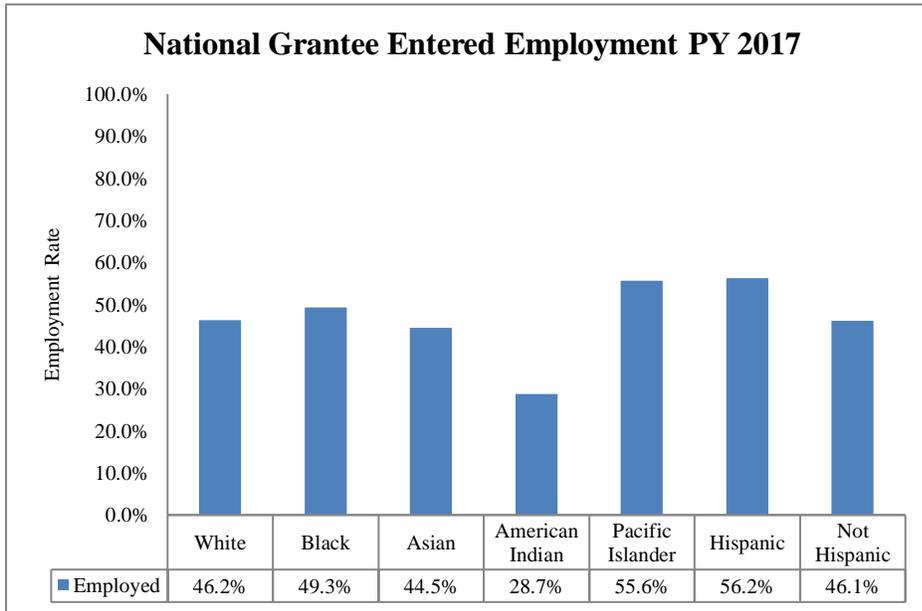
Chart 1: Entered Employment Nationwide by Race and Ethnicity



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

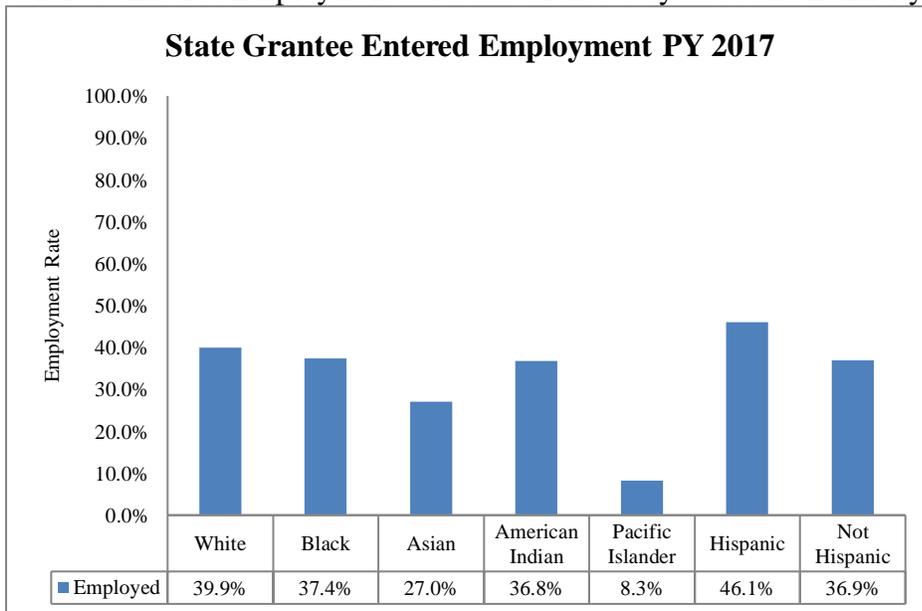
<sup>3</sup> In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z) and (except for the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority category.

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



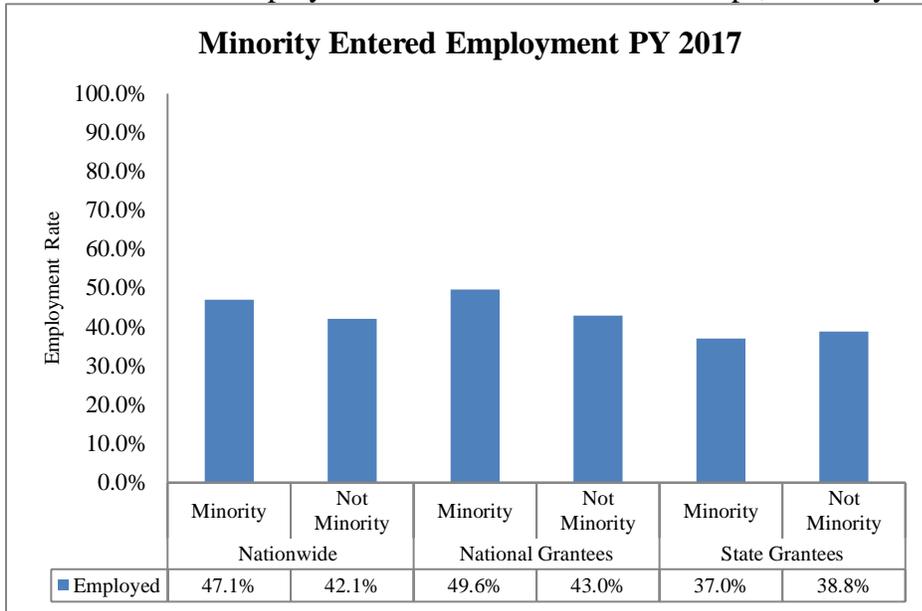
- Whites entered employment significantly more often than American Indians. Blacks entered employment significantly more often than Whites.
- Hispanics entered employment significantly more often than non-Hispanics.

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



- Whites entered employment significantly more often than Pacific Islanders.
- Hispanics entered employment significantly more often than 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:

- AARP: Blacks entered employment significantly less often than Whites.
- NICOA[S]: American Indians entered employment significantly less often than Whites.
- Delaware: Blacks entered employment significantly less often than Whites.
- Illinois: Blacks entered employment significantly less often than Whites and Minorities entered employment significantly less often non-minorities.
- Maryland: Minorities entered employment significantly less often non-minorities.
- Nebraska: Blacks entered employment significantly less often than Whites and Minorities entered employment significantly less often non-minorities.
- New Jersey: Minorities entered employment significantly less often non-minorities.
- Wisconsin: Minorities entered employment significantly less often non-minorities.

Grantees experienced two more significant differences in entered employment for any minority category in PY 2017 (10) compared to the number in PY 2016 (8).

### National Grantees by State

The analyses above were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees as groups. The same analyses were also used to determine if there were disparities in outcomes for minority participants for each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported.

Table 1: Disparities in 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/Indiana</b>	Black	X
<b>AARP/Texas</b>	Black	---
<b>NULI/New York</b>	Hispanic	---
<b>NCOA/Georgia</b>	Black	X
<b>SER/Wisconsin</b>	Black	X
<b>SSAI/New York</b>	Hispanic	---
<b>SSAI/Texas</b>	Black	---
<b>SSAI/Wisconsin</b>	---	X

There were the same number of instances of any minority category being disadvantaged in PY 2017 (11) as in PY 2016.

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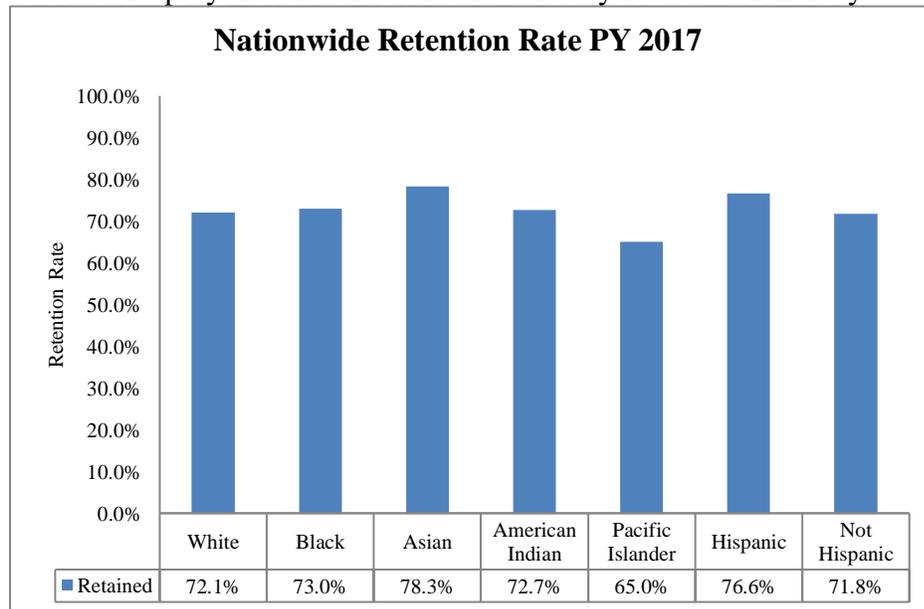
<sup>4</sup> Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

<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 2017. Charts 6 and 7 present employment retention rates for all national grantees and all state grantees as groups. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanics and those not Hispanic. At all three levels, there were no significant differences between Whites and other races. At the nationwide and national grantee levels, Hispanics retained employment significantly more often than 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.

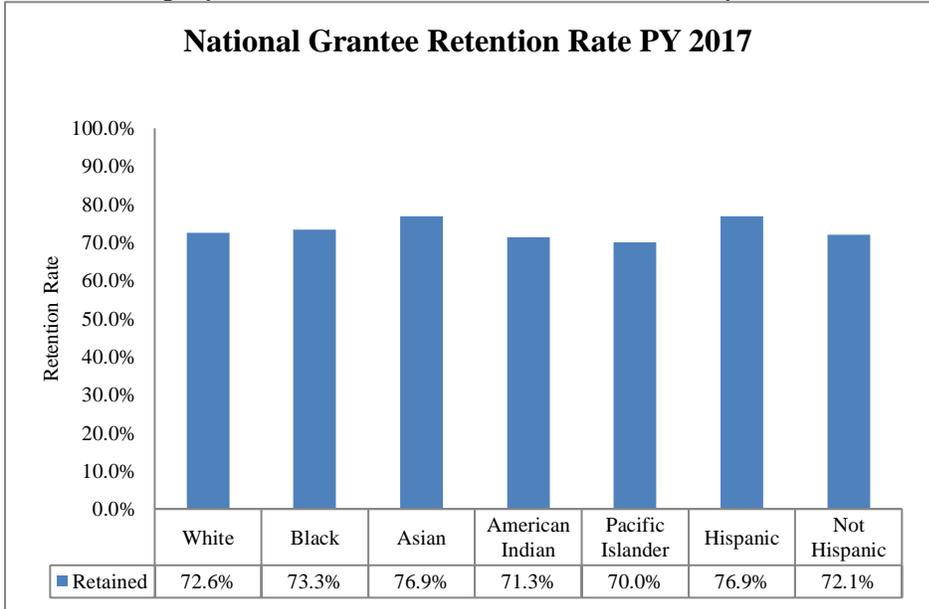
Chart 5: Employment Retention Nationwide by Race and Ethnicity



- *There were no significant differences between Whites and other races.*
- *Hispanics retained employment significantly more often than non-Hispanics.*

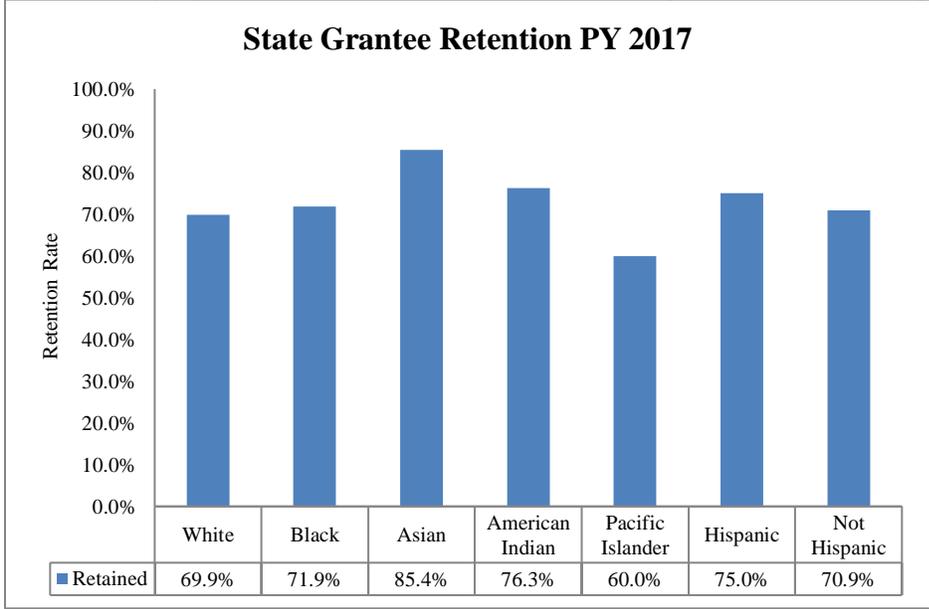
<sup>6</sup> In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z) and (except for the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority.

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



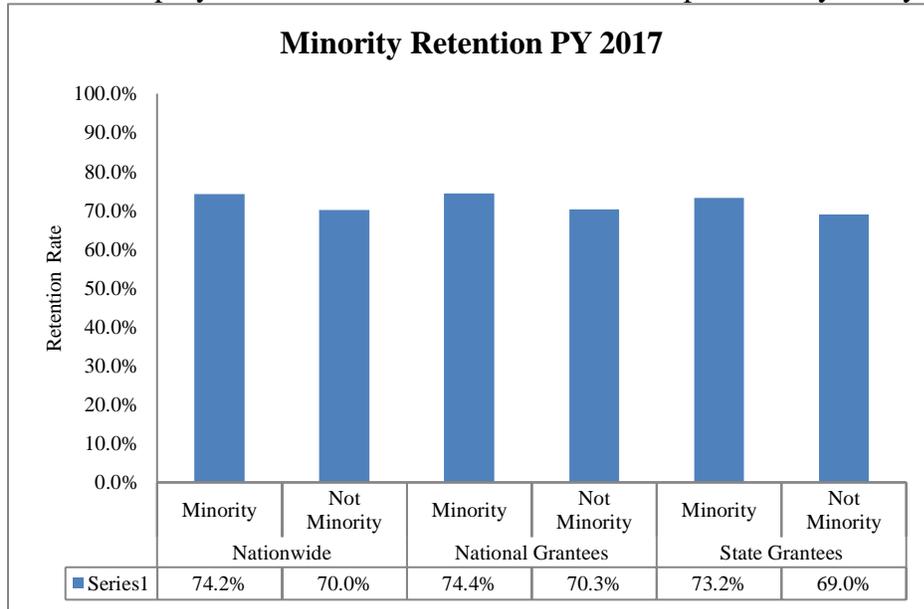
- *There were no significant differences between Whites and other races.*
- *Hispanics retained employment significantly more often than non-Hispanics.*

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



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

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 grantee had minorities experiencing a disadvantage compared to non-minorities in regard to employment retention:

- SER: Blacks retained employment significantly less often than Whites.

Grantees experienced 6 fewer instances of significant differences in employment retention in PY 2017 (1) compared to the number in PY 2016 (7).

### National Grantees by State

The analyses of employment retention provided above were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees as groups. The same analyses were also used to determine if there were disparities in outcomes for minority participants for each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported in the table on the next page.

Table 2: Disparities in Employment 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>
AARP/Puerto Rico	Black	---
AARP/Texas	Black	---
SER/Wisconsin	Black	---
SSAI/New York	Hispanic	---

There were 14 fewer instances of any minority category being disadvantaged in PY 2017 (4) than in PY 2016 (18).

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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.

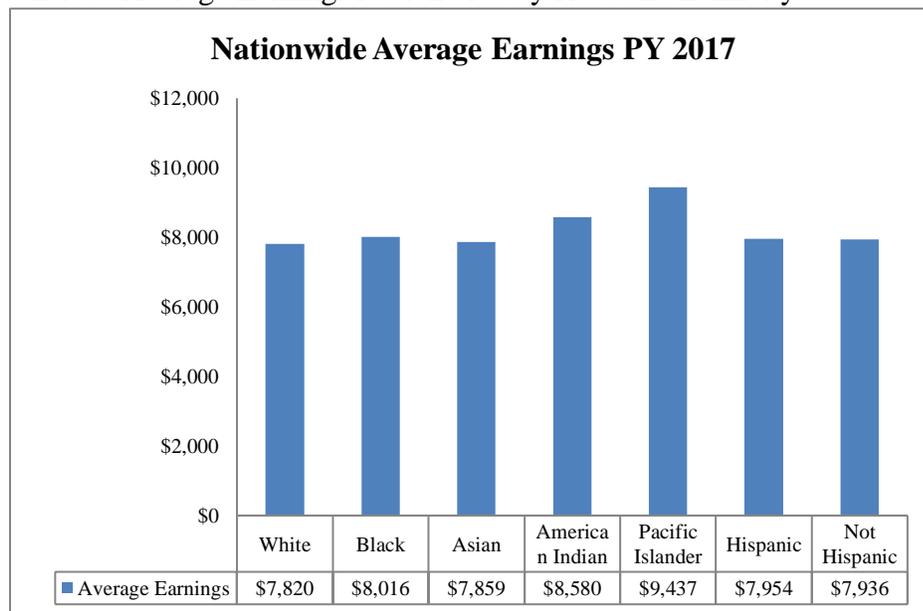
## Average Earnings<sup>9</sup>

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 2017; 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 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 for all three groups of grantees. Chart 12 shows that there were no significant differences in average earnings between minorities and non-minorities for all three grantee groups.

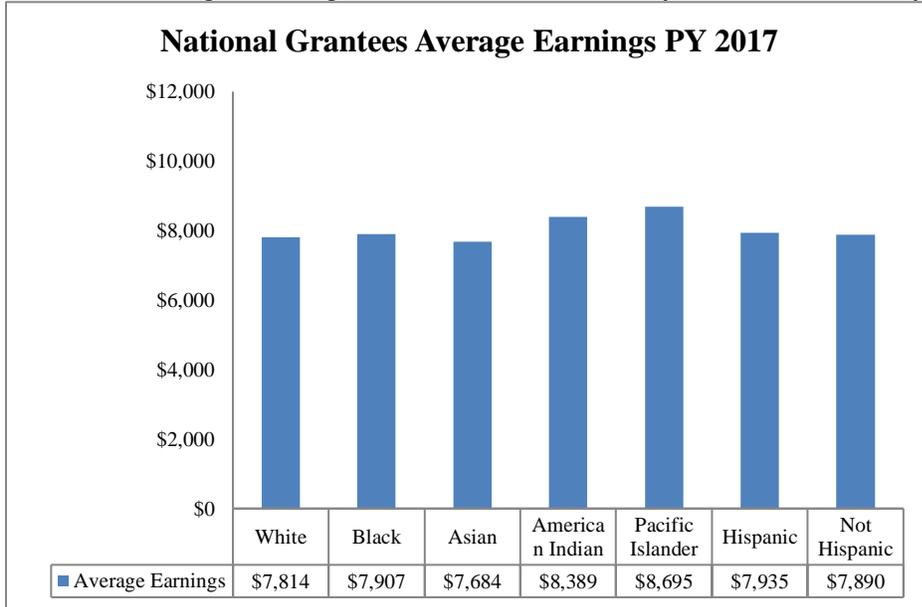
Chart 9: Average Earnings Nationwide by Race and Ethnicity



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

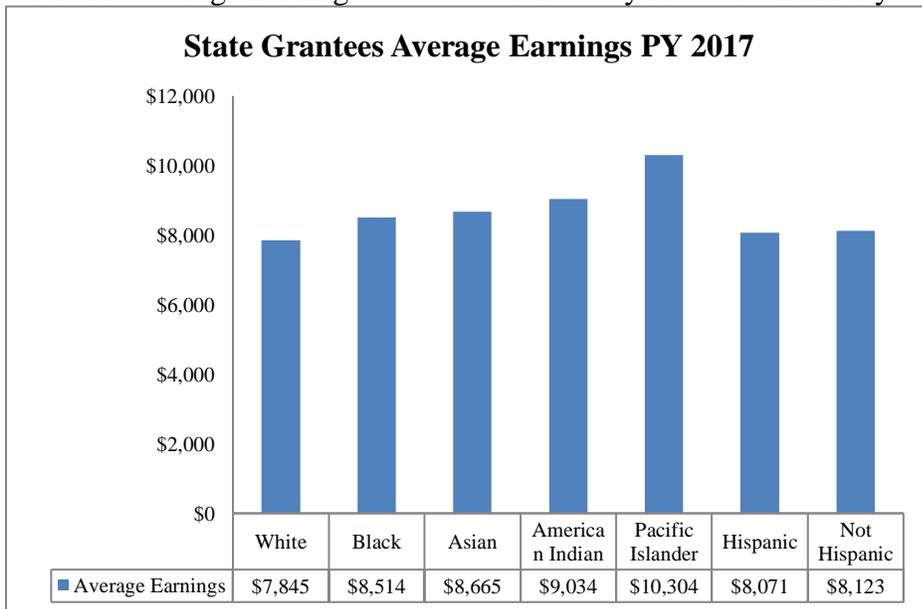
<sup>9</sup> In the following analyses, differences between group average earnings are only reported when there is a statistically significant difference in the mean based on a standard test (t-test, Bonferroni adjustment for multiple comparisons) and (except for the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority.

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



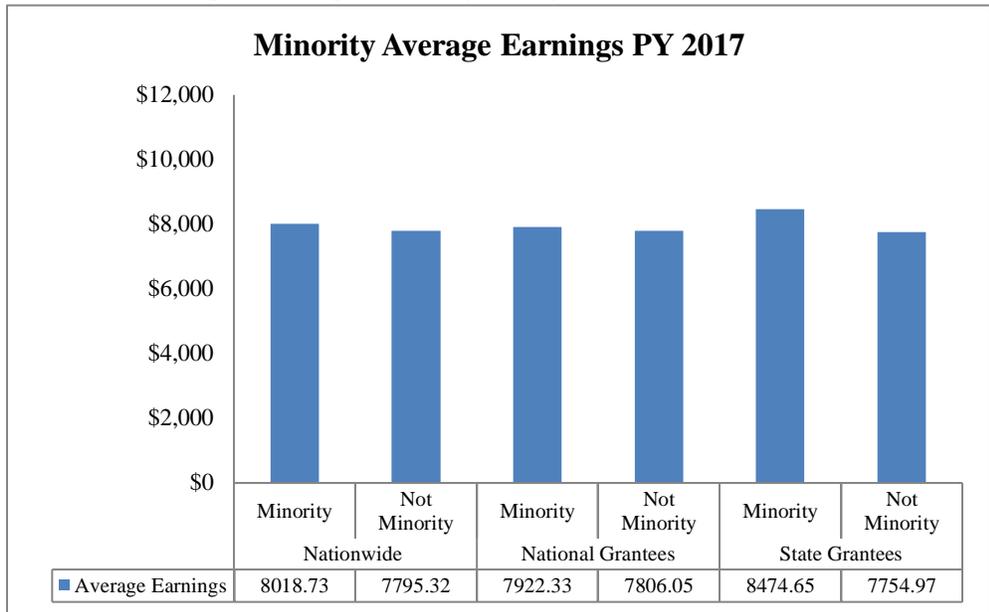
- *There were no significant differences in average earnings between Whites and other races.*
- *There were no significant differences in average earnings between Hispanics and non-Hispanics.*

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



- *There were no significant differences in average earnings between Whites and other 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 at the nationwide, national grantee, or state grantee level.*

### Individual Grantees

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

- AARP: Hispanics earned significantly less on average than non-Hispanics.
- NCBA: Minorities earned significantly less on average than non-minorities.
- New Jersey: Minorities earned significantly less on average than non-minorities.
- Texas: Minorities earned significantly less on average than non-minorities.

Grantees experienced the same number of instances of significant differences in average earnings for any minority category in PY 2017 (4) as in PY 2016.

### National Grantees by State

The analyses of average earnings provided above were conducted at the nationwide level, for each grantee and for all state grantees and all national grantees as groups. The same analyses were also used to determine if there were disparities in earnings outcomes for minority participants for each national grantee in each of the individual states in which the national grantee operated. The results are reported in Table 3.

Table 3: Disparities in 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/Ohio</b>	Black	X
<b>AARP/Texas</b>	Hispanic	X
<b>Easter Seals/Ohio</b>	Black	---
<b>Easter Seals/Oregon</b>	Black	X
<b>Experience Works/Kentucky</b>	Black	X
<b>Goodwill/South Carolina</b>	Black	X
<b>NCBA/Arkansas</b>	Black	X
<b>SSAI/New York</b>	Asian	---

There were five fewer instances of any minority category being disadvantaged in PY 2017 (14) than in PY 2016 (19).

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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.