



MFIP Self-Support Index 101 and Self-Support Index Strategies

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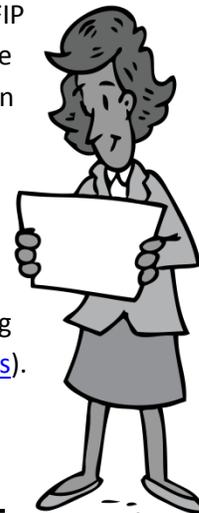
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Thank you for attending the MFIP Self-Support Index 101 and/or Self-Support Index Strategies sessions. Both sessions aimed to provide attendees with knowledge on the Self-Support Index, the new Webi tool, and conversations with peers on how using the Self-Support Index can strengthen MFIP service delivery. This document is a follow-up for both sessions to 1) share knowledge from the attendees on how they have been using or will be using Self-Support Index in their work, and 2) answer questions that were included in the feedback.

As a reminder,

- We are in the process of publishing the Self-Support Index video you watched during the sessions. You will be notified once it is on the Internet.
- If you would like the team to do an in-depth Self-Support Index and Webi training for your organization, please reach out to Erika Martin (erika.martin@state.mn.us). We would love to be there!

We look forward to hearing from you!



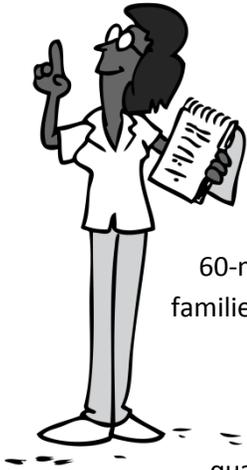
What is the Self-Support Index?

The Self-Support Index is an outcome measure that quantifies the original goals of the Minnesota Family Investment Program - to help participants find and maintain employment, increase earnings and decrease use of cash assistance.



Basic definition: The number of participants off cash assistance or working at least 30 hours per week during a measurement quarter who were eligible for MFIP or the Diversionary Work Program (DWP) in the baseline quarter **divided by** the total number of active participants in the baseline quarter. *Exceptions apply to participants who left with 60 counted months or due to the sanction limit.

Here's how it works: First we look in the data to find all caregivers who were personally eligible in at least one month of the baseline quarter – for example first quarter 2013. Then we determine what we know about these participants in the measurement quarter three years later, first quarter 2016. Specifically we are looking to see if they are off MFIP and DWP cash. If they are still getting help from MFIP or DWP, we look to see if they worked 30 or more hours per week in each month of the measurement quarter, January, February and March 2016.



There are three things to remember about the MFIP/DWP three-year Self-Support Index:

1. **Everybody's in.** All personally-eligible caregivers are counted in the denominator of the measure. This includes participants who are extended beyond the 60-month time limit, participants in the FSS service track, teen parents, and two-parent families – everybody's in.
2. **It's not just new applicants.** The measure isn't looking only at participants new to MFIP or DWP in the baseline quarter. The measure looks at the entire caseload each quarter. This means that many of the same people are in the baseline cohorts from quarter to quarter.
3. **The measure looks at three months at a time** – a calendar quarter. Participants need to be eligible for MFIP in **at least one month** of the quarter to be counted in the denominator. To be counted in the numerator they need to meet the definition of success in **all three months** of the measurement quarter, three years later.

There are three things to remember about the range of expected performance:

1. The **range of expected performance** is used to make more fair comparisons across service areas and tribal providers.
2. The data for the variables used to determine the range of expected performance are **updated each quarter** (with the exception of the population density measure and the child poverty measure from the census bureau).
3. **Providers cannot influence the size or location of the range of expected performance** because this interval is calculated from regressions predicting success on the Self-Support Index based on demographic and economic characteristics beyond the control of service areas and providers. No measures of the services or provider characteristics are predictors in the regression.



Providers can, however, influence the Self-Support Index through their services that help MFIP and DWP participants increase their employment and earnings!



How can frontline staff – ES providers and financial workers – strategically work to improve the Self-Support Index?

These are some ideas provided by the attendees of both sessions.

- Meet quarterly to review cases, and utilize the new secure online data tool, Webi, to be more effective at case reviews
- Strengthen relationship with each other by working closely and using the Self-Support Index to drive discussion
- Invite both ES providers and financial workers to attend the Self-Support Index training
- Make good use of the Webi, and spend some time learning how this can help us understand current caseloads, who is in job search, etc.
- Use Webi to see who will be measured in upcoming quarters and target resources to help these families achieve their employment goals
- Restructure the budgeting and spending policies to spend more on education or training
- Co-enrolling participants in other programs to provide wraparound services
- Invest in follow-up or retention services to help families who have left MFIP maintain employment and exit
- Consider making services more well-balanced and well-used to meet the needs of participants.
- Invest in supported employment to help participants enhance skills and enter the workforce
- Re-engage participants in sanction so that they do not exit MFIP due to the sanction limit
- Find opportunities to engage financial workers in building program success
- Help participants who are working increase their hours or move to jobs with better pay
- Develop and test new methods of working with families in the FSS service track
- Test day-to-day case management strategies that improve services and outcomes for families

