



COPAL 2023-2024 Report

Founded in 2018, COPAL is a statewide 501(c)(3) organization who builds collective power, transforms systems, and creates opportunities for Latine families. Through COPAL's innovative model hybridizing immediate social service needs with a movement building framework, COPAL serves 50,000 people through offices in Mankato, Rochester, and the Minneapolis Workers Rights Center.

In May 2021, COPAL launched the Primero De Mayo Workers' Center in South Minneapolis to support Latine workers across Minnesota who lost their jobs due to COVID-19. Primero de Mayo support immigrant workers to foster generational wealth by focusing on four key areas: Employment, Education, Labor Leadership, and Youth Programs.

For the bi-annual 2023-2024, and thanks to the support from the State of Minnesota, the Worker's Center served 4,320 people alone.

COPAL Bi-Annual 2023-2024 report:

People Served by Workers Center	4,320	People receiving job search assistance	887
People receiving educational opportunities/support	730	People receiving legal aid from workers center	220
People gained employment:	193	People that recovered stolen wages:	7
People gaining employment, unemployed at intake:	133	Wages recovered:	\$48,550
Average new wage	\$18.90/h	New naturalized US citizens:	17
Average wage increase, excluding previously unemployed people	\$2.28/h	People graduated from trainings: GED, Citizenship, Computer Classes OSHA, and others.	329
People receiving support services such as: tuition/books, gas/bus cards, uniforms, and other.	56	People obtaining industry recognized credentials	76
Support service money distributed to individuals (Tuition/books, gas/bus cards, uniforms, etc.)	\$25,715.83	People supported in obtaining higher education degree:	12



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Population outlook

This rapid growth highlights the critical need to invest in career and employment services tailored to Latine youth and adults. Latines are the fastest-growing population in Minnesota, growing by over **26% between 2010 and 2020**, and are projected to make up an even larger share of the state's population in the coming decades. By 2050, Latines are projected to account for nearly **11% of Minnesota's total population**, up from approximately **6% in 2020**.





Support from the State of Minnesota will help COPAL continue its workforce development efforts and implement the following strategies:

I. Supporting New Americans to obtain employment in the Long-Term Care (LTC) Workforce

COPAL, in partnership with EMERGE, began implementing the New Americans in Long-Term Care initiative. The program provides culturally and linguistically specific case management to New Americans who are receiving support to ensure the investment is effective in giving them tools to enter, retain, or advance in LTC and healthcare careers. This LTC training focuses on high-demand careers such as Certified Nursing Assistants, as well as Phlebotomy and Medical Technicians.

Minnesota is facing a rising demand for long-term care services due to an aging population and increasing life expectancy, alongside a critical shortage of skilled workers in the sector. Training New Americans to fill these roles is a practical solution to workforce shortages and a strategic investment in the state's future.

II. Support Minnesotans in obtaining employment in the renewable energy sector

COPAL is partnering with the City of Minneapolis and Lumena Energy Academy (www.lumenaenergy.com) to run a solar installer training program designed to equip Minnesota young adults with the skills and certifications needed to excel in the renewable energy sector.

A recent report indicates that Minnesota and other states face a "high risk" of power shortages in the next decade. As demand for energy increases and traditional plants close due to the state's goal of achieving 100% carbon-free electricity by 2040, there may not be sufficient electricity to meet demand within five years, according to the North American Electric Reliability Corporation's annual Long-Term Reliability Assessment. <https://kstp.com/kstp-news/top-news/minnesota-electric-grid-at-high-risk-of-power-shortages-latest-assessment-says/>

III. The Latino Center for Community Engagement

COPAL is seeking to design, construct, furnish and equip a 15,922 square foot Latino Center for Community Engagement (LCCE) at 2905 E Lake Street, property that was damaged during the 2020 social unrest along Lake Street in Minneapolis. Building the LCCE at this site symbolizes a revitalization of our Minneapolis communities, transferring ownership from an out of state developer back into the hands of the people.

The LCCE will house a Primero de Mayo worker's center, a workforce development engine designed to build generational wealth among Latine families through its focus areas: Employment, Trainings, Education, Labor Leadership, and Youth Programs.

The LCCE will serve as a space where the rich heritage, traditions, and contributions of Latino communities can be shared, educating others, bridging cultural gaps strengthening the social fabric among diverse communities by ensuring that Latino voices and histories are shared, recognized and valued as integral parts of the community's identity.

The LCCE will also promote civic participation and sense of communal belonging. When people actively participate in civic life, they set a powerful example for younger generations. Youth who see their parents, relatives, and community leaders voting, volunteering, bettering their communities and advocating for change are more likely to engage in civic activities themselves.



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