

Job Training Programs

There are twenty-seven job training programs identified for this report. Most of these programs provide service to individuals with limited work experience, while a few of the programs provide significant skill upgrade support to active labor force participants. Job Training programs are subdivided into three categories; pre-employment, skills upgrade and work experience and receive both federal and state funding. Federal funds come from the U.S. Departments of Education, Health and Human Services, Housing and Urban Development, Labor and Veterans Affairs. In 2001, there were \$100,086,634 in federal funds and \$46,896,310 in state funds available to job training programs that served 98,392 individuals.

The programs in this section of the report include:

- Apprenticeship Training Program
- CAREER Refugee Program (Lifetrack Resources Inc.)
- Collaborative Rural Nurse Practitioner Program
- Day Training and Habilitation Program
- Dislocated Worker Program
- Food Support Employment and Training Program (FSET)
- Hubert H. Humphrey Job Corps Center
- Labor Education Advancement Program (LEAP) Apprenticeship Program
- Minnesota Department of Transportation On-the-Job Training Program
- Minnesota Displaced Homemaker Program
- Minnesota Youth Program
- Minnesota Youthbuild Program
- Native Employment Works (NEW)
- Opportunities Industrialization Centers (OIC)
- Step-Up Program
- Student Worker Internship Programs
- Summer Health Care Internship Program
- Summer Youth Program (Community)
- Trade Adjustment Act / North American Free Trade Agreement Program (TAA/NAFTA)
- Transition Program for Children with Disabilities
- Twin Cities RISE!
- Vocational Rehabilitation and Counseling Program
- Welfare-to-Work Program
- WomenVenture Non-Traditional Employment Program
- Workforce Investment Act Title IB Adult Program
- Workforce Investment Act Youth Formula Grant Program
- Youthbuild

Pre-employment Programs

Pre-employment programs provide a second-chance opportunity to individuals with specific barriers to employment to gain foundation or basic skills in order to compete in today's workforce. There are four programs that provide pre-employment services

Job Training Programs

Skill Upgrade

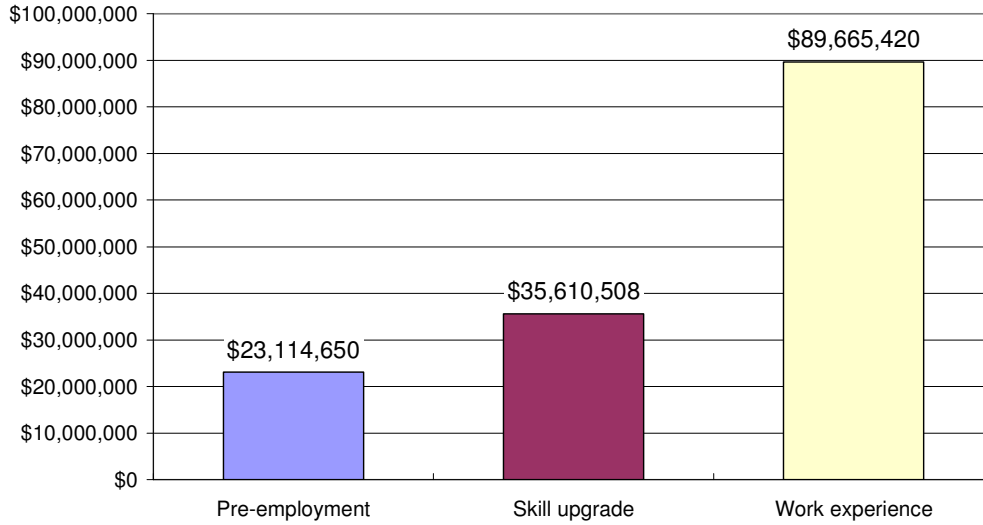
The five skill upgrade programs provide training services to incumbent workers – typically long-term employees after a major dislocation.

Work Experience

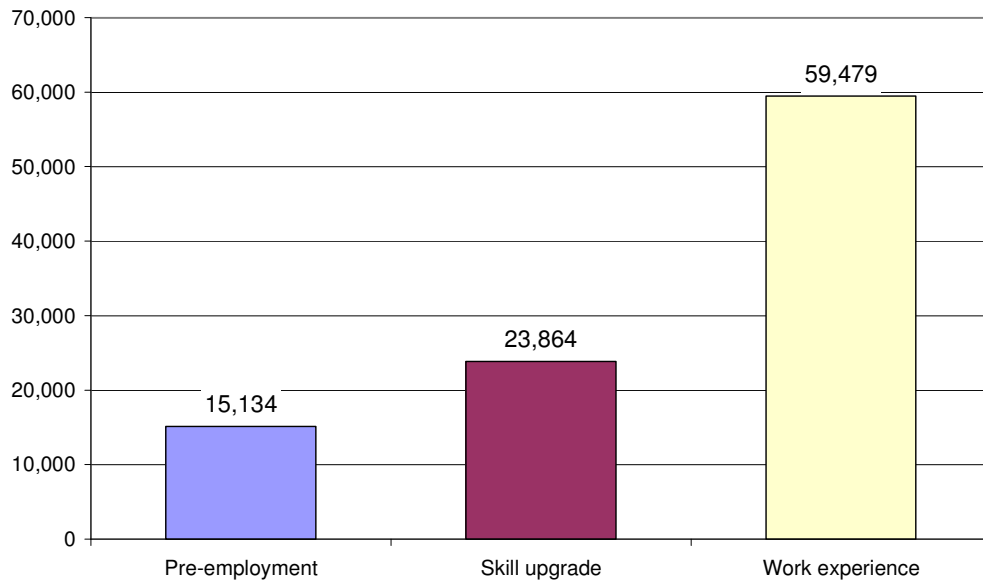
These programs provide opportunities and a supportive environment for individuals to attain work experience. These programs are focused on individuals with minimal experience in the labor force, primarily due to youth or disability.

Job Training Programs

Allocations for Program Year ending in 2001



People served for Program Year ending in 2001



Job Training Programs

Program Funding Sources¹⁶

Agency Program	Source of Federal Funding		Source of State Funding		
Pre-employment	MDES Minnesota Displaced Homemaker Program		\$0	Minnesota Department of Economic Security, Workforce Development Fund	\$1,827,000
	MDES Opportunities Industrialization Centers (OIC)	U.S. Department of Labor, Employment and Training Administration	\$1,244,150	Minnesota Department of Economic Security, Workforce Development Fund	\$775,000
	DHS Day Training and Habilitation Program	U.S. Department of Health and Human Services, Health Care Financing Agency	\$8,038,500		\$0
	US-DOL Hubert H. Humphrey Job Corps Center	U.S. Department of Labor, Employment and Training Administration	\$6,500,000		\$0
Skill Upgrade	MDES Trade Adjustment Act / North American Free Trade Agreement Program (TAA/NAFTA)	U.S. Department of Labor, Employment and Training Administration	\$780,000		\$0
	MDES Workforce Investment Act Title IB Adult Program	U.S. Department of Labor, Employment and Training Administration	\$7,782,432		\$0
	MDH Collaborative Rural Nurse Practitioner Program		\$0	Minnesota Department of Health	\$250,000
	DTED Dislocated Worker Program	U.S. Department of Labor, Employment and Training Administration	\$10,127,132	Minnesota Department of Trade and Economic Development, Workforce Development Fund	\$16,087,413
	DTED Twin Cities RISE!		\$0	Department of Children, Families and Learning Minnesota Department of Trade and Economic Development, Workforce Development Fund	\$ 327,897
Work Experience	CFL Transition Program for Children with Disabilities		\$0	Department of Children, Families and Learning	\$8,767,000
	MDES Minnesota Youth Program		\$0	Minnesota Department of Economic Security, State General Fund	\$6,000,000
	MDES Minnesota Youthbuild Program		\$0	Minnesota Department of Economic Security, State General Fund	\$902,000

¹⁶ Allocation amounts are for the Program Year ending in 2001.

Job Training Programs

Program Funding Sources¹⁶

Agency Program	Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
MDES Welfare-to-Work Program	U.S. Department of Labor, Employment and Training Administration	See footnote ¹⁷	TANF Reserve Reallocation	\$5,000,000
MDES Workforce Investment Act Youth Formula Grant Program	U.S. Department of Labor, Employment and Training Administration	\$8,450,000		\$0
MDH Summer Health Care Internship Program		\$0	Minnesota Department of Health	\$100,000
DHS Food Support Employment and Training Program (FSET)	U.S. Department of Agriculture	\$2,994,933	Minnesota Department of Human Services	\$1,326,000
DLI Apprenticeship Training Program	U.S. Veterans Administration	\$40,907	Minnesota Department of Labor and Industry, Workforce Development Fund	\$575,000
DLI Labor Education Advancement Program (LEAP) Apprenticeship Program		\$0	Minnesota Department of Labor and Industry, Workforce Development Fund	\$204,000
DTED CAREER Refugee Program (Lifetrack Resources Inc.)		\$0	Minnesota Department of Trade and Economic Development, Workforce Development Fund and TANF Reserve reallocation	\$450,000
DTED WomenVenture Non-Traditional Employment Program		\$0	Minnesota Department of Trade and Economic Development, Workforce Development Fund	\$75,000
MnDOT Minnesota Department of Transportation On-the-Job Training Program		\$0	Not reported	\$0
US-HHS Native Employment Works (NEW)	U.S. Department of Health and Human Services, Administration for Children and Families	\$953,580		\$0
US-HUD Step-Up Program	Not reported	\$0		\$0
US-HUD Youthbuild	U.S. Department of Housing and Urban Development	\$52,925,000		\$0

¹⁷ The Welfare-to-Work Program is not funded on an annual basis. Two allocations were funded in 1998 and 1999, with each allocation to be spread out over a specified period of approximately five years. The 1998 allocation amount is \$14,503,409. The 1999 allocation amount is \$13,537,096. Minnesota provided \$5,000,000 of state funds to meet federal matching requirements. The remaining match resources came from a combination of McKnight funds awarded to local workforce service areas and state funds used for the RAFs housing program.

Job Training Programs

Program Funding Sources¹⁶

Agency Program	Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
US-VA Vocational Rehabilitation and Counseling Program	Congressional appropriation	Allocation information is not available for individual states.		\$0
IRRRRA Student Worker Internship Programs		\$0		\$0
IRRRRA Summer Youth Program (Community)		\$0		\$0

Job Training Programs

General Program Information					
Agency Program	Purpose	Services	Customers	Number Served	
Pre-employment	MDES Minnesota Displaced Homemaker Program	The program provides pre-employment services that empower participants to enter or re-enter the labor market after having lost jobs as homemakers and now due to death, separation, divorce or disability of spouse or other financial loss, need to enter the paid workforce.	Needs assessment, Employability Plan Development, Orientation to World of Work, vocational assessments, goal setting, job seeking skills, advocacy, life skills, career counseling, access to training and education, referrals, referrals to job placement, support services. All services customized to meet clients' individual needs.	Women or men who have worked in the home for a minimum of two years caring for home and family but due to separation, divorce, death or disability of spouse or partner upon whom they were economically dependent, or other loss of financial support, must support themselves and their family. Eligibility is based on income guidelines.	1,615
	MDES Opportunities Industrialization Centers (OIC)	OICs provide community-based specialized employment and training services. OICs have proven successful in recruiting and serving those clients, often minority or welfare recipients, who either never enroll or are not successful in mainstream training programs.	Recruitment and Intake Soft Skills Training Skill Training Job counseling Development and Placement Special Community Service Projects	Unemployed, underemployed and otherwise economically disadvantaged persons; minorities, welfare recipients, at-risk youth, refugees and ex-offenders.	769
	DHS Day Training and Habilitation Program	To create vocational / employment service options and choices that support self-determination, opportunities for personal growth and self-sufficiency.	Training and support necessary to obtain and retain community-based employment as identified in individual service plans including, but not limited to: Assessment and job placement Job coaching Supported employment Skill acquisition training (vocational, activities of daily living, socialization) Opportunities to participate in community activities	People with mental retardation or related conditions who need vocational support. It is a service option that is mandated by statute.	12,343
	US-DOL Hubert H. Humphrey Job Corps Center	To provide job training for disadvantaged young adults ages 16 to 24 who qualify by, at a minimum, meeting the federal poverty level.	Job Corps is a residential training program. Students receive free room and board, free academic training that leads to a high school diploma or GED, free vocational training, free placement services, a clothing allowance, free access to an on-site health clinic that includes dental care and mental health services, and a bi-weekly cash stipend for sundry expenses.	Disadvantaged young adults ages 16 to 24, who meet the federal poverty guidelines and who need job training. 70 percent are high school drop-outs.	407
Skill Upgrade	MDES Trade Adjustment Act / North American Free Trade Agreement Program (TAA/NAFTA)	To assist workers to re-enter the workforce via retraining or relocation.	Paid tuition, books, supplies, tools Paid Unemployment Insurance extension Paid subsistence or transportation Paid relocation/job search Paid on-the-job training -- 1/2 salary	Incumbent workers who have lost their jobs due to increased imports or foreign competition.	Not reported

Job Training Programs

General Program Information				
Agency Program	Purpose	Services	Customers	Number Served
MDES Workforce Investment Act Title IB Adult Program	The Workforce Investment Act Title IB Adult Program provides employment and training assistance to adults to increase their employment, retention, earnings and occupational skills attainment.	The program delivers: Job Opening Information Labor Market Information Job Seeking Skills Job Retention Skills Job Training Pre-vocational Training Basic Skills Training	Adults in Minnesota who want to improve their participation in the workforce. Although the program is designed to serve all adults, often the program's customers are individuals who are: economically disadvantaged individuals with disabilities, individuals with offender status, and/or are basic skills deficient.	3,301
MDH Collaborative Rural Nurse Practitioner Program	Participating schools of nursing provide opportunity for 25 percent of admissions to the Nurse Practitioner programs are from rural areas Development of rural clinical sites minimizing the distance students travel to the clinical sites	Nurse practitioner graduates from rural communities across the state of Minnesota Graduate nurse practitioners that practice in rural Minnesota and other underserved areas across the state, i.e. Health Professional Shortage Areas (HPSAs) Rural clinical sites that are identified and developed allowing nurse practitioner students to have clinical education sites close to their home. Clinical support activities include preceptor development, community education tools, clinic specific materials addressing the needs target audience, i.e. diabetic education, seat belt safety.	Nurse practitioner students interested in exploring rural practice options.	191
DTED Dislocated Worker Program	The program was developed to provide employment and retraining services to the large number of Minnesota residents who have become unemployed through mass layoffs and business closings.	Career planning and personal counseling Training, (customized training, on-the-job training, and classroom training) and retraining Job seeking and skills development workshops Support service Placement services	Minnesota residents who have lost their jobs due to due to the transfer of jobs overseas, business closing and changing economic/ market demands.	18,828
DTED Twin Cities RISE!	Twin Cities RISE! is a training and skills development program. Our primary service is to provide training to low-income adults so that they can attain and retain living wage employment at \$9 per hour or more plus benefits. Twin Cities RISE! also provides training for other organizations that will help their clients and/or employees improve retention and productivity.	Twin Cities RISE!'s unique skill development model provides participants with a step-by-step process that allows them to build their skills as they progress through the program. It combines classroom training, off-site technical training as needed, weekly one-on-one coaching support, work experience, and comprehensive supportive services. Classes teach a combination of "hard" and "soft" skills, and are based on input from our customer companies on what skills are necessary for success in today's economy. There is a core emphasis on Empowerment Skills training, which is a series of classes that help participants	Low-income adults, especially people of color, benefit from the training and placement services. Regional employers and other organizations benefit from being able to hire skilled employees; they also benefit from being able to purchase training services for their current employees and/or clients.	459

Job Training Programs

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
		<p>develop the skills and attitude necessary to succeed in training and on the job. Participants spend 12-15 hours per week in classes, coaching appointments and lab time. After participants are placed with a customer company, they continue to work with a Workskills Coach up to one year after placement. Training can take 6 to 24 months to complete while working at least part-time.</p>		
<p>CFL Transition Program for Children with Disabilities</p>	<p>To develop and provide quality educational and transitional programs for students with disabilities.</p>	<p>CFL provides technical assistance so that schools can provide:</p> <p>Career & technical instruction that provides hands-on training in various functional skill areas within a structured classroom setting to prepare students for work placements.</p> <p>Career & technical training that places students in a variety of work settings and gives opportunities to explore career interests.</p> <p>Job coaches are provided to students who need this level of support.</p> <p>Students spend part of their day in the classroom and part in the program.</p>	<p>High school students with disabilities who are eligible for special education services.</p>	<p>15,733</p>
<p>MDES Minnesota Youth Program</p>	<p>To provide employment and job-related training services year-round to economically disadvantaged and at-risk youth.</p>	<p>Youth receive jobs and job training, basic education skills, work-based learning, career counseling, personal counseling, life skills training, adult mentoring and the services of peer support groups as well as support services such as transportation and child care.</p> <p>Through their work experiences youth provide valuable services to their own communities. In a typical year Minnesota Youth Program participants may paint and repair local fairgrounds, help janitors clean and spruce up their schools, paint fire hydrants, picnic tables and parking lines, pack and move their own school to its new location, landscape and monitor riverbanks, test for water quality, remove brush and clean up storm damage, package and serve meals to those in need, assist with minor building projects on school grounds, help lead activities for younger youth, stencil storm drains, plan and develop new parks.</p>	<p>Economically disadvantaged and at-risk youth between the ages of 14 and 21 and Minnesota communities and employers who benefit from the community improvement projects undertaken by participants each year. One out of two participants is age 14 to 15; too young to be employed in the private sector.</p>	<p>7,098</p>

Work Experience

Job Training Programs

General Program Information				
Agency Program	Purpose	Services	Customers	Number Served
MDES Minnesota Youthbuild Program	To provide comprehensive, construction-based job training and leadership skills to assist high risk youth in making a successful transition away from crime, dropping out of school, and other negative behaviors into the world of work by becoming responsible and productive members of their community.	Youthbuild provides the following job training and leadership services to enrolled participants: work experience in construction and the building trades pre-employment & work maturity skills team building & citizenship skills leadership development support services (housing, childcare, transportation) job search and placement assistance individual and group counseling adult and peer mentoring vocational assessment career planning life skills training academic skills & assistance in obtaining a GED or high school diploma assistance entering post-secondary institutions	Youth between the ages of 16 and 24, that are high school dropouts and potential dropouts; youth at risk of involvement with the juvenile justice system; chemically dependent and disabled youth; homeless youth; teen parents; youth with disabilities; youth in foster care; youth whose basic skills are significantly below peers; and public assistance recipients. The program also serves low-income and homeless families and individuals in need of affordable housing. Customers also include Minnesota communities who benefit from new housing projects constructed by Youthbuild participants each year.	355
MDES Welfare-to-Work Program	To provide job readiness, job placement and post-placement services that promote individual and family self-sufficiency. The program's goal is to place hard-to-serve welfare recipients in unsubsidized employment, provide a continuum of services necessary to help them stay employed, and to provide services to help them progress toward self-sufficiency.	Given the common pool of customers across the Welfare-to-Work and MFIP Employment Services programs, state and local partners work hard to align services statewide and leverage funds. These services include assessment, career planning, job search and retention skills training, wage subsidy, and work experience. Support services are provided on an individual basis as necessary. Employment services providers vary throughout the state and include the Minnesota WorkForce Center Partners, community action agencies, educational agencies, county agencies, and other non-profit entities. Through an interagency agreement, MDES jointly administers the employment component of the MFIP program with the Department of Human Services.	Long-term recipients of the Minnesota Family Investment Program (MFIP). Participants must have either been on assistance for a total of 30 months or be within 12 months of reaching their five-year limit or have exhausted their time limit. Eligibility may also include MFIP recipients at risk of long-term public assistance dependency such as: former foster children now age 18-24, or custodial parents with income below the poverty level. Certain non-custodial parents may also be eligible. Seventy percent of the state's allocation must serve long-term recipients or qualified non-custodial parents.	8,005
MDES Workforce Investment Act Youth Formula Grant Program	To provide eligible youth with year-round and summer employment and training services to assist them in achieving academic and employment success.	Services include assessment, work experience, life skills training, basic skills training, follow-up, supportive services as needed, and providing leadership skills to help youth develop as citizens and leaders. Local program operators determine the specific services a youth needs to prepare for success in the workplace.	Youth between the ages of 14 and 21, who are economically disadvantaged and are one or more of the following: basic skills deficient, pregnant or parenting, homeless, a runaway, foster child, or a youth who needs additional assistance to complete an educational program or to secure and hold employment.	5,161

Job Training Programs

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
MDH Summer Health Care Internship Program	To expose interested secondary and post-secondary pupils to various careers within the health care profession.	Secondary and post-secondary students are exposed to a variety of health care related career possibilities. Health care facilities assist in developing future workforce and receive financial assistance to employ summer workers.	Secondary and post-secondary students interested in exploring careers in the health care profession. Health care facilities that need summer workers.	126
DHS Food Support Employment and Training Program (FSET)	To provide food support recipients who do not receive other cash assistance with services that result in employment and self-sufficiency. Through an interagency agreement, MDES jointly administers the employment component of FSET with the Department of Human Services.	Services include assessment, career planning, and job and skills training. Support services are provided on an individual basis as necessary. FSET services are administered statewide by counties, usually through service providers such as WorkForce Centers, community action agencies, and appropriate county offices.	Minnesotans 18–55 years old in households not receiving other public assistance. There are work requirements for these recipients. Individuals who are between 55 and 60 may volunteer for program services.	7,487
DLI Apprenticeship Training Program	To promote, develop, approve and monitor quality apprenticeship training programs in Minnesota workplaces.	The apprenticeship unit provides no cost consultative services to all union and non-union employers wishing to develop and register their Apprenticeship Standards with the State of Minnesota. Upon registration the employer receives a Certificate of Registration of Apprenticeship Standards which recognizes the employer as a training facility using the apprenticeship model for training. All apprentices receive identification cards which identify them as registered apprentices in the State of Minnesota. Upon completion the apprentice receives a Journeyworker Card which identifies them as graduates of the registered Apprenticeship program. These cards are recognized nationwide and are accepted as proof the person has successfully completed a recognized and approved registered apprenticeship program in the State of Minnesota. The State of Minnesota has a contract with the Veterans Administration for the approval and registration of all apprenticeship and OJT programs to allow all eligible veterans to receive their GI Bill benefits while in training.	All employer and employer/employee organizations, state, county and local units of government, union and non-union employers, community based organizations, students and all citizens of the state of Minnesota.	11,500
DLI Labor Education Advancement Program (LEAP) Apprenticeship Program	To combat the residual effect of racial and gender discrimination. The program is an integral part of the State of Minnesota's effort to promote equal employment in apprenticeship for people of color and women.	Grant funds are distributed every two years to successful grant applicants. After the award each grantee develops materials and recruitment devices to recruit and enroll eligible clients.	Women, minority women and minority males.	225

Job Training Programs

General Program Information				
Agency Program	Purpose	Services	Customers	Number Served
DTED CAREER Refugee Program (Lifetrack Resources Inc.)	Many refugees and immigrants are willing workers, but need assistance in becoming employed participants in the US economy due to lack of English skills, cultural barriers, little or no formal education, or lack of confidence in the workplace. Federal funding does not provide intensive employment services for this population of immigrants and refugees.	Asset assessment, intensive screening for barriers to employment, job seeking/job keeping skill training, work behaviors training, job search assistance and placement, job coaching, follow-up retention services, paid work experience, job search center and resource room facilities in St. Paul and Minneapolis, language coaching, transportation assistance, relationships with employers, multilingual services	Legal immigrants, refugees, and asylees. Non-citizens eligible for employment in the United States but who do not qualify for employment assistance through the federally-funded Minnesota Department of Human Services' Resettlement Programs Office.	709
DTED WomenVenture Non-Traditional Employment Program	Jobs in the Trades assists women in accessing employment opportunities that are non-traditional for women, any field that has less than 25 percent women in the workforce. These jobs offer good entry level wages and a defined career path enabling women to earn an income sufficient to support themselves and their families without public assistance.	The assessment is followed by a five-week course starting with a personal empowerment series of workshops that explore barriers to success. The on-the-job hard skills are presented in classroom setting as well as in a building site doing hands-on skill development. All skills are observed and clients earn proficiency certificates in various areas, such as safety. Graduates are supported with resume building, interviewing skills, job leads and on-going retention services once employed.	100 percent of our clients are women; Nearly 80 percent are women of color and over 80 percent are from low-income households (under \$20,000)	290
MnDOT Minnesota Department of Transportation On-the-Job Training Program	Not reported	Not reported	Not reported	Not reported
US-HHS Native Employment Works (NEW)	By law, the purpose of the Native Employment Works program is to make work activities available to grantees' service populations and service areas. By law, eligibility for funding is limited to Indian tribes that conducted a Job Opportunities and Basic Skills Training (JOBS) program in FY 1995. Grantees in Minnesota and their annual funding levels are: Leech Lake Band of Chippewa Indians, \$168,176; Mille Lacs Band of Chippewa Indians, \$61,723; Minnesota Chippewa Tribe, \$396,575; Red Lake Band of Chippewa Indians, \$134,691; White Earth Band of Chippewa Indians, \$192,415.	NEW work activities include educational activities, job training and job readiness activities, and employment activities. Supportive and job retention services such as transportation also may be provided. Allowable activities also include labor/job market assessments and job creation.	Unemployed and underemployed persons in grantees' service populations.	2,790
US-HUD Step-Up Program	Not reported	Not reported	Not reported	Not reported

Job Training Programs

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
US-HUD Youthbuild	Youthbuild provides grants on a competitive basis to non-profit organizations to assist high-risk youth between the ages of 16-24 to learn housing construction job skills and to complete their high school education. Program participants enhance their skills as they construct and/or rehabilitate affordable housing for low-income or homeless persons.	Not reported	Very low-income high school dropouts between the ages of 16 and 24, inclusive, at the time of enrollment. Up to 25 percent of participants may be above very low-income or high school graduates (or equivalent), but must have educational needs that justify their participation in the program.	Not reported
US-VA Vocational Rehabilitation and Counseling Program	To assist Service Connected Disabled Veterans (and beneficiaries) in returning to work or maximizing independence in daily living. This is done through a combination of services that may include: retraining, education, on the job work experience, medical, therapy and counseling services, home adaptations, etc to assure the veteran obtains employment or retains as much independence in daily activities as possible.	Extensive services based on customers needs to attain employment or independent living goals.	Primary customer is the service connected disabled veteran 20 percent or more with employment barrier or 10 percent with serious employment barriers. Services are available for dependents of SCD veterans unable to utilize their Chapter 31 benefit. Children with Spinal Bifida of veterans.	
IRRRRA Student Worker Internship Programs	Not reported	Not reported	Not reported	Not reported
IRRRRA Summer Youth Program (Community)	Not reported	Not reported	Not reported	Not reported

Job Training Programs

Measures ¹⁸					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
Pre-employment	MDES Minnesota Displaced Homemaker Program	Not applicable	Number of participants who received services	1,615	TANF Eligibility. Spending is monitored but is not a performance measure.
			Number who attended job training or education		
			Received career / educational counseling		
			Received personal counseling and life skills development		
			Number receiving job search assistance		
			Number receiving pre-employment preparation		
			Number receiving referrals		
			Number who achieved program objective		
			Number leaving the program		
			Number entering or attending post-secondary training		
			Number receiving skills training		
			Number / percent who enter employment	30 percent	
Number who are employed and in school/training					
Average wage at placement	\$9.34				
MDES Opportunities Industrialization Centers (OIC)	Not applicable		Individuals served	769	Client characteristics
			Skills training completions	608	Cost effectiveness measures
			Job placements	272	Economic impact measures
			Other positives	153	Wage analysis
			Total positive terminations	425	Actual versus goal performance
			ESL participation	163	(Reports available on request)
DHS Day Training and Habilitation Program					

¹⁸ Results are for the Program Year ending in 2001.

Job Training Programs

Measures¹⁸

Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
US-DOL Hubert H. Humphrey Job Corps Center	Job Corps Centers are measured on 11 primary functions (Outcomes Measurements System – OMS) and 4 secondary measures (Quality Measurement System – QMS). The Humphrey Center achieved the following for the year ending on 2001:		Not applicable		All Job Corps centers are measured on 4 Quality Measures:
	OMS:				Weekly Termination Rate(WTR)
	Commitment	Goal: 95% Actual: 91.5%			Average Length of Stay (ALOS)
	GED / high school diploma	Goal: 47.2% Actual: 47.7%			Student Satisfaction Survey (SSS)
	Vocational completion	Goal: 65% Actual: 74.9%			Average On Board Strength (OBS)
	Comb. voc. / GED	Goal: 33.1% Actual: 44.9%			Humphrey's Performance:
	Job placement*	Goal: 70% Actual: 38.3%			<u>Goal</u> <u>Actual</u>
	Job placement**	Goal: 95% Actual: 87.1%			WTR 3.0 2.5
	Start wage	Goal: \$8.06 Actual: \$8.94			ALOS 180 279 days days
	6 month placement	Goal: 80% Actual: 57.1%			SSS 90% 88.3%
	Monthly earnings at 6 months	Goal: \$313 Actual: \$392			OBS 100% 97.8%
	12 month placement	Goal: 80% Actual: 79.3%			
	Monthly earnings at 12 months	Goal: \$329 Actual: \$378			
	Each measure is weighted, and an average is compiled, and each center is ranked. During this time frame, the Humphrey Center achieved 101.1 percent and was ranked 6th in the nation.				

Job Training Programs

Measures ¹⁸						
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures	
	Skill Upgrade	MDES Trade Adjustment Act / North American Free Trade Agreement Program (TAA/NAFTA)	Number of workers receiving basic TAA weekly benefits. Number of workers receiving additional TAA weekly benefits. Number of workers enrolled in training.		Not applicable	
MDES Workforce Investment Act Title IB Adult Program		Adult entered employment rate. Adult employment retention rate at 6 months. Adult average earnings change in 6 months. Adult employment and credential rate.	70 percent 82 percent \$4,169 33 percent	Not applicable		
MDH Collaborative Rural Nurse Practitioner Program		Not applicable		Each participating school must make 25 percent of openings in each nurse practitioner class available to rural applicants 29 percent of 2000/2001 graduates are practicing in rural areas		
DTED Dislocated Worker Program		Entered Employment Employment Retention Rate at six months Earnings change at six months Employment and Credential Rate Customer/ Employer Satisfaction.	81.8 percent 89.9 percent 94.2 percent 51.0 percent	Customer satisfaction (in process). Customer satisfaction (at exit). Credential rate. Number / percent who enter employment. Percent retaining employment for six months. Six month earnings change.	96.0 percent 98.6 percent 81.8 percent 89.9 percent 94.2 percent	Program Monitors conduct onsite and desk reviews of Grants. Corrective Action is required when identified.
DTED Twin Cities RISE!		Not applicable		Not applicable		Total number complete 10-week provisional instruction period 189 Total number of exits 97 (52% of 189) Total number continue with training into 2002 92 (48% of 189)

Job Training Programs

Measures¹⁸

Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
					Total number making \$9 per hour or more while in training or at exit 81 (43% of 189) Data on Placements: Total number of placements 33 (34% of 97 exits) Average wage / income at placement \$11.43 per hour / \$23,760 per year Average Increase in earned income from program start to placement 176% increase (\$8,600 average earned income at program start) Placement retention: 6 mo = 97% 12 mo = 85% 24 mo = 79%
Work Experience	CFL Transition Program for Children with Disabilities	Academic skill attainment Technical skill attainment Credential Placement Non-traditional participation (gender) Non-traditional completion (gender)			
	MDES Minnesota Youth Program	Not applicable	Youth placed in jobs Percentage increasing or maintaining reading and math skills Percentage remaining in school Percentage receiving academic credit	6,407 79% 89% 45%	Local youth service providers are implementing follow up on youth participants (this is in early stages of implementation) for up to one year after exit from the program.
	MDES	Not applicable	Youth served	355	Cost-Benefit Analysis completed January 2001.

Job Training Programs

Measures¹⁸

Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
Minnesota Youthbuild Program			Percentage of enrolled participants who successfully completed program Percentage of those who completed program who obtained high school diploma or GED Percentage of those who completed program who enrolled in post-secondary institutions Percentage who enrolled in building trades Percentage who entered employment with a starting wage averaging \$10.00 per hour Number of homeless and low income individuals and families that were positively impacted Number of affordable housing units built	70% 85% 35% 33% 70% 740 136	Direct net benefits to the state of Minnesota exceed state's costs within one year of participant program completion. Customer Satisfaction Survey (1996) High ratings. Number of volunteer/ community service hours performed per year Percentage of youth who re-offended committed criminal or delinquent offense Number of youth who paid restitution to crime victims Dollars leveraged from other non-state sources
MDES Welfare-to-Work Program	Percent who are employed in unsubsidized employment Percent retaining employment for six months Six months earning change	77% 33% 29%	Percent who are employed in unsubsidized employment Percent retaining employment for six months Six months earnings change Customer satisfaction (currently in progress)	77% 33% 29%	
MDES Workforce Investment Act Youth Formula Grant Program	For youth between the ages of 14 and 18: Attainment of basic skills, work readiness and/or occupational skills Placement and retention in post-secondary education/advanced training; military; unsubsidized employment or qualified apprenticeship	86.6% 76.6%	Not applicable		Local youth service providers are implementing follow up on youth participants (this is in the early stages of implementation) for up to one year after exit from the program.

Job Training Programs

Measures¹⁸

Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
	For youth between the ages of 19 and 21: Entry into unsubsidized employment Minimum six month retention in unsubsidized employment PY01 goal: 74% Six month earnings received in unsubsidized employment PY01 goal: \$3,000 Number served	75.9% 5,161			
MDH Summer Health Care Internship Program	Not applicable		126 students participated in the program. There were nine students from the seven-county metro area and 117 from outstate.		
DHS Food Support Employment and Training Program (FSET)	None		Number served Number leaving program Number leaving employed Average wage at placement Customer satisfaction (in process) Customer satisfaction (at exit) Percent who are employed after leaving the program	7,487 5,698 2,276 \$8.17 39.9%	

Job Training Programs

Measures ¹⁸					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
DLI Apprenticeship Training Program	The State of Minnesota's Apprenticeship Law conforms to the requirements of the mandates of the USDOL, Title 29 CFR Part 29 which is the authorization to register and approve eligible employers and/or employer-employee groups to offer apprenticeship training for Federal purposes. Failure to meet these requirements would cause probable decertification of the apprenticeship program in Minnesota to occur.		The Apprenticeship Unit enforces compliance with Minnesota Statute 178 and all requirements found therein. Measurement can be defined as all employers and/or employer-employee groups are found in compliance with the Minnesota State Statute 178 that in turn meets the Federal requirements found in Title 29 CFR Part 29.		Each approved apprenticeship program has content and functions reviewed and revised every five years. (65 current sponsors had their programs revised to represent current conditions in their workforce and workplace.) New programs are received and acted upon within three weeks of being received. (26 new programs were received and processed within two weeks of receipt.) Increase, by 5 percent, Women and People of Color participation in apprenticeship. (Women and POC enrollment in FY 2001 increased 25 percent from FY 2000)
DLI Labor Education Advancement Program (LEAP) Apprenticeship Program	Not applicable		Increase the number of women and minorities enrolling in apprenticeship and/or related occupations. Client placement	60 percent (met goal of 5 percent increase from FY2000)	Costs per placement were reduced from \$936 (FY 2000) to \$907 (FY 2001).
DTED CAREER Refugee Program (Lifetrack Resources Inc.)	Not applicable		Not applicable		Placements 374 (goal: 283) Average wage \$9.68 (goal:\$7.00) Number in training 549 (goal: 322)
DTED WomenVenture Non-Traditional Employment Program	Not applicable		Not applicable		We calculate the new earning power of our employed graduates compared to the overall cost of the program which produces a return on investment. Measurement of a single calendar year of new income produces a return of approximately \$4 for

Job Training Programs

Measures¹⁸

Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
					each \$1 invested.
MnDOT Minnesota Department of Transportation On-the-Job Training Program	Not applicable				
US-HHS Native Employment Works (NEW)	Grantees' NEW program plans include standards for, and measures of, NEW program performance. Grantees report on their success in achieving these standards/measures.		Not applicable		
US-HUD Step-Up Program			Not applicable		
US-HUD Youthbuild			Not applicable		
US-VA Vocational Rehabilitation and Counseling Program			Not applicable		
IRRRRA Student Worker Internship Programs	Not applicable				
IRRRRA Summer Youth Program (Community)	Not applicable				

Job Training Programs

Service Delivery

Agency and Program Name		Who delivers products and services?			Where are products and services delivered?					
		State staff		Other	Community-based organizations	Educational Institutions	Faith-based organizations	WorkForce Centers	Online	Other
Pre-employment	MDES Minnesota Displaced Homemaker Program			X	X	X				X
	MDES Opportunities Industrialization Centers (OIC)			X	X					
	DHS Day Training and Habilitation Program			X						X
	US-DOL Hubert H. Humphrey Job Corps Center			X						X
Skill Upgrade	MDES Trade Adjustment Act / North American Free Trade Agreement Program (TAA/NAFTA)	X						X		
	MDES Workforce Investment Act Title IB Adult Program	X	X	X	X	X		X	X	
	MDH Collaborative Rural Nurse Practitioner Program			X	X					
	DTED Dislocated Worker Program	X	X	X	X	X	X	X		
	DTED Twin Cities RISE!			X		X				X
Work Experience	CFL Transition Program for Children with Disabilities					X				
	MDES Minnesota Youth Program		X		X	X	X	X		X
	MDES Minnesota Youthbuild Program			X	X	X		X		X

Job Training Programs

Service Delivery

Agency and Program Name	Who delivers products and services?			Where are products and services delivered?					
	State staff	Other public employees	Other	Community-based organizations	Educational Institutions	Faith-based organizations	WorkForce Centers	Online	Other
MDES Welfare-to-Work Program	X	X	X	X			X		
MDES Workforce Investment Act Youth Formula Grant Program		X	X	X	X	X	X		
MDH Summer Health Care Internship Program	X		X	X					X
DHS Food Support Employment and Training Program (FSET)	X	X	X	X			X		X
DLI Apprenticeship Training Program	X							X	X
DLI Labor Education Advancement Program (LEAP) Apprenticeship Program	X		X	X					
DTED CAREER Refugee Program (Lifetrack Resources Inc.)			X	X					
DTED WomenVenture Non-Traditional Employment Program			X	X					X
MnDOT Minnesota Department of Transportation On-the-Job Training Program									
US-HHS Native Employment Works (NEW)		X	X		X		X		X
US-HUD Step-Up Program									
US-HUD Youthbuild	X	X	X						
US-VA Vocational Rehabilitation and Counseling Program		X			X		X	X	X

Job Training Programs

Service Delivery

Agency and Program Name	Who delivers products and services?			Where are products and services delivered?					
	State staff	Other public employees	Other	Community-based organizations	Educational Institutions	Faith-based organizations	WorkForce Centers	Online	Other
IRRRRA Student Worker Internship Programs									
IRRRRA Summer Youth Program (Community)									