

Employer Programs

Nine programs that serve employers have been identified for this report. While all workforce development programs theoretically serve employers, these programs deal directly with employers rather than job-seeking customers. There are two main areas of focus in employer services; recruiting / hiring and retaining their workforce. Five of the programs are federally-funded and two receive state funds. In 2000 and 2001, there were 21,802 customers served at a total cost of \$40,125,446, of which \$2,820,348 was federal funding and \$14,573,000 was state funding. \$22,732,098 was matching funding.

The programs in this section of the report include:

- Distance Work Program
- Foreign Labor Certification Program
- Health Care and Human Services Worker Training and Retention Program
- Healthcare – J-1 Visa Waiver Program
- Hire Education Loan Program
- Minnesota Job Skills Partnership (MJSP)
- Minnesota Pathways Program
- Shared Work Program
- Work Opportunity Tax Credit and Welfare to Work Tax Credit Programs (WOTC and WtWTC)

Recruiting / Hiring Programs

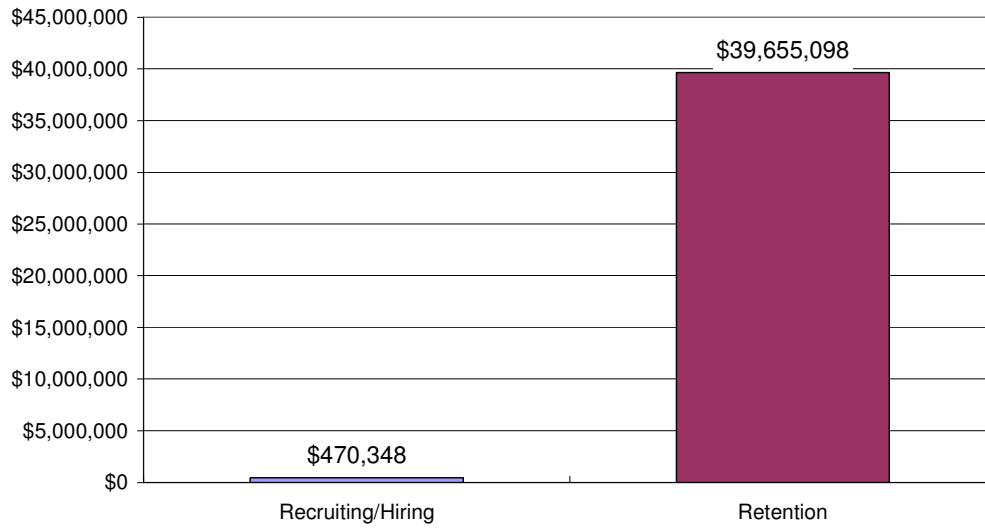
Foreign Labor Certification Programs begin the process of allowing employers to hire foreign workers on behalf of the U.S. Department of Labor. Work Opportunity and Welfare to Work Tax Credits encourage employers to hire and retain workers with various employment barriers. The Healthcare – J-1 Visa Waiver Program waives residency requirements for physicians in rural practice. The Minnesota Pathways Program provides funds to employers to train incoming workers, particularly low-income individuals.

Retention Programs

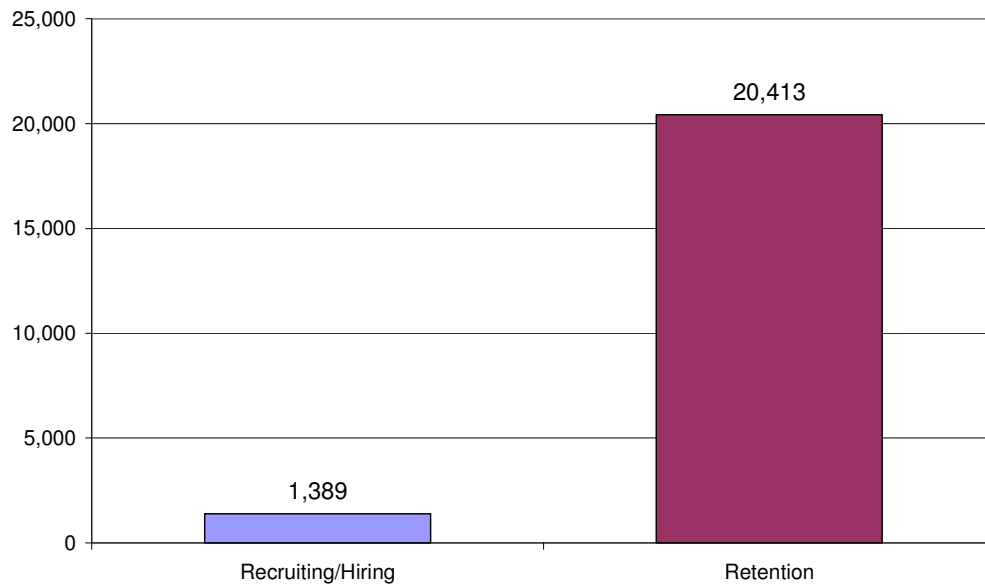
Shared Work is a component of the Unemployment Insurance Program that lets employers retain staff on a less than full-time basis in lieu of a layoff. The Job Skills Partnership provides a funding mechanism for business to procure training for their workers. Hire Education Loan Program provides no-interest loans to business for training. The Distance Work Program promotes technology that supports rural telework. The Healthcare and Human Services Worker Training and Retention Program awards grants to qualifying partnerships of healthcare employers and public and private higher education institutions for training healthcare workers.

Employer Programs

Allocations for Program Year ending in 2001



People served for Program Year ending in 2001



Employer Programs

Program Funding Sources¹⁹

	Agency Program	Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
Recruiting / Hiring	MDES Foreign Labor Certification Program	U.S. Department of Labor, Employment and Training Administration	\$139,740		\$0
	MDES Work Opportunity Tax Credit and Welfare to Work Tax Credit Programs (WOTC and WtWTC)	U.S. Department of Labor, Employment and Training Administration	\$330,608		\$0
	MDH Healthcare – J-1 Visa Waiver Program		No funding	Minnesota Department of Health	No funding
	DTED Minnesota Pathways Program	TANF	\$1,500,000	Minnesota Department of Trade and Economic Development, Workforce Development Fund TANF Reserve reallocation	\$500,000
Retention	MDES Shared Work Program	U.S. Department of Labor, Employment and Training Administration	\$100,000		\$0
	DTED Distance Work Program			Minnesota Department of Trade and Economic Development, Workforce Development Fund	See MJSP funds
	DTED Health Care and Human Services Worker Training and Retention Program			TANF Reserve reallocation	\$750,000
	DTED Hire Education Loan Program			Minnesota Department of Trade and Economic Development, Workforce Development Fund	See MJSP funds
	DTED Minnesota Job Skills Partnership			Minnesota Department of Trade and Economic Development, Workforce Development Fund	\$14,073,000

¹⁹ Allocation amounts are for the Program Year ending in 2001.

Employer Programs

General Program Information					
Agency Program	Purpose	Services	Customers	Number Served	
Recruiting / Hiring	MDES Foreign Labor Certification Program	To enable U.S. employers to hire foreign workers on a permanent or temporary basis. These programs are generally designed to assure that allowing foreign workers to work in the U.S. will not adversely affect the job opportunities, wages, and working conditions of American workers. The U.S. Department of Labor must certify to the Immigration and Naturalization Service (INS) that there are no qualified U.S. workers available and willing to accept the job at the prevailing wage for that occupation in the area of intended employment.	The Department assists employers with the application process to hire foreign labor, provides prevailing wage information, and pre-screens applications prior to submittal to the Department of Labor Regional Certifying Officer in Chicago.	Minnesota employers interested in hiring foreign workers.	1,372
	MDES Work Opportunity Tax Credit and Welfare to Work Tax Credit Programs (WOTC and WtWTC)	To provide a federal tax credit to employers as an incentive for hiring members of targeted groups who traditionally have difficulty finding jobs.	Employers receive a federal income tax credit when they hire persons from targeted groups.	Minnesota employers interested in hiring targeted job seekers and the targeted job seekers themselves. Note: Targeted groups include recipients of Aid to Families with Dependent Children, veterans who received food stamps for at least three out of the last fifteen months, economically disadvantaged ex-felons hired within one year after conviction or release from prison, Vocational Rehabilitation clients, summer youth ages 16 and 17 who reside in empowerment zone or an enterprise community, individuals aged 18 but not yet 25 who reside in empowerment zone or an enterprise community, individuals 18 but not yet 25 who have received food stamps for the last six months, and individuals who have received Supplemental Security benefits for at least one month within sixty days of their date of hire.	6,961
	MDH Healthcare – J-1 Visa Waiver Program	The state of Minnesota is committed to assisting all residents of Minnesota in accessing quality, affordable health care. Therefore, the Minnesota Department of Health, through its Office of Rural Health and Primary Care, is prepared to consider recommending a waiver of the foreign residence requirement on behalf of physicians holding J-1 visas, under certain conditions. Requests for waivers should come from a United States health care facility on behalf of a J-1 physician and not directly from a J-1 physician or physician's representative.	The product is a waiver of an international physician's requirement to return home for two years before being eligible to practice in the U.S., permitting the physician to practice in a shortage area. The program also provides technical assistance regarding the eligibility requirements and process for waiver applications.	Health care facilities in medically underserved areas that wish to recruit international physicians. International physicians wishing to practice primary care medicine in underserved areas of Minnesota.	17 (max 20 allowable / year)

Employer Programs

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
DTED Minnesota Pathways Program	To act as a catalyst between business and education in developing cooperative training projects that provide training, new jobs and career paths for individuals making the transition from public assistance to the workforce.	The Pathways program provides grants to educational or other non-profit institutions for the development of programs that assist in the transition of persons from welfare to work. In addition, technical assistance is provided to potential grantees on grant proposals. MJSP also provides referrals to other sources, and releases several publications yearly.	Minnesota businesses, low-income workers, public and private post secondary educational institutions	2,046
MDES Shared Work Program	The Shared Work program, an Unemployment Insurance (UI) program, provides an option for employers faced with a lay-off and who choose to divide available hours among a group of employees instead of a full lay-off. Affected employees may then receive partial UI benefits while working reduced hours.	The Shared Work program is part of the Unemployment Insurance program which is a Federal-State partnership, with overall program mandates being established by the U.S. Department of Labor; program administration and payment/employer tax policies are provided by the State of Minnesota through the Department of Economic Security.	Minnesota employers who have four or more employees and are anticipating avoiding a full layoff by reducing the hours of a specific group of employees	2,250
DTED Distance Work Program	To promote distance-work training projects that involve implementing technology in rural areas. The project should enable workers to telework from their homes, or rural satellite offices, for Minnesota-based businesses.	Not applicable / reported	Rural communities, workers and employers, educational institutions	Not reported
DTED Health Care and Human Services Worker Training and Retention Program	To alleviate worker shortages in the health care and human services industries and to increase opportunities for current and potential direct care employees to qualify for advanced employment in the health care and human services fields through training and education.	Grants are awarded to qualifying consortiums that consist of an employer in the health and human services industry and a public or private higher education institution to provide training designed to alleviate worker shortages in the healthcare and human services industry.	Employers in the health care and human services industries and TANF recipients (or those eligible for TANF.)	100
DTED Hire Education Loan Program	To assist Minnesota businesses in obtaining the training they need for new or existing employees by providing short-term, no interest loans directly to the business.	Not applicable / reported	Minnesota businesses	Not reported

Retention

Employer Programs

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
DTED Minnesota Job Skills Partnership	To act as a catalyst to bring together employers with specific training needs with educational or other nonprofit institutions which can design and deliver training that meets those specific needs. The Partnership provides grants to training institutions partnered with at least one business. The business partner(s) must match the grant amount.	Grants are awarded to educational institutions for the purpose of designing and implementing a customized training program that meets the expressed needs of specific business or industrial enterprise(s). All approved grant projects will include an educational institution and at least one business.	Minnesota businesses, workers, and educational institutions	16,017

Employer Programs

Measures ²⁰						
	Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
	Recruiting / Hiring	MDES Foreign Labor Certification Program	Number of prevailing wage determinations made. Number of foreign labor certifications processed. Number of requests received.			
MDES Work Opportunity Tax Credit and Welfare to Work Tax Credit Programs (WOTC and WtWTC)		Number of tax credit certifications issued. Value of tax credits issued to Minnesota employers.				
MDH Healthcare – J-1 Visa Waiver Program		No more than 20 waivers per year, per state. Facility must be designated as a health care shortage area. The physician must agree to practice primary care, full time, in a designated shortage area for at least three years.	17			
DTED Minnesota Pathways Program		Not applicable		Applications met all statutory and departmental program requirements and evaluation criteria such as ROI, state cost per trainee, wage rates, etc. Note, all state-mandated measures and performance standards are currently under review.		
Retention	MDES Shared Work Program	Not applicable		Not applicable		
	DTED Distance Work Program					
	DTED Health Care and Human Services Worker Training and Retention Program	Beneficiaries met federal TANF eligibility requirements.		Applications met all statutory and departmental program requirements and evaluation criteria such as ROI, state cost per trainee, wage rates, etc. Note, all state-mandated measures and performance standards are currently under review.		
	DTED Hire Education Loan Program	Not applicable		Not applicable		

²⁰ Results are for the Program Year ending in 2001.

Employer Programs

Measures ²⁰					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
DTED Minnesota Job Skills Partnership	Not applicable		Applications met all statutory and departmental program requirements and evaluation criteria such as ROI, state cost per trainee, wage rates, etc. Note, all state-mandated measures and performance standards are currently under review.		

Employer 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
Recruiting / Hiring	MDES Foreign Labor Certification Program	X							X	X
	MDES Work Opportunity Tax Credit and Welfare to Work Tax Credit Programs (WOTC and WtWTC)	X								X
	MDH Healthcare – J-1 Visa Waiver Program	X			X					X
	DTED Minnesota Pathways Program	X	X	X	X	X		X		
Retention	MDES Shared Work Program	X								X
	DTED Distance Work Program	X	X		X	X		X	X	
	DTED Health Care and Human Services Worker Training and Retention Program	X	X	X	X	X		X	X	X
	DTED Hire Education Loan Program	X								
	DTED Minnesota Job Skills Partnership	X	X	X	X	X		X	X	X