

Minnesota Inventory of Publicly-Funded Workforce Development Programs



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In the release of the first inventory of this type, the Governor's Workforce Development Council (GWDC) commented "As the first inventory of employment and training programs in Minnesota, this document is a useful first step in an iterative process to understand and improve the state's workforce system." The GWDC has built on that first step by creating "Preeminence Minnesota" – the broad banner under which the GWDC continues to clarify the scope of our workforce development system and articulate the challenges we face in helping Minnesota employers and workers jointly succeed and prosper.

Beginning with *Getting To Preeminence* and continuing with the *Preeminence Minnesota 2003 Portfolio Report*, we have begun to look at the collection of programs identified in the 2000 *Inventory* as the individual investments that collectively make up Minnesota's workforce investment portfolio. At the request of the state Legislature, the GWDC has also produced the *WorkForce Center Strategic Plan* (completed in 2002 and updated for 2003) that serves as a guide for local leadership to best manage the physical infrastructure of our workforce system.

We commissioned this updated *Inventory of Publicly-Funded Workforce Development Programs* because we appreciate the need for current baseline information as we work to improve the quality, accessibility, and relevance of our workforce services. Because other written products offer economic context and high-level strategic direction¹, this report is limited to an inventory of programs with improvements in the kinds of data collected and the presentation of the information. We expect to continue to improve this product over time, and to use it as a tool for moving closer to common language, measures, and indicators for all of our relevant workforce investments in Minnesota.

GWDC Vice-Chair Don Gerdesmeier chaired the ad hoc committee that brought this to the Council's attention. His leadership and the competence of Bryce Miller, Sandra Seemann, and Deb Serum have brought this valuable work forward. Also, we are grateful to Libby Starling for her talent and insights that continue to advance the Council's work and vision. I expect this information to be valuable to policymakers and other stakeholders as we continue to become the preeminent state in the nation meeting the shared needs of Minnesota businesses and workers through the services and programs outlined here.

Roger Hale
Chair, Governor's Workforce Development Council

¹ The GWDC has produced the *Preeminence Minnesota 2003 Portfolio Report*, *2003 WorkForce Center Strategic Plan*, and *Getting To Preeminence*. In addition, there are many excellent products available at www.mnwfc.org that offer valuable economic information.

How to Use This Report

This *Inventory* is limited in the ways in which it can be responsibly and effectively used.

The report is best used for:

- ◇ Understanding the breadth and mix of workforce development services provided in Minnesota and seeing potential gaps in needed areas
- ◇ Learning about a specific program, or a set of programs, in some detail
- ◇ Broad awareness and appreciation for the ways in which individual programs measure outcomes for their program participants

The data are categorized by program type and presented in several tables. In its current form, it is relatively easy to see the “collection” of programs within a particular type. To get all program information for a single program, users will need to follow that program through each of the sections in the report.

The methodology and limitations of the report are described in detail in the introductory section beginning on page 2. At minimum, it is important to reiterate that:

- ◇ The program data here are not comparable to each other. Measures reported are defined by program and do not necessarily share common definitions that make comparisons possible. Other efforts are underway to create common program measures as well as meaningful system measures.
- ◇ Program managers reported the data here as part of a multi-purpose data collection effort led by the Minnesota Department of Economic Security. The data have not been verified independently and may, in some cases, not match exactly other funding or program outcome information reported elsewhere.

What's Next?

Over time, the Governor's Workforce Development Council (GWDC) expects to update and improve this document. There are three specific goals for future development of the *Inventory*:

- ◇ In Spring 2003, we anticipate having the data in this report available on the Web in a format that will allow users to view and sort the data in several ways. Watch www.gwdc.org for more information.
- ◇ The GWDC anticipates that, as common program measures and overarching system measures are defined, the *Inventory* will be revised over time to reflect these measures.
- ◇ Efforts are underway between the University of Minnesota and the Minnesota State Colleges and Universities (MnSCU) system to develop an inventory of workforce-related programs and services in publicly-funded higher education. In subsequent years, the GWDC would like to present an expanded version of the inventory to include both higher education and more traditional economic development components.

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Acknowledgments

We would like to thank all of the state and federal agency representatives who provided information about their programs for this report. Responding to our requests for information was time-consuming and their responsiveness made this report possible.

Executive Summary

Purpose of Study

The purpose of this study is to further the work begun in 1999 in the *Minnesota Inventory of Employment and Training Programs*. Commissioned by the Governor's Workforce Development Council (GWDC), the *2002 Inventory of Publicly-Funded Workforce Development Programs* provides a current catalog of information on workforce development programs receiving state or federal funding and operating in Minnesota. This report will inform both policy-makers and service providers about the overall picture of workforce development as well as the specific details of individual programs. In contrast to the previous version, specific measures were not requested from programs. Instead they were asked to report the measures currently in use with the hopes that some commonality would emerge for future measurement efforts.

Study Findings

Following is aggregate information about the programs included in this inventory:

- ◆ **Seventy-one programs** met the criteria for inclusion in this report.
- ◆ **Eleven state agencies** and **five federal agencies** administer programs in the state.
- ◆ **\$504 million total** federal, state, local and match funding.
- ◆ **\$478 million federal and state** funding.
- ◆ **\$307 million federal** funding.
- ◆ **\$171 million state** funding.
- ◆ **\$26 million local and match** funding
- ◆ **850,000 participants** served.²

² Some individuals participated in more than one of the programs in the time period examined for this report. The extent of this double-counting is unknown.

Introduction

Background

Commissioned by the Governor's Workforce Development Council, the *2002 Minnesota Inventory of Publicly-Funded Workforce Development Programs* provides a current catalog of information on workforce development programs receiving state funding and operating in Minnesota. This report will inform both policy-makers and service providers about the overall picture of workforce development as well as the specific details of individual programs.

This document updates the original *Minnesota Inventory of Employment and Training Programs*.

The 1999 Minnesota Legislature charged the Minnesota Department of Economic Security (MDES) and the Governor's Workforce Development Council (GWDC) to collect specific program information and measures from federally- and state-funded employment and training programs and report the results to the Legislature in January 2000.

For the first *Inventory*, the Legislature defined specific performance measures. While common measures allowed some comparability across programs, the requested measures were often inapplicable to the programs asked to report their results – for example, a cost-per-placement for programs serving incumbent workers. To encourage more participation in this updated report, we asked programs to report those performance measures that they already report and use. We have already heard interest in a collective effort to move toward a foundation of common, cross-program measures for future updates. Although this is likely to require a lengthy process, we believe that the adoption of common measures would enhance future updates to this report.

In commissioning this update, the Governor's Workforce Development Council also specifically requested an additional new focus on programs for employers. See page 13 for an overview.

Environmental Context

In the three years since the first report, the economic environment has changed significantly. Unemployment rates have jumped from under three percent to over four percent and initial claims for unemployment insurance from 194,000 claims in 1999 to 326,000 in 2002. As a result of the economic downturn, the dialogue on workforce development has moved from concern over a growing worker shortage toward efforts to retrain more dislocated workers and to extend unemployment benefits. Even so, some industries, such as health care, are still experiencing severe labor shortages. With the future economic recovery, we expect widespread labor shortages to return.

The economic downturn has also influenced the funding environment for public programs, both state and federal. Minnesota's projected state budget shortfall, federal priorities for homeland security and defense funding, and the uncertainty surrounding the 2003 federal reauthorization of both the Workforce Investment Act and Temporary Assistance for Needy Families all make the future funding environment for programs like these unclear.

Study Methodology

Criteria for Including Programs

This project set out to capture a panoramic picture of workforce development services in Minnesota – requiring a clear definition of workforce development. Workforce development frequently overlaps with both education and economic development, so programs rarely belong to one area exclusive of the others. (See **Figure 1**.)

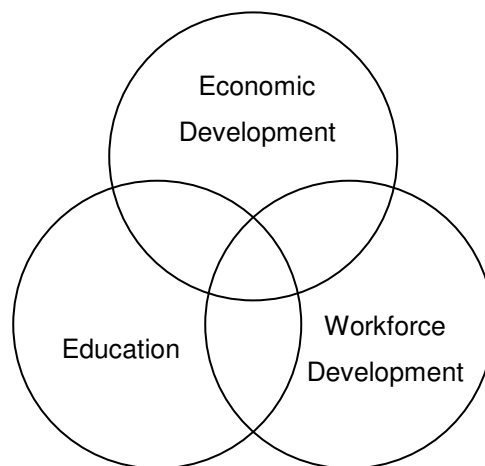


Figure 1: The larger world of workforce development

We identified a working definition of workforce development services and identified three additional criteria to define which programs to include in this report.

Definition of workforce development services

workforce development services – Services that facilitate the process by which employers obtain, train, and retain a skilled workforce and/or by which people identify, prepare for, attain and maintain employment and self-sufficiency.

Criteria for services' inclusion in this report:

1. Must receive federal or state resources to operate (whether delivered by federal, state, or county government or community-based organizations). Programs entirely funded by local government, businesses, foundations or other private organizations are not included.
2. Must facilitate the process by which people identify, prepare for, attain and maintain employment and self-sufficiency and/or by which employers obtain, train and retain a skilled workforce.
3. Excludes agencies' services for training their own staff.

Categorizing Program Types

In this report we use broad and narrow program types to categorize programs functionally; the previous report categorized programs by their intended customers. We expect that this functional grouping will provide a better lens for comparing programs. We have placed programs fitting into multiple categories into the category aligning with the program's primary purpose. This report displays programs side-by-side under the broad program type and grouped by narrow program type.

This report uses seven **broad** program types and twelve *narrow* program types:

Education Programs

Foundation / Basic skills – Include basic education and socialization skills (e.g., reading and writing, problem-solving and social skills), which are typically acquired as youth in elementary and secondary education and in family settings; for some individuals, these skills come later in life

Higher education – Cover post-secondary education, for both young adults and older life-long learners and may or may not lead to degree or certification

Employer Programs

Recruiting / Hiring – Assist employers to identify and compete for candidates in new and existing markets

Retention – Help employers decrease turnover and encourage longer-term employment, especially for workers with barriers

Employment Programs

Worksearch / Placement – Focus on how to look for and obtain a job

Retention – Help people keep their jobs through various means of intervention and assistance

Job Training Programs

Pre-employment – Open second-chance opportunities to obtain the foundation or basic skills necessary to enter and sustain employment

Skill upgrade – Augment individuals' skill-sets in order to advance and take advantage of company or industry career ladders

Work experience – Build individuals' work experience in workplace environments

Other Support Programs – Enable individuals to maintain their employment or support/enhance their quality of life

Wage Replacement Programs – Enable individuals who lose jobs through work-related injuries or “no fault of their own” (e.g., economic conditions) to obtain limited financial support while they attempt to return to work.

Workforce Development Information – Provide information for individuals and employers to make informed decisions

Collecting Program Information

The majority of the programs in this year's inventory also appeared in the 2000 edition.

For the 2000 *Inventory*, MDES staff sent letters to each state agency, describing the study and asking them to report programs appropriate for inclusion in the study. Staff followed up by phone with agencies that did not respond to determine if they had employment and training programs. State staff from MDES, Minnesota Planning and other state and federal agencies identified other programs to be included.

For this year's update, we asked each program contact person to inform us of missing or new programs. Staff members of the Governor's Workforce Development Council identified additional programs for inclusion. A number of the programs initially identified ultimately did not meet the criteria for inclusion in this report.

Collection Method

Program representatives reported the information on their programs that appear in this document. No outside entity has verified the accuracy of this self-reported information.

We used an on-line survey form to collect information for this report from program representatives. Survey questions reflected an effort to compile information which would assist the GWDC and state leadership in Minnesota's workforce development system to form a broad picture of Minnesota's workforce development system.

Optional survey questions allowed programs to report information required by the Minnesota Job Skills Partnership in their performance standards initiative.³

The areas of program information collected in the survey include the following:

- General Program Information
- Purpose
- Customers
- Service Delivery
- Statutory Authority
- Resources
- Measures
- Minnesota Job Skills Partnership Measures (optional)

Correspondence with program contacts was done by e-mail and telephone to discuss the study and help design the survey form. Throughout the survey's development process, conversations took place and referrals were made in order to determine appropriate contacts for each program.

Each program had its own numerical unique identifier, released to each program contact responsible for entering data. The unique identifiers allowed contacts to view their up-to-date program information and input any data or changes directly in the survey database. Follow-up communications with program contacts consisted of phone calls and/or e-mails in order to clarify information or obtain missing information. We provided program representatives the opportunity to review their program's summarized information as it appears in this report's matrices.

The most recent program data requested by the survey was from the program year ending in 2001. Because different programs have different program years, we defined the 2001 program year for this report as the period ending in calendar year 2001. To ensure solid, reliable program data and complete performance results, we did not request data from program year ending in 2002.

Limitations of the Study

Self-Reported Information

Program information in this report is self-reported by program representatives and not verified by an outside entity. We caution readers to use this information with care. Comparisons and decisions based on the limited information available here could be inappropriate. This information should be used as a starting point from which to ask more in depth questions about specific issues and individual programs.

³ The 2001 Minnesota State Legislature asked the Minnesota Job Skills Partnership Board to develop common measures for all state-funded employment and training programs. More information about this work is available at: www.dted.state.mn.us/mjsp-perf-f.asp

Narrow Questions

While all programs included in this survey promote workforce development in Minnesota, their “stories” can be very different from each other. Programs with similar target populations may have distinctly different performance criteria and achievement goals. We asked all programs the same questions so that they can be put side by side, and information for a group of services with commonalities can be viewed simultaneously. However, some program contacts felt their program’s information did not fit the questions well.

Indeed, the narrowness of the survey questions included in this inventory was a concern for several program representatives. While earnestly trying to provide the information required for this report, there were a few representatives that felt they were “trying to fit a square peg into a round hole.” We tried to compensate by allowing comments to be given in several places, including overall comments at the end of the survey, then incorporating comments into this report as footnotes.

Absent Programs and Information

Though we have attempted to identify and include all programs relevant to this report, it is possible that some programs expected to be included are absent. Information for some programs was not received in time to be included in this report. Those programs are still listed under the appropriate agency and broad program type category, but we indicate that their information is missing.

The Minnesota State Colleges and Universities (MnSCU) system and University of Minnesota (U of M) have largely been left out of this report. While MnSCU and the U of M play substantial roles in Minnesota’s workforce development system, their services contribute to the education portion of workforce development. Efforts are underway between MnSCU and the U of M to develop an inventory of workforce-related programs and services in publicly-funded higher education. In subsequent years, the GWDC would like to present an expanded version of the inventory to include both higher education and more traditional economic development components.

Also left out of this report is the Higher Education Services Office (HESO). HESO is responsible for licensing private for-profit schools and for registering private non-profit institutions before students attending the institutions can be eligible for state financial aid. As of August 1999, there were 60 private for-profit career schools on the HESO list of licensed schools. As of October 1999, there were 76 private non-profit institutions on the HESO list of registered institutions.

General Program Information

General Overview

Seventy-one workforce development programs were identified for this report. Eleven state agencies and five federal agencies administer the programs. More than half of the programs are administered by the Minnesota Department of Economic Security, the Minnesota Department of Human Services, and the Minnesota Department of Trade and Economic Development. Fifteen of the programs are administered by federal agencies with funds going directly to the program providers rather than through a State agency. Twenty-six of the programs receive all of their funding from the federal government. Twenty programs receive allocations solely from the state.

Broad and narrow program types are used to categorize programs functionally; the previous report categorized programs by their intended customers. We expect that grouping by function will allow for more meaningful program comparison. We have placed programs fitting into multiple categories into the category aligning with the program's primary purpose.

In a few cases, individual programs may lack some detailed information. Information was not received from all programs by the time this report was published. A program not submitting information in the time period between the start of the survey and the report's publication will still hold a spot in the summary matrices.

The information that is reported for each program is from the program year ending in 2001.

Education Programs⁴

There are four education programs identified in this section of the report. They are divided into two categories: foundation or basic skills, and higher education programs. Three programs receive both federal and state funding, the other is federally-funded. The four education programs described here received a total of \$54,073,738 in 2001 and served 102,672⁵ individuals.

The programs in this section of the report include:

- Adult Basic Education Program (ABE)
- Educational Opportunity Center (EOC)
- Minnesota Correctional Facility – St. Cloud Vocational Training Programs
- Post-Secondary Enrollment Options (PSEO)

Foundation / Basic Skills

The Adult Basic Education Program provides opportunities for Minnesota adults to acquire basic education skills. Customers range from individuals who need to upgrade basic skills for post-secondary admissions to recent immigrants with limited English proficiency.

Higher Education

These programs provide alternative means for individuals to attain post-secondary credentials. Post-Secondary Enrollment Options allows certain high school students to take college-level courses while still in high school. The vocational program at the St. Cloud Correctional Facility provides in-demand training to inmates who can earn college credits with Minnesota State Colleges and Universities (MnSCU). Educational Opportunity Centers offer financial and admission assistance to low-income and first-generation college students.

Information on the individual programs in this category can be found in the matrices for this target population category, which begin on page 21.

⁴ Note that “first-chance” education programs such as the Pre-Kindergarten through Grade 12 curriculum, and courses in the Minnesota State Colleges and Universities (MnSCU) and the University of Minnesota, while an important part of the state’s overall workforce development strategy, are not the focus of this report.

⁵ The actual number of individuals served is higher than reported here. Not all programs reported this number.

Employment Programs

Twenty-two programs with a specific outcome of employment have been identified for this report. Eighteen of the programs focus on individuals attaining a job and four of the programs provide retention services. Many of the programs have specific eligibility requirements and some, like the Job Service, only require that a person be eligible to work in the United States. \$194,196,484 in funding comes from a mixture of federal, state and local allocations. Federal funds total \$150,709,297 and state funds total \$41,287,187. In 2001, employment services were received by 408,208 people⁶.

The programs in this section of the report include:

- Community Development Block Grant
- Experience Works – Senior Community Service Employment Program (formerly Green Thumb)
- Extended Employment Program – Basic Funding
- Extended Employment Program – Coordinated Employability Projects
- Extended Employment Program – Minnesota Employment Center for People Who Are Deaf or Hard of Hearing
- Job Service Program
- Jobs-Plus Community Revitalization Initiative Program
- Local Intervention Grants for Self-Sufficiency (LIGSS)
- Minnesota Family Investment Program – Employment Services (MFIP-ES)
- Minnesota Parents' Fair Share
- Motivation, Education and Training, Inc. (MET)
- Senior Service America, Inc. – Senior AIDES Program (formerly National Senior Citizen Education and Research Center)
- National Indian Council on Aging – Older Worker Program
- National Urban League – Older Worker Program
- Refugee Employment Services
- Senior Community Service Employment Program (SCSEP) – State Program
- United States Forest Service, Chippewa Forest – Older Worker Program
- United States Forest Service, Superior Forest – Older Worker Program
- Veterans Services Programs
- Vocational Rehabilitation Program – Rehabilitation Services
- Vocational Rehabilitation Program (VR) – Workers' Compensation
- Workforce Development Services – State Services for the Blind

Worksearch / Placement Programs

The focus of these services is looking for and obtaining employment. Many of these programs deal with specific populations of individuals who have significant barriers to employment such as limited work experience or English proficiency and recent immigration. Job Service, on the other hand, provides labor exchange services to the general public.

⁶ We were unable to discern where duplicate counts occur in "number served" figures.

Retention Programs

The three retention programs focus specifically on helping people keep their jobs. They provide support to persons with disabilities – including the visually impaired – so they can be competitively employed.

Information on the individual programs in this category can be found in the matrices for this target population category, which begin on page 27.

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 Services. In 2001, there were \$100,336,634 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.

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.

Information on the individual programs in this category can be found in the matrices for this broad program type, which begin on page 47.

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
- 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. Pathways 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. 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 rural technology that supports 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.

Information on the individual programs in this category can be found in the matrices for this target population category, which begin on page 71.

Wage Replacement Programs

There are three programs in the wage replacement category; two provide wage replacement for people who lose jobs as “no fault of their own” and the other provides a wage replacement for those who are out of work due to work-related injury. Wage replacement programs allow affected individuals the means to pay their bills while they attempt to return to work and thus provide economic stability to their community.

The Unemployment Insurance programs are federally-funded, and the Workers’ Compensation program is state-funded. Both funds originate from taxes on a percentage of employers’ payroll. During 2001, 216,000 received Unemployment Insurance benefits.

The programs in this section of the report include:

- Disaster Relief Unemployment Assistance Program (DUA)
- Unemployment Insurance Program (UI)
- Workers’ Compensation Program

Unemployment Insurance Programs pay benefits to individuals who have lost their job through no fault of their own. Workers may be paid up to 50 percent of their average weekly wage for up to 26 weeks subject to a state maximum, currently \$467 per week. Under certain economic conditions, extended benefits are available for some individuals.

Disaster Unemployment Assistance Programs provides similar coverage to individuals who lose their job, even temporarily due to a disaster. Spring flooding of crops and communities is a frequent cause for DUA.

Information on the individual programs in this category can be found in the matrices for this target population category, which begin on page 81.

Workforce Development Information

Five programs included in this report provide workforce development information. These programs are unique from the rest of the *Inventory* in that they provide self-service products more than staff-assisted services. Workforce development information is the set of materials, both print and online, that help the workforce and employer community make sound decisions about careers, jobs, education, staffing and more.

Workforce development products and services have \$9,902,900 in total funding, with all but \$193,900 from federal sources. As these are primarily online publications, it is currently not possible to tell how many customers are served. However, over 100,000 *Minnesota Careers* are sent to Minnesota high schools annually.

The programs in this section of the report include:

- CareerOneStop
- iSeek Solutions
- Labor Market Information (LMI)
- Minnesota Career Information System (MCIS)
- *Minnesota Careers*

CareerOneStop is a collaborative effort by the Minnesota Department of Economic Security and the U.S. Department of Labor to create an online career management resource for workers, employers and workforce development providers. iSeek Solutions is a state collaborative effort to provide career-related resources for the 21st century workforce. Labor Market Information includes key labor market indicators, information and analysis. The Minnesota Career Information System provides comprehensive and current career information especially for Minnesota's students. *Minnesota Careers* is an award-winning career exploration publication distributed to all Minnesota high schoolers.

Information on the individual programs in this category can be found in the matrices for this target population category, which begin on page 87.

Other Support Programs

There is one program in this section of the report. A section of one may seem odd, but it is a unique program. It does not provide direct workforce development services and therefore does not fit into one of the six main categories. It directly supports customers in their work efforts, unlike other support programs that provide more general support, so it is in a category of its own. This program is in the form of a block grant that funds a wide range of unique services.

Other support programs have no reported funding in this inventory.

The programs in this section of the report include:

- Job Access Reverse Commute

Job Access Reverse Commute provides resources to remedy transportation issues for both workers and employers.

Information on the program in this category can be found in the matrices for this target population category, which begin on page 93.

Figure 2 (below) provides information grouped by broad program types for the program year ending in 2001. Federal and state allocation amounts can be seen next to the total allocation, as well as the number of programs and the number served within each broad program type.

Figure 2: Number and Funding of Programs, by Broad Program Type (Program Year 2001)⁷

Broad Program Type	Number of Programs	Federal Funding	State Funding	Total Funding	Number of Individuals Served
Education	4	\$5,892,885	\$48,180,853	\$54,073,738	102,672
Employment	22	\$150,709,297	\$41,287,187	\$194,196,484	299,536
Job Training	27	\$100,086,634	\$46,896,310	\$148,140,578	98,392
Employer	9	\$2,820,348	\$14,573,000	\$40,125,446	21,802
Wage Replacement	3	\$37,855,000	\$20,000,000	\$57,855,000	216,540
Workforce Development Information	5	\$9,709,000	\$193,900	\$9,902,900	0
Other Support	1	\$0	\$0	\$0	0
Totals	71	\$307,073,164	\$171,131,250	\$504,294,146	738,942

⁷ The Federal fiscal year begins in October, the State fiscal year begins in July, and other program fiscal years vary. Information on funding was not available from twelve programs. Information on the number served was not available from eighteen programs.

Figure 3 illustrates the ratio of funding between federal, state, and local or match sources for each broad program type. **Figure 4** displays the number of individuals served for each broad program type.

Figure 3: Federal / State / Other Funding Ratio

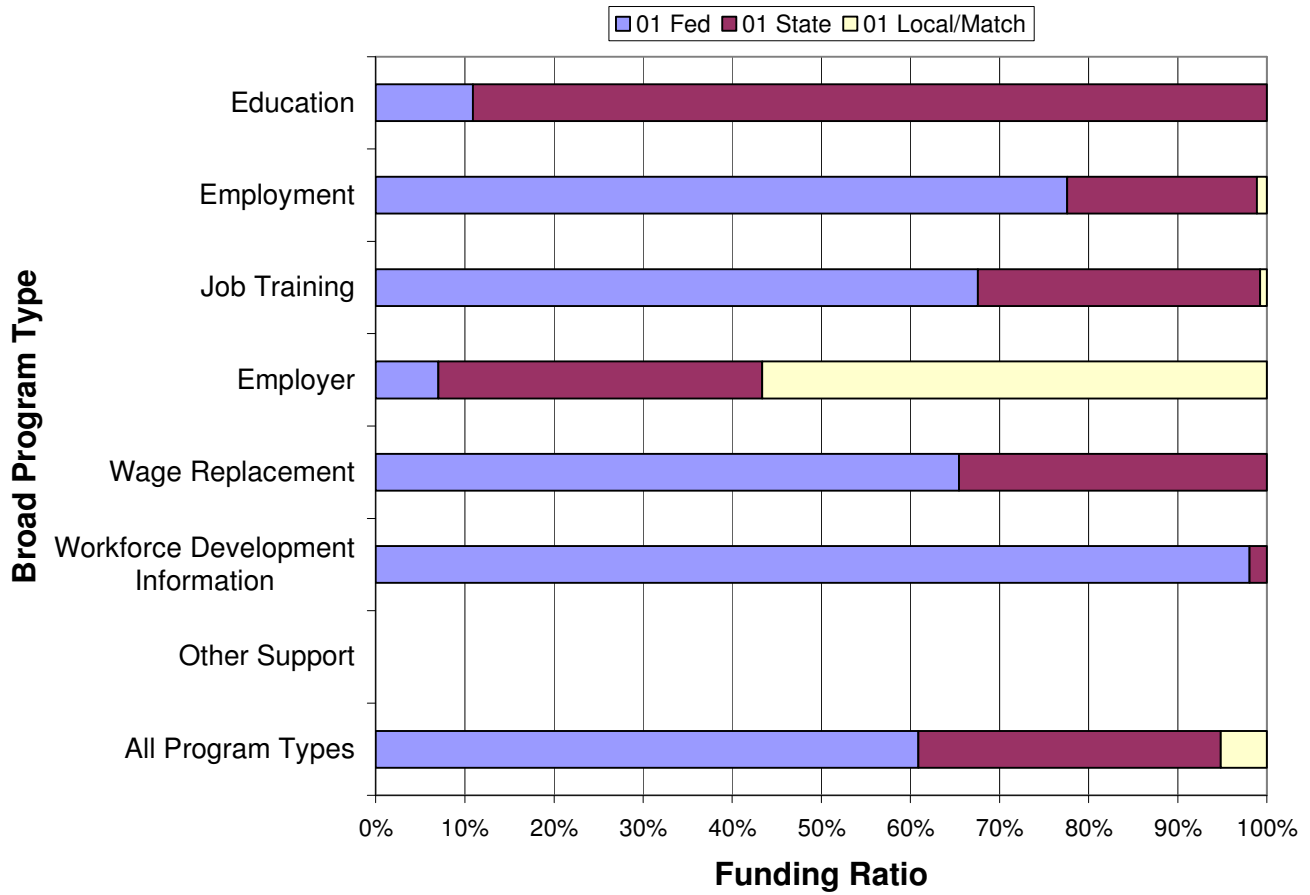
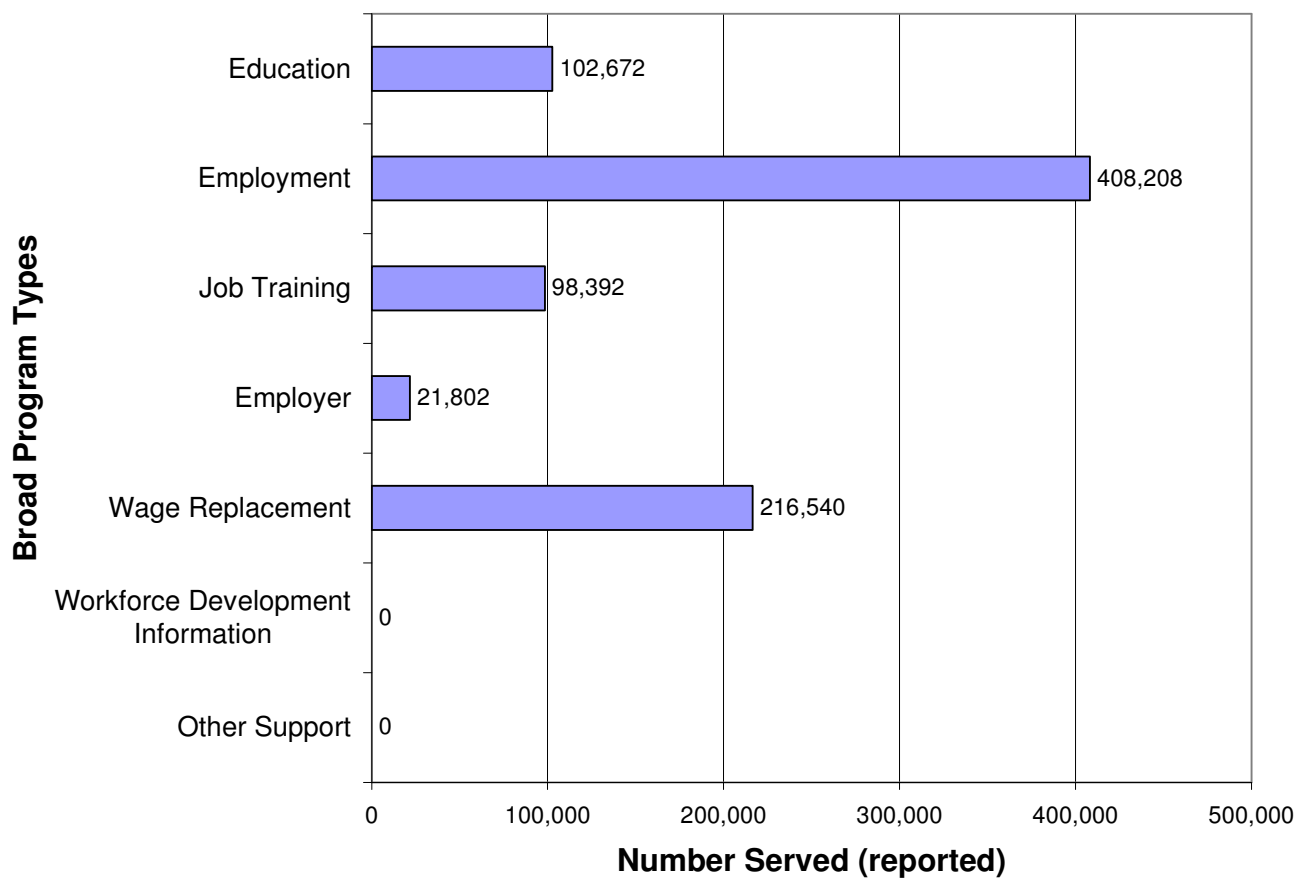


Figure 4: Number Served in Program Year 2001, by Broad Program Type⁸



Descriptive summaries for each broad program type are found in the following pages. In addition to information on funding and the number served, each summary lists the programs in the category and a brief description of how the programs are similar to or different from each other.

⁸ We did not receive numbers from Workforce Development Information and Other Support programs. Collecting "number served" data is a significant challenge due to services being online or complex service structure. The number served in Employment programs is skewed by 277,000 registered job seekers with Job Service.

Program Summaries

Summary Matrices

Following is a series of matrices that show summarized information for each program. The programs are grouped together based on their broad and narrow program types. There are separate matrices for the seven broad program types; on each matrix there are tabs on the left hand side that denote the narrow program type of programs. While some programs could fit into more than one of the categories, we have attempted to place them in the one most appropriate category. The seven broad categories of program types are the following:

- Education Programs
- Employment Programs
- Job Training Programs
- Employer Programs
- Wage Replacement Programs
- Workforce Development Information
- Other Support Programs

Each matrix is divided into four sections. The key below shows the program information that is found in each section:

Program Funding Sources	Federal and State Funding Sources and Allocations
General Program Information	Purpose, Services, Customers, Number Served
Measures	Federal, State and Other Program Measures and Results
Service Delivery	Who delivers services? Where are services delivered?

Education Programs⁹

There are four education programs identified in this section of the report. They are divided into two categories: foundation or basic skills, and higher education programs. Three programs receive both federal and state funding, the other is federally-funded. The four education programs described here received a total of \$54,073,738 in 2001 and served 102,672¹⁰ individuals.¹¹

The programs in this section of the report include:

- Adult Basic Education Program (ABE)
- Educational Opportunity Center (EOC)
- Minnesota Correctional Facility – St. Cloud Vocational Training Programs
- Post-Secondary Enrollment Options (PSEO)

Foundation / Basic Skills

The Adult Basic Education Program provides opportunities for Minnesota adults to acquire basic education skills. Customers range from individuals who need to upgrade basic skills for post-secondary admissions to recent immigrants with limited English proficiency.

Higher Education

These programs provide alternative means for individuals to attain post-secondary credentials. Post-Secondary Education Options allows certain high school students to take college-level courses while still in high school. The vocational program at the St. Cloud Correctional Facility provides in-demand training to inmates who can earn college credits with Minnesota State Colleges, and Universities. Educational Opportunity Centers offer financial and admission assistance to low-income and first-generation college students.

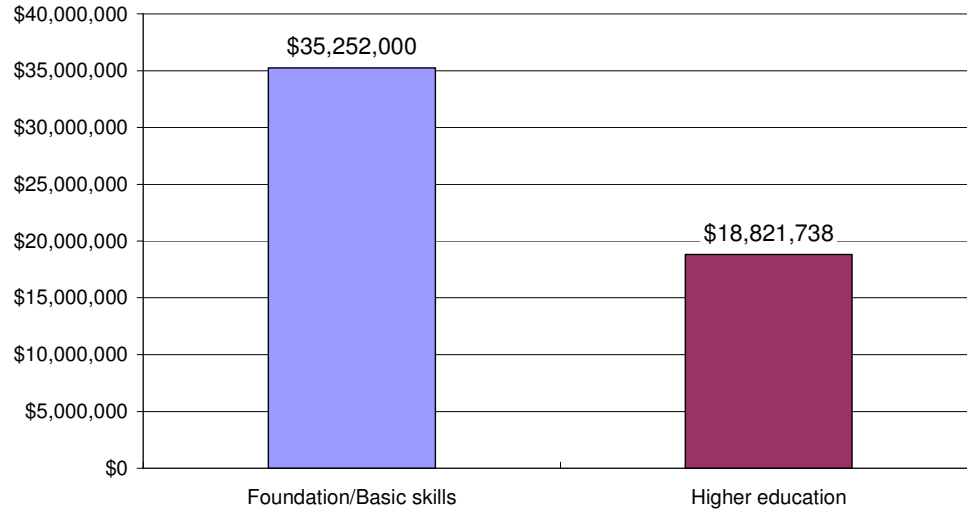
⁹ Note that first-chance education programs such as the Pre-Kindergarten through Grade 12 curriculum, and courses in the Minnesota State Colleges and Universities (MnSCU) and the University of Minnesota, while an important part of the state's overall workforce development strategy, are not the focus of this report.

¹⁰ The actual number of individuals served is higher than reported here. This figure was not received in time for printing from the Minnesota Correctional Facility – St. Cloud Vocational Training Programs.

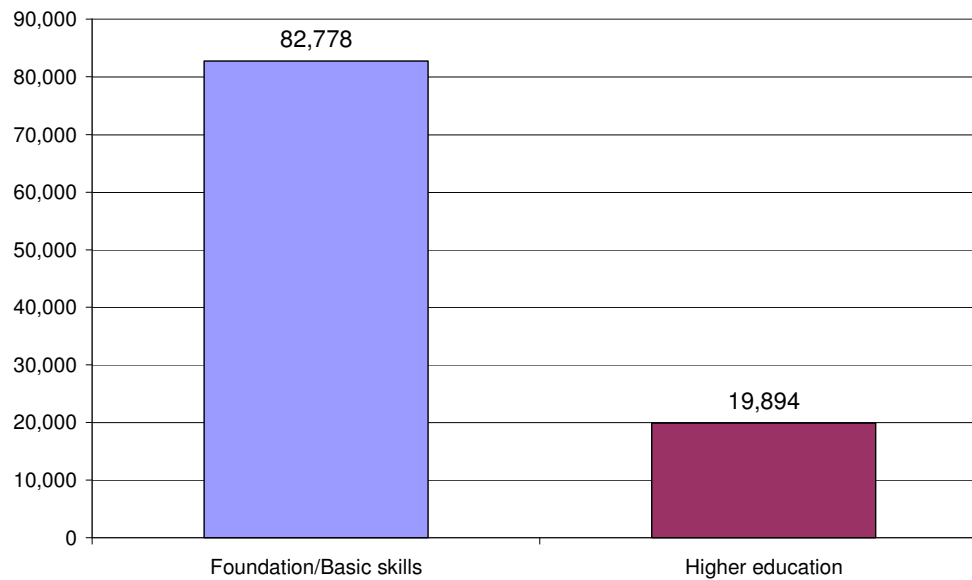
¹¹ We were unable to discern where duplicate counts occur in "number served" figures.

Education Programs

Allocations for Program Year ending in 2001



People served for Program Year ending in 2001



Education Programs

Program Funding Sources ¹²					
Agency Program		Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
Foundation / Basic skills	CFL Adult Basic Education Program (ABE)	U.S. Department of Education, Office of Vocational and Adult Education	\$5,178,000	Department of Children, Families and Learning, State General Fund	\$30,074,000
	CFL Post-Secondary Enrollment Options (PSEO)		\$0	Department of Children, Families and Learning, State General Fund	\$17,664,403
Higher Education	DOC Minnesota Correctional Facility – St. Cloud Vocational Training Programs		\$0	Department of Children, Families and Learning, State General Fund	\$442,450
	US-DOE Educational Opportunity Center (EOC)	U.S. Department of Education, Office of Postsecondary Education	\$714,885		\$0

¹² Allocation amounts are for the Program Year ending in 2001.

Education Programs

General Program Information					
Agency Program	Purpose	Services	Customers	Number Served	
Foundation / Basic skills	CFL Adult Basic Education Program (ABE)	To provide opportunities for Minnesota adults to acquire basic education skills: a) necessary for literate functioning and meeting their responsibilities with family and community, b) to benefit from post-secondary and job training programs, c) to achieve high school equivalency, and d) to achieve self-sufficiency	ABE helps learners to: Attain employment and/or better their current employment; Achieve high school equivalency (GED or Adult H.S. Diploma); Attain skills necessary to enter post-secondary education and training; Exit public welfare and become self-sufficient; Learn to speak and write the English language; Master basic academic skills to help their children succeed in school; Become U.S. citizens and participate in democratic society; and Gain self-esteem, personal confidence and sense of personal and civic responsibility.	High school dropouts; persons for whom English is not their first language; persons functioning below the 12th grade level in basic skill (academic) levels; adults who need to upgrade their basic skills to be accepted in post-secondary institutions; persons who are seeking US citizenship	82,778
Higher Education	CFL Post-Secondary Enrollment Options (PSEO)	Allows high school juniors and seniors to take courses, full or part-time, at a post-secondary institution for high school credit. The program provides students with a greater variety of class offerings and the opportunity to pursue more challenging coursework than may be available at the high school.	The PSEO program provides an opportunity for any Minnesota 11th or 12th grader to earn both high school and college credit. The tuition, fees, and required textbooks are at no cost to students.	Minnesota high school juniors and seniors at public high schools, private high schools, or home schools. A few adults (over 21) who meet specified criteria are also enrolled in the program.	17,194
	DOC Minnesota Correctional Facility – St. Cloud Vocational Training Programs	Train offenders for employment in their communities after release.	Facility awards certificates and diplomas. Advanced standing agreements are in place at MnSCU campuses that have the same program.	Felony offenders incarcerated at the Minnesota Corrections Facility at St. Cloud.	Not reported
	US-DOE Educational Opportunity Center (EOC)	Provides counseling and information on college admissions to qualified adults who want to enter or continue a program of postsecondary education. An important objective of EOC is to counsel participants on financial aid options and to assist in the application process. The goal of EOC is to increase the number of adult participants who enroll in post-secondary education institutions. EOC is one of the eight TRIO programs administered by the U.S. Department of Education, Office of Postsecondary Education for the purpose of increasing access to quality postsecondary education.	Assistance with applications for financial aid, career assessments (Strong, Career Assessment Inventory, Myers Briggs Type Indicator, Campbell, etc.), career research help, counseling and advising on post-secondary programs and help with applications and scholarship searches.	Low-income and first-generation baccalaureate degree earners who are interested in entering post-secondary education.	2,700

Education Programs

Measures ¹³					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
Foundation / Basic skills	CFL Adult Basic Education Program (ABE)	1) Demonstrated improvements in literacy skill levels in reading and problem solving, numeracy, writing, English language acquisition, speaking the English language, and other literacy skills;	Number served or registered	82,778	One out of every six diplomas issued in MN during 2002 was a GED or Adult H.S. Diploma. ABE enrollment has increased by 83% since 1995 (45,322 to 82,778 participants).
		2) Placement in, retention in, or completion of post-secondary education, training, unsubsidized employment, or career advancement (follow-up must occur in the first and third quarter after the client has left the program, sampling not permitted); and	Hours of ESL	2,657,194 (64% of total hours)	
		3) Receipt of a secondary school diploma or its recognized equivalent (GED and Adult Diploma).	Participation hours	4,132,509	
		Annual cost per adult learner	Cost per participant	\$461.54	
		GEDs earned			
		Left public assistance			
		High school diplomas			
		Entered post-secondary education			
		Earned U.S. Citizenship			
		Able to assist children in school			
Higher Education	CFL Post-Secondary Enrollment Options (PSEO)	Not applicable	None reported		
	DOC Minnesota Correctional Facility – St. Cloud Vocational Training Programs	Not applicable	None reported		
	US-DOE Educational Opportunity Center (EOC)	None reported	Not applicable		

¹³ Results are for the Program Year ending in 2001.

Education 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
Foundation / Basic skills	CFL Adult Basic Education Program (ABE)					X				X
Higher Education	CFL Post-Secondary Enrollment Options (PSEO)	X	X				X			X
	DOC Minnesota Correctional Facility – St. Cloud Vocational Training Programs	X								X
	US-DOE Educational Opportunity Center (EOC)	X				X	X		X	

Employment Programs

Employment Programs

Twenty-two programs with a specific outcome of employment have been identified for this report. Eighteen of the programs focus on individuals attaining a job and four of the programs provide retention services. Many of the programs have very specific eligibility requirement and some, like the Job Service, only require that a person be eligible to work in the United States. \$194,196,484 in funding comes from a mixture of federal, state and local allocations. Federal funds total \$150,709,297 and state funds total \$41,287,187. In 2001, 408,208 people received services from employment programs.

The programs in this section of the report include:

- Community Development Block Grant
- Experience Works – Senior Community Service Employment Program (formerly Green Thumb)
- Extended Employment Program – Basic Funding
- Extended Employment Program – Coordinated Employability Projects
- Extended Employment Program – Minnesota Employment Center for People Who Are Deaf or Hard of Hearing
- Job Service Program
- Jobs-Plus Community Revitalization Initiative Program
- Local Intervention Grants for Self-Sufficiency (LIGSS)
- Minnesota Family Investment Program – Employment Services (MFIP-ES)
- Minnesota Parents' Fair Share
- Motivation, Education and Training, Inc. (MET)
- National Indian Council on Aging – Older Worker Program
- National Urban League – Older Worker Program
- Refugee Employment Services
- Senior Community Service Employment Program (SCSEP) – State Program
- Senior Service America, Inc. – Senior AIDES Program (formerly National Senior Citizen Education and Research Center)
- United States Forest Service, Chippewa Forest – Older Worker Program
- United States Forest Service, Superior Forest – Older Worker Program
- Veterans Services Programs
- Vocational Rehabilitation Program – Rehabilitation Services
- Vocational Rehabilitation Program (VR) – Workers' Compensation
- Workforce Development Services – State Services for the Blind

Worksearch / Placement Programs

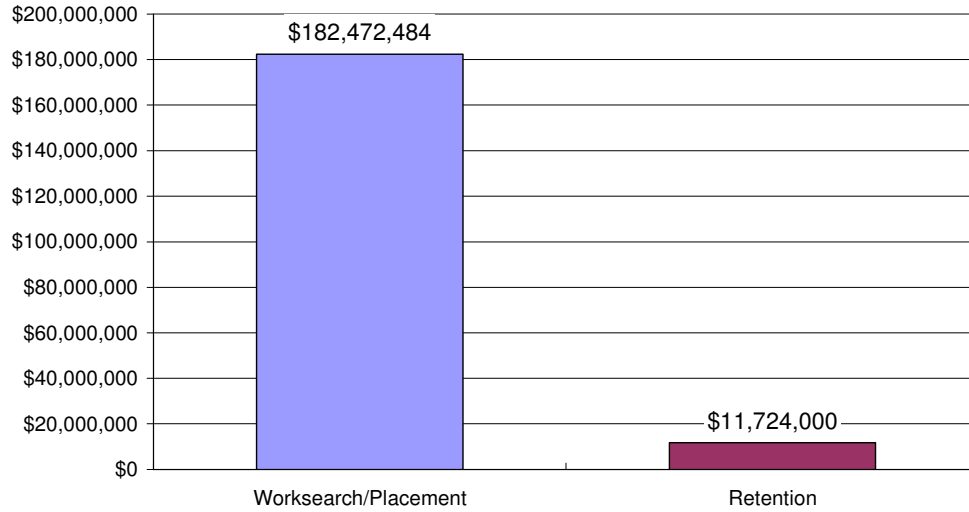
The focus of these services is looking for and obtaining employment. Many of these programs deal with specific populations of individuals who have significant barriers to employment such as limited work experience or English proficiency and recent immigration. Job Service, on the other hand, has no eligibility requirement and provides labor exchange services to the general public.

Retention Programs

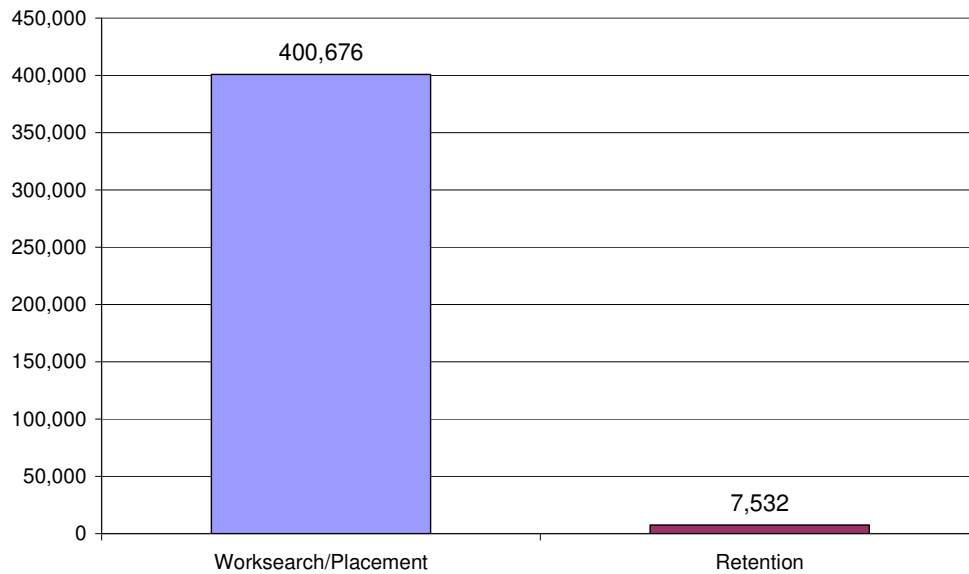
The three retention programs focus specifically on helping people keep their jobs. They provide support to persons with disabilities – including the visually impaired – so they can be competitively employed.

Employment Programs

Allocations for Program Year ending in 2001



People served for Program Year ending in 2001



Employment Programs

Program Funding Sources¹⁴

	Agency Program	Source of Federal Funding		Source of State Funding	
Worksearch / Placement	MDES Job Service Program	U.S. Department of Labor, Employment and Training Administration	\$11,816,050		\$0
	MDES Senior Community Service Employment Program (SCSEP) – State Program	U.S. Department of Labor	\$2,027,470		\$0
	MDES Veterans Services Program	U.S. Department of Labor, Employment and Training Administration, Veterans Employment and Training Service	\$3,528,000		\$0
	MDES Vocational Rehabilitation Program – Rehabilitation Services	U.S. Department of Education, Rehabilitation Services Administration	\$32,269,000	Minnesota Department of Economic Security, State General Fund	\$7,521,000
	MDES Workforce Development Services – State Services for the Blind	U.S. Department of Education, Rehabilitation Services Administration	\$6,900,000	Minnesota Department of Economic Security, State General Fund	\$2,200,000
	DHS Local Intervention Grants for Self-Sufficiency (LIGSS)		\$0	TANF Reserve reallocation Department of Human Services	\$11,680,000
	DHS Minnesota Family Investment Program – Employment Services (MFIP-ES)	U.S. Department of Health and Human Services, Administration for Children and Families	\$41,670,700	Department of Human Services	\$7,908,000
	DHS Minnesota Parents' Fair Share		\$0	Department of Human Services	\$257,217
	DHS Refugee Employment Services	U.S. Department of Health and Human Services, Administration for Children and Families, Federal Office of Refugee Resettlement	\$2,800,000		\$0
	DLI Vocational Rehabilitation Program (VR) – Workers' Compensation		\$0	Department of Labor and Industry	\$1,765,000
	US-HUD Community Development Block Grant	U.S. Department of Housing and Urban Development	\$441,000 Adult Employment and Training only		\$0
	US-HUD Jobs-Plus Community Revitalization Initiative Program	U.S. Department of Housing and Urban Development	\$257,217		\$0

¹⁴ Allocation amounts are for the Program Year ending in 2001.

Employment Programs

Program Funding Sources ¹⁴					
Agency Program		Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
	US-DOL Experience Works – Senior Community Service Employment Program (formerly Green Thumb)	U.S. Department of Labor	\$4,563,549		\$0
	US-DOL National Indian Council on Aging – Older Worker Program	U.S. Department of Labor	\$160,247		\$0
	US-DOL National Urban League – Older Worker Program	U.S. Department of Labor	\$1,107,793		\$0
	US-DOL Senior Service America, Inc. – Senior AIDES Program (formerly National Senior Citizen Education and Research Center)	U.S. Department of Labor	\$1,219,269		\$0
	US-DOL United States Forest Service, Chippewa Forest – Older Worker Program	U.S. Department of Labor	\$445,094		\$0
	US-DOL United States Forest Service, Superior Forest – Older Worker Program	U.S. Department of Labor	\$431,970		\$0
Retention (employee)	MDES Extended Employment Program – Basic Funding		\$0	Minnesota Department of Economic Security, State General Fund	\$10,724,000
	MDES Extended Employment Program – Coordinated Employability Projects		\$0	Minnesota Department of Economic Security, State General Fund	\$750,000
	MDES Extended Employment Program – Minnesota Employment Center for People Who Are Deaf or Hard of Hearing (MEC)		\$0	Minnesota Department of Economic Security, State General Fund	\$250,000
	US-DOL Motivation, Education and Training, Inc. (MET)	U.S. Department of Labor	\$0		\$0

Employment Programs

General Program Information

	Agency Program	Purpose	Services	Customers	Number Served
Worksearch / Placement	MDES Job Service Program	The Job Service functions as a labor exchange, offering employment opportunities on a no-fee basis to all Minnesotans and providing employers an effective method of recruitment to fill job openings.	Job Service provides job preparation assistance and job placement assistance to job seekers at WorkForce Centers throughout Minnesota. Minnesota's Job Bank is an Internet-based labor exchange system that links job seekers and employers through the largest employment database in the state, and provides a direct seamless link to America's Job Bank. While job attainment is the principal focus, Job Service also provides other services to that end, such as job seeking classes, employment counseling, referrals to community-based services, and a wide range of employer-focused services. Additional services include Migrant Seasonal Farm Worker Monitor Advocate and the Minnesota Bonding Program.	The primary customers of the Job Service Program are job seekers and employers in Minnesota. Other public employment and training programs in Minnesota are important secondary customers. These programs rely on the Job Service labor exchange system to help their program-eligible clients find employment. Special efforts are made to serve veterans, youth, seasonal migrant farm workers, and people with disabilities.	277,475
	MDES Senior Community Service Employment Program (SCSEP) – State Program	Fosters individual economic self-sufficiency through community service activities for unemployed, low-income persons who are 55 years of age and older and have poor employment prospects.	The program exists to provide training and community service employment opportunities for people age 55 and older and to enable them to transition into unsubsidized employment. The state program also contracts with the national programs for services.	Minnesotans 55 years of age and older with an income of less than 125 percent of the poverty levels established by the U.S. Department of Health and Human Services who want / need additional income.	291
	MDES Veterans Services Program	In concert with Job Service, Veterans Programs exist to assure that specialized employment and training services are provided to veterans on a priority basis	Customers receive career assessment, preparation, and placement assistance through the WorkForce Center System, tailored to their specific needs.	The 400,000+ veterans in Minnesota and the employer community in Minnesota.	34,071
	MDES Vocational Rehabilitation Program – Rehabilitation Services	The Vocational Rehabilitation (VR) Program is the state's comprehensive, statewide program that assists persons with disabilities, consistent with their strengths, abilities, capabilities, interests and informed choice to prepare for, engage in and retain employment.	Vocational rehabilitation counseling and guidance are provided to assist the individual to develop their Individualized Plan for Employment. A wide variety of services are provided by staff and purchased from community vendors to assist the individual to achieve their vocational goal.	Persons with a physical or mental impairment resulting in a substantial impediment to employment and who require vocational rehabilitation services to prepare for, secure, retain or regain employment. During 2001, only those whose impairment resulted in a serious limitation in at least one functional area were able to be served.	28,600
	MDES Workforce Development Services – State Services for the Blind	To assist blind and/or visually impaired Minnesotans gain competitive employment by adjusting to blindness or vision loss, obtaining required vocational skills, and learning to use assistive technology or adaptive devices. In doing so, it assists customers in becoming	Services include a comprehensive assessment of rehabilitation need and, depending on the informed choice of the individual, any services needed to reach the individual's vocational goal. Services include vocational assessment; full- or part-time center-based adjustment to blindness training; individual training on a full- or part-time basis; vocational training; rehabilitation technology assessment; assistive technology and/or adaptive devices; and vocational placement services.	Blind or visually impaired Minnesotans who are seeking to obtain, maintain or regain employment.	1,042

Employment Programs

General Program Information				
Agency Program	Purpose	Services	Customers	Number Served
	full and active participants in their homes, families and communities.			
DHS Local Intervention Grants for Self-Sufficiency (LIGSS)	Funding provided by legislature out of TANF reserves. Focused on long term MFIP families for intervention.	Each county decided what services they would provide, such as hiring social worker to check in with the families, identify assessments, provide more intensive time with the families, wrap-around process to pull different partners involved with the family together to brainstorm how they could help them, home visits to families, special ESL program focused on work. Not to be used for cash payments, childcare, etc.	Current and former MFIP recipients who are at risk of reaching the 60-month time limit, are either hard-to-employ, employed but need job retention or wage advancement services or no longer eligible for MFIP due to the 60-month time limit. The vast majority of the customers are current MFIP recipients.	5,063
DHS Minnesota Family Investment Program – Employment Services (MFIP-ES)	To provide support for families to help them move from welfare to unsubsidized employment.	Counties and community agencies under contract with the county to provide MFIP employment services must offer an array of services including orientation, assessment, development of employment plans, pre-employment services, job search, work experiences (Community Work Experience Program, grant diversion, OJT, supported work), access to pre-employment and post-employment supports (transportation, child care, social services, etc.), assistance with education/training, case management, and referrals to other necessary resources and services. Employment services providers also participate in the process of determining extensions to the 60-month time limit.	Families currently on welfare. For most welfare recipients, participation in MFIP employment services is mandatory and benefits are limited to 60 months in a lifetime. On a voluntary basis, the program also serves individuals who are not approved for an extension to the 60-month time limit, as well as individuals who met their employment goal and left welfare prior to reaching the time limit.	49,398
DHS Minnesota Parents' Fair Share	To increase employment and earnings of non-custodial parents who are unemployed and unable to adequately support their children. To reduce poverty among children receiving public assistance by encouraging non-custodial parents to establish paternity and pay child support.	1. Job search 2. Resume writing 3. Interviewing skills 4. Peer support 5. On-the-job training 6. Chemical dependency assessment and referrals 7. Mental health assessment and referrals	Non-custodial parents, children in MFIP households and custodial parents.	171
DHS Refugee Employment Services	To provide refugee employment services to newly arriving refugees who are receiving services from the Minnesota Family Investment Program or Refugee Cash Assistance so that immediate employment is achieved within one year of participation in the program.	Services may include initial and secondary assessments, individual/ family employability plans, structured job search, language training, aggressive job development, placement and follow-up, job retention and advancement, and referral to social services.	Individuals who meet certain immigration status such as refugees, parolees, asylees, or victims of severe form of trafficking. Persons who attain citizenship are no longer eligible.	1,703

Employment Programs

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
DLI Vocational Rehabilitation Program (VR) – Workers' Compensation	To provide rehabilitation services when a dispute exists regarding medical causation or primary liability. Rehabilitation services help to restore employment and resolve claim issues thereby reducing the workers' compensation and socio-economic costs of work injury.	<p>1. A Rehabilitation Consultation is completed by incorporating injured worker, employer and medical provider information and a determination is made by the VRU Qualified Rehabilitation Consultant regarding eligibility for benefits as outlined in Minn. Rules 5220.0100 subd.22.0.</p> <p>2. A rehabilitation plan is developed and implemented with the objective of returning the injured worker to work; services completed by the VRU Qualified Rehabilitation Consultant under a plan may include:</p> <ul style="list-style-type: none"> a. Medical management, which is the coordination of the injured worker's medical treatment with the return to work plan. b. Job analysis, which is the assessment of the physical and cognitive demands of the job duties at the worksite and providing an opinion of the capacity of the injured worker to be successful given the medical restrictions. c. Vocational testing and counseling, which is the assessment of the injured worker's interests, aptitudes, and abilities using standardized tests and subsequent meetings with the individual to integrate this information with the medical information, labor market information and the requirements of occupations to arrive at appropriate job goals. d. Job development and placement, which is the identification of employers and job openings consistent with the job goals. It is the preparation of the injured worker to seek work; assisting with resume development and job seeking skills training including application and interview assistance in accordance with the requirements of the workers compensation system. The VRU staff directly contact employers to obtain jobs. Weekly job leads are provided the injured worker and the job logs completed by the injured worker are reviewed. Support and encouragement of the injured worker during the job search is critical to the success of job placement. e. On-the-Job training is the coordination and monitoring of the training of an employee at a workplace. f. Retraining evaluation is completed by the VRU Qualified Rehabilitation Consultant when an employee is unable to acquire suitable employment. The VRU Qualified Rehabilitation Consultant provides an opinion regarding the possibility that formal education would result in the acquisition of the knowledge and skills necessary to enable the injured worker to return to suitable employment. Training in the workers' compensation system is either ordered by a decision maker (judge) or agreed to by the parties to a claim. The training is paid for by the insurer. <p>3. Testimony at workers' compensation hearings</p>	<p>There are an estimated 5,600 claim petitions filed annually with the Office of Administrative Hearings by persons claiming lost time, medical, rehabilitation and other workers compensation benefits because of disputes related to primary liability and/or medical causation.</p> <p>The parties to these claims; the injured workers, the employers and insurers benefit from rehabilitation services provided by the VRU.</p> <p>The services assist the employee who is not receiving any benefits with return-to-work with the date-of-injury employer in 10 percent of the cases and to acquire restriction accommodating employment with other employers in 90 percent of the cases.</p> <p>The state benefits from injured workers (with disputed claims, who are not receiving workers' compensation benefits) reduced dependence on public financial support programs and by the income tax collected on wages when the employee returns to work. An early return to work helps to reduce the cost of workers' compensation in Minnesota.</p>	750

Employment Programs

General Program Information				
Agency Program	Purpose	Services	Customers	Number Served
		and depositions regarding the injured worker's eligibility, the plan, the injured worker's cooperation, retraining and the outcome of the services.		
US-HUD Community Development Block Grant	<p>CDBG provides eligible metropolitan cities and urban counties (called "entitlement communities") with annual direct grants that they can use to revitalize neighborhoods, expand affordable housing and economic opportunities, and/or improve community facilities and services, principally to benefit low- and moderate-income persons.</p> <p>Since 1974 CDBG has been the backbone of improvement efforts in many communities, providing a flexible source of annual grant funds for local governments nationwide, funds that they, with the participation of local citizens, can devote to the activities that best serve their own particular development priorities, provided that these projects either (1) benefit low- and moderate-income persons; (2) prevent or eliminate slums or blight; or (3) meet other urgent community development needs. The CDBG Entitlement Communities program provides this Federal assistance to almost 1000 of the largest localities in the country.</p>	Assessment, counseling, vocational training, job development & placement, job retention & supportive services	Low-income residents of Minneapolis	245
US-HUD Jobs-Plus Community Revitalization Initiative Program	To significantly increase employment levels at Mt. Airy Homes, a St. Paul Public Housing family development.	Through coordination of local resources, the program offers intensive employment-related services, including employment readiness, job search, case management, job retention and eliminating barriers to success. Community-building activities also occur to create an environment that endorses and supports work. Special public housing rent incentives are provided.	All working-age family members of the 298 Mt. Airy Homes households.	171 families

Employment Programs

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
US-DOL Experience Works – Senior Community Service Employment Program (formerly Green Thumb)	To put experience to work. By employing the experience of older and other Minnesotans, we promote lifelong independence and human dignity, while we enable businesses to be more competitive, and nonprofit organizations to be more effective.	We provide assessment, community service employment, job seeking skills training, occupational skills training, job referrals, career counseling to eligible applicants.	1) Lower income men and women 55 and older. 2) Public and Nonprofit organizations, known as "host agencies". 3) Private sector businesses	1,175
US-DOL National Indian Council on Aging – Older Worker Program	Not reported	Not reported	Not reported	23
US-DOL National Urban League – Older Worker Program	Not reported	Not reported	Not reported	159
US-DOL Senior Service America, Inc. – Senior AIDES Program (formerly National Senior Citizen Education and Research Center)	Senior Services America, Inc. oversees three older worker projects in Minnesota: (1) East Side Neighborhood Services, Inc. – Minneapolis; (2) Neighbor to Neighbor – St. Paul; and (3) City of Duluth Older Worker Program.	Not reported	Not reported	175
US-DOL United States Forest Service, Chippewa Forest – Older Worker Program	Not reported	Not reported	Not reported	64
US-DOL United States Forest Service, Superior Forest – Older Worker Program	Not reported	Not reported	Not reported	62

Employment Programs

General Program Information					
Agency Program		Purpose	Services	Customers	Number Served
Retention (employee)	MDES Extended Employment Program – Basic Funding	The Extended Employment Program makes it possible for persons with significant disabilities to maintain jobs and careers in the community.	Services are provided by community rehabilitation programs (CRPs). CRPs provide services that are necessary to maintain or advance the worker's employment.	Minnesotans with significant disabilities who require ongoing employment services and supports to maintain or advance their employment in the community.	6,872
	MDES Extended Employment Program – Coordinated Employability Projects	To provide services to persons with mental illness to secure and maintain employment.	Key components of a coordinated employability project include: individualized support in choosing and finding employment; supportive on-going training and assistance for job retention and advancement; assistance to employers in understanding and making reasonable accommodations for employees with mental illness; and development of a provider system with the specialized expertise to serve people with mental illness.	Individuals with severe mental illness who want to be employed.	580
	MDES Extended Employment Program – Minnesota Employment Center for People Who Are Deaf or Hard of Hearing (MEC)	To provide employment services to support individuals who are deaf or hard of hearing to find, retain or advance in employment	The program works with the individual, employers and rehabilitation personnel to find employment, provides support services to the employed individual and work with employers to provide work site and job accommodations which may be needed on the job.	Individuals who are deaf or hard of hearing who need work or need supports to maintain employment. Secondarily employers who need assistance in providing reasonable accommodation to their workplace to allow individuals to work.	80
	US-DOL Motivation, Education and Training, Inc. (MET)	To provide job training and other emergency assistance to low-income migrant seasonal farm workers. This includes counseling and job placement activity.	Emergency services – food, shelter, transportation vouchers. Classroom Training – ESL, GED, Vocational Training, Customized Training Work Experience, On-the Job Training.	Low-income migrant seasonal farm workers.	Not reported

Employment Programs

Measures ¹⁵					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
Work search / Placement	MDES Job Service Program	Number of job seekers registered. 277,475	Not applicable		
	Number of job seekers receiving a reportable service. 181,122				
	Number of employer job openings listed. 121,830				
	Number receiving job search assistance. 113,364				
	MDES Senior Community Service Employment Program (SCSEP) – State Program	Enroll 140 percent of the authorized enrollment level. Place 20 percent of authorized employment level in unsubsidized employment.	Not applicable		
	MDES Veterans Services Program	Number of veterans registered. 34,071	Not applicable		
	Number of veterans receiving a reportable service from Disabled Veteran Outreach Program (DVOP) and Local Veterans Employment Representative (LVER) staff. 23,873				
	Number receiving job search assistance. 24,699				
	MDES Vocational Rehabilitation Program – Rehabilitation Services	Number of individuals exiting the VR program who achieve an employment compared to previous year's performance. up 6.7 percent	None		
	Of all individuals who exit the VR program after receiving services, the percentage who achieve an employment outcome. 67.3 percent				
	Of all individuals who achieve an employment outcome, the percentage who exit the VR program in competitive or self-employment. 85.6 percent				

¹⁵ Results are for the Program Year ending in 2001.

Employment Programs

Measures ¹⁵					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
	<p>Of all individuals who exit the VR program in competitive or self-employment with earnings of at least minimum wage, the percentage of individuals with significant disabilities.</p> <p>The ratio of the average hourly earnings of all individuals who exit the VR program in competitive employment to the state's average hourly earnings of all individuals in the State who are employed.</p> <p>The percent of difference between 1) the percent of persons who reported their own income as the largest single source of support at application and 2) the percent of persons who reported their own income as the largest single source of economic support at exit.</p> <p>The ratio of all individuals with disabilities from minority backgrounds to all non-minority individuals with disabilities.</p>	<p>99.9 percent</p> <p>.59 (ratio)</p> <p>50.4 percent difference</p> <p>.84 (ratio)</p>			
MDES Workforce Development Services – State Services for the Blind	<p>Persons with Employment Outcomes after Individualized Plan for Employment (IPE)</p> <p>Percent served with Employment Outcomes after IPE</p> <p>Competitive Employment outcomes as a percent of all employment outcomes</p> <p>Percent of competitive employment outcomes that were for individuals with significant disabilities</p> <p>Ratio of average VR hourly wage to average state hourly wage</p> <p>Difference in percent reporting own income as primary source between application and closure</p>	<p>Data for 2001 not yet available from the federal Department of Education</p>			

Employment Programs

Measures ¹⁵					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
DHS Local Intervention Grants for Self-Sufficiency (LIGSS)	Not applicable		<p>While the LIGSS program itself does not have any state-mandated measures defined in law, it is expected that the funding would have a positive effect on the outcome measures of the overall MFIP program, including:</p> <p>Percent of MFIP caseload working in paid employment</p> <p>Percent of MFIP caseload receiving only the food portion of assistance</p> <p>Number of MFIP cases that have left assistance</p> <p>Federal work participation rate</p> <p>Median placement (starting) wage rate; and</p> <p>Countable TANF months (number reaching the 60 month time limit)</p>		Overall TANF participation rate for FFY2001 is 45 percent (overall rate, includes both one-parent and two-parent households) and 90 percent (two-parent households).
DHS Minnesota Family Investment Program – Employment Services (MFIP-ES)	<p>Overall TANF participation requirements for FFY2001 were 45 percent (overall rate, includes both one-parent and two-parent families) and 90 percent (two-parent rate). Minnesota received a federal caseload reduction credit that adjusted the TANF participation requirements to:</p> <p>OVERALL RATE:</p> <p>TWO-PARENT RATE</p> <p>Results for the program year ending in 2001 are not available at this time. Results for the program year ending in 2000:</p> <p>OVERALL RATE:</p> <p>TWO-PARENT RATE:</p>	<p>9.2 percent</p> <p>59.2 percent</p> <p>34.7 percent</p> <p>43.4 percent</p>	<p>Results listed cover April-June, 2001:</p> <p>Percent of MFIP caseload working in paid employment</p> <p>Percent of MFIP caseload receiving only the food portion of assistance</p> <p>Number of MFIP cases that left assistance</p> <p>Federal work participation rate</p> <p>Median placement (starting) wage rate</p> <p>Countable TANF months</p>	<p>33.2 percent</p> <p>8.5 percent</p> <p>12.5 percent</p> <p>47.7 percent</p> <p>\$7.59</p> <p>0 months = 7.5 percent</p> <p>1-6 months = 18.1 percent</p> <p>7-12 months = 13.7 percent</p> <p>13-18 months = 10.8 percent</p> <p>19-24 months = 9.7 percent</p>	<p>Number of MFIP recipients who:</p> <p>Received services: 49,398</p> <p>Received an initial assessment: 23,363</p> <p>Received a secondary assessment: 10,376</p> <p>Attended adult basic education classes: 696</p> <p>Attended English as a second language or functional work English class: 3,181</p> <p>Attended high school or GED classes: 4,532</p> <p>Attended post-secondary education classes: 4,560</p> <p>Participate in job search services: 31,935</p> <p>Participate in work experience: 2,042</p> <p>Found full-time employment: 26,101</p>

Employment Programs

Measures ¹⁵					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
				25-30 months = 8.7 percent 31-36 months = 9.6 percent 37-42 months = 8.7 percent 43-48 months = 12.7 percent 49-54 months = .3 percent 55-60 months = .2 percent	Found part-time employment: 18,720 Participated in the Self Employment Investment Demonstration project (SEID): 123 Participated in social services: 2,247 Received other types of services: 9,508
DHS Minnesota Parents' Fair Share	There are no federally-required performance measures. However, we must comply with TANF reporting requirements for participants who meet the criteria of the reporting requirement. Those measures include demographics about the participants.				We measure 1. Improvements in child support collections before and after enrollment in Parents' Fair Share. We tracked a cohort of cases that had enrolled in a certain time period, and compared child support payments before and after enrollment. Compared to payments three months prior to enrollment, the dollar amount of payments in the 9 to 12 months after enrollment increased 76 percent. The average number of cases with payments also increased. 2. We also track the number of participants in the program over time. In State Fiscal Year 2001, the number of participants was 171. We measured the total dollars spent and compared it to the improvement in collections after enrollment in Parents' Fair Share.
DHS Refugee Employment Services	Entered employments Cash assistance reductions due to employment Cash assistance termination due to employment 90-day employment retentions	1,288 211 345 438	Not applicable		

Employment Programs

Measures ¹⁵					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
	Average wage at placements	\$8.69			
	Entered employment with health benefits	888			
DLI	Not applicable		None		FY 2001
Vocational Rehabilitation Program (VR) – Workers' Compensation					Rehabilitation Consultations 440
					Rehabilitation Plans Initiated 359
					Rehabilitation Plans Completed 328
US-HUD	None		Not applicable		
Community Development Block Grant					
US-HUD	Determined by grant goals.		Not applicable		
Jobs-Plus Community Revitalization Initiative Program					
US-DOL	There is an unsubsidized employment goal of 20 percent, per the Older Americans Act.	26 percent	Unsubsidized employment	29 percent	Experience Works budget management goal is to expend at least 99.5 percent of available funds through the June 30 program ending date.
Experience Works – Senior Community Service Employment Program (formerly Green Thumb)					
US-DOL			Not applicable		
National Indian Council on Aging – Older Worker Program					
US-DOL			Not applicable		
National Urban League – Older Worker Program					

Employment Programs

Measures ¹⁵					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
US-DOL Senior Service America, Inc. – Senior AIDES Program (formerly National Senior Citizen Education and Research Center)			Not applicable		
US-DOL United States Forest Service, Chippewa Forest – Older Worker Program			Not applicable		
US-DOL United States Forest Service, Superior Forest – Older Worker Program			Not applicable		
Retention (employee)	MDES Extended Employment Program – Basic Funding	Not applicable	Number of persons employed Total number of hours persons employed Total wages earned	6,872 5,616,409 \$25,391,763	
	MDES Extended Employment Program – Coordinated Employability Projects	Not applicable	Individuals working Individual community placements for clients Interagency collaboration at the local level between vocational rehabilitation field offices, county service agencies, community support programs and community rehabilitation providers Involve clients in the planning, development, oversight, and delivery of support services	422 359 individuals in SFY 2001 Twenty projects have signed letters of support All clients have service plans	

Employment Programs

Measures ¹⁵					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
MDES Extended Employment Program – Minnesota Employment Center for People Who Are Deaf or Hard of Hearing (MEC)	Not applicable		None		Individuals served: 72 Average hourly wage: \$8.82
US-DOL Motivation, Education and Training, Inc. (MET)			Not applicable		

Employment 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
Worksearch / Placement	MDES Job Service Program				X	X	X	X	X	
	MDES Senior Community Service Employment Program (SCSEP) – State Program	X		X				X		
	MDES Veterans Services Program	X						X		
	MDES Vocational Rehabilitation Program – Rehabilitation Services	X	X	X	X	X		X		
	MDES Workforce Development Services – State Services for the Blind	X	X	X	X		X	X	X	X
	DHS Local Intervention Grants for Self-Sufficiency (LIGSS)	X	X	X	X		X	X		X
	DHS Minnesota Family Investment Program – Employment Services (MFIP-ES)	X	X	X	X		X	X		X
	DHS Minnesota Parents’ Fair Share					X		X		
	DHS Refugee Employment Services				X		X			
	DLI Vocational Rehabilitation Program (VR) – Workers’ Compensation	X		X				X		X
	US-HUD Community Development Block Grant			X	X	X				
	US-HUD Jobs-Plus Community Revitalization Initiative Program		X	X						X

Employment 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
	US-DOL Experience Works – Senior Community Service Employment Program (formerly Green Thumb)			X	X	X		X		
	US-DOL National Indian Council on Aging – Older Worker Program									
	US-DOL National Urban League – Older Worker Program									
	US-DOL Senior Service America, Inc. – Senior AIDES Program (formerly National Senior Citizen Education and Research Center)									
	US-DOL United States Forest Service, Chippewa Forest – Older Worker Program									
	US-DOL United States Forest Service, Superior Forest – Older Worker Program									
Retention (employee)	MDES Extended Employment Program – Basic Funding			X	X					X
	MDES Extended Employment Program – Coordinated Employability Projects			X	X					X
	MDES Extended Employment Program – Minnesota Employment Center for People Who Are Deaf or Hard of Hearing			X	X					X
	US-DOL Motivation, Education and Training, Inc. (MET)			X				X		

Job Training Programs

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

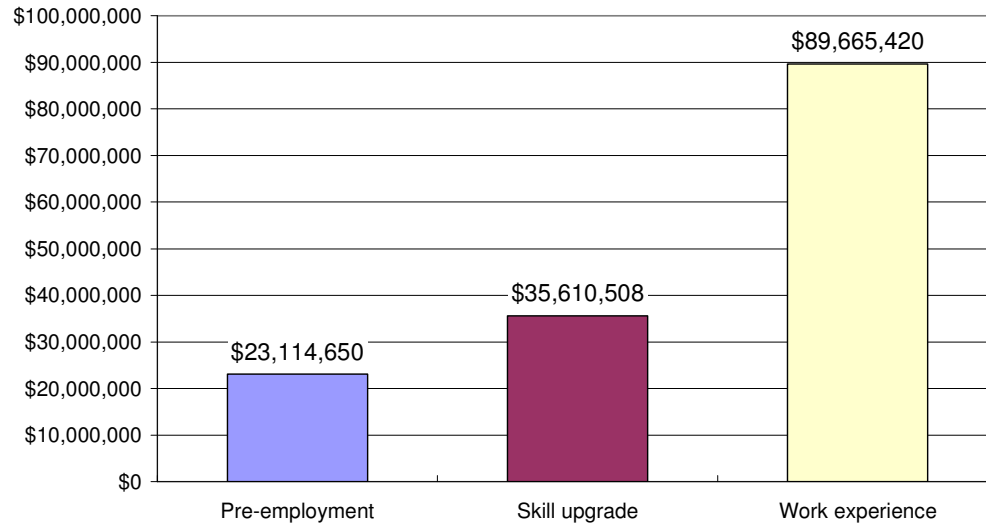
The five skill upgrade programs provide training services to incumbent workers – typically long-term employees after a major dislocation.

Work Experience

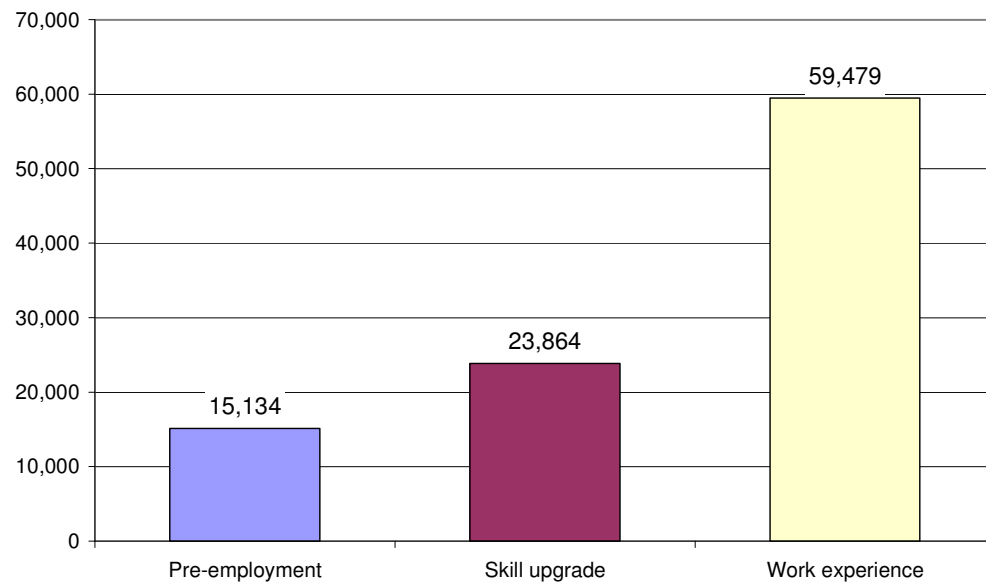
These programs provide opportunities and a supportive environment for individuals to attain work experience. These programs are focused on individuals with minimal experience in the labor force, primarily due to youth or disability.

Job Training Programs

Allocations for Program Year ending in 2001



People served for Program Year ending in 2001



Job Training Programs

Program Funding Sources ¹⁶					
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 Sources ¹⁶				
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
			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.		
	CFL Transition Program for Children with Disabilities	To develop and provide quality educational and transitional programs for students with disabilities.	<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>	High school students with disabilities who are eligible for special education services.	15,733
Work Experience	MDES Minnesota Youth Program	To provide employment and job-related training services year-round to economically disadvantaged and at-risk youth.	<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>	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.	7,098

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

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			
	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

Measures ¹⁸					
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%			
	Job placement**	Goal: 95% Actual: 87.1%			
	Start wage	Goal: \$8.06 Actual: \$8.94			
	6 month placement	Goal: 80% Actual: 57.1%			
	Monthly earnings at 6 months	Goal: \$313 Actual: \$392			
	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 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

Measures ¹⁸						
Agency Program	Federal Measures		Results	State Measures		Results
	Other Measures					
						<p>Total number making \$9 per hour or more while in training or at exit 81 (43% of 189)</p> <p>Data on Placements:</p> <p>Total number of placements 33 (34% of 97 exits)</p> <p>Average wage / income at placement \$11.43 per hour / \$23,760 per year</p> <p>Average Increase in earned income from program start to placement 176% increase (\$8,600 average earned income at program start)</p> <p>Placement retention: 6 mo = 97% 12 mo = 85% 24 mo = 79%</p>
Work Experience	CFL	Academic skill attainment				
	Transition Program for Children with Disabilities	Technical skill attainment Credential Placement Non-traditional participation (gender) Non-traditional completion (gender)				
	MDES	Not applicable				
	Minnesota Youth Program			<p>Youth placed in jobs</p> <p>Percentage increasing or maintaining reading and math skills</p> <p>Percentage remaining in school</p> <p>Percentage receiving academic credit</p>	<p>6,407</p> <p>79%</p> <p>89%</p> <p>45%</p>	<p>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.</p>
	MDES	Not applicable		Youth served	355	Cost-Benefit Analysis completed January 2001.

Job Training Programs

Measures ¹⁸					
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

Measures ¹⁸					
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

Measures ¹⁸					
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		
IRRRA Student Worker Internship Programs	Not applicable				
IRRRA 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)									

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

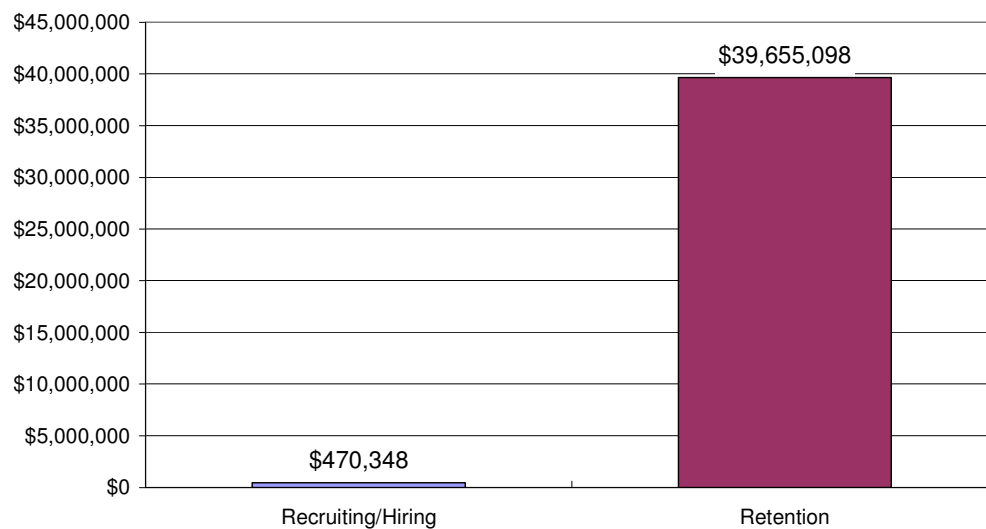
Foreign Labor Certification Programs begin the process of allowing employers to hire foreign workers on behalf of the U.S. Department of Labor. Work Opportunity and Welfare to Work Tax Credits encourage employers to hire and retain workers with various employment barriers. The Healthcare – J-1 Visa Waiver 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

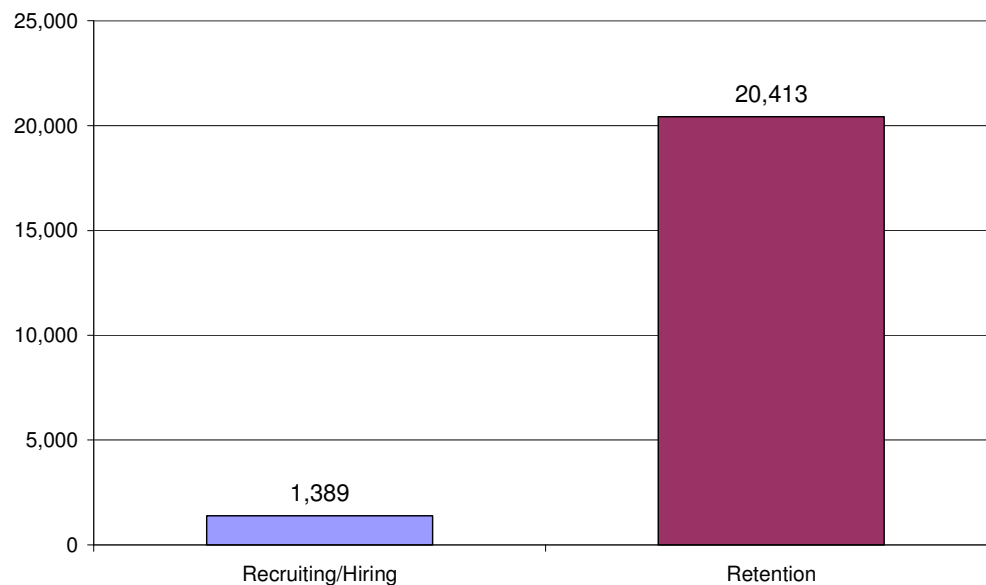
Shared Work is a component of the Unemployment Insurance Program that lets employers retain staff on a less than full-time basis in lieu of a layoff. The Job Skills Partnership provides a funding mechanism for business to procure training for their workers. Hire Education Loan Program provides no-interest 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.	<p>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.</p> <p>The program also provides technical assistance regarding the eligibility requirements and process for waiver applications.</p>	<p>Health care facilities in medically underserved areas that wish to recruit international physicians.</p> <p>International physicians wishing to practice primary care medicine in underserved areas of Minnesota.</p>	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
Retention	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

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

Wage Replacement Programs

Wage Replacement Programs

There are three programs in the wage replacement category; two provide wage replacement for people who lose jobs as “no fault of their own” and the other provides a wage replacement for those who are out of work due to work-related injury. The intent of wage replacement programs is to allow affected individuals the means to pay their bills while they attempt to return to work, thus providing economic stability to their community.

The unemployment programs are federally-funded, and the Workers’ Compensation Program is state-funded. Both funds originate from taxes on a percentage of employers’ payroll. During 2001, 216,000 received Unemployment Insurance benefits.

The programs in this section of the report include:

- Disaster Relief Unemployment Assistance Program (DUA)
- Unemployment Insurance Program (UI)
- Workers’ Compensation Program

Unemployment Insurance Programs pay benefits to individuals who have lost their job through no fault of their own. Workers may be paid up to 50 percent of their average weekly wage for up to 26 weeks subject to a state maximum, currently \$467 per week. Under certain economic conditions there are extended benefits available for some individuals.

The Disaster Relief Unemployment Assistance Program provides similar coverage to individuals who lose their job, even temporarily due to a disaster. Spring flooding of crops and communities is a frequent cause for DUA.

Wage Replacement Programs

Program Funding Sources ²¹					
Agency Program		Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
Work-related	MDES Disaster Relief Unemployment Assistance Program (DUA)	U.S. Department of Labor, Employment and Training Administration	\$855,000		\$0
	MDES Unemployment Insurance Program (UI)	U.S. Department of Labor, Employment and Training Administration	\$37,000,000		\$0
	DLI Workers' Compensation Program			Minnesota Department of Labor and Industry	\$20,000,000

²¹ Allocation amounts are for the Program Year ending in 2001.

Wage Replacement Programs

General Program Information

	Agency Program	Purpose	Services	Customers	Number Served
Work-related	MDES Disaster Relief Unemployment Assistance Program (DUA)	Disaster Unemployment Assistance (DUA) is a federal program administered by MDES and provided temporary benefits (UI) to workers and the self-employed who are unable to qualify for the regular UI program.	The DUA program is a Federal-State partnership, with overall program mandates being established by the U.S. Department of Labor; program administration and payment policies are provided by the State of Minnesota through the Department of Economic Security.	DUA is available only in those areas affected by a Presidential Disaster Declaration. Workers and self-employed (including those in agriculture) may apply.	540
	MDES Unemployment Insurance Program (UI)	The Unemployment Insurance (UI) program aids economic stability by maintaining an available workforce for employers by providing unemployment insurance to their employees who are unemployed through no fault of their own. Workers may be paid up to 50 percent of their average weekly wage subject to a state maximum (currently \$467) for up to 26 weeks. The Minnesota Department of Economic Security administers multiple Federal and state UI programs (See also Disaster Relief, Shared Work, and Trade Adjustment Act).	The UI program 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.	The primary customers of the UI program are the 130,000 Minnesota employers subject to the UI Benefit Tax and their 2.7 million employees.	216,000
	DLI Workers' Compensation Program	Not reported	Not reported	Not reported	Not reported

Wage Replacement Programs

Measures ²²					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
Work-related	MDES Disaster Relief Unemployment Assistance Program (DUA)		Not applicable		
	MDES Unemployment Insurance Program (UI)	U.S. Department of Labor has mandated 10 Primary (Tier I) measures (with 17 indicators) and 37 Secondary (Tier II) measures (with 62 indicators) regarding UI program performance; in addition, DOL has added 5 priorities for program performance in 2001-2002.	Not applicable		
	DLI Workers' Compensation Program	Not applicable			

²² Results are for the Program Year ending in 2001.

Wage Replacement 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
Work-related	MDES Disaster Relief Unemployment Assistance Program (DUA)	X								X
	MDES Unemployment Insurance Program (UI)	X			X			X	X	X
	DLI Workers' Compensation Program									

Workforce Development Information

Workforce Development Information

Five programs included in this report provide workforce development information. These programs are unique from the rest of the *Inventory* in that they provide self-service products more than staff-assisted services. Workforce development information is the set of materials, both print and online, that help the workforce and employer community make sound decisions about careers, jobs, education, staffing and more.

Workforce development products and services have \$9,902,900 in funding, all from federal sources. As these are primarily online publications, it is currently not possible to tell how many customers are served. However, over 100,000 *Minnesota Careers* are sent to Minnesota high schools annually.

The programs in this section of the report include:

- CareerOneStop
- iSeek Solutions
- Labor Market Information (LMI)
- Minnesota Career Information System (MCIS)
- *Minnesota Careers*

CareerOneStop is a collaborative effort by the Minnesota Department of Economic Security and the U.S. Department of Labor to create an online career management resource for workers, employers and workforce development providers. iSeek Solutions is a state collaborative effort to provide career-related resources for the 21st century workforce. Labor Market Information includes key labor market indicators, information and analysis. The Minnesota Career Information System provides comprehensive and current career information especially for Minnesota's students. *Minnesota Careers* is an award-winning career exploration publication distributed to all Minnesota high schoolers.

Workforce Development Information

Program Funding Sources²³

Agency Program	Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
CFL Minnesota Career Information System (MCIS)		\$0	MCIS does not receive a state or agency appropriation.	\$0
MDES Labor Market Information (LMI)	U.S. Department of Labor, Bureau of Labor Statistics U.S. Department of Labor, Employment and Training Administration	\$2,500,000		
MDES Minnesota Careers			Since 1998, there are no dedicated funds for this program so funding sources change annually. Several state departments have contributed Federal funds over the program years, including Minnesota Department of Economic Security, Minnesota Department of Children, Families and Learning, Minnesota Career Resource Network, Minnesota Department of Labor and Industry, Minnesota Higher Education Services Office.	\$193,900
MnSCU iSeek Solutions			Minnesota State Colleges and Universities, University of Minnesota	\$1,265,000
US-DOL CareerOneStop	U.S. Department of Labor, Employment and Training Administration	\$7,350,000		

²³ Allocation amounts are for the Program Year ending in 2001.

Workforce Development Information

General Program Information

Agency Program	Purpose	Services	Customers	Number Served
CFL Minnesota Career Information System (MCIS)	To aid Minnesotans in making better career decisions by providing resources that contain accurate, comprehensive and current career information. These resources are delivered in forms that are meaningful to users and that adhere to the current principles of career development.	MCIS offers career planning publications and software for youth of all ages and adults. The primary product is the comprehensive career information system software. MCIS also coordinates training for ISEEK Solutions products such as ISEEK (Internet System for Education and Employment Knowledge), MnVU (Minnesota Virtual University) and CRS (Career Resource System).	Youth and adults involved in career planning.	Not reported
MDES Labor Market Information (LMI)	Key labor market indicators, information and analysis on the economy, workforce, job market and business community in Minnesota are collected, analyzed and disseminated to support informed employment decisions.	Statistical reports and data products on industry employment, occupational employment, wage distributions, employment projections, workforce, unemployment, and job vacancies. Publications featuring analysis of these topics. Consultation on labor market analysis and research design. LMI and career information training seminars. Public education about the job market. Presentations and briefings upon request.	Businesses, students, job seekers, government entities, the media, the general public, and the U.S. Department of Labor.	Not reported
MDES Minnesota Careers	<p><i>Minnesota Careers</i> was first produced in 1991 in response to the need for a career and educational exploration guide for high school teachers and counselors to use with Minnesota students. The guide has evolved into an annual publication for high school students and other career explorers supplemented by a website, Facilitator's Guide and Parent Guide. <i>Careers</i> provides Minnesota-specific labor market, education, and career exploration information and directs users to career products and services offered by other Minnesota state entities. Counselors and teachers rely on the publication as a classroom textbook, a tool for one-on-one career counseling, and as a resource for individual career exploration.</p> <p><i>Careers</i> is a product of the joint powers organization, iSeek Solutions, and is produced at the Department of Economic Security. iSeek Solutions is a collaboration that has its mission "to provide valued policy and services to help individuals and organizations achieve their goals in lifelong learning, career planning, workforce development and business growth." This alliance is manifest through shared planning, content development, customer research, training workshops, and marketing materials. Closely aligned products include www.iseek.org and the CD-based Minnesota Career Information System.</p> <p>The fundamental goal of the publication is to provide users with the information needed to identify their interests and make informed career and education decisions.</p>	A print and web-based career and education publication with a Facilitator's Guide, Parent's Guide. The website provides a connection between the print publication and more extensive web-based information, particularly that available through www.iseek.org . Support services include training and answering customer questions via phone and Email. <i>Careers</i> is a product of iSeek Solutions and products and services are delivered in collaboration with iSeek Solutions' products and strategic partners, particularly the Minnesota Career Information System (MCIS).	The majority of copies of <i>Minnesota Careers</i> printed are used with high school students. Several other youth audiences access the publication including: junior highs, middle schools, private schools, charter schools, colleges, alternative learning centers, 4-H groups, boy scouts, and girls scouts. Although the primary audience is high school students, other users of the publication include: WorkForce Centers, state agencies, private businesses, libraries, local and county governments, adult basic education programs, corrections facilities, refugee programs, and unions.	Not reported

Workforce Development Information

General Program Information				
Agency Program	Purpose	Services	Customers	Number Served
MnSCU iSeek Solutions	iSeek Solutions is a joint powers collaboration that has its mission "to provide valued policy and services to help individuals and organizations achieve their goals in lifelong learning, career planning, workforce development and business growth." As part of iSeek Solutions, ISEEK (Internet System for Education and Employment Knowledge), MnVU (Minnesota Virtual University) and CRS (Career Resource System) have formed a virtual organization with <i>Minnesota Careers</i> and the Minnesota Career Resource Network and has a strategic partnership with MCIS. There are several web sites that provide information on the services and products of iSeek Solutions: www.iseeksolutions.org (umbrella site), www.iseek.org , www.mnvu.org , www.crs.iseek.org , www.mncareers.org , www.mcrn.org . MCIS can be found at: cfl.state.mn.us/mcis . MCIS is now in a strategic alliance with iSeek Solutions. This arrangement creates a shared vision of the career-related resources needed by Minnesota's 21st Century workforce. This alliance is manifest through shared planning, content development, customer research, training workshops, and marketing materials.	iSeek Solutions provides valued policy and services that serve the career planning, education, employment and employer marketplaces. Our solutions are developed by excelling at four core competencies: 1) Education and Workforce Development Policy Solutions - We partner with key stakeholders to provide a forum for the research, idea synthesis, and development of solutions to meet unmet education and workforce needs. 2) Career and Employment Planning Services - We work with our partners to package and disseminate information solutions that enable individuals to research careers, find employment and manage their career growth. 3) Education and E-Learning Services - We work with education providers and e-learning technologies to deploy education planning services and grow the e-learning marketplace. 4) Employer Resource Services - We provide connectivity for employers to an array of recruitment, retention and business growth services and solutions. To see a list of current products: www.iseek.org	iSeek serves a broad market serving the citizens of Minnesota: career explorers, job seekers, higher education seekers, career advisors, employers, education and training providers and labor and education policy makers/planners. This includes: lifelong learners, K-12 students, higher education students, incumbent and emergent workers and businesses.	Not reported
US-DOL CareerOneStop	CareerOneStop consists of: America's Job Bank, America's Career InfoNet and America's Service Locator. These tools work together to provide users with workforce assistance and information. A related tool, Workforce Tools of the Trade, is designed specifically for workforce professionals.	America's Job Bank allows employers to post job listings and search resumes nationwide. It allows job seekers to post resumes and search job openings all over the country. America's Career InfoNet is an electronic storehouse of national, state, and local labor market data with employment trends, wages and more. It also lists millions of employers by industry, occupation and name. Career videos help users find out what is involved in over 200 different careers. America's Service Locator connects users to local offices providing training and employment services. Just type in your address and get a map and driving directions to the nearest location providing the services you need.	Our customers cover a broad range. They are businesses, job seekers, students, human resource professionals and workforce professionals.	Not reported

Workforce Development Information

Measures ²⁴					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
CFL Minnesota Career Information System (MCIS)					MCIS participates in customer research efforts through iSeek Solutions. A key indicator is the sales revenue generated each year. This revenue has remained stable for several years.
MDES Labor Market Information (LMI)			Survey response rate. Error checks and edits. Timeliness in production of BLS data.		
MDES Minnesota Careers			Feedback is collected from <i>Minnesota Careers</i> users. Incorporated into the feedback questions are the three American Customer Satisfaction Index satisfaction questions. <i>Minnesota Careers</i> users rate their level of satisfaction as 8.70. Their rating for how <i>Minnesota Careers</i> met their expectations was 8.37. The score for how <i>Minnesota Careers</i> compared to their ideal was 8.51. These all increased from the prior year.		Performance is monitored by an annual customer feedback survey. The most recent report (program year 2002) is available on the <i>Careers</i> website (www.mncareers.org) under "Survey."
MnSCU iSeek Solutions					Performance to be monitored by an annual customer feedback survey in collaboration with MCIS and <i>Minnesota Careers</i> .
US-DOL CareerOneStop					

²⁴ Results are for the Program Year ending in 2001.

Workforce Development Information

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
CFL Minnesota Career Information System (MCIS)		X	X	X	X		X	X	X
MDES Labor Market Information (LMI)	X						X	X	X
MDES Minnesota Careers	X			X	X	X	X	X	X
MnSCU iSeek Solutions	X	X	X	X	X		X	X	
US-DOL CareerOneStop	X	X						X	

Other Support Programs

Other Support Programs

There is one program in this section of the report. A section of one may seem odd, but it is a unique program. It does not provide direct workforce development services and therefore does not fit into one of the six main categories. It directly supports customers in their work efforts, unlike other support programs that provide more general support, so it is in a category of its own. This program is in the form of a block grant that funds a wide range of unique services.

Other support programs have no reported funding in this inventory.

The programs in this section of the report include:

- Job Access Reverse Commute

Other Support Programs

Program Funding Sources ²⁵					
	Agency Program	Source of Federal Funding	Federal Allocation	Source of State Funding	State Allocation
Work-related	Met Council Job Access Reverse Commute	Federal Transportation Administration ²⁶	\$0		\$0

²⁵ Allocation amounts are for the Program Year ending in 2001.

²⁶ There was no 2001 money. Funding was received in 1999, 2000, and (soon) 2002. The allocation was actually for two years so 2003 funding is expected, but that has not been appropriated yet. After that, the TEA-21 authorization is up and there will be a new transportation bill that will probably have a program like this one but may not be exactly this program.

Other Support Programs

General Program Information

	Agency Program	Purpose	Services	Customers	Number Served
Work-related	Met Council Job Access Reverse Commute	This program takes unemployed and underemployed persons to jobs, training, and day care.	<p>This program:</p> <p>Contracts with social service agencies to provide transportation information and rides (through van programs) so persons can go to work, job training, and day care.</p> <p>Provides reverse commute transit routes, bus routes operated by the region's transit providers.</p> <p>Helps persons secure automobiles so they become self-sufficient in regards to their transportation needs.</p>	This program has two types of programs: Job Access and Reverse Commute. Job Access programs are located in employment/social service agencies serving people who are under or unemployed. Reverse commute projects serve people living in the core areas going to jobs in the suburbs.	See measures on next page

Other Support Programs

Measures ²⁷					
Agency Program	Federal Measures	Results	State Measures	Results	Other Measures
Work-related	Met Council Job Access Reverse Commute				1999 Grant Data - number of persons served:
					Anoka DAR 234 persons
					Carver Auto Program 41 clients
					Dakota Vanpool 30 clients
					Dakota Volunteer Drivers 338 rides
					Dakota Van Program 1,964 rides
					Hennepin Pillsbury Van Program 3,693 rides
					Hennepin Jobs Transportation Coordinator N/A
					Minnesota Valley Transit Reverse Commute Routes 9,533 rides
					Ramsey Lifetrack Van Program 14,014 rides
					Ramsey Circulator 372 rides
					Scott DAR 13,056 rides
					Washington Volunteer Rides 3,120 clients
					Metro Transit Reverse Commute Routes 176,301 rides

²⁷ Results are for the Program Year ending in 2001.

Other Support 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
Work-related	Met Council									
	Job Access Reverse Commute								X	X

Directory of Programs by Agency

Department of Children, Families and Learning

Adult Basic Education Program (ABE)
Minnesota Career Information System (MCIS)
Post-Secondary Enrollment Options (PSEO)
Transition Program for Children with Disabilities

Department of Corrections

Minnesota Correctional Facility – St. Cloud Vocational Training Programs

Department of Economic Security

Disaster Relief Unemployment Assistance Program (DUA)
Extended Employment Program – Basic Funding
Extended Employment Program – Coordinated Employability Projects
Extended Employment Program – Minnesota Employment Center for People Who Are Deaf or Hard of Hearing
Foreign Labor Certification Program
Job Service Program
Labor Market Information (LMI)
Minnesota Careers
Minnesota Displaced Homemaker Program
Minnesota Youth Program
Minnesota Youthbuild Program
Opportunities Industrialization Centers (OIC)
Senior Community Service Employment Program (SCSEP) – State Program
Shared Work Program
Trade Adjustment Act / North American Free Trade Agreement Program (TAA/NAFTA)
Unemployment Insurance Program (UI)
Veterans Services Program
Vocational Rehabilitation Program – Rehabilitation Services
Welfare-to-Work Program
Work Opportunity Tax Credit and Welfare to Work Tax Credit Programs (WOTC and WtWTC)
Workforce Development Services – State Services for the Blind
Workforce Investment Act Title IB Adult Program
Workforce Investment Act Youth Formula Grant Program

Department of Health

Collaborative Rural Nurse Practitioner Program
Healthcare – J-1 Visa Waiver Program
Summer Health Care Internship Program

Department of Human Services

Day Training and Habilitation Program
Food Support Employment and Training Program (FSET)
Local Intervention Grants for Self-Sufficiency (LIGSS)
Minnesota Family Investment Program – Employment Services (MFIP-ES)
Minnesota Parents' Fair Share
Refugee Employment Services

Department of Labor and Industry

Apprenticeship Training Program
Labor Education Advancement Program (LEAP) Apprenticeship Program
Vocational Rehabilitation Program (VR) – Workers' Compensation
Workers' Compensation Program

Department of Trade and Economic Development

CAREER Refugee Program (Lifetrack Resources Inc.)
Dislocated Worker Program
Distance Work Program
Health Care and Human Services Worker Training and Retention Program
Hire Education Loan Program
Minnesota Job Skills Partnership
Minnesota Pathways Program
Twin Cities RISE!
WomenVenture Non-Traditional Employment Program

Department of Transportation

Minnesota Department of Transportation On-the-Job Training Program

Iron Range Resources and Rehabilitation Agency

Student Worker Internship Programs
Summer Youth Program (Community)

Metropolitan Council

Job Access Reverse Commute

Minnesota State Colleges and Universities

iSeek Solutions

U.S. Department of Education

Educational Opportunity Center (EOC)

U.S. Department of Health and Human Services

Native Employment Works (NEW)

U.S. Department of Housing and Urban Development

Community Development Block Grant
Jobs-Plus Community Revitalization Initiative Program
Step-Up Program
Youthbuild

U.S. Department of Labor

CareerOneStop

Experience Works – Senior Community Service Employment Program (formerly Green Thumb)¹

Hubert H. Humphrey Job Corps Center¹

Motivation, Education and Training, Inc. (MET)¹

National Indian Council on Aging – Older Worker Program¹

National Urban League – Older Worker Program¹

Senior Service America, Inc. – Senior AIDES Program (formerly National Senior Citizen Education and Research¹ Center)

United States Forest Service, Chippewa Forest – Older Worker Program

United States Forest Service, Superior Forest – Older Worker Program

U.S. Department of Veterans Affairs

Vocational Rehabilitation and Counseling Program

Programs Excluded From This Survey

Funding Ended

Education

Agriculture Education School-to-Work Grant Program, CFL
 Federal School-to-Work Program, CFL
 Lifework Learning Sites Program, CFL
 School-to-Work Project for Cities of First Class Program, CFL
 Secondary Career and Technical Categorical Aid Program, CFL

Workforce Development

Project STRIDE, MDES
 "Soft Skills" Displaced Homemaker Program at Camp Ripley, Department of Military Affairs
 Summer Youth Employment Program, MHFA
 Urban Youth Corps Program, DNR
 Welfare-to-Work Indian & Native American Program, US-DOL
 Youth Entrepreneurship Grants Program, CFL

Economic Development

Employer Rebate Program, CFL
 Enterprise Zone Job Creation Incentive Grants Program, MDES
 Targeted Industry Partnerships, MnSCU

	Number of Programs	Previous Federal Funding	Previous State Funding	Previous Total Funding
Education	5	\$0	\$12,167,000	\$12,167,000
Workforce Development	5	\$0	\$300,000	\$300,000
Economic Development	3	\$0	\$1,861,000	\$1,861,000
Total Funds Not Included	13	\$0	\$14,328,000	\$14,328,000

Does Not Fit Criteria

Education

Carl Perkins Vocational and Applied Tech (Secondary Education) Program, CFL
 Dentist Loan Forgiveness Program, MDH

Learn and Earn Graduation Achievement Program, CFL
Minnesota NHSC State Loan Repayment Program (SLRP), MDH
MnSCU College and University Programs
MnSCU Customized Training
Montgomery G.I. Bill – Active Duty, US-VAA
Montgomery G.I. Bill – Selective Reserve, US-VAA
Nurse Loan Forgiveness Program, MDH
Pell Grant Program, US-DOE
Post-Secondary Child Care Grant Program, HESO
Rural Midlevel Practitioner Loan Forgiveness Program, MDH
Rural Physician Loan Forgiveness Program, MDH
SELF Loan Program, HESO
Urban Physician Loan Forgiveness Program, MDH

Employee Training

Minnesota Work Incentive Connection (formerly called Making Work Work)

Workforce Development

Seeds Program, MnDOT

Economic Development

Customized Job Training, St. Paul Port Authority – Now run through a non-profit called Employer Solutions Inc.

Funded by fee for service, charitable contribution, and non-profit called Capital City Properties.

Training for Low-Income Workers Voucher Program, DTED

Other support

Basic Sliding Fee Child Care Assistance, CFL
Community Action Agencies, CFL
Community Services Block Grant, CFL
Deaf and Hard of Hearing Services, DHS
Dependents Education Assistance – Chapter 35, US-VAA
Disability Determination Services (DDS), MDES
Federal National Health Service Corps (NHSC) Loan Repayment
General Assistance Medical Care (GAMC), DHS
Head Start, CFL
Housing Trust Fund, MHFA
Independent Living Services, MDES

Medical Assistance (MA), DHS

Medical Assistance for Employed Persons with Disabilities, DHS

MFIP Child Care Assistance Program, CFL

Minnesota Families Affordable Rental Investment Fund (MARIF), MHFA

MinnesotaCare, DHS

Transition Year Child Care Assistance Program, CFL

Urban Youth Corp, MnDOT

Welfare-to-Work Housing Choice Vouchers, US-HUD

Women, Infants and Children (WIC), MDH

YouthWorks AmeriCorps, CFL

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Motivation, Education and Training, Inc. (MET) .	9, 27, 30, 36, 43, 45, 101

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Key to Abbreviations

ABE	Adult Basic Education
BLS	U.S. Department of Labor, Bureau of Labor Statistics
CFL	Minnesota Department of Children, Families and Learning
DHS	Minnesota Department of Human Services
DLI	Minnesota Department of Labor and Industry
DNR	Minnesota Department of Natural Resources
DOC	Minnesota Department of Corrections
DTED	Minnesota Department of Trade and Economic Development
ESL	English as a Second Language
GED	General Education Development (high school equivalency credential)
GWDC	Governor's Workforce Development Council
HESO	Higher Education Services Office
IRRRA	Iron Range Resources and Rehabilitation Agency
JTPA	Job Training Partnership Act
MDES	Minnesota Department of Economic Security
MDH	Minnesota Department of Health
Met Council	Metropolitan Council
MFIP	Minnesota Family Investment Program
MHFA	Minnesota Housing Finance Agency
MnDOT	Minnesota Department of Transportation
MnSCU	Minnesota State Colleges and Universities
NAFTA	North American Free Trade Agreement
OIC	Opportunities Industrialization Center
OJT	On-the-Job Training
RFP	Request for proposal
SSN	Social Security number
TANF	Temporary Assistance for Needy Families
UI	Unemployment Insurance
US-DOE	U.S. Department of Education
US-HHS	U.S. Department of Health and Human Services
US-HUD	U.S. Department of Housing and Urban Development
US-DOL	U.S. Department of Labor
US-VA	U.S. Department of Veterans Affairs
WIA	Workforce Investment Act of 1998

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