



Workforce Program Outcomes Report Card

Report to the Legislature

As required by Minnesota Statutes, 2014

Chapter 116L, Section 98

December 31, 2014

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**Total cost of salaries, printing, and supplies in developing/preparing this report is \$ \$31,414.52.
(reported as required by MS. 3.197)**

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Workforce Program Outcomes Report Card December 2014

Introduction

The commissioner of the Department of Employment and Economic Development (DEED) has been asked to provide a workforce program outcomes report card for adult workforce development programs funded under the Workforce Development fund.

Overview

To fulfill the workforce program outcome report card outlined in [Minnesota Statutes 116L.98, subd.3](#), DEED staff created a web-based tool to display program performance measures. The tool provides a transparent way for the public to view data on who is served by workforce development programs and outcomes of such programs, including training, credentials, employment, retention and pre- and post-enrollment wages.

The Workforce Program Outcomes Report Card is available online at: <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/>

Users may view results across all programs, for specific programs, for various participant characteristics and for multiple fiscal years. A downloadable data file is also available.

The statute calls for the report card to be updated by December 31 of each even-numbered year. DEED expects to provide quarterly updates as new administrative data become available.

Programs Included

Participants enrolled in the following Workforce Development fund programs, as of July 1, 2013, are included:

- Minnesota Dislocated Worker
- FastTRAC
- Adult Workforce Development Program
- Customized Manufacturing Training Program
- Opportunities Industrialization Centers: American Indian OIC, Latino Academy Teocalli Tequiotl OIC, Northwest Indian OIC, Summit Academy OIC
- Twin Cities RISE!

That means we include participants who may have enrolled in the program prior to July 1, 2013, as long as they were still enrolled in the program on July 1, 2013. Programs that do not serve adults were not included in this tool. Programs with no enrolled participants were also not included.

Additionally, the foreign-trained healthcare provider program did not collect the Social Security numbers of its participants; therefore, we will not be able to show employment outcomes for participants in that program.

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Participant Characteristics

The online report card allows users to view program outcomes for participant characteristics, including geography, education, race, ethnicity and gender.

Geography refers to the region where the participant lives. The Twin Cities area includes the 7-county metro area (Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington Counties). Greater Minnesota refers to all other counties.

Education refers to the highest level of education that the participant had completed at the time of program enrollment. Participants who have "some college" may have earned college credits toward a college degree, or they may have obtained a technical or occupational certificate after graduating from high school. Participants who have a "college degree" have an Associate's, Bachelor's, Master's, or Doctorate degree.

Race refers to whether the participant self-identifies as American Indian, Asian or Pacific Islander, Black or African American, or White, or they may identify with two or more races. Ethnicity refers to whether the participant self-identifies as Hispanic or Latino.

Gender refers to whether the participant identifies as male or female.

Participant Training

The training that participants receive in these programs may include:

- Classroom training toward a degree or certificate,
- Entrepreneurial training to start a business,
- On-the-job training, internships, apprenticeships, or other customized training to gain experience in a structured work environment, and
- GED, remedial, English-as-a-Second-Language (ESL), Adult Basic Education (ABE), or basic computer classes to provide a foundation for further learning.

For the purposes of this report card, training includes all of the activities listed above. A participant is identified as having successfully completed training as defined by the program case manager. A participant is identified as having not completed training if they 1) enrolled in training but did not successfully complete, or 2) did not enroll in a training activity listed above.

The goal of any of these trainings is always to obtain skills for a specific occupation; program case managers record that occupation when they record the training activity. We group occupational training into five main categories:

- Management and professional occupations, including business, financial, engineering, legal, education, media, and healthcare practitioners
- Service occupations, including healthcare support, protective services, food preparation, building maintenance, and personal care
- Sales and office occupations
- Construction and maintenance occupations, including those in natural resources
- Production and transportation occupations, including those in material moving

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Credentials

We include any credential beyond a high school diploma attained by the participant while enrolled in these programs. These credentials include:

- Degrees (such as Associate's, Bachelor's, or Master's degrees),
- Occupational licenses (such as truck driving or nursing licenses), and
- Other industry-recognized certificates (such as a certificate of completion for a specialized software course or for an apprenticeship).

A participant who successfully completes a training program may or may not have earned a credential. For example, on-the-job training rarely results in any recognized credential. Additionally, GED training does not result in a postsecondary credential as outlined in this legislation.

A participant may have earned a postsecondary credential without engaging in the training listed above. This is because the program may pay for an exam fee or for test prep books without paying for a full training course; we would include any eligible credential earned as a result of the exam.

Participant Employment

We match program participants to their employment record in Unemployment Insurance's Wage Detail, which covers about 97 percent of Minnesota wage and salary employment. Participants may have more than one job per quarter. We report their total wages across all employers, and we report the industry associated with the employer from which they earned the most wages in the quarter after program completion.

Employers are further identified by their primary industry, allowing participants to be classified into an industry of employment.

We group industries into nine major sectors:

- Natural Resources and Mining
- Construction
- Manufacturing
- Trade, Transportation, and Utilities
- Information and Financial Services
- Professional and Business Services
- Education and Health Services
- Leisure and Hospitality Services
- Public Administration or Other Services

It should be noted that some occupations may be employed across many industry sectors. Therefore, the occupation in which a participant was trained may not correlate to the industry in which they found employment.

Workers and jobs excluded from Wage Detail include proprietors and the self-employed, railroad workers, family farm workers, full-time students working for their school, elected government officials, insurance and real estate salespeople, and others who work only on a commission basis. Wages from jobs outside of Minnesota are also not included.

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Department of Employment and Economic Development

Timing of Employment Outcomes

For the report due December 31, 2014, we will be able to see three-quarter employment outcomes for those exited by December 31, 2013. We will not see any eight-quarter outcomes.

For the report due December 31, 2016, we will be able to see eight-quarter outcomes for those exited by September 30, 2014, and three-quarter outcomes for those exited by December 31, 2015.

Confidentiality

DEED data on employment and workforce development participation is private data protected under state law. Because of this, we cannot show figures representing fewer than 10 people.

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