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# Minnesota Dislocated Worker Annual Report

State Fiscal Year 2019  
03/01/2020

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This report fulfills the requirements in Minnesota Statutes 116L.17, subdivision 6(e), concerning the state Dislocated Worker program:

*(e) The commissioner shall provide a report to the legislature by March 1 of each year on the previous fiscal year's program performance using the data in paragraphs (b) and (d) and analysis of whether local workforce investment boards and eligible organizations involved with substantial layoffs or plant closings are meeting the minimum standards described in paragraph (c). The commissioner shall inform any local workforce investment board or eligible organization that does not meet minimum performance standards in a given year of their status.*

## Minnesota's Dislocated Worker Program

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The Minnesota Dislocated Worker (DW) program serves individuals who lose their jobs through no fault of their own—that is, they neither quit nor were fired, find suitable employment in high-demand occupations, as quickly as possible. The program also benefits employers who are looking for skilled and experienced workers.

The program is intended to mitigate the negative impact of layoffs to individuals, communities and the economy. The program's benefits are three-fold:

- Workers are able to quickly reenter into the workforce at jobs with comparable wages and benefits.
- Employers are able to find skilled and experienced workers needed to meet their business needs.
- Minnesota's economy and businesses remain globally competitive in good and bad economic times.

Minnesota is unique in having both a state as well as a federally funded DW program. Minnesota designed its state-funded program to closely mirror the federal program which is governed by the Workforce Innovation and Opportunity Act (WIOA) of 2014. This is to ensure efficiency for the customer and a streamlined process for service providers. The State DW program allows for more flexibility while serving a greater number of dislocated workers.

The DW program serves primarily those who have lost their jobs through no fault of their own, however the following groups are also eligible:

- Self-employed individuals who lose their jobs due to economic conditions;
- Veterans leaving active duty with the armed forces;
- Certain individuals leaving active duty of the National Guard or armed forces reserves;
- Armed service spouses who are underemployed or unemployed;
- Displaced Homemakers; and

- Individuals who are long-term unemployed who can demonstrate a long attachment to the labor force, and those who are underemployed/Interim employed.

Participants in the program receive one-on-one career counseling, job search assistance, training, and support services.

An individual must qualify for Unemployment Insurance (UI) benefits to be eligible for DW services. However, temporary or seasonal workers who tend to make up a large portion of UI recipients, are not eligible for the program. Additionally, the State DW program eligibility also excludes individuals who were, at the time employment ended, employees of a political committee, political fund, principal campaign committee, or party unit, as defined in Minn. Stat. Chapter 10A, or who were working for an organization required to file with the federal elections commission.

## How We Serve People

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The DW program provides a wide variety of services that are individualized to meet the unique needs of each DW participant. All participants complete an interest assessment, are provided with local Labor Market Information (LMI) to help inform their job search, and work with their counselor to research available trainings or work-based opportunities that fit with their Individual Employment Plan (IEP). Generally, the types of services provided by DW counselors are classified into four categories:

- **Career Planning and Counseling:** Professionally trained and experienced counselors help participants assess skills, develop career paths, and set job goals.
- **Job Search and Placement Services:** Counselor and program staff provide job search tools (i.e. MinnesotaWorks.net), networking clubs, and workshops on everything from resume building to interview skills.
- **Training:** Counselors and program staff help participants use funding proactively to develop occupational skills training, on-the-job training, entrepreneurial support, adult basic education, and other types of training.
- **Financial Support Services:** The DW program can support participants through tough financial times by assisting with transportation costs, family care costs, health care costs, or other emergency aid workers may need to reach their employment goals.

When needed, participants complete a skills assessment to test basic math and reading proficiency before enrolling in training supported by the program. Once the participant is successful in obtaining unsubsidized, suitable employment, they are exited from the program and provided with up to 12 months of follow up services to ensure they are successful in their new job.

## Program Support & Service Delivery

There are two primary funding streams that support DW service delivery in Minnesota – mass layoff funding (or mass layoff “projects”) and small layoff funding (or small layoff “formula” funding). In the

eyes of a dislocated worker, these funding streams are seamless and do not affect their access to services. Additionally, both state and federal funding can be used for either mass layoffs or small layoffs.

The DW program provides services through a network of 16 Workforce Development Areas (WDAs) and 7 independent non-profit organizations. This method allows for local input and control over policies to meet the unique needs of each community. These local considerations are essential in delivering effective services across the state, since economic conditions can vary significantly from region to region.

The current independent service providers (nonprofits) providing DW program services, in addition to the WDAs, include:

- Arrowhead Economic Opportunity Agency
- Avivo (formerly RESOURCE Inc.)
- Comunidades Latinas Unidas en Servicio (CLUES)
- Goodwill/Easter Seals
- HIRED
- Jewish Family & Children’s Service of Minnesota
- Minnesota Teamsters Service Bureau

## Mass Layoffs and Rapid Response

The Worker Adjustment Retraining Notification (WARN) Act requires employers with at least 100 employees to notify the Department of Employment and Economic Development (DEED) at least 60 days prior to a mass layoff or plant closing. A dislocated worker who is part of a large layoff will often enter the DW program through a “mass layoff project.” Projects are meant to ensure sufficient and dedicated funding exists to serve all affected workers, and that a service provider can tailor its services to meet the unique needs of the workers impacted by a specific layoff. Although these customers can still choose to access DW services at any service provider location, most choose to work with the designated mass layoff project provider.

DEED’s State Rapid Response Team (SRRT) plays an important role in assisting workers affected by a mass layoff. The SRRT is the first responder to large layoffs, providing essential information to help inform both employers and workers impacted, of resources available to them. SRRT finds out about upcoming layoffs, coordinates with businesses, and lets customers know about the DW program. If Rapid Response learns that the layoffs are the result of foreign trade, they alert Trade Adjustment Assistance (TAA) and the U.S. Department of Labor to research and determine worker eligibility for TAA benefits.

There are several ways that Rapid Response finds out about layoffs, including from the employer, unions, media, or the workers themselves. Although the WARN requires employers to notify the state of a “large” layoff (over 50 individuals in a 30-day period), many businesses will notify Rapid Response even if their layoff affects fewer than 50 workers. This communication increases the effectiveness of Minnesota’s DW program, and the SRRT works hard to develop strong relationships with Minnesota’s employers.

## Rapid Response Services

**Notification of a layoff event:** Rapid Response meets with the employer to discuss size, scope, and timing of the layoff and/or closure. In these initial conversations, Rapid Response staff first look for ways to help the employer avoid a layoff. If a layoff does move forward, the next step for Rapid Response is to inform all relevant stakeholders, including the employer, workers and providers of DW program services, and schedule orientation meetings with workers. In these meetings, specially trained Rapid Response staff provide in-person information about Unemployment Insurance benefits and services offered by the DW program. If SRRT identifies enough workers interested in receiving DW program services (a minimum of 50 workers), they solicit “bids” from service providers who are interested in serving the group.

**Recruitment for Planning and Selection Committee:** The Rapid Response team recruits workers who are impacted by the layoff to be volunteers on a planning and selection committee, a key component of Minnesota’s Rapid Response process. The committee is responsible for running a competitive bidding process to hire providers interested in providing DW services through a project grant. This means that service providers must present the most compelling argument, via in-person interviews, as to why they should be chosen to be the grantee of the project.

**Service Provider Selection:** Members of the committee evaluate providers primarily based on past performance, which creates competition among service providers. Both Workforce Development Areas (WDAs) and Independent Service Providers are eligible to compete for these projects. After the committee chooses a single provider for the entire group of workers affected by the layoff, it works with the provider to outline specific services required by the group.

## Small Layoffs and Independent Service Providers

In 2013, DEED implemented Small Layoff Independent Grants (SLIGs), allowing the independent service providers to compete for funding to serve those affected by small layoffs. With a tiered funding structure that rewards high performance in targeted metrics – cost efficiency, outcomes for customers, and outreach to populations of color and long-term unemployed - the DW program is better able to incentivize and fund outstanding service to customers.

If an individual is laid off during a “small layoff event,” i.e. less than 50 individuals are impacted at a single company, they are free to choose any service provider convenient to them to receive services. This can be either a WDA or an independent service provider. The program services available to workers impacted by either small layoffs or mass layoffs are the same – both groups have access to one-on-one counseling, training resources, support services and other resources that help them find a job in an in-demand industry.

## Trade Adjustment Assistance (TAA)

If a worker loses their job due to foreign competition, the adversely affected worker may be entitled to additional benefits under the federal Trade Adjustment Assistance (TAA) program. Individuals laid off from a TAA-certified work site may be eligible for a wider range of benefits, including additional training dollars, job search and relocation allowances, and a health coverage tax credit. In Minnesota, every TAA participant is co-enrolled in the DW program. Like Rapid Response, Trade Adjustment Assistance finds out

about layoffs that are trade-related through employers, workers, suppliers to businesses, DW counselors and/or the media. TAA and Rapid Response closely collaborate to deliver services to workers before, during, and after layoffs.

## Dislocated Worker Program Funding and Performance

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### Major Economic Events and Layoffs

Minnesota’s economy continues to be strong with unemployment remaining steady at 3.3% and labor force participation rate at 70.3% in December of 2019. While the overall unemployment rate remains low, the gaps by race, ethnicity and gender continue to exist. According to 12-month average Current Population Survey (CPS) estimates, black unemployment was 5.5%, Hispanic unemployment was 5.0%, and white unemployment was 3.0%. Men continue to have a higher unemployment rate, at 3.9% than women at 2.6%. Labor force participation was the highest amongst Hispanics at 76.9%, followed by both blacks at 71.2% and whites at 70.2%. Labor force participation has risen slightly over the year, with women’s participation rate at 66.7% and men’s at 73.5% in December 2019.

Many times large layoffs are the ones to make the news, however, a significant amount of the program’s resources go towards supporting workers who are part of small layoffs, even during good economic times. Although the number of customers accessing the DW program have been declining due to favorable economic conditions, the individuals who are in the program now typically require more intensive resources, or have multiple barriers to employment. Therefore it costs more on average to serve these workers.

Minnesota’s 10 largest layoff events affected over 2,285 workers in SFY2019 (compared to 3,670 workers in SFY2018 and 1,600 workers in SFY2017).

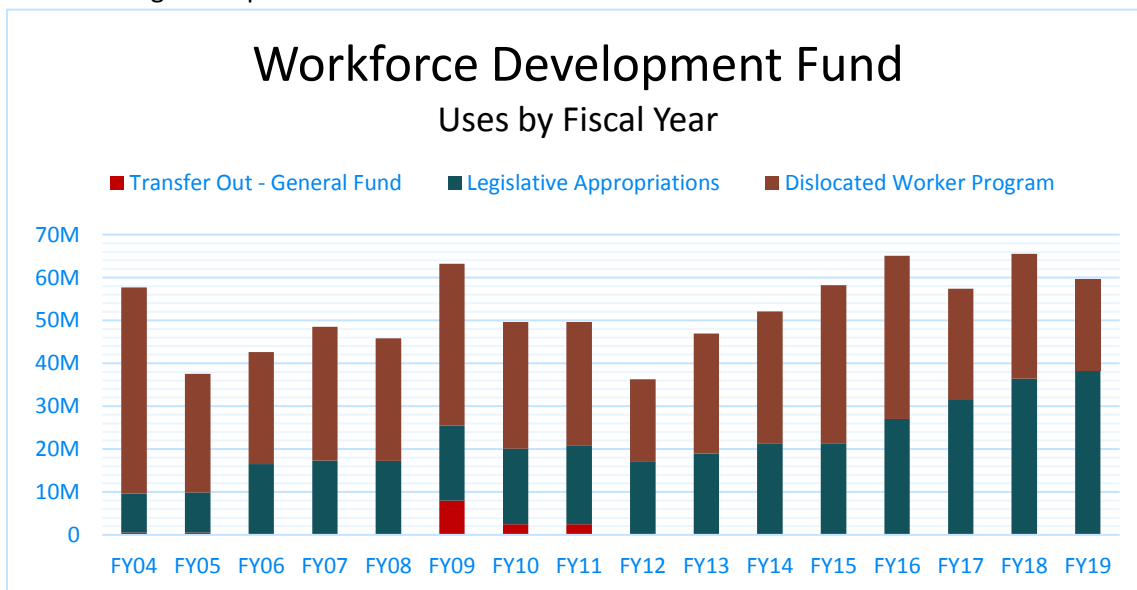
**Table 1: Top 10 Mass Layoff Events in SFY 2019**

Company	Employees Laid Off
University of MN 2019	600
Anoka Hennepin School District 2019	348
Ditech 2019	210
Wells Fargo - Bloomington 2019	202
CoreLogic 2019	185

Company	Employees Laid Off
Sears - Minnetonka 2018	160
Lifetouch 2018	154
My Pillow 2019	150
Thomson Reuters 2018	140
Target - Brooklyn Center 2018	136
<b>Total</b>	<b>2,285</b>

## Program Funding

The DW program is funded through the Workforce Development Fund (WDF). The program receives its funding after all legislative appropriations have been deducted from the fund. In SFY 2019, the program budget was \$21,375,076. The Minnesota Job Skills Partnership Board (MJSP) has broad authority over the DW budget and policies.



## Program Expenditures

In SFY 2019 (July 1, 2018 – June 30, 2019), the Minnesota DW program expended \$15,581,138 to serve 6,854 participants at an average cost of \$2,273 per participant served. Independent providers were



allocated \$ 2,554,836 and served 1,451 individuals. WDAs were allocated of \$ 10,707,778 in formula funds and served 5,403 individuals. Minnesota achieved an 84.6% second quarter employment rate with 4,540 participants exiting the program during the performance cohort and 3,840 entering unsubsidized employment.

**Table 2: Dislocated Worker Funding and Customers Served SFY 2018**

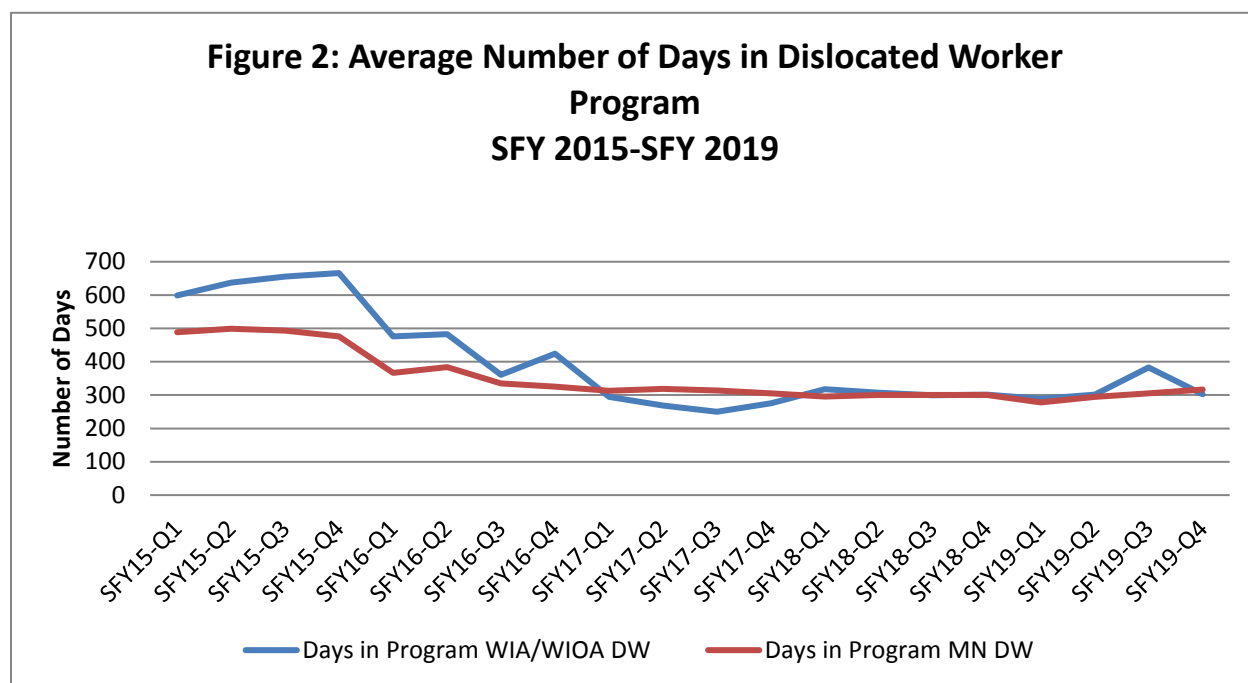
<b>Program</b>	<b>Customers Served</b>	<b>Program Funding Expended<sup>1</sup></b>
Minnesota DW	6,854	\$15,581,138
Federal DW	2,460	\$5,404,390
<b>Total<sup>2</sup></b>	<b>9,614</b>	<b>\$20,985,528</b>

<sup>1</sup>Program funding expended totals include administrative costs

<sup>2</sup> Many times DW customers are enrolled in several funding streams at the same time. For this reason, the sum of the MN DW customers served and the Federal DW customers served will not equal the total. These are not unique customer counts but are the number of customers accessing program activities using these funding streams.

In SFY2019, the Minnesota DW program served just over 6,854 customers, almost three times more than our federally funded DW program (2,460 customers served). The time customers spend in both DW program funding sources continues to drop. In SFY2019, an average Minnesota DW customer spent just over 299 days in the program, down from an average of approximately 331 days in SFY2018.

## Enrollment



## Our Results

The DW program measures success, in part, through five performance measures prescribed by the new Workforce Innovation and Opportunity Act (WIOA). These measures are:

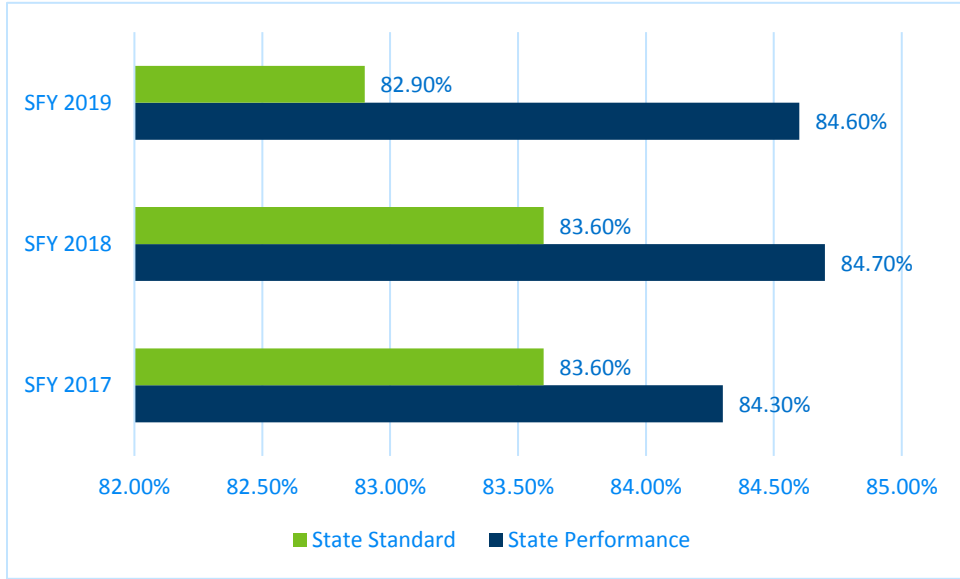
- Percent of participants who are in **unsubsidized employment during the second quarter after exiting** the program;
- Percent of participants who are in **unsubsidized employment during the fourth quarter after exiting** the program;
- Percent of program participants enrolled in an education or training program who **attain a recognized postsecondary credential or a secondary school diploma** (or equivalent) during enrollment or within 365 days of exiting the program;
- The **median earnings** of program participants who are in unsubsidized employment during the second quarter after exiting the program; and
- Percent of participants who enrolled in an education or training program and achieve a **measurable skills gain** during a program year.

SFY 2019 is the third year WIOA performance indicators are in effect, replacing the four legacy WIA indicators which Minnesota used to measure performance in previous fiscal years. Although the measures are similar, and measure similar outcomes, there are important differences in the ways they are calculated

and tracked. For this reason, the Annual Report separates out past years' performance using the legacy measures, and includes a separate table with the SFY2017, SFY2018, and SFY2019 new WIOA indicators.

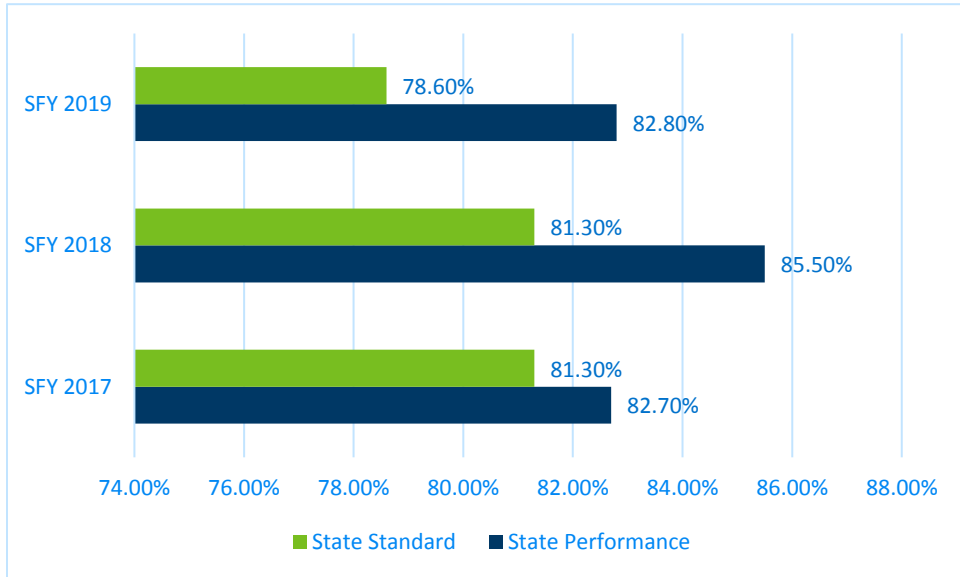
Another new performance feature of WIOA is the opportunity for states to review and negotiate their federal performance standards with the U.S. Department of Labor (USDOL) using a statistical adjustment model that takes into account the demographics of participants being served, regional labor market information, and local area unemployment rates when determining state standards to ensure they are fair, achievable and accurately reflect the uniqueness of each state's economy. Minnesota negotiates all of its performance goals with USDOL every two years. Performance negotiations for the statewide goals were finalized on May 10, 2018 and all agreed upon local area negotiations were submitted to the USDOL on September 28, 2018. The next round of negotiations will take place and be finalized by June 30, 2020. In order to remain consistent across the two funding streams, the state-funded DW program also uses these same negotiated goals, which are reported quarterly to the Minnesota Job Skills Partnership Board. In addition, Minnesota State Statute 116L.98 requires a "uniform outcome report card" for programs funded by the Workforce Development Fund, including the State Dislocated Worker program. These results can be found on [DEED's Agency Report Card Website](#).

### Employment (Second Quarter after Exit)



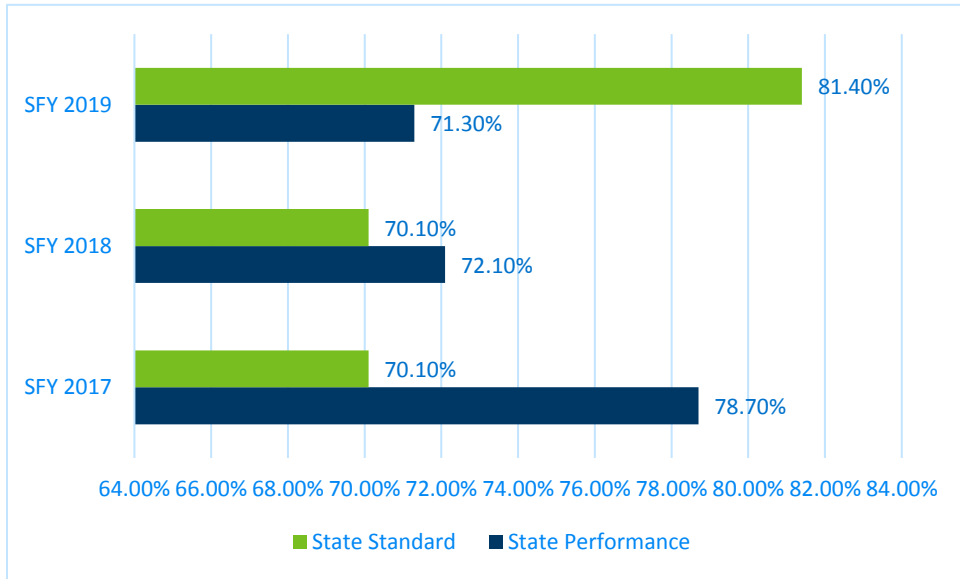
- Percentage of participants who are in unsubsidized employment during the second quarter after exiting the program.

### Employment (Fourth Quarter after Exit)



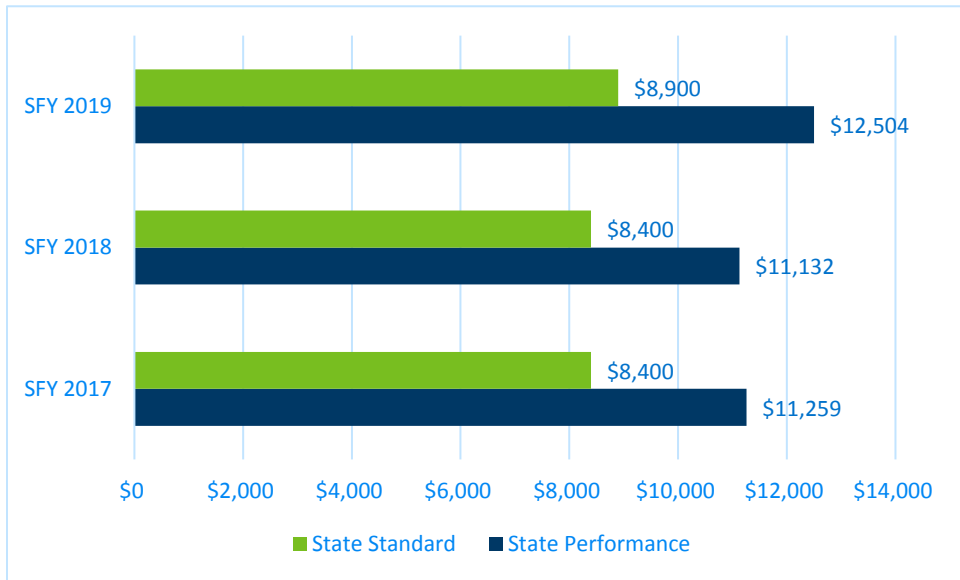
- Percentage of participants who are in unsubsidized employment during the fourth quarter after exiting the program.

### Credential or Secondary School Diploma Attainment Rate



- Percentage of participants enrolled in an education or training program (excluding those in on the job training and customized training) who attain a recognized postsecondary credential or a secondary school diploma during participation or within one year after exiting the program.

### Median Earnings (Second Quarter after Exit)



- Median earnings of participants who are in unsubsidized employment during the second quarter after exiting the program.

### Measureable Skills Gain

Year	State Performance	State Standard
SFY 2017	5.1%	Baseline Measure*
SFY 2018	18.7%	Baseline Measure*
SFY 2019	61.6%	Baseline Measure*

\*New Measure under WIOA; SFY 2021 will be the first year the state will have a standard.

\* Percentage of participants during a program year who are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains.

**Table 8: Minnesota Dislocated Worker Cost Benefit Analysis SFY 2013 – SFY 2019**

Year	Program Funding Expended	Customers Served	Cost Per Customer Served	Number of Individuals Exiting into Employment	Cost per Employed Customer
SFY 2013	\$24,654,893	12,643	\$1,950	4,809	\$5,127
SFY 2014	\$24,352,158	10,783	\$2,258	4,869	\$5,001
SFY 2015	\$22,429,401	10,431	\$2,150	4,531	\$4,950
SFY 2016	\$24,634,496	10,644	\$2,314	4,748	\$5,437
SFY 2017	\$17,580,343	8,985	\$1,957	3,721	\$3,880
SFY 2018	\$14,138,695	8,009	\$1,765	4,310	\$3,280
SFY 2019	\$15,581,138	6,854	\$2,273	3,840	\$4,058

## Accomplishments 2019

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- **Exceeding performance goals.** The Dislocated Worker program exceeded federally mandated performance outcomes and surpassed the national average. Indicators for individuals entering employment and remaining employed continued to exceed the national average.
- **Focusing on customers with significant barriers to employment.** Minnesota continues to benefit from establishing the nation's first performance-based grant awards system for independent nonprofits in the Dislocated Worker program. The independent nonprofits continue to deliver high performance in targeted metrics – cost efficiency, outcomes for customers, and outreach to populations of color and long-term unemployed.
- **Rapid Response to layoffs and closures** Emphasizing the “Rapid” in “Rapid Response.” The SRRT has an exemplary track record of responding not only quickly, but with top notch energy and engagement to support workers as soon as a layoff/closure is announced.

## Looking Ahead to 2020

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- **Streamlining program policies.** Program policies will be updated and streamlined to ensure alignment with new regulations and best practices, consistency in the delivery of services and operations, and easy access for service providers and customers.
- **Improving customer service for providers and participants.** We will continue to work closely with our partners and ensure service delivery for dislocated workers, practicing DEED values of focusing on the customer, communicating early and often, seeking solutions, creating inclusion, encouraging new ideas, and being gracious.
- **Providing seamless service to other trade-impacted workers.** Our teams continue to reach out to customers who are impacted by foreign competition. In 2020, Minnesota TAA is offering an incentive – approved by Department of Labor - for adversely affected workers to attend informational sessions. TAA is also translating its written materials into Somali, Spanish, and Hmong.

# Attachment A: State Dislocated Worker Provider Performance

State Dislocated Worker Program SFY 2019 Provider Performance																			
	Funding Expended	Exited	Served	Employed exiters in the 2nd quarter/ Total exiters	=	ACTUAL 2nd Quarter Employment Rate	2nd Quarter Employment STANDARD	ACTUAL 2nd Quarter Median Earnings	Median Earnings STANDARD	Exiters employed in the 4th quarter/ Employed exiters	=	ACTUAL 4th Quarter Employment Rate	4th Quarter Employment STANDARD	Credential Attained/ All Exiters who attended training	=	ACTUAL Credential Attainment Rate	Credential Attainment STANDARD	Cost per Customer Served	Cost Per Employed Customer
<b>State</b>	\$11,591,517	<b>4,059</b>	<b>6,854</b>	3,840 / 4,540	=	<b>84.6%</b>	82.9%	<b>\$12,504</b>	\$8,900	3,918 / 4,730	=	<b>82.8%</b>	78.6%	983 / 1,379	=	<b>71.3%</b>	81.4%	<b>\$1,691</b>	<b>\$3,019</b>
Northwest PIC Inc	\$318,980	54	93	39 / 46	=	<b>84.8%</b>	72.0%	<b>\$11,901</b>	\$6,350	41 / 48	=	<b>85.4%</b>	58.6%	6 / 7	=	<b>85.7%</b>	80.0%	\$3,430	\$8,179
Rural MN CEP Inc	\$895,688	255	448	235 / 250	=	<b>94.0%</b>	78.6%	<b>\$9,678</b>	\$6,400	240 / 258	=	<b>93.0%</b>	66.4%	35 / 46	=	<b>76.1%</b>	80.3%	\$1,999	\$3,811
NE MN Office of Job Training	\$608,408	167	279	509 / 549	=	<b>92.7%</b>	85.0%	<b>\$15,020</b>	\$8,900	546 / 600	=	<b>91.0%</b>	78.6%	115 / 269	=	<b>42.8%</b>	78.3%	\$2,181	\$1,195
City of Duluth	\$104,079	24	55	25 / 31	=	<b>80.6%</b>	79.0%	<b>\$10,339</b>	\$7,800	43 / 55	=	<b>78.2%</b>	70.1%	19 / 30	=	<b>63.3%</b>	73.9%	\$1,892	\$4,163
Central MN Jobs and Training	\$483,309	272	410	217 / 239	=	<b>90.8%</b>	82.9%	<b>\$14,427</b>	\$8,900	215 / 252	=	<b>85.3%</b>	83.8%	76 / 87	=	<b>87.4%</b>	84.4%	\$1,179	\$2,227
SW MN PIC Inc	\$413,700	78	191	81 / 90	=	<b>90.0%</b>	82.9%	<b>\$11,521</b>	\$7,230	46 / 59	=	<b>78.0%</b>	70.0%	17 / 25	=	<b>68.0%</b>	75.9%	\$2,166	\$5,107
S Central Workforce Council	\$471,988	141	240	109 / 126	=	<b>86.5%</b>	82.9%	<b>\$9,429</b>	\$7,173	99 / 125	=	<b>79.2%</b>	75.0%	32 / 47	=	<b>68.1%</b>	83.5%	\$1,967	\$4,330
SE MN Workforce Development	\$773,096	161	415	182 / 205	=	<b>88.8%</b>	79.0%	<b>\$9,378</b>	\$8,908	170 / 194	=	<b>87.6%</b>	78.6%	71 / 92	=	<b>77.2%</b>	77.3%	\$1,863	\$4,248
Hennepin/ Carver ETC	\$1,325,696	335	771	384 / 510	=	<b>75.3%</b>	82.9%	<b>\$13,623</b>	\$8,900	483 / 628	=	<b>76.9%</b>	78.6%	74 / 94	=	<b>78.7%</b>	87.4%	\$1,719	\$3,452
Mpls Employment and Training	\$639,652	119	256	90 / 127	=	<b>70.9%</b>	82.0%	<b>\$10,965</b>	\$8,400	138 / 191	=	<b>72.3%</b>	83.0%	39 / 66	=	<b>59.1%</b>	72.8%	\$2,499	\$7,107
Anoka County	\$604,615	131	247	178 / 197	=	<b>90.4%</b>	85.0%	<b>\$11,851</b>	\$8,900	151 / 179	=	<b>84.4%</b>	85.0%	43 / 47	=	<b>91.5%</b>	91.7%	\$2,448	\$3,397
Dakota/Scott Workforce Services	\$657,585	206	433	321 / 391	=	<b>82.1%</b>	80.0%	<b>\$14,808</b>	\$8,900	312 / 383	=	<b>81.5%</b>	74.0%	91 / 110	=	<b>82.7%</b>	86.5%	\$1,519	\$2,049
Ramsey Cty Workforce Solutions	\$521,703	141	224	186 / 247	=	<b>75.3%</b>	82.9%	<b>\$10,339</b>	\$8,900	205 / 267	=	<b>76.8%</b>	78.6%	28 / 33	=	<b>84.8%</b>	82.3%	\$2,329	\$2,805
Washington County	\$442,620	108	160	112 / 122	=	<b>91.8%</b>	88.5%	<b>\$12,506</b>	\$8,900	140 / 148	=	<b>94.6%</b>	84.3%	31 / 39	=	<b>79.5%</b>	82.3%	\$2,766	\$3,952
Stearns/Benton E&T	\$631,059	200	724	121 / 143	=	<b>84.6%</b>	76.4%	<b>\$10,000</b>	\$8,358	89 / 109	=	<b>81.7%</b>	78.6%	31 / 39	=	<b>79.5%</b>	80.0%	\$872	\$5,215
Winona Cty Workforce Council	\$45,832	15	23	16 / 17	=	<b>94.1%</b>	82.9%	<b>\$8,550</b>	\$8,900	23 / 25	=	<b>92.0%</b>	78.6%	2 / 4	=	<b>50.0%</b>	81.4%	\$1,993	\$2,865
Arrowhead Economic Opportunity Agency	\$8,608	161	294	79 / 93	=	<b>84.9%</b>	85.0%	<b>\$8,443</b>	\$8,900	76 / 90	=	<b>84.4%</b>	78.6%	14 / 21	=	<b>66.7%</b>	78.3%	\$29	\$109
Avivo	\$349,559	83	136	121 / 151	=	<b>80.1%</b>	83.6%	<b>\$10,517</b>	\$8,817	123 / 154	=	<b>79.9%</b>	80.6%	37 / 48	=	<b>77.1%</b>	83.8%	\$2,570	\$2,889
CLUES	\$297,264	25	62	28 / 31	=	<b>90.3%</b>	83.6%	<b>\$7,096</b>	\$8,817	34 / 42	=	<b>81.0%</b>	80.6%	8 / 10	=	<b>80.0%</b>	83.8%	\$4,795	\$10,617
Goodwill/Easter Seals Minnesota	\$285,825	47	112	59 / 69	=	<b>85.5%</b>	83.6%	<b>\$12,055</b>	\$8,817	58 / 67	=	<b>86.6%</b>	80.6%	24 / 31	=	<b>77.4%</b>	83.8%	\$2,552	\$4,844
HIRED	\$825,116	122	278	253 / 309	=	<b>81.9%</b>	83.6%	<b>\$17,880</b>	\$8,817	273 / 346	=	<b>78.9%</b>	80.6%	66 / 80	=	<b>82.5%</b>	83.8%	\$2,968	\$3,261
Jewish Family and Children's Services	\$271,979	69	118	61 / 71	=	<b>85.9%</b>	83.6%	<b>\$15,013</b>	\$8,817	47 / 58	=	<b>81.0%</b>	80.6%	14 / 19	=	<b>73.7%</b>	83.8%	\$2,305	\$4,459
Lifetrack Resources	\$58,735	12	12	16 / 21	=	<b>76.2%</b>	79.0%	<b>\$9,272</b>	\$8,908	12 / 14	=	<b>85.7%</b>	78.6%	1 / 2	=	<b>50.0%</b>	77.3%	\$4,895	\$3,671
MN Teamsters Service Bureau	\$556,422	458	869	418 / 505	=	<b>82.8%</b>	83.6%	<b>\$14,814</b>	\$8,817	330 / 404	=	<b>81.7%</b>	80.6%	96 / 119	=	<b>80.7%</b>	83.8%	\$640	\$1,331
SPECIALS NOTES	DEED has calculated the above performance by combining participants served in both Small and Large layoffs funded by STATE Dislocated Worker																		
	Served is all participants accessing the program during the actual program year (real-time). Exited is all participants exited from the program during the actual program year (real-time). High or low numbers are not negative or positive.																		
	2nd Quarter Employment based on exiters July 1, 2017 - June 30, 2018 except those exited with exclusion. Formula: Percent of employed exiters divided by all exiters during the reporting period.																		
	4th Quarter Employment based on exiters January 1, 2017 - December 31, 2017 except those exited with exclusion. Formula: Percent of employed exiters divided by all exiters during the reporting period.																		
	2nd Quarter Median Earnings results based on exiters July 1, 2017 - June 30, 2018 except those exited with exclusionary reason and those showing zero earnings. This indicator measures the median earning during the 2nd quarter after exiting the program.																		
Credential Attainment results based on exiters January 1, 2017 - December 31, 2017 except those exited with exclusionary reason and those who did not attend training. This indicator measures the percent of participants who received a credential after attending training.																			



