EMPLOYMENT AND ECONOMIC DEVELOPMENT

FY25 Uniform Report Card Annual Report

As required by Minnesota Statute § 116L.98 Subd.3 & 5.

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What is the Uniform Report Card?

The Uniform Report Card (Report Card) is an online interactive dashboard that displays demographic and outcome-based data for adult workforce development programs administered by the Department of Employment and Economic Development (DEED). This reporting is required under Minnesota Statute § 116L.98 subd. 3[1]. The Report Card is publicly available and is updated quarterly. All outcomes in the Report Card can be disaggregated by program as well as by:

- Educational attainment
- Gender
- Region
- Homeless status
- Race
- Ethnicity

By breaking down outcomes for these groups, stakeholders are able to see who programs are serving and if outcomes differ.

This report explores selected trends in training enrollment, credential attainment, employment and wages. Select the following link to view the Report Card: https://mn.gov/deed/data/workforce-data.

How are data from the Report Card gathered?

Once enrolled in any report card program, individual demographic and training data are entered into the state's case management system, Workforce One. In addition, wage data are leveraged from Minnesota's Unemployment Insurance (UI) program (with exceptions noted below). Data are pulled from UI and Workforce One regularly. The following individuals are not included in the UI data:

- Self-employed individuals
- Railroad workers
- Family Farm Workers
- Full-Time Students working for their school
- Elected government officials
- Insurance and real estate salespeople
- Others who work only on a commission basis

[1] https://www.revisor.mn.gov/statutes/2024/cite/116L.98/subd/116L.98.1#stat.116L.98.1

Executive Summary

State and federally funded adult workforce development programs provide critical services to many Minnesotans across the state. The analysis in the report found that program populations include some of the most marginalized Minnesotans, with many programs focusing solely on serving them. Training enrollment and credential attainment varied widely across programs; however, overall, a majority of participants are enrolling in and receiving some form of training. First-quarter placement rates remained relatively consistent, with slight increases compared to the pandemic period. First-quarter wages also increased year over year, with the increases evenly distributed across racial groups. State and federally funded adult workforce programs continue to deliver high-quality services that help participants find jobs at competitive wages close to those needed to support a typical family in Minnesota.

What Programs are In the Report Card?

Under Minn Stat. § 116L.98, all State of Minnesota-funded adult workforce development programs administered by DEED are included in the Uniform Report Card. In addition, Xcel Energy-funded Power-Up grants and the federally funded Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Program are included. The state-funded Dislocated Worker Program is also included and combined with the federally funded program.

Table 1. Programs Active in State Fiscal Year 2025

Program	Program Type
Adult Support Services Program	Competitive Grant
Clean Economy Equitable Workforce Program	Competitive Grant
Drive for Five Program	Competitive Grant
Getting to Work Program	Competitive Grant
Pathways to Prosperity Program	Competitive Grant
Southeast Asian Economic Relief Program	Competitive Grant
Targeted Community Capital Project Program	Competitive Grant
Transformative Career Pathways Competitive Grant Program	Competitive Grant
Women's Economic Security Act Program (WESA)	Competitive Grant
African Career Education Resources	Direct Appropriation

Program	Program Type
African Immigrant Community Services	Direct Appropriation
American Indian Opportunities Industrialization Center	Direct Appropriation
Avivo	Direct Appropriation
Better Futures Minnesota	Direct Appropriation
Black Women's Wealth Alliance	Direct Appropriation
Building Strong Communities	Direct Appropriation
Central Minnesota Community Empowerment Organization (CMCEO)	Direct Appropriation
Comunidades Latinas Unidas En Servicio (CLUES)	Direct Appropriation
Communities Organizing Latine Power and Action (COPAL)	Direct Appropriation
Community Action Partnership of Hennepin County and A Mother's Love	Direct Appropriation
Community Action Partnership of Hennepin County and Salem Incorporated	Direct Appropriation
Eastside Neighborhood Services	Direct Appropriation
Goodwill-Easter Seals	Direct Appropriation

Program	Program Type
Hired	Direct Appropriation
Hmong American Partnership	Direct Appropriation
Hmong Chamber of Commerce	Direct Appropriation
International Institute	Direct Appropriation
Karen Organization of Minnesota	Direct Appropriation
Mind the G.A.P.P	Direct Appropriation
Minnesota Association of Black Lawyers	Direct Appropriation
Minnesota Diversified Industries	Direct Appropriation
Minnesota Family Resiliency Partnership	Direct Appropriation
Minnesota Independence College	Direct Appropriation
Minnesota Zej Zog	Direct Appropriation
Pay for Performance	Direct Appropriation
Project for Pride in Living (PPL)	Direct Appropriation

Program	Program Type
Ramsey County	Direct Appropriation
Redemption Project	Direct Appropriation
Repowered	Direct Appropriation
Riverside Plaza Tenants Association	Direct Appropriation
Stairstep Foundation	Direct Appropriation
Summit Academy	Direct Appropriation
The Power of People Leadership Institute (POPLI)	Direct Appropriation
University of Minnesota Tourism	Direct Appropriation
Workforce Development Incorporated (WDI)	Direct Appropriation
Young Women's Christian Association (YWCA) of Minneapolis	Direct Appropriation
Dislocated Worker Program	Federal and State Funded Program
Workforce Innovation and Opportunity Act (WIOA) Adult Program	Federally Funded Program

Required Data Under Minn. Stat. § 116L.98, subd. 3

All data elements, as required by Minn. Stat. § 116L.98, subd. 3, are available and updated regularly at https://mn.gov/deed/data/workforce-data/report-card/report-card.jsp. Data include disaggregation by program and select demographic characteristics.

Who is Served by Report Card Programs?

The table below shows a breakdown of participants by program for several demographic categories. People with these characteristics often face multiple barriers to receiving employment. As the table below demonstrates, Program participants with these characteristics are well represented in programs, sometimes accounting for the entire population. This indicates that programs are attempting to reach some of the most vulnerable communities and populations in Minnesota. Programs also serve participants from every region of Minnesota.

Table 2. Select Demographic Characteristics of Participants in Programs for FY25

Program	Disabled	Homeless at Enrollment	Immigrant/Refugee	Justice Involved	Veteran	Receiving Public Assistance
Adult Support Services Program	21%	9%	33%	17%	ND	41%
African Career Education Resources	ND	ND	69%	ND	ND	ND
African Immigrant Community Services	ND	ND	52%	ND	ND	ND
All Square	ND	ND	ND	100%	ND	ND
American Indian Opportunities Industrialization Center (OIC)	22%	27%	13%	22%	ND	49%
Avivo	25%	20%	16%	13%	ND	56%
Better Futures Minnesota	ND	34%	ND	81%	ND	27%
Black Women's Wealth Alliance	ND	14%	ND	ND	ND	36%
Building Strong Communities	ND	ND	ND	ND	ND	16%
Center for African	ND	ND	78%	ND	ND	34%

Immigrants and Refugees						
Community Action Partnership of Hennepin County and A Mother's Love	14%	43%	ND	19%	ND	56%
Community Action Partnership of Hennepin County and Salem Inc	ND	14%	ND	ND	ND	ND
Central Minnesota Community Empowerment Organization (CMCEO)	ND	ND	100%	ND	ND	ND
Clean Economy Equitable Workforce Program	5%	4%	8%	11%	ND	28%
Comunidades Latinas Unidas En Servicio (CLUES)	ND	ND	ND	ND	ND	13%
Communities Organizing Latine Power and Action (COPAL)	ND	ND	76%	ND	ND	ND
Dislocated Worker Program	11%	2%	7%	7%	4%	12%
Drive for Five Program	16%	5%	27%	9%	3%	28%
Eastside Neighborhood Services	ND	ND	15%	ND	ND	23%
Getting to Work	19%	5%	6%	7%	2%	59%
Goodwill-Easter Seals	23%	8%	5%	54%	ND	28%
Hmong American Partnership	8%	3%	24%	ND	ND	27%

Hired	15%	ND	27%	ND	ND	67%
Hmong Chamber of Commerce	ND	ND	36%	ND	ND	ND
International Institute	ND	ND	100%	ND	ND	12%
Karen Organization of Minnesota	ND	ND	100%	ND	ND	29%
Minnesota Diversified Industries	100%	ND	ND	ND	ND	ND
Mind the G.A.P.P	ND	ND	20%	ND	ND	10%
Minnesota Association of Black Lawyers	ND	ND	ND	ND	ND	ND
Minnesota Family Resiliency Partnership	38%	20%	ND	15%	ND	67%
Minnesota Zej Zog	ND	ND	ND	ND	ND	ND
Minnesota Independence College	100%	ND	ND	ND	ND	ND
Pathways to Prosperity	12%	7%	30%	16%	1%	27%
Pay for Performance	13%	6%	11%	27%	ND	55%
The Power of People Leadership Institute (POPLI)	9%	15%	ND	79%	ND	44%
Project for Pride in Living (PPL)	23%	ND	22%	15%	ND	49%
Ramsey County	ND	ND	15%	ND	ND	11%
Redemption Project	ND	8%	ND	91%	ND	ND
Repowered	ND	ND	ND	100%	ND	ND
Riverside Plaza Tenants Association	ND	ND	78%	ND	ND	ND

Southeast Asian Economic Relief Program	ND	ND	79%	ND	ND	22%
Stairstep Foundation	23%	11%	4%	17%	ND	48%
Summit Academy	8%	7%	8%	10%	ND	24%
Targeted Populations Program	6%	6%	44%	4%	1%	20%
Targeted Community Capital Project	ND	ND	20%	ND	ND	ND
University of Minnesota Tourism	ND	ND	ND	ND	ND	ND
Workforce Development Incorporated (WDI)	6%	ND	43%	4%	ND	25%
Workforce Innovation and Opportunity Act (WIOA) Adult Program	18%	5%	13%	10%	2%	41%
Women's Economic Security Act (WESA) Program	10%	9%	7%	11%	ND	40%
Xcel Power Up	ND	ND	ND	ND	ND	ND
Young Women’s Christian Association (YWCA) of Minneapolis	ND	ND	19%	ND	ND	22%

ND-No Data.

Training Enrollment and Credential Attainment

Training Enrollment

Training Enrollment and Credential Attainment are two measures that vary considerably across programs. This is due to programs serving different populations and having different models. For example, some programs require providers to partner with an Adult Basic Education or other training partner, while others are more focused on providing supportive and transitional services.

Figure 1. Number and Percentage of Participants Enrolled in Training by State Fiscal Year

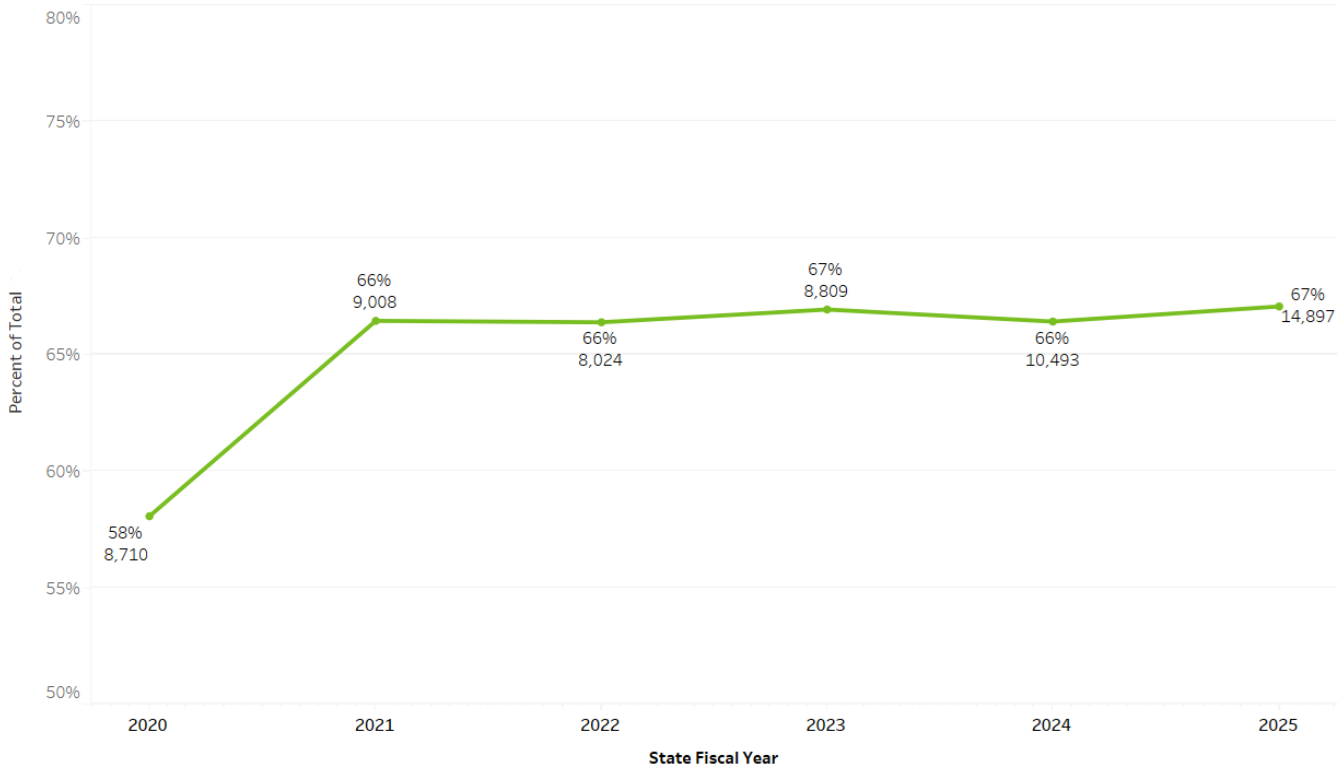


Figure 1 shows that training enrollment took a significant hit during the pandemic, then stabilized afterwards. Overall, about two-thirds of participants enrolled in Report Card programs enroll in training. Those who don't enroll in training still receive other services, such as interview preparation, job search assistance, and support services like bus passes. The differences between programs are highlighted below.

State-funded competitive grants tend to have high training enrollment rates, as reflected in the Pathways to Prosperity program (the largest competitive program in this data set). In addition, the required partnership between Pathways to Prosperity grantees and an educational or Adult Basic Education provider for the

Pathways to Prosperity Individualized Training Pathways and Bridge program means that training enrollment is often a key part of the program.

Direct apropriations training rates tend to vary based on the nature of the appropriation and the organization. as such it is difficult to observe an overall trend in training rates in direct apropriations.

The Dislocated Worker Program is unique in that it has state and federal funding components. In addition, the participants served by the Dislocated Worker Program tend to have already developed skills and qualifications and often do not need to enroll in formal training.

Credential Attainment

Minn. Stat. § 116L.98, subd. 3 was amended by Laws of Minnesota 2025, 1st Spec. Sess. Chapter 6, Sec. 15, Minn., to include credentials that are not postsecondary in nature. An example of this is the bridge certificates provided by the Pathways to Prosperity Bridge Program. Even with this change, most credentials offered remain postsecondary. This is likely due to the requirements of the Federal Workforce Innovation and Opportunity Act (WIOA).

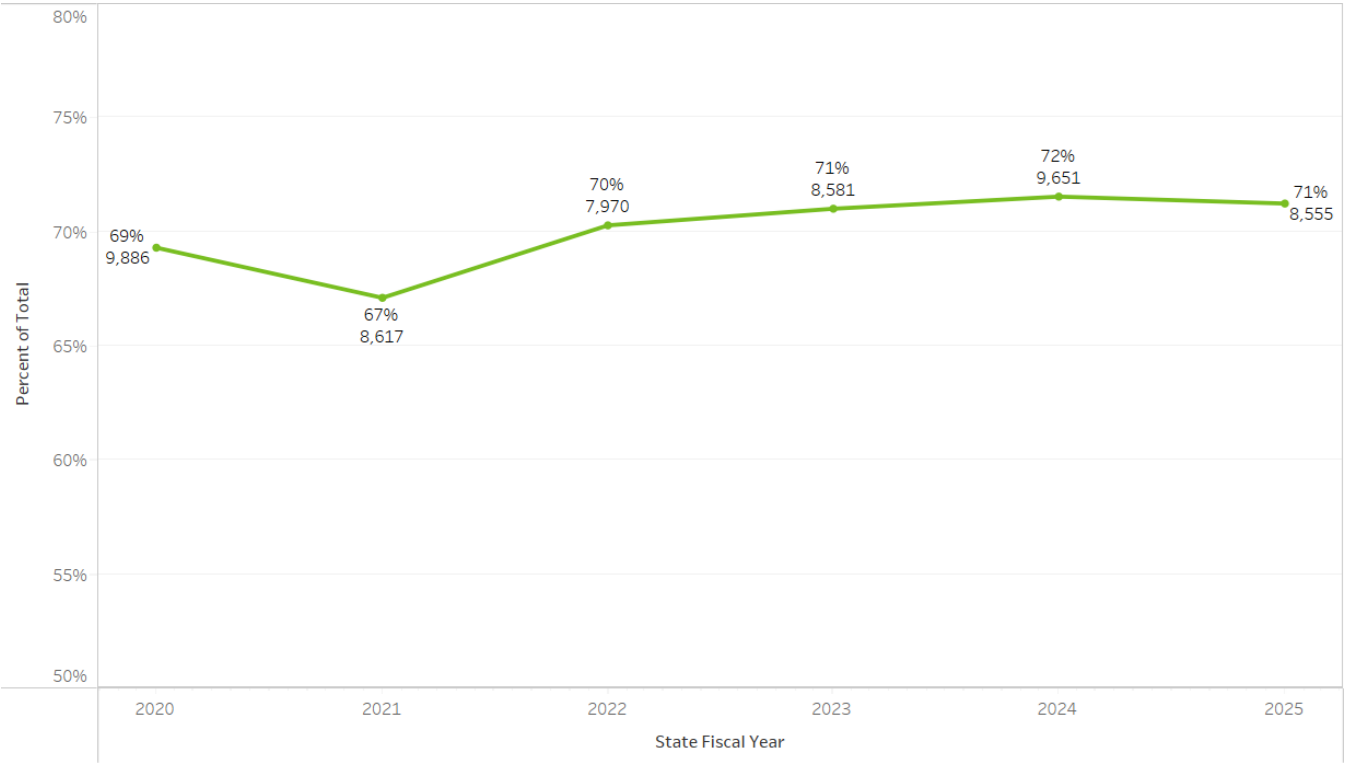
Figure 2. Credential Attainment in State Fiscal Year 2025

As Figure 2 demonstrates, about 3,804 participants, or roughly one out of four, who exited in the state fiscal year 2025 held a postsecondary credential. Counting all credentials, 5,158 participants, or one out of three participants who exited in the state fiscal year 2025, exited with a credential. Note that these numbers reflect the total number of participants who exited, not just those who enrolled in training. As such, our reporting differs from that for our federal programs.

Employment and Wages

Employment and wage data are released a significant amount of time after the program's fiscal year ends. This is due to the required processing time for Unemployment Insurance wage data. Minn. Stat. § 116L.98 provides for reporting on placement in the first quarter after exit. All graphs and analyses in this section focus on the first quarter after exit, as it is the metric with the largest pool of participants served in FY25. To see the second- and third-quarter retention rates, consult the Report Card.

Figure 3. Quarter One Employment Rates by State Fiscal Year



As Figure 3 demonstrates, employment rates are relatively consistent across programs, averaging at about 70-71%. There was a slight dip during the pandemic years of 2020-2021; however, programs have since recovered. Overwhelmingly, when participants exit the program, they find employment within 90 days.

Figure 4. First Quarter Median Wage by State Fiscal Year

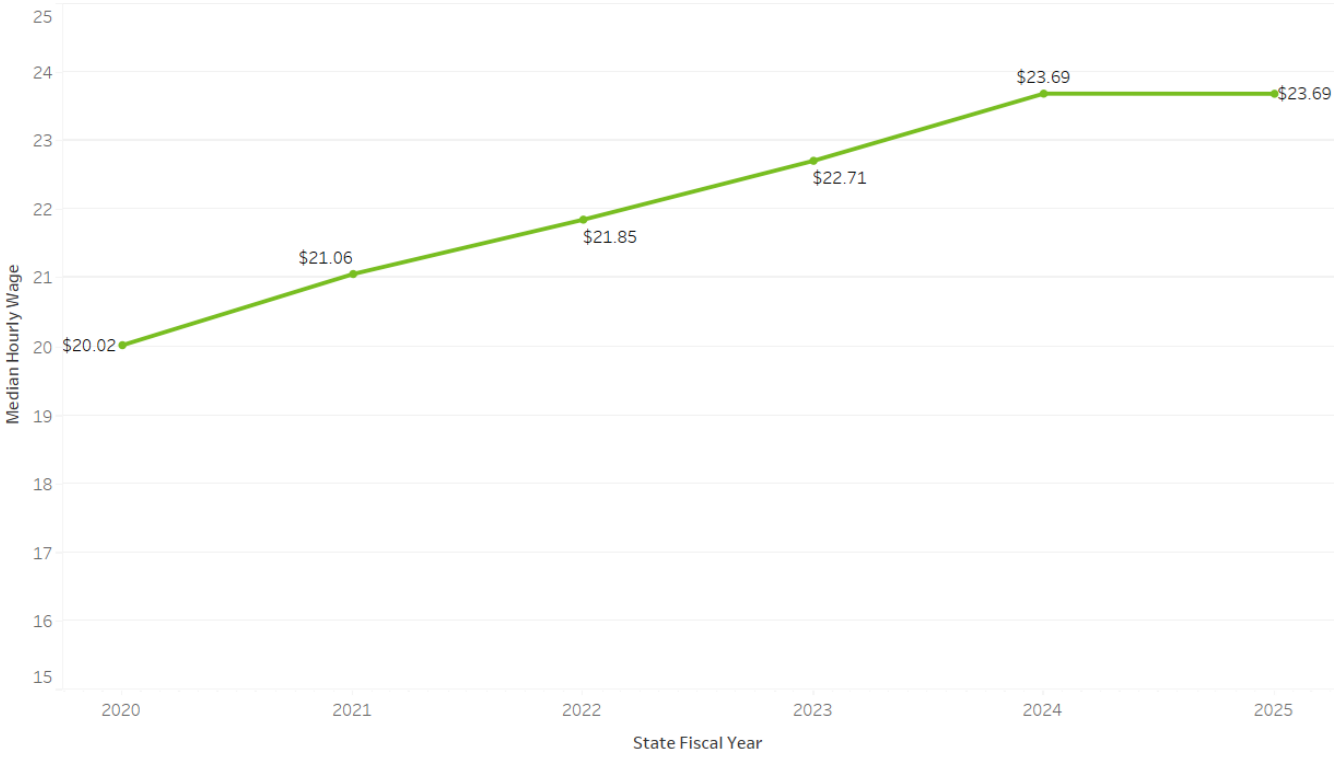


Figure 4 shows that while employment rates have remained unchanged, participant wages have increased consistently year over year. In addition, participants in FY25 who are employed are receiving initial wage offers after exit that are comparable to the hourly wage needed to sustain a typical family in Minnesota of $26.88 an hour.[2] While first quarter wages have improved year over year, we cannot attribute this to the effectiveness of programs as inflation, participant motivation, participant characteristics, and other factors impact a participant's likelihood of attaining a job and the wages that job pays after exit.

Wage Change

The first quarter after exit wage change rates at first look alarming. However, it is essential to note that the first quarter after exit for participants often isn't a full 90 days of work. Because of this, their hourly wage might be artificially depressed, especially compared to their previous wages, which are from five quarters before enrollment and likely reflect a full quarter of work, as shown in Figure 5. In addition, it is the nature of programs like Dislocated Worker Programs to help participants who might be tenured in their old careers start a new one. As a result of this loss of tenure, wages are expected to decrease by up to 20%. Participants who retain employment for three consecutive quarters after exit see wage increases, regardless of their prior employment status, as shown in Figure 6.

[2] For more information about the cost of living in Minnesota, please consult the Office of Labor Market Information's Cost of Living Tool (https://mn.gov/deed/data/data-tools/col/)

Figure 5. First Quarter After Exit Wage Change by Prior Employment Status State Fiscal Year 2025

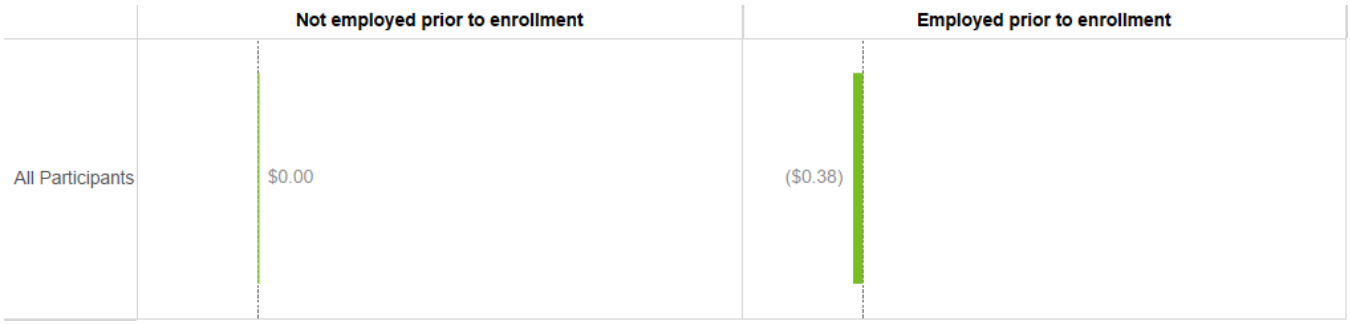
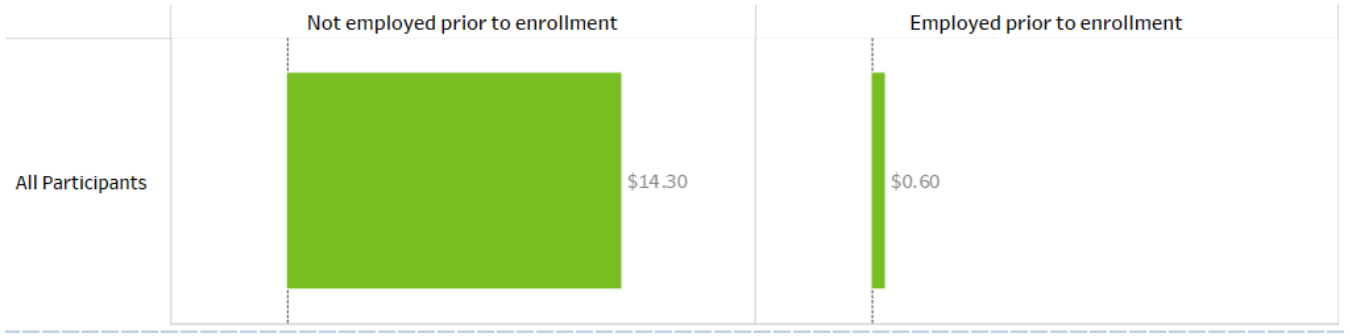


Figure 6. Third Quarter after Exit Wage Change by Prior Employment Status State Fiscal Year 2025



Disaggregated Outcomes

The Uniform Report Card can be disaggregated across several dimensions. For this report, we have chosen to disaggregate outcomes by race as it is well understood as an area of interest to policymakers and the citizens of Minnesota.

Figure 7. Quarter One Employment by Race and State Fiscal Year

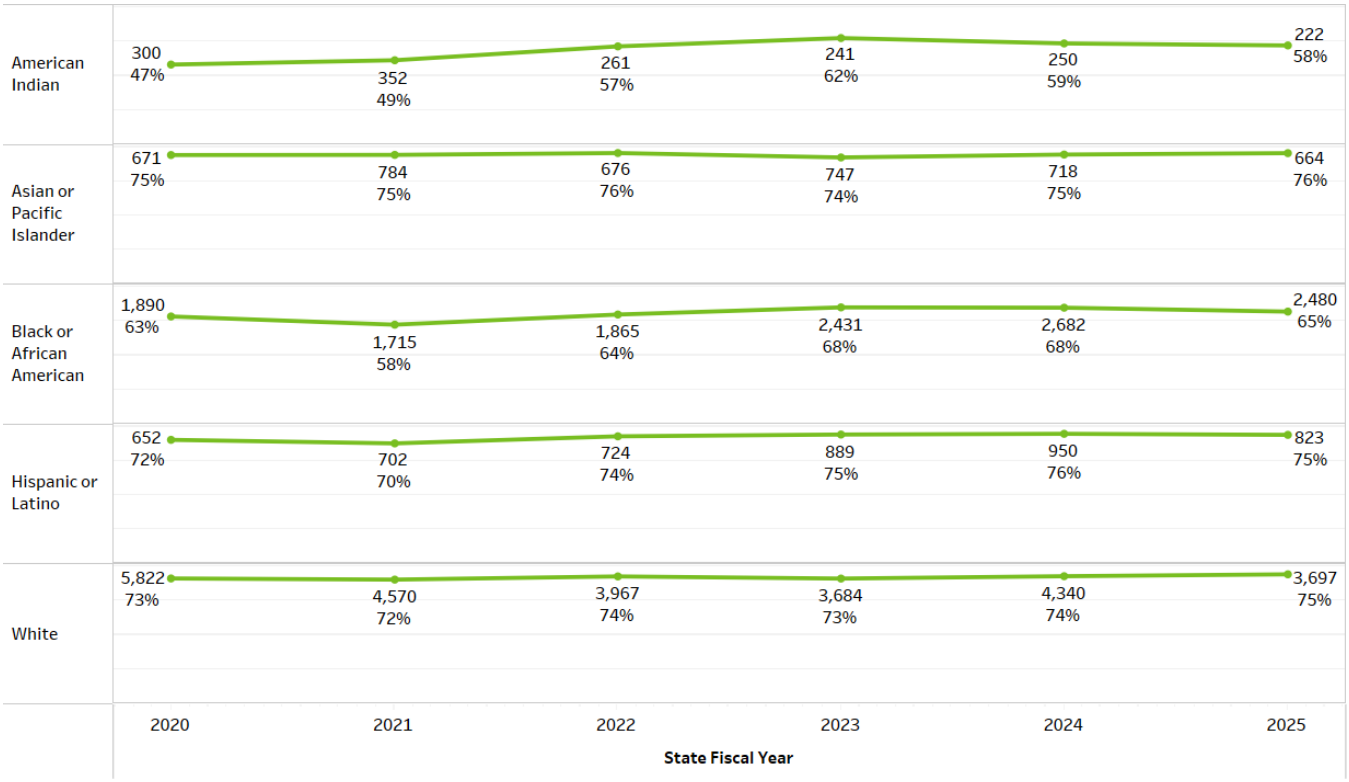


Figure 7 shows that, across nearly every racial group, employment rates have improved slightly from 2020 to 2025. American Indians saw the most considerable percentage change, about 10%, while most other groups saw a relatively modest change of about two percent. This shows that programs were able to capitalize on the post-pandemic recovery to help close some pre-pandemic gaps.

Figure 8. First Quarter Median Wage by State Fiscal Year

Figure 8 shows that while wage disparities persist, all racial groups saw earnings increases from State Fiscal Year 2020 to 2025, with increases ranging from $4.00 to $6.00 per hour. As noted previously while wages have improved year over year, we cannot attribute this to the effectiveness of programs as inflation, participant motivation, participant characteristics, and other factors impact a participant's likelihood of attaining a job and the wages that job offers after exit.

Program Cost

Cost Data

Significant costs associated with workforce programs include training and other supportive services offered to participants (such as gas vouchers or tools needed to start a new job) as well as basic administrative costs necessary for an organization to function effectively, such as IT support, printing supplies, and rent. All costs are included in the total program costs presented here. Programs have a maximum percentage of administrative costs, set per their legislative statute, and in general range between 5% and 10%. The total program cost is divided by the number of participants to obtain a cost per participant. Named organizations in this table represent expenditures related to their direct appropriation from the legislature.

Generally, funds appropriated by the Legislature can be spent over multiple years. The amounts presented represent what was actually spent in state fiscal year 2025. If an organization or program is missing from this table, that means that they did not expend funds in state fiscal year 2025. In the cost per credential column, a value of zero indicates the provider incurred no expenses related to participant credential attainment (e.g., exam fees). To see credential attainment by program, please consult the Report Card.

Table 3. State Fiscal Year 2025 Cost Data

Program	Total Cost	Cost per Participant	Cost per Credential	State Agency Admin Percentage	Provider Admin Percentage
Adult Support Services Program	$675,381	$1,298.81	ND	4%	12%
All Square	$299,887	$14,280.31	ND	5%	6%
Avivo	$1,042,815	$6,098.33	ND	4%	7%
American Indian OIC	$641,403	$3,959.28	ND	4%	10%
Clean Economy Equitable Workforce Program	$1,234,555	$4,978.04	$815.61	16%	7%
Communities Organizing Latine Power and Action (COPAL)	$410,873	$5,552.33	ND	6%	9%
Community Action Partnership of Hennepin County	$2,754,741	$8,581.75	ND	5%	11%

Program	Total Cost	Cost per Participant	Cost per Credential	State Agency Admin Percentage	Provider Admin Percentage
Dislocated Worker Program	$35,926,020	$4,733.96	$5,169.66	11%	7%
Drive for Five	$7,979,44	$10,568.80	$2,086.33	6%	9%
Eastside Neighborhood Services	$603,900.01	$4,870.16	ND	5%	9%
Getting to Work	$1,325,315.53	$1,656.64	ND	4%	8%
Goodwill-Easter Seals	$1,193,610.99	$4,073.76	ND	4%	5%
Hired	$456,812.02	$4,350.59	ND	4%	10%
Hmong American Partnership	$1,176,105.12	$3,078.81	ND	4%	8%
International Institute	$554,758.87	$2,380.94	ND	5%	9%
Karen Organization of Minnesota	$648,170.03	$5,063.83	ND	4%	9%
Minnesota Diversified Industries	$447,777.61	$2,985.18	ND	5%	9%
Minnesota Family Resiliency Partnership	$251,811.85	$612.68	$1,402.50	5%	9%
Minnesota Independence College	$503,078.80	$3,542.81	ND	5%	9%
Pathways to Prosperity	$8,694,565.71	$3,369.99	$502.83	3%	8%
Project for Pride in Living (PPL)	$512,211.08	$2,600.06	ND	5%	9%
Redemption Project	$1,279,185.83	$5,762.10	ND	4%	7%
Southeast Asian Economic Relief Program	$1,025,115.04	$2,895.81	$470.33	5%	9%
Stairstep Foundation	$284,861.98	$1,021.01	ND	5%	11%
Summit Academy	$1,439,560.99	$2,395.28	ND	4%	7%

Program	Total Cost	Cost per Participant	Cost per Credential	State Agency Admin Percentage	Provider Admin Percentage
Targeted Populations Program	$6,080,476.11	$5,698.67	$621.96	5%	9%
Women's Economic Security Act (WESA) Program	$628,082.18	$3,358.73	$315.02	5%	6%
Workforce Development Incorporated (WDI)	$1,066,997.88	$3,430.86	$1,053.92	5%	4%
Workforce Innovation and Opportunity Act (WIOA) Adult Program	$7,766,034.48	$4,650.32	$3,224.47	16%	10%
Young Women's Christian Association (YWCA) of Minneapolis	$296,409.89	$2,994.04	ND	6%	9%

Limitations in Calculating Cost

There are a multitude of factors which make calculating cost difficult. The first is the presence of co-enrollment or individuals enrolling in multiple programs concurrently. Program participants are not restricted to only attending one workforce program. In fact, programs might actually encourage co-enrollment in programs which might serve the participant's needs in ways that one program cannot. In addition, programs might use multiple funding streams to provide services to the individual. If these funding streams come from federal or private dollars not captured here, then the true cost is greater than what is reported in the above table.