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**REPORT ON**  
**LABOR EDUCATION ADVANCEMENT**  
**PROGRAM (LEAP) PERFORMANCE**

**Presented to the**

**MINNESOTA STATE LEGISLATURE**

**February 15, 2000**

**State of Minnesota**  
**MN Department of Labor and Industry**  
**Division of Apprenticeship**

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**Labor Education Advancement Program (LEAP)**

**Federal LEAP Requirements**

Title 29, Code of Federal Regulations, Part 30, Executive Order 11246 and the implementing regulations that govern the administration of State Apprenticeship Agencies require each state that has been recognized by the Secretary of Labor to develop, implement and maintain Equal Employment in Apprenticeship Programs.

**State LEAP Requirements**

Minnesota Statutes Chapter 178 Apprentice Training, was amended in 1996 by the addition of section 178.11 Labor Education Advancement Grant Program. The legislation was intended to increase the opportunities for women and minorities to participate in apprenticeship training programs in the State of Minnesota. To achieve increased participation state funds are allocated each fiscal year. In addition a Request For Proposal (RFP) grant process is required to ensure all community based organizations are afforded the opportunity to compete for funds. Finally, the Division of Apprenticeship became the grant awarding/monitoring entity, within the Department of Labor and Industry(DLI) as a result of this 1996 legislation.

**Basic Concept**

The concept of a Labor Education Advancement Program (LEAP), to combat the residual effect of racial and gender discrimination, was developed by the National Urban League in 1967. The program is an integral part of the effort to promote equal employment in apprenticeship for racial minorities and females.

As a result of that effort, the State of Minnesota in 1978 adopted the Minnesota Plan for Equal Employment Opportunity In Apprenticeship. The plan was also developed to meet the requirements of revised Federal Title 29, CFR 30, to assist in providing equal access to Minnesota's Apprenticeship Program for women and minorities.

**Is LEAP Working?**

Is LEAP working? The Division of Apprenticeship shows an increase from 362 women and minorities in 1991 to 995 women and minorities in 2000 who are actively enrolled and participating in apprenticeship training. Current LEAP grantees have a unique relationship with their clients which most governmental agencies are unable to achieve. The contribution the four organizations who operate LEAP grants make to help increase and retain the number of racial minorities and females in apprenticeship is an important part of the state's overall effort to promote equal employment opportunities.

**FY 2000 LEAP GRANT APPRENTICESHIP PROGRAM  
2<sup>ND</sup> QUARTER EXPENDITURES AND PLACEMENTS  
Women and People of Color Clients**

<u>Leap Grantee</u>	<u>\$ Allocated/ \$ Expenditures</u>	<u>Projected Clients To Be Served/ Actual-Served/Referred/Placed</u>
ANISHINABE	\$ 30,000.00/ \$ 16,900.00	50/ 53      / 34      / 13
MINNEAPOLIS URBAN LEAGUE	\$ 78,281.00/ \$ 39,140.00	130/ 135      / 59      / 59
ST PAUL URBAN LEAGUE	\$ 55,170.00/ \$ 27,585.00	74/ 74      / 66      / 16
WOMENVENTURE	\$ 40,549.00 <u>\$ 20,274.50</u>	<u>70/</u> 67      / 61      / 24
YEAR TO DATE TOTALS	\$ 204,000.00/ \$ 103,899.50	324/ 329      / 220      / 112

51% Allocated/  
50% Of Year Elapsed

Exceeded Projected Clients Served  
by 1.5 %.

Referred 67 % of Clients Served to  
apprenticeship programs.

Placed 51 % of those referred into  
apprenticeship or related programs.

**Minnesota Department of Labor and Industry  
Division of Apprenticeship  
Labor Education Advancement Program (LEAP)**

**Contact Persons for LEAP Grants**

Lee Tillman	Minneapolis Urban League 2000 Plymouth Avenue North Minneapolis, Minnesota 55411 \$ 78,281.00	(612) 302-3113 (612) 521-8513 FAX
Roosevelt Gaines, Urban League Trade Specialist		(612) 302-3117
Wilma Mason	Anishinabe Inc. 4119 East Lake Street, Suite 100 Minneapolis, Minnesota 55406 \$ 30,000.00	(612) 722-1866 (612) 724-4036 FAX
Karla Melvin	Women Venture 2324 W University Ave St. Paul, Minnesota 55114 \$ 40,549.00	(651) 646-3808 (651) 641-7223 FAX
Richard Rolle	St. Paul Urban League 401 Selby Ave St. Paul, Minnesota 55102 <u>\$ 55,170.00</u>	(651) 224-5771 (651) 224-8009 FAX
<b>Total FY 2000</b>	<b>\$ 204,000.00</b>	