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Minnesota Job Skills Partnership



Pathways Program Annual Report

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Report Summary

The purpose of this report is to provide the information required by MS 116L.04 Subdivision 1a. which states that; "The (MJSP) board shall annually, by March 31, report to the commissioners of economic security and trade and economic development on pathways programs, including the number of public assistance recipients participating in the program, the number of participants placed in employment, the salary and benefits they receive, and the state program cost per participant."

The Pathways Program is a Minnesota Job Skills Partnership (MJSP) program established by the Legislature in 1997 to enable persons to move from public assistance to economic security. Pathways programs are joint efforts involving businesses, educational institutions and social organizations to develop and deliver education and training to public assistance recipients for jobs in a variety of industries state-wide. MJSP funding is matched by the participating firms. Educational organizations and other organizations participating in the projects also provide financing.

Pathways Trainee Data - Projected and Actual

- As of 2/28/01, twenty-two Pathways grants have been awarded. The projects are anticipated to train a total of 3,104 public assistance recipients and to employ 2,876. (See chart A.)
- Within the twenty-two projects, as of 2/28/01, 634 persons have completed training and 455 have been placed in jobs post training. (See chart A.)
- To date, four of the twenty-two projects have been completed, with 281 participants completing the provided training and 226 placed in jobs post training. (See chart D.)

Pathways Participant's Wages - Projected and Actual

- For the twenty-two projects, the projected wages for public assistance recipients placed in jobs post training range from \$7.21 to \$12.85 per hour. In addition to their hourly wage, projected fringe benefits for participants range from \$.28 to \$5.78 per hour. (See chart B.)
- To date, four of the twenty-two projects have been completed. Actual weighted average hourly salaries range from \$7.26 to \$9.45 per hour. No actual fringe benefit information is available at this time. (See chart E.)

Program Cost per Participant - Projected and Actual

- For the twenty-two projects funded, the projected MJSP cost per trainee ranges from \$438 to \$3,208. The projected average cost per trainee is \$1,531. (See chart C.)
- For the four Pathways projects completed to date, the actual MJSP cost per trainee ranges from \$955 to \$1,980. The actual average MJSP cost per trainee is \$1,308. (See chart F.)

Application Trends

Pathways funds became available in 1997. The twenty-two projects to date were funded as follows; one in FY 97, twelve in FY 98, three in FY 99, and six in FY 00. The decline in applications and awards of Pathways grants after the surge in FY 98 is felt to be due to several factors including the availability of increased Partnership funding which turned institutional attention away from taking on additional Pathways programs until funded projects are well underway and/or completed. Other reasons could include recruitment difficulties, the recent emphasis on work-first programs, and lack of knowledge about the program in out-state areas.

Program Evaluation

In 1999, the Minnesota Job Skills Partnership contracted with the National Results Council (NRC) to develop an evaluation instrument for their Pathways program and to undertake a two year evaluation of MJSP's Pathways program. The results of this evaluation will be used for program improvement, meeting legislature performance requirements, and as a basis for national dissemination of the Minnesota Model.

In addition, the NRC also received funding from the Joyce Foundation to conduct an extensive Pathways program evaluation. The NRC is being assisted by Dr. Sam Myers from the Roy Wilkins Center, Humphrey Institute of Public Affairs, at the University of Minnesota with the evaluation.

The four primary goals of the Pathways evaluation are as follows:

- Assess the impact of training on the employment status of public assistance recipients served by the Pathways program.
- Determine the financial impact on public assistance recipients participating in the Pathways program.
- Assess the effectiveness of the "educational pathways" developed in each of the projects.
- Determine the extent to which each program meets the needs of the business partner.

Program Recommendations

The following programmatic improvements are recommended to improve the effectiveness and reach of the program:

- Give target populations longer-range economic security by allowing funding for programs that train not just current welfare recipients but MFIP's recipients recently employed under the work-first strategy.
- Revise program participant's eligibility requirements to 200% of poverty guidelines.
- Increase participation in greater Minnesota by providing more publicity about Pathways to education institutions and businesses in areas outside the metro area.
- Encourage educational institutions to engage MFIP certified training providers in Pathways projects.

Appendix

(A.) Pathways Trainee Data as of 2/28/01

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Projected		Actual to Date	
			Number to be Trained	Number to be Placed	Number Completed Training	Number Placed to Date
10-97-180	Carver-Scott Educ. Coop.	Advance Circuits	100	90	88	70
03-98-188	Anoka-Hennepin Tech. College	Manufacturing Consortium	80	55	46	35
03-98-192	Pine Tech. College	Marsden Corp.	200	152	0	0
03-98-195	Rochester Com.& Tech. College	Crenlo, Mfg. Consortium	72	72	71	71
03-98-199	Central Lakes College	LambWeston /RDO Foods	28	28	32	29
03-98-202	Dunwoody Inst.	Printing Consortium	358	358	11	6
07-98-205	Hennepin Tech. College	HealthSystems	405	405	44	44
07-98-206	Hennepin Tech. College	Magnetic Data & Turck	163	163	1	0
07-98-209	St. Cloud Tech. College	Human Serv. Consortium	112	87	4	4
07-98-211	Resource, Inc.	Pillsbury Consortium	45	34	8	7
07-98-217	Carver-Scott Educ. Coop	Apprenticeship with Soft Soap	45	35	29	15
07-98-219	Dakota County Tech. College	Rupp Indust. Consortium	243	243	90	53
07-98-221	Mpls. Com.& Tech. College	Abbott-Northwestern	133	100	119	89
04-99-226	Carver-Scott Educ. Coop.	Emplast Consortium	130	110	61	14

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Projected		Actual to Date	
			Number to be Trained	Number to be Placed	Number Completed Training	Number Placed to Date
04-99-227	Century College	Mfg. & Service Consortium	112	112	0	0
06-99-236	Teamworks	Audubon Eng.	40	40	16	16
02-00-266	Carver-Scott Educ. Coop.	Nilfisk-Advance Consortium	175	148	12	0
02-00-274	Teamworks	BDT Manufacturing	25	25	2	2
02-00-277	St. Paul Public Schools	G & K Services	200	200	0	0
08-00-296	Anoka-Hennepin TC	No. Cities Health Care, Inc.	185	185	0	0
11-00-310	MSU, Mankato	ISJ-Mayo Consortium	203	184	0	0
11-00-332	Ridgewater CTC	SW MN Healthcare Cons.	50	50	0	0
		TOTAL:	3,104	2,876	634	455

(B.) Pathways Projected Weighted Average Hourly Wages

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Projected Weighted Average Hourly Wage	Projected Benefits
10-97-180	Carver-Scott Educ. Coop.	Advance Circuits	\$9.09	\$2.00-\$3.00 per hour
03-98-188	Anoka-Henn. Tech. College	Manufact. Consortium	\$9.06	\$2.35-\$4.45 per hour
03-98-192	Pine Tech. College	Marsden Corp.	\$9.51	\$2.91-\$5.78 per hour
03-98-195	Rochester Com. & Tech. College	Manufact. Consortium	\$9.89	\$2.23-\$4.64 per hour
03-98-199	Central Lakes College	Lamb Weston/RDO Foods	\$7.21	\$2.40 per hour
03-98-202	Dunwoody Institute	Printing Consortium	\$9.16	\$2.25-\$3.33 per hour
07-98-205	Hennepin Tech. College	Health Systems	\$8.60	\$.60-\$4.25 per hour
07-98-206	Hennepin Tech. College	Magnetic Data & Turck	\$9.44	\$2.48-\$5.70 per hour
07-98-209	St. Cloud Tech. College	Human Services Consortium	\$8.12	\$.50-\$7.16 per hour
07-98-211	Resource, Inc.	Pillsbury Consortium	\$12.85	\$2.00-\$3.00 per hour
07-98-217	Carver-Scott Educ. Coop	Apprenticeship with Softsoap, Inc.	\$10.86	\$2.25 per hour
07-98-219	Dakota Tech. College	Rupp Industries Consortium	\$8.68	\$0.97-\$4.58 per hour
07-98-221	Mpls. Com. & Tech. College	Abbott Northwestern	\$9.12	\$.28-\$2.57 per hour
04-99-226	Carver-Scott Educ. Coop.	Emplast Consortium	\$9.07	\$2.00-\$3.00 per hour
04-99-227	Century College	Mfg. & Service Consortium	\$9.45	\$2.00-\$3.00 per hour
06-99-236	Teamworks	Audubon Eng.	\$8.25	\$3.60 per hour
02-00-266	Carver-Scott Edu. Coop.	Nilfisk-Advance Cons.	\$10.42	\$2.30-\$3.35 per hour
02-00-274	Teamworks	BTD Manufacturing	\$9.25	\$3.70 per hour
02-00-277	St. Paul Public Schools	G & K Services	\$8.72	\$1.79 per hour

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Projected Weighted Average Hourly Wage	Projected Benefits
08-00-296	Anoka-Hennepin TC	No. Cities Health Care, Inc.	\$9.15	Not Available
11-00-310	MSU, Mankato	ISJ-Mayo Consortium	\$9.19	Not Available
11-00-332	Ridgewater CTC	SW MN Healthcare Cons.	\$10.65	Not Available

(C.) Pathways Projected Cost per Trainee

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Total Projected Cost per Trainee*	MJSP Projected Cost per Trainee
10-97-180	Carver-Scott Educ. Coop.	Advance Circuits	\$4,197	\$1,100
03-98-188	Anoka-Hennepin Tech. College	Manufact.Cons /Success Tech	\$7,056	\$1,500
03-98-192	Pine Technical College	Marsden Corp.	\$7,433	\$999
03-98-195	Rochester Com.& Tech. College	Crenlo, Mfg. Consortium	\$9,260	\$1,953
03-98-199	Central Lakes College	LambWeston /RDO Foods	\$2,677	\$1,182
03-98-202	Dunwoody Institute	Printing Consortium	\$4,243	\$559
07-98-205	Hennepin Tech. College	HealthSystems	\$1,699	\$456
07-98-206	Hennepin Tech. College	Magnetic Data & Turck	\$1,088	\$525
07-98-209	St. Cloud Technical College	Human Services Consortium	\$8,466	\$1,653
07-98-211	Resource, Inc.	Pillsbury Consortium	\$10,628	\$1,785
07-98-217	Carver-Scott Educ. Coop	Apprenticeship with Soft Soap	\$8,637	\$3,208
07-98-219	Dakota County Tech College	Rupp Industries- Consortium	\$2,659	\$808
07-98-221	Mpls. Com.& Tech College	Abbott-Northwestern	\$4,809	\$1,504
04-99-226	Carver-Scott Educ. Coop	Emplast Consortium	\$4,789	\$1,489
04-99-227	Century College	Mfg. & Service Consortium	\$14,422	\$1,782
06-99-236	Teamworks	Audubon Eng.	\$6,995	\$2,500
02-00-266	Carver-Scott Educ. Coop.	Nilfisk-Advance Cons.	\$5,005	\$2,268

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Total Projected Cost per Trainee*	MJSP Projected Cost per Trainee
02-00-274	Teamworks	BDT Manufacturing	\$6,765	\$2,892
02-00-277	St. Paul Public Schools	G & K Services	\$3,873	\$1,650
08-00-296	Anoka-Hennepin TC	No. Cities Health Care, Inc.	\$4,264	\$1,783
11-00-310	MSU, Mankato	ISJ-Mayo Consortium	\$1,039	\$438
11-00-332	Ridgewater CTC	SW MN Healthcare Cons.	\$4,656	\$1,654
AVERAGE COST PER TRAINEE:			\$5,666	\$1,531

* Includes funding from MJSP, the Contributing Business(es), and the Linkage Organizations.

(D.) Pathways Actual Trainee/Placement Data on Completed Projects

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Projected		Actual	
			Number to be Trained	Number to be Placed	Number Completed Training	Total Number Placed
10-97-180	Carver-Scott Educ. Coop.	Advance Circuits	100	90	88	70
03-98-195	Rochester Com.& Tech. College	Crenlo, Mfg. Consortium	72	72	71	71
03-98-199	Central Lakes College	LambWeston /RDO Foods	28	28	32	32
07-98-219	Dakota Tech. College	Rupp Indust.- Consortium	243	243	90	53
TOTAL:			443	433	281	226

(E.) Pathways Participants Actual Wages on Completed Projects

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Projected	Actual
			Projected Weighted Average Hourly Wage	Actual Weighted Average Hourly Wage
10-97-180	Carver-Scott Educ. Coop.	Advance Circuits	\$9.09	\$9.45
03-98-195	Rochester Com.& Tech. College	Crenlo, Mfg. Consortium	\$9.89	\$8.94
03-98-199	Central Lakes College	LambWeston /RDO Foods	\$7.21	\$7.26
07-98-219	Dakota Tech. College	Rupp Indust.- Consortium	\$8.68	\$8.56

(F.) Pathways Actual Cost per Trainee Data on Completed Projects

MJSP Grant No.	Educational Institution(s)	Contributing Business(es)	Projected		Actual	
			Total Cost per Trainee*	MJSP Cost per Trainee	Total Cost per Trainee*	MJSP Cost per Trainee
10-97-180	Carver-Scott Educ. Coop.	Advance Circuits	\$4,197	\$1,100	\$4,018	\$1,134
03-98-195	Rochester Com.& Tech. College	Crenlo, Mfg. Consortium	\$9,260	\$1,953	\$5,845	\$1,980
03-98-199	Central Lakes College	LambWeston /RDO Foods	\$2,677	\$1,182	\$3,447	\$955
07-98-219	Dakota Tech. College	Rupp Indust.- Consortium	\$2659	\$808	\$4,299	\$1,162
AVERAGE COST PER TRAINEE:			\$4,698	\$1,261	\$4,402	\$1,308

* Includes funding from MJSP, the Contributing Business(es), and the Linkage Organizations.