

Employment and Training Job Study

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Department of Health	Summer Health Care Internship Program.		\$100,000	To encourage nurse practitioner students to explore and experience rural practice.		H	Nurse practitioners students to exploring rural practice.
Department of Health	Collaborative Rural Nurse Practitioner Program.		\$250,000	To encourage students to explore and consider health care careers.	119	D	High school and College students.
Department of Health	Nurses in Nursing Homes on ICFMR's Loan Forgiveness Program		\$60,000	To recruit and retain LPN's and RN's to nursing homes and ICF - MR's in the State.	22	H	LPN and RN nursing group.
Department of Health	Rural and Urban Physician Loan Forgiveness Program		\$416,000	To recruit and retain primary care physicians and psychiatrists to rural and underserved areas of the State.	50	H	Primary care physicians and psychiatrics residents.

RECEIVED

DEC 01 1998

LEGISLATIVE REFERENCE LIBRARY
STATE OFFICE BUILDING
ST. PAUL, MN 55155

980570

Friday, July 10, 1998

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Department of Health	Rural Midlevel Loan Forgiveness Program		\$105,000	To recruit and retain mid level providers to rural areas of the State.	27	H	Mid level provider group.
Department of Health	National Health Service Corps. State Loan Repayment Program	\$100,000	\$96,000	To recruit and retain primary care physicians and psychiatrists to HPSAS in the State.	11	(10/1/96 - 9/30/97) H	Primary care physicians and psychiatrics residents.
Federal Subtotal		\$100,000	State Subtotal \$1,027,000		# Served Subtotal 229		
Department of Natural Resources	Urban Corps	\$212,625	\$750,000	Transition 40 persons off of public assistance provide 1700 hours of national service.		Pilot Year D	18-25 years old resident of St. Paul or Minneapolis expense zone and/or current TANF or MFIP recipient
Department of Natural Resources	Minnesota Conservation Corps.		\$168,846	To provide meaningful, productive employment & opportunities for training in basic employability skills.	70	F	Deaf, Hard of Hearing, "At-Risk" Youth population.
Federal Subtotal		\$212,625	State Subtotal \$918,846		# Served Subtotal 70		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Department of Revenue	Twin Cities Rise Tax Credit		\$100,000	Allows corporations to take a job credit against corporation franchise tax for qualifying RISE graduates.		New Program A	Metro (Urban Care) Black Males Ages 18-31.
Federal Subtotal			State Subtotal				# Served Subtotal
Department of Trade and Economic Development	Minnesota Job Skills Partnership		\$7,668,000	To act as a catalyst between business and education in developing cooperative training projects that provide training, new jobs and career paths for individuals making the transition from public assistance to the workforce.	2,500	B	Pathways - Public Assistance. Partnership - any new or existing workers.
Federal Subtotal			State Subtotal				# Served Subtotal
			\$7,668,000		2,500		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Department of Transportation	Seeds		\$456,000	Provide on the job training, and prepare participants for possible full-time permanent employment at MN/DOT, depending on job availability.	50	A	Minority and economically disadvantaged.
Department of Transportation	MN/DOT Highway Maintenance Worker Trainee Program	\$0	\$64,690	Diversify the workforce; formalized OJT Program to upskill the workforce.	47	FY 1997 H	Female, Minority, Disabled
Federal Subtotal		\$0	State Subtotal \$520,690		# Served Subtotal 97		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Iron Range Resources & Rehab.	Summer Youth Program (Community)	\$0	\$0	To enable communities to complete nagging projects that have been delayed due to budget constraints.	200	(6-1-97 to present) D	14 - 22 years
Iron Range Resources & Rehab.	Student Worker Program - Internship Programs	\$0	\$363,000	Provide learning experience for students as well as provide a benefit to IRRRB.	150	(1-31-97 to 12-31-97) C	Full-time students
Federal Subtotal		\$0	State Subtotal \$363,000		# Served Subtotal 350		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Rehabilitation Services	Extended Employment (EE) Program		\$10,607,000	To provide the ongoing employment support services necessary to maintain and advance the employment of persons with severe disabilities and persons with severe impairment to employment.	7,300	F	Services under Minn. Stat. 268A.13 to 268A.14 are targeted to persons with mental illness. Services
MDES/Rehabilitation Services	Vocational Rehabilitation (VR) Program	\$30,600,000	\$6,520,000	Provide vocational rehabilitation to individuals with disabilities.	27,000	(10/1/96 - 9/30/97)	F Persons with disabilities with emphasis on serving those with the most severe disabilities first.
Federal Subtotal		\$30,600,000	State Subtotal \$17,127,000		# Served Subtotal 34,300		
MDES/State Services for the Blind Branch	Vocational Rehabilitation	\$6,560,399		To foster the achievement of vocational and personal independence by blind and visually impaired Minnesotans.	2,603	(10/1/96 to 9/30/97)	F Blind and visually impaired persons present in Minnesota who meet the eligibility criteria.
Federal Subtotal		\$6,560,399	State Subtotal		# Served Subtotal 2,603		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Exchange Branch	Veterans Services	\$3,226,000		To assist Minnesota's Veterans with their employment and training needs.	26,181	G	475,000 Minnesota veterans.
MDES/Workforce Exchange Branch	Work Opportunity Tax Credit	\$4,000,000		To provide workforce skills through employment to members of disadvantaged groups by giving employers a tax incentive to hire them.	3,292	(10/01/96 - 9/30/97) A	AFDC recipients; Veterans receiving food stamps for a 3 month period out of the last 15 months; Ex-felons; Youth 18-25
MDES/Workforce Exchange Branch	Trade Readjustment Act/NAFTA	\$1,048,802	PY 1997, TRA \$605,799, TAA \$230,000, NAFTA (TRA) \$161,413, NAFTA (TAA) \$51,590	To provide temporary financial support and retaining to laid off workers and assist them in finding suitable employment as soon as possible.	291	(10/01/96 - 9/30/97) G	Groups of workers certified by the DOL Trade Office as adversely affected due to imports.
MDES/Workforce Exchange Branch	Job Service	\$12,051,447		To place persons in employment by providing a variety of placement - related services without charge to job seekers and employers seeking qualified workers.	112,432	133,853 applicants; 64,473 job orders; 34,576 placements; (7/01/96 to (6/30/97)	Employers and Job Seekers

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Exchange Branch	Reemployment Insurance	\$34,900,000		To provide temporary financial support to eligible unemployed workers while assisting them in their efforts.	153,200	144,600 RI accounts established; 8,600 interstate claims. G (1996)	Targeted unemployed.
Federal Subtotal		\$55,226,249	State Subtotal		# Served Subtotal	295,396	

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Preparation Branch	Displaced Homemakers Work Support		\$250,000	To assist clients who are or retaining a job to gain support from a mentor and group.		na - first year. A	Those having trouble finding or keeping a job.
MDES/Workforce Preparation Branch	8% Education Coordination	\$737,393		Address school-to-work transition services to increase the rate of graduation; provide literacy and lifelong learning opportunities; and provide a statewide coordinated approach, including model programs to train, place, and retain women in non-traditional employment.	805	A	Primary single parent welfare recipients.
MDES/Workforce Preparation Branch	Sister to Sister		\$250,000	Mentoring and support. Establish Network to assist in transition off AFDC.	130	women and children B	Women now on AFDC.

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Preparation Branch	JTPA Title II-A: Training Services for Disadvantaged Adults	\$8,000,000		The program prepares adults facing serious barriers to employment for participation in the labor force by providing job training and other services resulting in increased employment and earnings.	4,308	A	Individuals who are 22 years of age or older who are economically disadvantaged.
MDES/Workforce Preparation Branch	Minnesota Youth Program		\$9,000,000	Reduce learning losses during summer months; improve basic skills and problems solving abilities; provide positive work experience; encourage youth to continue/complete their education; improve leadership, occupational, and citizenship skills.	4,422	(4/1/97 - 9/30/97) C	Pregnant/parenting youth; juvenile offenders; disabled youth; chemically dependent youth.

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Preparation Branch	JTPA Title II - C Youth Training Program	\$940,142		1) Increase long-term employability of youth; 2) Enhance educational, occupational, and citizenship skills of youth; 3) Encourage high school completion; 4) Reduce welfare dependency; 5) Assist youth in making successful transitions from school to work, apprenticeship, the military, or post-secondary training.	1,922	C	Youth who are basic skills deficient; youth with below-age educational attainment; parenting youth; disabled youth;
MDES/Workforce Preparation Branch	Minnesota Youthbuild Program		\$700,000	1) Increase education and basic skills of at-risk youth; 2) Increase employability skills of at-risk youth; 3) Provide leadership opportunities for at-risk youth; 4) Increase affordable housing in Minnesota.	352	(9/1/96 - 8/31/97) C	High School dropouts; pregnant/parenting youth; juvenile offenders; chemically dependent youth; disab
MDES/Workforce Preparation Branch	Opportunities Industrialization Centers		\$525,000	Based on local conditions, training people to go to work.	690	A	Economically disadvantaged, those who fail at traditional educational programs.

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Preparation Branch	JTPA Title II - B Summer Youth Employment and Training Program	\$7,700,000		1) Improve basic skills of youth; 2) Provide a positive work experience 3) Encourage youth to continue /complete their education 4) Improve leadership, basic and occupational skills and citizenship skills.	5,803	(4/1/97 - 9/30/97) C	Disabled youth; youth with basic skills deficiencies; youth with below-age educational attainment; p
MDES/Workforce Preparation Branch	Project S.T.R.I.D.E.	\$21,700,000		Education, job placement, off public assistance.	20,496	welfare recipients (1996) A	Long term welfare, teen parents, youngest child approaching 18 years old.
MDES/Workforce Preparation Branch	Senior Community Service Employment Program (SCSEP)	\$1,779,842		To ensure that older individuals enter into the workforce at a livable wage. To place enrollees first into community service positions and eventually into unsubsidized employment.	463	A	Persons 55 years of age or older with an income less than 125% of Federal poverty income guidelines.

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Preparation Branch	5% Older Worker Program	\$400,962		To ensure the training and placement of older individuals in employment opportunities with private business concerns. Training and placement of enrollees	352	A	Individuals who are 55 years or older.
MDES/Workforce Preparation Branch	Dislocated Worker Program	\$6,100,000	\$18,700,000	To serve individuals at risk of dislocation and to establish employer focused training programs.	13,109	G	Clients dislocated from long held jobs because of factors such as technological changes, investment decisions, changes in
MDES/Workforce Preparation Branch	Enterprise Zone Job Creation Incentive Grants		\$636,000	Recruit and hire, train and retain zone residents in newly created jobs within the zones.	62	A	28 businesses and more than 34 residents. Enterprise Zone Residents and Businesses
MDES/Workforce Preparation Branch	Dislocated Worker Pilot Program		\$1,200,000	To retain jobs by providing job specific skills training.	1,290	G	(7-1-96 to 6-30-97) At risk workers in need of job specific skills

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
MDES/Workforce Preparation Branch	Displaced Homemaker Program		\$1,512,000	To move participants toward financial independence.	1,626	A	Displaced homemaker with minimum of 2 years caring for home and family but lost financial support.
Federal Subtotal		\$47,358,339	State Subtotal \$32,773,000		# Served Subtotal 55,830		
Minnesota Department of Human Services	Refugee Self-Sufficiency Program	\$2,000,000		To help refugees get jobs and become self-sufficient.	1,300	A	Refugees in the High School - 0 to 5.
Minnesota Department of Human Services	Food Stamp Employment and Training Program	\$5,300,000	\$4,000,000	To help food stamp recipients become employed and self-sufficient.	15,500	A	Adult between 18 and 55 years old.
Minnesota Department of Human Services	MFIP Employment Services	\$22,535,000	\$7,500,000	To put participants on the most direct path to employment. Services includes job search, placement, retention and united training.		New Program A	Individuals in Public Assistance.
Federal Subtotal		\$29,835,000	State Subtotal \$11,500,000		# Served Subtotal 16,800		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Minnesota Department of Labor & Industry	Apprenticeship Training		\$536,000	To Register Employer Apprenticeship Training Programs & Register & Graduate Apprentices.	4,538	A	Employer's and Apprentices
Minnesota Department of Labor & Industry	LEAP Grantees		\$204,000	LEAP Program is intended to increase women and minority participation in apprenticeship.	195	E	Employer's and Apprentices
Federal Subtotal			State Subtotal \$740,000		# Served Subtotal 4,733		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Minnesota Dept. of Children, Families & Learning	Youth Works - AmeriCorps	\$829,326	\$286,707	Increase the skills of youth age 17-24, obtain GED's or H.S. Equivalency.	25,000	D	Minority, Male, 17-24.
Minnesota Dept. of Children, Families & Learning	School to Work Project for Cities of First Class	\$0	\$300,000	Involve At-Risk youth in positive STW experiences.	0	D	At risk Students, cities of the first class.
Minnesota Dept. of Children, Families & Learning	Youth Apprenticeship		\$450,000	Development and implementation of new comprehensive youth apprenticeship programs.	250	D	Learners beginning in junior or senior year of high school.
Minnesota Dept. of Children, Families & Learning	Youth Entrepreneurship Grants	\$100,000	\$225,000	To provide development of a youth-run business or new product development as part of a designed educational program.	28	D	Learners in junior or senior year of high school.

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Minnesota Dept. of Children, Families & Learning	Carl Perkins Vocational and Applied Tech (Secondary Educ.)	\$7,353,667		To make the U.S. more competitive in the world economy by improving educational programs leading to academic and occupational skill.	94,201	D	All students grades 10-12.
Minnesota Dept. of Children, Families & Learning	Secondary Vocational Categorical Aid		\$11,771,000	Occupational Skill development, career exploration, career planning, transition to post secondary.	94,201	D	All students grades 10-12.
Minnesota Dept. of Children, Families & Learning	Agricultural Education School-to-Work Grant	\$0	\$275,000	Link Agricultural to Minnesota School to work Performance Indicators	235,000	FY 1999	D Educational Institutions, non-profit organization, government agencies focusing on Agricultural
Minnesota Dept. of Children, Families & Learning	Lifework Learning Sites	\$0	\$993,000	Establish model practice of Lifework Learning, vocational prep, work prep, family & community	0	FY 1998-99	D Learners

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Minnesota Dept. of Children, Families & Learning	Employer Rebate	\$0	\$1,200,000	Provide an incentive to offer internships and apprenticeships for youth educators.	0	New Program D	Employer with less than 250 offering paid internships to educators, youth, or paid apprenticeships
Federal Subtotal		\$8,282,993	State Subtotal \$15,500,707		# Served Subtotal 448,680		
Minnesota OIC State Council	Minnesota Opportunities Industrialization Centers "OIC"	\$2,573,318	\$943,218	Education and Training, Job Placement, Community Service Programs	3,138	FY 1997 A	Unemployed, Underemployed, Adults and Youth and Minorities
Federal Subtotal		\$2,573,318	State Subtotal \$943,218		# Served Subtotal 3,138		
Minnesota Pollution Control Agency	Wastewater Operations Training and Certification	\$0	\$188,093	Maintain well-trained, certified operators of waste treatment systems.	2,621	FY 1997 - 821 certifications, 1,800 persons trained. H	Wastewater treatment operators, collection system operations.
Federal Subtotal		\$0	State Subtotal \$188,093		# Served Subtotal 2,621		

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)	Code for Targeted Population	Targeted Population
Minnesota State Colleges and Universities (MnSCU)	Employment and Training Job Program	\$9,029,051		To make the U.S. more competitive in the world economy by developing more fully the academic and occupational skills of all segment of the population.	86,203	A	Individuals with disabilities, educationally and economically disadvantaged (including foster
Federal Subtotal		\$9,029,051	State Subtotal		# Served Subtotal		86,203
Office of Technology		\$0		\$0			0
Federal Subtotal		\$0	State Subtotal	\$0	# Served Subtotal		0
Total Federal Allocations		\$189,777,974	Total State Allocations	\$89,369,554	Total Number Served		953,550

Employment and Training Job Study - Reporting Departments Without Job Training Programs

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)
-----------------	--------------	---	---	--------------------	--

Bureau of
Mediation Services

Department of
Employee
Relations

Management
Development
Core

Overview of State system
relating to successful
management responsibilities,
trends, etc.

Department of
Employee
Relations

Preventing
Sexual
Harrasment

Overview - definitions, the law,
responsibilities and
accountabilities

Department of
Employee
Relations

Diversity
Awareness

Definitions, behavior, examples
of how diversity relates to work
environment.

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996, to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)
------------------------	---------------------	---	--	---------------------------	---

Department of Employee Relations	Long Distance Supervision			Building and maintaining distance work relationships	
---	---------------------------	--	--	--	--

Department of Employee Relations	Performance Evaluation and Appraisal			Overview of evaluation process of what the State requires, sample tools.	
---	--------------------------------------	--	--	--	--

Department of Employee Relations	Performance Management			Communication as a process, not an annual event.	
---	------------------------	--	--	--	--

Department of Employee Relations	Dynamic Communication			Elements of clear communication - definitions, etc.	
---	-----------------------	--	--	---	--

Department of Employee Relations	Empowerment Through Listening			Definition of good listening, skill building	
---	-------------------------------	--	--	--	--

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)
Department of Employee Relations	Supervisor Core			Give supervisors an overview of supervisory responsibilities in the State system.	
Department of Employee Relations	Orientation for New State Employees			Overview of State system, agency missions, workforce demographics, "getting around".	
Department of Employee Relations	Personal Time Management			Setting priorities, meeting critical deadlines, etc.	
Department of Employee Relations	Personal Power Profile			Gaining/maintaining higher self esteem using Taret Hagbergs Personal Power instrument.	
Department of Employee Relations	High Self Esteem and Peak Performance			Building and maintaining high self esteem	

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)
Department of Employee Relations	Conversational Spanish			Learn basic conversational phrases and basic vocabulary	
Department of Employee Relations	Individual Career Testing and Interpretation			Identify strengths and areas of interest, expertise -- relate this information to other job possibilities.	
Department of Employee Relations	Effective Presentation Skills			Learn to design and deliver dynamic presentations	
Department of Employee Relations	Individual Development Planning			Identifying untapped skills and interests, navigating the State system for new job opportunities.	
Department of Employee Relations	Disability Awareness			Focus on abilities, not disabilities	

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996, to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)
------------------------	---------------------	---	--	---------------------------	---

Department of Employee Relations	Improve your memory			Skills to retain information	
---	---------------------	--	--	------------------------------	--

Department of Military Affairs	No State employment or training programs at this time. See 2a.				
---------------------------------------	--	--	--	--	--

Department of Public Service	The Minnesota Department of Public Service does not have any employment or training programs other than those designed to train our own staff.				
-------------------------------------	--	--	--	--	--

MDES/Production Services Branch	No programs in our branch provide services to aid.				
--	--	--	--	--	--

Employment and Training Job Study - Departments That Did Not Respond

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)
--------------------	-----------------	--	--	-----------------------	---

Iron Range
Resources &
Rehab.

Metropolitan
Airports
Commission

Minnesota
Department of
Finance

Minnesota Dept.
of Administration

Minnesota
Housing Finance
Agency

Department Name	Program Name	Allocations - Federal '97 Fiscal Year (July 1, 1996, to June 30, 1997)	Allocations - State '97 Fiscal Year (July 1, 1996 to June 30, 1997)	Program Objectives	# Served in Program Year (July 1, 1996 to June 30, 1997)
-----------------	--------------	--	---	--------------------	--

Minnesota
Pollution Control
Agency

Office of
Technology

Ombudsman for
Mental Hlth &
Retard.

Public Utilities
Commissioner