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MINNESOTA  
WORK EQUITY DEMONSTRATION PROJECT

MINNESOTA DEPARTMENT OF ECONOMIC SECURITY

DECEMBER, 1981

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## INTRODUCTION

The Minnesota Work Equity Demonstration Project (WEP) funded by a grant from the U.S. Department of Labor explored several key concepts for welfare reform.

1. Mandatory participation of welfare recipients who were receiving Aid to Families with Dependent Children (AFDC), General Assistance (GA), and Food Stamps (FS) in an employment and training program.
2. Consolidated administrative structure.
3. Guaranteed suitable subsidized work for all participants who could not find unsubsidized employment.

From July, 1978 through March, 1981, more than 6,000 welfare recipients in the City of St. Paul and several rural, central Minnesota counties were enrolled in the Project.

The Project provided an opportunity to better understand:

1. The nature of the employment needs of welfare and FS recipients;
2. The relative effectiveness of employment and training activities including the creation of Community Work Projects (CWP);
3. The effects of administering a uniform set of services to welfare recipients affiliated with different welfare programs.

The purpose of this report is to share the experiences and insights gained by the Minnesota Department of Economic Security in implementing a demonstration project that was designed to assist welfare recipients in becoming employed and off welfare.

An independent research firm, Abt Associates Inc., is under contract with the U.S. Department of Labor to complete a final report based on a series of policy and research questions. Abt's evaluation of the demonstration is based on the eight policy questions which the program was designed to address.

1. Is it feasible to create public jobs at or near the minimum wage on a scale sufficient to assure a suitable job to all families with children, and possibly for other income transfer recipients?
2. Can work/training requirements be administered uniformly across mandatory referrals from several income transfer programs?
3. Was the consolidated administrative structure for the Minnesota program a feasible model for national welfare reform?
4. What was the impact of WEP on participants while they were in the program?
5. What were the local labor market impacts of WEP?
6. What was the post-program impact on WEP participants?

7. What were the comparative costs of WEP versus straight income transfer programs?
8. Was WEP politically feasible; that is, was it generally acceptable to the public?

In contrast to Abt's research orientation, this report offers an administrative point of view, and it was from the latter perspective that this report was developed.

The cover of the report is a photo copy reduction of a sign which was posted in all WEP locations. This sign was produced in response to the concern for protection of the rights of all participants. In addition to English, the languages included are Vietnamese, Dakota Indian, Ojibwa Indian, and Spanish.

The participant and fiscal information are presented in the same format in which they were reported to the DOL Regional and National offices.

The intent of this approach is to provide a factual description of the Work Equity Demonstration rather than an evaluation of the Project.

The report includes a chronology beginning with the early conceptualization of WEP. This is followed by a description of the Project components, the events leading to its implementation, and problems occurring during operation through phasedown and closeout. After presentation of participant characteristics and project results including financial and cost analyses, there is a section dealing with questions posed by the Chicago Regional office of the Employment and Training Administration, U.S. Department of Labor.

The methodology included a review of files, documents, letters, memoranda, reports, grant modifications, etc.. Information included in the report was limited to the information and events which are supported by written records.

There were additional decisions, events, and changes for which there is no written documentation. It is likely that certain aspects of the project have escaped inclusion in this report because they could not be documented.

## BACKGROUND

Early proposals developed by the Governor's Manpower Office (GMO) not only were based on papers prepared by U.S. Department of Labor (DOL) staff, but in many instances appeared to duplicate the suggestions presented.

One of these, a DOL paper on Work Equity prepared in September, 1975, proposed serving Aid to Families with Dependent Children (AFDC) and Unemployment Insurance (UI) recipients on a nationwide basis. That paper cited reasons for including these recipients as "present costs of the U.I. system threaten the employer-financed insurance ..." and "... growing public resistance to maintaining employable individuals on welfare." AFDC was chosen as the welfare group to be included because it was "... the nation's largest and most costly welfare program...". Basically, the intention was to serve those who were long-term unemployed, especially heads of households receiving welfare, and individuals who had exhausted entitlement to regular and extended U.I. benefits. To implement this program, it would have been necessary to amend U.I. and Social Security legislation at the national level. The Work Incentive (WIN) and Food Stamp programs as they existed at that time would be phased out gradually, probably within two years. Eventually, the program was to include all U.I. claimants who were receiving extended benefits.

The primary service was to be provided through Community Service Projects (CSP) which were very similar to the original Community Work Projects (CWP) envisioned by the Governor's Manpower Office (GMO) for the Work Equity Project (WEP). The participant would work for a public, non-profit organization or agency and be paid for 40 hours per week at the federal minimum wage. This work would continue for a period of six months. At the end of each six-month period, participants were to be re-assessed to determine whether they were able to obtain unsubsidized employment, needed additional time in a CSP, or required services other than CSP. Other services available through this program were expected to be training, which would be furnished by Concentrated Employment and Training Act (CETA) Prime Sponsors through funds already appropriated to them, and Public Service Employment (PSE) employment. This paper assumed that all interviewing and assessment would be done by the Employment Service (ES). This would require the establishment of a separate unit within ES to administer WEP and with separate funding for WEP. The cost of the program was to be relatively modest. The cost of administration was expected to be absorbed in part by ES, U.I., and CETA. The weekly wage paid on a CSP would be the difference between the federal minimum wage and the amount of the income transfer payments. The cost of training would be provided by CETA, and the cost of PSE would be borne in part by the employer. For PSE, the employer would be required to pay the difference between the basic grant and the entry wage for a comparable job.

Simply stated, the 1975 paper from DOL proposed a nationwide program which would:

1. Phase out the WIN Program within two years.
2. Require AFDC recipients to "work off the grant" while receiving supplemental benefits as an incentive.

3. Require U.I. claimants receiving Federal Supplemental Benefits and Supplemental Unemployment Allowances to work off the U.I. benefit payment, with an additional amount provided as an incentive.
4. Fund a separate unit in ES to administer WEP and to provide all intake, assessment, and referral for services.
5. Require U.I. to process all AFDC grant payments, as well as U.I. payments to WEP enrollees.
6. Require CETA Prime Sponsors to include AFDC and U.I. recipients in their target populations and provide training to them.

One of the other papers from the Department of Labor which figures prominently in the GMO proposal was dated May 7, 1976. This proposal included only employable AFDC recipients on a nationwide basis. It was not a departure from the WIN model and did not propose to eliminate WIN or to impact significantly on CETA. It suggested a Public Employment (PE) component which, again, was very similar to the CWP and was viewed as an add-on to WIN services and funding. Also in this proposal, AFDC recipients would be required to work off their grants. The PE component was to provide non-transitional employment in public, non-profit agencies at the federal minimum wage. It required that all individuals referred to WEP be given a period of intensive job search immediately following registration. For those not able to secure employment after a "reasonable period," there would be assignment to a PE for five months. This would be followed by one month of intensive job search and reassignment for additional periods as needed. The types of projects suggested for PE jobs were very similar to those listed in the GMO proposal for WEP. They included jobs such as house rehabilitation, bicycle paths, energy conservation, and day care. The cost of this program was much more modest than that in the GMO WEP plan. It was expected that WIN would absorb most of the participant services and administrative costs. This would allow 95 percent of the funds to be paid to participants in wages, benefits, and social services. It was expected that the benefits to the communities as a result of these goods, services, and facilities would equal more than the total cost to DOL to operate the program.

There were three State versions of WEP which preceded the proposal which was the basis for the planning grant.

The first of these was in July, 1976. This version was to include 46 counties in the CETA Balance of State (BOS) except Region I, Region III (except Duluth), and the City of St. Paul. Populations to be served were AFDC, GA, and Food Stamp recipients, and U.I. exhaustees and volunteers. There were to be 11,450 individuals served at a total federal cost of \$6,411,400. The State match was to be \$1,150,400 and would include both hard and soft match. The match was essentially the amount of the "work-off-the-grant" payments which would have been paid to income transfer recipients. Thus, the cost of the project would be the difference between the benefit level being received through income transfer payments and the amount of earnings based on federal minimum wage at 40 hours per week. Most of the cost of administration and other services was to be absorbed by current programs. What later became known as CWPs were known as Public Sector Jobs (PSJ) in this version. PSJ would last for 13 weeks, followed by job seeking skills and assessment of training needs. This would be repeated as many times as necessary to obtain unsubsidized employment. The project would

be administered and sponsored by GMO. The Departments of Public Welfare and Employment Services (ES) would work with GMO to remove administrative and legal barriers. Region III and St. Paul were to be "subagents," with BOS under direct control of the GMO. This version was sent with a cover letter from the Minnesota Governor to the Secretary of Labor. The letter includes the Governor's endorsement of the idea and introduces the "...attached paper from the Director of the Governor's Manpower Office ...". It also indicates that the GMO will "... elicit the full cooperation of other State agencies ...".

The second version of the project was prepared in August, 1976. The plan was to serve approximately 12,000 participants, and was not significantly different from the first version in population served or payments to be made to participants. The area included only the 46 counties in Southern Minnesota, and excluded Region III, Region I, and the Minneapolis/St. Paul SMSA, with a provision that the City of St. Paul would be included if "slots were available". The federal cost of the project would be about 85 percent (\$6,716,800) and the state cost about 15 percent (\$1,150,000). In addition to these amounts, income transfer payments normally made from welfare and U.I. were to be transferred from DPW and ES to GMO. GMO would pay one check of \$92 per week to each participant. Income transfer money would account for \$11,990,800. Again, it was a "work-off-the-grant" project, with additional benefits to individual participants dependent upon the difference between the amount of their income transfer payment and the federal minimum wage (\$2.30 per hour at that time).

The third version of the project was a little more complex than the first two and was completed in September, 1976. It was described as being "designed as a Community Work Project program." This appears to be the first reference to CWP as it eventually evolved in the "work-off-the-grant" portion of the project, and in all later versions was known as a CWP. An additional difference between this and the earlier versions was that job search would be done by the participant on a weekly basis for a minimum of five hours each week, with intensive job search conducted on a monthly basis. Participants were to be paid for 35 hours a week at the federal minimum wage. It was expected that no one would participate in a CWP for more than 26 weeks. Populations included new AFDC mandatory enrollees and WIN "inactives," GA recipients, Food Stamp recipients, and U.I. volunteers and exhaustees. It was planned that intake would begin on 12/1/76 and would continue through 9/77 (36 weeks of operation). This was to be followed by a 16-week phaseout period to be completed by 11/30/77. This version contains an addendum for the City of St. Paul Project. A DOL memo on this version indicates that there would be 25,000 people served at a total cost of \$17,000,000. State and local funds would provide \$4,000,000 of the total. It was planned that almost 5,000 new jobs would be created in rural Minnesota to provide CWP slots. The objectives of this version were; (1) conversion of income transfer payments to wages; (2) one standard work requirement for the three different income transfer payment programs; (3) to test the strength of the work ethic and; (4) to establish an effective link among the several State agencies.

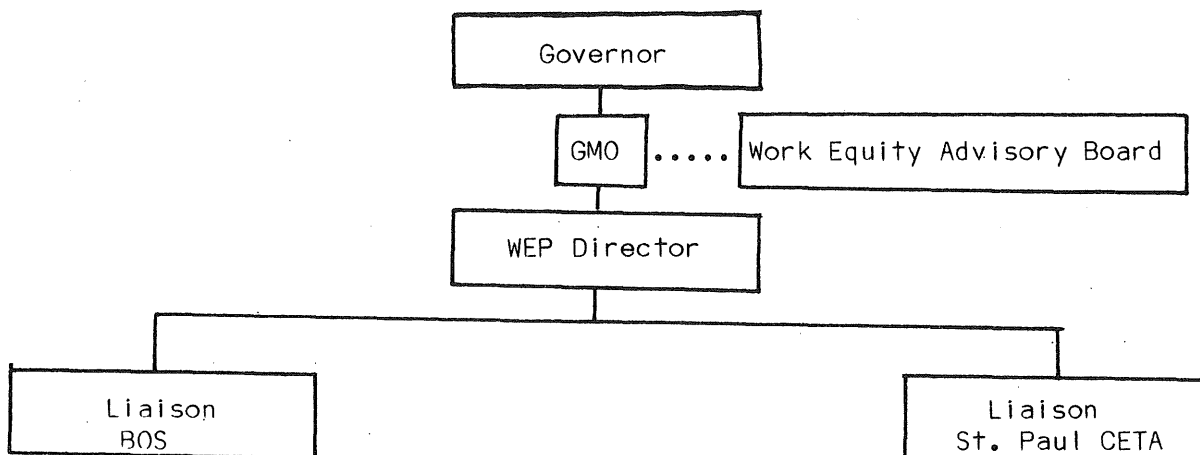
The proposal which was to be the basis for the planning grant was prepared in October, 1976. The cost of this grant was to be \$14,533,446 from DOL, plus \$13,900,000 in State income transfer payments to serve 18,900 persons in one year. Participants included AFDC, U.I., GA, and FS recipients. Areas of the state to be included were 46 counties in BOS (excluding Region I) and St. Paul. The basic service of the program was the CWP which would pay the federal minimum wage for 40 hours per week. This wage would include (replace) the income

transfer payment previously received. Although there was some provision for training other than OJT, when training was discussed in the proposal, it was identified as OJT or PSE. The participant would receive one check. U.I. would pay the check to those previously receiving U.I. benefits, and St. Paul and GMO would pay the check to those previously receiving AFDC, GA, or FS. Again, this would require a transfer of funds from DPW to GMO for distribution and administration. The project contained two versions at significantly different costs. If U.I. were to be included on a project-wide basis, the cost would be approximately \$29,000,000 for 19,000 participants. If it developed that this was not possible, then a U.I. sample from the St. Cloud area would be included, lowering the cost to \$22,000,000 to serve approximately 13,500 participants. Operational planning was to be completed between 11/15/76 and 3/1/77. CWP slots were to be developed between 1/1/77 and 2/28/78. In this proposal, interagency relationships and administrative structure for the project were defined.

For the first time, the WIN "hold harmless" was mentioned. This provision was to assure that WIN funding in future years would not be adversely affected by reduced client intake or outcomes produced during the operation of WEP.

BOS and St. Paul CETA were to operate WEP and establish the community relationships required to make the CWP slots available and to assure the success of the project. GMO was to be the administrator of the project and develop the program. To assist GMO in project development, an advisory board was to be created. This board was to be advisory to the Governor and to the GMO. It was to include chief administrators of GMO, DES, DPW, BOS/CETA, St. Paul/CETA, labor, and the private sector.

The WEP Organization chart was as follows:



The planning grant which was signed by DOL on 11/9/76 funded GMO for \$151,000 to complete WEP planning between 11/14/76 and 3/31/77. DOL specified that there must be staff from MDES, DPW, and St. Paul funded by the planning grant to participate in this planning phase. The two assignments to be completed during this period were (1) develop the objectives for the project and (2) develop a proposal for design and implementation of the project. All DOL contact prior to the signature of the planning grant appeared to be at the national level. The planning grant was signed by the Regional Administrator and indicated that a "Regional Federal Representative shall represent the Regional Grant Officer" in the project. It appeared that control of WEP had now been established at the Regional rather than at the National level.

## PLANNING

### Work Groups

In compliance with the planning grant, a State work group was formed. This work group included representatives from the GMO, DPW, St. Paul CETA, BOS CETA, and MDES. The group attempted to define and articulate objectives; determine income transfer recipients to be served and areas of the State to be included; and clarify roles and responsibilities of the participating agencies.

The federal work group consisted of representatives from the U.S. Department of Labor; Assistant Secretary for Policy Evaluation and Research; and the following offices in the Employment and Training Administration: Office of Policy Evaluation and Research, Office of Comprehensive Employment Development, Office of Program Operations, Office of WIN, U.S. Employment Service, and Unemployment Insurance Service. In addition, representatives of the U.S. Department of Health, Education and Welfare (now U.S. Department of Health and Human Services) were involved. These representatives met and evaluated the Project planning and addressed specific problems such as the role of the State agencies, the income transfer groups to be included, the areas to be served, and the conditions of participation.

During that same period the State Advisory Council was meeting. Its members included the Deputy Director of the Minnesota State Planning Agency; the Commissioner of DES; the Deputy Commissioner of DPW; an AFL-CIO representative; a representative from the Minnesota Association of Commerce and Industry; St. Paul CETA; BOS CETA; and a general public representative. This State Advisory Council addressed the same topics as the State and federal work groups.

The work of these three groups provided the basis for the policy decisions that were reflected in all subsequent grant modifications. Significant changes that occurred included:

1. Dropping U.I. participants;
2. Deciding that WEP would be a mandatory Project;
3. Committing PSE funds by the CETA operators;
4. Developing an administrative structure which included the four cooperating agencies;
5. Redefining the role of each of the cooperating agencies (serving to minimize the turf problems which had emerged);
6. Changing from minimum to prevailing wage;
7. Agreeing that WEP would operate in place of WIN in certain areas; and
8. Recognizing the need for a State Rule to govern operation of WEP; State law amendments to include additional AFDC counties and the GA population; the need for a section 1115 Waiver from HEW for AFDC participants; and the need for permission from the Department of Agriculture to include FS recipients.

Although these work groups identified things to be done before WEP could become operational, none of the tasks could be completed by March 31, 1977.

On March 23, 1977 Grant Modification #1 was signed. This extended the planning period to June 30, 1977.

Meetings of the work groups were less frequent during this period. The GMO, as administrator of the WEP Grant, took a strong lead in preparing a Grant Modification which was submitted to the Regional Office on May 6, 1977. This proposal requested funds in excess of \$43 million. It contained a joint agency statement of intent signed by GMO, DPW, DES, and St. Paul. In effect, this was an agreement to cooperate with GMO and an endorsement of the proposal by DES, DPW, and St. Paul. The proposal defined goals, outlined duties of the cooperating agencies, elaborated on the types of jobs to be included in the CWP component, specified types and amounts of payments to participants, and generally expanded on material in the planning grant. It was not funded.

Grant Modifications numbered 2 and 3 extended the planning period and provided an additional \$30,000 to fund planning staff to September 30, 1977.

A proposal submitted in August, 1977 was not funded. The Regional Office set a deadline of September 30, 1977, as the time WEP was to submit an acceptable proposal or forfeit the opportunity to operate a welfare demonstration in Minnesota. On September 27, 1977 Grant Modification #4 was signed. WEP was funded for \$6,800,000 for the first year of operation. Special conditions imposed by the Regional Office and attached to the Grant included:

1. While negotiations were in progress, a non-WEP contribution would be maintained;
2. If additional funds became available, BOS Regions 9 and 10 (see map) would be funded; and
3. Any dispute would be resolved by a written determination of the Grant Officer.

#### Project Objectives

This Grant Modification had two sets of objectives. These were the Program Objectives and the Operational Objectives. They are included here.

The primary Program Objective of the Project was to test aspects of the Administration's welfare reform job track. In particular, it was to test the capability of employment and training institutions associated with the Department of Labor to create public jobs on a large scale for public assistance recipients. Other objectives were:

1. To test the operational feasibility and effectiveness of a uniform work/employment training requirement for AFDC, GA and FS populations;
2. To test the operational feasibility and effectiveness of a new administrative system which would directly link employment and training programs and agencies with income transfer programs and agencies;

3. To determine the effectiveness of a new administrative system in finding permanent unsubsidized employment for the AFDC, GA, and FS populations;
4. To compare the costs of WEP with the costs of the income transfer programs it was replacing;
5. To determine the effects of WEP on project participants in terms of their personal satisfaction or dissatisfaction; and,
6. To determine the acceptability of WEP to the affected communities.

The Operational Objectives were:

- I. After completing the WEP activities, then:
  - A. Thirty percent or more of the WEP participants were to be employed in unsubsidized employment.
  - B. Seventy percent or more of the WEP participants would be retained after 90 days of employment.
- II. If uniform work and training requirements were established for AFDC and GA recipients, then:
  - A. Costs would be less than other income transfer programs.
  - B. Benefits would be greater than other income transfer programs.
  - C. Process time would be less than the process time for the control groups.
- III. If welfare recipients participated in WEP, then:
  - A. Their attitudes toward work would be more favorable than the control group's attitudes toward work.
  - B. The anxiety toward leaving welfare programs would be less than the control group's level of anxiety.
  - C. They would exhibit a more positive self concept than the control group's self-esteem.
- IV. If communities adopted WEP community projects, then:
  - A. WEP participants would feel more useful than the control group.
  - B. Community betterment would be greater than the control group communities.

The implementation schedule was to include a planning phase from October 1 to December 1, 1977. Proposed start up dates for Project operations were as follows:

|             |          |              |
|-------------|----------|--------------|
| St. Cloud   | 12/01/77 | (4 counties) |
| Marshall    | 12/15/77 | (4 counties) |
| Worthington | 01/15/78 | (5 counties) |
| St. Paul    | 01/15/78 | (1 county)   |
| Montevideo  | 02/01/78 | (5 counties) |
| Willmar     | 03/15/78 | (4 counties) |
| Mora        | 03/01/78 | (5 counties) |

The Project was to operate in five regions which included 27 counties and the City of St. Paul. Twenty counties in BOS Regions 9 and 10 were to be added if additional funds were made available. Counties to participate in WEP were chosen based on the severity of unemployment, median family income, ethnicity, and economic structure.

The Registrant Flow Chart outlined the way in which participants would proceed from WEP intake to unsubsidized employment.

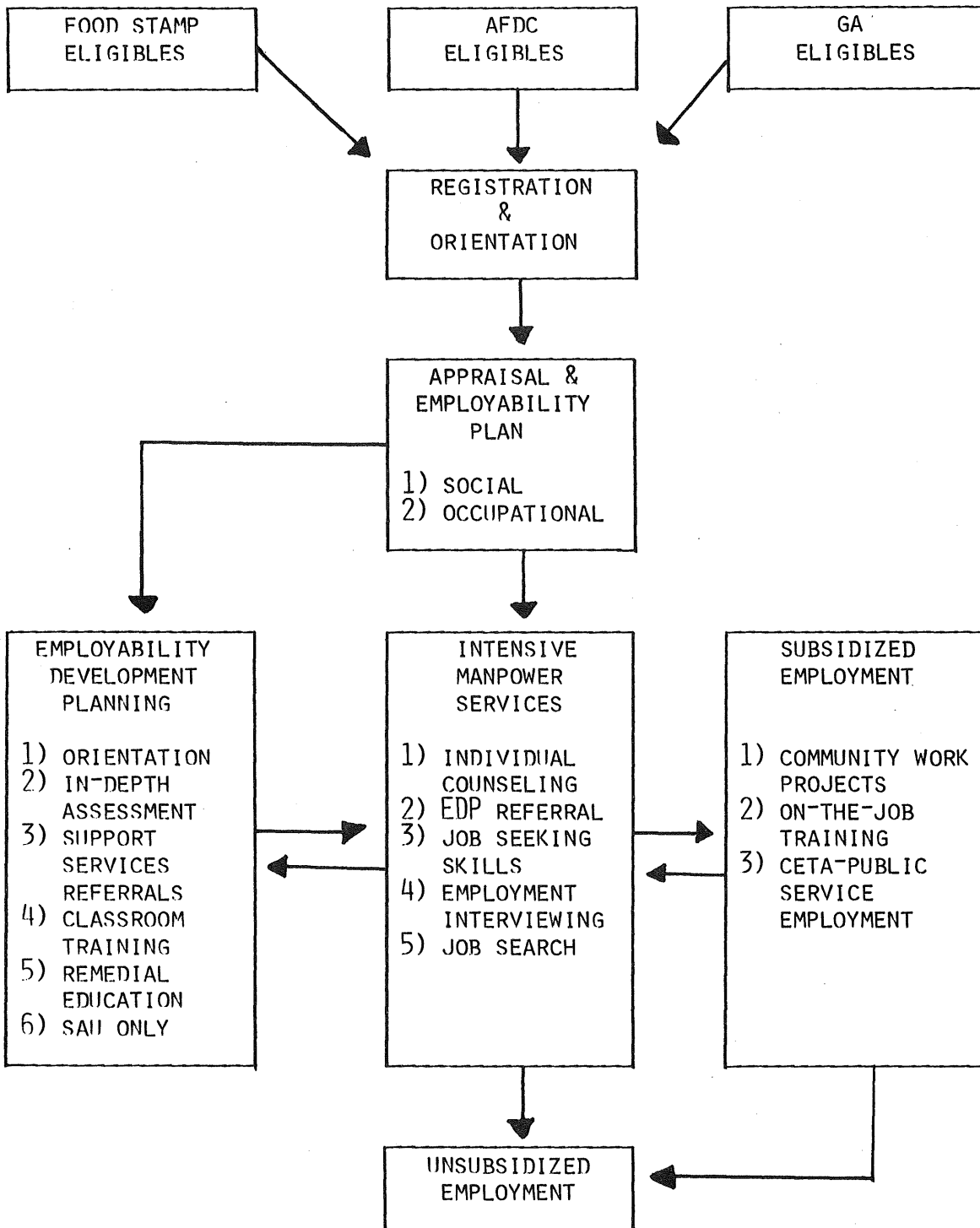
WORK EQUITY PROJECT

REGISTRANT FLOW

EMPLOYMENT SERVICES  
DETERMINES:

COUNTY WELFARE  
DETERMINES:

COUNTY WELFARE  
DETERMINES:



### Component Descriptions

Referrals were to be made from county welfare offices and DES.

The Registration and Orientation process included completion of required forms by the applicant, a face-to-face interview with a WEP staff person, a description of WEP services, a statement of participant rights, and an explanation of the obligations of the participant to WEP.

Following the Registration and Orientation process, each WEP participant would participate in an Appraisal where an Employability Plan (EP) would be initiated. The significant determinations to be made during the Appraisal were (1) the social services necessary to enable the individual to participate in WEP and (2) an evaluation of the job readiness of the individual.

The Intensive Manpower Services (IMS) component was designed to serve those who were appraised as job ready. Services included (1) Individual Counseling (2) Job-Seeking Skills Training (3) Employment Interviewing, and (4) Job Development. The type of Individual Counseling included in IMS was verification of vocational choice or identification of additional employability assessment required before job referral. The Job-Seeking Skills included individual, intensified training designed to provide a participant with the ability to present his or her job qualifications to employers most effectively. The Employment Interviewing (job search) activity was to be directed toward obtaining unsubsidized employment in the shortest period of time, making use of the Job Bank listings. Those who were not able to find employment in this way would receive additional help through Job Development. One method of job development to be employed was the conventional one, where a WEP staff person would present the qualifications of the participant to the employer. Two new concepts which were to be used were Job-Finding Clubs and Peer Group Placement. These will be discussed later as part of the innovative features of WEP.

Those participants in WEP who were not immediately job ready would be referred to the Employability Development Planning (EDP) process. In this process, the CETA team approach was to be used. Additional orientation sessions for these participants would include an explanation of the team approach, the high-support follow-through, the testing and other evaluative procedures which might be used, and the roles of those who would be working with the participants. Services to be provided would be in-depth assessment, referrals for specialized support services from the welfare office, specialized classroom or remedial education, or specialized services for those who needed extensive services before being able to participate fully in WEP.

There was provision for referral to and from Intensive Manpower Services, Employability Development Planning and Subsidized Employment. An individual who became a candidate for employment but was not able to secure unsubsidized employment would be referred through IMS to Subsidized Employment. Subsidized Employment included On-the-Job Training (OJT), CETA Public Service Employment (PSE), and Community Work Projects (CWP).

The OJT component was to follow the same rules as WIN and CETA. Employers were to be reimbursed in an amount up to 50 percent of the participant's salary to cover costs of training. The length of an OJT contract was determined by the

amount of training required for the job, but would be no more than six months. In return, except in unusual situations, the employer would retain the participant in unsubsidized employment when the contract ended.

Since WEP had no PSE component, and if it appeared that a participant could benefit from PSE participation, he/she would be suspended to CETA. The BOS and City of St. Paul CETA Prime Sponsors were to set aside resources to be available to cover these costs.

Participants who appeared to be able to benefit from a work/training situation but were not ready for a PSE or OJT setting were to be referred to a CWP. This will be discussed in the section on innovative aspects of WEP which follows the WEP Payment chart.

The following chart provides a summary of the types of payments which were to be provided to each Work Equity participant. In all cases allowances would be non-taxable. Wages were to be subject to federal, Minnesota State, local and FICA withholding laws.

#### WEP PAYMENT CHART

| <u>COMPONENT</u>                                     | <u>TYPE OF PAYMENT</u>                              |
|------------------------------------------------------|-----------------------------------------------------|
| Registration, appraisal, orientation, and assessment | Payment based on federal minimum wage               |
| Intensive Manpower Services (IMS)                    | Payment based on federal minimum wage               |
| Classroom Training (CT)                              | Allowance, based on minimum wage                    |
| Community Work Projects (CWP)                        | Wage at prevailing wage rates (WEP provided)        |
| On-the-Job Training (OJT)                            | Wage (employer provided)<br>Training (WEP provided) |
| CETA Public Service Employment (PSE)                 | Wage (CETA provided)                                |

#### Innovative Aspects

In addition to the way in which incentive and wage payments differed from WIN and CETA, there were three innovative aspects of WEP. These were (1) Community Work Projects, (2) Job-Finding Clubs, and (3) Peer Group Placement.

Community Work Projects were to combine work/training experience for WEP participants and provide beneficial services to the community. WEP was to have no Work Experience (WE) component or PSE component. The CWP was to combine the most desirable aspects of both WE and PSE. Jobs were to be developed to provide for the particular needs of the participant. Job sites required approval by community groups as well as WEP staff before contracts could be written. Contracts for worksites could be written for as long as one year; however, a participant was to remain at a worksite for no longer than 12 weeks. During

that period of 12 weeks, the participant was to spend at least five hours in paid job search each week. At the end of the 12 weeks, a participant was to return to the WEP Center for intensive job search and re-evaluation of his/her potential. If no unsubsidized employment could be found for the participant, he/she might be placed in a different component such as, Classroom Training, OJT, or PSE. If this was not appropriate or possible, he/she could have a new CWP site developed or be returned to a previous CWP job site. Frequency of monitoring or participation and progress at a CWP was not uniform. It was based on a schedule which was developed from assessment of the needs of the participant and an evaluation of the job-readiness of the individual.

Job-Finding Clubs were to be group job seeking and job development. A WEP staff person was to act as group facilitator. Prior to assignment to a job club, participants would be assisted in evaluating their individual assets and taught how to present them to prospective employers in the most effective manner (job seeking skills). Participants would then learn to write resumes and utilize all available tools for uncovering job leads. They would be taught to use want ads, telephone yellow pages, professional and social contacts, and relatives and friends in addition to the Job Service. They would also learn to make personal and telephone contacts on a random basis. In instances where participants uncovered job vacancies which they were not able to fill, they were to share those job leads with other members of the group for whom they might be suitable. This was to be an intensive effort and required participation five days a week. The success of the effort was to be enhanced by peer group support and peer group pressure. Job clubs were not used extensively, but were tried in three offices during the final months of operation.

The third innovative aspect was to be Peer Group Placement. WEP participants were to be suspended to CETA PSE jobs where they would work as job developers. These PSE jobs would be located at the Job Service office. Job Service staff would train them to do job development for other WEP participants. This was to be individualized job development by WEP participants who were contacting employers on behalf of their peers. The reason for this was to determine whether they would be able to present the qualifications of their contemporaries to an employer and to develop job leads for them more effectively than professionals in the field. Unfortunately, this concept was not tested.

#### WEP Management

Between the time when the first work group was formed and the time when Grant Modification 4 was signed, there had been several changes in WEP management. There had been several Directors. There was almost a complete turnover of staff in the WEP Central Office. Three State Departments (GMO, DES, and Vocational Rehabilitation) were being combined into one at the time when Grant Modification 4 was produced. Two of these (GMO and DES) were WEP participating agencies. There was an interim caretaker in charge of WEP activities during this time. Since the concept of a director appeared to be unsuccessful in securing cooperation of the four participating agencies, it was decided to change the function to a coordinator rather than a director. The coordinator was to supervise the WEP Central staff. To assist the coordinator and to promote cooperation among the participating agencies, a Policy Board was formed.

The Members of the WEP Policy Board included representatives of DES, DPW, BOS, and St. Paul. All policy decisions required consensus of the group. If any

member dissented and the issue could not be resolved at the Policy Board level, the issue was to be sent to the Commissioners of DES and DWP and the Mayor of St. Paul for a decision. The Policy Board met frequently in the early stages. Issues discussed included participant eligibility, procedures for referral to WEP, length of participation in components, and wages and incentives to be paid. The Policy Board also monitored production of the Operations Manual, changes in Minnesota State law, production of a waiver package to be sent to HEW for approval, production of Grant Modifications, and writing of a State Rule (DPW Rule 63) to govern WEP. The Policy Board existed until WEP became operational.

When WEP became operational, it was decided there were no more policy decisions to be made; therefore, the Policy Board was renamed the Management Board. The Management Board was to make all management decisions as a group. The successes and problems of the Management Board will be discussed in a later paragraph.

It was necessary to amend Minnesota law to permit the Commissioner of DPW to mandate participation of Minnesota counties which had not previously been in WIN and to mandate participation of General Assistance (GA) recipients in WEP. The AFDC, WIN and FS recipient participation was covered by existing federal law so there was no need to include them in the legislation.

#### 1115 Waiver

Although these two groups (AFDC and FS) were required to participate because of federal law, waivers were required because of differences in registration and terms of participation. As an example, it was necessary to get permission from the U.S. Department of Agriculture (USDA) to allow participation in WEP to substitute for required registration at Job Service offices for FS recipients. It was also necessary to obtain a waiver of WIN regulations from HEW to allow for the differences in payments and limits of participation for former WIN participants. This waiver, the 1115 Waiver, was to be submitted to HEW for approval before WEP could become operational. The waiver package was a rather lengthy document and contained items such as statements of background of the program operators including staff, fiscal, and participant reporting capabilities; justification for operation of such a project; and the products that would result from the WEP demonstration.

In addition, the 1115 Waiver was necessary to allow the following variances from the existing WIN program:

1. Waiver of Statewideness, which allowed the Project to operate on a limited geographical basis;
2. Waiver of the One-hundred-Hour (100-Hour) Rule for AFDC Unemployed Parents (AFDC-UP). The WIN regulations required that any AFDC-UP working more than 100 hours per month would be removed from welfare. It was felt that this waiver was necessary because of the extensive use to be made of the CWP component, which was full-time employment; and,
3. WIN Regulations provided that if an AFDC-UP failed to cooperate, the needs of the entire household were removed from welfare. The 1115 Waiver required that only the needs of the non-cooperating parent would be removed from the grant.

Waivers 2 and 3 were necessary to provide equity to all those participating in WEP.

#### Institutional Review Board

As a result of the need to obtain 1115 Waivers and the request for them, HEW required that the State of Minnesota submit the WEP Plan to a Human Subjects Committee for review to assure that participants in this "experimental" Project were not going to be put at risk. A request to review the Project was submitted to the Minnesota Human Subjects Committee. After several discussions, that Committee determined it would not be appropriate for them to review WEP. Their function was one of determining that the health of a participant in an experiment would not be adversely affected. Since WEP did not contain any provisions that might adversely affect the health of a participant, it was determined that a separate review board needed to be established. At the direction of the Governor, the Commissioner of DPW appointed a board called the Institutional Review Board (IRB) consisting of seven members. Their backgrounds included academia, welfare, minority groups, and community programs. Coordination and recording functions were provided by DPW. After many meetings and after testimony from welfare rights groups and representatives of BOS, St. Paul and WEP Central, the IRB recommended to HEW that participants would not be at risk if the following safeguards were observed:

1. Informing Participants:  
Participants were to be fully and fairly informed of their rights, responsibilities, and opportunities within WEP.
2. Advocacy:  
A system of advocates would be established to serve each WEP center to assure that the legal rights of recipients were protected throughout the WEP process.
3. Employability Plan:  
The employability plan was to be "designed to lead to employment and ultimately to self-support", and should contain "a definite employment goal".
4. Supportive Services:  
All psychological, psychiatric, family, or mental health counseling and services, including associated testing, were to be voluntary.
5. Health-Related Concerns:  
Participants were to be advised that if, for medical or health reasons, they perceived participation in any phase of WEP to be inappropriate, medical evaluation (at no cost to the participant) would be available.
6. Community Work Projects:  
Selection of Community Work Project sites was subject to review by a committee of community members.
7. Confidentiality:  
The identification of an individual as a WEP participant was to be held to an absolute minimum and be made available only to enhance the employment plan.

8. Grievance and Adjudication Procedures:

All participants were to be informed verbally and in writing of the availability of the WEP Grievance and Adjudication Procedures, and there would be no loss of benefits during the grievance and adjudication process as provided by law.

9. Abt Associates:

Participants were to be accurately informed of the fact that they were not required to participate in Abt interviews, and after consenting to initial participation could withdraw their consent without penalty.

10. IRB Continuing Review:

The IRB was to meet at least quarterly during the duration of WEP to review the conditions established, receive reports from the coordinator and/or their staff, and was to review the conduct of WEP as it pertained to the authority of the IRB for maintaining that WEP participants were not at risk (as defined).

It was interesting to note that during this period, the IRB had rather serious reservations about damage that might be done to WEP participants by WEP. Their attitudes changed to the point that, when WEP was being closed out, the IRB would have advocated for a continuation of WEP.

DPW Rule 63

After enactment of State legislation, approval by the IRB, and approval of the 1115 Waivers, it was still necessary to write a Rule to cover operation of WEP. The Minnesota Administrative Procedures Act provided for promulgation of temporary and permanent Rules. WEP chose to promulgate both types. Writing of the Rule was begun in 1977, and in February 1978 informal Hearings were held in St. Paul and St. Cloud. It was intended that some of the fears being expressed by welfare rights groups might be allayed if they were given an opportunity to provide input to WEP at a public forum. Although there had been demonstrations and public protestations, attendance at these meetings was very limited. The comments received at these meetings were incorporated into the Rule to the extent they were appropriate.

In May, 1978, notifications of the promulgation process were made through designated publications. Hearings on the temporary Rule were held in late June, 1978. These hearings were held in St. Paul, St. Cloud, and Appleton. Following the hearings, the Minnesota State Hearing Examiner prepared a transcript of the hearings and cited the questions to be answered and changes needed before the Rule could be approved by the Minnesota Attorney General. It was necessary that the temporary Rule be approved before WEP could become operational. The Attorney General approved the temporary Rule on July 17, 1978. It was effective for 180 days, at which time the permanent Rule was to take effect. The permanent Rule became effective on February 5, 1979.

Operation Manuals/Training

Three Operations Manuals were developed. Originally it was expected that the WEP Central staff would write one Operations Manual which would cover all procedures to be used in WEP. Since WEP was a project which was to stand in place of WIN in certain Counties for a short period of time, the decision was to

use a modified WIN Operations Manual. This would incorporate differences resulting from the 1115 Waivers and the requirement that the Management Information System (MIS) produce CETA-type reports.

The WEP Central staff produced an Operations Manual which, after several modifications, was approved by the WEP Policy Board. Meanwhile, the program operators (St. Paul and BOS) had determined that they would produce their own operations manuals. The BOS WEP used information contained in the WEP Central Operations Manual to modify the CETA Manual in use by their staff in Montevideo, St. Cloud and Mora. The result of this was an operations manual which focused more on the reporting instructions than on the operations. St. Paul, in creating their WEP Operations Manual, used information from the BOS WEP Manual to modify their CETA Manual.

Although all three Operations Manuals had some similarities, there was not one standard Manual in use for BOS and St. Paul. As the project operations progressed, the manuals were revised. Most often the manuals were revised so they would agree with the way the Project was operating. The Operations Manuals became tools of the Project operators rather than a guide for the direction of the Project.

One of the products of WEP was to be a training package which could be used to replicate WEP in States where a welfare reform project was to be implemented. It was expected that there would be extensive training prior to startup. Training would also be administered at intervals throughout the operations phase as the need was indicated by project monitoring results or as requested by program operators.

The WEP Central Office developed several training outlines. None of these was made into a complete training package because of changes in WEP Central administration and staff. Early in 1978 it was determined that a training package should be developed by WEP Central. Before this training could be used, it would require approval by the Policy Board and the Project operators. A training package was developed; however, it was never used.

BOS decided to conduct its own training, possibly making use of some of the elements in the WEP Central training package. For a time, BOS worked on its training package at the same time that WEP Central was attempting to revise its training package to meet the needs expressed by BOS. Eventually, and in a rather hurried fashion as WEP operations were about to begin, BOS scheduled training. The BOS Training Coordinator for WEP assigned certain sections of the training to BOS staff and others to WEP Central. The training was sketchy at best. After rather brief presentations in formal training sessions, the newly assigned BOS WEP staff were assigned to BOS CETA staff for on-the-job coaching. This resulted in a loss of the WIN influence on WEP operations. There was never an appropriate mix or emphasis on the elements which were CETA oriented and those which were WIN regulated. An additional problem was that many of those who were doing the on-the-job coaching were new to the Work Equity Project. This resulted in inexperienced staff doing the training. The expertise of these "trainers" was also questionable.

Although WEP Central had offered, encouraged, and very strongly suggested that St. Paul staff avail themselves of the expertise and training abilities of WEP Central staff, St. Paul held fast to its determination that all training would

be done by its staff. Since part of the staff were on loan from WIN - especially in the intake section - some of the WIN Regulations were implemented. In other sections, the training was done by staff who were under contract to St. Paul WEP. These Subcontractors were not familiar with WEP or WIN, and some of them were not even conversant with CETA. This caused many problems in the early stages of the WEP operation.

In both BOS and St. Paul WEP, no follow-up or refresher training was done. WEP Central continued to offer training, especially at times when there was extensive staff turnover in the offices or when monitoring indicated a need for training. Both Project operators declined the offers of training.

Early in the Project the decision was made that St. Paul CETA would be one of the WEP Operators. Decisions about the areas to be included in BOS were not made until the Project was ready to begin operations.

The original plan for St. Paul was that AFDC, GA, and FS recipients would be included. It was discovered that funding would not be adequate to cover such a large number of recipients. The decision was to eliminate FS recipients from those to be served by WEP. Subsequent to that, it was determined that the GA population was also too large to include in its entirety. Several attempts were made to include GA recipients on a geographic or other type of selection factor. Eventually it was decided that inclusion of AFDC recipients only would require all of the available financial resources.

There was much vacillation about which counties in the BOS area would be included. Studies by DPW staff indicated that the most desirable areas would be Regions 6W, 7W, and 7E (see map). The areas chosen provided a diversity in terms of economic status of counties, estimated numbers to be served, presence or absence of WIN, and location Job Service and CETA offices. Fourteen Counties in BOS were slated for participation in WEP. Seven of these chose not to participate. The Counties which finally elected to participate were Chippewa, Yellow Medicine, Sherburne, Wright, Chisago, Isanti, and Mille Lacs. The counties that chose not to participate did so because they believed that WEP would pay participants too much or too little; WEP would cause participants to move into their counties; the design for WEP was not clearly defined; or that WEP would cost the counties too much money.

#### Grant Diversion/Hold Harmless

As a result of the concerns of these counties and DPW, and because of requirements by the Regional office, the Grant Diversion/Hold Harmless formula for WEP was developed.

The Agreements between DES and DPW required that any benefit to the Counties would be reflected in a diversion of funds to WEP; e.g., Grant Diversion. Any loss of funds to the counties would be reimbursed by WEP to the counties; e.g., Hold Harmless. The Grant Diversion/Hold Harmless formula was very complicated and required many negotiating sessions before it was finally accepted. The counties conducted baseline surveys to determine: (1) what the average welfare caseload was before WEP; (2) the cost of welfare benefits by fund, and; (3) the length of stay on welfare for each fund. If during a county's participation in WEP the caseload increased appreciably, WEP would reimburse the county. If the

cost per participant decreased because WEP service(s) enabled the participant to enter employment at an earlier date, WEP would be reimbursed. The fiscal information included later in this report shows that the counties were required to reimburse WEP most often because costs of welfare decreased in the counties participating in WEP.

## OPERATIONS

The operation phase of WEP began in June, 1978 in the St. Cloud office in BOS. The opening of WEP received favorable publicity from a national television network. This was also true of the news media in St. Cloud, St. Paul, and Minneapolis. The welfare rights groups which had demonstrated against this "forced work" program did not appear in opposition to the opening or take legal action as they had indicated they would. WEP offices opened in the two other BOS locations (Mora and Montevideo) in August, 1978. St. Paul WEP became operational in September, 1978.

Registration of WEP participants during the first several months of operation was much less than expected. There did not appear to be a reason for this lack of activity although it is possible that the inexperience of the county welfare staff referring to WEP in the Mora and Montevideo areas could have been a factor in those areas. Surprisingly, the same situation occurred in St. Paul and St. Cloud where WIN had been in existence and welfare staff were experienced.

Although there appeared to be no identifiable reason for the small number of registrations, the lack of placement into WEP components or unsubsidized employment was to be expected. In addition to the usual problems of starting a new project, one reason was the limited amount of training given to the inexperienced staff hired for the Project. This lack of experience and training was compounded by the CETA influence. WEP was a mandatory project for participants. WEP was required to serve any person referred by welfare or Job Service as not exempt from participation. CETA was quite different. CETA clients applied for acceptance to that program and CETA staff chose to accept or reject them for service. Clients were free to accept or reject services offered by CETA. This difference in philosophy was a factor not only in the early stages, but was evident throughout the operation of WEP. In addition to the delay in providing service, other factors influenced by that philosophy included cost of services and length of time in the Project.

In St. Paul during this time, development of Employability Plans (EP) for participants was done by a subcontractor with no WIN or CETA background. Participants were advised that they could make determinations of the types of jobs they wanted to do, the time when they would be ready to apply for them, and whether they would be interested in accepting any or all of the options offered. Although this was in direct violation of the WIN sanctions, this practice continued to exist for some time. Eventually, St. Paul transferred this function from the subcontractor to the St. Paul CETA office, and there was improvement in the outcomes produced.

In BOS, where it would be expected that many of the participants would be exempt because of remoteness, it was unusual that this occurred. In instances where the county welfare or WEP staff person felt that it would be inconvenient for the participant to report to the WEP office, arrangements were made for the WEP staff member to provide registration and counseling to the participant at his or her home. Although this was in direct violation of the requirement to participate, and should have been an issue for exemption because of remoteness or sanction for failure to participate, it did not occur.

In both St. Paul and BOS, the ratio of staff to participants served was much greater in WEP than in WIN. This approach received endorsement from representatives of the National Office who visited the Project. It was one of the reasons for the high cost per participant served in WEP.

Another reason for increased costs was the rather permissive interpretation of allowable payments made to participants for items such as transportation, clothing, and rent. In WIN, these payments had strict limitations. WEP operators chose to allow their staff to determine the items and amounts to be paid.

Costs were also increased because of the immigration of many Hmong and Hispanics to St. Paul and St. Cloud during the second year of WEP operation. These individuals needed to be taught English before they could be trained for jobs or be employed at jobs they had done before coming here. Inclusion of these groups also was a factor in lowering the percentage of those entering employment in WEP.

The CWP component was to have been one of the most innovative aspects of WEP. Approximately 50% of all WEP registrants were expected to participate in a CWP. This did not occur. WEP Central expressed concern that the CWP component was not being used to the extent or in the way it was planned. The National Office commented on the need for improvement in use of this component. Although there was some improvement in the last months of the Project, the CWP component did not provide the impact expected.

There was actually little that was innovative in CWP employment. In both BOS and St. Paul, the CWP evolved into a WE program paid at the PSE level. The jobs which were made available to WEP participants in CWP were ones that had been developed for or formerly filled by CETA PSE or WE participants. The only exception to this was the preapprenticeship training available for the construction trades. This was made available for female as well as male registrants, and was quite successful. It enabled several (an extremely small proportion) of the WEP CWP participants to leave welfare at a salary which was well above the average.

A significant problem in the CWP component was that participants did not see it as a temporary measure to provide training which could be transferred to unsubsidized employment. Many saw it as a permanent job. In many instances, participants refused unsubsidized jobs because they liked the CWP better or because the unsubsidized job paid less than the CWP. This indicates that participant expectations and services received by them did not support the CWP concept envisioned in the WEP plan.

The OJT component, which was to have included a significant number in both St. Paul and BOS, included relatively small numbers. The number of OJT sites developed in St. Paul was of concern not only to WEP Central but also to the Regional Office. OJT contracts produced in St. Paul WEP were significantly fewer than those agreed to in BOS and St. Paul contracts with DES. Despite additional discussions and agreements, the St. Paul performance did not improve. By September, 1979, only 50 participants in WEP had been in an OJT in both St. Paul and BOS. The Participant Characteristics section of this report supports the statement that this component was never utilized to the extent expected.

Another area of underutilization was Suspense to CETA PSE. In the planning stages, both St. Paul and BOS had indicated that they would set aside significant amounts of CETA PSE funds to be used for WEP participants. BOS made a small number of these PSE slots available; however, because of a reduction in CETA funding, they indicated that they could not accommodate WEP participants. St. Paul provided even fewer PSE slots for WEP. When this was questioned by the Regional Office in a request for comments on Grant Modification No. 10, St. Paul's response was that they chose to use their funds for CETA participants who were not on welfare.

In contrast to the lack of participation in other components, classroom training was used much more extensively than planned. A part of this was caused by the immigration of Hmong and Hispanics as noted above. An additional reason was that apparently BOS and St. Paul saw WEP as an opportunity for participants to reach their ultimate goals rather than to "lead to unsubsidized employment in the shortest period of time" as specified in the WEP Grant and the IRB conditions.

"Management by Committee" was one cause of the problems noted in the operational phase above. It seemed that WEP might have accomplished the results expected and tested the theories set forth in the plans if there had been control in one central location. The control was shared by DPW, BOS, St. Paul, and DES. DPW provided technical assistance to the county welfare offices. WEP Central fulfilled a technical assistance function to St. Paul and BOS, but only if requested. It did not exercise control over WEP.

One goal of WEP was to test the effectiveness of joint management by the several entities involved. It is possible that this is one of the areas that was adequately tested.

The WEP Management Board continued to meet at sporadic intervals. Many issues which were thought to have been resolved in early 1978, and at other times during the pre-implementation and implementation stages of WEP, continued to plague the Management Board as issues to be resolved during the operations and into phasedown. The fact that an issue had supposedly been resolved early in 1978 did not mean that it might not become a new issue to be resolved in 1979 or 1980, by referral to the Regional Office or to the National Office. One of the significant aspects of WEP was that issues were seldom resolved.

Although there was agreement that there was a need for a task force, the decision about the backgrounds of those to be included required many meetings. The several policymaking groups had very divergent ideas about the makeup of a task force. These ideas varied from a Task Force made up primarily of representatives of industry, to a task force almost exclusively including welfare advocacy groups. Eventually, the Policy Board submitted a list of names and the organizations they represented to be included in a task force. The list on which they were able to agree included approximately 35 names. Minnesota law required that a task force of this type could not be larger than 15. Unfortunately, letters had been sent to prospective members asking whether they would be willing to serve. The solution was to create two task forces; the Business, Labor, and Agency Task Force, and the Client Sector Task Force. The Business, Labor, and Agency Task Force included representatives of private sector employers, educators, government officials, and union representatives. The Client Sector Task Force included welfare recipients, community action agency

representatives, and county welfare representatives. These groups usually had meetings that were separate from each other, although there were occasional joint meetings to discuss important issues. These task forces served during the operation of WEP.

When WEP intake stopped on July 1, 1980, the task forces were disbanded. A Phasedown Task Force, combining members from each of the groups, was established. This Phasedown Task Force served until March 31, 1981.

The original purpose of the task forces was to provide WEP Management Board and WEP Program Operators with information about the way in which WEP was viewed from the interest groups represented. Members of the task forces saw their role as being advisory. They requested permission to meet with the Policy (Management) Board and to participate in policy decisions. They requested reports and questioned decisions, rather than fulfilling the advocacy role which had been expected of them.

Although the IRB and the welfare rights groups had wanted input from task forces such as these two, to protect clients, the Task Forces did not provide this. Those members who regularly participated appeared to be sincerely interested in the success of WEP. Their attitude changed from one of apprehension and concern for the welfare recipients to that of advocate for the continuation of WEP.

One of the concerns of the Institutional Review Board (IRB) was that there would be no one present in the WEP Offices to protect the participants from receiving treatment that was less than desirable. They were concerned that testing, psychological evaluations, and medical evaluations would be required indiscriminately by WEP staff members. They felt that the presence of an advocate in the WEP Office would provide this protection. Advocacy services were made available in each of the four WEP offices. These services were secured through contracts between WEP operators and community service organizations.

It was interesting to note that during the operation of WEP, the advocates had few complaints about the treatment received by WEP participants. More often than not, their concern was that WEP staff were not more actively encouraging greater participation in WEP by the welfare recipients. Advocates also participated in meetings of the IRB, the Task Forces, and the Management Board. Their comments were included in recommendations and considerations of these groups.

In August, 1977 a Memorandum of Agreement for operation of WEP was completed between the National Office of Policy Evaluation and Research (OPER) and the Regional Administrator of the Employment and Training Administration. This Agreement provided that major policy decisions for WEP would be made jointly by Region V and OPER. Where agreement was not possible between these two, the decision was to be made by the Assistant Secretary for Employment and Training Administration. The Agreement also provided for a Federal Management Work Group comprised of the government-authorized representatives of OPER, OCED, OPO, USES, UI ASPER, and DHEW (see glossary). The government agency representative and OPER representative were co-chairpersons of the group. This group was to assist and act as advisory to the government agency representative who was responsible for technical and administrative matters relating to WEP.

While this approach would seem to be logical and manageable, WEP and the WEP Management Board tried to use the dual management to their advantage. One reason for this was that WEP staff knew staff at the national level and initiated contacts with them. Another reason was that the staff at the national level initiated contacts, made visits, and requested reports or actions from WEP independent of the Regional Office.

An example of the initiation of contact by WEP was the U.I. issue. It had been expected that those who participated in a CWP would be eligible for U.I. benefits when the CWP was terminated. The question was whether Federal Unemployment Benefit Allowances (FUBA) or WEP would be responsible for payment of these claims. This issue was discussed in the Management Board and referred to the Regional Office for a decision. Correspondence from the Regional Office on April 5, 1979 noted that they had received a request for information on liability for U.I. coverage at the same time the issue was raised with the National Office by WEP Central. As the Regional Office explained "... on matters concerning grant administration, Regional Office administers the WEP grant; and if consultation or clarification is needed on policy issues, we would then contact our National Office. This procedure would also avoid having both offices investigating the same issues and rendering separate statements." Following this, and as a result of the request from the Regional Office, in July, 1979 OPER requested an opinion from the Solicitor to determine whether U.I. could be paid to former CWP participants and the responsibility for payment of U.I. claim costs if claims were allowable. In November, 1980 OPER telephoned to advise WEP that U.I. claims could be paid to CWP participants. Cost of U.I. would be covered by FUBA in BOS and by WEP in St. Paul. Written confirmation from the National Office was forwarded by the Regional Office later.

Requests for resolution of issues were sent to the National Office or Regional Office by DPW, St. Paul WEP, the IRB, DES, or WEP Central. If the response were not timely or favorable, the issue was referred back to the WEP Management Board with a request to seek an opinion from a different source. It appears that established lines of communication and authority for operation would have solved the problem; however, WEP had management by committee and co-equal partnership. This contributed to the lack of effective communications with the National and Regional Offices.

Conversely, the National Office staff initiated visits to the Project or Management Board and IRB meetings. Although the Regional Office sometimes accompanied them, this was not always true. During these visits the National Office would answer questions about funding, as well as technical and administrative matters, or request written reports about the way WEP was responding to National Office directives. It was apparent from the beginning of the Project that there was great interest and support for WEP at both the national and regional levels. There was close communication and cooperation from both levels; however, lines of communication should have been more clearly established and encouraged.

The WEP Grant provided that WEP would need to provide a 10% match for WEP funding. For the first half of the Project, there were communications to the Regional and National Offices and attempts to question this requirement. After it became apparent that the match was a requirement and not a request, WEP was

able to provide the in-kind match. It was discovered that the number of WEP registrants trained through the vocational schools received State subsidies which generated more than the required match for WEP. As a result, WEP was able to meet the 10% match without using money which had been appropriated by the Minnesota Legislature.

## PHASEDOWN AND CLOSEOUT

The Regional Office requested inclusion of procedures for phasedown and closeout in grant modifications early in 1978. A very brief outline was included in Grant Modification #7. This was accepted with the proviso that a much more detailed description would be developed and included in a subsequent modification.

The Management Board assigned the responsibility for this to WEP Central. After this was done, the Management Board was to review and revise the procedures. By August, 1979, the procedure had been developed, reviewed, and revised, but not agreed upon by the Management Board. The document was lengthy, cumbersome, and impractical. It was submitted with Grant Modification #10 to the Regional Office and rejected by them.

At that time, the Management Board members were more interested in petitioning the Regional and National Office for additional funding than in bringing the demonstration to an orderly conclusion. Board members visited Washington and solicited support from several sources, hoping to extend or even expand WEP operations. They challenged correspondence from the Regional and National Offices which had set March 31, 1981 as the closeout of the WEP demonstration. Eventually there was acceptance of the fact that WEP would end within the next 12 or 18 months.

The next crisis involved decisions about the length of the phasedown and closeout periods, the beginning date for phasedown and the ending date for closeout, and the disposition of funds remaining at closeout.

Some of the Management Board members insisted that phasedown should not begin until October 1, 1980 and last for nine months. This would be followed by a closeout period which could last for several months or until all WEP participants had completed their employment plans. The National Office expected that there would be a six-month phasedown and closeout period ending March 31, 1981. The Regional Office maintained (as it had from the beginning) that there should be a six-month closeout period ending on June 30, 1981. During closeout, no money was to be spent for services to participants, and any funds not used by WEP were to be returned to the Regional Office.

For several months this was a topic for heated discussion among the Management Board members. Again, the members solicited support for their position from the National Office and other sources they felt would be sympathetic. The situation was finally resolved by an administrative decision at State level. To accommodate those who wanted a nine-month phasedown and to be within the time limits established by the Regional Office, the phasedown was established as the period between July 1, 1980 and March 31, 1981. Closeout was to be April 1, 1981 to June 30, 1981. No funds were to be expended for services to participants after March 31, 1981 or for administration after June 30, 1981. All funds remaining were to be returned to the Regional Office.

It was still necessary to make decisions about the method to be used to notify participants that WEP would end and to arrange to cancel or transfer their services. The Management Board established a task force to establish procedures. After about a month of deliberation, the task force presented its

proposal. It was rejected. DPW made decisions about notifying welfare recipients of changes in their grants. St. Paul prepared posters for its offices and prepared notifications to their participants. Surprisingly, the phasedown period progressed smoothly with fewer problems than anticipated.

During this time the Phasedown Task Force, IRB, and welfare rights groups were lamenting the demise of WEP. The Phasedown Task Force and IRB had been assembled to protect the participants in WEP. Both groups offered to support continuation of WEP because they felt WEP was a good program that offered valuable services to the welfare recipients. The welfare rights groups had staged protests of WEP as a forced work program. They, too, protested the end of WEP in their own publications and in articles in the newspapers.

Although WEP had come full circle in public opinion, it phased down and closed out internal operations in the same way it had operated since the planning stages. The Management Board agreed that cooperation was needed, plans should be made, and actions should be taken as a group. In practice, each program operator acted independently and with no regard for the opinions or requests of WEP Central.

One example of this was the phasedown process; another was the closeout. Financial records were completed. Client records were prepared for storage. Final reports were to be prepared by DPW, St. Paul, and BOS. DPW has indicated that a report will be submitted. St. Paul prepared a report in draft form which is expected to be finalized. While several individuals from BOS offices presented in written form their personal reaction to WEP, no official final report was submitted by that agency.

## MANAGEMENT INFORMATION SYSTEM

The client data available for the final report appears to be quite complete and provides most of the information required to produce the statistics requested by DOL. Unfortunately, this information was not available for the St. Paul component during the operational phase of the Project. This made planning, off-site monitoring, and DOL reporting difficult. From the early stages, one of the most troublesome, confusing, and disappointing aspects of WEP was the client tracking Management Information System (MIS). Beginning with early grant modifications, DOL required that client and fiscal planning information and reports be made on CETA forms. DOL also required that reports be "compatible with MODS/ESARS" and "interface with MODS." DES was to receive credit for CWP placement which was to be reported in MODS/ESARS. The WIN Plan was to be modified to include WEP, and WIN was to include credit for all WEP activity in WIN ESARS reports to DOL. With these diverse reporting requirements, it is not surprising that problems were encountered.

In retrospect, it appears that the decisions regarding the system to be used were not based on objective appraisals of the system's capabilities but on operator preference and negotiation. The decisions on the system to be used in WEP were made by a group which included WEP operators in St. Paul and BOS who were also CETA Prime Sponsors with CETA orientation. Their decisions on the systems and forms to be used appeared to be influenced by a desire to preserve status quo for the CETA operators rather than in being adaptable for all WEP reporting needs. In May, 1978, a "Management Information Plan" was developed by the group. The alternatives they developed were to use WIN/ESARS with CETA interface; use CETA with WIN/ESARS interface; or use both systems concurrently. The decision was to use CETA with WIN/ESARS interface because that system would meet most of the objectives. A comparison of the objectives of the DOL and the MIS planning group as stated in 1977 and 1978 and the results achieved by the system used may provide significant background information.

1. Position papers developed for MIS meetings in November, 1977 established criteria to be used in evaluating the proposed MIS.
  - A. "Enable the St. Cloud project to use the recommended system by January, 1978." A June 6, 1978 memo from WEP Central said, "As of now there is no firm decision on how we will proceed."
  - B. "Satisfy cost effectiveness considerations." In June, 1979, after less than one year of operation and after spending approximately \$143,000 to develop its own MIS, St. Paul decided to explore other alternatives.
2. An objective of WEP was to determine the effectiveness of WEP as compared with WIN, the program it was replacing. The WEP system did not retrieve information such as referral to jobs or counseling interviews. The CETA systems used did not provide for gathering information on numbers of working registrants or for tracking on the basis of individuals rather than transactions. An additional problem was that the CETA system was not able to process an entered employment

and retain the individual as a working registrant. This cause inflated numbers of "terminations" and "registrations." Comparison of WIN and WEP was difficult, if not impossible.

3. The "Management Information Plan" included four objectives which the MIS must meet:
  - A. "Maximize reporting capabilities in order to meet CETA/WIN/ESARS requirements." WIN had been operating under the assurances of WIN "Hold Harmless" made by DOL in a January, 1977 memo. In July, 1979 DES protested a sizeable WIN budget reduction from DOL which it (DES) attributed to inadequate reporting of entered employment, job retention, and other data.
  - B. "Minimize impact in operating environment." This objective appeared to be high on the list of priorities of the operators. In October, 1979 the St. Paul MIS was converted from St. Paul forms to BOS forms, St. Paul staff had to use a new system, and all data collected since September, 1978 had to be changed to a new system, in addition to being reconstructed. This conversion and reconstruction was not fully completed until the end of the project.
  - C. "Minimize duplication of effort." Using the system finally approved for WEP, it was still necessary to complete WIN and Job Service forms to obtain WIN credit and Job Service placement credit. Since WEP outcomes were not affected by failure to complete these forms, this was often a low priority with the operators and resulted in loss of credit to DES. Early evidence of this was that MIS planning included a provision that DES would need to train WEP operators in preparation of MODS forms for input into ESARS. In a memo from the Manpower Operational Data System (MODS) office, it was reported that the training on MODS forms had been started but had not been completed because BOS felt it was not appropriate for their staff. The objective was also not met because the conversion of St. Paul to the BOS system resulted in a massive duplication of forms.
  - D. "Maximize modification opportunity," This objective was the main reason for not using the WIN/ESARS system because it was believed that ESARS was not flexible enough for WEP. When St. Paul decided to seek other alternatives to its system within a few months after operations began, one of the problems cited with the system was that it was not adaptable and could not produce the required WEP reports.

The plan for WEP reporting was to utilize a modified existing CETA MIS in St. Paul and BOS to produce the information required by DOL on the Quarterly Summary of Participant Characteristics. WIN information in BOS was to be gathered by using a template to convert CETA forms to WIN forms. St. Paul was to produce a tape of WIN information to be sent to DES for processing. On October 1, 1979, when St. Paul converted to the BOS MIS, it began using templates to produce WIN records. Both systems, BOS and St. Paul, provided for completion of MODS forms to be submitted to ESARS for placement credit on CWP jobs.

The BOS system produced good information when staffing remained constant and staff were careful in completing forms on a timely basis. Changes in supervision and staff turnover contributed to lapses in quality reporting.

The St. Paul system was much more complicated and did not lend itself to providing timely or accurate information. Reports included manual adjustment which became more difficult to control as numbers of registrants and transactions increased. In May, 1979, WEP Central identified five problem areas in the St. Paul MIS and recommended changes to be made. This eventually resulted in the St. Paul MIS being converted to the BOS system.

During the period from May, 1979 to November, 1979 DOL requested additional information and revised reports. Beginning with the December, 1979 report, WEP Central used the new formats; however, the St. Paul conversion had not been completed and some historical information was not available. Fortunately the conversion of St. Paul to the BOS system occurred about the same time. As a result, and for the first time, WEP was able to provide consistent information on a timely basis, to provide information not previously available, to provide special reports, and to accomplish this with less cost to the Project.

## PARTICIPANT CHARACTERISTICS AND PROJECT RESULTS

In an effort to look at changes in WEP participants over the course of operations in Minnesota, participant characteristic data for three separate dates were reviewed. December 31, 1978, was chosen since it represented project start-up characteristics including the first five month of client services; September 30, 1979, represents one full year of operations for all WEP Centers; and March 31, 1981 data show end of project results.

Specific client characteristic information is displayed in the tables attached for these three dates. A summary narrative of this information follows:

During the first five months of operations (through December, 1978), participants registered with WEP comprised an even 50-50 split between BOS and St. Paul. There were 50% (103) of the participants who were terminated to employment out of a total of 204 terminations. A review of participant characteristics showed that 31% were male and 69% were female. 73% were 22-44 years old; 82% were Caucasian, and 57% were single parents. By the end of December, 1978, 150 participants had been deregistered, leaving 907 active clients. Of the 907, 29% were in EDP; 19% in IMS; 13% in CWP; 11% were Working Registrants; 8% were in classroom training; and 14 participants (less than 1%) were in suspense to CETA PSE.

Of the total 1,057 registrants, 12% were GA, 5% were FS, and 83% were AFDC recipients. There were 19% who volunteered for WEP, and 81% who were mandatory. Only 17% were from two parent families receiving AFDC.

The typical WEP client as of December 31, 1978, was a Caucasian female AFDC recipient between 22-44 years old, mandatory to WEP and a single parent.

Of those 150 who had been deregistered during the first five months, 27 were employed, off Welfare (18% of deregistrations); nine were sanctioned and off Welfare (6% of deregistrations).

Average wages paid to WEP OJT participants were \$3.16 per hour, while those suspended to CETA PSE jobs received an average of \$3.83 per hour. The average for individual CWPs was \$3.63 per hour and for group CWPs was \$4.01.

By the end of September, 1979, not much had changed in terms of characteristics of participants, but the total number of registrations had reached 3,366 with 44% in BOS and 56% in St. Paul. Of the total, 1,736 had been terminated from WEP, with 841 (25%) terminated to employment. The male/female split remained constant from the December report at 33% males, and 67% females; 71% were age 22-44; and 57% were single parents. The percent of whites was down 3% (79%) from December 1978, and a total of 39% had been deregistered from WEP, leaving 2,063 WEP enrollees. The percent of participants by welfare funding source remained virtually identical to the December, 1978, figures with 11% GA, 7% FS, and 82% AFDC.

The number of volunteers rose by two percentage points (to 21%) from December, 1978 through September, 1979, while mandatories dropped two percent (to 79%).

By September 1979, 350 participants were deregistered as employed, off Welfare (27% of total deregistrations); and 44 individuals had been sanctioned (3% of deregistrations).

The average wage paid for OJTs increased by 79 cents from December, 1978 through September, 1979, while the CETA PSE average wage fell 17 cents, reflecting wage restrictions imposed on CETA by the federal government. Individual CWP wages increased by 21 cents over this period while group CWPs fell 2 cents to an average of \$3.99 per hour.

Of the 2,063 participants remaining registered as of September 30, 1979, 21% were in EDP, 11% in IMS, 2% in OJTs (50 participants), five individuals in CETA PSE jobs, 12% in CWPs, 14% in classroom training, and 10% were working registrants.

By the end of WEP operation (March 31, 1981), 6,167 registrants were reported with 43% in BOS and 57% in St. Paul. A significant increase (11%) from September, 1979 was shown in the number of participants who were terminated to employment (2,229 participants). Slightly more males (38%) than females (62%) had been registered by this time.

The average age remained constant with 72% of all enrollees in the 22-44 year old bracket. A 5% drop in single parents from previous report periods was seen by March 31, 1981. Also a slight drop in the percent of whites to 77% reflected the increasing participation of Hmong and Hispanics in St. Paul.

At program end--prior to the final mass deregistration of remaining participants--4,484 had been deregistered, leaving 1,692 participants to be transferred to WIN or other programs. Of those remaining, 10% were in EDP; 8% in IMS; five participants were in OJT; 2% in CETA PSE jobs; 4% in CWPs; 17% in classroom training, and 9% were working registrants.

Final project figures showed the consistent pattern of 12% GAs, 7% FS, and 81% AFDC recipients; 81% who were mandatory participants (19% were from two parent AFDC families) and 19% volunteers.

By project end, 19% of all registrants were employed, off Welfare. This figure represents 26% of all deregistered participants. A total of 248 participants were deregistered as sanctioned by WEP. The overall project average wage for OJTs was \$4.28 per hour; \$3.62 per hour on CETA PSE jobs; \$3.99 per hour for individual CWPs, and \$4.10 per hour on group CWPs.

A significant measure of the success of WEP participants who were placed in unsubsidized jobs is job retention rates. As of March 31, 1981, 86% of all employed participants were still on the job after 30 days; 80% after 60 days; and 74% after 90 days of employment.

| U.S. DEPARTMENT OF LABOR<br>Employment and Training Administration<br>QUARTERLY SUMMARY OF PARTICIPANT CHARACTERISTICS |                                        |                                               |   | 2. TYPE PROGRAM                                                                                                                                                                                                                                      |      | 3. PERIOD COVERED (Mo., Day, Yr.)<br>From 6-1-78 To 12-31-78 |          | 4. GRANT NO. |                         |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------|----------|--------------|-------------------------|-----------------|--------|-----------------------|-----|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1. PRIME SPONSOR'S NAME AND ADDRESS<br>Work Equity Summary<br>610 American Ctr. Bldg., St. Paul, MN                    |                                        |                                               |   | <input type="checkbox"/> II - B, C<br><input type="checkbox"/> II - D<br><input type="checkbox"/> III<br><input type="checkbox"/> IV<br><input type="checkbox"/> VI<br><input type="checkbox"/> VII<br><input checked="" type="checkbox"/> Other WEP |      | FOR REGIONAL OFFICE USE ONLY                                 |          |              |                         |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                                                                                                                        |                                        |                                               |   | CONTRACT KEY                                                                                                                                                                                                                                         |      |                                                              |          |              |                         |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                                                                                                                        |                                        |                                               |   | Prog. Code                                                                                                                                                                                                                                           | Reg. | St.                                                          | F.Y.     | Project No.  | Subj. Proj. No.         | Comp Code       | Q or F | REP. PER.             |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                                                                                                                        |                                        |                                               |   |                                                                                                                                                                                                                                                      |      |                                                              |          |              |                         |                 |        | M M Y Y               |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                                                                                                                        |                                        |                                               |   |                                                                                                                                                                                                                                                      |      |                                                              |          |              |                         |                 |        | 4                     | 5   | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| Line No.                                                                                                               | A. CHARACTERISTICS                     |                                               |   | B. TOTAL PARTICIPANTS                                                                                                                                                                                                                                |      |                                                              | C. Total |              |                         | D. Terminations |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 1                                                                                                                      | TOTAL                                  |                                               |   | W                                                                                                                                                                                                                                                    | A    | 26                                                           | 1,057    |              |                         | 204             |        |                       | 103 |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 2                                                                                                                      | SEX*                                   | Male                                          |   |                                                                                                                                                                                                                                                      | 41   | 328                                                          |          |              | 71                      |                 |        | 41                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 3                                                                                                                      |                                        | Female                                        |   |                                                                                                                                                                                                                                                      | 56   | 729                                                          |          |              | 133                     |                 |        | 62                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 4                                                                                                                      | AGE*                                   | 14 - 15                                       | W | B                                                                                                                                                                                                                                                    | 26   | 0                                                            |          |              | 0                       |                 |        | 0                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 5                                                                                                                      |                                        | 16 - 19                                       |   |                                                                                                                                                                                                                                                      | 41   | 91                                                           |          |              | 23                      |                 |        | 7                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 6                                                                                                                      |                                        | 20 - 21                                       |   |                                                                                                                                                                                                                                                      | 56   | 76                                                           |          |              | 18                      |                 |        | 11                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 7                                                                                                                      |                                        | 22 - 44                                       | W | C                                                                                                                                                                                                                                                    | 26   | 772                                                          |          |              | 146                     |                 |        | 77                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 8                                                                                                                      |                                        | 45 - 54                                       |   |                                                                                                                                                                                                                                                      | 41   | 90                                                           |          |              | 13                      |                 |        | 6                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 9                                                                                                                      |                                        | 55 and Over                                   |   |                                                                                                                                                                                                                                                      | 56   | 28                                                           |          |              | 4                       |                 |        | 2                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 10                                                                                                                     | EDUCATION STATUS*                      | School Dropout                                | W | D                                                                                                                                                                                                                                                    | 26   | 303                                                          |          |              | 37                      |                 |        | 20                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 11                                                                                                                     |                                        | Student (High School or Less)                 |   |                                                                                                                                                                                                                                                      | 41   | 91                                                           |          |              | 30                      |                 |        | 9                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 12                                                                                                                     |                                        | High School Graduate or Equiv., No Post H. S. |   |                                                                                                                                                                                                                                                      | 56   | 523                                                          |          |              | 107                     |                 |        | 55                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 13                                                                                                                     |                                        | Post High School Attendee                     | W | E                                                                                                                                                                                                                                                    | 26   | 140                                                          |          |              | 30                      |                 |        | 19                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 14                                                                                                                     |                                        | Receiving AFDC (SSA Title IV)                 |   |                                                                                                                                                                                                                                                      | 41   | 883                                                          |          |              | 162                     |                 |        | 79                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 15                                                                                                                     |                                        | Receiving SSI (SSA Title XVI)                 |   |                                                                                                                                                                                                                                                      | 56   | 0                                                            |          |              | 0                       |                 |        | 0                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 16                                                                                                                     | PUBLIC ASST. STATUS*                   | Total Receiving Public Assistance             | W | F                                                                                                                                                                                                                                                    | 26   | 1,010                                                        |          |              | 197                     |                 |        | 100                   |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 17                                                                                                                     | ECONOMIC STATUS*                       | OMB, Pov. Level or 70% or less LLSIL          |   |                                                                                                                                                                                                                                                      | 41   | 944                                                          |          |              | 184                     |                 |        | 88                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 18                                                                                                                     |                                        | 71% thru 85% of LLSIL                         |   |                                                                                                                                                                                                                                                      | 56   | 36                                                           |          |              | 7                       |                 |        | 5                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 19                                                                                                                     |                                        | 86% thru 100% of LLSIL                        | W | G                                                                                                                                                                                                                                                    | 26   | 30                                                           |          |              | 5                       |                 |        | 4                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 20                                                                                                                     |                                        | Above 100% of LLSIL                           |   |                                                                                                                                                                                                                                                      | 41   | 47                                                           |          |              | 8                       |                 |        | 6                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 21                                                                                                                     | ECONOMICALLY DISADVANTAGED             |                                               |   |                                                                                                                                                                                                                                                      | 55   | 1,057                                                        |          |              | 204                     |                 |        | 103                   |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 22                                                                                                                     | FAMILY STATUS*                         | Single Parent                                 | W | H                                                                                                                                                                                                                                                    | 26   | 605                                                          |          |              | 101                     |                 |        | 47                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 23                                                                                                                     |                                        | Parent in Two-Parent Family                   |   |                                                                                                                                                                                                                                                      | 41   | 265                                                          |          |              | 56                      |                 |        | 33                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 24                                                                                                                     |                                        | Other Family Member                           |   |                                                                                                                                                                                                                                                      | 56   | 120                                                          |          |              | 31                      |                 |        | 14                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 25                                                                                                                     |                                        | Non-Dependent Individual                      | W | I                                                                                                                                                                                                                                                    | 26   | 67                                                           |          |              | 16                      |                 |        | 9                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 26                                                                                                                     | RACE/ETHNIC GROUP*                     | White (Not Hispanic)                          |   |                                                                                                                                                                                                                                                      | 41   | 867                                                          |          |              | 167                     |                 |        | 81                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 27                                                                                                                     |                                        | Black (Not Hispanic)                          |   |                                                                                                                                                                                                                                                      | 56   | 96                                                           |          |              | 22                      |                 |        | 16                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 28                                                                                                                     |                                        | Hispanic                                      | W | J                                                                                                                                                                                                                                                    | 26   | 32                                                           |          |              | 7                       |                 |        | 3                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 29                                                                                                                     |                                        | American Indian or Alaskan Native             |   |                                                                                                                                                                                                                                                      | 41   | 37                                                           |          |              | 6                       |                 |        | 2                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 30                                                                                                                     |                                        | Asian or Pacific Islander                     |   |                                                                                                                                                                                                                                                      | 56   | 25                                                           |          |              | 2                       |                 |        | 1                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 31                                                                                                                     | LIMITED ENGLISH SPEAKING ABILITY       |                                               | W | K                                                                                                                                                                                                                                                    | 26   | 36                                                           |          |              | 2                       |                 |        | 1                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 32                                                                                                                     | MIGRANT OR SEASONAL FARM FAMILY MEMBER |                                               |   |                                                                                                                                                                                                                                                      | 41   | 5                                                            |          |              | 1                       |                 |        | 1                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 33                                                                                                                     | VET. GROUP*                            | Veteran                                       |   |                                                                                                                                                                                                                                                      | 56   | 112                                                          |          |              | 24                      |                 |        | 16                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 34                                                                                                                     |                                        | Vietnam-Era (Age 34 or Under)                 | W | L                                                                                                                                                                                                                                                    | 26   | 40                                                           |          |              | 6                       |                 |        | 1                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 35                                                                                                                     |                                        | Special Disabled                              |   |                                                                                                                                                                                                                                                      | 41   | 0                                                            |          |              | 0                       |                 |        | 0                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 36                                                                                                                     | HANDICAPPED                            |                                               |   |                                                                                                                                                                                                                                                      | 56   | 195                                                          |          |              | 21                      |                 |        | 11                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 37                                                                                                                     | OFFENDER                               |                                               | W | M                                                                                                                                                                                                                                                    | 26   | 88                                                           |          |              | 20                      |                 |        | 15                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 38                                                                                                                     | DISPLACED HOMEMAKER                    |                                               |   |                                                                                                                                                                                                                                                      | 41   | 0                                                            |          |              | 0                       |                 |        | 0                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 39                                                                                                                     | IN-SCHOOL                              |                                               |   |                                                                                                                                                                                                                                                      | 56   | 9                                                            |          |              | 1                       |                 |        | 0                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 40                                                                                                                     | UNEMP. FORCE STATUS*                   | Underemployed                                 | W | N                                                                                                                                                                                                                                                    | 26   | 54                                                           |          |              | 13                      |                 |        | 3                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 41                                                                                                                     |                                        | Unemployed                                    |   |                                                                                                                                                                                                                                                      | 41   | 817                                                          |          |              | 165                     |                 |        | 83                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 42                                                                                                                     |                                        | Other                                         |   |                                                                                                                                                                                                                                                      | 56   | 186                                                          |          |              | 26                      |                 |        | 17                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 43                                                                                                                     | UNEMPLOYMENT COMPENSATION CLAIMANT     |                                               | W | O                                                                                                                                                                                                                                                    | 26   | 21                                                           |          |              | 7                       |                 |        | 5                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 44                                                                                                                     | TJTC                                   |                                               |   |                                                                                                                                                                                                                                                      | 41   | 1                                                            |          |              | 0                       |                 |        | 0                     |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| E. WAGE GAIN OF TERMINEES ENTERING EMPLOYMENT                                                                          |                                        |                                               |   |                                                                                                                                                                                                                                                      |      | F. Pre-CETA Hrly. Wage                                       |          |              | G. Post-CETA Hrly. Wage |                 |        | H. Number of Terminee |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 45                                                                                                                     | TERMINEES WITH NO PREVIOUS WAGE        |                                               | W | S                                                                                                                                                                                                                                                    |      | 3                                                            |          |              | 26                      |                 |        | 31                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 46                                                                                                                     | Less than \$3.11                       |                                               |   |                                                                                                                                                                                                                                                      |      | 49                                                           |          |              | 41                      |                 |        | 46                    |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 47                                                                                                                     | \$3.11 to \$3.49                       |                                               |   |                                                                                                                                                                                                                                                      |      | 10                                                           |          |              | 9                       |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 48                                                                                                                     | \$3.50 to \$3.99                       |                                               |   |                                                                                                                                                                                                                                                      |      | 11                                                           |          |              | 11                      |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 49                                                                                                                     | \$4.00 to \$4.99                       |                                               |   |                                                                                                                                                                                                                                                      |      | 20                                                           |          |              | 33                      |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 50                                                                                                                     | \$5.00 to \$5.99                       |                                               |   |                                                                                                                                                                                                                                                      |      | 11                                                           |          |              | 10                      |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 51                                                                                                                     | \$6.00 or More                         |                                               |   |                                                                                                                                                                                                                                                      |      | 11                                                           |          |              | 7                       |                 |        |                       |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 5. SIGNATURE AND TITLE                                                                                                 |                                        |                                               |   |                                                                                                                                                                                                                                                      |      | 6. DATE SIGNED                                               |          |              |                         |                 |        | 7. TELEPHONE NO.      |     |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |



| U.S. DEPARTMENT OF LABOR<br>Employment and Training Administration<br>QUARTERLY SUMMARY OF PARTICIPANT CHARACTERISTICS              |                                        |                                               |   | 2. TYPE PROGRAM<br><input type="checkbox"/> II - B, C<br><input type="checkbox"/> II - D<br><input type="checkbox"/> III<br><input type="checkbox"/> IV<br><input type="checkbox"/> VI<br><input type="checkbox"/> VII<br><input checked="" type="checkbox"/> Other WEP |      | 3. PERIOD COVERED<br>From 6-1-78 To 12-31-78 |          | 4. GRANT NO.             |                       |                       |        |                  |   |           |   |  |  |
|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------------------------------------------|----------|--------------------------|-----------------------|-----------------------|--------|------------------|---|-----------|---|--|--|
| 1. PRIME SPONSOR'S NAME AND ADDRESS<br>City of St. Paul WEP<br>333 Sibley Street, St. Paul, MN.                                     |                                        |                                               |   | FOR REGIONAL OFFICE USE ONLY                                                                                                                                                                                                                                            |      |                                              |          |                          |                       |                       |        |                  |   |           |   |  |  |
| Instructions: Items with (*) must add to Line 1 in that column.<br>Item with (**) must be equal to or less than Line 1 in Column D. |                                        |                                               |   | CONTRACT KEY                                                                                                                                                                                                                                                            |      |                                              |          |                          |                       |                       |        |                  |   | REP. PER. |   |  |  |
|                                                                                                                                     |                                        |                                               |   | Prog. Code                                                                                                                                                                                                                                                              | Reg. | St.                                          | F.Y.     | Project No.              | Subl. Proj. No.       | Comp. Code            | Q or F | M                | M | Y         | Y |  |  |
| Line No.                                                                                                                            | A. CHARACTERISTICS                     |                                               |   | B. TOTAL PARTICIPANTS                                                                                                                                                                                                                                                   |      |                                              | C. Total |                          | D. Entered Employment |                       |        |                  |   |           |   |  |  |
| 1                                                                                                                                   | TOTAL                                  |                                               |   | W                                                                                                                                                                                                                                                                       | A    | 26                                           | 527      | 86                       | 52                    |                       |        |                  |   |           |   |  |  |
| 2                                                                                                                                   | SEX*                                   | Male                                          |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 171      | 30                       | 19                    |                       |        |                  |   |           |   |  |  |
| 3                                                                                                                                   |                                        | Female                                        |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 356      | 56                       | 33                    |                       |        |                  |   |           |   |  |  |
| 4                                                                                                                                   | AGE*                                   | 14 - 15                                       |   | W                                                                                                                                                                                                                                                                       | B    | 26                                           | 0        | 0                        | 0                     |                       |        |                  |   |           |   |  |  |
| 5                                                                                                                                   |                                        | 16 - 19                                       |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 37       | 7                        | 3                     |                       |        |                  |   |           |   |  |  |
| 6                                                                                                                                   |                                        | 20 - 21                                       |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 35       | 6                        | 4                     |                       |        |                  |   |           |   |  |  |
| 7                                                                                                                                   |                                        | 22 - 44                                       |   | W                                                                                                                                                                                                                                                                       | C    | 26                                           | 399      | 69                       | 42                    |                       |        |                  |   |           |   |  |  |
| 8                                                                                                                                   |                                        | 45 - 54                                       |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 47       | 4                        | 3                     |                       |        |                  |   |           |   |  |  |
| 9                                                                                                                                   |                                        | 55 and Over                                   |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 9        | 0                        | 0                     |                       |        |                  |   |           |   |  |  |
| 10                                                                                                                                  | EDUCATION STATUS*                      | School Dropout                                |   | W                                                                                                                                                                                                                                                                       | D    | 26                                           | 197      | 22                       | 12                    |                       |        |                  |   |           |   |  |  |
| 11                                                                                                                                  |                                        | Student (High School or Less)                 |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 1        | 0                        | 0                     |                       |        |                  |   |           |   |  |  |
| 12                                                                                                                                  |                                        | High School Graduate or Equiv., No Post H. S. |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 258      | 49                       | 29                    |                       |        |                  |   |           |   |  |  |
| 13                                                                                                                                  |                                        | Post High School Attendee                     |   | W                                                                                                                                                                                                                                                                       | E    | 26                                           | 71       | 15                       | 11                    |                       |        |                  |   |           |   |  |  |
| 14                                                                                                                                  | PUBLIC ASST. STATUS*                   | Receiving AFDC (SSA Title IV)                 |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 527      | 86                       | 52                    |                       |        |                  |   |           |   |  |  |
| 15                                                                                                                                  |                                        | Receiving SSI (SSA Title XVI)                 |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 0        | 0                        | 0                     |                       |        |                  |   |           |   |  |  |
| 16                                                                                                                                  |                                        | Total Receiving Public Assistance             |   | W                                                                                                                                                                                                                                                                       | F    | 26                                           | 527      | 86                       | 52                    |                       |        |                  |   |           |   |  |  |
| 17                                                                                                                                  | ECONOMIC STATUS*                       | OMB, Pov. Level or 70% or less LLSIL          |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 453      | 70                       | 40                    |                       |        |                  |   |           |   |  |  |
| 18                                                                                                                                  |                                        | 71% thru 85% of LLSIL                         |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 22       | 6                        | 5                     |                       |        |                  |   |           |   |  |  |
| 19                                                                                                                                  |                                        | 86% thru 100% of LLSIL                        |   | W                                                                                                                                                                                                                                                                       | G    | 26                                           | 23       | 5                        | 4                     |                       |        |                  |   |           |   |  |  |
| 20                                                                                                                                  |                                        | Above 100% of LLSIL                           |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 29       | 5                        | 3                     |                       |        |                  |   |           |   |  |  |
| 21                                                                                                                                  | ECONOMICALLY DISADVANTAGED             |                                               |   |                                                                                                                                                                                                                                                                         | 56   | 527                                          | 86       | 52                       |                       |                       |        |                  |   |           |   |  |  |
| 22                                                                                                                                  | FAMILY STATUS*                         | Single Parent                                 |   | W                                                                                                                                                                                                                                                                       | H    | 26                                           | 300      | 41                       | 24                    |                       |        |                  |   |           |   |  |  |
| 23                                                                                                                                  |                                        | Parent in Two-Parent Family                   |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 188      | 37                       | 24                    |                       |        |                  |   |           |   |  |  |
| 24                                                                                                                                  |                                        | Other Family Member                           |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 34       | 5                        | 2                     |                       |        |                  |   |           |   |  |  |
| 25                                                                                                                                  |                                        | Non-Dependent Individual                      |   | W                                                                                                                                                                                                                                                                       | I    | 26                                           | 5        | 3                        | 2                     |                       |        |                  |   |           |   |  |  |
| 26                                                                                                                                  | RACE/ETHNIC GROUP*                     | White (Not Hispanic)                          |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 359      | 55                       | 33                    |                       |        |                  |   |           |   |  |  |
| 27                                                                                                                                  |                                        | Black (Not Hispanic)                          |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 95       | 21                       | 15                    |                       |        |                  |   |           |   |  |  |
| 28                                                                                                                                  |                                        | Hispanic                                      |   | W                                                                                                                                                                                                                                                                       | J    | 26                                           | 30       | 7                        | 3                     |                       |        |                  |   |           |   |  |  |
| 29                                                                                                                                  |                                        | American Indian or Alaskan Native             |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 21       | 2                        | 1                     |                       |        |                  |   |           |   |  |  |
| 30                                                                                                                                  |                                        | Asian or Pacific Islander                     |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 22       | 1                        | 0                     |                       |        |                  |   |           |   |  |  |
| 31                                                                                                                                  | LIMITED ENGLISH SPEAKING ABILITY       |                                               | W | K                                                                                                                                                                                                                                                                       | 26   | 32                                           | 2        | 1                        |                       |                       |        |                  |   |           |   |  |  |
| 32                                                                                                                                  | MIGRANT OR SEASONAL FARM FAMILY MEMBER |                                               |   |                                                                                                                                                                                                                                                                         | 41   | 1                                            | 0        | 0                        |                       |                       |        |                  |   |           |   |  |  |
| 33                                                                                                                                  | VET. GROUP                             | Veteran                                       |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 53       | 12                       | 9                     |                       |        |                  |   |           |   |  |  |
| 34                                                                                                                                  |                                        | Vietnam-Era (Age 34 or Under)                 |   | W                                                                                                                                                                                                                                                                       | L    | 26                                           | 13       | 2                        | 0                     |                       |        |                  |   |           |   |  |  |
| 35                                                                                                                                  |                                        | Special Disabled                              |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 0        | 0                        | 0                     |                       |        |                  |   |           |   |  |  |
| 36                                                                                                                                  | HANDICAPPED                            |                                               |   |                                                                                                                                                                                                                                                                         | 56   | 153                                          | 12       | 8                        |                       |                       |        |                  |   |           |   |  |  |
| 37                                                                                                                                  | OFFENDER                               |                                               | W | M                                                                                                                                                                                                                                                                       | 26   | 57                                           | 11       | 7                        |                       |                       |        |                  |   |           |   |  |  |
| 38                                                                                                                                  | DISPLACED HOMEMAKER                    |                                               |   |                                                                                                                                                                                                                                                                         | 41   | 0                                            | 0        | 0                        |                       |                       |        |                  |   |           |   |  |  |
| 39                                                                                                                                  | INSCHOOL                               |                                               |   |                                                                                                                                                                                                                                                                         | 56   | 0                                            | 0        | 0                        |                       |                       |        |                  |   |           |   |  |  |
| 40                                                                                                                                  | LABOR FORCE STATUS*                    | Underemployed                                 |   | W                                                                                                                                                                                                                                                                       | N    | 26                                           | 0        | 0                        | 0                     |                       |        |                  |   |           |   |  |  |
| 41                                                                                                                                  |                                        | Unemployed                                    |   |                                                                                                                                                                                                                                                                         |      | 41                                           | 425      | 72                       | 39                    |                       |        |                  |   |           |   |  |  |
| 42                                                                                                                                  |                                        | Other                                         |   |                                                                                                                                                                                                                                                                         |      | 56                                           | 102      | 14                       | 13                    |                       |        |                  |   |           |   |  |  |
| 43                                                                                                                                  | UNEMPLOYMENT COMPENSATION CLAIMANT     |                                               | W | O                                                                                                                                                                                                                                                                       | 26   | 7                                            | 4        | 3                        |                       |                       |        |                  |   |           |   |  |  |
| 44                                                                                                                                  | TJTC                                   |                                               |   |                                                                                                                                                                                                                                                                         | 41   | 0                                            | 0        | 0                        |                       |                       |        |                  |   |           |   |  |  |
| E. WAGE GAIN OF TERMINEES ENTERING EMPLOYMENT                                                                                       |                                        |                                               |   |                                                                                                                                                                                                                                                                         |      | F. Pre-CETA Hrlly. Wage                      |          | G. Post-CETA Hrlly. Wage |                       | H. Number of Terminee |        |                  |   |           |   |  |  |
| 45                                                                                                                                  | TERMINEES WITH NO PREVIOUS WAGE        |                                               | W | S                                                                                                                                                                                                                                                                       |      | 1                                            | 25       | 31                       |                       |                       |        |                  |   |           |   |  |  |
| 46                                                                                                                                  | Less than \$3.11                       |                                               |   |                                                                                                                                                                                                                                                                         | 36   | 20                                           | 41       | 15                       | 46                    |                       |        |                  |   |           |   |  |  |
| 47                                                                                                                                  | \$3.11 to \$3.49                       |                                               |   |                                                                                                                                                                                                                                                                         |      | 7                                            |          | 5                        |                       |                       |        |                  |   |           |   |  |  |
| 48                                                                                                                                  | \$3.50 to \$3.99                       |                                               |   |                                                                                                                                                                                                                                                                         |      | 3                                            |          | 7                        |                       |                       |        |                  |   |           |   |  |  |
| 49                                                                                                                                  | \$4.00 to \$4.99                       |                                               |   |                                                                                                                                                                                                                                                                         |      | 8                                            |          | 16                       |                       |                       |        |                  |   |           |   |  |  |
| 50                                                                                                                                  | \$5.00 to \$5.99                       |                                               |   |                                                                                                                                                                                                                                                                         |      | 6                                            |          | 6                        |                       |                       |        |                  |   |           |   |  |  |
| 51                                                                                                                                  | \$6.00 or More                         |                                               |   |                                                                                                                                                                                                                                                                         |      | 7                                            |          | 3                        |                       |                       |        |                  |   |           |   |  |  |
| 5. SIGNATURE AND TITLE                                                                                                              |                                        |                                               |   |                                                                                                                                                                                                                                                                         |      | 6. DATE SIGNED                               |          |                          |                       |                       |        | 7. TELEPHONE NO. |   |           |   |  |  |

TABLE III  
WEP Central Form 12/79

PREPARED MONTHLY: 6/1/78 - 12/31/78

End of Period Program Activity and  
Terminations and Deregistrations During the Month  
(For Footnotes See Reverse)

|                                | Currently Enrolled<br>End of Month |          |       | Terminations <sup>2/</sup><br>During Month |          |       | Deregistrations <sup>3</sup><br>During Month |          |       |
|--------------------------------|------------------------------------|----------|-------|--------------------------------------------|----------|-------|----------------------------------------------|----------|-------|
|                                | BOS                                | St. Paul | Total | BOS                                        | St. Paul | Total | BOS                                          | St. Paul | Total |
| I. Participants <sup>1/</sup>  | 376                                | 434      | 810   | 147                                        | 87       | 234   | 115                                          | 35       | 150   |
| I. Activities                  |                                    |          |       |                                            |          |       |                                              |          |       |
| A. Welf. Status Pending        | 12                                 | 0        | 12    | 17                                         | 0        | 17    |                                              |          |       |
| B. Orientation                 | 1                                  | 0        | 1     | 0                                          | 0        | 0     |                                              |          |       |
| C. App.; EP, and Certification | 5                                  | 33       | 38    | 6                                          | 4        | 10    |                                              |          |       |
| D. Classroom Trng. Total       | 29                                 | 47       | 76    | 2                                          | 0        | 2     |                                              |          |       |
| 1. Prime Sponsor               | 23                                 | 7        | 30    | 1                                          | 0        | 1     |                                              |          |       |
| 2. Transfer                    | 6                                  | 40       | 46    | 1                                          | 0        | 1     |                                              |          |       |
| E. OJT                         | 9                                  | 5        | 14    | 4                                          | 0        | 4     |                                              |          |       |
| F. PSE                         | 10                                 | 0        | 10    | 7                                          | 0        | 7     |                                              |          |       |
| G. Notice of Deregistration    | 2                                  | 3        | 5     | 2                                          | 2        | 4     |                                              |          |       |
| H. Adjudication                | 0                                  | 0        | 0     | 0                                          | 0        | 0     |                                              |          |       |
| I. Sixty-day Counseling        | 1                                  | 2        | 3     | 1                                          | 0        | 1     |                                              |          |       |
| J. CWP Total                   | 52                                 | 64       | 116   | 15                                         | 0        | 15    |                                              |          |       |
| 1. Individual                  | 38                                 | 64       | 102   | 11                                         | 0        | 11    |                                              |          |       |
| 2. Projects                    | 14                                 | 0        | 14    | 4                                          | 0        | 4     |                                              |          |       |
| K. Working Regis. (Total)      | 42                                 | 54       | 96    | 15                                         | 1        | 16    |                                              |          |       |
| L. EDP Total                   | 106                                | 158      | 264   | 27                                         | 37       | 64    |                                              |          |       |
| 1. EDP 1                       | 91                                 | 116      | 207   | 25                                         | 28       | 53    |                                              |          |       |
| 2. EDP 2                       | 15                                 | 38       | 53    | 1                                          | 9        | 10    |                                              |          |       |
| 3. EDP 3                       | 0                                  | 4        | 4     | 1                                          | 0        | 1     |                                              |          |       |
| M. IMS                         | 107                                | 68       | 175   | 51                                         | 43       | 94    |                                              |          |       |

FOOTNOTES:

- 1/ Participants Line: Total Remaining Participants - Column L - ORO 810 Report.

For all other current enrollment data, use ORO 10 "currently enrolled" column.

- 2/ Terminations During Month: Use ORO 7.1 "Grand Total" line.

| This Month<br>- <u>Prior Month</u> | Across the Line |
|------------------------------------|-----------------|
|------------------------------------|-----------------|

- 3/ Deregistrations During Month: ORO 4 report for "all participants." All other data on this table cannot be shown in a deregistration breakout.

Submitted Quarterly: 6/1/78-12/31/78

Characteristics of Participants Leaving Program Activities  
(See Reverse For Footnotes)

## Characteristics 1/

Total Registrants

AFDC

GA

FS

Male

Female

14-15

15-19

20-21

22-44

45-54

55 and over

Dropout

High School Student

HS Grad., No Post

Post HS Attendee

White

Black

Hispanic

American Indian

Asian/Pac. Islands

Limited English  
Speaking Ability

Migrant Seasonal Worker

All Veterans

Vietnam Era

Special Disabled

Handicapped

Offender

Displaced Homemaker

Labor Force Status

In school

Underemployed

Unemployed

Other

U.I. Claimant

TJTC

Mandatory 2/

Voluntary 2/

AFDC-UF 2/

|                                     | TERMINATIONS                      |                                    |                                 |                |                          | DEREGISTRATIONS               |              |        |            |                       |
|-------------------------------------|-----------------------------------|------------------------------------|---------------------------------|----------------|--------------------------|-------------------------------|--------------|--------|------------|-----------------------|
|                                     | Terminated From<br>WEP Activities | Entered Unsub-<br>sidized Employmt | Terminated for<br>Other Reasons | Total Deregis. | Employed, Off<br>Welfare | Voluntary, Not<br>Off Welfare | Not Eligible | Exempt | Sanctioned | Off Welfare,<br>Other |
| Total Registrants                   | 234                               | 115                                | 119                             | 150            | 27                       | 13                            | 21           | 41     | 9          | 39                    |
| AFDC                                | 177                               | 85                                 | 92                              | 102            | 6                        | 13                            | 18           | 28     | 4          | 33                    |
| GA                                  | 48                                | 27                                 | 21                              | 40             | 19                       | 0                             | 2            | 11     | 4          | 4                     |
| FS                                  | 9                                 | 3                                  | 6                               | 8              | 2                        | 0                             | 1            | 2      | 1          | 2                     |
| Male                                | 81                                | 45                                 | 36                              | 50             | 13                       | 0                             | 10           | 6      | 7          | 14                    |
| Female                              | 153                               | 70                                 | 83                              | 100            | 14                       | 13                            | 11           | 35     | 2          | 25                    |
| 14-15                               | 0                                 | 0                                  | 0                               | 0              | 0                        | 0                             | 0            | 0      | 0          | 0                     |
| 15-19                               | 28                                | 11                                 | 17                              | 23             | 5                        | 0                             | 3            | 8      | 1          | 6                     |
| 20-21                               | 21                                | 12                                 | 9                               | 16             | 5                        | 3                             | 1            | 2      | 0          | 5                     |
| 22-44                               | 163                               | 83                                 | 80                              | 94             | 12                       | 10                            | 14           | 24     | 7          | 27                    |
| 45-54                               | 16                                | 7                                  | 9                               | 12             | 4                        | 0                             | 3            | 4      | 0          | 1                     |
| 55 and over                         | 6                                 | 2                                  | 4                               | 5              | 1                        | 0                             | 0            | 3      | 1          | 0                     |
| Dropout                             | 38                                | 20                                 | 18                              | 21             | 2                        | 2                             | 6            | 6      | 0          | 5                     |
| High School Student                 | 47                                | 17                                 | 30                              | 40             | 9                        | 3                             | 4            | 12     | 3          | 9                     |
| HS Grad., No Post                   | 113                               | 58                                 | 55                              | 69             | 14                       | 6                             | 8            | 16     | 5          | 20                    |
| Post HS Attendee                    | 36                                | 20                                 | 16                              | 20             | 12                       | 2                             | 3            | 7      | 1          | 5                     |
| White                               | 197                               | 93                                 | 104                             | 133            | 26                       | 9                             | 18           | 40     | 8          | 32                    |
| Black                               | 22                                | 16                                 | 6                               | 6              | 0                        | 1                             | 1            | 1      | 1          | 2                     |
| Hispanic                            | 7                                 | 3                                  | 4                               | 4              | 0                        | 2                             | 0            | 0      | 0          | 2                     |
| American Indian                     | 6                                 | 2                                  | 4                               | 5              | 1                        | 1                             | 1            | 0      | 0          | 2                     |
| Asian/Pac. Islands                  | 2                                 | 1                                  | 1                               | 2              | 0                        | 0                             | 1            | 0      | 0          | 1                     |
| Limited English<br>Speaking Ability | 2                                 | 1                                  | 1                               | 1              | 0                        | 0                             | 1            | 0      | 0          | 0                     |
| Migrant Seasonal Worker             | 1                                 | 1                                  | 0                               | 1              | 0                        | 0                             | 1            | 0      | 0          | 0                     |
| All Veterans                        | 31                                | 19                                 | 12                              | 20             | 9                        | 0                             | 2            | 1      | 4          | 4                     |
| Vietnam Era                         | 9                                 | 3                                  | 6                               | 8              | 3                        | 0                             | 0            | 1      | 2          | 2                     |
| Special Disabled                    | 0                                 | 0                                  | 0                               | 0              | 0                        | 0                             | 0            | 0      | 0          | 0                     |
| Handicapped                         | 23                                | 11                                 | 12                              | 13             | 1                        | 0                             | 4            | 4      | 0          | 4                     |
| Offender                            | 25                                | 16                                 | 9                               | 14             | 4                        | 1                             | 3            | 3      | 1          | 2                     |
| Displaced Homemaker                 | 0                                 | 0                                  | 0                               | 0              | 0                        | 0                             | 0            | 0      | 0          | 0                     |
| Labor Force Status                  |                                   |                                    |                                 |                |                          |                               |              |        |            |                       |
| In school                           | 1                                 | 0                                  | 1                               | 1              | 0                        | 0                             | 0            | 0      | 0          | 1                     |
| Underemployed                       | 19                                | 5                                  | 14                              | 18             | 2                        | 2                             | 2            | 4      | 2          | 6                     |
| Unemployed                          | 188                               | 93                                 | 95                              | 121            | 24                       | 11                            | 18           | 34     | 7          | 27                    |
| Other                               | 27                                | 17                                 | 10                              | 11             | 1                        | 0                             | 1            | 3      | 0          | 6                     |
| U.I. Claimant                       | 7                                 | 5                                  | 2                               | 3              | 1                        | 0                             | 2            | 0      | 0          | 0                     |
| TJTC                                | 0                                 | 0                                  | 0                               | 0              | 0                        | 0                             | 0            | 0      | 0          | 0                     |
| Mandatory 2/                        | 149                               | 81                                 | 68                              |                |                          |                               |              |        |            |                       |
| Voluntary 2/                        | 50                                | 14                                 | 36                              |                |                          |                               |              |        |            |                       |
| AFDC-UF 2/                          | 35                                | 20                                 | 15                              |                |                          |                               |              |        |            |                       |

FOOTNOTES:

1/ WEP ORO 4.0 Report

2/ WEP ORO 9.0 Report

CHARACTERISTICS OF WEP PARTICIPANTS  
 CUMULATIVE, PTD-GA, FOOD STAMPS AND TOTAL  
 (For Footnotes See Reverse)

| Characteristics                 | GA <sup>1/</sup> |        |       | FS <sup>2/</sup> |        |       | TOTAL <sup>3/</sup><br>(AFDC, GA & FS) |        |       |
|---------------------------------|------------------|--------|-------|------------------|--------|-------|----------------------------------------|--------|-------|
|                                 | Male             | Female | Total | Male             | Female | Total | Male                                   | Female | Total |
| A. Total Registrants            | 69               | 58     | 127   | 23               | 26     | 49    | 328                                    | 729    | 1,057 |
| Mandatory                       |                  |        | 118   |                  |        | 22    |                                        |        | 673   |
| AFDC-UF                         |                  |        | 2     |                  |        | 0     |                                        |        | 179   |
| Voluntary                       |                  |        | 7     |                  |        | 27    |                                        |        | 205   |
| B. Age                          |                  |        |       |                  |        |       |                                        |        |       |
| 14-15                           |                  |        | 0     |                  |        | 0     |                                        |        | 0     |
| 16-19                           |                  |        | 28    |                  |        | 2     |                                        |        | 91    |
| 20-21                           |                  |        | 20    |                  |        | 2     |                                        |        | 76    |
| 22-44                           |                  |        | 56    |                  |        | 34    |                                        |        | 772   |
| 45-54                           |                  |        | 14    |                  |        | 5     |                                        |        | 90    |
| 55 and Over                     |                  |        | 9     |                  |        | 6     |                                        |        | 28    |
| C. Education                    |                  |        |       |                  |        |       |                                        |        |       |
| Dropout                         |                  |        | 40    |                  |        | 10    |                                        |        | 303   |
| HS Student                      |                  |        | 35    |                  |        | 3     |                                        |        | 91    |
| HS Grad, No Post                |                  |        | 40    |                  |        | 28    |                                        |        | 523   |
| Post HS Atndee                  |                  |        | 12    |                  |        | 8     |                                        |        | 140   |
| D. Ethnic Group                 |                  |        |       |                  |        |       |                                        |        |       |
| White                           |                  |        | 119   |                  |        | 48    |                                        |        | 867   |
| Black                           |                  |        | 0     |                  |        | 0     |                                        |        | 96    |
| Hispanic                        |                  |        | 1     |                  |        | 0     |                                        |        | 32    |
| Am. Indian                      |                  |        | 6     |                  |        | 1     |                                        |        | 37    |
| As/Pac. Islndr.                 |                  |        | 1     |                  |        | 0     |                                        |        | 25    |
| E. Limited English Speaking Ab. |                  |        | 1     |                  |        | 0     |                                        |        | 36    |
| F. Migrant or Seas. Farmworker  |                  |        | 1     |                  |        | 0     |                                        |        | 5     |
| G. Veteran                      |                  |        |       |                  |        |       |                                        |        |       |
| All Veterans                    |                  |        | 22    |                  |        | 9     |                                        |        | 112   |
| Vietnam Era                     |                  |        | 11    |                  |        | 3     |                                        |        | 40    |
| Special Disab.                  |                  |        | 0     |                  |        | 0     |                                        |        | 0     |
| H. Handicapped                  |                  |        | 14    |                  |        | 5     |                                        |        | 195   |
| I. Offender                     |                  |        | 21    |                  |        | 3     |                                        |        | 88    |
| J. Dis. Homemaker               |                  |        | 0     |                  |        | 0     |                                        |        | 0     |
| K. Labor Force Stat.            |                  |        |       |                  |        |       |                                        |        |       |
| In School                       |                  |        | 0     |                  |        | 2     |                                        |        | 9     |
| Underemployed                   |                  |        | 3     |                  |        | 5     |                                        |        | 54    |
| Unemployed                      |                  |        | 121   |                  |        | 33    |                                        |        | 817   |
| Other                           |                  |        | 3     |                  |        | 11    |                                        |        | 186   |
| L. U.I. Claimant                |                  |        | 8     |                  |        | 7     |                                        |        | 21    |
| M. TJTC                         |                  |        | 0     |                  |        | 0     |                                        |        | 1     |

FOOTNOTES:

1/ ORO 6.0 Report - 82 GA Ledger

2/ ORO 6.0 Report - 83 FS Ledger

3/ ORO 6.0 Report - 99 - Total all funds ledger

WAGES BY ACTIVITY - PTD

|                           | TOTAL WEP <u>1/</u> |                 |                                 |                  |                  |                  |                  |
|---------------------------|---------------------|-----------------|---------------------------------|------------------|------------------|------------------|------------------|
|                           | Average<br>Wage     | Under<br>\$3.10 | \$3.11-<br>\$3.49               | \$3.50<br>\$3.99 | \$4.00<br>\$4.99 | \$5.00<br>\$5.99 | \$6.00<br>& Over |
| A. Welfare Status Pending |                     |                 |                                 |                  |                  |                  |                  |
| B. Orientation            |                     |                 |                                 |                  |                  |                  |                  |
| C. App., Em., & Certif.   |                     |                 |                                 |                  |                  |                  |                  |
| D. Classroom Training     | -----               | -----           | NO WAGES PAID -----             |                  |                  |                  |                  |
| E. OJT                    | \$3.16              | 7               | 1                               | 2                | 1                | 0                | 0                |
| F. PSE                    | \$3.83              | 0               | 0                               | 3                | 1                | 0                | 0                |
| G. Notice Dereg. Sent     |                     |                 |                                 |                  |                  |                  |                  |
| H. Adjudication Req.      |                     |                 |                                 |                  |                  |                  |                  |
| I. Sixty-day Counseling   |                     |                 |                                 |                  |                  |                  |                  |
| J. CWP, Individual        | \$3.63              | 7               | 4                               | 8                | 10               | 0                | 0                |
| K. CWP, Projects          | \$4.01              | 0               | 0                               | 2                | 5                | 0                | 0                |
| L. Working Registrants    | -----               | -----           | INFORMATION NOT AVAILABLE ----- |                  |                  |                  |                  |
| M. EDP                    | -----               | -----           | NO WAGES PAID -----             |                  |                  |                  |                  |
| N. IMS                    | -----               | -----           | NO WAGES PAID -----             |                  |                  |                  |                  |
| O. Total                  |                     |                 |                                 |                  |                  |                  |                  |

1/ ORO 5.0 Report

6/1/78 - 12/31/78

## BALANCE OF STATE AND ST. PAUL

## Wages By Activity - PTD

BOS 1/

| Total | Average<br>Wage | Under<br>\$3.10 | \$3.11-<br>\$3.49 | \$3.50-<br>\$3.99 | \$4.00-<br>\$4.99 | \$5.00-<br>\$5.99 | \$6.00 &<br>Over |
|-------|-----------------|-----------------|-------------------|-------------------|-------------------|-------------------|------------------|
|-------|-----------------|-----------------|-------------------|-------------------|-------------------|-------------------|------------------|

A. Welf. Status Pending

B. Orientation

C. App., Em., &amp; Certif.

D. Classroom Training

E. OJT

F. PSE

G. Notice Dereg. Sent

H. Adjudication Req.

I. Sixty-day Counseling

J. CWP, Individual

K. CWP, Projects

L. Working Registrants

M. EDP

N. IMS

O. Total

|        |   |   |               |   |   |   |  |
|--------|---|---|---------------|---|---|---|--|
|        |   |   | NO WAGES PAID |   |   |   |  |
| \$3.16 | 7 | 1 | 2             | 1 | 0 | 0 |  |
| \$3.83 | 0 | 0 | 3             | 1 | 0 | 0 |  |

|        |   |   |                           |   |   |   |  |
|--------|---|---|---------------------------|---|---|---|--|
| \$3.46 | 7 | 4 | 5                         | 6 | 0 | 0 |  |
| \$4.01 | 0 | 0 | 2                         | 5 | 0 | 0 |  |
|        |   |   | INFORMATION NOT AVAILABLE |   |   |   |  |
|        |   |   | NO WAGES PAID             |   |   |   |  |
|        |   |   | NO WAGES PAID             |   |   |   |  |

| Total | Average<br>Wage | Under<br>\$3.10 | ST. PAUL 1/<br>\$3.11-<br>\$3.49 | \$3.50-<br>\$3.99 | \$4.00-<br>\$4.99 | \$5.00-<br>\$5.99 | \$6.00 &<br>Over |
|-------|-----------------|-----------------|----------------------------------|-------------------|-------------------|-------------------|------------------|
|-------|-----------------|-----------------|----------------------------------|-------------------|-------------------|-------------------|------------------|

A. Welf. Status Pending

B. Orientation

C. App., Em., &amp; Certif.

D. Classroom Training

E. OJT

F. PSE

G. Notice Dereg. Sent

H. Adjudication Req.

I. Sixty-day Counseling

J. CWP, Individual

K. CWP, Projects

L. Working Registrants

M. EDP

N. IMS

O. Total

|  |  |  |               |  |  |  |  |
|--|--|--|---------------|--|--|--|--|
|  |  |  | NO WAGES PAID |  |  |  |  |
|  |  |  |               |  |  |  |  |
|  |  |  | NO ENROLLEES  |  |  |  |  |

|        |   |   |                           |   |   |   |  |
|--------|---|---|---------------------------|---|---|---|--|
| \$4.15 | 0 | 0 | 3                         | 4 | 0 | 0 |  |
|        |   |   | INFORMATION NOT AVAILABLE |   |   |   |  |
|        |   |   | NO WAGES PAID             |   |   |   |  |
|        |   |   | NO WAGES PAID             |   |   |   |  |

1/ ORO 5.0 Report

MDES/WEP Central 12/79

| U.S. DEPARTMENT OF LABOR<br>Employment and Training Administration<br>QUARTERLY SUMMARY OF PARTICIPANT CHARACTERISTICS |                                        |                                               |   | 2. TYPE PROGRAM:<br><input type="checkbox"/> II - B, C<br><input type="checkbox"/> II - D<br><input type="checkbox"/> III<br><input type="checkbox"/> IV<br><input type="checkbox"/> VI<br><input checked="" type="checkbox"/> VII<br><input checked="" type="checkbox"/> Other WEP |                       | 3. PERIOD COVERED (Mo., Day, Yr.)<br>From 6/1/78 To 9/30/79 |       | 4. GRANT NO.             |                 |            |        |                       |    |    |     |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
|------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------------------------------|-------|--------------------------|-----------------|------------|--------|-----------------------|----|----|-----|----|----|----|-----------------|-----|-----|----|----|----|----|--|--|--|--|--|
| 1. PRIME SPONSOR'S NAME AND ADDRESS<br>Work Equity Summary<br>610 American Cntr Bldg, St. Paul                         |                                        |                                               |   | FOR REGIONAL OFFICE USE ONLY                                                                                                                                                                                                                                                        |                       |                                                             |       |                          |                 |            |        |                       |    |    |     |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
|                                                                                                                        |                                        |                                               |   | CONTRACT KEY                                                                                                                                                                                                                                                                        |                       |                                                             |       |                          |                 |            |        |                       |    |    |     |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
|                                                                                                                        |                                        |                                               |   | Prog. Code                                                                                                                                                                                                                                                                          | Reg.                  | St.                                                         | F.Y.  | Project No.              | Subj. Proj. No. | Comp. Code | Q of F | REP. PER.             |    |    |     |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
|                                                                                                                        |                                        |                                               |   | 4                                                                                                                                                                                                                                                                                   | 5                     | 6                                                           | 7     | 8                        | 9               | 10         | 11     | 12                    | 13 | 14 | 15  | 16 | 17 | 18 | 19              | 20  | 21  | 22 | 23 | 24 | 25 |  |  |  |  |  |
| Line No.                                                                                                               | A. CHARACTERISTICS                     |                                               |   | COLS. 1, 2, 3                                                                                                                                                                                                                                                                       | B. TOTAL PARTICIPANTS |                                                             |       |                          | C. Total        |            |        |                       |    |    |     |    |    |    | D. Terminations |     |     |    |    |    |    |  |  |  |  |  |
| 1                                                                                                                      | TOTAL                                  |                                               |   | W                                                                                                                                                                                                                                                                                   | A                     | 26                                                          | 3,366 |                          |                 |            | 1,736  |                       |    |    |     |    |    |    |                 |     | 851 |    |    |    |    |  |  |  |  |  |
| 2                                                                                                                      | SEX*                                   | Male                                          |   |                                                                                                                                                                                                                                                                                     | 41                    | 1,096                                                       |       |                          |                 | 667        |        |                       |    |    |     |    |    |    |                 | 379 |     |    |    |    |    |  |  |  |  |  |
| 3                                                                                                                      |                                        | Female                                        |   |                                                                                                                                                                                                                                                                                     | 56                    | 2,270                                                       |       |                          |                 | 1,069      |        |                       |    |    |     |    |    |    |                 | 472 |     |    |    |    |    |  |  |  |  |  |
| 4                                                                                                                      | AGE*                                   | 14 - 15                                       | W | B                                                                                                                                                                                                                                                                                   | 26                    | 3                                                           |       |                          |                 | 1          |        |                       |    |    |     |    |    |    |                 | 1   |     |    |    |    |    |  |  |  |  |  |
| 5                                                                                                                      |                                        | 16 - 19                                       |   |                                                                                                                                                                                                                                                                                     | 41                    | 340                                                         |       |                          |                 | 189        |        |                       |    |    |     |    |    |    |                 | 87  |     |    |    |    |    |  |  |  |  |  |
| 6                                                                                                                      |                                        | 20 - 21                                       |   |                                                                                                                                                                                                                                                                                     | 56                    | 284                                                         |       |                          |                 | 169        |        |                       |    |    |     |    |    |    |                 | 72  |     |    |    |    |    |  |  |  |  |  |
| 7                                                                                                                      |                                        | 22 - 44                                       | W | C                                                                                                                                                                                                                                                                                   | 26                    | 2,406                                                       |       |                          |                 | 1,201      |        |                       |    |    |     |    |    |    |                 | 619 |     |    |    |    |    |  |  |  |  |  |
| 8                                                                                                                      |                                        | 45 - 54                                       |   |                                                                                                                                                                                                                                                                                     | 41                    | 250                                                         |       |                          |                 | 130        |        |                       |    |    |     |    |    |    |                 | 53  |     |    |    |    |    |  |  |  |  |  |
| 9                                                                                                                      |                                        | 55 and Over                                   |   |                                                                                                                                                                                                                                                                                     | 56                    | 83                                                          |       |                          |                 | 46         |        |                       |    |    |     |    |    |    |                 | 19  |     |    |    |    |    |  |  |  |  |  |
| 10                                                                                                                     | EDUCATION STATUS*                      | School Dropout                                | W | D                                                                                                                                                                                                                                                                                   | 26                    | 1,201                                                       |       |                          |                 | 623        |        |                       |    |    |     |    |    |    |                 | 280 |     |    |    |    |    |  |  |  |  |  |
| 11                                                                                                                     |                                        | Student (High School or Less)                 |   |                                                                                                                                                                                                                                                                                     | 41                    | 105                                                         |       |                          |                 | 70         |        |                       |    |    |     |    |    |    |                 | 25  |     |    |    |    |    |  |  |  |  |  |
| 12                                                                                                                     |                                        | High School Graduate or Equiv., No Post H. S. |   |                                                                                                                                                                                                                                                                                     | 56                    | 1,643                                                       |       |                          |                 | 859        |        |                       |    |    |     |    |    |    |                 | 442 |     |    |    |    |    |  |  |  |  |  |
| 13                                                                                                                     |                                        | Post High School Attendee                     | W | E                                                                                                                                                                                                                                                                                   | 26                    | 417                                                         |       |                          |                 | 184        |        |                       |    |    |     |    |    |    |                 | 104 |     |    |    |    |    |  |  |  |  |  |
| 14                                                                                                                     | PUBLIC ASSIST. STATUS*                 | Receiving AFDC (SSA Title IV)                 |   |                                                                                                                                                                                                                                                                                     | 41                    | 2,765                                                       |       |                          |                 | 1,334      |        |                       |    |    |     |    |    |    |                 | 635 |     |    |    |    |    |  |  |  |  |  |
| 15                                                                                                                     |                                        | Receiving SSI (SSA Title XVI)                 |   |                                                                                                                                                                                                                                                                                     | 56                    | 14                                                          |       |                          |                 | 3          |        |                       |    |    |     |    |    |    |                 | 1   |     |    |    |    |    |  |  |  |  |  |
| 16                                                                                                                     |                                        | Total Receiving Public Assistance             | W | F                                                                                                                                                                                                                                                                                   | 26                    | 3,126                                                       |       |                          |                 | 1,581      |        |                       |    |    |     |    |    |    |                 | 765 |     |    |    |    |    |  |  |  |  |  |
| 17                                                                                                                     | ECONOMIC STATUS*                       | OMB, Pov. Level or 70% or less LLSIL          |   |                                                                                                                                                                                                                                                                                     | 41                    | 2,903                                                       |       |                          |                 | 1,477      |        |                       |    |    |     |    |    |    |                 | 682 |     |    |    |    |    |  |  |  |  |  |
| 18                                                                                                                     |                                        | 71% thru 85% of LLSIL                         |   |                                                                                                                                                                                                                                                                                     | 56                    | 130                                                         |       |                          |                 | 72         |        |                       |    |    |     |    |    |    |                 | 44  |     |    |    |    |    |  |  |  |  |  |
| 19                                                                                                                     |                                        | 86% thru 100% of LLSIL                        | W | G                                                                                                                                                                                                                                                                                   | 26                    | 116                                                         |       |                          |                 | 65         |        |                       |    |    |     |    |    |    |                 | 43  |     |    |    |    |    |  |  |  |  |  |
| 20                                                                                                                     |                                        | Above 100% of LLSIL                           |   |                                                                                                                                                                                                                                                                                     | 41                    | 217                                                         |       |                          |                 | 122        |        |                       |    |    |     |    |    |    |                 | 82  |     |    |    |    |    |  |  |  |  |  |
| 21                                                                                                                     | ECONOMICALLY DISADVANTAGED             |                                               |   |                                                                                                                                                                                                                                                                                     |                       | 56                                                          | 3,366 |                          |                 |            | 1,736  |                       |    |    |     |    |    |    |                 |     | 851 |    |    |    |    |  |  |  |  |  |
| 22                                                                                                                     | FAMILY STATUS*                         | Single Parent                                 | W | H                                                                                                                                                                                                                                                                                   | 26                    | 1,902                                                       |       |                          |                 | 874        |        |                       |    |    |     |    |    |    |                 | 399 |     |    |    |    |    |  |  |  |  |  |
| 23                                                                                                                     |                                        | Parent in Two-Parent Family                   |   |                                                                                                                                                                                                                                                                                     | 41                    | 828                                                         |       |                          |                 | 486        |        |                       |    |    |     |    |    |    |                 | 277 |     |    |    |    |    |  |  |  |  |  |
| 24                                                                                                                     |                                        | Other Family Member                           |   |                                                                                                                                                                                                                                                                                     | 56                    | 368                                                         |       |                          |                 | 214        |        |                       |    |    |     |    |    |    |                 | 98  |     |    |    |    |    |  |  |  |  |  |
| 25                                                                                                                     |                                        | Non-Dependent Individual                      | W | I                                                                                                                                                                                                                                                                                   | 26                    | 268                                                         |       |                          |                 | 162        |        |                       |    |    |     |    |    |    |                 | 77  |     |    |    |    |    |  |  |  |  |  |
| 26                                                                                                                     | RACE/ETHNIC GROUP*                     | White (Not Hispanic)                          |   |                                                                                                                                                                                                                                                                                     | 41                    | 2,652                                                       |       |                          |                 | 1,435      |        |                       |    |    |     |    |    |    |                 | 720 |     |    |    |    |    |  |  |  |  |  |
| 27                                                                                                                     |                                        | Black (Not Hispanic)                          |   |                                                                                                                                                                                                                                                                                     | 56                    | 360                                                         |       |                          |                 | 167        |        |                       |    |    |     |    |    |    |                 | 76  |     |    |    |    |    |  |  |  |  |  |
| 28                                                                                                                     |                                        | Hispanic                                      | W | J                                                                                                                                                                                                                                                                                   | 26                    | 107                                                         |       |                          |                 | 60         |        |                       |    |    |     |    |    |    |                 | 26  |     |    |    |    |    |  |  |  |  |  |
| 29                                                                                                                     |                                        | American Indian or Alaskan Native             |   |                                                                                                                                                                                                                                                                                     | 41                    | 128                                                         |       |                          |                 | 49         |        |                       |    |    |     |    |    |    |                 | 19  |     |    |    |    |    |  |  |  |  |  |
| 30                                                                                                                     |                                        | Asian or Pacific Islander                     |   |                                                                                                                                                                                                                                                                                     | 56                    | 119                                                         |       |                          |                 | 25         |        |                       |    |    |     |    |    |    |                 | 10  |     |    |    |    |    |  |  |  |  |  |
| 31                                                                                                                     | LIMITED ENGLISH SPEAKING ABILITY       |                                               |   | W                                                                                                                                                                                                                                                                                   | K                     | 26                                                          | 134   |                          |                 |            | 37     |                       |    |    |     |    |    |    |                 |     | 13  |    |    |    |    |  |  |  |  |  |
| 32                                                                                                                     | MIGRANT OR SEASONAL FARM FAMILY MEMBER |                                               |   |                                                                                                                                                                                                                                                                                     |                       | 41                                                          | 12    |                          |                 |            | 7      |                       |    |    |     |    |    |    |                 |     | 4   |    |    |    |    |  |  |  |  |  |
| 33                                                                                                                     | VET. GROUP                             | Veteran                                       |   |                                                                                                                                                                                                                                                                                     | 56                    | 361                                                         |       |                          |                 | 221        |        |                       |    |    |     |    |    |    |                 | 127 |     |    |    |    |    |  |  |  |  |  |
| 34                                                                                                                     |                                        | Vietnam-Era (Age 34 or Under)                 | W | L                                                                                                                                                                                                                                                                                   | 26                    | 124                                                         |       |                          |                 | 82         |        |                       |    |    |     |    |    |    |                 | 45  |     |    |    |    |    |  |  |  |  |  |
| 35                                                                                                                     |                                        | Special Disabled                              |   |                                                                                                                                                                                                                                                                                     | 41                    | 4                                                           |       |                          |                 | 3          |        |                       |    |    |     |    |    |    |                 | 1   |     |    |    |    |    |  |  |  |  |  |
| 36                                                                                                                     | HANDICAPPED                            |                                               |   |                                                                                                                                                                                                                                                                                     |                       | 56                                                          | 477   |                          |                 |            | 229    |                       |    |    |     |    |    |    |                 |     | 101 |    |    |    |    |  |  |  |  |  |
| 37                                                                                                                     | OFFENDER                               |                                               |   | W                                                                                                                                                                                                                                                                                   | M                     | 26                                                          | 286   |                          |                 |            | 167    |                       |    |    |     |    |    |    |                 |     | 88  |    |    |    |    |  |  |  |  |  |
| 38                                                                                                                     | DISPLACED HOMEMAKER                    |                                               |   |                                                                                                                                                                                                                                                                                     |                       | 41                                                          | 1     |                          |                 |            | 0      |                       |    |    |     |    |    |    |                 |     | 0   |    |    |    |    |  |  |  |  |  |
| 39                                                                                                                     | IN-SCHOOL                              |                                               |   |                                                                                                                                                                                                                                                                                     |                       | 56                                                          | 32    |                          |                 |            | 11     |                       |    |    |     |    |    |    |                 |     | 7   |    |    |    |    |  |  |  |  |  |
| 40                                                                                                                     | LABOR FORCE STATUS*                    | Underemployed                                 | W | N                                                                                                                                                                                                                                                                                   | 26                    | 79                                                          |       |                          |                 | 47         |        |                       |    |    |     |    |    |    |                 | 20  |     |    |    |    |    |  |  |  |  |  |
| 41                                                                                                                     |                                        | Unemployed                                    |   |                                                                                                                                                                                                                                                                                     | 41                    | 2,741                                                       |       |                          |                 | 1,473      |        |                       |    |    |     |    |    |    |                 | 716 |     |    |    |    |    |  |  |  |  |  |
| 42                                                                                                                     |                                        | Other                                         |   |                                                                                                                                                                                                                                                                                     | 56                    | 546                                                         |       |                          |                 | 216        |        |                       |    |    |     |    |    |    |                 | 115 |     |    |    |    |    |  |  |  |  |  |
| 43                                                                                                                     | UNEMPLOYMENT COMPENSATION CLAIMANT     |                                               |   | W                                                                                                                                                                                                                                                                                   | O                     | 26                                                          | 53    |                          |                 |            | 35     |                       |    |    |     |    |    |    |                 |     | 21  |    |    |    |    |  |  |  |  |  |
| 44                                                                                                                     | TJTC                                   |                                               |   |                                                                                                                                                                                                                                                                                     |                       | 41                                                          | 2     |                          |                 |            | 1      |                       |    |    |     |    |    |    |                 |     | 1   |    |    |    |    |  |  |  |  |  |
| E. WAGE GAIN OF TERMINEES ENTERING EMPLOYMENT                                                                          |                                        |                                               |   | F. Pre-CETA Hrlly. Wage                                                                                                                                                                                                                                                             |                       |                                                             |       | G. Post-CETA Hrlly. Wage |                 |            |        | H. Number of Terminee |    |    |     |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 45                                                                                                                     | TERMINEES WITH NO PREVIOUS WAGE        |                                               |   | W                                                                                                                                                                                                                                                                                   | S                     |                                                             | 15    |                          |                 |            | 26     |                       |    |    | 31  |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 46                                                                                                                     | Less than \$3.11                       |                                               |   |                                                                                                                                                                                                                                                                                     |                       | 36                                                          | 357   |                          |                 |            | 41     |                       |    |    | 243 |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 47                                                                                                                     | \$3.11 to \$3.49                       |                                               |   |                                                                                                                                                                                                                                                                                     |                       |                                                             | 70    |                          |                 |            |        |                       |    |    | 85  |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 48                                                                                                                     | \$3.50 to \$3.99                       |                                               |   |                                                                                                                                                                                                                                                                                     |                       |                                                             | 87    |                          |                 |            |        |                       |    |    | 121 |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 49                                                                                                                     | \$4.00 to \$4.99                       |                                               |   |                                                                                                                                                                                                                                                                                     |                       |                                                             | 124   |                          |                 |            |        |                       |    |    | 188 |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 50                                                                                                                     | \$5.00 to \$5.99                       |                                               |   |                                                                                                                                                                                                                                                                                     |                       |                                                             | 100   |                          |                 |            |        |                       |    |    | 97  |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 51                                                                                                                     | \$6.00 or More                         |                                               |   |                                                                                                                                                                                                                                                                                     |                       |                                                             | 110   |                          |                 |            |        |                       |    |    | 129 |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |
| 5. SIGNATURE AND TITLE                                                                                                 |                                        |                                               |   | 6. DATE SIGNED                                                                                                                                                                                                                                                                      |                       |                                                             |       | 7. TELEPHONE NO.         |                 |            |        |                       |    |    |     |    |    |    |                 |     |     |    |    |    |    |  |  |  |  |  |





TABLE III  
WEP Central Form 12/79

PREPARED MONTHLY: 6/1/78-9/30/79

End of Period Program Activity and  
Terminations and Deregistrations During the Month  
(For Footnotes See Reverse)

|                                | Currently Enrolled<br>End of Month |          |       | Terminations 2/<br>During Month |          |       | Deregistrations 3/<br>During Month |          |       |
|--------------------------------|------------------------------------|----------|-------|---------------------------------|----------|-------|------------------------------------|----------|-------|
|                                | BOS                                | St. Paul | Total | BOS                             | St. Paul | Total | BOS                                | St. Paul | Total |
| I. Participants 1/             | 759                                | 1,024    | 1,783 | 890                             | 876      | 1,766 | 707                                | 596      | 1,303 |
| I. Activities                  |                                    |          |       |                                 |          |       |                                    |          |       |
| A. Welf. Status Pending        | 16                                 | 0        | 16    | 34                              | 0        | 34    |                                    |          |       |
| B. Orientation                 | 0                                  | 0        | 0     | 0                               | 0        | 0     |                                    |          |       |
| C. App., EP, and Certification | 2                                  | 58       | 60    | 9                               | 46       | 55    |                                    |          |       |
| D. Classroom Trng. Total       | 64                                 | 224      | 288   | 10                              | 49       | 59    |                                    |          |       |
| 1. Prime Sponsor               | 52                                 | 76       | 128   | 5                               | 32       | 37    |                                    |          |       |
| 2. Transfer                    | 12                                 | 148      | 160   | 5                               | 17       | 22    |                                    |          |       |
| E. OJT                         | 27                                 | 23       | 50    | 21                              | 28       | 49    |                                    |          |       |
| F. PSE                         | 4                                  | 1        | 5     | 22                              | 0        | 22    |                                    |          |       |
| G. Notice of Deregistration    | 3                                  | 16       | 19    | 9                               | 15       | 24    |                                    |          |       |
| H. Adjudication                | 0                                  | 0        | 0     | 1                               | 1        | 2     |                                    |          |       |
| I. Sixty-day Counseling        | 3                                  | 30       | 33    | 8                               | 36       | 44    |                                    |          |       |
| J. CWP Total                   | 129                                | 109      | 238   | 82                              | 46       | 128   |                                    |          |       |
| 1. Individual                  | 57                                 | 109      | 166   | 46                              | 46       | 92    |                                    |          |       |
| 2. Projects                    | 72                                 | 0        | 72    | 36                              | 0        | 36    |                                    |          |       |
| K. Working Regis. (Total)      | 74                                 | 140      | 214   | 126                             | 36       | 162   |                                    |          |       |
| L. EDP Total                   | 164                                | 279      | 443   | 269                             | 246      | 515   |                                    |          |       |
| 1. EDP 1                       | 147                                | 180      | 327   | 233                             | 178      | 411   |                                    |          |       |
| 2. EDP 2                       | 9                                  | 53       | 62    | 33                              | 49       | 82    |                                    |          |       |
| 3. EDP 3                       | 8                                  | 46       | 54    | 3                               | 19       | 22    |                                    |          |       |
| M. IMS                         | 90                                 | 135      | 225   | 299                             | 373      | 672   |                                    |          |       |

FOOTNOTES:

1/ Participants Line: Total Remaining Participants - Column L - ORO 8.0 Report.

For all other current enrollment data, use ORO 10 "currently enrolled" column.

2/ Terminations During Month: Use ORO 7.1 "Grant Total" line.

| This Month<br><u>- Prior Month</u> | Across the Line |
|------------------------------------|-----------------|
|------------------------------------|-----------------|

3/ Deregistrations During Month: ORO 4 report for "all participants." All other data on this table cannot be shown in a deregistration breakout.

REPORTING PERIOD: 6/1/78 - 12/31/78

CHARACTERISTICS OF WEP PARTICIPANTS  
CUMULATIVE, PTD-GA, FOOD STAMPS AND TOTAL  
(For Footnotes See Reverse)

| Characteristics                 | GA <sup>1/</sup> |        |       | FS <sup>2/</sup> |        |       | TOTAL <sup>3/</sup><br>(AFDC, GA & FS) |        |       |
|---------------------------------|------------------|--------|-------|------------------|--------|-------|----------------------------------------|--------|-------|
|                                 | Male             | Female | Total | Male             | Female | Total | Male                                   | Female | Total |
| A. Total Registrants            | 200              | 159    | 359   | 151              | 99     | 250   |                                        |        | 3,366 |
| Mandatory                       |                  |        | 335   |                  |        | 165   |                                        |        | 2,076 |
| AFDC-UF                         |                  |        | 2     |                  |        | 1     |                                        |        | 569   |
| Voluntary                       |                  |        | 22    |                  |        | 84    |                                        |        | 721   |
| B. Age                          |                  |        |       |                  |        |       |                                        |        |       |
| 14-15                           |                  |        | 0     |                  |        | 0     |                                        |        | 3     |
| 16-19                           |                  |        | 76    |                  |        | 26    |                                        |        | 340   |
| 20-21                           |                  |        | 64    |                  |        | 17    |                                        |        | 284   |
| 22-44                           |                  |        | 167   |                  |        | 150   |                                        |        | 2,406 |
| 45-54                           |                  |        | 34    |                  |        | 30    |                                        |        | 250   |
| 55 and Over                     |                  |        | 18    |                  |        | 27    |                                        |        | 83    |
| C. Education                    |                  |        |       |                  |        |       |                                        |        |       |
| Dropout                         |                  |        | 150   |                  |        | 103   |                                        |        | 1,201 |
| HS Student                      |                  |        | 39    |                  |        | 5     |                                        |        | 105   |
| HS Grad, No Post                |                  |        | 135   |                  |        | 104   |                                        |        | 1,643 |
| Post HS Atndee                  |                  |        | 35    |                  |        | 38    |                                        |        | 417   |
| D. Ethnic Group                 |                  |        |       |                  |        |       |                                        |        |       |
| White                           |                  |        | 341   |                  |        | 236   |                                        |        | 2,652 |
| Black                           |                  |        | 0     |                  |        | 0     |                                        |        | 360   |
| Hispanic                        |                  |        | 1     |                  |        | 1     |                                        |        | 107   |
| Am. Indian                      |                  |        | 12    |                  |        | 11    |                                        |        | 128   |
| As/Pac. Islndr.                 |                  |        | 5     |                  |        | 2     |                                        |        | 119   |
| E. Limited English Speaking Ab. |                  |        | 4     |                  |        | 1     |                                        |        | 134   |
| F. Migrant or Seas. Farmworker  |                  |        | 3     |                  |        | 1     |                                        |        | 12    |
| G. Veteran                      |                  |        |       |                  |        |       |                                        |        |       |
| All Veterans                    |                  |        | 66    |                  |        | 65    |                                        |        | 361   |
| Vietnam Era                     |                  |        | 27    |                  |        | 32    |                                        |        | 124   |
| Special Disab.                  |                  |        | 0     |                  |        | 3     |                                        |        | 4     |
| H. Handicapped                  |                  |        | 36    |                  |        | 21    |                                        |        | 477   |
| I. Offender                     |                  |        | 40    |                  |        | 10    |                                        |        | 286   |
| J. Dis. Homemaker               |                  |        | 0     |                  |        | 0     |                                        |        | 1     |
| K. Labor Force Stat.            |                  |        |       |                  |        |       |                                        |        |       |
| In School                       |                  |        | 2     |                  |        | 5     |                                        |        | 32    |
| Underemployed                   |                  |        | 7     |                  |        | 1     |                                        |        | 79    |
| Unemployed                      |                  |        | 339   |                  |        | 201   |                                        |        | 2,741 |
| Other                           |                  |        | 13    |                  |        | 38    |                                        |        | 546   |
| L. U.I. Claimant                |                  |        | 1     |                  |        | 20    |                                        |        | 53    |
| M. TJTC                         |                  |        | 0     |                  |        | 0     |                                        |        | 2     |

FOOTNOTES:

1/ ORO 6.0 Report - 82 GA Ledger

2/ ORO 6.0 Report - 83 FS Ledger

3/ ORO 6.0 Report - 99 - Total all funds ledger

Submitted Quarterly: 6/1/78-9/30/79

Characteristics of Participants Leaving Program Activities  
(See Reverse For Footnotes)

## Characteristics 1/

## Total Registrants

AFDC

GA

FS

Male

Female

14-15

15-19

20-21

22-44

45-54

55 and over

Dropout

High School Student

HS Grad., No Post

Post HS Attendee

White

Black

Hispanic

American Indian

Asian/Pac. Islands

Limited English  
Speaking Ability

Migrant Seasonal Worker

All Veterans

Vietnam Era

Special Disabled

Handicapped

Offender

Displaced Homemaker

Labor Force Status

In school

Underemployed

Unemployed

Other

U.I. Claimant

TJTC

Mandatory 2/

Voluntary 2/

AFDC-UF 2/

|                                     | TERMINATIONS                      |                                    |                                 |                |                          | DEREGISTRATIONS               |              |        |            |                       |
|-------------------------------------|-----------------------------------|------------------------------------|---------------------------------|----------------|--------------------------|-------------------------------|--------------|--------|------------|-----------------------|
|                                     | Terminated From<br>WEP Activities | Entered Unsub-<br>sidized Employmt | Terminated for<br>Other Reasons | Total Deregis. | Employed, Off<br>Welfare | Voluntary, Not<br>Off Welfare | Not Eligible | Exempt | Sanctioned | Off Welfare,<br>Other |
| Total Registrants                   | 1,766                             | 863                                | 903                             | 1,303          | 350                      | 53                            | 70           | 315    | 44         | 471                   |
| AFDC                                | 1,348                             | 640                                | 708                             | 942            | 189                      | 51                            | 57           | 247    | 35         | 363                   |
| GA                                  | 256                               | 134                                | 122                             | 224            | 96                       | 1                             | 10           | 37     | 8          | 72                    |
| FS                                  | 162                               | 89                                 | 73                              | 137            | 65                       | 1                             | 3            | 31     | 1          | 36                    |
| Male                                | 677                               | 383                                | 294                             | 519            | 195                      | 3                             | 40           | 38     | 27         | 216                   |
| Female                              | 1,089                             | 480                                | 609                             | 784            | 155                      | 50                            | 30           | 277    | 17         | 255                   |
| 14-15                               | 1                                 | 1                                  | 0                               | 1              | 0                        | 0                             | 0            | 1      | 0          | 0                     |
| 15-19                               | 194                               | 91                                 | 103                             | 154            | 49                       | 8                             | 9            | 37     | 5          | 46                    |
| 20-21                               | 172                               | 73                                 | 99                              | 135            | 28                       | 8                             | 8            | 31     | 2          | 58                    |
| 22-44                               | 1,218                             | 625                                | 593                             | 856            | 226                      | 35                            | 47           | 198    | 32         | 318                   |
| 45-54                               | 133                               | 54                                 | 79                              | 111            | 31                       | 2                             | 6            | 34     | 3          | 35                    |
| 55 and over                         | 48                                | 19                                 | 29                              | 46             | 16                       | 0                             | 0            | 14     | 2          | 14                    |
| Dropout                             | 624                               | 280                                | 344                             | 474            | 114                      | 14                            | 30           | 111    | 18         | 187                   |
| High School Student                 | 87                                | 33                                 | 54                              | 77             | 20                       | 3                             | 5            | 20     | 3          | 26                    |
| HS Grad., No Post                   | 865                               | 445                                | 420                             | 608            | 166                      | 31                            | 28           | 152    | 22         | 209                   |
| Post HS Attendee                    | 190                               | 105                                | 85                              | 144            | 50                       | 5                             | 7            | 32     | 1          | 49                    |
| White                               | 1,465                             | 732                                | 733                             | 1,093          | 321                      | 39                            | 54           | 266    | 35         | 378                   |
| Black                               | 167                               | 76                                 | 91                              | 113            | 18                       | 10                            | 6            | 30     | 6          | 43                    |
| Hispanic                            | 60                                | 26                                 | 34                              | 41             | 4                        | 3                             | 5            | 5      | 3          | 21                    |
| American Indian                     | 49                                | 19                                 | 30                              | 37             | 5                        | 1                             | 3            | 8      | 0          | 20                    |
| Asian/Pac. Islands                  | 25                                | 10                                 | 15                              | 19             | 2                        | 0                             | 2            | 6      | 0          | 9                     |
| Limited English<br>Speaking Ability | 37                                | 13                                 | 24                              | 31             | 4                        | 0                             | 5            | 6      | 2          | 14                    |
| Migrant Seasonal Worker             | 7                                 | 4                                  | 3                               | 5              | 1                        | 0                             | 2            | 1      | 0          | 1                     |
| All Veterans                        | 228                               | 130                                | 98                              | 177            | 73                       | 0                             | 13           | 12     | 10         | 69                    |
| Vietnam Era                         | 85                                | 47                                 | 38                              | 66             | 26                       | 0                             | 5            | 5      | 5          | 25                    |
| Special Disabled                    | 3                                 | 1                                  | 2                               | 2              | 0                        | 0                             | 0            | 2      | 0          | 0                     |
| Handicapped                         | 231                               | 101                                | 130                             | 172            | 47                       | 6                             | 9            | 42     | 6          | 62                    |
| Offender                            | 172                               | 89                                 | 83                              | 118            | 28                       | 2                             | 10           | 15     | 11         | 52                    |
| Displaced Homemaker                 | 0                                 | 0                                  | 0                               | 0              | 0                        | 0                             | 0            | 0      | 0          | 0                     |
| Labor Force Status                  |                                   |                                    |                                 |                |                          |                               |              |        |            |                       |
| In school                           | 11                                | 7                                  | 4                               | 10             | 6                        | 0                             | 1            | 0      | 0          | 3                     |
| Underemployed                       | 53                                | 22                                 | 31                              | 42             | 7                        | 4                             | 4            | 9      | 2          | 16                    |
| Unemployed                          | 1,496                             | 726                                | 770                             | 1,109          | 276                      | 44                            | 60           | 278    | 41         | 410                   |
| Other                               | 217                               | 115                                | 102                             | 152            | 67                       | 5                             | 6            | 28     | 1          | 45                    |
| U.I. Claimant                       | 35                                | 21                                 | 14                              | 28             | 11                       | 0                             | 5            | 2      | 0          | 10                    |
| TJTC                                | 1                                 | 1                                  | 0                               | 1              | 1                        | 0                             | 0            | 0      | 0          | 0                     |
| Mandatory 2/                        | 1,058                             | 537                                | 1,121                           |                |                          |                               |              |        |            |                       |
| Voluntary 2/                        | 385                               | 141                                | 244                             |                |                          |                               |              |        |            |                       |
| AFDC-UF 2/                          | 323                               | 185                                | 138                             |                |                          |                               |              |        |            |                       |

FOOTNOTES:

1/ WEP ORO 4.0 Report

2/ WEP ORO 9.0 Report

WAGES BY ACTIVITY - PTD

| Total                     | Average<br>Wage | TOTAL WEP 1/              |                   |                  |                  |                  |                  |
|---------------------------|-----------------|---------------------------|-------------------|------------------|------------------|------------------|------------------|
|                           |                 | Under<br>\$3.10           | \$3.11-<br>\$3.49 | \$3.50<br>\$3.99 | \$4.00<br>\$4.99 | \$5.00<br>\$5.99 | \$6.00<br>& Over |
| A. Welfare Status Pending |                 |                           |                   |                  |                  |                  |                  |
| B. Orientation            |                 |                           |                   |                  |                  |                  |                  |
| C. App., Em., & Certif.   |                 |                           |                   |                  |                  |                  |                  |
| D. Classroom Training     |                 |                           | NO WAGES PAID     |                  |                  |                  |                  |
| E. OJT                    | \$3.95          | 21                        | 13                | 22               | 31               | 13               | 4                |
| F. PSE                    | \$3.66          | 2                         | 2                 | 7                | 3                | 0                | 0                |
| G. Notice Dereg. Sent     |                 |                           |                   |                  |                  |                  |                  |
| H. Adjudication Req.      |                 |                           |                   |                  |                  |                  |                  |
| I. Sixty-day Counseling   |                 |                           |                   |                  |                  |                  |                  |
| J. CWP, Individual        | \$3.84          | 62                        | 14                | 100              | 150              | 0                | 0                |
| K. CWP, Projects          | \$3.99          | 2                         | 0                 | 26               | 29               | 6                | 0                |
| L. Working Registrants    |                 | INFORMATION NOT AVAILABLE |                   |                  |                  |                  |                  |
| M. EDP                    |                 | NO WAGES PAID             |                   |                  |                  |                  |                  |
| N. IMS                    |                 | NO WAGES PAID             |                   |                  |                  |                  |                  |
| O. Total                  |                 |                           |                   |                  |                  |                  |                  |

6/1/78 - 9/30/79

## BALANCE OF STATE AND ST. PAUL

## Wages By Activity - PTD

BOS 1/

|                         | Average<br>Wage | Under<br>\$3.10 | \$3.11-<br>\$3.49         | \$3.50-<br>\$3.99 | \$4.00-<br>\$4.99 | \$5.00-<br>\$5.99 | \$6.00 &<br>Over |
|-------------------------|-----------------|-----------------|---------------------------|-------------------|-------------------|-------------------|------------------|
| Total                   |                 |                 |                           |                   |                   |                   |                  |
| A. Welf. Status Pending |                 |                 |                           |                   |                   |                   |                  |
| B. Orientation          |                 |                 |                           |                   |                   |                   |                  |
| C. App., Em., & Certif. |                 |                 |                           |                   |                   |                   |                  |
| D. Classroom Training   |                 |                 | NO WAGES PAID             |                   |                   |                   |                  |
| E. OJT                  | \$3.64          | 18              | 6                         | 12                | 15                | 5                 | 0                |
| F. PSE                  | \$3.66          | 2               | 2                         | 7                 | 3                 | 0                 | 0                |
| G. Notice Dereg. Sent   |                 |                 |                           |                   |                   |                   |                  |
| H. Adjudication Req.    |                 |                 |                           |                   |                   |                   |                  |
| I. Sixty-day Counseling |                 |                 |                           |                   |                   |                   |                  |
| J. CWP, Individual      | \$3.38          | 48              | 10                        | 31                | 23                | 0                 | 0                |
| K. CWP, Projects        | \$3.99          | 2               | 0                         | 26                | 29                | 6                 | 0                |
| L. Working Registrants  |                 |                 | INFORMATION NOT AVAILABLE |                   |                   |                   |                  |
| M. EDP                  |                 |                 | NO WAGES PAID             |                   |                   |                   |                  |
| N. IMS                  |                 |                 | NO WAGES PAID             |                   |                   |                   |                  |
| O. Total                |                 |                 |                           |                   |                   |                   |                  |

|                         | Average<br>Wage | Under<br>\$3.10 | \$3.11-<br>\$3.49         | \$3.50-<br>\$3.99 | \$4.00-<br>\$4.99 | \$5.00-<br>\$5.99 | \$6.00 &<br>Over |
|-------------------------|-----------------|-----------------|---------------------------|-------------------|-------------------|-------------------|------------------|
| Total                   |                 |                 |                           |                   |                   |                   |                  |
| A. Welf. Status Pending |                 |                 |                           |                   |                   |                   |                  |
| B. Orientation          |                 |                 |                           |                   |                   |                   |                  |
| C. App., Em., & Certif. |                 |                 |                           |                   |                   |                   |                  |
| D. Classroom Training   |                 |                 | NO WAGES PAID             |                   |                   |                   |                  |
| E. OJT                  | \$4.32          | 3               | 7                         | 10                | 16                | 8                 | 4                |
| F. PSE                  |                 |                 |                           |                   |                   |                   |                  |
| G. Notice Dereg. Sent   |                 |                 |                           |                   |                   |                   |                  |
| H. Adjudication Req.    |                 |                 |                           |                   |                   |                   |                  |
| I. Sixty-day Counseling |                 |                 |                           |                   |                   |                   |                  |
| J. CWP, Individual      | \$4.08          | 14              | 4                         | 69                | 127               | 0                 | 0                |
| K. CWP, Projects        | 0               | 0               | 0                         | 0                 | 0                 | 0                 | 0                |
| L. Working Registrants  |                 |                 | INFORMATION NOT AVAILABLE |                   |                   |                   |                  |
| M. EDP                  |                 |                 | NO WAGES PAID             |                   |                   |                   |                  |
| N. IMS                  |                 |                 | NO WAGES PAID             |                   |                   |                   |                  |
| O. Total                |                 |                 |                           |                   |                   |                   |                  |

1/ ORO 5.0 Report

MDES/WEP Central 12/79

| U.S. DEPARTMENT OF LABOR<br>Employment and Training Administration<br>QUARTERLY SUMMARY OF PARTICIPANT CHARACTERISTICS           |                                        |                                               |  | 2. TYPE PROGRAM                                                                                                                                                                                                                                      |   | 3. PERIOD COVERED (Mo., Day, Yr.) |               | 4. GRANT NO.          |                 |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-----------------------------------|---------------|-----------------------|-----------------|-----------------------|--------|-----------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1. PRIME SPONSOR'S NAME AND ADDRESS<br>Work Equity Central (Summary)<br>610 American Ctr Bldg., St. Paul, MN                     |                                        |                                               |  | <input type="checkbox"/> II - B, C<br><input type="checkbox"/> II - D<br><input type="checkbox"/> III<br><input type="checkbox"/> IV<br><input type="checkbox"/> VI<br><input type="checkbox"/> VII<br><input checked="" type="checkbox"/> Other WEP |   | 6/1/78                            |               | 3/31/81               |                 |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                                                                                                                                  |                                        |                                               |  | FOR REGIONAL OFFICE USE ONLY                                                                                                                                                                                                                         |   |                                   |               |                       |                 |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| Instructions: Items with (*) must add to Line 1 in that column. Item with (**) must be equal to or less than Line 1 in Column D. |                                        |                                               |  |                                                                                                                                                                                                                                                      |   | CONTRACT KEY                      |               | REP. PER.             |                 |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                                                                                                                                  |                                        |                                               |  |                                                                                                                                                                                                                                                      |   | Prog. Code                        | Reg. St. F.Y. | Project No.           | Subj. Proj. No. | Comp. Code            | Q or F | REP. PER. |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                                                                                                                                  |                                        |                                               |  |                                                                                                                                                                                                                                                      |   | 4                                 | 5             | 6                     | 7               | 8                     | 9      | 10        | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| Line No.                                                                                                                         | A. CHARACTERISTICS                     |                                               |  | COLS. 1 2 3                                                                                                                                                                                                                                          |   | B. TOTAL PARTICIPANTS             |               | C. Total              |                 | D. Entered Employment |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 1                                                                                                                                | TOTAL Project to date (ORO.6)          |                                               |  | W                                                                                                                                                                                                                                                    | A | 26                                | 6,176         | 5,266                 | 2,229           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 2                                                                                                                                | SEX                                    | Male                                          |  |                                                                                                                                                                                                                                                      |   | 41                                | 2,361         | 2,077                 | 943             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 3                                                                                                                                |                                        | Female                                        |  |                                                                                                                                                                                                                                                      |   | 56                                | 3,815         | 3,189                 | 1,286           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 4                                                                                                                                | AGE                                    | 14 - 15                                       |  | W                                                                                                                                                                                                                                                    | B | 26                                | 5             | 4                     | 2               |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 5                                                                                                                                |                                        | 16 - 19                                       |  |                                                                                                                                                                                                                                                      |   | 41                                | 630           | 582                   | 190             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 6                                                                                                                                |                                        | 20 - 21                                       |  |                                                                                                                                                                                                                                                      |   | 56                                | 528           | 483                   | 164             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 7                                                                                                                                |                                        | 22 - 44                                       |  | W                                                                                                                                                                                                                                                    | C | 26                                | 4,442         | 3,738                 | 1,713           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 8                                                                                                                                |                                        | 45 - 54                                       |  |                                                                                                                                                                                                                                                      |   | 41                                | 425           | 339                   | 121             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 9                                                                                                                                |                                        | 55 and Over                                   |  |                                                                                                                                                                                                                                                      |   | 56                                | 146           | 120                   | 39              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 10                                                                                                                               | EDUCATION STATUS                       | School Dropout                                |  | W                                                                                                                                                                                                                                                    | D | 26                                | 2,394         | 2,016                 | 724             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 11                                                                                                                               |                                        | Student (High School or Less)                 |  |                                                                                                                                                                                                                                                      |   | 41                                | 117           | 109                   | 43              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 12                                                                                                                               |                                        | High School Graduate or Equiv., No Post H. S. |  |                                                                                                                                                                                                                                                      |   | 56                                | 2,954         | 2,538                 | 1,151           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 13                                                                                                                               |                                        | Post High School Attendee                     |  | W                                                                                                                                                                                                                                                    | E | 26                                | 711           | 603                   | 311             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 14                                                                                                                               | PUBLIC ASST. STATUS                    | Receiving AFDC (SSA Title IV)                 |  |                                                                                                                                                                                                                                                      |   | 41                                | 5,001         | 4,142                 | 1,798           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 15                                                                                                                               |                                        | Receiving SSI (SSA Title XVI)                 |  |                                                                                                                                                                                                                                                      |   | 56                                | 47            | 41                    | 17              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 16                                                                                                                               |                                        | Total Receiving Public Assistance             |  | W                                                                                                                                                                                                                                                    | F | 26                                | 5,773         | 4,880                 | 2,082           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 17                                                                                                                               | ECONOMIC STATUS                        | OMB, Pov. Level or 70% or less LLSIL          |  |                                                                                                                                                                                                                                                      |   | 41                                | 5,081         | 4,296                 | 1,760           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 18                                                                                                                               |                                        | 71% thru 85% of LLSIL                         |  |                                                                                                                                                                                                                                                      |   | 56                                | 280           | 240                   | 120             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 19                                                                                                                               |                                        | 86% thru 100% of LLSIL                        |  | W                                                                                                                                                                                                                                                    | G | 26                                | 245           | 211                   | 114             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 20                                                                                                                               |                                        | Above 100% of LLSIL                           |  |                                                                                                                                                                                                                                                      |   | 41                                | 570           | 519                   | 235             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 21                                                                                                                               | ECONOMICALLY DISADVANTAGED             |                                               |  |                                                                                                                                                                                                                                                      |   | 56                                | 6,136         | 5,231                 | 2,217           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 22                                                                                                                               | FAMILY STATUS                          | Single Parent                                 |  | W                                                                                                                                                                                                                                                    | H | 26                                | 3,191         | 2,610                 | 1,114           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 23                                                                                                                               |                                        | Parent in Two-Parent Family                   |  |                                                                                                                                                                                                                                                      |   | 41                                | 1,827         | 1,562                 | 751             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 24                                                                                                                               |                                        | Other Family Member                           |  |                                                                                                                                                                                                                                                      |   | 56                                | 523           | 489                   | 179             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 25                                                                                                                               |                                        | Non-Dependent Individual                      |  | W                                                                                                                                                                                                                                                    | I | 26                                | 635           | 605                   | 185             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 26                                                                                                                               | RACE/ETHNIC GROUP                      | White (Not Hispanic)                          |  |                                                                                                                                                                                                                                                      |   | 41                                | 4,752         | 4,167                 | 1,851           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 27                                                                                                                               |                                        | Black (Not Hispanic)                          |  |                                                                                                                                                                                                                                                      |   | 56                                | 633           | 520                   | 204             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 28                                                                                                                               |                                        | Hispanic                                      |  | W                                                                                                                                                                                                                                                    | J | 26                                | 237           | 205                   | 76              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 29                                                                                                                               |                                        | American Indian or Alaskan Native             |  |                                                                                                                                                                                                                                                      |   | 41                                | 253           | 235                   | 58              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 30                                                                                                                               |                                        | Asian or Pacific Islander                     |  |                                                                                                                                                                                                                                                      |   | 56                                | 301           | 139                   | 40              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 31                                                                                                                               | LIMITED ENGLISH SPEAKING ABILITY       |                                               |  | W                                                                                                                                                                                                                                                    | K | 26                                | 323           | 176                   | 45              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 32                                                                                                                               | MIGRANT OR SEASONAL FARM FAMILY MEMBER |                                               |  |                                                                                                                                                                                                                                                      |   | 41                                | 59            | 57                    | 18              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 33                                                                                                                               | VET. GROUP                             | Veteran                                       |  |                                                                                                                                                                                                                                                      |   | 56                                | 750           | 674                   | 322             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 34                                                                                                                               |                                        | Vietnam-Era (Age 34 or Under)                 |  | W                                                                                                                                                                                                                                                    | L | 26                                | 313           | 279                   | 130             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 35                                                                                                                               |                                        | Special Disabled                              |  |                                                                                                                                                                                                                                                      |   | 41                                | 16            | 12                    | 4               |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 36                                                                                                                               | HANDICAPPED                            |                                               |  |                                                                                                                                                                                                                                                      |   | 56                                | 678           | 579                   | 243             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 37                                                                                                                               | OFFENDER                               |                                               |  | W                                                                                                                                                                                                                                                    | M | 26                                | 546           | 483                   | 207             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 38                                                                                                                               | DISPLACED HOMEMAKER                    |                                               |  |                                                                                                                                                                                                                                                      |   | 41                                | 165           | 142                   | 55              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 39                                                                                                                               | IN SCHOOL                              |                                               |  |                                                                                                                                                                                                                                                      |   | 56                                | 63            | 52                    | 22              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 40                                                                                                                               | LABOR FORCE STATUS                     | Underemployed                                 |  | W                                                                                                                                                                                                                                                    | N | 26                                | 97            | 90                    | 43              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 41                                                                                                                               |                                        | Unemployed                                    |  |                                                                                                                                                                                                                                                      |   | 41                                | 5,218         | 4,509                 | 1,888           |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 42                                                                                                                               |                                        | Other                                         |  |                                                                                                                                                                                                                                                      |   | 56                                | 861           | 667                   | 298             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 43                                                                                                                               | UNEMPLOYMENT COMPENSATION CLAIMANT     |                                               |  | W                                                                                                                                                                                                                                                    | O | 26                                | 92            | 82                    | 40              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 44                                                                                                                               | TJTC                                   |                                               |  |                                                                                                                                                                                                                                                      |   | 41                                | 4             | 3                     | 1               |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| E. WAGE GAIN OF TERMINEES ENTERING EMPLOYMENT                                                                                    |                                        |                                               |  | F. Pre-CETA Hrly. Wage                                                                                                                                                                                                                               |   | G. Post-CETA Hrly. Wage           |               | H. Number of Terminee |                 |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 45                                                                                                                               | TERMINEES WITH NO PREVIOUS WAGE        |                                               |  | W                                                                                                                                                                                                                                                    | S | 26                                | 63            | 25                    | 31              |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 46                                                                                                                               | Less than \$3.11                       |                                               |  |                                                                                                                                                                                                                                                      |   | 36                                | 790           | 41                    | 431             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 47                                                                                                                               | \$3.11 to \$3.49                       |                                               |  |                                                                                                                                                                                                                                                      |   |                                   | 188           |                       | 219             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 48                                                                                                                               | \$3.50 to \$3.99                       |                                               |  |                                                                                                                                                                                                                                                      |   |                                   | 247           |                       | 336             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 49                                                                                                                               | \$4.00 to \$4.99                       |                                               |  |                                                                                                                                                                                                                                                      |   |                                   | 368           |                       | 623             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 50                                                                                                                               | \$5.00 to \$5.99                       |                                               |  |                                                                                                                                                                                                                                                      |   |                                   | 247           |                       | 311             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 51                                                                                                                               | \$6.00 or More                         |                                               |  |                                                                                                                                                                                                                                                      |   |                                   | 325           |                       | 308             |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 9. SIGNATURE AND TITLE                                                                                                           |                                        |                                               |  |                                                                                                                                                                                                                                                      |   | 6. DATE SIGNED                    |               | 7. TELEPHONE NO.      |                 |                       |        |           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |



| U.S. DEPARTMENT OF LABOR<br>Employment and Training Administration<br>QUARTERLY SUMMARY OF PARTICIPANT CHARACTERISTICS           |                                        |                                               |   | 2. TYPE PROGRAM                                                                                                                                                                                                                                      |        | 3. PERIOD COVERED (Mo., Day, Yr.) |       | 4. GRANT NO.             |       |                        |                 |            |        |          |    |          |    |
|----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------------------------------|-------|--------------------------|-------|------------------------|-----------------|------------|--------|----------|----|----------|----|
| 1. PRIME SPONSOR'S NAME AND ADDRESS<br>St. Paul WEP<br>333 Sibley, St. Paul, MN.                                                 |                                        |                                               |   | <input type="checkbox"/> II - B, C<br><input type="checkbox"/> II - D<br><input type="checkbox"/> III<br><input type="checkbox"/> IV<br><input type="checkbox"/> VI<br><input type="checkbox"/> VII<br><input checked="" type="checkbox"/> Other WEP |        | From 6/1/78 To 3/31/81            |       |                          |       |                        |                 |            |        |          |    |          |    |
|                                                                                                                                  |                                        |                                               |   |                                                                                                                                                                                                                                                      |        |                                   |       |                          |       |                        |                 |            |        |          |    |          |    |
|                                                                                                                                  |                                        |                                               |   |                                                                                                                                                                                                                                                      |        | FOR REGIONAL OFFICE USE ONLY      |       |                          |       |                        |                 |            |        |          |    |          |    |
|                                                                                                                                  |                                        |                                               |   |                                                                                                                                                                                                                                                      |        | CONTRACT KEY                      |       | REP. PER.                |       |                        |                 |            |        |          |    |          |    |
|                                                                                                                                  |                                        |                                               |   |                                                                                                                                                                                                                                                      |        | Prog. Code                        | Reg.  | St.                      | F.Y.  | Project No.            | Subj. Proj. No. | Comp. Code | Q or F | M        | M  | Y        | Y  |
|                                                                                                                                  |                                        |                                               |   |                                                                                                                                                                                                                                                      |        | 4                                 | 5     | 6                        | 7     | 8                      | 9               | 10         | 11     | 12       | 13 | 14       | 15 |
| Instructions: Items with (*) must add to Line 1 in that column. Item with (**) must be equal to or less than Line 1 in Column D. |                                        |                                               |   |                                                                                                                                                                                                                                                      |        |                                   |       |                          |       |                        |                 |            |        |          |    |          |    |
| Line No.                                                                                                                         | A. CHARACTERISTICS                     |                                               |   | COL. 1                                                                                                                                                                                                                                               | COL. 2 | B. TOTAL PARTICIPANTS             |       | C. Total                 |       | D. Entered Employment  |                 | E. Total   |        | F. Total |    | G. Total |    |
| 1                                                                                                                                | TOTAL Project to date (ORO.6)          |                                               |   | W                                                                                                                                                                                                                                                    | A      | 26                                | 3,515 | 2,831                    | 1,253 |                        |                 |            |        |          |    |          |    |
| 2                                                                                                                                | SEX                                    | Male                                          |   |                                                                                                                                                                                                                                                      | 41     | 1,184                             | 981   | 477                      |       |                        |                 |            |        |          |    |          |    |
| 3                                                                                                                                |                                        | Female                                        |   |                                                                                                                                                                                                                                                      | 56     | 2,331                             | 1,850 | 758                      |       |                        |                 |            |        |          |    |          |    |
| 4                                                                                                                                | AGE                                    | 14 - 15                                       | W | B                                                                                                                                                                                                                                                    | 26     | 3                                 | 2     | 1                        |       |                        |                 |            |        |          |    |          |    |
| 5                                                                                                                                |                                        | 16 - 19                                       |   |                                                                                                                                                                                                                                                      | 41     | 299                               | 262   | 77                       |       |                        |                 |            |        |          |    |          |    |
| 6                                                                                                                                |                                        | 20 - 21                                       |   |                                                                                                                                                                                                                                                      | 56     | 243                               | 212   | 71                       |       |                        |                 |            |        |          |    |          |    |
| 7                                                                                                                                |                                        | 22 - 44                                       | W | C                                                                                                                                                                                                                                                    | 26     | 2,677                             | 2,154 | 1,019                    |       |                        |                 |            |        |          |    |          |    |
| 8                                                                                                                                |                                        | 45 - 54                                       |   |                                                                                                                                                                                                                                                      | 41     | 235                               | 164   | 61                       |       |                        |                 |            |        |          |    |          |    |
| 9                                                                                                                                |                                        | 55 and Over                                   |   |                                                                                                                                                                                                                                                      | 56     | 58                                | 37    | 6                        |       |                        |                 |            |        |          |    |          |    |
| 10                                                                                                                               | EDUCATION STATUS                       | School Dropout                                | W | D                                                                                                                                                                                                                                                    | 26     | 1,378                             | 1,074 | 405                      |       |                        |                 |            |        |          |    |          |    |
| 11                                                                                                                               |                                        | Student (High School or Less)                 |   |                                                                                                                                                                                                                                                      | 41     | 11                                | 5     | 2                        |       |                        |                 |            |        |          |    |          |    |
| 12                                                                                                                               |                                        | High School Graduate or Equiv., No Post H. S. |   |                                                                                                                                                                                                                                                      | 56     | 1,753                             | 1,457 | 672                      |       |                        |                 |            |        |          |    |          |    |
| 13                                                                                                                               |                                        | Post High School Attendee                     | W | E                                                                                                                                                                                                                                                    | 26     | 373                               | 295   | 156                      |       |                        |                 |            |        |          |    |          |    |
| 14                                                                                                                               | PUBLIC ASST. STATUS                    | Receiving AFDC (SSA Title IV)                 |   |                                                                                                                                                                                                                                                      | 41     | 3,515                             | 2,831 | 1,235                    |       |                        |                 |            |        |          |    |          |    |
| 15                                                                                                                               |                                        | Receiving SSI (SSA Title XVI)                 |   |                                                                                                                                                                                                                                                      | 56     | 39                                | 33    | 12                       |       |                        |                 |            |        |          |    |          |    |
| 16                                                                                                                               |                                        | Total Receiving Public Assistance             | W | F                                                                                                                                                                                                                                                    | 26     | 3,515                             | 2,831 | 1,235                    |       |                        |                 |            |        |          |    |          |    |
| 17                                                                                                                               | ECONOMIC STATUS                        | OMB, Pov. Level or 70% or less LLSIL          |   |                                                                                                                                                                                                                                                      | 41     | 2,950                             | 2,353 | 991                      |       |                        |                 |            |        |          |    |          |    |
| 18                                                                                                                               |                                        | 71% thru 85% of LLSIL                         |   |                                                                                                                                                                                                                                                      | 56     | 165                               | 141   | 68                       |       |                        |                 |            |        |          |    |          |    |
| 19                                                                                                                               |                                        | 86% thru 100% of LLSIL                        | W | G                                                                                                                                                                                                                                                    | 26     | 138                               | 113   | 58                       |       |                        |                 |            |        |          |    |          |    |
| 20                                                                                                                               |                                        | Above 100% of LLSIL                           |   |                                                                                                                                                                                                                                                      | 41     | 262                               | 224   | 118                      |       |                        |                 |            |        |          |    |          |    |
| 21                                                                                                                               | ECONOMICALLY DISADVANTAGED             |                                               |   |                                                                                                                                                                                                                                                      |        | 56                                | 3,515 | 2,831                    | 1,235 |                        |                 |            |        |          |    |          |    |
| 22                                                                                                                               | FAMILY STATUS                          | Single Parent                                 | W | H                                                                                                                                                                                                                                                    | 26     | 2,188                             | 1,722 | 723                      |       |                        |                 |            |        |          |    |          |    |
| 23                                                                                                                               |                                        | Parent in Two-Parent Family                   |   |                                                                                                                                                                                                                                                      | 41     | 1,141                             | 948   | 458                      |       |                        |                 |            |        |          |    |          |    |
| 24                                                                                                                               |                                        | Other Family Member                           |   |                                                                                                                                                                                                                                                      | 56     | 179                               | 154   | 52                       |       |                        |                 |            |        |          |    |          |    |
| 25                                                                                                                               |                                        | Non-Dependent Individual                      | W | I                                                                                                                                                                                                                                                    | 26     | 7                                 | 7     | 2                        |       |                        |                 |            |        |          |    |          |    |
| 26                                                                                                                               | RACE/ETHNIC GROUP                      | White (Not Hispanic)                          |   |                                                                                                                                                                                                                                                      | 41     | 2,303                             | 1,934 | 901                      |       |                        |                 |            |        |          |    |          |    |
| 27                                                                                                                               |                                        | Black (Not Hispanic)                          |   |                                                                                                                                                                                                                                                      | 56     | 623                               | 510   | 200                      |       |                        |                 |            |        |          |    |          |    |
| 28                                                                                                                               |                                        | Hispanic                                      | W | J                                                                                                                                                                                                                                                    | 26     | 219                               | 189   | 74                       |       |                        |                 |            |        |          |    |          |    |
| 29                                                                                                                               |                                        | American Indian or Alaskan Native             |   |                                                                                                                                                                                                                                                      | 41     | 124                               | 109   | 31                       |       |                        |                 |            |        |          |    |          |    |
| 30                                                                                                                               |                                        | Asian or Pacific Islander                     |   |                                                                                                                                                                                                                                                      | 56     | 246                               | 89    | 29                       |       |                        |                 |            |        |          |    |          |    |
| 31                                                                                                                               | LIMITED ENGLISH SPEAKING ABILITY       |                                               |   | W                                                                                                                                                                                                                                                    | K      | 26                                | 257   | 116                      | 33    |                        |                 |            |        |          |    |          |    |
| 32                                                                                                                               | MIGRANT OR SEASONAL FARM FAMILY MEMBER |                                               |   |                                                                                                                                                                                                                                                      |        | 41                                | 24    | 23                       | 7     |                        |                 |            |        |          |    |          |    |
| 33                                                                                                                               | VET. GROUP                             | Veteran                                       |   |                                                                                                                                                                                                                                                      | 56     | 324                               | 283   | 151                      |       |                        |                 |            |        |          |    |          |    |
| 34                                                                                                                               |                                        | Vietnam-Era (Age 34 or Under)                 | W | L                                                                                                                                                                                                                                                    | 26     | 110                               | 92    | 50                       |       |                        |                 |            |        |          |    |          |    |
| 35                                                                                                                               |                                        | Special Disabled                              |   |                                                                                                                                                                                                                                                      | 41     | 10                                | 7     | 3                        |       |                        |                 |            |        |          |    |          |    |
| 36                                                                                                                               | HANDICAPPED                            |                                               |   |                                                                                                                                                                                                                                                      |        | 56                                | 501   | 412                      | 167   |                        |                 |            |        |          |    |          |    |
| 37                                                                                                                               | OFFENDER                               |                                               |   | W                                                                                                                                                                                                                                                    | M      | 26                                | 404   | 350                      | 152   |                        |                 |            |        |          |    |          |    |
| 38                                                                                                                               | DISPLACED HOMEMAKER                    |                                               |   |                                                                                                                                                                                                                                                      |        | 41                                | 9     | 4                        | 2     |                        |                 |            |        |          |    |          |    |
| 39                                                                                                                               | IN-SCHOOL                              |                                               |   |                                                                                                                                                                                                                                                      |        | 56                                | 13    | 7                        | 2     |                        |                 |            |        |          |    |          |    |
| 40                                                                                                                               | LABOR FORCE STATUS                     | Underemployed                                 | W | N                                                                                                                                                                                                                                                    | 26     | 3                                 | 2     | 1                        |       |                        |                 |            |        |          |    |          |    |
| 41                                                                                                                               |                                        | Unemployed                                    |   |                                                                                                                                                                                                                                                      | 41     | 3,019                             | 2,469 | 1,072                    |       |                        |                 |            |        |          |    |          |    |
| 42                                                                                                                               |                                        | Other                                         |   |                                                                                                                                                                                                                                                      | 56     | 493                               | 360   | 162                      |       |                        |                 |            |        |          |    |          |    |
| 43                                                                                                                               | UNEMPLOYMENT COMPENSATION CLAIMANT     |                                               |   | W                                                                                                                                                                                                                                                    | O      | 26                                | 38    | 32                       | 14    |                        |                 |            |        |          |    |          |    |
| 44                                                                                                                               | TJTC                                   |                                               |   |                                                                                                                                                                                                                                                      |        | 41                                | 0     | 0                        | 0     |                        |                 |            |        |          |    |          |    |
| E. WAGE GAIN OF TERMINEES ENTERING EMPLOYMENT                                                                                    |                                        |                                               |   |                                                                                                                                                                                                                                                      |        | F. Pre-CETA Hrlly. Wage           |       | G. Post-CETA Hrlly. Wage |       | H. Number of Terminees |                 |            |        |          |    |          |    |
| 45                                                                                                                               | TERMINEES WITH NO PREVIOUS WAGE        |                                               |   | W                                                                                                                                                                                                                                                    | S      |                                   | 38    | 25                       | 31    |                        |                 |            |        |          |    |          |    |
| 46                                                                                                                               | Less than \$3.11                       |                                               |   |                                                                                                                                                                                                                                                      |        | 36                                | 417   | 41                       | 193   |                        |                 |            |        |          |    |          |    |
| 47                                                                                                                               | \$3.11 to \$3.49                       |                                               |   |                                                                                                                                                                                                                                                      |        |                                   | 103   |                          | 105   |                        |                 |            |        |          |    |          |    |
| 48                                                                                                                               | \$3.50 to \$3.99                       |                                               |   |                                                                                                                                                                                                                                                      |        |                                   | 130   |                          | 197   |                        |                 |            |        |          |    |          |    |
| 49                                                                                                                               | \$4.00 to \$4.99                       |                                               |   |                                                                                                                                                                                                                                                      |        |                                   | 206   |                          | 378   |                        |                 |            |        |          |    |          |    |
| 50                                                                                                                               | \$5.00 to \$5.99                       |                                               |   |                                                                                                                                                                                                                                                      |        |                                   | 162   |                          | 201   |                        |                 |            |        |          |    |          |    |
| 51                                                                                                                               | \$6.00 or More                         |                                               |   |                                                                                                                                                                                                                                                      |        |                                   | 179   |                          | 161   |                        |                 |            |        |          |    |          |    |
| 5. SIGNATURE AND TITLE                                                                                                           |                                        |                                               |   |                                                                                                                                                                                                                                                      |        | 6. DATE SIGNED                    |       | 7. TELEPHONE NO.         |       |                        |                 |            |        |          |    |          |    |

End of Period Program Activity and  
Terminations and Deregistrations During the Month  
(For Footnotes See Reverse)

|                                | Currently Enrolled<br>End of Month |          |       | Terminations <u>2/</u><br>During Month |          |       | Deregistrations <u>3/</u><br>During Month |          |       |
|--------------------------------|------------------------------------|----------|-------|----------------------------------------|----------|-------|-------------------------------------------|----------|-------|
|                                | BOS                                | St. Paul | Total | BOS                                    | St. Paul | Total | BOS                                       | St. Paul | Total |
| I. Participants 1/             | 226                                | 683      | 909   | 103                                    | 137      | 240   | 149                                       | 124      | 273   |
| II. Activities                 |                                    |          |       |                                        |          |       |                                           |          |       |
| A. Welf. Status Pending        | 0                                  | 0        | 0     | 0                                      | 0        | 0     |                                           |          |       |
| B. Orientation                 | 0                                  | 0        | 0     | 0                                      | 0        | 0     |                                           |          |       |
| C. App., EP, and Certification | 0                                  | 17       | 17    | 0                                      | 37       | 37    |                                           |          |       |
| D. Classroom Trng. Total       | 79                                 | 209      | 288   | 33                                     | 22       | 55    |                                           |          |       |
| 1. Prime Sponsor               | 32                                 | 101      | 133   | 29                                     | 7        | 36    |                                           |          |       |
| 2. Transfer                    | 47                                 | 108      | 155   | 4                                      | 15       | 19    |                                           |          |       |
| E. OJT                         | 1                                  | 4        | 5     | 2                                      | 6        | 8     |                                           |          |       |
| F. PSE                         | 5                                  | 25       | 30    | 5                                      | 1        | 6     |                                           |          |       |
| G. Notice of Deregistration    | 0                                  | 8        | 8     | 2                                      | 6        | 8     |                                           |          |       |
| H. Adjudication                | 0                                  | 0        | 0     | 0                                      | 0        | 0     |                                           |          |       |
| I. Sixty-day Counseling        | 4                                  | 32       | 36    | 5                                      | 8        | 13    |                                           |          |       |
| J. CWP Total                   | 7                                  | 57       | 64    | 16                                     | 36       | 52    |                                           |          |       |
| 1. Individual                  | 7                                  | 56       | 63    | 15                                     | 32       | 47    |                                           |          |       |
| 2. Projects                    | 0                                  | 1        | 1     | 1                                      | 4        | 5     |                                           |          |       |
| K. Working Regis. (Total)      | 37                                 | 111      | 148   | 4                                      | 16       | 20    |                                           |          |       |
| L. EDP Total                   | 36                                 | 134      | 170   | 14                                     | 237      | 251   |                                           |          |       |
| 1. EDP 1                       | 32                                 | 64       | 96    | 11                                     | 203      | 214   |                                           |          |       |
| 2. EDP 2                       | 1                                  | 9        | 10    | 2                                      | 28       | 30    |                                           |          |       |
| 3. EDP 3                       | 3                                  | 61       | 64    | 1                                      | 6        | 7     |                                           |          |       |
| M. IMS                         | 57                                 | 86       | 143   | 22                                     | 174      | 199   |                                           |          |       |

FOOTNOTES:

- 1/ Participants Line: Total Remaining Participants - Column L - ORO 8.0 Report.

For all other current enrollment data, use ORO 10 "current enrolled" column.

- 2/ Terminations During Month: Use ORO 7.1 "Grant Total" line.

This Month  
- Prior Month

Across the Line

- 3/ Deregistrations During Month: ORO 4 report for "all participants." All other data on this table cannot be shown in a deregistration breakout.

Submitted Quarterly: 3/31/81

Characteristics of Participants Leaving Program Activities  
(See Reverse For Footnotes)

Characteristics 1/

Total Registrants

AFDC

GA

FS

Male

Female

14-15

15-19

20-21

22-44

45-54

55 and over

Dropout

High School Student

HS Grad., No Post

Post HS Attendee

White

Black

Hispanic

American Indian

Asian/Pac. Islands

Limited English  
Speaking Ability

Migrant Seasonal Worker

All Veterans

Vietnam Era

Special Disabled

Handicapped

Offender

Displaced Homemaker

Labor Force Status

In school

Underemployed

Unemployed

Other

U.I. Claimant

TJTC

Mandatory 2/

Voluntary 2/

AFDC-UF 2/

|                                     | TERMINATIONS                      |                                    |                                 |                |                          | DEREGISTRATIONS               |              |        |            |                      |
|-------------------------------------|-----------------------------------|------------------------------------|---------------------------------|----------------|--------------------------|-------------------------------|--------------|--------|------------|----------------------|
|                                     | Terminated From<br>WEP Activities | Entered Unsub-<br>sidized Employmt | Terminated for<br>Other Reasons | Total Deregis. | Employed, Off<br>Welfare | Voluntary, Not<br>Off Welfare | Not Eligible | Exempt | Sanctioned | Off Welfare<br>Other |
| Total Registrants                   | 5,266                             | 2,229                              | 3,037                           | 4,484          | 1,152                    | 117                           | 130          | 988    | 248        | 1,849                |
| AFDC                                | 4,127                             | 1,796                              | 2,331                           | 3,359          | 758                      | 108                           | 94           | 835    | 207        | 1,357                |
| GA                                  | 731                               | 275                                | 456                             | 723            | 253                      | 4                             | 32           | 85     | 26         | 323                  |
| FS                                  | 408                               | 158                                | 250                             | 402            | 141                      | 5                             | 4            | 68     | 15         | 169                  |
| Male                                | 2,077                             | 943                                | 1,134                           | 1,862          | 609                      | 8                             | 71           | 127    | 135        | 912                  |
| Female                              | 3,189                             | 1,286                              | 1,903                           | 2,622          | 543                      | 109                           | 59           | 861    | 113        | 937                  |
| 14-15                               | 4                                 | 2                                  | 2                               | 4              | 0                        | 0                             | 0            | 3      | 0          | 1                    |
| 15-19                               | 582                               | 190                                | 392                             | 552            | 120                      | 21                            | 20           | 123    | 39         | 229                  |
| 20-21                               | 483                               | 164                                | 319                             | 450            | 98                       | 17                            | 16           | 110    | 24         | 185                  |
| 22-44                               | 3,738                             | 1,713                              | 2,025                           | 3,059          | 827                      | 76                            | 85           | 643    | 172        | 1,256                |
| 45-54                               | 339                               | 121                                | 218                             | 305            | 77                       | 3                             | 8            | 79     | 8          | 130                  |
| 55 and over                         | 120                               | 39                                 | 81                              | 114            | 30                       | 0                             | 1            | 30     | 5          | 48                   |
| Dropout                             | 2,016                             | 724                                | 1,292                           | 1,760          | 355                      | 32                            | 48           | 382    | 128        | 815                  |
| High School Student                 | 109                               | 43                                 | 66                              | 102            | 27                       | 3                             | 6            | 25     | 4          | 37                   |
| HS Grad., No Post                   | 2,538                             | 1,151                              | 1,387                           | 2,122          | 602                      | 66                            | 58           | 486    | 105        | 805                  |
| Post HS Attendee                    | 603                               | 311                                | 292                             | 500            | 168                      | 16                            | 18           | 95     | 11         | 192                  |
| White                               | 4,167                             | 1,851                              | 2,316                           | 3,566          | 999                      | 98                            | 108          | 757    | 174        | 1,430                |
| Black                               | 520                               | 204                                | 316                             | 413            | 81                       | 14                            | 9            | 127    | 39         | 143                  |
| Hispanic                            | 205                               | 76                                 | 129                             | 173            | 32                       | 3                             | 6            | 28     | 21         | 83                   |
| American Indian                     | 235                               | 58                                 | 177                             | 218            | 30                       | 2                             | 4            | 38     | 12         | 132                  |
| Asian/Pac. Islands                  | 139                               | 40                                 | 99                              | 114            | 10                       | 0                             | 3            | 38     | 2          | 61                   |
| Limited English<br>Speaking Ability | 176                               | 45                                 | 131                             | 152            | 14                       | 2                             | 6            | 42     | 7          | 81                   |
| Migrant Seasonal Worker             | 57                                | 18                                 | 39                              | 54             | 12                       | 1                             | 3            | 9      | 5          | 24                   |
| All Veterans                        | 674                               | 322                                | 352                             | 605            | 217                      | 2                             | 28           | 45     | 35         | 278                  |
| Vietnam Era                         | 279                               | 130                                | 149                             | 249            | 81                       | 1                             | 10           | 18     | 16         | 123                  |
| Special Disabled                    | 12                                | 4                                  | 8                               | 12             | 3                        | 0                             | 1            | 3      | 0          | 5                    |
| Handicapped                         | 579                               | 243                                | 336                             | 478            | 122                      | 7                             | 10           | 108    | 29         | 202                  |
| Offender                            | 483                               | 207                                | 276                             | 417            | 93                       | 2                             | 14           | 56     | 47         | 205                  |
| Displaced Homemaker                 | 142                               | 55                                 | 87                              | 115            | 14                       | 4                             | 6            | 53     | 2          | 36                   |
| Labor Force Status                  |                                   |                                    |                                 |                |                          |                               |              |        |            |                      |
| In school                           | 52                                | 22                                 | 30                              | 46             | 14                       | 1                             | 1            | 14     | 0          | 16                   |
| Underemployed                       | 90                                | 43                                 | 47                              | 75             | 18                       | 5                             | 5            | 19     | 2          | 26                   |
| Unemployed                          | 4,509                             | 1,888                              | 2,621                           | 3,870          | 934                      | 97                            | 110          | 878    | 227        | 1,624                |
| Other                               | 667                               | 298                                | 369                             | 539            | 200                      | 15                            | 15           | 91     | 19         | 199                  |
| U.I. Claimant                       | 82                                | 40                                 | 42                              | 77             | 32                       | 1                             | 5            | 8      | 2          | 29                   |
| TJTC                                | 3                                 | 1                                  | 2                               | 3              | 1                        | 0                             | 0            | 1      | 0          | 1                    |
| Mandatory 2/                        | 3,205                             | 1,383                              | 2,822                           |                |                          |                               |              |        |            |                      |
| Voluntary 2/                        | 1,082                             | 336                                | 746                             |                |                          |                               |              |        |            |                      |
| AFDC-UF 2/                          | 979                               | 510                                | 469                             |                |                          |                               |              |        |            |                      |

FOOTNOTES:

1/ WEP ORO 4.0 Report

2/ WEP ORO 9.0 Report

REPORTING PERIOD: 3/31/81

CHARACTERISTICS OF WEP PARTICIPANTS  
CUMULATIVE, PTD-GA, FOOD STAMPS AND TOTAL  
(For Footnotes See Reverse)

| Characteristics                 | GA <sup>1/</sup> |        |       | FS <sup>2/</sup> |        |       | TOTAL <sup>3/</sup><br>(AFDC, GA & FS) |        |       |
|---------------------------------|------------------|--------|-------|------------------|--------|-------|----------------------------------------|--------|-------|
|                                 | Male             | Female | Total | Male             | Female | Total | Male                                   | Female | Total |
| A. Total Registrants            | 469              | 294    | 763   | 265              | 163    | 428   | 2,361                                  | 3,815  | 6,176 |
| Mandatory                       |                  |        | 720   |                  |        | 294   |                                        |        | 3,809 |
| AFDC-UF                         |                  |        | 3     |                  |        | 3     |                                        |        | 1,170 |
| Voluntary                       |                  |        | 40    |                  |        | 131   |                                        |        | 1,197 |
| B. Age                          |                  |        |       |                  |        |       |                                        |        |       |
| 14-15                           |                  |        | 0     |                  |        | 0     |                                        |        | 5     |
| 16-19                           |                  |        | 156   |                  |        | 42    |                                        |        | 630   |
| 20-21                           |                  |        | 141   |                  |        | 41    |                                        |        | 528   |
| 22-44                           |                  |        | 384   |                  |        | 252   |                                        |        | 4,442 |
| 45-54                           |                  |        | 50    |                  |        | 54    |                                        |        | 425   |
| 55 and Over                     |                  |        | 32    |                  |        | 39    |                                        |        | 146   |
| C. Education                    |                  |        |       |                  |        |       |                                        |        |       |
| Dropout                         |                  |        | 336   |                  |        | 192   |                                        |        | 2,394 |
| HS Student                      |                  |        | 41    |                  |        | 5     |                                        |        | 117   |
| HS Grad, No Post                |                  |        | 309   |                  |        | 165   |                                        |        | 2,954 |
| Post HS Atndee                  |                  |        | 77    |                  |        | 66    |                                        |        | 711   |
| D. Ethnic Group                 |                  |        |       |                  |        |       |                                        |        |       |
| White                           |                  |        | 711   |                  |        | 366   |                                        |        | 4,752 |
| Black                           |                  |        | 6     |                  |        | 0     |                                        |        | 633   |
| Hispanic                        |                  |        | 9     |                  |        | 5     |                                        |        | 237   |
| Am. Indian                      |                  |        | 29    |                  |        | 49    |                                        |        | 253   |
| As/Pac. Islndr.                 |                  |        | 8     |                  |        | 8     |                                        |        | 301   |
| E. Limited English Speaking Ab. |                  |        | 12    |                  |        | 6     |                                        |        | 323   |
| F. Migrant or Seas. Farmworker  |                  |        | 18    |                  |        | 4     |                                        |        | 59    |
| G. Veteran                      |                  |        |       |                  |        |       |                                        |        |       |
| All Veterans                    |                  |        | 147   |                  |        | 107   |                                        |        | 750   |
| Vietnam Era                     |                  |        | 68    |                  |        | 50    |                                        |        | 313   |
| Special Disab.                  |                  |        | 1     |                  |        | 3     |                                        |        | 16    |
| H. Handicapped                  |                  |        | 64    |                  |        | 30    |                                        |        | 678   |
| I. Offender                     |                  |        | 91    |                  |        | 16    |                                        |        | 546   |
| J. Dis. Homemaker               |                  |        | 18    |                  |        | 10    |                                        |        | 165   |
| K. Labor Force Stat.            |                  |        |       |                  |        |       |                                        |        |       |
| In School                       |                  |        | 5     |                  |        | 8     |                                        |        | 63    |
| Underemployed                   |                  |        | 7     |                  |        | 15    |                                        |        | 97    |
| Unemployed                      |                  |        | 732   |                  |        | 358   |                                        |        | 5,218 |
| Other                           |                  |        | 24    |                  |        | 55    |                                        |        | 861   |
| L. U.I. Claimant                |                  |        | 5     |                  |        | 25    |                                        |        | 92    |
| M. TJTC                         |                  |        | 0     |                  |        | 1     |                                        |        | 4     |

FOOTNOTES:

1/ ORO 6.0 Report - 82 GA Ledger

2/ ORO 6.0 Report - 83 FS Ledger

3/ ORO 6.0 Report - 99 - Total all funds ledger

WAGES BY ACTIVITY - PTD

| Total                     | TOTAL WEP 1/                          |              |               |               |               |               |               |
|---------------------------|---------------------------------------|--------------|---------------|---------------|---------------|---------------|---------------|
|                           | Average Wage                          | Under \$3.10 | \$3.11-\$3.49 | \$3.50-\$3.99 | \$4.00-\$4.99 | \$5.00-\$5.99 | \$6.00 & Over |
| A. Welfare Status Pending |                                       |              |               |               |               |               |               |
| B. Orientation            |                                       |              |               |               |               |               |               |
| C. App., Em., & Certif.   |                                       |              |               |               |               |               |               |
| D. Classroom Training     |                                       |              | NO WAGES PAID |               |               |               |               |
| E. OJT                    | \$4.28                                | 40           | 27            | 63            | 113           | 60            | 21            |
| F. PSE                    | \$3.62                                | 4            | 6             | 16            | 6             | 0             | 0             |
| G. Notice Dereg. Sent     |                                       |              |               |               |               |               |               |
| H. Adjudication Req.      |                                       |              |               |               |               |               |               |
| I. Sixty-day Counseling   |                                       |              |               |               |               |               |               |
| J. CWP, Individual        | \$3.99                                | 118          | 105           | 281           | 599           | 12            | 4             |
| K. CWP, Projects          | \$4.10                                | 36           | 12            | 53            | 115           | 25            | 12            |
| L. Working Registrants    | ----- INFORMATION NOT AVAILABLE ----- |              |               |               |               |               |               |
| M. EDP                    | ----- NO WAGES PAID -----             |              |               |               |               |               |               |
| N. IMS                    | ----- NO WAGES PAID -----             |              |               |               |               |               |               |
| O. Total                  |                                       |              |               |               |               |               |               |

TABLE VIII B

PREPARED MONTHLY:

3/31/81

## BALANCE OF STATE AND ST. PAUL

## Wages By Activity - PTD

BOS 1/

| Total | Average<br>Wage | Under<br>\$3.10 | \$3.11-<br>\$3.49 | \$3.50-<br>\$3.99 | \$4.00-<br>\$4.99 | \$5.00-<br>\$5.99 | \$6.00 &<br>Over |
|-------|-----------------|-----------------|-------------------|-------------------|-------------------|-------------------|------------------|
|-------|-----------------|-----------------|-------------------|-------------------|-------------------|-------------------|------------------|

A. Welf. Status Pending

B. Orientation

C. App., Em., &amp; Certif.

D. Classroom Training

E. OJT

F. PSE

G. Notice Dereg. Sent

H. Adjudication Req.

I. Sixty-day Counseling

J. CWP, Individual

K. CWP, Projects

L. Working Registrants

M. EDP

N. IMS

O. Total

|        |    |    |               |    |    |    |  |
|--------|----|----|---------------|----|----|----|--|
|        |    |    | NO WAGES PAID |    |    |    |  |
| \$4.00 | 35 | 15 | 26            | 47 | 17 | 10 |  |
| \$3.61 | 4  | 6  | 16            | 5  | 0  | 0  |  |

|        |    |    |                           |     |    |   |  |
|--------|----|----|---------------------------|-----|----|---|--|
| \$3.62 | 89 | 73 | 100                       | 110 | 10 | 1 |  |
| \$3.95 | 35 | 12 | 52                        | 104 | 17 | 0 |  |
|        |    |    | INFORMATION NOT AVAILABLE |     |    |   |  |
|        |    |    | NO WAGES PAID             |     |    |   |  |
|        |    |    | NO WAGES PAID             |     |    |   |  |

| Total | Average<br>Wage | Under<br>\$3.10 | \$3.11-<br>\$3.49 | \$3.50-<br>\$3.99 | \$4.00-<br>\$4.99 | \$5.00-<br>\$5.99 | \$6.00 &<br>Over |
|-------|-----------------|-----------------|-------------------|-------------------|-------------------|-------------------|------------------|
|-------|-----------------|-----------------|-------------------|-------------------|-------------------|-------------------|------------------|

A. Welf. Status Pending

B. Orientation

C. App., Em., &amp; Certif.

D. Classroom Training

E. OJT

F. PSE

G. Notice Dereg. Sent

H. Adjudication Req.

I. Sixty-day Counseling

J. CWP, Individual

K. CWP, Projects

L. Working Registrants

M. EDP

N. IMS

O. Total

|        |   |    |               |    |    |    |  |
|--------|---|----|---------------|----|----|----|--|
|        |   |    | NO WAGES PAID |    |    |    |  |
| \$4.53 | 5 | 12 | 37            | 66 | 43 | 11 |  |
| \$4.10 | 0 | 0  | 0             | 1  | 0  | 0  |  |

|        |    |    |                           |     |   |    |  |
|--------|----|----|---------------------------|-----|---|----|--|
| \$4.17 | 29 | 32 | 181                       | 489 | 2 | 3  |  |
| \$5.15 | 1  | 0  | 1                         | 11  | 8 | 12 |  |
|        |    |    | INFORMATION NOT AVAILABLE |     |   |    |  |
|        |    |    | NO WAGES PAID             |     |   |    |  |
|        |    |    | NO WAGES PAID             |     |   |    |  |

1/ ORO 5.0 Report

MDES/WEP Central 12/7

## FINANCIAL AND COST ANALYSIS

Total Federal Cost Outlay: The total projected federal cash outlay attributed to the Work Equity Demonstration Project was \$13,847,616. This consisted of projected costs by component, projected U.I., and projected grant diversion/hold harmless net savings. Each of these projections is detailed further in this section.

### Total Federal Cost Outlay

|                                       |              |
|---------------------------------------|--------------|
| Cost by component .....               | \$13,564,800 |
| U.I. ....                             | + 550,000    |
| Subtotal .....                        | \$14,114,800 |
| Grant Div./Hold Harmless Savings..... | - 267,184    |
| TOTAL WEP                             | \$13,847,616 |

Planned Budget vs. Actual Costs: The attached Planned Budget vs. Actual Costs table includes WEP's planned expenditure level for each federal fiscal year (FFY) as submitted to DOL in various Grant Modifications (GM) and also includes WEP's actual costs for that fiscal year.

The variances between WEP's total original budget and the total actual cost for each FFY are as follows:

| <u>FFY</u> | <u>Variance</u>  |
|------------|------------------|
| 1977       | 11% over budget  |
| 1978       | 89% under budget |
| 1979       | 8% under budget  |
| 1980       | 25% under budget |
| 1981       | 6% under budget  |

The largest variance between WEP's budget and actual costs occurred in FFY 1978. WEP's original plan of \$6,800,000 included projected costs for 27 counties. In actuality only seven of the original 27 counties participated in WEP. The variance of 25% in FFY 1980 was a result of underbudgeting WEP Central by 12% and BOS by 13%, and overbudgeting the City of St. Paul by 42%. WEP subgranted with the City of St. Paul to operate the urban component of WEP and relied on their projected participant enrollment figures and projected expenditure levels for budgeting. One factor contributing to the problem was the unreliability of participant reporting in St. Paul. In FFY 1981 after experiencing large variances due to overbudgeting by the City, WEP Central worked with St. Paul to develop a more realistic budget.

WORK EQUITY DEMONSTRATION PROJECT  
Planned Budget VS Actual Costs

|          | <u>FFY77 Plan</u>     |            | <u>Actual</u> | <u>FFY78 Plan</u> |              | <u>Actual</u> |
|----------|-----------------------|------------|---------------|-------------------|--------------|---------------|
|          | <u>Planning Grant</u> | <u>GM</u>  |               | <u>GM #4</u>      | <u>GM #7</u> |               |
| CT       |                       |            |               | \$ 331,146        | \$ 29,075    | \$ 72,169     |
| OJT      |                       |            |               | 992,566           | 113,121      | 101,719       |
| CWP      |                       |            |               | 5,168,454         | 552,237      | 319,139       |
| Services |                       |            |               | 307,834           | 694,433      | 230,289       |
| Other    | \$ 151,000            | \$ 181,000 | \$ 167,457    | -0-               | -0-          | 19,736        |
| Total    | \$ 151,000            | \$ 181,000 | \$ 167,457    | \$6,800,000       | \$1,388,866  | \$ 743,052    |
| Admin.   | \$ 151,000            | \$ 181,000 | \$ 167,457    | \$ 429,720        | \$ 658,565   | \$ 625,747    |
| Allow.   |                       |            |               | 125,856           | 100,426      | 1,206         |
| Wages    |                       |            |               | 4,127,122         | 160,511      | 4,096         |
| Benefits |                       |            |               | 529,613           | 30,574       | 402           |
| Training |                       |            |               | 778,404           | 61,260       | 1,826         |
| Services |                       |            |               | 809,285           | 377,530      | 109,775       |
| Total    | \$ 151,000            | \$ 181,000 | \$ 167,457    | \$6,800,000       | \$1,388,866  | \$ 743,052    |

WORK EQUITY DEMONSTRATION PROJECT  
Planned Budget VS Actual Costs

|          | <u>FFY79 Plan</u> |                | <u>Actual</u>  | <u>FFY80 Plan</u> |                  |                  | <u>Actual</u>    |
|----------|-------------------|----------------|----------------|-------------------|------------------|------------------|------------------|
|          | GM #9             | GM #11         |                | GM #9             | GM #11           | GM #14           |                  |
| CT       | \$ 239,294        | \$ 323,187     | \$ 314,659     | \$ 415,384        | \$ 516,654       | \$ 616,207       | \$ 628,180       |
| OJT      | 439,923           | 407,947        | 407,985        | 758,877           | 401,052          | 361,703          | 347,644          |
| CWP      | 2,352,753         | 2,343,644      | 2,361,833      | 4,029,950         | 4,483,208        | 3,337,034        | 2,941,515        |
| Services | 1,344,671         | 933,075        | 962,007        | 2,348,525         | 1,736,090        | 1,172,848        | 1,156,751        |
| Other    | <u>216,121</u>    | <u>185,053</u> | <u>185,330</u> | <u>375,446</u>    | <u>884,275</u>   | <u>799,225</u>   | <u>879,306</u>   |
| Total    | \$4,592,762       | \$4,192,906    | \$4,231,814    | \$7,988,182       | \$8,021,279      | \$6,287,017      | \$5,953,896      |
| Admin.   | \$1,499,305       | \$1,209,480    | \$1,251,737    | \$1,853,356       | \$1,364,408      | \$1,274,141      | \$1,243,412      |
| Allow.   | 327,040           | 241,231        | 241,230        | 350,154           | 488,390          | 504,273          | 504,230          |
| Wages    | 1,479,668         | 1,573,005      | 1,573,819      | 3,534,767         | 3,357,654        | 2,549,603        | 2,143,279        |
| Benefits | 126,930           | 175,029        | 176,247        | 396,878           | 638,575          | 313,813          | 304,928          |
| Training | 289,729           | 143,282        | 182,030        | 645,556           | 480,117          | 283,430          | 301,121          |
| Services | <u>870,090</u>    | <u>850,879</u> | <u>806,751</u> | <u>1,207,471</u>  | <u>1,692,135</u> | <u>1,361,757</u> | <u>1,456,926</u> |
| Total    | \$4,592,762       | \$4,192,906    | \$4,231,814    | \$7,988,182       | \$8,021,279      | \$6,287,017      | \$5,953,896      |

WORK EQUITY DEMONSTRATION PROJECT  
Planned Budget VS Actual Costs

|                    | <u>FFY81 Plan</u> | <u>Projected Costs</u> |
|--------------------|-------------------|------------------------|
|                    | GM #14            |                        |
| CT                 | \$ 363,746        | \$ 405,967             |
| OJT                | 125,802           | 128,690                |
| CWP                | 1,491,203         | 1,063,193              |
| Services           | 556,154           | 455,441                |
| Other              | 429,853           | 415,288                |
| Sub-Total          | \$2,966,758       | \$2,468,579            |
| U.I. <sup>1/</sup> | <u>300,000</u>    | <u>594,908</u>         |
| Total              | \$3,266,758       | \$3,063,487            |
| Admin.             | \$ 626,859        | \$ 603,882             |
| Allow.             | 227,109           | 237,737                |
| Wages              | 1,154,073         | 766,812                |
| Benefits           | 158,174           | 89,094                 |
| Training           | 246,550           | 160,712                |
| Services           | 553,993           | 610,342                |
| Sub-Total          | \$2,966,758       | \$2,468,579            |
| U.I. <sup>1/</sup> | <u>300,000</u>    | <u>594,908</u>         |
| Total              | \$3,266,758       | \$3,063,487            |

<sup>1/</sup>Prior to FFY 1981 U.I. was included in CWP benefits.

Costs by Component: The attached Cost by Component table summarizes the total projected projects costs by component. This table does not include U.I. or any grant diversion/hold harmless amounts. U.I. is not included in the table because the greater percentage of the charges is a result of WEP shutting down and are not a result of normal operation. No grant diversion/hold harmless amounts are included because there was not an accurate means for allocating this to the various cost components. It was believed that addition of these amounts would skew the cost per participant served in each component.

The "Services to Clients" component included all expenditures related to IMS for both BOS and St. Paul and all expenditures related to EDP for St. Paul. The "Other" component in administration included all expenditures for WEP Central and all of DPW's expenditures except WIN/WEP Social Services which were included in services. The "Other" component in administration, allowances, and services included all expenditures related to IMS for the BOS. An explanation of each cost category - administration, allowances, wages, benefits, training and services - follows:

Administration: Includes WEP administrative staff salaries and wages, fringe benefits, supplies, communication, travel, equipment rent and expense, premises rent and expense, services (i.e., outside ADP service, contractual services, subscription and clipping, advisory council, etc.) and other miscellaneous expenditures (i.e., staff training).

Allowances: Includes incentive payments, transportation expenses and temporary residence allowance for WEP participants. Incentive payments were paid to WEP participants at a rate of \$6 per day (limited to \$30 per week) for each day of participation in EDP, IMS, Classroom Training, and Suspense to Training.

Wages: Includes prevailing wages paid to WEP CWP participants. Prevailing wage is the actual wage rate for particular classes of work in a given geographic area.

Benefits: Includes fringe benefit charges paid to WEP CWP participants.

Training: Includes tuition, books, supplies, and registration fees while participating in classroom training and CWP. Also included are OJT payments to employers for training of participants.

Services to Participants: Includes WEP staff salaries and wages, fringe benefits, supplies, communication, travel, equipment rent and expense, premises rent and expenses, services, and other miscellaneous expenditures. This also includes supportive services such as car repair, gasoline, relocation assistance, child care, protective clothing, specialized work clothes, tools and equipment, etc.

# WORK EQUITY DEMONSTRATION PROJECT

Cost By Component

Total Project

|                                   | Historical<br>11/15/76-4/30/81 | Projected<br>5/1/81-6/30/81 | Total Project<br>11/15/76-6/30/81 |
|-----------------------------------|--------------------------------|-----------------------------|-----------------------------------|
| <u>CLASSROOM TRAINING</u>         | <u>\$1,306,260</u>             | <u>\$114,716</u>            | <u>\$ 1,420,976</u>               |
| Administration                    | 314,772                        | 6,698                       | 321,470                           |
| Allowances                        | 628,387                        | 55,500                      | 683,887                           |
| Training                          | 253,307                        | 51,000                      | 304,307                           |
| Services                          | 109,794                        | 1,518                       | 111,312                           |
| <br><u>ON-THE-JOB TRAINING</u>    | <br><u>\$ 964,259</u>          | <br><u>\$ 21,780</u>        | <br><u>\$ 986,039</u>             |
| Administration                    | 324,133                        | 5,090                       | 329,223                           |
| Training                          | 233,428                        | 16,000                      | 249,428                           |
| Services                          | 406,698                        | 690                         | 407,388                           |
| <br><u>COMMUNITY WORK PROJECT</u> | <br><u>\$6,412,652</u>         | <br><u>\$273,027</u>        | <br><u>\$ 6,685,679</u>           |
| Administration                    | 1,084,379                      | 22,162                      | 1,106,541                         |
| Wages                             | 4,276,306                      | 211,700                     | 4,488,006                         |
| Benefits                          | 543,072                        | 27,600                      | 570,672                           |
| Training                          | 91,954                         | -                           | 91,954                            |
| Services                          | 416,941                        | 11,565                      | 428,506                           |
| <br><u>SERVICES TO CLIENTS</u>    | <br><u>\$2,780,166</u>         | <br><u>\$ 24,322</u>        | <br><u>\$ 2,804,488</u>           |
| Administration                    | 850,808                        | 6,855                       | 857,663                           |
| Allowances                        | 254,273                        | -                           | 254,273                           |
| Services                          | 1,675,085                      | 17,467                      | 1,692,552                         |
| <br><u>OTHER</u>                  | <br><u>\$1,555,565</u>         | <br><u>\$112,053</u>        | <br><u>\$ 1,667,618</u>           |
| Administration                    | 1,209,993                      | 67,345                      | 1,277,338                         |
| Allowances                        | 46,243                         | -                           | 46,243                            |
| Services                          | 299,329                        | 44,708                      | 344,037                           |
| <br><u>PROGRAM TOTALS</u>         | <br><u>\$13,018,902</u>        | <br><u>\$545,898</u>        | <br><u>\$13,564,800</u>           |
| Administration                    | 3,784,085                      | 108,150                     | 3,892,235                         |
| Allowances                        | 928,903                        | 55,500                      | 984,403                           |
| Wages                             | 4,276,306                      | 211,700                     | 4,488,006                         |
| Benefits                          | 543,072                        | 27,600                      | 570,672                           |
| Training                          | 578,689                        | 67,000                      | 645,689                           |
| Services                          | 2,907,847                      | 75,948                      | 2,983,795                         |

Does not include U.I. or any diversion/hold harmless amounts.

Comparison among Components: The attached Comparison by Component Table shows the percent of the total costs expended in each component. The largest percent expended was in CWP at 49%, followed by Services to Clients as 21%; Other at 12%; Classroom Training at 11% and OJT at 7%.

The table also compares the cost per participant served in the components of classroom training, OJT, and CWP. It also shows how much of that cost was attributed to administration, allowances, wages, benefits, training, and services. A cost per participant served for the components of IMS or EDP is not included because St. Paul reported both IMS and EDP together, and WEP was unable to determine how much was expended for each component.

The CWP's were the least expensive to administer at 17% of the total cost per participant served, followed by classroom training at 23%, and OJT at 34%.

WORK EQUITY DEMONSTRATION PROJECT  
Percent Expended in Each Component

|                                   | <u>Total Costs</u>      | <u>% of Total</u> |
|-----------------------------------|-------------------------|-------------------|
| <u>CLASSROOM TRAINING</u>         | <u>\$ 1,420,976</u>     | <u>11</u>         |
| Administration                    | 321,470                 | 3                 |
| Allowances                        | 683,887                 | 5                 |
| Training                          | 304,307                 | 2                 |
| Services                          | 111,312                 | 1                 |
| <br><u>ON-THE-JOB TRAINING</u>    | <br><u>\$ 986,039</u>   | <br><u>7</u>      |
| Administration                    | 329,223                 | 2                 |
| Training                          | 249,428                 | 2                 |
| Services                          | 407,388                 | 3                 |
| <br><u>COMMUNITY WORK PROJECT</u> | <br><u>\$ 6,685,679</u> | <br><u>49</u>     |
| Administration                    | 1,106,541               | 8                 |
| Wages                             | 4,488,006               | 33                |
| Benefits                          | 570,672                 | 4                 |
| Training                          | 91,954                  | 1                 |
| Services                          | 428,506                 | 3                 |
| <br><u>SERVICES TO CLIENTS</u>    | <br><u>\$ 2,804,488</u> | <br><u>21</u>     |
| Administration                    | 857,663                 | 6                 |
| Allowances                        | 254,273                 | 2                 |
| Services                          | 1,692,552               | 13                |
| <br><u>OTHER</u>                  | <br><u>\$ 1,667,618</u> | <br><u>12</u>     |
| Administration                    | 1,227,338               | 9                 |
| Allowances                        | 46,243                  | 0                 |
| Services                          | 344,037                 | 3                 |
| <br><u>PROGRAM TOTALS</u>         | <br><u>\$13,564,800</u> | <br><u>100</u>    |
| Administration                    | 3,892,235               | 28                |
| Allowances                        | 984,403                 | 7                 |
| Wages                             | 4,488,006               | 33                |
| Benefits                          | 570,672                 | 4                 |
| Training                          | 645,689                 | 5                 |
| Services                          | 2,983,795               | 23                |

Does not include any U.I. or diversion/hold harmless amounts.

WORK EQUITY DEMONSTRATION PROJECT  
Comparison by Component

-69B-

|                    | <u>Classroom Training</u> |           |                             | <u>On-the-Job Training</u> |            |                             | <u>Community Work Projects</u> |           |                             |
|--------------------|---------------------------|-----------|-----------------------------|----------------------------|------------|-----------------------------|--------------------------------|-----------|-----------------------------|
|                    | <u>Total Cost</u>         | <u>%</u>  | <u>Cost Per Participant</u> | <u>Total Cost</u>          | <u>%</u>   | <u>Cost Per Participant</u> | <u>Total Cost</u>              | <u>%</u>  | <u>Cost Per Participant</u> |
| <u>No. Served:</u> |                           |           | <u>1,640</u>                |                            |            | <u>330</u>                  |                                |           | <u>1,438</u>                |
| Administration     | \$321,470                 | 23%       | \$ 196                      | \$329,223                  | 34%        | \$ 998                      | \$1,106,541                    | 17%       | \$ 769                      |
| Allowances         | 683,887                   | 48%       | 417                         | -0-                        | -0-        | -0-                         | -0-                            | -0-       | -0-                         |
| Wages              | -0-                       | -0-       | -0-                         | -0-                        | -0-        | -0-                         | 4,488,006                      | 67%       | 3,121                       |
| Benefits           | -0-                       | -0-       | -0-                         | -0-                        | -0-        | -0-                         | 570,672                        | 9%        | 397                         |
| Training           | 304,307                   | 21%       | 185                         | 249,428                    | 25%        | 756                         | 91,954                         | 1%        | 64                          |
| Services           | <u>111,312</u>            | <u>8%</u> | <u>68</u>                   | <u>407,388</u>             | <u>41%</u> | <u>1,234</u>                | <u>428,506</u>                 | <u>6%</u> | <u>298</u>                  |
| TOTAL:             | \$1,420,976               | 100%      | \$ 866                      | \$986,039                  | 100%       | \$2,988                     | \$6,685,679                    | 100%      | \$ 4,649                    |

Does not include any U.I. or diversion/hold harmless amounts.

Unemployment Insurance: The WEP operations and budget planning suffered a great deal from confusion about and changes made in the source of payments for the Unemployment Insurance coverage that was to be available for the CWP participants. Late in the operation (November, 1980) the DOL National Office decided that U.I. costs in BOS would be paid by Federal Unemployment Benefit Allowances (FUBA) and St. Paul coverage would be paid from WEP funds.

This resolved the problem until FUBA coverage was discontinued for all CETA clients on December 5, 1980. This change in the federal regulations made WEP participants ineligible for FUBA coverage. U.I. charges for wages paid to BOS CWP participants after that date were charged to WEP.

A special Grant Modification was submitted to the Regional Office to assure that WEP would have enough resources to cover all potential U.I. claims by WEP CWP participants.

The final amount set aside for U.I. coverage was \$600,000.

WORK EQUITY DEMONSTRATION PROJECT  
Unemployment Insurance  
Total Project

|                   | <u>Historical</u>  |                    |                    | <u>1981</u>        |              | <u>Projected <sup>1/</sup></u>   |                         |
|-------------------|--------------------|--------------------|--------------------|--------------------|--------------|----------------------------------|-------------------------|
|                   | <u>1980</u>        |                    |                    | <u>1st Quarter</u> | <u>TOTAL</u> | <u>1981-1982</u>                 | <u>TOTAL</u>            |
|                   | <u>2nd Quarter</u> | <u>3rd Quarter</u> | <u>4th Quarter</u> |                    |              | <u>2nd Quarter - 1st Quarter</u> |                         |
| Original Billing  | \$657              | \$2,558            | \$8,171            | \$13,520           | \$24,906     | \$525,759                        | \$550,665               |
| Extended Benefits | <u>-0-</u>         | <u>-0-</u>         | <u>1,330</u>       | <u>872</u>         | <u>2,202</u> | <u>-0-</u>                       | <u>2,202</u>            |
| TOTAL:            | \$657              | \$2,558            | \$9,501            | \$14,392           | \$27,108     | \$525,759                        | \$552,867 <sup>2/</sup> |

<sup>1/</sup> See Potential U.I. Liability Table for Further Detail

<sup>2/</sup> We rounded the Total Potential U.I. Liability to \$550,000.

WORK EQUITY DEMONSTRATION PROJECT  
Potential Unemployment Insurance Liability  
April 1, 1981 - March 31, 1982

St. Paul UI Projection

| <u>1/</u><br>Months<br>of CWP<br>Partic. | <u>2/</u><br>Max. UI<br>Claim<br>Weeks | <u>3/</u><br>Weekly<br>Benefit<br>Amount | <u>4/</u><br>UI Liab.<br>Per<br>Claim | <u>5/</u><br>Est.<br>No. of<br>Claims | <u>6/</u><br>Total<br>Est. UI<br>Liab. | <u>7/</u><br>Total<br>WEP<br>Share |
|------------------------------------------|----------------------------------------|------------------------------------------|---------------------------------------|---------------------------------------|----------------------------------------|------------------------------------|
| 1                                        | *                                      | \$85                                     | \$ 242                                | 31                                    | \$ 7,510                               | \$ 6,233                           |
| 2                                        | *                                      | 85                                       | 485                                   | 59                                    | 28,585                                 | 23,725                             |
| 3                                        | 11                                     | 85                                       | 935                                   | 55                                    | 51,425                                 | 42,683                             |
| 4                                        | 13                                     | 85                                       | 1,105                                 | 65                                    | 71,825                                 | 59,615                             |
| 5                                        | 16                                     | 85                                       | 1,360                                 | 44                                    | 59,840                                 | 49,667                             |
| 6                                        | 18                                     | 85                                       | 1,530                                 | 48                                    | 73,440                                 | 60,955                             |
| 7                                        | 21                                     | 85                                       | 1,785                                 | 34                                    | 60,690                                 | 50,373                             |
| 8                                        | 24                                     | 85                                       | 2,040                                 | 24                                    | 48,960                                 | 40,637                             |
| 9                                        | 26                                     | 85                                       | 2,210                                 | 20                                    | 44,200                                 | 36,686                             |
| 10                                       | 26                                     | 85                                       | 2,210                                 | 22                                    | 48,620                                 | 40,355                             |
| 11                                       | 26                                     | 85                                       | 2,210                                 | 10                                    | 22,100                                 | 18,343                             |
| 12                                       | 26                                     | 85                                       | 2,210                                 | 38                                    | 83,980                                 | 69,703                             |

TOTAL POTENTIAL UI LIABILITY ..... 450      \$601,175      \$498,975

\* Since those who participated in CWP for four or eight weeks would not be eligible for UI unless they earned wage credits in other employment, a different method was used to compute these. The average number of weeks for all other participants (19 weeks) was multiplied by the \$85 per-week benefit amount times the percentage of 19 weeks for which WEP might be potentially liable (15% for four weeks and 30% for eight weeks).

Balance of State Projection

| <u>1/</u><br>Weeks<br>of CWP<br>Partic. | <u>2/</u><br>Max. UI<br>Claim<br>Weeks | <u>3/</u><br>Weekly<br>Benefit<br>Amount | <u>4/</u><br>UI Liab.<br>Per<br>Claim | <u>5/</u><br>Est.<br>No. of<br>Claims | <u>6/</u><br>Total<br>Est. UI<br>Liab. | <u>8/</u><br>Total<br>WEP<br>Share |
|-----------------------------------------|----------------------------------------|------------------------------------------|---------------------------------------|---------------------------------------|----------------------------------------|------------------------------------|
| 30 (ie, 1)                              | 21                                     | \$77                                     | \$1,617                               | 1                                     | \$1,617                                | \$ 210                             |
| 18 (ie, 2)                              | 13                                     | 77                                       | 1,001                                 | 1                                     | 1,001                                  | 720                                |
| 21 (ie, 3)                              | 15                                     | 77                                       | 1,155                                 | 1                                     | 1,155                                  | 660                                |
| *                                       | *                                      | *                                        | *                                     | 1                                     | *                                      | *                                  |
| *                                       | *                                      | *                                        | *                                     | 1                                     | *                                      | *                                  |
| *                                       | *                                      | *                                        | *                                     | 1                                     | *                                      | *                                  |
| *                                       | *                                      | *                                        | *                                     | 1                                     | *                                      | *                                  |

TOTAL POTENTIAL UI LIABILITY ..... 43      .....      \$26,784

\* The Potential UI Liability was calculated on an individual basis for the Balance of State. There were 52 clients who participated in BOS after December 5, 1980. Nine of these had total participation of less than 15 weeks

and were not included in the calculation. The remaining 43 participants were calculated in the same manner as the three examples included in the table above (see footnote 8/ for explanation). The estimated cost per client varied from \$180 to \$900 for a total BOS liability of \$26,784.

TOTAL ST. PAUL AND BALANCE OF STATE U.I. PROJECTIONS: \$525,759

- 1/ Assumed a base period of April 1, 1980 - March 31, 1981. The Minnesota UI base period is the 52 weeks immediately preceding the date of the UI claim.
- 2/ Maximum UI claim weeks is 70% of the total number of weeks of participation up to a maximum of 26 weeks.
- 3/ The weekly benefit amount is based on average weekly earnings of a participant and is calculated at 60% of the first \$85 earned plus 40% of the next \$85 earned. The average weekly earnings for the St. Paul WEP was \$170 (average wage was \$4.25/hr.) and for BOS WEP was \$150 (average wage was \$3.75/hr.).
- 4/ Maximum UI claim weeks times weekly benefit amount.
- 5/ Total number of WEP CWP participants eligible to file a claim. Since BOS' was calculated on an individual basis, this will always be one.
- 6/ UI Liability per claim times estimated number of claims.
- 7/ Voluntary AFDC participants in Ramsey County are not required to file for UI; therefore, the total estimated UI liability was reduced by 17% (17% of WEP AFDC participants in Ramsey County were volunteers) to arrive at the total WEP share of potential UI.
- 8/ WEP is responsible for the weeks of CWP participation in BOS after December 5, 1980 only; therefore, the total estimated UI liability was reduced to include only that portion which is a potential liability to WEP. To determine WEP's share of Total Estimated UI Liability, the total number of weeks of CWP participation was divided by the total number of weeks of participation after December 5, 1980.
  - i.e., 1 Of the total 30 weeks of participation, only four of those weeks occurred after December 5, 1980; therefore, only 13% (4 divided by 30) of the total Estimated UI Liability is a potential liability to WEP.
  - i.e., 2 Of the total 18 weeks, only 13 occurred after December 5, 1980, therefore, only 72% is a potential liability to WEP.
  - i.e., 3 Of the total 21 weeks, only 12 occurred after December 5, 1980; therefore, only 57% is a potential liability to WEP.

Work Equity Grant Diversion and Hold Harmless: The Grant Diversion/Hold Harmless formula was developed to ensure (1) that existing welfare expenditures for the WEP population were included in the Project's funding (the Grant Diversion aspect) and (2) that the counties would be protected against increased costs caused by their participation in WEP (the Hold Harmless aspect).

The Grant Diversion/Hold Harmless formula provided a relative, but not an absolute, vehicle to determine whether the operation of WEP was increasing or decreasing county costs because it measured what was (WEP operation) against what might have been (no WEP operation), and because it depended generally on increases or decreases relative to pre-WEP baseline data and operating quarter data which were gathered by survey and calculated by WEP staff at DPW.

The formula was implemented on a quarterly basis via an invoice that integrated the Grant Diversions and Hold Harmless amounts. If, at the end of any quarter of WEP operation, the diversions exceeded the hold harmless amounts, the counties made a payment to WEP. If the hold harmless exceeded the diversions, WEP made a payment to the county.

For FFY 1978 through FFY 1979, the diversions were placed in a WEP holding account, and the hold harmless amounts were taken from this holding account. This resulted in a net savings of \$383,615 (diversions of \$901,532 less Hold Harmless \$517,917).

For FFY 1980 through FFY 1981, the diversions along with the net carry-in of \$383,615 were placed in a diversion account and were resources available for use in the project. This resulted in total projected resources of \$1,158,880. The Hold Harmless amounts were placed in a Hold Harmless account for which \$1,113,085 of Federal Obligational Authority was established. This resulted in total project expenditures of \$891,696.

The attached WEP Diversion/Hold Harmless Project Savings summarizes the total projected diversion of \$1,676,797 less the total projected Hold Harmless of \$1,409,613 regardless of which of the above-mentioned accounting methods was in force.

WORK EQUITY DEMONSTRATION PROJECT  
 Diversion/Hold Harmless  
 Total Project Savings

|                  | <u>Diversions</u>                          |                                                        |                                      | <u>Hold Harmless</u>                       |                                                        |                                      | <u>Net Savings (Loss)</u> |
|------------------|--------------------------------------------|--------------------------------------------------------|--------------------------------------|--------------------------------------------|--------------------------------------------------------|--------------------------------------|---------------------------|
|                  | <u>Historical</u><br>7-1-78 to<br>12-31-80 | <u>Projected</u> <sup>1/</sup><br>1-1-81 to<br>3-31-81 | <u>Total</u><br>7-1-78 to<br>3-31-81 | <u>Historical</u><br>7-1-78 to<br>12-31-80 | <u>Projected</u> <sup>1/</sup><br>1-1-81 to<br>3-31-81 | <u>Total</u><br>7-1-78 to<br>3-31-81 |                           |
| St. Paul<br>AFDC | \$ 785,368                                 | \$ -                                                   | \$ 785,368                           | \$ 578,647                                 | \$ 50,059                                              | \$ 628,706                           | \$ 156,662                |
| BOS              |                                            |                                                        |                                      |                                            |                                                        |                                      |                           |
| AFDC             | 569,827                                    | 7,760                                                  | 577,587                              | 362,485                                    | 46,266                                                 | 408,751                              | 168,836                   |
| GA               | 310,727                                    | 3,115                                                  | 313,842                              | 333,768                                    | 38,388                                                 | 372,156                              | (58,314)                  |
| Total BOS        | 880,554                                    | 10,875                                                 | 891,429                              | 696,253                                    | 84,654                                                 | 780,907                              | 110,522                   |
| Grand Total      | \$1,665,922                                | \$ 10,875                                              | \$1,676,797                          | \$1,274,900                                | \$ 134,713                                             | \$1,409,613                          | \$267,184                 |
| Recap            |                                            |                                                        |                                      |                                            |                                                        |                                      |                           |
| Total AFDC       | \$1,355,195                                | \$ 7,760                                               | \$1,362,955                          | \$ 941,132                                 | \$ 96,325                                              | \$1,037,457                          | \$ 325,498                |
| Total GA         | 310,727                                    | 3,115                                                  | 313,842                              | 333,768                                    | 38,388                                                 | 372,156                              | (58,314)                  |
| Grand Total      | \$1,665,922                                | \$ 10,875                                              | \$1,676,797                          | \$1,274,900                                | \$ 134,713                                             | \$1,409,613                          | \$ 267,184                |

<sup>1/</sup>Includes projections for Isanti Co. Quarters Ending 9-30-80 and 12-31-80  
 which are not included in Historical Data.

Cost Per Participant: The following Cost Per Participant table shows the cost per participant served, entered employment, and deregistered/off welfare.

It cost an average of \$2,242 per participant served; \$6,212 per participant who entered employment; and \$4,262 per participant who deregistered/off welfare.

Cost Per Participant

|                    | <u>Total Cost</u> | <u>Number Served</u> | <u>Cost Per Participant</u> |
|--------------------|-------------------|----------------------|-----------------------------|
| Served             | \$13,847,616      | 6,176                | \$2,242                     |
| Entered Employment | 13,847,616        | 2,229                | 6,212                       |
| Dereg/Off Welfare  | 13,847,616        | 3,249                | 4,262                       |

Computing the same way as WIN does:

Annualized AFDC Welfare Grant Reductions

|              | <u>Inception-9/30/79</u> | <u>10/1/79-9/30/80</u> | <u>10/1/80-9/30/81</u> | <u>Total Project</u> |
|--------------|--------------------------|------------------------|------------------------|----------------------|
| St. Paul WEP | \$377,300                | \$1,369,330            | \$ 914,779             | \$2,661,409          |
| BOS WEP      | 138,388                  | 388,163                | 119,475                | 646,026              |
| TOTAL WEP    | \$515,688                | \$1,757,493            | \$1,034,254            | \$3,307,435          |

Annualized Total Project Welfare Grant Reductions

AFDC Caseload Penetration Rate:

St. Paul WEP 28%

BOS WEP 19%

Total WEP 20%

Data on 6/30/80 was used to compute the AFDC caseload penetration rates because this was the last day WEP accepted any new registrants.

Annualized Wages - Total WEP Project

|           | <u>AFDC</u>  | <u>GA</u>   | <u>Food Stamps</u> | <u>Total Project</u> |
|-----------|--------------|-------------|--------------------|----------------------|
| St. Paul  | \$ 8,544,856 | -0-         | -0-                | \$ 8,544,856         |
| BOS       | 3,935,527    | \$1,630,933 | \$1,083,066        | 6,649,526            |
| TOTAL WEP | \$12,480,383 | \$1,630,933 | \$1,083,066        | \$15,194,382         |

## GLOSSARY

|          |                                                                                                                            |
|----------|----------------------------------------------------------------------------------------------------------------------------|
| Advocate | - Represented participants in their relationship with WEP staff members informally and formally, separately and in meeting |
| AFDC     | - Aid to Families with Dependent Children                                                                                  |
| AFDC-UP  | - Aid to Families with Dependent Children - Unemployed Parents                                                             |
| ASPER    | - Assistant Secretary for Policy Evaluation and Research<br>U.S. Department of Labor                                       |
| BOS      | - Balance of State (CETA prime sponsor)                                                                                    |
| CETA     | - Comprehensive Employment and Training Act                                                                                |
| CT       | - Classroom Training                                                                                                       |
| CWP      | - Community Work Project                                                                                                   |
| DES      | - Minnesota Department of Economic Security                                                                                |
| DOL      | - U.S. Department of Labor                                                                                                 |
| DPW      | - Minnesota Department of Public Welfare                                                                                   |
| EDP      | - Employability Development Plan                                                                                           |
| EP       | - Employability Plan                                                                                                       |
| ES       | - Employment Service (used interchangeably with Job Service)                                                               |
| ESARS    | - Employment Service Automated Reporting System                                                                            |
| FS       | - Food Stamps                                                                                                              |
| GA       | - General Assistance                                                                                                       |
| GMO      | - Governor's Manpower Office, Minnesota                                                                                    |
| HEW      | - U.S. Department of Health, Education and Welfare                                                                         |
| HHS      | - U.S. Department of Health and Human Services                                                                             |
| IMS      | - Intensive Manpower Search                                                                                                |
| JFC      | - Job Finding Club                                                                                                         |
| JS       | - Job Service (used interchangeably with Employment Service)                                                               |

## GLOSSARY CONTINUED

|      |                                                                                                                                                         |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| JSS  | - Job Seeking Skills                                                                                                                                    |
| MIA  | - Migrants in Action                                                                                                                                    |
| MIS  | - Management Information System                                                                                                                         |
| N.O. | - National Office                                                                                                                                       |
| OJT  | - On-the-Job Training                                                                                                                                   |
| OCED | - Office of Comprehensive Employment Development                                                                                                        |
| OPER | - Office of Policy Evaluation and Research<br>Employment and Training Administration<br>U.S. Department of Labor                                        |
| OPO  | - Office of Program Operations, WIN<br>Office of Community Employment Development<br>Employment and Training Administration<br>U.S. Department of Labor |
| PSE  | - Public Service Employment                                                                                                                             |
| RAF  | - Resource Allocation Formula                                                                                                                           |
| R.O. | - Regional Office, Employment and Training Administration<br>U.S. Department of Labor, Chicago, Illinois                                                |
| SAU  | - Separate Administrative Unit (of Welfare)                                                                                                             |
| UI   | - Unemployment Insurance, Employment and Training<br>Administration                                                                                     |
| USES | - U.S. Employment Service, Employment and Training<br>Administration                                                                                    |
| WEP  | - Work Equity Demonstration Project                                                                                                                     |
| WIN  | - Work Incentive Program                                                                                                                                |
| WOW  | - Working Opportunities for Women                                                                                                                       |

The Chicago Regional Office and the  
National Office of DOL  
provided the following outline  
of questions to be answered  
in this final report:

1. Chronologically describe how the project developed.
  - A. What were the initial (planning, original) objectives?
  - B. At the time, what seemed to be the advantages and disadvantages of undertaking the Project? Why did the State want the Project?
  - C. Describe the relationship (coordination and operation) of WEP Central to its outreach sites. (Subgrantees or program operators)
    1. How were limits established? (dollars, geography, etc.)  
How far could WEP Central go in direct management of the operation and what were the reasons for the limits or the ability to direct?
    2. How well did they (the limits) work?
  - D. What were your other organizational relationships? (Management Board, Task Forces, Welfare Department)
    1. Who did what?
  - E. How did WEP Central calculate and distribute funds for the Project savings and costs, and for the State Welfare Office "Hold Harmless"?
  - F. To what extent were initial objectives accomplished?
2. Describe both internal and external obstacles:
  - A. What caused the delay in the Project's implementation?
  - B. Why weren't funds obligated faster? (after startup)
  - C. How did regulatory restrictions in funding impact on the program? (include waivers, etc.)
  - D. What were the "local turf" obstacles?
  - E. What were the view of:
    1. Participants
    2. Program officials
    3. Local government units, unions, non-profit corporations; other
    4. Private employers

- F. What problems were there with the Management Information System (MIS and what changes were made to improve it?
  - G. What was the impact of the Work Group Management (Management Board) versus the Coordinator? (List pluses or minuses of this operating style). Describe policy group that was in operation before the Project began.
3. Were you able to create the number of CWP jobs necessary to accommodate the available participants? (plus OJT and all components)
    - A. Would you have been able to create many more CWP jobs had there been more people available to place in them? (findings)
    - B. Identify the problems, analyze their causes; then recommend changes and/or solutions.
  4. Using percentages, state the comparative costs of job creation versus straight income maintenance.
    - A. Compare welfare savings with costs of subsidized jobs.
  5. Describe measurable differences between WEP and WIN services to participants.
    - A. Compare their cost effectiveness.
  6. So we may all profit from your experience, candidly, and objectively describe your observations and recommendations.
    - A. What did you think of the format? (design) Was it good or bad?
    - B. Had shortcuts been provided (Had we been able to cut the red tape) would this have been more or less valuable than the approach that was taken? (Should we have mandated which counties would participate?)
    - C. What WEP expenditures do you consider excessive, if any?
    - D. In your opinion, why weren't more people placed in jobs?
    - E. How many OJTs were consummated as a result of BOS and St. Paul's contract with the Urban League? Did you consider this contract worthwhile?
    - F. As the mechanism for providing employment and training to AFDC recipients, what do you think of the administrative structure created for WEP compared to that of WIN? (consider service delivery system--in WIN there is straight-line management; in WEP there is committee management)
    - G. As a delivery system for employment and training including support and social services, what ideal model can you recommend for national welfare reform?

- H. What can you suggest to make a "Work Requirement" more effective?
  - I. What do you think about the acceptability of a program such as WEP (making welfare recipients work at public jobs projects) to Welfare Rights groups, employers, service delivery people, public officials, clients, and the community at large?
  - J. Based on your operation, if you could begin again, what changes would you make and how would you change them?
  - K. So we can avoid ever trying them again, describe (at all levels) what you believe will not work.
  - L. In your final analysis, what did the State see as the advantages and disadvantages?
7. From project inception to intake cessation (end of phase down), break out by areas served (St. Paul, Balance of State) and then total:
- A. Number of placement from Intensive Job Search versus other components.
  - B. Number of placements per administrative man-years.
  - C. Number referred to unsubsidized jobs.
  - D. Percent of registrants employed.
  - E. Number of registrant-recipients employed and off AFDC. (all welfare)
  - F. Total entered employment.
  - G. Number retained employment 30 pays or more.
  - H. Number of eligible persons not serviced. (not in OJT, CWP, CT, or PSE)
  - I. Total expenditures:
    - 1. Administrative costs
    - 2. Program costs
  - J. UI costs
  - K. Cost per entered employment
  - L. Computing the same way as WIN does:
    - 1. Annualized AFDC Welfare Grant Reductions
    - 2. Annualized total project Welfare Grant Reductions
    - 3. AFDC caseload penetration rate
    - 4. Annualized wages

## WEP MODIFICATION HISTORY

| <u>Grant Mod No.</u> | <u>Date</u>           | <u>Contract No.</u> | <u>Grant Period</u>    | <u>Amount</u>      | <u>Total</u> |
|----------------------|-----------------------|---------------------|------------------------|--------------------|--------------|
| 1                    | 1977                  | 27-7064-37          | 11/15/76 - 06/30/77    | 151,000 (Planning) | 151,000      |
| 2                    | 06/23/77              |                     | 11/15/76 - 09/30/77    | 357,864            | 507,864      |
| 3                    | 07/15/77              |                     |                        | (Not Funded)       |              |
| 4                    | 09/20/77<br>Signed RO |                     | 11/15/76 - 09/30/78    | 2,000,000 WIN      | 6,981,000    |
| 5                    | 12/13/77              |                     | 11/15/76 - 09/30/78    | "                  | "            |
| 6                    | 01/30/78              |                     | 11/15/76 - 09/30/78    | "                  | "            |
| 7                    | 09/29/78              |                     | 11/15/76 - 10/31/78    | "                  | "            |
| 8                    | 10/30/78              |                     | 11/15/76 - 09/30/79    | "                  | "            |
| 9/10                 | 02/02/80              |                     | 11/15/76 - 09/30/80    | 4,000,000          | 10,981,000   |
| 11                   | 08/21/80              |                     | 11/15/76 - 09/30/80    | 500,000            | 11,481,000   |
| 12                   | 09/29/80              |                     | 11/15/76 - 09/30/80    | 1,113,085          | 12,594,085   |
| 13                   | 09/29/80              |                     | 11/15/76 - 06/30/81    |                    | 12,594,085   |
| 14                   | 01/14/81              |                     | 11/15/76 - 07/30/81    | 2,000,000          | 14,594,085   |
| 15                   | 06/29/81              |                     | WEP audit/final report | 10,000             | 14,604,085   |

# Minnesota

## Economic Development Regions

