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MINNESOTA DEPARTMENT OF
Jobs and Training



*State Job Training Office
Annual Report
on programs and achievements*

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March 1991

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About our report

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The Job Training Partnership Act (JTPA), a federal law that took effect in October 1983, authorizes and funds programs that prepare youth and unskilled adults for entry into the labor force, largely through providing job training.

Our report summarizes activities of JTPA as well as other federal and state programs that augment JTPA.

All of the programs examined in the report are administered by the Minnesota Department of Jobs and Training's State Job Training Office. The office serves as staff support for the Governor's Job Training Council, which advises Minnesota Gov. Arne Carlson on job training policy and oversees the various employment and training programs in the state.

For more information, please contact:

Minnesota Department of Jobs and Training
State Job Training Office
690 American Center Building
St. Paul, MN 55101

612/296-8004 or, toll-free, 1/800/456-8519

Dear Readers:

Minnesota's State Job Training Office administers many different state and federal efforts to keep people productive, employed, self-sufficient citizens. This report summarizes the efforts and tells what they achieved in the past program year, July 1, 1989, through June 30, 1990.

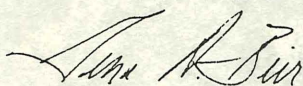
The State Job Training Office oversees such programs as: those authorized under the federal Job Training Partnership Act; Minnesota Project STRIDE (operated in partnership with the Minnesota Department of Human Services), a welfare-reform program which helps people get off Aid to Families with Dependent Children; the dislocated worker program; and intervention with young people who are otherwise likely headed for serious and long-lasting job problems.

The State Job Training Office coordinates its work with local communities and programs that have the direct contact with program clients. An example is that, whenever possible, employment and training offices are located at the same facility. This co-location cuts red tape and office overhead costs and makes access to programs more efficient for clients.

Programs have also continued to target services to the people who are least likely to make successful job transitions without help. One priority is to move public assistance recipients off welfare and into jobs in the marketplace. Often this means long-term planning with clients on how to break down the barriers that keep them on public assistance. Programs help them finish high school, find day care and train for careers.

We hope our report will acquaint you with how the employment and training system works in Minnesota and will let you see some of its achievements.

Sincerely,



Gene Bier
Chair
Governor's Job Training Council



Don Mohawk
Director
State Job Training Office

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The JTPA system

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Job Training Partnership Act programs are directed and overseen by local business operators, educators and elected officials.

Minnesota's Governor's Job Training Council has certified 17 geographic parts of Minnesota as JTPA **service delivery areas (SDAs)**. Each of the SDAs is responsible for determining needs and helping unemployed people and employers in the areas. SDAs plan and implement job training programs through their **local elected officials** and **private industry councils**, which have equal authority.

Private industry councils comprise business people, educators and employment and training professionals. By law, business people must be the most heavily represented on the council.

Local elected officials and private industry councils develop training plans specifying who will be served and which services will be provided. Private industry councils decide who will receive and manage training dollars and they select local program operators.

The State Job Training Office monitors the job training programs that result from these plans to ensure that they comply with federal law and meet the objectives that were set locally by the private industry councils.

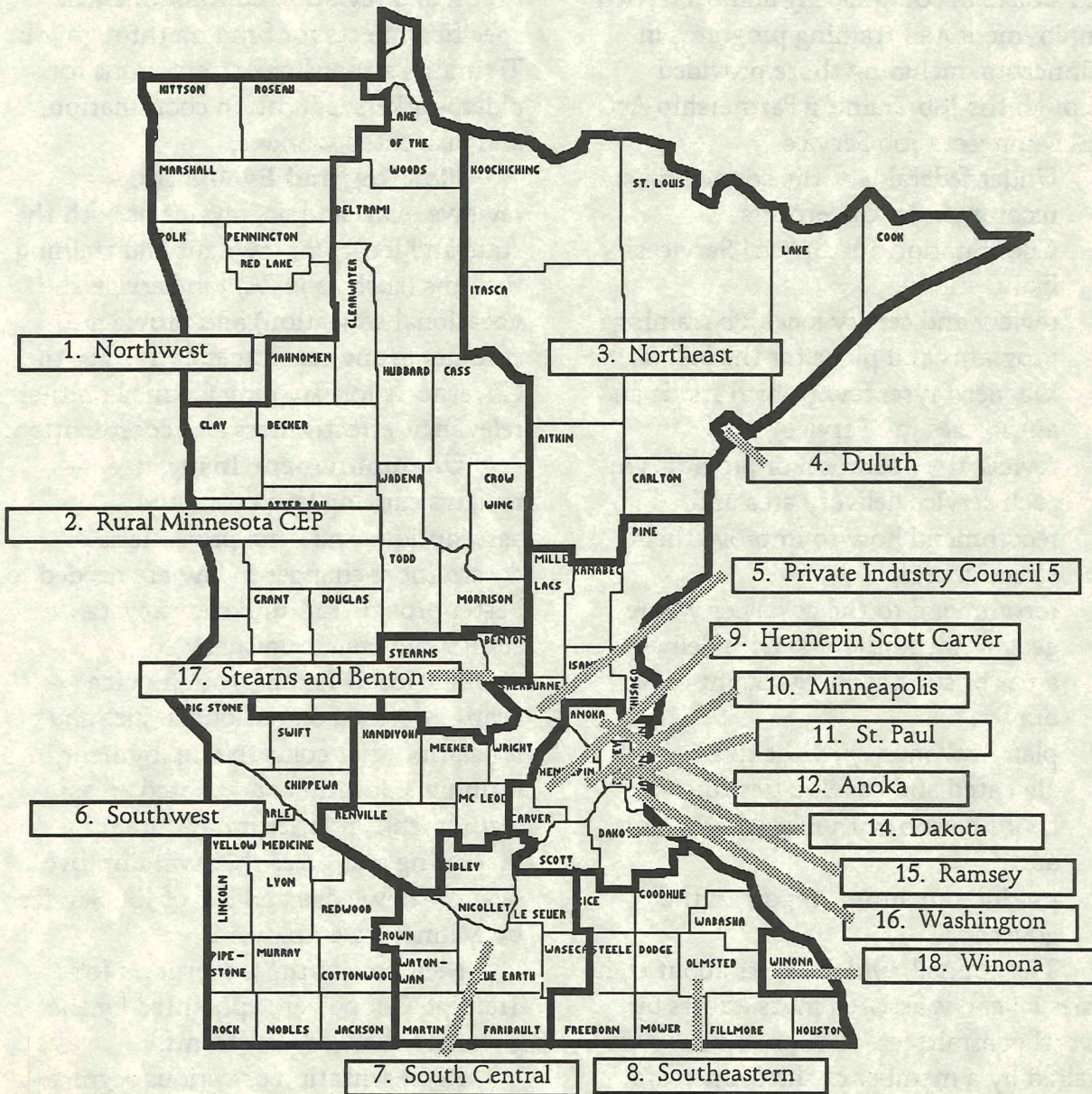
A map of Minnesota's SDAs is on page 6. SDA contacts are listed starting on this page, by SDA number (no SDA #13 exists):

- 1. Northwest SDA**
Gail Butenhoff, director
Northwest Private Industry Council Inc.
424 N. Broadway, Suite A
Crookston, MN 56716
218/281-5180
- 2. Rural Minnesota Concentrated Employment Program Inc.**
Larry Buboltz, director
803 Roosevelt Ave.
P.O. Box 1108
Detroit Lakes, MN 56501
218/847-9205
- 3. Northeast Minnesota Office of Job Training**
Dennis Wain, director
820 N. 9th Street, Suite 240
Olcott Plaza
P.O. Box 1028
Virginia, MN 55792
218/749-1274 or 800/325-5332
- 4. City of Duluth SDA**
Julie Smith, director
Duluth Job Training Program
332 City Hall
Duluth, MN 55802
218/723-3771
- 5. Private Industry Council 5**
Diane Bublitz, director
461 Elm Street, P.O. Box 579
Annandale, MN 55302
612/274-2650

- 6. Southwest Minnesota SDA**
David Thompson, director
Southwest Minnesota Private Industry Council
310 College Drive
P.O. Box 1213
Marshall, MN 56258
507/532-4411
- 7. South Central Private Industry Council**
Sandy Oppeward, director
Nichols Office Center
410 Jackson St., 3rd Floor
P.O. Box 3327
Mankato, MN 56001
507/345-1837
- 8. Southeastern Minnesota SDA**
Richard Harris, director
Southeastern Minnesota Private Industry Council Inc.
1530 Highway 52 N.
Rochester, MN 55901
507/281-1193
- 9. Hennepin-Scott-Carver Employment and Training Consortium**
William Brumfield, director
Hennepin County Training and Employment Assistance Program
300 S. Sixth Street
Minneapolis, MN 55487-0012
612/348-7432
- 10. Minneapolis Employment and Training Program**
Chip Wells, director
310 1/2 City Hall
Minneapolis, MN 55415
612/673-2630
- 11. City of St. Paul SDA**
Jacqui Shoholm, director
Job Creation and Training Section
1400 City Hall Annex
St. Paul, MN 55102
612/228-3262
- 12. Anoka County SDA**
Jerry Vitzthum, director
Anoka County Job Training Center
8008 Highway 65 N.E.
Spring Lake Park, MN 55432
612/784-1800
- 14. Dakota County SDA**
Helen Dahlberg, director
Dakota County Employment and Economic Assistance
Wentworth Office Building
Suite 66
33 E. Wentworth Ave.
West St. Paul, MN 55118
612/450-2748

- 15. Ramsey County SDA**
Connie Peikert, director
Ramsey County Job Training Center
Gladstone Community Center
1945 Manton St.
Maplewood, MN 55109
612/770-8900
- 16. Washington County SDA**
Fred Feuerfeil, director
Washington County Job Training Center
Washington County Government Center
14900 N. 61st St.
P.O. Box 6
Stillwater, MN 55082-0006
612/779-5440
- 17. Stearns/Benton SDA**
Joyce Belford, director
Stearns and Benton Counties J.O.B.S. Program
3333 W. Division
Terrace Level, Suite C
St. Cloud, MN 56301
(Mail address) Box 615
St. Cloud, MN 56302
612/259-3990
- 18. Winona County Training and Employment Council**
Mary Brunkow, director
Winona Job Service Office
52 E. Fifth St.
Winona, MN 55987
507/457-5460

JTPA service delivery areas



The Governor's Job Training Council

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The Governor's Job Training Council advises the governor on job training policy and assists in coordinating and overseeing employment and training programs in Minnesota, including those provided through the Job Training Partnership Act and Minnesota Job Service.

Under federal law, the council must:

- recommend a Governor's Coordination and Special Services Plan,
- review and certify local job training programs and plans for the federal Wagner-Peyser law (which funds and authorizes Job Service),
- review the operation of programs in each service delivery area and recommend how to improve their effectiveness,
- recommend to the governor where geographic lines for service delivery areas or substate areas ought to be drawn,
- plan how money ought to be allocated and develop ties to and coordination with related programs, and
- produce an annual report to the governor.

The council, which meets about eight times a year, is assisted in its efforts by several committees. The committees are chaired by a member of the council and draw members from both the council and the general public. Committees, and their duties, are:

State Programs — recommends policies, develops strategies to best utilize funds, and reviews and recommends specific projects for funding through Job Training Partnership Act programs for older workers, education coordination, and dislocated workers;

Planning and Evaluation — reviews plans and operations of both the state and local employment and training systems (such as JTPA, Job Service and vocational education) and provides comments and recommendations to the Governor's Job Training Council on their relevancy, effectiveness and coordination;

Unemployment Insurance — reviews existing law, economic assumptions and fund projections to determine if changes in law are needed to better provide for fund solvency, tax equity and benefit fairness;

National Issues/Job Service — keeps informed on national issues and legislation that concern employment, training, education and related areas; recommends policies, procedures or marketing strategies that will improve overall knowledge and use of Job Service by Minnesota employers.

Members of the Governor's Job Training Council are appointed by the governor to three-year terms.

Representation of various segments of the population is prescribed by federal law.

Council members

Members of the Governor's Job Training Council for the past year were as follows:

Business and Industry

Gene Bier, chair, Enhanced Telemanagement, Inc., St. Paul
Dr. Dee Gaeddert, National Computer Systems, Burnsville
Mike Lynch, Honeywell, Minneapolis
Austin Sullivan, General Mills, Golden Valley
Linda White, First Bank West Broadway, Robbinsdale

State Legislature/Agencies

Carl Kroening, Senate, Minneapolis
Bernie Omann, House of Representatives, St. Joseph
Wally Sparby, House of Representatives, Thief River Falls

Local Elected Officials

Marcella Gonsorowski, Marshall County Board, Newfolden
Dorothy Grotte, Martin County Board, Fairmont
David Torgerson, Clinton City Council, Clinton

Organized Labor/ Community-based Organizations

Betty Bednarczyk, Service Employees Local 113, Minneapolis
Bernard Brommer, Minnesota AFL/CIO, St. Paul
Pat Kiminski, Carlton County Central Labor Body, Cloquet
Efren Tovar Leon, Minnesota Migrant Council, St. Cloud
Harold Peters, Teamsters Local 471, Minneapolis
Bill Peterson, St. Paul Building Trades Council, St. Paul

General Public

Nancy Christensen, Minnesota Association of Commerce and Industry, St. Paul
Dr. Geraldine Evans, Rochester Community College, Rochester

Services from JTPA programs

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Local private industry councils plan job training programs that will respond to the unique needs in their own communities. Help is also tailored to the special circumstances of individual participants. A mix of services is offered, which often includes the following:

Participant services

- assessment of skills and interests
- counseling to help determine which careers might be good choices
- counseling to help cope with financial hardship and personal frustration and depression connected with unemployment
- help in improving reading, writing and mathematics skills
- help in getting a high school diploma or its equivalent
- help with costs and arrangements for day care, transportation and other special needs
- classroom and on-the-job training
- help in preparing resumes and learning how to interview for jobs effectively

- help in locating and obtaining unadvertised jobs

Employer services

- Training of workers so that their skills specifically meet the needs of an employer
- Pre-screening of job applicants before an employer conducts interviews, to be sure applicants have the necessary background and skills
- Reimbursement of up to 50 percent of the costs of training employees on the job

JTPA titles and programs

JTPA has five titles, or areas of activity. In Minnesota, the State Job Training Office administers Titles I, II and III.

Title I—policy making, administration and formation of advisory groups such as the Governor’s Job Training Council and local private industry councils, chief elected officials, grant recipients and administrative entities.

Title II—funding formulas, requirements for the kinds of training and services provided at the local level, eligibility criteria for services, spending limitations and requirements for the Summer Youth Employment and Training Program. Title II is divided into Part A, dealing with basic services to adults and youth, and Part B, the Summer Youth Employment and Training Program.

Title III—Dislocated Worker Program, more commonly known as the Economic Dislocation and Worker Adjustment Assistance Act (EDWAA). EDWAA provides retraining and related services to workers who become unemployed through no fault of their own and without hope of returning to the same line of work.

Title IV – Job training programs for native Americans, migrant and seasonal farm workers, veterans and young people through residential Job Corps training centers.

Title V -- provisions for and training-related changes to other federal laws, including amendments to the Wagner-Peyser Act and the Social Security Act.

Basic Program

Funding: Federal, JTPA Title IIA, \$15,872,459 allocated to SDAs.

Description: The Basic Program is a major activity and claims the greatest share of JTPA funds. It provides job training and placement to both adults and young people who meet income guidelines.

Delivery: Seventy-eight percent of the Title IIA block grant that the state receives from the federal government is allocated by formula to the 17 service delivery areas for basic programs.

Achievements: Last year, 12,124 adults received services such as job counseling, classroom and on-the-job training, training in how to get and keep a job and placement into a position. Of the 6,981 adult participants who terminated the program, 5,556 found jobs. Some participants left the program to pursue further education or to enter the military and others are still in training.

Older Worker Program

Funding: Federal, JTPA Title IIA, 3% Set Aside, \$610,479.

Description: Participants in this program are at least age 55 and economically disadvantaged. The program offers standard JTPA services and helps place participants in full or part-time jobs in the private sector. The program works closely with the Senior Community Service Employment Program in order to develop unsubsidized job opportunities throughout Minnesota.

Delivery: The State Job Training Office contracts with 16 local agencies.

Achievements: During the most recently completed program year, 705 people were served and 347 placed in private-sector jobs. Average wage was \$5.26 an hour.

Education Program

Funding: Federal, JTPA Title IIA, 8% Set Aside, \$1,627,945.

Description: Eight percent of Minnesota's total JTPA grant is "set aside" for educational services, such as remedial education, vocational education or customized training. Funds are administered jointly by the State Board of Vocational Technical Education and the State Job Training Office. Close coordination is

encouraged between schools and job training centers that work with the program participants.

Achievements: During the last program year, 2,052 people were served. Of those people, 489 had special needs that 13 education grants were earmarked to meet. "Special needs" participants included minorities, displaced homemakers, people with limited English ability, people with handicaps, offenders, high school dropouts, public assistance recipients and farmers in crisis.

JTPA Summer Youth Employment and Training Program

Funding: Federal JTPA Title IIB, \$7,318,422.

Description: Young people between the ages of 14 and 22 receive summer jobs and education through this program. Programs serve economically disadvantaged youth, targeting those who are at risk of not finishing high school. The youth work in public and non-profit agencies, with some hired to train on the job in the private sector.

The program tests the reading and math skills of young people who have not graduated from high school. Those young people whose test

results are below their grade level or who are behind in their credits at school are required to go to summer school as a condition of having a summer job.

The Minnesota Youth Program (MYP) and the Minnesota Youth Conservation Corps are closely coordinated with the JTPA Summer Youth Employment and Training Program.

Delivery: JTPA SDAs.

Achievements: Last summer 6,138 young people received jobs, training and remedial schooling through this program. (Twenty-four percent of the participants received remedial education.) About one-fourth of the young people came from welfare families. Average wage of students, at time of termination, was \$4.31 per hour.

Veterans Employment and Training Program

Funding: Federal, JTPA Title IV-C, \$142,000.

Description: This program helps to meet the employment and training needs of veterans disabled because of military service, Vietnam-era veterans and veterans recently separated from the service.

Delivery: The State Job Training

Office contracts services to three local providers.

Achievements: During the past two years (a 27-month program period), 172 veterans were served and 114 of them placed into unsubsidized employment.

Dislocated Worker Program (Economic Dislocation and Worker Adjustment Assistance Act)

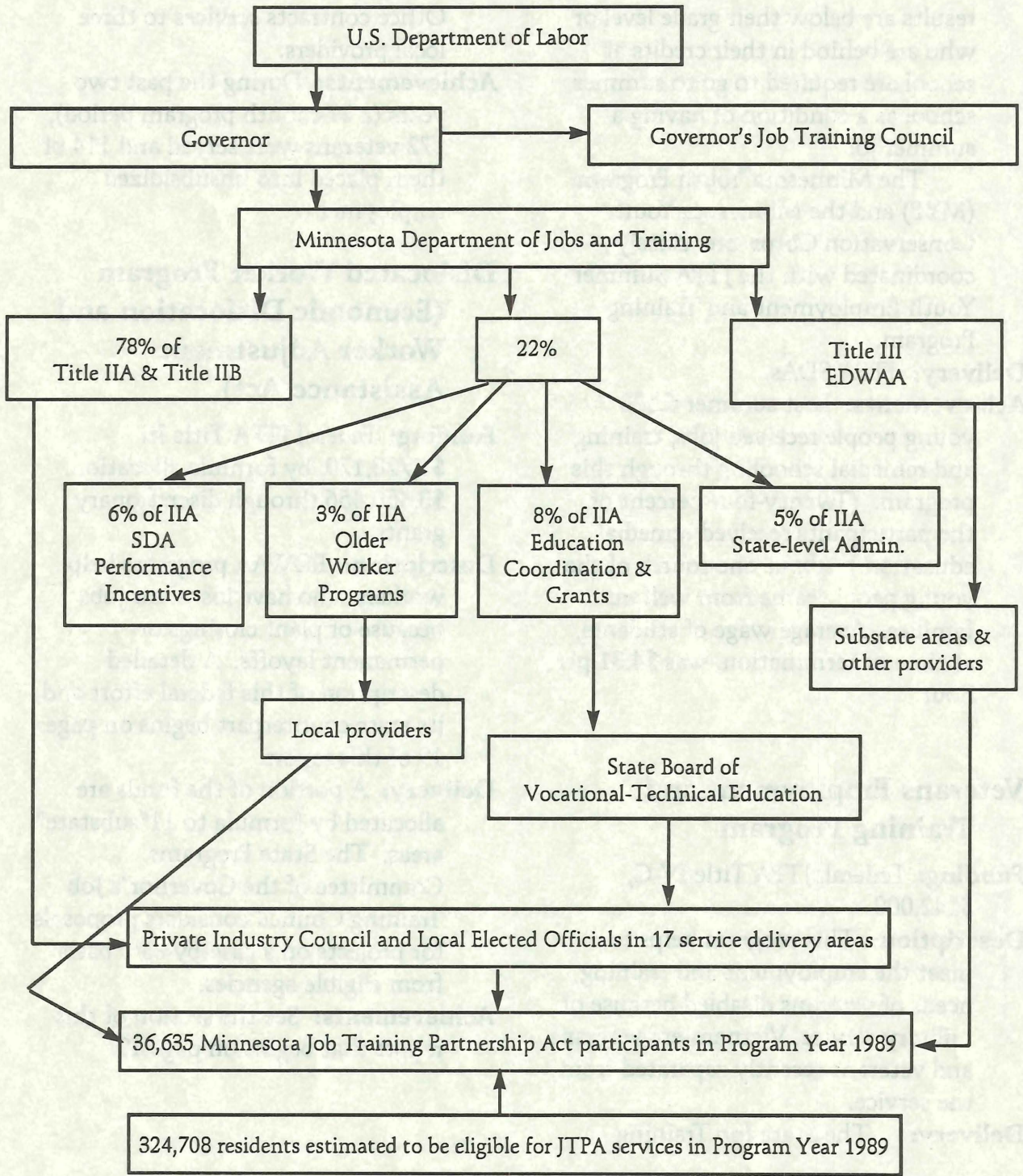
Funding: Federal JTPA Title III \$2,728,170, by formula allocation. \$3,450,456 through discretionary grants.

Description: EDWAA programs help workers who have lost their jobs because of plant closings or permanent layoffs. A detailed description of this federal effort and its state counterpart begins on page 19 of this report.

Delivery: A portion of the funds are allocated by formula to 11 "substate" areas. The State Programs Committee of the Governor's Job Training Council considers proposals for projects on a case-by-case basis from eligible agencies.

Achievements: See the section of this report that begins on page 19.

JTPA funding flow



JTPA funding by SDA

SDA	PY 89 Title IIA 78%	PY 89 Title IIA 6%	8% Formula	Summer 90 Title IIB Youth	TOTAL
1. Northwest	\$871,398	\$46,538	\$53,625	\$392,926	\$1,364,487
2. Rural Minnesota CEP	\$3,180,841	\$241,648	\$195,747	\$1,448,974	\$5,067,210
3. Northeast	\$1,911,837	\$146,615	\$117,652	\$863,281	\$3,039,386
4. Duluth	\$526,490	\$30,520	\$32,399	\$216,479	\$805,888
5. Private Industry Council 5	\$1,791,366	\$56,572	\$125,936	\$697,372	\$2,671,246
6. Southwest	\$793,782	\$65,406	\$56,642	\$333,793	\$1,526,774
7. South Central	\$694,420	\$55,400	\$50,191	\$293,615	\$1,093,626
8. Southeast	\$1,087,263	\$96,551	\$66,909	\$412,686	\$1,663,409
9. Hennepin/Scott/ Carver	\$782,036	\$34,815	\$48,125	\$448,253	\$1,313,229
10. Minneapolis	\$1,354,873	\$102,247	\$86,354	\$681,565	\$2,225,039
11. St. Paul	\$1,020,440	\$78,995	\$72,944	\$513,095	\$1,685,474
12. Anoka	\$405,065	\$36,677	\$24,927	\$212,161	\$678,830
14. Dakota	\$393,954	\$29,677	\$24,243	\$226,066	\$673,940
15. Ramsey	\$191,422	\$9,674	\$11,780	\$123,535	\$336,411
16. Washington	\$138,884	\$10,692	\$8,600	\$76,551	\$234,727
17. Stearns & Benton	\$559,346	\$43,724	\$34,421	\$310,667	\$948,158
18. Winona	\$169,042	\$13,111	\$10,991	\$67,403	\$260,547
TOTALS	\$15,872,459	\$1,098,862	\$1,021,487	\$7,318,422	\$25,311,230

JTPA performance standards

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Federal performance standards for JTPA Title IIA (Basic Program), Program Year 1989

	Actual	Standard
Adult entered employment	78.2%	63.2%
Adult welfare entered employment	75.7%	57%
Adult wage at placement	\$6.48 an hour	\$5.23 an hour
Adult follow-up, weeks worked during 13 weeks	9.2	7.8
Youth positive termination	82.5%	75.2%
Youth entered employment	57%	44.1%

State performance standards for Title IIA

Public assistance recipients served as a percent of the total served	50%	39.8%
Average wage of adults who are public assistance recipients as a percent of the average wage of adults who are not public assistance recipients	94%	90%

Data on JTPA participants

Demographic characteristics of Basic Program (IIA) participants, adults and youth

Black	1,255	7%
American Indian	925	5%
Asian	623	3%
Hispanic	533	3%
White	15,440	82%
Homeless	96	<1%
Welfare recipients	9,811	52%
Adult, non-welfare	4,162	22%
Dropouts through age 21	1,488	8%
Dropouts over age 21	1,712	9%
Male	8,150	43%
Female	10,626	57%

Basic program (IIA) hourly wage at placement, by demographic group

Age 55 or over	\$5.85
Adult welfare recipient	\$6.23
Dropout, ages 16-64	\$5.46
Dropout, ages 16-21	\$5.01
Homeless	\$6.04
Adult non-welfare	\$6.41
Work Readiness participant	\$5.66
Refugee Cash Assistance recipient	\$6.43
General Assistance recipient	\$5.76
Hispanic	\$6.28
Black	\$5.82
White	\$5.93
Male	\$6.16
Female	\$5.63
All participants	\$5.90

Percent of Basic Program participants receiving specific services

Employability assessment	17%
Private sector on-the-job training	8%
Public sector on-the-job training	1%
Job placement activities	17%
Job search activities	14%
Classroom training: occupational skills	21%
Classroom training: academic skills	3%
Basic education	3%
Pre-employment skills training (for young people)	2%

Followup survey of JTPA participants

The U.S. Department of Labor requires states to conduct a survey based on a random sample of all adults and adult welfare participants under Title IIA, and on a state-wide basis for people served under EDWAA, Title III, 13 weeks after they leave the program.

Overall, Minnesota reached an 83 percent response rate, exceeding the 70 percent required. This indicates that results are statistically valid.

Results of JTPA followup survey

	Title IIA	EDWAA Title III
Total surveyed	5,335	982
Percent responding	83%	86%
Employment rate in 13th week	69.2% (national standard: 60%)	84%
Average weekly earnings in 13th week	\$254 (national standard: \$177)	\$8.91 an hour
Average weekly earnings in the 13th week for welfare recipients	\$251	N/A
Average weeks worked during 13 weeks	9.2	11.2
Average weeks worked during 13 weeks, for welfare recipients	8.2	N/A

**Demographic characteristics of
Summer Youth Employment
and Training Program (IIB)
participants, Summer 1990**

Teen parents	141	2%
Youth offenders	565	9%
Dropouts	211	4%
Foster children	487	8%
From welfare families	1,704	28%
Handicapped	1,860	30%
Asian	503	8%
American Indian	413	7%
Black	449	7%
Hispanic	116	2%
White	4,664	76%
Male	3,388	55%
Female	2,757	45%

Dislocated Worker Unit

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The Dislocated Worker Unit of the State Job Training Office is responsible for the overall administration of dislocated worker program activity in Minnesota. Programs are funded by the Economic Dislocation and Worker Adjustment Assistance Act (EDWAA) -- which is a part of the Job Training Partnership Act -- and by the state of Minnesota.

Here are some areas of responsibility for the Dislocated Worker unit:

Receiving advance notice of plant closings

A federal law called the Worker Adjustment and Retraining Notification Act (WARN) requires employers to give notice at least 60 days in advance of plant closings and mass layoffs. In addition, the state of Minnesota requires that employers who lay off more than 50 workers provide the names, addresses and occupations of workers who will be adversely affected.

Rapid response

Under EDWAA, WARN and state laws, the Dislocated Worker Unit is responsible for providing a "rapid response" to plant closings. Rapid response includes pulling together the workers, the employer and the community in order to respond effectively to a plant closing or substantial layoff. The response usually begins within 48 hours of notice.

Prefeasibility studies

The State of Minnesota has made resources available to local communities to provide alternatives to plant closings and/or major layoffs. Prefeasibility studies explore various alternatives to plant closings or mass layoffs such as employee buyouts or the possibility of changing what is manufactured so that the company can stay in business.

Early warning system

The Department of Jobs and Training is developing a system that can predict plant closings and mass layoffs. The early warning system will identify industries and occupations at risk for cutbacks.

Dislocated worker programs

Funding: Federal formula, \$2,728,170, plus \$3,450,456 awarded through discretionary grants. State, \$250,000.

Eighty percent of federal dollars is distributed to the states by a formula which gives equal weight to the number of unemployed, excess unemployment (more than 4.5 percent), long-term unemployment and dislocated workers in an area. Twenty percent remains with the Secretary of Labor for special grants and emergency situations.

From the money that goes to the states by formula, the governor must allocate a minimum of 50 percent to the substate areas by formula.

The remainder of the resources are available for plant-specific projects through a competitive request-for-proposal (RFP) process.

The Minnesota Legislature has supplemented the federal effort with state funds. The state funding is also made available through a competitive request-for-proposal process and uses the same policies and procedures as EDWAA.

Description: Dislocated worker programs in Minnesota use a multi-level approach to addressing the needs of workers who lose their jobs through no fault of their own.

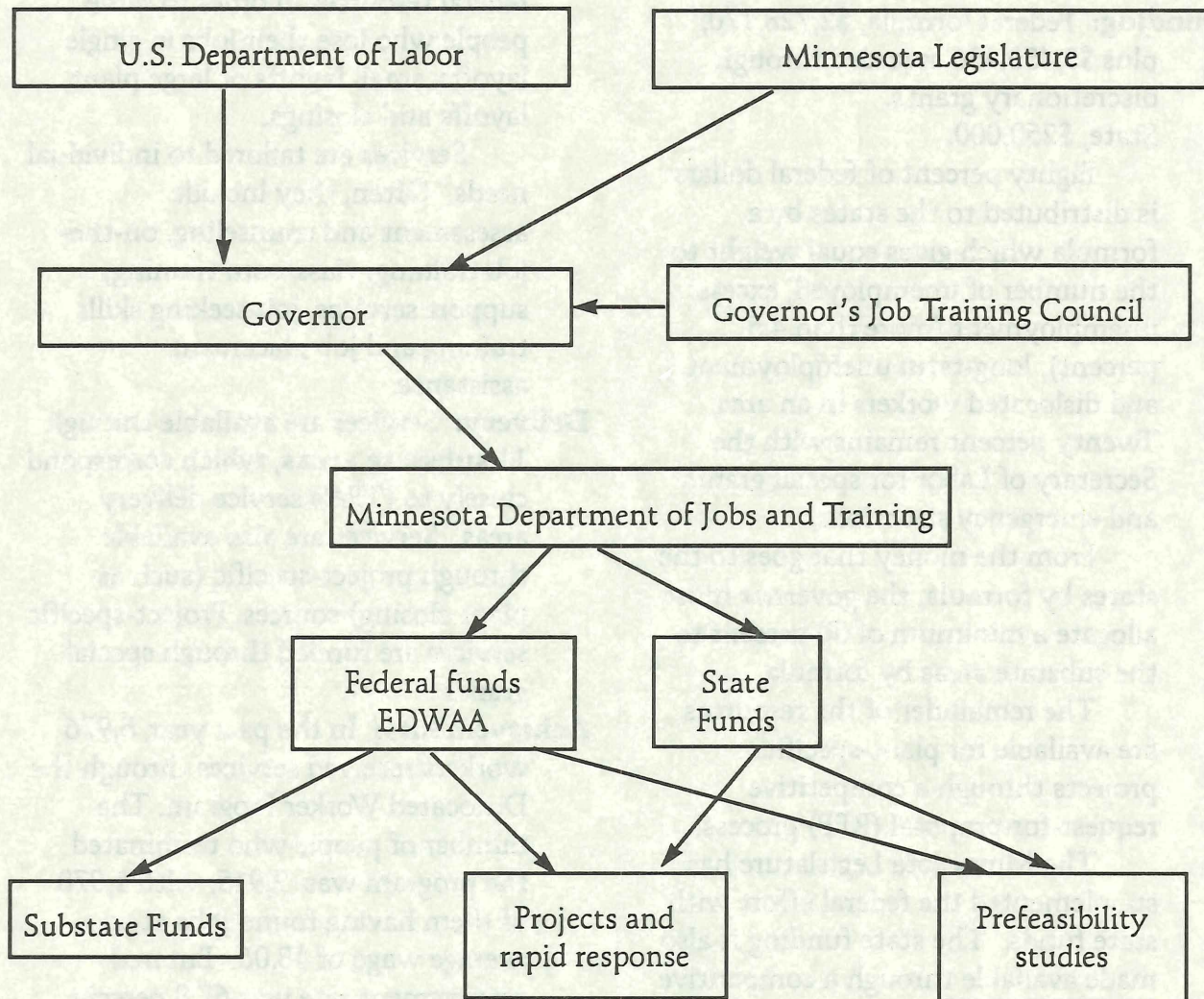
Projects use a variety of state and federal resources in order to serve people who lose their jobs in single layoffs, small layoffs or large plant layoffs and closings.

Services are tailored to individual needs. Often, they include assessment and counseling, on-the-job training, classroom training, support services, job-seeking skills training and job placement assistance.

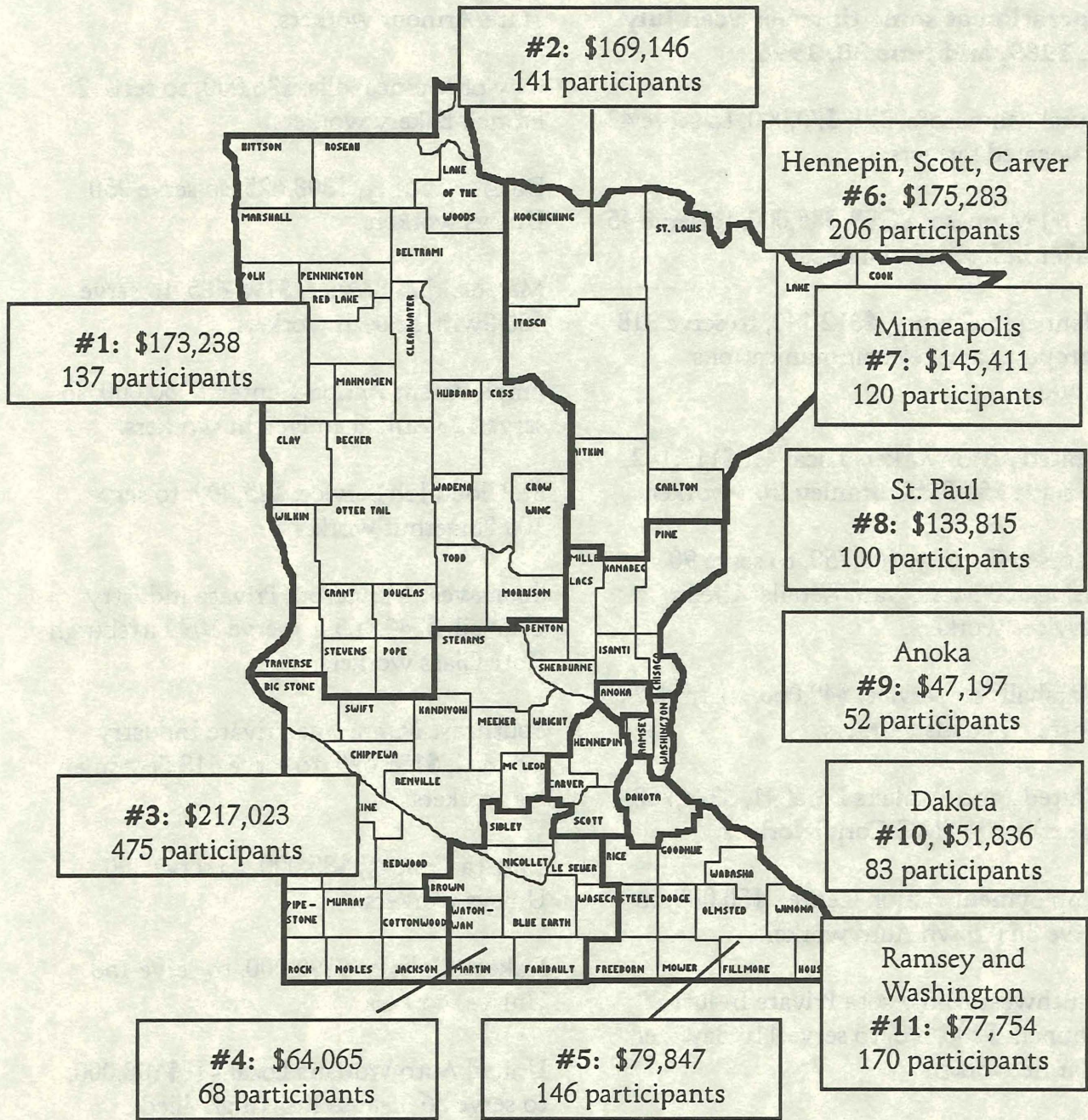
Delivery: Services are available through 11 **substate areas**, which correspond closely to JTPA's service delivery areas. Services are also available through project-specific (such as plant closing) sources. Project-specific services are funded through special grants.

Achievements: In the past year, 5,976 workers received services through the Dislocated Worker Program. The number of people who terminated the program was 2,915, with 1,978 of them having found jobs at an average wage of \$8.06. Entered employment rate was 67.8 percent.

Dislocated worker funding



EDWAA substate areas & formula allocations



Dislocated worker grants

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The projects that resulted from the following grants were in operation at some time between July 1, 1989, and June 30, 1990.

Rural Minnesota CEP, \$70,000, to serve 43 dislocated farmers.

Rural Minnesota CEP, \$45,000, to serve 45 Baker Industries workers.

Hennepin County, \$312,140, to serve 318 computer and telecommunications workers.

United Auto Workers Local 41, \$119,102, to serve 256 FMC/Stanley Iron workers.

Ramsey County, \$60,750, to serve 90 dislocated Monogram Retailer Credit Services workers.

Marshall Job Service, \$40,000, to serve 24 Cornbelt Foods workers.

United Auto Workers Local 41, \$224,753, to serve 201 FMC Corp. workers.

Employment Action Center, \$50,000, to serve 36 Crown Auto workers.

Southwest Minnesota Private Industry Council, \$206,100, to serve 110 Bayliner Marine workers.

South Central Minnesota Private Industry Council, \$295,000 to serve 194 State/Armour workers.

City of Minneapolis, \$35,000, to serve 25 Emrich Bakery workers.

Dakota County, \$308,625, to serve 250 Unisys workers.

Marshall Job Service, \$195,685, to serve 120 Swift-Eckrich workers.

Employment Action Center, \$150,000, to serve 123 American Freight workers.

St. Cloud Job Service, \$25,000, to serve 100 Fingerhut workers.

Southwest Minnesota Private Industry Council, \$240,465, to serve 109 Pittsburgh Plate Glass workers.

Southeast Minnesota Private Industry Council, \$151,675, to serve 418 Scotsman Ice workers.

Dakota County, \$85,000, to serve 390 Unisys workers.

Dakota County, \$190,000, to serve 150 Unisys workers.

United Auto Workers Local 41, \$108,000, to serve 56 Strauss Knitting/Allied Printing workers.

Directly Affiliated Local Union #18650, \$196,000, to serve 144 Diamond Tool workers.

United Auto Workers Local 41, \$214,352, to serve 140 Now Foods/Johnson Control workers.

EDWAA federal discretionary grants

City of Minneapolis, \$462,000, to serve 300 Sears & Roebuck workers.

Minnesota Migrant Council, \$300,000, to serve 186 farm workers affected by the drought.

Hennepin County, \$1,000,000, to serve 621 computer and telecommunications workers in the metropolitan area.

St. Cloud Job Service, \$246,305, to serve 201 Fingerhut workers.

Dakota County, \$200,000, to serve 230 Unisys workers.

Employment Action Center, \$261,000, to serve 180 Ideal Security Hardware workers.

Southeast Minnesota Private Industry Council, \$591,000, to serve 500 Farmstead workers in Albert Lea.

Southwest Minnesota Private Industry Council, \$438,456, to serve 100 farmers.

Hennepin County, \$527,000, to serve 330 Control Data workers.

St. Cloud Job Service, \$27,700, to serve 23 Animal Fair workers.

Hennepin County, \$492,750, to serve 400 computer workers in the metropolitan areas.

State dislocated worker funds

Minnesota Teamsters Service Bureau, \$104,400, to serve 109 P.A. Bergner workers.

Southwest Minnesota Private Industry council, \$55,000, to serve 32 Young America Corp. workers.

United Auto Workers Local 41, \$61,000, to serve 35 Trussbilt workers.

Programs administered with Human Services

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STRIDE (Success Through Reaching Individual Development and Employment)

Funding: Federal, state and local shared funding for a total budget of \$14,800,000.

Description: A welfare-reform program jointly administered by the State Job Training Office and the Minnesota Department of Human Services.

Some aspects of STRIDE are mandatory for certain participants who are likely to remain on Aid to Families with Dependent Children (AFDC) for a long time. Caretakers under age 20 must complete a high school education. In two-parent households, one parent must be involved in a job search activity.

Case management is a voluntary part of STRIDE that provides counseling and assessment of needs for a job, training, education and special support (for example, day care or transportation). Some groups of people who receive AFDC are targeted for service. They are:

- caretakers under age 24 who haven't graduated from high school or don't have a G.E.D. or who have little or no work experience in the past year.
- caretakers whose youngest child will within the next two years reach an age which will make the caretaker ineligible for AFDC.
- caretakers who have been on AFDC for 36 of the last 60 months.

People in case-management work one-on-one with a case manager to design and implement a strategy to get them off welfare and into jobs.

The other aspect of STRIDE is provided through the **employment and training block grant**. This grant provides a mandatory orientation for all caretakers. At orientation, caretakers find out about how STRIDE can help them get off AFDC and find jobs and provides information and referral to other helpful community services. The employment and training block grant also funds services such as classroom training, on-the-job training and various support services.

Delivery: Counties, and the cities of Minneapolis, St. Paul and Duluth. In most cases, services providers are the same as those for JTPA.

Achievements: See table on page 26.

**Minnesota Project STRIDE participant characteristics,
July 1, 1989 - June 30, 1990**

Total AFDC recipients served, case management and employment and training block grant	17,256	Under age 20	2,077	12%
		School dropout	6,141	35.6%
Target caretakers enrolled in case management	12,088	Family size		
		Two people	5,500	31.9%
		Three people	4,794	27.8%
		Four or more people	6,821	39.5%
STRIDE participants attending Adult Basic Education, GED, English as a Second Language or other non-post-secondary training	4,222	Single head of household	11,416	66.2%
		Unemployed or not in labor force	15,342	88.9%
STRIDE participants in post-secondary training	6,098			
STRIDE participants in job search or job placement activities	5,492			
Unemployed Parents (UPs) in mandatory job search	2,401			
STRIDE participants placed in unsubsidized employment	2,166			
Average wage at placement	\$6.25 an hour			

Food Stamp Employment and Training Program

Funding: Federal Food Stamp Act of 1977 and Food Security Act of 1985, with matching state dollars for program activities. Federal \$1,800,000. State \$3,100,000.

Description: A program in which some food stamp recipients must participate. Their skills are assessed and a plan to help them find work or plug into other programs that can help is developed.

Delivery: Counties.

Achievements: Number of people served by this program totaled 21,672.

Work Readiness

Funding: State, with mandatory county matches of 25 percent. State: \$3,100,000.

Description: Serves people whose income and resources would make them eligible for General Assistance and who are employable. Participants receive financial assistance for six months out of a twelve-month period. During this time, a variety of job-seeking services are provided to help participants find permanent jobs. Participant expenses for needs such as transportation and clothing for interviews are paid or reimbursed.

Delivery: Counties.

Achievements: Number of people served by this program totaled 27,091.

Other State Job Training Office programs

Displaced Homemaker Program

Funding: State, \$1,351,000. Area programs pursue additional funds from local employment and training programs and community and foundation sources.

Description: This program serves people who have spent a number of years caring for their families, but because of death, divorce, separation, disability of spouse, or loss of public assistance, must seek employment. The program provides participants with pre-employment services such as workshops, discussion groups and personal and career counseling in order to help them make choices, develop confidence and identify skills. The goal of services is to remove barriers to economic independence.

Delivery: Twelve programs are located around Minnesota.

Achievements: In the program year ending June 30, 1990, more than 2,200 women and men participated. More than 73 percent successfully completed the program by getting jobs, going to school or continuing in another employment and training program.

Hospitality Host Program

Funding: State, \$200,000.

Description: Hospitality Host is an older worker tourism program. It was authorized by the 1989 Minnesota Legislature to provide job opportunities to economically disadvantaged people who are at least age 55. Participants work as hosts and hostesses for the state's tourism industry.

Delivery: The Department of Jobs and Training contracts with the Arrowhead Economic Opportunity Agency (AEOA) in Virginia, Minn., to provide service. In turn, AEOA has sub-contracted with the City of Duluth, Rural Minnesota Concentrated Employment Program and the Goodhue-Rice-Wabasha Community Action Council.

Achievements: During the most recently completed program year, 125 people enrolled in the program and were placed into jobs.

Juvenile Justice Program

Funding: Federal Juvenile Justice and Delinquency Prevention Act, with state match for administration. Federal, \$784,000. State, \$55,000.

Description: Subgrants are awarded from a federal block grant on a competitive basis to counties, cities

and various agencies, for programs that prevent delinquency or work with young people who have had trouble with the law. The Juvenile Justice Advisory Committee makes awards to provide alternatives to the use of adult jails for juveniles and advises the governor and the Minnesota Legislature on juvenile justice matters.

Delivery: Depending on services provided, programs may be available statewide, within one or more counties, in a city or a neighborhood.

Achievements: Funds were provided to over 30 counties to provide alternatives to placing juveniles in adult jails and lockups.

Minnesota Employment and Economic Development Program

Funding: State, \$3,400,000.

Description: The Minnesota Employment and Economic Development Program is the state's wage subsidy program. MEED providers are in the process of closing down this program; funding expired on June 30, 1990.

MEED's purpose has been to encourage creation of new, permanent jobs for unemployed people without other job prospects. Employers have been provided

subsidies of up to \$4 an hour on wages and up to \$1 an hour on fringe benefits when they have hired individuals who are not eligible for unemployment insurance or workers' compensation and who are out of work.

Priority has been given to people with no other income, those eligible for public assistance and farm households that have severe financial need.

Delivery: Certified local service providers, which are, in most cases, JTPA providers.

Achievements: From July 1, 1989 to June 30, 1990, the program served 4,418 people.

Minnesota Youth Program

Funding: State, \$2,850,000.

Description: Provides job training and education throughout the year for young people, ages 14-21.

The purpose of the program is to strengthen skills in basic subjects and encourage high school completion or enrollment in alternative school programs.

Jobs are used as incentives for staying in school and also introduce the participants to the working world.

Delivery: JTPA service delivery areas, in conjunction with JTPA's Summer Youth Employment and Training Program.

Achievements: The program served 3,109 young people. Twenty-eight percent of them received remedial education. Eighty-six percent of the participants were from families whose incomes were at or below the poverty level. Thirty-one percent of the participants were teen parents. Twenty-two percent were welfare recipients.

Opportunities Industrialization Centers

Funding: State, \$350,000.

Description: Centers provide comprehensive job training and placement services to people who are economically disadvantaged, unemployed or underemployed. Centers provide instruction in basic academic skills and vocational training.

Delivery: Five centers: Ramsey County, Twin Cities, American Indian, Anishinabe (Mille Lacs) and Bemidji Area. A program at Stillwater Correctional Facility provides education and services to people prior to their release.

Achievements: The OICs grew during 1989 and 1990. The Anishinabe OIC was started, the first on an American Indian reservation. A Bemidji area OIC was also formed. Another center is planned for the Fond Du Lac Indian Reservation as part of a national effort to establish centers for Native Americans. OIC served 1,524 individuals during the past year. Eighty percent of clients are from black, Native American or other minority groups.

Senior Community Service Employment Program

Funding: Federal, Title V of the Older American's Act, \$1,603,418.

Description: Program participants are at least age 55 and economically disadvantaged. The program places them in minimum-wage jobs in the public sector.

Examples of work sites include schools, hospitals, parks and social service agencies. The program tries to move 20 percent of the participants into unsubsidized jobs every year.

Besides placement into jobs, participants receive an annual physical examination, job-related counseling and training.

Delivery: The State Job Training Office contracts delivery of services to 16 local agencies. Besides these agencies, other organizations also operate the program in Minnesota, including: Farmers Union, National Council of Senior Citizens, Urban League and the U.S. Forest Service.

Achievements: Local agencies placed 413 people into public sector jobs. Sixty-seven people were placed into unsubsidized jobs.

Youth Intervention Program

Funding: State, with local matching funds, \$275,000.

Description: These programs attempt to prevent crime by young people by resolving some of the personal, family, school and chemical abuse problems they face. Programs are non-residential and community-based. They provide advocacy, education, counseling and referral services for both young people and their families.

Delivery: Twenty-three community-based non-profit agencies. Agencies are both public and private, rural and urban and are located throughout Minnesota.

Achievements: Approximately 7,500 young people and their families were served.

Glossary

Adult – For purposes of this report, a person aged 22 or older.

Aid to Families with Dependent Children – A federal support program for disadvantaged children and their parents, administered by the Department of Human Services in Minnesota.

Average wage at placement – Average hourly wage earned by people who have completed training and have been placed into jobs.

Department of Human Services – A department of state government, which, among other duties, supervises locally administered income maintenance and community social services programs; medical assistance; and Aid to Families with Dependent Children.

Department of Jobs and Training – A department of state government whose mission is to bring people and jobs together by helping business meet labor force needs and by eliminating financial, physical and social barriers faced by the unemployed and underemployed as they strive to obtain productive jobs and economic self-sufficiency. Administers Job Training Partnership Act and anti-poverty programs, rehabilitation services, State Services

for the Blind, Job Service, Unemployment Insurance and others.

Dislocated worker – A person subject to unemployment due to a plant closing or layoff, or unemployment over an extended period of time due to outdated skills, who is unlikely to return to the prior occupation or industry.

Dropout – A person who is neither attending school nor subject to a compulsory attendance law, and has not received a high school diploma or an equivalent diploma.

Economically disadvantaged – For this report, an individual or member of a family in which total family income for the six months prior to application for a program fell under certain limits prescribed by federal and state regulations.

Entered employment rate – Percentage of those completing a training program and placed into jobs.

Governor's Job Training Council – Required by the Job Training Partnership Act to advise the governor on the planning and coordination of employment and training activities in the state.

Job Service – A no-fee placement service of the Department of Jobs and Training which matches qualified job seekers with job openings listed by employers.

Job Training Partnership Act – Enacted 1982, focuses on job training for the economically disadvantaged. Established a new service delivery system to assure the sharing of program design and responsibility between the private sector and local elected officials. Strengthened the role of the state.

Local elected officials – The local elected officials work with the private industry council in each service delivery area to formulate Job Training Partnership Act policy and to plan training programs. This partnership helps to make training relevant to the needs of individual service delivery areas. Agreement between the two parties is required to make most major decisions. Both the private industry councils and the local elected officials must approve the local job training plan.

On-the-job training (OJT) – Learning a skill while doing it in a work setting.

Positive termination rate – Percentage of those completing youth training who entered employment, returned to school, enrolled in further training, or completed PIC-recognized youth employment competencies after Job Training Partnership Act participation.

Private Industry Council (PIC) – The group of people within each service delivery area appointed to plan, oversee, monitor and review Job Training Partnership Act programs in coordination with local elected officials. The majority of PIC members are from the private sector, while others represent education, labor, rehabilitation groups, community-based organizations, economic development organizations and Job Service. The PIC prepares the local job training plan, which describes how local Job Training Partnership Act funds will be spent to meet local labor market needs as well as the governor's goals.

Program Year 1989 – July 1, 1989, through June 30, 1990.

Public assistance – For purposes of this report, Aid to Families with Dependent Children, General Assistance, Work Readiness and Refugee Cash Assistance.

Service delivery area (SDA) – Geographic area within which Job Training Partnership Act programs are administered on a local level. Minnesota has 17. Within each SDA, a private industry council applies for job training funds in cooperation with local elected officials.

State Board of Vocational Technical Education – The governing body overseeing Minnesota's system of technical schools, responsible for policy and planning for technical training in Minnesota.

State Job Training Office – The office of the Minnesota Department of Jobs and Training responsible for administering Job Training Partnership Act programs, state and federal welfare reform programs and other related state and federal efforts.

Unemployment Insurance – Authorized under the Social Security Act and funded under the federal Unemployment Tax Act to provide relief for the unemployed. Enacted 1935.

United States Department of Labor (DOL) – A department of the federal government responsible for employment and training programs nationwide, including the Job Training Partnership Act and Job Service. Administers federal funding of JTPA programs.

Welfare – See *public assistance*.

Welfare entered employment rate – Percentage of welfare recipients trained by the Job Training Partnership Act who were placed into jobs after training.

Youth – For this report, an individual aged 16 through 21 years (occasionally, for some programs, as young as 14 years).



State Job Training Office
690 American Center Building
150 E. Kellogg Blvd.
St. Paul, MN 55101
612/296-8004
Toll-free 800/456-8519

Minnesota Department of Jobs and Training
R. Jane Brown
Commissioner

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