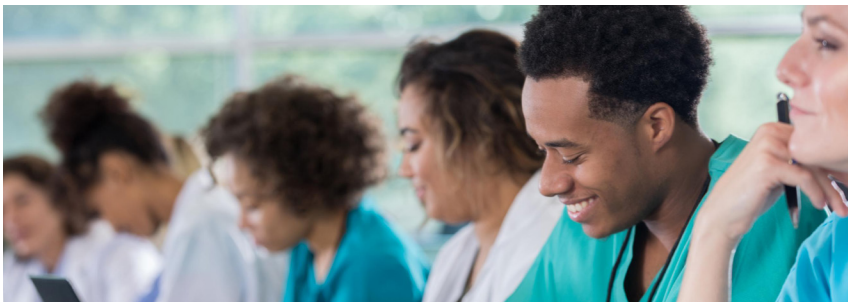
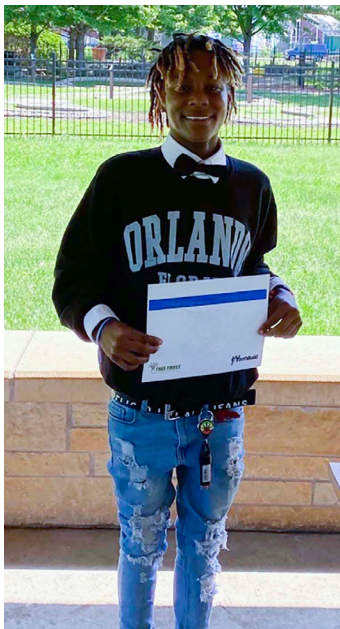


# Workforce Innovation and Opportunity Act



## MINNESOTA ANNUAL REPORT PROGRAM YEAR 2022



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## Introduction and Purpose

Minnesota's annual Workforce Innovation Opportunity Act (WIOA) narrative report for Program Year (PY) 2022 is presented by the Minnesota Department of Employment and Economic Development (DEED) in partnership with the Governor's Workforce Development Board (GWDB). It serves as the state agency responsible for the administration of WIOA Title I and III programs. In addition, DEED oversees Title IV: Vocational Rehabilitation Services (VRS), and State Services for the Blind (SSB) and important federal and state workforce development programs. This report includes One Stop partners the Minnesota Department of Education (MDE) under Title II: Adult Basic Education. The following programs are included in this PY22 report: Titles I, II, III, and IV.

There are several ways to access completed reports on Employment Services (ES) Programs. One being, the Annual Program Summaries, found at <https://mn.gov/deed/about/what-we-do/agency-results/program-summaries/>. The finalized report is available on the WIOA page at: <https://mn.gov/deed/about/what-we-do/objectives-plans/wioa.jsp>. Also, CareerForce has an annual report for ES and Veteran's Services programs. This report will be shared on the About Us section of CareerForceMN.com at: <https://www.careerforcemn.com/about-us>.

Within this report, you will find comprehensive program updates, activities, description of services, customer demographics, performance outcomes, and specific program enhancement strategies. Additionally, detailed descriptions of Title II and IV activities can be found in Appendix A, Private Sector Employment table from the DW program in Appendix B, State performance measures and results are provided in Appendix Y. Minnesota's local performance tables are available in Appendix Z.

This report is prepared to meet the requirements outlined in TEGL 05-18, which mandate the submission of an annual progress report to the U.S. Department of Labor (DOL). Performance progress for WIOA Title I programs (Adult, Dislocated Worker, and Youth) and WIOA Title III Wagner-Peyser (Employment Services), includes but not limited to the following subjects:

1. Progress toward meeting the state's strategic vision and goals, as described in the Minnesota State Combined Plan;
2. Performance data on the core common performance measures, including effectiveness serving employers;
3. Information on evaluation and improvement activities, including customer satisfaction;
4. Information on participants in the workforce development system;
5. Information on workforce activities provided by state funds; and
6. Information on each waiver the state has had in place for at least one program year.

The participant data provided in this report are generated by the Participant Individual Record Layout (PIRL) formatted files, which have been uploaded into the Workforce Integrated Performance System (WIPS).

Minnesota submitted the required performance data to DOL on time. Throughout the report, the terms "CareerForce location" and "career seeker" are used to refer to Minnesota's American Job Centers and potential clients, respectively.

## **MINNESOTA'S EVALUATION SYSTEM**

### **Wagner-Peyser**

The Employment Service team examines performance of the Wagner-Peyser Act funded ES Program throughout the year through close collaboration with DEED's Performance and Technical Management (PTM) team. PTM assembles quarterly and annual PIRL reports and submits them to DOL. The ES team routinely runs reports to evaluate the impact of the ES Program. Reports include demographic data on the number of customers reached; types of service delivered; co-enrollment information that is used to monitor connections to other WIOA programs and Unemployment Insurance; and other data points used to evaluate the effectiveness of the delivery of services.

Additionally, PTM provides ES with data on the services offered to different demographic populations. Recent data reports compared ES with the Social Vulnerability Index (SVI). The SVI ranks each zip code on 15 social factors, including poverty, lack of vehicle access, and crowded housing, and groups them into four related themes. The SVI assigns quartiles of vulnerability from most vulnerable (Q1) to least (Q4).

Minnesota uses MinnesotaWorks.net, the state's labor exchange, SharePoint, and Microsoft Excel as tools to track the administration of ES. MinnesotaWorks.Net provides the data for Minnesota's reportable individuals under WIOA. In Minnesota, all WIOA titles encourage customers to register with MinnesotaWorks.Net to ensure reportable individual activities are tracked. The ES program takes the reportable individual tracking one step further by tracking the specific basic career services delivered in MinnesotaWorks.Net.

MinnesotaWorks.Net is available to all WIOA partners to track and monitor delivery of reportable individuals as well as basic career services. The tool offers a method to promote group activities via registration in the labor exchange, and track attendance for those activities. Through integration with CareerForceMN.com, the group activities are promoted to all Minnesotans. The ES program staff can schedule, promote, and record attendance for these services via MinnesotaWorks.Net. ES services are codified as Wagner-Peyser/Title III services in the PIRL.

Minnesota uses Objectives and Key Results (OKRs) to goal set and guide strategic initiatives. Every year, OKRs are established, and all DEED teams strive to achieve key results with the intent to improve program performance. The key results statements are evaluated quarterly and are made public.

Wagner-Peyser's ES program cooperates with federal evaluations, monitoring visits and reports by providing the data necessary to review reportable individual performance metrics for the entire system, collected in Minnesota's labor exchange system. Furthermore, the program cooperates through participation in evaluations that intersect with the ES Program or coordination.

### **Dislocated Worker and Adult**

The Adult and Dislocated Worker Team assesses program performance throughout the year through close collaboration with DEED's Performance and Technical Management (PTM) team. PTM assembles quarterly and annual PIRL reports and submits them to DOL.

All Title I Adult and Dislocated Worker programs must participate in the State of Minnesota's Uniform Outcome Report Card. This mandated report includes several measures that the U.S. Department of Labor (DOL) does not. Including Median wage change by previous employment status, Retention in Q3 and Q8 after exit, and Occupation of employment in Q1, Q3, and Q8 after exit.

Minnesota evaluates WIOA programs under 20 CFR § 682.200. For Title I Adult and Dislocated Worker Programs, the following evaluations have been or will be conducted:

1. Social Vulnerability Index (SVI) Study (Phase I complete Phase II beginning): This study uses the Center for Disease Control's social vulnerability index to assess if Title I programs serve



Minnesotans from the most marginalized parts of the state. This study resulted in DEED setting a goal to increase the percentage of people they serve from the most marginalized parts of the state (defined using the SVI). PTM is working with WIOA Adult and Dislocated Worker to establish baselines for Title I adult programs and create interactive multi-layered maps and measures to help program staff target outreach. An example of one of these tools and evaluations is here: <https://public.tableau.com/app/profile/magda.olson/viz/DWandWIOASVI/DemographicProfile?publish=yes>

2. Family-Sustaining Wage Calculation and Attainment study (Complete) This study has two parts. The first involves working with the LMI team to calculate individual-level family-sustaining wage thresholds of participants based on their family size and location. The second part consists in analyzing when participants exit a program and if they attain a family-sustaining wage within a year after exit. The results of this study indicated that while a decline in enrollment (mainly attributable to the pandemic and closure of services) prevented programs from attaining similar family-sustaining wage placement numbers, the percentage of participants who achieved a family-sustaining wage recovered to pre-pandemic levels and saw some increases in marginalized groups and populations. The final dashboard can be found here: <https://public.tableau.com/app/profile/magda.olson/viz/FSWReportMMB6272022/FSWbyDemographic>
3. Study of changing populations (In progress) This study includes partnering with the LMI team to see if programs are properly set up to serve Minnesotans most impacted by the COVID-19 Pandemic. The initial results indicate that Title I Adult programs have pivoted to serving more diverse customers across every measure of marginalization we analyzed after the COVID-19 Pandemic. The next step of this study is examining the regional impacts of COVID-19 in Minnesota and seeing if Title I programs served industries impacted by pandemic layoffs. The report will be available in the late Fall of 2023.
4. Co-Enrollment Study (planning) This study, which might be done with the Minneapolis Federal Reserve, will examine the impact of co-enrollment between Title I and state-funded workforce programs. This study will look at training completion, credential attainment, employment, retention, and median wage, along with program reentry and how these measures are impacted by co-enrollment.

In addition to the evaluations above, Minnesota continues to partner with DOL, to share our approach to evaluation, equity analysis, and how to conduct rigorous independent evaluations without needing an external vendor via technical assistance sessions or larger meetings.

Continuous Quality Improvement strategies are on-going and follow the Plan-Do-Study-Act (PDSA) cycle as a “trial-and-learning” method to test changes quickly for the Dislocated Worker and Adult programs. As new guidance is received, multiple protocols, including database and data entry procedures, need to be evaluated to determine the actual impacts of the change. This may include, applying changes to multiple programs, updating policy, remapping the state’s case management system (Workforce One), updating case management desk guides, and scheduling training sessions to inform LWDA’s. Planning for DOL monitoring visits begin with coordinating with local workforce development areas to inform of the planned visit and to prepare files for the monitoring visit. DEED is already unified with local areas via Workforce One. Minnesota responds to DOL monitoring reports in collaboration with LWDA’s.

## **WIOA COMBINED STATE PLAN**

One of the WIOA requirements is that each state must have a state workforce development board. Minnesota’s state workforce development board plays a pivotal part in the strengthening of our Public Workforce System as it provides systems policy development, policy recommendations for both the Governor

and state leaders, and systems alignment with our states strategic vision and goals. Minnesota's governor appoints members to the Governors Workforce Development Board (GWDB) to serve three-year terms. The GWDB voting members represent prioritized industry sectors, state and local elected officials, state agencies, community-based organizations, educators, labor unions, along with other workforce stakeholders.

GWDB required duties vary among WIOA and state statutes, but two are the following:

- The GWDB oversees the submission of Minnesota's WIOA Combined State Plan (a four-year plan with two-year required revisions to the plan). The WIOA law requires that the four-year State Plan serve as the governor's strategic plan for the state's public workforce development system and has been developed in alignment with the administration's other strategic planning efforts. The current Modified WIOA State Plan is now available here: <https://mn.gov/deed/assets/wioa-state-plantcm1045-443536.pdf>
- Every two years: developing and submitting a report to the Legislature that provides an overview of "the state of the workforce system", including significant updates as it relates to policies or programs, with recommendations for ways to improve the public workforce system.

### **2020-2023 State Plan Vision**

The strategic vision of the One Minnesota WIOA State Plan is a healthy economy, where every Minnesotan has meaningful employment and a family-sustaining wage, and employers are able to fill jobs in demand.

### **2020-2023 State Plan Goals**

1. Reduce educational, skills training, and employment disparities based on race, disability, gender, or disconnected youth.
2. Build employer-led industry-sector partnerships that expand the talent pipeline to be inclusive of race, disability, gender, and age to meet industry demands for a skilled workforce.

### **2020-2023 State Plan Priority Strategies**

- Business Engagement
- Community Engagement
- Customer-Focused Design
- Funding and Resource Needs
- Policy and System Alignment
- System Management

## **FOCUS ON EQUITY**

DEED's Office of Public Engagement (OPE) leads internal efforts and external community engagement to reduce the disparities faced by populations with barriers to employment, including strategies to achieve the goals of the WIOA Combined State Plan. Since 2015, OPE has supported DEED staff and partners in implementing equitable practices and policies in workforce development. OPE Initiatives in PY22 included:

- community engagement efforts to connect DEED to partners such as employers, nonprofits, workforce boards, and community groups
- performance management of internal DEED program goals and strategies
- promotion of equity goals that reduce disparities based on race, ability level, geography, gender, and veteran status
- serving as liaison to American Indian tribes for consultation on DEED policies and programs

Over the last year, OPE continued to help guide equitable implementation of WIOA, lead in DEED's community engagement efforts with diverse communities, and align DEED's economic equity activities with other state agencies and external partners. In 2022 OPE focused on stronger alignment between DEED and workforce stakeholders around the state.



When the COVID-19 Pandemic began, the external role of OPE expanded and increased DEED's efforts to provide information and resources to communities of color. One example was the OPE weekly Community Call that provided up-to-date information and answer direct questions from community members.

Additionally, working with the Office of Diversity and Equal Opportunity, DEED created an Equity Change Framework and is using it to coach DEED staff to develop Equity OKRs for their programs. Guiding our work is the overarching goal for DEED, to drive an economic comeback from the COVID-19 Pandemic, focused on people and businesses who face systemic barriers to growth.

Additionally, OEO with Senior DEED Leadership Team established Five Racial Equity Commitments:

<https://mn.gov/deed/newscenter/social-media/deed-developments/?id=525220>

These commitments help organize the agency around racial equity with the intention of making the department stronger.

## **WIOA PERFORMANCE MEASURES**

Training and Employment Notice (TEN) 04-23, issued by the DOL on August 11, 2023, increased the number of individual performance indicators to be assessed for WIOA Titles I and III, and added individual performance indicators to be assessed for WIOA Title IV, in PY22. In addition, the TEN defined a new performance indicator that had not existed in previous program years, an Overall State Program Score, which in PY22 will apply only to WIOA Title III.

For PY22, TEN 04-23 expands performance assessments to four individual performance indicators for the WIOA Title I and IV programs: Employment Second Quarter After Exit (ERQ2), Median Earnings Second Quarter After Exit (MEQ2), Employment Fourth Quarter After Exit (ERQ4), and Credential Attainment Rate (CRED). Alternatively, performance assessments were expanded to all three individual performance indicators for the WIOA Title III program: Employment Second Quarter After Exit (ERQ2), Median Earnings Second Quarter After Exit (MEQ2), Employment Fourth Quarter After Exit (ERQ4). Results of the individual performance indicators can be found in Appendix Y

Preliminary data (based on comparing our actual levels of performance to our negotiated levels of performance) indicates Minnesota will meet or exceed all Title I and III individual performance indicators in PY22. Specifically:

- Title III and all Title I programs are expected to exceed the ERQ2 and MEQ2 negotiated goals.
- All Title I programs are expected to exceed the ERQ4 negotiated goals. Title III is expected to meet 99% of their negotiated ERQ4 goal.
- The WIOA Adult and Dislocated Worker programs are expected to exceed their CRED negotiated goals. WIOA Youth is expected to meet 85% of their negotiated CRED goal.
- Title III is expected to succeed in passing the 90% threshold established in TEN 04-23 for not failing the Overall State Program Score.
- Title IV, Minnesota General and Blind agencies combined, met or exceeded all negotiated common performance measures for PY2022.

These anticipated results for Program Year 2022 continue a trend of Minnesota successfully meeting or exceeding adjusted levels of performance for WIOA Titles I and III during Program Years 2021 and 2020. During those two program years, all Title I and III programs exceeded their MEQ2 adjusted levels of performance. Similarly, all Title I and III programs exceeded or met at least 86 percent of their ERQ2 adjusted levels of performance.

## **EFFECTIVENESS SERVING EMPLOYERS**

The Workforce Strategy Consultants (WSCs) serve as one of DEED's primary employer engagement teams. The six WSCs provide services in Minnesota's six workforce regions offering regional integrative expertise of in-demand sectors, talent pipelines, partnerships, and economic development opportunities. Their primary focus is to develop innovative workforce solutions with businesses, within high growth sectors that will provide family sustaining wages. This is accomplished through a customized consultative process driven by regional data, state data, best practices, employer goals, community supports and resources. By aligning these resources, WSCs facilitate collaboration, leverage expertise, drive regional economic equity, and growth. The WSCs provide value to communities through leveraging their expertise in industry sector workforce strategies, connecting key stakeholders to workforce development, highlighting economic development resources, and supporting businesses.

The WSCs regional work is highly successful due to the strong partnership with LWDAs, employers, education partners, community organizations along with DEED's regional employer outreach teams, which include Business Development Managers, Job Service Managers, Layoff Aversion (Rapid Response) Specialists, Veterans Representatives, Vocational Rehabilitation, Grant Specialists, Labor Market Analysts, and GWDB. The WSCs enhance economic prosperity while assisting key stakeholders in the successful implementation of the WIOA Local and Regional plans.

### **Customers and Services**

In PY22, WSCs conducted hundreds of individual business consultations and connected with 3,872 employers. This resulted in the development and implementation of short-term and long-term workforce strategies at no cost to the businesses. The WSCs assisted with connecting employers to talent attraction and retention resources, grant opportunities, labor market information, skills assessment, tax credits, industry organizations, education, and community organizations. WSCs implemented innovative strategies including business-led industry sector partnerships and access to untapped labor pools. They educated over 5,649 different employers through "Workforce Wednesday," a monthly webinar series focusing on key workforce challenges, solutions, presentations, workforce events, and conferences.

### **Achieving Equity**

DEED prioritizes addressing disparities and achieving economic equity for all Minnesotans by identifying and breaking down barriers to employment and business opportunities. The data on populations served has highlighted many available career opportunities. Additionally, WSCs have placed a focus on providing resources to minority-owned businesses and connecting organizations that serve Immigrant and Refugee populations, and communities of color with Minnesota's employers seeking qualified applicants.

### **Enhanced Alignment with Economic Development**

In PY22, the WSCs focused on increasing collaboration with Workforce Development. This effort created a stronger alignment and connection for the businesses seeking a talented pipeline of workers. The alignment increases collaboration, partnership, greater understanding of workforce needs, and encourages career pathway development as well as a unified awareness of emerging sectors in the state.

### **Funding Source and Allocation**

The WSCs are funded with Wagner-Peyser funds.

## **STATE PERFORMANCE MEASURES**

For PY22 and PY23, Minnesota used a local area statistical adjustment model to negotiate performance measures for the WIOA Adult and WIOA Dislocated Worker programs. Minnesota used WIOA data from PY18 through PY20 to develop this model. Small population sizes have delayed Minnesota's development of a local area statistical adjustment model for the WIOA Youth program. Instead, Minnesota's WIOA Youth program

used the statewide negotiated measures alongside historic local performance numbers to negotiate local area targets for PY22 and PY23. Minnesota will develop a local area statistical model for the WIOA Youth program when we update our current model in preparation for performance negotiations for PY24 and PY25.

Minnesota negotiated local area performance goals for the five WIOA individual performance indicators: Employment Second Quarter After Exit (ERQ2), Median Earnings Second Quarter After Exit (MEQ2), Employment Fourth Quarter After Exit (ERQ4), Credential Attainment Rate (CRED), and Measurable Skill Gain rate (MSG). Training and Employment Notice (TEN) 04-23, issued by the DOL on August 11, 2023, limits performance assessments in PY22 to four of these individual performance measures: ERQ2, MEQ2, ERQ4, and CRED. Minnesota is similarly limiting our assessment of state performance measures to these four measures for Title I programs. Results of the state performance measures located in Appendix Z.

Preliminary data (based on comparing actual levels of performance to negotiated levels of performance) indicates Minnesota's LWDA's will meet or exceed nearly all their individual performance indicators in PY22 (see Tables 5, 6, and 7 in Appendix Z). Specifically:

- 15 of the 16 LWDA's are expected to meet or exceed the four individual performance indicators for WIOA Adult.
- All 16 LWDA's are expected to meet or exceed the four individual performance indicators for WIOA Dislocated Worker. One possible exception is a single local area that is currently meeting only 50.6 percent of the goal for MEQ2. The direction and strength of their adjusted level of performance on that metric could result in them failing to meet their goal.
- All 16 LWDA's are expected to meet or exceed the four individual performance indicators for WIOA Youth. The direction and strength of the adjusted level of performance on the CRED metric could result in one or more LWDA's failing to meet their goal. As compared to prior program years, LWDA's struggled to meet their WIOA Youth CRED goals for PY22. Minnesota has started to examine this change in our data and is working with LWDA's to ensure they are recording credentials attained by participants.

Minnesota will produce adjusted levels of performance for PY22, and provide finalized performance assessments to LWDA's, during PY23.

## **DATA VALIDATION**

In January 2022, Minnesota incorporated feedback from the Region V Performance Specialist into a final draft policy, written in accordance with the requirements outlined in Training and Employment Guidance Letters (TEGLs) 23-19, 07-18, and TEGL-19, Change 1. Minnesota received additional feedback on the policy from Minnesota's Federal Project Officer, in October of 2023 and currently in the process of incorporating her feedback. We anticipate the final draft policy will be posted for public comment in January of 2024 and finalized by March 2024.

Minnesota's current draft data validation policy points out that data validation efforts will be conducted on a quarterly basis, culminating in an annual training about, and review of, processes and procedures. The required processes and policies were not in place during PY20, PY21, or PY22 to conduct a complete round of data validation. In the interim, Minnesota has been using the products made available by the DOL to meet some of data validation requirements identified in TEGL 07-18. Specifically, Minnesota loads files monthly PIRL files into the WIPS to identify errors, missing data, out-of-range values, and anomalies. When found, staff work to understand and rectify issues, document solutions, and provide updated guidance to LWDA's where applicable. Minnesota also uses data quality tools from the DOL such as the Quarterly Reports Analysis (QRA) report and the Trade Adjustment Assistance Data Integrity (TAADI) tool to identify and correct any data or data entry practices that may not trigger a WIPS error but is still not in alignment with what DOL expects in Minnesota's files.

In PY22, Minnesota refined the database scripting that will generate the pulls of participant records to be validated. Minnesota will use a stratified random sampling method to pull records for each WIOA Program. The sample will be stratified by LWDA's within each WIOA Program. This means the number of records to be validated from each LWDA within each program will be proportionate to the total number of records from each LWDA in each program. Minnesota will use a 95 percent confidence interval and five percent margin of error in pulling these stratified random samples. Using PY22 data as a template, Minnesota estimates we will be validating 350 records per program for WIOA Titles I and III, with progressively fewer records for the WIOA non-core programs (as they serve fewer participants). Minnesota has recognized the need for additional staff to carry out the data validation work. A position description is currently under development and Minnesota expects to have a team of data validators hired by the end of 2023. It is possible that, once additional staff have been hired, Minnesota will change this sampling strategy.

In the summer of 2023, Minnesota completed the building of a dynamic, macro-enabled workbook (hereafter referred to as "the application") to aid monitors and program staff in conducting their audits of the sampled records. The PIRL data elements identified in TEGs 07-18 and 23-19 for validation are numerous and vary by program. The application accommodates these differences by program and displays only those data elements required to be validated by each program. The application also only displays the data for a particular program in a particular local area, ensuring that only those staff who would normally have access to a participant record will also have access to the PIRL records. Finally, the application allows staff to track their work in validating data elements and produce summary statistics that will enable staff to quickly recognize any patterns data validity.

## **CAREERFORCE**

Minnesota's One Stop Career Link System (CareerForce) is administered by DEED. The services offered within the CareerForce locations are provided in partnership between DEED and the LWDA's around the state. Since the end of the pandemic emergency, the CareerForce System has been adapting to the changing way customers utilize our programs and services. Due to post pandemic changes and Minnesota's consistent achievement of having one of the lowest unemployment rates in the United States, demand has diminished. As a result, CareerForce Resource Room utilization is down and traffic to CareerForce locations has decreased. LWDA program service providers throughout Minnesota have adapted by increased outreach services, program promotion, and special events to meet our clients' needs. Additionally, we have increased flexibility and the capacity of our teams to serve our customers in person, over the phone, and online.

CareerForce assists Career Seekers by providing the tools and resources to prepare for job search and employment. There are 55 CareerForce locations across Minnesota. The CareerForce Division delivers the Employment Service Program, which helps anyone who is seeking employment connect with hiring businesses. There are no eligibility requirements to receive basic career exploration and job search assistance through employment services. CareerForce also connects people with other programs and services for which they may be eligible. These programs and services are provided by workforce development partners in the CareerForce locations. CareerForceMN.com is the digital presence for CareerForce. On this website, career seekers, employers, and workforce system partners can find out about services, access customized resources, and find contact information to get assistance. The website features resources to assist people of color, recent immigrants, people with disabilities, veterans, seniors, re-entry populations, and youth.

The CareerForce Division also delivers Jobs for the Veterans State Grant program, known locally as Veterans Employment Services. This team helps qualifying veterans with direct services to assist with overcoming barriers to employment.

## Labor Market Information

DEED's [Labor Market Information Office](#) (LMI) continues to develop and enhance online tools to assist career seekers and students in exploring careers, understanding labor market and economic conditions, and preparing for their future. The focus over the last three plus years since the COVID-19 Pandemic disrupted the labor market has been to enhance existing tools and develop new tools to help unemployed workers explore in-demand careers, and to help policy makers better understand the impact of the tight labor market on employers and workers. Data tools can be found online at <https://mn.gov/deed/data/data-tools/>.

To respond to changing conditions, DEED continues to update all our tools with new data. Career exploration tools that have been updated with new data include the following: [Occupations In Demand](#), [Career & Education Explorer](#), [Job Vacancy Survey](#), [Unemployment Insurance claims](#), [Match Jobs to Experience](#), [Employment Outlook](#), [Quarterly Workforce Indicators](#), and [Graduate Employment Outcomes](#). These tools help the monthly average of nearly 100,000 unemployed workers in Minnesota, as well as students and workers looking to enter the labor force or change careers, have the information they need to find their next career. Our [Career Pathways](#) tool was developed specifically for students and guidance counselors, and all our tools have been designed and improved with feedback from job counselors, who use them in their daily work with career seekers and career explorers.

New data visualizations that we've built since the Pandemic Recession include: [Current Employment Statistics](#), [Employment Outlook](#), [Job Openings & Labor Turnover Survey](#), [Occupational Employment & Wage Statistics](#), [Quarterly Employment Demographics](#), [Unemployment Insurance Statistics](#), and the [Profile of Risk for Prolonged Unemployment](#). We also built an [Economic Recovery Dashboard](#) and [Comparing Recoveries](#) tool, designed for policy makers who want to better understand the state's recovery from the COVID-19 Pandemic Recession, as well as an Examine Employment tool to show industry employment changes by quarter. These interactive tools provide comprehensive information about occupations including wages, current and future job demand, and educational requirements, available at a statewide and regional level.

In sum, LMI provides a wide variety of useful data including [industry employment statistics](#), [employment projections](#), [labor force and unemployment statistics](#), and more. The [regional labor market section](#) also provides comprehensive [research and reports](#) at a more local level, while DEED also publishes monthly blogs and articles with relevant labor market information. Finally, the [Regional Analysts](#) provide training for the Workforce Development staff and partners on understanding and using labor market information. Together the Regional Analysis team of five provided around 30 virtual and in-person trainings to more than 1,000 staff and partners in the past year. Our regional analysts also provide information for the local unified plans and at regularly scheduled board meetings.

## WAGNER-PEYSER PROGRAM COORDINATION

### Job Seeker Services

The Wagner-Peyser Act funds the Employment Service (ES) program which provides programs and services to businesses and job seekers under the designation of Job Service Minnesota. ES provides critical support to Minnesota's CareerForce locations by funding the salaries of staff who provide career services to job seekers and recruiting assistance to businesses; conducting community outreach for all programs to customers; operating the helpdesk line; websites, technology, software, and other materials used for job searches; coordinating the CareerForce Corner initiative to strengthen the connection between libraries and CareerForce centers; classes and consultations for career seekers and businesses; job fairs and other recruiting events. The Employment Service program prioritizes Veterans, Unemployment Insurance applicants and underserved communities.

Wagner-Peyser also directly funds the state's Migrant Seasonal Farm Worker Services; the Workforce Strategy Consultants which are housed in our Economic Development Division; Federal Fidelity Bonding project;



Foreign Labor Certification; Work Opportunity Tax Credits (WOTC; CareerForceMn.com, the statewide access point to all CareerForce programs and services; MinnesotaWorks.net, the statewide no-fee labor exchange for career seekers and employers; a portion of a position in our Communications Team; and local workforce programs.

Highlights of the Employment Service Program in PY22 include:

- Delivered 50,323 one on one career services to job seekers
- Served 38,441 reportable individuals via online services during the program year. Of those receiving career services, over 20,000 job seekers were assisted in one-on-one sessions and over 3,000 participated in workshops.
- ES staff continue to conduct job search workshops, provided career services and job search assistance to career seekers online and over the phone. This includes direct phone call outreach to RESEA clients as well.
- Over 790,000 job openings were posted on MinnesotaWorks.net in PY22 – all current, unique job opportunities from vetted employers.
- Implementing a PROWD (Partners for Reentry Opportunities in Workforce Development) program team that will be initiating work in PY23.

### **Migrant and Seasonal Farm Worker Program**

The Migrant and Seasonal Farm Worker (MSFW) Program connects migrant and seasonal farm workers to agricultural and non-agricultural jobs. There are four CareerForce locations with significant MSFW services: Faribault, Mankato, Rochester, and Willmar.

Additionally, Job Service's new Accounting, Budgets and Contract (ABC) team that conducts monitoring, that includes the State Monitor Advocate.

- Job Service has bilingual Spanish-speaking staff at each of these CareerForce locations, known as our Agricultural Outreach Workers. The Agricultural Outreach Workers perform outreach activities where MSFWs work, live or gather. Outreach activities include coordinated efforts with other farmworker service providers in the community. Agricultural Outreach Workers provide the farmworkers with information on CareerForce services both verbally and in written format, that is in both English/Spanish, and lists resources with DEED partners and within local communities. Farmworkers are also provided with information regarding farmworker rights and the complaint process. They assist farmworkers with applications, provide job referrals, and inform qualified workers of ES. They are also able to screen U.S. domestic farmworkers for placement with H-2A position opportunities.
- The State Monitor Advocate (SMA) visits communities with substantial MSFW activity to meet with employers, review and assess their needs, and determine the effectiveness of the CareerForce services provided. The SMA works with the Agricultural Outreach Workers to promote the Agricultural Recruitment System and to assist in meeting the labor needs of agricultural employers. The SMA conducts monitoring activities at each CareerForce location to determine the level of services that are available and provided to MSFWs.
- Minnesota is a Significant MSFW State and is in the top 20 states in serving of MSFW participants.

### **Foreign Labor Certification H-2A and H-2B Programs**

The H-2A temporary visa program allows agricultural employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature. The non-agricultural H-2B program allows employers who meet the program requirements to hire nonimmigrant foreign workers to come temporarily to the U.S. and perform non-



agricultural services or labor based on the employer's temporary need. Most of these workers are in the Southwest, South Central, Southeast, and Northwest regions of Minnesota.

The number of applications to these programs increased over the previous year, because employers are unable to fill temporary positions with U.S. workers. Given the low unemployment rate and the lack of qualified U.S. workers, and the seasonal, temporary nature of the work in both programs means both H-2A and H-2B applications are projected to increase. Approximately 2,700 certified positions were granted under H-2B and 3,600 under H-2A during PY22.

Housing inspections are required annually for H-2A employers. In PY21, Federal funding through an annual grant from the DOL increased by one-third over the previous several years' funding levels. The increased funding allowed DEED to hire an additional full-time staff position to work directly with the Foreign Labor Certification Coordinator.

### **Work Opportunity Tax Credit**

The Work Opportunity Tax Credit (WOTC) program provides a federal tax credit to private-sector employers and 501(c)-(3) nonprofit organizations (veteran target groups only), as an incentive for hiring members of groups who traditionally have difficulty finding jobs.

Primary customers of this hiring incentive are Minnesota employers who are interested in hiring targeted Career Seekers and the targeted career seekers themselves. Some of the targeted groups include recipients of the Minnesota Family Investment Program (MFIP); Supplemental Nutrition Assistance Program (SNAP); disabled and unemployed veterans; ex-felons; Supplemental Security Income recipients, and Qualified Long-Term Unemployment Recipients. In PY22, Minnesota employers made 68,906 WOTC hires. WOTC was reauthorized in 2021 and is valid through December 31, 2025.

### **DISLOCATED WORKER PROGRAM**

The Dislocated Worker (DW) program assists individuals overcome barriers to employment and return to work as quickly as possible. The program works toward the dual goals of being responsive to the state's economic needs which change from year-to-year while delivering consistently high performance to employers and unemployed workers.

The program is intended to mitigate the negative impact of layoffs to individuals, communities, and the economy. The program's benefits are three-fold:

- Workers can quickly re-enter the workforce into jobs with comparable wages and benefits.
- Employers can find skilled and experienced workers needed to meet their business needs; and
- Minnesota's economy and businesses remain globally competitive in favorable and challenging economic times.

Please see Appendix B for the number of employed people in Minnesota which has varied throughout the year as we recover from the COVID-19 Pandemic. By looking at statewide Private Sector employment data.

Individuals enrolled in the DW program received one or more of the following: career services, training services, and supportive services.

- **Career services** included activities such as initial skill assessments, labor exchange services, development of an Individual Employment Plan, career counseling, peer support groups, referral to supportive services available in the community, pre-vocational, and work readiness training.
- **Training services** assisted participants with identifying interests, skills, and abilities to maximize employment choices. Training services included occupational skills training, on-the-job training, apprenticeship training, and entrepreneurial training.

- **Supportive services** provided a participant with the resources necessary for them to be successful while enrolled in career and training services. Supportive services included assistance with transportation, childcare, housing, health care, school supplies and linkages to other services.

### **State-Funded Dislocated Worker**

Minnesota is unique in having both a state and federally funded Dislocated Worker (DW) program. The state funded DW program, through the state's Workforce Development Fund (WDF), allows Minnesota to serve a greater number of DW participants. The state DW program has added eligibility criteria that allows individuals who are long-term unemployed to receive DW services and has also removed the requirement for men to prove they registered for Selective Service. The state program served 4,299 individuals in PY22. To provide direct services to customers, DW provides state grants to a network of 16 LWDA's, as well as eight independent non-profit service providers. Several of the independent service providers focus on providing unique language-and culturally specific services. The state funded DW participants are not included in the performance information provided in this report.

### **Mass Layoffs and Rapid Response**

Rapid Response is a proactive, business-focused strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. Rapid Response teams work with employers and employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss.

In PY22, Minnesota's State Rapid Response Team (SRRT) worked closely with businesses and employees impacted by mass and small layoffs as well as permanent business closures. The SRRT worked with over 168 businesses and their affected employees on both small and mass (over 50 employees) layoffs and closures. DEED received and processed 25 Worker Adjustment and Retraining Notifications (WARNs). Approximately, 3,793 individuals received information and services from the SRRT. Combined, the SRRT served a total of 8,714 individuals who were impacted by layoffs and business closures.

Rapid Response collaborated with the WSCs, Business and Community Development (BCD), the Unemployment Insurance Division and local and regional partners to provide early warning indicators of a business layoff or potential closure. Some other strategies and permissible Rapid Response Activities include:

- Ongoing engagement, partnership, and relationship-building activities with businesses;
- Developing, funding, and managing incumbent worker training programs and other worker upskilling approaches as part of a layoff aversion strategy or activity; and,
- Conducting analyses of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer.

### **SRRT accomplishments during PY22**

- Executed a targeted Small Layoff Outreach initiative to proactively inform both local and regional partners, as well as individuals impacted by the layoff event, irrespective of the size or closure of their business, about the Dislocated Worker program.
- Formulated a comprehensive and efficient strategy for Layoff Aversion, encompassing the establishment of an Early Warning Network designed to proactively monitor and forecast potential plant closures, thereby facilitating the prompt implementation of response and prevention measures.

### **Co-enrollment and Trade Adjustment Assistance**

Though co-enrollment is mandated between the TAA Program and WIOA Dislocated Worker Program under the Final Rule, Minnesota has required co-enrollment with the DW program for many years.

## **National Dislocated Worker Grants**

National Dislocated Worker Grants (DWG) are awarded to states by the DOL to temporarily expand the service capacity of the DW program by providing funding assistance in response to large, unexpected economic events with significant job loss. Minnesota was awarded two National DWGs; one addressing the COVID-19 pandemic and one responding to the ongoing opioid crisis. Job seekers received various services, including basic career and individualized career services, work experience, training, and disaster relief employment. For the period of July 1, 2022 – June 30, 2023, 268 participants were served, bringing the overall unique served count to 350 individuals through the COVID-19 and Opioid DWGs. Both grants ended on June 30, 2023.

### **COVID-19 DWG**

In June of 2020, DOL awarded MN \$2,535,795 for disaster-relief and humanitarian assistance employment, as well as employment and training services, as appropriate, to minimize the employment and economic impact of COVID-19 Pandemic. Through the efforts of nine LWDAs, the funds served Dislocated Workers and paid the wage and benefits for temporary disaster-relief employment. With the uncertainty of the COVID-19 Pandemic and its impact continuing to affect the state, maintaining the health and safety of the community continued to be a priority. Minnesota served 246 (96% of goal) with 98 Disaster Related Employment (DRE) positions filled (146% of planned DREs). Seventy-six (31%) of participants were enrolled in training during this program year.

### **Opioid DWG**

In November of 2020, DOL awarded Minnesota \$1,300,000 (\$800,000 initial) to respond to the unique challenges faced by the workforce due to the opioid epidemic. The funds supported the creation of peer-support counseling positions that addressed the unique recovery needs of individuals affected by opioid use. The grant also provided employment and training services to reintegrate eligible individuals back into the workforce. A total of 112 job seekers (97% of goal) accessed these funds with 14 Disaster Relief Employment positions filled. Sixty-three participants received training and 35 received support services.

### **Performance Results**

Minnesota's federally funded WIOA Dislocated Worker (WIOA DW) Program exceeded all planned performance goals in PY22. During the year, the WIOA DW served 1,595 individuals with \$10,349,177. The level of educational attainment for WIOA DW participants prior to accessing program services is significantly lower than Minnesotans as a whole; 53% percent did not hold a post-secondary degree at enrollment. To a large extent, WIOA DW participants reflected the state's racial and ethnic labor force with over 27 percent of enrollees identifying as a person of color whereas this population makes up roughly 17 percent of the state's labor force.

(<https://www.census.gov/quickfacts/fact/table/MN/LFE041220#LFE041220>).

In addition, other demographics served in PY22 included individuals with disabilities (11%), Foreign Born (13%), Immigrant/Refugee (15%), and English as a Second Language learners (17%).

### **Accomplishments from PY22 ADULT TEAM UPDATED**

- Minnesota TAA created a Frequently Asked Questions for employers about On-the-Job Training (OJT) at <https://www.careerforcemn.com/taa-ojt-information-employers>, and hosted the country's first panel that included employers, OJT participants, and a Dislocated Worker Counselor. This panel presented multiple times at the national level to various audiences.
- Successfully implemented two national disaster grants to respond to major disasters in recent years: COVID-19 and Opioid crisis.
- The DOL requested Minnesota program performance staff present at multiple nationwide webinars on the following topics:
  - Case management procedures on capturing Measurable Skill Gains and the database updates required to make the feature user friendly

- Program evaluation procedures and sample studies that demonstrate the importance of having a collaborative system that includes program performance staff and an internal neutral performance and technical management team to ensure non-biased, equity focused evaluations
- The program exceeded all federally mandated performance outcomes for PY22 and surpassed the national average in certain areas. Adjusted levels of performance for PY21 showed an increase to the 2nd Quarter Employment goal, and an increase to the Median Earnings goal for WIOA DW. The state exceeded the Median Earnings adjusted goal by 18.7%.

### Looking Ahead: Goals and Priorities for PY23

- Continue to improve customer services by improving access to services through streamlining processes, eliminating redundancies and updating policies to be flexible and responsive to the needs of the state.
- Continue to work collaboratively with the DOL by sharing and training other states on Minnesota's Continuous Quality Improvement efforts related to reporting protocols and case management tracking procedures as well as attend training opportunities provided by other states to ensure we are in the know on newly developed techniques.
- Finalize data validation procedures and policy that includes intensive local area data validation trainings, technical assistance guides, information portals, and a more uniform flow for information

### Demonstration Grants

The **Minnesota Retaining Employment and Talent after Injury/Illness Network (RETAIN) Program's** purpose is to improve the retention and employment of injured/ill workers and prevent unnecessary disability. MN RETAIN team is made up of employers, health care providers, and specialized case managers who, along with the workers, design appropriate therapies, accommodations, or training that keep the worker employed after an injury or illness. This model focuses on work as a social determinant of health; staying active and safely returning to work is known to speed healing and improve outcomes for the worker. With increased job disruption and potential long-term health impacts to workers due to the COVID-19 Pandemic, assistance to help employers, healthcare providers, and state agencies who support Minnesota workers is integral to ensure a sustainable workforce in Minnesota.

MN RETAIN also aims to demonstrate how early coordination of health care and employment-related supports and services, can result in earlier return to work, improved retention and function for employees, and lower cost referrals to job development and career services. These supports and services include education and training in occupational health best practices for participating health care providers; active involvement of a Return-to-Work Coordinator throughout the medical recovery period to facilitate continued employment; enhanced communication among workers, employers, health care providers; and providing accommodations and job modifications. In Phase I, the project served 150 participants with a grant award of \$3.5 million. Minnesota was one of five states to receive Phase II funding (\$19.5 million) to expand statewide and serve 3,200 eligible participants over four years. As of August 2023, Minnesota has served 1,700 participants.

### YOUTH PROGRAM

Minnesota leverages resources and opportunities to help young people – the future workforce – attain the skills, knowledge, and aptitudes to become productive workers in the 21st century economy.

To be eligible for WIOA youth services an individual must be between the ages of 16 to 24 and not attending any school, or an in-school youth between the ages of 14 to 21 who is low-income and at-risk. Minnesota LWDAs target services to those most in need and meet the challenge of locating, retaining, and serving out-of-school youth: 75 percent of PY22 expenditures supported services to out-of-school youth. It is important to note that in PY22, seven of the 16 LWDAs have a waiver allowing the OSY percentage to be 60 percent instead

of 75 percent, affecting overall spending levels. This waiver allows for enhanced services to in-school youth who are either homeless, or in foster care. Through the leadership of the GWDB and LWDAs, Minnesota's WIOA Youth Program provides comprehensive services to youth experiencing an "opportunity gap." Sample Local Youth Plans are posted on DEED's website at <https://mn.gov/deed/gwdb/priorities/wioa/#2>, under the heading of Youth Plans.

### **Accomplishments from PY22**

Minnesota blended and braided federal, state, and local funds to address the needs of youth, who were disconnected from school and jobs. During the COVID-19 Pandemic, youth service providers worked with local workforce development partners to provide supportive services, and work experiences for targeted youth.

WIOA Youth experienced unemployment rates four to five times that of the overall youth unemployment rate. The enduring impact of the COVID-19 Pandemic required youth service providers to modify their service delivery models.

Minnesota met or exceeded all negotiated WIOA Youth performance goals for PY22, while serving homeless youth and youth with disabilities at levels that exceeded the national average. Minnesota's commitment to improving services to the neediest youth is reflected in its Shared Vision for Youth (SVY) vision statement: "By age 25, Minnesota's young people will be ready for the responsibilities and rewards of economic self-sufficiency, health, family and social relationships, community involvement stable housing and lifelong learning." All Minnesota LWDAs developed Shared Vision for Youth Blueprints as part of their WIOA Local Plans, available online at: <https://mn.gov/deed/programs-services/office-youth-development/special/shared-vision/>. The SVY Blueprints include examples of interagency projects underway to improve transition outcomes for at-risk youth with particular emphasis on dropouts and potential dropouts; youth aging out of foster care; youth with disabilities; and homeless youth and runaways.

### **Private Sector Internships**

Youth Programs address changing labor force demographics as well as education and employment disparities by connecting under-served youth to internships. Youth Programs help employers prepare for, recruit and mentor the next generation of diverse workers. Local employers play a variety of roles in supporting youth workforce development goals in high-growth occupations.

The STEP-UP program (City of Minneapolis) and the Right Track program (City of St. Paul) are examples of Minnesota's nationally recognized summer youth employment models that demonstrate the strong role that the private sector can play in supporting youth workforce development goals in urban settings. Find more about the STEP-UP program ([http://www2.minneapolismn.gov/cped/metp/step-up\\_home](http://www2.minneapolismn.gov/cped/metp/step-up_home)) and the Right Track program (<https://www.stpaul.gov/departments/parks-recreation/right-track>).

### **Youth Committee Resource Guide**

Minnesota developed a Youth Committee Resource Guide, which provides a snapshot of cooperative youth partnerships underway in Local Workforce Development Areas. See our Youth Committee Resource Guide (find it at: <https://mn.gov/deed/programs-services/office-youth-development/resources/>, under Best Practices).

### **Partnerships to Serve Teen Parents**

DEED, the Department of Human Services (DHS), and the MAWB have worked in partnership since 2009 to serve teen parents receiving Minnesota Family Investment Program (MFIP) benefits or in TANF-eligible households. This partnership has leveraged nearly \$8.4 million of TANF funds to provide work experience and work-readiness training for over 4,800 teen parents or younger youth receiving MFIP benefits. The partnership addresses disparities in MFIP outcomes, especially the Work Participation Rate, for African American and American Indian participants. Many of the participants have little or no previous work experience, and they develop work readiness skills through their participation in the project. Participants are assigned a youth



counselor/case manager and receive labor market information highlighting in-demand industries and educational opportunities available in the region. Co-enrollment in the WIOA Youth Program and the Minnesota Youth Program, when appropriate, has contributed to the success of these projects. The TANF project has enabled young adults to explore educational opportunities and fulfilling careers that will set them and their families up for lifelong success. Since 2020, DHS has allowed funding to be used on a year-round basis which provides continuity of services for both work sites and youth participants. Providers continue to utilize creative ways for youth to build skills virtually, a practice that was started during the COVID-19 Pandemic. TANF Youth Innovation information can be found on the project webpage (see: <https://mn.gov/deed/programs-services/office-youth-development/special/tanf/>).

### **Youth at Work Opportunity Grants**

The Minnesota Legislature provided \$4.09 million per year for Youth at Work Opportunity Grants to provide work experience, internships, and an introduction to career pathways for over 11,000 youth. Special consideration was given to projects which provide education and training requirements for careers in high-growth, in-demand occupations, target youth from communities of color, and target youth with disabilities. For more information on the Minnesota Youth at Work Opportunity Grants (see: <https://mn.gov/deed/programs-services/office-youth-development/special/grants/>).

### **Minnesota Youth Program**

A \$4.05 million per year investment in the Minnesota Youth Program (MYP) resulted in services to an additional 3,278 at-risk youth through individualized work experience and experiential learning. Through the Outreach to Schools (OTS) component of MYP an additional 19,975 youth received services. OTS provides high school students (especially under-represented youth) with career counseling services through one-on-one counseling, group presentations and regional events. For more information on the Minnesota Youth Program see: <https://mn.gov/deed/programs-services/office-youth-development/youth-programs/youth-program.jsp>.

### **Youthbuild Coordination**

The Minnesota Legislature provided \$1 million in state-funding in SFY 2023 which supports ten state Youthbuild programs serving low-income youth, ages 16 to 24, who have dropped out or are at-risk of dropping out of school. Each state dollar is matched by one local dollar. Of the approximately 500 youth served during the past year, over 90% obtained a diploma or GED or continued in high school and approximately three-quarters earned an industry-recognized safety certificate or occupational credential. This year, four Minnesota Youthbuild organizations were awarded federal Youthbuild grants from the US Department of Labor, totaling about \$5 million. More information on the Minnesota Youthbuild Program, can be found here: <https://mn.gov/deed/programs-services/office-youth-development/youth-programs/youthbuild.jsp>.

### **Impact of Youth-Specific Waiver Requests**

Minnesota plans to re-new the following waivers for PY2023; the waivers provide Minnesota WDAs with the flexibility to provide high-quality, cost-effective services to both Out-of-School and In-School Youth.

### **Homeless Youth/Foster Youth Waiver**

Minnesota secured a waiver from the DOL that assures the LWDAs have the flexibility to target services to in-school youth who meet DOL's definition of homeless youth. A Minnesota Department of Education survey identified over 3,600 youth in grades 8-12 statewide who were homeless; over 75% were youth from communities of color. This waiver allows the state to reduce the required out of school youth (OSY) expenditure rate from 75 percent to 60 percent for LWDAs who prioritize in-school youth (ISY) who are homeless or foster youth.

Minnesota's Homeless Youth/Foster Youth waiver provided seven LWDAs, in PY22, with the flexibility to target homeless youth and foster youth while they are still in school. Services include provision of critical



employment and training services to at-risk ISY without jeopardizing the delivery of services to out-of-school participants. This waiver supports one of the goals of Minnesota's State WIOA Plan: to increase high school graduation rate for under-represented youth.

Overall, of the 2,420 served, 401 were homeless/runaway youth. Of these 401, 66 were ISY homeless youth without a HS diploma at enrollment.

A total of 125 youth identified as either in foster care, or previously in foster care. Out of the 125, 37 were ISYs. Performance results for PY22 youth exiters who were either in foster care or who had previously been in foster care are on the following page.

### **Impact of In-School Youth Individual Training Account Waiver**

The COVID-19 Pandemic impacted Minnesota's use of Individual Training Accounts (ITA): 69 were set up statewide. In PY22, 11 ITAs were set up for in-school youth and another 58 ITAs were set up for out-of-school youth.

### **Impact of Waiver of 75% OSY Expenditure Requirement: Governor's Reserve Funds for Direct Services**

In PY20, Minnesota awarded (Competitive Request for Proposal Process) \$250,000 of State Set-Aside funds/Governor's Reserve funds to two agencies serving under-represented youth, using the Youthbuild program model: Goodwill/Easter Seals of Minnesota (targets OSY) and Southeastern Minnesota Workforce Development, Inc (targets ISY). The waiver eliminated the requirement that 75% of the funding be spent on out-of-school youth: the agencies had the flexibility to determine the mix of ISY and OSY.

### **Waiver Renewals**

When WIOA is reauthorized, states and local areas will have more flexibility in determining eligibility for services. In the meantime, the waivers allow MN the flexibility to offer cost-effective, high-quality services to both ISY and OSY. For these reasons, Minnesota Youth will renew/extend all current waivers.

### **Governor's Reserve Funds – Youthbuild Projects**

Minnesota awarded \$500,000 of Governor's Reserve Funds to two employment and training service providers through a Request for Proposal (RFP) process. These funds were used to fund Youthbuild programs in unserved communities in Rice County and the Twin Cities. The Youthbuild Projects focused on providing outreach to BIPOC and basic skills deficient youth who had dropped out of high school or were at-risk of dropping out. WIOA eligible youth received paid construction training and work experience building affordable housing and community service projects to benefit low-income neighborhoods. On July 1, 2021, Minnesota secured a waiver to allow flexibility for Youthbuild projects to determine mix of ISY and OSY. The Governor's Reserve Youthbuild grant achieved its primary goals of expanding Youthbuild services in unserved communities and increasing the number of construction-ready young adults to enter Minnesota's building trades industry. The final report for the Governor's Reserve Youthbuild program and success stories can be found here: <https://mn.gov/deed/programs-services/office-youth-development/youth-programs/youthbuild.jsp>.

### **Disability Employment Initiative, Partners for Youth Career Pathways – Lessons Learned**

Minnesota completed the Round 7 Youth Disability Employment Initiative in March 2020. Through multi-agency partnerships spanning the state and local levels, Minnesota's Partners for Youth Career Pathways successfully supported over 400 youth with disabilities in achieving their education and employment goals through an intergenerational, person-centered approach. Minnesota's Partners for Youth Career Pathways grant was recognized by DOL in a Promising Practices Brief on WorkforceGPS. The brief highlighted the PACER Center's publication, "Incorporating the Guideposts for Success into Minnesota's Personal Learning Plan Process" found here: [https://mn.gov/deed/assets/learning-processes-guide\\_tcm1045-390463.pdf](https://mn.gov/deed/assets/learning-processes-guide_tcm1045-390463.pdf) and the Youth Action Plan/Individual Service Strategy document utilized by Southwest Minnesota Private Industry Council. The Youth Action Plan/Individual Service Strategy aligns the 14 WIOA Youth Program Elements,

allowable Pre-ETS (VRS-funded) activities, and the five Guideposts for Success. This document helps staff to better align and provide services across multiple programs. The Youth Action Plan/Individual Service Strategy can be found here: [https://mn.gov/deed/assets/iss-plan\\_tcm1045-326826.pdf](https://mn.gov/deed/assets/iss-plan_tcm1045-326826.pdf). PACER's publication can be found on the Youth DEI webpage, here: [https://mn.gov/deed/assets/learning-processes-guide\\_tcm1045-390463.pdf](https://mn.gov/deed/assets/learning-processes-guide_tcm1045-390463.pdf) DEED's Office of Youth Development developed a White Paper on lessons learned from the Youth DEI Capacity Building grant, here: <https://mn.gov/deed/programs-services/office-youth-development/special/disability-employment-initiative/>.

### **COVID-19 Pandemic Response**

In response to the COVID-19 Pandemic, youth service providers offered virtual service delivery in addition to offering incentives and stipends. Information about providing services in virtual formats from USDOL were shared with the LWDA's. Offering incentives and stipends to youth is a critical strategy used to support youth as they complete programming. Many businesses were forced to end work experience opportunities early and delay new work experiences until economic conditions improved. In response to this, incentives and stipends offset the economic impact that economically disadvantaged and at-risk youth faced because of drastically reduced summer employment opportunities. Incentives and stipends are one way in which youth employment programs direct economic support to youth in an ever-shifting labor market. Resources on virtual services, incentive policies, and stipend policies can be found here: <https://mn.gov/deed/programs-services/office-youth-development/resources/>.

### **Performance Results**

Minnesota met or exceeded all PY22 WIOA Youth performance goals listed in Appendix B. Minnesota's WIOA Youth Program served 2,422 youth in PY22: 38 percent of the youth served had a disability; 74 percent were youth from communities of color; 47 percent were from families receiving public assistance; 15 percent were system-involved youth (foster youth or juvenile offenders); and 15 percent were homeless youth/runaways.

## **ADULT PROGRAM**

The WIOA Adult program provides employment and training assistance to adults who face significant barriers to employment. The WIOA Adult program prioritizes veterans, individuals who receive public assistance or who are basic-skills deficient, and individuals with low incomes. Each LWDA has the authority to select the unique set of services that it will offer to its WIOA Adult customers and is responsible for strategic planning, program oversight, and coordination of resources.

For each participant, the overarching goal is obtaining or retaining employment in an in-demand occupation that provides a family-sustaining wage. WIOA Adult program participants work to increase their earnings, retain employment, and diversify their occupational skills. Eligible individuals who are enrolled in the WIOA Adult program may receive one or more of the following: career services, training services, and supportive services. These categories of services offered are the same as what are offered in the Dislocated Worker Program but are uniquely tailored to best meet the needs of the participant.

### **Performance Results**

Minnesota's WIOA Adult Program served 1,790 participants and exceeded all negotiated performance goals in PY22. During PY22, 27 percent of Adult program participants were long-term unemployed at the time of their first service, 75 percent were low-income individuals, and 29 percent were single parents. The percentages of older workers and female workers both increased in PY22. The percentage of adult enrollees who are English language learners and/or living with low levels of literacy as well as the percentage of participants of color increased in PY22.

### **Accomplishments from PY22**

- MN continued to conduct targeted outreach to individuals with significant barriers to employment, specifically those from underserved communities of color, justice involved individuals, and those

experiencing homelessness. Of PY22 WIOA Adult participants throughout the state, over 51 percent identified as being from a community of color, eleven percent identified as ex-offenders and four percent identified as experiencing homelessness.

- The WIOA Adult program exceeded all federally mandated performance outcomes and surpassed the national average. Adjusted levels of performance for PY21 showed an increase for both the 2nd Quarter Employment and Median Earnings goals for WIOA AD, yet the state was still successful in achieving these adjusted performance goals.

### **Looking Ahead: Goals and Priorities for PY23**

- Increase program awareness and access for communities disproportionately impacted by the COVID-19 Pandemic.
- Continue to increase program awareness and access for communities experiencing higher unemployment rates across the state.
- Continue to work with local areas to move funds between WIOA Adult and DW to respond to local area needs and increase services to WIOA adult eligible populations.

### **Older Adult Program**

The Senior Community Service Employment Program (SCSEP) empowers unemployed individuals aged 55 and older through on-the-job training via community service assignments (CSAs). Collaborating with 11 providers across the state, MN SCSEP creates localized opportunities for growth for experienced workers.

In PY22, 167 participants were served logging 67,295 community service hours. Funding in this program year was \$1,896,918 of which nearly 78% was utilized to compensate participants at federal or state minimum wage for their community service hours. During this program year, 14 participants successfully transitioned to unsubsidized employment, securing a median starting wage of \$15.75. Additionally, 20% of participants were BIPOC, showcasing SCSEP's commitment to diversity. Notably, 38% were homeless/at risk, 40% from rural areas, and 12% veterans or eligible spouses. Furthermore, 19% had low English proficiency, illustrating SCSEP's inclusivity and linguistic support.

SCSEP also continued to modernize its case management capacity to better serve customers. The program introduced the "Grantee Performance Management System (GPMS)" for enhanced data tracking and reporting. Although comparability with previous years is constrained due to its transitional phase, this system is currently undergoing multiple updates to ensure accuracy and efficiency.

### **VETERANS EMPLOYMENT SERVICES**

The Veteran Employment Services is funded by the Jobs for Veterans State Grant (JVSG) from the DOL Veterans Employment and Training Service (VETS). The Jobs for Veterans State Grants (JVSG) program is a staffing grant that provides federal funding, through a formula grant, to 54 State Workforce Agencies (SWAs) to hire dedicated staff to provide individualized career- and training-related services to eligible veterans and eligible persons with significant barriers to employment (SBE).

Disabled Veteran Outreach Program (DVOP) representatives are branded as Veterans Employment Specialists. They're veterans too, they are well-versed in workforce development programs and community resources, and they relate very well to the job-seeking veterans. They provide intensive and individualized career services to eligible veterans and other eligible persons which include job-readiness assessment, job search strategy, and placement assistance.

Local Veteran Employment Representatives (LVER), focus on assisting and supporting employers in recruiting, hiring, and retaining veterans. LVERs are veterans too and have immediate access to highly qualified veterans seeking employment. Their goal is to create partnerships between public and private organizations that help veterans successfully transition into civilian employment in Minnesota. LVERs plan and participate in job fairs,

reach out to businesses to develop job opportunities for veterans, and educate Minnesota businesses on the value veterans bring to a business. LVERs promote credentialing and licensing programs to veterans. Also, they educate and guide CareerForce staff and partners on veterans Priority of Service and veteran's programs and benefits.

Minnesota implemented several system-wide strategies to ensure veterans are receiving Priority of Service (POS) to access workforce services. These strategies include educating CareerForce staff, screening for veteran status at all points of entry, offering special programs for veterans, priority ranking for job vacancies and access to workshops, annual Veterans Career/Job Fairs, and Veteran Services to employers.

### **Performance Results**

- Served nearly twice as many Women Veterans (17% program versus 7% of the Vet population)
- Engaged twice as many Veterans from communities of color or Indigenous populations (18% program versus 8% of the Vet population)
- 80% of veterans have received case-managed services in the State Fiscal Year 2023 successfully exited and the average wage at exit was \$27.56 per hour.
- This is over \$10.74 per hour more than the average cost of living for a single adult in Minnesota.
- This is over \$8.10 per hour more than the average cost of living for a typical Minnesota family.

### **Accomplishments from PY22**

- 4170 Veterans were served. CareerForce promotes veterans' services in areas of high traffic, while reception staff also screen all customers for veteran status. Those who self-identify complete a questionnaire, which aids in serving those veterans with significant barriers to employment such as experiencing homelessness, low income, justice-involved, or service-connected disabilities.
- JVSG staff offers special programs for justice-involved veterans through involvement in a community steering committee in a diversionary court program operating in several counties. This program is intended to provide an alternative to prison time for those whose military service may have precipitated their criminal behavior, diverting veterans to community services that may be more appropriate for them.

### **Priority Ranking for Job Vacancies**

Minnesota's job bank provides priority of service to all veterans. All new registrants in Minnesota's job bank (see: <http://www.MinnesotaWorks.net>) who check "veteran status" are prompted to answer a series of questions regarding their military engagement. If identified as an eligible veteran, their name goes to the top of the qualified applicant list, and a flag is displayed by their name to designate their veteran status. When employers list job vacancies, they could identify themselves as a "Veteran-Friendly Employer." Private employers are also encouraged to add the verbiage "Veterans Encouraged to Apply" to job postings, per Minnesota State Statute 197.455.

### **Priority Access to Workshops**

Veterans interested in attending career workshops can register for a variety of classes directly from [www.careerforcemn.com](http://www.careerforcemn.com). Veterans are never turned away from workshop programming.

### **Annual Veterans Career Fair**

In May 2023, Tim Walz, Governor of Minnesota, proclaimed May as **Hire a Veteran Month**. DEED and the Minnesota Department of Veterans Affairs (MDVA) co-hosted the 17th Annual Veterans Career Fair in May 2023. The career fair featured 9 veteran's services organizations, 10 premier exhibitors, and nearly 100 employers offering full-time positions with family-sustaining wages and benefits. Over 350 job-seeking veterans attended the event.

## **Veteran Services to Employers**

LVERs plan and coordinate outreach to employers interested in recruiting, hiring, and retaining veterans. Many of these employers were proclaimed as Beyond the Yellow Ribbon companies and they are committed to supporting the military-connected individuals and their families. JVSG has implemented Salesforce customer relationship management (CRM) that is used by LVERs and other partners to track contacts with employers and the services provided to them. The CRM system is critical to enhance our customer and business relationships.

LVERs distribute brochures entitled “Minnesota Veterans...Good for Business” to all employers they meet. LVER and partner staff encourage employers to follow a three-step process to recruit and hire veterans:

- Post your job opening on [www.MinnesotaWorks.net](http://www.MinnesotaWorks.net)
- Contact a Veterans Employment Representative <https://www.careerforcemn.com/Veterans>
- Connect with your local yellow ribbon network <https://mnbtyr.ng.mil/Pages/Yellow-Ribbon-Networks.aspx>.

## **Veteran Services Outreach / Services to Special Populations / Initiatives**

### **Chapter 31 Disabled Veterans**

The DEED Veterans Intensive Service Coordinator (ISC) is collocating with The Veterans Affairs (VA) Veteran Readiness and Employment (VR&E) Regional office in Fort Snelling. The ISC is responsible for the coordination of initial communication between the Veteran, the VR&E counselor, and the DVOP. DVOPs typically receive notification of an upcoming Chapter 31 disabled Veteran client within 90 days of graduation or upon designation as "job-ready" by the VR&E office. When the DVOPs receive the referral from the ISC, they complete a comprehensive assessment and an Individual Employment Plan in collaboration with the referred veterans.

### **Homeless Veterans**

DEED and MDVA established the Homeless Veteran Registry Cooperation Agreement in 2016 which allows JVSG staff to access a SharePoint database of registered homeless veterans. Through active participation in the Homeless Veteran Registry, and ongoing partnership in Continuum of Care planning efforts, JVSG is visible and available for Veterans experiencing homelessness throughout Minnesota. JVSG partners with MACV staff which serve on Continuum of Care committees and play crucial roles in informing policy and direction, particularly related to Veteran homelessness. Also, per VPL 3-16, JVSG and MACV partner closely to implement dual enrolling clients to leverage CareerForce resources, MACV's expertise, and services for Veterans experiencing homelessness.

### **Native American Veterans**

Veterans Employment Services serves the Native American Veteran population through the DVOP position in the Bemidji area which includes the Red Lake, Leech Lake, and White Earth Tribal Nations in the northern part of the state. The Bemidji DVOP is collocating with the Tribal Veterans Service Officers (TVSO) at White Earth every Tuesday.

### **Women Veterans**

Women Veterans represent approximately 17 percent of returning National Guard and Reserve troops in Minnesota. Minnesota Department of Veterans Affairs estimates there are almost 23,000 female Veterans in Minnesota. Of that number, about 8700 have served in the Persian Gulf, or OIF/OEF. Minnesota has Veteran staff that is active in different Women's Veterans groups and serves as a liaison with the local DAV chapter. Minnesota currently employs 7 Women Veterans Representatives.

### **Justice-Involved Veterans**

DEED and the Minnesota Department of Corrections have extended the interagency agreement until June 2026 to continue providing intensive employment services and counseling for justice-involved veterans



nearing their release date. JVSG staff is assigned as the Justice-Involved Veterans Project Lead and currently attends the steering committee meetings of the Veterans Diversionary Court Program. The court exists to provide an option for veterans who have had encounters with the criminal court system and provide an alternative to prison. Veterans Treatment Courts are modeled after drug courts, which promote collaboration among the judiciary, community corrections agencies, drug treatment providers, and other community support groups.

### **Demobilizing Veterans and Recently Separated Veterans**

Minnesota's "Beyond the Yellow Ribbon" Reintegration Campaign is the backbone of post-deployment reintegration services. Minnesota DVOP/LVER staff have been a critical part of this process which includes five different events for Service members and their families.

The process begins 3–4 months before deployment. "Family Readiness Academies" are designed to allow families to ask questions and provide information to Troops and their families on what to expect during the deployment. DVOP staff provide resource information and referrals for common issues faced by families. Approximately 30 to 60 days before Troops return home, a "Yellow Ribbon Community Event" is sponsored to help families understand and support their returning Soldiers.

Business owners, educators, civic leaders, and law enforcement are called together for a briefing on what they can expect upon their Soldiers' return. LVER and DVOP staff provide resource information, and answers to some difficult questions relating to their combat experience, and how that may affect their lives. Twenty-six Minnesota service providers send staff and materials to various locations as Troops return from overseas deployment for an Initial Reintegration Event. DVOP staff conduct group presentations and work one-on-one to provide information on workforce services available.

Following the initial reintegration events, follow-up events known as Phases I, II, and III are offered.

### **The Yellow Ribbon Program**

On May 4th, 2022, Governor Tim Walz of Minnesota, proclaimed the Minnesota Department of Employment and Economic Development to be a: YELLOW RIBBON ORGANIZATION in the State of Minnesota. The Yellow Ribbon Company Program pays tribute to those organizations with an exceptional record of caring, commitment, and compassion for servicemembers, veterans, and their families through various programs, policies, and public works. It is with this commitment to caring that the Minnesota Department of Employment and Economic Development will serve with honor and distinction as a Yellow Ribbon Organization.

### **Employer Support for Guard and Reserve (ESGR)**

Thomas Simonet, Chair of the Department of Defense Employer Support for Guard and Reserve (ESGR) signed a statement of support in May 2022, to recognize DEED's efforts in supporting the guard and reserve members. Also, the Chief Army Reserve Office in Fort Belvoir, VA, signed a proclamation in June 2022, to declare DEED as a proud supporter of the US Army Reserve which facilitates access to the reserve facilities and allows greater connection with the military leadership to assist Soldiers and Families in overcoming barriers and obtaining meaningful employment or education opportunities.



## APPENDIX A: TITLE II AND TITLE IV PROGRAMS

### TITLE II: Adult Basic Integration with One-Stop Partners

The Minnesota Adult Education system and providers integrate with one-stop partners through career and support services, infrastructure contributions, Memoranda of Understanding, local board representation, and Regional Transitions Coordinators.

The Adult Education (ABE) Team at the Minnesota Department of Education (MDE) delegates its one-stop responsibilities to 38 consortia of eligible providers. There are an estimated 100 ABE providers operating at an estimated 300 sites across the state that are funded to provide access to adult education and literacy programs and services. Access to career services takes different forms across the state. Several ABE consortia have at least one eligible provider who has placed an individual on site at a CareerForce Center whereas other areas choose to train partner staff who are present at the CareerForce Center. A few centers have a “direct linkage through technology to program staff who can provide meaningful information or services”. There is an electronic referral system within the CareerForce website. MDE supports DEED in working through issues to ensure all partners use the system, which has been a challenge to providing the best service possible to any and all clients.

**Career and Support Services:** With the exception of the Department of Corrections, all ABE providers offer outreach. All ABE providers offer intake, orientation, and additional career services, especially the initial assessment of skill levels, such as literacy, numeracy, and English language proficiency. All ABE consortia have had training on workforce preparation and how to build those skills into all forms of instruction. In addition, [Northstar Digital Literacy \(www.digitalliteracyassessment.org\)](http://www.digitalliteracyassessment.org) modules are taught at some CareerForce Centers. During the 2022-23-year, Adult Education staff at MDE worked with DEED to promote referrals from CareerForce to ABE providers for digital literacy and employability skills preparation through the Conditional Work Referral process. In addition, the promotion of Bridge to Benefits by ABE providers connect learners to additional support services.

**Infrastructure Contributions:** Minnesota is a locally driven state and as such each one stop operator negotiates infrastructure costs between CareerForce partners. Contributions from ABE providers include:

- Renting space at CareerForce Centers;
- Offering trainings and services; and
- Offering assessments and covering all assessment costs.

Clearly determining infrastructure costs has been an area of confusion in Minnesota. The confusion and need for additional technical assistance caused a delay in infrastructure agreements. DEED, along with MDE, have worked with the regional DOL office on these issues and continue to offer allowable supports to workforce development areas, including ABE providers.

**Memoranda of Understanding (MOUs):** MOUs were revised during the 2022-23 year for the 16 local workforce development areas. Similar to prior rounds, the state ABE office heard concerns from local ABE providers. The concerns typically related to unclear processes and ongoing delays and disruptions due to COVID.

**Local Board Representation:** Each local workforce development board has an ABE representative. State Adult Education staff with MDE also participate in the GWDB. This representative represents all the ABE providers within the workforce development area. There are also ABE representatives on committees of some LWDBs. For instance, there are ABE representatives on Career Pathways and Youth Committees.

**Regional Transitions Coordinators:** Adult Education providers are separated into 10 geographic regions statewide. Each region has an identified regional transitions coordinator to help build connections between ABE and CareerForce, postsecondary, and other workforce development partners. These coordinators are

hired by local ABE providers but are convened quarterly by MDE to collaborate, learn, and discuss trends and system updates to the partnership work, adult career pathways, and other transitions-related topics.

#### **TITLE IV: STATE SERVICES FOR THE BLIND**

DEED's State Services for the Blind (SSB) provides tools and training for employment, independence, and access to the printed word. It is a one-stop inclusive service provider for Minnesotans who are blind, low vision, DeafBlind, or have a disability that makes reading printed text difficult. SSB includes four key areas of service:

- The Business Enterprise Program administers the Randolph-Sheppard Vending Facilities self-employment program; and
- The Communication Center provides access to print in alternative formats.
- The Senior Services Unit provides services to individuals 18 and older who are not in the workforce and seeking independent living services.

The Workforce Development Unit provides vocational rehabilitation services to blind, visually impaired, and DeafBlind Minnesotans aged 14 and older who are seeking to find, keep, or advance in employment.

#### **Business Enterprise Program**

The Minnesota Business Enterprise Program (BEP) provides profitable vending machine business opportunities to qualified licensed legally blind Minnesotans to broaden their economic opportunities. You've probably come across one of our vendor sites in a state or federal office building, a rest area, or on a state college or university campus.

The BEP provides training, certification, technical support, and management services to these self-employed vending business owners. Qualified individuals must work with an SSB counselor, meet the requirements of our comprehensive evaluation process, and complete an extensive training to be certified to operate a BEP vending business.

The BEP administers this program under the authority of the federal Randolph-Sheppard Act and has an exclusive authority to establish vending businesses on state property.

#### **Communication Center**

Access to information for school, work, and everyday life is critical. Whether it's a story in today's newspaper, a textbook for class, a manual for work, a family cookbook, or the latest book from a favorite author, we provide individuals with barriers to accessing print with what they want and need to read. We offer many ways to access information in alternative formats: on a tablet, smartphone, or computer; in braille; or on a digital book player. We loan digital book players and smart speakers at no cost to customers.

In addition to accessing books, newspapers, and magazines through our National Library Service and NFB-NEWSLINE sources, we also have our own radio reading and Dial-In News services. If what someone wants to read is not already in the form they need, we will transcribe it at no charge. As Minnesota's Accessible Reading Source, our goal is to help ensure that all Minnesotans have access to print. To do our work, we rely on a dedicated team of volunteers, and the support of generous donors.

#### **Older Blind and Independent Living-Blind Program**

The Senior Services Unit is the Title IV Older Blind (OB) and Independent Living-Blind (ILB) Program in Minnesota. Many of the people we work with have age-related macular degeneration, diabetic retinopathy, glaucoma, or other vision-related conditions that are often a part of aging. Frequently, in addition to vision loss, the people we serve also face other health issues. Our goal is to help individuals meet the challenges of vision loss based on their own needs and circumstances.

Losing some or most of your vision later in life can be frightening and overwhelming. Yet many individuals tell us that they are pleasantly surprised to realize how a little bit of training, some creative solutions, and perhaps some additional technology can give them both confidence and independence.

We provide services directly or through referral to community partners. Services include:

- Low vision aids and other adaptive devices
- Travel skill training
- Training in daily living skills
- Training in assistive technology

Our award-winning Aging Eyes Initiative partners with community partners and organizations throughout Minnesota to help seniors adjust to vision loss by providing:

- Information about eye conditions common to seniors, such as macular degeneration or diabetic retinopathy
- Low-vision aids and devices at no charge

Referrals for more extensive assistance at State Services for the Blind (SSB).

### **Vocational Rehabilitation-Blind Program**

The Workforce Development Unit is a Title IV Vocational Rehabilitation Program that assists individuals 14 and older who are blind, visually impaired, and DeafBlind explore vocational and educational options, find and maintain competitive integrated employment, and advance in their careers. This is done through a wide range of services tailored to the individual's employment goal, including adjustment to blindness training, assistive technology, vocational counseling and guidance, post-secondary education and training, and job search and placement services.

We provide Pre-Employment Transition Services (Pre-ETS) and transition services to help youth with disabilities plan for life after secondary school. These services help students discover career and postsecondary education possibilities, gain work skills and experiences, and learn how to self-advocate for themselves.

Through a team of employment specialists, we provide a wide range of no-cost services to Minnesota businesses seeking to hire or retain individuals with disabilities, including technical assistance and training, talent recruitment, and job accommodation recommendations.

### **TITLE IV: VOCATIONAL REHABILITATION SERVICES**

Vocational Rehabilitation Services (VRS) provides employment-related services to Minnesotans with disabilities to find and retain jobs, advance in their careers, and live independently in their communities.

VRS has a "dual customer" approach and assists both:

- Minnesotans with disabilities who face significant barriers to achieving competitive, integrated employment. This includes students and young adults with disabilities who are making the transition from school to work or post-secondary training.
- Employers who seek to hire, support and retain qualified candidates for job openings.

VRS administers several distinct programs and projects, the largest of which is the public Vocational Rehabilitation program. The division also administers state initiatives such as the Extended Employment program, Independent Living services, Individual Placement and Supports grants, and Deaf and Hard-of-Hearing grants.

### **Vocational Rehabilitation Program (VR)**

The VR program works with individuals with disabilities to explore employment choices, find and retain jobs, and advance in their careers through specialized one-on-one employment services such as job counseling, job search assistance, education and training, assistive technology, and job placement services.

### **Pre-Employment Transition Services (Pre-ETS)**

Pre-ETS is an important sub-category of VR services that provides early career preparation to help students explore and plan the journey from school to what comes next. Specifically, Pre-ETS helps students discover career and postsecondary education possibilities, gain work skills, secure work experiences, and support students in pursuing their plans.

### **Extended Employment (EE)**

The EE program provides long-term job supports to help Minnesotans with significant disabilities retain jobs once they have them and advance in their careers. Job support services may include assistance in training or retraining job tasks, dealing with schedule changes, adjusting to new supervisors, advancement to new job tasks or positions, and managing changes in non-work environments or life activities that affect work performance. Extended Employment is a unique program; only one other state operates a similar state-funded program.

### **Independent Living Services (IL)**

Vocational Rehabilitation Services oversees funding for Minnesota's eight Centers for Independent Living (CILs). CILs are nonresidential, consumer-directed nonprofit organizations serving people of all ages with physical, sensory, mental, or other disabilities. Services are designed to empower Minnesotans with disabilities to live and function independently at home, at work, and in their communities.

### **Individual Placement and Support (IPS)**

Individual Placement and Support (IPS) provides a full range of employment services and supports to assist people with serious mental illnesses in achieving steady, competitive integrated employment. IPS emphasizes rapid engagement for competitive jobs consistent with the individual's goals, interests, timelines, and experience. The IPS approach integrates employment counseling with mental health treatment and support. Individuals can access all these services in one place with a care team that may include an employment services provider, a mental health treatment services provider, and a Vocational Rehabilitation counselor.

### **Deaf, Deafblind, and Hard of Hearing**

Vocational Rehabilitation Services administers grants to community partners to provide long-term, ongoing employment support services for adults who are deaf, deafblind, or hard of hearing. VRS also administers grants to community partners to provide school-based communication, access, and employment services for transition-aged youth who are deaf, deafblind, or hard of hearing.

## APPENDIX B

### Dislocated Worker – Private Sector Employment

The number of employed people in Minnesota has varied throughout the year as we recover from the COVID-19 Pandemic.

Looking at statewide Private Sector employment counts:

<b>Months</b>	<b>Total Private Employment</b> <i>(7/1/2022 - 6/30/2023)</i>	<b>Difference from Previous Month</b>	<b>Difference from Previous Year</b> <i>(7/1/2021 - 06/30/2022)</i>
July 2022	2,576,118	28,563	70,685
August 2022	2,578,843	2,725	71,397
September 2022	2,550,587	-28,256	88,776
October 2022	2,572,987	22,400	70,208
November 2022	2,560,699	-12,288	60,328
December 2022	2,537,802	-22,897	48,318
January 2023	2,499,384	-38,418	58,539
February 2023	2,511,374	11,990	56,187
March 2023	2,503,034	-8,340	53,697
April 2023	2,529,907	26,873	34,179
May 2023	2,582,357	52,450	48,323
June 2023	2,609,075	26,718	61,520

## APPENDIX C

### Analysis of Minnesota ISY ITA Youth Waiver

(ISYs w/HS Equivalent and w/1+ years of Post-Secondary at Enrollment)

#### PY 20 Outcomes

WIOA Youth Performance Measure	PY 20 Negotiated MN Goal	All Exiters PY 2020	Percent	PY 2020 ISY w/ITA	Pct. Of PY20 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/19 to 6/30/20)	75.0%	68.8%	91.7%	81.8%	109.1%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/19 to 12/31/19)	73.0%	71.4%	97.8%	60.0%	82.2%
Credential Attainment Rate (1/1/2019 to 12/31/19)	62.0%	63.5%	102.4%	60.0%	96.8%
Measurable Skills Gain (7/1/20 to 6/30/21)	49.0%	42.9%	87.6%	45.2%	92.2%
Median Earnings Second Quarter After Exit (7/1/19 to 6/30/20)	\$3,700	\$4,542	122.8%	N/A	N/A

ISY/ITA Youth Served (7/1/20 to 6/30/21) 15

ISY/ITA Youth Exited (4/1/20 to 3/31/21) 15

#### PY 21 Outcomes

WIOA Youth Performance Measure	PY 21 Negotiated MN Goal	All Exiters PY 2021	Percent	PY 2021 ISY w/ITA	Pct. Of PY 21 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/20 to 6/30/21)	76.0%	67.5%	88.8%	87.5%	115.1%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/20 to 12/31/20)	74.0%	70.7%	95.5%	80.0%	108.1%
Credential Attainment Rate (1/1/2020 to 12/31/20)	62.5%	53.2%	85.1%	70.0%	112.0%
Measurable Skills Gain (7/1/21 to 6/30/22)	49.0%	49.0%	100.0%	52.6%	107.3%
Median Earnings Second Quarter After Exit (7/1/20 to 6/30/21)	\$3,700	\$4,872	131.7%	N/A	N/A

ISY/ITA Youth Served (7/1/21 to 6/30/22) 24

ISY/ITA Youth Exited (7/1/21 to 6/30/22) 9



**Analysis of Minnesota ISY Homeless/Runaway Youth Waiver**  
(ISYs w/<HS Equivalent and Homeless/Runaway at Enrollment)

**PY 20 Outcomes**

WIOA Youth Performance Measure	PY 20 Negotiated MN Goal	All Exiters PY 2020	Percent	PY 2020 ISY w/ITA	Pct. Of PY 20 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/19 to 6/30/20)	75.0%	68.8%	91.7%	63.6%	84.8%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/19 to 12/31/19)	73.0%	71.4%	97.8%	64.7%	88.6%
Credential Attainment Rate (1/1/2019 to 12/31/19)	62.0%	63.5%	102.4%	47.1%	76.0%
Measurable Skills Gain (7/1/20 to 6/30/21)	49.0%	42.9%	87.6%	4.6%	9.4%
Median Earnings Second Quarter After Exit (7/1/19 to 6/30/20)	\$3,700	\$4,542	122.8%	N/A	N/A

ISY/ITA Youth Served (7/1/20 to 6/30/21) 53

ISY/ITA Youth Exited (4/1/20 to 3/31/21) 27

**PY 21 Outcomes**

WIOA Youth Performance Measure	PY 21 Negotiated MN Goal	All Exiters PY 2021	Percent	PY 2021 ISY w/ITA	Pct. Of PY 21 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/20 to 6/30/21)	76.0%	67.5%	88.8%	61.5%	80.9%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/20 to 12/31/20)	74.0%	70.7%	95.5%	85.2%	115.1%
Credential Attainment Rate (1/1/2020 to 12/31/20)	62.5%	53.2%	85.1%	51.9%	83.0%
Measurable Skills Gain (7/1/21 to 6/30/22)	49.0%	49.0%	100.0%	23.1%	47.1%
Median Earnings Second Quarter After Exit (7/1/20 to 6/30/21)	\$3,700	\$4,872	131.7%	N/A	N/A

ISY/ITA Youth Served (7/1/21 to 6/30/22) 66

ISY/ITA Youth Exited (7/1/21 to 6/30/22) 21

## Analysis of Minnesota ISY Foster Youth Waiver

(ISYs w/<HS Equivalent and Foster Youth-Current/Past at Enrollment)

### PY 20 Outcomes

WIOA Youth Performance Measure	PY 20 Negotiated MN Goal	All Exitters PY 2020	Percent	PY 2020 ISY w/ITA	Pct. Of PY 20 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/19 to 6/30/20)	75.0%	68.8%	91.7%	47.4%	63.2%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/19 to 12/31/19)	73.0%	71.4%	97.8%	71.4%	97.8%
Credential Attainment Rate (1/1/2019 to 12/31/19)	62.0%	63.5%	102.4%	57.1%	92.1%
Measurable Skills Gain (7/1/20 to 6/30/21)	49.0%	42.9%	87.6%	36.7%	74.9%
Median Earnings Second Quarter After Exit (7/1/19 to 6/30/20)	\$3,700	\$4,542	122.8%	N/A	N/A

ISY/ITA Youth Served (7/1/20 to 6/30/21) 31

ISY/ITA Youth Exited (4/1/20 to 3/31/21) 16

### PY 21 Outcomes

WIOA Youth Performance Measure	PY 21 Negotiated MN Goal	All Exitters PY 2021	Percent	PY 2021 ISY w/ITA	Pct. Of PY 21 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/20 to 6/30/21)	76.0%	67.5%	88.8%	87.5%	115.1%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/20 to 12/31/20)	74.0%	70.7%	95.5%	69.6%	94.1%
Credential Attainment Rate (1/1/2020 to 12/31/20)	62.5%	53.2%	85.1%	34.8%	55.7%
Measurable Skills Gain (7/1/21 to 6/30/22)	49.0%	49.0%	100.0%	40.0%	81.6%
Median Earnings Second Quarter After Exit (7/1/20 to 6/30/21)	\$3,700	\$4,872	131.7%	N/A	N/A

ISY/ITA Youth Served (7/1/21 to 6/30/22) 37

ISY/ITA Youth Exited (7/1/21 to 6/30/22) 17

Source: Internal DEED Data via FutureWorks: Accessed 10-19-22

## APPENDIX Y

### STATE PERFORMANCE TABLES

The tables below present the percentage of the negotiated measure attained by the State of Minnesota. As stated in TEGL 11-19, Change 1, failure occurs for individual indicators when a score falls below 50 percent of the adjusted level of performance. Alternatively, failure occurs for the overall state program when a score falls below 90 percent. Percentages over 100 indicate the state exceeded the measure. Percentages greater than 50 and less than 100 indicate the state met the measure. Percentages of less than 50 indicate the state failed to meet the measure, in accordance with Training and Employment Guidance Letter 11-19, Change 1.

Program Year 2022 WIOA Performance Assessment data is still preliminary and based on comparing Minnesota’s actual levels of performance to our negotiated levels of performance. The release of Minnesota’s adjusted levels of performance by the USDOL may change these percentages.

**Table 1: Program Year 2022 WIOA Performance Assessment – Preliminary**

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser	Title IV Vocational Rehabilitation
Q2 Employment	109.5%	101.2%	111.0%	104.9%	112.2%
Q2 Earnings	126.2%	102.8%	136.0%	108.6%	109.1%
Q4 Employment	111.5%	102.8%	110.9%	99.0%	116.5%
Credential Attainment	105.6%	103.6%	85.2%	N/A	141.9%
Measurable Skills Gain	N/A	N/A	N/A	N/A	N/A
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A	N/A
Overall State Program Score	N/A	N/A	N/A	104.2%	N/A

**Table 2: Program Year 2021 WIOA Performance Assessment**

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser
Q2 Employment	109.5%	101.2%	111.0%	104.9%
Q2 Employment	86.4%	96.3%	98.4%	108.9%
Q2 Earnings	110.1%	118.7%	125.9%	117.2%
Q4 Employment	N/A	N/A	N/A	N/A
Credential Attainment	N/A	N/A	N/A	N/A
Measurable Skills Gain	N/A	N/A	N/A	N/A
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A

**Table 3: Program Year 2020 WIOA Performance Assessment**

<b>Performance Measure</b>	<b>WIOA Adult</b>	<b>WIOA Dislocated Worker</b>	<b>WIOA Youth</b>	<b>Wagner-Peyser</b>
Q2 Employment	89.9%	104.4%	99.1%	93.4%
Q2 Earnings	103.8%	120.6%	133.9%	109.6%
Q4 Employment	N/A	N/A	N/A	N/A
Credential Attainment	N/A	N/A	N/A	N/A
Measurable Skills Gain	N/A	N/A	N/A	N/A
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A
Overall State Program Score	N/A	N/A	N/A	N/A

## APPENDIX Z

### PERFORMANCE TABLES

The tables below present the percentage of the negotiated measure attained by each Local Workforce Development Area (LWDA) in the WIOA Adult, Dislocated Worker, and Youth programs in Program Year 2022. Please note that these are preliminary estimates that compare the negotiated goal to the actual goal. Minnesota has not yet produced adjusted levels for LWDA performance for PY 2022.

Percentages over 100 indicate a local area exceed their measure. Percentages greater than 50 and less than 100 indicate a local are met their measure. Percentages of less than 50 indicate a local area failed to meet their measure, in accordance with Training and Employment Guidance Letter 11-19, Change 1.

**Table 4: Program Year 2022 WIOA Adult LWDA Performance Assessment - Preliminary**

<b>WIOA Adult Local Workforce Development Areas</b>	<b>ERQ2</b>	<b>ERQ4</b>	<b>MEQ2</b>	<b>CRED</b>
Northwest Private Industry Council	77.9%	115.3%	116.3%	107.9%
Rural Minnesota CEP Inc	108.4%	107.2%	127.4%	99.7%
NE Minnesota Office of Job Training	109.8%	107.0%	88.4%	112.6%
City of Duluth Workforce Development	125.5%	117.5%	112.3%	116.9%
Central MN Jobs and Training Services	118.5%	119.8%	111.8%	115.1%
Southwest MN Private Industry Council	122.8%	117.6%	138.4%	109.5%
South Central Workforce Council	119.9%	136.9%	142.7%	103.9%
Southeast Minnesota WDI	114.0%	87.0%	145.2%	119.3%
Hennepin-Carver WSA	96.1%	107.7%	118.2%	116.7%
City of Minneapolis - Employment and Training	101.5%	117.8%	112.0%	96.8%
Anoka County	125.0%	91.2%	151.4%	104.6%
Dakota Scott Workforce Services	90.3%	102.6%	129.1%	111.3%
Ramsey County Workforce Solutions	115.5%	107.9%	141.2%	91.0%
Washington County WIB	0.0%	130.2%	0.0%	50.0%
Stearns-Benton Employment and Training	110.7%	104.7%	150.0%	121.1%
Winona County WIB	138.1%	125.0%	165.6%	119.3%

**Table 5: Program Year 2022 WIOA Dislocated Worker LWDA Performance Assessment - Preliminary**

<b>WIOA Dislocated Worker Local Workforce Development Area</b>	<b>ERQ2</b>	<b>ERQ4</b>	<b>MEQ2</b>	<b>CRED</b>
Northwest Private Industry Council	125.0%	126.6%	125.9%	122.2%
Rural Minnesota CEP Inc	112.1%	110.1%	132.1%	101.0%
NE Minnesota Office of Job Training	121.8%	114.0%	81.7%	114.2%
City of Duluth Workforce Development	109.5%	102.1%	164.7%	81.2%
Central MN Jobs and Training Services	93.9%	102.1%	106.5%	111.3%
Southwest MN Private Industry Council	102.4%	122.1%	103.8%	135.9%
South Central Workforce Council	112.9%	116.9%	129.1%	125.0%
Southeast Minnesota WDI	94.9%	103.9%	113.9%	95.4%

<b>WIOA Dislocated Worker Local Workforce Development Area</b>	<b>ERQ2</b>	<b>ERQ4</b>	<b>MEQ2</b>	<b>CRED</b>
Hennepin-Carver WSA	82.2%	89.8%	88.8%	111.5%
City of Minneapolis - Employment and Training	104.7%	101.8%	111.9%	116.7%
Anoka County	102.6%	101.6%	110.2%	109.4%
Dakota Scott Workforce Services	92.9%	98.5%	121.2%	102.6%
Ramsey County Workforce Solutions	94.8%	96.7%	98.1%	87.1%
Washington County WIB	104.2%	86.5%	98.8%	123.4%
Stearns-Benton Employment and Training	96.4%	92.0%	91.8%	90.0%
Winona County WIB	125.0%	125.0%	50.6%	200.0%

**Table 6: Program Year 2022 WIOA Youth LWDA Performance Assessment - Preliminary**

<b>WIOA Youth Local Workforce Development Areas</b>	<b>ERQ2</b>	<b>ERQ4</b>	<b>MEQ2</b>	<b>CRED</b>
Northwest Private Industry Council	79.1%	111.8%	64.6%	50.4%
Rural Minnesota CEP Inc	125.2%	123.9%	145.8%	106.4%
NE Minnesota Office of Job Training	110.8%	107.5%	116.9%	86.2%
City of Duluth Workforce Development	125.3%	95.0%	147.6%	72.0%
Central MN Jobs and Training Services	127.0%	111.0%	116.6%	96.2%
Southwest MN Private Industry Council	126.8%	126.8%	90.4%	80.6%
South Central Workforce Council	136.9%	132.3%	145.4%	110.4%
Southeast Minnesota WDI	122.3%	128.2%	164.8%	152.3%
Hennepin-Carver WSA	70.2%	81.2%	121.5%	66.1%
City of Minneapolis - Employment and Training	110.0%	102.5%	146.6%	63.5%
Anoka County	126.1%	135.3%	161.1%	121.0%
Dakota Scott Workforce Services	96.7%	133.3%	110.4%	99.3%
Ramsey County Workforce Solutions	101.8%	107.9%	137.2%	67.4%
Washington County WIB	144.9%	144.9%	84.5%	161.3%
Stearns-Benton Employment and Training	110.8%	97.6%	85.4%	103.7%
Winona County WIB	163.3%	67.6%	102.1%	80.0%