



EMPLOYMENT AND
ECONOMIC DEVELOPMENT



WORKFORCE INNOVATION AND OPPORTUNITY ACT

**MINNESOTA
ANNUAL REPORT**
PROGRAM YEAR 2020

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INTRODUCTION AND PURPOSE

The Minnesota Department of Employment and Economic Development (DEED) and the Governor's Workforce Development Board (GWDB) present our annual Workforce Innovation and Opportunity Act (WIOA) report for Program Year 2020 (PY20). DEED is the state agency in Minnesota responsible for administering the United States Department of Labor (USDOL) WIOA Title I and III programs. In addition, DEED oversees a combination of other workforce development programs and funds, including Vocational Rehabilitation Services, State Services for the Blind, and Unemployment Insurance. The GWDB is the policy board that advises the Governor on the Minnesota workforce system and is mandated and funded by WIOA and further defined by Minn. Stat. Sect. 116L.665.

WIOA program profiles include descriptions of purposes, activities, services, customers served, performance results and specific improvement strategies. It's important to note the COVID-19 Pandemic undoubtedly impacted operations and the performance of the programs. Key statewide performance results are included in Appendix B. A description of Title II and IV activities is in Appendix A. Local performance tables are in Appendix C.

This report fulfills the TEGL 05-18 requirements to submit to the USDOL Secretary an annual report on the performance progress for WIOA Title I programs (Adult, Dislocated Worker, and Youth) and WIOA Title III Wagner-Peyser Employment Service, including 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 experienced challenges with the DOL system and was unable to submit performance data on the required due date. As a result, Minnesota sought and was approved to submit the required data after the mandated date. Minnesota submitted the required data to USDOL 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 Job Service team gauges performance of the Wagner Peyser Act funded Employment Service Program throughout the year through close collaboration with DEED's Performance Data and Reporting team assembles the PIRL reports and submits to US DOL on a quarterly and annual basis. Quarterly, the job services team regularly reviews the results of the Employment Service Program's services delivered to reportable and

participant individuals. Furthermore, the team connects regularly to evaluate our connection and results to different demographic populations as well.

The Employment Services team routinely runs reports to evaluate the impact of the Employment Service Program. Reports include: demographic reports on details of the customers we are reaching; activity reports that detail the methods and quantity of services delivered; co-enrollment reports to monitor connection to other WIOA programs, including Unemployment Insurance; and other reports to evaluate the effectiveness of the delivery of services.

To evaluate and monitor performance of Employment Program staff and customers, we use MinnesotaWorks.net, our labor exchange, and Microsoft Excel as tools to track and monitor the administration of our services. MinnesotaWorks.Net, the labor exchange tool for Minnesota, provides all the data for Minnesota's reportable individuals under WIOA. In Minnesota, all WIOA titles require customers to register with MinnesotaWorks.Net to ensure reportable individual activities are tracked. Additionally, when other WIOA titles deliver basic career services not tied to a program, they track those services in MinnesotaWorks.Net.

The Employment Service program takes the reportable individual tracking one step further by tracking the specific basic career services delivered in MinnesotaWorks.Net. Typically, this tracking is broken down into two types of services: group activities; like workshops, job clubs, or hiring events; and individual assistance sessions, such as one-on-one appointments; career exploration counseling; mock interviews; resume reviews, or others.

The Employment Service Program Coordinator also facilitates referrals and outreach calls coordinated with our Unemployment Insurance program through data sharing via Microsoft Excel and Teams. With this additional component, the Coordinator can monitor delivery and recording of services. Referrals and outreach calls tracked on Teams are verified via the MinnesotaWorks.Net labor exchange. The Employment Service Program Coordinator is in communication with staff and supervisors who administer the Employment Service Program to ensure they are complying with guidance of program delivery and recording.

MinnesotaWorks.Net is available to all WIOA partners to track and monitor delivery of basic career services. The tools offer a method not only promote group activities via registration in the labor exchange, but also track attendance for those services. Through integration with CareerForceMN.com, the group activities are promoted to all Minnesotans. The program staff can schedule, promote, and record attendance for these services via MinnesotaWorks.Net. Employment Service Program staff are required to track and record the services they deliver here. Services delivered by Employment Service Program staff are codified as Wagner Peyser/Title III services in the PIRL. Basic career services delivered by others are indicated as reportable individuals.

The results of these services are analyzed by DEED Senior Leadership through review of quarterly and annual reports. Additionally, they have regular check-in with the statewide program administrators to review these results and monitor for progress. The State Workforce Agency provides guidance in the form of priorities for the different services directly through the DEED Senior Leadership team. This guidance informs how services are delivered and sets the results for these programs.

One method DEED uses to goal set and guide strategic initiatives is through the setting Objectives and Key Results (OKRs). Every year, these results are updated with stretch goals to improve performance of the different programs. Their progress is measured through key results statements that are monitored quarterly for success. If a team is falling short of these goals, guidance is provided to reach them. One key objective that

key results that apply directly to the Employment Service Program (aka Job Service) for 2021-2022 include the following:

1. Build a new customer experience in our CareerForce system, rooted in a proactive approach to broadening outreach and delivery of services to the most in need of the CareerForce Services.

Key Results:

- a. Achieve a full operational status with a hybrid model of service – including in-person at CareerForce Centers, virtual services, and robust in-community services – in all 6 CareerForce regions, with local partnership models in place in all 16 WIOA local workforce development areas.
- b. Launch a new online labor exchange platform with responsive design and dynamic matching capabilities by early-2022.
- c. Identify and perform strong referral and intervention for 60% of unattached UI applicants deemed likely to benefit from more intensive Job Service job counseling.
- d. Execute our Good Jobs Now campaign to connect job-seekers with opportunity, making over 300,000 referrals to job opportunities.
- e. Attain a level of 85% of job service customers indicating they are somewhat or very confident that the services they received from CareerForce will help the customer find a job.
- f. Ensure 10% of our Job Service interventions are recorded as career counseling services.

The results of these goals are interpreted through collaboration with DEED's Communications Analysis and Research team. This team assists with the monitoring of the results necessary for leadership to analyze progress. These are reported on a quarterly basis to all of DEED team members during Department Town Hall meetings. These results are also disseminated to internal and external partners via regularly scheduled outreach and meetings, such as: meetings of the Minnesota Association of Workforce Boards; the Governor's Workforce Development Board; press releases; social media posts; and blog posts.

At the state level, these results are communicated through all leaders and staff at DEED through a variety of communications channels. Input is requested through direct and indirect channels of leadership. At the local levels, the state sets guidance for overall delivery of the Employment Service Program, which is then negotiated at the local level through collaboration and discussion.

Completed reports for the Employment Service Program are posted in a variety of public places. One of those places includes the Annual Program Summaries, available at <https://mn.gov/deed/about/what-we-do/agency-results/program-summaries/>. Results will also be posted when a finalized report is available on our Workforce Innovation and Opportunity Act page at: <https://mn.gov/deed/about/what-we-do/objectives-plans/wioa.jsp>. Additionally, the CareerForce Division created and posted an annual report for the Employment Service and Veterans Services programs. This report was shared with the public on the About Us section of CareerForceMN.com at: <https://www.careerforcemn.com/about-us>.

Wagner Peyser's Employment Service 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 the labor exchange, MinnesotaWorks.Net. Furthermore, the program cooperates through participation in evaluations that intersect with the Employment Service Program or coordination. Generally, during any federal monitoring visits, the Employment Service Program staff participate as required and ensure

they are accessible during any monitoring visits. The program staff further assists with federal reporting through the review of data and collaboration of that data with all WIOA programs via the PIRL reporting.

To ensure continuous improvement of the performance of the Wagner Peyser funded Employment Service Program, we operate the Job Service team. Through the Job Service team, we can operate several statewide and local programs and services. Due to this intensive collaboration of services and programs, we can offer training and knowledge sharing among team members. At a minimum, training is offered monthly, but training is offered more frequently.

Leadership of the team also connects regularly with staff to receive feedback and input on the best ways to operate and improve the system. Through open communication, brainstorming and collaboration the Wagner Peyser team can obtain a wide variety of input and feedback in the administration of our programs and services. Furthermore, we set our own internal objectives and key results that we informally monitor as we continue our values in pursuit of continuous improvement.

Dislocated Worker and Adult

Program Scorecards are an example of an on-going program evaluation procedure the Federal Adult programs team provides. Each local area receives a Scorecard that details their participant counts and achievements based on negotiated performance goals. Achievement rates are determined using the methodology described in TEGL 10-16 Change 1, attachment 9 “Average Indicator of Performance”. These scorecards are color coded to easily determine if each local area is exceeding, meeting, or not achieving their negotiated performance goals using the definition of success/failure by indicator provided within the forementioned TEGL. These scorecards are provided to local areas using the program’s newsletter “Partner Express”. Every quarter, DEED’s program performance staff present the scorecard outcomes to local workforce development boards by attending their Job Seeker Services committee meetings through the Minnesota Association of Workforce Boards. These Scorecards include the WIOA Dislocated Worker, WIOA Adult, National Dislocated Worker Grants (NEGs), and State Dislocated Worker as well as Total Dislocated Worker. The Total Dislocated Worker Scorecard consists of all participants who accessed any type of Dislocated Worker funding (WIOA, DWG, and State) during their enrollment period, which is used during Rapid Response Events to inform selection committees of local area performance achievements. This ensures informed decision making for mass layoff provider selections for each mass layoff event. All local areas determined to be struggling with performance achievement rates noted within scorecards receive intensive technical assistance.

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. These methods are especially important when new or updated guidance is released by the U.S. Department of Labor. 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, but not limited to, applying changes to multiple programs, updating policy, remapping the state’s case management system (Workforce One), updating case management desk guides, and creating presentations as well as scheduling training sessions to inform local areas appropriately.

Planning for US DOL monitoring visits begin with coordinating with local areas to inform of the planned visit and to prepare files for the monitoring visit. DEED is already unified with local areas via a common Case Management System (Workforce 1 or WF1). DEED responds to the US DOL monitoring reports in collaboration with local areas to addresses any findings or areas of concern while ensuring responses and actionable items are accepted by the US DOL.

Youth

Minnesota contracts with FutureWorks to provide State and WDA-level managers with detailed, on-demand performance reports that are updated monthly via a secure website. The available analytical tools use PIRL data to identify reporting and/or possible data entry issues and provide detailed information to evaluate performance.

WIOA COMBINED STATE PLAN

Under federal law, each state is required to have a state workforce development board to develop policies and recommendations for improving the state workforce development system, including overseeing the development of the WIOA State Plan. The Governor's Workforce Development Board (GWDB) serves as Minnesota's state workforce board and is housed at the Department of Employment and Economic Development (DEED). The Governor appoints members to the GWDB with special attention given to racial, geographic, and gender balance.

- The responsibilities of the state board are identified under federal law and state statutes, and are related to our state's workforce system, service delivery, funding, and alignment of federally funded programming. The Board is responsible for oversight, evaluation, and making policy recommendations to the Governor, state agencies involved in the workforce development system, and the Legislature.
- Much of the GWDB's work is accomplished through its committees and task forces, and is tied to Minnesota's WIOA Combined State Plan, the strategic plan for WIOA-funded programs.
- In addition, Minnesota is continually fine-tuning alignment between the State workforce board and system, regional workforce boards and planning areas, and local workforce boards and planning areas. Minnesota's WIOA Combined State Plan is posted on the GWDB website: https://mn.gov/deed/assets/wioa-state-plan_tcm1045-443536.pdf.
- GWDB staff and members participate in cross-sector and cross-agency efforts to increase alignment and coordination across programs, sectors, and state agencies/entities. The GWDB recently participated in interagency work that was funded through a grant from the National Governors Association (NGA) and Strada, and are currently participating in a policy academy through the National Skills Coalition (NSC) with partners from the MN Office of Higher Education, Minnesota State Colleges & Universities, and other workforce stakeholders to develop policies and strategies to increase alignment and coordination between education systems and the public workforce development system.
- Many GWDB members also serve on local workforce development boards in their communities.

2020-2023 State Plan Vision

The strategic vision of the One Minnesota WIOA Combined State Plan is a healthy economy, where every Minnesotan has meaningful employment and a family-sustaining wage, and employers can 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.*
-

2016-2020 State Plan Priority Strategies

1. Business engagement
2. Community engagement
3. Customer-centered design
4. Funding and resources
5. Policy and system alignment
6. System management

COVID-19 Response

In early 2021, the GWDB hosted virtual Workforce Roundtables with members of priority industry sectors – Healthcare and Social Assistance, Manufacturing, Construction, Professional and Business Services and Natural Resources (including Agriculture and Mining). The purpose was to support members and gather information on the challenges they have faced during the global pandemic. Discussion centered on the following broad topics:

1. Changes to workforce needs of businesses/industries due to COVID-19.
2. Strategies companies are deploying, not just to recruit new workers, but also to create career pathways for workers.
3. Hiring, retaining, training, or supporting immigrants/refugees and individuals with disabilities in the workplace.
4. The special challenges of the hospitality and service industries, and how the workforce development system can support employers and career seekers who require a family-sustaining wage.

Quarterly business meetings of the Board have been convened virtually throughout the pandemic, including an “Alignment Summit” with the Minnesota P-20 Education Partnership in July 2021.

FOCUS ON EQUITY

The Office of Economic Opportunity (OEO) leads internal DEED 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, the OEO has supported DEED staff and partners in implementing equitable practices and policies in workforce development.

Over the last year, OEO continued to guide equitable implementation of WIOA, oversee DEED’s community engagement efforts with diverse communities, and align DEED’s economic equity activities with other state agencies and external partners. OEO Accomplishments of the past year include:

- 435 outreach and engagement activities with external groups, DEED staff, tribal nations and American Indian groups, and other state agencies.
 - 60 Community Calls - these are weekly half hour updates from our agency, and partners, to share timely information and get to know state agency leaders.
 - 20 interviews, blogs, editorials sharing news from our agency, including in Spanish.
-

- Partnerships and support with Immigrant and Refugee Affairs Office.
- 10 Tribal Consultations.
- 150 requests for technical assistance from the American Indian community.

In the coming year, OEO's internal focus is on developing systems change goals with DEED staff to reduce racial and other barriers to employment. Working with the Office of Diversity and Equal Opportunity, we created an Equity Change Framework and are using it to coach staff to develop Objectives and Key Results 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 is supporting the changes in our grantmaking process. We believe a more inclusive process can help us make funding decisions that will support our commitment to reducing disparities in employment in Minnesota. We have developed a process to include community reviewers who are aware of the current challenges that job seekers face. Having this experience brings an important voice to the table in our decision-making. We are also continuing outreach and engagement efforts to connect communities to our agency.

GOVERNOR'S PRIORITY TO PREVENT AND END HOMELESSNESS

Minnesota's Intra-Agency Committee continues to meet to address homelessness. The committee is focused on promising practices, lessons learned, and success stories that focus on serving employers, communities, and individuals with barriers to employment, including information based on the state's evaluation and related research projects. Ongoing discussions cover a broad range of at-risk and priority populations served, including out-of-school youth, low-income adults, dislocated workers, individuals who are basic skills deficient, individuals with limited language proficiency, individuals with disabilities, veterans, the long-term unemployed, and any other individuals with barriers to employment, or other populations the state may wish to discuss.

WIOA PERFORMANCE MEASURES

PY20 marks the fourth full year of the implementation of the new common performance measures under WIOA which began July 1, 2016. Like all other states, the COVID-19 Pandemic impacted program performance and operations. Minnesota pivoted to adjust operations and policies to meet the needs of its partners, career seekers, and employers. The core programs all report on common indicators, using the federal definitions. The six primary indicators of performance are: Employment Rate in 2nd Quarter, Employment Rate in 4th Quarter, Median Earnings in 2nd Quarter, Credential Attainment, Measurable Skill Gains, and Effectiveness Serving Employers. Results of the common performance measures are in Appendix B. In PY19 Minnesota negotiated its Annual Performance Measures for PY20-21.

EFFECTIVENESS SERVING EMPLOYERS

The Workforce Strategy Consultants (WSC) are one DEED's primary employer engagement staff. The WSC's consists of 6 individuals who work in one of the six regions of the state. Their primary focus is to develop innovative workforce solutions with businesses in in-demand industry sectors by aligning resources, facilitating collaboration, and leveraging expertise that drive regional economic equity and growth. The WSC's provide value by leveraging expertise in industry sector workforce strategies, connecting key stakeholders to workforce development and economic development resources, and by designing tools and resources to support businesses in developing strategic and relevant workforce solutions.

Their regional work is highly successful due to the strong partnership with local workforce areas, education partners, non-profit and community organizations along with DEED's regional employer outreach teams which include Business Development Managers, Layoff Aversion (Rapid Response) Specialists, Veteran's Representatives, Vocational Rehabilitation and Labor Market Analysts. They enhance economic prosperity while assisting key stakeholders in the successful implementation of the regional and local plans.

Customers and Services

WSCs conducted hundreds of individual business consultations resulting in the development and implementation of short-term and long-term workforce strategies at no cost to employers. The WSCs assist with connecting employers to talent attraction and retention resources including grant opportunities, virtual job fairs, online job banks, labor market information, skills assessment, tax credits, industry organizations, education, and community organizations. In addition, they implement innovative strategies including business-led industry sector partnerships and access to untapped labor pools. In 2020, in response to employer requests, WSCs implemented two new highly successful initiatives, a monthly "Workforce Wednesday" webinar series that focuses on key workforce challenges and solutions and an industry month focus. The industry month campaign focuses on creating awareness on in-demand industries and high growth occupations. It is a collaboration with our workforce partners and industry associations. WSCs offer customized talent attraction and retention strategies and assist businesses with connections to training providers and grant opportunities. In coordination with the state Rapid Response team, WSCs work in partnership to offer business retention and layoff aversion services. They also provide referrals to local, regional, and national resources to address additional business needs.

Achieving Equity

One of DEED's priorities is to address disparities and achieve economic equity for all Minnesotans by identifying and breaking down barriers to employment and business opportunities. Data on populations served is valuable and has shown the many opportunities available. In addition to providing strategic workforce assistance to businesses in in-demand industries, the WSC's focus on providing resources to minority-owned businesses and in connecting organizations that serve our BIPOC, immigrant and refugee population with employers.

Enhanced Alignment with Economic Development

In PY20, the WSC's focused on the integration to Economic Development while increasing the collaboration with the Workforce Development team including Job Service and CareerForce. This effort created a stronger alignment and connection to the businesses who needed skilled talent for their business expansion and retention efforts. The enhanced alignment created a direct connection with economic development and the workforce services and programs provided to the career seekers. In addition, the alignment increases collaboration and partnership, greater understanding of business workforce and talent pipeline needs, and encourages career pathway development. This transition has encouraged the WSCs to engage directly with employers during business attraction, expansion, and retention efforts with greater outcomes. The initial success has been seen through an increased collaboration with the WSC and Business Development teams on business attraction, expansion, and retention projects.

Funding Source and Allocation

This program does not receive a direct allocation. It is funded by the federal Wagner-Peyser Act.

STATE PERFORMANCE MEASURES

During this past year, Minnesota continued to face unprecedented times. The continuance of COVID-19 and the impacts of the social unrest that occurred after the death of George Floyd caused challenges for Minnesota's workforce development system. Certainly, such challenges impacted how services were delivered and the volume of individuals partners were able to serve. Nevertheless, DEED worked collaboratively and often with partners to quickly pivot and deliver high quality services jobseekers and employers. These efforts positioned DEED to meet its performance goals

DEED continues its work to promote measures specific to the WIOA State Plan core goals of reducing disparities and building industry sector partnerships. The Minnesota WIOA State Plan Dashboard contains information regarding progress on the measures and is available at <https://mn.gov/deed/about/what-we-do/agency-results/perform-measures/wioa/>.

DATA VALIDATION

In accordance with TEGL 23-19, Minnesota is developing a data validation policy for the required core programs and non-core programs. Minnesota will make the draft policy available to DOL, and to its workforce partners for review and comments. Minnesota did not conduct a data validation of its core program this past program year. However, Minnesota did conduct a data validation for the Senior Community Service Employment Program.

CAREERFORCE

Minnesota's One Stop Career Link System was rebranded and is now known as CareerForce System, and is administered by the Minnesota Department of Employment and Economic Development (DEED). The services provided within the CareerForce locations are provided in partnership between DEED and local workforce development areas around the state. In response to the COVID-19 pandemic, Minnesota rallied with its workforce partners, including workforce boards and employers, to reimagine the service delivery model. As a result, Minnesota quickly and safely implemented: a new hybrid CareerForce model and responsive grant management and COVID-19 policies. In addition, Minnesota completed its digital transformation via a new grant management system, new online labor exchange, and by offering Coursera online development courses for free. CareerForce assists job seekers by providing the right tools and resources to prepare for and find good employment. There are 50 CareerForce locations across the state of Minnesota. The CareerForce Division of DEED delivers the Employment Service Program, which helps anyone who is looking for employment connect with Minnesota's businesses. There is no eligibility requirement 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 system.

CareerForceMN.com is the digital presence for CareerForce. On this website, job 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 tailored to assist people of color, recent immigrants, people with disabilities, veterans, people with a criminal record, workers over 50, and youth. It has also been adjusting to meet the increasing needs of online and virtual services, providing focused and relevant content to career seekers and employers accessing the CareerForce system outside of the physical locations. This website continues to evolve to include additional interactive tools and information for career seekers, employers, and partners. During the past year, a chatbot, online employment readiness survey and

military occupation crosswalk were implemented to provide more access and quicker response times to the customers.

LABOR MARKET INFORMATION

DEED's Labor Market Information Office continues to develop and enhance online tools that assist job seekers in exploring careers, considering training opportunities, understanding their preparedness for job seeking, and identifying skill gaps. The focus over the last year and a half 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 recession on workers. Data tools can be found online at <https://mn.gov/deed/data/data-tools/>.

To respond to changing conditions and make sure our tools were informed by the pandemic-impacted economy, we updated several tools with new data. For example we incorporated [Job Vacancy](#) and Unemployment Insurance claimant data from second quarter 2020 into our [Occupations In Demand](#) and [Match Jobs to Experience](#) tools to help the more than 500,000 workers impacted by layoffs have the information they need to find their next career.

We also developed new tools including the [Profile of Risk](#) for Prolonged Unemployment dashboard, which presents three risk indicators that can help identify which groups of workers are at highest risk for prolonged unemployment. Various new and enhanced tools provide daily, weekly, and monthly [Unemployment Insurance](#) data for better decision making. DEED's [Regional Analysts](#), the outreach arm of the Labor Market Information Office, also developed monthly [video](#) updates on the state of Minnesota's regional economies and [training](#) on how to use LMI data tools to support virtual presentations and training.

These interactive tools provide comprehensive information about occupations including [wages](#), current and future job demand, and educational requirements; available at a statewide or regional level. DEED's Labor Market Information Office provides a wide variety of useful data including [industry employment statistics](#), [employment projections](#), [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.

WAGNER-PEYSER PROGRAM COORDINATION

Job Seeker Services

The Wagner-Peyser funded Employment Service program provides programs and services to businesses and job seekers under the designation of Job Service Minnesota. We provide critical support to Minnesota's 50 CareerForce locations by: funding the salaries of staff who provide career services to job seekers and recruiting assistance to businesses; operating the CareerForce Information and Assistance helpdesk line; websites, technology, software, and other materials used for job searches; classes and consultations for job seekers and businesses; and job fairs and other recruiting events.

In Minnesota, Wagner-Peyser also directly funds: the state's Migrant Seasonal Farm Worker Services; the Workforce Strategy Consultants; CareerForceMn.com, our statewide access point to all CareerForce programs and services; and MinnesotaWorks.net, the statewide no-fee labor exchange for career seekers and employers. Job Service Minnesota also operates: Federal Fidelity Bonding project; Foreign Labor Certification; Work Opportunity Tax Credits (WOTC); and other state and local programs.

Highlights of the Employment Service Program in PY20 include:

- 62,712 one on one career services sessions with job seekers
- Over 78,000 individuals were served online during the program year. Of those receiving career services, over 12,000 career seekers were assisted in one-on-one sessions and over 6,000 participated in workshops. Our most recent available performance data demonstrates that over 14,000 career seekers found a job within 90 days of their last staff-assisted service.
- As of March 1, 2020, Employment Service program staff worked closely with the Unemployment Insurance Division to implement the Good Jobs Now Campaign, which allowed staff to offer services directly to Unemployment Insurance recipients. During the Good Jobs Now campaigns first four months over 16,000 people looking for work created accounts on our labor exchange. Thanks to
- During the COVID-19 pandemic, staff adapted to conduct job search workshops, facilitate networking groups, and provide career services and job search assistance to career seekers online and over the phone. Services include skills assessments, career exploration, job-seeking assistance, resume writing, interviewing, social media, Internet job search and many more. Staff provide timely and critical services in serving UI claimants, veterans, migrant and seasonal farmworkers, and individuals facing cultural and other barriers to employment.
- Minnesota's Wagner-Peyser funded labor exchange, MinnesotaWorks.Net, is planned for replacement to begin mid PY21. The goal of the updated labor exchange will be to offer a mobile friendly website that expands our labor exchange's ability to connect job seekers to employers and delivers information about all Workforce Development services and programs in Minnesota. Minnesota's intent is to improve the overall experience of our customers.
- Over 691,000 job openings were posted on MinnesotaWorks.net in PY20 – all current, unique job opportunities from vetted employers. Over 415,000 were imported from Job Central and over 196,000 were entered directly by employers.
- Despite the effects of the COVID-19 pandemic, the Wagner Peyser Act funded Employment Service program has met greater than 50% of our goals and therefore have met our negotiated target performance measures. See Appendix B for federal performance outcomes and detailed second quarter employment by race and ethnicity.

Migrant and Seasonal Farmworker Program

The Migrant and Seasonal Farmworker (MSFW) Program connects migrant and seasonal farmworkers to agricultural and non-agricultural jobs. There are four CareerForce locations with significant MSFW activity including Faribault, Mankato, Rochester, and Willmar. These services are now coordinated by a single supervisor to oversee consistent statewide delivery.

- Job Service Minnesota has bilingual Spanish-speaking staff at each of these CareerForce locations, known as our Migrant Labor Representatives (MLRs), all of whom have farmworker backgrounds. The MLR staff perform outreach activities where MSFWs work, live or gather. Outreach activities include coordinated efforts with other farmworker service providers in the community. MLRs 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
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of employment services. MLRs promote the Agricultural Recruitment System with agricultural employers to help employers with their farmworker labor needs. MLRs 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 MLRs 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 identified as a Significant MSFW State and is in the top 20 states in the number 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 again increased over the previous year, due to employers' inability to fill temporary positions with domestic U.S. workers. The trend toward fewer qualified, able, willing, and available U.S. workers, and the seasonal, temporary nature of the work in both programs means both H-2A and H-2B applications will continue to increase. Approximately 1,990 certified positions were granted under H-2B and 2,870 under H-2A during FFY 2021 (October 1, 2020, to September 30, 2021), a more than 30% increase in demand in both programs.

Housing inspections are required annually for H-2A employers. The number of inspections completed since October 1, 2020, is 187. Of those, 139 were completed in person by the Foreign Labor Certification Coordinator and two CareerForce Systems staff. The other 48 were completed by employers using the DOL-approved alternate method of documentation and remote approval.

Federal funding through an annual grant from the Dept. of Labor increased for FFY2021 by one-third over the previous several years' funding levels. The additional funds were distributed to states based on workload data from quarterly reporting. The increase is planned to allow one 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) 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 job 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. Through numerous statewide outreach events and prison transition fairs, we provide program information to career seekers, employers, and agencies that serve these targeted job seekers.

In PY20:

- 1,768 employers submitted applications,
- 73,497 tax credit applications were processed with
- 33,917 certifications issued, and
- Minnesota employers accumulated \$81,400,800 in tax savings.

WOTC was reauthorized in 2021 and is valid through December 31, 2025.

DISLOCATED WORKER PROGRAM

The Dislocated Worker (DW) program services help individuals who have lost their jobs get back to work as quickly as possible and overcome barriers to employment. 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 reenter into the workforce at jobs with comparable wages and benefits;
- Employers can find skilled and experienced workers needed to meet their business needs;
- Minnesota's economy and businesses remain globally competitive in favorable and challenging economic times.

The number of employed people in Minnesota has varied throughout the COVID-19 pandemic. Looking at statewide non-farm employment counts:

Date	Total Nonfarm Employment	Difference from Previous Month	Difference from Previous Year
March 1, 2020	2,978,100	N/A	N/A
April 1, 2020	2,580,000	-398,100	N/A
June 1, 2020	2,669,900	89,900	N/A
October 1, 2020	2,785,300	115,400	N/A
December 1, 2020	2,719,600	-65,700	N/A
March 1, 2021	2,804,000	84,400	-174,100
April 1, 2021	2,817,400	13,400	237,400
June 1, 2021	2,831,300	13,900	161,400

As such, individuals being served through the DW program were those with significant barriers to employment in need of more intensive resources. Individuals enrolled in the DW program receive one or more of the following: career services, training services, and supportive services.

- **Career services** include 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** assist the participant with identifying interests, skills, and abilities to maximize employment choices. Training services may include occupational skills training, on-the-job training, apprenticeship training, and entrepreneurial training.
- **Supportive services** are designed to provide a participant with the resources necessary for them to be successful while enrolled in career and training services. Supportive services may include assistance with transportation, childcare, housing, health care, school supplies and linkages to other community services.

State-Funded Dislocated Worker Program

Minnesota is unique in having both a state and federally funded Dislocated Worker (DW) program. Minnesota designed its state funded program to closely mirror the federal program. However, the additional funding provided by the State DW program through the state's Workforce Development Fund (WDF) allows the state to serve a larger number of laid off workers than would be possible under the federally funded DW program alone. The state program also has additional eligibility criteria that allows individuals who are long-term unemployed to receive DW services. The state program served 5,847 individuals in PY20, making its enrollment numbers almost three times the size of the WIOA-funded DW program. To provide direct services to customers, DW provides state grants to a network of 16 local Workforce Development Areas as well as eight independent non-profit service providers. Several of the independent service providers focus on providing unique language- and culturally specific services. Please note, 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.

Although the economy began to open during PY 20, the lasting impacts of the COVID-19 Pandemic continued to adversely impact businesses throughout Minnesota. Minnesota's State Rapid Response Team (SRRT) worked closely with businesses which were impacted both by temporary and permanent business closures. The SRRT worked with over 102 companies and their affected employees on both small and mass (over 50 employees) layoffs. Combined, the SRRT served a total of 8069 individuals who were impacted by layoffs. The most impacted by layoffs happened in the Manufacturing Industry (20 companies), followed by Retail and Accommodation Industries (11 companies each).

SRRT accomplishments during PY20 were:

- Transformed teams in person service to 100% virtual delivery model while providing the same high level of care and professionalism to businesses being affected by layoff and closure due to COVID-19.
 - Developed a robust and effective Layoff Aversion strategy to include an Early Warning Network to monitor and predict plant closures to implement response and prevention strategies.
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- Developed a working relationship with the states Tribal Nations to build trust and partnership to help provide information on the Dislocated Worker Program.
 - Assisted the Unemployment Insurance Division by providing information to businesses requesting information on the states Shared Work Program and Trade Readjustment Assistance.
 - Collaborated with several state agencies to create a multi-language Worker Resource Guide and translated it into 15 languages to be used statewide, providing more access to programmatic information and services offered throughout the state.
 - Convened a bi-monthly Metro Area Outreach Group to provide outreach and information on the Dislocated Worker Program to those affected during the civil unrest after the death of George Floyd and in conjunction with the spread of COVID-19.
 - Collaborated with the MN Secretary of State to promote the Dislocated Worker Program and the services to businesses that have contacted them concerning business closings.
 - The State Rapid Response Team (SRRT) developed a team flow chart for our Virtual Rapid Response Process and Virtual Competitive Process allowing us to consistently work to best provide services to those companies that permanently close. It helps guide the team through working in a virtual environment to continue providing the best services for individuals who have lost employment through no fault of their own primarily due to COVID-19.
 - The SRRT created email templates to provide employers information on: (Unemployment Insurance, The Dislocated Worker Program and DEED resources for businesses as well as information for the SBA and information on federal workforce programs).
 - The SRRT has also created email templates (again for consistency) to provide employees information on:
 - (Unemployment Insurance, the Dislocated Worker Program, and services and how they can access services through our CareerForce Locations. For those employees that are part of a union, we also have a COVID-19 / Coronavirus Resources & Links handout that was provided by the Minneapolis Regional Labor Federation, AFL-CIO.)
 - SRRT has adapted procedures to work with temporary furloughs and temporary layoffs, creating documents and resources to send out to those who anticipate being called back to work after the pandemic
 - SRRT kept apprised of UI procedures for applying for UI and for when people could contact the call center
 - SRRT regularly attends webinars by DOL to stay up-to-date on processes
 - SRRT listens in on community calls for information to share with affected workers
 - SRRT worked with the Workforce Strategy Consultants and the regional teams (BDM's, LMI, RR, Vets, Voc. Rehab) to give updates on projects, initiatives, etc. that everyone is currently working on.
 - To date, the SRRT has worked with over 200 businesses affecting close to 30,000 employees.
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Meat Packing Shutdowns

The SRRT served on the Minnesota Governors ICT (Incident Command Team) to work in partnership with other state agencies to provide information and resources out to the workers affected by the COVID-19 related meat processing plant shutdowns. The SRRT:

- Worked with several state agencies to create a multi-language Worker Resource Guide that will be used statewide for not only the meat processing plant closures, but also any manufacturing business closure where the population is diverse, and English is a second language. The current guide is offered in 15 different languages and English.
- Connected with Voices for Racial Justice in Worthington, MN as well as provided this group with call-in information for the weekly DEED Community Calls. Rapid Response goes out of the way to provide solutions for problems that are outside of our scope of work. There was a request for workers to have masks, outside of their work at Tony Downs Foods, to be out in the community. There were 200 people who worked there, and RR was able to work with the union to secure 300 masks from the United Way.
- Acted quickly and decisively when addressing questions and needs from the community and community activists concerned with the outreach efforts of the state in response to the high numbers of COVID-19 infections.
- Participated in and contributed to several discussions regarding the shutdown and the potential shutdown of meat processors and manufacturers on dozens of ICT calls.
- Submitted twice daily Situation Reports on our activities to the Governor's office.

Rapid Response collaborates with the Workforce Strategy Consultants, Business and Community Development, and the Unemployment Insurance Division as well as 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;
- Funding feasibility studies to determine if a company's operations may be sustained through a buyout or other means to avoid or minimize layoffs;
- Developing, funding, and managing incumbent worker training programs and other worker upskilling approaches as part of a layoff aversion strategy or activity;
- Establishing linkages with economic development activities and business retention and 13 expansion activities;
- Partnering with organizations to assess risks to companies, propose strategies to address those risks, implement services, and measure impacts of services delivered; 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.

Co-enrollment and Trade Adjustment Assistance

With the Department of Labor release of the new Final Rule, co-enrollment is now mandated between the TAA Program and WIOA Dislocated Worker Program. Since most workers who are separated from

employment due to increased imports or a shift in production demand also meet DW program criteria, co-enrollment allows these impacted workers to access services immediately following a layoff notice rather than waiting for the layoff to be certified by the federal government.

Minnesota has required co-enrollment with the Dislocated Worker (DW) program for many years. Minnesota ranks 2nd in the nation for the number of TAA OJTs and this is due in large part to the collaboration with DW providers. To improve awareness and access to TAA benefits, TAA staff hosted virtual technical assistance roundtables to the agencies providing DW services and posted the program brochure online which is available in English, Spanish, Somali, Hmong, and Swahili.

National Dislocated Worker Grants

National Dislocated Worker Grants (DWG) are awarded to states by the USDOL 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 recently awarded two National Dislocated Worker Grants; one addressing the COVID-19 pandemic and one responding to the ongoing opioid crisis. As of September 30, 2021, the state served 79 individuals through the COVID-19 and opioid DWGs.

COVID-19 DWG

In June of 2020, U.S. Department of Labor 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. The funds will serve Dislocated Workers and pay the wage and benefits for temporary disaster-relief employment. As the state continues to open-up, employers have a great need for workers to assist individuals impacted by COVID-19 and/or conduct services and activities to maintain the health and safety of the community. Local Area partners include:

- Anoka County Job Training Center
- Career Solutions
- City of Duluth
- City of Minneapolis
- Hennepin County
- Ramsey County
- South Central Minnesota Workforce Council
- Southwest Minnesota Private Industry Council
- Workforce Development, Inc. (WDI)

Opioid DWG

In November of 2020, the state was awarded \$1,300,000 (\$800,000 initial) to respond to the unique challenges faced by the workforce due to the opioid epidemic. The funds will support the creation of peer-support counseling positions that will address the unique recovery needs of individuals affected by opioid use. The grant will also provide employment and training services to reintegrate eligible individuals back into the workforce. The State will provide these services to eligible individuals across 46 counties throughout central and southeast Minnesota in partnership with the following Local Areas:

- Anoka County
- CMJTS
- City of Duluth
- Workforce Development, Inc. (WDI)

Performance Results

Minnesota's WIOA Dislocated Worker Program was within successful range on all planned performance goals in PY20. During the year, the WIOA Dislocated Worker program served 2,010 individuals with \$5,076,961 in federal funding. The level of educational attainment for WIOA DW participants prior to accessing program services is significantly lower than Minnesotans as a whole; 53.8 percent do not hold a post-secondary degree at enrollment. To a large extent, WIOA DW participants reflect the state's racial and ethnic labor force.

Accomplishments from PY20

- The state was able to successfully respond to challenges created by the COVID-19 pandemic and implement a virtual service delivery model because of widespread closures of businesses, educational institutions and CareerForce (American Job Center) locations throughout the state.
- The state successfully completed performance goal negotiations for WIOA Title I Core programs with 16 WDAs for five performance indicators.
- The Dislocated Worker program exceeded federally mandated performance outcomes and surpassed the national average in certain areas. Adjusted levels of performance for PY19 showed an increase to all previously negotiated standards for both WIOA DW and Adult, yet the state was still successful in achieving all adjusted performance goals. The WIOA Dislocated Worker program received a score of 109%. Assessment of actual performance achievements revealed MN's WIOA DW program at 7th in the nation.

Looking Ahead: Goals and Priorities for PY21

- Increasing program awareness and access for communities disproportionately impacted by COVID-19. The state will continue to implement strategic outreach to communities who have been hardest hit by the COVID-19 pandemic to ensure adequate awareness of the program and access
- Increase outreach to our customers, partners, and employers by 40%. Our office plans to accomplish this goal by launching a Chatbot feature on our website (Careerforcem.com), creating new collateral materials (TAA Customer Training Success Guidebook and Employer Information Packets), and increasing our social media presence.

Demonstration Grants

The **Legacy Demonstration Grant** is a federal pilot program also funded through the USDOL. Its goal is to determine whether intensive one-to-one services and support provided by Career Navigators reduce barriers to serving older workers. Similar to Minnesota's federally funded Senior Community Service Employment Program (SCSEP), it assists individuals who are 55 and older and low-income. Unlike SCSEP, it uses Career Navigators to customize solutions to the needs of each participant and connect them directly to employers. There are four statewide providers. Minnesota was awarded \$975,345 to serve 125 participants with a 12-

month job retention goal of 76.5%. The grant received a no-cost extension for an additional year and is scheduled to end October of 2021.

The Minnesota **Retaining Employment and Talent after Injury/Illness Network (RETAIN) Project** seeks to improve the retention and employment of injured/ill workers and prevent unnecessary disability. MN RETAIN is a team 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 MN workers is integral to ensure a sustainable workforce in Minnesota.

The project 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 earlier, 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, and 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. MN was one of five states to receive Phase II funding (\$19.2 million) to expand statewide and serve 3,200 eligible participants over four years.

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. Minnesota’s vision for providing quality services to youth and young adults includes:

- Coordination of resources at the state and local level;
- Connecting youth to quality education, work-based learning, pre-apprenticeship
- Introducing youth to career pathways and in-demand jobs vital to regional economies;
- Performance accountability; and
- Focusing on serving the neediest youth.

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: 77.1 percent of PY20 expenditures supported services to out-of-school youth. 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 PY20

Minnesota blended and braided resources so that a mix of federal, state, and local funds were utilized to address the needs of opportunity youth, who may be disconnected from school and jobs. During the COVID-19

emergency, youth service providers worked with local workforce development partners to address housing, health, transportation, food insecurity, lack of broadband/computer access, and lack of work experience for targeted youth. Youth targeted for WIOA Youth experience unemployment rates four to five times that of the overall youth unemployment rate. Youth service providers modified their business plans to use virtual platforms to provide services to eligible youth during the COVID-19 emergency.

Minnesota met or exceeded all negotiated WIOA Youth performance goals for PY2020, 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 LWDA's 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. Minnesota successfully met or exceeded all objectives of the DEI project. This included establishing and expending Employment Networks, increased access to WIOA services to rural youth, and expanded the use of the Integrated Resource Team model.

Governor's Reserve Funds – CP3 Project

Minnesota awarded \$500,000 of Governor's Reserve Funds to four LWDA's through a Request for Proposal (RFP) process. These funds were used to start the Career Pathways Pilot Project which will serve 36 rural counties statewide. The CP3 Projects are focused on providing outreach to under-served youth in rural Minnesota. WIOA eligible youth obtain paid work experiences and concurrent training on high-growth and in-demand career pathways. The projects began providing services to youth on July 1, 2020. Minnesota secured waiver to allow flexibility for CP3 projects to determine mix of In-School and Out-of-School Youth. Services will be targeted to under-represented youth and the projects began operation during the height of the COVID-19 emergency. Partnerships with the Lower Sioux Indian Community have been expanded under the CP3 grant opportunity. This ongoing partnership supports Native American youth in access WIOA career services from the LWDA while also receiving cultural supports and development from the Lower Sioux Indian Community.

CP3 Project Success Story: Leaders of the Lower Sioux Indian Community (LSIC) identified several needs for their community. These included a lack of career skills for young adult community members who were not in school as well as deteriorating infrastructure within the Community. Leaders partnered with the Southwest Minnesota Private Industry Council (PIC) and Minnesota West Community and Technical College to provide an opportunity for their members to gain career skills and industry recognized credentials. The Cankuya (Pathways) Program was developed. In partnership, the programs were designed in cooperation with LSIC rather than for their members. Construction projects within the community were selected to master the curriculum and support the improvement of the Community including sheds and patios for their elders. The LSIC has been awarded a HUD grant in which the goal is to build 10 green homes in the Community. Beginning in October of 2020, 9 students fully participated in the education program at the Lower Sioux Community and successfully received a Carpentry Certificate (19 college credits) from Minnesota West Community and Technical College. This project went so well, a Plumbing program is being offered. Pioneer Public TV is preparing a video about the project. Here is the link to a video produced by the local public television studio: <https://www.youtube.com/watch?v=lfqm2m3XcvI>

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. Minnesota LWDB's and Youth Committees build relationships with private sector employers. Local employers play a variety of roles in supporting youth workforce development goals in high-growth occupations, including:

- Identifying the skills and competencies needed, particularly for entry-level positions;
- Creating work experience and internship opportunities for youth of color;
- Providing mentoring opportunities in high-growth industries;
- Developing industry certifications; and
- Acquiring employer and industry commitments to hire youth.

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) and the Right Track program (<https://www.stpaul.gov/departments/parks-recreation/right-track>).

Southeast Workforce Development Inc.'s Hire UP and Central Minnesota Jobs and Training (CMJTS) Youth Protégés programs are examples of successful private sector internship models in Greater Minnesota.

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, and the Minnesota Association of Workforce Boards 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 over \$8 million of TANF funds to provide work experience and work-readiness training for nearly 4,600 teen parents who were receiving MFIP benefits or younger youth who were MFIP recipients. 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, many of whom have significant barriers to obtaining and maintaining employment, to explore educational opportunities and fulfilling careers that will set them and their families up for lifelong success. In 2020-21 the Department of Human Services allowed funding to be used on a year-round basis which provided continuity of services for both work sites and youth participants. Providers also developed creative ways to provide opportunities for

youth to continue to build skills virtually even when most in-person work experiences were not available due to the COVID-19 pandemic. TANF Youth Innovation resources and participant success stories 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 7,000 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 2,684 at-risk youth through individualized work experience and experiential learning. Through the Outreach to Schools/Higher Education Career Advisors (HECAP) component of MYP an additional 14,880 youth received services. OTS/HECAP 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 which supports ten state Youthbuild programs serving low-income, at-risk youth ages 16 to 24. Each state dollar is matched by one local dollar. Of 436 youth served during the past year, 98% obtained a diploma or GED or continued in high school and over 90% entered employment, registered apprenticeship, or a post-secondary degree program upon completing the program and high school. Since 2016, 5 Minnesota organizations have received approximately \$15 million in federal YouthBuild awards. For more information on the Minnesota Youthbuild Program see: <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 USDOL 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 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. PACER's publication can be found on the Youth DEI webpage, here: 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/>.

Impact of Youth-Specific Waiver Requests: Minnesota plans to re-new the following waivers for PY2021; 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 U. S. Department of Labor that assures that WDAs 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 BIPOC communities. 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 who are homeless or foster youth.

Minnesota's Homeless Youth/Foster Youth waiver provided six WDAs in PY 20 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 in-school youth 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 (youth of color, youth with disabilities and economically disadvantaged youth).

In PY 2020, 61 percent of youth served in the City of Duluth were homeless/runaway or foster youth at the time of enrollment. Northwest Minnesota is a very rural, sparsely populated area: 16 percent of the young people served were homeless/runaway or foster youth at enrollment. Ramsey County Workforce Solutions served over 350 youth in PY20 with 20 percent (72) homeless/runaway or foster youth. Anoka County is also located in the metro area: 12 of 42 youth served in PY 20 by Anoka County staff were homeless/runaway/foster youth at enrollment. Overall, of the 2,476 served by all 16 LWDAs, 604 (24 percent) were homeless/runaway/foster youth.

Impact of In-School Youth Individual Training Account Waiver

The COVID-19 pandemic impacted Minnesota's use of Individual Training Accounts (ITA): 106 were set up statewide. In PY 20, 13 ITAs were set up for in-school youth and 93 ITAs were set up for out-of-school youth. Overall spending on training for in-school youth (credentialed/noncredentialed) is down due to the COVID-19 emergency.

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

In PY20 Minnesota awarded (through open competition) \$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 out-of-school youth) and Southeastern Minnesota Workforce Development, Inc (targets in-school youth). Both agencies (selected through an RFP process) provide services to youth between the ages of 16 and 24. The waiver eliminates the requirement that 75% of the funding be spent on out-of-school youth: the agencies have 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 In-School Youth and Out-of-School Youth. For these reasons, Minnesota Youth will be renewing/extending all current waivers.

COVID-19 Response

In response to the COVID-19 emergency, youth service providers offered virtual service delivery in addition to offering incentives and stipends. Information about providing services in virtual formats from the U.S. Department of Labor was shared with the LWDBs. DEED made available to service providers statewide an online learning platform: Coursera (www.coursera.com). 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 as a result of drastically reduced summer employment opportunities. Incentives and stipends are one way in which youth employment programs like WIOA, Minnesota Youth Program, and Youthbuild provided 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 PY20 WIOA Youth performance goals listed in Appendix B. Minnesota's WIOA Youth Program served 2,476 youth in PY20: 34 percent of the youth served had a disability; 64 percent were youth of color from BIPOC communities; 45 percent were from families receiving public assistance; 17 percent were system-involved youth (foster youth or juvenile offenders); and 20 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 1,511 participants and exceeded all planned performance goals in PY20. During PY20, 26 percent of Adult program customers were long-term unemployed at the time of their first service, 68 percent were low-income individuals, 42% from Black, Indigenous, People of Color (BIPOC)

communities, and 30 percent were single parents. The percentages of older workers slightly decrease whereas female workers remained the same in PY20. 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 PY20.

Accomplishments from PY20

- Served 1,511 individuals with significant barriers to employment.
- Exceeded federally mandated performance outcomes and surpassed the national average. The WIOA Adult program score for PY19 after adjustments were applied was 100.6%. Assessment of Minnesota's actual performance achievements showed the WIOA Adult program's average rank in the nation was 11th.

Looking Ahead: Goals and Priorities for PY21

- Increasing program awareness and access for communities disproportionately impacted by COVID-19. The state will continue to implement strategic outreach to communities who have been hardest hit by the COVID-19 pandemic to ensure adequate awareness of the program and access. In addition, parts of the state saw a marked increase in homelessness due to the pandemic. Coordination and partnership with workforce development, public health and human services department will be a focus area to ensure sufficient program access.
- The Minnesota WIOA Adult program will continue to conduct outreach and engage efforts to individuals with multiple and deep barriers to employment. These efforts will improve access to the program for individuals who are not currently using the services they may need.

Older Adult Program

The Senior Community Service Employment Program (SCSEP) assists individuals who are age 55 and older, low-income, and unemployed to get an on-the-job training or work experience opportunity through paid community service assignments (CSAs). SCSEP matches eligible participants with part-time CSAs through one of 11 providers throughout the state. The program is funded by the USDOL. PY20 performance was affected by the COVID-19 pandemic, but final outcomes show that SCSEP participants performed 23,313 total community service hours despite the statewide shutdown of training sites. For PY21, Minnesota received \$1,906,058 for 197 positions.

VETERANS SERVICES

The Veteran Employment Services is funded by the Jobs for Veterans State Grant (JVSG) from the U.S. DOL – Veterans Employment and Training Service (VETS) to provide employment and training services to Minnesota current and former military members. Veterans and eligible spouses receive priority services in all CareerForce locations across the state. The JVSG staff provides career search resources through one-to-one counseling and support to eligible service members. In addition to referrals, training, job fairs, support for veteran-owned businesses, and outreach to employers to hire veterans.

Disabled Veteran Outreach Program (DVOP) representatives provide intensive and individualized career services to veterans with significant barriers to employment (ISBE) which include job-readiness assessment, job search strategy, and placement assistance to eligible veterans with significant barriers to employment.

Local Veteran Employment Representatives (LVER) reach out to businesses to develop job opportunities for veterans and educate Minnesota businesses on the value veterans bring to a business. LVERs also aid and guide CareerForce staff and partners on veterans' programs and benefits.

Minnesota implemented several system-wide strategies to ensure veterans are receiving Priority of Service (POS) to access employment and training services. These strategies include educating CareerForce staff, screening for veteran's 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. Veterans Employment Services provides specialized services to targeted populations of veterans who have traditionally been underserved. In addition to justice-involved veterans, JVSG provides intensive employment services to Native American Veterans and women veterans.

Characteristics of Veterans receiving case-managed services:

During PY20, 585 Veterans received case-managed intensive employment services through the Jobs for Veterans State Grants (JVSG) program.

- 63% were between the ages of 25 and 49
- 50% have a disability which is a barrier to employment
- 14% are female
- 16% are from a community of color or are Indigenous
- 14% were ex-offenders
- 10% were homeless
- 12% have high school diploma/GED only; 51% have bachelor's degree or higher
- 59% were unemployed coming into the program

Performance Results

- Nearly twice as many Veterans who are women (14% program versus 6% of the Vet population)
- Twice as many Veterans from communities of color or Indigenous populations (16% program versus 8% of the Vet population)
- 89% of Veterans receiving case-managed services in State Fiscal Year 2021 successfully exited
- The average wage at exit was \$24.03 per hour.
- This is nearly \$8.00 per hour more than the average cost of living for a single adult in Minnesota.
- This is over \$5.00 per hour more than the average cost of living for a typical Minnesota family.

Accomplishments from PY20

Outreach to Veterans within the CareerForce locations

In PY20, 5,473 Veterans were served in other DEED programs and CareerForce locations. 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 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. All veterans that meet the minimum criteria for the job are displayed at the top of the list and are denoted for the employer's benefit. When employers are listing job vacancies, they can 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 who are interested in attending career workshops can register for a variety of classes directly from the <https://www.careerforcemn.com/>. An applicant who answers "yes" to veteran status can register for a workshop. Veterans are never turned away from workshop programming.

Annual Veteran Career/Job Fair

Since 2006, DEED has hosted an annual Veterans Career Fair in July, the month proclaimed to be "Hire a Veteran" month in Minnesota by Governor Mark Dayton.

Due to the COVID-19 Pandemic and in compliance with CDC guidelines, JVSG pivoted from in-person career fairs to virtual career fairs. In 2020, over 400 veterans registered for the first Virtual Veterans Career Fair and over 200 Minnesota businesses were in attendance to interview and hire them. During the pandemic, JVSG completed several successful virtual job fairs and virtual resources fairs in collaboration with several veteran community partners.

The in-person 15th Annual Veterans Career Fair was rescheduled from July 20th, 2021 to November 3rd, 2021.

Veteran Services to Employers

LVERs work with Employer Engagement Specialist and coordinate outreach to employers and create a "Preferred Employer List" with over 100 companies that have agreed to be notified of referrals from Veterans staff. These companies have agreed that these are "priority" referrals and to take additional time when reviewing veterans' resumes. JVSG has also implemented Salesforce CRM since 2015 that allows Workforce Strategy Consultants and LVER staff to access the employer database to determine the last point of contact and more detailed information about the employer.

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

1. Post your job opening on MinnesotaWorks.net
 2. Contact a Veterans Employment Representative (see <https://www.careerforcemn.com/dedicated-veterans-employment-team>); and
-

3. Connect with your local yellow ribbon network (see: <https://mnbtyr.ng.mil/Pages/Yellow-Ribbon-Networks.aspx>).

Veteran Services Outreach and Services to Special Populations

Chapter 31 Disabled Veterans

An Intensive Service Coordinator (ISC) is responsible for the coordination of initial communication between the Veteran, the Veterans Affairs (VA) Veteran Readiness and Employment (VR&E) counselor, and the DVOP. DVOP's 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. Once referred to a DVOP, an assessment and an Individual Service Plan is created, agreed upon, and signed. Additionally, Minnesota has a special emphasis on the following Veteran groups.

Homeless Veterans

DEED and MDVA established Homeless Veteran Registry Cooperation Agreement since 2016 which allows JVSG staff to access the database of registered homeless veterans. JVSG program assigned an LVER to lead the Homeless Veterans project to make sure referred homeless veterans receive employment services.

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.

In Minnesota, estimates indicate that a little over 1 percent or 4,000 Veterans per year will experience homelessness. Of those 4,000 Veterans, 27 percent returned from service in Iraq or Afghanistan, and over 30 percent are disabled Veterans. Approximately 15 percent are women Veterans. Minnesota DVOP's work closely with the Homeless Veterans Reintegration Program grantee, Minnesota Assistance Council for Veterans (MACV). In addition to referring clients between the two agencies, we also collaborate with them on several Stand-down events across the state each year and provide a liaison (LVER) to provide business contacts and help with some of their client-focused events.

Native American Veterans

Minnesota's plan to serve the Native American Veteran population includes a DVOP position in the Bemidji area which serves the Red Lake, Leech Lake, and White Earth Tribal Nations in the northern part of the state. We currently have a Native American DVOP working our Minneapolis CareerForce with a focus on the Native Americans living on Tribal Lands south and west of the Minneapolis/St. Paul area.

Veterans Services is consulting with Tribal Councils and local CareerForce management to partner with us on this project. Both DVOP positions are funded through JVSG grant modification.

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: 2 LVERs, 1 DVOP/ISC staff, and 4 DVOP staff. They are all engaged with local organizations that cater to women and women Veterans. As mentioned earlier, our DVOP's work closely with the local HVRP grantee and CareerForce partners to identify Women Veterans seeking services.

Justice-Involved Veterans

DEED formalized a relationship with the Minnesota Department of Corrections and provides job search help and counseling for offenders nearing their release date, and we participate in facility-sponsored events such as "Transition Fairs." Veterans' staff provide workshops and one-to-one assistance during these events.

JVSG staff currently performing both LVER and DVOP roles is assigned as the Justice-Involved Veterans Project Lead, currently attends the steering committee of the Hennepin County Veterans Diversionary Court Program. As the first court of its kind in Minnesota, it exists to provide an option for veterans that have had encounters with the criminal court system and to provide an alternative to prison. The Justice-Involved Veterans Project lead staff works closely with the court on assessment, referral, and job placement, also as a subject matter expert, staff provider Reentry Employment Training (RES) to all DVOPs statewide.

JVSG is currently collaborating on an initiative to allow Disabled Veterans Outreach Program Specialists (DVOPs) access to the State of MN Department of Corrections (DOC) facilities is to provide or facilitate a full range of employment and training services to U.S. Military Veterans with significant barriers to employment (SBE) and get the Veteran closer to "job ready" when they are released on probation or parole. This should allow less idle time between leaving the prison setting and employment, which should lead to less recidivism.

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 provides resource information and referrals for assorted common issues faced by families, information on Veterans benefits, and employment information for spouses. 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 conducts group presentations to groups of soldiers and work one-on-one after these sessions to prepare resumes, practice interviewing skills, and assist with the job search strategy. We also provide information on unemployment insurance, DW programs, employment and reemployment, and educational opportunities.

Following the initial reintegration events, follow-up events formerly known as 30/60/90 days, are not called Phase I, II, and III. JVSG staff plays a key role partner role at these events and provides similar services to all returning Veterans from all branches via similar events.

APPENDIX A: TITLE II AND TITLE IV PROGRAMS

Adult Basic Education Integration with One-stop Partners

The Minnesota Department of Education, as the state eligible agency, delegated its one-stop responsibilities to 39 Adult Education consortia that had programming at 330 sites across the state prior to COVID. Every year the providers sign an assurance in their grant application that affirms their responsibilities to partner with the one-stop system. Every five years, during the state funding reauthorization process, providers respond to a series of in-depth questions about practices and procedures for integrating with one-stop partners. Minnesota has 16 [workforce development areas](#) with several Adult Education sites within each area. The majority of Adult Education entities within a workforce area are informed of and given the opportunity to contribute to the MOU. This process is led by the [ABE representative](#) that is on each local board. The MOUs had to be in place by June 30, 2020. Typically, the MOU would include the IFA, however, due to a federal Department of Labor monitoring visit and subsequent findings, an IFA extension until the end of December was given to Minnesota. Much of the work around the IFA is currently taking place and not yet finalized. The difference between the last IFAs and this round is that Adult Education is being intentional about providing a dollar amount and the rationale on how they came to that dollar amount.

How Adult Education provides access to career services across the state varies and it is often determined by local relationships. Some are co-located and have a staff person on site. There were plans to train partner staff at one-stop centers for those who weren't co-located but many of those trainings, which were meant to be in person to help build relationships, were canceled due to COVID. Another way to provide career services is through a direct linkage through technology to program staff who can provide meaningful information or services. DEED secured a grant to redevelop the CareerForce website and work on this direct linkage. Adult Education and several other partners participated in this redevelopment of the website, and a function is now included in the website that allows messaging from a client directly to a provider or from one provider to another for a client.

Adult Education programs do provide certain career services. Assessment is provided at all Adult Education sites. Also, Adult Education programs do an excellent job of providing outreach, intake, orientation, and referrals to support services. Many programs use [Bridge to Benefits](#) to help clients determine what support services they are eligible for. Adult Education programming is listed on the DEED [Career and Education Explorer](#) which includes adult career pathway programming.

To facilitate having Adult Education programming listed on CareerForce, the state Adult Education office began requiring local providers to submit a listing of addresses for all programming sites in the annual reporting process. This data was then shared with CareerForce partners and added to the [CareerForce website](#). In addition, these sites were added to the [Career and Education Explorer](#). The Career and Education Explorer is a tool that is available to the public and, sometimes more importantly, CareerForce counselors. Prior to this undertaking, Adult Education site locations had never been integrated into a system that counselors use. Now counselors can pull up all options, for instance in English language acquisition, and view them. The Career and Education Explorer also hosts the Eligible Training Provider List (ETPL). Adult Education programs and their partners can place their adult career pathways on this site as a training option for clients. In addition, Adult Education promoted DEED's purchase of Coursera as an educational tool to help adults gain new skills.

State Services for the Blind

DEED's State Services for the Blind (SSB) provides tools and training for employment, living independently, and accessing print. 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 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 Business Enterprises Program administers the Randolph-Sheppard Vending Facilities program; and
- The Workforce Development Unit provides vocational rehabilitation services to blind, visually impaired, and DeafBlind Minnesotans seeking to find, keep or advance in employment.

Vocational Rehabilitation Services

Vocational Rehabilitation Services (VRS) assists Minnesotans with disabilities to find and keep jobs, advance in their careers, and live independently in their communities.

VRS assists:

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

VRS accomplishes its mission via several distinct programs described below:

Vocational Rehabilitation Program (VR)

The VR program works with people with disabilities to explore employment choices, find and maintain jobs, and advance in their careers through services such as job counseling, job search assistance, education and training, assistive technology, and job placement services. Pre-Employment Transition Services (Pre-ETS) help students with disabilities plan the journey from school to what comes next. Specifically, Pre-ETS helps students discover career and postsecondary education possibilities, how to gain work skills and experiences, what students will need to make their plan happen.

Extended Employment (EE)

The Extended Employment program works with people with disabilities to keep their jobs and advance in their careers by providing long-term employment support services. Those services typically include assistance in training or retraining job tasks, scheduling 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.

Centers for Independent Living

Vocational Rehabilitation Services provides state and federal funding to Minnesota's eight Centers for Independent Living whose missions are to empower Minnesotans with disabilities to live and function independently at home, at work, and in their communities.

Individual Placement and Supports (IPS)

Minnesota's Individual Placement and Supports (IPS) projects assist people with serious mental illnesses to achieve steady employment in integrated competitive employment by providing a full range of employment services and supports. IPS services emphasize a rapid engagement approach to competitive job searches consistent with the individual's goals, interests, and experience, and are available to anyone who wants to work regardless of mental health diagnosis, substance use, past work history or assessment of work readiness.

Deaf, Deafblind, and Hard of Hearing

The Deaf, Deafblind, and Hard of Hearing grants provide funding to community partners to provide long-term, ongoing employment support services for persons who are deaf, deafblind, or hard of hearing as well as school-based communication, access, and employment services for transition-aged youth who are deaf, deafblind, or hard of hearing.

Vocational Rehabilitation Services Strategic Goals:

- **Provide quality services to youth and adults with disabilities for exploration, development, and advancement in careers:** Quality pre-employment transition services are provided to potentially eligible students. Annual goals for numbers of students served are established. Quality VR services are provided to eligible participants. Quality services are provided to participants of state appropriated programs (State Extended Employment program, Individual Placement and Supports grants, Centers for Independent Living grants, Deaf and Hard of Hearing grants).
 - **Strengthen Business Engagement:** Connect VRS participants to competitive integrated employment. Connect students with disabilities to work experiences. Develop and facilitate a disability employment collaborative to meet the needs of businesses.
 - **Build a healthy organization to achieve our mission:** Achieve fiscal stability. Strengthen employee engagement. Build collaboration within VRS and across DEED. Build human resource capital.
 - **Strengthen collaboration through partner engagement:** Coordinate and align services. Timely and relevant communication and training. Engage State Rehabilitation Council for input and feedback.
-

APPENDIX B: PERFORMANCE TABLES

The following tables contain the annual statewide tables by program as submitted to USDOL via the Workforce Integrated Performance System (WIPS). For the WIOA core programs, the threshold for performance failure is 90 percent of the adjusted level of performance for the overall State program score and the overall State indicator score. The threshold for performance failure on the individual indicator for any individual program is 50 percent of the adjusted level of performance. Performance on an individual measure will be determined based on the position of the outcome (the actual results achieved) relative to the adjusted levels of performance. An average of this result across all indicators for each program will establish the States' overall program score. An average of this result across all the core programs for each indicator will be used to establish the States' overall indicator score. In the program performance tables in this report, the PY20 Target Ratio indicates the performance of each measure compared to the negotiated performance goal; over 100% indicates the state surpassed the goal.

WIOA - EFFECTIVENESS SERVING EMPLOYERS

STATE: Minnesota	PROGRAM YEAR: 2020	Certified in WIPS: 9/24/2021 2:06 PM ED
PERIOD COVERED From (mm/dd/yyyy) : 7/1/2020 8:00 AM EDT To (mm/dd/yyyy) : 6/30/2021 8:00 AM EDT		
REPORTING AGENCY: Department of Employment and Economic Development		
EFFECTIVENESS SERVING EMPLOYERS		
Employer Services	Establishment Count	
Employer Information and Support Services	46	
Workforce Recruitment Assistance	18,934	
Engaged in Strategic Planning/Economic Development	570	
Accessing Untapped Labor Pools	976	
Training Services	217	
Incumbent Worker Training Services	182	
Rapid Response/Business Downsizing Assistance	126	
Planning Layoff Response	101	
Pilot Approaches	Numerator	Rate
	Denominator	
Retention with Same Employer in the 2nd and 4th Quarters After Exit Rate	18,888	73.0%
	25,860	
Employer Penetration Rate	15,377	8.1%
	189,680	
Repeat Business Customers Rate		
State Established Measure		
REPORT CERTIFICATION		
Report Comments:		
Name of Certifying Official/Title: Christen Pentek-Performance Measures Sp	Telephone Number: (651) 259-7373	Email Address: christen.pentek@state.mn.us

Statewide Performance Report										Certified in WIPS: 9/16/2021 10:49 AM EDT						
PROGRAM Wagner-Peyser					TITLE (select one):											
STATE: Minnesota Title I Local Area: REPORTING PERIOD COVERED (Required for current and three preceding years.) From (mm/dd/yyyy) : 7/1/2020 To (mm/dd/yyyy) : 6/30/2021					Title I Adult <input type="checkbox"/>		<input type="checkbox"/> Title II Adult Education		<input type="checkbox"/>		Title I Dislocated Worker <input type="checkbox"/>		<input type="checkbox"/> Title III Wagner-Peyser		<input checked="" type="checkbox"/>	
					Title I Youth <input type="checkbox"/>		<input type="checkbox"/> Title IV Vocational Rehabilitation		<input type="checkbox"/>							
					Title I and Title III combined <input type="checkbox"/>											
SUMMARY INFORMATION																
Service		Participants Served Cohort Period:		Participants Exited Cohort Period:		Funds Expended Cohort Period:		Cost Per Participant Served Cohort Period:								
Career Services		15,938		14,030		\$8,248,921		\$518								
Training Services																
Percent training-related employment¹:				Percent enrolled in more than one core program:				Percent Admin Expended:								
								N/A								
BY PARTICIPANT CHARACTERISTICS																
		Total Participants Served Cohort Period:		Total Participants Exited Cohort Period:		Employment Rate (Q2) ² Cohort Period:		Employment Rate (Q4) ² Cohort Period:		Median Earnings Cohort Period:		Credential Rate ³ (Cohort Period:		Measurable Skill Gains ³ Cohort Period:		

WIOA Dislocated Worker

OMB Control Number 1205-0526
Expiration Date: 05-31-2024

ETA-9169

Statewide Performance Report													Certified in WIPS: 9/16/2021 10:46 AM EDT	
PROGRAM WIOA Dislocated Worker					TITLE (select one):									
STATE: Minnesota Title I Local Area:					Title I Adult <input type="checkbox"/>		Title II Adult Education <input type="checkbox"/>							
REPORTING PERIOD COVERED (Required for current and three preceding years.) From (mm/dd/yyyy) : 7/1/2020 To (mm/dd/yyyy) : 6/30/2021					Title I Dislocated Worker <input checked="" type="checkbox"/>		Title III Wagner-Peyser <input type="checkbox"/>							
					Title I Youth <input type="checkbox"/>		Title IV Vocational Rehabilitation <input type="checkbox"/>							
					Title I and Title III combined <input type="checkbox"/>									
SUMMARY INFORMATION														
Service		Participants Served Cohort Period:		Participants Exited Cohort Period:		Funds Expended Cohort Period:		Cost Per Participant Served Cohort Period:						
		Cohort Period:		Cohort Period:		Cohort Period:		Cohort Period:						
		7/1/2020-6/30/2021		4/1/2020-3/31/2021		7/1/2020-6/30/2021		7/1/2020-6/30/2021						
Career Services		2,005		905		\$3,268,013		\$1,630						
Training Services		1,149		468		\$1,808,948		\$1,574						
Percent training-related employment¹:				Percent enrolled in more than one core program:				Percent Admin Expended:						
18.1%				75.0%				26.2%						
BY PARTICIPANT CHARACTERISTICS														
		Total Participants Served Cohort Period:	Total Participants Exited Cohort Period:		Employment Rate (Q2) ²		Employment Rate (Q4) ²		Median Earnings Cohort Period:		Credential Rate ³ (Cohort Period:		Measurable Skill Gains ³ Cohort Period:	
					Cohort Period:		Cohort Period:		Cohort Period:		Cohort Period:		Cohort Period:	
		7/1/2020-6/30/2021	4/1/2020-3/31/2021		7/1/2019-6/30/2020		1/1/2019-12/31/2019		7/1/2019-6/30/2020		1/1/2019-12/31/2019		7/1/2020-6/30/2021	
					Num	Rate	Num	Rate	Earnings		Num	Rate	Num	Rate
Total Statewide		2,010	905	Negotiated Targets		83.7%		79.0%	\$10,500			72.0%		0.5%
				Actual	960	83.1%	1,122	82.6%	\$12,891		469	84.5%	756	79.4%
Sex	Female	930	421		474	84.6%	577	84.9%	\$11,997		217	84.4%	348	81.3%
	Male	1,077	484		485	81.6%	545	80.5%	\$13,395		252	84.6%	407	77.8%
Age	< 16	0	0		0		0				0		0	
	16 - 18	0	1		4	100.0%	2	100.0%	\$4,445		1	100.0%	0	
	19 - 24	73	22		29	85.3%	26	86.7%	\$10,474		11	84.6%	38	80.9%
	25 - 44	791	351		392	85.8%	439	85.6%	\$12,496		190	81.2%	368	79.3%
	45 - 54	587	266		263	85.7%	351	86.5%	\$13,206		162	88.0%	208	79.4%
	55 - 59	326	151		170	81.7%	190	77.6%	\$14,585		76	86.4%	90	79.6%
	60+	233	114		102	70.3%	114	70.4%	\$11,069		29	82.9%	52	78.8%
Ethnicity/Race	American Indian / Alaska Native	23	9		14	82.4%	21	84.0%	\$13,969		8	72.7%	7	70.0%
	Asian	83	37		29	82.9%	37	78.7%	\$18,558		21	87.5%	33	89.2%
	Black / African American	229	69		51	73.9%	77	79.4%	\$9,879		38	80.9%	95	65.1%
	Hispanic / Latino	0	0		1	100.0%	1	100.0%	\$12,314		1	100.0%	0	
	Native Hawaiian / Pacific Islander	7	3		6	85.7%	6	75.0%	\$13,199		2	100.0%	2	100.0%
	White	1,662	788		858	83.5%	983	82.8%	\$13,036		400	85.3%	618	82.0%
	More Than One Race	27	12		13	76.5%	18	78.3%	\$12,460		9	90.0%	11	84.6%

WIOA Dislocated Worker, continued

PROGRAM WIOA Dislocated Worker		TITLE (select one):		Certified in WIPS: 9/16/2021 10:46 AM EDT	
PERIOD COVERED From (mm/dd/yyyy) : 7/1/2020 8:00 AM EDT To (mm/dd/yyyy) : 6/30/2021 8:00 AM EDT		Title I Adult <input type="checkbox"/>	<input type="checkbox"/>	Title II Adult Education <input type="checkbox"/>	<input type="checkbox"/>
STATE: Minnesota		Title I Dislocated Worker <input type="checkbox"/>	<input type="checkbox"/>	Title IV Vocational Rehabilitation <input type="checkbox"/>	<input type="checkbox"/>
MEASURABLE SKILL GAINS ¹					
Skill Gain Type	Total Skill Gains				
Achievement of at least one educational functioning level of a participant who is receiving educational instruction below the postsecondary level	15				
Attainment of a secondary school diploma or its equivalent	0				
Transcript or report card for either secondary or post-secondary education that shows a participant is achieving the state unit's academic standards	325				
Satisfactory or better progress report, towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year of an apprenticeship program, etc.)	231				
Successful passage of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams	284				
TOTAL	855				
ADDITIONAL COMMENTS:					

¹For performance accountability purposes, the measurable skill gains indicator calculates the number of participants who attain at least one type of gain. However, this report is designed to examine the number of total gains within each type of gain.

WIOA Youth

OMB Control Number 1205-0526
Expiration Date: 05-31-2024

ETA-9169

Statewide Performance Report												Certified in WIPS: 9/16/2021 10:48 AM EDT		
PROGRAM WIOA Youth						TITLE (select one):								
STATE: Minnesota Title I Local Area: REPORTING PERIOD COVERED (Required for current and three preceding years.) From (mm/dd/yyyy) : 7/1/2020 To (mm/dd/yyyy) : 6/30/2021						Title I Adult <input type="checkbox"/>		Title II Adult Education <input type="checkbox"/>						
						Title I Dislocated Worker <input type="checkbox"/>		Title III Wagner-Peyser <input type="checkbox"/>						
						Title I Youth <input checked="" type="checkbox"/>		Title IV Vocational Rehabilitation <input type="checkbox"/>						
						Title I and Title III combined <input type="checkbox"/>								
SUMMARY INFORMATION														
Service		Participants Served Cohort Period:		Participants Exited Cohort Period: 4/1/2020-3/31/2021		Funds Expended Cohort Period: 7/1/2020-6/30/2021		Cost Per Participant Served Cohort Period: 7/1/2020-6/30/2021						
Career Services		2,433		989		\$4,028,727		\$1,656						
Training Services		602		221		\$1,749,756		\$2,907						
Percent training-related employment ¹ :				Percent enrolled in more than one core program:				Percent Admin Expended:						
23.0%				21.0%				14.4%						
BY PARTICIPANT CHARACTERISTICS														
		Total Participants Served Cohort Period: 7/1/2020-6/30/2021	Total Participants Exited Cohort Period: 4/1/2020-3/31/2021		Youth Employment/Education/ Training Rate (Q2) Cohort Period: 7/1/2019-6/30/2020		Youth Employment/Education/ Training Rate (Q4) Cohort Period: 1/1/2019-12/31/2019		Median Earnings Cohort Period: 7/1/2019-6/30/2020	Credential Rate ³ (Cohort Period: 1/1/2019-12/31/2019)		Measurable Skill Gains ³ Cohort Period: 7/1/2020-6/30/2021		
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
Total Statewide		2,476	989		Negotiated Targets		75.0%		73.0%	\$3,700		62.0%		0.5%
					Actual	593	68.8%	595	71.4%	\$4,542	306	63.5%	513	42.9%
Sex	Female	1,385	518			330	71.7%	325	73.7%	\$4,500	163	66.8%	293	45.4%
	Male	1,089	471			262	65.3%	269	68.8%	\$4,585	142	59.9%	219	39.9%
Age	< 16	100	30			29	70.7%	32	86.5%	\$3,441	26	70.3%	38	38.0%
	16 - 18	979	388			256	71.1%	242	73.1%	\$3,561	150	58.6%	294	43.8%
	19 - 24	1,397	571			308	66.8%	321	69.0%	\$5,915	130	68.8%	181	42.6%
	25 - 44	0	0			0		0			0		0	
	45 - 54	0	0			0		0			0		0	
	55 - 59	0	0			0		0			0		0	
	60+	0	0			0		0			0		0	
Ethnicity/Race	American Indian / Alaska Native	176	76			51	66.2%	46	59.7%	\$3,580	31	63.3%	36	51.4%
	Asian	208	56			33	61.1%	32	66.7%	\$4,098	20	57.1%	39	27.3%
	Black / African American	1,054	446			204	61.1%	205	67.7%	\$4,781	73	58.9%	88	23.7%
	Hispanic / Latino	5	2			3	60.0%	13	100.0%	\$8,533	10	90.9%	0	0.0%
	Native Hawaiian / Pacific Islander	5	4			4	66.7%	3	60.0%	\$2,180	1	50.0%	2	66.7%
	White	1,107	443			325	74.4%	338	75.6%	\$4,275	196	64.7%	367	57.3%
	More Than One Race	145	58			33	55.9%	37	66.1%	\$4,179	20	54.1%	26	39.4%

WIOA Youth, continued

PROGRAM WIOA Youth		TITLE (select one):		Certified in WIPS: 9/16/2021 10:48 AM EDT	
PERIOD COVERED From (mm/dd/yyyy) : 7/1/2020 8:00 AM EDT To (mm/dd/yyyy) : 6/30/2021 8:00 AM EDT		Title I Adult Title I Dislocated Worker Title I Youth	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Title II Adult Education Title IV Vocational Rehabilitation	<input type="checkbox"/> <input type="checkbox"/>
STATE: Minnesota					
MEASURABLE SKILL GAINS ¹					
Skill Gain Type	Total Skill Gains				
Achievement of at least one educational functioning level of a participant who is receiving educational instruction below the postsecondary level	20				
Attainment of a secondary school diploma or its equivalent	131				
Transcript or report card for either secondary or post-secondary education that shows a participant is achieving the state unit's academic standards	394				
Satisfactory or better progress report, towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year of an apprenticeship program, etc.)	69				
Successful passage of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams	81				
TOTAL	695				
ADDITIONAL COMMENTS:					

¹For performance accountability purposes, the measurable skill gains indicator calculates the number of participants who attain at least one type of gain. However, this report is designed to examine the number of total gains within each type of gain.

WIOA Adult

OMB Control Number 1205-0526
Expiration Date: 05-31-2024

ETA-9169

Statewide Performance Report												Certified in WIPS: 9/16/2021 10:45 AM EDT		
PROGRAM WIOA Adult						TITLE (select one):								
STATE: Minnesota Title I Local Area: REPORTING PERIOD COVERED (Required for current and three preceding years.) From (mm/dd/yyyy) : 7/1/2020 To (mm/dd/yyyy) : 6/30/2021						Title I Adult <input checked="" type="checkbox"/> Title I Dislocated Worker <input type="checkbox"/> Title I Youth <input type="checkbox"/> Title I and Title III combined <input type="checkbox"/>		Title II Adult Education <input type="checkbox"/> Title III Wagner-Peyser <input type="checkbox"/> Title IV Vocational Rehabilitation <input type="checkbox"/>						
SUMMARY INFORMATION														
Service		Participants Served Cohort Period:		Participants Exited Cohort Period:		Funds Expended Cohort Period:		Cost Per Participant Served Cohort Period:						
		Cohort Period: 7/1/2020-6/30/2021		Cohort Period: 4/1/2020-3/31/2021		Cohort Period: 7/1/2020-6/30/2021		Cohort Period: 7/1/2020-6/30/2021						
Career Services		1,511		715		\$3,614,167		\$2,392						
Training Services		966		444		\$2,135,317		\$2,210						
Percent training-related employment¹:				Percent enrolled in more than one core program:				Percent Admin Expended:						
20.5%				52.9%				12.5%						
BY PARTICIPANT CHARACTERISTICS														
		Total Participants Served Cohort Period: 7/1/2020-6/30/2021	Total Participants Exited Cohort Period: 4/1/2020-3/31/2021		Employment Rate (Q2) ² Cohort Period: 7/1/2019-6/30/2020		Employment Rate (Q4) ² Cohort Period: 1/1/2019-12/31/2019		Median Earnings Cohort Period: 7/1/2019-6/30/2020		Credential Rate ³ (Cohort Period: 1/1/2019-12/31/2019)		Measurable Skill Gains ³ Cohort Period: 7/1/2020-6/30/2021	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
Total Statewide		1,511	715	Negotiated Targets		79.4%		75.5%	\$7,200		73.0%		0.6%	
					Actual	606	74.0%	562	71.9%	\$8,232	340	76.7%	518	69.2%
Sex	Female	905	391		370	78.2%	347	76.8%	\$7,638	216	78.5%	344	75.6%	
	Male	602	322		236	68.2%	215	65.2%	\$9,259	124	73.8%	172	58.9%	
Age	< 16	0	0		0		0			0		0		
	16 - 18	45	21		18	75.0%	23	85.2%	\$7,217	13	61.9%	25	80.6%	
	19 - 24	269	107		99	85.3%	97	81.5%	\$8,531	77	82.8%	123	76.4%	
	25 - 44	867	404		348	73.3%	316	70.4%	\$7,939	199	74.3%	300	69.4%	
	45 - 54	195	108		76	68.5%	71	71.0%	\$10,775	30	83.3%	49	59.8%	
	55 - 59	78	41		32	64.0%	36	66.7%	\$6,417	12	80.0%	14	51.9%	
	60+	57	34		33	76.7%	19	57.6%	\$6,221	9	90.0%	7	43.8%	
Ethnicity/Race	American Indian / Alaska Native	56	20		13	52.0%	21	67.7%	\$11,313	11	61.1%	16	72.7%	
	Asian	64	31		25	83.3%	22	88.0%	\$11,348	13	92.9%	23	63.9%	
	Black / African American	533	264		164	65.3%	153	65.4%	\$5,833	96	68.1%	144	58.5%	
	Hispanic / Latino	1	1		2	100.0%	2	50.0%	\$9,838	2	66.7%	1	100.0%	
	Native Hawaiian / Pacific Islander	4	3		2	100.0%	2	100.0%	\$12,767	2	100.0%	0	0.0%	
	White	882	405		421	79.4%	375	74.1%	\$8,754	227	81.7%	349	75.2%	
	More Than One Race	52	22		22	88.0%	18	72.0%	\$8,356	11	84.6%	18	64.3%	

WIOA Adult, continued

PROGRAM WIOA Adult		TITLE (select one):		Certified in WIPS: 9/16/2021 10:45 AM EDT	
PERIOD COVERED From (mm/dd/yyyy) : 7/1/2020 8:00 AM EDT To (mm/dd/yyyy) : 6/30/2021 8:00 AM EDT		<input type="checkbox"/> Title I Adult <input type="checkbox"/> Title I Dislocated Worker <input type="checkbox"/> Title I Youth		<input type="checkbox"/> Title II Adult Education <input type="checkbox"/> Title IV Vocational Rehabilitation	
STATE: Minnesota					
MEASURABLE SKILL GAINS ¹					
Skill Gain Type	Total Skill Gains				
Achievement of at least one educational functioning level of a participant who is receiving educational instruction below the postsecondary level	6				
Attainment of a secondary school diploma or its equivalent	0				
Transcript or report card for either secondary or post-secondary education that shows a participant is achieving the state unit's academic standards	267				
Satisfactory or better progress report, towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year of an apprenticeship program, etc.)	136				
Successful passage of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams	166				
TOTAL	575				
ADDITIONAL COMMENTS:					

¹For performance accountability purposes, the measurable skill gains indicator calculates the number of participants who attain at least one type of gain. However, this report is designed to examine the number of total gains within each type of gain.

APPENDIX C: LOCAL AREAS PERFORMANCE TABLES DISLOCAED WORKER AND ADULT PROGRAMS

WIOA Dislocated Worker Local Areas Performance

Statewide Performance Report - Local Area Report													
PROGRAM WIOA Dislocated Worker										TITLE (select one):			
STATE: Minnesota										Title I Adult		Title II Adult Education	
WIB Code: 27085 - Anoka County										Title I Dislocated Worker		Title III Wagner-Peyser	
REPORTING PERIOD COVERED (Required for current and three preceding years.)										Title I Youth		Title IV Vocational Rehabilitation	
From (mm/dd/yyyy) 7/1/2020 To (mm/dd/yyyy) 6/30/2021										Title I and Title III combined			
SUMMARY INFORMATION													
Service		Participants Served Cohort Period:		Participants Exited Cohort Period: 4/1/2020-3/31/2021		Funds Expended Cohort Period: 7/1/2020-6/30/2021		Cost Per Participant Served Cohort Period: 7/1/2020-6/30/2021					
Career Services		64		48									
Training Services		47		33									
Percent training-related employment ¹ :				Percent enrolled in more than one core program:				Percent Admin Expended:					
19.3%				81.3%									
BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2020-6/30/2021	Total Participants Exited Cohort Period: 4/1/2020-3/31/2021		Employment Rate (Q2) ² Cohort Period: 7/1/2019-6/30/2020		Employment Rate (Q4) ² Cohort Period: 1/1/2019-12/31/2019		Median Earnings Cohort Period: 7/1/2019-6/30/2020	Credential Rate ³ (Cohort Period: 1/1/2019-12/31/2019)		Measurable Skill Gains ³ Cohort Period: 7/1/2020-6/30/2021	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide		64	48	Negotiated Targets		85.0%		82.0%	\$10,911		76.5%		60.0%
				Actual	98	91.6%	73	84.9%	\$12,869	47	92.2%	20	64.5%
Sex	Female	34	26		40	93.0%	27	81.8%	\$11,812	10	83.3%	8	80.0%
	Male	30	22		58	90.6%	46	86.8%	\$13,870	37	94.9%	12	57.1%
Age	< 16												
	16 - 18				1	100.0%	1	100.0%	\$4,699	1	100.0%		
	19 - 24	2	2		8	88.9%	3	75.0%	\$12,916	4	100.0%	2	100.0%
	25 - 44	22	16		43	95.6%	26	86.7%	\$12,200	19	95.0%	11	78.6%
	45 - 54	20	16		22	84.6%	21	91.3%	\$12,360	10	83.3%	6	54.5%
	55 - 59	13	9		15	93.8%	15	78.9%	\$17,624	10	90.9%	1	25.0%
	60+	7	5		9	90.0%	7	77.8%	\$9,234	3	100.0%		
Ethnicity/Race	American Indian / Alaska Native												
	Asian	2	2		6	100.0%	6	85.7%	\$12,421	4	100.0%	1	100.0%
	Black / African American	12	5		4	66.7%	3	75.0%	\$9,494	3	75.0%	3	50.0%
	Hispanic / Latino												
	Native Hawaiian / Pacific Islander	1	1		1	100.0%	1	100.0%	\$14,933	1	100.0%		
	White	46	39		80	93.0%	56	84.8%	\$13,433	33	97.1%	14	66.7%
	More Than One Race	1	1		2	100.0%	1	100.0%	\$12,228				
BY EMPLOYMENT BARRIER ⁴													
		Total Participants Served	Total Participants Exited		Employment Rate (Q2) ²		Employment Rate (Q4) ²		Median Earnings	Credential Rate ³		Measurable Skill Gains ³	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Displaced Homemakers													
English Language Learners, Low Levels of Literacy, Cultural Barriers		6	5		3	100.0%	3	75.0%	\$7,493	1	100.0%		
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)													
Ex-offenders		4	2		5	100.0%	6	100.0%	\$8,586	3	100.0%	1	50.0%
Homeless Individuals / runaway youth													
Long-term Unemployed (27 or more consecutive weeks)		20	7		6	75.0%	5	62.5%	\$14,709	6	100.0%	6	66.7%
Low-Income Individuals		10	4		4	66.7%	4	50.0%	\$10,833	3	75.0%	2	33.3%
Migrant and Seasonal Farmworkers													
Individuals with Disabilities (incl. youth)		5	6		8	80.0%	4	80.0%	\$12,308	2	100.0%	2	66.7%
Single Parents (incl. single pregnant women)		6	7		10	83.3%	8	88.9%	\$11,260	3	75.0%		

WIOA Adult Local Areas Performance

Statewide Performance Report - Local Area Report															
PROGRAM WIOA Adult										TITLE (select one):					
STATE: Minnesota										Title I Adult		X	Title II Adult Education		
WB Code: 27085 - Anoka County										Title I Dislocated Worker			Title III Wagner-Peyser		
REPORTING PERIOD COVERED (Required for current and three preceding years.)										Title I Youth			Title IV Vocational Rehabilitation		
From (mm/dd/yyyy) : 7/1/2020 To (mm/dd/yyyy) : 6/30/2021										Title I and Title III combined					
SUMMARY INFORMATION															
Service		Participants Served Cohort Period:		Participants Exited Cohort Period: 4/1/2020-3/31/2021		Funds Expended Cohort Period: 7/1/2020-6/30/2021		Cost Per Participant Served Cohort Period: 7/1/2020-6/30/2021							
Career Services		37		21											
Training Services		22		12											
Percent training-related employment1:				Percent enrolled in more than one core program:				Percent Admin Expended:							
7.1%				75.7%											
BY PARTICIPANT CHARACTERISTICS															
		Total Participants Served Cohort Period: 7/1/2020-6/30/2021	Total Participants Exited Cohort Period: 4/1/2020-3/31/2021		Employment Rate (Q2)2 Cohort Period: 7/1/2019-6/30/2020		Employment Rate (Q4)2 Cohort Period: 1/1/2019-12/31/2019		Median Earnings Cohort Period: 7/1/2019-6/30/2020	Credential Rate3 (Cohort Period: 1/1/2019-12/31/2019)		Measurable Skill Gains3 Cohort Period: 7/1/2020-6/30/2021			
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate		
Total Statewide		37	21	Negotiated Targets		82.0%		71.0%	\$7,200		80.5%		67.0%		
				Actual	16	76.2%	5	71.4%	\$8,731	5	100.0%	18	94.7%		
Sex	Female	22	15		11	73.3%	4	80.0%	\$6,685	4	100.0%	10	100.0%		
	Male	15	6		5	83.3%	1	50.0%	\$19,492	1	100.0%	8	88.9%		
Age	< 16														
	16 - 18														
	19 - 24	3			3	75.0%	3	100.0%	\$10,116	3	100.0%	3	100.0%		
	25 - 44	25	15		10	76.9%	2	66.7%	\$6,966	2	100.0%	12	92.3%		
	45 - 54	7	6		2	66.7%			\$10,683			2	100.0%		
	55 - 59	2			1	100.0%			\$40,906			1	100.0%		
	60+														
Ethnicity/Race	American Indian / Alaska Native														
	Asian	5	3		1	100.0%			\$19,654			1	100.0%		
	Black / African American	14	6		8	80.0%	2	100.0%	\$10,883	2	100.0%	8	88.9%		
	Hispanic / Latino														
	Native Hawaiian / Pacific Islander														
	White	15	11		7	70.0%	3	60.0%	\$7,346	3	100.0%	8	100.0%		
	More Than One Race														
BY EMPLOYMENT BARRIER															
		Total Participants Served	Total Participants Exited		Employment Rate (Q2)2		Employment Rate (Q4)2		Median Earnings	Credential Rate3		Measurable Skill Gains3			
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate		
Displaced Homemakers															
English Language Learners, Low Levels of Literacy, Cultural Barriers		13	11		8	80.0%	1	50.0%	\$6,200	1	100.0%	4	100.0%		
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)															
Ex-offenders		5	7		1	50.0%			\$3,590			3	100.0%		
Homeless Individuals / runaway youth		3	3		4	100.0%	1	100.0%	\$9,572	1	100.0%	3	100.0%		
Long-term Unemployed (27 or more consecutive weeks)		12	7		4	57.1%	3	75.0%	\$7,297	3	100.0%	7	100.0%		
Low-Income Individuals		25	15		11	73.3%	5	83.3%	\$7,248	5	100.0%	14	100.0%		
Migrant and Seasonal Farmworkers															
Individuals with Disabilities (incl. youth)		3	1		6	85.7%	2	66.7%	\$8,400	2	100.0%	2	100.0%		
Single Parents (Incl. single pregnant women)		8	7		7	70.0%	1	100.0%	\$6,685	1	100.0%	1	50.0%		

APPENDIX D: EVALUATION SYSTEM SCORECARDS AND PARTNER EXPRESS ARTICLES

Program Scorecards are sent out on a quarterly basis to Minnesota's partner-providers and provide an example of an on-going program evaluation procedure for MN's WIOA Adult & Dislocated Worker Programs. Minnesota is sharing the 4th Quarter scorecards for this report. 1st, 2nd, and 3rd Quarter Scorecards will be immediately shared upon request. Partner Express Articles demonstrate another way Minnesota disseminates data and performance information to all parties involved. Partner Express articles are sent out monthly. PY20 Partner Express articles can be viewed here: <https://mn.gov/deed/programs-services/dislocated-worker/counselors/news/>.

Evaluation System Scorecards

PY20 4th Quarter WIOA Dislocated Worker Program

PY20 WIOA Dislocated Worker Program Performance Through Quarter 4 (July 2020 - June 2021)	WIOA Dislocated Worker Participants		2nd Quarter Employment		Getting a Job Cohort *		4th Quarter Employment		Keeping a Job: Cohort **		2nd Qtr Median Earnings (Same cohort as 2nd quarter)		Credential Attainment Rate		Credential Attainment Rate Cohort ****					
	Cohort: Realtime July 1, 2020 - June 30, 2021						Cohort: Participants Exiting July 1, 2019 - June 30, 2020						Cohort: Participants Exiting January 1, 2019 - December 31, 2019						Cohort: Participants Exiting January 1, 2019 - December 31, 2019 who attended training during assessment	
	TOTAL SERVED	GOAL	ACTUAL OUTCOME	Numerator	Denominator	GOAL	ACTUAL OUTCOME	Numerator	Denominator	GOAL	ACTUAL OUTCOME	GOAL	ACTUAL OUTCOME	Numerator	Denominator					
Statewide	1,908	83.7%	83.1%	961	1156	79.0%	82.6%	1122	1358	\$10,500	\$12,880	72.0%	84.0%	451	537					
WDA 01 Northwest PIC Inc	6	83.0%	100.0%	7	7	68.5%	100.0%	7	7	\$10,000	\$7,816	69.7%	66.7%	2	3					
WDA 02 Rural MN CEP Inc	115	84.0%	73.8%	45	61	82.0%	81.7%	76	93	\$9,061	\$9,840	76.0%	85.7%	24	28					
WDA 03 NE MN Office of Job Training	74	88.5%	77.4%	41	53	86.5%	86.5%	83	96	\$11,000	\$10,560	51.5%	70.7%	29	41					
WDA 04 City of Duluth	63	83.7%	83.3%	15	18	87.5%	88.9%	8	9	\$9,460	\$12,453	72.0%	83.3%	5	6					
WDA 05 Central MN Jobs and Training	172	88.0%	91.7%	111	121	88.0%	85.5%	94	110	\$10,500	\$15,750	78.0%	68.2%	15	22					
WDA 06 SW MN PIC Inc	57	83.7%	75.9%	22	29	79.0%	95.5%	21	22	\$9,000	\$7,231	64.4%	70.0%	7	10					
WDA 07 S Central Workforce Council	48	85.0%	80.4%	45	56	79.0%	86.5%	64	74	\$8,935	\$9,128	72.0%	79.2%	19	24					
WDA 08 SE MN Workforce Development	333	85.0%	82.2%	83	101	83.6%	81.6%	71	87	\$8,500	\$10,188	81.0%	84.6%	33	39					
WDA 09 Hennepin/Carver ETC	209	82.9%	79.7%	177	222	75.0%	77.4%	246	318	\$12,000	\$17,363	71.0%	86.7%	111	128					
WDA 10 Mpls Employment and Training	148	80.0%	82.4%	70	85	75.0%	78.8%	77	98	\$10,500	\$11,402	68.0%	70.6%	36	51					
WDA 12 Anoka County	64	85.0%	91.6%	98	107	82.0%	84.9%	73	86	\$10,911	\$12,869	76.5%	92.2%	47	51					
WDA 14 Dakota/Scott Counties	141	83.7%	78.1%	89	114	78.0%	82.5%	132	160	\$13,500	\$18,308	80.0%	92.4%	85	92					
WDA 15 Ramsey Cty Workforce Solutions	125	83.0%	82.1%	46	56	75.0%	78.9%	56	71	\$11,200	\$14,449	73.5%	100.0%	29	29					
WDA 16 Washington County	38	83.7%	91.3%	21	23	88.0%	96.2%	25	26	\$11,783	\$17,817	89.0%	83.3%	5	6					
WDA 17 Stearns/Benton E&T	227	86.0%	90.6%	48	53	80.0%	90.9%	50	55	\$9,838	\$13,886	83.0%	100.0%	10	10					
WDA 18 Winona Cty Workforce Council	14	77.3%	100.0%	2	2	82.5%	100.0%	3	3	\$8,824	\$7,594	76.9%	50.0%	1	2					
Percent of Providers EXCEEDING the GOAL		43.8%		81.2%		75.0%		81.2%												
Percent of Providers MEETING AT LEAST 50% of GOAL		56.2%		18.8%		25.0%		18.8%												
Percent of Providers FAILING TO MEET 50% of GOAL		0.0%		0.0%		0.0%		0.0%												
SPECIAL NOTES:	DEED has calculated the above performance by combining participants served in both Small and Large layoffs funded by WIOA Dislocated Worker																			
	Performance goals based on WIOA rates for PY2020.																			
	Color Key: Green means the set goal was met or exceeded. Yellow means at least 50% of the goal was met. Red means less than 50% of the goal was met.																			
	Served is all participants accessing the program during the actual program year (realtime). High or low numbers are not negative or positive.																			
	** Getting a Job results based on exiters from January 1, 2019 - June 30, 2020 except those exited with exclusion. This indicator measures each exiter's employment status during the 2nd quarter after exiting the program. Formula: Percent of employed exiters divided by all exiters during the reporting period.																			
	*** Keeping a Job results based on exiters from January 1, 2019 - December 31, 2019 except those exited with exclusion. This indicator measures each exiter's employment status during the 4th quarter after exiting the program. Formula: Percent of employed exiters divided by all exiters during the reporting period.																			
**** 2nd Quarter Median Earnings results based on exiters from July 1, 2019 - June 30, 2020 except those exited with exclusionary reason and those showing zero earnings. This indicator measures the median earnings during the 2nd quarter after exiting the program.																				
***** Credential Attainment results based on exiters from January 1, 2019 - December 31, 2019 except those exited with exclusionary reason and those who did not attend training. This indicator measures the percent of participants who received a credential after attending training.																				
Statewide goals based on negotiated levels approved by DOL. Local area goals based on negotiated levels approved by DEED.																				

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PY20 4th Quarter State Dislocated Worker Program

PY20 STATE Dislocated Worker Program Performance through Quarter Four (July 2020 - June 2021)	STATE Dislocated Worker Participants		2nd Quarter Employment		Getting a Job Cohort *		4th Quarter Employment		Keeping a Job: Cohort **		2nd Qtr Median Earnings (Same cohort as 2nd quarter) ***		Credential Attainment Rate		Credential Attainment Rate Cohort ****	
	Cohort: Baseline July 1, 2020 - June 30, 2021				Cohort: Participants Exiting July 1, 2020 - June 30, 2020				Cohort: Participants Exiting January 1, 2021 - December 31, 2020						Cohort: Participants Exiting January 1, 2019 - December 31, 2019 who attended training during enrollment	
	TOTAL SERVED	GOAL	ACTUAL OUTCOME		Numerator	Denominator	GOAL	ACTUAL OUTCOME	Numerator	Denominator	GOAL	ACTUAL OUTCOME	GOAL	ACTUAL OUTCOME	Numerator	Denominator
Statewide	5,847	83.7%	81.2%		2,351	2,897	79.0%	78.3%	2,535	3,239	\$10,500	\$12,433	72.0%	77.9%	631	810
WDA 01 Northwest PIC Inc	32	83.0%	77.8%		14	18	68.5%	88.2%	30	34	\$10,000	\$6,770	69.7%	66.7%	4	6
WDA 02 Rural MN CEP Inc	391	84.0%	86.5%		122	141	82.0%	82.5%	146	177	\$9,061	\$9,356	76.0%	56.7%	17	30
WDA 03 NE MN Office of Job Training	167	88.5%	84.1%		90	107	86.5%	80.3%	61	76	\$11,000	\$11,664	51.5%	86.4%	38	44
WDA 04 City of Duluth	163	83.7%	70.4%		19	27	87.5%	63.9%	23	36	\$9,460	\$8,800	72.0%	61.5%	8	13
WDA 05 Central MN Jobs and Training	352	88.0%	84.0%		137	163	88.0%	81.9%	104	127	\$10,500	\$12,084	78.0%	88.1%	37	42
WDA 06 SW MN PIC Inc	120	83.7%	80.0%		36	45	79.0%	82.5%	47	57	\$9,000	\$7,929	64.4%	60.0%	9	15
WDA 07 S Central Workforce Council	174	85.0%	89.7%		70	78	79.0%	84.0%	68	81	\$8,935	\$9,525	72.0%	70.6%	12	17
WDA 08 SE MN Workforce Development	355	85.0%	76.2%		32	42	83.6%	80.3%	61	76	\$8,500	\$8,507	81.0%	68.4%	13	19
WDA 09 Hennepin/Carver ETC	618	82.9%	76.1%		321	422	75.0%	75.5%	383	507	\$12,000	\$16,991	71.0%	86.0%	111	129
WDA 10 Mpls Employment and Training	252	80.0%	80.9%		93	115	75.0%	72.1%	93	129	\$10,500	\$12,134	68.0%	59.1%	26	44
WDA 12 Anoka County	182	85.0%	81.1%		59	122	82.0%	80.2%	105	131	\$10,911	\$11,417	76.5%	86.7%	26	30
WDA 14 Dakota/Scott Counties	362	83.7%	81.9%		181	221	78.0%	74.6%	203	272	\$13,500	\$14,737	80.0%	91.3%	84	92
WDA 15 Ramsey Cty Workforce Solutions	227	83.0%	77.2%		78	101	75.0%	74.8%	86	115	\$11,200	\$12,712	73.5%	73.9%	17	23
WDA 16 Washington County	99	83.7%	87.5%		63	72	88.0%	91.6%	87	95	\$11,783	\$12,960	69.0%	66.7%	6	9
WDA 17 Stearns/Benton E&T	608	86.0%	81.5%		234	287	80.0%	75.9%	180	237	\$9,638	\$10,865	83.0%	73.3%	33	45
WDA 18 Winona Cty Workforce Council	15	77.3%	100.0%		3	3	82.5%	100.0%	5	5	\$8,024	\$15,000	76.9%	100.0%	2	2
American Indian OIC	5	83.1%	No Data		0	0	78.8%	No Data	0	0	\$11,649	No Data	73.0%	No Data	0	0
Arrowhead Economic Opportunity Agency	148	88.5%	73.8%		107	145	86.5%	75.3%	116	154	\$11,000	\$7,151	51.5%	68.4%	13	19
Avivo	159	83.1%	79.3%		46	58	78.8%	64.6%	42	65	\$11,649	\$14,266	73.0%	50.0%	3	6
CLUES	89	83.1%	59.3%		16	27	78.8%	66.7%	22	33	\$11,649	\$7,494	73.0%	60.0%	9	15
Goodwill/Easter Seals	156	83.1%	72.3%		34	47	78.8%	52.8%	19	36	\$11,649	\$13,309	73.0%	63.2%	12	19
HIRED	258	83.1%	84.4%		119	141	78.8%	84.7%	144	170	\$11,649	\$18,750	73.0%	86.4%	38	44
Jewish Family and Children's Service	113	83.1%	90.4%		47	52	78.8%	84.5%	49	58	\$11,649	\$16,327	73.0%	83.3%	25	30
MN Teamsters Service Bureau	802	83.1%	84.2%		390	463	78.8%	81.2%	461	568	\$11,649	\$13,431	73.0%	75.2%	88	117
Percent of Providers EXCEEDING the GOAL			34.8%				43.5%				78.3%		52.3%			
Percent of Providers MEETING AT LEAST 50% of GOAL			65.2%				56.5%				21.7%		47.7%			
Percent of Providers FAILING TO MEET 50% of GOAL			0.0%				0.0%				0.0%		0.0%			
DEED has calculated the above performance by combining participants served in both Small and Large efforts funded by WIDA Dislocated Worker																
Performance goals based on WIDA rates for PY2020.																
Color Key: Green means the set goal was met or exceeded; Yellow means at least 50% of the goal was met; Red means less than 50% of the goal was met.																
Served is all participants accessing the program during the actual program year (realtime); high or low numbers are not negative or positive.																
* Getting a job results based on ex-liters between July 1, 2019 - June 30, 2020 except those ex-liters with exclusion. This indicator measures each ex-liters' employment status during the 2nd quarter after exiting the program. Formula: Percent of employed ex-liters divided by all ex-liters during the reporting period.																
** Keeping a job results based on ex-liters from January 1, 2019 - December 31, 2019 except those ex-liters with exclusion. This indicator measures each ex-liters' employment status during the 4th quarter after exiting the program. Formula: Percent of employed ex-liters divided by all ex-liters during the reporting period.																
*** 2nd Quarter Median Earnings results based on ex-liters from July 1, 2019 - June 30, 2020 except those ex-liters with exclusionary reason and those showing zero earnings. This indicator measures the median earnings during the 2nd quarter after exiting the program.																
**** Credential Attainment results based on ex-liters from January 1, 2019 - December 31, 2019 except those ex-liters with exclusionary reason and those who did not attend training. This indicator measures the percent of participants who received a credential after attending training.																
Statewide goals based on negotiated rates approved by DOL. Local area goals based on negotiated rates approved by DEED.																

PY20 4th Quarter Total Dislocated Worker Program

PY20 TOTAL Dislocated Worker Program Performance Through Quarter 4 (July 2020 - June 2021)																
TOTAL Dislocated Worker Participants		2nd Quarter Employment		Getting a Job Cohort *		4th Quarter Employment		Keeping a Job: Cohort **		2nd Qtr Median Earnings (Same cohort as 2nd quarter)		Credential Attainment Rate		Credential Attainment Rate Cohort ****		
Cohort: Baseline July 1, 2020 - June 30, 2021		↓	↓	Cohort: Participants Exiting July 1, 2019 - June 30, 2020		↓	↓	Cohort: Participants Exiting January 1, 2020 - December 31, 2019		↓	↓	↓	↓	Cohort: Participants Exiting January 1, 2019 - December 31, 2019 who attended training during enrollment		
TOTAL SERVED	GOAL	ACTUAL OUTCOME		Numerator	Denominator	GOAL	ACTUAL OUTCOME	Numerator	Denominator	GOAL	ACTUAL OUTCOME	GOAL	ACTUAL OUTCOME	Numerator	Denominator	
Statewide	6,791	83.7%	80.9%	2,644	3,267	79.0%	78.7%	2,885	3,664	\$10,500	\$12,172	72.0%	79.2%	802	1,012	
WDA 01 Northwest PIC Inc	32	83.0%	81.8%	18	22	68.5%	89.5%	34	38	\$10,000	\$7,463	69.7%	71.4%	5	7	
WDA 02 Rural MN CEP Inc	410	84.0%	83.6%	163	195	82.0%	82.4%	211	256	\$9,061	\$9,437	76.0%	68.4%	39	57	
WDA 03 NE MN Office of Job Training	212	88.5%	85.1%	114	134	86.5%	84.3%	97	115	\$11,000	\$11,344	51.5%	82.0%	50	61	
WDA 04 City of Duluth	201	83.7%	69.0%	20	29	87.5%	64.9%	24	37	\$9,460	\$10,178	72.0%	64.3%	9	14	
WDA 05 Central MN Jobs and Training	465	88.0%	83.8%	155	185	88.0%	80.1%	117	146	\$10,500	\$12,008	78.0%	87.3%	48	55	
WDA 06 SW MN PIC Inc	133	83.7%	78.3%	54	69	79.0%	84.2%	64	76	\$9,000	\$7,929	64.4%	63.6%	14	22	
WDA 07 S Central Workforce Council	201	85.0%	88.0%	88	100	79.0%	85.6%	95	111	\$8,935	\$9,525	72.0%	84.8%	28	33	
WDA 08 SE MN Workforce Development	359	85.0%	80.6%	116	144	83.6%	81.7%	134	164	\$8,500	\$9,808	81.0%	80.6%	50	62	
WDA 09 Hennepin/Carver ETC	777	82.9%	75.8%	358	472	75.0%	75.6%	434	574	\$12,000	\$17,358	71.0%	86.9%	139	160	
WDA 10 Mpls Employment and Training	380	80.0%	81.3%	100	123	75.0%	72.6%	98	135	\$10,500	\$12,136	68.0%	58.3%	28	48	
WDA 12 Anoka County	238	85.0%	81.1%	103	127	82.0%	79.9%	107	134	\$10,911	\$11,341	76.5%	84.4%	27	32	
WDA 14 Dakota/Scott Counties	461	83.7%	80.8%	194	240	78.0%	74.6%	226	303	\$13,500	\$14,544	80.0%	89.5%	102	114	
WDA 15 Ramsey Cty Workforce Solutions	335	83.0%	77.9%	81	104	75.0%	75.2%	88	117	\$11,200	\$12,692	73.5%	76.0%	19	25	
WDA 16 Washington County	133	83.7%	85.3%	64	75	88.0%	90.8%	89	98	\$11,783	\$12,825	69.0%	75.0%	9	12	
WDA 17 Stearns/Benton E&T	695	86.0%	81.3%	248	305	80.0%	77.4%	199	257	\$9,638	\$10,865	83.0%	77.8%	42	54	
WDA 18 Winona Cty Workforce Council	29	77.3%	100.0%	4	4	82.5%	100.0%	6	6	\$8,024	\$13,366	76.9%	100.0%	2	2	
American Indian OIC	5	83.1%	No Data	0	0	78.8%	No Data	0	0	\$11,649	No Data	73.0%	No Data	0	0	
Arrowhead Economic Opportunity Agency	148	88.5%	73.8%	107	145	86.5%	75.3%	116	154	\$11,000	\$7,151	51.5%	68.4%	13	19	
Avivo	159	83.1%	79.3%	46	58	78.8%	64.7%	44	68	\$11,649	\$14,266	73.0%	57.1%	4	7	
CLUES	89	83.1%	59.3%	16	27	78.8%	66.7%	22	33	\$11,649	\$7,494	73.0%	60.0%	9	15	
Goodwill/Easter Seals	156	83.1%	72.3%	34	47	78.8%	51.4%	19	37	\$11,649	\$13,309	73.0%	65.0%	13	20	
HIRED	258	83.1%	84.4%	119	141	78.8%	85.0%	147	173	\$11,649	\$18,750	73.0%	84.4%	38	45	
Jewish Family and Children's Service	113	83.1%	90.4%	47	52	78.8%	84.5%	49	58	\$11,649	\$16,327	73.0%	83.3%	25	30	
MN Teamsters Service Bureau	802	83.1%	84.2%	395	469	78.8%	81.0%	465	574	\$11,649	\$13,413	73.0%	75.4%	89	118	
Percent of Providers EXCEEDING the GOAL		30.4%				47.8%				82.6%		60.9%				
Percent of Providers MEETING AT LEAST 50% of GOAL		69.6%				52.2%				17.4%		39.1%				
Percent of Providers FAILING TO MEET 50% of GOAL		0.0%				0.0%				0.0%		0.0%				
DEED has calculated the above performance by combining participants served in both Small and Large efforts funded by WIDA Dislocated Worker and State Dislocated Worker																
Performance goals based on WIDA rates for PY2020.																
Color key: Green means the set goal was met or exceeded; Yellow means at least 50% of the goal was met; Red means less than 50% of the goal was met.																
Percent of Providers EXCEEDING the GOAL: During the actual program year (year ending), sign or no number means we are negative or positive.																
** Getting a Job results based on exiters between July 1, 2019 - June 30, 2020 except those exiters with exclusionary reason; this indicator measures each exiters employment status during the 2nd quarter after exiting the program. Formula: Percent of employed exiters divided by all exiters during the reporting period.																
*** Keeping a Job results based on exiters from January 1, 2020 - December 31, 2019 except those exiters with exclusionary reason; this indicator measures each exiters employment status during the 4th quarter after exiting the program. Formula: Percent of employed exiters divided by all exiters during the reporting period.																
**** 2nd Quarter Median Earnings results based on exiters from July 1, 2019 - June 30, 2020 except those exiters with exclusionary reason and those choosing zero earnings; this indicator measures the median earnings during the 2nd quarter after exiting the program.																
***** Credential Attainment results based on exiters from January 1, 2020 - December 31, 2019 except those exiters with exclusionary reason and those who did not attend training; this indicator measures the percent of participants who received a credential after attending training.																
Statewide goals based on negotiated levels approved by DOL. Local area goals based on negotiated levels approved by DEED.																

PY20 4th Quarter Dislocated Worker Grant (NEG)

PY20 WIDA Dislocated Worker Grants (NEGs) Performance Through Quarter 4 (July 2020 - June 2021)		WIDA Dislocated Worker Participants		2nd Quarter Employment		Getting a Job Cohort *		4th Quarter Employment		Keeping a Job Cohort **		2nd Qtr Median Earnings (Same cohort as 2nd quarter) ***		Credential Attainment Rate		Credential Attainment Rate Cohort ****	
		Cohort: Outliers (July 1, 2020 - June 30, 2021)		↓	↓	Cohort: Participants Exited (July 1, 2020 - June 30, 2021)		↓	↓	Cohort: Participants Exited (January 1, 2019 - December 31, 2019)		↓	↓	↓	↓	Cohort: Participants Exited (January 1, 2019 - December 31, 2019) who attended training during enrollment	
						Numerator	Denominator			Numerator	Denominator					Numerator	Denominator
		TOTAL SERVED	GOAL	ACTUAL OUTCOME			GOAL	ACTUAL OUTCOME			GOAL	ACTUAL OUTCOME	GOAL	ACTUAL OUTCOME			
Statewide	28	83.7%	68.1%	32	47	79.0%	78.5%	62	79	\$10,500	\$8,808	72.0%	96.4%	54	56		
WDA 02 Rural MN CEP Inc	0	84.0%	68.8%	11	16	82.0%	80.0%	20	25	\$9,061	\$8,770	76.0%	92.3%	12	13		
WDA 04 City of Duluth	4	83.7%	100.0%	1	1	87.5%	100.0%	4	4	\$9,460	\$12,453	72.0%	100.0%	4	4		
WDA 05 Central MN Jobs and Training	3	88.0%	77.8%	7	9	88.0%	73.7%	14	19	\$10,500	\$7,331	78.0%	92.9%	13	14		
WDA 06 SW MN PIC Inc	7	83.7%	100.0%	1	1	79.0%	66.7%	2	3	\$9,000	\$10,381	64.4%	100.0%	1	1		
WDA 07 S Central Workforce Council	0	85.0%	80.0%	8	10	79.0%	100.0%	10	10	\$8,935	\$11,919	72.0%	100.0%	10	10		
WDA 08 SE MN Workforce Development	14	85.0%	50.0%	2	4	83.6%	57.1%	4	7	\$8,500	\$6,130	81.0%	100.0%	7	7		
WDA 09 Hennepin/Carver ETC	0	82.9%	No Data	0	0	75.0%	100.0%	1	1	\$12,000	No Data	71.0%	No Data	0	0		
WDA 10 Mpls Employment and Training	0	80.0%	0.0%	0	1	75.0%	100.0%	1	1	\$10,500	No Data	68.0%	100.0%	1	1		
WDA 16 Washington County	0	83.7%	0.0%	0	1	88.0%	66.7%	2	3	\$11,783	No Data	69.0%	100.0%	3	3		
WDA 17 Stearns/Benton E&T	0	86.0%	50.0%	2	4	80.0%	66.7%	4	6	\$9,638	\$6,876	83.0%	100.0%	3	3		
Percent of Providers EXCEEDED the GOAL		22.2%		33.3%		42.9%		100.0%									
Percent of Providers MEETING AT LEAST 50% of GOAL		55.6%		66.7%		57.1%		0.0%									
Percent of Providers FAILING TO MEET 50% of GOAL		22.2%		0.0%		0.0%		0.0%									
FOOTNOTES	Performance goals based on WIDA rates for PY2020. Data reflects the final cohorts of participants for those who accessed the most recent DWG (2P MFL), which expired during program year 2027. WDAs not listed on this spreadsheet did not have any participants reporting to these performance metrics as far in program year 2020.																
	Color Key: Green means the set goal was met or exceeded. Yellow means at least 50% of the goal was met. Red means less than 50% of the goal was met.																
	Served is all participants exceeding the program during the actual program year (baseline). High or low numbers are not negative or positive.																
	* Getting a Job results based on exiters between July 1, 2019 - June 30, 2020 except those exited with exclusion. This indicator measures each exiters's employment status during the 2nd quarter after exiting the program. Formula: Percent of employed exiters divided by all exiters during the reporting period.																
	** Keeping a Job results based on exiters from January 1, 2019 - December 31, 2019 except those exited with exclusion. This indicator measures each exiters's employment status during the 4th quarter after exiting the program. Formula: Percent of employed exiters divided by all exiters during the reporting period.																
*** 2nd Quarter Median Earnings results based on exiters from July 1, 2019 - June 30, 2020 except those exited with exclusionary reason and those showing zero earnings. This indicator measures the median earnings during the 2nd quarter after exiting the program.																	
**** Credential Attainment results based on exiters from January 1, 2019 - December 31, 2019 except those exited with exclusionary reason and those who did not attend training. This indicator measures the percent of participants who received a credential after attending training.																	
Statewide goals based on negotiated levels approved by DOL. Local area goals based on negotiated levels approved by DEED.																	