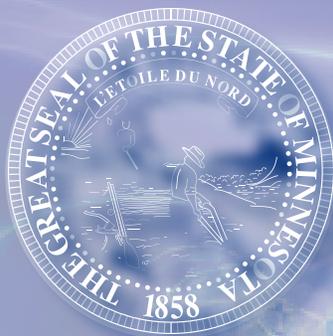


Workforce Investment Act

MINNESOTA'S PY2008
ANNUAL REPORT



DEPARTMENT OF EMPLOYMENT AND ECONOMIC DEVELOPMENT

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INTRODUCTION

This report fulfills the Workforce Investment Act (WIA) Title I-B, Section 136(d) requirement to submit to the U.S. Department of Labor (DOL) Secretary an annual report on the performance progress for WIA Title I-B programs (Adult, Dislocated Worker, and Youth). Specifically, the report mandate requires states to provide¹:

- 1) Performance data on the core and customer satisfaction measures, including progress of local areas in the state in achieving local performance measures;
- 2) Information on the status of state evaluation and improvement activities; and
- 3) Information on the cost of workforce investment activities relative to the effect of the activities on the performance of participants.

Additionally, information from the report determines a state's eligibility for incentive grants (WIA section 503) and whether the Secretary will impose sanctions based on performance failure [WIA section 136(g)].

The data in this report are generated by the Workforce Investment Act Standardized Record Data (WIASRD) file. The WIASRD is a DOL-required electronic reporting file that combines data about each client's activities and outcomes in various programs, so that data from across programs are reported to DOL in a single record.

¹ Report mandate and guidance sources include:

- www.doleta.gov/performance/Guidance/WIA/WIA-Annual-Report-Specifications-Expires-02282009.doc;
- TEGL 14-00, Change 1 (specifically, attachments G & H); and
- TEGL 14-03, Change 1, which moved the due date from December 1 to October 1 of each year.

The report starts with a description of performance measures, then proceeds with a discussion of statewide strategies to improve services to all job seeker customers, and concludes with program performance summaries and performance results. Program performance summaries are in the following order:

- WIA Dislocated Worker Program (including dislocated workers participating in programs funded under WIA section 134(a)(2)(A)(ii) - rapid response assistance)
- WIA Youth Program
- WIA Adult Program

"Program summaries" include descriptions of the program's purpose, service providers, services, customers, performance results, performance evaluations and program-specific improvement strategies. Key statewide performance results are included within each program summary. All state performance results and local performance results are included in Tables A - O, beginning on page 35.

WAIVERS REQUESTED BY MINNESOTA

As part of its recent state plan submission, Minnesota is requesting several waivers. Some waivers apply to both the standard WIA programs and the ARRA WIA programs - other waivers apply to only one or the other.

Waivers allow for flexibility in administering WIA programs. For instance, Minnesota is requesting waivers such as:

- 1) On-The-Job Training - 50 percent rule (change to a sliding fee): This will allow flexibility of training costs related to OJTs and customized training - with the intent that business growth will expand by providing employers with the resources to train employees needed new skills. This waiver will encourage employers to participate in OJT by providing a financial incentive to hire individuals who meet job needs. For the job-seeking participants of the employment and training system, this waiver will afford them the opportunity to receive highly relevant and job-related training for positions in demand.
- 2) Incumbent Worker Training: Minnesota is requesting the flexibility of supporting the acquisition of new skills for workers already employed - with the intent that this will enable workers to enhance their continued employability and thereby enhance the economic vitality of the business enterprises of which they are a part. This will bring down Unemployment and support economic growth. Also related to Incumbent Worker Training, Minnesota is requesting a waiver to allow 25 percent of Rapid Response funds to be used to support Minnesota incumbent worker activities. Approval of this waiver would provide Minnesota with the needed flexibility to meet the growing demand for innovative and effective incumbent worker training.
- 3) Capitalization Waiver: Approval of a waiver such as this will give local areas the resources/tools to support

entrepreneurship and to increase the economic vitality of the local area. Minnesota is requesting the continuation of the waiver of the provision that limits the use of funds for capitalization of businesses to permit the use of WIA funds to capitalize a small business up to \$5,000.

- 4) Youth Services: This waiver will allow out-of-school youth between the ages of 14 and 24 to be subject only to the work readiness indicator under the Youth Recovery Act.

PERFORMANCE MEASURES

The Workforce Investment Act of 1998 (Public Law 105-220) and supporting regulations at 20 CFR Part 652, list 17 core indicators (i.e., legacy measures) of performance that state and local entities managing the workforce investment system must meet. Since 2004, DOL has been developing and refining "common performance measures" as an alternative to the "legacy" performance measures originally included in WIA. Training and Employment Guidance Letter 17-05 and 17-05, Change 2 provide up-to-date information on methodology and management of performance across the system.

This report includes both legacy and common measures. Negotiated performance levels are based on targets for the legacy measures. Table 1 compares WIA legacy and common measures. Attachment B includes timeframes that apply to legacy and common performance measures.

Table 1: WIA Legacy and Common Measures

WIA Legacy Measures	WIA Common Measures
Adult Measures: - Entered Employment Rate - Six Month Retention Rate - Earnings Change - Employment/Credential Rate	Adult/Dislocated Worker Measures (combined): - Entered Employment Rate - Employment Retention - Average Earnings
Dislocated Worker Measures: - Entered Employment Rate - Six Month Retention Rate - Wage Replacement Rate - Employment/Credential Rate	
Younger Youth Measures: - Skill Attainment Rate - Diploma Rate - Retention Rate	Youth Measures: - Placement in Employment or Education - Attainment of a Degree or Certificate - Literacy and Numeracy Gains
Older Youth Measures: - Entered Employment Rate - Six Month Retention Rate - Earnings Change - Employment/Credential Rate	

PERFORMANCE LEVELS

Minnesota has negotiated with the U.S. DOL regarding of program year (PY) 2008 levels for performance measures. Incentives are awarded for surpassing the negotiated levels and sanctions are imposed for falling short. The Department of Employment and Economic Development (DEED) has established the following incentive and sanction policies for the Adult and formula Dislocated Worker programs:

- **Eligibility for Adult/Dislocated Worker Incentive Awards**
 1. Must exceed goal for at least five out of the eight legacy measures
 2. Must attain at least 90 percent of goal for the other three measures

- **Sanctions Imposition**
 Must fail to attain at least 80 percent of goal for any four of the eight measures for two consecutive years Workforce Service Areas (WSAs) have generally adopted the same performance targets for the non-wage WIA and Dislocated Worker measures. The wage measures are adjusted based on the economic conditions of the particular WSAs. WSA directors advise the state on future negotiations with the U.S. DOL on performance targets.

The Office of Youth Development at DEED negotiates local youth-performance targets with WSAs individually as a part of the local planning process. DEED considers local plans and circumstances and whether the WSAs are targeting the neediest youth in establishing statewide performance targets for WIA Youth programs. DEED’s WIA Youth Incentive Policy establishes criteria for rewarding WSAs that meet or exceed local performance goals.

PERFORMANCE EVALUATION

Performance level is based on the degree that actual results exceed negotiated levels (i.e., target ratio = actual result/target level x 100). The three performance levels are:

- **Exceeded** - the average target ratio for the following 12 performance measures exceeds 100 percent:
 - Four Adult Legacy Measures
 - Four Dislocated Worker Legacy Measures

- Youth Measures:
 - Younger Youth Diploma Rate
 - Younger Youth Retention Rate
 - Older Youth Entered Employment Rate
 - Older Youth Six-Month Retention Rate
- Met - the average target ratio for the above 12 performance measures is between 80 percent and 100 percent
- Not Met - the average target ratio for the above 12 performance measures is below 80 percent

Performance evaluations are included within Tables A - O, beginning on page 35.

STATEWIDE IMPROVEMENT STRATEGIES

Minnesota's 2007 Unified Plan for the Workforce Investment Act (Unified Plan) sets the following strategic goals:

- Enhance the innovative capacity of Minnesota businesses to compete in the global economy.
- Help employers find and retain the skilled workers needed to grow their businesses.
- Provide workforce intelligence and training so Minnesota's workforce leads the world in talent and productivity.
- Align policies and practices across education, employment, and economic development agencies to support business innovation and provide demand-driven, outcome-based and streamlined workforce

development services to businesses, individuals and communities.

Table A.2 of *Minnesota's 2007 Unified Plan* (see:

www.PositivelyMinnesota.com/wia/2007/unifiedplan2007.pdf on page 5).

identifies state-level workforce development initiatives that align with the above goals. These initiatives will improve performance outcomes for all workforce development programs. Below are initiatives that directly impact WIA Title I-B programs and their performance. Program-specific improvements are listed within each program section.

FastTRAC

FastTRAC has become the new framework for statewide improvement of adults' occupational skills. Minnesota launched FastTRAC in 2008 with a grant from the Joyce Foundation. FastTRAC unites the resources of workforce development, higher education and Adult Basic Education (ABE) to eliminate academic barriers that bar many low-skilled adults from obtaining occupational credentials.

The purpose of FastTRAC is to improve education and employment outcomes of adult Minnesotans, particularly adults who lack the basic and foundational skills to enter and complete post secondary education, including occupational skill training. Many Minnesotans with a high school diploma or an equivalent level of education cannot enroll and complete occupational training without first mastering basic skills (such as math, reading and writing) and literacy in English. The long-term goal of the FastTRAC initiative is to enable the acquisition, recognition and

portability of stackable credentials across Adult Basic Education, workforce development and higher education systems.

The initiative is working on major system and policy changes that will create a state-level stackable credentials education and training framework for low-wage, low-skilled workers. A stackable credentials framework works through career pathway models built around occupations and within industries with high-unmet needs for skills.

The FastTRAC initiative has a direct impact on customers of Minnesota's WIA programs. The state required LWIBs to include a "FastTRAC Supplement" to their 2008 WIA Local Unified Plans and provided funding for FastTRAC programs from ARRA funds. LWIBs were allowed to use these funds for any of these activities:

- Link ABE and/or ESL coursework with occupational training opportunities to complete an occupational training program that results in a credential that will have a payoff in the labor market.
- Deliver contextualized (for the workplace) ABE, GED or ESL classes for incumbent employees whose skills may keep them from retention, promotion or success on the job.
- Develop apprenticeship programming that is tied to or offered in conjunction with post secondary for-credit coursework, or programming that is delivered concurrently with job search and career exploration and in conjunction with WIA case management so that the individual is

able to maintain household income during the program.

- Maintain or expand certificates or credentials based on assessment and entry-level work-related competencies. This includes training Minnesotans for entry-level jobs, which require basic academic and employment readiness skills, through: (i) the completion of ESL competencies as measured by the [MN Essential Skills Credential](#); (ii) high school completion, as measured by an adult high school diploma or GED; (iii) math, reading, listening and situational judgment competencies, as measured by the [National Work Readiness Credential](#); and (iv) math, reading and locating information, as measured by the [National Career Readiness Certificate](#).

In addition to the WIA and education partners, the state's Vocational Rehabilitation (VR) office issued an RFP in 2009 to train disabled adults using the FastTRAC model. The state expects to start consolidating outcome information on FastTRAC in the fourth quarter of 2009.

Strategic Focus on Industries and Occupations

Minnesota is continuing its industry/occupational-specific approach to align state agency resources and other organization resources on skill gaps. This demand-driven approach is allowing regional leaders to focus resources on sectors that may be of importance to specific regions but that have not emerged as statewide priorities.

The state continues to require each LWIB to identify the high-demand, high-wage industries and occupations that are

critical to local and regional economic vitality. This also applies for discretionary grants and projects such as FastTRAC. Once each LWIB and/or special project identifies their priority occupations and industries, DEED's business services specialists work with the key businesses to identify and address their growth needs.

Other improvement Initiatives by the GWDC, DEED and other partners include:

- Continued participation in a Sector Policy Academy sponsored by the National Governor's Association has allowed Minnesota to learn and share sector and cluster work experiences.
- Continuing the advancement of industry cluster strategies based on training provided to state and local leaders in 2007-2008. The University of Minnesota Humphrey Institute provided the training; the course was adapted from curriculum developed by Michael E. Porter of the Harvard Business School. Course participants identified clusters and strategies to enhance economic growth for each region of the state. Several regions are now implementing cluster strategies. The latest manifestation of this strategy is the formation of an industry cluster task force in the Twin Cities metro area. DEED's regional administrator for the metro area and the University of Minnesota are leading a collaboration with the Regional Council of Mayors that links LWIBs, Minnesota State College and University System, DEED's metropolitan business services specialists, and WorkForce Centers. Using the Porter Model, this partnership will identify three

industry clusters that are significant economic drivers to the metro, regional and state economy. Three Interdisciplinary Task Force Teams (each chaired by a Mayor and a LWIB member from industry) will then ensure that:

- Relevant skills training for job growth and business attraction is developed for each cluster
- Education and training systems are better coordinated with workforce and economic development
- The key clusters are supported with investments in innovation, entrepreneurship and business development
- The region uses the "triple bottom line" (i.e., equity, environment and economy) as a lens for all investments

Regional Administrators

Instituted in PY05, Minnesota continues to enhance the system's effectiveness through regional administrators. Regional administrators help coordinate employment and training programs with economic development and education programs in their regions to maximize program effectiveness and efficiency. They do this by convening parties to identify priorities and develop strategies to address economic and workforce development issues. A recent analysis showed that regional administrator leadership and/or participation in leadership groups helped secure almost \$14 million from federal and private foundation grants.

DISLOCATED WORKER PROGRAM

The Minnesota Dislocated Worker Program remains integral in supporting workers through transition, enabling the statewide economy to maintain its malleability and fortitude, especially during difficult economic times. When changing markets result in layoffs throughout the nation, many workers are left with few, if any, options for new employment. The Dislocated Worker (DW) Program provides training, career counseling and job search services that reduce the individual’s time in transition. Thus, an event that is generally feared and dreaded can be more readily viewed as an *opportunity*.

In the state of Minnesota, dislocated workers benefit from both state and federal funding. In PY 2008 (July 1, 2008 - June 30, 2009), the federally funded DW Program served 7,501 individuals, an increase of 2,876 (62.2 percent) from PY 2007. The state program served 16,350 individuals, an increase of 3,317 (25.5 percent) from PY 2007.

Table 2: Dislocated Worker Program Overview for PY2008

Table 2: PY 2008 Dislocated Work Program Overview			
	WIA DW	MN DW	Total
Customers Served	7,501	16,350	23,851
Available Program Funding	\$11,671,938	\$34,296,797	\$45,968,735

Whom does the Dislocated Worker Program serve?

Individuals who receive services from the Dislocated Worker (DW) Program can be:

- Workers who have been laid off

through no fault of their own (i.e., they neither quit nor were fired)

- Self-employed individuals who lose their job due to economic conditions
- Displaced homemakers (those who were previously homemakers, and are now seeking work outside of the home)
- Veterans

To be eligible for the DW Program, an individual must typically be eligible for Unemployment Insurance (UI), which is a temporary benefit available to individuals who are out of work through no fault of their own. Unlike Unemployment Insurance, the DW Program does not work with temporary or seasonal workers who are laid off as a result of cyclical work, which comprises a large portion of UI recipients. Together with limitations placed on funding, this condition provides the explanation for the discrepancy between the number of individuals claiming UI and those participating in the DW Program.

Working together with Unemployment Insurance, the DW Program provides needed support for participating individuals during the time of transition that follows a layoff. Through career counseling, job search advice and training, unemployed workers are able to return to work more quickly. There are several mutual benefits associated with this program; not only is the worker’s financial stability restored, the employer benefits by paying less in Unemployment Insurance for that individual. Employers who then hire the individual following completion of DW

Program services benefit from the new employee who has enhanced his/her skills.

Success Story: Mary and the Southwest Minnesota PIC

Mary came to the Worthington WorkForce Center hoping to complete her four-year degree. Following three years of employment as a director of Tots N Teens, she was laid off. After being unemployed for more than nine months, Mary knew that there were no jobs available with her current education and work experience.



In order to support herself and her family, Mary's goal was to attend MN State University - Mankato to earn her bachelor's degree in education with an emphasis in special education. She had previously completed her liberal arts requirements and needed to complete four more semesters of schooling to achieve her goal.

Mary's first note to her Dislocated Worker counselor stated: "I really want to thank you for giving me this unbelievable opportunity. I am so thankful to you and your WorkForce Center. I am truly grateful."

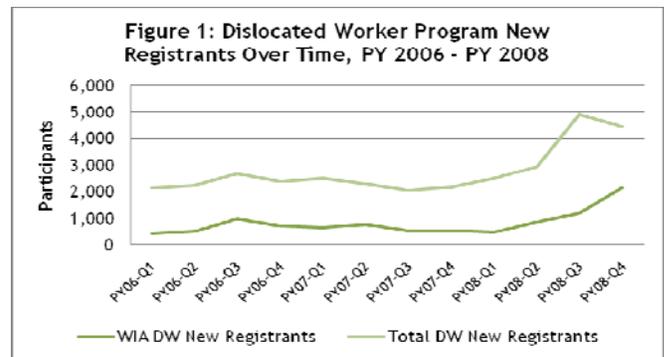
She commuted over 100 miles daily to classes in Mankato from her home in Mt. Lake. Mary was able to complete her degree with a 4.0 GPA, but not without some significant hurdles along the way. Her family struggled with serious health concerns, loss of employment and financial challenges. During this time, her Dislocated Worker counselor supported Mary, not only financially, but emotionally, as well. A note to Mary in 2006 stated, "This is a little hump in your life that you will get over - we'll figure it out."

Prior to graduation, Mary received a job offer at the school district in Worthington! Mary now teaches special education in the District 518 campus of the high school. She shares that she loves her job and feels fulfilled.

Many dislocated workers make significant advancements in education and career prospects from the time of layoff to the time they exit the program.

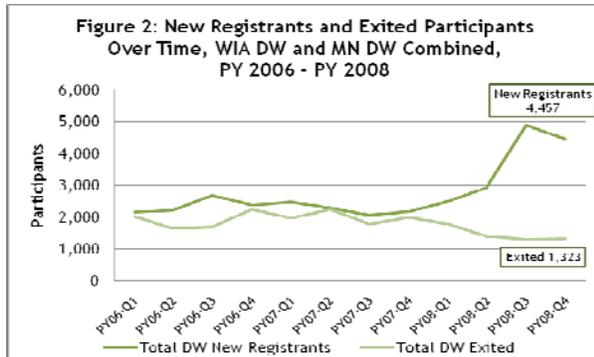
How many customers does the program typically serve?

As the economy has faltered, we have seen an unprecedented growth in the number of new registrants into the Dislocated Worker (DW) Program. Throughout PY 2008, the WIA DW Program (funded with federal dollars) served 7,501 individuals, an increase of 2,876, or 62.2 percent, from PY 2007. During PY 2008, the state program served 16,350 individuals, an increase of 3,317 individuals or 25.5 percent from PY 2007. Not only are the number of new registrants rising dramatically, people are staying in the program longer as they work to secure employment Figures 1 and 2.



Beginning in July 2008, the number of new registrants in the state and federally funded DW Program climbed steadily, exceeding previous highs in registration by the second quarter (October) of PY 2008 (Figure 1). Additionally, while the number of new registrants in both programs has continued to rise, individuals are remaining in the program for longer periods of time (Figure 2). Between the third and fourth quarters of PY 2008, the number of new registrants increased by 28.6 percent. Even more telling, the number of new registrants in PY 2008 quarter four increased by 129.5 percent

from the same quarter of the preceding year.



What services does the Dislocated Worker Program provide?

Rapid Response

Minnesota's Rapid Response team is the first responder to layoffs, ensuring a quick initiation to essential services. Rapid Responders (a team of five individuals) may find out about upcoming layoffs from any of a variety of sources: the employer, workers who have been or will be laid off, suppliers to the business, local government officials, local Rapid Response officials, and/or the media. The Federal Worker Adjustment Retraining Notification (WARN) Act requires that employers notify the government in the event of a mass layoff (defined as 50 or more workers over a 30 day period). Many employers will notify the state even if their layoff affects fewer than 50 workers.

Upon notification, a Rapid Responder meets with the employer to discuss the size, scope, and timing of the forthcoming layoffs. As Minnesota improves its broader Business Services, Rapid Response also looks for opportunities where the impacts of layoffs may be averted. If the layoff

moves forward, the Rapid Response team informs all relevant stakeholders and schedules orientation meetings with workers in which they provide information about Unemployment Insurance benefits and the services offered by the Dislocated Worker Program.

Services Offered

In order to facilitate a swift transition back into the workforce, most participants in the Dislocated Worker (DW) program access career counseling and some type of training. Upon first contact with a group of potential participants, members of the Rapid Response team ask these individuals to complete a survey that will inform the DW service providers of their most critical needs. In a recently completed Rapid Response survey, the three most commonly requested services were job replacement (access to job leads), resume and employment letter writing, and interviewing skills.

DW counselors meet with participants to determine which services would result in the most successful outcome for the individual. Service providers offer a variety of flexible core, intensive, training, and support services with federal and state program funds. If jobs are being lost to foreign competitors, some workers may be entitled to additional benefits under the Federal Trade Adjustment Assistance (TAA) Act. An individual laid off from a TAA-certified work site is eligible for a wider range of benefits, including additional training dollars and in some cases, extended Unemployment Insurance benefits, known as Trade Readjustment Allowance (TRA). In Minnesota, every TAA customer is co-

enrolled in the Dislocated Worker Program.

Core Services:

- WIA Eligibility determination
- One-Stop services orientation
- Basic skills assessments via MinnesotaWorks.net
- Workshops for job-seeking skills
- Self-service tools, including MinnesotaWorks.net
- Job search and placement assistance
- Career counseling
- Review of economic data and labor market information relating to chosen field

Service Related:

- Comprehensive assessments
- Employment plan development
- Counseling and career planning
- Case management
- Short-term pre-vocational services

Training Services:

- Occupational skills
- On-the-job training
- Entrepreneurial support
- Literacy and adult basic education
- Job readiness
- Customized training

Support Services:

- Transportation cost assistance
- Family care cost assistance
- Health care cost assistance
- Housing or rental assistance
- Emergency health or financial assistance
- Personal, financial and/or legal counseling

Success Story: Willard and Central Minnesota Jobs and Training Services

In fall of 2006, Will learned that his job in Litchfield would be eliminated and moved overseas. During a Rapid Response Dislocated Worker orientation, Will learned about the Dislocated Worker Program and the Trade Adjustment Act / Trade Readjustment Act (TAA/TRA) programs. Six months prior to his layoff, he enrolled with Central Minnesota Jobs and Training Services and met with Employment Specialist Kara to plan his new career path.



Will researched the labor market and post-secondary training was necessary to meet his career goals. In July 2007, he applied at St. Cloud Technical College for certification as a Waste Water Technician. Will

completed the St. Cloud Tech program in August 2008 and received a diploma in Water Environmental Technologies with a cumulative GPA of 3.57. He began a job search and interviewed at several places around the state.

In September 2008, Will accepted the job as Waste Water Plant Operator in Two Harbors. However, he was a little overwhelmed with the thought of moving and did not have the money for moving expenses. Kara suggested he contact TAA for relocation assistance. Will thanked Kara and said, "If it hadn't been for you, I wouldn't have been successful." Later he wrote, "Kara was wonderful the entire time I was going to school and while I was looking for work. She was always knowledgeable and helpful."

Will is happily settled in Two Harbors. He can see Lake Superior from his window and "loves the area." At the time of his layoff, Will was earning \$13 an hour. Today he is making \$19.51 plus benefits. He is happy to report he was able to buy a new vehicle, which is something he was not able to do in the past.

How does the program provide these services?

A network of 47 WorkForce Centers in Minnesota employ hundreds of career counselors, providing the core and service-related support to Minnesota's dislocated workers. These counselors also research and approve the training provided by any one of a number of accredited educational institutions across the state. Compliant with the

Workforce Investment Act of 1998, the State of Minnesota established 16 Workforce Service Areas (WSAs) as local partners. A local Workforce Investment Board (WIB) governs each area's priorities and operations.

In addition to the 16 WSAs, there are 10 WIA-certified, independent service providers, which serve dislocated workers in the Twin Cities metropolitan statistical area (primarily, but not exclusively):

- Arrowhead Economic Opportunity Agency
- Career Management Services
- Career Solutions
- Employment Action Center
- Goodwill/Easter Seals
- HIRED
- Jewish Vocational Services
- Quality Career Services
- Teamsters Service Bureau
- Teamworks, Inc.

Dislocated workers who are part of a closing or mass layoff - defined by WIA guidelines as a layoff of 50 or more people from a single work site during a single 30-day period - are typically served through project or discretionary funds. Projects are slightly different from smaller layoffs, as the workers who are affected by these layoffs have the option to form a volunteer group called an Employee Management Committee (EMC). This group helps to plan the services that will be offered for the project and select a service provider. Service providers are then graded, by those who receive services, on their performance, which helps to inform future EMCs in their pursuit of high quality service provision.

A dislocated worker who is part of a smaller layoff can simply select a WorkForce Center, or one of three independent service providers authorized to serve such workers: Career Management Services, Quality Career Services and Teamsters. The funds that serve these customers are distributed on the basis of a formula, which takes into account the unemployment in each WSA's labor market, among other appropriate factors.

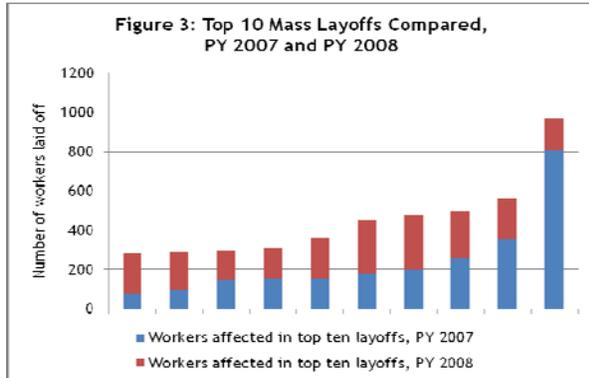
Why is the Dislocated Worker Program Important?

Often referred to as "the best-kept secret in Minnesota," the Dislocated Worker (DW) Program is always accessible to those who have lost their jobs through no fault of their own. Even during times in which the economy is strong, jobs change: plants close, businesses grow and shrink, jobs are destroyed and created. In facing economic hardship, the WIA DW Program becomes a vital tool to help workers contribute their talent to the workforce.

When the economy tanks, the Dislocated Worker Program serves as one of many safety nets. The DW Program supports individuals and encourages them to invest in their own future by completing training that will apply in a wider variety of opportunities.

Throughout PY 2008, each of the top 10 mass layoffs affected significantly more workers than the top 10 layoffs from the previous year (Figure 3 and Table 4). While six of the top 10 mass layoffs affected fewer than 200 workers in PY 2007, every single layoff ranking in the top 10 affected more than 200 workers, eight of those same top 10 impacting at least 300 workers. In all, the top 10

layoffs in PY 2008 involved 184.4 percent of the number of workers impacted by the top 10 layoffs in PY 2007 (Table 4).



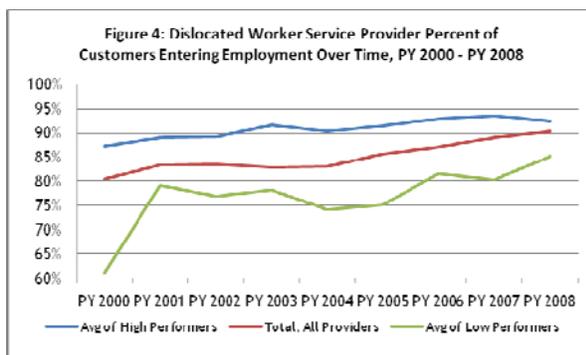
How does the Dislocated Worker Program measure success?

For the 7,501 workers served by the WIA DW Program in PY 2008, all four of the performance outcomes exceeded the standards as negotiated with the U.S. Department of Labor (DOL) (Table 3). The MN DW Program service providers exceeded three of the four performance measures, falling only 2.4 percent short with credential achievement rate.

Table 3: PY 2008 Program Performance Measures				
Dislocated Worker Program Performance Measure	PY 2008 Goals	PY 2008 Outcome		
		Federal	State	Total
Entered Employment Rate (did the customer exit to employment)	86.0%	90.4%	88.7%	89.1%
Six Month Retention Rate (did the customer keep that job)	90.0%	94.3%	91.9%	92.8%
Average Earnings (What the customer earned for two quarters after exit quarter)	\$17,123	\$19,285	\$19,393	\$19,352
Credential Rate (did the customer get a diploma)	62.0%	64.0%	59.6%	60.8%

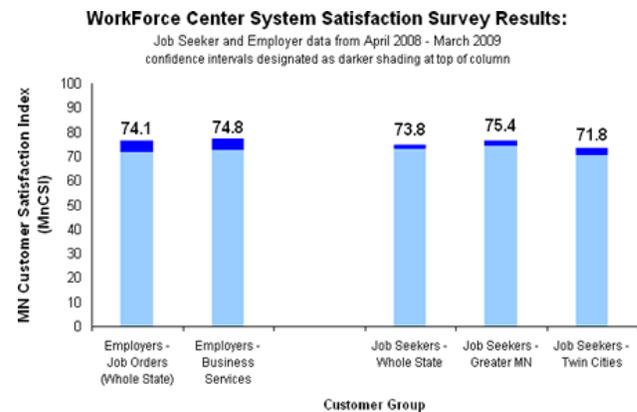
Table 4: Top 10 Mass Layoff Events Compared: PY 2008 and PY 2007				
2008		2007		
Company	Employees Laid Off	Company	Employees Laid Off	
Hutchinson Technology, Inc.	969	Macy's	806	
Celestica	559	Champion Air	356	
Seagate Technology, Inc.	495	Kimball Electronics	260	
Target Headquarters	480	Integra	200	
North Memorial	450	Good Shepherd Care Center	178	
Denny Hecker Auto Group	363	Weyerhaeuser	158	
Team Industries	307	HC Holdings LLC	154	
Viracon	300	Coleman Powermate	150	
Allina Hospitals and Clinics	287	General Mills	95	
Snyder Drug	285	Spartech Packaging	80	
Total Employees Laid Off	4,495	(as compared with)	2,437	
Percent of Employees Laid Off During The Preceding Program Year				184.4%

Dislocated Worker service providers made commendable improvements in each of the four performance outcomes. In comparison to PY 2007, the rate of participants entering employment increased by 1.3 percent. This is especially noteworthy as achievements in entering employment in PY 2007 exceeded any preceding year (Figure 4). The employment retention rate and average earnings also saw significant improvement. Minnesota's WIA DW Program credential rate fell by 7.5 percent in comparison to PY 2007, but still exceeded the goal as negotiated with DOL.



Consistent with the preceding program year, businesses and workers continue to report a high level of satisfaction with the Minnesota WorkForce Center system, where most Dislocated Worker customers receive their services. MnCSI, the Minnesota Customer Satisfaction Index, is the average response to three DOL-mandated questions on customer satisfaction. The MnCSI is modeled on the American Customer Satisfaction Index (ACSI), a measure of customer satisfaction widely used in the private sector. For the period April 2008 to March 2009, employers across the state reported a Customer Satisfaction Index of 74.1 with all WorkForce Center programs. Dislocated Worker customers

across the state of Minnesota reported a 72.7 percent level of satisfaction with WorkForce Center programs.



Accomplishments from PY 2008

- We have expanded Rapid Response staff to include business service specialists statewide. In order to meet the expanding needs of Minnesota's layoffs and to integrate more fully the business service philosophy into the Dislocated Worker (DW) Program, Rapid Response staff began training our statewide team of 30+ business service specialists, all of whom already have significant inroads into the employer community, to deliver limited early response services in layoff situations. This effort began in May; Minnesota already has added 2.0 FTEs' worth of staff time onto its Rapid Response team and improved response time for key events dramatically without costing taxpayers a dollar more.
- As expected, we continued to directly serve customers from large layoffs, such as Hutchinson Technology and Celestica.
- Increased usage of federal National Emergency Grants for

large layoffs. This allows for increased flexibility in funding for the growing number of newly dislocated workers throughout Minnesota.

- Launched Project GATE II (Growing America Through Entrepreneurship), a three-year, \$2 million initiative specifically for dislocated workers over the age of 50 who are interested in starting their own business. These dislocated workers are supported by consultants from Small Business Development Centers throughout the state as they work to establish their own self-employment opportunity.
- Developed relationships with Unemployment Insurance representatives, who provide valuable information to newly dislocated workers at the DW Program orientation session.
- Reconvened an annual conference for job seeker counselors, which included counselors for DW, WIA Title 1B Adult and Veterans' Employment. This critical professional development opportunity provides the counselors with policy updates, specifically about ARRA Stimulus monies, peer-learning opportunities and an opportunity to celebrate success.
- We now mandate co-enrollment between TAA and the DW Program, as all who qualify for TAA will also qualify for the DW Program.
- We have worked to comply with the new federal mandate of providing case management for all TAA registrants.

Success Story from a Customer's Perspective: Gayle and Dakota-Scott WorkForce Center Services

My name is Gayle Quedens; I was laid off from my job as a Quality Specialist/ Executive Assistant as Datacard Group at the end of January of 2009.

We all have choices when faced with adversity. When I lost my job, I chose to get out there and keep moving. I learned of the Dislocated Worker Program and the Minnesota WorkForce Centers from the representatives with the outplacement agency that worked with our company. I took advantage of all of the seminars, took classes and attended community events.



By the time I met with Susan, my Dislocated Worker counselor, I was already interviewing for various positions. Susan had more faith in my success than I did and gave me a few pointers on my appearance and provided some modifications to my resume. Then she looked me square in the eye and said

"You are doing great! You will have a job within six months at the rate you're going." I was hoping that it would be sooner than that!

The next week I received an email from an individual whom I met through the Network Job Club that I attended every Wednesday telling me about the two job openings at Lawson Software. I applied to both that evening. The next day I received a call from Lawson and interviewed two days later. Two days later, I received an offer for a salary comparable to my previous salary at Datacard.

I am thankful for all of the services offered by the Dislocated Worker Program. With their help, I was able to stay busy, focused on the search and out of the house so that I could meet the people who helped me land this awesome job.

Some advice for those on the hunt - dress like you are going to work every day because you really are; it makes you feel good and if you get a call from a recruiter that says a client would like to see you now, you are ready! Take advantage of everything available to you. You never know when the next contact will pop up that leads you to your new job.

- Additionally, due to the timing of layoffs, TAA is not always able to provide the most expedited service (layoffs often do not

coordinate with start dates for academic or training programs). The DW Program has worked tirelessly to fill in these gaps for TAA eligible individuals.

- We have worked to fully inform state and local service providers of TAA's capacity. Requiring constant updates, has made available the option to participate in training sessions, all TAA training materials and the new TAA handbook.
- We have worked closely with service providers to successfully launch the American Recovery and Reinvestment Act (ARRA). Minnesota currently has over 2,300 customers being served through ARRA, many of whom were enrolled within weeks of the passage of the act in February 2009. We have continued to change our databases to accommodate this funding source. With this funding, Minnesota requires a credential achievement rate of 70.0 percent.

What is on the horizon for the Dislocated Worker Program in PY 2009?

- Given increasing numbers of new registrants and the increasing longevity in the Dislocated Worker Program, we remain committed to providing the highest quality services to the growing numbers of individuals. This has warranted expansion of our teams across the state, creativity with growth in programs and patience on the part of all parties.
- Further incorporation of National Emergency Grants to support

those workers who are losing jobs in concentrated regions of the state. This will also provide increased flexibility in the use of WIA and State Dislocated Worker dollars as we provide high quality service to growing numbers of individuals across the state.

- We plan to increase integration with the Trade Adjustment Assistance (TAA) program and the Rapid Response team, providing cross training between Rapid Responders and members of the TAA team.
- We will continue to maintain our flow of information to local service providers regarding the availability of resources through TAA. We will continue to make training sessions and handbooks available to service providers.
- We continue to improve Workforce One, our client tracking system, to allow for better TAA reporting and integration with the DW Program.
- We will continue to work with Unemployment Insurance to encourage a better exchange of information.
- We are developing new surveys to determine employers' satisfaction with our Rapid Response team. Another survey will share the opinions of former EMC teams with teams that are just forming, further enhancing our "Scorecard," which rates the performance of WorkForce Centers.
- We commit to making participation in Project GATE II as seamless as possible, working with Unemployment Insurance and Small Business Development

Centers at all levels. This goal will also include increased community outreach through our Rapid Response team.

- Continue our annual job seeker counselor conference.

The WIA Dislocated Worker Program, together with the Minnesota State Dislocated Program, has proven its fortitude in times of serious trial. A faltering economy has resulted in tens of thousands of layoffs statewide, presenting a challenge to the Dislocated Worker Program. We have risen to the challenge and demonstrated our ability to pull together, supporting workers in a time of serious transition. Having previously distinguished ourselves throughout the nation with prioritized funding, innovative programming and consistent outcomes, everyone involved with the Dislocated Worker Program commit to this standard of service. We anticipate continued success throughout PY 2009 and feel confident that we will encourage many additional dislocated workers to embrace their time of transition as what it can be: an opportunity.

YOUTH SERVICES

Youth Vision and Priorities

Minnesota supports partnerships that help young people - the future workforce - attain the skills, knowledge and aptitudes to become productive workers.

Minnesota's vision for improving services to youth includes the following four major themes:

- Coordination of resources at the state and regional level
- Connecting youth with quality educational and high-growth employment opportunities
- Creating a positive environment for new jobs important to regional economies
- Performance accountability

Successful implementation of youth programs relies on the availability of coordinated services for Minnesota's neediest youth. The Local Workforce Investment Boards (LWIBs) and Youth Councils help to ensure collaboration across agencies responsible for workforce development, education, social services, corrections, housing, health, Rehabilitation Services, State Services for the Blind, Job Corps, the business community and Chambers of Commerce. Collaborative efforts lead to shared outcomes for all youth-serving partners.

Services

Youth participants have access to work experience including high-growth occupations such as health care and manufacturing, along with aid in the form of tuition assistance and transportation. Emphasis is placed on

career planning at the high school level and regional planning to meet employer needs and interests.

Success Story: Julie, Age 20



I came into a foster home at the age of 16 in 2006. My family has a history of drug abuse, theft, unemployment and neglect. My father died of a heroin overdose. I needed some guidance. Shortly after

moving to my foster home, I enrolled in the Central Minnesota Jobs and Training Youth Program. I was asked to be on the local Youth Council. With the opportunity of being on this board, it has helped me see how things operate and learn all the different parts of youth services.

Through Central Minnesota Jobs and Training Services, I was employed at Shepherds Inn Daycare. I gained knowledge in food safety and requirements, child development, daycare procedures and policies, public relations, curriculum, and at the present time, I am learning office skills and management. Working with children has given me the desire to continue my education in this field. Not only are you a daycare provider, but you are also a therapist, a nurse, a gymnast, an actress, a cook, a janitor, a music director, a physical education instructor, a teacher, and many more. Central Minnesota Jobs and Training has given me this opportunity to learn a trade which I love.

Central Minnesota Jobs and Training helped me to have the required materials to obtain my high school diploma and I graduated as valedictorian of my class. I am honored to be a part of this youth program and I support it fully. I would not be where I am today without their help. Thank you so much!

LWIBs and Youth Councils provide leadership by serving as a catalyst to connect youth with quality secondary and post-secondary educational opportunities and prepare youth to compete for new jobs important for regional economies. Youth service providers prioritize services to those who are most in need and develop a mix of services based on an assessment of each youth. Short-term goals are updated and reassessed as the

participant moves through the program. Long-term goals relate to educational attainment and placement in employment, education and/or training. Different populations of youth have different needs. Language and cultural issues are a factor in designing and providing quality services. In PY2008, 42.0 percent of the 4,417 youth served under WIA were from communities of color.

LWIBs and Youth Councils make the following 10 required youth program elements available:

- Paid and unpaid work experiences, internships
- Adult mentoring
- Leadership development
- Occupational skills training
- Alternative secondary school services
- Comprehensive guidance and counseling
- Support services
- Summer employment opportunities
- Tutoring, study skills training/dropout prevention strategies
- Follow-up services

WIA Youth Recovery Act

With the additional WIA Youth Recovery Act funding, Minnesota's LWIBs expanded summer youth employment opportunities to serve approximately 6,000 additional youth in the summer of 2009.

Summer-youth programs engage an extremely disadvantaged group of young men and women. Youth participants have multiple challenges such as substance abuse, criminal records and mental health issues, in addition to

being poor. Preparing youth for the workplace can take many forms. An online table outlines 10 Workplace Readiness Skills (see: www.PositivelyMinnesota.com/youth/docs/WIA_WkplRdySkls.pdf) and explains how WIA emphasizes the skills and traits necessary for successful employment.

Benefits of participation in summer-youth employment activities include:

- Contextual (e.g., hands-on) learning strategies improve youth grades, attendance and graduation rates. Applied learning increases youth engagement as well as access to post-secondary education.
- Participants have an awareness of skills and competencies needed to satisfy employer requirements.
- Participants are highly positive about their program experiences. They remark on the high quality of youth workers who "stick with them" until they understand a concept or a problem, and worksite supervisors who were mentors.
- Sets high expectations and high standards of responsibility, respect and hard work. The high expectations, combined with support from staff, create an environment where real and sustained growth can take place.
- Work experience with tangible results is valued by youth participants and is a reminder to the community of the value of the contributions of these young people. The youth and the community benefit from the work performed.
- Connects disadvantaged youth to other community resources and provides community service and

leadership opportunities that would otherwise not be available.

Success Story: Eric, Age 24

Eric came to the United States from Ghana where he worked for the Red Cross and the U.S. Forces. He speaks French and English as well as his native language. When he came to the United States, he began working on his GED but had to drop out before he finished because he needed to find employment. He worked for a short time at a Swift plant in southern Minnesota prior to moving into the metro area. When his daughter was born, he was out of work and desperate to find a job.

He learned about the Anoka County Youth Employment Program, submitted an application and was invited to attend an orientation. He was interested in working immediately. Staff worked at developing a job assignment for him in building maintenance at Crest View Senior Communities in Columbia Heights. If not for the age extension under the federal ARRA program, Eric would have found it very challenging to find employment in the current economy.

According to the site supervisor, Eric is doing an excellent job and while working he has also managed to attend classes to become a Certified Nursing Assistant (CNA). He has two weeks remaining in the training program and then will be ready to take the state test. Once he has passed the test, he intends to apply for a position as a CNA at Crest View. He has already demonstrated to Crest View that he possesses excellent job keeping skills and can be a valued member of their team, which will serve him well as he pursues a CNA position in their facilities. He has aspirations of completing his GED and pursuing other training opportunities in the future.

Eric has conveyed to youth staff that he has learned a lot of new skills in his current job that will help him repair and maintain his own home when he becomes a homeowner. His supervisor speaks highly of Eric and states that, "If Crest View had an open position he would give the job to Eric."

Providers

Minnesota's LWIBs provide services through a network of public and private nonprofit youth service providers and WorkForce Centers. Workforce Service Areas (WSAs) offer youth services as specified in their Integrated Local Service Plans under WIA. Youth service providers are held accountable to the LWIB and Youth Council, which are responsible for strategic planning, program oversight, coordination of resources and selection of youth service providers.

DEED's Office of Youth Development emphasizes local flexibility in designing the mix of youth services. DEED's network of business services specialists and industry specialists serve as liaisons between the business community and the workforce development system, helping to identify the needs of local employers. DEED's network of local labor market analysts provide current labor market information to support career planning and facilitate regional planning to meet employer needs. Strong relationships between the partner agencies in the local WorkForce Centers provide ease of access and referral between programs.

Customers

A qualified and educated workforce is critical to Minnesota's economic development in today's era of national and global competition for jobs. Many of Minnesota's neediest youth face obstacles, however, to reaching current and future job demands. In PY2008, 66 percent of the youth served were basic-skills deficient; 44 percent had a

disability; 41 percent were from families receiving public assistance and 45 percent were system-involved youth (foster youth or juvenile offenders).

Youth programs have significant impact in preparing youth for the workforce with relevant skills and knowledge for the future. They provide youth with hands-on opportunities to apply skills they learn in the classroom:

- **Inquiry:** Fostering a curiosity and desire in youth to develop new skills and to explore new areas, such as green jobs.
- **Technology:** Exploring and becoming familiar with current technologies.
- **Science, Engineering and Math Skills:** Practicing vital skills to enhance mastery.
- **Decision-Making and Daily Living:** Learning important time management skills and practicing decision making.
- **Interaction with Others:** Working with diverse groups of people and learning how to work together to reach goals.
- **Positive Attitudes and Behaviors:** Teaching young people about the importance of attitude in the workforce, about being on time and having the confidence to solve problems.

Minnesota places a priority on serving the neediest youth including out-of-school youth, dropouts, youth with disabilities, youth in foster care, juvenile offenders, American Indians and homeless youth. Foster youth and foster parents are represented on local Youth Councils.

Success Story: Green Jobs Under ARRA



Steep slopes, clay soil and many streams running into Lake Superior in the Duluth area mean that every time there is heavy rainfall, the storm sewers dutifully collect the water, but then channel it into

those streams, creating excessive amounts of water that erode the banks and create other environmental issues. According to research done at the University of Minnesota Duluth under the Minnesota Sea Grant Program, over 1,000 gallons of rainwater can run off the roof of an average home during a storm.

Youth employed through YES Duluth this summer are helping install or construct storm water diversions to reduce the amount of water flowing into the storm sewer system. This work includes constructing rain gardens, rain barrels, ditches and other ways to divert and/or collect rainwater in an environmentally-friendly manner.

Cost effective youth services reduce future costs of out-of-home placement, public assistance and the juvenile justice system; and:

- Exposure to work/careers in high school improves employment prospects and short, medium and long-term earnings.
- Teens in low-income families have the least access to jobs, especially jobs that combine part-time work and school.
- Work experience and work-related education have clear employment and income benefits for low-income youth/families.

A Summary Comparison of Minnesota WIA Youth versus National WIA Performance is available on the DEED Web site (see: www.PositivelyMinnesota.com/youth/docs/WIA_Perf_MNvsUS.pdf).

Performance Results

WSA results are included in Table O, beginning on page 39. All 16 WSAs met or exceeded planned levels of performance for PY 2008 WIA Youth performance measures.

Performance Evaluation

Table 5 indicates that Minnesota exceeded all WIA Youth statewide performance goals for PY 2008.

Performance Measure	PY08 Target ¹	PY08 Result	PY08 Target Ratio ²
Younger Youth Skill Attainment	90.0%	93.3%	103.7%
Younger Youth Diploma/Equivalent Attainment	76.0%	85.6%	112.6%
Younger Youth Placement and Retention	73.0%	79.4%	108.8%
Older Youth Placement	79.0%	82.6%	104.6%
Older Youth Retention	83.0%	89.2%	107.5%
Older Youth Wage Gain	\$3,800	\$5,626	148.1%
Older Youth Credential	55.0%	61.8%	112.4%

¹ Standards negotiated with the U.S. Department of Labor.

² PY08 Target Ratio = PY08 actual performance level (i.e., Result) divided by PY08 negotiated performance level (i.e., Target), multiplied by 100.

Improvement Strategies

The following paragraphs summarize ongoing Youth Services improvement strategies.

Minnesota's Shared Youth Vision Activities

Minnesota is one of the pilot states selected to participate in Shared Youth Vision (SYV) activities to improve

services to youth in foster care, dropouts and potential dropouts, youth with disabilities, juvenile offenders, American Indians and homeless youth.

Minnesota's commitment to improving services to the neediest youth is reflected in the Shared Youth Vision Web page maintained by DEED (see: www.PositivelyMinnesota.com/youth/syv/syv.htm).

The mission statement from Minnesota's SYV Blueprint follows: "State agencies will collaborate to assure that Minnesota's neediest youth will acquire the talents, skills and knowledge necessary to assure their healthy transition to successful adult roles and responsibilities."

Minnesota's SYV Team identified four areas of common concern:

- Improving transition outcomes for youth with disabilities
- Improving services to youth in foster care
- Preventing and ending homelessness
- Reducing dropout rates

Minnesota's SYV Team includes representation from:

- Twenty state agencies/offices
- Four youth-serving nonprofit organizations
 - Minnesota Conservation Corps
 - PACER Center
 - Workforce Development, Inc.
 - Junior Achievement of The Upper Midwest
- White Earth Indian Reservation
- Hubert H. Humphrey Job Corps Center

ARRA Special Youth Projects

ARRA Special Youth Projects support cooperative services and local partnerships serving the neediest youth. Minnesota provided \$800,000 of statewide discretionary funds under the WIA Youth Recovery Act to expand services to hard-to-serve populations through the LWIBs.

Success Story: Sara



When Sara came into the Summer Youth Program, she had no home of her own, was living with a friend and did not have custody of her young daughter. She needed to secure a job and a place to live so that she could be reunited with her daughter. Sara wanted to do

construction or outdoor work. Staff worked diligently at finding suitable employment for Sara and she was able to find an apartment but still needed employment to make rent.

Sara was anxious to work and contacted staff on a regular basis to confirm if there was a worksite for her. She was referred to Salvation Army Harvest Core where she works as an indoor and outdoor maintenance assistant. Since she started her employment, she has been able to get custody of her daughter. Sarah attends the Youth Programs Career Exploration and Assessment Workshop and has expressed an interest in going on for more schooling perhaps getting a Low Voltage License or possibly a Boilers License. Before that can happen she states her next goal is to complete her GED. The accomplishment that Sara is most proud of is that in September she will be celebrating one year of sobriety. She said, "Just getting the job gives you something to get up and do everyday."

In a short time frame, Sara has realized many accomplishments from securing stable housing, working and earning an income for her family, but most importantly, she has been reunited with her daughter. Since her participation in the youth program, her self-confidence has been lifted and each day she is making progress toward reaching her personal goals.

DEED's WIA Youth Recovery Web site (www.PositivelyMinnesota.com/youth/recovery) includes a summary of the ARRA Special Projects operated by the 16 LWIBs. The Web site also includes media coverage of the expanded summer jobs program and success stories.

Expanded Youth Services to Teen Parents

The Minnesota Department of Human Services provided DEED with \$500,000 of supported work funds to provide work experience and a work readiness credential for teen parents enrolled in the Minnesota Family Investment Program (MFIP). The pilot project is coordinated with WIA Youth Recovery Act funds and operated through 14 LWIBs.

Web-based Regional Career Information

Easy-to-use regional labor market profiles help youth/parents answer basic questions: What careers fit my interests. What do these jobs pay? Which careers have jobs available? What training and education do I need?

Regional labor market profiles help WSAs/LWIBs/Youth Councils to identify short and long-term skills and competencies needed by youth to satisfy employer requirements in each region. DEED's network of local labor market analysts provide current labor market information to support career planning. DEED's business services specialists promote the web sites with regional employers. Business services specialists invite local employers to feature Web content about career opportunities. See, for example, the following Regional Career Information Web sites hosted on

ISEEK and developed in conjunction with Minnesota's SYV project: Headwaters Region

(www.iseek.org/headwaters/index.html)

, North Central Region

(www.iseek.org/northcentral/index.html)

, Northwest Region

(www.iseek.org/northwest/index.html)

and West Central Region

(www.iseek.org/westcentral/index.html)

Success Story: Annamaria, Age 20

This is a success story about Annamaria, a 20-year-old mother in the Martin County Minnesota Valley Action Council (MVAC) Summer Youth Employment Program. Annamaria has struggled throughout her life with dyslexia and other learning disabilities. Her limited skills have previously made it very difficult to find employment—a job desperately needed to provide financially for her husband and 20-month-old son.

The current state of the economy has made it extremely hard to find a job. Annamaria struggled to pay her family's bills and make ends meet. With the assistance of the WIA Youth Program,

Annamaria was hired at Fairmont Medical Center. Annamaria has taken full responsibility for every aspect of her job and her life. At work, Annamaria's enthusiasm and positive attitude makes her a "breath of fresh air," says her work supervisor. Her co-workers enjoy her presence and they love Annamaria's up-beat personality. Annamaria's supervisors cannot say enough about how much they enjoy and value her contributions.

The MVAC program provided much more than simply an employment opportunity for Annamaria. Her job has become a community where she feels included, needed by others, and appreciated. Annamaria is hoping that she will be offered a job at the Fairmont Medical Center when the program is completed.



Outreach to Schools Pilot Project

The Outreach to Schools Initiative is funded through Minnesota's WIA

statewide discretionary funds. Post-secondary students in counseling (or related fields) are trained to bring career exploration and planning to thousands of youth and parents each year. Interns provide youth in alternative schools and traditional schools with information about in-demand occupations and the training required to enter high-growth jobs. One of the goals of the Outreach to Schools Project is to provide orientation and training for local educators regarding resources available through the Minnesota WorkForce Center System, including MinnesotaWorks.net (www.minnesotaworks.net), ISEEK (www.iseek.org/sv/index.jsp) and MNCareers (<http://www.iseek.org/mncareers>), and other SYV partners.

For more information on the Outreach to Schools partnerships underway in Minnesota, see:

www.PositivelyMinnesota.com/youth/o2schools.htm.

Project C3 MN

Project C3 MN is an online resource mapping tool designed to connect youth, families, professionals, and employers to services in their communities (www.c3online.org). Information on hundreds of resources and youth-serving organizations is easily accessible through this Web site.

Through Project C3, resources in a geographic area representing 100 percent of Minnesota's population have been mapped. Negotiations are underway to expand Project C3 into western Minnesota and complete the resource map for the state. Funding to

expand into western Minnesota was provided by SYV partners.

Youth with disabilities are employed as Resource Mapping interns (see: Best Practices at www.PositivelyMinnesota.com/youth/docs/best_practices/BP-ProjectC3.pdf).

MnCareers Regional Supplements SYV partners (MnSCU, DEED and ISEEK) worked together to produce printed regional career information guides, LWIBs paid for printing and a multitude of local SYV partners helped distribute them. Hundreds of school districts, alternative schools and technical colleges received the MnCareers publication entitled, "Exploring High-Demand, High-Pay Occupations," along with job seekers, students, counselors, parents and employers. Select the following links to view the *MnCareers Regional Supplements*:

- Headwaters Region (www.PositivelyMinnesota.com/youth/syv/PDFs/2008_EDR2HW.pdf)
- North Central Region (www.PositivelyMinnesota.com/youth/syv/PDFs/2008_EDR5NC.pdf)
- Northeast Region (www.PositivelyMinnesota.com/youth/syv/PDFs/2008_EDR3NE.pdf)
- Northwest Region (www.PositivelyMinnesota.com/youth/syv/PDFs/2008_EDR1NW.pdf)
- Southwest Region (www.PositivelyMinnesota.com/youth/syv/PDFs/2008_EDR6W8SW.pdf)
- West Central Region (www.PositivelyMinnesota.com/youth/syv/PDFs/2008_EDR4WC.pdf)

Success Stories: Tim, Age 19

Tim is a young man with a heavy past of chemical abuse, criminal offenses and school troubles. Tim faced some tough realities—from going through rehab for his drug addiction to serving jail time for his poor choices.

In the beginning, Tim displayed an arrogant attitude, lack of responsibility, poor follow-through and little effort. Tim's first attempt at finding employment ended in failure. The reality of how difficult it was going to be to get a job finally started to settle in. A caution from his probation officer, forewarning jail time soon if he didn't shape up, appeared to be the turning point.

A job opportunity through Minnesota Valley Action Council (MVAC) became available at the Fairmont Medical Center. The vocational advisor thought it would be a great fit for Tim because of the work supervisor's previous history of dealing with difficult teenagers. At Tim's work orientation, he showed a different attitude. He appeared genuinely grateful for this second chance.



Tim is doing well at his job and his work supervisor has been thoroughly impressed with his work. His probation officer has noticed the positive changes. Tim got off probation early. Tim has also obtained his high school diploma.

There is no doubt that the MVAC program has played a part in his success. His attitude is in the right place: "I'm trying the best [I can] to get my life straight, and things come through with time. I'm just glad I didn't give up." Tim is thankful to have a job he genuinely enjoys and a work supervisor who has become a mentor in his life. As he finishes up his work experience, Tim is strongly contemplating joining the Navy.

Youth Zones

WorkForce Centers have developed Youth Zones and youth-focused Web sites to engage youth and ensure that youth from all backgrounds can access a variety of services and activities. See, for example, the Dakota County WorkForce Center's Web site for youth called *The Zone* (www.mnwfc.org/dakota/zone/index.htm).

Youth Councils

Youth Councils are multi-sector local partnerships that are involved in shared decision making, community education and awareness, resource mapping, youth-centered planning, and program development and capacity building.

Youth Councils:

- Assure that the youth services strategy fits into the overall vision and strategic direction for workforce development established by the LWIB.
- Conduct focus groups with Carl Perkins Consortiums, local school districts (including alternative schools) to determine how the LWIBs, Youth Councils, and WorkForce Centers can partner with higher education and the K-12 system to help young people - the emerging workforce - connect to education and training opportunities that lead to successful employment.
- Promote effective learning environments linking education and employment, leadership development, nurturing mentors and sustained support for at-risk youth.
- Offer independent-living-skills training and focus groups aimed at youth aging out of foster care and youth transitioning back to the community after being incarcerated.
- Reconnect out-of-school youth who enter the youth workforce system to an educational program where they earn a high school diploma and transition to a post-secondary training.
- Initiate Youth Summits to enhance service coordination and identify youth needs and service gaps. Coordination ensures that youth from

all backgrounds can access a variety of services.

Youthbuild Coordination

Minnesota's SYV Web site

(www.PositivelyMinnesota.com/youth/syv.htm) has been updated to include information on how to find and contact Youthbuild

(www.PositivelyMinnesota.com/youth/build.htm) projects operating in Minnesota. DEED partnered with the MN Youthbuild Coalition to develop the web-based Youthbuild Best Practices summary available at www.PositivelyMinnesota.com/youth/docs/best_practices/BP-Youthbuild.pdf.

Workplace Safety for Teens

DEED and the Department of Labor and Industry partnered with the National Young Worker Safety Center on the Minnesota edition of *Talking Safety: Teaching Teens about Workplace Safety and Health* (www.PositivelyMinnesota.com/youth/safety).

DEED's Youth Web Site

DEED's Youth Web site

(www.PositivelyMinnesota.com/youth), including the SYV Web link, continues to be an effective strategy for expanding and sustaining state and local partnerships. Training opportunities, RFPs and technical resources are posted, along with best practices. Detailed Web statistics have been collected since 2002. There are approximately 140 visits per day to DEED's Youth Web site with roughly 400 documents downloaded per day. For more information on Youth Services administered through DEED, visit:

www.PositivelyMinnesota.com/youth,

www.PositivelyMinnesota.com/youth/recovery , and www.positivelyminnesota.com/youth/syv/syv.htm .

ARRA Special Youth Project-Math Camp

Workforce Development, Inc. in Southeast Minnesota used Recovery Act dollars to implement a *Math Camp* for youth who are one or more grade levels behind their peers. Participants are English-as-a-Second-Language (ESL) learners who are recent immigrants to Rochester.



Two instructors from the Rochester School District developed special curriculum using programmable calculators that the ESL learners use to solve math problems. When the youth finishes his/her assignment, their calculator is then plugged into the instructor's workstation and is corrected automatically. The software

shows each student where errors occurred and how to correct them. Participants work in teams to arrive at the answers for the problems presented. *Math Camp* enhances work readiness skills, such as communication, problem solving and teamwork for ESL learners. Instructors have been seeing math skill increases of 15-20 percent among youth who have participated in *Math Camp*.

Math Camp will expand to five rural Southeast Minnesota schools in the fall of 2009 with the use of ARRA statewide discretionary funding.

Explanation of Calculations:

In this analysis, only direct benefits to program participants were considered. These benefits include post-program participant wages, plus wages paid to participants during the program in PY 2008. The following shows how program participant wages and earnings through program participation were combined to calculate the total WIA benefit (wages + earnings) figure of \$12,172,615, with a result of \$1.31 in benefits for every dollar expended.

Youth Program Earnings Through Participation: \$9,301,902

During their participation in WIA Youth Programs, youth receive immediate direct benefit from their earnings in work experience opportunities. The figure above represents program earnings during PY 2008. Beyond these direct services to youth, Minnesota benefited from the participation of youth in WIA in ways that are not quantified in this analysis. WIA Youth Programs provide structured, well-supervised work experience, educational opportunities and life-skills training that help establish good work habits, along with the specific jobs. Earnings of youth participants frequently return to the local economy in the form of increased spending. Other positive results:

- Students remained in school as a result of participation in WIA
- Dropouts returned to school during or after participating in WIA
- Savings realized due to reduced crime and judicial system costs
- Juvenile offenders were able to use a portion of their earnings to pay restitution

Cost-Effectiveness Analysis: WIA Youth Programs

Total WIA Youth Expenditures:
\$9,301,902

Total WIA Benefits (Wages + Earnings):
\$12,172,615

Cost/Benefit Ratio: \$1.31 for each \$1 of
WIA Youth Formula Grant Funds

- Development of responsible work habits, work readiness credentials, citizenship skills and parenting skills
- Savings to taxpayers through participants leaving (or not entering) public assistance programs

Post-Program Participant Wages:
\$2,870,713

This figure is the estimated annualized earnings of exiters from the PY 2008 WIA Youth Program for the 12-month period immediately following program exit, adding 3.3 percent inflation and wage growth during this period. The amount of total WIA monetary benefits shown above does not include actual or estimated wages earned by WIA Youth Program exiters leaving the program after April 1, 2008 (e.g., does not include WIA Youth Recovery Act participants).

Success Story: Stephon, Age 17

Growing up in an unstable household with no one to turn to for guidance, support or affection, Stephon turned to the street life where he found himself getting into a never-ending cycle of trouble. His single ambition was to fight, because according to him it gave him a "sense of danger." He stated, "I wanted to take over the town. I wanted people to fear me."

After getting into serious trouble with the law, being placed in a detention center at the age of 15, and moving around from foster home to foster home, Stephon became

a father and was placed in a permanent foster foster home where his new life began. Now, at 17 years old, Stephon Campbell is an excellent, supportive father, an amazing athlete, a good student and a very hard worker. According to



individuals at his school, he has become a totally different person. He is respectful and tries hard in school. Currently, Stephon works through the Southwest Minnesota Private Industry Council Workforce Center at Hy-Vee and Gordan's Cutting Edge in addition to working with the Community Plus Program. "He has a great attitude and does what I ask him to do with no hesitation," stated one of his employers.

While working with the Community Plus Program, Stephon has shown astonishing leadership skills, is an excellent team player, dependable, always uses his manners and never complains. He reaches out to the other younger kids on the crew. During the first class session, Stephon led a very engaging discussion trying to motivate the younger boys. His words of advice for these boys and other troubled teens are, "Everything you do you WILL pay for in the future. I'm still paying for things I did when I was 15 and will be paying for them for the rest of my life. It's not worth it."

When Stephon was asked what his inspiration is he said, "My daughter and not wanting to be feared. I want friends." More than anything Stephon wants to be a good role-model for his daughter. Stephon's new ambition is to become a police officer and he hopes to attend Ridgewater College in Willmar after he graduates from high school.

Adult Program

Serving as an additional support for adults who are seeking greater participation in the labor force, the WIA Title 1-B Adult Program provides employment and training assistance. Generally, participants can work to increase their earnings, employment retention and occupational skill attainment. The program was greatly successful throughout PY 2008 as counselors provided direct services to over 2,800 individuals. Thousands more used the resource areas of WorkForce Centers throughout the state.

For each participant, the overarching goal is employment or enhancement of his or her occupation. Customers of this program are adults seeking greater participation in the labor force, many of whom face significant barriers (e.g., language, long-term unemployment, etc.). Other individuals are part of locally prioritized groups, offering specific and specialized training services to meet the needs of individuals living in the area as well as diversifying the economic needs of the region.

Services Offered and Provider Processes

Job seekers can partake in a preliminary assessment of skill levels, aptitudes and abilities, as well as any of the following resources:

- Sharing of job openings via MinnesotaWorks.net
- Training for skills necessary for in-demand jobs
- Classroom training, including training for non-traditional positions
- Entrepreneurial training
- On-the-job training

- Vocational and personal counseling
- Labor market information
- Detailed assessment tools
- Supportive-services
- Resource areas and equipment
- Referrals to other agencies

When an individual is in need of supportive services to complete the Adult Program, and if resources are available, local service providers may offer creative or financial help with one or more of the following:

- Transportation
- Family care
- Health care
- Housing or rental assistance
- Emergency health insurance
- Emergency financial assistance
- Tools and clothing
- Personal, financial and legal counseling
- Needs-based payments

In each of the 16 local Workforce Service Areas, which are home to a total of 47 WorkForce Centers (some of which are subcontracts), a Local WorkForce Investment Board (LWIB) selects the services and providers that will be available based on determined need of the populous and the region. Additionally, the LWIB is responsible for strategic planning, program oversight and coordination of resources.

The WIA Title 1-B Adult Program continues to operate within the same team and management as the Dislocated Worker (DW) and Trade Adjustment Assistance (TAA) Programs. By working together, we are able to better

coordinate policy design and state-level activities.

With just over \$8.1 million of funding during PY 2008, the Title 1-B Adult Program has been quite successful in meeting its annual goals as negotiated with the United States Department of Labor (DOL).

Success Story: Anne and Central Minnesota Jobs and Training Services

I began working with Central Minnesota Jobs and Training Services (CMJTS) as a single mother taking my first steps in returning to college.

Their assistance began my first day. They helped me set up an education plan that was sure to get me where I am today. I worked with Employment Specialists Rita, Kelly, and Lila. They dedicated their time and resources that helped me not only throughout my schooling, but also as I job searched and relocated to begin my new job.



I received financial assistance for books and uniforms that were required for my training, as well as, for economic hardships outside of school. As I began my job search, they helped me build a strong portfolio

including a cover letter, resume, and reference list. I always had job search utilities available to me such as copy machines and internet access. Most importantly, the Employment Specialists always continued to communicate with me, which created a very positive experience for me while I was in the program.

Through the WIA Adult Program and working with CMJTS, I obtained an Associate in Applied Science Sonography Degree, and a full-time job that has enabled me to provide for my family, free of all assistance! My achievements are not only measured in the security or the pay of my new job, but also the dignity that I have. My relationship with CMJTS has been a key contribution to my success.

Anne

Note: Anne is now working as a Medical Sonographer earning \$28.35/ hour.

Program Participants

During PY 2008, 74.3 percent of Adult Program participants were not employed at the time of initial service, demonstrating an increase of 9.3 percent from the preceding program year (Table 6). Despite this high rate of unemployment, just under 12 percent of participants were claiming unemployment insurance (UI). Likely due to increasing economic hardship nationwide, we anticipate growth in this barrier throughout the next program year.

Twenty-eight percent of participants were raising children as a single parent, and 9 percent of participants were living with a disability. Approximately 29 percent of participants were receiving some form of public assistance. Only 2 percent of Adult Program participants were veterans. Nearly 7 percent of participants were 55 or older at the time of enrollment. Finally, nearly 6 percent of participants identified limited English speaking ability as a barrier to securing and maintaining employment.

Table 6: Adult Program Participant Characteristics (Percent of Total Customers Served)

Customer Characteristic	2006	2007	2008	Difference, PY07 & PY08
Not Employed at Registration	68.8%	69.2%	74.3%	+5.1%
Single Parent	27.7%	29.0%	28.3%	-0.7%
UI Recipient	8.6%	8.9%	11.8%	+2.9%
Public Assistance Recipient	20.1%	27.8%	28.8%	+1.0%
Living with a Disability	10.5%	9.7%	9.0%	-0.7%
Veteran	6.6%	1.9%	2.2%	+0.3%
Older Worker (55+)	6.9%	6.0%	6.7%	+0.7%
Limited English-Speaking Ability	4.4%	6.6%	5.7%	-0.9%

Performance Evaluation

Each year, MN DEED and each applicable program negotiate performance standards with the United States DOL. Throughout and following the program year, we can track our performance as compared to the negotiated standard and determine where to best allocate future funding. Each WSA plans accordingly and strives to meet, if not exceed, the negotiated performance standard.

Success Story: Robert and the Skills 2000 Program with Employment Action Center

Robert has experienced some difficult times in his young life. His father died when he was very young; his mother struggled with chemical dependency. Before his 17th birthday he had lived with six different foster families. He was surrounded by a culture of gangs and violence, leading him to make careless, dangerous decisions. Within a year he dropped out of high school, was arrested for possession and selling of narcotics and was sent to a juvenile reformatory for a year and a half. While in the reformatory, he was able to complete his GED. He finished his sentence and had visions of attending a technical or trade school where he would work toward a skilled career and a decent living. However, gang pressure prevailed as he was arrested again for possession of narcotics. As an adult, his sentence was longer and in a higher security prison. Despite pressure from old gang connections, Robert saw an opportunity to join the skills trade unit at the prison, and began to work on his mechanic and welding skills. By the time he completed his sentence of nearly four years, he had acquired sufficient welding skills to try for a license at a technical school.

When Robert was released from prison, he moved away from the old neighborhood and all the bad influences. He came to the Employment Action Center Skills 2000 program seeking funds to complete his training. The EAC counselor in Minneapolis helped Robert to secure the funds to complete the welder test and eventually to find a job. Within five months of his release, Robert is working as a union apprentice welder at \$14.72 per hour, and has plans to develop his career. He is also becoming a responsible father of two children. Robert is very pleased to have found EAC and the counselors that helped him reclaim his life.

Performance Measure	Target	Outcome	Ratio
Customers Served	n/a	2,804	n/a
Entered Employment (%)	86.0%	83.9%	97.6%
Entered Retention (%)	82.0%	86.9%	106.0%
Average Annual Earnings (\$)	\$11,308	\$12,715	112.4%
Credential Rate (%)	66.0%	78.5%	118.9%

Accomplishments from PY 2008

Of the 16 WSAs, ten achieved each of the four core requirements as outlined by the United States Department of Labor (DOL). These core requirements include an 86.0 percent rate of participants entering employment, 82.0 percent retaining employment for six months or longer, average annual earnings of \$11,308 for each participant, and 66.0 percent of participants earning credentials (Table 7). In addition to the 10 with outstanding achievements, three achieved half of their core outcomes, and one achieved three out of four. Only one did not achieve the outlined goals but came quite close on each of the four criteria.

Overall, Minnesota achieved three of the four outlined criteria with its Adult Program participants (Table 7). Seeking a success rate of 82.0 percent of participants retaining employment for at least six months, WSAs statewide were successful as 86.9 percent of employed individuals retained their jobs. Overall, Adult Program participants earned just over \$1,400 more annually than the target wage, and 78.5 percent of individuals achieved credentials, far exceeding the goal of 66.0 percent. We

are optimistic in our ability to achieve the future credential rate of 70.0 percent, as outlined by the American Recovery and Reinvestment Act (ARRA) of 2009.

Likewise, those who completed training earned \$4,100 more annually than those who only accessed core and service-related support.

Additional Accomplishments

- Adult Program administrators successfully integrated stimulus funding through the American Recovery and Reinvestment Act (ARRA). We have established appropriate co-enrollment policies and provided an integrated case management system within Workforce One. This system allows local partners to provide seamless service to customers of the program, without needless complications arising from funding source.
- The Adult Program concluded an incumbent worker pilot project, in which currently employed workers could access supplemental job enhancement training. These workers were defined as individuals employed by qualifying employers. This element of the program was especially helpful for those workers who were working part time or approaching a potential layoff. Minnesota secured a waiver allowing up to 10 percent of a local area's Adult Program allocation be used for incumbent worker training.
- Title I-B Adult counselors across the state received a professional development opportunity at the most recent Job Seeker Counselors Conference. This conference integrated peer learning and networking opportunities for counselors from multiple employment and training programs, and increased the state's ongoing

Table 8: Outcome Information for Adult Program Participants, PY 2008

Performance Measures	Target	Received Training Services	Only Received Core and Service-Related Support	Adult Program Results (Overall)
Entered Employment (%)	86.0%	84.50%	83.6%	83.9%
Employment Retention (%)	82.0%	93.1%	81.7%	86.9%
Average Annual Earnings (\$)	\$11,308	\$14,786	\$10,665	\$12,175
Credential Attainment (%)	66.0%	n/a	n/a	78.5%

There are a number of reasons that various WSAs may not have achieved all four of the determined goals. First and foremost, the hardening economy has a drastic impact on the percentage of participants who enter employment. Additionally, the size of the WSA and freezing or reduced wages impact goal attainment. This is also evident with rising rates of unemployment statewide. If the WSA is too small, fewer individuals will be able to achieve and retain employment in such a competitive market.

Depending upon the type of service an individual accesses, he or she will achieve a different type of success. For instance, during PY 2008, those individuals who accessed training services had an employment retention rate of 93.1 percent, as opposed to those who only accessed core and service-related support, who retained employment for six months 81.7 percent of the time (Table 8).

investment in counselor skills and knowledge.

Looking ahead to the WIA Adult Program in PY 2009

Because the Adult Program serves a diverse and broadly-defined constituency, and because there is so much local variation in implementation strategies, it can be difficult to establish broad strategies for program improvement. That said, Minnesota looks forward to the following improvements in the coming program year and beyond:

- **Better performance:** While some areas of the state are struggling to meet standards in a tough economy, Minnesota believes that we can keep the bar high and succeed. A combination of strengthened counselor development (see below), general policy review and other technical assistance efforts should be of help.
- **Continued integration with ARRA funds and activities:** The federal stimulus has not only generated welcome funds to serve customers but also opportunities to revisit certain system resources. More fully integrating these resources often uncovers overall improvements that we can use to make the entire system more efficient. An example: the current revisit of our case management system (Workforce One), which continues to generate opportunities for improvement in how we track and serve the program's customers.

Success Story: Amina and the Skills 2000 Program

As a newly arrived refugee from Djibouti, Amina was studying English as a Second Language (ESL) while working toward her GED. She had applied to numerous jobs but was not able to find any formal employment since arriving to the United States. Amina was frustrated and experiencing a very difficult economic situation.

While attending ESL classes at the Lehman Center, a counselor came to her classroom to give a presentation about the Skills 2000 Program. Amina immediately applied and was assessed to determine her language skills, which would help her find employment that would complement her language skill level. She was enrolled in an employment plan that included job readiness, resume writing, interviewing skills, dress codes, Internet online job applications, opening an e-mail account, sending resumes as attachments and American workforce skills workshops.

Amina felt that her new online navigation and job search skills were crucial to receiving calls for interviews. As she was reliant on public transportation, her online skills also helped her seek jobs that were accessible by bus and plan for the rest of her day.

She felt encouraged by the interviewing process even though she had yet to receive a job offer. Amina's efforts were finally rewarded as she accepted full-time employment with Target Corporation as a customer service representative earning \$10.25 an hour plus full fringe benefits. She feels that she can become independent, allowing her to help support her family. Amina continues to pursue attainment of her GED while she is employed, and looks forward to continuing with her higher education goals.

- **Continued integration with Dislocated Worker and Trade Adjustment Assistance:** Customers who enter WorkForce Centers looking for help should not have to learn a battery of bureaucratic program names. The more Title I-B Adult, Dislocated Worker and Trade Adjustment Assistance work together, for the better. While already a pioneer of such integration, Minnesota can do more. For example, the state agency's

emerging Web site will serve as a new model for Minnesota's approach to job seeker customers: rather than making customers guess the program into which they enroll, we will ask them what they need, and then find the appropriate resource. Over time, we expect our WorkForce Centers to operate in the same manner - with less "program identity" and more "customer need identity."

- **A specific track at next year's counselor conference:** Counselors are looking for program-specific professional development. Our primary vehicle for such work is the annual Job Seeker Counselor Conference, which will implement specific sessions tailored to such needs - while continuing to encourage efforts for integration.

The WIA Title 1-B Adult Program continues to succeed in its mission to support individuals desiring greater participation in the workforce. Though a tough economy creates difficulties for all involved (state administrators, service providers and program participants), Minnesota remains committed to maintaining a high level of service and performance. As we look ahead, we are encouraged by the many success stories from previous years and look forward to the program's continued success.

PERFORMANCE RESULTS

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level ²	Number of Completed Surveys	Number Eligible for the Customer Satisfaction Survey	Number Included In the Sample for the Customer Satisfaction Survey	Response Rate
Participants	76.0	79.0	533	4,554	905	59.0
Employers	77.0	74.8	1,182	4,451	1,525	77.5

Table B - Workforce Investment Act Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	86.0	83.9	616
			734
Employment Retention Rate	82.0	86.9	1,023
			1,177
Average Earnings	\$11,308	\$12,714.90	\$12,651,359
			995
Employment and Credential Rate	66.0	78.5	461
			587

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	84.5	191	87.5	14	71.2	42	75.9	41
		226		16		59		54
Employment Retention Rate	84.2	223	89.5	34	84.3	75	82.4	61
		265		38		89		74
Average Earnings	\$9,712.80	\$2,059,114	\$17,876.70	\$607,809	\$9,436.00	\$707,701	\$14,120.00	\$847,202
		212		34		75		60
Employment and Credential Rate	69.9	107	69.2	9	52.5	21	82.8	24
		153		13		40		29

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	84.5	207	83.6	409
		245		489
Employment Retention Rate	93.1	501	81.7	522
		538		639
Average Earnings	\$14,785.70	\$7,318,902	\$10,664.90	\$5,332,457
		495		500

² American Customer Satisfaction Index (ACSI)

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	86.0	90.4	1,569
			1,735
Employment Retention Rate	90.0	94.3	2,692
			2,854
Average Earnings	\$17,123.00	\$19,284.80	\$50,738,339
			2,631
Employment and Credential Rate	62.0	64.0	372
			581

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	86.1	105 122	81.1	90 111	84.7	282 333	100.0
Employment Retention Rate	92.2	106 115	89.1	122 137	88.9	362 407	100.0	9 9
Average Earnings	\$20,499.40	\$2,070,440 101	\$15,894.10	\$1,859,607 117	\$18,703.60	\$6,527,551 349	\$5,765.80	\$46,126 8
Employment and Credential Rate	64.9	24 37	58.1	18 31	57.8	37 64	66.7	2 3

Table G - Other Outcomes for Dislocated Worker Programs

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	91.6	428	90.0	1,141
		467		1,268
Employment Retention Rate	95.5	900	93.7	1,792
		942		1,912
Average Earnings	\$19,057.30	\$16,865,733	\$19,400.10	\$33,872,606
		885		1,746

Table H.1 - Youth (14-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	61.2	825
			1,349
Attainment of Degree or Certificate	0.0	46.9	649
			1,385
Literacy and Numeracy Gains	0.0	14.6	46
			316

Table H.2 - Older Youth (19-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.0	82.6	199
			241
Employment Retention Rate	83.0	89.2	247
			277
Average Earnings Gain	\$3,800.00	\$5,625.50	\$1,389,503
			247
Credential Rate	55.0	61.8	194
			314

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Entered Employment Rate	79.8	75	0.0	0	82.8	48	80.7	142
		94		0		58		176
Employment Retention Rate	89.5	94	0.0	0	87.9	58	89.3	175
		105		0		66		196
Average Earnings Gain	\$4,722.20	\$472,218	0.0	0	\$6,722.90	\$369,758	\$5,076.70	\$908,732
		100		0		55		179
Employment and Credential Rate	58.8	70	0.0	0	64.1	50	55.5	121
		119		0		78		218

Table J - Younger Youth (14-18) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	90.0	93.3	3,138
			3,365
Youth Diploma or Equivalent Rate	76.0	85.6	429
			501
Retention Rate	73.0	79.4	546
			688

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out of School Youth	
Skill Attainment Rate	90.7	760	93.8	1,660	90.6	559
		838		1,769		617
Youth Diploma or Equivalent	79.1	106	87.8	237	72.3	60
		134		270		83
Retention Rate	72.7	109	79.6	257	74.5	117
		150		323		157

Table L - Other Reported Information

Reported Information	12-Month Employment Retention Rate		12-Month Earning Increase (Adults & Older Youth) or 12-Month Earning Replacement (Dislocated Workers)		Placement in Nontraditional Employment		Wages At Entry into Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	87.0	1,219	4,276.7	5,764,987	3.9	24	5,156.4	3,093,816	71.5	148
		1,401		1,348		616		600		207
Dislocated Worker	92.5	2,576	96.8	50,238,688	2.0	31	8,611.8	13,098,619	70.3	301
		2,785		51,883,252		1,569		1,521		428
Older Youth	86.3	264	6,041.8	1,570,856	3.0	6	2,925.3	549,949		
		306		260		199		188		

Table M - Workforce Investment Act Adult Program Results

Reported Information	Total Participant Records	Total Exiters
Total Adult Customers	10,295	2,877
Total Adult self-service only	0	0
WIA Adult	2,804	1,198
WIA Dislocated Worker	7,501	1,681
Total Youth (14-21)	4,417	1,534
Younger Youth (14-18)	3,329	1,189
Older Youth (19-21)	1,088	345
Out-of-School Youth	1,224	436
In-School Youth	3,193	1,098

Table N - Cost of Program Activities - WIA Title I (including ARRA and 173-Harken)

Program Activity	Total Federal Spending
Local Adults	\$8,149,912
Local Dislocated Workers	\$10,188,039
Local Youth	\$9,301,902
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$2,100,033
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	\$1,306,545
Program Activity Description Statewide Allowable Activities WIA Section 134(a)(3)	
Outreach to Schools	\$106,763
Labor Market Information	\$612,800
Integrated Regional Strategies (FIRST)	\$458,793
Capacity Building	\$381,700
Other Allowable Activities	\$3,399,875
Total of All Federal Spending	\$36,006,362

Table O - Local Performance

Local Area Name: Northwest Minnesota Private Industry Council, Inc. - WSA 1	Total Participants Served	Adults	112
		Dislocated Worker	67
		Older Youth (19-21)	38
		Younger Youth (14-18)	169
ETA Assigned #: 27045	Total Exiters	Adults	32
		Dislocated Worker	44
		Older Youth (19-21)	12
		Younger Youth (14-18)	48
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	84.4
	Dislocated Worker	86.0	86.1
	Older Youth	79.0	90.0
Retention Rates	Adults	82.0	94.7
	Dislocated Worker	90.0	91.3
	Older Youth	83.0	100.0
	Younger Youth	73.0	90.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,442.00	\$12,369.40
	Dislocated Workers	\$13,915.00	\$17,712.60
	Older Youth	\$3,600.00	\$10,587.30
Credential/Diploma Rates	Adults	66.0	57.9
	Dislocated Workers	62.0	47.6
	Older Youth	55.0	81.8
	Younger Youth	76.0	78.8
Skill Attainment Rate	Younger Youth	90.0	97.2
Placement in Employment or Education	Youth (14-21)	0.0	82.6
Attainment of Degree or Certificate	Youth (14-21)	0.0	88.0
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of <i>Other State Indicators of Performance</i> (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Rural Minnesota Concentrated Employment Program, Inc. - WSA 2	Total Participants Served	Adults	521
		Dislocated Worker	861
		Older Youth (19-21)	106
		Younger Youth (14-18)	503
ETA Assigned #: 27040	Total Exiters	Adults	135
		Dislocated Worker	122
		Older Youth (19-21)	29
		Younger Youth (14-18)	166
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	81.0
	Dislocated Worker	86.0	87.0
	Older Youth	79.0	100.0
Retention Rates	Adults	82.0	88.7
	Dislocated Worker	90.0	93.3
	Older Youth	83.0	92.6
	Younger Youth	73.0	76.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,419.00	\$11,741.60
	Dislocated Workers	\$12,552.00	\$15,201.20
	Older Youth	\$3,800.00	\$7,438.00
Credential/Diploma Rates	Adults	66.0	67.5
	Dislocated Workers	62.0	56.5
	Older Youth	55.0	90.0
	Younger Youth	76.0	95.2
Skill Attainment Rate	Younger Youth	90.0	92.3
Placement in Employment or Education	Youth (14-21)	0.0	64.1
Attainment of Degree or Certificate	Youth (14-21)	0.0	57.6
Literacy or Numeracy Gains	Youth (14-21)	0.0	16.8
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Northeast Minnesota Office of Job Training - WSA 3	Total Participants Served	Adults	241
		Dislocated Worker	185
		Older Youth (19-21)	67
		Younger Youth (14-18)	210
ETA Assigned #: 27035	Total Exiters	Adults	73
		Dislocated Worker	42
		Older Youth (19-21)	23
		Younger Youth (14-18)	78
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	91.3
	Dislocated Worker	86.0	91.2
	Older Youth	79.0	76.5
Retention Rates	Adults	82.0	86.7
	Dislocated Worker	90.0	94.2
	Older Youth	83.0	91.3
	Younger Youth	73.0	94.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,493.00	\$11,253.90
	Dislocated Workers	\$11,679.00	\$19,169.00
	Older Youth	\$3,800.00	\$9,095.90
Credential/Diploma Rates	Adults	66.0	72.1
	Dislocated Workers	62.0	68.4
	Older Youth	55.0	73.9
	Younger Youth	76.0	94.4
Skill Attainment Rate	Younger Youth	90.0	98.0
Placement in Employment or Education	Youth (14-21)	0.0	75.3
Attainment of Degree or Certificate	Youth (14-21)	0.0	90.4
Literacy or Numeracy Gains	Youth (14-21)	0.0	57.1
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: City of Duluth - WSA 4	Total Participants Served	Adults	68
		Dislocated Worker	24
		Older Youth (19-21)	39
		Younger Youth (14-18)	112
ETA Assigned #: 27005	Total Exiters	Adults	4
		Dislocated Worker	5
		Older Youth (19-21)	11
		Younger Youth (14-18)	20
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	60.0
	Dislocated Worker	86.0	71.4
	Older Youth	79.0	90.9
Retention Rates	Adults	82.0	90.9
	Dislocated Worker	90.0	100.0
	Older Youth	83.0	89.5
	Younger Youth	73.0	72.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,387.00	\$11,817.60
	Dislocated Workers	\$13,942.00	\$11,404.00
	Older Youth	\$3,800.00	\$3,474.80
Credential/Diploma Rates	Adults	66.0	50.0
	Dislocated Workers	62.0	0.0
	Older Youth	55.0	71.4
	Younger Youth	76.0	80.0
Skill Attainment Rate	Younger Youth	90.0	85.7
Placement in Employment or Education	Youth (14-21)	0.0	93.9
Attainment of Degree or Certificate	Youth (14-21)	0.0	81.8
Literacy or Numeracy Gains	Youth (14-21)	0.0	35.7
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Table O - Local Performance

Local Area Name: Central Minnesota Jobs and Training - WSA 5	Total Participants Served	Adults	184
		Dislocated Worker	338
		Older Youth (19-21)	68
		Younger Youth (14-18)	295
ETA Assigned #: 27105	Total Exiters	Adults	87
		Dislocated Worker	80
		Older Youth (19-21)	26
		Younger Youth (14-18)	86
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	76.7
	Dislocated Worker	86.0	87.4
	Older Youth	79.0	100.0
Retention Rates	Adults	82.0	86.8
	Dislocated Worker	90.0	95.4
	Older Youth	83.0	84.0
	Younger Youth	73.0	91.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,638.00	\$11,253.70
	Dislocated Workers	\$14,916.00	\$14,892.10
	Older Youth	\$3,800.00	\$3,766.70
Credential/Diploma Rates	Adults	66.0	35.5
	Dislocated Workers	62.0	68.5
	Older Youth	55.0	76.5
	Younger Youth	76.0	84.2
Skill Attainment Rate	Younger Youth	90.0	89.7
Placement in Employment or Education	Youth (14-21)	0.0	79.5
Attainment of Degree or Certificate	Youth (14-21)	0.0	66.7
Literacy or Numeracy Gains	Youth (14-21)	0.0	13.3
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Southwest Minnesota Private Industry Council Inc. - WSA 6	Total Participants Served	Adults	85
		Dislocated Worker	82
		Older Youth (19-21)	17
		Younger Youth (14-18)	92
ETA Assigned #: 27055	Total Exiters	Adults	177
		Dislocated Worker	19
		Older Youth (19-21)	4
		Younger Youth (14-18)	25
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	89.3
	Dislocated Worker	86.0	90.0
	Older Youth	79.0	100.0
Retention Rates	Adults	82.0	87.1
	Dislocated Worker	90.0	91.3
	Older Youth	83.0	100.0
	Younger Youth	73.0	92.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,215.00	\$15,679.70
	Dislocated Workers	\$15,003.00	\$16,864.10
	Older Youth	\$3,800.00	\$7,494.80
Credential/Diploma Rates	Adults	66.0	89.4
	Dislocated Workers	62.0	75.0
	Older Youth	55.0	100.0
	Younger Youth	76.0	90.5
Skill Attainment Rate	Younger Youth	90.0	92.7
Placement in Employment or Education	Youth (14-21)	0.0	83.3
Attainment of Degree or Certificate	Youth (14-21)	0.0	85.7
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: South Central Workforce Council - WSA 7	Total Participants Served	Adults	157
		Dislocated Worker	578
		Older Youth (19-21)	38
		Younger Youth (14-18)	121
ETA Assigned #: 27030	Total Exiters	Adults	37
		Dislocated Worker	133
		Older Youth (19-21)	14
		Younger Youth (14-18)	27
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	87.9
	Dislocated Worker	86.0	93.6
	Older Youth	76.0	100.0
Retention Rates	Adults	82.0	96.3
	Dislocated Worker	90.0	92.2
	Older Youth	79.0	94.7
	Younger Youth	69.0	76.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$8,517.00	\$8,620.60
	Dislocated Workers	\$14,986.00	\$15,002.70
	Older Youth	\$3,300.00	\$6,906.00
Credential/Diploma Rates	Adults	66.0	57.1
	Dislocated Workers	62.0	62.5
	Older Youth	53.0	41.2
	Younger Youth	76.0	94.4
Skill Attainment Rate	Younger Youth	85.0	91.2
Placement in Employment or Education	Youth (14-21)	0.0	80.8
Attainment of Degree or Certificate	Youth (14-21)	0.0	73.5
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Performance

Local Area Name: Southeast Minnesota Workforce Development - WSA 8	Total Participants Served	Adults	227
		Dislocated Worker	756
		Older Youth (19-21)	118
		Younger Youth (14-18)	208
ETA Assigned #: 27075	Total Exiters	Adults	83
		Dislocated Worker	187
		Older Youth (19-21)	33
		Younger Youth (14-18)	56
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	82.6
	Dislocated Worker	86.0	83.7
	Older Youth	76.0	85.4
Retention Rates	Adults	82.0	87.4
	Dislocated Worker	90.0	86.5
	Older Youth	82.0	88.0
	Younger Youth	70.0	78.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,798.00	\$9,758.60
	Dislocated Workers	\$16,952.00	\$16,321.30
	Older Youth	\$3,200.00	\$5,171.60
Credential/Diploma Rates	Adults	66.0	84.5
	Dislocated Workers	62.0	81.5
	Older Youth	53.0	60.4
	Younger Youth	76.0	65.9
Skill Attainment Rate	Younger Youth	87.0	90.2
Placement in Employment or Education	Youth (14-21)	0.0	77.9
Attainment of Degree or Certificate	Youth (14-21)	0.0	70.9
Literacy or Numeracy Gains	Youth (14-21)	0.0	21.3
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Hennepin Carver Employment and Training Council - WSA 9	Total Participants Served	Adults	238
		Dislocated Worker	1453
		Older Youth (19-21)	66
		Younger Youth (14-18)	265
ETA Assigned #: 27025	Total Exiters	Adults	111
		Dislocated Worker	423
		Older Youth (19-21)	12
		Younger Youth (14-18)	8
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	63.8
	Dislocated Worker	86.0	93.0
	Older Youth	71.0	100.0
Retention Rates	Adults	82.0	69.8
	Dislocated Worker	90.0	92.1
	Older Youth	83.0	100.0
	Younger Youth	70.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$12,727.00	\$9,820.40
	Dislocated Workers	\$20,646.00	\$20,259.20
	Older Youth	\$3,500.00	\$0.0
Credential/Diploma Rates	Adults	66.0	45.5
	Dislocated Workers	62.0	71.7
	Older Youth	52.0	100.0
	Younger Youth	72.0	0.0
Skill Attainment Rate	Younger Youth	85.0	85.0
Placement in Employment or Education	Youth (14-21)	0.0	100.0
Attainment of Degree or Certificate	Youth (14-21)	0.0	62.5
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Table O - Local Performance

Local Area Name: Minneapolis Employment and Training - WSA 10	Total Participants Served	Adults	308
		Dislocated Worker	266
		Older Youth (19-21)	205
		Younger Youth (14-18)	741
ETA Assigned #: 27010	Total Exitters	Adults	239
		Dislocated Worker	101
		Older Youth (19-21)	86
		Younger Youth (14-18)	472
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	93.4
	Dislocated Worker	86.0	95.1
	Older Youth	71.0	75.0
Retention Rates	Adults	82.0	82.4
	Dislocated Worker	90.0	94.7
	Older Youth	78.0	84.3
	Younger Youth	66.0	57.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,331.00	\$11,387.40
	Dislocated Workers	\$19,324.00	\$19,165.60
	Older Youth	\$2,800.00	\$4,117.30
Credential/Diploma Rates	Adults	66.0	78.9
	Dislocated Workers	62.0	69.6
	Older Youth	46.0	58.5
	Younger Youth	70.0	74.3
Skill Attainment Rate	Younger Youth	86.0	96.7
Placement in Employment or Education	Youth (14-21)	0.0	43.3
Attainment of Degree or Certificate	Youth (14-21)	0.0	10.2
Literacy or Numeracy Gains	Youth (14-21)	0.0	7.3
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Performance

Local Area Name: Anoka County - WSA 12	Total Participants Served	Adults	37
		Dislocated Worker	404
		Older Youth (19-21)	12
		Younger Youth (14-18)	24
ETA Assigned #: 27085	Total Exiters	Adults	20
		Dislocated Worker	64
		Older Youth (19-21)	3
		Younger Youth (14-18)	4
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	87.5
	Dislocated Worker	86.0	93.7
	Older Youth	79.0	100.0
Retention Rates	Adults	82.0	85.7
	Dislocated Worker	90.0	93.2
	Older Youth	83.0	100.0
	Younger Youth	73.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$8,914.00	\$10,429.30
	Dislocated Workers	\$17,963.00	\$16,156.60
	Older Youth	\$3,100.00	\$9,357.00
Credential/Diploma Rates	Adults	66.0	80.0
	Dislocated Workers	62.0	88.2
	Older Youth	55.0	75.0
	Younger Youth	76.0	66.7
Skill Attainment Rate	Younger Youth	90.0	85.7
Placement in Employment or Education	Youth (14-21)	0.0	77.8
Attainment of Degree or Certificate	Youth (14-21)	0.0	87.5
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Dakota/Scott Counties - WSA 14	Total Participants Served	Adults	196
		Dislocated Worker	682
		Older Youth (19-21)	32
		Younger Youth (14-18)	161
ETA Assigned #: 27090	Total Exiters	Adults	59
		Dislocated Worker	186
		Older Youth (19-21)	14
		Younger Youth (14-18)	62
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	68.4
	Dislocated Worker	86.0	89.3
	Older Youth	70.0	80.0
Retention Rates	Adults	82.0	79.5
	Dislocated Worker	90.0	90.5
	Older Youth	80.0	90.9
	Younger Youth	70.0	69.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,217.00	\$10,149.10
	Dislocated Workers	\$17,690.00	\$19,579.20
	Older Youth	\$3,200.00	\$3,410.90
Credential/Diploma Rates	Adults	66.0	69.2
	Dislocated Workers	62.0	79.4
	Older Youth	45.0	66.7
	Younger Youth	75.0	67.9
Skill Attainment Rate	Younger Youth	85.0	91.6
Placement in Employment or Education	Youth (14-21)	0.0	65.9
Attainment of Degree or Certificate	Youth (14-21)	0.0	47.7
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Ramsey County Workforce Solutions - WSA 15	Total Participants Served	Adults	316
		Dislocated Worker	392
		Older Youth (19-21)	231
		Younger Youth (14-18)	389
ETA Assigned #: 27115	Total Exiters	Adults	55
		Dislocated Worker	62
		Older Youth (19-21)	66
		Younger Youth (14-18)	120
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	96.4
	Dislocated Worker	86.0	91.6
	Older Youth	73.0	69.6
Retention Rates	Adults	82.0	94.0
	Dislocated Worker	90.0	94.2
	Older Youth	79.0	88.2
	Younger Youth	68.0	77.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,587.00	\$12,625.30
	Dislocated Workers	\$19,584.00	\$20,990.90
	Older Youth	\$3,100.00	\$4,113.80
Credential/Diploma Rates	Adults	66.0	83.3
	Dislocated Workers	62.0	53.3
	Older Youth	47.0	31.5
	Younger Youth	71.0	93.7
Skill Attainment Rate	Younger Youth	85.0	89.1
Placement in Employment or Education	Youth (14-21)	0.0	71.2
Attainment of Degree or Certificate	Youth (14-21)	0.0	69.1
Literacy or Numeracy Gains	Youth (14-21)	0.0	5.8
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Performance

Local Area Name: Washington County - WSA 16	Total Participants Served	Adults	13
		Dislocated Worker	448
		Older Youth (19-21)	11
		Younger Youth (14-18)	14
ETA Assigned #: 27100	Total Exiters	Adults	8
		Dislocated Worker	87
		Older Youth (19-21)	0
		Younger Youth (14-18)	2
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	83.3
	Dislocated Worker	86.0	91.0
	Older Youth	79.0	100.0
Retention Rates	Adults	82.0	100.0
	Dislocated Worker	90.0	94.4
	Older Youth	83.0	100.0
	Younger Youth	73.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,316.00	\$10,034.80
	Dislocated Workers	\$20,940.00	\$21,118.60
	Older Youth	\$3,800.00	\$0.00
Credential/Diploma Rates	Adults	66.0	85.7
	Dislocated Workers	62.0	85.7
	Older Youth	55.0	100.0
	Younger Youth	76.0	0.0
Skill Attainment Rate	Younger Youth	90.0	92.9
Placement in Employment or Education	Youth (14-21)	0.0	100.0
Attainment of Degree or Certificate	Youth (14-21)	0.0	50.0
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Stearns-Benton Employment and Training Council - WSA 17	Total Participants Served	Adults	45
		Dislocated Worker	313
		Older Youth (19-21)	27
		Younger Youth (14-18)	7
ETA Assigned #: 27110	Total Exiters	Adults	22
		Dislocated Worker	69
		Older Youth (19-21)	6
		Younger Youth (14-18)	6
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	100.0
	Dislocated Worker	86.0	91.1
	Older Youth	79.0	100.0
Retention Rates	Adults	82.0	100.0
	Dislocated Worker	90.0	97.6
	Older Youth	83.0	100.0
	Younger Youth	73.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$14,089.00	\$12,497.10
	Dislocated Workers	\$12,988.00	\$15,191.60
	Older Youth	\$3,500.00	\$12,657.80
Credential/Diploma Rates	Adults	66.0	100.0
	Dislocated Workers	62.0	71.4
	Older Youth	55.0	66.7
	Younger Youth	76.0	80.0
Skill Attainment Rate	Younger Youth	90.0	100.0
Placement in Employment or Education	Youth (14-21)	0.0	100.0
Attainment of Degree or Certificate	Youth (14-21)	0.0	50.0
Literacy or Numeracy Gains	Youth (14-21)	0.0	50.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Performance

Local Area Name: Winona County Workforce Council - WSA 18	Total Participants Served	Adults	54
		Dislocated Worker	40
		Older Youth (19-21)	13
		Younger Youth (14-18)	18
ETA Assigned #: 27080	Total Exiters	Adults	56
		Dislocated Worker	11
		Older Youth (19-21)	6
		Younger Youth (14-18)	9
Reported		Negotiated Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.0
	Employers	77.0	74.8
Entered Employment Rates	Adult	86.0	100.0
	Dislocated Worker	86.0	85.7
	Older Youth	79.0	100.0
Retention Rates	Adults	82.0	95.4
	Dislocated Worker	90.0	87.5
	Older Youth	79.0	0.0
	Younger Youth	73.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,733.00	\$19,723.50
	Dislocated Workers	\$11,832.00	\$13,205.90
	Older Youth	\$3,500.00	\$0.00
Credential/Diploma Rates	Adults	66.0	98.5
	Dislocated Workers	62.0	75.0
	Older Youth	55.0	50.0
	Younger Youth	76.0	87.5
Skill Attainment Rate	Younger Youth	85.0	91.7
Placement in Employment or Education	Youth (14-21)	0.0	90.9
Attainment of Degree or Certificate	Youth (14-21)	0.0	88.9
Literacy or Numeracy Gains	Youth (14-21)	0.0	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

ATTACHMENT B

Exit/Activity Cohorts for WIA and Common Measures PY06 - PY08

Exit/Activity Cohorts for WIA & Common Measures
PY '06, '07, '08

	PY 2006				PY 2007				PY 2008								
	Apr-Jun 2005	Jul-Sep 2005	Oct-Dec 2005	Jan-Mar 2006	Apr-Jun 2006	Jul-Sep 2006	Oct-Dec 2006	Jan-Mar 2007	Apr-Jun 2007	Jul-Sep 2007	Oct-Dec 2007	Jan-Mar 2008	Apr-Jun 2008	Jul-Sep 2008	Oct-Dec 2008	Jan-Mar 2009	Apr-Jun 2009
Total Participants <i>(Adult, DW, OY, YY)</i>							Jul. 2006 - Jun. 2007										Jul. 2008 - Jun. 2009
Total Exiters <i>(Performance Matters)</i> <i>(Adult, DW, OY, YY)</i>																	
Total DOL Exiters <i>(Adult, DW, OY, YY)</i>							Apr. 2006 - Mar. 2007										Apr. 2008 - Mar. 2009
Diploma Attainment Rate <i>(YY)</i>																	
Skill Attainment Rate (YY) <i>(both exiters & participants)</i>																	
Entered Employment <i>(Adult, DW, OY)</i>																	
Credential Rate (Adult, DW, OY)																	
Retention Rate (Adult, DW, OY, YY)																	
Earnings Gain (OY)																	
Average Earnings (Adult, DW)																	
Youth Common Measures																	
Placement in Employment or Education <i>(all Youth)</i>																	
Attainment of Degree or Certificate <i>(all Youth)</i>																	
Literacy & Numeracy Gain <i>(all Youth)</i>																	





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