

Minneapolis Employment and
Training Program
Minority Unemployment Report

A Report to Health, Energy, and
Environment Committee

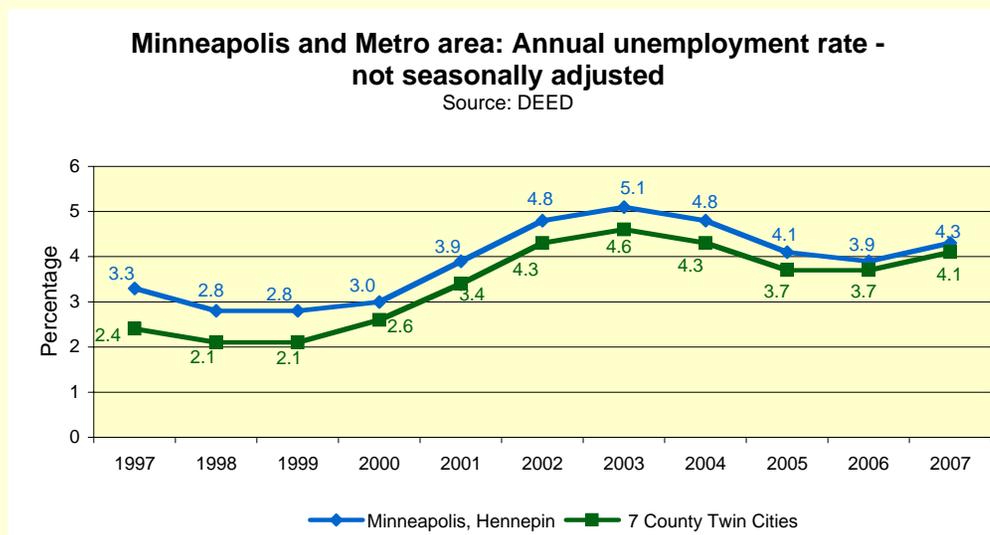
May 5, 2008

METP WORKS

The Minneapolis Employment and Training Program designs its workforce development delivery system to work towards eliminating employment disparities and promote economic justice through both core programs such as the Adult Program, Youth Program, and the Minnesota Family Investment Program, and demonstration projects aimed at specific populations, neighborhoods, and economic sectors.

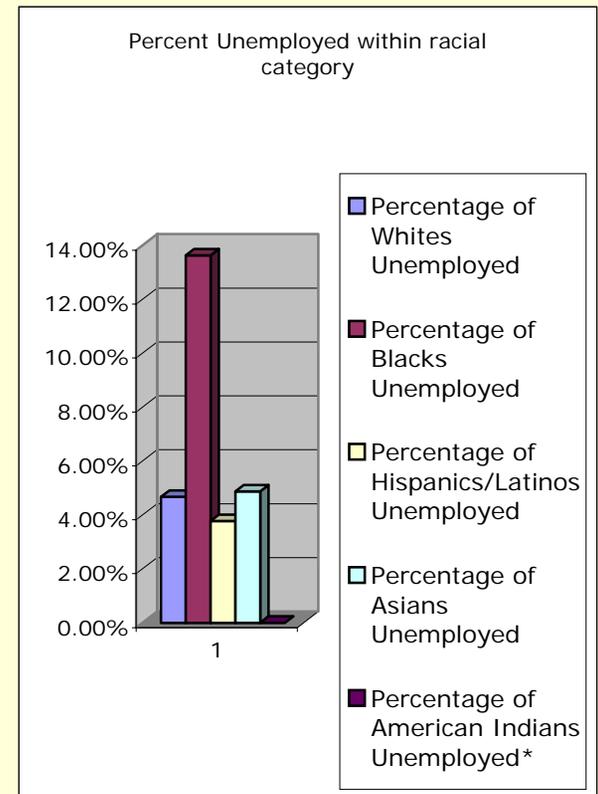
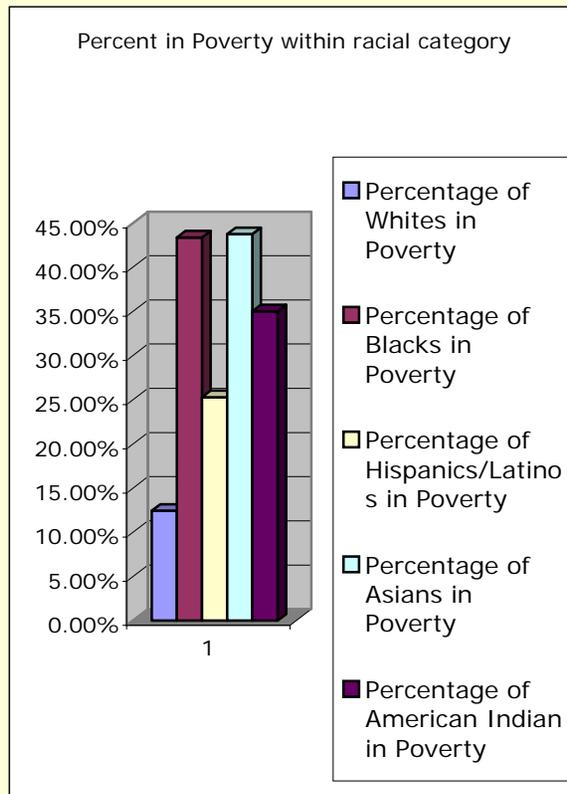
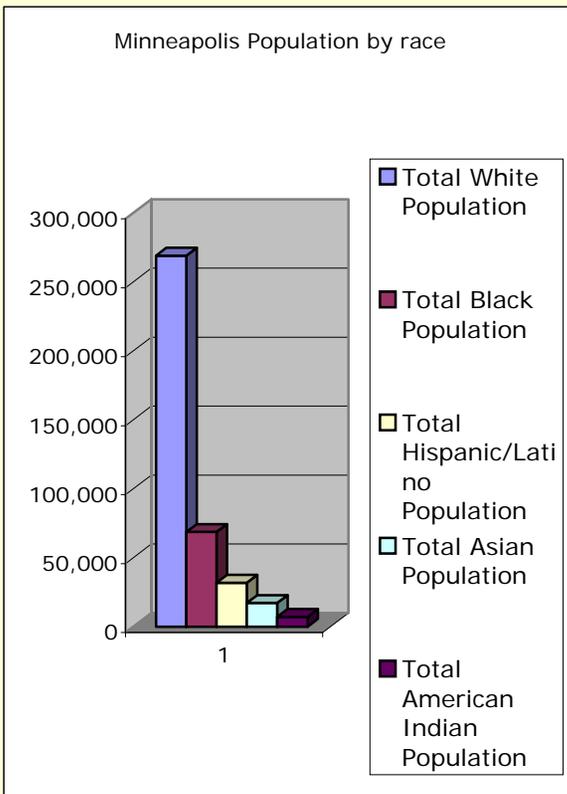
Introduction

Minneapolis has successfully closed the unemployment gap between suburban and urban unemployment rates, but challenges remain as minority populations in Minneapolis continue to have disproportionately high poverty rates and rates of unemployment compared to their white counterparts.



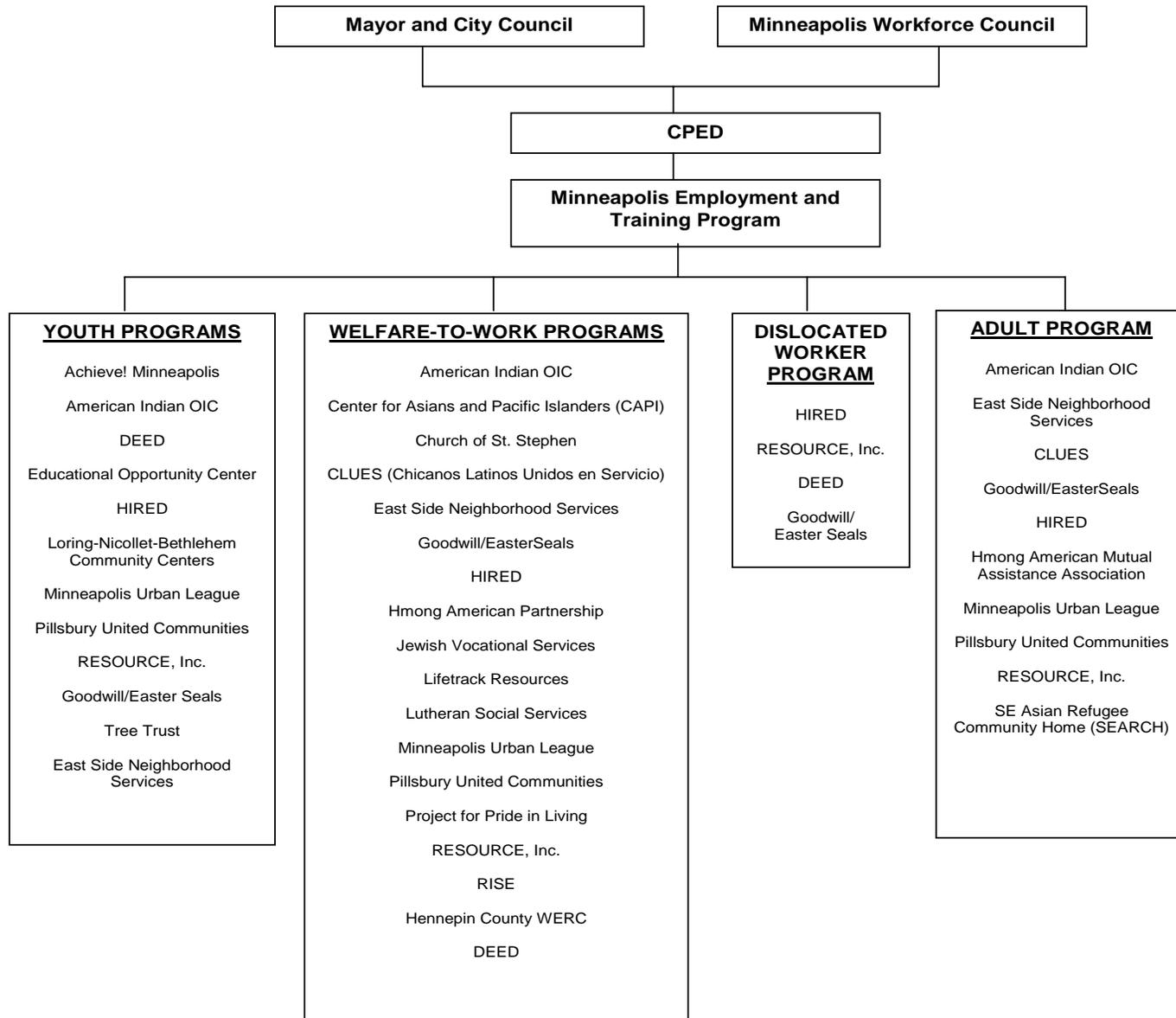
Disparities in Minneapolis: Population, Poverty, and Unemployment

Minneapolis Statistics:
 Total Population: 369,051
 Total Population in Poverty: 80,207
 March 2008 Unemployment Rate: 4.3%



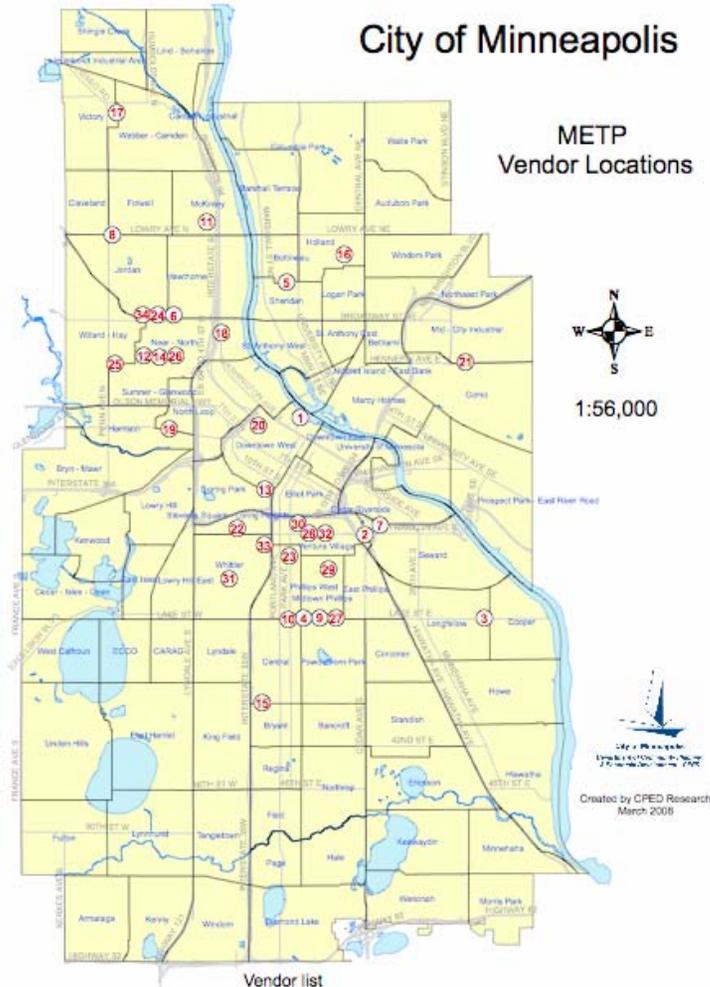
*Sample group is too small, US Census Bureau does not calculate
 Source: U.S. Census Bureau, American Community Survey, 2006
 Source: U.S. Census Bureau, 2000 Census (American Indian Poverty Rate)
 Source: City of Minneapolis

Minneapolis Jobs Delivery System



City of Minneapolis

METP Vendor Locations



Vendor list

- | | |
|--|--|
| 1- AchieveMinneapolis | 18- Hmong American Mutual Assistance Association (HAMAA) |
| 2- American Indian OIC | 19- Hmong American Partnership |
| 3- Center for Asians & Pacific Islanders (CAPI) | 20- Jewish Vocational Services |
| 4- Comunidades Latino Lindas en Servicio (CLUES) | 21- Lifetrack Resources |
| 5- East Side Neighborhood Services, Inc. | 22- Loring Nicollet Community Center |
| 6- Emerge Workforce a Division of Pillsbury United Communities | 23- Lutheran Social Services |
| 7- Employment Action Center (EAC), Resource, Inc. | 24- Minneapolis Public Schools |
| 8- Employment Action Center/Resource Inc. NORTH | 25- Minneapolis Urban League |
| 9- Goodwill/Easter Seals | 26- MN DEED North WFC |
| 10- Goodwill/Easter Seals | 27- MN DEED, South WFC |
| 11- Goodwill/Easter Seals | 28- Pillsbury United Communities, Collaborative Village |
| 12- Goodwill/Easter Seals NORTH | 29- Pillsbury United Communities, Waite House |
| 13- Hennepin County WERC | 30- Project for Pride in Living (PPL) |
| 14- HIREd North | 31- RISE, INC. |
| 15- HIREd South | 32- Southeast Asian Refugee Community Home (SEARCH) |
| 16- HIREd at Edison High School | 33- St. Stephen's Human Service |
| 17- HIREd at Henry High School | 34- Tree Trust |

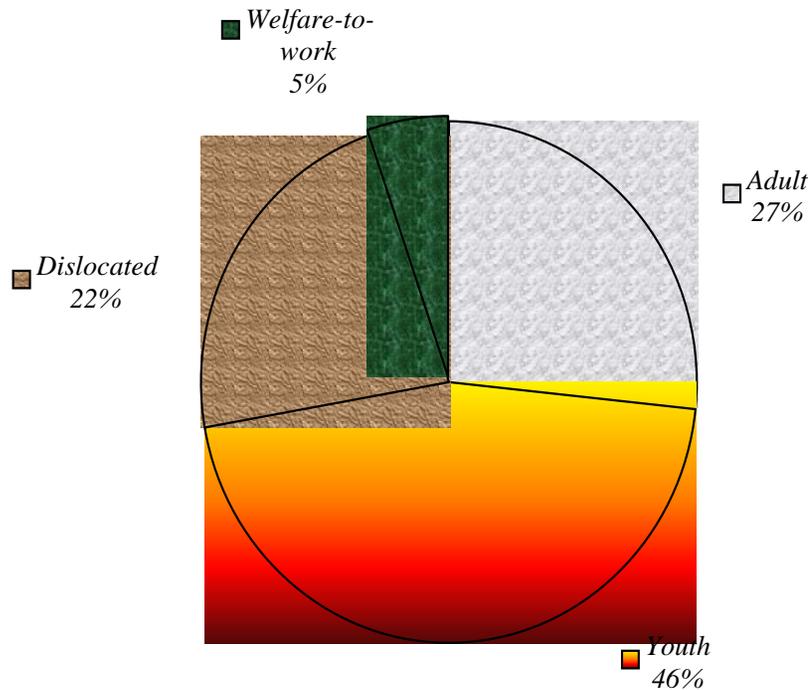
METP's Network of Service Providers

23 neighborhood-based non-profits with 34 individual locations providing workforce development to Minneapolis residents.

Non-profit Delivery System Strengths:

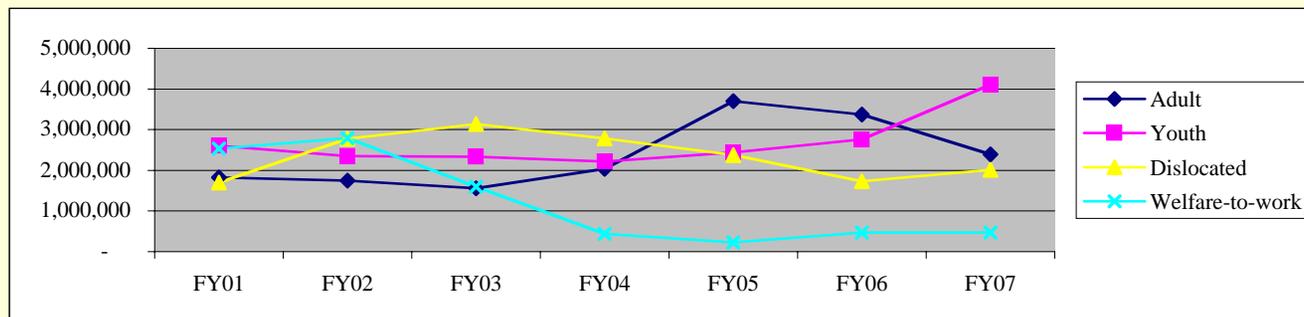
- Culturally competent counseling
- Neighborhood-based services
- Flexible and adaptable to changing economic, cultural and social dynamics of our communities
- Results-oriented and outcome-based

METP Budget 2007



METP Programs	FY 07 (Jan-Dec) - Expended
adult	\$2,386,645.00
youth	\$4,106,319.00
dislocated	\$2,016,349.00
welfare-to-work	\$472,878.00
Total	\$8,982,191.00

Funding changes over time



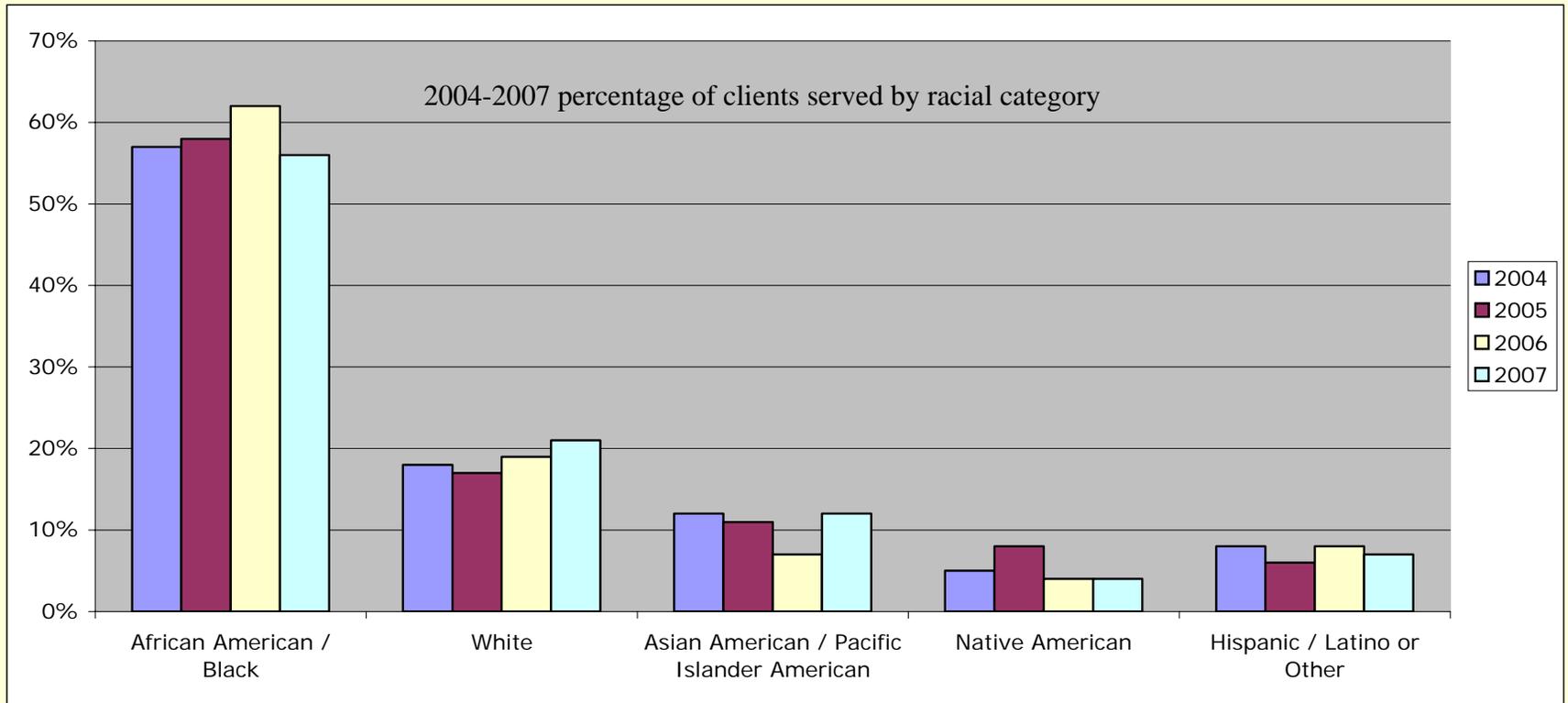
METP aggressively addresses employment disparities for Minneapolis adults and youth. This is done through the use of result-oriented core services and demonstration projects.

Serving low-income Minneapolis Residents

METP Adult Program

- Dedicates nearly \$2.4 million in federal, state, and local money to employment and training for hard-to-employ and low-income adult residents of Minneapolis.
- During 2007 the Minneapolis Adult Program placed 1,032 Minneapolis residents into unsubsidized, fulltime employment at an average wage of \$11.23 per hour.
- In 2007:
 - 80% of all Adult Program placement were minorities
 - African Americans/Blacks 56%
 - Asian/Pacific Islanders 12%
 - American Indians 4%
 - Hispanic / Latinos or Others 8%

Adult Program by the numbers



Source: METP Annual Reports 2004-2007

*The METP Adult Program allows for individuals to mark more than one racial category, the “other” category is where these are recorded for this report.

Adult Program

Core Services

- Serves low-income Minneapolis adult residents, 18 years and older.
- Services Include: assessment, counseling, job placement, access to occupational skills training, follow-up for one year after employment.
- Funding Sources: WIA, CDBG, CTG
- Performance Based Contracting and Quarterly Grading: Placement, Retention at 90, 183, 275, and 365 days, + wage bonus.

Vendor	WIA Adults 7/1/07- 12/31/07	CDBG Adults 7/1/07- 12/31/07	Close the Gap/CTG 7/1/04- 12/31/07
American Indian OIC	24 C	26 B	124 C-
CLUES	15 C-	12 C+	39 C
East Side Neighborhood Services	17 A-	17 A-	105 A-
Goodwill/Easter Seals	21 B+	15 B	239 B-
HIRED	8 C	16 C-	288 B-
Hmong American Mutual Assistance Association	34 C+	34 B	
Jewish Vocational Services IRP Assessment and Referral	14 B+		
METP IRP Enrollments/Placements	12/10 B+		23/21 A
Minneapolis Urban League – Construction Skills		C	8 A
Northside Job Connection		50 C-	
Pillsbury United Communities/ Emerge	15 B+	20 B-	178 B
RESOURCE/EAC	39 B	31 B-	190 B
SEARCH	26 A-	18 A	124 A

Composite Performance Key

A = excellent; B = good; C = fair; D = poor; F = fail

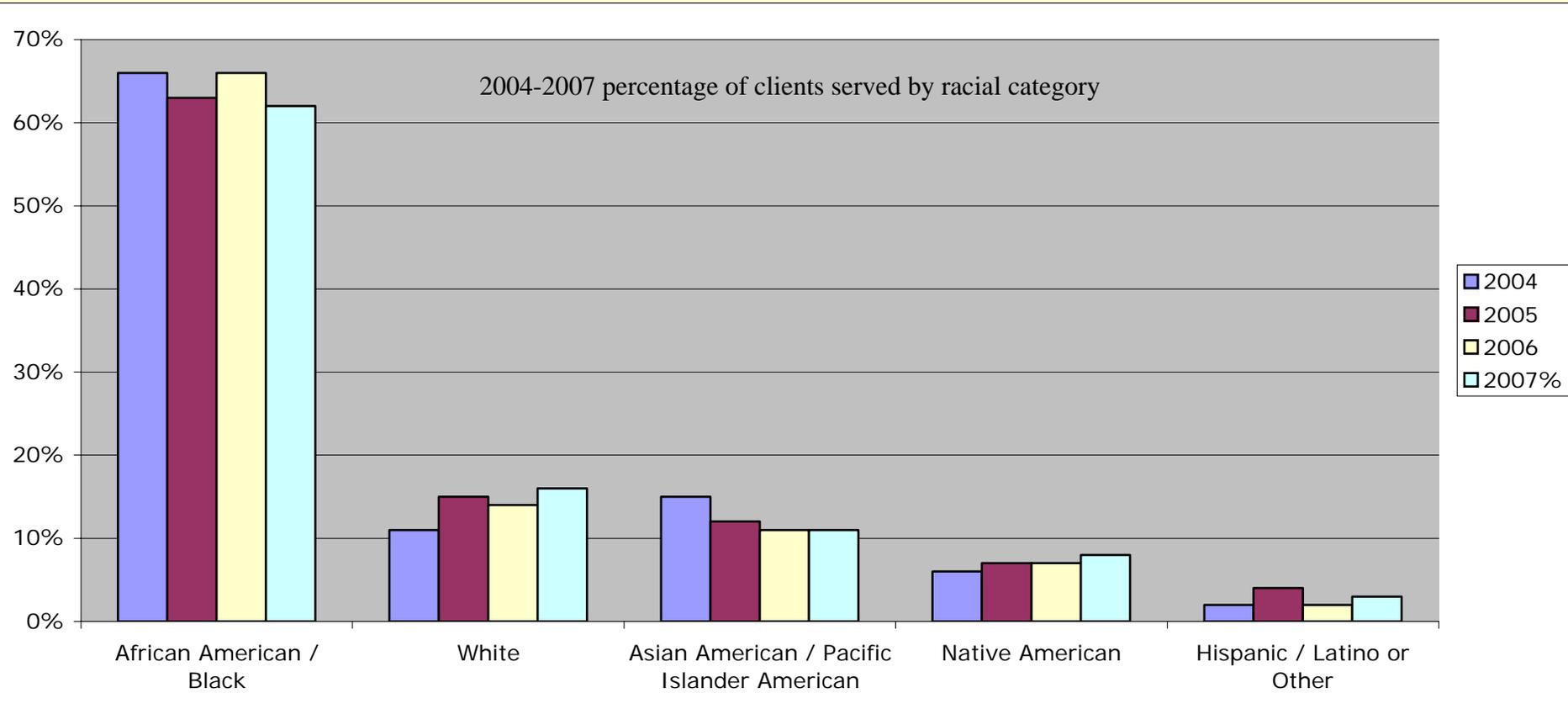
*Numbers following the performance grade represent the total placed into employment.

Serving Low-income and At-risk Youth

METP Youth Program

- The METP Youth Programs helps connect Minneapolis youth with a variety of summer and year-round programs and work opportunities.
- Youth targeted for services are: between age 14 and age 21, low-income, and:
 - Deficient in basic literacy skills
 - A school dropout
 - Homeless, a runaway, or a foster child
 - Pregnant or a parent
 - An offender
 - An individual who requires additional assistance to complete an educational program, or to secure and hold employment
- In 2007:
 - Over 84% of all Youth Program participants were minorities
 - African Americans/Blacks 62%
 - Asian/Pacific Islanders 11%
 - American Indians 8%
 - Hispanic / Latino or Other 3.5%

Youth Program by the numbers



Source: METP Annual Reports 2004-2007

Youth Program

Core Services

Summer 2007 STEP-UP Programs

– STEP-UP for 14-15 year olds

- 563 low-income Minneapolis youth worked in subsidized positions at 42 local non-profit organizations and school programs.
- 333 youth attended the Center for Learning Academic and Survival Skills (C.L.A.S.S.), STEP-UP's academic enrichment component.
- Many STEP-UP participants also took advantage of METP's partnership with YouthCARE's Camp Sunrise. Located 60 miles north of the Twin Cities, Camp Sunrise brings together urban youth from diverse cultural backgrounds to participate in outdoor work experience while learning about the environment.

– STEP-UP for 16-21 year olds

- STEP-UP for 16-21 year olds, managed by Achieve!Minneapolis, found employment for 632 youth at 131 employers. These employers provided the youth wages that were earned by STEP-UP participants, while helping to develop their future workforce.
- Private sector employers who hired the most youth during the summer of 2007 were U.S. Bank (27), Best Buy (26), Bluegreen Resorts (16), Target (15), and Ameriprise (13).

Year-round Programs

- The Minneapolis Employment & Training Program (METP) helps connect Minneapolis youth with a variety of year-round programs and resources.
- In 2007, over 400 youth were served through the METP year-round employment program.

Demonstration Projects Serving Youth Summer 2008

- **Minneapolis Partnership for Youth**

10 youth employment projects were selected to provide over 400 youth summer employment opportunities in 2008. The Minneapolis Youth Council focus areas include: youth ages 14-15, foster care youth, youth involved in corrections, private-sector employment, green-industry related employment/career exposure, health-care related employment/career exposure, construction related employment/career exposure.

- 2008 Special Youth Projects

- Tree Trust (green-industry related employment/career exposure & construction related employment/career exposure)
- Construction Careers Coalition (construction related employment/career exposure)
- PACER Center (ages 14-15 & youth involved in corrections)
- Emerge StreetWerks (ages 14-15, foster care youth, & youth involved in corrections)
- Pillsbury United Communities and Minnesota Transitions School (health-care related employment/career exposure, construction related employment/career exposure)
- Jordan Area Community Council (youth involved in corrections)
- Asian Media Access (ages 14-15)
- Minneapolis Park and Recreation Board (green-industry related employment/career exposure)
- Youth Care (ages 14-15 & green-industry related employment/career exposure)
- PPL/Loring Nicollet Bethlehem (youth involved in corrections)

Minneapolis Promise

If you go to school, if you work hard, if you develop a life plan and if you graduate, we will get you the counseling you need to plan your future, help you find a summer job and help you get the funding you need to go to college.

– Mayor R.T. Rybak

STEP-UP Youth Summer Jobs

- o 95% of STEP-UP youth said their summer job was a valuable learning experience and 94% of supervisors felt that STEP-UP was a success at their workplace
- o placed **1,195** youth in 2007, bringing the City's youth job total to **2,011**

Achieve!Minneapolis Career and College Centers

- o Open in all 7 Minneapolis high schools, the Lehmann Center, and contract alternative schools that are members of the Metropolitan Federation of Alternative Schools
- o Over 125,000 connections made since 2006

Power of You!

- o created an opportunity for **403** Minneapolis students to enroll in participating colleges since 2006
- o The University of Minnesota Founders Free Tuition Program: created opportunities for **320** Minneapolis public school students to enroll at the U of M since 2006
- o Power of You students' median family income was less than \$30,000 and 75% were students of color

STEP-UP & the University of Minnesota

Outcomes:

- In 2007, 67 STEP-UP students employed by the U of M
- They were one of the largest STEP-UP employers in 2007
- In 2006, 40 jobs
- In 2005, 33 jobs
- In 2004, 10 jobs
- 32% of 2007 STEP-UP graduates enrolled at the University (50 of 158 seniors)

Demonstration Projects Continued

Community Employment Connections

- North Side Business Campaign
 - Over 130 north side residents/clients were referred to various north Minneapolis companies
 - Over 170 interviews were conducted at various north Minneapolis companies
 - Over 40 residents/clients received fulltime employment, paying \$8.00 or more, through one of the participating non-profits during this time period
- Workforce Employment Plans
 - Coloplast
 - Fairview University Hospital
 - Children's Hospital

Construction Industry

- Construction Skills - Minneapolis Urban League
- Minneapolis Construction Task Force
- Construction Careers Coalition

Health Careers

- Minnesota Job Skills Partnership - Low Income Worker Grants
 - Central Services Technicians, Nursing Assistant/Home Health Aide and Community Health Workers
- Health Force Minnesota
- Project for Pride in Living Health Careers Matrix
- Health Careers Program at Roosevelt High School

Ex-Offenders

- North Side Job Connection

Youth Academic Enrichment

- Attendance at Center for Learning Academic and Survival Skills (C.L.A.S.S.) for all STEP-UP for 14-15 year olds participants, with a summer 2008 focus on Science, Technology, Engineering, and Math (STEM)
- Work Readiness Training for all STEP-UP participants

Minnesota Family Investment Program (MFIP)

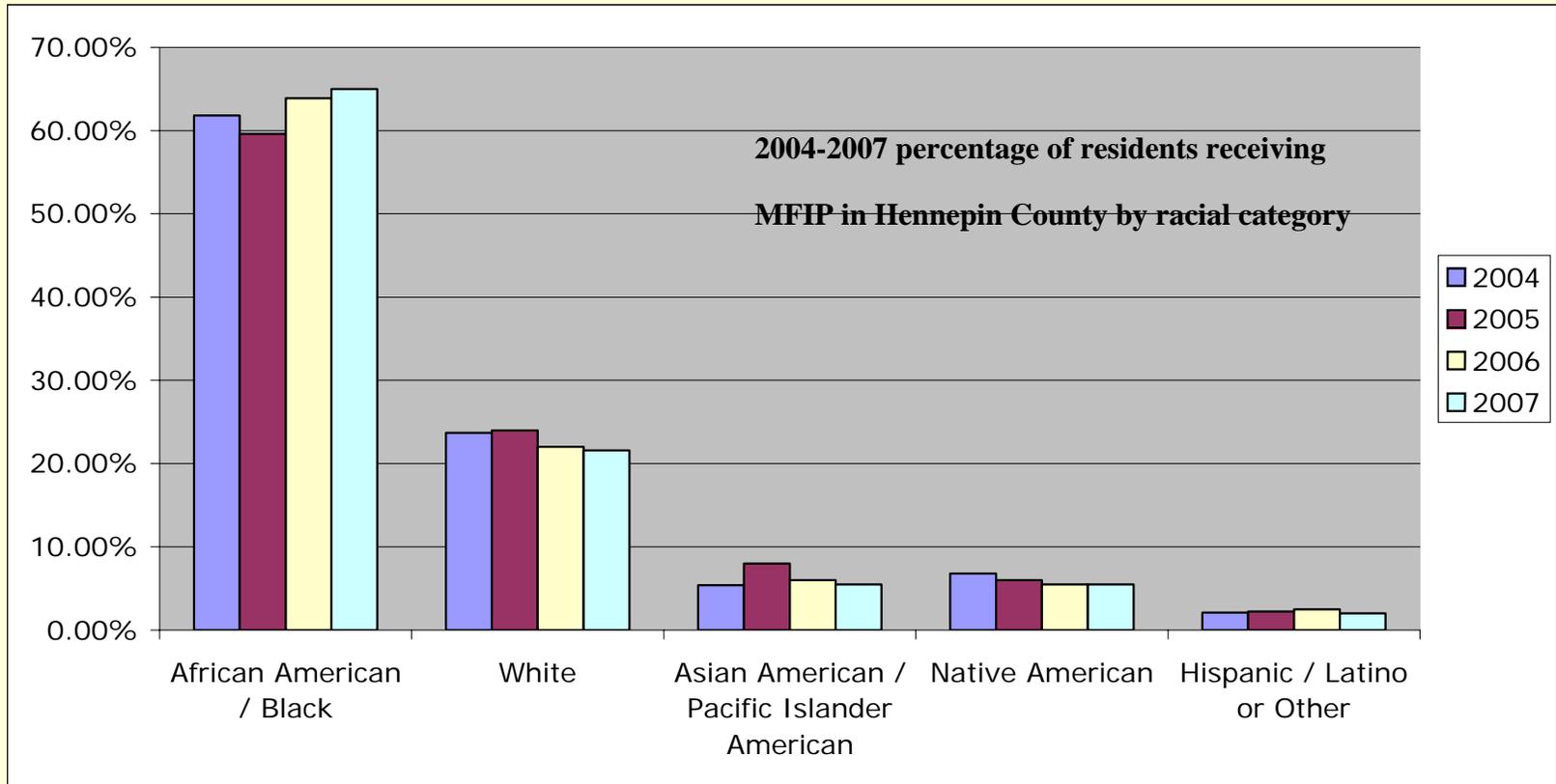
Minnesota Family Investment Program (MFIP) is Minnesota's welfare-to-work program. The purpose of MFIP is to provide support for families to help them move from welfare to unsubsidized employment.

In Minneapolis the program is a partnership between the State of Minnesota, Hennepin County and the Minneapolis Employment and Training Program.

Minnesota Family Investment Program (MFIP)

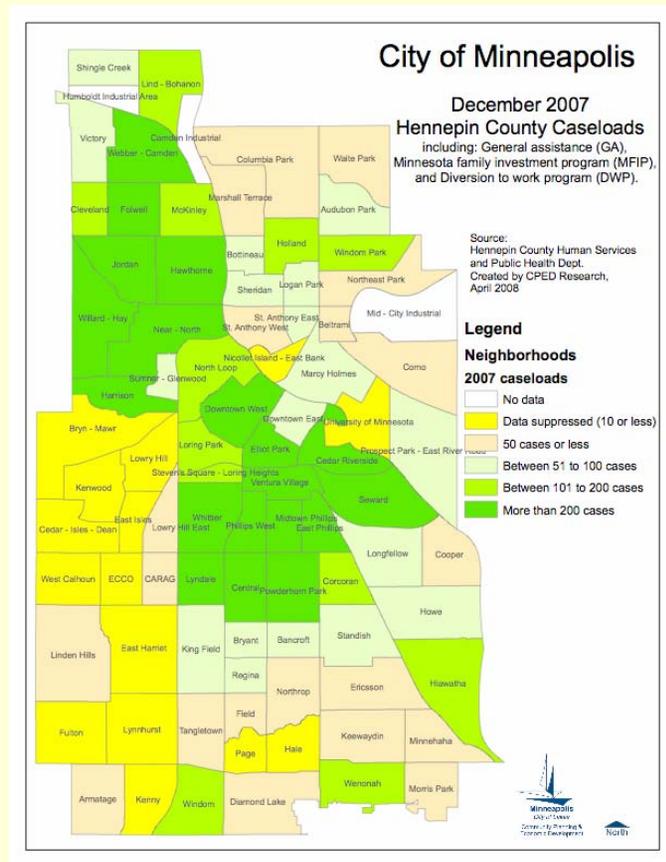
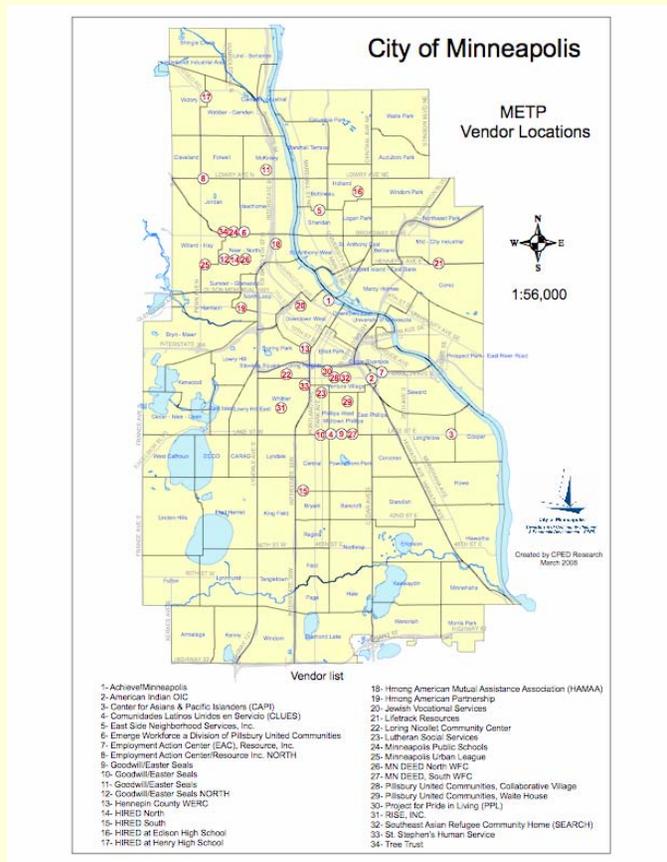
- The City of Minneapolis and Hennepin County work in partnership to administer and oversee these welfare programs.
- In 2007, over 15,000 Hennepin County participants were served through Diversionary Work Program* and MFIP.
- Employment services include case management, barrier resolution and job search assistance.

Hennepin County MFIP by the numbers



*Source: Hennepin County TEAMS

MFIP cases in Minneapolis are concentrated in neighborhoods where METP service providers are located, this is consistent with the METP neighborhood-based service model.



Much like METP's efforts to close disparities gaps through the , Hennepin County and METP have targeted demonstration projects for MFIP recipients

- NorthWay Family Project - Collaboration between METP, Hennepin County Human Services and Health Department, the Minneapolis Public Schools, and the Northway Community Trust
- Health Choices - Operated by Resource Inc.
- Transportation and Child Care - Operated by Crisis Connection
- Barrier of Criminal History - Operated by HIRED
- Expanded Chemical Abuse/Mental Health Priority Area - Operated by EAC/Resource Inc.
- Unpaid Work Experience Component - Operated by Tree Trust
- MFIP Sanction Resolution Component - Operated by the Greater Minneapolis Council of Churches
- Tubman Family Alliance Family Violence Program - Operated by Tubman Family Alliance and Chrysalis
- Referral of American Indian participants to the Mille Lacs Bank Urban TANF Project

Future Steps

- 1) Participate in a Joint City of Minneapolis and Hennepin County “Racial Disparities in Employment Steering Committee”;
- 2) Focus additional resources on pilot employment projects or demonstration projects to test a variety of strategies for improving service delivery to minority populations and connecting participants with existing culturally appropriate services;
- 3) Provide additional cultural sensitivity training for staff, managers, and employers;
- 4) Engage human resource professionals from the private sector to develop a strategy for reducing disparities between minority and white workforce participation rates;
- 5) Develop a joint City of Minneapolis and Hennepin County evaluation tool to measure progress on reducing workforce disparities.