



minnesota
**dislocated
worker**

ANNUAL REPORT –
STATE FISCAL YEAR 2020



Minnesota's Career Resource

This report fulfills the requirements in Minnesota Statutes 116L.17, subdivision 6(e), concerning the state Dislocated Worker program:

(e) The commissioner shall provide a report to the legislature by March 1 of each year on the previous fiscal year's program performance using the data in paragraphs (b) and (d) and analysis of whether local workforce investment boards and eligible organizations involved with substantial layoffs or plant closings are meeting the minimum standards described in paragraph (c). The commissioner shall inform any local workforce investment board or eligible organization that does not meet minimum performance standards in a given year of their status.

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minnesota's dislocated worker program

The Minnesota Dislocated Worker (DW) program serves individuals who lose their jobs through no fault of their own to find suitable employment in high-demand occupations as quickly as possible. Participants in the program receive one-on-one career counseling, job search assistance, training, and related support services. The program is intended to mitigate the negative social and economic impact of unemployment and layoffs to individuals, communities, and Minnesota's economy overall. In times of unprecedented economic crisis, these programs serve as a critical safety net for workers as they search for their next position. According to the Census Bureau's 2020 Pulse Surveys and Business Formation Statistics, 27% of Minnesotan adults anticipate someone in their household losing their employment income in the next 4 weeks. At the same time, 25.8% of households report difficulty in covering household expenses during the pandemic and 23% of households believe that foreclosure or eviction is somewhat or very likely in the next two months.

Minnesota is unique in having a state DW program in addition to a federally funded DW program. Minnesota designed its state-funded program to closely mirror the federal program which is governed by the Workforce Innovation and Opportunity Act (WIOA) of 2014, however, the State DW program allows for more flexibility while serving a greater number of dislocated workers. Minnesota's investment in the Dislocated Worker program has allowed the state to remain a globally competitive economy with a skilled workforce and low rates of unemployment.

The DW program serves primarily those who have lost their jobs through no fault of their own, however the following groups are also eligible:

- » Self-employed individuals who lose their jobs due to economic conditions;
- » Veterans leaving active duty with the armed forces;
- » Certain individuals leaving active duty of the National Guard or armed forces reserves;
- » Armed service spouses who are underemployed or unemployed;
- » Displaced Homemakers; and
- » Individuals who are long-term unemployed who can demonstrate a long attachment to the labor force, and those who are underemployed/Interim employed.

Typically, an individual must qualify for Unemployment Insurance (UI) benefits to be eligible for DW services. However, temporary or seasonal workers who tend to make up a large portion of UI recipients, are not eligible for the program. Additionally, the State DW program eligibility also excludes individuals who were, at the time employment ended, employees of a political committee, political fund, principal campaign committee, or party unit, as defined in Minn. Stat. Chapter 10A, or who were working for an organization required to file with the federal elections commission.

how we serve people

The DW program provides a wide variety of services that are individualized to meet the unique needs of each participant. All participants complete an interest assessment, are provided with local Labor Market Information (LMI) to help inform their job search, and work with their counselor to research available trainings or work-based opportunities that fit with their Individual Employment Plan (IEP). Generally, the types of services provided by DW counselors are classified into four categories:

CAREER PLANNING AND COUNSELING:

- » Meet with a regional or local Workforce Counselor
- » Assess skills
- » Set employment goals
- » Develop an Individual Employment Plan (IEP)

TRAINING:

- » Occupational skills training
- » Adult basic education
- » On-the-job training
- » Vocational training
- » Post-secondary education

JOB SEARCH AND PLACEMENT SERVICES:

- » Workshops on resume building and interview skills
- » Training on job search tools such as **MinnesotaWorks.net**, Indeed, and others

FINANCIAL SUPPORT SERVICES:

- » Transportation costs
- » Healthcare costs
- » Family care costs
- » Other emergency aid

When needed, participants complete a skills assessment to test basic math and reading proficiency before enrolling in training supported by the program. Once the participant is successful in obtaining unsubsidized, suitable employment, they

are exited from the program and provided with up to 12 months of follow up services to ensure they are successful in their new job.

PROGRAM SUPPORT AND SERVICE DELIVERY

The DW program provides services through a network of 16 Workforce Development Areas (WDAs) and 8 independent non-profit organizations. This method allows for local input and control over policies to meet the unique needs of each community. These local considerations are essential in delivering effective services across the state, since economic conditions can vary significantly from region to region. There are two primary funding streams that support DW service delivery in Minnesota – mass layoff funding (or mass layoff “projects”) and small layoff funding (or small layoff “formula” funding). For participants, these funding streams are seamless and do not affect their access to services. Additionally, both state and federal funding can be used for either mass layoffs or small layoffs.

The current independent service providers (nonprofits) in addition to the WDAs, include:

- » American Indian OIC (AIOIC)
- » Arrowhead Economic Opportunity Agency (AEOA)
- » Avivo
- » Comunidades Latinas Unidas en Servicio (CLUES)
- » Goodwill/Easter Seals
- » HIRED
- » Jewish Family & Children’s Service of Minnesota
- » Minnesota Teamsters Service Bureau



MASS LAYOFFS AND RAPID RESPONSE

The Worker Adjustment Retraining Notification (WARN) Act requires employers with at least 100 employees to notify the Department of Employment and Economic Development (DEED) at least 60 days prior to a mass layoff or plant closing. A dislocated worker who is part of a large layoff will often enter the DW program through a “mass layoff project.” Projects are meant to ensure sufficient and dedicated funding exists to serve all affected workers, and that a service provider can tailor its services to meet the unique needs of the workers impacted by a specific layoff. Although these customers can still choose to access DW services at any service provider location, most choose to work with the designated mass layoff project provider.

DEED’s State Rapid Response Team (SRRT) plays an important role in assisting workers affected by a mass layoff. The SRRT is the first responder to large layoffs, providing essential information to help inform both employers and workers impacted, of resources available to them. SRRT finds out about upcoming layoffs, coordinates with businesses, and lets customers know about the DW program. If Rapid Response learns that the layoffs are the result of foreign trade, they alert Trade Adjustment Assistance (TAA) and the U.S. Department of Labor to research and determine worker eligibility for TAA benefits.

There are several ways that Rapid Response finds out about layoffs, including from the employer, unions, media, or the workers themselves. Although the WARN requires employers to notify the state of a “large” layoff (over 50 individuals in a 30-day period), many businesses will notify Rapid Response even if their layoff affects fewer than 50 workers. This communication increases the effectiveness of Minnesota’s DW program, and the SRRT works hard to develop strong relationships with Minnesota’s employers.

Rapid Response Services

Notification of a Layoff Event: Rapid Response meets with the employer to discuss size, scope, and timing of the layoff and/or closure. In these initial conversations, Rapid Response staff first look for ways to help the employer avoid a layoff. If a layoff does move forward, the next step for Rapid Response is to inform all relevant stakeholders, including the employer, workers and providers of DW program services, and schedule orientation meetings with workers. In these meetings, specially trained Rapid Response staff provide in-person information about Unemployment Insurance benefits and services offered by the DW program. If SRRT identifies enough workers interested in receiving DW program services (a minimum of 50 workers), they solicit “bids” from service providers who are interested in serving the group.

Recruitment for Planning and Selection Committee: The Rapid Response team recruits workers who are impacted by the layoff to be volunteers on a planning and

selection committee, a key component of Minnesota’s Rapid Response process. The committee is responsible for running a competitive bidding process to hire providers interested in providing DW services through a project grant. This means that service providers must present the most compelling argument, via in-person interviews, as to why they should be chosen to be the grantee of the project.

Service Provider Selection: Members of the committee evaluate providers primarily based on past performance, which creates competition among service providers. Both Workforce Development Areas (WDAs) and Independent Service Providers are eligible to compete for these projects. After the committee chooses a single provider for the entire group of workers affected by the layoff, it works with the provider to outline specific services required by the group.

SMALL LAYOFFS AND INDEPENDENT GRANTS

In 2013, DEED implemented Small Layoff Independent Grants (SLIGs), allowing the independent service providers to compete for funding to serve those affected by small layoffs. With a tiered funding structure that rewards high performance in targeted metrics – cost efficiency, outcomes for customers, and outreach to populations of color and long-term unemployed - the DW program is better able to incentivize and fund outstanding service to customers.

If an individual is laid off during a “small layoff event,” i.e. less than 50 individuals are impacted at a single company, they are free to choose any service provider convenient to



them to receive services. This can be either a WDA or an independent service provider. The program services available to workers impacted by either small layoffs or mass layoffs are the same – both groups have access to one-on-one counseling, training resources, support services and other resources that help them find a job in an in-demand industry.

TRADE ADJUSTMENT ASSISTANCE (TAA)

If a worker loses their job due to foreign competition, the adversely affected worker may be entitled to additional benefits under the federal Trade Adjustment Assistance (TAA) program. Individuals laid off from a TAA-certified work site may be eligible for a wider range of benefits, including additional training dollars, job search and relocation allowances, and a health coverage tax credit. In Minnesota, every TAA participant is co-enrolled in the DW program. Like Rapid Response, Trade Adjustment Assistance finds out about layoffs that are trade-related through employers, workers, suppliers to businesses, DW counselors and/or the media. TAA and Rapid Response closely collaborate to deliver services to workers before, during, and after layoffs.

dislocated worker program funding and performance

MAJOR ECONOMIC EVENTS AND LAYOFFS

Minnesota’s economy has been hit hard by the coronavirus pandemic, losing nearly 240,000 jobs over the year in December of 2020. However, that is better than at the low point in April, when the state was down nearly 390,000 jobs over the prior year.

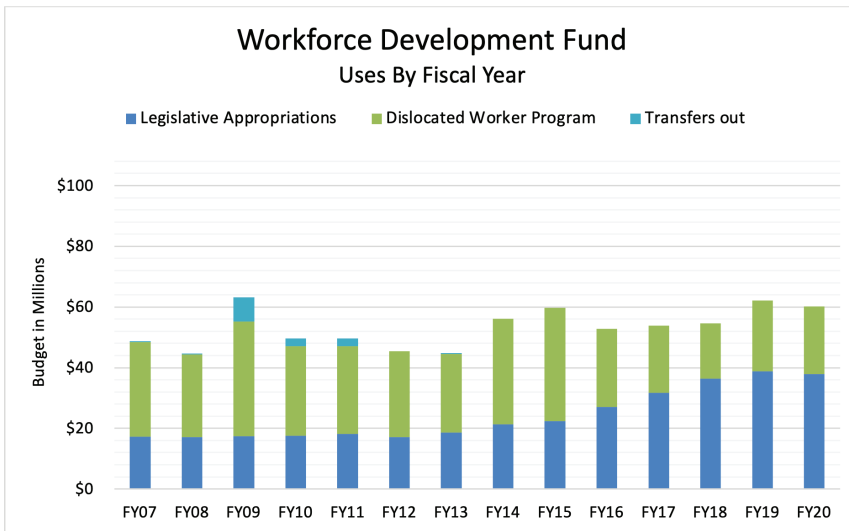
The loss of jobs between March and April is unprecedented in the history of our data. Unemployment peaked at 9.9% in May of 2020, the highest rate ever recorded in the state. Despite the job losses, as the economy recovered over the course of the summer, Minnesota’s unemployment rate returned to relatively low levels, dropping back 4.4% by December of 2020. Unfortunately, the pandemic recession exacerbated existing unemployment gaps by race, ethnicity and gender. To be more responsive to the changes during the pandemic, DEED started to provide 6-month moving averages for unemployment rates by race and gender. At the high point in the summer, Black unemployment rates breached 16%, but have since fallen back to 5.5% in December of 2020. Hispanic unemployment also climbed near 10% during the summer, but dropped back to 6.0% in December. That was still above the white unemployment rate, which increased to approximately 7% and fell back to 5.2% in December 2020.

TABLE 1: TOP 10 MASS LAYOFF EVENTS IN SFY 2020

Company	Employees Laid Off
HMS Host at MSP	400
Punch Pizza	394
Duluth Entertainment Convention Center (DECC)	393
Augustana Care	361
Del Monte – Sleepy Eye	348
Hy Vee – Eagan	327
MRCI Worksource	307
Life Time Inc.	301
Verso	225
Honeywell International	212
Total	3,268

Unlike the Great Recession, this economic shock hit women harder than men, with females accounting for more than half of Unemployment Insurance applications and still having higher unemployment rates through December. Due to the economic uncertainty associated with the pandemic, labor force participation rates dropped for most demographic groups since March. Labor force participation was the highest amongst Hispanics at 78.5%, followed by whites at 69.7% and Blacks at 63.9%; with the latter two groups down compared to last year. Likewise, the participation rate for men was down compared to last year, while women showed slightly higher rates this December, though it has been fluctuating from month to month as workers drop in and out of the labor force. In sum, the state’s labor force has declined by just over 105,000 workers compared to last December, the first time in a decade the state has lost workers over the year.

Many times large layoffs are the ones to make the news, however, a significant amount of the program’s resources go towards supporting workers who are part of small layoffs, even during good economic times. Although the number of customers accessing the DW program have been declining due to favorable economic conditions in years past, the individuals who are in the program now typically require more intensive resources, or have multiple barriers to employment. Therefore it costs more on average to serve these workers.



PROGRAM FUNDING

The DW program is funded through the Workforce Development Fund (WDF). The program receives its funding after all legislative appropriations have been deducted from the fund. In SFY 2020, the program budget was \$22,284,297. The Minnesota Job Skills Partnership Board (MJSP) has broad authority over the DW budget and policies.

TABLE 2: DISLOCATED WORKER FUNDING AND CUSTOMERS SERVED SFY 2018

Program	Customers Served	Program Funding Expended ¹
Minnesota DW	6,498	\$16,295,495.83
Federal DW	2,239	\$5,821,300
Total^{2w}	7,917	\$22,116,795.83

¹ Program funding expended totals include administrative costs
² Many times DW customers are enrolled in several funding streams at the same time. For this reason, the sum of the MN DW customers served and the Federal DW customers served will not equal the total. These are not unique customer counts but are the number of customers accessing program activities using these funding streams.

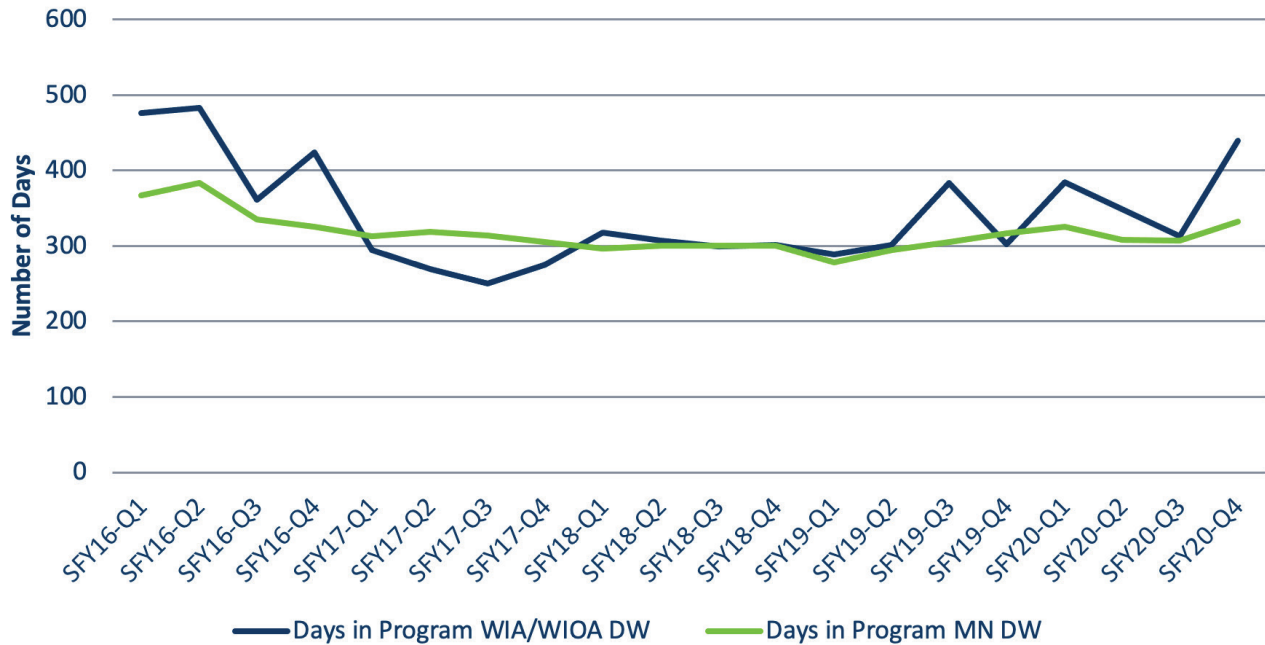
PROGRAM EXPENDITURES

In SFY2020, the Minnesota State DW program served 6,498 customers, almost three times more than our federally funded DW program (2,239 customers served). The time customers spend in both DW program funding sources has begun to rise. In SFY2020, an average Minnesota DW customer spent just over 318 days in the program, up from an average of approximately 299 days in SFY2019.



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Figure 2: Average Number of Days in Dislocated Worker Program SFY 2016-SFY 2020



OUR RESULTS

The DW program measures success, in part, through five performance measures prescribed by the new Workforce Innovation and Opportunity Act (WIOA). These measures are:

- » Percent of participants who are in **unsubsidized employment during the second quarter after exiting** the program
- » Percent of participants who are in **unsubsidized employment during the fourth quarter after exiting** the program;
- » Percent of program participants enrolled in an education or training program who **attain a recognized postsecondary credential or a secondary school diploma** (or equivalent) during enrollment or within 365 days of exiting the program;
- » The **median earnings** of program participants who are in unsubsidized employment during the second quarter after exiting the program; and
- » Percent of participants who enrolled in an education or training program and achieve a **measurable skills gain** during a program year.

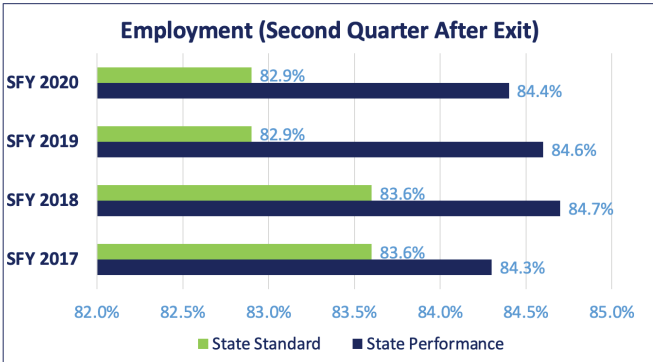
SFY 2020 is the fourth year WIOA performance indicators were in effect, replacing the four legacy WIA indicators which Minnesota used to measure performance in previous fiscal years. Although the measures are similar, and measure similar outcomes, there are important differences in the ways they are

calculated and tracked. For this reason, the Annual Report separates out past years' performance using the legacy measures, and includes a separate table with the SFY2017, SFY2018, SFY2019, and SFY2020 new WIOA indicators.

Another new performance feature of WIOA is the opportunity for states to review and negotiate their federal performance standards with the U.S. Department of Labor (USDOL) using a statistical adjustment model that takes into account the demographics of participants being served, regional labor market information, and local area unemployment rates when determining state standards to ensure they are fair, achievable and accurately reflect the uniqueness of each state's economy. Minnesota negotiates all of its performance goals with USDOL every two years. Performance negotiations for the statewide goals were confirmed by written correspondence from the USDOL on June 3, 2020 and all agreed upon local area negotiations were submitted to the USDOL on September 30, 2020. The next round of negotiations will take place and be finalized by June 30, 2022. In order to remain consistent across the two funding streams, the state-funded DW program also uses these same negotiated goals, which are reported quarterly to the Minnesota Job Skills Partnership Board. In addition, Minnesota State Statute 116L.98 requires a "uniform outcome report card" for programs funded by the Workforce Development Fund, including the State Dislocated Worker program. These results can be found on

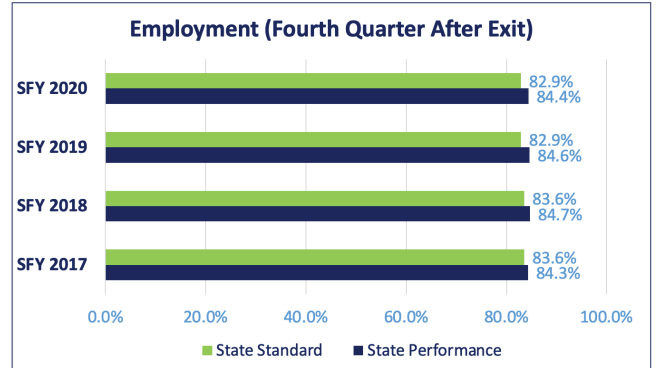
DEED's Agency Report Card Website:
mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card/.

EMPLOYMENT (SECOND QUARTER AFTER EXIT)



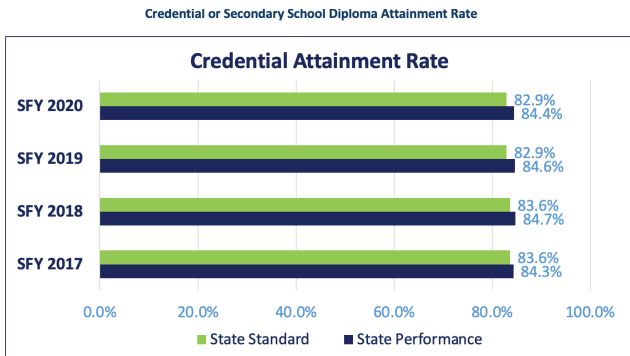
Percentage of participants who are in unsubsidized employment during the second quarter after exiting the program.

EMPLOYMENT (FOURTH QUARTER AFTER EXIT)



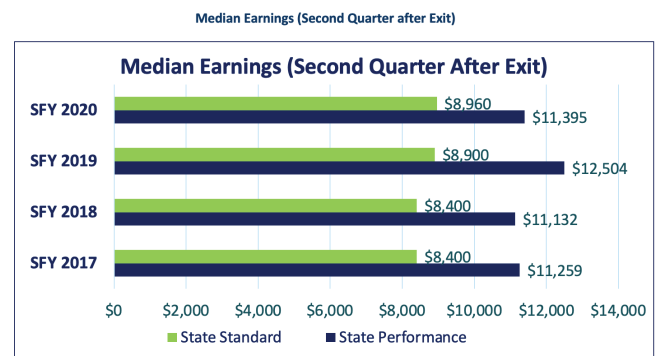
Percentage of participants who are in unsubsidized employment during the fourth quarter after exiting the program.

CREDENTIAL OR SECONDARY SCHOOL DIPLOMA ATTAINMENT RATE



Percentage of participants enrolled in an education or training program (excluding those in on the job training and customized training) who attain a recognized postsecondary credential or a secondary school diploma during participation or within one year after exiting the program.

MEDIAN EARNINGS (SECOND QUARTER AFTER EXIT)



Median earnings of participants who are in unsubsidized employment during the second quarter after exiting the program.

MEASUREABLE SKILLS GAIN

Year	State Performance	State Standard
SFY 2020	67.4%	Baseline Measure*
SFY 2019	61.6%	Baseline Measure*
SFY 2018	18.7%	Baseline Measure*
SFY 2017	5.1%	Baseline Measure*

*New Measure under WIOA; SFY 2021 will be the first year the state will have a standard.

* Percentage of participants during a program year who are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains.

MINNESOTA DISLOCATED WORKER COST BENEFIT ANALYSIS SFY 2013 – SFY 2020

Year	Program Funding Expended	Customers Served	Cost Per Customer Served	Number of Individuals Exiting into Employment	Cost per Employed Customer
SFY 2013	\$24,654,893	12,643	\$1,950	4,809	\$5,127
SFY 2014	\$24,352,158	10,783	\$2,258	4,869	\$5,001
SFY 2015	\$22,429,401	10,431	\$2,150	4,531	\$4,950
SFY 2016	\$24,634,496	10,644	\$2,314	4,748	\$5,437
SFY 2017	\$17,580,343	8,985	\$1,957	3,721	\$3,880
SFY 2018	\$14,138,695	8,009	\$1,765	4,310	\$3,280
SFY 2019	\$15,581,138	6,854	\$2,273	3,840	\$4,058
SFY 2020	\$16,295,496	6,498	\$2,508	2,853	\$5,712



success story

BRUNO

Bruno worked as a leasing consultant, making \$13/hour, when COVID 19 pandemic resulted in his layoff. At the time, Bruno was considering a career in food systems management, but the pandemic affected that industry as well. Bruno contacted JFCS of Minneapolis and was enrolled in the Dislocated Worker program. His counselor, Anna Ferdelman, helped him identify his interests and transferrable skills and encouraged him to explore other avenues to success.

Bruno always had an interest in computer applications. He researched various training opportunities and selected a software engineering program and Prime Digital Academy. This program is a coding boot camp, with eight hours of instruction and four more hours of homework every day, six days a week, for six months. Bruno was undaunted by the intensity of the program, and he enrolled in this training.

However, even though he was receiving unemployment benefits, Bruno found it difficult to pay some of his bills. The training was too intense to allow him time for a part-time job. He shared with Anna that he was having a hard time paying his rent and also told her that, if he paid the rent, he did not have enough money to buy groceries that month. Anna used the Dislocated Worker support funds to cover Bruno's rent. She also accessed one of JFCS endowment funds that provides Cub gift cards for people who were affected by the pandemic.

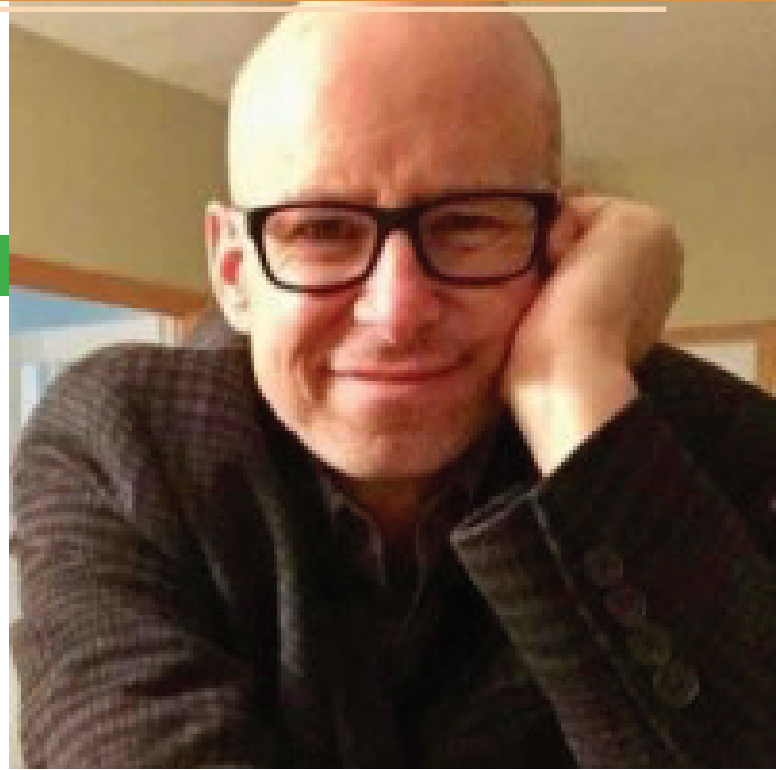
With Anna's encouragement and support, Bruno graduated from Prime Digital Academy in November of 2020. He immediately started job searching, and last month he started a new position as a Front End Web Developer at a local financial management firm, making \$67,000 per year (\$32/hr.), with full benefits.

success story

JOHN

John worked as a National and Regional Program Manager for a Minnesota health and fitness company for 12 years before he was permanently laid off in August of 2019. He had previously worked in human resource management, recruitment, and employee relations. John's goal was to transition back into Human Resources, particularly since fitness program management positions are limited. He was concerned about the fact that he had not worked in Human Resources for several years. John and his counselor

worked to find suitable training that would update his skills, provide credential, and help him obtain a human resources position. The SHRM-SCP training program was exactly what he needed. The certification is designed for HR professionals at a senior level who operate in a strategic role. John and his counselor also worked on job search strategies such as defining his brand, networking, and improving his interviewing skills. He received help developing his resume and created four different resumes showcasing his qualifications for both fitness management and human resources. With job search assistance, John subsequently landed a HR Manager role at a building materials company, which he started in December of 2020.



He commented, "Your Program is wonderful! "Fantastic! You've been such an enormous help to me Christine! I'll keep you posted on my job applications. Thanks again! John."



accomplishments
2020 & looking
ahead to 2021

accomplishments 2020

- » **Responding quickly and efficiently** to the needs of service providers and participants created by the COVID-19 Pandemic. Flexibility in supporting sub-grantees as many moved to providing services virtually.
- » **Exceeding performance goals.** The Dislocated Worker program exceeded federally mandated performance outcomes and surpassed the national average. Indicators for individuals entering employment and remaining employed continued to exceed the national average.
- » **Rapid Response to layoffs and closures.** Emphasizing the “Rapid” in “Rapid Response.” The SRRT has an exemplary track record of responding not only quickly, but with top notch energy and engagement to support workers as soon as a layoff/ closure is announced.

looking ahead to 2021

- » **Increasing awareness of the Dislocated Worker Program.** Strategic communication plan will be developed and implemented to ensure more Minnesotans are aware of the services available through the DW program and can access those services.
- » **Reimagine DW service model post-COVID.** Ensure that DW service model is responsive to the needs of Minnesotans during the COVID recovery period.
- » **Providing seamless service to other trade-impacted workers.** Our teams continue to reach out to customers who are impacted by foreign competition. In 2021, TAA plans to launch a chatbot on its website to increase awareness, improve customer service, and provide easily-accessible information to both individuals and companies impacted by foreign competition. TAA is also implementing the use of social media into its standard process for all petitions that are certified.

state dislocated worker program provider performance

STATE DISLOCATED WORKER PROGRAM SFY 2020 PROVIDER PERFORMANCE

	Exited	Served	Employed exitors in the 2nd quarter / Total exitors	=	ACTUAL 2nd Quarter Employment Rate	2nd Quarter Employment STANDARD	ACTUAL 2ND Quarter Median Earnings
State	4,381	6,498	2,853 / 3,379	=	84.4%	82.9%	\$11,395
Northwest PIC Inc	38	48	50 / 57	=	87.7%	72.0%	\$10,806
Rural MN CEP Inc	231	335	161 / 180	=	89.4%	78.6%	\$9,309
NE MN Office of Job Training	190	284	94 / 110	=	85.5%	85.0%	\$13,190
City of Duluth	40	60	22 / 28	=	78.6%	79.0%	\$6,606
Central MN Jobs and Training	274	357	226 / 248	=	91.1%	82.9%	\$8,735
SW MN PIC Inc	88	158	59 / 66	=	89.4%	82.9%	\$7,513
S Central Workforce Council	140	204	100 / 109	=	91.7%	82.9%	\$8,821
SE Workforce Development	214	382	92 / 104	=	88.5%	79.0%	\$8,226
Hennepin/ Carver ETC	582	791	327 / 402	=	81.3%	82.9%	\$15,749
Mpls Employment and Training	172	262	98 / 123	=	79.7%	82.0%	\$11,159
Anoka County	132	226	104 / 129	=	80.6%	85.0%	\$11,546
Dakota/Scott Workforce Services	326	425	194 / 231	=	84.0%	80.0%	\$15,903
Ramsey Cty Workforce Solutions	140	196	120 / 155	=	77.4%	82.9%	\$9,973
Washington County	91	114	89 / 96	=	92.7%	88.5%	\$15,080
Stearns/Benton E&T (Career Solutions)	410	787	166 / 188	=	88.3%	76.4%	\$9,411
Winona Cty Workforce Council	5	13	15 / 15	=	100.0%	82.9%	\$8,347
Arrowhead Economic Opportunity Agency	219	268	130 / 160	=	81.3%	85.0%	\$7,552
Avivo	89	127	67 / 86	=	77.9%	83.6%	\$10,848
CLUES	34	58	23 / 27	=	85.2%	83.6%	\$7,788
Goodwill/Easter Seals Minnesota	61	125	40 / 53	=	75.5%	83.6%	\$10,155
HIRED	186	273	149 / 178	=	83.7%	83.6%	\$15,209
Jewish Family and Children's Services	68	109	68 / 76	=	89.5%	83.6%	\$16,468
MN Teamsters Service Bureau	612	907	454 / 546	=	83.2%	83.6%	\$14,308

MINNESOTA DISLOCATED WORKER PROGRAM

Median Earnings STANDARD	Exiters employed in 4th quarter / Total exiters	=	ACTUAL 4th Quarter Employment Rate	4th Quarter Employment STANDARD	Credential Attained / All who attended training	=	ACTUAL Credential Rate	Credential STANDARD
\$8,960	3,099 / 3,510	=	88.3%	78.6%	778 / 1,004	=	77.5%	81.4%
\$6,350	30 / 31	=	96.8%	58.6%	2 / 2	=	100.0%	80.0%
\$6,500	117 / 122	=	95.9%	66.4%	19 / 22	=	86.4%	80.3%
\$8,900	335 / 349	=	96.0%	78.6%	92 / 121	=	76.0%	78.3%
\$7,500	15 / 16	=	93.8%	70.1%	4 / 7	=	57.1%	73.9%
\$8,900	257 / 272	=	94.5%	83.8%	63 / 73	=	86.3%	84.4%
\$7,230	83 / 87	=	95.4%	70.0%	10 / 17	=	58.8%	75.9%
\$7,173	108 / 114	=	94.7%	75.0%	14 / 23	=	60.9%	83.5%
\$8,908	102 / 115	=	88.7%	78.6%	28 / 42	=	66.7%	77.3%
\$8,960	267 / 325	=	82.2%	78.6%	63 / 86	=	73.3%	87.4%
\$8,400	100 / 126	=	79.4%	83.0%	26 / 42	=	61.9%	72.8%
\$8,960	128 / 154	=	83.1%	85.0%	40 / 45	=	88.9%	91.7%
\$8,960	227 / 266	=	85.3%	74.0%	79 / 84	=	94.0%	86.5%
\$8,960	139 / 176	=	79.0%	78.6%	22 / 27	=	81.5%	82.3%
\$8,960	92 / 96	=	95.8%	84.3%	18 / 26	=	69.2%	82.3%
\$8,358	139 / 156	=	89.1%	78.6%	33 / 41	=	80.5%	80.0%
\$8,960	19 / 21	=	90.5%	78.6%	9 / 10	=	90.0%	81.4%
\$8,900	96 / 105	=	91.4%	78.6%	13 / 23	=	56.5%	78.3%
\$8,867	90 / 107	=	84.1%	80.6%	34 / 36	=	94.4%	83.8%
\$8,867	19 / 23	=	82.6%	80.6%	7 / 9	=	77.8%	83.8%
\$8,867	42 / 54	=	77.8%	80.6%	19 / 42	=	45.2%	83.8%
\$8,867	178 / 205	=	86.8%	80.6%	42 / 49	=	85.7%	83.8%
\$8,867	72 / 77	=	93.5%	80.6%	38 / 41	=	92.7%	83.8%
\$8,867	435 / 498	=	87.3%	80.6%	101 / 123	=	82.1%	83.8%

special notes

DEED has calculated the above performance by combining participants served in both Small and Large layoffs funded by the State Dislocated Worker using the Workforce Development Fund.

Served is all participants accessing the program during the actual program year (real-time). Exited is all participants exited from the program during the actual program year (real-time). High or low numbers are not negative or positive.

2nd Quarter Employment based on exiters July 1, 2018 - June 30, 2019 except those exited with exclusion. Formula: Percent of employed exiters divided by all exiters during the reporting period.

4th Quarter Employment based on exiters January 1, 2018 - December 31, 2018 except those exited with exclusion. Formula: Percent of employed exiters divided by all exiters during the reporting period.

2nd Quarter Median Earnings results based on exiters July 1, 2018 - June 30, 2019 except those exited with exclusionary reason and those showing zero earnings. This indicator measures the median earning during the 2nd quarter after exiting the program.

Credential Attainment results based on exiters January 1, 2018 - December 31, 2018 except those exited with exclusionary reason and those who did not attend training. This indicator measures the percent of participants who received a credential after attending training.





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