



**State Fiscal Year 2019
Minneapolis Foundation
Equity Direct Appropriation**

Final Report
1/15/2020

**Department of Employment and Economic Development
Employment and Training Division, Adult Career Pathways Programs
332 Minnesota Street, Suite E200
St. Paul, MN 55101**

Nancy Omondi, Director
651-259-7525
Nancy.Omondi@state.mn.us
mn.gov/deed

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Background

Workforce Development Equity Appropriations

During the 2016 Legislative Session, the Minnesota State Legislature appropriated funds to the Minneapolis Foundation to “for a strategic intervention program designed to target and connect program participants to meaningful, sustainable living-wage employment.” The following year, the 2017 Minnesota State Legislature appropriated \$1,000,000 to the Minneapolis Foundation for each of SFY 2018 and SFY 2019, for the same purpose. ([Laws 2017, Chapter 94, Article 1, section 2, subd. 3 \(i\)](#)) After subtraction of DEED’s administrative fee, funds available were \$950,000.

Minneapolis Foundation

The Minneapolis Foundation is a philanthropic organization that administers more than 1,400 charitable grants. The Minneapolis Foundation passed the entire appropriation from the 2017 Minnesota State Legislature through to the Center for Economic Inclusion (formerly of the Northside Funders Group) to continue its North@Work (N@W) program.

The Center for Economic Inclusion’s N@W is a program launched by Minneapolis Foundation, Northside Funders Group, and community partners to create a tipping point for North Minneapolis by connecting 2,000 African American men to meaningful living-wage jobs over the next five years. The program targets unemployed and underemployed men aged 25-50 who reside in, or may be returning to, North Minneapolis.

Summary of Work Plan Goals and Objectives

North@Work endeavors to bring together key players to deliver an innovative and integrated solution, while creating more economic opportunity for the greater Twin Cities region. The program’s work plan focuses on strategies to create real change for African American men living on the Northside by leveraging networks, career exploration, aspiration and aptitude testing, training and placement, cohort support, and development of inclusive workplaces.

North@Work takes a diversified approach to outreach and recruitment for the program, relying on a number of trusted networks to educate and refer potentially eligible participants to partners that provide comprehensive guidance and support for intake and case management.

Upon acceptance to the program, all participants begin their active participation in N@W with cohort support sessions at Twin Cities RISE, with personal empowerment training that is a foundation in N@W programming. Participants continue working with case managers post empowerment training to identify a path. N@W participants may choose to pursue training and licensing opportunities at numerous partners such as Summit

Academy, Interstate Trucking, Mind the Gapp, Dunwoody College of Technology, and others or continue on work readiness skills while search for employment with program support.

For participants who complete training or those who may be ready for work without additional training, N@W partners with employers that have large numbers of meaningful permanent entry level jobs with career pathways with the ideal positions being those that pay a wage of at least \$15.00 per hour.

In SFY 2019 the North@Work program set the following goals:

- **Total Enrollments: 240**
- **Total Credentials Obtained: 44**
- **Exits to Employment: 120**

Data – SFY 2019

The Minneapolis Foundation documents demographics for its program participants, their activities, services received, and outcomes in WorkForce One, DEED’s web-based client management application.

Demographics

| Demographics | | |
|----------------------------|--------|-----------------|
| Demographic Characteristic | Number | Percent of Goal |
| Total participants served | 355 | 148% |

| Gender | Number | Percent |
|--------|--------|---------|
| Male | 355 | 100% |
| Female | 0 | 0% |

| Age at Enrollment | Number | Percent |
|-------------------|--------|---------|
| 18-24 | 17 | 4.79% |
| 25-29 | 73 | 20.56% |
| 30-39 | 119 | 33.52% |
| 40-49 | 102 | 28.73% |
| 50-54 | 15 | 4.23% |
| 55-59 | 14 | 3.94% |
| 60+ | 15 | 4.23% |

| Race | Number | Percent |
|----------------------------------|--------|---------|
| American Indian or Alaska Native | 4 | 1.13% |
| Black or African American | 336 | 94.65% |

| Race | Number | Percent |
|-----------------------|--------|---------|
| Multi-Race | 0 | 0.00% |
| White | 11 | 3.10% |
| Did Not Self-Identify | 2 | 0.56% |

| Labor Status at Enrollment | Number | Percent |
|--|--------|---------|
| Employed Full-Time | 100 | 28.17% |
| Employed Part-Time | 26 | 7.32% |
| Employed, Received Term Notice/Military Separation | 1 | 0.28% |
| Not Employed, Was Not Self-Employed | 201 | 56.62% |
| Self-Employed | 1 | 0.28% |
| Not in Labor Force | 8 | 2.25% |

| Barriers | Number | Percent |
|----------------------|--------|---------|
| Homeless | 62 | 17.46% |
| Lack of work history | 124 | 3.94% |
| Limited English | 14 | 3.94% |
| Offender | 154 | 43.38% |
| Public Assistance | 95 | 26.76% |

| Education | Number | Percent |
|--|--------|---------|
| 0-11th Grade | 53 | 14.93% |
| 12th Grade Completed, No Diploma | 8 | 2.25% |
| High School Diploma | 136 | 38.31% |
| GED | 50 | 14.08% |
| Some College/Tech/Vocational School | 76 | 21.41% |
| Associate's Diploma/Degree | 17 | 4.79% |
| Bachelor's Degree or Equivalent, or Beyond | 14 | 3.94% |
| Education Beyond Bachelor's Degree | 1 | 0.28% |

Outcomes

| Grant Summary Category | Number of Participants |
|---------------------------------------|------------------------|
| Enrollments | 355 |
| Enrolled in Training | 121 |
| Percent of Total Enrolled in Training | 34% |
| Enrolled in Credentialed Training | 117 |
| Enrolled in Non-Credentialed Training | 12 |
| Exits | 151 |
| Entering Employment Exits | 60 |

| Credential Summary | Credential Total |
|---------------------------------------|------------------|
| Occupational Skills Certificate | 32 |
| Technical/Occupational Skills License | 20 |
| Other Recognized Credential | 1 |
| Total Credentials | 53 |

| Successful Exits | Unique Person Total |
|---|---------------------|
| Completed Program Objective | 3 |
| Does not require Workforce Development Services | 8 |
| Entered Unsubsidized Employment | 60 |
| Program/Type Transfer | 2 |
| Entered Armed Forces | 1 |
| Total Successful Exits | 74 |
| Total Exits | 151 |

| Average Wage at Enrollment | Average Wage at Exit | Change | Percent Change | Annualized Change |
|----------------------------|----------------------|--------|----------------|-------------------|
| \$13.15* | \$15.06 | \$1.24 | 9.4% | \$2,579.20 |

*Of those reporting employment at time of enrollment, 126 of 355.

Expenditures

Minneapolis Foundation budgeted their SFY 2019 grant funds as follows:

| Budget Category | Amount |
|--|------------------|
| Administrative Costs (up to 10% allowed) | \$95,000 |
| Direct Services | \$100,000 |
| Direct Customer Training | \$395,000 |
| Contracted Services | \$360,000 |
| Total Funds | \$950,000 |

Expenditures through June 30, 2019

The reported expenditures for Minneapolis Foundation by category are as follows:

| Budget Category | Amount |
|--|-----------|
| Administrative Costs (up to 10% allowed) | \$95,000 |
| Direct Services | \$100,000 |
| Direct Customer Training | \$395,000 |
| Contracted Services | \$360,000 |
| Total Funds Requested | \$950,000 |

Cost per Participant: \$2,676.05

Future Allocations

Minneapolis Foundation received an appropriation of \$800,000 for SFY 2020 and SFY2021. The amount after DEED's administrative allowance is \$380,000 each year.

[\(https://www.revisor.mn.gov/laws/2019/1/Session+Law/Chapter/7/\)](https://www.revisor.mn.gov/laws/2019/1/Session+Law/Chapter/7/)