



Minnesota Dislocated Worker Program ANNUAL REPORT

STATE FISCAL YEAR 2022
PUBLISHED 03/01/2023

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ABOUT THIS REPORT

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.

Minnesota Dislocated Worker (DW) Program



The Minnesota Dislocated Worker Program helps Minnesotans re-enter the workforce 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 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 employment.

Minnesota is unique in having a state DW program in addition to a federally funded one. 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.

ELIGIBLE POPULATIONS

Workers who have been laid off, or received notice of termination or layoff.



Self-employed individuals (including employment as a farmer, rancher, fisherman, independent contractor or consultant) unemployed due to economic conditions or natural disasters.



The Dislocated Worker program offers employment and training services to eligible workers.

Separating or Separated Members of the U.S. Armed Forces (including National Guard Veteran, or Armed Forces Reserves Veteran)



Individuals who are long-term unemployed for 15 weeks or more in the last 52 weeks and has limited reemployment in the same or similar occupation.



Displaced homemakers

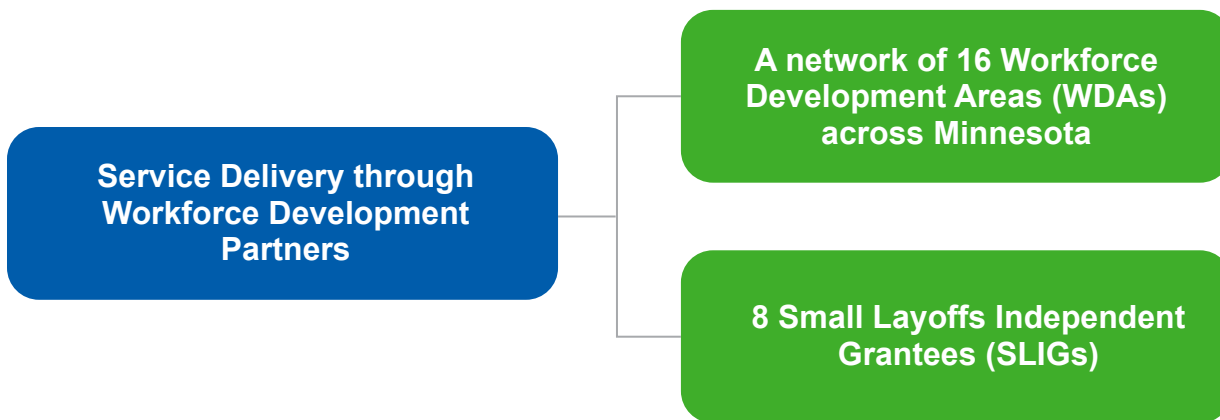
HOW WE SERVE PEOPLE

The DW program provides a variety of employment and training 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:

When needed, participants complete assessments to test basic math and reading proficiency before enrolling in training. 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 & 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 Department of Employment and Economic Development's (DEED) State Rapid Response Team (SSRT) plays an important role in assisting workers affected by a mass layoff and/or a business closure. 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. The SSRT finds out about upcoming layoffs, coordinates with businesses, and lets individuals 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 (RR) finds out about layoffs, including from the employer, unions, media, or the workers themselves. Although the Worker Adjustment Retraining Notification (WARN) Act requires employers to notify the state of a "large" layoff (over 50 individuals in a 30-day period), many businesses will notify RR 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.

The WARN Act also requires employers with at least 100 employees to notify DEED and the SRRT 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 individuals can still choose to access DW services at any service provider location throughout the state, most choose to work with the designated mass layoff project provider.

1. Notification of a Layoff Event 	2. Recruitment for Planning and Selection Committee 	3. Service Provider Selection 
<ul style="list-style-type: none"> • Meet with employer • Look for ways to help employer avoid a layoff, called Layoff Aversion. • If a layoff does move forward, the next step is to inform all relevant stakeholders, including employer, workers and DW service providers. • Schedule informational meetings with workers to provide information about Unemployment Insurance benefits and services offered through the DW program. • If enough workers are interested in receiving DW program services (a minimum of 50 workers), they solicit "bids" from service providers who are interested in serving the group and enter a Competitive process. 	<ul style="list-style-type: none"> • Recruit 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. • Service providers must present the most compelling argument, as to why they should be chosen to be the grantee of the project. 	<ul style="list-style-type: none"> • 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 LAYOFF INDEPENDENT GRANTS

In 2013, DEED implemented Small Layoff Independent Grants/Grantees (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, the DW program is better able to incentivize and fund outstanding service to customers. These metrics include:

- Highest percentage of Black, Indigenous, People of Color (BIPOC) participants employed (job placement)
- Highest percentage of long-term unemployed participants employed (job placement)
- Lowest cost per employed participant (cost efficiency)
- Highest rate of participants employed in the 4th quarter after exiting (job retention)
- Highest served count

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.

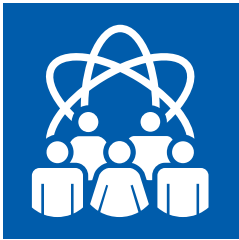
TRADE ADJUSTMENT ASSISTANCE (TAA)

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 grantees 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 employers added just under 163,000 jobs back onto their payrolls from January to November 2022, nearing 3.0 million jobs by the end of the year after months of rapid growth. Though the state is still about 34,500 jobs below pre-pandemic employment levels, this is an encouraging sign of continuing recovery from the COVID-19 recession in 2020. Minnesota’s job gains are outpacing the U.S. growth rate so far this year, but much like the past five years, the state’s labor market tightness has constrained even faster economic growth. This is attributable to many interrelated factors including but not limited to continued challenges caused by a tightening labor market, changing work and family

preferences, accelerated retirements, slower international in-migration, and other pandemic-related economic effects. Reflecting continued high demand for workers, Minnesota businesses posted record numbers of job openings throughout 2022. Even into October of 2022, there were still well over 3 open jobs for every unemployed job seeker – with more than 200,000 vacancies compared to only around 65,000 unemployed workers.

Through November of 2022, Minnesota’s unemployment rate had inched up to 2.3%, which is historically low compared to past years, but up from the record lows set during the summer. In June and July 2022, Minnesota’s unemployment rate dropped to 1.8%, the lowest rate ever recorded not only in our state’s history, but for any state in the U.S. This reflects a combination of people finding jobs, as well as a lack of available workers. The state’s labor force is still 93,000 workers smaller now than in February of 2020, and the number of unemployed workers is also much lower compared to the months before the pandemic, leaving employers struggling to find workers for the jobs they have available. While there are still disparities in our state, unemployment rates by race have come down over the past year as well, at 2.1% for whites, 3.9% for Hispanic or Latino workers, and 4.3% for Black or African Americans in November of 2022.

According to analysis from DEED’s Labor Market Information office, Minnesota’s economy is projected to continue to grow over the next year, with our short-term jobs forecast surpassing pre-pandemic February 2020 employment levels by the second quarter of 2023. According to newly released 1-year employment projections, Minnesota is expected to have recovered just over 345,000 jobs since the start of the pandemic, putting us on pace for new employment record levels.

Our one-year job projection shows continued growth in most major industries in the state, with only four industries projected to see declines.

The two industries hit hardest during the pandemic – Arts, Entertainment & Recreation and Accommodation & Food Services – are projected to see the strongest job growth over the coming year, with both expanding more than 4%. In contrast, two industries that fared better during the

Table 1: Top 10 Mass Layoff Events in SFY 2022

COMPANY	No. of Layoffs
Cliffs Natural Resources Northshore Mining Company	499
IWCO Direct	330
Anoka-Hennepin School District	240
Ramsey County Nursing Home	156
Bright Health	150
Stearns Inc	133
TE Connectivity	120
Aramark	100
Medtronic Inc	100
Ramsey County	100
TOTALS	1,828

pandemic recession – Mining and Agriculture, Forestry, Fishing & Hunting – are both expected to see more than 4% declines moving into 2023.

What we do know is that the unpredictable nature of the global economy will continue to impact the behavior of businesses, workers, and job seekers alike. These are trends that continue changing how, where, and when we work, both now and for the foreseeable future and are playing out against larger, long-standing demographic trends that limit the size of available labor force and in turn constrain job growth. Despite this uncertainty, the jobs recovery is expected to continue in Minnesota into 2023.

Minnesota's 10 largest layoff events affected over 1,828 workers in SFY 2022 (compared to 3,223 workers in SFY 2021 and 3,268 in SFY 2020).

PROGRAM FUNDING AND EXPENDITURES

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 2022, the program budget was \$20,255,516.74. The Minnesota Job Skills Partnership Board (MJSP) has broad authority over the DW budget and policies.

In SFY 2022 (July 1, 2021 – June 30, 2022), the Minnesota DW program expended \$15,400,395.27 to serve 5,009 participants at an average unit cost of \$3,433 per participant. Independent providers spent \$3,085,815.23 and served 1,227 individuals. WDAs expended \$10,803,118.34 in formula funds and served 3,782 individuals. Minnesota achieved a 77.1% second quarter employment rate with 2,610 participants exiting the program during the performance cohort and 2,013 entering unsubsidized employment.

Table 2: Dislocated Worker Funding and Customers Served SFY 2022

Program	Customers Served	Program Funding Expended ¹
Minnesota DW	5,009	\$15,400,395.27
Federal DW	1,628	\$4,855,121.47
Total ²	5,900	\$20,255,516.74

¹Program funding expended totals include administrative costs

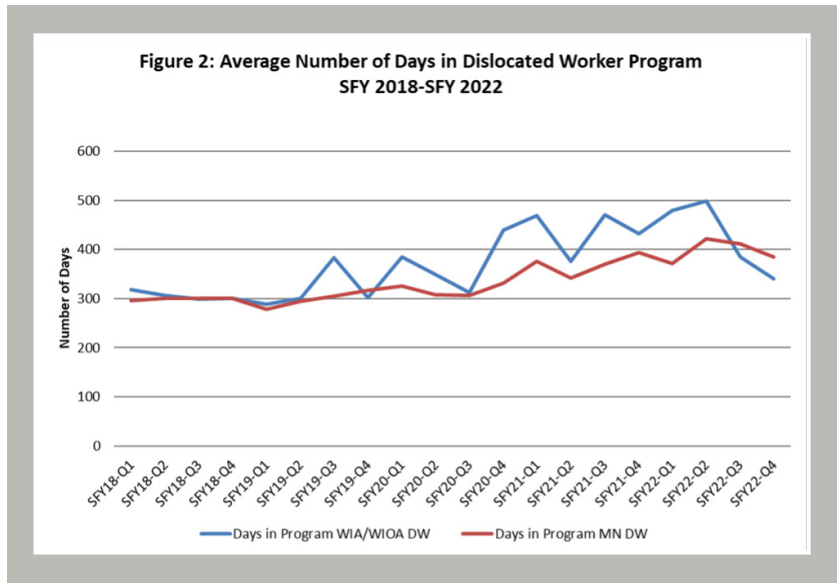
² Many times DW customers are enrolled in several funding streams at the same time. For this reason, the sum of the MN DW customers served and the Federal DW customers served will not equal the total. These are not unique customer counts but are the number of customers accessing program activities using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

In SFY 2022, the Minnesota DW program served 5,009 customers, which is more than three times the federally funded WIOA DW program (1,628). The time participants spent in both DW programs is less than the previous fiscal year. In SFY 2022, the average number of days spent in the program was 397, down from 403 days in SFY 2021.

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.

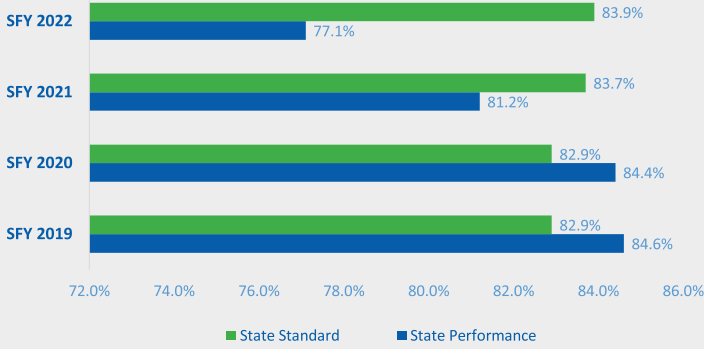


SFY 2022 is the sixth year WIOA performance indicators were in effect, replacing the four legacy WIA indicators which Minnesota used to measure performance in previous fiscal years.

A 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. The most recent round of negotiations were completed in June 2022. In order to remain consistent across the two programs, 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](#).

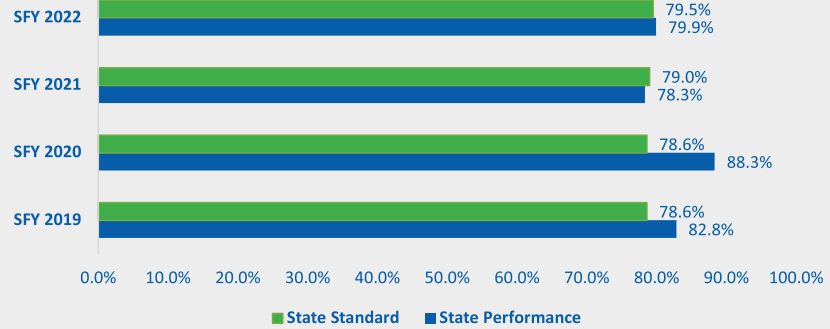


Employment (Second Quarter After Exit)



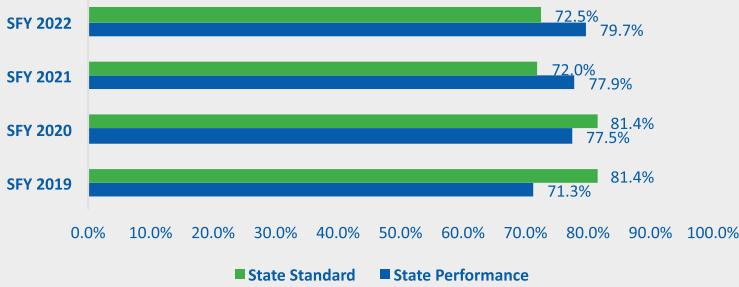
Percentage of participants who are in unsubsidized employment during the second quarter after exiting the program.

Employment (Fourth Quarter After Exit)



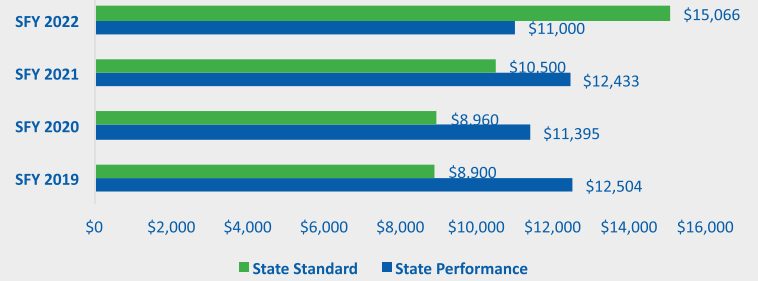
Percentage of participants who are in unsubsidized employment during the fourth quarter after exiting the program.

Credential 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.

Measurable Skills Gain

Year	State Performance	State Standard
SFY 2018	18.7%	Baseline Measure*
SFY 2019	61.6%	Baseline Measure*
SFY 2020	66.5%	Baseline Measure*
SFY 2021	74.0%	53.5%
SFY 2022	86.8%	53.5%

*New Measure under WIOA; SFY 2021 was the first year the state had 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.

Table 8: Minnesota Dislocated Worker Cost Benefit Analysis SFY 2014 – SFY 2022

Year	Program Funding Expended	Customers Served	Cost Per Customer Served	Number of Individuals Exiting into Employment	Cost per Employed Customer
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
SFY 2021	\$19,824,588	5,847	\$3,391	2,351	\$8,432
SFY 2022	\$15,400,395	5,009	\$3,075	2,013	\$7,650

Accomplishments 2022

- **Meeting/Exceeding performance goals.** The Dislocated Worker program continued to meet and/or exceed federally mandated performance outcomes and surpass national averages.
- **Strong partnerships with service providers.** The DW Program continued to strengthen partnerships with service providers through monthly and quarterly meetings, technical assistance and ongoing training.
- **Increased program awareness and outreach.** Leveraging community connections, digital and in-person outreach, the DW Program continues to raise awareness about availability of services.
- **Holding strong and steady.** SFY22 continued to build on the successful strategies from SFY21 as the state weathers the pandemic and is on the road to an economic recovery. The program continued to respond quickly and efficiently to the needs of the customers and service providers.

Looking Ahead to 2023

- **Using an equity lens in program implementation.** Ensure that communities facing significant barriers to employment have access and can receive the employment and training services necessary to become self-sufficient. Program will focus on expanding services to specific populations previously underserved.
- **Providing virtual customer service to trade-impacted workers.** TAA will continue to reach out to workers and employers that are impacted by foreign competition using various platforms. The program will expand virtual sessions in 2023. TAA will follow U.S. Department of Labor's guidance if/when the program is reauthorized by Congress in order to continue seamless service to trade-impacted workers.
- **Design a Strategic Employer Engagement Model (SEEM) to guide the SRRT while assisting Minnesota employees and employers affected by layoff and business closure.** Using this model, the SRRT will work to break down preexisting stigmas of employers and employees working with state government while building trust and dynamic relationships amongst Minnesota employers, employees, our internal and external partners and stakeholders as a whole.



Success Stories



David Finds New Career After 14 Years with Previous Employer

On October 26, 2021 David did an intake for RMCEP services. He was dislocated in July 2021 from Rajala Mill after working there for 14 years. He was looking at a new career in truck driving. David enrolled with Advanced Minnesota's Commercial Driver's License Certificate Program, which is a partner with Northwest Technical College in Bemidji. In preparation for the training, David needed to be ready to do part of the training online. The RMCEP team in Bemidji assisted David with purchasing a computer while he got internet hooked up and an internet address created. On December 6, 2021 David started his online classes. On January 6, 2022 David started commuting to Hibbing for the hands on and driving portion of his training. He chose to go to Hibbing as the Grand Rapids had a 2 month waiting list. This meant that he drove 90 miles one way to Hibbing, 3 times per week. He was provided gas vouchers to assist with the cost of commuting. On January 31, 2022 David informed his job counselor that he had passed his permit test, tanker and double/triple trailer tests. On March 31, 2022 David passed his Class A CDL license. After job seeking for the next couple of months, David was hired by Knife River Aggregate as a driver. He started his job with them on June 1, 2022 working 42 hours per week at a wage of \$28.00 per hour. This employer is a great fit for David as it is based out of Bemidji MN which is close to where David lives.



Job Search Success Through DWP Workshops for Linda

“Having been laid off in November 2020, after 14 years with my previous employer, I was not prepared for another job search. At CareerForce MN, I took workshops on resume writing, creative job search, networking, and interview skills to learn new strategies to expedite my job search. I also found immeasurable success through the CMJTS Dislocated Worker Program, where I was able to earn certification and gain new knowledge to complement my 25+ years of project management experience. As a result, I've successfully returned to the job market as a contractor in the same industry and type of role as my previous position. I firmly believe CMJTS programs and services directly contributed to my success.

Thank you for the excellent state program and the fantastic support at the local level.”



TAA helps Jasmine get on a strong career path and increase her wages nearly 50%

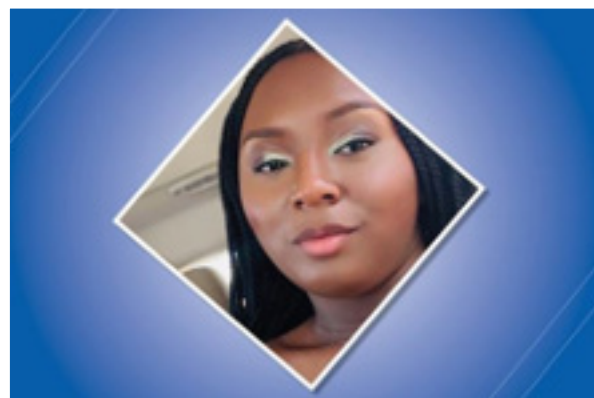
Jasmine was abruptly laid-off from her customer service job at a bank and struggled to find another position that met her needs. So, Jasmine decided to go back to school to finish her Bachelor of Science in Nursing (BSN) degree and pursue a career with great growth potential in health care. Because Jasmine was eligible to participate in the Trade Adjustment Assistance program (TAA), the program paid for all of her school expenses and provided income support payments through the Trade Readjustment Allowance (TRA) program.

Jasmine graduated with her BSN from Metropolitan University in May 2022 and accepted a new job in Maryland in July 2022 and relocated through the help of the TAA Relocation Allowance benefit. By attending TAA training and completing her BSN degree, Jasmine increased her wages 46% over what she was making in customer service. Plus, she now has a skill set that is in high demand, increasing her marketability to employers and laying the groundwork for future career advancement and higher earnings.

While being laid off was a difficult experience, Jasmine seized the opportunity to move to an in-demand career path. Here's what Jasmine shared regarding her experience with TAA and with the TAA specialist who worked with her.

"Although the circumstances that led me to TAA can be considered negative, this opportunity was heaven sent. Working with this program allowed me to pursue my education with a sense of peace. I have always worked as I pursued my degree; however, there were times where I had to consider halting on courses to accommodate for my livelihood. TAA met me at the right intersection of my life and allowed me to make the choice that would propel me forward. Having my school expenses covered meant that I could finally be a fully invested student and budding professional within my career field. This experience has allowed me to be a competitive candidate in the job market and ultimately secure my first position in my profession.

"Determination played a large role in my success, but I'd be remiss if I did not heavily credit this program and the specialist that handled my case. I was fortunate to work with the same coordinator for the entire time that I was enrolled. She was always kind, receptive, and invested. She always kept me updated on opportunities that were available to me so that I was as successful as possible. Overall, this program is a part of the cornerstone for my success, and I would not have it any other way!"



Attachment A: State Dislocated Worker Provider Performance

	Exited	Served	Employed exiters in the 2nd quarter/ Total exiters	=	ACTUAL 2nd Quarter Employment Rate	2nd Quarter Employment STANDARD	ACTUAL 2nd Quarter Median Earnings	Median Earnings STANDARD	Exiters employed in the 4th quarter/ Employed exiters	=	ACTUAL 4th Quarter Employment Rate	4th Quarter Employment STANDARD	Credential Attained/ All Exiters who attended training	=	ACTUAL Credential Attainment Rate	Credential Attainment STANDARD
State	4,381	5,009	2,013 / 2,610	=	77.1%	83.9%	\$15,066	\$11,000	2,043 / 2,558	=	79.9%	79.5%	672 / 843	=	79.7%	72.5%
Northwest PIC Inc	38	18	17 / 21	=	81.0%	83.0%	\$11,673	\$10,000	17 / 22	=	77.3%	68.5%	1 / 5	=	20.0%	70.0%
Rural MN CEP Inc	231	420	130 / 136	=	95.6%	83.0%	\$11,487	\$9,061	79 / 93	=	84.9%	82.0%	24 / 29	=	82.8%	77.0%
NE MN Office of Job Training	190	167	90 / 105	=	85.7%	87.0%	\$12,882	\$11,000	108 / 129	=	83.7%	86.5%	14 / 21	=	66.7%	52.0%
City of Duluth	40	143	47 / 52	=	90.4%	83.9%	\$14,698	\$9,960	22 / 27	=	81.5%	87.5%	12 / 14	=	85.7%	72.5%
Central MN Jobs and Training	274	383	138 / 165	=	83.6%	90.0%	\$12,842	\$11,000	146 / 182	=	80.2%	88.0%	40 / 52	=	76.9%	79.5%
SW MN PIC Inc	88	132	28 / 30	=	93.3%	83.9%	\$10,764	\$9,000	17 / 24	=	70.8%	79.5%	10 / 14	=	71.4%	64.4%
S Central Workforce Council	140	211	64 / 77	=	83.1%	85.0%	\$12,131	\$9,000	58 / 70	=	82.9%	79.0%	23 / 32	=	71.9%	72.5%
SE Workforce Development	214	319	10 / 15	=	66.7%	86.0%	\$9,287	\$9,000	12 / 18	=	66.7%	83.6%	5 / 8	=	62.5%	82.0%
Hennepin/ Carver ETC	582	502	218 / 315	=	69.2%	82.9%	\$17,052	\$12,000	261 / 342	=	76.3%	75.0%	104 / 117	=	88.9%	71.5%
Mpls Employment and Training	172	215	83 / 103	=	80.6%	80.0%	\$14,279	\$11,000	72 / 94	=	76.6%	75.0%	26 / 36	=	72.2%	68.5%
Anoka County	132	181	89 / 113	=	78.8%	85.5%	\$14,346	\$10,911	89 / 106	=	84.0%	82.0%	52 / 55	=	94.5%	77.0%
Dakota/Scott Workforce Services	326	286	136 / 188	=	72.3%	83.9%	\$20,102	\$13,500	145 / 188	=	77.1%	78.0%	75 / 85	=	88.2%	78.5%
Ramsey Cty Workforce Solutions	140	216	85 / 100	=	85.0%	84.0%	\$17,770	\$11,200	62 / 80	=	77.5%	76.0%	29 / 31	=	93.5%	73.5%
Washington County	91	110	47 / 51	=	92.2%	83.9%	\$17,483	\$11,783	44 / 46	=	95.7%	88.0%	8 / 10	=	80.0%	69.5%
Stearns/Benton E&T (Career Solutions)	410	460	172 / 256	=	67.2%	86.0%	\$10,320	\$9,693	228 / 298	=	76.5%	80.0%	45 / 60	=	75.0%	83.5%
Winona Cty Workforce Council	5	19	8 / 8	=	100.0%	77.3%	\$9,048	\$8,134	8 / 8	=	100.0%	82.5%	3 / 3	=	100.0%	76.9%
American Indian OIC	219	26	0 / 0	=	No Data	83.4%	No Data	\$11,732	0 / 0	=	No Data	79.0%	0 / 0	=	No Data	73.1%
Arrowhead Economic Opportunity Agency	89	103	65 / 89	=	73.0%	87.0%	\$7,787	\$11,000	100 / 128	=	78.1%	86.5%	24 / 50	=	48.0%	52.0%
Avivo	34	109	48 / 77	=	62.3%	83.4%	\$13,799	\$11,732	49 / 58	=	84.5%	79.0%	11 / 16	=	68.8%	73.1%
CLUES	61	91	27 / 48	=	56.3%	83.4%	\$7,990	\$11,732	8 / 15	=	53.3%	79.0%	2 / 6	=	33.3%	73.1%
Goodwill/Easter Seals Minnesota	186	116	66 / 73	=	90.4%	83.4%	\$19,267	\$11,732	46 / 52	=	88.5%	79.0%	26 / 35	=	74.3%	73.1%
HIRED	68	190	113 / 143	=	79.0%	83.4%	\$27,692	\$11,732	116 / 139	=	83.5%	79.0%	53 / 58	=	91.4%	73.1%
Jewish Family and Children's Services	186	98	50 / 61	=	82.0%	83.4%	\$15,296	\$11,732	38 / 46	=	82.6%	79.0%	14 / 19	=	73.7%	73.1%
MN Teamsters Service Bureau	68	494	282 / 384	=	73.4%	83.4%	\$14,745	\$11,732	318 / 393	=	80.9%	79.0%	71 / 87	=	81.6%	73.1%

SPECIAL NOTES	DEED has calculated the above performance by combining participants served in both Small and Large layoffs funded by State Dislocated Worker.
	Exited and Served is all participants accessing the program during the actual program year (realtime). High or low numbers are not negative or positive.
	2nd Quarter Employment results based on exiters between July 1, 2020 - June 30, 2021 except those exited with exclusion. This indicator measures each exiter's employment status during the 2nd quarter after exiting the program.
	4th Quarter Employment results based on exiters from January 1, 2020 - December 31, 2020 except those exited with exclusion. This indicator measures each exiter's employment status during the 4th quarter after exiting the program.
	2nd Quarter Median Earnings results based on exiters from July 1, 2020 - June 30, 2021 except those exited with exclusionary reason and those showing zero earnings.
	Credential Attainment results based on exiters from January 1, 2020 - December 31, 2020 except those exited with exclusionary reason and those who did not attend training.
	Statewide goals based on negotiated levels approved by DOL for PY2021. Local area goals based on negotiated levels approved by DEED for PY2021.

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