**MJSP Funded Projects**

**October 26, 2020**

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Alexandria Technical & Community College | Mid Minnesota Federal Credit Union | $49,544 | Short Form |
| This project is a collaboration between Alexandria Technical and Community College (ATCC) and Mid Minnesota Federal Credit Union (MMFCU), located in Brainerd. MMFCU is seeking assistance in developing a credit union industry-specific leadership and employee development program to address specific employee skill gaps. New and customized curriculum will be developed in partnership with MMFCU with assistance from MState, located in Detroit Lakes. Training will be delivered virtually to employees at the Brainerd site, as well as 10 other Minnesota locations. All 147 employees will receive training on Excel Tips & Tricks and Credit Union Finance Basics. A Leadership Series will include courses in Coaching for Higher Engagement and Performance, Building Trust through Communication and Conflict, and Leading a Diverse Workforce. Other courses include Strength Finder Training, Outlook and Word, and Credit Union Finance – Key Ratios, Reports and Budget Planning. Training will help employees better serve the communities with which they work. The Leadership series will provide employees with skills leading to career advancement opportunities within MMFCU. ATCC will gain finance industry knowledge that they can integrate into current curriculum.Contact: Linda Muchow, Alexandria Technical & Community College, 320.762.4539 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka Ramsey Community College | MRG Tool & Die | $49,992 | Short Form |
| Since 1979, MRG has run a successful tool and die metalworking business. Located in Faribault, MN with 72 employees, the company has a wide range of capabilities and serves industries that include Automotive, Construction and Aerospace. MRG’s succession plan includes a formalized method for training and credentialing their workforce. MRG, which currently uses a tiered method for employee advancement, wants to use implement a training program that uses National Institute for Metalworking Skills (NIMS) standards as a method for certifying competency for employee advancement in its skilled trades positions. In addition, MRG has targeted training needs in the areas of quality inspection and developing production leaders, and will be implementing a new learning management system called Teachable Online. MJSP funding will to support a partnership between MRC and Anoka Ramsey Community College (ARCC), with assistance from its sister institution, Anoka Technical College (ATC), to pilot a training program for both Fabricators and Machinists. Training will be delivered, in part, using a distance learning format consistent with COVID requirements. All 72 employees will be provided with Introduction to Teachable Online; 20 Fabricators and Machinists will complete NIMS Metalworking Skills training, which will allow for advancement from Level 1 to Level 2 positions; and select employees will receive training in Quality Inspection and Production Leadership Training. This project will build skill levels of MRG’s current and expanding workforce, necessary for future growth. ARCC/ATC will expand its on-line course capacity with exposure to the Teachable LMS System and develop metalworking course content consistent with NIMS national standards. Contact: Matthew Salo, Anoka Ramsey Community College, 763.422.6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka Ramsey Community College | Alliance Machine, Inc. | $49,811 | Short Form |
| Founded in 1987, Alliance Machine is a family and veteran-owned precision machine shop located in Elk River. The company offers a full line of CNC milling and CNC lathe machines, concentrating on prototypes, production, tooling and special machine design and building. Industries served include aerospace, defense, medical and technology. With 45 current employees, Alliance is dedicated to employee development through individual career development plans, registered apprenticeship programs for newer employees, and customized training to increase skill sets. MJSP funds will support training needed to equip employees with tools needed to increase productivity and contribute to a more cohesive environment. In partnership with Anoka Ramsey Community College (ARCC), and sister institution, Anoka Technical College (ATC) training will be developed and delivered to all 45 employees. Curriculum will focus on three areas: Epicor ERP; Technical Measurement, Precision & Calculation; and Customer Relationship Management. Due to COVID, coursework will be conducted via a hybrid method including classroom instruction and online options. Training is expected to significantly increase employee knowledge, engagement, retention, and operational efficiency. ARCC/ATC will gain additional expertise through assisting Alliance in further developing the company, specifically the leadership team, through new curricula.Contact: Matthew Salo, Anoka Ramsey Community College, 763.422.6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka Ramsey Community College | Mid-State Metal Works | $49,264 | Short Form |
| Founded in 1986 as Mid-State Fabricating, new owners purchased the company in 2019, changing the name to Mid-State Metal Works. As a full-service metal fabrication and machining shop, Mid-State Metal Works has three facilities in Blaine and employs 32 employees (eight, who were recently hired). Faced with competition for highly skilled employees and with increasingly experienced employees transitioning into retirement, the company is in need of a formal workforce training program to maximize the use of equipment and a new ERP manufacturing software system. In addition, Mid-State has determined it needs to improve its engineering and design capabilities and incorporate a quality assurance system to incorporate best practices across the workforce. Anoka Ramsey Community College (ARCC) and its sister institution, Anoka Technical College (ATC), will work with Mid-State to customize training curriculum focusing on four critical areas: JobBOSS, an integrated shop management software package; APEX Belt Sander; Computer-Aided Design (CAD); and Quality Assurance. Due to COVID, courses will be conducted on-site, in small, socially distanced groups and/or through on-line instruction. Training is expected to greatly assist in the long-term skill base enhancement of all Mid-State workers, improve production processes, and ensure proper operation and utilization of equipment. ARCC/ATC will gain capacity in the development of new JobBOSS and APEX curriculum.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Taylor Machine | $49,836 | Short Form |
| Taylor Machine, Inc. (TMI) is a privately-owned job shop in Circle Pines which has been operating for over 25 years. TMI employs 31 workers that specialize in machining aluminum, plastic and other materials for industries that include medical device and defense. TMI is now undergoing a generational transition in leadership which is presenting two challenges. The first will require family members to perform management tasks previously carried out by retiring members. The second will require the next generation to backfill the management positions vacated when they assume their new executive roles. As part of their succession planning strategy, TMI needs training for both executive and operations management in order to navigate the transition to a new management structure. In addition, there is a need for a formal multi-skilling cross-training system, especially in production and production support, which will allow TMI to increase their competitiveness. Anoka Ramsey Community College (ARCC), along with its sister institution, Anoka Technical College (ATC), will partner with TMI to develop and deliver training. All 31 employees will be provided with Introduction to Distance Learning training in order to navigate on-line learning systems. Production staff will complete CAM and CAD training, along with Machine Operator Skills training which will enable upward mobility of a Level One Machinist to a Level Two Machinist. Training will build skills across the entire workforce and ensure continued success and growth of TMI. ARCC/ATC will expand its online course capacity with the addition of new online technical trade machining and CAD/CAM courses.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State University, Mankato | Dedicated Networks, Inc. | $49,372 | Short Form |
| Dedicated Networks, Inc. (DNI), located in Anoka, is a privately owned corporation that sells new and used networking and computer equipment, with a specialization in Cisco and Juniper brands. Founded in 2005, in the garage of father/son owners, the company has continued to grow, with a current workforce of 113 employees. An MJSP grant awarded in 2016 with Century College helped DNI make significant strides in the development of their organization, with an introduction to Lean, the advancement of Microsoft skills and in pursuing certifications unique to their industry. A new CEO, hired in 2019, is leading the strategic vision for the company focusing on three critical areas – developing the organization structure to meet the needs of their workforce and customers, emphasizing company data and analytics to drive decision making, and developing a common organizational language based around Lean and Six Sigma. MJSP funding is requested to support a partnership between DNI and Minnesota State University, Mankato (MSU Mankato) to customize curriculum and deliver training to all 113 employees. Main areas of training include Lean Overview, Becoming a Lean Leader, Six-Sigma Overview, Standard Work, Value Stream Mapping, Simplification Methods and Tools, 3P – Advanced Planning, Flow – Synchronizing the 3 Major Fulfillment Flows, and Problem Solving 1 & 2. This project will support DNI’s developing Lean culture that will positively benefit DNI employees and their customers. MSU, Mankato will build capacity through customizing training and working with DNI to build organizational skills that are critical to their success.Contact: Tammy Bohlke, MN State University, Mankato, 507.389.2572 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | CDL Training Academy Consortium | $49,306 | Pre-Development |
| This Pre-Development project will develop a training program to increase the number of graduating CDL students to meet industry need and that will meet the new federal regulations. CDL drivers are part of an integral segment of the state’s economy with 18,950 Minnesota trucking companies moving 95% of manufactured tonnage in the state. Currently, there are three active schools operating in the Twin Cities area: Interstate Truck Driving School (Class A), 160 Driving Academy (Class A) and Dakota County Technical College (Class B). Industry feedback indicates that there are not enough graduating CDL students to meet the current and future demand. New federal regulations, going into effect in February 2022, will require that persons wishing to obtain a CDL must attend training at a registered training provider teaching and assessing all 30 of the newly mandated theory categories, along with certifying proficiency in all aspects of behind-the-wheel training. Through this Pre-Development Project, Anoka Ramsey Community College will partner with The Twin Cities CDL Training Academy Consortium (TCC-TAC), to further define and develop a CDL training program that can be used across the Twin Cities area to meet the current, critical and growing need for properly trained Commercial Drivers. The TCC-TAC currently includes the following partners: Minnesota Trucking Association, MN Transportation Center of Excellence, Dakota County Technical College, and Saint Paul College. However, one of the goals of this project is to identify additional industry and educational partners. The TCC-TAC intends to use many aspects of an existing training model from Riverland Community College with the addition of other courses, all which will adhere to upcoming federal regulations. To meet ongoing industry-required training, there are plans to expand current training done at Dakota County Technical College into Class A CDL and potentially offer additional training modules at other campuses. Training will include night and weekend class offerings, online options, and potential expansion of the program to other colleges across the state. Training can be offered at multiple locations by leveraging the various equipment, lab space, and other resources available at consortium locations. Once the program is established, student tuition and fees would continue the program for the foreseeable future.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Normandale Community College | Measurement Specialties, Inc. | $300,000 | Partnership |
| TE Connectivity (TE) is a global industrial technology leader and one of the largest connectivity and sensor companies in the world. In Minnesota, they have sites in Andover, Plymouth and Maple Plain with 1,262 employees. Since the 2014 acquisition of Measurement Specialties (Andover), TE has continued to see growth in its sensor solutions business. In addition to other product lines, Measurement Specialties makes temperature sensors for the medical industry with significant growth opportunities within this market. However, the lack medical device knowledge among employees is negatively impacting the company. Measurement Specialties is approaching a crisis point that could impact jobs as well as the viability of the entire site. There is a critical need for training focusing on increased productivity and the customer/employee experience. In addition, they need to broaden employee knowledge of TE’s complex and evolving markets and provide skills development necessary to leverage collaborations across the organization. The proposed training program, “Empower Connectivity,” was designed in response to company performance indicators coupled with specific development needs identified in a recent employee engagement survey and a lengthy needs analysis by Normandale Community College and TE leadership. The program will bring together experts from TE, Normandale and Raising Performance in Operations (RPO). Based in the UK, RPO is a targeted grassroots approach to improving performance in manufacturing. Training for 252 employees from the Andover plant will occur in three phases starting with an Empower Connectivity Kick-off event along with training in Essential Problem Solving, Communication, Customer/Employer Experience, and Supply Chain Essentials. During Phase 2, managers and selected employees will receive training on ISO 13485 Medical Device Quality Standard Essentials, Structured Problem Solving, Communicating Strategically, Project Management Essentials, Hybrid Customer/Employee Experience, RPO Companion Series, Data Analytics and Intro to Supply Chain Management with Simulation Powered by The Fresh Connection. Phase 3 includes capacity-building and sustainability efforts with topics that include a Supervision and Management Certificate, Culture Champions, Train-the-Trainer and Action Learning Practicum. During COVID, training will be primarily online with classes transmitted via TE’s online format into class and meeting rooms, or small group sessions. Increased employee knowledge and skills will result in improved operational performance, communication, and customer experience; reduced turnover; and opportunities for advancement. Normandale will gain capacity in Customer/Employee Experience, supply chain management and The Fresh Connection simulation. The collaboration with RPO will benefit other companies beyond the grant.Contact: Deb Shirk, Normandale Community College, 952.358.9369 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Century College | Compass Electronics Solutions | $255,506 | Partnership |
| Compass Electronics Solutions (CES) is a full-service electronics manufacturing services provider which serves original equipment manufacturers (OEMs) with comprehensive electronics engineering, manufacturing and support services. Located in Eden Prairie, they have 159 employees. As the electronics industry continues to see rapidly changing technology, CES is also challenged with global outsourcing and market consolidation while struggling to find qualified applicants to fill positions. In response, CES has invested in upgrading their facilities and developing new cutting-edge products. Acknowledging that their continued success depends on the preparedness of the workforce, they are looking to create a comprehensive technical training program for their production employees that will help retain a workforce with strong manufacturing skills and support long-term growth within the industry. CES will work with Century College to develop training for 105 employees that will cover key topics crucial to optimizing manufacturing processes. Managers and Engineers will participate in Continuous Improvement focusing on Lean Manufacturing with topics that include Root Cause Analysis, Visual Management and Value Stream Mapping along with Six Sigma phases of Define, Measure, Analyze, Improve and Control. Managers will learn the skills needed to develop a culture of Continuous Improvement. Support staff will also participate in a general overview of Lean along with training specific to their job functions that lead to certification in Certified Payroll Professional, Global Professional in Human Resources and Certified Professional Training Manager. Production Operators will receive hands-on, in-person training in manufacturing skills that include Manufacturing Math, Hand and Power Tools, Print Reading/Schematics, Quality Management, Troubleshooting, Lean Manufacturing, HAZMAT and Chemical Spills, Safety and OSHA training. Selected Operators will gain certification in IPC-7711-7721, a special circuit board rework and repair program, and SMTA Technologies Certification, a specialized core fundamentals training of each surface mount process including screen printing, component placement and reflow methodologies. This program will build worker skills needed to increase production and efficiency leading to increased competitiveness; improve quality and reduce waste; and create a positive and safe working environment. The participation of CES managers will create internal capacity needed to enable the company to maintain the training model beyond the grant period. Century will benefit with expanded opportunities to learn more about the needs of the manufacturing industry and gain a new series of manufacturing-related courses which will be applicable to other companies. Contact: Eric Riedel, Century College, 651.779.3310 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State College Southeast | Mechatronics Consortium | $400,000 | Partnership |
| Mechatronics technology is the cutting-edge discipline of building, troubleshooting and maintaining the industry of tomorrow. A group of Red Wing area businesses (3M Fall Protection, Ardent Mills, Gemini, Hearth & Home Technologies, Pepin Manufacturing, Red Wing Shoe Company/S.B. Foot Tanning Company and Valley Craft) have come together with Minnesota State College Southeast (MSCS) with a need to develop a technical training program that introduces employees to new technologies and develops them into highly skilled technicians to support the rapidly growing area of mechatronics. There is a need for training in this area based on survey results from 21 businesses in the Red Wing and surrounding area where over 90% showed support for incumbent training and new-hire recruitment. The companies currently employ 230 technicians in the mechatronics field and stated over half would need training. They also projected 98 new technician hires over the next three years. Currently, these skills are learned primarily on-the-job and supplemented as possible with external training in other areas of the state. The business partners feel the Mechatronics program is crucial in gaining skilled workers that are desperately needed. MSCS, in partnership with the business partners, will develop curriculum for the Mechatronics program, identifying critical training areas and associated training equipment for each business. Curriculum will be delivered in a format so as to minimize technician time away from work with courses that include: Intro to DC, Basic Industrial Controls, Programmable Controllers, Intro to AC, Mechanical Power Transmission, Intro to Hydraulic and Pneumatics, Intro to CAD/CAM, and Welding. Curriculum will be aligned with courses in the degree programs to ensure those wanting to obtain a college degree have a clear pathway to do so. By taking all 8 courses offered, students will receive a total of 464 hours of professional development and 19 college credits that will be recognized by a number of college programs. Training will provide high-quality, skilled training in Mechatronics which will upskill employee abilities and keep them up-to-date on the continual changes in automation. Completion of the training will provide employees with opportunities for promotions and pay increases. MSCS will gain a Mechatronics program on the Red Wing Campus and develop a strong talent pool of qualified technical maintenance candidates in the local market to meet the recruitment needs of manufacturers. Once the grant sunsets, businesses will continue to send their employees to MSCS for training, and support expanded program offerings in the future.Contact: Calli Ekblad, MN State College Southeast, 651.385.6320 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| American Indian OIC | Takoda Institute of Higher Education | $188,471 | Low Income Worker |
| The American Indian OIC (AIOIC), located in Minneapolis, is a multifaceted workforce development agency that offers education programs, vocational training and employment services that help clients find employment leading to economic independence. Core programs of the AIOIC include Takoda Prep, an alternative high school; Adult Basic Education/GED; the Takoda Institute, a post-secondary career college that prepares students for jobs in in-demand occupations that have career growth opportunities; and Career Services, which pairs clients with a certified career counselor to develop an IDP, provide job search assistance, and other support services. Training programs are developed based on feedback from the employer advisory committees, employer partner surveys, and Minnesota Labor Market Information. AIOIC’s employer network serve on advisory committees, provide student internships, and hire AIOIC’s clients. Last year, AIOIC served 1,000 participants, of which 40% were Native American, 40% were African American, and the remaining 20% represented people of Latino/a, Asian, and Caucasian backgrounds. Almost 95% were people with incomes below 200% of the federal poverty line.Through MJSP funding, 82 individuals will be recruited for training in one of three areas: 1) Medical Office, for employment in administrative positions in healthcare settings; 2) Computer Support, for employment in the technology support field with credentials from CompTIA in A+, Network+ and IT Fundamentals; or 3) Equipment Operator, for certification in equipment operation (compact excavators, forklifts, skid loaders), OSHA 10 Safety and Site Flagging credentials. All participants work with a career counselor to complete assessments and develop an Individual Development Plan. Throughout training, participants work with the counselor to ensure they are workplace ready with activities that include developing resumes, refining soft skills and connecting to employment opportunities. Those in need of additional resources are referred to appropriate community organizations, i.e., housing assistance. Upon completion of training, participants will continue working with the counselor, utilizing AIOIC’s career services and placement assistance. After placement, the counselor conducts three, six and 12 month job retention checks to address any challenges and to ensure job retention and advancement. The expected training completion rate is 80%, and the expected placement rate is 70% of those who complete training. 98% of the participants are expected to be people of color.Contact: Katie Fizpatrick, American Indian OIC, 612.341.358 x125 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| City of Minneapolis-Mpls. E&T | Mayle-Trans Trucking School | $90,300 | Low Income Worker |
| Minneapolis Employment and Training has a long history of geographic and programmatic strategies that target disparities among people of color and people with disabilities in areas of high poverty and unemployment. MET provides support for job seekers with the highest barriers to employment including those lacking reliable transportation, stable housing, consistent work history, relevant skills, and education. Their programs, delivered through competitively-selected community-based workforce partners provide a range of services to assist job seekers with the training, education and support needed to find jobs and retain them. Last year MET served 9,438 youths and adults, the majority of whom were low-income and people of color. MJSP funding will support 21 low-income individuals’ participation in the CDL training program at Mayle. Recruitment will focus on the East African immigrant community in and near the Cedar-Riverside neighborhood of South Minneapolis. Training will be provided by Mayle Transportation. Mayle Transportation, founded in 2018 by two Eastern African immigrants, is a CDL training school located in Newport. The school is licensed and recognized by the Minnesota Department of Public Safety to operate as a Commercial Driver Education School. Mayle offers a 160-hour Class A Certification Course which consists of 40 hours of classroom and lab work, 48 hours of interactive online work, 40 hours of behind the wheel, back and parking, 24 hours of range and road driving, 4 hours of testing and 4 hours of flexible time. Based on employer feedback, they have incorporated customer service training. EMERGE Community Development recruits candidates off the current 100+ person waiting list for this training, screens them for suitability for the field and the training pathway, and connects them to training if they meet requirements. This includes navigation support, case management, and support services to help them achieve their career goals. Once accepted into the program, participants begin a one-week prep class at EMERGE which includes transportation industry basics, work readiness, customer service, financial coaching and trucking vocabulary (important for non-native English speakers). After completing the pre-training, participants begin the CDL training at Mayle. EMERGE’s Career Navigator will be on-site at Mayle one day a week to help with assignments and check on progress. After the second week of training, participants work with EMERGE to begin their job search and interview process with the goal of having a job secured by graduation. Employer partners include Pepsico Beverages and the Minnesota Trucking Association. To ensure participants are fully prepared and successful, Mayle will provide five hours of customized individual training based on the job requirements of a specific employer. In addition, MET is funding Mayle to provide a structured mentorship and technical support program for graduates. EMERGE and Mayle Transportation will provide each graduate with follow-up and retention support to help them transition to their new career. The expected training completion rate is 86%, and the expected placement rate is 94% of those who complete training.Contact: Michael Slezak, City of Minneapolis, 612.673.5187 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| EMERGE Community Development | Hennepin Technical College | $57,585 | Low Income Worker |
| EMERGE Community Development, located in Minneapolis, a workforce development agency with Service Centers in North Minneapolis and Cedar-Riverside and Social Enterprise businesses in Minneapolis and the northern suburbs. Services provided by EMERGE include work readiness and foundational job skill training and coaching, career training and certification, job placement and retention, financial coaching and education, youth services, and transitional employment at three EMERGE social enterprise businesses (Nielsen Metal, Second Chance Recycling, and FURNISH). Their programs have special expertise in supporting employment for formerly incarcerated participants, new Americans, single parents living in poverty, and participants in need of career training to obtain living wage jobs.MJSP funding will support a pilot career pathway program that will train 16 individuals for jobs in the manufacturing field, i.e., metal fabrication, machining. Program participants will be recruited through EMERGE reentry programs with the goal to connect individuals at high risk for recurring unemployment due to criminal backgrounds to training and job placement. The project will operate in partnership with a two-year Department of Labor Pathways Home reentry services grant and will leverage funding and partnerships with American Indian OIC/Takoda Academy and Nielsen Metal Manufacturing. The three phase program starts with Phase 1, a 36-hour Manufacturing Foundations course taught by Hennepin Technical College (HTC) which prepares participants for entry-level jobs in assembly, light manufacturing or warehouse. Upon completion, participants can choose to move into employment, shift to another field, or continue training in metal forming. The 60-hour Metal Forming course taught by HTC prepares participants for entry-level jobs in metal forming and machine operation. Takoda Academy will offer enrollment options in other training programs such as Equipment Operator or Customer Service for participants that transition to pathways other than manufacturing. Second Change Recycling will offer space in their new socially distant computer training lab and support participants with study time, computer access and meals. Upon completion of Phase 1, participants may choose to move into employment, shift to another field, or advance to Phase 2, a paid full or part-time work experience internship at Nielsen Metal, lasting 3-18 months. Students also have the option to enroll in Metal Fabrication classes at HTC for a 16-18 credit certification. Participants who successfully complete at least three months at Nielsen Metal and demonstrate appropriate skills will receive a letter of recommendation detailing skills and aptitudes and a personal recommendation to at least two partner employers. EMERGE will provide assistance with job search, interviewing, resume writing and other support to secure employment. Upon placement, individuals receive follow-up coaching for retention support with incentives at three, six, nine and 12 months. The expected training completion rate is 63%, and the expected placement rate is 100% of those who complete training.Contact: Mike Wynne, EMERGE Community Development, 612.787.3755 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| Goodwill-Easter Seals MN | Goodwill-Easter Seals MN | $189,208 | Low Income Worker |
| For more than 100 years, Goodwill-Easter Seals of Minnesota (GESMN) has been a leading developer and provider of employment services in the state of Minnesota. They offer a robust platform of individualized employment and support services to help individuals overcome personal barriers and combat racial/ethnic inequities in earnings, employment opportunity, and education. With over 20 locations throughout Minnesota GESMN’s training programs provide durable skills and employer-recognized certificates through short-term trainings that prepare participants for livable wage jobs and advancement opportunities. Each curriculum is tailored to meet local labor market demands and is shaped by direct input from business leaders who participate on their Industry Leadership Network. GESMN is an accredited postsecondary school and is licensed by the MN Office of Higher Education. Last year, they served 71 participants in their Construction training program of which 93% qualified as low income, 68% were people of color, 54% were ex-offenders, 27% were female, and 31% were people with disabilities.Through MJSP funding, 60 low-income individuals will be recruited from the seven-county Twin Cities metro area for participation in GESMN’s Construction Training program. Program eligible participants will work with a Career Navigator to create a career plan and determine any needed remedial education and/or support services. The 12-week, 300-hour training program provides technical training in the trades with the first six weeks spent on classroom instruction and hands-on skill acquisition in the dedicated Construction Training facility, along with math and reading skills. The second six weeks are spent at metro-area job sites where participants continue skill development while earning a paycheck. Due to COVID-19, GESMN has adopted a hybrid training model that begins with virtual course material delivered over Zoom, followed by a transition to hands-on, work-based learning in a socially distanced shop and classroom. GESMN will ensure each participants has access to low-cost internet and affordable computers/devices, along with IT support. Completion of the training culminates in an employer-recognized certificate and qualifies participants for immediate, entry-level placement in the trades or for additional training opportunities through registered apprenticeships and other educational opportunities. For those wishing to advance their education, GESMN offers acceleration opportunities in the form of articulation agreements with Saint Paul College. The Career Navigator also provides job readiness and placement through a network of employer contacts (i.e., Dalsin Roofing, Lunda Construction, McGough, Ryan Company). Follow-up supports provided by GESMN help to maximize job retention and career advancement. The expected training completion rate is 80%, and the expected placement rate is 80% of those who complete training.Contact: Sheila Olson, Goodwill-Easter Seals MN, 651.379.5864 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| Greater Bemidji-MN Innovation Initiative | Greater Bemidji-MN Innovation Initiative | $180,400 | Low Income Worker |
| Greater Bemidji is a non-profit organization that provides integrated economic and workforce development services in Northwest Minnesota. They serve some of the poorest counties in the state and are accustomed to working with people in poverty. In 2012, Greater Bemidji expanded its organization to add the MN Innovation Institute (MI2) to meet the staffing and skills needs of businesses and provide good paying jobs for unemployed, unskilled and underemployed individuals. MI2 is governed by business with partners in higher education and workforce development. Located on the Northwest Technical College campus in Bemidji, MI2 is the hub location for MI2 staff, training, Adult Basic Education (ABE) and access into continued career pathways education. Services provided by MI2 include workforce planning, recruitment and assessment, placement, retention, credentialing, support services and on-the-job training through workforce partners.Through MJSP funding, a total of 60 individuals will receive training that supports two paths: Industrial Trades and Metalworking. Recruitment and assessment are coordinated with partners that include WorkForce Centers and Community Action Programs. Priority will be given to Native Americans and other minority groups, individuals moving off public assistance, long-term unemployed, veterans and older workers. Prior to training, individuals meet one-on-one with a MI2 Navigator to confirm eligibility, complete an assessment, and attend an orientation about the manufacturing field. All trainees will complete a 24-hour Industrial Safety course in preparation for certification from the Manufacturing Skills Standards Council (MSSC) as a Certified Production Technician-Industrial Safety. Trainees can continue with one of three offerings: 1) Mechatronics (64 hours) which provides entry level skills into the technical careers of machine maintenance and machine repair; 2) Introduction to Fabrication (24 hours) which provides an overview of the skills and equipment used to fabricate metal products; or 3) CNC Machine Operation (160 hours), which prepares trainees for certification from the National Institute of Metalworking Skills (NIMS). Throughout training, a Navigator provides coaching and mentoring with needed supportive services provided in partnership with other organizations. The Navigator and Program Director work together on placement with the goal to place as many as possible before training is completed. The expected training completion rate is 80-100% for the various training components, and the expected placement rate is 75%-90% of those who complete training.Contact: Dave Hengel, Greater Bemidji-MN Innovation Initiative, 218.444.5757 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| International Institute of MN | International Institute of MN | $200,000 | Low Income Worker |
| The International Institute of Minnesota (the Institute) is a non-profit agency in St. Paul that assists New Americans in transitioning to their new homeland by providing programs and services critical for integration into an American community (i.e. resettlement services, food, shelter, workforce readiness, employment training, and job placement). The Institute works with a variety of non-profit, employment and educational organizations along with over 100 employers in order to provide accessible education and employment. MJSP funding will support training for 90 individuals participating in the Institute’s Medical Careers Pathway Program which provides training and support to New Americans seeking a career or career advancement in the healthcare field. Through an intensive admissions process, students are selected for the 8-week or 11-week Nursing Assistant Training (NAR) provided by International Institute which combines state-mandated Nursing Assistant curriculum with ELL (English Language Learner) curriculum focusing on medical vocabulary and key medical concepts along with intensive support. Classroom and skills lab take place at the Institute; clinical training takes place at area nursing homes. Upon NAR certification, participants receive employment search and placement assistance as well as ongoing employment support. After graduates have worked as a Nursing Assistant for at least six months they can apply to the College Readiness Academy (CRA), a 15-week course to develop communication and academic skills proficiency in preparation for college medical training programs. After students become academically prepared for college-level coursework, they may begin pre-requisite courses for nursing or other medical career training programs. Once they are accepted into nursing or another medical career training program, they qualify for the final step, Medical Career Advancement (MCA) to develop a strategic educational and employment plan. The program offers one-to-one intensive career counseling and on-going academic guidance, assessment of previous education and licensure, financial aid planning, tuition assistance, academic tutoring, college application guidance, financial literacy workshops and financial coaching, and an overall assessment of readiness for the demands of higher education. MJSP funds are being requested for 60 individuals to participate in NAR training and to provide partial tuition assistance for 30 individuals participating in the MCA program that are enrolled in LPN or RN training programs. During COVID, The NAR and MCA programs are utilizing online platforms to provide instruction, navigation, and counseling. In order to provide equitable access to its online programs, Institute staff have supplied students with laptops as well as digital literacy training and support. The expected training completion rate is 97%, and the expected placement rate is 94% of those who complete training.Contact: Jane Graupman, International Institute of MN, 651.647.0191 x312 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| National Able Network, Inc. | National Able Network, Inc. | $200,000 | Low Income Worker |
| Founded in 1977, National Able Network, Inc. (Able) is a non-profit organization that provides individuals with employment counseling, training and placement services which promote economic sustainability in the communities they serve. Headquartered in Chicago, Able assists more than 75,000 individuals each year through the administration of multiple large-scale federal, state and corporate workforce development programs in Delaware, Illinois, Indiana, Iowa, Nebraska, Minnesota and Wisconsin. With over 30 unique funding streams, they serve a broad, multi-barrier client base. Throughout its history, Able has solidified its commitment to delivering sustainable workforce development services by bringing together government agencies and community and faith-based partners to provide a comprehensive array of workforce services. In 2012, Able launched the IT Career Lab program, an accelerated learning program for aspiring information technology professionals. The program offers a multi-certification path with the opportunity to earn three globally-recognized certifications from Microsoft and Cisco. In 2018, Able launched the IT Career Lab office in Golden Valley, MN. They partner with local employers and supportive service agencies to prepare students for success and are co-located with Jewish Family and Children’s Services (JFCS).MJSP funding will support 43 unemployed individuals’ participation in the IT Career Lab program. Interested individuals are recruited through community based workforce service providers throughout the Twin Cities, such as JFCS, HIRED, Avivo, and Project for Pride in Living. Staff works with each student to develop an individual career plan which outlines education and employment goals. A comprehensive intake and assessment process ensures potential students have requisite knowledge and abilities before they are enrolled in one of two programs: IT Infrastructure Management, a 10-week course which prepares students for the CompTIA Network+ certification and Microsoft 365 Certified Modern Desktop Administrator Associate; or the Cisco Certified Network Associate, a 12-week course which prepares students for Associate-level networking in the IT sector. The upfront assessment helps identify any potential issues or barriers and connects the individual with resources to address them. Classroom learning is supported by online, on-demand study materials and virtual labs. Due to COVID, coursework is being taught using virtual learning and exams are administered on a one-on-one basis. All students receive a laptop computer to use throughout their studies which they receive ownership of upon successful program completion. Throughout training, students receive needed support services (transportation, child care) provided through partner agencies along with assistance with resume writing, interviewing skills and networking to help them compete in the IT labor market. Employment support is also provided with students receiving referrals for employment opportunities. For one year after completion of training, Able continues to provide services such as placement services, monitoring of employment performance, and other supportive services. The expected training completion rate is 88%, and the expected placement rate is 76% of those who complete training.Contact: Bridget Altenburg, National Able Network, 312.994.4213 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| Project for Pride in Living | Normandale CC & Minneapolis College | $200,000 | Low Income Worker |
| Project for Pride in Living (PPL), located in Minneapolis, through their two focus areas of Career Readiness and Housing Stability, they help low-income individuals and families develop the tools they need to achieve their education, employment, financial and housing goals. They partnership with businesses, nonprofits, educational institutions, and government agencies to create the best possible resources for participants and to improve outcomes for the people they serve. PPL’s programs offer industry-specific training to help individuals gain marketable, in-demand skills. Partnership with area employers help shape training programs, offer job internships and are a primary pipeline for employment for program graduates. PPL provides participants with customized, integrated navigational support from recruitment through retention to address destabilizing barriers that could impede success. An intensive pre-training screening and assessment process, specific to each training opportunity, helps to ensure that all participants have the skills needed to be successful in training and on the job. Last year, PPL serviced 13,000 individuals, of which 83% were people of color and 85% had incomes below 200% of federal poverty guidelines. Populations include those experiencing housing instability, people with a criminal record, and the chronically unemployed.Through MJSP funding, 65 individuals will have the opportunity to enroll in one of three training programs: Community Health Worker – a new 8-month virtual training delivered by Normandale Community College, with an internship with an employer partner leading to an industry recognized certificate and 16 college credits; Building Operation Technician – an 8.5-month training program delivered by Minneapolis College, with an 80-hour paid internship with an employer partner in preparation for the Special Boiler Operator Licensing Exam; and Healthcare+ - a hybrid 5-month evening program delivered by Minneapolis College with 48-72 hours of hands-on learning experience with an employer partner leading to 9.2 CEUs and Basic Life Support/CPR/Automated External Defibrillator certifications. Due to COVID, virtual options are being used where possible. Throughout training participants receive support services to address any barriers and ensure completion of the training. In addition, placement and retention services are offered during the training and for at least one year post-placement. The expected training completion rate is 80%, and the expected placement rate is 81% of those who complete training.Contact: Maggie Haley, Project for Pride in Living, 612.455.5223 |

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| **Grantee** | **Training Provider** | **Amount** | **Program** |
| Summit Academy OIC | Summit Academy OIC | $200,000 | Low Income Worker |
| Located in the Heritage Park neighborhood of North Minneapolis, Summit Academy OIC (SAOIC) is an accredited adult education center and workforce development agency that helps residents in the Twin Cities poorest neighborhoods to acquire skills, education and networks required to obtain family-sustaining employment. SAOIC offers a full suite of services including training, support services, work readiness, and career services. SAOIC trains, educates and supports over 1000 students annually. In FY2020, 65% of SAOIC’s students were living at or below 200% of federal poverty guidelines and 79% were people of color. SAOIC’s offers accredited, 20-week training programs that offer industry-recognized credentials in the high-demand fields of information technology, construction and healthcare alongside a 10-week GED program. The programs are designed for individuals with little to no work experience. Through MJSP funding, 110 individuals will be enrolled in one of three the training programs: Construction Training, a pre-apprenticeship program, with ten weeks of general industry training followed by ten weeks of hands-on training in a chosen specialty (Carpentry or Electrician); Healthcare Training, a 20-week Medical Administrative Assistant certification course with emphasis on technology skills to allow for higher wage jobs; or Information Technology, to prepare students for Comp TIA A+ certification, with ten weeks of general training followed by ten weeks of specialized training as either a Service Desk Technician or Network Operations Center Technician through an externship with an employee partner. SAOIC’s support services staff work with students before they are enrolled and throughout training to address any barriers to the successful completion of training. Once a graduate is deemed work ready (satisfactory academic performance, valid driver’s license, access to reliable transportation, completed resume, and conducted a one-on-one interview with a job placement specialist), the Career Services Department works with them to schedule interviews with SAOIC’s diverse network of over 50 employer partners. Finally, SAOIC follows up with employers and graduates at regular intervals to ensure both are satisfied and to mediate any conflicts that may arise. Graduates also have the opportunity to further their education and career with MNSCU partners. The expected training completion rate is 70%, and the expected placement rate is 78% of those who complete training.Contact: Leroy West, Summit Academy OIC, 612.278.5240 |