



**State Fiscal Year 2019**

**YWCA of St. Paul Direct Appropriation**

Final Report

1/15/2020

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As requested by Minnesota Statutes, section 3.197: This report cost approximately \$584 to prepare, including staff time, printing and mailing expenses.

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## Background

### YWCA St. Paul

The mission of the YWCA of St. Paul (YWCA) is to eliminate racism and to empower women. Organizational priorities reflect issues that are of acknowledged concern community-wide and are and consistent with YWCA's mission and expertise. The YWCA honors its mission every day via high impact programs that combat racial and gender-based disparities in housing, income and employment, academic achievement, and work readiness. YWCA is uniquely qualified to provide services in portfolios selected – Housing Stability, Workforce Entry and Career and Future Readiness. Each asset-building, culturally-responsive human service program was established specifically to improve life outcomes (i.e., “create pathways to prosperity”) for people marginalized because of their race, culture, gender or economic status.

The YWCA operates high impact programs that prepare low income, hard-to-employ adults and youth with the skills and credentials they need to move forward from poverty to prosperity through successful employment. The YWCA's Career Pathways Program offers four pathways for in-demand jobs: (1) Commercial Driver's License (CDL), (2) Certified Nursing Assistant (CNA), (3) Office Essentials and Culinary Technician and (4) Youth Transitional Employment. The Youth Development program provides work readiness training, paid work experience, and employment services to at-risk youth ages 16 to 24. The YWCA also operates the YW Works Program which offers culturally-specific employment services to African American adults participating in Minnesota Family Investment Program (MFIP). These programs operate on the premises that work, the prerequisite to self-determination, can transform lives and that with services and support, every participant is capable of positive change and success. In the last two years alone, YWCA prepared over 1,500 people (of whom more than 90% were of color [predominately African American] and low income) to take their place in the workforce and build a stronger financial future.

### Workforce Development Equity Appropriations

During the 2016 Legislative Session, the Minnesota State Legislature appropriated funds to the YWCA of St. Paul “to provide job training services and workforce development programs and services, including job skills training and counseling.” ([Laws 2016, Chapter 189, article 12, section 11 \(c\)](#)). The following year, the 2017 Minnesota Legislature an appropriation of \$250,000 to the YWCA of St. Paul for each year of the SFY 2018 – 2019 biennium, for the same purpose. ([Laws 2017, Chapter 94, Article 1, section 2, subd. 3 \(q\)](#)) Funding available after subtraction of DEED's five percent administrative fee was \$237,500 each year.

### Summary of Work Plan Goals and Objectives

**Goal:** YWCA St. Paul planned to address socio-economic disparities through employment in high demand occupations in high growth sustainable industries and labor markets by serving low-income workers, workers in

communities of color, and youth/young adults with barriers to employment to prepare to enter or reenter the workforce, access living wage employment, and increase their earnings to improve self-sufficiency.

**Objective:** Connect residents living in poverty with higher wage jobs to raise their standard of living and to engage and incite a new mindset of success and achievement in the hearts and minds of participants.

- Serve an estimated 168 employees during the lifetime of the grant (7/1/17 – 3/31/2019), enrolling 66 participants between 7/1/2019 and 3/31/2019.

Adults in Career Pathways

- 75% will earn a credential
- 60% will exit to employment

Youth in Paid Work Experience (for participants ages 16-24)  
(16 Youth Served)

- 75% will complete work experience program  
(100% completed paid work experience)
- 75% complete basic skills training  
(88% completed basic skills training)
- 70% complete financial literacy training  
(65% completed financial literacy training)

## Data – SFY 2019

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

Tables below reflect data entered into WF1 by the grantee. YWCA St. Paul maintains that inaccuracies in data entry resulted in under-reporting of numbers served and the types of activities in which participants engaged.

### Demographics

Demographics		
Demographic Characteristic	Number	Percent
Total participants served	123	100%
Gender	Number	Percent
Male	105	85.37%
Female	17	13.82%
Did Not Self-Identify	1	0.81%

Age at Enrollment	Number	Percent
16-17	6	4.88%
18-24	17	13.82%
25-29	7	5.69%
30-39	34	27.64%
40-49	39	31.71%
50-54	10	8.13%
55-59	7	5.69%
60+	3	2.44%

Race	Number	Percent
American Indian or Alaska Native	1	0.81%
Asian	6	4.88%
Black or African American	96	78.05%
Multi-Race	6	4.88%
White	13	10.57%
Did Not Self-Identify	1	0.81%

Labor Status at Enrollment	Number	Percent
Employed Full-Time	7	5.69%
Employed Part-Time	28	22.76%
Not Employed, Was Not Self-Employed	2	1.63%
Self-Employed	1	0.81%
Not in Labor Force	85	69.11%

Barriers	Number	Percent
Homeless	7	5.69%
Lack of work history	79	64.23%
Limited English	2	1.63%
Immigrant	30	24.4%
Offender	3	2.44%
Public Assistance	20	16.26%

Education	Number	Percent
0-11th Grade	17	13.82%
12th Grade Completed, No Diploma	9	7.32%
High School Diploma	52	42.28%
GED	10	8.13%

Education	Number	Percent
Some College/Tech/Vocational School	25	20.33%
Associate's Diploma/Degree	3	2.44%
Bachelor's Degree or Equivalent, or Beyond	6	4.88%
Education Beyond Bachelor's Degree	0	0.00%
Cert of Attendance/Completion	0	0.81%
Other Post-Secondary Degree/Certificate	1	0.81%

## Outcomes

Grant Summary	Number of Participants
Enrollments	127
Enrolled in Training	28
Percent of Total Enrolled in Training	22%
Enrolled in Credentialed Training	27
Enrolled in Non-Credentialed Training	1
Credential Attained	21
Percent Enrolled in Credentialed Training earn Credential	75%
Exits	126
Percent of Total Enrollments now Exited	99%
Entering Employment Exits	21
Percent of Total Enrollments Exiting to Employment	17%
Percent Employment Exits Related to Training	57%

Successful Exits	Unique Person Total
Completed Program Objective	59
Does not require Workforce Development Services	3
Entered Unsubsidized Employment	3
Program/Type Transfer	7
Remained in School	2
<b>Subtotal Successful Exits</b>	74
<b>Total Exits</b>	126

Average Wage at Enrollment	Average Wage at Exit	Change	Percent Change	Annualized Change
\$12.26	\$12.81	\$0.55	4.5 %	\$1,144

## Expenditures

COST CATEGORY	ALLOCATED AMOUNT	TOTAL EXPENSES/ REIMBURSEMENTS
Administration:	\$47,400	\$46,837.65
Direct Services:	\$129,600	\$130,908.82
Participant Wages and Fringe Benefits:	\$28,000	\$22,802.62
Contracted Services:	\$250,000	\$254,450.91
Support Services Costs:	\$20,000	\$20,000
<b>Total:</b>	<b>\$475,000</b>	<b>\$475,000</b>

## Quality Data Management and Outcome Reporting Improvement Plan

To address data entry inaccuracies going forward and ensure that all outcomes are correctly and completely recorded and counted, YWCA St. Paul has implemented a quality data improvement plan to ensure Workforce One data entry is accurate and all appropriate activity types are selected for participants. This plan includes regular audits on data entry quality and outcome measures.

DEED's Adult Career Pathways team has implemented more intensive training sessions for grantees, including modules on WorkForce One, in response to internal audits of Workforce One data.

## Future Allocations

The YWCA of St. Paul received a direct appropriation of \$125,000 each year for SFY 2020 and SFY2021. The amount after DEED's administrative fee is \$118,750 each year. ([Laws 2019, 1<sup>st</sup> Spec. Sess., Ch. 7, Art. 1, Sec. 2, subd. 3\(f\).](#))