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Minneapolis Employment & Training Program

Summary Report

January 1, 2005- December 31, 2005

City of Minneapolis

Minneapolis Employment & Training Program MISSION STATEMENT

To assist residents in obtaining economic self sufficiency through employment and training while meeting local employer needs for qualified workers.

Minneapolis Community Planning and Economic Development (CPED) Department MISSION STATEMENT

METP is a program of the Minneapolis Community Planning and Economic Development (CPED) Department.

The mission of the Minneapolis CPED Department is to promote and advance the City's planning and community development goals through strategic partnerships and responsible management of resources, and to support the public interest through implementation of the City's plans and priorities.

Mayor

R.T. Rybak

City Council

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Scott Benson

Lisa Goodman

Barbara Johnson

Natalie Johnson Lee

Barret Lane

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Dean Zimmerman

Minneapolis Private Industry/WorkForce Council

January 1, 2005 through December 31, 2005

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General Mills, Inc.

Sharon Bredeson, President & CEO
Staff-Plus, Inc.

Alex Eaton, Proprietor
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Director of Community Relations
and Facilities Planning
Abbott Northwestern Hospital

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Minnesota Department of Employment and Economic Development

Andre Lewis, Director of Community Affairs
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Minneapolis Central Labor Union Council

Sue Meredith, Area Manager
Minnesota Department of Employment and Economic Development

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SEIU Local 26
Laurie Rice, Director
Information Technology – Medical Division 3M

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Vice President
Wells Fargo Foundation Minnesota

Jim Roth, Director
Minneapolis Consortium of Community Developers

Harvey Rucker, Community Representative

Craig Vana, Executive Director of Teacher and Instructional Services
Minneapolis Public Schools

Joe Werner, President
Engineering Unlimited, Inc.

Jon Westby, Associate Dean
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Lisa Lee-Johnson, Human Services Area Manager, Hennepin County

Ken Kelash, Union Representative
Lakes & Plains Regional Council

K. Dang Lor, Proprietor
A-Sign & Screen Printing Co.

Ken Stabler, Manager Economic Development
Xcel Energy

Program Year 2004 Vendor Awards

The Minneapolis City Council Health and Human Services Committee, at the September 26th, 2005 meeting, presented the Annual Award for Outstanding Performance and Service to Minneapolis Youth to American Indian OIC.

The Minneapolis City Council Health and Human Services Committee, at the September 26th, 2005 meeting, presented the Annual Award for Outstanding Performance and Service to Minneapolis Adults to Goodwill/Easter Seals.

Demographics 1/1/05-12/31/05

People Served*	Welfare-to-Work Programs#	Youth	Dislocated Worker	Adult	Total
African American	9,376	1,072	260	952	11,660
European American	3,779	247	644	275	4,945
Asian American/ Pacific Islander American	1,265	212	31	186	1,694
Native American	947	111	22	138	1,218
Hispanic Ethnicity/Other	355	61	19	101	536
Total	15,722	1,703	976	1,652	20,053

* Program participants are able to indicate more than one race during enrollment.

Welfare-to-Work includes Hennepin County, and is operated through a "Joint Powers Agreement" with Hennepin County Human Services Department.

METP Vendors for 1/1/05 - 12/31/05

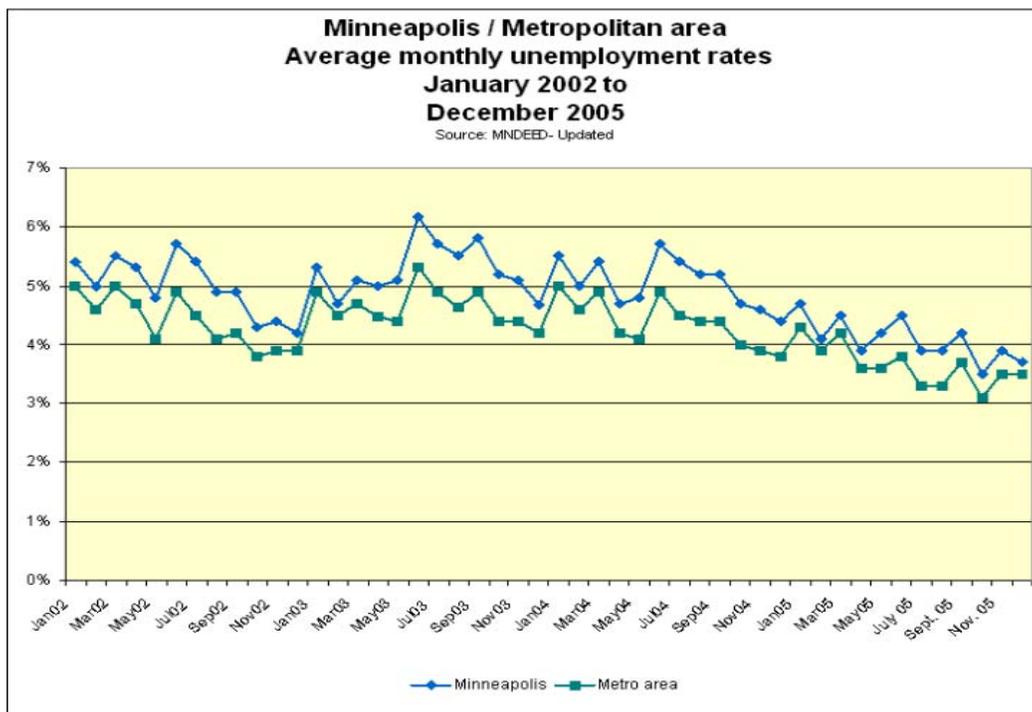
Most of METP's services are provided through contracts with community based organizations, which are usually located in areas of the city where the need is greatest. METP is proud of the work of these agencies:

	Youth Programs	Welfare-To-Work Programs	Dislocated Workers Program	Adult Program
Achieve! Minneapolis	X			
American Indian OIC	X	X		X
Centre for Asians and Pacific Islanders (CAPI)		X		
Church of St. Stephen		X		
CLUES (Chicanos Latinos Unidos en Servicio)		X		X
East Side Neighborhood Services, Inc.		X		X
Educational Opportunity Center				X
Goodwill/Easter Seals		X	X	X
Hennepin County W.E.R.C.		X		
HIRED	X	X	X	X
Hmong American Mutual Assistance Association				X
Hmong American Partnership		X		
Jewish Vocational Services		X		
Lifetrack Resources		X		
Loring Nicollet—Bethlehem Community Centers	X			
Lutheran Social Services		X		
METP	X			X
Minneapolis Public Schools	X	X		
Minneapolis Urban League	X	X		X
Minnesota Department of Employment and Economic Development	X	X	X	
Pillsbury United Communities	X	X		X
Project for Pride in Living		X		
RESOURCE, Inc.	X	X	X	X
RISE, Inc.		X		
SE Asian Refugee Community Home (SEARCH)				X
YouthCARE	X			

Close the Gap – 1/1/05 – 12/31/05

The Close the Gap campaign started July 1st, 2004 and was developed in response to the disparity in unemployment rates between Minneapolis and the rest of the metropolitan area. The last time that the gap between Minneapolis and metro area unemployment rates was zero was in February 1992. The average unemployment gap for the year (1/1/05-12/31/05) was .5%. Close the Gap focuses on increasing the capacity of the workforce system, developing entrepreneurship services and improving services to employers. Our accomplishments for 2004 include:

- Nine non-profit agencies (and members of the Neighborhood Employment Network) that provide employment and training services for the Minneapolis Employment and Training Program (METP) expanded their capacity and hired new staff to begin their work of placing unemployed city residents. 496 low-income, unemployed city residents were placed into jobs at an average wage of \$10.08 per hour. These agencies were also trained in how to access federal match dollars for this project.
- The Youth Program - STEP UP was launched with over 300 privately funded summer jobs created in the summer of 05'. Five-hundred jobs are planned for the summer of 2006. The name has been changed to Older Youth STEP UP.
- METP partially funded entrepreneurial services at the Neighborhood Development Center (NDC). NDC opened the Lake Street Entrepreneur and Career Center in the Antiques, MN building in November and offers new immigrants the chance to prepare for opening a business. NDC is also providing entrepreneurship services at the Northside Residents Redevelopment Council in north Minneapolis. In 2005, 14 entrepreneurial classes were held with 137 people in attendance. The ethnically diverse groups consisted of 82 males and 55 females all with a common interest of developing their own businesses.



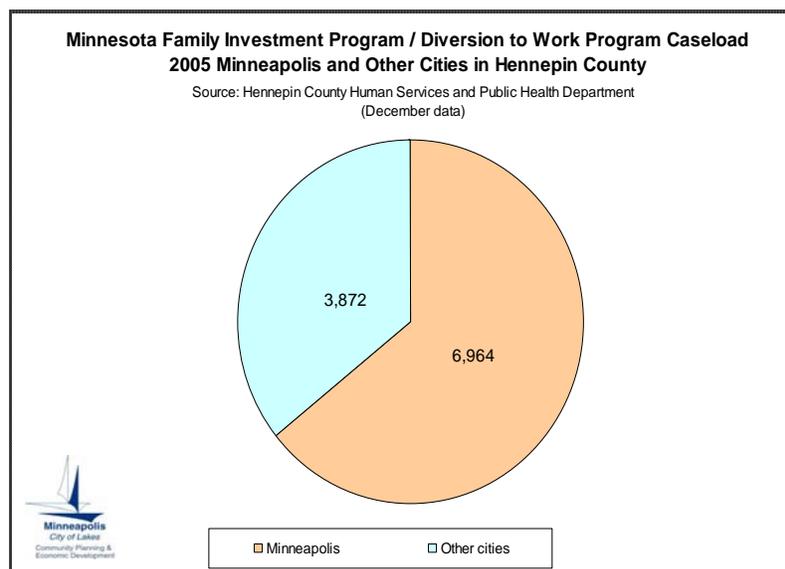
Welfare to Work Programs – 1/1/05 – 12/31/05

In 2005, over 11,000 Hennepin County low income citizens were served through the Minnesota Family Investment Program (MFIP). Two thirds of those residents live in the City of Minneapolis. Employment is the goal of MFIP, and the participants enrolled in the program received case management to assist them in overcoming barriers such as child care and transportation. Employment services are available in over 30 locations in Minneapolis and Hennepin County. Participants have the choice of where to receive services in a convenient location which is culturally appropriate and accessible to their needs. This choice is a hallmark in receiving the most appropriate employment services, and stands as a best practice method of providing services.

The Diversionary Work Program (DWP) continues to show employment success with its first full year of operation in 2005. Over 4,000 Hennepin County families have been served in this program which provides four months of basic needs assistance and food support for job seeking families. The goal is to divert these families from long-term welfare assistance by helping them find employment quickly. Intensive job search, transportation and child care assistance help to pave the way into employment.

In December 2005, the Federal Budget Reconciliation Act imposed major changes on the Temporary Assistance for Needy Families (TANF) program. There have been strong efforts in the state of Minnesota to encourage the federal Department of Health and Human Services to draft rules that allow employment services professionals to do what they know best: how to help people get and keep jobs. We expect that significant changes in participation tracking and new unfunded mandates will make it difficult for states to meet the new requirements. The National Governor's Association announced that it has created a task force of 8 governors to develop recommendations to HHS on the TANF rulemaking. Governor Pawlenty is serving on that task force. MFIP providers in Minnesota are hoping that the inclusion of Gov. Pawlenty will provide a voice for their concerns.

	MFIP
Working on 12/31/05 – still on MFIP	2,866
Average Hourly Wage	\$9.01
Working and off MFIP	1,878
Average Hourly Wage	\$10.27



Youth Programs – 1/1/05-12/31/05

YEAR ROUND YOUTH PROGRAMS

WIA Youth Program

The 2004 WIA Youth Program ended on June 30, 2005 with the 2005 Program beginning immediately on July 1, 2005. Minneapolis Urban League, RESOURCE, Inc., HIRED, American Indian OIC, Pillsbury United Communities and Loring Nicollet Bethlehem Community Center were all funded through the U.S. Department of Labor's Employment and Training Administration, via METP, to provide WIA services to eligible Minneapolis youth. WIA intends to encourage high school completion, reduce welfare dependency and assist in making successful transitions from school to work, apprenticeships, the military and post-secondary training. For the most part, this work is done through joint development of Individual Service Strategies which outline the best course of action for successful attainment of work readiness skills, employment and education goals. All six vendors are experienced providers who worked to provide one-on-one case management services that ultimately benefit the youth participants.

WIA youth vendor staff continued to benefit from METP's role as one of three WSA partner's in the Governor's Workforce Development Council Project C3. Funded through the U.S. Department of Labor's Office of Disability and Employment Policy, the project uses an intermediary organization, PACER Center, Inc., to improve transition outcomes for youth with disabilities by facilitating a blending of federal, state and community resources. Project C3 offered training to WIA staff as well as to parents of youth with disabilities. A highlight of this second year of Project C3 was the completion of an interactive web-based resource map of local youth services that was soon widely used by parents, teachers, youth and other interested parties.

Additionally, vendors began a special project aimed to provide WIA services at Harrison Neighborhood Center and a project to serve more foster care youth year round and through the traditional summer program. Youth programs continued to enhance MPS's Special Education programs by providing summer work activities that support the participating youth's IEP.

SUMMER YOUTH PROGRAMS

Traditional Summer Youth Employment and Training Program (SYETP)

METP has provided employment and training services to low-income Minneapolis youth through the SYETP for over 25 years. On August 13, 2005 the nine-week program came to a close. Through the program, 725 fourteen and fifteen year old youth were connected with jobs in their community while working in subsidized jobs at over 50 local public and non-profit agencies. This included special needs youth from various Minneapolis Public School programs. SYETP partnered with 9 MPS programs that provide additional support such as job coaches, teachers and interpreters while SYETP paid the youth's wages. Another 78 youth worked in non-subsidized positions at private sector businesses through the SYETP.

SYETP offers a first-time job experience for most youth participants. Fourteen and fifteen year olds often lack the necessary contacts and skills to gain employment on their own and employers often consider them less desirable to employ because of liability concerns. Work experience, an earned income and providing services within their own neighborhood are just some of the positive outcomes of SYETP.

In addition to their work experience, 281 youth participated in academic enrichment activities taught by licensed teachers during their Center for Learning Academic and Survival Skills (CLASS) day. Basic skills, career exploration and employability skills were all a part of C.L.A.S.S. and 71 students received high school credit for their participation. In addition, students were offered the chance to re-take the MN Basic Standards tests during July.

Many youth also took advantage of the opportunity to work for one week at YouthCARE Camp Sunrise. Youth from diverse cultural backgrounds are brought together to participate in an outdoor work experience while learning about the outdoors, the environment and respect for themselves and others.

STEP UP

The 2005 STEP UP program concluded on August 13th while successfully placing a total of 200 youth into private sector work experiences, along with 109 youth placed in public sector work experiences. Sixty-nine local employers hired these youth. Youth first needed to complete an application, submit a resume along with a letter of recommendation and then participate in a 10-hour work readiness training prior to being interviewed and landing a job. Prior to the first day of work, employers were provided with an orientation to adequately prepare them for working with youth, while the youth were provided with job coaches throughout the summer. Youth earned an average wage of \$7.38 per hour.

The University of Minnesota hosted a well-attended (over 450 people) summer graduation event for both youth and their supervisors. Recognition was given to STEP UP's Corporate Champions; U.S. Bank and STAR TRIBUNE. Each youth, who successfully completed the summer work experience, received a certificate of completion.

School to Career Internship Program

The STC Summer Internship Program concluded on August 13, 2005 and successfully placed 96 SLC (Small Learning Community) youth in internships related to their field of study during the school year. Students represented the following schools/SLC's and earned an average of \$8.53 per hour: Roosevelt High School Automotive, Construction, Business and Health, North Community High School Communications and Construction, Patrick Henry High School Open, Center for Training and Careers and Minneapolis Urban League LEAP program.

Business Partners Program

The Business Partners Program concluded on August 14, 2005 and matched professionals who volunteered to mentor 109 SYETP participants. The mentorship relationship continued throughout the course of the summer and was celebrated at an end of the year event which took place at Minneapolis Community and Technical College. Both mentors and mentees learned much, but most importantly, youth learned job keeping skills and more about the world of work and post secondary education, first hand, from their personal coach.

Public Service Explorer Program

Passport to Public Service geared up over the fall and this year will provide Minneapolis youth with career exploration opportunities in the public sector. Youth explorers will participate in site visits, conduct job shadowing, attend career planning workshops and visit colleges in addition to obtaining community service credit from their high school. The program will end with the youth obtaining a paid summer internship in a government office. Employees of the City of Minneapolis, Hennepin County, State, and Federal agencies will share their expertise with the youth. The class will visit post secondary institutions, the Legislature and various government facilities. METP has thirty-six students enrolled in the Project.

➤ **Project: Chief's Class**

To get more Minneapolis students interested in law enforcement, the Minneapolis Employment and Training Program, along with the Minneapolis Police Department and MCTC, will recruit Minneapolis High School Seniors to enroll in the MCTC Law Enforcement Program. The MPD will implement a mentoring program for this group of students and those who successfully complete the program will be provided with a career path into the Department.

➤ **Project: Probation House Project**

The Minneapolis Employment and Training Program, in partnership with Hennepin County's Sentencing to Serve and Juvenile Probation programs, employed 40 Minneapolis at-risk youth during the summer of 2005. The youth, who were referred to the program by Hennepin County Department of Community Corrections, worked in small crews. The crews assisted senior citizens in maintaining their properties, worked with the State in cleaning the metro area roadways, and assisted neighborhoods in the city to remove graffiti tags. The Crews were supervised by Sentencing to Serve staff and will provide wages for 50 at risk youth and salary support for 2 supervisors.

Regulatory Services
Summer Youth Employment Program

The Regulatory Services department is in the process of diversifying its workforce. The department firmly believes that its workforce should reflect the community it serves. In the effort of bringing all races and gender to the Regulatory Services department, they are reaching out to the community to provide this great opportunity to all citizens of Minneapolis.

One of the key initiatives is to introduce individuals from the Summer Youth Employment Program to the Housing Inspections, Animal Control and Traffic Control Divisions. These individuals will work with supervisors to learn the basic essential job functions in these areas.

We are hopeful that after the Summer Youth Employment Program ended, these individuals that were involved through the partnership with Regulatory Services start to develop the skills, knowledge and abilities to be hired as Minneapolis Housing Inspectors, Animal Control Officers and Traffic Control Officers. The department will also be looking at developing a training partnership with a technical school to deliver Housing Inspections Certification Training program. Eleven youth were served last summer.

Youth Programs	Year Round	Unsubsidized Summer	Subsidized Summer	Total Youth
Average Wage	\$8.59	\$7.38	\$6.84	\$7.60
Total Served	495	387	821	1703
Terminations	364	387	821	1572



Dislocated Workers Program – 1/1/05-12/31/05

The Dislocated Worker Program serves an important need for MN jobseekers and aids employers by providing a pool of experienced workers to meet future labor needs. METP’s Dislocated Worker Program is funded by the federal Workforce Investment Act (WIA) and Minnesota Workforce Development funds. The Minnesota Department of Employment and Economic Development (DEED) administers these funds to the City.

In both the federal- and state-funded programs, dislocated workers are assessed by service providers to determine how their current skills can best be used in a new job; or, if retraining is needed. A full range of re-employment services is available including career counseling, skill updating and job search assistance. The goal of the program is to help the dislocated worker return to the workforce quickly into a suitable job at comparable wage.

Most dislocated workers served are from individual or small layoffs. Participants in the Dislocated Worker Program are referred to the program from employers, labor organizations, the Minnesota WorkForce Center system, and other organizations. METP contracts with DEED staff at the two Minneapolis WorkForce Center; HIRED; RESOURCE, Inc.’s Employment Action Center; and Goodwill/Easter Seals to provide the services.

The Dislocated Worker program also serves workers who are part of a large plant closing or a mass layoff. The service delivery process differs for those in a mass layoff from those who are dislocated in smaller numbers. These workers may become part of a company-specific program or “project”. However, services are consistently provided by WorkForce Centers, community-based and labor-based organizations located throughout the state. In 2005 METP continued to provide services through project funding for dislocated workers from the school district, local government employees, and non-profit organizations. METP through DEED staff at the two Minneapolis WorkForce Centers also continued to provide services to a small group of workers who were laid off by the airline industry. This project has been a part of a state-wide effort, administered by Hennepin County that has been utilizing special federal grants. In late 2005, METP was awarded another small project grant to serve additional airline industry employees who have been laid off from Northwest, Mesaba, and ATA Airlines.

People Served	
	Dislocated Workers
Unsubsidized Employment Terminations (Placements)	512
Average Wage for Unsubsidized Employment Terminations	\$17.71
Placement Wage/ Dislocation Wage Ratio	92%
Total Served	948

Adult Program – 1/1/05-12/31/05

METP's Adult Program serves low-income Minneapolis residents age 18 years and older. Adult Program services include assessment, counseling, job placement, access to occupational skills training as needed, and placement follow-up for the entire year. For the period of 1/1/05-12/31/05, 1,652 participants were served overall and 1,453 were placed in jobs at an average wage of \$10.58 per hour. Funding sources include the Workforce Investment Act (WIA), Community Development Block Grant (CDBG), Minneapolis Empowerment Zone (EZ) and Close the Gap (CTG).

METP's adult employment and training services are provided by community agencies that bid for performance based contracts through a request for proposal process.

Agencies are paid a contracted fixed dollar amount for assisting their participants achieve employment outcomes. For the period of 01/01/05-12/31/05, this included:

- \$330 for placement
- \$525 for participants who are retained on the job for 90 days
- \$670 for participants who are retained for 6 months
- \$600 for one-year retention
- \$375 if wages reach \$10.00 per hour within a year

Health Care

In 2005, METP also received a **Low Income Worker Training Program** grant funded by the Minnesota Job Skills Partnership for two new health care training programs at MCTC - Central Services Technician and Community Health Worker. This application was submitted jointly with Educational Opportunity Center (EOC). The grant funds tuition for participants that have incomes at or below 200% of federal poverty guidelines. Since the program started 37 people were enrolled into the two training programs at Minneapolis Community and Technical College.

METP partnered with Hennepin County Employment and Training, Hennepin County Medical Center and the Fremont Clinic on an **H1B Project**, a Department of Labor grant with the goal of increasing the number of skilled health care workers in the metro area. The program centers on providing tuition assistance to current hospital employees who are upgrading their areas of skills in expertise in high demand health care occupations. The following occupations fall into the definition of high demand –low supply: LPN, RN, Medical Assts, Radiologic Techs, Dietary Techs and Med-Lab Techs. 39 employees/clients have been enrolled through this program since its inception 3/15/02. The program ended 3/30/05.

In 2005, METP supported the **Health Careers Partnership**, an organized, collaborative effort linking health care employers, workforce development staff and colleges in the Twin Cities metropolitan area. Working together, the group is proactively addressing future job shortages to ensure that adequate numbers of health care workers are in the pipeline.

Project for Pride in Living serves as the project broker, gathering and disseminating health care data for the Twin Cities metropolitan area on a quarterly basis.

- Tracks health care job vacancies for 53 job titles quarterly.
- There are currently 18 health employers reporting their vacancies.
- Job data is captured on a spreadsheet referred to as the matrix.
- Area colleges which provide health care training are asked to provide enrollment by program and projected graduates per year.
- The matrix and pipeline data is distributed to METP and our contracted employment and training providers
- The matrix and pipeline information is used to direct clients towards health care training and/or jobs where shortages are anticipated, with the overarching goal of getting more City of Minneapolis residents into jobs that pay livable wages with benefits.

Construction

The Construction Careers Coalition (CCC) and the Minneapolis Building and Construction Trades Council, and its affiliated organizations, have jointly sponsored the Building Minnesota apprenticeship program. Funding to support this two year pilot project was secured from the CCC and the City of Minneapolis (Community Planning and Economic Development).

The program's intent is to provide a mechanism for individuals to become aware of and enter into a career path within the construction trades industry. Particular emphasis is given to attracting women, veterans and members of minority and immigrant groups who have been historically under-represented in the construction trades.

As of November, 2005 over 150 individuals have been educated about construction as a career and job opportunities were provided for 30 people who were hired as a Building MN apprentice or directly sponsored into a craft specific apprenticeship program. Ninety-three percent of these individuals are persons of color and 23% are female

METP also contracted with employment service providers on a Construction Skills Project. The Project is a performance-based program with the goal of placing clients into construction-related apprenticeships with a minimum starting salary of \$11/hr. This program has placed 85 low-income, Minneapolis residents into construction-related employment.

English Language Training Project

Minnesota was awarded a WIA Incentive Grant for performance in WIA, Carl Perkins, and Adult Basic Education. Minneapolis and the Hennepin/Scott/Carver WIB issued a joint RFP to fund English Language Training services to incumbent workers.

Total Trainees to be served: 600

Funded projects include:

➤ **Hennepin Technical College**

Employer Partner: Japs-Olson

Industry: Printing

Goal: Increase the English language communication skills of the entry level employees and to assist these employees in gaining problem solving skills necessary for their work. Curriculum will include topics on terminology, technical reading strategies, and workplace culture and communication.

➤ **Minneapolis Public Schools**

Partner Organizations: MCTC, Pillsbury United Communities, Sabathani Community Center, Lincoln Adult Education Center, Employment Action Center

Employer Partner: Abbott Northwestern Hospital, Siyeza Creative Foods

Industry: Abbott – nursing assistants, food prep, housekeeping janitorial

Goal: Abbott – improve communication between employees and patients, safety and security compliance

➤ **SHAPE**

Employer Partner: GN ReSound and Micro Dynamics

Industry: Hearing aid manufacturing and electronics manufacturing

Goal: GN ReSound: Increase communication to minimize errors and solve retention problems Micro Dynamics: recruit, train and retain valuable employees. They will offer a \$250 bonus to employees to attend all classes and show progress.

➤ **Robbinsdale Adult Academic Program**

Partner Organizations: Carver-Scott Educational Cooperative, Adult Options in Education

Employer Partners : North Memorial Healthcare, Park Nicollet Health Services, St. Francis Regional Medical Center

Industry: Healthcare

Goal: Increase communication skills in several departments including nutrition, environmental services, and nursing assistants. Curriculum focuses on vocabulary, processes, safety and communication skills.

Northside Jobs Demonstration Project

METP funded a Northside Jobs Demonstration Project with Pillsbury United Communities, Hospitality House and Jordan Area Community Council as partners. The Project is designed to connect at-risk job seekers to comprehensive employment services and employment opportunities. In 2005, Northside Job Connection helped 92 at-risk job seekers and 72 people were placed into unsubsidized employment.

Special Projects - 1/1/05- 12/31/05

In 2005 staff worked with Ryan Companies US to implement an historic and unprecedented 7- point employment program for construction work on the Midtown Exchange Project at Chicago and Lake Street. The December 1, 2005 monthly workforce report showed the following accomplishments:

- Pre-Apprentice Construction Training Program- Sponsored jointly by the Construction Careers Coalition and the Minneapolis and Construction Trade Council, "Build Minnesota" worked with Ryan Companies US and its subcontractors to place 16 pre-apprentices engaged in construction work on the Midtown Project. Pre-apprentices have completed approximately 8,000 hours and Ryan expected additional pre-apprentices to be placed by December 15, 2005.
- Ryan Companies US and its subcontractors agreed to hire 25- 30 construction trade workers from the neighborhoods immediately adjacent to the Midtown site and had hired 43 residents from the targeted zip codes as of December 1, 2005.
- METP continued its "Clean and Green" initiative during 2005. During the summer months the Lake Street Ambassadors project hired two youths and one supervisor to help ensure that Lake Street was a welcoming destination for visitors. The crew removed trash, reported graffiti and greeted visitors to Lake Street.
- The City and Ryan Companies US agreed on employment and subcontracting goals that exceeded the established city goals.
- Ryan Companies US agreed to a partnership with the Minneapolis School District that provided for construction specialists to speak to construction classes in North and Roosevelt high schools. Ryan also agreed to donate construction materials for student use in class and conduct class tours of the Midtown construction site. To date, Ryan has provided 17 speakers who have made 10 presentations to classes at North and Roosevelt during 2004/2005. Six of the speakers were professionals of color; four African-Americans and two Latinos. Three site tours have been completed in March, May and October of 2005. Ryan sponsored North High School student Gregory Hair who competed in and won the local Skills USA Carpentry Competition. Mr. Hair competed in the Skills USA National Competition in Kansas City, Missouri in July 2005 and was employed at Ryan during the summer months as a construction intern. In addition, two construction interns from Minneapolis North High School each participated in a ten-week summer construction internship with Ryan Companies.
- Ryan Companies US agreed to provide names and contact information for all of Midtown's tenants to METP. METP staff have negotiated Job Linkage agreements with Allina and the Sheraton Hotel that provide five- year job projections and development of partnerships with neighborhood workforce organizations for job placement and training. Staff also arranged office space in the South Workforce Center for Sheraton to interview potential job candidates. Working with Goodwill Easter Seals and DEED workforce personnel, Sheraton hotel personnel held a job fair in September at the Minneapolis South Workforce Center. 972 applicants attended this event and applied for employment at the Midtown Sheraton Hotel. By December 15th, Sheraton had hired 42 workers. 21 of these workers lived in Minneapolis and all 42 earned a living wage of \$10.23 per hour. METP also signed a Job Linkage agreement with the Neighborhood Development Center, the developer of Global Market in September.

Minneapolis Business Pilot

METP completed the final report of the Minneapolis Business Services Pilot Project. The report contained a list of findings based on 115 business visits during a one year period ending in May 2005. The Pilot developed a list of business needs and proposed solutions. The report also recommended a list of best practices for business services.

Minneapolis Business Service Team

Staff continued to chair the Minneapolis Business Service Team, a partnership consisting of DEED, CPED and the Minnesota University and College System. The team conducted business visits to companies in three Minneapolis targeted industries. They are: Transportation, Professional Services, and Advanced Manufacturing. Staff's report to the Private Workforce Council in January 2006 indicated that 142 visits were conducted in 2005 by business service representatives. Key findings included:

- Health care and pension costs are high and could hinder future profitability
- Present and future retirements in transportation and manufacturing will cause labor shortages. For example, 40% of the transportation work force will retire over the next 10 years.
- China's competitive production cost advantages create severe price pressure on manufacturers
- CPA shortages are presently experienced in accounting and are expected to increase in 2006
- Law firms are experiencing a serious and persistent shortage of quality candidates for legal administrative and paralegal positions.
- Transportation and manufacturing companies were not prepared for the increase in Minneapolis storm water fees. Improved information about storm water fees is needed.

Job Linkage Hiring Survey and Business Visits

Staff completed the 2004 hiring survey in March. With nearly all companies reporting, Job Linkage businesses indicate 4630 new hires in 2004. Nearly 82 % of these hires earned wages that met or exceeded the 2004 living wage of \$9.97 per hour. Staff reported to the Minneapolis City Council and Mayor on this hiring activity in July 2005.

Job Linkage agreements are voluntary agreements that each business signs with CPED that set five-year job hiring and retention goals. Businesses are asked to employ Minneapolis residents whenever possible. Jobs that offer wages that are equal to the Area's Living Wage or higher are preferred. 65 Job Linkage Agreements covering 90 Minneapolis businesses are in place.

The Minnesota Business Subsidy Act was passed by the Minnesota State Legislature in 1999 and amended in 2000. Business Subsidy Act provisions mandate that a recipient who receives a business subsidy from the City for the development objective of job creation/retention must create at least one full time living wage job for every \$25,000 of subsidy. In instances where objectives other than job creation/retention have been established, recipients must still successfully complete these objectives within two years after the project is finished or occupied. Nine agreements have been executed.

Staff conducted 37 business visits to job linkage companies during 2005 and provided information on industry trends and Minneapolis business finance, development and employment programs.

Living Wage Ordinance

Staff assisted the City Coordinator as a resource on business subsidy activity during the City's discussion and passage of a new Living Wage Ordinance.

Limited English Proficiency Plan

METP staff worked with the Multi-Cultural Services Director and CPED managers to develop a Limited English Proficiency Plan for inclusion in CPED's Business Plan.

Minneapolis Business Toolbox

Staff continued development and design work on this comprehensive presentation of CPED's economic and employment programs. Information was updated in October 2005 and is included in CPED web site.

METP – Financials

Programs	FY 05 (Jan-Dec) - Expended
Adult	3,802,698
Youth	2,126,924
Dislocated	2,269,039
Welfare-to-work	539,458
<i>Total</i>	<i>\$8,738,119</i>

