



# **The City of Minneapolis Employment & Training Program**

## **Summary Report**

**January 1, 2008– December 31, 2008**



# **The City of Minneapolis Employment & Training Program (METP)**

## **MISSION STATEMENT**

The Minneapolis Employment and Training Program is committed to growing a competitive workforce.

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

# **Minneapolis Community Planning and Economic Development (CPED)**

## **MISSION STATEMENT**

The Department of Community Planning and Economic Development works to grow a sustainable city.

### **Mayor**

R.T. Rybak

### **City Council**

Barbara Johnson, President

Scott Benson

Elizabeth Glidden

Lisa Goodman

Cam Gordon

Betsy Hodges

Diane Hofstede

Robert Lilligren

Paul Ostrow

Ralph Remington

Sandra Colvin Roy

Don Samuels

Gary Schiff

**Minneapolis Workforce Council**  
**January 1, 2008 through December 31, 2008**

The Minneapolis Workforce Council provides strategic guidance for the broad partnerships that make up the local workforce development system – a “one-stop” service delivery system for area jobseekers and employers. The collective goal is to build a workforce with the skills employers seek, in order to help strengthen and maintain the area’s economy. Employers benefit by hiring workers with the skills they need for business success; workers benefit by achieving and maintaining economic self-sufficiency for themselves and their families. A primary responsibility of the Workforce Council is guidance and oversight of employment and training programs administered by the City of Minneapolis.

Carolyn Roby, Chair  
Vice President  
Wells Fargo Foundation Minnesota

Mark Anderson, President & CEO  
Impact Mailing & Fulfillment

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

Douglas Fleteau, Executive Director  
Working Partnerships

Karen Gallivan, Attorney; Executive  
Graco Inc.

Joseph Gaspard,  
Human Services Program Manager  
Hennepin County

Lief Larson, President  
Valhalla Worldwide LLC, Workface Inc.  
Consumable Media LLC

Jenny Leabo,  
Director of Marketing & Public Relations  
Minneapolis Building & Construction Trades Council

Ken Lundquist,  
Vocational Rehabilitation Area Manager  
Department of Employment and Econ Development  
(DEED) Rehabilitation Services (RS)

Thomas MacNally,  
Chief Operation Officer  
Mount Olivet Lutheran Church

Michael McHugh, Merchandise Presentation  
Target Corporation

Judi Nevenon, Director, Human Resources  
U.S. Bancorp

Laurie Rice, Director of Information  
Technology – Medical Division, 3M Center

Jim Roth, Director  
Minneapolis Consortium of  
Community Developers

Harvey Rucker,  
Community Representative

Jacqueline Salisbury, President & CEO  
Mack Engineering Corporation

Craig Vana, Associate Superintendent for Emergency  
Preparedness Management  
Minneapolis Public Schools

Jennifer Varien, Admissions  
Hubert H. Humphrey Job Corps

Jon Westby, Associate Dean  
Minneapolis Community and Technical College

Ann Eilbracht Thompson,  
Vice President of Human Resources  
University of Minnesota Physicians

Candice Fieldman, Operations  
Ambassador Press, Inc.

Obie Kipper, Jr.  
Rehabilitation Area Manager  
Minnesota Department of Employment and  
Economic Development

Susan Mackay, President  
Mackay & Associates

William McCarthy, President  
Minneapolis Central Labor Union Council

Mark Tessmer  
Veterans Representative/Business Services  
Minnesota Department of Employment and  
Economic Development

# The City of Minneapolis Employment and Training Program

Debra Bahr-Helgen, *Director*

Mark Brinda, *Workforce Manager*

Matt Kruger, *Program Assistant*

Felisha Burns, *Assistant to Director*

## **Adult Programs**

Doug Suker  
*Program Manager*

Merga Hunde  
*IRP Case Manager*

Timothy Beaver  
*Contract Manager*

Kent Robbins  
*Business Services &  
Special Projects*

## **Dislocated Worker**

Catherine Christian  
*Program Manager*

Savi Samaroo  
*Program Staff*

**MFIP**  
Linda DeHaven  
*Program Manager*

Terri Ellingsworth  
*HSR for Hennepin County*

Jessica Rogers  
*Northway Family Project Mngr.*

## **Youth Programs**

Anne Fischer  
*Program Manager*

Teresa Harrold  
*Program Manager*

Tammy Dickinson  
*STEP-UP Director*

Pat Behrend  
*Special Projects Coordinator*

## **Interns**

Chelsea Meyer, *Program Assistant*

JuTone Owens, *STEP-UP Intern*

Latasha Shevlin, *Outreach to Schools Intern*

## **Program Year 2007 (7/1/07-6/30/08) Vendor Awards**

At the September 29, 2008 meeting, the Minneapolis City Council Health, Energy, and Environment Committee presented the Program Year 2007 Annual Award for Outstanding Performance and Service to Minneapolis Youth to HIRED and the Program Year 2007 Annual Award for Outstanding Performance and Service to Minneapolis Adults to East Side Neighborhood Services.

### **2007 Adult Vendor of the Year: East Side Neighborhood Services**



*East Side Neighborhood Adult Program staff from left: Marie Zwack, Nick Espinosa, Roberto Martinez, Sonya Heglund, Pat Krosschell and Program Manager Renee Purrier*

## METP Vendors for 1/1/08 – 12/31/08

Most of METP's services are provided through contracts with community-based organizations, which are located in areas of the city where the need is greatest. Services are community targeted and culturally appropriate.

	Youth Programs	Welfare-To-Work Programs	Dislocated Workers Program	Adult Program
Achieve!Minneapolis	X			
American Indian OIC	X	X		X
Asian Media Access	X			
Centre for Asians and Pacific Islanders (CAPI)		X		
St. Stephen's Human Services		X		
Comunidades Latinas Unidas en Servicio (CLUES)		X		X
Construction Career Coalition	X			
East Side Neighborhood Services, Inc.	X	X		X
Goodwill/Easter Seals	X	X	X	X
Hennepin County W.E.R.C.		X		
HIRED	X	X	X	X
Hmong American Mutual Asst. Assoc. (HAMAA)				X
Hmong American Partnership		X		
Jewish Vocational Services		X		X
Jordan Area Community Council	X			
Lifetrack Resources		X		
Lutheran Social Services		X		
Minneapolis Employment and Training Program (METP)				X
Minneapolis Park and Recreation Board	X			
Minneapolis Public Schools	X	X		
Minneapolis Urban League		X		X
MN Dept. of Employment and Economic Development	X	X	X	X
Neighborhood Development Corporation				X
PACER Center, Inc.	X			
Pillsbury United Communities/Emerge	X	X		X
Project for Pride in Living	X	X		
RESOURCE, Inc.	X	X	X	X
RISE, Inc.		X		
South East Asian Refugee Community Home (SEARCH)				X
Tree Trust	X			
YouthCARE	X			

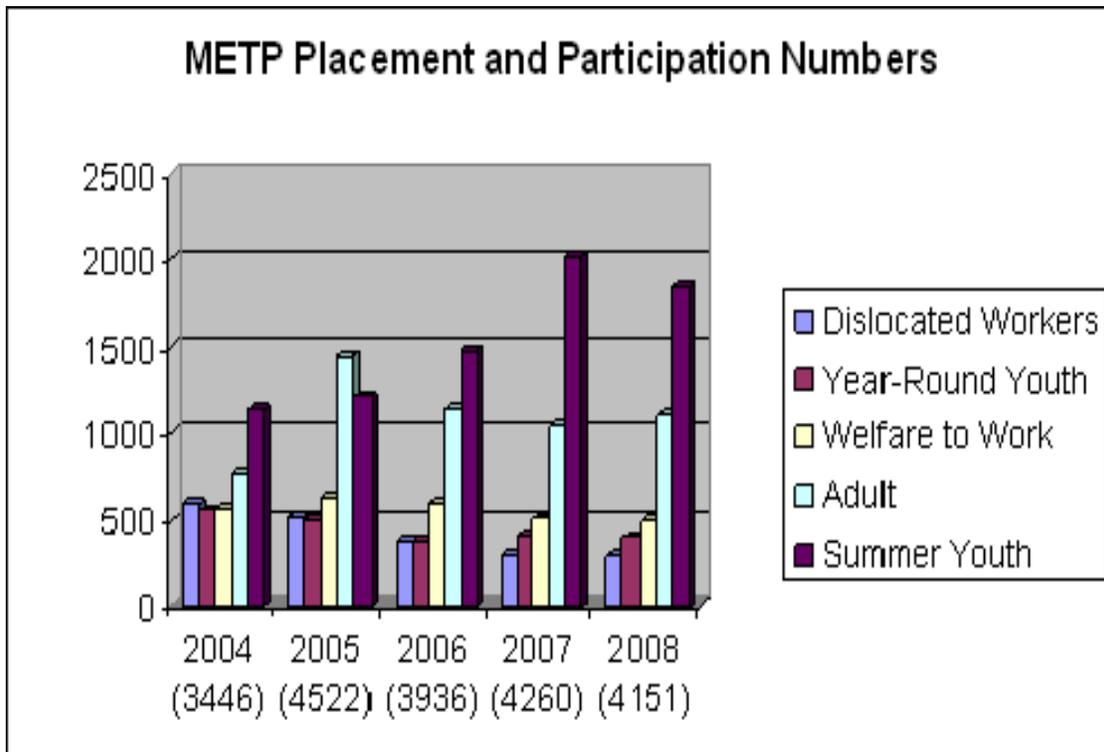
## Demographics

### 1/1/08-12/31/08

People Placed*	Year-Round/ Summer Youth	Dislocated Worker	Adult	Total
<b>African American</b>	1,197	62	523	<b>1,782</b>
<b>European American</b>	270	210	135	<b>615</b>
<b>Asian American/ Pacific Islander American</b>	262	7	136	<b>405</b>
<b>Native American</b>	76	3	24	<b>103</b>
<b>Hispanic Ethnicity/Other</b>	146	8	42	<b>196</b>

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

The graph below shows full-time job placements that include Adult, Youth, Dislocated Worker and MFIP participants who have gone off of Public Assistance. Summer Youth are job placements that represent all City Summer Youth job programs.



## Dislocated Worker Program 1/1/08 – 12/31/08

The Dislocated Worker Program serves an important need for Minnesota 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 at the two Minneapolis Workforce Centers, 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 2008, METP began providing services with project funding, through a contract with DEED, for workers laid off at G & K Services when the company closed a Minneapolis location.

People Served	
	Dislocated Workers
<b>Total Placed into Unsubsidized Employment</b>	<b>278</b>
<b>Average Wage for Unsubsidized Employment Terminations</b>	<b>\$20.13</b>
<b>Placement Wage/ Dislocation Wage Ratio</b>	<b>96%</b>
<b>Total Served</b>	<b>704</b>

### Dislocated worker success story:

*Michelle (not her real name) is a 27 year old African-American female who is a single mother with 2 children, ages 4 and 8. She has a high school diploma from a Minneapolis school and had a series of dead end jobs which resulted in few marketable skills. She was despairing about her future when she enrolled in the Minneapolis Dislocated Worker Program last winter. After several informational interviews, she concluded that the health care field would be a good choice as she had worked in a clinic for a short time several years earlier and liked it. METP paid for Nursing Assistant training at American Indian Opportunities Industrialization Center and she came alive with excitement and hope. Shortly after graduation she accepted a position with a Radiologist Company as a Digital Imager. She may want to work in a clinic or nursing home at a later date but is enjoying her new job and doing very well. She mentioned how grateful she is for the Dislocated Worker Program for opening up a new future for her.*

## Adult Program 1/1/08-12/31/08

The Adult Program serves low-income Minneapolis residents. All clients are provided career counseling, job placement, and retention services. Selected participants are also provided tuition assistance to pursue post-secondary vocational/technical training prior to job placement.

For the period of 1/1/08-12/31/08, 856 clients were placed in jobs at an average wage of \$11.03 per hour. Funding sources include the Workforce Investment Act (WIA), Community Development Block Grant (CDBG) and Close the Gap (CTG).

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

The agencies are paid a contracted fixed dollar amount for assisting their participants in obtaining and retaining employment.

<b>ADULT PROGRAMS</b>	<b>Workforce Investment Act (WIA)</b>	<b>Community Development Block Grant (CDBG)</b>	<b>Close the Gap (CTG)</b>	<b>TOTALS</b>
Total Placed	187	355	314	856
Average Wage	\$11.35	\$11.00	\$10.87	\$11.03

### Success Story of METP Adult Program Client

*Aureliano (not his real name) attended an Employment Services orientation at CLUES. He stated that he had been unemployed for a long time, didn't have anything to eat, was about to be evicted from the apartment where he was living, and didn't have any money to send to his mother in Nicaragua. His employment counselor told him about the resources CLUES has in place and assured him that she would do everything in her power to help him find a job. He was eager to start the process that would help him to overcome the difficulties he was facing. Aureliano and his counselor worked on his resume, explored work opportunities based on his skills and abilities and practiced interview questions. Aureliano left feeling confident and more optimistic about his situation. Three days later, Aureliano had an interview and was offered a job on the spot. He was very happy and looking forward to the next step – pursuing his dream of becoming a business owner.*

## Adult Program Projects 2008

### Individual Referral Program (IRP)

IRP provides financial assistance and case management services to a small number of low income Minneapolis residents, Adult Program eligible clients pursuing training at metro area community and technical colleges to work in high-demand/high-growth occupations. IRP is currently funding students enrolled in variety of training areas including: Nursing (RN), radiological technology, Class A truck driving, medical assistant, robotics, dental assistant and electronic technology .Students are selected based on their ability to succeed in the school program and potential of being employed upon graduation. In 2008, 66 students were funded with 20 students completing their programs during the calendar year and finding employment with an average starting wage of \$18.64 per hour.

## Adult Program 2008 (continued)

### Health Care Related Projects

- In July 2008, METP was awarded a grant from Minnesota Job Skills Partnership Program to fund clients in two healthcare programs at the Minneapolis Community and Technical College (MCTC): Central Services Technician and Certified Nursing Assistants. The application for this project was submitted jointly with MCTC and the MN Department of Employment and Economic Development (DEED). To be eligible for this program, the client must be at or below the 200% level of the Federal Poverty Guidelines. The program is plans to provide tuition assistance for a total of 75 students.

### Construction Related Projects

METP has contracted with the Minneapolis Urban League and Goodwill/Easter Seals to provide job placement and retention services to low-income residents seeking construction related employment and pre-apprenticeships. In 2008, 21 clients were placed into construction-related employment at an average starting salary of \$16.91 per hour.

### Northside Jobs Connection

METP funded the Northside Jobs Connection with Pillsbury United Communities and Jordan Area Community Council as partners. The program is designed to connect at-risk job seekers, primarily ex-offenders, to comprehensive employment services and employment opportunities. In 2008, Northside Job Connection placed 45 clients into unsubsidized employment with an average wage of \$10.64 per hour.

East Side Neighborhood Services is presented the Program Year 2007  
Adult Program Vendor of the Year Award by City Council Member Scott Benson  
September 29, 2008



*Marie Zwack, Pat Krosschell, Sonya Heglund, Nick Espinosa, Roberto Martinez  
Program Manager Renee Purrier and Council Member Scott Benson*

## Welfare to Work Programs 1/1/08 – 12/31/08

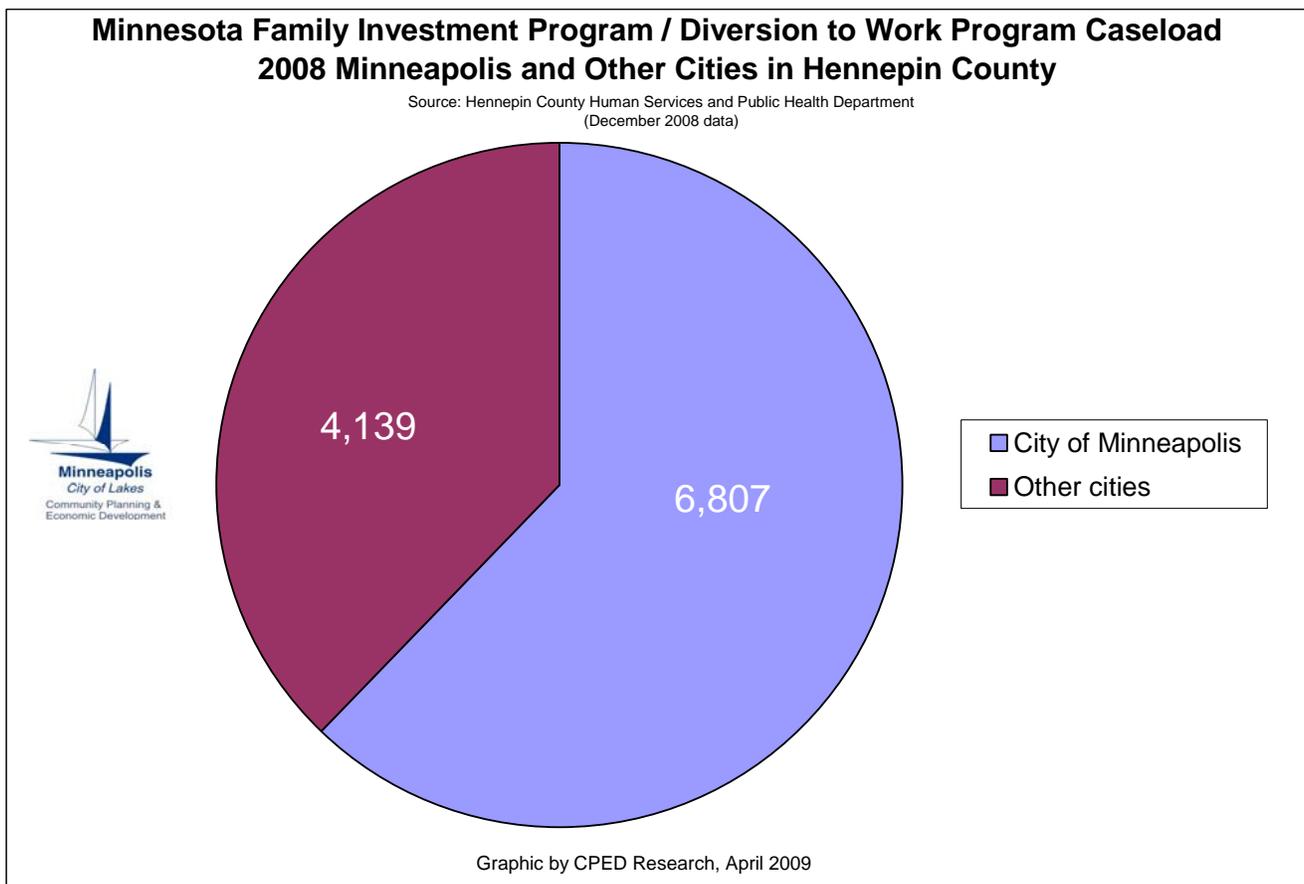
In Minnesota, the federal Temporary Assistance for Needy Families (TANF) is known as the Minnesota Family Investment Program (MFIP), the Diversionary Work Program (DWP), and Family Stabilization Services (FSS). These programs assist low-income citizens into employment and self sufficiency. FSS was added in February 2008 in an attempt to provide services to the hardest-to-serve participants and their family members.

The City of Minneapolis and Hennepin County work in partnership to administer and oversee these welfare programs. In 2008, over 13,178 Hennepin County participants were served through MFIP, DWP and FSS. Employment services include case management, barrier resolution and job search assistance.

The one year data covering 2008 is listed in the chart below.

Employment Outcome	MFIP
Working and on MFIP- 12/31/08	1,966
Average Hourly Wage	\$9.29
Working and off MFIP	1,115
Average Hourly Wage	\$10.83

The chart below represents the number of citizens on MFIP and DWP assistance in the City of Minneapolis and Hennepin County.



# Youth Programs 1/1/08 – 12/31/08

## SUMMER YOUTH PROGRAMS

Using a combination of federal, state and local funds, METP was able to provide 1,850 youth with gainful summer employment.

## STEP-UP

A true community led effort, employment and training providers and employer partners provide STEP-UP youth participants with a wide variety of work experiences following the youth's successful completion of work readiness training.

### Employment

- 1,232 youth found gainful employment via the STEP-UP program.
- 644 of these youth were 14-15 year olds experiencing their first jobs.
- The 14-15 year old youth earned a total of approximately \$583,000 in subsidized wages at 31 local non-profit organizations and six school programs.
- 588 youth, ages 16-21, worked at 142 employers in 27 industry sectors and earned approximately \$1.2 million.
- The top six employers of 16-21 year-olds were the University of Minnesota, City of Minneapolis, Hennepin County, Minneapolis Public Schools, U. S. Bank and Best Buy.
- Approximately 1,400 youth successfully completed a required work readiness course to help prepare them for their summer employment.
- Supervisors attended an orientation to prepare for working with and supervising the young employees.

### Classroom Training

Fourteen and fifteen year-old STEP-UP participants have the opportunity to enhance their academic skills throughout the summer by attending C.L.A.S.S. one day per week.

- 310 participants attended the Center for Learning Academic and Survival Skills (C.L.A.S.S.).
- At C.L.A.S.S., licensed teachers taught math, reading and employability skills while developing learning projects and portfolios for the youth.
- 171 youth received high school credit for the work they completed during C.L.A.S.S.
- Post-tests at summers end revealed that 94% of participants maintained or improved their reading or math scores

### Additional Benefits

- 29 younger youth STEP-UP participants attended a free, weeklong camping experience at YouthCARE's Camp Sunrise which brings together urban youth from diverse cultural backgrounds to participate in outdoor work experience while learning about the environment. The camp is located 60 miles north of the Twin Cities.
- 107 youth were paired 1:1 with mentors during the summer via the Business Partners Program. This employment mentorship program allows youth to see the connection between school and work via professionals who volunteer their time to enhance post-secondary success.

## Youth Programs 2008 (continued)

### Special Partnerships

- Special employer recruitment and engagement activities were held to provide the legal and health care sectors, and industries experiencing labor shortages, opportunities to develop their workforce by engaging with STEP-UP.
- Groups that helped to make these efforts successful were the Minneapolis Regional Chamber of Commerce, the Minneapolis Downtown Council, Itasca Group, Twin Cities Human Resource Association, Hawthorne Area Community Council and the Minnesota Business Partnership.
- The University of Minnesota continued to view its partnership with STEP-UP as a way to have a positive impact on Minneapolis youth while recruiting academically qualified and diverse future students.
- 115 STEP-UP youth applied to the U of M for fall 2008 admission, with 42 being accepted. Of those 42 youth, six had worked on the U of M campus during the summer of 2008.
- The U of M employed 75 older STEP-UP youth making it the largest employer of STEP-UP 16-21 year-olds.
- The U of M hosted 200 youth for a one day campus experience in mid-July. Billed as “Goldy Gopher Day”, leadership development and higher education workshops were the hi-lite of this post-secondary learning experience.

“These young people are learning job skills, becoming familiar with the world of work, and meeting professionals who can mentor them as they plan their futures.”

*Robert Jones*

*Senior Vice President for System Academic Administration  
at the University of Minnesota and co-chair of STEP-UP*

### Recognition

- STEP-UP youth and their supervisors attended a Recognition Event at the Minneapolis Convention Center on August 6th.
- Mayor R.T. Rybak congratulated the crowd of nearly 1,500 on their many achievements throughout the summer.

### Special Youth Initiatives

- 10 projects provided 259 youth with work experience and other summer enrichment activities.
- Selected providers provided summer enrichment via one of six categories of services including youth ages 14-15, juvenile offenders, foster care youth, green related jobs, health care related jobs or construction related jobs.
- Vendors included the Minneapolis Park and Recreation Board, Emerge Community Development, Tree Trust, Project for Pride in Living, PACER Center, Inc., Asian Media Access, and YouthCARE.
- These youth performed entry-level office work, community service, park maintenance and construction as well as general neighborhood beautification.

## Youth Programs 2008 (continued)

### YEAR-ROUND YOUTH PROGRAMS

#### Workforce Investment Act (WIA) Youth Program

WIA programs encourage high school completion, reduce welfare dependency and assist youth in making successful transitions from school to work, apprenticeships, the military and post-secondary training. WIA programs increase youth long-term employability by enhancing educational, occupational and citizenship skills.

- 401 economically disadvantaged, 14-21 year old Minneapolis youth enrolled.
- 6 community-based agencies were selected to provide Program Year 2008 (7/1/2008-6/30/2009) Year-round WIA services. American Indian OIC, Goodwill/Easter Seals HIRED, Pillsbury United Communities, RESOURCE, Inc. and Tree Trust, provided youth with education, employment and training services.
- The Year-Round WIA program utilizes a one-on-one case management model that outlines action plans for the attainment of participant's education, work readiness, training and/or employment goals.
- Activities include vocational counseling, basic skills training, work experience, mentoring, counseling, follow-up and support services, summer employment and leadership development.

#### At-Risk Youth

Youth must be economically disadvantaged and have at least one of the following at-risk barriers to be eligible for services:

- Basic skills deficient
- School dropout
- Homeless, runaway or foster child
- Pregnant or parenting
- Offender
- Requires additional assistance to complete an educational program or secure and hold employment
- Youth with a disability

#### Year-Round WIA @ Minneapolis Public Schools (MPS)

- 231 youth with disabilities were enrolled during Program Year 2008.
- The students came from three MPS Special Education Programs: Life Skills, Special Independent Living Skills, and School That Works.
- The goal of the program is to increase student competencies in academic and social, mobility, prevocational, vocational, communication and employability skills.
- MPS Special Needs staff help youth set individual education and employment goals that support the youth's Individual Education Plan (IEP) as well as provide job coaching, supervise the youth, evaluate youth performance and complete payroll timesheets
- A core component of the program is a paid summer employment experience that allows students opportunities to apply work based information and skills learned during the school year.
- In July, the students worked 22-24 hours per week at 27 sites.
- Jobs included food assistants, merchandise handlers, landscapers, park maintenance trainees and childcare aides.
- More than 80 families of participating youth attended a "Kick-off" on April 29, 2008 that included a work expectation presentation by PACER Center, Inc., a pizza dinner, and resource information from Minneapolis Community Transition Interagency Committee (CTIC) partners.
- Families also attended end-of-summer recognition events for their student's respective programs where youth received certificates signed by the Mayor, Director of METP and Minneapolis Workforce Council Chair for successfully completing their summer employment goals.

## Youth Programs 2008 (continued)

### WIA Youth Harrison Neighborhood Project

In its fourth year, this special project provides at-risk Harrison Neighborhood youth with long-term, comprehensive WIA youth services. The program is housed at the Harrison Neighborhood Association and staffed by Employment Action Center (EAC). Between 1/1/08-12/31/08, EAC's youth program staff provided 24 North Minneapolis youth with educational planning services, work readiness and employability skills. The highlight of the program continues to be the 10-week paid internships made available to youth who successfully complete work readiness and employability skill attainments.

### Outreach to Schools

In September, METP hired a Metropolitan State University intern to provide career education and employment services at four north Minneapolis alternative and charter schools (The City, Inc., Plymouth Youth Center, Four Directions Charter School and Long Tieng Academy), and at the South Workforce Center's "Zone", a resource area for teen job seekers. From October through December, 328 Minneapolis high school students received group presentations or one-on-one training sessions on MN Workforce center services and programs; developing resumes and cover letters; filling out applications; interviewing skills; identifying skills and career interests; and post-secondary planning.

## MISCELLANEOUS YOUTH PROGRAM ACTIVITIES

### Passport to Public Service (Academic Year 2007/2008)

Passport to Public Service is a public sector career exploration program for Minneapolis high school students. In the academic year 2007/2008, 132 Edison High School science and chemistry juniors and seniors participated in two Passport events that focused on careers in environmental protection.

On April 24, 2008, the second Passport event of the academic year took place. Fifty-six students spent the morning at the North Mississippi Regional Park participating in water quality testing activities. Interpretive Naturalist Jim Bradley and staff from Mississippi Watershed Management and the Three Rivers Park District talked to the students about rewarding careers in nature conservancy.

That afternoon, the students learned about City of Minneapolis careers when they met firefighters and toured a Minneapolis Fire Station. They also visited the Minneapolis ultra-filtration plant where they learned about engineering and cutting-edge technology that transforms water from the Mississippi River into some of the safest drinking water in the nation.

Planning for academic year 2008/2009 took place in the summer and early fall.

### Summer Worksite Tour

The annual City of Minneapolis METP Youth Programs Summer Worksite Tour kicked off on July 23, 2008, with breakfast at the Minneapolis Urban League. Mayor R.T. Rybak and Urban League staff welcomed the group. Tour members, consisting of elected officials, members of the Minneapolis Workforce Council and other stakeholders visited three worksites where they were able to meet summer youth workers and their employers and to see, first-hand, the types of jobs summer workers were engaged in. The hosting worksites were: the Somali Education Center, the University of Minnesota School of Dentistry and the Minneapolis Park & Recreation Board's Green Team.



*A Green Team member talking to Summer Worksite Tour members*

## **Youth Programs 2008 (continued)**

### Teen Job Fair

On Saturday, January 5, 2008, the second annual Minneapolis Teen Job Fair was held at the Minneapolis Central Library. The event was sponsored by METP, the Minnesota Department of Employment and Economic Development, the Minneapolis Central Library and Achieve!Minneapolis. Well over 1,000 teens had an opportunity to talk with more than 30 local businesses and organizations about jobs, internships, volunteer opportunities, future careers and employment and training services. Various workshops throughout the day offered information about job hunting; interview strategies; library and career resources; skill identification, STEP-UP job application assistance; and information about Project C3.

### NorthWay Family Project

The NorthWay Family Project, a project funded by NorthWay Community Trust, concluded in August of 2008. This 15-month, family centered project simultaneously approached employment and training services with both parents and their sons/daughters. Ultimately, it provided the opportunity for families to improve their income while increasing their professional development skills. Project partners included Minneapolis Public Schools, Hennepin County Human Services and Public Health Department; and the City of Minneapolis' Employment and Training Program. Working together, these partners provided training and employment opportunities for 228 youth and 18 parents, all residing in North side communities.

## **Youth Programs 2008 (continued)**

### **Youth Jobs Information**

<b>Jobs</b>	<b>Year Round</b>
Average Wage	\$8.64
Youth Employed	101
<b>Jobs</b>	<b>Summer</b>
Average Wage	\$7.29
Youth Employed	1850

### **MINNEAPOLIS PROMISES OUTCOMES STEP-UP**

- 1,232 youth employed
- 171 youth earned high school credit
- 94% of post-tested youth (14-15 year-olds) maintained or improved reading or math scores
- 75 (16-21 year-olds) were employed by the U of M

### **College and Career and College Centers 2007/2008 Academic Year**

- 66,057 connections were made by students at the Centers including:
- 13,428 career and college information searches
- 3,708 financial aid/scholarship searches
- 3,370 jobs/work searches
- 3,822 students worked on milestones to My Life Plan

### **Free Tuition**

- 249 Minneapolis graduates were accepted at MCTC, Metro State and St. Paul College via the Power of You
- 106 Minneapolis high school graduates enrolled at the U of M via the The Founders Free Tuition Program.

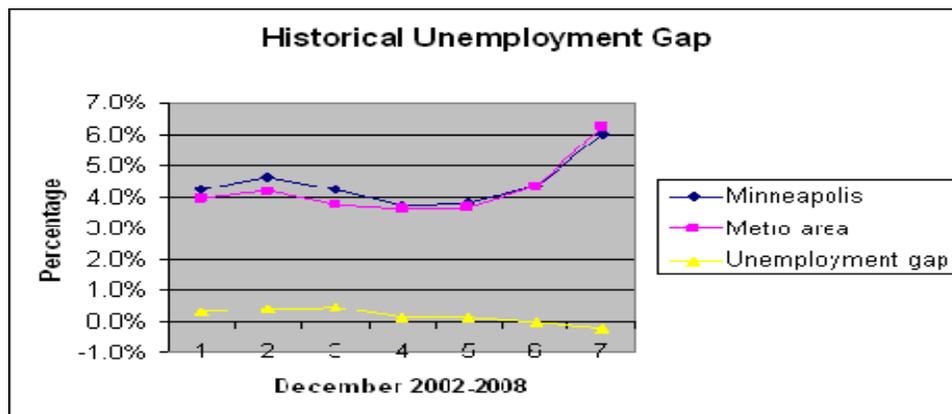
## Close the Gap 1/1/08 – 12/31/08

The Close the Gap campaign started July 1, 2004 and was developed in response to the disparity in unemployment rates between Minneapolis and the rest of the metropolitan area. For decades, the City of Minneapolis lived with an unemployment rate that exceeded the metropolitan rate. The last time that the gap between Minneapolis and metro area unemployment rates was zero was in February 1992. In 2003, the Minneapolis unemployment rate lagged a full percentage point behind the metro rate. In July of 2004 a new program was launched by the Mayor/City Council to close the unemployment gap between the City and surrounding metropolitan area; it was appropriately called, Close the Gap.

Close the Gap (CTG) is a unique public-private partnership that seeks to close the unemployment gap between the City of Minneapolis and the seven county Twin Cities Metropolitan Area by building on existing employment and training strategies and creating new initiatives. Funding for the Close the Gap project is provided through the generosity of the City of Minneapolis and from private sector sources, such as The Northway Community Trust, General Mills, and RBC Dain Rauscher. The success of Close the Gap would not have been possible without the financial support of these organizations or the dedicated work of the employment counselors and staff of the METP agencies.

For the year 2008 our accomplishments include an average unemployment gap of 0.2% as well as:

- Ten non-profit agencies that provide employment and training services for the Minneapolis Employment and Training Program (METP) expanded their capacity to increase their work of placing unemployed city residents. Through Close the Gap funding there were a total of 269 low-income, unemployed city residents placed into jobs at an average wage of \$10.91 per hour. These agencies were also trained in how to access federal match dollars for this project.
- Close the Gap also helped to fund STEP-UP, a program for youth age 14 – 21, which placed 588 youth in private and public employment during the summer of 2008. It provided Achieve! Minneapolis Career & College Center staff funding as well.
- METP partially funded entrepreneurial services at Neighborhood Development Center (NDC). NDC's training program offers residents of the city's low-income neighborhoods and new immigrants the chance to prepare for opening a business. The entrepreneurial training along with business support services is offered at several neighborhood and ethnic organizations in north and south Minneapolis, including but not limited to Northside Residents Redevelopment Council, Hope Community, Emerge, Employment Action Center (EAC) with the Young Dads Program, Seward Redesign, African Development Center, and the Latino Economic Development Center. In 2008, 146 people attended 13 entrepreneurial classes in Minneapolis. The ethnically diverse classes included 76 males and 62 females all with a common interest of developing their own businesses. In addition, NDC also continued operating and growing the Midtown Global Market at the old Sears building (Chicago and Lake). All of the approximately 50 businesses in the Market are small and independently owned and many of these entrepreneurs are graduates of the training programs at NDC.



## Special Projects 1/1/08 – 12/31/08

### Minneapolis Business Services

- In 2008, METP staff continued to chair the Minneapolis Business Services Team, a partnership involving CPED, DEED and the Minnesota University and College System, to coordinate and deliver services to Minneapolis businesses. This team monitors and reviews business visits to companies in six industries targeted by the Minneapolis Workforce Council. Transportation, Financial Services, Healthcare Services, Advanced Manufacturing, Professional Services, and Construction. Activities included presentations on these topics: Minneapolis Youth Programs, Canadian Pacific Railroad Employment Opportunities, Minority Unemployment in Minneapolis, Results of Industrial Business Survey in Minneapolis, Employer of the Day presentations at the South and North Workforce Centers, Minneapolis Dislocated Worker Program and Manufacturing industry trends.
- Business visits were made to over 149 Minneapolis companies and included the delivery of a variety of business services. Businesses received human resource and business loan information; industry trend reports; tax credit information; and distribution of their job openings to employment and training service providers throughout Minneapolis.
- The Minneapolis Pipeline Project continued working to increase the pool of trained legal profession support workers through a partnership with the Minnesota Legal Administrators Association, Minneapolis law firms, METP, DEED, Minneapolis Community and Technical College, Achieve Minneapolis, and the Minneapolis Public Schools.

### Minneapolis Marketing Program

METP staff helped develop and implement a new marketing initiative to existing and potential Minneapolis business. A key features of this marketing program includes visits to businesses in Minneapolis that are part of industry sector clusters. These industry sectors, such as printing, have concentrations of businesses in numbers that exceed national averages.

### Minneapolis/St. Paul Coalition for Diversity

In August of 2008, the Minneapolis Construction Taskforce and St. Paul Coalition for Diversity task force combined to form the Minneapolis/St.Paul Coalition for Diversity. This new task force works to highlight construction industry job opportunities available for minorities and women from major economic development projects in Minneapolis and St. Paul.



*2008 Apprenticeship Tour*

## **Special Projects 2008 (continued)**

### **Workforce Employment Plans**

METP staff has developed and executed 4 Employment Workforce Plans:

- Minneapolis Children's Hospital/Knutson Construction Company
- University of Minnesota-Fairview Children's Hospital/Kraus Anderson Construction Company
- Coloplast Inc./Kraus Anderson Construction Company
- Great Neighborhoods Development Corp./Ryan Companies US, Inc.(West Broadway Plaza)

Staff is currently working on a fifth Workforce Employment Plan for the Minnesota Shubert Performing Arts and Education Project. This project involves Art Space Inc., McGough Construction Company and includes City of Minneapolis participation and assistance.

Staff has also made several Workforce Employment Plan presentations to the Light Rail Central Corridor DBE AA Joint Committee.

### **Construction Partnering Program**

METP Special Projects continue strong participation with and support of the Construction Partnering Program, a local initiative started in 1996 with the objective of developing competitive, self sufficient women and minority owned construction contractors. Their primary goal is to create general contractor partnerships between majority and minority contractors. The program currently has 11 established partnerships between majority and minority construction contractors. During its twelve year history, 26 contractors have participated in 19 major economic development projects in the metropolitan area.

### **Living Wage and Job Linkage Agreements**

- 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 2008 Living Wage of \$13.25 per hour or higher are preferred. 66 Job Linkage Agreements covering 175 Minneapolis businesses are in place.
- Highlights of the 2008 survey for 2007 job linkage businesses hiring include these accomplishments:
  - ✓ 7,907 individuals were hired during the year
  - ✓ 74.34 % of these individuals earned at or above the area's Living Wage of \$12.91 per hour
  - ✓ 27.16 % of these individuals lived in Minneapolis
  - ✓ Living wage job hires increased from 2006 by 17.57 %
  - ✓ Job linkage company numbers have more than tripled in the past seven years from 51 to 175.

### **Living Wage Ordinance**

- Staff continued to advise CPED staff on the applicability of the City's Living Wage Program and State's Business Subsidy program.

# Funding

The City of Minneapolis Employment and Training would like to acknowledge the following government entities and organizations whose continued support has contributed to the success of all METP programs.

The City of Minneapolis

The Department of Labor

The Department of Housing and Urban Development (HUD)

The Northway Community Trust

The Minneapolis Department of Community Planning and Economic Development (CPED)

## METP – Financials

<b>Programs</b>	<b>FY 08 (Jan-Dec) - Expended</b>
Adult	<b>3,029,147</b>
Youth	<b>3,258,220</b>
Dislocated	<b>2,208,478</b>
Welfare-to-work	<b>490,878</b>
<b>Total</b>	<b>\$8,986,723</b>

