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Minneapolis Employment & Training Program

Summary Report

January 1, 2006 – December 31, 2006

City of Minneapolis

Minneapolis Employment & Training Program (METP) 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 engage local and regional partners in preserving and enhancing our natural and built environment, plan for growth, and advance the physical and human development of the 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

Donald Samuels

Gary Schiff

Minneapolis Private Industry/WorkForce Council

January 1, 2006 – December 31, 2006

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General Mills, Inc.

Carolyn Roby (Chair, Jul-Dec)
Vice President
Wells Fargo Foundation Minnesota

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

Jennie Carlson
Executive Vice President, Human Resources
U.S. Bancorp

Ann Eilbracht Thompson
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Manuel Garcia
Workforce Development Operations Manager
Minnesota Department of Employment and
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Joseph Gaspard
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Hennepin County

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

Andre Lewis, Director of Community Affairs
RBC Dain Rauscher

Susan Mackay, President
Mackay & Associates

William McCarthy, President
Minneapolis Central Labor Union Council

Javier Morillo-Alicea, President
S.E.I.U. Local 26

Laurie Rice, Director
Information Technology – Medical Division 3M

Jim Roth, Director
Minneapolis Consortium of Community
Developers

Harvey Rucker, Community Representative

Craig Vana, Associate Superintendent
Educational Service Center of
Curriculum & Instruction
Minneapolis Public Schools

Joe Werner, President
Engineering Unlimited, Inc.

Jon Westby, Associate Dean
Minneapolis Community and Technical College

Alex Eaton, Proprietor
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Mary Lynn Elizondo, Lead Director of Human
Resources, Marriott International

Eric Eoloff
Director of Community Relations
and Facilities Planning
Abbott Northwestern Hospital

Pat Mack, Human Services Area Manager
Hennepin County

Kyle Makarios, Political Director
Minneapolis Central Labor Union Council

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

Program Year 2006 Vendor Awards

The Minneapolis City Council Health, Energy, and Environment Committee, at the September 11th, 2006 meeting, presented both the Annual Award for Outstanding Performance and Service to Minneapolis Youth and the Annual Award for Outstanding Performance and Service to Minneapolis Adults to Employment Action Center, a division of Resource, Inc.



Employment Action Center youth program staff from left to right: Christy Botts, Kira Wagner, Sherry Glanton, and Marc Geiselhart

Demographics 1/1/06-12/31/06

People Served*	Welfare-to-Work Programs#	Youth	Dislocated Worker	Adult	Total
African American	10,756	1,425	216	887	13,284
European American	3,714	292	457	275	4,738
Asian American/ Pacific Islander American	1,002	230	22	101	1,355
Native American	927	149	20	61	1,157
Hispanic Ethnicity/Other	424	52	13	106	595
Total	16,823	2,148	728	1,430	21,129

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

Welfare-to-Work program represents a partnership with Hennepin County and includes the number of participants who are enrolled in the Minnesota Family Investment Program (MFIP) and the Diversionary Work Program (DWP).

METP Vendors for 1/1/06 – 12/31/06

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. Services are community targeted and culturally appropriate.

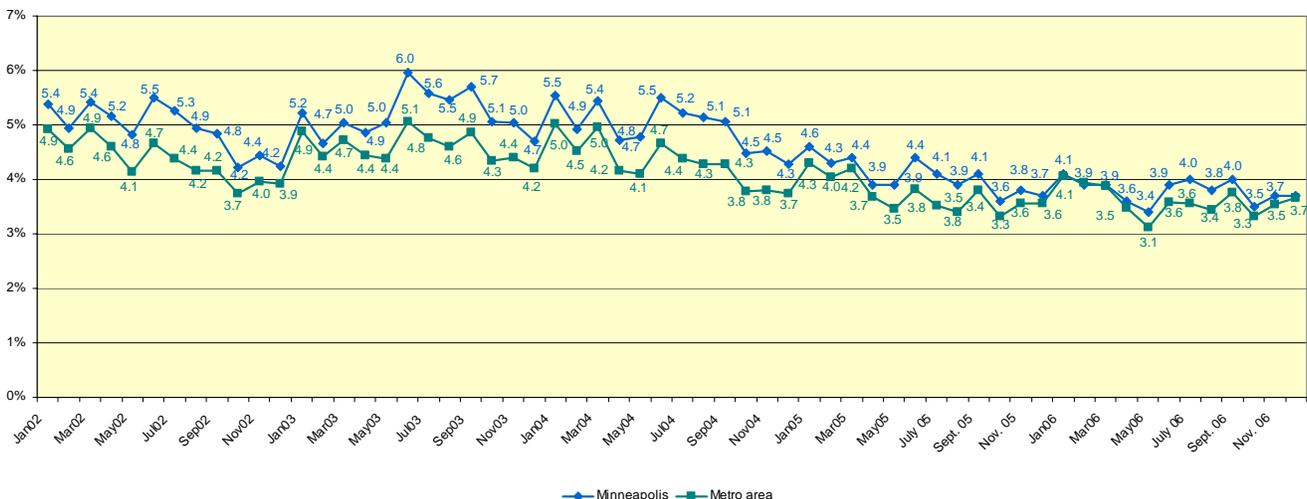
	Youth Programs	Welfare-To-Work Programs	Dislocated Workers Program	Adult Program
Achieve!Minneapolis	X			
American Indian OIC	X	X		X
Centre for Asians and Pacific Islanders (CAPI)		X		
Church of St. Stephen		X		
CLUES (Chicanos Latinos Unidos en Servicio)		X		X
East Side Neighborhood Services, Inc.	X	X		X
Educational Opportunity Center				X
Goodwill/Easter Seals	X	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		
The Link	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			X
Tree Trust	X			
YouthCARE	X			

Close the Gap 1/1/06 – 12/31/06

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 (1/1/06-12/31/06) was .2%. Close the Gap focuses on increasing the capacity of the workforce system, developing entrepreneurship services and improving services to employers. With contributions from the City of Minneapolis, Northway Community Trust, General Mills Foundation and RBC Dain Rauscher, our accomplishments for 2006 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 to increase their work of placing unemployed city residents. Through Close the Gap funding there were a total of 543 low-income, unemployed city residents placed into jobs at an average wage of \$10.24 per hour. These agencies were also trained in how to access federal match dollars for this project. For the period (1/1/06 – 12/31/06) match dollars totaled \$191,404.
- Close the Gap also helped to fund STEP UP, a program for youth age 16 – 21, which placed 514 youth in private and public employment during the summer of 2006.
- METP also used Close the Gap funds to partially fund 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 Northside Residents Redevelopment Council, Hope Community, Powderhorn/Phillips Cultural Wellness Center, Seward Redesign, Pillsbury United Communities, African Development Center, and Latino Economic Development Center. In 2006, 162 people attended 16 entrepreneurial classes in Minneapolis. The ethnically diverse classes included 84 males and 78 females all with a common interest of developing their own businesses. In addition, NDC also opened the Midtown Global Market in the old Sears building at Chicago and Lake in June. All of the approximately 50 businesses in the Market are small and independently owned and many of these entrepreneurs are graduates of NDC's training programs.

Minneapolis / Metropolitan area
Average monthly unemployment rates
January 2002 to December 2006
Source: MNDEED- Updated March 7, 2007



Welfare to Work Programs 1/1/06 – 12/31/06

The Welfare to Work programs which include the Diversionary Work Program (DWP) and the Minnesota Family Investment Program (MFIP), are designed to assist low income citizens into employment and self sufficiency. The City of Minneapolis and Hennepin County work in partnership to administer and oversee these welfare programs. In 2006, over 16,000 Hennepin County participants were served through DWP and MFIP. Employment services include case management, barrier resolution and job search assistance.

Legislatively, 2006 was very challenging for welfare programs. In the coming months, the Minnesota legislature will continue to face key choices with changes in the direction for MFIP, which is the Minnesota version of the federal Temporary Assistance for Needy Families (TANF) programs. After a lengthy and contentious reauthorization process, Congress enacted changes to TANF in the Deficit Reduction Act of 2005 (DRA) that substantially increased the proportion of assistance recipients who must participate in work activities for a specified number of hours each week. In June 2006, the Department of Health and Human Services (HHS) issued new regulations that implemented these changes and significantly limited states' flexibility in assigning recipients to work activities. The new requirements will be challenging for most states to meet and likely will require increased investments in welfare-to-work programs and work supports.

Under the DRA, 50 percent of all adults in a state that are receiving TANF assistance must participate in a set of work activities defined in the law. These percentages are so restrictive that few states are likely to reach this target. Thus, the DRA, coupled with the new regulations, gives states a stark choice: focus solely on meeting the work rates, even if that means making their programs less accessible or less effective at helping needy families and helping families move to work, or increase work participation rates in ways that improve families' employment outcomes, even if that path is the more expensive one to take.

The 2007 Legislative Session promises to be interesting as many of these changes will be deliberated with options for increasing work participation being the focus of discussion.

Employment Outcome	MFIP
Working and on MFIP- 12/31/06	2,505
Average Hourly Wage	\$9.26
Working and off MFIP	1,785
Average Hourly Wage	\$10.47

Youth Programs 1/1/06 – 12/31/06

YEAR ROUND YOUTH PROGRAMS

WIA Youth Program

Five employment and training vendors completed 2005 WIA Youth Program activities on June 30, 2006 and then Program Year 2006 started immediately on July 1st. Seven agencies were selected to provide WIA services to economically disadvantaged, 14-21 year old Minneapolis youth for PY '06. Goodwill/Easter Seals Minnesota, RESOURCE, Inc., American Indian OIC, East Side Neighborhood Services, HIRED, Pillsbury United Communities and Tree Trust were selected as providers. Funds are provided through the U.S. Department of Labor's Employment and Training Administration, via DEED to METP, to provide education and employment and training services to eligible youth. The goals of WIA programs are to increase youth long-term employability by enhancing educational, occupational and citizenship skills by encouraging high school completion, reducing welfare dependency and assisting successful transitions from school to work, apprenticeships, the military and post-secondary training. The youth and their employment counselors design individual service strategies that outline action plans for the attainment of education, work readiness and employment goals through vocational counseling, basic skills training, work experience, mentoring, counseling, follow-up and support services, summer employment and leadership development.

Year Round WIA @ MPS

During PY'06, 214 youth from Minneapolis Public Schools (MPS) Special Education programs were enrolled in the Year Round WIA @ MPS program. MPS staff and youth set WIA goals throughout the school year. METP supplied MPS with a small contract to provide the MIS services that go along with the WIA goal setting activities. The goal of this program was to increase student competencies in the areas of pre-vocational, vocational, communication, mobility, work related, academic and social skills. A core component of the program is to provide summer work activities that support the youth's Individual Educational Plan (IEP). In May 2006, youth staff co-hosted a "Kick-off" to the summer employment program for youth and their families. Project C3 (PACER Center staff) provided transition of service information and the Minneapolis CTIC (Community Transition Interagency Committee) partners distributed an array of resource information. Between June 19-July 22, 2006, 186 Year Round WIA @ MPS youth were connected to part-time summer employment. Youth were employed as: child care aides, landscapers, food assistants, merchandise handlers, and recycling/stockers. MPS Special Needs teachers performed job coaching, supervision, evaluation of youth performance and payroll/timesheets duties.

WIA Youth Harrison Neighborhood Project

This special project, in its second year, provided WIA services to north Minneapolis youth at the Harrison Neighborhood Association. Operated by the Employment Action Center, the program focuses on increasing participants' work readiness and employability skills, and provides work experience to youth through paid internships.

SUMMER YOUTH PROGRAMS

Younger Youth STEP-UP Program

On August 18, 2006, the 2006 nine-week Younger Youth (YY) STEP-UP Program came to a close. Four hundred fifty-three low-income 14-15 year old Minneapolis youth worked in subsidized positions at over 40 local public and non-profit agencies. Another 104 youth were referred through the YY STEP-UP Program to non-subsidized jobs in the private sector.

Youth Program Projects in 2006 (continued)...

In addition to their work experiences, 274 youth participated in academic enrichment activities taught by licensed teachers either at their worksite or at one of three learning centers. The academic enrichment program offered youth the opportunity to maintain or increase their reading and math skills, to learn about and practice employability skills, and to develop learning projects and portfolios. English as a Second Language instruction was provided as needed. Sixty-four (64) students received high school credit for their participation in the educational component. Through an arrangement with Minneapolis Public Schools, students needing to retake the Minnesota Basic Standards tests were offered a chance to retake the tests in July.

Many of the youth also took advantage of the opportunity to participate in YouthCARE's Camp Sunrise work/camp experience. Located 60 miles north of the Twin Cities, Camp Sunrise brings together urban youth from diverse cultural backgrounds to participate in an outdoor work experience while learning about the outdoors, the environment, and respect for themselves and others.

Business Partners Program

The Business Partners Program, operated by Achieve!Minneapolis, concluded on August 11, 2006, after matching 84 Younger Youth STEP-UP participants with volunteer mentors from the private sector. 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. Business Partners is a good experience for the mentors and the youth, who learned about job keeping skills, the world of work and post secondary education from their personal coaches. It is also a great complement the Younger Youth STEP UP.

Probation House Project

METP partnered with Hennepin County's Sentence to Serve and Juvenile Probation programs to employ 39 Minneapolis at-risk youths during the summer of 2006. The youths, who were referred to the program by Hennepin County's Department of Community Corrections, worked in small crews at parks in Minneapolis, Bloomington and Richfield. They planned projects, built picnic benches and provided general maintenance at three parks. In addition, the crews assisted senior citizens in maintaining their properties, worked with the State in cleaning the metro area roadways, and assisted neighborhoods in Minneapolis to remove graffiti. METP provided wages for the youths and five supervisors along with funds for program operation.

STEP-UP Program

In 2006 STEP-UP, managed by Achieve!Minneapolis, placed 514 youth, ages 16-21 in paid summer jobs at 121 local employers. This represented a 67% increase in jobs, and a 75% increase in employers from 2005.

Before being placed in a job, the youth were required to participate in 10 hours of work readiness training certified by the Minneapolis Regional Chamber of Commerce.

Evaluations conducted by STEP-UP showed that students and employers were highly satisfied with the program, with 94% of the students feeling that their summer job was a valuable learning experience and 96% of the employers indicating that the program was a success at their company.

The top 5 private sector employers were Target (28 students), Wells Fargo (19), U.S. Bancorp (17), Best Buy (15) and Ameriprise (14). The top 5 public sector employers were Minneapolis Public Schools (45), Hennepin County (45), University of Minnesota (40), City of Minneapolis (27) and Minneapolis Park and Recreation (18).

High School Summer Construction Program

In 2006, the Construction Careers Coalition (CCC), Minnesota Finishing Trades, and Women in the Trades collaborated on the High School Summer Construction Program which provided paid, hands-on construction experience to 26 Minneapolis high school students. The intent of the program was to encourage high school students to consider the possibilities of construction as a career choice.

The students worked 34 hours per week building a 1 ½ stall garage, sheet-rocking a basement, painting and roofing a second garage, and building a large backyard fence.

Youth Program Projects in 2006 (continued)...

“Minneapolis Partners for Youth”

In June of 2006, following legislation passed by the 2006 Minnesota Legislature, the City of Minneapolis, specifically METP, became the fiscal agent of 1.9 million dollars in State Workforce Development funds designated for summer activities in 2006 and 2007. Delivered by the Office of Youth Development, a division of DEED, these funds were intended to support Minneapolis’ summer youth employment efforts. These funds were available immediately so METP staff quickly began planning a strategy to utilize them based on greatest need. The ultimate plan included Minneapolis’ experienced employment and training vendors and others coming together via a community based effort to provide enhanced summer job options for teens.

The Minneapolis Department of Regulatory Services, the Public Works Department, the Minneapolis Park and Recreation Board, Tree Trust and Midtown Global Market were just some of the entities that employed youth through “Minneapolis Partners for Youth”. These youth performed entry level office work, construction and park maintenance, graffiti removal and general neighborhood clean-up.

StreetWerks

In the summer of 2006 METP also helped fund Pillsbury United Communities Emerge Staffing operate StreetWerks, a neighborhood beautification project that mentored and employed 64 teens who worked 30 hours a week for 6 weeks. In addition to helping seniors maintain their yards, the youth gained job skills by providing street cleanup and maintenance to residential and business corridors in neighborhoods along West Broadway, Plymouth and Lowry Avenues in Minneapolis.

OTHER YOUTH PROGRAMS

Passport to Public Service

Passport to Public Service is a public sector career exploration program for Minneapolis high school students. Seventeen (17) students took part in career exploration activities on school release days during the school year. The students met city, county and state employees and elected officials who talked to them about their own career paths and about careers and job opportunities in government. The students toured the Minneapolis City Hall, the Minneapolis Water Treatment Plant, and the City’s Traffic Division. Upon completion of the program the students will be eligible for a job in a government office through the STEP-UP Program for older youth.

Chief’s Class

METP, the Minneapolis Police Department (MPD) and Minneapolis Community and Technical College (MCTC) sponsored an initiative to increase diversity in the MPD by creating a career path for recent Minneapolis high school graduates into the Department. Four (4) students interested in law enforcement were eligible to enroll in the Chief’s Class by taking advantage of tuition help through the Power of You. While the students attend school, they are in an MPD mentorship program. Upon successful completion of the program, the MPD will hire the MCTC graduates as CSOs (Community Service Officers) and potentially as Minneapolis police officers.

Outreach to Schools

The Outreach to Schools Program is a partnership between (METP), the Minneapolis North and South WorkForce Centers and fifteen (15) Minneapolis alternative and charter high schools. The intent of the program is to hire and train a college intern to conduct outreach to alternative and charter schools in order to increase students’ awareness and usage of the local WorkForce Centers’ services, to promote METP’s youth employment and training programs, to train students how to use the State’s on-line career tools, and to provide students with up to date labor market information and resources. The six in-demand industries (healthcare, finance and insurance, professional and technical, construction, transportation and high tech manufacturing) identified by the Minneapolis Workforce Council were highlighted in the school presentations conducted by METP’s intern.

Youth Program Projects in 2006 (continued)...

Career and College Centers

By the end of 2006, Achieve!Minneapolis' *Achieve! Career and College Centers Initiative* was successful in putting a Career and College Center in each of the 7 Minneapolis public high schools as well as the Lehmann Center that hosts three alternative schools. The centers are the core of the Achieve! Career and College Initiative which ensures that all students have a plan to move from high school to higher education and work.

Nine Career and College Center Coordinators were hired, one in each of the centers as well as the Metropolitan Federation of Alternative Schools. These coordinators assist students with creating "My Life Plan" by helping them determine their interests and talents and find the resources they need to reach their career goals. METP funds the Coordinator positions at Washburn High School and Patrick Henry High School.

Small Learning Community (SLC) Mini-Grants

A new initiative to support SLC efforts was introduced in 2006. SLC coordinators were given an opportunity to request up to \$500 each for two separate SLC activities. METP received 13 funding requests and awarded twelve. Some of the activities funded included college tours, a career fair, museum visits and recognition programs for participating students. METP has supported some of these activities in the past, but now offer a formalized request process via this initiative.

Youth Jobs Information

Jobs	Year Round	Unsubsidized Summer	Subsidized Summer	Total Youth
Average Wage	\$9.14	\$8.00	\$6.27	\$7.80
Youth Employed	51	514	856	1,421



Dislocated Worker Program 1/1/06 – 12/31/06

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 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 2006, METP continued to provide services through project funding for airline industry employees who were laid off from Northwest, Mesaba, ATA, and American Airlines.

In 2006, DEED produced two informational videos that explain the benefits and services of the Dislocated Worker program. One video is for workers who may be affected by a layoff and the other for employers facing the prospect of having to lay off workers. Both videos can be viewed at this web address: www.deed.state.mn.us/dw. These videos were filmed in part with assistance from DEED staff and METP's Dislocated Worker clients at the Minneapolis South Workforce Center.

Quote from recent METP Dislocated Worker client:

"Never have I been treated with such great respect and given so graciously a support system."

People Served	
	Dislocated Workers
Unsubsidized Employment Terminations (Placements)	372
Average Wage for Unsubsidized Employment Terminations	\$18.25
Placement Wage/ Dislocation Wage Ratio	97%
Total Served	707

Adult Program 1/1/06-12/31/06

METP's Adult Program serves low-income Minneapolis residents age 18 years and older. Adult Program services include assessment, career counseling, job placement, access to occupational skills training as needed, and placement follow-up for the entire year. For the period of 1/1/06-12/31/06, 1,277 participants received services and 1,125 were placed in jobs at an average wage of \$10.61 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 bid for performance based contracts through a request for proposal process.

The agencies are paid a contracted fixed dollar amount for assisting their participants to achieve employment outcomes.

ADULT PROGRAMS	Workforce Investment Act (WIA)	Community Development Block Grant (CDBG)	Close the Gap (CTG)	TOTALS
Average Wage	\$10.52	\$11.48	\$10.24	\$10.51
Total Served	379	334	564	1,277
Total Placed	318	264	543	1,125

Adult Program Projects in 2006

Individual Referral Program (IRP)

IRP provides financial assistance and case management services to a small number of low income, Adult program eligible clients pursuing training at metro area community and technical colleges to work in high-demand/high-growth occupations. Students are selected based on their ability to succeed in the school program and ability to become employed upon graduation. In 2006, 83 students were funded with 25 students completing their programs and finding employment with an average starting wage of \$15.88/hr.

Comments from clients who received IRP services:

*"I would also like to thank you for the help you have given me in completing school for if it were not for you and the City I would not have been able to finish when I was scheduled to and would probably still be in school after skipping one or two quarters. So thank you very much for believing in me." **Todd (Dunwoody computer networking graduate)***

*"I accepted the LPN position at Friendship Village in Bloomington. My salary is \$19.00 an hour. Thank you so much for the support you have given me...I really appreciate the program! If you ever need me as a spokesperson let me know..." **Vikktoria (Dakota County Tech LPN graduate)***

*"Getting help from your program was awesome-I couldn't have done it without you. I love my job and am getting married this summer and we're hoping to buy a house. I just wanted to say thanks to you and the program for all the help." **Sam** received financial assistance to attend Dunwoody's Construction Electricity program. He was a part-time student/part-time worker when he applied to our program for assistance. He was assessed and evaluated by the IRP staff and selected for enrollment. With our programs help/funding, he was able to enroll as a full-time student and finish his training (with a GPA of 3.85) much earlier than anticipated. He is now working as a high-voltage electrician for the U of MN.*

Adult Program Projects in 2006 (continued)...

Health Care Related Projects

In September 2005, METP was awarded a grant from Minnesota Job Skills Partnership Program to fund two new healthcare programs at Minneapolis Community and Technical College (MCTC): Central Services Technician and Community Health Worker. The application for this project was submitted jointly with Educational Opportunity Center (EOC) at MCTC. To be eligible for this program, the client must be at or below the 200% level of the Federal Poverty Guidelines. The program provided tuition assistance for a total of forty-four (44) students. This project is slated to end 2/28/07.

In 2006, 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 (PPL) serves as the project broker. PPL gathers and disseminates health care employment data for the Twin Cities metropolitan area on a quarterly basis.

Job data is captured on a spreadsheet referred to as a matrix. This matrix tracks health care job vacancies for 53 job titles with 18 health providers currently reporting their vacancies. Area colleges which provide health care training are asked to provide enrollment numbers.

The matrix and pipeline data is distributed to METP and our contracted employment and training providers. The 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 Related Projects

The Construction Careers Coalition (CCC) representing employer associations; and the Minneapolis Building and Construction Trades Council and its affiliated organizations; have formed a partnership called the Building Minnesota Apprenticeship (BMA) program. 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. Funding to support this two year pilot project was provided by the CCC and METP.

As of December 2006, 14 people were placed on the BMA eligibility list and 5 workers have entered employment in the construction industry. One hundred percent of the participants are persons of color and 20% are female.

METP has also contracted with the Minneapolis Urban League to continue funding their construction skills project, another successful program that provides job placement and retention services to low income residents seeking construction related apprenticeships. In 2006, 22 clients were placed into construction related employment at an average starting salary of \$17.93 per hour.

Northside Jobs Connection

METP funded the Northside Jobs Connection with Pillsbury United Communities, Hospitality House and Jordan Area Community Council as partners. The program is designed to connect at-risk job seekers to comprehensive employment services and employment opportunities. In 2006, Northside Job Connection served 91 at-risk job seekers and 80 people were placed into unsubsidized employment.

Special Projects 1/1/06 – 12/31/06

Minneapolis Business Services

- In 2006, METP staff worked with Minnesota State Colleges and Universities (MnSCU), the Department of Employment and Economic Development (DEED) and the Neighborhood Employment Network (NET) to coordinate and deliver services to Minneapolis businesses. Activities included a tour of the new downtown Minneapolis Public Library, development of the 2006 Workforce Investment Act Plan, development of the Minneapolis Pipeline Project and visits to Minneapolis Businesses.
- Business visits were made to over 40 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 is 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. The Project's goal is to send 500 new qualified legal office specialists into the workforce within 5 years.

North Minneapolis Business Campaign

METP and NET have developed a strategy to increase the hiring of north Minneapolis residents by north Minneapolis businesses.

The strategy includes these steps:

1. Conduct visits to industrial and manufacturing
2. Survey NET Job Counselors
3. Invite North Minneapolis businesses to make presentations to the NET bi-weekly meetings
4. Appoint a north Minneapolis Business owner to the Private Industry Workforce Council
5. Establish a benchmark for measuring increased referral and hiring activity

Accomplishments in 2006:

1. 11 businesses presented at NET bi-weekly meetings
2. 99 referrals of north Minneapolis residents to Minneapolis businesses
3. 125 northside residents interviewed at north Minneapolis businesses
4. 22 northside residents hired full-time by north Minneapolis businesses
5. 4 northside residents hired part-time by north Minneapolis businesses
6. 6000 clients served by the resource room specialist at the north Minneapolis WorkForce Center

Incumbent Worker Training

- METP staff solicited proposals from over 500 Minneapolis businesses to train their current workforce in new business techniques and increased English proficiency. From the proposals staff selected six manufacturing companies to be funded at a total of nearly \$80,000.

Midtown Exchange Employment Plan

- METP and CPED staff helped companies finance business improvements and hire employees in the Midtown Global Market. METP supports continued classroom presentations by Ryan Companies to Minneapolis High School construction classes.

Special Projects in 2006 (continued)...

Minneapolis Public School Construction Occupations Program

- METP continues to participate on the advisory committee of the Mpls. Public School Construction Occupations Program which is taught at North and Roosevelt High Schools. It involves construction curriculum for students in grades nine through twelve.

Construction Partnering Program

- METP Special Projects continues 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 12 partnerships between majority and minority construction contractors.

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 Living Wage of \$ 10.23 per hour or higher are preferred. 66 Job Linkage Agreements covering 117 Minneapolis businesses are in place.
- Highlights of the 2005 survey of Job Linkage businesses include these accomplishments:
 - ✓ 5,699 individuals were hired during the year
 - ✓ 86.80 % of these individuals earned at or above the Area's Living Wage of \$10.23 per hour
 - ✓ 35.79% of these individuals lived in Minneapolis
 - ✓ Living wage jobs increase from 2004 by 30%
 - ✓ Job linkage companies have grown from 51 to 117 over the past five years, an increase of nearly 130%

Living Wage Ordinance

- Provided staff assistance to CPED Deputy Director for input at City Living Wage Implementation Team. Conducted staff training for CPED business development and finance staff to familiarize them with provisions of City Living Wage Ordinance and Minnesota Business Subsidy Act.

CPED's Limited English Proficiency Plan (LEP)

- Work to develop and implement CPED's LEP Plan

METP – Financials

Programs	FY 06 (Jan-Dec) - Expended
Adult	3,353,818
Youth	2,761,115
Dislocated	1,731,621
Welfare-to-work	485,448
Total	\$8,332,002

