Minneapolis Employment & Training Program

Summary Report

January 1, 2007 – December 31, 2007

Minneapolis
City of Lakes

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.

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 with local and regional partners to preserve and enhance 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
Don Samuels
Gary Schiff

Minneapolis Private Industry/WorkForce Council
January 1, 2007 through December 31, 2007

The Minneapolis Private Industry/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

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

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

Candice Fieldman, Operations
Ambassador Press, Inc.

Karen Gallivan, Attorney; Executive
Graco Inc.

Joseph Gaspard
Human Services Program Manager
Hennepin County

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

Jenny Leabo
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Minneapolis Building & Construction Trades Council

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Mackay & Associates

William McCarthy, President
Minneapolis Central Labor Union Council

Judi Nevonen, 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

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

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

Joe Werner, President
Engineering Unlimited, Inc.

Jon Westby, Associate Dean
Minneapolis Community and Technical College

Todd Wood, Human Resources Manager
Transit Team, Inc

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

Manuel Garcia
Workforce Development Operations Mgr.
Minnesota Department of Employment and Economic Development

Andre Lewis, Director of Community Affairs
RBC Dain Rauscher

Javier Morillo-Alicea, President
SEIU Local 26

Minneapolis Employment and Training Program

First row: Savi Samaroo, Anne Fischer, Kent Robbins, Deb Bahr-Helgen
Second row: Hubert Fernandez, Matt Kruger, Catherine Christian, Doug Suker
Third row: Tim Beaver, Linda DeHaven, Felisha Burns, Teresa Harrold
Not pictured: Merga Hunde, Pat Behrend

2007 List of Accomplishments

- The City of Minneapolis Employment and Training Program (METP), Hennepin County Human Services and Public Health Department, Minneapolis Public Schools (MPS) and NorthWay Community Trust have joined forces to create the NorthWay Family Project, a new partnership and ground-breaking program to assist disadvantaged and low-income youth and adults obtain work-based life skills. This unique approach to job training for low-income youth, which involves reaching their entire family with year-round employment, coaching sessions and a potential career path.

Minneapolis Promise Outcomes

- Exceeding the Mayor's goal of employing 2,007 youth in 2007, the City of Minneapolis summer youth programs, managed by METP youth staff, found 2,053 youth gainfully employed during June, July and August.

- Career and College Centers are now housed at all Minneapolis public high schools as well as two alternative school settings. The Mayor has personally brought the message of the Minneapolis Promise to all Minneapolis ninth graders. So far, 46,000 visits have been made to these Career and College Centers by youth who are taking his words to heart as they work to design their own life plan.

- Thirty-nine (39) STEP UP alumni were enrolled as University of Minnesota students—a recruitment number noted by the University President while introducing the Mayor for the State of the City address. For more information on Minneapolis Promise go to http://www.ci.minneapolis.mn.us/cped/EdResources_students.asp

- On August 17, 2007 the City Council presented a Resolution to Waite House youth for their courageous and heroic efforts in helping remove children from the school bus involved in the 35W bridge collapse. Jeremy Hernandez, Waite House Gym Coordinator was presented with an additional Resolution for his successful participation in METP youth programs.

Program Year 2006 Vendor Awards

At the September 24, 2007 meeting the Minneapolis City Council Health, Energy, and Environment Committee presented the Program Year 2006 Annual Award for Outstanding Performance and Service to Minneapolis Youth to Employment Action Center, a division of Resource, Inc. and the Program Year 2006 Annual Award for Outstanding Performance and Service to Minneapolis Adults to Emerge Workforce, a division of Pillsbury United Communities.

2006 Adult Vendor of the Year: Emerge Workforce

Doug Suker, METP; Carolyn Roby, Chair of Minneapolis Workforce Investment Board; Cheri Moseman; Deb Bahr-Helgen, Director METP; Emiru Hika, Omar Ali, Mohamed Ali; Paul Schulz, Director Emerge Workforce; Dawn Stanton, Division Director Pillsbury United Communities

METP Vendors for 1/1/07 – 12/31/07

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.

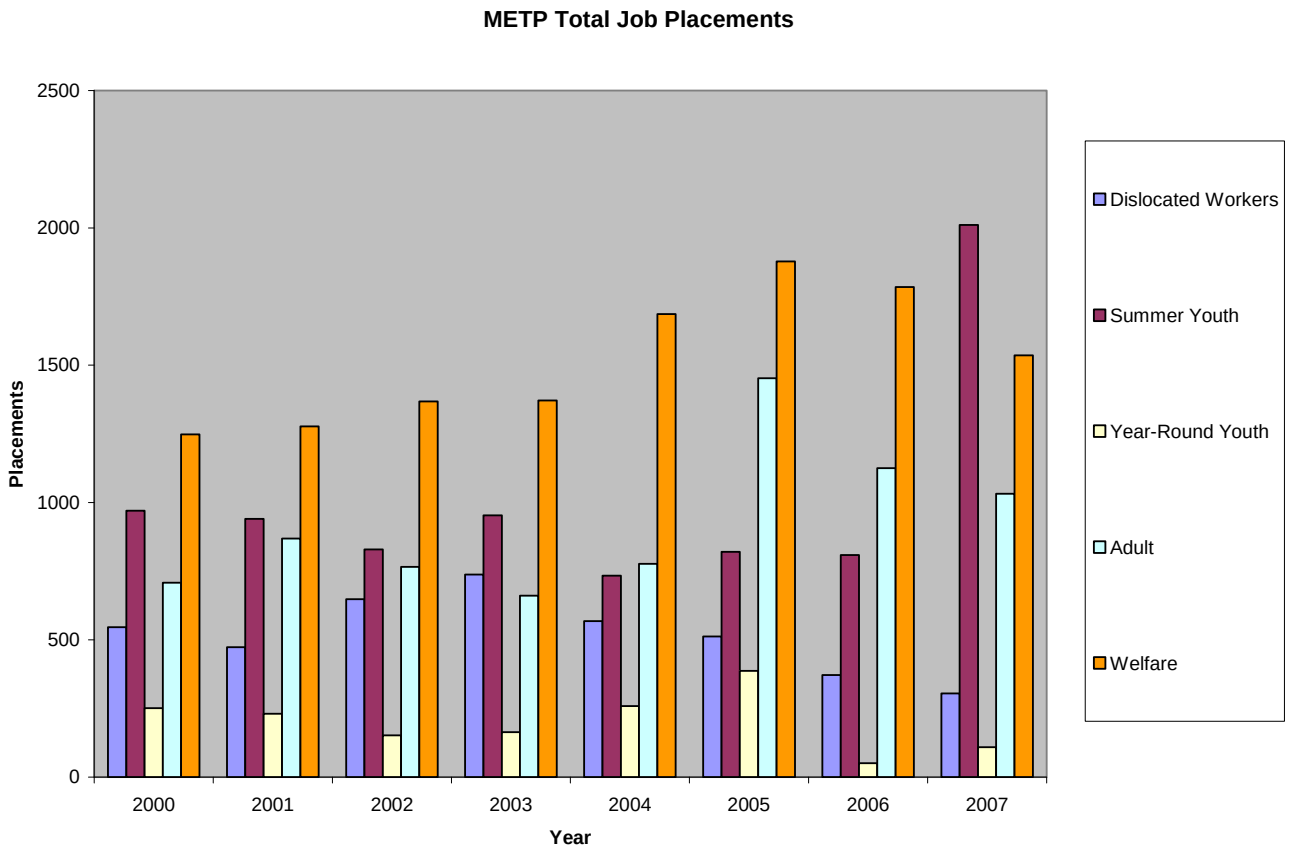
	Youth Programs	Welfare-To-Work Programs	Dislocated Workers Program	Adult Program
Achieve!Minneapolis	X			
American Indian OIC	X	X		X
Centre for Asians and Pacific Islanders (CAPI)		X		
Church of St. Stephen		X		
Comunidades Latinas Unidas en Servicio (CLUES)		X		X
East Side Neighborhood Services, Inc.	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
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
MN Dept. of Employment and Economic Development	X	X	X	
Neighborhood Development Corporation				X
Pillsbury United Communities	X	X		X
Project for Pride in Living		X		
RESOURCE, Inc.	X	X	X	X
RISE, Inc.		X		
South East Asian Refugee Community Home (SEARCH)	X			X
Tree Trust	X			
YouthCARE	X			

Demographics
1/1/07-12/31/07

People Placed*	Year-Round/ Summer Youth	Dislocated Worker	Adult	Total
African American	1,075	92	631	**2,064**
European American	363	199	233	**771**
Asian American/ Pacific Islander American	257	8	136	**373**
Native American	260	6	42	**228**
Hispanic Ethnicity/Other	96	8	82	**163**
Total	**2,051**	**302**	**1,032**	**3,385**

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

These are METP 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.



Welfare to Work Programs 1/1/07 – 12/31/07

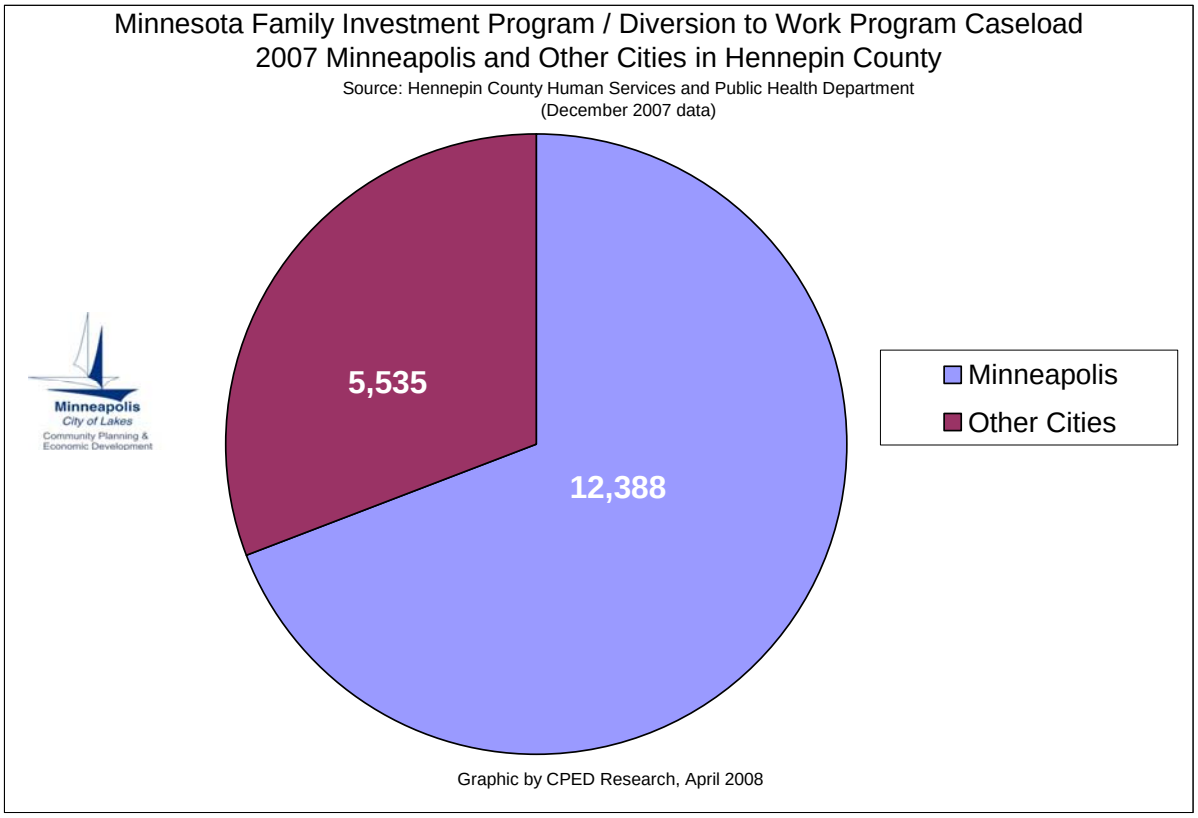
The Welfare to Work programs includes the Diversionary Work Program (DWP) and the Minnesota Family Investment Program (MFIP). These programs continue to assist low income citizens into employment and self sufficiency. The City of Minneapolis and Hennepin County work in partnership to administer and oversee these welfare programs. In 2007, over 15,000 Hennepin County participants were served through DWP and MFIP. Employment services include case management, barrier resolution and job search assistance.

In 2007, a new service track was added to the Welfare to Work program. Legislative changes created "Family Stabilization Services" (FSS) designed to provide services to the hardest to serve participants and their family members. Beginning February 1, 2008, FSS will serve families who are not making significant progress in MFIP and DWP due to a variety of barriers to employment. Program goals are to assist participants in getting and keeping employment, improve family stability, increase economic stability and to reduce barriers. Enrollment into FSS serves to remove these participants from counting in the work participation rate calculation.

In Hennepin County, residents of the City of Minneapolis have over time comprised roughly one third of the MFIP population.

The one year data covering 2007 is listed in the chart below.

Employment Outcome	**MFIP**
Working and on MFIP- 12/31/07	2,269
Average Hourly Wage	$9.12
Working and off MFIP	1,536
Average Hourly Wage	$10.56



Youth Programs 1/1/07 – 12/31/07

YEAR ROUND YOUTH PROGRAMS

WIA Youth Program

Seven Year Round WIA Youth vendors completed 2006 WIA Youth Program activities on June 30, 2007, and began providing 14-21 year old Minneapolis youth with PY'07 WIA services on July 1, 2007. WIA 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 economically disadvantaged youth. WIA programs intend to increase youths' long-term employability by enhancing educational, occupational and citizenship skills. These 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.

Service providers have extensive experience in providing youth employment and training services. Youth are assigned to an employment counselor who provides intensive one-on-one case management services. With significant input from the youth, employment counselors design individual service strategies that outline action plans for the attainment of education, work readiness and employment goals. Youth receive a combination of services based on individual need including vocational counseling, basic skills training, work experience, mentoring, counseling, follow-up and support services, summer employment, and leadership development.

This summer, upon recommendation by the WIA Youth Council, METP implemented a paid summer internship project to complement its year round programming. METP supported internship wages for 50 youth. The vendor agencies secured internship sites and placed the youth on their payrolls. Due to the success of the summer paid internship project, METP issued additional funds to vendors in December 2007 to place an additional 42 Minneapolis youth into paid internship experiences.

Year Round WIA @ Minneapolis Public Schools (MPS)

The overall goal of the Year Round WIA @ MPS program is to increase the competencies of students with disabilities in the areas of pre-vocational, communication, mobility, work related, academic and social skills. During the academic year, MPS special needs teachers and students set education and employment goals and outline activities and timelines for the youth to achieve their goals. A core component of this partnership between METP and MPS is to provide youth with summer work activities that support their Individual Educational Plans (IEPs). MPS special needs staff serve as job coaches, supervisors and evaluators and are responsible for completing the youths' summer timesheets.

In May 2007, METP co-hosted the second annual summer "Kick-off" for youth enrolled in the program and for their families. Over 96 family members received resource information about programs offered through the Minneapolis Community Transition Interagency Committee (CTIC) partners and a "transition of services" presentation by PACER Center staff.

Three hundred nine (309) youth with disabilities from various MPS programs were connected to part-time summer employment from June 18 - August 16, 2007. The youth earned a training wage of $6.00 per hour and were employed as merchandise handlers, park maintenance trainees, teacher aides, landscapers, child care aides, laundry workers, recycling/stockers, and food assistants.

WIA Youth Harrison Neighborhood Project

Between 1/1/07-12/31/07, Employment Action Center (EAC) provided 23 North Minneapolis youth with comprehensive education and employment services at the Harrison Neighborhood Association. The program focused on increasing participants' work readiness and employability skills and provided youth with valuable work experience through paid internships. This year, youth were employed as recreation assistants, daycare assistants and after-school interns at a variety of sites around their community.

Youth Program 2007 (continued)

Youth Jobs Connection
Four employment and training agencies provided assessment, work readiness skills and supportive services to 90 Minneapolis, 17-21 year olds. This program, funded through the Minnesota Youth Program (MYP), placed 55 youth into unsubsidized employment with an average wage of $8.08 per hour.

SUMMER YOUTH PROGRAMS

STEP-UP for 14-15 year olds
On August 17, the 2007 STEP-UP for 14-15 year olds program came to a close. Five hundred sixty-three (563) low-income Minneapolis youth worked in subsidized positions at 42 local non-profit organizations and school programs.

In addition to their work experience, 333 youth attended the Center for Learning Academic and Survival Skills (C.L.A.S.S.), STEP-UP's academic enrichment component. Licensed teachers taught math, reading and employability skills while developing learning projects and portfolios for the youth. Sixty-three youth received high school credit for the work they completed during C.L.A.S.S. Youth who needed to retake the Minnesota Basic Standards tests were offered that opportunity in early July.

Many STEP-UP participants also took advantage of METP's partnership with YouthCARE's Camp Sunrise. Located 60 miles north of the Twin Cities, Camp Sunrise brings together urban youth from diverse cultural backgrounds to participate in outdoor work experience while learning about the environment.

STEP-UP for 16-21 year olds
STEP-UP for 16-21 year olds, managed by Achieve!Minneapolis, found employment for 632 youth at 131 employers. These employers provided the youth wages that were earned by STEP-UP participants, while helping to develop their future workforce. Private sector employers who hired the most youth during the summer of 2007 were U.S. Bank (27), Best Buy (26), Bluegreen Resorts (16), Target (15), and Ameriprise (13). Before their summer jobs began, STEP-UP youth were required to attend 8 hours of work readiness training, certified by the Minneapolis Regional Chamber of Commerce. A new work readiness component, specific to health care, was developed in partnership with Project for Pride in Living. Twenty-eight Roosevelt High School Health Careers program students successfully completed this special training prior to their summer work experience in local healthcare settings.

BUSINESS PARTNERS PROGRAM
The Business Partners Program, coordinated by Achieve!Minneapolis, provides STEP-UP (for 14-15 year-olds) workers with career exposure while they learn about the importance of staying in school and long-term goal setting. Volunteer business mentors from the private sector were paired with 168 youth to help them learn about pathways to success after high school. The mentors represented the City of Minneapolis as well as companies such as Target, General Mills, Xcel Energy, and Best Buy. Mentors and mentees communicated throughout the summer and celebrated their relationship at an end of the summer celebration held at Minneapolis Community and Technical College on August 9.

MINNEAPOLIS PARTNERS FOR YOUTH
In June 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. Approximately 800 youth were the direct beneficiaries of this funding during the summer of 2007 as they sought employment via METP's experienced employment and training vendors. Some of the organizations who provided Minneapolis Partners for Youth summer programming included the Minneapolis Park and Recreation Board, Emerge Staffing, Tree Trust, Loring Nicollet Bethlehem Community Centers and YouthCARE. Youth gained job skills and earned wages while performing entry level office work, community service, park maintenance and construction as well as general neighborhood beautification.

Youth Programs 2007 (continued)

ACHIEVE!MINNEAPOLIS CAREER AND COLLEGE CENTERS
By the beginning of the 2007-2008 school year, Achieve!Minneapolis had created and staffed seven fully operational centers in the seven public high schools, as well as two alternative learning school settings. The centers, partially funded by the City of Minneapolis, assist students in their transition from high school to post secondary school or work. "My Life Plan", a web-based tool, is required work by every student as they enter the 9th grade and is utilized throughout the students' high school years. "My Life Plan" helps students identify personal interests, talents and broad career goals. The tool also prepares them for the coursework needed for higher education/training and introduces them to college financial aid and scholarship opportunities. During the 2006-2007 school year, 73,000 youth connections were made to the centers proving that Minneapolis youth are taking full advantage of all that the centers have to offer.

Small Learning Community (SLC) Mini-Grant
Eleven Minneapolis high school SLCs were awarded mini-grants (up to $500) to support their activities during the 2007-2008 school year. Funded programs include Edison Humanities and Communications, Edison Business, Finance & Entrepreneurship, Henry Engineering, Henry Commercial & Fine Arts, North Computers, Construction & Information Technology, North Arts & Media, Roosevelt Health Careers, South Liberal Arts, Southwest Health, Wellness & Fitness, Washburn Hospitality & Tourism and Washburn Aviation. Most of the awards will fund bus transportation for visits to colleges, businesses, museums and other events.

Passport to Public Service
Passport to Public Service is a public sector career exploration program for Minneapolis high school students. Program Year 2007 encompassed parts of two Passport academic years.

The 2006-2007 Passport participants had many opportunities to learn about public sector careers via tours and presentations by employees of the City of Minneapolis and Hennepin County. On February 16, 2007, students participated in a job shadow event with Minneapolis city attorneys, the City Coordinator and other city managers, a truck driver instructor, a Health Department chemist and a nurse from Abbott Northwestern Hospital. Some activities included a visit with the Police Chief, a City Council meeting and a tour of the forensic lab. The event gave the students an opportunity to see various city jobs up close and to understand how employees' work impacts the well-being of City residents.

On December 7, 2007, 76 Edison high school science and chemistry juniors and seniors participated in a Passport event that focused on public sector careers in the field of pollution remediation, a topic the students chose. The day included a talk by Sonia Vega, On-Scene Coordinator for the Environmental Protection Agency. The students enjoyed a tour of the Minneapolis fire station that deals with the City's hazardous substance calls. Firefighters demonstrated the equipment they use and talked to the students about the various chemicals they encounter. Lastly, the group visited the City's new water ultra-filtration plant, the largest one in the western hemisphere.

Outreach to Schools
In August, METP hired a U of M intern to provide job search assistance and career counseling to students in four Minneapolis alternative high schools (Lehmann Center, Menlo Park, Plymouth Youth Center and American Indian O.I.C.) and at the South Workforce Center's "Zone", a resource area for teen job seekers. From October through December, 608 students received job and career information via group presentations and one-on-one sessions at their high schools and at the "Zone". The intern also helped plan the Teen Job Fair and trained Achieve College and Career Center staff about employment resources for youth.

Youth Programs 2007 (continued)

METP Summer Youth Worksite Tour
On July 17, 2007 the METP Youth Program hosted the annual Summer Youth Worksite Tour to highlight three summer youth program worksites that reflect in-demand careers in health and construction. Individuals from the Private Industry/Workforce Council, the WIA Youth Council, the Minneapolis City Council, DEED, and others enjoyed visiting youth at their worksites and learning about METP's summer job programs. The worksites represented were StreetWerks (Emerge), Abbot Northwestern Hospital (Allina) and TreeTrust. That day, Senator Linda Higgins was recognized for sponsoring the bill that brought $2.5 million to Minneapolis for jobs for Minneapolis youth of which $1.9 million went to METP.

MN Youthbuild Leadership Day
On April 19, 2007 METP, Minneapolis Park & Recreation and the Youthbuild Coalition sponsored a community service project for Youthbuild. Teens from across the state made landscaping improvements to Peavey Park in south Minneapolis. The project was part of a two-day leadership event for 60 Youthbuild participants and their supervisors. The community service project was chosen to highlight the urgent needs of youth and to provide an opportunity to practice youth leadership.

Youth Jobs Information

Jobs	**Year Round**
Average Wage	$8.06
Youth Employed	109
Jobs	**Summer**
Average Wage	$7.47
Youth Employed	2011

Senator Linda Higgins *(center)* receives an Award of Recognition at the Summer Youth Worksite Tour

Council Member Don Samuels, Council Member Scott Benson, Senator Linda Higgins, Council Member Elizabeth Glidden and Minneapolis Private Industry/Workforce Chair, Carolyn Roby

Dislocated Worker Program 1/1/07 – 12/31/07

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 2007, METP continued to provide services through project funding for airline industry employees who were laid off from Northwest, Mesaba, ATA, American Airlines, and Delta Airlines.

DEED has 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.

People Served	
	Dislocated Workers
Total Placed into Unsubsidized Employment	**305**
Average Wage for Unsubsidized Employment Terminations	**$19.51**
Placement Wage/ Dislocation Wage Ratio	**97%**
Total Served	**651**

Dislocated worker success story:

Frank had been laid off from his job as an auto mechanic. He was depressed and discouraged. He enrolled in the Minneapolis Employment and Training Program's Dislocated Worker Program. Through his activities in this program and the "Creative Job Search" workshop at the Minneapolis WorkForce Center, he found the confidence to move on. He obtained a fleet mechanic position in the transportation industry which exceeded his previous wages in 2007. However, the health insurance plan was very expensive. Several months after closure of his Dislocated Worker file, Frank now anticipates a new job offer for another fleet mechanic job. This new position offers higher salary potential, plus a much more affordable health insurance plan.

Adult Program 1/1/07-12/31/07

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 1/1/07-12/31/07, 1,152 participants received services and 1,032 were placed in jobs at an average wage of $11.23 per hour. Funding sources include the Workforce Investment Act (WIA), Community Development Block Grant (CDBG), Empowerment Zone (EZ) 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.

ADULT PROGRAMS	Workforce Investment Act (WIA)	Community Development Block Grant (CDBG)	Empowerment Zone (EZ)	Close the Gap (CTG)	TOTALS
Total Served	396	509	8	239	1,152
Total Placed	349	457	4	222	1,032
Average Wage	$10.74	$11.52	$18.40	$10.24	$11.23

Success Story of METP Adult Program Client

Sandy was referred by Hennepin County FSET to enroll with an agency on 7/18/2007 for the North Minneapolis Close the Gap program. Although she had previously been a long-time MFIP recipient and was now receiving food stamps, she had a goal to obtain long term employment in order to ease her financial burdens, stabilize her housing and transportation situation, and become self-sufficient. During her period of job search, Sandy showed enthusiasm and eagerness to reach her goals. After extensive networking with friends and family, one opportunity that presented itself was that a previous employer of hers was hiring for a Customer Service position. Sandy quickly notified her job counselor and the gears were set in motion to reach that goal. The interview went well and she surpassed many others who were competing against her for that position. She was hired, and excitedly came in the next day after she received an offer and informed staff of her good news. Smiling and happy about the prospect of getting off of Food Stamps, Sandy had set her feet on the ground and started towards self-sufficiency. Due to her diligence and readiness to work, Sandy was off government assistance in two months from date of enrollment. She is still working as a Customer Service Representative at the same company today, and is looking forward to advancing within the company.

Adult Program Projects in 2007

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. Students are selected based on their ability to succeed in the school program and potential of being employed upon graduation. In 2007, 52 students were funded with 31 students completing their programs and finding employment with an average starting wage of $15.10 per hour.

Adult Program Projects in 2007 (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 44 students. This project ended 2/28/07.

- In 2007, 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.

- Job data is captured on a spreadsheet referred to as the Minneapolis Health Care Matrix. This matrix tracks health care job vacancies for 60 job titles with 42 health providers currently reporting their vacancies. Twenty area colleges which provide health care training are asked to provide enrollment and graduation numbers.

- 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 twice yearly basis.

- 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

METP has contracted with the Minneapolis Urban League to fund their construction skills project, another successful program that provides job placement and retention services to low-income residents seeking construction related employment and pre-apprenticeships. In 2007, 27 clients were placed into construction related employment at an average starting salary of $18.32 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 2007, Northside Job Connection served 59 at-risk job seekers and 52 of whom were placed into unsubsidized employment.

Incumbent Worker Project:

In December 2006 METP was granted funds from DEED (Department of Employment and Economic Development) to initiate and operate a program that would provide funds to small sized (less than 100 employees) Minneapolis businesses for the training and upgrading of their workforce. The goal was for the businesses to develop and invest in the skills of their workforce and for the employees to increase skills and advance earnings. Projects with six employers were funded and a total of 147 employees were involved in training and upgrading of workplace skills: The types of training included ESL in the workplace, interpersonal skills and leadership basics. The program ended 12/31/07.

Close the Gap 1/1/07 – 12/31/07

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.

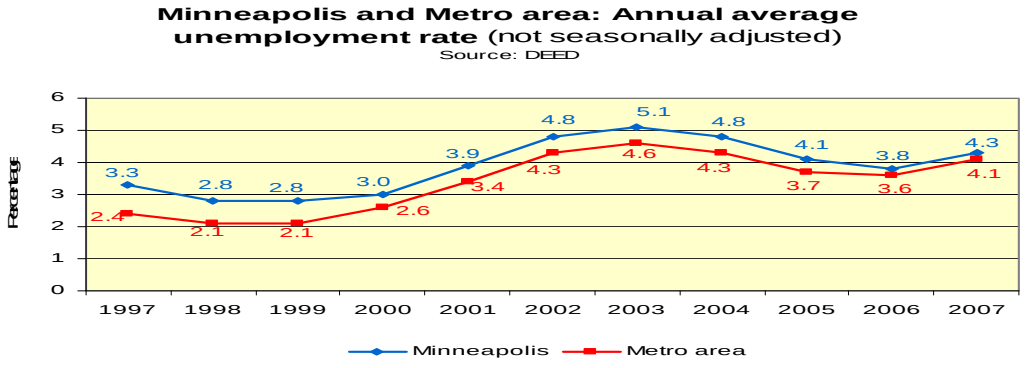
Close the Gap (CTG) is a unique public-private partnership that seeks to close the unemployment gap between the City of Minneapolis and the seven county Twin Cities Metropolitan Area by building on existing employment and training strategies and creating new initiatives. Funding for the Close the Gap 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 2007 our accomplishments include an average unemployment gap of 0.2% as well as:

- Eight 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 222 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 (1/1/07 – 12/31/07) match dollars totaled $83,770.

- Close the Gap also helped to fund STEP-UP, a program for youth age 16 – 21, which placed 632 youth in private and public employment during the summer of 2007. 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 Northside Residents Redevelopment Council, Hope Community, Powderhorn/Phillips Cultural Wellness Center, Northpoint, Emerge, EAC (Employment Action Center) with the Young Dads Program, Seward Redesign, Pillsbury United Communities, African Development Center, and Latino Economic Development Center. In 2007, 102 people attended 16 entrepreneurial classes in Minneapolis. The ethnically diverse classes included 53 males and 47 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 - 1/1/07 – 12/31/07

Minneapolis Business Services

- In 2007, METP staff continues to chair the Minneapolis Business Services Team, which is a partnership involving CPED, DEED , Neighborhood Employment Network 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 Private/Industry Workforce Council. They are: Transportation, Financial Services, Healthcare Services, Advanced Manufacturing, Professional Services, and Construction. Activities as part of the Minneapolis Business Services Team included presentations on these topics: Minneapolis Youth Programs, Minneapolis Riverfront Revitalization, Minneapolis Ballpark development, Minneapolis Great Streets program, and financial and manufacturing industry trends.

- Business visits were made to over 75 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.

Minneapolis Industry Sector Analysis

- Staff is participating in a CPED effort to redefine our targeted industries. Staff presented industry sector findings to a subcommittee of the Minneapolis Private Industry/Workforce Council in October and recommended retaining the current targeted industry list with further analysis. The Council passed these recommendations at its November meeting.

- Staff also participated in the Microeconomics of Competitiveness, a DEED sponsored training, which focuses on industry clusters and their dynamics. The training was based on the course work from Professor David Porter's Harvard business class. Staff also participated with team members to study the Printing Industry in the Minneapolis-St.Paul metropolitan area. The Printing Industry findings and recommendations were presented to the DEED Commissioner and DEED Division Directors.

Minneapolis Construction Task Force

- This new task force highlighted the construction industry and job opportunities available from major development projects in Minneapolis. The task force provides coordination for job applicants and workforce organizations in the construction industry. In August, Lynn Littlejohn of Mortenson Construction presented information regarding job opportunities in the construction of the Minneapolis Ballpark located in the warehouse district of downtown Minneapolis. Staff has facilitated the sharing of information regarding hiring and training possibilities in the construction of both baseball and college football stadiums.

Special Projects in 2007 (continued)…

Construction Partnering Program

- METP staff 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

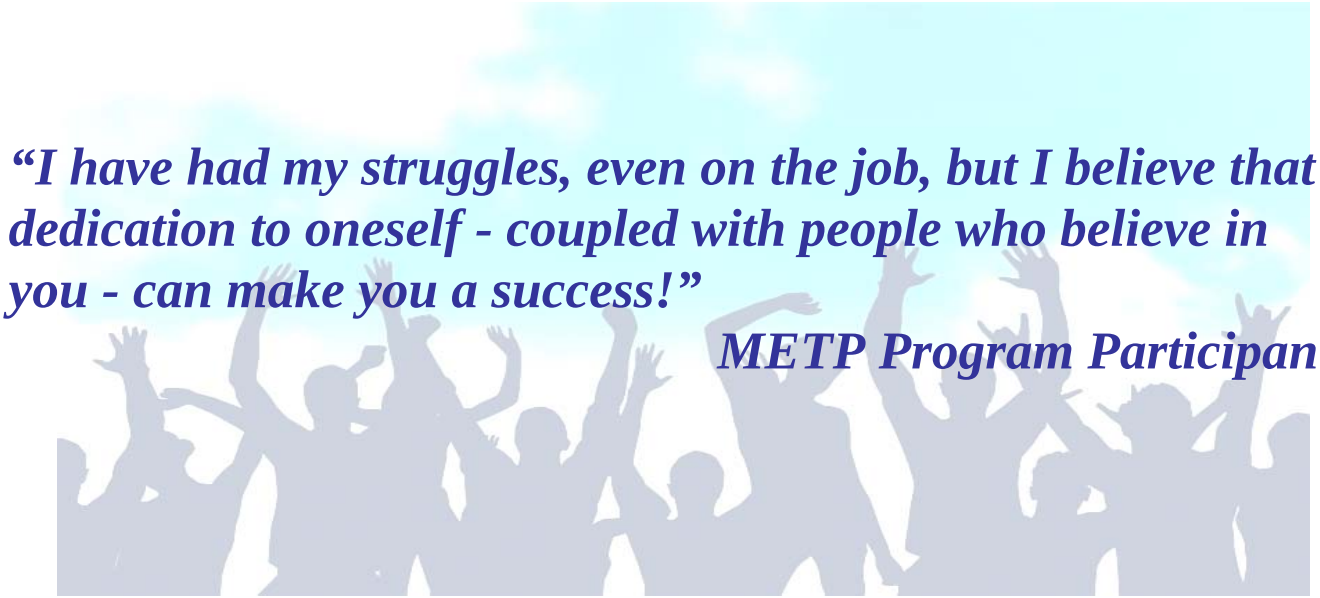
- Job Linkage agreements are voluntary agreements that each business signs with CPED that set five-year job hiring and retention goals. Businesses are asked to employ Minneapolis residents whenever possible. Jobs that offer wages that are equal to the Area's Living Wage of $ 10.58 per hour or higher are preferred. Currently 63 Job Linkage Agreements covering 166 Minneapolis businesses are in place.

- Highlights of the 2006 survey of Job Linkage businesses include these accomplishments:

  - ✓ 6,725 individuals were hired during the year
  - ✓ 86.63 % of these individuals earned at or above the Area's Living Wage of $10.58 per hour
  - ✓ 35.79% of these individuals lived in Minneapolis
  - ✓ Living wage jobs increased from 2005 by 10%
  - ✓ Job linkage company numbers have more than tripled in the past seven years from 51 to 166.

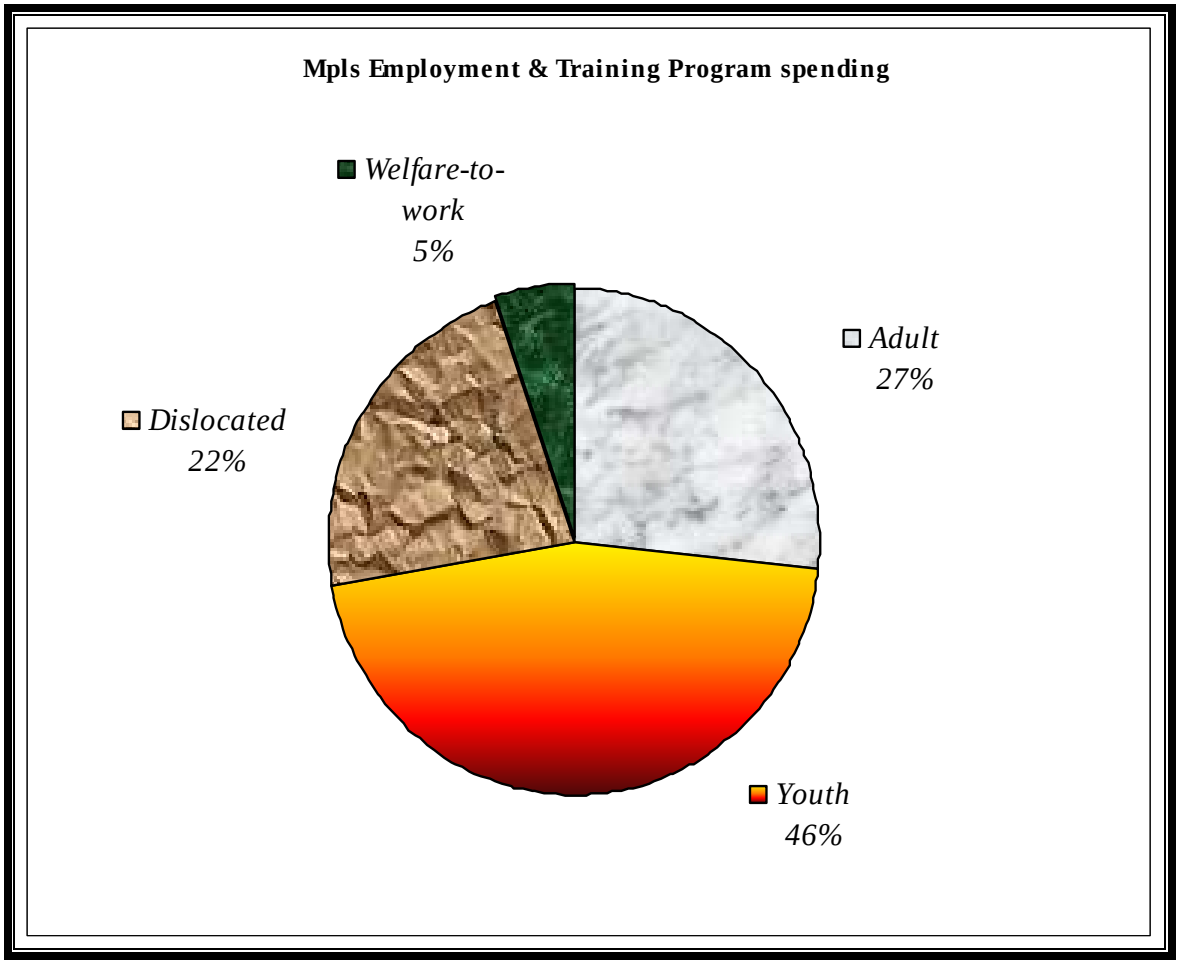
Living Wage Ordinance

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



"I have had my struggles, even on the job, but I believe that dedication to oneself - coupled with people who believe in you - can make you a success!"

METP Program Participant

METP – Financials

Programs	FY 07 (Jan-Dec) - Expended
Adult	**2,386,645**
Youth	**4,106,319**
Dislocated	**2,016,349**
Welfare-to-work	**472,878**
Total	***$8,982,191***