# City of Minneapolis
# Employment and Training Program

# Quarterly Performance and Grades
# October 2011 – December 2011

**METP Leadership:**

Minneapolis City Council Member **Lisa Goodman**,
Chair, Community Development Committee

Minneapolis Mayor, **R.T. Rybak**

**Carolyn Roby**, Chair, Minneapolis Workforce Council

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# Adult Program Grades

Through a network of community-based employment service providers the City's Adult Program helps Minneapolis residents with low-incomes find and retain jobs or pursue training that will lead to employment.

***Vendor Evaluation:***

Adult Program vendor performance is evaluated quarterly; vendors are evaluated by a letter grade based on their success in placing and retaining clients in permanent employment. Placement and retention percentages are determined by dividing the number of positives for each measure by the total number over the prior four quarters. Job retention is measured each quarter for 1 year after job placement. Performance goals are as follows: 70% job placement rate; retention rates of 80% in 1st quarter; 70% in 2nd quarter; 65% in 3rd quarter, and 60% at one-year. A letter grade given to a vendor based on the average of the placement and retention percentages.

**Adult Program Performance**

| Performance Period | Placed | Average Wage | Retention Rates | | | |
|---|---|---|---|---|---|---|
| | | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter |
| **Current Quarter** | 106 | $11.47 | 92% | 78% | 74% | 66% |
| **Year to Date** | 230 | $11.64 | 92% | 77% | 71% | 66% |

**Adult Program Grades**

| Agency | Workforce Investment Act Programming (WIA) | Community Development Block Grant Programming (CDBG) |
|---|---|---|
| American Indian OIC | C | B |
| Department of Employment and Economic Development (DEED) | B | D |
| East Side Neighborhood Services (ESNS) | B | A |
| EMERGE Community Development | C | B |
| Goodwill Easter Seals | A | C |
| HIRED | B | B |
| Hmong American Mutual Assistance Association (HAMAA) | B | C |
| METP | A | B |
| Minneapolis Urban League | A | |
| Northside Job Connect | | C+ |
| Resource Inc. | A | A |
| South East Asian Refugee Community House (SEARCH) | A | B |

# Dislocated Worker Grades

The City's Dislocated Worker Program assists adults who lose their jobs through closings, reorganization or other permanent layoffs. Services include job search assistance, career counseling, skill updating and retraining to secure comparable employment.

Ongoing services for individuals and small closings/layoffs are provided by DEED staff at the two Minneapolis WorkForce Centers as well as by HIRED, RESOURCE, Inc.'s Employment Action Center and Goodwill/Easter Seals.

***Vendor Evaluation:***
Dislocated Worker vendor performance is evaluated quarterly on a cumulative basis beginning with the start of each program year funding cycle. Performance goals evaluated include: actual number of enrollments versus plan; actual number of placements versus plan; 87% job placement rate; retention rates of 90% in quarter 1, 80% in quarter 2, and 70% in 3rd quarter; as well as an 68% credential attainment rate. The letter grading scale, which combines both the federal and state funding sources, starts at an *A* and a portion of a letter grade is deducted for each benchmark criteria that is not met.

***Composite Performance Key: A = Excellent; B = Good; C = Fair; D = Poor; F = Fail***

**Dislocated Worker Program Grades**

| Agency | Workforce Investment Act Programming (WIA) and State Programming (Combined Grade) |
|---|---|
| Department of Employment and Economic Development (DEED) | A+ (222 WIA/232 State) |
| Goodwill Easter Seals | B+ (41 WIA/36 State) |
| HIRED | B+ (137 WIA/117 State) |
| Resource Inc. | A+ (26 WIA/23 State) |

# Youth Program Grades

The City of Minneapolis Employment and Training Program offers two distinct youth employment programs: STEP-UP, an intensive summer internship program and the Year Round Youth Program, offering economically disadvantaged teenagers and young adults between the ages of 14-21 with year-round employment and training services.

***Vendor Evaluation:***

STEP-UP summer worksite performance is monitored during the summer program for compliance with program rules/regulations and evaluated on a numeric scale of 1 – 10, 10 being the highest score.

Year Round Youth Program vendor performance is evaluated quarterly on a cumulative basis beginning with the start of each program year funding cycle. Vendors are evaluated on the following five performance goals 1st – 3rd quarter's: 1) Actual number of enrollments versus plan; 2) Actual number of exits versus plan; 3) 75% Younger Youth (14-18) Goal Attainment; 4) 70% employment retention in quarter 1; and 5) 67% employment retention in quarter 2. During 4th quarter, vendors are evaluated on the above five measures plus the following three year-end performance goals: 1) 70% Year End Older Youth (19-21) Entered Employment; 2) 70% Year End Younger Youth (14-18) Diploma/Equivalent; and 3) 45% Year End Older Youth (19-21) Credential.

Special projects are evaluated on a letter grade scale based on their performance against measures outlined in their specific work statement.

**STEP-UP**

| Agency | Grade |
|---|---|
| AchieveMpls | A |

**Year Round Youth Program Performance**

| Performance Period | Served | Attainments (goal = 78%) | Retention Rates | |
|---|---|---|---|---|
| | | | 1st Quarter (goal = 75%) | 2nd Quarter (goal = 70%) |
| **Current Quarter** | 103 | 75% | 84% | 70% |
| **Year to Date** | 238 | 74% | 87% | 69% |

**Year Round Youth Program Grades**

| Agency | Grade | Youth Served | Special Project - North 4 and Harrison Neighborhood: Grade | Special Project - North 4 and Harrison Neighborhood: Served |
|---|---|---|---|---|
| American Indian OIC | A | 28 | | |
| East Side Neighborhood Services (ESNS) | A+ | 16 | | |
| EMERGE Community Development | A- | 14 | A+ | 31 |
| HIRED | A | 51 | | |
| Pillsbury United Communities | B+ | 20 | | |
| Tree Trust | A+ | 15 | | |
| Resource Inc. | A+ | 94 | A+ | 15 |