

# MINNEAPOLIS WORKFORCE COUNCIL

*Committed to Growing a Competitive Workforce*

## 2013 Annual Report



The Minneapolis Workforce Council is the Private Industry Council which oversees and directs the work of City of Minneapolis Employment and Training

# Thank you

## **Council Members:**

- ❖ Carolyn Roby, Chair, Wells Fargo
- ❖ Anahita Cameron, Target
- ❖ Laura Beeth, Fairview Health Services
- ❖ Steve Gilbertson, Electromatic Inc.
- ❖ Christopher Ferguson, Bywater Business Solutions
- ❖ Tyler Olson, SMCpros
- ❖ Elizabeth Campbell, Ryan Companies
- ❖ Darla Figoli, Xcel Energy
- ❖ Anthony Goze, MAG Mechanical
- ❖ Dr. Tara Watson, Watson Chiropractic
- ❖ Terrel Towers, DEED
- ❖ Todd Klingel, Minneapolis Regional Chamber of Commerce
- ❖ Daniel McConnell, Minneapolis Building and Construction Trades
- ❖ Douglas Flateau, Working Partnerships
- ❖ Ken Lundquist, DEED
- ❖ Carlye Peterson, Minneapolis Public Schools
- ❖ Wendie Palazzo, Minneapolis Public Schools
- ❖ Jim Roth, MCCD
- ❖ John Mbali, Hennepin County

The successes highlighted in this annual report would not be possible without the continued financial support in workforce development by our funders and the partnerships we have with community-based service providers.

The Minneapolis Workforce Council would like to thank the Mayor of Minneapolis, the Minneapolis City Council, Minneapolis Department of Community Planning and Economic Development, Minnesota Department of Employment and Economic Development, the United States Department of Labor, Department of Housing and Urban Development, and Hennepin County for their continued financial support of City of Minneapolis Employment and Training.

Further, thank you to our many community partners for their great work with job seekers and employers. In 2013, because of strong partnerships, we won two awards, the International Economic Development Council's Silver Award in Excellence in Economic Development for the RENEW program, and the STEP-UP program received a Best Practices award from the Minnesota Workforce Council Association.

A special thanks to the Minneapolis Workforce Council board members, who represent all sectors, devote their time to help ensure that we continue to have a vibrant and successful workforce development system and community.

Again, thank you to all who help make workforce development in Minneapolis such a successful collaborative.

Carolyn Roby, Chair, Minneapolis Workforce Council

Deb Bahr-Helgen, Director, Minneapolis Employment and Training Program



# Success through Partnerships

## Partners:

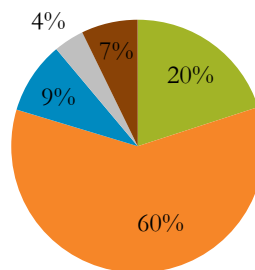
- ❖ AchieveMpls
- ❖ American Indian OIC
- ❖ DEED
- ❖ Eastside Neighborhood Services
- ❖ EMERGE
- ❖ Goodwill Easter Seals
- ❖ HAMAA
- ❖ HIRED
- ❖ Jewish Family and Children's Services
- ❖ Lifetrack Resources
- ❖ Minneapolis Park and Recreation
- ❖ Minneapolis Public Schools
- ❖ Minneapolis Urban League
- ❖ Pillsbury United Communities
- ❖ PPL
- ❖ Resource Inc.
- ❖ Search
- ❖ Tree Trust

For over three decades, the operating principle of the Minneapolis Workforce Council and City of Minneapolis Employment and Training is partnership. We contract with community-based employment service providers that offer high quality job training services in the neighborhoods where job seekers are located. This diverse network of partners included 18 organizations in 2013, with broad geographic reach, cultural and language expertise, and community rootedness, offering the best access and services to residents looking for training and employment counseling. Without these partners our work would not be successful.

## *The results:*

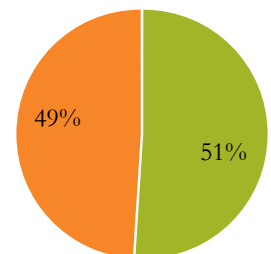
During calendar year 2013, Minneapolis Employment and Training spent:	<b>\$9,270,622</b>
<i>To Serve</i>	
<b>4,637</b> Participants	We spent <b>\$1,999</b> per participant

Race/Ethnicity



- White
- African American/Black
- Asian
- American Indian
- Hispanic/Latino

Gender



- Female
- Male

# Engaging Youth through Employment

## WHAT WE DO

City of Minneapolis Employment and Training addresses employment and education disparities for youth in Minneapolis. In 2013, STEP-UP and Minneapolis Youth Works offered opportunities for more than 2,500 youth to increase their skills, advance their education, and establish and grow their professional networks.

STEP-UP and Minneapolis Youth Works programs serve Minneapolis youth ages 14 – 21 who live in low-income families and/or have a significant barrier to employment.

Each youth participates in services that help them advance their skills and personal development. Our programs' services include: work readiness training; paid summer internships; specialized training in a variety of career pathways; career exposure opportunities; job search and placement; financial literacy training; academic supports including tutoring, instruction and dropout prevention strategies; college preparation; leadership development opportunities; adult mentoring; and support services.

During calendar year 2013, Youth Programs spent:	<b>\$3,560,221</b>
<i>To Serve</i>	
<b>2,558</b> Participants	We spent <b>\$1,360</b> per participant

## Highlights

- 93% of STEP-UP interns successfully completed internships at over 230 employers, earning a combined \$2.8 million. More than \$1.1 million of those wages were provided directly by private sector employers.
- 402 Minneapolis Youth Works participants worked one-on-one with youth development counselors to establish and attain individual education, employment and/or career goals.
- 122 youth successfully completed a paid internship experience at over 45 employers.
- 57 youth secured industry recognized credentials including: ServSafe, Certified Nursing Assistant and forklift/bobcat training.
- 60 students who receive special education services at Minneapolis Public Schools increased their employment skills and earned stipends for educational and career goal attainments.
- 78% of Minneapolis Youth Works entered unsubsidized employment and 83.9% remained employed at 183 days.

# Assisting Adults to find Career Success

## WHAT WE DO

**Adult Workforce Development** consists of four distinct program areas: Minneapolis Works, a work-first program serving low-income Minneapolis job seekers; Career Training Assistance and RENEW Minneapolis, two programs that provide training-first and then placement in occupations in demand for low-income Minneapolis residents; and the Dislocated Worker (DW) Program, assisting recently laid off adults with a quick return to the workforce at comparable pay. The services to job seekers are provided by 13 community-based agencies. One-on-one career counseling services, the core function of our partners, is provided to all job seekers. Services include career and aptitude assessment, interview coaching, resume assistance, job placement and retention services; many clients can also access training dollars to pursue post-secondary vocational/technical training prior to job placement. The counseling services continue for one year from the date the job seeker becomes employed.

During calendar year 2013, Programs Serving Adults spent:	\$5,443,058
<i>To Serve</i>	
2,079 Participants	We spent \$2,618 per participant, including training

## Highlights

- Minneapolis Works placed **619** clients at an average of **\$12.57** per hour.
- **69** participants entered the Career Training Assistance program, most to train in health care occupations, of those who completed training in 2013 the average wage earned was **\$21.02** per hour.
- RENEW Minneapolis provided over 350 job seekers with training assistance in credential-barring, industry-recognized course work, with the goal of making the participant more competitive in the labor market.
- RENEW received an IEDC Excellence in Economic Development silver award for its sustainable workforce development programming.
- **337** DW clients were placed in jobs at an average wage of **\$18.65** per hour or **89%** of their previous wage. **Seventy-one** percent of clients served were 40 or older; **29%** were 55 or older.
- **154** DW clients earned a professional license or certificate, an AA/AS or BA/BS degree.

# Participant Success

Kris enrolled in HIRED's Minneapolis Youth Works program in November 2012. He was 20 years old, homeless, a high school dropout, unemployed, and trying to figure things out on his own. At intake, Kris mentioned that one of his goals was to be a chef because that would be a way to make people feel good; by having their food prepared by someone who loves cooking.

In December 2012, while working with a HIRED counselor, Kris completed his resume. This served as a great visual for him; to see his accomplishments on one page. As he reflected on his resume and after several discussions with his HIRED counselor, a flame was ignited in him.

Following Kris' success in partnering with HIRED and receiving his GED and training certificates, he has been able to hold down several jobs and use the skills he received from forklift and culinary training. He had no problem getting employment as a cook at Boston Market, as an assembly/delivery person at Sofo Furniture, as a shift printer at Elpis Printing and as a food server at Earle Brown Catering. Kris is now proudly enrolled at Minneapolis Community & Technical College where he is studying his passion, Culinary Arts.

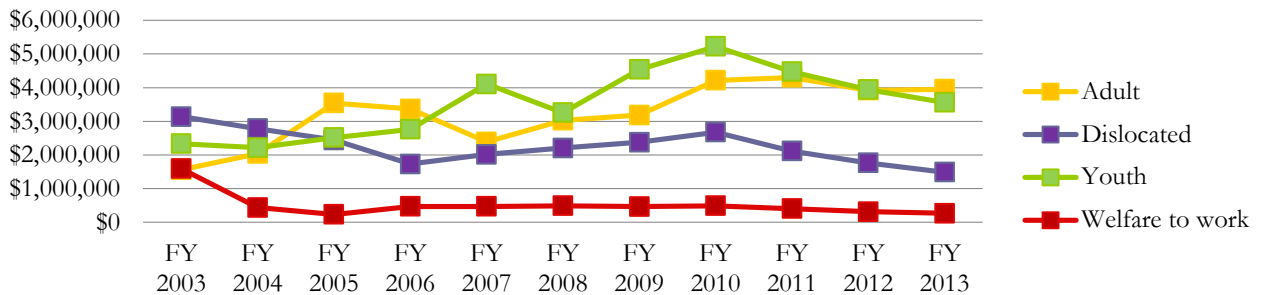


Despite my advanced degree in mechanical engineering, the only job I could secure after coming to the United States from Africa was an assembly job. After I was laid off from that job, I applied for numerous jobs, with no luck – not even a phone interview. I sought assistance with the Minneapolis WorkForce Center and signed up for the two-week employment search course, Employment Ready University (ERU). After completing ERU, I began working with Abdirashid Isse, my employment counselor. With Abdi's help, I began short-term training in an engineering CAD program at Hennepin Technical College. I am proud to share that I graduated with a 4.0 GPA. After completing training, I started interviewing. I feel grateful to have landed a good job with Hydro Engineering Inc. as a product engineer, where I earn a good wage. The Dislocated Worker program changed my life forever. Without it, I wouldn't have had this opportunity and probably would be stuck in lower-paying jobs. Now I can afford to support my wife and two children.

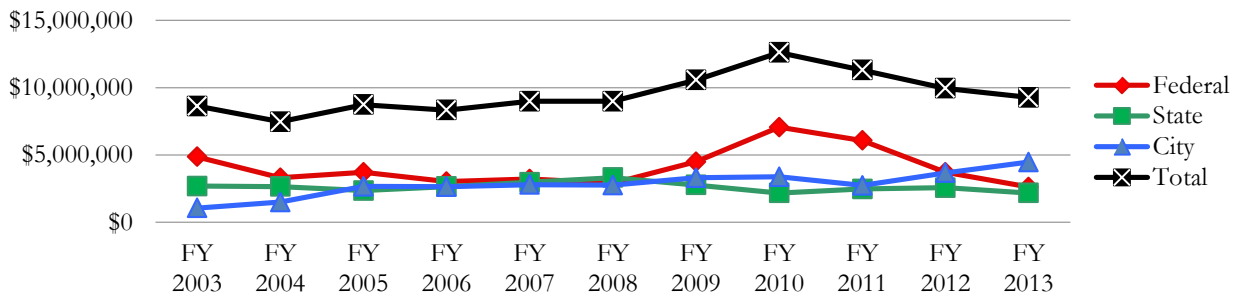


# Financials

### Expenditure History by Program

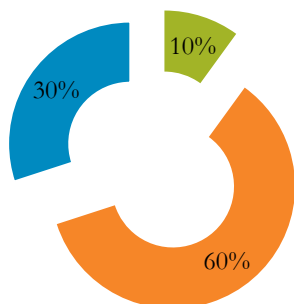


### Expenditure History By Fund



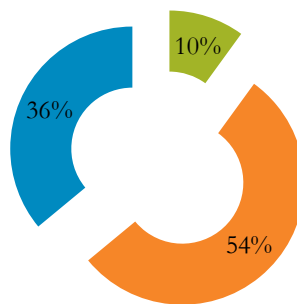
### DW Program: Expense Type

Administration Contractual Training



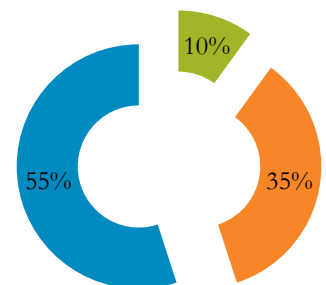
### Adult Program: Expense Type

Administration Contractual Training



### Youth Program: Expense Type

Administration Contractual Wages



# Connect with us...

## City of Minneapolis – Community Planning and Economic Development

### Minneapolis Employment and Training

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Find us @ [www.minneapolismn.gov/cped](http://www.minneapolismn.gov/cped)

