

Minneapolis Workforce Council

May 20, 2014

Meeting Minutes

Present: Carolyn Roby, Laura Beeth, Elizabeth Campbell, Christopher Ferguson, Doug Flateau, Anthony Goze, Todd Klingel, John Mbali, Dan McConnell, Tyler Olson, Wendie Palazzo, Carlye Peterson, Jim Roth, Amy Snoddy (Alternate for Ken Lundquist), Terrell Towers

Staff: Deb Bahr-Helgen, Felisha Burns, Mark Brinda, Marie Larson, Catherine Christian, Teresa Harrold, Linda DeHaven

Guests: Jane Samargia – HIRED, Barbara Doyle – HIRED, Tim O’Neill – DEED, Larry Curry – DEED, Bill English - Consultant

Excused: Anahita Cameron, Darla Figoli

Unexcused: Steve Gilbertson, Dr. Tara Watson

****Carolyn Roby called the meeting to order at 8:00 a.m.**

Welcome and Chair’s Report

Carolyn Roby welcomed the Minneapolis Workforce Council members (MWC) and guests.

Announcements

Deb informed the MWC that Minneapolis was selected to be part of the national evaluation by the White House for Platform 2 Employment. Deb also informed the MWC that Platform 2 Employment will be applying for the National Ready to Work grant that will focus on long-term unemployed individuals.

Approval of Minutes

The March 18, 2014 minutes of the Minneapolis Workforce Council Meeting were moved and approved.

Approval of the 2014 WIA Plan

A motion was made for approval of the 2014 WIA Plan **The motion was moved and approved.**

HIRED Welcome

Jane Samargia, Executive Director HIRED, welcomed the MWC to HIRED - Sabathani Community Center. Jane informed the MWC that HIRED has worked with MFIP participants, unemployed adults and youth in the City of Minneapolis and the Twin Cities area for over 46 years. Jane stated HIRED currently has 130 employees - professional employment counselors, trainers and job developers. Jane informed the MWC that HIRED also has a staff presence in various Minneapolis Public High Schools. Jane also informed the MWC that HIRED-Sabathani Community Center in conjunction with HIRED in North Minneapolis (which is the corporate headquarters office) have approximately 30 staff members. Jane stated overall HIRED serves between 9,000 – 10,000 people per year among their 15 sites across the Twins Cities area. In closing, Barbara Doyle, Program Manager HIRED, presented a PowerPoint Presentation entitled HIRED Minneapolis Programs. Please see link:

<http://www.minneapolismn.gov/www/groups/public/@cped/documents/webcontent/wcms1p-126976.pdf>

Minneapolis Employment Climate

Tim O’Neill, DEED Twin Cities Regional Analyst, presented a PowerPoint Presentation entitled Minneapolis Labor Market Update Please see link:

<http://www.minneapolismn.gov/www/groups/public/@cped/documents/webcontent/wcms1p-126988.pdf>

Minneapolis Employer Outreach Strategy

Marie Larson, Industry Relations Manager, City of Minneapolis Employment and Training, began with a presentation of business services and tools now available to businesses. A draft “business services” outline document was distributed and discussed. Top issues faced by Minneapolis businesses include recruiting candidates, employee retention, and circulating their job postings to available and interested candidates. Council members provided feedback on this document. One comment addressed business need for interpreters/translators

in the health care sector. Another comment addressed employer need for training incumbent workers to move forward along career pathways, thereby creating expanded opportunity for new hires. Marie also informed the MWC that herself and colleague Bill English, Consultant, are currently working a pilot project called: Real Time Recruiting.

Committee Reports

Adult Committee: Carlye Peterson submitted the Adult Committee report:

The Adult Committee of the Minneapolis Workforce council met on April 25, 2014 to hear staff recommendations for the addition of new service providers to the Adult Program and to take action steps to move the Adult Program redesign forward.

- Following the recommendation of the committee in January 2014, a Request for Proposal process was completed by May 2, 2014. Five agencies from the Eligible Provider list submitted proposals to contract for services with the Adult Placement and Retention program. After reading, scoring and discussing the proposals, the panel of reviewers recommended that the following three agencies be selected to provide services:
 1. CLUES to provide services to the Hispanic/Latino community
 2. Pillsbury United Community to provide services to the Hispanic/Latino community
 3. Resource, Inc. to provide services in North Minneapolis

ACTION: The Adult Committee voted and approved these three new service providers for contracting with Minneapolis Employment and Training Adult Program effective with the new program year starting July 1, 2104.
ACTION: The Adult Committee also voted and approved the rebranding of the Adult Placement and Retention Program to "Minneapolis Works" effective immediately.

- The following two recommendations were made for the Minneapolis Works placement wage/hour policy:
 1. Increase the current placement wage for a positive placement in Minneapolis Works from \$7.25/hour (the current minimum wage) to the impending new minimum wage of \$8.00/hour.
 2. Increase the current hours-worked-per-week for a positive placement in Minneapolis Works from 20 to 30.

ACTION: The Adult Committee voted and approved the increase of wage/hours for a positive placement in Minneapolis Works effective with the new program year starting July 1, 2014.

- Other actions, the Adult Committee voted and approved:
 1. The rebranding of the Individual Referral Program to "Career Training Assistance" effective immediately.
 2. Expanding the number of healthcare tracks for training through a pilot project by expanding the role of our current WIA Adult provider Jewish Family and Children Services (JFCS).
 3. A plan to make funds available to Minneapolis Works clients for short-term training.

Dislocated Worker Committee: Jim Roth submitted the Dislocated Worker Report

Dislocated Worker (DW) committee meeting updates:

Members of the Dislocated Worker (DW) committee met on April 21, 2014 to make a funding decision about the upcoming biennium. Since 2009, METP DW formula funding has been supplemented with local Close-the-Gap dollars, through a one-time infusion of federal ARRA stimulus funds, and through transfers from METP's WIA Adult program. The DW program will not have additional funding from any of these sources going forward so the program will be operating with significantly less funds beginning July 1, 2014.

Program Year (7/1/xx - 6/30/xx)	2009	2010	2011	2012	2013	2014 estimates
WIA (federal) DW	\$789,337	\$757,796	\$603,174	\$577,174	\$477,731	\$451,509
MN (state) DW	\$1,043,958	\$843,799	\$803,469	\$838,502	\$767,481	\$767,481
(WIA & MN only) Subtotal	\$1,833,295	\$1,601,595	\$1,406,643	\$1,415,676	\$1,245,212	\$1,218,990
ARRA (federal) stimulus DW	\$962,634					
Close-the-Gap (city) (1/09-12/09)	\$300,000					
WIA (federal) Adult transferred	\$325,000	\$518,136	\$375,000		\$250,000	
WIA Special Allotment 2108001 (PY2012 - recd #1-Nov/12 & #2-April /13)				\$54,894	\$25,731	
WIA Special Allotment-PY12-RR funds- 2108000 (recd Oct/13)					\$27,447	
GRAND TOTAL	\$3,420,929	\$2,119,731	\$1,781,643	\$1,470,570	\$1,548,390	\$1,218,990

Before making a funding decision the committee reviewed:

- grades (performance)
- monitoring results (program compliance)
- total # clients served by each provider
- characteristics of clients served by service provider:
 1. Race & Ethnicity
 2. # of Weeks Unemployed at Program Entrance
 3. Highest Level of Education at Program Entrance
 4. Reported Wage at Entrance vs Placement

After comparing and discussing the above data, the committee decided to fund all providers for the first year of the biennium at the same level. While the agency's % share of funds will be the same as last year, their total amount of funds will be lower due to an overall reduction in funding.

The DW service providers were notified about the committee's decision on April 24, 2014 and provided with preliminary budget estimates for their planning purposes.

The committee members decided to meet again before July 1, 2014 to discuss some follow-up issues such as priority of service for next year (in light of decreased funding), what additional program participant data elements might be tracked/reported, and to look at ways that the DW service delivery system could increase our contribution to reducing racial disparities in employment.

MN Job Skills Partnership Board

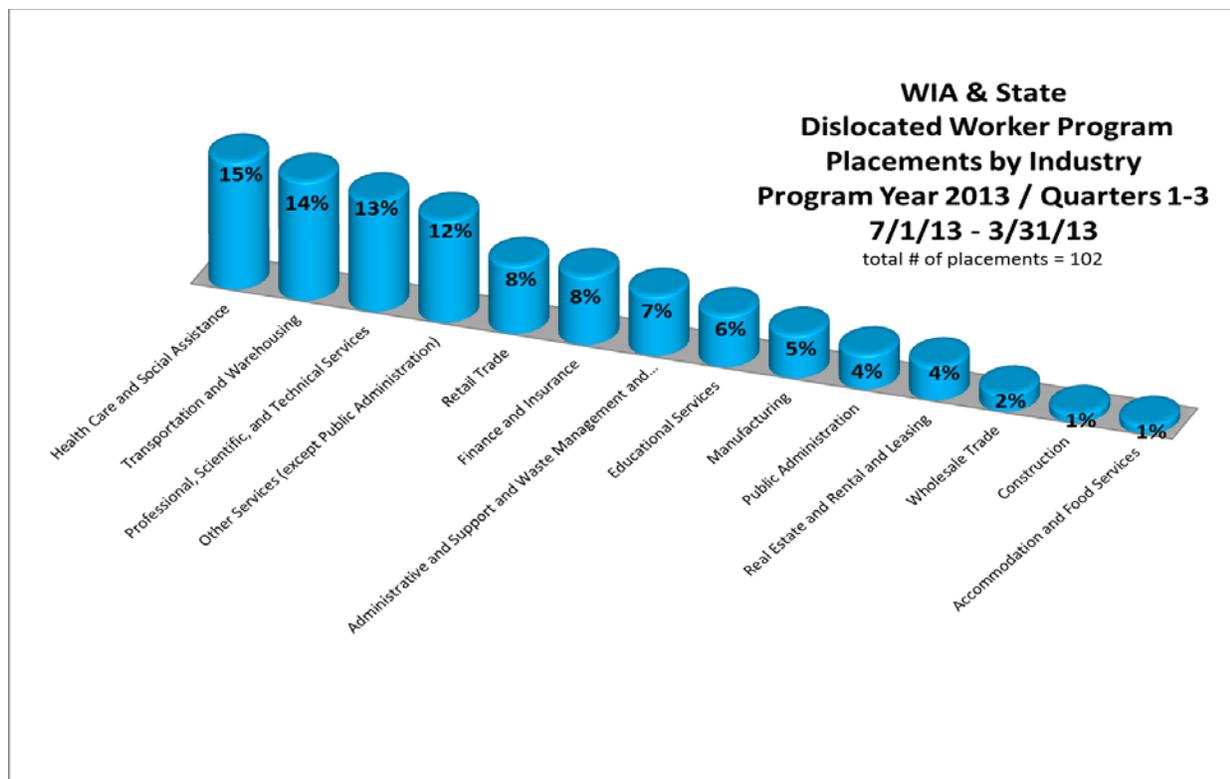
The Minnesota Jobs Skills Partnership Board will consider requests for additional State DW funding at their next meeting. Minneapolis will be requesting between \$250,000 and \$300,000 of additional State DW funds this time. The board meets on June 9th and we will be notified of their decision shortly thereafter.

Converting Layoffs Into Minnesota Businesses

In 2013, the Minnesota Legislature passed CLIMB: Converting Layoffs Into Minnesota Businesses as an addition to the Dislocated Worker statute. Inspired by the federal Project GATE II, this law allows providers to offer entrepreneurial training, business consulting, and technical assistance to dislocated workers who wish to start their own business. Unlike Project GATE II, this legislation has no age minimum. Like Project GATE II, CLIMB participants will be 'neutral' in provider performance. Statewide, Project GATE II launched or grew 144 businesses,

123 of which have been operating for at least one year and 90 which have been operating for at least two years. The Minneapolis Dislocated Worker program contributed 57 to those state totals and plans to fully support clients who express an interest in business ownership through CLIMB.

WIA & State Dislocated Worker Program - Placements by Industry:



Youth Committee: Tyler Olson submitted the Youth Committee Report

2014 STEP-UP

Google Training/Trip:

Steve and Mary Grove, key leaders at Google are funding a trip for 16 Minnesota youth to visit Silicon Valley for a week in July. Eight of the youth are from a technology charter school in St. Paul and eight youth are from the STEP-UP Discover program. The youth were selected from 46 applicants that completed STEP-UP training and had an interest in IT. These STEP-UP interns will be working at Reve Academy this summer and will attend the Minneapolis Schools Fast Track summer program, taking classes on web design and programming to round out their experiences. While in Silicon Valley, the interns will tour and meet with professionals from Google, Facebook, Apple and Stanford University. In addition, the youth will complete workshops and trainings to expand their knowledge of IT and the entrepreneurial mindset.

Industry-specific experiences:

30 Minneapolis youth will participate in three new industry-specific offerings this summer through STEP-UP Explore and relationships with Career and Technology Programs at Roosevelt High School, North Community High School and a partnership with Minneapolis Community and Technical College (MCTC).

- The Roosevelt Auto program will provide eight youth with hands-on auto collision repair experience under the supervision of a licensed Minneapolis teacher.
- Through a partnership between the Roosevelt High School construction program and UnderConstruction, 12 students will be employed in construction jobs. Special waivers have been secured for students to work on construction projects under the supervisor of an experienced instructor and contractor.

- Eight youth will work in film production through a partnership between MCTC and North Community High School. The students will be working on a “Make IT Minneapolis” project to create short videos that highlight programs available to students at MCTC while also showcasing the uniqueness and benefits of living and working in Minneapolis.

Minimum wage increase:

The minimum wage will take effect the last two weeks of the STEP-UP program. Wages will increase from \$7.25 to \$8.00 per hour. The estimated additional wage cost is approximately \$27,000.

OTHER MINNEAPOLIS EMPLOYMENT AND TRAINING YOUTH NEWS

- On April 26 2014, nearly 700 youth attended the 7th Annual Teen Job Fair at the Minneapolis Central Library where 40 local businesses provided information on volunteer and internship opportunities and employment and training resources.
- On April 7, 2014, DEED announced PY 2014 WIA Youth Allocations. Minneapolis received \$1,155,618; a 24.4% change from its PY 2013 allocation of \$928,794.
- The Youth Council will be holding a retreat in July/August. The focus will be on setting 1-10 year goals to grow City of Minneapolis youth programs.

North Minneapolis WorkForce Center Update: Deb informed the MWC that at the North Minneapolis WorkForce Center Community meeting that took place on, Tuesday, April 29, 2014 at the Capri Theater in North Minneapolis, it was announced that the primary tenants in the proposed new development at 800 West Broadway will be DEED – North Minneapolis WorkForce Center, NorthPoint Health and Wellness, Minneapolis Public Schools, Minneapolis Community and Technical College and Minnesota State Mankato University. If the development continues to go as planned, the ground breaking will be this fall 2014 and the opening date will be fall of 2015.

Minneapolis Workforce Council Meeting Adjourned at 9:30am.

Next Minneapolis Workforce Council Meeting:

Summer Youth Tour

Tuesday, July 29, 2014

8:00 a.m. – 12:00 p.m.

AN EQUAL OPPORTUNITY PROGRAM

Auxiliary aids and services are available upon request to individuals with disabilities.

TTY (612) 673-2157

Minneapolis Employment and Training Program (612) 673-5298