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**Minnesota Job Skills Partnership
Special Incumbent Worker Training Program**

FY 2006 Performance Report
as Required by Minn. Stat. 116L.18, Subd. 6

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In accordance with Minn. Statute 116L.18 Subd. 6, the Minnesota Job Skills Partnership Board and the Commissioner of the Minnesota Department of Employment and Economic Development are required to provide a report to the legislature by March 1st of each year on the previous fiscal year's program performance. At a minimum, the performance measures are to include post-training retention, promotion and wage increase.

On June 27, 2006, the Minnesota Job Skills Partnership Board approved funding for seven Special Incumbent Worker Training Program grants. These were the first Special Incumbent Worker Training Program grants awarded. Because the grants were awarded only three days before the end of the fiscal year, there are no post-training performance measures to report for FY 2006. However, following is a brief summary of each of the grants awarded.

Training Providers: Inver Hills CC, Metropolitan State University, and Minneapolis Community & Technical College

Participating Businesses: 3M, BlueCross BlueShield, Qwest Communications, Technology Management Corp., TelEd, Inc., Thomson West, US Bank, and SpanLink

Award Amount: \$243,310

The three participating educational providers make up one of four Centers of Excellence, the Center for Strategic Information Technology & Security. This project is designed to enhance the skills of the information technology incumbent workforce in the area of Internet Protocol (IP) Telephony. A total of 110 employees from eight participating businesses will receive the training needed to help the businesses stay ahead of the competitive curve in this emerging technology. The curriculum includes courses developed through a previous MJSP grant. Through this project, the Center for Strategic Information Technology & Security will be on the leading edge nationally as a provider of this type of training and will be positioned to meet the training needs of businesses as the expected demand for this technology peaks in 2008-2010.

Training Providers: MN Teamsters Service Bureau/Dakota County Technical College

Participating Businesses: Midwest Coca-Cola, SuperValu, US Foodservice, North Star Foods, SYSCO Minnesota, and USF Holland

Award Amount: \$400,000

This partnership between MN Teamsters Service Bureau and Dakota County Technical College will address a critical shortage of truck drivers due to mass retirements and an unprecedented growth in the volume of shipments. Dakota County Technical College will deliver truck driver training and testing to a total of 159 individuals, selected from the businesses or recruited through community linkages. The Commercial Drivers License (CDL) training will be customized specifically for each business to develop a model for advancing individuals already in transportation, and to attract new workers to truck driving careers. Retention services will ensure that new drivers remain in their positions. This project will help the business partners meet their existing deficit for new drivers and provide job advancement and increased wages for employees. It will also be used as a layoff diversion for SuperValu warehouse workers who will be re-trained as CDL drivers.

Training Provider: Pine Technical College

Participating Business: Deli Express

Award Amount: \$269,159

Deli Express, a major Minnesota manufacturer of "ready to eat" packaged foods, currently employs 825 individuals at their Eden Prairie facility and expects to increase their workforce to 940 by 2007. Of the 280 incumbent production workers, 85% have limited or non-English speaking skills. Pine Technical College and Deli Express are partnering to develop and provide training that will address production problems that have threatened profitability. A total of 571 employees will receive training in functional workplace English, cross-cultural understanding, and retention management. Two Virtual Reality training simulators will be developed for training in Functional Workplace English and Virtual store that can be adapted to meet the growing needs of employers in a variety of industries. Training will provide workers with enhanced employability and promote job retention and progression.

Training Provider: Pine Technical College and Northwest Technical College

Participating Business: Reviva

Award Amount: \$293,712

Reviva, located in Fridley, MN is one of the largest independent re-manufacturers of diesel and gas engines in North America. Although revenue has increased over the past 10 years, profits have declined. This project joins two educational institutions, Pine Technical College and Northwest Technical College-Bemidji, with the Center of Excellence for Manufacturing & Applied Engineering to provide training that will help Reviva increase revenue and improve profitability. Training will be provided to 172 Reviva employees in areas that have been identified as their leading production-related problem areas. Through this collaboration, each school will gain technical expertise by sharing valuable resources, which includes the development of a new Torque Training Simulation System, expanded capacity in precision machining and the development of a new ASE Certification Program.

Training Provider: Riverland Community College

Participating Business: Viracon

Award Amount: \$284,164

Viracon, located in Owatonna, MN, manufactures architectural glass. Their workforce of 1,680 includes a high percentage of minority workers (Latinos) in lower level labor positions. To help ensure a reliable labor supply and strengthen its position in the increasingly competitive labor market, Viracon and Riverland Community College will partner to develop an "Employer of Opportunity" program designed to expand promotional opportunities for minority employees. The program will help 200 Viracon employees to acquire language, academic and technical skills needed for increased promotional opportunities within the company. The project is expected to result in a model that can be used by other businesses.

Training Provider: Teamworks

Participating Business: TEAM Industries and Dee Inc.

Award Amount: \$200,000

This project will assist two rural manufacturing businesses to increase the skills of their Latino workforce. Dee Inc., located in Crookston, MN, is a manufacturer of aluminum alloy and permanent mold castings. TEAM Industries, with plants in Audubon and Detroit Lakes, manufactures power train solutions for all-terrain vehicles. Each company estimates the need for at least 50 more skilled workers over the next two years. Teamworks will provide training to 65 employees (40 new hires) that will increase their CNC technical proficiency and ESL skills. Language Solutions, a Northfield, MN based company, will help develop a manufacturing Vocational ESL computer-based program that will integrate traditional training methods with interactive voice recognition software.

Training Providers: Northland Community & Technical College, Alexandria Technical College, and Hennepin Technical College

Participating Businesses: Arctic Cat, Dayton/Rogers, ITW/Heartland, Machinewell, and Toro Co.

Award Amount: \$350,000

In October 2005, this partnership received an MJSP Pre-Development grant with six Minnesota businesses to pilot applied research for a Manufacturing Skill Standards Council (MSSC) Production Technician Credentialing System. This project will allow for continued development and integration of the Production Technician Certification throughout the MnSCU system. A total of 140 employees from the participating businesses will complete training to gain certification that will make them marketable to other businesses, and help them move up the career ladder. This initiative will expand the pool of skilled workers and help alleviate the growing skills gap faced by many manufacturers.