



Workforce Program Uniform Outcomes Report Card

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What is the Uniform Outcomes Report Card?

The Uniform Outcomes Report Card is an online interactive dashboard which displays demographic and outcome-based data for adult workforce development programs administered by the Department of Employment and Economic Development (DEED). This reporting is required under Sec. 7. Minnesota Statutes 2012, section 116L.98. The report card is publically available and is updated quarterly. All outcomes in the report card can be disaggregated by program as well as by:

- Educational attainment
- Gender
- Region
- Homeless status
- Race

By breaking down outcomes for these groups, stakeholders can see who programs are reaching and if outcomes differ.

This report explores highlights of the report card. A link to the report card can be found at: mn.gov/deed/performance.

How is data from the Uniform Outcomes Report Card gathered?

Once enrolled in a workforce program, individual demographic and training data is entered into the state's client management system, Workforce One. In addition, wage data is leveraged from Minnesota's Unemployment Insurance (UI) program. Approximately 97 percent of wage and salary workers in the state are covered by UI. Data is pulled from UI and Workforce One once a quarter. The following are individuals who are not included in the UI data:

- Self-employed individuals
- Railroad workers
- Family farm workers
- Full-time students working for their school
- Elected government officials
- Insurance and real estate salespeople
- Others who work only on a commission basis

What are some key findings from the Report Card?

- Program participants who saw the biggest positive change in wage from before entering the program to the first quarter after come from groups which experience some of the most marked disparities.
- After participants exit a workforce training program, there are small, year-over-year subsequent declines in employment rates and wages. However, that can be explained by decreasing prior employment rates of participants served by the programs and an improving economy.
- Programs serve a wide variety of individuals and no two programs serve the exact same population. This makes comparison across a uniform metric difficult.
- Program participants can be found in almost every single Minnesota County.

What programs are in the Report Card?

The following are programs that are reported on in the report card in State Fiscal Year (SFY) 18:

Direct Appropriations:

- AccessAbility
- American Indian OIC
- Bridges to Healthcare Rochester
- CLUES
- EMERGE
- Hennepin County Career Connections
- Latino Economic Development Center
- MDI

- Minneapolis Foundation
- Northwest Indian CDC
- RESOURCE Inc.
- Summit Academy OIC
- Twin Cities RISE
- YWCA Minneapolis
- YWCA St Paul

State Programs:

- Dislocated Worker Program

Competitive Grants:

- Adult Support Services Program
- Displaced Homemaker Program
- Low-Income Worker Training Program
- Pathways to Prosperity
- Southeast Asian Economic Relief Program
- Women in Nontraditional Jobs Program

Who do Report Card programs serve?

Programs Serve a Wide Range of People across Multiple Measures of Difference

No two programs, or even grantees, are alike. The reason for these differences is that programs serve people with varying demographics, levels of skill, and workforce attachment. This makes assessing impact across one uniform metric difficult. For example, programs which serve individuals with a criminal background might have lower rates of full time employment measures. This might be because their clients have more challenges in obtaining a full time position due to the barriers they face. In addition, programs which serve individuals with multiple barriers to employment might have different outcomes in comparison to programs which serve those with fewer barriers, such as the Dislocated Worker program.

The table below displays the cumulative demographics of program participants from SFY14-18. A list of all programs and more demographics can be found on the report card.

Table 1 Select Demographics of Report Card Programs SFY14-18

Program	Has a Disability	Homeless at Enrollment	Is an Immigrant or Refugee	Not Employed at Enrollment	Has a Criminal Record	Is a person of color	Is a Veteran
AccessAbility	10%	55%	0%	28%	100%	71%	0%
Adult Support Services Program	13%	20%	14%	63%	13%	80%	5%
American Indian OIC	9%	6%	15%	64%	8%	83%	4%
Bridges to Healthcare Rochester	0%	0%	54%	22%	0%	77%	0%
CLUES	0%	0%	0%	34%	11%	100%	0%
Dislocated Worker Program	6%	0%	4%	87%	3%	18%	0%
EMERGE	10%	20%	10%	48%	24%	93%	1%
Goodwill-Easter Seals	14%	10%	0%	20%	47%	58%	0%
Hennepin County Career Connections	6%	16%	7%	43%	0%	81%	0%
Latino Economic Development Center	4%	0%	64%	36%	0%	100%	0%
Low-Income Worker Training Program	11%	Does not collect	30%	30%	10%	77%	2%
MDI	100%	Does not collect	4%	0%	0%	12%	0%
Minneapolis Foundation	10%	23%	0%	53%	61%	100%	0%
Northwest Indian CDC	15%	23%	0%	58%	21%	89%	2%
Pathways to Prosperity	12%	11%	20%	51%	18%	70%	2%
RESOURCE Inc.	52%	31%	19%	76%	36%	67%	3%
Southeast Asian Economic Relief Program	3%	0%	16%	34%	0%	95%	0%
Twin Cities RISE	7%	19%	5%	79%	46%	77%	2%
Women in Nontraditional Jobs Program	9%	10%	0%	43%	18%	55%	0%
YWCA Minneapolis	4%	5%	27%	25%	0%	89%	0%
YWCA St Paul	0%	0%	0%	47%	5%	93%	0%

Table 1

Programs have served Minnesotans across the State

The following map shows the location of program participants throughout the state in SFY18. Note that a few counties in the metro region (Hennepin and Ramsey) served more than 750 individuals¹.

Map of Program Participants

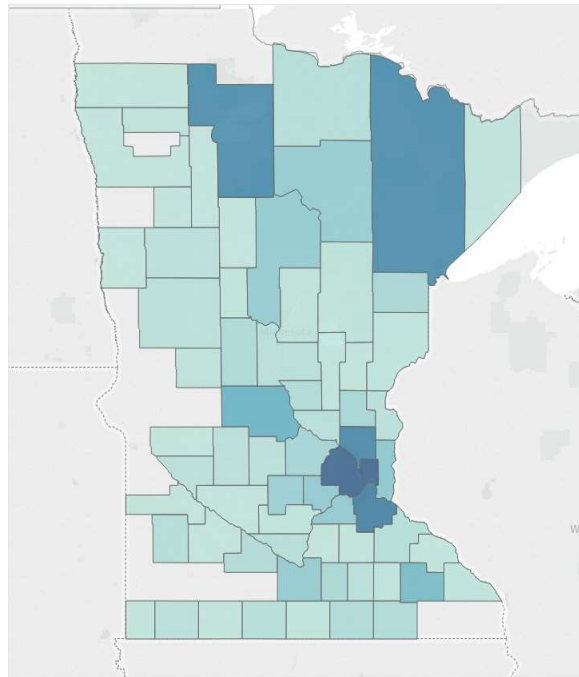
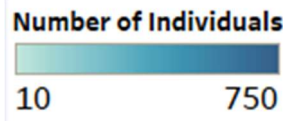


Figure 1



¹ While there are multiple blank spots in the map, this is not because there were **no** program participants from those counties. In fact, only Traverse County had no participants, every other county had at least one participant. We typically suppress program data representing less than 10 participants in accordance with data practice guidelines.

What are the employment and wage outcomes for Report Card programs?

Changing Economic Conditions and Populations Impacts Program Outcomes

As the charts below demonstrate, first quarter, third quarter consecutive employment rates and median wage have fallen over the last three State Fiscal Years. The broader economic environment and unemployment rates are important to consider as they impact these outcomes.

Previous research by Department of Employment and Economic Development (DEED) found that employers' views of participants in workforce programs, such as the Dislocated Worker Program, are influenced by the broader economy. The study found that 27 percent of Minnesota employers were more likely to recruit from workforce programs in a hypothetical future with high unemployment than in a tight labor market, as currently exists. This is important to note since as the economy continued to strengthen over the last several years, employers might be less likely to view workforce programs as a place to source potential employees.

Figure 2 Employment Rates drop with each program year

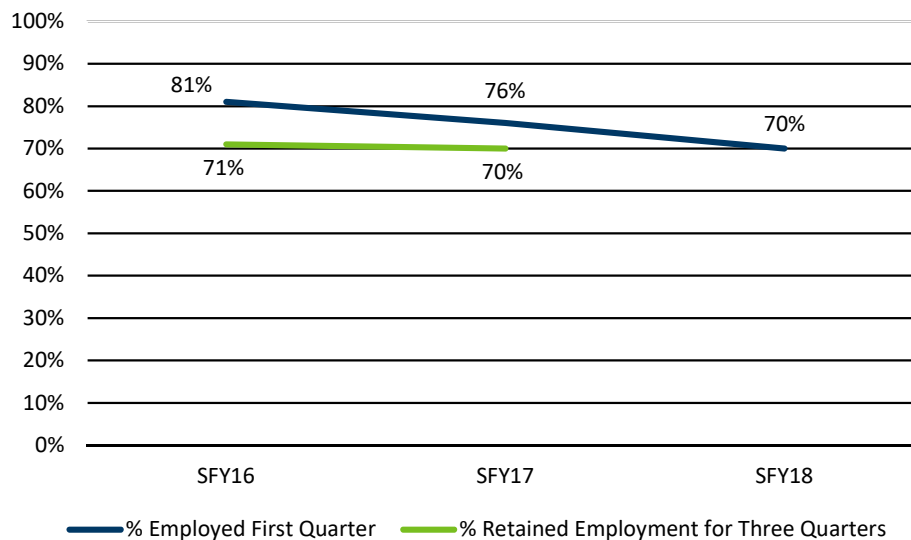


Figure 2

Figure 3 Median Wages drop with each program year

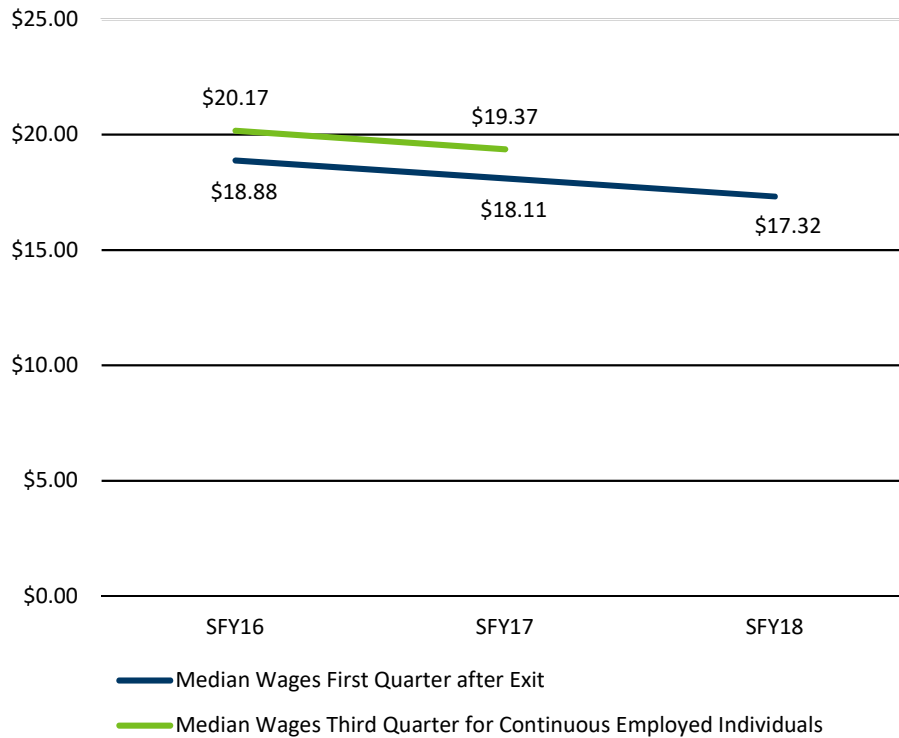


Figure 3

Finally, as the economy has improved, the people who come into the programs and their barriers to employment change. Since SFY16, more individuals who entered adult workforce programs had little to no work immediately prior to enrollment. From SFY 16 to SFY18, the percent of individuals who were unemployed prior to enrollment nearly doubled. In contrast, the percent of individuals working a single full-time job prior to entry dropped by 13 percentage points. Individuals who have less attachment to the labor force might achieve less success in employment and wage outcomes due to less work experience, and other possible barriers to employment.

Figure 4 Unemployment prior to enrollment doubles from SFY16-18

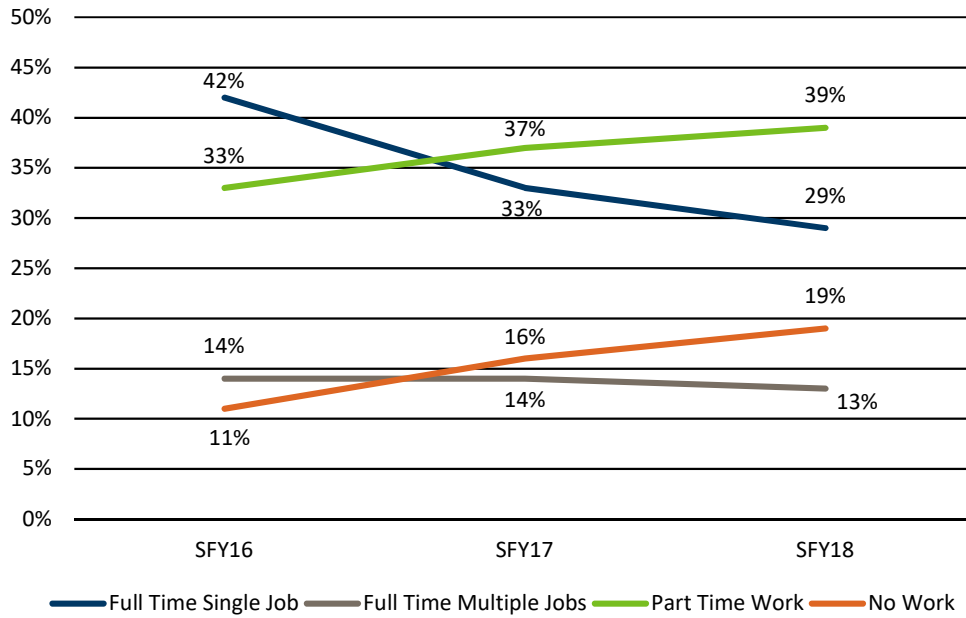


Figure 4

SFY18 saw Sizeable Positive Wage Changes for Communities of Color

While there still exists a wage gap between participants of color and white participants after program exit, participants of color had a positive median wage change. Some of the highest positive wage changes were in populations that experience some of the most marked disparities including: Native Americans, Black or African American, and African immigrant participants.

Figure 5 Native Americans had the Largest Positive Wage Change



Figure 5

While people of color continue to experience sizeable disparities in wages, both before and after entering the program, participation in workforce programs have helped to close that gap somewhat in the short term. One caveat to this analysis is that participants in the dislocated worker program typically have skills that are not aligned with current job openings and may start in a new field of work. Expected income results are about 80% of their previous wages. Since a majority of participants in dislocated worker are white (approximately 82%), the impact is largest on their wages and helps explain their wage decrease.

Choice of Industry of SFY18 Program Participants Reflects Growing Industries in Minnesota

The graph below summarizes the industry where program participants found employment in their first quarter after program exit. The industries chosen by program participants reflect the targeted industries of Minnesota’s Combined State Plan for Workforce Innovation and Opportunity Act (WIOA). The top industries for participants were: education and health-service providing industry (for women), manufacturing (for men), and professional and business services. Health care is considered a targeted industry in every single region of the state according to DEED’s WIOA Dashboard². Health care is also one of the largest industries for program participants who identified as women. In addition, manufacturing, which was a large area for participants who identified as men, was considered a targeted industry in every part of the state besides Northeastern Minnesota.

Figure 6 First Quarter after Exit Industry of Employment

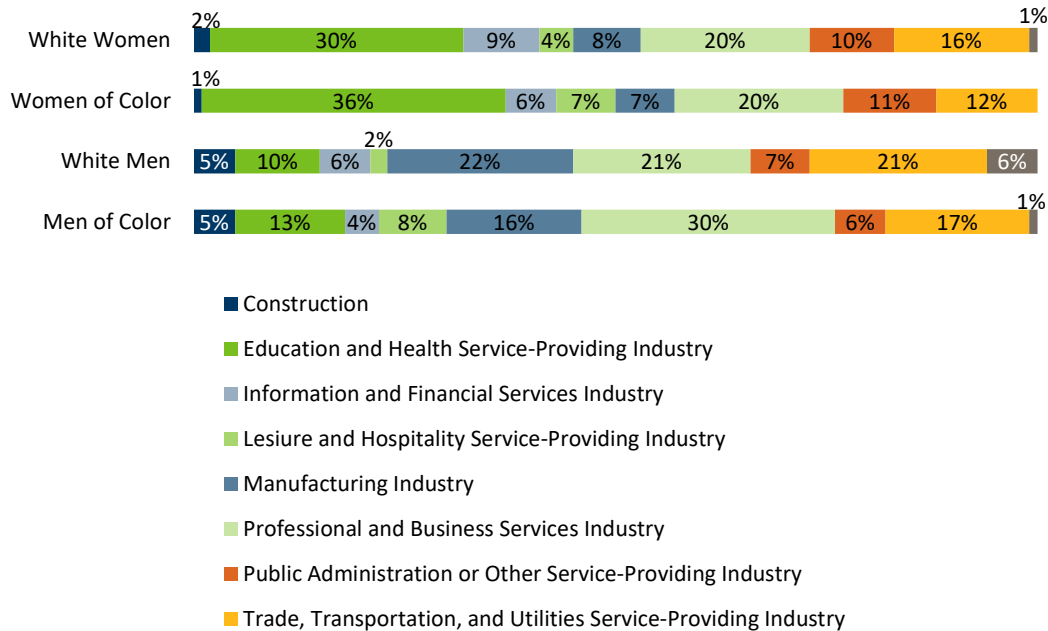


Figure 6

How much do workforce programs cost?

Major costs associated with workforce programs include: the cost of providing training to participants and the cost of other supportive services provided to clients (such as gas vouchers or tools needed to start a new job). In addition, basic administrative costs necessary for an organization to function effectively, such as IT support, printing supplies, and rent. All of these costs are included in the total program costs presented here. Programs have a maximum percentage of administrative costs, set per their legislative statute, and general range between

² The dashboard can be found at [this link](#).

5 percent and 10 percent. To obtain a cost per participant, the number of participants is divided by the total program cost.

Generally, funds appropriated by the Legislature can be spent over multiple years. The amounts presented represent what was actually spent in State Fiscal Year 2018.

Table 2 Program Cost per Participant for Select Report Card Programs in SFY18

Program or Direct Appropriation	Program	Number of Participants	Total Program Cost	Cost Per Participant
All	(All Programs)	22,565	\$ 52,074,005.91	\$2,307.73
Direct Appropriation	AccessAbility	36	\$345,927.46	\$9,609.10
Direct Appropriation	American Indian OIC	211	\$236,069.84	\$1,118.81
Direct Appropriation	Bridges to Healthcare Rochester	85	\$219,780.00	\$2,585.65
Direct Appropriation	CLUES	127	\$1,082,532.07	\$8,523.87
Direct Appropriation	Emerge	1027	\$2,051,062.02	\$1,997.14
Direct Appropriation	Hennepin County Career Connections	279	\$1,599,597.51	\$5,733.32
Direct Appropriation	Latino Economic Development Center	150	\$158,276.55	\$1,055.18
Direct Appropriation	MDI	59	\$444,970.87	\$7,541.88
Direct Appropriation	Minneapolis Foundation	281	\$374,433.92	\$1,332.51
Direct Appropriation	RESOURCE Inc.	137	\$498,754.00	\$3,640.54
Direct Appropriation	Twin Cities RISE	430	\$1,074,922.76	\$2,499.82
Direct Appropriation	YWCA Minneapolis	202	\$675,239.57	\$3,342.77
Direct Appropriation	YWCA St Paul	192	\$484,556.89	\$2,524.00
State Program	Dislocated Worker Program	9,744	\$27,627,372.14	\$2,835.32
Program	Adult Support Services Program	651	\$1,422,963.20	\$2,185.81
Program	Low-Income Worker Training Program	1,252	\$2,014,073.00	\$1,608.68
Program	Pathways to Prosperity	1,964	\$2,393,455.07	\$1,218.66
Program	Southeast Asian Economic Relief Program	547	\$1,316,723.60	\$2,407.17
Program	Women in Nontraditional Jobs Program	271	\$1,048,001.52	\$3,867.16

Table 2

Program spending varied quite a lot across programs. In total programs spent over 50 million with an average cost of under \$2,500 per participant.

Limitations in Calculating Cost

There are a multitude of factors which make calculating cost difficult. The first is the presence of co-enrollment or individuals enrolling in multiple programs concurrently. Program participants are not restricted to only attending one workforce program. In fact, programs might actually encourage co-enrollment in programs which might serve the client's needs in ways that one program cannot. In addition, programs might use multiple funding streams to provide services to the individual. If these funding streams come from federal or private dollars not captured here, then the true cost as reported in the above table may be less than it actually costs to successfully serve a participant.