



Workforce Program Uniform Outcomes Report Card

As required by Minn. Stat. § 116L.98 Subd. 3
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As requested by Minnesota Statutes, Section 3.197: This report cost approximately \$224.90 to prepare, including staff time, printing and mailing expenses.

Upon request, this material will be made available in an alternative format such as large print, Braille or audio recording. Printed on recycled paper.

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What is the Uniform Outcomes Report Card?

The Uniform Outcomes Report Card (Report Card) is an online interactive dashboard that 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 Minn. Stat. § 116L.98, Subd. 3. The report card is publicly 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

This report explores how well our programs do in placing people into positions that can support a single individual in Minnesota. Select the following link to view the report card: <https://mn.gov/deed/data/workforce-data>.

How is Data from the Report Card Gathered?

Once enrolled in any Report Card program, individual demographic and training data is entered into the state's case management system, Workforce One. In addition, wage data is leveraged from Minnesota's Unemployment Insurance (UI) program (with exceptions noted below). Data is pulled from UI and Workforce One once per quarter. The following groups 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
- Those who work only on a commission basis

What Programs are Included in the Report Card?

The following programs are included in the report card for State Fiscal Year (SFY) 2024

Programs Active in the Report Card in SFY 2024

Type	Name
Direct Appropriation	All Square
Direct Appropriation	Al-Maa'uun
Direct Appropriation	American Indian OIC
Direct Appropriation	Avivo
Direct Appropriation	Better Futures Minnesota
Direct Appropriation	Building Strong Communities

Type	Name
Direct Appropriation	Center for African Immigrants and Refugees
Direct Appropriation	Community Action Partnership – Hennepin County and A Mothers Love Initiative
Direct Appropriation	Community Action Partnership – Hennepin County and Salem Inc
Direct Appropriation	CLUES
Direct Appropriation	COPAL
Direct Appropriation	Eastside Neighborhood Services
Direct Appropriation	Getting to Work
Direct Appropriation	Goodwill-Easter Seals
Direct Appropriation	Hmong American Partnership
Direct Appropriation	Hired
Direct Appropriation	Hmong Chamber of Commerce
Direct Appropriation	International Institute
Direct Appropriation	Internationally Trained Professionals Program
Direct Appropriation	Minnesota Diversified Industries
Direct Appropriation	Mind the G.A.P.P.
Direct Appropriation	MN Association of Black Lawyers
Direct Appropriation	MN Independence College
Direct Appropriation	Northgate Development
Direct Appropriation	Power of People Leadership Institute
Direct Appropriation	Project for Pride in Living
Direct Appropriation	Ramsey County
Direct Appropriation	Redemption Project
Direct Appropriation	Stairstep Foundation
Direct Appropriation	Summit Academy OIC
Direct Appropriation	Workforce Development, Inc.
Direct Appropriation	YWCA Minneapolis
Competitive Grant Program	Adult Support Services Program

Type	Name
Competitive Grant Program	African Immigrant Community Grant Program
State and Federally Funded Program	Dislocated Worker Program
Competitive Grant Program	Drive for 5 Workforce Fund
State and Federally Funded Program	Minnesota Family Resiliency Partnership Grant Program
Competitive Grant Program	Pathways to Prosperity Competitive Grant Program
Competitive Grant Program	Pay for Performance Program
Competitive Grant Program	Southeast Asian Economic Relief Program
Federally Funded Program	Workforce Innovation and Opportunity Act Adult Program
Competitive Grant Program	Women in Nontraditional Jobs Program

Table 1

Required Data under Minn. Stat. § 116L.98, Subd. 3

All data, as required by Minn. Stat. § 116L.98, Subd. 3, is available and updated every quarter at mn.gov/deed/data/workforce-data/.

Evaluation of Program Outcomes: Achieving a Living Wage for Participants

Methodology

For this report, participants served in SFY23 and SFY24 had their Q1 median wages compared to DEED’s Labor Market Information Cost of Living Tool. Because the tool uses annualized earnings while data in the report card is quarterly, we divide the amount in the Cost of Living Tool¹ by four as shown below.

¹ More information, including a methodology can be found here: <https://mn.gov/deed/col/>

Cost of Living

Family Unit	Age	Cost of Living	Quarterly Cost of Living
Single individual, no child	19-50	\$34,704	\$8,676
Single individual, no child	51+	\$34,980	\$8,745

Table 2

Demographics were compared across cohorts. For employment and wage outcomes, participants must have exited the program and placed in employment by 3/31/2024 to be considered for analysis.

Results

Finding #1: Median wage of participants in report card programs is slightly above the wage needed to sustain a single individual in Minnesota.

Median Wage of Employed Participants at Placement Exceeds the Quarterly Wage Needed to Sustain a Single Individual in Minnesota



Figure 1

Figure 1 compares the earnings for participants across all programs reported in the report card in quarter one after exit (placement). In both SFY23 and SFY24 the earnings of employed participants at placement surpassed the threshold needed to sustain a single individual in Minnesota. This indicates that when participants in our programs find employment, they are likely to find employment that pays a living wage.

Finding #2: Disparities in earnings persist but almost all racial groups earn enough at placement to sustain a single individual in Minnesota

Figure 2 below compares participants' employment rates in the first quarter after exit across cohorts.

First Quarter Wages by Race

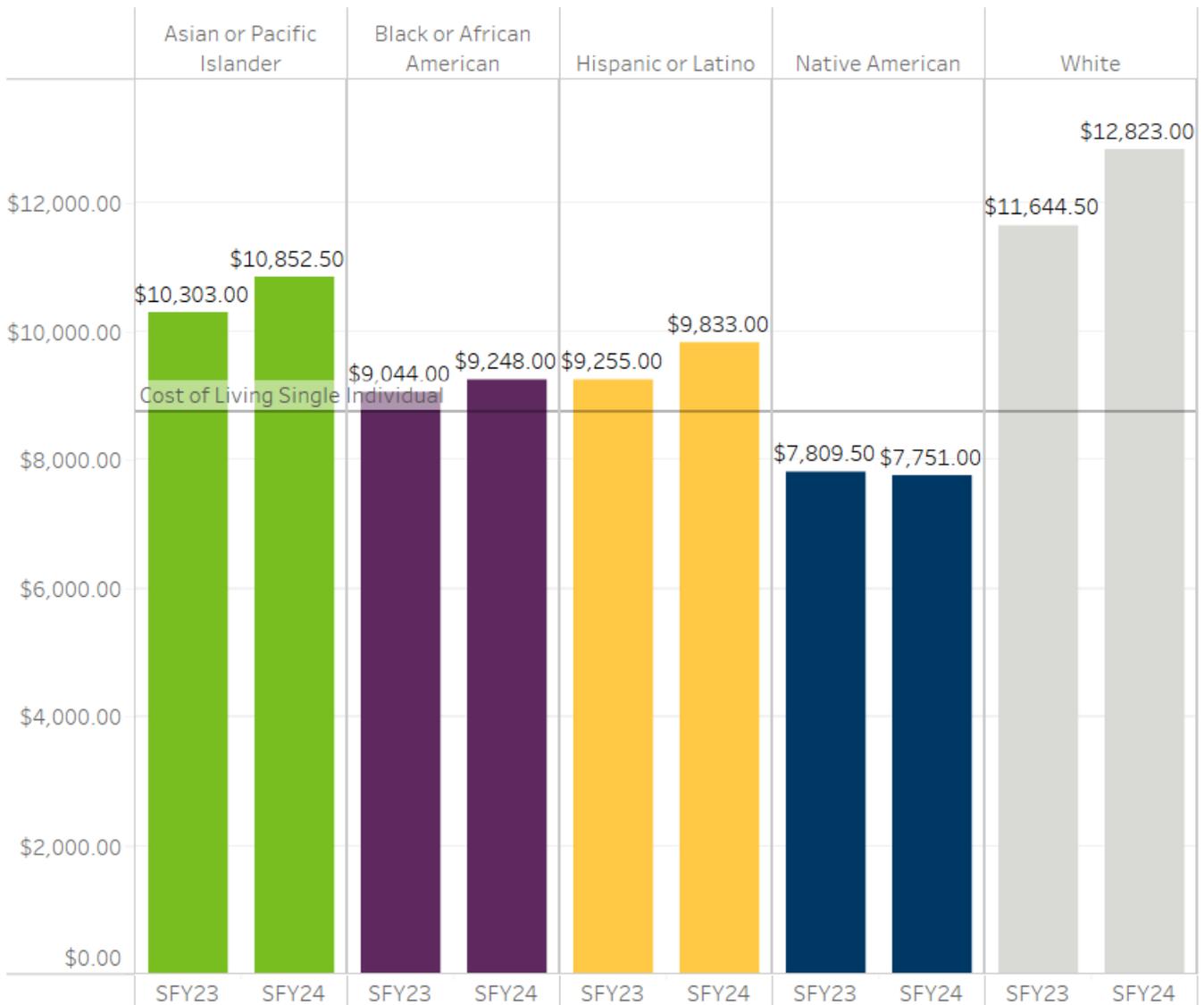


Figure 2

Figure 2 demonstrates that wages increased for all racial groups except for a small decline for Native Americans. The decline could be explained by small sample sizes. All racial groups except Native Americans have placement wages above the threshold needed to support a single individual in Minnesota. Gaps in wages continue to mirror well-documented and persistent economic trends.

How Much do Workforce Programs Cost?

Significant costs associated with workforce programs include training and other supportive services offered to participants such as gas vouchers or tools needed to start a new job. It also includes basic administrative costs necessary for an organization to function effectively such as IT support, printing supplies, and rent. All costs are included in the total program costs presented below. Programs have a maximum percentage of administrative costs, set per their legislative statute, and range between five percent and ten percent. To determine the 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 spent in state fiscal year 2024. [Appendix A](#) includes cost data for state fiscal years 2023 – 2024.

Program Cost per Participant for Select Report Card Programs in SFY24

Program	Cost Per Participant	Cost Per Credential
Adult Support Services		
Competitive Grant Program	1,345.28	-
African Immigrant Community Grant	745.21	-
American Indian OIC	4,285.43	-
Avivo	7,144.10	-
Better Futures	7,581.71	-
Workforce Development, Inc.	1,957.92	385.96
Minneapolis Foundation	-	-
Minnesota Family Resiliency Partnership Grant Program	3,315.04	-
Dislocated Worker Program	4,824.74	6,402.24
Goodwill Easter Seals	3,695.92	-
Hmong American Partnership	1,631.18	-

Program	Cost Per Participant	Cost Per Credential
Minnesota Diversified Industries	-	-
Pathways to Prosperity Competitive Grant Program	1,631.09	1,396.53
Project for Pride in Living	4,688.97	-
Southeast Asian Economic Relief Grant	3,093.15	-
Summit Academy OIC	7,364.33	
Women's Economic Security Act Competitive Grant Program	3,431.97	-
Workforce Innovation and Opportunity Act Adult Program	13,490.83	15,009.79
YWCA Minneapolis	2,266.08	-

Table 3

Program spending varied quite a lot across programs. In total, programs spent over \$90 million with an average cost of under \$4,095 per participant.

Limitations in Calculating Cost

Multiple factors pose challenges to precisely calculating the cost. The first is the presence of co-enrollment or individuals enrolling in multiple programs concurrently. Program participants are not restricted to attending only one workforce program. In fact, often programs encourage co-enrollment to best serve the participant's needs. 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 in state funding to successfully serve a participant is lower than in the above table.

Appendix A

Cost Data from State Fiscal Year 2023 to 2024

Year	Program	Funds Expended	Cost Per Participant	Cost Per Credential	DEED Admin Percent	Provider Admin Percent
SFY23	Adult Support Services Competitive Grant Program	\$663,371.98	\$1,709.72	NA	4%	9%
SFY24	Adult Support Services Competitive Grant Program	\$231,389.00	\$1,345.28	NA	6%	9%
SFY23	African Immigrant Community Grant	\$1,531,122.99	\$4,253.12	NA	3%	8%
SFY24	African Immigrant Community Grant	\$131,902.86	\$745.21	NA	0%	14%
SFY23	American Indian OIC	\$828,756.26	\$3,457.51	\$23.76	4%	7%
SFY24	American Indian OIC	\$195,708.42	\$4,285.43	NA	13%	10%
SFY23	Avivo	\$76,500.00	NA	NA	0%	0%
SFY24	Avivo	\$557,239.72	\$7,144.10	NA	8%	6%
SFY23	Better Futures	\$389,235.31	\$6,710.95	NA	0%	10%
SFY24	Better Futures	\$424,575.94	\$7,581.71	NA	5%	9%
SFY23	Workforce Development, Inc.	\$685,023.00	\$2,057.13	\$486.93	3%	4%
SFY24	Workforce Development, Inc.	\$438,574.69	\$1,957.92	\$385.96	5%	8%

Year	Program	Funds Expended	Cost Per Participant	Cost Per Credential	DEED Admin Percent	Provider Admin Percent
SFY23	Center for Economic Inclusion	\$301,282.08	\$3,310.79	NA	0%	6%
SFY24	Center for Economic Inclusion	NA	NA	NA	0%	0%
SFY23	Minnesota Family Resiliency Partnership Grant Program	\$1,148,498.86	\$3,022.37	NA	8%	9%
SFY24	Minnesota Family Resiliency Partnership Grant Program	\$1,322,700.61	\$3,315.04	NA	8%	9%
SFY23	Dislocated Worker Program	\$61,848,634.74	\$12,335.19	\$9,507.48	9%	9%
SFY24	Dislocated Worker Program	\$31,327,036.77	\$4,824.74	\$6,402.24	13%	8%
SFY23	Goodwill Easter Seals	\$663,000.00	\$5,261.90	NA	0%	0%
SFY24	Goodwill Easter Seals	\$713,312.37	\$3,695.92	NA	7%	5%
SFY23	Hmong American Partnership	\$226,693.04	\$2,635.97	NA	0%	4%
SFY24	Hmong American Partnership	\$109,288.91	\$1,631.18	NA	0%	7%

Year	Program	Funds Expended	Cost Per Participant	Cost Per Credential	DEED Admin Percent	Provider Admin Percent
SFY23	Minnesota Diversified Industries	\$450,000.00	\$3,629.03	NA	0%	10%
SFY24	Minnesota Diversified Industries	NA	NA	NA	0%	0%
SFY23	Pathways to Prosperity Competitive Grant Program	\$9,236,747.48	\$3,884.25	\$2,717.26	4%	9%
SFY24	Pathways to Prosperity Competitive Grant Program	\$3,361,670.00	\$1,631.09	\$1,396.53	11%	9%
SFY23	Project for Pride in Living	\$644,184.55	\$4,601.31	NA	0%	6%
SFY24	Project for Pride in Living	\$487,652.41	\$4,688.97	NA	5%	10%
SFY23	Southeast Asian Economic Relief Grant	\$1,342,073.81	\$5,784.80	\$1,172.46	4%	8%
SFY24	Southeast Asian Economic Relief Grant	\$467,065.42	\$3,093.15	NA	10%	7%
SFY23	Summit Academy OIC	\$158,333.00	NA	NA	0%	10%
SFY24	Summit Academy OIC	\$158,333.00	\$7,364.33	NA	0%	10%
SFY23	Women's Economic Security Act Competitive Grant Program	\$921,468.23	\$5,388.70	\$614.93	4%	8%

Year	Program	Funds Expended	Cost Per Participant	Cost Per Credential	DEED Admin Percent	Provider Admin Percent
SFY24	Women's Economic Security Act Competitive Grant Program	\$277,989.35	\$3,431.97	NA	7%	7%
SFY23	Workforce Innovation and Opportunity Act Adult Program	\$8,142,345.22	\$4,538.65	\$3,102.69	14%	9%
SFY24	Workforce Innovation and Opportunity Act Adult Program	\$24,512,838.27	\$13,490.83	\$15,009.79	14%	8%
SFY23	YMCA of the North	\$354,492.57	\$3,055.97	NA	0%	7%
SFY23	YWCA Minneapolis	\$190,213.68	\$3,223.96	NA	0%	10%
SFY24	YWCA Minneapolis	\$249,268.91	\$2,266.08	NA	7%	9%
SFY23	YWCA Saint Paul	\$7,500.00	\$127.12	NA	100%	0%
SFY24	YWCA Saint Paul	NA	NA	NA	0%	0%

Table 4