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ta Department of Economic Security

Dislocated Worker Program

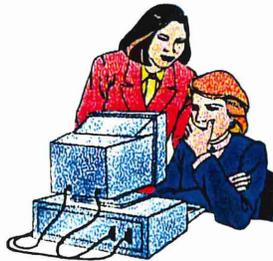
Annual Report
Program year 1994



Creating a Plan



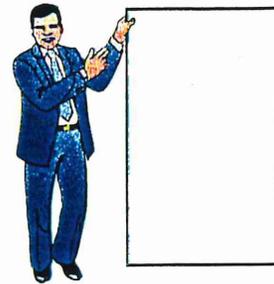
Assessing Skills



Researching Alternatives



Networking



Additional Training



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ANNUAL REPORT

DISLOCATED WORKER PROGRAM of the COMMUNITY BASED SERVICES DIVISION

PROGRAM YEAR 1994
(July 1, 1994 through June 30, 1995)

A Letter from the Director

Dear Reader:

I am pleased to present the Annual Report on Minnesota's Dislocated Worker Program. This program has benefitted thousands of Minnesota's workers as well as Minnesota's employers. Dislocated workers in need have received employment and training assistance at a time in their lives when they most need it....and our employers have received services to secure highly qualified and skilled workers.

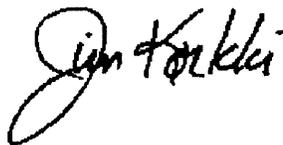


The Dislocated Worker Program has implemented several changes during this Program Year including a new Dislocated Worker Survey, better communication system with our local partners, new programs targeting at-risk workers, and streamlined administrative procedures. These changes have all improved services to our customers.

We are pleased with the successes outlined in this report. We strongly feel that Minnesota leads the nation in providing comprehensive Dislocated Worker services. We will continue to try new and innovative approaches in employment and training.

Thank you for your interest in our workforce!

Sincerely,



Jim Korkki, Director
Dislocated Worker Programs

PY 1994 at-a-glance

| | Total (Incl. Flood) | Total (Less Flood) |
|-----------------------------|------------------------|-----------------------|
| Enrolled | 17,338 | 16,187 |
| Total Terminations | 10,313 | 9,376 |
| Placed | 6,765 | 6,612 |
| Percent of Terminees placed | 65.5% | 70.5% |
| Avg. Wage at Placement | \$ 10.61 | \$ 11.43 |
| Avg. Wage at Separation | \$ 12.27 | \$ 13.85 |
| Placement wage percent | 86.5% | 82.5% |

These figures include enrollees in the Dislocated Worker-administered Federal Flood program. A complete description of this program is included later in the report.

The Rapid Response Unit

The role of the Rapid Response Unit is to identify large layoffs and plant closings, and to respond quickly so that programs can be established in situations where workers are in need of services. In PY94, the Rapid Response Unit received information on 69 large layoffs and plant closings affecting approximately 10,000 individuals.

Minnesota's Rapid Response Unit is committed to continuous improvement and has focused on three major themes: develop methods for a quicker response, improve communications, and improve the objective process for selecting a service provider.

Quicker Response

This year saw the full implementation of the Rapid Response Dislocated Worker Survey system. This scannable survey of dislocated worker needs and interests provides the foundation of information in developing proposals submitted to the state for funding.

This survey greatly reduces the time and effort of soliciting this information.



Improved Communications

This past Program Year saw the development of a weekly Rapid Response update providing information on all events the Rapid Response Team was addressing. This valuable communication tool has provided detailed information throughout the state.

Objective Process

Several new policies centering on Rapid Response were developed and implemented. New policies on Rapid Response, Request for Information and Early Readjustment Assistance Grants have given further objectivity in the discretionary dislocated worker funding process.

Results

State and Federal Formula Participants

These funds are allocated, by formula, to the eleven Substate Areas and three independent grantees, and are generally used to provide services to workers laid off in small numbers. During PY94, \$5,219,684 of federal funds and \$9,572,336 of State funds were expended.

| Grantee | Enrolled | Total Terminees | Terminated with jobs | %Successful Term. | Placement Wage |
|----------|----------|-----------------|----------------------|-------------------|----------------|
| 01 | 1,118 | 643 | 546 | 84.9% | \$8.05 |
| 02 | 461 | 248 | 197 | 79.4% | \$8.99 |
| 03 | 1056 | 575 | 460 | 80.0% | \$9.67 |
| 04 | 397 | 204 | 135 | 66.2% | \$9.48 |
| 05 | 754 | 299 | 258 | 86.3% | \$9.19 |
| 06 | 1130 | 827 | 718 | 86.8% | \$13.77 |
| 07 | 879 | 577 | 448 | 77.6% | \$12.89 |
| 08 | 340 | 122 | 102 | 83.6% | \$10.87 |
| 09 | 334 | 186 | 149 | 80.1% | \$11.24 |
| 10 | 441 | 294 | 240 | 81.6% | \$12.03 |
| 11 | 497 | 226 | 192 | 85.0% | \$12.02 |
| UAW | 184 | 48 | 34 | 70.8% | \$10.59 |
| Tmstr | 198 | 117 | 4 | 23.5%* | \$8.81 |
| ES, Inc. | 140 | 68 | 64 | 94.1% | \$16.37 |
| Total | 7,929 | 4,434 | 3,547 | 80.0% | \$11.09 |

* Of 117 terminees, 110 were transferred to another program.

State and Federal Project Participants

When a mass layoff (50 or more people) or a total plant closing (Company, Division or Unit) occurs, a decision is made if a special project is necessary. A project is launched when formula funds are not sufficient to meet the needs of this particular group. Developing a project also allows the flexibility to tailor services to a particular group of workers.

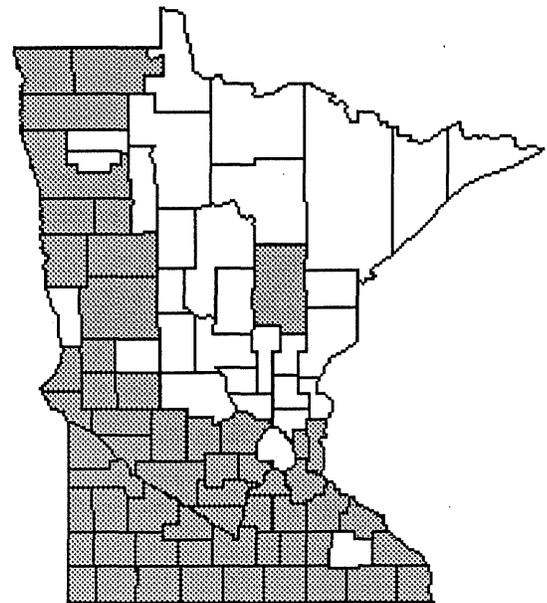
In PY94, The Dislocated Worker Program served over 9,400 persons in over eighty individual projects. During Program Year 1994, \$7,173,320 of Federal Funds and \$9,309,909 in State funds were expended.

| Project Type | Enrolled | Total Terminees | Terminated with jobs | % Successful Terminees | Placement Wage |
|---------------------------|----------|-----------------|----------------------|------------------------|----------------|
| Federal Funds | 1,029 | 459 | 335 | 73.0% | \$11.76 |
| State Funds | 4267 | 2,600 | 1,634 | 62.8% | \$11.59 |
| Federal Discret. Projects | 1,872 | 1,087 | 642 | 59.1% | \$11.48 |
| Federal Discret. Funds | 1,090 | 796 | 454 | 57.0% | \$13.13 |
| Flood Projects | 1,151 | 937 | 153* | 16.3% | \$6.96 |
| Total | 9,409 | 5,879 | 3,218 | 54.7% | \$11.58 |

* The majority of workers on the Flood projects were farmers who returned to their farms after flood damage was resolved.

The Flood Program

On July 16, 1993, the Minnesota Department of Economic Security submitted an application seeking \$5,000,000 from the U.S. Department of Labor to provide assistance to those Minnesotans who were dislocated from their jobs due to adverse weather conditions. As of July 16, 1993, 27 counties were declared disaster areas. When the impact of the floods were fully realized, a total of 57 counties were declared disaster areas.



Counties Participating in Flood Program

Initially Minnesota was awarded \$1 million; subsequently Minnesota received two awards of \$4,000,000 for a grand total of \$9,000,000.

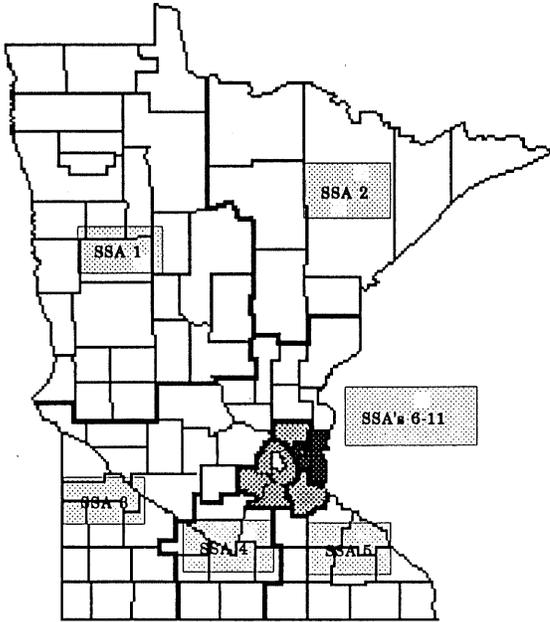
This grant provided resources to provide emergency temporary employment to assist in the clean up, repair and reconstruction of public and private non-project property in order to enable resumption of regular employment. It also augmented necessary public services as well as public safety and health services.

Some of the resources were used to assist those individuals who continued to face economic hardships, to move to a self sufficient financial future with short term training and workshops being offered.

Minnesota Substate Areas

The State of Minnesota Dislocated Worker Program is served by eleven Substate Areas (SSA's). The counties in each SSA are shown in this map; the Metropolitan Twin Cities area is divided up into six SSA's:

- SSA 6 - Serves Carver, Scott and Hennepin Counties, excluding the City of Minneapolis
- SSA 7 - Serves the City of Minneapolis
- SSA 8 - Serves the City of St. Paul
- SSA 9 - Serves Anoka County
- SSA 10 - Serves Dakota County
- SSA 11 - Serves Washington and Ramsey Counties, excluding the City of St. Paul



Pilot Programs

In 1994 the MN State Legislature amended the Dislocated Worker Program to allocate limited resources for Pilot Projects. These projects offer skills training for workers at risk of losing their jobs. Grants are also used to customize training for dislocated workers in growth occupations.



Each Pilot Project is uniquely responsive to the needs of a participating business and its workforce. Training programs are designed to be flexible and

practical. Projects help assess the overall and individual training and support requirements of an organization. Grants are limited to \$250,000 and companies contribute matching resources to the project.

The Minnesota Department of Economic Security looks to partner with businesses who need financial assistance and want to invest in increasing the skills, knowledge and abilities of their workers.

During Program Year 1994, five pilot projects were funded for a total of \$736,993. These projects plan to serve 1,714 individuals.

In PY95, an independent evaluation of the program will be conducted to determine a long term strategy to provide services to workers at risk of dislocation.

DIRECTORY OF MINNESOTA SUBSTATE AREAS AND INDEPENDENT GRANTEES

| Grantee | Address | Contact and Telephone |
|---|---|--|
| 01 - Rural MN. CEP, Inc. | 803 Roosevelt Ave. P.O. Box 1108 Detroit Lakes, MN 56501 | Larry Buboltz, Director (218) 847-9205 |
| 02 - Northeast MN Office of Job Training | P.O. Box 1028 Virginia, MN 55792 | Dennis Wain, Director (218) 749-2174 |
| 03 - Southwest Minnesota PIC | 1424 E. College Drive P.O. Box 3097 Marshall, MN 56258 | Juanita Lauritsen, Director (507) 532-4411 |
| 04 - South Central Minnesota PIC | 410 Jackson Street P.o. Box 3327 Mankato, MN 56001. | Sandra Oppegard, Director (507)387-4247 |
| 05 - Southeast Minnesota PIC | 300 11th Ave. N.W., Suite 110 Rochester, MN 55901 | Richard Harris, Director (507)281-1193 |
| 06 - Hennepin County Training & Empl. | 300 S. 6th Street Minneapolis, MN 55487 | William Brumfield, Director (612)348-7432 |
| 07 - Minneapolis Employment & Trng. | 310 1/2 City Hall Minneapolis, MN 55415 | F. A. Wells, Director (612)673-5700 |
| 08 - City of St. Paul Workforce Dev. Div. | 215 E. 9th Street St. Paul, MN 55101 | Jacqui Shoholm, Program Manager (612)228-3262 |
| 09 - Anoka County Job Training | 1201 89th Ave. N.E. Suite 235 Blaine, MN 55434 | Jerry Vitzthum, Director (612)783-4800 |
| 10 - Dakota County Job Training | 1560 W. Highway 55 Hastings, MN 55033 | Helen Dahlberg, SDA Admin. (612)438-8345 |
| 11 - Ramsey County Job Training | 1945 Manton St. Maplewood, MN 55109 | Connie Peikert, Director (612)770-8900 |
| UAW Dislocated Worker Programs | 640 N. Prior, Suite 212 St. Paul, MN 55104 | Art Berens, Director (612)647-9322 |
| Employment Services, Inc. | 1295 Bandana Blvd. North Suite 135 St. Paul, MN 55108 | Paul Burnquist, Director (612) 644-9702 |
| Minnesota Teamsters Service Bureau | 2550 University Ave. West Suite 160 South St. Paul, MN 55114 | Jean Dunn, Director (612)647-6478 |

Prepared by:

THE MINNESOTA DEPARTMENT OF ECONOMIC SECURITY

COMMUNITY BASED SERVICES DIVISION
(Name changed in October, 1995 to Workforce Preparation Branch)



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