

Workforce Innovation and Opportunity Act

MINNESOTA ANNUAL REPORT
PROGRAM YEAR 2023



Table of Contents

Table of Contents.....	1
Workforce Innovation and Opportunity Act Minnesota Annual Report: PROGRAM YEAR 2023	4
INTRODUCTION AND PURPOSE	4
MINNESOTA’S EVALUATION SYSTEM	5
Wagner-Peyser.....	5
DW and Adult	5
WIOA COMBINED STATE PLAN.....	6
2024-2027 State Plan Vision.....	7
2024-2027 State Plan Goals.....	7
2024-2027 State Plan Priority Strategies	7
FOCUS ON EQUITY	8
Key OPE initiatives in Program Year 2023 included:	8
Key ODEO initiatives in Program Year 2023 included:	9
Training topics covered throughout the program year during LWDA Equal Opportunity Officer meetings:	9
DEIA trainings provided throughout the program year to DEED staff:.....	10
WIOA PERFORMANCE MEASURES.....	10
EFFECTIVENESS SERVING EMPLOYERS.....	11
Customers and Services.....	12
Achieving Equity	12
Enhanced Alignment with Economic Development	12
Funding Source and Allocation	12
STATE PERFORMANCE MEASURES.....	12
DATA VALIDATION	13
Policy Revisions and Training.....	13
EDS Policy	14
Sampling and Validation Methodology	14
PY23 Total Records Reviewed by Program:	14
Data Validation Findings	15
PY23 Total Data Elements Reviewed by Program:	15
PY23 Elements with the Highest Failure Rates	16
Looking Ahead: PY24 Improvements.....	16

LABOR MARKET INFORMATION..... 16

CAREERFORCE..... 17

WAGNER-PEYSER PROGRAM COORDINATION 18

 Job Seeker Services..... 18

 Migrant and Seasonal Farm Worker Program 18

 Foreign Labor Certification H-2A and H-2B Programs 19

 Work Opportunity Tax Credit..... 19

DW PROGRAM..... 20

 State-Funded DW 20

 Mass Layoffs and Rapid Response 20

 Co-enrollment and Trade Adjustment Assistance 21

 National DW Grants..... 21

 Performance Results..... 21

 Highlights from PY23 22

 Looking Ahead: Goals and Priorities for PY24 22

 Demonstration Grants 22

YOUTH PROGRAM 23

 Accomplishments from PY23..... 23

 Private Sector Internships..... 24

 Youth Committee Resource Guide..... 24

 Partnerships to Serve Teen Parents 24

 Youth at Work Opportunity Grants..... 24

 Minnesota Youth Program..... 24

 Youthbuild Coordination..... 25

 Equitable Transitions Model Grant..... 25

 Impact of Youth-Specific Waiver Requests 25

 Homeless Youth/Foster Youth Waiver 25

 Impact of In-School Youth Individual Training Account Waiver..... 26

 Impact of Waiver of 75% OSY Expenditure Requirement: Governor’s Reserve Funds for Direct Services 26

 Waiver Renewals 26

 Governor’s Reserve Funds – Youthbuild Projects..... 26

 Disability Employment Initiative, Partners for Youth Career Pathways – Lessons Learned 26

 Performance Results..... 27

 Evaluation of WIOA Youth Program..... 27

Equitable Transition Model Grant Program Evaluation:	27
Achieving Equity:	27
ADULT PROGRAM	28
Performance Results.....	28
Accomplishments	28
Looking Ahead: Goals and Priorities for PY24	28
Older Adult Program.....	28
VETERANS EMPLOYMENT SERVICES.....	29
Performance Results.....	29
Accomplishments from PY23.....	30
Priority Ranking for Job Vacancies.....	30
Priority Access to Workshops	30
Annual Veterans Career Fair	30
Veteran Services to Employers	30
Veteran Services Outreach / Services to Special Populations / Initiatives	31
The Yellow Ribbon Program.....	32
Employer Support for Guard and Reserve (ESGR).....	32
APPENDIX A: TITLE II AND TITLE IV PROGRAMS	33
TITLE II: Adult Basic Integration with One-Stop Partners	33
TITLE IV: State Services for the Blind	33
TITLE IV: Vocational Rehabilitation Services	35
APPENDIX B	37
DW – Private Sector Employment	37
APPENDIX C	38
Analysis of Minnesota ISY ITA Youth Waiver.....	38
APPENDIX D – PERFORMANCE TABLES.....	43
APPENDIX E – PERFORMANCE TABLES	45

Workforce Innovation and Opportunity Act Minnesota Annual Report: PROGRAM YEAR 2023

INTRODUCTION AND PURPOSE

Minnesota's annual Workforce Innovation Opportunity Act (WIOA) narrative report for Program Year (PY) 2023 is presented by the Minnesota Department of Employment and Economic Development (DEED) in partnership with the Governor's Workforce Development Board (GWDB). DEED serves as the state agency responsible for the administration of WIOA Title I and III programs. Also, DEED oversees Title IV: Vocational Rehabilitation Services (VRS), and State Services for the Blind (SSB) along with federal and state workforce development programs. Additionally, this report includes One Stop partner the Minnesota Department of Education (MDE) under Title II: Adult Basic Education. This PY23 narrative report includes Titles I, II, III, and IV.

There are several ways to access completed reports on Employment Services (ES) Programs, including the Annual Program Summaries, found at <https://mn.gov/deed/about/what-we-do/agency-results/program-summaries/>. The finalized report is available on the WIOA page at: <https://mn.gov/deed/about/what-we-do/objectives-plans/wioa.jsp>.

This report offers detailed descriptions of services, activities, program updates, customer demographics, performance outcomes and specific program enhancement strategies. Along with detailed descriptions of Title II and Title IV program activities in Appendix A, Private Sector Employment table from the Dislocated Worker (DW) program in Appendix B, State performance measures and results are provided in Appendix Y. Minnesota's local performance tables are available in Appendix Z. This report is prepared to meet the requirements outlined in TEGL 05-18, which mandate the submission of an annual progress report to the U.S. Department of Labor (DOL). Performance progress for WIOA Title I programs (Adult, DW, and Youth) and WIOA Title III Wagner-Peyser (ES), includes but is not limited to the following subjects:

1. Progress toward meeting the state's strategic vision and goals, as described in the Minnesota State Combined Plan
2. Performance data on the core common performance measures, including effectiveness serving employers
3. Information on evaluation and improvement activities, including customer satisfaction
4. Information on participants in the workforce development system
5. Information on workforce activities provided by state funds; and
6. Information on each waiver the state has had in place for at least one program year.

The participant data provided in this report are generated by the Participant Individual Record Layout (PIRL) formatted files, which have been uploaded into the Workforce Integrated Performance System (WIPS). Minnesota submitted the required performance data to DOL on time. Throughout the report, the terms "CareerForce location" and "job seeker" are used to refer to Minnesota's American Job Centers and potential clients, respectively.

MINNESOTA'S EVALUATION SYSTEM

Wagner-Peyser

The ES team examines performance of the Wagner-Peyser Act funded ES Program throughout the year through close collaboration with DEED's Performance and Technical Management (PTM) team. PTM assembles quarterly and annual PIRL reports and submits them to DOL. The ES team routinely runs reports to evaluate the impact of the ES Program. Reports include the number of customers reached; types of service delivered; co-enrollment information that is used to monitor connections to other WIOA programs and Unemployment Insurance (UI); and other data points used to evaluate the effectiveness of the delivery of services.

Additionally, PTM provides ES with data on the services offered to different demographic populations. Recent data reports compared ES with the [Social Vulnerability Index \(SVI\)](#). The SVI ranks each zip code on 15 social factors, including poverty, lack of vehicle access, and crowded housing, and groups them into four related themes. The SVI assigns quartiles of vulnerability from most vulnerable (Q1) to least (Q4).

Minnesota uses MinnesotaWorks.net, the state's labor exchange, SharePoint, and Microsoft Excel as tools to track the administration of ES. MinnesotaWorks.Net provides the data for Minnesota's reportable individuals under WIOA. In Minnesota, all WIOA titles encourage customers to register with MinnesotaWorks.net to ensure reportable individual activities are tracked. The ES program takes the reportable individual tracking one step further by tracking the specific basic career services delivered in MinnesotaWorks.net.

MinnesotaWorks.net is available to all WIOA partners to track and monitor delivery of reportable individuals as well as basic career services. The tool offers a method to promote group activities via registration on the website, and track attendance for those activities. In coordination with CareerForceMN.com, the group activities are promoted to all Minnesotans. The ES program staff can schedule, promote, and record attendance for these services via MinnesotaWorks.net. ES services are codified as Wagner-Peyser/Title III services in the PIRL. A process to replace MinnesotaWorks.net is underway now.

Minnesota uses Objectives and Key Results (OKRs) to set goals and guide strategic initiatives. Every year, OKRs are established, and all DEED teams strive to achieve key results with the intent to improve program performance. The key results statements are evaluated quarterly and are made public.

Wagner-Peyser's ES program cooperates with federal evaluations, monitoring visits and reports by providing the data necessary to review reportable individual performance metrics for the entire system, collected in Minnesota's labor exchange system. Furthermore, the program cooperates through participation in evaluations that intersect with the ES Program or coordination.

DW and Adult

The Adult and DW Team assesses program performance throughout the year through close collaboration with DEED's Performance and Technical Management (PTM) team. PTM assembles quarterly and annual PIRL reports and submits them to DOL. All Title I Adult and DW programs must participate in the State of Minnesota's Uniform Outcome Report Card. This mandated report includes several measures that the DOL does not, including median wage change from previous employment status, retention in Q3 and Q8 after exit, and occupation of employment in Q1, Q3, and Q8 after exit. Minnesota evaluates WIOA programs under 20 CFR § 682.200. For Title I Adult and DW Programs, the following evaluations have been or will be conducted:

1. SVI Study (evaluation completed, final report pending):

This study uses the Center for Disease Control’s social vulnerability index to assess if Title I programs serve Minnesotans from the most marginalized parts of the state, based on zip codes. This study resulted in DEED setting a goal to increase the percentage of people they serve from the most marginalized parts of the state (defined using the SVI). PTM is working with WIOA Adult and DW to establish baselines for Title I adult programs and create interactive multi-layered maps and measures to help program staff target outreach. An example of one of these tools and evaluations is here:

<https://public.tableau.com/app/profile/magda.olson/viz/DWandWIOASVI/DemographicProfile?publish=yes>

2. Study of changing populations (report complete)

This study includes partnering with DEED’s Labor Market Information (LMI) team to see if programs are properly set up to serve Minnesotans most impacted by the COVID-19 Pandemic. The initial results indicate that Title I Adult programs have pivoted to serving more diverse customers across every measure of marginalization we analyzed after the COVID-19 Pandemic. The next step of this study is examining the regional impacts of the COVID-19 Pandemic in Minnesota and seeing if Title I programs served industries impacted by pandemic layoffs. The report will be available here: https://mn.gov/deed/assets/wioa-title-1-adult-evaluation_tcm1045-602242.pdf

3. Study of the impact of internet access on accessing Title I services (planning/implementation of study)

This study looks at the impact of internet access on receiving Title I services the primary research questions are as follows:

- a. How do low-broadband areas differ from control areas based on demographics and economic conditions?
- b. Is there a difference in enrollment rates between low-broadband and control areas?

This study will leverage data from the Participant Individual Record Layout (PIRL) Federal Communications Commission (FCC) data, Census Bureau data, and data from DEED’s Office of Broadband Development. In addition to leveraging administrative data, we plan to interview providers about their challenges in serving people with limited to no internet. The report is expected to be complete Spring of 2025.

In addition to the evaluations above, Minnesota continues to partner with DOL, to share our approach to evaluation, equity analysis, and how to conduct rigorous independent evaluations without needing an external vendor via technical assistance sessions or larger meetings. Continuous Quality Improvement strategies are ongoing and follow the Plan-Do-Study-Act (PDSA) cycle as a “trial-and-learning” method to test changes quickly for the DW and Adult programs. As new guidance is received, multiple protocols, including database and data entry procedures, need to be evaluated to determine the actual impacts of the change. This may include, applying changes to multiple programs, updating policy, remapping the state’s case management system, Workforce One (WF1), updating case management desk guides, and scheduling training sessions to inform Local Workforce Development Areas (LWDAs). Planning for DOL monitoring visits begin with coordinating with LWDAs to inform of the planned visit and to prepare files for the monitoring visit. DEED is already unified with local areas via WF1. Minnesota responds to DOL monitoring reports in collaboration with LWDAs.

WIOA COMBINED STATE PLAN

WIOA was signed into law on July 22, 2014. One of the WIOA requirements is that each state must have a state workforce development board. Minnesota’s state workforce development board plays a pivotal part in the strengthening of our Public Workforce System as it provides systems oversight, policy development, policy

recommendations for both the Governor and state leaders, and systems alignment with our state strategic vision and goals. Minnesota’s governor appoints members to the Governor Workforce Development Board (GWDB) to serve three-year terms. The GWDB voting members represent prioritized industry sectors, state and local elected officials, state agencies, community-based organization, education, labor unions, along with other workforce stakeholders. Gender, age, disability status, racial and ethnic diversity, and geographic diversity are all factors considered in selecting GWDB members.

GWDB required duties vary among WIOA and state statutes, but two are the following:

- The GWDB oversees the submission of Minnesota’s WIOA Combined State Plan (a four-year plan with two-year required revisions to the plan). The WIOA law requires that the four-year State Plan serve as the governor’s strategic plan for the state’s public workforce development system and has been developed in alignment with the administration’s other strategic planning efforts. The current WIOA Combined State Plan is now available here: <https://mn.gov/deed/assets/wioa-state-plan1045-443536.pdf>
- Every two years: developing and submitting a report to the Legislature that provides an overview of “the state of the workforce system”, including significant updates as it relates to policies or programs, with recommendations for ways to improve the public workforce system.

The GWDB has recently reimagined its committees and sub-committees based on its prioritization of strategies, its updated vision, goals, and mission outlined in the creation of Minnesota’s WIOA State Plan.

2024-2027 State Plan Vision

The strategic vision of One Minnesota Workforce Development Vision is a healthy economy where all Minnesotans have equitable access to a workforce development system in which partners across the state are working towards a collective goal of providing workforce development programs that are responsive to employer needs in in-demand occupations and lead to good jobs with family sustaining wages.

2024-2027 State Plan Goals

Increase interagency coordination and alignment around shared goals, maximizing efficiency and coordination of workforce funding and programs and improving system integration, and creating a “no wrong door” approach for individuals or employers engaging in the workforce system.

1. Build employer-led industry-sector partnerships across the state to create or expand responsive and equitable workforce development programs and career pathways with embedded work-based learning or on-the-job training, including Registered Apprenticeships, focused on closing gaps in participation and representation based on race, ethnicity, disability, gender, veteran status, and age.
2. Create a more inclusive, equitable, accessible, and proactive workforce system to serve all Minnesotans, preparing employers and the current and emerging workforce for the changing nature of work including new and emerging technology, changing labor market demands, and for the state’s shifting demographics, including New Americans.

2024-2027 State Plan Priority Strategies

Our WIOA State Planning strategies for 2024-2027 involve the strategic implementation of initiatives and programming that will equitably move Minnesotans towards good jobs and a family sustaining wage.

- **The Drive for 5 initiative** encourages collaborative local and regional partnerships, incorporating sector specific in-demand training and employment resulting in a family sustaining wage.
- **Transformative Career Pathway**_initiative to bring workers who have been previously overlooked for employment into the workforce at family-sustaining wages.
- **The Governor’s Workforce Development Board (GWDB)** has the following standing committees: Executive, Industry Partnership, Youth Programs, Racial Equity, Disability Equity, and the Future of Work.
- **The Office of New Americans (ONA)** is an exciting opportunity created to support immigrant and refugee inclusion, reduce barriers to employment, and improve connections between employers and job seekers.
- **The Good Jobs Initiative** this National best practice from the Departments of Commerce and Labor identifies eight principles for what comprises a good job. It creates a framework for guiding our work through a shared vision of job quality.
- **The North Star Promise (NSP) Scholarship Program** will create a tuition and fee-free pathway to higher education for eligible Minnesota residents at eligible institutions as a "last-dollar" program by covering the balance of tuition and fees remaining after other scholarships, grants, stipends, and tuition waivers have been applied.
- **Individualized Career Services** are promoted through intentional outreach and made accessible to all Minnesotans. These career planning services are critical for job seekers residing in Minnesota.
- **Attracting and retaining workers** Minnesota faces an aging population leading to workforce shortages therefore it’s critical that program and service providers work strategically to address workforce issues.
- **Supportive Services**_administered through valued service providers who work diligently to ensure that underrepresented populations and or individuals with barriers to employment have access to the resources needed for successful program completion.

FOCUS ON EQUITY

The Office of Public Engagement (OPE) spearheads internal and external community engagement efforts aimed at reducing disparities faced by populations with barriers to employment. This includes advancing strategies to achieve the goals of the WIOA Combined State Plan. Since 2015, OPE has supported DEED staff and partners by promoting equitable practices and policies in workforce development.

Key OPE initiatives in Program Year 2023 included:

- **Ongoing Community Engagement:** Community engagement efforts to connect partners such as employers, nonprofits, workforce boards, and community groups. This involved participation in community events, informal conversations, and outreach, particularly in areas requiring additional support. Community celebration such as MLK, “Building Black wealth” and many similar community events in 2023.
- **Five-Year Strategic Plan:** In the summer of 2023, OPE collaborated with internal staff and leadership to launch a five-year plan to enhance both internal and external engagement. The plan aims to guide equitable implementation of WIOA, lead DEED’s community engagement efforts with diverse populations, and align DEED’s economic equity initiatives with other state agencies and external partners.
- **Broad Staff Participation:** The new strategic alignment was designed to ensure inclusive participation across DEED staff, aiming to produce a comprehensive, practical plan tailored to DEED’s needs.
- **Tribal Consultation:** OPE continued to serve as a liaison to American Indian tribes, facilitating consultations on DEED’s policies and programs.
- **Equitable Grantmaking:** OPE advanced equity in grantmaking by launching the Community Reviewer Process, which recruits a diverse pool of reviewers to assess grant applications.

The Office of Diversity and Equal Opportunity (ODEO) leads internal diversity, equity, inclusion, and access initiatives, Affirmative Action, compliance with the ADA (Americans with Disabilities Act), as well as enforcing equal opportunity and nondiscrimination requirements under Section 188 of the Workforce Innovation and Opportunity Act (WIOA). The ODEO sets direction for DEED employees' DEIA related professional development, with an emphasis on cultural competency and inclusive customer service. Additionally, the ODEO provides direction, training, and technical expertise to DEED employees, local level Equal Opportunity Officers, and WIOA funding recipients to ensure Minnesota's workforce system and services are non-discriminatory and accessible to all. ODEO staff support the Commissioner's office and members of the senior leadership team to maintain a respectful and engaged workforce that is representative of the Minnesotans DEED serves and provides operational support to set and achieve organizational goals aimed at advancing economic equity for all Minnesotans.

Key ODEO initiatives in Program Year 2023 included:

- Development of an internal workforce diversity dashboard to monitor demographic representation of staff.
- Set agency demographic goals to match the representation of Minnesotans, broadly to reach 20% of staff who identify Black, Indigenous, or People of Color and 10% of staff who identify as persons with disabilities. By the end of July 2024 19.25% of DEED staff identified as Black, Indigenous, or People of Color and 21.6% of employees identifying as persons with disabilities.
- Development of program guidelines to initiate Employee Resource Groups (ERGs) at DEED, with ERGs launched by January 2024. The agency is on track to achieve this goal with an active Veterans ERG and three additional ERGs in the process of being established.
- Veterans ERG – The purpose of this ERG is to provide a space for members of the military veteran community and allies to network, serve as resources for each other, and work with leadership to build a culture of inclusion for military veterans.
- Menopause and the Working Woman – The purpose of this ERG is to provide a space for woman experiencing menopause, perimenopause, and other hormone-related stages of life, and their allies, to help drive our agency's mission, vision, and values and to work with leadership to build a culture of inclusion.
- Neurodiversity Network – The purpose of this ERG is to provide a space for employees at DEED who are neurodiverse, and their allies, to help drive our agency's mission, vision, and values and work with leadership to build a culture of inclusion.
- Additionally, there is a Black ERG and an African Diaspora ERG in development.
- Development of DEED's 2024-2026 Affirmative Action Plan that is published publicly.
- Monitoring and site visits to several LWDA's to assess compliance with Section 188 of the Workforce Innovation Opportunity Act.
- Journey mapping our limited English proficient customers' experience when accessing DEED programs and services and developing a plan to centralize Language Access services.
- Revised Minnesota's workforce complaints process and facilitated a series of trainings to stakeholders.
- Created, sourced, and/or facilitated several professional development opportunities for DEED employees and LWDA Equal Opportunity Officers.

Training topics covered throughout the program year during LWDA Equal Opportunity Officer meetings:

- July 2023- Ouch! That Stereotype Hurts
- Aug 2023- Code of Conduct and De-escalation

- Oct 2023 - Language Access Plans
- Nov 2023- Updates on Minnesota Employment Laws
- Dec 2024- Cultural Competence
- April 2024 – Revised Complaints process
- June 2024- EEOC Guidance on Harassment

DEIA trainings provided throughout the program year to DEED staff:

- Microaggressions
- Management series- Leading Inclusively
- Serving Our Muslim Customers
- Series- Disability Inclusion
- Whiteness in Plain View- Book Discussion
- Embracing Disability Justice
- The Problem with Professionalism
- Understanding Seasonal Affective Disorder (SAD)
- Everything You Wanted to Know about Indians but Were Afraid to Ask
- All About Holi!
- Mental Health Issues Facing Military Veterans
- Series- Providing Culturally Competent Customer Service for the LGBTQ+ Community
- Unlearning False Racial Myths
- Unmasking- Toward Authentic Masculinity

One of DEED’s core values is to Create Inclusion. “We actively remove barriers that have historically left people out. We believe we’re far stronger when we are inclusive and equitable. We respect opinions that are different than ours and we seek out diverse perspectives in the planning and execution of our work.” ODEO designs learning and development opportunities that improve workplace culture, strengthen services provided to customers or clients, and educate our partners throughout the state of Minnesota.

The sessions outlined above support stakeholders’ growth and understanding of diverse life experiences and elevate equity work to advance inclusive economic growth for all Minnesotans.

WIOA PERFORMANCE MEASURES

Training and Employment Notice (TEN) 04-23, issued by the DOL on August 11, 2023, increased the number of individual performance indicators to be assessed for WIOA Titles I and III, and added individual performance indicators to be assessed for WIOA Title IV, in PY22. In addition, the TEN defined a new performance indicator that had not existed in previous program years, an Overall State Program Score, which in PY22 applied only to WIOA Title III.

For PY23, TEN 04-23 expands performance assessments to four individual performance indicators for the WIOA Title I and IV programs: Employment Second Quarter After Exit (ERQ2), Median Earnings Second Quarter After Exit (MEQ2), Employment Fourth Quarter After Exit (ERQ4), and Credential Attainment Rate (CRED). Alternatively, performance assessments were expanded to all three individual performance indicators for the WIOA Title III program: Employment Second Quarter After Exit (ERQ2), Median Earnings Second Quarter After Exit (MEQ2), Employment Fourth Quarter After Exit (ERQ4). Results of the individual performance indicators can be found in Appendix Y

Preliminary data (based on comparing our actual levels of performance to our negotiated levels of performance) indicates Minnesota will meet or exceed all Title I and III individual performance indicators in PY23. Specifically:

- Title III and all Title I programs are expected to exceed the ERQ2 and MEQ2 negotiated goals.
- All Title I and all Title III programs are expected to exceed the ERQ4 negotiated goals.
- The WIOA Adult and DW programs are expected to exceed their CRED negotiated goals. WIOA Youth is expected to meet 84% of their negotiated CRED goal.
- Title III is expected to succeed in passing the 90% threshold established in TEN 04-23 for not failing the Overall State Program Score.
- Title IV, Minnesota General and Blind agencies combined, met, or exceeded all negotiated common performance measures for PY23.

These anticipated results for Program Year 2023 continue a trend of Minnesota successfully meeting or exceeding adjusted levels of performance for WIOA Titles I and III during PY22 and PY21. During those two program years, all Title I and III programs exceeded their MEQ2 adjusted levels of performance. Similarly, all Title I and III programs exceeded or met at least 86% of their ERQ2 adjusted levels of performance.

EFFECTIVENESS SERVING EMPLOYERS

For the mandated reporting on Effectiveness in Serving Employers (ESE), Minnesota has adopted two pilot measures:

1. Retention
 - a. Methodology: Minnesota calculates this using a combination of administrative data, including the Participant Individual Record Layout (PIRL).
2. Employer Penetration
 - a. Methodology: Minnesota calculates this measure using data submitted from all WIOA titles; this data is then deduplicated, and a unique count of establishments is counted for the numerator of this measure. For the denominator, we use an average count of establishments in the state per the Quarterly Census of Employment and Wages (QCEW).

In addition to this mandated reporting Minnesota is able to provide a wide variety of services through our Workforce Strategy Consultants (WSCs) and CareerForce staff and partners.

The WSCs serve as one of DEED's primary teams serving employers. The six WSCs provide services in Minnesota's six workforce regions offering regional integrative expertise of in-demand sectors, talent pipelines, partnerships, and economic development opportunities. Their primary focus is to develop innovative workforce solutions with businesses within high growth sectors that will provide family sustaining wages. This is accomplished through a customized consultative process driven by regional data, state data, best practices, employer goals, community supports and resources. By aligning these resources, WSCs facilitate collaboration, leverage expertise, drive regional economic equity and growth. The WSCs provide value to communities through leveraging their expertise in industry sector workforce strategies, connecting key stakeholders to workforce development, highlighting economic development resources, and supporting businesses.

The WSCs regional work is highly successful due to the strong partnership with LWDA's, employers, education partners, community organizations along with DEED's regional employer outreach teams, which include Business Development Managers, Job Service Managers, Layoff Aversion (Rapid Response) Specialists, Veterans Representatives, Vocational Rehabilitation, Grant Specialists, Labor Market Analysts, and GWDB. The WSCs enhance economic prosperity while assisting key stakeholders in the successful implementation of the WIOA Local and Regional plans.

Customers and Services

In PY23, WSCs conducted hundreds of individual business consultations and connected with 3,872 employers. This resulted in the development and implementation of short-term and long-term workforce strategies at no cost to the businesses. The WSCs assisted with connecting employers to talent attraction and retention resources, grant opportunities, labor market information, skills assessment, tax credits, industry organizations, education, and community organizations. WSCs implemented innovative strategies including business-led industry sector partnerships and access to untapped labor pools. They educated 5,649 different employers through "Workforce Wednesday," a monthly webinar series focusing on key workforce challenges, solutions, presentations, workforce events, and conferences.

Achieving Equity

DEED prioritizes addressing disparities and achieving economic equity for all Minnesotans by identifying and breaking down barriers to employment and business opportunities. The data on populations served has highlighted many available career opportunities. Additionally, WSCs have placed a focus on providing resources to minority-owned businesses and connecting organizations that serve Immigrant and Refugee populations, and communities of color with Minnesota's employers seeking qualified applicants.

Enhanced Alignment with Economic Development

In PY23, the WSCs focused on increasing Economic Development collaboration with Workforce Development. This effort created a stronger alignment and connection for the businesses seeking a talented pipeline of workers. The alignment increases collaboration, partnership, greater understanding of workforce needs, and encourages career pathway development as well as a unified awareness of emerging sectors in the state.

Funding Source and Allocation

The WSCs are funded with Wagner-Peyser funds.

STATE PERFORMANCE MEASURES

For PY24 and PY25, Minnesota used a local area statistical adjustment model to negotiate performance measures for the WIOA Adult and WIOA DW programs. Minnesota used WIOA data from PY18 through PY23 Quarter 3 to develop this model. Small population sizes have delayed Minnesota's development of a local area statistical adjustment model for the WIOA Youth program which just negotiated performance targets using the statistical adjustment model as a reference for PY24 and PY25. Minnesota negotiated local area performance goals for the five WIOA individual performance indicators: Employment Second Quarter After Exit (ERQ2), Median Earnings Second Quarter After Exit (MEQ2), Employment Fourth Quarter After Exit (ERQ4), Credential Attainment Rate (CRED), and Measurable Skill Gain rate (MSG). Training and Employment Notice (TEN) 04-23, issued by the DOL on August 11, 2023, limits performance assessments in PY23 to four of these individual

performance measures: ERQ2, MEQ2, ERQ4, and CRED. Minnesota is similarly limiting our assessment of state performance measures to these four measures for Title I programs. Results of the state performance measures located in Appendix Z. Preliminary data (based on comparing actual levels of performance to negotiated levels of performance) indicates Minnesota’s LWDA’s will meet or exceed nearly all their individual performance indicators in PY23 (see Tables 5, 6, and 7 in Appendix Z). Specifically:

- 16 of the 16 LWDA’s are expected to meet or exceed the four individual performance indicators for WIOA Adult.
- All 16 LWDA’s are expected to meet or exceed the four individual performance indicators for WIOA DW.
- All 12 of the 16 LWDA’s are expected to meet or exceed the four individual performance indicators for WIOA Youth. Credential attainment was an area where a couple LWDA’s struggled to meet their negotiated goal. 16 out of 16 LWDA’s meet or exceeded their negotiated target for wage and employment outcomes.

DATA VALIDATION

Minnesota undertook proactive steps in PY23 to implement and complete data validation in-line with the requirements set forth in Training and Employment Guidance Letters (TEGLs) 07-18, 23-19 Changes 1 and 2. These steps included:

- Revising and posting Minnesota’s Data Validation Policy for public comment;
- Posting an Electronic Document Storage (EDS) Policy;
- Developing a comprehensive data validation procedures manual;
- Hiring three DEED data validation specialists;
- Training the LWDA’s on data validation;
- Creating a SharePoint site;
- Conducting an evaluation of Minnesota’s PY23 data validation process and results, and, most importantly;
- Completing the data validation of 178 LWDA (Title I, Title III, TAA, and DWG) participant files and 14,927 data elements.

These efforts ensures that Minnesota is well-equipped moving forward to carry out annual data validation, ensuring the accuracy, validity, and reliability of Minnesota’s data.

Policy Revisions and Training

In February, Minnesota posted a revised [Data Validation Policy](#) for public comment and provided the policy to the Region V Office for review. The PY23 policy clarifies data validation responsibilities of DEED and the LWDA’s, outlines Minnesota’s data validation procedures, provides definitions, and includes several key attachments:

- [Attachment I: Data Element Validation Methodology and Process](#),
- [Attachment II: Data Elements and Allowable Source Documentation by Program](#),
- [Attachment III: Data Validation Tool User Guide](#),
- [Attachment IV: WF1 Data Retention Time Frames](#),

- [Attachment V: WIOA Adult Data Element Reference Sheet](#),
- [Attachment VI: WIOA Youth Data Element Reference Sheet](#),
- [Attachment VII: WIOA DW Data Element Reference Sheet](#).

Training on the proposed policy and data validation procedures was provided to the LWDA's during the February 2024 Minnesota Association of Workforce Boards meeting. Public comments and feedback provided by the Region V Office were incorporated into Minnesota's final Data Validation Policy published in May.

EDS Policy

Alongside the revised data validation policy, Minnesota also developed and posted an [EDS Policy](#) for public comment in February 2024. This policy was necessary for data validation, ensuring all participant records and source documents are uploaded and maintained electronically within Minnesota's WF1 system. In July 2024, Training webinars were provided to LWDA's on the EDS Policy, including a step-by-step document demonstration and a panel of LWDA staff who shared best practices. As of July 1, 2024, LWDA's were required to maintain all participant source documents within the WF1 system for active participants and new enrollees for PY24 and years following. This includes the upload of any participant source documents needed for data validation. Public comments were incorporated into Minnesota's final EDS Policy published in July 2024.

Sampling and Validation Methodology

Minnesota uses a stratified random sampling method to pull participant records from our Structured Query Language (SQL) database for validation within each WIOA Program. The sample is stratified by LWDA, ensuring the number of records validated from each area is proportionate to its total records. For PY23, Minnesota used an 85% confidence interval and a 10% margin of error to determine the sample sizes. A total of 178 records (14,927 data elements), were validated for WIOA Titles I and III, with progressively fewer records for the WIOA non-core programs (as they serve fewer participants).

PY23 Total Records Reviewed by Program:

Program	Total Records Reviewed
Adult	38
Dislocated Worker	36
National Dislocated Worker Grant	19
Trade Adjustment Assistance	10
Wagner Peyser	36
Youth	39
Total	178

DEED hired three Data Validation Specialists in April who were quickly trained on the data validation policy, tools, and procedures. They used Minnesota’s Data Validation Tool to conduct audits of the sampled records. Since the PIRL data elements identified for validation in TEGs 07-18 and 23-19, changes 1 and 2, are numerous and vary by program, the tool accommodates these differences by program and displays only those data elements required to be validated by each program. It also displays the data for a particular program in a particular local area, ensuring that only staff who would normally have access to a participant record will have access to the PIRL records.

Data Validation Findings

The data validators used the tool to track their work, record results, and were able to produce a summary of error rates. The most common errors found during PY23 data validation included the failure to upload acceptable source documents within Minnesota’s WF1 system, case noting dates and details that did not align with recorded activities, self-attestation documentation that did not contain a date and the signature of participant, and training credential documents that weren’t correctly uploaded. These findings will be addressed during Minnesota’s Data Validation Training in October 2024. LWDAs and their staff will be trained on acceptable source documentation, case noting, and self-attestation.

PY23 Total Data Elements Reviewed by Program:

Program	Total Elements Reviewed	Total Failed Elements	% Error Rate
Adult	3762	76	2.02%
Dislocated Worker	3600	90	2.50%
National Dislocated Worker Grant	1862	24	1.29%
Trade Adjustment Assistance	300	15	5.00%
Wagner Peyser	2556	27	1.06%
Youth	2847	115	4.04%
Total	14,927	347	2.32%

During Minnesota’s annual evaluation, it was found that the Date of Actual Dislocation data element was identified as a back-end issue and not a training issue. The date currently being pulled from Minnesota’s UI data system frequently does not match the source documentation in the WF1 system. Minnesota’s data validation team met with the WIOA Program Administrators and Performance Management Teams in August to further discuss and problem-solve the issue. The initial approach to solving this issue is to identify a more accurate data point from UI and test the results. Additional investigation and follow-up will be needed by Minnesota’s Performance Management Team to solve this issue. Minnesota is working towards a resolution prior to the start of PY24 data validation and will reach out to Region V Office for additional technical assistance.

PY23 Elements with the Highest Failure Rates

Failed Elements from All Programs	Total Records Reviewed	Total Records with Failed Element	% Failure Rate
Date of Actual Dislocation	93	67	72.04%
Received Trng	27	9	33.33%
Date of Birth	66	21	31.82%
Date Enroll, (Educ./Trng Prog. toward Postsecondary Credential/Employ)	76	23	30.26%
UC Eligible Status	50	14	28.00%
Date Completed, (Educ./Trng toward Postsecondary Credential/Employ)	81	22	27.16%
Supplemental Nutrition Assistance Pgrm (SNAP)	29	7	24.14%
Type of Trng Service #1	56	12	21.43%
Date Entered Trng #1	76	16	21.05%
Date of Most Recent MSG: Postsecondary Transcript/Report Card	37	7	18.92%
Temporary Assistance to Needy Families (TANF)	56	9	16.07%
Low Income Status at Prog. Entry	88	13	14.77%
Date Completed, or Withdrew from, Trng #1	76	11	14.47%
Type of Trng Service #2	56	8	14.29%

Looking Ahead: PY24 Improvements

For PY24, Minnesota plans to gradually enhance its data validation efforts by increasing the confidence interval to 90%, with a 10% margin of error within the sampling model. This adjustment will increase the number of records audited ranging from 347 and 425.

LABOR MARKET INFORMATION

DEED's Labor Market Information (LMI) office provides a wide range of useful data, including industry employment statistics, employment projections, labor force and unemployment statistics, wage information, cost of living, and more. This data helps job seekers and students explore in-demand careers and employers understand labor market and economic conditions. In addition, our regional labor market section offers in-depth research and reports at a local level, and also includes monthly blogs and articles with relevant labor market information.

The LMI office continues to develop and enhance online tools to assist unemployed workers and students in investigating careers and preparing for their future. As the economy surpassed pre-pandemic employment levels, we are working to enhance existing tools and develop new visualizations that can help workforce and economic development partners, and policymakers better understand the impact of the tight labor market on employers and workers. Our data tools can be found online at <https://mn.gov/deed/data/data-tools/>.

To respond to changing conditions, DEED continues to update all our tools with new data. Career exploration tools that have been updated with new data include the following: Occupations In Demand, Career and Education Explorer, Job Vacancy Survey, UI claims, Match Jobs to Experience, Employment Outlook, Quarterly Workforce Indicators, and Graduate Employment Outcomes. These tools help the monthly average of nearly 100,000 unemployed workers in Minnesota, as well as students and workers looking to enter the labor force or change careers, have the information they need to find their next career. Our Career Pathways tool was developed specifically for students and guidance counselors, and all our tools have been designed and improved with feedback from job counselors, who use them in their daily work with job seekers and career explorers.

DEED LMI also keeps enhancing data visualizations for tools such as Current Employment Statistics, Employment Outlook, Job Openings and Labor Turnover Survey, Occupational Employment and Wage Statistics, Quarterly Employment Demographics, and UI Statistics. We also built an Economic Recovery Dashboard and Comparing Recoveries tool, designed for policymakers who want to better understand the state's recovery from the COVID-19 Pandemic Recession, as well as an Examine Employment tool to show industry employment changes by quarter. These interactive tools provide comprehensive information about occupations including wages, current and future job demand, and educational requirements, available at a statewide and regional level.

Finally, the Regional Analysts provide training for the Workforce Development staff and partners on understanding and using labor market information. Together the Regional Analysis team of five provided around 30 virtual and in-person trainings to more than 1,000 staff and partners in the past year. Our regional analysts also provide information for the local unified plans and at regularly scheduled board meetings for our Workforce Development Areas.

CAREERFORCE

Minnesota's One Stop Career Link System (CareerForce) is administered by DEED. The services offered within the CareerForce locations are provided in partnership between DEED and the LWDA's around the state. Since the pandemic, the CareerForce System has been adapting to the changing way customers utilize our programs and services. Due to post-pandemic changes and Minnesota's consistent achievement of having one of the lowest unemployment rates in the United States, demand has diminished. As a result, CareerForce Resource Room utilization is down and traffic to CareerForce locations has decreased. LWDA program service providers throughout Minnesota have adapted by increased outreach services, program promotion, and special events to meet our clients' needs. Additionally, we have increased flexibility and the capacity of our teams to serve our customers in person, over the phone, and online.

CareerForce assists job seekers by providing the tools and resources to prepare for job search and employment. There are 55 CareerForce locations across Minnesota. The DEED CareerForce Division delivers the Employment Service (ES) Program, which helps anyone who is seeking employment connect with hiring businesses. There are no eligibility requirements to receive basic career exploration and job search assistance through the ES Program. CareerForce also connects people with other programs and services for which they may be eligible. These programs and services are provided by workforce development partners in the CareerForce locations. CareerForceMN.com is the digital presence for CareerForce. On this website, job seekers, employers, and

workforce system partners can find out about services, access customized resources, and find contact information to get assistance. The website features resources to assist People of Color, New Americans, people with disabilities, veterans, seniors, justice-involved populations, and youth.

The DEED CareerForce Division also delivers Jobs for Veterans State Grant program, known locally as Veterans Employment Services. This team helps qualifying veterans with direct services to assist with overcoming barriers to employment.

WAGNER-PEYSER PROGRAM COORDINATION

Job Seeker Services

The Wagner-Peyser Act funds the ES program which provides programs and services to businesses and job seekers under the designation of Job Service Minnesota. ES provides critical support to Minnesota's CareerForce locations by funding the salaries of staff who provide career services to job seekers and recruiting assistance to businesses; conducting community outreach for all programs to customers; operating the helpdesk line, technology, software; updating websites and other materials used for job searches; coordinating the CareerForce Corner initiative to strengthen the connection between libraries and CareerForce locations; offering classes and consultations for job seekers and businesses; job fairs and other recruiting events. The ES program prioritizes Veterans, UI applicants and underserved communities.

Wagner-Peyser also directly funds the state's Migrant Seasonal Farm Worker Services; the Workforce Strategy Consultants which are housed in our Economic Development Division; Federal Fidelity Bonding project; Foreign Labor Certification; Work Opportunity Tax Credits (WOTC); CareerForceMN.com, the statewide access point to all CareerForce programs and services; MinnesotaWorks.net, the statewide no-fee labor exchange for job seekers and employers; a portion of a position in our Communications Team; and local workforce programs.

Highlights of the Employment Service Program in PY23 include:

- Delivered 55,721 one on one career services to job seekers
- Served 41,640 reportable individuals via online services during the program year. Of those receiving career services, 28,123 job seekers were assisted in one-on-one sessions and over 3,000 participated in workshops.
- Conducted job search workshops, provided career services and job search assistance to job seekers online and over the phone. This includes direct phone call outreach to RESEA clients as well.
- Piloted an outreach process to Time Limited SNAP (Supplemental Nutrition Assistance Program) participants, receiving 3,500 referrals for DHS.
- Assisted employers in posting 541,645 job openings on MinnesotaWorks.net in PY23 – all current, unique job opportunities from vetted employers.

Migrant and Seasonal Farm Worker Program

The Migrant and Seasonal Farm Worker (MSFW) Program connects migrant and seasonal farm workers to agricultural and non-agricultural jobs. There are four CareerForce locations with significant MSFW activities: Faribault, Mankato, Rochester, and Willmar.

Additionally, Job Service's Accounting, Budgets and Contract (ABC) team that conducts monitoring, that includes the State Monitor Advocate. PY 2023: Wagner Peyser migrant participants 423, non-migrants 19,115.

- Job Service has bilingual Spanish-speaking staff, known as our Agricultural Outreach Representatives (AORs) at four CareerForce locations (Faribault, Mankato, Rochester, and Willmar) that have significant MSFW traffic. The AORs are bilingual and provide services from four CareerForce locations (Faribault, Mankato, Rochester, and Willmar) that have significant MSFW traffic. The CareerForce systems utilizes the Language Line to assist customers who might have language barriers. The AORs perform outreach activities where MSFWs work, live or gather. Outreach activities include coordinated efforts with other farmworker-service providers in the community as well as with several government agencies. AORs provide farmworkers with information on CareerForce services both verbally and in written format, that is in both English/Spanish, and lists resources with DEED partners and within local communities. Farmworkers are also provided with information regarding farmworker rights and the complaint process. They assist farmworkers with translation, applications, resume writing, provide job referrals, and inform qualified workers of ES. They are also able to screen U.S. domestic farmworkers for placement with H-2A position opportunities. Additionally, AORs attend monthly meetings with enforcing agencies to discuss cases and outreach events and they attend national AOR meetings.
- The State Monitor Advocate (SMA) visits communities with substantial MSFW activity to meet with employers, review and assess their needs, and determine the effectiveness of the CareerForce services provided. The SMA works with the Agricultural Outreach Workers to promote the Agricultural Recruitment System and to assist in meeting the labor needs of agricultural employers. The SMA conducts monitoring activities at each CareerForce location to determine the level of services that are available and provided to MSFWs.

Foreign Labor Certification H-2A and H-2B Programs

The H-2A temporary visa program allows agricultural employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature. The non-agricultural H-2B program allows employers who meet the program requirements to hire nonimmigrant foreign workers to come temporarily to the U.S. and perform non-agricultural services or labor based on the employer's temporary need. These agricultural and non-agricultural workers are present in all regions within Minnesota.

The number of applications to these programs continue to increase year-over-year, because employers are unable to fill temporary positions with workers who are U.S. citizens. Given the low unemployment rate, the lack of qualified, willing, able, and available U.S. citizen workers, as well as the seasonal, temporary nature of the work in both programs, both H-2A and H-2B applications are projected to increase. Approximately 3,500 certified positions were granted under H-2B and 3,900 under H-2A during PY23.

In addition to state level processing activities for H-2A and H-2B, housing inspections are required annually for H-2A employers and are completed by the two fulltime Foreign Labor Certification staff. Federal funding through an annual grant from the DOL increased for the third straight year in PY23, though the increases since PY21 have been more modest.

Work Opportunity Tax Credit

The WOTC program provides a federal tax credit to private-sector employers and 501(c)-(3) nonprofit organizations (veteran target groups only), as an incentive for hiring members of groups who traditionally have difficulty finding jobs.

Primary customers of this hiring incentive are Minnesota employers who are interested in hiring targeted job seekers and the targeted job seekers themselves. Some of the targeted groups include recipients of the Minnesota Family Investment Program (MFIP); Supplemental Nutrition Assistance Program (SNAP); disabled and unemployed veterans; justice-involved job seekers; Supplemental Security Income recipients, and Qualified Long-Term Unemployment Recipients.

- State fiscal year 2023 – Applications submitted/68,380 - July 1, 2022 – June 30, 2023
- State fiscal year 2024 – Applications submitted/64,190 - July 1, 2023 – June 30, 2024
- Federal Program fiscal year 2023 – Applications submitted/65,624 - Oct 1, 2022 – Sept 30, 2023
- Federal Program fiscal year 2024 – *Incomplete/54,979 as of 08/14/2024 - Oct 1, 2023 –Sept. 30, 2024*
- WOTC was reauthorized in 2021 and is valid through December 31, 2025.

DW PROGRAM

The DW program assists individuals overcome barriers to employment and return to work as quickly as possible. The program works toward the dual goals of being responsive to the state’s economic needs which change from year-to-year while delivering consistent services to employers and unemployed workers. Individuals enrolled in the program receive individualized career, training, and supportive services to assist them in meeting their employment goals. In PY23, WIOA DW served 1,280 participants.

State-Funded DW

Minnesota is unique in having both a state and federally funded DW program. The state DW program, funded through the state’s Workforce Development Fund (WDF), is more flexible and allows the state to serve larger number of participants. The state DW program has added eligibility criteria that allows individuals who are long-term unemployed to receive services and removed Selective Service registration requirement for enrollment. In PY23, the state program served 5,931 individuals. To provide direct services to customers, DW provides state grants to a network of 16 LWDAs, as well as seven independent non-profit service providers. Several of the independent service providers focus on providing unique culturally specific services. Some participants who accessed wraparound services using State DW funding to supplement their WIOA DW case are included in this report.

Mass Layoffs and Rapid Response

Rapid Response is a proactive, business-focused strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. Rapid Response teams work with employers and employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss.

In PY23, Minnesota’s State Rapid Response Team (SRRT) worked closely with businesses and employees impacted by mass and small layoffs as well as permanent business closures. The SRRT worked with over 168 businesses and their affected employees on both small and mass (over 50 employees) layoffs and closures. DEED received and processed 25 Worker Adjustment and Retraining Notifications (WARNs). Approximately, 3,793 individuals received information and services from the SRRT. Combined, the SRRT served a total of 8,714 individuals who were impacted by layoffs and business closures.

The SRRT collaborated with the WSCs, Business and Community Development (BCD), the UI Division and local and regional partners to provide early warning indicators of a business layoff or potential closure. Some other strategies and permissible Rapid Response Activities include:

- Ongoing engagement, partnership, and relationship-building activities with businesses.
- Developing, funding, and managing incumbent worker training programs and other worker upskilling approaches as part of a layoff aversion strategy or activity.
- Conducting analyses of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer.

SRRT accomplishments during PY23

- Executed a targeted Small Layoff Outreach initiative to proactively inform both local and regional partners, as well as individuals impacted by the layoff event, irrespective of the size or closure of their business, about the DW program.
- Formulated a comprehensive and efficient strategy for Layoff Aversion, encompassing the establishment of an early warning network designed to proactively monitor and forecast potential plant closures, thereby facilitating the prompt implementation of response and prevention measures.

Co-enrollment and Trade Adjustment Assistance

Trade Adjustment Assistance (TAA) implemented a feature in the shared case management tracking system, WF1 to alert staff if a participant is potentially eligible for TAA at the time of DW enrollment. This results in higher levels of collaboration and co-enrollment which is required under federal Final Rule.

National DW Grants

National DW Grants (DWGs) are awarded to states to temporarily expand the service capacity of the DW program by providing funding assistance in response to large, unexpected economic events or natural disasters with significant job loss. Minnesota was awarded two National DWGs one addressing the COVID-19 Pandemic and one responding to the ongoing opioid crisis. Job seekers received various services, including basic career and individualized career services, work experience, training, and disaster relief employment. While both of these grants ended on June 30, 2023, many participants have continued on to receive services through other programs including WIOA Adult and DW.

Performance Results

Minnesota's federally funded WIOA DW Program exceeded all planned performance goals in PY23. The level of educational attainment for WIOA DW participants prior to accessing program services is significantly lower than Minnesotans as a whole; over 47% did not hold a post-secondary degree at enrollment. To a large extent, WIOA DW participants reflected the state's racial and ethnic labor force with over 22% of enrollees identifying as a person of color whereas this population makes up roughly 20% of the state's labor force. (mn.gov/admin/demography/data-by-topic/age-race-ethnicity/)

In addition, other demographics served in PY23 included individuals with disabilities (12%), Foreign Born (7%), Immigrant/Refugee (9%), and English as a Second Language learners (14%).

Highlights from PY23

Minnesota hosted the PY23 Department of Labor Region V Roundtable in June 2024. The successful event brought together 96 participants from 9 States (WI, MO, MN, IA, NE, MI, IN, OH, and IL). Participating programs included Trade Adjustment Assistance (TAA), Re-Employment Services through American Job Centers (RESEA), DW Program (DWP) and Rapid Response (RR). Discussion topics included:

- TEGL 10-23- reducing administrative barriers
- RESEA program expansion and reimbursable activities
- RESEA unemployment insurance (UI)
- Artificial Intelligence (AI)
- Rapid Response and DWGs
- DOL state monitoring

Trade Adjustment Assistance (TAA) hosts virtual informational sessions twice a month for people who may be eligible under a TAA petition. TAA mails post cards, calls, and emails customers to ensure they are aware of the virtual sessions and can learn more about their potential eligibility for TAA.

The state continues to exceed performance in the following measures:

- Second Quarter Employment Rate
- Fourth Quarter Employment Rate
- Median Earnings
- Credential Attainment Rate
- Measurable Skill Gains

Looking Ahead: Goals and Priorities for PY24

- Continue to review, update, and post all TAA policies to provide current and accurate information to stakeholders.
- Trade Adjustment Assistance plans to attend a minimum of 12 in-person outreach sessions to meet people face-to-face and increase community awareness of the program.
- Finalize the Title I Local Area Negotiation and Determination of Failure policy.

Demonstration Grants

The Minnesota Retaining Employment and Talent after Injury/Illness Network (MN RETAIN) Program's purpose is to improve the retention and employment of injured/ill workers and prevent unnecessary disability. MN RETAIN is a team of health care providers, public agencies, workforce development experts, and specialized case managers who, along with employers and workers, ensure appropriate Returned To Work plans, accommodations, and/or training that keep the worker employed and working after an injury or illness. This model focuses on work as a social determinant of health; staying active and safely returning to work is known to speed healing and improve outcomes for the worker. This assistance to employers, health care providers, and state agencies who support Minnesota workers is integral to ensure a sustainable workforce in Minnesota.

MN RETAIN also aims to demonstrate how early coordination of health care and employment-related supports and services, can result in earlier return to work, improved retention and function for employees, and lower cost referrals to job development and career services. These supports and services include education and training in occupational health best practices for participating health care providers; active involvement of a Return-to-

Work Coordinator throughout the medical recovery period to facilitate continued employment; enhanced communication among workers, employers, health care providers; and providing accommodations and job modifications. In Phase I, the project served 150 participants with a grant award of \$3.5 million. Minnesota was one of five states to receive Phase II funding (\$19.5 million) to expand statewide and serve 3,200 eligible participants over four years. MN RETAIN achieved its enrollment goal ahead of schedule in April 2024. During Minnesota's 2024 legislative session, MN RETAIN championed a statutory change for Minnesota's State DW eligibility guidelines to include individuals with non-work-related Injuries or illnesses that do not have a workers' compensation case but needs support to reenter or remain in the workforce. This change went into effect in July 2024.

In August 2024, MN RETAIN submitted a No-Cost Extension to DOL to extend the period of performance up to May 2026. During this period, MN RETAIN will be implementing a "Sustainability Pilot" to serve an additional 200 participants while providing more comprehensive case management services and evaluating the impact of MN RETAIN on a participants' utilization of health care services.

YOUTH PROGRAM

Minnesota leverages resources and opportunities to help young people – the future workforce – attain the skills, knowledge, and aptitudes to become productive workers in the 21st century economy.

To be eligible for WIOA youth services an individual must be between the ages of 16 to 24 and not attending any school, or an in-school youth between the ages of 14 to 21 who is low-income and at-risk. Minnesota LWDAs target services to those most in need and meet the challenge of locating, retaining, and serving out-of-school youth (OSY): 75% of PY23 expenditures supported services to OSY. It is important to note that in PY23, six of the 16 LWDAs have a waiver allowing the OSY percentage to be 60% instead of 75%, affecting overall spending levels. This waiver allows for enhanced services to in-school youth who are either homeless, or in foster care. Through the leadership of the GWDB and LWDAs, Minnesota's WIOA Youth Program provides comprehensive services to youth experiencing an "opportunity gap." sample local youth plans are posted on DEED's website at <https://mn.gov/deed/gwdb/priorities/wioa/#2>, under the heading of Youth Plans.

Accomplishments from PY23

Minnesota blended and braided federal, state, and local funds to address the needs of WIOA Youth who experienced unemployment rates four to five times that of the overall youth unemployment rate. Youth service providers worked with local workforce development partners to provide youth with supportive services, work experiences and an introduction to career pathways to jobs in demand.

Minnesota met or exceeded all negotiated WIOA Youth performance goals for PY23, while serving homeless youth and youth with disabilities at levels that exceeded the national average. Minnesota's commitment to improving services to the most at-risk youth is reflected in its Shared Vision for Youth (SVY) vision statement: "By age 25, Minnesota's young people will be ready for the responsibilities and rewards of economic self-sufficiency, health, family and social relationships, community involvement stable housing and lifelong learning." All Minnesota LWDAs developed Shared Vision for Youth Blueprints as part of their WIOA Local Plans, available online at: <https://mn.gov/deed/programs-services/office-youth-development/special/shared-vision/>. The SVY Blueprints include examples of interagency projects underway to improve transition outcomes for at-risk youth with particular emphasis on dropouts and potential dropouts; youth aging out of foster care; youth with disabilities; and homeless youth and runaways.

Private Sector Internships

Youth Programs address changing labor force demographics as well as education and employment disparities by connecting youth to internships. Youth Programs help employers prepare for, recruit and mentor the next generation of diverse workers. Local employers play a variety of roles in supporting youth workforce development goals in high-growth occupations.

The STEP-UP program (City of Minneapolis) and the Right Track program (City of St. Paul) are examples of Minnesota's nationally recognized summer youth employment models that demonstrate the strong role that the private sector can play in supporting youth workforce development goals in urban settings. Find more about the STEP-UP program ([Step Up - City of Minneapolis \(minneapolismn.gov\)](https://www.minneapolis.gov/step-up)) and the Right Track program (<https://www.stpaul.gov/departments/parks-recreation/right-track>).

Youth Committee Resource Guide

Minnesota developed a Youth Committee Resource Guide, which provides a snapshot of cooperative youth partnerships underway in LWDAs. View our Youth Committee Resource Guide (find it at, under Best Practices on [this page on the DEED website](#)).

Partnerships to Serve Teen Parents

DEED, the Department of Human Services (DHS), and the MAWB have worked in partnership since 2009 to serve teen parents receiving Minnesota Family Investment Program (MFIP) benefits or in TANF-eligible households. This partnership has leveraged over \$8.6 million of TANF funds to provide work experience and work-readiness training for over 5,000 teen parents or younger youth receiving MFIP benefits. The partnership addresses disparities in MFIP outcomes, especially the Work Participation Rate, for African American and American Indian participants. Many of the participants have little or no previous work experience, and they develop work readiness skills through their participation in the project. Co-enrollment in the WIOA Youth Program and the Minnesota Youth Program, when appropriate, has contributed to the success of these projects. [TANF Youth Innovation information can be found on the project webpage](#)

Youth at Work Opportunity Grants

The Minnesota Legislature provided \$4.09 million per year for Youth at Work Opportunity Grants to provide work experience, internships, and an introduction to career pathways for over 10,000 youth. Of these youth, 68% are from families receiving public assistance, 15% have a disability, 4% are homeless/runaway youth. Moreover, 77% of youth identify as BIPOC and 50% identify as women. Special consideration was given to projects which provide education and training requirements for careers in high- growth, in-demand occupations, target youth from communities of color, and target youth with disabilities. For more information on [the Minnesota Youth at Work Opportunity Grants](#), view [this page on the DEED website](#).

Minnesota Youth Program

A \$8.1 million per year investment in the Minnesota Youth Program (MYP) resulted in services to 4,522 at-risk youth through individualized work experience and experiential learning. Through the Outreach to Schools (OTS) component of MYP an additional 32,038 youth received services. OTS provides high school students (especially under-represented youth) with career counseling services through one-on-one counseling, group presentations

and regional events. For more information on the [Minnesota Youth Program, view this page on the DEED website.](#)

Youthbuild Coordination

The Minnesota Legislature provided \$1 million in state-funding supporting ten state Youthbuild programs serving low-income youth, ages 16 to 24, who have dropped out or are at-risk of dropping out of school. Each state dollar is matched by one local dollar. In SFY 2023, 453 youth were served, 93% obtained a diploma or GED or continued in high school, 79% earned an industry-recognized certificate or occupational credential, 51% enrolled in post-secondary education, and 70% found employment earning an average of \$16.52 per hour. Four Minnesota Youthbuild organizations were also awarded federal Youthbuild grants from DOL, totaling about \$5 million. More information on the Minnesota Youthbuild Program, can be found here: <https://mn.gov/deed/programs-services/office-youth-development/youth-programs/youthbuild.jsp>.

Equitable Transitions Model Grant

DEED received an Equitable Transitions Model Grant from the Office of Disability Employment Policy (ODEP) at the U.S. Dept. of Labor. This person-centered grant will provide comprehensive, case-managed employment and education services to youth ages 14 to 24 years old who have a disability and live in Greater Minnesota. This 5-year grant leverages the expertise of four WDAs and the PACER Center. The grant will prioritize services to WIOA eligible youth, SSI/SSDI recipients, Ticket Holders, and BIPOC youth see [US Department of Labor to award up to \\$67.1M to help youth, young adults with disabilities overcome obstacles to employment | U.S. Department of Labor \(dol.gov\)](#).

Impact of Youth-Specific Waiver Requests

Minnesota renewed the following waivers for PY23, which provide Minnesota WDAs with the flexibility to provide high-quality, cost-effective services to both Out-of-School and In-School Youth.

Homeless Youth/Foster Youth Waiver

Minnesota secured a waiver from the DOL that assures the LWDA's have the flexibility to target services to in-school youth who meet DOL's definition of homeless youth. A Minnesota Department of Education survey identified over 3,600 youth in grades 8-12 statewide who were homeless; over 75% were youth from communities of color. This waiver allows the state to reduce the required out of school youth (OSY) expenditure rate from 75% to 60% for LWDA's who prioritize in-school youth (ISY) who are homeless or foster youth.

Minnesota's Homeless Youth/Foster Youth waiver provided seven LWDA's, in PY23, with the flexibility to target homeless youth and foster youth while they are still in school. Services include provision of critical employment and training services to at-risk ISY without jeopardizing the delivery of services to out-of-school participants. This waiver supports one of the goals of Minnesota's State WIOA Plan: to increase high school graduation rate for under-represented youth.

Overall, for PY23 WIOA Youth of the 2,574 served, 448 were homeless/runaway youth. Of these 448, 75 were ISY homeless youth without a HS diploma at enrollment.

A total of 136 youth identified as either in foster care, or previously in foster care. Out of the 136, 45 were ISYs. Performance results for PY23 youth exiters who were either in foster care or who had previously been in foster care are on the following page.

Impact of In-School Youth Individual Training Account Waiver

The COVID-19 Pandemic impacted Minnesota's use of Individual Training Accounts (ITA): 158 were set up statewide. In PY23, 31 ITAs were set up for in-school youth and another 127 ITAs were set up for out-of-school youth.

Impact of Waiver of 75% OSY Expenditure Requirement: Governor's Reserve Funds for Direct Services

In PY20, Minnesota awarded (Competitive Request for Proposal Process) \$250,000 of State Set-Aside funds/Governor's Reserve funds to two agencies serving under-represented youth, using the YouthBuild program model: Goodwill/Easter Seals of Minnesota (targets OSY) and Southeastern Minnesota Workforce Development, Inc (targets ISY). The waiver eliminated the requirement that 75% of the funding be spent on out-of-school youth: the agencies had the flexibility to determine the mix of ISY and OSY.

Waiver Renewals

When WIOA is reauthorized, states and local areas will have more flexibility in determining eligibility for services. In the meantime, the waivers allow MN the flexibility to offer cost-effective, high-quality services to both ISY and OSY. For these reasons, Minnesota Youth will renew/extend all current waivers.

Governor's Reserve Funds – Youthbuild Projects

Minnesota awarded \$500,000 of Governor's Reserve Funds through a Request for Proposal (RFP) process to fund two Youthbuild programs in unserved communities in Rice County and the Twin Cities. The Youthbuild Projects provide outreach to BIPOC and basic skills deficient youth who had dropped out of high school or were at-risk of dropping out. WIOA eligible youth received paid construction training and work experience building affordable housing and community service projects to benefit low-income neighborhoods. Minnesota secured a waiver from DOL to allow flexibility for Youthbuild projects to determine mix of ISY and OSY. The Governor's Reserve Youthbuild grant achieved its primary goals of expanding Youthbuild services in unserved communities and increasing the number of construction-ready young adults to enter Minnesota's building trades industry. The final report on the [Governor's Reserve Youthbuild program can be found on this page on the DEED website](#).

Disability Employment Initiative, Partners for Youth Career Pathways – Lessons Learned

Minnesota completed the Round 7 Youth Disability Employment Initiative in March 2020. Through multi-agency partnerships spanning the state and local levels, Minnesota's Partners for Youth Career Pathways successfully supported over 400 youth with disabilities in achieving their education and employment goals through an intergenerational, person-centered approach. Minnesota's Partners for Youth Career Pathways grant was recognized by DOL in a Promising Practices Brief on WorkforceGPS. The brief highlighted the PACER Center's publication, [Incorporating the Guideposts for Success into Minnesota's Personal Learning Plan Process](#) and the Youth Action Plan/Individual Service Strategy document utilized by Southwest Minnesota Private Industry Council. The Youth Action Plan/Individual Service Strategy aligns the 14 WIOA Youth Program Elements, allowable Pre-ETS (VRS-funded) activities, and the five Guideposts for Success. This document helps staff to better align and provide services across multiple programs. The [Youth Action Plan/Individual Service Strategy can](#)

[be found here:](#) [PACER's publication can be found on the Youth DEI webpage](#): DEED's Office of Youth Development developed a [White Paper on lessons learned from the Youth DEI Capacity Building grant](#)..

Performance Results

Minnesota met or exceeded all PY23 WIOA Youth performance goals listed in Appendix B. Minnesota's WIOA Youth Program served 2,576 youth in PY23: 39% of the youth served had a disability; 80% were youth from communities of color; 45% were from families receiving public assistance; 18% were system-involved youth (foster youth or juvenile offenders); and 17% were homeless youth/runaways.

Evaluation of WIOA Youth Program

SVI:

Local youth service providers focus on serving hard-to-serve youth. Many youth have multiple barriers to employment including disability, basic skills deficiencies, limited English proficiency, foster care or justice system involvement, teen parenthood, lack of diploma/equivalency and/or academic attainment behind their peers. Housing and food insecurities remain major areas of concern across the state and are an ongoing priority for the Walz administration. DEED's Performance and Training Management (PTM) conducted an analysis of youth workforce programs' efforts to serve youth with the highest needs. PTM SVI metrics to identify the most vulnerable zip codes across the state of Minnesota. [These zip codes were cross referenced with WIOA Youth participant data](#) and the results showed that nearly nine out of 10 youth served in WIOA Youth live in one of Minnesota's most vulnerable zip codes. The PTM analysis reaffirms the notion that Minnesota's WIOA Youth service providers are meeting the spirit of WIOA and administering programs that are accessible to Minnesota's most vulnerable youth.

Equitable Transition Model Grant Program Evaluation:

DEED secured a 5-year federal discretionary grant from the Office of Disability Employment Policy (ODEP) focused on youth with disabilities. Minnesota's participating LWDA's will co-enroll a significant number of youth into WIOA Youth the Equitable Transitions Model (ETM) Grant program. The ODEP has contracted with the ABT Global for evaluation of the ETM program and the evaluation will identify how comprehensive wrap around services and family involvement impacts the transition of youth with disabilities from support systems to independence and participation in the adult labor force. The evaluation will take place over the course of the 5-year grant and will be published by ABT Global and the DOL.

Achieving Equity:

In an effort to achieve equitable outcomes for all program participants, WIOA Youth providers blend and braid funding sources to support youth in reaching their education and employment outcomes. By braiding state and federal resources, WIOA providers are able to provide comprehensive, case managed services to youth and support them with critical activities such as obtaining a high school diploma/GED, post-secondary training and credentialing, support services, and paid work experiences in their desired field. Programs provide adult support, structure, and expectations to help youth meet their employment and education goals. Youth strengthen and practice cultural competencies while supporting Youth Voice and building youths' ability to advocate for services and opportunities.

ADULT PROGRAM

The WIOA Adult program provides employment and training assistance to adults who face significant barriers to employment. The WIOA Adult program prioritizes veterans, individuals who receive public assistance or who are basic-skills deficient, and individuals with low income. Service delivery is done through the 16 LWDA's who are also responsible for strategic planning, program oversight, and coordination of resources.

For each participant, the overarching goal is obtaining or retaining employment in an in-demand occupation that provides a family-sustaining wage. WIOA Adult program participants work to increase their earnings, retain employment, and diversify their occupational skills. Eligible individuals who are enrolled in the WIOA Adult program may receive one or more of the following: career services, training services, and supportive services. These categories of services offered are the same as what are offered in the DW Program but are uniquely tailored to best meet the needs of the participant.

Performance Results

Minnesota's WIOA Adult Program served 1,808 participants and exceeded all negotiated performance goals in PY23. During PY23, 25% of Adult program participants were long-term unemployed at the time of their first service, 75% were low-income individuals, and 28% were single parents. The percentages of older workers and female workers both increased in PY23. The percentage of adult enrollees who are English language learners and/or living with low levels of literacy as well as the percentage of participants of color increased in PY23.

Accomplishments

- In PY23, the Adult program's rolling four quarter report showed an average of 86.6% were priority of service participants in Minnesota! This has been a concentrated effort due to the 75% goal applied to this program.
- MN continued to conduct targeted outreach to individuals with significant barriers to employment, specifically those from underserved communities of color, justice involved individuals, and those experiencing homelessness. Of PY23, WIOA Adult participants throughout the state, over 51% identified as being from a community of color, 11% identified as ex-offenders and 4% identified as experiencing homelessness.

Looking Ahead: Goals and Priorities for PY24

- Continue to increase program awareness and access for communities experiencing higher unemployment rates across the state.
- Continue to work with local areas to move funds between WIOA Adult and DW to respond to local area needs and increase services to WIOA adult eligible populations.

Older Adult Program

The Senior Community Service Employment Program (SCSEP) empowers unemployed individuals aged 55 and older through on-the-job training via community service assignments (CSAs). Collaborating with 11 providers across the state, MN SCSEP creates localized opportunities for growth for experienced workers.

In PY23, 167 participants were served logging 67,295 community service hours. Funding in this program year was \$1,896,918 of which nearly 78% was utilized to compensate participants at federal or state minimum wage for their community service hours. During this program year, 14 participants successfully transitioned to unsubsidized employment, securing a median starting wage of \$15.75. Additionally, 20% of participants were

BIPOC, showcasing SCSEP's commitment to diversity. Notably, 38% were homeless/at risk, 40% from rural areas, and 12% veterans or eligible spouses. Furthermore, 19% had low English proficiency, illustrating SCSEP's inclusivity and linguistic support.

SCSEP also continued to modernize its case management capacity to better serve customers. The program introduced the "Grantee Performance Management System (GPMS)" for enhanced data tracking and reporting. Although comparability with previous years is constrained due to its transitional phase, this system is currently undergoing multiple updates to ensure accuracy and efficiency.

VETERANS EMPLOYMENT SERVICES

The Veteran Employment Services is funded by the Jobs for Veterans State Grant (JVSG) from the DOL Veterans Employment and Training Service (VETS). The Jobs for Veterans State Grants (JVSG) program is a staffing grant that provides federal funding, through a formula grant, to 54 State Workforce Agencies (SWAs) to hire dedicated staff to provide individualized career- and training-related services to eligible veterans and eligible persons with significant barriers to employment.

The Disabled Veteran Outreach Program (DVOP) representatives, branded in Minnesota as Veterans Employment Specialists, are highly knowledgeable veterans, well-versed in workforce development programs and community resources. They offer intensive and individualized career services to eligible veterans and other persons through effective case management methodologies. The services include job readiness assessments, job search strategies, and placement assistance.

Local Veteran Employment Representatives (LVERs) are dedicated to assisting and supporting employers in recruiting, hiring, and retaining veterans. As veterans themselves, LVERs have immediate access to highly qualified veterans seeking employment. Their objective is to create strong partnerships between public and private organizations to facilitate the seamless transition of veterans into civilian employment. LVERs actively plan and participate in job fairs, engage with businesses to develop job opportunities for veterans, and educate Minnesota businesses on the value veterans bring to business. Additionally, they promote credentialing and licensing programs to veterans and provide guidance to CareerForce staff and partners on veterans Priority of Service and veteran programs and benefits

Minnesota has implemented several robust strategies to ensure that veterans receive Priority of Service when accessing workforce services. These strategies include comprehensive education for CareerForce staff, veteran status screening at all points of entry, special programs for veterans, priority ranking for job vacancies, access to workshops, annual veterans career fairs, and dedicated services to support employers in recruiting, hiring, and retaining veterans.

Performance Results

- Served nearly twice as many women veterans (14% program versus 7% of the veteran population)
- Engaged twice as many veterans from communities of color or Indigenous populations (20% program versus 9% of the veteran population)
- Provided 81% of veterans with case-managed services in the PY23 successfully exited and the average wage at exit was \$28.73 per hour.
 - This is over \$12.05 per hour more than the average cost of living for a single adult in Minnesota.

- This is over \$7.15 per hour more than the average cost of living for a typical Minnesota family.

Accomplishments from PY23

- 4,734 Veterans were served. CareerForce promotes veterans' services in areas of high traffic, while reception staff also screen all customers for veteran status. Those who self-identify complete a questionnaire, which aids in serving those veterans with significant barriers to employment such as experiencing homelessness, low income, justice-involved, or service-connected disabilities.
- JVSG staff offers special programs for justice-involved veterans through involvement in a community steering committee in a diversionary court program operating in several counties. This program is intended to provide an alternative to prison time for those whose military service may have precipitated their criminal behavior, diverting veterans to community services that may be more appropriate for them.

Priority Ranking for Job Vacancies

MinnesotaWork.net provides priority of service to all veterans. All new registrants in MinnesotaWorks.net who check "veteran status" are prompted to answer a series of questions regarding their military engagement. If identified as an eligible veteran, their name goes to the top of the qualified applicant list, and a flag is displayed by their name to designate their veteran status. When employers list job vacancies, they could identify themselves as a "Veteran-Friendly Employer." Private employers are also encouraged to add the verbiage "Veterans Encouraged to Apply" to job postings, per Minnesota State Statute 197.455.

Priority Access to Workshops

Veterans are never turned away from workshop programming.

Annual Veterans Career Fair

In May 2024, Governor Tim Walz proclaimed May as **Hire a Veteran Month** in Minnesota. DEED and the Minnesota Department of Veterans Affairs (MDVA) co-hosted the 18th Annual Veterans Career Fair in May 2024. The career fair featured nine veteran's services organizations, 10 premier exhibitors, and nearly 100 employers offering full-time positions with family-sustaining wages and benefits. Over 250 job-seeking veterans attended the event.

Veteran Services to Employers

LVERs plan and coordinate outreach to employers interested in recruiting, hiring, and retaining veterans. Many of these employers were proclaimed as Beyond the Yellow Ribbon companies and they are committed to supporting the military-connected individuals and their families. JVSG has implemented Salesforce customer relationship management (CRM) that is used by LVERs and other partners to track contacts with employers and the services provided to them. The CRM system is critical to enhance our customer and business relationships.

LVERs distribute brochures entitled "Minnesota Veterans...Good for Business" to all employers they meet. LVER and partner staff encourage employers to follow a three-step process to recruit and hire veterans:

- Post your job opening on www.MinnesotaWorks.net
- Contact a Veterans Employment Representative <https://www.careerforcemn.com/Veterans>

- Connect with your local yellow ribbon network <https://mnbtyr.ng.mil/Pages/Yellow-Ribbon-Networks.aspx>

Veteran Services Outreach / Services to Special Populations / Initiatives

Chapter 31 Disabled Veterans

The DEED Veterans Intensive Service Coordinator (ISC) is collocating with The Veterans Affairs (VA) Veteran Readiness and Employment (VR&E) Regional office in Fort Snelling. The ISC is responsible for the coordination of initial communication between the veteran, the VR&E counselor, and the DVOP. DVOPs typically receive notification of an upcoming Chapter 31 disabled veteran client within 90 days of graduation or upon designation as "job-ready" by the VR&E office. When the DVOPs receive the referral from the ISC, they complete a comprehensive assessment and an Individual Employment Plan in collaboration with the referred veterans.

Homeless Veterans

DEED and MDVA established the Homeless Veteran Registry Cooperation Agreement in 2016 which allows JVSG staff to access a SharePoint database of registered homeless veterans. Through active participation in the Homeless Veteran Registry, and ongoing partnership in Continuum of Care planning efforts, JVSG is visible and available for veterans experiencing homelessness throughout Minnesota. JVSG partners with MACV staff which serve on Continuum of Care committees and play crucial roles in informing policy and direction, particularly related to Veteran homelessness. Also, per VPL 3-16, JVSG and MACV partner closely to implement dual enrolling clients to leverage CareerForce resources, MACV's expertise, and services for Veterans experiencing homelessness.

Native American Veterans

Veterans Employment Services serves the Native American Veteran population through the DVOP position in the Bemidji area which includes the Red Lake, Leech Lake, and White Earth Tribal Nations in the northern part of the state. The Bemidji DVOP is collocating with the Tribal Veterans Service Officers (TVSO) at White Earth every Tuesday.

Women Veterans

Women Veterans represent approximately 17% of returning National Guard and Reserve troops in Minnesota. Minnesota Department of Veterans Affairs estimates there are almost 23,000 female Veterans in Minnesota. Of that number, about 8,700 have served in the Persian Gulf, Operation Enduring Freedom in Afghanistan or Operation Iraqi Freedom. Minnesota has Veteran Employment Services staff that is active in different women's veterans groups and serves as a liaison with the local Disabled American Veterans chapter. Minnesota currently employs seven Women Veterans Representatives.

Justice-Involved Veterans

DEED and the Minnesota Department of Corrections have extended the interagency agreement until June 2026 to continue providing intensive employment services and counseling for justice-involved veterans nearing their release date. JVSG staff is assigned as the Justice-Involved Veterans Project Lead and currently attends the steering committee meetings of the Veterans Diversionary Court Program. The court exists to provide an option for veterans who have had encounters with the criminal court system and provide an alternative to prison.

Veterans Treatment Courts are modeled after drug courts, which promote collaboration among the judiciary, community corrections agencies, drug treatment providers, and other community support groups.

Demobilizing Veterans and Recently Separated Veterans

Minnesota's "Beyond the Yellow Ribbon" Reintegration Campaign is the backbone of post-deployment reintegration services. Minnesota DVOP/LVER staff have been a critical part of this process which includes five different events for service members and their families.

The process begins three to four months before deployment. "Family Readiness Academies" are designed to allow families to ask questions and provide information to troops and their families on what to expect during the deployment. DVOP staff provide resource information and referrals for common issues faced by families. Approximately 30 to 60 days before troops return home, a "Yellow Ribbon Community Event" is sponsored to help families understand and support their returning soldiers.

Business owners, educators, civic leaders, and law enforcement are called together for a briefing on what they can expect upon the soldiers' return. LVER and DVOP staff provide resource information, and answers to some difficult questions relating to their combat experience, and how that may affect their lives. Twenty-six Minnesota service providers send staff and materials to various locations as troops return from overseas deployment for an initial reintegration event. DVOP staff conduct group presentations and work one-on-one to provide information on workforce services available.

Following the initial reintegration events, follow-up events known as Phases I, II, and III are offered.

The Yellow Ribbon Program

In May 2022, Governor Tim Walz, proclaimed DEED to be a YELLOW RIBBON ORGANIZATION in the State of Minnesota. The Yellow Ribbon Company Program pays tribute to those organizations with an exceptional record of caring, commitment, and compassion for service members, veterans, and their families through various programs, policies, and public works. It is with this commitment to caring that the DEED will serve with honor and distinction as a Yellow Ribbon Organization.

Employer Support for Guard and Reserve (ESGR)

In May 2022, Thomas Simonet, Chair of the Department of Defense Employer Support for Guard and Reserve (ESGR) signed a statement of support to recognize DEED's efforts in supporting the guard and reserve members. In June 2022, the Chief Army Reserve Office in Fort Belvoir, VA, signed a proclamation of DEED as a proud supporter of the US Army Reserve which facilitates access to the reserve facilities and allows greater connection with the military leadership to assist soldiers and families in overcoming barriers and obtaining meaningful employment or education opportunities.

APPENDIX A: TITLE II AND TITLE IV PROGRAMS

TITLE II: Adult Basic Integration with One-Stop Partners

The Minnesota Adult Education system integrates with one-stop partners through career and support services, infrastructure contributions, Memoranda of Understanding, local board representation, and Regional Transitions Coordination.

The Adult Basic Education (ABE) Team at the Minnesota Department of Education (MDE) delegates its one-stop responsibilities to 39 consortia of eligible providers. There are an estimated 100 ABE providers operating at an estimated 300 sites across the state that provide access to adult education and literacy programs and services. Access to career services takes different forms across the state. Several ABE consortia have at least one eligible provider who has placed an individual on site at a CareerForce Center whereas other areas choose to train partner staff who are present at the CareerForce location. A few locations have a “direct linkage through technology to program staff who can provide meaningful information or services”. There is an electronic referral system within the CareerForce website. MDE supports DEED in working through issues to ensure all partners use the system, which has been a challenge to providing the best service possible to any and all clients.

Career and Support Services: With the exception of the Department of Corrections, all ABE providers offer outreach. All ABE providers offer intake, orientation, and additional career services, especially the initial assessment of skill levels, such as literacy, numeracy, and English language proficiency. All ABE consortia have had training on workforce preparation and how to build those skills into all forms of instruction.

Infrastructure Contributions: Minnesota is a locally driven state and as such each one stop operator negotiates infrastructure costs between CareerForce partners.

Determining infrastructure costs has been an area of confusion in Minnesota. The confusion and need for additional technical assistance caused a delay in infrastructure agreements. DEED, along with MDE, have worked with the regional DOL office on these issues and continue to offer allowable supports to LWDA's, including ABE providers.

Memoranda of Understanding (MOUs): MOUs are in the process of being updated and finalized for the 16 LWDA's. Similar to prior rounds, the state ABE office heard concerns and confusion from local providers who are working with state staff to understand federal guidance and changes needed.

Local Board Representation: Each Local Workforce Development Board (LWDB) has an ABE representative. State Adult Education staff with MDE also participate in the GWDB. This representative represents all the ABE providers within the workforce development area. There are also ABE representatives on committees of some LWDBs.

Regional Transitions Coordination: Adult Education providers are separated into 10 geographic regions statewide. Each region has an identified regional transitions coordinator to help build connections between ABE and CareerForce, postsecondary, and other workforce development partners.

TITLE IV: State Services for the Blind

DEED's State Services for the Blind (SSB) provides tools and training for employment, independence, and access to the printed word. It is a one-stop inclusive service provider for Minnesotans who are blind, low vision, DeafBlind, or have a disability that makes reading printed text difficult. SSB includes four key areas of service:

- The Business Enterprise Program administers the federal Randolph-Sheppard Vending Facilities entrepreneurial program.
- The Communication Center provides access to print in alternative formats.
- The Senior Services Unit administers the Title VII Older Blind and Independent Living- Blind programs, which provides services to individuals 18 and older who are not in the workforce and are seeking independent living services.
- The Workforce Development Unit administers Title IV vocational rehabilitation services to blind, low vision, and DeafBlind Minnesotans aged 14 and older who are seeking to find, keep, or advance in employment.

Business Enterprise Program

The Minnesota Business Enterprise Program (BEP) provides profitable vending machine business opportunities to qualified licensed, legally blind Minnesotans to broaden their economic opportunities. These vendor sites are located in state and federal office buildings, rest areas, and state college and university campuses.

The BEP provides training, certification, technical support, and management services to these self-employed vending business owners. Qualified individuals must work with an SSB counselor, meet the requirements of our comprehensive evaluation process, and complete an extensive training to be certified to operate a BEP vending business.

The BEP administers this program under the authority of the federal Randolph-Sheppard Act and has an exclusive authority to establish vending businesses on state property.

Communication Center

Access to information for school, work, and everyday life is critical. Whether it's a story in today's newspaper, a textbook for class, a manual for work, a family cookbook, or the latest book from a favorite author, we provide individuals with barriers to accessing print with what they want and need to read. We offer many ways to access information in alternative formats: on a tablet, smartphone, or computer; in braille; or on a digital book player. We loan digital book players and smart speakers to customers at no cost.

In addition to accessing books, newspapers, and magazines through our National Library Service and NFB-NEWSLINE sources, we also have our own radio reading and Dial-In News services. If what someone wants to read is not already in the form they need, we will transcribe it at no charge. As Minnesota's Accessible Reading Source, our goal is to help ensure that all Minnesotans have access to print. To do this important work, we rely on a dedicated team of volunteers, and the support of generous donors.

Senior Services

The Senior Services Unit is the Title VII Older Blind (OB) and Independent Living-Blind (ILB) Program in Minnesota. Many of the people we work with have age-related macular degeneration, diabetic retinopathy, glaucoma, or other vision-related conditions that are often a part of aging. Our goal is to help individuals meet the challenges of vision loss based on their own needs and circumstances.

Losing some or most of your vision later in life can be frightening and overwhelming. Yet many individuals tell us that they are pleasantly surprised to realize how a little bit of training, some creative solutions, and perhaps some additional technology can give them both confidence and independence.

We provide services directly or through referral to community partners. Services include:

- Low vision aids and other adaptive devices
- Travel skill training
- Training in daily living skills
- Training in assistive technology

Our award-winning Aging Eyes Initiative collaborates with community partners and organizations throughout Minnesota to help seniors adjust to vision loss by providing:

- Information about eye conditions common to seniors, such as macular degeneration or diabetic retinopathy;
- Low-vision aids and devices at no charge; and
- Referrals for more extensive assistance at State Services for the Blind (SSB).

Vocational Rehabilitation-Blind Program

The Workforce Development Unit is a Title IV Vocational Rehabilitation Program that assists individuals 14 and older who are blind, low vision, and DeafBlind explore vocational and educational options, find and maintain competitive integrated employment, and advance in their careers. This is done through a wide range of services tailored to the individual's employment goal, including adjustment to blindness training, assistive technology, vocational counseling and guidance, post-secondary education and training, and job search and placement services.

We provide Pre-Employment Transition Services (Pre-ETS) and transition services to help youth with disabilities plan for life after secondary school. These services help students discover career and postsecondary education possibilities, gain work skills and experiences, and learn strategies for self-advocacy.

Through a team of employment specialists, we provide a wide range of no-cost services to Minnesota businesses seeking to hire or retain individuals with disabilities, including technical assistance and training, talent recruitment, and job accommodation recommendations.

TITLE IV: Vocational Rehabilitation Services

Vocational Rehabilitation Services (VRS) provides employment-related services to Minnesotans with disabilities to find and retain jobs, advance in their careers, and live independently in their communities.

VRS has a “dual customer” approach and assists both:

- Minnesotans with disabilities who face significant barriers to achieving competitive, integrated employment. This includes students and young adults with disabilities who are making the transition from school to work or post-secondary training.
- Employers who seek to hire, support, and retain qualified candidates for job openings.

VRS administers several distinct programs and projects, the largest of which is the public Vocational Rehabilitation program. The division also administers state initiatives such as the Extended Employment program, Independent Living services, Individual Placement and Supports grants, and Deaf and Hard-of-Hearing grants.

Vocational Rehabilitation Program (VR)

The VR program works with individuals with disabilities to explore employment choices, find and retain jobs, and advance in their careers through specialized one-on-one employment services such as job counseling, job search assistance, education and training, assistive technology, and job placement services.

Pre-Employment Transition Services (Pre-ETS)

Pre-ETS is an important sub-category of VR services that provides early career preparation to help students explore and plan the journey from school to what comes next. Specifically, Pre-ETS helps students discover career and postsecondary education possibilities, gain work skills, secure work experiences, and support students in pursuing their plans.

Extended Employment (EE)

The EE program provides long-term job supports to help Minnesotans with significant disabilities retain jobs once they have them and advance in their careers. Job support services may include assistance in training or retraining job tasks, dealing with schedule changes, adjusting to new supervisors, advancement to new job tasks or positions, and managing changes in non-work environments or life activities that affect work performance. Extended Employment is a unique program; only one other state operates a similar state-funded program.

Independent Living Services (IL)

VRS oversees funding for Minnesota's eight Centers for Independent Living (CILs). CILs are nonresidential, consumer-directed nonprofit organizations serving people of all ages with physical, sensory, mental, or other disabilities. Services are designed to empower Minnesotans with disabilities to live and function independently at home, at work, and in their communities.

Individual Placement and Support (IPS)

Individual Placement and Support (IPS) provides a full range of employment services and supports to assist people with serious mental illnesses in achieving steady, competitive integrated employment. IPS emphasizes rapid engagement for competitive jobs consistent with the individual's goals, interests, timelines, and experience. The IPS approach integrates employment counseling with mental health treatment and support. Individuals can access all these services in one place with a care team that may include an employment services provider, a mental health treatment services provider, and a VR counselor.

Deaf, Deafblind, and Hard of Hearing

VRS administers grants to community partners to provide long-term, ongoing employment support services for adults who are deaf, deafblind, or hard of hearing. VRS also administers grants to community partners to provide school-based communication, access, and employment services for transition-aged youth who are deaf, deafblind, or hard of hearing.

APPENDIX B

DW – Private Sector Employment

The number of employed people in Minnesota has varied throughout the year as we recover from the COVID-19 Pandemic.

Looking at statewide Private Sector employment counts:

Months	Total Private Employment (7/1/2022 - 6/30/2023)	Difference from Previous Month	Difference from Previous Year (7/1/2021 - 06/30/2022)
July 2022	2,576,118	28,563	70,685
August 2022	2,578,843	2,725	71,397
September 2022	2,550,587	-28,256	88,776
October 2022	2,572,987	22,400	70,208
November 2022	2,560,699	-12,288	60,328
December 2022	2,537,802	-22,897	48,318
January 2023	2,499,384	-38,418	58,539
February 2023	2,511,374	11,990	56,187
March 2023	2,503,034	-8,340	53,697
April 2023	2,529,907	26,873	34,179
May 2023	2,582,357	52,450	48,323
June 2023	2,609,075	26,718	61,520

APPENDIX C

Analysis of Minnesota ISY ITA Youth Waiver

(ISYs w/HS Equivalent and w/1+ years of Post-Secondary at Enrollment)

PY 22 Outcomes

WIOA Youth Performance Measure	PY 22 Negotiated MN Goal	All Exiters PY 2022	Percent	PY 2022 ISY w/ITA	Pct. Of PY 22 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/21 to 6/30/22)	68.0%	75.5%	111%	95%	140%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/21 to 12/31/21)	69.0%	76.5%	110.9%	92%	133%
Credential Attainment Rate (1/1/2021 to 12/31/21)	62%	52.8%	85.2%	75%	121%
Measurable Skills Gain (7/1/22 to 6/30/23)	41.0%	56.0%	136.6%	63%	152%
Median Earnings Second Quarter After Exit (7/1/21 to 6/30/22)	\$4,000	\$4,440	136.0%	N/A	N/A

ISY/ITA Youth Served (7/1/22 to 6/30/23) 23 ISY/ITA Youth Exited (4/1/22 to 3/31/23) 29

PY 23 Outcomes

WIOA Youth Performance Measure	PY 23 Negotiated MN Goal	All Exiters PY 2023	Percent	PY 2023 ISY w/ITA	Pct. Of PY 23 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/22 to 6/30/23)	69.0%	74%	107%	94%	136%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/22 to 12/31/22)	69.0%	72%	104%	87%	126%

WIOA Youth Performance Measure	PY 23 Negotiated MN Goal	All Exiters PY 2023	Percent	PY 2023 ISY w/ITA	Pct. Of PY 23 MN Goal
Credential Attainment Rate (1/1/2022 to 12/31/22)	62%	52%	84%	57%	91%
Measurable Skills Gain (7/1/23 to 6/30/24)	42.0%	57%	135.%	81%	192%
Median Earnings Second Quarter After Exit (7/1/22 to 6/30/23)	\$4,000	\$5,970	149%	N/A	N/A

ISY/ITA Youth Served (7/1/23 to 6/30/24) 23 ISY/ITA Youth Exited (7/1/23 to 6/30/24) 27

Analysis of Minnesota ISY Homeless/Runaway Youth Waiver

(ISYs w/<HS Equivalent and Homeless/Runaway at Enrollment)

PY 22 Outcomes

WIOA Youth Performance Measure	PY 22 Negotiated MN Goal	All Exiters PY 2022	Percent	PY 2022 ISY w/ITA	Pct. Of 22 MN Go
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/21 to 6/30/22)	68.0%	75.5%	111%	100%	147%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/21 to 12/31/21)	69.0%	76.5%	110.9%	100%	144%
Credential Attainment Rate (1/1/2021 to 12/31/21)	62%	52.8%	85.2%	0.0%	0.0%
Measurable Skills Gain (7/1/22 to 6/30/23)	41.0%	56.0%	136.6%	38%	91%
Median Earnings Second Quarter After Exit (7/1/21 to 6/30/22)	\$4,000	\$4,440	136.0%	N/A	N/A

ISY/ITA Youth Served (7/1/22 to 6/30/23) 17

ISY/ITA Youth Exited (4/1/22 to 3/31/23) 6

PY 23 Outcomes

WIOA Youth Performance Measure	PY 23 Negotiated MN Goal	All Exiters PY 23	Percent	PY 23 ISY w/ITA	Pct. Of PY 23 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/22 to 6/30/23)	69.0%	74%	107%	40%	58%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/22 to 12/31/22)	69.0%	72%	104%	33%	48%
Credential Attainment Rate (1/1/2022 to 12/31/22)	62%	52%	84%	0.0%	0.0%
Measurable Skills Gain (7/1/23 to 6/30/24)	42.0%	57%	135.0%	50%	119%
Median Earnings Second Quarter After Exit (7/1/22 to 6/30/23)	\$4,000	\$5,970	149%	N/A	N/A

ISY/ITA Youth Served (7/1/23 to 6/30/24) 17 ISY/ITA Youth Exited (7/1/23 to 6/30/24)

Analysis of Minnesota ISY Foster Youth Waiver

(ISYs w/<HS Equivalent and Foster Youth-Current/Past at Enrollment)

PY 22 Outcomes

WIOA Youth Performance Measure	PY 22 Negotiated MN Goal	All Exiters PY 2022	Percent	PY 2022 ISY w/ITA	Pct. Of PY 22 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/21 to 6/30/22)	68.0%	75.5%	111%	100%	147%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/21 to 12/31/21)	69.0%	76.5%	110.9%	100%	145%
Credential Attainment Rate (1/1/2021 to 12/31/21)	62%	52.8%	85.2%	0.0%	0.0%
Measurable Skills Gain (7/1/22 to 6/30/23)	41.0%	56.0%	136.6%	33%	81%
Median Earnings Second Quarter After Exit (7/1/21 to 6/30/22)	\$4,000	\$4,440	136.0%	N/A	N/A

WIOA Youth Performance Measure	PY 22 Negotiated MN Goal	All Exiters PY 2022	Percent	PY 2022 ISY w/ITA	Pct. Of PY 22 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/21 to 6/30/22)	68.0%	75.5%	111%	100%	147%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/21 to 12/31/21)	69.0%	76.5%	110.9%	100%	145%
Credential Attainment Rate (1/1/2021 to 12/31/21)	62%	52.8%	85.2%	0.0%	0.0%
Measurable Skills Gain (7/1/22 to 6/30/23)	41.0%	56.0%	136.6%	33%	81%
Median Earnings Second Quarter After Exit (7/1/21 to 6/30/22)	\$4,000	\$4,440	136.0%	N/A	N/A

ISY/ITA Youth Served (7/1/22 to 6/30/23) 8

ISY/ITA Youth Exited (4/1/22 to 3/31/23) 3

PY 23 Outcomes

WIOA Youth Performance Measure	PY 23 Negotiated MN Goal	All Exiters PY 23	Percent	PY 23 ISY w/ITA	Pct. Of PY 23 MN Goal
Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/22 to 6/30/23)	69.0%	74%	107%	100%	145%
Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/22 to 12/31/22)	69.0%	72%	104%	0.0%	0.0%
Credential Attainment Rate (1/1/2022 to 12/31/22)	62%	52%	84%	0.0%	0.0%

WIOA Youth Performance Measure	PY 23 Negotiated MN Goal	All Exiters PY 23	Percent	PY 23 ISY w/ITA	Pct. Of PY 23 MN Goal
Measurable Skills Gain (7/1/23 to 6/30/24)	42.0%	57%	135.0%	67%	159%
Median Earnings Second Quarter After Exit (7/1/22 to 6/30/23)	\$4,000	\$5,970	149%	N/A	N/A

ISY/ITA Youth Served (7/1/23 to 6/30/24) 8 ISY/ITA Youth Exited (7/1/23 to 6/30/24) 3

Source: Internal DEED Data via FutureWorks: Accessed 10-01-24

APPENDIX D – PERFORMANCE TABLES

The tables below present the percentage of the negotiated measure attained by the State of Minnesota. As stated in TEGL 11-19, Change 1, failure occurs for individual indicators when a score falls below 50% of the adjusted level of performance. Alternatively, failure occurs for the overall state program when a score falls below 90%. Percentages over 100 indicate the state exceeded the measure. Percentages greater than 50 and less than 100 indicate the state met the measure. Percentages of less than 50 indicate the state failed to meet the measure, in accordance with Training and Employment Guidance Letter 11-19, Change 1.

Program Year 2023 WIOA Performance Assessment data is still preliminary and based on comparing Minnesota’s actual levels of performance to our negotiated levels of performance. The release of Minnesota’s adjusted levels of performance by the USDOL may change these percentages.

Table 1: Program Year 2023 WIOA Performance Assessment – Preliminary

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser	Title IV Vocational Rehabilitation
Q2 Employment	111.55%	101.00%	106.52%	104.50%	56.4%
Q2 Earnings	128.45%	107.2%	148.52%	118.60%	\$3,852
Q4 Employment	112.75%	100.25%	104.2%	101.69%	55.7%
Credential Attainment	104.25%	100.00%	83.55%	N/A	40.6%
Measurable Skills Gain	N/A	N/A	N/A	N/A	57.0%
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A	N/A
Overall State Program Score	N/A	N/A	N/A	108.26%	N/A

Table 1: Program Year 2022 WIOA Performance Assessment

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser	Title IV Vocational Rehabilitation
Q2 Employment	110.00%	101.50%	111.03%	104.50%	56.4%
Q2 Earnings	126.19%	102.44%	136.19%	108.03%	\$3,852
Q4 Employment	111.64%	103.04%	110.58%	99.84%	55.7%
Credential Attainment	105.56%	103.59%	85.48%	N/A	40.6%
Measurable Skills Gain	N/A	N/A	N/A	N/A	57.0%
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A	N/A
Overall State Program Score	N/A	N/A	N/A	104.2%	N/A

Table 2: Program Year 2021 WIOA Performance Assessment

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser
Q2 Employment	86.4%	96.3%	98.4%	108.9%
Q2 Earnings	110.1%	118.7%	125.9%	117.2%
Q4 Employment	N/A	N/A	N/A	N/A
Credential Attainment	N/A	N/A	N/A	N/A
Measurable Skills Gain	N/A	N/A	N/A	N/A
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A

Table 3: Program Year 2020 WIOA Performance Assessment

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser
Q2 Employment	89.9%	104.4%	99.1%	93.4%
Q2 Earnings	103.8%	120.6%	133.9%	109.6%
Q4 Employment	N/A	N/A	N/A	N/A
Credential Attainment	N/A	N/A	N/A	N/A
Measurable Skills Gain	N/A	N/A	N/A	N/A
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A

APPENDIX E – PERFORMANCE TABLES

The tables below present the percentage of the negotiated measure attained by each Local Workforce Development Area (LWDA) in the WIOA Adult, DW, and Youth programs in Program Year 2023. Please note that these are preliminary estimates that compare the negotiated goal to the actual goal. Minnesota has not yet produced adjusted levels for LWDA performance for PY 2023.

Percentages over 100 indicate a local area exceed their measure. Percentages greater than 50 and less than 100 indicate a local area met their measure. Percentages of less than 50 indicate a local area failed to meet their measure, in accordance with Training and Employment Guidance Letter 11-19, Change 1.

Table 5: Program Year 2023 WIOA Adult LWDA Performance Assessment - Preliminary

WIOA Adult Local Workforce Development Areas	ERQ2	ERQ4	MEQ2	CRED
Northwest Private Industry Council	102.14%	95.99%	113.28%	75.53%
Rural Minnesota CEP Inc	101.19%	105.44%	141.61%	104.73%
NE Minnesota Office of Job Training	110.24%	105.86%	124.69%	116.99%
City of Duluth Workforce Development	97.53%	106.65%	122.84%	122.58%
Central MN Jobs and Training Services	95.20%	109.31%	113.36%	104.88%
Southwest MN Private Industry Council	131.41%	134.05%	168.21%	102.85%
South Central Workforce Council	115.34%	122.90%	115.67%	100.56%
Southeast Minnesota WDI	105.81%	108.09%	106.30%	108.67%
Hennepin-Carver WSA	111.28%	95.98%	115.28%	114.49%
City of Minneapolis - Employment and Training	108.53%	123.61%	131.44%	93.60%
Anoka County	108.51%	119.72%	115.49%	104.68%
Dakota Scott Workforce Services	101.13%	99.85%	135.82%	98.68%
Ramsey County Workforce Solutions	134.47%	114.75%	136.44%	86.03%
Washington County WIB	112.68%	90.04%	158.42%	149.93%
Stearns-Benton Employment and Training	107.89%	111.88%	150.03%	113.16%
Winona County WIB	137.36%	121.95%	118.16%	119.33%

Table 6: Program Year 2023 WIOA Dislocated Worker LWDA Performance Assessment - Preliminary

WIOA Dislocated Worker Local Workforce Development Area	ERQ2	ERQ4	MEQ2	CRED
Northwest Private Industry Council	83.38%	94.94%	124.30%	81.54%
Rural Minnesota CEP Inc	103.95%	100.36%	110.19%	96.39%
NE Minnesota Office of Job Training	111.77%	107.85%	117.78%	142.95%
City of Duluth Workforce Development	116.23%	111.59%	151.83%	91.69%
Central MN Jobs and Training Services	98.56%	95.06%	90.07%	118.12%
Southwest MN Private Industry Council	83.90%	94.49%	124.44%	101.90%
South Central Workforce Council	95.46%	103.90%	101.78%	121.53%
Southeast Minnesota WDI	102.63%	92.80%	124.35%	91.92%
Hennepin-Carver WSA	86.28%	84.50%	90.67%	98.48%
City of Minneapolis - Employment and Training	94.56%	103.07%	124.79%	84.02%
Anoka County	119.49%	100.73%	132.69%	106.75%
Dakota Scott Workforce Services	92.38%	75.32%	106.94%	94.94%
Ramsey County Workforce Solutions	76.99%	98.24%	102.10%	86.21%
Washington County WIB	103.45%	102.79%	119.11%	90.50%
Stearns-Benton Employment and Training	113.04%	101.98%	93.33%	100.86%
Winona County WIB	104.13%	83.38%	107.84%	196.08%

Table 7: Program Year 2023 WIOA Youth LWDA Performance Assessment - Preliminary

WIOA Youth Local Workforce Development Areas	ERQ2	ERQ4	MEQ2	CRED
Northwest Private Industry Council	105.36%	86.96%	118.78%	32.26%
Rural Minnesota CEP Inc	122.61%	119.57%	160.17%	100.32%
NE Minnesota Office of Job Training	119.86%	121.87%	134.05%	109.28%
City of Duluth Workforce Development	113.19%	125.65%	190.17%	104.91%
Central MN Jobs and Training Services	118.99%	125.80%	277.39%	101.61%
Southwest MN Private Industry Council	133.77%	124.20%	430.43%	93.39%
South Central Workforce Council	112.75%	109.71%	137.73%	123.71%

WIOA Youth Local Workforce Development Areas	ERQ2	ERQ4	MEQ2	CRED
Southeast Minnesota WDI	117.10%	111.45%	113.89%	121.27%
Hennepin-Carver WSA	76.62%	66.96%	114.94%	9.64%
City of Minneapolis - Employment and Training	101.16%	97.54%	133.20%	68.39%
Anoka County	107.10%	124.20%	214.06%	120.97%
Dakota Scott Workforce Services	115.94%	87.83%	148.91%	115.16%
Ramsey County Workforce Solutions	92.50%	95.36%	160.09%	68.55%
Washington County WIB	96.67%	144.93%	598.33%	0.00%
Stearns-Benton Employment and Training	107.63%	119.19%	135.69%	107.58%
Winona County WIB	144.93%	204.08%	337.50%	0.00%