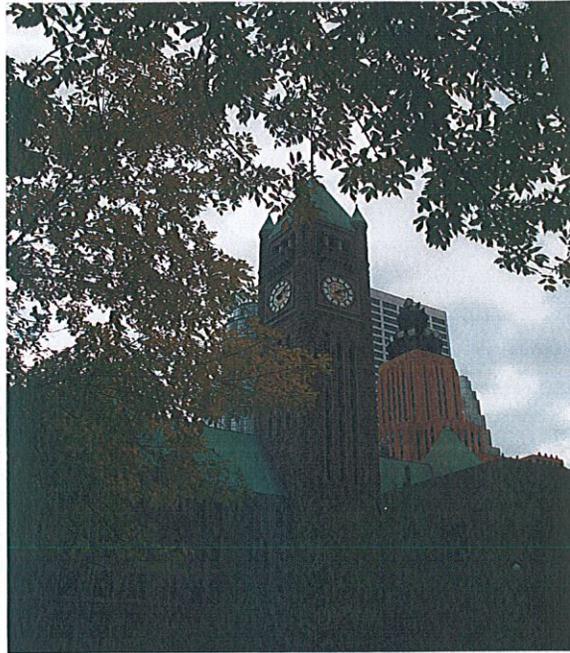


City of Minneapolis Employment and Training Program

Committed to Growing a Competitive Workforce

2010 Annual Report



The City of Minneapolis Employment and Training Program (METP) is a division of City of Minneapolis Community Planning and Economic Development (CPED)

Executive Summary

2010 was yet another year of challenges for thousands of unemployed city residents, but the economic climate is finally beginning to improve, albeit slowly. Hiring in Minneapolis was up 1.2%; or 2,464 more residents were employed in 2010 compared to a year earlier. However, the recovery is just beginning and Workforce Development has to continue to adapt to the new economy, to innovate to offer the best services to job seekers and work collaboratively to find the solutions to joblessness.

The City of Minneapolis Employment and Training Program, through our partner agencies, helped place into employment well over 4,000 youth and adults in 2010. Further, METP saw record numbers of visits to the two Minneapolis WorkForce Centers. In 2010, nearly 150,000 job seekers accessed free resume-building classes and computers for job search and training opportunities. This demand for services clearly shows the depth of the recession.

While there is much more work to be done and many more unemployed residents who still need to be connected to resources, we want to thank our partners for their incredible work in these challenging times. Thirty-four community-based Minneapolis employment service providers and countless trainers throughout the Twin Cities helped METP reach out to and serve our diverse and multi-talented job seekers. With innovation and perseverance, these career counselors worked to move adult residents back to work as quickly and successfully as possible, while others helped Minneapolis youth experience summer and year round work that will no doubt propel them towards future academic and career success.

Despite high demand for employment services and looming funding cuts at the federal and state level, METP and the Minneapolis Workforce Council see opportunities to be innovative and creative. With the support of our partners, we will continue to offer quality, flexible and market-driven services to Minneapolis residents at a time when workforce development is most critical to our region's economic competitiveness.

Carolyn Roby, Chair,
Minneapolis Workforce Council

Deb Bahr-Helgen, Director
City of Minneapolis Employment and
Training Program

City of Minneapolis Employment and Training Program

Minneapolis Workforce Council

The Minneapolis Workforce Council provides strategic guidance for the broad partnerships that make up the local workforce development system – a “one-stop” service delivery system for area jobseekers and employers. The collective goal is to build a workforce with the skills employers seek, in order to help strengthen and maintain the area’s economy. Employers benefit by hiring workers with the skills they need for business success; workers benefit by achieving and maintaining economic self-sufficiency for themselves and their families. A primary responsibility of the Workforce Council is guidance and oversight of employment and training programs administered by the City of Minneapolis.

Carolyn Roby

*Vice President
Wells Fargo Foundation
Minnesota*

David Ahlers

*Vice President
Human Resources
Graco Inc*

Darla A. Figoli

*Vice President of
Human Resources
Xcel Energy*

Sharon Bredeson

*President & CEO
Staff-Plus, Inc.*

Lief Larson

*President
Valhalla Worldwide LLC,
Workface Inc.,
Consumable Media LLC.*

Elizabeth Campbell

*Inclusion Coordinator
Ryan Companies US Inc*

Michael McHugh

*President
Midwest Construction Group*

Mark Anderson

*President & CEO
Impact Mailing & Fulfillment*

Matthew E. Damon

*Attorney
Nilan Johnson Lewis PA*

Thomas MacNally

*Chief Operating Officer
Mount Olivet Lutheran Church*

Terrell Towers

*Business Services Manager
MN Department of
Employment and
Economic Development*

Todd Klingel

*President & CEO
Minneapolis Regional
Chamber of Commerce*

Daniel McConnell

*Political Director
IBEW Local 292*

Douglas Flateau

*Executive Director
Working Partnerships*

Ken Lundquist

*Vocational Rehabilitation
Area Manager
Department of Employment
and
Economic Development
(DEED) Rehabilitation
Services (RS)*

Carlye Peterson

*Manager
Adult Basic Education
Minneapolis Public Schools*

Craig Vana

*Associate Superintendent for
Emergency
Preparedness Management
Minneapolis Public Schools*

Jane Renken

*HR Manager
Workforce Planning
Allina Hospitals & Clinics*

Joseph Gaspard

*Human Services Program
Manager
Hennepin County*

METP Management and Support:

Deb Bahr-Helgen, Director

Mark Brinda, Manager

Matt Kruger, Program Assistant

Felisha Burns, Office Support Specialist

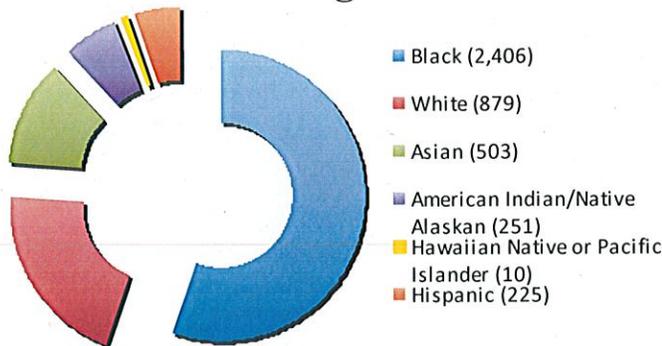
City of Minneapolis Employment and Training Program

Program Services by the Numbers:

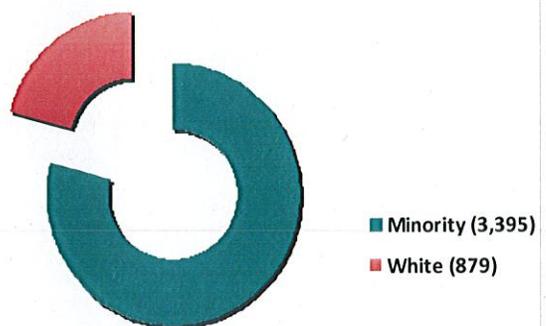
With a budget of just over \$12 million, the City of Minneapolis delivers employment and training services to Minneapolis residents through various targeted programs that focus attention on the core issues of joblessness. Using a community-based service delivery model, METP partners with both non-profit and state government employment service providers to offer employment services to Minneapolis youth and adults. In 2010, METP experienced very high demand for services. Below is a snapshot of METP's 2010 program numbers and demographics.

Total Participants Served	4,126 Minneapolis residents received employment and training services in 2010
Adult Employment and Training Program	813 low-income adults residents of Minneapolis gained employment at an average wage of \$10.81 and an average 1-year retention rate of 56%
Dislocated Worker Program	410 individuals who were laid-off regained employment in 2010 at an average wage of \$21.86
Summer Youth Program	2,312 youth 14-21 years old gained a summer work experience through the METP Summer Youth Program, 2,296 youth completed work readiness training
Year Round Youth Program	591 at-risk youth in Minneapolis received year round employment and training support
Minneapolis WorkForce Center Usage	147,780 universal customers used Minneapolis WorkForce Center services

METP Participants by Race - All Programs



METP Participants by Race - All Programs



City of Minneapolis Employment and Training Program

Adult Employment and Training Program

Quick Facts

*Total Adult Program
Participants Placed
into Unsubsidized
Employment:*
813

*Average Wage for
Unsubsidized
Employment
Terminations:*
\$10.81

*Workforce Investment
Act (WIA)
Placements:* **58**

*Community
Development Block
Grant (CDBG)
Placements:* **252**

*CDBG Construction
Skills
Placements:* **12**

*Close the Gap (CTG)
Placements:* **244**

*North Side Jobs
Connection (NJC)
Placements:* **27**

*American Recovery and
Reinvestment Act
(ARRA)
Placements:* **117**

*Renewable Energy
Network Empowering
Workers (RENEW)
Placements:* **103**

The Adult Employment and Training Program serves low-income, program eligible Minneapolis residents. Services are provided by eleven community-based agencies that compete for performance-based contracts through a request for proposal process. The vendors are paid a contracted fixed dollar amount for assisting their participants in obtaining and retaining employment.

Performance is evaluated quarterly by a letter grade based on their success in placing and retaining clients in employment. All clients are provided with assessment, career counseling, job placement, and retention services.

Case management services continue for one year from the date the client becomes employed. Selected participants are provided tuition assistance to pursue post-secondary vocational/technical training prior to job placement. These clients are provided with case management and job placement/retention services by METP staff.

For the period of 1/1/10-12/31/10, 813 clients were placed in jobs at an average wage of \$10.81 per hour. Funding sources include the Workforce Investment Act (WIA), Community Development Block Grant (CDBG), Close the Gap (CTG), Renewable Energy Network Empowering Workers (RENEW) and Economic Stimulus (ARRA).

Individual Referral Program (IRP)

IRP provides financial assistance and case management services to a select group low-income and program eligible residents pursuing training at metro area community and technical colleges. The students are preparing for employment in high demand/high growth occupations including: Nursing (RN, LPN and Nursing Assistants); radiology; technology; respiratory therapy; central service technician; emergency medical techs; and heating, ventilation and air conditioning (HVAC). Students are selected based on their ability to succeed in their course of study and their potential of being employed upon graduation. In 2010, 71 students were enrolled with 19 students completing their programs and finding employment with an average starting wage of \$17.98 per hour.

Construction Related Projects

METP contracted with the Minneapolis Urban League and Goodwill/Easter Seals to provide job placement and retention services to low-income residents seeking construction related employment and pre-apprenticeships. In 2010, 12 clients were placed into construction-related employment at an average starting salary of \$14.64 per hour.

American Recovery and Reinvestment Act (ARRA-Economic Stimulus)

Eleven proposals were received in response to an RFP for employment and training programs to serve low-income Minneapolis residents funded through the 2009 American Recovery and Reinvestment Act (ARRA). Nine projects were funded and 252 low-income residents were enrolled in skills training programs. The projects ended 6/30/10 and reports were submitted through 12/31/10. As of January 2011, 117 of the clients enrolled found employment with an average hourly wage of \$11.17. Although funding and reporting for ARRA ended, the vendors continued to provide job placement and retention services.

North Side Jobs Connection

METP funded the Northside Jobs Connection with Emerge Community Development to provide job placement and follow up services to program participants. The program is designed to connect at-risk job seekers, primarily ex-offenders, with comprehensive employment services and to create advancement opportunities for all program participants. In 2010, North side Job Connection placed 27 participants into unsubsidized employment with an average wage of \$9.62 per hour. The data gathered indicates (reported by participants) that all of the participants had some form of criminal history or an offense and all had been unemployed for over 15 years.

RENEW Project

RENEW, a collaborative project between the City of Minneapolis and Ramsey County Workforce Solutions, builds capacity for green enterprise in the Twin Cities by strategically connecting businesses with a trained workforce. RENEW – Renewable Energy Networks Empowering Workers – prepares jobseekers for “green careers,” aligning job training with sustainable economic development.

Recent market research highlights the Twin Cities as national leaders in developing a green marketplace. RENEW recruits job candidates from high-poverty neighborhoods throughout Minneapolis and St. Paul, ensuring that low-income communities are strategically connected to the job creation and environmental returns of the emerging green economy. RENEW creates training pathways and support networks leading to high-quality, living wage jobs.

RENEW job skills training is built upon the combined expertise of twelve employment service providers.

In 2010, over 400 project participants have selected from more than seventy training options, at fourteen training sites, throughout the metropolitan area. In total, 265 trainees have earned industry-recognized credentials, and 150 are employed. RENEW focuses training on construction and deconstruction, manufacturing, building systems, and renewable energy with a focus on solar power.

Adult Program Staff:

Doug Suker, Program Manager

Tim Beaver, Contract Manager

Merga Hunde, IRP Case Manager

RENEW Special Project Staff:

Marie Larson, RENEW Program Manager

Sue Johnson, RENEW Data Coordinator

City of Minneapolis Employment and Training Program

Dislocated Worker Program

Quick Facts

*Total Placed into
Unsubsidized
Employment:*
410

*Average Wage for
Unsubsidized
Employment
Terminations:*
\$21.86

*Placement Wage/
Dislocation Wage
Ratio:*
90%

Total Served:
1,304

The Dislocated Worker Program serves an important need for Minnesota jobseekers and aids employers by providing a pool of experienced workers to meet future labor needs. METP's Dislocated Worker Program is funded by the federal Workforce Investment Act (WIA) and Minnesota Workforce Development funds. In 2010, the American Recovery and Reinvestment Act of 2009 (ARRA) also provided supplemental funding. These ARRA (Stimulus) funds were used to substantially increase the number of dislocated workers who had access to education and training opportunities in regionally identified demand occupational skill training. The Minnesota Department of Employment and Economic Development (DEED) administers these funds to the City.

In both the federal and state-funded programs, dislocated workers are assessed by service providers to determine how their current skills can best be used in a new job, or if retraining is needed. A full range of re-employment services is available including career counseling, skill updating and job search assistance. The goal of the program is to help the dislocated worker return to the workforce quickly into a suitable job at comparable wage.

Most dislocated workers served are from individual or small layoffs. Participants in the Dislocated Worker Program are referred to the program from employers, labor organizations, the Minnesota WorkForce Center system, and other organizations. METP contracts with DEED at the two Minneapolis Workforce Centers, HIRED, RESOURCE, Inc.'s Employment Action Center, and Goodwill/Easter Seals to provide the services.

The Dislocated Worker Program also serves workers who are part of a large plant closing or a mass layoff. The service delivery process differs for those in a mass layoff from those who are dislocated in smaller numbers. These workers may become part of a company-specific "project". However, services are consistently provided by WorkForce Centers, community-based and labor-based organizations located throughout the state.

Dislocated Worker participant success story (provided by employment counselor Christina Lira at HIRED):

Jan (not her real name) had an impressive background. She was a Senior Diversity Recruiting Consultant at a large local corporation when she was laid off. Here was a woman who knew about recruiting and hiring. Her resume was flawless. As her counselor, I wondered if our services could meet her needs.

In the middle of one of the worst recessions in modern U.S. history, a recession doesn't discriminate – it affects all workers, across educational and professional lines. In front of me, there was a person who was hurting. In fact, it may have been even more of a challenge to find employment because there were fewer available positions at this level.

Jan was looking for an HR Management position and targeted the large Minnesota-based corporations where many job seekers hope to get interviewed. These are companies that approximately 75% of my clients also target, but the problem was "how to get in"?

Jan was smart about her search and knew that networking and increasing her educational credentials would make her a more marketable candidate. She completed her MBA, reached out to professional organizations and her sorority sisters to make contacts, attended conferences and had job interviews with big name companies. This was a savvy client and I wasn't sure if I couldn't teach her anything she already didn't know but I knew at the very least I could do would to be a support person and someone who would listen.

The Dislocated Worker program was able to provide support services to Jan in the form of gas cards, which helped her drive to networking meetings and interviews. In addition, the program helped pay for a cell phone bill so that Jan could continue to communicate with prospective employers. In the meantime, Jan scaled down her lifestyle by selling her car and buying a less expensive vehicle and moving in with her parents - things that are not easy to do when you have been a working adult, but she handled her situation with grace and dignity.

Upon finishing her MBA, Jan continued to look for jobs. Again, she knew the value of having credentials on her resume. The Dislocated Worker program assisted Jan in paying for an HR Certification course that prepared her to sit for the Senior Professional in Human Resources exam, which is a nationally recognized certification for HR professionals. After two years of searching, interviewing, networking, studying and growing, Jan was offered a position at a successful multinational conglomerate in a top sourcing and recruiting position. She is doing a great service to this Minnesota-based company and using her expertise and knowledge to continue their success.

**Dislocated Worker Program Staff:
Catherine Christian, Program Manager**

City of Minneapolis Employment and Training Program

Minnesota Family Investment Program

The Minnesota Family Investment Program (MFIP)

MFIP provides temporary assistance to low-income families with one or more children under age 18, or age 19 if in school, and to women who are pregnant. MFIP assistance includes job counseling, cash, food and child care assistance. The longest period of time most parents with minor children can get cash help is a total of 60 months; most families are off assistance within two years. The program helps families by expecting, supporting and rewarding work.

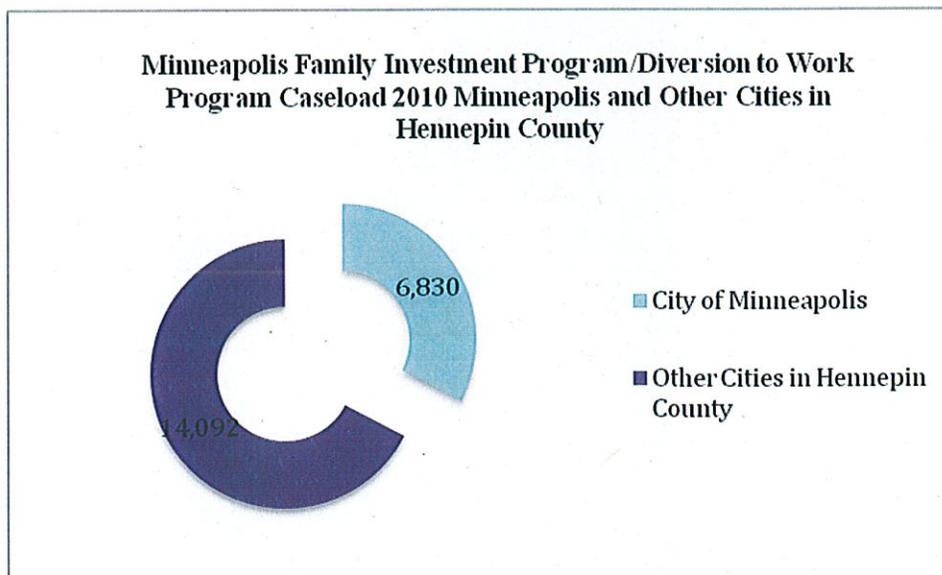
The Diversionary Work Program (DWP)

DWP is designed to meet specific crisis situations and help families move immediately to employment rather than go on welfare. It includes intensive, up-front services to focus on families' strengths and break down barriers to work.

In 2008, DHS implemented **Family Stabilization Services (FSS)** for MFIP families who need additional supports to overcome serious barriers to employment. In 2009, the **Work Benefit Program (WB)**

The Work Benefit Program was implemented to provide a monthly cash incentive to employed families for up to 24 months after exiting MFIP or DWP. To be eligible for the program, families must work enough hours to meet the federal Temporary Assistance for Needy Families (TANF) work participation rate.

The chart below represents the number of citizens on MFIP and DWP assistance in the City of Minneapolis and Hennepin County.



Welfare to Work Program Staff:

Linda DeHaven, Program Manager

Terri Ellingsworth, Human Service Representative (Hennepin County)

City of Minneapolis Employment and Training Program

Youth Program

Quick Facts

*Total Youth Termed
into Year-Round
Program:*
551

*Total Youth who
participated in Career
Exposure Events:*
133

*Total Youth Placed
into Summer
Employment:*
2,312

*Total STEP-UP Youth
who earned High
School Credit during
the Summer:*
230

SUMMER YOUTH PROGRAMS

STEP-UP Program

The City of Minneapolis STEP-UP Summer Jobs program offered opportunities for youth, ages 14-21, to learn about and engage in the workforce.

Highlights Include:

- 1,341 Minneapolis youth were trained and placed into internships. The largest employers include Minneapolis Public Schools, U.S. Bank, Allina, Minneapolis Public Housing, and Thrivent Financial for Lutherans.
- Nearly 180 private sector, government and non-profit employers provided quality internships.
- STEP-UP youth earned an estimated \$1.9 million dollars. On average, each STEP-UP intern earned \$1,440.

The STEP-UP program served a wide range of Minneapolis youth.

- 89% of youth placed were eligible for free or reduced school lunch.
- 15% self-reported that they had a disability.
- 8% were English Language Learners (ELL).
- 90% were youth of color.

STEP-UP youth had a variety of experiences to give them a well-rounded training. In addition to comprehensive work readiness training, youth had the opportunity to: connect with a business mentor, attend camps, seminars, and college preparation workshops, earn high school credit and keep their academic skills sharp via classroom training.

Special Youth Initiatives (SYI)

Seven hundred and three youth found summer employment and training opportunities in a variety of projects with private and non-profit employers that offered community service and work-based learning. A wide-variety of work placements were available, from office assistants and day care attendants to customer service representatives. Most projects operated from 7-10 weeks. Youth earned the minimum wage of \$7.25 per hour. Participating agencies included: African Community Services, American Indian OIC, Asian Media Access, Employment Action Center, East Side Neighborhood Services, Elpis Enterprises, EMERGE, Hmong American Mutual Assistance Association, HIRED, Minneapolis Park & Recreation Board (Bike and Trail Ambassadors, Garden Team, Green Team), Minneapolis Public Schools, Minneapolis Urban League, MN Transition Charter School, Pan African Community Organization, Tree Trust, Urban Arts Academy and YouthCARE Community Service Stars.

Special Youth Initiatives participant success story:



Brittany was raised by parents on drugs. At the age of nine, she had to save up nickels, quarters, pennies and dimes to get her personal needs met. Pregnant and sixteen, her aunt beat her, and she lost the baby. Brittany fought back and ended up in jail. Once released, she lived in drug houses, shelters and with friends and family. She sold drugs to feed herself.

In August 2010, Brittany moved to Minneapolis with her sister, but still had nothing. She called First Call for Help and was led to YouthLink, a place for homeless youth. YouthLink helped her with medical support, food stamps and a job in their kitchen and led her to HIRED.

Brittany received work readiness training (computer job search, updated resume and mock interviews) from HIRED and they helped her find a job at Davani's. In September she moved into her first apartment in a building for young adults who are transitioning out of homelessness or foster care.

Brittany is working on finding financial aid so that she can start school at MCTC. She plans to pursue a degree in Early Childhood Development.

YEAR-ROUND YOUTH PROGRAMS

Workforce Investment Act (WIA) Youth Program

WIA youth programs reach hard to serve youth using a case management model to achieve the following goals: 1. Encourage school retention or completion, 2. Improve academic performance including mathematics and reading comprehension, 3. Improve employability skills, 4. Strengthen integration of WIA youth programs, Job Corps, School-to-Career and other related employment and training activities, and 5. Private sector engagement.

To be eligible for METP WIA programming, youth must be economically disadvantaged and have at least one of the following at-risk barriers: disabled, basic skills deficient, school dropout, homeless, runaway or foster child, pregnant or parenting, offender, requires additional assistance to complete an educational program or to secure and hold employment.

The WIA Youth Council selected the following agencies to provide Program Year (PY) 2010 WIA services: American Indian OIC, East Side Neighborhood Services, Employment Action Center, HIRED, Pillsbury United Communities (in collaboration with EMERGE) and Tree Trust. The providers offered individual and group services at nine sites throughout Minneapolis from July 1, 2010 through June 30, 2011. Find agency contact information at www.ci.minneapolis.mn.us/cped/docs/WIA_Youth_Service_Provider_Flyer.pdf.

DEED approved a Workforce Service Area 10 (The City of Minneapolis) plan to utilize WIA Youth Incentive Award funds to support 24 older youth, ages 19-21, in internship experiences in order to enhance their employment histories and resumes as they worked towards gaining unsubsidized employment.

Highlights include:

- 409 Minneapolis youth, ages 14-21, received individualized education, employment and training services during PY'10.
- METP presented the annual Youth Employment Service Partner of the Year Award to PUC and their partner agency, EMERGE, for outstanding service in Program Year 2009 (7/1/09-6/30/10).

Year-Round WIA @ Minneapolis Public Schools (MPS)

The goal of the program is to increase competencies of special needs youth in the areas of prevocational, vocational, communication, mobility, work related, academic and social skills. Youth worked as merchandise handlers, child-care aides, teacher aides, landscapers, food assistants, recycling/stockers and laundry workers at parks, hotels, stores, restaurants, childcare centers and schools. MPS developed job sites and provided job coaching and supervision. METP provided wages (\$7.25 per hour) and payroll services.

Outcome:

197 youth worked part-time in July in the Life Skills (125), Special Independent Living Skills (52) and School That Works (20) program

Harrison Neighborhood Project

This paid internship project was designed to increase youth's employability skills through pre-employment and work readiness activities via intensive one-to-one case management services by Employment Action Center.

PY'10 Outcomes:

- 32 Harrison neighborhood youth completed work readiness training
- 16 youth have been placed in paid internships at community agencies and businesses for eight weeks at ten hours per week.
- 6 youth secured unsubsidized part-time employment upon program completion.

Outreach to Schools

METP received grant funding from the Minnesota Department of Employment and Economic Development (DEED) to employ a college intern to provide Minneapolis high school students and their families with career counseling and labor market information.

- In the school year 2009-2010, students received services at four north Minneapolis charter and alternative schools and at the South Minneapolis Workforce Center.
- In the school year 2010-2011, the intern is collaborating with the Minneapolis WorkForce Centers and at three North Minneapolis charter and alternative high schools.

North 4 Youth Employment Program

METP received WIA Earmark Funds, sponsored by Congressman Keith Ellison, to implement a pilot project for youth employment, training and violence prevention services for at-risk youth, ages 14-21, who live in or near, four neighborhoods in north Minneapolis. Between June 1, 2010 and May 31, 2012, the program will provide employment and training opportunities for 30 gang-involved youth (through three cohort groups of ten). The project is a partnership between

METP, the City of Minneapolis Department of Health and Family Support and EMERGE as the service provider.

Cohort 1 outcomes:

- 9 of 10 youth employed
- 1 youth accepted into AmeriCorps
- 1 youth hired by Mn/DOT at \$12.21/hr
- 3 youth attending community colleges while working part-time
- 2 youth enrolled in programs to earn their high school diploma/equivalent

For a North 4 Success Story, visit

www.ci.minneapolis.mn.us/cped/docs/METP_QTR_RPT_January_2011.pdf

Year-Round Economic Recovery Act Program (ARRA)

The intent of the Year-Round ERA program was to offer low-income, disconnected, primarily 18-24 year olds who lack academic and “applied” workplace skills, the opportunity to benefit from paid work experience in their community. Federal ERA dollars supported the youths’ wages. Providers included HIRED, Employment Action Center, American Indian OIC, East Side Neighborhood Services, African Community Services and YouthCARE.

Outcome:

- 140 youth benefited from work readiness training and paid work experience.

For more information about the Recovery Act efforts throughout Minnesota, including a profile of Minneapolis programs, visit

www.positivelyminnesota.com/Programs_Services/Youth_Services/PDF/ARRA2009.pdf

For national lessons learned from the 2009 Recovery Act Summer Youth Employment Initiative, go to

www.mathematica-mpr.com/publications/PDFs/labor/youth_employment_program.pdf

Youth Program Staff:

Anne Fischer, Program Manager

Teresa Harrold, Program Manager

Tammy Dickinson, STEP-UP Director

City of Minneapolis Employment and Training Program

Business Services and Special Projects

“I didn’t know there were organizations that focused on helping people such as me. Now I have the opportunity to do the same... to pay it forward.” – Anonymous Comment

Business Services and Special Projects

The City of Minneapolis reaches out to Minneapolis business and residents regarding their employment needs through METP’s Business Services Coordinator and Special Projects Coordinator.

Workforce Employment Plans

Twelve Employment Workforce Plans have been developed and executed including a workforce plan with Central Roofing Company for an addition of a new roof on the Minneapolis Convention Center. CPED helped facilitate the execution of a workforce plan for the rehabilitation of the Riverside Plaza apartments located in the Cedar-Riverside neighborhood. This unique collaboration includes; George Sherman Associates, Knutson Construction Co., and the City of Minneapolis and involves a \$62 million renovation of the 11 building campus which includes 1,303 units and 4,400 residents.

CPED also helped draft and facilitate the execution of a workforce plan for the new construction of the American Academy of Neurology’s United States Headquarters. Mortenson Construction Company will be the general contractor for this project located on the Mississippi River across from to the Guthrie Theater.

Minneapolis Workforce Plans (including non-2010 projects)

- Midtown Exchange Workforce Plan-Ryan Construction Co./City of Minneapolis
- Minneapolis Children’s Hospital/Knutson Construction Company (2008)
- University of Minnesota-Fairview Children’s Hospital/Kraus Anderson Construction Company (2008)
- Coloplast Inc./Kraus Anderson Construction Company (2007)
- Lund-Martin Construction/City of Minneapolis (Parking Ramp rehabilitation, 2009)
- Schubert Performing Arts/Artspace/McGough Construction Co. and City of Minneapolis (2009)
- Central Roofing Company/City of Minneapolis Convention Center (2010)
- Cedar Riverside Plaza/Sherman Assoc./Knutson Construction Co. (2010)
- American Academy of Neurology/Mortenson Construction Co. (2010)

Current projects include the American Swedish Institute and Adolfson & Peterson Construction Company building a new addition to the American Swedish Institute offices at 26th Street and Park Avenue in South Minneapolis.

During 2010, METP met with Minneapolis Children’s Hospital, Knutson Construction Company, University of Minnesota-Fairview Children’s Hospital, Kraus Anderson Construction Company, Coloplast Inc., Lund Martin Construction Company, McGough Construction Company, Artspace Inc., and Minneapolis’ Civil Rights department to measure workforce plan progress on local and minority hiring goals.

Business Services Meetings

In 2010, METP continued to chair the Minneapolis Business Services Team, a partnership involving CPED, DEED and the Minnesota University and College System, to coordinate and deliver services to Minneapolis businesses. This team monitors and reviews business visits to companies in five industries targeted by the Minneapolis Workforce Council; transportation, financial services, healthcare services, advanced manufacturing, and professional services.

Activities included visits to the following businesses and institutions:

- The Sheridan Midtown Hotel
- Minneapolis Community Technical College
- Standard Heating and Air Conditioning
- Dunwoody College of Technology
- The Cooperative Printing Company

Presentations included:

- State Angel Tax Credit Program
- Information about Jobs Central (a large and extensive jobs search machine)
- A briefing on state legislative business service initiatives

Business visits were made to over 215 Minneapolis companies and included the delivery of a variety of business services. Businesses received: human resource and business loan information; industry trend reports; tax credit information; and distribution of their job openings to employment and training service providers throughout Minneapolis.

Central Corridor Light Rail Project

METP is an active participant in the Joint Equal Employment Opportunity/Affirmative Action (EEO/AA) Oversight Committee that provides a forum for joint decision making in the monitoring, enforcement, and reporting of contractor compliance with workforce and contracting goals. Representatives include: prime construction contractors; Disadvantaged Business Enterprises (DBE); federal, state and local government agencies; and non-profit providers.

Living Wage and Job Linkage Agreements

The 2009 Living Wage survey of Job Linkage businesses was completed in summer of 2010 and a summary of findings was presented to the Minneapolis City Council in August.

Findings included:

- Job Linkage agreements are voluntary agreements that each business signs with CPED that set five-year job hiring and retention goals. Businesses are asked to employ Minneapolis residents whenever possible. Jobs that offer wages that are equal to the area's 2009 Living Wage of \$13.78 per hour or higher are preferred. 75 Job Linkage Agreements covering 185 Minneapolis businesses were in place.
- Highlights of the 2010 survey for 2009 job linkage businesses hiring include these accomplishments:
 - 6,107 individuals were hired during the year
 - 74.81% of these individuals earned at or above the area's Living Wage of \$13.78 per hour
 - 22.51% of these individuals lived in Minneapolis
 - Living wage job hires decreased from 2008 by 855

- Job linkage company numbers more than tripled in the past eight years from 51 to 186.

Living Wage Ordinance

CPED continued to be advised on the applicability of the City's Living Wage Program and State's Business Subsidy program.

Passport to Public Service

On February 19, CPED employees helped 17 Roosevelt High School students make the critical link between the classroom and the workplace at the annual CPED job shadow day. CPED volunteers stressed the importance of STEM skills (Science, Technology, Engineering and Math) and demonstrated how they use these skills every day on the job.

On April 13, 15 Roosevelt High School Health Careers students became Minneapolis Department of Health and Family Support (MDHFS) ambassadors at a job shadow event that coincided with the department's annual Open House. After a brief orientation, the students assisted MDHFS staff at information booths and talked to visitors about lead abatement, school based clinics, youth violence and other topics. According to one MDHFS employee, "Having the students with us to present the information was great! People were more willing to stop and listen and ask questions because they knew it was a learning experience for the youth".

City departments opened their doors on November 9 to 31 Henry High School students for a job shadow day. Thirty-five job shadow hosts from the Police Department, the Coordinator's Office, the Mayor's Office, Regulatory Services, Public Works, the City Attorney's Office, the Finance Department, and the Convention Center provided an up-close look at the world of municipal work.

2010 Summer Youth Worksite Tour

The 2010 METP Summer Youth Worksite Tour kicked off on July 14 with welcoming remarks from Mayor R.T. Rybak and Carolyn Roby, Chair of the Minneapolis Workforce Council. The annual event attracted 47 people who are involved with youth issues and programs as providers, funders, advocates, and administrators. Tour participants had the unique opportunity to visit the following summer youth worksites:

- The Cookie Cart in North Minneapolis where STEP-UP interns worked in all facets of a busy bakery.
- Thrivent Financial for Lutherans where STEP-UP interns worked in marketing, investment law, market research, member services, accounting and field services.
- The Village Market, a large Somali mall located in South Minneapolis where SYI (Special Youth Initiatives Program) youth learned customer service skills while working at the International Clothing Store.

Business Services and Special Projects Staff:
Kent Robbins, Business Services Coordinator
Pat Behrend, Special Projects Coordinator

City of Minneapolis Employment and Training Program

Thank you

The City of Minneapolis Employment and Training Program would like to acknowledge and thank the following government entities and organizations whose continued financial support has contributed to the success of all METP programs, to the City of Minneapolis Mayor R.T. Rybak and City Council for their leadership and to the many partners who provide the services to our community.

Financial Support by:

The City of Minneapolis
The United States Department of Labor
The Department of Housing and Urban Development (HUD)
The City of Minneapolis Department of Community Planning and
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The Minnesota Department of Employment and Economic Development (DEED)

Leadership Provided by:

Mayor

R.T. Rybak

City Council

Barbara Johnson, *Council President*

Elizabeth Glidden

Lisa Goodman

Cam Gordon

Betsy Hodges

Diane Hofstede

Robert Lilligren

John Quincy

Kevin Reich

Sandra Colvin Roy

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Gary Schiff

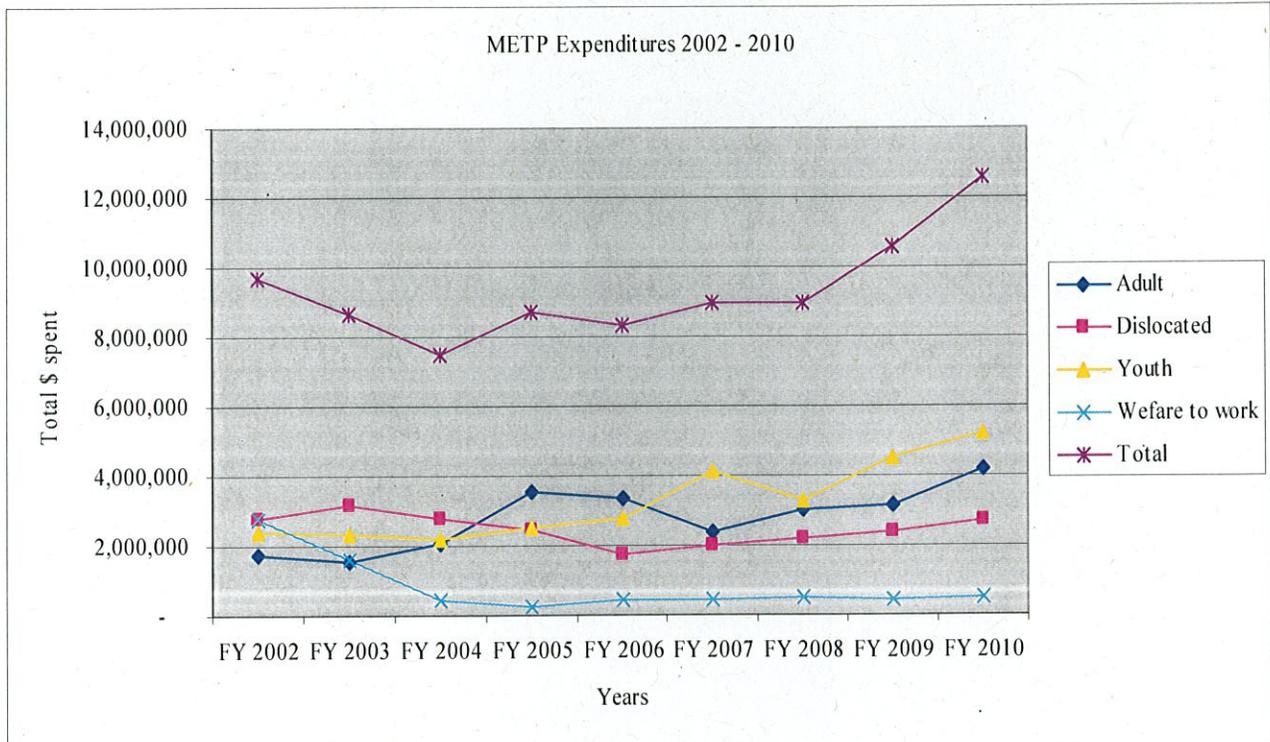
Meg Tuthill

Employment and Training Partners:

2010 METP Partners	Youth Program	Welfare- To-Work Program	Dislocated Workers Program	Adult Program
AchieveMpls	X			
African Community Services	X			X
American Indian OIC	X	X		X
Asian Media Access	X			
Centre for Asians and Pacific Islanders (CAPI)		X		
St. Stephen's Human Services		X		
Comunidades Latinas Unidas en Servicio (CLUES)		X		X
East Side Neighborhood Services, Inc.	X	X		X
Elpis Enterprises	X			
Goodwill/Easter Seals	X	X	X	X
Hennepin County W.E.R.C.		X		
HIRED	X	X	X	X
Hmong American Mutual Asst. Assoc. (HAMAA)	X			X
Hmong American Partnership		X		
Jewish Family & Children Services (JFCS)		X		X
Lifetrack Resources		X		
Lutheran Social Services		X		
Minneapolis Employment and Training Program (METP)				X
Minneapolis Park and Recreation Board	X			
Minneapolis Public Schools	X	X		
Minneapolis Urban League	X	X		X
MN Dept. of Employment and Economic Development	X	X	X	X
MN Transitions Charter School	X			
Neighborhood Development Corporation				X
Pan African Community Organization	X			
Pillsbury United Communities/EMERGE	X	X		X
Project for Pride in Living	X	X		X
RESOURCE, Inc.	X	X	X	X
RISE, Inc.		X		
South East Asian Refugee Community Home (SEARCH)				X
Tree Trust	X			
Urban Arts Academy	X			
Youth Farm and Market	X			
YouthCARE	X			

City of Minneapolis Employment and Training Program

2010 Financials



Mpls Employment & Training Program spending

