



EMPLOYMENT AND ECONOMIC DEVELOPMENT

Equity Article Appropriations

Progress Report to the Legislature

As required by 2016 Minnesota Session Laws, Chapter 189, H.F. 2749, Article 12,
Section 11, Subdivision (e).

March 1, 2017

Minnesota Department of Employment and Economic Development

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Introduction

In 2016, Governor Mark Dayton and Lt. Governor Tina Smith proposed \$100 million to expand economic opportunities and eliminate workplace barriers facing Minnesotans of color. According to data from the Minnesota Department of Employment and Economic Development (DEED) and the Office of the State Demographer, Minnesotans of color experience higher unemployment rates, lower levels of education, and lower annual wages than white Minnesotans. Women, young adults and people with disabilities experience similar barriers.

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$35 million in State Fiscal Year (SFY) 2017 and \$35 million in State Fiscal Year (SFY) 2018-19 for direct appropriations to nonprofit organizations and new competitive grant programs focused on improving economic opportunities for Minnesotans with barriers to employment, including people of color, women, youth, people with disabilities, and/or veterans in Minnesota.

This report contains information on the organizations that received direct appropriations, their project goals, and outcomes to date. This report also contains a summary of the organizations that received grants through new competitive grant programs. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of some of the grantee's performance.

2016 Chapter 189, Article 12, Section 11, Subdivision (e):

(e) Reporting to Legislature. Beginning January 15, 2017, a commissioner serving as a fiscal agent for a grant subject to this section must submit a report containing the information provided by the grant recipients to the chairs and ranking minority members of the legislative committees and budget divisions with jurisdiction over the agency serving as fiscal agent for the grant. The report submitted under this section must also include the commissioner's summary of the use of grant proceeds, and an analysis of the grant recipients' success in meeting the goals, priorities, and measurable outcomes specified for the grant. An updated version of this report must be submitted on January 15 of each succeeding year until January 15 in the year following the date when all of the grant funds have been spent.

Direct Appropriations

American Indian Opportunities and Industrialization Center

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$880,000 in State Fiscal Year (SFY) 2017 to the American Indian Opportunities and Industrialization Center (AIOIC), in collaboration with Northwest Indian Community Development Center (NWICDC)¹, to “reduce academic disparities for American Indian students and adults.” These funds are to be evenly distributed among the organizations and used for: “(1) student tutoring and testing support services; (2) training in information technology; (3) assistance in obtaining a GED; (4) remedial training leading to enrollment in a postsecondary higher education institution; (5) real-time work experience in information technology fields; and (6) contextualized adult basic education.”

Project Goals and Summary

Both AIOIC and NWICDC are expanding and extending programming to increase the number of American Indian adults obtaining their GED and to increase wages earned by American Indian individuals. AIOIC is also seeking to: increase overall participation in Adult Basic Education (ABE) by both American Indian adults and adults from other communities of color; increase the number of adults from other communities of color obtaining their GED; increase employment placement for ABE participants; increase enrollment in postsecondary education; and increase Information Technology career training and work experience. NWICDC is also seeking to: increase job placements within career pathways to livable wages and increase remedial training leading to enrollment in a higher education institution.

Outcomes to Date

AIOIC and NWICDC document participant data into DEED’s case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. The report details as of December 31, 2016 are below. This and future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on August 26, 2016. Due to the timing of the grant and reporting cycle,

¹ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(n)

DEED has limited performance data to conduct an accurate analysis of this grantee's performance.

American Indian Opportunities and Industrialization Center

Data Summary Report

Identifying Information Grantee: American Indian OIC
Period of Report: July 1, 2016 – December 31, 2016

Participants Served: Individual Services

	Number
1. Total Individual Participants Served	19
(1) Gender	
(1) Male	ND
(2) Female	ND
(2) Age	
(1) 14-15	0
(2) 16-17	0
(3) 18	ND
(4) 19-21	ND
(5) 22-24	ND
(6) Greater than 24	ND
(3) Ethnicity/Race	
(1) Hispanic/Latino	0
(2) American Indian or Alaska Native	ND
(3) Asian/Pacific Islander	0
(4) Black or African American	ND
(5) White	ND
(6) Multi-Race	ND
(4) Education Level	
(1) 8th grade and under	ND
(2) 9th Grade: 12th Grade	ND
(3) High School graduate or equivalent	ND
(4) Post-Secondary Education	ND
(5) Other Demographics	
(1) Limited English proficient	0
(2) Public Assistance Recipient	14
(3) Enrollees with dependents under age 18	19
(4) Offender	ND
(5) Homeless	0
(6) Not employed at program enrollment	12
(7) Veteran	0

Program Services, Activities, and Other Related Assistance

	Number
1. Received Education or Job Training Activities	15
2. Received Work Experience Activities	17
3. Received GED Training	14
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities	17
5. Received Support Services	ND

Indicators of Performance

	Number
1. Attained work readiness or education goals	0
2. Received academic credit or service learning credit	0
3. Obtained GED, remained in school, obtained a certificate or degree	0
4. Entered post-secondary education, vocational/occupational skills training, apprenticeship, military, job search or employment	0
5. Completed program objective	0

Construction Careers Foundation

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$2,000,000 in State Fiscal Year (SFY) 2017 and \$1,000,000 in SFY 2018 to Construction Careers Foundation (CCF).² These funds are to be used to “facilitate CCF in guiding the design and implementation phases of the Construction Careers Pathway (CCP) Initiative. The primary goal of this initiative is to provide year-round educational and experiential learning opportunities for Minnesota youth and young adults as they consider, navigate and prepare for a career in the construction industry.”

Project Goals and Summary

The CCP initiative will build on existing programming to increase youth construction industry exposure, the number of high schools offering construction classes, and the number of summer internship opportunities; and to attract and support young adults in obtaining employment in the construction industry.

CCP has partnered with Bloomington, St Paul, Minneapolis, and White Bear Lake School Districts, “Construct Tomorrow,” the Minneapolis YWCA, Pocket Hercules, the Apprenticeship Coordinators Association of Minnesota and the Minnesota Building Trades Councils to attract and recruit youth, implement curriculum written and endorsed by the National Building Trades Association, provide paid internships and introductory experiences, and help young adults navigate apprenticeship programs and employment opportunities.

Outcomes to Date

CCF will submit data to DEED on a quarterly basis to document the demographics of participants served, services provided and outcomes achieved. Participant outcomes to date are not currently available because this project’s work plan and budget were not finalized until recently. This contract was fully executed on March 6, 2017. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

² 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(x).

Centers for Independent Living

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,000,000 in State Fiscal Year (SFY) 2017 and \$500,000 in SFY 2018 to Centers for Independent Living³. The appropriation states:

(v) \$1,000,000 in fiscal year 2017 is for grants to centers for independent living under Minnesota Statutes, section 268A.11. For fiscal year 2018 and thereafter, the base amount is \$500,000 per year.

Project Goals and Summary

The additional funding for the Centers for Independent Living was to supplement operational and administrative expenses. Each center has latitude, within reason, to determine the use of funds.

Outcomes to Date

The start date for each contract was July 1, 2016, and the end date for each contract is June 30, 2017. As it relates to contract monitoring, each Center for Independent Living is meeting the agreed upon deliverables of their respective signed agreements.

SEMCIL - Rochester (\$68,125)

- Increased personnel to assist individuals with advocacy including IEP advocacy and access to healthcare
- Purchased a trailer to increase home modification access in rural communities
- Provided accessible transportation to adaptive ski to enhance physical fitness and recreation opportunities for people with disabilities.
- Expanded use of the use of assistive technology with youth through the purchase of devices/technology

ILICIL - Sauk Rapids (\$132,526)

- Built significant modifications to two facilities to make them accessible, including three accessible restrooms with roll in showers, accessible deck/ramp and entryway, accessible pathway
- Purchased needed furniture and resources for programming and services
- Provided facilitators for retreats for Veterans with disabilities
- Provided transportation for Veterans and others with disabilities to attend retreats

³ 2016 Minnesota Session Laws, Ch. 189, Art. 12, Sec. 2, Subd. 2(v)

SMILES- Mankato (\$215,248)

- Expanded consumer services by 8% or 107 consumers
- Provided adaptive recreational events for people with disabilities
- Obtained additional assistive technology devices for veterans
- Increased marketing, public awareness, and community education

Access North - Hibbing (\$89,317)

- Increased a half FTE in Aitken
- Purchased two new printers
- Repaired and upgraded Center parking lot
- Obtained new signage at two locations
- Purchased roll ramp supplies for temporary ramps

MCIL - St. Paul (\$68,062)

- Purchased a person-centered standardized assessment instrument
- Secure an electronic means of use of a human resource information system (HRIS)
- Enhance accessibility across disability using accessible, fully ADA-compliant Technology

Freedom - Fargo/Moorhead (\$234,036)

- Staff attended a national conference for the first time in a years
- Upgraded copier/printer
- Purchased other office furniture and equipment
- Updated marketing materials

SWCIL - Marshall (\$104,401)

- Hosting a human rights conference to be held April 11-12, 2017 to provide public awareness and education on disability related and other human rights topics
- Supporting attendance during a spring 2017 wheelchair basketball camp at Southwest Minnesota State University (SMSU) to promote college attendance and activities for high school students and high school graduates with disabilities
- Conducting a community needs assessment in five counties added to SWCIL's catchment area
- Making access improvements to staff offices
- Exploring the development of an AT program and the continuation of a ramp program
- Providing additional staff training opportunities

Options - East Grand Forks (\$88,285)

- Update web-conferencing in order for people with disabilities, staff and board members to access services and meetings
- Update electronic and office equipment that has been neglected due to lack of funding. Purchase more sophisticated virus protection software
- Send a staff person to become accredited technological providers
- Purchase a trailer in order to protect equipment when bringing it to display venues
- Purchase additional technological equipment and recreational equipment that people with disabilities can try prior to purchasing from vendors

Comunidades Latinos Unidas En Servicio (CLUES)

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,500,000 in State Fiscal Year (SFY) 2017 and \$750,000 in SFY 2018 to Comunidades Latinas Unidas En Servicio (CLUES).⁴ These funds are to be used to “expand culturally tailored programs that address employment and education skill gaps for working parents and underserved youth by providing new job skills training to stimulate higher wages for low-income people, family support systems designed to reduce intergenerational poverty, and youth programming to promote educational advancement and career pathways.” At least fifty percent of this appropriation must be used for programming targeted at greater Minnesota.

Project Goals and Summary

CLUES will expand culturally tailored programs to prepare underserved Latino youth for educational advancement and higher wage careers and to develop opportunities for underserved Latino adults to attain high wage jobs in high-demand occupations and pursue career pathway and other training, such as English as a Second Language (ESL). Throughout these programs, bilingual and culturally relevant wrap-around support services (such as childcare, transportation, and housing resources) will help Latino families to overcome barriers and personalized education and career navigation will help clients successfully achieve their goals.

In Greater Minnesota, CLUES will collaborate with and provide technical assistance to up to four local community based partners already situated in communities that have large and growing Latino populations. The cities of Mankato, Willmar, and Worthington as well as surrounding areas are anticipated to be the focus on the greater Minnesota programming.

Outcomes to Date

CLUES will submit data on a quarterly basis to DEED to document the demographics of participants served, services provided and outcomes achieved. Participant outcomes to date are not currently available. Future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on October 19, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

⁴ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(m).

EMERGE Community Development

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$4,250,000 in State Fiscal Year (SFY) 2017 and \$1,000,000 in SFY 2018 to EMERGE Community Development.⁵ These funds are to be used in collaboration with community partners to provide employment readiness training, credentialed training placement, job placement and retention services, supportive services for hard-to-employ individuals, and a general education development fast track and adult diploma program. Based on the most recent census data, services will be targeted to Minnesota communities with the highest concentrations of African and African American joblessness.

Project Goals and Summary

EMERGE is partnering with the Unity Opportunity Collaborative (UOC) to expand and extend programming to help individuals in African American communities learn of opportunities for adult basic education, employment readiness, career training, and job placement; and gain the academic credentials they need to secure living wage jobs or enroll in post-secondary education opportunities.

The Unity Opportunity Collaborative is a partnership between the Minneapolis Urban League, Sabathani Community Center, EMERGE, the Minneapolis Public Schools, and the Stairstep Foundation, a faith-based organization serving the entire Twin Cities Metro Area.

The Unity Opportunity Collaborative is providing employment readiness training through two courses: Foundations of Employment Training, which covers employability issues such as soft skills, and Digital Foundations Training, which provides basic computer literacy training. They are also providing referral and support to a wide range of credentialed training programs for those who are ready to enter a more intensive training environment. This includes union training programs, community colleges, vocational training, and other community-based organizations (including the UOC) that provide training that leads to industry-recognized credentials and certifications.

When an individual has reached a point where success in the workforce is likely, the UOC provides them with a comprehensive intake interview, a needs assessment, and a determination of occupations that are good matches for the individual's skills, experience, and interests. During this process, an individual employment plan will be developed that will enable navigators and job coaches to provide ongoing support. To assist individuals who face such significant barriers to employment that they are unlikely to be successful in traditional employment programs, UOC will provide a transitional employment program to assist individuals with significant barriers to employment, including individuals who have been released from incarceration and will provide a structured work environment that includes half-time paid employment and extensive employment training and supportive services.

Each UOC partner will establish community-based GED programs at their own locations, which will offer

⁵ Minnesota Session Laws, Chapter 189, H.F. 2749, Article 12, Section 11, Subdivision e

the GED program through an online curriculum that will be available through a partnership with the Minneapolis Public Schools. This curriculum is self-paced, and includes culturally competent and culturally sensitive supportive services.

Outcomes to Date

EMERGE and UOC document participant data into DEED's case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. The report details as of December 31, 2016 are below. This and future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on September 1, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee's performance.

EMERGE Community Development

Data Summary Report

Identifying Information
Grantee: EMERGE Community Development
Period of Report: July 1, 2016 to December 31, 2016

Participants Served: Individual Services

	Number
2. Total Individual Participants Served	86
(6) Gender	
(3) Male	52
(4) Female	34
(7) Age	
(7) 14-15	0
(8) 16-17	0
(9) 18	0
(10) 19-21	ND
(11) 22-24	ND
(12) Greater than 24	79
(8) Ethnicity/Race	
(7) Hispanic/Latino	ND
(8) American Indian or Alaska Native	ND
(9) Asian/Pacific Islander	ND
(10) Black or African American	72
(11) White	ND
(9) Education Level	
(5) Less than high school diploma or equivalent	25
(6) High school diploma or GED	38
(7) Some post-secondary education, no degree	17
(8) Post-secondary degree or certificate	ND
(10) Other Demographics	
(8) Limited English proficient	17
(9) Receiving Public Assistance	52
(10) Annual Family Income Less Than \$40,000	68
(11) Parents in one-parent family	18
(12) Parents in two-parent family	25
(13) Offender	19
(14) Homeless	13
(15) Basic skills deficient (math)	18
(16) Basic skills deficient (English reading)	16
(17) Not employed at program enrollment	45
(18) Veteran	ND

Program Services, Activities, and Other Related Assistance

	Number
6. Received Education or Job Training Activities	45
7. Received Work Experience Activities	40
8. Received Post-Secondary Exploration, Career Guidance and Planning Activities	85
9. Received Support Services	ND

Indicators of Performance

	Number
6. Attained work readiness or education goals	44
7. Obtained high school diploma, GED, remained in school, obtained a certificate or degree, or dropout: returned to school	0
8. Entered post-secondary education, vocational/occupational skills training, apprenticeship, military, job search or employment	0
9. Completed program objective	83

Enterprise Minnesota

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,750,000 in State Fiscal Year (SFY) 2017 and \$875,000 in SFY 2018 to Enterprise Minnesota⁶. These funds are to be used for the small business growth acceleration program under Minnesota Statutes Section 116O.115, and for operations under Minnesota Statutes, section 116O.01 to 116O.061. The primary goal of this initiative is to provide professional technical assistance for Minnesota Manufacturers as they consider and implement new strategies and programs to make their manufacturing firms more efficient and competitive within the manufacturing industry.”

Project Goals and Summary

Enterprise Minnesota Inc. will promote and administer Minnesota’s Small Business Growth Acceleration. They will prospect to achieve a balance of geographic and industry subsection diversity with greatest emphasis on manufacturers in Greater Minnesota with less than 100 employees; identify specific improvement opportunities and associated with business results anticipated from successful implementation; propose collaborative initiatives to address priorities; and provide consulting assistance to small businesses.

Outcomes to Date

This contract was fully executed on August 28, 2016. The grant period for SFY 2017 funds runs from July 1, 2016 through June 30, 2017. The first annual report will be due from Enterprise Minnesota Inc. by August 1, 2017, making no comprehensive program or outcome data available at this time. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

For the twelve months ending December 2016, the end of the required annual reporting period for the Growth Acceleration Program, Enterprise Minnesota has:

1. Disbursed \$177,772 under the program, and matched it with \$183,492 provided by the assisted companies.
2. A total of \$68,085 of the FY2015 program funds was disbursed during 2016. There was an additional \$49,638 distributed from the FY1017 programs. There are ongoing projects with 20 companies using funding from the FY2017 program that represents \$256,265 in funding allocations.
3. Enterprise Minnesota Inc. has approved total projects with 285 unique clients.
4. Based on past client outreach Enterprise Minnesota Inc. estimates a return of \$20 - \$30 for every \$1 invested in the program. Estimates are based on similar services and similar companies surveyed by an independent third party. For 2016, 182 companies surveyed by an independent survey group associated with the Federal Department of Commerce responded

⁶ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(u).

attributing increased sales, cost reductions, and investments totaling \$196 Million. The jobs created or retained number is 1,054. Similar results would have been expected for the Growth Acceleration Program clients served.

5. Consulting services offered by Enterprise Minnesota to its Growth Acceleration clients include (but are not limited to): Value Stream Mapping, Lean Enterprise Implementation, Financial Analysis, Enterprise Value, Workplace Organization, Business Management Services, Strategic Planning, Business Process Review, Operation Excellence, Marketing Management Systems, Talent Development, Social Styles, Change Management, ISO (Quality) Certification and CEO Peer/Human Resource Councils.
6. Final reports on the results of the Growth Acceleration Program will be provided to DEED and the Legislature following the completion of each grant period. That report will include an estimate of the financial effects of funds awarded to each receiving service under the program, as prescribed by M.S. 116O.115, Subd. 6 and the M.S. Chapter 189, H.F. 2749, Article 12, Section 11, Subdivision (u), the Direct Equities Appropriation.

Hennepin County

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$2,500,000 in State Fiscal Year (SFY) 2017 to Hennepin County.⁷ These funds are to be used to “establish pathways using the Hennepin Career Connections framework” and “to establish a pilot program based on the career connections pathways framework outside the seven-county metropolitan area, in collaboration with another local unit of government.” The funding is available until June 30, 2019.

Project Goals and Summary

Hennepin County will partner with eleven community-based organizations and initiatives (Project for Pride in Living, Summit Academy Opportunity Industrial Center (OIC), HIRED, Twin Cities RISE, Brooklyn, Heading Home Hennepin, Sabathani Community Center, MN Visiting Nurses Association, Working Partnerships, UNITE HERE Local 17, and the Minneapolis Urban League) to launch new and expand existing career pathways, create access to public and private sector employers through paid work experience, target workforce services to some of the hardest to employ populations, and align county human services, corrections, public works, and purchasing practices toward addressing racial and economic disparities.

Specific activities of each organization are as follows:

- HIRED will build and expand career pathways through the development of a new multi-employer, sector-based career pathway.
- Summit Academy OIC will establish and expand the reach of career pathways, along with reaching harder-to-employ populations through creating two new, low-barrier career pathways into living wage jobs and the enrollment of 60 people referred from probation officers into contextualized GED programming.
- Project for Pride in Living (PPL) will build and expand career pathways by rebooting an existing career pathway, funding four cohorts of a very successful train-to-work pathway and expanding it to other employers in the industry, as well as develop public service pathways.
- Twin Cities RISE will reach harder-to-employ populations by developing a pilot to provide outreach, navigation, and workforce supports for individuals in Group Residential Housing (GRH).
- The Joint Community Policing Project (JCPP) will establish and extend the reach of career pathways to support two people of color through the JCPP multi-cultural police cadet program in the cities of Crystal and Maple Grove.
- The Hennepin Workforce Leadership Council will establish opportunity internships to 230 individuals participating in a paid internship experience and exposure to public and private sector worksites for the opportunity to demonstrate their knowledge, skills, and abilities to a prospective employer.
- The Hennepin County Department of Community Corrections and Rehabilitation (DOCCR)

⁷ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(i).

through the Community Offender Management initiative will reach harder-to-employ populations through integrating workforce development, assessment, credentialing, and navigation into existing Hennepin DOCCR Sentence to Serve Homes and general programming to create more opportunity for clients to gain access to career pathways and obtain family sustaining employment.

- Hennepin County's Project "WEP 2.0" will reach harder-to-employ populations by piloting an incentive for contractors to hire and retain individuals from a targeted list or a geographical area of racial economic disparities.

Outcomes to Date

Hennepin County and its partners document participant data into DEED's case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. The grant period for SFY 2017 funds runs from December 12, 2016 through June 30, 2019. No program or outcome data as of December 31, 2016 is available at this time. Future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on February 7, 2017. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee's performance.

Metropolitan Economic Development Association

Introduction

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$2,500,000 in State Fiscal Year (SFY) 2017 and \$1,175,000 in SFY 2018 to the Metropolitan Economic Development Association (MEDA).⁸ These funds are to be used for small business programs “including services to entrepreneurs with businesses that have the potential to create job opportunities for unemployed and underemployed people, with an emphasis on minority-owned businesses” and “a revolving loan fund to provide additional minority-owned businesses with access to capital.”

Project Goals and Summary

MEDA will provide pre and post loan technical assistance and business consulting to all prospective and successful borrowers. Clients served will be minority entrepreneurs, as designated in the grant agreement, and all will receive appropriate and necessary assistance through 1:1 meetings, phone and email exchanges, and group settings to enhance their success as business owners.

All services will expand economic opportunities and, since successful minority owned businesses employ a high proportion of people of color, services will work to narrow disparities in assets, income, and business ownership. Services will include: consulting to over 100 borrowers, training in business ideation, planning, and best practices, and launching or acquiring 20 new businesses.

MEDA’s Revolving Loan Fund program will produce new and ongoing job creation by providing capital to minority entrepreneurs, mostly in the form of hard-to-find working capital. The fund is revolving; as one business repays, MEDA lends to the next aspiring entrepreneur.

Outcomes to Date

The training and Business Services Program grant period for SFY 2017 funds runs from August 1, 2016 through July 31, 2017. No program or outcome data is available at this time. The first mid-term report will be due from MEDA by April 30, 2017. The following are performance indicators being collected by the grantee and the projected output and outcomes as detailed in the grantee’s work plan:

Performance Metrics	Total
# Jobs Created	90
Average Wage of Jobs Created/Retained	\$15/hr
# Livable Wage Jobs	100%
# Businesses Formed	20
Technical Assistance Hours Provided - Total	5500
Technical Assistance Hours Provided – Minority-Owned Businesses	5500

⁸ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(f).

Performance Metrics	Total
Number of Businesses Assisted - Total	160
Number of Businesses Assisted – Minority-Owned	160

The Revolving Loan Fund grant period for SFY 2017 funds runs from August 1, 2016 through July 31, 2017. No program or outcome data is available at this time. The first mid-term report will be due from MEDA by April 30, 2017. The following are performance indicators being collected by the grantee and the projected output and outcomes as detailed in the grantee’s work plan.

Performance Metrics	Total
Access to Capital - Total \$ Amount to Minority-owned Businesses	\$1.6 million
Access to Capital – Total # of Minority-owned Businesses	21 (estimated)
Number of Businesses Assisted – Minority-Owned	21 (estimated)
% Grant Award spent on Operating Expenses	0%

This contract was fully executed on September 22, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

Minneapolis Foundation

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,000,000 in State Fiscal Year (SFY) 2017 and \$1,000,000 in SFY 2018 to the Minneapolis Foundation⁹. These funds are to be used “for a strategic intervention program designed to target and connect program participants to meaningful, sustainable living-wage employment.”

Project Goals and Summary

The Minneapolis Foundation, Northside Funders Group, and community partners launched North@Work (N@W), a program to connect 2,000 African American men in North Minneapolis to meaningful, living-wage jobs over the next five years. North@Work partners include the Minneapolis Urban League, EMERGE, Twin Cities Rise, and CommonSense Consulting. The program targets un- and under-employed men aged 25-50 who reside in, or may be returning to, North Minneapolis. It uses a cohort model and leverages: trusted networks - for referrals; aspiration and aptitude testing - through one-on-one interviews at EMERGE and online MNCareers assessments; customized training and placement – including soft skills, technical, and job-specific skills and placement in targeted industries such as automotive service and technology, construction, healthcare, hospitality, IT, and manufacturing. The program supports employers with a team of diverse staffing experts to ensure inclusive workplaces, and advocates for African American men by challenging public and employer and practices that present barriers to sustainable employment.

Outcomes to Date

Project partners enter participant data into DEED’s case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. Participant outcomes to date are not currently available because this project’s work plan and budget were not finalized until recently. Future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on December 15, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

⁹ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(g)

Neighborhood Development Center

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,500,000 in State Fiscal Year (SFY) 2017 and \$750,000 in SFY 2018 to the Neighborhood Development Center (NDC).¹⁰ These funds are for small business programs including “for training, lending, and business services for aspiring business owners, and expansion of services for immigrants in suburban communities,” “Neighborhood Development Center model outreach and training activities in greater Minnesota,” and “grants for the small business incubator program.”

Project Goals and Summary

NDC services are designed to help low-income entrepreneurs overcome the barriers in achieving entrepreneurial success, while also having a positive impact in their lives for their families and in their communities. With these resources, NDC will: increase staff capacity to expand its four core services in primary and secondary neighborhoods of St Paul and Minneapolis; form new or expanded working relationships with local community organizations to advance the work of both; and design and implement four catalytic economic development projects (listed below) in the African American and Native American communities of Minneapolis and St. Paul.

- African-American Entrepreneurs Food Industry Training and Incubation.
- African-American and Native American business support within Midtown Global Market
- Small Business Training and Lending for Ex-Offenders
- NDC Online Business Workshops and Advice

NDC also plans to reach out to a diverse group of key decision-makers and stakeholders from throughout Greater Minnesota to learn the types of economic development strategies underway in each community, and to introduce rural communities to place-based, low income entrepreneur-focused economic development.

NDC will also make capital improvements to existing small business incubators and establish new incubators. Existing incubators include: Mercado Central, Frogtown Entrepreneur Center, and Midtown Global Market. New incubators will include: Dayton’s Bluff Business Incubator and 625 University/Small Business Center.

Outcomes to Date

The Training, Lending, and Business Services Program grant period for SFY 2017 funds runs from August 1, 2016 through July 31, 2017. No program or outcome data is available at this time. The first mid-term report will be due from NDC by April 30, 2017. The following are performance indicators being collected by the grantee and the projected output and outcomes as detailed in the grantee’s work plan:

¹⁰ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(a).

Performance Metrics	Total
# New Jobs Created	47 by NDC and all Partners
# New Self-Employed Business Owners (new jobs)	38 by NDC and all Partners
# Jobs Retained/Sustained	142 by NDC and all Partners
Average Wage of Jobs Created/Retained	\$14
# Businesses Formed	45 by NDC and all Partners
Access to Capital - Total \$ Amount	\$790,000
Access to Capital - Total \$ Amount to Minority-owned Businesses	\$632,000
Access to Capital – Total # of Businesses	45
Access to Capital – Total # of Minority-owned Businesses	36
Technical Assistance Hours Provided - Total	4,094 by NDC and all Partners
Technical Assistance Hours Provided – Minority-Owned Businesses	3275.20 by NDC and all Partners
Number of Businesses Assisted - Total	437 by NDC and all Partners
Number of Businesses Assisted – Minority-Owned	349

The Greater Minnesota Model Outreach and Training Program grant contract is currently under negotiation. No program or outcome data is available at this time. The following are performance indicators being collected by the grantee and the projected output and outcomes as detailed in the grantee’s work plan:

Performance Metrics	Total
Technical Assistance Hours Provided - Total	750
Technical Assistance Hours Provided – Minority-Owned Businesses	100
Number of Businesses Assisted - Total	20
Number of Businesses Assisted – Minority-Owned	10
% Grant Award spent on Operating Expenses	13
Initial introduction of NDC approach to communities	50
Deeper engagement and training with communities	25
Two Day training about the NDC model, curriculum and methods	4
Pilot Community programs for training and integrated lending	2

The Small Business Incubator Program grant contract is currently under negotiation. No program or outcome data is available at this time. The following are performance indicators being collected by the grantee and the projected output and outcomes as detailed in the grantee’s work plan:

Existing Incubators

Performance Metrics	Total
# Jobs Created	6
# Jobs Retained	240
Average Wage of Jobs Created/Retained (depends on final leases)	\$12.00
# Businesses Formed	2
Access to Capital - Total \$ Amount	\$100,000
Access to Capital - Total \$ Amount to Minority-owned Businesses	\$100,000
Access to Capital – Total # of Businesses	2
Access to Capital – Total # of Minority-owned Businesses	2
Technical Assistance Hours Provided - Total	400 hours of TA
Technical Assistance Hours Provided – Minority-Owned Businesses	320 hours of TA
Number of Businesses Assisted - Total	20
Number of Businesses Assisted – Minority-Owned	16

New Incubators

Performance Metrics	Total
# Jobs Created	24
# Jobs Retained	10
Average Wage of Jobs Created/Retained (depends on final leases)	\$20.00
# Businesses Formed	8
Access to Capital - Total \$ Amount	\$300,000
Access to Capital - Total \$ Amount to Minority-owned Businesses	\$250,000
Access to Capital – Total # of Businesses	8
Access to Capital – Total # of Minority-owned Businesses	7
Technical Assistance Hours Provided - Total	500
Technical Assistance Hours Provided – Minority-Owned Businesses	400
Number of Businesses Assisted - Total	6
Number of Businesses Assisted – Minority-Owned	5

This contract was fully executed on September 30, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee's performance.

Grants Serving Somali Youth

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,000,000 in State Fiscal Year (SFY) 2017 to the Department of Employment and Economic Development and \$1,000,000 in SFY 2017 Youthprise¹¹. These funds are to be competitively distributed to community based organizations (CBOs) serving youth in the Somali community to: promote Positive development and engagement; promote community engagement; capacity building; resiliency building; provide legal services; provide youth prevention and intervention services; and provide other activities designed to address challenges facing Somali youth. To the extent possible, fifty percent of the funds are to be targeted to Greater Minnesota.

Project Goals and Summary

The Department of Employment and Economic Development issued a Request for Proposal (RFP) which resulted in the awarding of funds to six organizations serving Somali youth: Ka Joog, the Brian Coyle Center, the Confederation of Somali Community in Minnesota, Intercultural Mutual Assistance Association, United Way of Steele County, and Afro-American Development Association. Three of these organizations serve Greater Minnesota and received a combined \$450,000.

Youthprise designed an initiative to apply “a strength based holistic youth development approach” that addresses the whole youth in the context of family, community, and the broader society. Youthprise hopes to enable its sub grantees to reach over 3,000 youth. Youthprise’s goal is to build the resiliency of the Somali Minnesota community while deepening its relationships with sub grantees and the broader Somali community through:

- Capacity building
- Positive Somali youth development
- Youth engagement
- Community engagement

Youthprise has developed:

- An RFP process to secure a provider(s) to deliver culturally and linguistically relevant technical assistance through peer learning and consultation to Somali-led community-based organizations in areas of youth engagement, quality improvement, and organizational effectiveness.
- An RFP process with a deadline of April 1, 2017, to issue up to fifteen one-year Capacity Building grants to small to mid-size Somali led community-based organizations to provide program activities in positive youth development. Grant sizes will range from \$15,000 to \$25,000.
- An RFP process to secure up to three organizations to receive Initiative Grants to support collaborations, program expansions, and/or opportunities to test innovative strategies to effectively engage Somali youth. Grant sizes will range from \$75,000 to \$100,000.

Youthprise awarded a grant to the University Of Minnesota School Of Social Work. The University will work with a cohort of ten individuals nominated by Somali-led community based organizations (CBOs) to

¹¹ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(s).

improve youth program delivery through youth development and increased organizational efficiency.

Youthprise has also hired an individual from the Somali community to act as a liaison between Youthprise and the target population.

Outcomes to Date

DEED's competitive grant recipients enter participant data into DEED's case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. Participant outcomes to date are not currently available. Future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of grantee performance.

Youthprise's grant period for SFY 2017 funds runs through June 30, 2019. No program or outcome data is available at this time. The first quarterly report will be due from Youthprise by March 31, 2017. This contract was fully executed on October 13, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee's performance.

Twin Cities R!SE

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,200,000 in State Fiscal Year (SFY) 2017 and \$600,000 in SFY 2018 to Twin Cities R!SE (TCR).¹² These funds are to be used for performance grants under Minnesota Statutes, section 116J.8747 “to provide training to hard-to-train individuals.”

Project Goals and Summary

TCR, in collaboration with Metro Transit and Hennepin Technical College, will operate the Metro Transit Technician program. This program is in response to an identified immediate and future need for technically skilled workers and has a goal of building a technician “pipeline” that makes Metro Transit technical career opportunities available to all communities in the Twin Cities region. Each successful program participant will receive: hands-on skill development and instruction at Metro Transit; ongoing, personalized coaching; personal empowerment curriculum; paid internship at Metro Transit; and a two year technical degree at Hennepin Technical College.

TCR also plans to serve 212 low-income adults of color by:

- Providing comprehensive employment training that includes assessment, job search skills, computer skills, communication skills, personal development through personal empowerment, and more.
- Providing one-on-one coaching, personal empowerment classes, support services (bus passes, child care, emergency grants, and more), and referrals to community resources aimed at helping individuals overcome barriers to employment.
- Providing job search and placement assistance for full-time jobs that pay \$9.00 or more per hour with health benefits.
- Providing follow-up coaching and retention services to participants placed into full-time, permanent jobs, for up to 24 months.

Outcomes to Date

TCR enters participant data into DEED’s case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. The report details as of December 31, 2016 are below. This and future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/performance-measures/report-card.jsp>.

This contract was fully executed on February 14, 2017. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

¹² 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(h).

Twin Cities R!SE (TCR)

Data Summary Report

Identifying Information	
Grantee: Twin Cities R!se	
Period of Report: July 1, 2016 to December 31, 2016	
Participants Served: Individual Services	
	Number
3. Total Individual Participants Served	207
(11) Gender	
(5) Male	135
(6) Female	72
(12) Age	
(13) 14-15	0
(14) 16-17	0
(15) 18	0
(16) 19-21	14
(17) 22-24	22
(18) Greater than 24	171
(13) Ethnicity/Race	
(12) Hispanic/Latino	ND
(13) American Indian or Alaska Native	ND
(14) Asian/Pacific Islander	20
(15) Black or African American	108
(16) White	63
(14) Education Level	
(9) 0-11 th grade	ND
(10) 12th Grade Completed	ND
(11) High School graduate or equivalent	88
(12) Some College	61
(13) Post-Secondary Education	16
(15) Other Demographics	
(19) Limited English proficient	0
(20) Receiving public assistance	140
(21) Adult with a disability	ND
(22) Ex-offender	101
(23) Homeless	33
(24) Not employed at program enrollment	142
(25) Veteran	ND

Program Services, Activities, and Other Related Assistance

	Number
10. Received Education or Job Training Activities	149
11. Received Work Experience Activities	137
12. Received Post-Secondary Exploration, Career Guidance and Planning Activities	149
13. Received Support Services	0

Indicators of Performance

	Number
10. Attained work readiness or education goals	25

	Number
11. Received academic credit or service learning credit	<i>0</i>
12. Obtained high school diploma, GED, remained in school, obtained a certificate or degree, or dropout: returned to school	<i>ND</i>
13. Entered post-secondary education, vocational/occupational skills training, apprenticeship, military, job search or employment	<i>11</i>
14. Completed program objective	<i>80</i>

Ujamaa Place

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$600,000 in State Fiscal Year (SFY) 2017 to Ujamaa Place.¹³ These funds are to be used to develop programs in job training, employment preparation, internships, education, training in the construction trades, housing, and organizational capacity building.

Project Goals and Summary

Ujamaa Place is focused on eliminating barriers facing young African American men in St Paul, including: lack of education, unemployment, criminal history, homelessness, and marginalization. Through its Theory of Transformation Program, Ujamaa Place will work with individuals who were incarcerated for five or more years and will focus on work-entry programming, skills training, employment retention, and personal financial management. Ujamaa Place will also provide job training classes; fund and connect participants with paid local internships; provide participants with National Center for Construction Education and Research (NCCER) construction training; and provide opportunities for individuals to obtain GEDs. Ujamaa Place will also work with local partners, including Beacon Interfaith Housing Collaborative, St Paul Housing Agency, Project for Pride in Living, and Union Gospel Mission to combat homelessness.

Outcomes to Date

Ujamaa Place enters participant data into DEED's case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. Participant outcomes to date are not currently available. Future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on October 12, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee's performance.

¹³ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(t).

White Earth Nation

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$500,000 in State Fiscal Year (SFY) 2017 and \$125,000 in SFY 2018 to White Earth Nation¹⁴. These funds are to be used for the Integrated Business Development System to provide business assistance with workforce development, outreach, technical assistance, infrastructure and organizational support, financing, and other business development.

Project Goals and Summary

The Department of Employment and Economic Development and the White Earth Nation are currently in the process of negotiating a work program for this appropriation. No contract is currently in place and, consequently, no program or outcome data is available at this time.

Outcomes to Date

After entering a contract with DEED, the White Earth Nation will submit data on a quarterly basis to document the demographics of participants served, services provided, and outcomes achieved. No contract is currently in place and, consequently, no program or outcome data is available at this time. Future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

¹⁴ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(o).

YWCA Minneapolis

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$750,000 in State Fiscal Year (SFY) 2017 and \$375,000 in SFY 2018 to the YWCA Minneapolis¹⁵. These funds are to be used “provide job training services and workforce development programs and services, including job skills training and counseling.”

Project Goals and Summary

YWCA Minneapolis will provide all aspects of training and support to individuals living in low-income households to obtain Child Development Associate (CDA) credentials from the Council for Professional Recognition. Specifically, YWCA will build and maintain relationships with recruitment partners, resource partners, and potential participant employers. YWCA navigators will work with participants to create individual work plans to complete the program.

Outcomes to Date

YWCA Minneapolis will document participant data into DEED’s case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. Participant outcomes to date are not currently available. Future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on August 30, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

¹⁵ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(d).

YWCA St Paul

Background

During the 2016 Legislative Session, the Minnesota State Legislature appropriated \$1,000,000 in State Fiscal Year (SFY) 2017 and \$250,000 in SFY 2018 to the YWCA St Paul.¹⁶ These funds are to be used “to provide economically challenged individuals the jobs skills training, career counseling, and job placement assistance necessary to secure a child development associate credential and to have a career path in early childhood education.”

Project Goals and Summary

YWCA St. Paul will serve low-income workers, workers in communities of color, and youth with barriers to employment help them enter or re-enter the workforce, attain living wage employment, and increase their wages. YWCA St Paul will provide comprehensive services including: career assessments, job placement and retention services, support services (such as transportation, childcare, test and training costs), and career planning assistance through individual career plans.

Outcomes to Date

YWCA St Paul will document participant data into DEED’s case management system, Workforce One. Data collected includes demographics of participants served, services provided, and outcomes achieved. The report details as of December 31, 2016 are included below. This and future participant data will be available in the uniform report card, which is updated quarterly and available at <http://mn.gov/deed/about/what-we-do/agency-results/perform-measures/report-card.jsp>.

This contract was fully executed on August 16, 2016. Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of this grantee’s performance.

¹⁶ 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2(c).

YWCA St. Paul

Data Summary Report

Identifying Information Grantee: YWCA St. Paul
Period of Report: July 1, 2016 – December 31, 2016

Participants Served: Individual Services

	Number
4. Total Individual Participants Served	22
(16) Gender	
(7) Male	ND
(8) Female	ND
(17) Age	
(19) 14-15	0
(20) 16-17	0
(21) 18	0
(22) 19-21	0
(23) 22-24	ND
(24) Greater than 24	ND
(18) Ethnicity/Race	
(17) Hispanic/Latino	ND
(18) American Indian or Alaska Native	0
(19) Asian/Pacific Islander	ND
(20) Black or African American	ND
(21) White	ND
(22) Multi-Race	ND
(19) Education Level	
(14) 0-11 th Grade	ND
(15) 12 th Grade Completed	0
(16) GED	ND
(17) Post-Secondary Education; Some College	ND
(20) Other Demographics	
(26) Limited English proficient	0
(27) Public Assistance Recipient	13
(28) Enrollees with dependents under age 18	14
(29) Offender	0
(30) Homeless	0
(31) Not employed at program enrollment	13
(32) Veteran	0

Program Services, Activities, and Other Related Assistance

	Number
14. Received Education or Job Training Activities	22
15. Received Work Experience Activities	21
16. Received GED Training	0
17. Received Post-Secondary Exploration, Career Guidance and Planning Activities	22
18. Received Support Services	18

Indicators of Performance

	Number
15. Attained work readiness or education goals	<i>ND</i>
16. Received academic credit or service learning credit	<i>15</i>
17. Obtained GED, remained in school, obtained a certificate or degree	<i>0</i>
18. Entered post-secondary education, vocational/occupational skills training, apprenticeship, military, job search or employment	<i>ND</i>
19. Completed program objective	<i>ND</i>

Competitive Grants

In November 2016, DEED awarded equity grants totaling \$8.1 million for state FY2017 to organizations that will work to improve economic opportunities for people of color, women, youth, people with disabilities, and/or veterans in Minnesota.

DEED evaluated applications using review panels, composed of state staff and volunteers from the nonprofit and for-profit communities, which selected funding recipients. These review panels evaluated 367 proposals from 165 Minnesota organizations requesting nearly \$48 million in funding.

Grant Program	Total # of Proposals Received	Review Panel Proposals Recommended for Funding	Total Amount Requested	Total Amount Available/ Awarded	Shortfall
SE Asian	13	8	\$3,712,202	\$1,900,000	\$1,812,202
Pathways to Prosperity	34	6	\$8,247,632	\$950,000	\$7,297,632
Support Services	73	14	\$16,477,519	\$1,900,000	\$14,577,519
WESA	17	9	\$3,722,602	\$1,425,000	\$2,297,602
Youth at Work	45	8	\$9,181,110	\$950,000	\$8,231,110
Somali Youth	31	6	\$6,915,923	\$950,000	\$5,965,923
Capacity Building	129	13	\$6,182,521	\$320,000	\$5,862,521
Emerging Entrepreneur	25	23	\$3,900,000	\$2,032,000	\$1,868,000
Totals	367	87	\$58,339,509	\$10,427,000	\$47,912,509

Due to the timing of the grant and reporting cycle, DEED has limited performance data to conduct an accurate analysis of the performance of the competitive grantees.

Pathways to Prosperity

This program helps low-wage and low-skill adults who have multiple barriers to employment obtain credentials and skills that prepare them for jobs in growing fields such as health care and manufacturing.

Building Operations Technician Career Pathway Program

Lead agency: Project for Pride in Living, Twin Cities metro, \$100,000

Manufacturing and Jobs, Training

Lead agency: Hmong American Partnership, Twin Cities metro, \$300,000.

Ujamaa Place Transformation Program/Training in Construction

Lead agency: Ujamaa Place, Greater St. Paul area, \$200,000

Region 5 Career Pathways Partnership

Lead agency: Regional Workforce Development Area 5, southwest and south-central Minnesota, \$150,000

Increasing Diversity-Law Enforcement Career Ladder

Lead agency: St. Paul Police Department, St. Paul \$200,000

Youth at Work Program

This program provides employment and training services for youth of color, youth with disabilities and/or at-risk youth.

Right Track

Lead agency: City of St. Paul, St. Paul, \$202,970

Core IT

Lead agency: Minnesota Computers for Schools, Twin Cities metro, \$180,000

Youth at Work

Lead agency: Hmong-American Partnership, St. Paul (Frogtown and East Side), \$150,000.

Youth Employment and Training Program

Lead agency: Appetite for Change, North Minneapolis, \$125,000 Indigenous Pathways to Economic Independence-Green Jobs Pathways

Lead agency: Migizi Communications, Minneapolis, \$82,030

Skills Training, Internships, College Support for Disadvantaged Youth

Lead agency: Genesys Works, Twin Cities metro, \$75,000

Anokiiwin Youth Training Program

Lead agency: Arrowhead Economic Opportunity Agency, Boise Forte Tribal Communities, \$75,000

Learn and Earn to Achieve Potential Initiative

Lead agency: Project for Pride in Living Inc., Minneapolis, \$60,000

Women in High Wage, High Demand, Nontraditional Jobs Competitive Grant Program

This program focuses on closing the gender pay gap and encourages women to enter nontraditional fields such as science, technology, engineering and math (STEM) or construction.

Women in Construction and Trucking Careers

Lead agency: Lifetrack Resources Inc., Twin Cities metro, \$196,109

YWCA Commercial Driver's License Training Program for Women

Lead agency: YWCA of St. Paul, Twin Cities metro, \$96,000

Women in Technical Careers

Lead agency: Dunwoody College of Technology, Twin Cities metro, \$345,200

Women in High Demand

Lead agency: Hmong American Partnership, Twin Cities metro, \$180,000

Women in Trade Careers at Saint Paul College

Lead agency: Saint Paul College, Twin Cities metro, \$155,274

Nontraditional Opportunities for Women

Lead agency: Washington County Workforce Center, Washington County, \$48,400

Mino Bimaadiziwin

Lead agency: Honor the Earth, White Earth Ojibwe Reservation, \$75,000

ETC-WESA Project

Lead agency: Pine Technical and Community College, Chisago, Isanti, Kanabec, Mille Lacs and Pine counties, \$329,017

Southeast Asian Economic Relief Competitive Grant Program

This program addresses economic disparities in Southeast Asian communities through workforce recruitment and development, job creation, increased capacity of smaller organizations and outreach.

Manufacturing and Jobs, Training

Lead agency: Hmong American Partnership, Twin Cities metro, \$350,000

CAPI KOM Collaboration

Lead agency: CAPI USA, Hennepin and Ramsey counties, \$280,000

Piloting a Community-Owned Local Food Processing Social Enterprise

Lead agency: Hmong American Farmers Association, Twin Cities metro, \$350,000

Southeast Asian Seniors Occupational English Classes

Lead agency: Hmong Cultural Center, Hennepin County, \$320,000

Immigrant and Refugee Employment and Training Services

Lead agency: Southeast Asian Refugee Community Home, Twin Cities metro, \$200,000

GAP IT/Customer Service Pathway Enrichment

Lead agency: Guadalupe Alternative Program, Hennepin and Ramsey counties, \$250,000

Southeast Asian Training Program

Lead agency: Pathway Learning Center, Hennepin and Ramsey counties, \$50,000

Southeast Asian Success in Southeastern Minnesota

Lead agency: Workforce Development Inc., Mower and Freeborn counties, \$100,000

Support Services Competitive Grant Program

This program focuses on low-income communities, young adults from low-income families and communities of color, offering job training, employment preparation, internships, job assistance to fathers, financial literacy, academic and behavioral intervention for low-performing students and youth intervention.

Adult

Employment Assistance for Homeless and In-Crisis Veterans

Lead agency: Minnesota Assistance Council for Veterans, state of Minnesota, \$150,000

Last Chance Employment Project

Lead agency: African Community Services, Twin Cities metro, \$100,000

Family Economic Stability Project

Lead agency: North Point Health & Wellness Center Inc., north Minneapolis, \$150,000

Integrated-Care Model

Lead agency: Better Futures Minnesota, Hennepin and Ramsey counties, \$150,000

Employment Support Services

Lead agency: Family Service Rochester, Olmsted County, \$150,000

Region 5 SNAP E&T Support Services Project

Lead agency: Minnesota Valley Action Council, 23 counties in south central and southwestern Minnesota, \$150,000

Eastside Financial Center-Bridges to Career Opportunities Expansion Project

Lead agency: Lutheran Social Service of Minnesota, St. Paul East Side, \$100,000

Youth

Community Ambassadors Initiative

Lead agency: Hallie Q. Brown Community Center, St. Paul, \$150,000

Urban Opportunities Youth Advocates

Lead agency: Pillsbury United Communities, Minneapolis, \$150,000

Increasing Literacy and Numeracy at the Harvest Network of Schools

Lead agency: Harvest Network of Schools, north Minneapolis, \$100,000

PPL Capacity Building Initiative

Lead agency: Project for Pride in Living, Twin Cities metro, \$150,000

Community Coaching Employment Readiness Program

Lead agency: Model Cities of St. Paul, Ramsey and Dakota counties,\$150,000

Academic Enrichment: Serving Low-Income American Indian and African-American Children in St. Paul

Lead agency: Interfaith Action of Greater St. Paul, St. Paul, \$100,000

Project Legacy

Lead Agency: Olmsted Outreach, Olmsted County, \$150,000

Somali Youth Competitive Grant Program

This program supports organizations and workforce programs that serve Somali youth.

Gul

Lead agency: Ka Joog, Minneapolis, St. Paul and Eden Prairie, \$200,000

Coyle Center/African Immigrants Community Services Collaboration

Lead agency: Brian Coyle Center, Cedar Riverside and Phillips neighborhoods in south Minneapolis, \$150,000

THRIVE

Lead agency: Confederation of Somali Community of Minnesota, Twin Cities metro, \$150,000

Somali Youth Program

Lead agency: Intercultural Mutual Assistance Association, Rochester and Faribault, \$250,000

Somali Youth and Steele County Works

Lead agency: United Way of Steele County, Steele County, \$100,000

Somali Youth Project

Lead agency: Afro-American Development Association Inc., Moorhead, \$100,000