



SFY 2017-19 Comunidades Latinas Unidas En Servicio (CLUES) Direct Appropriation

Final Report

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Minnesota Department of Employment and Economic Development
Employment and Training Programs Division

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Contents

SFY 2017-19 Comunidades Latinas Unidas En Servicio (CLUES) Direct Appropriation	1
Contents	3
Introduction	4
Legislative Appropriation Reference	4
Appropriation	4
Summary of Objectives Presented in the Work Plan	4
Adult Career Group Programming	5
Youth Group Programming	5
Parents Receiving Group Services	6
Culturally Responsive Support Services	6
Data Elements and Performance Indicators Being Collected and Reported	7
Grant Outcomes	7
Expenditures	9
New Grant Funds	10

Introduction

The Minnesota State Legislature appropriated funds during the 2017 Legislative Session to Comunidades Latinas Unidas En Servicio (CLUES) 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.”

Legislative Appropriation Reference

Funds for this project were appropriated [in 2016 Minnesota Session Laws, Ch. 189, H.F. 2749, Art. 12, Sec. 2, Subd. 2\(m\)](#) and [2017 Minnesota Session Laws, Ch. 94, S.F. 1456, Art. 1, Sec. 2, Subd. 3\(t\)](#).

Appropriation

The appropriation provides \$1,500,000 for State Fiscal Year (SFY) 2017 and \$750,000 each year for SFY 2018 and 2019. The Department of Employment and Economic Development (DEED) is permitted to use five percent of the appropriation to administer the grant, making the amount available to CLUES \$1,425,000 for SFY 2017 and \$712,500 per year for SFY 2018 and 2019. At least fifty percent of the grant funds must be used for programming targeted at greater Minnesota.

Summary of Objectives Presented in the Work Plan

CLUES invested its appropriations into expanding its culturally tailored programs and addressing the employment and education gaps for underserved Latino adults and youth. The overall goal has been to advance opportunities for job skills training and skill building training resources for Latino adults and youth in order to assist the community to better prepare for attaining higher wage jobs in high demand fields.

CLUES has been expanding and extending programming to achieve the following two objectives for Latino youth and adults:

1. Prepare Latino youth for educational advancement and higher wage careers.
2. Develop opportunities for adult Latino workers to be able to attain higher wage careers and pursue economic prosperity through contextualized English as a Second Language (ESL) and career pathway skills training.

Throughout these programs, CLUES provides bilingual and culturally relevant wrap-around support services helping Latino families to overcome barriers. In addition, personalized education and career navigation supplied by CLUES help clients successfully achieve their goals.

In accordance with the legislative appropriation, 50 percent of the funding is used for programming targeting the Twin Cities Metro Area, and 50 percent is used for targeting the greater Minnesota area. In greater Minnesota, CLUES collaborates with and provides technical assistance to up to four local community based

partners already situated in communities that have large and growing Latino populations. The cities of Rochester, Mankato, Willmar, and Austin as well as surrounding areas are the focus on the greater Minnesota programming.

Adult Career Group Programming

Examples of adult career group programming since the grant started include:

- 848 individuals have received job search assistance and services;
- 648 individuals have attended career pathways preparation workshops focusing on job search basics, job applications, resumes and cover letters and interviewing skills;
- 370 individuals have attended job fair/hiring day events and gained access to employers of choice offering high-demand jobs with sustainable wages; and
- 814 clients have received financial literacy training and/or coaching services.

Youth Group Programming

Among the services provided to youth in group programming were the following:

- In December 2016, 51 Latino youth attended a Latino Youth Career Fair during which youth were given the opportunity to explore different career opportunities and the various pathways available to job seekers interested in those fields of work.
- In February 2017, 19 Latino youth participated in a Corporate Field Trip to the Land O'Lakes Corporate Campus. During the day, the youth took a tour of the campus, met with the Land O'Lakes Amigos Hispanic Network, were given the opportunity to engage in an on-site work experience activity with the Research and Development Department and engaged in an on-site service project with Land O'Lakes employees. This experience was repeated with 18 additional Latino youth in April 2017, and 16 additional Latino youth in February 2019.
- In June 2017, 28 Latino youth engaged in a College Site Visit to the University of Minnesota. During the visit, the youth attended a presentation by the U of MN Admissions Department, were given a campus tour and dorm visit by current U of MN students, and learned about a variety of on-campus organizations and support services for Latino and other minority students.
- In February 2018, 30 youth attended three workshops focused on career exploration, academic support, and college access.
- In April 2018, 18 youth participated in a Corporate Field Trip to Boston Scientific. Students learned about careers in engineering and anatomy and had the opportunity to engage with Boston Scientific staff members.
- In May 2018, 36 youth participated in a campus site visit at Normandale Community College. The visit included a campus tour, a presentation from campus staff on various fields of study and how to best engage with campus services and supports both during the application process and as a student.
- In October 2018, 102 Latino youth attended the second annual CLUES Latino Youth Conference on the Hamline University campus.

- In May 2019, 44 Latino youth attended an interview workshop led by Ameriprise employees. Participants were asked to dress professionally and were given the opportunity to engage in practice interview.
- In June 2019, 15 Latino youth participated in a campus visit day hosted by Mankato State University.

Parents Receiving Group Services

Among the services provided were the following:

- In November 2016, 20 parents attended a workshop focused on resume writing and job applications. The goal of the workshop was to help parents support their children through the job search process while also providing them (the parents) with the tools needed to advance on their own career paths.
- In January 2017, 19 parents attended a workshop focused on financial aid and other methods of funding post-secondary education. The goal of the workshop was to help families navigate the difficulties of paying for college.
- In April 2017, 18 parents attended a workshop focused on common mental health issues faced by high schoolers and college students. The goal of the workshop was to help parents more fully and holistically support their children through the stressors of their academic career.
- In January 2018, 16 parents attended a workshop focused on supporting their children as they pursued their academic goals. Activities focused on understanding and overcoming the barriers to success faced by Latino high school students.
- In February 2018, 25 parents attended 3 workshops focused on supporting their children as they explored various career paths and identified potential courses of future study. The goal of the workshops was to empower parents, through providing them with essential tools and information, to become more engaged in the process of supporting their children's future goals.
- In October 2018, 58 parents attended the second annual CLUES Latino Youth Conference held on the Hamline University campus. Parent participants attended workshops focused on identifying their own strengths as cross-cultural parents, understanding how to support their children's future success, and understanding how to navigate the higher education system
- In April 2019, 27 parents attended a workshop focused on helping parents to understand the path to college, issues about college retention, and how they can best support their students.

Culturally Responsive Support Services

CLUES has expanded its bilingual and culturally relevant wrap-around support services to help the additional numbers of Latino youth and adult participants overcome barriers and support them to achieve their goals. In Greater Minnesota, CLUES staff identify local community-based organizations and partner with them to expand access to the wrap-around support services that are available in their communities. Culturally responsive support services are made available to all participants.

Wrap-Around Support Services: CLUES staff work with participants to identify and resolve job, transportation and housing barriers, child care resources, family violence, and other unique issues affecting participants' ability

to participate in trainings and obtain and retain employment. Support services include direct financial supports to help low-income participants access transportation, professional clothing, work tools, and other needs.

Personalized Education and Career Planning: Navigation services guide participants to develop short and long-term career plans that are realistic and aligned with their individual skills and interests.

Data Elements and Performance Indicators Being Collected and Reported

CLUES submits data to DEED to document the demographics of participants served, services provided, and outcomes achieved. The elements collected are listed below.

Grant Outcomes

Demographic and outcome data for the SFY 2017-19 CLUES Equity Direct Appropriation for individual services is available through June 30, 2019. The data includes the period October 1, 2016 – June 30, 2019:

Demographic Characteristic	10/1/16-12/31/17	1/1/18 – 12/31/18	1/1/19 – 6/30/19	Total
Total participants served in group settings (no detailed demographics available)	1,828	1,367	292	3,487
Total individual participants served	365	274	62	701
Male	120	89	23	232
Female	245	185	39	469
Age 13-18	43	27	0	70
Age 19-24	90	85	0	175
Age 25-35	121	98	12	231
Age 36-54	101	46	46	193
Age 55 and over	10	18	11	39
Hispanic/Latino	268	236	66	570
American Indian/Alaskan Native	6	4	0	10
Asian/Pacific Islander	14	5	0	19
Black/African American	62	29	0	91
White	16	13	1	30
Multi-racial	267	223	69	559
8 th grade education and under	22	23	Information Not Available (INA)	45
9 th -12 th grade education	90	49	INA	139
High school graduate/equivalent	149	125	INA	274
Some post-secondary education	59	56	INA	115
Post-secondary or professional degree	34	21	INA	55
Education unknown or unreported	11	0	INA	11

Demographic Characteristic	10/1/16- 12/31/17	1/1/18 – 12/31/18	1/1/19 – 6/30/19	Total
Limited English proficient	175	110	82	367
Low income (under 200% of poverty)	322	246	58	626
Individual with cultural barriers	252	182	83	517
Individuals with a disability (including learning disability)	4	0	6	10
Ex-offender	24	6	0	30
Single parent	38	20	19	77
Basic skills deficient	68	42	0	110
Homeless	0	1	0	1
Not employed at program enrollment	206	126	11	343
Veteran	0	1	0	1
Primary language – English	91	79	0	170
Primary language – Spanish	241	186	73	500
Primary language – Somali	16	1	2	19
Primary language – Amharic	1	0	0	1
Primary language not shown above	16	6	3	27
Program Services Received	10/1/16 – 12/31/17	1/1/18 – 12/31/18	1/1/19 – 6/30/19	Total
Adult Basic Education (adult participants)	158	99	83	340
Career Pathways Training (adult participants)	154	145	0	299
Financial training/coaching (adult participants)	312	244	62	618
Wrap-around support services (adult participants)	154	145	0	299
Work readiness training/work experience (youth participants)	53	30	0	83
Wrap-around support services (youth participants)	53	30	0	83
Performance Indicators	10/1/16 – 12/31/17	1/1/18 – 12/31/18	1/1/19 – 6/30/19	Total
Attained work readiness or education goals	284	246	50	580
Showed demonstrable gains in English language skills, job related skills, career planning	284	246	50	580

Demographic Characteristic	10/1/16-12/31/17	1/1/18 – 12/31/18	1/1/19 – 6/30/19	Total
Obtained high school diploma or equivalent, remained in school, obtained a certificate or degree, or returned to school	162	236	31	429
Entered post-secondary education, vocational or occupational skills training, apprenticeship, military, job search, or employment	266	134	43	443
Completed program objectives	284	246	50	580

Customer Satisfaction	10/1/16 – 12/31/17	1/1/18 – 12/31/18	1/1/19 – 6/30/19	Total
Number of participants rating experience as “excellent”	192	166	61	419
Number of participants rating experience as “very good”	60	38	0	98
Number of participants rating experience as “average”	26	1	0	27
Number of participants rating experience as “below average”	0	0	0	0
Number of participants rating experience as “poor”	0	0	0	0
Number of surveys completed	278	205	61	544

Expenditures

CLUES expended their **SFY 2017** grant funds as follows:

Budget Category	Amount
Administrative costs (up to 10% allowed)	\$142,500.00
Contracted services	\$130,743.03
Participant wages and fringe benefits	\$35,000
Direct services	\$1,082,500
Support services	\$34,256.97
Total budget	\$1,425,000.00

CLUES expended their **SFY 2018** grant funds as follows:

Budget Category	Amount
Administrative costs (up to 10% allowed)	\$71,250.00
Contracted services	\$83,750.00
Participant wages and fringe benefits	\$32,350.51
Direct services	\$515,149.49
Support services	\$10,000
Total budget	\$712,500.00

CLUES expended their **SFY 2019** grant funds as follows:

Budget Category	Amount
Administrative costs (up to 10% allowed)	\$71,250.00
Contracted services	\$84,512.12
Participant wages and fringe benefits	\$0
Direct services	\$545,737.88
Support services	\$11,000
Total budget	\$712,500.00

New Grant Funds

The SFY 2020 and 2021 appropriations are \$625,000 per year.