

Our Mission: *Work together to develop the strengths within children, families and adults facing the greatest life challenges.*

Healthy, stable families are at the heart of Lifetrack's mission. After nearly 70 years, Lifetrack has become a vital resource to families navigating life's greatest challenges. We serve families through two core areas:

Child & Family Healthy Development –

- We serve over 1,700 children annually who are at risk of developmental delays and educational failure due to poverty, disability and/or exposure to trauma/violence.
- We provide 3,100 children and adults therapeutic services and resources.
- More than 35,000 working adults participate in our Employee & Family Education Services.

Employment & Economic Opportunity –

- Each year we provide services for over 1,400 adults as they find, keep and advance in their employment.
- Our service model includes ongoing employment support to ensure individuals retain employment.

2014 BY THE NUMBERS

\$9.5 million operating budget

40,000 people served

10,500 hours given by 200
volunteers

994 families served

300 individual, corporate and
foundation donors

103 employees

Last year Lifetrack worked with more than 1,000 families to help shape a new family story. However, many more go unserved. Waiting lists for our intensive family services and specialized employment supports are often months long with delays that can become detours to a new future.

Thanks to support from community partners, volunteers and generous donors, we remain dedicated to our vision of a vibrant community where families prosper, children realize their full potential and adults lead the way with their own examples of success.

Join us as we Put Hope Within Reach.

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ORGANIZATION OVERVIEW

Network for the Development of Children of African Descent (NdCAD) is a culturally-based, family education center, established in 1997. The organization provides family literacy, academic enrichment and family stabilization services/programs for children, youth and families throughout the metropolitan area. Evidence-based programs and services include: after-school reading interventions for K-8th graders; science enrichment and community action research programs for middle and high school students; parent education and home visiting-focused on preparing African American MFIP parents for the workforce; and professional development training and consulting for educators and youth/family programs. Annual budget: \$700,000.

OUTCOMES/IMPACT (From Independent Research/Evaluation Findings)

EDUCATION IMPACT

- **100% of 333 K-8th grade students, in Minneapolis and St. Paul, increased reading skills, increased guided reading levels by 2-5 levels and 65% met or exceeded grade-level reading, after completing our 9-week Sankofa Reading Intervention. (2004-2010)**
- **96% of 112 K-3rd grade St. Paul students increased reading levels, 100% increased reading skills and 57% exceeded grade-level reading, after completing the Sankofa Reading Intervention (May 2013 to April 2015)**

Sources: GrayHall LLP, Sankofa Evaluation Report, 2010; and University of Minnesota, Center for Applied Research and Educational Improvement, Preliminary Evaluation of Sankofa Reading Program, 2015: Research supported by the Social Innovation Fund, a key White House initiative and program of the Corporation for National and Community Service

WORKFORCE IMPACT

- **100% of 77 African American MFIP parents, in Ramsey County, demonstrated 300% increase in employment engagement hours (e.g. job skills training, GED completion, college enrollment and securing jobs), after completing our literacy-based, family stabilization programs and services. (2011-2012 Pilot) Most participants were post-60 months, meaning they were granted MFIP extensions due to special needs within the family, which prior to NdCAD's interventions, prevented or inhibited gainful employment. Source: Ramsey County Workforce Solutions Evaluation Update Report, 2013**
- **MFIP participants "are more likely to be engaged in employment service activities, enrolled in education and more likely to be employed than they were prior to their enrollment in NdCAD," six-months after completing NdCAD programs. (Among 93 parents completing NdCAD by June 2015) See Figure A. Source: Ramsey County Workforce Solutions Evaluation, Preliminary Findings, 2015**

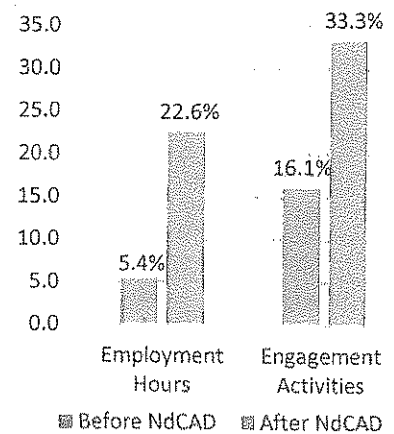


Figure A

EXPANSION & SCALING GOALS (2016-2018)

- Enhance existing programs/services and increase number of children, youth and families served
- Scale impact of our lessons learned by training others who serve children and families (e.g. schools, programs)
- Expand strategic partnerships and strategies that embed lessons learned into systems change

STRATEGIC PARTNERS: (In alphabetical order) Augsburg College, Generation Next, Greater Twin Cities United Way, Heritage Park Apartments-North Minneapolis, MN Science Museum, Neighborhood House-JDAI Programs, Project for Pride and Living, Ramsey County Workforce Solutions, Saint Paul Promise Neighborhood, Simpson Housing Services, St. Paul Children's Collaborative, Twin Cities African American Leadership Forum, University of Minnesota, Wilder Foundation and multiple schools/organizations participating in our teacher training programs

Lifetrack Immigrant and Refugee Services

Economic Disparities Work Group

January 15, 2016

Good Afternoon, I am Dagim Gameda, Immigrant and Refugee Services Director with Lifetrack.

For over 2 decades Lifetrack's multicultural Immigrant and Refugee Services have proven to be highly effective in moving refugees and legal immigrants from unemployment to employment ---and toward the real goal of family self-sufficiency and future economic opportunity.

Based in St. Paul and Minneapolis, Lifetrack's partnership approach to serving immigrants and refugees statewide includes the Intercultural Mutual Assistance Association (IMAA) in Rochester as well as a network of community based agencies across in the metro and Minnesota such as the Welcome Center in Austin and local offices of immigrant resettlement agencies such as Lutheran Social Services and Catholic Charities.

As you may know, Minnesota has the highest rate of secondary relocations of refugees and legal immigrants who may begin their U.S. life in New York, California or other primary arrival sites.

Current federal and state Immigrant and Refugee programs place tight time restrictions on the expectation for independent employment. This is keeping many individuals who have the potential to contribute so much more to Minnesota's economy from realizing the best job and career opportunities as they too quickly become trapped in entry level positions with few prospects for advancement or family sustaining income.

Their income and wage gap begins with their very first position and, as the data shows, the income gap remains throughout their work life with ripple effects to the disparities in education and income their children may encounter.

Adequate and consistent State funding support is critical to building a bridge over these imbedded systematic barriers.

The people we serve have a strong desire to work and to earn a living for themselves and their families. They face **language barriers, educational barriers and cultural barriers** including workplace practices, expectations and "norms." Helping people to become competent and successful throughout their work lives requires guidance and mentoring support well beyond the current 12 month limitations of most funding.

- Lifetrack has a proven record of leveraging private and federal funding maximizing the impact of state investments.

This funding request will allow Lifetrack and our partners to restore service capacity to the state wide program. Additionally, it rebuilds critical support for true employment and income success for these critical Minnesota workers and their families.

Thank you.

Lifetrack Immigrant and Refugee Services HF1873

Background and Program Outcomes

Beginning in 1997 Lifetrack's Immigrant and Refugee Services has helped more than 6,668 legal immigrants and refugee begin and success in employment. Lifetrack is based in St. Paul and Minneapolis and works in partnership with Intercultural Mutual Assistance Association (IMAA), Rochester, MN, Welcome Center, Austin, and a network of community based agencies.

1997-1999 biennium funding

(\$1million allocated by legislature)

980 enrolled

480 placed in employment

\$7.50 average client wage

Cost Benefit Ratio: \$1020 per client served

2000 special appropriation funding

(\$450,000 allocated by legislature)

750 enrolled

374 placed in employments

\$9.68 average client wage

Cost Benefit Ratio: \$600 per client served

2001-2003 biennium funding

(\$900,000 allocated by legislature)

1064 enrolled (139% of goal)

614 placed in employment (144% of goal)

\$9.02 average client wage

Cost Benefit Ratio: \$845 per client served

2003-2005 biennium funding

(\$200,000 allocated by legislature)

300 enrolled (107% of goal)

167 placed in employments (128% of goal)

\$9.15 average client wage

Cost Benefit Ratio: \$667 per client served

2005-2007 biennium funding

(\$500,000 allocated by legislature)

784 enrolled (112% of goal)

386 placed in job (126% of goal)

\$9.14 average client wage

Cost Benefit Ratio: \$637 per client served

2007 - 2009 biennium funding

\$750,000 (\$400,000 Year 1; \$350,000 Year 2)

1188 enrolled (107% of goal)

698 placed in jobs (135% of goal)

\$9.59 average client wage

Cost Benefit Ratio: \$631 per client served

2010 – 2012 biennium funding

(\$600,000 allocated by legislature)

869 enrolled (114% of goal)

415 placed in jobs (115% of goal)

\$9.86 average client wage

Cost Benefit Ratio: \$690 per client served

2013 one year funding

(\$300,000 competitive grant)

416 enrolled (99% of goal)

257 placed in jobs (122% of goal)

\$10.14 average client wage

Cost Benefit Ratio: \$721 per client served

2014 -15 Two years funding

(\$320,000 competitive grant for two years)

317 Enrolled (88% of goal)

216 Placed (120% of goal)

55 Completed Training (152% of goal)

\$10.29 average client wage

Cost Benefit Ratio: \$946 per client served