

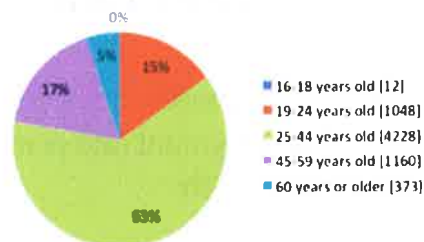
Minneapolis Adult Education Overview

- Consortium is comprised of the Minneapolis Public School District (MPS) and 5 community-based organization partners :
 - Cedar Riverside Adult Education Collaborative
 - Volunteers of America High School
 - Somali Success School
 - Learning In Style
 - English Learning Center
- Our mission is to design and deliver exceptional programming for adults needing life, academic, and work literacy skills.
- MPS acts as the consortium fiscal agent and provides management, leadership, and accountability to MDE.

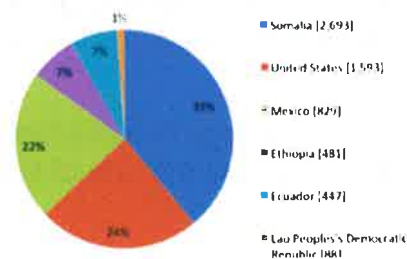
Who We Serve

- The consortia serves about 7000 learners a year from various demographic backgrounds.
- Of those 7000, 4,480 people (64%) are English Language Learners.
- At our North and South Campuses we serve roughly 2,500 native English speaking students annually.

Age



Country of Origin



What We Do

- MPS AE invests over \$800,000 a year in North Minneapolis providing a range of programming for adult learners.
- These programs include, but are not limited to:
 - ELL classes
 - GED preparation
 - College preparation
 - Career pathways
- MPS AE works with community partners to provide comprehensive support and services to adults.

Statement of Need

- In North Minneapolis
 - The unemployment rate is more than twice the rate for the entire city.
 - The unemployment rate for the residents of color is more than ten percentage points higher than for Non-Hispanic Whites who live there.
 - The percentage of individuals with a high school diploma is half the rate of the city.

Unity Opportunity Initiative

Community partners coming together to do our part to close the gap.

- Community Based Organizations will recruit and provide employability training.
- The faith community will provide trained volunteers/mentors and coordinate incentives and outreach.
- Our Adult Education staff will provide academic assessment, curriculum and instruction as well as preparation for jobs students can get while they are working toward completion of their GED or high school diploma.

Unity Opportunity Initiative

- Project will cost \$1.85 million for two years.
- The in-kind support for two years covers 33% of the total program cost (\$616,066).
- We need an additional \$1,234,000 to run the program for two years.



Minnesota Department of
HUMAN RIGHTS

LEGISLATIVE WORKING GROUP ON ECONOMIC DISPARITIES

*Presented by: Kevin Lindsey, Commissioner
Minnesota Department of Human Rights*

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Background

The Minnesota Human Rights Act

- Investigate discrimination complaints
- Ensure equal employment opportunities by state contractors
- Use education to eliminate discrimination

Minnesota Criminal Rehabilitation Offenders Act

- Increase employment opportunities for individuals with a criminal record



Minnesota Department of
HUMAN RIGHTS

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Background

“In 2008 in the Minneapolis metro area, ACS data show that blacks with comparable levels of education as whites are much more likely to be unemployed. For example, African Americans with a high school diploma or GED were three times as likely to be unemployed as whites with the same level of education. Even if blacks had the exact same educational profiles as whites in Minneapolis, they would still have a much higher unemployment rate.”

– Uneven Pain, Dr. Algernon Austin



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Background

Study by Professor Devah Pager concerning 350 applicants with similar credentials to determine likelihood of employer calling the applicant back for an interview

- 34% White applicant without a criminal record
- 17% White applicant with a criminal record
- 14% Black applicant without a criminal record
- 5% Black applicant with a criminal record

– The Mark of a Criminal Record, Professor Devah Pager
(*Marked: Race, Crime and Finding Work in an Era of Mass Incarceration*)



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Background

- The Department has significantly increased its efficiency in the past several years
- The funding for the Department is lower than it was 20-years ago.
- The Department has two funding proposals to improve the capacity of the Department and expand our presence in Greater Minnesota



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Enforcement

- In the past four years, the Department has closed approximately 2,400 cases. In the preceding four years the Department closed 1,080 cases.
- The average time period for the Department to complete an investigation in the past four years has dropped from 430 days to 266 days.
- In the past three years, the Department has reduced the number of cases over one-year old by 95% - 228 cases to 12 cases.



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Contract Compliance

- In 2012, the Department adjusted workforce participation goals to 32% in Hennepin and Ramsey County and 22% in Anoka, Carver, Dakota, Scott and Washington. As of December 15, 2015, on the projects over 10,000 hours monitored by the Department the participation rate for people of color is 29.42%; the participation rate for the stadium project is 36.93%.
- The Department has significantly increased its focus on ensuring compliance. The Department has initiated more than 350 workforce audits and more than 20 equal pay audits.



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Capacity Building Proposal

- In the 2015 session, the Department received \$150k of the \$900k in the Governor's budget.
- The Department has less funding and approximately 15 fewer staff members than it did 20 years ago to address a growing workload and more diverse state. (*1996 OLA Report*)
- \$630,000 is being sought to accelerate the investigation, enforcement and final disposition of cases.



Funding an Office in Greater Minnesota

- The Department previously received funding from the City of St. Cloud to support the Department having a staff person based in the city. The funding from St. Cloud is no longer available to the Department.
- The Department has maintained its lease with the City of St. Cloud and has an Enforcement Officer working part-time out of the St. Cloud office.
- \$180,000 is being sought to support the Department hiring staff to work full time in the St. Cloud office and to expand the Department's outreach efforts throughout Minnesota.



Thank you

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NDC INCUBATORS:

concentrated poverty requires concentrated opportunity

Neighborhood Development Center (NDC) is a nonprofit known for training, lending and technical assistance to neighborhood entrepreneurs. NDC has a long history of creating thriving marketplaces in both Minneapolis and St. Paul neighborhoods via our small business incubators.

NDC is asking for a one-time appropriation for funds to upgrade and improve its incubators and start two new incubator projects. **This will help 129 businesses to grow and approximately 20-30 new businesses will be placed in the two new projects.**

Existing incubators	\$600,000
New incubator projects	\$500,000

Total request **\$1.1MM - one time request**



Grooming House at Frogtown Square

HF 611
SF 538

FACTS*:

- NDC Existing Incubators: Mercado Central, Plaza Verde, Midtown Global Market, Frogtown Square and Frogtown Entrepreneur Center
- There are currently 129 businesses operating within these five incubators; 89% are owned by people of color; 15 are owned by African Americans.
- There are 774 people employed within these incubators, at a program cost of \$4,900. More than 75% of these employees are people of color.
- The average hourly wage is \$11.40
- Aggregate annual payroll: \$13.8 million
- Average state income taxes paid annually (based on 3% rate): \$414,000
- State sales tax paid annually: \$1.84 million



Enriqueta Cruz of Mercado Central owns Reyna de los Jugos



Juliet Mitchell, owner of Eagles Wings, LLC

* Wilder Study, 2013



Neighborhood Development Center
663 University Ave. #200, St. Paul, MN 55104
651-291-2480 | www.ndc-mn.org

Neighborhood Development Center:

An innovative approach in creating businesses, jobs and economic impact for over 20 years

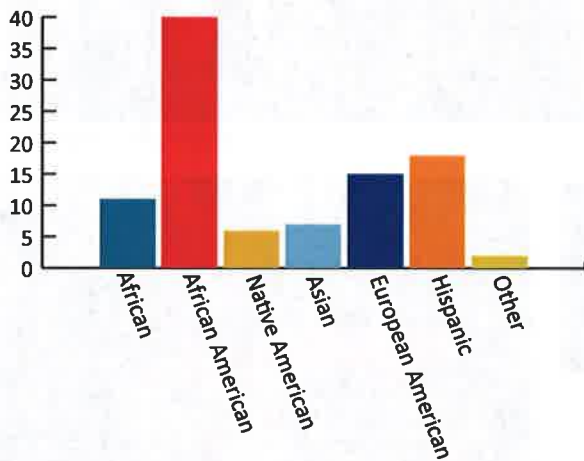
**HF 622
SF 521**

Total request: \$385,000 annually

Entrepreneur Training

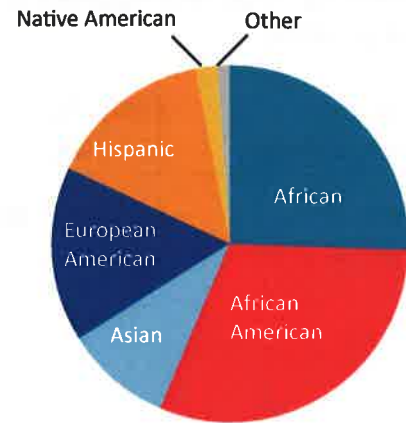
Over 4,880 aspiring entrepreneurs have received NDC's 20-week training; 40% are African American

Training received by ethnicity



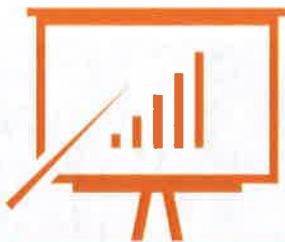
Lending

NDC has provided more than 630 loans, totaling \$16 million; \$5 million has been lent to African Americans



Technical Assistance

More than 60,000 hours of free TA



Real Estate Incubators

129 businesses operate within 5 incubators; 90% are owned by people of color



Annual Economic Impact*:

Existing NDC businesses	475
Number of jobs	2,285
Program cost for the development of each job	\$4,900
State sales taxes paid annually	\$3,200,000
State income taxes paid annually	\$2,200,455
Total state taxes paid annually	\$5,400,455

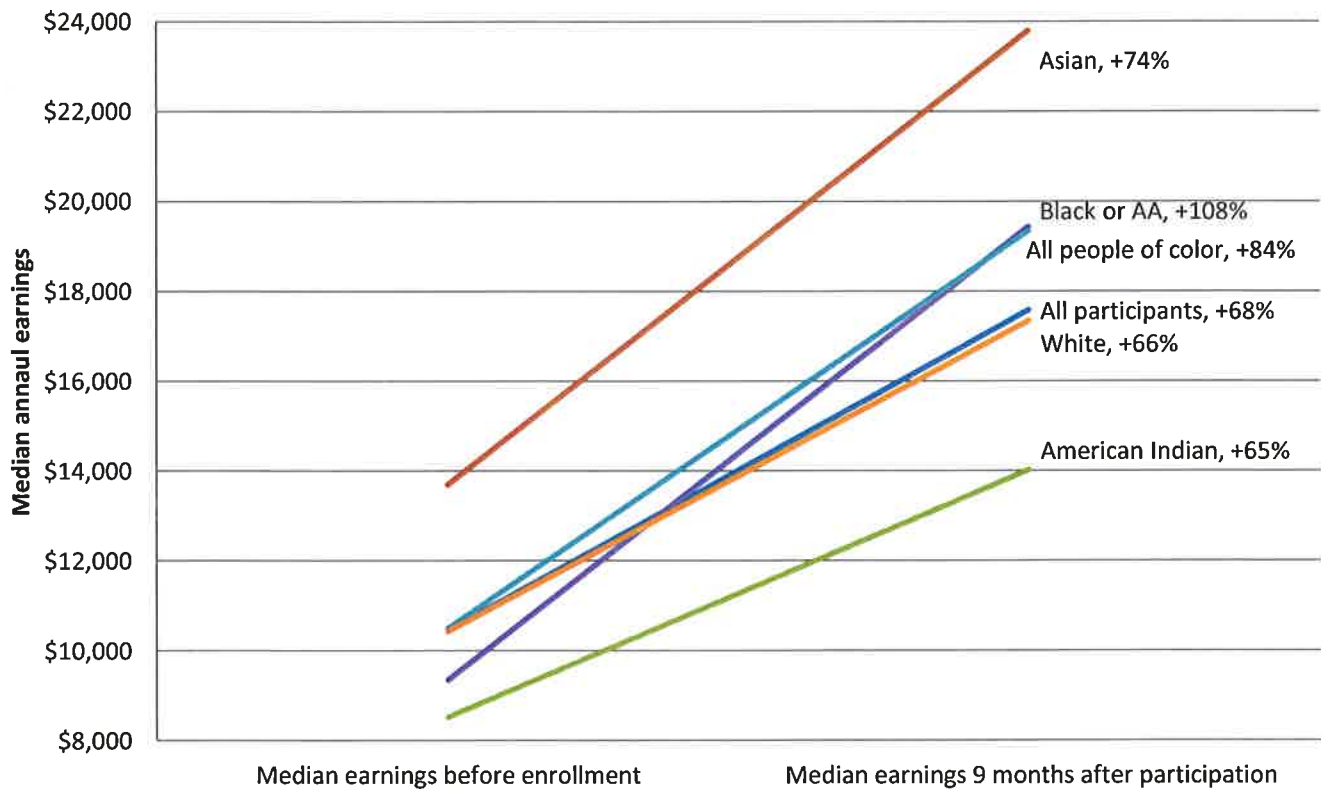
*Wilder Study, 2013



Career pathways are the best way to address workforce disparities and Minnesota's labor shortage. DEED's *Pathways to Prosperity* is a proven, innovative model that's currently producing positive results that you can easily and quickly build upon.

***Pathways to Prosperity* change in median annual earnings**

2014 participants. Includes those consistently employed after program participation. Excludes those with no earnings.
Created by MSPWin with data from DEED's online outcome dashboard.



What are career pathways?

Career Pathways programs provide critical support and training to help people get the skills necessary to obtain high-demand jobs, and on a path to a rewarding and sustainable career. This approach efficiently combines basic skills instruction, training, and comprehensive support to empower people to advance through the workforce to meet employer's critical needs. Although programs are flexible to meet specific requirements for each region, industry and individual, all successful career pathways have three guiding principles:

1. **Employer involvement** in ensuring pathway training is in-line with job-skills needed, and placement after pathway completion.
2. **Coordination** with local labor market information to ensure training is aligned with market needs.
3. **Flexibility** to allow people to enter and exit the program based on their specific scenario, as well as "stack" credentials to build a successful career.

