



MINNESOTA DISLOCATED WORKER PROGRAM

ANNUAL REPORT

• STATE FISCAL YEAR 2023

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ABOUT THIS REPORT

This report fulfills the requirements in Minnesota Statutes 116L.17, subdivision 6(e), concerning the state Dislocated Worker program:

(e) The commissioner shall provide a report to the legislature by March 1 of each year on the previous fiscal year’s program performance using the data in paragraphs (b) and (d) and analysis of whether local workforce investment boards and eligible organizations involved with substantial layoffs or plant closings are meeting the minimum standards described in paragraph (c). The commissioner shall inform any local workforce investment board or eligible organization that does not meet minimum performance standards in a given year of their status

Minnesota Dislocated Worker Program



The Minnesota Dislocated Worker Program helps Minnesotans re-enter the workforce as quickly as possible. Participants in the program receive one-on-one career counseling, job search assistance, training, and related support services. The program is intended to mitigate the negative social and economic impact of unemployment to individuals, communities, and Minnesota's economy overall. In times of unprecedented economic crisis, workforce development programs serve as a critical safety net for workers as they search for their next employment.

Minnesota is unique in having a state Dislocated Worker program in addition to a federally funded one. Minnesota designed its state-funded program to closely mirror the federal program which is governed by the Workforce Innovation and Opportunity Act (WIOA) of 2014, however, the State Dislocated Worker program allows for more flexibility while serving a greater number of dislocated workers. Minnesota's investment in the Dislocated Worker program has allowed the state to remain a globally competitive economy with a skilled workforce and low rates of unemployment.

ACCOMPLISHMENTS SFY2023

Meeting and Exceeding performance goals. The Dislocated Worker program continued to meet and exceed federally mandated performance outcomes and surpass national averages.

- 4,995 individuals served
- Median earnings for participants who exited to employment exceeded state standards
- Credential attainment and measureable skills gains exceeded state standards

Identification and service to underserved population through new programs for justice involved individuals. Dedicated funding through the program has allowed the state to serve individuals coming out of incarceration and ensure successful long-term employment.

State Rapid Response Team has formulated a comprehensive and efficient strategy for Layoff Aversion, encompassing the establishment of an Early Warning Network designed to proactively monitor and forecast potential plant closures, thereby facilitating the prompt implementation of response and prevention measures.

DISLOCATED WORKER POPULATIONS

- Workers who have been laid off, or received notice of termination or layoff.
- Individuals who are long-term unemployed for 15 weeks or more in the last 52 weeks and has limited reemployment in the same or similar occupation.
- Displaced homemakers who have spent a substantial number of years in the home providing homemaking service and meet additional requirements.

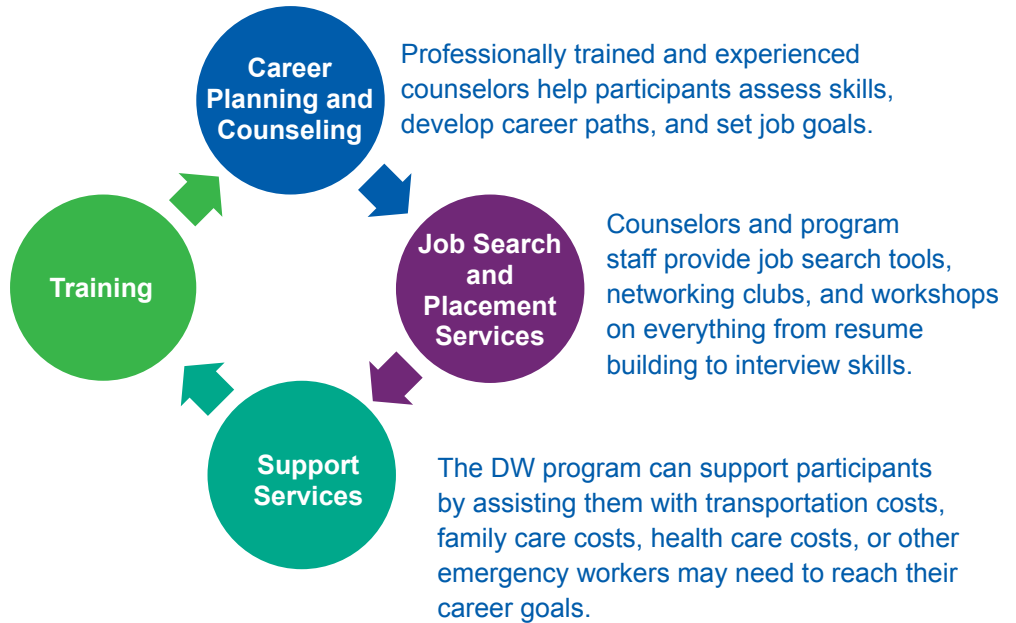


- Self-employed individuals (including employment as a farmer, rancher, fisherman, independent contractor or consultant) unemployed due to economic conditions or natural disasters.
- Separating or Separated Members of the U.S. Armed Forces (including National Guard Veteran or Armed Forces Reserves Veteran).
- Workers who have been impacted by plant closings or company relocations to other countries.

HOW WE SERVE PEOPLE

The Dislocated Worker program provides a variety of employment and training services that are individualized to meet the unique needs of each participant. All participants complete an interest assessment, are provided with local Labor Market Information (LMI) to help inform their job search, and work with their counselor to research available trainings or work-based opportunities that fit with their Individual Employment Plan (IEP). Generally, the types of services provided by Dislocated Worker counselors are classified into four categories:

Counselors and program staff help participants use funding proactively to develop occupational skills training, on the job training, entrepreneurial support, adult basic education, and other types of training.



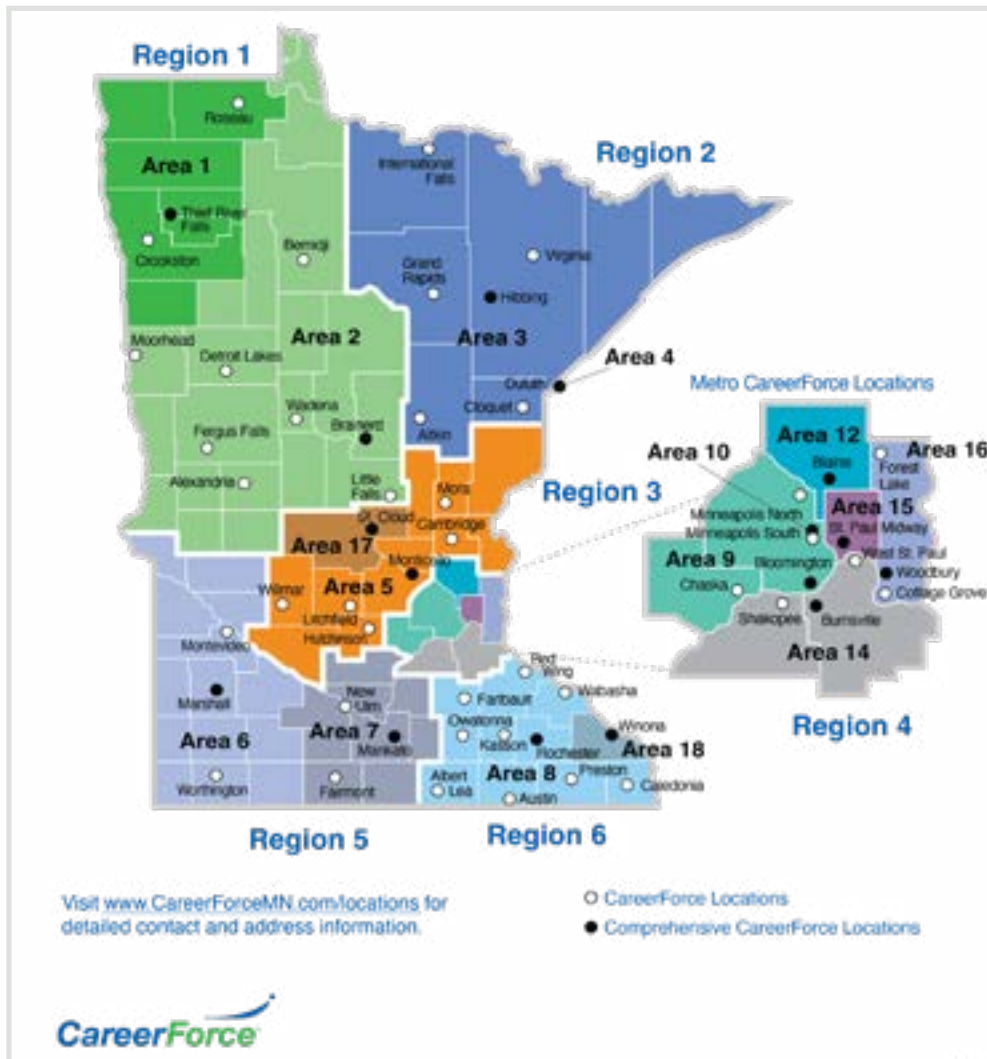
Those successful in obtaining unsubsidized or suitable employment are exited from the program and provided with up to 12 months of follow up services.



PROGRAM SUPPORT & SERVICE DELIVERY

The Dislocated Worker program provides services through a network of 16 Workforce Development Areas and 7 independent non-profit organizations. This method allows for local input and control over policies to meet the unique needs of each community. These local considerations are essential in delivering effective services across the state, since economic conditions can vary significantly from region to region.

Regional and Local Workforce Development Areas



The current independent nonprofit service providers in addition to the Workforce Development Areas, include:

- American Indian OIC (AIOIC)
- Arrowhead Economic Opportunity Agency (AEOA)
- Avivo
- Goodwill/Easter Seals
- HIRED
- Jewish Family & Children's Service of Minnesota
- Minnesota Teamsters Service Bureau




There are two primary funding streams that support Dislocated Worker service delivery in Minnesota – mass layoff funding, or mass layoff “*projects*”, or small layoff “*formula*” funding. For participants, these funding streams are seamless and do not affect their access to services. Additionally, both state and federal funding can be used for either mass layoffs or small layoffs.

MASS LAYOFFS AND RAPID RESPONSE

The Department of Employment and Economic Development's (DEED) State Rapid Response Team (SRRT) plays an important role in assisting workers affected by a mass layoff or a business closure. The State Rapid Response Team is the first responder to large layoffs, providing essential information to help inform both employers and workers impacted about the resources available to them. The State Rapid Response Team finds out about upcoming layoffs, coordinates with businesses, and lets individuals know about the Dislocated Worker program. If the State Rapid Response learns that the layoffs are the result of foreign trade, they alert Trade Adjustment Assistance (TAA) and the U.S. Department of Labor to research and determine worker eligibility for Trade Adjustment Assistance benefits.

There are several ways that the State Rapid Response Team finds out about layoffs, including from the employer, unions, media, or the workers themselves. Although the Worker Adjustment Retraining Notification (WARN) Act requires employers to notify the state of a large layoff, defined as over 50 individuals in a 30-day period. Many businesses will notify the State Rapid Response Team even if their layoff affects fewer than 50 workers. This communication increases the effectiveness of Minnesota's Dislocated Worker program. The State Rapid Response Team continuously works hard to develop strong relationships with Minnesota's employers to better facilitate active information sharing.

The Worker Adjustment Retraining Notification Act requires employers with at least 100 employees to notify the Department of Employment and Economic Development and the State Rapid Response Team at least 60 days prior to a mass layoff or business closure. A dislocated worker who is part of a large layoff will often enter the Dislocated Worker program through a mass layoff project. Projects are meant to ensure sufficient and dedicated funding exists to serve all affected workers so that a service provider can tailor its services to meet the unique needs of the workers impacted by a specific layoff. Although these individuals can still choose to access Dislocated Worker services at any service provider location throughout the state, most choose to work with the designated mass layoff project provider.

1. Notification of a Layoff Event 	2. Recruitment for Planning and Selection Committee 	3. Service Provider Selection 
<ul style="list-style-type: none"> • Meet with employer. • Look for ways to help employer avoid a layoff, called Layoff Aversion. • If a layoff does move forward, the next step is to inform all relevant stakeholders, including employer, workers and DW service providers. • Schedule informational meetings with workers to provide information about Unemployment Insurance benefits and services offered through the DW program. • If enough workers are interested in receiving DW program services (a minimum of 50 workers), they solicit "bids" from service providers who are interested in serving the group and enter a Competitive process. 	<ul style="list-style-type: none"> • Recruit workers who are impacted by the layoff to be volunteers on a Planning and Selection Committee, a key component of Minnesota's Rapid Response process. The committee is responsible for running a competitive bidding process to hire providers interested in providing DW services through a project grant. • Service providers must present the most compelling argument, as to why they should be chosen to be the grantee of the project. 	<ul style="list-style-type: none"> • Members of the committee evaluate providers primarily based on past performance, which creates competition among service providers. • Both Workforce Development Areas (WDAs) and Independent Service Providers are eligible to compete for these projects. • After the committee chooses a single provider for the entire group of workers affected by the layoff, it works with the provider to outline specific services required by the group.

SMALL LAYOFF INDEPENDENT GRANTS

In 2013, the Department of Employment and Economic Development implemented Small Layoff Independent Grants/Grantees (SLIGs), allowing the independent service providers to compete for funding to serve those affected by small layoffs. With a tiered funding structure that rewards high performance in targeted metrics, the Dislocated Worker program is better able to incentivize and fund outstanding service to customers. These metrics include:

- Highest percentage of Black, Indigenous, People of Color (BIPOC) participants who are employed in the 2nd quarter after exiting
- Highest rate of all participants employed in the 2nd quarter after exiting
- Highest rate of all participants employed in the 4th quarter after exiting
- Highest percentage of long-term unemployed* participants at enrollment who are employed in the 2nd quarter after exiting
- Highest served count during the most recent program year

*Defined as: unemployed for at least 15 weeks of the last 52 weeks, can be nonconsecutive.

If an individual is laid off during a *small layoff event*, defined as fewer than 50 workers impacted at a single company, they are free to choose any service provider to receive services. This can be either a Workforce Development Area or an independent service provider. The program services available to workers impacted by either small layoffs or mass layoffs are the same. Both groups have access to one-on-one counseling, training resources, support services and other resources that help them find a job in an in-demand industry.

TRADE ADJUSTMENT ASSISTANCE (TAA)

If a worker loses their job due to foreign competition, the adversely affected worker may be entitled to additional benefits under the federal Trade Adjustment Assistance program. Individuals laid off from a Trade Adjustment Assistance certified work site may be eligible for a wider range of benefits, including additional training dollars, job search and relocation allowances, and a health coverage tax credit. In Minnesota, every Trade Adjustment Assistance participant is co-enrolled in the Dislocated Worker program. Like Rapid Response, Trade Adjustment Assistance finds out about layoffs that are trade-related through employers, workers, suppliers to businesses, Dislocated Worker grantees and/or the media. Trade Adjustment Assistance and Rapid Response closely collaborate to deliver services to workers before, during, and after layoffs.



Dislocated Worker Program Funding and Performance

MAJOR LAYOFFS



Employers that are planning a mass layoff of workers or are preparing to shut their business down must provide advanced notice to workers and other interested parties, if they employ a sufficient number of full-time workers.

Under Federal law, the Worker Adjustment and Retraining Notification Act applies to employers of 100 or more full-time employees. Employers with fewer employees are encouraged to comply with the spirit of the law, although they are not bound by it.

Employers who violate the law may be liable to employees for back pay and benefits for which they would have been eligible under an employee benefit plan. An employer who fails to notify the local governmental unit of the plant closing may be liable for a civil penalty of up to \$500 per day of violation.

Minnesota law requires all employers who must provide notice under Worker Adjustment and Retraining Notification to notify the Department of Employment and Economic Development Dislocated Worker unit with the names, addresses and occupations of the employees whose jobs will be terminated.

The law encourages, but does not mandate, businesses that are considering a plant closing, substantial layoff or relocation of operations outside Minnesota to give early notice of that decision to the Department of Employment and Economic Development, the affected employees, any collective bargaining agent representing the employees, and the local government unit in which the establishment is located. This notice is in addition to any notice required by Worker Adjustment and Retraining Notification.

Minnesota's 10 largest layoff events affected over 3,905 workers in SFY2023 (compared to 1,828 workers in SFY 2022, 3,223 workers in SFY 2021 and 3,268 in SFY 2020).



Table 1: Top 10 Mass Layoff Events in SFY 2023

COMPANY	No. of Layoffs
3M HQ	1,100
HyLife Foods	1,007
Amazon Warehouse	680
Walmart Brooklyn Center	420
Truck Inc	134
WestRock	130
Packer Sanitation	121
Ball Corp	110
School Sisters of Notre Dame	104
Bright Health	99
TOTALS	3,905

PROGRAM FUNDING AND EXPENDITURES

The Dislocated Worker program is funded through the Workforce Development Fund (WDF). The program receives its funding after all legislative appropriations have been deducted from the fund. In SFY 2023, the program budget was \$23,910,048. The Minnesota Job Skills Partnership Board (MJSP) has broad authority over the Dislocated Worker budget and policies.

In SFY 2023 (July 1, 2022 – June 30, 2023), the Minnesota Dislocated Worker program expended \$14,460,275 to serve 4,300 participants at an average unit cost of \$3,363 per participant. Independent providers spent \$2,616,223 and served 938 individuals. WDAs expended \$10,515,379 in formula funds and served 3,362 individuals. Minnesota achieved a 77.8% second quarter employment rate with 2,675 participants exiting the program during the performance cohort and 2,081 entering unsubsidized employment.

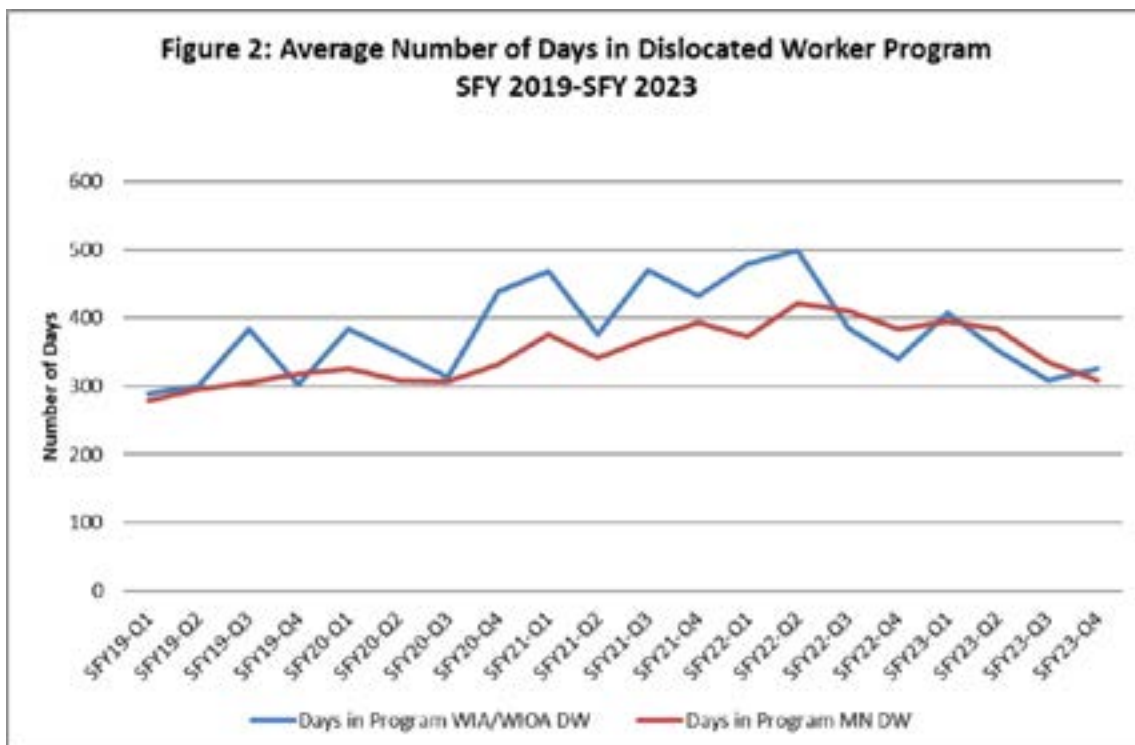
Table 2: Dislocated Worker Funding and Customers Served SFY 2022

Program	Customers Served	Program Funding Expended ¹
Minnesota Dislocated Worker	4,300	\$14,460,275
Federal Dislocated Worker	1,595	\$4,614,524
Total²	4,995	\$19,074,799

¹ Program funding expended totals include administrative costs

² Many times Dislocated Worker customers are enrolled in several funding streams at the same time. For this reason, the sum of the MN Dislocated Worker customers served and the Federal Dislocated Worker customers served will not equal the total. These are not unique customer counts but are the number of customers accessing program activities using these funding streams.

In SFY 2023, the Minnesota Dislocated Worker program served 4,300 customers, which is more than two times the federally funded Workforce Innovation and Opportunity Act Dislocated Worker program (1,595). The time participants spent in both Dislocated Worker programs is less than the previous fiscal year. In SFY 2023, the average number of days spent in the program was 356, down from 397 days in SFY 2022.



OUR RESULTS

The Dislocated Worker program measures success, in part, through five performance measures prescribed by the new Workforce Innovation and Opportunity Act. These measures are:

- Percent of participants who are in **unsubsidized employment during the second quarter after exiting** the program;
- Percent of participants who are in **unsubsidized employment during the fourth quarter after exiting** the program;
- Percent of program participants enrolled in an education or training program who **attain a recognized postsecondary credential or a secondary school diploma** (or equivalent) during enrollment or within 365 days of exiting the program;
- The **median earnings** of program participants who are in unsubsidized employment during the second quarter after exiting the program; and
- Percent of participants who enrolled in an education or training program and achieve a **measurable skills gain** during a program year.

SFY 2023 is the seventh year Workforce Innovation and Opportunity Act performance indicators were in effect, replacing the four legacy WIA indicators which Minnesota used to measure performance in previous fiscal years.

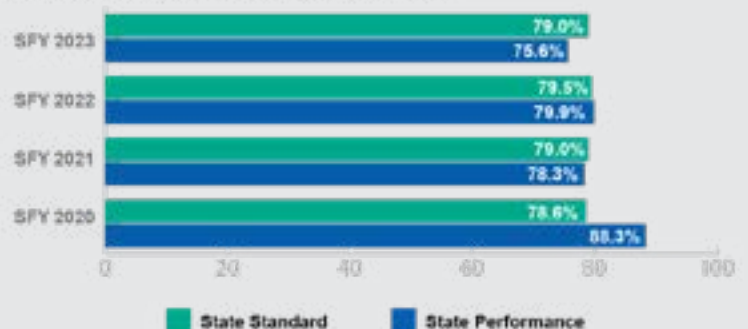
A performance feature of Workforce Innovation and Opportunity Act is the opportunity for states to review and negotiate their federal performance standards with the U.S. Department of Labor using a statistical adjustment model that takes into account the demographics of participants being served, regional labor market information, and local area unemployment rates when determining state standards to ensure they are fair, achievable and accurately reflect the uniqueness of each state’s economy. Minnesota negotiates all of its performance goals with U.S. Department of Labor every two years. The next round of negotiations will be completed in June 2024. In order to remain consistent across the two programs, the state-funded Dislocated Worker program also uses these same negotiated goals, which are reported quarterly to the Minnesota Job Skills Partnership Board. In addition, Minnesota State Statute 116L.98 requires a “uniform outcome report card” for programs funded by the Workforce Development Fund, including the State Dislocated Worker program. These results can be found on [the Department of Employment and Economic Development Agency Report Card Website](#).

Employment (Second Quarter After Exit)



Percentage of participants who are in unsubsidized employment during the second quarter after exiting the program.

Employment (Fourth Quarter After Exit)



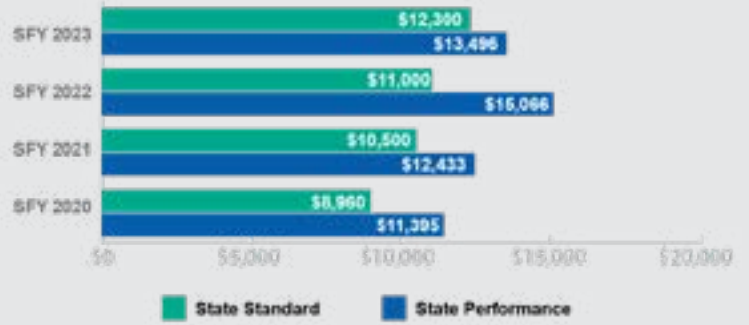
Percentage of participants who are in unsubsidized employment during the fourth quarter after exiting the program.

Credential Attainment Rate



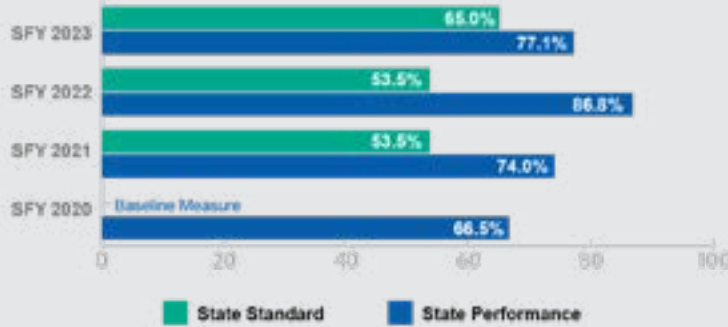
Percentage of participants enrolled in an education or training program (excluding those in on the job training and customized training) who attain a recognized postsecondary credential or a secondary school diploma during participation or within one year after exiting the program.

Median Earnings (Second Quarter After Exit)



Median earnings of participants who are in unsubsidized employment during the second quarter after exiting the program.

Measureable Skills Gain



*New Measure under WIOA. SFY 2021 was the first year the state had a standard.
 *Percentage of participants during a program year who are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains.

Table 3: Minnesota Dislocated Worker Cost Benefit Analysis SFY 2015 – SFY 2023

Year	Program Funding Expended	Customers Served	Cost Per Customer Served	Number of Individuals Exiting into Employment	Cost per Employed Customer
SFY 2015	\$22,429,401	10,431	\$2,150	4,531	\$4,950
SFY 2016	\$24,634,496	10,644	\$2,314	4,748	\$5,437
SFY 2017	\$17,580,343	8,985	\$1,957	3,721	\$3,880
SFY 2018	\$14,138,695	8,009	\$1,765	4,310	\$3,280
SFY 2019	\$15,581,138	6,854	\$2,273	3,840	\$4,058
SFY 2020	\$16,295,496	6,498	\$2,508	2,853	\$5,712
SFY 2021	\$19,824,588	5,847	\$3,391	2,351	\$8,432
SFY 2022	\$15,400,395	5,009	\$3,075	2,013	\$7,650
SFY 2023	\$14,460,275	4,300	\$3,363	2,081	\$6,949

Looking Ahead to SFY2024



- **Increase access and utilization of services.** Program will focus on expanding services to populations that could benefit from employment and training services through exploring options to expand the definition of dislocated workers.
- **Implement a Strategic Employer Engagement Model (SEEM) to guide the SRRT while assisting Minnesota employees and employers affected by layoff and business closure.** This model works to break down preexisting stigmas of employers and employees working with state government while building trust and dynamic relationships amongst Minnesota employers, employees, our internal and external partners and stakeholders as a whole.
- **Develop an overall strategy regarding apprenticeships by 12/31/2024.** Trade Adjustment Assistance will develop strategies to increase participation in apprenticeship programs by developing internal procedure, coordinating with/learning from partners, updating Trade Adjustment Assistance policies, developing and performing employer education/outreach, and developing/establishing union partnerships. Additionally, Trade Adjustment Assistance will continue to conduct in-person outreach sessions for trade-impacted workers, employers, and general public.



Success Stories



Doug's Success Story

Doug was enrolled in the State Dislocated Worker Program after being laid off from his position. Because there were limited opportunities for similar employment in the area, he decided to start his own business (a treatment center) and was enrolled in the State Dislocated Worker CLIMB activity (Converting Layoffs into MN Businesses). CLIMB allowed him to continue to draw unemployment so he could work on his business full time. He started this process towards the end of 2021, and had an office set up by February of 2022. Doug was very focused and managed to navigate all the state and insurance requirements and had his open house on March 25, 2022! He had a ribbon cutting ceremony in April and started providing services in May. By August Doug had 16 clients (the max he could serve)!



*(Photo courtesy Alexandria Lakes Area Chamber of Commerce)
Pictured are: Tyf Roberts, Certified Peer Recovery Specialist, WEcovery; Doug Paulson, Owner, Unity Recovery; Matt Gilbertson, 2022 Chamber Board President, Vice President Loans, Viking Bank.*

In an email he shared, “It’s going beyond what I imagined. Funny how a tragedy of losing a job can lead to something better if you set goals and work hard towards them.” Before the year was up, we were able to close his file as the business was thriving!

Grace says thank you: “You believed in me when I did not believe in myself!”

Grace received assistance through Trade Adjustment Assistance (TAA) and the Dislocated Worker Program at the CareerForce location in Brooklyn Park – and is pursuing a career in health care. Because Grace was eligible for TAA, her tuition to earn a Master of Science in Nursing was paid for 100% by TAA. Now she’s a registered nurse - and aims to become an instructor to help others grow in the field of nursing.



Here is the message of gratitude that Grace shared with us:

“I am writing to thank team DEED for going above and beyond during my career transition. Special thanks to Cynthia Wilson (at DEED Dislocated Worker partner HIRED) and Meg Odanga (in DEED’s Trade Adjustment Assistance program) for their unwavering support and for their tremendous encouragement throughout my education. It was a momentous and a challenging pursuit to undertake a Master of Science in Nursing (MSN, RN) but the support I received from the DEED team made life manageable and my education a success story. Cynthia, I thank you for those first meetings – you believed in me when I did not believe in myself!!!

“Because of DEED, I am a Registered Nurse working in Minnesota, and continuing my education as a Post Masters Nurse Educator – graduation date December 2023! Forever grateful!!!!”

Success Stories



Nikki’s incredibly proud to be the first person in her family to have graduated from college with a 4-year degree!

“I am so grateful for the opportunity to participate in the Dislocated Worker and work with CMJTS! It has made such a positive impact on my life. I have always felt reassured and supported when working with my Employment Specialist, Laura. She was always on top of her game and treated me with respect, compassion, and dignity,” Nikki shared.

She worked closely with her employment counselor to identify her unique strengths and needs. The individualized support, tools, and resources available through this program were instrumental to her success. Together, they created a plan so that Nikki would be able to pursue a degree in a related field that suited her experience, talents, and desires.

Nikki is now a Licensed Social Worker working with individuals to support their needs and preferences. She is also the first person in her family to have graduated from college with a 4-year degree, which she is incredibly proud of!

“I am genuinely grateful for the opportunity to participate in the program and was able to pursue something I had only ever dreamed of. The support and resources I received allowed me to push toward a better future for myself and my family! Thank you! I hope sharing my story will benefit and inspire others to take a chance on themselves. And serve as a reminder to those in a position of power that the funds that keep these programs operational are necessary as they effectively benefit the individual and our society,” she added.



Attachment A: State Dislocated Worker Provider Performance

State Dislocated Worker Program SFY 2023 Provider Performance

	Exited	Served	Employed exiters in the 2nd quarter/ Total exiters	=	ACTUAL 2nd Quarter Employment Rate	2nd Quarter Employment STANDARD	ACTUAL 2nd Quarter Median Earnings	Median Earnings STANDARD	Exiters employed in the 4th quarter/ Employed exiters	=	ACTUAL 4th Quarter Employment Rate	4th Quarter Employment STANDARD	Credential Attained/ All Exiters who attended training	=	ACTUAL Credential Attainment Rate	Credential Attainment STANDARD
State	2,490	4,300	2,081 / 2,675	=	77.8%	80.0%	\$14,042	\$12,300	2,004 / 2,650	=	75.6%	79.0%	998 / 1,180	=	84.6%	78.0%
Northwest PIC Inc	29	38	7 / 10	=	70.0%	80.0%	\$10,384	\$12,300	2 / 7	=	28.6%	79.0%	0 / 0	=	No Data	81.8%
Rural MN CEP Inc	198	381	155 / 177	=	87.6%	83.0%	\$12,346	\$10,000	202 / 236	=	85.6%	83.5%	32 / 39	=	82.1%	82.0%
NE MN Office of Job Training	182	221	86 / 97	=	88.7%	78.0%	\$13,104	\$13,000	71 / 86	=	82.6%	78.0%	36 / 40	=	90.0%	62.0%
City of Duluth	77	114	66 / 76	=	86.8%	79.0%	\$13,876	\$9,819	67 / 78	=	85.9%	82.5%	15 / 26	=	57.7%	77.0%
Central MN Jobs and Training	231	416	150 / 161	=	93.2%	90.0%	\$17,287	\$13,000	121 / 138	=	87.7%	87.0%	56 / 62	=	90.3%	76.7%
SW MN PIC Inc	70	126	41 / 46	=	89.1%	82.0%	\$11,830	\$9,071	34 / 36	=	94.4%	79.0%	13 / 18	=	72.2%	73.6%
S Central Workforce Council	101	160	140 / 152	=	92.1%	81.5%	\$16,798	\$10,199	50 / 64	=	78.1%	78.0%	17 / 24	=	70.8%	72.0%
SE Workforce Development	129	263	3 / 4	=	75.0%	80.0%	\$10,711	\$10,974	5 / 9	=	55.6%	80.6%	4 / 5	=	80.0%	75.5%
Hennepin/ Carver ETC	266	437	205 / 278	=	73.7%	78.0%	\$14,808	\$15,500	221 / 299	=	73.9%	75.5%	133 / 161	=	82.6%	79.0%
Mpls Employment and Training	119	251	94 / 121	=	77.7%	79.0%	\$14,080	\$12,300	105 / 125	=	84.0%	75.0%	65 / 81	=	80.2%	70.7%
Anoka County	91	150	98 / 116	=	84.5%	78.0%	\$14,249	\$12,300	79 / 105	=	75.2%	82.4%	67 / 71	=	94.4%	84.0%
Dakota/Scott Workforce Services	116	229	123 / 167	=	73.7%	80.0%	\$14,538	\$15,500	145 / 188	=	77.1%	79.0%	80 / 93	=	86.0%	84.0%
Ramsey Cty Workforce Solutions	106	204	106 / 144	=	73.6%	80.4%	\$12,624	\$13,900	111 / 135	=	82.2%	79.7%	56 / 64	=	87.5%	87.0%
Washington County	67	109	58 / 65	=	89.2%	87.0%	\$14,783	\$17,089	50 / 62	=	80.6%	93.2%	11 / 12	=	91.7%	73.7%
Stearns/Benton E&T (Career Solutions)	168	243	220 / 303	=	72.6%	79.0%	\$12,847	\$12,000	148 / 232	=	63.8%	81.0%	58 / 70	=	82.9%	81.3%
Winona Cty Workforce Council	7	20	8 / 9	=	88.9%	80.0%	\$12,781	\$8,900	4 / 4	=	100.0%	80.0%	1 / 1	=	100.0%	50.0%
American Indian OIC	20	33	17 / 21	=	81.0%	80.4%	\$12,071	\$14,432	45 / 47	=	100.0%	80.8%	0 / 0	=	No Data	79.7%
Arrowhead Economic Opportunity Agency	48	89	38 / 57	=	66.7%	78.0%	\$5,850	\$13,000	38 / 58	=	65.5%	78.0%	13 / 21	=	61.9%	62.0%
Avivo	37	75	38 / 72	=	52.8%	80.4%	\$14,291	\$14,432	53 / 95	=	55.8%	80.8%	51 / 61	=	83.6%	79.7%
CLUES	57	57	21 / 39	=	53.8%	80.4%	\$8,756	\$14,432	26 / 52	=	50.0%	80.8%	17 / 20	=	85.0%	79.7%
Goodwill/Easter Seals Minnesota	50	93	45 / 62	=	72.6%	80.4%	\$17,831	\$14,432	66 / 84	=	78.6%	80.8%	44 / 48	=	91.7%	79.7%
HIRED	86	149	93 / 117	=	79.5%	80.4%	\$21,600	\$14,432	111 / 129	=	86.0%	80.8%	53 / 65	=	81.5%	79.7%
Jewish Family and Children's Services	36	93	49 / 56	=	87.5%	80.4%	\$14,293	\$14,432	54 / 69	=	78.3%	80.8%	36 / 46	=	78.3%	79.7%
MN Teamsters Service Bureau	199	349	220 / 325	=	67.7%	80.4%	\$13,120	\$14,432	236 / 354	=	66.7%	80.8%	140 / 152	=	92.1%	79.7%

SPECIAL NOTES	DEED has calculated the above performance by combining participants served in both Small and Large layoffs funded by State Dislocated Worker.
	Exited and Served is all participants accessing the program during the actual program year (realtime). High or low numbers are not negative or positive.
	2nd Quarter Employment results based on exiters between July 1, 2021 - June 30, 2022 except those exited with exclusion. This indicator measures each exiter's employment status during the 2nd quarter after exiting the program.
	4th Quarter Employment results based on exiters from January 1, 2021 - December 31, 2021 except those exited with exclusion. This indicator measures each exiter's employment status during the 4th quarter after exiting the program.
	2nd Quarter Median Earnings results based on exiters from July 1, 2021 - June 30, 2022 except those exited with exclusionary reason and those showing zero earnings.
	Credential Attainment results based on exiters from January 1, 2021 - December 31, 2021 except those exited with exclusionary reason and those who did not attend training.
	Statewide goals based on negotiated levels approved by DOL for PY2022. Local area goals based on negotiated levels approved by DEED for PY2022.



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