



Tracking Equitable Workforce Outcomes in Minnesota

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DEED's priorities

- Building an economy that works for all Minnesotans, everywhere in Minnesota.
- Workforce Innovation and Opportunity Act (WIOA) vision for the future of workforce development in Minnesota: to have a healthy economy where all Minnesotans have — or are on a path to — meaningful employment and a family-sustaining wage, and where all employers are able to fill jobs in demand.



Labor force realities in Minnesota

- The unemployment rate for Black or African Americans continues to be more than double the White unemployment rate.
- 38% of Hmong adults are out of the workforce, nearly twice the rate for all Minnesotans, and a rate surpassed only by Black Minnesotans, Ojibwe, and Dakota peoples.
- The foreign-born labor force has increased by 23% since 2010, while the native-born labor force has increased by less than 2%.



Workforce program performance

Federally-funded programs

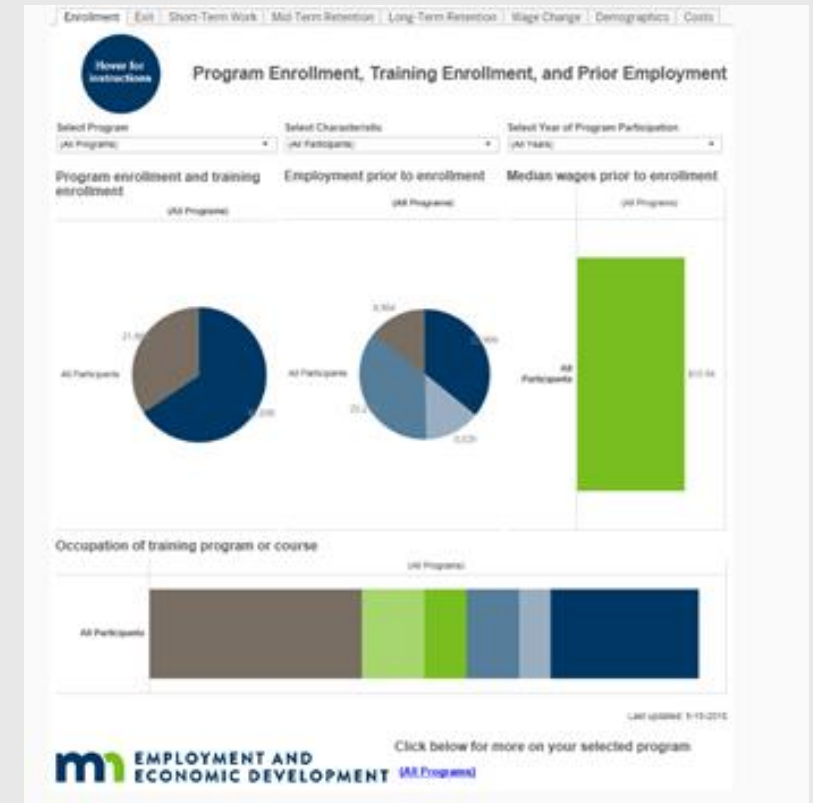
- There are employment, wage, credential and measurable skill gain performance metrics required of the Workforce Innovation and Opportunity Act (WIOA) programs.

State-funded programs

- Minnesota State Statute [116L.98](#) requires a public “uniform outcome report card” for adult workforce programs funded by the Workforce Development Fund.
- Also requires a return on investment – or “net impact” analysis – of programs ever four years.

Uniform Outcome Report Card

- Interactive performance report for a variety of adult workforce programs updated quarterly.
- Compare employment, wage, credential attainment outcomes by participant demographics during the first, third and eighth quarter after program exit.
- If this is a report card...what's a passing grade?



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Client Management System

- Age
- Race and ethnicity
- Educational attainment
- Immigration status
- Primary language spoken
- Gender
- Housing status
- Training activities, occupation, credential

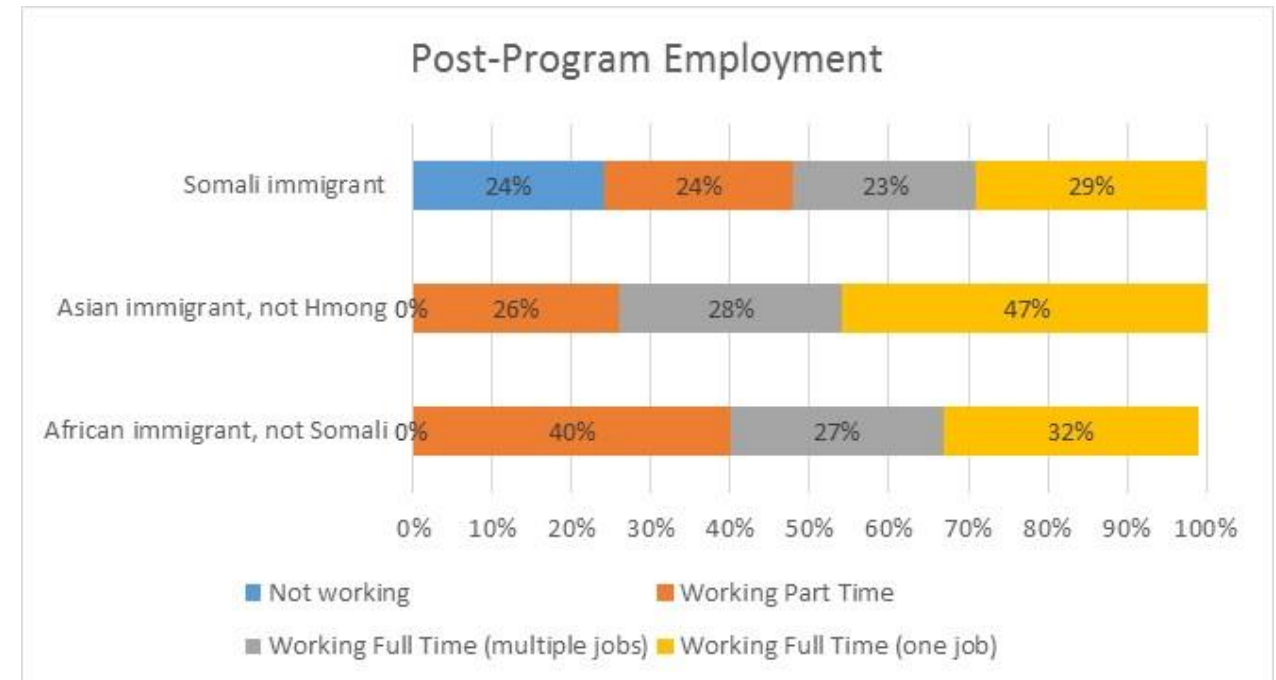
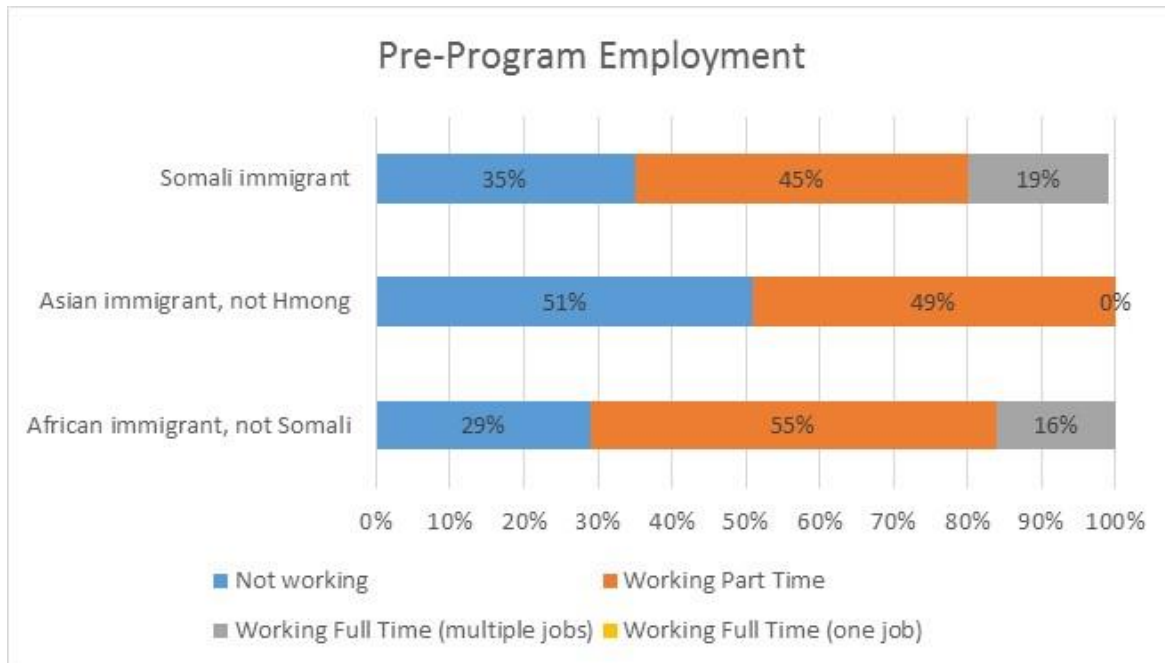
Administrative Data

- Quarterly wages
- Hours worked per quarter
- Employer industry

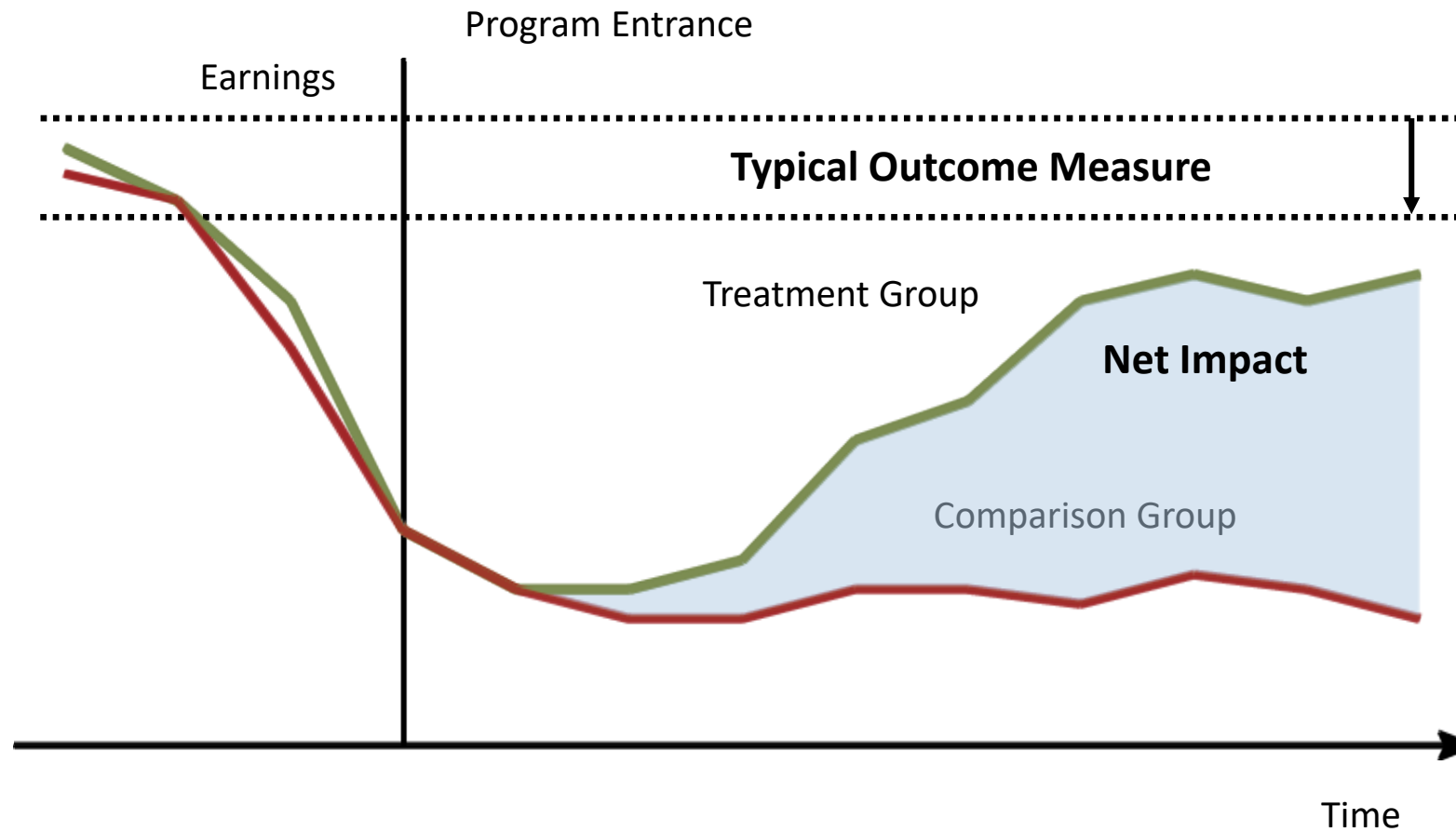


Telling the story (example)

- Pathways to Prosperity projects are designed for adults who traditionally face multiple barriers to employment, and who are in need of enhanced educational and supportive services to be successful in securing long-term family sustaining wages.



The net impact methodology



Net impact

- Program participants tend to see substantial earnings increases – a result driven by strong increases in employment among participants.
- Participants see a small but significant increase in cash assistance and public healthcare coverage.
- The monetary benefits outweigh the costs, and they do so within two to three years.
- Black or African American participants tend to see high early gains, while White participants tend to see more gradual and lasting gains.

When quantitative data are not enough

- Net Impact results show strong business cycle effects in program outcomes.
 - Do employers view workforce program participants more favorably during periods of economic downturns?
- Enrolling in a workforce program during economic downturns may signal extra motivation to find a job while enrolling during strong economic times may signal some barrier to employment.
- We surveyed employers about the perceived quality of jobseekers and found evidence consistent with it.



Thank you!

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