

# Minnesota Dislocated Worker Program

## ANNUAL REPORT

**STATE FISCAL YEAR 2024**

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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 each 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. 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 Minnesota Dislocated Worker Program allows for more flexibility while serving a greater number of dislocated workers. Minnesota's investment in the Dislocated Worker program has helped the state to remain a globally competitive economy with a skilled workforce and low rates of unemployment.

## ACCOMPLISHMENTS SFY2024

**Meeting and exceeding performance goals.** The Minnesota Dislocated Worker Program continued to meet and exceed federally mandated performance outcomes and surpass national averages.

- 5,931 individuals served between July 1, 2023, and June 30, 2024
- Median earnings for participants who exited to employment exceeded state standard
- Credential attainment exceeded state standard

**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 help ensure their successful long-term employment.

**Proactive monitoring for potential layoffs:** State Rapid Response Team (SRRT) at the Minnesota Department of Employment and Economic Development (DEED) 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 business 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 have limited employment or reemployment opportunities 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) who are unemployed or underemployed.
- Workers who have been impacted by foreign trade-related plant closings or company relocations to other countries.





## HOW WE SERVE PEOPLE

The Minnesota 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 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. Generally, the types of services provided by Dislocated Worker counselors are classified into four categories:



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



The Dislocated Worker program provides services through a network of 16 Workforce Development Areas and seven 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, as economic conditions can vary significantly from region to region.

Visit [www.CareerForceMN.com/locations](http://www.CareerForceMN.com/locations) for detailed contact and address information.

- CareerForce Locations
- Comprehensive CareerForce Locations

**CareerForce**

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

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## MASS LAYOFFS AND RAPID RESPONSE

DEED's SRRT plays an important role in assisting workers affected by a mass layoff or a business closure. The SRRT 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 SRRT is notified about upcoming layoffs, coordinates with businesses, and lets individuals know about the Dislocated Worker program. If the SRRT 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 TAA benefits.

There are several ways that the SRRT 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 SRRT even if their layoff affects fewer than 50 workers. This communication increases the effectiveness of the Minnesota Dislocated Worker program. The SRRT continuously works to develop strong relationships with Minnesota's employers to better facilitate active information sharing.

The WARN Act requires employers with at least 100 employees to notify the DEED and the SRRT 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.

## MASS LAYOFFS PROCESSES AND PROCEDURES

1. Notification of a Layoff Event 	2. Recruitment for Planning and Selection Committee 	3. Service Provider Selection 
<ul style="list-style-type: none"><li>• Meet with employer.</li><li>• Look for ways to help employer avoid a layoff, called Layoff Aversion.</li><li>• If a layoff does move forward, the next step is to inform all relevant stakeholders, including employer, workers and Dislocated Worker service providers.</li><li>• Schedule informational meetings with workers to provide information about Unemployment Insurance benefits and services offered through the Dislocated Worker program.</li><li>• If enough workers are interested in receiving Dislocated Worker program services (a minimum of 50 workers), the SRRT solicit "bids" from service providers who are interested in serving the group and enter a competitive process.</li></ul>	<ul style="list-style-type: none"><li>• 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 Dislocated Worker services through a project grant.</li><li>• Service providers must present the most compelling argument as to why they should be chosen to be the grantee of the project.</li></ul>	<ul style="list-style-type: none"><li>• Members of the committee evaluate providers primarily based on past performance, which creates competition among service providers.</li><li>• Both WDAs and independent service providers are eligible to compete for these projects.</li><li>• 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.</li></ul>



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## SMALL LAYOFF INDEPENDENT GRANTS

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In 2013, DEED implemented 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 second quarter after exiting.
- Highest rate of all participants employed in the second quarter after exiting.
- Highest rate of all participants employed in the fourth quarter after exiting.
- Highest percentage of long-term unemployed\* participants at enrollment who are employed in the second 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.

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## TRADE ADJUSTMENT ASSISTANCE

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



# 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 substantial number of full-time workers.

Under Federal law, the WARN 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.

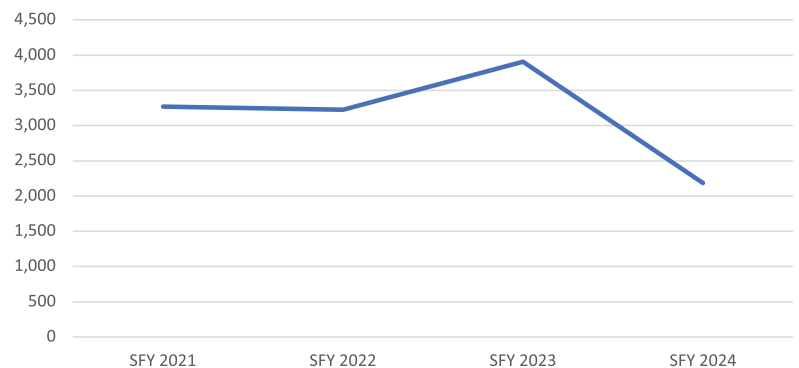
Employers who violate the law may be liable to employees for back pay and benefits for which they would have been eligible under an employee benefit plan. An employer who fails to notify the local governmental unit of the plant closing may be liable for a civil penalty of up to \$500 per day of violation.

Minnesota law requires all employers who must provide notice under WARN to notify SRRT with the names, addresses and occupations of the employees whose jobs will be terminated.

### Minnesota's 10 largest layoff events affected over 2,286 workers in SFY2024

Top 10 Layoff Events by State Fiscal Year	Workers Affected
SFY2021	3,268
SFY2022	3,223
SFY2023	3,905
SFY2024	2,186

### Number of Workers Affected by Top 10 Layoffs



### Top 10 Mass Layoff Events in SFY 2024

COMPANY	No. of Layoffs
St. Paul Public Schools - Central Office	411
Allina Health System	350
Yellow Corporation	365
Shutterfly	246
JAMF Software	170
Medica	162
Nordson Medical	156
Bay View Nursing and Rehabilitation Center	120
Alumacraft	106
TE Connectivity	100
<b>TOTALS</b>	<b>2,186</b>

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 DEED, 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 WARN.



## PROGRAM FUNDING AND EXPENDITURES

The Minnesota Dislocated Worker Program is funded through the Workforce Development Fund. The program receives its funding after all legislative appropriations have been deducted from the fund. In SFY 2024, the budget was \$22,486,021. The Minnesota Job Skills Partnership Board (MJSP) has broad authority over the Minnesota Dislocated Worker Program budget and policies.

WDAs and independent providers expended approximately \$16,879,371 to serve 5,931 participants at an average unit cost of \$2,846 per participant. Minnesota achieved a 79.6% second quarter employment rate with 1,895 participants exiting the program during the performance cohort and 2,381 entering unsubsidized employment.

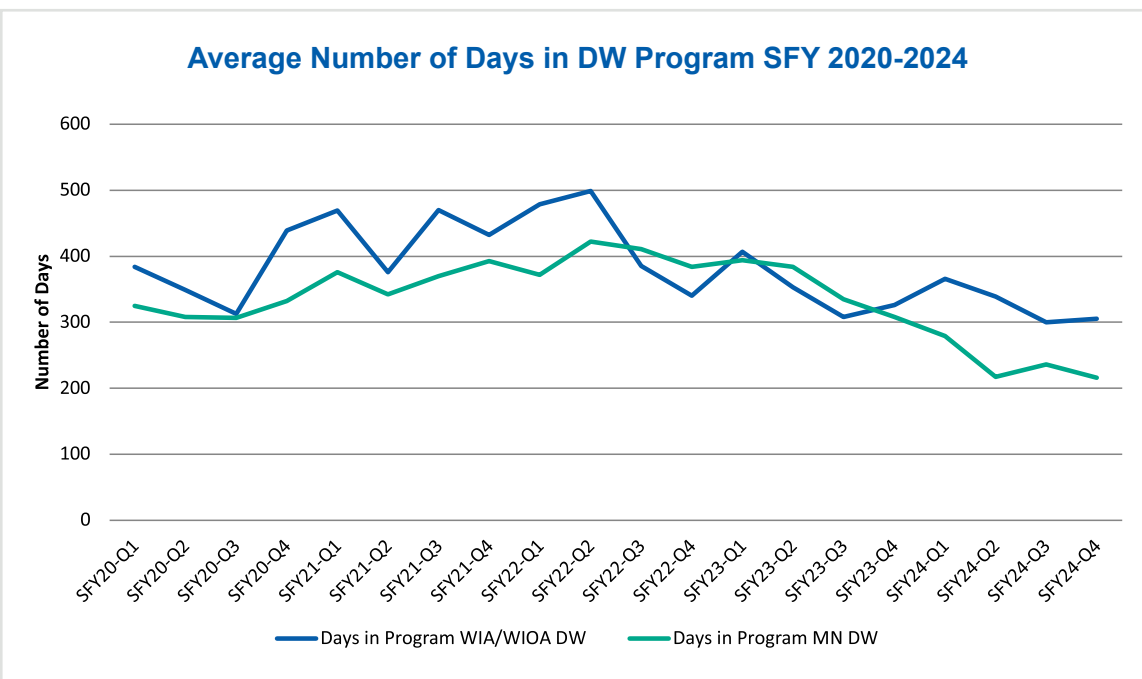
### Dislocated Worker Funding and Customers Served SFY 2024

Program	Customers Served	Program Funding Expended <sup>(1)</sup>
MN Dislocated Worker	5,931	\$16,879,371
Federal Dislocated Worker	1,280	\$3,895,163
Total <sup>(2)</sup>	<b>6,456</b>	<b>\$20,774,534</b>

<sup>1</sup> Program funding expended totals include administrative costs

<sup>2</sup> Often Dislocated Worker customers are enrolled in several funding streams at the same time. For this reason, the sum of the Minnesota Dislocated Worker Program customers served and the Federal Dislocated Worker Program customers served will not equal the total number of customers served. These are not unique customer counts but are the number of customers accessing program activities using these funding streams.

In SFY 2024, the Minnesota Dislocated Worker Program served 5,931 customers, which is more than four times the number of customers served by the federally funded Workforce Innovation and Opportunity Act Dislocated Worker program (1,280). The time participants spent in both Dislocated Worker programs is less than the previous fiscal year. In SFY 2024, the average number of days spent in the program was 283, down from 356 days in SFY 2023.



## OUR RESULTS

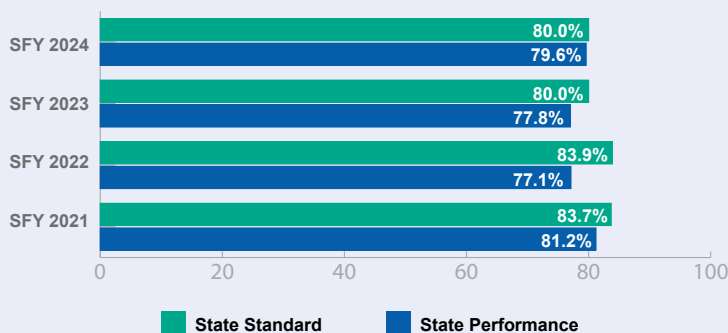
The Dislocated Worker program measures success, in part, through five performance measures prescribed by the WIOA. These measures are:

- 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 post-secondary 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 measurable skills gain during a program year.

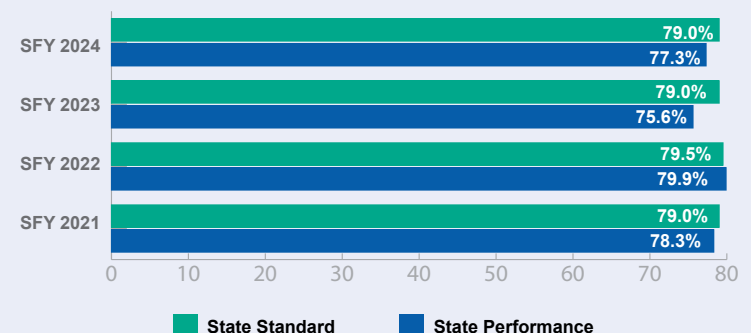
A performance feature of Workforce Innovation and Opportunity Act is the opportunity for states to review and negotiate their federal performance standards with the U.S. Department of Labor using a statistical adjustment model that considers the demographics of participants being served, regional labor market information, and local area unemployment rates when determining state Dislocated Worker performance standards to ensure they are fair, achievable, and accurately reflect the uniqueness of each state's economy. Minnesota negotiates all its performance goals with U.S. Department of Labor every two years. The next round of negotiations will be completed in June 2026. To remain consistent across the two programs, the Minnesota 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 Minnesota Dislocated Worker Program. These results can be found on the [DEED Report Card website](#).

### Tables (State Standard vs. Performance)

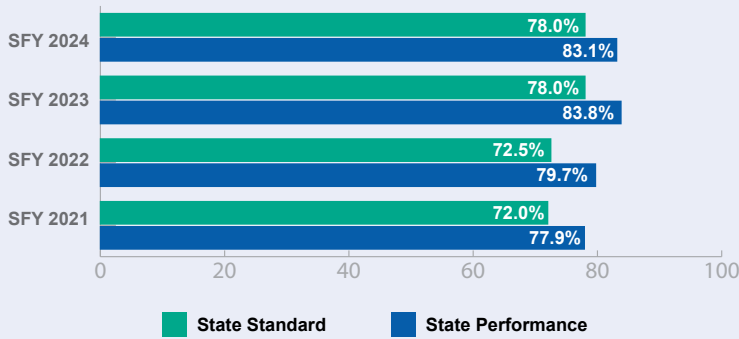
Employment (Second Quarter After Exit)



Employment (Fourth Quarter After Exit)

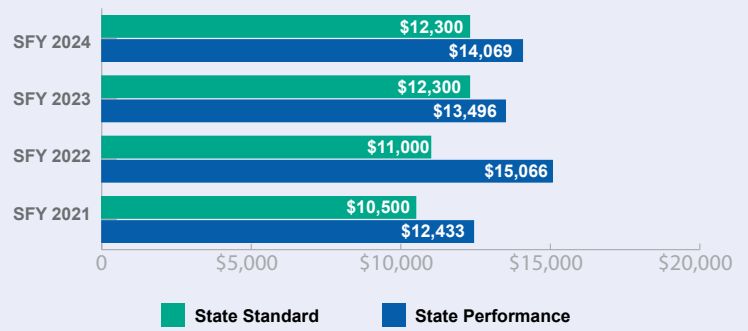


### Credential Attainment Rate



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.

**Table 3: Minnesota Dislocated Worker Cost Benefit Analysis SFY 2016 – SFY 2024**

Year	Program Funding Expended	Customers Served	Cost Per Customer Served	Number of Individuals Exiting into Employment	Cost per Employed Customer
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
SFY 2024	\$16,879,371	5,931	\$2,846	3,437	\$4,911



# Success Stories

## Success Story: Alexie

After being laid off, Alexie found herself navigating the daunting task of re-entering the workforce as a mother of four. Coming from a highly specialized industry with no formal education, she quickly realized that her experience wasn't easily transferable to other fields. She applied to various jobs with no success and started to feel discouraged.

One evening, Alexie received an email about the State Dislocated Worker Program, and that moment marked the beginning of her transformative journey. She was introduced to Sandy Demuth, her Career Specialist, who offered the support and guidance Alexie needed to move forward. Though Alexie had initial hesitations about returning to community college, Sandy encouraged her to reconsider. With Sandy's encouragement, Alexie decided to return to school in 2022, enrolling at the same community college she had last attended nearly 10 years earlier.

With incredible determination, Alexie earned a spot on the Dean's List every semester and was inducted into the Phi Kappa Theta honor society for maintaining high academic performance. She worked hard to balance her studies with her responsibilities as a mother, staying focused on her goals.

In May 2024, Alexie graduated with an A.A. in Business Management and an Accounting Clerk Diploma, finishing with the highest honors and a 3.91 GPA. Today, Alexie holds a key position overseeing accounts payable and debit card disputes for 11 branches of a large local banking institution. She attributes much of her success to the support from the Southwest Minnesota Private Industry Council's (SW MN PIC) Dislocated Worker Program, which covered her tuition, books, mileage, and even daycare expenses.

"All of this wouldn't have been possible without the help of the SW MN PIC. They paid for every semester and were also able to help me with books, mileage, and even daycare," Alexie said.

Her journey from uncertainty to thriving success is a testament to her resilience and hard work. "I love my job, and I am forever grateful for the opportunity that led me here," she reflects.

Congratulations to Alexie on her incredible accomplishments!



## Success Story: Tory

Tory was working as a Nursing Assistant when she was laid off from a local nursing home when the facility permanently closed. Tory was introduced to the Dislocated Worker program during her last week at work at the nursing home. Tory learned that she would be eligible for tuition and other support to help her return to school and become a Licensed Practical Nurse (LPN). In 2023, with the help of her counselor at SW MN PIC, Tory was encouraged to pursue further education and become a Registered Nurse (RN). She graduated in 2024 and passed the nursing board exams to become a RN.

"The program was a life-changing experience, along with the support from my employment specialist, Taylor, who guided



# Success Stories

me and provided me with the assistance and tools to achieve my dreams,” said Tory about the Dislocated Worker Program. “Throughout this three-year journey I gave it my all, I studied every day and dedicated my time in achieving my purpose to become a nurse.” I am looking forward to starting my career, providing care to patients, while educating to promote a healthy lifestyle along with providing social and emotional support to better the lives of people in my community.

“For me, success is achieving my dreams and goals to better one’s life while sharing it with others,” said Tory noting that as an RN, she is dedicated to improving the lives of people in her community. “I want to give a huge THANK YOU to my employment specialist, Taylor, and CareerForce for helping me achieve my dreams!”

## Success Story: Jay

Jay (name changed to protect privacy) was laid off in February 2024 and was required to come into the CareerForce location in Bemidji. He was a long time CDL driver and wanted to find similar work. The CareerForce staff assisted him in putting together a resume, practicing his interview skills and looking for open positions. Jay started working in maintenance for Beltrami County area in July of that year at \$21.25 per hour with guaranteed full-time work.

## Success Story: Alissa

Alissa was laid off and having worked in the esthetician field and having owned a spa business previously, she decided to become an entrepreneur again. She needed business-related training and resources to allow her to start her business. Business training and consulting services are provided through CLIMB (Converting Layoffs into Minnesota Businesses), to individuals enrolled in the Dislocated Worker program who are interested in starting or growing a business.

Alissa started working with Laura, a Career Navigator at Central Minnesota Jobs and Training Services (CMJTS), and she learned about the CLIMB activity associated with the Dislocated Worker Program. Through this activity Alissa was able to get the training she needed to become certified as an Advanced Practice Esthetician and then focus on creating her spa business, ‘Ali Esthetics’.

Since starting her business, Alissa has really excelled with formulating and producing her own all-natural skin care line used in her practice called ‘Ali Botanicals’. Her future goals include expanding her product line to be available in larger selling venues and providing education, such as producing a podcast and offering continuing education credits for specialized training for fellow Advanced Practice Estheticians in the field.

“I would like to express a heartfelt thank you for the services provided to me by my Career Navigator, Laura. My experience with CMJTS has been nothing short of wonderful,” said Alissa. “Laura has gone above and beyond to understand, dig in, facilitate, and coordinate resources, education and financial support that allowed me to begin a new journey in life.”



# Appendix: State Dislocated Worker Provider Performance

## State Dislocated Worker Program SFY 2024 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	3,437	5,931	1,895 / 2,381	=	79.6%	80.0%	\$14,069	\$12,300	2,026 / 2,620	=	77.3%	79.0%	1,069 / 1,287	=	83.1%	78.0%
Northwest PIC Inc	31	37	26 / 29	=	89.7%	80.0%	\$19,991	\$12,300	11 / 13	=	84.6%	79.0%	2 / 4	=	50.0%	81.8%
Rural MN CEP Inc	284	500	163 / 191	=	85.3%	83.5%	\$11,599	\$10,000	147 / 190	=	77.4%	83.9%	36 / 45	=	80.0%	83.0%
NE MN Office of Job Training	292	363	158 / 181	=	87.3%	79.0%	\$15,326	\$13,500	121 / 136	=	89.0%	79.0%	122 / 125	=	97.6%	64.5%
City of Duluth	59	77	63 / 74	=	85.1%	79.5%	\$13,235	\$9,819	57 / 66	=	86.4%	82.0%	33 / 47	=	70.2%	77.0%
Central MN Jobs and Training	280	331	209 / 230	=	90.9%	90.0%	\$16,664	\$14,500	207 / 229	=	90.4%	87.0%	79 / 85	=	92.9%	76.7%
SW MN PIC Inc	63	106	63 / 69	=	91.3%	82.0%	\$12,443	\$9,071	62 / 74	=	83.8%	78.0%	47 / 55	=	85.5%	73.6%
S Central Workforce Council	153	279	89 / 99	=	89.9%	81.5%	\$17,293	\$10,199	139 / 151	=	92.1%	77.0%	21 / 27	=	77.8%	72.0%
SE Workforce Development	137	282	94 / 113	=	83.2%	80.0%	\$13,895	\$10,974	96 / 128	=	75.0%	80.6%	51 / 72	=	70.8%	75.5%
Hennepin/ Carver ETC	283	569	151 / 213	=	70.9%	78.0%	\$15,000	\$15,500	168 / 240	=	70.0%	75.5%	98 / 118	=	83.1%	79.0%
Mpls Employment and Training	133	294	78 / 108	=	72.2%	79.0%	\$18,253	\$12,300	83 / 101	=	82.2%	75.0%	35 / 46	=	76.1%	70.7%
Anoka County	198	323	77 / 87	=	88.5%	78.0%	\$14,830	\$12,300	99 / 118	=	83.9%	82.4%	59 / 65	=	90.8%	84.5%
Dakota/Scott Workforce Services	199	397	86 / 116	=	74.1%	80.0%	\$14,972	\$15,500	96 / 132	=	72.7%	79.0%	54 / 65	=	83.1%	83.0%
Ramsey Cty Workforce Solutions	154	296	77 / 105	=	73.3%	80.4%	\$14,515	\$13,900	79 / 118	=	66.9%	79.7%	40 / 49	=	81.6%	87.0%
Washington County	108	168	57 / 64	=	89.1%	87.0%	\$14,400	\$17,089	50 / 62	=	80.6%	93.2%	16 / 23	=	69.6%	73.7%
Stearns/Benton E&T (Career Solutions)	160	270	123 / 164	=	75.0%	79.0%	\$10,131	\$12,000	218 / 294	=	74.1%	81.0%	140 / 161	=	87.0%	81.3%
Winona Cty Workforce Council	12	19	6 / 7	=	85.7%	80.0%	\$9,494	\$9,200	10 / 10	=	100.0%	80.0%	4 / 4	=	100.0%	51.0%
American Indian OIC	73	113	14 / 19	=	73.7%	80.4%	\$11,732	\$14,432	13 / 18	=	72.2%	80.7%	0 / 0	=	No Data	79.7%
Arrowhead Economic Opportunity Agency	64	114	34 / 48	=	70.8%	79.0%	\$9,249	\$13,500	37 / 49	=	75.5%	79.0%	7 / 12	=	58.3%	64.5%
Avivo	59	137	23 / 39	=	59.0%	80.4%	\$11,432	\$14,432	25 / 37	=	67.6%	80.7%	17 / 24	=	70.8%	79.7%
Goodwill/Easter Seals Minnesota	70	185	39 / 48	=	81.3%	80.4%	\$14,750	\$14,432	35 / 46	=	76.1%	80.7%	20 / 27	=	74.1%	79.7%
HIRED	112	170	63 / 85	=	74.1%	80.4%	\$17,552	\$14,432	66 / 98	=	67.3%	80.7%	50 / 61	=	82.0%	79.7%
Jewish Family and Children's Services	77	135	29 / 39	=	74.4%	80.4%	\$19,185	\$14,432	41 / 49	=	83.7%	80.7%	18 / 28	=	64.3%	79.7%
MN Teamsters Service Bureau	257	456	140 / 196	=	71.4%	80.4%	\$13,550	\$14,432	137 / 214	=	64.0%	80.7%	104 / 124	=	83.9%	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.															

# Looking Ahead to SFY2025



- The Dislocated Worker Program staff at DEED will continue **supporting the implementation of the expansion of the program's eligibility criteria** and ensuring capacity of partners to serve the three new populations now eligible under the Minnesota Dislocated Worker Program:
  - ⑥ Low-income adults, recipients of public assistance, or basic skills deficient individuals.
  - ⑥ An individual with non-work-related injuries or illnesses who does not have a workers' compensation case but needs support to reenter or remain in the workforce.
  - ⑥ A spouse of a member of the U.S Armed Forces on active duty.
- TAA staff at DEED will **continue to conduct outreach events to eligible workers under existing certified petitions** and follow U.S. Department of Labor's guidance to ensure seamless service to trade-impacted workers if the program is reauthorized by Congress. Under the current phase-out termination, states must continue to provide outreach to identify affected workers and must serve any workers covered by a certified petition. TAA staff plan to travel throughout the state in 2025 to provide in-person informational sessions to people who may be eligible to apply for TAA benefits under older petitions.
- The SRRT will continue our focus on a **Strategic Employer Engagement Models (SEEM)** partnering with the newly formed CareerForce Employer Engagement Team. SEEM will serve as a guiding framework for the State Rapid Response Team (SRRT) in supporting Minnesota employees and employers impacted by layoffs and business closures. This model will be a multi-faceted collaborative framework following the core components which will aim to strengthen employer collaboration with state government:
  - ⑥ **Relationship-Building Approach:** Establishing trust and strong connections with employers.
  - ⑥ **Workforce Support and Transition Services:** Assisting workers in navigating transitions and accessing support services.
  - ⑥ **Employer Education and Advocacy:** Raising awareness and promoting best practices among employers.
  - ⑥ **Partnerships and Collaboration:** Fostering cooperation between different stakeholders to achieve common goals.
  - ⑥ **Continuous Improvement and Innovation:** Always looking for ways to enhance and adapt the system to meet evolving needs.

By implementing SEEM, the SRRT endeavors to create an environment of mutual support and cooperation among Minnesota employers, employees, our internal and external partners and stakeholders as a whole and ultimately strengthening Minnesota's economic resilience and adaptability.

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