

# Workforce Innovation and Opportunity Act

## MINNESOTA ANNUAL REPORT PROGRAM YEAR 2024



# Workforce Innovation and Opportunity Act Annual Report

## PROGRAM YEAR 2024

July 1, 2024-June 30, 2025

Minnesota

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## Introduction

Minnesota's annual Workforce Innovation Opportunity Act (WIOA) narrative report for Program Year 2024 (PY24) is presented by the Minnesota Department of Employment and Economic Development (DEED) in partnership with the Governor's Workforce Development Board (GWDB).

DEED is the state agency responsible for the administration of WIOA Title I and III programs; as well as Title IV: (Vocational Rehabilitation Services State Services for the Blind) and other federal and state funded workforce development programs. Title IV is not covered in this report per the U.S. Department of Labor (U.S. DOL) [TEGL 05-18, Change 1](#). This report offers detailed descriptions of services, activities, program updates, customer demographics, performance outcomes and specific program enhancement strategies under WIOA Title I (Adult, Dislocated Worker (DW) and Youth) and WIOA Title III Wagner-Peyser Employment Service.

The participant data provided in this report are generated by the Participant Individual Record Layout (PIRL) formatted files, which have been uploaded into the U.S. DOL's Workforce Integrated Performance System (WIPS). Minnesota submitted the required performance data to U.S. DOL on time. The last performance report was submitted to WIPS on 9/30/2025 in advance of the 10/01/2025 due date.

Throughout the report, the terms "CareerForce location" is used to refer to Minnesota's American Job Centers. Services available through the CareerForce system are accessible via [CareerForce.MN.gov](#), over the phone and in person at CareerForce locations and through community outreach services at other locations.

During PY24, Minnesota's labor market continued to demonstrate strength and resilience. While the state saw employment recovery stabilize following the COVID-19 pandemic, ongoing demographic shifts, regional disparities, and sectoral transitions shaped the labor market environment and influenced workforce development priorities under WIOA.

In PY24, approximately 3,147,436 people participated in Minnesota's labor force, with an average monthly unemployment rate of 3.2%, maintaining tight labor market conditions. Minnesota's labor force participation averaged 68.2%, which was one of the highest percentages in the nation. The state continues to experience the effects of an aging population and slower labor force growth, especially in rural regions. Central, Southeast and Northwest Minnesota experienced faster labor force and employment growth compared to more urbanized areas, while the Northeast and Southwest regions continued to lag pre-pandemic employment levels.

Health Care & Social Assistance remained the largest and fastest-growing sector. Manufacturing, Professional & Technical Services and Public Administration also posted year-over-year gains. Conversely, Finance & Insurance, Information and Retail Trade experienced job losses or stagnation, reflecting structural shifts driven by automation, consumer behavior and broader economic uncertainty.

Minnesota employers reported approximately 120,500 job vacancies in the 2024 [Job Vacancy Survey](#) and the job vacancy rate stood at 4.3%, or 4.3 job openings for every 100 filled jobs in the state. This is still well above historical averages, though lower than the pandemic peak. The ratio of unemployed persons to vacancies remained below 1.0 across most regions, again signaling a persistently tight labor market. Health Care & Social Assistance, Accommodations & Food Services, Retail Trade and Educational Services had the highest vacancy levels, with a wide range of skill and credential requirements. Wages continued to rise across most sectors, with average hourly wages up more than 4% year-over-year, exceeding inflation in key industries.

## Waivers

*WIOA Adult and Dislocated Worker programs: No waivers*

*WIOA Youth:* in PY24, seven of the 16 Local Workforce Development Areas (LWDAs) had a waiver allowing the out of school youth (OSY) percentage to be 60 percent instead of 75 percent, affecting overall spending levels. This waiver allows for enhanced services to in-school youth who are either homeless or in foster care. (Please see Appendix A for the data on impact of WIOA Youth specific waivers).

*Wagner Peyser: No waivers*

## Evaluations

Most evaluation work on WIOA programs is done by DEED's Office of Performance and Technical Management (PTM). PTM has reached out to other states, including Wisconsin and Colorado, to understand their evaluation process. Additionally, during the U.S. DOL-sponsored Evaluation Technical Assistance Sessions, Minnesota presented on its previous evaluation efforts. We have also implemented a feedback loop to allow the Minnesota Association of Workforce Boards (MAWB) to provide input on important topics for evaluation. This is done by attending a MAWB meeting, soliciting feedback, bringing the topic back to the MAWB and refining based on input from MAWB. Continuous improvement in MN is handled through our objective and key result process.

### WIOA Title I Evaluations

#### *Adult and Dislocated Worker*

The Adult and DW team assess program performance throughout the year through close collaboration with PTM. PTM assembles quarterly and annual PIRL reports and submits them to U.S. DOL. All Title I Adult and DW programs must participate in the State of Minnesota's Uniform Outcome Report Card. This mandated report includes several measures that U.S. DOL does not include, such as the median wage change from previous employment status, retention in Q3 and Q8 after exit, and occupation of employment in Q1, Q3, and Q8 after exit.

Minnesota evaluates WIOA programs under 20 CFR § 682.200. For Title I Adult and DW Programs, the following evaluations have been or will be conducted:

#### 1. SVI Study (Final Dashboard Provided):

This study used the [Centers for Disease Control and Prevention's Social Vulnerability Index](#) (SVI) to assess how Title I programs served Minnesotans from the most marginalized parts of the state, based on zip codes. As a result, DEED set a goal to increase the percentage of people they serve from the most marginalized parts of the state (defined using the SVI). PTM worked with WIOA Adult and DW programs to establish baselines for Title I adult programs and create [interactive, multi-layered maps and measures](#) to help program staff target outreach.

#### 2. Study of changing populations (report complete)

PTM partnered with DEED's Labor Market Information (LMI) team to determine if programs are adequately set up to serve Minnesotans who were most affected by the COVID-19 Pandemic. The [initial results](#) indicate that Title I Adult programs have pivoted and served a more diverse customer base across every measure of marginalization we analyzed following the COVID-19 Pandemic.

Minnesota collaborated with partners to develop additional evaluation metrics that go deeper than mandated performance standards. Some proposed projects/metrics are as follows. Currently, all projects are in the proposal phase.

1. Evaluation of the impact of moving from a zip code to a census tract evaluation for the SVI.
2. Evaluation of the impact of incumbent worker training and on-the-job training on retaining employment.
3. Mixed methods evaluation, similar to the one conducted by Colorado, determining the alignment of current eligibility criteria for programs to the populations most likely to be experiencing unemployment.

#### *Youth*

Local youth service providers focus on serving low-income and at-risk youth who lack academic and "applied" skills considered critical for current and future workplace needs. Many youths have multiple barriers to employment including disability, basic skills deficiencies, limited English proficiency, connection to the foster care system or involvement in the justice system, teen parenthood, lack of diploma/equivalency and/or academic attainment behind their peers. Housing and food insecurities remain major areas of concern across the state and are an ongoing priority for the state. DEED's PTM team conducted an analysis of youth workforce programs' efforts to serve youth with the highest needs. PTM leveraged SVI metrics to identify the most vulnerable zip codes across the state of Minnesota. These zip codes were cross referenced with WIOA Youth participant data and the results showed that nearly 9 out of 10 youth served in WIOA Youth live in one of Minnesota's most vulnerable zip codes. The PTM analysis reaffirms the notion that Minnesota's WIOA Youth service providers are meeting the spirit of WIOA and administering programs that are accessible to Minnesota's most vulnerable youth.

## Employment Transition Model Grant Program Evaluation:

DEED secured a 5-year federal discretionary grant from the Office of Disability Employment Policy (ODEP) focused on youth with disabilities. Minnesota's participating Local Workforce Development Areas will co-enroll a significant number of youth into WIOA Youth the Employment Transitions Model (ETM) Grant program. The ODEP has contracted with ABT Global for evaluation of the ETM program and the evaluation will identify how comprehensive wrap around services and family involvement impacts the transition of Youth with disabilities from support systems to independence and participation in the adult labor force. The evaluation is ongoing throughout the 5-year grant and the results will be published by ABT Global and the U.S. DOL.

## WIOA Title III Evaluations

The Employment Services (ES) team examines the performance of the Wagner-Peyser Act-funded ES program throughout the year through close collaboration with PTM. PTM assembles quarterly and annual PIRL reports and submits them to U.S. DOL. The ES team routinely runs reports to evaluate the impact of the ES Program. Reports include the number of customers reached, types of service delivered, co-enrollment information that is used to monitor connections to other WIOA programs and Unemployment Insurance (UI), and other data points used to evaluate the effectiveness of the delivery of services.

Additionally, PTM continues to provide ES with data on the services offered to different demographic populations. Recent data reports compared ES with SVI. The SVI ranks each zip code on 15 social factors, including poverty, lack of vehicle access, and crowded housing, and groups them into four related themes. The SVI assigns quartiles of vulnerability from most vulnerable (Q1) to least (Q4).

Minnesota uses MinnesotaWorks.net, the state's labor exchange, SharePoint and Microsoft Excel as tools to track the administration of ES. MinnesotaWorks.net provides the data for Minnesota's reportable individuals under WIOA. In Minnesota, all WIOA titles encourage customers to register with MinnesotaWorks.net to ensure reportable individual activities are tracked. The ES program takes the reportable individual tracking one step further by monitoring the specific basic career services delivered in MinnesotaWorks.net. MinnesotaWorks.net is available to all WIOA partners to track and monitor the delivery of services to reportable individuals as well as basic career services. The tool offers a method to promote group activities via registration on the website and track attendance for those activities.

The ES program staff can schedule, promote, and record attendance for services via MinnesotaWorks.net. ES services are codified as Wagner-Peyser/Title III services in the PIRL. A process to replace MinnesotaWorks.net is underway now. Wagner-Peyser's ES program cooperates with federal evaluations, monitoring visits, and reports by providing the data necessary to review reportable individual performance metrics for the entire system, collected in Minnesota's labor exchange system. Furthermore, the program cooperates through participation in evaluations that intersect with the ES Program or coordination. Wagner-Peyser Staff also worked with PTM to conduct a gap analysis. For this analysis, PTM used a combination of SVI and disparate impact analysis to determine if the CareerForce system was inadvertently perpetuating an adverse impact on participants. The study's results indicate that no adverse effect was detected, and participants can expect roughly equivalent outcomes.

## Customer Satisfaction

### Job Seeker Satisfaction

In November 2024, a customer services survey was sent to 5,403 CareerForce customers who had been logged for a one-on-one career services meeting by staff (in-person, over the phone, or via email/online) and/or attended a workshop during a two-month period from September 1 to October 31, 2024.

The survey returned 1,087 completed interviews for a final base response rate of 20% (and an adjusted response rate of 80% based on a confirmed valid contact method). This response rate had a slight increase as compared to the 2022 survey, an increase that can likely be attributed to the addition of using SMS technology as a method for inviting customers to take the survey. Despite having just 307 participants opting in to the use of SMS delivery for the survey, that method had a response rate of 47%, as compared to 19% for email.

The demographic characteristics of the survey population and respondents show some slight shifts from previous surveys. The survey respondents are tending to be more educated (having some college, an associate or bachelor's degree, or a graduate degree and/or vocational certification), slightly less likely to identify as BIPOC, and more likely to be from the Metro area (albeit these are not large shifts). Additionally, the respondents are highly connected to Unemployment Insurance (UI) and again have a predominant representation from the age ranges of 55 to 59 and 60 and above. Workshop attendees also had a slightly higher share in the respondent group as compared to the survey population.

The overall summary results from these respondents tell us they have a high degree of satisfaction with the CareerForce services, especially the one-on-one meetings using a variety of methods. 58% of respondents spoke with staff over the phone, 21% met with staff in-person, 8% met online/video call, and 2% had contact via email. Job search assistance, resume assistance, and career counseling were the most frequent topics noted.

The results show a high percentage of respondents who are satisfied with the help they received in their one-on-one meeting(s) (89% very satisfied or satisfied) and robust levels of confidence that the services received from CareerForce staff will:

- **Connect them with employers who are hiring** (70% very or somewhat confident)
- **Help them find a job** (71% very or somewhat confident)
- **Help them find a *quality* job** (65% very or somewhat confident)

The Net Promoter Score (NPS) for respondents was **19**, a good score and one that compares similarly to the scores CareerForce has gathered historically (32 in 2022 and 46 in 2024). 46% indicated (rating a 9 or 10 on a scale of 0 to 10) that they would recommend CareerForce services to a friend or colleague that is job searching. 26% provided a rating of 7 or 8. 27% of respondents gave a rating from 0 to 6 for this question. While any positive NPS score is considered good, there is a downward NPS trend showing across recent CareerForce services surveys that should be noted.

Additional highlights from survey results:

- 66% of respondents indicated that CareerForce staff suggested a specific career search activity for the customer to work on
- 84% of respondents applied for job openings and 53% received a request from an employer for an interview for the opening(s) they applied for, with a range of 1 to 43 interviews from those reporting that they did do an interview
- 58% of respondents strongly agree or agree with the statement "I was able to get a job interview as a result of the services/assistance I received from CareerForce staff"

Survey respondents were asked what can/what else can CareerForce staff do to meet needs and what other services could CareerForce staff offer that would help. This information helps inform service delivery going forward. The most actionable responses are listed below:

*What can/what else can CareerForce staff do to meet your career seeking needs?* (Two variations asked depending on response to how customer was served)

- Improvements to overall service fit (e.g., either based on customer preference or demographic; could be specific occupation specializations needed)
- More contact with staff / improved response – better or increased communication or follow-up
- Better connections to employers that hiring, more job leads/listings (includes the addition of government job leads).

*What other services could CareerForce staff offer that would help?*

- Make creative connections to employers (e.g., reverse hiring events, provide more specialized networking notes, use of AI (artificial intelligence) to help connect).
- More help with job placement assistance (e.g., experiencing lack of openings, interview leads, specific changes to Career Fairs)
- Specific requests for trainings (related to basic education, higher education, skills building)

Overall, the 2024 CareerForce Services survey pulled in a lot of data that aligns with previously collected surveys of CareerForce customers, reinforcing that they have high satisfaction with the one-on-one assistance that they are receiving and have a good degree of confidence that the services can lead them to a job. Respondents find the job search and resume assistance extremely valuable, and they tend to not have much pointed feedback about what needs to change, other than things that are more likely to be related to labor market conditions (e.g., lack of available jobs/employers hiring for their specific need).

## Effectiveness in Serving Employers

DEED gathers information to ascertain effectiveness in serving employers. Per the final rule issued by the U.S DOL, effectiveness in serving employers is defined as the percentage of participants employed in quarter two after exit that have the same employer in quarter four after exit. Per TEGL 10-16 Change 3, DEED through the PTM team produces an unduplicated count of participants from all four titles. This is achieved by the program areas securely transmitting data to PTM who then deduplicates and provides final reporting. securely transmitting data to PTM who deduplicates and provides an overall score.

For the PY24 quarter four performance cohort, there were 21,625 case-managed job seekers who had an employer in Q2 and of those 14,485 (66.98%) were retained by the same employer in the 2nd and 4th quarter after exit.

## State Strategies

### 2024-2027 WIOA Strategic Vision:

The One Minnesota Workforce Development Vision is an economy where all Minnesotans have access to a workforce development system in which partners across the state are working toward a collective goal of providing workforce development programs that are responsive to employer needs in in-demand occupations and lead to good jobs with family-sustaining wages.

### 2024-2027 WIOA State Plan Goals

#### *Goal 1*

*Increase interagency and local area coordination and alignment around shared goals, maximizing efficiency and coordination of workforce funding and programs and improving system integration, and creating a “no wrong door” approach for individuals or employers engaging in the workforce system.*

#### Coordination of Local Area Efforts

- The GWDB has annual joint meetings with the MAWB, which represents the state's 16 Local Workforce Development Boards.
- DEED staff attend monthly meetings with LWDA leaders and staff.

#### *Goal 2*

*Build new or expand existing employer-led industry-sector partnerships across the state to create or expand responsive and accessible workforce development programs and career pathways with embedded work-based learning or on-the-job training, including Registered Apprenticeships, focused on closing gaps in participation and representation based on race, ethnicity, disability, gender, veteran status, and age.*

- DEED is working closely with DLI to **encourage employer and job seeker participation in registered apprenticeships.**
  - During the PY24, DEED partnered with DLI to add a new apprenticeship program, the Minnesota Landscape Arboretum, to the ETPL (June 2025) to increase the promotion of Registered Apprenticeship Programs (RAPs). DEED and DLI staff will continue to partner in PY25 to streamline this process for RAPs so more programs can be listed on the ETPL. WIOA funding was not used to create or expand RAPs.
  - Minnesota does not have any registered youth apprenticeship programs. They are administered separately at the Minnesota Department of Education. The Youthbuild programs administered through DEED are not registered apprenticeship programs. However, Youthbuild participants often enter RAPs following pre-apprenticeship training under state or federal Youthbuild programs.

- DLI invested State Apprenticeship Expansion Formula (SAEF) funding into a year-long technical assistance cohort for workforce development boards in the state. The TA cohort included three webinars and four in-person meetings. These sessions provided additional education about registered apprenticeship programs to workforce development staff and offered space for workforce boards to collaborate on apprenticeship-related efforts.
- DLI and DEED initiated conversations on how to better align policies to ensure apprentices are able to access WIOA supports, and to get RAPs in the ETPL.
- DEED and DLI have had conversations with U.S. DOL about increasing the number of WIOA participants engaged in Registered Apprenticeships.
- DEED is engaged in **public-private partnerships** to prepare people for employment in related sectors. One example is the Xcel Energy PowerUp program funded by Xcel Energy.
  - [Xcel Energy PowerUp provides Nicole an opportunity to make a huge career change](#). Nicole is among 132 participants in two cohorts who completed the Xcel Energy PowerUp pre-apprenticeship program for careers in construction and energy fields.
- DEED is **enhancing employer services** with a focus on connecting participants in state and federally funded training programs with employers and economic development funded projects. Some highlights of service to employers in PY24:
  - Between December 2024 and June 2025, DEED's new state funded Employer Engagement Team strengthened Minnesota's workforce by conducting 314 employer visits, helping close the recruitment gap for 1,764 open positions. In addition, through 27 hiring and networking events, EES brought together 507 employers and 3,514 job seekers, with a focus on training program participants and job seekers utilizing Minnesota's CareerForce system.
  - DEED's Workforce Strategy Consultant Team had 4,766 direct employer engagements, with a focus on employers receiving state economic development funding.
  - DEED's Local Veterans Employment Representatives served 328 employers, helping connect them with veterans who are looking for work in Minnesota and working closely with other employer services teams at DEED.
  - DEED's Rapid Response Team worked with 392 businesses and their affected employees on both small and mass (over 50 employees) layoffs and closures throughout the state, working closely with the Employer Engagement Team and other DEED employer services teams.
- Minnesota's Rapid Response efforts have been better integrated with the work of DEED staff who serve employers in meeting workforce needs. Going forward, this work will be further enhanced by bringing the Foreign Labor Certification team under Rapid Response and further centralizing employer engagement services.

### **Goal 3**

*Create a more accessible and proactive workforce system to serve all Minnesotans, preparing employers and the current and emerging workforce for the changing nature of work including new and emerging technology, changing labor market demands, and for the state's shifting demographics, including New Americans.*

- DEED made significant progress during PY24 in the development of a mobile-friendly and accessible online labor exchange through the Labor Exchange Replacement Project. Minnesota is on track to retire its older state labor exchange and federal reporting platform in the first part of 2026, largely with state dollars. Minnesota has already soft launched of new employer job posting platform and improved job search capabilities on CareerForce.MN.gov to meet customer expectations for filtering and other search capabilities when they are looking for employment. Significant improvements to other aspects of CareerForce.MN.gov were also accomplished during PY24 to make it easier for job seekers to quickly find job postings, training opportunities and other information they need.
- DEED and Local Workforce Development Board staff are continuing to offer **more services online and over the phone** to meet job seeker and employer needs. All of the core job seeker services are offered online and proactive phone calls to UI recipients and SNAP recipients continued in PY24. DEED staff made 30,520 RESEA calls to people receiving UI in PY24 and DEED staff made 588 calls to SNAP recipients in PY24.

- In addition, **all the core job seeker workshops continue to be offered online with both live and recorded versions available.** In PY24 8,331 people (not all unique because some people attended multiple online workshops) attended live online workshops. In addition to the live online workshops, thousands of people (again not unique) have watched workshop recordings online over the past several years.
- DEED staff offer monthly Workforce Wednesday and other online opportunities for employers to help them connect with the workers they need to grow and thrive. For example, **3,676 employers and others attended the 12 Workforce Wednesday sessions in PY24.** This is not a unique count because many employers attend multiple sessions throughout the year.
- DEED staff, in partnership with LWDA staff, are **providing more services in the community**, including services in 65 public libraries through the state through the CareerForce Corner initiative. In PY24, 96 reportable customers were served by DEED staff in library locations and registered in the state labor exchange. Additional customers utilized CareerForce resources in the library, but we are not able to record them as being served unless we are able to register them in the labor exchange. Beginning in PY24, DEED and LWDA staff engaged in enhanced efforts to raise awareness about CareerForce services offered in library locations. A CareerForce Corner outreach campaign was implemented utilizing funding from MDE in June 2025. One tangible outcome of this outreach was the participation of more than 600 job seekers in 11 CareerForce Corner events at public libraries during July and August of 2025.
- DEED's LMI Team continues to provide updated data to job seekers, employers, job counselors and other workforce development system stakeholders about changing labor market conditions, new workforce trends due to emerging technology, shifting demographics and other factors **to better anticipate future workforce needs and opportunities.** This data includes industry employment statistics, employment projections, labor force and unemployment statistics, wage information, cost of living, and more. The LMI team also has several staff funded by Governor's Reserve (also known as Set Aside) to provide frequent guidance to our workforce development system. Detailed data is provided at the statewide, regional and county level. This helps job seekers, students, employers, job counselors, educators and other workforce development system stakeholders make data-informed decisions. For example:
  - LMI analysts presented to thousands of high school students in PY24 about making informed career choices, with AI and other emerging technologies included as factors to consider.
  - LMI analysts also shared information with workforce development professionals, educators and employers about the exposure of industries and occupations to AI at multiple statewide workforce conferences and dozens of in-person and virtual presentations.

## Performance Accountability

Results of the individual performance indicators, as well as LWDA results, can be found in Appendix D, PY24 WIOA Annual Report. Preliminary data (based on comparing our actual levels of performance to our negotiated levels of performance) indicate **Minnesota will meet or exceed all Title I and III individual performance indicators in PY24.** Specifically:

- Title III and all Title I programs are expected to exceed the Median Earnings in Quarter Two negotiated goals.
- All Title I and all Title III programs are close (within 4%) of meeting Quarter Four Employment Rate negotiated goals.
- The WIOA Adult and DW programs are expected to exceed their credential attainment negotiated goals. WIOA Youth is expected to meet 95% of their negotiated credential attainment goal a 20% increase from last year.
- Title III is expected to succeed in passing the 90% threshold established in TEN 04-23 for not failing the Overall State Program Score.

These anticipated results for PY24 continue a trend of Minnesota successfully meeting or coming incredibly close to meeting and exceeding adjusted levels of performance for WIOA Titles I and III during PY24. Small drops in performance in placement can be correlated to a tightening labor market. As the market continues to tighten, Performance and Technical Management will monitor the impact on employment rates.

## Data Validation Methodology and Sampling

Minnesota uses a stratified random sampling method to select participant records from the State's Structured Query Language (SQL) database for validation within each WIOA program. The sample is randomized by Local Workforce Development Area (LWDA) to ensure the number of records reviewed is proportionate to each area's total participant volume. For PY24, Minnesota applied a 90% confidence interval with a 10% margin of error to determine sample sizes. A total of 386 records (reflecting 30,440 data elements) were validated for WIOA Titles I and III, with progressively smaller sample sizes used for non-core programs due to lower participant counts. See appendix: PY24 Total Records Reviewed by Program.

## PY24 Findings

Data validators used Minnesota's data validation tool to track results and calculate summary error rates. The most common errors identified in PY24 reflect similar findings from PY23, including:

- Missing acceptable source documentation in the Workforce One (WF1) system
- Case note dates and details that did not align with recorded activities
- Self-attestation documentation lacking participant signature and/or date
- Training credential documentation missing the completion date

Minnesota's aggregate error rate for PY24 was 1.7%. These findings were addressed during statewide Data Validation Training in September 2025, which focused on acceptable source documentation, case noting standards, and self-attestation requirements. See appendix: PY24 Data Elements Reviewed by Program & Error Rates.

## Statewide Governor's Reserve Funds

**Minnesota utilizes the Governor's Reserve to strengthen the state workforce system and support effective implementation of WIOA programs.** The Reserve is utilized to ensure compliance, monitoring, data validation and performance management, enhancing program integrity and driving continuous improvement. Minnesota works directly with LWDAs to provide monitoring, technical assistance and support for WIOA program implementation, contributing both directly and indirectly to performance outcomes.

Additionally, the Governor's Reserve supports DEED's LMI team, which provides timely data to program staff about labor market trends to help guide decision making. The **Minnesota LMI team supported WIOA programs by providing timely data, custom analysis and strategic labor market insights.** This included regional employment projections, targeted industry and occupation analysis, support for local and regional planning efforts and real-time labor market dashboards.

- The DEED LMI team is continually surveying changes to the state's labor market conditions and considering the impacts of AI and other emerging technologies to **provide the best possible data-informed information to career counselors, employers, educators and job seekers** to help ensure Minnesota's workforce system is preparing people for the jobs of today and tomorrow.
- This work includes analysis of AI exposure across Minnesota's industries and on various occupations. It is important for students, educators, job seekers, employers and other workforce development system stakeholders to understand the benefits of AI and be prepared for the impact of AI on the labor market.
- The LMI office continues to develop, enhance and update data in online tools to assist people in investigating careers and preparing for their future, with a focus on identifying high-growth industry sectors and occupations and providing information about these career path opportunities in a variety of easy-to-use ways to stakeholders.
- **Career exploration tools that have been updated recently** with new data include Occupations in Demand, Career and Education Explorer, Job Vacancy Survey, UI claims, Match Jobs to Experience, Employment Outlook, Quarterly Workforce Indicators, and Graduate Employment Outcomes. [All LMI tools](#) have been designed and improved with feedback from job counselors, who use them in their daily work with job seekers and career explorers.

- **DEED LMI is also enhancing data visualizations** for tools such as Current Employment Statistics, Employment Outlook, Job Openings and Labor Turnover Survey, Occupational Employment and Wage Statistics, Quarterly Employment Demographics, Unemployment Insurance Statistics and an Examine Employment tool to show industry employment changes by quarter. These interactive tools provide comprehensive information about occupations including wages, current and future job demand, and educational requirements, available at a statewide and regional level.
- **LMI staff filled over 1,500 requests for data and information in PY24.** These requests come from employers, economic development organizations, educators, workforce development professionals, media and others and they can take from a few minutes to a few hours to complete. Customer feedback indicates LMI staff provide highly valuable information.
- DEED's six regional LMI analysts provided **44 trainings to Local Workforce Development Boards and their staff, DEED staff and others, totaling 1,075 audience members in PY24.** LMI trainings are designed for Local Workforce Development Board member, career counselors, vocational rehab providers, veterans employment services providers, reentry services providers, and other workforce development partners across the state.
- Specialized trainings are provided for employers, HR professionals, education planners and students as well as other customer groups. The regional analysts publicize in-person and live virtual LMI [trainings](#) on the DEED website. They also develop and post [recorded trainings](#).
- [Regional analysts](#) and additional DEED LMI [experts](#) also provide presentations on a range of topics to a wide range of audiences. **They, together with other LMI staff, provided 233 presentations in PY24 to over 11,750 audience members.** Moreover, LMI staff handled over 3,000 requests for information in PY24 ranging from simple requests for data to media requests for interviews.
- Looking ahead, the **LMI team will continue to help Minnesota's workforce development system adapt to emerging trends** – including Artificial Intelligence (AI) adoption, shifting education-to-career pathways, and population diversification – to ensure alignment between labor supply and employer demand. The LMI team remains a critical partner in providing data-driven guidance to inform policy, program design, and service delivery across all levels of the workforce ecosystem.

Furthermore, the Reserve also contributes to the work of the GWDB, enabling strategic oversight and policy guidance.

Finally, the Reserve works to support MAWB by ensuring regional planning, fostering coordination across LWDA with the State of Minnesota, in alignment with Minnesota's Goal 1 of improving state and local coordination.

Beyond the Governor's Reserve, Minnesota invests heavily in adult and youth training programs, supplementing formula funds with additional state resources. These investments expand access to education, credential attainment and career pathways, ensuring the workforce system effectively prepares Minnesotans for high-demand, high-wage occupations. The combined use of Governor's Reserve and state training investments strengthens system alignment, accountability and workforce readiness across the state.

## Rapid Response

Rapid Response is a proactive, business-focused strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. **Rapid Response teams work with employers and employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss.**

In PY24, Minnesota's State Rapid Response Team (SRRT) worked closely with businesses and employees impacted by mass and small layoffs as well as permanent business closures. The SRRT worked with 392 businesses and their affected employees on both small and mass (over 50 employees) layoffs and closures. DEED received and processed 44 Worker Adjustment and Retraining Notifications (WARNs) impacting approximately 3,802 individuals who received information and services from the SRRT. Combined, the SRRT served an approximate total of 9,918 individuals who were impacted by layoffs and business closures.

The SRRT collaborated with staff in CareerForce locations, including LWDA staff and Small Layoff Independent Grantees (SLIGs) to provide impacted workers with resources on available programs, training opportunities, job search assistance, and support services to help them transition back into employment.

The SRRT also collaborated with DEED's Employer Engagement Specialist Team (EEST), Workforce Strategy Consultants (WSCs), Business and Community Development (BCD), the UI Division, local and regional partners, and union representatives to provide early warning indicators of a business layoff or potential closure. Activities included:

- Ongoing engagement, partnership, and relationship-building activities with businesses.
- Developing, funding, and managing incumbent worker training programs and other worker upskilling approaches as part of a layoff aversion strategy or activity.
- Conducting analyses of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer.

#### **Additional Rapid Response accomplishments during PY24**

- The SRRT launched a revamped webpage improving usability and providing faster access to critical DW and layoff-related information for employers and service providers. The site offers clear guidance on WARN requirements, Minnesota's Early Notification System, and resources for both small and mass layoffs, while consolidating handouts, policy materials, and Rapid Response contacts in one place. This streamlined design makes it easier for employers and workers to find the support they need quickly and reinforces the State's commitment to timely, accessible services.
- The SRRT 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.

## **Wagner-Peyser Activities**

The Wagner-Peyser Act funds the Employment Service program which provides programs and services to businesses and job seekers under the designation of Job Service Minnesota, an essential part of Minnesota's CareerForce system.

Wagner-Peyser also directly funds the state's Migrant Seasonal Farm Worker Services; the Workforce Strategy Consultants which are housed in our Economic Development Division; Federal Fidelity Bonding project; Foreign Labor Certification; Work Opportunity Tax Credits (WOTC); CareerForce.MN.gov, the statewide access point to all CareerForce programs and services; MinnesotaWorks.net, the statewide no-fee labor exchange for job seekers and employers; a portion of a position in our Communications Team; and local workforce programs.

Minnesota's One Stop Career Link System is administered by DEED. CareerForce services are offered in person at the 55 CareerForce locations around the state, online and over the phone. **CareerForce services are provided in partnership between DEED and Minnesota's 16 LWDAs around the state.** There are 55 CareerForce locations across Minnesota. The DEED CareerForce Division delivers the Employment Service Program, which helps anyone who is seeking employment connect with employers. There are no eligibility requirements to receive basic career exploration and job search assistance through the Employment Service Program. CareerForce also connects people with other programs and services for which they may be eligible. These programs and services are provided by LWDA staff and other workforce development partners in the CareerForce locations. CareerForce.MN.gov is the digital presence for CareerForce. On this website, job seekers, employers, and workforce system partners can search open positions at employers across Minnesota, find out about services, access customized resources and find contact information to get assistance.

## **Employment Service**

The Wagner-Peyser Act funds the Employment Service program which provides programs and services to businesses and job seekers under the designation of Job Service Minnesota. Employment Service provides critical support to Minnesota's CareerForce locations by funding the salaries of staff who provide career services to job seekers and recruiting assistance to businesses; conducting community outreach for all programs to customers; operating the helpdesk line, technology, software; updating websites and other materials used for job searches; coordinating the CareerForce Corner initiative to strengthen the connection between libraries and CareerForce locations; offering classes

and consultations for job seekers and businesses; job fairs and other recruiting events. The Employment Service program prioritizes Veterans, UI applicants and underserved communities. Employment Service staff conducted job search workshops, provided career services and job search assistance to job seekers online and over the phone. This includes direct phone call outreach to RESEA clients as well.

#### **PY24 customers served, highlights:**

##### **Job seekers served:**

- Delivered 72,072 one-on-one career services to job seekers, up from 55,721 one-on-one career services to job seekers in PY23
- Served 43,255 reportable individuals (vs 41,640 reportable individuals in PY23) via online services during the program year.
- Piloted an outreach process to Time Limited SNAP (Supplemental Nutrition Assistance Program) participants, receiving 6,000 referrals for DHS.

##### **Employers served:**

- Employer Engagement Team: 314 employer visits; 507 employers served through hiring events
- Veterans Employment Services Team: 328 employers connected with veterans looking for work
- Rapid Response Team: worked with 392 businesses
- Workforce Strategy Consultant Team: 4,766 direct employer engagements

### **Veterans Employment Services**

The DEED CareerForce Division also delivers the JVSG program, known locally as Veterans Employment Services. This team provides individualized career and training-related services to eligible veterans and assists employers in filling their workforce needs with job-seeking veterans. 4,743 Veterans were served in CareerForce locations. CareerForce reception staff screens all customers for veteran status. Those who self-identify as veterans are directed to complete a Veterans Employment Eligibility Screening form and referred for additional Veterans Employment Services as needed.

#### **PY24 Performance Results**

- 556 Veterans received case-managed services (i.e., tracked in Workforce One).
- 78% of Veterans receiving case-managed services in State Fiscal Year 2025 successfully exited.
- The average wage at exit was \$29.16 per hour.
- This is \$11.48 per hour more than the average cost of living for a single adult in Minnesota.
- This is \$6.63 per hour more than the average cost of living for a typical Minnesota family.

DEED Veterans Employment Services Staff partner with the Minnesota Department of Veterans Affairs (MDVA), the Minnesota National Guard, the Minnesota Department of Corrections (DOC), Local Workforce Development Boards and other entities to **reach out to veterans and connect them with employers**. Activities in PY24 included, but were not limited to:

- **Veterans-focused job fairs** DEED and MDVA co-hosted the 19th Annual Veterans Career Fair in May 2025, featuring 100 employers plus 20 veteran services organizations and other resource providers. DEED Veterans Employment staff also participated in veterans job fairs at Camp Ripley and Fort Snelling in PY24. DEED Veterans employment staff will organize or participate in the job fairs listed above in PY25. In addition, DEED Veterans Employment staff will be participating in a job fair at the Minnesota National Guard Readiness Center in December 2025.
- **Chapter 31 Disabled Veterans** Members of the DEED and MDVA Veteran Readiness and Employment (VR&E) team coordinate communication between the veteran, the VR&E counselor, and the Disabled Veterans Outreach Program (DVOP) representatives. DVOPs usually get notified about a Chapter 31 disabled veteran client within 90 days of graduation or when the veteran is deemed "job-ready" by VR&E. Upon referral from the

VR&E, DVOPs conduct a comprehensive assessment and collaborate with veterans on an Individual Employment Plan.

- **Demobilizing Veterans and Recently Separated Veterans** Minnesota's "Beyond the Yellow Ribbon" Reintegration Campaign supports post-deployment reintegration for service members and their families through various events. When troops return, many Minnesota service providers assist with initial reintegration events, offering workforce service information through group presentations and individual consultations. Follow-up events are also available to support ongoing reintegration.
- **Homeless Veterans** In 2016, DEED joined the Homeless Veteran Registry established by MDVA through Cooperation Agreement, DVOPs are able to access a database of registered homeless veterans. This partnership enhances visibility and support for veterans facing homelessness in Minnesota. JVSG collaborates with HVRP staff on Continuum of Care committees to inform policies regarding veteran homelessness.
- **Native American Veterans** Veterans Employment Services serves the Native American Veteran population in northern Minnesota through the DVOP position in Bemidji. The Bemidji DVOP offices with White Earth Tribal Veterans Service Officers weekly.
- **Justice-Involved Veterans** DEED and DOC work under an interagency agreement (extended through June 2026) to provide intensive employment services and counseling for justice-involved veterans nearing release from the correctional system. JVSG staff also attend steering committee meetings for the Veterans Diversionary Court Program, which offers alternatives to prison for veterans in the criminal court system.

## Migrant and Seasonal Farm Worker Program

The Migrant and Seasonal Farm Worker (MSFW) Program connects migrant and seasonal farm workers to agricultural and non-agricultural jobs. There are four CareerForce locations with significant MSFW activities: Faribault, Mankato, Rochester, and Willmar.

- Job Service has bilingual Spanish-speaking staff, known as our Agricultural Outreach Representatives (AORs) at four CareerForce locations (Faribault, Mankato, Rochester, and Willmar) that have significant MSFW traffic. The AORs are bilingual and provide services from four CareerForce locations (Faribault, Mankato, Rochester, and Willmar) that have significant MSFW traffic. The CareerForce systems utilizes the Language Line to assist customers who might have language barriers. The AORs perform outreach activities where MSFWs work, live or gather. Outreach activities include coordinated efforts with other farmworker-service providers in the community as well as with several government agencies. AORs provide farmworkers with information on CareerForce services both verbally and in written format, that is in both English/Spanish, and lists resources with DEED partners and within local communities. Farmworkers are also provided with information regarding farmworker rights and the complaint process. They assist farmworkers with translation, applications, resume writing, provide job referrals, and inform qualified workers of ES. They are also able to screen U.S. domestic farmworkers for placement with H-2A position opportunities. Additionally, AORs attend monthly meetings with enforcing agencies to discuss cases and outreach events and they attend national AOR meetings.
- The State Monitor Advocate (SMA) visits communities with substantial MSFW activity to meet with employers, review and assess their needs, and determine the effectiveness of the CareerForce services provided. The SMA works with the Agricultural Outreach Workers to promote the Agricultural Recruitment System and to assist in meeting the labor needs of agricultural employers. The SMA conducts monitoring activities at each CareerForce location to determine the level of services that are available and provided to MSFWs.

### **PY24 customers served:**

- Wagner-Peyser migrant participants: 257

## Foreign Labor Certification H-2A and H-2B Programs

The H-2A temporary visa program allows agricultural employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature. The non-agricultural H-2B program allows employers who meet the program requirements to hire nonimmigrant foreign

workers to come temporarily to the U.S. and perform non-agricultural services or labor based on the employer's temporary need. These agricultural and non-agricultural workers are present in all regions within Minnesota.

The number of applications to these programs continue to increase year-over-year, because employers are unable to fill temporary positions with workers who are U.S. citizens. Given the low unemployment rate, the lack of qualified, willing, able and available U.S. citizen workers, as well as the seasonal, temporary nature of the work in both programs, both H-2A and H-2B applications are projected to increase. In addition to state level processing activities for H-2A and H-2B, housing inspections are required annually for H-2A employers and are completed by DEED staff.

#### **Approximate number of H-2A and H-2B workers in Minnesota during PY24:**

- H-2A: 4,270
- H-2B: 3,200

### **Work Opportunity Tax Credit**

The [WOTC program](#) provides a federal tax credit to employers as an incentive for hiring members of groups who traditionally have difficulty finding jobs. Primary customers of this hiring incentive are Minnesota employers who are interested in hiring targeted job seekers and the targeted job seekers themselves. Some of the targeted groups include recipients of the Minnesota Family Investment Program (MFIP); Supplemental Nutrition Assistance Program (SNAP); disabled and unemployed veterans; justice-involved job seekers; Supplemental Security Income recipients, and Qualified Long-Term Unemployment Recipients.

#### **PY24 applications submitted:**

- 62,840

### **Youth**

Minnesota leverages resources and opportunities to help young people – the future workforce – attain the skills, knowledge, and aptitudes to become productive workers in the 21st century economy.

To be eligible for WIOA youth services an individual must be between the ages of 16 to 24 and not attending any school, or an in-school youth between the ages of 14 to 21 who is low-income and at-risk. Minnesota LWDAs target services to those most in need and meet the challenge of locating, retaining, and serving out-of-school youth: 75 percent of PY24 expenditures supported services to out-of-school youth. It is important to note that in PY24, seven of the 16 LWDAs have a waiver allowing the OSY percentage to be 60 percent instead of 75 percent, affecting overall spending levels. This waiver allows for enhanced services to in-school youth who are either homeless, or in foster care. Through the leadership of the GWDB and LWDAs, Minnesota's WIOA Youth Program provides comprehensive services to youth experiencing an "opportunity gap."

### **Accomplishments from PY24**

Minnesota blended and braided federal, state, and local funds to address the needs of WIOA Youth who experienced unemployment rates four to five times that of the overall youth unemployment rate. Youth service providers worked with local workforce development partners to provide youth with supportive services, work experiences and an introduction to career pathways to jobs in demand.

Minnesota met or exceeded all negotiated WIOA Youth performance goals for PY24, while serving homeless youth and youth with disabilities at levels that exceeded the national average. Minnesota's commitment to improving services to the neediest youth is reflected in its Shared Vision for Youth (SVY) vision statement: "By age 25, Minnesota's young people will be ready for the responsibilities and rewards of economic self-sufficiency, health, family and social relationships, community involvement stable housing and lifelong learning." All Minnesota LWDAs developed [Shared Vision for Youth Blueprints as part of their WIOA Local Plans](#). The SVY Blueprints include examples of interagency projects underway to improve transition outcomes for at-risk youth with particular emphasis on dropouts and potential dropouts; youth aging out of foster care; youth with disabilities; and homeless youth and runaways.

## Private Sector Internships

Youth Programs address changing labor force demographics as well as education and employment disparities by connecting youth to internships. Youth Programs help employers prepare for, recruit and mentor the next generation of diverse workers. Local employers play a variety of roles in supporting youth workforce development goals in high-growth occupations.

The STEP-UP program (City of Minneapolis) and the Right Track program (City of St. Paul) are examples of Minnesota's nationally recognized summer youth employment models that demonstrate the strong role that the private sector can play in supporting youth workforce development goals in urban settings. Find more about the [STEP-UP program](#) and the [Right Track program](#).

## Youth Committee Resource Guide

Minnesota developed a [Youth Committee Resource Guide](#), which provides a snapshot of cooperative youth partnerships underway in Local Workforce Development Areas.

## Partnerships to Serve Teen Parents

DEED, the Department of Human Services (DHS), and the MAWB have worked in partnership since 2009 to serve teen parents receiving Minnesota Family Investment Program (MFIP) benefits or in Temporary Assistance for Needy Families (TANF)-eligible households. [This partnership](#) has leveraged nearly \$8.8 million of TANF funds to provide work experience and work-readiness training for nearly 5,200 teen parents or younger youth receiving MFIP benefits. The partnership addresses disparities in MFIP outcomes, especially the Work Participation Rate, for African American and American Indian participants. Many of the participants have little or no previous work experience, and they develop work readiness skills through their participation in the project. Co-enrollment in the WIOA Youth Program and the Minnesota Youth Program, when appropriate, has contributed to the success of these projects.

## Youth at Work Opportunity Grants

The Minnesota Legislature provided \$7.8 million per year for PY24 and 25 for [Youth at Work Opportunity Grants](#) to provide work experience, internships, and an introduction to career pathways for over 10,000 youth in PY24. Of these youth, 68% are from families receiving public assistance, 15% have a disability, 4% are homeless/runaway youth.

## Minnesota Youth Program

A \$8.67 million per year investment in the [Minnesota Youth Program \(MYP\)](#) for PY24 and PY 25 resulted in services to 4,676 at-risk youth through individualized work experience and experiential learning in PY24. Through the Outreach to Schools (OTS) component of MYP an additional 40,374 youth received services. OTS provides high school students (especially under-represented youth) with career counseling services through one-on-one counseling, group presentations and regional events.

## Youthbuild Coordination

The Minnesota Legislature provided \$2.093 million in state-funding for PY24 and PY25 supporting fourteen state Youthbuild programs primarily serving low-income youth, ages 16 to 24, who have dropped out or are at-risk of dropping out of school. Each state dollar is matched by one local dollar. In SFY 2024, 609 youth were served, 91% obtained a diploma or GED or continued in high school, 74% earned an industry-recognized certificate or occupational credential, 52% enrolled in post-secondary education, and 84% found employment earning an average of \$17.45 per hour. Five Minnesota Youthbuild organizations also receive federal YouthBuild grants from the U.S. DOL, totaling about \$6 million. Youthbuild participants often enter Registered Apprenticeship Programs following participation in state and federal [Youthbuild programs](#).

## Employment Transitions Model (ETM) Grant

In April 2024, the Minnesota Department of Employment and Economic Development (DEED) was awarded a \$17 million ETM grant, called the MN Workforce Access for Youth (MN WAY) from the Office of Disability Employment Policy (ODEP)

at the U.S. DOL. This five-year grant (April 2024 – March 2029) aims to improve education and employment outcomes for youth ages 14 to 24 with disabilities living in Greater Minnesota, an area covering 63 of the state's 87 counties (~72%). Grantees consist of five Local Workforce Development Boards (LWDBs) and one Parent Training and Information Center (PTI). The grant aims to serve over 800 youth throughout the course of the grant. Youth that participate in ETM will receive long-term service provision that may include multiple paid work experiences and training opportunities. Currently Minnesota is in year two of the grant and the project partners are already serving over 100 youth.

MN WAY's participating LWDBs will braid state and federal resources to provide a person-centered service model that emphasizes comprehensive case management, family engagement, and integration of workforce and benefits support systems. Youth will receive individualized guidance to pursue education, training, and career pathways that lead to competitive integrated employment. Youth who are public beneficiaries will receive support to manage and maintain SSI/SSDI benefits through Certified Work Incentive Practitioners (C-WIP) Career Counselors. Employment Networks will also be bolstered to provide opportunities for Ticket Holders to apply their Ticket to Work.

The *Guideposts for Success 2.0* framework will be utilized to assess needs and develop individualized service strategies. The Integrated Resource Team (IRT) model will also be implemented to ensure wraparound support. This approach empowers youth to actively participate in their development. Resources will also be leveraged from the PACER Center – Minnesota's Parent Training and Information Center.

## Performance Results

Minnesota met or exceeded all PY24 WIOA Youth performance goals listed in Appendix B. Minnesota's WIOA Youth Program served 2,263 youth in PY24: 45 percent of the youth served had a disability; 80 percent were youth from communities of color; 45 percent were from families receiving public assistance; 19 percent were system-involved youth (foster youth or juvenile offenders); and 17 percent were homeless youth/runaways.

See Appendix A for data on the impact of WIOA Youth specific waiver requests. In PY24, a total of 73 Individual Training Accounts (ITAs) were reported across all WDAs statewide (84 percent were provided for Out of School Youth and 16 percent were provided for In School Youth).

## Adult and Dislocated Worker

### Dislocated Worker Program

The DW program assists individuals overcome barriers to employment and return to work as quickly as possible. The program works toward the dual goals of being responsive to the state's economic needs which change from year-to-year while delivering consistent services to employers and unemployed workers. Individuals enrolled in the program receive individualized career, training, and supportive services to assist them in meeting their employment goals. In PY24, WIOA DW served 1,320 participants.

## Performance Results

Minnesota's federally funded WIOA DW Program met all planned performance goals in PY24. The level of educational attainment for WIOA DW participants prior to accessing program services is significantly lower than Minnesotans as a whole; 42% did not hold a post-secondary degree at enrollment. To a large extent, WIOA DW participants reflected the state's racial and ethnic labor force with 21% of enrollees identifying as a person of color whereas this population [makes up roughly 20% of the state's labor force](#). In addition, other demographics served in PY24 included individuals with disabilities (12%), Foreign Born (5%), Immigrant/Refugee (7%), and English as a Second Language learners (13%).

## WIOA Adult Program

The WIOA Adult program provides employment and training assistance to adults who face significant barriers to employment. The WIOA Adult program prioritizes veterans, individuals who receive public assistance or who are basic-skills deficient, and individuals with low income. Service delivery is done through the 16 LWDBs who are also responsible for strategic planning, program oversight, and coordination of resources.

For each participant, the overarching goal is obtaining or retaining employment in an in-demand occupation that provides a family-sustaining wage. WIOA Adult program participants work to increase their earnings, retain employment

and diversify their occupational skills. Eligible individuals who are enrolled in the WIOA Adult program may receive one or more of the following: career services, training services and supportive services.

## Performance Results

Minnesota's WIOA Adult Program served 1,671 participants and met all negotiated performance goals in PY24. During PY24, 21% of Adult program participants were long-term unemployed at the time of their first service, 71% were low-income individuals, and 28% were single parents. The percentages of older workers and female workers both increased in PY24. The percentage of participants of color also increased in PY24.

Furthermore, the program's rolling four quarter report showed an average of 86.6% were priority of service participants, surpassing the 75% goal applied to this program. Minnesota continued to conduct targeted outreach to individuals with significant barriers to employment, specifically those from underserved communities of color, justice-involved individuals and those experiencing homelessness. Of PY24 WIOA Adult participants throughout the state, 54% identified as being from a community of color, 12% identified as justice involved and 5% identified as experiencing homelessness.

Minnesota will continue efforts to increase program awareness and access to employment and training services for eligible participants throughout the state in partnership with its 16 LWDAs.

## National Dislocated Worker Grants (NDWGs)

Minnesota did not receive NDWG funding in PY24.

## State Best Practices and Needs

### Promising Practices and Success Stories:

#### *Ensuring Young People Have Access to AI Skills Training and AI-Driven Career Planning Tools Helps Prepare them for Successful Employment*

Minnesota is actively fostering youth engagement in AI by providing opportunities to build AI skills and explore AI-informed career paths. Through partnerships with educational institutions, nonprofits and tech organizations, the state offers programs that introduce students to AI concepts and machine learning. Initiatives like STEM-focused workshops and AI bootcamps equip young learners with hands-on experience in AI technologies. Schools are integrating AI into their curriculum, ensuring students gain foundational knowledge early on. Additionally, career exploration programs offered by LWDAs, community partners and other organizations across Minnesota connect youth with industry professionals, offering mentorship and insights into AI-driven careers. These efforts aim to bridge the skills gap, inspire innovation and prepare the next generation for a tech-driven future. By investing in accessible AI education, Minnesota empowers its youth to thrive in an increasingly AI-centric world. For example: Central Minnesota Jobs and Training Services (CMJTS) (LWDA 5) is beginning to work with the Minnesota State IT Center of Excellence to develop AI training and curriculum for youth, as well as [map out career road maps with the help of AI](#). After a young person completes a career road map, CMJTS develops Individual Training Plans (ITAs) or Work Experience opportunities based on the youth's individual need and career interest. The IT Center of Excellence participates in Career Exploration camps for youth and provides CMJTS staff with feedback on how to enhance AI activities for youth.

#### *Serving At-Risk Youth Prepares Young People for In-Demand Employment*

MYP serves at-risk, low-income youth ages 14 to 24 who lack academic and applied skills considered critical for current and future workplace requirements. MYP meets the needs of youth who are hands-on, applied learners. MYP provides safe and healthy worksites and sets high expectations for growth and learning. The following is just one example of success serving at-risk youth in Minnesota: Career Pathways training programs through MYP grantee Workforce Development Inc. (WDI) are focused on the key sectors in the region including construction trades, manufacturing, public sector and health care. The construction and trades sector provides short-term trainings in partnership with local unions where individuals are often moved directly into a union apprenticeship program. Once hired by a union contractor, clients sign with the union and are enrolled into the apprenticeship program.

### *Pre-Apprenticeship Training Prepares Job Seekers for Registered Apprenticeships*

Tonia shares how MnDOT-DEED construction training changed her life by moving her from low wage jobs to a family-sustaining wage career. After completing the MnDOT-DEED Pre-Apprentice Highway Construction Training Program, Tonia became a Cement Finishers Union Apprentice Laborer. Tonia says that now, for the first time in years, she is financially independent, and she loves going to work every day. She is grateful for getting a start on her new career path thanks to the MNDOT-DEED training.

### *Serving Employers and Veterans:*

A global company based in Minnesota meets many prospective employees at the 19th Annual Veterans Career Fair Donaldson Company has participated in this annual event several times and again hired a veteran at the May 2025 event. One of the representatives at the Donaldson Company booth at the 2025 Veterans Career Fair is a current member of the Minnesota National Guard and was hired by Donaldson Company a few years ago.

### **Pay for Performance Contracting**

DEED has examined various Pay-for-Performance models over the years. We continue to examine viable models that ensure quality services and accountability. DEED has one state-funded Pay-for-Performance project that it is currently administering.

## Appendix A Impact of Youth Waivers

### Analysis of Minnesota In School Youth (ISY) ITA Youth Waiver (ISYs w/HS Equivalent and w/1+ years of Post-Secondary at Enrollment)

#### *PY 24 Outcomes*

WIOA Youth Performance Measure	PY24 Negotiated MN Goal	All Exitors PY24	Percent	PY24 ISY w/ITA	% of PY24 MN Goal
<b>Youth Employment/Education/Training Rate 2nd Quarter After Exit (7/1/23 to 6/30/24)</b>	74.50%	69.8%	94.0%	93.3%	125%
<b>Youth Employment/ Education/Training Rate 4th Quarter After Exit (1/1/23 to 12/31/23)</b>	74.90%	71.9%	96.0%	100%	133.5%
<b>Credential Attainment Rate (1/1/2023 to 12/31/23)</b>	62.0%	59.1%	95.3%	81.8%	131.96%
<b>Measurable Skills Gain (7/1/24 to 6/30/25)</b>	53.0%	62.7%	118%	81.8%	131.9%
<b>Median Earnings Second Quarter After Exit (7/1/22 to 6/30/24)</b>	\$5,400	\$6,411	119%	N/A	N/A

ISY/ITA Youth Served (7/1/24 to 6/30/25) 54  
 ISY/ITA Youth Exited (4/1/24 to 3/31/25) 53

*PY 23 Outcomes*

WIOA Youth Performance Measure	PY23 Negotiated MN Goal	All Exitors PY23	Percent	PY23 ISY w/ITA	% of PY23 MN Goal
<b>Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/22 to 6/30/23)</b>	69.0%	74%	107%	94%	136%
<b>Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/22 to 12/31/22)</b>	69.0%	72%	104%	87%	126%
<b>Credential Attainment Rate (1/1/2022 to 12/31/22)</b>	62%	52%	84%	57%	91%
<b>Measurable Skills Gain (7/1/23 to 6/30/24)</b>	42.0%	57%	135.%	81%	192%
<b>Median Earnings Second Quarter After Exit (7/1/22 to 6/30/23)</b>	\$4,000	\$5,970	149%	N/A	N/A
ISY/ITA Youth Served (7/1/24 to 6/30/24)	23				
ISY/ITA Youth Exited (4/1/2 to 3/31/24)	27				

## Analysis of Minnesota ISY Homeless/Runaway Youth Waiver (ISYs w/<HS equivalent and Homeless/Runaway at Enrollment)

### PY 24 Outcomes

WIOA Youth Performance Measure	PY 24 Negotiated MN Goal	All Exitors PY 2024	Percent	PY 2024 ISY w/ITA	% of PY24 MN Goal
<b>Youth Employment/Education/Training Rate 2nd Quarter After Exit (7/1/23 to 6/30/24)</b>	74.50%	75.5%	94.0%	25%	33.5%
<b>Youth Employment/Education/Training Rate 4th Quarter After Exit (1/1/23 to 12/31/23)</b>	74.90%	76.5%	96.0%	71.4%	95.4%
<b>Credential Attainment Rate (1/1/2023 to 12/31/23)</b>	62.0%	52.8%	95.3%	100%	161.3%
<b>Measurable Skills Gain (7/1/24 to 6/30/25)</b>	53.0%	56.0%	118%	66.7%	125.79%
<b>Median Earnings Second Quarter After Exit (7/1/22 to 6/30/24)</b>	\$5,400	\$4,440	119%	N/A	N/A
ISY/ITA Youth Served (7/1/24 to 6/30/25)	15				
ISY/ITA Youth Exited (4/1/24 to 3/31/25)	9				

PY 23 Outcomes

WIOA Youth Performance Measure	PY23 Negotiated MN Goal	All Exitors PY23	Percent	PY23 ISY w/ITA	% of PY23 MN Goal
<b>Youth Education/Employment/Training Rate Second Quarter After Exit (7/1/22 to 6/30/23)</b>	69.0%	74%	107%	40%	58%
<b>Youth Education/Employment/Training Rate Fourth Quarter After Exit (1/1/22 to 12/31/22)</b>	69.0%	72%	104%	33%	48%
<b>Credential Attainment Rate (1/1/2022 to 12/31/22)</b>	62%	52%	84%	0.0%	0.0%
<b>Measurable Skills Gain (7/1/23 to 6/30/24)</b>	42.0%	57%	135.%	50%	119%
<b>Median Earnings Second Quarter After Exit (7/1/22 to 6/30/23)</b>	\$4,000	\$5,970	149%	N/A	N/A

ISY/ITA Youth Served (7/1/23 to 6/30/24) 17

ISY/ITA Youth Exited (4/1/23 to 3/31/24) 11

## Analysis of Minnesota ISY Foster Youth Waiver (ISYs w/<HS Equivalent and Foster Youth-Current/Past at Enrollment)

### PY 24 Outcomes

WIOA Youth Performance Measure	PY24 Negotiated MN Goal	All Exitors PY24	Percent	PY24 ISY w/ITA	% of PY24 MN Goal
<b>Youth Employment/Education/Training Rate 2nd Quarter After Exit (7/1/23 to 6/30/24)</b>	74.50%	75.5%	94.0%	100%	134%
<b>Youth Employment/Education/Training Rate 4th Quarter After Exit (1/1/23 to 12/31/23)</b>	74.90%	76.5%	96.0%	100%	133.5%
<b>Credential Attainment Rate (1/1/2023 to 12/31/23)</b>	62.0%	52.8%	95.3%	100%	161.3%
<b>Measurable Skills Gain (7/1/24 to 6/30/25)</b>	53.0%	56.0%	118%	83%	157.23%
<b>Median Earnings Second Quarter After Exit (7/1/22 to 6/30/24)</b>	\$5,400	\$4,440	119%	N/A	N/A

ISY/ITA Youth Served (7/1/24 to 6/30/25) 47

ISY/ITA Youth Exited (4/1/24 to 3/31/25) 17

PY 23 Outcomes

WIOA Youth Performance Measure	PY23 Negotiated MN Goal	All Exitors PY23	Percent	PY23 ISY w/ITA	% of PY23 MN Goal
<b>Youth Employment/Education/Training Rate 2nd Quarter After Exit (7/1/22 to 6/30/23)</b>	69.0%	74%	107%	100%	145%
<b>Youth Employment/Education/Training Rate 2nd Quarter After Exit (1/1/22 to 12/31/22)</b>	69.0%	72%	104%	0.0%	0.0%
<b>Credential Attainment Rate (1/1/2022 to 12/31/22)</b>	62%	52%	84%	0.0%	0.0%
<b>Measurable Skills Gain (7/1/23 to 6/30/24)</b>	42.0%	57%	135.%	67%	159%
<b>Median Earnings Second Quarter After Exit (7/1/22 to 6/30/23)</b>	\$4,000	\$5,970	149%	N/A	N/A

ISY/ITA Youth Served (7/1/24 to 6/30/25) 8

ISY/ITA Youth Exited (4/1/23 to 3/31/24) 3

Source: Internal DEED Data via FutureWorks: Accessed 9-19-25

## Appendix B Performance Tables

The tables below present the percentage of the negotiated measure attained by the State of Minnesota. As stated in TEGL 11-19, Change 1, failure occurs for individual indicators when a score falls below 50% of the adjusted level of performance. Alternatively, failure occurs for the overall state program when a score falls below 90%. Percentages over 100 indicate the state exceeded the measure. Percentages greater than 50 and less than 100 indicate the state met the measure. Percentages of less than 50 indicate the state failed to meet the measure, in accordance with Training and Employment Guidance Letter 11-19, Change 1. PY24 WIOA Performance Assessment data is still preliminary and based on comparing Minnesota's actual levels of performance to our negotiated levels of performance. The release of Minnesota's adjusted levels of performance by the U.S. DOL may change these percentages.

**Table 1 PY24 Outcomes to Negotiated Target (Preliminary)**

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser	Vocational Rehabilitation
<b>Q2 Employment</b>	96.2%	100.4%	93.7%	100.2%	94.8%
<b>Q2 Earnings</b>	115.3%	117.6%	118.7%	125.1%	96.0%
<b>Q4 Employment</b>	99.7%	97.9%	96.0%	98.3%	95.7%
<b>Credential Attainment</b>	104.7%	106.3%	95.3%	N/A	91.2%
<b>Measurable Skills Gain</b>	102.6%	104.4%	119.1%	N/A	111.0%
<b>Effectiveness in Serving Employers</b>	N/A	N/A	N/A	N/A	N/A
<b>Overall State Program Score</b>	N/A	N/A	N/A	107.9%	N/A

**Table 2 PY23 Outcomes to Negotiated Target**

Performance Measure	WIOA Adult	WIOA Dislocated Worker	WIOA Youth	Wagner-Peyser	Title IV Vocational Rehabilitation
<b>Q2 Employment</b>	106.6%	102.1%	102.9%	101.0%	101.8%
<b>Q2 Earnings</b>	111.6%	98.6%	115.6%	100.3%	103.8%
<b>Q4 Employment</b>	111.0%	99.3%	93.8%	98.0%	103.1%
<b>Credential Attainment</b>	105.3%	101.4%	75.5%	N/A	152.9%
<b>Measurable Skills Gain</b>	N/A	N/A	N/A	N/A	N/A
<b>Effectiveness in Serving Employers</b>	N/A	N/A	N/A	N/A	N/A
<b>Overall State Program Score</b>	N/A	N/A	N/A	99.8%	N/A

## Appendix C Performance Tables

The tables below present the percentage of the negotiated measure attained by the local Workforce Development Areas (WDAs) in Minnesota. As stated in TEGL 11-19, Change 1, failure occurs for individual indicators when a score falls below 50% of the adjusted level of performance. Alternatively, failure occurs for the overall state program when a score falls below 90%. Percentages over 100 indicate the WDA exceeded the measure. Percentages greater than 50 and less than 100 indicate the WDA met the measure. Percentages of less than 50 indicate the WDA failed to meet the measure, in accordance with Training and Employment Guidance Letter 11-19, Change 1. PY24 WIOA Performance Assessment data is still preliminary and based on comparing a WDA's actual levels of performance to their negotiated levels of performance. The release of WDA adjusted levels of performance by us may change these percentages.

**Table 3 Adult**

Workforce Development Board	2nd Quarter Employment	4th Quarter Employment	Median Earnings	Credential Attainment	Measurable Skills Gains
WDA 1 Northwest PIC	93.3%	95.2%	133.5%	90.1%	92.6%
WDA 2 Rural MN CEP, Inc.	95.5%	100.1%	119.2%	90.9%	100.8%
WDA 3 NE Minnesota Office of Job Training	100.1%	94.7%	175.0%	118.7%	121.8%
WDA 4 Duluth Workforce Development	116.1%	118.5%	134.7%	112.3%	77.0%
WDA 5 Central MN Jobs and Trainings	105.4%	95.0%	158.1%	108.0%	121.3%
WDA 6 Southwest PIC	113.8%	114.4%	121.3%	118.0%	99.9%
WDA 7 South Central Workforce Council	107.3%	91.9%	166.5%	111.3%	114.3%
WDA 8 SE MN Workforce Development	75.5%	86.8%	111.5%	91.4%	102.4%
WDA 9 Hennepin-Carver	100.8%	100.6%	120.9%	105.5%	120.2%
WDA 10 Minneapolis Employment and Training	92.6%	95.4%	100.1%	96.8%	86.5%
WDA 12 Anoka County Job Training Center	91.5%	95.7%	105.7%	100.0%	100.5%
WDA 14 Dakota-Scott Workforce Services	93.1%	87.1%	102.5%	101.8%	87.6%
WDA 15 Ramsey County	104.8%	115.3%	135.6%	121.5%	81.3%
WDA 16 Washington County	88.2%	142.9%	170.4%	145.3%	133.3%
WDA 17 Stearns-Benton	104.4%	103.1%	96.4%	125.3%	126.3%
WDA 18 Winona	128.2%	133.3%	79.4%	131.6%	138.9%

**Table 4 Youth**

Workforce Development Board	2nd Quarter Employment	4th Quarter Employment	Median Earnings	Credential Attainment	Measurable Skills Gains
<b>WDA 1 Northwest PIC</b>	103.9%	104.5%	48.0%	35.8%	146.2%
<b>WDA 2 Rural MN CEP, Inc.</b>	107.5%	110.8%	115.4%	119.0%	120.0%
<b>WDA 3 NE Minnesota Office of Job Training</b>	104.0%	106.8%	129.5%	134.0%	147.0%
<b>WDA 4 Duluth Workforce Development</b>	103.3%	93.5%	122.2%	93.3%	123.4%
<b>WDA 5 Central MN Jobs and Trainings</b>	106.6%	110.7%	170.9%	117.3%	148.9%
<b>WDA 6 Southwest PIC</b>	134.2%	133.5%	276.4%	138.2%	94.3%
<b>WDA 7 South Central Workforce Council</b>	113.6%	112.1%	131.1%	122.9%	108.7%
<b>WDA 8 SE MN Workforce Development</b>	111.9%	103.7%	187.8%	119.4%	138.9%
<b>WDA 9 Hennepin-Carver</b>	71.5%	82.1%	81.0%	32.3%	92.1%
<b>WDA 10 Minneapolis Employment and Training</b>	93.6%	90.5%	95.3%	68.9%	100.8%
<b>WDA 12 Anoka County Job Training Center</b>	117.4%	110.0%	118.4%	139.8%	153.4%
<b>WDA 14 Dakota-Scott Workforce Services</b>	73.4%	78.5%	102.0%	114.2%	84.7%
<b>WDA 15 Ramsey County</b>	83.6%	91.3%	98.1%	82.4%	129.1%
<b>WDA 16 Washington County<sup>1</sup></b>	0.0%	66.8%	0.0%	161.3%	134.7%
<b>WDA 17 Stearns-Benton</b>	102.4%	102.3%	183.4%	92.1%	111.9%
<b>WDA 18 Winona</b>	134.2%	133.5%	67.7%	80.6%	125.8%

<sup>1</sup> This WDA had a very small number of participants who exited in PY24 as such these numbers are more a reflection of that small sample size instead of performance.

Table 5 Dislocated Worker

Workforce Development Board	2nd Quarter Employment	4th Quarter Employment	Median Earnings	Credential Attainment	Measurable Skills Gains
<b>WDA 1 Northwest PIC</b>	106.7%	83.4%	93.1%	125.0%	32.9%
<b>WDA 2 Rural MN CEP, Inc.</b>	99.1%	94.0%	104.7%	103.7%	90.5%
<b>WDA 3 NE Minnesota Office of Job Training</b>	94.9%	101.1%	150.8%	145.0%	150.7%
<b>WDA 4 Duluth Workforce Development</b>	100.5%	95.2%	126.5%	118.1%	29.3%
<b>WDA 5 Central MN Jobs and Trainings</b>	81.1%	85.8%	116.8%	104.6%	101.9%
<b>WDA 6 Southwest PIC</b>	108.0%	101.6%	139.5%	89.6%	66.7%
<b>WDA 7 South Central Workforce Council</b>	99.5%	103.6%	99.7%	72.2%	107.9%
<b>WDA 8 SE MN Workforce Development</b>	97.2%	92.3%	85.7%	104.7%	98.5%
<b>WDA 9 Hennepin-Carver</b>	102.3%	88.2%	124.4%	82.3%	102.4%
<b>WDA 10 Minneapolis Employment and Training</b>	99.6%	90.0%	153.2%	104.2%	104.6%
<b>WDA 12 Anoka County Job Training Center</b>	117.6%	102.7%	93.8%	115.1%	102.6%
<b>WDA 14 Dakota-Scott Workforce Services</b>	112.6%	107.8%	128.1%	112.1%	87.6%
<b>WDA 15 Ramsey County</b>	109.0%	97.4%	108.9%	74.1%	69.8%
<b>WDA 16 Washington County</b>	103.3%	93.3%	79.3%	91.0%	109.8%
<b>WDA 17 Stearns-Benton</b>	104.7%	96.5%	150.8%	110.1%	118.2%
<b>WDA 18 Winona</b>	122.0%	123.5%	215.3%	131.6%	131.6%

## Appendix D Data Validation Tables

### PY24 Total Records Reviewed by Program:

Program	Total Records Reviewed
Adult	66
Dislocated Worker	69
National Dislocated Worker	57
Trade Adjustment Assistance	59
Wagner – Peyser	66
Youth	69
<b>TOTAL</b>	<b>386</b>

### PY24 Total Data Elements Reviewed by Program & Error Rates:

Program	Total Elements Reviewed	Total Elements Failed	% Error Rate
Adult	6,534	114	1.7%
Dislocated Worker	6,900	113	1.6%
National Dislocated Worker	5,586	144	2.5%
Trade Adjustment Assistance	1,770	53	2.9%
Wagner – Peyser	4,686	23	.4%
Youth	4,964	89	1.7%
<b>TOTAL</b>	<b>30,440</b>	<b>540</b>	<b>1.7%</b>