

SFY20 Recommended SLIG Performance Tier Rankings

To: Minnesota Job Skills Partnership Board Members From:

Dislocated From: Dislocated Worker Program Staff

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Background

Each year, the Minnesota Dislocated Worker program awards Small Layoff Independent Grants to Certified Providers for outstanding service. These allocations are based on a performance tier system, where 75 percent of total available funds are distributed to the top five performing organizations (“high performance tier”), while the remaining 25 percent of funds are distributed among the remaining eligible SLIGs (“basic performance tier”). Recommended allocation amounts will be presented to the Board during the June meeting based on the projected Workforce Development Fund balance. At that time, staff will present the final performance tier rankings, which will include an additional quarter of performance data than the preliminary rankings presented in March. That final quarter of data will be available for inclusion in the performance tier rankings shortly after April 1, 2019. The recommended allocation amounts will be tied to the performance tier rankings presented in June. Using data currently available, the rankings below is a good prediction of what the final performance rankings will be. Funds allocated under this policy will be available for two years.

Seven Dislocated Worker Certified Providers are currently eligible to be considered for Small Layoff Independent Grants:

- HIRED
- Jewish Family and Children’s Service of MN
- MN Teamsters Service Bureau
- Avivo (formerly Resource Inc.)
- Goodwill/Easter Seals
- Arrowhead Economic Opportunity Agency (AEOA)
- CLUES

Eligibility for inclusion in the Basic Performance Tier includes:

1. Achieved a performance score of 50 percent or higher for each performance indicator during the most recent four quarter reports. The calculation for the performance score will entail dividing the cohort’s numerator by the cohort’s denominator first. Then the result will be divided by their negotiated performance goal;
2. Remain in good standing for all relevant legal, ethical, and financial requirements;
3. Complete a satisfactory proposal, including work plan and budget, for the grant period; and
4. Competed for at least one mass layoff project within the last two years (if available in the region).

Eligibility for inclusion in the High Performance Tier includes:

1. Meet or exceed all requirements from the basic tier;

2. Exited at least 40 customers within the most recent fiscal year; and
3. Achieved the highest performance in one of the following metrics compare to all other SLIG providers:
 - Lowest cost per employed in 2nd quarter after exiting
 - Highest rate of participants employed in the 4th quarter after exiting
 - Highest median 2nd quarter earnings
 - Highest percentage of state’s definition of long-term unemployed participants (unemployed for at least 15 weeks of the last 52 weeks, can be nonconsecutive) at enrollment who are employed in the 2nd quarter after exiting
 - Highest percentage of participants of color who are employed in the 2nd quarter after exiting

Assessment

All certified Small Layoff Independent Grantee providers continue outreach techniques and strive to enroll more participants with disparities to employment. Twenty-five percent of all participants exiting to employment during this reporting period were long-term unemployed at enrollment and twenty percent are participants of color.

Recommendation

Based on the performance outcomes of the eight Certified Providers during State Fiscal Year 2019’s grant round, Dislocated Worker program staff recommend the MJSP Board approve the following preliminary rankings (detailed information on attached spreadsheet):

High Performance Tier

- HIRED (“won” Lowest Cost Per Employed Exit)
- Jewish Family and Children’s Service of MN (“won” Highest Rate Employed in the 4th Quarter)
- MN Teamsters Service Bureau (“won” Highest Median Earnings in the 2nd Quarter)
- Avivo (fka Resource Inc.) (“won” Highest Rate of Long Term Unemployed Participants Employed in 2nd Quarter)
- Goodwill/Easter Seals (“won” Highest Rate of Participants of Color Employed in the 2nd Quarter)

Basic Performance Tier

- Arrowhead Economic Opportunity Agency
- CLUES

Decertified during SFY19 therefore will not receive an allocation

- LifeTrack Resources