

2020 Annual Report

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YOU

Rural Minnesota CEP, Inc.

**Return on Investment
Summary Report
WDA 2**

**Rural Minnesota
Concentrated
Employment Programs**

**Return on Investment
to Taxpayer for each
\$1 Spent**

PROGRAM:

**Overall Return on Investment
(includes all programs
listed below) \$1.65**

**Minnesota Family
Investment Program
(MFIP) \$1.43**

**Diversionsary Work
Program (DWP) \$2.59**

**Supplemental Nutrition
Assistance Program
(SNAP) \$5.50**

**Federal Dislocated
Worker \$1.73**

**State Dislocated
Worker Program . . . \$1.34**



**From the desk of
Vicki Leaderbrand,
Executive Director**



Dear Friends and Supporters,

With one year completed as the Executive Director I can say that I am extremely proud of the work done here at RMCEP and the incredible staff that do it! I've been impressed with what I've seen, and even more excited for what's to come. I am honored to be a part of this organization that has demonstrated the capacity to grow, learn and adapt to meet the changing needs of our clients and communities for over 52 years!

RMCEP has accomplished much in the past year; we served nearly 5,000 participants both in person and virtually. Our staff stepped up to the challenge of providing services through technology when our normal way of services no longer met the need. We were able to do this with dedicated staff, teamwork and a strong desire to stay connected with those participants and partners that keep our communities and economies moving. Even through a pandemic, 697 youth and 1,102 adults received guided career counseling, job placements, and training resources; all while following our RMCEP COVID-19 Return to Work and Safety Plan.

2019 brought many innovative methods of service to RMCEP for our Minnesota Family Investment Program Participants and Partners. Some of the successful activities provided include; Extending an "Opportunity Bus" that offered a day of meet-and-greet at Fargo-Moorhead manufacturing companies for participants interested in hands-on manufacturing. Through coordinating transportation and assisting to make that first real-live connection, participants were able to see what their future could look like! We also worked together to provide several training opportunities to both our clients and county partners, focusing on working through barriers, resiliency, and positive thinking.

We successfully relocated our Fergus Falls location from its long-time downtown home to a newly renovated space within the Fergus Falls M-State Campus. This has proven to be a successful move in the many opportunities it provides through co-location with higher education as well as Adult Basic Education in the same facility.

Through our work with the Regional Workforce Alliance (RWA) we are proud to have been awarded a "Best Practice" acknowledgement by the Minnesota Association of Workforce Development Boards for our development of the Inclusive Workforce Employer (I-WE) Designation. This project created a way to recognize and promote inclusive employers, reduce racial disparities and bring awareness to the value and methods of increasing workforce diversity. To-date, we are proud to be designated a I-WE along with four additional organizations in our region.

RMCEP is absolutely committed to its values of Integrity, Growth, Diversity, Quality Achievement, Partnerships, Collaboration and Teamwork. These values are a part of every relationship that we make and every accomplishment that we gain. We will continue to embrace each day knowing that we are providing HOPE through the Power of Work.

Looking forward,

Vicki Leaderbrand, M.S.
Executive Director

PERFORMANCE OUTCOMES

Year Ending June 30, 2020

As RMCEP nears its 52nd year, we are proud of the accomplishments we have made! This past year we have served nearly 5,000 participants and exceeded in several performance outcomes!

	State Required Goal	RMCEP Actual Outcomes
WIOA Adult Credential Rate <i>- number of participants who attain a credential within one year of program exit</i>	73.0%	75.68% *
WIOA Adult Median Earnings <i>- median earning of participants in unsubsidized employment the second quarter after exit</i>	\$6,350	\$7,806 *
WIOA Adult Employment Rate at Second Quarter <i>- percentage of adult participants employed two quarters after exit</i>	82.1%	82.60% *
WIOA Dislocated Worker Program Credential Rate <i>- number of participants who attain a credential within one year of program exit</i>	81.4%	92.30% *
WIOA Dislocated Worker Program Median Earnings <i>- median earning of participants in unsubsidized employment the second quarter after exit</i>	\$8,960	\$11,589 *
WIOA Dislocated Worker Program Employment Rate at Second Quarter <i>- the percentage of adult participants employed two quarters after exit</i>	82.9%	85.35% *
YOUTH PERFORMANCE		
Youth Credential Attainment Rate <i>- number of participants who attain a credential within one year of program exit</i>	47.7%	65.89%
Youth Employment/Training Rate Second Quarter After Exit <i>- percentage of participants who are in education or training activities, or employment during the second quarter after exit</i>	67.0%	79.10%
Youth Employment/Training Rate Fourth Quarter After Exit <i>- percentage of participants who are in education or training activities, or employment during the fourth quarter after exit</i>	62.5%	79.62%

MINNESOTA FAMILY INVESTMENT PROGRAM PERFORMANCE of Counties Served by RMCEP

Self-Support Index

- Indicates those that are working 30 hours or more, or off MFIP three years after enrollment

100% of the counties we serve are meeting or exceeding the Self Support Index

* RMCEP Proxy Outcomes

Career Advising Program Innovations

- ◆ In order to better meet the needs of our education partners, RMCEP introduced three tiers of Career Advising: Career Navigator Partner, Career Navigator Partner Plus, and Embedded Career Advisor.
- ◆ RMCEP incorporated financial literacy instruction to the Career Advising Program.
- ◆ Arranging tours of the local CareerForce offices for students.
- ◆ In order to continue services during the pandemic, RMCEP developed distance learning methods for Career Advising. Examples included conducting mock interviews by video conferencing and creating videos to provide information.
- ◆ Increase awareness of non-traditional career pathways in diverse student populations in order to maximize career choices and economic opportunity.



“You guided me to my future, and I am very grateful of this...”

Juan’s Story. . . .

Juan’s experience with Rural Minnesota CEP, Inc. (RMCEP) provided him the opportunity to reach success in supporting his family and in becoming a role model to his children. He was happy to share his story:

Juan had a plan to earn his CDL-A but needed assistance with career planning, funding, and making ends meet while completing training. Through the help of his RMCEP counselor and both the Workforce Innovations and Opportunity Act and the Minnesota Family Investment Program he received the supports needed to meet his goal! Juan and his RMCEP Job Counselor developed an Individual Service Plan that supported Juan to successfully complete training that lead to earning his CDL-A. Juan completed training in March and began his job search. Due to COVID-19, Juan struggled to find employment. With perseverance and the help of RMCEP, he landed a full-time position earning \$20 an hour! Juan was not just a success for himself and Rural Minnesota CEP, but to his whole family. Juan stated that because of his success it motivated his son to start a career in the Healthcare field where his is now working as a Certified Nurse Assistant with a plan to become a RN one day. The following is an excerpt from Juan’s Thank You letter to the staff at RMCEP in Little Falls:



“For years I asked myself what I was going to do with my life. I drove by your work place many times (RMCEP) but had the fear of what was going to happen for fear of rejection. I had to set an example in the family, and I was not getting any younger. Finally, I had the guts to walk inside the building and ask for help. I immediately felt welcomed and the positive vibes coming from everyone inside especially you, Mr. Nick. You guided me to my future, and I am very grateful of this...”

Services are provided through CareerForce locations that serve the Alexandria, Bemidji, Brainerd, Detroit Lakes, Fergus Falls, Little Falls, Moorhead, and Wadena regions. In addition, Mobile Workforce services are offered in the surrounding communities.

For the office location nearest you, please go to WWW.RMCEP.COM

Rural Minnesota CEP, Inc. is an Equal Opportunity Employer/Program Provider
Upon request, this document will be made available in an alternate form