



2021 Annual Report

Rural Minnesota CEP, Inc.

FORWARD
MOVING

**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) \$2.37**

**Minnesota Family
Investment Program
(MFIP) \$2.42**

**Supplemental Nutrition
Assistance Program
(SNAP) \$1.60**

**Federal Dislocated
Worker \$3.37**

**State Dislocated
Worker Program . . . \$1.99**



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

I am very proud to share with you this 2021 report highlighting the successful outcomes of one of the most extraordinary years in over 53 years of providing employment and training services. RMCEP has a long history of resiliency and responsiveness, and like no year before, this characteristic was tested and proven!

The COVID-19 health crisis changed the way RMCEP does business, and therefore changed the way participants, employers and communities were served. In a matter of weeks, RMCEP made significant changes to its operations. Our immediate goal was to continue serving our participants and communities without interruption while transitioning to safe working practices, which included a significant number of staff working from home. This challenge was met by a dedicated team whose commitment to RMCEP and the youth, adults, dislocated workers, seniors, and businesses was un-waivered. Pivoting to online work presented obvious challenges, and RMCEP successfully navigated this challenge.

2021 was declared the “Year of the Employer.” Despite multiple barriers brought on by a global pandemic, we rallied and set out to enhance our services to employers. By July, we had developed 15 Incumbent Worker Training projects across our service delivery area, meeting the needs of both employers and employees to strengthen our local economy. Through these training initiatives, 173 employees received on-site, relevant training in their current occupation, boosting their own employability as well as the longevity of their employers.

Job fairs are another way that RMCEP serves both businesses and job seekers. With traditional job fairs no longer an option due to the pandemic, RMCEP recognized the continued need for employers and job seekers to connect and began to work with partners to explore alternatives. By mid-March, the drive-through job fair model had been introduced agencywide. In April, our Brainerd, Bemidji, Little Falls, and Wadena teams held a weeklong Job Fair Extravaganza. In May, Detroit Lakes partnered with the local chamber and technical college to bring together employers and job seekers in a successful “Trunk or Treat” job fair. Moorhead and Alexandria conducted similar events coordinating with local partners and employers. By the end of September, RMCEP held ten outdoor job fairs, including a “Rolling” job fair promoting local job openings in a community parade. Overall, we reached hundreds of job seekers and promoted job openings for over 400 employers.

Despite the changing landscape of the economic and workforce conditions, RMCEP again met or exceeded our performance and fiscal goals for the year. We were successful in meeting these goals by adjusting our service strategies to meet the changing needs in our service region.

Thank You for your interest in RMCEP. We are a proud member of the Minnesota CareerForce System and a partner of the American Job Center Network!

Vicki Leaderbrand M.S.

Vicki Leaderbrand, M.S.
Executive Director



PERFORMANCE OUTCOMES
Year Ending June 30, 2021

As RMCEP nears its 53rd year, we are proud of the accomplishments we have made! This past year we have served nearly 2,400 enrolled 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%	84.62%
WIOA Adult Median Earnings <i>- median earning of participants in unsubsidized employment the second quarter after exit</i>	\$7,200	\$10,152
WIOA Adult Employment Rate at Second Quarter <i>- percentage of adult participants employed two quarters after exit</i>	79.4%	85.72%
WIOA Dislocated Worker Program Credential Rate <i>- number of participants who attain a credential within one year of program exit</i>	72.0%	85.70%
State Dislocated Worker Program Employment Rate at Second Quarter <i>- the percentage of adult participants employed two quarters after exit</i>	83.7%	86.50%
State Dislocated Worker Program Employment Rate at Fourth Quarter <i>- the percentage of adult participants employed four quarters after exit</i>	79.0%	82.50%
YOUTH PERFORMANCE		
Youth Credential Attainment Rate <i>- number of participants who attain a credential within one year of program exit</i>	62.0%	74.67%
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>	75.0%	81.63%
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>	73.0%	82.20%

MINNESOTA FAMILY INVESTMENT PROGRAM PERFORMANCE
of Counties Served by RMCEP

Self-Support Index **88%** of the counties we serve are meeting or exceeding the Self Support Index
- Indicates those that are working 30 hours or more, or off MFIP three years after enrollment

**Inclusive Workforce
Employer (I-WE)
Designation**

- ◆ The Community Workforce Inclusion Council (CWIC) in West Central Minnesota is a diverse group of community partners who champion a robust and diverse workforce.
- ◆ RMCEP played a key role in the effort by the CWIC to develop a means of recognizing employers who support diversity in their workforces.
- ◆ This resulted in the Inclusive Workforce Employer (I-WE) Designation.
- ◆ The I-WE Designation is awarded by the Regional Workforce Alliance, which is made up of Local Workforce Development Board members and other stakeholders, to employers who demonstrate a commitment to reduce disparities, promote equitable workforce practices, and foster an inclusive culture in their businesses and communities.
- ◆ The I-WE designation informs job seekers that an employer is committed to creating and maintaining a culture which is welcoming and supportive of people of diverse backgrounds.
- ◆ As a result, individuals from those groups are encouraged to seek employment with I-WE designated employers, increasing the pool of potential workers.



Jose's Story. . . .



Jose came to the Youthbuild program while attending Youth Educational Services (YES) in Moorhead. Jose is a first generation American. He had previously been behind on credits and was looking for alternative ways to get his High School Diploma. Jose began attending school two days a week and working on Youthbuild sites three days a week to make up for



credits he needed. Jose worked collaboratively with YES program staff and Youthbuild staff to earn his drivers permit as well. Jose was able to earn enough credits through his schoolwork and work on the Youthbuild site to graduate from high school in April of 2021. While working on Youthbuild, Jose showed to be a dedicated and hardworking individual. He developed skills that included basic electrical, plumbing, mudding, texture, and paint, as well as other miscellaneous maintenance tasks. Jose gained experience working as grounds maintenance with Clay County. Jose did an excellent job while working

with Clay County and was encouraged by his direct supervisor, as well as the Clay County Facility Director, to apply for full-time openings in the community. In the spring of 2021, Jose was hired as a temporary custodian with the Moorhead Public Schools. Jose reached out to RMCEP in late July for assistance in completing the application for full-time employment with Moorhead Public Schools, as he was encouraged to apply by his direct supervisor. Jose's hard work resulted with him obtaining full-time, permanent employment with Moorhead Public Schools! He was hired in August of 2021 and will be making \$18.40 per hour with full benefits.

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