



Eliminating Racial Employment Disparities

March 19, 2013

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Introduction

In the year since our last *Results* progress conference on Eliminating Racial Employment Disparities, the City has expanded its efforts to mitigate the disparity in employment that exists between Whites and non-Whites in four primary ways: 1) through its own hiring and buying practices; 2) by leveraging the City’s Economic Development Programs; 3) through contract compliance through Civil Rights; and 4) by helping shape and lead emerging public-private efforts at the regional level.

At its April, 2011 *Results Minneapolis* progress conference, City leadership was presented with information that showed the rate of unemployment for non-White to Whites to be double or triple, depending on the source of the data and the reporting period. Astonishingly, two years later this disparity still persists.

This report begins with essential contextual data then highlights each of the four primary means of addressing racial disparities in employment. Supporting data is provided in the appendix.

Equity in Employment (Formerly “One Minneapolis”)

In late 2011, the initiative *One Minneapolis* was an outgrowth of the City’s goal – Many People, One Minneapolis: Race and Class Gaps Closed in Employment and Housing. Originally, the initiative focused on providing 20-25 non-white adult workers with training and placement for jobs in the green economy through a program called RENEW, providing funding to place 20 to 25 non-white teens in positions within City government through the existing summer youth job placement program, STEP-UP and providing summer internships to eight non-white Minneapolis residents enrolled at local community or four year college in the Urban Scholars Program. Each of these goals was met in 2012.

The evolution of *One Minneapolis* is a new City program called *Equity in Employment*, a division of the Minneapolis Department of Civil Rights. This program uses previously reported baseline data and on-going data collection on disparities to measure the City’s progress in creating equity. This program has the strong support of Mayor Rybak and the City Council, and was fully funded in the 2013 budget.

Key goals of the *Equity in Employment* program are to implement the City’s resolution 2012R-456: *Supporting Equity in Employment in Minneapolis and the Region*, manage the Urban Scholars program and carryout public education and awareness programs and activities to help achieve the City’s equity goals.

The long term goal of *One Minneapolis* is to place 5,000 adult people of color in unsubsidized jobs by 2015, by educating businesses about the unemployment gap and the economic necessity of ensuring parity in employment, as well as ensuring that at least 5,000 people of color are trained, ready, willing and able to fill available jobs. To achieve this goal, we have already begun establishing partnerships with other government entities in the region, the business community, nonprofits, philanthropy organizations and the community.

Definitions

Definitions

When examining the complex issue of racial employment disparities and the data contained on the pages that follow the definitions* below may be helpful:

Discouraged Unemployed Persons– An unemployed person who thinks it is impossible to find a job so he or she does not seek employment. These persons are not included in the State or Bureau of Labor Statistics definition of unemployed because they are not actively seeking work.

Employed Persons– That part of the non-institutionalized civilian population who did any work at all as paid employees or in their own business, profession, or on their own farm, or who worked 15 hours or more as unpaid workers in a family-operated enterprise. This estimate also includes all those who did not work, but had jobs or businesses from which they were temporarily absent due to illness, bad weather, vacation, labor-management disputes or various personal reasons.

Equity –Just and fair inclusion. It is the guarantee of fair treatment, access, opportunity and advancement for all while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups. Equity is different from equality; equity is a principle that is based upon justness and fairness, while equality demands everyone be treated at the same level.

Employment Rate– The proportion of the non-institutionalized civilian population 16 years of age and older that is employed. $\text{Employment Ratio} = \text{Employed} / \text{Population 16 years and older}$.

Labor Force– That part of the non-institutionalized civilian population (not inmates of institutions - penal, mental facilities, homes for the aged, and who are not on active duty in the Armed Forces - 16 years of age and older) who are employed or unemployed.

Marginally Attached Workers –Persons not in the labor force who want and are available for work, and who have looked for a job sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but were not counted as unemployed because they had not searched for work in the four weeks preceding the survey. Discouraged workers are a subset of the marginally attached.

Minority Group– Individuals not classified as *White, not Hispanic* under the Race/Ethnic designation for programs.

*Source: <http://www.positivelyminnesota.com/assets/lmi/glossary2.shtml>

Definitions Continued

Racial and Ethnic Categories:

- *White, Not Hispanic* - A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- *Black, Not Hispanic* - A person having origins in any of the black racial groups of Africa.
- *Hispanic* - A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.
- *American Indian or Alaskan Native* - A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
- *Asian or Pacific Islander* - A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands.

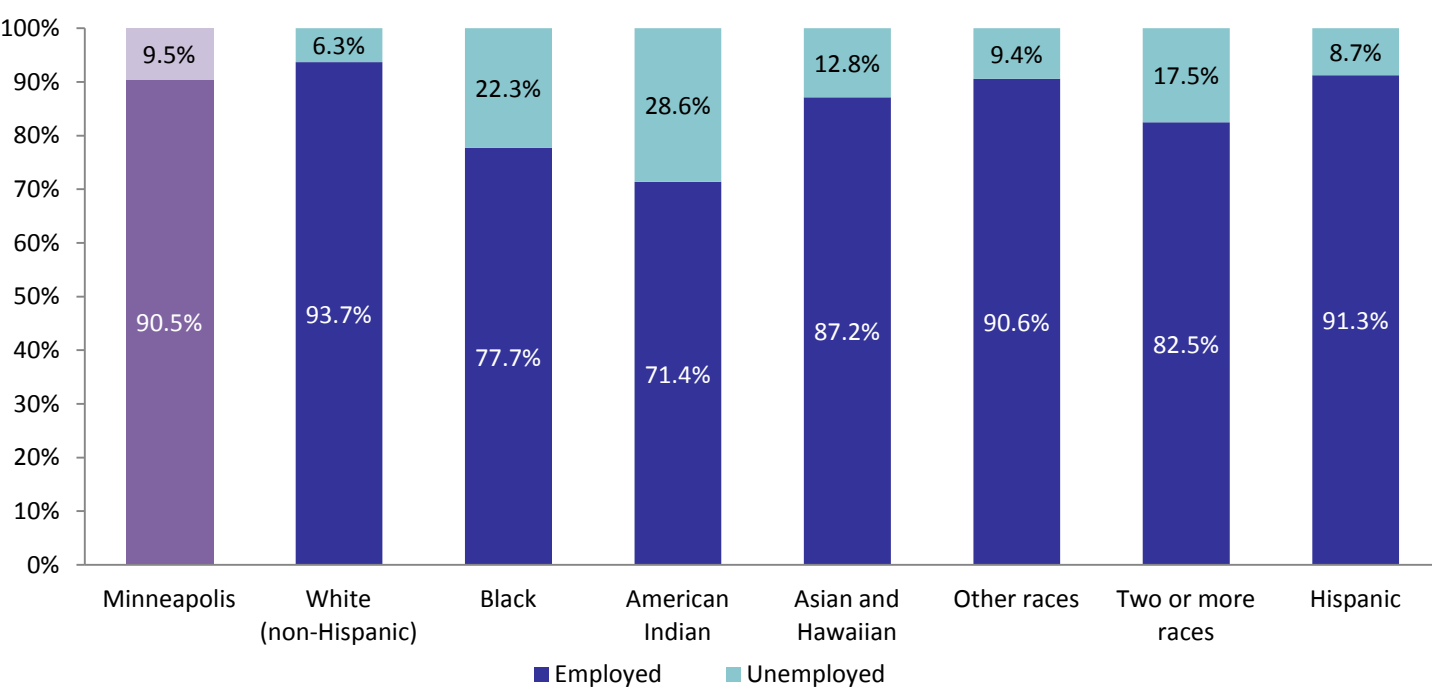
Racial Equity – Achieved when one's racial identity no longer predicts, in a statistical sense, how one fares. To achieve racial equity one must address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Unemployed Persons– That part of the non-institutionalized civilian population who did not work who made specific efforts to find a job within the past four weeks, and who were available for work. Also included are those who did not work, were available, and were waiting to be called back from a layoff or were waiting to start a new job within 30 days. Not all person 16 years and older are unemployed if not working. One must be actively looking and available in order to qualify.

Unemployment Rate– The number of unemployed as a percent of the labor force (or work force) and is computed: $(\text{Unemployed} / \text{Employed and Unemployed}) \times 100 = \text{Unemployment Rate}$

Percent of Employment and Unemployment by Race and Ethnicity (Population 16 years and older)

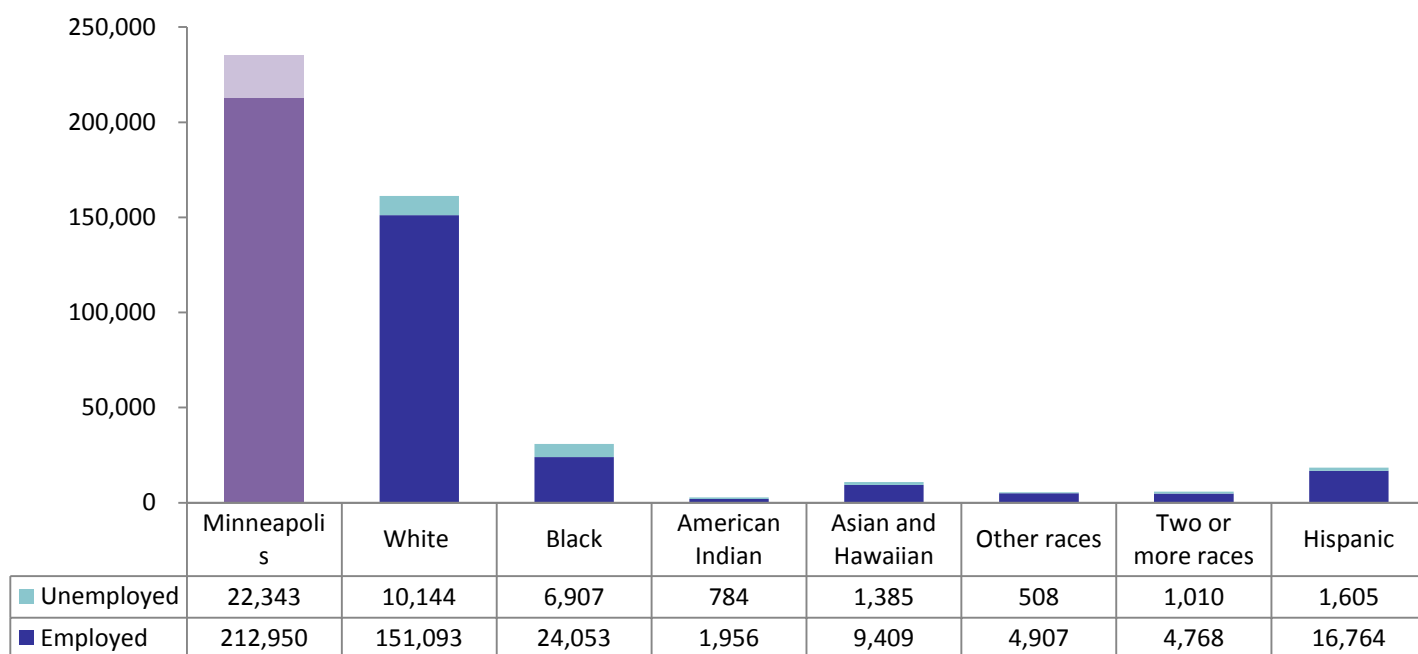
Source: ACS 2007-2011
CPED Research, March 2013



*Note: The charts above are based on a five year average. As a result the numbers will differ from those based on other data sources.

Number of Employment and Unemployment by Race and Ethnicity (Population 16 years or older)

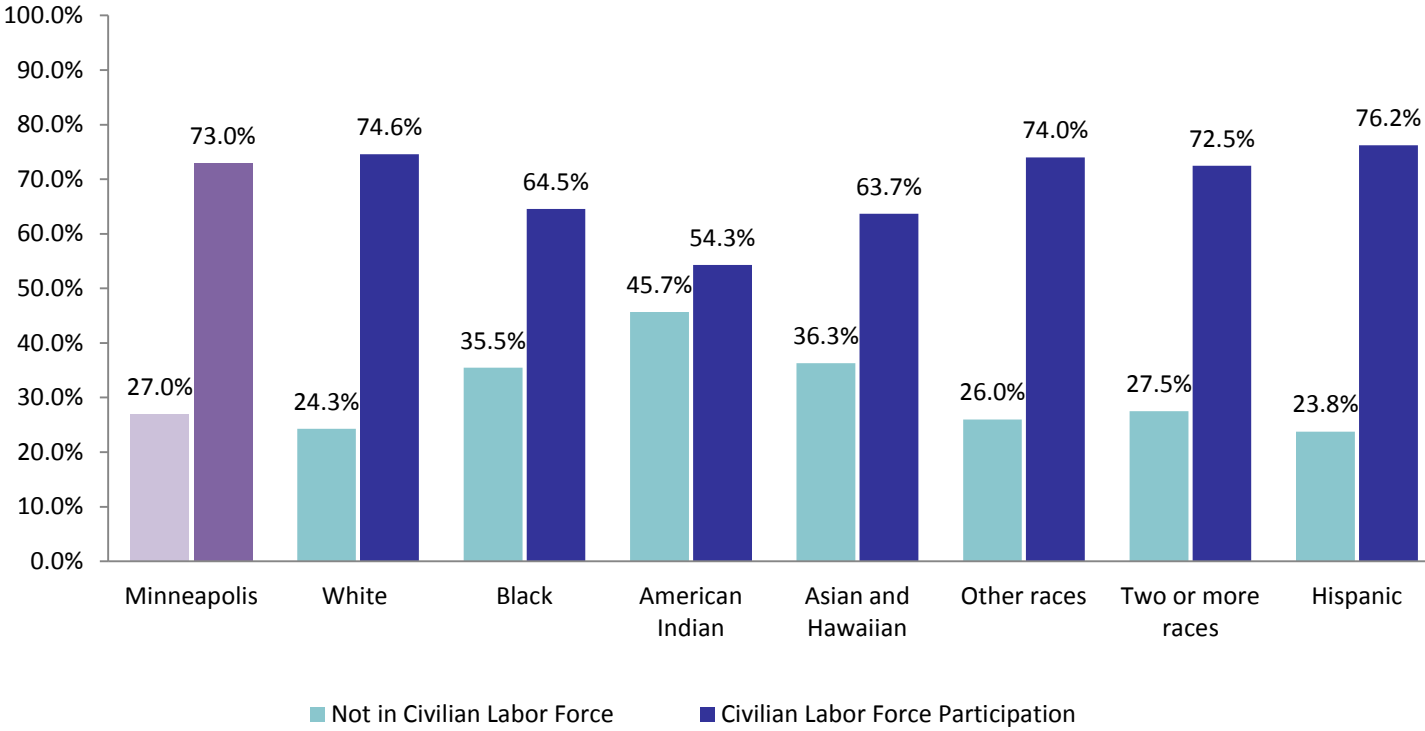
Source: ACS 2007-2011
CPED Research, March 2013



*Note: The charts above are based on a five year average. As a result the numbers will differ from those based on other data sources.

Labor force Participation by Race and Ethnicity (Population 16 years and older)

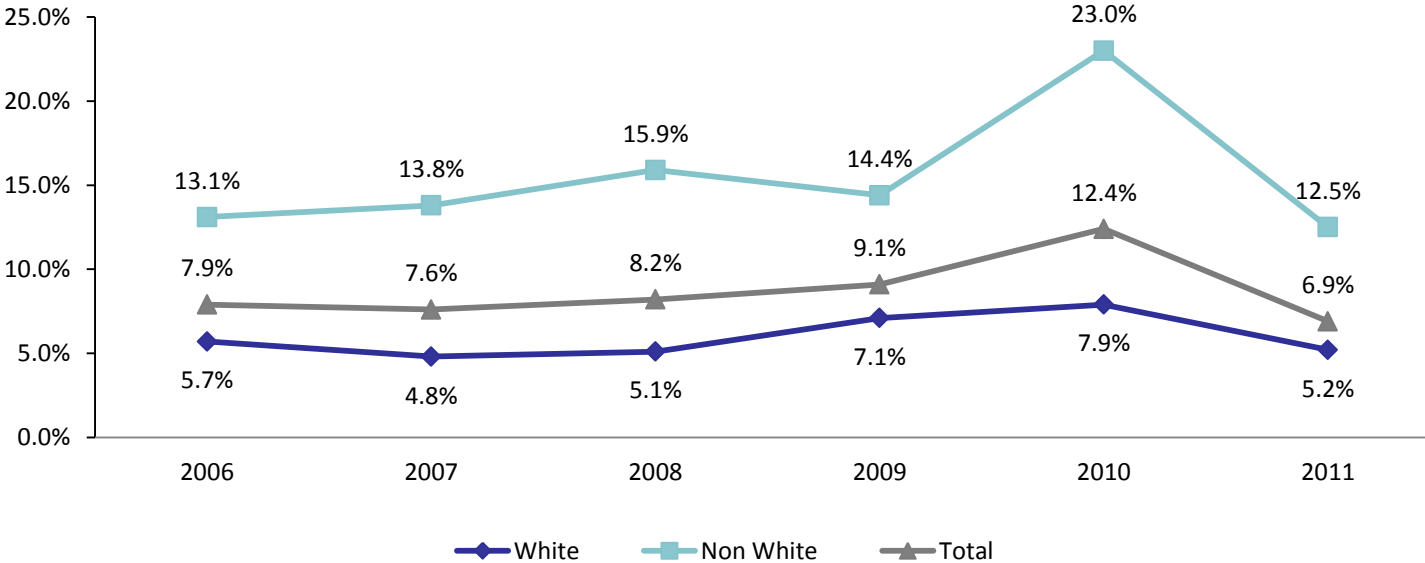
Source: ACS 2007-2011
CPED Research, March 2013



*Note: This chart is based on a five year average. As a result the numbers will differ from those based on other data sources.

2006 to 2011 Unemployment Rate by White and Non-White

Source: ACS 1 year estimates
CPED Research, March 2013

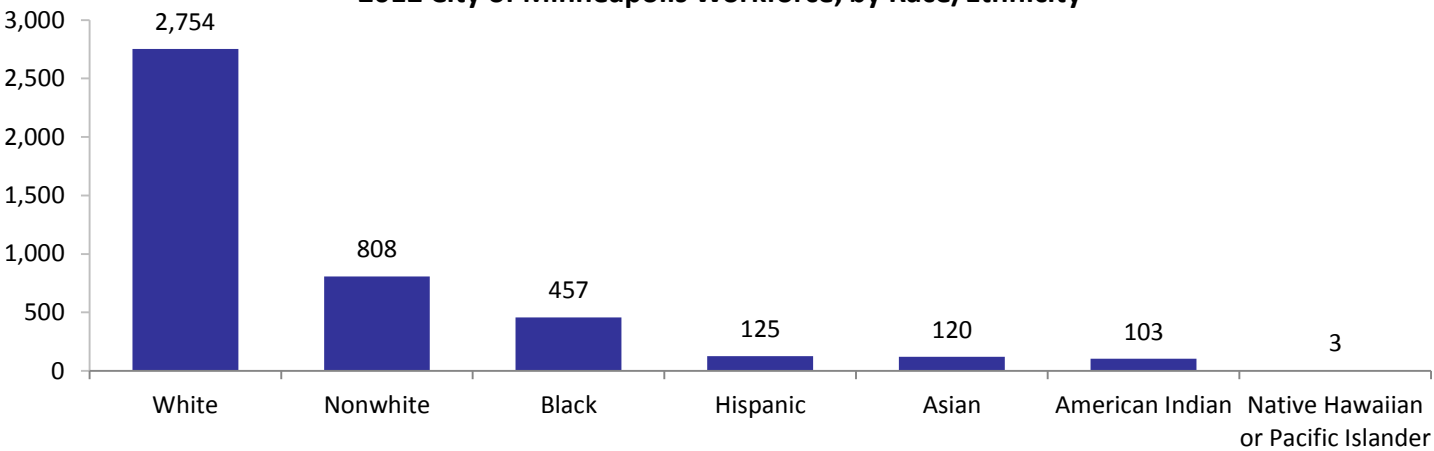


Work within the City

One of the four primary ways in which the City is expanding its efforts to mitigate the racial employment disparity is through its own hiring and buying practices.

In August 2012, the Minneapolis City Council approved resolution *2012R-456: Supporting Equity in Employment in Minneapolis and the Region*. The resolution reaffirms the City's "commitment to being a city where everyone can thrive economically and where race will no longer predict an individual's level of educational attainment, likelihood of going to prison, life expectancy, income, or employment status." The resolution also states that "the City of Minneapolis will lead by example and better incorporate racial equity into all City policies and practices and demonstrate how an institution can openly, responsibly and effectively address this issue with commitment and concrete actions." The resolution also directs staff to "develop and implement an Equity Assessment Toolkit to inform City budget, policy and program decisions, including the annual City budget, hiring, retention, employee training, promotion, contracting and purchasing and; recommend fair hiring provisions to be added to the Minneapolis Code of Ordinances."

2012 City of Minneapolis Workforce, by Race/Ethnicity



Why is this measure important?

Ensuring equity for all residents of Minneapolis is no longer merely a moral imperative, it is an economic imperative. Given the city’s demographic transition, racial diversity within the City’s workforce must be addressed. A more diverse workforce that reflects the population served is critical to maintaining growth and competitiveness in Minneapolis. Increasingly economists are finding a lack of racial equity is not only bad for those at the bottom of the income spectrum but places everyone’s economic future at risk. Studies suggest greater diversity and inclusion corresponds with more robust economic growth.

The population of Minneapolis is 40 percent people of color and Minneapolis Public School enrollment is 70 percent youth of color. The City’s workforce is currently 23 percent people of color and 16 percent are in positions of leadership. Of the 19 department heads only two are people of color. By 2016 approximately 20 percent of the City’s workforce will be in a position to retire and by 2021-- nearly 40 percent.

What will it take to make progress or achieve the targets?

The “Silver Tsunami” is a unique opportunity for the City to be intentional about hiring to reflect the population served by the City. The STEP-UP/Urban Scholars career pathway is preparing young people of color for jobs in the City. This pipeline is critical to ensuring that the City will reflect the population served. More intentional minority recruitment is also a critical factor in ensuring a workforce that reflects the increasingly diverse population of Minneapolis. Current efforts are not yielding the desired outcomes. In addition to creating a more diverse workforce the City must address issues around creating an environment in which people of color feel valued, respected and an environment where people of color have an opportunity for advancement. To create this type of environment, the City must invest in cultural competency assessment and training.

The Racial Equity Assessment Toolkit will help create a racial equity lens through which employment, budget and community engagement related decisions will be filtered. With the use of the toolkit these decisions will take into consideration impacts on communities of color. The toolkit is currently being developed based on a similar tool that has been used in Seattle since 2008. This tool will allow department heads, hiring managers, and those responsible for purchasing to filter their decisions in order to achieve more equitable outcomes for people of color. Support and commitment from the Mayor, City Council and department heads is critical if the tool is to be effective. Resources needed to ensure City-wide implementation of the toolkit and cultural competency training must be made available. The Civil Rights Department, Community Planning and Economic Development, the City Coordinator’s Office, Neighborhood and Community Relations, Human Resources and Finance are taking the lead in developing the Racial Equity Assessment Toolkit.

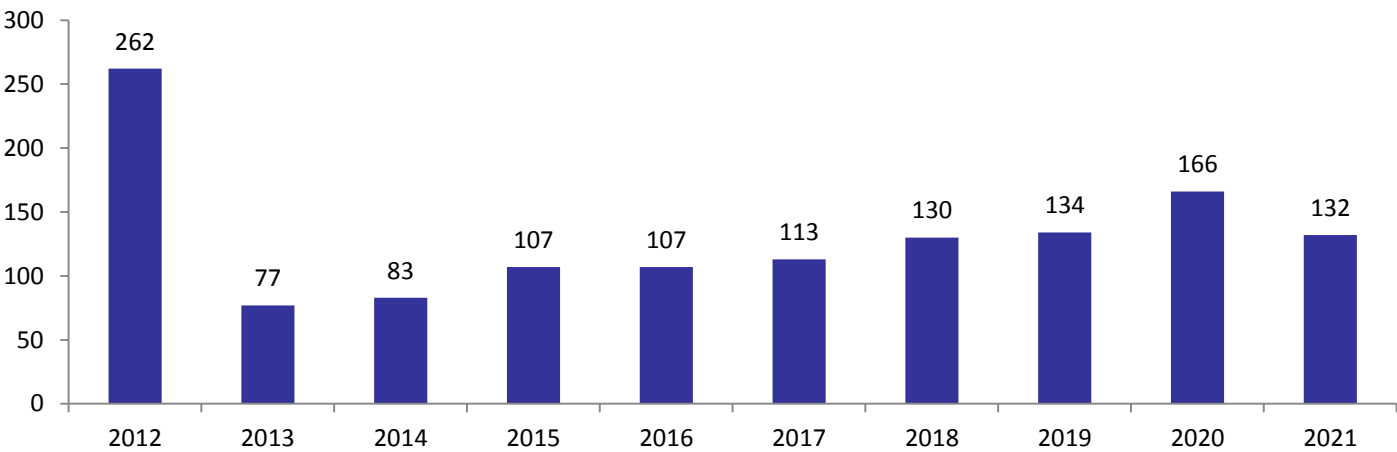
Additional Narrative and Data on Next Page...

Work within the City

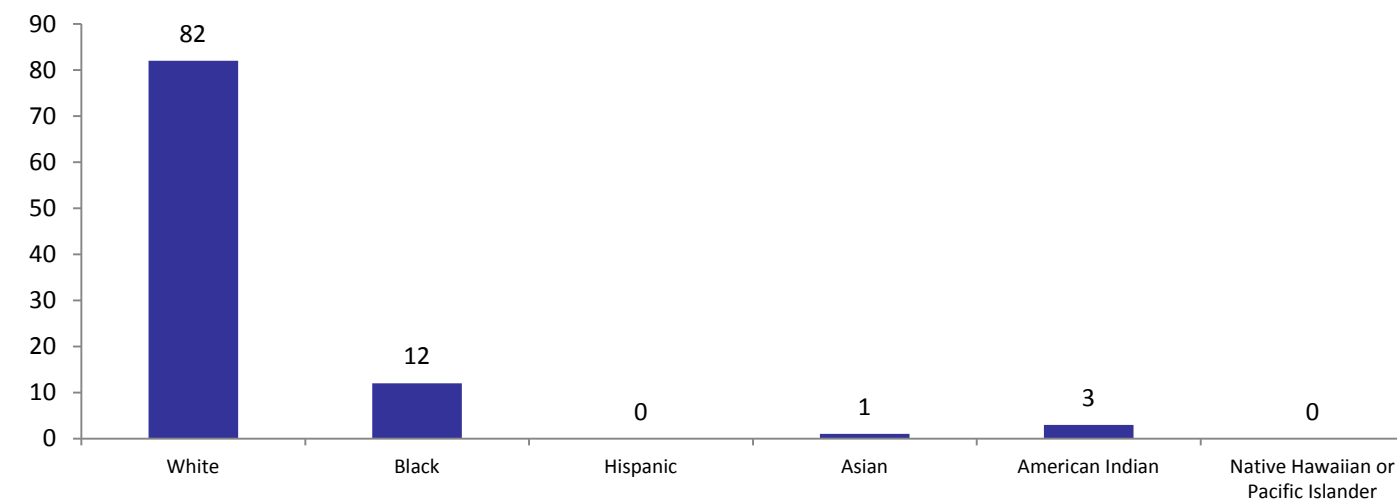
The Fair Hiring ordinance is also important to creating equitable employment outcomes for communities of color. City Council Members in both Minneapolis and St. Paul are proposing measures that would extend the City adopted fair hiring practices to businesses and organizations that have city contracts in excess of \$50,000. This change would require a city contractor to remove questions regarding criminal history from its job application, continuing to allow background checks in the later stages of the hiring process once an applicant is selected for an interview or any offer of employment is expected to be made. This would also not override or limit any state or federal law prohibiting the hiring of people with criminal backgrounds into certain positions.

Since the City began work on the Fair Hiring ordinance the Minnesota State Legislature has proposed legislation that would extend to public and private sector employment – not just businesses and organizations that have government contracts in excess of \$50,000. Consequently, the City’s Fair Hiring ordinance is on hold pending the outcome of the State legislation.

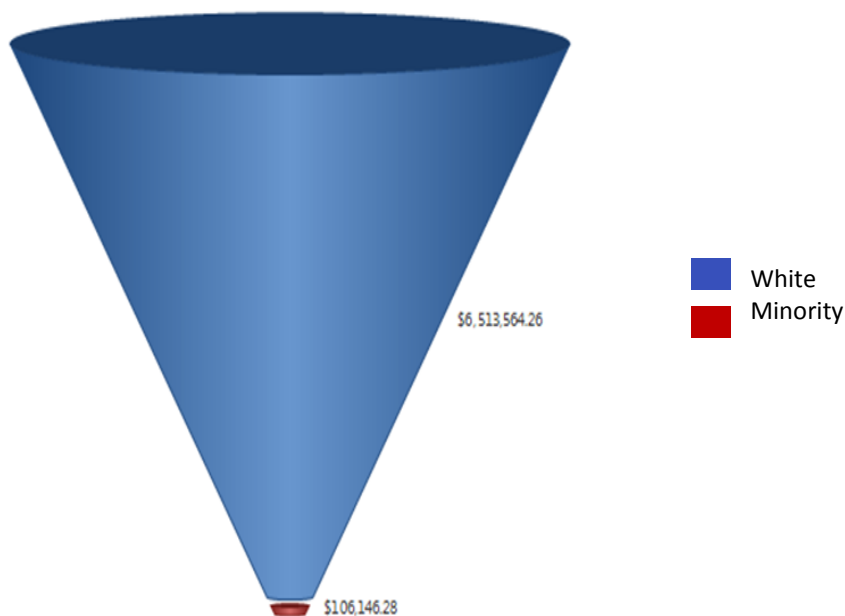
City of Minneapolis Retirement Projections



City of Minneapolis Employees in Leadership Positions, by Race /Ethnicity



2012 Dollars Paid to Vendors, by Race



Why is this measure important?

The disparity study showed us that in our marketplace there is a combined availability of M/WBEs of approximately 22 percent across three categories: Construction, Construction Services, and Commodities. The City then looked at current demographic growth and placed a goal of 25 percent for women and minority vendor participation. The City has determined supplier diversity as important to the economic vitality of minority small businesses and vendors in the City of Minneapolis. Placing a 25 percent goal for purchases under \$50,000 is the first step in ensuring small businesses have access to small contracts and purchase orders. 2012 was the first year the Civil Rights department has gathered data for internal supplier diversity for purchase orders under \$50,000. The Contract Compliance Division (CCD) compiled purchase order data entered into the Compass accounting system for all departments. The CCD then removed all the account codes where women and minority vendors did not have an opportunity for participation, for example, government to government purchasing. The total spending with minority vendors for purchase orders under \$50,000 was \$106,146 or 1.6 percent.

What will it take to make progress?

Now that the City has real time data on internal spending patterns with minority vendors, the Civil Rights department will continue to partner with other internal City departments to increase visibility and participation by minority vendors.

City Economic Development Programs

The Economic Development Division's goals are to support businesses with the prospect of creating jobs and to support residents to be competitive for those jobs. While we support all legitimate businesses and all jobseekers, we focus on disadvantaged segments of the community—small business, immigrants, low-income and minority jobseekers.

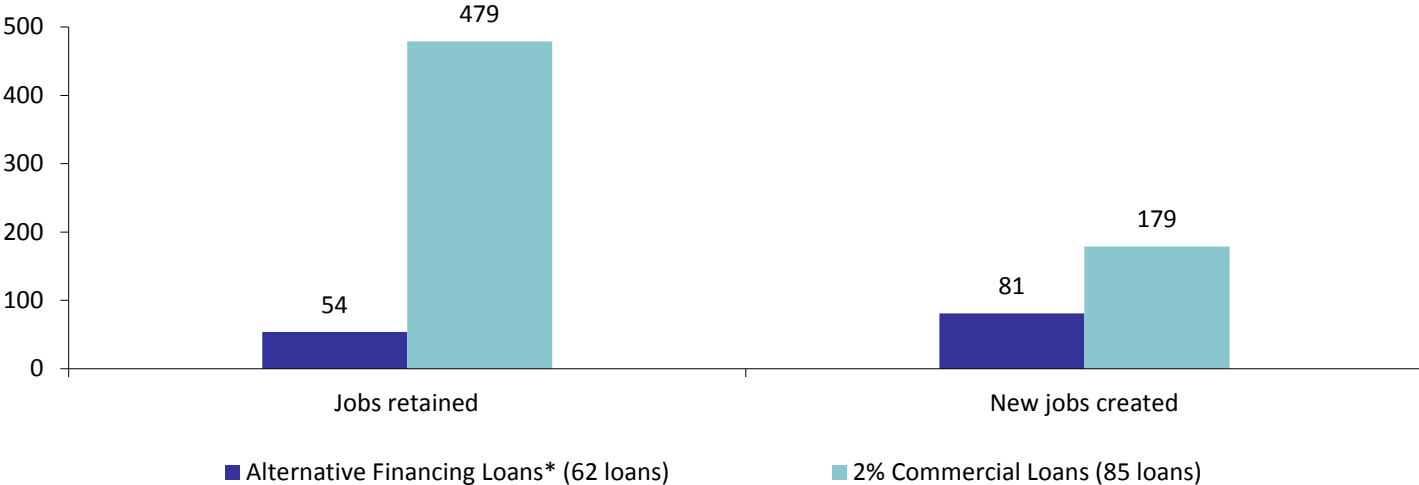
To support minority and immigrant small businesses, we developed the Technical Assistance Program last year to complement our 2% loans and Sharia-compliant alternative financing. We also work to connect these businesses to contract opportunities, networking, publicity and advanced business training.

To increase the number of employed minority residents in Minneapolis, the Employment and Training Program provides pre-employment training and direct job placement services. The program funds a system of diverse community based employment service providers. These partners provide unemployed, minority residents training, career exploration, work readiness workshops and resume building to ensure the residents rapidly and successfully reenter the workforce. In 2012, dislocated workers and retrained, low-income adults entered employment at significantly higher rates and at higher wages, than jobseekers with limited work history or post-secondary education. This data confirms what we know about current labor market demands: individuals with in-demand skills reenter the labor market ahead of all others. On average, the starting wage for a participant with a newly-gained credential is \$3.00 per hour higher than wage at placement for other low-skilled workers.

Currently, demand exceeds funding levels. Each one million dollar investment in workforce development results in an additional 150 unemployed Minneapolis adults completing industry-recognized training and in-demand credentials and receiving counseling and job placement services.

The longer term strategy for reducing racial disparities in employment is to engage youth in meaningful summer jobs, where they gain experience and skills and begin networking within the employment community. The STEP UP and Urban Scholar programs address this strategy.

Jobs Created and Retained Through Business Loans to Immigrant Entrepreneurs (2008-2012)



* The Alternative Financing program was developed in partnership with the African Development Center as a Sharia-compliant business finance tool similar to the City's 2% loan program.

Business Loans to Immigrant Entrepreneurs (2008-2012)	City Funds	Private Funds Leveraged
Alternative Financing* (62 investments)	\$1,181,000	\$1,428,000
2% Commercial Loans (85 loans)	\$2,404,500	\$6,558,500
Total	\$3,585,500	\$7,986,500

City Economic Development Programs: Business and Workforce Support

Minneapolis Workforce Plans

Company	Ryan Companies US, Inc – Midtown Exchange Project (May 2004)	Coloplast Corporation, Kraus-Anderson Construction Company – Coloplast Corporate Headquarter	Kraus-Anderson Construction Company, University of Minnesota Children’s Hospital – Fairview Construction Project	Knutson Construction Services, Children’s Hospital – Expansion/Ambulatory Care Center/Parking Ramp Project (May 2008)	McGough Construction, Artspace Project Inc., Minnesota Shubert Performing Arts and Education Center Project (July 2009)	Lund Martin Construction Inc., City of Minneapolis, Parking Ramp B Improvement and Modifications (August 2009)	Central Roofing Company/City of Minneapolis Convention Center (April 2010)	American Academy of Neurology (AAN) /Mortenson Construction Co. - Construction of office building (December 2010)	Cedar Riverside - Sherman Associates./Knutson Construction Co. - Rehabilitation of Cedar Riverside Housing (December 2010)	American Swedish Institute/Adolfson & Peterson Construction (Februaury 2011)	Orchestra Hall Addition and Renovation Project/Mortenson Construction (June 2012) (Updated February 2013)
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Local Hiring Goals: Project Goals/Achievements percentages

Local Residents	30 45	10 12	30 37	30 31	30 6	8 3,732 hours	2 315 hours	10 MPLS 10	90 MPLS 119	10 MPLS 8	10 MPLS 15
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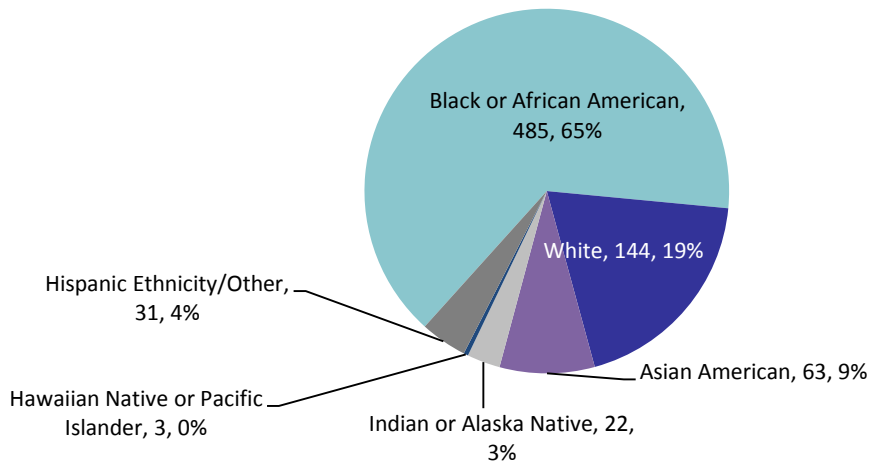
Construction Employment Goals/Achievements percentages

Skilled Minority	15% 16.8%	11% 11.1%	11% 11.47%	11%/15% 14.4%	15% 16.2%	12% 9.9%	15% 41.9%	15% 15%	15% 17.8%	11% 10.12%	11% 19%
Unskilled Minority	20% 20.8%	11% 21.8%	11% 20.17%	11%/20% 16.3%	15% 16.3%	13% 26.8%	11% NA	15% 15%	15% 23.5%	11% 10.12%	11% 16%

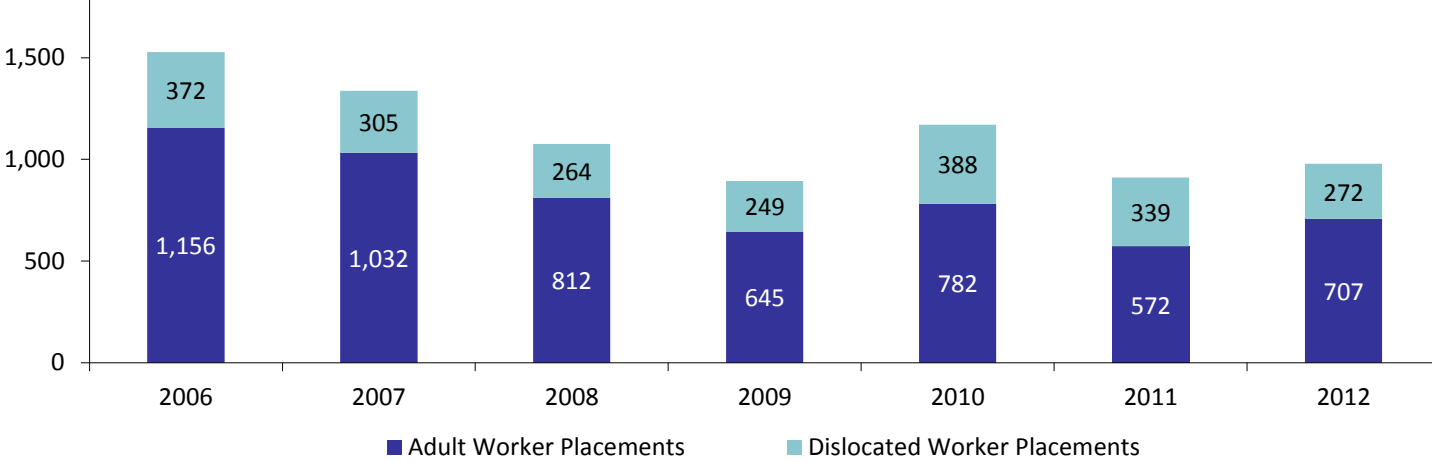
Construction Subcontracting Goals/Achievements percentages

Minority-Owned Businesses Goal Achieved	13% 14%	9% 9.2%	5% 7.09%	13% 8.2%	10% 10.5%	7% 16.5%	7% 7.02%	10-15% 15%	10% 11.8%	10% 14%	10% - 15% 26%
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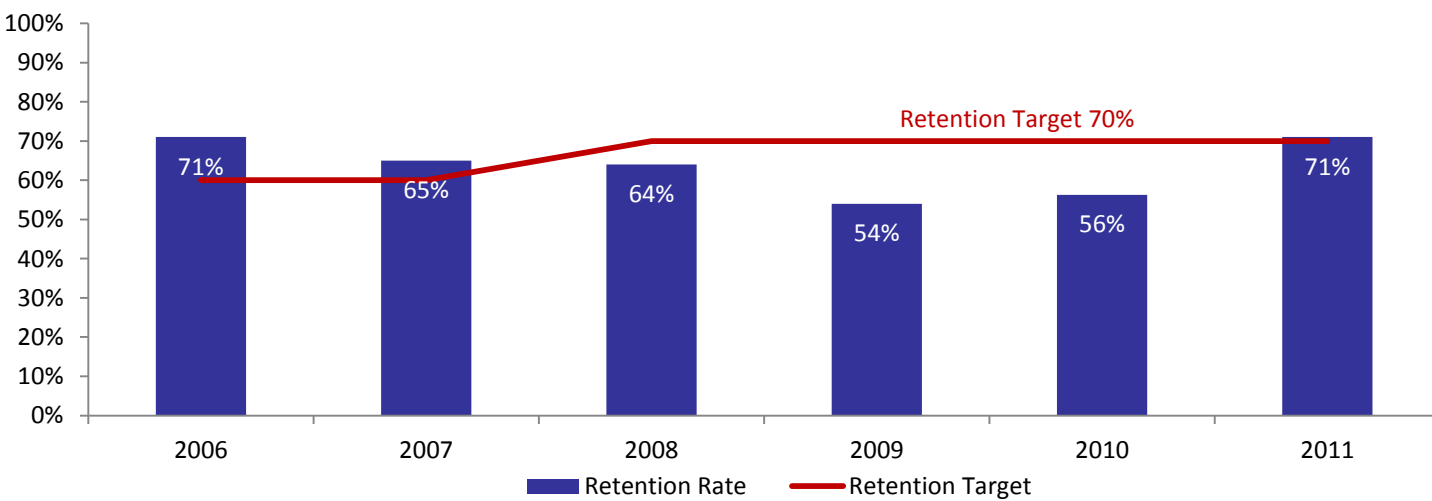
Adult Worker Placements 2012



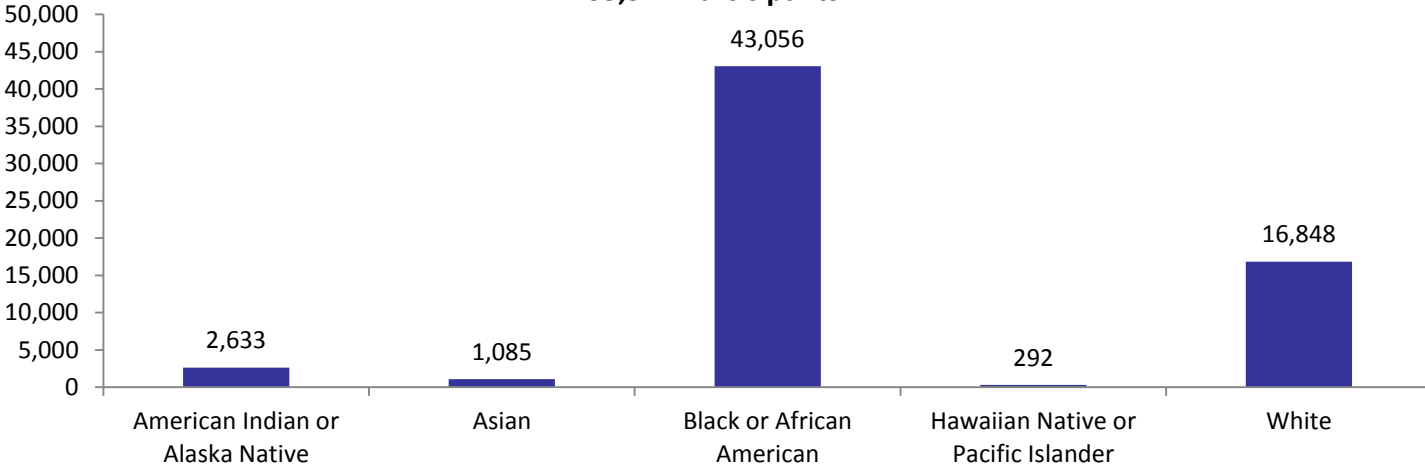
Minneapolis Adult Worker Placements



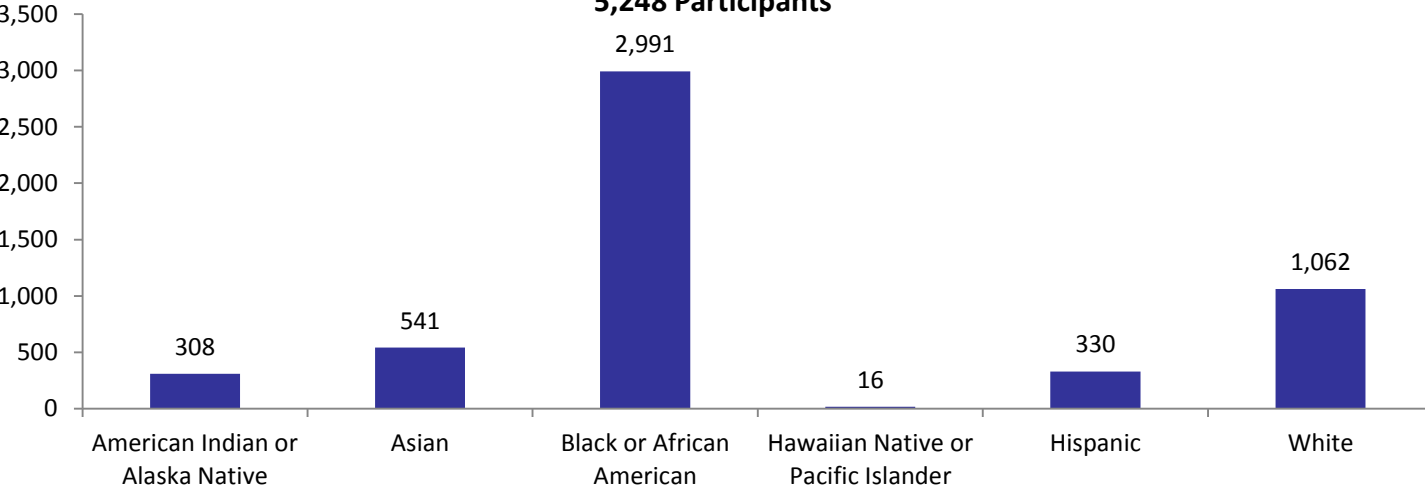
Adult Worker Placement Retention Rates



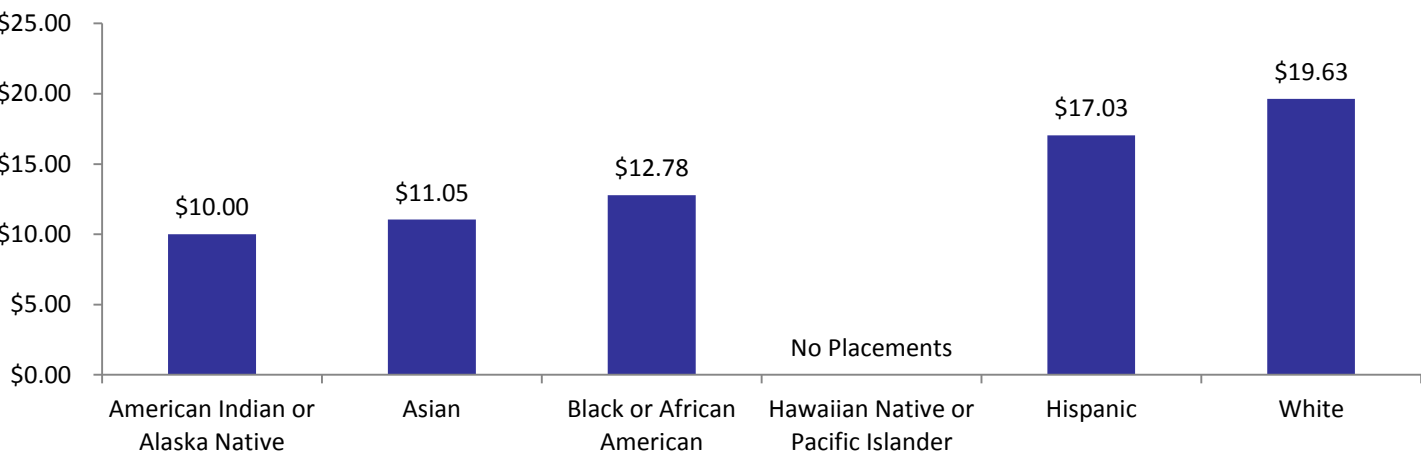
2012 Minneapolis Workforce Center Customers, by Race
63,914 Participants



2012 METP Programs (All Programs)
5,248 Participants



2012 Average Placement Wage, by Race/Ethnicity



Narrative on Next Page...

Why is this measure important?

1. **Small businesses** create two-thirds of all new jobs but a high percent of small businesses fail or fail to grow because they lack essential knowledge or skills. In 2012, CPED created a new **Technical Assistance Program (TAP)** to provide technical assistance services to small Minneapolis businesses and entrepreneurs. All of the organizations contracted to provide services under the TAP program target minority-owned businesses. Through one-on-one business coaching, training classes and a variety of other services, businesses can access the tools necessary to successfully start or expand their business in the City. We expect that 650 Minneapolis entrepreneurs will be served with 2012 -2013 contracts totaling \$500,000. Current TAP contracts require reporting on participant race for approximately half of the funding (for CDBG compliance). Results data will be included in the 2014 *Results* report. Staff plan to implement a reporting requirement on race for all TAP contracts in the 2013-2014 funding round. The expectation is that businesses receiving this support will succeed and grow, retain and add jobs.
2. Minneapolis' immigrant community is a growing market comprised primarily of racial and ethnic minorities. A number of City tools support and promote entrepreneurship within this group. In addition to the Technical Assistance Program (TAP), the City provides financing to support investments in immigrant-owned businesses and has developed a Sharia-compliant business financing program to support investments by devout Muslim entrepreneurs. But for this program, many Muslim entrepreneurs would not receive the financing they need to succeed and expand.
3. Since 2004, Economic Development and Civil Rights have worked with large City-supported development projects to increase the number of Minneapolis residents employed on these projects. These workforce plans include hiring goals for minority, female and local residents from low-income neighborhoods and increased subcontracting goals. Additional goals include youth engagement activities, including exposure to construction related jobs, STEP-UP hiring in construction and development related jobs.
4. Across all Minneapolis Employment and Training career pathways training programs, the average (mean) placement wage was \$13.26 per hour, with 92 percent of all placements representing non-white completers. Placement wages ranged widely among industry sectors, from \$8.00 per hour for an entry-level transportation employee to \$40.86 per hour in construction project management. While these career pathways training programs have shown success in training and placing persons of color in unsubsidized jobs, disparities in wages by race are still also very apparent through our data. It is unclear from this raw data why the disparities exist but we can theorize that client characteristics such as educational attainment and work experience may be primary to the issue. Also, despite an increase in demand for workers wages in some sectors, such as manufacturing, remain depressed. Certainly, discrimination/racism in employment is implicated as a potential factor as well. Although the initial job placement may be in an entry-level position and may be for lower than expected wages after completing a training program, clients who enter our career pathways programs are very low skilled and are unemployed or underemployed at the beginning of services. Persons with training - but little work experience - typically will enter their fields at the lower end of the pay scale for that industry. Fortunately, despite the low starting wage the industries selected to receive training funds are growing and offer great potential for these clients future advancement.

Additional Narrative on Next Page...

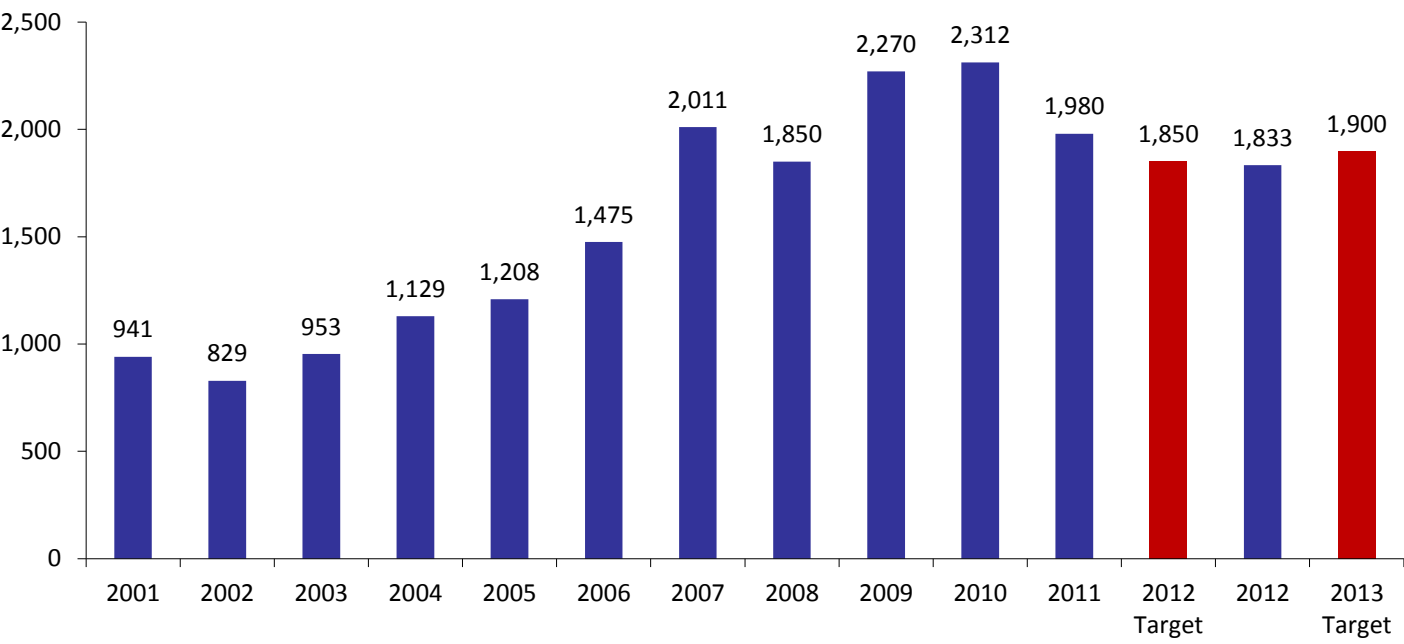
What will it take to make progress?

To make progress, the City needs strong community and regional partners in all of its programs. We also need to maximize collaboration among City programs and department work. For example the Green Homes North program is our first successful example of a Triple Bottom Line program. We leveraged the City's investment in new homes in North Minneapolis to ensure equity through training and jobs for Northside residents, sustainable building standards and economic vitality through the replacement of razed homes. We are designing a new tool to leverage investment in job creation and business attraction to achieve Triple Bottom Line results. There are similar opportunities throughout the City enterprise and the region.

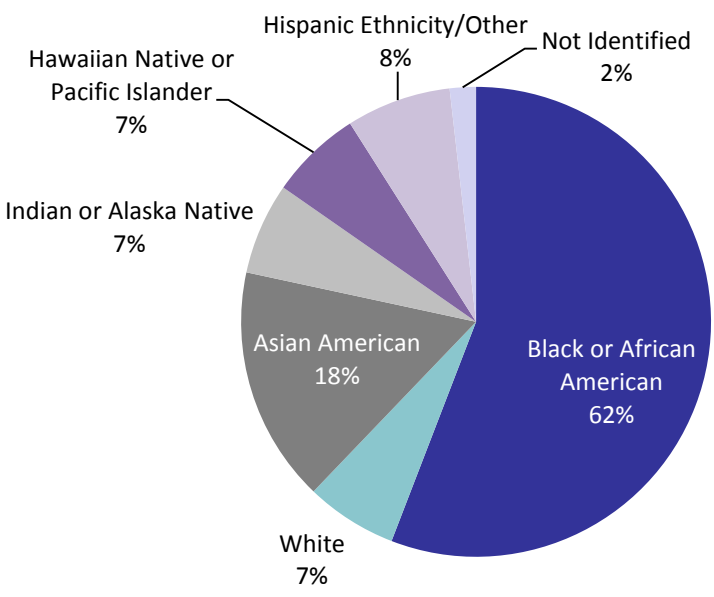
Minneapolis Employment and Training Programs are just one part of a larger network of career pathways that will allow workers to take steps that lead to progressively higher levels of education and employment. Minneapolis Employment and Training will need to continue to develop and refine our career pathways training model programs, becoming even more business demand-driven to ensure better outcomes. The disparities in placement wages by race noted here was new information this year. The management information system that Minneapolis Employment and Training has available to track program participants has a very limited selection of "canned" reports and that system doesn't allow us to record and track additional data that would permit us to do a more in-depth analysis of client demographics, services delivered and long-term outcomes. Employment and Training is looking at a new integrated client information system that could facilitate better tracking and reporting of demographic trend data. In particular, we are interested in gathering information on wage gains over retention periods.

While there are no targets related to Workforce Plans, the City of Minneapolis intends to use these plans when appropriate on city-supported development projects.

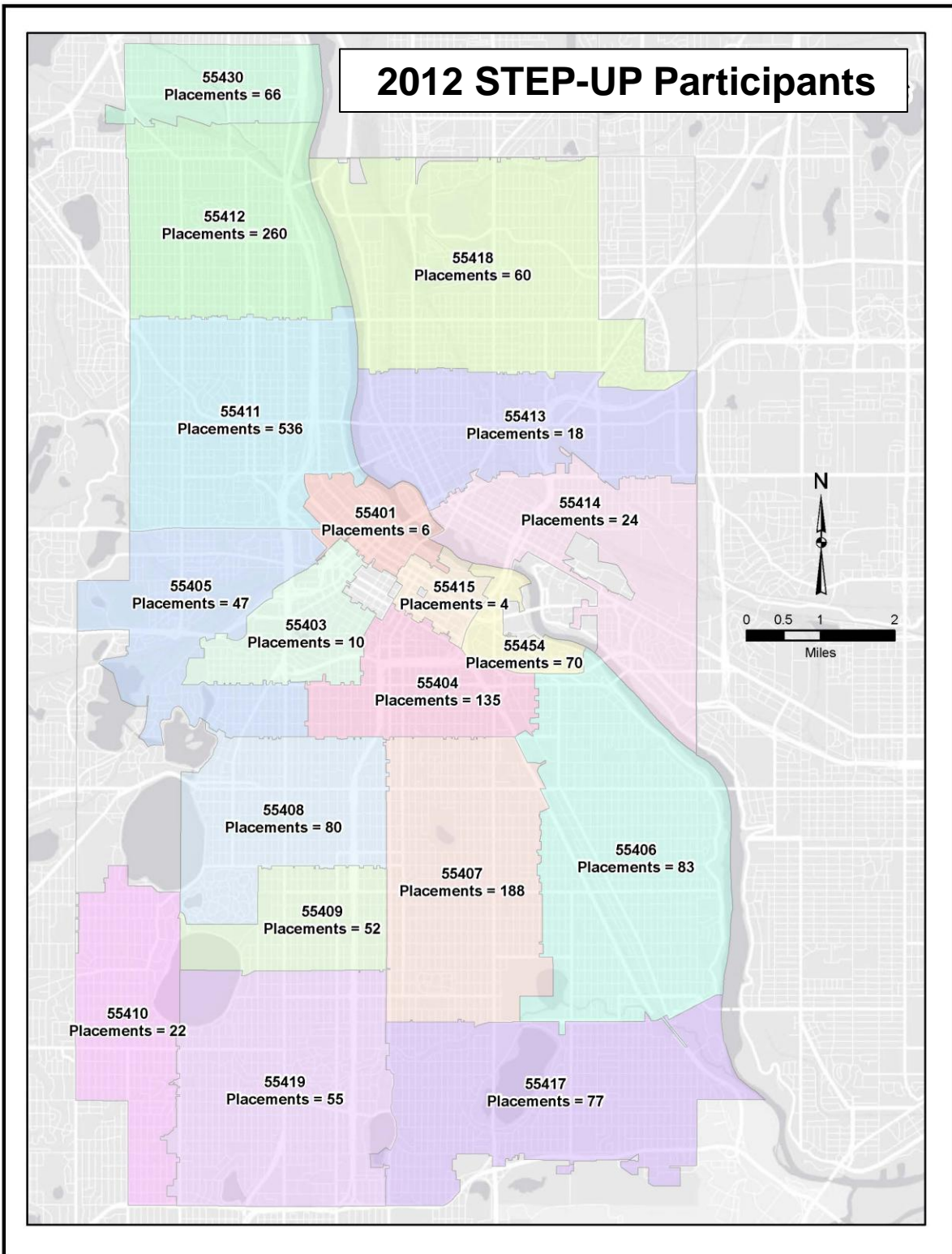
METP Summer Youth Placements (STEP-UP)



Summer Youth Placements, by Race (2012)



Note: Four percent of participants identified as more than one race so the total is more than 100%



Why is the measure important?

A substantial body of literature finds that summer employment during high school creates short- and long-term positive impacts on students' employability, wages and earnings, especially among those who do not go on to complete substantial post-secondary education. Employers make connections with and help shape the diverse workers of the future.

What strategy (or strategies) are you using to achieve this goal?

STEP-UP is the City's primary youth employment strategy. STEP-UP's mission is to *Prepare youth for success in the workforce by offering quality work and training experiences* and strives to see that all Minneapolis youth are work ready. To achieve this, STEP-UP focuses on youth development through training and work experience and on economic development by identifying economic sectors with projected employer demand. This approach is key to developing a competitive pool of talent that will attract companies and help existing companies expand. In 2012, STEP-UP launched a sector strategy to create career pipelines in health care, finance, legal and outdoor careers. Also, new in fall 2012, STEP-UP offered a year-round option for youth interested in specific career pathways.

In January 2012, The White House invited Mayor Rybak and Hashim Yonis, a former STEP-UP intern and University of Minnesota graduate, to speak at the kick off of the Administration's new summer-jobs initiative. STEP-UP was highlighted as an exceptional model of private sector engagement, non-profit partnership and governmental leadership.

STEP-UP is the employment component of the Mayor's broader strategy for preparing the future workforce-*Minneapolis Promise* initiative. The initiative involves the City of Minneapolis, AchieveMpls, Minneapolis Community and Technical College and the University of Minnesota and offers summer jobs, career and college counseling and access to higher education. Results since 2004 include over 16,000 STEP-UP summer jobs, increased graduation rates and college entrance rates and 1,659 college scholarships for Minneapolis high school graduates.

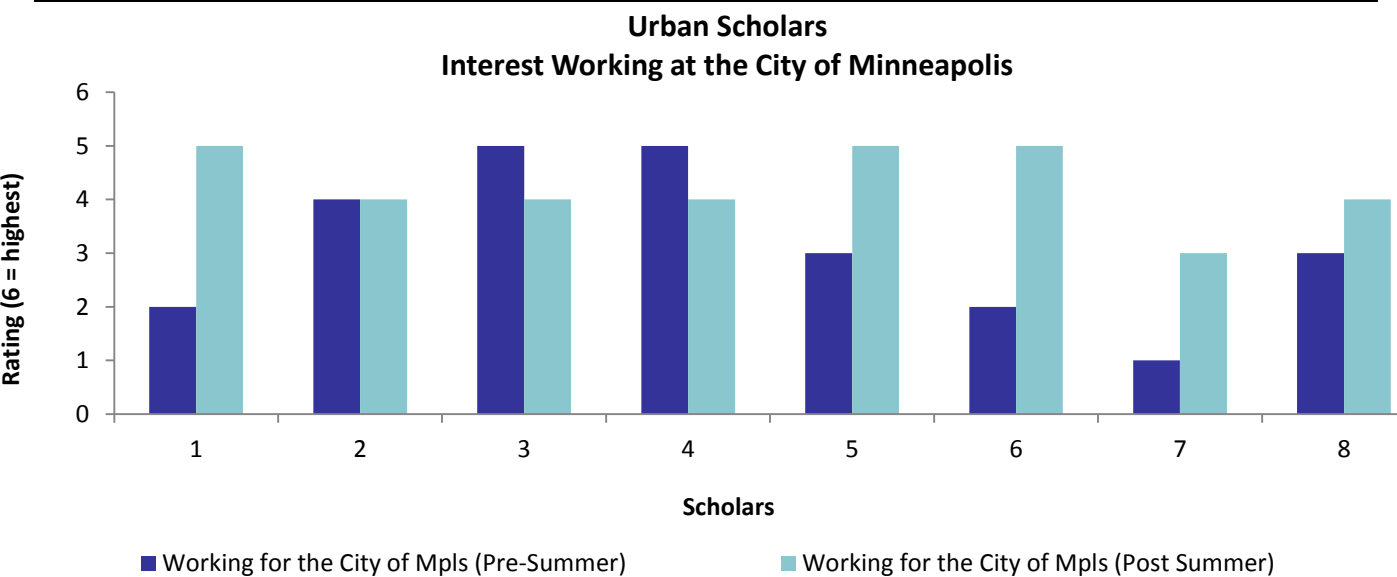
Started in 2012, Urban Scholars provides students from diverse racial and ethnic backgrounds with a distinctive professional experience focused on gaining essential leadership skills and creating career pathways to positions of influence. The first Urban Scholars interned at the City from May to August of 2012. Chosen from 106 applicants, eight Urban Scholars were placed in different departments including Civil Rights, CPED, Neighborhood and Community Relations, the City Coordinator's Office/Finance, Human Resources, Regulatory Services, Health and Family Support and Public Works. The work the Urban Scholars did included finding ways to improve neighborhood relationships between residents with disabilities and neighborhood associations; creating an RFP for finding vendors that provide assessment services to hiring managers, and executive key staff; organizing/coordinating a healthy food policy workshop; analyzing data in the resident survey; outreach for the Viking Stadium; recommending improvements for elements of the STEP-UP Program; supervising STEP-UP interns; assisting in the budgeting process; and researching updates

Narrative Continued on Next Page...

City Economic Development Programs: Youth Programs

on the Mobile Food Vendor ordinance. The Urban Scholars were all residents of Minneapolis enrolled in two or four year colleges. Three of the eight had been STEP-UP interns. Influenced by Urban Scholars, the two students that were enrolled in a two year program have each decided to go on to complete four years. Of the three who have or will graduate in 2013, one has accepted a job in the City Clerk's Office, one will be going on to graduate school and is applying to be an Urban Scholar in the newly created graduate track and the other has applied for a public sector job outside the City. In 2013 there will be 15 positions: 13 undergraduate positions, one law student and one graduate student.

By 2016, approximately 20 percent of the City's workforce will be in a position to retire and by 2021, nearly 40 percent. STEP-UP and Urban Scholars creates a career pathway that will allow the City to fill jobs with experienced professionals from diverse racial and ethnic backgrounds who reflect the increasingly diverse population served by the City.

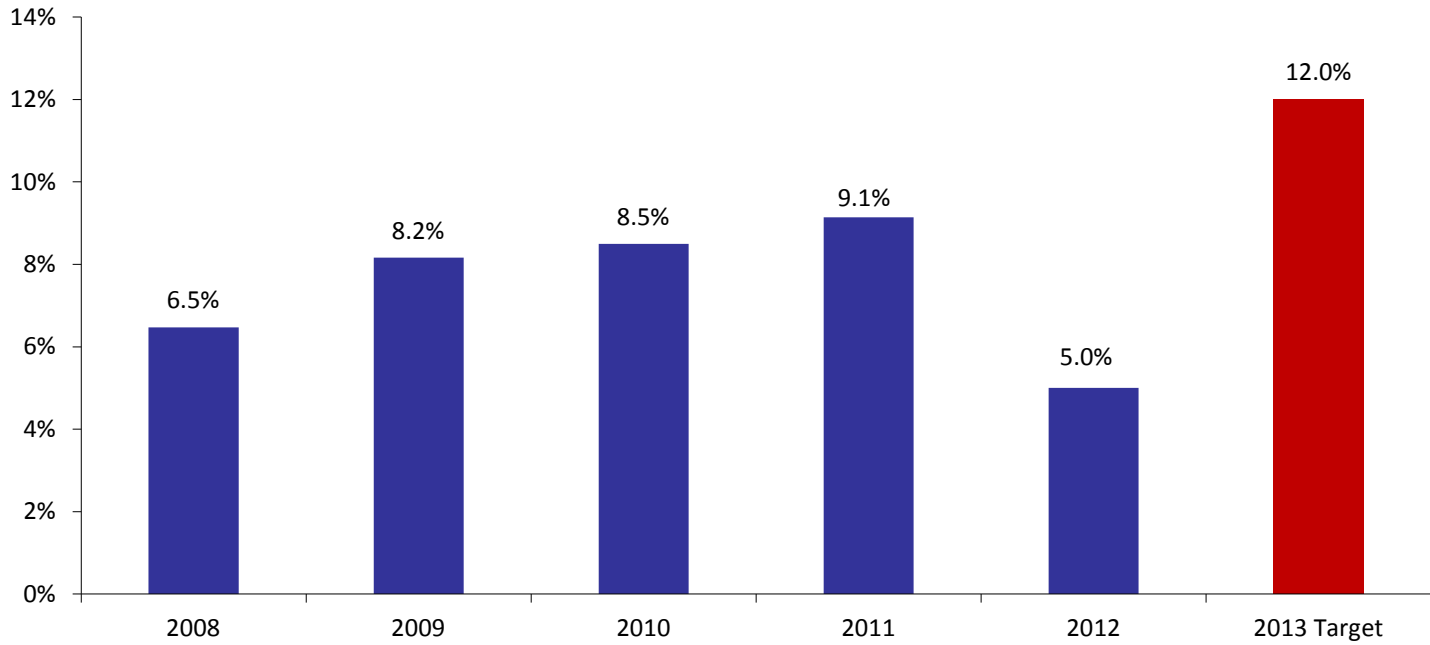


Civil Rights Compliance

The City of Minneapolis is committed to nondiscrimination, both in its own employment and procurement practices and in the practices of the companies with which it does business. This section provides information on the performance of City contractors in including women and minorities in their workforce and in their subcontracting.

The Civil Rights Contract Compliance Division's (CCD) annual workload is approximately \$500 Million in awards consisting of small, single-specification contracts to multi-tiered, and heavily-regulated development contracts. Complex or collaborative projects such as the new NFL stadium could increase the monitoring workload to approximately \$1 Billion. CCD enforces, for the benefit of job seekers and wage earners, the promise of affirmative action and equal opportunity required of those who do business with the City by monitoring the percent of women and minorities in a City contractor's workforce at 6 percent and 32 percent respectively, monitoring the percent of women and minority businesses on contracts over \$50,000 at 13 percent and 12 percent respectively, and by monitoring wage compliance consistent with the Davis-Bacon Act, the City's prevailing wage ordinance.

Small and Underutilized Minority Business Participation



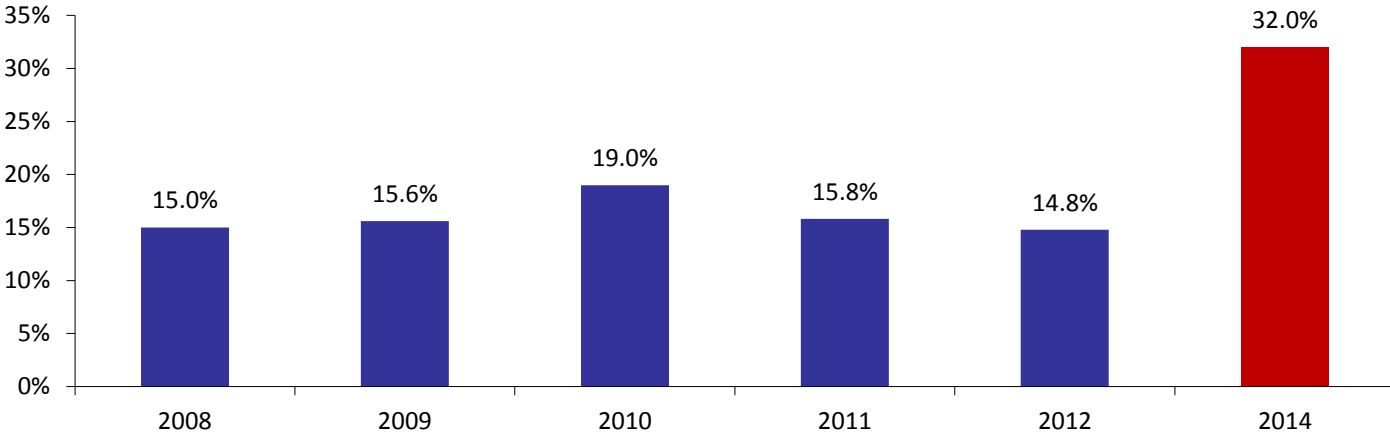
Why is this measure important?

Many minority business enterprises (MBEs) do not get a true opportunity to participate on City of Minneapolis projects or to contract directly with the City without the implementation of contract-specific goals. By setting goals on contracts over \$50,000, the City is creating opportunities for small women-owned and minority-owned firms to build their capacity to compete in the marketplace and to increase their ability to become employers of persons that are currently unemployed.

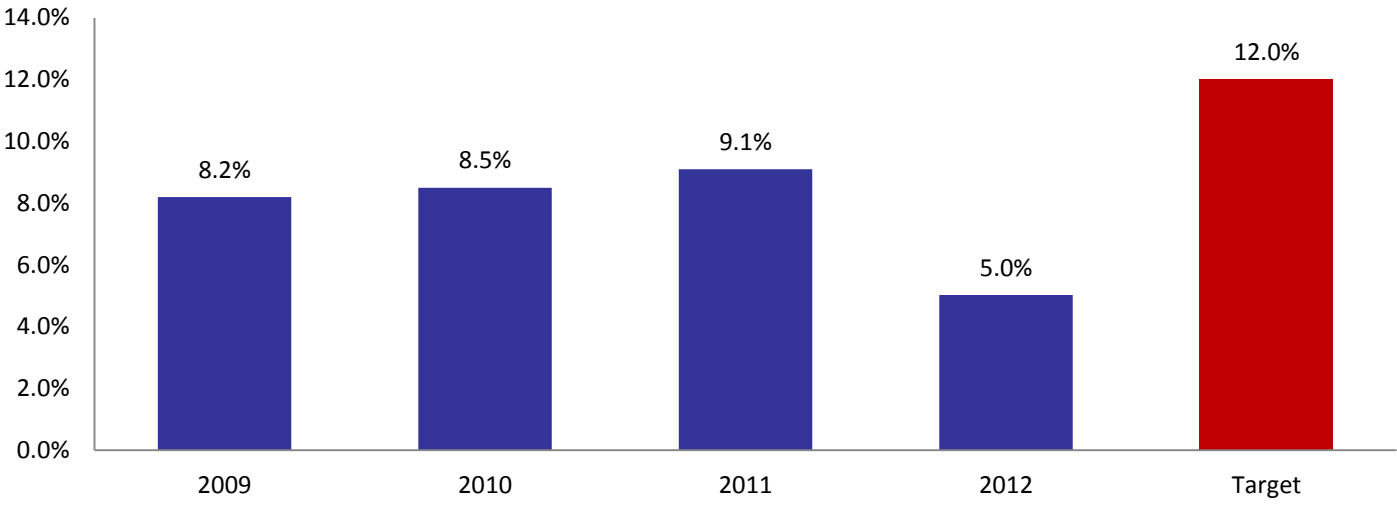
What will it take to achieve the targets?

In addition to setting goals on construction projects and procurements that are over \$50,000, the City has laid the foundation for increased access and opportunities to its purchasing and contracting for small minority-owned firms by implementing a supplier diversity program. In order to make its purchasing and contracting process more inclusive of woman-owned and minority-owned firms, in October of 2011, the city approved a 25 percent aspirational goal for inclusion of Women-owned and Minority Owned Business Enterprise on direct procurements that are not put out for formal bid. The Department of Civil Rights has met with all City departments and each has agreed, where feasible, to include local and small businesses in their direct purchases. An important purpose of the supplier diversity program is to develop long-term relationships with local small businesses, which will build business capacity and strengthen local economic growth. These measures are important because they support entrepreneurship and help to create a level playing field of competition in the marketplace. As businesses are better able to build their capacity, they in turn help stabilize the community

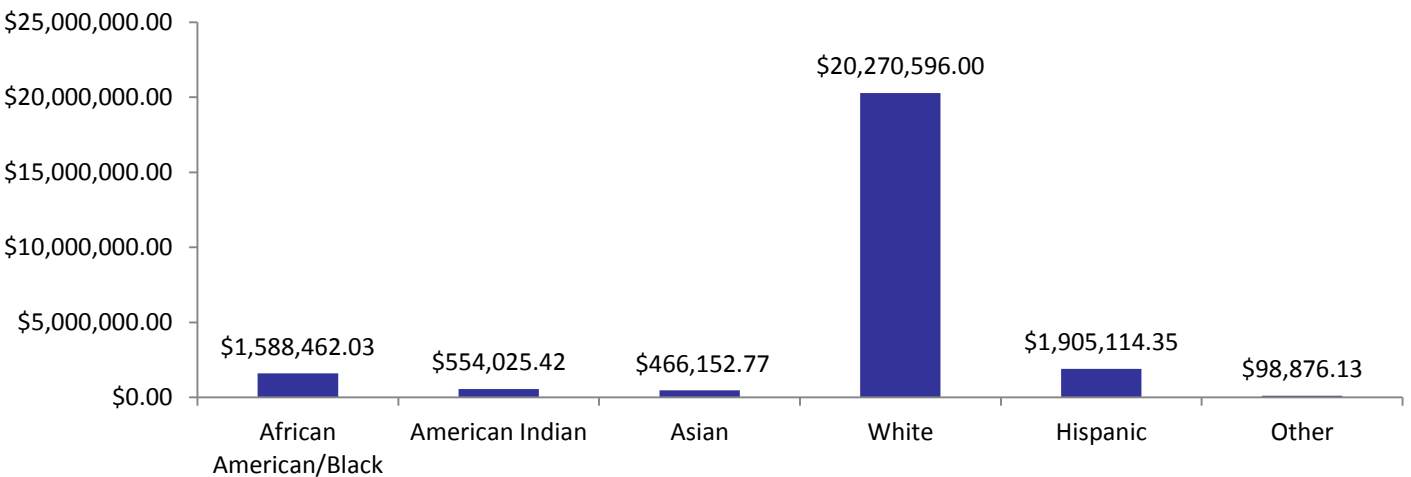
Percent of Minority Trade Worker Participation Versus Established Goals on City Assisted Projects



Minority Workforce Participation



2012 Sum of Gross Pay by Race/Ethnicity



Why is this important?

Studies by the State Demographer further demonstrate that white male trade workers are provided and realize significantly more job opportunities than females and minorities in the field of construction. The female and the minority goals on City construction projects are six percent and 32 percent respectively. Setting these goals on projects ensures that minorities and females are provided greater opportunities to participate on City projects. The result is reduced racial and gender disparity, decreased poverty and a higher quality of life in all communities. An effective compliance unit is necessary to ensure contractors make genuine and ongoing efforts to meet the goals and diversify their workforce. By providing staff to monitor and implement the goals and assisting contractors in the development of meaningful affirmative action and equal employment policies, the City demonstrates its commitment to closing the employment gaps.

Prior to approving any construction project, the Contract Compliance Division (CCD) reviews the projected employment participation as it relates to the goals. The CCD analyzes a breakdown of the workforce of each contractor that will perform onsite and compares it with the projected participation on the overall project. If a contractor does not anticipate female and/or minority participation, the CCD ensures that such opportunities will be made available should any openings arise including apprentice and new hire opportunities. The CCD monitors the ongoing participation on the overall project on at least a monthly basis for the life of the project to ensure it is adhering to the City's standard goals and the pre-award commitments made by the general contractor. Monitoring is done using data drawn from online certified payroll information submitted by each contractor. If it appears participation is decreasing or the goals are not being met, the CCD analyzes the status of the project and compares the pre-award commitments of every subcontractor on the project with the current participation. Where disparities exist, the CCD engages in compliance activities from seeking explanations and corrective action to issuing penalties as appropriate. As a result of CCD monitoring, the percentages of women and minorities employed on City projects has remained high during this economic downturn. As of December 31, 2012, the City of Minneapolis has approved and monitored minority workforce participation at 14.8 percent labor hours.

What will it take to achieve the targets?

Achieving the targets will require continued support and resources from City leadership to effectively enforce the City Affirmative Action ordinance and a continued support of the aggressive efforts to monitor the employment of women, minorities and low-income residents. The current employment goals on all construction projects are that 32 percent of trade work be performed by minorities.

Regional Efforts

The City has expanded its efforts to mitigate the employment disparity between Whites and non-Whites by helping shape and lead emerging public/private efforts at the regional level.

The City is engaged in two key regional collaborations focused on creating opportunities for communities of color and reducing the employment disparity; Skills@Work, Everybody In, and a regional collaboration to host Equity In Sight, a conference to inform the community of efforts underway to reduce the employment disparity.

City Council resolution 2012R-246: Supporting Equity in Employment in Minneapolis and the Region commits the City of Minneapolis to “formally join the Ramsey County Blue Ribbon Commission’s Every In regional collaboration to reduce racial employment disparities and appoint a Council Member to the Everybody In Steering Committee, and direct the Civil Rights Director to identify and direct staff to serve on the Everybody In Steering Committee and Implementation Team”. Currently two City Council members and two staff are active participants in leading this regional collaboration.

The City is also actively engaged in the Skills@Work Steering Committee and Implementation Team. Created by the Governor’s Workforce Development Council and the Greater Twin Cities United Way, Skills@Work Twin Cities (and 7 other regions in Minnesota) is a regional effort to develop a plan of action and a lead implementation entity to assure the ongoing alignment of worker skills with regional employer needs.

The City is hosting a regional conference, Equity In Sight to inform participants of regional efforts underway to reduce the employment disparity.

Skills@Work

Created by the Governor's Workforce Development Council and the Greater Twin Cities United Way, Skills@Work Twin Cities (and 7 other regions in Minnesota) is a regional effort to develop a plan of action and a lead implementation entity to assure the ongoing alignment of worker skills with regional employer needs.

According to Skills@Work, the skill levels of Minnesotans are not keeping pace with the demands of employers:

- Seventy percent of Minnesota jobs will require some education beyond high school by 2018, yet only 40 percent of working-age adults in Minnesota hold a postsecondary degree.¹
- Nearly two million working-age Minnesotans lack a credential beyond a high school diploma.²
- Furthermore, educational attainment levels are expected to decline in coming years – an unprecedented trend.³

The growing skills gap constrains Minnesota's economic growth, increases unemployment, and limits opportunities for both businesses and individuals. The skills gap is a jobs issue. Many people could go back to work if they had the right training. Closing the skills gap would help put people to work and lower the unemployment rate.

The Skills@Work Twin Cities Steering Committee is made up of representatives from business, workforce development, higher education, community-based organizations, government, and philanthropy that informed the strategic direction and final deliverables for the Skills@Work metro work.

Sector-based teams of leaders in Healthcare, IT, and Manufacturing met during 2012 to focus on how best to align strategies and resources to meet the skill needs of employers (See Appendix pg. 38). Other members included representatives from workforce development, economic development, higher education, labor, community-based organizations, and philanthropy. Each sector group developed an action plan (see attachment). As a result of the City of Minneapolis's intentionality around shaping equity in employment and skills in the region action plan measures include impact on communities of color. These plans will foster strategic partnerships that align resources, improve outcomes, and measure success. They will inform statewide Skills@Work policy recommendations and serve as the basis for shared regional principles, goals, and messages around skills.

¹ *American Community Survey*. (2012). U.S. Census Bureau.

² *Ibid*.

³ Kelly, P.J. (2005). *As America Becomes More Diverse: The Impact of State Higher Education Inequality*. National Center for Higher Education Management Systems.

Everybody In

In August 2012, the Minneapolis City Council approved resolution *2012R-456: Supporting Equity in Employment in Minneapolis and the Region*. The resolution directs the City to formally join the Ramsey County Blue Ribbon Commission's Everybody In regional collaboration to reduce racial employment disparities, appoint a Council Member to the Everybody In Steering Committee and for the Civil Rights Director to identify and direct staff to serve on the Everybody In Steering Committee and Implementation Team. The Steering Committee and implementation team have been meeting monthly since August 2012. The implementation team is made up of leaders from the Governor's Office, the Metropolitan Council, the City of Minneapolis, the City of St. Paul, Ramsey County, State Workforce Investment Boards, the State Department of Employment and Economic Development, the Minnesota Department of Human Rights, the Minnesota Department of Transportation, Greater MSP, The Minneapolis Regional Chamber of Commerce, foundations, nonprofits, the faith community, and labor unions. The implementation team is currently in discussions with the Itasca Socio-Economic Disparities Task Force to determine points of alignment between the two efforts.

Everybody In: A Report to Reduce Racial Employment Disparities was published in 2011 by the Ramsey County Blue Ribbon Commission on Reducing Racial Employment Disparities in response to data indicating the Twin Cities metropolitan area has the worst racial employment disparity in the nation. That data published in 2010 by the Economic Policy Institute was updated in July 2012. The update indicated that the Twin Cities still has the worst racial employment disparity in the nation.

The Everybody In report proposed six key strategies to reduce racial employment disparities in the region within three issue areas to be implemented in a 5 year period:

Policy, Outreach, and Collaboration:

Raise public awareness among employers and the greater community about racial employment disparities (i.e., the severe consequences of not bringing more members of racial, ethnic and cultural communities into the workforce).

Create a broad-based regional collaboration of employers, including business, government, nonprofit organizations, educational institutions and service providers to concentrate efforts on decreasing racial employment disparities.

Implement specific, targeted policy changes that directly support racial employment equity.

Education and Work Preparedness

Strengthen the transparency of workforce development outcomes related to racial employment disparities. Promote opportunities that increase postsecondary attainment and training for job readiness (e.g., degree, certificate, trade certification, stackable credentials, on-the-job training, youth employment/internships) that will help eliminate racial employment disparities.

Racial, Ethnic, and Cultural Businesses

Foster business and entrepreneurial opportunities that result in job creation and identify practices to help enlarge the customer base for business owned by members of racial, ethnic and cultural communities. The Implementation Team has identified four of the key strategies to begin implementation in the first year of the plan. The Implementation Team is broken into four groups called action teams tasked to develop action plans based on those four key strategies. The four strategies chosen are:

Raise public awareness among employers and the greater community about racial employment disparities (i.e., the severe consequences of not bringing more members of racial, ethnic and cultural communities into the workforce).

Create a broad-based regional collaboration of employers, including business, government, nonprofit organizations, educational institutions and service providers to concentrate efforts on decreasing racial employment disparities.

Promote opportunities that increase postsecondary attainment and training for job readiness (e.g., degree, certificate, trade certification, stackable credentials, on-the-job training, youth employment/internships) that will help eliminate racial employment disparities.

Foster business and entrepreneurial opportunities that result in job creation and identify practices to help enlarge the customer base for business owned by members of racial, ethnic and cultural communities.

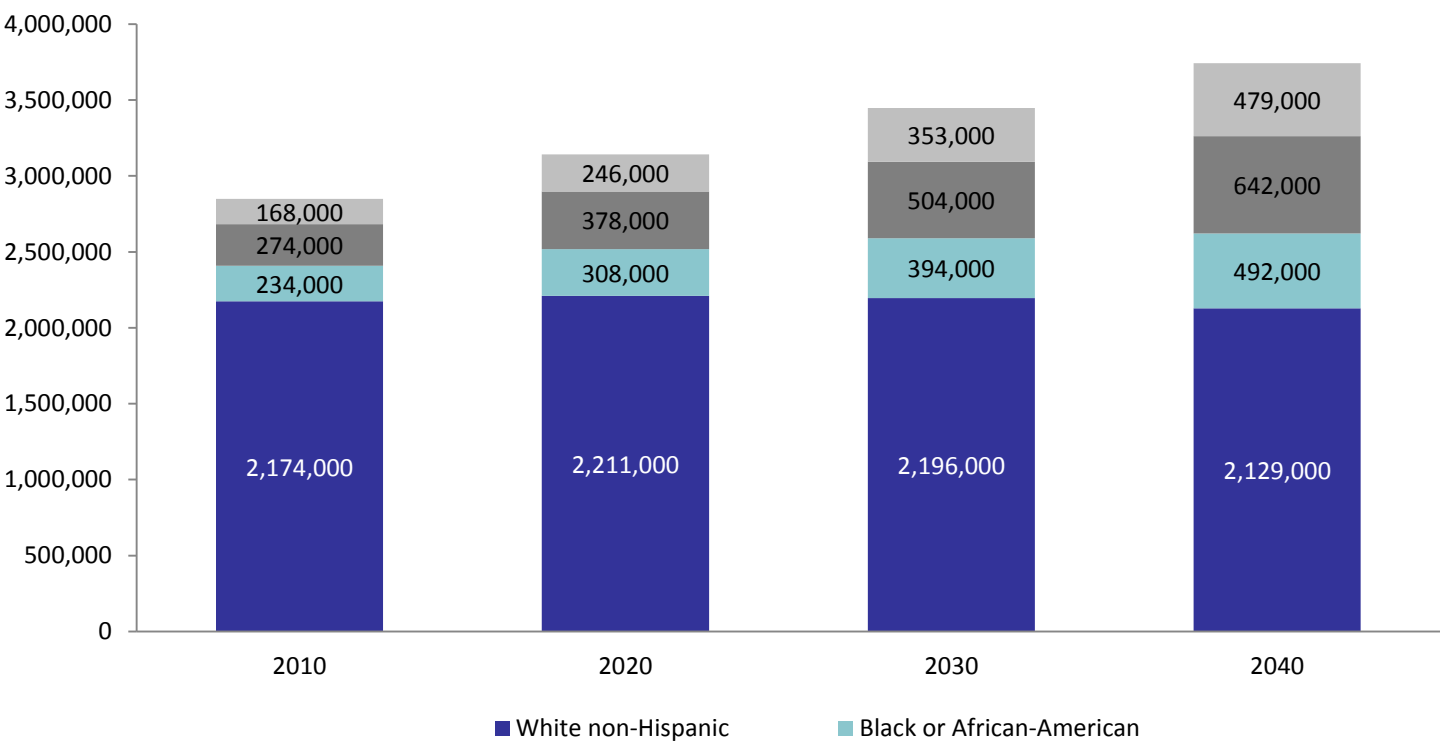
The action teams have developed an action plan that will be published within the next several months.

Equity In Sight: An Update on Efforts to Close the Twin Cities' Racial Employment Gap

The City of Minneapolis Department of Civil Rights, the Jay & Rose Phillips Foundation of Minnesota, and the Greater Twin Cities United Way are hosting workforce development practitioners, advocates, business and education partners and others to learn together about the strategies being pursued to close the racial employment gap in the region. There's good work underway, and of course, more work to be done. Equity In Sight is a partner event with the St. Thomas Multicultural Forum on Workplace Diversity.

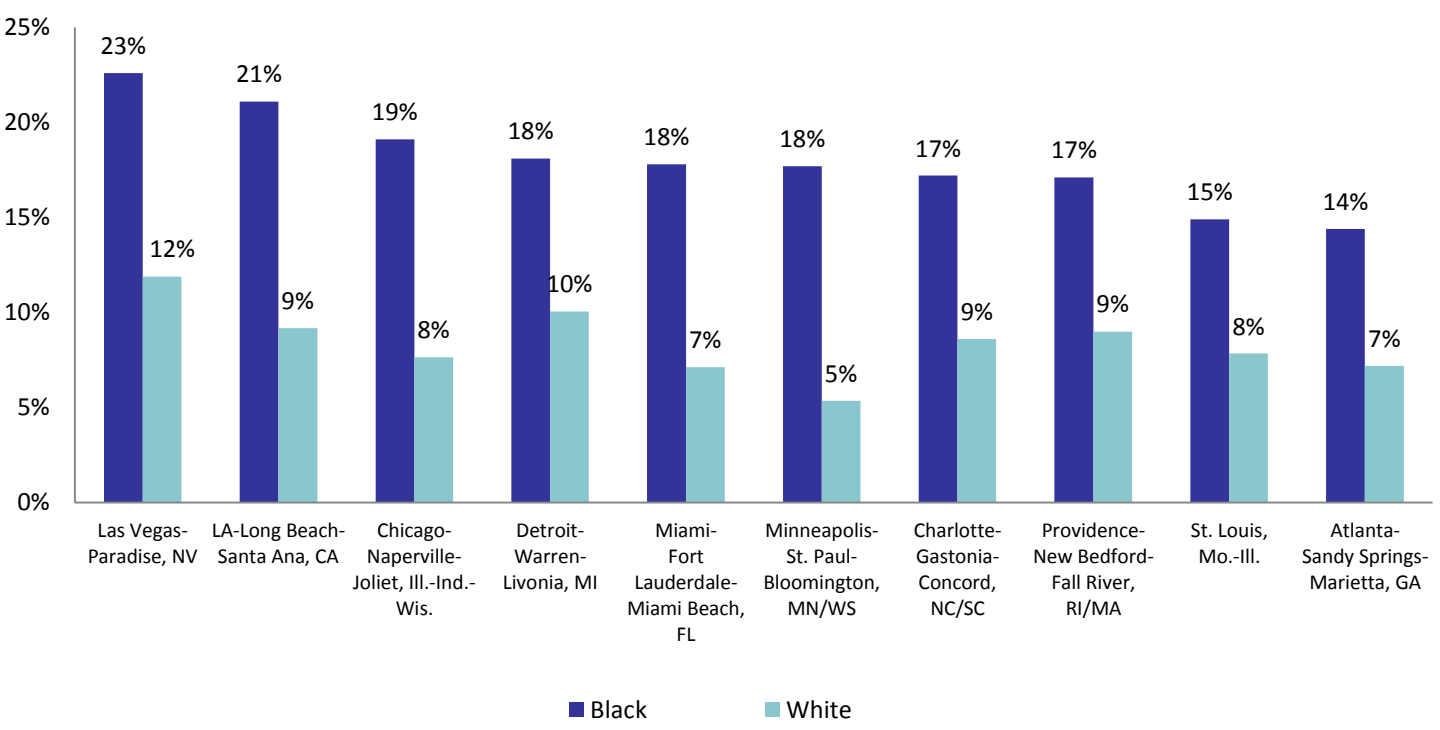
Appendix

Minneapolis Population by Race and Ethnicity, 2010-2040



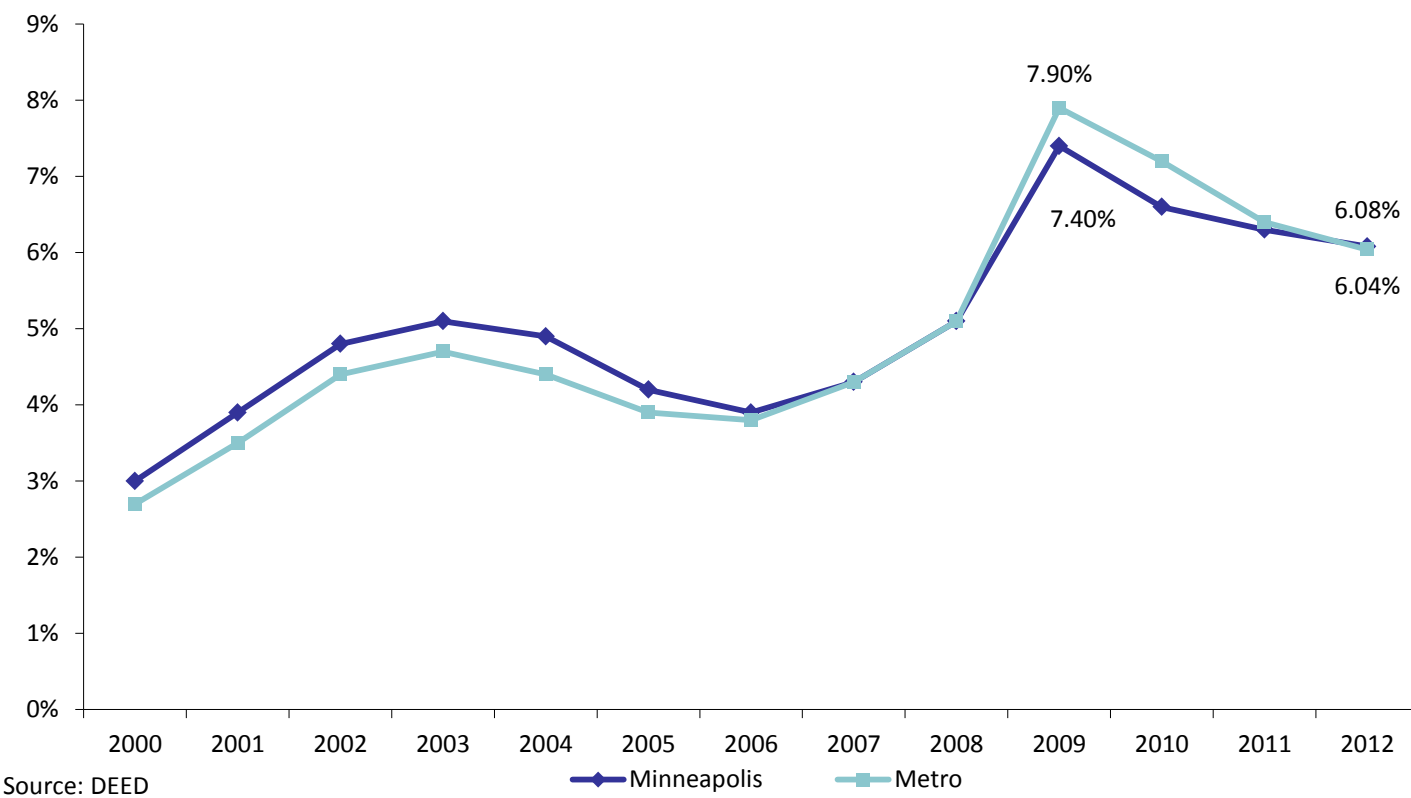
Source: Metropolitan Council MetroStats 2012

2011 Black/White Unemployment Metro Regions with Top 10 Black Unemployment Rates

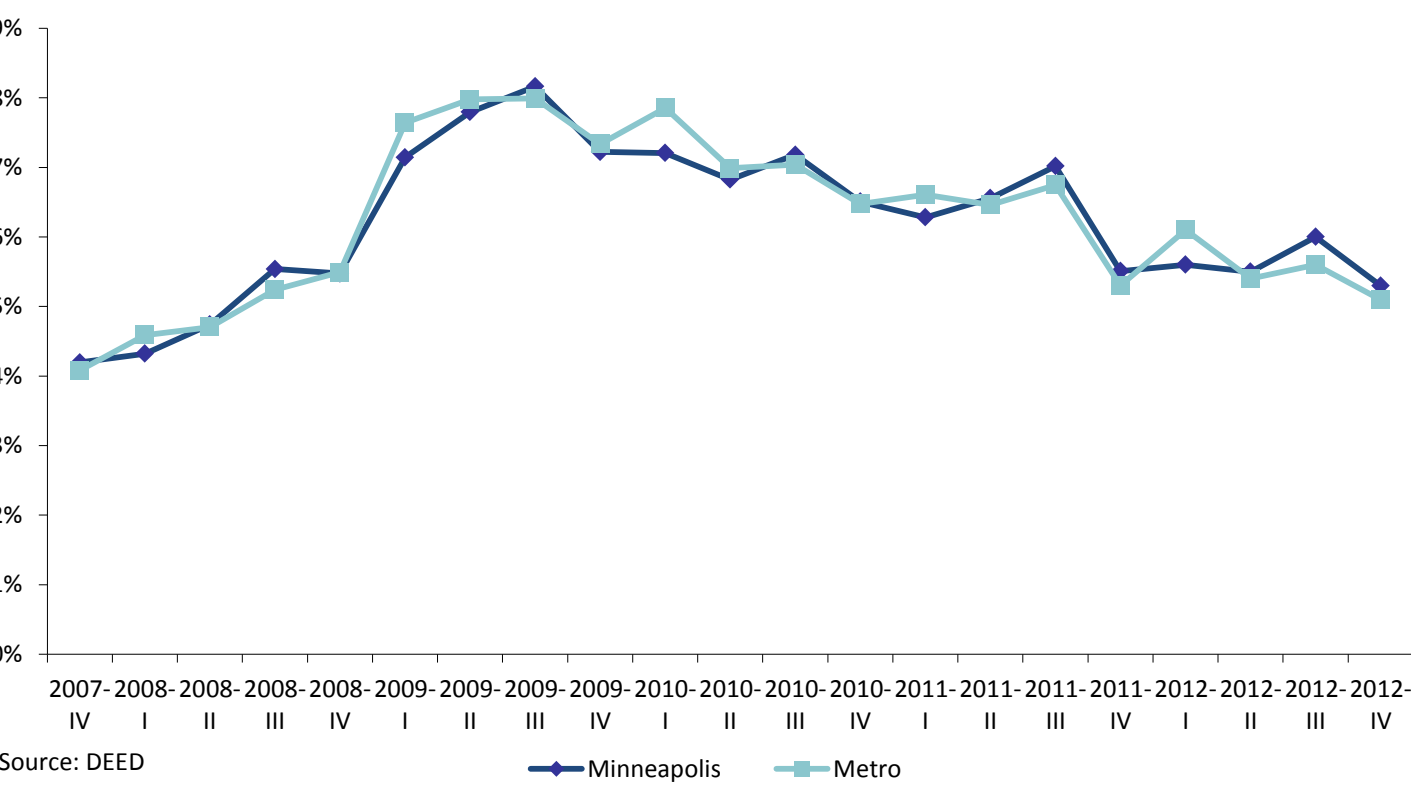


Source: Economic Policy Institute, July 2012

Annual Unemployment Rate: Minneapolis and Metro



City and Metro Unemployment Rates (quarterly)



Minneapolis

Unemployment

Data Source: 2007-2011
American Community Survey
5-Year Estimates

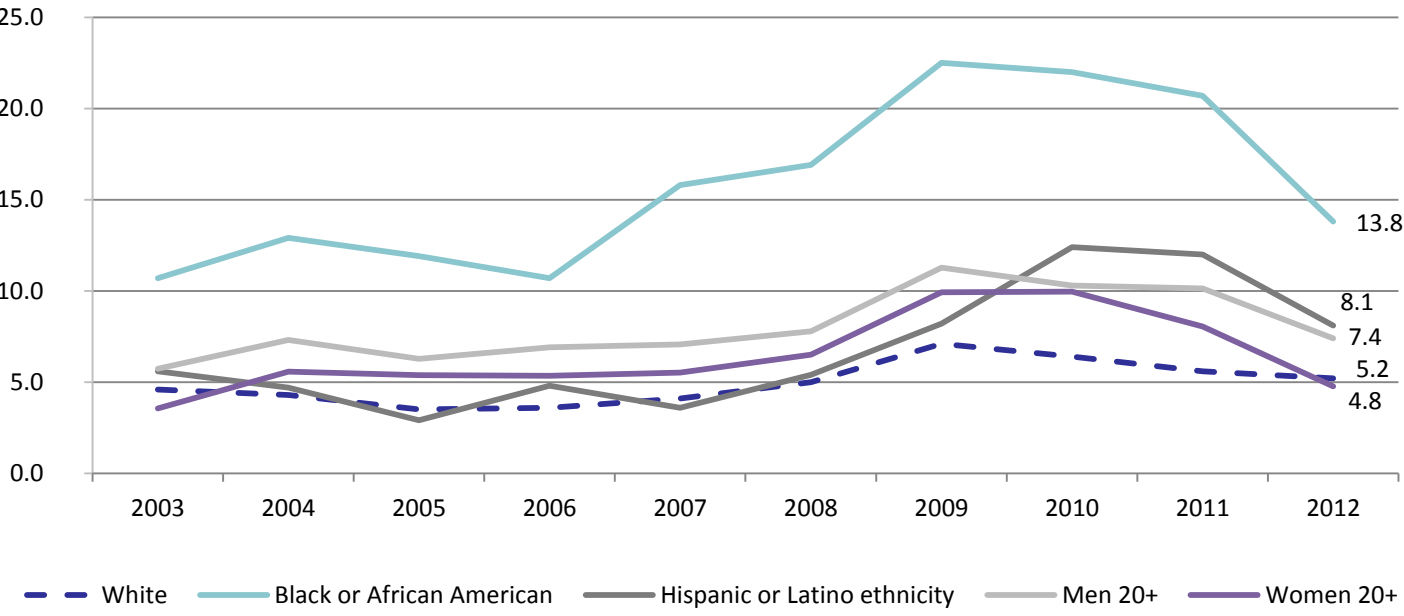
Legend Percent Unemployed

- 2.20% - 6.50%
- 6.51% - 10.60%
- 10.61% - 17.50%
- 17.51% - 29.30%
- 29.31% - 47.70%



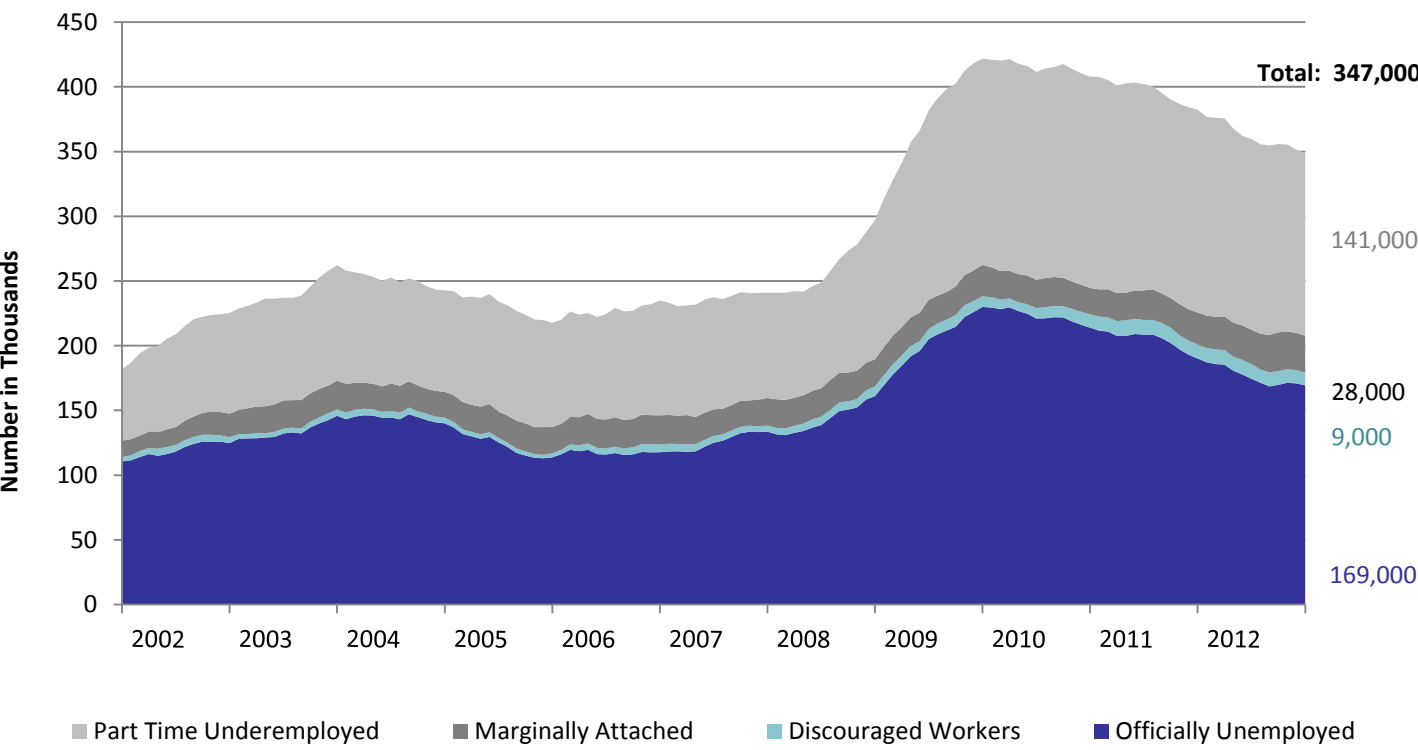
Annual Average Minnesota Unemployment Rate

Source: DEED



Underemployed, Marginally Attached and Discouraged Workers in Minnesota

Source: DEED



Twin Cities Healthcare Sector Current and Future Labor Demand 2009-2019

TABLE 1. Clinical Laboratory Careers

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Medical and Clinical Laboratory Technicians	1,420	5	2.3%	23.2%	71
Medical and Clinical Laboratory Technologists	1,800	4	1.0%	15.2%	63
Regional Total - Clinical Laboratory Careers	3,220			19.0%	133
Statewide Total - Clinical Laboratory Careers	6,990			17.4%	257
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 2. Dental Hygiene/Dental Assisting

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Dental Assistants	3,000	4	1.3%	30.7%	152
Dental Hygienists	2,550	3	1.1%	31.4%	129
Regional Total - Dental Hygiene/Dental Assisting	5,550			31.0%	281
Statewide Total - Dental Hygiene/Dental Assisting	9,450			31.0%	475
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 3. Nursing Assistant/Aide/Support

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Home Health Aides	15,100	5	2.2%	37.3%	799
Nursing Aides, Orderlies, and Attendants*		5		13.1%	301
Personal Care Aides	27,140	5	2.4%	47.2%	1,554
Regional Total - Nursing Assistant/Aide/Support	42,240			36.3%	2,654
Statewide Total - Nursing Assistant/Aide/Support	78,520			38.6%	5,313
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 4. Practical Nurses

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Licensed Practical and Licensed Vocational Nurses	7,790	5	2.5%	18.8%	384
Regional Total - Practical Nurses	7,790			18.8%	384
Statewide Total - Practical Nurses	18,870			19.1%	979
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 5. Radiology Careers

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Diagnostic Medical Sonographers	750	4	0.7%	25.0%	28
Nuclear Medicine Technologists	180	4		25.9%	6
Radiation Therapists	130	4		22.6%	4
Regional Total - Radiology Careers	1,060			24.9%	38
Statewide Total - Radiology Careers	1,790			24.7%	67
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 6. Registered Nurses

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Registered Nurses*	31,760	5		23.3%	1,357
Regional Total - Registered Nurses	31,760			23.3%	1,357
Statewide Total - Registered Nurses	56,010			23.8%	2,384
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 7. Respiratory Therapy

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Respiratory Therapists	940	3	0.8%	24.5%	35
Respiratory Therapy Technicians	20			7.7%	0
Regional Total - Respiratory Therapy	960			24.3%	35
Statewide Total - Respiratory Therapy	1,620			25.3%	66
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

Twin Cities Information Technology Sector

Current and Future Labor Demand 2009-2019

TABLE 1. Information and Technology Specialists

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009-2019 Percent Growth	2009-2019 Average Annual Openings
Computer Programmers	4,440	5	2.8%	-11.2%	85
Computer Specialists, All Other	6,590	5		7.3%	213
Database Administrators	1,780	5	6.5%	13.6%	58
Regional Total - Information and Technology Specialist	12,810			2.1%	356
Statewide Total - Information and Technology Specialist	15,310			2.8%	446
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 2. Infrastructure and Systems Specialists

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009-2019 Percent Growth	2009-2019 Average Annual Openings
Computer Support Specialists	8,670	5		6.0%	360
Computer Systems Analysts	11,270	5	4.2%	12.2%	306
Network Systems and Data Communications Analysts	5,440	5		40.1%	285
Regional Total - Infrastructure and Systems Specialists	25,380			15.5%	950
Statewide Total - Infrastructure and Systems Specialists	30,480			15.0%	1,150

TABLE 3. IT Management and Administration

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009-2019 Percent Growth	2009-2019 Average Annual Openings
Computer and Information Systems Managers	8,190	5	2.2%	10.9%	218
Network and Computer Systems Administrators	7,470	5	1.2%	11.2%	224
Regional Total - IT Management and Administration	15,660			11.1%	441
Statewide Total - IT Management and Administration	19,030			11.6%	547
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 4. Scientist and Engineers

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009-2019 Percent Growth	2009-2019 Average Annual Openings
Computer and Information Scientists, Research	140	3	4.4%	16.0%	8
Computer Hardware Engineers	470	4	5.6%	0.5%	16
Computer Software Engineers, Applications	12,170	5	2.7%	20.8%	389
Computer Software Engineers, Systems Software	5,640	5	3.9%	21.0%	168
Regional Total - Scientist and Engineers	18,420			20.2%	581
Statewide Total - Scientist and Engineers	23,350			18.5%	531
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

Twin Cities Manufacturing Sector Current and Future Labor Demand 2009-2019

TABLE 1. Machine Technology

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Computer Numerically Controlled Machine Tool Prog	250	2	4.6%	-21.5%	6
Computer-Controlled Machine Tool Operators, Metal	1,870	5	3.4%	3.1%	58
Cutting, Punching, and Press Machine Setters, Oper	2,680	2	0.1%	-20.8%	54
Drilling and Boring Machine Tool Setters, Operator	170	1		-29.4%	2
Forging Machine Setters, Operators, and Tenders, M	190	2		-21.1%	3
Grinding, Lapping, Polishing, and Buffing Machine	1,280	2	0.1%	-15.6%	20
Heat Treating Equipment Setters, Operators, and Te				-19.1%	4
Lathe and Turning Machine Tool Setters, Operators,	500	3		-28.2%	8
Machinists	4,810	4	1.9%	-4.7%	68
Metal Workers and Plastic Workers, All Other	530		0.7%	-6.1%	8
Milling and Planing Machine Setters, Operators, an	340	2		-30.4%	4
Multiple Machine Tool Setters, Operators, and Tend	710	1	0.3%	-22.8%	13
Rolling Machine Setters, Operators, and Tenders, M	310	2		-21.6%	6
Tool and Die Makers	900	2	1.0%	-16.4%	7
Tool Grinders, Filers, and Sharpeners	180	2		-10.1%	5
Regional Total - Machine Technology	14,720			-11.0%	266
Statewide Total - Machine Technology	26,600			-8.2%	479
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 2. Mechanical Design and Drafting Technology

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Drafters, All Other	310		1.0%	3.5%	9
Mechanical Drafters	1,520	2	1.0%	-5.1%	32
Regional Total - Mechanical Design and Drafting Tech	1,830			-3.4%	41
Statewide Total - Mechanical Design and Drafting Tec	2,780			-5.1%	64
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 3. Production Technology

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009- 2019 Percent Growth	2009- 2019 Average Annual Openings
Assemblers and Fabricators, All Other	9,240	2	0.2%	4.0%	178
Inspectors, Testers, Sorters, Samplers, and Weighe	3,930	3	1.7%	-7.6%	62
Occupational Health and Safety Specialists	750	4	0.7%	10.8%	35
Team Assemblers	11,640	2	0.3%	1.4%	309
Regional Total - Production Technology	25,560			1.1%	584
Statewide Total - Production Technology	40,330			1.1%	957
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 4. System Automation Technology

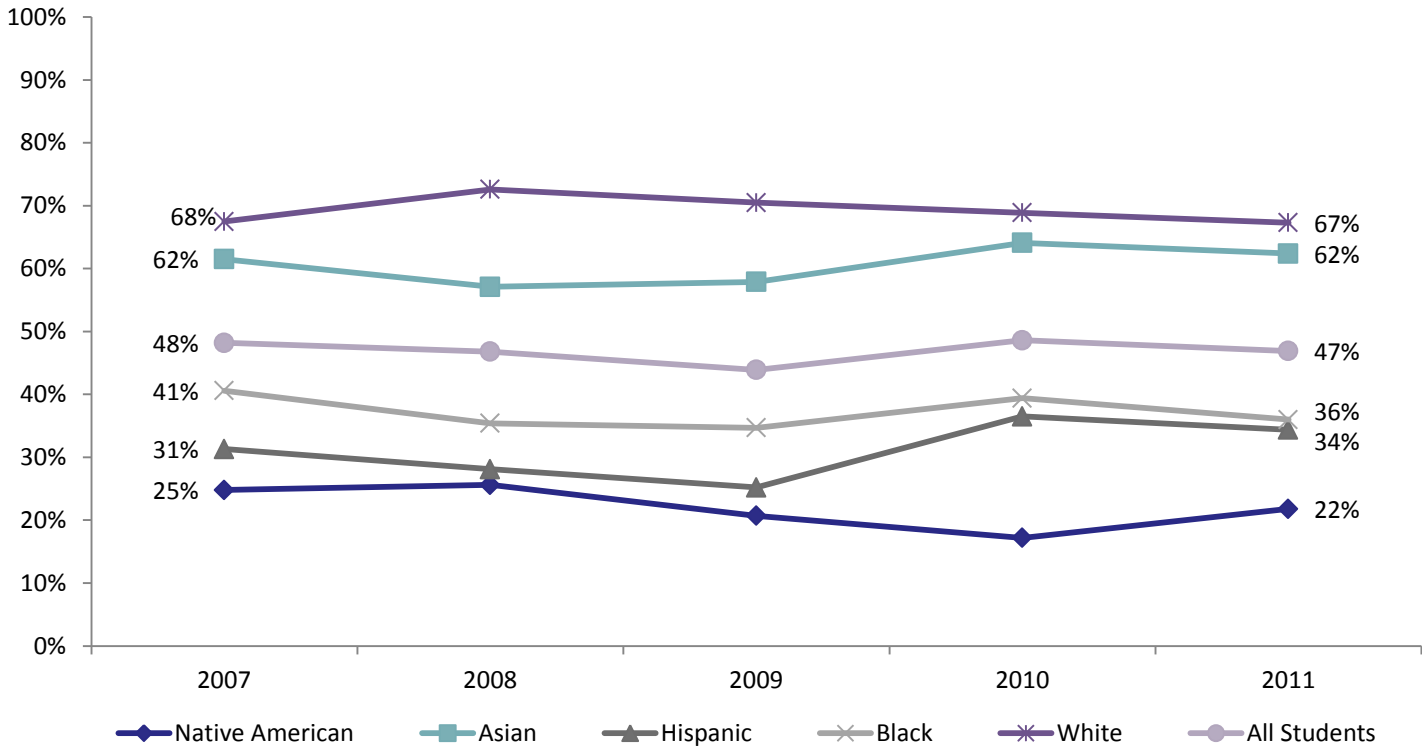
Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009-2019 Percent Growth	2009-2019 Average Annual Openings
Electrical and Electronics Engineering Technicians	2,020	3	0.9%	-13.2%	35
Electromechanical Equipment Assemblers	3,020	3	0.0%	8.3%	80
Electro-Mechanical Technicians	70	4	10.5%	-34.2%	3
Engineering Technicians, Except Drafters, All Other	820		1.0%	1.7%	20
Industrial Engineering Technicians	2,240	4	0.4%	0.7%	46
Industrial Machinery Mechanics	2,740	5	2.5%	4.5%	59
Maintenance Workers, Machinery	200	5	10.0%	5.6%	11
Millwrights	460	3		1.0%	6
Model Makers, Metal and Plastic	100			-12.4%	1
Patternmakers, Metal and Plastic				-21.6%	1
Precision Instrument and Equipment Repairers, All	150			-4.9%	4
Regional Total - System Automation Technology	11,820			1.0%	266
Statewide Total - System Automation Technology	19,390			1.1%	429
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

TABLE 5. Welding and Fabrication

Occupation Title	Current		Future		
	2011 Estimated Employment	Current Occupations in Demand Indicator (5=high)	Job Vacancy Rate	2009-2019 Percent Growth	2009-2019 Average Annual Openings
Layout Workers, Metal and Plastic				-29.0%	1
Sheet Metal Workers	1,370	1	0.1%	2.8%	45
Structural Metal Fabricators and Fitters	350	2		-5.1%	10
Welders, Cutters, Solderers, and Brazers	2,890	4	0.5%	-11.0%	104
Welding, Soldering, and Brazing Machine Setters, Other	240	2	0.5%	-8.9%	7
Regional Total - Welding and Fabrication	4,850			-6.5%	167
Statewide Total - Welding and Fabrication	11,570			-5.6%	378
Regional Total - All Occupations	1,556,540		2.0%	8.5%	52,691
Statewide Total - All Occupations	2,562,450		2.0%	8.7%	88,558

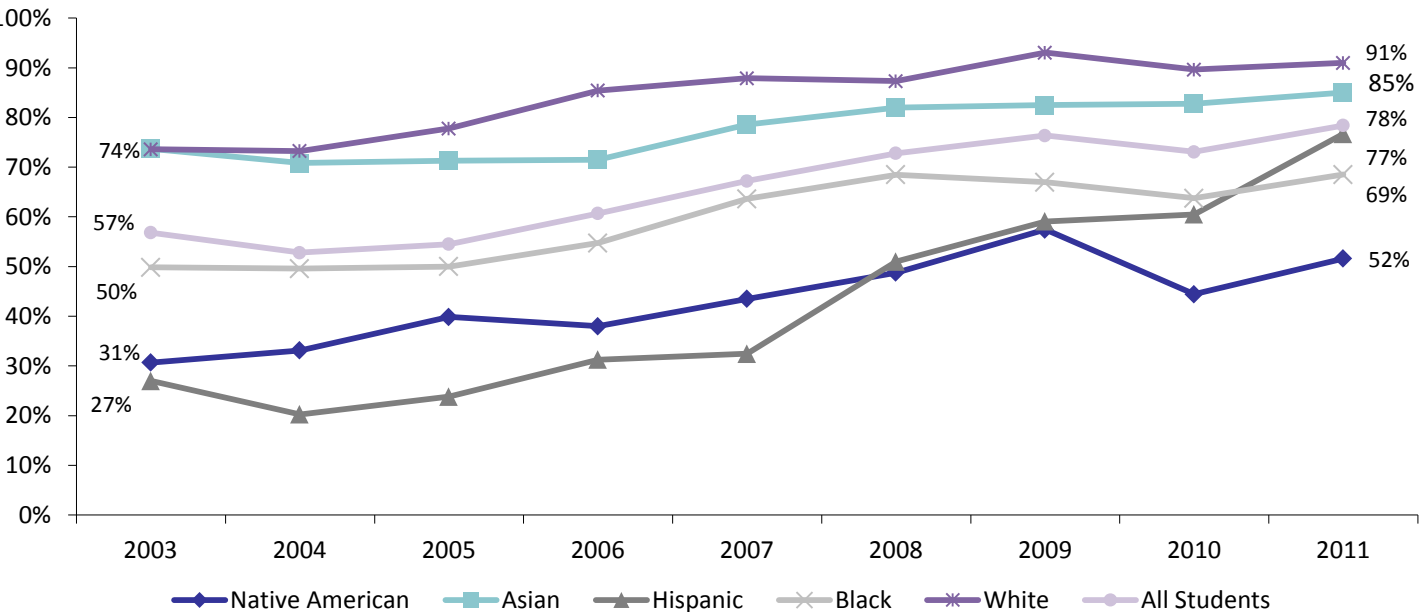
4 YR Graduation Rates by Race/Ethnicity

Source: Minneapolis Public Schools & Minnesota Department of Education



6 Year Graduation Rates by Race/Ethnicity

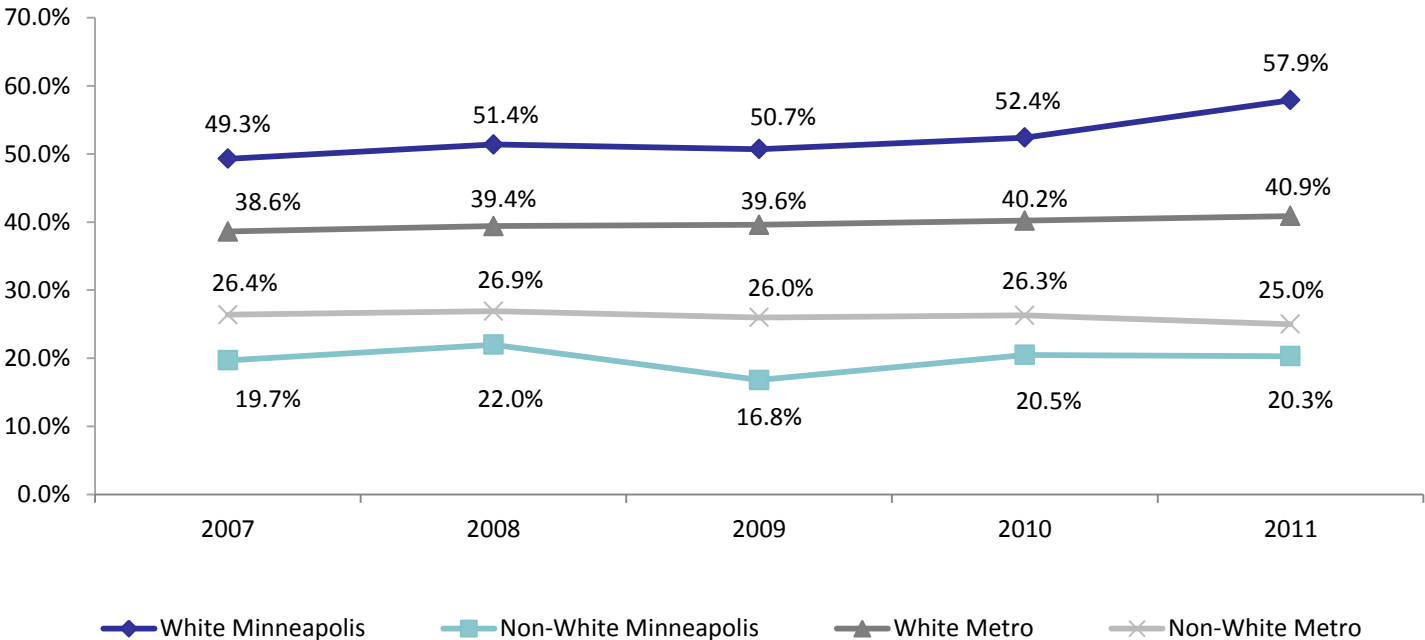
Source: Minneapolis Public Schools & Minnesota Department of Education



*Note: Prior to 2012, the Minneapolis Public Schools reported the number of students who graduated within 6 years of starting high school. In order to be more consistent with federal and state reporting requirements, MPS began reporting 4 year graduation rates in 2012.

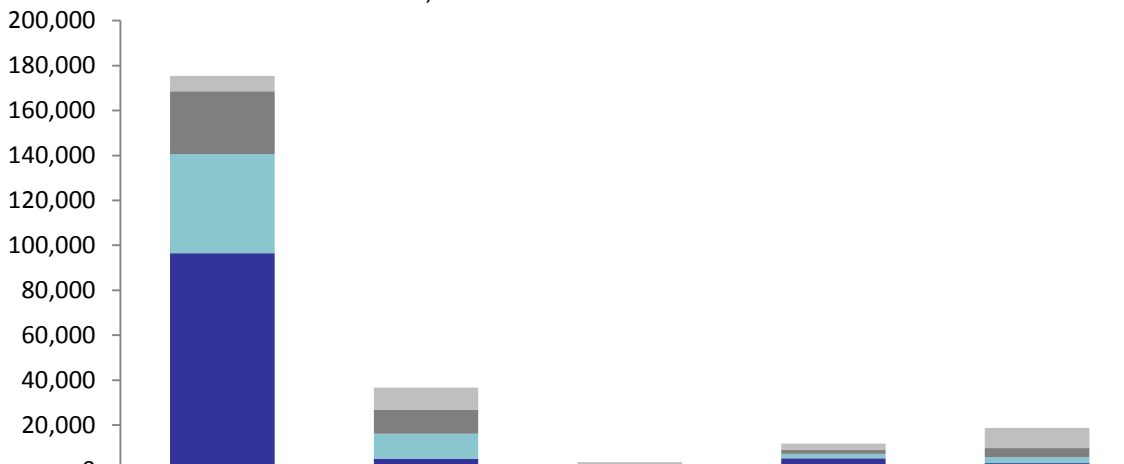
Minneapolis and Metro Area: Education Attainment for the Population 25 years and older (percentage of people with a bachelor's degree or higher)

Source: ACS 1-year estimate
CPED Research, March 2013



Minneapolis: Educational Attainment 25-year-old Population by Race and Ethnicity 2006-2011 ACS 5-year average

Source: ACS 5-year average
CPED Research, March 2013



	White (not Hispanic)	Black	American Indian	Asian	Hispanic
Less than high school diploma	6,928	9,851	970	2,716	8,972
High school graduate, GED, or alternative	27,871	10,630	940	1,752	4,149
Some college or associate's degree	44,063	11,166	1,230	2,090	2,496
Bachelor's degree or higher	96,568	5,054	448	5,161	3,135

Minneapolis: Educational Attainment in Percents 25-year-old Population by Race and Ethnicity 2006-2011 ACS 5-year average

Source: ACS 5-year average
CPED Research, March 2013

