



Internationally Trained Professionals

SFY2022-2023

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Legislative History & Background

In 2021, as listed in [Laws of Minnesota 2021, 1st Special Session, Chapter 10, Article 1, Sec.2 Subd. 3 \(rr\)](#) the Minnesota legislature allocated \$1,000,000 each year from the workforce development fund for “grants to assist internationally trained professionals in earning the professional licenses required to do similar work in Minnesota. The commissioner shall work with local workforce development boards to award these grants and shall give preference to efforts to assist professionals in occupations where there is unmet local need for that profession's skills. This is a onetime appropriation.”

The purpose of the Internationally Trained Professionals grant program is to make grants to eligible organizations for programs to assist internationally trained professionals in earning the professional licenses required to do similar work in Minnesota Funds are to be used for:

Eligible uses of grant funds may include but are not limited to:

- (i) subsidizing the cost of training for or taking required licensing examinations;
- (ii) providing instruction in English as a second language;
- (iii) supportive services that increase the success rate of individuals seeking licensing; and
- (iv) connecting newly licensed individuals with appropriate employment.

By February 15, 2024, and each February 15 in an even-numbered year thereafter, the commissioner shall submit a report to the chairs and ranking minority members of the legislative committees with jurisdiction over workforce development on the use of grant funds and program outcomes. At a minimum, the report must include:

- (i) the number of new professional licenses facilitated by the program;
- (ii) information on the employment outcomes of individuals supported by the program; and
- (iii) any other quantifiable measures of success.

Awards

Funds Available

As authorized in [Laws of Minnesota 2021, 1st Special Session, Chapter 10, Article 1, Sec.2 Subd. 3 \(rr\)](#) up to \$1,000,000 per year for State Fiscal Year (SFY) 2022-2023 was available for grants under the Internationally Trained Professionals (ITP) Competitive Grant Program. DEED will use five (5) percent of the \$1,000,000 each year to administer and monitor this program.

The first Request for Proposals (RFP) was issued on September 27, 2021. A second RFP, issued on February 15, 2022, limited the scope of training to the Healthcare Industry only.

Organizations had the opportunity to apply for up to **\$200,000** each year, for a maximum of **\$400,000**.

Total amount was available for grant awards is **\$950,000** each year, for a maximum of **\$1,900,000**.

One organization was awarded a grant from the first RFP release for a total of \$119,185.00. Six additional organizations were awarded grants from the second RFP release for a total of \$1,780,815.00. All grants were issued for State Fiscal Year (SFY) 2022 and SFY 2023 (July 1, 2021 – June 30, 2022, and July 1, 2022 – June 30, 2023).

The SFY2024-2025 did not allocate funds to continue the Internationally Trained Professionals project and as a result, five of the seven awarded projects extended their SFY2023 contract to end on June 30, 2024. The additional time will allow these Grantees the opportunity to continue providing services to individual program participants.

The table below includes Grantees, servicing location, and funding amount for each SFY with total funds allocated.

Internationally Trained Professionals Grant Awards for SFY 2022 and 2023

Grantee	Servicing Location	Funding Amount, SFY2022	Funding Amount, SFY2023	Total Funding Amount
Center for Asian and Pacific Islanders (CAPI USA)	Twin Cities/Metro Area	\$169,587.50	\$169,587.50	\$339,175
Central Minnesota Jobs and Training	Region 3: Benton, Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Millelacs, Pine, Renville, Sherburne, Stearns, and Wright counties	\$59,592.50	\$59,592.50	\$119,185

Global Fatherhood Foundation	Twin Cities/Metro Area	\$146,848.50	\$146,848.50	\$293,697
Hired	Twin Cities/Metro Area	\$127,122.50	\$127,122.50	\$254,245
International Institute of Minnesota	Twin Cities/Metro Area	\$200,000.00	\$200,000.00	\$400,000
Somali Medical Association	Twin Cities/Metro Area	\$146,849.00	\$146,849.00	\$293,698
Workforce Development, Inc.	Southeast Minnesota: Mower, Freeborn, Rice, Steele, Fillmore, Houston, Goodhue, Wabasha, Olmsted, and Dodge Counties.	\$100,000.00	\$100,000.00	\$200,000

Summary of Grantee Work Plans and Objectives

CAPI USA (Center for Asian and Pacific Islanders)

Program: Connect 25 internationally trained community members to Credit for Prior Learning, Credit for Prior Experience and Transfer of Credit services at colleges and universities resulting in shorter training/licensure (and therefore faster employment) in the same or similar healthcare field as their country of origin.

Objective: Prepare training and resources to internationally trained healthcare professionals to obtain the licensure to do the same or similar work in Minnesota.

- Complete outreach and recruitment activities in served areas.
- Serve 25 internationally trained professionals.
- 20 complete training and acquire healthcare licensure.
- 18 placed in unsubsidized jobs within the healthcare industry.

Central Minnesota Jobs and Training

Program: To assist 25 professionally trained immigrants, obtain employment through Integrated Resource Team case management to assess and assist with transferable skills, potential test out and accelerated training in similar training they have received from another country

Objective: Prepare training and resources to internationally trained professionals to obtain the licensure to do the same or similar work in Minnesota.

- Complete outreach and recruitment activities in served areas.

- Serve 25 internationally trained professionals.
- 4 complete training and acquire healthcare licensure.
- 4 placed in unsubsidized jobs within the healthcare industry.

Global Fatherhood Foundation

Program: Provide work readiness preparation in healthcare occupations and contextualized career explorations to those with the most significant barriers leading to industry-recognized credentials, provide a solid connection for healthcare employment with multiple entry and exits, and assist trained healthcare in earning the professional MN licenses required to do similar work in Minnesota, and provide wraparound supports.

Objective: Prepare training and resources to internationally trained healthcare professionals to obtain the licensure to do the same or similar work in Minnesota.

- Complete outreach and recruitment activities in served areas.
- Serve 75 internationally trained professionals.
- 55 complete training and acquire healthcare licensure.
- 35 placed in unsubsidized jobs within the healthcare industry.

Hired

Program: Assisting international healthcare professionals to earn professional licenses required to do similar work in Minnesota. With fifteen+ community, employer, and program partners, Hired will recruit, assess, train, place, and provide wraparound support to 30 participants from DEED's Internationally Trained Professionals Eligible Populations. As a result, participants will gain U.S. certification and reengage in their healthcare career securing family sustaining wage employment with the potential for advancement while filling the need for diverse and well-trained healthcare professionals in Minnesota Economic Development Region 4: Twin Cities/Metro.

Objective: Prepare training and resources to internationally trained healthcare professionals to obtain the licensure to do the same or similar work in Minnesota.

- Complete outreach and recruitment activities in served areas.
- Serve 30 internationally trained professionals.
- 13 complete training and acquire healthcare licensure.
- 13 placed in unsubsidized jobs within the healthcare industry.

International Institute of Minnesota

Program: A program for health care careers based on the successful model of their Medical Career Advancement (MCA) program that assists New Americans to upgrade their healthcare positions. The MCA-ITP program will provide academic and career navigation services, tuition assistance, and employment placement

assistance to participants in partnership with its education and employment partners, thereby leading to employment advancements into high demand careers with family-sustaining wages..

Objective: Prepare training and resources to internationally trained healthcare professionals to obtain the licensure to do the same or similar work in Minnesota.

- Complete outreach and recruitment activities in served areas.
- Serve 40 internationally trained professionals.
- 30 complete training and acquire healthcare licensure.
- 30 placed in unsubsidized jobs within the healthcare industry.

Somali Medical Association

Program: Reduce and eliminate disparities by empowering international health professionals to earn same or similar licensure/training in Minnesota.

Objective: Prepare training and resources to internationally trained healthcare professionals to obtain the licensure to do the same or similar work in Minnesota.

- Complete outreach and recruitment activities in served areas.
- Serve 66 internationally trained professionals.
- 25 complete training and acquire healthcare licensure.
- 35 placed in unsubsidized jobs within the healthcare industry.

Workforce Development, Inc.

Program: Provide intensive, individualized services supporting internationally trained individuals in obtaining their healthcare licensures and certifications in Minnesota.

Objective: Prepare training and resources to internationally trained healthcare professionals to obtain the licensure to do the same or similar work in Minnesota.

- Complete outreach and recruitment activities in served areas.
- Serve 20 internationally trained professionals.
- 8 complete training and acquire healthcare licensure.
- 8 placed in unsubsidized jobs within the healthcare industry.

Data

Internationally Trained Professionals Grantees document demographics for their program participants, their activities, services received, and outcomes in Workforce One, DEED’s a web-based client management application. However, only those activities related to education, training, and employment are tracked in DEED’s on-line data system.

Demographics

The tables below present data on demographics and outcomes for SFY2022 and SFY2023 Internationally Trained Professionals programs. Data are for participants served between the time each grantee began to enroll participants, through 9/30/2023, the date to which some grants were extended. Data are not provided for immigration status or primary language. Participants are not required to provide this information and the percent of individuals who chose to provide this information was so small that no conclusions can be drawn from available data. Minnesota Statutes, Section 116L.99, requires disaggregated data to the extent they are available. To the extent they are available, disaggregated data on credentials earned and wages are provided following cumulative outcome tables.

Age (at enrollment)

Age Range	Number	Percent
18-30	28	17.61%
30-39	87	54.72%
40-49	33	20.75%
50-54	7	4.40%
55-59	2	1.26%
60+	2	1.26%
Total	159	100%

Race

Race	Number	Percent
American Indian or Alaska Native	2	1.26%
Asian	15	9.43%
Black or African American	98	61.64%
Hawaiian Native or Other Pacific Islander	0	0.00%
Multi-Race	4	2.52%
White	27	16.98%
Did Not Self-Identify	13	8.18%
Total	284	100%

Ethnicity

Latino/Hispanic	Number	Percent
Did Not Self-Identify	3	1.89%
Hispanic or Latino	18	11.32%
Not Hispanic or Latino	138	86.79%
Total	159	100%

Disability

Disability	Number	Percent
Did Not Self-Identify	4	2.52%
Not Disabled	154	96.86%
Yes, Disability is Employment Barrier	1	0.63%
Yes, Disability Not Barrier to Employment	0	0%
Total	159	100%

Limited English Proficiency

Limited English Proficiency Status	Number	Percent
Yes	30	18.87%
No	129	81.13%
Total	159	100%

Annual Family Income

Income Range	Number	Percent
\$0-\$10,000	22	13.84%
\$10,001-\$20,000	20	12.58%
\$20,001-\$30,000	18	11.32%
\$30,001-\$40,000	16	10.06%
\$40,001-\$50,000	10	6.29%
\$50,001-\$60,000	18	11.32%
\$60,001-\$70,000	6	3.77%
\$70,001-\$80,000	10	6.29%
\$80,001-\$120,000	2	1.26%
\$120,001+	12	7.55%
No Data	24	15.09%
Total	159	100%

Labor Status

Labor Status	Number	Percent
Employed Full-Time	54	33.96%
Employed Part-Time	46	28.93%
Employed, Received Term Notice/Military Separation	0	0.00%
Not Employed, Was Not Self-Employed	39	24.53%
Not Employed, Was Self-Employed, Farm	0	0.00%
Not Employed, Was Self-Employed, Non-Farm	1	0.63%
Not in Labor Force	13	8.18%
Self-Employed	6	3.77%
Total	159	100%

Educational Attainment

Education	Number	Percent
0-11th Grade	0	0.00%
12th Grade Completed, No Diploma	0	0.00%
High School Diploma	0	0.00%
GED	0	0.00%
Some College/Tech/Vocational School	5	3.14%
Associate's Diploma/Degree	12	7.55%
Cert of Attendance/Completion	0	0.00%
Other Post-Sec Degree/Cert	0	1.41%
Bachelor's Degree or Equivalent	89	55.97%
Education Beyond Bachelor's Degree	53	33.33%
Total	159	100%

Outcomes

Grant Summary

Grant Summary	Participants Served by 12.31/2023
Planned Participants	216
Actual Enrollments	159
Percent of Total Planned Participants	74%
Planned Enrolled in Training	147
Actual Enrolled in Training	133
Percent of Total Enrolled in Training	84%
Actual Enrolled in Credentialed Training	132
Successfully Completed Credentialed Training	35
Actual Enrolled in Non-Credentialed Training	4
Exits	27
Percent of Total Enrollments Now Exited	17%
Planned Employment Exits	136
Entering Employment at Exit	13
Percent of Total Enrollments Exiting to Employment	8%
Percent Employment Exits Compared to Planned	10%
Percent of Employment Exits Related to Training	46%
Average Wage at Exit	\$24.88

Credentials

Credential Type	Participants Served by 12/31/2023
GED	0
Occupational Skills Certificate	2
Technical/Occupational Skills License	4
AA or AS Degree	0
Other Recognized Credential	0
Credential Pending	125
No Credential Attained	1
Total	130

Exits (Participants exited by 12/31/2023)

Successful Exits	# of Participants Exited by 12/31/2023
Completed Program Objective	13
Entered Unsubsidized Employment	29
Program/Type Transfer	0
Remained in School	20
Subtotal Successful Exits	62
Total Exits	124

Expenditures

Total amount available for grant awards was **\$950,000** each year, for a maximum of **\$1,900,000**.

The following indicates the total programs' expenses July 1, 2021- December 31, 2023 for SFY 2022 and SFY 2023:

COST CATEGORY	TOTAL EXPENSES/ REIMBURSEMENTS
Total:	\$1,465,953.63