

**FY 2014 COMMUNITY DEVELOPMENT PROGRAM  
Staff Report**

<b>Project:</b> SOAR Duluth at Work SOAR Career Solutions				<b>Application Number:</b> 14-ED-01, page 18		
<b>Consolidated Plan Objective:</b> #22: Invest in skill training of Duluth at Work participants to fill jobs for local businesses.						
<b>FY 2014 Goal:</b> 16 jobs		<b>Amount Requested:</b> \$128,000		<b>Performance Indicator:</b> Jobs		
<b>Previous Awards and Spending Rates (as of 3/31/13 in the 2012 CAPER):</b>						
	<b>Award</b>	<b>Expended</b>	<b>Balance</b>	<b>Goal</b>	<b>Actual</b>	(Verified) <b>%LMI</b>
<b>2012</b>	\$112,000	\$61,000	\$51,000	14	13	100%
<b>2011</b>	\$160,000	\$123,500	\$36,500	20	20	100%
<b>2010</b>	\$160,000	\$158,000	\$2,000	20	20	100%

**1. Consolidated Plan Priority**

Con Plan Community Development Goals:

- Yes, this activity was identified in the 5-yr Consolidated Plan
- This will fulfill 16 jobs, out of the 5-year goal of 200 jobs for the D@W collaborative.

Priority Community Development Needs:

- High Priority

**2. Project Readiness**

Timely Completion/Expenditure of Funds:

- Ready to start and will have participants trained within the first year as required.

Additional Actions Needed:

- Program is operating; Cohort will be ready to begin on April 1, 2014.

**3. Project Impact and Delivery**

Achievement of Expected Results:

- Applicant fully describes the need and program works to fully resolve the issues.
- Applicant identifies the hourly wage necessary to meet basic needs in SLC is \$10.81.
- Research by MN's Workforce Council states that 85% of all new jobs created require postsecondary education, while only 34% of SOAR participants have this education at intake; further substantiating the need for the program.
- Data on the number of "referrals" or "walk-ins" may be helpful to identify the demand for these services in Duluth.

Target Clientele:

- D@W Program requires 100% LMI participants.

#### Outcome Measurements:

- 20 out of 20 Participants were employed through second year of 2011 cohort.
- 13 out of 14 Participants were employed in first year of 2012 cohort
- In a staff review of previous cohorts; in 2009 SOAR had 9 participants achieve 25% increase in income and 18 participants in 2010 achieved the 25% increase.

#### Number of Persons/Households to Benefit:

- Program will serve 16 participants @ \$8,000/person (per D@W model).

#### Business/Operations Plan Approach:

- SOAR follows the D@W principles.
- SOAR's practices are effective in getting participants to stay engaged throughout the program, and keep a high retention rate which is difficult, yet crucial to getting the participants positive work experience.

### 4. Financial Considerations

#### Sufficiency and Leveraging of Resources:

- Secured leverage for the project is \$32,288, which is <1:1.
- Nearly \$2,000,000 is anticipated in match over the program three years.

#### Fiscal Support and Viability:

- There were no issues identified by city finance staff.
- Payment requests have been accurate and on time.

#### Project Budget Detail/Use of Funds

- Budget is well detailed. Staff Salary/benefits are majority of the expenses.

### 5. Applicant Attributes

#### Project /Program Management Ability and Capacity:

- After six years of running this program, SOAR staff has been able to develop internal systems that keep the program effective.
- Work with professionals from Workforce Center and Adult Basic Education, and have good relationships with businesses and educational institutions..
- More detail on staff/organizational qualifications and experience would be helpful.

#### Past Performance/Experience:

- SOAR was funded five times by CDBG in the last 5 years.
- Have always served the 100% LMI compliance.

#### Quality of Application:

- Good summary of how the program hits local strategies and objectives.
- Did well establishing the impact for employment services to help get people over the basic needs wage threshold. Good analysis and numbers from the previous cohorts showing wage increases and success rates.

### BONUS POINTS – 0 points

#### Collaborative Application:

- SOAR's partnership with Life House is encouraging and the mention for future D@W agency collaboration is positive, however this is not a collaborative application.