

Inclusive Employer Champions: Overview

Inclusive Employer Champions are key stakeholders in creating a healthy and effective workforce ecosystem. This document outlines our strategy and values for creating and maintaining successful partnerships focused on connecting businesses to job seekers and workforce resources to build a more inclusive economy.

Inclusive Employer Champions Strategy

Strategy: Develop a strong network of partners to engage businesses to:

- foster trust and collaboration within the Ramsey County workforce ecosystem,
- facilitate workforce development system change,
- align and strengthen connections to the strategic plans of the Ramsey County Board, the Workforce Innovation Board (WIB) and the Ramsey County Economic Competitiveness and Inclusion Plan, and
- deepen employer connections to the Ramsey County workforce ecosystem.

About Inclusive Employer Champions

Inclusive Employer Champions act as liaisons between their member businesses and Ramsey County Workforce Solutions' workforce programs as well as the greater county workforce ecosystem. Inclusive Employer Champions help to facilitate relationships and create two-way communication channels between the workforce system and the business sector by:

- (1) disseminating information,
- (2) engaging members to provide input,
- (3) convening members to share resources and implement best practices to close gaps,
- (4) identifying shared opportunities, and
- (5) supporting innovative and inclusive workforce strategies.

Mutual Benefits of the Inclusive Employer Champions Partnership

Chambers, economic development organizations and other business associations are strategically positioned to support businesses in achieving their goals. By creating an environment where businesses can grow and prosper, more jobs are created, the regional economy is strengthened, and wealth is created for all. This program will help reach these goals by:

- Increasing awareness and connections to the talent pipeline available through the workforce ecosystem.
- Deepening partnerships that interface with the region's workforce investments to ensure that Ramsey County is supporting inclusive workplaces.
- Improving employee retention and satisfaction to build a more skilled, sustainable and dedicated workforce, decrease costs, and strengthen the regional economy.

The Inclusive Employer Champions partnership is guided by the [Ramsey County Strategic Priorities](#), the [Workforce Innovation Board Strategic Plan](#), the [Ramsey County Economic Competitiveness and Inclusion Plan](#), and the [2021-2024 Local Plan](#).

Inclusive Employer Champion Attributes

Eligible Inclusive Employer Champions will possess collaboration potential through the following key attributes:

- **Shared Vision & Goals:** Inclusive Employer Champions share the county's vision of "A vibrant community where all are valued and thrive" and support the four goals of strengthening wellbeing, cultivating prosperity, enhancing opportunity, and modeling accountability.
- **Trusted Relationships:** Inclusive Employer Champions have a history of being leaders and fostering collaboration and engagement within both their member communities and peer organizations. Their member businesses see them as trusted resources.
- **Mutually Beneficial Impacts:** Inclusive Employer Champions believe and articulate that there are mutually beneficial impacts for Ramsey County's workforce ecosystem, the Inclusive Employer Champion itself, and businesses. Inclusive Employer Champions offer value-added services and resources to businesses. Businesses can implement strategies that contribute to a more equitable, sustainable and inclusive workforce. All parties can engage in the co-creation of a successful talent pool pipeline to increase the efficiency of recruiting, hiring, and training.
- **Community Reach:** Ramsey County Workforce Solutions intends to engage with business communities in Ramsey County. We look for Inclusive Employer Champions to help us reach our objectives to engage with local businesses and existing or new sector workforce strategies.
- **Capacity:** Inclusive Employer Champions have the organizational capacity (staff, time, skills, tools and financial resources) to carry out the work tasks and meet the goals of the partnership.
- **Communication:** Inclusive Employer Champions are proactive in their communication strategies with both Ramsey County's workforce ecosystem and their member businesses. Inclusive Employer Champions participate in active engagement strategies within their member communities.
- **Modeling Behaviors:** Inclusive Employer Champions implement workforce development best practices within their own organizations. They embed inclusive hiring practices, promote equity and value diversity, measure and engage in continuous improvement and model best practices to the member businesses in their offices and events.
- **Delivered Outcomes:** Inclusive Employer Champions have a track-record within their member communities of meeting agreed upon work deliverables and initiating activities.