

Workforce Innovation Board of Ramsey County

Partnership & Equity Committee Meeting Minutes

Monday, March 2, 2020, 3:00 – 4:30pm

CareerForce Saint Paul, Room 103

540 Fairview Ave. N., Saint Paul, MN 55104

Present:

Michelle Belitz
Elena Gaarder
Cindy Larson
Tony Lusiba
Elisa Rasmussen
Ramona Wilson
Tracy Wilson

Absent:

Kristin Guild

Staff/Guests:

Ling Becker, Workforce Solutions

Call to Order

Chair Ramona Wilson called the meeting to order at 3:05 pm.

Approve January Minutes

Motion (T. Wilson/Gaarder) to approve the January 14, 2020 meeting minutes as presented.

Motion carried.

Partnership Updates

Becker reported on several efforts to expand partnerships:

- Collaboration among the metro Workforce Development Areas (WDAs) around coordinated topics and sectors is underway. April/May will focus on technology. Some short-term technology training info fairs are being planned at the Saint Paul Public Libraries in May.
- The Saint Paul EMS Academy training program has sixteen students. Workforce Solutions' youth program is providing a stipend, uniforms, support services and a counselor for the trainees. Becker will invite a couple of them to an upcoming WIB meeting.
- The CNA training with CLUES has fifteen students. This program is also partially funded through the youth program. CLUES has lots of employer partners to help connect people to jobs. CNA training is a pathway to many other careers. Gaarder suggested thinking creatively about ways to fund the next steps along education and career paths for these folks. Becker would like to diagram a medical/healthcare career web.
- A partnership with RealTime Talent (RTT) is producing real time industry reports. A new set of reports will be created each month and posted on the economic development portal. Healthcare reports showing job openings for those with high school diplomas and 4-year degrees are available now. Becker wants input from the WIB on how to better use these tools. Lusiba suggested counselors use them when talking to clients. T. Wilson would like to see a report for two-year degrees. Gaarder would like to make the information available to community organizations that don't have access to a RTT license.
- Saint Paul Building and Construction Trades Council has a grant for a free 10-day Hazwoper and confined space training. The training and equipment will be offered to approximately 20 participants. There was discussion about using WIB funds to offer a small stipend after completion of the training. Becker will get more information from Don Mullin about the need and employment opportunities connected to this training and send it to the committee.

Understanding Disparity Data

Belitz presented data on who is being served in Workforce Solutions' WIOA and MFIP programs broken out by self-reported race. The importance of identifying races using their preferred terminology was noted. The next layer could be to look at data on people who are working and on public assistance so that there can be discussions about the systems that perpetuate this and what to do about it. Belitz described the self support index which is a measure of people of MFIP to see what percentage are working at least 130 hours per month or are off public three years later. Ramsey County has been within the acceptable performance range but not at the bonus level. A chart of the one-year data was reviewed. The data is used to demonstrate why some groups get additional funding. There are three new equity components in this year's MFIP contracts. Network for the Development of Children of African Descent, American Indian Family Center and CLUES will provide supplemental employment services. Becker feels this is important background information for the WIB to have when discussing needed systems changes.

Inclusive Hiring Work Plan Projects

Becker suggested the three projects below be completed over the course of the next few months. Once the research is gathered, the committee could create a toolkit or hold an event with organizations who may want to integrate it into their work.

Environmental Scan: Each committee member will contact a few inclusive employers in their networks to learn about their best practices. A google doc will be created to track the organizations and ensure that different business sizes and industries are contacted. The questions should be broad enough to include race, veterans and those with disabilities.

Employer Focus Groups/Outreach: This will require planning and could take place after the scan is done.

Inclusive Hiring Practices of WIB Member Organizations: It was decided that the committee members will facilitate a 20-minute small group discussion at the next WIB meeting to gather information. Wilson will do the introduction/explanation. The questions will be sent in advance so the members can prepare. Rasmussen agreed to develop the questions and send them to Becker or Milbrandt by the last week of the month. The same questions will be used for the scan and the WIB meeting.

Committee Dashboard Review

The dashboard was reviewed. Many of this committee's initiatives have been started. 'Leverage and highlight disparity data' should be changed to continuous. Becker suggested adding an item about aligning key equity goals that affect the local area.

Other

DEED's equity goals were reviewed. Several of their goals centered on veterans and women. Becker suggested the committee spend time at an upcoming meeting talking about these areas. Maureen Ramirez from DEED could be invited to an upcoming committee meeting. As the most diverse county in Minnesota, there needs to be alignment between these goals and the county's goals.

The next meeting will be held at Saint Paul College. Members can arrive early to take an optional tour of the facilities.

Adjourn

Upon completion of the agenda, Wilson adjourned the meeting at 4:23 pm.

Next meeting: Monday, May 4, 3:00-4:30pm at Saint Paul College.