



ACTION PLAN 2022-2023

Workforce Innovation Board
of
Ramsey County

Workforce
Innovation Board
of Ramsey County

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The Purpose of the Workforce Innovation Board of Ramsey County

The Workforce Innovation Board of Ramsey County (WIB) is 1 of 16 legislatively mandated Workforce Boards in Minnesota. Working in partnership with the City of Saint Paul, the WIB harnesses the power of business, government, economic development, education, and the community to develop strategic solutions that address employer and job seeker needs.

The WIB is responsible for setting local strategic direction and providing local oversight for [CareerForce](#), Minnesota's public workforce system.

Workforce services are offered by Ramsey County Workforce Solutions, the Minnesota Department of Employment and Economic Development (DEED), and a network of dedicated partner organizations.

Workforce innovation for regional equity and global competition

After successfully initiating and executing its 2021 goals, members of the Workforce Innovation Board (WIB) of Ramsey County came together in a 4-hour planning session to reimagine workforce optimization for 2022 and 2023. The COVID pandemic revealed deeper learnings and a greater passion for implementing work that spanned across Ramsey County businesses and communities.

WIB Committees reviewed data related to unemployment, workers in demand, housing instability, and the effects of the COVID-19 pandemic. The virtual session was held on October 7, 2021 to explore opportunities for the board and sought to align opportunities with and in support of the Economic Competitiveness and Inclusion Plan (ECIP). The ECIP was finalized after a two-year long process in 2021 with racial equity at the center of the Plan.

Uncovering disparate outcomes for Black, Indigenous, and communities of color continues to be a priority for the WIB, and this set of actions is a response to the learnings from 2021. Over the course of the WIB Action Planning session, the group:

“This plan seeks to define a set of economic priorities and actions that mitigate the impacts of institutional structural racism and disinvestment in our Black, Latinx, Asian, and Indigenous communities while simultaneously accelerating economic growth and competitiveness in Ramsey County, dispelling the myth that the two are mutually exclusive.”

-Ramsey County Economic Competitiveness and Inclusion Plan

- Conducted an environmental scan and vision of the Workforce Innovation Board
- Used data to identify greatest needs for key populations in the county
- Explored alignment with ECIP using promising practices in the workforce-regionally and nationally
- Identified high impact actions to support the ECIP and communities across Ramsey County

The following Focus areas are the foundation of the final WIB Actions and were determined to effectively guide resource allocation and structure, and to categorize, summarize, and direct execution for key actions identified by the WIB for appropriate ownership and accountability.

Focus Area: Systems Innovation	
Systems Innovation & Systems Change	<u>Systems Innovation</u> is about large-scale transformations in the systems that fulfil societal functions (OECD); and <u>Systems Change</u> is about shifting the conditions that are holding the problem in place (FSG).
Focus Area: Employer Engagement	
Employer Engagement	<u>Inclusive Workplaces</u> : Workplaces where employees feel included when both their direct, day-to-day experience and their perceptions of organization-wide support are positive. <u>Employer Engagement</u> : Businesses visibly embracing their commitment to diversity, to foster a sense of community and belonging (McKinsey).
Focus Area: Culturally Responsive Leadership	
Culturally Responsive Leadership	<u>Culturally Responsive Leadership</u> : Involves leadership practices and policies that create inclusive environments by incorporating the history, values, and cultural knowledge of employees from ethnically and culturally unique backgrounds and collaborative engagement with businesses and community (Oxford).
Focus Area: Systems Alignment Support and Leadership	
Systems Alignment Support and Leadership	<u>Systems Alignment</u> is ensuring that the workforce ecosystem of partners is coordinated and aiming toward county wide strategies and efforts in partnership with the WIB.

Workforce Innovation Board – Action Plan

Executive Committee			
Action	Timing	KPIs	Strategic Areas
Convene Industry sectors to address Industry/Workforce alignment as COVID -19 reshapes occupational demand: <ul style="list-style-type: none"> Lead Healthcare Career Pathway Community Task Force 	Q2 2022	# of stakeholders and recommendations	<ul style="list-style-type: none"> Systems Alignment Support and Leadership Employer Engagement Systems Innovation
Support ARPA funding efforts and other relief funding opportunities as they become available	On-going	Amount of funding leveraged	<ul style="list-style-type: none"> Systems Innovation
Set aside program snapshot time at each EC meeting to focus on a program with deeper conversation improvement opportunities and issues identification.	On-going	Summary each year	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Align and measure again ECIP and support small business/ entrepreneurship development	On-going	ECIP tracker being developed by the county	<ul style="list-style-type: none"> Systems Innovation
Receive regular committee updates from Policy/Oversight and Youth and review at EC meetings (quarterly)	On-going	Annual outcomes	<ul style="list-style-type: none"> Systems Alignment Support and Leadership

Partnership and Outreach Committee			
Action	Timing	KPIs	Strategic Areas
Support LMI community conversations on specific impacted groups (“Untapped” Series”)	Q1-Q2 2022	# of attendees	<ul style="list-style-type: none"> Employer Engagement Systems Innovation Culturally Responsive Leadership
Support Industry Futures Events	On-going	# of attendees # of stakeholders involved	<ul style="list-style-type: none"> Employer Engagement Systems Alignment, Support and Leadership
Share and communicate other WIB and WIB Committees’ initiatives	On-going	# of connections made	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership

Provide general feedback for Workforce Solutions communication materials as needed	On-going	Annual communications assessment	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Support Healthcare Career Pathway Community Event	Q2 2022	# of attendees # of stakeholders involved	<ul style="list-style-type: none"> Employer Engagement Systems Alignment, Support and Leadership

Construction-Green Jobs Committee			
Action	Timing	KPIs	Strategic Areas
Promote and support industry, including events and opportunities	On-going	# of partners	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership Employer Engagement
Explore Hidden Worker Initiatives	2022-2023	# of engagements, attendees, etc.	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership Employer Engagement Systems Innovation Culturally Responsive Leadership
Worker Retention Initiative <ul style="list-style-type: none"> Evaluation of existing programs CBO Feedback through Convening or Community Conversations 	2022	# of programs evaluated # of attendees	<ul style="list-style-type: none"> Systems Innovation Culturally Responsive Leadership
Supporting Relief Funding Available	On-going	Amount of funding leveraged	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Better understanding of the Future of Work in Construction – Green Jobs	2022	Survey metrics committee members/community	<ul style="list-style-type: none"> Systems Innovation

Tech Committee			
Action	Timing	KPIs	Strategic Areas
Identify and highlight Hidden Worker opportunities in Technology	2022	# of engagements	<ul style="list-style-type: none"> Employer Engagement Systems Innovation Culturally Responsive Leadership
Support and explore Community Tech Hubs	2022-2023	Report back to full WIB	<ul style="list-style-type: none"> Systems Innovation
Amplify future of tech jobs	Q2-Q3 2022	# of engagements	<ul style="list-style-type: none"> Systems Innovation Employer Engagement
Support Ramsey County Connectivity Blueprint Initiative	Q1-Q3 2022	Recommendations provided	<ul style="list-style-type: none"> Systems Innovation

Policy & Oversight Committee			
Action	Timing	KPIs	Strategic Areas
Examine by-laws and explore more community voice to influence the WIB	2022	Updates or changes implemented	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Aligning WIB priorities to the WIB Policy Statement	2022	Completed alignment document	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Meet with key policy makers at state level	Q1 2022 Q1 2023	# of engagements	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Revise WIB Policy Statement and Develop WIB communication plan for WIB training and distribution	Q1 2022 Q1 2023	Completed document	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Create WIB information materials for area political candidates	Q1 2022 Q1 2023	# of candidates engaged	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Diagram current elected official in County and understand their policy alignments to the WIBs	Q1 2022 Q1 2023	Completed document	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Regularly review WIOA program dashboard	On-going	Annual outcomes	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership

Equity Committee			
Action	Timing	KPIs	Strategic Areas
Examine the changing workforce and workplaces. <ul style="list-style-type: none"> Explore Hidden Worker Campaign CBO Feedback through Convening or Community Conversations 	2022	# of attendees Recommendations	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership Employer Engagement Systems Innovation Culturally Responsive Leadership
Evaluate and determine on-going commitment to Inclusive Employer Cohort	2022	Program evaluation	<ul style="list-style-type: none"> Systems Innovation Culturally Responsive Leadership
Lead LMI community conversations on specific impacted groups (“Untapped Series”)	Q1-Q2 2022	# of attendees	<ul style="list-style-type: none"> Systems Innovation Culturally Responsive Leadership
Align and support small, women and minority owned businesses in developing talent pipelines and uplift entrepreneurship as an industry pathway	2022	# of engagements	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership Culturally Responsive Leadership

Youth Committee			
Action	Timing	KPIs	Strategic Areas
Support Ramsey County Youth Works! Initiative <ul style="list-style-type: none"> ARPA Funding EDA Good Jobs Challenge 	On-going	Annual assessment	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership Employer Engagement Systems Innovation Culturally Responsive Leadership
Gather nominations, evaluate, and present Vern Vick Award	Q3 2022	# of nominees	<ul style="list-style-type: none"> Systems Alignment, Support and Leadership
Employer support strategies in partnership with City of Saint Paul: On-boarding, supervisor training, youth-employer advisory	2022	# of employers engaged	<ul style="list-style-type: none"> Systems Innovation Employer Engagement

Assess and grow committee membership <ul style="list-style-type: none"> • Add youth member to the Youth Committee • Recruit more employers to the Youth Committee • Vern Vick Award winner join for the following year 	2022	# of youth members # of business members	<ul style="list-style-type: none"> • Systems Alignment, Support and Leadership • Employer Engagement
Monthly evaluation of Youth Dashboard and quarterly evaluation of performance outcomes	On-going	Performance outcomes	<ul style="list-style-type: none"> • Systems Alignment, Support and Leadership

Highlighted Action Plan Strategies



All WIB Committees	Systems Innovation	Systems Alignment & Leadership	Employer Engagement	Culturally Responsive Leadership
Executive Committee				
Convene Industry sectors to address Industry/Workforce alignment as COVID -19 reshapes occupational demand.	✓	✓	✓	
Support ARPA funding efforts and other relief funding opportunities as they become available.	✓			
Set aside program snapshot time at each EC meeting to focus on a program with deeper conversation improvement opportunities and issues identification.		✓		
Align and measure again ECIP and support small business/entrepreneurship development.	✓			
Receive regular committee updates from Policy/Oversight and Youth and review at EC meetings (quarterly).		✓		
Partnership and Outreach				
Supporting LMI community conversations on specific impacted groups ("Untapped" Series).	✓		✓	✓
Support Industry Futures Events.		✓	✓	
Share and communicate other WIB and WIB Committees' initiatives		✓		
Provide general feedback for Workforce Solutions communication materials as needed.		✓		
Support Healthcare Career Pathway Community Event.		✓	✓	
Construction-Green Jobs				
Promote and support industry, including events and opportunities.		✓	✓	
Explore Hidden Worker Initiatives.	✓	✓	✓	✓
Worker Retention Initiative.	✓			✓
Supporting Relief Funding Available.		✓		
Better understanding of the Future of Work in Construction – Green Jobs.	✓			

Tech Committee				
Identify and highlight Hidden Worker opportunities in Technology.	✓		✓	✓
Support and explore Community Tech Hubs.	✓			
Amplify future of tech jobs.	✓		✓	
Support Ramsey County Connectivity Blueprint Initiative.	✓			
Policy Committee				
Examine by-laws and explore more community voice to influence the WIB.		✓		
Aligning WIB priorities to the WIB Policy Statement.		✓		
Meet with key policy makers at state level.		✓		
Revise WIB Policy Statement and Develop WIB communication plan for WIB training and distribution.		✓		
Create WIB information materials for area political candidates.		✓		
Diagram current elected official in County and understand their policy alignments to the WIBs.		✓		
Regularly review WIOA program dashboard.		✓		
Equity Committee				
Examine the changing workforce and workplaces.	✓	✓	✓	✓
Evaluate and determine on-going commitment to Inclusive Employer Cohort.	✓			✓
Leading LMI community conversations on specific impacted groups (“Untapped” Series”).	✓			✓
Align and support small, women and minority owned businesses in developing talent pipelines and uplift entrepreneurship as an industry pathway.		✓		✓
Youth Committee				
Support Ramsey County Youth Works! Initiative.	✓	✓	✓	✓
Gather nominations, evaluate, and present Vern Vick Award.		✓		
Employer support strategies in partnership with City of Saint Paul: On-boarding, supervisor training, youth-employer advisory .	✓		✓	
Assess and grow committee membership.		✓	✓	
Monthly evaluation of Youth Dashboard and quarterly evaluation of performance outcomes.		✓		

Appendix 1: Environmental scan of the Ramsey County workforce landscape and future of the Workforce Innovation Board

Using Jamboard, participants answered key questions to explore opportunities in the county workforce landscape. They identified if and how the board is positioned to address these opportunities.

What is our window of opportunity?

- 1-2 years
- Workforce shortage is tough on employers but really gives leverage (and opportunity for new conversations) to our job seekers!
- Big window that could slam shut quickly. Things are changing quickly. We maybe have more of what is a flexible window.
- 1 year
- 1-2 years
- Capitalizing on upcoming resources
- Heavy dose of urgency. Window is wide but evolving.
- Knowing community resources and how to access partner services.
- Training and programs now for upcoming funding.
- New funding resources (especially federal dollars)
- Immediate
- Filling the employer gaps since there is a labor shortage. Tapping into underserved populations.
- Jambor - short window for CARES money long window for youth, etc. Although businesses already have a labor shortage, and that window is an opportunity to engage differently NOW
- Opportunity for our workforce funding to be used more effectively
- Additional resources? How should they be leveraged.
- We have more resources at our disposal now to do things dramatically differently; How can we be most effective to help employers to leverage innovation, and talent to retrain?
- the work is going to be ongoing continuously, and there is not always a deadline for it.
- Effectiveness needs to have direct community voice and community driving.
- While being agile but how do we create sustain ability.
- High yield training--shortest amount of training for the highest pay. Increasing multiple wage earners in the home. They don't have resources to waste.
- 1-2 years max
- A continued sense of urgency
- Continually connecting employers with much needed employees.
- Catch up local youth that missed programming over the last 18 months
- Racial equity
- window feels big and wide but also constantly changing. Reconciliation bill could affect on multiple fronts.
- Once in a generation funding.
- leverage new funding opportunities
- Providing digital literacy, tech skills that will help in education and employment
- Now. 3-6-9-12 mo. sprints to work towards 1 yr. plan
- We have opportunity now.
- Vision of upward mobility really ties to workforce services. Really connect with earn, learn, lead could really help BIPOC or other marginalized populations. Connect the dots,

leverage resources, bring them tangibly to families to have hope.

- Provide more meaningful jobs for clients (i.e., Tech, robotic, etc.)
- Opportunity to utilize major federal funding
- Understanding and leveraging community voices and continuing the conversation.
- Continuous Improvement in all areas of equity and opportunity
- Legislative influence for sustainable systemic change
- Become the catalyst for Ramsey County regarding D&I
- Innovative service delivery
- the window is open today, capitalized by response to covid and rebuilding work and resources. Key is to shift the momentum toward equity.

What do you consider the strengths of the WIB and the County in meeting the needs of workers/job seekers/employers?

- Recognition of the need for equity and centering it in an authentic way
- We all have the same goal of good jobs, better jobs, and equal opportunities.
- Lots of great partnerships to ensure the communities employment needs can be met.
- The foundation of the ECI plan which commits the work and the way the work will be done with the county.
- Readiness is there...that's a huge win right there
- Being able to identify needs and service gaps within the community.
- Ability to take advantage of resources and promoting them in a positive manner.
- Ability to innovate with new program/ideas.
- Groups that work with different topics to work on specific topics.
- To be a fluid and innovative conduit for all stakeholders to be heard and empowered from the bias/gift that they bring to the table/discussion/outcome.
- Getting more efficient about our role. Ex. to move out of NSP, use more vendors. What are the roles of the WIB?
- Our board
- An active and well-built out Job Board
- Great leadership, committed members, amazing staff with Ramsey County
- Strong connections to effective community partners.
- Action orientation. Access to information to have people come forward. Risk tolerant.
- Meeting job seekers where they are
- one-stop resource for workforce programs in the County.
- Great leadership & team--they get allot done and is having a huge impact in community
- Great leadership and bias to action
- Strong representation of businesses and service providers.
- Diverse membership, we have the right people. A large board that comes from different backgrounds.
- ability to take action and collaborate now
- connecting the dots towards effective/productive partnerships
- A very high caliber board capable of moving things along.
- Different levels of work and strategy is refreshing.
- 2. Openness to trying new things and learning - the number of programs that have launched
- diversified - business (manufacturing, restaurant, financial etc.) and government - (councils, schools, DEED etc.)
- Time to market - they are acting with urgency

- Being nimble and creative in meeting employer, job seeker needs.
- Great data and information to lead decision making
- Community engagement efforts building out from there
- Willingness to collaborate and open to share ideas.
- the possibility of collaboration to meet the needs of the community
- Much more present and known. Influencer.
- Collaboration!
- Engaged, invested and energized members and leadership
- Leadership ability to think outside of the box. Bias to action, Focus on tech needs
- Distributed community - help in many places

What do you consider to be some weaknesses/opportunities of the WIB?

- Staying engaged
- need to keep being flexible and keep "skating to where the puck is," and the puck is moving around a lot. More equitable access to economic opportunity and wealth creation is the concept to organize around.
- Define this: What is the role, are we advisory, presentations coming to us or are we being active.
- Funding--we more strategic in how we distribute.
- Opportunities to push for systemic changes in funding systems (federal & state).
- Finding disconnected youth and getting them involved with programming and employment opportunities
- Follow up on ideas during our meetings, 2. Difficult to get time or attention 3. Sometimes feels one way
- We could be communicating more effectively with employers. Inviting more employers to discuss employer needs.
- Connection to corporate commitments; commitments to jobs, matching needs and pathways will make our work better.
- Follow-thru with ideas or partnerships. A level of turn-over in positions makes it difficult at times.
- better understand the barriers workers have to obtaining career goals/livable wages
- Don't have deep partnership developed with youth and family friendly employers.
- Employers are challenged with incentivizing workers to come to them, and we have a specialty and niche in WF Development. Need to bring those two together.
- Member time - stretched too thin
- Market our work to as many citizens as possible.
- An opportunity to address skills needs as we work to find folks and make sure they have the education for these jobs. We need the skillset.
- Still evolving.
- Amazing group of people stretched very thin--difficult to engage actively after meetings
- connecting more with employers
- Focus on target orientation towards goals. Business focus and education.
- We could be doing a better job at letting businesses know what career services do. The outreach can be better.
- Disconnect between programs / actions and the effect on the people we support
- Understanding the roles of the WIB, County, Partners

- Doing more research/surveying within the community to know more about what people's needs are.
- How much community voice is being brought to the WIB? Can they get paid for their expertise?
- Willingness to be flexible/nimble in a way to moves the RCWIB into areas that are both effective yet not "traditional" in the since of Workforce Boards across the country. "Best model/Practices"
- Not having any relationship, contact/communication with other members outside of WIB meetings/small groups. We do not leverage each other as resources.
- Latest project for RightTrack was fast tracked and some of the organizations weren't very ready

What is working that needs to be carefully watched, preserved, and encouraged?

- Ling and her staff have been phenomenal on getting things done and not afraid to stop doing things that aren't meeting said criteria
- Increased "flexible" funding for new, non-traditional support & services.
- Partnership with smaller, grassroots organizations for outreach & service delivery.
- Sense of urgency needs to be preserved, 2. Nimbleness
- Ambitious about going for opportunities, and Ling is proactive about finding innovative actions for the board and implementing them.
- Community orgs, bipoc businesses have really been built and this is now an asset to build on.
- Virtual meetings. Mix of ways to engage each other including Zoom.
- Strengthen relationships with local businesses.
- Ensuring that partner and business information that we are learning about is being communicated to communities.
- Ling + Superstar WFS Team
- Partnerships
- construction/green careers committee is a great start to take advantage of what should be a transformative decade of work in clean energy, infrastructure, and other climate related work that will be happening.
- Relationship with Business
- Leadership follow through and staff commitment.
- Inclusive Workplaces Cohort and what is the opportunity
- Engagement with legislature and policy members regarding needs for youth in RC
- Leadership support, sense of urgency and priority county.
- Continue to meet the needs of the community by showing up where they are (library spaces)
- Youth Works with Sundance Foundation re: Zoomerkammers. MFIP YAP
- Partnerships
- Challenge past assumptions
- Suburban cities at the table. Learning across the cities. Cities can identify with economic opportunities.
- Youth Works started by Ramsey County and then co-owned by the community.
- City - County partnership

Appendix 2: Ramsey County workforce population needs

In small groups, participants identified the emerging workforce needs of four populations: Employers, workers, and disconnected job seekers, Black, Indigenous, Latinx and Asian workers and job seekers, women, and youth.



Employers

- Skilled workers
- Increased communication/awareness of resources to support job seekers/ employers.
- Funding to train in workers
- Skilled workers
- Employee commitment/certainty
- Finding employees/candidates who have the right skills.
- Employers need to get back to developing talent. There is a mismatch of skills. We need to focus on aptitude and skills to fill the gaps. There are lots of capable people out there.
- Talent attraction is an issue. Rethink development with the right incentives or opportunities. How do we market these in a way that there is uptick?
- Trained Workers
- Common Training (decentralized? shared? collaborative?) i.e., Apprenticeship Fund like Building Trades
- Onsite training
- Flexibility with requirements where possible
- Qualified workforce
- Upskilling current staff
- Look at social service providers as employers and the support they need. ...schools need employees, teachers, bus drivers,
- Working capital for small business
- Skilled talent
- Connections into networks of different populations including employment support networks.



Workers and disconnected job seekers as a whole

- Open lines of communications from employers who are seeking employees.
- Networking groups
- Childcare
- Flexibility in work schedules
- Transportation
- Job workers as a whole need to have realistic expectations. Understand how career pathways work.
- Training/Education Opportunities
- Career development within a company (intentional retention and development)
- Competitive skills (specifically Technology)
- Help sorting out what is available (high-wage, high-skill opportunities) -Mentorship? - Navigation?
- Basic digital skills training
- Experience for reentry
- Access to services. Interpreter supporters-- need accreditation to get paid
- Wraparound services
- By being disconnecting means we don't understand. More community input, engagement.
- Community based support: Who has paid training now with jobs
- Who are intermediaries and need alignment? Along with a broader group of stakeholders.
- What are online opportunities. So, all these job seekers could lean in. They need tech!!



Black, Indigenous, Latinx and Asian workers and job seekers

- Employers that review what skills needed for jobs
- Inclusive work environment
- Mentors and social networking
- Invitation to see themselves in those careers. Introduction for women of color. Being able to connect with others like themselves
- Mentors
- Affinity groups
- Internships/apprenticeships
- Culturally competent wraparound services
- Family sustaining wages and benefits in one job
- Transportation childcare
- Culturally specific support
- Wraparound services
- Technology needs



Youth

- Living wages now
- Access to tech-based jobs/tech literacy is limited. Need increased access to tech opportunities/learning. And links to tech-based job opportunities/industry.
- Driving license! Increased access to driving/cars. Need transportation/ mobility for work.
- Wraparound supports- basic needs & life skills (housing, food access, financial literacy, adulting!). Adult mentorship
- Soft skills/work readiness
- Speed “dating” w/ career mentors
- Internships/apprenticeships(paid??)
- Direction - connection between choices and careers
- Career exposure
- earn and learn options
- Need to know training program
- Help in translating life skills into work skills



Women

- Women: Create opportunities with childcare. Not a onetime fix, continuing fix to increase opportunities into the future.
- Childcare, childcare, childcare
- Flexible work and training opportunities
- Upskilling - especially for those who leave and return to workforce

Appendix 3: Potential alignment with the Economic Competitiveness and Inclusion Plan (ECIP)

As a large group, participants explored potential synergies with, and opportunities build off the ECIP. Through audio and chat, shared their insights with each other.

What work currently aligns with this plan?

- Certification program = inclusive workplaces! Starting next week. Thank you, Equity and Partnership and Outreach Committees.
- Helping to develop, promote and grow BIPOC businesses.
- New construction pre-apprenticeship cohort in partnership with City of Saint Paul
- starting next week. Looking at how to build that with our Green Jobs Committee.
- I think our committee structure aligns well with the strategies
- Right Track Plus community partners matching young adults with community mentorship
- Introducing businesses to county depts

What are some new possibilities, expanded efforts, and/or investment opportunities?

- Leverage relationships with Workforce Solutions to convene education institutions and manufacturers that can work together to create new, customized, culturally appropriate training to support skill development for Black, Latinx, Asian, and Indigenous residents (e.g., in construction trades as mechanic installers, or for other projected high-wage job openings). Work to increase competitiveness for grant funding via DEED.
- Partner with Workforce Solutions to engage and recruit more companies to participate in “earn and learn” programming.
- Partner with a private industry consortium to support the development of a mentor-mentee matching program for employees seeking advancement. Tap into employer resource groups as key partners
- Recruitment and apprenticeships for skilled trades and technical roles, especially at high school level for BIPOC students
- Workforce pipelining medical support roles and positions
- Work with CBOs to expose and skill up in healthcare and technology.
- Entrepreneurship education at all levels!!!!
- make it easier for employers to connect with BIPOC candidates, orgs
- Building on the work of MSP TechHire and Full Stack STP. Expanding opportunities for tech apprenticeship.
- Engage more employers to develop solutions for workforce recovery
- The Cities (such as Maplewood) used to have Culturally Specific Affinity Employer Groups... maybe we can work with them???
- Training and Internship for people to get job right away
- WIB to quarterback B2E partnerships and really creating a pipeline that starts at K and goes through post-secondary and to career
- soft skills training and mobility to make jobs accessible
- Workers in Demand... illustrates the opportunity we have to partner our workforce efforts with business, and an enhancement for recruitment talent attraction.
- And can we teach job seekers about these software algorithm

Appendix 4: Regional workforce innovation

Following the ECIP conversation, participants explored insights and takeaways from public sector and workforce-focused research. They shared their thoughts on implications, as well as region specific workforce innovations.

Which article(s) did you find to be the most intriguing and why?

- New York Times article workers in demand have a new demand of their own a career path. Got at what employers can do to assist employees in area of financial and training help as a recruiting tool
- Housing and unemployment Twin Cities hardest hit neighborhoods four of the top 5 are in Ramsey Cuntly
- The Desegregating work and learning article: last systems level recommendation essentially focused on "all hands-on deck" which resonates with the layers needed to create these successful models
- The article about rejecting resumes within recruiting systems. How do we adapt our internal systems to ensure we don't miss great qualified talent?
- The future of work McKinsey article

What are some of the potential implications on your/our work?

- Economy boosting jobs. It helps build community wealth and build careers. Aims of our work
- The need for congress to modernize federal workforce programs - YES!!
- promoting learning on the job. Securing commitment of companies to career development partnerships
- We need to partner with employers of individuals in opportunity jobs to bring the logical target career path to the job

What other workforce innovation ideas or recent learnings are you inspired by, or wanting to share your thoughts with the group?

- ConnexMSP for professionals of color
- Working with trusted community partners
- Sundance Family Foundation Zoomerkammers
- We need to help connect employers who work with justice-involved folks and folks who have no transportation (bus line) jobs to point people to accessible and 2nd chance employment.
- Zoomerkammers are great exploratory programs for youth
- Our partners LOVE Zoomerkammers!
- Nature of work continues to change. Implications of technology solutions created during the pandemic, working remotely etc.
- Bringing in Incarcerated
- Women were the most impacted in 2020 - how do we bring that in focus
- Zoomerkammers are also a great way to connect school staff, including guidance counselors, to both the workforce system and employers who have career development pathways internally!
- Let's also remember the vast number of disabled workers that remain out of work. MNDEED has great learning modules on their website.
- I heard an AARP ad addressing what older job seekers can do to adjust their resume to be considered for positions, so they don't experience ageism. Use updated email address (for example, not aol.com), only list most recent jobs, eliminate years on resume, etc.
- I worked on an alternate civil service exam for state employment in Wisconsin
- Learn, Earn and LEAD!!!
- Our EarnandLearnMN.org registration site is where you can register to be at our documentary premier on Oct 27th at the Capri and Oct 28th at the St. Paul College

Appendix 5: WIB Committee Members

Executive Committee members: Chad Kulas (Chair), Chris Duffy, Tony Lusiba, Commissioner Jim McDonough, Sean Mullan, Don Mullin, Paul Nikstad, Elisa Rasmussen, Mary Russell, Chris Tolbert, Ramona Wilson

Membership Committee: Ramona Wilson (Chair), Chad Kulas, Commissioner Jim McDonough, Noel Nix

Equity Committee: Elisa Rasmussen (Chair), Mohamed Alfash, Michelle Belitz, Shym Cook, Becky Degendorfer, Lauren Hunter, Karin McCabe, Yolanda McIntosh, Mary Russell, Tanya Velishek, Ramona Wilson, Tracy Wilson

Partnership and outreach: Chris Duffy (Chair), Susan Jambor, Trish Stevens, Julie Thiel

Policy and Oversight: Sean Mullan (Chair) Lisa Guetzkow, James McClean, Camila Mercado Michelli, Sheila Olson, Karyn Berg, Staff Liaison

Tech Ad Hoc: Tony Lusiba (Chair) Sam Drong, Caroline Karanja, Kowsar Mohamed, Koami Pedado, Diane Rucker, Sabina Saksena, Carly Voshell

Construction Green Jobs: Don Mullin (Chair) Joseph Adamji, Bob Blake, Becky Brink, Chris Duffrin, Muneer Karcher-Ramos, Channon Lemon, Jodi Pincus, Russ Stark, John O’Phelan (Staff Liaison)