Hennepin Workforce Leadership Council
“Closing the opportunity gap in the region requires more than talk. It requires real change in how we train and hire.”

~ Peter McLaughlin
Hennepin County Commissioner and Co-Chair Hennepin Workforce Leadership Council
Organizing employers around changes needed to close the opportunity gap

Almost 75% of our region’s employers have a hard time finding qualified employees.

By 2020, our region will have 62,250 more jobs than people qualified to fill them.

Hennepin County has created 19 sector-based career pathways as a solution to narrow this gap.
Agenda

• Welcome; 2017 Highlights and Vision for 2018 (15 minutes)
  • Co-Chairs Peter McLaughlin, Hennepin County Commissioner, and Steve Cramer, President and CEO Minneapolis Downtown Council

• Government Service Pathways (10 minutes) - Mayor Jacob Frey, City of Minneapolis; Emma Corrie, Office of Governor Mark Dayton

• Private Sector Pathways (10 minutes) – Megan Remark, President & CEO of Regions Hospital

• Group Work Sessions
  • Group Work Sessions (45 minutes)
    • Health Career Pathway—Addressing the Nursing Shortage (Louis Smith)
    • Career Pathways for County-Involved Youth (Kristina Iniguez)
    • Public Service Pathways—HR Leadership on Minimum Qualifications and Other Practices (Michael Rossman and Emma Corrie)
    • Financial Services—College Interns (Clyde Brotherson)
    • Hospitality—Where Do We Go From Here? (Julie Brekke)
    • Increasing The Supply of Pathways Graduates—How Analytics Shape Pathways (Bryan Lindsley and Erin Olson)

• Adjourn
Proposed partners in pathway development
Career Pathways
A partnership across sectors
Important Aspects of Successful Career Pathways

1. Educators accelerate and customize programs

2. Community organizations align wrap-around services with training programs

3. Students accept guided pathways with guaranteed internships

4. Employers change hiring practices
Stakeholder Partners

Community Based Organizations

Higher Ed and training partners

Employers
<table>
<thead>
<tr>
<th>Year</th>
<th>Pathways</th>
<th>Jobs</th>
</tr>
</thead>
</table>
| 2014 | 5 Pathways | - Human Service Rep  
- Office Specialist  
- Bldg. Operations Tech  
- Health Advocate  
- Public Sector Admin |
| 2015 | 7 Pathways | - Human Service Rep  
- Office Specialist  
- Bldg. Operations Tech  
- Health Advocate  
- Public Sector Admin  
- Financial Services  
- Transportation Construction |
| 2016 | 19 Pathways | - Human Service Rep  
- Office Specialist  
- Bldg. Operations Tech  
- Health Advocate  
- Public Sector Admin  
- Financial Services  
- Commercial Drivers License  
- Public Sector Admin Plus  
- Certified Medical Assistant  
- 911 Telecommunications  
- Community Corrections  
- Healthcare Clerical  
- Warehouse/Logistics  
- Police Officer  
- Hospitality Industry  
- Forestry  
- Customer Service / Call Center  
- Transportation Laborer  
- Revenue Examiner |
| 2017 | 22 Pathways | - Human Service Rep  
- Office Specialist  
- Bldg. Operations Tech  
- Public Sector Admin  
- Financial Services  
- Commercial Drivers License  
- Public Sector Professional  
- Certified Medical Assistant  
- 911 Telecommunications  
- Community Corrections  
- Healthcare Clerical  
- Warehouse/Logistics  
- Police Officer  
- Hospitality Industry  
- Forestry  
- Customer Service / Call Center  
- Nursing  
- Transportation Laborer  
- Revenue Examiner  
- Assessor  
- Purchasing/Buyer  
- Transportation Associate |
| 2018 | 19 Pathways | - Human Service Rep  
- Office Specialist  
- Bldg. Operations Tech  
- Health Advocate  
- Public Sector Admin  
- Financial Services  
- Commercial Drivers License  
- Public Sector Admin Plus  
- Certified Medical Assistant  
- 911 Telecommunications  
- Community Corrections  
- Healthcare Clerical  
- Warehouse/Logistics  
- Police Officer  
- Hospitality Industry  
- Forestry  
- Customer Service / Call Center  
- Transportation Laborer  
- Revenue Examiner  
- Assessor  
- Purchasing/Buyer  
- Transportation Associate |
Pathways Hires and Internships hosted by Hennepin County

Internships and student programs hosted by the County provide workplace exposure and now pay a minimum of $15/hr.

Pathways hires go from an average hourly wage of $7.09 to $17.09 and from 15 to 40 hours per week.

That’s a 141% wage increase!!

<table>
<thead>
<tr>
<th>Year</th>
<th>Hires</th>
<th>Internships</th>
<th>% People of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>&lt;pilot in development&gt;</td>
<td>149 Youth Internships</td>
<td>n/a 48.0%</td>
</tr>
<tr>
<td>2015</td>
<td>32 Pathways Hires</td>
<td>263 Youth Internships</td>
<td>52.9% 60.0%</td>
</tr>
<tr>
<td>2016</td>
<td>69 Pathways Hires</td>
<td>323 Youth &amp; College Internships</td>
<td>57.9% 41.0%</td>
</tr>
<tr>
<td>2017</td>
<td>58 Pathways Hires</td>
<td>370 Youth &amp; College Internships</td>
<td>65.5% 40.2%</td>
</tr>
<tr>
<td>Total</td>
<td>159 Pathways Hires</td>
<td>1,105 Internships</td>
<td>56.6% 45.8%</td>
</tr>
</tbody>
</table>
Minnesota minority employment surges since great recession
A Decline in Public Assistance Costs

Source: Hennepin County Human Services
Public Sector Partnership

A partnership for building a stronger and more diverse state, county and municipal workforce
Future Services Institute

Jodi Sandfort, Founder & Academic Director; Professor at the Humphrey School of Public Affairs
Private Sector Pathways
Health Care
Central Corridor Anchor Partners
Central Corridor Anchor Partnership

Mission: Securing Regional Prosperity by

• Hiring more Central Corridor residents
• Spending more dollars with local businesses
• Increasing transit use by students and employees
CCAP Workforce

Why a more local workforce?

A workforce that is more representative of local communities along the Central Corridor will promote:

- better local health outcomes,
- improved educational achievement, and
- increased household incomes
Health Careers Pathway Strategy

Scrubs Camp:
  • Expose high school students to health care careers

Central Corridor College (C3) Fellows:
  • Connect college students to part-time healthcare jobs

Nursing Diversity Initiative:
  • RN to BSN nursing apprenticeships
CCAP Workforce

• Objective:
  • Increase anchor employment from Central Corridor zip codes from 13% to 18% in 5 years
  • Collectively achieved 19% in 3 years
Group Work Session

*Health Career Pathway—Addressing the Nursing Shortage (Louis Smith)*

Allina Health
Augsburg
Bloomington Chamber of Commerce
Bloomington Public Schools
Fairview Health
Health Partners
Hennepin County

HCMC
IIMN
LISC
Metro State
Regions Hospital
Saint Paul College
TwinWest Chamber of Commerce
Career Pathways for County-Involved Youth (Kristina Iniguez)

- City of Brooklyn Park
- Comcast
- DEED
- Engineering Products
- Hennepin County
- Hennepin Technical College
- Northside Achievement Zone
- Northside Jobs Coalition
- Noor Construction
- Project for Pride and Living
- LISC
- Tri Construction
- United Way
Group Work Session

Public Service Pathways—HR Leadership on Minimum Qualifications and Other Practices

(Michael Rossman and Emma Corrie)

City of Brooklyn Center
City of Bloomington
City of Minneapolis
City of Saint Paul
Dakota County
DEED
Hennepin County
Future Services Institute
Metro Transit
Minneapolis Building Trades
Minneapolis Public Schools
MNDOT
Office of Governor Mark Dayton
Ramsey County
Twin Cities R!SE
Washington County
Financial Services—College Interns (Clyde Brotherson)

MCTC
MN Business Partnership
Minneapolis Downtown Council
Thrivent Financial
Hennepin County
University of St. Thomas
Wells Fargo
Hospitality—Where do we go from here? (Julie Brekke)

Crowne Plaza Bloomington West
HIRED
Minneapolis Airport Commission
Increasing The Supply of Pathways Graduates—How analytics shape pathways

(Bryan Lindsley and Erin Olson)

Greater Metropolitan Workforce Council
Minneapolis Public Schools
DEED
Eastside Neighborhood Services
Greater MSP
Hennepin County
Hennepin County Library

Hope United CDC
Hubbard Broadcasting
Junior Achievement of Upper Midwest
Minneapolis Urban League
Minnesota Chamber of Commerce
MPMA
Rae Mackenzie Group
Schwan’s