



HENNEPIN COUNTY
MINNESOTA



Workforce Development

Board briefing | August 1, 2024

Our commitment to disparity reduction

Through policies, services and programs we will drive disparity reduction and work to benefit people's lives in the areas of:

-  Connectivity
-  Education
-  Employment
-  Health
-  Housing
-  Income
-  Justice



Our focus today

- Overview of current workforce landscape
- Workforce development strategies
- Discussion

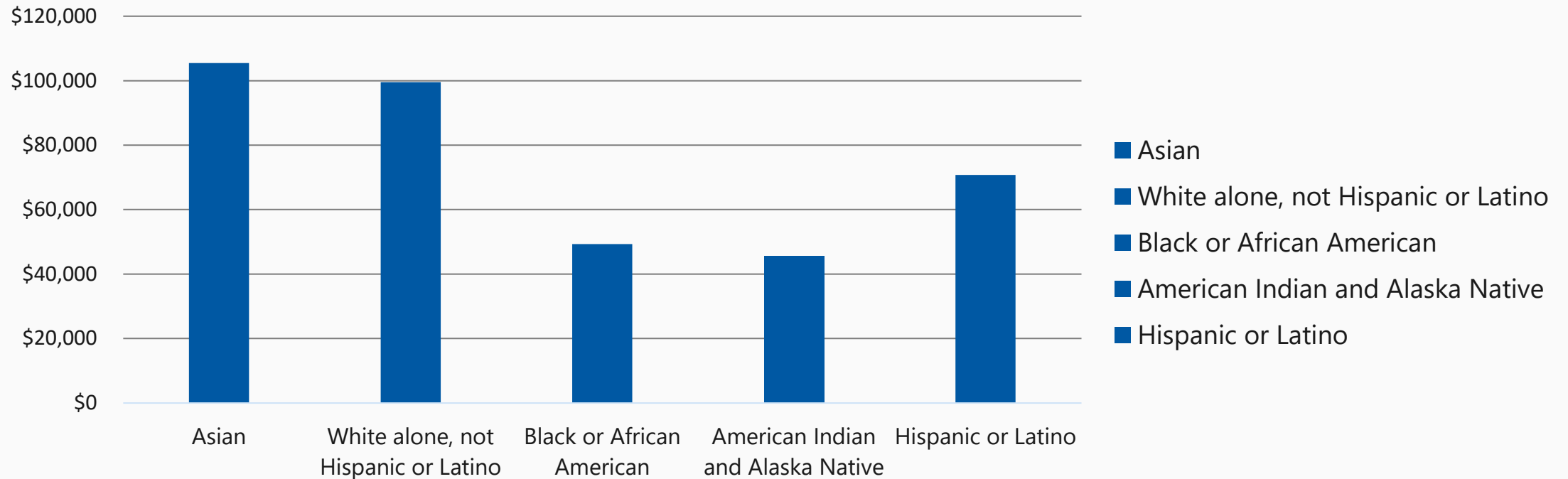


Braima Diarra, security officer
Pathways graduate 2024

Current workforce landscape

Wage gap

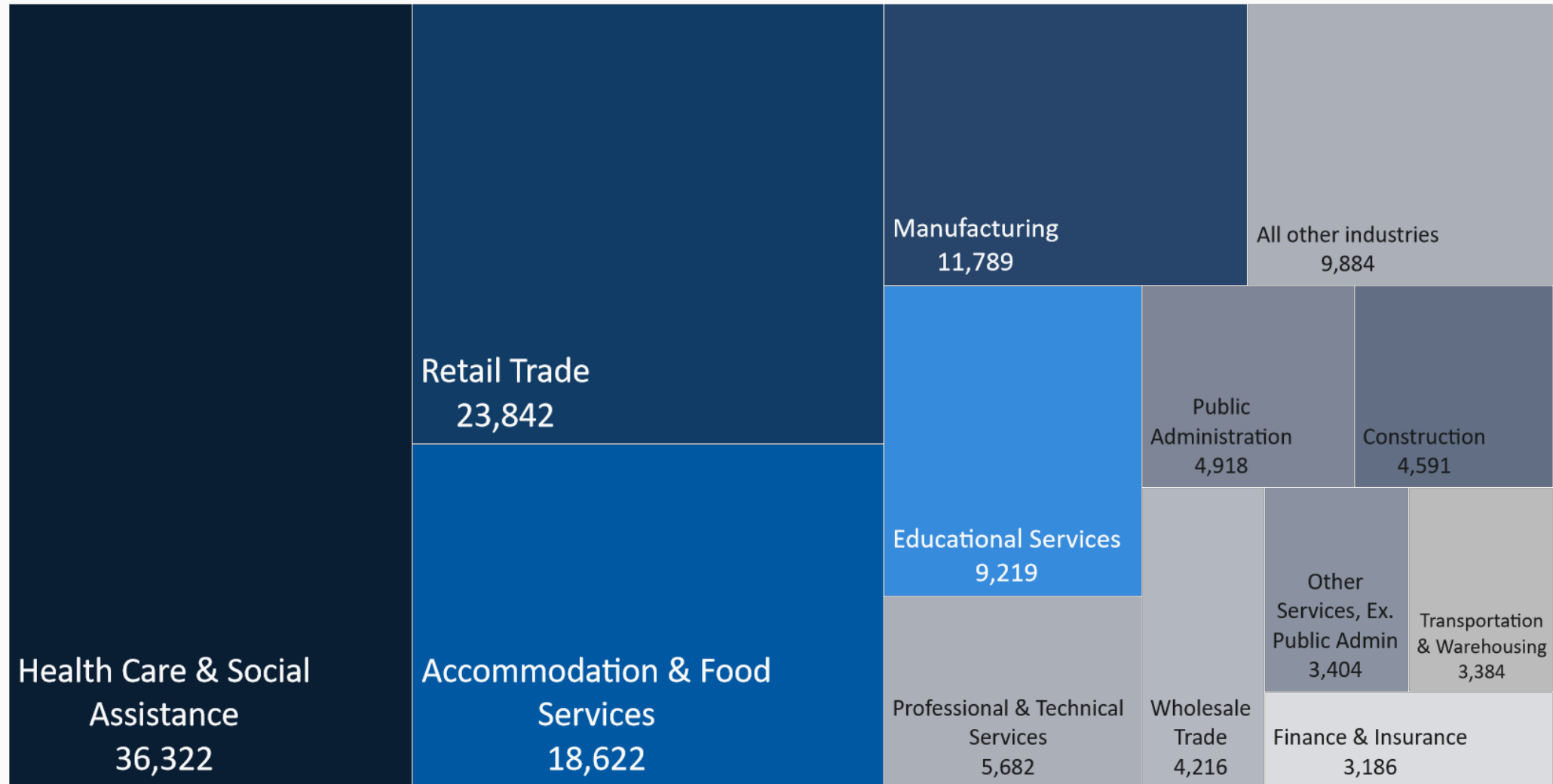
Hennepin County 2022 household median income



Source: American Community Survey (ACS)



Minnesota 2023 job vacancy sectors



Source: Minnesota DEED Job Vacancy Survey



Minnesota job vacancies: Impact

139,059

total job vacancies

87,215

of unemployed workers

Historic demand

With all individuals seeking work trained, job vacancies would still exist

Source: Minnesota DEED Job Vacancy Survey

Forecasting in-demand occupations

- Strategic alignment: How we leverage resources to meet community needs
- Providing the right match for job seekers and employers
 - Health care
 - Technology
 - Transportation
 - Education



Green jobs

19%
of employed exits working in
green-ready occupations

56%
are female

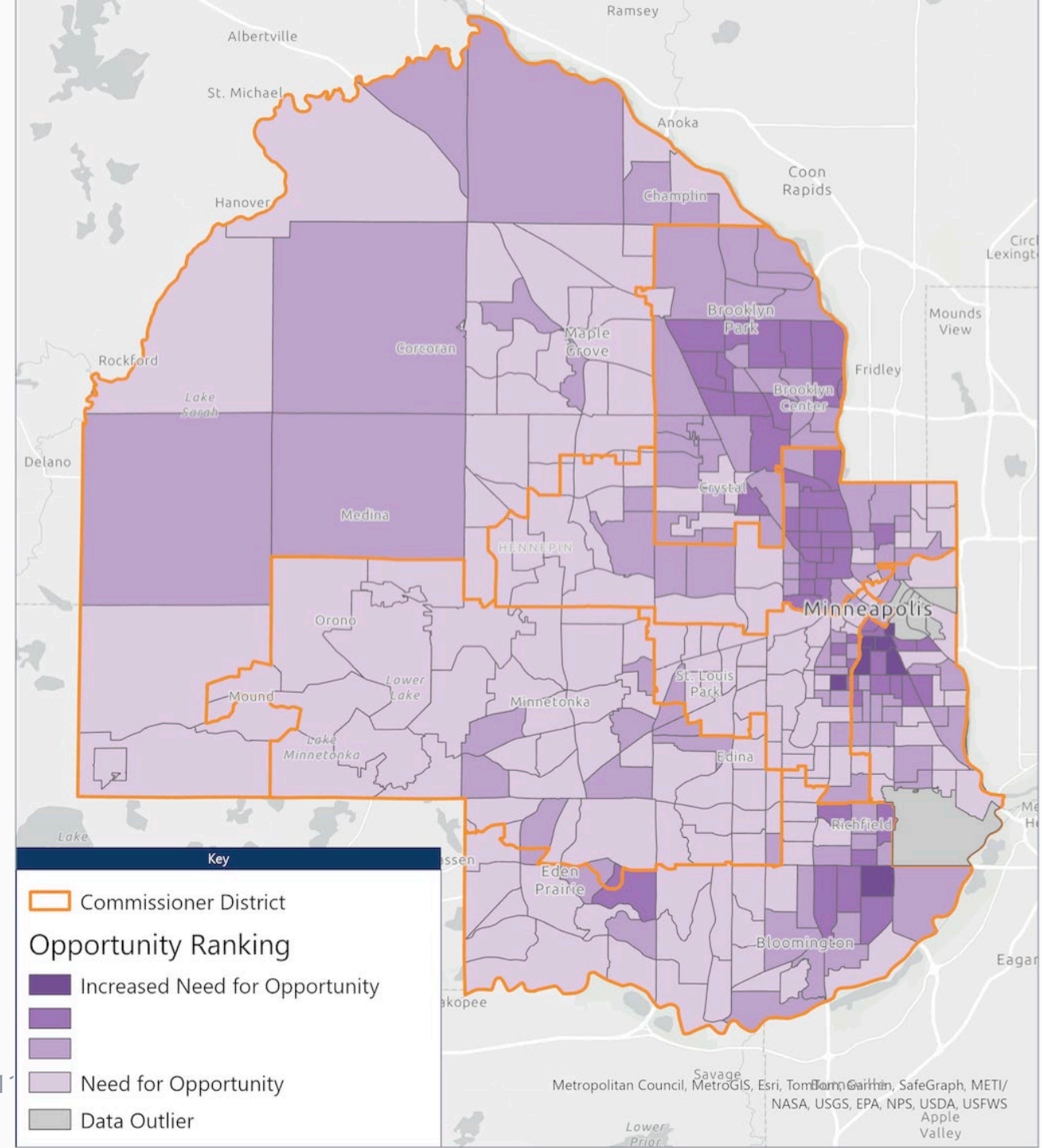
67%
are Black, Indigenous and
People of Color



Youth employment opportunity map

2022 and 2023 update

Data sources: Hennepin County Health & Human Services, American Community Survey (2018-2022), Esri Demographics 2023



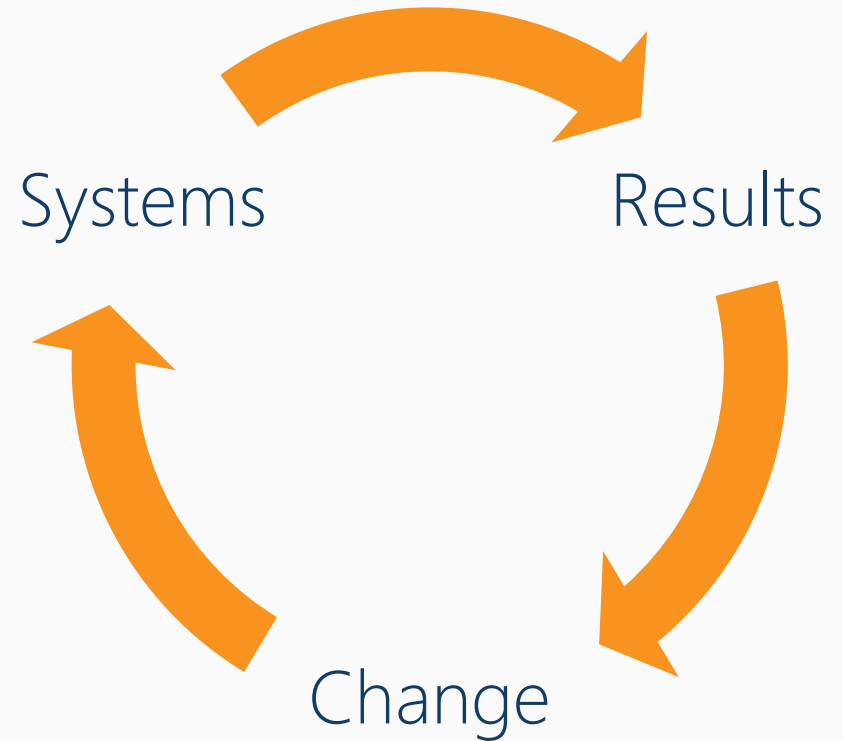


Employment

Hennepin County promotes meaningful employment opportunities that provide a living wage and comprehensive benefits.

Equitable systems change

- Partnerships
- Remove barriers
- Results in action
- Influence and lead change at state and federal levels



Change in action: Dislocated Worker Program

Nearly 50%
are Black, Indigenous and People of Color

76% make \$20+ an hour
at exit (of employed exits)

61% exited
to unsubsidized employment

Change in action: Dislocated Worker Program

\$24.95 hourly increase
for those without recent wage at entry

\$7.89 hourly increase
for those with recent wage at entry

\$26
median hourly wage at exit

Workforce development strategies

Key strategies

- Employment, training and career pathways services
- Youth career exploration and internship opportunities
- Employer support



Employment, training and career pathways services

- Employment & Training Services for People Exiting Homelessness
- Addressing the Benefits Cliff
- Anti-displacement Workforce Development Strategy
- Employment Growth and Opportunity

Employment & training services for people exiting homelessness pilot



Program results since 2022



87%

of referrals have resulted in program enrollment and service participation



39%

currently enrolled in or completed training



38%

Housed upon program exit



\$7.36

per hour wage increase upon program exit

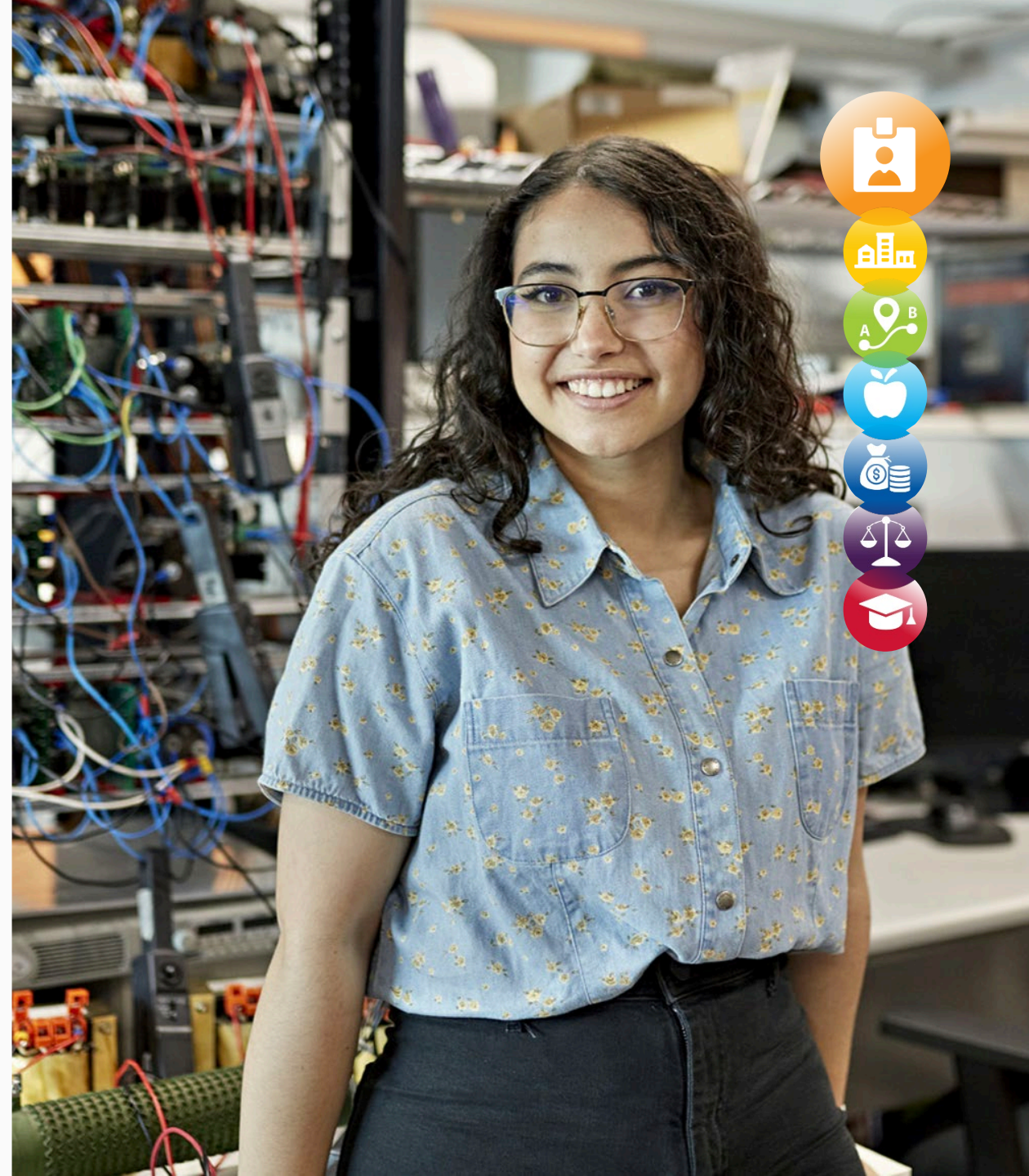


"The Work Experience program was life changing. It helped me keep up hope and gave me a better attitude. I was able to secure employment as Assistant Store Manager at Savers, and this was all thanks to my Career Navigator, the other Goodwill staff and the family I gained through the Work Experience program."

"I feel a million times better than where I was exactly a year ago. This program helped me with what made sense at the time by providing holistic services and helping me see the big picture."

Addressing the Benefits Cliff

- Employment and training services
- Direct financial support and savings match
- Financial education and planning
- Community awareness and education



Results

1,145
participants enrolled

\$638,000
in participant support
dollars provided

266
participants received
new/enhanced
employment

355
participants completed
financial wellness/literacy
courses

331
participated in savings
match program and or
received financial support

“I graduated with my B.A. in Business, and I will be walking across the stage on Saturday! I am so excited! I can’t believe this is it. I just wanted to let you know that I do appreciate everything that you have done for me. ”

Anti-displacement workforce development strategies

- **Engage** with community partners to ensure transit investments generate positive impact in workforce
- **Prioritize** hiring workers from the Blue Line Extension corridor
- **Utilize** data and analytics to inform hiring strategies
- **Target** funding at employment training, support and career opportunities



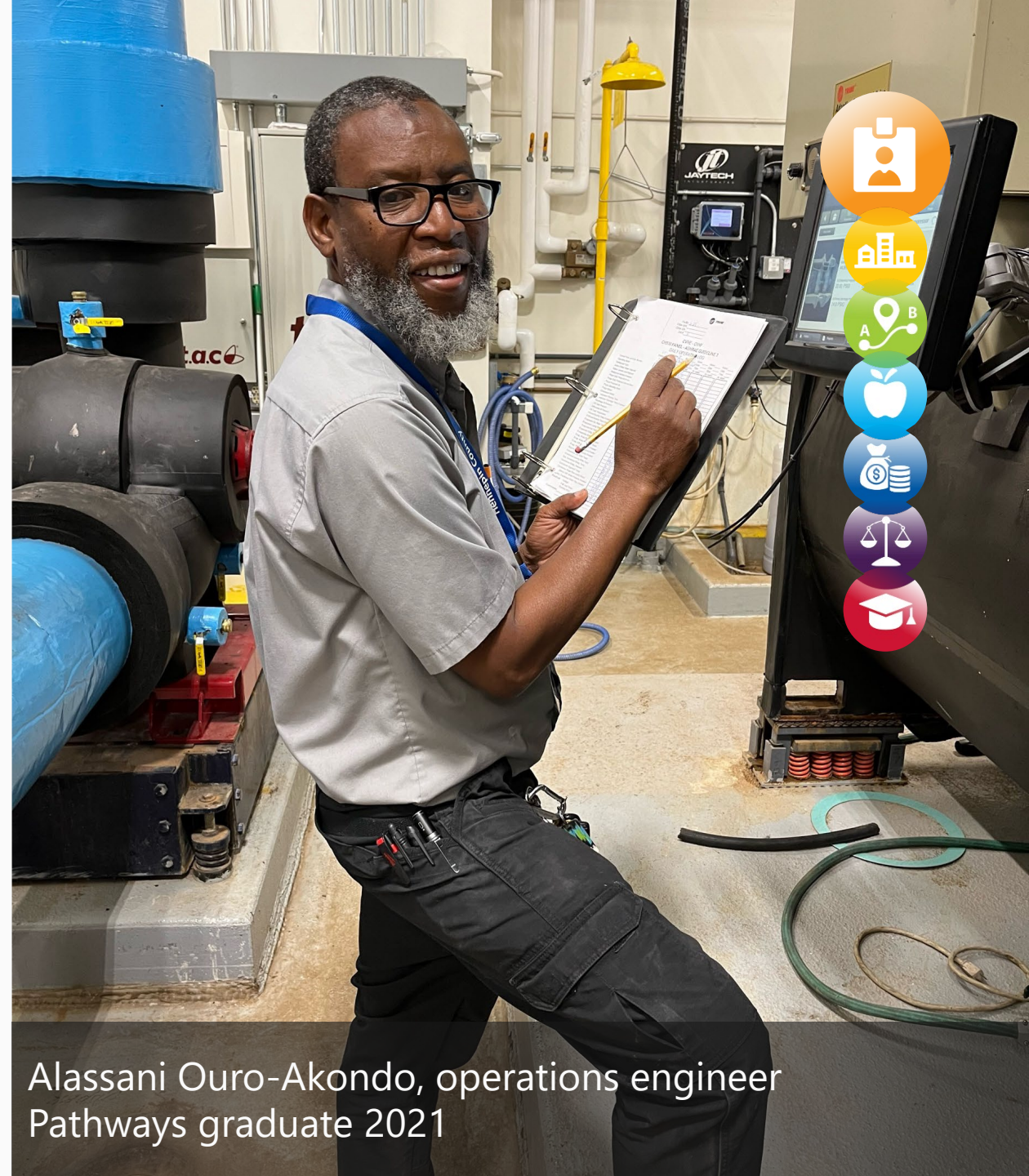
Employment Growth and Opportunity in Pathways



- Connect residents to careers that pay livable wages
- Build a robust and vibrant workforce
- Intersecting workforce needs as a region and as an employer
- Reduce disparities while meeting workforce needs; support internship and pathways experiences

Pathways

- Pathways to **county**
- Pathways with **partners**
- Pathways for **targeted populations**




Alassani Ouro-Akondo, operations engineer
Pathways graduate 2021

Pathways through the years

2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Human Services Representative											
Office Specialist Pathway											
Vet Hiring Initiative											
Walk the Talk											
Building Operations Technician											
Health Advocate											
Public Sector Admin Professional											
Assessor's Office											
Healthcare Clerical											
Property Appraiser											
911 Telecom											
Operator Apprenticeship HERC											
Medical Examiner Apprenticeship											
Security Officer Pathway											
Info. Tech Analyst											

Pathways through the years

2017	2018	2019	2020	2021	2022	2023	2024
<p style="text-align: center;">Community pathways (Transportation/CDL, Police Officer, Revenue Examiner, Medical Call Center, Barista, Public Works Technician, Certified Medical Assistant, Financial Services)</p>							
						Youth Forestry	
						Summer Advanced Training	
						Youth Pathways	
						Securities Industry Essentials	
						Certified Nursing Asst.	
						Healthcare Career Pathways	
						Hospitality Pathway	
						Computer User Support Specialist	
						Manufacturing Career Pathway	
						CDL Training	
						Driving Beyond Barriers	
 <p>1,000+ trained</p>							

Pathways outcomes as an employer partner



413

Pathways graduates have been hired



67%

identify as a Person of Color



91%

retain their position for 1 year or more



\$27

average pay per hour



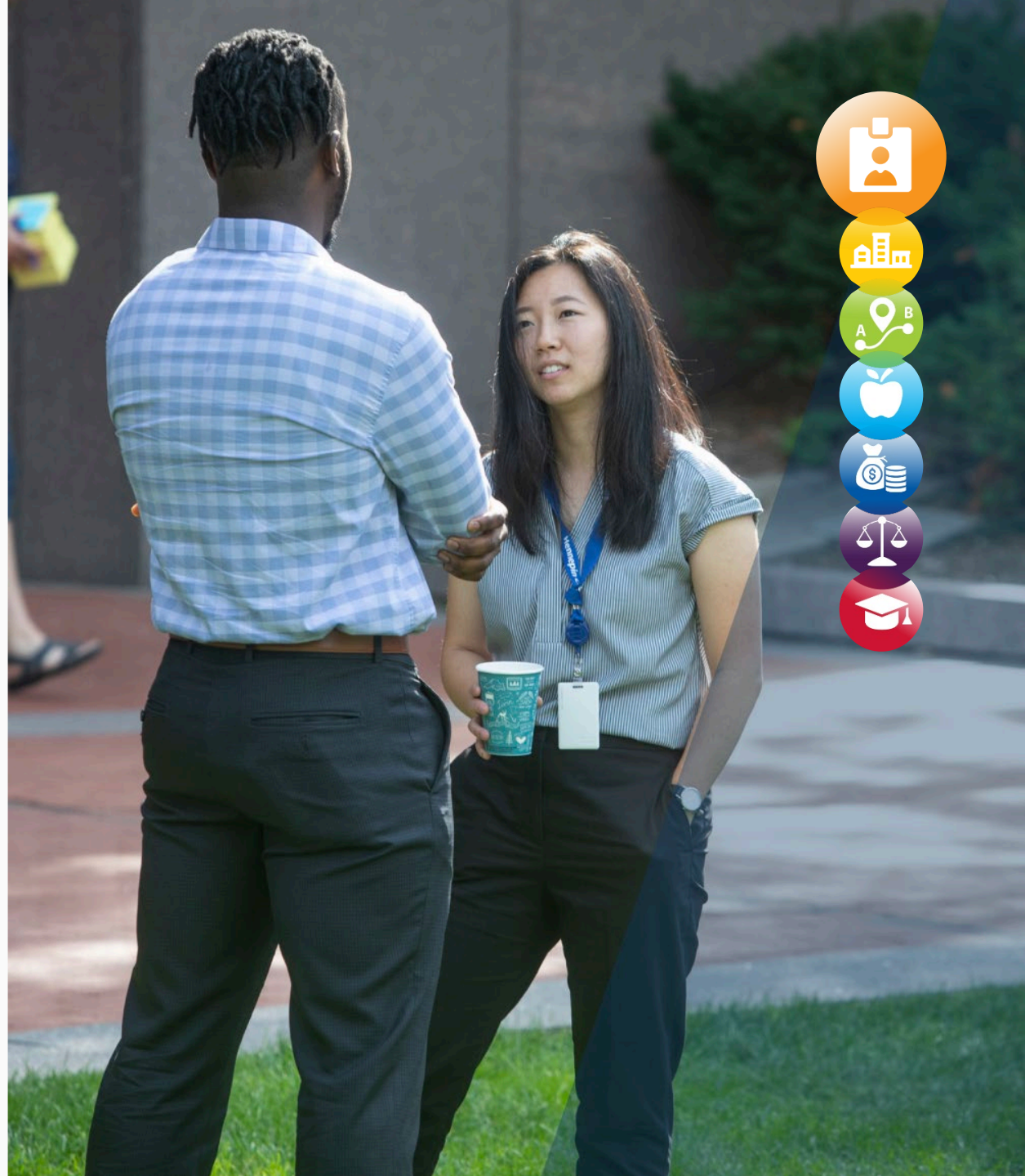
Hennepin's Pathway Programs

Building Operations Technician

James' story



Employment Growth and Opportunity in internships



Internship data

More than 50 departments have hired interns

1,425

paid interns have worked at Hennepin County since 2013

348 (24%)

interns have obtained a second internship or new position

464 (33%)

interns worked more than one summer

Internship data

Interns join via several recruitment sources

1,004

hired through open competitive process

321

hired through community partnerships: Step-Up, BrookLynk, Urban Scholars and Achieve

100

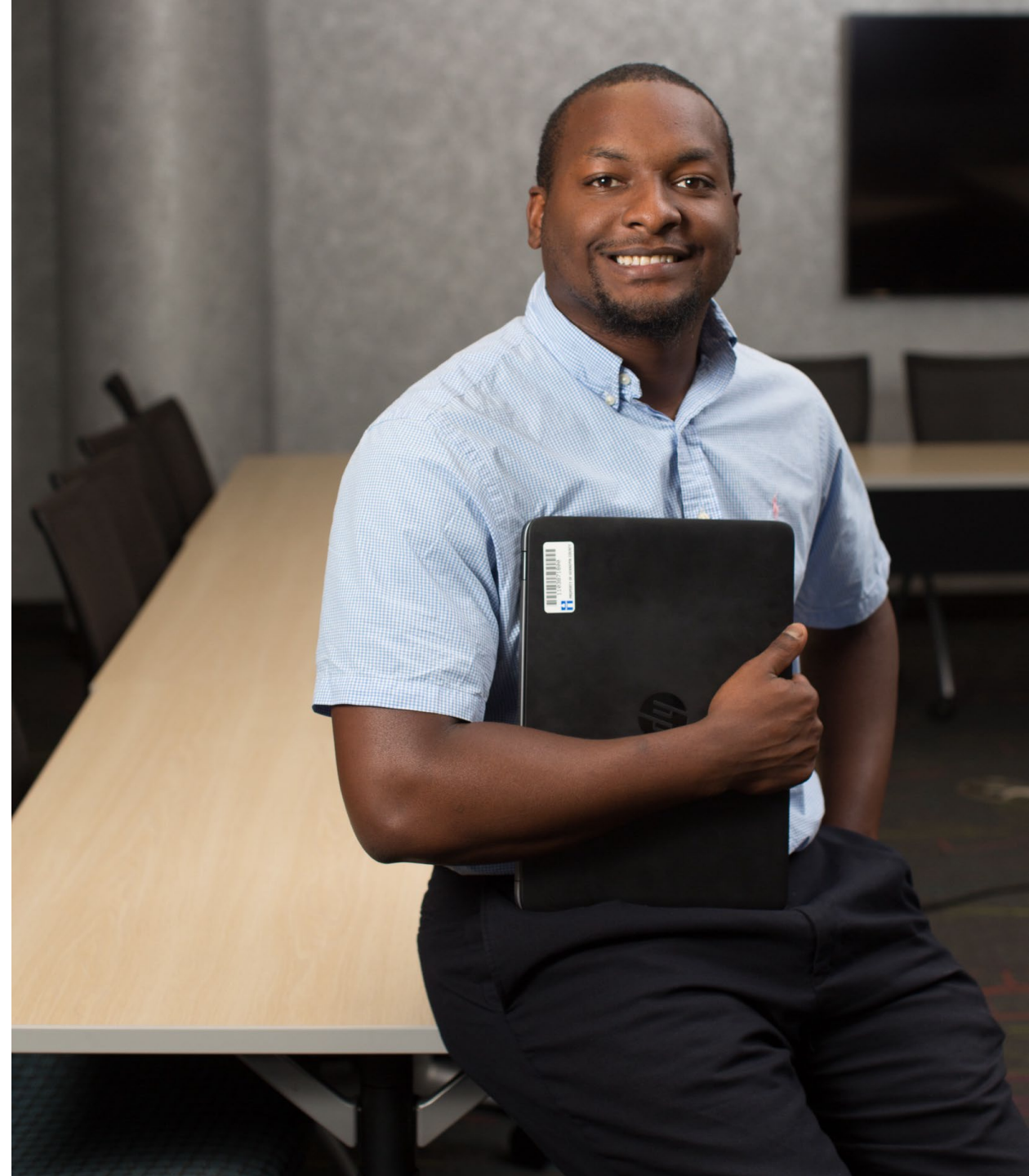
participants of SCOPE and Graduate Fellowship Program

Success story

Lamarr

Former Communications
Intern

“Being an intern with
Hennepin County laid the
foundation for everything in
my marketing career now.”





Youth career exploration and internship opportunities

Youth career exploration and internship opportunities

742

youth participants since January 2023

- 38th and Chicago Youth Initiative
- Youth Gun Violence Prevention
- Employment & Training for People Exiting Homelessness
- MN Youth Program (MYP)
- Teen HOPE
- Workforce Innovation and Opportunity Act (WIOA)
- Youth Employment Diversion Program

552

are still enrolled and 190 have exited



Success story

Johnny

Tree Trust Summer Youth
Employment Program

"By the end of his first year, his true self emerged — a bright, artistic and kind young man."



Employer support



Hennepin-Carver
Workforce Development Board

Workforce Leadership



Council



Hennepin-Carver Workforce Board

- Foster economic well-being through development of career pathways and employment opportunities
- Provide a skilled talent pipeline to our employer partners
- Work alongside community organizations to recruit community members



Workforce Leadership Council

- Convening small and mid-sized business owners
- Aimed at understanding employment and operation needs and challenges
- Striving to identify opportunities for improvement and innovation



Growth in impact

2025-2030:

+100
interns hosted per year

+10
new pathway programs offered

+900
new pathway participants trained

