



Inclusive Hiring Connections Summit



What is the Workforce Innovation Board of Ramsey County?

- The WIB is a catalyst in Ramsey County that helps meet the needs of employers and job seekers.
- Committed to:
 - building meaningful partnerships.
 - identifying emerging workforce needs.
 - maintaining economic health in our county.
- Working in partnership with the City of Saint Paul, the WIB harnesses the collaborative power of business, government, economic development, education and the community to develop strategic solutions for workforce challenges in Ramsey County.



WIB Committees

Executive Committee	Purpose: To provide proactive overall leadership, drive and coordination of all WIB activities and to ensure sound decisions on funding and financial management.
Membership Committee	Purpose: To focus on WIB member recruitment and member engagement – assuring that obstructions to WIB and committee participation are minimized.
Equity Committee	Purpose: To improve opportunities for people of color, indigenous, and those with barriers to employment in Ramsey County by leading transformational efforts to end systemic inequities.
Partnership & Outreach Committee	Purpose: To inform the community on workforce issues as well as highlight program opportunities and successes.
Youth Committee	Purpose: To focus on workforce development for youth. Their mission is to “support and build a foundation for all youth to thrive as healthy, productive members of our community.”
Policy & Oversight Committee	Purpose: To create strategic regional alignment to address workforce needs, promote legislation and policies that addresses those needs, and to provide direct oversight on WIOA workforce programs and partnership oversight over other programs delivered by Ramsey County Workforce Solutions.
Tech Committee	Purpose: To leverage the tech workforce ecosystem, advance opportunities for more diverse tech talent and identify needs to promote tech equity.
Construction-Green Jobs Committee	Purpose: To focus on uplifting the construction industry and the emergence of green career pathways in Ramsey County.

Our people continue to be our best asset

Population Density and Workers

- 549,377 residents (+0.3% average annual growth)
- Over 3,500 residents per square mile on average (71.8 statewide, 1,130 MSP Metro-wide)
- 298,820 people in the labor force (68.9% participation rate for all, and 82.5% rate for 20-64-year-olds, 80.3% for females 20-64 years old)

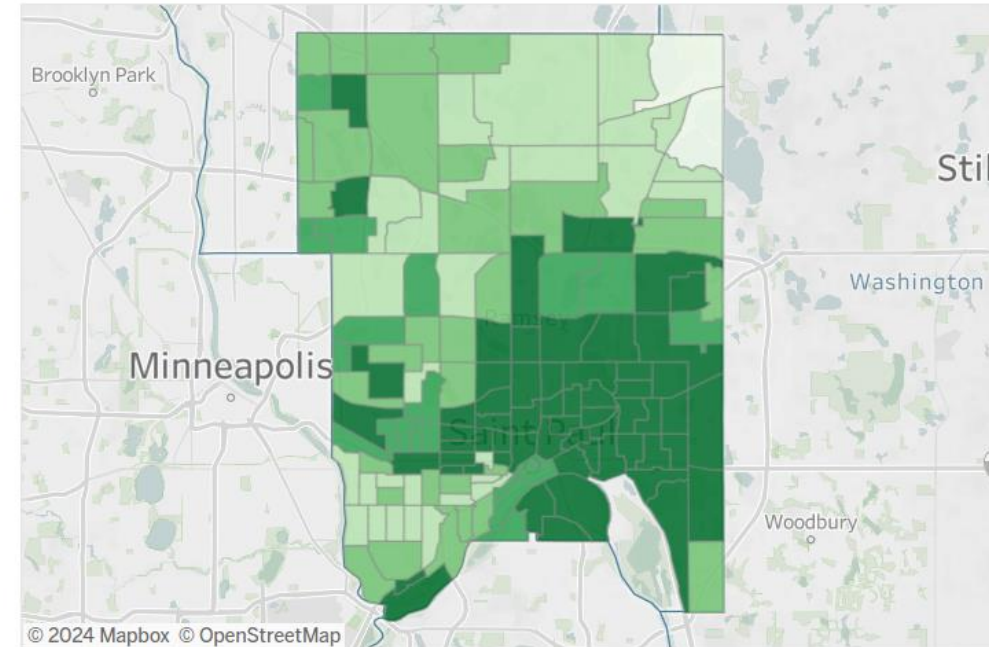
Minnesota's Most Diverse Child and Prime Working Age Adult Populations

- Second highest Diversity Index score overall (after Mahnomon County), with 61.4% chance that two residents selected at random would be from different race or ethnic groups.
- Highest Diversity Index score for these age groups:
 - Under 5 years: 75.9%
 - 5-7 years: 75.6%
 - 25-34 years: 65.0%
 - 35-44 years: 62.4%

Racial and Ethnic Diversity Index

All Ages

Ramsey County, Minnesota: 61.4%



Racial and ethnic diversity index

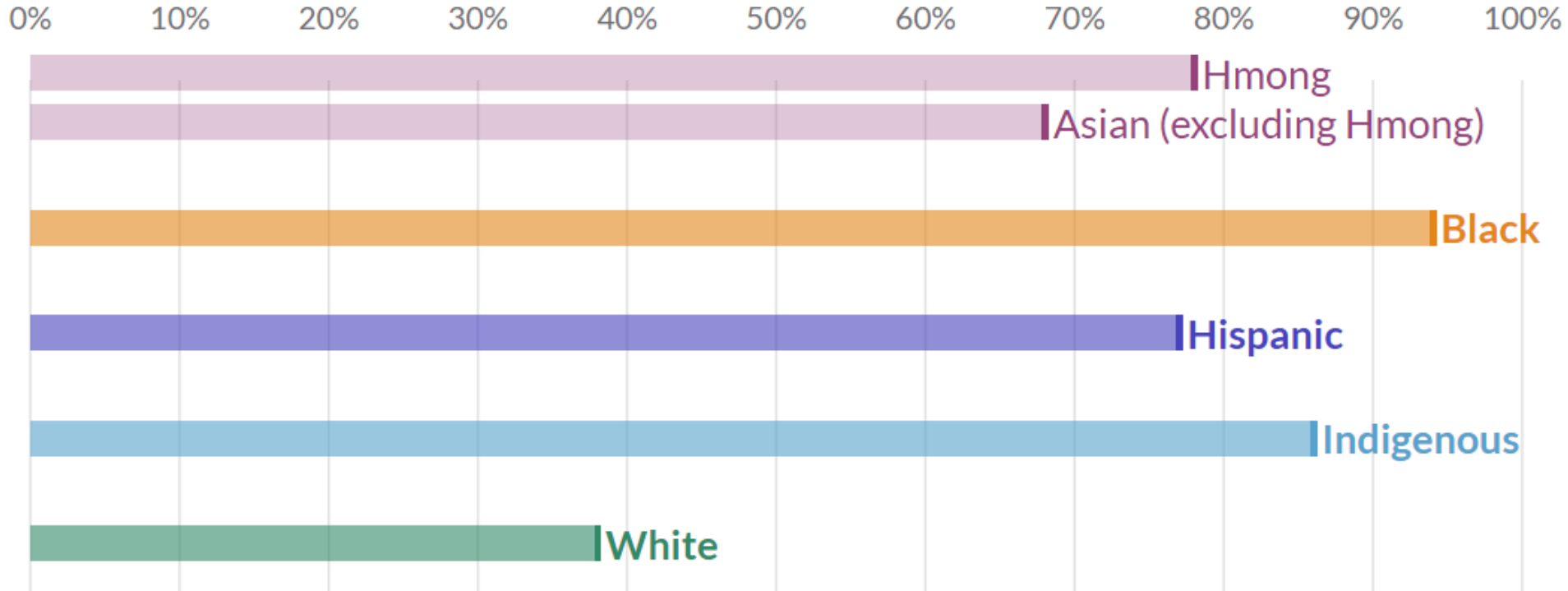
- 60.0 or more
- 50.0 to 59.9
- 35.0 to 49.9

The Imperative

- In 1960, about 98% of the state population was white, whereas in 2020 about 18% identified as Black or African American, Asian, mixed race or Native American.
- By 2038, 30% the population will be non-white; over the next few years the majority of births will be persons of color.
- Given the pronounced racial disparities in the state when it comes to educational attainment, income, home ownership and health, will Minnesota become more stratified?

Source: Megatrends: 10 trends that will shape Minnesota's future

Percent of Minnesotans who report having experienced employment discrimination, State of Minnesota, 2021



Access At:
<https://indicators.centerforeconomicinclusion.org>

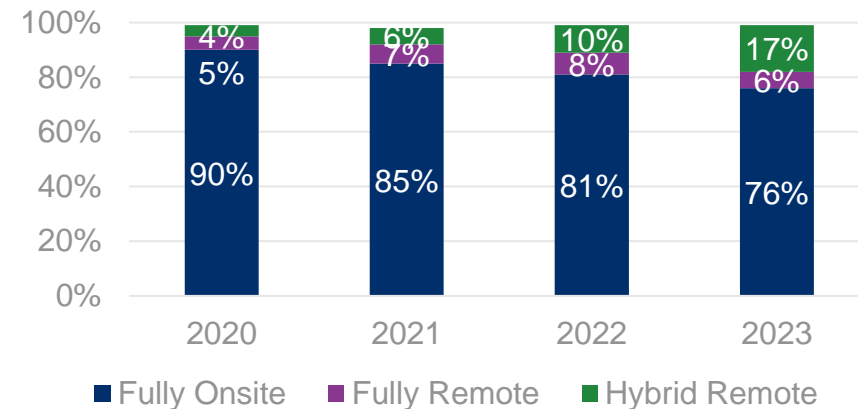
SOURCE: American Public Media, visualized by Center for Economic Inclusion. <https://indicators.centerforeconomicinclusion.org/indicators/sb1>

Work “Places” are Changing in Minnesota and Ramsey County

- Statewide, the share of new job postings that are fully **in-person** declined from 2022-2023 (-1 percentage point) and by -5 percentage points in Ramsey County.
- The share of new job postings that are **fully remote** dropped statewide since their February 2022 peak, with 6% of all jobs statewide being fully remote in 2023.
- The share of new job postings that are **hybrid remote** rose considerably statewide and in each detailed geography, with St. Paul and Ramsey County seeing the most significant gains over the 12-month period.
- Temporary remote** positions have largely disappeared since their peak in February 2022.

% of Postings 2023	MN	MSP Metro	Ramsey County	St. Paul
Fully Onsite	84%	80%	76%	74%
Fully Remote	6%	7%	6%	7%
Hybrid Remote	10%	13%	17%	18%
Temp Remote	0%	0%	1%	1%

Ramsey County Remote Work



Workforce Resource Framework

Pipeline

- Efforts with schools/young people for exposure, career exploration.

Immediate Impact

- Use of Ramsey County and other partner tools.

Transformation

- Longer term strategies
- Workplace culture.



Inclusive Employer Toolkit

A free toolkit for employers with resources to improve diversity, equity and inclusion.

ramseycountymeansbusiness.com/Toolkit

Workforce
Innovation Board
of Ramsey County

RAMSEY COUNTY

Inclusive Workplaces Cohort

Advance equity & inclusion within your organization. Build a more sustainable workforce.



RAMSEY COUNTY

Workforce
Innovation Board
of Ramsey County

ADR

Employer Resources



Chamber Partnerships

Chamber Partnership: Inclusive Employer Champions

- Will enhance and complement the work of the WIB.
- Funded by WFS.
- Inclusive Employer Champions will act as liaisons between their member businesses, the county's Workforce Solutions programs and the broader county workforce ecosystem. Including:
 - Help facilitate relationships.
 - Create two-way communication channels.
 - Disseminate information.
 - Engage members to provide input.
 - Convene members to share resources.
 - Implement best practices to close gaps.
 - Identify shared opportunities.
 - Support innovative, inclusive workforce strategies.



MINNESOTA HMONG
CHAMBER *of* COMMERCE

ST PAUL
AREA CHAMBER



The background of the slide features a scenic landscape. On the left, a dense forest of trees with autumn foliage in shades of yellow, orange, and green covers a hillside. On the right, a wide river flows through a valley, with a small town or industrial area visible in the distance under a bright, hazy sky. A white rectangular box with a dark red and grey border is centered over the image, containing the main title.

Inclusive Workplaces Cohort

Inclusive Workplaces Cohort

Advance **equity & inclusion** within your organization. Build a more **sustainable workforce**.



- Cohort Applications are now open!
- Deadline is January 31, 2024
- Need to identify application review committee.



Program Overview

- Launched in 2021.
- Alignment with Ramsey County's Economic Competitiveness and Inclusion Plan advancing workforce inclusion to ensure as a community we are amplifying the diversity of our community as a tool for economic growth.
- Accelerate employers' ability to advance racial equity, diversity and inclusion within their organizations and to support businesses that aim to leverage and sustain a more inclusive and sustainable workforce that supports better bottom-line results.
- Intentionality to support particularly small and mid-sized employers.
- There is no cost to participating employers.

Cohort Details

- ADR Consulting is the learning partner providing content and facilitation.
- Create a learning environment fostering a forum for discussing and sharing of ideas, while encouraging accountability through safe and brave spaces for confidentiality.
- The cohort will then meet monthly for 90 minutes over the course of nine months beginning in March through December 2024. In person sessions will be held at the Wilder Foundation - 451 Lexington Pkwy N., St Paul 55104.

Cohort Curriculum

Cohort Session Dates	Session Title
Thursday, February 27, 3:30-4:30 p.m. - Virtual	Cohort Welcome and Orientation
Tuesday, March 26, 3:30-5 p.m.	Foundations of DEI: Defining Terms and Exploring Social Identities
Tuesday, April 30, 3:30-5 p.m.	Inclusive Leadership
Tuesday, May 28, 3:30-5 p.m.	Bias Part 1: Unpacking Unconscious Bias
Tuesday, June 25, 3:30-5 p.m. - Virtual	Bias Part 2: Addressing Bias in Hiring Practices
Tuesday, August 27, 3:30-5 p.m. - Virtual	Creating an Inclusive Workplace Culture that Builds Retention
Tuesday, September 24, 3:30-5 p.m.	Navigating Conflict Across Differences
Tuesday, October 29, 3:30-5 p.m.	Racial Equity in the Workplace
Tuesday, November 19, 3:30-5 p.m.	Sustaining Inclusive Leadership
Tuesday, December 5, 11:30 a.m.-1 p.m.	Cohort Recognition Event with the Ramsey County WIB

Program Eligibility

Eligible businesses must:

- have a presence in Ramsey County.
- designate two participants who have decision making power or can facilitate organizational change.
- commit to attending all nine 90-minute sessions.
- agree to have their participation in the cohort shared out by Ramsey County and the WIB.

Up to 20 businesses will be selected to participate and influence the advancement of racial equity, diversity and inclusion throughout their organization. Preference will be given to businesses with 10-250 employees (including all locations).

Past Participants' Feedback

*“I am grateful to have been invited and accepted into the first Inclusive Employers Cohort. It was an exciting opportunity to learn about what diversity and inclusion mean and all the facets that organizations have to look at when considering **making improvements for their employees, their culture and their community.**”*

*“It was great to be a part of a cohort that had **many different types of small and medium organizations**, some for profit and many that were not. It was interesting to learn where everyone was on their journey with diversity and inclusion. Thank you again for the opportunity!!”*

*“Participating in the cohort was significant in helping us **understand how far we need to go**, and to note that we are **not alone** in the amount of work that needs to be done to change and create equitable systems, structures and environments.”*

Past Inclusive Workplaces Cohorts



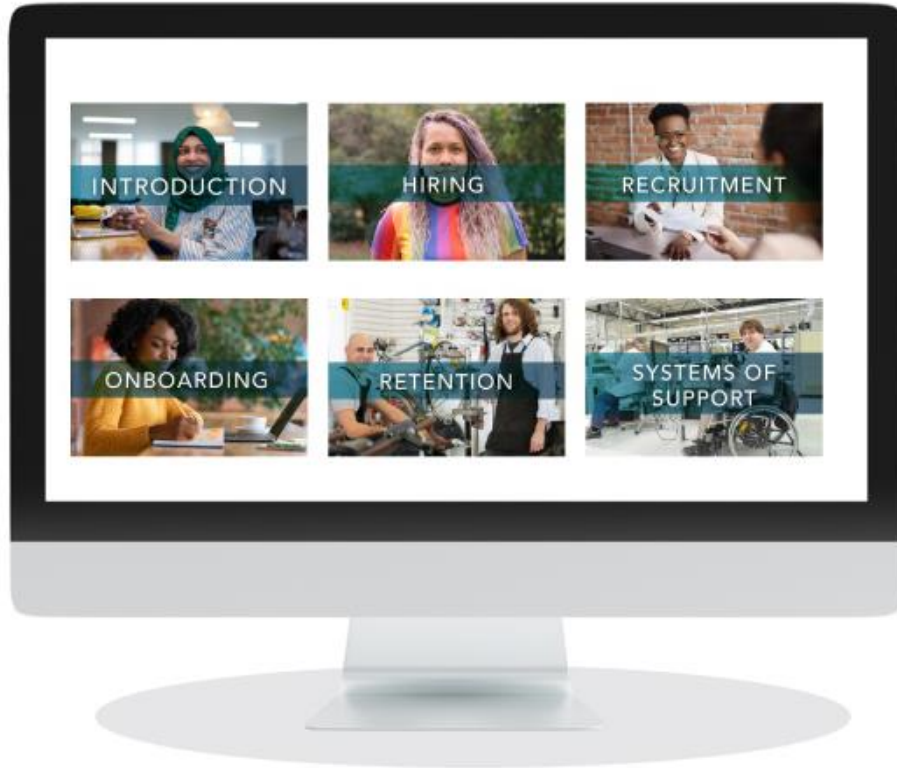
Application Process



- Applications are due by close of business on January 31, 2024.
- Can be completed online at www.ramseycounty.us/inclusiveworkplaces.
- Focus on opportunity and intentionality to learn and grow rather than accomplishments to date as an employer.
- The 20 employers will be selected by mid-February.
- Selected employers will be asked to attend a welcome orientation on February 27 at 3:30 p.m.



Inclusive Employer Toolkit



Inclusive Employer Toolkit

A **free** toolkit for employers with resources to improve diversity, equity and inclusion.

ramseycountymeansbusiness.com/Toolkit

Inclusive Employer Toolkit

The Equity Committee of the Workforce Innovation Board of Ramsey County has assembled this action guide to help employers in our community and region improve diversity, equity, and inclusion (DEI). Our purpose in creating this resource is to provide practical tools that will ultimately help move the needle on workforce disparities and provide equitable access to wealth and opportunity.

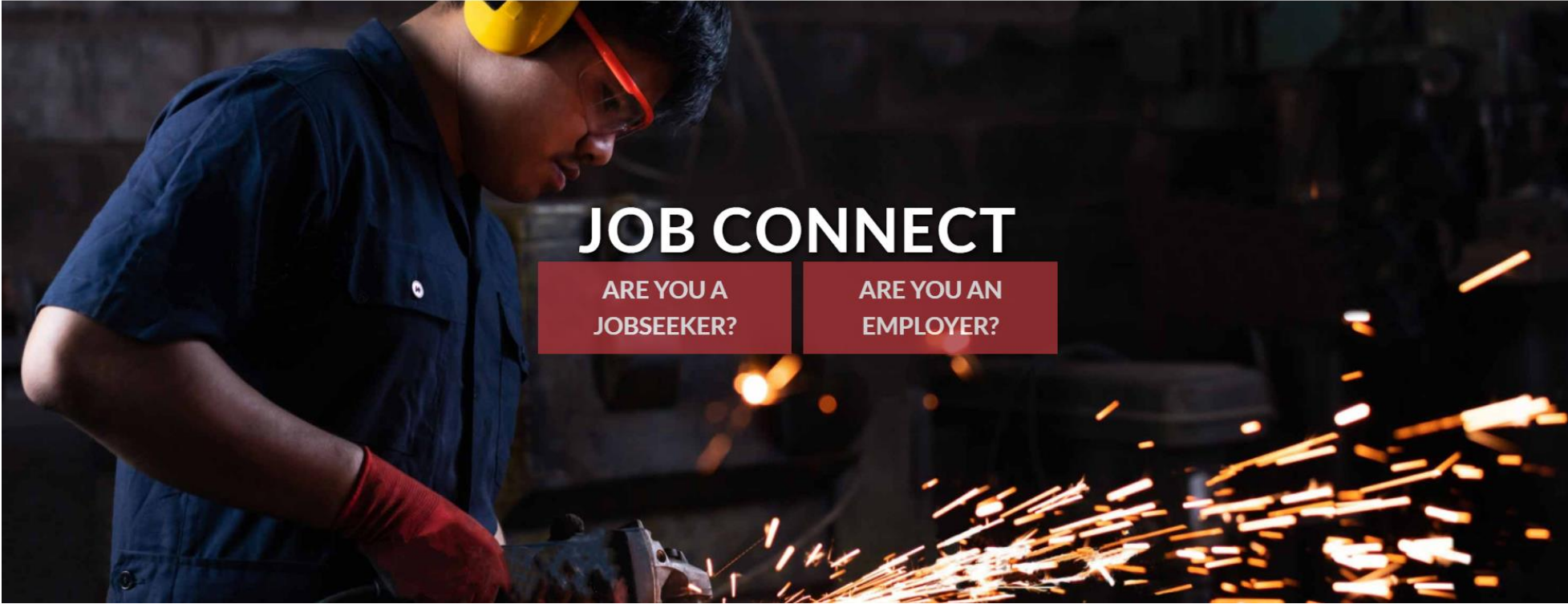
This guide offers concrete practices to build diverse, equitable, and inclusive workplaces in the areas of staff recruitment, hiring, onboarding, and retention. Much of the information contained in this guide was crowd-sourced from employers and experts committed to achieving equity outcomes.





Ramsey County Means Business

Job Connect



JOB CONNECT

ARE YOU A
JOBSEEKER?









ARE YOU AN
EMPLOYER?



Workforce

Ramsey County is a major employment center that draws its workforce from throughout the Twin Cities and Western Wisconsin. For residents, the county is home to a variety of career opportunities in high skill and high demand industries with a strong talent pipeline to meet the needs of a vibrant region. For businesses, as the most diverse county in the state, Ramsey County is home to a rich array of cultural and ethnic communities fueling a dynamic and qualified workforce. As a result, businesses that choose to build or expand in Ramsey County reap the benefits of being able to recruit from a qualified and diverse workforce.

Another benefit offered to Ramsey County businesses is the access to resources provided by Ramsey County Workforce Solutions (WFS). WFS is committed to serving Ramsey County businesses as they grow and thrive through a variety of quality workforce services for businesses. Services include connecting businesses to area job fairs, gaining a presence at one of our career labs, finding a qualified match with job seekers, understanding various workforce incentive programs, and learning more about incumbent worker training opportunities.

 Job Connect	 Workforce News
 Inclusive Workplaces Cohort Advance equity & inclusion within your organization. Build a more sustainable workforce.	 Labor Market Information
 BUILD your own FUTURE. RAMSEY COUNTY Workforce Solutions	 Workforce Training Dashboard
 Workforce Partners	 Workforce Innovation Board
 Workforce Stories	 Programs and Resources
 Community Colleges Career Pathways Directory	 School District Career Pathways Directory
 Fair Opportunities Employment	 Inclusive Employer Toolkit

Ramsey County Means Business



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Ramsey County Driver's License Academy

The Ramsey County Driver's License Academy

The Ramsey County Driver's License Academy is a free program that helps young workers aged 18-24 obtain their driver's license as a needed work credential. Job seekers looking to enter the Construction Trades, Automotive/Transportation, Manufacturing, Health and Human Services, Maintenance and Repair and other careers can receive the following services:

Support obtaining Class D Instruction Permit

6 hours of Behind-The-Wheel Instruction with a Certified Driving School

Vehicle for Class D License






Top Ten Workforce Trends

Top Workforce Trends to Watch

Top Trends to Watch in Ramsey County's Workforce Landscape



Erin Olson
RealTime Talent

Join us to learn about the top workforce trends in 2024 with RealTime Talent's Senior Director of Strategic Research, Erin Olson.

Wednesday, Jan. 17
Noon–1 p.m.
Zoom Webinar

Recording Link



ramseycounty.us/Top10Trends



Recent years have brought seismic shifts in the world of work, driven forward by ongoing economic uncertainties, dramatic talent shortages, workforce misalignments, and rapidly evolving technology. These dynamics make forecasting future labor market needs and supply uniquely challenging. But despite the turbulence, several pivotal shifts have begun to materialize, illuminating the path ahead in inclusive workplaces, skills-based hiring, and the digital workplace.

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Stay Connected

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Youth and Young Adult Supports Orientation



Future Orientations



Youth Works! Employment and Supports Orientations will occur **every second Wednesday** from **11:00 a.m. to 12:00 p.m.**

The next three sessions will be held on **Jan 10, Feb 14, and March 13**

Please share this opportunity with others and have them register for an upcoming session on our [Eventbrite page!](#)

YOUTH WORKS!

JOIN US

Employment and Supports Orientation

Wednesday, March 8

11 a.m. – Noon

ramseycounty.us/YouthWorks

 RAMSEY COUNTY
Workforce Solutions



Stay Connected

Stay connected to the work we are doing in Ramsey County.

Consider subscribing to our Workforce Board, Youth Works! and Job Seeker newsletters.



Workforce Innovation Board of Ramsey County

Newsletter

January 2024

On behalf of the Workforce Innovation Board (WIB) of Ramsey County, I want to wish you all a very Happy New Year!

The WIB is jumping into 2024 full speed ahead! This month's newsletter is packed with information on several exciting events and initiatives, including the [Inclusive Hiring Connections Summit](#) on January 24, how to apply for the [Inclusive Workplaces Cohort](#) and the opportunity to host a [Right Track intern](#) this summer. Check out the details on these and several other opportunities below.

The start of a new year is also a great time to look ahead to new opportunities for partnership. I am grateful for the chance to work alongside so many fabulous partners. It is your commitment to the economic health of our residents and businesses that makes Ramsey County such a great place to live, work and do business. I look forward to our continued work together and hope to see you at an event this month!

- Elisa Rasmussen, WIB Chair



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Supervisory Training

Get S.E.T.

YOUTH WORKS!

JOIN US

Every third Friday

11 a.m. – Noon

Successful Employer Training

Employers will learn:

- Youth recruitment and training skills.
- Effective strategies for investing in young employees.
- Methods of cultivating a positive work environment for all.



ramseycounty.us/GetSET

- **Building a relationship**
- **Why communications matter**
- **Implementing Inclusion**



About World Youth Connect

We are a diverse group of motivated young people from different cultural backgrounds and experiences coming together to make changes. World Youth Connect magnifies the importance of youth involvement in the community while creating a positive environment to increase youth voice in public. We are closing the opportunity gap and influencing cultural awareness. Our members take part and create community projects and events. We are community rooted.



EmployerServices@ramseycounty.us

