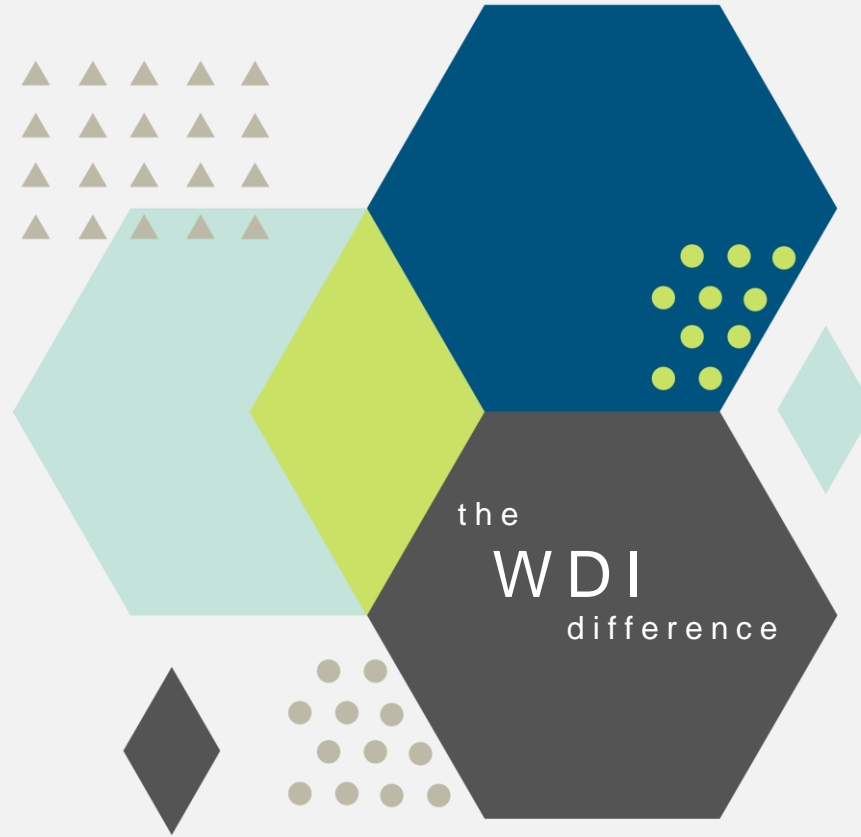


Workforce

DEVELOPMENT, INC.

*The Workforce Development Board
of Southeast Minnesota*



Workforce Development, Inc.

Serving career seekers & employers
throughout Southeast Minnesota

Celebrating Over 30 Years of Excellence in Southeast Minnesota

Albert Lea • Austin • Caledonia • Faribault • Kasson • Owatonna • Preston • Red Wing • Rochester • Wabasha





OUR MISSION & VISION

Our mission is to develop and advance the workforce of Southeast Minnesota.

Our vision is to develop and advance the workforce of Southeast Minnesota by acting as:

- A champion for workers
- A convening agent bringing partners together to solve workforce problems
- A change agent to promote and facilitate innovation and creative solutions
- The agency accountable to the individuals, businesses and communities we serve, providing measurable change

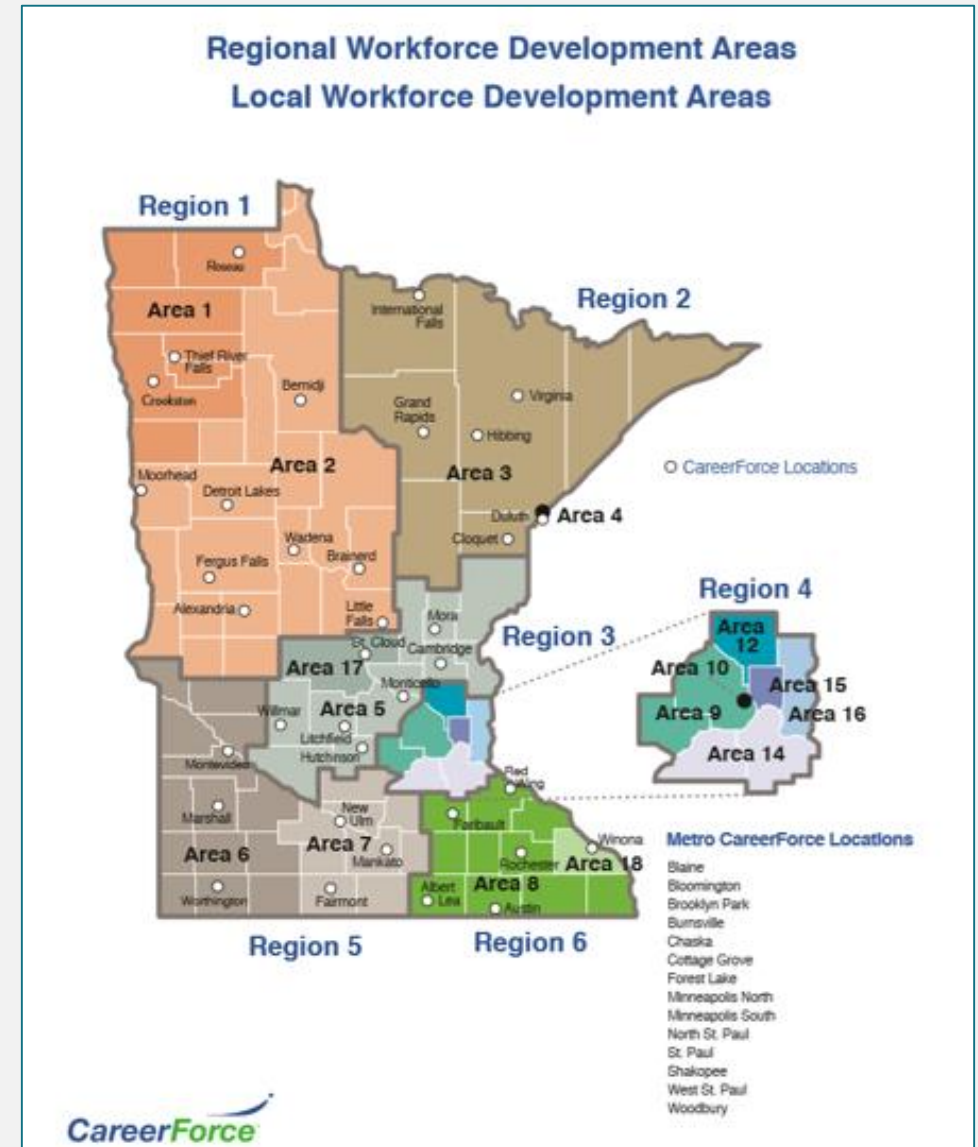
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WORKFORCE SERVICE AREAS

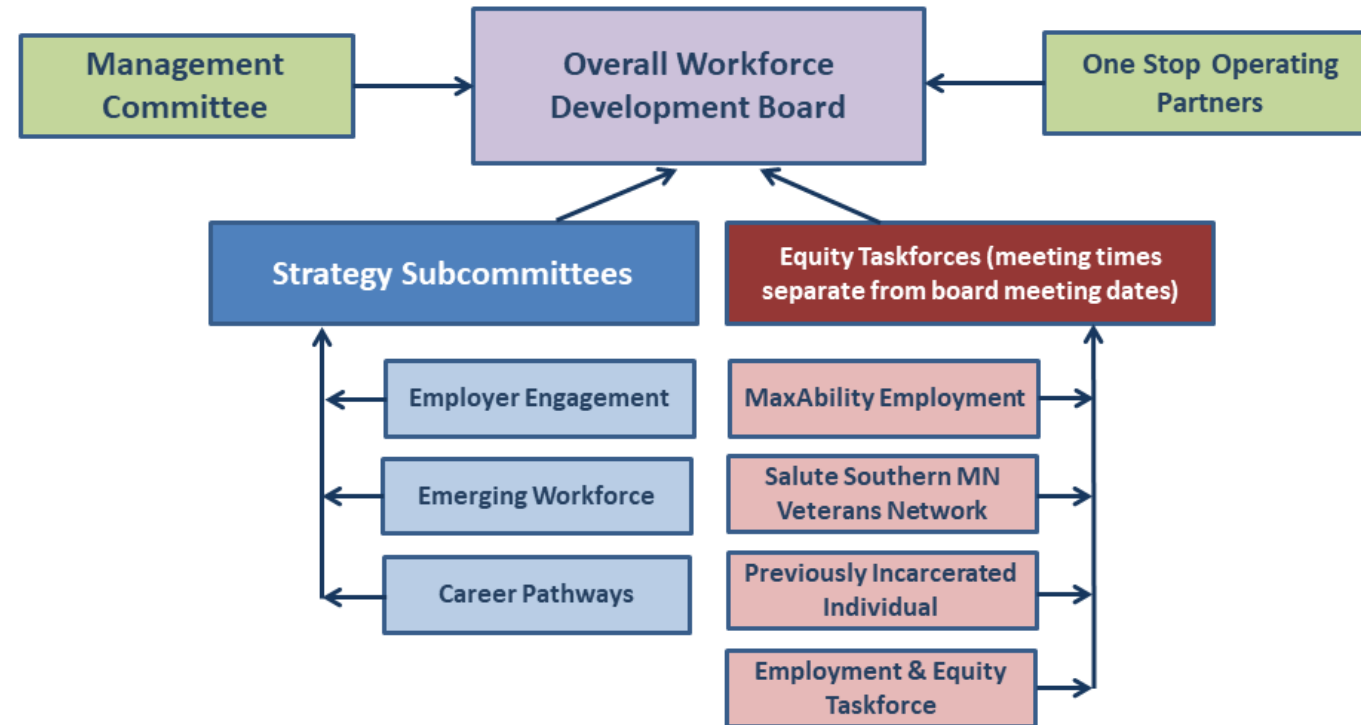
WDI serves 10 counties in Southeast Minnesota. Six of our ten locations include Minnesota CareerForce Centers where multiple agencies deliver related services for job seekers and employers. Service areas include:

- Albert Lea
- Austin
- Caledonia
- Faribault
- Kasson
- Owatonna
- Preston
- Red Wing
- Rochester
- Wabasha



WDB COMMITTEE STRUCTURE

SE MN Workforce Development Board Committee Structure



OUR SERVICES



Welfare Reform

Individuals determined eligible under the Minnesota Family Investment Program (MFIP) or Diversionary Work Program (DWP) are referred to WDI for Employment Services

- 60-month program
- Must have a child 18 years old or younger living at home
- Services Include
 - Skills/Interest Assessments
 - Classroom Training Assistance
 - Support Services
 - On-The-Job Training
 - Job Search Assistance
 - Job Identification and

Placement

Workforce
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Youth Services

- Ages 14-24
- Pre-Employment Transition Student, Minnesota Youth Program, WIOA In- and Out-of-School Youth
- YouthBuild
- Scholarship Program
- Youth Work Experiences
- Goals
 - Credential completion
 - Employment

Meet Your Career Planner Today!

Our professional Career Planners are ready to help you on your employment path with support, training, and special vocational programs that are all designed to ensure your success.



OUR SERVICES



Dislocated Worker

Workers that have lost their jobs due to no fault of their own

Eligible for unemployment insurance

Individuals 18 years and older

Active-duty individuals who are looking for re-entry back to the workforce

Training and support funding

- *Career Planning*
- *Skills and Interest Inventories*
- *Job Search Assistance*



WIOA

- *Unemployed and Under-Employed Individuals*
- *Individuals 18 years and older*
- *Must be income-eligible*
- *Veterans*
- *Training and Support Funding*
 - *Career Planning*
 - *Skills and Interest Inventories*
 - *Job Search Assistance*



Special Grants & Services

- *Bridges to Careers (formerly Bridges to Healthcare)*
 - *Funded through a legislative appropriation and private grants*
- *Pathways to Prosperity*
- *DWG's: OMNI and COVID National Emergency Grant*
- *Manufacturing 101*
- *Previously Incarcerated Pathways*
- *Employer Outreach Services*

Workforce Solutions - D&I



✓ **Diversity** - refers to political beliefs, race, culture, sexual orientation, religion, class, and/or gender identity differences. In the workplace, diversity means your staff consists of individuals who bring new perspectives and backgrounds to the table.

✓ **Inclusion** – means that everyone in the diverse mix feels involved, valued, respected, treated fairly, and embedded in your culture. Empowering all employees and recognizing their special talents is part of creating an inclusive company.

Both D&I are important but difficult to achieve together...Companies are starting to focus more on diversity, but many disregard the inclusion piece of the puzzle. Without a concerted effort towards both inclusion and diversity, your workforce will feel out of place and unsupported. How can we plan for success?

Employment and Equity



Employment Equity

Taskforce – *How it began*

- *Back in Spring of 2020, WDI received an employment disparities report from DEED Labor Market Analyst, Mark Schultz*
- *We were struck by the data in that report and wondered what we could do to help.*
- *We invited Mark to present to our Board.*



The Data

- *Most industry sectors in our SE region are nondiverse*
- *A couple rely more heavily on workers from other races...the largest number of minority workers were employed in Healthcare, Social Services though 89% of the jobs in the industry were held by white workers. Worker of other races were also employed in Manufacturing, Accommodation and Food Service, and Retail.*



Employment Disparities

- *Comparing economic status with people of other races with the region's white resident's many disparities were revealed...*
- *People of other races exhibited lower educational attainment*
- *Much higher % of people with less than a HS Diploma*



Employment Diversity Data

Labor force participation rates are slightly lower in Southeast Minnesota than the state. People of Some Other Race had the highest labor force participation rate in the region at 74.8 percent, and Hispanic or Latino, Two or More Races, and Asian workers also participated at a higher rate than whites.

People of other races held just 9.2 percent of total jobs in Southeast Minnesota, according to data from the Quarterly Workforce Indicators program. Based on annual averages for 2019, nearly 23,000 jobs were held by people of other races, compared to about 225,000 White workers.

In sum, workers of other races have filled an additional 13,500 jobs in the region since 2000, accounting for 45 percent of the 29,800 new jobs added.



Employment Diversity Data

- ❖ Let's face it. The positive impact of diversity and inclusion is no longer debatable.
- ❖ According to Deloitte data, diverse companies enjoy 2.3 times higher cash flow per employee. They found that inclusive teams improve team performance by up to 30 percent in high-diversity environments.
- ❖ Although diversity and inclusion (D&I) offers clear benefits, it's difficult to implement. A major issue is that many companies believe they're already promoting a diverse and inclusive culture. However, only 40 percent of employees agree that their manager fosters an inclusive environment.
- ❖ WDI's newly created Employment Equity Taskforce plans to offer supports for SE MN employers who are interested in creating inclusive environments in their businesses.





Employment Equity Taskforce

Our taskforce is made up of dedicated WDI Board Members, Staff, Partners, and led by WDI's Executive Director Jinny Rietmann

The Taskforce began looking at Best Practices in the State and who is currently working in this space that we could potentially partner with.

We started with our annual Best Places to Work / Workforce Forum event held this year. WDI invited all participants to answer questions regarding their efforts to incorporate equity within their respective organizations. For the 1st time we awarded for a small, med, and large business an **Advancing Equity Award** during this year's event.





Employment Equity Taskforce

The Employment and Equity Taskforce has joined the **Rochester Nonprofit Consortium** and signed the **Consortium Commitment to Action towards Racial Justice**. It is WDI's desire to act as a catalyst for change, addressing employment disparities, and assisting businesses who want help in bringing equity to their organizations.



I-WE Designation



Employment Equity Taskforce

We are very excited to announce that here in SE MN the WDI Employment and Equity Taskforce is currently working on a pilot project to bring the I-WE (Inclusive Workforce Employer Designation) program model to SE MN businesses.

Background on the I-WE Designation model –

- This model provides businesses that are interested in tackling what can be a challenging endeavor tackling diversity equity and inclusion in their respective businesses...with a Toolkit for how to begin and work towards becoming an organization recognized for their work in this space.
- We plan to work with 6 businesses that participated in taking the Advancing Equity survey for this years Best Places to Work and start an I-WE Pilot with SE MN businesses.





Employment Equity Taskforce

Why should an Employer participate?

Short Term Benefits

- ❖ A starting place and a path to follow
- ❖ A support system of local community leaders
- ❖ Increase in knowledge and of comfort with others
- ❖ Increase in personal soft skills development: empathy, compassion, active listening

Long Term Benefits

- ❖ Increase the size of your applicant pool when hiring
- ❖ Increase the diversity of your workforce
- ❖ Positive work environment that leads to greater soft skill development
- ❖ Employee retention and referrals
- ❖ Increase your consumer or supplier market

Value Proposition



Employment Equity Taskforce

Dr. Kathy Harowski -with the Diversity Council

- ❖ Value Proposition for SE MN Employers who incorporate DEI training in their respective businesses and what this could mean for our region.



Diversity Council

Health

Health equity is the attainment of the highest level of well-being for all individuals, regardless of personal or social determinants of health.

Civic

Civic equity is the realization of a society where all individuals receive equitable access to resources, protections, and opportunities.

Educational

Educational equity exists when all individuals are fully prepared for the roles of their choice, regardless of personal or social circumstances.

Why DEI training?

What does an enhanced global mindset provide?

What is your goal for leaning in on DEI training?

Leaders frame what is possible, help create shifts in the way you do the things you need to do.

Review
practices and
environment

Create a
welcoming
environment
for all

Small shifts
BIG
change
in....

Cross-cultural
awareness
improves
communication

Employee
satisfaction
and retention

More
resilient
teams

De-escalation

Trouble?
No trouble

DiversityCouncil

DiversityCouncil

Email: info@diversitycouncil.org

Website: diversitycouncil.org

Phone number: 507-282-9951

Programs: diversitycouncil.org/our-programs

Visit this QR code to see our programs! →





Employment Equity Taskforce

The Ask?

If you or someone you know has a business and are interested in receiving more information on the I/WE Designation or any of the other WDI programs and services discussed today, please contact the Rochester CareerForce office at # 507-292-5152, Location Address: 2070 College View Rd E. Rochester, MN 55904.



THE TEAM

Workforce

DEVELOPMENT, INC.
*The Workforce Development Board
of Southeast Minnesota*



Jinny Rietmann
Executive Director



Sonji Davis
*Adult and Dislocated Worker
Programs Coordinator*



Wanda Jensen
Operations Director



Angela Birrittella
Youth Programs Coordinator


ADDITIONAL RESOURCES

All WDI services are free – contact us today!

- ✓ Assessments
- ✓ Career Planning
- ✓ Skills Training
- ✓ Job Search Guidance & Resources
- ✓ Training Preparation
- ✓ Education Preparation
- ✓ Scholarships
- Other Area Resource Connections



THANK YOU!

 Sonji Davis, Adult and Dislocated
Worker Programs Coordinator
 sdavis@wdimn.org
 507.338.0078

