

## Update to Saint Paul City Council

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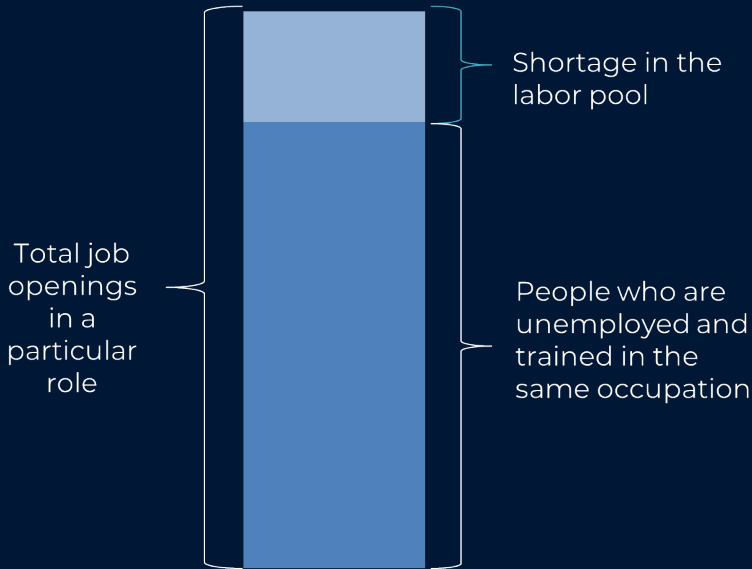
June 14, 2023

## Agenda

- Introduction
- Labor Market Information
- Partnership and Collaboration
  - City and County
  - Workforce Solutions, Workforce Innovation Board and Community
- Program Highlights
  - Traditional Programs
  - ARPA and more
- Looking Ahead
  - Challenges and Opportunities

# The Talent Shortage Remains One of Our Most Pressing Challenges

## Demand > Supply



### The Problems we Inherited

#### Insufficient Labor Pool

- Not enough eligible workers to maintain economic growth
- Geographic mismatch of talent and opportunities
- Misalignment between supply and demand at the skills level

#### Inefficient Labor Market

- Persistent employment disparities
- Low job satisfaction and high turnover
- Ineffective means of finding talent

#### Unjust Structures and Processes

- Systemic Inequality: Structures and processes that are inherently biased to privilege some over others. They are self-reinforcing, cumulative, durable, and often hidden.

### COVID-19 Impacts

#### Labor Force Participation

- Acceleration in retirements
  - Earlier than planned exits
  - Migration from urban areas
  - Skilled Trades seeing lag in training
  - Strain on Social Security and other retirement benefits
- Black, Hispanic, and Female populations left labor force in high rates

#### Employment

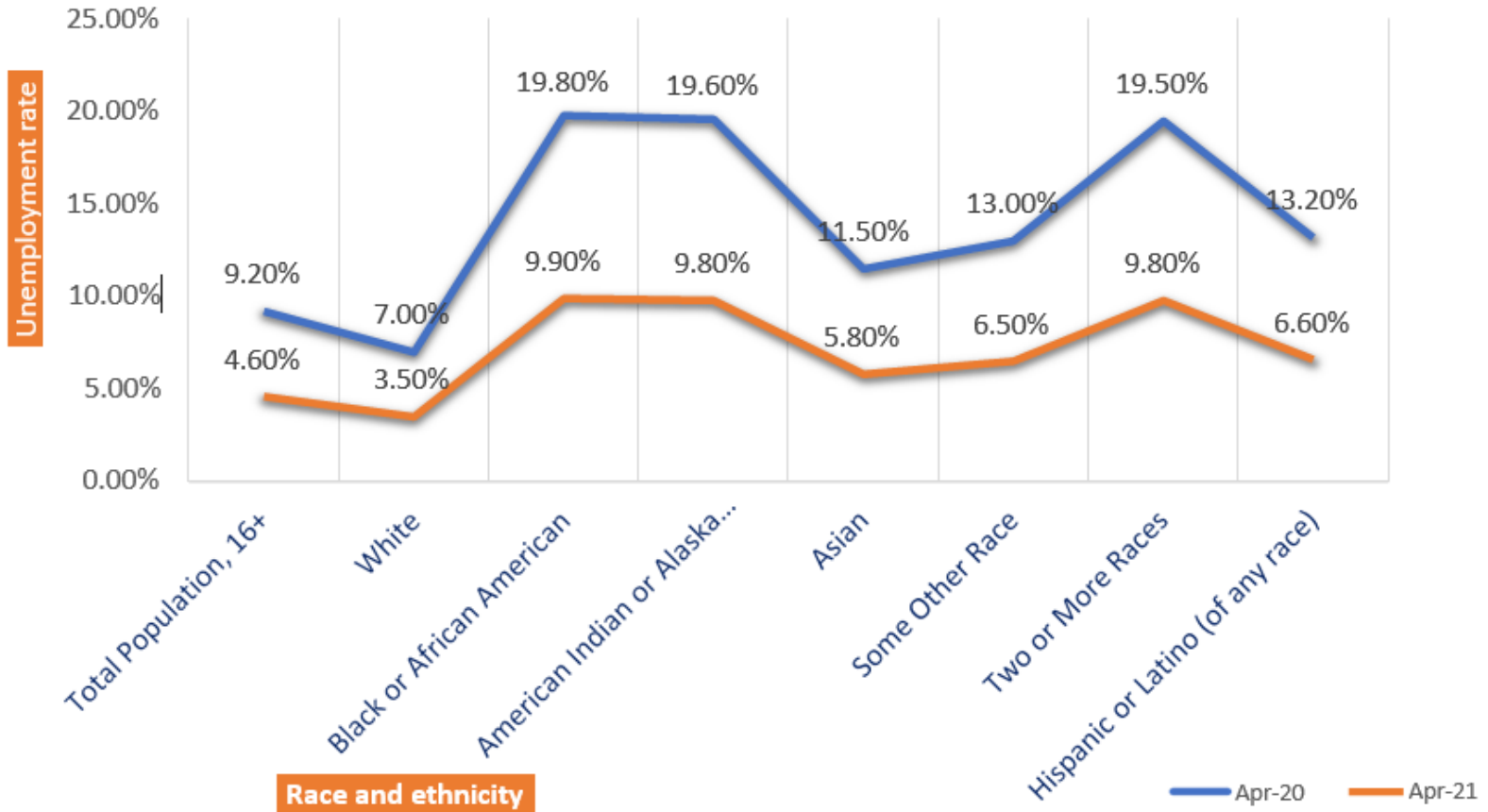
- Labor Shortages
- Higher Wage Demands
- Talent recruited away before completion of programs

#### Diversity, Equity, and Inclusion

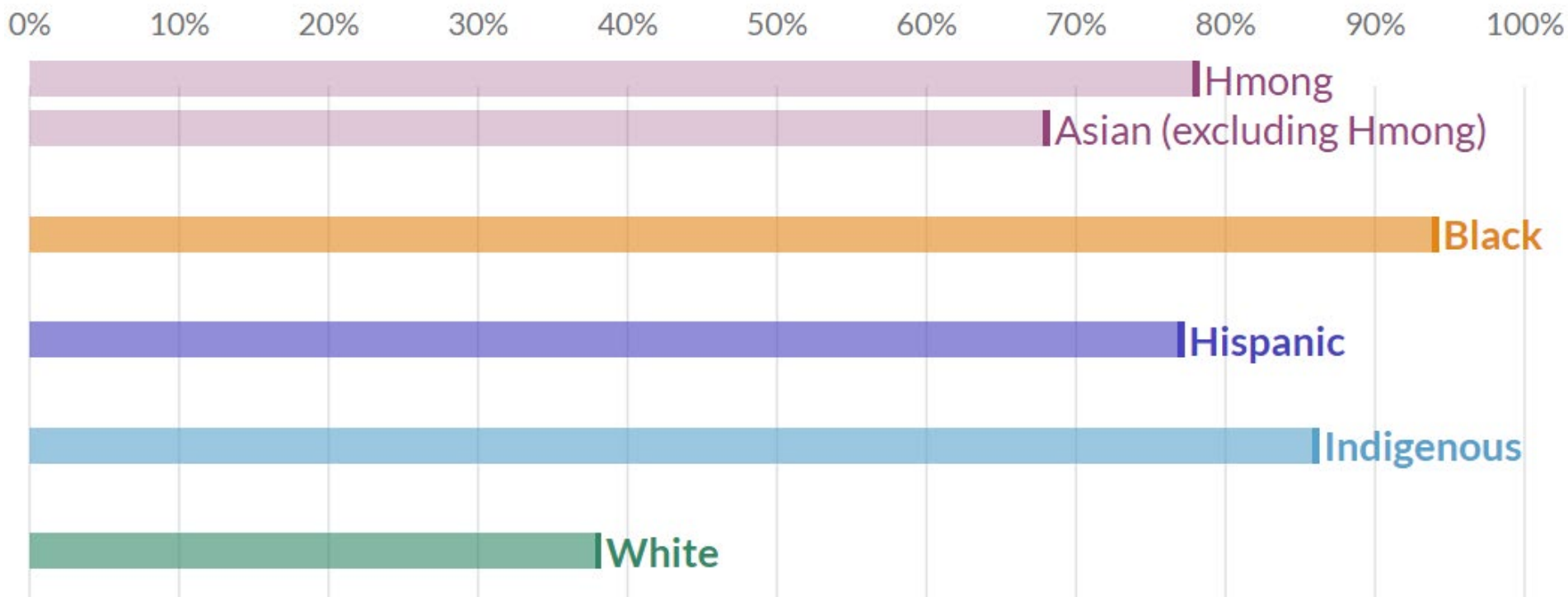
- Unequal impacts by race, ethnicity, gender, age, low-wage workers, and ability
  - Health-driven
  - Access-driven
  - Occupation-driven
  - Industry-driven



## Ramsey County unemployment rate estimate by race and ethnicity, 2020 –2021



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

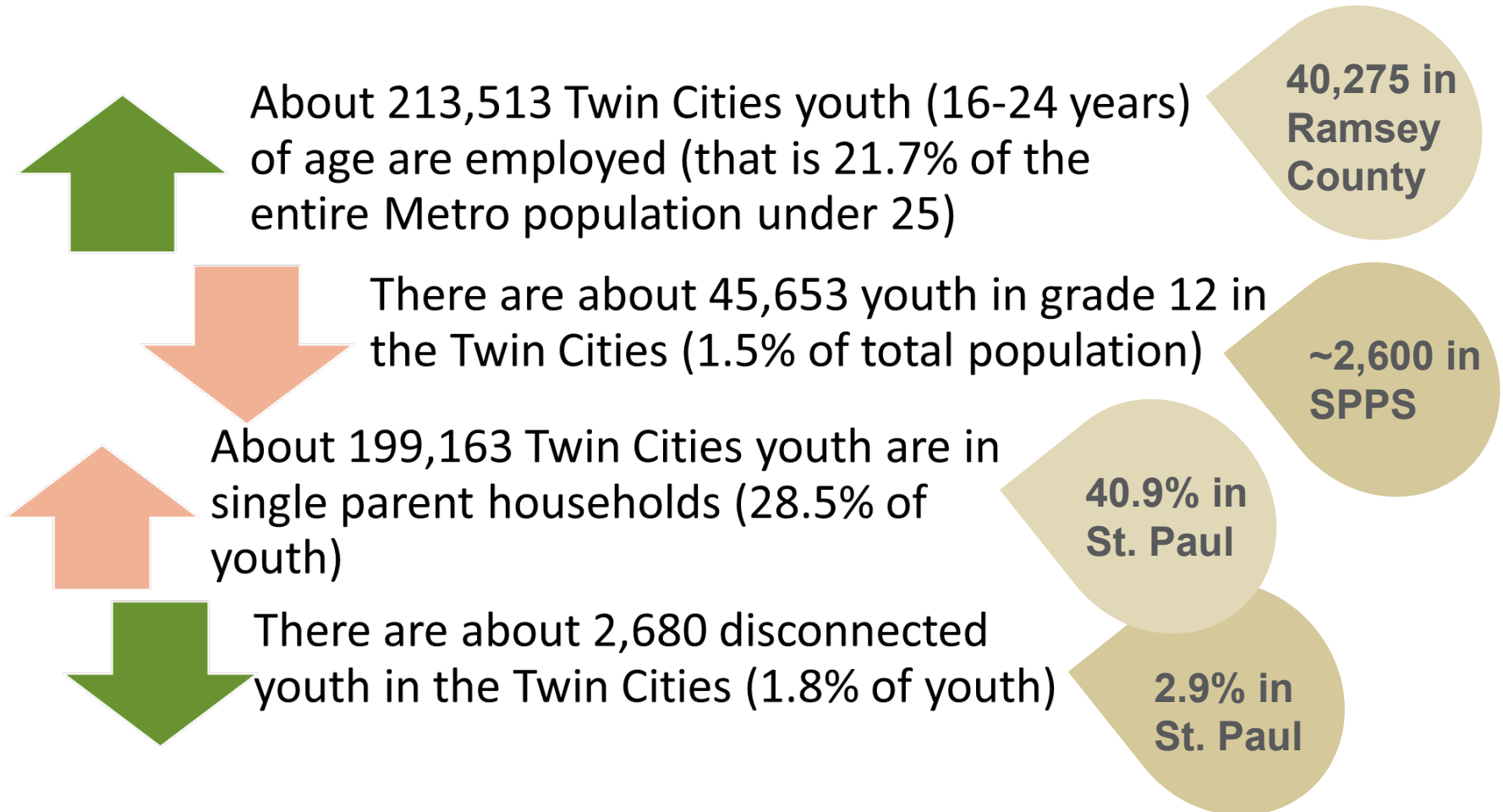


Access At:

<https://indicators.centerforeconomicinclusion.org>

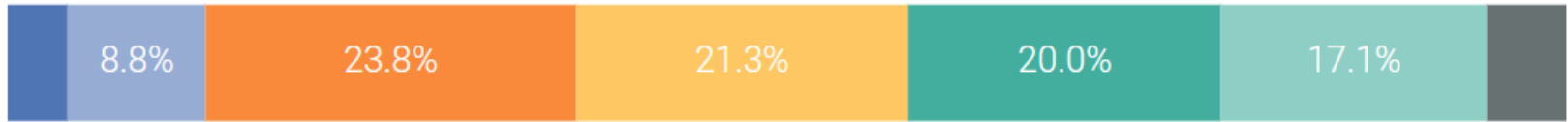


## The Opportunities for Youth Are Clear



# Age Demographics of the Ramsey County Workforce

Twin Cities 7-County Metro



Suburban Twin Cities Metro



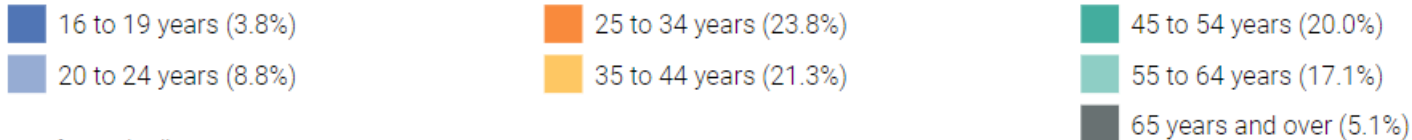
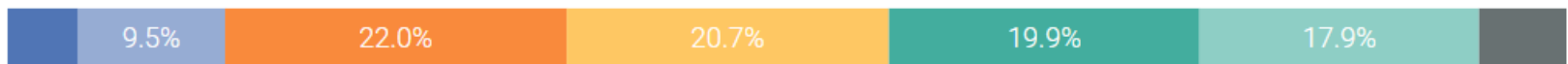
Minneapolis, MN ZIP Codes



City of St. Paul - By Zip Code



Minnesota



Data for Total - All Occupations  
Source: JobsEQ®. Data as of 2022Q2.

## Highlights

- 12.6% of MSP workforce is under 25 years
- St. Paul has the youngest workforce at 15.4% of the workforce under 25



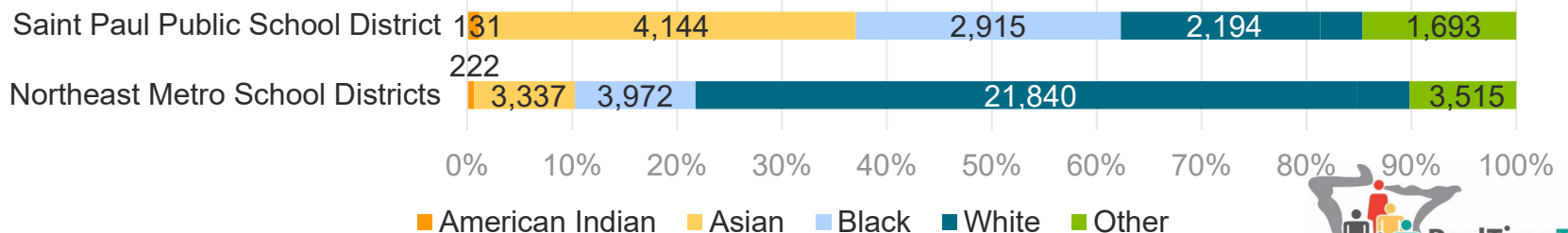
# Ramsey County High School Enrolled Student Demographics as of FY2020

Between Saint Paul Public Schools and Northeast Metro Schools, there are about **7,481 Asian students and 6,887 Black students in local public high schools.**

**77.9%** of these Asian high schoolers (5,830) and **83.6%** of these Black high schoolers (5,739) participated in a Career and Technical Education course.

Student Race/Ethnic Group	Saint Paul Public School District (2020)	Northeast Metro School Districts (2020)**
Hispanic*	1,652 (14.4%)	3,491 (10.4%)
American Indian	131 (1.1%)	222 (0.6%)
Asian	4,144 (36.0%)	3,337 (9.6%)
Black	2,915 (25.3%)	3,972 (11.5%)
White	2,194 (19.1%)	21,840 (63.1%)
Multiple	465 (4.0%)	1,730 (5.0%)
Other or Race Not Reported	1,653 (14.4%)	3,515 (10.2%)
<b>Total High School Enrollment</b>	<b>11,502</b>	<b>34,616</b>

\*As an ethnic group, Hispanic overlaps with all other race categories listed here and is not illustrated in the pie chart. \*\*Northeast Metro includes suburban Ramsey County school districts and those in Washington County. SOURCE: MN Department of Education CTE P-Files and Perkins V Enrollment reports for FY2020.





# Talent in Ramsey County's Workforce

Ramsey County, Minnesota



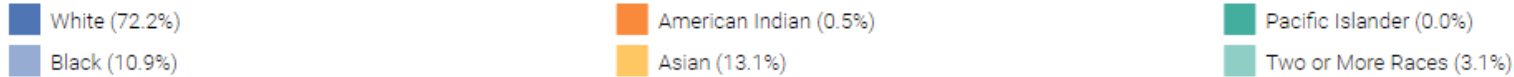
Twin Cities 7-County Metro



Minnesota



USA



Data for Total - All Occupations

## Share of Black Talent by Occupation Group

Healthcare: 14.6%  
 Information Technology: 4.8%  
 Finance: 8.6%  
 Manufacturing: 11.4%  
 Construction: 8.9%  
 Agriculture: 8.9%

## Share of Asian Talent by Occupation Group

Healthcare: 15.0%  
 Information Technology: 27.3%  
 Finance: 12.2%  
 Manufacturing: 17.5%  
 Construction: 7.3%  
 Agriculture: 11.7%

## Sustaining and Growing IT Talent

### IT HIRING STATS



- ▶ The Ramsey County IT unemployment rate **stands at 1.0%** as compared to a **2.5% overall rate**, demonstrating an extremely tight tech labor market.
- ▶ Ramsey County companies will need at least **4,650 new IT professionals** to replace retirements and other exits due to job changes out of IT careers. Plus, at least 300 more due to growth.

#### 3rd Diversity Index Quartile

TOP

MN

Minnesota is in the bottom half of the country for representative diversity in tech roles.

### EDUCATION



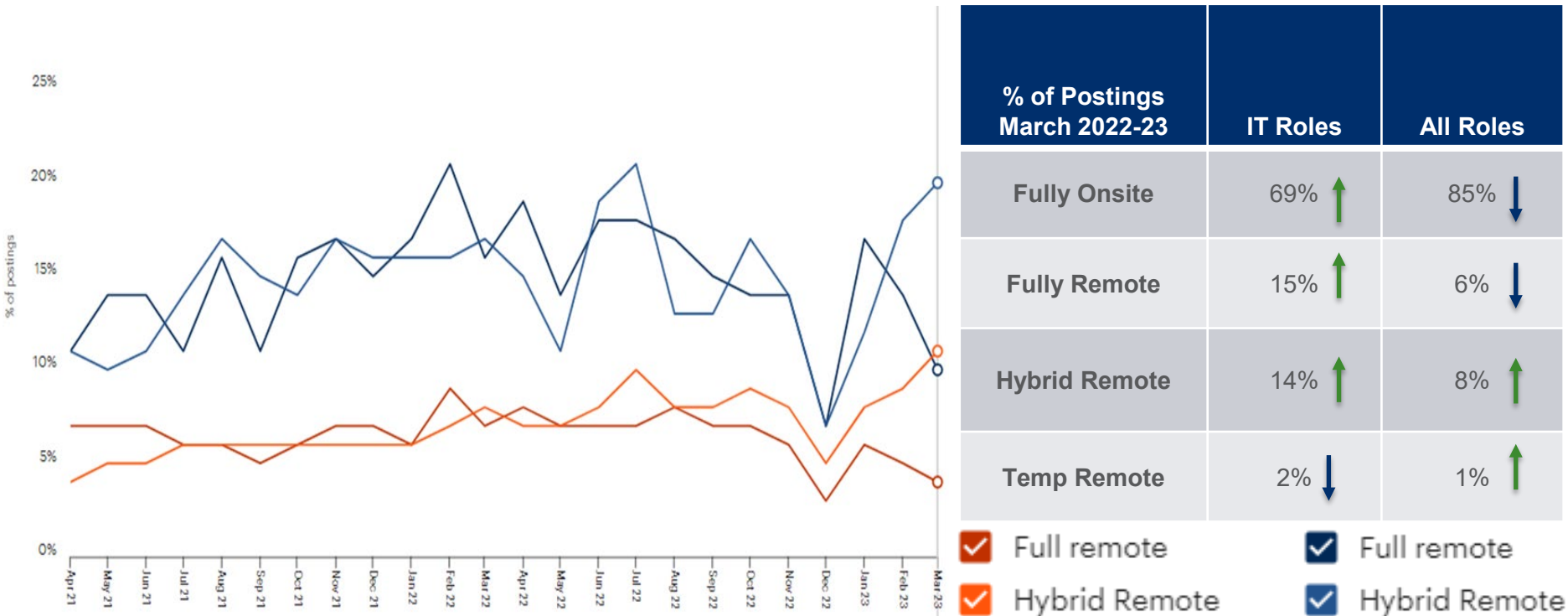
- ▶ **91%** of IT job postings in Ramsey County over the past year required a **bachelor's degree**. 89% in the MSP Metro.
- ▶ **Only 60%** of companies nationally **require a bachelor's degree** for software developer roles, demonstrating that Minnesota companies can make changes to compete for talent nationally.

#### Black or African American

**4.8%**

of Ramsey County IT workforce are Black or African American, compared to 10.7% across all occupations of employment and 3.8% for IT careers statewide.

# Work “Places” are Changing in Ramsey County



In March 2023, **15%** of all IT positions in Ramsey County were Fully Remote, and **14%** were Hybrid.

With at least 825 Ramsey County households lacking access to high-speed internet,<sup>[3]</sup> cost of internet averaging \$50/month,<sup>[4]</sup> and the challenge of low community digital literacy,<sup>[5]</sup> the growing opportunities in hybrid and remote work may be out of reach for many.



# Partnership and Collaboration

## Partnership and Collaboration - Overview

- **City – County**
  - Ramsey County and City of Saint Paul have had a long-standing partnership to deliver workforce programs and services to residents.
  - Special gratitude to those city council members who have served on the Workforce Innovation Board and others who have engaged in the work.
- **Larger Ecosystem**
  - Trust, collaboration and shared commitment leads to more coordinated and impactful services to residents and better support for the overall workforce ecosystem of partners. (aka collaboration vs. competition)
  - Alignment, coordination and intentionality reduce complexity for job seekers to receive resources. (aka clear “front door” and no “wrong door”)

## City – County Collaboration – Better Together

City Area/Department	Working Together
Parks and Recreation	<ul style="list-style-type: none"> <li>• Partnering to deliver on APRA projects..</li> <li>• More collaboration on youth and young adult efforts that support Right Track.</li> <li>• National League of Cities - Youth Excel: Cities Advancing Equitable Youth Economic Recovery and Empowerment.</li> </ul>
Planning and Economic Development	<ul style="list-style-type: none"> <li>• Support of Full Stack efforts.</li> <li>• Partner on IT Training to leverage WIOA funding.</li> <li>• Staff member on Workforce Innovation Board.- coordinate on industry months</li> <li>• Support East Team efforts – Business, Retention and Expansion efforts</li> </ul>
Libraries	<ul style="list-style-type: none"> <li>• On-going partners in Digital Equity work.</li> <li>• Library sites as locations to meet with workforce participants to increase accessibility.</li> </ul>
Office of Technology and Communications	<ul style="list-style-type: none"> <li>• Co-lead in Connectivity Blueprint – Digital Equity Work</li> </ul>
Mayor’s Office – Resiliency Officer	<ul style="list-style-type: none"> <li>• Green Economy Action Plan – county strategic priority</li> <li>• Leveraging new federal funds.</li> <li>• Green Jobs – Construction Committee</li> </ul>
Mayor’s Office – Office of Financial Empowerment	<ul style="list-style-type: none"> <li>• Public benefits cliff, full family support</li> </ul>
Continuum of Care	<ul style="list-style-type: none"> <li>• Support programs that intersect housing and workforce.</li> <li>• Continue to work on low and no barrier jobs initiatives</li> </ul>
Other	<ul style="list-style-type: none"> <li>• HR – Job Fairs, Department hiring assessments</li> <li>• SPWS – support hiring outreach and recruiting</li> <li>• Fire – EMS Academy graduated Monday</li> </ul>

## Connectivity Blueprint

- Future of jobs, healthcare, school, social connection, and opportunity are online.
- We can't get to an equitable future and an inclusive economy if we can't get everyone in Ramsey County and Saint Paul online and connected.
- We need to expand their thinking about digital equity.
  - It's about people, not wires.
  - It's about getting people connected and helping them stay connected, infrastructure is not enough.



Saint Paul Council Member Nelsie Yang, Neighborhood House President & CEO Nancy Brady, Ramsey County Board Chair Trista MatasCastillo and Saint Paul Mayor Melvin Carter pose for a group photo in the Neighborhood House rotunda on May 3, 2023.

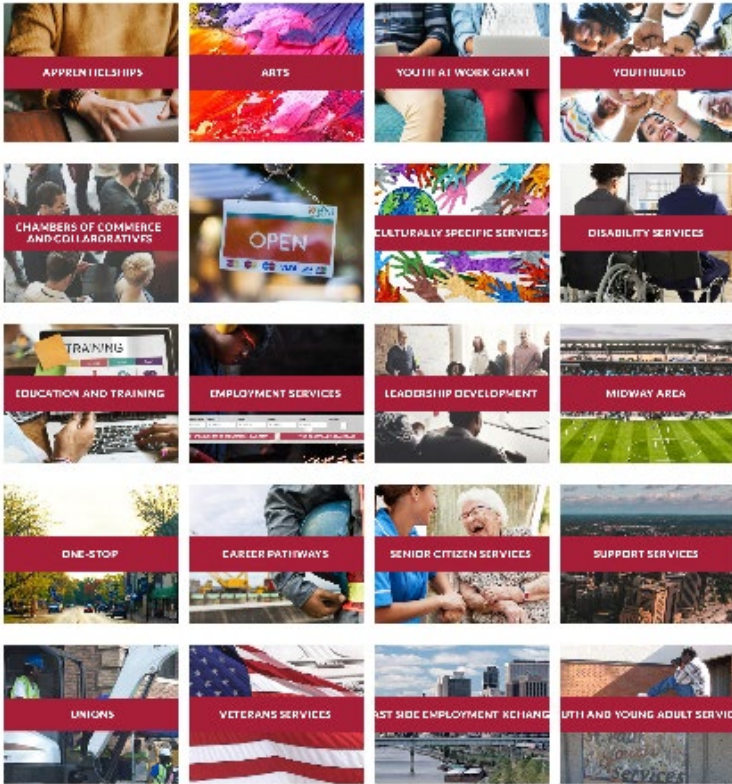
## Connectivity Blueprint

- Connectivity Blueprint has provided local, community-driven voices and data to back this up and shared strategies to move toward solutions.
- Our results come as Minnesota is preparing to create its first Digital Inclusion strategy and preparing to deploy first-time digital equity dollars, and we hope that this report will keep community voices front-and-center in the planning.
- Ramsey County has received a \$150K Affordable Connectivity Grant.





# WFS – WIB – Workforce Ecosystem Partners - Better Together



**Fostering Independence Grant Virtual Info Session**

*Come learn about the debt-free, higher education program for Minnesota students who were in foster care.*

Attend a virtual information session.

Sept. 27  
5:30-6:30 p.m.

ZOOM MEETING  
Registration recommended.

RAMSEY COUNTY foster advocates



## WFS – WIB – Workforce Ecosystem Partners - Better Together

Strategic Partners	Working Together
Saint Paul Public Schools	<ul style="list-style-type: none"> <li>• Partnership with Career Pathways</li> <li>• Employer Connections</li> </ul>
Saint Paul College	<ul style="list-style-type: none"> <li>• Customized training programs</li> <li>• Applying for federal funds</li> </ul>
Community Based Organizations	<ul style="list-style-type: none"> <li>• Support coordination and outreach</li> <li>• Apply for funding opportunities – technical assistance</li> </ul>
Employers	<ul style="list-style-type: none"> <li>• Job Fairs, Inclusive Hiring Plans, Inclusive Employer Champions, Inclusive Hiring Toolkit (coming August 2023)</li> </ul>

## Program Highlights – Traditional Programs

## What We Do

- An array of eligibility-based Employment Services Programs are delivered through County staff and community-based organizations.
- Community Career Labs offer in-person, job search and career services assistance for any job seeker, including referrals to programs and resources.
- Career Services also include virtual workshops in partnership with CareerForce, weekly job clubs, and job fairs.
- Ramsey County Means Business serves as both an employer and job seeker resource featuring a job board, a training dashboard, a robust partnership directory, labor market information and other resources for employers.

## Workforce Programs Programs

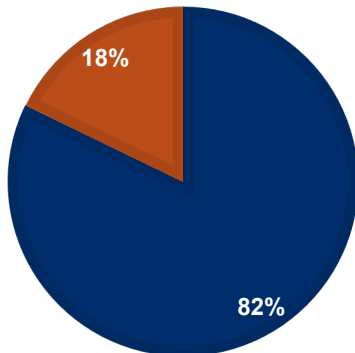
- The Workforce Innovation and Opportunity Act (WIOA) provides the federal funding for Workforce Solutions to operate programming that serves individuals who have been laid off or lost a job through no fault of their own (dislocated workers), unemployed low-income Ramsey County adults and eligible young adults 14-24 years old who are pursuing education and employment goals.
- Cash assistance is available for eligible pregnant women, single individuals without children and low-income families with minor children. In most cases, eligible residents receiving temporary cash assistance must engage in work and/or educational activities. Employment counselors support individuals and families who receive food and cash assistance as they work to achieve their career goals.
- The Minnesota Family Investment Program and Diversions Work Program are two public assistance programs that share a common goal of helping families achieve wellness and economic stability and exit cash assistance.

# Program Participation and Outcomes



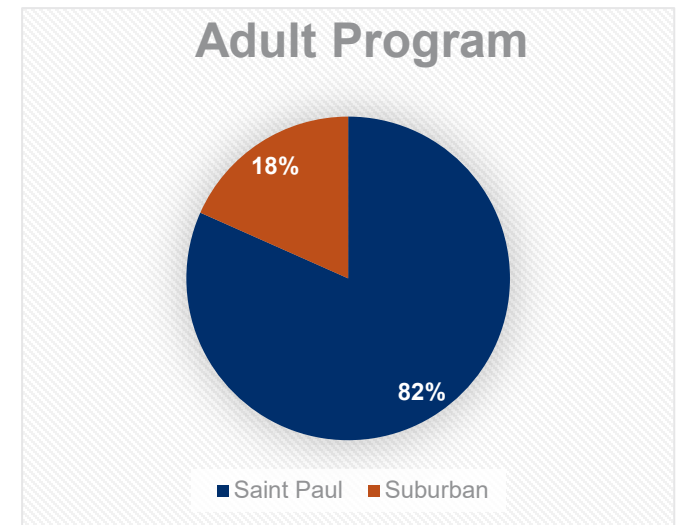
## MINNESOTA FAMILY INVESTMENT PROGRAM

■ Saint Paul ■ Suburban



## Adult Program

- The Adult Program provides employment and training services for Ramsey County residents ages 18 years and older. An employment counselor will help with job search services, individualized career counseling, support services and training opportunities.
- The Adult Program works closely with other CareerForce Center programs such as the Dislocated Worker and state Vocational Rehabilitation Services, Minnesota Family Investment Program and other community-based services. This coordinated service delivery approach strengthens local workforce quality, productivity and competitiveness of the Ramsey County economy.
- In addition to the Ramsey County Adult Team, services are provided by Adult Program Contracted Vendor Partner Agencies, Goodwill Easter Seals MN and YWCA Saint Paul.

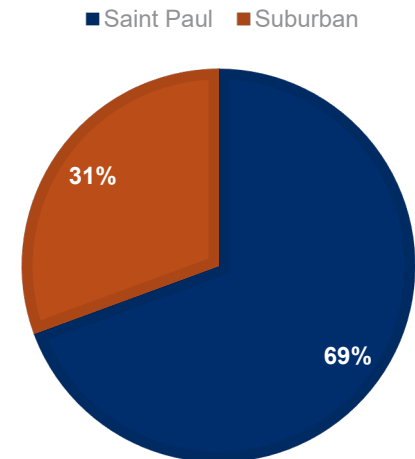


## Dislocated Worker Program

- The Dislocated Worker Program is available to individuals who have lost their job through no fault of their own. An employment counselor helps with job search services, individualized career counseling, support services and training opportunities so career seekers can step back into the workforce with confidence.
- In addition to the Ramsey County Dislocated Worker Team, services are provided by Dislocated Worker Program Contracted Vendor Partner Agencies, Hired and Goodwill Easter Seals MN.



### DISLOCATED WORKER





## Ramsey County Funded Young Adult Program

### Eligibility

The Young Adult Program is open to individuals who:

- **Are 14-24 years old**
- Live in Ramsey County
- Have a challenge to overcome to complete their education and/or obtain employment

### Services

- Explore your future career opportunities
- Learn about potential employment trainings
- Experience work in a setting of your choice while getting paid
- Job search help (resumes, interviews, networking, etc.)
- Earn your High School Diploma or GED
- Attend free workshops
- Plan out your educational pathway



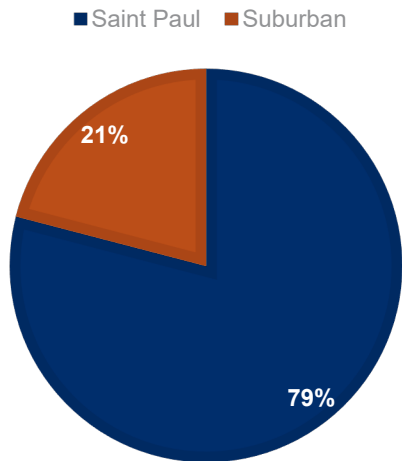
Graduates of Urban Boatbuilders' Apprenticeship Program test their handiwork at Como Park

Served 422 youth July 2022-June 2023

# Ramsey County Funded Young Adult Program



## YOUTH PROGRAMS



### Vendors

Face to Face  
EMPOWERING YOUTH

CHANGE INC.

3000 FEET

GOODWILL

EASTER SEALS

HAP

hired

Be Restored, Be Empowered  
Restoration for All, Inc.

URBAN BOATBUILDERS

youthprise

TREE TRUST  
Transforming Lives and Landscapes

## Young People Building Homes

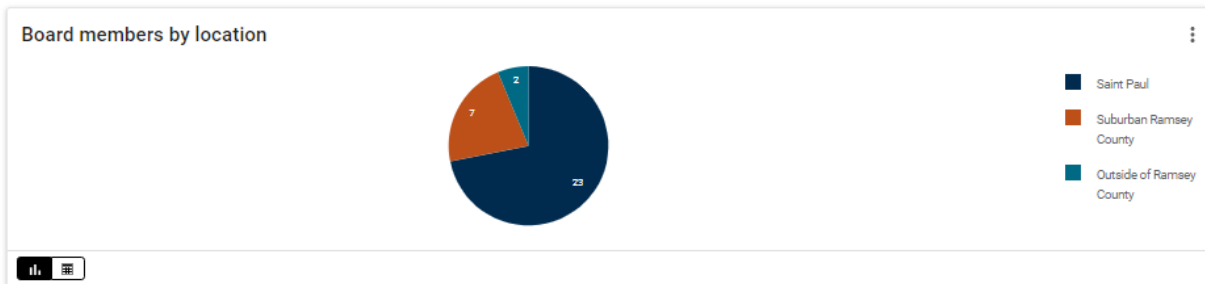
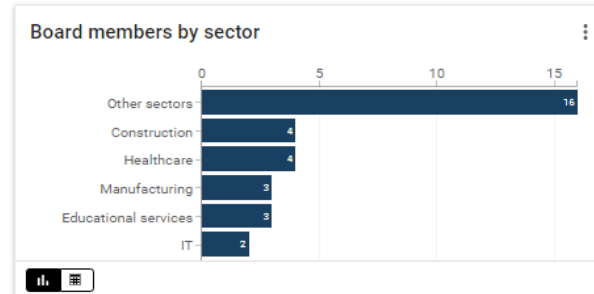
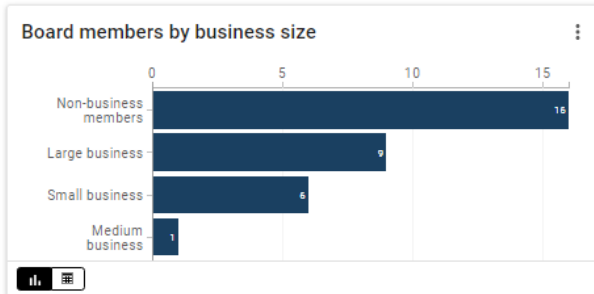
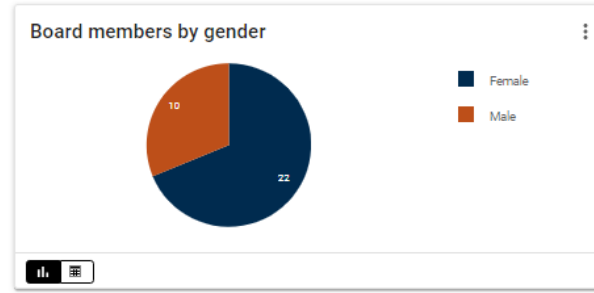
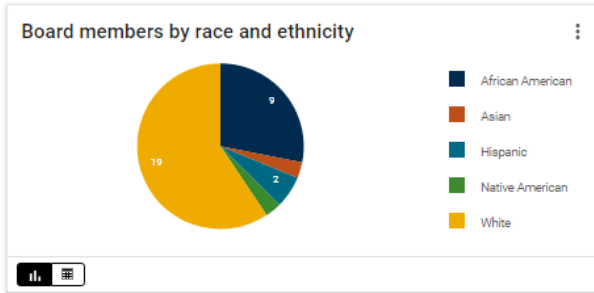
- The YouthBuild program provides specialized training for youth and young adults between the ages of 16 and 24 who are at risk of not completing or have not completed their high school education.
- The Page Street house is Gold LEED-certified, close to the U.S. Green Building Council's gold standard for environmental sustainability.
- The house ( a 4 bedroom) is on the market and will be sold to households earning no more than 80 percent of area median income
- Ramsey County has supported young people working on these homes through our funding – over 120 young people were a part of the project over several years.
- The legislature recently passed additional funds for programs like these



## Workforce Innovation Board



# Workforce Innovation Board



## WIB Committees

<b>Executive Committee</b>	The purpose of the Executive Committee is to provide proactive overall leadership, drive and coordination of all WIB activities and to ensure sound decisions on funding and financial management. Meetings are held semi-monthly.
<b>Membership Committee</b>	The purpose of the Membership Committee is to focus on WIB member recruitment and member engagement – assuring that obstructions to WIB and committee participation are minimized.
<b>Equity Committee</b>	The purpose of the Equity Committee is 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.
<b>Partnership and Outreach</b>	The purpose of the Partnership & Outreach Committee is to inform the community on workforce issues as well as highlight program opportunities and successes.
<b>Youth Committee</b>	The purpose of the Youth Committee is 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.”
<b>Policy and Oversight Committee</b>	The purpose of the Policy and Oversight Committee is 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.
<b>Tech Committee</b>	The purpose of the Tech Committee is to leverage the tech workforce ecosystem, advance opportunities for more diverse tech talent and identify needs to promote tech equity.
<b>Construction-Green Jobs Committee</b>	The purpose of the Construction-Green Jobs Committee is to focus on uplifting the construction industry and the emergence of green career pathways in Ramsey County.

# Connections for Employers and Jobseekers

**MIDWAY AREA JOB FAIR**  
**JUNE 29 | 10 A.M.–2 P.M.**

**ALLIANZ FIELD**  
 400 Snelling Ave N., Lot B,  
 St Paul, MN 55104

\*In case of rain, event will move to Wednesday, July 12.



Are you looking to get back to work or advance your career?

Bring your resume and your best first impression to the Midway Area Job Fair!

Connect with 40 local companies that have current job openings. This event will be held outdoors. All are welcome.

## EMPLOYERS

- ACR Homes.
- Allina Health.
- American Security & Investigations.
- Bay West.
- Blue Plate Restaurant Company.
- City of Saint Paul.
- Delaware North.
- Episcopal Homes.
- Fairview Health Services.
- Laborers Training Center of MN & ND.
- Marsden Building Maintenance.
- Medica.
- Metro Transit.
- Metropolitan Airports Commission (MSP Airport Jobs).
- Mississippi Market Natural Foods Co-op.
- Ramsey County.
- Regions Hospital.
- Saint Paul Public Schools.
- Securian Financial.
- Sevita/REM Minnesota.
- State of Minnesota.
- Strive Staffing.
- United States Postal Service (USPS).
- UPS.
- and more!

[ramseycounty.us/JobFair](http://ramseycounty.us/JobFair)



## Career Connect Day – October 19, 2023



**CAREER  
CONNECT  
DAY** PRESENTED BY:  
**3M Medtronic**

DISCOVER YOUR PATH

Save the Date!  
October 17, 2023



## Inclusive Workplaces Cohort

- The Center for Economic Inclusion and the Workforce Innovation Board of Ramsey County partner to provide Ramsey County employers with an Executive Leadership Cohort learning experience.
- Employers in Ramsey County will have the opportunity to participate in a peer learning community while advancing equity and inclusion in their organizations.
- Criteria:
  - have a presence in Ramsey County.
  - designate two participants who have decision making power or can facilitate organizational change.
  - commit to attending all nine sessions at The Center for Economic Inclusion
  - complete a final project (Racial Equity Accountability and Action Plan) to demonstrate impact and change within the organization.
- Up to 15 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.



## Construct Tomorrow



- Founded in 2013, Construct Tomorrow was formed to bring awareness to high school students about the amazing post-secondary opportunities in the construction and building trades industries.
- Provide experiences for youth through hands-on events that develop awareness of the variety of opportunities available in Building and Construction Trades
- Elevate the understanding of the value of the Building and Construction trade unions; professional organizations that provide continual training, career development, peer communities, and quality of life benefits.
- Further the educational continuum to include families, educators, and communities to better appreciate the benefits of apprenticeships as a premier post-secondary career pathway.

## Coming to Saint Paul River Centre



**construct**  
tomorrow

SAINT PAUL  
**RIVERCENTRE**

Spring  
2024, 2025, 2026

# Industry Months

## Tech Month



# Working with Employers

## Chamber Partnership: Inclusive Employer Champion



- 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.



# Fair Opportunities Event Series

**Fair Chance Employment:  
Let's Get to Work!**

**June 21  
8:30–11:45 a.m.**

**Saint Paul College**



**RAMSEY COUNTY**

**REPOWERED**  
Fair chances for people, planet, and technology.

*Workforce  
Innovation Board  
of Ramsey County*







Pillars of the network



# Youth Works! Coordination



February 2023

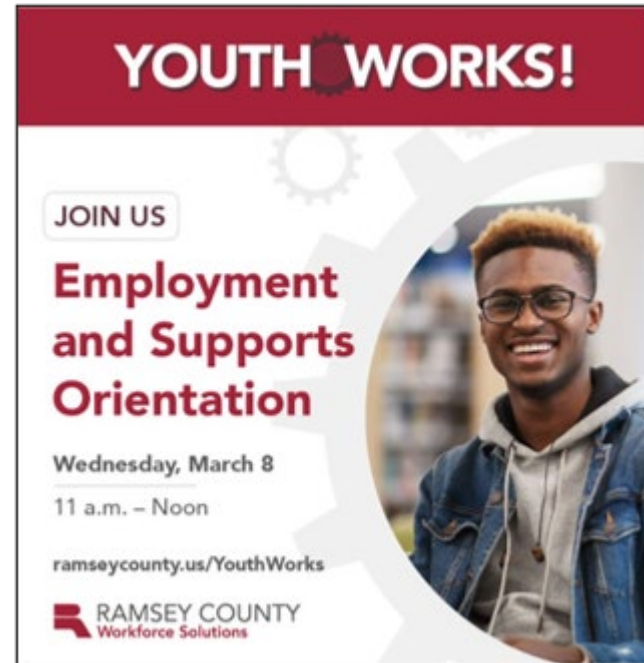
## From the Director



2023 is upon us and Ramsey County Youth Works! is excited for a year of deepening partnerships and collaboration. The foundation of working together is represented by the collective effort between Ramsey County and the city of Saint Paul. Over many years, the two organizations have worked together to ensure the most impactful delivery of employment services to our residents through efforts of the [Workforce Innovation Board of Ramsey County](#). Most recently, in 2022, the city and

county announced a strategic partnership that leverages nearly a [\\$24M investment of American Rescue Plan Act funding](#) with much of it centering on youth and young adults. Through these efforts, our communities have participated in the [Brookings Institution's Transforming Cities Lab](#) which has harnessed our energies toward deeper alignment for the complex youth and young adult ecosystem in our communities.

Over the course of 2023, Youth Works! will uplift even more opportunities that bring people together and ensure there is no wrong door to accessing critical resources and our commitment to supporting all the valued stakeholders that make up the ecosystem. First on the list is a new Youth Works! orientation launching in March. These orientations will happen monthly and are open to anyone who works with young people in the county by serving as a conduit to navigating the youth and young adult employment programs and connections that are available. As we look ahead, there are many opportunities where coordination will help us all move the collective needle of transforming Ramsey County young peoples' economic outcomes.




**YOUTH WORKS!**

JOIN US

**Employment and Supports Orientation**

Wednesday, March 8  
11 a.m. – Noon

[ramseycounty.us/YouthWorks](https://ramseycounty.us/YouthWorks)



## Supervisory Training



- Offered each month in partnership with World Youth Connect
- Youth designed and youth led.
- Hope to launch first in June.
- Goal for supervisors/employers is to get youth engaged and keep youth engaged in the workplace.
- Training content:
  - How to **communicate** with youth.
  - How to **build/maintain relationships** between employee and employer.
  - How to **accommodate** to have better work experience for the youth.

### 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.

## **Program Highlights – ARPA Programs**

## Framework for City – County ARPA Shared Investments

- Increasing economic disparities: Residents have been disproportionately impacted by COVID-19 in employment by factors of **race/ethnicity, age and education level.**
- Invest in **Earn and Learn Models**
- Supporting and Aligning **Youth and Young Adult** Employment
- **Removing barriers** to employment



## Ramsey County Drivers 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 Road Test

Incentives for goal obtainment

## Driver's License Academy

- 109 enrolled- Majority working to complete Behind-The-Wheel
- 70% Saint Paul residents
- Average age 22
- 60% identify as Black or African American
- Top Career Pathways- Healthcare and Construction
- Next phase:
  - Tutoring –small group and 1:1 tutoring for Class D Knowledge Test (permit)
  - Adding 4 new Ramsey County Third-Party Proctor Testing Sites: Change Inc./GAP School, Face2Face, Sanneh Foundation, Frogtown Recreation Center (managed by WFS).
  - Participant feedback (for those that have completed at least 2 hours of Behind-The-Wheel) session 6/13

- ✓ Ramsey County resident
- ✓ Ages 18-24
- ✓ Enrolled in career pathway programming
- ✓ Experience barriers related to employment (Household income below 200% federal poverty, homeless, system-impacted, IEP, ELL)

# Digital Career Pathways & Resource Hub

- Power of Creative Media.
- Partnership with Road Trip Nation & Youth Lens 360
- Developing & producing local content, highlighting different leaders, career pathways and opportunities from the lens of young people.
- Employing local young people to learn & work on storytelling, video production & more.
- Entrepreneurial.
- Webpage launch expected fall 2023.



**Cohort 1**



# Intentional Coordination Brings Impact

## Without Coordination

Young people feel a deep sense of alienation and disconnection from the community

Workforce system is complex and constantly changing making it difficult to know current resources

Difficulty recruiting and retaining justice impacted young people

OR



## With Coordination

Young people have agency to determine interests and programs

Ability to direct young people to timely and proven workforce programs and supports

Direct access to connect with justice impacted young people impacted through Earn and Learn models.

## Power Within Us Resource Sessions

- The Power Within Us Resource Session helps support youth & young adults **ages 16-24** who are currently on **probation** in Ramsey County get connected to paid job training and education programs. Young adults will connect with providers who can provide paid education and/or workforce opportunities and help remove barriers to employment.
- Resources Sessions will be held first Tuesday of each month at Arlington Hills
- Innovative structure, live entertainment and participation incentives



## What Kind of Training and Education Opportunities Will Be Offered?

- Individualized Career Exploration
- Professional Development
- Hands-on experience
- Trades and Construction Training
- Mentorship
- Life Skills
- Paid internships and job search



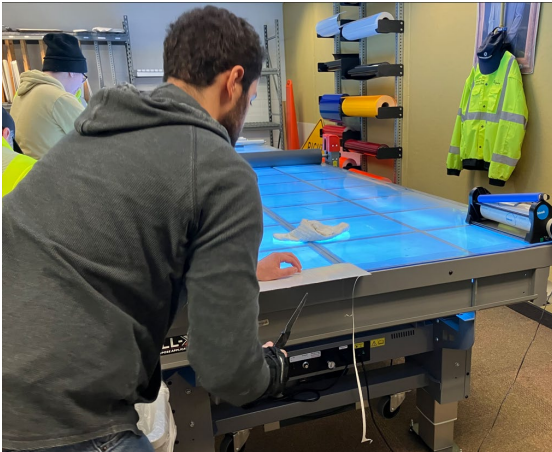
## **Coming Soon: Community Youth and Family Resource Sessions**

**Fall 2023**



## Young Adult Career Academy- March-June 2023

- Department specific learning include:
  - **Public Works:** Land Surveying, Right of Way, Construction
  - **Property Management:** Technology and tools, building support and maintenance
  - **Parks and Recreation:** Facilities, programming, parks planning
  - **ECC:** basics of public safety dispatchers, 911 calls
  - **St. Paul Fire:** ride-along with various divisions of the fire department and exposure to the Emergency Medical Services field.
  - **Department of Safety and Inspections (DSI):** DSI includes animal control, communications, construction services, customer services, fire safety, licensing and skyway system, property code enforcement, zoning, and site plan reviews.



## Trade Up Events

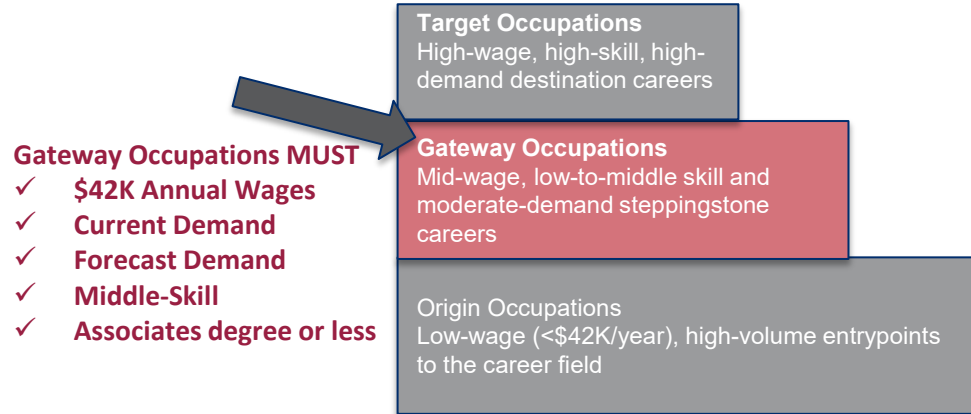


- Hosted 3 events that served 237 individuals
- 185 individuals signed up for work with The International Union of Painters & Allied Trades District Council 82 Local 880
- All participants received
  - Orientation to union employment
  - Training on trade industry work
  - Voucher for boots
  - Toolbox of tools
  - Training stipend



# Learn & Earn RFP

- Extensive process, in partnership with Right Track team, in developing & drafting the request for proposals
- Focus on filling gap labor market needs
- Focus on young adults who want to continue education but have financial pressure
- Partnered with Real Time Talent to create Gateway Occupations report
- Received 34 proposals for over \$44 million
- City staff participated in all RFP reviews



## NEW Learn & Earn Partners



## City – County ARPA Learn & Earn Programs

Healthcare	Minnesota Training Partnership
IT	New Vision Foundation Hack the Gap
Human Services	Merrick Community Services, in partnership with Hired & Karen Organization of Minnesota
Transportation	Twin Cities Rise
Construction/Green Energy	<ul style="list-style-type: none"> <li>Center for Energy &amp; Environment</li> <li>Goodwill Easter Seals</li> </ul>
Other	Tree Trust
Entrepreneurship	<ul style="list-style-type: none"> <li>Bridgemakers</li> <li>Spark-Y Youth Labs</li> <li>African Economic Development Solutions</li> <li>Asian Economic Development Association</li> <li>Merrick Community Services, in partnership with Latino Economic Development Center</li> </ul>

- All programs will provide **paid training, blending hands-on with classroom learning**
- Programs range in length from 8 week to 52 weeks
- Many programs include on the job & internship learning



# Learn and Earn Tech Training

## Register For Our Full Stack Coding Bootcamp



### FULL STACK CODING BOOTCAMP OPPORTUNITY



### NEW VISION FOUNDATION FULL STACK CODING BOOTCAMP FAQ

#### PROGRAM TIMELINE



**Full Stack Coding Bootcamp at New Vision Foundation**  
Learns front-end and back-end web development technologies in a collaborative setting.



**Apprenticeship Placement at Software for Good**  
Work on an array of projects alongside SFG's software engineers and gain real work experience.



**Job Placement**  
Connections with tech companies to secure software engineer roles.

#### INTERESTED IN BECOMING A SOFTWARE ENGINEER?

We want to help you become top tech talent. Launch your fulfilling future tech career!

#### PROGRAM IS PAID LEARNING OPPORTUNITY!

##### Requirements

- Must be willing to commit to program for a full year
- Must be 18-50 years old
- Seeking SPOC individuals

SCAN TO REGISTER!



651-340-9742  
bootcamp@nw-viz.org  
www.nw-viz.org

Programs Funded By American Rescue Plan Act

#### How long is this program?

Candidates are expected to be able to commit to the program for 12 months, 6 months paid learning opportunity at the bootcamp and 6 months placed at an apprenticeship.

#### Do I need to have previous coding experience?

No. This full stack coding bootcamp is designed to teach you what you need to know.

#### What is the application process like?

The application consists of an application form, two-part technical assessment, and an on-site interview. Application will be accepted from June - August 2023 or until all spaces are filled.

#### When does the first cohort start? Is it full-time or part-time program?

Tentative start date is September 2023. It is a part-time bootcamp.

#### How do I qualify?

Potential candidates must be 18-50yrs old at the time of enrollment, be a SPOC individual, and Ramsey county resident.

#### What will I be learning?

Students will be learning full stack software engineer skills which includes HTML, CSS, Javascript, Ruby on Rails, Databases, GIT, Github, pair programming, collaboration skills, and much more!

SCAN TO REGISTER!



More Questions?  
Contact Us:

bootcamp@nw-viz.org  
www.nw-viz.org

Programs Funded By American Rescue Plan Act

## Learn and Earn Advanced Manufacturing Training

### Earn up to \$70,000/year

Paid on the job training at Saint Paul College for 10,000 high-demand jobs

**Get free advanced manufacturing career training!**

Get \$17/hour to go to class and connect with local manufacturing employers who will pay you to learn on-the-job skills.

We'll train, mentor and coach you 1-on-1 for job skills like:

- Advanced manufacturing
- Manual milling
- Computer controlled machining (CNC)
- Quality control

To learn more, visit [www.gesmn.org/manufacturing](http://www.gesmn.org/manufacturing) or contact your school staff and counselors for information.



- Blended Learn and Earn 6 month AM program.
  - Paid time learning at St. Paul College
  - Employer paid wages
- 15 young adults starting in July
- Currently recruiting Highschool Seniors (5) enrolled.
  - Co-enrolled in DLA
- Tours-St. Paul College Advanced Manufacturing Shop and Employer Tours



GOODWILL

EASTER SEALS

Goodwill-Easter Seals Minnesota [gesmn.org](http://gesmn.org)

# Looking Ahead

## Shifts in Funding

- Ramsey County received a substantial decrease in federal WIOA funds for 2023-2024
- State increased funding for youth employment programming including:
  - Doubling of Minnesota Youth Program funds (to Ramsey County)
  - Doubling of Youth at Work funds (competitive grants)
  - Doubling of state YouthBuild funds (\$2M for youth building housing)
- Direct Appropriations
  - Ramsey County receiving \$2 million for youth tech programs
    - Milestone Community Services
    - New pilot program Tech Hub training program
  - Many other CBOs received funding for infrastructure & programming



## Looking Ahead

- Challenges with recruitment & retention, especially young people. Mental health challenges, school disengagement and lacking basic needs.
- Deepening partnership with Right Track with coordinated and refreshed employer engagement strategies.
- Exploring how employment & training can be provided in wholistic models that include housing, mental health services, safety, etc.
- Changing and emerging industries including healthcare, technology, sustainability, green careers, AI impacts, cannabis, etc.
- Coordinating and leveraging new federal funding.





*A county of excellence working with you to enhance our quality of life.*

**Ling Becker**

Director

Workforce Solutions

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651-263-3245