

Ramsey County Workforce Development

Presentation to the City of Saint Paul
October 18, 2017

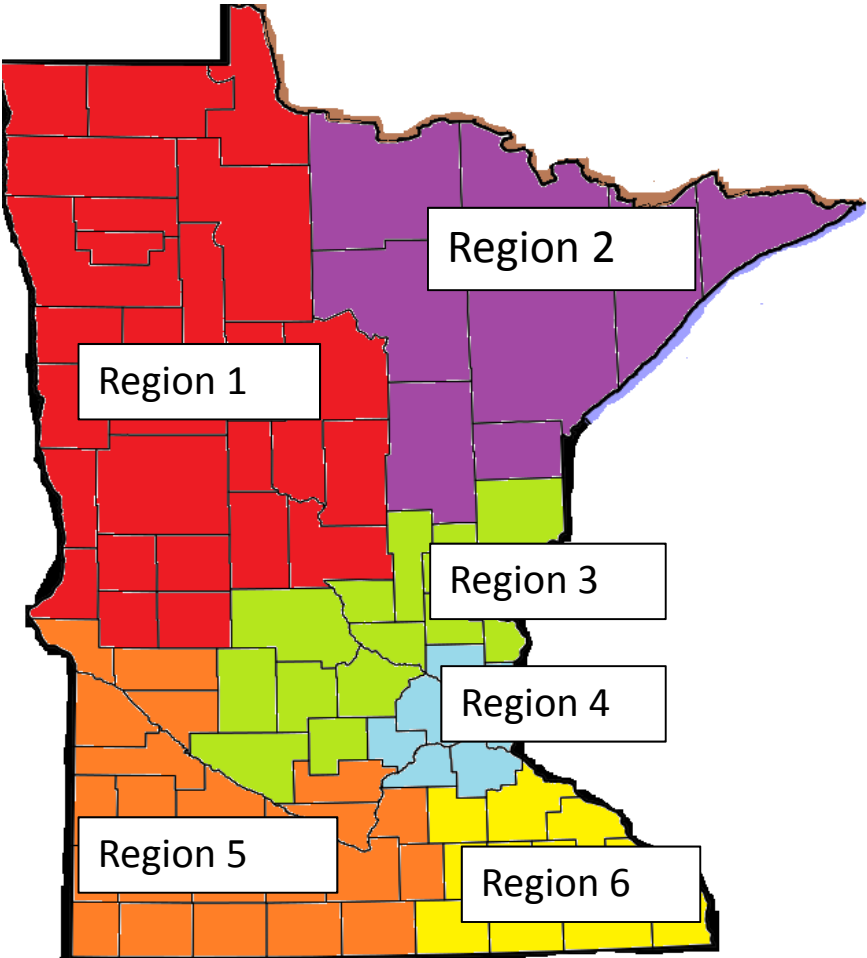
Workforce Innovation Board *of Ramsey County*



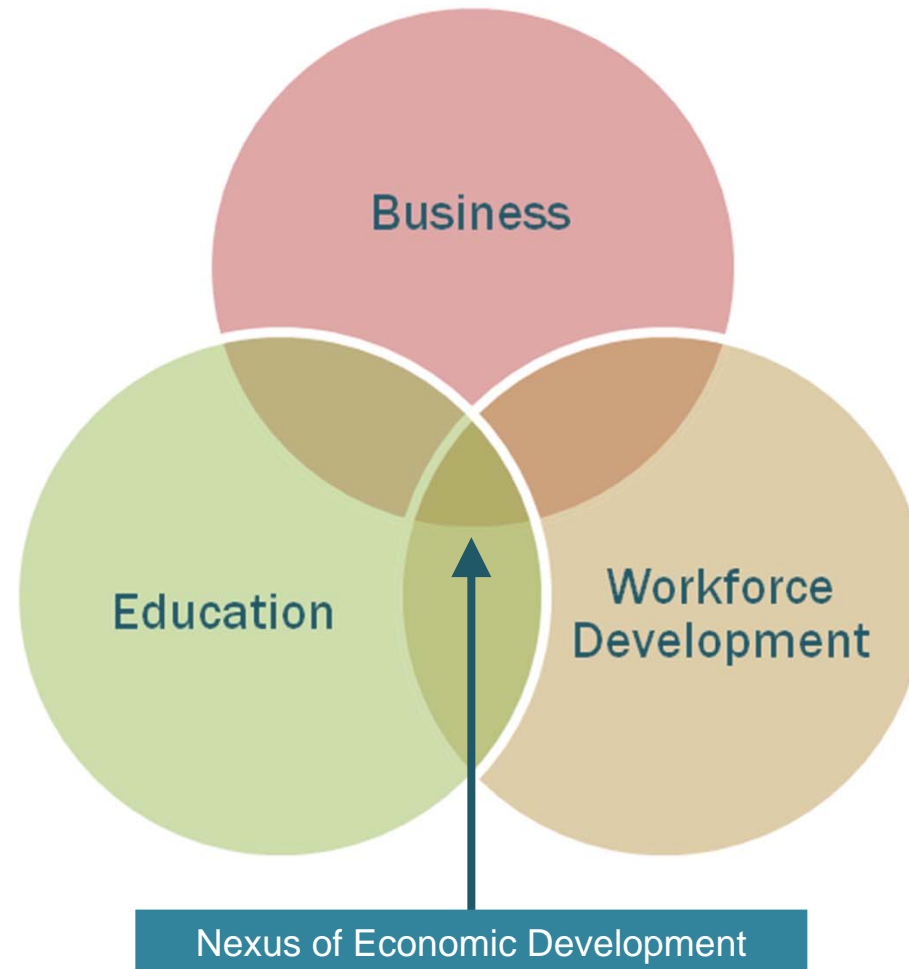
Workforce Innovation Board Overview

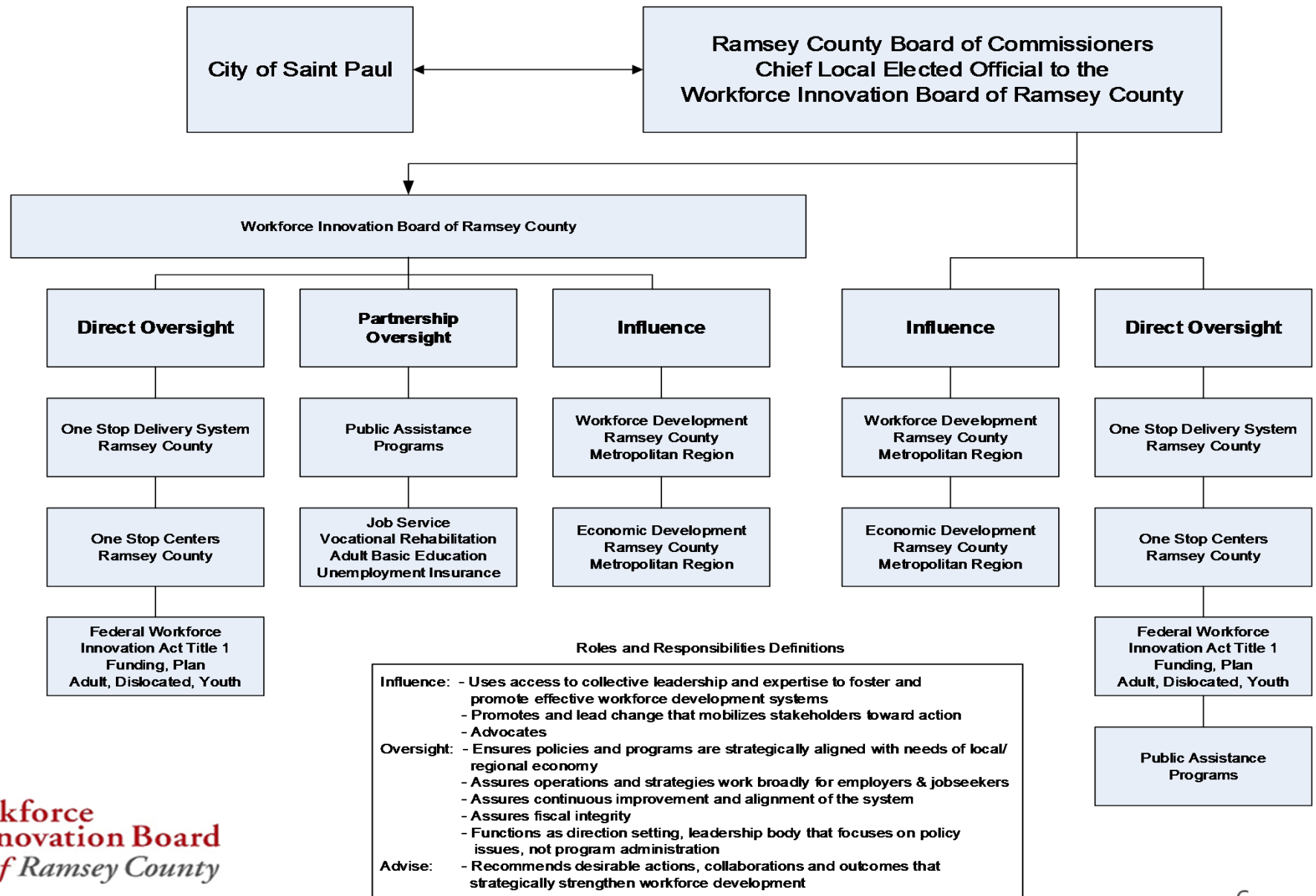
First Things First

The Workforce Innovation Board of Ramsey County (WIB) is 1 of 16 Workforce Boards in Minnesota, each representing a specific Workforce Development Area. The Ramsey County WIB represents all 540,000 residents in the County, both Saint Paul and suburban.



Ultimate Role of WIB





Responsibilities of the WIB

The WIB is uniquely structured to guide workforce development in our County by:

- Connecting local education, business, and community experts to align resources for the mutual benefit of employers and job seekers in our community (principally through the WIB's Integration Committee)
- Reviewing Annual Labor Market data which identify the industries and specific jobs that are in demand locally
- Connecting with local business leaders to understand their needs

Composition of the WIB

A total of 33 members appointed by the
City of Saint Paul and Ramsey County

- Business leaders (51%)
- Organized labor and community-based organizations (20%)
- Chief Local Elected Official (Ramsey County Commissioner)
- Mayoral appointee
- Educational leaders
- State and County workforce development partners (DEED, Workforce Solutions)
- Economic development partners

For a list of all current members, please visit www.rcwib.org

WIB Committees

The WIB's committees ensure that the strategic objectives are being carried out. The committees have identified the following primary functions:

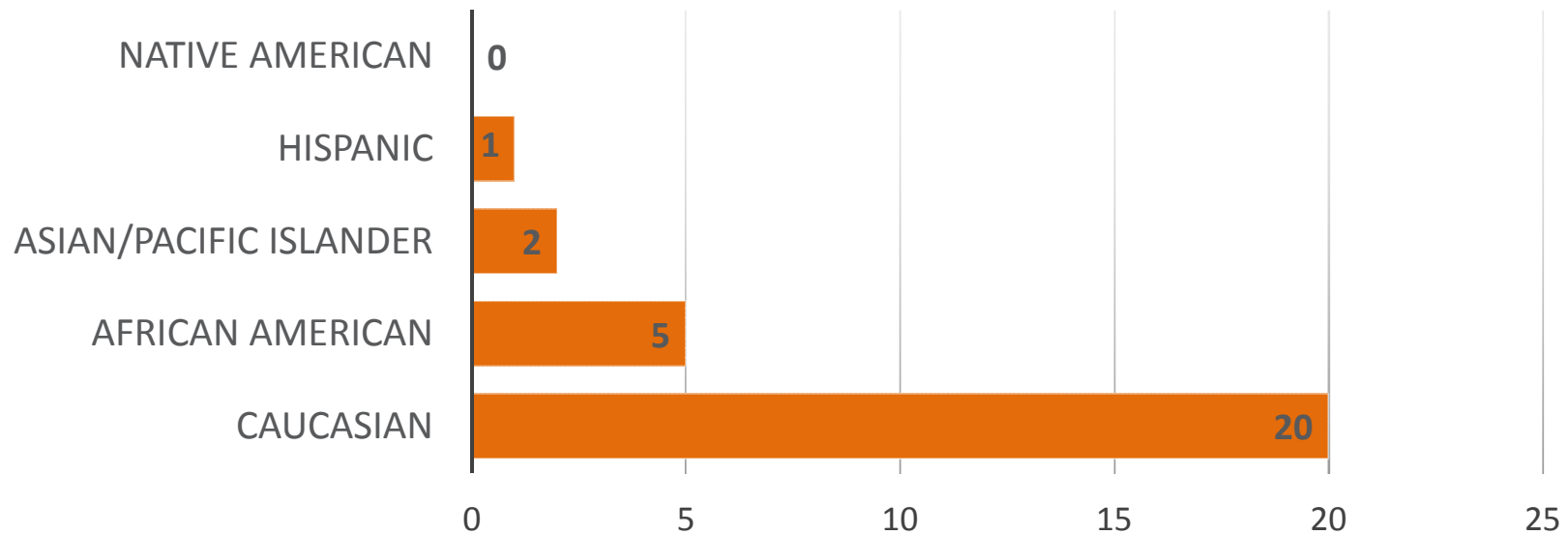
Policy Committee: Assure the policy objectives of the Workforce Service Area and the WIB committees are before policy makers.

Integration Committee: Work toward assuring that education, economic development, workforce, and business are working in sync such that the labor market exchange thrives and employment inequities among low income persons of color, Native Americans, and persons with disabilities are addressed.

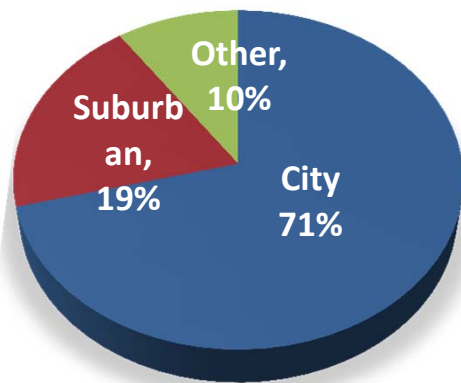
Business Services Committee: Position workforce to serve the needs of business with qualified candidates, particularly small and mid-sized businesses.

Youth Committee: Provides program oversight for implementation of WIOA and other funded youth activities, with a focus on the elimination of racial inequities.

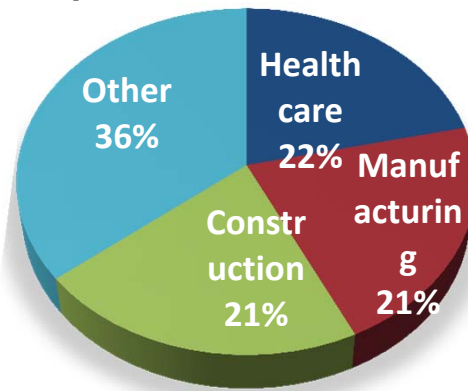
WIB Membership Dashboard



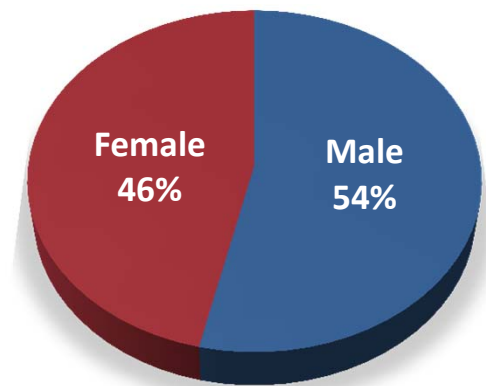
WIB Membership by Location



Industry Sectors Represented on the WIB



WIB Members - Gender



WorkForce Centers

WorkForce Centers are designed to be “one-stop shops” for all workforce programs run by the federal, state and local governments. The WIB provides oversight for:

- Comprehensive WorkForce Center at Fairview & University
- Affiliate site in North Saint Paul
- Specialized Center in downtown Saint Paul

Even though the Centers are designed to be self-help, trained staff are available at all times to:

- Connect job seekers and businesses to services
- Provide job search assistance
- Provide responsive and relevant skills assessment and training in key industry sectors
- Connect with employers

Programs and Funding

Voluntary Participation

Federal
Workforce Innovation and Opportunity
Act (WIOA) **\$2,329,866**

State
Department of Employment and Economic
Development (DEED) **\$1,984,260**

MYP
\$445,703

Ramsey County Board of
Commissioners

Competitive funding from
State, Federal, and
private sources leverage our
resources and complement
our offerings
\$68,803

WIB of Ramsey County

Workforce Development Area

Workforce
Solutions

CBOs

Clients, Business,
Programs, Projects, Services

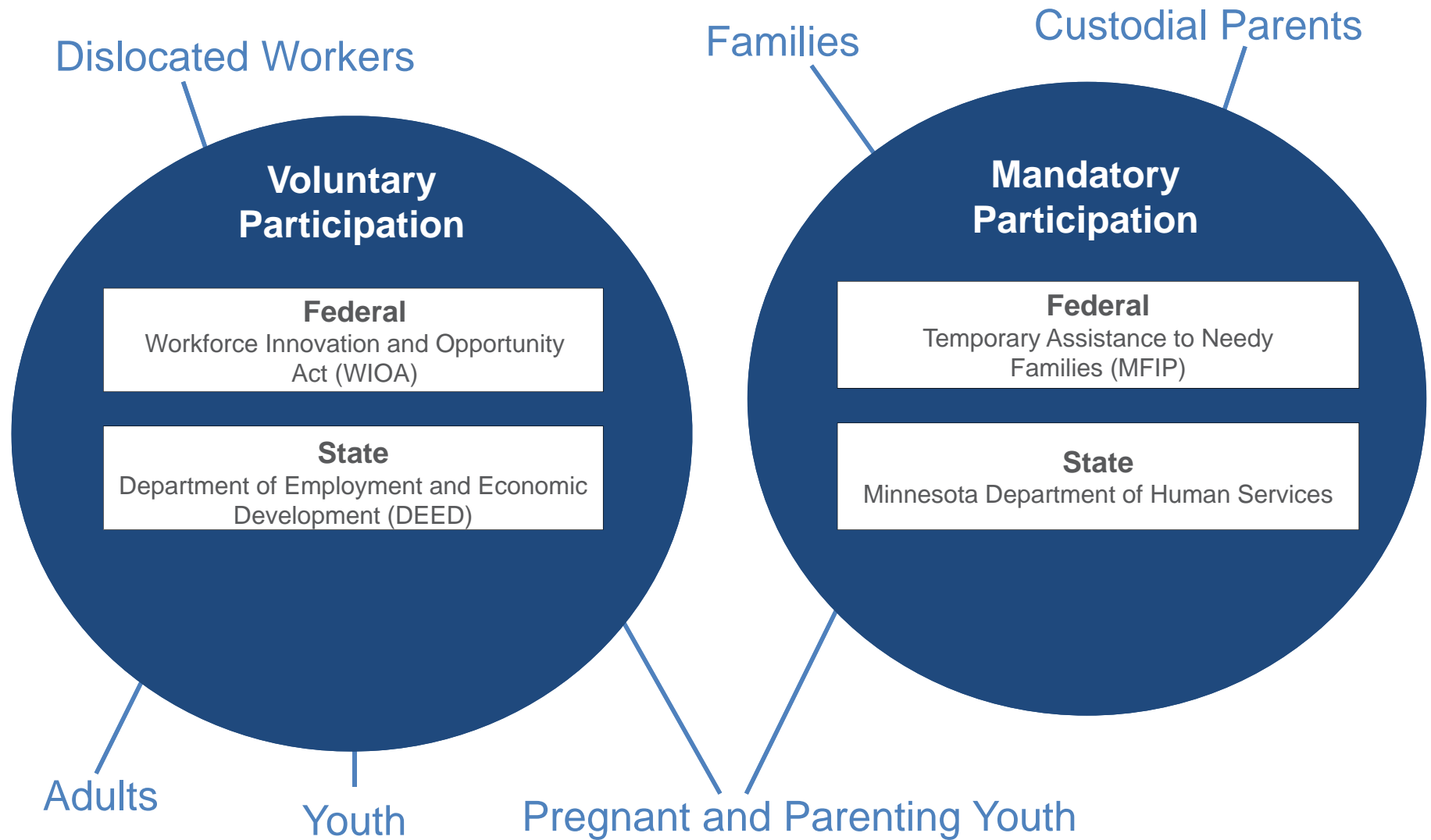
Mandatory Participation

Federal
Temporary Assistance to Needy
Families (MFIP) **\$17,093,539**

State
Minnesota Department of Human
Services

Ramsey County
Levy Dollars
\$298,046

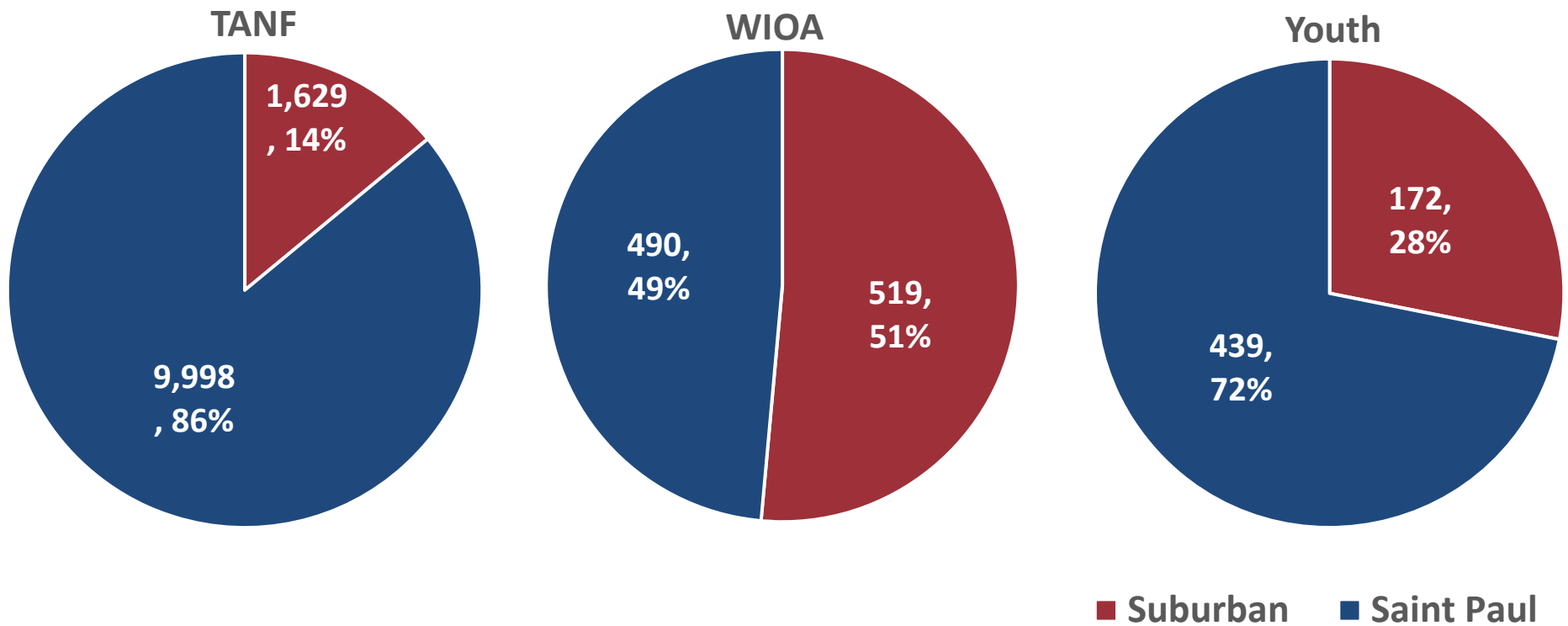
Who we serve



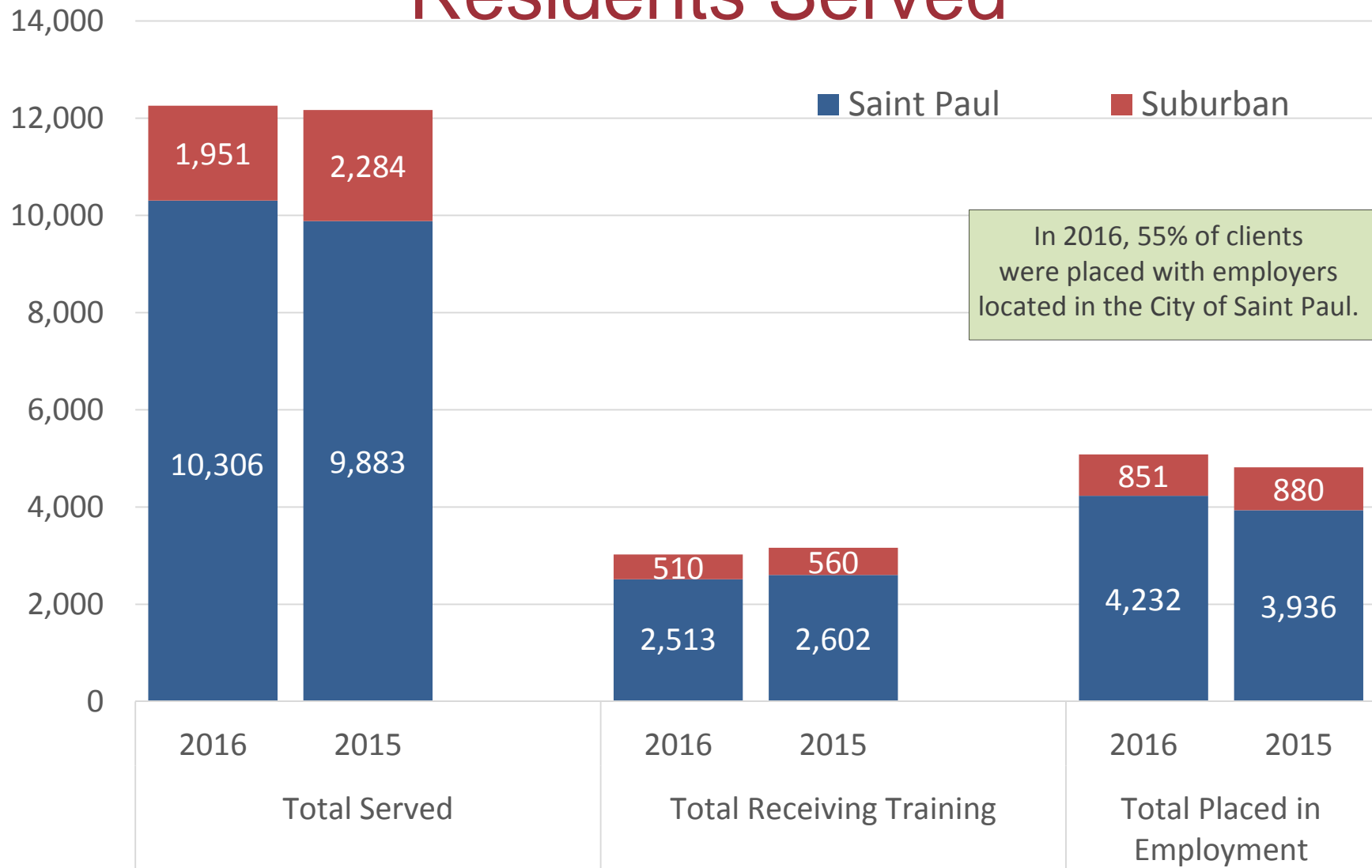
2017 Workforce Solutions Budget Summary

Operating Budget	\$	2,159,373
Grants/Projects	\$	19,856,824
Ramsey County Levy	\$	298,046

Where Our Clients Reside - 2016



Residents Served



Performance Measures

WIOA Programs - Goals and Outcomes

PY 2016	Goal	Actual	% Goal	Saint Paul	Suburban
Youth					
Diploma Attainment	84.00%	100.00%	119.05%	50%	50%
Skill Attainment	91.00%	77.78%	85.47%	78%	22%
Older Youth					
Entered Employment	76.00%	72.50%	95.39%	90%	10%
Earnings Change	\$4,800	\$4,905	102.19%	87%	13%
Credential Attainment	55.00%	41.67%	75.76%	85%	15%

WIOA Programs - Goals and Outcomes

PY 2016	Goal	Actual	% Goal	Saint Paul	Suburban
Adult					
Entered Employment	82.00%	89.74%	109.44%	67%	33%
Average Earnings	\$13,780	\$13,942	101.18%	58%	42%
Credential Attainment	73.00%	77.78%	106.54%	78%	22%
State Dislocated Worker					
Entered Employment	85.00%	86.09%	101.29%	48%	52%
Average Earnings	\$20,246	\$23,344	115.30%	48%	52%
Credential Attainment	69.00%	74.29%	107.66%	49%	51%
Federal Dislocated Worker					
Entered Employment	85.00%	83.56%	98.31%	21%	79%
Average Earnings	\$20,246	\$20,060	99.08%	27%	73%
Credential Attainment	69.00%	77.78%	112.72%	11%	89%

TANF Goal and Outcomes

Ramsey County Participants Served During 2016

Program	Total Served	Placed in Employment	Percentage Placed in Employment
MFIP	8,801	3,863	43.9%
DWP	2,111	707	33.5%

*Source MN DEED

Public Assistance Goal and Outcomes

GOAL: Help increase the family income for about 63 percent of the population served in a three-year period, based on a cohort model.

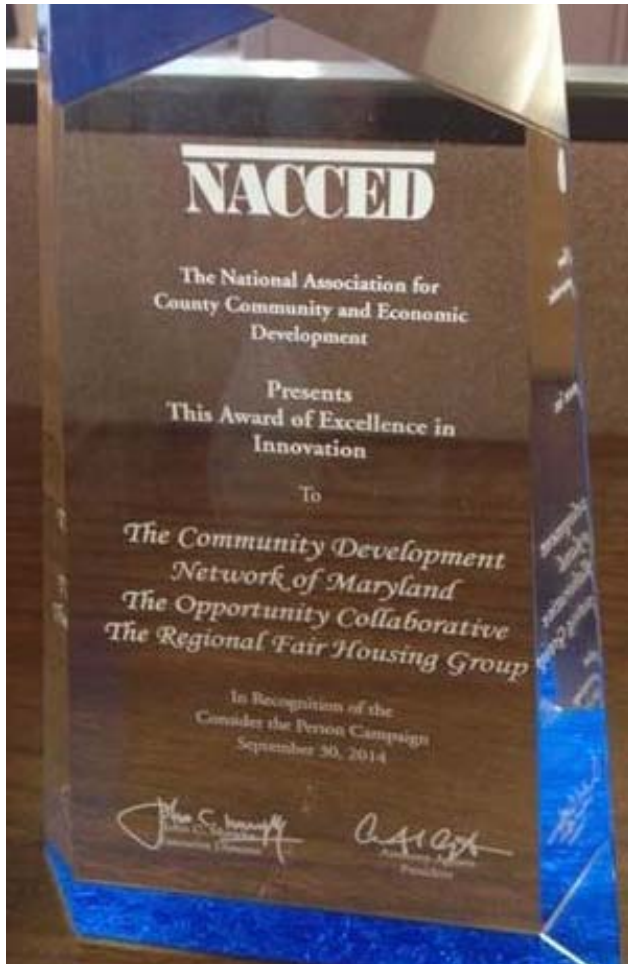
OUTCOME: Ramsey County is expected to be within the Low and High end of the range. For 2015 and 2016, Ramsey County outperformed the state of Minnesota's expected outcome. In 2017, Ramsey County performed within the expected range.

	Low end of Goal	High end of GOAL	Actual Outcome
2015	61.6	63.8	64.4
2016	60.1	63.4	63.9
2017	59.8	62.9	62.1

Community Engagement / Partnerships

Collaboration

- Libraries
- Youth Services – U LEAD, summer employment (i.e. Right Track)
- Outreach-to-Schools interns in four Saint Paul schools and one suburban school
 - Como, Humboldt, LEAP, Creative Arts, Roseville
- Community-based organizations:
 - Goodwill, YWCA, Lifetrack, American Indian Family Center, Hmong American Partnership, Community Action Partnership, Guadeloupe Alternative Program, Network for the Development of Children of African Descent (NdCAAd), HIRED, Avivo (formerly EAC), Saint Paul & Ramsey County Domestic Abuse Intervention Project, Project for Pride in Living, Catholic Charities, Wilder, Saint Paul Promise Neighborhood
- Dorothy Day Center
- National Association for County Community and Economic Development – Section 3 Collaborative



Ramsey and four other local counties recognized with Award of Excellence

Ramsey, Washington, Dakota, Hennepin and Anoka counties received an Award of Excellence for the Twin Cities Section 3 Collaborative at the 42nd Annual Educational Conference and Training. The event took place on September 28 in Portland, Oregon. Each year, the National Association for County Community and Economic Development (NACCED) honors the many achievements of United States' counties during this program.

Section 3 is a provision of the Housing and Urban Development Act of 1968 that gives preference to low and very low income persons or businesses residing in a community where a Section 3 covered project is located. This may include construction or rehabilitation of housing or other public construction. The Twin Cities Section 3 Collaborative is a partnership of various counties and cities in the area that creates a central certification process for Section 3 workers.

Ramsey County is one of the first counties in the country to use this type of process.

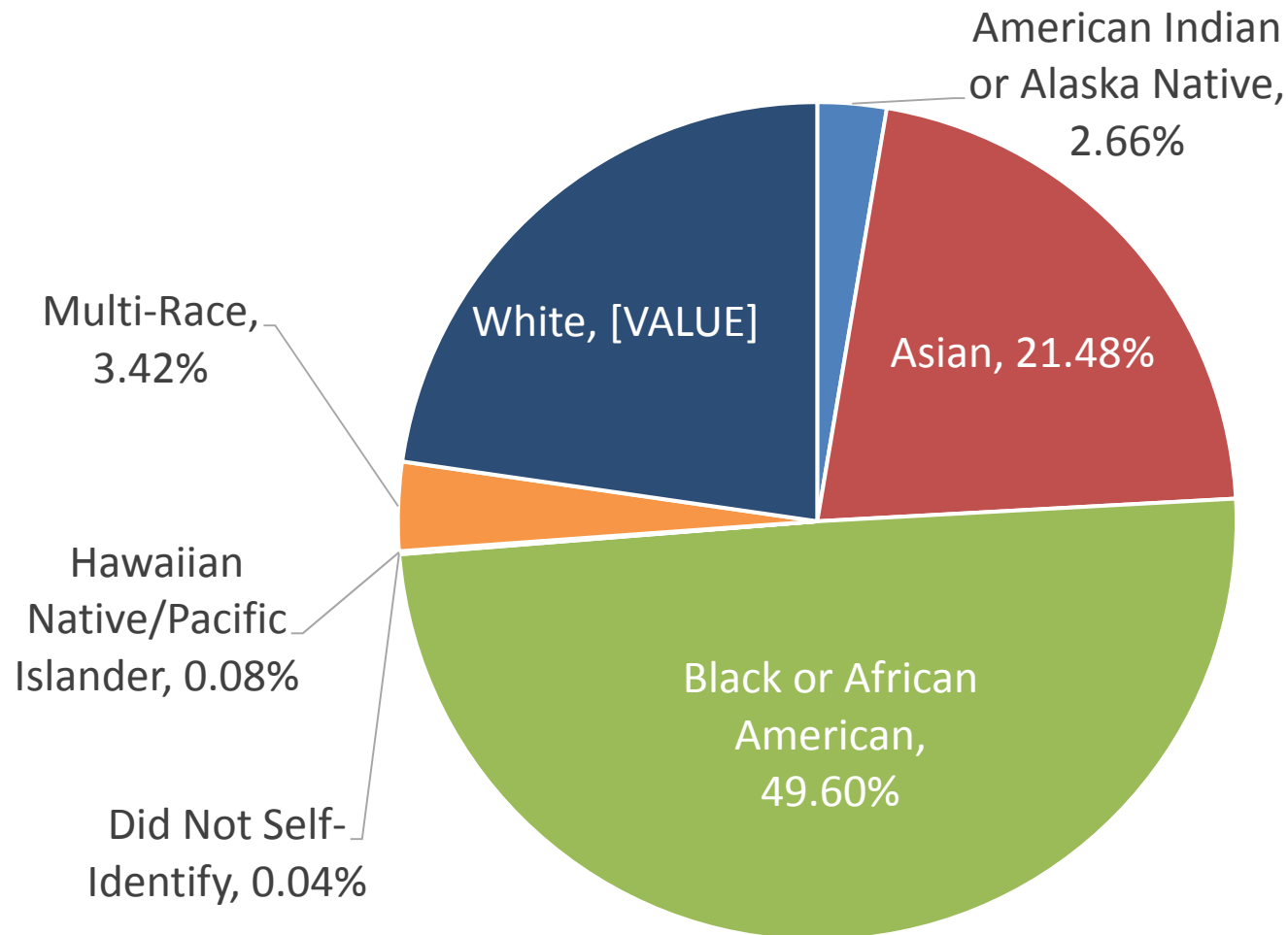
Addressing Poverty and Racial Disparities

Poverty Reduction

Reduction of poverty requires:

- Adequate available housing
- Effective transportation systems
- Access to affordable childcare (for most)
- Culturally hospitable employer environment
- Customized workforce and career development

Program Year 2016 Percentages of Saint Paul Residents Served by Race



Racial Equity Initiatives

- Government Alliance on Race and Equity, Racial Equity Action Team, Racial Equity Leadership Team
- Culturally specific provider preference in RFP process
- Presenters at national and statewide conferences
- Professional development for all Workforce Solutions staff
- Community engagement toward culturally specific, values driven services

Expanded Community Engagement - October 2017

- Workforce Solutions (WFS) has been having discussions with DEED staff for the last few months to create a seamless feel and set of services.
- Due to the many changes in workforce development, the County Board has recommended a Strategic Visioning Process to include:
 - How WFS does its work.
 - The impact to its community.
 - Where the County could do better in terms of efficiency and effectiveness.
- Three Phases to include:
 - Internal Environmental Analysis
 - External Environmental analysis
 - Strategic Planning Process

Thank you!