

# Workforce Development

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Saint Paul City Council

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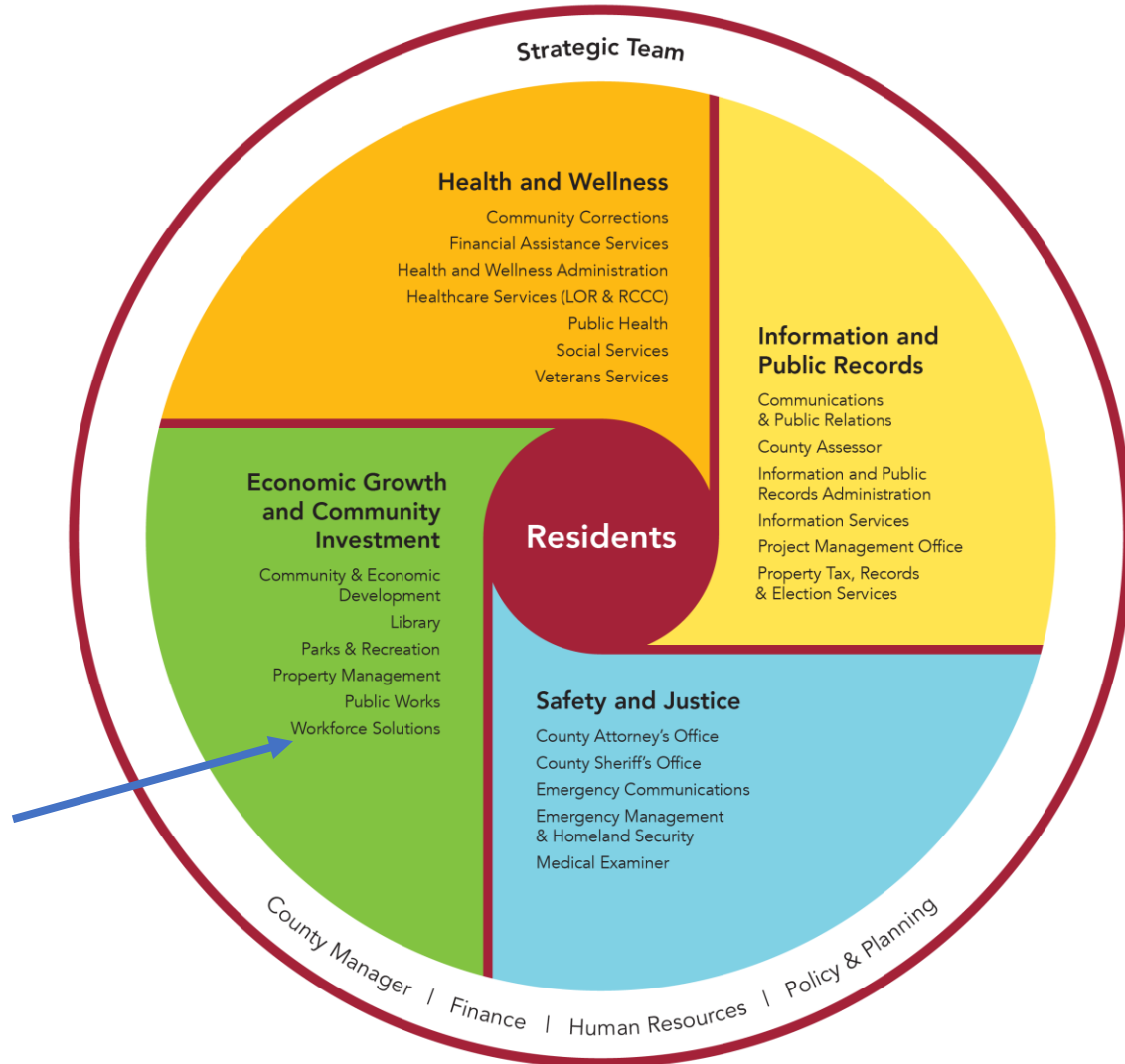
## Overview

- Introduction
- Ramsey County – Workforce Solutions Alignment
- Brief Program & Services Snapshot
  - Job Seekers
  - Businesses
- **Partnership & Innovation**

# Communities working with Ramsey County

Intentional coordination at the County Service Team Level:

- **EGCI** (Economic Growth & Community Investment)
- **Focus on human capital development**
- Maximize efficiencies
- See and close gaps
- Deeper engagement with businesses and communities



## Workforce as a driver of economic development

Link between the workforce and economic development is one reason the human capital development in any economy has a direct impact on the level of economic development in that area.

### Economic developers

- Creating Jobs
- Building infrastructure
- Creating economic growth
- High end talent recruitment

### Workforce Development

- Getting people into jobs
- Helping people keep jobs
- Develop skills
- Increase earnings
- Training and recruitment at all levels
- Career Pathways

## What is Workforce Solutions?

- Ramsey County Workforce Solutions has 80 employees and provides workforce services and job training to businesses and residents of Ramsey County including the City of St. Paul.
- There are three CareerForce Centers in the Ramsey County. They are located at 160 East Kellogg, Fairview/University and North St. Paul. Serve clients in programs and also universal clients.
- We serve over 11,000 job seekers each year. In addition, more than 1,000 visits at Career Labs each month.

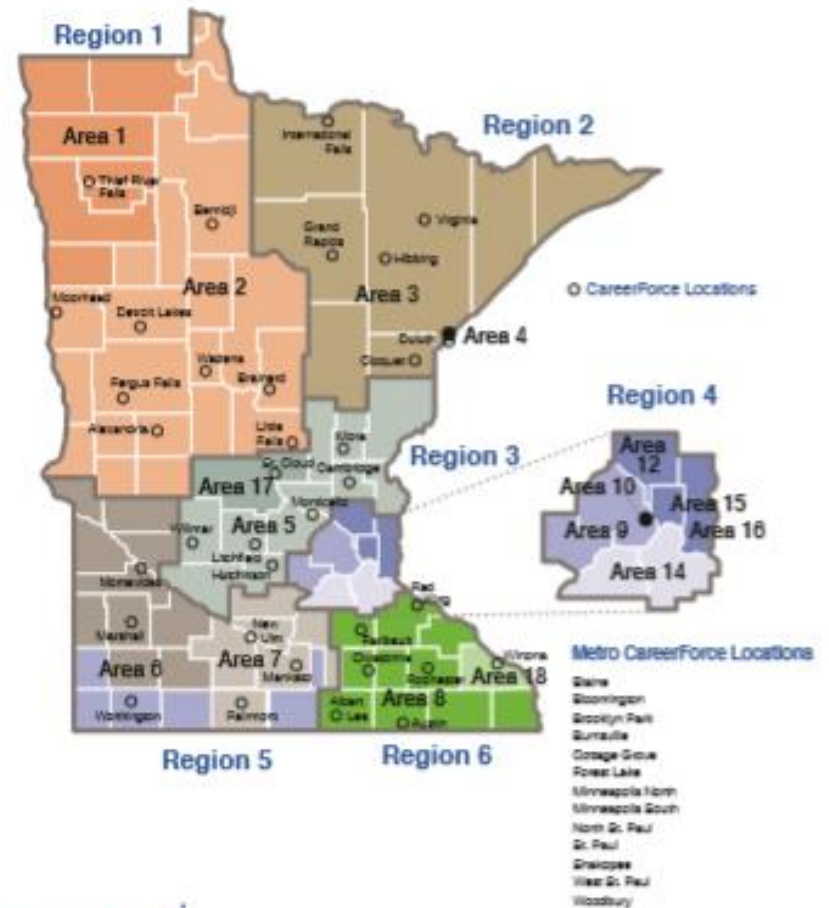




## Workforce Development Areas

- The workforce system in MN is divided into Workforce Development Areas.
- Funding driven by Federal grants passed through DEED and DHS. Limited State funds.
- Our department is 96% grant funded. Grants limit our flexibility.

Regional Workforce Development Areas  
Local Workforce Development Areas





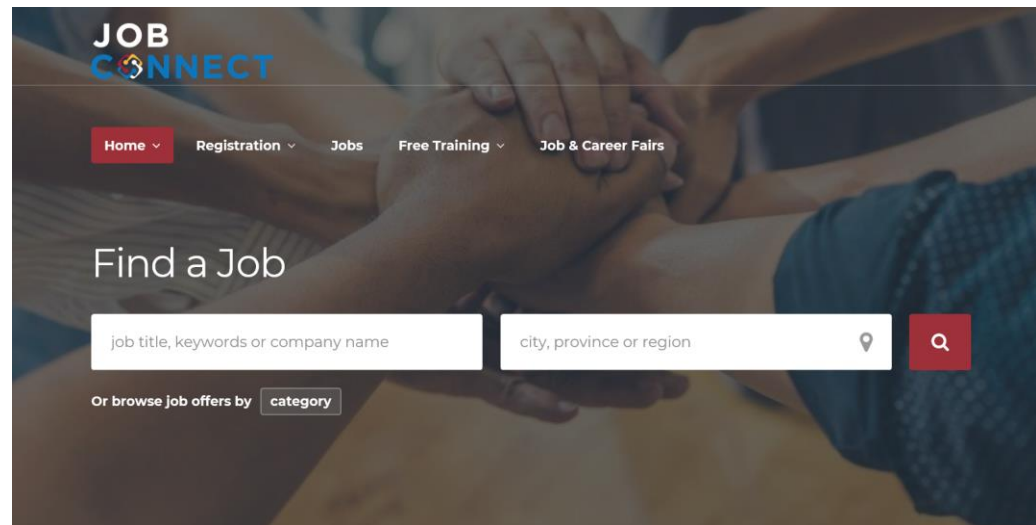
## Job Seeker Services

- **Diversionary Work Program (DWP)** - low-income families with children under 18 designed to quickly re-attach people to work and divert them from enrolling in a long-term public assistance program
- **TANF-Minnesota Family Investment Program (MFIP)** - cash, food, childcare, and employment assistance for low-income families with children under 18
- **Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)** - food, employment and training assistance for low-income able-bodied adults
- **Workforce Innovation and Opportunity Act (WIOA) Adult Program** - for low-income individuals who are ineligible or not wanting to be on public assistance programs
- **Workforce Innovation and Opportunity Act (WIOA) and State Dislocated Worker Program (DW)** - for individuals laid off from work
- **Workforce Innovation and Opportunity Act (WIOA) and State Youth Program** - for low-income young adults ages 14-24 with a specific focus on career exploration and connection to education
- **Multiple Career Pathways** - providing work-experience, on-the-job training opportunities and internships for low-income individuals and young adults
- **Outreach to Schools**- for high school age youth to engage and expose them to post-secondary education, labor market information, and career pathway opportunities
- **Support groups and training sessions**



## Business Services

- Employer of the day/Career Fairs
- Host an emerging worker
- Incumbent worker training
- Layoff services
- Labor market information
- Job Posting: more to come with new ED portal
- Workshops: Gig economy, Supporting global workforce



## Workforce Snapshot

- High pressure on workforce ecosystem
- Pivot faster and to develop skilled workers faster
- Changing demographics: State Demographer, MN Compass
  - Aging workers
  - Diverse young worker pools, ~25% millennials, move toward minority-majority city
  - Skills Gap: Future of work, Digital and tech literacy, automation
  - Evolving educational ecosystem
  - Racial Disparities for POCl, many factors that still hold people back

## Themes Going Forward

### Co-create, elevate, and celebrate

- City of St. Paul and Suburban needs are different
- Collaboration
- Accessible delivery of services with co-location and satellite locations
- Economic – Workforce Development Alignment
  - County Contracting and Workforce Inclusion efforts for construction and development projects, CERT
- Regional strategy efforts: Greater Metropolitan Workforce Council (GMWC)
- Public Sector Pathway Initiatives



A partnership for building a stronger and more diverse state, county and municipal workforce

# Partnership

Partnership Project Areas	Examples
Youth	<ul style="list-style-type: none"><li>• RightTrack evolving partnership</li><li>• Homeless Waiver</li><li>• Community Based Partnerships: CLUES, Junior Achievement, Ain Duh Yung, etc.</li><li>• Deepen partnerships with schools on career pathways</li><li>• Ramsey County Youth Works!</li></ul>
Youth/Adult	<ul style="list-style-type: none"><li>• St. Paul EMS Academy additional cohort begins January 2020</li><li>• Ramsey County Pathways to Prosperity Grant: Men of color in construction, manufacturing and healthcare)</li><li>• Co-location and support services at key sites</li></ul>
IT Sector	<ul style="list-style-type: none"><li>• Full Stack Scholarships</li><li>• Regional Pathways to Prosperity Grant w/ Hennepin, City of Minneapolis</li><li>• WESA (Women's Economic Security Act) Grant: Coding for young women of color</li><li>• Tech for All</li></ul>
Co-Location	<ul style="list-style-type: none"><li>• Libraries</li><li>• Recreation Centers</li><li>• St. Paul Opportunity Center (SPOC)</li></ul>
County Systems	<ul style="list-style-type: none"><li>• Corrections</li><li>• Foster Care</li></ul>
Economic Development	<ul style="list-style-type: none"><li>• PED Collaboration</li><li>• East Team</li></ul>

# Innovation

Program	Description
<b>Invest in growing wages</b> Incumbent Worker Training	Funding to help eligible Ramsey County businesses train and retain employees by providing skills upgrades and process improvement training for existing, full-time employees. Must demonstrate wage increases.
<b>Job support helps families</b> ROADS Program	Reliable Opportunities Advance Dads Support (ROADS) is a Ramsey County interdepartmental collaboration between Workforce Solutions (WFS) and the Child Support Services (CSS) Office. Using MFIP dollars to provide employment support to non-custodial parents.
<b>Wrap around service delivery</b> FAST Model	FAST has provided +300 Ramsey County extended MFIP families experiencing multiple barriers with culturally informed services on wellness, wellbeing and employment. Delivered on-site and in partnership with Goodwill Easter Seals.
<b>Neighborhood Collaboration</b> <b>Community wealth creation</b> The Peoples Fellowship	<ul style="list-style-type: none"> <li>Two-generation partnership: Saint Paul Promise Neighborhood (SPPN), the Network for the Development of Children of African Descent (NdCAD), and Ramsey County to support African American families.</li> <li>Parent can earn up to \$3,000 in an “Invest In Your Future” account that can be used to make specific asset purchases and children can earn up to \$600 in a college savings account.</li> </ul>
<b>Braid program dollars</b> TANF/WIOA Integration	Coordination across the two programs aims to improve efficiency in service delivery and increase the effectiveness of the provided services.
<b>Deepen economic development</b> Business Focus	<ul style="list-style-type: none"> <li>Workforce Business Retention &amp; Expansion (BRE) visits.</li> <li>WIB: Inclusive Hiring Practices</li> </ul>



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

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