



Job Training, Transition, and Retention Support: Provide high quality, short-term job training. Connect workers to employers with in-demand positions that pay family-sustaining wages with benefits. Provide support to address barriers that could lead to job loss. Support a strong workforce for economic prosperity for all.

"In our work at Polar, one of the biggest limiters to growth is finding qualified workers. This is an essential ingredient to a strong economy in Minnesota and we're thankful to be partnering with Hired and others to create innovative new training options to prepare our future workforce."

-- Surya Iyer, CEO and President, Polar Semiconductor

Hired's Career Pathways Include:

- MedTech
- CHIPS Manufacturing
- Green Energy
- Healthcare
- Office Administration
- Human Services
- & More

Hired has helped people prepare for and secure good jobs and supported Minnesota's workforce development since 1968. Hired staff walk alongside the people we serve as coaches, navigators, connectors, and trainers to help people upskill/reskill and overcome hurdles that can hinder progress toward getting a job, building a career, and stabilizing their family.

For 20+ years, **Hired's Career Pathways** training program has helped prepare skilled workers for jobs with Minnesota employers, providing workers needed to fuel and grow our economy. We offer training, navigation and placement assistance, holistic supports, and more, to help underserved people prepare for and secure family-sustaining work.

Finding a job is a critical step, but it often isn't enough. The transition to lasting work can be very fragile; barriers can re-emerge and lead to job loss. Hired operated a demonstration project in

2023, to provide on-site Job Retention coaching and holistic support services to MedTech operators, that showed it made a difference. Feedback from the employees and employers was very positive, and we want to integrate these services with other Employer Partners, to make transition to employment successful over the long haul.

Together, quality job training and transition/retention coaching and holistic support will enable poverty alleviation and family stability to be long-term and successful for more Minnesota workers, and help our economy grow and prosper.

CAREER PATHWAYS TRAINING

Hired's Career Pathways **job training and placement program** connects job seekers with mismatched skills to employers with entry-level and gateway jobs in high growth sectors.

Hired's Career Pathways Team:

- Partners with employers to co-create curriculum tailored to high demand, skilled employment with sustaining wages.
- Provides skills building for work readiness, including workplace communication and digital technology.
- Teaches hard skills related to specific jobs and can lead to certifications and credentials with educational partners.
- Connects participants with employer partners through class presentations, site tours, job shadowing, informational interviews, and more.
- Alleviates barriers with direct services and holistic supports and connections to 160+ partners.

JOB RETENTION & HOLISTIC SUPPORT

Hired's **post-placement career retention services** help people through fragile transitions to overcome barriers to avoid job loss and family instability, and build lasting prosperity.

Hired's Career Retention Team Will:

- Partner with employers and employees to identify and address barriers to job retention or performance.
- Provide barrier alleviation support to prevent job loss, directly and through connections to 160+ community partners.
- Provide support to workers seeking additional opportunities to upskill and prepare for advancement.
- Provide financial wellness skills and services to support people in reducing debt, saving for future goals, and more.
- Reduce costs for employers through reduced employee attrition and absence due to their personal situations.

Time and again, employer partners return to Hired to connect to community and find talent to fill open positions, which builds a stronger workforce to fuel Minnesota's economy.

FUNDING REQUEST

To complete this holistic career training and job retention program, Hired is seeking a \$1.4 million direct appropriation, with \$800,000 supporting job training in high-growth fields; and \$600,000 to support vital retention coaching and holistic support services to keep people engaged in their new jobs.

WHY FUND HIRED?

Hired is an expert at helping individuals whose career opportunities have been shaped by historic and systemic inequity. For 20 years, Hired has offered effective career pathway trainings to people seeking a better future for their families and partnered with employers to meet industry demands for skilled and prepared workers.

Hired partners with 115+ employers who host career fairs, advertise job postings, train employees, and filling vacancies with program graduates. A sampling of recent employers include Seagate Technologies, Polar Semiconductors, Skywater Technology, Medtronic, M Health Fairview, Medica, Allina and more. Hired is helping to close employment racial disparities in Minnesota and meeting employers' needs for skilled labor.



Delphina was looking for a way to break in to the caretaking/medical field, when she found a flyer for Hired's CNA training. She completed the training, passed her certification exam, and is now working as a CNA.

"Coming to Hired was the best decision I have made since coming to America. I learned how to be strong and motivated and push through the rough spots. It was a great opportunity."

HIRED'S OUTCOMES

In 2024, Hired served 4,307 people and families across the Twin Cities, of whom

- 99% are low income
- 71% self-identified as Black, Indigenous or People of Color
- 69% are women
- 24% are young adults

Through our career counseling, job training, and support services, we helped nearly 1,300 people find jobs with average wages of \$27.12 per hour in 2024, an increase of \$6+ per hour over previous wages.

CONTACT US

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