

AGENDA

OVERVIEW

PROPOSAL REVIEW

- ◆ North@Work
- ◆ Unity Opportunity Collaborative
- ◆ Metro Transit Technician Training Program
- ◆ Career Connections
- ◆ Youth at Work
- ◆ Emerging Workforce Coalition

SPEAKER: TAWANNA BLACK NORTHSIDE FUNDERS GROUP

NORTH@WORK

PROPOSAL REVIEW

- We ask you to consider...
- Investing in proven leaders and promising strategies
 - Acting with intentionality regarding place and race
 - Advancing solutions that are responsive to quantitative and qualitative data
 - Believing that it is possible to get dramatically different results, faster

PROPOSAL OVERVIEW

Northside Funders Group Overview

VISION

A place-based, collective impact collaborative of public, private and family foundations and public sector partners aligning investments and strategies to catalyze comprehensive, sustainable change.

northside funders group



Center for Urban and Regional Affairs (CURA)
UNIVERSITY OF MINNESOTA



THE MCKNIGHT FOUNDATION



GENERAL MILLS FOUNDATION



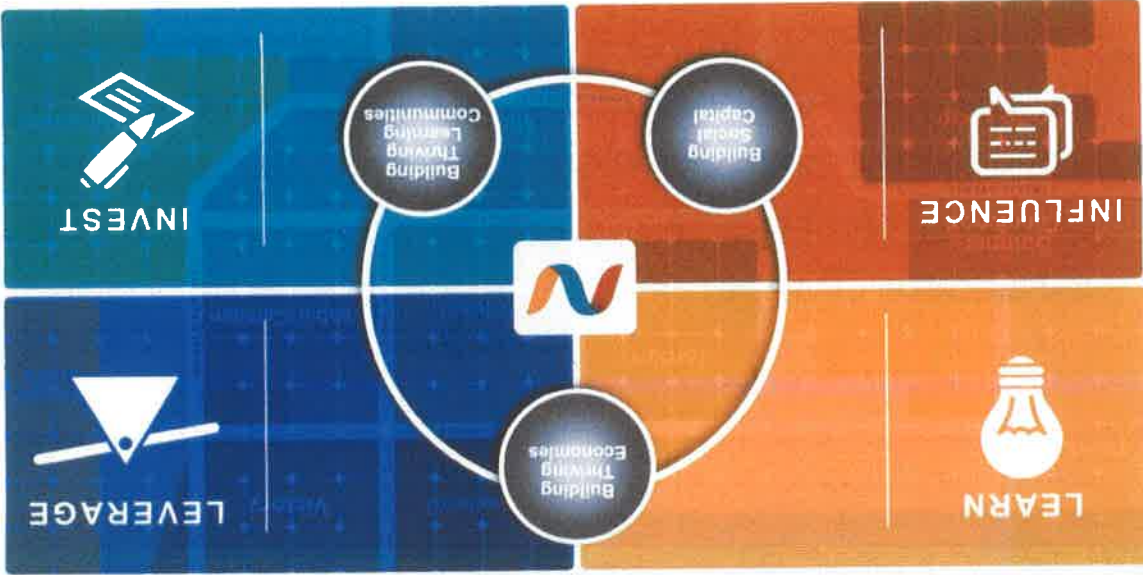
MINNESOTA DEPARTMENT OF PUBLIC SAFETY
Office of Justice Programs



LIEMANDT FOUNDATION
Our Family Is Our Foundation

northside funders group

To catalyze comprehensive, sustainable change in North Minneapolis...



BUILDING SOCIAL CAPITAL

- Changing Philanthropy
- Connectivity & Narrative
- Equity Driven Impact

BUILDING THRIVING ECONOMIES

- Workforce development
- Business Development
- Transit Development

BUILDING THRIVING LEARNING COMMUNITIES

- High Quality Schools
- High Quality Expanded Learning Providers
- Successful & Sustainable NAZ



North@Work

The business case for regional opportunity

North@Work will connect
2,000 African American men living
in **North Minneapolis** to meaningful,
sustainable employment over the
next five years

North@Work

Why North Minneapolis?

Why African American men?



African Americans are a critical part of our regional workforce

African Americans make up around 11 percent of the workforce now.

11%

By 2040, African Americans will comprise 24 percent of the regional workforce.

24%

And yet more than half of African American men living in North Minneapolis are unemployed

Unemployment

African American male unemployment in North Minneapolis is

52%

North Minneapolis unemployment is

22.3%

Twin Cities regional unemployment is 3.8%

American Community Survey 2009-2013

Our region faces a worker shortfall of 322,000 people over the next 20 years.

876,000

Available Workers in the Twin Cities.

1,199,000

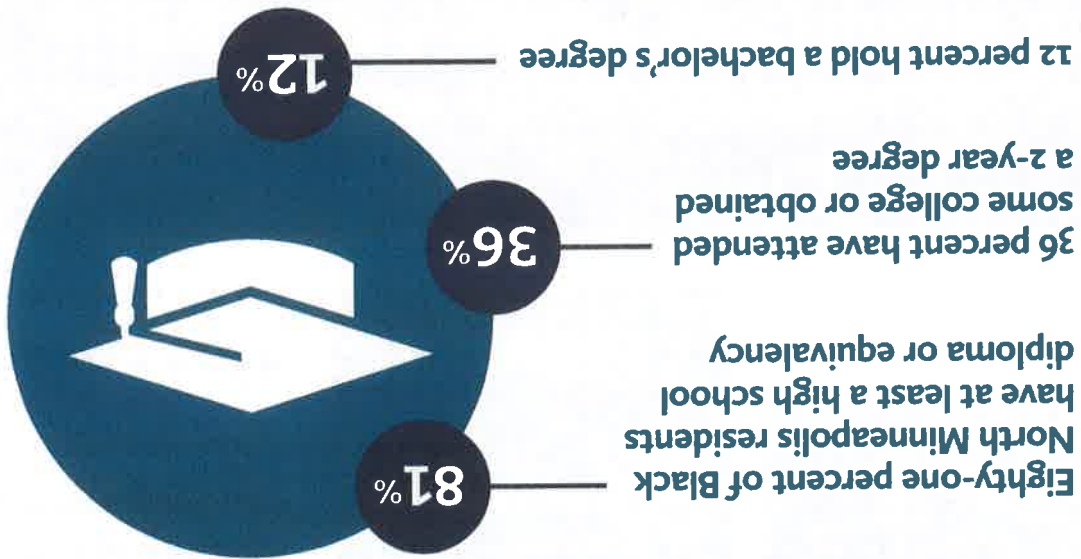
Expected number of workers needed in 20 years in the Twin Cities Region.

19% Gap

African American Men can play a significant role in closing this gap.

*Itasca Project 2009

African American men hold untapped potential for our region



*American Community Survey 2009-2013

Connecting 2,000 African American men to jobs will create a tipping point for a healthy, vibrant North Minneapolis

The median household income for African Americans living on the Northside is \$24,972, compared to \$42,268 for the region as a whole.

\$24,972

Connecting 2,000 African American men to jobs would create \$50 million more annual income for Northside families and the region.

\$50m

*American Community Survey 2009-2013

**It's not just a priority for North Minneapolis,
it's a priority for our region.**

**Closing the employment gap for
Northside African American men
is essential for the economic
vitality of the Twin Cities region.**



**Why are African
American men
disproportionately
unemployed?**



The existing workforce system has inadequately served African American men

The average annual earnings of employed men after finishing a public workforce program was

\$14,281 for Whites



\$11,405 for Latinos



\$5,547 for African Americans



Workforce Stability:

Only 27 percent of African American men showed stable employment after exiting a workforce program, compared to:

- ▶ 31 percent of Asian men
- ▶ 33 percent of White men
- ▶ 44 percent of Latino men



North@Work offers six

strategic interventions that will

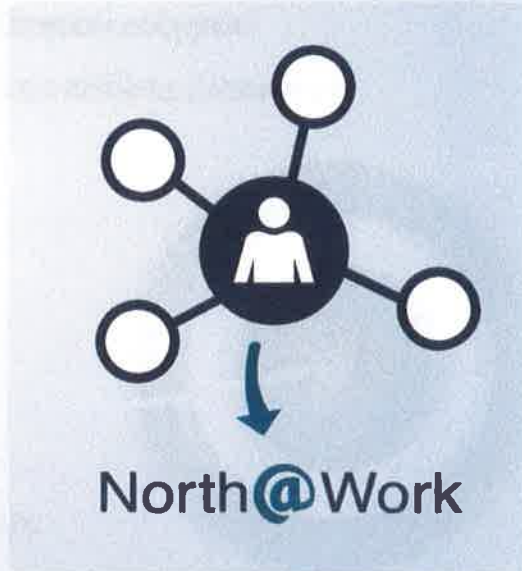
disrupt the existing workforce system

*Minnesota Department of Employment and Economic Development

1

Trusted Networks

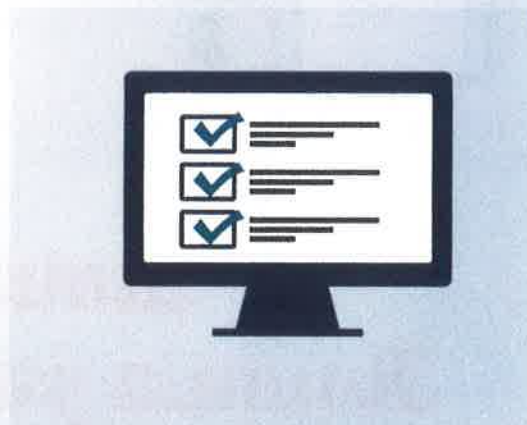
Men who live on the Northside are surrounded by trusted organizations and leaders in the African American community. They will be referred to North@Work by family, friends, mentors, faith leaders and others who believe in their potential.



2

Aspiration and Aptitude Assessments

Men will take custom assessments to help them define and understand their strengths and opportunities. They will also learn about the type of work environment that they would enjoy, which will help them retain employment over time.

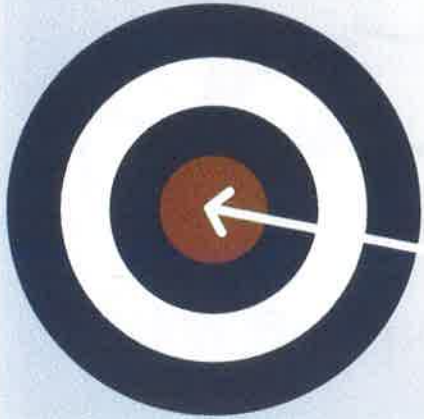


3 Customized training and placement

Through North@Work's customized training, men will develop needed soft skills, technical and job-specific skills. They will be matched with work in a meaningful, permanent job that suits their skills in targeted high-potential industries like automotive service and technology, construction, healthcare, hospitality, IT and manufacturing.



North@Work will target high-potential industries like healthcare, transportation or construction.



\$36,160 average salary for healthcare support workers
 \$33,248 average salary of transportation workers
 \$55,255 average salary for carpenters

4

Cohort Model

Each man will be supported by a cohort of his peers who are striving toward similar life goals and a cohort of peers entering the workforce at the same time.



5

Inclusive Workplaces

North@Work employers will be supported by a team of diverse staffing experts. While men are being trained to be productive employees, employers will partner with our experts to strengthen their capacity for effective hiring, training and retention.



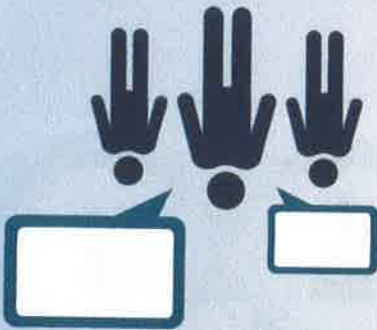
**What will it take to
employ 2,000 African
American men?**



Advocacy

6

North@Work will support African American men by challenging public and employer policies and practices that present barriers to sustainable employment.



North@Work's innovations will quickly and sustainably employ 2,000 African American men, creating a tipping point for a healthier, more vibrant North Minneapolis.

| | 2016 | 2017 | 2018 | 2019 | 2020 | Total |
|-----------------------|------|------|-------|-------|-------|--------------|
| ▶ Men reached | 250 | 750 | 1,000 | 1,375 | 1,625 | 5,000 |
| ▶ Men enrolled | 150 | 450 | 600 | 825 | 975 | 3,500 |
| ▶ Men employed | 100 | 300 | 400 | 550 | 650 | 2,000 |

North@Work creates a strong return on investment

\$105m

The cost of criminal justice, social service, health care and lost taxes resulting from Northside un- and under-employment.

\$50m

The total estimated income of men trained by North@Work

\$22m

The total five-year cost of North@Work.

North@Work

**We must act now—
because it's the right
thing to do and because
our economy depends on it.**

Join us.

Your investment and partnership can put us on track to prepare for the economy of the future. A contribution in North@Work is an investment in 2,000 men, in North Minneapolis families and in the future of our region

Kevin Murray
Workforce Development Program Officer
kmurray@northsidefund.org | 612-351-8200

North@Work

PROPOSAL REVIEW

UNITY OPPORTUNITY
COLLABORATIVE

SPEAKER: MIKE WYNNE
EMERGE

northside
fundraising group

UNITY OPPORTUNITY
COLLABORATIVE

A partnership of Minneapolis Urban
League, EMERGE, Sabathani CC,
Stairstep Foundation and Minneapolis
Public Schools ABE

What is the Unity Opportunity Collaborative

- Partnership of workforce and community organizations serving residents in North and South Minneapolis; :
 - Urban League, Sabathani CC, Stairstep Foundation, EMERGE and MPS Adult Ed
- Proposal emphasis on:
 - New GED and Adult Diploma strategy
 - Workforce readiness, placement and transitional job strategies for African American and African residents
- Replicable, to reach more broadly State of MN

UOC - Connections To Jobs

- Comprehensive approach to prepare people for workforce opportunities
 - Invests directly in staff infrastructure in Cedar-Riverside and North Minneapolis
- Program emphasis on accelerating workforce attachment for people who need jobs most - moving significant people into immediate employment and piloting transitional employment
- City of Minneapolis Employment & Training Program as fiscal administration

Connections To Jobs

- ❑ 800 people in employment readiness training
- ❑ 200 in Digital Foundations
- ❑ 800 in employment assessment, coaching and placement and retention services
 - 400 job placements
 - Retention support and measurement for 2 years;
- ❑ 150 placements in career and post-secondary training
- ❑ TOTAL COST = \$2.05m for 24 months

CTJ - Work Experience

- ❑ EMERGE Second Chance Recycling
 - Former Momentum Enterprises (Rebuild Resources and PPL Industries)
- ❑ State's largest mattress recycling operation
 - over 50,000 mattress/year
- ❑ Transitional employment for primarily African American ex-offenders
- ❑ 20 six month transitional employment slots/ leading to 6 months continued transitional
- ❑ Trainees gain credentialed skills
- ❑ EMERGE to provide permanent placement services
- ❑ Cost = \$382,000 for 18 month pilot



PROPOSAL REVIEW
METRO TRANSIT TECHNICIAN
TRAINING PROGRAM
SPEAKER: TOM STREITZ
TWIN CITIES RISE

- **TCR has over 20 years' experience** helping those with the most challenges train for and attain long term meaningful employment.
- **ROI- For every one dollar the State has invested in TCR we have returned \$7 to the taxpayers** in taxes and reduced government assistance.
- In the last 5 years alone we have generated **over \$9 million dollars in wages for our graduates.**
- **Pay for Performance Pioneer in the state** – TCR created and has consistently delivered services under a pay for performance contract with the State for over 18 years.



Building Careers. Empowering Lives. Ending Poverty.

TWIN CITIES **R!SE**



Twin Cities R!SE Working to Meet the Need

Our mission: Transforming lives out of poverty through meaningful employment.

Our vision: A community of empowered individuals, especially men of color, who achieve long term job success to support their families.



Our program includes:

- **Basic work skills training**
- **Personal Empowerment** training and coaching
- **Employment placement** services
- **Internship opportunities** with hiring partners to support job readiness preparation
- **Support services** to help participants overcome challenges
- **Reentry Connect**, a targeted program for those that have been incarcerated.

Twin Cities RiSE Participants

- Demographics:**
- 58% Black American
 - 74% people of color
 - 51% male
 - Average age: 36
- Barriers:**
- 60%+ formerly incarcerated
 - 82% unemployed at start
 - 41% chronically unemployed
 - 65% substance use issues



Reentry Connect a program of Twin Cities RiSE is designed to stabilize and improve the long-term educational and workforce prospects of adults who have been previously incarcerated.



Our Program Includes:

- Integrated Case Management and Support Services
- Personal Empowerment
- Training and Development
- Workforce Development
- Support and Resources





Building Careers. Empowering Lives. Ending Poverty.

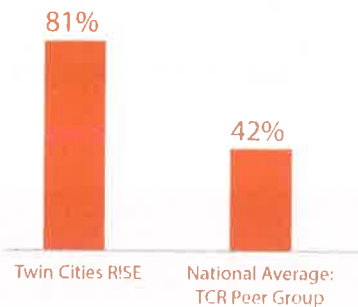
Average starting salary for 2014 graduates:

\$26,490

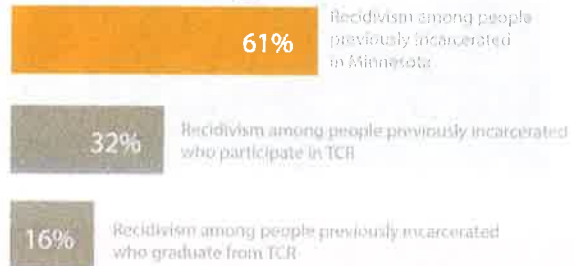
plus benefits



National Leader in Job Retention Rates



Defeating Recidivism



Metro Transit Technician Training Program



THE INITIATIVE

- Prepare candidates for success in achieving an A. A. S. degree (Truck Technician)
- 55% of Metro Transits' mechanic workforce is over the age of 55.
- Addresses changing demographic shift within the organization and the community.

WHO WE SERVE

- 40 participants enrolled in the program:
- 71% are people of color
- 90% percent are considered to be low income

THE PROGRAM

- Coaches and Support
- TCR Personal Empowerment
- Earn While You Learn
- Academic and Bridge Support
- Scholarships and Financial Aid
- Transportation Assistance



- OUTCOME**
- Waiting jobs at Metro Transit
 - Starting annual salary exceeds **\$50,398** plus benefits.



Personal Empowerment

Personal Empowerment is the key to long term, sustainable change for participants.

Empowerment allows participants to:

- Grow in self-confidence
- Regulate emotions
- Develop problem solving skills
- Build responsibility for their own futures



R!SE with us!

- Support!
- Volunteer!
- Employ!



TWIN
CITIES
R!SE

January 15, 2016

Hennepin Workforce

Hennepin County's Workforce Development Initiative



Hennepin County Minnesota

northside
funders group

PROPOSAL REVIEW

CAREER CONNECTIONS

SPEAKER: JOHN THORSON

HENNEPIN COUNTY

Workforce Challenges

Aging Boomers are Leaving the Workforce

| | Total FTE | Estimated Retirements | % of Workforce 2020 | % of Workforce 2025 |
|--------------|--------------|-----------------------|---------------------|---------------------|
| Directors | 29 | 21 | 72% | 83% |
| Managers | 400 | 147 | 37% | 62% |
| Supervisors | 790 | 319 | 40% | 56% |
| Employees | 6,242 | 1,680 | 27% | 40% |
| Total | 7,461 | 2,167 | 29% | 43% |

Workforce Challenges

- This confluence of demographic and labor force data trends tells us that the new workers who can solve for the anticipated labor shortage must come from our existing population... and they can.
- This is not a shortage of human capital, it is a misalignment of human potential. There exists today an abundance of under-developed assets within our community. Many of these residents currently receive some form of public financial, social or criminal justice services.

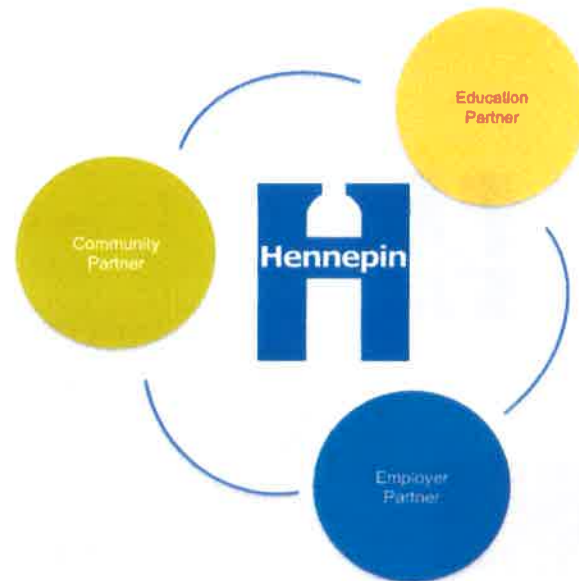
Workforce Development Goals

- Meet the workforce needs for both the county and other employers
- Reduce employment disparities that persist among residents of Hennepin County
- Move human services and corrections clients from government support to employment
- Foster economic competitiveness across the region



Hennepin Career Connections Model

- Define Needs
- Build Partnerships
- Create Pathways
- Remove Barriers

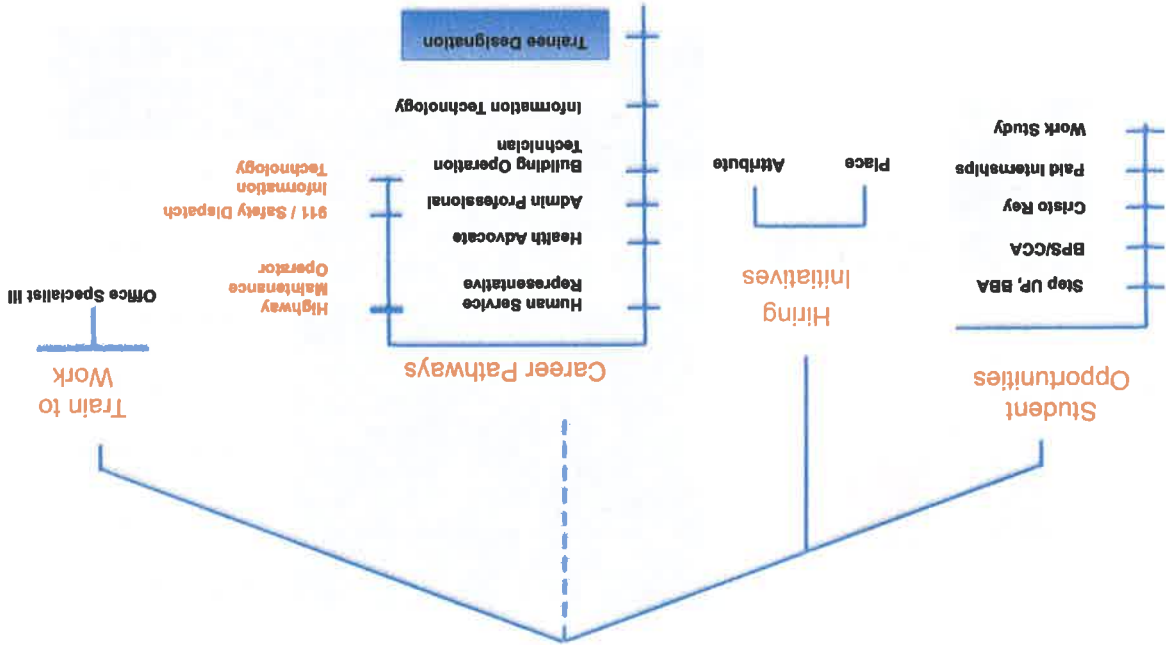


Workforce Planning Informs Demand

| Job Classification | Department |
|---|-----------------|
| Human Services Representative | Human Services |
| Information Technology (several) | Operations |
| Office Specialist / Administrative Professional | Countywide |
| Facilities Maintenance Operator | Operations |
| Health Advocate | Hennepin Health |
| Highway Maintenance Operator | Public Works |
| 911 Operator & Safety Dispatch | Public Safety |

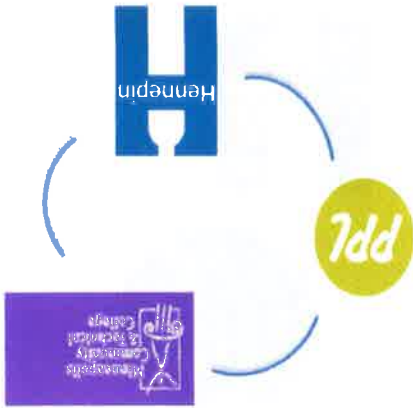


Hennepin Career Connections



Career Pathways

- **Human Services Representative**
- HSR Cohort I : 17 of 20 graduates hired
- HSR Cohort II : 19 of 21 graduates hired
- HSR Cohort III : 31 of 35 participants in training
- HSR Cohort IV : 35 recruits begin training June 2016
- **Health Advocate:** Recruiting Now
- **Building Operation Tech:** Recruiting Now
- **Admin Professional:** Recruiting Now



Train-to-Work

Office Specialist III

- OS III Cohort 1 : All 8 of 8 graduates hired!!!
- OS III Cohort 2 : 15 participants Spring 2016
- OS III Cohort 3 : 15 participants Fall 2016



Hiring Initiative: Veterans

- 6 months in designated trainee position; upon completion may transfer to regular employment
- Targeted Populations: Veterans who are unemployed, underemployed, and recently released from active duty (up to 30% of participants may be spouse/significant other/ adult child of vet)
- New veteran hires will and receive wrap around services from Jewish Family and Children's Service of Minneapolis (JFCS) and are matched with a veteran who is a current county employee to serve as a mentor

"I am extremely thankful for the program that JFCS and Hennepin County set up for veterans like me who just needed a helping hand and a push in the right direction. That being said, I quickly found out that getting the job was just the first step of the long journey ahead of me."

Michelle Roberts – recently hired by Hennepin County

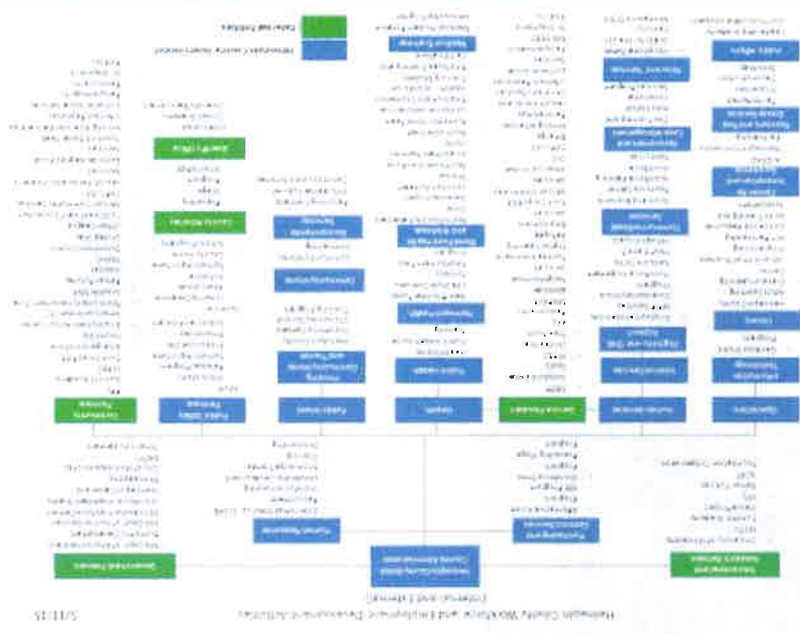
Hennepin Workforce Leadership Council

- Co-Chairs:
 Peter McLaughlin, Hennepin County Commissioner
 Steve Cramer, CEO, Minneapolis Downtown Council
- Hennepin County
 - Minneapolis Downtown Council
 - Minneapolis Area Chamber of Commerce
 - Minneapolis Community and Technical College
 - Normandale Community College
 - Hennepin Technical College
 - North Hennepin Community College
 - Metropolitan State University
 - State of Minnesota
 - City of Minneapolis
 - Minneapolis Public Housing Authority
 - University of Minnesota
 - Hennepin County Medical Center
 - Bloomington Public Schools
 - NorthPoint Clinic
 - Fairview Health Services
 - Metropolitan Council

A partnership of public and private employers and colleges designed to aggregate demand and share best practices for building a diverse workforce and being a more inclusive workplace.

Hennepin County is sharing our workforce solution with other employers to help solve for their business needs, to address persistent employment disparities and in doing so, we will strengthen our region's economic competitiveness.

A Framework for Alignment



Requests for Investments to Address Employment Disparities

\$4,800,000 to create, replicate or extend Career Pathways

\$900,000 STS workforce programming

\$250,000 Cedar Riverside Opportunity Center

Contact Page



www.hennepin.us/workforce



www.hennepin.us/careerconnections

SUMMIT ACADEMY OIC
SPEAKER: GEORGE GARNETT

EMERGING WORKFORCE
COALITION

PROPOSAL REVIEW

CITY OF SAINT PAUL
YOUTH AT WORK

PROPOSAL REVIEW