



Career & Talent Retention: Supporting Minnesota's workforce by helping workers in high-demand positions to address barriers to job retention.

➤ ABOUT HIRED

A good job provides the fundamental stability and security that every family needs. It creates the opportunity to build wealth and plan for the future. A good job brings hope, fulfillment, and belonging.

Hired has helped people prepare for and secure good jobs since 1968. Hired builds trusting relationships with each person we support -- more than 3,734 in 2023. Hired staff walk alongside the people we serve as coaches, navigators, connectors, and trainers to help people overcome hurdles that can hinder progress toward getting a job and building a career.

With 105+ employees based in 11 locations across the Twin Cities, Hired maximizes competitive federal and state contracts, and corporate, foundation and philanthropic donations to support people in securing and retaining life-changing jobs and addressing Minnesota's critical skilled worker shortages.

"It has been very rewarding working with Hired. This past year, they carried out a new worker-centered job retention program at our Medtronic manufacturing site. They provided on-site job coaching and support services that helped our second and third shift teams overcome barriers that might otherwise lead to employee turnover. They truly are invested in success for both employee and employer, and we look forward to continuing to build and strengthen our partnership with Hired through future opportunities." -- Bill Shepherd, Medtronic



At a time in our economy where there are two jobs for every qualified jobseeker, Minnesota is investing in programs that will create new career pathways, provide job training and placement support to help people upskill and fill these critical workforce shortages.

➤ WHY SUPPORT CAREER RETENTION ?

For many workers, especially those who have been unemployed or underemployed, a new job can present new barriers or resurface past issues that have created instability and can derail family-sustaining employment. Because of this need for additional support, Hired piloted offering enhanced talent retention services in 2023. These worker-centered and employer-informed services remediate barriers.

This investment in Hired's Workforce Retention Project:

- Protects public investments in employment training & career counseling,
- Increases retention in jobs with family-sustaining wages.
- Leads to individual job growth and career advancement.
- Lowers turnover costs for employers and builds talent pipelines.
- Stabilizes families and improves social determinants of health.
- Helps people begin to build wealth and build a more prosperous future for their families.

At Hired, we believe every person deserves the opportunity to build a stable and prosperous future.

FUNDING REQUEST

With \$280,000 in FY2025, Hired will be able to provide career retention services for Minnesotans with low-incomes, help them to overcome barriers to sustained employment, and increase retention, leading to a more prosperous future for themselves and a more stable workforce for Minnesota employers.

WHY FUND HIRED?

Hired is an expert at helping individuals whose career opportunities have been shaped by historic and systemic inequity. For 55+ years, Hired has offered effective employment counseling, career trainings, and wraparound supports to help people upskill, secure and retain employment. Hired is helping to close racial disparities in Minnesota and has a strong track record of equitable job placements and hiring wages for BIPOC-talent.

Hired has long-standing partnerships with 75+ employers to host career fairs, advertise job postings, train employees and fill vacancies. Recent employers include Medtronic, 3M, Xcel Energy, Fairview, Medica, Allina, and more.



"One of the most frequent barriers to job retention in our pilot project was transportation. From funding for car repairs to gift cards for taxis and ride services, our participants found the lack of public transportation to the facilities to be a major challenge to getting to work.

These support services helped to alleviate some of the burden on friends and family who were having to drive them to/from work late at night or very early in the morning, and the financial burdens from not being paid if they had to miss a shift due to transportation."

--Hired's Retention Specialist

HIRED'S OUTCOMES

In 2023, Hired served 3,734 people and families across the Twin Cities, of which

- 99% are low income
- 72% identify as Black, Indigenous or People of Color (BIPOC)
- 72% are women
- 26% are young adults
- 8,267 children benefitted indirectly from improved family stability

Last year, we helped 1,010 people find jobs with average wages of \$23.54 per hour in 2022—\$8+ more per hour than previous earnings.

CONTACT US

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