



**Career Pathways:** Preparing and connecting workers to employers for in-demand positions that pay family-sustaining wages

## ▶ 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 5,265 in 2022. 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 90+ employees based in 9 locations across the Twin Cities, Hired maximizes competitive federal and state contracts, corporate and foundation funding, and private donations to support people securing life-changing jobs.



Bri came to Hired to complete Certified Nursing Assistant training and started work soon after. Now, she's working as a CNA for a hospital, while advancing her career by attending classes online to become a registered nurse.

**"Hired is a great way to get into different careers. There are a lot of opportunities there and good people who can help you navigate where you want to go."**

## ▶ WHY CAREER PATHWAYS?

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

To ensure trainings match employer requirements, and lead to successful placement, Hired's Career Pathways Program:

- Partners with employers to co-create curriculum tailored to high demand, skilled employment with sustaining wages.
- Provides skills building for work readiness, including communicating in the workplace 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.
- Has successfully partnered in fields such as medical manufacturing, office administration, medical call center, and construction.

Time and again, employer partners return to Hired to connect to community and find talent to fill open positions.

**"Hired's program provides a pipeline of qualified candidates in positions in demand at M Health Fairview. They support their graduates to ensure the best opportunities for long-term success for both the employee and employer. We look forward to continuing our partnership with Hired." - MHealth Fairview**

**With Hired, every person is just one good job away from a stable and promising future.**

## ➤ FUNDING REQUEST

With a \$400,000 per year biennial funding request, Hired will be able to expand Career Pathways training programs, and prepare more workers for employment in high-growth sectors.

## ➤ WHY FUND HIRED?

Hired is an expert at helping individuals whose career opportunities have been shaped by historic and systemic inequity. For 18 years, Hired has offered effective career pathway trainings and was recently endorsed as a OneTen Talent Developer because of our 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. A sampling of recent employers include Medtronic, Be The Match, Wells Fargo, M Health Fairview, Medica, Allina and more. Hired is helping to close employment racial disparities in Minnesota.



Mia was laid off during the pandemic and wanted to use the customer service skills she learned as a restaurant server in a new way. She completed Hired's Medical Call Center training and was immediately hired by a major medical system.

**"I finally found a great spot for myself with Medica. I am so excited and hope to continue my career here for the future."**

## HIRED'S OUTCOMES

In 2022, Hired served 5,265 people and families across the Twin Cities, of which

- 71% are low income
- 68% self-identified as Black, Indigenous or People of Color
- 68% are women
- 26% are young adults

**Despite the pandemic, we helped more than 1,500 people find jobs with average wages of \$22.74 per hour in 2022—\$9+ more per hour than previous earnings.**

## ➤ CONTACT US

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