

A top-down view of a diverse group of people's hands holding wooden puzzle pieces in a circle. The puzzle pieces are light-colored wood and are being held in a way that they appear to be coming together. The people are wearing various clothing, including jackets, sweaters, and blouses, suggesting a professional or collaborative setting. The background is a light-colored floor.

HOW TO GROW THE ALABAMA WORKFORCE!

**Dr. Bruce P Corrie, Economist and
Cultural Entrepreneur**

IDEAS FOR ACTION

Bruce P. Corrie, PhD
www.empoweringstrategies.org

Chair, Jay Xiong

Workforce
Development Finance &
Policy Committee
Minnesota Legislature
21 February 2024

Dr. Bruce P. Corrie

Dr. Bruce Corrie is Professor of Economics at Concordia University - Saint Paul. He has a PhD from the University of Notre Dame.

For almost three decades he has documented the economic contributions of the African, Latino, Asian and Native American (ALANA) people of Minnesota - shifting the narrative from "deficits" to "assets." His research has been widely reported in the media and has co-edited four books and published in a wide range of publications.

He has served in many roles in economic and workforce development: Chair, Governor's Working Group on Minority Business Development (2000), Governor's Workforce Development Council, Dean, College of Business and Technology, & Director of Planning and Economic Development, City of Saint Paul and on many boards - Federal Reserve Bank, US Small Business Administration, Minnesota Museum of American Art, Junior Achievement, Midway Chamber of Commerce, Minnesota Indigenous Business Alliance, African Economic Development Solutions, India Association of MN, Coalition of Asian American Leaders and Union Park District Council.



He pioneered with others a culturally based strategy for economic development in diverse low-income communities called, Cultural Destinations. He is part of a multiethnic coalition seeking to build capital and capacity in the ALANA communities. He was part of a historic petition to the Minnesota Court in 2021-22 for adequate political representation for the \$1.4 trillion ALANA economy in Minnesota.

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WORKFORCE SHORTAGE ALANA WORKERS CAN ADDRESS IT

ALANA Workforce Growing while MN
crosses the \$1 million over 65 years

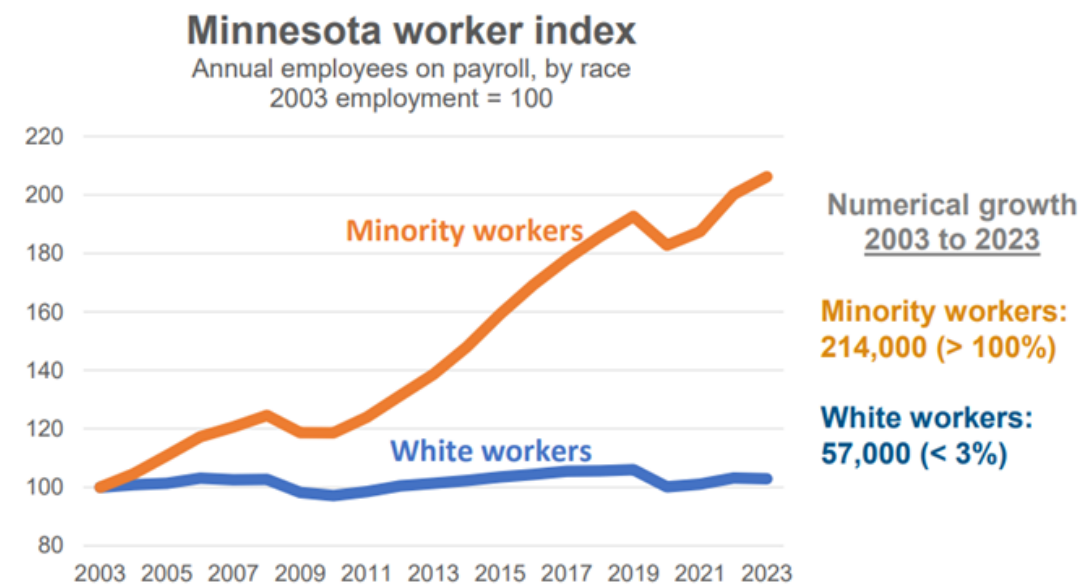
THE ALANA SOLUTION

EMPLOYMENT GROWTH, BY RACE

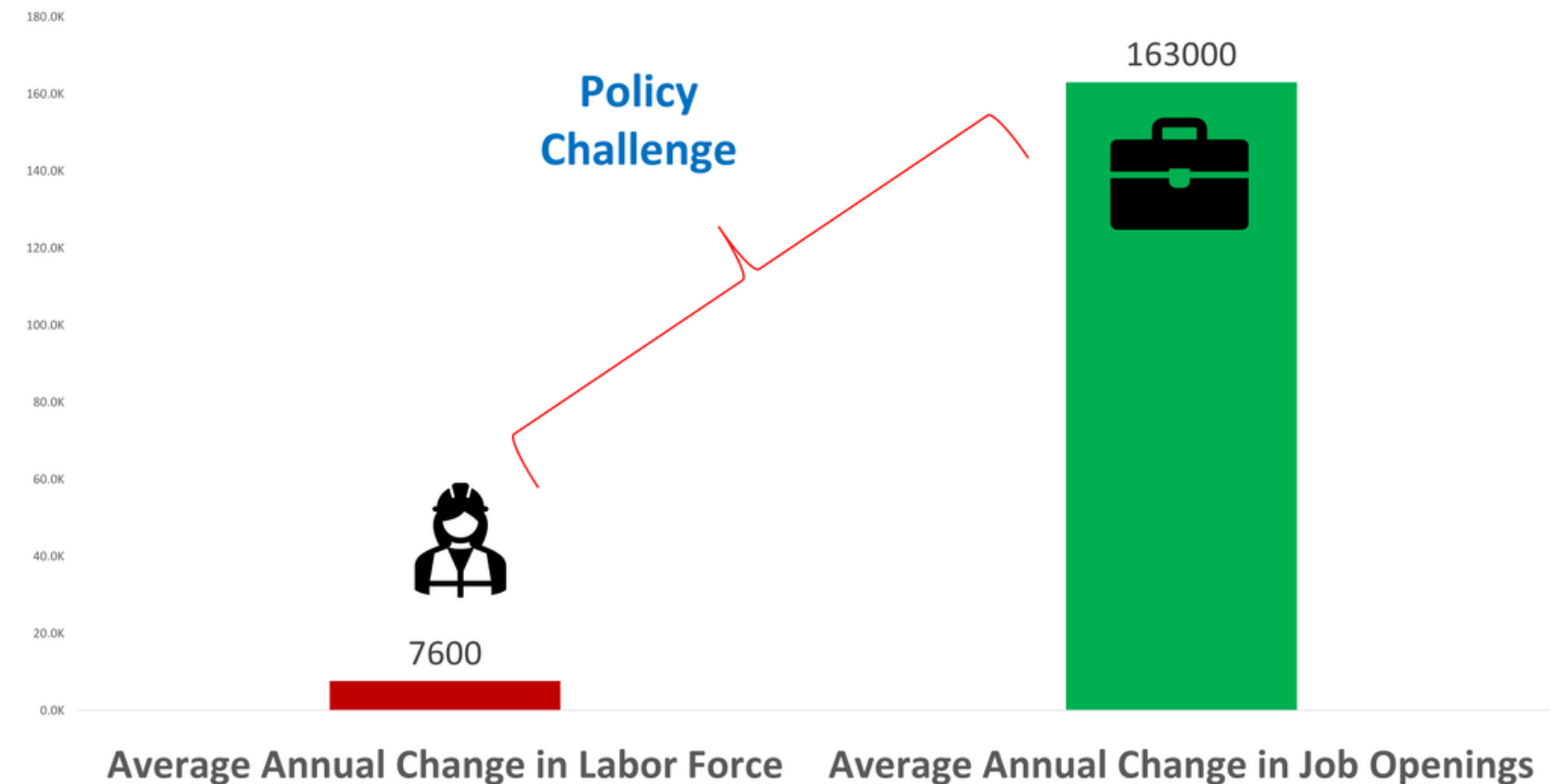
Only (realistic) strategy for Minnesota's labor force to grow faster than current trend:

Be more attractive more black and brown workers; domestic & international

FULL. STOP.



Workers to Jobs Gap, MN 2022



Source: Dr. Susan Brower, Minnesota State Demographer, 2024

ALANA Workers

International Migration can help

fill the gap

Bruce P. Corrie, PhD
www.empoweringstrategies.org

Source: MN State Demographer,
Ron Wirth, Federal Reserve Bank, Minneapolis

ALANA WORKERS

Are productive

The ALANA Workforce Creates Jobs & Wealth for All

ALANA Workers play a critical role in many sectors of the
Minnesotan economy (ALANA Brain Trust IMPLAN Economic
Model for Minnesota)



\$ 198 Billion
Products/Services

ALANA workers help produce
output in Minnesota bigger
than the economy of Greece

1+ million jobs
with ALANA workers

ALANA workers help create jobs for all
Minnesotans

\$24
Billion
Taxes



WHAT IF WE VIEWED ALL WORKERS NATIVE AND FOREIGN BORN AS MINNESOTAN?

ALANA workers, International Workers!



**ALL TALENT IN
MINNESOTA BUILD THE
MINNESOTAN ECONOMY
SO LETS NOT CREATE
BARRIERS**

Result - Productivity & Creativity in the Economy

ALANA WORKERS NATIVE & FOREIGN BORN



ALANA Workers– TOP 5 Sectors

Administrative and Support and Waste Management and Remediation Services

Health Care and Social Assistance

Accommodation and Food Services

Manufacturing

Agriculture, Forestry, Fishing and Hunting

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Critical Presence in the Minnesotan Economy

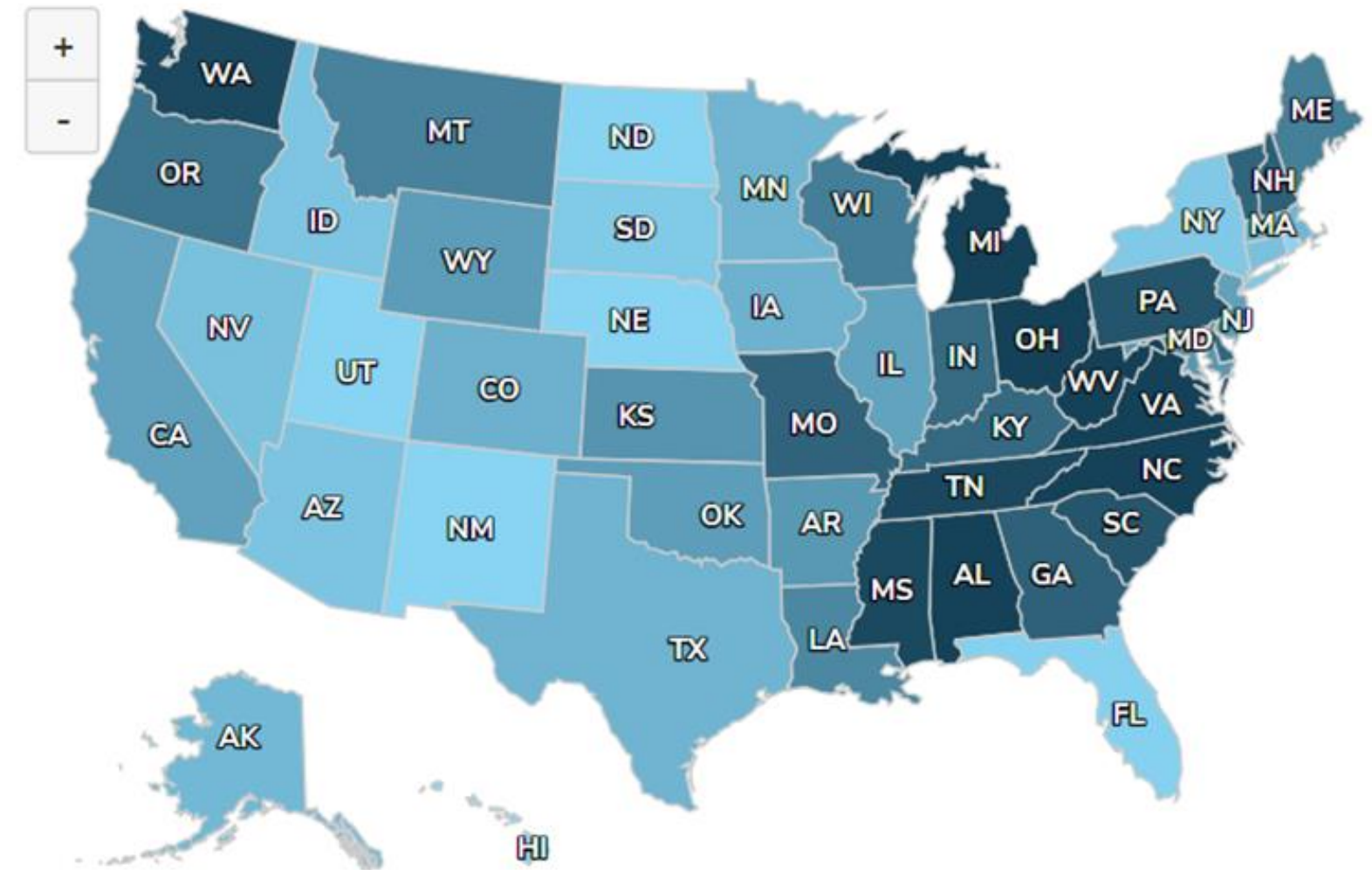
Top Occupations Employing Foreign Born Workers in Minnesota			
Occupation	Foreign Born Share of Total Employment*	Estimated Foreign Born Employment	Median Hourly Wage
Home Health & Personal Care Aides	25.8%	27,513	\$15.88
Software Developers	26.5%	9,635	\$55.21
Janitors & Cleaners, exc. Maids & Housekeeping Cleaners	19.5%	8,126	\$17.87
Laborers & Freight, Stock, & Material Movers	12.2%	6,511	\$19.92
Registered Nurses	10.2%	6,508	\$41.96
Waiters & Waitresses	11.7%	4,355	\$11.71
Packaging & Filling Machine Operators	53.3%	4,221	\$18.98
Accountants & Auditors	9.4%	2,701	\$37.36
Construction Laborers	10.9%	2,616	\$23.97
Food Preparation Workers	14.2%	2,421	\$15.67
Electrical, Electronic & Mechanical Assemblers	33.2%	2,012	\$19.76
Food Batchmakers	26.6%	1,915	\$17.11
Licensed Practical & Vocational Nurses	12.5%	1,833	\$27.09
Computer User Support Specialists	12.6%	1,635	\$30.43
Cleaners of Vehicles & Equipment	25.2%	1,343	\$17.71
Inspectors, Testers, Sorters, & Weighers	13.5%	1,341	\$23.89
Clinical Laboratory Technologists & Technicians	17.9%	1,081	\$30.34
Butchers & Meat Cutters	38.7%	933	\$19.27
Helpers--Production Workers	16.6%	808	\$18.65
Food Processing Workers, All Other	36.4%	768	\$19.03

Source: U.S. Census Bureau, DEED Occupational Employment & Wage Statistics (OEWS)
 * - foreign-born share of total employment by occupation in Minnesota

and Computer-related occupations. Along these same lines, foreign born

**THEY CAN
MOVE TO
PLACES
WITH
HIGHER
INCOME**

Foreign-born household total income relative to U.S.-born incomes
75th percentile, 2019





STRATEGIES - ALANA WORKFORCE

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UPSKILL - High Wage High Demand, Digital Tech, Clean Energy, Critical Sectors

Minnesota a Global Competitor



**CURRENTLY ALANA
WORKERS NOT
PRIMARY IN DRIVE
FOR 5, MINNESOTA
FORWARD, SECTORS
WITH WORKERS 55+**

Need Career Pathways



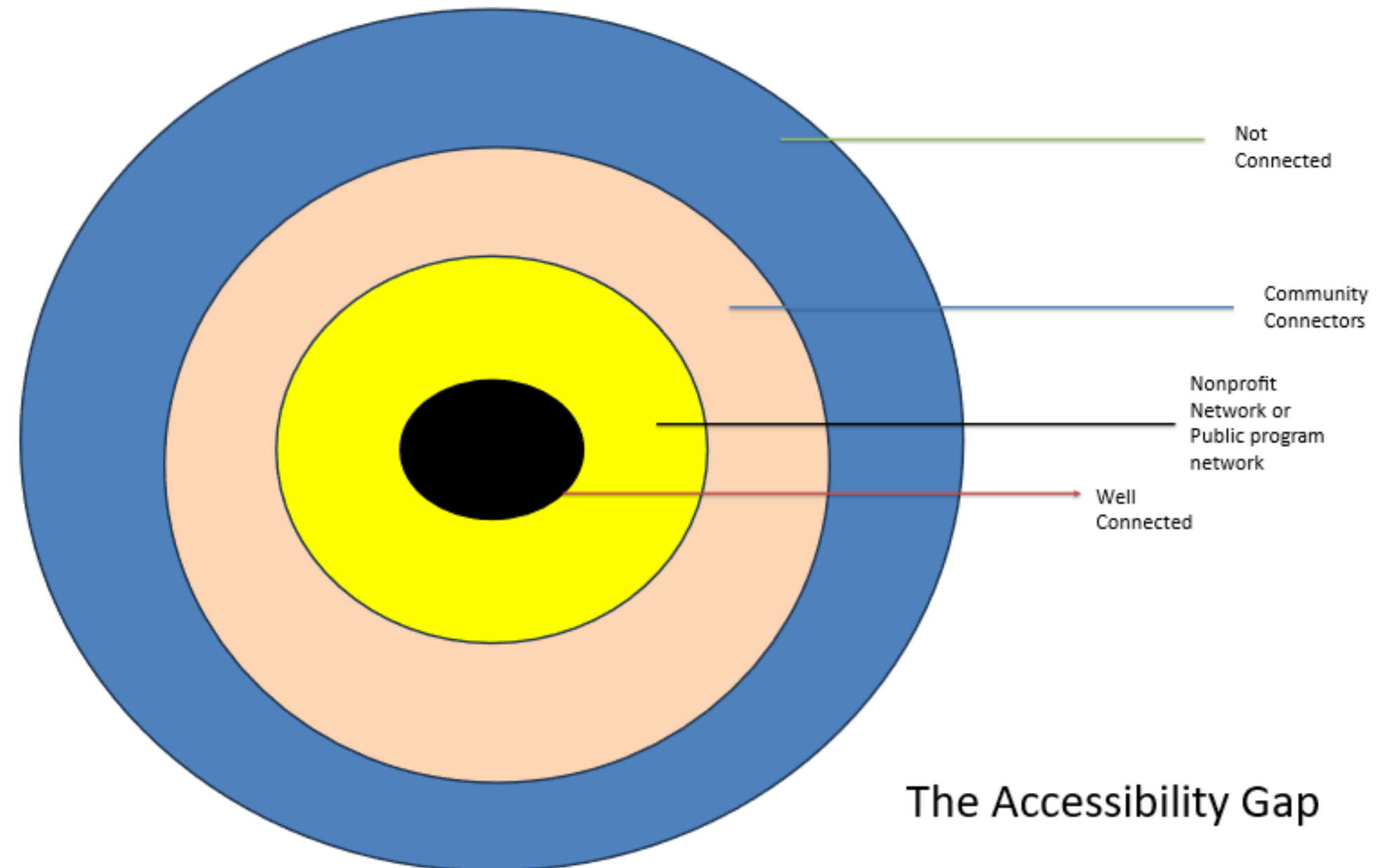
REMOVE BARRIERS

Resources, Skills and Opportunities to Grow

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ALANA WORKERS - NEED TO BE CONNECTED

Boots on the Ground Approach



Most Programs do not reach a large segment of the ALANA population

HOW TO CONNECT THE DISCONNECTED

Boots on the Ground

Need to engage one on one on site

Language Accessibility

For effective communication

Trusted Relationships

Some areas can only be accessed through trusted networks



Act with Cultural Intelligence

Big Difference between ALANA Communities

Many ALANA Businesses and Organizations Lack Capacity



CAPACITY BUILDING

**BUILD
CAPACITY**

4 AREAS CAPACITY BUILDING

Capacity Building

01

Leadership Development

Building the skills of key leaders

02

Governance

Building Board Governance Skills and Understanding

03

Back Office

Building Accounting, Financial Communication & HR Systems

04

Reporting, Evaluating

Building reporting and program evaluation capacity

**We Want Organizations
to Execute without
funding capacity...**

**Rethink RFP Webinars to be a
learning experience**

**Punitive Applications - Omit a
document and you are out.**

Make Small Org Friendly



VALUE **ALANA** **Workers**

The Denial of Value of a Human Being is Foundational to Racism
and All forms of Oppression

VALUE ALANA WORKERS

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Belonging

Create an environment of Belonging

Invest in their Skills

Professional and career development

Opportunities

Career Growth, Mentorship

VALUE FOREIGN BORN WORKERS

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Belonging

Create an environment of Belonging

Invest in their Skills

Professional and career development, [Accept Foreign Credentials](#), [Competency Based Hiring](#)

Opportunities

Career Growth, Mentorship, [Immigration Reform](#)

MONITOR OUTCOMES

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ALANA Workers

Progress in outcomes Disaggregated

Growth in Skills & Income

Movement into High Wage High Demand
Occupations

THANK YOU

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