



Hennepin County Minnesota



Minnesota
STATE COLLEGES
& UNIVERSITIES



ITASCAproject

Hennepin County Career Connections: Closing the Gap

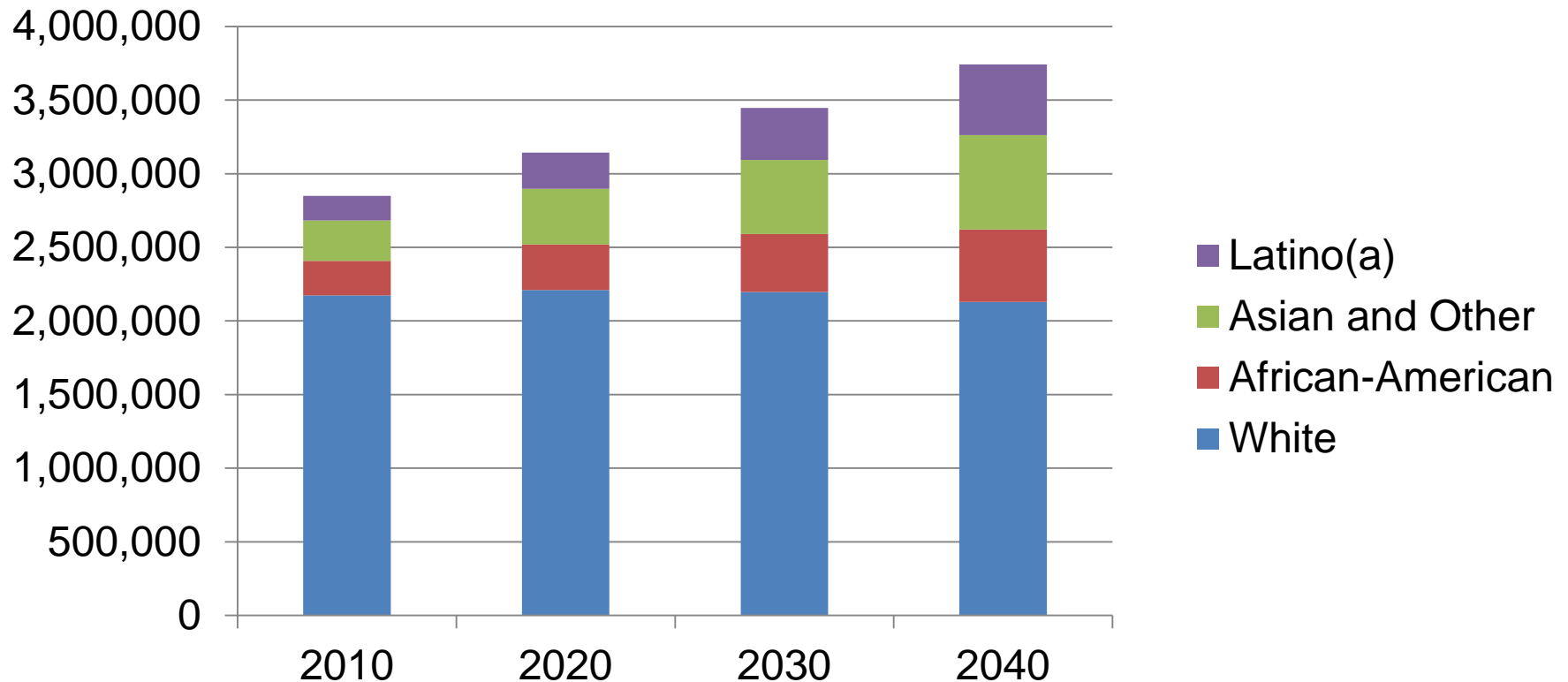
MnSCU Board of Trustees

November 19, 2014

Workforce Challenges

Demographic Projections: Increased Diversity

Minneapolis-St. Paul Population by Race and Ethnicity, 2010-2040.

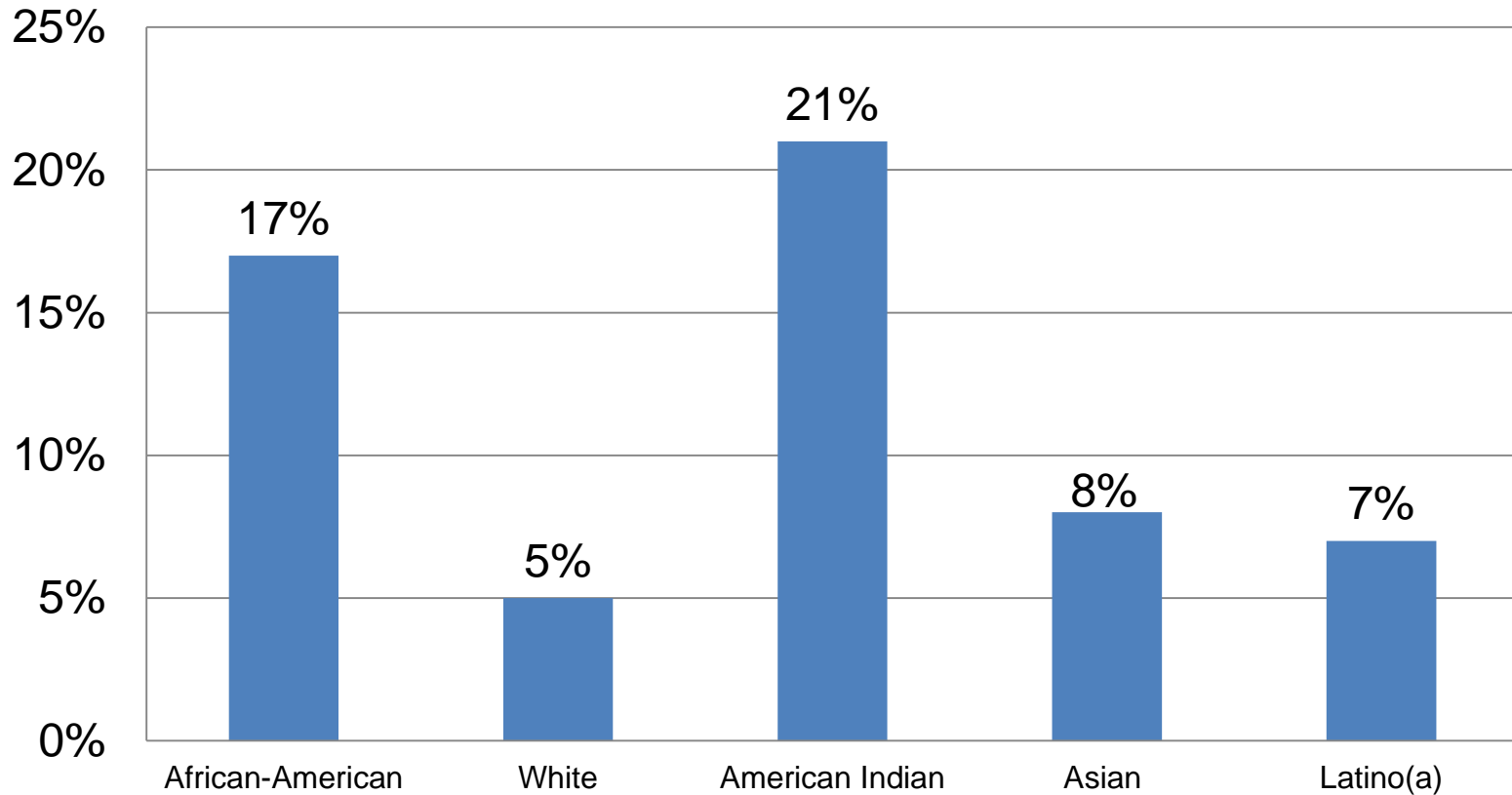


Source: What Lies Ahead: Population, Household and Employment Forecasts to 2040, Metropolitan Council, April 2012.

Workforce Challenges

Unemployment Disparities

Unemployment Rate by Race and Ethnicity in Hennepin County



Source: U.S. Bureau of Labor Statistics, 2010.

Workforce Challenges

Aging Workforce – Eligibility to Retire by 2018

	Total	Estimated Retirements	% of Workforce
Directors	28	16	57%
Managers	357	110	31%
Supervisors	799	258	32%
Employees	4,642	1,372	23%
Total	7,198	2,238	34%

Source: Hennepin County Human Resources, July 2014.

Sector-Based Job Opportunities*

Pathways	Hired in 2012-2013
Human Services	214
Office Support	77
Public Service Representatives	55
Information Technology	48
Corrections	38
Nursing	38
Transit/Facilities Maintenance	17

* Specialized Training Opportunities

Unemployment

TO CLOSE THE GAP:

The Current Unemployment Rate for the African American Population in North Minneapolis is:	28.9%
The Current Unemployment Rate for the White (Non-Hispanic) Population of the City is:	6.3%
Reducing the North Mpls African American Unemployment Rate to Match the City's White Unemployment Rate will Require This Many People to Procure Employment:	1,952

The Challenge of Focusing Students

Program	Number of Northside Students	Graduates FY 2012
Total Number of Northside Students	1958	161
Architectural Technology*	2	0
Polysomnography*	4	0
HVAC*	3	1
Human Services	43	5
Liberal Arts	1254	161

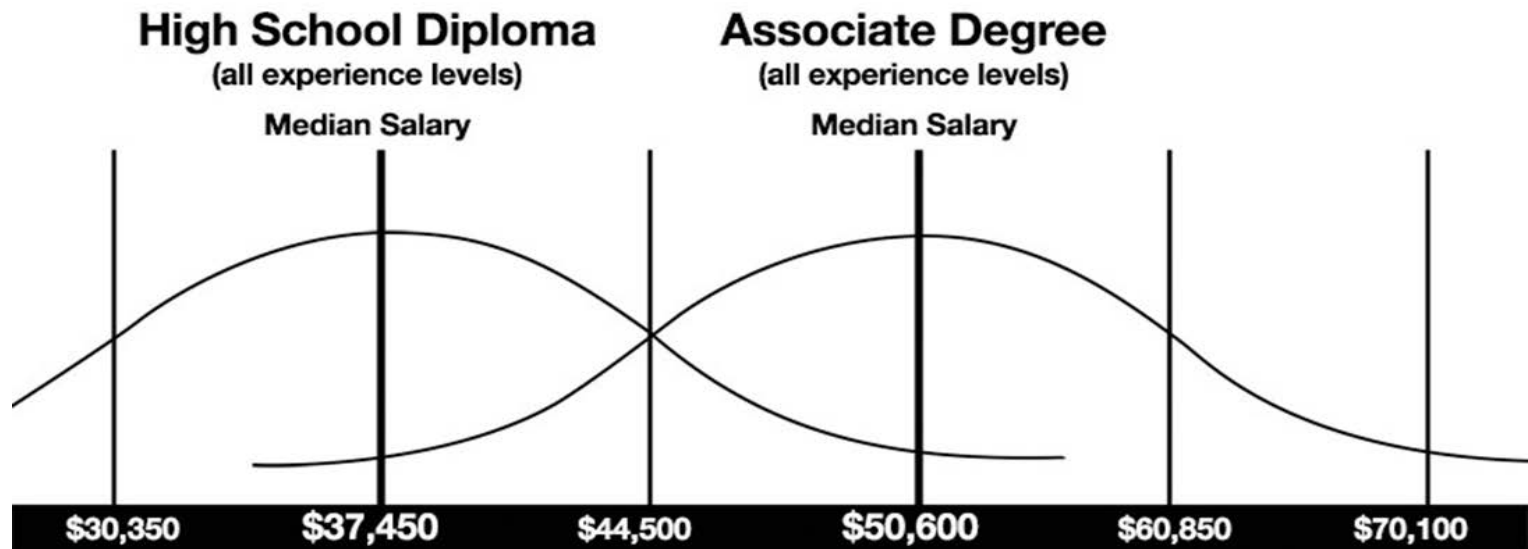
* 100% placement in related employment

MnSCU Operational Data August 24, 2012

Start with Human Services to close the gap on the Northside



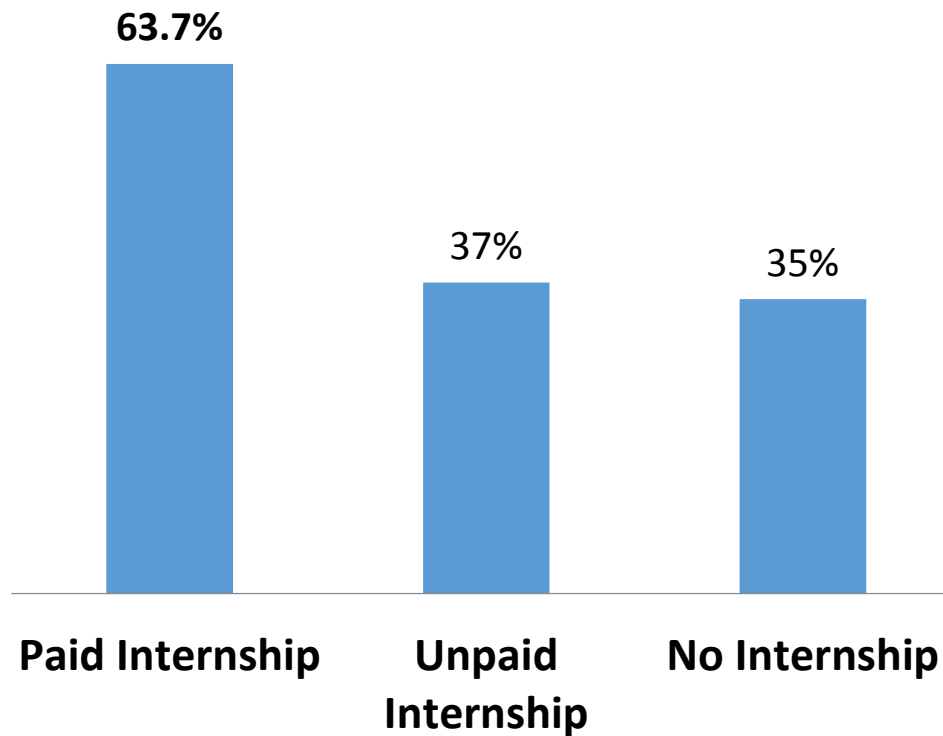
An Associate's Degree Gets You To The Middle Class



Wanted Analytics September 9, 2014

Paid Internships at Hennepin County Can Lead to a Permanent Job

National Association of Colleges and Employers Internship and Cooperative Survey, 2010



Workforce Development Strategies

Partnerships, Pathways and Internships:

- **MCTC and PPL:** Human Services Rep. FastTRAC (22)
- **MCTC:** Human Services (17) , IT Internships (40)
- **Hennepin Tech:** Office Specialists, Highway Maintenance Operators
- **Metro State:** Social Workers and Probation Officers
- **Century, Summit Academy, Urban League:** NorthPoint Health

Closing the Employment Gap

Workforce Leadership Council

- Sets vision and delegates
- Establishes the public/private infrastructure to serve as nexus for employers, training partners and community-based organizations
- Replicates pathways model

Next Steps: Action

- Development of sector-based pathways
- Recruitment of Council membership