



LIVE LEARN EARN INITIATIVE'S WORKFORCE DEVELOPMENT WORKING GROUP

Let's Work! IZI Reflection



*Presented by
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& Marnita Schroedl*

All Photos taken during Let's Work!

Marnita's Table Project Team

Outreach

Donte Curtis
Blanca Martinez Gaviña
& 5 Community Members



Event Management

Sammie Ardito Rivera
Marnita Schroedl
Lauren Williams
Lars Goldstein
Elijah Fortson



Research

Elexis Trinity
Sam Prohaska





Total Participants | Approx. 77

People of Color | Approx. 42 (55%)

Youth/Under 24 | Approx. 30 (39%)

*Generational Breakdown**

Silent Generation (73-92) | 0%

Baby Boomers (54-72) | 20%

Generation X (38-53) | 26%

Millennials (22-37) | 28%

Generation Z (0-21) | 26%



Goals & Outcomes

Goal	Achieved
<p>Demographics: At least 51% people of color and/or immigrant community members</p> <p>Project: Expand the role of those who are traditionally “left out” of the conversation as change agents, leaders and innovators by “adding more seats at the Table”</p>	<p>55% of participants Indigenous or people of color</p>
<p>Demographics:</p> <p>At least 25%-33% under 24 (emphasis on ages 16-24)</p> <p>Project: Expand the role of those who are traditionally “left out” of the conversation as change agents, leaders and innovators by “adding more seats at the Table”</p>	<p>39% of participants under the age of 24</p>
<p>Project: Catalyze civic engagement across/within communities</p> <p>MIS: 10-30% want to join a board, program or initiative</p> <p>MIS: 25% agree to be a part of whatever comes from the IZI</p>	<p>95% of participants would invite or bring someone from their personal networks to a future gathering</p> <p>29% of participants were interested in learning more about joining the WG</p> <p>100% of participants said they would like to be a part of whatever comes from the IZI / would attend another engagement event</p>



In-Room Measurables



See page 2 of the 360 Report

80%

Met someone new with whom they wanted to stay in touch

100%

Would come back again (to a similar event)

95%

Would like to invite others (to a similar event in the future)

85%

Feel like they are part of the community

Approximate percentages taken from an in-room count



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In-Room Measurables



See page 2 of the 360 Report

100%

Nervous looking for work

100%

Nervous at an interview

50%

Knew someone in the career they are in/want to be in

40%

Lived outside their country of birth for more than a year

40%

Want to be a "boss"

40%

Have trouble with transportation

Approximate percentages taken from an in-room count



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Fields of work interest

See page 2 of the 360 Report

- ✓ **Health & Human Services: 21**
- ✓ **Business & Entrepreneurship: 14**
- ✓ **Education: 9**
- ✓ **Arts & Communications: 4**
- ✓ **Engineering, Manufacturing & Construction: 4**
- ✓ **Technology & Science: 3**
- ✓ **Politics: 3**





Goal: Map existing community assets and locate gaps



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See page 2 of the Dashboard & full 360 Report

Leadership Development

- ✓ Empowering local community outreach leaders who are more inspired to take leadership positions in the community
- ✓ 23 people interested in learning more about joining the Workforce Development Working Group

Community Engagement

- ✓ Shakopee is a diverse cultural epicenter in the county and there will be better attendance when events are located there
- ✓ Building relationships with local immigrant religious institutions as partners in reaching community
- ✓ Using culturally appropriate language for outreach materials

Social Equity

Cross-cultural Competency

- ✓ Workplace accommodation for religious observance spaces and flex days for other religious holidays since our calendar typically reflects Christian holidays
- ✓ Pathways for people who have formal training/education in their native countries and would like to have opportunities to transfer those certifications and find similar work here
- ✓ Understand individual vs. familismo cultures
- ✓ Create asset-based models in hiring practices that compensate, value and highlight the bilingual and bicultural capacity of the immigrant workforce

Participatory Action Research

- ✓ Youth and young adults in the county are hungry for local post-secondary and job opportunities
- ✓ Youth of color face significant challenges in accessing resources and job opportunities but have a deep desire to do so

Mindstorm Findings

Gaps Identified

Educational opportunities needed for high school and adult learners:

- College readiness skills, how to transfer credits, apply for financial aid, information on career pathways and workforce development in schools, AVID
- Financial literacy and life skills: budgeting, taxes, building good credit
- Resources for would-be entrepreneurs and small-business builders
- More internships, apprenticeships, and job shadowing opportunities (beyond just the healthcare field)
- Language learning resources necessary for workers who are also English language learners (non-native speakers)

See page 4, 9, 10, 13-15 of 360 Report



Mindstorm Findings

Gap Identified:

Family-friendly and inclusive working environments

- Need for accommodations (and understanding) for breastfeeding mothers and other working parents, including early morning/late evening childcare for those with long workdays and transportation support (especially for general laborers who start work very early), including less expensive (or free) employer-based van/bus pools
- Lack of awareness of cultural difference, especially around religious practices and holidays makes workplaces unwelcoming and difficult for some
- Need for medical leave and accommodations for those with chronic or acute health challenges
- Flexible scheduling to accommodate differing availabilities and support for those working multiple jobs



Mindstorm Findings

Participants are looking for:

- Sense of community support and welcome, positive attitudes and good communication practices important in the workplace

See pages 5, 11, 15-16 of 360 Report



Mindstorm Findings

Job seekers use:

- Personal networks
- Online resources (Indeed, LinkedIn, social media)
- Print (Newspaper ads & Flyers)
- Community based outreach opportunities (workforce center, job boards, school fairs, referral programs)

See pages 5, 11, 16-17 of 360 Report



Creative, fun experience social interactions.
Learning about different perspectives on job seeking/
opportunities and job/career.

Great conversation and very
involved/considerate about what
everyone at our table had to say!!
-Hispanic Gen Tech Community Member

I enjoyed it.
I would really enjoy coming back.
-Hispanic Gen X Community Member

Met new people and we had a
fruitful conversation. It was a
great learning experience
-Somali entrepreneur

Everyone got to share, speak and
listen to each other's answers
and opinions respectfully. Let
everyone have their moment and
say.
-Asian Gen Tech Youth

Quotes directly from Sign In Sheets and reflect people's self identity



Stories of Impact

- ❖ *Multiple Latinx youth were able to secure and learn about summer internship opportunities*
- ❖ *A youth that had applied to 10 different part-time jobs with no call backs finally arranged an interview for a possible job opportunity*
- ❖ *A 22 year old secured a job interview during the IZI*
- ❖ *An immigrant community member shared that he felt inspired to continue his career development after the IZI*



Questions or Comments?

