

LIVE LEARN EARN INITIATIVE'S WORKFORCE DEVELOPMENT WORKING GROUP

Let's Work!

IZI Reflection

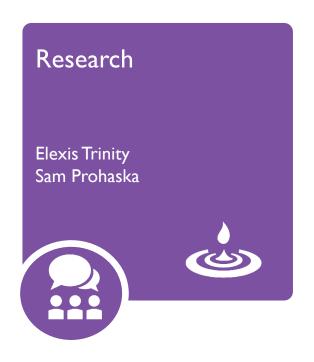


Presented by Sammie Ardito Rivera, Blanca Martinez Gavina & Marnita Schroedl

Marnita's Table Project Team









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%

Millenials (22-37) | 28%

Generation Z (0-21) | 26%



Goals & Outcomes

Goal	Achieved
Demographics: At least 51% people of color and/or immigrant community members	55% of participants Indigenous or people of color
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"	
Demographics:	
At least 25%-33% under 24 (emphasis on ages 16-24)	39% of participants under the age of 24
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"	
Project: Catalyze civic engagement across/within communities	95% of participants would invite or bring someone from their personal networks to a future gathering
MIS: 10-30% want to join a board, program or initiative	29% of participants were interested in learning more about joining the WG
MIS: 25% agree to be a part of whatever comes from the IZI	I 00% of participants said they would like to be a part of whatever comes from the IZI / would attend another engagement event

Achieved



In-Room Measurables



See page 2 of the 360 Report

80%

Met someone new with whom thy 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



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%

Want to be a "boss"

40%

Lived outside their country of birth for more than a year

40%

Have trouble with transportation

Approximate percentages taken from an in-room count



Fields of work interest

See page 2 of the 360 Report

- ✓ Health & Human Services: 21
- ✓ Business & Entrepreneurship: I4
- √ Education: 9
- ✓ Arts & Communications: 4
- ✓ Engineering, Manufacturing & Construction: 4
- ✓ Technology & Science: 3
- ✓ Politics: 3





Goal: Map existing community assets and locate gaps



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

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 smallbusiness 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)



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

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



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?

