

50 by 30: Live, Learn, Earn – Retreat Summary

50 by 30: Live, Learn, Earn is a multi-sector partnership focused on improving the livability and economic vitality of Scott County. Built on the long history of effective collaboration within Scott County, the 50 by 30 partnership brings together businesses, non-profits, government, and community members to take action toward a goal of employing 50% of Scott County's resident labor force within the county by 2030.

The partnership has identified four issues critical to achieving the 50 by 30 goal and to sustaining economic vitality and livability throughout Scott County:

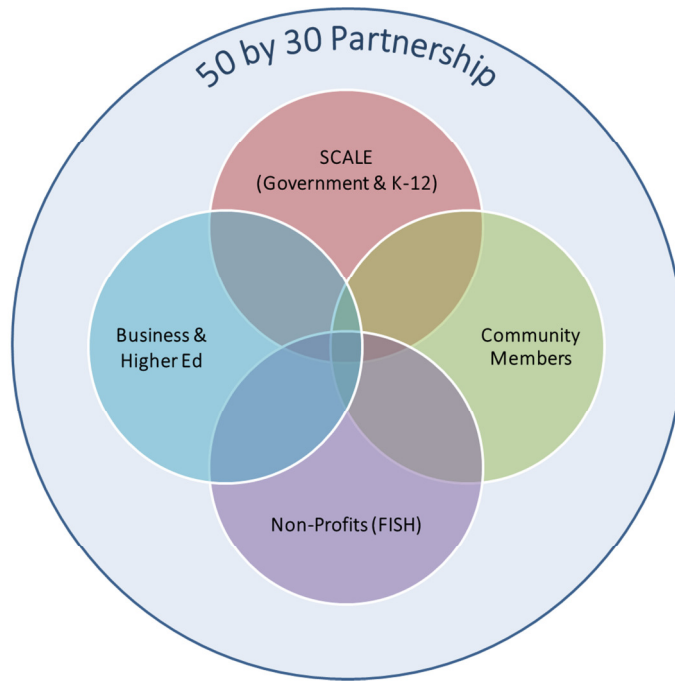
- **Transportation:** improving commuter options and efficiency; exploring transit and infrastructure improvements;
- **Housing:** increasing workforce and affordable housing; looking at housing costs; aligning housing options to community needs; addressing homelessness;
- **Workforce Development:** exploring how to attract more businesses to the county; increasing the number of high value jobs; ensuring employees are healthy, prepared and have the skill sets, mind sets, and content knowledge skills to take advantage of local employment opportunities;
- **Educational Preparedness:** Working to ensure all children and youth are developmentally on track and gaining the skill sets, mind sets, and content knowledge to succeed.

Work teams are developing strategies and action plans in each of the four areas, and a cross-sector steering committee has been established to facilitate the connections across the teams and ensure accountability for progress.

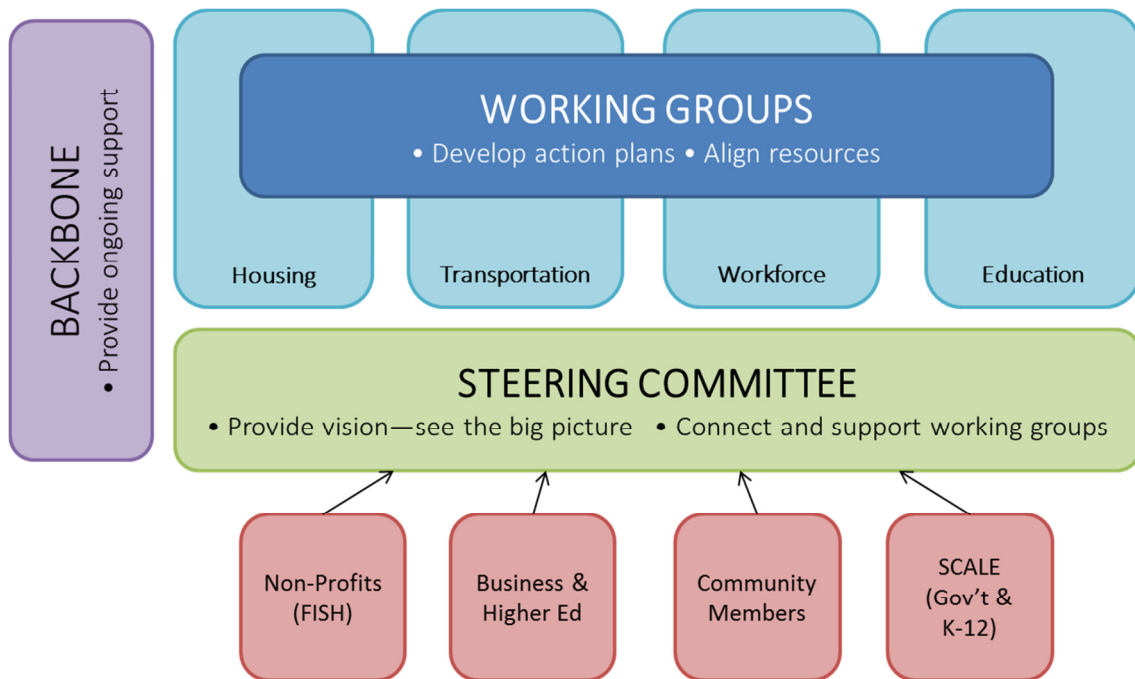
Partnership members met in a planning retreat at the Environmental Learning Center in Savage from April 13-15. On April 14, nearly 90 participants considered key questions and identified starting points for action. See their progress below and in the pages that follow.

- Affirmed a name (50 by 30: Live, Learn, Earn), defined roles, and refined the mission and vision of the commitment to achieving the 50 by 30 goal;
- Mapped the current key partners and identified additional partners to support the work;
- Committed to ongoing meetings of all the working groups and steering committee to maintain and build on the momentum of the retreat;
- Explored the connections between the four key issues and discussed solutions that are connected and people-centered, rather than siloed and system-focused.

As noted above, the partnership builds on the long history of effective collaboration within Scott County. The Scott County Association for Leadership and Efficiency (SCALE), a coalition of government leaders and agencies, has worked since 2003 to improve public sector alignment and provide quality services to county residents. Families and Individuals Sharing Hope (FISH) brings together nonprofits, the faith community, individuals and community members, school districts, service groups, and businesses to address any needs members identify in the county. These existing efforts are brought together with the private sector, higher education, and community members to create a partnership that sees the big picture and focuses on collection action toward measurable results.



SCALE will provide staffing and backbone support for the partnership. As a truly collaborative effort, no single group will be responsible for the creation or implementation of strategies and action items. Rather, the effort will be owned by all of Scott County, with the work teams and steering committee identifying key needs and creating solutions.



Community Outcomes

The 50 by 30: Live, Learn, Earn gathering began with the end outcomes in mind. Participants divided Scott County residents into a dozen categories primarily by age group—from birth-K to working families to seniors 75 and over—and answered two questions:

- When you think about your population, what does it mean to be “doing well”?
- Specifically, what skills or abilities would you want individuals in this population to have? What attitudes and behaviors?

Building on responses to the above questions, participants identified key indicators, significant challenges, and current successes for each age group. After some small group discussion, the participants began to map the key indicators and community outcomes by age group. Then, participants responded to two additional questions:

- *Where do you think there is the greatest buzz or attention in the community?*
- *Where do you think the community is facing the biggest challenge?*

Participants used blue and red stickers to cast their votes for the **areas receiving the greatest attention** and **areas facing the biggest** challenges. For example, safe and stable homes for children ages 0-5 were identified as a significant challenge (**26 votes**) that is receiving minimal attention (**5 votes**). Additional outcomes are show in italics.

Birth to Kindergarten	Achieving age-appropriate milestones 8 12		Safe & stable home 5 26	Healthy 24 2	<i>Nurtured, loved, supported</i>
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See the full chart that follows for the results of the discussion.

What Does "Doing Well" Look Like?					
<i>Outcomes & Indicators by Group</i>					
	Educated	Employed	Safe & Stable	Healthy (Physically & Mentally)	Connected & Contributing
Birth to Kindergarten	Achieving age-appropriate milestones 8 12		Safe & stable home 5 26	Healthy 24 2	<i>Nurtured, loved, supported</i>
School-Aged	Reading at grade level 11 9		<i>Safe & stable home</i>	<i>Happy - emotionally healthy</i>	<i>Building relationships - socially connected</i>
Teens	Grade level achievement 28 6	<i>Opportunities for employment</i>	<i>Safe & stable home</i>	Wellness indicators 0 14	<ul style="list-style-type: none"> • <i>Engaged in civic activities</i> • <i>Network of friends</i>
	Graduation rate 11 4				
Young Families	<i>Educated to desired level</i>	Employed at a living wage 8 11	% housing cost burdened 3 20	Health care measures 3 5	<ul style="list-style-type: none"> • <i>Involved in family life</i> • <i>Engaged in community</i>
Families	<i>Access to post-secondary education</i>	Poverty rate 1 15	% housing cost burdened 1 18	<i>Secure health benefits</i>	

What Does "Doing Well" Look Like?

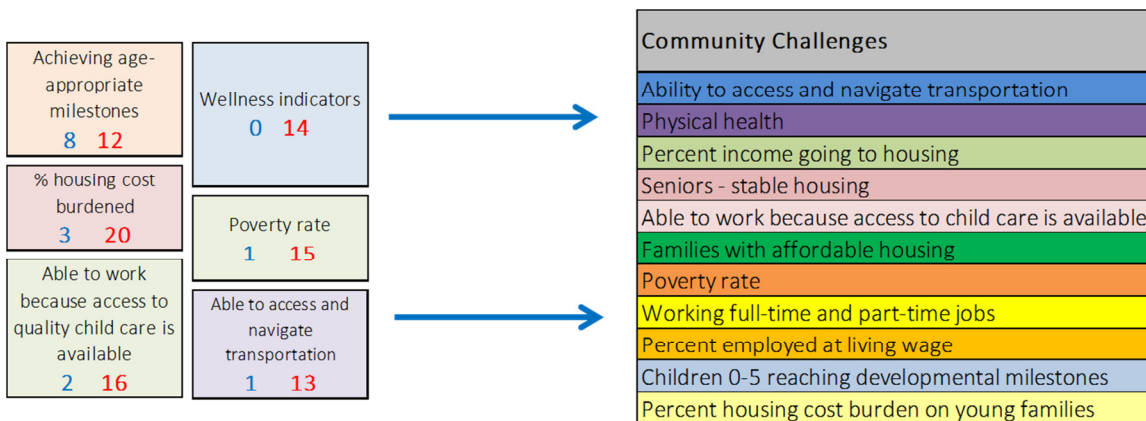
Outcomes & Indicators by Group

	Educated	Employed	Safe & Stable	Healthy (Physically & Mentally)	Connected & Contributing
Young Adults	Access to post-secondary education 15 5	Employed/entering the workforce 13 7	<ul style="list-style-type: none"> • Have a home • Have a support system 	Optimistic attitude 1 3	<ul style="list-style-type: none"> • Feel accepted/valued • Socially connected
Working Adults (without children)		Earning livable wage 4 8	Living within means 3 9	Active, healthy, & engaged 3 2	<i>Engaged in community - sense of belonging</i>
Adults Re-entering Workforce		Able to work because access to quality child care is available 2 16 Working part- or full-time 12 11	<i>Basic needs met</i>	<i>Access to benefits</i>	Able to access and navigate transportation 3 6
People with Special Needs		Local businesses employ people with disabilities 2 8	Low # of vulnerable adult maltreatment reports 2 2	<i>Basic needs are met</i>	<i>Engaged in community - sense of belonging</i>
Younger Seniors			<ul style="list-style-type: none"> • Network of support • Financial stability 	Wellness indicators 12 0	Engaged in 1 or more activities outside the home 2 5
Older Seniors			Live in stable housing 24 9	<ul style="list-style-type: none"> • Access to quality health care 	Able to access and navigate transportation 1 13

Local Conditions

Defining long-term outcomes for Scott County residents was the initial step toward developing strategies and action plans. Next, participants compared the desired future outcomes with the outcomes the community is currently producing. Why are we getting these outcomes? What are the root causes? Are there underlying issues that could be ripe for joint action?

Outcomes recognized as the biggest challenges facing the community (example below) were looked at in greater detail as participants identified local causes for those challenges. Small groups then identified common themes and opportunities for joint action.



Working Groups	Common Themes	# of Local Causes grouped by Community Challenge									
		1	2	3	4	5	6	7	8	9	10
Educational Preparedness	Lack of Family Support	6	3	2	1	1	1	1			
	Lack of Community Support	2	2	1	1						
	Lack of Public Funding/Poor Systems	4	2	1	1	1					
	Childcare Conundrum	10	2	2	1	1	1				
	Healthcare and Nutrition Access	9	6	3	2	1					
	Healthy Living	8									
Workforce Development	Personal Financial Status/Background	4	3	2	1	1	1				
	Job Location/Connection to Jobs	4	4	2	2	1	1				
	Economic Systems and Government Funding	3	2	1	1	1					
	Job Training	8	5	2	1	1	1				
Transportation	Public Transit: Costs	8	1	1							
	Public Transit: Connections	12	1	1	1						
	Public Transit: Communications	10									
	Public Transit: Accessibility	2									
Housing	Livable Wage	4	4	3	3	2	2	1	1	1	
	Social Systems Barriers	3	2	2	2	1					
	Regulation Systems Barriers	4	4	2	2	1	1	1			
	Construction and Market Issues	4	4	1							
	Lack of Housing Affordability	4	3	2	2	1	1				
	Lack of Diverse Housing Type Availability	7	5	4	3	1	1				

Common Action Areas

After identifying long-term community outcomes and assessing the root causes of current local conditions— basically, defining where we are now and where we want to go—participants got concrete and specific: What actions can we pursue? What successes can we build upon? Who can take the lead? How much effort and cost might be involved?

The table below will be a starting point for the working groups. Going forward, their focus will be on setting priorities and taking action.

Working Group	Potential Actions	Who Could Do This in Our Community?	How Much?	
			Effort Hi/Med/Lo	Cost Hi/Med/Lo
Housing	Consolidate available data sources and identify data we need	<ul style="list-style-type: none"> • Community Development Agency (CDA) • Community Action Partnership (CAP) • County Government • Census/American Community Survey • State of Minnesota • Minneapolis Board of Realtors 	L	M
	Create communication and outreach plan to educate elected officials, city staff, and community members	<ul style="list-style-type: none"> • Housing working group members 	L	M
	Focus land use planning at a neighborhood scale	<ul style="list-style-type: none"> • City government • County government 	L	L
	City policies that align with comprehensive plan	<ul style="list-style-type: none"> • City government with input from <ul style="list-style-type: none"> - Met Council - Land owners - Developers - Builders - County government - Residents 	M	L
	Make citizens aware of comprehensive plan	<ul style="list-style-type: none"> • Local government: townships, cities, county 	L	L
	Non-profit land development	<ul style="list-style-type: none"> • Habitat for Humanity • Community Development Agency • Impact fund organizations • Banks • Local government 	M	M
	Developer incentives - density bonus for affordable homes	<ul style="list-style-type: none"> • Local government • Banks 	H	H

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Transportation	Volunteer network for rides to expand evening and weekend service	<ul style="list-style-type: none"> • Community volunteers • Faith groups • Employers • Hospitals 	L	M
	Shift funding priority to projects moving people within Scott County	<ul style="list-style-type: none"> • County commissioners • Local leaders 	L	H
	MVTA route expansion in Scott County	<ul style="list-style-type: none"> • MVTA • Cities • County • Businesses 	M	M
	"Complete Streets" policies	<ul style="list-style-type: none"> • Cities • County 	H	L
	Identify long term strategy for Dan Patch Line	<ul style="list-style-type: none"> • Savage • State • County 	H	H
	Program to assist businesses to hire locally	<ul style="list-style-type: none"> • Businesses • County 	L	L
	Public/private fixed route transit	<ul style="list-style-type: none"> • Businesses • County • MVTA, SmartLink • MNDOT • Met Council • Uber • Cities • Chambers 	H	H
Incentivize businesses to organization transit for Scott County residents	<ul style="list-style-type: none"> • Government leaders • Business leaders 	H	H	
Workforce	Connect businesses with MnSCU and tuition reimbursement programs to educate for high-demand jobs	<ul style="list-style-type: none"> • MnSCU • Businesses • School districts • State of Minnesota 	M	M
	Utilize Valleyfair's dorms year round	<ul style="list-style-type: none"> • Valleyfair • Cedar Fair • Businesses 	L	M
	Utilize Regional Training Facility (RTF) for workforce housing	<ul style="list-style-type: none"> • County government • Businesses 	L	L
	Mandate financial preparedness curriculum in school districts	<ul style="list-style-type: none"> • SCALE • School districts • Legislators 	M	H
	Increase availability and awareness of post-secondary opportunities	<ul style="list-style-type: none"> • Community Education • Extension • Community Development Agency • School districts • Employers 	L	M
	Develop website to function as portal to jobs and training in Scott County	<ul style="list-style-type: none"> • Employers • River South • SCALE • First Stop Shop (FSS) • School districts 	H	H

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			Effort Hi/Med/Lo	Cost Hi/Med/Lo
Education	Employers subsidize access to quality child care in exchange for a tax break	<ul style="list-style-type: none"> • Education working group • Parent Aware • SCALE • Businesses • Minnesota Chamber of Commerce 	L	M
	Identify current programs and resources so that parents & providers are aware of available services	<ul style="list-style-type: none"> • Health and Human Services • School districts • Community Action Partnership • Healthcare • Libraries • Non-profits • Faith community 	M	M
	Create coordinated mobile services that serve people where they are	<ul style="list-style-type: none"> • School districts • Local government • Non-profits • Healthcare • Businesses • Funders • Recipients of services 	H	H
	Provide training and support for individuals that work with families of young children to recognize health issues	<ul style="list-style-type: none"> • Public Health • Clinics • CHWS • SCHCC 	L	M
	Pregnant mothers have access to culturally congruent home visits	<ul style="list-style-type: none"> • Public Health • CHWS 	M	H