

WIOA
Regional and Local Plan
2024-2027
Metro – Region 4
Anoka County – Local Area 12

Regional Plan Region 4 - Metro

SECTION A: REGIONAL VISION, GOALS AND STRATEGIES

A.1. Describe the regional workforce development area's vision for a skilled workforce.

The vision for workforce development in the Metro Region aligns closely with the Governor's Workforce Development Board's vision for statewide workforce development; the Region 4 – Metro's vision is as follows:

The Metro Workforce Development Boards of Ramsey County, City of Minneapolis, Hennepin-Carver Counties, Dakota-Scott Counties, Washington County, and Anoka County are Dedicated to growing an equitable and competitive regional workforce where all residents have access to services and opportunity to chart a career path to family-sustaining wage and all employers have workforce development partners to assist them in solving their labor needs and challenges.

A.2. Describe the region's strategic alignment with the State's Vision, Goals and Strategies.

Region 4 – Metro is in close alignment with the vision put forward by the Governor's Workforce Development Board in two keyways:

1. A focus on equity as the cornerstone of the work with job seekers. As the states most populous region and the most racially and ethnically diverse, the Metro Region's attention to diversity, equity, inclusion, and accessibility is paramount for the state success to become more economically inclusive.
2. Our commitment and responsiveness to employer needs in in-demand occupations that provide onramps, laddering, and latticing opportunities that lead to family-sustaining wages.

A.3. Describe best practices or areas of strength of the region as it relates to the State's Vision, Goals and Strategies that should be considered for replication or scale across the state.

Region 4 – Metro, as mentioned above, represents the most populous and diverse regional area in the state, as well as the most economically diverse with the greatest concentration of business entities in the state with jobs, giving the metro areas of considerable strength in aligning to and working with the state to further the goals of creating One Minnesota, where all economically thrive. This regional dynamic means the public workforce systems must respond to the given needs of job seeker and employers nimbly, innovatively, and comprehensively.

When examining the goals of the state plan, it becomes clear that the Metro region offers an opportunity for clear and effective coordination using our metro strength and some of the region's best practices. Looking into each goal independently highlights this.

1. Increases interagency and local area coordination...through alignment...coordination...and creating a "no wrong door" approach.
 - a. While Region 4 is made up of six public workforce boards, the strength of the region is that it performs as a network of providers, programs, and projects. Each area bringing forward its best models of service, convening, funding,

and coordinating partners across a multi-million-person area and activating stakeholders and partners to deliver services. Region 4 believes in regional alignment, coordination, and a “no wrong door” approach so both job seeker and employer can connect quickly and efficiently to their need.

2. Build Industry-led industry-sector partnerships.
 - a. Core to the work of Region 4 are sector partnerships. For decades, whether they were called Business and Industry Roundtables, Cluster Economies, or Sector Initiatives, the metro leadership committee focuses attention on expanding economic sectors that offer job seekers access to and opportunity in our region’s most robust sectors. Further, to highlight alignment and coordination within our region, and to illustrate the metro approach to this goal, below is a list of industry partnerships and the lead area within our region. Note, this list is not inclusive of all the regions efforts concerning industry-lead sector partnerships.
 - i. City of Minneapolis: MSP TechHire
 - ii. Anoka County: Manufacturing
 - iii. Ramsey County: Construction
 - iv. Hennepin/City of Minneapolis: Health Care
3. Create a more inclusive, equitable, accessible, and proactive workforce system.
 - a. All workforce development work in Region 4 – Metro is done through the lens of inclusivity, equity, and accessibility. This is not a sub-committee of a board or focus of a single program, but the comprehensive approach taken in delivering workforce solutions. As shown in the demographic analysis of the region, responding to a rapidly diversifying labor force, both in terms of race and ethnicity, as well as in terms of age, educational attainment, justice involvement, MFIP participation, and disability status, it is imperative that the approach taken in the metro to serve all Minnesotans is key to our future collective success. It is crucial to align with the state on this goal, for our success in reaching this goal will be judged by our future workforce.

A.4. Describe the strategy to work with the entities within your region to carry out the core programs to align resources available in the region to achieve the strategic vision and goals of the local area boards and the state.

The strategy Region 4 – Metro uses to carry out core program alignment is a partnership first model. In a region of multiple millions of people, single points of contact, singular tables for conversations, and single agendas is not possible. Each area within the region partners with key stakeholders to carry out the vision and goals of the area, all which align with the state’s vision and goals. Key partners include the many community-based organizations serving diverse job seekers in our region, including the coalition *WorkWell Minnesota* and the labor unions initiative *Building Strong Communities*, while other partner comprise larger systems including the K12 education systems, mental health providers, Minnesota State Colleges and Universities, and our regional chambers of commerce. In many cases the chambers and/or local economic development entities sit on the workforce boards to give voice to business development. Further,

Adult Education sits on each metro board, bringing forward the issues and agendas of their respective school districts. Again, in the metro our vision for an aligned system is to partner locally, build broad understandings of needs and requirements shared by all, design metro strategies, then return locally to work with local partners needed to achieve our state's goals.

[A.5. Describe any additional goals being set by the regional leadership or individual local area boards.](#)

On February 22, 2024, as part of our regional planning efforts for this plan, the Metro Directors hosted a region-wide conversation about the goals set forth by metro leadership believed to be key our regions success over the next four years. Below are the goals as discussed at that morning conversation.

- Increase and deepen community partnerships.
 - Work closely to support regional workforce efforts to better align and coordinate with other partners and systems.
- Remove barriers for employment for all.
 - Skills based hiring efforts.
 - Outreach and promotion of population specific hiring events.
 - Support for inclusive employer strategies.
- Regional coordination for “no wrong door” service delivery enhancing equitable access and opportunity for all Minnesota job seekers.
- Deepen coordination with economic development partners.

[A.6. Describe how the region is working together to prepare the workforce for state and federal investments in the Bipartisan Infrastructure Law \(BIL\), the Creating Helpful Incentives to Produce Semiconductors \(CHIPS\) and Science Act, and the Inflation Reduction Act \(IRA\) \(collectively referred to as Investing in America \(IIA\)\).](#)

The Metro Workforce Development Boards of Ramsey County, City of Minneapolis, Hennepin-Carver Counties, Dakota-Scott Counties, Washington County, and Anoka County worked quickly upon the release of these various funding sources to design an internal process to navigate this complicated funding space. Through a weekly communication framework, different directors are assigned per funding source and areas of expertise to be the point-persons for those conversations with various stakeholders. This strategy reduces redundancy within the public-system, streamlines conversations, and moves to action on these grants more quickly. One such example is the Minnesota CHIPS Coalition Workforce Partnership MOU, drafted to frame and name partner organizations responsible for various parts of applications for funding and actions if awarded. Because of the size and scope of CHIPS, the Metro Region charged two directors with helping to craft the language and partnership MOU. The intro to the MOU is below:

The purpose of this Memorandum of Understanding (MOU) is to define the roles and responsibilities of partners participating in the Minnesota CHIPS Coalition

Workforce Partnership (Workforce Partnership). Parties to this agreement are committing to participate in a sectoral partnership to address the hiring needs of semiconductor and related microelectronics employers. The Workforce Partnership is being established to address existing and future workforce needs in the semiconductor industry, however a major expansion of employment opportunities is likely contingent upon the availability of resources made possible by CHIPS for America federal funding and associated state match funding.

SECTION B: REGIONAL OPERATIONS

B.1. Provide a Strengths Weaknesses Opportunities Threats (SWOT) analysis of the regional workforce system.

SWOT ANALYSIS

Strengths:

What do we do best?

- a. Communication within the Region
- b. Collaboration
- c. Collective Impact
- d. Expertise
- e. Partnership with Employers and Partners
- f. Analysis and Relationship building

What unique knowledge, talent, or resources do we have?

- a. Business intelligence
- b. Data driven
- c. Innovation in outreach

What advantages do we have?

- a. Diversity and business
- b. Supply labor – Language
- c. Rich training partners,
- d. Leverage multiple career force locations

What do other people say we do well?

- a. Innovation to meet 21st century needs
- b. Addressing complex problems
- c. Coordination
- d. Focused Geographic – solutions
- e. Proactive

What is our greatest achievement?

- a. Learning across geographies and location
- b. Adaption and innovation
- c. Engagement with diverse stakeholders – Libraries, online career fairs, stronger partnerships within

Threats:

What obstacles do we face?

- a. One stop system
- b. Lack of alignment with DEED
- c. Lack of alignment back to the local – Mutual
- d. True partnership with DEED and Local
- e. Political instability

Weaknesses:

What could we improve?

- a. Silos and complexity
- b. Develop stronger DEI
- c. Stronger alignment with MFIP
- d. Brand awareness
- e. Enhance already strong

What knowledge, talent, skills and/or resources are we lacking?

- a. Resource for better communication
- b. Better business services
- c. Need longer investments
- d. Resources for immediate job placement
- e. Basic Career services

What disadvantages do we have?

- a. Scale and metro complexities
- b. Need for alignment on paperwork reduction
- c. Bureaucracy

What do other people say we don't do well?

- a. Not as nimble and innovative
- b. Employer services
- c. Bureaucratic
- d. Housing and childcare –
- e. Lack of elected official coordination of Employment

Opportunities:

How can we turn our strengths into opportunities?

- a. Greater transportation alignment
- b. Green careers – emerging sector
- c. Union relationship
- d. Apprenticeship
- e. Reentry work
- f. Disabilities awareness
- g. Equity in employment

Is there a need in our region that no one is meeting?

- a. Service delivery – bricks and mortar
- b. Only government lead area. Public pathways to employment
- c. Scalability of promising practices
- d. Landing spot for DEED at the local area

B.2. Describe the selection process for the membership who will provide the leadership to oversee the development and coordination of the regional plan.

Metro leadership is provided by an 18-member decision making body made up of the six metro directors, the six locally elected officials (Mayor of Minneapolis, five county commissioners), and the six local board chairs.

B.3. Describe how the selected organizations from the region will provide oversight to development and implementation of the regional plan. Complete Attachment A - Regional Oversight Committee

As noted above, the Regional Oversight Committee is made up of representatives from the local boards, balanced equally across each workforce development area. No organizations outside that structure are part of the regional oversight of the metro. See attachment A for current members.

Further, to streamline decision making, coordinate broad regional economic/workforce development strategies, and clarify communications with external stakeholders, the Metro Regional Oversight Committee divides larger buckets of work as follows:

DEED Workforce Strategy Consultant: Hennepin/Carver County WDA

EDAM: Dakota/Scott County WDA

Mn State: Anoka County WDA

CareerForce Communications: City of Minneapolis WDA

GreaterMSP: Ramsey County WDA

Vocational Rehabilitation: Washington County WDA

WorkWell Minnesota (formerly MESC): City of Minneapolis WDA

Industry groups Point of Contacts:

The Caring Professions: Hennepin/Carver County WDA

Manufacturing including relationship with MPMA: Anoka County WDA

Technology: City of Minneapolis WDA

Labor/Finishing Trades: Washington County WDA

Educational and Professional Services: Dakota/Scott County WDA

Construction – Ramsey County WDA

Green Careers – Ramsey County WDA, City of Minneapolis WDA, and Hennepin/Carver WDA

B.4. Describe how the approach used will ensure that partner engagement includes diverse representation, specifically among populations experiencing barriers to employment.

While each government entity that makes up the metro region approaches diversity and inclusion through their own tailored geographic and institutional lens, the metro oversight committee collectively views diversity and inclusion, specifically among those with greatest barriers to employment, as paramount to all workforce development strategies developed in our region.

Led by our locally elected officials, diverse representation amongst boards remains an important component of the regional plan and one strategy to increase diverse representation and perspectives. In terms of programming, the leadership remains focused on innovating projects aimed at populations experiencing the greatest barriers to employment or communities facing the

greatest levels of economic disparities. Throughout the metro, each local area will be approaching this topic using local priorities and demographic profiles of their communities.

B.5. Describe how the local area boards will direct system alignment within the region through shared policies and practices.

As part of the regional coordination done by the six metro directors, encompassing the seven country metro area, deliberate and proactive alignment of policies and practices is a high priority. While local decisions and actions that meet the policies and practices of locally elected officials and local jurisdictions to meet specific geographic need is required of each local area and board, cooperation across the region is necessary to create a system that is uniform and consistent for job seekers and businesses.

The method the metro uses to create the alignment through shared policy and practice is twofold. The first is through shared best practices via the metro directors' weekly meetings, the second comes from a dedicated work group of metro program managers from the six service areas that meet monthly, prior to the state's job seeker services meeting.

Out of these two strategies comes a series of shared policies and practices:

1. Priority of Service policies that allow the metro to recruit and enroll individuals into programs consistently and clearly. Recently this included eligibility into the CLIMB program.
2. Consistency in forms and intake processes that create similar practices across the region, though each area can tweak and adjust intake and forms to meet local requirements.
3. Technology as a support service with shared policies and practices metro wide.
4. Coordination in policies and practices concerning the increased homeless populations. The core cities and the surrounding suburbs are experiencing increases in the number of homeless populations, both existing and new program participants. This work was often done in partnership within workforce development, but also, public health and human services departments within government.

Further, over the course of the last number of years, a key practice is the meeting and sharing of expertise amongst finance staff from all service areas of the metro and key finance staff at community-based providers who work on federal and state workforce grants.

B.6. Describe any cooperative service arrangements being planned for the region and how they will promote consistency within the regional workforce development area and with state policy.

The metro region does not currently have any CSA planned.

SECTION C: PROGRAM AND SERVICE DELIVERY

C.1. Describe the condition of the regional economy (cite the sources of data and analysis).

The Metro Region partners closely with DEED LMI to assess and analyze the regional economic conditions. It should be noted that often this data is provided at county-level when looking specifically into growing or shrinking sectors or for demographic data which might show community racial or ethnic specificity within a local area. Below is a seven-county narrative snapshot and tables of the current conditions provided to us for use with the local boards and regional oversight board (*Regional Profile: Twin Cities Metro Area Planning Region*, 09/13/2023):

After losing over 85,600 jobs (-5.3%) during the Great Recession between 2007 and 2010, the Twin Cities Metro Area went on to gain nearly 239,400 jobs (+15.6%) between 2010 and 2019. The regional growth rate of 15.6% outpaced the respective statewide employment growth rate of 13.2% during that period. In fact, where the Metro Area accounted for 61.2% of Minnesota's total employment in 2019, it accounted for 70.8% of the state's total employment growth between 2010 and 2019. With the onset of COVID-19 in 2020, however, the Metro Area experienced significant industry employment loss. Between annual 2019 and 2020 the Metro Area's total employment plummeted by nearly 131,600 jobs. This 7.4% drop was slightly more severe than the state's respective 6.7% drop during that period. For the region, such employment loss was much more significant than losses experienced during the Great Recession. Zooming into quarterly trends, employment loss during COVID was most extreme between the second quarters of 2019 and 2020. During that period, Metro Area total employment dropped by 233,435 jobs (-13.1%).

Employment in the Metro Area began its recovery after the second quarter of 2020. Between the second quarters of 2020 and 2021 the Metro Area regained 131,611 jobs, growing by 8.5%. Growth continued through the next year, albeit slower, with the region gaining 56,033 jobs between the second quarters of 2021 and 2022 (+3.3%). Between annual 2020 and 2022, the Metro Area's industry employment rebounded by nearly 81,900 jobs (+5.0%). As such, the region was just under 50,000 jobs below its pre-COVID 2019 level of employment in 2022.

Between annual 2019 and 2022, those Metro Area industry sectors losing the most jobs included Accommodation & Food Services (-14,494 jobs; -10.3%); Retail Trade (-11,044 jobs; -6.7%); Finance & Insurance (-8,840 jobs; -7.7%); Administrative & Support Services (-4,228 jobs; -4.3%); and Educational Services (-3,995 jobs; -3.0%). Overall, 12 of the region's 20 major industries were below their respective 2019 levels of employment in 2022.

Those industries above their respective 2019 levels of employment in 2022 included Transportation & Warehousing (+2,885 jobs; +3.9%); Construction (+2,537 jobs; +3.4%); Manufacturing (+1,109 jobs; +0.6%); Wholesale Trade (+920 jobs; +1.2%); Professional & Technical Services (+749 jobs; +0.6%); Agriculture, Forestry, Fishing, & Hunting (+418 jobs; +13.6%); Utilities (+272 jobs; +4.4%); and Mining (+73 jobs; +13.7%) (Table 14).

More recently, between annual 2021 and 2022, industry growth in the Metro Area was led by Accommodation & Food Services (+14,243 jobs; +12.7%); Manufacturing (+6,119 jobs; +3.6%); Transportation & Warehousing (+6,054 jobs; +8.6%); Arts, Entertainment, & Recreation (+5,542 jobs; +20.3%); and Professional & Technical Services (+4,131 jobs; +3.4%). Overall, 17 of the region's 20 major industries added jobs between annual 2021 and 2022. Those three industries losing jobs during that period included Finance & Insurance (-5,669 jobs; -5.1%); Retail Trade (-1,144 jobs; -0.7%); and Management of Companies (-494 jobs; -0.6%).

Table 10. Metro Area Occupational Employment Statistics, 1 st Qtr. 2023							
	Metro Area				State of Minnesota		
	Median Hourly Wage	Estimated Regional Employment	Share of Total Employment	Location Quotient	Median Hourly Wage	Estimated Statewide Employment	Share of Total Employment
Total, All Occupations	\$25.67	1,718,290	100.0%	1.0	\$24.25	2,827,310	100.0%
Office & Administrative Support	\$23.74	212,320	12.4%	1.0	\$23.06	345,830	12.2%
Business & Financial Operations	\$39.29	152,020	8.8%	1.2	\$38.19	201,940	7.1%
Sales & Related	\$19.61	142,400	8.3%	1.0	\$18.14	239,500	8.5%
Transportation & Material Moving	\$21.88	130,880	7.6%	0.9	\$21.05	227,780	8.1%
Management	\$60.18	128,450	7.5%	1.1	\$51.58	193,760	6.9%
Food Preparation & Serving Related	\$15.29	125,670	7.3%	1.0	\$14.89	216,970	7.7%
Production	\$22.67	109,650	6.4%	0.9	\$22.07	209,380	7.4%
Healthcare Practitioners & Technical	\$41.91	102,560	6.0%	0.9	\$41.07	186,700	6.6%
Healthcare Support	\$17.27	100,520	5.9%	1.0	\$17.40	162,400	5.7%
Education, Training & Library	\$25.35	89,460	5.2%	0.9	\$24.82	158,830	5.6%
Computer & Mathematical	\$51.41	78,440	4.6%	1.3	\$49.73	99,250	3.5%
Construction & Extraction	\$35.05	61,400	3.6%	0.9	\$31.00	113,930	4.0%
Installation, Maintenance & Repair	\$29.47	51,770	3.0%	0.9	\$27.95	98,670	3.5%
Building, Grounds Cleaning & Maint.	\$18.54	43,360	2.5%	0.9	\$18.26	76,210	2.7%
Architecture & Engineering	\$41.64	37,060	2.2%	1.1	\$40.60	53,100	1.9%
Personal Care & Service	\$17.34	36,850	2.1%	1.0	\$16.96	58,120	2.1%
Community & Social Service	\$26.00	30,510	1.8%	0.9	\$25.82	54,820	1.9%
Arts, Design, Entertainment & Media	\$30.59	26,520	1.5%	1.2	\$28.80	37,630	1.3%
Protective Service	\$25.28	23,310	1.4%	0.9	\$25.83	40,620	1.4%
Life, Physical & Social Science	\$41.34	19,160	1.1%	1.1	\$39.37	29,070	1.0%
Legal	\$51.41	14,890	0.9%	1.3	\$47.87	18,730	0.7%
Farming, Fishing & Forestry	\$19.21	1,090	0.1%	0.4	\$19.84	4,060	0.1%

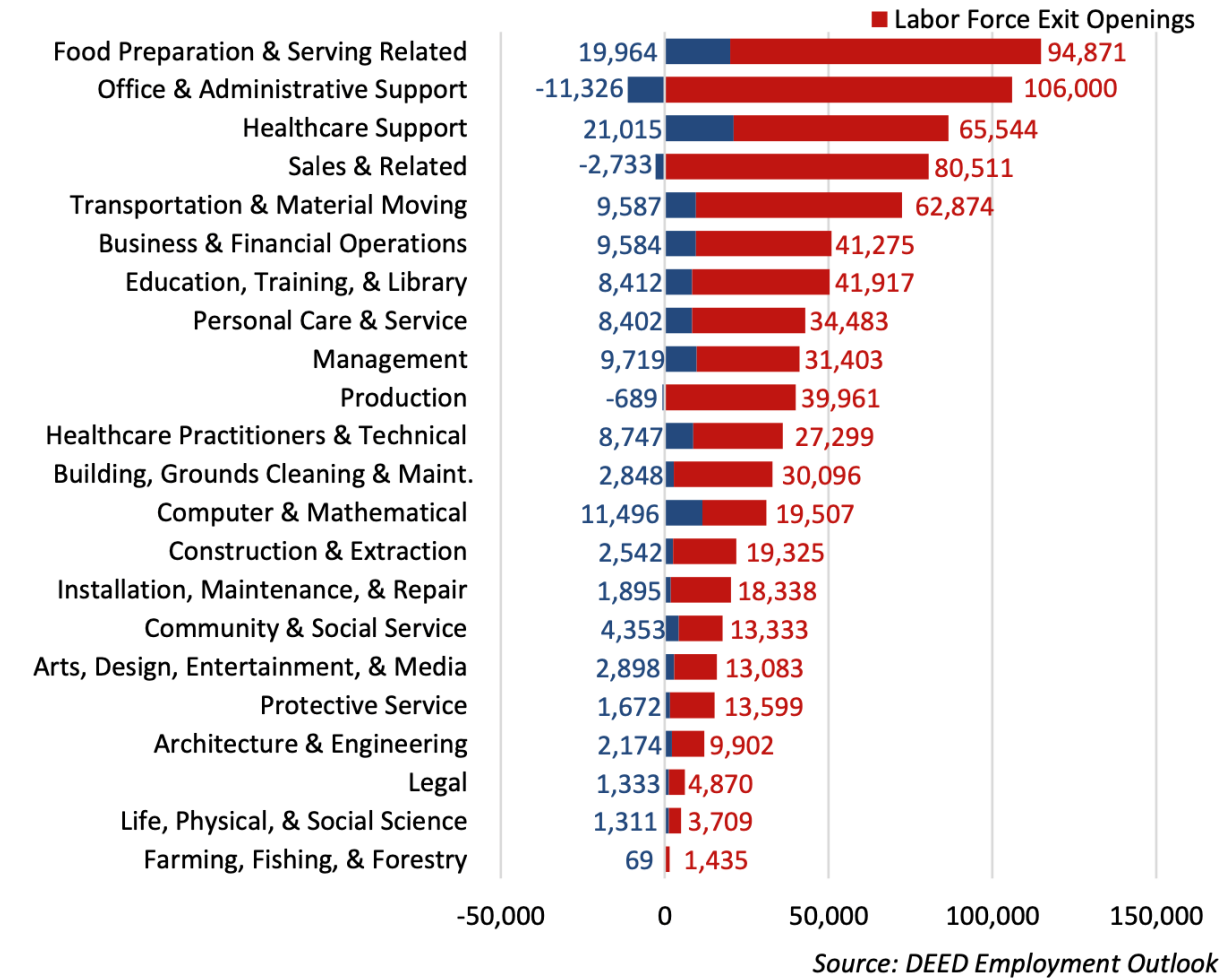
Source: DEED Occupational Employment Statistics, Qtr. 1 2023

Table 11. Metro Area Job Vacancy Survey Results, 2022

	Number of Total Vacancies	Percent Part-time	Percent Temporary or Seasonal	Requiring Post-Secondary Education	Requiring 1 or More Years of Experience	Requiring Certificate or License	Median Hourly Wage Offer
Total, All Occupations	98,330	36%	6%	38%	54%	39%	\$19.96
Food Preparation & Serving Related	11,820	48%	7%	1%	32%	9%	\$16.04
Sales & Related	11,574	46%	1%	12%	44%	9%	\$15.78
Healthcare Practitioners & Technical	11,408	60%	3%	84%	68%	88%	\$29.63
Healthcare Support	8,641	47%	2%	19%	20%	58%	\$16.00
Office & Administrative Support	6,621	31%	2%	13%	63%	8%	\$18.77
Transportation & Material Moving	6,509	21%	7%	3%	30%	66%	\$19.73
Business & Financial Operations	5,826	16%	7%	71%	95%	25%	\$31.83
Production	4,689	15%	1%	9%	52%	7%	\$19.98
Management	4,490	11%	1%	83%	100%	37%	\$43.43
Education, Training & Library	4,172	36%	22%	86%	70%	70%	\$20.51
Computer & Mathematical	3,821	16%	3%	74%	98%	33%	\$42.59
Building, Grounds Cleaning & Maint.	3,219	46%	10%	0%	10%	49%	\$16.00
Installation, Maintenance & Repair	3,081	6%	6%	49%	70%	33%	\$19.23
Community & Social Service	2,982	32%	13%	67%	82%	70%	\$22.23
Personal Care & Service	2,319	56%	27%	16%	33%	32%	\$14.98
Architecture & Engineering	2,143	9%	1%	81%	82%	43%	\$35.24
Construction & Extraction	1,352	3%	15%	12%	31%	27%	\$20.76
Arts, Design, Entertainment & Media	1,176	39%	13%	54%	79%	49%	\$21.49
Protective Service	939	51%	20%	15%	36%	57%	\$17.46
Life, Physical & Social Sciences	824	16%	2%	82%	84%	30%	\$25.82
Legal	193	12%	1%	82%	89%	77%	\$43.21

Source: DEED Job Vacancy Survey, 2022

Figure 15. Metro Area Employment Projections, 2020-2030



C.2. Describe the sectors or occupations of focus for region, including:

The Metro Region aligns closely with the State’s Drive for Five initiative sectors: Caring Careers, Manufacturing, Construction, Education, and Information Technology. Further, due to the robustness of the regional economy and local board leadership the following sectors are also of importance in the region: Finance and Insurance; Hospitality, Transportation/Material moving, and Green Energy and related sectors.

- a. How the region will use the labor market information and conduct outreach to business and industry to select the targeted sectors for developing sector partnerships for occupations in demand that provide family sustaining wages. If sectors and occupations have been already selected, describe them within this response.

As described in previous answers, using data to inform sector partnerships is critical to building a healthy regional labor force that matches job and career opportunities. Throughout the region our business/employer outreach specialists, employees of the local area, use labor market information extensively to open conversations with employers, showing local demand and

potential demographic shifts, including an aging workforce, immigration trends, etc. to highlight opportunities to partner at the local and regional level to solve labor force issues. Further, the Metro Region partners with Real Time Talent as another tool to look forward to hiring trends, economic projections, and other regional economic indicators.

- b. [Alignment to the five sectors of focus in Drive for 5, including which local area in the region is focused on each or any of the Drive for 5 sectors. Complete Attachment G – Local Workforce Development Area Key Industries in Regional Economy.](#)

The Metro Region is in complete alignment with the five sectors of focus in Drive for Five. The regional data shows clearly that these sectors are critical to the health of our region and align well with opportunities for job seekers to enter a pathway to family-sustaining wages. While not all sectors identified in Drive for Five have starting wages at or above family-sustaining wages, each sector has a clear pathway through continued education, career laddering, and on the job training, to jobs and careers in that sector at or above \$25.00 per hour. See Attachment G for list of key regional industries.

- c. [The make-up of the sector partnerships will be determined and the expertise and resources they bring to the partnership.](#)

As noted on B.3. each director in the region is identified as point-person per sector partnership. The make-up of partnerships is built on local strategies that already exist through local board structures and other key stakeholders both local and regional who have expertise and potential resources to bring to the partnership tables. One example of this structure is the Information Technology sector table organized and lead by City of Minneapolis. Both local board participation exists to lead this effort, but an expanded table includes IT trainers, private employers participating in internship development, chambers of commerce, and industry groups.

Further examples of sector partnerships are below:

- **IT sector-** Through a partnership with Minneapolis College, PPL will pilot a Computer User Support Specialist 16-week, 5-course cohort that results in a Google IT Support Certification. Participants will concurrently receive job-readiness and financial empowerment education. PPL will leverage new and existing employer partners to connect successful program participants to job vacancies.
- **Health Care sector-**
 - a. Programming will include recruitment, training, and preparation for credential attainment of CNA Licensure. Training includes a pre-training model that incorporates employment and computer skills training, as well as real-life realities of the CNA profession. Employer engagement is also incorporated throughout the program delivery design.
 - b. An expansion of CAPI's Healthcare Career Pathways training by increasing the number of people served, who identify as English Language Learners, with CNA training. In addition, CAPI is offering 8 hours of knowledge test practice for NATO exam, and 3 hours of Mental Health First Aid training to increase passage rate of state exam. Programming also offers participant stipends support services, work- readiness, and financial coaching.

- **Manufacturing sector-**
 - a. Manufacturing Career Pathway training connecting individuals to manufacturing careers following a flexible, high-touch and hands-on approach to develop skills in metal work, machine operation and precision manufacturing. Training program incorporates work readiness and industry knowledge, industry foundations, and comprehensive support services with job search support upon completion with connection to new and existing employer partners.
 - b. Programming will incorporate paid participation in professional development, empowerment, and employment. Youth Pathways Program will offer career readiness training, hands-on engagement opportunities to explore interests, and then matched to real-world community projects which offers opportunity to earn industry-backed certifications. Upon graduation from Youth Pathways Program, participants can engage in alumni network to ensure success beyond programming and in the field.
- **Green/Energy sector-** Advanced Training program prepares young adults through a combination of innovative, hands-on, field training and classroom-based work readiness and career exploration training to transition from programming directly into employment in the Green/Energy sector with family-supporting salaries.
- **Finance/Banking sector-** Programming targets serving women and people of color, offering Securities Industry Essentials (SIE) skills training program to qualify individuals for entry- level jobs in the finance sector. GESMN provides customized coaching, support, and work readiness training in conjunction with the SIE training to ensure participant success.
- **Hospitality sector-** MTP will partner with 9 hotels in Bloomington and Minneapolis by offering comprehensive work readiness and job skills training to prospective new hires. The training incorporates customer service, housekeeping, and culinary occupational skills. Program design also integrates case management, workshops, networking, and job search assistance.
- **Transportation sector-**
 - a. Centering a culturally specific approach, offering an experiential learning environment, and incorporating mentorship for career development strategies prepares participants for success in MTG’s programming. The Driving Beyond Barriers program offers credentialed CDL training and direct access to job opportunities through their employer network. Job placement, career development and financial literacy components are incorporated throughout and MTG offers support services to mitigate barriers.
 - b. In partnership with Interstate Truck Driving School, PDS will support participant’s CDL training and incorporate work readiness assessments and training, developing individual training plans, support during CDL training, job placement assistance and job retention.

C.3. [The demographic makeup of the labor force in those sectors as compared to the regional labor force, and how the region will work to close any identified gaps.](#)

Like our partnership with DEED LMI for current economic conditions, we rely on DEED LMI data for our demographic data of the labor force. The data helps local and regional decision makers to project need, examine gaps, and see opportunities to provide demographically specific

services. Again, below is a snapshot of recent labor force demographic trends used by the metro to inform key decisions for investments and planning, such as Drive for Five (*Regional Profile: Twin Cities Metro Area Planning Region*, 09/13/2023):

According to the new 2022 5-year estimates, the Seven-County Metro Area had a labor force size of 1,778,729 people. The labor force includes all persons, 16 years of age and older, who are either employed or unemployed. The bulk of the Metro Area's labor force is made up of those persons in the prime working age group, or those between the ages of 25 and 54 years. In 2022, there were about 1,145,400 people in this group, making up nearly two-thirds (64.4%) of the region's labor force. Those slightly older, between 55 and 64 years, accounted for 16.9% of the region's labor force, equal to nearly 300,000 people. The youngest cohort, between the ages of 16 and 24 years, accounted for 13.5% of the region's labor force, equal to nearly 240,000 people. Finally, those 65 years and over made up 5.3% of the region's labor force, equal to 93,800 people. Combined, those 55 years of age and older accounted for over one-in-five (22.1%) persons in the Metro Area's labor force, equaling a large share close to or at retirement age (Table 1).

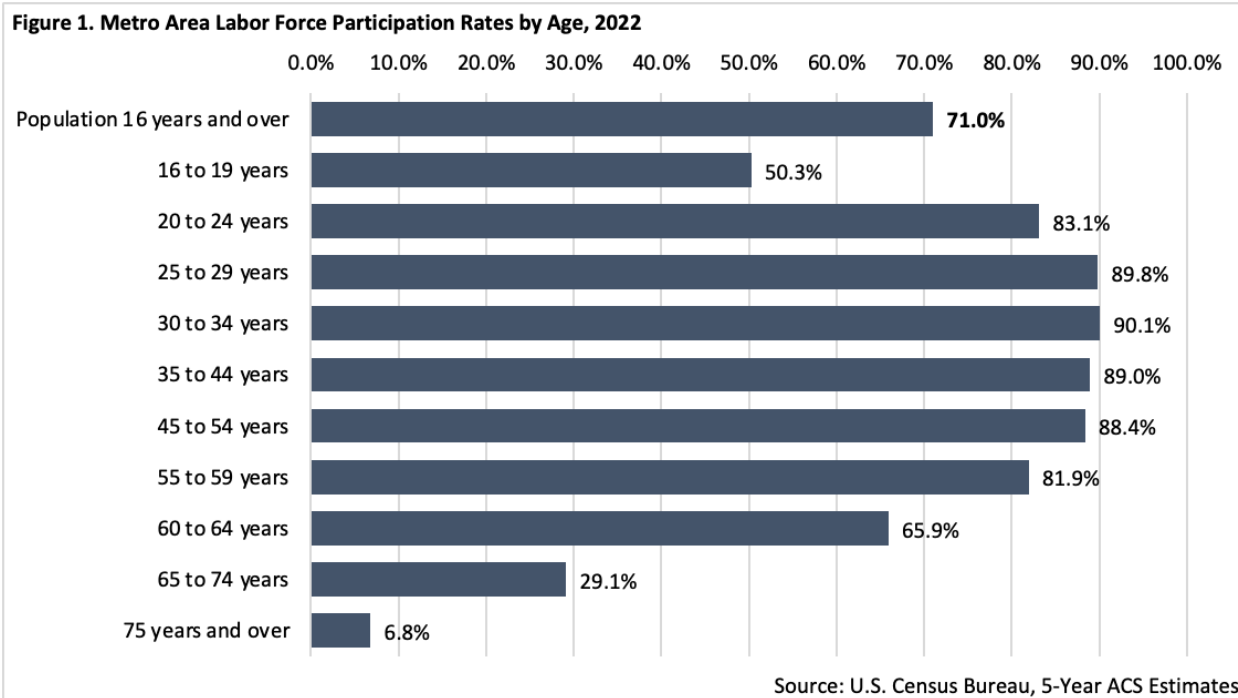
With its population 16 years of age and older equaling 2,503,656, the Metro Area had a labor force participation rate of 71.0% in 2022. This was slightly higher than the statewide labor force participation rate of 68.7%, and significantly higher than the national labor force participation rate of 63.5%. By age, highest labor force participation rates are among those between the ages of 25 and 54 years. This is why this age cohort is labeled the prime working age. Labor force participation rates top out at 90.1% for those between 30 and 34 years before gradually declining to 81.9% for those between 55 and 59 years. Such rates then begin to plummet, equaling 65.9% for those between 60 and 64 years, 29.1% for those between 65 and 74 years, and 6.8% for those 75 years and over. Labor force participation rates are also significantly lower for teenagers between 16 and 19 years, equaling 50.3% in 2022 (Figure 1).

Between the 2017 and 2022 5-year ACS estimates, the labor force participation rate for the total population 16 years of age and older in the Metro Area declined from 72.2% to 71.0%. While this seems a small decline, it is equal to thousands of workers. Data from the [Department of Employment and Economic Development's \(DEED\) Local Area Unemployment Statistics \(LAUS\)](#) backs this trend up. Much of this decline is due to older workers leaving the labor force, largely with retirements. The region is also still recovering from the exodus of workers from the labor market during the COVID-19 recession. According to LAUS data, the Metro Area's labor force was down about 32,100 workers between annual 2020 and 2022.

Age Cohort	Population	Labor Force	Labor Force Participation Rate	Labor Force Change 2017-2022	
				Numeric	Percent
Population 16 years & over	2,503,656	1,778,729	71.0%	+61,656	+3.6%
16 to 19 years	157,642	79,234	50.3%	+4,519	+6.0%
20 to 24 years	193,205	160,616	83.1%	-799	-0.5%
25 to 29 years	225,314	202,412	89.8%	-468	-0.2%
30 to 34 years	234,004	210,814	90.1%	+5,973	+2.9%
35 to 44 years	439,630	391,054	89.0%	+42,167	+12.1%
45 to 54 years	385,986	341,099	88.4%	-25,103	-6.9%
55 to 59 years	209,166	171,351	81.9%	+1,117	+0.7%
60 to 64 years	195,151	128,601	65.9%	+16,361	+14.6%
65 to 74 years	278,540	81,184	29.1%	+16,299	+25.1%
75 years & over	185,018	12,622	6.8%	+2,573	+25.6%

Source: U.S. Census Bureau, American Community Survey

Between the 2017 and 2022 5-year estimates, the Metro Area’s labor force expanded by 3.6%. This was equivalent to over 61,600 people. For reference, Minnesota’s labor force size expanded by 2.6% during that period. The most significant growth in the Metro Area’s labor force was for those persons between the ages of 35 and 44 years (+42,167 people), with those between the ages of 60 and 74 years also expanding by a significant amount (+32,660 people). The most rapid growth was for those persons 75 years and over (+25.6%), as well as those persons 65 to 74 years (+25.1%). Both older age cohorts witnessed labor force growth rates about seven times that as for the total of all people. A large decline in the labor force was witnessed for those persons between the ages of 45 and 54 years (-6.9%; -25,103 people), with smaller declines for those persons between 20 and 24 years (-0.5%; -799 people) and 25 to 29 years (-0.2%; -468 people). Overall, the ACS data clearly highlights [major shifts in the region’s labor force](#) for Baby Boomers as well as Millennials. Generation Z is gradually making inroads into the region’s labor force as well, with those between 16 to 19 years growing at a rate nearly double the total rate of growth.



While the Metro Area’s labor force has shifted older with time it has also shifted to become more diverse. In 2017, those persons reporting as BIPOC (Black, Indigenous, and people of color) represented approximately 22.8% of the Metro Area’s labor force. This was equivalent to just over 390,700 people. By 2022, the BIPOC share of the region’s labor force was equivalent to nearly 480,000 people, representing approximately 27.0% of the total labor force size. This is a significant shift. In fact, where the BIPOC share of the region’s labor force expanded by 22.7% (+88,812 people) between 2017 and 2022, the white alone, non-Hispanic or Latino share of the labor force contracted by 2.0% (-27,156 people). In other words, recent growth in the Metro Area’s labor force was entirely due to the increasing BIPOC population working in the region (Table 3).

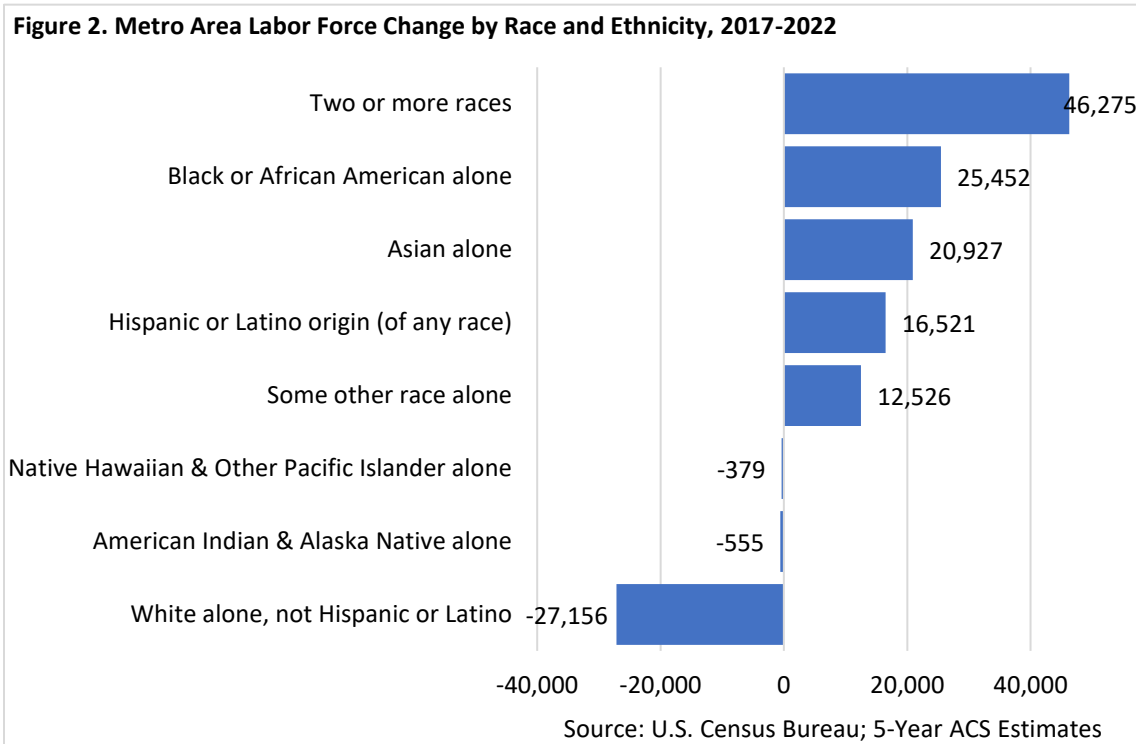
Data from the ACS allows one to analyze specific populations by race and ethnicity. For example, those reporting as Two or More Races experienced, far and away, the most growth in the Metro Area’s labor force between 2017 and 2022. During that period, this population’s labor force presence expanded by 115.1%, equivalent to approximately 46,275 people. This rate of growth was 32 times faster than the total labor force’s rate of growth. At over nine times the growth rate as the total labor force, those reporting as Some other Race followed those reporting Two or More Races for most rapid labor force growth between 2017 and 2022 (+33.3%; +12,526 people) (Figure 2).

Those reporting as Black or African American (+18.8%; +25,452 people) and those reporting as Asian (+17.9%; +20,927) also witnessed rapid and significant growth in the labor force. Those reporting Hispanic or Latino origins (of any race) experienced a similar

growth rate to those reporting as Black or African American and Asian (+17.4%; +16,521 people).

Losses in the Metro Area’s labor force between 2017 and 2022 were witnessed by those reporting as white alone (especially concentrated among the subset being white alone, not Hispanic or Latino), Native Hawaiian and Other Pacific Islander (-46.3%; -379 people), and American Indian and Alaska Native (-6.9%; -555 people).

While the Metro Area’s labor force is becoming more diverse with time, about three quarters of the region’s workers report being white alone (1,335,828 people). This is followed by those workers reporting as Black or African American (9.0%; 160,952 people), those reporting as Asian or other Pacific Islander (7.8%; 138,158 people), those reporting Two or More Races (4.9%; 86,493 people), those reporting Some other Race (2.8%; 50,174 people), and those reporting as American Indian or Alaska Native (0.4%; 7,538 people). Those reporting as Hispanic or Latino (of any race) account for 6.3% of the region’s labor force, equivalent to approximately 111,508 people (Figure 3).



**Table 4. Metro Area Labor Force Statistics by County
2022 5-Year Estimates**

Area	White, Not Hispanic or Latino Labor Force			BIPOC Labor Force			
	2022	Change, 2017-2022		2022	2022 Share	Change, 2017-2022	
		Numeric	Percent			Numeric	Percent
Anoka County	161,434	-6,055	-3.6%	41,497	20.4%	+12,604	+43.6%
Carver County	53,172	+1,070	+2.1%	7,222	12.0%	+2,180	+43.3%
Dakota County	190,979	-5,444	-2.8%	58,099	23.3%	+13,672	+30.8%
Hennepin County	516,175	-5,922	-1.1%	219,061	29.8%	+32,691	+17.5%
Ramsey County	188,371	-12,663	-6.3%	108,955	36.6%	+15,129	+16.1%
Scott County	70,613	+2,309	+3.4%	16,847	19.3%	+4,625	+37.8%
Washington County	118,456	-452	-0.4%	27,847	19.0%	+7,911	+39.7%
Metro Area	1,299,201	-27,156	-2.0%	479,528	27.0%	+88,812	+22.7%
Minnesota	2,480,000	-48,150	-1.9%	637,089	20.4%	+126,397	+24.8%

Source: U.S. Census Bureau, American Community Survey

Figure 3. Metro Area Labor Force Distribution by Race, 2022

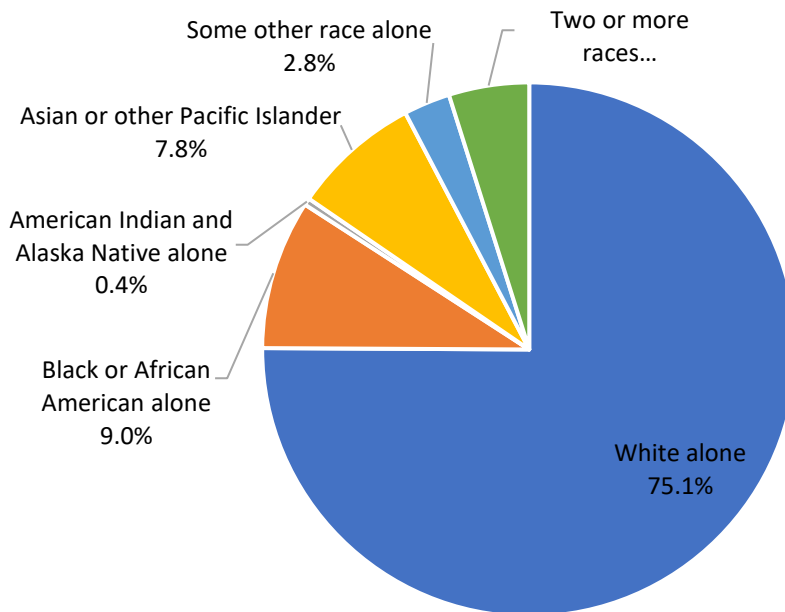


Table 3. Metro Area Labor Force Characteristics by Race and Ethnicity, 2022 5-Year Estimates

Race or Ethnicity	Population	Labor Force	Labor Force Participation Rate	Labor Force Change 2017-2022	
				Numeric	Percent
Population 16 years and over	2,503,656	1,778,729	71.0%	+61,656	+3.6%
White alone	1,903,473	1,335,828	70.2%	-41,219	-3.0%
Black or African American alone	222,795	160,952	72.2%	+25,452	+18.8%
American Indian and Alaska Native alone	12,566	7,538	60.0%	-555	-6.9%
Asian alone	185,079	137,719	74.4%	+20,927	+17.9%
Native Hawaiian and Other Pacific Islander alone	616	439	71.3%	-379	-46.3%
Some other race alone	65,480	50,174	76.6%	+12,526	+33.3%
Two or more races	113,647	86,493	76.1%	+46,275	+115.1%
Hispanic or Latino origin (of any race)	143,227	111,508	77.9%	+16,521	+17.4%
White alone, not Hispanic or Latino	1,856,809	1,299,201	70.0%	-27,156	-2.0%
BIPOC	646,847	479,528	74.1%	+88,812	+22.7%

Source: U.S. Census Bureau, American Community Survey

C.4. How the local board will make opportunities in these areas known to customers, including employers and job seekers, and how the local board will create, modify, or expand responsive workforce development programs and initiatives.

The diversity of local area service delivery models throughout of Metro, including fully decentralized to centralized through a county government structure, means the dissemination of information and opportunities differs across the region. However, each local area and as a region partner closely and will work for closer alignment with the Governor’s Workforce Development Board to explore new opportunities and ways to broaden messaging about ways to connect. The strategies deployed across the metro area are designed to be easily adapted to changing economic or social conditions.

While each area works differently, the metro coordinates key messages regarding sector strategies, helping to coordinate communication and outreach to employers and sector stakeholders. Further, each area, in connection with one-another, uses its locally elected officials in different ways to coordinate and promote program offerings. Again, due to the various structures, each area draws on their strengths to promote the economic health of the region. The strategy differs from outreach to job seekers which is much more tailored to the local area where

programmatic offerings, locations, times, etc. may differ according to who the program operator is.

C.5. Based on the regional/local assessment of workforce development system services, describe how strategies will be created to pursue a more responsive alignment of employment and training services.

Adaptation to changing economic conditions and job seeker needs will continue to be a focus of the Metro Region. Following the monumental shifts forced upon workforce development systems and structures because of Covid 19, and subsequent federal investments in local areas through ARPA funding, the region will use the tools and techniques learned during those years to continue to innovate and pursue a more responsive system for employers and employment and training partners. This includes the use of broad networking events, virtual roundtables, virtual/hybrid/in person career fairs, job clubs, and other participant facing activities. Further, new strategies like an Apprenticeship Outreach Office in North Minneapolis will be piloted to test a new strategy to recruit and connect job seekers from BIPOC and other under-represented communities to employers and opportunities in apprenticeships and align employment and training to the Department of Labor and Industry.

Further, to increase the access to quality employment services for youth and young adults, Ramsey County is working to increase alignment and decrease duplication in the youth workforce ecosystem. The county, in partnership with the Suburban Ramsey Family Collaborative and other partners created Youth Works, a network of youth employment professionals that meet regularly to support each other and the wider community. In 2021, the Ramsey County Board of Commissioners and the Saint Paul City Council, invested nearly \$25 million of American Rescue Plan Act resources to support the ecosystem and this created an opportunity to work more closely with government, education, non-profit and employer partners. This work has included scanning and surveying the partners in the ecosystem to understand what supports are and are not available to our young people. Currently, the core ecosystem partners are working together on a shared strategic plan to enhance and improve the experience for young people receiving employment services in Ramsey County, regardless of program, funding stream or provider.

C.6. Describe how the entities responsible for participating in this process will be selected, including their expected roles and responsibilities.

For the Metro Region to be successful as a system working to support 3 million residents and millions of jobs, the metro leadership believes in an all-hands-on-deck approach to participation. This work cannot be done in traditional silos and within categorical funding. While those realities will exist despite our alignment efforts, it will be an approach that admits those silos exist but works creatively to find alternative solutions to shared challenges. Examples include working closely with housing partners within our own structures closely, economic development teams across the metro, k12/Adult Education partners, and transportation providers to work towards that more aligned and responsive system.

C.7. Describe how outcomes will be determined in terms of employment and training services.

To understand the impact of regional strategies in a complicated, diverse, and multifaceted metro, outcomes of employment and training services will need to be assessed in multiple ways, two examples are:

1. Traditional WIOA measures will continue to be paramount to the local boards and by extension the Regional Oversight Committee. These measures are foundational to the local relationship to the State of Minnesota and to the federal government.
2. Assessment of regional economic health of all communities and demographics. The Metro region is home to the most diverse cities, communities, and neighborhoods in the state. For all to prosper in the Minnesota economy, disparity reduction between White Non-Hispanic and BIPOC residents and between White Non-Hispanic and those with barriers to employment, be it age, language, justice involved, persons with disabilities, must be part of the regions outcomes measures. While many of these indicators are macro in scale, and no one system can be responsible for total disparities reduction, the systems and structures must work together in alignment to attach these long standing social and economic challenges faced by many in our communities.

WIOA

Local Plan Template

SECTION A: LOCAL BOARDS VISION, GOALS AND STRATEGIES

A.1. Describe the local area board’s strategic vision for preparing a skilled workforce and how it aligns with the State’s Vision, Goals and Strategies.

The Guiding Values of the Anoka County Workforce Development Board (WDB) are used as a foundation focused on building a skilled workforce for today, tomorrow and future. These values include:

- Responsive to customer (job seekers and businesses) needs.
- Encourage life-long learning.
- Use data to make informed decisions.
- Support and promote economic growth in our communities.
- Integrate community resources and encourage meaningful partnerships.
- Affirm diversity and promote acceptance and respect of all people.

Our Vision: Anoka County will have a highly skilled workforce that contributes to the success of businesses in our community.

Our Mission: Contributing to the success of individuals and employers through workforce development services.

The WDB works closely with the Anoka County Regional Economic Development (ACRED) group to coordinate economic and workforce development goals and activities focused on building a prosperous local economy along with equitable opportunity for all. The WDB and partners are dedicated to ensuring our systems are aligned to leverage opportunities for all along with avoiding duplication while focusing on workforce strategies supporting One Minnesota.

The WDB works closely with the Department of Employment and Economic Development’s (DEED) Labor Market Information Analyst, Tim O’Neill and most recently we collaborated to update the Anoka County Annual Dashboard (see below) which highlighted the largest employing industries in Anoka County.

Anoka County Data Highlights 2024

Significant Employment and Growth

Anoka County remains Minnesota's 4th largest-employing county. During Q3, 2023, Anoka County had about 8,600 establishments supplying more than 133,000 covered jobs. Anoka County added the third highest numbers of jobs in Minnesota from Q3 2022 to Q3 2023 (+2,493 jobs) placing it only behind Hennepin and Ramsey counties.

Between Q3 2019 and Q3 2023, Anoka County employment expanded by 4.2%. This was equivalent to 5,357 jobs. This made Anoka County one of Minnesota's 38 counties to surpass its respective 2019 level of pre-COVID employment.

Shifting Labor Force

After declining by nearly 11,000 workers due to COVID in 2020, Anoka County's labor force has fluctuated throughout 2021, 2022, and 2023. The county's labor force size is up nearly 1,400 workers over-the-year and is up nearly 5,400 workers from lows witnessed in the fall of 2021. The county is down about 3,600 workers, however, from pre-COVID levels.

A Tight Labor Market

After spiking during the COVID recession at 11.9%, representing over 23,300 unemployed persons, Anoka County's unemployment rate dropped to historic lows. Throughout the spring and summer months of 2022, the county's unemployment rate reached a low of 2.1% representing about 4,100 unemployed persons. Since that time, the county's unemployment rate has tracked a bit higher, reaching 3.5% in the beginning months of 2024. This represents just over 7,000 unemployed persons.

At the same time, Anoka County employers report around 7,400 job openings. Employment opportunities are rich for career-seekers in Anoka County.

Inclusive Labor Force Participation

Those reporting as a race other than white, or with Hispanic or Latino origins, participate in Anoka County's labor force at a high rate. This rate, at 72.9%, is significantly higher than the respective rate for those reporting as white and not Hispanic or Latino, at 67.8%. Inclusiveness in the labor market will only become more important the labor force is projected to further diversify in age, gender, race, and ethnicity.

Strong Median Income

The median household income in Anoka County, at \$95,782, is 13.6% higher than the median household income statewide, \$84,313.

ANOKA COUNTY ANNUAL DATA DASHBOARD

POPULATION	
Total Population (2022)	368,864
Population Growth Rate (2010-2022)	11.5%
Population Growth (2010-2022)	+38,020

LABOR FORCE	
Labor Force Size (2023)	199,737
Unemployment Rate (2023)	2.8%
Number of Unemployed (2023)	5,511

EMPLOYMENT	
Number of Jobs (Q3 2023)	133,066
Job Growth (Q3 2022 – Q3 2023)	+1.9%
Number of Establishments	8,613



MEDIAN HOUSEHOLD INCOME	
Median Household Income (2022)	\$88,680
Rank of Median Household Income in Metro Area	5 th
Growth in Median Household Income (2017-2022)	+16.4%
Rank of Median Household Growth in Metro Area	4 th

RESIDENT MEDIAN AGE	
2022	2017
38.9 years	38.4 years

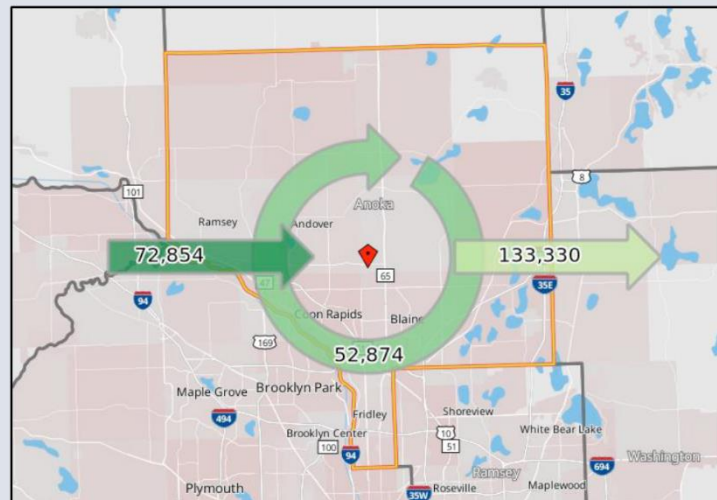
LARGEST EMPLOYING INDUSTRIES	
Manufacturing	17.6%
Health Care & Social Assistance	15.3%
Retail Trade	12.3%
Accommodation & Food Services	8.0%
Construction	7.7%

QUALITY OF LIFE

HOUSING CHARACTERISTICS 2022	
Total Housing Units	142,263
Owner-Occupied	79.9%
Median Property Value	\$336,200
Property Value Change (2021-2022)	+13.6%
Renter-Occupied	20.1%
Average Monthly Rent	\$1,405

COST OF LIVING 2022	
Single Individual	
Annual Budget	Hourly Wage Required
\$37,821	\$18.18
Family of Three (1 FTE, 1 PTE, 1 Child)	
Annual Budget	Hourly Wage Required
\$67,570	\$21.66
Family of Three Monthly Costs in Anoka County	
Child Care	\$774
Food	\$903
Health Care	\$567
Housing	\$1,394
Transportation	\$902
Anoka County has the 5 th highest cost of living for the average family size in the Metro Area.	

COMMUTING PATTERNS 2021			
Living in Anoka County	186,204	Employed in Anoka County	125,728
Living in Anoka County but Employed Outside	71.6%	Employed in Anoka County but Living Outside	57.9%
Living and Employed in Anoka County	28.4%	Employed and Living in Anoka County	42.1%



COMMUTING CHARACTERISTICS 2022	
Average Commute Time	25.9 minutes
Drove Alone	73.8%
Carpooled	6.7%
Public Transportation	0.5%
Walked or Biked	0.7%
Taxicab, Motorcycle, or Other	0.7%
Worked from Home	17.5%

DISABILITY STATUS 2022			
Residents with Reported Disability	37,952	Unemployment Rate	3.8%
Share of Residents with Reported Disability	10.4%	Unemployment Rate for those with Reported Disability	5.4%

EMPLOYMENT & LABOR FORCE

EMPLOYMENT Q3 2023

Number of Jobs	133,066
Job Change (Q3 2022 – Q3 2023)	+1.9%
MN Job Change (Q3 2022 – Q3 2023)	+1.3%
Average Annual Wage	\$63,544
Number of Job Openings	7,400
Jobseekers per Job Opening	0.7

TOP PAID INDUSTRIES Q3 2023

Wholesale Trade	\$103,532
Manufacturing	\$92,092
Professional, Sci., & Technical Services	\$84,552
Construction	\$80,860
Finance & Insurance	\$80,756

TOP OCCUPATIONAL EMPLOYMENT 2022

Occupational Group	Share	Median Annual Wage
Office & Administrative Support	12.0%	\$46,098
Management	10.9%	\$88,222
Sales & Related	9.6%	\$47,253
Production	8.4%	\$50,060
Business & Financial Operations	6.4%	\$72,807

WORKFORCE DEMOGRAPHICS 2022

Population	Labor Force Participation Rate	Unemployment Rate	Share of Labor Force
White	69.5%	3.6%	82.9%
Black or African American	73.1%	7.6%	6.5%
American Indian or Alaska Native	63.7%	1.5%	0.5%
Asian	75.4%	4.7%	4.8%
Some other Race	77.6%	3.0%	1.9%
Two or More Races	73.9%	6.2%	3.3%
Hispanic or Latino	75.8%	3.9%	4.5%
16 to 19 years	53.0%	12.0%	4.4%
20 to 24 years	83.1%	8.8%	8.7%
25 to 44 years	86.4%	3.8%	42.0%
45 to 54 years	89.8%	2.2%	21.6%
55 to 64 years	73.7%	2.7%	18.7%
65 to 74 years	23.8%	2.8%	3.9%
75 years & over	6.0%	1.5%	0.6%

FOREIGN-BORN POPULATION 2022

Foreign-Born Population	34,130
Share of Total Population	9.3%
Growth Rate (2017-2022)	+24.5%
In Labor Force (of population 16 years of age and older)	75.0%
Unemployment Rate	4.2%

EDUCATION

EDUCATIONAL ATTAINMENT 2022

Population 25 Years & Over	Anoka County	MN
Less than High School	5.7%	6.0%
High School Diploma or Equiv.	29.3%	23.4%
Some College, No Degree	21.5%	19.6%
Associate Degree	13.0%	11.9%
Bachelor's Degree	22.1%	25.4%
Graduate Degree	8.5%	13.7%

EDUCATIONAL ATTAINMENT OUTCOMES 2022

Population 25 Years & Over	Poverty Rate	Median Earnings
Less than High School	19.0%	\$42,701
High School Diploma or Equiv.	10.2%	\$45,039
Some College or Associate Degree	6.0%	\$53,656
Bachelor's Degree or Higher	2.7%	\$67,404

PUBLIC SCHOOL STUDENT ENROLLMENT 2021-2022

Year	Total Students		Minority Students	
	Total	2012-2022 Change	Share	2012-2022 Change
Kindergarten	4,167	-6.1%	40.0%	+56.6%
1 st Grade	4,001	-10.1%	41.5%	+41.2%
2 nd Grade	4,154	-11.7%	40.5%	+33.4%
3 rd Grade	4,153	-8.4%	41.1%	+43.7%
4 th Grade	4,079	-8.6%	39.4%	+47.8%
5 th Grade	4,230	-8.8%	39.0%	+42.3%
6 th Grade	4,237	-6.9%	39.5%	+46.3%
7 th Grade	4,156	-13.6%	40.1%	+50.4%
8 th Grade	4,271	-10.0%	40.3%	+54.9%
9 th Grade	4,430	-11.1%	41.1%	+56.8%
10 th Grade	4,476	-12.4%	39.7%	+49.2%
11 th Grade	4,389	-12.7%	39.8%	+56.0%
12 th Grade	5,310	-8.5%	39.2%	+60.9%
Total Students	56,053	-10.0%	40.1%	+49.1%

Recently Anoka County was awarded a Drive for Five grant focused on Caring Professions which is another example of how the Anoka County WDB aligns with the state's vision, goals, and strategies. The Anoka County Dashboard data employment needs supports this initiative.

Also, the WDB remains focused on improving disparities in the County that align with the Regional and State plan particularly for Black Indigenous People of Color (BICOP) and sub-racial groups to aid in addressing racial disparities. Individuals with disabilities, disconnected (opportunity) youth and gender are included in this equity and inclusion work to reduce educational, skills training and employment disparities. Utilizing career pathway projects and sector initiatives that expand the talent pipeline to be inclusive of gender, race, sexual orientation, and disability to meet industry demands for a skilled workforce will assist in leading to sustainable wages and economic prosperity for these families and individuals.

A.2. Describe the local area board's goals for preparing an educated and skilled workforce, including youth, individuals with barriers to employment, and individuals underrepresented in the local labor force.

In line with the WDB's vision, we strive to ensure that all local and community members have access and are equipped with the skills, training and workforce demands that meet the needs of businesses.

The Anoka County Job Training Center (ACJTC) has several programs and services to serve youth and young adult populations, individuals with barriers to employment, and individuals underrepresented in the local labor force. These WDB supported programs and activities include the following strategies:

- Career Pathway Training
- Sector Strategies focused on Drive for Five industries as well as Construction, Retail and Hospitality.
- Justice-Impact (Reentry) Initiatives.
- Incumbent Worker Training with backfilling initiatives focused on entry level opportunities.
- Empowers Youth Program (MYP, WIOA In-School and Out-of-School services outlined in the Annual State Youth Plan).

To support the WDB's goals related to having a highly skilled workforce, the WDB and ACJTC work closely with Metro North Adult Basic Education, Anoka Technical College, Anoka-Ramsey Community College and other education and training partners to meet these goals. Activities are

focused on obtaining credential skills whenever possible, connecting job seekers to job opportunities that provide a livable/family-sustaining wage along with equitable opportunities has been an approach allowing the WDB to meet/exceed ongoing program outcomes while meeting the demands of the workforce.

The local vision requires the workforce development system partners to leverage available resources and to assure that Anoka County citizens have the necessary skills to match what employers are reporting they need to have a competitive local, regional, and national workforce of today and tomorrow.

A.3. Describe how these goals relate to the performance accountability measures based on the primary indicators to support regional economic growth and economic self-sufficiency.

The ACJTC leadership team provides daily oversight of the above-mentioned goals and provides regular updates to the WDB on monitoring visits, performance, and project outcomes. In coordination with the WDB, the ACJTC leadership is responsible for daily operations and performance accountability. Utilizing internal and State reports in combination with a return of investment review completed locally in partnership with MAWB allows for service and program adjustments to be made to meet and/or exceed performance and outcome measures.

In coordination with DEED's LMI team to support data-informed decisions are being made. Program monitoring and utilizing partner data demonstrate effective programming therefore contributing to local, regional, and statewide economic success along with building wealth for the local community.

Federal and state program-defined performance accountability measures guide our participant outcomes. Anoka County is committed to meet performance outcomes that DEED negotiates with DOL for the current and future program year measures. The indicators listed below align with a career pathways and sector-system approach, correlate with the WDB goals, and strengthen the current workforce.

Primary indicators outlined in WIOA are described in the section below:

1. Initial Employment Indicator (or Education or Training for Youth) - The percentage of program participants who are in unsubsidized employment/education during the second quarter after exit from the program.
2. Subsequent Employment Retention - The percentage of program participants who are in unsubsidized employment/education during the fourth quarter after exit from the program.

3. Initial Earnings - The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.
4. Credential Attainment - The percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during participation in or within one year after exit from the program.
5. Measurable Skills Gain - The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment.
6. Indicators of effectiveness in employer engagement.

A key principle outlined in the metro area regional plan focuses on the Department of Commerce's Good Jobs Principles. We are committed to these efforts focused on the eight principles that create the framework for workers, businesses, labor unions and federal, state, and local government agencies that share a vision of job quality in the areas of:

- Recruitment and Hiring
- Benefits
- Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Empowerment and Representation
- Job Security and Working Conditions
- Organizational Culture
- Pay
- Skills and Career Advancement

Also, the Minnesota Job Quality Academy (JQA) Team define quality jobs in Minnesota as: The job seeker and employer match of equitable, competitive pay with regular opportunities for advancement, access to family-supporting benefits, holistic empowerment and representation, positive organizational culture, while communities' benefit from greater stability for families as well in the local economy. With its roots in DEED's mission to empower the growth of the Minnesota economy for everyone, the definition of job quality stems from "an economic environment to produce jobs and improve the quality of the state's workforce." Minnesota recognizes that a quality job means different things to different people:

- New Americans may define it as a well-paying job which help establish their new lives in Minnesota and where transportation, English language learning support, and religious and cultural acceptance is the norm.
- Parents may define it as workplace flexibility to attend to their children's childcare, school, and health needs while providing family-sustaining benefits.
- Minnesota's Black, Indigenous, and workers of color who have experienced the deepest disparities in our country and state, as well as bias in the workplace, may define it as a job that provides them 100% of the wages of their white counterparts, equal access to job prospects without discrimination, and a culture of inclusivity.
- Employers will define it as a job that allows their employees to live without stress, empowering them to come to work each day knowing that they are respectfully compensated for their time. Their employees are paid wages which fully support them without relying on public assistance funding.
- Employers can use their quality jobs to see improvements in recruitment and retention, lower turnover and increased positive organizational culture. These benefits will ideally net gains for the employers, such as greater productivity, increased profits, business expansion, and more.

In addition to the specific needs and interests of Minnesota's diverse population, good jobs for all support strong career pathways, positive work culture, skill and knowledge growth and wages and benefits that contribute to quality of life for Minnesota families. These considerations are central to ensuring that job quality work is centered in equity for all stakeholders.

Strategies

The Minnesota JQA team has talked a lot about how improving job quality is a useful tool for employers to attract, hire, and retain talent. In this competitive economy, workers are job hopping to find the best job that fits their needs, and employers need to be competitive in the quality of jobs they offer so they are not constantly having to hire and train employees. The JQA team has talked about developing employer-facing materials on job quality and to find employers who are doing good work in this space.

Collective local, regional, and state efforts with these initiatives support the WDB's guiding values in contributing to the success of individuals and businesses through workforce development services and partnerships that are aligned with these regional economic efforts.

A.4. Describe the strategy to work with the entities within your local workforce development area that carry out the core programs to align resources available to the local area to achieve the strategic vision and goals of the local area board and the state.

When business leaders, employers and workforce development leaders join forces, they can be instrumental in solving the workforce development issues in our community. These leaders can leverage combined capacity and knowledge and be deliberate in implementing solutions to help individuals become employed. As partners, they work effectively in building sustainable relationships and alliances and setting the course for a vision and strategic direction that strengthens the workforce development system.

The outcomes of these collective efforts will strengthen our current workforce, create improved access to work and lifetime learning, and expand opportunities for youth and adults, including those that are underrepresented in the labor market, and enable individuals to acquire the skills needed to be competitive in the workforce.

Many of the core program partners are present at CareerForce in Blaine which allows for efficiencies in program referrals and co-enrollments and enhance program outcomes for participants. CareerForce in Blaine is structured to share reception responsibilities and resources are combined to leverage funding to support a robust menu of needed services. To enhance a variety of customer engagement opportunities offices include interview rooms with technology allowing for virtual connections while supporting a no wrong door approach. It is estimated that 13% of Anoka County residents do not have access to digital literacy and the Career Labs, local virtual rooms and libraries provide that opportunity to them along with staff assistance which for many is a critical service.

A key strategy remains focused on collaborative communication and planning to support services, staffing and funding to best serve employers and job seekers. The One-stop Operator (OSO) is facilitated by the Anoka County Economic Assistance (EA) Department within the Human Services Division of Anoka County. Anoka County EA provides cash assistance programs for Temporary Assistance for Needy Families (TANF) as well as the Supplemental Nutrition Assistance Program (SNAP) and other cash and Health Care Programs. OSO membership also includes: Wagner-Peyser Employment and Training (Job Service), Vocational Rehabilitation Services (VRS), DEED Unemployment Insurance, Veteran Services and Adult Basic Education.

A.5. Describe a best practice or area of strength of the local area as it relates to the State's Vision, Goals and Strategies that should be considered for replication or scale across the state.

Anoka County Job Training Center (ACJTC) staff saw an opportunity to improve the customer's experience and simultaneously create efficiency within the ACJTC Program application process. Staff worked together to develop a more person-centered approach to accomplish that. The

result was the development of an online **Inquiry System**, which enhances the customer's experience from the first point of contact, concurrently, resulting in a more efficient road to resources needed which could include enrollment into one of our programs.

This best practice was recognized with a first-place award at the 2023 Minnesota Association of Workforce Boards Summer Meeting. This system was also presented to statewide workforce development partners that included many DEED workforce partners as well and has been replicated with a varied system with DEED's VRS program along with an integrated system of sorts within the state's Workforce One System.

This local County collaboration with the ACJTC and the County's Information Technology group has confirmed replication quality and directly connects to the state's goal of creating a more inclusive, equitable, accessible, and proactive workforce system to serve all Minnesotans. Employers and the current emerging workforce have an opportunity to prepare for the changing nature of work including new and emerging technology, changing labor market demands, and for the state's shifting demographics, including our new Minnesotans.

The Online Inquiry connects with offsite and onsite customers allowing 24/7 connections to program information and application. ACJTC enhanced the customer experience by having their first point of contact be a Career Counselor. Prior to this, customers were given an application by our Career Lab Staff or an Intake Eligibility Specialist. We have found that speaking with a Career Counselor first has improved their interest and follow-through as they are gaining relevant and insightful information right away. Speaking with a Career Counselor, they learn next steps through the process of applying for programs as well as tools to get their job search started. This process was developed through a continuous improvement project which launched at the onset of COVID. The process was changed to accommodate and provide uninterrupted services during the Pandemic. Phone and Video Technology were used to communicate with customers, followed up by email or mail.

Coming out of the Pandemic, ACJTC staff have added the option of in-person meetings for those who choose to be seen face to face. After completing the inquiry, the customer has the option of a call back or to wait and speak to someone. If they choose to wait, an Admissions Team (A-Team) member will come out and speak to them in person. If they choose the call back option, the A-Team member will call them back within 1 business day.

ACJTC has seen many positive outcomes with this project. One being the receipt of more complete applications due to increased engagement of customers and less confusion with our eligibility requirements.

Also, there is a decrease in processing time for applications due to more complete information leading to increased efficiency in the internal workflow process, resulting in a higher percentage of applications to enrollments in our agency. Some statistics to note:

1. 40+% of clients are not filling out an 11-page universal application and are instead pointed to the resources they are looking for within a 15-minute conversation. This also frees up time spent collecting data on clients (1,178 to date) that are not interested in our programs.
2. The goal was to reduce application to enrollment time from a 6–8 week period to 2-4 weeks
3. 73% of applications are completed within 1 week after inquiry, 53% within 3 days
4. 56% enrollments are completed within 28 days of *application*, 20% within 14 days
5. 40% enrollments are completed within 28 days of *inquiry*, 12% within 14 days

Overall, while improving efficiency within the intake and enrollment process, it has also enhanced the onboarding experience for ACJTC programs and services.

ACJTC project staff launched the inquiry system online through our Public County Website, www.anokacountymn.gov/jtccapply. The system allows for the public to gain access to our Inquiry System, ask program questions and within one business day, a Career Counselor calls via phone and/or a virtual meeting, or meet in person if they choose. There are a few different ways a person can access our inquiry.

1. From the online inquiry link, the customer can complete an interest form online from their own devices i.e., Phone, Tablet, PC, etc.
2. If people have difficulties or are lacking the technology, they can speak with an Eligibility Specialist, who will assist them in completing the inquiry with them.
3. And lastly, onsite in the Career Lab at the Career Force in Blaine, they can use the Kiosk to complete the inquiry. Being onsite, a Career Counselor and an Eligibility Specialist can meet with them in-person or by using one of our Virtual Rooms which provides video/phone connections.

When a person completes their inquiry, a Career Counselor will see the notification in the Online Inquiry System and contact them. They will have a brief conversation with them regarding their inquiry information and begin an initial assessment with them. This includes, but is not limited to work history, training and education, goals, etc. The Career Counselor will share JTC program options and provide helpful resources such as Veterans Services, Careerforce.mn.com, helpful workshops, hiring events, Public Assistance programs, Disability Services, Housing Resources, and Adult Basic Education.

If the Career Counselor and customer feel like one of the ACJTC employment and training programs would be a good next step, they will refer them to ACJTC Intake Team. The Intake Eligibility Specialist will then contact the applicant, give one-on-one guidance regarding the intake process, documentation and information needed to determine their potential eligibility for the program, and next steps. This process is person centered from start to end, so the customer can receive the application via mail, email, or pick up in person.

Jobseeker impact (i.e.: benefits, outcomes for jobseekers)

1. Customer confidence has improved with Career Counselors being the first point of contact. People feel more involved and encouraged when they get to speak with a Career Counselor. The conversation between them is much more impactful, which helps the customer as well as ACJTC gain enrollments.
2. Program enrollments have increased with a faster turnaround application time. Prior to the Online Inquiry system, enrollments were approximately 8-12 weeks, since the implementation, enrollments are now approximately 4 weeks. This is a dramatic decrease in time for the customer, allowing them to get one on one assistance, and re-enter the workforce much quicker.
3. Customers are quickly connected with other resources and partners to begin their job search/training journey, keeping them engaged throughout the process.

Employer/Community impact (i.e.: benefits, outcomes for non-jobseekers)

1. The public can connect to program services, resulting in additional inquiries/people for ACJTC staff to refer to employers in the area, job fairs, and other community resources.
2. Additional access to workshops, assistance with career and job search skills right away allow customers to be better prepared for the workforce, and employable quicker, thus meeting the needs of the employers sooner.
3. Strong relationships with partner organizations support connections to childcare, legal assistance, food support, and other CareerForce partners. These supportive services allow for our customers to be able to join the workforce with less distractions.

A.6. Describe the sectors or occupations of focus for the local area board, including:

a. How those sectors compare to the sectors of focus within your workforce region;

The top employing industries in Anoka County include: Manufacturing, Health Care and Social Service, Retail Trade, Hospitality and Food Services and Construction. The overall unemployment average for 2023 was 2.77% which is below the state and national averages.

The Regional Plan has highlighted alignment and coordination focused on: MSP TechHire, Manufacturing, Construction and Health Care. Note, this list is not inclusive of all the regions efforts concerning industry-lead sector partnerships. Collective efforts to build and expand industry-led sector partnerships will support a more inclusive, equitable, accessible, and proactive workforce system.

b. The demographic makeup of the labor force in those sectors as compared to the local labor force, and how the local area will work to close any identified gaps;

These slides highlight the industry sectors with high and lower shares of jobs both in Anoka County and compared to MN. The regional information attached to this plan compares the region to the state. Also, the WDB will focus on Drive for Five industries and occupations.

The following occupations are in high talent shortages in Anoka County:

- Sales, Food Preparation, Health and Personal Care Support, Printing, Arts, Waste Management and Educational/Child Care.

These slides also reflect identified gaps tied to race/gender, age and utilizing DEED’s data tools can provide additional information related to gender.

Age Group	2012 Share	2022 Share	2012 Median Hours per Quarter	2022 Median Hours per Quarter	2012 Median Hourly Wage	2022 Median Hourly Wage
19 and younger	7.1%	7.6%	131	130	\$7.88	\$15.47
20 to 24	11.3%	9.3%	263	293	\$10.63	\$19.95
25 to 44	41.4%	42.9%	467	452	\$19.00	\$28.85
45 to 54	22.8%	18.3%	480	478	\$21.92	\$31.74
55 to 64	14.3%	16.8%	480	475	\$21.79	\$28.78
65 and over	3.2%	5.1%	260	286	\$14.69	\$21.20
All Ages	100.0%	100.0%	426	420	\$17.00	\$25.42

Industry Sector	Number of Jobs	Share of Total Jobs	LQ	Share of MN Jobs
Fabricated Metal Product Manufacturing	8,682	6.7%	4.2	19.4%
Computer and Electronic Product Manufacturing	5,386	4.2%	2.7	12.5%
Specialty Trade Contractors	7,055	5.5%	1.8	8.3%
Waste Management and Remediation Service	596	0.5%	1.7	7.9%
Warehousing and Storage	1,298	1.0%	1.7	7.7%
Truck Transportation	2,068	1.6%	1.7	7.6%
Furniture, Home Furnishings, Electronics, and Appliance Retailers	1,061	0.8%	1.6	7.4%
Repair and Maintenance	1,643	1.3%	1.6	7.3%
Building Material and Garden Equipment and Supplies Dealers	1,986	1.5%	1.6	7.2%
General Merchandise Retailers	4,328	3.3%	1.5	7.0%
Merchant Wholesalers, Durable Goods	5,263	4.1%	1.4	6.5%
Amusement, Gambling, and Recreation Industries	1,901	1.5%	1.4	6.2%
Motor Vehicle and Parts Dealers	2,144	1.7%	1.4	6.2%
Transit and Ground Passenger Transportation	1,066	0.8%	1.3	6.0%
Plastics and Rubber Products Manufacturing	1,085	0.8%	1.3	6.0%
Support Activities for Transportation	575	0.4%	1.3	6.0%
Personal and Laundry Services	1,542	1.2%	1.3	5.9%
Performing Arts, Spectator Sports, and Related Industries	695	0.5%	1.3	5.8%
Construction of Buildings	1,721	1.3%	1.3	5.8%
Health and Personal Care Retailers	952	0.7%	1.2	5.6%
Miscellaneous Manufacturing	1,463	1.1%	1.2	5.3%
Food Services and Drinking Places	9,941	7.7%	1.2	5.3%
Printing and Related Support Activities	939	0.7%	1.2	5.3%

Race and Ethnicity	2012	2022	Share	MN Share	2012-2022 Change
White Alone	102,574	112,386	82.8%	84.2%	9,812
Black or African American Alone	4,551	10,643	7.8%	7.0%	6,092
American Indian or Alaska Native Alone	615	954	0.7%	1.0%	339
Asian Alone	5,030	8,766	6.5%	5.8%	3,736
Two or More Race Groups	1,598	3,023	2.2%	2.1%	1,425
Hispanic or Latino (of any race)	3,337	6,667	4.9%	5.6%	3,330
Total	114,368	135,773	100.0%	100.0%	21,405

- c. How the local board will make opportunities in these areas known to customers, including employers and job seekers, and how the local board will create, modify or expand responsive workforce development programs and initiatives.

The WDB receives regular presentations from Tim O’Neill, DEED, LMI Analyst and he regularly attends the monthly WDB meetings. Tim provides his services not only to the WDB, but also to local area chamber events, post-secondary and secondary educational entities, business associations, economic development events, municipalities, staff training and business requests. Tim is very enmeshed in the infrastructure of the workforce development system in Anoka County. On May 8, 2024, the ACJTC in partnership with ACRED is cohosting an Economic and Workforce Development Summit in which the goal is to have 150 businesses attend. Tim will be one of the presenters at that event, again sharing LMI information and being accessible to various businesses and partners as noted above.

The WDB and partners utilize Tim’s LMI information to make data informed decisions on all grant applications, career pathway and sector initiatives, incumbent worker outreach and monthly hiring events. LMI updates are shared with not only WDB members, but staff, WIOA and CareerForce partners, other County departments and community stakeholders. Many times, this information becomes integrated in other agendas for discussion.

For example, as staff to the WDB, I as Director am also on the Anoka County Community Action Board (ACCAP) and Anoka-Hennepin Community Advisory and LMI information is shared with those colleagues as the workforce shortage impacts those organizations as businesses but also those populations they serve. As community partners they also assist with community outreach and marketing our services. We also have program links on the Anoka County Human Resources and Anoka County Library websites.

- A.7. Describe the process used by the local area board to provide opportunity for public comment, including comment by representatives from businesses and comment by representatives of labor organizations, and input into the development of the local plan, prior to submission of the plan.

A draft of the local plan is posted on the Anoka County Job Training Center website indicating the dates of the public comment period, and the process to submit comments. A public notice is also posted on the ACJTC website.

A presentation of the Local and Regional plans is provided to the WDB members for feedback and approval. All members receive a copy of the draft Local and Regional plans and are notified on all public comments for review and consideration of plan inclusion. This transparent and inclusive review and comment process ensures that businesses, labor organizations, and other key stakeholders have the opportunity to participate in a coordinated workforce development system. As earlier stated, all comments received by the designated deadline are fully reviewed, and researched for plan inclusion which will end before the plan is submitted to DEED meeting the required deadline.

When DEED shared WIOA Local and Regional planning documents, the planning guidance and templates were shared with all WDB members. These planning documents were also discussed at the local OSO meetings and reviewed with key WIOA Title stakeholders such as Job Service and Veteran Services, Carl Perkins, ABE, and VRS to provide input on sections relevant to their respective programs and assisted in the development of the local plan.

Would also like to highlight that the metro region held a Coffee and Conversation virtual meeting session on February 21, 2024 to review local, regional and state planning. Pleased to share that Anoka County had representation at that meeting from Vocational Rehabilitation Services, Wagner-Peyser, Adult Basic Education, Anoka County Community Assistance Programs, Economic Assistance (OSO), and Economic Development. This is an indicator of how active our partners are at the local level and how they invest and engage both locally and regionally.

A.8. Describe how the local area is working together to prepare the workforce for state and federal investments in the Bipartisan Infrastructure Law (BIL), the Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act, and the Inflation Reduction Act (IRA) (collectively referred to as Investing in America (IIA)).

This will be coordinated at the regional level among six local areas, with local boards providing input based on the possible impact of these state and federal investments within each of the local areas. Initial meetings of the local area directors have shown many differences in how this will impact each local area based on employer demographics.

Through a weekly communication framework of the metro directors, different directors are assigned per funding source and areas of expertise to be the point-persons for those conversations with various stakeholders. This strategy reduces redundancy within the public-system, streamlines conversations, and moves to action on these grants more quickly.

Information shared regarding the “Future of Work” services is ongoingly discussed as this focuses on emerging workforce trends and opportunities available through state and federal investments.

SECTION B: PROGRAM OPERATIONS

CareerForce Operations – Connection to Services

B.1. Describe how local area boards will work with each other, core title providers and available data to designate at least one CareerForce Center per local workforce development area as comprehensive and make recommendations on recognizing affiliate and standalone partner sites.

There is only one comprehensive CareerForce Center in Anoka County (Local Workforce Development Area 12), there are no affiliate and standalone partner sites. Located at 1201 89th Avenue Northeast, Blaine at the Blaine Human Service Center (BHSC). All core title providers are co-located here along with another 10+ community-based organizations, Anoka County Economic Assistance and Public Health. The CareerForce Center in Blaine remains one of the busiest, most comprehensive Center’s in the state.

This location is highly accessible, with free parking and bus-stop transportation options. In addition to OSO meetings, BHSC tenants attend a quarterly tenant meeting in which program and event information can be shared. Due to the close proximity of partner locations along with connected partners, customers feel very welcomed, and partners focus on referrals to one another with a warm handoff when possible. Bringing the customer to another partner location and introducing them to the front-line staff can be very effective in assisting customers feel heard and provides the highest level of customer service.

B.2. Describe the strategies to ensure proper connectivity and coordination among the physical sites within the local workforce development area.

Quarterly OSO meetings along with agency professional development days are strategies to ensure colleague connectivity and coordination. Regular updates are shared at the WDB meetings where all title members have active board terms and share information with their organizations. OSO, WDB and building tenant meetings provide opportunities for partners to discuss issues that impact services, service needs, continuous improvement strategies, funding opportunities and/or needs, provide information sharing such as resources and focus on coordinated collaboration.

Monthly CareerForce management meetings take place which include the CareerForce site supervisor and Job Service Supervisor meeting to coordinate Career Lab and Center needs. The ACJTC leads provides joint reception for JTC, VRS and Job Service which allows customers to experience seamless access to services in a very coordinated manner. The ACJTC also coordinates monthly Employer of the Day activities and the bi-monthly hiring events which information on employer attendees and job openings are shared with all building tenants to share with the communities they serve.

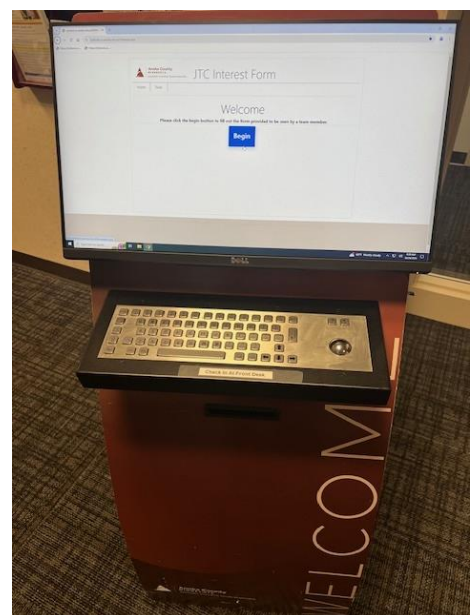
With core Title I services and providers consolidated at one comprehensive center, access to a diverse menu of services are available in person, by phone, virtually, walk-ins or by appointment.

B.3. Describe the strategies to ensure proper connectivity and coordination among the service providers within the local workforce development area.

As indicated in the previous question, a variety of effective strategies are used within LWDA 12 to ensure and enhance partner connectivity and coordination. This comprehensive collaboration has been in place for close to 30 years resulting successful and award-winning best practices, grants and outcomes as well as being a pillar within the community known for great services and community action. For additional information regarding partner services, refer to Attachments A and B and the attached draft.

B.4. Describe other strategies that will be used to maximize services and access to services, such as non-traditional hours or using partner facilities.

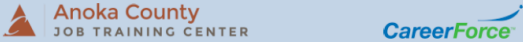
ACJTC is located at the Blaine Human Services Center which hosts 20+ WIOA and community-based partners. The CareerForce in Blaine is open Monday through Friday from 8:00 am – 4:30 pm and services are available in-person and virtually. In late 2019, the ACJTC completed a continuous business improvement process to look at the intake and application process for the employment and training programs. This resulted in a developing an online intake process that allows community members and the business community to reach out to us 24/7 at www.anokacountymn.gov/jtcapply. There is a kiosk available in the Career Lab which visitors complete an information page and the Career Lab Specialist is available to assist them immediately with their inquiry and requests



ensuring a connection to services. Individuals visiting our location many times are experiencing a crisis of some kind and/or have time sensitive needs.

This online inquiry system allows individuals to reach out to us any day of the week and at any hour of the day. ACJTC Career Counselors will follow-up with this program inquiry within one business day to provide information on resources, program opportunities and/or job search assistance. This successful program enhancement won first place at the Minnesota Association of Workforce Boards 2023 annual meeting. A similar system now has been replicated at the state level via Workforce One (WF1) with Vocational Rehabilitation Services implementing a program inquiry and now WF1 offering something similar to statewide workforce development providers.

ACJTC has provided services at partner libraries for over ten years, rotating between different service centers at different times during the year. As long-term partner, the libraries have been a referral source for our programs and services as we do regular partner updates on our programs and services so that the library staff are informed and provide a light touch to those that inquiry our services, resulting in a warm-handoff to our staff. There are eight community libraries in our county and each library has ACJTC/CareerForce program and services cards at each computer.



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Being a department within the Human Services Division allows for seamless collaboration and service coordination with other departments such as Economic Assistance, Community Corrections, Public Health Nursing and Community Social Services & Behavioral Health. These partnerships and regular meetings with department directors support expansion of program and services awareness which support ease of program referrals and partnering.

We also have extensive partnerships with 8 County and neighboring Chambers and our local Community and Technical College which we regularly partner with on several levels. Most recently on April 10, 2024 we coordinated the Anoka County Career Fair held at the Anoka Technical College resulting in 650 attendees and over 125 businesses. Also on May 2, 2024 we are cohosting a Big Ideas event held at the National Sports Center in Blaine. This event is focused

on career exploration and a hiring event with 25-30 businesses focusing on high school students (adults welcome as well) showcasing career pathways, summer internships/jobs and career opportunities. On a monthly basis we average 5+ outreach events supporting all of our programs and services.

The ACJTC has extensive community partnerships and extremely close relationship with high-schools, charter schools, alternative learning settings, educational partners, advisory committees and groups. These collaborations and partnerships provide county-wide and system-wide impact supported with the workforce development memorandum of understanding.

B.5. Describe the strategic approaches to ensure all elements of Career Services are available at service locations or online, including services for youth and individuals with barriers to employment or service access.

Anoka County has made significant investments in the CareerForce Center in Blaine with remodeling the combined reception area which allows for a one-point access entry for customers to be directed to their service point, i.e. ACJTC career counseling staff, Vocational Rehabilitation Services, Veteran's and/or Job Service staff. The CareerForce in Blaine has been held as one of the most comprehensive locations in state that provides several entry-points for customers supporting a no wrong door approach. Services have been bolstered with in-person connections with state-of-the-art interview rooms supported for in-person meetings and/or virtual meetings. The location also supports "Jabber" rooms with technology that supports job interviews for those that do not have access to digital technology.

As a Title I provider we provide the spectrum of services for youth and young adults to senior services along with serving individuals with barriers to accessing services and employment. Along with providing online connections to career counselors there are also online and in-person workshops, career exploration/assessments, networking activities and highly successful, bi-monthly hiring events onsite.

Also, the CareerForce in Blaine leadership team has site meetings with the ACJTC CareerForce Site Manager, Career Lab Supervisor and the Job Service Manager twice a month to review service, staffing and planning needs. The One-Stop Operator (Anoka County Economic Assistance) coordinates quarterly meetings in which all WIOA partners are invited to meet and discuss local service needs.

There are three types of "Career Services": basic career services, individualized career services, and follow-up services. The LWDA works closely with local partners and stakeholders to plan and

provide basic career services in the Career Lab through assessments and referrals to appropriate services and programs. *Basic Career Services* include:

- UI applicants are often referred to Dislocated Worker Programs, Veteran Services, Adult Basic Education (ABE), Job Search Workshops and Career Lab services.
- Customers attending Career Exploration Workshops include LMI and demand driven industries information and are informed about and can apply for Youth, Adult, Dislocated Worker, or Career Pathways Programs.
- Youth drop-in vocational and career counseling services.
- Online program inquiry system.
- Menu of Programs and Services are available in the Career Lab, ACJTC website and the CareerForce platform.
- In person and virtual hiring events open to the public.
- Career Lab staff assist job seekers complete online UI applications and register on the Customer Registration System (CRS) and www.minnesotaworks.net. Assistive technology is also available for use in the Career Lab.
- Veterans receive priority services and once identified, they meet with an employment counselor or our local DVOP/LVER during their visit for more in-depth assistance.

We also have access to “limited” support services provided by local community-based organizations that provides funding to assist veterans with their job search and employment needs or transportation services based on eligibility criteria.

When CareerForce staff have determined a customer is appropriate for *Individualized Career Services* and meets basic eligibility requirements, additional comprehensive assessments are completed and individual employment plans are created with job goals, career planning, and short-term training with steps to overcome barriers to employment. Co-enrollments are common and encouraged from Vocational Rehabilitation Services, Veteran Services, ABE, MFIP, SNAP E & T, Adult, Dislocated Worker, Youth and Career Pathway Projects. Lastly, *Follow-up Services* continue to be offered to participants who are placed in unsubsidized employment, for up to 12 months after the first day of employment.

B.6. Describe how the local area board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means.

The LWDA understands the importance of universal access to career services provided through the one-stop delivery system and continually looks for opportunities to enhance these services

through the use of technology, job search and career workshops, staff triage/counseling assistance and the use of social media. The LWDA will continue to work with local partners, staff, and State partners to look at viable and affordable technology enhancement options. The continued expansion of the CareerForce virtual platform and discussions of a new labor exchange replacing Minnesota Works supports access to services. However, in person services have been critical to the community of job seekers and businesses we serve. Walk-ins continue to increase each month as individuals have a variety of needs from receiving unemployment assistance and/or career counselor and employer connections or other services received at our one-stop shop. Due to the vast programs and services we provide, all program providers such as VRS and Job Service have mutual benefit based on the employer events we host, workshops and/other events such as Naturalization Clinics, multi-cultural events or housing workshops to name just a few.

B.7. Describe how the one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and programs carried out by one-stop partners.

Minnesota is compliant with an integrated technology-enabled case management information system. The LWDA uses the state system, Workforce One, to determine eligibility, track participants, provide ongoing case management and run reports. All Title I programs in the LWDA have transitioned using DEED's WF1 Electronic Document Storage (EDS) features and has an integrated and consistent process all programs follow. The ACJTC process has been highly regarded as a best practice statewide. The state is currently developing an EDS policy and has reached out to the ACJTC team as the policies and practices in place have been regarded as a highly successful model considered for statewide replication supporting an efficient and accurate monitoring and data-validation system.

Workforce One allows staff to view current and past program enrollments and to connect with other service providers to coordinate services. Staff utilize the state's Workforce One client tracking system on a daily basis and are versed in data quality assurances and monitoring program outcomes.

Starting in 2019, the ACJTC Diversionary Work Program (DWP) and Minnesota Family Investment Program (MFIP) staff started marketing and using the MFIP Connect app, now known as WF1 Connect. The program staff actively participated in the discussion and planning activities and supported DEED and DHS with the statewide rollout plan in 2021 as this app expanded to other programs and services outside the public assistance realm.

B.8. Describe how supportive services, such as transportation and other needs, will be coordinated to better serve individuals with specific barriers to training, education and employment.

Support services are available to program-enrolled participants to support participation in employment and training services. The ACJTC programs have support service policies that may provide a spectrum of support services such as transportation mileage assistance, car repair or other barriers that impact their participation in training/education, job search, employment, and job retention.

ACJTC is the employment and training provider of all the WIOA Adult and DW, State DW and WIOA Youth and State Youth programs as well as SNAP E & T, DWP/MFIP and SCSEP along with several Career Pathway Projects such as the DEED Re-entry and Drive for Five programs and several Pathways to Prosperity projects over the years. The first option for assisting a customer with their support service need is to assess and refer to community resources if possible. Co-enrollment is optimized whenever possible to leverage resources using various funding streams in a more comprehensive manner.

Within ACJTC programming options, co-enrollments enhance funding leveraging opportunities and other grants and scholarships are sought out to enhance the customer's financial package for post-secondary success to support training costs and associated costs such as books, testing fees and certifications.

Financial aid applications are required of customers needing funding for college programs. We are fortunate to have Federal TRIO staff onsite to assist students with navigating and accessing a completed financial aid system. The TRIO staff member is a Financial Specialist that provides individualized one-on-one financial aid counseling and hands-on application assistance. TRIO Programs are Federal outreach and student services programs designed to identify and provide services for individuals from disadvantaged backgrounds. TRIO includes eight programs targeted to serve and assist low-income individuals, first-generation college students, and individuals with disabilities to progress through the academic pipeline from middle school to post baccalaureate programs.

Local support service policies are aligned with DEED and Department of Labor (DOL) policies specifying types of expenses that may be paid to enrolled customers to support the employment and training goals. Financial need is determined using a training budget worksheet and available support services are reviewed.

Local coordination is enhanced with transportation funding from the Anoka County Community Action Program for a Transportation Coordinator integrated onsite with ACJTC staff that provides short and long-term transportation planning along with car repairs and insurance assistance. Transportation referrals are also made to Victory Auto providing affordable car repair assistance to low-income Anoka County residents. These supports are critical to all and especially to programs that do not have equitable support service funding such as SNAP E & T, Senior and Veteran programming.

The Anoka County Library also has free mobile WIFI hotspots available for check-out which assist community members connect to the internet from anywhere. This service allows individuals to work on the go and have access to information when they need it.

Other support services may include, and not limited to:

- Linkages and warm hand offs to community services
- Public assistance such as emergency needs, cash, medical or food assistance
- Transportation assistance via ACJTC Transportation Coordinator
- Child care
- Housing
- Career Exploration and related assessments
- Legal aid and Naturalization connections
- Public Health Nursing or WIC

CareerForce Operations - Accessibility

B.9. Describe strategies that will be used to leverage technology for services and ensure compliance with accessibility standards.

Anoka County is continuing to enhance online information and services by adding remote access options such as – program descriptions, special event announcements and alerts on our website, dedicated Facebook page, county Twitter account and the website based online inquiry system. The county and state websites meet all ADA standards for accessibility as well as all of our marketing information such as program fliers. Also, SNAP and UI provides online guides and instructional videos that provide program access and options.

ACJTC has an efficient application process which screens for multiple program options as well as maintaining an online system which provides equitable access. Virtual and phone intake options are also available service strategies promoting accessibility. Also, the Career Counselors are working with youth and young adults using text messaging to inform participants of upcoming

events and reminders for deadlines such as time reporting for work experience. Leveraging and modernizing technology supports increased accessibility which is critical to ensure equitable and inclusive access and takes multi-faceted investments locally, regionally, and statewide.

CareerForce in Blaine is compliant with accessibility standards and works closely with the DEED WIOA Equal Opportunity Office and other WIOA partners such as VRS and SSB. These efforts ensure compliance and assistive technology options are available so CareerForce in Blaine maintains accessibility compliance.

B.10. Describe the replicated cooperative agreements (as defined in section 107(d)(11) of WIOA) between the local area board or other local entities described in section 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 U.S.C. 721(a)(11)(B)) and the local office of a designated state agency or designated state unit administering programs carried out under title I of such Act (29 U.S.C. 720 et seq.) (other than section 112 or part C of that title (29 U.S.C. 732, 741) and subject to section 121(f)) in accordance with section 101(a)(11) of such Act (29 U.S.C. 721(a)(11) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

The LWDB and VRS collaborate to enhance services to individuals with disabilities, individuals with other barriers to employment, and individuals living in poverty. The MOU establishes a basic agreement for provision of outlined services provided by vocational rehabilitation within Anoka County. Services in the LWDA are co-located at the Blaine Human Service Center which includes a variety of community-based organizations and services that provide a rich array of resources (at one location) along with enhanced partnerships and access to a wide variety of services to the community we serve. The Career Lab staff are well-versed in CareerForce programs and services and provide an overview of services available to assist job seekers. Job seekers are well informed of one-stop partner services and can connect with VRS ultimately having a choice of a service provider.

VRS staff works with the consumer and provides program information and services resulting in the consumer making an informed decision. Direct service that staff participate are cross-trained to ensure they understand the services offered by the various one-stop partners, and basic referral and criteria for each program. Local Career Lab staff reach out to VRS staff to coordinate local customer consultation for service inquiries.

The VRS Area Manager is a member of the LWDB and plays an active role with local and regional strategies as well as providing local information to the VRS team on initiative developments such as incumbent worker training programs, customized training programs, career pathways initiatives, youth services, hiring events and other business services.

The ACJTC is a preferred vendor for the Pre-employment Transition Services (PRE-ETS) with VRS and the ACJTC Empowers Staff collaborates with VRS staff, community schools and businesses looking at placing youth and young adults with disabilities in work-based learning opportunities.

As part of the regional coordination supported by the metro area workforce directors encompassing the seven-county metro area, deliberate and proactive alignment of policies and practices is of high priority.

The method maintained by the metro area uses to create the alignment through shared policy is trifold. First is through weekly metro director meetings, second comes from a dedicated work group of metro program managers from the seven service areas that meet monthly prior to the Minnesota Association of Workforce Boards (MAWB) Job Seeker Services Committee. Lastly is the OSO Committee ensuring the dissemination of and support of program and project information.

B.11. Describe how entities within the one-stop delivery system will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990, regarding the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities including providing staff training and support for addressing the needs of individuals with disabilities.

The CareerForce locations are mandated to comply with section 188 of the Americans with Disabilities Action of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities including providing staff training and support for addressing the needs of individuals with disabilities.

On a statewide level, an accessibility assessment is completed at each CareerForce location, prior to certification and at intervals on an ongoing basis. The CareerForce in Blaine meets all accessibility standards and follows this review and maintains communication with the WIOA EO Officer Director, Heather Stein and team, to maintain compliance with this mandate. Regular participation in monthly EOO statewide meetings/trainings allow timely changes to local EOO requirements. Capacity building for staff includes training on effective communication and

service to people with a variety of disabilities through training offered by our local Disability Resource Coordinator, DEED EOO staff and VRS partner staff.

CareerForce Operations – EEO Compliance

B.12. The local workforce development area and their partners are aware of the responsibilities of the Equal Opportunity Officer, including attending DEED sponsored EO Training?

Yes X

B.13. The local workforce development area is aware of and conducts annually a physical and program accessibility review.

Yes X

B.14. Does the local workforce development area have in place an agreed upon WIOA Discrimination complaint process per the regulations?

Yes X

B.15. Does the local workforce development area have in place an agreed upon WIOA Program Complaint Policy per the regulations?

Yes X

B.16. Does the local workforce development area have in place a language access policy and plan? Describe your local workforce development areas language access policy. If you do not have a policy in place, use the following link as a guide in creating your policy Language Access Assessment and Planning Tool for Federally Conducted and Federally Assisted Programs (lep.gov). This link on pages 9-15 includes sample assessments, questions and information on: 1) Understanding how LEP individuals interact with your agency; 2) Identification and assessment of LEP Communities; 3) Providing language assistance services; 4) Training of staff on policies and procedures; 5) Providing notice of language assistance services. Should you have questions pertaining to your LWDAs language access policy contact the Office of Diversity and Equal Opportunity at DEED.ODEO@state.mn.us

Yes X

Anoka County has a Limited English Proficiency (LEP) plan that is updated annually, and staff complete annual training. The state also has a LEP plan available if additional guidance is needed.

B.17. Describe the affirmative outreach strategies your local workforce development area will employ to recruit participants that are representative of the populations in your region. (You may also attach an outreach or engagement plan if one exists for your LWDA).

The ACJTC has a robust and comprehensive outreach plan and calendar that is maintained on a daily basis for the Anoka County area and also shared with the metro region for inclusion opportunities. ACJTC Career Counselors are working onsite and/or engaged at several organizations throughout the LWDA, which include and are not limited to: Anoka Technical College and Anoka-Ramsey Community College, Hope4Youth and Hope Place, YMCA's Stepping Stone Shelter, several food shelves and local events at libraries, high schools and community events such as the upcoming Anoka County Senior Expo.

ACJTC also has expanded outreach with an equity focus with an increased presence with Fridley and Columbia Heights school districts, libraries, and community centers.

CareerForce Partners

B.18. Describe the roles and resource contributions of the one-stop partners.

The roles and responsibilities and resource contributions are defined in the LWDA Memorandum of Understanding (MOU) and Infrastructure Funding Agreement (IFA). In November 2023, Nicole Swanson, Director of the ACJTC and staff to the Anoka County Workforce Development Board facilitated a series of three MOU/IFA discussion/negotiation sessions with local partners including Juanita Borton, CareerForce Systems Operations Coordinator and a draft MOU and IFA were completed to bring forward for Workforce Development Board approval.

The MOU outlines how each partner has defined the services they provide, how services are delivered, activities provided and methods of referrals. The IFA outlines resource contributions for onsite and non-located partners based on proportionate use and relative benefit and staff office space.

However, that approval was placed on hold as the DEED partners are re-evaluating their IFA contributions. The ACJTC checks in monthly with the DEED negotiating team for updates on their review. Once feedback is received, the ACJTC will update the IFA information and resend the MOU and IFA for a final review by all partners before approval by the Workforce Development Board.

B.19. Describe how the local area board will ensure continuous improvement of eligible providers of services through the system.

The Anoka County Job Training Center is the designated provider for the Anoka County Workforce Development Board for all Title I WIOA programs and employment training programs and services. Performance measures are maintained with meeting and/or exceeding state and federal outcomes. Fiscal integrity is maintained at the platinum level passing all local, state, and federal monitoring and audit requirements.

B.20. Describe the local workforce development area's processes to assure non-duplicative services and avoid duplicate administrative costs.

As the Title I and employment and services provider for Anoka County, the ACJTC provides these services therefore avoiding duplication. To enhance non-duplicative services, the OSO committee discusses partner services and supports strategies that support strategic partnerships allowing partners to focus on their areas of expertise. Additionally, these strategic conversations take place with partners such as Anoka County Community Assistance Programs (ACCAP), Metro North Adult Basic Education, school advisory committees, and ATC Professional and Workforce Training Center. Regular partner meetings support discussion and information sharing to avoid duplication of services and costs, therefore elevating the services provided in the LWDA.

B.21. Describe how the Memorandum of Understanding will be or has been developed and used to ensure commitment of resources from service providers and required partners.

The MOU outlines how each partner has defined the services they provide, how services are delivered, activities provided and methods of referrals. Veterans and their family members receive priority services for WIOA programs and services. The purpose of this Memorandum of Understanding (MOU) is to define the roles and responsibilities as mutually agreed by the parties for the operation of the One-Stop Service Delivery System in Anoka County Local Workforce Development Area 12 – Anoka County Workforce Development Board as required under the Workforce Innovation and Opportunity Act of 2014 (WIOA).

Partner meetings and ongoing collaborative partner initiatives support continued partner commitment. The LWDA has a draft MOU awaiting completion of the IFA for final partner review and approval. The MOU can be revisited and amended as needed during the agreement period and/or as partners are added and/or changes take place. The LWDA has had long-standing and

successful partnerships outlined within the MOU. The MOU covers a set of broad commitments to support and ensure a clear understanding for partners.

The LWDA, through the OSO committee and staff of the ACJTC will discuss services, strategies, and local needs on a quarterly basis, if not more frequently and regularly reconcile IFA costs as changes occur.

B.22. Describe how local area boards will ensure state policies on infrastructure funding requirements are adhered to and the process for addressing any discrepancies or disagreements.

The LWDB follows the Infrastructure Funding Agreement (IFA) guidance and framework developed by DEED and supported by the CareerForce Systems Operation Coordinator. This policy outlines the guidance needed to offer optimum infrastructure to meet job seeker and business needs.

The LWDB will ensure that staff are informed and trained on infrastructure funding requirements and protocols for addressing discrepancies using guidance from DEED in partnership with MAWB. The WDB will rely on existing MOU's and internal audit processes to address any compliance issues. Local discussions and negotiations were completed at the end of November 2023 and final information from DEED will complete the IFA process. If disagreements occur, additional discussions with individual partners or in conjunction with the OSO committee will occur, although none are anticipated.

B.23. Describe how local area boards, who contract out for provider services, will ensure that providers fully participate in infrastructure funding requirements and the alignment of service delivery within the local workforce development area 134(c)(3)(G) of WIOA.

The LWDB does not contract out for provider services.

B.24. Describe the competitive process to be used to award the sub-grants and contracts in the local workforce development area for activities carried out under section 107(d)(16) WIOA.

The LWDB does not sub-grant services under section 107(d)(16). The ACJTC is the sole provider of Title I WIOA services of WIOA Youth, Adult, and Dislocated Worker Services.

B.25. Describe and identify the entity responsible for the disbursement of grant funds described in section 107(d)(12)(B)(i)(III) of WIOA.

The Anoka County Board of Commissioners has a Partnership Agreement with the LWDB and has designated the Anoka County Job Training Center to serve as the local grant recipient and serves as the fiscal agent for WIOA Title I funding under WIOA section 107(d)(12)(B)(i). The ACJTC provides projects, work plans, budgets, etc. for review and approval to the LWDB and also to the Anoka County Human Services Committee (department committee of jurisdiction) and Board of Commissioners when required.

Levels of Performance

B.26. Describe how the local levels of performance negotiated with the Governor and chief elected official will be used to measure the performance of the local workforce development area and to be used by the local area board for measuring the performance of the local fiscal agent, eligible providers under subtitle B of WIOA and the One-stop delivery system.

Local levels of performance are negotiated annually with DEED once DEED has negotiated state levels of performance with USDOL. The ability to meet or exceed annual performance determine whether the LWDA continues to be the designated as LWDA #12. Locally the ACJTC leadership team, in coordination with the ACJTC System's Coordinator and DEED, monitors LWDA 12's performance and all of the DEED programs annually including fiscal reviews and monthly reporting to DEED.

Local performance goals are used as benchmarks to measure program success and areas for improvement. To assist with timely performance monitoring the ACJTC Systems Coordinator uses tools provided by DEED (MNPerforms, data provided through rosters) and WF1 reports to monitor potential performance issues monthly. The ACJTC leadership team meets bi-monthly or as needed to review progress and areas requiring program staff follow-up and/or research to coordinate system updates. Monthly reports outlining data analytics are reviewed by the program manager, supervisors and career counselors to review outcomes or indicators requiring follow-up. When needed the system coordinator and/or program manager and supervisors reach out to DEED program staff and/or WF1 staff for technical assistance.

If the LWDA were to contract out program services, staff and the LWDB would monitor performance attainment to determine renewals of contracts. Annual reports are provided to the LWDB and in past years the ACJTC has successfully achieved performance measures. Should

LWDA's not meet performance measures, the State along with the LWDB will work to develop a performance improvement plan to ensure immediate, corrective action.

As Minnesota prepares for negotiations with DEED on local performance measures a review of local trends are reviewed and shared with DEED leadership. Specifically, negotiators need to consider:

- Anticipating serving higher numbers of racially and ethnically diverse participants in all programs.
- Planning for increased clients facing higher levels of financial hardship and barriers effecting.
- Dedication to reducing statewide employment disparities.

B.27. Describe the actions the local area board will take toward becoming or remaining a high-performing board, consistent with the factors developed by the state board.

In the last State WIOA plan the Governor's Workforce Development Board (GWDB) developed a Strategic Governance Reference Guide for the GWDB and LWDB's as WIOA emphasizes high performing and strategic boards. This overarching vision has long been valued by Anoka County and throughout the existence of the board has practiced many of the GWDB's recommendations and is focused on transformational efforts beyond transactional. The LWDB strives to remain a high-performing board by:

- 1) Embracing and communicating the workforce development vision
- 2) Supporting and leading employer-led quality sector partnerships
- 3) Prioritizing solutions for racial and economic disparities in education and employment
- 4) Achieving outcomes and results through alignment with system partners and leveraging federal, state, and philanthropic resources

High-performing key elements include:

- Focus on strategy via local, regional, and state plans
- Data-informed decisions and performance tools for accountability
- Develop policies for system planning and funding
- Provide leadership to the workforce development system to create sustainable change

At the Fall 2023 GWDB planning session, the GWDB's propose committee structure was discussed with the intent to have infrastructure in place that supports success outcomes with the state, regional and local plans. Also, at the September 2023, DEED's Workforce Forum the state's strategic vision, goals and strategies were discussed, and joint feedback offered.

The GWDB director has a strong connection to MAWB and the local LWDB directors and this continuity and the ongoing connections with the MAWB and GWDB and LWDB members makes Minnesota's workforce development system one of the strongest, highest-performing in the nation.

The LWDB uses a board orientation packet that the MAWB developed as a template for local boards to use, allowing insertion of information specific to the Local Area's Board. Included in this work are the key elements (factors) for strategic, high-performing boards listed above. MAWB has always been committed to supporting LWDB's growth and maintaining strong performance as a collective State. Board members statewide have access to training that has been developed by committees of the association. Recently, a series of policy training topics was provided to the board members statewide. In addition, members in leadership roles have the opportunity to attend the annual statewide association conference which provides speakers, panels and discussions on relevant and timely workforce topics.

Statewide, the MAWB has always been committed to supporting LWDB's growth and strong performance. Board members statewide have access to training that has been developed by committees of the association. Recently, a series of policy training topics was provided to board members statewide. In addition, members in leadership roles have the opportunity to attend the annual statewide association conference which provides speakers, panels and discussions on relevant and timely workforce topics.

The LWDB evaluates its goals and objectives on an annual basis to track progress and needs for updates due to changing economic or social conditions. The board orientation materials include these key elements for strategic, high-performing boards by the GWDB.

Also, annually the LWDB participates in strategic planning sessions and/or conversations focused on the following topics: Workforce Strategies for the Future, Economic Develop and Workforce Development Intersections, Employer-Led Sector Partnerships, and the Good Jobs Principles to name a few.

The LWDB is highly engaged group of business and community leaders who actively participates in monthly meetings and discussions. Many board members are involved in various community and related advisory groups and participate in work groups as they arise.

Local Workforce Board Governance

B.28. Briefly describe the local area board’s policy and timetable for filling vacancies, replacing/reappointing individuals whose terms have come to an end. Include in your description any plans to fill the terms that will be expiring as of June 30, 2024.

Membership of the LWDB is WIOA compliant and an updated Board roster has been provided to Commissioner Matt Varilek as part of the Local Designation process supporting membership has balanced representation from industry sectors, labor, economic development, and education. The LWDB’s policy has consistently been to maintain a full membership board and if a vacancy occurs to work with the County Administration, LWDB Board Chair, Economic Development and local chambers to fill vacancies within 60 - 90 days.

Identification of individuals includes those who have major decision-making, ownership or high-level management and hiring authority within their business or organization, with an emphasis on individuals who represent the local and regional targeted key industries and occupations in demand maintaining compliance with WIOA requirements and has 19 members.

Board terms are two-years and board members are contacted approximately two months prior to the end of their term to see if they are interested in continuing to serve on the board. All nominations and term renewals along with accompanying documents assuring compliance with WIOA are electronically maintained by the ACJTC, administrative entity for the LWDA.

B.29. Is your local area board currently in compliance with WIOA?

Yes _____

No _____

If No, what steps will be taken to bring your local area board into compliance by June 30, 2024?

The LWDA has one opening in the Health Care sector and is awaiting a new designee from Allina HealthCare Systems. Due to workforce shifts, their designee has transitioned. A recent meeting with Allina’s Director of Pubic Affairs confirmed a strong interest in continuing to play an active role on the LWDB and an application is anticipated soon.

B.30. Please include in Attachment B the composition of your board, including the sectors represented on the board, and to the extent practicable, the demographic makeup of your board.

Attachment B included.

SECTION C: PROGRAM AND SERVICE DELIVERY

Local Area Board Program and Service Delivery

C.1. Describe how the local area board, working with the entities carrying out core programs will expand access to employment opportunities for eligible individuals, particularly eligible individuals with barriers to employment.

The LWDA is committed to providing wide and comprehensive access to employment opportunities for eligible individuals, particularly eligible individuals with barriers to employment. Based on the co-location of many of the WIOA partners we are able to provide seamless referrals and co-enrollments to enhance participant services and outcomes while leveraging funds and resources. Vocational Rehabilitation and Wagner-Peyser staff are trained on all the services and programs available at CareerForce in Blaine and provide information to their program participants during one-on-one appointments, follow-up calls and online inquiries.

Supportive service funds enable participants to continue their employment search and training when finances present barriers. Employment counseling ensures that participants are guided toward jobs that meet their individual needs and training that can lead to a job in demand and/or a career pathway.

ACJTC is the sole employment and training provider in Anoka County of WIOA Adult and DW, State DW, WIOA and State Youth and MFIP/DWP, SNAP E & T and SCSEP as well as other specialized Career Pathway programming which allows staff to be well versed in program and referral options. Due to the fact that CareerForce in Blaine is housed and coordinated within local county government, staff at all levels are involved with cross-functional teams and attend meetings with adult and youth social workers, economic assistance and correctional staff serving individuals who qualify for and are enrolled in WIOA Core Title I-B programs. Individuals include youth in foster care, youth with developmental disabilities, youth and adults who are offenders, youth and adults with mental health concerns.

ACJTC is working with the Department of Human Services (DHS) and is a provider for the Family Opportunity through Coordinated and Unduplicated Services (FOCUS) which provides resources to families granted certain forms of humanitarian protection status. Building, achieving and maintaining self-sufficiency is a main program goal via a collaboration of supports and networks which include DHS's Office of Refugee and Resettlement Services, Minnesota Consortium of

Churches (MCC), International Institute of Minnesota (IIM), Arrive Ministries, Family Assisters (e.g. YMCA), Lutheran Social Services (LSS), Ukrainian America Community Center (UACC), and the Afghan Community Center.

In collaboration with key stakeholders, partners and workforce development board members, outreach and services are diverse and complemented with projects focused on justice impacted individuals, incumbent workers, refugees and immigrants and particularly those with high barriers to employment.

C.2. Describe how the local area board, working with the entities carrying out core programs, will expand access to supportive services for eligible individuals, particularly eligible individuals with barriers to employment.

Access to supportive services aligns with the expanded access outlined in C.1. Opportunities focused on co-enrollment allow for an individual to have varied options with regards to support funding which can assist them while job searching, completing training, or transitioning to employment success. Leveraging co-enrollment in programs provides program staff to locate options and funding available per policy.

The ACJTC has had a long-standing and strong partnership with ACCAP and for over 10 years ACCAP has provided the ACJTC funding to support program gaps such as senior services, SNAP E & T, veteran support services and other supportive services such as transportation funding. Leveraging local funds such as this and/or previous Cares Act funding reflects successful initiatives that the LWDB has used to expand access for supportive services.

C.3. Describe how the local area board will facilitate the development of career pathways, co-enrollments (as appropriate) and activities that lead to industry recognized post-secondary credentials that are portable and stackable.

LWDB assumes a strategic role in providing oversight of services delivered in the LWDA. Community leaders, stakeholders, and business leaders from across key industry sectors representing small, medium, and large businesses are well positioned to provide just in time information on local labor market demands and trends. Their first-hand knowledge, paired with regional labor market data, assures the LWDA provides an array of employment and training services that meet the needs of displaced, unemployed, and underemployed workers.

The LWDB uses several data sources from DEED, RealTime Talent, Greater MSP and others to analyze the local and regional economy. Additionally, the DEED LMI Regional Analyst presents at

the WDB meetings during the year to provide labor market information on the local economy. These presentations provide members with valuable data on key data sets for the region and at the county level. Key data includes employment growth, industry projections, occupational projections, job vacancy survey results, unemployment rates, and educational attainment rates by county and region. Please reference attachments for LMI data sets.

As key business and community leaders, the LWDB is uniquely positioned to play a primary role in building a skilled workforce for our local area. Strategic partnerships have been developed and increasingly more employers are getting involved in the development of responsive services. There is a mutual goal to produce skilled workers, with an emphasis on removing barriers and guiding individuals into career pathways, where learners can acquire in-demand skills and recognized credentials. Much of our data shows a long-standing approach to building coalitions among diverse partners and proven outcomes that show employer driven models are the most successful.

The LWDA has extensive experience and success in developing, convening, and administering career pathway projects while braiding program and grant funds. Continued collaborative grants will be focused on dedicated efforts in Apprenticeships and Minnesota Pipeline projects.

Anoka Technical College and Anoka-Ramsey Community College represent the Minnesota State college system and are very responsive to business needs and work closely with ACJTC staff to offer curriculum with stackable credentials in programs focused on in-demand occupations. Chambers, economic development, and secondary and other post-secondary entities are actively involved in the development of portable and stackable credentials looking at Drive for Five industries as well as local industries and opportunities outlined in LMI data.

C.4. Describe and assess the type and availability of adult and dislocated worker employment and training activities in the local workforce development area.

Adult and Dislocated Worker customers coming into the program may have additional barriers including health or physical limitations, age, poor work history and long-term unemployed. Career Counselors make referrals to community resources and partners like Adult Basic Education to meet their customer's needs. Support services: mileage supports, interview clothing, and car repairs also continue to be high need areas. Other services include but are not limited to one-on-one career counseling, resume triage, workshop referrals such as Creative Job Search and Career Exploration, literacy assessments and career pathway opportunities.

Program participants are individually assessed to determine appropriate employment and training service which may include short-term, non-credentialed activities such as basic computer skills or career exploration. In some situations, additional training may be appropriate and may include long-term, credential producing programs in industries within the Drive for Five criteria or other high demand industries. When training is determined necessary, and the participant's choice of training providers is supported by and guided by Minnesota's Eligible Training Provider List (ETPL).

Additional training services may include:

- On-the-Job Training
- Short-term non-credentialed & credentialed
- Long-term credentialed - both online and in person classroom
- Career pathway training
- Apprenticeship
- ABE and GED
- Incumbent worker
- TAA-approved training when eligibility provides for TAA-funded activities; and
- Entrepreneurial training

Procedures for priority services for Veterans have also been developed specifically for quick and seamless referrals to the Adult and Dislocated Worker Program.

C.5. Describe and assess the type and availability of youth workforce investment activities in the local workforce development area, including youth with disabilities, which description and assessment shall include an identification of successful models of such youth workforce development activities.

The LWDA has a long-standing track record of providing high-quality person-centered employment and training services with a menu of activities for youth and young adults. The Anoka County *Empowers* Program connects young adults to employment and training opportunities, so they are able to develop the necessary skills and gain credentials that lead to individual prosperity as well as meeting the needs of the workforce pipeline.

Anoka County *Empowers* provides services to in-school and out-of-school youth and receives state and federal funds to provide employment and training opportunities to out-of-school residents of Anoka County ages 16 to 24 and in-school residents ages 14 to 21. *Empowers* program emphasize services to out-of-school and disconnected young adults, high school dropout recovery and attainment of recognized postsecondary credentials. It prepares

vulnerable young job seekers for successful employment. Working with a variety of county and community-based organizations this program provides comprehensive services such as work-based learning opportunities, internships, career pathways for youth and young adults and vocational case management and career exploration services.

The outcomes of these collective efforts will strengthen our current workforce, create improved access to work and lifetime learning, and expand opportunities for youth and young adults, including those that are underrepresented in the labor market, and enable individuals to acquire the skills needed to be competitive in the workforce.

In-School Youth (“ISY”)

Services to In-School Youth are available, however concurrent with our Local Unified Youth Plan, Priority services are for Out-of-School Youth so there is minimal recruitment of ISY.

Out-of-School Youth (“OSY”)

Empowers outreach and recruitment of Out-of-School Youth primarily focuses on eligible youth ages 18 – 24 interested in pursuing occupational skill training and/or other postsecondary credentials. An inter-agency partnership agreement and standing youth committee collaborative has been established between the Anoka County Job Training Center, CareerForce in Blaine, Anoka Technical College (ATC), Metro North Adult Basic Education, Anoka Hennepin Technical High School (AHTHS), Professional & Workforce Training and Secondary Technical Education Program (STEP) to identify and connect with youth who can benefit from case management, educational, financial and transitional supports of the WIOA Youth Program. Partnering staff from each of these agencies meet monthly to ensure strong communications and linkages are maintained to better serve the young people in our area. An *Empowers* counselor keeps regular hours at ATC to directly interface with and recruit potential youth candidates and utilizes general marketing resources of the college. Anoka County’s onsite presence includes regular communication with the Financial Aid Office to identify potential low-income students, Student Success Coaches and Educational Opportunity Center/TRIO Student Support Services/Academic Advisor to ensure that potential new and returning students are being referred to program services.

The *Empowers* team has connected with a wide variety of diverse youth organizations such as YouthBuild, Tree Trust and Paladin School to name a few. Youth staff work closely with the ACJTC Associate Business Services Rep to develop opportunities with area employers to place youth in paid internships.

Youth are recruited from Anoka County Human Services Department's such as Community Corrections and other ACJTC programs such as TANF Youth, Vocational Rehabilitation Services, Minnesota Family Investment Program (MFIP), Diversionary Work Program (DWP), Supplemental Nutrition Assistance Program Employment & Training (SNAP E & T) and general customers who are in pursuit of short-term occupational skills training.

Empowers staff maintain regular communication with representatives from the Anoka County Social Services Department's Foster Care Unit, Juvenile Corrections, Hope4Youth and Stepping Stone Shelter (both focused on assisting homeless or run-away youth), local secondary schools and the YMCA in an ongoing effort to recruit young people for the program. Staff also work closely with on-site TRIO Student Support Services/Academic Advisor to identify young people that may be interested in post-secondary training and are in need of the additional supports the *Empowers* Program offers.

Enhanced recruitment efforts of Out-of-School Youth includes closer ties with local Area Learning Centers: Anoka Hennepin Technical High School (AHTHS) and Anoka Hennepin Regional High School. AHTHS is co-located in the ATC building providing natural linkages to assist young people to transition from high school directly to Post-Secondary Training. *Empowers* staff are onsite at the high school weekly and meet with youth that are interested in returning to school. *Empowers* staff work closely with AHTHS staff to ensure that young people that are about to graduate are given our application as part of their senior student portfolios graduation requirement. Marketing materials and strategies have been tailored to reach the young people that are Out-of-School. Marketing has been expanded to use emerging forms of social media including Twitter, Facebook, and Craigslist. Outreach efforts have increased in the community including marketing in areas that young people gather such as coffee shops, gyms and shopping areas and developing youth drop-in hours for vocational counseling and resource navigation assistance.

Service strategies are developed that align with the needs of local employers that provide opportunities for job seekers to explore career pathways in targeted key industries and in demand occupations. Participants complete a variety of assessments that gauge basic literacy skills along with many more assessment tools with the purpose of guiding the participant in their career pathway. Referrals are quickly made to on-site Adult Basic Education partners to provide basic literacy training.

Empowers staff expose young people to labor market information and occupations in demand which assist them to make informed decisions regarding their future in the workforce. Staff utilize several Data Tools that are found on DEED's website. Young adults have the opportunity to complete assessments in group workshops and one-on-one instruction. Assessments include

interest inventories such as the Career Assessment Inventory (CAI) and Self-Directed Search (SDS), aptitude and work values self-assessments and labor market research. Staff guide youth in the decision-making process to establish employment and career goals as part of their Individual Service Strategy. Program funds are used to financially subsidize training by paying for tuition, books, and other related training costs.

Other youth services include:

Dropouts and potential dropouts: *Empowers* staff work closely with Metro North Adult Basic Education in working with youth who have aged out of the secondary school system, and local ALCs to identify those youth who are high school dropouts and/or at risk of dropping out who can benefit from additional supports to obtain either a diploma or GED. *Empowers* staff have ongoing communication with the local YMCA's Youth Outreach Program, Hope4Youth, our onsite MFIP and SNAP employment services, low-income housing partners and perspective at-risk youth visiting our Career Lab as general customers. Targeted mailings and e-mail blasts are sent from our partners with our marketing materials to identify dropouts that may be interested in returning to school.

Youth with language and/or cultural barriers to employment: Identified youth with language or cultural barriers may be enrolled in Metro North's ESL Program, or similar classes, will be referred to Metro North ABE services. *Empowers* staff coordinate support services with these agencies to help prepare young people with language and/or cultural barriers for employment and/or further education and training. Staff work closely with the MFIP & SNAP Employment & Training counseling services to quickly identify young people with these barriers.

Youth in foster care and aging out of foster care: Providing employment and training services to youth in foster care and aging out of the foster care system is a priority for *Empowers*. Our staff have developed close working relationships with social workers in the Anoka County Foster Care Unit. *Empowers* staff are in regular communication with the Foster Unit which ensures ongoing referrals of youth most in need. The county Foster Care staff are represented on our Standing Youth Committee.

Homeless youth or runaways: *Empowers* staff works closely with the YMCA and has ongoing communication regarding program services and receives many referrals from the Y's Youth Outreach Program targeting homeless youth as well as HopePlace via Hope4Youth. The YMCA sponsors different housing programs for youth that *Empowers* staff stay well versed on and make every effort to help connect homeless youth. In addition, staff have a good working relationship with Hope4Youth, a local drop-in center for homeless youth, and HopePlace which in coordination with Hope4Youth, houses a small number of opportunity youth and Stepping Stone

Shelter which is an adult homeless shelter providing emergency services for young adults age 18 and older. Anoka County recently implemented community wide Coordinated Point of Entry for all homeless individuals seeking housing assistance to better connect people with resources. The YMCA and Hope4Youth both have representatives on our Youth Standing Committee as well.

Youth offenders and at-risk of involvement with the juvenile justice system: *Empowers* staff have an ongoing relationship with Anoka County Juvenile Corrections. They regularly refer youth on probation or transitioning from the Juvenile Center. The young person's Individual Service Strategy includes any compliance requirements per the terms of probation and/or Department of Corrections. ABE also supports these efforts as they have staff working with Community Corrections and the Juvenile facility as well as participating with several community events which reach these populations.

Youth with disabilities: Young people with disabilities are referred from various sources, most often from area school district Transition Programs. *Empowers* staff coordinates services with their Individualized Employment Plan (IEP) Team (which includes VRS Staff) and meets regularly with these professionals to ensure that the ISS supports their overall education plan. Under a Pre-Employment Transition Services (PRE-ETS) contract for services *Empowers* staff will work directly with VRS staff to serve young people ages 14 – 21 who are attending secondary school and are currently receiving VRS services. Youth will be placed in work experiences in an integrated environment in the community with both public and private sector employers. Our goal is that youth will gain confidence, develop job specific skills and positive work habits while preparing for future opportunities.

The Disability Resource Coordinator (DRC) has been sustained after the Federal Disability Employment Initiative grant. The ACJTC DRC attends the Community Transition Interagency Committee (CTIC) comprised of interested stakeholders serving youth in transition. Young adults who self-report as having a disability and are participating in a Career Pathway training will be offered the additional support of the DRC and/or will be referred to Vocational Rehabilitation Services. Young adults enrolled in training at ATC and working with the Disabilities Resource Coordinator will be provided information regarding *Empowers* services.

Teen parents: Outreach is extended to MFIP teen parents as well as those who are nonrecipients of public assistance benefits. MFIP and SNAP E & T services are integrated onsite and teen parents receiving public assistance are often co-enrolled in our *Empowers* Program to leverage services. *Empowers* staff actively recruit teen parents served through the TANF Innovations Grant. These young people can be co-enrolled with *Empowers* to provide additional services beyond TANF Innovations timelines.

Youth of color and other under-served, under-represented youth populations: The ACJTC has extensive partnerships with the Minneapolis American Indian Center, YMCA, Hope for Youth, Hope Place and is expanding partnerships with Big Brothers and Big Sisters and other organizations that serve communities of color in our area.

C.6. Describe how training services under chapter 3 of subtitle B of WIOA will be provided in accordance with section 134(c)(3)(G) of WIOA, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter and how the local area board will ensure informed customer choice in the selection of training programs, regardless of how the training services are to be provided.

The ACJTC Empowers program last updated the ITA Policy in April 2024 to reflect changes in the approval process and the types of learning supported through youth programming funds (such as adding hybrid and online classes to the policy). Approved by the Standing Youth Committee on March 21, 2021. The ACJTC has a waiver allowing ITAs for ISY and we plan to continue to utilize this waiver in the coming program year and have received approval via the DEED Youth Services team. The ACJTC will provide a copy of the ITA policies and procedures if requested as it was submitted with the WIOA/MYP plan for this year.

C.7. Describe the plans and strategies for, and assurances concerning, maximizing coordination of service provided by the state employment service under Wagner-Peyser Act, and services provided in the local workforce development area through the one-stop delivery system, to improve service delivery and avoid duplication of services.

DEED's job service staff delivers key services to jobseekers and businesses in partnership with the ACJTC. The focus of all services, which are available through Minnesota's statewide network of CareerForce locations, is to help jobseekers find work and help employers find and retain qualified employees. By providing a collaborative local approach of in-person and virtual services the ACJTC and Job Service staff guide jobseekers through all steps of job search and career planning utilizing the following services:

- Provide virtual and interactive services for job seekers, to include workshops, one to one visits and virtual career fairs. <https://www.careerforcemn.com/virtual-interactive-services-career-seekers>

- Inform jobseekers about CareerForce services, including eligibility-based employment and training programs such as Title 1 Adult programs, Dislocated Worker program, Youth programs and Career Pathway grant funded programs.
- Educate jobseekers on how to use MinnesotaWorks.net (Minnesota’s Labor Exchange system) and CareerForcemn.com.
- Offer 1:1 job search advice and assisting with writing effective résumés.
- Provide free workshops and training on job-search fundamentals, including up-to-date strategies online and social media strategies, to jobseekers.
- Refer other community-based resources and services.
- Via RESEA calls, referrals to WIOA Adult, Dislocated Worker or other employment and training.
- Jobseekers who are veterans receive priority referral to jobs and training, as well as special employment services and assistance.
- Encourage co-enrollment with Title 1 programs for Public Assistance recipients to access additional education and support services.
- Career Lab services, hiring events/employer of the day activities.
- Monthly joint Career Lab meetings with the ACJTC and Wagner-Peyser staff.
- Monthly meetings with ACJTC Career Lab Site Supervisor and the Wagner-Peyser Supervisor.

Interagency Coordination

C.8. Describe how the local workforce development system will work with entities carrying out core programs to align and support services with programs of study authorized under Carl D. Perkins Career and Technical Education Act.

In Minnesota, all secondary and postsecondary institutions are part of a Perkins Consortium. Our local consortium, Oak Land, is comprised of five area school districts and two colleges. Membership in meetings is represented by each of these institutions as well as a member of CareerForce is present at meetings. Additionally, representation from the Oak Land Consortium is present at all LWDB meetings. ACJTC participates with the Columbia Heights CTE efforts as well.

The ACJTC works very closely with the Carol D. Perkins programming supportive partner meetings and supporting joint efforts to expand CTE opportunities for young adults and expanding the development of CTE programming. The intent of the Carl D. Perkins federal grant is to align with the workforce and WIOA. The following are specific activities intentionally aligned supporting our joint partnership:

Narrative 1: Comprehensive Local Needs Assessment

- Build real-world experiences and support with CareerForce and the Career Center representation on campuses.
- Grow work-based learning opportunities in partnership with CareerForce.
- Offer career exploration at the secondary level and plan activities geared toward increasing enrollment in nontraditional and postsecondary programs that align to careers in demand.
- Professional development (PD) in adaptive change to look at bias, beliefs, attitudes, etc. for racial bias, unintended consequences.
- Increase and/or improve programming for size, scope, and quality in the following career clusters: Education and Training; Manufacturing; Architecture and Construction; Information Technology; and Health Science.

Narrative 2: Programs of Study

Programming at the secondary level will be reviewed and reevaluated to align with postsecondary programs as well as workforce needs/demands. Colleges and high schools will continue to examine current POS to modify (to include equipment purchases), adjust, or add programs based upon DEED projections and local demand. Postsecondary will assess current programming to ensure that it reflects student capacity to complete programs by offering part-time and/or online offerings. Bias in messaging, systemic racism, barriers in enrollment, attitudes and beliefs will all be examined. Partnership with CareerForce and WIOA to assist and support learners with overcoming barriers.

Narrative 3: WIOA & Other Workforce Agencies

Due to the consortium geography the Anoka-Hennepin School District and Anoka Technical and Anoka-Ramsey Community Colleges are part of both the Central Minnesota and CareerForce in Blaine. Postsecondary admissions representatives will be actively partnering with CareerForce representatives in regular meetings to share service updates, grant, and student support opportunities. Admissions will be able to direct students who qualify for services through CareerForce prior to enrollment at postsecondary, thereby providing additional supports to increase student retention and completion. In addition, colleges subscribe to MinnesotaWorks.net as the Minnesota Labor Exchange System. At the secondary middle school level, the consortium will be increasing the quantity and quality of career exploration activities such as: eMentoring, job shadowing opportunities as well as career exploration messaging. The consortium will continue to support MCIS, Career Tours, Job Fairs for SPED, and Career Outreach Fairs. New initiatives include counselor career training and student professional development.

ACJTC and CTE connections include:

- ACJTC staff participate on the Oak Land Consortium
- CTE Director is Chair of the WIOA Workforce Development Youth Committee at CareerForce in Blaine in Anoka County
- CTE Director is a member of the Anoka County Workforce Development Board

The ACJTC organizes the following events for CTW youth:

- Work experience opportunities with work-based learning and internship opportunities
- Paid job sites for youth with disabilities
- Job and Career Fair for Anoka County with specific opportunities for high school students
- Professional Development for staff (LMI)
- Training for students - hiring practices
- Districts collaborate with local workforce development boards and agencies to provide resources and services to students through:
 - Work Experience Programs
 - Career Pathway Grant Applications and Referrals
 - Career and College Career Fair for consortium 8th graders with workshops on job seeking skills, first impressions and social media
 - Job and career fairs, and hiring events
 - Local LMI data and presentations to staff, parents, and students
 - Pre-ETS services in high schools
 - Mock Interviews, Reality Fairs, Job Shadowing and Employer Events (OTS)

C.9. Describe how the local area board will coordinate education and workforce investment activities carried out under this title with relevant secondary and post-secondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services.

The LWDB involves secondary and post-secondary education partners as active members on the board. The Board involves the partners in K-12, Perkins consortiums for Career and Technical Education, and other initiatives such as career pathways and activities by holding regular meetings, disseminating information and opportunities in a timely manner. The Board also coordinates activities and planning/executing strategies with the input and full participation of business and industry partners along with the secondary and postsecondary entities.

The Minnesota State Anoka colleges (Anoka Ramsey Community College and Anoka Technical College) continue to support the efforts of the workforce board by partnering to provide education and training opportunities where desired. The colleges provide a member to the Anoka

Workforce Development Board to ensure awareness and partnership within all activities of CareerForce in Blaine and mutually aim to support a well-trained workforce for Anoka County.

Due to the strong partnership and Board communication network within the LWDB duplication of services is avoided and braided funding streams are at an optimum level while strategically enhancing services in need.

C.10. Describe how the local area board will coordinate education and workforce investment activities carried out under this title with public transportation and other appropriate supportive services.

The LWDB is strategic with diversifying the workforce development activities in the area in order to meet the needs of employers, workers and job seekers. ACJTC leadership is staff to the LWDB and serves as the fiscal agent for the LWDA and the WIOA administrative entity and is adept at braiding multiple funding streams, which includes leveraging funds to cover training costs, community referrals and supportive services.

Coordinating education and other workforce investment activities with public transportation and appropriate supportive services such as childcare are critical in order for participants to achieve success with their employment and training goals, ultimately achieving individual and family prosperity. Lack of transportation and affordable childcare have remained two barriers job seekers and workers face on an ongoing basis. ACJTC program participants in Youth, Adult, DW, SNAP E & T, and DWP/MFIP have limited program funds to assist with support services in transportation and childcare.

Anoka County has several transportation initiatives focused on enhancing access to those in the community and has a Transportation Action Committee with the key purpose of providing comprehensive planning and coordination of services focused on the issues of transportation. The committee is comprised of ACJTC, Anoka County Transit and several community-based organizations that assist with transportation. In 2020, Anoka County Transit was awarded a Transportation Coordination Assistance Project (TCAP) to fund an outside vendor to study identifying transportation needs of elderly, disabled and low-income residents to assist in meeting any unmet transportation needs of these populations. These findings will be integrated into planning and funding future public transportation.

ACJTC works closely with Anoka County Community Assistance Program (ACCAP), one-stop partnering agency, and receives funds (as available) to focus on assisting with meeting unmet transportation needs and gap filling services for those underserved county populations such as

SNAP E & T, seniors and veterans which are typically populations underserved by program or community funds.

However, with these above-described services transportation still remains a key barrier for many. Childcare is another barrier faced by workers and job seekers and has been drastically affected by COVID-19. The Executive Director of ACCAP is a member of the LWDB and plays an active role in assisting the LWDA and ACJTC in coordinating long-term solutions with transportation and childcare as well as Head Start efforts.

C.11. Describe how the local area board will coordinate workforce investment activities carried out under this title in the local workforce development area with the provision of adult education and literacy activities under title II, including a description of how the local area board will carry out, consistent with subparagraphs (A) and (B)(i) of section 107(d)(11) and section 232 of WIOA, and the review of local applications submitted under title II of WIOA.

The LWDA coordinates activities with Title II services through a variety of efforts and collectively develops projects and trainings identified by labor market data shared and discussed at the LWDB. The Anoka County Job Training Center (ACJTC) and other CareerForce partners have a long-standing history of active collaborative partnership and program integration with the Metro North Adult Basic Education (ABE) Consortium. There is an inter-agency referral system in place that supports quick and seamless connection of participants to needed activities such as adult basic education, GED, Adult Career Pathway and Adult Diploma programming. ABE staff is knowledgeable of ACJTC programming and refers students to relevant employment and training services and programs and vice versa. This consortium provides a full range of adult education and literacy services, even including basic computer and technology skills, often in partnership with other CareerForce partners.

The LWDA and ABE have partnered on many projects and grants most recently on Civics Grants, Pathways to Prosperity Career Pathway Programming (P2P) and the Pilot Re-entry Project. The CareerForce partners are always looking for the opportunity of aligning and complimenting workforce development activities avoiding duplication and enhancing efficiencies whenever possible.

Employer & Economic Development Engagement

C.12. Describe how the local area board will ensure that eligible providers meet the employment needs of local employers, workers and job seekers.

The ACJTC is the sole provider of Title I services for Anoka County. Working hand-in-hand with the LWDB we receive regular updates from DEED's LMI team and we utilize this information and data to develop projects and initiatives focused on meeting the needs of local employers.

The ACJTC has an Associate Business Services Representative who works very closely with program staff and actively works with employers to meet their needs. Local events and supports for employers, workers and job seekers include hiring events, incumbent worker trainings, local area Career Fair, Big Ideas, local hiring/outreach events in libraries, community fairs, etc.

The ACJTC Associate Business Services Representative has also played a vital role working with CareerForce staff Liz Jennings, Adesewa Adesiji and other local area economic development and municipality economic staff working collectively to engage employers of all sizes and industries. This position regularly participates in meetings with the metro area Employer Navigator and connects with metro colleagues as well. These connections are vital as information such as "Minnesota's Job Quality Principles for Employers" can be integrated into the business services we provide to local/regional businesses.

C.13. Describe how the local area board will facilitate engagement of employers, including small employers, and employers in in-demand industry sectors and occupations, in workforce development programs.

The LWDA has an Incumbent Worker workgroup with the purpose of providing financial assistance to train current employees and improve the economic competitiveness of regional businesses. The program is intended to update the skills of its incumbent workers. This workgroup consists of ACJTC and college/chamber and partner staff that provides regular updates to the LWDB. This team has business contacts in key in-demand industry sectors and occupations approved by the WDB and regularly completes business visits to assess businesses hiring needs and specific work requirements needing enhancement in order for the business to compete in the local, regional and national economy. The team also works closely with local Chambers and Economic Development on possible project initiatives and investments. The LWDB membership includes a Chamber member as well as the Anoka County Economic Development Director representing all 21 local municipalities.

The implementation of flexible work-based initiatives such as incumbent worker training, on-the-job training (OJT) programs, industry and sector events/strategies, and career pathway trainings allows for full engagement of local employers and developing sector partnerships.

“To become a catalyst for strengthening community manufacturing and accelerating a transformation into a more efficient and powerful engine of innovation, job creation and economic growth”, the Anoka Area Chamber of Commerce Manufacturers’ Coalition was developed with the goal of meeting the aforementioned mission. The Job Training Center has been a partner in the Coalition since inception and in working side by side with the Anoka Area Chamber and Anoka Technical College, we collectively work together as a business led group focused on the need of building a skilled workforce development with the purpose of continuing manufacturing excellence not only in Anoka County but in the region and state as well.

Also, the LWDB director has been asked to participate in the metro work related to the Diversity in Manufacturing Initiative (DiMi). The expanding membership of this group fits well with industry sector work we focus on in the manufacturing industry.

Utilization of effective business strategies into multiple avenues exist to address services requested by businesses. With DEED’s reduction of local Business Service Representatives these responsibilities have been shifted to the local areas which has resulted in reduced services to employers, however local funds have been used to hire a Workforce Development Specialist focused on employer outreach to assist all programs meet job placement goals at CareerForce in Blaine. The Metro Region has the assistance of one Workforce Strategy Consultant to assist with implementing the regional plan for the seven-county metro area.

LWDA staff organize On-Site-Hiring events and industry summits including small and large scale events. On May 8th Anoka County Economic and Workforce Development are hosting a Summit with 150 businesses focused on Diversity, Equity and Inclusion. Featured speakers include Allina Health, nVent, Minnesota Chamber Foundation and DEED’s LMI analyst, Tim O’Neill. Equitable economic growth is a shared goal between economic and workforce development and employer events such as these offer those opportunities to employers.

Local businesses continue to look for workers that match their specific industry needs, and express concern that they are not finding skilled workers to meet their job requirements. They also want to prepare incumbent workers for their evolving workplace needs and are interested in training options and supports for their workers to access skills training. The LWDA team works closely with program staff to respond to these business needs and develop/enhance programs to meet these workforce needs as well as build skill sets for job seekers and workers.

The ACJTC develops opportunities with multiple touch points, those serving employers and job seekers which include but are not limited to:

- Job placements via program staff.

- Sector partnerships, employer-led (manufacturing), grant and project based.
- Hiring Events and Employer of the Day activities.
- Career and employment opportunities via MinnesotaWorks.net.
- Educational and training partnerships.
- Employer outreach and tours.
- Industry recognized months (manufacturing, caring professions, IT, etc.)
- Chamber and workforce development advisory committees.
- Anoka County Regional Economic Development (ACRED)

C.14. Describe how the local area board will support a local workforce development system that meets the needs of businesses in the local workforce development area.
102(b)(4)(ii).

The WDB plays a leadership role in ensuring the local area remains strategically positioned to respond to the workforce development needs within the community. By the very nature of their membership, there are key leaders in the community representing business and industry, organized labor, community-based organizations, adult basic education, K-12 education, post-secondary education, vocational rehabilitation services, DEED, Title I, TANF, SNAP E & T, SCSEP and local elected officials. This structure allows the local area to align local activities with that of the Governor’s Workforce Development Board and State leadership. They review and approve funding opportunities to advance the system, approve local and regional plans, and support regional efforts for federal grant opportunities. They ensure that public resources are invested in a manner that supports the advancement of key services to foster personal growth and provide opportunities for the citizens of Anoka County and the metro area.

The Board supports ongoing connections to business leaders within the community via the local business services representative, ACJTC Director and Anoka County Economic Development Director all of whom work intentionally with businesses and regularly collaborate. There are several ways in which this is achieved; through several local Chamber of Commerce, city economic development representatives, employer visits, business retention and expansion projects, Anoka County Open for Business, hiring events or sector summit events, special employer of the day activities, job and career fairs, employer driven projects, and connections to existing employer advisory groups.

The local area is experiencing job growth again in construction, specialty trades, manufacturing, transportation, and professional and business services. Connecting with businesses in these industries and understanding their workforce needs will be essential in assuring that job seekers have the skill sets to match employer needs.

The LWDB is joining forces with the metro region supporting the Minnesota Skills-Based Hiring Accelerator project as a partner of Goodwill Easter Seals, Urban League Twin Cities, Minneapolis Regional Chamber and the Saint Paul Area Chamber. The board is committed to playing an active role in this initiative starting off with local board business representative training in May and June 2024 with additional sessions open to local businesses in the Fall/Winter of 2024. The focus of this initiative is to create opportunities for workers who have built competencies through experience but do not have a higher education degree, particularly people who face systemic barriers to job opportunities. This initiative can be integrated into the local and regional strategies in preparing an educated and skilled workforce, including youth, individuals with barriers to employment, and individuals underrepresented in the local labor force. Hiring acceleration is a topic at the national level of workforce solutions, so to step into this local/regional work early in development is an exciting opportunity for our team.

The LWDB receives regular presentations on initiatives and/or organizations that service people with barriers. Recent presentations include RISE and DEED's New Employer Reasonable Accommodation Fund (EFAF) and the Job Accommodation Network.

C.15. Describe how the local area board will better coordinate programs and services with local and regional economic development providers.

Anoka County Economic Development, Community Development and the Job Training Center directors work closely on local and regional economic development activities often connecting with similar colleagues in the seven-county metro area and the Economic Development Association of Minnesota (EDAM). The LWDB continues to engage with local economic development coordinators and chamber representatives which extends outside of the 21 municipalities in the county, past county boundaries into the region. One example is The Minnesota Technology Corridor which is a region along Interstate 35 "with abundant fiber, water and power access" and project sites from 20 – 250 acres. The region borders Anoka County and Washington County and these entities work together to coordinate programs and services benefiting the region. These types of strong and coordinated efforts along with other partners such as DEED's Economic Development will continue to be focused on and researched for future investments and partnerships.

These economic development coordinators also work collectively as a region and Anoka County works closely with Greater MSP (Anoka County is a member) regional economic development partnership, and the state economic development division.

Also, the Anoka County Economic Development Director serves on the LWDB and works closely with the ACJTC Director and Workforce Development Specialist to coordinate activities and business events regularly. These events have led to expanded and new partnerships with CareerForce and in turn have resulted with businesses utilizing CareerForce to assist in expanding and training their workforce. This year's local business engagement event is expanding to a joint Economic and Workforce Development Summit.

C.16. Describe how the local area board will strengthen linkages between the one-stop delivery system and unemployment insurance programs by offering services to laid-off workers and possible lay-off preventative services for businesses, such as incumbent worker training that up-skills the workers and meets the needs of employers (can include but not be limited to, on-the-job training, apprenticeships, etc.).

The LWDA utilizes Dislocated Worker funding to provide on-the-job training (OJT) opportunities. Dislocated Worker Counselors provide information to their participants and provides the job seeker with tips on how to promote this as a possible hiring incentive during their job search. Information is also provided during Dislocated Worker orientations, and the local area staff/partners market these opportunities to local employers. The LWDA has specific marketing materials for OJT programming that is shared with interested dislocated workers.

A Dislocated Worker-Adult YouTube informational video has been developed which highlights service and program opportunities. This is available on our website and integrated into virtual orientation sessions moving forward. www.anokacountymn.gov/dw

CareerForce in Blaine has strong linkages between Unemployment Insurance and Re-employment Assistance (REA) programming along with local referrals focused on warm-handoffs and engagement in workshops, hiring events, training activities and CareerForce services, etc.

As previously discussed, the ACJTC has successfully partnered with local businesses and educational partners to respond to business requests on incumbent worker needs and develops customized training options that offer diverse opportunities to area businesses and their workers. Apprenticeship expansion continues to be of interest to the LWDB with continued education and connections to the MN DOLI Apprenticeship team with local events such as the May 8th Summit, Apprenticeship week and on-the-job training opportunities via the new Drive for Five project.

C.17. Describe how the local area board will coordinate workforce investment activities with economic development activities, including the promotion of entrepreneurial skills training and microenterprise services.

The LWDB works closely with Economic Development and the Anoka County Open for Business entities in providing supports to community members interested in entrepreneurial activities. In May (small business month) of 2023, the LWDB received a presentation from the Anoka County Open for Business Group and held two local workshops for community and youth participants. The Open for Business program is geared towards entrepreneurs and early-stage businesses at no cost to participants. These services coupled with local and state resources such as the Small Business Development Center and small business services and events provide additional supports for small business resources.

Dislocated Worker Supports

C.18. How does the local workforce development area ensure staff comply with the policies and procedures for Rapid Response as communicated on DEED's website?

- a. How does the local workforce development area inform the state Rapid Response team within 24 hours about an actual or potential dislocation event when there is possibility of a mass layoff (50 or more dislocations)?
- b. Describe how the local area board will coordinate workforce investment activities carried out in the local workforce development area with statewide rapid response activities.

LWDA Dislocated Worker staff, including the intake technician, supervisors, and counselors, are aware they need to follow the communication policy as outlined in the DEED policy manual. They also know the internal protocol is to inform the LWDA Rapid Response Liaison as soon as they possess information regarding a potential or actual dislocation event of 50 or more workers. Typically, this type of information comes to the attention of the intake person during Dislocated Worker program orientations, screening potential applicants during inquiry calls, or through a preliminary screening application available in the Career Lab. There are instances when an employer may be in direct communication with a Career Lab staff person, and when this occurs, the information is communicated to the local Liaison who may connect with the business to gather more information. Ultimately it is the Liaison who contacts a DEED Rapid Response team member.

As a member of MAWB and current Chair of the Operations Committee, planning efforts between MAWB and DEED Rapid Response staff is taking place to enhance alignment with WIOA and state

law. The goals are two-fold: first is shortening the time period of connecting with these employers on the benefits of engaging in the rapid response process and second to provide information to employees about general public career services. A rapid response flow chart of this enhanced process is currently under development.

C.19. How does the local workforce development area inform the state Trade Act staff of companies that are potentially TAA certifiable?

a. How does the local workforce development area cooperate with the state Trade Act staff where the layoff involves a company that the DOL trade-certified?

As soon as this information is made available to the LWDA, the agency Liaison is in direct communication with the State Trade Act staff. Given limited resources in the local area, it is critical that this information is shared about any company that has the potential to become TAA certified, as this allows the local service area to leverage federal resources to the benefit of the workers impacted by the layoff.

b. Is the local workforce development area willing to participate in TAA Counselor Training and TAA Participant Training when a trade-certification occurs?

Yes X

C.20. The local workforce development area has developed and implemented local Supportive Service policies that are consistently applied for all participants.

Yes X

Describe the steps taken to ensure consistent compliance with the policy.

Program staff are informed and knowledgeable of DEED and local program support service policy and practices through a variety of methods. The ACJTC also has local policies with regards to supportive services. Any request for outside of program guidelines is required to be reviewed and agreed to by both the manager of the contract provider staff and the program manager to ensure overall program consistency and documentation. Staff receive regular updates on current and changing DEED policies. ACJTC staff subscribe to DEED's Partner Express newsletter which is also reviewed and discussed in unit meetings.

Services to Military Service Members and Spouses

C.21. Are all WIOA-funded partners complying with the guidance provided in [TEGL 10-09](#) regarding Priority of Service for Veterans and Eligible Spouses?

Yes X

C.22. How do you identify current or former Military Service Members coming into your CareerForce Center?

The Minnesota Veterans Questionnaire is used to identify Veterans. We ask all customers that visit the CareerForce in Blaine if they served in the US Military. If the answer is yes, we ask them to complete the Veterans Questionnaire. Non-JVSG staff do the initial assessment/review of the questionnaire, and make appropriate referrals based on the responses on the questionnaire. Veteran question is also included on the online inquiry system and program interest and applications.

The Career Lab has a dedicated veteran space which honors veterans. Also, on-site signage helps the customers to self-identify themselves as U.S. Military members as well as ongoing referrals from the Anoka County Veteran’s office, local VFW and American Legion organizations, and other community partners.

C.23. How do you inform current or former Military Service Members coming into your CareerForce Center about “Veteran Priority of Service?”

CareerForce in Blaine signage advises Veterans and other eligible persons of Veterans Priority of Service (POS). Information on Priority of Service is also provided during various program orientations, from staff, and during workshops. LVER staff train and update local staff and management on the provisions of POS and PL 107-288.

C.24. If your CareerForce Center has a presence on the Internet (outside of your local DEED CareerForce Center site) how do you promote Public Law 107-288, “Veterans Priority of Service” to veterans on that website?

All websites associated with the CareerForce in Blaine and the ACJTC provide information on the “Veterans Priority of Service”. Also, Careerforcemn.com has a specific information section for the Veterans Employment Team.

C.25. How do you identify current or former Military Service Members with “significant barriers to employment?”

The Minnesota Veterans Questionnaire, a DOL approved standard process, is used to identify Veterans with a significant barrier to employment (SBE). The questionnaire identifies DOL designated SBE’s per VPL 03-14, including change 2.

C.26. When a current or former Military Service Member with a significant barrier to employment is identified, how do you refer them to an appropriate intensive service provider when there is no Disabled Veteran Outreach Program (DVOP) specialist in your CareerForce Centers?

This local area has identified partner staff to provide services (including intensive services) to SBE Veterans in the absence of a DVOP. These staff have had training on serving Veterans via the National Veterans Training Institute webinar training “Helping Veterans to Meaningful Careers”, and from LVER staff one on one, and during staff and partner meetings. CareerForce staff conducts an initial assessment with current or former Military Service Member with a significant barrier to employment and then refers them to the designated intensive service provider when the DVOP is not available. The goal is to connect this Service Member to Veteran Services as soon as that partner is available.

C.27. How are DVOP and/or Local Veterans Employment Representatives (LVER) staff integrated into the overall service delivery strategy in your CareerForce Centers?

Local DVOP and/or LVER staff attends staff and partner meetings and orientations, participate on CareerForce work teams, collaborate with CareerForce partners on various events and LVER staff provide training to partner staff and management regarding the JVSG program. At the April ACJTC All Staff Meeting, Lee Okerstrom, Sr. Local Veterans Employment Rep presented to all staff on the topic of Veteran Priority of Services.

C.28. What is your strategy to ensure that job-ready job seekers enrolled in your programs (including non-program universal customers) are registering in MinnesotaWorks.net and are making their resumes viewable to employers?

The Anoka County Job Training Center and LWDB staff and leadership have worked cooperatively with Wagner-Peyser and other partners in the operation of this comprehensive one-stop Center since its inception. This level of integration assures that the Center is able to offer an array of comprehensive services. Job search support is offered (classes, workshops, and one-on-one counseling; job fairs; and other job placement services) in partnership with many organizations

(including Wagner-Peyser staff) to UI claimants and other customers throughout the CareerForce location.

Primary strategies to ensure that customers are registering in MinnesotaWorks.net and making their resumes viewable to employers include:

1. Universal and program job seekers using the Career Lab are encouraged to register on MinnesotaWorks.net and staff stress the importance of posting their resume, so it is viewable to employers. If the job seeker needs assistance developing or posting their resume, staff will assist them or refer them to a resume workshop. All ACJTC are trained to assist in the Career Lab.
2. All workshops and computer-based classes require registration through MinnesotaWorks.net, if someone is not registered and attends a workshop the instructor will have them register in MinnesotaWorks.net during a break.
3. The Business Services hiring area in the Career Lab/Workshop area advertises MinnesotaWorks.net along with several posters throughout the Center.
4. Instructors, counselors, and Career Lab staff educate customers about the importance of using MinnesotaWorks.net and tips and tricks to using the website effectively.
5. Counselors working with individuals enrolled in programs emphasize the importance of a viewable resume from the initial meeting. All program participants develop resumes with their counselors as part of their Employment Plans.
6. All UI claimants are required to register on MinnesotaWorks.net and to post their resume.

MinnesotaWorks.net is a great place for customers to start their online job search process and CareerForce staff and partners will continue to promote the use and value of the website.

C.29. [Are all WIOA-funded partners complying with the guidance provided in TEGL 11-11, Change 1 and TEGL 11-11, Change 2 regarding Selective Service?](#)

Yes X

SECTION D: ASSURANCES AND CERTIFICATIONS

Training and Employment Guidance and State Law Compliance

Conflict of Interest and Integrity: Local area boards must make decisions in keeping with several laws and regulations. Indicate below that your local area board is aware and that the

local workforce development area's conflict of interest policies are in compliance with DOL Training and Employment Guidance Letter [\(TEGL\) 35-10](#) and [Minnesota OGM 08-01](#) and its relevant federal laws and regulations, including being aware of the:

- A) referenced statute on Government Records
- B) requirement to retain documentation for six years.

Yes X

Handling and Protection of Personally Identifiable Information: The local workforce development area is complying with the guidance provided in [TEGL 39-11](#).

Yes X

Human Trafficking: The local workforce development area is aware of [TEGL 09-12](#) and will follow the procedures for working with trafficked persons.

Yes X

Gender Identification: The local workforce development area is aware of [TEGL 37-14](#) (and associated Attachments [1](#) and [2](#)) and will follow the procedures for developing a similar policy including key terminology and have in place regarding working with customers who may be lesbian, gay, bisexual and transgender. Local workforce development areas will also participate in any related training.

Yes X

Uniform Guidance: The local workforce development area is aware of [TEGL 15-14](#) regarding Uniform Guidance.

Yes X

Assurances

By signing and submitting this plan, the local area board is assuring on behalf of itself and the subgrantee, where applicable:

As a condition to the award of financial assistance from the Department of Labor under Title I of the Workforce Investment Act of 1998 (WIA) and the Workforce Innovation and Opportunity Act and any other DEED/Workforce Development Employment and Training funds, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions and other assurances of the following laws:

- **Accessibility** - [Section 508 of the Rehabilitation Act of 1973, as amended](#) - Requires that federally funded program providers make their electronic information and technology accessible to people with disabilities;
- **ACORN** – [Funds may not be provided](#) to the Association of Community Organizations for Reform Now, or any of its affiliates, subsidiaries, allied organizations or successors;
- **Audits** – [2 CFR 200.501](#) and [Single Audit Act Amendments of 1996](#) - organization-wide or program-specific audits shall be performed;
- **Buy American**- Buy American Act – award may not be expended unless the funds comply with [USC 41, Section 8301-8303](#);
- **Data Sharing** – [MN Access to Government Data](#), [MN Duties of Responsible Authority](#); [MN Access to Information](#); [MN Administrative Rules Data Practices](#); [DEED Policy – Data Practices](#);
- **Disability** - that there will be compliance with the [Architectural Barriers Act of 1968](#), [Sections 503 and 504 of the Rehabilitation Act of 1973](#), as amended, and the [Americans with Disabilities Act of 1990](#);
- **Drug-Free Workplace** – [Drug-Free Workplace Act of 1988](#) – requires all organizations to maintain a drug-free workplace;
- **Equipment** – [2 CFR 200. 313](#), [200.439](#) – must receive prior approval for the purchase of any equipment with a per unit acquisition cost of \$5,000 or more, and a useful life of more than one year;
- **Fire Safety** – [15 USC 2225a](#) – ensure that all space for conferences, meetings, conventions or training seminars funded in whole or in part complies with the protection and control guidelines of the Hotel and Motel Fired Safety Act ([Public Law 101-391](#));
- **Fraud/Abuse** - that the provider has policies on fraud and abuse and will contact DEED for potential fraud and abuse issues; [20 CFR 667.630](#); [DEED Policy – Fraud Prevention and Abuse](#);

- **Health Benefits** – [Public Law 113-235, Division G, Sections 506 and 507](#) – ensure use of funds for health benefits coverage complies with the [Consolidated and Further Continuing Appropriations Act, 2015](#);
- **Insurance** - that insurance coverage be provided for injuries suffered by participants in work-related activities where Minnesota's workers' compensation law is not applicable as required under Regulations [20 CFR 667.274](#);
- **Insurance** – [Flood Disaster Protection Act of 1973](#) – provides that no Federal financial assistance to acquire, modernize or construct property may be provided in identified flood-prone communities in the United States, unless the community participates in the National Flood Insurance Program and flood insurance is purchased within 1 year of the identification;
- **Limited English** - [Executive Order 13166](#) - Improving access to services for persons with limited English proficiency;
- **Nondiscrimination** - [Section 188 of the Workforce Innovation and Opportunity Act \(WIOA\)](#) - Requires applying nondiscrimination provisions in the administration of programs and activities for all eligible individuals, including individuals with disabilities;
- **Nondiscrimination** - [Section 188 of the Workforce Investment Act of 1998 \(WIA\)](#) - Requires applying nondiscrimination provisions in the administration of programs and activities for all eligible individuals, including individuals with disabilities;
- **Nondiscrimination** - [Title VI of the Civil Rights Act of 1964, as amended](#) – Prohibits discrimination on the bases of race, color, and national origin under any program receiving federal financial assistance;
- **Nondiscrimination** - [Title VII of the Civil Rights Act of 1964, as amended](#) - Prohibits discrimination on the basis of race, color, religion, sex or national origin in employment;
- **Nondiscrimination** - [Title II of the Genetic Information Nondiscrimination Act of 2008](#) - Prohibits discrimination in employment on the basis of genetic information;
- **Nondiscrimination** - [Title V of the Older Americans Act of 1965](#) - Prohibits discrimination based on race, color, religion, sex, national original, age disability or political affiliation or beliefs in any program funded in part with Senior Community Services Employment Program funds;
- **Nondiscrimination** - [Title IX of the Education Amendments of 1972, as amended](#) - Requires applying nondiscrimination provisions, based on sex, in educational programs;

- **Nondiscrimination** - [Title I \(Employment\) Americans with Disabilities Act \(ADA\)](#) - Prohibits state and local governments, from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment;
- **Nondiscrimination** - [Title II \(State and Local Governments\) Americans with Disabilities Act \(ADA\)](#) - Prohibits qualified individuals with disabilities from discrimination in services, programs, and activities;
- **Nondiscrimination** - [Section 504 of the Rehabilitation Act of 1973, as amended](#) - Prohibits discrimination against qualified individuals with disabilities;
- **Nondiscrimination** - [Age Discrimination Act of 1975, as amended](#) - Prohibits discrimination on the basis of age;
- **Nondiscrimination** - [Title 29 CFR Part 31](#) Nondiscrimination in federally-assisted programs of the Department of Labor, effectuation of Title VI of the Civil Rights Act of 1964;
- **Nondiscrimination** - [Title 29 CFR Part 32](#) Nondiscrimination on the basis of disability in programs and activities receiving or benefiting from federal assistance;
- **Nondiscrimination** - [Title 29 CFR Part 33](#) Enforcement of nondiscrimination on the basis of disability in programs or activities conducted by the Department of Labor;
- **Nondiscrimination** - [Title 29 CFR Part 35](#) Nondiscrimination on the basis of age in programs or activities receiving federal financial assistance from the Department of Labor;
- **Nondiscrimination** - [Title 29 CFR Part 37](#) Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Investment Act of 1998;
- **Nondiscrimination** - [Title 29 CFR Part 38](#) Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Innovation and Opportunity Act;
- **Nondiscrimination** - [Executive Order 13160](#) Nondiscrimination on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent in federally conducted education and training Programs;
- **Nondiscrimination** - [Executive Order 13279](#) - Nondiscrimination against grant seeking organizations on the basis of religion in the administration or distribution of federal financial assistance under social service programs, including grants, contracts, and loans;
- **Nondiscrimination** - [The Minnesota Human Rights Act of 1973, Minnesota Statutes, Chapter 363A](#) - Prohibits discrimination in employment and providing public services on the basis of race, color, creed, religion, natural origin, sex, marital status

(employment only), disability, status with regard to public assistance, sexual orientation, familial status (employment only), citizenship, or age (employment only), and local human rights commission activity (employment only);

- **Nondiscrimination** - that collection and maintenance of data necessary to show compliance with the nondiscrimination provisions of WIA and [WIOA Section 188](#), as provided in the regulations implementing that section, will be completed;
- **Opportunity** – [Executive Order 12928](#) – encouraged to provide subcontracting/subgranting opportunities to Historically Black Colleges and Universities and other Minority Institutions and to Small Businesses Owned and Controlled by Socially and Economically Disadvantaged Individuals;
- **Personally Identifiable Information (PII)** – [Training and Guidance Letter 39-11](#) – must recognize and safeguard PII except where disclosure is allowed by prior written approval of the Grant Officer or by court order;
- **Procurement** – Uniform Administrative Requirements – [2 CFR 200-317-36](#) – all procurement transactions to be conducted in a manner to provide, to the maximum extent practical, open and free competition;
- **Publicity** – no funds shall be used for publicity or propaganda purposes, preparation or distribution or use of any kit, pamphlet, booklet, publication, radio, television or film presentation designed to support or defeat legislation pending before the Congress or any state/local legislature or legislative body, except in presentation to the Congress or any state/local legislature itself, or designed to support or defeat any proposed or pending regulation, administrative action, or order issued by the executive branch of any state or local government. Nor shall grant funds be used to pay the salary or expenses of any recipient or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations regulation, administrative action, or Executive Order proposed or pending before the Congress, or any state government, state legislature or local legislature body other than for normal and recognized executive-legislative relationships or participation by an agency or officer of a state, local or tribal government in policymaking and administrative processes within the executive branch of that government;
- **Salary/Bonus** – [Public Law 113-235, Division G, Title I, Section 105](#) – none of the funds appropriated under the heading “Employment and Training” shall be used by a recipient or sub-recipient of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of [Executive Level II](#). Further clarification can be found in [TEGL 5-06](#);
- **Seat Belts** - [Executive Order 13043](#) – Increasing Seat Belt Use in the United States;

- **Text Messaging** – [Executive Order 13513](#) – encouraged to adopt and enforce policies that ban text messaging while driving company-owned or –rented vehicles or GOV or while driving POV when on official Government business or when performing any work for or on behalf of the Government;
- **Trafficking of Persons** – [2 CFR 180](#) – OMB Guidelines to Agencies on Government wide Debarment and Suspension – may not engage in severe forms of trafficking, procure a commercial sex act or use forced labor in the performance;
- **Veteran Priority of Service** - [Public Law 107-288: Jobs for Veterans Act](#) - Priority of service for veterans (including veterans, eligible spouses, widows and widowers of service members) in qualified job training programs;
- **Veterans** - [Public Law 112-56: Vow to Hire Heroes Act of 2011](#) - Establishes guidelines for service providers who are providing employment, training, academic or rehabilitation services for military veterans;
- **Veterans** - that veterans will be afforded employment and training activities authorized in WIA and WIOA Section 134, and the activities authorized in Chapters 41 and 42 of Title 38 US code, and in compliance with the veterans' priority established in the Jobs for Veterans Act. ([38 USC 4215](#)), U.S. Department of Labor, [Training and Employment Guidance Letter 5-03](#) and Minnesota's Executive Order 06-02;
- **Voter Registration** - that the required voter registration procedures described in [Minnesota Statutes 201.162](#) are enacted without the use of federal funds;
- **Voter Registration** – [52 USC 20501 – 20511](#) – National Voter Registration Act of 1993.

Certifications

By signing and submitting this plan, the local area board is certifying on behalf of itself and the subgrantee, where applicable:

- A. That this ***Regional and Local Workforce Development Area Plan*** was prepared and is in accordance with all applicable titles of the WIOA Act of 2014, Title V of the Older Americans Act, applicable Minnesota state statutes and that it is consistent with Minnesota’s current and future state plans;
- B. that it has provided at least a thirty day period for public comment and input into the development of plan by members of the local area board and the public (including persons with disabilities) and has provided information regarding the plan and the planning process, including the plan and supporting documentation, in alternative formats when requested and that any comments representing

disagreement with the plan are included with the local plan forwarded to DEED (as the Governor's representative) Section 118(c); Section 108 (d)

- C. that the public (including individuals with disabilities) have access to all of the local area boards and its components' meetings and information regarding the local area board's and its components' activities;
- D. that fiscal control and fund accounting procedures necessary to ensure the proper disbursement of, and accounting for, funds paid through the allotments funded through the contract/master agreement issued by DEED have been established;
- E. that it is, and will maintain a certifiable local area board;
- F. that it will comply with the confidentiality requirements of WIA Section 136 (f)(3) and WIOA Section 116 (i)(3)
- G. that the respective contract/master agreement and all assurances will be followed;
- H. that it will ensure that no funds covered under the contract/master agreement are used to assist, promote, or deter union organizing;
- I. that this plan was developed in consultation with the local area board;
- J. that it acknowledges the specific performance standards for each of its programs and will strive to meet them;
- K. that the local area board members will not act in a manner that would create a conflict of interest as identified in 20 CFR 667.200(a)(4), including voting on any matter regarding the provision of service by that member or the entity that s/he represents and any matter that would provide a financial benefit to that member or to his or her immediate family;
- L. that local area board and staff are aware of local WorkForce Center services, and are working with and referring to the WorkForce Center services as appropriate;
- M. that all staff are provided the opportunity to participate in appropriate staff training;
- N. that, if applicable, the local area board must maintain the currency of its information in the System Award Management until submission of the final financial report or receive the final payment, whichever is later;
- O. that sponsored (in whole or in part) conferences are charged to the grantee as appropriate and allowable; and

- P. that funds are not used for the purpose of defraying costs of a conference unless it is directly and programmatically related to the purpose of the award.
- Q. that the local area board and its sub-grantees must also adhere to the same certifications and assurances that DEED must assure.

WIOA Guidance

This list of guidance is non-exhaustive and applies only to ETA programs. ETA has published a number of documents to guide the operationalization of WIOA, with the most recent and popular listed below. Find the full library of guidance [here](#).

- [Training and Employment Guidance Letter \(TEGL\) 04-23](#)
 - *Conveys to states the Administration's priorities, State Plan requirements, submission process, and deadline for WIOA Unified and Combined State Plans (State Plans) for PY 2024 through 2027, consistent with WIOA Sections 102 and 103.*
- [Training and Employment Guidance Letter \(TEGL\) 05-23](#)
 - *Provides information to the public workforce system and other entities that receive federal financial assistance under Title I of WIOA, as well as education and training programs or activities receiving DOL financial assistance, regarding the prohibition on discrimination based on actual or perceived religion, shared ancestry, or ethnic characteristics.*
- [Training and Employment Guidance Letter \(TEGL\) 09-22](#)
 - *Guidance and planning information to states, local workforce areas, and other recipients of Workforce Innovation and Opportunity Act (WIOA) Title I youth formula funds on the activities associated with the implementation of WIOA.*
- [Training and Employment Guidance Letter \(TEGL\) 07-22](#)
 - *Increasing Employer and Workforce System Customer Access to Good Jobs.*
- [Training and Employment Notice \(TEN\) 16-22](#)
 - *The Employment and Training Administration is Implementing Grant Solutions for Grant Award Processing and the Payment Management System for Financial Reporting.*
- [Training and Employment Guidance Letter \(TEGL\) 22-20](#)
 - *Program Year (PY) 2021 Funding Allotments and Instructions for the Indian and Native American (INA) Programs.*
- [Training and Employment Guidance Letter \(TEGL\) 23-20](#)
 - *Program Year (PY) 2021 Planning Guidance for National Farmworker Jobs Program Career Services and Training Grantees and Housing Grantees.*

- [Training and Employment Guidance Letter \(TEGL\) 07-20](#)
 - *Effective Implementation of Priority of Service Provisions for Most in Need Individuals in the Workforce Innovation and Opportunity Act (WIOA) Adult Program.*
- [Training and Employment Guidance Letter \(TEGL\) 08-19](#)
 - *Workforce Innovation and Opportunity Act (WIOA) Title I Training Provider Eligibility and State List of Eligible Training Providers (ETPs) and Programs.*
- [Training and Employment Guidance Letter \(TEGL\) 19-16](#)
 - *Guidance on Services provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner-Peyser Act Employment Service (ES), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules.*
- [Training and Employment Guidance Letter \(TEGL\) 21-16](#)
 - *Third Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program Guidance.*

SIGNATURE PAGE

Local Workforce Development
Area Name

Anoka County WDA 12

Local Area Board Name

Anoka County Workforce Development Board

Name and Contact Information for the Local Area Board Chair:

Name Paul Johnson

Title CEO

Organization Aggressive Hydraulics, Inc.

Address 1 18800 Ulysses Street NE

Address 2

City, State, ZIP Code Cedar, MN 55011

Phone 763-792-4000

E-mail pjohanson@aggressivehydraulics.com

Name and Contact Information for the Local Elected Official(s):

Name Scott Schulte

Title Commissioner

Organization Anoka County

Address 1 2100 3rd Avenue

Address 2

City, State, ZIP Code

Anoka, MN 55303

Phone

763-324-4712

E-mail

Scott.Schulte@anokacountymn.gov

We, the undersigned, attest that this submittal is the Local Plan for our Workforce Development Board and Local Workforce Development Area and hereby certify that this Local Plan has been prepared as required and is in accordance with all applicable state and federal laws, rules and regulations.

Local Area Board Chair

Local Elected Official

Name Paul Johnson

Name Scott Schulte


Title Local Area Board Chair

Title County Commissioner

Signature



Signature



Date

May 29, 2024

Date

May 29, 2024

Attachment A

REGIONAL OVERSIGHT COMMITTEE

Regional Workforce

Development Area

Anoka County

Local Workforce Development

Area

WDA 12

MEMBER (Name, Title)	ORGANIZATION	LWDA	COMMITTEE ROLE
Stan Karwoski, Commissioner Laurie Levine, Board Chair Rick Roy, Board Director	Washington County Cottage Grove Chamber of Commerce Washington County	16	Members
Rena Moran, Commissioner Elisa Rasmussen, Board Chair Ling Becker, Board Director	Ramsey County Xcel Energy Ramsey County	15	Members
Mary Hamann-Roland, Commissioner Mike Forbord, Board Chair Mark Jacobs, Board Director	Dakota County Schmitt & Sons Dakota County	14	Members
Scott Schulte, Commissioner Paul Johnson, Board Chair Nicole Swanson, Board Director	Anoka County NTH, Inc. Anoka County	12	Members
Jacob Frey, Mayor Jonathan Weinhagen, Board Chair Deb Bahr-Helgen, Board Director	City of Minneapolis Minneapolis Chamber of Commerce City of Minneapolis	10	Members
Irene Fernando, Commissioner Nicole Mattson, Board Chair Erik Aamoth, Board Director	Hennepin County Care Providers of Minnesota Hennepin County	9	Members

Attachment B

LOCAL WORKFORCE DEVELOPMENT AREA CONTACTS

ROLE	Contact Name	Phone	Email	Reports to (name only)
Rapid Response Liaison for Mass Layoffs	Nicole Swanson	763-324-2313	Nicole.swanson@anokacountymn.gov	Cindy Cesare
	Aimee DeMond	763-324-2344	Aimee.demond@anokacountymn.gov	Nicole Swanson
	Matt Derosier	763-324-2277	Matthew.derosier@anokacountymn.gov	Nicole Swanson
Equal Opportunity Officer	Nicole Swanson	763-324-2313	Nicole.swanson@anokacountymn.gov	Cindy Cesare
Program Complaint Officer	Nicole Swanson	763-324-2313	Nicole.swanson@anokacountymn.gov	Cindy Cesare
Records Management/Records Retention Coordinator	Aimee DeMond	763-324-2344	Aimee.demond@anokacountymn.gov	Nicole Swanson
ADA Coordinator	Becky Johnson	651-261-9142	Rebecca.l.johnson@state.mn.us	Rebecca Sunder
Data Practices Coordinator	Tracy Schirmers	763-324-1813	Tracy.schirmers@anokacountymn.gov	Kate Heffernan
Language Access Coordinator	Tracy Schirmers	763-324-1813	Tracy.schirmers@anokacountymn.gov	Kate Heffernan

CareerForce Center in Blaine, MN

ROLE	Contact Name	Phone	Email	Reports to (name only)
Site Representative	Krista Peterson	763-324-2309	Krista.peterson@anokacountymn.gov	Nicole Swanson
Job Service Manager	Sara Garbe	651-355-0383	Sara.garbe@state.mn.us	Art Larson
Vocational Rehabilitation Services Manager	Becky Johnson	651-261-9142	Rebecca.l.johnson@state.mn.us	Rebecca Sunder
State Services for the Blind Manager	Jon Benson	651-539-2300	Jon.benson@state.mn.us	Natasha Jerde
Local Workforce Development Area Director	Nicole Swanson	763-324-2313	Nicole.swanson@anokacountymn.gov	Cindy Cesare
Adult Basic Education (ABE)	Molly Liberto	763-506-1262	Molly.liberto@ahschools.us	Michelle Trelstad
Carl Perkins Post-Secondary Manager	Jessica Lipa	763-433-4001	Jessica.lipa@ahschools.us	Cory McIntyre
Adult	Matt Derosier	763-324-2277	Matthew.derosier@anokacountymn.gov	Nicole Swanson
Dislocated Worker	Matt Derosier	763-324-2277	Matthew.derosier@anokacountymn.gov	Nicole Swanson
Youth	Matt Derosier	763-324-2277	Matthew.derosier@anokacountymn.gov	Nicole Swanson

Attachment C

LOCAL AREA BOARD MEMBERSHIP ROSTER

Please Click on the link below to access Attachment C:



Attachment C_
Local Board Member

Attachment D

LOCAL AREA BOARD SUBCOMMITTEE LIST

**Regional
Workforce
Development
Area**

Anoka County

**Local Workforce
Development
Area**

WDA 12

Committee Name	Objective/Purpose
Executive Committee	Provides oversight on behalf of the Workforce Development Board.

Attachment E

LOCAL WORKFORCE DEVELOPMENT AREA SUB-GRANTEE LIST

**Regional Workforce
Development Area**

Anoka County

**Local Workforce
Development Area**

WDA 12

Name of Sub-Grantee	Services Provided	Funding Source	Sub-Grantee located in which CFC?	If not in CFC, provide Address, City, State, ZIP Code
N/A				

Attachment F

**LOCAL WORKFORCE DEVELOPMENT AREA NON-CFC PROGRAM SERVICE
DELIVERY LOCATION LIST**

**Regional Workforce
Development Area**

Anoka County

**Local Workforce
Development Area**

WDA 12

Name and Location (City)	Program Service Delivered
N/A	

Attachment G



TWIN CITIES METRO AREA ECONOMIC DEVELOPMENT REGION 11

Covers counties:

Anoka, Carver, Dakota, Hennepin, Ramsey
Scott, and Washington

2023 REGIONAL PROFILE

Updated September 2023

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DEMOGRAPHICS

POPULATION CHANGE

The Twin Cities Metro Area planning region includes a total of seven counties, covering one Economic Development Region (EDR 11) and six Workforce Development Boards (WDBs). In sum, the Metro Area was home to 3,149,205 people in 2022, comprising 55.1% of the state’s total population. The region’s population grew by 10.5% between 2010 and 2022, adding just under 300,000 people. In comparison, the State of Minnesota witnessed a 7.8% population gain. Altogether, the Metro Area accounted for 72.5% of the state’s total population growth between 2010 and 2022 (see Table 1).

Table 1. Population Change 2010-2022

	2010 Population	2022 Estimates	2010-2022 Change	
			Number	Percent
Metro Area	2,849,567	3,149,205	+299,638	+10.5%
Anoka County	330,844	368,864	+38,020	+11.5%
Carver County	91,042	110,034	+18,992	+20.9%
Dakota Co.	398,552	443,341	+44,789	+11.2%
Hennepin Co.	1,152,425	1,260,121	+107,696	+9.3%
Ramsey Co.	508,640	536,413	+27,773	+5.5%
Scott Co.	129,928	154,520	+24,592	+18.9%
Washington County	238,136	275,912	+37,776	+15.9%
State of Minnesota	5,303,925	5,717,184	+413,259	+7.8%

Source: U.S. Census Bureau, Population Estimates Program

Since 2010, all seven counties in the metro have witnessed population increases. Hennepin County, Minnesota’s most populous county, gained the most people between 2010 and 2022. In fact, by adding nearly 107,700 people during that period, Hennepin County accounted for fully one-third (35.9%) of the Metro Area’s total growth, and fully one quarter (26.6%) of the state’s total growth. Meanwhile, Carver County and Scott County were the fastest- and second-fastest growing counties in the state between 2010 and 2022, growing respectively by 20.9% and 18.9%. Washington County has also witnessed very rapid population growth since 2010, growing by 15.9% (Table 1).

COMPONENTS OF POPULATION CHANGE

The Twin Cities Metro Area experienced a natural increase – more births than deaths – of over 25,000 people between 2020 and 2022. It should be noted, however, that the average annual number of deaths during this period (28,349) were significantly higher than the average annual number of deaths between 2010 and 2019 (19,975). This is likely due to both an aging population and the impacts of COVID-19. The average annual number of births between 2020 and 2022 (40,870) were about even with the annual average between 2010 and 2019 (40,377).

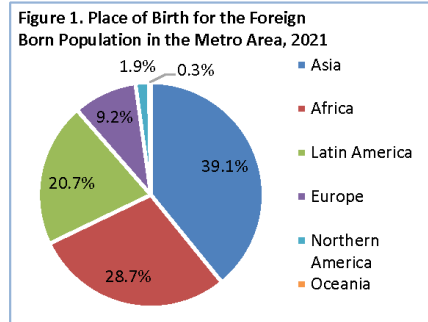
Table 2. Estimates of the Components of Population Change, 2020-2022

	Total Change	Natural Increase	Vital Events		Net Migration		
			Births	Deaths	Total	Inter-national	Domestic
Metro Area	-13,908	25,042	81,739	56,697	-39,326	14,054	-53,380
Minnesota	10,680	26,917	144,350	117,433	-17,365	20,012	-37,377

Source: U.S. Census Bureau, Population Estimates Program

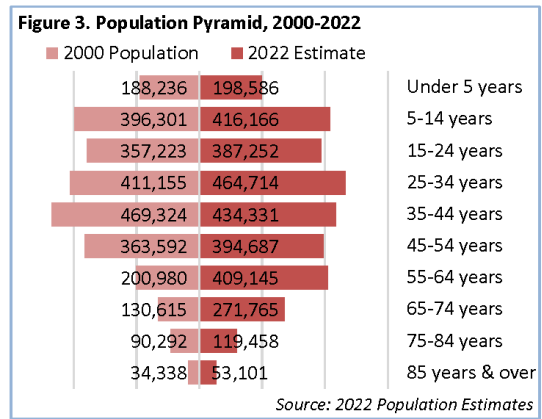
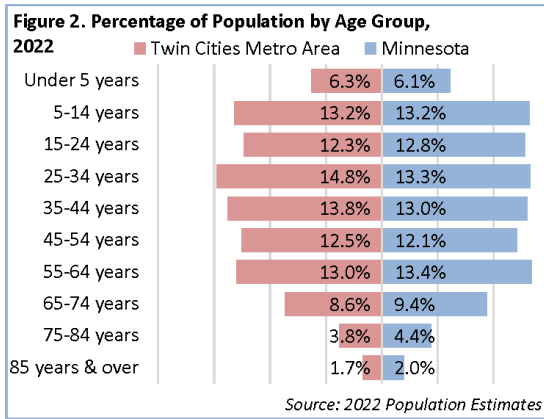
While the Metro Area did see a natural increase in population between 2020 and 2022, there was a significant drop in net migration (-39,326 people). This was solely due to a loss of 53,380 people to domestic migration patterns. The region did witness over 14,000 additional international immigrants during this period. Historically, the region gained about 9,500 international immigrants per year between 2010 and 2019 (Table 2).

As of 2021, the Metro Area had nearly 377,200 foreign-born residents, making up approximately 12.0% of the region’s total population. Over three-quarters (78.7%) of the state’s foreign-born population lives in the Metro Area. The largest shares of foreign-born persons in the Metro Area are originally from Asia (39.1%), Africa (28.7%), and Latin American (20.7%) (Figure 1). Over the past decade, between 2010 and 2021, the region’s foreign-born population increased by 85,090 people (+29.1%). The most significant growth came with residents from eastern Africa (+30,074 people), south central Asia (+14,565 people), western Africa (+13,932 people), and southeastern Asia (+12,544 people).



POPULATION BY AGE GROUP

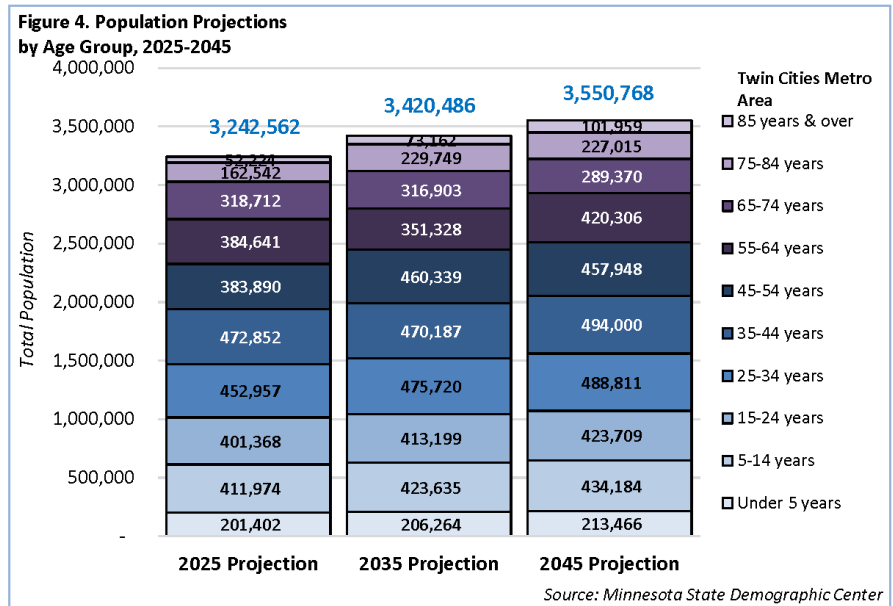
Overall, the Twin Cities Metro Area has a slightly younger population than the rest of the state, with 14.1% of residents aged 65 years and over, compared to 15.8% statewide. Consequently, the Metro Area has a higher percentage of people in the 25- to 54-year-old age group, typically considered the “prime working years.” The share of school-aged children in the Metro Area and Minnesota is similar (Figure 2).



A large portion of the region’s population is a part of the Baby Boomer generation, or those people born between 1946 and 1964, which is creating a significant shift in the population over time. Where the number of residents between the ages of 35 and 44 years declined between 2000 and 2022 (-35,000; -7.5%), the number of residents aged 55 years and over increased dramatically (+397,200; +87.1%) (Figure 3).

POPULATION PROJECTIONS BY AGE

According to population projections from the [State Demographic Center](#), the Twin Cities Metro Area is expected to gain an estimated 308,200 residents between 2025 and 2045, a 9.5% increase (Figure 4). This projected gain is moderately higher than the state’s, which is projected to grow by 7.4% during that time. Rapid growth is expected for older age cohorts in the region and state.



POPULATION BY RACE

The Twin Cities Metro Area has a much more diverse population than the state overall, and it continues to become more diverse over time. In 2021, 73.7% of the region's residents reported white alone as their race, compared to

Table 3. Race and Hispanic Origin, 2021	Metro Area				Minnesota	
	Number	Percent	Change from 2011-2021 Numeric Percent		Percent	Change from 2011-2021
Total	3,136,376	100.0%	+303,226	+10.7%	100.0%	+7.4%
White	2,311,935	73.7%	+37,883	+1.7%	80.7%	+0.4%
Black or African American	313,299	10.0%	+83,565	+36.4%	6.6%	+42.2%
American Indian & Alaska Native	16,230	0.5%	-2,839	-14.9%	0.9%	-8.0%
Asian & Other Pac. Islander	244,845	7.8%	+65,186	+36.3%	5.0%	+35.8%
Some Other Race	82,538	2.6%	+30,757	+59.4%	2.1%	+66.5%
Two or More Races	167,529	5.3%	+88,674	+112.5%	4.6%	+121.8%
Hispanic or Latino origin	206,457	6.6%	+44,242	+27.3%	5.6%	+31.6%

Source: U.S. Census Bureau, 2017-2021 American Community Survey

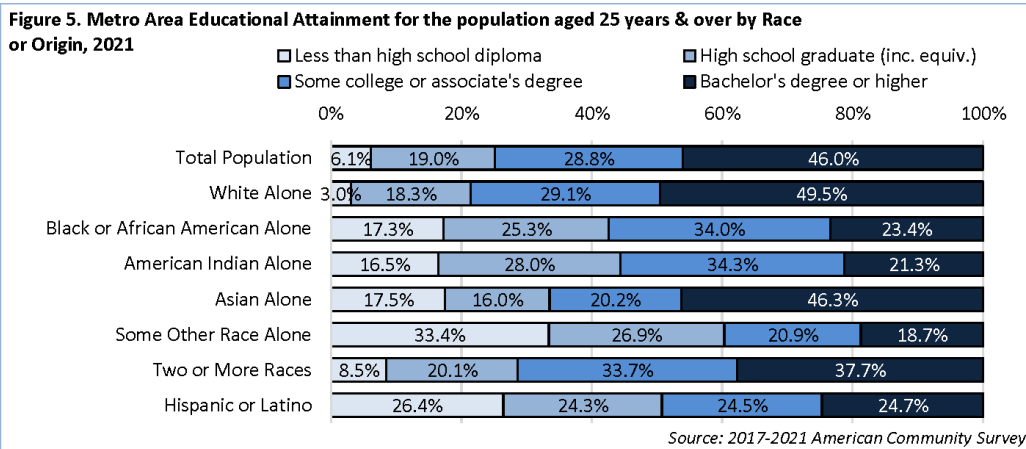
80.7% of residents statewide. The region had especially higher concentrations of those reporting as Black or African American and Asian or Other Pacific Islander than the state overall. Beyond a smaller share of those reporting as white alone, the Metro Area also had a slightly smaller share of those reporting as American Indian or Alaska Native than the state (Table 3). Since 2011, those reporting Two or More Races and Some Other Race had the most rapid growth.

EDUCATIONAL ATTAINMENT

The Twin Cities Metro Area has more residents with higher educational attainment than the state overall. For example, 73.2% of those living in the Metro Area (that are 18 years of age and older) have attended a post-secondary institution or have obtained a degree. That includes 43.1% of the region's population with a bachelor's degree or more. Comparatively, 68.4% of the state's total population 18 years of age and older have attended a post-secondary institution, with 34.9% having a bachelor's degree or more (Table 4).

Table 4. Educational Attainment for the Adult Population, 2021	Metro Area		Minnesota
	Number	Percent	Percent
Total, 18 years & over	2,400,233	100.0%	100.0%
Less than high school	162,335	6.8%	7.1%
High school graduate (incl. equiv.)	481,369	20.1%	24.5%
Some college, no degree	494,502	20.6%	22.4%
Associate degree	228,325	9.5%	11.1%
Bachelor's degree	681,647	28.4%	23.3%
Advanced degree	352,055	14.7%	11.6%

Source: U.S. Census Bureau, 2017-2021 American Community Survey



Source: 2017-2021 American Community Survey

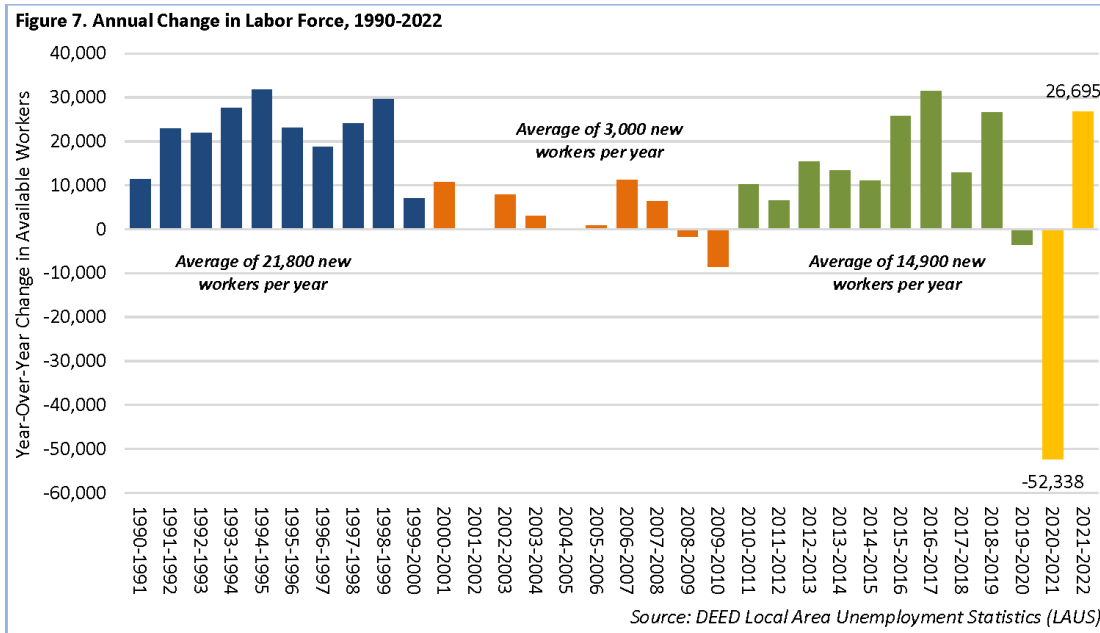
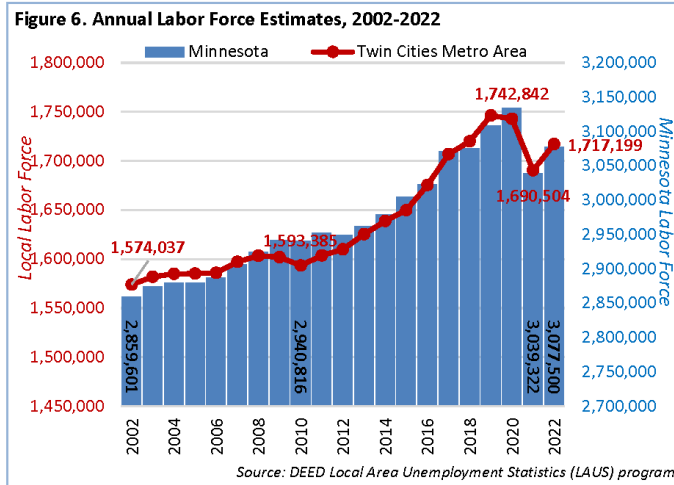
Educational attainment varied significantly by race and ethnicity in the Metro Area. For example, where 97.0% of the white alone population 25 years and over reported having at least a high school diploma or equivalent, such figures were 66.6% for those reporting as some other race and 73.6% for those reporting Hispanic or Latino origins (Figure 5).

LABOR FORCE

LABOR FORCE CHANGE

According to data from DEED’s [Local Area Unemployment Statistics](#) program, the Twin Cities Metro Area’s labor force has responded dramatically to the COVID-19 pandemic and recovery. After adding over 153,000 people (1.1% average annual growth) between 2010 and 2019, the region’s labor force dropped by nearly 3,600 people (0.2%) between 2019 and 2020. The region’s labor force continued to drop by over 52,300 people (3.0%) between 2020 and 2021. Between 2021 and 2022, the region’s labor force rebounded by nearly 26,700 people (1.6%) to an estimated 1,717,200 people.

Looking back over the past three decades, the Metro Area’s labor force has witnessed longer-term expansions and contractions. Between 1990 and 2000, for example, the region’s labor force added an average of nearly 21,800 people per year (1.6% average annual growth rate). Between 2000 and 2010, labor force growth barely managed 3,000 per year (0.2% average annual growth rate). Since 2010, labor force growth has picked up again, adding an average of about 10,300 people per year (0.6% average annual growth). This accounts, of course, for the large swings in the region’s labor force between 2020 and 2022 (Figure 6 and Figure 7).



LABOR FORCE PROJECTIONS

If the Twin Cities Metro Area’s population changes at the projected rates shown in Figure 4 above, the region would be expected to see a moderate increase in the labor force over the next decade. Applying current labor force participation rates to future population projections by age group creates labor force projections for the region, which show a steady 4.3% increase in workforce numbers between 2025 and 2035 (Table 5). This assumes the region’s continued recovery from COVID-19’s impact on its labor force size (Figure 6).

Table 5. Metro Area Labor Force Projections

	2025	2035	2025-2035 Change	
	Labor Force Estimate	Labor Force Projection	Numeric	Percent
16 to 19 years	83,076	82,146	-930	-1.1%
20 to 24 years	160,292	172,127	+11,835	+7.4%
25 to 44 years	828,595	846,582	+17,988	+2.2%
45 to 54 years	338,099	405,429	+67,330	+19.9%
55 to 64 years	287,008	262,150	-24,857	-8.7%
65 to 74 years	93,915	93,382	-533	-0.6%
75 years & over	14,978	21,126	+6,147	+41.0%
Total Labor Force	1,805,962	1,882,942	+76,980	+4.3%

Source: calculated from Minnesota State Demographic Center population projections and 2017-2021 American Community Survey 5-Year Estimates

In addition to the overall increase, the labor force will also see a significant shift over time, with large percentage gains in the number of workers aged 65 years and over. These gains will come as the share of workers between 55 and 64 years is anticipated to decrease. At the other end of the age spectrum, the region is expected to see significant gains in the number of workers between the ages of 25 and 54 years old. Currently, those workers between the ages of 25 and 54, or those in their “prime-working years” make up 64.6% of the Metro Area’s total labor force. By 2035, this age cohort will account for about 66.5% of the region’s total labor force. Employers in the area will need to respond to such shifts creatively.

EMPLOYMENT CHARACTERISTICS

With 71.6% of the working age population aged 16 years and over in the labor force, the Metro Area had a slightly higher labor force participation rate than the state’s 69.2% rate. The labor force participation rate is the share of both the employed and unemployed over the civilian noninstitutional population. In terms of unemployment, the Metro Area’s overall rate of 4.1% in 2021 was nearly equal to the state’s respective rate of 4.0% (Table 6). At the time, this represented approximately 72,900 unemployed persons in the region.

Table 6. Employment Characteristics, 2021

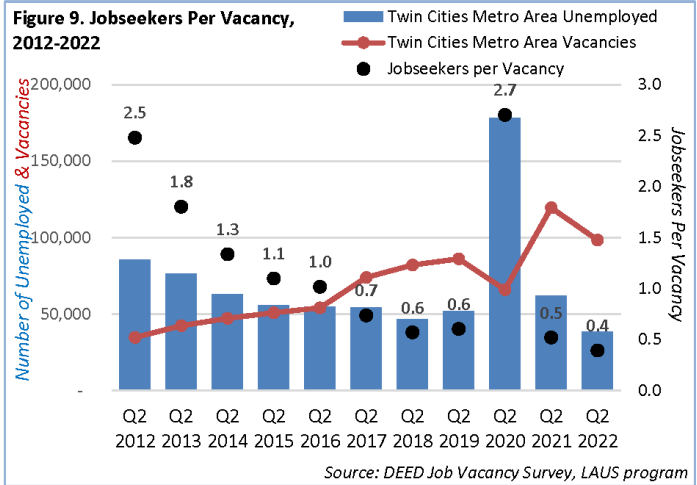
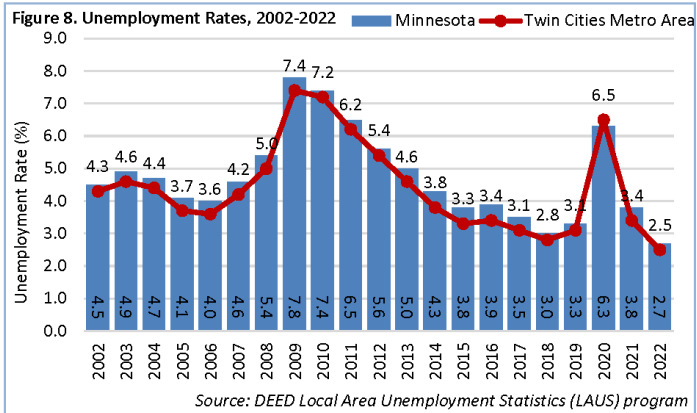
	Metro Area			Minnesota	
	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Total Labor Force	1,777,042	71.6%	4.1%	69.2%	4.0%
16 to 19 years	77,028	49.6%	12.7%	52.3%	10.7%
20 to 24 years	156,784	83.5%	7.3%	83.3%	6.7%
25 to 44 years	801,364	89.5%	3.5%	88.8%	3.6%
45 to 54 years	346,192	88.1%	2.9%	87.6%	3.0%
55 to 64 years	304,048	74.6%	3.5%	73.1%	3.2%
65 to 74 years	79,755	29.5%	3.4%	28.0%	3.2%
75 years & over	11,986	7.0%	3.3%	6.6%	2.9%
Employment Characteristics by Race & Hispanic Origin					
White alone	1,359,311	71.0%	3.4%	68.5%	3.4%
Black or African American	158,508	73.1%	8.2%	71.9%	8.6%
American Indian & Alaska Nat.	7,508	59.7%	8.4%	57.4%	12.9%
Asian or Other Pac. Islanders	133,630	73.1%	4.0%	72.7%	4.1%
Some Other Race	45,109	77.1%	6.6%	75.8%	6.2%
Two or More Races	73,000	76.5%	7.3%	74.1%	7.3%
Hispanic or Latino	108,544	78.3%	6.0%	77.0%	6.6%
Employment Characteristics by Veteran Status					
Veterans, 18 to 64 years	51,020	83.3%	3.9%	80.6%	3.9%
Employment Characteristics by Disability					
With Any Disability	85,732	55.5%	10.3%	53.6%	9.9%
Employment Characteristics by Educational Attainment					
Population, 25 to 64 years	1,451,321	85.6%	3.4%	84.4%	3.4%
Less than H.S. Diploma	67,144	67.1%	4.7%	66.6%	4.6%
H.S. Diploma or Equivalent	225,235	77.9%	2.8%	77.3%	2.5%
Some College or Assoc. Deg.	417,748	85.5%	4.1%	85.1%	3.6%
Bachelor's Degree or Higher	741,791	90.7%	2.2%	90.3%	2.1%

Source: 2017-2021 American Community Survey, 5-Year Estimates

Labor force participation and unemployment varies significantly by age, race and ethnicity, veteran status, disability status, and educational attainment in the Metro Area. For example, labor force participation for teenagers 16 to 19 years old is much lower (49.6%), along with having much higher unemployment (12.7%). Similarly, labor force participation for those with reported disabilities is much lower (55.5%), along with having much higher unemployment (10.3%). With the return of very tight labor market conditions across the region and state, these are two populations that employers can focus on more to fill workforce needs. The same goes for those with less educational attainment, where those with less than a high school diploma have lower labor force participation (67.1%), along with higher unemployment (4.7%). Unemployment is typically higher for populations of color as well.

UNEMPLOYMENT RATES

According to [Local Area Unemployment Statistics](#), the Metro Area has had a historically lower unemployment rate than Minnesota and the nation, regardless of the state of the economy. As of annual 2022, the Metro Area’s unemployment rate stood at 2.5%, which represented approximately 42,600 unemployed persons. Minnesota’s unemployment rate of 2.7% during that time represented approximately 82,600 people (Figure 8). As such, just over half of the state’s unemployed persons resided within the Twin Cities Metro Area in 2022. On a monthly basis, the Metro Area’s unemployment rate spiked during the COVID-19 pandemic at 11.9% in May 2020. This represented approximately 204,100 unemployed persons. Unemployment since that time has gradually declined, reaching historic lows in the spring months of 2022. In April 2022, for example, the unemployment rate in the region dropped to 1.9%, which represented approximately 32,500 unemployed persons. This was the lowest unemployment the region has experienced since 1998, when the labor force size was about 166,600 persons smaller. Unemployment in the region rose to 3.1% through the summer months of 2023, representing approximately 54,800 unemployed persons.



JOBSEEKERS PER VACANCY

Recovering from the impacts of COVID-19, the Metro Area’s labor market continues to tighten. One clear demonstration of this was how the region quickly reverted to 0.5 unemployed persons per job vacancy during Q2 2021 after spiking to 2.7 unemployed persons per job vacancy during Q2 2020. Job vacancies dipped slightly between 2021 and 2022, but the number of unemployed persons per job vacancy remained low, at 0.4 (Figure 9).

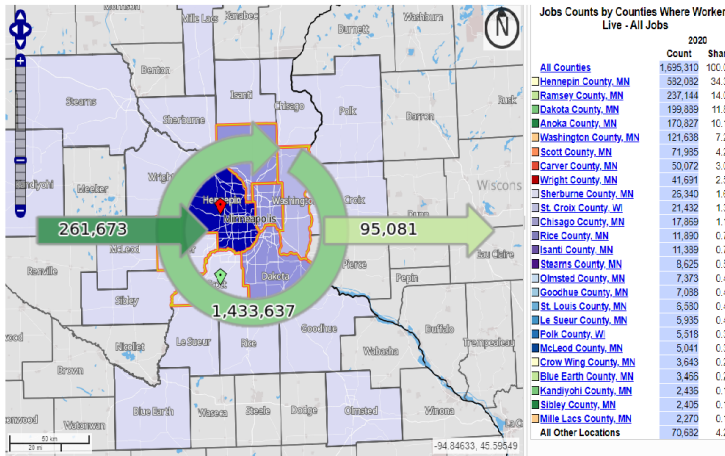
COMMUTE SHED AND LABOR SHED, 2020

According to commuting data from the [U.S. Census Bureau](#), the vast majority – about 94% – of workers who live in the Twin Cities Metro Area also work within the region. There is no doubt that the Metro Area is a net importer of labor, having more jobs than available workers. In sum, about 1,433,600 workers both lived and worked in the Metro Area in 2020, while over 261,700 workers drove into the region for work, compared to about 95,100 workers who lived in the region but drove to surrounding counties for work (Table 7 and Figure 10).

	2020	
	Count	Share
Employed in the Selection Area	1,695,310	100.0%
Employed in the Selection Area but Living Outside	261,673	15.4%
Employed and Living in the Selection Area	1,433,637	84.6%
Living in the Selection Area	1,528,718	100.0%
Living in the Selection Area but Employed Outside	95,081	6.2%
Living and Employed in the Selection Area	1,433,637	93.8%

Source: [U.S. Census Bureau, OnTheMap](#)

Figure 10. Metro Area Labor and Commute Shed, 2020



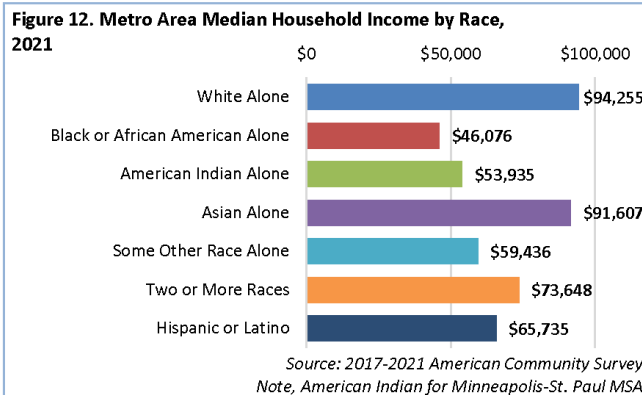
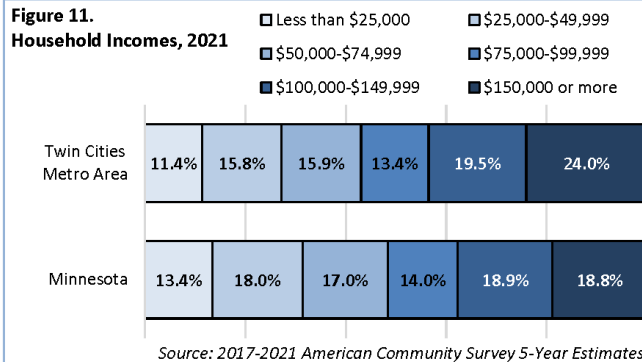
For those living in the Twin Cities Metro Area, top work destinations include Minneapolis, St. Paul, Bloomington, Eden Prairie, Plymouth, Eagan, Edina, and Minnetonka. Nearly one-in-five Metro Area residents work in Minneapolis alone, with about one-in-ten working in St. Paul. Zooming out, just over half (51.3%) of Twin Cities’ residents work in Hennepin County, with nearly one-fifth (17.6%) working in Ramsey County (Figure 10). For those outside residents commuting into the region for work, top origins include Wright County, Sherburne County, and St. Croix County, WI.

INCOMES, WAGES AND OCCUPATIONS

HOUSEHOLD INCOMES

As of 2021, household incomes were significantly higher in the Twin Cities Metro Area than they were for the rest of the state. The median household income in the Metro Area was \$87,542 in 2021, which was 12.7% higher than Minnesota’s median household income of \$77,706. Even so, over one-quarter (27.2%) of the households in the region had incomes below \$50,000 in 2021, compared to 31.4% of such households statewide (Figure 11). Median household incomes ranged from \$71,494 in Ramsey County to over \$100,000 in Washington, Carver, and Scott counties.

Median household incomes varied significantly by race and ethnicity in the region. Black or African American households reported the lowest incomes in the Metro Area, with a median household income (\$46,076) that was about \$48,200 lower than the respective median household income for white households (\$94,255) (Figure 12). Only those reporting as white or Asian had median household incomes close to or above the median household income for the total of all households in the Twin Cities Metro Area.



COST OF LIVING

According to DEED’s [Cost of Living tool](#), the basic needs budget for an average Minnesota family (which consists of two adults and one child, with one full-time and one part-time worker) was \$60,720 in 2022. The cost of living for a similar family in the Twin Cities Metro Area was about \$67,716 – which was the highest of the six planning regions in the state. The highest monthly costs were for housing, food, and transportation, with housing, childcare, and taxes significantly higher than the rest of the state. To meet the basic cost of living for the region, each worker in the family scenario described would need to earn \$21.70 per hour, again one working part-time and one working full time.

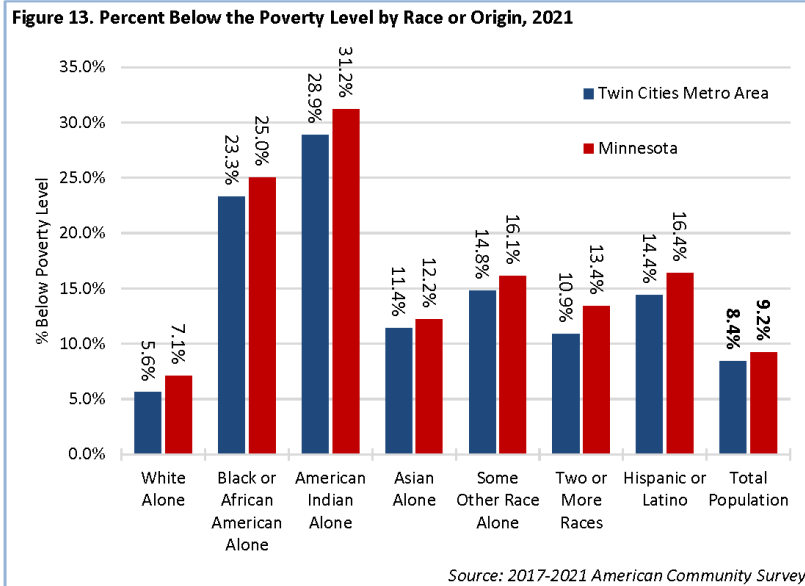
DEED’s Cost of Living tool provides different estimates for household compositions including single people, partnered couples, and up to four children. For a single person living alone and working full-time, the estimated yearly cost in the Metro Area would be about \$37,536 which would require an hourly wage of \$18.05 to meet the basic needs standard of living (Table 8).

Table 8. Family Yearly Cost, Worker Hourly Wage, and Family Monthly Costs, 2022

Family Composition	Number of Workers	Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
				Child Care	Food	Health Care	Housing	Transportation	Other	Taxes
Metro Area										
Single, 0 children	1 FT	\$37,536	\$18.05	\$0	\$409	\$156	\$1,120	\$732	\$370	\$341
Single, 1 child	1 FT	\$69,444	\$33.39	\$1,560	\$604	\$359	\$1,406	\$736	\$487	\$635
2 parents, 1 child	1 FT, 1 PT	\$67,716	\$21.70	\$780	\$936	\$572	\$1,406	\$851	\$567	\$531
2 parents, 2 children	2 FT	\$105,684	\$25.40	\$2,318	\$1,220	\$583	\$1,947	\$897	\$766	\$1,076
State of Minnesota										
Single, 0 children	1 FT	\$34,992	\$16.82	\$0	\$403	\$159	\$961	\$760	\$330	\$303
2 parents, 1 child	1 FT, 1 PT	\$60,720	\$19.46	\$574	\$921	\$555	\$1,216	\$886	\$517	\$391

Source: DEED Cost of Living tool

Overall, the Metro Area’s poverty rate was 8.4% in 2021, which was slightly below the statewide rate of 9.2%. Like incomes, poverty levels varied widely by race and origin. It was estimated that 28.9% of the region’s American Indian or Alaska Native population was below the poverty level in 2021, compared to just 5.6% of the white population. About one-in-four (23.3%) of Black or African Americans in the region lived below the poverty level. Such levels were also higher for those reporting Some Other Race (14.8%), Hispanic or Latino origins (14.4%), Asian (11.4%), and Two or More



Races (10.9%). In all cases, the region’s poverty rate was lower than the state’s poverty rate (Figure 13). The respective share of the population below the poverty level by county ranged from 3.8% in Carver County, 4.2% in Washington County, and 4.6% in Scott County to 13.2% in Ramsey County and 9.9% in Hennepin County.

WAGES AND OCCUPATIONS

According to DEED’s [Occupational Employment Statistics](#) program, the median hourly wage for all occupations in the Twin Cities Metro Area was \$25.67 in the first quarter of 2023, which was the highest wage level of the six planning regions in the state. The Metro Area’s median hourly wage was \$1.42 above the state’s median hourly wage, equaling about 105.9% of the statewide wage rate. Working full-time and year-round, a worker earning the median wage in the Metro Area would earn about \$3,000 more than a worker earning the median wage in the state overall (Table 9). Zooming out, half of workers in the Metro Area earn between \$18.46 and \$40.42 per hour.

	Median Hourly Wage	Estimated Regional Employment
Metro Area	\$25.67	1,718,290
Central Minnesota	\$22.71	270,260
Southeast Minnesota	\$23.44	236,590
Northwest Minnesota	\$21.67	215,980
Southwest Minnesota	\$22.00	167,580
Northeast Minnesota	\$22.57	136,490
State of Minnesota	\$24.25	2,827,310

Source: DEED Occupational Employment Statistics

The top three-employing occupational groups in the Metro Area, being Office & Administrative Support Occupations, Business & Financial Operations Occupations, and Sales & Related Occupations, account for 29.5% of the region’s total 1,718,290 jobs. With the impacts of COVID-19, Food Preparation & Serving Related Occupations dropped from the third most-employing occupational group to the sixth. The region stands out for having higher concentrations of Business & Financial Operations; Legal; Computer & Mathematical; Architecture & Engineering; and Arts, Design, Entertainment, & Media workers. When analyzing occupational data in Table 10, location quotients measure employment concentration within a specific area over a base economy, in this case the Metro Area over the State of Minnesota.

	Metro Area				State of Minnesota		
	Median Hourly Wage	Estimated Regional Employment	Share of Total Employment	Location Quotient	Median Hourly Wage	Estimated Regional Employment	Share of Total Employment
Total, All Occupations	\$25.67	1,718,290	100.0%	1.0	\$24.25	2,827,310	100.0%
Office & Administrative Support	\$23.74	212,320	12.4%	1.0	\$23.06	345,830	12.2%
Business & Financial Operations	\$39.29	152,020	8.8%	1.2	\$38.19	201,940	7.1%
Sales & Related	\$19.61	142,400	8.3%	1.0	\$18.14	239,500	8.5%
Transportation & Material Moving	\$21.88	130,880	7.6%	0.9	\$21.05	227,780	8.1%
Management	\$60.18	128,450	7.5%	1.1	\$51.58	193,760	6.9%
Food Preparation & Serving Related	\$15.29	125,670	7.3%	1.0	\$14.89	216,970	7.7%
Production	\$22.67	109,650	6.4%	0.9	\$22.07	209,380	7.4%
Healthcare Practitioners & Technical	\$41.91	102,560	6.0%	0.9	\$41.07	186,700	6.6%
Healthcare Support	\$17.27	100,520	5.9%	1.0	\$17.40	162,400	5.7%
Education, Training & Library	\$25.35	89,460	5.2%	0.9	\$24.82	158,830	5.6%
Computer & Mathematical	\$51.41	78,440	4.6%	1.3	\$49.73	99,250	3.5%
Construction & Extraction	\$35.05	61,400	3.6%	0.9	\$31.00	113,930	4.0%
Installation, Maintenance & Repair	\$29.47	51,770	3.0%	0.9	\$27.95	98,670	3.5%
Building, Grounds Cleaning & Maint.	\$18.54	43,360	2.5%	0.9	\$18.26	76,210	2.7%
Architecture & Engineering	\$41.64	37,060	2.2%	1.1	\$40.60	53,100	1.9%
Personal Care & Service	\$17.34	36,850	2.1%	1.0	\$16.96	58,120	2.1%
Community & Social Service	\$26.00	30,510	1.8%	0.9	\$25.82	54,820	1.9%
Arts, Design, Entertainment & Media	\$30.59	26,520	1.5%	1.2	\$28.80	37,630	1.3%
Protective Service	\$25.28	23,310	1.4%	0.9	\$25.83	40,620	1.4%
Life, Physical & Social Science	\$41.34	19,160	1.1%	1.1	\$39.37	29,070	1.0%
Legal	\$51.41	14,890	0.9%	1.3	\$47.87	18,730	0.7%
Farming, Fishing & Forestry	\$19.21	1,090	0.1%	0.4	\$19.84	4,060	0.1%

Source: DEED Occupational Employment Statistics, Qtr. 1 2023

When analyzing occupational groups by wage, the lowest-paying jobs are concentrated in Food Preparation & Serving; Building, Grounds Cleaning & Maintenance; Sales & Related; Personal Care & Service; and Healthcare Support, which tend to have lower educational and training requirements. In contrast, the highest paying jobs are found in Management; Computer & Mathematical; Legal; Architecture & Engineering; Healthcare Practitioners; Business & Financial Operations; and Life, Physical, & Social Science occupations, which all need higher levels of education and experience, including many that require postsecondary training. The pay gaps between the region and state are much bigger in these occupations (Table 10).

JOB VACANCY SURVEY

Employers in Twin Cities Metro Area reported a near record-high 98,330 job vacancies during 2022, which accounted for over half (53.3%) of the state’s total 184,588 job vacancies. After dropping to about 65,900 job vacancies during the second quarter of 2020, job vacancies quickly rebounded during the fourth quarter of that year and beyond. While the region did witness a 22.5% decrease in the number of job vacancies from the 4th quarter of 2021, the 98,330 job vacancies in 2022 represented the 3rd-most job vacancies in the region since the survey began in 2001. The median hourly wage offer was \$19.96 across all occupations but ranged from a low of \$14.98 per hour for Personal Care & Service workers, to \$40.00 per hour or more for Management, Legal, and Computer & Mathematical workers.

The largest number of vacancies were in Food Preparation & Serving Occupations, followed by Sales & Related Occupations, Healthcare Practitioners & Technical Occupations, Healthcare Support Occupations, and Office & Administrative Support Occupations. More than half (50.9%) of the vacancies in the region were in these five occupational groups. Overall, 36% of the openings were for part-time work, 38% required postsecondary education, and 54% required a year or more of experience (Table 11). It should be noted that the share of total job vacancies being for part-time work has dropped from 41% of total vacancies in 2017. This reveals that more and more employers are taking advantage of their current workforce and setting them up with full-time work.

Table 11. Metro Area Job Vacancy Survey Results, 2022

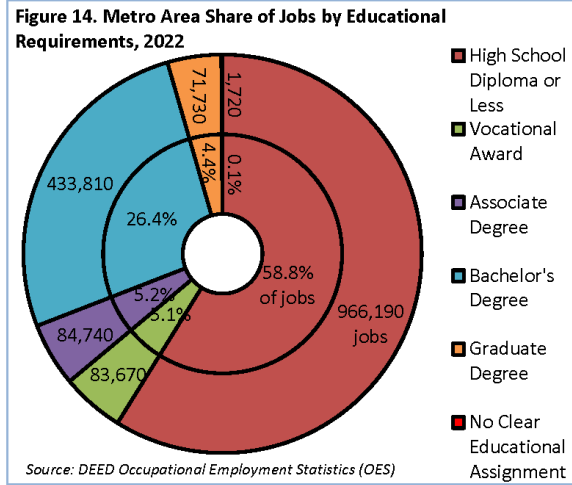
	Number of Total Vacancies	Percent Part-time	Percent Temporary or Seasonal	Requiring Post-Secondary Education	Requiring 1 or More Years of Experience	Requiring Certificate or License	Median Hourly Wage Offer
Total, All Occupations	98,330	36%	6%	38%	54%	39%	\$19.96
Food Preparation & Serving Related	11,820	48%	7%	1%	32%	9%	\$16.04
Sales & Related	11,574	46%	1%	12%	44%	9%	\$15.78
Healthcare Practitioners & Technical	11,408	60%	3%	84%	68%	88%	\$29.63
Healthcare Support	8,641	47%	2%	19%	20%	58%	\$16.00
Office & Administrative Support	6,621	31%	2%	13%	63%	8%	\$18.77
Transportation & Material Moving	6,509	21%	7%	3%	30%	66%	\$19.73
Business & Financial Operations	5,826	16%	7%	71%	95%	25%	\$31.83
Production	4,689	15%	1%	9%	52%	7%	\$19.98
Management	4,490	11%	1%	83%	100%	37%	\$43.43
Education, Training & Library	4,172	36%	22%	86%	70%	70%	\$20.51
Computer & Mathematical	3,821	16%	3%	74%	98%	33%	\$42.59
Building, Grounds Cleaning & Maint.	3,219	46%	10%	0%	10%	49%	\$16.00
Installation, Maintenance & Repair	3,081	6%	6%	49%	70%	33%	\$19.23
Community & Social Service	2,982	32%	13%	67%	82%	70%	\$22.23
Personal Care & Service	2,319	56%	27%	16%	33%	32%	\$14.98
Architecture & Engineering	2,143	9%	1%	81%	82%	43%	\$35.24
Construction & Extraction	1,352	3%	15%	12%	31%	27%	\$20.76
Arts, Design, Entertainment & Media	1,176	39%	13%	54%	79%	49%	\$21.49
Protective Service	939	51%	20%	15%	36%	57%	\$17.46
Life, Physical & Social Sciences	824	16%	2%	82%	84%	30%	\$25.82
Legal	193	12%	1%	82%	89%	77%	\$43.21

Source: DEED Job Vacancy Survey, 2022

EDUCATIONAL REQUIREMENTS

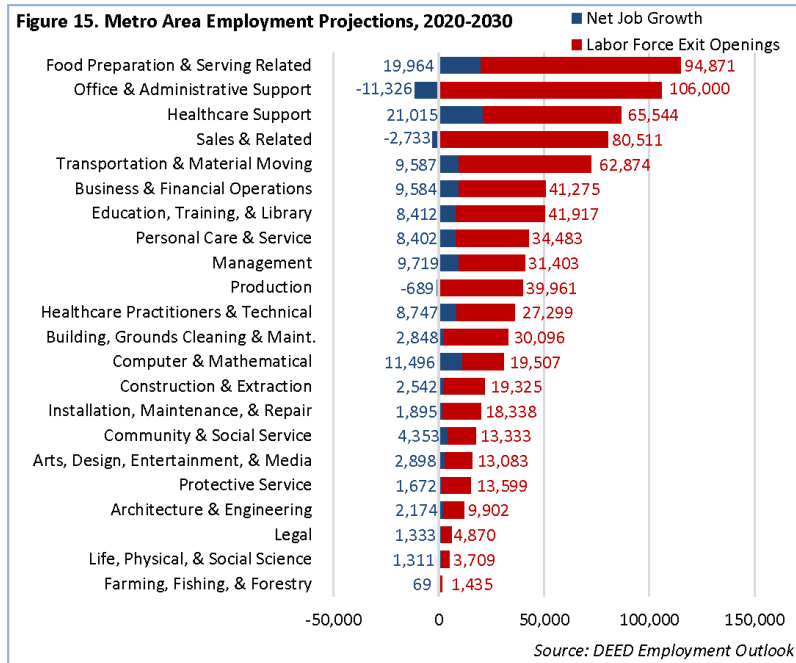
Typically, DEED’s Job Vacancy Survey shows that about 40% of job vacancies in the Twin Cities Metro Area require some level of post-secondary education. This is similar to the share of jobs requiring post-secondary education as highlighted by DEED’s Occupational Employment Statistics program. As of 2022, this program showed that 41% of all jobs in the region required post-secondary education (Figure 14). In other words, the majority of jobs in the Metro Area, 59%, required a high school diploma or less.

Certain careers – such as Dentists, Lawyers, and Teachers – require a college education, while other jobs – including Cost Estimators, Sales Representatives, and Correctional Officers – do not. College is an excellent way to move up career ladders and open windows of opportunity to fields that would otherwise be closed, such as nursing or engineering. Many of these occupations offer high wages and are in high demand in the marketplace. While education is typically a worthwhile investment, college can be expensive. According to the Minnesota Office of Higher Education, average annual expenses for a full-time resident undergrad can range from \$20,570 at state colleges to \$53,670 at private non-profit colleges. For those who go onto to higher education and college, choice of major matters – different programs lead to different jobs that earn different amounts of money.



EMPLOYMENT PROJECTIONS

Overall, the Metro Area is projected to grow 6.2% from 2020 to 2030, a gain of nearly 113,300 net new jobs. In addition, the region is also expected to need approximately 773,300 replacement openings to fill jobs left vacant by retirements and other career changers. Healthcare Support, Food Preparation & Serving, Computer & Mathematical, Management, and Transportation & Material Moving occupations are expected to see the most net new growth, but every occupational group will show some future demand either through new jobs or replacement openings (Figure 15).



OCCUPATIONS IN DEMAND

According to DEED’s [Occupations in Demand](#) tool, there are about 300 distinct occupations showing relatively high demand in the region, with training and education requirements ranging from short-term on-the-job training to postsecondary education to advanced degrees. These occupations are spread across different sectors but are also concentrated in the region’s major industries. For example, Retail Salespersons, Personal Care Aides, Registered Nurses, Software Developers, Accountants, and Heavy and Tractor-Trailer Truck Drivers are among the top occupations in demand based on the consistent need for workers in these fields. Those occupational groups with the most occupations in the top-100 in-demand occupations include Food Preparation & Serving, Management, Office & Administrative Support, Sales & Related, and Transportation & Material Moving (Table 12).

Table 12. Metro Area Occupations in Demand by Education Level, 2022

Less than High School	High School or Equivalent	Some College, Vocational Training, or Assoc. Degree	Bachelor’s Degree or Higher
Home Health & Personal Care Aides (\$33,154)	Nursing Assistants (\$43,351)	Registered Nurses (\$91,157)	Software Developers (\$117,626)
Retail Salespersons (\$33,769)	Licensed Practical & Licensed Vocational Nurses (\$59,297)	Clinical Laboratory Technologists & Technicians (\$64,938)	Accountants & Auditors (\$80,271)
Cashiers (\$30,580)	Medical Assistants (\$51,083)	Veterinary Technologists & Technicians (\$47,307)	Management Analysts (\$101,561)
Customer Service Representatives (\$47,638)	Machinists (\$59,228)	Dental Hygienists (\$87,968)	Financial Managers (\$141,401)
First-Line Supervisors of Food Preparation & Serving Workers (\$41,302)	Computer User Support Specialists (\$64,464)	Police & Sheriff’s Patrol Officers (\$87,344)	Marketing Managers (\$167,023)
First-Line Supervisors of Retail Sales Workers (\$49,618)	Automotive Service Technicians & Mechanics (\$52,440)	Physical Therapists Assistants (\$65,385)	Market Research Analysts & Marketing Specialists (\$81,617)
Laborers & Freight, Stock, & Material Movers, Hand (\$36,894)	Electricians (\$82,047)	Radiologic Technologists & Technicians (\$81,372)	General & Operations Managers (\$102,232)
Stockers & Order Fillers (\$44,689)	Dental Assistants (\$64,757)	Industrial Engineering Technologists & Technicians (\$66,723)	Project Management Specialists (\$88,309)
Heavy & Tractor-Trailer Truck Drivers (\$61,872)	Hairdressers, Hairstylists, & Cosmetologists (\$39,273)	Electrical & Electronic Engineering Technologists & Technicians (\$67,986)	Human Resource Specialists (\$75,670)
Fast Food & Counter Workers (\$31,619)	Web Developers (\$90,321)	Mechanical Engineering Technologists & Technicians (\$69,851)	Industrial Engineers (\$103,178)

Source: DEED Occupations in Demand

ECONOMY

INDUSTRY EMPLOYMENT

Table 13. Metro Area Industry Employment Statistics, 2022

Geography	Number of Firms	Number of Jobs	Total Payroll (\$1,000s)	Average Annual Wage	2021-2022		2019-2022	
					Change in Jobs	Percent Change	Change in Jobs	Percent Change
Minnesota	199,603	2,851,778	\$198,839,399	\$69,725	+77,490	+2.8%	-49,854	-1.7%
Twin Cities Metro Area	91,945	1,726,710	\$132,592,927	\$76,789	+47,423	+2.8%	-49,729	-2.8%
Hennepin County	43,707	901,421	\$77,528,375	\$86,007	+22,822	+2.6%	-36,347	-3.9%
Ramsey County	15,064	319,353	\$23,274,700	\$72,881	+7,245	+2.3%	-16,013	-4.8%
Dakota County	11,467	185,225	\$12,556,316	\$67,790	+4,205	+2.3%	-6,274	-3.3%
Anoka County	8,434	129,457	\$7,974,444	\$61,599	+4,708	+3.8%	+1,494	+1.2%
Washington County	6,649	91,779	\$5,220,459	\$56,881	+3,301	+3.7%	+3,336	+3.8%
Scott County	3,846	59,015	\$3,401,237	\$57,633	+3,164	+5.7%	+4,204	+7.7%
Carver County	2,778	40,459	\$2,637,396	\$65,187	+1,978	+5.1%	-128	-0.3%

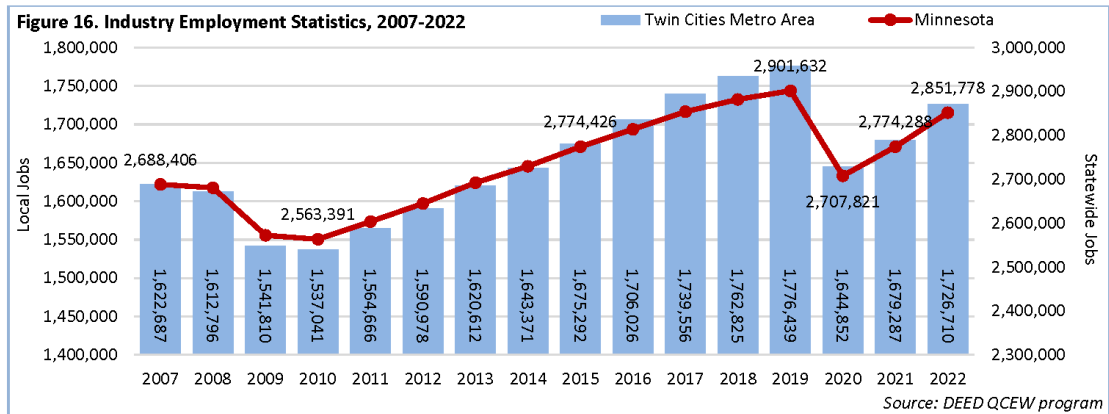
Source: DEED Quarterly Census of Employment & Wages (QCEW)

According to DEED’s [Quarterly Census of Employment & Wages \(QCEW\) program](#), the Metro Area was home to about 92,000 business establishments providing an average of nearly 1.73 million covered jobs through 2022 (Table 13). The average annual wage across all industries was \$76,789 in the Twin Cities Metro Area, which was about 10.1% higher than the state’s average annual wage across all industries (Table 13).

After losing over 85,600 jobs (-5.3%) during the Great Recession between 2007 and 2010, the Twin Cities Metro Area went on to gain nearly 239,400 jobs (+15.6%) between 2010 and 2019. The regional growth rate of 15.6% outpaced the respective statewide employment growth rate of 13.2% during that period. In fact, where the Metro Area accounted for 61.2% of Minnesota’s total employment in 2019, it accounted for 70.8% of the state’s total employment growth between 2010 and 2019 (Figure 16).

With the onset of COVID-19 in 2020, however, the Metro Area experienced significant industry employment loss. Between annual 2019 and 2020 the Metro Area’s total employment plummeted by nearly 131,600 jobs. This 7.4% drop was slightly more severe than the state’s respective 6.7% drop during that period. For the region, such employment loss was much more significant than losses experienced during the Great Recession. Zooming into quarterly trends, employment loss during COVID was most extreme between the second quarters of 2019 and 2020. During that period, Metro Area total employment dropped by 233,435 jobs (-13.1%).

Employment in the Metro Area began its recovery after the second quarter of 2020. Between the second quarters of 2020 and 2021 the Metro Area regained 131,611 jobs, growing by 8.5%. Growth continued through the next year, albeit slower, with the region gaining 56,033 jobs between the second quarters of 2021 and 2022 (+3.3%). Between annual 2020 and 2022, the Metro Area’s industry employment rebounded by nearly 81,900 jobs (+5.0%). As such, the region was just under 50,000 jobs below its pre-COVID 2019 level of employment in 2022 (Figure 16).



Between annual 2019 and 2022, those Metro Area industry sectors losing the most jobs included Accommodation & Food Services (-14,494 jobs; -10.3%); Retail Trade (-11,044 jobs; -6.7%); Finance & Insurance (-8,840 jobs; -7.7%); Administrative & Support Services (-4,228 jobs; -4.3%); and Educational Services (-3,995 jobs; -3.0%). Overall, 12 of the region’s 20 major industries were below their respective 2019 levels of employment in 2022. Those industries above their respective 2019 levels of employment in 2022 included Transportation & Warehousing (+2,885 jobs; +3.9%); Construction (+2,537 jobs; +3.4%); Manufacturing (+1,109 jobs; +0.6%); Wholesale Trade (+920 jobs; +1.2%); Professional & Technical Services (+749 jobs; +0.6%); Agriculture, Forestry, Fishing, & Hunting (+418 jobs; +13.6%); Utilities (+272 jobs; +4.4%); and Mining (+73 jobs; +13.7%) (Table 14).

More recently, between annual 2021 and 2022, industry growth in the Metro Area was led by Accommodation & Food Services (+14,243 jobs; +12.7%); Manufacturing (+6,119 jobs; +3.6%); Transportation & Warehousing (+6,054 jobs;

+8.6%); Arts, Entertainment, & Recreation (+5,542 jobs; +20.3%); and Professional & Technical Services (+4,131 jobs; +3.4%). Overall, 17 of the region’s 20 major industries added jobs between annual 2021 and 2022. Those three industries losing jobs during that period included Finance & Insurance (-5,669 jobs; -5.1%); Retail Trade (-1,144 jobs; -0.7%); and Management of Companies (-494 jobs; -0.6%).

Table 14. Metro Area Industry Employment Statistics, 2022

NAICS Industry Title	2022 Annual Data				Avg. Annual Wage	2021-2022		2019-2022	
	Number of Firms	Number of Jobs	Percent of Jobs	Total Payroll (\$1,000s)		Change in Jobs	Percent Change	Change in Jobs	Percent Change
Total, All Industries	91,945	1,726,710	100.0%	\$132,592,927	\$76,789	+47,423	+2.8%	-49,729	-2.8%
Health Care & Social Assistance	13,204	278,895	16.2%	\$17,408,008	\$62,418	+1,833	+0.7%	-52	-0.0%
Manufacturing	4,046	174,170	10.1%	\$15,163,383	\$87,061	+6,119	+3.6%	+1,109	0.6%
Retail Trade	8,199	153,774	8.9%	\$6,230,182	\$40,515	-1,144	-0.7%	-11,044	-6.7%
Educational Services	2,383	131,161	7.6%	\$8,256,499	\$62,949	+2,897	+2.3%	-3,995	-3.0%
Professional & Technical Services	11,989	126,722	7.3%	\$15,020,411	\$118,530	+4,131	+3.4%	+749	+0.6%
Accommodation & Food Services	6,374	126,600	7.3%	\$3,539,304	\$27,957	+14,243	+12.7%	-14,494	-10.3%
Finance & Insurance	5,059	106,236	6.2%	\$14,505,693	\$136,542	-5,669	-5.1%	-8,840	-7.7%
Administrative & Support Srvc.	4,594	93,057	5.4%	\$4,879,797	\$52,439	+3,291	+3.7%	-4,228	-4.3%
Construction	7,068	78,250	4.5%	\$6,800,682	\$86,910	+2,307	+3.0%	+2,537	+3.4%
Wholesale Trade	5,220	78,051	4.5%	\$8,104,797	\$103,840	+2,584	+3.4%	+920	+1.2%
Transportation & Warehousing	2,163	76,682	4.4%	\$5,220,120	\$68,075	+6,054	+8.6%	+2,885	+3.9%
Management of Companies	979	76,265	4.4%	\$11,265,960	\$147,721	-494	-0.6%	-2,643	-3.3%
Public Administration	806	71,805	4.2%	\$5,499,751	\$76,593	+1,433	+2.0%	-1,300	-1.8%
Other Services	11,148	53,436	3.1%	\$2,532,354	\$47,390	+2,511	+4.9%	-3,909	-6.8%
Arts, Entertainment, & Recreation	1,850	32,854	1.9%	\$1,786,051	\$54,363	+5,542	+20.3%	-3,673	-10.1%
Information	1,993	31,305	1.8%	\$3,404,533	\$108,754	+702	+2.3%	-3,917	-11.1%
Real Estate & Rental & Leasing	4,420	26,855	1.6%	\$1,903,648	\$70,886	+591	+2.3%	-593	-2.2%
Utilities	110	6,494	0.4%	\$848,033	\$130,587	+248	+4.0%	+272	+4.4%
Agriculture, Forestry, Fish & Hunt	303	3,491	0.2%	\$152,587	\$43,709	+162	+4.9%	+418	+13.6%
Mining	39	606	0.0%	\$71,134	\$117,383	+82	+15.6%	+73	+13.7%

Source: DEED Quarterly Census of Employment & Wages (QCEW)

According to DEED’s Quarterly Employment Demographics (QED) program, the workforce in the Twin Cities Metro Area has aged over the past 10 years. For example, in 2012, 17.2% of the region’s workforce was 55 years of age and older. By 2022, 21.3% of the workforce was 55 years of age and older.

With rising demand and tight labor market conditions, wages have been climbing across the board for all workers. While wages were still lowest for the youngest and oldest workers who tend to fill lower-skilled, less-than-fulltime jobs in industries like Retail Trade and Accommodation and Food Services, these two age groups enjoyed the fastest percentage increase in wages from 2012 to 2022 (Table 15).

Table 15. Metro Area Workforce Demographics by Age Group and Gender, Total of All Industries, 2012-2022

Metro Area	Percentage of Workers		Minnesota		Median Hourly Wage		Median Hours Worked (Per Qtr.)	
	2022	2012	2022	2012	2022	2012	2022	2012
Total, all ages	100.0%	100.0%	100.0%	100.0%	\$25.54	\$18.24	431	442
19 years & under	5.8%	5.3%	6.6%	6.3%	\$15.14	\$8.03	113	113
20 to 24 years	8.9%	10.9%	9.2%	11.3%	\$19.24	\$11.09	270	252
25 to 44 years	45.2%	44.4%	43.6%	42.3%	\$28.87	\$19.96	463	476
45 to 54 years	18.9%	22.2%	18.4%	21.9%	\$33.74	\$24.28	486	480
55 to 64 years	16.4%	14.1%	16.7%	14.7%	\$30.85	\$23.41	482	480
65 years & over	4.9%	3.1%	5.4%	3.5%	\$21.54	\$15.60	297	269
Male	49.0%	49.5%	49.1%	49.1%	\$29.17	\$20.38	475	480
Female	51.0%	50.5%	50.9%	50.9%	\$24.81	\$17.31	398	400

Source: DEED Quarterly Employment Demographics

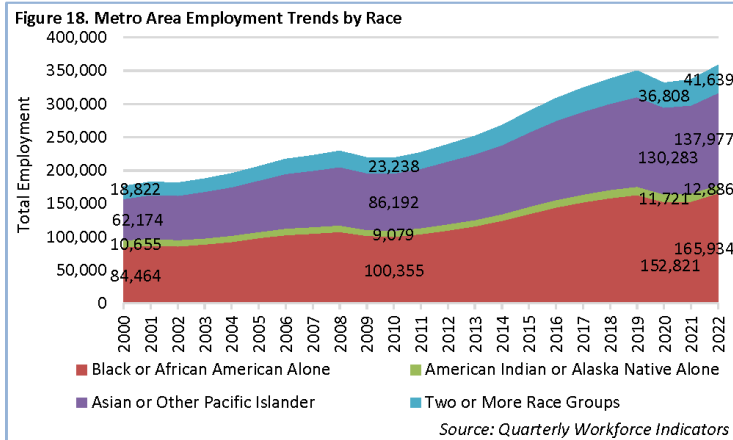
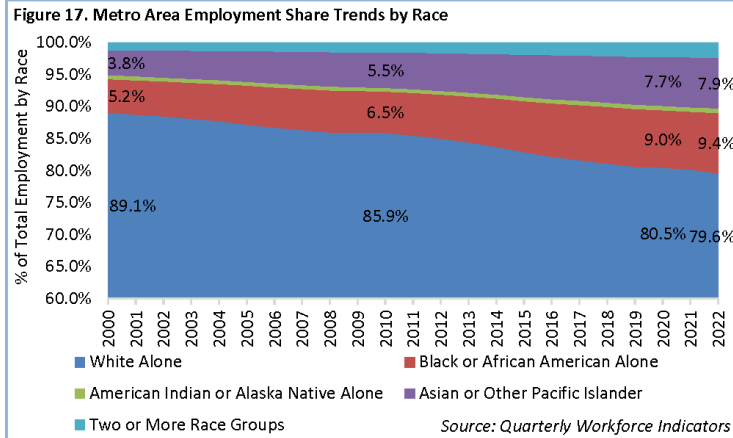
Employment Diversity

According to the U.S. Census Bureau’s American Community Survey and the Quarterly Workforce Indicators program, where those reporting as a race other than white make up 23.5% of the overall labor force in the Metro Area, they held 20.4% of total jobs in the region. Through annual 2022, that equaled 358,436 workers of color, compared to 1,397,521 white alone workers. Workers of color held just 10.9% of total jobs in the region in 2000 (Figure 17). Further, there were nearly 104,300 workers with Hispanic and Latino origins in the Metro Area in 2022, accounting for 5.9% of the region’s total jobs. This was up from 2.9% in 2000.

In sum, workers of color filled an additional 182,321 jobs in the Metro Area between 2000 and 2022, accounting for a growth rate of 103.5%. With 165,934 jobs, Black or African Americans are the largest population of color in the regional economy, gaining 81,470 jobs between 2000 and 2022 (+96.5%). Asian or Other Pacific Islanders in the workforce more than doubled (+75,803 jobs; +121.9%) between 2000 and 2022, accounting for 137,977 jobs in 2022. Workers reporting Two or More Races held 41,639 jobs in 2022, also more than doubling (+22,817 jobs; +121.2%) since 2000. With 12,886 jobs in 2022, American Indian or Alaska Natives added 2,231 jobs (+20.9%) between 2000 and 2022. The white workforce in the region declined by 3.2% (-46,428 jobs) between 2000 and 2022 (Figure 17 and 18).

The Quarterly Workforce Indicators data can reveal more recent employment trends by race and ethnicity. Between annual 2019 and 2020, the region’s total employment dropped by 6.0%, or 108,154 jobs. By race, jobs held by American Indian or Alaska Natives declined by 6.9% (-875 jobs), jobs held by Black or African Americans dropped by 6.4% (-10,426 jobs), and jobs held by those reporting Two or More Races dropped by 6.0% (-2,366 jobs). Jobs held by Asian or Other Pacific Islanders dropped by a less severe 3.5% (-4,749 jobs) during that period, while jobs held by White workers dropped by 6.2% (-89,738 jobs). Jobs held by Hispanic or Latino workers decreased by 5.3% (-18,416 jobs).

More recently, between annual 2020 and 2022, total employment in the Metro Area increased by 3.4% (+57,440 jobs). Growth rates by race and origin were as follows: Two or More Races at +13.1% (+4,831 jobs), American Indian or Alaska Natives at +9.9% (+1,165 jobs), Black or African Americans at +8.6% (+13,113 jobs), Asian or Other Pacific Islanders at +5.9% (+7,694 jobs), and white at +2.2% (+30,637 jobs). Jobs held by Hispanic or Latino workers increased by 8.1% (+26,803) during this period.



INDUSTRY PROJECTIONS

Total employment in the Twin Cities Metro Area is anticipated to grow by 6.2% between 2020 and 2030. This is equivalent to approximately 113,300 net new jobs. The most extensive growth is expected to be in Health Care and Social Assistance, where its total employment is projected to increase by over 38,300 net new jobs. The region is also expected to see significant employment growth in Accommodation and Food Services (+20,600 jobs), Professional and Technical Services (+14,900 jobs), Arts and Entertainment (+9,700 jobs), and Other Services (+7,800 jobs). It should be noted that in addition to net new job growth, the Twin Cities region is anticipated to have over 773,300 labor market exit openings between 2020 and 2030. These are job openings largely due to workers leaving an occupation and exiting the labor market entirely (retirements making up the most of these exits). Even industries that are projected to lose total net employment, such as Manufacturing, will still have labor market exit openings (Table 16).

Table 16. Metro Area Industry Projections, 2020-2030

Industry	Estimated Employment 2020	Projected Employment 2030	Percent Change 2020-2030	Numeric Change 2020-2030
Total, All Industries	1,817,290	1,930,563	+6.2%	+113,273
Health Care & Social Assistance	263,959	302,212	+14.5%	+38,253
Accommodation & Food Services	99,983	120,548	+20.6%	+20,565
Professional & Technical Services	130,777	145,663	+11.4%	+14,886
Arts, Entertainment & Recreation	24,795	34,447	+38.9%	+9,652
Other Services	66,176	73,930	+11.7%	+7,754
Admin. Support & Waste Mgmt.	92,297	99,818	+8.1%	+7,521
Educational Services	137,141	144,455	+5.3%	+7,314
Transportation & Warehousing	66,965	71,507	+6.8%	+4,542
Finance & Insurance	129,919	134,057	+3.2%	+4,138
Construction	71,168	74,189	+4.2%	+3,021
Manufacturing	166,580	168,309	+1.0%	+1,729
Public Administration	100,458	101,195	+0.7%	+737
Wholesale Trade	84,618	85,349	+0.9%	+731
Management of Companies	77,977	78,634	+0.8%	+657
Information	31,984	32,510	+1.6%	+526
Agriculture, Forestry, Fish & hunt	3,241	3,352	+3.4%	+111
Mining	545	577	+5.9%	+32
Real Estate & Rental & Leasing	26,725	26,712	0.0%	-13
Utilities	5,640	4,863	-13.8%	-777
Retail Trade	153,655	147,205	-4.2%	-6,450

Source: DEED 2016-2026 Employment Outlook

NONEMPLOYER ESTABLISHMENTS

The Metro Area was home to nearly 245,300 self-employed businesses or “nonemployers” in 2019, which are defined by the U.S. Census Bureau as “businesses without paid employees that are subject to federal income tax, originating from tax return information of the Internal Revenue Service (IRS).” The region did witness healthy growth in the number of nonemployers over the past decade, with the number of such firms increasing by 17.7%. Most growth was in Hennepin and Ramsey counties, with rapid growth also in Carver County. These non-employers generated sales receipts of nearly \$12.3 billion in 2019 (Table 17).

Table 17. Nonemployer Statistics, 2019

	2019		2009-2019	
	Number of Firms	Receipts (\$1,000s)	Change in Firms	Percent Change
Metro Area	245,279	\$12,276,926	+36,938	+17.7%
Anoka Co.	24,387	\$1,105,552	+2,891	+13.4%
Carver Co.	8,615	\$459,154	+1,525	+21.5%
Dakota Co.	30,927	\$1,502,759	+3,876	+14.3%
Hennepin Co.	110,209	\$5,926,376	+17,388	+18.7%
Ramsey Co.	39,984	\$1,725,500	+6,330	+18.8%
Scott Co.	11,606	\$607,770	+1,987	+20.7%
Washington Co.	19,551	\$949,815	+2,941	+17.7%
Minnesota	418,080	\$20,377,253	+39,926	+10.6%

Source: U.S. Census, Nonemployer Statistics program

CENSUS OF AGRICULTURE

Unlike other regions of Minnesota, agriculture is not a key industry in the Metro Area. Despite this, there were over 3,700 farms producing just over \$610 million in the market value of products sold in 2017, according to the U.S. Department of Agriculture. All the counties in the planning region ranked in the bottom half of the state’s 87 counties for the market value of product sold in Agriculture, except for Dakota County (Table 18).

Table 18. Census of Agriculture, 2017

	Number of Farms	Market Value of Products Sold	State Rank
Metro Area	3,743	\$611,422,000	10
Anoka Co.	360	\$67,759,000	63
Carver Co.	689	\$111,378,000	58
Dakota Co.	820	\$235,415,000	37
Hennepin Co.	467	\$58,570,000	67
Ramsey Co.	55	\$2,951,000	85
Scott Co.	740	\$75,570,000	61
Washington Co.	612	\$59,779,000	66
Minnesota	68,822	\$18,395,390,000	

Source: 2017 Census of Agriculture

Anoka County Data

Industry Sector	Number of Jobs	Share of Total Jobs	LQ	Share of MN Jobs
Fabricated Metal Product Manufacturing	8,682	6.7%	4.2	19.4%
Computer and Electronic Product Manufacturing	5,386	4.2%	2.7	12.5%
Specialty Trade Contractors	7,055	5.5%	1.8	8.3%
Waste Management and Remediation Service	596	0.5%	1.7	7.9%
Warehousing and Storage	1,298	1.0%	1.7	7.7%
Truck Transportation	2,068	1.6%	1.7	7.6%
Furniture, Home Furnishings, Electronics, and Appliance Retailers	1,061	0.8%	1.6	7.4%
Repair and Maintenance	1,643	1.3%	1.6	7.3%
Building Material and Garden Equipment and Supplies Dealers	1,986	1.5%	1.6	7.2%
General Merchandise Retailers	4,328	3.3%	1.5	7.0%
Merchant Wholesalers, Durable Goods	5,263	4.1%	1.4	6.5%
Amusement, Gambling, and Recreation Industries	1,901	1.5%	1.4	6.2%
Motor Vehicle and Parts Dealers	2,144	1.7%	1.4	6.2%
Transit and Ground Passenger Transportation	1,066	0.8%	1.3	6.0%
Plastics and Rubber Products Manufacturing	1,085	0.8%	1.3	6.0%
Support Activities for Transportation	575	0.4%	1.3	6.0%
Personal and Laundry Services	1,542	1.2%	1.3	5.9%
Performing Arts, Spectator Sports, and Related Industries	695	0.5%	1.3	5.8%
Construction of Buildings	1,721	1.3%	1.3	5.8%
Health and Personal Care Retailers	952	0.7%	1.2	5.6%
Miscellaneous Manufacturing	1,463	1.1%	1.2	5.3%
Food Services and Drinking Places	9,941	7.7%	1.2	5.3%
Printing and Related Support Activities	939	0.7%	1.2	5.3%

Anoka County Job Postings

Period: 1/1/2024 – 4/1/2024

Source: TalentNeuron and Tim O’Neill, DEED

Total Job Postings: 19,896

Major Occupational Group

- Healthcare Practitioners and Technical Occupations: 2,368 job postings
- Sales and Related Occupations: 2,028
- Transportation and Material Moving Occupations: 1,887
- Office and Administrative Support Occupations: 1,618
- Production Occupations: 1,529
- Educational Instruction and Library Occupations: 1,186
- Management Occupations: 1,084
- Installation, Maintenance, and Repair Occupations: 1,042
- Food Preparation and Serving Occupations: 871
- Business and Financial Operations Occupations: 798
- Computer and Mathematical Occupations: 775
- Architecture and Engineering Occupations: 690
- Community and Social Service Occupations: 677
- Personal Care and Service Occupations: 578
- Healthcare Support Occupations: 567

Specific Occupations

- Registered Nurses: 695 job postings
- First-Line Supervisors of Retail Sales Workers: 657
- Stockers and Order Fillers: 566
- Retail Salespersons: 462
- Heavy and Tractor-Trailer Truck Drivers: 434
- Customer Service Representatives: 349
- Machinists: 332
- Maintenance and Repair Workers, General: 329
- Social and Human Service Assistants: 322
- First-Line Supervisors of Office and Administrative Workers: 300
- Fast Food and Counter Workers: 280
- First-Line Supervisors of Food Preparation and Serving Workers: 276
- Hairdressers, Hairstylists, and Cosmetologists: 271
- Production Workers, All Other: 258
- Light Truck Drivers: 237

In-Demand Skills

Communication; Customer Service; Scheduling; Operations; Collaboration; Supervision; Leadership; Relationships; Monitoring; Lifting; Teaching; Problem Solving; Dedication and Commitment; Analysis; Friendliness; Interpersonal Skills; Detail-Oriented; Planning; Mathematics; Computer Usage (basic)

In-Demand Credentials

Driver's License; OSHA Certification; Commercial Driver's License; Class A Commercial Driver's License; Teaching License; CPR; First Aid Certification; Barber License; Certified Registered Nurse; Board Certified