

WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



# We Will Begin Shortly

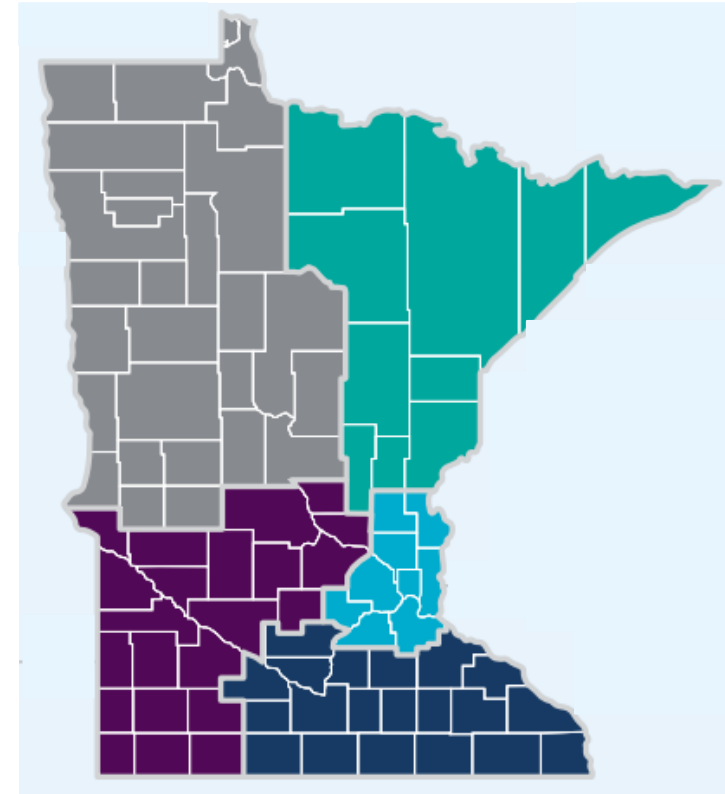
# Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

Offer employer tools to assist them in reviewing and enhancing their current training programs

Enhance Diversity, Equity and Inclusion (DEI) within their workplace

Develop programs that help employers be recognized as an employer of choice in their industry



**Jessica Miller** - Director, Workforce Strategy  
[Jessica.Miller@state.mn.us](mailto:Jessica.Miller@state.mn.us)

<https://www.careerforcemn.com/workforce-strategy-consultants>

<https://mn.gov/deed/business/help/workforce-assistance/wf-strategy.jsp>

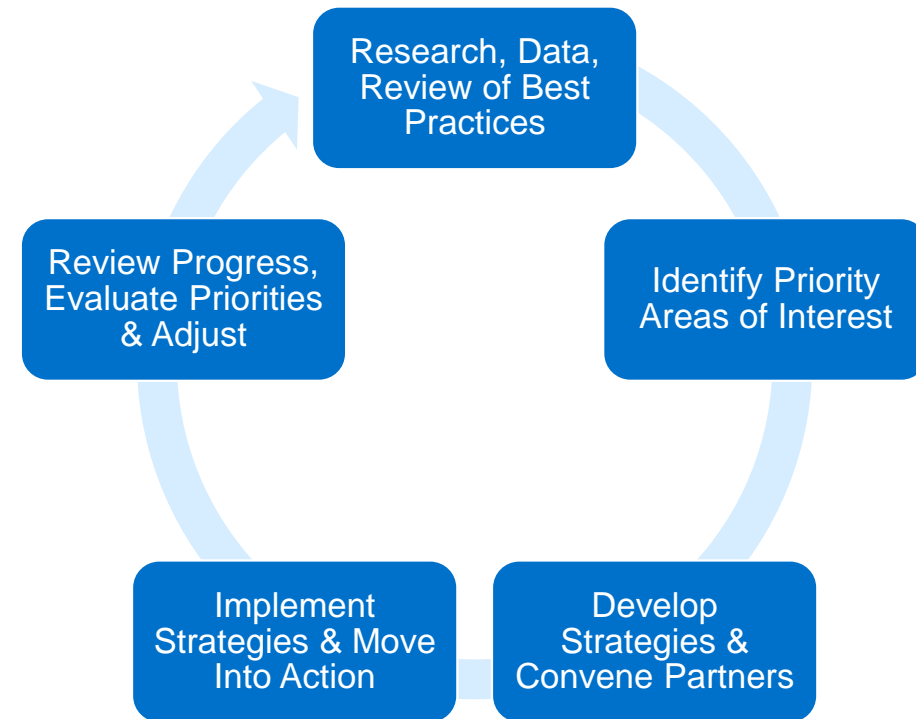
**mn** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

Leading  
**CareerForce**

CareerForceMN.com

# What We Do

**MISSION:** Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth





# WORKFORCE WEDNESDAY

Workforce Strategy Consultants share what works with Minnesota employers

## 2025 Workforce Wednesday Schedule

- **January 8:** DEED's Business Development Team: The Key to Business Expansion and Growth
- **February 5:** Employee Resource Groups
- **March 5:** Strategies for Developing a Fair Chance Workforce
- **April 2:** Powering Workforce Success: Leveraging Industry Sector Partnerships
- **May 7:** It Takes a Village: Resident Recruitment & Community Impacts on Workforce
- **June 4:** Workforce Consultation Strategies
- **July 9:** Introduction to AI for Employers: What It Is, How It Works, and Why It Matters
- **August 6:** Unlocking Workforce Insights: Navigating Labor Market Information for Employers
- **September 3:** Engaging the Unhoused Workforce
- **October 1:** Enhance Employee Skills with Incumbent Worker, On-the-Job Training, and Other Grant Funded Training Opportunities
- **November 5:** The Minnesota Indigenous Workforce Initiative and the Economy of Minnesota's Indian Country
- **December 3:** 2025 Year in Review Highlights

WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



# Workforce Consultation Strategies

June 4<sup>th</sup>, 2025

# Agenda

- What is Workforce Consultancy?
- Strategic Workforce Planning
- Variations of Workforce Consultancy
- Preparing for a Consultation: Tips for Employers
- Panel Discussion
- Take-a-ways
- WW Unplugged

# What is Workforce Consultancy?

- Strategic Planning
- Talent Acquisition and Retention
- Training and Development
- Performance Management
- Regulatory Compliance
- Change Management



# STRATEGIC WORKFORCE PLANNING





# STRATEGIC WORKFORCE PLANNING



# Why is strategic workforce planning important?

## Aligning Workforce with Company Goals:

Human Resources align with company's strategy and objectives for talent growth. Companies can focus on developing the skills and capabilities that are most critical.



## Enhancing Agility and Adaptability:

Providing organizations with the flexibility to respond to rapid changes in technology, market conditions, skills needs through identifying and addressing potential skill gaps and capacity needs.



## Improving Operational Efficiency and Cost Management:

Organizations can avoid overstaffing or understaffing situations, which can lead to unnecessary costs by forecasting future workforce needs and optimizing staffing levels, leading to improved efficiency and reduce costs of recruitment, training, and retention.



## Enhancing Talent Management and Development:

Provides a framework for identifying training and development needs, allowing organizations to invest in the development of their workforce and enhance employee skills and competencies. Also create a pipeline of talent to fill roles in the future through succession planning and leadership development.



## Mitigating Risks and Ensuring Sustainability:

Helps organizations anticipate and mitigate potential risks associated with an aging workforce, skills gaps, and regulatory changes by proactively addressing these risks, organizations can ensure their long-term sustainability and growth.



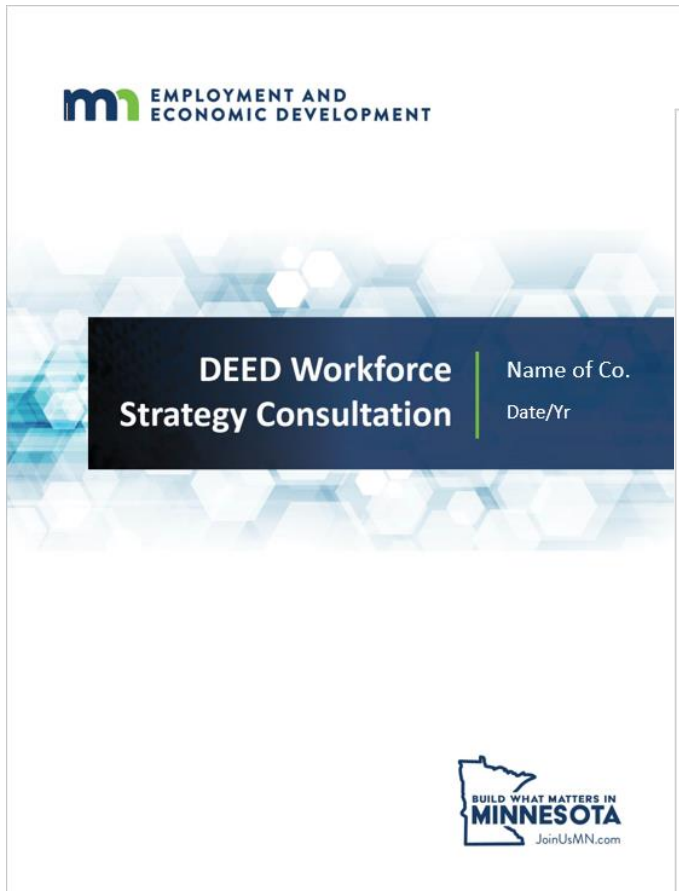
## Improving Employee Engagement and Retention:

Improve employee engagement and retention by providing clear career paths, development opportunities. Fostering a culture of development and growth can help organizations attract and retain top talent.

# Types of Consultancy




# Consultation Reports



**CONTENTS**

Consultation Process .....	X
Confidentiality .....	X
Visit Information .....	X
Company Overview .....	X
Consultation .....	X
Recommendations .....	X
County Profile .....	X
Labor Market Information .....	X
Resources .....	X
Next Steps .....	X
Contacts .....	X



# Preparing for the Consultation

## How can employers prepare for a consultation?

- Define the purpose and scope
- Gather necessary documentation
- Understand the consultation process
- Ensure Effective communication and participation
- Implement and evaluate



# PANEL DISCUSSION

# Panelists



**Angie Soderberg**  
Campus Recruiting & Diversity Outreach  
Specialist  
BARR Engineering



**Carlie Kohn**  
HR Manager  
LISI Medical Remmele, Inc.



**Alejandra Lopez**  
Talent Acquisition Lead  
Niagara Bottling



**Christopher Campbell**  
CEO – SimpliFi Automation

# Take-a-ways

- There is no “one size fits all” when it comes to consultancy
- Strategic workforce planning is vital for businesses as it helps organizations anticipate and prepare for future workforce needs
- 5 focuses of strategic workforce planning: right people, right skills, right time, right plan and right cost
- Having a physical, living document can ensure employers stay on track with their short and long-term workforce goals
- Failing to prepare = prepare to fail



WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



**Next Webinar:**

**Introduction to AI for Employers:**

**What it is, How it Works, and Why is Matters**

**July 9<sup>th</sup>, 2025**

**11:00 a.m. – Noon**

**(Noon-12:30 p.m. Unplugged Audience Q&A)**

**MINNESOTA WORKFORCE STRATEGY CONSULTANTS**

**MISSION**

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.

**THE VALUE WE BRING**

- > Provide tools and resources to support businesses in developing strategic workforce strategies
- > Connect stakeholders to economic development and workforce development resources
- > Focus on workforce diversity, equity, and inclusion initiatives
- > Enhance Minnesota's economic prosperity through workforce and economic development partnerships
- > Work in partnership with our stakeholders to provide workforce training development solutions to meet your talent needs



**WORKFORCE STRATEGY CONSULTANTS**

**NORTHWEST**  
James Whirlwind Soldier  
[James.Whirlwindsoldier@state.mn.us](mailto:James.Whirlwindsoldier@state.mn.us)  
651-323-7891 (c)

**NORTHEAST**  
Shayla Drake  
[Shayla\\_Drake@state.mn.us](mailto:Shayla_Drake@state.mn.us)  
218-380-2510 (c)

**CENTRAL**  
Della Ludwig  
[Della.Ludwig@state.mn.us](mailto:Della.Ludwig@state.mn.us)  
320-423-0121 (c)

**METRO**  
Adesewa Adesiji  
[Adesewa.Adesiji@state.mn.us](mailto:Adesewa.Adesiji@state.mn.us)  
952-261-6942 (c)

**SOUTHEAST**  
Becky Zoubek  
[Rebecca.Zoubek@state.mn.us](mailto:Rebecca.Zoubek@state.mn.us)  
507-923-2845 (c)

# Thank You!

[DEED Workforce Strategy Consultants](https://mn.gov/deed/business/help/workforce-assistance/wf-strategy.jsp)

# UNPLUGGED – Q AND A

