

WORKFORCE STRATEGY CONSULTANTS

WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



Welcome!
We will begin shortly

Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

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

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

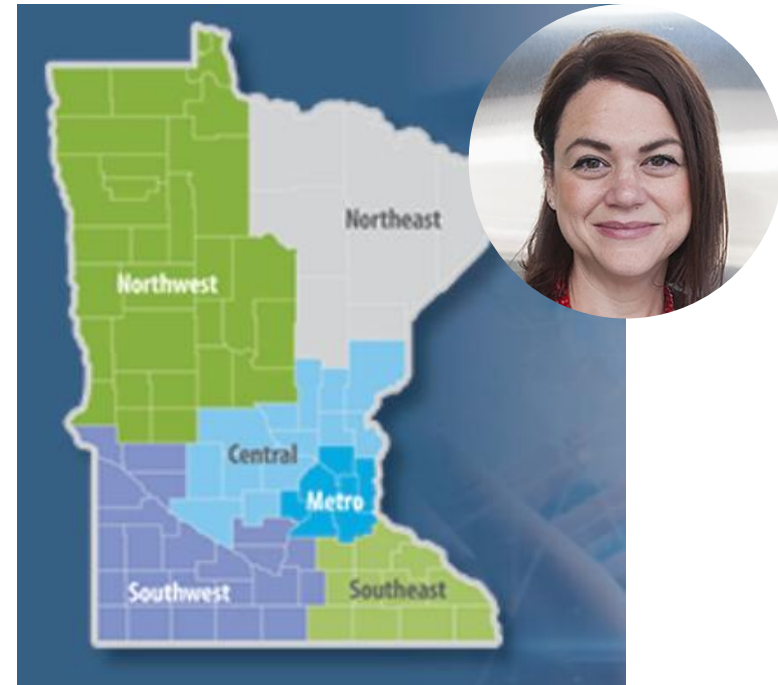
Enhance Diversity, Equity and Inclusion (DEI) within their workplace

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

Jessica Miller

Director of Workforce Strategy

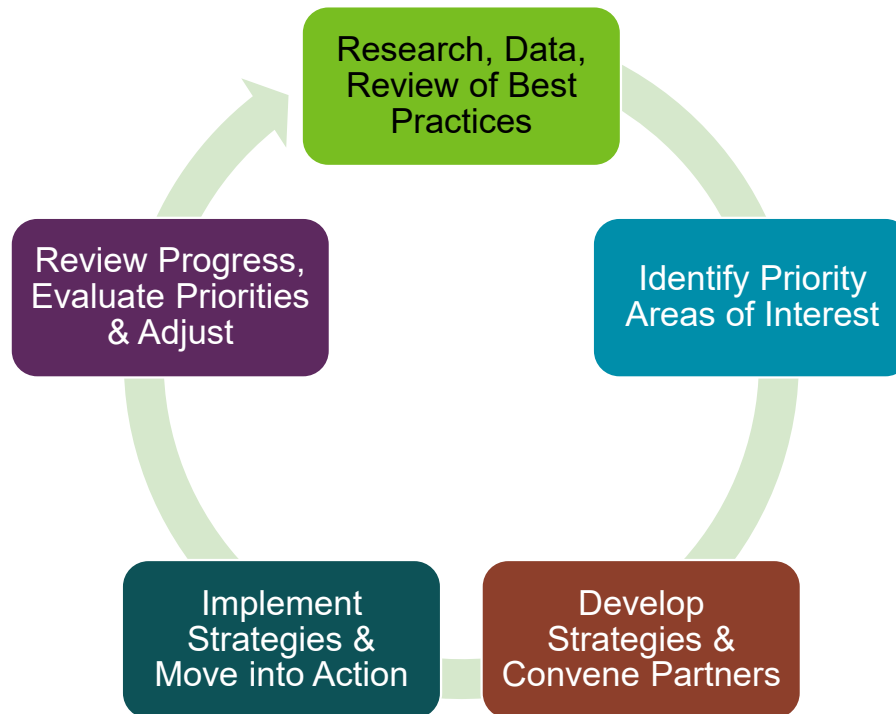
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What WSC Does

Mission

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



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2026 Workforce Wednesday Schedule

- **January 7:** From Doer to Leader: Practical Support Strategies for Frontline Supervisors
- **February 4:** “Check Your Filters: How Biases Shape Hiring, Feedback, and Leadership”
- **March 4:** Future-Proofing Your Workforce: Skills for 2030 and Beyond
- **April 1:** Navigating Generational Differences in the Workplace
- **May 6:** Neurodiverse Workforce: Accommodations, Job slicing and Superpowers
- **June 3:** Who is MAWB? An Inside Look at Minnesota’s Workforce Development Boards
- **July 8:** Raising the Bar: How to Assess and Improve Job Quality
- **August 5:** Opportunities for All: Reimagining Workforce Development
- **September 2:** Mentorships, Sponsorships & Succession Planning
- **October 7:** Developing Successful Career Pathways through Youth Skills Training & Youth Apprenticeships
- **November 4:** Minnesota’s Indigenous Workforce
- **December 2:** 2026 Review with 2027 Preview

View the schedule and register for sessions at:
<https://careerforce.mn.gov/WorkforceWednesday>

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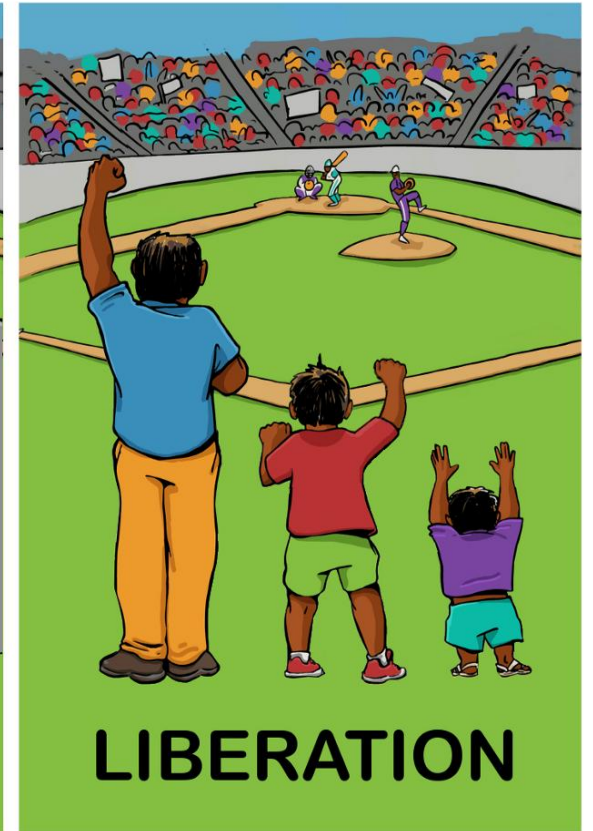
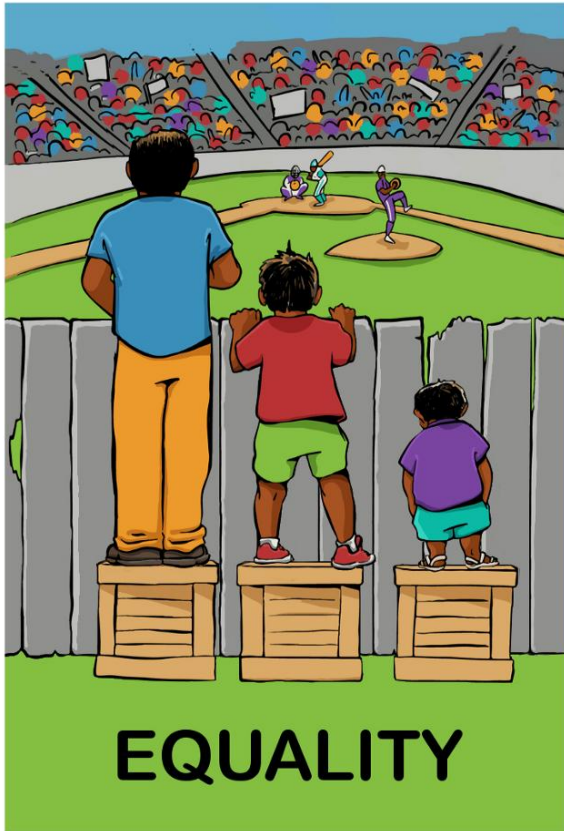
Opportunities for All: Reimagining Workforce Development

Wednesday, August 5, 2026
11:00 AM – 12:30 PM

Agenda

- 
- Why Equity Matters in Workforce Development
 - Understanding Systemic Barriers
 - Workforce Landscape and Development Trends
 - Accountability Across the Board
 - Panel Discussion
 - Conclusion
 - Unplugged

Why Equity Matters



Why Equity Matters

Equity matters in reimagining workforce development because talent exists everywhere, but opportunity is not always equally accessible.

An equitable workforce system removes barriers, expands access, and ensures that individuals, employers, and communities can thrive together.



Understanding Systemic Barriers

Shift From



Shift To

Program-centered



People-centered

Degree-based hiring



Skills-based hiring

One-size-fits-all



Individualized career pathways

Workforce training only



Training + wraparound supports

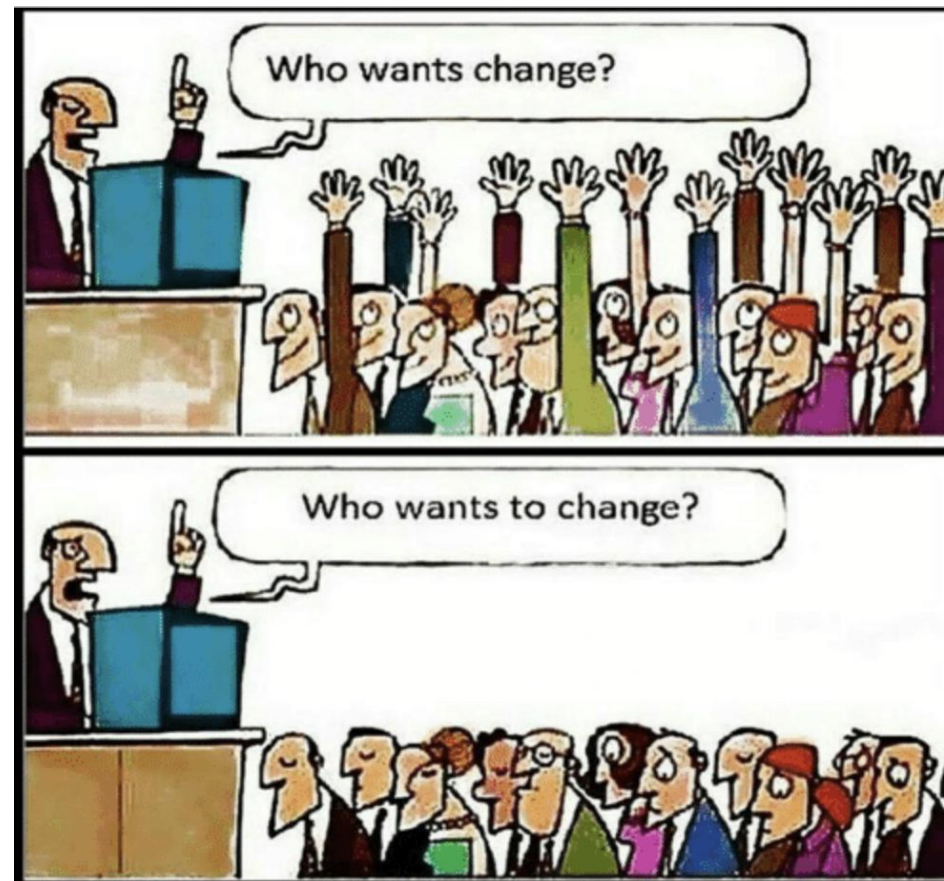
Reactive services



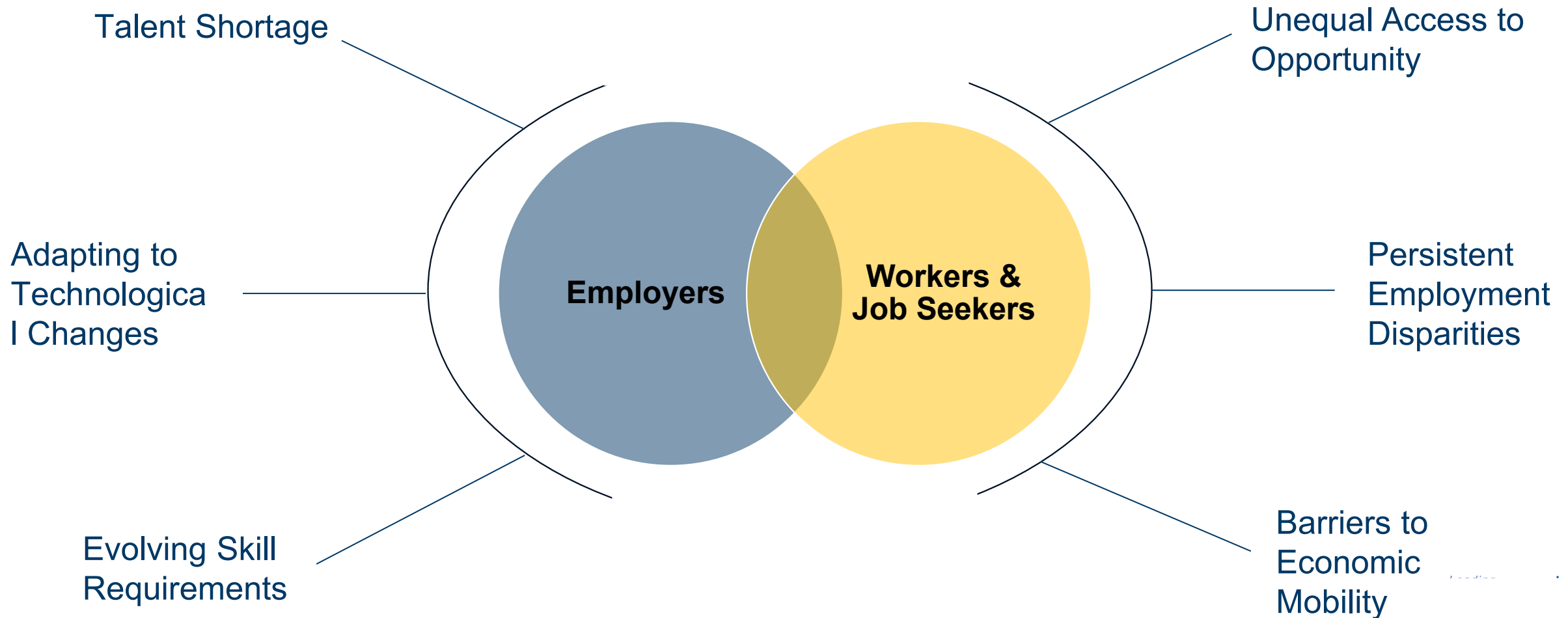
Proactive, data-informed solutions

Workforce Landscape

The Workforce is changing.....Are you ready?



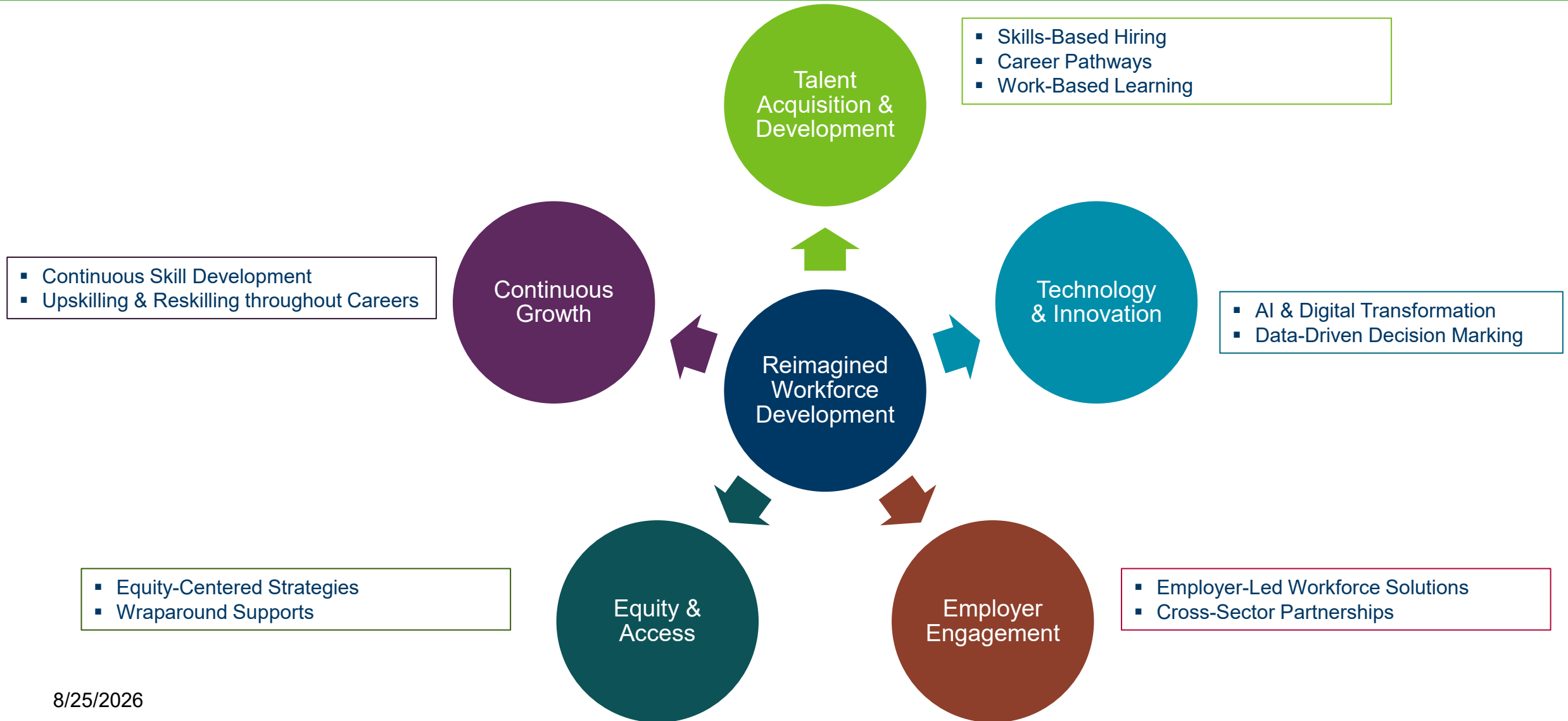
Workforce Landscape



Workforce Landscape

Group	Primary Role	Why They Matter
Employers	Create jobs, define talent needs, hire and retain workers, and shape workplace practices	They drive workforce demand by identifying needed skills, creating employment opportunities, influencing job quality, and investing in talent development.
Workers & Job Seekers	Provide skills, experience, labor capacity, and career aspirations	They represent the available and future workforce, shaping talent supply, workforce participation, mobility, and career trends.
Education & Training Providers	Develop skills pipelines and prepare individuals for employment	They ensure workers have the knowledge, credentials, and skills needed to meet current and future employer needs.
Government & Workforce Organizations	Create policies, fund programs, coordinate systems, and connect talent with opportunities	They provide infrastructure, resources, and partnerships that improve access to employment, training, and economic opportunity.
Community-Based Organizations (CBOs)	Provide outreach, trusted support, and services that connect individuals to workforce opportunities	They help reach diverse populations, reduce barriers to employment, build trust with communities, and provide wraparound supports such as coaching, navigation, and referrals.

Workforce Development Trends

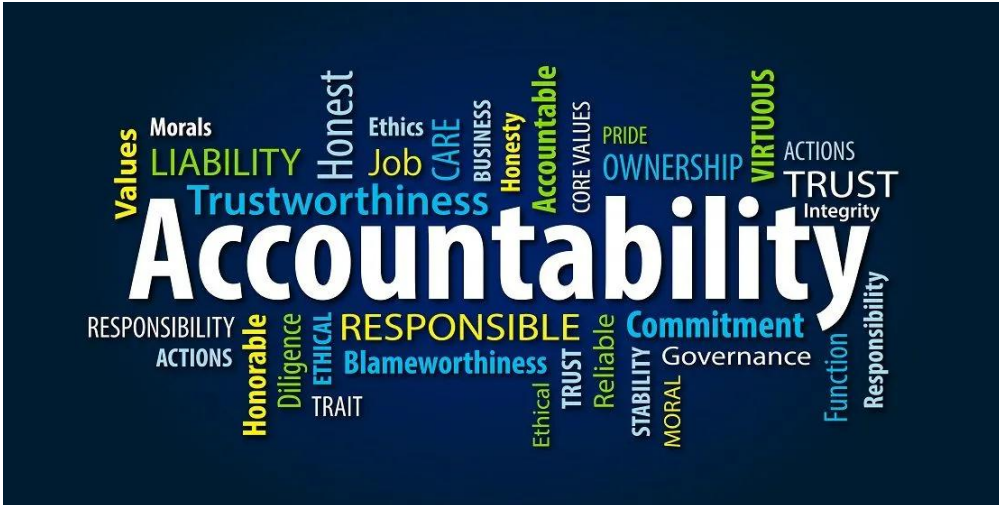


Through the Equity Lens

Traditional Approach	Equity-Centered Approach
Equal access to programs	Equitable access based on individual needs and barriers
Focus on job placement	Focus on career advancement, economic mobility, and quality jobs
One-size-fits-all services	Person-centered, culturally responsive supports
Degree-based qualifications	Skills-based pathways and multiple routes to success
Programs designed for participants	Programs co-designed with employers, workers, CBOs, and communities
Measuring outputs (participants served)	Measuring outcomes (mobility, retention, wages, equity gaps closed)
Workforce development as a service	Workforce development as an ecosystem that creates opportunity



Accountability



Stakeholder	Primary Accountability
 Employers	• Create accessible hiring practices • Invest in employee development • Retain and advance talent
 Education & Training Providers	• Align programs with labor market needs • Develop transferable skills • Prepare learners for evolving careers
 Government Agencies	• Coordinate workforce policy • Provide strategic funding • Remove structural barriers to opportunity
 Community Organizations	• Provide wraparound supports (transportation, childcare, housing, digital access) • Connect individuals to essential resources
 Workers & Learners	• Engage in continuous learning • Build career skills • Plan and navigate career pathways

Self Reflection

Talent Attraction & Hiring

- Is our hiring practices unintentionally excluding qualified candidates?
- Do our job requirements prioritize skills, or do they rely heavily on degrees and credentials?

Equity & Inclusion

- Who is succeeding in our organization, and who may be facing barriers to advancement?
- What assumptions do we make about who is "qualified" or "ready" for advancement?

Workforce Development

- How are we investing in upskilling and reskilling our current workforce?
- Are we creating clear career pathways within our organization?

Data & Accountability

- What workforce data do we regularly review?
- Are we measuring outcomes that reflect long-term employee success?
- How do we use data to identify and address disparities?



Panelists



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September Webinar:
**Future-Ready Talent: Building Your Bench Through
Mentorship, Sponsorship & Succession Planning**

Wednesday, September 2, 2026
11:00 AM – 12:30 PM

Thanks for Joining Us!

Find Your Workforce Strategy Consultant

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



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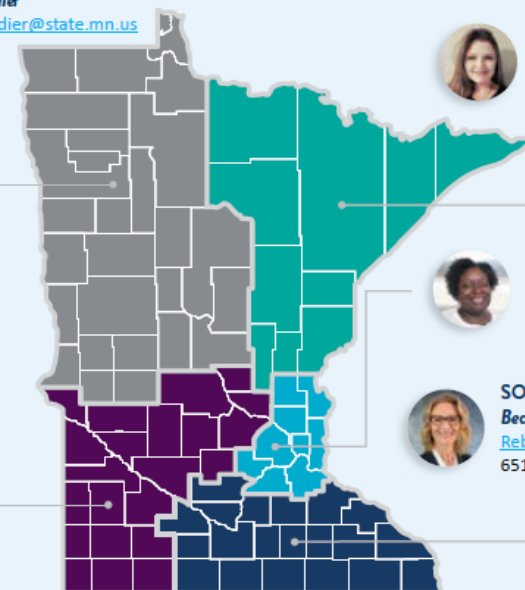
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UNPLUGGED – Q AND A

