



Hennepin-Carver Workforce Development Board

Strategic Talent Pathways

Focus on aligning career pathways with current and emerging labor market trends to meet employer needs. Through collaboration with educational institutions, training providers, and community partners, identify gaps, evaluate program effectiveness, and leverage resources to ensure relevant, high-quality training opportunities. Support innovative models like apprenticeships and coordinate with employer engagement efforts to strengthen talent pipelines across key industries.

Membership Makeup: Post-Secondary/Adult Ed Board Representatives, Private Business Board Representatives, Training Providers, Program partners.

Work Group Responsibilities

- Analyze Labor Market Information and identify current and future workforce trends
- Career pathway development in alignment with employer needs and labor market trends
- Stakeholder collaboration: working with educational institutions, employers, and training providers to align career pathways with workforce needs
- Identify currently available career pathways and training providers as well as any gaps to be addressed
- Developing relationships with training providers
- Ensure training programs are relevant and effective; evaluation of training programs and providers and analyze training outcomes
- Leverage external resources to support career pathways programming
- Coordinate with Employer Relations Work Group to identify new opportunities (employer partners, industry and sector partnerships)
- Develop community relationships with CBOs, training providers, education partners, and other providers
- “Learn to Earn” models, apprenticeships, and pre-apprenticeships

Strategic Talent Pathways Board Member Representatives:

- Emily Watts, Education and Training, Osseo Area Schools, **Work Group Chair**
- Julio Vargas-Essex, Education and Training, North Hennepin Community College
- Derrick Givens, Organized Labor, IBEW Local 292 Apprenticeship and Training
- Rebecca Stearns, Business, Polar Semiconductor
- Kelsey Rogness, Business, Takeda

Staff

- Bri Zaiss (and Sarah Lofquist-Garbis), Hennepin County
- Virginia Rose Kane, takes and distributes notes, scheduling

Hennepin-Carver Workforce Development Board (HCWDB)

Hennepin-Carver Workforce Development Board Mission Statement

The Hennepin-Carver Workforce Development Board fosters individual and family economic well-being through the development of meaningful career pathways and employment opportunities, provides a skilled talent pipeline to our employer partners through the strategic investment of workforce development resources and the building of collaborative partnerships, and works alongside community organizations to identify and recruit community members to participate in workforce development services based on the workplace requirements expressed by our employer partners as well as the needs and interests of the community.

Hennepin-Carver Workforce Development Board Vision Statement

The board works in partnership with all community members and employers to support and enhance an effective, efficient, and inclusive workforce development system which assures alignment between available talent and employer needs resulting in economic prosperity for all.

The Hennepin-Carver Workforce Development Board is a Proud Partner of the American Job Center Network and Minnesota CareerForce.

