



MWCA Best Practices

SUBMISSION FORM

WIB Name Central Minnesota Workforce Investment Board

Submitted by *Trish Taylor*
Trish Taylor/Board Chair Date

WSA Name Central Minnesota Jobs & Training Services

Submitted by *Barbara Chaffee*
Barbara Chaffee/Chief Executive Officer Date

**Attach a description (no more than two pages) describing the innovative best practice.
Please consider addressing the following points:**

- Overview describing the innovative best practice
- Jobseeker impact (i.e.: benefits, outcomes for jobseekers)
- Community impact (i.e.: benefits, outcomes for non-jobseekers)
- Identification of those involved, including collaborators
- Leveraging/alignment of outside resources
- Ideas for replication/lessons learned

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MWCA Best Practices 2008

Central Minnesota Human Resource Administrators Cooperative

Overview

The Central Minnesota Human Resource Administrators Cooperative is a dynamic convergence of human resource, workforce, education and business development. It is a vibrant and ever growing repository of skill, knowledge, resources and experience. The impetus for this business-driven and supported entity is the need and desire for local peer connectivity. Members have the means to access and participate in large scale networks yet clamor for their “backyard buddies”. This synergy enables members to identify, create, implement and replicate mutual best practices. This visionary and harmonious group effectively raises the waterline for all as members “bring their toys to the sandbox and play together”. This group goal is being achieved through a process that honors sound core principles of convening, concentrating, innovating and connecting. An uncommon and admirable amount of trust, professionalism and confidence is contributed by group members as they bridge the communication chasm that business competition can create. This advanced rapport, steeped in personal and professional bonds, creates an environment that is conducive to unguarded sharing, laughter, understanding and learning. This knowledge is used to affirm, justify and create corporate policies and practices. The monthly meeting occurs at the Minnesota WorkForce Center in Monticello and capitalizes on WorkForce Center resources, staff and expertise. Members utilize Minnesota Department of Employment and Economic Development demographic and labor market information, MinnesotaWorks job bank, Workforce Center partner specialties and business services. This forum provides insight and validation for effective compensation, benefits and insurance strategies and solutions. The group strives for excellence in workplace diversity, employee hiring, training, staff retention and succession planning with business leaders recognizing and seizing this asset as a valuable focus and development tool.

Impact

This group is directly impacting and improving the knowledge and skill base of the local labor market through innovative employee development programs. These initiatives seek to meet current demands and future opportunities possible through the engagement of advanced technology in corporate services and operations. This thoughtful and proactive positioning enables members to be on the forefront of leadership and innovation which is the bedrock of competitive advantage. This strategic business community identifies, develops and exploits markets and anchors to niches not easily outsourced nor off shored. This group is intrinsically unified with civic improvement, private and public wealth creation. Successful businesses yield access to gainful employment with advancement opportunity, are pivotal in building strong communities and schools and create great places to live, work, operate a business and raise a family. These business members solidly support the community cornerstones of education, workforce and economic development.

Communities and their citizenry realize improved career opportunities, earnings and income potential. Schools become evermore effective and proactive in the preparation of tomorrow's workforce. Surrounding cities realize increased tax base to further the work of infrastructure and amenity enhancement.

Collaborators

The Central Minnesota Human Resource Administrators Cooperative collaborates with public institutions that include workforce and economic development and education. They share social capital, intellectual property and innovative practices in an effort to increase the likelihood of success for all. Internal knowledge is exchanged and outside expertise is imported. There are currently approximately 30 employers in the Wright and Sherburne County area who actively participate in the HR Cooperative.

Replication/lessons learned

The group serves as a barometer of economic and business trends thereby guiding the strategic investment and utilization of public resources. This advantage empowers the WIB and other governance and education entities with critical forehand knowledge needed to targeted their means, energy, focus and resolve.

Examples of successful, innovative, replicable tools include:

- Job fairs (both physical and virtual)
- Technical education preparation and pre-apprentice training
- Industry based apprenticeship programs
- Summer youth manufacturing camps focusing on critical skills in science technology, engineering and math
- High school career days
- Central Minnesota Manufacturing Association
- Virtual Tours, Shop Tours
- Incumbent worker training
- New hire on the job training programs partnered with area employment and training service providers
- Recognition of and support for armed services personnel, veterans and their families