

# Greater Mankato Talent Task Force



**VISION** (*what future do we want to achieve?*): The community can secure the required talent to meet the looming employment demands & fuel the maintenance & growth of our regional economy.

**MISSION** (*why do we exist?*): Engage the community in strategies & action plans which create greater clarity & alignment of employer / employee expectations to increase the overall talent pool & enhance long-term talent retention.

## STRATEGIC COMMITMENTS

(specific areas where efforts will be concentrated)

Workforce Demographics	Workforce Talent Preparation	Competitive Compensation & Benefits	Innovative Recruitment & Retention Initiatives	Public Policy
<b>Document &amp; communicate changes in workforce demographics over the next ten years.</b>	<b>Promote ongoing talent development &amp; lifelong learning with a focus on high demand skills &amp; jobs in the region.</b>	<b>Research &amp; publish current data on the Greater Mankato area cost of living relative to the earnings in the upper Midwest.</b>	<b>Identify &amp; promote innovative best practices in recruitment &amp; retention.</b>	<b>Shape public policy encouraging the development of talent.</b>
<b>Action Plan:</b>	<b>Action Plan:</b>	<b>Action Plan:</b>	<b>Action Plan:</b>	<b>Action Plan:</b>
<ul style="list-style-type: none"> <li>Assemble a single, shared source of reliable, credible demographic data:               <ul style="list-style-type: none"> <li>Workforce - current &amp; projected</li> <li>Jobs/Skills - current &amp; projected</li> </ul> </li> <li>Distribution &amp; open access</li> <li>Understand differences in access to &amp; equity in labor force participation.</li> </ul>	<ul style="list-style-type: none"> <li>Complete gap analysis on demographic data to determine skill set / job expectations - current &amp; projected</li> <li>Shape employer, community &amp; parent expectations &amp; “state of readiness” through training &amp; communications (e.g. generational, diversity, etc.)</li> <li>Broad career pathway and curriculum &amp; exposure (career life cycle):               <ul style="list-style-type: none"> <li>Career counseling</li> <li>YEAP (apprenticeships)</li> <li>High school career pathways</li> <li>Internships</li> <li>Business tours</li> </ul> </li> <li>SKill-oriented programming in higher education</li> </ul>	<ul style="list-style-type: none"> <li>Assemble a single, shared source of reliable, credible cost of living data</li> <li>Assemble single, shared source of reliable, credible pay / earnings data</li> <li>Spotlight breadth of employer provided benefits &amp; community assets as components of total compensation &amp; prosperity</li> <li>Create an accessible “hub” to house &amp; promote this information               <ul style="list-style-type: none"> <li>Includes employment opportunities</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Leverage what employers &amp; community offers that work to attract and retain workforce.</li> <li>Remove financial hurdles:               <ul style="list-style-type: none"> <li>Forgive student loans</li> <li>Tuition reimbursement</li> <li>Scholarships</li> </ul> </li> <li>Eliminate access barriers:               <ul style="list-style-type: none"> <li>Transportation (e.g. rideshare, biking)</li> <li>Child care (after school programs)</li> </ul> </li> <li>Boomerang strategy</li> <li>Testimonials &amp; success stories</li> <li>Mankato mentors for new community members</li> <li>Affinity groups connecting to &amp; sharing information (e.g. rental properties, child care = our own version of Yelp)</li> <li>Employment brand; ecosystem of career growth</li> </ul>	<ul style="list-style-type: none"> <li>Health Insurance</li> <li>Labor issues / regulations (work-based learning)</li> <li>Bonding</li> <li>Small / niche business startup &amp; support</li> </ul>

*The above action plans are examples of initial thoughts and will need to be built out further by each of the work teams.*