



Minnesota's Career Resource



One Minnesota. 



# I-WE Designation

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# Statewide Turnover Rates: 2009 - 2019

Race or Ethnicity	Total Hires**		Turnover Rate**	
	2009	2019	2009	2019
White or Caucasian	285,620	368,584	7.3%	9.1%
Black or African American	23,474	59,966	0.8%	14.9%
American Indian & Alaskan	4,596	7,203	11.3%	13.2%
Asian or Pacific Islander	13,791	25,465	8.4%	10.4%
Two or More Races	6,362	14,414	11.1%	14.3%
Hispanic or Latino	19,587	35,652	11.1%	13.4%

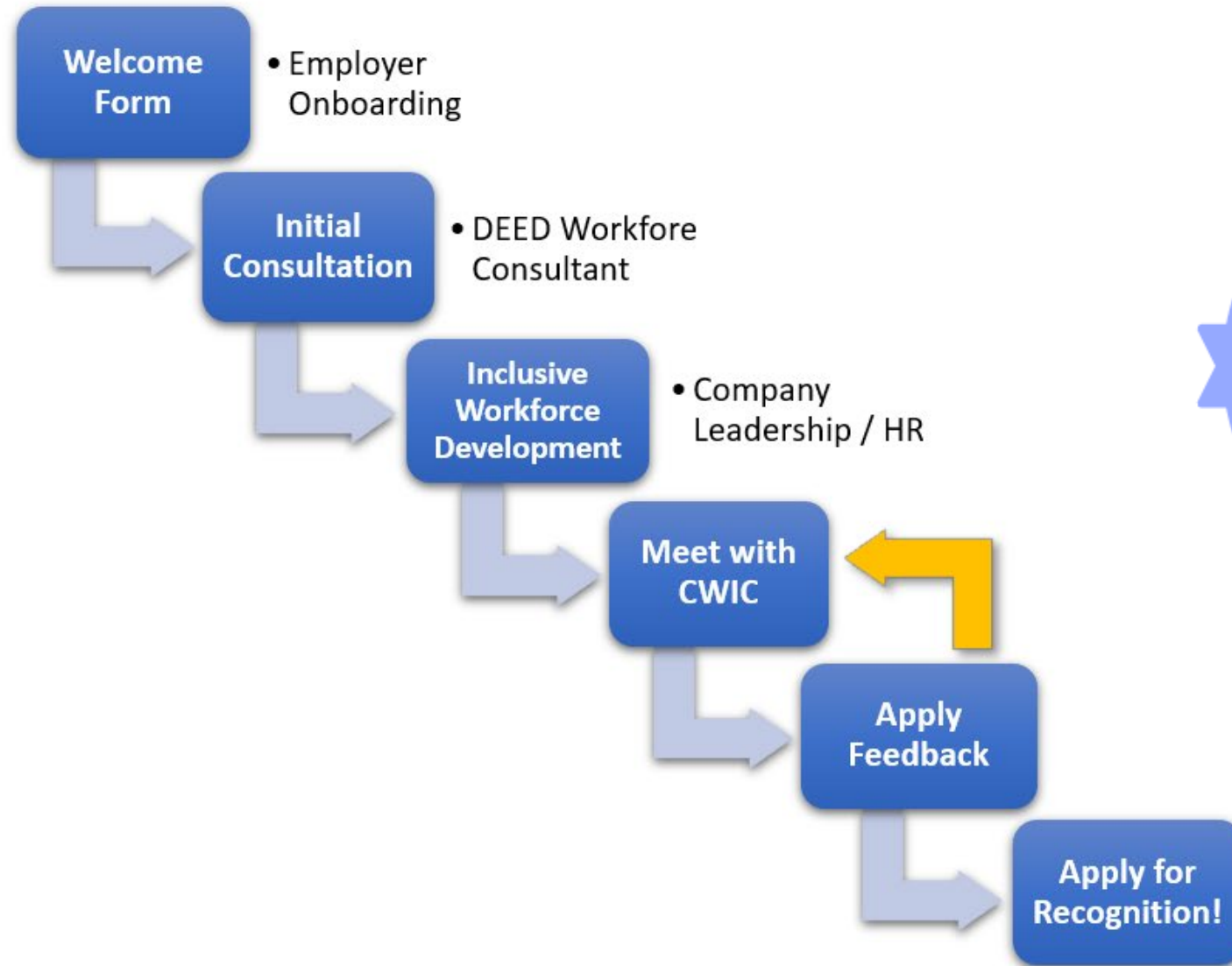
*Source: US Census Bureau, Quarterly Workforce Indicators*

\*\*yearly average per quarter

# I-WE Criteria

- 1) Express a commitment to an inclusive workplace in their stated values, mission or policies.
- 2) Assess how diversity, equity and inclusion influence their work and culture.
- 3) Provide diversity, equity and inclusion education for staff and leadership.
- 4) Allocate resources to support and sustain an inclusive and equitable workplace.

# The I-WE Designation Pathway





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# Community Workforce Inclusion Councils (CWICs)

# CWIC Composition & Responsibilities

- **Diverse Group of Community Members**
  - Mix of lived experience and technical knowhow
- **Advise employers on inclusive workforce development**
- **Review I-WE Designation applications**
  - Utilize I-WE framework (criteria) for discussion and evaluation
- **Make recommendations for recognition to LWDBs**
- **Promote employers they engage with to underserved talent pools**
  - Activate 'word-of-mouth' referrals

# I-WE Scoring Rubric

- **A tool for CWICs to evaluate I-WE designation applications**
- **In development with the University of Minnesota Extension**
  - CWIC and LWDB members will be engaged
- **Will identify dimensions of inclusion within each I-WE criteria**
  - CWICs will have input on what these consist of
- **Will allow CWICs to consider an employer's size and capacity**

# RWA CWIC Representation

- **Tribal Partners**
- **Immigrant Service Partners**
- **Accessibility Expertise**
- **Racial Equity**
- **Low-Income Families**
- **Underserved Youth**
- **LGBTQ**



# CWIC Coordination

- **Schedule Monthly or Bi-Monthly Meetings**
- **Remote, in person, or hybrid**
- **Payment of Stipends**
- **Travel Expenses (when applicable)**
- **Meeting Expenses (space, food)**
- **Agendas and Meeting Packets**
- **Employer Engagement (WSC team can support)**
- **Organize Professional Development Training**

# Other I-WE Support

- **I-WE Certificates and decals**
- **I-WE Website**
- **Statewide Promotion**



# Discussion