

## FOCUS AREA: ECONOMIC VITALITY

**GOAL:** A competitive and inclusive workforce

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### Key Driver:

Increase workforce preparedness.

### Fundable Activities:

- Implementation of new career pathways and innovative living wage job programs designed to meet future workforce needs for the chronically unemployed and underemployed (e.g., communities of color, immigrants and ex-offenders).
- Participation of the chronically un- and underemployed (e.g., communities of color, immigrants and ex-offenders) in current and next-generation jobs.
- Initiatives to increase the success of postsecondary training and career laddering opportunities (e.g., community colleges, professional certification programs) in serving underrepresented communities of color.

### Key Results:

- Individuals recruited and trained from communities currently underrepresented in the workforce will earn a living wage with benefits.
  - Individuals recruited and trained from communities currently underrepresented in the workforce will secure full-time positions and retain jobs for more than 12 months.
  - Workforce training programs provide ladders to careers beyond entry-level jobs.
  - Businesses will have a skilled and diversified workforce from underrepresented communities.
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### Key Driver:

Build community wealth.

### Fundable Activities:

- Comprehensive community projects that link job creation, new business development, minority entrepreneurship and wealth creation.

### Key Results:

- Low-income families use bank accounts and financial services and establish credit.
- Individuals and families have stable housing and access workforce training, development and employment opportunities to help stabilize their families.

## FOCUS AREA: ECONOMIC VITALITY

**GOAL:** A competitive and inclusive workforce

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**Key Driver:**

Strengthen delivery of financial and technical assistance to minority-owned businesses.

**Fundable Activities:**

- New and existing community-based networks that incubate, provide technical assistance to, or expand alternative financing options for minority-owned businesses.

**Key Results:**

- New minority-owned businesses are created and developed.
  - Minority-owned businesses sustain and create new jobs that pay a living wage with benefits.
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**Key Driver:**

Advocate for improved policies and public-sector programs that impact wealth creation.

**Fundable Activities:**

- Research and advocacy to encourage policy and systemic improvements in workforce development, minority entrepreneurship and wealth creation.

**Key Results:**

- Workforce investments are measured for impact and performance.
- Investments are equitably deployed to address racial disparities in the workforce and minority-owned business development.
- Alternatives to prevent discriminatory and predatory financial practices are implemented.
- Integrated approaches are adopted to remove barriers that keep underrepresented communities (e.g., communities of color, immigrants, ex-offenders, homeless Minnesotans, etc.) from accessing workforce training and employment.