Big gap, coming fast → 100,000 skilled workers short by 2020

MSP Performance*
Retention:
#1 v. #14

White professionals
Professionals of color

Net Migration of 25-34 year olds, 2014

Minneapolis-Saint Paul MSA
+1,719

Denver MSA
+13,805

Source: *Myles Shaver (University of MN) analysis, IPUMS-USA data (University of MN)
Regional Approach
Present - 6 months

Working Group:
Todd Williams, Target
John Hardy, Best Buy
Greg Cunningham, US Bank
Tonya Hampton, HealthPartners
Ouraphone Willis, UnitedHealth Group
Tomas Perez, Prospanica
Godson Sowah, Assn of Black Accountants
Vivian Chow, Assn of Asian MBAs
Duchesne Drew, Bush Foundation
Steve Humerickhouse, Forum on Workplace Inclusion
Linda Sloan, University of St. Thomas

and 15+ additional partners on full strategy team

TEAM WORK

Strategy Team:
Professionals of Color
Regional Approach
Present - 6 months

NETWORK

MSP Mingle

• 250 + Professionals of Color

• Launch of MSP Mingle at Target in March 2016

• MSP Mingle at Ecolab on August 2, 2016

• Next MSP Mingle at HealthPartners in November 2016
Regional Approach
Present - 6 months

NETWORK

• Launched Roundtable with Affinity Groups of Color at Thrivent in April 2016

• Ascertained best practices surrounding recruiting, retention, creating a pipeline
Regional Approach
Present - 6 months

DATA + INSIGHTS

• Focus Group with 65 professionals of color in May 2016

• LAUNCHED region-wide survey with professionals of color in September 2016
Regional Approach
6 months - 2 years

USE DATA
• Establish and align regional leaders and institutions around shared goals

STRENGTHEN
• Network of professionals of color through frequent of events

STRATEGY
• Collaborate, partner, and drive significant region-wide improvement through strategy