

**KANDIYOHI COUNTY AND CITY OF WILLMAR ECONOMIC DEVELOPMENT COMMISSION (EDC)
BUSINESS RETENTION AND EXPANSION/RECRUITMENT (BRE/R) COMMITTEE
MINUTES
November 3, 2017
EDC Board Room**

Present: Sam Bowen, Jim Ellingson, Les Nelson and Kelly TerWisscha

Excused: Bob Carlson, Les Heitke, Roger Imdieke and Ranae Rahn

Absent: Dean Steinwand

Guest: Cathy Baumgartner, Workforce Development Coordinator, Central Minnesota Jobs & Training Services

Staff: Aaron Backman, Executive Director

Secretarial: Diane Beck, Legal & Administrative Assistants (LAA)

Chairperson Sam Bowen called the meeting to order at approximately 9:07 a.m.

AGENDA—The agenda was approved as emailed.

MINUTES—As there was not a quorum in attendance, the September 1 and October 6, 2017 minutes were received, but not approved.

REPORTS/PROJECT UPDATES

Historic 313. Aaron Backman shared information on the Historic 313 financials. He continues to meet weekly with proprietors on building renovation status. The Spurs Restaurant renovation is progressing slowly and is tentatively planning to open by mid-December.

Midtown Plaza. Backman reported the renovation of the first floor is progressing with flooring, drywall and painting, etc., and shared Ain-U-Shams, the anchor tenant grocery store, recently closed on a \$50,000 loan with the Southwest Initiative Foundation (SWIF). Backman suggested the BRE/R Committee conduct a future BRE/R Committee meeting at the Midtown Plaza.

Aerial Photos. Backman showed several aerial photos he had taken of commercial construction in Willmar: 1) Phase I of the Magnum Trucking facility west of Willmar. In the future, Phase 2 will be built east of the current facility; 2) Schwieters Chevrolet along south Lakeland Drive; 3) West Central Steel's expansion; 4) Lakeland Elementary School; and 5) the Wilmar Surgery Center. Backman reported discussions have been held regarding tenants for the former Surgery Center.

Highway 23 Coalition Transportation Rally. Backman provided an update on the Transportation Rally held on October 13, 2017, at Johnny O'Neil's in Spicer. Over 80 people were in attendance including Charles Zelle, Commissioner of the Minnesota Department of Transportation (MnDOT) and staff, District 8, MnDOT's top staff, legislators, city council members, Highway 23 Coalition members and public. Backman felt the Rally was a success. The Coalition has recently developed a website: www.highway23coalition.com or www.hwy23coalition.com that will link to the EDC website. Backman shared the Highway 23 Coalition has formed a nine-member board of directors and held its first meeting on October 10th. To date, there are over 50 committed Highway 23 Coalition members. At the Highway 23 Coalition Board of Directors meeting on December 9th, MnDOT District 8 staff will present the proposed scoring process for Corridors of Commerce. Patrick Weidemann, Capital Planning Program Director in St. Paul, is planning to present the scoring criteria process.

Business Visits/Tours. Backman reported he recently presented Highway 23 Coalition membership information to Chippewa and Yellow Medicine counties. On October 10th, he and Connie Schmoll participated in a Healthy Communities Bus Tour to Mason City, Iowa and to Austin, Minnesota, where they met with key staff, toured the downtown and the Spam Museum. Backman presented the EDC BRE Diversity Report and Highway 23 Coalition information to the Willmar Area Lakes Chamber of Commerce. He reported the TIF public hearing on the Legacy on First Project redevelopment district will go back to the Willmar City Council for approval. Backman reported a groundbreaking ceremony was held on October 25th for the Glacial Ridge Hospitality, LLC's new GrandStay Hotel and Convention Center at Little Crow Country Club in New London-Spicer. Backman informed the BRE Committee a draft for the Airport Master Plan has been completed. A public open house for review of the Airport Master Plan update project will be held on November 16th, 4:00-6:00 p.m. at the Willmar Municipal Airport (see attached).

UNFINISHED BUSINESS

Experiential Learning Business Survey/Career pathway Grant for Youth. Cathy Baumgartner, Workforce Development Coordinator, shared her job duties at Central Minnesota Jobs & Training Services (CMJTS) and shared their Chart of Services in the counties of Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne and Wright (see attached). They also collaborate with Ridgewater College and Mid-Minnesota Development Commission on employment and training needs of businesses in the area. Baumgartner shared information and discussed the Experiential Learning Opportunities (see attached). CMJTS has developed a survey to identify ways in which businesses/organizations might be willing to offer workplace opportunities and opportunities for business representatives to present information about the various career pathways within their organization. It is important to have businesses involved due to the labor shortage to get the word out to current job seekers regarding training opportunities for job skills. The CMJTS Board will incorporate the survey information into an online database which will help educators and service providers to make local connections for appropriate candidates. Chair Bowen inquired who will sort through the surveys. Baumgartner replied the surveys will be tabulated at headquarters and then will be sent to her. Baumgartner will send the survey monkey link to Backman who will have staff send out to their business contacts. Chair Bowen reported Ridgewater

College and Miller Manufacturing in Glencoe have an incumbent training partnership and will share the results with CMJTS when complete. Baumgartner shared a sample Letter of Commitment for the CMJTS Support Services Grant Proposal project (see attached). The goals of this project includes increasing career training and workforce participation for youth and adults who are from low-income communities and communities of color (Somali) in Kandiyohi County for ages 14-24. Baumgartner has visited Somali representatives and they feel this program is important especially for the youth and the need for mentors in the community and committed partners. She is hopeful area businesses will send letters of support for the grant. The grant is due November 17. Baumgartner shared information on various career pathways offered at CMJTS (see attached).

West Central Job Fair Results. This agenda topic will be tabled until the next meeting.

ADJOURNMENT—There being no further business, the meeting was adjourned at approximately 10:24 a.m.

NEXT MEETING—The next regular committee meeting is **9:00 a.m., December 1, 2017** in the EDC Board Room.



Central Minnesota

JOBS & TRAINING SERVICES

www.cmjts.org



Equal Opportunity Employer and Program Provider

Workforce excellence is CENTRAL to all we do.

Upon request the information in this document can be made available in alternative formats for people with disabilities by calling 800-284-7425.

CHART OF SERVICES

WIOA YOUTH

Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, Wright

- CMJTS staff work with schools, nonprofits, private businesses, and other agencies to assist young people by connecting them with career pathways and increasing their employability and earning potential
- Ages 14-24

WIOA ADULT

Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, Wright

- Available to help unemployed or underemployed individuals find meaningful, family-sustaining work
- Age 18 and older
- Services include career counselling, job training assistance, and support services

DISLOCATED WORKER

Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, Wright

- Available to workers who have been laid off (or notified that a layoff is coming) or lost their job through no fault of their own
- Age 18 and older
- Offers individualized employment and job training assistance to those in transition

PUBLIC ASSISTANCE

Kanabec, McLeod, Meeker, Renville, Sherburne, Wright

- Diversionary Work Program (DWP) is a short-term, work-focused program in which families receive four consecutive months of intensive employment and training services
- Minnesota Family Investment Program (MFIP) is a comprehensive, work-focused, assistance program for families designed to encourage and enable job-skill building, work experience, and employment; 60-month lifetime limit
- Supplemental Nutrition Assistance Program (SNAP) provides food support with employment and training assistance to single individuals without dependents for up to three months in a 36-month period

BUSINESS SERVICES

Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, Wright

- Connects businesses with a CMJTS workforce development coordinator who will lead them through the steps to recruit, train, and employ the skilled workers needed

COMPREHENSIVE ECONOMIC DEVELOPMENT STRATEGY (CEDS)

Benton, Sherburne, Stearns, Wright

CMJTS has partnered with Benton, Sherburne, Stearns, and Wright counties to develop a CEDS for the U.S. Economic Development Administration's Region 7W. A CEDS contributes to effective economic development in communities and regions through a locally-based, regionally-driven economic development planning process. The purpose of the CEDS is to build capacity and guide the economic prosperity and resiliency of an area or region.

ADDITIONAL SERVICES

CMJTS facilitates several specialized grants across our 11-county region:

- Disability Employment Initiative
- Higher Education Career Advisor Project (HECAP)
- Minnesota Job Skills Partnership (MJSP) Low-Income Worker Grant
- Pathways to Prosperity
- Retail Genius
- TANF Innovation Project
- Ticket-to-Work
- Pre-employment and Transition Services

For more information on any of our services call Central Minnesota Jobs and Training Services, Inc. 800-284-7425

A proud partner of the americanjobcenter® network

We have a responsibility to cultivate workers' future success. Together, we must work to ensure access to opportunities and experiences that introduce aspiring individuals to the broad array of careers found in Central Minnesota. The benefits are threefold – each individual can put their talents to work in a rewarding career, local job vacancies can be filled with qualified and eager workers, and our local economy thrives and prospers resulting in vibrant, healthy communities.

To address these challenges, the Central Minnesota Workforce Development Board has developed this survey to identify the ways in which your organization might be willing to help. Our Board will incorporate your information into an online database, which will help educators and service providers make these local connections for appropriate candidates. For example, if a teacher wants a class to see what the modern manufacturing work environment really looks like the database could provide a listing of manufacturers who are willing to visit the classroom or host a workplace tour. Similarly, if an aspiring worker is considering a career in architecture, the searchable database will show which architectural firms are willing to help an individual explore this field, and help a Workforce professional make a connection(All initial employer contacts will be facilitated by school or service provider staff).

Business/Organization Name: _____

Business Address: _____

Primary Contact for Experiential Learning Opportunities: _____

Primary Contact Phone: _____ Email: _____

Website:

Sector: ☐ Manufacturing ☐ Healthcare ☐ Construction (transportation) ☐ Natural Resources and Energy (agriculture) ☐ Professional and Business Services (informational technology) ☐ Retail ☐ Other

Comments:

--

Community-Based Opportunities

These opportunities give business representatives the occasion to present information about their business or industry and inform aspiring workers about the various career pathways within their organization. Please indicate which of the following opportunities would be a good fit for your organization by placing an "X" in the corresponding box.

☐ Guest Speaker

Description: An opportunity to talk about your business, occupations within your industry, your own background, and tips for future success. *Time Commitment:* 30-60 minutes.

☐ Panel Member

Description: Join other industry representatives for an interactive opportunity to connect with aspiring workers and community groups about opportunities within a variety of industries. *Time Commitment:* 60-90 minutes

☐ Guest Demonstration

Description: Provide a brief description of the industry and/or occupation combined with a live demonstration of one or more job tasks. *Time Commitment:* 30-60 minutes.

☐ Guest Instructor

Description: Use your professional knowledge, experience, and expertise to enhance the learning experience beyond what a standard textbook or classroom lecture can provide and make career information easier to grasp. *Time Commitment:* A few hours to a few days, depending on site and subject matter.

☐ Mock Interview

Description: You can help job seekers develop strong interviewing skills – for a job, scholarship or other opportunity – by serving as a mock/practice interviewer. An interview can be intimidating but a little practice can go a long way in boosting a candidate's confidence and improving their performance when it counts. Here's an opportunity to use your skills to prepare someone for their next (or first) big interview. *Time Commitment:* 30 minutes to a few hours if conducting multiple interviews.

☐ Special Projects

Description: Research or service-learning projects. Partner on grant activities, participate in the development and implementation of sector strategies, or become active in workforce related committees. *Time Commitment:* Varies.

Workplace Opportunities

❑ Informational Interviews

Description: An informational interview is an informal conversation with a person interested in learning more about a company or career pathway. It is an opportunity to share information and give advice. It is an effective research tool and is often far more valuable than reading books, exploring the internet, or examining job descriptions. The objective of the participant is to gain career information, not immediate employment. *Time Commitment:* 30-60 minutes.

❑ Workplace Tours

Description: Workplace tours provide an opportunity to visit a facility to learn about a business or industry, meet employees, and ask questions about the work observed. Tours are typically coordinated for small groups and often involve some research, on their end, prior to the tour. *Time Commitment:* 30 minutes to 3 hours.

❑ Job Shadowing

Description: Job shadowing is a type of on-the-job training that gives an aspiring worker the chance to become more familiar with a career by observing an experienced employee. Job shadowing allows the participant to gain more comprehensive knowledge about the nuances of a particular career, as they are able to observe how the worker performs their duties, the key deliverables expected, and the other employees with whom the worker interacts. *Time Commitment:* 2 hours to 1 day.

❑ Work Experience or Work-Based Learning (Explore)

Description: Work Experience (paid or unpaid) is a planned, structured learning experience that takes place in a workplace for a limited period of time. It is designed to help individuals to gain exposure to the world of work. It is designed to help participants acquire the attributes, knowledge, and skills needed to succeed in the workplace. Work experience also gives participants the occasion to explore careers in which their skills and interests might be valued. The participant performs actual job duties under the supervision of a business or agency, while the WorkForce Center staff provides additional guidance to the participant and takes financial responsibility for the participant's wages, FICA, and workers compensation insurance, as appropriate. *Time Commitment:* Can range from 10 to 240 hours.

❑ Internship or Diversified Occupations Program (Hands-On Experience)

Description: Internship (paid or unpaid) is a structured work experience connected to a participant's area of career training. Often, internships include the award of school credit or certification. They may be counted as a separate course for credit or as a requirement of another course (as per the educational institution's policy). The internship should involve specific skill development and learning goals with career-related learning standards (e.g. demonstrate appropriate workplace behaviors, apply decision-making and problem-solving techniques in workplace situations, and demonstrate effective teamwork). *Time Commitment:* Typically 1-4 months depending on a combination of school/employer/college requirements and local area policy.

❑ On-the-Job Training (OJT)

Description: Participants are hired and paid by the employer to be trained, on-the-job, in a particular occupation. (OJT training requires a pre-employment contract.) The employer is reimbursed for a portion of the participant's wage to compensate for the costs associated with training a new worker. OJT incorporates an industry-recognized credential and may include short-term classroom training. This is an excellent way for employers to acquire quality job candidates at a discount. *Time Commitment:* Typically 3-6 months.

❑ Pre-Apprenticeship

Description: Pre-apprenticeship services and programs are designed to prepare individuals to enter and succeed in Registered Apprenticeship programs. These programs have a documented partnership with at least one registered apprenticeship program sponsor and, together, they expand the participant's opportunity to connect with a career pathway via industry-based training and classroom instruction. Pre-apprenticeship can take place in union or non-union environments. *Time Commitment:* Varies; often 3-6 months.

❑ Registered Apprenticeship

Description: A Registered Apprenticeship provides an apprentice or trainee the opportunity to earn while they learn in a structured environment. The participant works under the guidance of a mentor or industry expert, gradually accumulating the knowledge and skills needed for industry success. Apprentices receive a paycheck, from day one, that is guaranteed to increase along with their skill level. Apprenticeships also gain industry-recognized credentials for their participation and, in many cases, college credits that can lead to an associate or bachelor's degree. Registered Apprenticeship can take place in union or non-union environments. *Time*

Commitment: 1 to 6 years

❑ Incumbent Worker Training

Description: Incumbent Worker Training is designed to meet the specific training needs of an employer, or group of employers, to retain a skilled workforce and/or avoid laying off employees who lack the skills necessary to meet evolving employer needs. Incumbent worker training is conducted with a commitment by the employer to retain the trainee. The intent of Incumbent Worker Training is for participants to acquire new skills that will allow them to move into higher-skilled and higher-paid positions within the company, allowing the company to hire new staff(s) to backfill the incumbent worker's previous position. *Time Commitment:* Varies.

November 17, 2017

To: Central Minnesota Jobs and Training Services, Inc. (CMJTS)

From:

Re: Letter of Commitment for the CMJTS Support Services Grant Proposal project: The goals of this project include increasing career training and workforce participation for youth and adults who are from low-income communities and communities of color in Kandiyohi County.

Grant services will be based on individual need and will include one-on-one career planning with a CMJTS employment specialist. Other services may include:

- Employment preparation (e.g. career pathway exploration/job search processes, job shadows, business tours, employer panel, etc.)
- Mentorship (e.g. building a supportive employment relationship with a community leader/business person)
- Work-based learning (e.g. work experience, on-the-job training)
- Financial literacy instruction (e.g. budgeting)
- Academic support (e.g. tutoring, Adult Basic Education, English language learning)
- Job training (e.g. industry credentials, post-secondary programs)
- Tuition assistance (e.g. financial aid)
- Support services that assist in participation (e.g. transportation, childcare, work clothing)

I look forward to working with CMJTS on this project. (Feel free to insert why you think this project will be beneficial for the area.) Please accept this letter as our commitment to provide one or more of the following services, as checked below:

- ☐ Refer potential participants (age 14+ from low-income and community of color)
- ☐ Provide academic support (e.g. tutoring or Adult Basic Education classes)
- ☐ Provide other support (e.g. cultural information affecting employment; food for group meetings, and/or transportation)
- ☐ Participate on a panel to discuss our business and its current and future workforce needs
- ☐ Provide a tour of our business, informational interview, and/or a job shadow
- ☐ Mentor a youth
- ☐ Provide a short-term work experience (CMJTS would be the employer of record and pay the participant wages, FICA, Worker's Compensation Insurance costs.)
- ☐ Consider hiring a participant with or without an on-the-job training (OJT) contract. (For OJT, CMJTS reimburses a portion of the new employee's wage for a set period of time in exchange for the employer providing job training.)

Sincerely,



Central Minnesota

JOBS & TRAINING SERVICES

www.cmjts.org



Equal Opportunity Employer and Program Provider

Upon request the information in this document can be made available in alternative formats for people with disabilities by calling 800-284-7425.

Advanced Manufacturing Career Pathway

**4-year (or more)
college degree**

- Mechanical Engineer (IRC) \$67,000
- Engineering Manager (ER) \$100,760
- Industrial Production Manager (EC) \$75,580

**1-2-year college degree
(or credential)**

- Mechanical Engineering Technical (RI) \$44,830
- CAD Drafting (RCI) \$40,390
- Numerical Tool Programmer (CIR) \$41,830
- Production Supervisor (ERC) \$46,140

**High School/GED/
experience**

- Welder (RC) \$30,990

Less than High School

- Assembly Worker (RCE) \$25,130

Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ▪ onetonline.org ▪ careerwise.mnscu.edu

Agriculture, Food, and Natural Resources Career Pathway



**4-year (or more)
college degree**



- Agricultural Inspectors (RCI) \$43,700
- Farm Products Buyers and Purchasing Agents (ERC) \$60,300
- Soil and Plant Scientists (IRE) \$62,400
- Conservation Scientists (IRE) \$65,500

**1-2-year college degree
(or credential)**



- Agriculture and Food Science Technicians (RIC) \$39,500
- Life Science Technicians (RIC) \$45,800

**High School/GED/
experience**



- Agricultural Equipment Operators (R) \$33,300
- Farmers, Ranchers, Agricultural Managers (ERC) \$72,600

Less than High School



- Farmworkers and Laborers, Livestock (R) \$23,000
- Farmers and Laborers, Crop (R) \$25,000

Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ■ onetonline.org ■ careerwise.mnscu.edu



Central Minnesota

JOBS & TRAINING SERVICESwww.cmjts.org

Equal Opportunity Employer and Program Provider

Upon request the information in this document can be made available in alternative formats for people with disabilities by calling 800-284-7425.

Business Career Pathway

Accounting, Economics, Finance,
Transportation, Retail, and Entrepreneurship



**4-year (or more)
college degree**



- Accountant/Financial Analyst (CE) \$80,300
- Executive/Operations Manager (EC) \$175,100
- Human Resources Specialist (ECS) \$58,350
- Business Information Analyst (IEC) \$85,200
- Sales Manager (CE) \$96,999

**1-2-year college degree
(or credential)**



- Financial Consultant/Planner (ECS) \$53,191
- Financial Services (EC) \$74,830
- Accounting Clerk/Bookkeeper (CE) \$37,250
- Assistant Store Manager (ECS) \$38,300
- Sales Representative (CE) \$51,500

**High School/GED/
experience**



- Office Support (CER) \$29,600
- Sales Support (EC) \$21,800

Less than High School



- [Empty box for job titles and wages]

Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ▪ onetonline.org ▪ careerwise.mnscu.edu

Automotive Career Pathway



**4-year (or more)
college degree**



**1-2-year college degree
(or credential)**



- Auto Specialty Technicians (RIC) \$34,388
- Auto Service Supervisor/Manager (EC) \$51,736
- Insurance Appraisers, Auto Damage (CRE) \$63,700
- Auto Service Small Business Owner (EC) (\$Varies)

**High School/GED/
experience**



- Auto Body and related Repairers (R) \$45,760
- Painters, Transportation Equipment (RC) \$32,739
- Parts Sales (ERC) \$29,700

Less than High School



- Vehicle Cleaners (R) \$20,800

Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: mn.gov/onetonline.org ▪ careerwise.mnscu.edu



Central Minnesota

JOBS & TRAINING SERVICES

www.cmjts.org



Equal Opportunity Employer and Program Provider

Upon request the information in this document can be made available in alternative formats for people with disabilities by calling 800-284-7425.

Cosmetology Career Pathway



**4-year (or more)
college degree**



**1-2-year college degree
(or credential)**



- Cosmetologist (AES)
\$23,485
- Estheologist
(Skin and make-up care)
(ESR) \$31,328
- Massage Therapist (SR)
\$20,201
- Nail Technologist
(Manicurist and Pedicurist)
(RES) \$24,960
- Entrepreneur/Small Business
Owner (ECS) (\$Varies)

**High School/GED/
experience**



Less than High School



Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ■ onetonline.org ■ careerwise.mnscu.edu

Construction Career Pathway



**4-year (or more)
college degree**



- Construction Foreman (ERC) \$65,000

**1-2-year college degree
(or credential)**



- Stonemason (R) \$55,000
- Tile and Marble Setter (RCA) \$50,000
- Bricklayer (RCI) \$60,000

**High School/GED/
experience**



- Apprentice Stonemason (R) \$35,000
- Apprentice Tile and Marble Setter (RCA) \$35,000
- Apprentice Bricklayer (RCI) \$40,000

Less than High School



- Helper/Finisher (R) \$25,000

Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ■ onetonline.org ■ careerwise.mnscu.edu



Central Minnesota

JOBS & TRAINING SERVICES

www.cmjts.org

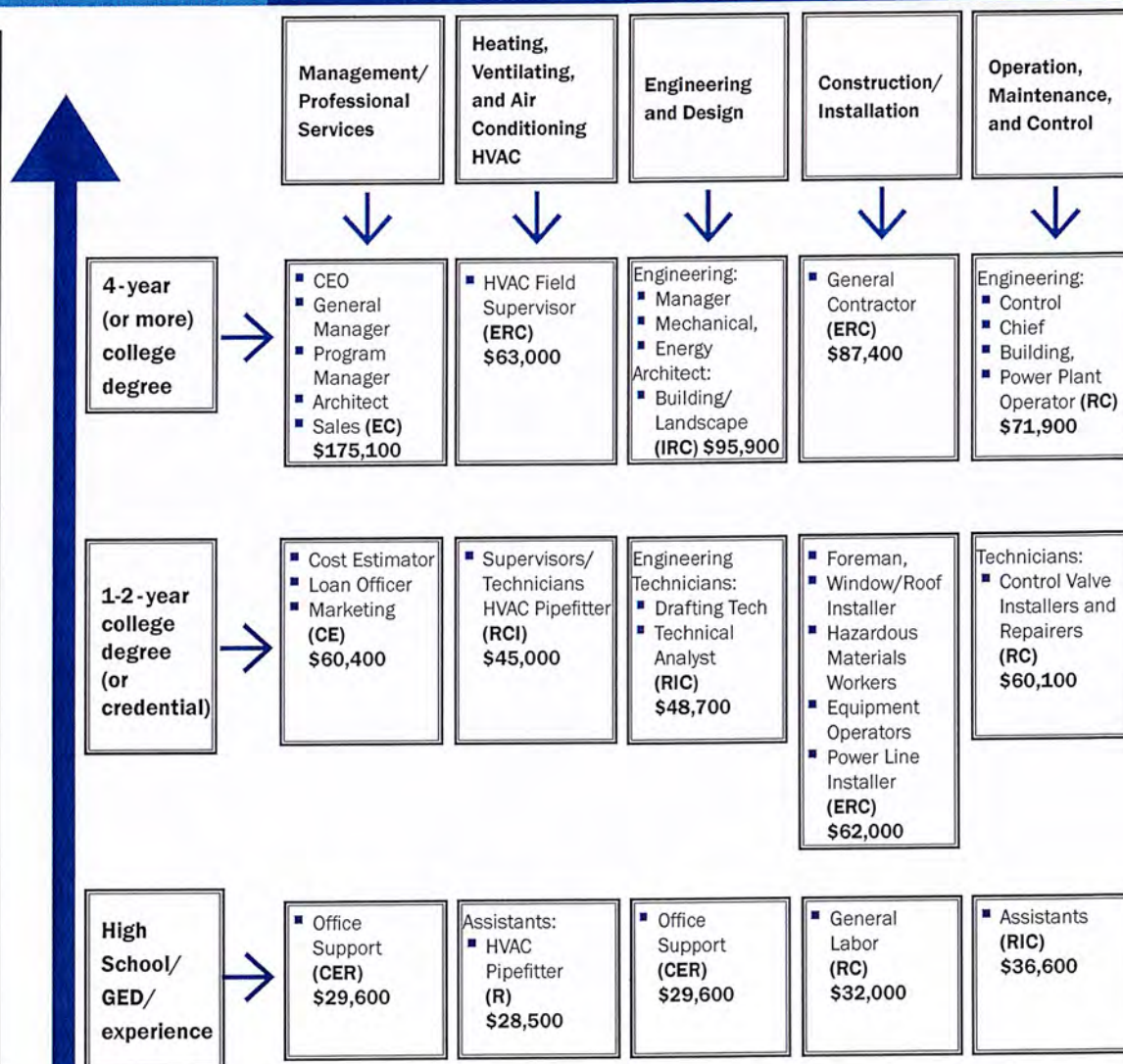


Equal Opportunity Employer and Program Provider

Upon request the information in this document can be made available in alternative formats for people with disabilities by calling 800-284-7425.

Energy Career Pathway

Electric and Natural Gas, Nuclear Generation, Non-nuclear (Coal, Natural Gas, Oil, Hydro, Solar, Wind, Biofuel or Geothermal), Electric Transmission and Distribution, Gas Transmission and Distribution



Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ■ onetonline.org ■ careerwise.mnscu.edu

Healthcare Career Pathway



**4-year (or more)
college degree**



- Registered Nurse/RN (SIC) \$67,500
- Nurse Practitioner/Physician Assistant (SIR) \$98,200
- Physician/Surgeon (IRS) \$187,200

**1-2-year college degree
(or credential)**



- Licensed Practical Nurse/ LPN (SR) \$43,200

**High School/GED/
experience**



- Certified Nurse Assistant (SCR) \$21,440
- Certified Home Health Aide (SR) \$21,440

Less than High School



- Personal Care Aide (SRC) \$20,900

Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ■ onetonline.org ■ careerwise.mnscu.edu



Central Minnesota

JOBS & TRAINING SERVICES

www.cmjts.org



Equal Opportunity Employer and Program Provider

Upon request the information in this document can be made available in alternative formats for people with disabilities by calling 800-284-7425.

Information Technology (IT) Career Pathway



**4-year (or more)
college degree**



- Information Technology Manager (ECI) \$97,000

**1-2-year college degree
(or credential)**



- Network and Computer Systems Administrator (IRC) \$60,000
- Database Administrator (CI) \$63,000
- Computer/ Network Systems/Data Analyst/IT Consultant (ICR) \$68,000
- Computer Security Specialist (CIR) \$60,000
- Computer Programmer (IC) \$63,000

**High School/GED/
experience**



- Computer Support Specialist (REC) \$41,000

Less than High School



Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ▪ onetonline.org ▪ careerwise.mnscu.edu

Retail Services Career Pathway



**4-year (or more)
college degree**



- District Manager (EC) \$78,000

**1-2-year college degree
(or credential)**



- Assistant Store Manager (ECS) \$36,000
- Marketing Manager (EC) \$44,000
- Store Manager (ECS) \$47,000
- Merchandise Manager (EC) \$39,000
- Assistant Buyer (EC) \$32,000

**High School/GED/
experience**



- Department Sales Manager (EC) \$32,000
- Sales Associate (EC) \$24,000

Less than High School



- Stock Clerk (CRE) \$20,000
- Cashier (CE) \$19,000

Interest Profile (2014 MnCareers)

(R) Realistic people are **doers**. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools, or plants. They like to work with their hands. They are practical and good at solving problems.

(I) Investigative people are **thinkers**. They like to watch, learn, and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

(A) Artistic people are **creators**. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

(S) Social people are the **helpers**. They like to work with people more than with things. They enjoy training, counseling, or curing people. They are often good public speakers. They have helpful, empathetic personalities.

(E) Enterprising people are **persuaders**. They like to work with other people. They like to influence, lead, and perform. They are often assertive and full of energy.

(C) Conventional people are **organizers**. They are good with details and like to work with data. They have good organizing skills and like working in structured levels. They often work well with numbers. They are also good at following instructions.

The career titles, wages, and education are representative of jobs within the career pathway. They are not meant to be all inclusive and may vary by location. Sources: careeronestop.org ■ onetonline.org ■ careerwise.mnscu.edu



Public Open House
Willmar Municipal Airport- John L. Rice Field
Airport Master Plan Update

An informational Open House event regarding the Airport Master Plan Update has been scheduled for Thursday, November 16, 2017, at 4:00 p.m.-6:00 p.m. at the Willmar Municipal Airport, 6600 West Highway 40, Willmar, MN.

Information and display boards will be set up for review in regards to the Airport Master Plan update project. The topics will include an overview of the master plan project including airport inventory, airport forecasts, facility recommendations, and alternatives analyzed. A presentation of this information will also be given during the event. Airport staff and members of the consulting team will be available to answer questions.

The purpose of the Airport Master Plan Update is to provide for long-term development goals of the airport.

For any questions, please contact Megan DeSchepper, Planner/Airport Manager
Email: mdeschepper@willmarmn.gov, Phone: 320-235-8311