

## Request for Board Action Details

**File #:** 2021-556  
**Type:** Administrative Item  
**Status:** Passed  
**In control:** Board of Commissioners  
**On agenda:** 10/19/2021  
**Final action:** 10/19/2021  
**Title:** Appointment to the Workforce Innovation Board of Ramsey County  
**Sponsors:** Workforce Solutions  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. County Appointment Checklist, 2. WIB Membership Roster, 3. Resolution

| Date       | Ver. | Action By              | Action   | Result |
|------------|------|------------------------|----------|--------|
| 10/19/2021 | 1    | Board of Commissioners | approved | Pass   |

**Sponsor:** Workforce Solutions

**Title**

Appointment to the Workforce Innovation Board of Ramsey County

**Recommendation**

Appoint Shym Cook to represent One-Stop Partners on the Workforce Innovation Board of Ramsey County for a two-year term beginning October 19, 2021 and ending July 31, 2023.

**Background and Rationale**

Local workforce development boards are required entities under the Workforce Innovation and Opportunity Act to provide oversight for the public workforce system. The Workforce Innovation Board (WIB) serves as the local workforce development board for Ramsey County. Thirty-three WIB members representing business, community-based organizations, one-stop center partners, labor, economic development, education, and elected officials are appointed by either the Ramsey County Board of Commissioners or the city of Saint Paul.

Currently, there is one One-Stop Partner opening on the WIB. Recently, an application was received from Shym Cook from the Minnesota Department of Employment and Economic Development to fill the vacancy for a term beginning October 19, 2021 and ending July 31, 2023.

It is the practice of the WIB's Executive Committee to review membership applications and make recommendations to the appointing bodies. At its September 22, 2021 meeting, the Executive Committee reviewed Shym Cook's application and voted to recommend approval. On October 4, 2021, the application was forwarded to the Ramsey County Board of Commissioners for review and recommendation.

**County Goals** (Check those advanced by Action)

☒ Well-being      ☒ Prosperity      ☒ Opportunity      ☒ Accountability

**Racial Equity Impact**

The WIB is committed to advancing racial equity; a commitment that starts from within by intentionality recruiting a diverse board reflective of the racial and ethnic makeup of the community. The WIB's Executive

Committee routinely assesses vacancies and analyzes a dashboard that tracks members' race/ethnicity and other demographics to identify gaps and inform the WIB's recruitment strategies. Currently, 66% of WIB members identify as White, 22% as African American, 3% as Asian/Pacific Islander, 6% as Native American and 3% as Latinx.

Although there has been improvement, the WIB acknowledges the need for further diversity among its members. Several strategies have been implemented to advance this priority. The WIB created a Membership Committee to focus on strategic recruitment and outreach efforts. Connections have been made with several local ethnic chambers to cultivate relationships and increase awareness of the WIB's work. The WIB's Partnership and Outreach Committee developed a culturally inclusive partnership matrix which is being used to broaden the WIB's identity and reach when promoting membership opportunities

### Community Participation Level and Impact

The WIB harnesses the knowledge and expertise of its members, representing a wide variety of roles within the community, to collectively develop strategic solutions that address employer and job seeker needs. Broadening the pool of prospective members by leveraging community relationships is a key component of the WIB's recruitment strategy. Membership opportunities are promoted online through the WIB, county and city of Saint Paul websites and by WIB members through their networks. Although its membership criteria is legislatively mandated, the WIB seeks to bring additional community engagement to its work through participation on its committees and workgroups. The WIB Executive Committee reviews membership applications and makes recommendations to the county board. The WIB Chair appoints committee members.

The WIB is responsible for setting strategic direction and providing oversight for the public workforce system in Ramsey County. As a policy-making board, the WIB helps shape priorities for programs and services that support both job seekers and employers in our community. During the onset of the COVID-19 pandemic, the WIB swiftly established a Workforce Recovery Taskforce to provide support and guidance on Workforce Solutions' community response efforts. The WIB's Policy and Oversight Committee advocates for legislation and policies that benefit our community and addresses local business and workforce needs. Additionally, the WIB is engaging with Ramsey County's Economic Competitiveness & Inclusion Vision Plan as the Workforce Development Working Group with the goal of ensuring an aligned workforce system that meets local industry needs. The WIB's strategic priorities and Ramsey County's goals of well-being, prosperity, opportunity and accountability are aligned. For more information on the WIB, please visit [rcwib.org](https://www.ramseycounty.us/your-government/leadership/advisory-boards-committees/workforce-innovation-board-ramsey-county) <<https://www.ramseycounty.us/your-government/leadership/advisory-boards-committees/workforce-innovation-board-ramsey-county>>.

☒ Inform      ☒ Consult      ☐ Involve      ☐ Collaborate      ☐ Empower

### Fiscal Impact

Representatives on the WIB do not receive county compensation, they contribute their time and expertise to the county to provide guidance and oversight to county workforce policies and programs. Members may request reimbursement for mileage and parking expenses.

### County Manager Comments

No additional comments.

### Last Previous Action

None.

### Attachments

1. County Appointment Checklist Cook
2. WIB Membership Roster