

Southwest Minnesota Workforce Cohort

In Collaboration with the Minnesota Chamber Foundation

Lead the Way: Develop a Strategic Plan to Attract and Retain a Diverse Workforce!

Thanks to a regional grant, we're excited to offer a 5-session cohort-based training to help employers attract, retain, and support talent from all backgrounds. Led by Whitney Harvey from the Minnesota Chamber Foundation, this program will guide you in creating a strategic plan for fostering an inclusive and welcoming workplace. As the labor shortage persists and our region becomes more diverse, now is the time to position your organization as an employer of choice. Don't miss this opportunity to secure the workforce you need and build a stronger future!

Sessions will be led by Whitney Harvey, Senior Director, Workforce Diversity and Inclusion Minnesota Chamber Foundation with special guest speakers including:

- Sean O'Neil, Director of Economic Development and Research, Minnesota Chamber of Commerce
- Erin Schutte Wadzinski, Attorney / Owner, Kivu Immigration Law
- Jessica Miller, Director of Workforce Strategy, Minnesota Department of Employment and Economic Development
- And more

SESSION 1 - Virtual

Title: *Workplace Inclusion Unpacked: What It Is and Why it Matters to our Region*

Description: In today's rapidly evolving workforce, creating inclusive workplaces has become the recipe for business success. But what does workplace inclusion really mean, and why is it crucial for the success and growth of our region? "Workplace Inclusion Unpacked" will break down the concept of workplace inclusion, explore its significance, and discuss how it can drive economic, social, and cultural progress in our region.

Date/Time: 11/13 from 10:00am- 12:00pm

SESSION 2 - Virtual

Title: *Identifying the opportunity and preparing for long-term success*

Description: Fostering an inclusive environment is not just a business priority but a necessity for long-term organizational success. This session is designed to equip leaders, HR professionals, and managers with the knowledge and fundamentals they need to build and sustain an inclusive workplace for the future.

Participants will walk away from this session with some tips and tools on how to do this work in an intentional and effective way and get an introduction to the business assessment tool we will be using to build individual strategies.

Date/Time: 12/18 from 10:00am- 12:00pm

SESSION 3 - Virtual

Title: *Business recruitment and retention: Being intentional and successful*

Description: Attracting and retaining talent requires more than just a compelling job offer—it demands intentional strategies that foster a supportive, engaging, and inclusive environment. “*Business Recruitment and Retention: Being intentional and successful*” will explore how a thoughtful and deliberate approach can drive long-term success in talent acquisition and employee retention. Participants will review recruitment and retention best practices and use the assessment tool to identify practical insights and create actionable steps to embrace all on the economic sidelines.

Date/Time: 1/15 from 10:00am- 12:00pm

SESSION 4 - Virtual

Title: *Building Strategic Business Relationships*

Description: In today’s interconnected world, businesses thrive not just by focusing on internal growth, but by building strong partnerships with community organizations and other business partners. These strategic collaborations can create shared value, drive social impact, and contribute to long-term success. “*Building Strategic Partnerships*” will explore the why, what, and how of forging meaningful relationships that benefit both businesses and the communities they serve. Participants will review supplier diversity and community partnership best practices and use the assessment tool to identify opportunities for collaboration to resolve workforce challenges.

Date/Time: 2/19 from 10:00am- 12:00pm

SESSION 5 - All Cohorts In Person

Title: Finalizing Your Workplace Inclusion Strategy: From Vision to Action

Description: In this session, participants will utilize their assessment tool to bring together the concepts and fundamentals of workplace inclusion and build a cohesive, actionable strategy that fosters long-term success. This in person session will guide you through the process of finalizing your action plan and aligning your workplace inclusion efforts into a unified strategy that drives meaningful change.

To conclude our series, we will celebrate the achievements of each cohort, reflect on the key learnings, and recognize your dedication to fostering inclusive workplaces. Certificates will be awarded, and we will capture this milestone with group photos to commemorate your commitment to creating lasting, impactful change in your organizations.

Date/Time: 3/19 from 10:00am- 1:00pm with Lunch

"Register for the Full 5-Session Cohort"

Participation in this training program requires registration for all five sessions, as each session is designed to build on the previous one. Individual session registration is not available to ensure a cohesive and comprehensive learning experience. By signing up, you commit to attending all five sessions, which will equip you with the full toolkit and strategies necessary to implement an inclusive and welcoming workplace.