



ARTICLE

WHEN LEARNING IS MORE THAN QUALIFYING FOR A JOB, IT'S ABOUT GAINING A GREAT CAREER



For years we have heard about an increasing skills gap, where there are good jobs but not enough qualified workers.

Logically, we understand that technological and demographic changes are driving the issue. In other ways, though, it is a problem that doesn't seem to make sense, especially when we think about all of the talented and motivated people who are unable to find a good job – one that is interesting, challenging and offers opportunities for growth.



Shawanna Bryant, Human Services Supervisor and Pathway Outcome Coordinator, is part of a team of leaders who are working every day to enhance the talent-to-job-to-career formula.

In response, Hennepin County, Ramsey County, Dakota County, Project for Pride in Living (PPL) and Normandale are working together to deliver an innovative program. Now instead of a degree being a prerequisite, these partners have fine-tuned job requirements and infused career focused training to accelerate career opportunities for adult learners.

Shawanna Rodriguez explains, "In the past, the roles and responsibilities of job seekers, educators, community-based organizations and employers remained separate. Even though we had common goals, we weren't able to break down key barriers and leverage opportunities until we collaborated in very intentional ways." Shawanna is a human services supervisor and pathway outcome coordinator for Hennepin County.