



STATE OF MINNESOTA  
*L'Étoile du Nord*

## Office of Governor Mark Dayton

### MNPathways

#### GOAL

The goal of MNPathways is to hire and create pathways for individuals to grow a long-term career in state government. It highlights the State of Minnesota as an employer of choice that strives to offer an inclusive work culture and a variety of career oriented job opportunities across the state. MNPathways offers support for all current and potential employees, with a focus on opening doors for individuals currently under-represented in the state workforce.

#### WHAT

MNPathways will foster systemic change in the State of Minnesota's hiring and retention efforts by assuring transparent hiring processes, adapting inclusive human resource practices, leveraging plain language communication, and maintaining strong community partnerships.

MNPathways strategic focus areas include, but are not limited to, the following:

- A. **New Recruitment Strategies** – Identify and grow talent pools for state jobs through pilot programs in partnership with academic and community-based training partners.
- B. **Hiring & Selection Transparency** – Identify specific current barriers and work with the Governor's Office, Minnesota Management & Budget (MMB) and state agencies to implement specific solutions.
- C. **Employee Retention** – Develop, communicate and implement an intentional career pathways strategy at the agency/enterprise level providing career growth opportunities for current State of Minnesota employees.
- D. **Strong Partnerships & Support** – Maintain and cultivate supportive partnerships with state agencies, other public sector entities, community based organizations, training partners, academic institutions, private industry, and philanthropic partners.

#### WHY

MNPathways works to meet Governor Mark Dayton's important goal of hiring a diverse workforce that reflects the changing demographics of the communities Minnesota state government serves. The Governor has set diversity in hiring goals of 20% minorities and 7% people with disabilities in the state government workforce by January 2019. MNPathways seeks to promote an inclusive culture for all current and potential State of Minnesota employees.

#### HOW

MNPathways will focus on creating opportunities in the following State of Minnesota job families in Calendar Year (CY) 2017 and will broaden to other job families in CY 2018 and beyond.

1. Transportation, Construction and Commercial Driver's License (Snow plow drivers, design technicians, construction inspectors, engineers etc.)
2. Healthcare and Human Services (healthcare workers, medical assistants, registered nurses etc.)
3. Corrections and Law Enforcement (corrections officer trainees, probationary officers, case workers etc.)
4. Office and Administrative Assistants (office specialists, admin staff supervisors, executive aides etc.)
5. Information Technology & STEM (IT specialists, database admin, data security etc.)
6. Other categories may be added (based on partnerships identified)