



# ANNUAL REPORT

State Fiscal Year:

***2018 – 2019***



# Career Solutions

## OUR STORY:

For over 30 years, Career Solutions has been fulfilling its mission to invest in people and businesses while building a skilled workforce in our Stearns and Benton county community. Through career counseling, job training, and strong business relationships, Career Solutions helps entry-level to experienced workers - youth to older adults – train for and gain meaningful employment.

Career Solutions collaborates with many community partners to identify and address employment needs of business' and job seekers. These partners include employers, citizens, government agencies, economic development agencies, social service agencies, educational institutions and others.

### Organizational Purpose:

The purpose of Career Solutions is to help our community to grow prosperity by meeting the workforce needs of businesses and job seekers now and in the future.

### CareerForce–St. Cloud Partners:

The CareerForce partners include Career Solutions, Job Service, Vocational Rehabilitation and State Services for the Blind.

## GOVERNANCE:

- ▶ **The Career Solutions Joint Powers Board** was created by the Board of Commissioners of Stearns and Benton counties. The Joint Powers Board maintains the fiduciary responsibilities for the Workforce Development Area (WDA).
- ▶ **The Career Solutions Local Workforce Development Board (LWDB)** is the required Workforce Investment Board under federal legislation, the Workforce Innovation and Opportunity Act. The LWDB is appointed by the Joint Powers Board. The LWDB is employer-led, with an employer majority representing industry sectors targeted for growth. Other Council members include representatives from post-secondary education, community-based organizations, county programs, organized labor, and adult basic education.
- ▶ **The LWDB:**
  - Provides leadership on current and emerging workforce issues and needs and seeks solutions.
  - Collaborates to maintain the economic health of Stearns and Benton counties.
  - Creates partnerships to serve the needs of businesses and job seekers.
  - Oversees publicly-funded workforce programs in Stearns and Benton counties.
  - Identifies and seeks additional resources which may be retained for Council projects or which may be used to purchase products and services or support the work of community partners.

# Career Solutions Job Seeker Programs

The majority of Career Solutions services are provided by and governed under the Workforce Innovation and Opportunity Act (WIOA). WIOA is landmark legislation that is designed to strengthen and improve our nation's public workforce system and help get individuals, including youth and those with significant barriers to employment, into high-quality jobs and careers and increase employers ability to retain skilled workers.

## ► CAREER LAB

*Served 2,015 Job Seekers*

Career Solutions provide universal services for job seeker customers in the Career Lab at CareerForce. Computers, online access and staff assistance are available for job search activities.

## ADULT SERVICES

## ► WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) ADULT PROGRAM

*Served 65 Adults*

The WIOA Adult Program is funded by the U.S. Department of Labor and available to assist unemployed or under-employed individuals find meaningful, self-sustaining work. The WIOA Adult Program provides year round services to individuals who are 18 and older or whose family meets low income guidelines. Services include career assessment, career counseling, job seeking and resume writing skills, work-readiness skills, training, on-the-job training (OJT) and support services.

## ► WIOA AND STATE DISLOCATED WORKER (DW) PROGRAMS *(NOT INCLUDING ELECTROLUX)*

*Served 406 Adults*

The WIOA DW Program is funded by the U.S. Department of Labor and the Minnesota DW Program is funded by the Minnesota Department of Employment and Economic Development (DEED). These programs provide services to individuals who are 18 and older who have been permanently separated from employment due to no fault of their own. Career Solutions can assist with career counseling, job search assistance, training, and support services. Program staff work to ensure job seekers are able to secure permanent jobs in high-demand occupations.

### Josh H., State Dislocated Worker

"I had been with a company for 11 years since the age of 20. I was very happy with my wage, coworkers, and work/ life balance and planned to keep going until retirement. I closed on a new home purchase on a Friday, the following Tuesday we were notified of layoff, we hadn't sold our old house yet and had 1 and 3 year old children. Scary financial times. I was unsure of what career direction I wanted to take and I did not feel I could locate a similar paying job. The services I received from the Dislocated Worker Program included: assessments to help me understand my personal values and strengths and translate to similar career fields, full/ thorough explanation and list of websites containing job listings and job research data, and one-on-one help from my career planner. I understand what jobs make the most sense for my personality. I understand how and where to search/research jobs/wages/companies and know how to prepare for interviews. I am now employed again. I would recommend the Dislocated Worker Program to other workers who lose their jobs."



### Brian S. WIOA Dislocated Worker

"It has now been a year since my layoff. I had worked for a company for over 26 years, 13 of them in the Inventory Control Supervisor position, and had felt very successful. My being laid off caught me completely off guard. I had not been unemployed since graduating college, so I didn't know where to go or what to do. I needed help from people who knew what next steps I needed to take to find my next opportunity. At Career Solutions, I received training in resume writing, job searching, and interviewing. I was also given fuel vouchers to help my family stay moving forward, as well as referrals to other help services to aid us during my unemployment. I gained a lot of skills and experience that helped me navigate the re-employment process with confidence. At the beginning I needed a lot of help and reassuring. My career planner's quiet confidence that things would work out really helped me. He's great at what he does, and I am so thankful I got matched up with him. I am employed again at a position that I enjoy very much that pays almost 90% of what my previous job paid. Absolutely, without hesitation I would recommend the Dislocated Worker Program to other workers who have lost their jobs."

## ELECTROLUX DISLOCATED WORKER PROJECT

*Served 396 Adults*

Electrolux, St. Cloud's eighth-largest employer has relocated to South Carolina and laid off over 700 employees in 2019. Career Solutions is providing Dislocated Worker services to these workers.

33 of these Electrolux clients earned their Industrial Manufacturing Technician (IMT) Apprenticeship. Partners included Electrolux, Career Solutions, PTCC and MN AFL-CIO. These students exemplified hard work ethic, commitment and determination by working full time and attending college classes to earn their IMT college certificate. The IMT Apprenticeship, which is nationally recognized program, is registered with Apprenticeship Minnesota. The program trains front-line manufacturing production workers in skills manufacturers look for in diverse settings such as food processing, foundries, plastics and bio-medical production. The 18-month or 3,000-hour apprenticeship trains workers in a hybrid competency-based format with 2,736 hours on-the-job learning and 264 hours related classroom instruction delivered on-site with a live instructor via mediated-telepresence. Courses include Safety Awareness, Manufacturing Processes, Quality Practices, Maintenance Awareness, Technical Math, Print Reading in addition to soft-skills training, OSHA 10 and First Aid/CPR certifications. Participants earn a Journeyman Card in Manufacturing. With one additional course, Introduction to Computers, participants earn a 16-credit Production Technologies Certificate.



## LEARN & EARN

*Served 6 Young Adults*

LEARN & EARN is a program designed to help young adults ages 18-24 who live in the St. Cloud area prepare for a successful future. It's a chance for individuals to gain work skills, increase English and math skills, work towards obtaining a diploma and gain employment with sustainable wages. Career Solutions, District 742 Adult Basic Education (ABE) and Coleman, forged a great partnership. LEARN & EARN sought to prepare individuals who face English language barriers, many coming from the area's large population of residents who have joined the community from East Africa, and have "aged out" of high school and are unemployed, with the skills needed to fill positions in the state's manufacturing industry. The main goals for these young adults were to increase their literacy skills leading to a diploma, enhance their work readiness skills, obtain work experience, keep engaged in the community, obtain employment, and continue their education.





## ► **PATHWAYS TO PROSPERITY (P2P)**

*Served 16 Adults*

The Pathways to Prosperity (P2P) Competitive Grant is for programs and services designed to provide workforce development and training opportunities to economically disadvantaged adults that will help them develop increased career awareness; acquire basic skills education; participate in skills-training programs; and place into employment in high growth, high demand industries with long-term employment opportunities. Career Solutions P2P job seekers were able to explore careers in manufacturing, work on completing a GED and resume writing, and learn in demand welding/ manufacturing skills.

## ► **CAREER TREK**

*Served 317 Clients*

This course is designed to help Career Solutions job seekers identify their strengths and interests, explore careers and begin setting goals for their employment future. Clients gain a better understanding of themselves and their connection to careers that match their profile, the career paths available to them, how to pursue them, and the value they have to offer employers. Career assessment tools include Meyers-Briggs and CareerScope.

# YOUTH SERVICES

## ► **WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA) YOUNG ADULT PROGRAM:**

*Served 73 Young Adults*

The federal WIOA Youth Program serves youth ages 16-24 who face barriers to success (e.g., disability, teen parent, offender history) by connecting them with work opportunities and/or occupational training programs leading to satisfying and family-sustaining employment. Services coordinated by Career Solutions staff include diploma/ GED support and assistance, career interest assessments, individualized employment planning, occupational skills training for a high-growth/ high-demand position, and financial support services.

### **Omar S.-T., WIOA Young Adult Program**

“I was struggling to find work due to a back injury, I couldn’t hold a job. My car was repossessed and I had no income. The WIOA Young Adult Program helped me put together a plan that eventually lead to success. I began by going to physical therapy, and school, and later to college. From the start of my journey with Career Solutions, I knew I would have good guidance. I received financial support with school, work clothes and fuel to keep me going, but most importantly good guidance from my career planner. I started thinking outside the box thanks to school and I have made a full recovery from my back injury. I now have two jobs that offer the opportunity to further my education. I have reliable transportation and I’m finally out of debt. What I found to be most helpful with the WIOA Young Adult Program is the guidance and support. A steady consistent plan kept me on the right track to reach my goals. I would recommend the WIOA Young Adult Program to others because there are a lot of people struggling and this program can help those in the lower class move up to the middle class.”



### Autumn J., WIOA Young Adult Program

“I was working at getting my GED and was lost and didn’t know what I wanted to do. Career Solutions WIOA Young Adult Program made me feel comfortable and helped me achieve my goals. I found the support from my career planner to be very helpful. I matured while I was in the program, figured out what I want to do and am now employed. I recommend the WIOA Adult Program to others as you get support and are made to feel comfortable with what you want to do.”



### MINNESOTA YOUTH PROGRAM (MYP) CAREERONE

*Served 151 youth at three locations (Summer of 2019)*

CareerONE is a unique summer youth employability skills training opportunity which provides youth ages 14–17 identified as at risk with a realistic and positive work readiness skills training in a safe, nurturing and learning rich environment. It also prevents participants from regressing academically during the summer months. Youth participate in a variety of classroom activities including teamwork, contextual academic enrichment, career exploration, work readiness skills, workplace safety, financial literacy, reflections and journaling, and work projects for community based organizations and agencies.



**Spring of 2019 Career Solutions won an award from Minnesota Association of Workforce boards award for best practices with CareerONE.**





### Emily, CareerONE Program

“My experience at CareerONE was one of the best experiences I’ve had. I learned employability skills, the importance of attendance and participation, teamwork and communication skills. The one topic that I was very interested in was Money Smart. Money Smart taught me the differences between a debit card and a credit card and how finances and loans will help you a lot with college. Integrity was also something I learned at CareerONE and I learned about being on time, following a dress code and rules. I’m glad they gave me an opportunity to join CareerONE as it was an eye-opener because it made me rethink everything about my options. As for the money I earned, I will use it to pay for my permit, school clothes and supplies.



### Kymel, CareerONE Program

“I’ve learned so much from CareerONE. I’ve learned things that aren’t just preparing me for the workplace, but for my future and everyday life too. I’ve learned about Money Smart and many life skills that have taught me how to be a leader and step up in different situations. I have learned a lot about integrity, respect, and leadership through team building exercises at the YMCA. I recommend CareerONE to anyone who wants to earn money, who wants to learn and be a part of something bigger than themselves and to someone who wants to work experience.”





## Takira, CareerONE Program

“As a result of CareerONE, I learned information about healthcare careers, including specialization in specific health care fields. It was a great experience for me. Because of CareerONE, I now know what I want to be when I grow up. I’m now certified in AED, CPR, and First Aid. It has opened a lot of doors to me about college and as to what classes I should take in high school that will then better benefit me when I go to college. In addition to CareerONE, I have a portfolio that contains a resume, letters of recommendation, master application and all of the certificates I’ve earned throughout the program. CareerONE hasn’t only taught me about college or how to work in a workplace but it has bettered me as a person.”



## CareerONE Parents

“It is a very important program for youth, and it builds their career in order to build their bright future. This program encourages and prepares youth for job opportunities.”

“CareerONE is really a great experience for building special knowledge on how to efficiently be a better person. Thank you.”

“CareerONE is great. Any program that helps children prepare them for their future is a wonderful thing. Thank you for giving my step-daughter this opportunity.”

“I was impressed with the quality of resources provided and also the level of accountability and integrity the youth were called to. I truly believe that is what is needed to make the next generation better. Thank you for the reception, lunch, Centracare for all you do for the community, and Short Stop for feeding kids and all staff.”

“I am glad my daughters had this opportunity. It has opened their minds to so many possibilities and given them confidence. They have learned so many things.”

“What an amazing program/opportunity for youth. So grateful for all the skills learned in a short amount of time. Very valuable skills learned. Thanks to everyone who contributed. What a great experience for all.”

“Thank you Career Solutions, for preparing my son for his future and for showing him the different career fields and occupations available.”

## MINNESOTA YOUTH PROGRAM (MYP) OUTREACH TO SCHOOLS (OTS)

*Served 1326 Youth, Placed 3 Interns*

Funded through MYP, OTS places college interns in rural area high schools to provide services to assist high school students in selecting a career of interest, and a post-secondary path to prepare for that career. OTS activities complement the work of existing school counselors and provide youth and families with career exploration and career counseling, college information and current labor market information. With Minnesota having one of the highest student to counselor ratios in the country, OTS is able to help fill part of this gap and assist the rural school districts in meeting the unfunded World's Best Workforce Legislation. The goal is for student's successful transition to post-secondary schooling and employment. Services may include assisting with career assessments, planning and applying to post-secondary schools along with resume writing, career exploration, career fairs, job search assistance, scholarship and financial aid assistance, college information and current labor market information.



## YOUTHBUILD

*Served 30 Youth*

Career Solutions receives this dedicated state funding to provide at-risk youth ages 16-24 with an opportunity to learn construction trades while contributing to their community. Youthbuild is operated in collaboration with St. Cloud Area School District 742. Activities are conducted at Technical High School and Central Minnesota Habitat for Humanity. Youthbuild provides an opportunity for high school students who are at risk of dropping out to focus on completing high school while working part time, and learning basic skills in construction trades. In the summer, Youthbuild students assist with Habitat for Humanity housing projects. During the school year, students work on various projects after school. Youth learn basic safety and construction skills while improving the availability of low-income housing in the community.

### Bashir A., Youthbuild

Bashir's interest in joining the Youthbuild program was established on his fascination on engineering and architecture. Bashir would like to become an architect one day. Bashir attended his third session of Youthbuild and is excited for a fun way to earn money. Bashir's greatest achievement within the program is becoming OSHA 10 certified and maintaining good grades in school.



### Aaron, Youthbuild

Aaron has been in Youthbuild for 3 sessions. He states that he joined Youthbuild because, "I really like to learn new things. I plan to continue in Youthbuild because it will prepare me for college and I really like all the people involved in Youthbuild". Aaron has earned his OSHA 10 and his Level 1 certificate through the Carpenters International Training Fund by successfully completing the "Career Connections –One Trade, Many Careers" curriculum. Aaron plans to go to college when he graduates in 2020 but is still undecided on his career goal.



## Youthbuild Students

“My time in Youthbuild was fun while learning and building new things.”

“Thank you for giving me the opportunity to work in Youthbuild because it truly has changed my life. It taught me respect and responsibility, the two most important things I need in the work field.”

“My favorite thing about Youthbuild was working together as a team and trying to take down problems one at a time.”



## YOUTH AT WORK (YAW)

*Served 62 Youth*

This state-funded program identifies at-risk youth in St. Cloud Area School District 742 and Sauk Rapids-Rice Public School District 47. The students are then placed at work experience sites with employers in Stearns and Benton Counties to complete a 30-hour internship and a minimum of 10 hours as a volunteer. Students can explore careers, develop employability and soft skills, discover the world of work, receive school credit, and earn a stipend, all while receiving a realistic on-the-job experience. Career Solutions YAW Career Planners partner with District Navigators to ensure students receive needed support to accomplish both employment and educational success.

## CAREERQUEST

*Served 137 Youth*

CareerQuest is a program, funded by the Minnesota Department of Vocational Rehabilitation Services, designed to help high school students prepare for life after graduation. It's a chance for youth to explore career and training options, gain work skills, and learn how to be successful after high school. CareerQuest is for students who have any type of disability and want to prepare for a bright future. Career Planners work on MCIS career assessments with students and complete Skills Verification Assessments, Skills Sort, Post-Secondary Educational Choices and Financial Aid options, as well as a cost of Living Estimator after high school.



# Business Services

Career Solutions helps businesses recruit, train and retain workers. Business Services focus on providing a pool of qualified workers who will help businesses grow. Career Solutions connects businesses with qualified workers, and links businesses to state, federal and local resources.

## EMPLOYER PROGRAMS

### ► **ON-THE-JOB TRAINING (OJT)...TRAINING THAT WORKS!**

*Served 6 Employers*

OJT is a contract between Career Solutions and the business that documents the training they will provide for a new employee. The hands-on training is designed to address the gap between the new employee's existing skills and the job skill requirements. The business is reimbursed for the cost of training a new full-time permanent employee – 50% of the new employee's wage for the length of the contract. The business does the training, the employee does the learning, Career Solutions does the paperwork! The new hire learns the skills unique to the business and industry.

### ► **INCUMBENT WORKER TRAINING... INCREASE PRODUCTIVITY, PROMOTE GROWTH!**

*Served 33 Employees*

The Incumbent Worker Training Program is designed to provide direct financial assistance to train current employees to avert a layoff and/or improve the economic competitiveness of local business. The program provides reimbursement (from Career Solutions) to eligible businesses for specific training costs accrued during the course of training. The purpose is to improve the skills of businesses' workforce and to improve the company's business process and competitiveness.

### ► **WORK EXPERIENCE (YOUNG ADULTS AGES 18-24)...MENTORING THE WORKFORCE!**

*Served 38 Employers*

A Work Experience is a short-term, structured employment experience (up to 28 hours/ week) that takes place at a private, public, or non-profit business. The purpose of a Work Experience is to enable young adults with a limited work history or industry experience the opportunity to gain meaningful work skills that lead to gainful employment. Career Solutions agrees to pay the wage, workers' compensation, and FICA for an individual in a transitional job. The business agrees to provide a temporary job opportunity and supervision. The business has the opportunity to hire the employee when the transitional job is completed.

# EMPLOYER GROUPS

## ► IMMIGRANT EMPLOYMENT CONNECTION GROUP (IECG)

The IECG was established in early 2015. Career Solutions Tammy Biery is the facilitator of this group. The IECG's focus is to educate employers and assist them in overcoming barriers that are real or perceived when hiring the immigrant population and create meaningful connections between employers and job seekers. The IECG assists job seekers in obtaining employment and addresses workforce issues in the community. They also offer cultural trainings and coordinate New American job fair events.

## ► HUMAN RESOURCES (HR) NETWORKING GROUP

The Career Solutions HR Networking Group was established in April 2017. Career Solutions Angie Dahle is the facilitator of this monthly group. The purpose of this group is for HR professionals to share best practices, brainstorm, collaborate and network with other HR professionals as well as gain information about workforce development events, programs and training.

# CONNECTION TO HIGH SCHOOLS

## ► PARTNER FOR STUDENT SUCCESS (PFSS):

High schools are preparing the next generation of the workforce. Using the community impact approach, PFSS is a committed and growing partnership of school districts, business, educational institutions, community agencies, funders and government. Their mission is to unite the greater St. Cloud community in the collective pursuit of student success. Career Solutions, Tammy Biery co-chairs the "Career and college readiness" initiative, focused on connecting youth with employers to understand the career opportunities in the community.

## ► EPIC (EXPLORING POTENTIAL INTERESTS & CAREERS):

*Served 2,400 youth in 2019*

EPIC is a hands-on career exploration event supported through a community-wide collaboration. The goal is to create a high-quality career exploration annual event that effectively bridges education and industry for high school students in Central Minnesota, contributing to the fulfillment of the economic and workforce needs of the greater Central MN region. This unique event format allows students hands-on, interactive experiences that simulates the activities of a variety of careers



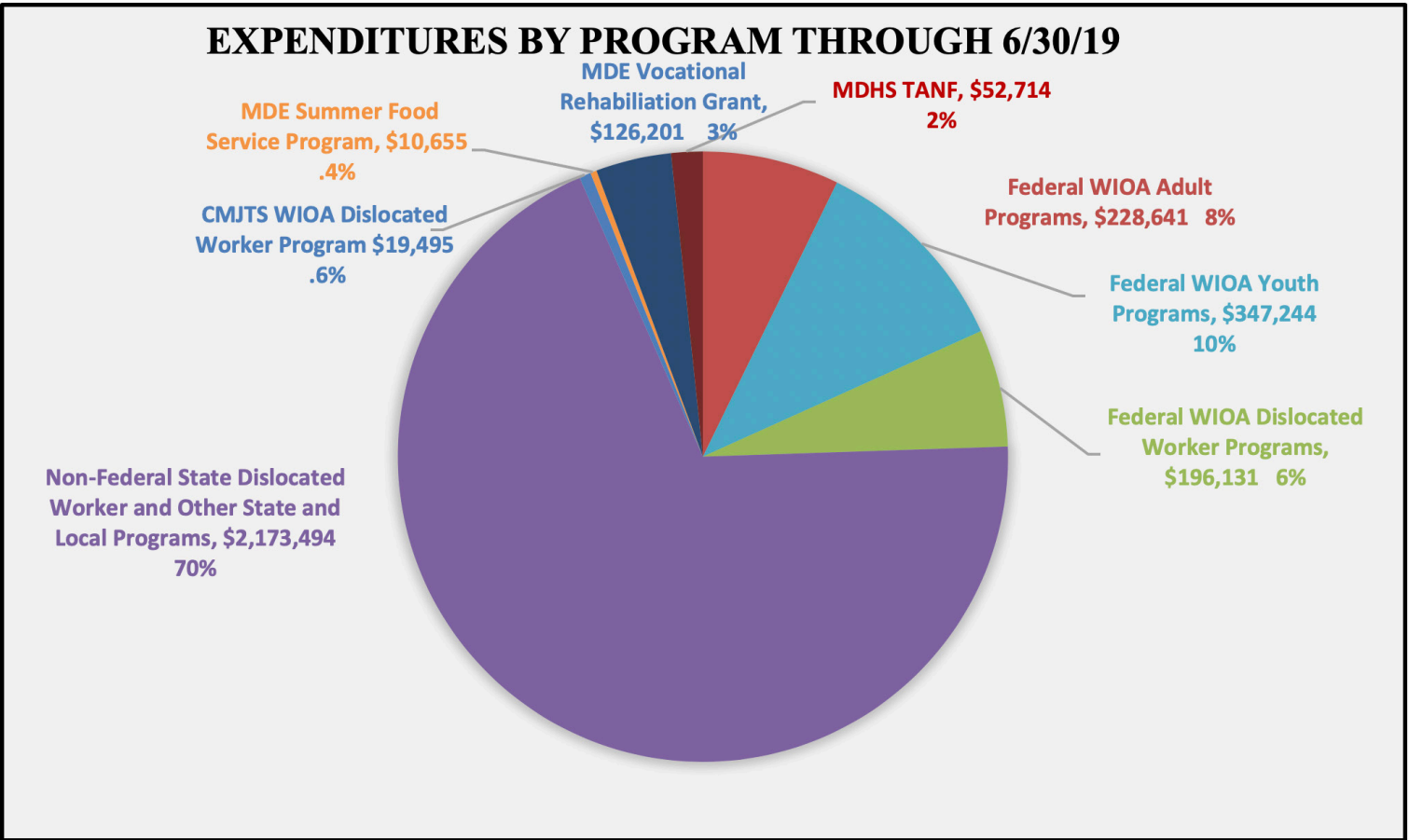
achieved through a multitude of educational accomplishments. EPIC is supported by a community-wide collaborative of business, education, non-profit and government organizations. Career Solutions Tammy Bieri serves on the Board of Directors and Angie Dahle serves as an EPIC Career Field Coordinator. After the 2019 EPIC event, 100% of employers and schools that responded said they would support or participate in EPIC 2020!



# Financial Report

Summary Schedule of Total Expenditures of Federal Awards and Other Financial Assistance

**TOTAL: \$3,154,575**





# *Thank you to our Board & Committee Members*

## **JOINT POWERS BOARD** *FY 2018-2019*

### **BENTON COUNTY COMMISSIONERS:**

Steve Heinen  
Spencer Buerkle

### **STEARNS COUNTY COMMISSIONERS:**

Leigh Lenzmeier  
Jeff Mergen

### **JOINT POWERS BOARD REPRESENTATIVE**

Brent Bultema

## **LOCAL WORKFORCE DEVELOPMENT BOARD**

*FY 2018-2019*

### **BUSINESS REPRESENTATIVES:**

Brent Bultema, St. Cloud Hospital  
Les Engel, Engel Metallurgical Ltd.  
Kelly Hansen, Park Industries  
Jeff Haviland, Seitz Stainless  
Kathy Kirchner, Sysco Western Minnesota  
Sara Lommel, Marco  
Jill Magelssen, Express Employment Professionals  
Heidi Peper, Stantec  
Michelle Sininger, Simonson Lumber  
Tohow Siyad, National Home Healthcare Transportation  
Patricia Thompson, TruSignal  
June Widman, Starrett Tru-Stone  
Santo Cruz, CentraCare Health  
Meghan Woods Lehrer, Falcon National Bank

### **ORGANIZATION REPRESENTATIVES:**

Teresa Bohnen, St. Cloud Area Chamber of Commerce  
Robert Cornelius, Benton County Human Services  
Gail Cruikshank, Greater St. Cloud Development Corporation  
Janet Goligowski, Stearns County Human Services  
Adam Holm, St. Cloud Area School District 742  
Ken Huling, North Central States Regional Council of Carpenters  
Gail Ruhland, St. Cloud State University

Brandon Schauer, Pipefitters Local 539  
Lori Schultz, Tri-CAP  
Mary Swingle, Boys & Girls Clubs of Central Minnesota  
Don Hickman, Initiative Foundation  
Robert Muster, St. Cloud Technical & Community College  
Maria Burnham, St. Cloud Area School District 742/ Central MN ABE

## ► CAREERFORCE CENTER PARTNER REPRESENTATIVES:

Skip Wittrock, Vocational Rehabilitation  
Joan Berning, Job Service  
Tammy Biery, Career Solutions

# Youth Council *FY 2018-2019*

The purpose of the Youth Council is to oversee Career Solutions youth programs.

**Mission:** To lead and bring together community resources to focus on youth becoming capable and satisfied workers.

## ► YOUTH COUNCIL MEMBERS:

Greg Boelter, Stearns County Community Corrections  
Maria Burnham, Adult Basic Education/St. Cloud Area School District 742  
Les Engel, Engel Metallurgical Ltd.  
Cindy Bellmont, Vocational Rehabilitation  
Jeff Haviland, Seitz Stainless  
Ken Huling, North Central States Regional Council of Carpenters  
David Norling, West Central Area Learning Center  
Gail Ruhland, St. Cloud State University  
Leah Sams, ISD #742 St. Cloud Area Schools  
Brandon Schauer, Pipefitters Local 539  
Gail Cruikshank, Partner for Student Success  
Roseann Stang, St. Cloud Housing & Redevelopment Authority  
Mary Swingle, Boys & Girls Club of Central MN  
Tammy Biery, Career Solutions Staff  
Ileana Merten, Career Solutions Staff  
Jacob Kaduk, Career Solutions Staff

# PROGRAM COMMITTEE

FY 2018-2019

The purpose of the Program Committee is to oversee Career Solutions employment and training programs.

## ► PROGRAM COMMITTEE MEMBERS:

Teresa Bohnen, St. Cloud Area Chamber of Commerce

Brent Bultema, CentraCare Health

Janelle Heesch, Pilgrim's Pride

Ken Huling, North Central States Regional Council of Carpenters

Kathy Kirchner, Sysco Western Minnesota

Sarah Lampert, Park Industries

Jill Magelssen, Express Employment Professionals

Karen Pundsack, Great River Regional Library

Brandon Schauer, Pipefitters Local 539

Tricia Simon, St. Cloud Technical & Community College

Ann Kennedy, WACOSA

Tanya Adair, DeZurik

## *Thank you to our Funders and Donors*

The success of our participants and programs would not be possible without your financial and in-kind support in workforce development.

BCI

CentraCare Health

El-Jay

GLT Architects

HMA Architects

Initiative Foundation

McGough Construction

MCI Carpet One

MN Department of Employment and Economic Development

Otto Bremer Trust

Preferred Credit Inc. (PCI)

Pilgrim's Pride

Westwood Professional Services

United States Department of Labor

United Way of Central Minnesota



# Thank you Career Solutions Staff for your dedication

Tammy Biery, Executive Director, 2015

Ileana Merten, Development Director, 2016

Angie Dahle, Business Development Manager, 2000

Kari Court, Executive Assistant, 2015

Chris Perrier, Career Planner, 1988

Denise Hooper, Career Planner, 1989

*Congratulations on 30 years!*

Jean Guettler, Career Planner, 1992

Lisa Brown, CareerONE Summer Supervisor, 2002

Jackie Bellfield, Career Planner, 2016

Greg Holub, Career Planner, 2016

Jeni Pederson, Outreach & Eligibility Specialist, 2016

Ahmed Mohidin, Career Planner, 2017

Jankai Mulbah, Career Planner, 2018

Trisha Welle, Career Planner, 2018

Ismail Mohamed, Career Planner, 2018

Suhur Hussein, Career Planner, 2018

Karen Schlangen, Agency Administrative Assistant, 2018

Jacob Kaduk, Career Planner, 2018

Judy Kobylinski, Career Planner, 2018

Judy Manetas, Reception & Career Lab Specialist, 2019

Kim Randall, Career Planner, 2019

Caroline Ruegemer, Career Planner, 2019

Tom Hickey, Career Planner, 2019





## Office Location and Hours:

Hours: 8:00am-4:30pm Monday-Friday

Located at CareerForce – St. Cloud  
Which is on the north side of the St. Cloud  
Technical & Community College

1542 Northway Drive • St. Cloud, MN 56303  
320.308.5320

[CareerSolutionsJobs.org](http://CareerSolutionsJobs.org)

