



# Annual Report 2022-2023



# From Tammy Biery, Executive Director

Career Solutions improves as many lives as possible by returning people to work in jobs that bring sustainability to them and their families. We assist job seekers in finding, adding to, and articulating their skills and abilities to make the best possible introduction to business leaders looking to hire talent. We connect businesses with skilled, qualified workers and state and local resources, supporting our community's growth by providing the workforce businesses need to grow and expand.



In 2022-2023, there was a re-set for the agency, with only one active mass layoff project, Coleman, in the works. After being active for three to five years, the X-Cel Optical and Electrolux projects sun-setted at the end of the last fiscal year. Team resources were reallocated to other special grant projects, such as Pathways to Prosperity (P2P) and the Xcel Energy Power Up Grants.

Career Solutions was pleased to provide training resources to aid businesses in investing in their workforce through Incumbent Worker Training programs. Ninety people received training and/or upskilled through this program.

As the sole provider for CareerForce St. Cloud, Career Solutions has served 3,402 walk-ins and 1,425 phone calls in the Career Lab. In addition to the services provided at CareerForce, clients have been served in the community at Adult Basic Education sites Quarryview and Hillside. With its nonprofit partner Friends of Career Solutions, and the support of grants, sponsors, and donors, additional services have been provided to the Central MN Community. Additional sites also include the Central Minnesota Community Empowerment Organization (CMCEO), the Islamic Center of St. Cloud, and the Central Minnesota Islamic Center. Over 100 youth and adults received support from Career Planners at these sites. Career Solutions continues to look forward as it addresses workforce challenges in Central Minnesota.

# Key Facts

4,827 people  
sought help &  
were served in  
Career Lab.

Adults entering  
programs, 576.  
Adults placed,  
217.

Youth  
completing  
CareerONE,  
161.

Youth Served,  
557.

## Who We Are and What We Do

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 is dedicated to helping the Stearns and Benton County community grow by meeting the workforce needs of businesses and jobseekers now and in the future.

## Served Through Adult Programs

State Dislocated Worker	277
WIOA Dislocated Worker	59
Pathways 2 Prosperity Bridge	50
COVID	72
WIOA Adult	94
Coleman	74

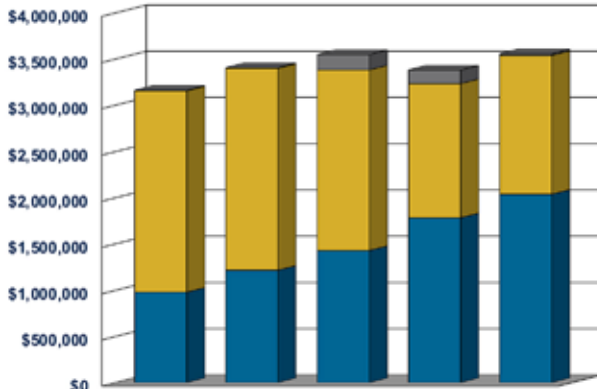
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## Served Through Youth Programs

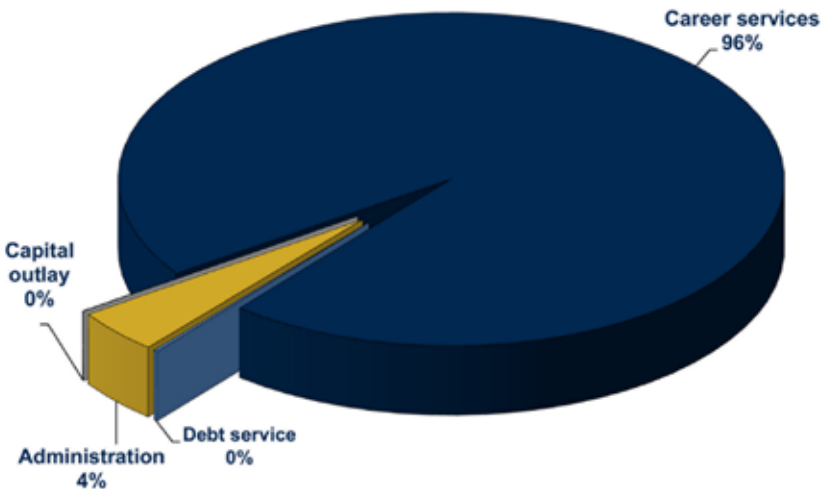
WIOA Young Adult	347
Minnesota Youth Program	112
Youthbuild	41
Youth At Work	26
TANF Youth Innovation Project	8
Youth Support Services	31

# Financial Information

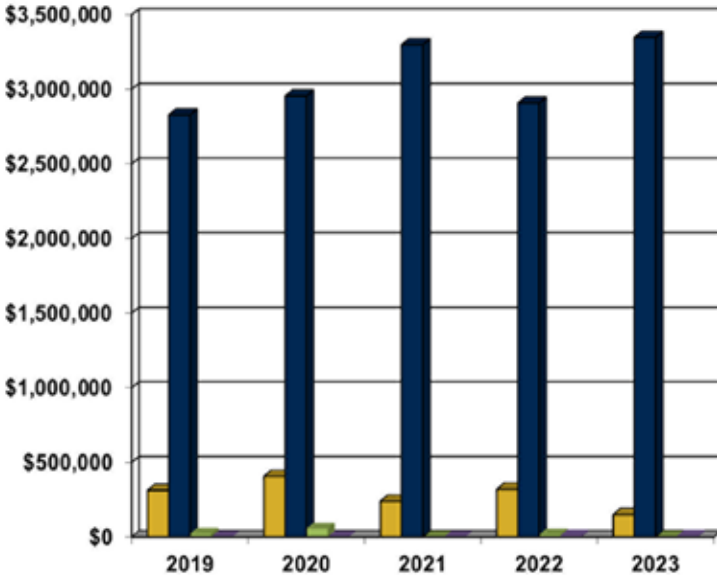
## TOTAL REVENUES



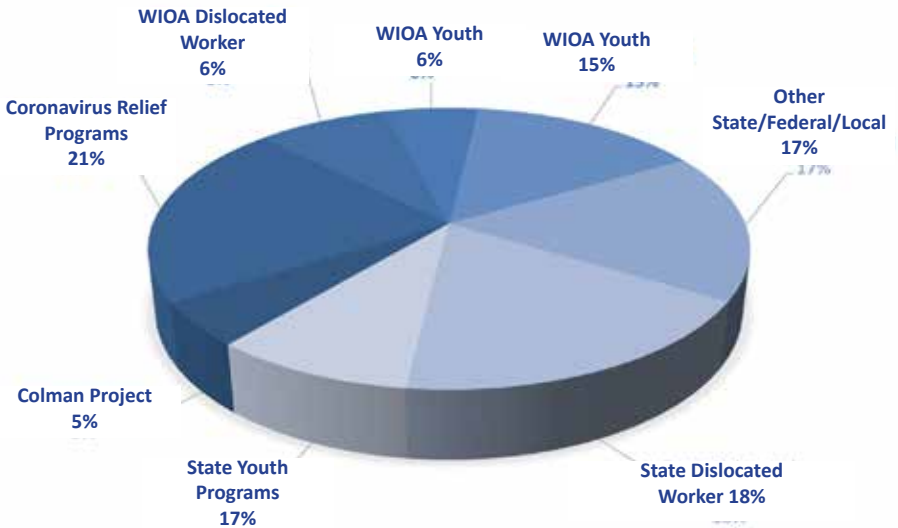
## 2023 EXPENDITURES



# EXPENDITURES



## 2023 GENERAL FUND GRANT DISTRIBUTIONS



**Career Solutions** partnered with the Minnesota State Community and Technical College and Felling Trailers, Inc. to provide 48-hour welding training for Spanish speaking entry level workers. Twenty three workers at Felling's Litchfield and Sauk Centre locations earned welding certificates and credentials to meet the manufacturing needs. For workers this included increased income opportunities, long-term career growth and future opportunities.



Graduates of the Welding Program above, St. Cloud Technical & Community College welding instructor at left.

# Stories of Success



In 2021, I experienced a job loss due to a plant closing. Having been with the same employer for 35 years, I enrolled in the Dislocated Worker program with Career Solutions in December 2021, participated in Career Trek, and completed a career assessment. The program helped me identify my current skills, explore career options, and set goals for future employment. With the help of my Career Solutions Career Planner, I received financial aid through the Trade Adjustment Assistance (TAA) program and enrolled in college to get training and to strengthen my skills to pursue a new career and become employed once again. With dedication and determination, I completed my training in 18 months and graduated with an associate degree in business management with honors. My Career Planner provided me with information and assistance in writing my resume and with interview tips. She also provided information on workshops for resume strategies and interviewing skills.

A short time later, I was contacted by an employer requesting an interview. The following day after the interview, I was offered the customer service support position I had interviewed for. Thanks to the training and job search assistance from the Dislocated Worker Program and TAA, I achieved the skills I needed to find a stable career with growth opportunities. — *Diane*

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My name is Dylan. I am a Work Experience Client for Career Solutions. I work in the Career Lab, helping people apply for jobs and anything else they may need to get back into the workforce. I'm 24 years old and am in my second semester at SCTCC.



My story – I was confident I wanted to get my GED from Hillside Adult Education, which is where I met Youth Career Planner Denise Hooper. Just knowing that there was someone out there, other than family, that is rooting for you and is excited to see you do better was the biggest benefit. In the beginning I felt like I was part of elaborate prank, but soon enough I found myself being employed as a Work Experience Client under the same company that helped me get my GED. It still feels surreal, and none of the benefits that accompany working with Career Solutions have ever faltered, as a client or an employee.

The help received has aided me tremendously, starting college has been a long-awaited journey that I had given up hopes on years ago. I thoroughly enjoy working in the Career Lab, helping to make peoples days a little better, and I am now hopeful for what the future may bring. Thank you, Career Solutions, I am eternally grateful. — *Dylan*



# Board and Committees

## JOINT POWERS BOARD

### BENTON COUNTY COMMISSIONERS:

Steve Heinen & Beth Schlangen

### STEARNS COUNTY COMMISSIONERS:

Jeff Bertram & Leigh Lenzmeier

## LOCAL WORKFORCE DEVELOPMENT BOARD

Jill Magelssen, Express Employment Professionals - Chair

Brent Bultema, St. Cloud Hospital - Vice Chair

Les Engel, Engel Metallurgical Ltd. Youth Council Chair

Dave Borgert, Strategic Associates, LLC, Program Committee Chair

Jeff Bloss, BerganKDV

Shirwa Adan, Credent Care LLC

Rachel Anyu-Lainjo, CentraCare

Melissa Ball-Warriner, Career Force - Job Service

Andrea Chirhart, Career Force - Vocational Rehabilitation

Gail Cruikshank, Greater St. Cloud Development Corporation

Jennifer Erickson, St. Cloud Technical & Community College

Mohamed Farah, Real Estate Property & Transportation

Janet Gologowski, Stearns County Human Services

Mohamed Goni, CMCEO

Ken Huling, North Central States Regional Council of Carpenters

Bret Marshik, Benton County Human Services

Georgia McCann, ATS

Julie Lunning, St. Cloud Area Chamber of Commerce

Caroline Nerhus, Central MN Adult Basic Education

Bernie Perryman, Batteries Plus Bulbs

Brandon Schauer, Pipefitters local 539

Tohow Siyad, National Home Healthcare Transportation

Mary Swingle, Boys & Girls Clubs of Central MN

Meghan Woods Lehrer, Falcon National Bank

## CAREERFORCE PARTNER REPRESENTATIVES

Andrea Chirhart, Vocational Rehabilitation  
Melissa Ball-Warriner, Job Service  
Tammy Biery, Career Solutions

## YOUTH COUNCIL

**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.**

Les Engel, Engel Metallurgical Ltd. – Chair  
Caroline Nerhus, Central MN Adult Basic Education – Vice Chair  
Anna-Maija Lee, Parent Representative  
Cindy Belmont, Vocational Rehabilitation  
Greg Boelter, Stearns County Community Corrections  
Gail Cruikshank, Partner for Student Success  
Ken Huling, North Central States Regional Council of Carpenters  
Susan Jordahl, St. Cloud Technical & Community College  
Melanie Legatt, Catholic Charities  
Dylan Lindgren, Career Solutions Work Experience Student  
Ann Matvik, Big Brothers Big Sisters  
Karl Nohner, CentraCare  
David Norling, West Central Area Learning Center  
Brandon Schauer, Pipefitters Local 539  
Mary Swingle, Boys & Girls Club of Central MN

Tammy Biery, Career Solutions Staff  
Jacob Kaduk, Career Solutions Staff

## PROGRAM COMMITTEE

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

Dave Borgert, Strategic Associates, LLC – Chair  
Tanya Adair, DeZurik – Vice Chair  
Brent Bultema, CentraCare  
Steve Nusbaum, St. Cloud Technical & Community College  
Don Hickman, Central Minnesota Initiative Foundation  
Ken Huling, North Central States Regional Council of Carpenters  
Ann Kennedy, WACOSA  
Sarah Lampert, Park Industries  
Karen Pundsack, Great River Regional Library  
Brandon Schauer, Pipefitters Local 539  
Ranone Thompson, Terebinth Refuge

# Staff

**Tammy Biery**, Executive Director, Career Solutions  
& Friends of Career Solutions (FOCS)

Kari Court, Executive Assistant

Angie Dahle, Business Services Manager

Jacob Kaduk, Client Services Manager

Scott Loesch, Finance Manager

Ann Meline, Development and Program Manager, FOCS

Jeni Pederson, Outreach & Eligibility Specialist

Karen Schlangen, Accounting Specialist

April Shaffer, Outreach Specialist/Career Planner

Karen Hennen, Reception & Career Lab Specialist

Judy Manetas, Reception & Career Lab Specialist

Lisa Brown, CareerONE Summer Supervisor

# Career Planners

Jean Guettler, Lead Career Planner Adult Team, 1992 - 2023

Denise Hooper, Youth Lead Career Planner Youth Team, 1989 - 2023

Caroline Ruegemer, Lead Career Planner Adult Team

Angela Schmitz, Lead Career Planner Youth Team

Nimo Hassen, Career Planner

Tom Hickey, Career Planner

Judy Kobylinski, Career Planner

Nour Mohammed, Career Planner

Jankai Mulbah, Career Planner

Chris Perrier, Career Planner

Kim Randall, Career Planner

Samira Shire, Career Planner

Trisha Welle, Career Planner



## Career Solutions' Nonprofit Partner

**Friends of Career Solutions** is a 501©3 partner of Career Solutions providing resources to train, search for and attain meaningful employment to residents of Benton and Stearns Counties. Grants and donations support its programs. We are indebted to all those who have provided resources in 2022-2023 to Friends of Career Solutions for CareerONE & CareerTWO, Discovery Day, Job Club, Immigrant Services and Job Seeker Open House Events.

### **Board of Directors**

David Borgert, Board Chair

Tanja Goering, Secretary

Crystal Lahr, Treasurer

Jama Alimad

Tammy Biery, Executive Directors

Career Solutions and  
Friends of Career Solutions



Tour Guides at Blattner Company.  
Welding Training at SCTCC.

## Job Club and Open House Events Make a Difference

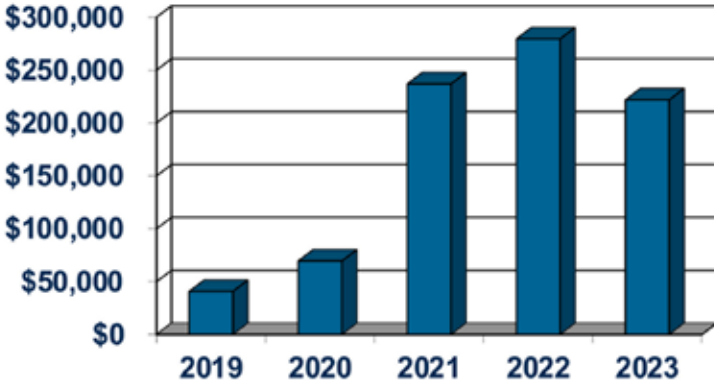
**PK** became a Career Solutions client at an Open House. He was looking for a career change after a stressful job in IT. He learned about and took advantage of the resources offered by Career Solutions, including the Career Trek program, to reassess his interests and skills. He recently accepted a position as a driver for Quest Diagnostics.

**TR** and **JS**, two Welding program graduates, attended an Open House. They learned about the welding training program, met the criteria, and graduated with support from Career Planners. Welders are in high demand in Central Minnesota.

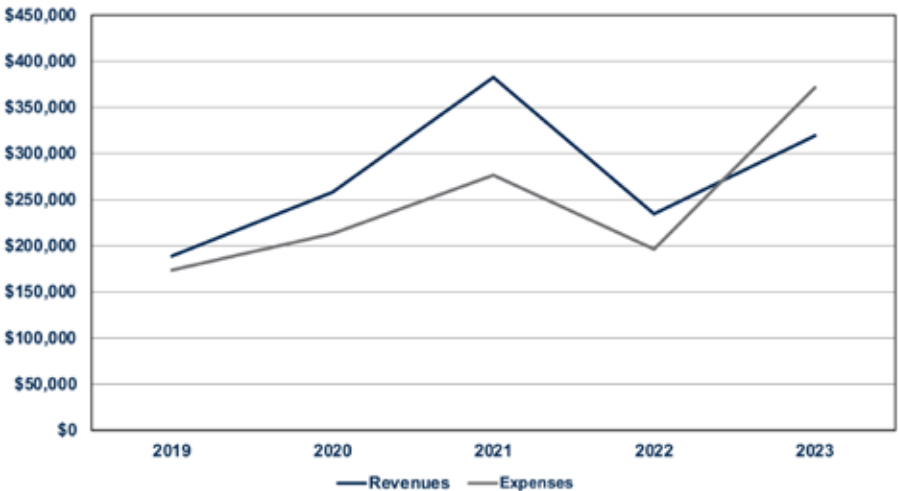
**DB** attended Job Club and learned about training programs offered through Career Solutions. She enrolled in a program and is now working at a Childcare facility in St. Cloud. Early Childhood Education is a high-demand job, with an expected 44,000 openings by 2026.

# Friends of Career Solutions Finances

## CASH AND CASH EQUIVALENTS



## REVENUES AND EXPENSES



# CareerONE



**Healthcare**



**Construction & Manufacturing**



**Teamwork & Community Support**



**Public Safety**



**Math & Reading**

- 135 Safety Certificates were earned.
- 103 Employability Skills were earned.
- 14/14 youth earned OSHA 10 Certification.
- 22 youth earned 2.5 credits at SCTCC and First Aid/CPR Certification.
- 20/20 youths earned 3 Family and Community Relations credits at SCTCC.
- 18/18 youth completed Alexandria Technical Community College Public Safety Program.
- Math scores increased by .76% equaling 6.75 months of additional learning.
- Reading scores increased by .78%. 7.2 months of learning.
- 600 hours spent on teamwork and community support projects.

# Discovery Days

Discovery Day Events showcase trades and job opportunities at Career Solutions in a 3-hour workshop! At Discovery Day, participants who are interested in Truck Driving, Welding, Construction, or Healthcare can learn about job openings and wages from local employers, gain insight and advice, learn training requirements, and get questions answered to see if the career is the right fit. Whether driving a big rig, working with patients, or welding key components in manufactured products, this program helps the job seeker determine if it's a good career fit.



# Immigrant Services



Immigrants will continue to be a vital source for the workforce that employers need to succeed in the community. Immigrant Services is a cross-cultural training program for businesses and immigrants. Immigrants can acquire the skills, training, and experience to achieve economic security. Local companies seeking new employees and establishing an equitable workforce receive

tools to remove real and perceived barriers created by cultural and religious differences. 2023 Immigrant Services was funded in part by United Way of Central Minnesota.

Pictured is Career Planner Samira Shire at CMCEO providing job seekers with information and support as they navigate job searches.



# Friends of Career Solutions

CareerONE, CareerTWO, Immigrant Services,  
Discovery Day Events, Job Club, & Job Seeker Open Houses

## Grants

Women's Fund of Central MN  
Thomas Ritsche Youth Grant  
United Way of Central Minnesota  
Central Minnesota Initiative Foundation

## Sponsors & Donors



MCI



ATS

Blattner Companies

Brenny Transportation, Inc.

CWMF

DCI

DeZURIK, Inc.

Express Employment Professionals

Falcon National Bank

Jennie-O

Metro Bus

Newport Health

PCI

Pilgrim's

Pipefitters Local 539

Polar Tank Trailer

Performance Foods

Republic Services

Rotochopper

Simonsons Lumber of St. Cloud

Spee Dee Delivery

TransSystems

# InKind

CentraCare Food Service  
Backward Bread  
Morrison Healthcare  
St. Cloud Technical and Community College  
APEX Services, Inc.

# Volunteers

Alexandria Technical and Community College  
Auto Method Corporation  
Avon Plastics  
Benton County Sherriff's Department  
Big Brothers Big Sisters  
Blattner Co.  
Central McGowan  
Falcon National Bank  
Felling Trailers  
Great River Federal Credit Union  
IDS 742  
Louis Industries  
Midwest Manufacturing  
Mortenson Construction  
Opportunity Matters  
Rotochopper  
St. Cloud Area YMCA  
St. Cloud Industrial Products, INC (SCIPI)  
St. Cloud Police Department  
St. Cloud State University  
St. Cloud Technical and Community College  
Sartell Police Department  
Sauk Rapids Rice School District  
Sauk Rapids Police Department  
Simonson Lumber  
Spartan Nash  
Stang Precision  
Stearns County Sherriff's Department  
Waite Park Police Department