



# ANNUAL REPORT

## 2024 - 2025



# EXECUTIVE DIRECTOR: TAMMY STARK

Career Solutions is an employment and training organization, and our Joint Powers and Workforce Development Boards are vital leaders in our work to provide a welcoming, informed, and trustworthy space for youth and adult job seekers, community organizations, educational institutions, and businesses seeking employees. Career Solutions brings these entities together to shape a prosperous future for themselves and the community.

Our dedicated board members, staff, and partners have worked tirelessly to achieve significant milestones, including increased Placement Rates, employer engagement, skill development initiatives, community Outreach and Internships.

This report showcases the positive impact of our collaborative approach, but we remain committed to continuous improvement. With our board and partners, we have been committed to providing a high standard of client support and training required by DEED. I am pleased that Career Solutions continues delivering positive results in all these areas.



Career Solutions has successfully worked in partnership with other sectors to make sure that our stakeholders are served. This report provides an overview and examples of the successes of this past year. From our Dislocated Worker Program for adults to CareerONE for youth, Career Solutions is focused on success. Our success is the community's success.

We extend our gratitude to our dedicated board members, staff, employers, training providers, community partners, and most importantly, the individuals who actively engaged in our programs. Your commitment is crucial to building a robust and inclusive workforce.

*Tammy Stark*

# MEET THE BOARD MEMBERS

## Chair of the Joint Powers Board

**Commissioner Steve Heinen** has been on the Joint Powers Board since 2019 and has served as chair for 6 years. Commissioner Heinen has had a long career in public service and Career Solutions values his knowledge and expertise. “It’s been an incredible experience being part of this board for 7 years and humbling experience being chair for the last few years.”



## Chair of the Workforce Development Board

**Jill Magelssen** has been on the Workforce Board since 1999 and has served 8 years as the chair. Jill brings expertise as an employer to the board but her connections with business owners throughout Central MN adds even greater benefit as Jill has a pulse on what is happening in the business world. “Serving on the board at Career Solutions has been a great volunteer opportunity; and their mission supports the importance of helping people connect with good jobs.”



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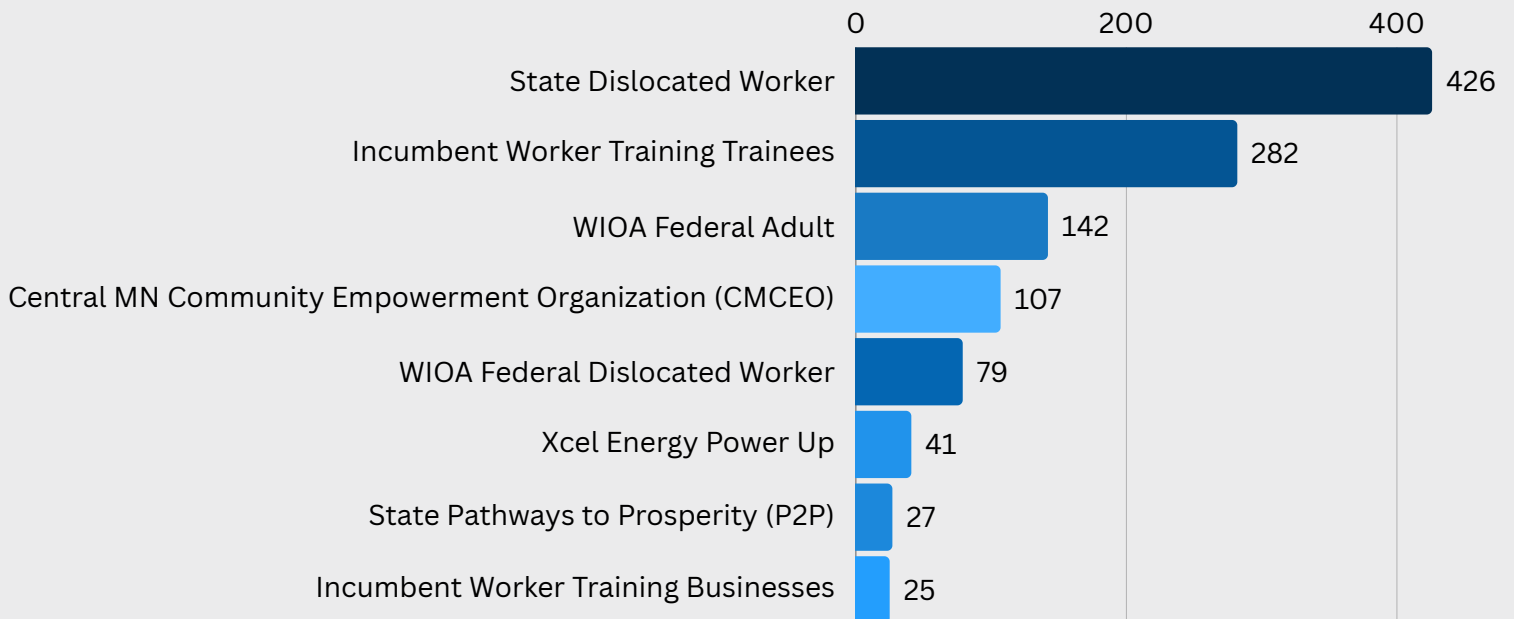
## **Career Solutions**

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# STATE & FEDERAL PROGRAMS CLIENTS SERVED

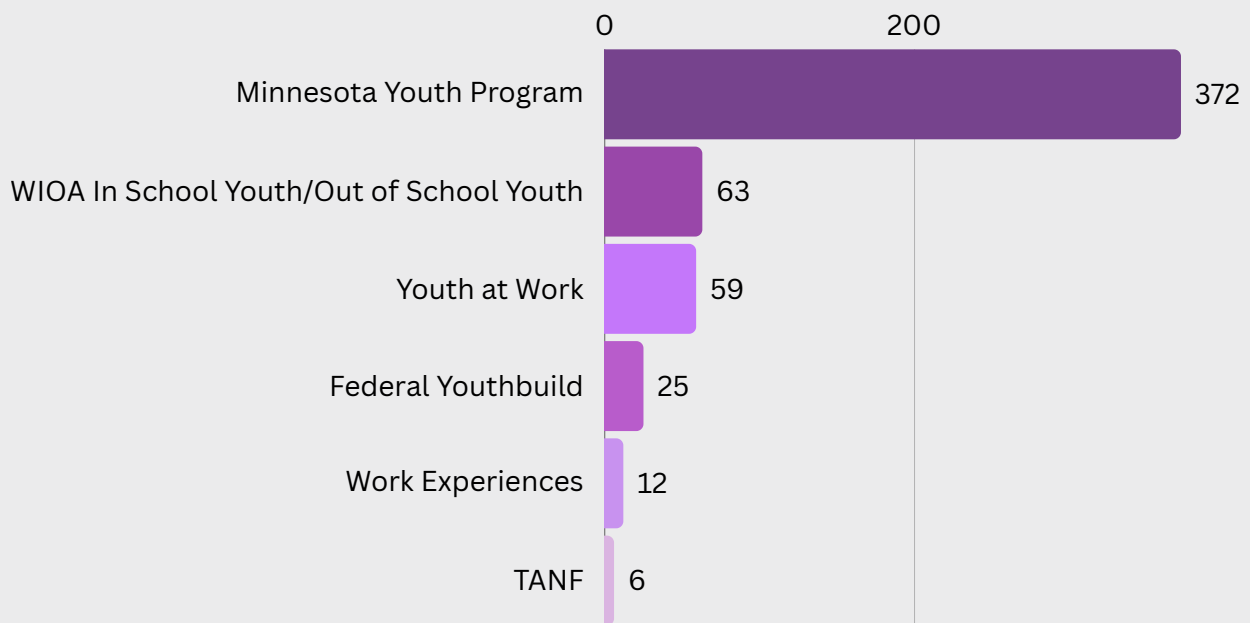
## Adult



**Total: 1,129**

# STATE & FEDERAL PROGRAMS CLIENTS SERVED

## Youth



Outreach to Schools Clients Served: 3,202

**Total: 3,739**

# CLIENT TESTIMONIALS

## FDC State Dislocated Worker Project

“Career Solutions has an amazing staff! Every one of them is outstanding, professional, and compassionate about people and helping others. I am so grateful to have been able to work with them when FDC closed. I was the HR Manager, and the first time your team came out I felt like you had our backs. It was easy to work with you every step of the way, from employee meetings, the huge job fair, and transitioning employees to you for help as they were placed on permanent layoff status. I am thankful that I personally also went through the process of experiencing a layoff and of being able to come to you for support and assistance during my journey of securing my next job.”

-Rachel, DW Program Participant



Rachel K. , FDC Project



Rhonda, Job Seeker Client

## Job Seeker Testimonial

“Career Solutions offers many jobs seeker programs and help in a very unique and targeted way. They understand the emotions you are experiencing and guide you through every step (very well-connected team!) They made my job search experience both memorable and successful. They were pivotal in directing me down a career path most suited to the core of my being and I will always be grateful.”

-Rhonda, Career Solutions Job Seeker Client

**CareerForce Lab staffed by Career Solution Visitors served: 8,626**  
**Phone Calls: 1,846**

# HIGHLIGHTS

## CareerONE Youth Program

CareerONE is a work readiness program for youth ages 14-17 that started in 2001. Youth learn the process of finding a job, while honing life skills and academic progress. The program has grown from 40 teens to 200. Beyond work readiness skills, youth earn college credits and skills, taking them to in-demand jobs in careers including healthcare, construction and manufacturing, public safety, and early childhood education. Sponsorships, donations, and grants support the program.



CareerONE participants





# CAREERONE TESTIMONIALS



Alhaj N. CareerONE youth

“CareerONE has been a life-changing experience. I took part in CareerONE to gain real work experience, learn new skills, and better equip myself for my professional career. I came in ready to push myself, and I'm leaving with valuable lessons and experiences that I will benefit from throughout my life.

Through CareerONE, I came to appreciate the value of working with a team, communicating effectively, and demonstrating leadership. Serving as a youth mentor further helped me instill these skills and better equip myself for the future. I had hands-on experience within a professional setting, learning problem-solving skills, prioritizing time, and adjusting to novel challenges. These skills developed a sense of responsibility within me and increased my confidence.

Leadership, teamwork, critical thinking, and professionalism were some of the most important skills that I learned. I was able to learn to communicate better with my coworkers and leaders, to start and stay in activities, and organize myself throughout the tasks. CareerONE also taught me how to make a resume, complete job applications, and prepare for an interview—things that will come in handy when I am looking for future jobs.” -Alhaj N.

“When I first heard of CareerONE, I was surprised with the benefits of the program. In just a short amount of time you learn new jobs skills, earn college credits, and you earn money!

The first week was something I could never forget. The environment and my peers helped me get comfortable and warm up almost instantly, even though I didn't know anyone. The people involved were the kind of people I knew I'd get along with- dedicated, hardworking, and friendly. Even though I wasn't the most extroverted person, I got along with my team and talked with lots of new people.

CareerONE helped expand my understanding and knowledge of many things, both in healthcare and jobs in general. We got in depth with safety, money smarts, and career exploration. I am more than glad I have taken the steps to attend CareerONE, and I would most definitely do it again in the future.” - Hannah B.



Hannah B. CareerONE youth



# HIGHLIGHTS

## Reverse Job Fair

“The Reverse Job Fair was a fun networking event and something different that Career Solutions would like to host again! It was a confidence booster for our job seekers and the employers enjoyed being “on the other side of the table”. Some great connections were made. Stay tuned this spring for another event!”

-Angie D., Business Services Manager, Career Solutions

“I thought the format of the Reverse Job Fair was great! It felt different being on the other side of the table. Had the opportunity to connect with many driven job seekers. I would attend this event again!”

-Sindy A., HR Generalist, Landwehr Construction, St. Cloud

“The Reverse Job Fair was a fun idea. It was neat to see all the posters and signs the candidates made, and I liked how they highlighted their skills. I would attend another event like this in the future!”

-Nicole M., HR Generalist, Opportunity Matters, Sartell



# HIGHLIGHTS

## Job Seeker Open House Events

Job seekers can attend Career Solutions' Open House events to become more aware of the employment and training services offered and obtain assistance, so they are better prepared for their next career.

### Job Seeker Attendance:

Fall - *Back to Work*: 60 Attendees

Winter - *THRIVE in 2025*: 60 Attendees

Spring - *HELLO Spring*: 65 Attendees

**Total: 185**



Open House Events



# BUSINESS SERVICE HIGHLIGHTS

## Human Resources Networking Group

“The HR Networking Group is a group of human resource professionals who meet monthly. It is a great way for our local HR members to network with each other and share best practices and also a way for Career Solutions to get a pulse on what the workforce needs are. We have 165 HR members total and about 20-30 attending members each month. It is a good group!”

-Angie D., Business Services Manager, Career Solutions

“I am very appreciative of the Human Resources Networking Group with Career Solutions. The collaboration and communication within the HR group goes above and beyond my expectations. These HR professionals share best practices and knowledge that helps all of us learn new skills to better our individual organizations.”

-Robyn E., HR Trainer, St. Cloud Area YMCA, HR Networking Group Member



HR Networking Group members

# BUSINESS SERVICE HIGHLIGHTS

## Incumbent Worker Training

“This program has provided training and growth opportunities that we otherwise would not have been able to provide for our employees! Opportunity Matters Inc. was fortunate to have received two grants through the Career Solutions Incumbent Worker Training program. The first grant provided team development, communication, and collaboration skills training for our upper-level supervisor team. This was the foundation of training for this group of supervisors that we want to develop for further growth and advancement within our organization. The second grant expanded on training for the supervisor team with building trust, managing conflict, giving, and receiving feedback. This training has not only provided our supervisors with the content but has helped build a stronger connected team. As a non-profit, we don’t have extra resources for staff training, so this grant program has made a huge difference for OMI to be able to provide essential training and growth opportunities. Thank you for the opportunity!”

-Regan S., CEO, Opportunity Matters Inc, Sartell, MN

“Winters Recreation is incredibly grateful to have been awarded a grant through the Career Solutions Incumbent Worker Training program. This opportunity enabled us to provide onsite training for our Leadership team and select team members, fostering individual and team growth. These efforts will have a lasting impact on our team's development and contribute significantly to our future success as a business.”

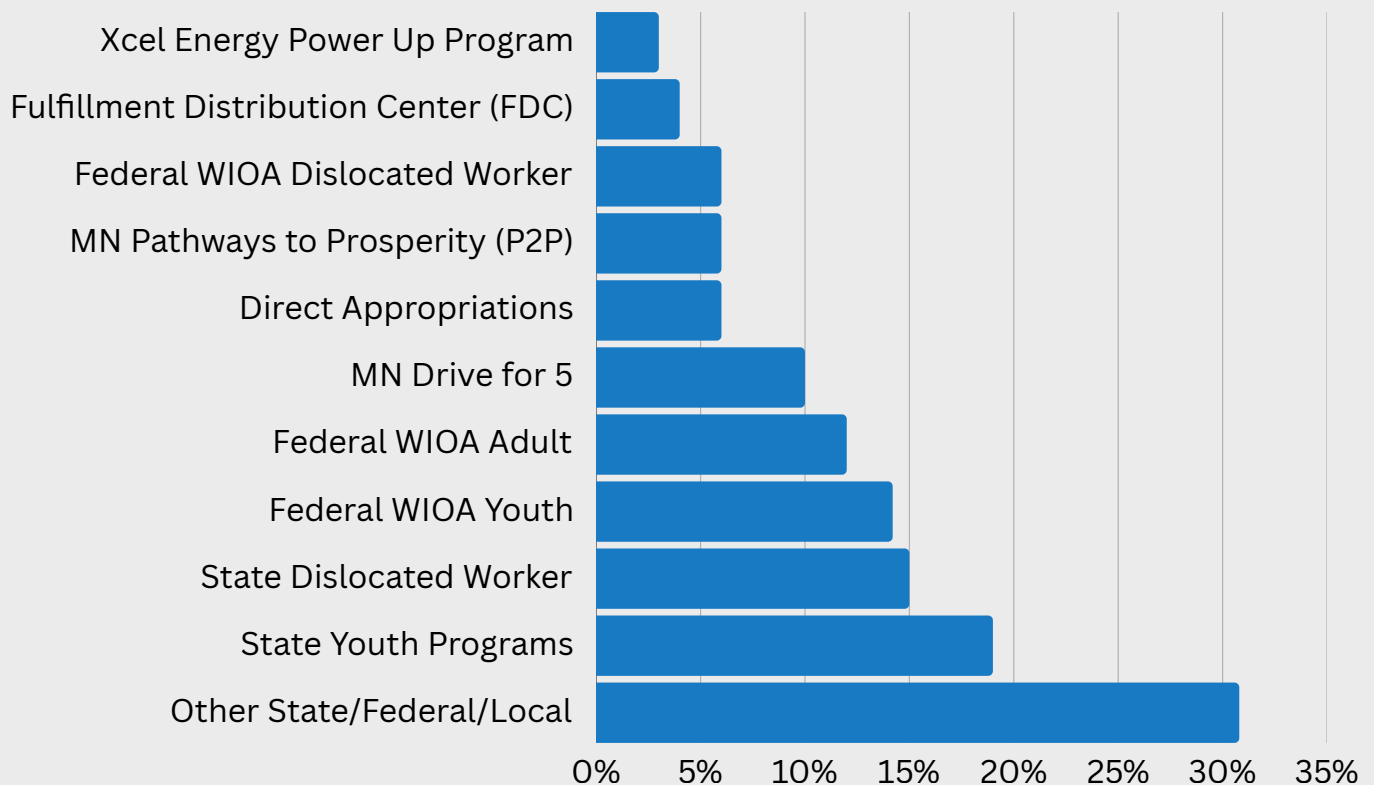
-Jill B., Director of HR, Winters Recreation, Sauk Centre, MN

"Partnering with Career Solutions IWT program for Lean training has been transformative for our organization. The training equipped our team with valuable tools to actively engage and improve processes across the board. I highly recommend the IWT program to other local employers."

-Ben T., CEO, Mug Experience, Holdingford, MN

# FINANCIAL REPORT:

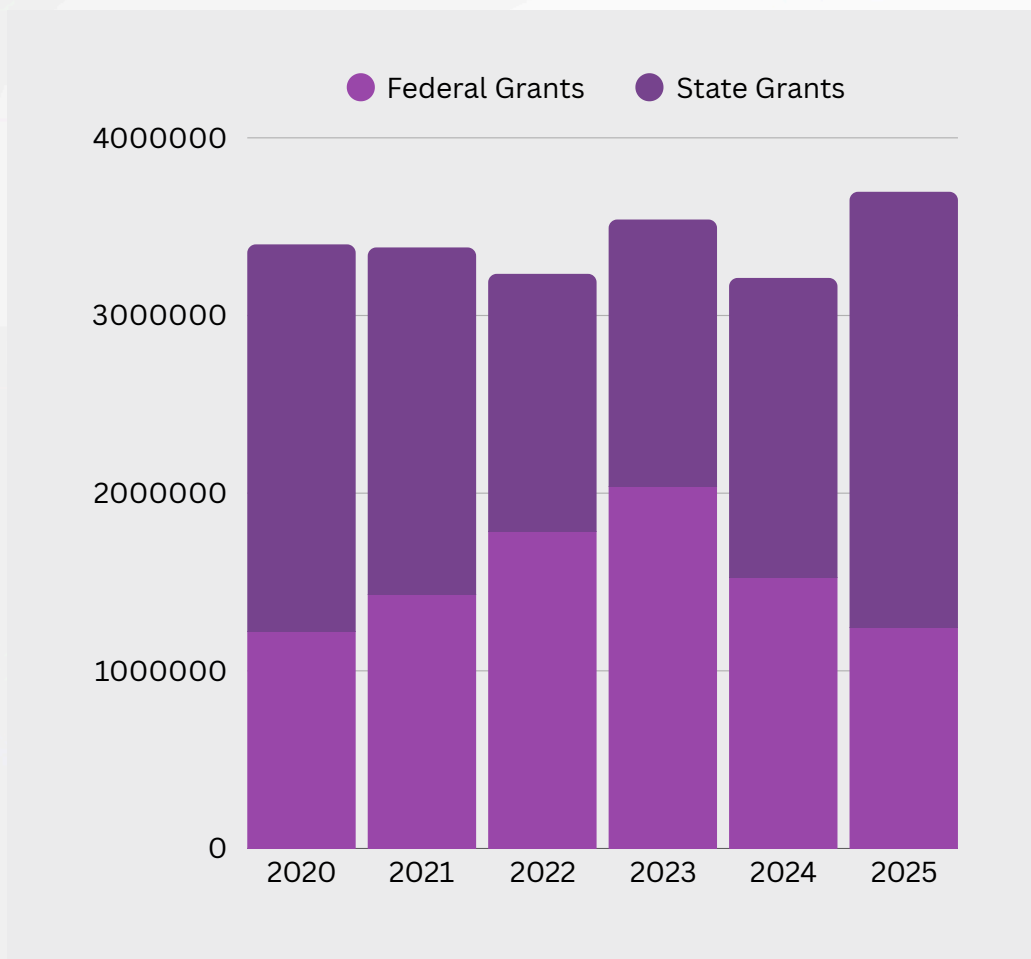
## General Funds Grant Distribution





# FINANCIAL REPORT CONTINUED...

## General Funds Grant Distribution



### Federal Grants Totaled:

2020: \$1,219,539  
 2021: \$1,429,939  
 2022: \$1,784,329  
 2023: \$2,039,364  
 2024: \$1,523,723  
 2025: \$1,245,858

### State Grants Totaled:

2020: \$2,180,783  
 2021: \$1,953,160  
 2022: \$1,450,111  
 2023: \$1,500,901  
 2024: \$1,687,745  
 2025: \$2,450,511

# STAFF

## Executive Director

**Tammy Stark** - Executive Director of Career Solutions & Friends of Career Solutions

## Administrative Staff

**Kari Court** - Executive Assistant  
**Angie Dahle** - Business Services Manager  
**Jacob Kaduk** - Client Services Manager  
**Ann Meline** - Development Manager  
**Scott Loesch** - Finance Manager  
**Karen Schlangen** - Accounting Specialist  
**Jeni Pederson** - Outreach & Eligibility Specialist  
**April Shaffer** - Outreach & Eligibility Specialist  
**Judy Manetas** - Receptionist  
**Karen Hennen** - Receptionist  
**Phil Ruegemer** - CareerONE Program Specialist

## Career Planners

**Caroline Ruegemer** - Lead Adult  
**Angela Schmitz** - Lead Youth  
**Tom Hickey**  
**Jankai Mulbah**  
**Kim Randall**  
**Malena Cordell**  
**Salma Hassan**  
**Hassan Omar**  
**Trisha Welle**  
**Nimo Hassen**  
**Nour Mohamed**



# CAREER SOLUTIONS BOARDS

## Joint Powers Board

**Steve Heinen** - Benton County Commissioner, Chair

**Jeff Bertram** - Stearns County Commissioner, Vice Chair

**Joe Perske** - Stearns County Commissioner

**Pam Beniot** - Benton County Commissioner

## Local Workforce Development Board (Con't)

**Janet Goligowski** - Stearns County Human Services

**Mohamed Goni** - Central Minnesota Community Empowerment Organization

**Ken Huling** - North Central States Regional Council of Carpenters

**Julie Lunning** - St. Cloud Area Chamber of Commerce

**Janel Sczblewski** - Benton County Human Services

**Georgia McCann** - ATS - Anderson Trucking Service, Inc.

**Caroline Nerhus** - Central MN Adult Basic Education

**Bernie Perryman** - Batteries Plus Bulbs

**Brandon Schauer** - Pipefitters Local 539

**Carrie Stang** - CareerForce - St. Cloud Vocational Rehabilitation Services

**Mary Swingle** - Boys & Girls Clubs of Central Minnesota

**Elizabeth Valencia-Borgert** - St. Cloud State University

**Meghan Woods Lehrer** - Bernick's

## Local Workforce Development Board

**Jill Magelssen** - Brookline Consulting - Chair

**Jeff Bloss** - BerganKDV - Vice-Chair

**Les Engel** - Engel Metallurgical Ltd.

**David Borgert** - Strategic Associates, LLC

**Shirwa Adan** - Credent Care LLC

**Melissa Ball-Warriner** - Job Service - CareerForce - St. Cloud

**Gail Cruikshank** - Greater St. Cloud Development Corporation

**Ken Matthews** - St. Cloud Technical & Community College

**Adam Genereux** - CentraCare

# YOUTH COUNCIL & PROGRAM COMMITTEE

## Youth Council

**Les Engel** - Engel Metallurgical Ltd.  
Chair  
**Danelle Montury** - ISD #742- Vice Chair  
**David Norling** - West Central Area  
Learning Center  
**Gregory Boelter** - Stearns County  
Community Corrections  
**Sarah Ware** - ISD #742  
**Cindy Bellmont** - Vocational  
Rehabilitation Services St. Cloud  
**Mary Swingle** - Boys & Girls Clubs of  
Central Minnesota  
**Susan Jordahl** - St. Cloud Technical &  
Community College  
**Ken Huling** - North Central States  
Regional Council of Carpenters  
**Melanie Legatt** - Catholic Charities  
**Ann Matvik** - Big Brothers Big Sisters  
**Emily Davis** - EPIC  
**Christa Martin** - CentraCare  
**Kevin Warzecha** - Kids Fighting Hunger  
**Dylan Lindgren** - Youth Representative  
**Brandon Schauer** - Pipefitters Local 539

## Program Committee

**Dave Borgert** - Strategic Associates, LLC -  
Chair  
**Tanya Adair** - DeZurik - Vice Chair  
**Steve Nusbaum** - St. Cloud Technical &  
Community College  
**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



Board Members at Staff Appreciation Celebration



# COMMUNITY INVOLVEMENT & OUTREACH

Project Connect



Tour of Manufacturing



Benton County Fair



EPIC



Socktober





# THANK YOU

**Thank you for your Support!**

Thank you to our generous Sponsors, Donors and Partners!





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