



**Request for City Council Committee Action
from the Human Resources Department**

Date: April 15, 2015

To: Committee of the Whole

Subject: Enterprise Workforce Planning

Recommendations: That the presentation titled, "Enterprise Workforce Planning" be received and filed.

Prepared by: Patience Ferguson

Approved by: _____
Patience Ferguson, Chief HR Officer Spencer Cronk, City Coordinator

Presenters in Committee: Patience Ferguson, Bruce Edison and Deb Krueger

Reviews:

Reviewer:	Approval	Date:
Permanent Review Committee (PRC)	NA	
Civil Rights Approval	NA	
Policy Review Group (PRG)	NA	

Financial Impact

- Planned expenditures are within the current HR operating budget

Community Impact

- City Goals (City that Works)
- City Values (Equity)

Supporting Information:

Background information: For the past several decades, our region's economy has benefitted from a growing population in its prime working years. The growth is slowing dramatically, making it increasingly difficult to replace the accelerating number of baby boomers. In addition, our region is at risk of becoming a net exporter of qualified workers. According to a recent report from the state demographer's office, Minnesota has lost more people to other US states than it has gained each year since 2001. In addition, although the Minneapolis-St. Paul area is number 1 in professional talent retention among the 25 largest US metro areas, it is number 14 for retention of

professionals of color. In addition, The Metropolitan Council forecasts that 2 of every 5 adults in the Minneapolis St. Paul areas will be a person of color by 2040.

It is critical that we develop, attract and retain talent at all levels of the enterprise if we expect to continue to thrive. In order to stay competitive, we must face our challenges head on—by thinking and working differently. Our competitiveness depends on broadening opportunities for a more diverse and inclusive workforce.

As an enterprise, we have an unprecedented opportunity to tap into the full potential of a diverse talent base. The development of an enterprise workforce planning process, in partnership with City departments will help to ensure the City's vision of a growing, vibrant, world-class city with equitable opportunities for success will continue.