

MnCARRS

Minnesota Community Advisors on Recruitment and Retention Solutions

ABOUT US

Minnesota Community Advisors on Recruitment and Retention Solutions (MnCARRS) is a partnership between agencies within the State of Minnesota and leaders of organizations representing minority communities, women, veterans, and people with disabilities.

MnCARRS partners serve as recruiters and credible voices within their communities to promote the State of Minnesota as an employer of choice. In return, the State provides advance communication of employment opportunities, improved communications about the State's employment processes, and assistance with mock interviews and training to improve candidate's performance in the hiring process.

Additionally, State agencies and MnCARRS partners participate in partner-sponsored career fairs, community outreach events, job information sessions, training sessions, resource sharing, and more.

Currently, MnCARRS is co-chaired by Minnesota Management and Budget (MMB) and the Minnesota Department of Transportation (MnDOT). MnCARRS partners meet on a quarterly basis (4x per year) at a rotating location in the Twin Cities.

HISTORY

MnCARRS was created in October 2008 to build recruitment partnerships in the Twin Cities area between MnDOT and communities underrepresented in MnDOT's workforce. Since its creation, MnDOT has also established MnCARRS partnerships with all geographic areas within the State of Minnesota. These partnerships have provided MnDOT with valuable assistance in recruiting and retaining qualified candidates from a variety of backgrounds. Since then, MnCARRS has expanded its reach to other state agencies and partners while still staying true to its founding mission of increasing the State's workforce diversity.

MISSION

Partner with organizations representing minority communities, women, veterans, and people with disabilities to recruit and hire qualified, diverse candidates for current job openings at the State of Minnesota.

ACCOMPLISHMENTS

- » MnCARRS partners from various community organization are currently serving as advisors on the State's Hiring Process Improvement Project.
- » In 2009 and 2013, MnCARRS partners actively recruited for over 150 Transportation Associate (TA) positions at MnDOT. During these two periods of mass hiring, 29% to 35% of the positions were filled by diverse candidates. The majority of these diverse hires were recruited and referred to MnDOT through our MnCARRS partners.
- » MnCARRS partners serve as community mentors for agency employees hired throughout the state.

*For more information contact Ann Feaman, MnCARRS Co-Chair, at:
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MnCARRS PARTNER ORGANIZATIONS

- ACCESS Press
- African Economic Development Solutions
- American Indian Family Center
- American Indian OIC
- Century College
- Chicano Latino Affairs Council
- Comunidades Latinas Unidas En Servicio
- Council on Asian Pacific Minnesotans
- Council on Black Minnesotans
- Cultural Connections
- Dakota County Technical College
- East Side Neighborhood Services
- Goodwill-Easter Seals, Minnesota
- HIRED, Minneapolis
- Hmong American Partnership
- Insight News
- Latino Economic Development Center
- Lifetrack
- Lukeworks
- Merrick Community Services
- Minneapolis Urban League
- Minnesota Indian Affairs Council
- MN Department of Administration
- MN Department of Corrections
- MN Management & Budget
- MN Department of Education
- MN Department of Employment & Economic Development
- MN Department of Health
- MN Department of Human Services
- MN Department of Natural Resources
- MN Department of Revenue
- MN Department of Transportation
- MN Department of Public Safety
- MN Department of Veterans Affairs
- MN State Colleges & Universities
- MN State Legislature
- MN Zoo
- Ramsey County Workforce Solutions
- Resource MN
- Minnesota Spokesman-Recorder
- St. Stephen's Human Services
- Summit Academy OIC
- U.S. Department of Veterans Affairs