



Minneapolis Employment and Training Employer Services Guide

Access Your Local Labor Market, Business Technical Assistance, and more!

Recruiting Strategies: Hiring Tips and Talent Sourcing

Examine your talent sourcing and hiring practices, ensuring strong candidates are identified regardless of employment status at the time of application.

Train hiring managers and recruiters to *avoid negative judgment of employment gaps*, as this practice can potentially lead to the exclusion of well-qualified applicants.

Post openings, interview and hire based on **candidate competencies** related to the *key skills* for each open job.

Resource: career profiler tool
at: careerinfont.org/skills

Workforce Recruitment Resources:
Develop hiring relationships with *American Job Centers*, known in MN as **Workforce Centers**

Resource: mn.gov/deed/job-seekers/workforce-centers/workforce-center-locations

Partner with non-profit *employment professionals*.

Resource: minneapolis.mn.us/cped/metp/WCMS1P-093334

Exhibit at *hiring events*: Career fairs highlight growing industry sectors, offer excellent network opportunities, and supply job candidates for your position openings.

Resource: Career Fair listings can be found at
[Job fair listings: mn.gov/deed/job-seekers/find-a-job/job-career-fair](http://mn.gov/deed/job-seekers/find-a-job/job-career-fair)

Connect to Candidate *Outreach, Assessment and Exhibit at hiring events*: Minneapolis Employment and Training can work with you to match job candidates to specific positions through certified career development professionals.

Resource: [Contact 612.673.5292](http://Contact.612.673.5292)

Workforce Information: Publications, Web Sites, and Tools

Stay updated – network to stay competitive! Understand the evolving hiring landscape: Receive *labor market reports, professional newsletters and publications*.

Resource:
mn.gov/deed/business/help/lmi/index.jsp
Library archives of regional business news: www.elm4you.org

Take advantage of *free job posting services*:
Diversify and expand your recruitment.

Resource: jobconnectmn.com;
minnesotaworks.net

Develop Your Workforce:

Minnesota Job Skill Partnership Board funds, and Minnesota's Department of Labor and Industry, offer programs to assist you with *training your current workforce*.

Resource:
mn.gov/deed/business/financing-business/mjsp/training-grants/index.jsp;
www.dli.mn.gov

Access MN Department of Employment and Economic and the City of *Minneapolis tools and expert listings*:

Resource:
mn.gov/deed/business/finding-workers;
minneapolis.mn.us/cped/metp/WCMS1P-093334

Schedule a Consultation

Meet 1:1 with Minneapolis Employment and Training's Industry Relations Manager

Contact MARIE LARSON at 612.673.5292,
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