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President/CEO  
October 19, 2016

# Racial Disparities

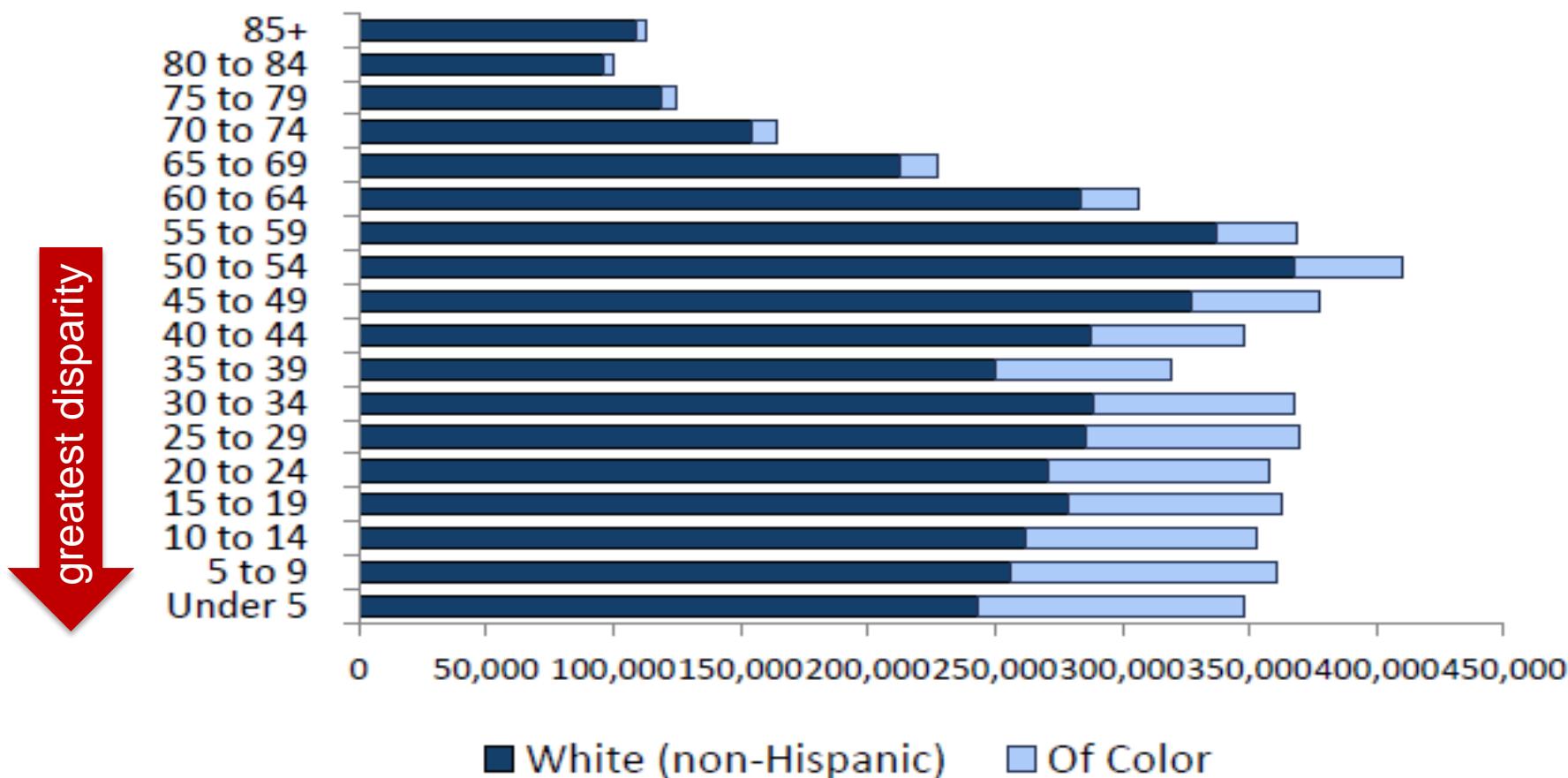
State Level - Minnesota  
Regional Level – Ramsey County  
Saint Paul College

Presentation prepared for Midway Chamber of Commerce



# Minnesota by race and ethnicity, 2012

White (non-Hispanic) and Of Color Population  
Minnesota, 2012



Source: 2012 Population Estimates, U.S. Census Bureau.

Presentation to Emerging Workforce Coalition by Susan Brower, Minnesota State Demographer, February 2015.

# Minnesotans median annual wages

- White \$43,738
- Hispanics \$42,124
- Asians \$42,015
- Blacks/African Americans \$41,210
- Multiracial 39,434
- American Indians \$37,389

Racial minorities' median wages were often lower than whites in Minnesota when working in the same industry.

# 2015 American Community Survey (ACS)

## Median income for Minnesota's African-Americans

- ACS 2014 report: median income for Minnesota's African-Americans dropped precipitously compared with 2013
- ACS 2015 report: incomes were up in 2015 from \$27,026 to \$30,306



Star Tribune: September 21, 2016

*“There are glimmers of economic hope for Minnesota's minorities. The latest income stats aren't as gloomy as last year's for black Minnesotans.”*

# Rapid Growth in Minnesota's Nonwhite Population

- In 1990, 6.3% of Minnesotans were people of color.
- By 2020, that share is projected to exceed 20%.
- The whole state's prosperity increasingly depends on the ability of that 20% to succeed.

Source: Star Tribune: September 21, 2016

*"There are glimmers of economic hope for Minnesota's minorities.*

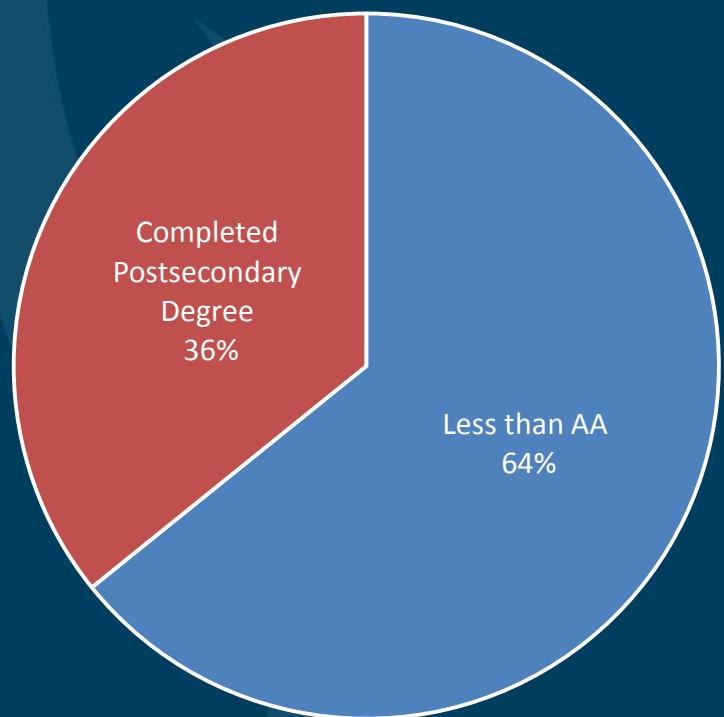
# Disparities in Education

## Bachelor Degrees or higher

- Asians 64%
- Whites 62%
- Hispanics 51%
- American Indians, blacks/African Americans, multiracial individuals <50%

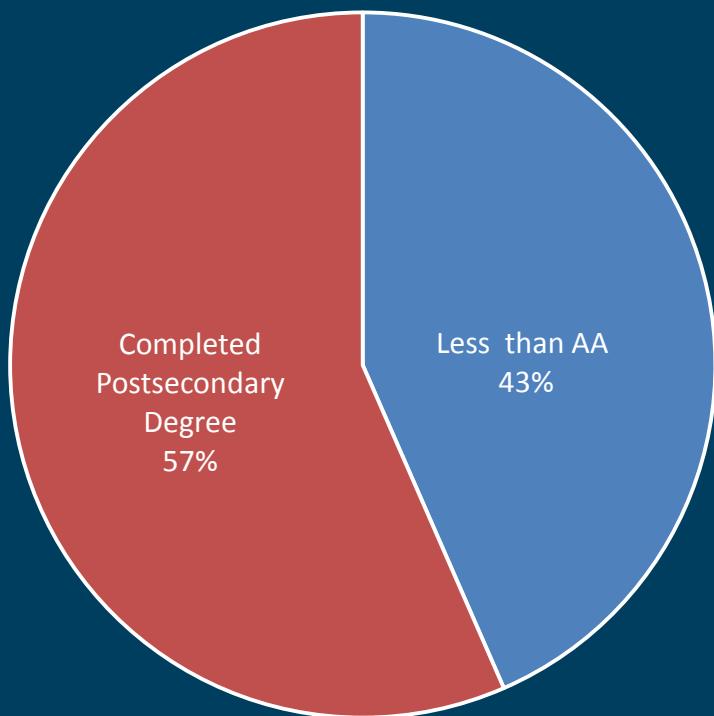
The state legislature recently appropriated **\$35 million to help tackle racial disparities.**

Educational Attainment of Persons of Color Aged 25+



■ Less than AA   ■ Completed Postsecondary Degree

Educational Attainment of Whites Aged 25+



■ Less than AA   ■ Completed Postsecondary Degree

# Economic Well-being

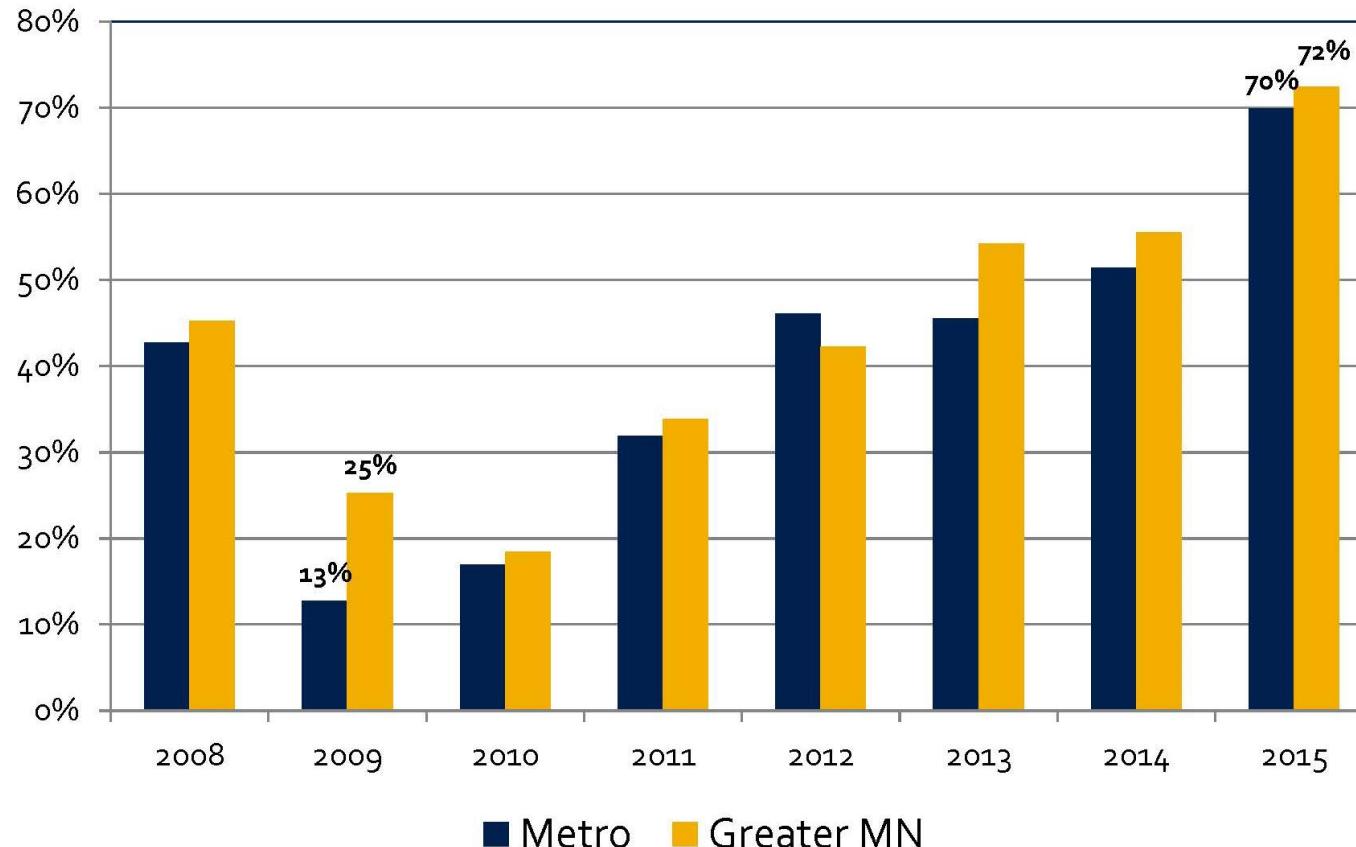
- Lack of viable talent to fill positions in the State
- Eliminating racial disparities is crucial to our success
  - Wages
  - Employment
  - Achievement gap
- Diversity in greater Minnesota
  - Population of color essential to State's long term success
  - Stuck in neutral (wage and employment disparities for minority workers have changed very little over the last two decades)
  - Relative incomes of Blacks in Minnesota
  - Time is of the essence for American Indians



The 2040 Housing Policy Plan presents multiple strategies that advance the Metropolitan Council's overall housing policy priority: **Create housing options that give people in all stages of life and of all economic means viable choices for safe, stable and affordable homes.** The plan carries forward the vision of Thrive MSP 2040 for growth and development of the Twin Cities region toward economic success and vibrancy in the decades to come.

## Trouble Filling Jobs: Growing

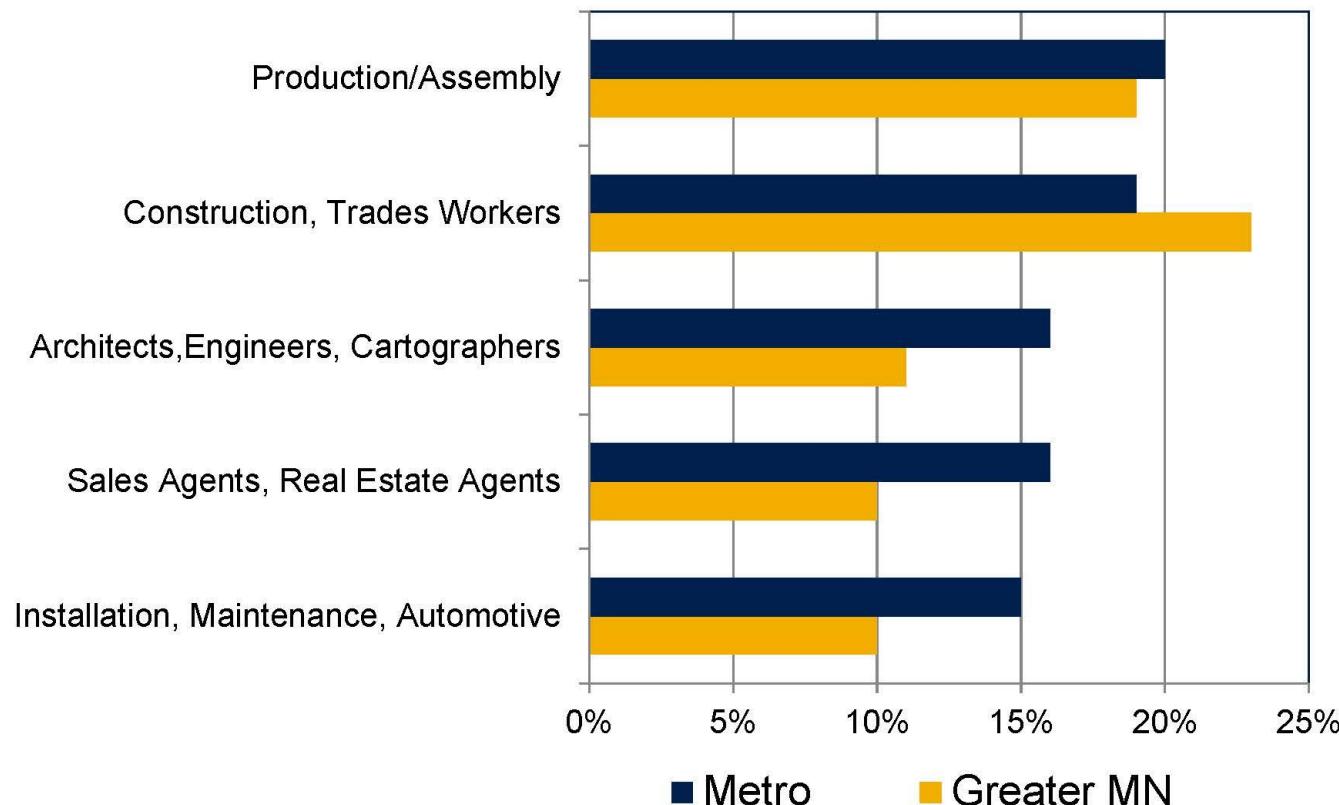
### % OF COMPANIES REPORTING TROUBLE: 2008 - 2015



# Talent Development Gap

MINNESOTA  
CHAMBER *of*  
COMMERCE

## WHAT'S HARD TO FILL: LAST 12 MONTHS



# Disparities in RAMSEY COUNTY

# Racial Disparity in Employment, Educational Attainment and Income in Ramsey County

- Residents of color
  - are poorer than people of color living in the 7-County Metro Region at large
  - experience poverty at 3.7 times the rate of their White neighbors
- African Americans
  - lowest employed group held 89 jobs for every 100 jobs held by the highest employed groups of non-Hispanic Whites
  - earned only \$0.39 for every \$1.00 earned by the highest earning group, Non-Hispanic Whites
- Ramsey County has
  - the highest poverty rate for Non-Hispanic Whites when compared to seven county region
  - workers earn less and have the highest poverty rates at every level of educational attainment than their neighbors in surrounding counties
  - residents have the lowest median annual household income across the region



## MINNESOTA STATE

- Serves 400,000 students
- 62,000 students of color
- Over 8,600 are Native American
- Over 60% financial aid recipients
- Over 50,000 first generation students
- More students at the two-year level



# SAINT PAUL COLLEGE

## A Community & Technical College

- Educate the future workforce
- Promote economic prosperity



***Mission***  
***Education for Employment...Education for Life!***

Saint Paul College offers comprehensive learning opportunities in career and transfer education to enhance personal knowledge and advance economic opportunity for the benefit of a diverse population including students, business/industry/labor and the community.



Ranked the  
#1  
**Community College**  
in the nation

2013 Celebrate Business Success  
&  
2016 Organizational recipient of the H.E.R.B.I.E.  
Award, for exemplifying  
the traits inspired by its namesake,  
Herb Brooks:  
**Humanitarian, Enterprising, Resilient,  
Bold, Inspiration and Ethical.**





## Enrollment:

9,690 students

6,684 part-time students

3,006 full-time students

## Programs:

43 Associate Degrees

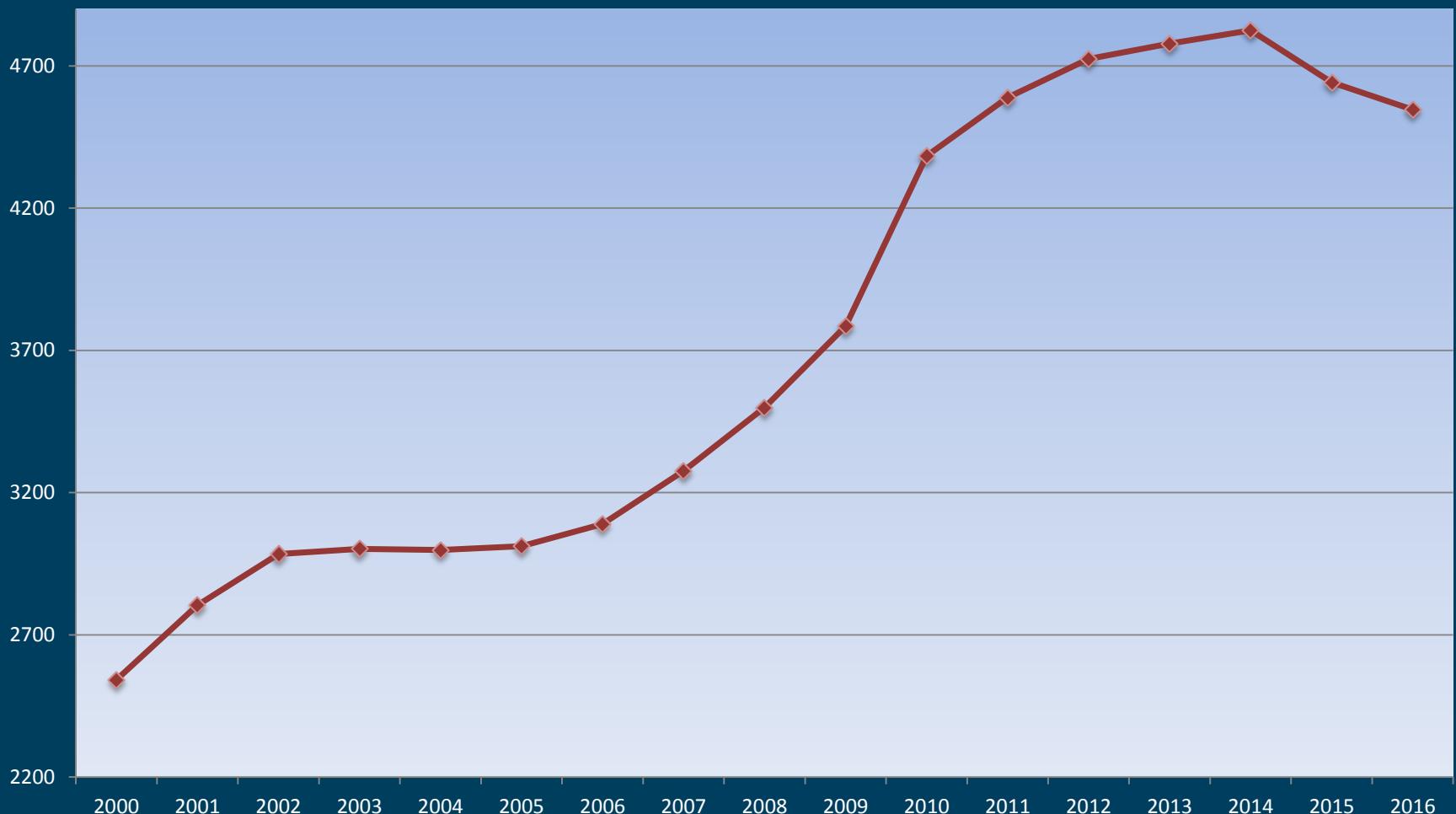
79 Diploma & Certificates



86% of our students find jobs  
immediately after graduation

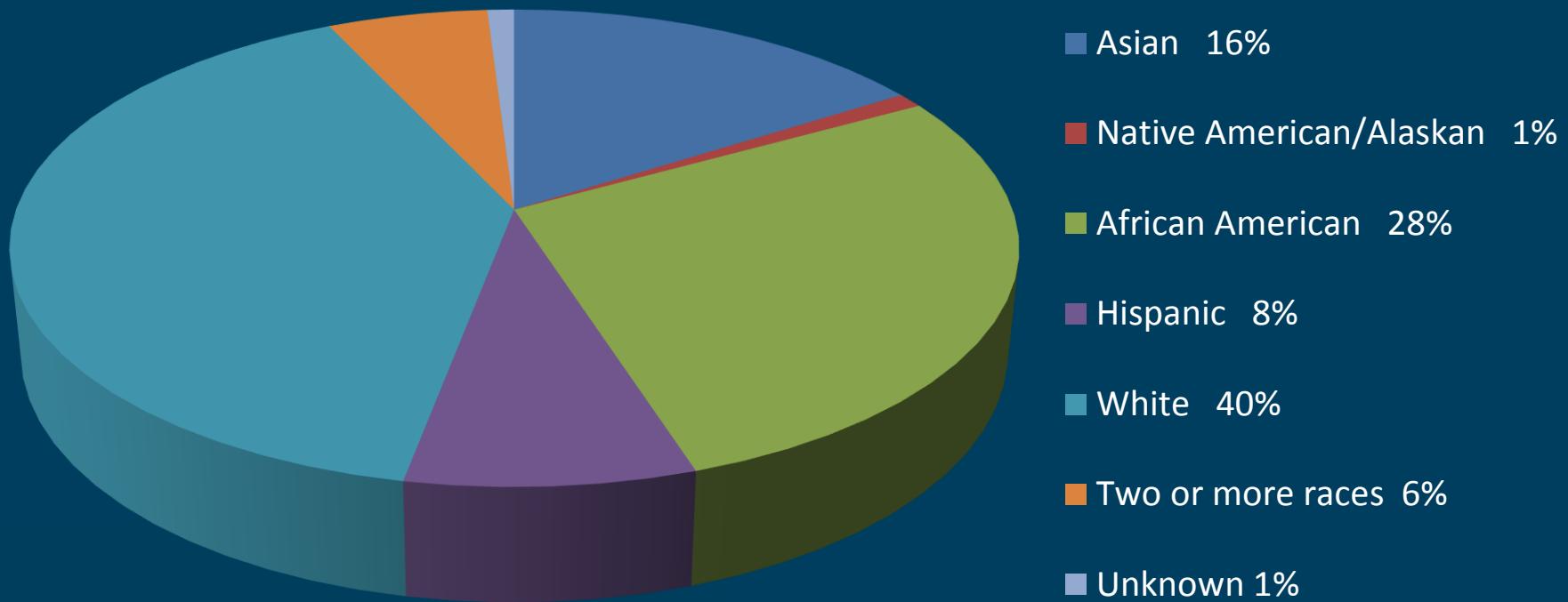


# Enrollment Growth 2000 - 2016



# Diversity on Campus

Minority enrollment - 60.5%  
Average age - 29



# Comparing Costs

ANNUAL TUITION AND FEES  
FOR 2015-2016 FULL-TIME STUDENTS

80%  
SAVINGS

pay 1/5<sup>th</sup> the  
cost of private  
colleges

1/2

PRICE  
compared to the  
cost of the U of M

MINNESOTA STATE  
COLLEGES AND UNIVERSITIES

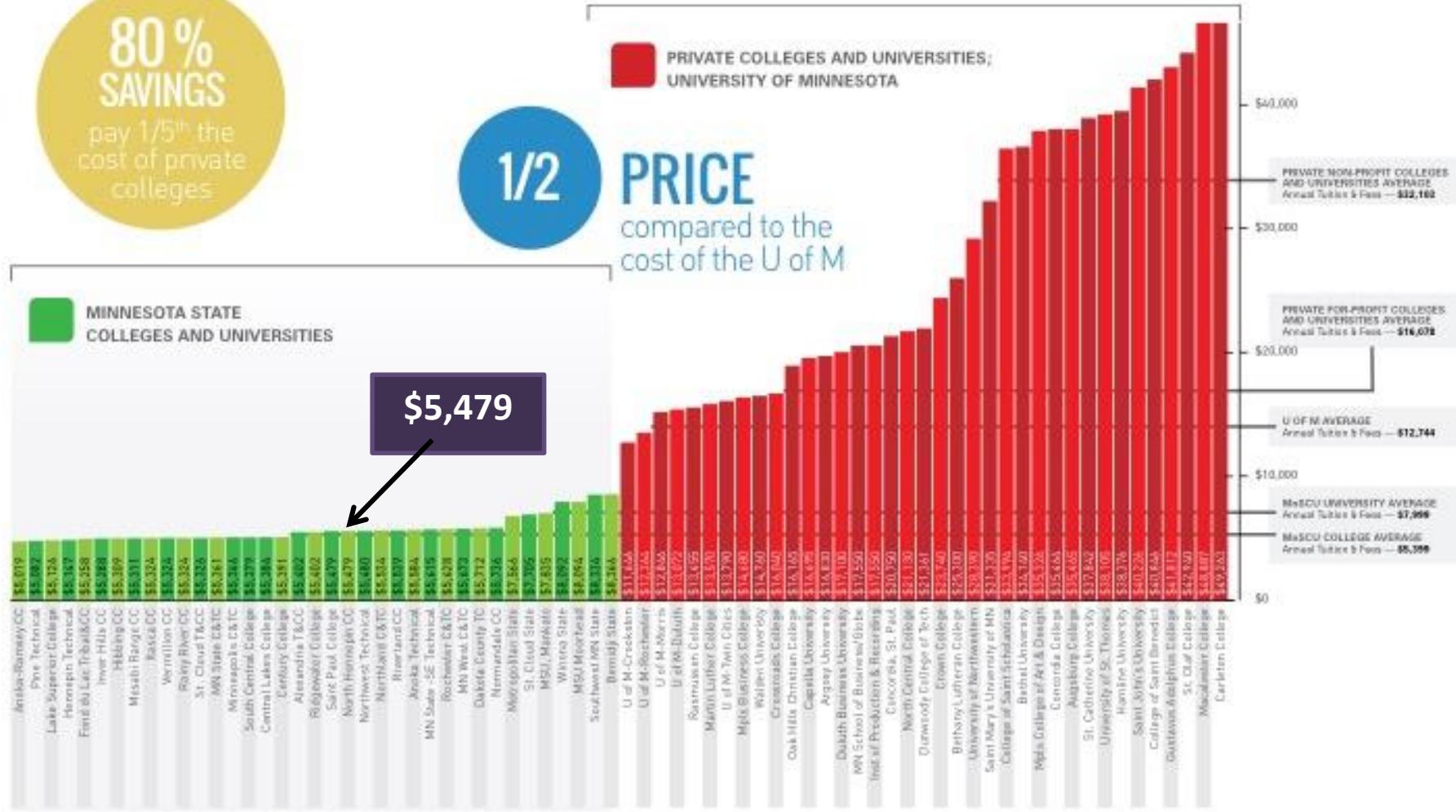
\$5,479



## TUITION FREEZE CONTINUES FOR COMMUNITY AND TECHNICAL COLLEGES

For the third year in a row, tuition remains frozen, making your degree even more affordable.

PRIVATE COLLEGES AND UNIVERSITIES;  
UNIVERSITY OF MINNESOTA



# Priorities: ACCESS AND AFFORDABILITY

- Provide access to extraordinary education
- Be the partner of choice to meet workforce and community needs - *65% of all jobs will require post-secondary education and training by 2020*
- Provide highest value, most cost-effective education
- College for everyone?
- Level the playing field – 1:2:7

# Challenges & Opportunities

- Open-access institution
- Broad range of student population
- Truly mirrors the Saint Paul community
  - Ethnicities (from 38 countries)
  - Ages (16 to 68+ years)
  - Varying Socio-economic backgrounds
  - Experiences/Capabilities/Capacities
    - Some with no higher education experience
    - Some with previous higher education experience
    - High school (recent graduates or graduated a decade or so ago)
    - Refugees, now New Americans
    - Typical Twin Cities residents



# SAINT PAUL COLLEGE

## A Community & Technical College

How is Saint Paul College  
making a difference?

1% tuition decrease

62% budget from tuition  
(38% appropriation)

# College Pathways

- Generation Next
  - K-3 Reading Literacy & College/Career Pathways and Readiness
- Great Lakes Grant: College Readiness
- Power of YOU
- Career Pathways Academy
- Gateway to College
- FastTRAC
- PSEO
- Youth Connect
- C3 Fellowship
- Trading Up Career Preparation

## GOAL:

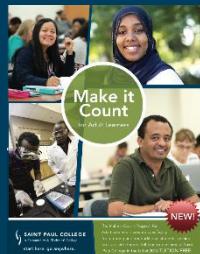
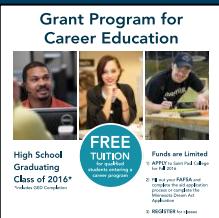
*Working with the community we serve to promote access, affordability, seamless transition, promote student success, narrow the achievement gap, provide pathways to college transfer or transition to workforce.*

# Challenges

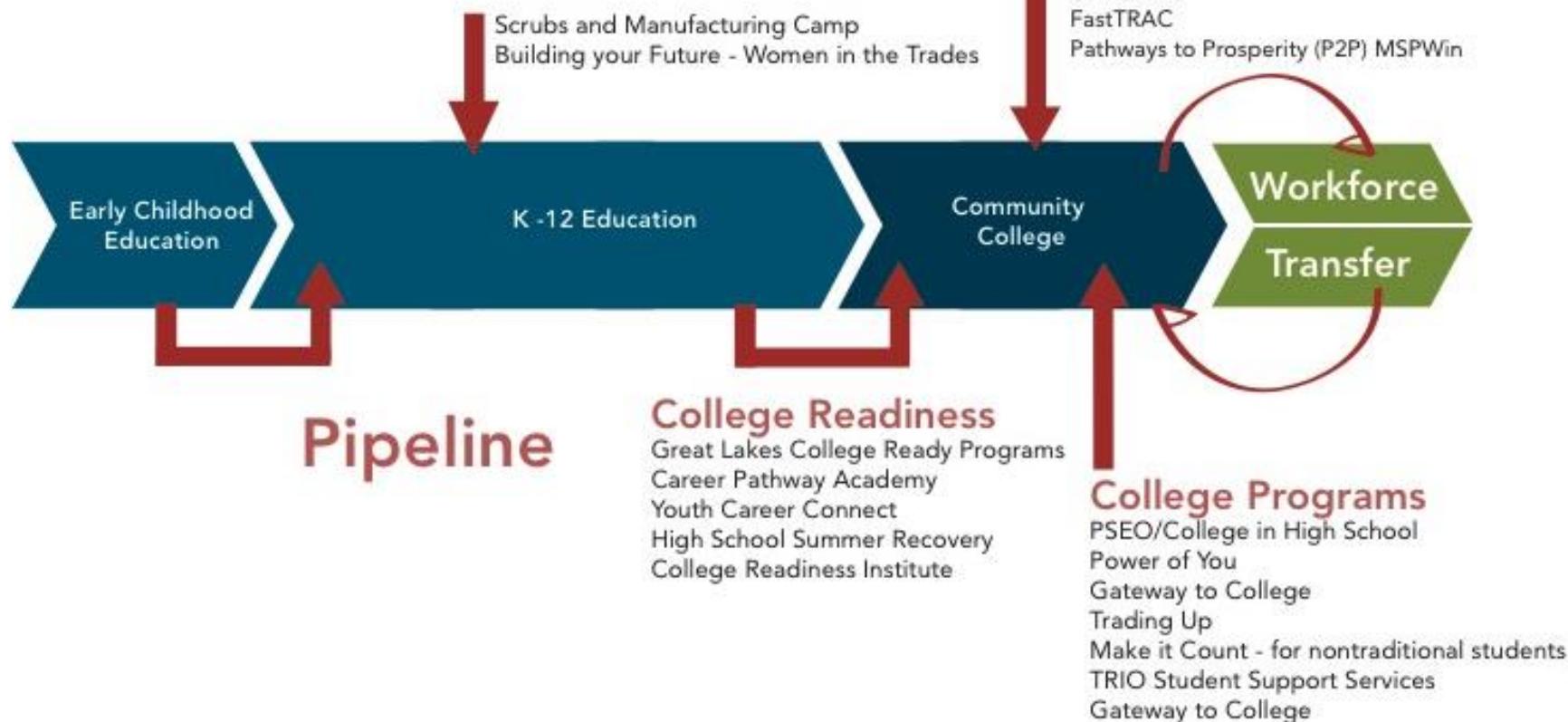
## Cost / Preparedness / Educational Pathways / Employment Pathways



- **Power of YOU** makes the first two years of college available tuition-free to recent high school graduates
- Over 1800 students have participated in the Power of YOU program at Saint Paul College since its inception in 2006.
- **MnSCU Two-Year Occupational Grant Pilot Program**
- Financial assistance to students enrolled in qualifying career and technical programs at 2-year colleges
- students can complete the program within two years or less and find employment in a high-demand occupation.
- **Make it Count** covers the cost of tuition and fees through grants and private scholarships
- for up to 60 credits (max of 3 years)
- First time college adult learners – 24 years of age and older



# Partnerships Matter





What can you do to help?



# Healthy Minnesota Workforce

Stable affordable housing

Transportation

Wellness and nutrition

Access to higher education

Livable wages – meaningful employment

Social Connections

