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## Successful Employment Training

Thank you for joining us for Get S.E.T. For additional workforce resources and questions, contact:

Youth and Young Adult Employment at [YouthWorks@ramseycounty.us](mailto:YouthWorks@ramseycounty.us)

Employer Services at [EmployerServices@ramseycounty.us](mailto:EmployerServices@ramseycounty.us)

### Cultural Competency

- Fosters an environment in which diverse backgrounds are understood and respected, which leads to better communication.
- Addresses biases or barriers, which ensures everyone has equal access to opportunities and support.
- Incorporate activities into onboarding processes that help create shared language and strengthen relationships.

### Clear Expectations and Goals

- Build opportunities for feedback by establishing consistent practices.
- Young people want to know the reasoning (the 'why') of their tasks, and how it connects to the larger picture.
- Mitigates conflict or misunderstandings by clearly stating expectations/direction

### Providing Individualized Support

- Maximize a young person's potential by offering appropriate level of help and resources that recognize their unique situations.
- Reduce absenteeism by connecting young people to supportive resources like professional development, mental health accessibility and work-life balance.
- Facilitate a more engaged workforce and increase potential for internal hiring.

### Resources

- Check the Suburban Ramsey Family Collaborative's [Jobs & Training](#) and [Basic Needs](#) resource directories
- Visit Ramsey County's [Youth Works!](#) webpage to learn more about our work in the county and to [subscribe to the newsletter](#).
- Check out the [Inclusive Employer Toolkit](#) and other resources at [Ramsey County Means Business](#)

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**YOUTH WORKS!**

A Partnership of Ramsey County and the City of Saint Paul