

Discovering Diverse Workforce Solutions

*A Guide to Diversity Resources
in Southeastern Minnesota*



Project FINE (Focus on Integrating Newcomers through Education)

Project FINE is a nonprofit organization located in Winona, MN whose mission is to strengthen and enrich our community by facilitating the integration of people who are ethnically diverse.

Project FINE has been serving refugees and immigrants in Winona County and the surrounding area since 1990. We offer a variety of educational programs and services to both newcomers and established residents and work closely with over 60 community partners to provide information and access to resources.



As of the 2010 Census, the only population increase in our community was among diverse individuals and this trend is expected to continue across our region, state and country. A growing diverse population brings new opportunities and sometimes challenges, as we work to address cultural and language barriers that can prevent newcomers from accessing services, gaining employment and building a new life in our community. Project FINE is committed to addressing these challenges and finding solutions that overcome barriers and creating a welcoming environment for all.

For more information about Project FINE and our programs and services, visit www.projectfine.org

Southern Minnesota Initiative Foundation (SMIF)

Southern Minnesota Initiative Foundation envisions southern Minnesota as a prosperous and growing region with vibrant communities, innovative and successful economies, and engaged and valued citizens.

As a regional economic development and philanthropic organization, SMIF fosters economic and community vitality in 20 counties Minnesota through a culture of collaboration and partnership.



SOUTHERN MINNESOTA
INITIATIVE FOUNDATION

SMIF's key interests include early childhood, community and economic development. One of their key projects in the area of economic development is The Prosperity Initiative, a two-year project designed to provide education and business resources to minority business owners and educate partners of the barriers and opportunities these individuals encounter. Participating business owners receive hands-on business education, one-on-one mentoring with a professional business coach, a website for their business and access to resources.

To learn more about SMIF and their contributions to our region, visit www.smifoundation.org.

SE MN Together

SE MN Together was organized by a group of volunteers group as an experiment in cooperative action to address our region's workforce shortage. In February 2015, SMIF awarded SE MN Together an \$80,000 Community Growth Initiative grant. Learning to work together as a region and determining what framework will enable that to happen in the future was a core objective of the SE MN Together project.



By hosting three community conversations in different areas of the region, SE MN Together developed a framework for working together as a region on workforce and other issues related to economic development. Over 300 people participated in the SE MN Together project, contributing valuable input that will benefit our region.

For more information, visit <http://semntogether.wixsite.com/home>

Greetings,

Thank you for your interest in the Discovering Diverse Workforce Solutions guide! This project was developed as a result of our involvement with the SE MN Together project and the Southern Minnesota Initiative Foundation. I was honored to serve on the Core Team for SE MN Together, working with a wonderful group of individuals from across the region as we planned the community conversations that were central to the project.



During these conversations, we learned that attracting and retaining diverse employees is a challenge faced by employers across our region. Those around the table were interested in finding solutions and learn more about resources in their community who they could partner with to engage diverse populations.

I realized immediately that Project FINE's expertise in this area could be a great benefit to others across our region. We have been working for several years to connect local businesses with refugee and immigrant populations and offer outreach, training, and other services to help attract and retain diverse employees. This approach has been very successful and beneficial, helping fill open positions and providing stable income for refugee and immigrant families as they build a new life in our community. Building upon this experience, we sought to create a guide of diversity-related resources for the region.

The Discovering Diverse Workforce Solutions guide includes resources from the 11 county SE MN Together region (Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmsted, Rice, Steele, Wabasha and Winona Counties). The project began with an online survey of employers to learn more about their specific workforce challenges, and a summary of the results is included on the following pages. We also connected to others across the region and have incorporated resources to help businesses with interpreting, outreach and education.

Every effort was made to provide an overview of resources that employers can use to help with recruitment or inclusion efforts. While we worked to ensure that all relevant resources were included, there may be additional resources in your community that are not included in the guide, and inclusion (or omission) is not intended to be a reflection of any organization or agency. We hope that the information enclosed will be useful and that it will spark further conversation and collaboration to address workforce needs and diversity in our region.

Sincerely,

Fatima Said

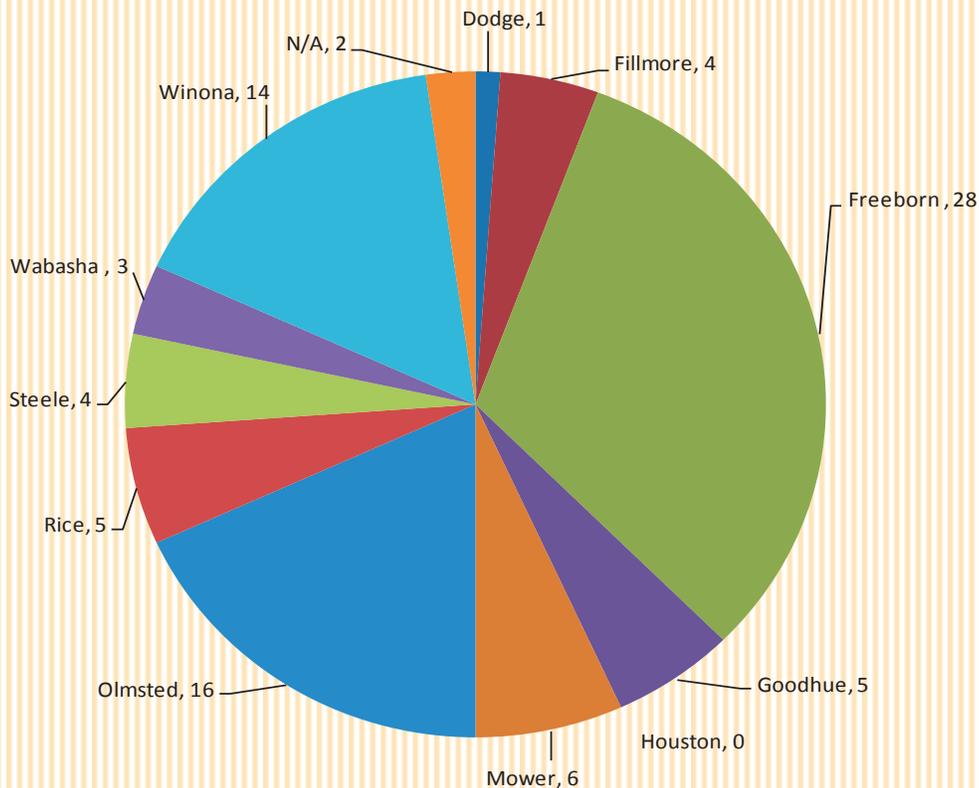
Fatima Said, Executive Director

Employer Survey

During the Summer and Fall of 2016, a short survey was distributed to employers across the 11-county region to discover the challenges related to hiring and retaining diverse employees and uncover best practices and community resources. 88 respondents from different communities and sectors participated in the survey and a summary of responses is included below.

Question 1: In what county is your business/organization located?

Responses By County (88 responses)



Question 2: What challenges do you face when recruiting or hiring diverse employees?

Responses were varied, however some common challenges were identified, including:

35 respondents: Skill level or qualifications of applicants

17 respondents: Diverse individuals are not applying

16 respondents: Language and communication barriers

11 respondents: Not aware of how to attract diverse employees

(connections to community leaders, advertising outlets)

12 respondents: Convincing candidates to move to Southeastern Minnesota

(lack of diversity in community, small town)

8 respondents: Lack of affordable housing

6 respondents: Cultural barriers

(differences in job expectations, practices)

4 respondents: Transportation challenges, lack of mass transit options

2 respondents: Limited access to childcare

(affordability, availability for various shifts)

Employer Survey, Continued

Question 2: What challenges have you faced (currently or in the past) that have made it difficult to retain diverse employees?

Responses were varied, however some common challenges were identified, including:

- 34 respondents: Community location and cultural diversity
(Lack of diversity, hostility towards minorities, small town setting)
- 13 respondents: Competition from other employers, inability to offer higher wages
- 12 respondents: Cultural barriers and family challenges
(expectations of timeliness, leaving job to care for family members)
- 7 respondents: Language barriers
- 5 respondents: Lack of full-time positions available, evening or weekend shifts
- 4 respondents: Skill level of applicants
- 3 respondents: Lack of childcare available, particularly for evening or weekend
- 2 respondents: Lack of mass transit for evening and weekend shifts
- 2 respondents: Lack of affordable housing
- 2 respondents: Diverse individuals do not apply
- 1 respondent: Challenges related to immigration, visas and work permits

Question 3: Please share with us any ideas or resources that you or others in your community have utilized to better hire and retain diverse employees.

The vast majority of respondents (42) either did not reply to this question or responded that they were unaware of best practices to reach diverse populations. Other common responses

Responses were varied, with a majority of respondents however some common challenges were identified, including:

- 42 respondents: Did not provide a response or indicated that they are unaware of ideas or resources
- 15 respondents: Indicated working with specific organizations in their community
(additional information on these resources is included in the county-by-county information on the following pages)
- 10 respondents: Referrals from current employees, word of mouth in the community
- 8 respondents: Connect with educational institutions
(internships, better educational opportunities, networking)
- 7 respondents: Provide on the job training
- 6 respondents: Utilize targeted recruitment
(diverse newspapers, online outreach, social media)
- 6 respondents: Improving job quality
(competitive wages, flexible scheduling, industry-specific certifications)
- 5 respondents: Diversity training for current employees
- 4 respondents: Employee benefits
(onsite childcare, company subsidized housing, transportation)
- 3 respondents: Translation of job materials, providing interpreters

Full response data is available online at: <http://bit.ly/PFDiversitySurvey>

Dodge County



County Seat: Mantorville

Founded: 1855

Area: 440 mi²

Part of Rochester, MN Metropolitan Statistical Area

Population: 20,246

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 6.8%

Median Household Income: \$68,857

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 2.9% September 2016 (Bureau of Labor Statistics)

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

ARCH Language Network 651-789-7897 www.archlanguage.com

Garden & Associates 952-920-6160

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

Surad Interpreting and Translation Co. 612-618-6642

The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com

MN Language Connection 651-644-7100
www.minnesotalanguageconnection.com



Fillmore County

County Seat: Preston

Founded: 1853

Area: 862 mi²

Part of Rochester, MN Metropolitan Statistical Area

Population: 20,842

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 2.6%

Median Household Income: \$51,576

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 3.3% September 2016 (Bureau of Labor Statistics)



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ASL Interpreting Services 763-478-8963 www.aslis.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

Project FINE 507-452-4100 www.projectfine.org

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The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com

MN Language Connection 651-644-7100 www.minnesotalanguageconnection.com



Freeborn County



County Seat: Albert Lea

Founded: 1855

Area: 722 mi²

Part of Albert Lea, MN Micropolitan Statistical Area

Population: 31,034

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 12.4%

Median Household Income: \$45,569

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 3.3% September 2016 (Bureau of Labor Statistics)

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

A-Z Friendly Languages 763-566-4312

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

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The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com

MN Language Connection 651-644-7100
www.minnesotalanguageconnection.com



Goodhue County



County Seat: Red Wing

Founded: 1853

Area: 780 mi²

Part of Red Wing, MN Micropolitan Statistical Area
and Minneapolis-St. Paul, MN-WI Metropolitan Statistical Area

Population: 46,336

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 7.2%

Median Household Income: \$57,229

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment Rate: 3.1% September 2016 (Bureau of Labor Statistics)

Community Resources:

Hispanic Outreach of Goodhue County

1407 W 4th St. Red Wing, MN 55066 651-301-2184 info@hispanicoutreach.org

It is the mission of Hispanic Outreach to provide language and advocacy services to the Hispanic community, to assist Hispanic students in achieving academic success, and to facilitate and promote equal access to all existing community services for Hispanic residents by creating collaboration and partnerships with local organizations, agencies and institutions.

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

A-Z Friendly Languages 763-566-4312

Garden & Associates 952-920-6160 www.gardentranslation.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Itasca Corporation 651-457-7400 www.itascacorp.biz

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

Project FINE 507-452-4100 www.projectfine.org

Surad Interpreting and Translation Co. 612-618-6642

The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com



Houston County



County Seat: Caledonia

Founded: 1854

Area: 569 mi²

Part of La Crosse-Onalaska, WI-MN Metropolitan Statistical Area

Population: 18,859

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 3.1%

Median Household Income: \$53,359

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 2.9% September 2016 (Bureau of Labor Statistics)

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Project FINE 507-452-4100 www.projectfine.org

Surad Interpreting and Translation Co. 612-618-6642

The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com



Mower County

County Seat: Austin

Founded: 1855

Area: 712 mi²

Part of Rochester, MN Metropolitan Statistical Area

Population: 39,312

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 17.3%

Median Household Income: \$47,623

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 2.9% September 2016 (Bureau of Labor Statistics)



Community Resources:

Austin Welcome Center

111 N Main St. Austin, MN 55912 507-434-2863 www.austinwelcomecenter.org

The Welcome Center, Inc. is a 501(c)3 non-profit, tax-exempt corporation founded in June 2000. It organized by a group of concerned citizens who saw a dramatic change in the area's work force and demographic composition, mostly notably a growth among Hispanic people. Recognizing that the change could produce friction and divisiveness or be the basis for a new and inclusive culture, the founders developed the Welcome Center. The Welcome Center serves as the community's multi-cultural center, building community by welcoming newcomers, supporting residents in transition and creating access and opportunity.

Catholic Charities Refugee Resettlement

430 10th Street NE, Suite 3 Austin, MN 55912 507-433-9200 info@ccwinona.org

Catholic Charities Refugee Resettlement Program's mission is to meet the needs of newly arrived refugees by providing one on-one case management to guide them on their new journey and empower them in their new life. Catholic Charities Refugee Resettlement Program (CCRRP) has a rich history of serving primary refugees in our community since 1975. As the only resettlement agency in Southeastern Minnesota, CCRRP seeks to address the most fundamental needs of all new refugees such as access to shelter, food, clothing, income, medical care, education, and employment.

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

ARCH Language Network 651-789-7897 www.archlanguage.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Surad Interpreting and Translation Co. 612-618-6642

The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com



Mower County, Continued

Community Resources:

Immigrant Law Center of MN - Satellite Office

Located at Austin Area Minority Business Project

329 N Main Street #204 Austin, MN 55912 507-460-8948 www.ilcm.org

ILCM is a nonprofit law office that provides free legal representation, education, and advocacy to low-income immigrant and refugee communities in the state of Minnesota. ILCM provides immigration legal assistance to individuals of any nationality who qualify for services based on their income, case type, and residency in Minnesota.

In Austin, Immigrant Law Center of Minnesota collaborates with Latino Economic Development Center, HACER & Lindquist & Vennum as the Austin Area Minority Business Project. The project aims to spur economic development by providing services like:

- Improving or acquiring legal immigration status and citizenship
- Community and economic development through immigrant business training and support, such as review and establishment of rental and vendor contracts, identification of the most appropriate business legal structure, understanding business related taxes, accessing financing for start-up and growth phases, implementing financial procedures, fostering business-to-business networking and supporting cooperative business practices.
- Assistance with employment law, real estate law, leveraging household equity and assistance with small business legal issues, such as incorporation, business mergers and loans, contracts, taxes, wages and benefits issues, and vendor agreements.

Latino Economic Development Center - Satellite Office

329 N. Main Street #204, Austin, MN 507-460-8949 www.ledc-mn.org

The Latino Economic Development Center's (LEDC) mission is to transform our community by creating economic opportunity for Latinos. LEDC provides the structure and tools to more fully engage Latinos in the social and economic mainstream of American life, contribute to the larger community, and build the assets of Latino families. LEDC is the outgrowth of social justice work initiated almost work decades ago in South Minneapolis by a group of recent Mexican immigrants and today uses business development and workforce training as strategies for reducing economic disparities for Latinos in Minneapolis, St. Paul, and select Greater MN communities.



Olmsted County



County Seat: Rochester

Founded: 1855

Area: 655 mi²

Part of Rochester, MN Metropolitan Statistical Area

Population: 147,431

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 17.6%

Median Household Income: \$67,089

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 2.7% September 2016 (Bureau of Labor Statistics)

Community Resources:

Catholic Charities Refugee Resettlement

903 W Center St, Ste 220 Rochester, MN 55902 507-287-2047 info@ccwinona.org

Catholic Charities Refugee Resettlement Program's mission is to meet the needs of newly arrived refugees by providing one on-one case management to guide them on their new journey and empower them in their new life. Catholic Charities Refugee Resettlement Program (CCRRP) has a rich history of serving primary refugees in our community since 1975. As the only resettlement agency in Southeastern Minnesota, CCRRP seeks to address the most fundamental needs of all new refugees such as access to shelter, food, clothing, income, medical care, education, and employment.

Diversity Council

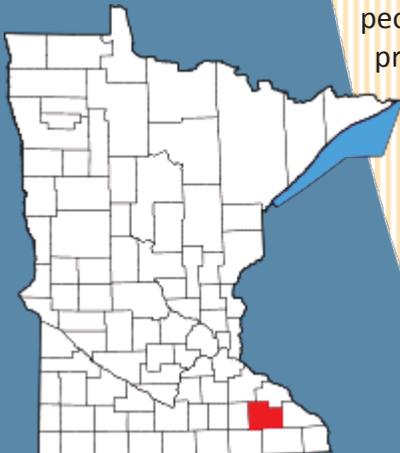
1130½ 7th St NW, Suite 204 Rochester, MN 55901 507-282-9951 www.diversitycouncil.org

The Diversity Council began in 1989 as Building Equality Together (BET) when the leadership of Rochester Public Schools recognized the need to combat racism and discrimination in our schools. School district staff worked with community leaders to form an independent non profit organization to meet this need. Since that time, the Diversity Council's focus has grown to include not only students, but also the adults who are their guides to the future. The Diversity Council's mission has also expanded to address an inclusive understanding of diversity, including ethnicity, age, socioeconomic class, religion, gender, sexual orientation, physical & mental disabilities, and a myriad of other differences. To educate people to embrace diversity as a foundation for building a healthy, inclusive and prosperous community.

Intercultural Mutual Assistance Association

2500 Valleyhigh Drive NW Rochester, MN 55901 507-289-5960 www.imaanet

IMAA was founded in 1984 to respond to the complex needs of thousands of refugees resettling to the area from war-torn Southeast Asia. IMAA provides culturally and linguistically appropriate support services that foster the well-being and independence of refugees and immigrants in their new home. These services span the spectrum of needs and range from employment to interpreting; health care access to vocational training; social services to victim services.



Olmsted County, Continued

Community Resources:

Somali Community Resettlement

507 271-7759 anhared@somalcrs.org

Somali Community Resettlement Services provides resettlement services to the Somali Community in the Rochester, Minnesota area. The services provided include:

- * Interpretation
- * Translation
- * Information and referrals
- * Orientation for newly arrived refugees
- * Pre-and post-employment support
- * Youth programs
- * Health educational programs
- * Rochester Somali TV

Somalia Rebuild Organization

1700 North Broadway Suite 152A Rochester, MN 55906 507-990-5289 www.somaliarebuild.org

Somalia Rebuild Organization (SRO) was established for the purpose of rebuilding the youth of Olmsted County through education, physical activities and programs that promote success.

Their mission is to establish the initiatives of sustainable development programs, public education, advocacy, empowering women, and small business support. SRO's initiatives include addressing the most sensitive issues within local Somali community in Minnesota toward youth drug use, violence and lack of proper education.

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

A-Z Friendly Languages 763-566-4312

ARCH Language Network 651-789-7897 www.archlanguage.com

Garden & Associates 952-920-6160 www.gardentranslation.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Itasca Corporation 651-457-7400 www.itascacorp.biz

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

Project FINE 507-452-4100 www.projectfine.org

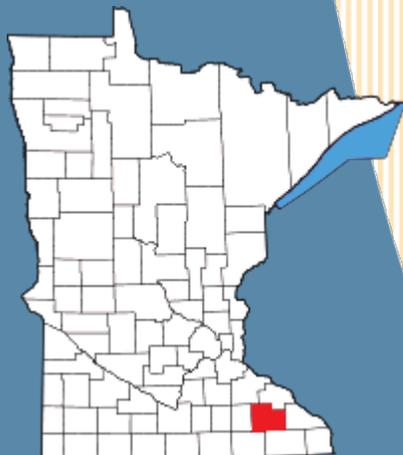
Slavic Translation Services 612-618-6642

Surad Interpreting and Translation Co. 612-618-6642

The Bridge World Language Center, Inc. 320-259-9239 www.bridgelanguage.com

The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com

MN Language Connection 651-644-7100 www.minnesotalanguageconnection.com



Rice County



County seat: Faribault

Founded: 1853

Area: 516 mi²

Part of Minneapolis-St. Paul, MN-WI Metropolitan Statistical Area

Population: 64,829

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 15.4%

Median Household Income: \$60,365

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 3.0% September 2016 (Bureau of Labor Statistics)

Community Resources:

Community Action Center of Northfield

1651 Jefferson Parkway, Suite HS-200 Northfield, MN 55057 507-664-3550

www.communityactioncenter.org

The Community Action Center of Northfield's mission is to promote a healthy, caring and just community for all people through resources, advocacy and volunteer effort. We provide services to our neighbors in need and make a difference in the lives of families and individuals. We meet basic needs such as food, clothing, and shelter, and provide crisis support, transportation, and services designed to facilitate neighbors helping neighbors.

Faribault Diversity Coalition

324 Central Avenue Faribault, MN 55021 507-384-3838

www.faribaultdiversitycoalition.org

Faribault Diversity Coalition is organized to promote inclusive civic engagement where all are welcome and respected, and to work with new residents to mentor them in the life skills needed to become active and integrated participants in the Faribault community. The purpose of the FDC is to promote and enhance cross cultural communications so that Faribault residents have the opportunity to come together and learn from one another.



Rice County, Continued

Community Resources:

Main Street Project

105 4th Street East, Suite 213 Northfield, MN 55057 507-786-9900

www.mainstreetproject.org

For more than a decade, Main Street Project has been working to create pathways out of poverty for the growing numbers of rural Latino immigrants relegated to working in low-wage farm and food industry jobs, with no benefits and no future. We developed programs to deliver specialized agriculture training and skills that could help immigrant workers increase their incomes and leverage new job opportunities. Our strategy is focused on changing the current conventional system by deploying an alternative, small-scale system that is accessible, productive and economically viable. Our agriculture model and training will help equip the next generation of farmers to solve our nation's food crisis.

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

ARCH Language Network 651-789-7897 www.archlanguage.com

Garden & Associates 952-920-6160 www.gardentranslation.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Itasca Corporation 651-457-7400 www.itascacorp.biz

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

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The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com

MN Language Connection 651-644-7100 www.minnesotalanguageconnection.com



Steele County

County seat: Owatonna

Founded: 1855

Area: 432 mi²

Part of Owatonna, MN Micropolitan Statistical Area

Population: 36,472

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 11.8%

Median Household Income: \$55,764

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 3.2% September 2016 (Bureau of Labor Statistics)



Community Resources:

Centro Campesino

216 N. Oak Ave. Owatonna MN 55060 507-446-9599

www.mncentrocampesino.org

Centro Campesino is a nonprofit organization that works to improve the lives of members of the Latino and migrant communities.

Somali American Cultural Society of Owatonna (SACSO)

201 E Front St. Owatonna, MN 55060

The mission of SACSO is to empower Somali Americans so they can have an active role within the Owatonna community as business leaders, volunteers, public employees, educators and neighborhood participants and representatives.

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

A-Z Friendly Languages 763-566-4312

ARCH Language Network 651-789-7897 www.archlanguage.com

Garden & Associates 952-920-6160 www.gardentranslation.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

Surad Interpreting and Translation Co. 612-618-6642

The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com



Wabasha County



County Seat: Wabasha

Founded: 1849

Area: 550 mi²

Part of Rochester, MN Metropolitan Statistical Area

Population: 21,485

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 4.7%

Median Household Income: \$55,994

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 2.8% September 2016 (Bureau of Labor Statistics)

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

ARCH Language Network 651-789-7897 www.archlanguage.com

Garden & Associates 952-920-6160 www.gardentranslation.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Itasca Corporation 651-457-7400 www.itascacorp.biz

Kim Tong Translation Services 651-252-3200 www.kttsmn.com

Project FINE 507-452-4100 www.projectfine.org

Surad Interpreting and Translation Co. 612-618-6642

The Language Banc, Inc 612-588-9410 www.thelanguagebanc.com



Winona County



County Seat: Winona

Founded: 1854

Area: 642 mi²

Part of Winona, MN Micropolitan Statistical Area

Population: 51,285

(2010-2014 American Community Survey 5-Year Estimates)

Diverse Population (by race or Hispanic/Latino): 7.7%

Median Household Income: \$48,476

(2010-2014 American Community Survey 5-Year Estimates)

Unemployment rate: 3.3% September 2016 (Bureau of Labor Statistics)

Community Resources:

Project FINE

202 W 3rd St. Winona, MN 55987 507-452-4100 www.projectfine.org

Project FINE is a nonprofit organization that helps newcomers integrate into the community. Our mission is to strengthen and enrich our community by facilitating the integration of people who are ethnically diverse. We provide foreign language interpreters and translators as well as opportunities for education, information, referral, and empowerment for immigrants and refugees.

Interpreting and Translation Agencies:

ASL Interpreting Services 763-478-8963 www.aslis.com

ARCH Language Network 651-789-7897 www.archlanguage.com

Garden & Associates 952-920-6160 www.gardentranslation.com

Intercultural Mutual Assistance Association 507-289-5960 www.imaa.net

Itasca Corporation 651-457-7400 www.itascacorp.biz

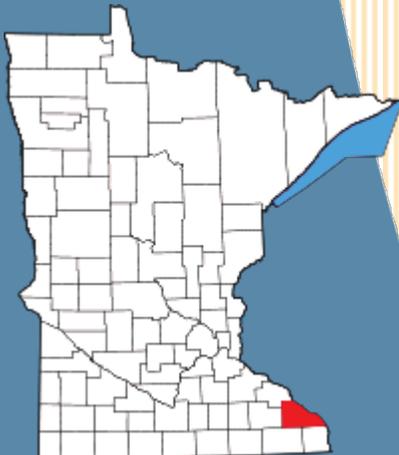
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MN Language Connection 651-644-7100 www.minnesotalanguageconnection.com



Project **FINE**

Focus on Integrating Newcomers through Education



[www..projectfine.org](http://www.projectfine.org)

Winona Office

202 West Third Street, Winona, MN 55987

Voice: 507-452-4100 Fax: 507-452-4644

St. Charles Office

830 Whitewater Avenue, St. Charles, MN 55972

Voice: 507-932-3020 Fax: 507-932-5301