



GWDB Quarterly Full Board Meeting

Thursday, March 21, 2024

Elmer L. Andersen Human Services Building, 540 Cedar St., St. Paul, MN

10:00 a.m. – 2:00 p.m.



Agenda

Time	Agenda Item	Presenter
10:00 a.m.	Call to Order & Opening Remarks	Laura Beeth, GWDB Past Chair
10:15 a.m.	GWDB Business Meeting <ul style="list-style-type: none">Approval of Minutes from the GWDB-MAWB Joint Winter Meeting on November 8, 2023*State Plan Review & Vote*	Laura Beeth & Katie McClelland, GWDB Director
10:45 a.m.	Tribute to Outgoing Chair Laura Beeth	Governor Tim Walz
11:00 a.m.	One Minnesota Workforce Shortage & GWDB Alignment	DEED Commissioner Matt Varilek
11:25 a.m.	Updates from DEED's Workforce Development Division	Marc Majors, DEED Deputy Commissioner for Workforce Development
1:50 p.m.	2024 Workforce Summit Updates & Feedback	Katie McClelland
12:00 p.m.	Lunch	
12:45 p.m.	Federal Grants Updates	DEED Staff
1:25 p.m.	GWDB Committee Updates	GWDB Committee Chairs
1:45 p.m.	2024 Meetings Preview	Katie McClelland
1:50 p.m.	Closing Remarks and Adjournment	Laura Beeth





State Plan Review and Vote

Laura Beeth | GWDB Past Chair

Katie McClelland | GWDB Director

WIOA Refresher

- WIOA requires states to produce a State Plan on how they will use WIOA funds, deliver programming, coordinate services, and monitor outcomes
- Funding through WIOA requires an approved State Plan be in place; States must also update/modify these Plans every two years – may update more often, if they choose
- Minnesota’s WIOA 2022 State Plan Modification was approved by the GWDB on 3/9/2022 and approved by the U.S. Departments of Labor and Education in June 2022
- Federal Guidance: Laid out expectations for what should be included in the next four-year State Plan
- GWDB staff convened “program administrators,” who oversee the programs in the State Plan, on a quarterly basis starting in May 2023
 - DEED, MDE, DHS, DOC, DLI, OHE, Minnesota State Colleges & Universities
- GWDB staff then worked with these agencies to receive new language and incorporate proposed changes into a single document, which was posted for public comment on the GWDB web site
- GWDB staff respond to inquiries and public comments

Changes to the State Plan from Public Comments

State Plan Goals

1. Increase interagency and local area coordination and alignment around shared goals, maximizing efficiency and coordination of workforce funding and programs and improving system integration, and creating a “no wrong door” approach for individuals or employers engaging in the workforce system.
2. Build **or expand** employer-led industry-sector partnerships across the state to create or expand responsive and equitable workforce development programs and career pathways with embedded work-based learning or on-the-job training, including Registered Apprenticeships, focused on closing gaps in participation and representation based on race, ethnicity, disability, gender, veteran status, and age.
3. Create a more inclusive, equitable, accessible, and proactive workforce system to serve all Minnesotans, preparing employers and the current and emerging workforce for the changing nature of work including new and emerging technology, changing labor market demands, and for the state’s shifting demographics, including our new Minnesotans.

Other changes/edits for consideration

State Plan Section	Description of Change
Executive Summary	WIOA Youth/Adult/ Dislocated Worker Funding added
Executive Summary	Added One Minnesota Workforce Shortage Alignment
System Strengths and Weaknesses	Local Workforce Development Boards & Meeting customers where they are added as strength
System Strengths and Weaknesses	Lack of strong interagency coordination and statewide sector partnership strategy added as weaknesses, being addressed through Goals
State Strategic Vision and Goals	Goal 2 Modified to build and <u>expand</u> employer-led sector partnerships

Core Program and Partner Program Updates

State Plan Section	Description of Change
Core Program Activities – Coordination, Alignment and Provision of Services	ABE Partners will contribute to IFA Funding; CF Training on serving immigrants; additional Minnesota Youth Program (MYP) information
Core Program Activities - Rapid Response Updates	Updates on partnerships with DEED’s Workforce Strategy Consultants, targeted Small Layoff Outreach Initiative
Core Program Activities - WIOA Youth	YouthBuild Updates, Youth Supportive Service Grants updates
Core Program Activities – Migrant and Seasonal Farm Workers Program	Slight modifications to data and conforming edits throughout
Partner Programs – Career and Technical Education	Added information on the Comprehensive Local Needs Assessment, Public Comment process
Partner Programs - Temporary Assistance for Needy Families (TANF)	Grammatical updates; clarification on financial literacy program funding; updates to strategies and procedures to ensure victims of domestic violence receive appropriate alternative services; information for victims of sexual harassment or survivors of domestic violence, sexual assault or stalking



GWDB State Plan Approval

Motion from the GWDB Members:

- *Approve the WIOA 2024-2027 Combined State Plan*
- *Authorize GWDB staff to submit the WIOA 2024-2027 Combined State Plan to U.S. Departments of Labor and Education and make any technical/conforming modifications or modifications as requested by the federal agencies*

Questions/Comments

Voting Process & Reminders:

- GWDB voting members may vote on this motion
- Delegates representing State Agencies may vote on this motion if their state agency's commissioner has authorized it
- Voice vote (unless roll call vote is requested)



Tribute to Outgoing Chair Laura Beeth

Governor Tim Walz



GWDB & One Minnesota Workforce Shortage Alignment

Commissioner Matt Varilek

Building Alignment within Workforce Development

Overarching Aim of Using the GWDB as the Space for Interagency Alignment:

Enable thoughtful, strategic, aligned, and proactive interagency decision-making and collaboration, and hold ourselves accountable for reaching a 4.4% vacancy rate overall and in the Drive for Five sectors.

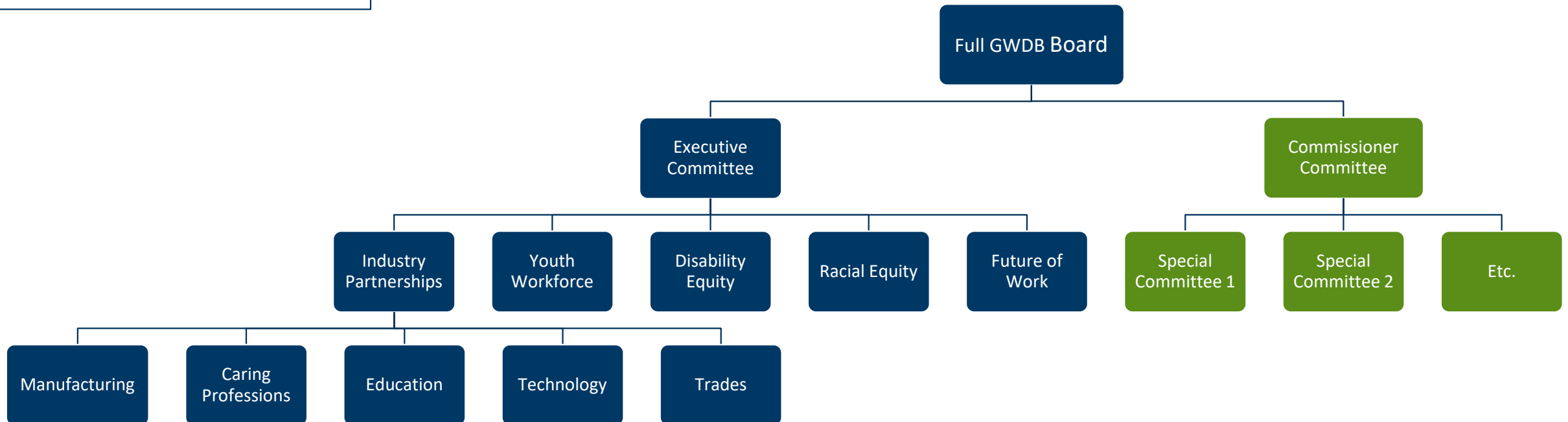
- **Aim 1:** Ensure Enterprise-wide alignment and defined agency ownership of workforce efforts across the Drive for 5 Sectors.
- **Aim 2:** Define metrics and measurable goals to track progress on stated outcomes and timelines.
- **Aim 3:** Ensure effective internal and external communication about statewide talent attraction and retention strategies.

Proposed GWDB Structure

Key

Existing Structures

New Structures



Proposed Structure Overview

- Both Commissioner Committee and Executive Committee are responsible for the implementation of Governor's workforce priorities, as recommended by the Governor and the full GWDB Board
 - Commissioner Committee works to improve alignment, measurement, and communication on workforce efforts within the Enterprise
 - Executive Committee performs activities to meet statutory requirements
- Both committees share and respond to information and feedback from each other, full GWDB Board, and Governor's Office
 - GWDB staff play a critical role in this process, especially between Commissioner and Executive Committees. Effort also supported by DEED and MDE commissioners' participation in both committees

Committee Members and Staffing

Executive Committee

- GWDB Chairperson (also EC Chairperson)
- Vice Chairperson
- Chairs of standing committees
- DEED Commissioner
- MDE Commissioner
- Labor representative
- Education representative
- At-large member
- *GWDB Staff*

GWDB Standing Committees

- Chair or Co-Chair from Industry
- Relevant external partners
- Relevant agency staff members
- *Interagency staffer or co-staffer*

Commissioner Committee

- State agency Commissioners as determined necessary
- *GWDB Staff*

Special Committees

- Commissioner (Executive Sponsor only)
- Senior Leader(s) (Special Committee Sponsor)
- Staff members (SMEs) at relevant agencies
- Other members as needed
- *Interagency staffer or co-staffer*

Committee Responsibilities

Executive Committee

- Develop performance standards for state workforce centers, with local workforce boards and other stakeholder input
- Submit legislative report on performance and outcomes of workforce centers
- Provide recommendations on funding levels and sources, program changes, and administrative changes
- Addresses legislative issues and make policy recommendations to full GWDB
- Monitors work and products developed other GWDB committees and GWDB staff

Commissioner Committee

- Operate independently
- Prioritize, oversee and align work defined in the Aims in the proposed new Special Committees
- Provide quarterly report on work around Aims to full GWDB & Governor's Office, shared publicly
- Provide information to GWDB standing committees and responds to committees' recommendations
- Prioritize proposed initiatives from Special Committees
- Carry responsibility for outcomes associated with goals and overall Aims

Staff & Special Committee Responsibilities

GWDB & Committee Staff

- GWDB Staff coordinate across all committees to identify and communicate shared priorities/goals/challenges
- Support/coordinate the development of goals, metrics, reports, etc.
- Identify or communicate opportunities for implementation of committee activities to Commissioners and agency staff as appropriate
- Schedule meetings and take meeting minutes
- Support the production of shared documents, resources, reports, etc. as appropriate

Special Committees

- May be short-term or ongoing based on need
- Senior Leaders lead work identified by the Commissioners and interagency/external partners
- Responsible for carrying out the work
- Establish a set of goals/priorities based on the larger goals set by the Commissioners
- Create timelines and implementation plans
- Identify barriers to implementation or goal completion and provide policy, guidance or legislative recommendations to the Commissioners

Discussion Questions

- What excites you about this new role for the GWDB?
- What are your initial reactions to the proposal of how the Commissioner committee will interact with the existing GWDB structures?
- How will this structure merging support the work of the existing GWDB and the State's interagency alignment efforts strengthen the workforce system in the state?
- What potential issues should we consider and address during the socialization period before finalizing the structure?
- Are there areas or topics you would recommend prioritizing for interagency alignment activities?

Questions?

Katie McClelland

Katie.McClelland@state.mn.us



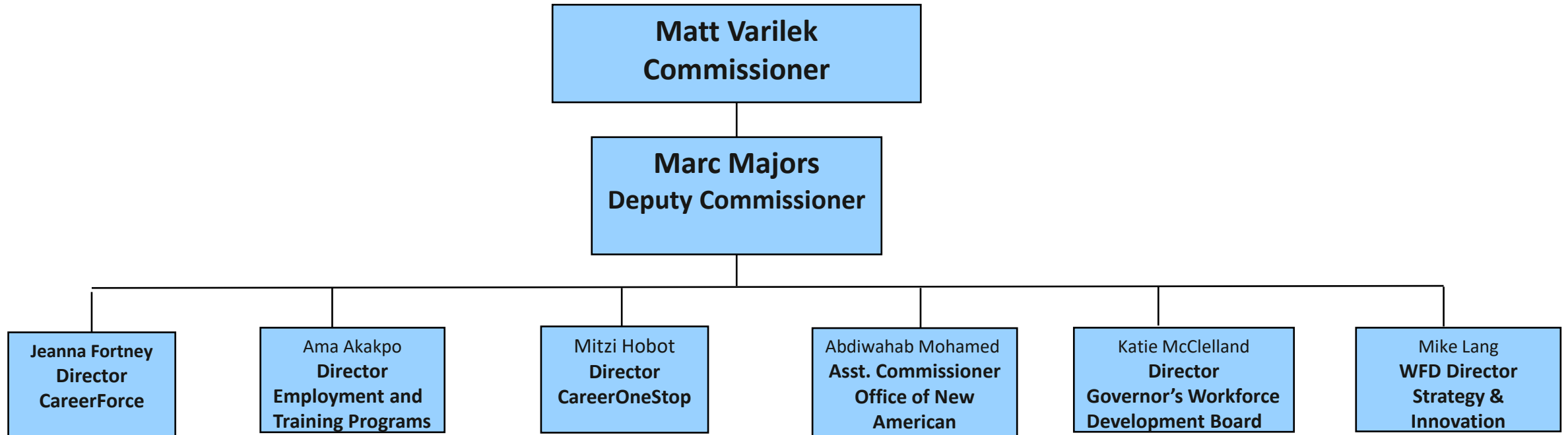
Updates from DEED's Workforce Development Division

Marc Majors | Deputy Commissioner for Workforce Development

Workforce Development Updates

- Request for Proposals
 - Targeted Populations
 - Clean Energy
 - Drive For Five
 - Getting to Work
 - Other signature programs

Workforce Development Updates



Workforce Development Updates





Minnesota's 2nd Annual Workforce Summit



MINNESOTA

GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

Lunch



MINNESOTA

GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

GWDB Engagement on Federal Funding Opportunities

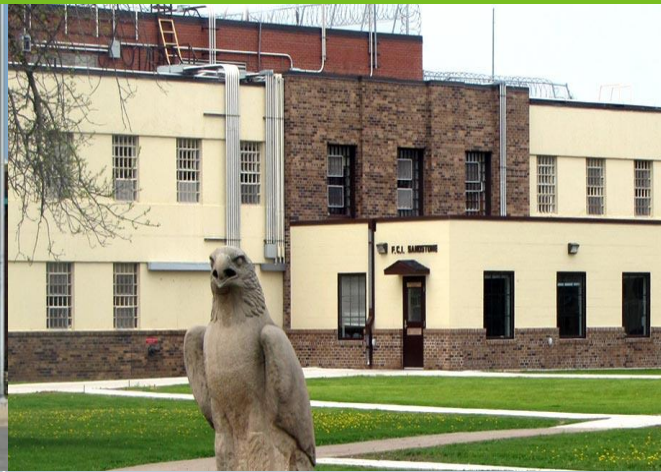


Partners for Reentry Opportunities
in Workforce Development

Minnesota Partners for Reentry Opportunities in Workforce Development (PROWD) Grant

Jeremiah Carter | Employment Services Manager, CareerForce Division, DEED

Bureau of Prisons (BOP) Facilities



FCI WASECA	FCI SANDSTONE	FPC DULUTH	FMC ROCHESTER
Inmate Gender: Female	Inmate Gender: Male	Inmate Gender: Male	Inmate Gender: Male
Population: 767	Population: 1,133	Population: 344	Population: 594
Low security federal correctional institution	Low security federal correctional institution	Minimum security federal prison camp	Administrative security federal medical center

Residential Reentry Centers (RRC)



**Volunteers Of America Residential Reentry Center
Minneapolis**

Provides transitional housing and reentry services for up to 58 men who are permitted to complete part of their sentence in the community



**Volunteers Of America Residential Reentry Center
Roseville**

Provides transitional housing and reentry services for up to 74 people (all genders) who are permitted to complete part of their sentence in the community.

PROWD & GWDB Partnership

Minnesota CHIPS Coalition Workforce Partnership

The CHIPS Act offers a unique opportunity to strengthen the semiconductor industry, enhance economic competitiveness, and close wealth and wage gaps. It aims to meet employer needs and create pathways for underrepresented workers into sustainable careers. PROWD Expansion's partnership with the GWDB in the "Minnesota CHIPS Coalition Workforce Partnership" seeks to grow the domestic semiconductor workforce inclusively.

Methods:

- DEED will be hiring a Full-Time Workforce Development Specialist to work directly with the Minnesota CHIPS Coalition. This specialist will collaborate with the GWDB team to develop comprehensive training and employment options, forge and leverage relationships, and advocate for policy changes and continuous improvement.
- Collaboration with industry stakeholders and educational institutions for effective training programs.

Planned Outcomes:

- Hands-on training and work experience through internships, apprenticeships, and job training.
- Customized support for Justice-Involved individuals including coaching, life skills training, and mentorship.
- Advocacy for policy changes to promote fair hiring practices and support inclusive initiatives.
- Regular evaluation for continuous improvement of training programs and participant outcomes.

This initiative not only addresses immediate labor shortages but also fosters a diverse workforce that values justice, equity, and second chances.

Additional Reentry Services

- Re-Entry Grants: Funding of \$3 million for the Dislocated Worker Program was approved by the MJSP Board in June 2022, under Minnesota Statute 116L.17, for SYF23-24. RFP released on Oct. 7, 2022.
 - DEED's Employment and Training Division distributed and oversees these grants, reflecting a commitment to workforce development. Received 30 proposals totaling \$11M; 13 grantees were selected, with enrollment starting April/May 2023.
- New Leaf Workshops: CareerForce and MN Department of Corrections (DOC)
- Employer-Facing Programs: Work Opportunity Tax Credit (WOTC) and Federal Bonding

These initiatives demonstrate DEED's proactive approach to effectively supporting workforce needs and development for Justice-Involved individuals.

Thank You!

Jeremiah Carter

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651-539-4121



Minnesota CHIPS Workforce Partnership

Jessica Miller | Workforce Strategy Director, DEED

CHIPS Coalition Workforce Partnership

Goal: Meet the workforce needs for Semiconductor today and in the future.

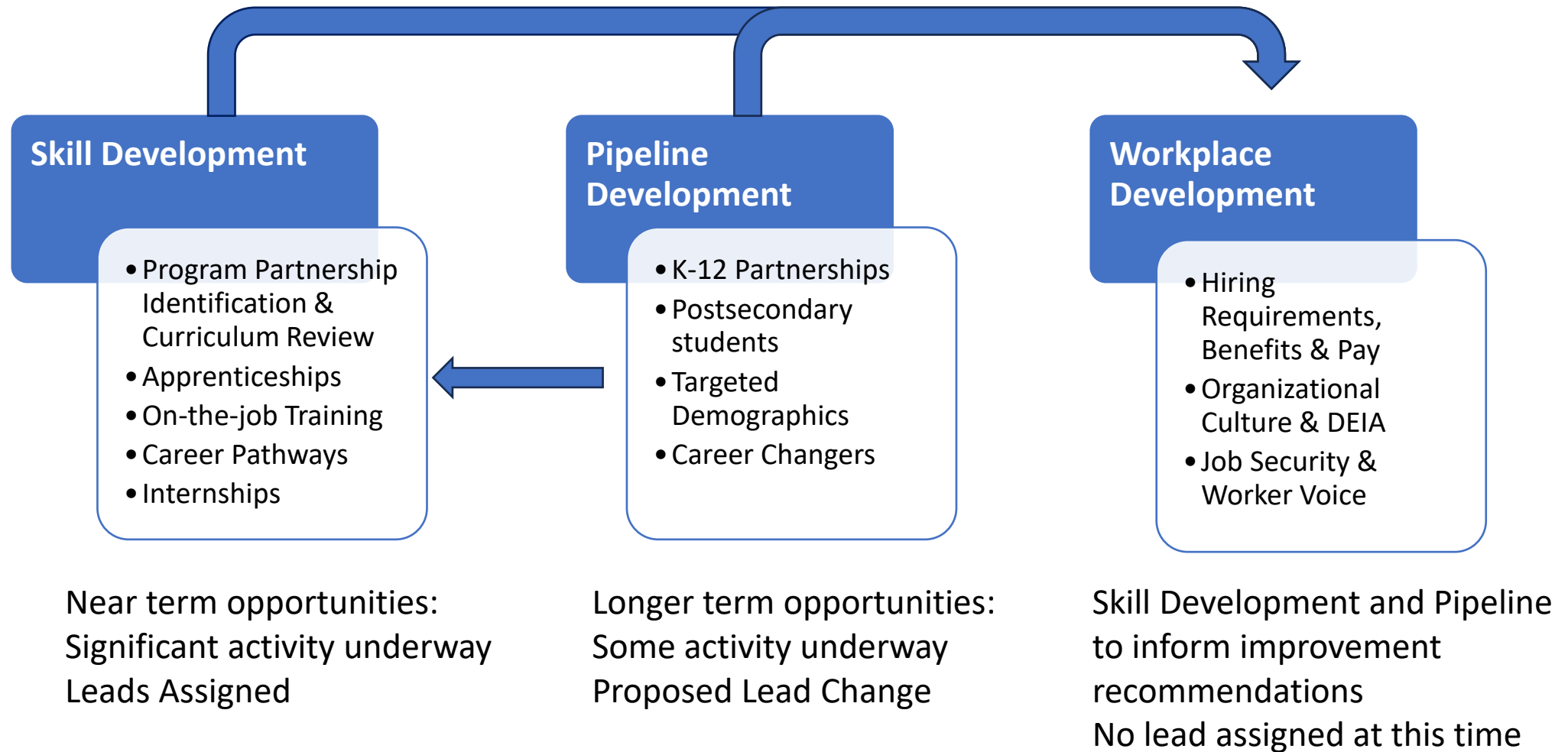
Focus:

- Operators
- Technicians
- Engineers

Objective: Recruit, Retain, Upskill

CHIPS Act is not the driver but provides the motivation and incentive to work together to uplift the industry and state.

CHIPS Workforce Workstreams



Strategies: Skills Development Workstream

Skill Development

- Program Partnership Identification & Curriculum Review
- Apprenticeships
- On-the-job Training
- Career Pathways
- Internships

Dual Pipeline

Apprenticeship

2 Year College Degree

Long Term Goal

Create pathways for career advancement within a stackable degree system.

Pathways

- Operator
- Leads

Pathways

- Technician in Training
- Technician

Pathways

- Production Specialist
- Supervisor, Manager

Pathways

- Technician in Training
- Technician

Partnerships

- Department of Labor & Industry

Partnerships

- Depart of Labor & Industry
- MN Precision MFG Association
- MN Building & Construction

Partnerships

- Minn State DEED
- Hennepin Technical College Anoka Technical College
- Normandale Community College Construction & Trade

Workstream Champion

- Katie Staub - Seagate
katie.l.staub@seagate.com

Workstream Champion

- Sara Johnson - Skywater
sara.johnson@skywatertechnology.com

Workstream Champion

- Phil Arellano - Minn State
phil.arellano@minnstate.edu

Strategy

- Standardized & universal "Boot Camp" MSSC Certification, Apprenticeship, Associates Degree, Bachelor's degree curriculum that is stackable & transferrable across the education ecosystem.
- OJT/ Work & Learn = Transferrable Accreditation
- Education/Employer/Agency/Non-Profit Affiliations/STEM Organizations/etc. active collaboration to attract individuals to careers in microelectronics.
- Joint Tech Avenue Career Fairs & Placement Opportunities Upon Program Completion
- Placement Opportunities Upon Program Completion
- STEM & PSEO & AP & Concurrent Classes Economy of Scale
- Capstone Projects/Mentors/Internships/Externships/Capstone Projects/Field Trips/Work Study/Employer led classroom experiences/STEM Kits/etc.

Focus:

Operators

Technicians

Supervisors & Managers

Skills Development Project Team

Team Members:

- Dan Solomon: Department of Labor
- David Robinson: Seagate
- Deb Roberts: Polar Semiconductor
- Erin Larson: Department of Labor
- Katie Staub: Seagate
- Phil Arellano: MinnState
- Sara Johnson: Skywater
- Sara Swisher: University of Minnesota
- Shannon Bryant: Minnesota State
- Steven Koester: University of Minnesota

Pipeline Development

- K-12 Partnerships
- Postsecondary students
- Targeted Demographics
- Career Changers

■ Goal:

Through leveraging members of the CHIPS coalition to work collaboratively on resources and opportunities for outreach and engagement, connect 9-12 grades to CHIPS career pathways as well as find and encourage underrepresented populations and career changes to CHIPS career pathways

Strategies:

- Outreach to high schools
- Connect with community non-profits to outreach to underrepresented populations and career changers
- Common Occupation Pitch Deck
- Engagement Activities

Talent Pipeline Development

Team Members:

- Katie Staub, Seagate
- Becca Stearns, Polar Semiconductor
- Ling Becker, Ramsey County
- Tom Dicklich, Minnesota Building & Construction Trades Council
- David Robinson, Seagate
- Christina Mueller, TEL
- Julie Brekke, HIREd

Activities & Successes: Pipeline Development

Katie Staub

Pipeline Development

- K-12 Partnerships
- Postsecondary students
- Targeted Demographics
- Career Changers

MSSC Certification

Pathways

- Operator
- Support Technician

Partnerships

- HIRED
- Normandale
- DEED

Workstream Champion

- Katie Staub - Seagate
katie.l.staub@seagate.com

HS CTE Technician

Pathways

- Technician in Training
- Technician

Partnerships

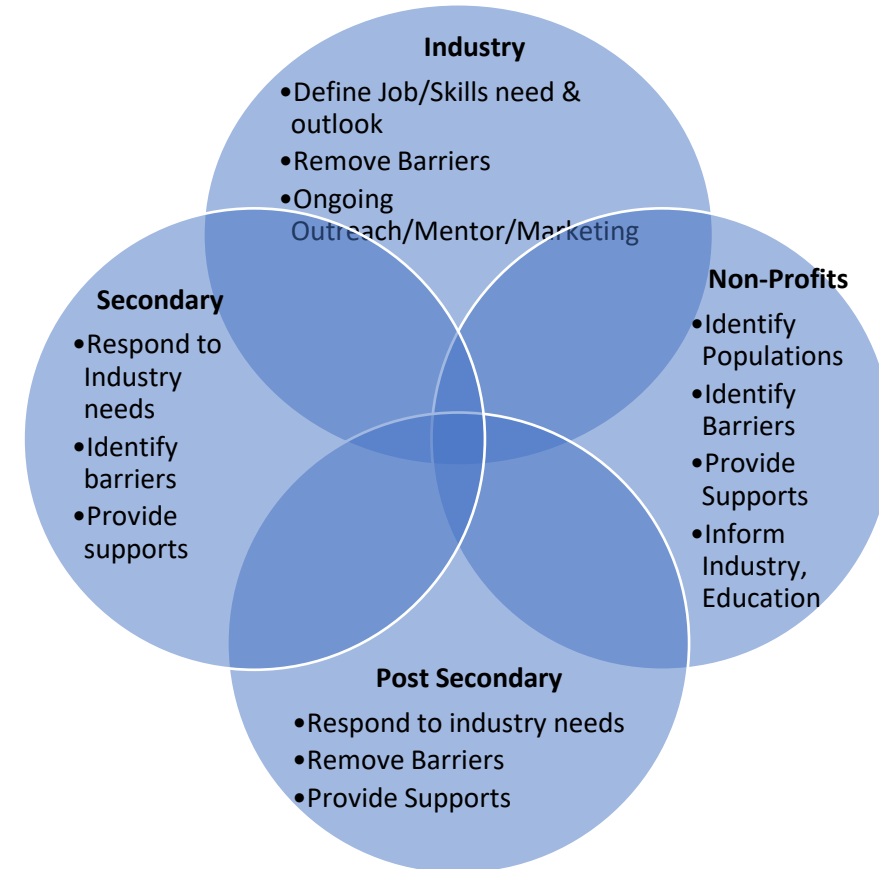
- Bloomington Public School District
- Polar
- Hennepin

Workstream Champion

- Katie Staub - Seagate
katie.l.staub@seagate.com

Strategy

- Partnerships with Employer & Non-profits to meet potential employees "where they are"
- Define barriers per demographic
- Industry stackable certificate or degree upon completion
- Placement opportunities
- Earn & Learn Focus



Jessica Miller

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The logo features a stylized heart shape on the left, composed of a dark blue outline and a light blue fill. A green and blue line graph with three peaks is overlaid on the heart. To the right of the heart, the word "Minnesota" is written in a dark blue, sans-serif font. Below "Minnesota", the words "MedTech 3.0" are written in a larger, bold, dark blue, sans-serif font.

Minnesota MedTech 3.0

Tech Hubs: Minnesota MedTech 3.0

Katie McClelland | GWDB Director

MN MedTech 3.0 Overview



NextGen Talent Strategy

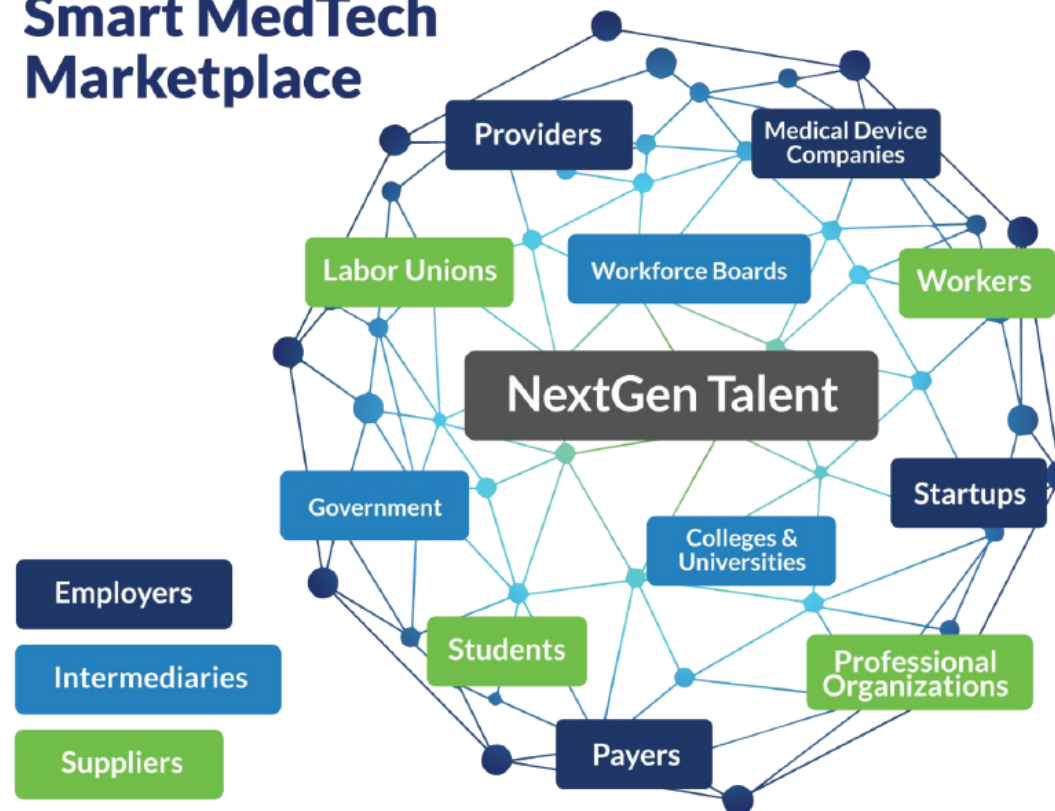
NextGen Talent

Growing the region and state's health & MedTech workforce



- Unprecedented industry-leading sector partnership that addresses talent gaps in healthcare and MedTech and prepares for a future that is being rapidly transformed by advancements in AI/ML and data science. \$7.9M ask over 5 years, at least 1 new teammate
- Cross-sector leadership roles
- Driven by technical demand analysis with explicit focus on priority skill and occupational areas
- Today and Tomorrow programming tracks both scale existing programs and create new ones
- Dedicated support for employer training and community awareness

Smart MedTech Marketplace



Role of the GWDB

Serve as the project lead for NextGen Talent for the MMT3.0 consortium to guide the development of a comprehensive talent strategy for Minnesota's medical technology sector as described in the project narrative.

- Connecting businesses to business development and workforce development programs and services available at DEED and partner state agencies, including a wide range of organizations delivering direct services to Black, Indigenous, and People of Color (BIPOC), and other underserved communities.
- Ensuring a diverse range of actors—including labor organizations, workforce training organizations, community-based organizations united through the WorkWell MN Consortium, the Minnesota Association of Workforce Boards and other groups representing underserved workers—are deeply engaged in co-creating a comprehensive workforce strategy.
- Embedding the work of the GWDB Racial Equity, Disability Equity, Advanced Manufacturing, Technology, and Caring Professions Sector Partnerships Committees into MMT3.0's strategy.
- Integrating and aligning priorities of MMT3.0's workforce strategy—including the incorporation of the U.S. Department of Labor and Department of Commerce's Good Jobs Principles—into the upcoming Workforce Innovation and Opportunity Act's state, local and regional workforce plans.
- Working with the MN AFL-CIO's Minnesota Training Partnership and GREATER MSP's ConnexMSP Network to establish an MMT3.0 Apprenticeship Network building career pathways into MedTech occupations.
- Working in an integrated way with other teams across the coalition, including the coalition's Equity Team, to promote equity goals and strategies.

Questions?

Katie McClelland

Katie.McClelland@state.mn.us



Infrastructure Investment & Jobs Act

Katie McClelland | GWDB Director

State and Local Infrastructure Workforce Planning

- Carry out occupational and demographic analysis of workforce needs based on economic projections
- Create a statewide strategic workforce plan to meet the upcoming state and federal infrastructure and clean energy investments, prioritizing closing demographic gaps in key sectors and occupations.
- Support local and regional workforce planning to meet the expected workforce needs through labor market analysis and convenings with diverse workforce stakeholders.
- Incorporate Good Jobs Principles into each of the workforce plans created at the state and local or regional level.
- Carry out statewide and local convenings focusing on workforce needs and planning, including the closing of demographic gaps and incorporating Good Jobs principles into all areas of workforce training and job placement and retention strategies.
- Build an interactive workforce dashboard to demonstrate job opportunities that are leading to good jobs as well as progress the state is making on closing demographic gaps in our in-demand occupations.
- Identify gaps in workforce training and supportive services across the state and direct resources to partners serving underrepresented populations.
- Expand partnerships with community-based organizations, labor unions, and other organizations that support strengthening worker voice.
- Inform future state policy to incorporate workforce priorities identified resulting from this work, including Good Jobs principles.



MINNESOTA

GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

GWDB Committee Updates



Disability Equity Committee (DEC)

Josh Berg | GWDB member & DEC Chair

DEC at a Glance

- Vision: An equitable Minnesota where barriers to meaningful employment for individuals with a disability are eliminated and where employers support inclusion and provide comparable wages to align with an individual's ability.
- Mission: To identify strategies to make informed, actionable and measurable solutions to address disparities in training and employment.
- Members include:
 - Natasha Jerde - Josh Berg* - Sen. John Hoffman* - Valerie DeFor*
 - Kyle Van Acker* - David Dively* - Kay Kammen* - Dee Torgerson*
 - Tyler Sadek - Karen Lilledahl - Lesli Kerkhoff - Trevor Turner
 - Maren Hulden - Heather Stein - Chris McVey - MN Gov's Office

DEC Updates

- Restarted working committee in July 2023 and have not slowed down since!
- Participated in the National Governor's Association (NGA) Disability Policy Action Lab in October 2023 held in Washington, D.C.
 - Goal: complete resource mapping of disability policy across Minnesota to identify duplication/gaps and provide recommendations
- Selected to participate in the NGA Learning Collaborative on Disability Inclusive Workforce Policy that kicked off in January 2024
 - Goal: (1) continue work of Action Lab with the development of a strategic interagency coordination and collaboration resource map, (2) communication planning with state and localities, and (3) meaningful representation and awareness building.
- Looking for more interested *and* passionate individuals/organizations to join us!!!

Thank You!

Josh Berg

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Natasha Jerde

Natasha.jerde@state.mn.us



Racial Equity Committee Update

Linda Sloan, Executive Director CMAH, Committee Chair

Re-cap for New Members

We are growing and grateful to have new members on the Racial Equity Committee.

So, we began our last meeting with a brief recap on:

- The State's 2024-2027 Strategic Vision
- MN's WIOA State Plan Goals
- The GWDB's Purpose and Board Governance

We participated in a brainstorming session identifying next steps in addressing our committee's 4 priorities listed below:

- Identify employer best practices and resources needed for recruitment, onboarding and retention of targeted populations
- Define racial equity goals for the workforce system
- Define racial equity indicators for workforce plans and funds
- Aligns goals/strategies for Targeted Populations funds to Sector Strategies and all ETPs (Employment Training Programs)

Repository for Resources

The committee collectively agreed on the need for a Repository for Resources. There are many programs and services not reaching their intended targeted audiences.

- We discussed making this an effort that supports both MN Employers and Career Seekers
- Networks offering resources/potential local points of contact
- Improving language access to sharing resources
- Potential ways to organize information so its accessible and easily understood
- Assisting employers by identifying regional resources to help with Hiring, Recruiting and Retention practices

Racial Equity Committee Members

Linda Sloan, Committee Chair, Executive Director Council for Minnesotans of African Heritage

Whitney Harvey, Committee Vice Chair, Senior Director, Workforce Diversity and Inclusion, MN Chamber

Hannah Alstead, Political and Labor Director, Teamsters Joint Local 32

Nicole Mattson, VP of Strategic Initiatives, Care Providers of MN

Jess Niebuhr, Sr Manager of Workforce, Minnesota State (Colleges and Universities)

Angela Mansfield, Assistant Commissioner, MN Department of Education

Troy Haugen, Director of Career and College Readiness, Lake Country Service Cooperative

Michael Berndt, President, Inver Hills Community College

Kevion Ellis, Program Manager, Grid Catalyst

Deputy Commissioner Winnie Sullivan, Deputy Commissioner, OHE

Samuel Heimlich, Business Representative, North Central States Regional Council of Carpenters

Andriel Dees, Vice Chancellor of Equity and Inclusion, MN State (Colleges and Universities)

Phillip Arellano, Director of Workforce and Education Strategies, MN State (Colleges and Universities)

Jessica O'Brien, Employment Specialist, Children and Family Resettlement Office, DHS

Valerie DeFor, Executive Director, Minnesota State HealthForce Center of Excellence

Kristie Lazenberry, DEI Collaborative Program Director with St. Paul Area Chamber of Commerce

Jeanna Fortney, CareerForce Director, DEED

Heather Stein, State Level EO Officer, Office of Diversity and Equal Opportunity, DEED

Ahmed Mohidin, Program Coordinator, Youth Programs, DEED

Sonji Davis, GWDB Staff, Workforce Policy Coordinator

Thank You!

Linda Sloan

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Sub-Committee on Trades

Sam Heimlich, Business Agent

Roy Smith, Director of Talent Development

Sub-Committee on Trades

Members:

- Roy Smith, Co-Chair - Director of Talent Development, Iron Range Resources and Rehabilitation (IRRRB) and Minnesota State Colleges and Universities
- Sam Heimlich, Co-Chair - Business Representative, North Central States Regional Council of Carpenters
- Barry Davies, Business Manager-Financial Secretary/Treasurer, Ironworkers 512
- Bernie Burnham, President of the MN AFL-CIO
- Scott Parker, Business Representative, International Union of Painters and Allied Trades Local 82
- Michael Berndt, President of Inver Hills Community College

Background

- Minnesota has “Silos of Excellence,” and we have a lot of great programs, but they’re not talking to one another.
- We need employers, such as union manufacturers, to be at the table.
- Many job seekers with previous construction experience are exiting the corrections system. This could be a targeted population for trades recruitment.
- We’ve been having conversations on how to utilize the multiple pathways each trades has to offer to get into their program. Expand to students.
- Navigation to obtain a GED and subsidized post-secondary education are available through the trades.
- In places like the Central Region (Morrison County), a priority is being placed on hiring more career counselors and reinstating industrial arts classes such as woodworking, electrical, house building, etc.

1. Introduce students to trades careers

- Increase corporation between unions and higher education
- Pre-apprenticeship programs within the trades. Classes in preparation of entering an apprenticeship program.
 - Possible Pilot program on the Range with 17 schools (Roy)

2. Offer funding to apprentice graduates who want to complete an Associate Degree

- Ask the trades what opportunities for grants are available through them (Carpenters offers \$1500 scholarships for this purpose)
- Create a clearly defined pathway
- Inquire about existing programs or possible legislative action

3. Offer solutions to barriers to entering the trades

- Fund a car incentive program and partner with a non-profit to administer the giveaways
 - Offer in school drivers' education programs
 - Cost prohibiting (insurance, tab fees, license classes costs, renting/buying a car)
- Offer a trades childcare stipend or incentive
 - Childcare cost is a significant deterrent for woman who want to enter the trades
 - Childcare hours of operation are a hinderance

Thank You!

Sam Heimlich

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Roy Smith

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GWDB 2024 Meeting Schedule

Wednesday, April 4: 11 am – 12 pm GWDB Committee Chairs & Staff Meeting

Wednesday, June 12: 10 am – 2 pm In-Person Meeting - Venue TBD

September (Date and Time TBD): *The Second Annual Workforce Summit*

September Strategic Planning Session (Date and Time TBD)

Wednesday, November 13 GWDB-MAWB Joint Winter Meeting: 10 am – 2 pm In-Person Meeting – Venue TBD

Questions?

Thank you!



Marc Majors, Deputy
Commissioner
marc.majors@state.mn.us



Katie McClelland, GWDB Director
katie.mcclelland@state.mn.us



Kay Kammen, Sr. Policy
Analyst
State Plan Contact
kay.kammen@state.mn.us



Sonji Davis, Workforce Policy
Coordinator
Local Plan Contact
sonji.davis@state.mn.us