



# GWDB Quarterly Full Board Meeting

Wednesday, June 12, 2024

Minnesota Humanities Center, 987 Ivy Avenue East, St. Paul, MN

10:00 a.m. – 2:00 p.m.



# Agenda

10:00 a.m.	Call to Order & Opening Remarks	Deputy Commissioner Marc Majors, DEED
10:10 a.m.	GWDB Business Meeting <ul style="list-style-type: none"><li>Approval of Minutes from the March 21, 2024 Quarterly GWDB Meeting</li></ul>	Jeanna Fortney, CareerForce Division Director, DEED
10:15 a.m.	Labor Market Information Presentation: GEO Tool	Alessia Leibert, Research Project Manager, Labor Market Information (LMI) Office, DEED
10:45 a.m.	Break	
11:00 a.m.	One Minnesota Workforce Shortage & GWDB Alignment facilitated by Rebecca Mino, Minnesota Management & Budget (MMB)	Commissioner Dennis Olson, Office of Higher Education (OHE); Asst. Commissioner Angela Mansfield, Minnesota Dept. of Education (MDE)
11:25 a.m.	Skills Transition to Clean Energy Jobs	Moderator: Jeffrey Rainey, Dakota Electric Panelists: Jeff Ambroz, Minnesota Training Partnership; Kevion Ellis, Grid Catalyst; Oriane Casale, DEED LMI Office
12:00 p.m.	Lunch	
12:45 p.m.	2024 Legislative Recap	Nathan Ratner, Government Relations, DEED
1:15 p.m.	Minnesota Apprenticeship Updates	Erin Larsen, Director of Apprenticeship, DLI
1:45 p.m.	GWDB Updates	Jeanna Fortney
1:50 p.m.	Closing Remarks and Adjournment	Jeanna Fortney





## Call to Order and Opening Remarks

Deputy Commissioner Marc Majors, DEED

# Congratulations to Katie and Family!



Robert "Bobby" Love  
McClelland arrived on  
Monday, May 6 weighing  
9 lbs 3 oz and 20.75"!



## GWDB Business Meeting

Jeanna Fortney, CareerForce Division Director

# GWDB Business Meeting

- Approval of Minutes from the **March 21, 2024** Quarterly GWDB Meeting

*Minnesota*

DEPARTMENT OF EMPLOYMENT AND ECONOMIC DEVELOPMENT

# The Education-to-Workforce Pipeline in Minnesota: Graduate Employment Outcomes and Beyond

June 12, 2024

Alessia Leibert, Project Manager  
DEED Labor Market Information Office

# Plan for Today

- Evaluating educational investments: why does it matter?
- Overview of the Graduate Employment Outcomes tool and other DEED research based on linked education and workforce data
- Examples of how the evidence can be used to answer key questions to help a variety of audiences make smarter investment choices
- Q&A



# Investments in postsecondary education: A balancing act



## Employers

Goal 1: economic competitiveness



## Students and families

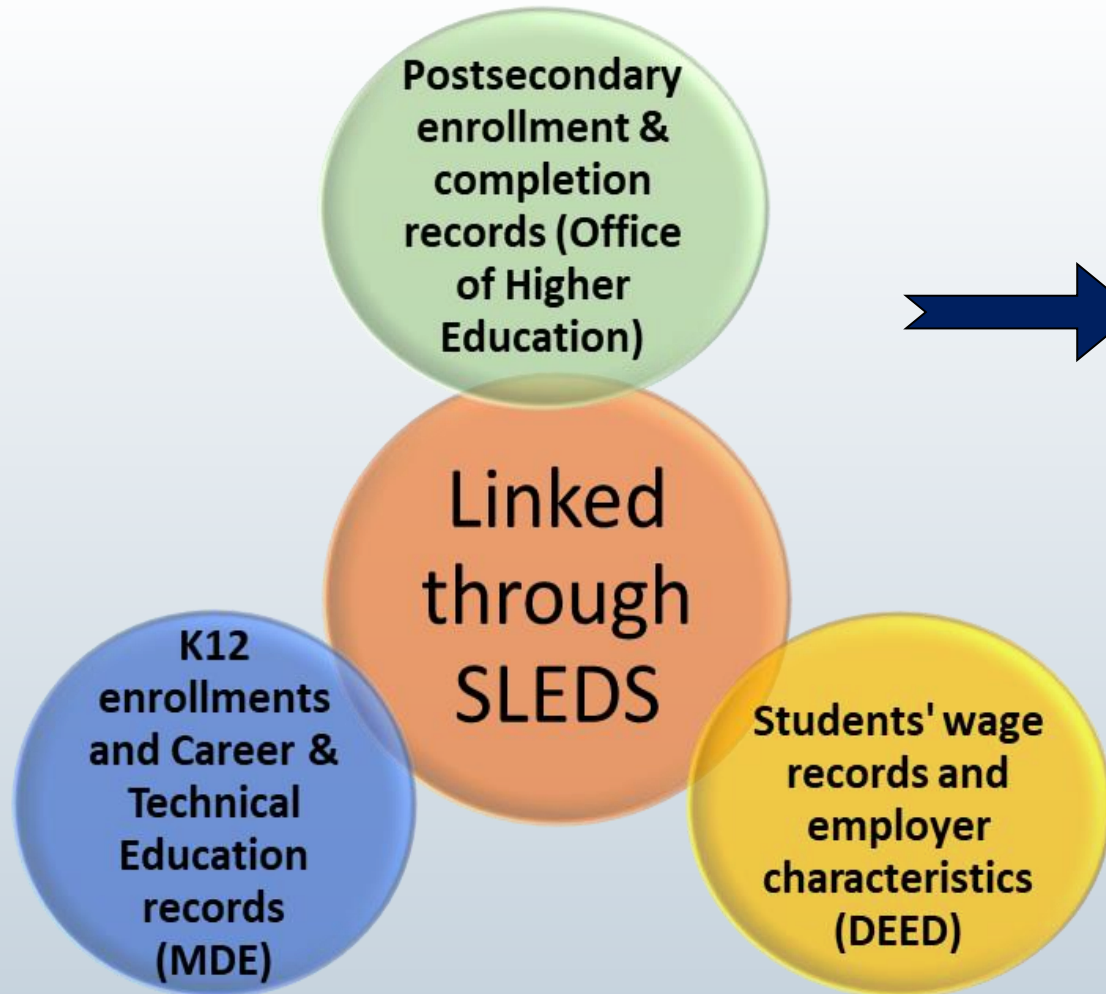
Goal 2: value for the money



## Participants' characteristics

Goal 3: equity

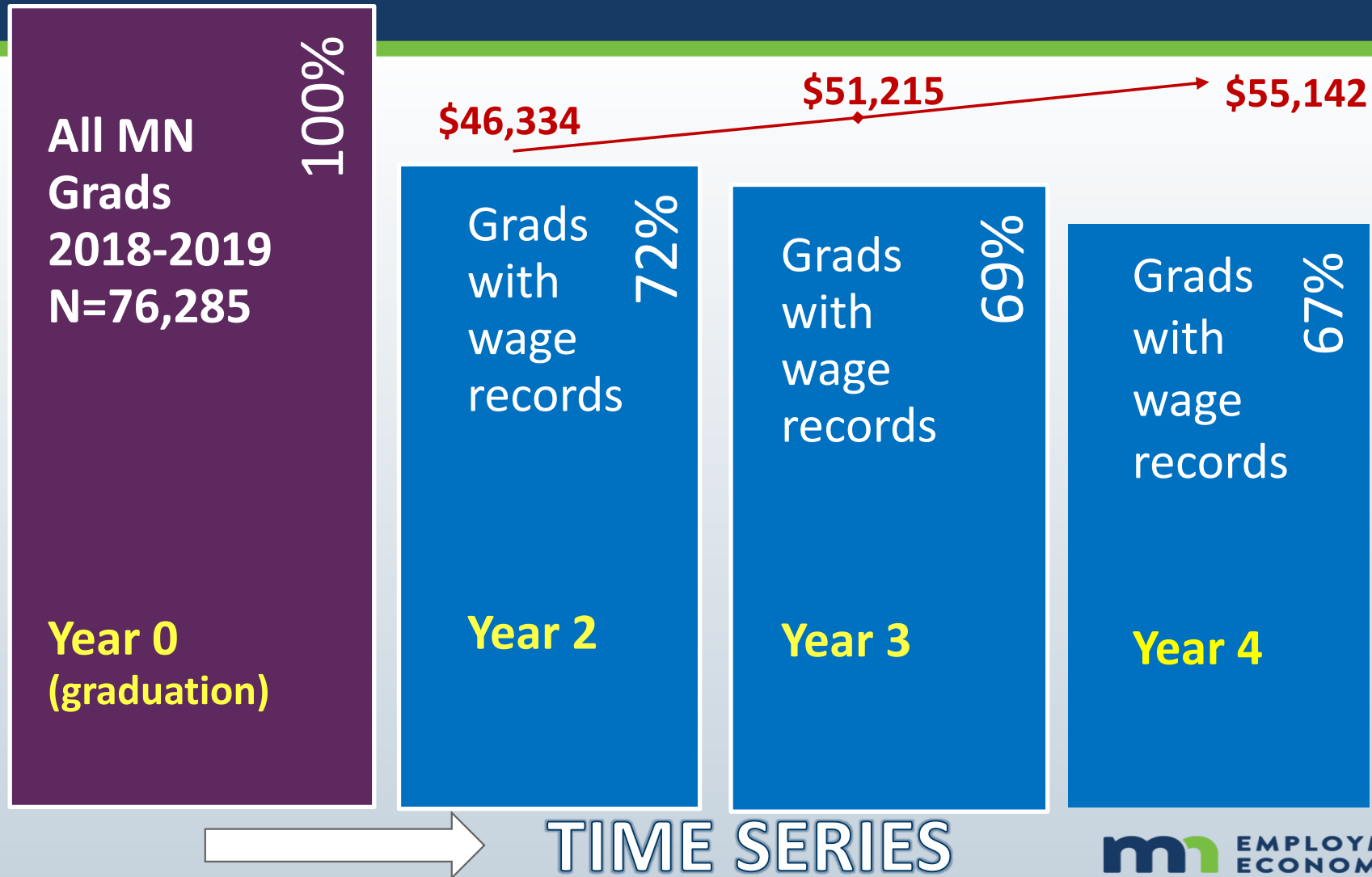
# The power of longitudinal data systems



Track individuals' employment and wages over time to identify successful pathways

# How a longitudinal analysis works:

The annual supply of graduates translates into ~ 72% employed in MN post-graduation



# Graduate Employment Outcomes (GEO) tool

<http://mn.gov/deed/geo>

## GRADUATE EMPLOYMENT OUTCOMES IN MINNESOTA

[Graduate Employment Outcomes Home](#)

[Report Interpretation And Methodology](#)

[Glossary](#)

Graduation Year:

School Location:

Award Type:  Certificates (less than Bachelor's Degrees)  Associate Degree  Bachelor's Degree  Graduate (Certificates and Degrees)  All Awards

Institution Type:

School:

Instructional Program:   
 (Multiple selections: Ctrl+Click)

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 
- 

OR Program Keyword Search:

[View Results](#)

[Hourly Wage Trend](#) [Annual Wage and Employment](#) [Employment Status](#)

You Selected: July 2020-June 2021, Greater Minnesota, Private Career Schools

		Second year after graduation		
CIP	Instructional Program	Graduates	Median Hourly Wage	Median Hourly Wage
00.0000	All CIP codes	1,331	\$21.57	N/A**

# Minnesota Statute 116J (2014): LABOR MARKET INFORMATION DATA PRODUCTION REQUIREMENT

The Employment and Economic Development commissioner must, in collaboration with the Office of Higher Education and local workforce councils, produce and publish labor market analysis describing the alignment between employer requirements and workforce qualifications. **The analysis must include a description of workforce supply and quality, including:**

- **the number and distribution of recent graduates in postsecondary institutions by major and by credential type;** and
- the completion rate, **employment outcome**, and average debt for recent postsecondary graduates

Analysis, data, and reports required by this section must be easily accessible, easily readable, and prominently presented on DEED's website.

# Who is the GEO tool designed for?

- ❑ Prospective students, to set realistic expectations for employment and wages
- ❑ Parents and career counselors
- ❑ Educators interested in understanding the employment dynamics of their graduates for program planning and improvement purposes
- ❑ Policy makers interested in evaluating the alignment between educational program offerings (=supply) and market demand





# Goal 1- Alignment: GEO data informs decision making for program planning and review purposes

Should a postsecondary program be:

Opened? Closed? Expanded?

Are graduates employed? Full time? Year round?

Do graduates work in the industries we would expect?

Do industries reward graduates (financially) for their education?

Do wages demonstrate career path vs. simply “getting a job”?

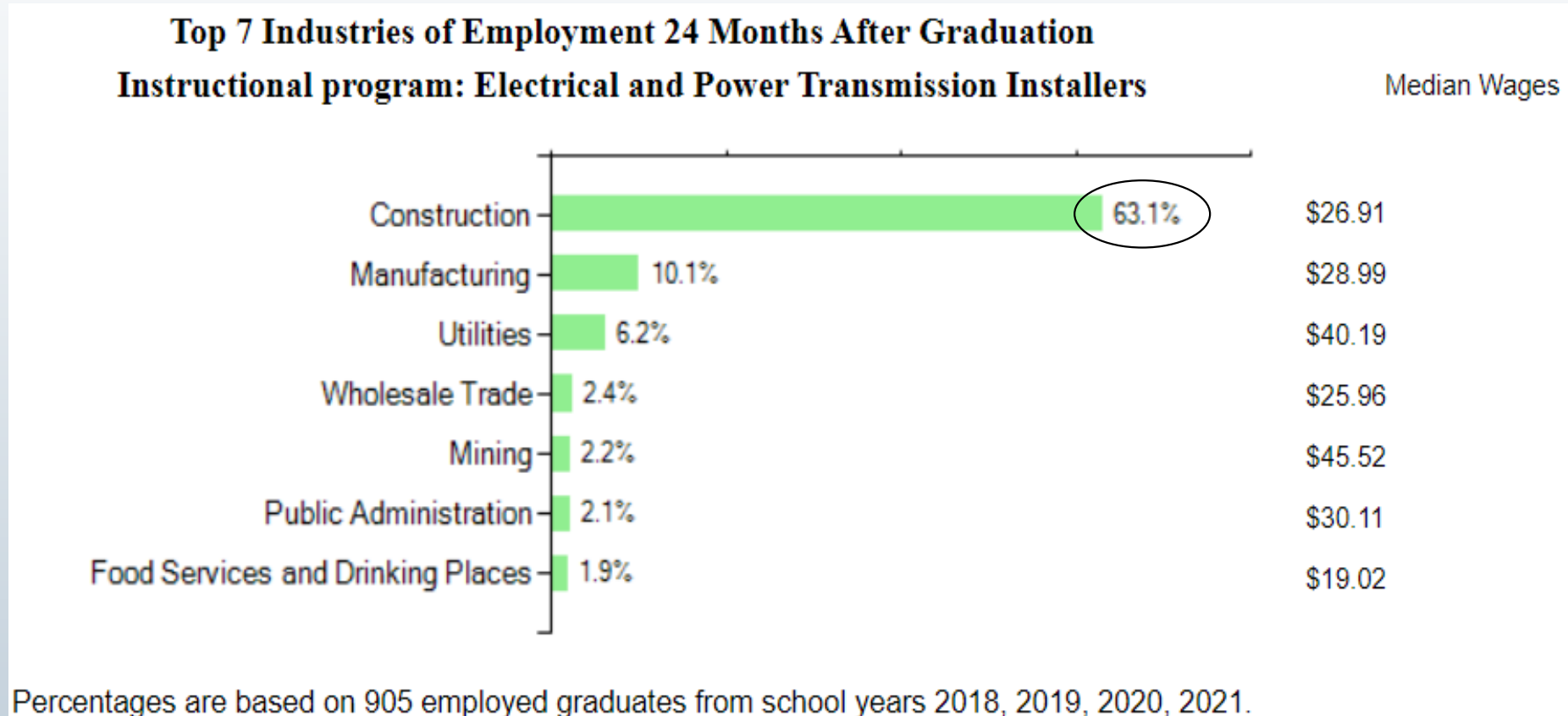
Do students stay in the region of the state where they were educated?

Are educational institutions in MN over or under-producing graduates?



# Goal 1- Alignment: Do graduates get jobs in what they studied? (Are we funding the right kinds of programs?)

Example: certificates in Electrical and Power Transmission Installers overwhelmingly lead to employment in related industries







# Goal 3 - Equity: Participants' demographic characteristics reveal gender and racial disparities in choice of major. Diversifying the workforce can help alleviate skills shortages

Males are over-represented in Engineering, Computer Science, and Business.  
Whites are over-represented in Engineering and Business.

	Bachelor's Programs/Majors	Annual Median Wages in 3rd Year	Share Males	Share White
Well aligned	Engineering	\$ 76,100	77%	83%
	Computer, information sciences and support services	\$ 74,104	81%	66%
	Health professions and related programs	\$ 72,679	14%	80%
	Business, management, marketing	\$ 61,748	56%	82%
Less well aligned	Foreign languages, literatures, and linguistics	\$ 38,003	34%	79%
	Parks, recreation, leisure, and fitness studies	\$ 37,092	51%	86%
	Biological and biomedical sciences	\$ 36,085	35%	77%
	Visual and performing arts	\$ 33,844	34%	80%
	<b>Total in selected programs</b>		<b>47%</b>	<b>80%</b>

What else should we add to this picture to evaluate educational investments and advance alignment and equity goals?



# A lot more is in the works!

Much research has been done by the LMI office, but outcomes are not yet being systematically tracked for:

- Non-completers;
- Non-college bound;
- Other sources of educational supply, such as high school Career & Technical Education (CTE) and apprenticeships

CTE programs are particularly critical for the non-college bound



# CTE contributes to expanding non-college career pathways and building the workforce pipeline in areas of shortage. The case of skilled trades

**Skilled trades** CTE programs have great outcomes. 30% of male CTE concentrators were employed in related industries in Year 1, indicating **immediate industry readiness**. This share increases to 51% in Year 5, indicating **retention**. Wage growth of 76% indicates **career advancement**. All while spending very little time (1.9 years on average) in postsecondary school.

Gender	PIPELINE SIZE*	PIPELINE STRENGTH		RETURN TO STUDENTS		COST TO STUDENTS
		Employed in related industries** Y1	Employed in related industries Y5	Median wage Y5	Wage growth Y1-Y5	Avg. years in post-secondary
Males	9,112	30%	51%	\$18.5	76%	1.9

\*Number of CTE concentrators in the skilled trades, defined as programs in CIP codes 47 (mechanic and repair technologies), 48 (precision production) and 0102 (agricultural mechanization).

\*\*Related industries defined as: Agriculture, Utilities, Manufacturing, Wholesale, Repair & Maintenance Services (NAICS 811), Construction.

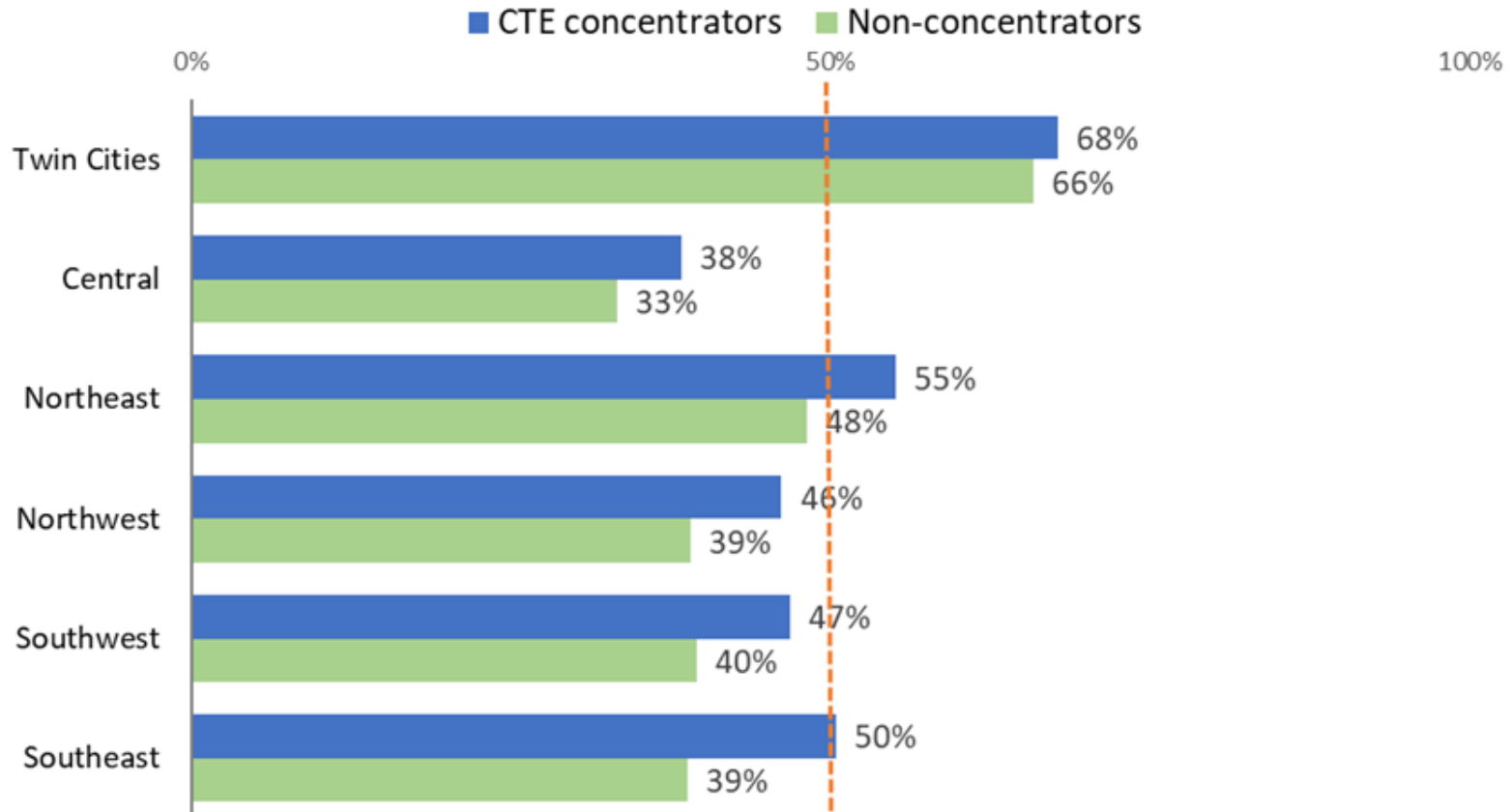
# CTE is a successful local workforce retention strategy

Concentrators (>150 hours of CTE) are more likely to be employed locally five years after high school than other students

## Employment retention in the region five years after high school

Graduation cohorts 2010-2016

N=333,194\*



# Explore our research in more detail

Where do recent Graduates find Jobs?

<https://mn.gov/deed/newscenter/publications/trends/march-2024/find-jobs.jsp>

Males in Career and Technical Education

<https://mn.gov/deed/newscenter/publications/review/june-2021/cte-minnesota.jsp>

High School Career and Technical Education as a Workforce Development and Retention Strategy

<https://mn.gov/deed/newscenter/publications/trends/june-2022/high-school.jsp>

Racial Disparities in Wage and Employment After Graduation

<https://mn.gov/deed/newscenter/publications/trends/december-2015/disparities-wage-employment.jsp>

# Thank you!

## Q&A

Contact me: [Alessia.Leibert@state.mn.us](mailto:Alessia.Leibert@state.mn.us)





## GWDB & One Minnesota Workforce Shortage Alignment

Commissioner Dennis Olson (OHE) and Assistant Commissioner Angela Mansfield (MDE)

# 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.

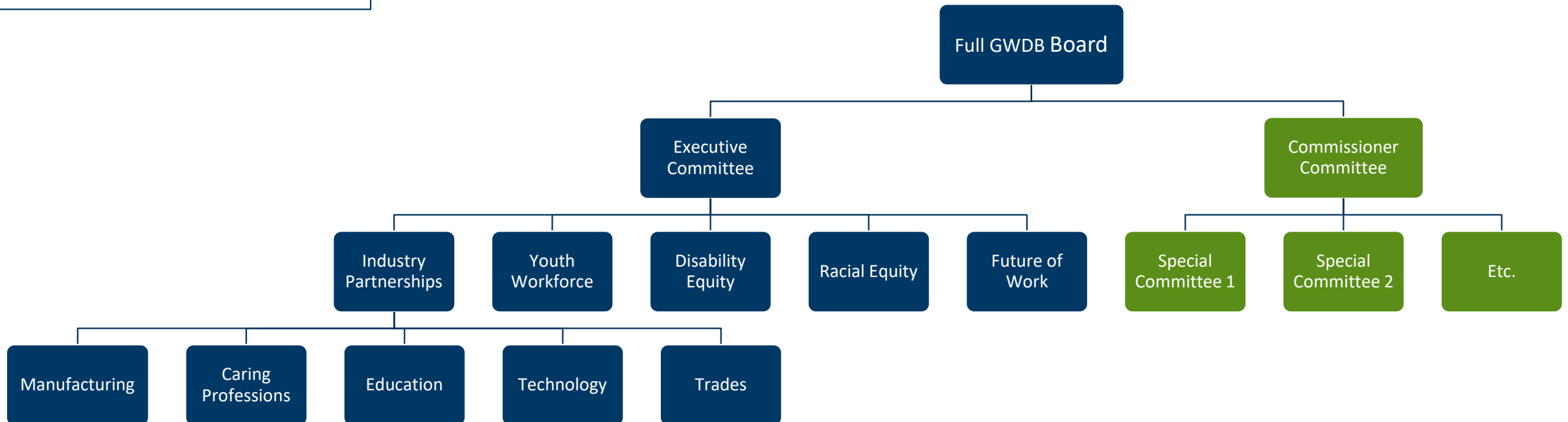
- **Aim 1:** Ensure Enterprise-wide alignment and defined agency ownership of workforce efforts across the Drive for 5 Sectors.
- **Aim 2:** Define metrics and measurable goals to track progress on stated outcomes and timelines.
- **Aim 3:** Ensure effective internal and external communication about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

# Proposed GWDB Structure

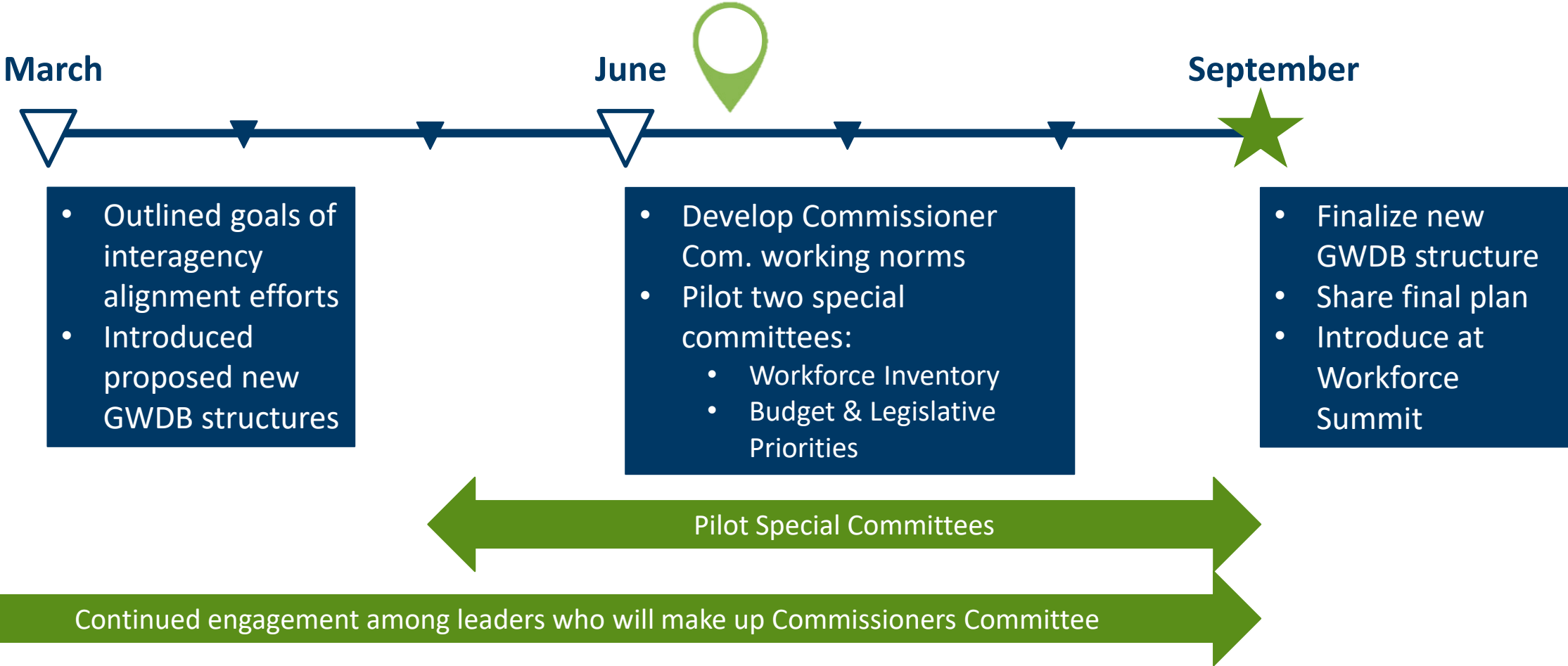
## Key

Existing Structures

New Structures



# Restructure Process and Timeline



# Listening Session Themes

- Desire to use meetings to engage in a way that works towards an outcome or deliverable, instead of focusing so much on providing updates
- Increased opportunities for touchpoints to share work between different committees
- Improved clarity on roles of committees in relation to each other and other stakeholders in the process

# Discussion Questions

- Which of these themes is the most important to creating beneficial engagement between the existing committees and the new committees?
- Are there other important things to consider not addressed within the themes?
- What one thing can we change or improve during the restructure that will have the most impact on improving how the GWDB works?





MINNESOTA

GOVERNOR'S WORKFORCE  
DEVELOPMENT BOARD

## Skills Transition to Green Energy Jobs

Panel Discussion

**Moderator:** Jeffrey Rainey, Dakota Electric

**Panelists:**

- Jeff Ambroz, Minnesota Training Partnership
- Kevion Ellis, Grid Catalyst
- Oriane Casale, Labor Market Information Office, DEED





MINNESOTA

GOVERNOR'S WORKFORCE  
DEVELOPMENT BOARD

Lunch



# DEED 2024 Session Wrap Up

**Nathan Ratner**



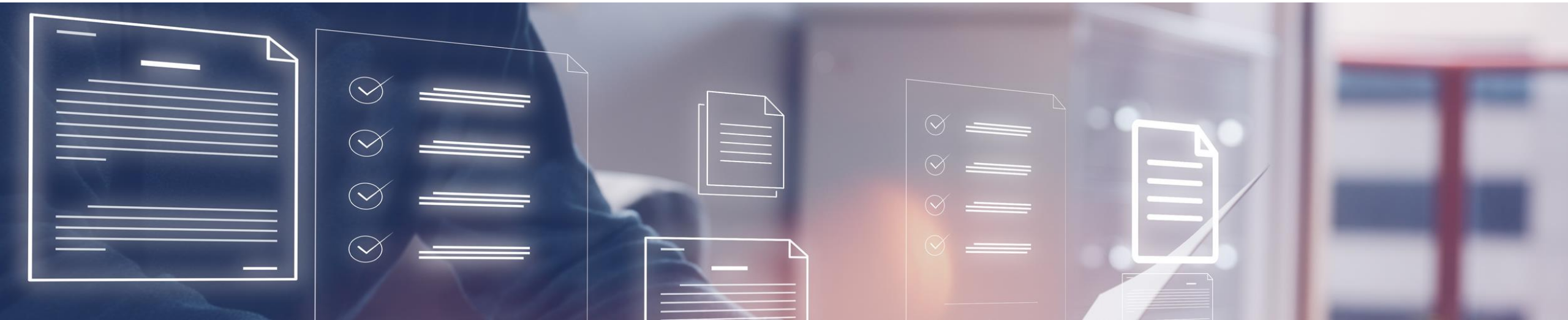
**DEED DELIVERS**  
*for Minnesota*

**m** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

2024 Fiscal Outcomes

# Workforce Development - 2025 New Appropriations

- \$12.1M in new appropriations for FY2025
- One-time funds
- Funded from the Workforce Development Fund



# 2024 Policy Changes



# Office of Broadband Development

- **Transfer Authority** - Allows the Commissioner to transfer up to **\$5 million** of a fiscal year's appropriation between the **border-to-border broadband program, low density population broadband program, and the broadband line extension program** to meet demand.
- Language that authorizes the DEED Commissioner to use federal **State Digital Equity Capacity Grant Funding** from the recently announced Notice of Funding Opportunity (NOFO).

These provisions are effective July 1, 2024





# Office of Broadband Development

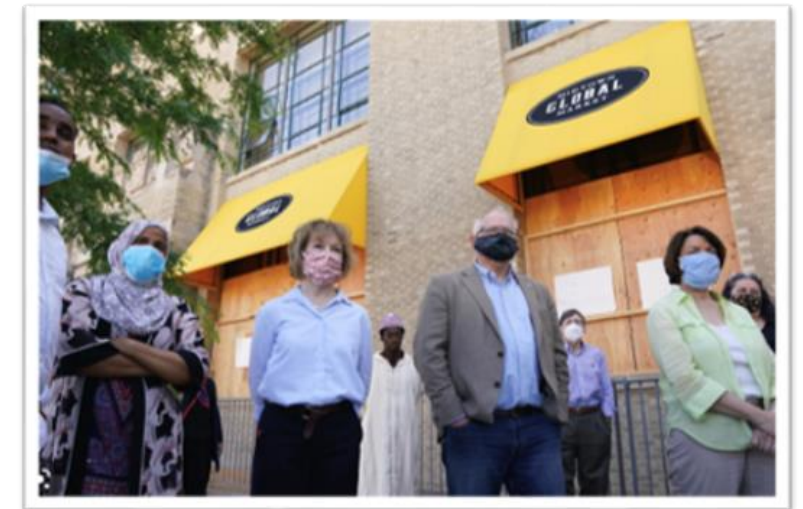
- **Pipeline Safety** - requires all infrastructure projects be done by safety-qualified workers. This provision is effective the day after enactment.
- **Priority for projects that offer worker benefits** –In state-funded grant applications for the border-to-border grant program, gives priority to grant applicants to employers that commit to provide:
  - prevailing wage for workers on any grant-funded broadband project OR
  - At least 40 hours of hands-on skills training annually, employer-paid family health insurance coverage, and employer-paid retirement benefit payments
- **Workforce Reporting** – Internet service providers that serve more than 10,000 broadband customers and are receiving Border-to-Border funding are required to provide annual reports on the workforce performing installation work funded through the grant.



These provisions are effective January 1, 2026

# PROMISE Act Expansion

- **PROMISE Act** – Expands the geographies eligible for PROMISE Act grants and loans and appropriates additional funds to support the added areas
  - \$1,000,000 for businesses in the Hennepin Avenue Commercial corridor, South Hennepin Community corridor, and Uptown Special Service District
  - \$3,000,000 for businesses in the counties of Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington, excluding the cities of Minneapolis and St. Paul



This provision is effective on the day after enactment



# Other Technical Fixes

- Adjusted the timeline for **Launch Minnesota** to allow for the use of program funds over a four-year period (for program flexibility).
- The legislature **repealed** 116J.439 – the Airport Infrastructure Renewal Grant Program (AIR).
- Removed end-date of June 30, 2027, to **allow money transfers** between the following funds:
  - Minnesota Forward Fund account
  - Minnesota Climate Innovation Authority account
  - State Competitiveness Fund account



# WORKFORCE DEVELOPMENT

# Improve State Dislocated Worker Program Services

- Amends 116L.17 to expand the definition of “dislocated worker”
  - A **spouse of a member of the United States armed forces** who has lost employment due to a service member relocation, is unemployed or underemployed
  - Individuals with **non-work-related injuries or illnesses** who need support to re-enter or remain in the workforce
  - Adults with a **low income**, are a recipient of **public assistance** or are **basic skills deficient**
- Repeals 116L.17 Subdivision 5 – cost category limits. This will align the state program with the federal program and allow for additional flexibility in providing job training and assistance.
- These changes will allow the state Dislocated Worker program to “meet the moment” and better connect workers to the workforce.



# Targeted Populations Workforce Grant Program

## Change

The legislature removed the requirement that a community-based organization have an annual budget of no more than \$1,000,000.

## Purpose of Change

- Removing this eligibility requirement enhances flexibility to ensure the funds are awarded to an organization best suited to realize the objective of providing, “skills training that leads to employment or business development in high-growth industries.”
- The program will continue to emphasize smaller organizations in its awards

This provision is effective July 1, 2024

Thank you!

We welcome your questions.



# Registered Apprenticeship

Erin Larsen | Director

# | What is Registered Apprenticeship?

## Essential Program Components of Registered Apprenticeship



Employment



On-the-job training



Related instruction



Wages



Credentials

A time-tested model to:

*recruit*, *train* and *retain* a highly skilled and diverse workforce.

# Registered vs Non-registered Apprenticeship Programs

- **Registered Programs**

- Always include employment, OJT, related instruction, progressive wage increases, and a national credential
- Standardized across occupations
- Programs are evaluated regularly by registration entity for quality and EEO requirements
- Registration is often necessary for benefits programs (Veteran's, WIOA, 529, etc.)

- **Non-registered Programs**

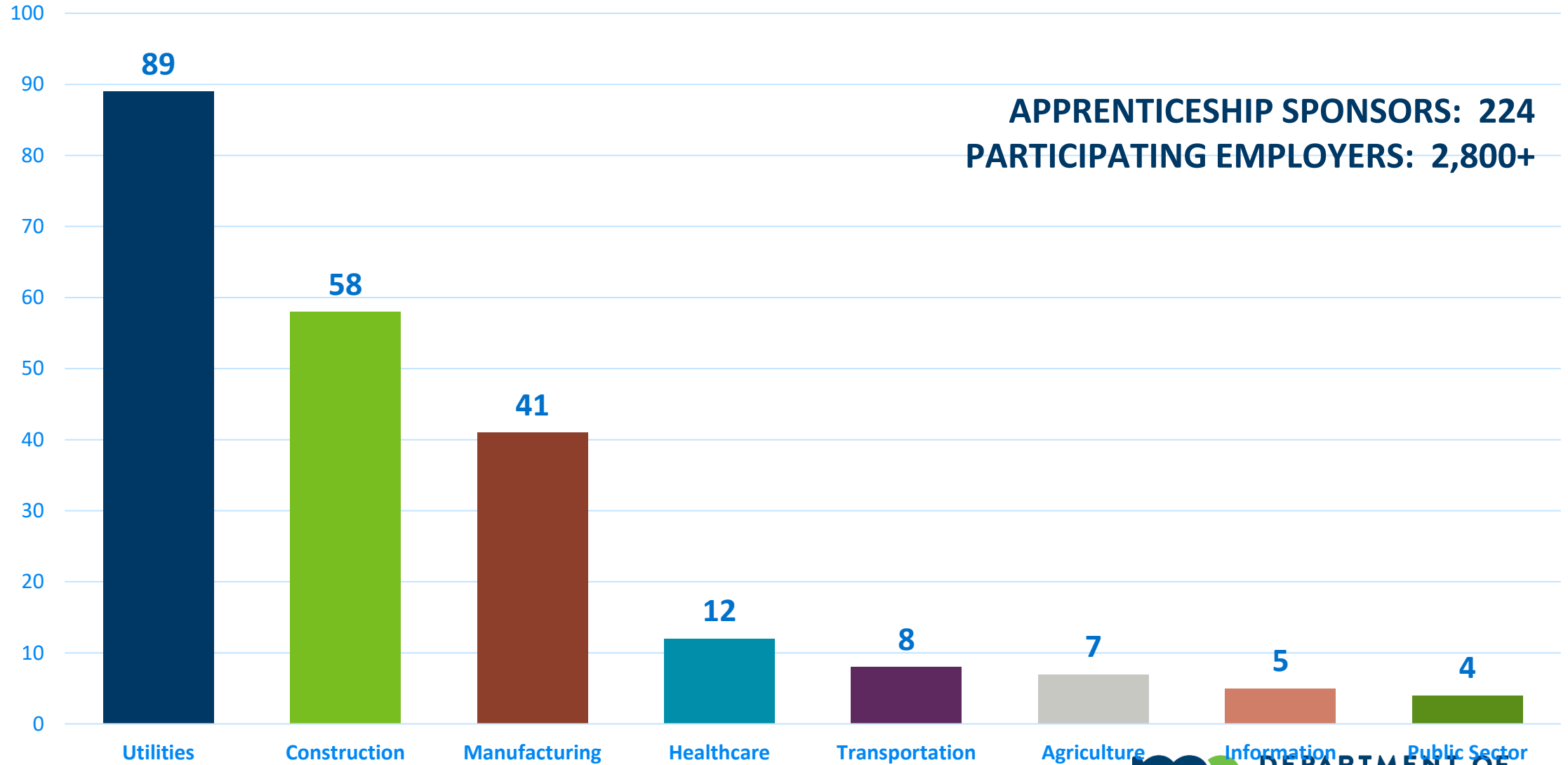
- May not include all five components of registered apprenticeship
  - E.g., only OJT and no related instruction, OJT may be less than 2000 hours, may not have progressive wage increases, may not have a portable credential
- Variation between programs
- Typically, not eligible for benefits programs



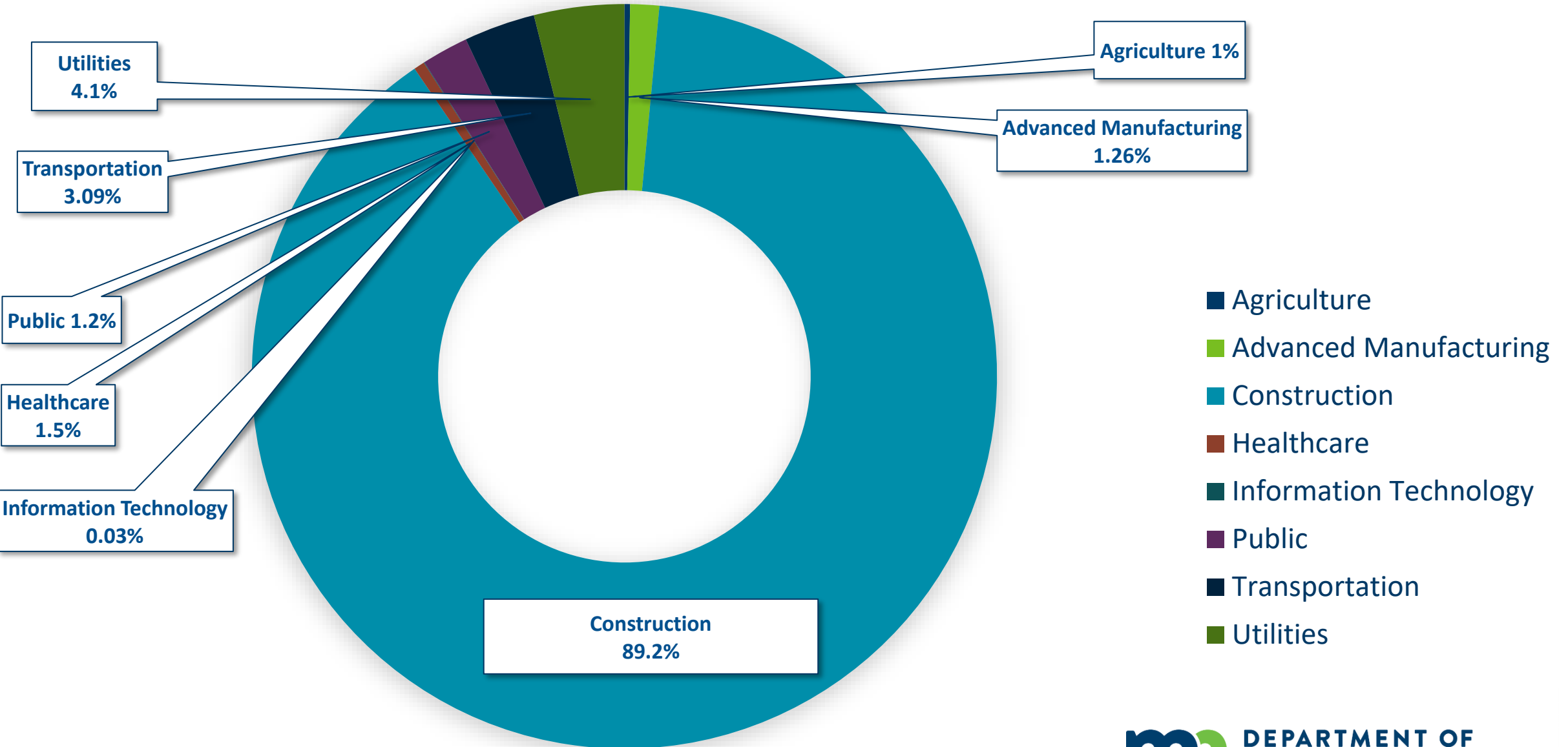
## 2023 Apprenticeship Program Snapshot

<b>Active programs</b>	<b>233</b>
<b>New programs</b>	<b>9</b>
<b>Active Apprentices</b>	<b>11,546</b>
<b>New Apprentice Registrations</b>	<b>4,229</b>
<b>Apprentice Completions</b>	<b>1,598</b>

## Registered apprenticeship programs in Minnesota by industry



## Percentage of total active apprentices by industry



# New Programs

- Agriculture
  - Organic Farm Manager
  - Meat Cutter
- Healthcare
  - Community Health Workers
  - Ophthalmic Medical Technician
- Education
  - Early Childhood Educator
  - K-12 Education (Special Education)

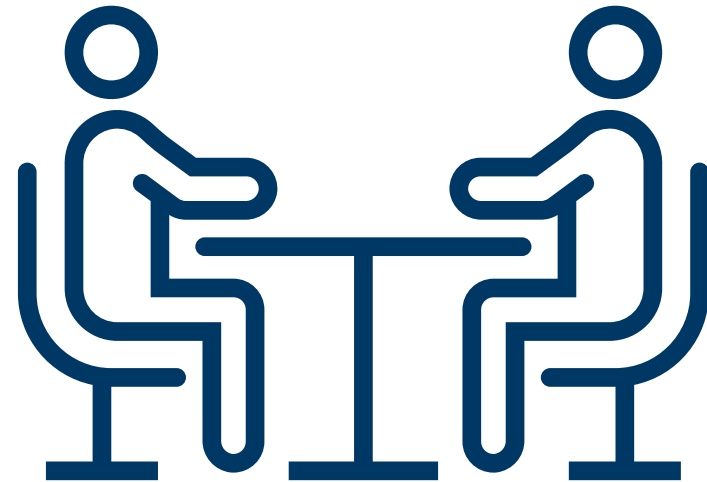


# Apprenticeship Minnesota Priorities

- **Develop registered apprenticeship programs in new industries**
  - Childcare, K-12 education, IT, manufacturing, hospitality
  - Annual accelerator meetings
- **Expand existing registered apprenticeship**
  - Program capacity
  - Clean economy occupations
- **Increase diversity, equity, inclusion, and accessibility with registered apprenticeship programs**
  - Child care and construction pilot
  - Technical assistance cohort for programs to remove barriers to access
- **Ensure alignment to national apprenticeship system, and state education and workforce systems**
  - Process to recognize high-quality pre-apprenticeship programs
  - Aligning youth apprenticeship at MDE with registered apprenticeship
  - Partnering more closely with the workforce system

# Partnering with the Workforce System

- Federal grant application to partner with workforce boards in greater Minnesota to form registered apprenticeship programs
- Apprenticeship outreach at CareerForce in Minneapolis North
- Monthly newsletter specifically for workforce professionals
- Ensuring registered apprenticeship programs are listed on the ETPL
- Training series for workforce professionals to detail how apprenticeship and WIOA can work together



# Apprenticeship Funding

## Labor Education Advancement Program

- Facilitate the recruitment and retention of people of color, Indigenous people and women in registered apprenticeship programs
- Community-Based Organizations, Non-profits, and Tribal Governments
- \$1 million annually
- RFP will open July 1
- Deadline is July 26





[www.apprenticeshipmn.com](http://www.apprenticeshipmn.com)  
News and events

Follow us on social media:

- [Facebook](#)
- [LinkedIn](#)
- [Instagram](#)







Erin Larsen | Apprenticeship Director

Erin.Larsen@state.mn.us

**Keep in touch!**



## CHIPS and Science Act Updates

Mike Lang, Director of Workforce Development Strategy and Innovation

- Polar Semiconductor awarded on May 13, 2024
  - \$120 million to create over 160 jobs
  - Grows the ability build critical chips important for producing cards, electrical grids, defense systems, and more
  - This investment will allow Polar Semiconductor to become U.S. owned, according to President and CEO Surya Iyer
- CHIPS Coalition is working to take the next steps
  - Chaired by Deborah Roberts of Polar Semiconductors and Katie Staub of Seagate
  - The coalition brings several companies together to grow capacity in Minnesota

# CHIPS Update (continued)

- CHIPS Coalition has been supported by DEED's Workforce Strategy Consultant team and Katie McClelland.
  - Have developed a comprehensive workforce plan to support the semiconductor industry
  - Work of the coalition is divided up into three pipelines:
    - Workplace Development
    - Skills Development
    - Talent Pipeline Development
  - Next steps are accessing the Minnesota Forward Fund to build educational capacity for the new jobs that will be created as a result of the recent CHIPS investment.



## GWDB Updates

Jeanna Fortney, CareerForce Division Director



*Minnesota's 2<sup>nd</sup> Annual Workforce Summit  
Coming in September 2024!*

# GWDB 2024 Meeting Schedule

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

**Fall Quarterly Meeting/Strategic Planning Session:** September (Date and Time TBD)

**GWDB-MAWB Joint Winter Meeting:** Thursday, December 12, 10:00 a.m. – 2:00 p.m. In-Person Meeting – Venue TBD

- GWDB voted to approve the draft of the WIOA 2024-2027 Combined State Plan on March 21, and it was submitted to the U.S. Departments of Labor and Education on April 5.
- A federal review panel is finishing up its work and approval of the State Plan is expected by June 26.
- Regional and Local Workforce Plans were submitted on May 31 and are currently under review by a special committee of GWDB members and other workforce partners.



# Questions?

Thank You!