



GWDB Quarterly Business Meeting

Meeting Minutes

Wednesday, June 12, 2024, | 10:00 a.m. - 2:00 p.m.
Minnesota Humanities Center
987 Ivy Avenue East, Saint Paul, MN 55106

GWDB Members or Agency Designees	Guests and Staff
<p>In-Person Attendees Carol Anderson Leif Anderson Michael Berndt Deb Broberg Shannon Bryant Jami Douden Cate Duin Kevion Ellis Jessi Elljen Troy Haugen Samuel Heimlich Sen. John Hoffman Steve Kalina Lance Louis Angela Mansfield Rebecca Mino Gabe Mooney Jess Niebuhr Sen. Carla Nelson Commissioner Dennis Olson Rep. Bernie Perryman Jeffrey Rainey Maureen Ramirez Ali Rodway Nola Slagter-Johnson Linda Sloan Shannon Sloan Rob Stark Dee Torgerson Kyle Van Acker Rep. Jay Xiong</p>	<p>Guests Brad Hasskamp Rebecca Mino Jess Niebuhr</p> <p>GWDB Staff Sonji Davis, Workforce Policy Coordinator Kay Kammen, Sr. Policy Analyst</p> <p>DEED Staff Marc Majors, Deputy Commissioner for Workforce Development Jeanna Fortney, CareerForce Director Mike Lang, WFD Director of Strategy and Innovation Nathan Ratner, Government Relations, DEED Adesewa Adesiji, Workforce Strategy Consultant Della Ludwig, Workforce Strategy Consultant Liz Jennings, Employment Engagement Specialist</p>

Call to Order

The meeting began 10:05 a.m. Deputy Commissioner Marc Majors welcomed attendees and extended congratulations to GWDB Director Katie McClelland on the birth of her son, Bobby McClelland, on May 6!

- **Legislative session update**
 - \$1 million in funding for Employment Specialist Team to work with Workforce Strategist (Reporting to CareerForce Director Jeanna Fortney)
 - Last year almost \$200 million in funding received
 - 120 Direct Appropriations and over 20 RFPs closed out two weeks ago
 - Targeted Populations
 - Just announced Clean Energy – Press Release (foundations willing to match funds)
- **MN State Plan** – The GWDB team is working with our State Admin team on final “corrections”
- **Approval of Minutes from the March Quarterly GWDB Meeting** –
 - A motion to approve was made by Jeffrey Rainey and seconded by Deb Broberg. The minutes were unanimously accepted.

Alessia Leibert – State Planning Director, DEED Labor Market Information Office gave an overview of the Graduate Employment Outcomes Tools (GEO Tool)

4 levels of credentials; 250 schools of study

Minnesota is one of the first states in the country to have a tool like this

DEED collaboration with the office of Higher Education

- Who is the GEO Tool designed for?
 - Prospective students, to set realistic expectations for employment and wages
 - Parents and Career Counselors
 - Educators
 - Policy makers
- Metrics of job quality and stability are tracked
 - Goal 1 Alignment: GEO data informs decision making for program planning and review purposes
 - Program that matters for Clean Energy
 - Certificate in electrical and power transmission installers
 - Goal 2 – Value for the money: Annual earnings among 4-year degree completers
 - Means that students are paying attention if their degree is in demand
 - There are more students in the in-demand industry field and fewer students are in low wage occupations
 - They receive data from OHE, completers in for credit – the data for the first batch of completers will be available this fall
 - Goal 3 – Equity: Participants’ demographics characteristics reveal gender and racial disparities in choice of major. Diversifying the workforce can help alleviate skills shortages
 - Huge disparities by gender and race

- Males overrepresented in the highest majors Engineering, Computer, Health, and Business
 - Females overrepresented in the lowest paying wages - majors
- Outcomes are not yet being systematically tracked for:
 - Non-completers
 - Non-college bound
 - Other sources of educational supply, such as HS Career and Technical
 - CTE contributes to expanding non-college career pathways and building the workforce pipeline in areas of shortage
 - CTE helps with job placement and retention
 - Cost to student is relatively low – less than 2 years (affordable pipeline)
- Q&A
 - What would you say is the racial make-up of the data?
 - African American, Asian, Latino, Mixed Race
 - Broken down at the county level in MN
 - Are you tracking Immigrants?
 - They can track students from High School who speak a foreign language

One Minnesota Update:

Presenters: Rebecca Mino (MMB), Assistant Commissioner Angela Mansfield (MDE), Commissioner Dennis Olson (OHE)

Gave a high-level overview on One MN and plans to build alignment within Workforce Development. They shared a diagram of the proposed structure - Commissioners Committee and Special Committees 1 and 2 being formed. Commissioner Olson discussed the restructure process and new expected timeline:

March –

- Outlined goals of interagency alignment efforts
- Introduced proposed new GWDB Structure - (Want to test these special committees out during the summer)

June –

- Develop Commissioner Committee working norms
- Pilot two special committees
 - Workforce Inventory – To understand the whole landscape of workforce initiatives
 - Budget and Legislative Priorities - (Looking at what the next Legislative Budget looks like)

September – we'll have the opportunity to test this

- Finalize new GWDB Structure
- Share Final plan
- And introduce it at the Workforce Summit

Q&A

How does this align with Federal requirements?

Why change the structure of the GWDB?

Deputy Commissioner Majors – The GWDB will still follow Federal requirements, but the Commissioners Committee does not have the same requirements. This is a great way to bring more alignment, more coordinated efforts, and define what we are doing.

Rebecca Mino – Will take feedback back to the Commissioners Committee, and asked attendees to access the QR code shared and complete a survey.

- Both Disability and Racial Equity will be built into the workforce lens
- She went over the Listening Session Themes for GWDB Committees
 - Desire to use meetings to engage in a way that works towards an outcome or deliverable

Clean Energy Panel Discussion – Jeffrey Rainey, Moderator

Kevin Ellis -Program Manager for Grid Catalyst

- Grid Catalyst pilots projects for MN (Utilities, schools, start-ups) – Coming into these conversations from Emerging Technology
- Kevin serves on the Future of Work Committee

Jeff Ambroz – Serves as the Director of Development and Communications for the Minnesota Training Partnership. Most recently, awarded the Clean Economy Workforce Grant – 5 Week Training program – Goal is to enter the Apprenticeship program.

- Training Janitorial Professionals
- Communications Workers of America
- Registered Apprenticeships

Oriane Casale – State Planning Director, DEED LMI Team

She is currently working on an ETA Grant Pollution Reduction Grant w/GWDB Director Katie McClelland. The new workforce – needs to be recruited and trained. As a state, have secured \$3 billion for Infrastructure and Jobs Act – Green Jobs and Pollution Reduction Act. MN is guided by MN Climate Action Framework.

Very specific targets:

- 26 yrs. out from achieving the net-zero goal

What happens when the money goes away?

Examples: Heating and Cooling technology – Hopefully that technology is here to stay. Construction is undergoing changes and hopefully those skills will be with the workforce for the foreseeable future

Jeffrey Rainey – Let's talk about emerging technologies.

Kevin Ellis – Private investment as well as public, more folks are making their homes and building more energy efficient. Tech is rapidly advancing, wind and solar becomes more streamlined and efficient. When we look at wind and solar technologies along with battery storage, all help meet that increasing demand.

All these are big factors for driving these technologies The solution will be a mix of these things and drive a need for more workers.

- We will move fast to 70%, 80%; the bridge is liquid natural gas and will rely on the speed of technology

Jeffrey Rainey – Nuclear generation – the future of small modular nuclear energy?

Oriane Casale – I will say that from what I have heard...nuclear must be a part of this mix.

The clean energy industry – describe the direct service and how will those services address clean energy gaps?

Jeff Ambroz– Labor and apprenticeships will be key to making this happen. We (MN Training Partnership) can serve as a workforce intermediary. Get everyone together for programs that serve everyone. Investing in green job skills training. Companies like ours we can serve as program navigators...We want to be there walking beside them making sure they get assessments and know where they are going. It can be scary. Make sure they are ready for the next step. Especially people who have been underserved integrating into the new economy equitably.

Oriane Casale – Top industries are Construction, Transportation, Electrical Carpentry, Powerline, Heating and Cooling – Not talked about as much are Farmers and Waste Management but just as important.

Kevious Ellis – The trades are so important – most of these jobs will be trades jobs. These jobs are not exclusive to clean Energy. The more we promote the trades it will have a high impact on these opportunities leading into the future. Getting folks training that have transferrable skills – faster to train those with some experience or transferrable skills than those that are new to the field.

Jeffrey Rainey – How do we attract talent?

Oriane Casale – 93% white and 83% male in the construction industry

Jeff Ambroz – How do I get started? We offer 5 weeks of training in Wind Industry installation; then when jobseekers enter the apprenticeship, they are already comfortable. Looking at Bridge (Entry) programs is a way to help them to be more successful.

Q&A

Deputy Commissioner Majors – 100,000 jobs – Do you have an idea as to where they will be?

Kevious Ellis – Report Clean Energy Businesses 2023, will get that report for meeting attendees.

When folks have family in the trades, they are more likely to go into the trades...looking at the critical need. When you are thinking about framing this to the next generation what do you say? How are we talking about the Trades and Green Energy?

Jeff Ambroz – Multi-pronged approach. He suggested talking directly to someone doing that work. Career Counselors, Guidance Counselors.

Nathan Ratner – DEED 2024 Session Wrap Up

- Darielle Dannon has left for another opportunity.
- 2024 Fiscal outcomes
 - Mission is to empower the MN Government for everyone
 - Direct Appropriations - 12.1 M in new appropriations for FY2025
 - One-time funds from the Workforce Development Fund
- Office of Broadband Development
 - Transfer Authority – Able to transfer funds for more flexibility
 - Additional provisions put in to enhance Pipeline safety
 - Promise Act – Expands the Geographies eligible for Promises Act grants and loan

- Businesses in Greater MN were already eligible and now everyone in the state can benefit
- Other Technical Fixes –
 - Adjusted the timeline
- Workforce Development – Very excited about the following changes:
 - Under the Dislocated Worker (DW) Program – which provides critical services for people out of the workforce.
 - Spouses of a member of the US Armed Services who has lost employment due to a service members relocation, is unemployed or underemployed now eligible for DW.
 - Those with non-work-related injuries or illnesses who need support to re-enter the workforce are now eligible for DW.
 - Adults with a low income are now eligible for DW.
 - Able to remove cost categories - This empowers all our local providers to meet the moment and offers additional flexibility in providing job training services.
- Targeted Populations Workforce Program
 - The legislature removed the requirement that a community-based organization have an annual budget of no more than \$1,000,000
- How this group will be engaged in policy making moving forward?
 - To create a policy and problem identification for every subcommittee
 - We want to standardize - The sourcing of ideas
 - You may see things that no one else does
 - The template is forthcoming
- The DW Program – Are there efforts to reach out to smaller providers
- The expansion of the language is to make sure that smaller provider can access opportunities to serve
- Expansion helps us use and access funding to serve more people along the way
- The MJSP Board just voted on their budget. For now we will work with approved providers

Erin Larsen – Registered Apprenticeship Director

Gave a high-level overview of the Registered Apprenticeship Program

- As apprentices gain skills, they will have gain in wage
- Shared a Snapshot for Apprenticeship in Minnesota
- Highlighted areas where you will find Registered Apprenticeship Programs (not just construction...but typically it has been 91 or 92%)

New Programs –

- Agriculture
 - Organic Farm Manager
- Healthcare
 - Community Health Workers
 - Ophthalmic Medical Technician

As part of our federal funding, we needed to map out a five-year plan...Apprenticeship MN Priorities. Also working with the Department of Education and the workforce system.

- DLI applied for a Federal Grant that allows them to work with Greater Minnesota to form registered apprenticeship program

Apprentice Funding –

- Last year – Pre-pandemic numbers. This year new program numbers are a bit low, but we have had some staffing changes.

Mike Lang, DEED Workforce Director of Strategic Innovation, gave a CHIPS Update and spoke on funding awarded to Bloomington company, Polar Semiconductor. There isn't currently a degree in Minnesota for Semiconductor Operators, Technicians, etc. (some require more education than others).

The meeting was adjourned by acclamation at 1:45 p.m.