



Minnesota's Inaugural Workforce Summit

Minnesota Department of Employment and Economic Development

September 20, 2023



WiFi

Atrium: 011owhar1

Theater: Natemolg3



Agenda

- | | |
|--------------------|---|
| 9:10 - 9:55 a.m. | Fireside Chat with DEED Commissioner Matt Varilek |
| 9:55 - 10:15 a.m. | Legislative Wins with DEED Deputy Commissioner Marc Majors |
| 10:15 - 10:25 a.m. | Office of New Americans with DEED Assistant Commissioner Abdiwahab Mohamed |
| 10:25 - 10:40 a.m. | Break |
| 10:40 - 10:50 a.m. | National Best Practices in Workforce Development
Jack Porter, National Governors Association |
| 10:50 - 11:15 a.m. | What's New with the Governor's Workforce Development Board: Katie McClelland, GWDB Director and Laura Beeth, GWDB Chair |
| 11:15 - 11:50 a.m. | Minnesota CHIPS Coalition Workforce Partnership |





Fireside Chat with Commissioner Varilek

Matt Varilek
DEED Commissioner



Marc Majors
DEED Deputy
Commissioner,
Workforce Development



Minnesota Workforce Legislative Wins

Marc Majors

DEED Deputy Commissioner, Workforce Development



Historic Legislative Session

- The February Budget Forecast projected a \$17.5 billion surplus.
- The 2023 Legislature passed **historic investments** in legislative priorities, including passing a **\$72 billion biennial budget** and infrastructure investments of **\$2.6 billion**.
- For DEED, this amounts to almost **\$1.8 billion** in total investments in FY24-25.

Adult Workforce Development

- Adult Signature Programs:
 - Pathways to Prosperity
 - Women Economic Security Act
 - Southeast Asian Grants
 - Adult and Youth Supportive Services
 - Getting to Work
 - Can-Train

Youth Workforce Development

- The Jobs bill **doubled** the existing funding to put **\$20 million** in the FY24-25 biennium toward youth workforce development – which will serve over 38,000 young people.
- This expands Minnesota’s results-driven Youth at Work, Minnesota Youth Program and YouthBuild programs to **prepare more Minnesota young people to enter the workforce focused and work-ready.**





Drive for 5 Workforce Fund

- The Jobs bill provides **\$20 million** in the FY24-25 biennium for the **Drive for 5 Workforce Fund** to prepare the workforce to enter **five of the most critical occupational categories** in the state with high-growth jobs and family-sustaining wages:

- Technology
- Caring professions
- Education
- Manufacturing
- Trades



- **Competitive grants** focused on **training + support services** with funding for **Trade Association sector partnerships** to engage business associations in job matching.



Targeted Population Workforce Programs

- This Jobs bill invests **\$50 million** in the FY24-25 biennium and \$2.550 million in the FY26-27 biennium in employment services and training to **bring workers who have been overlooked for employment – particularly people of color – into the workforce at family-sustaining wages.**
- This is a critical initiative to **bring Minnesotans into the workforce**, ensure employers have the staff to help their business thrive, and move Minnesota's economy forward.



Clean Economy Equitable Workforce

\$3 Million in FY24-25 in grants for:

- Workforce readiness programs
- Must prepare workers for careers in the **high-demand fields** of construction, clean energy, and energy efficiency
- Focused on workers who are **Black, Indigenous, and People of Color**
- Grants to **nonprofit organizations** that serve historically disenfranchised communities with **preference** for organizations that are **new providers of workforce programming** or which have partnership agreements with **registered apprenticeship programs**



Office of New Americans

Abdiwahab Mohamed
DEED Assistant Commissioner



Office of New Americans

- Minnesota's New Americans create robust businesses, offer extraordinary cultural contributions, and play a critical role in meeting labor needs throughout Minnesota. But there are **multiple barriers to getting established in Minnesota**.
- Legislative funding in the amount of **\$750K** each year for the biennium establishes an Office of New Americans. The office is focused on:
 - Supporting immigrant and refugee **inclusion**
 - **Reducing barriers** to employment, and
 - **Improving connections** between employers and job seekers.





BREAK

WiFi

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Please reconvene at 10:40 am





National Best Practices in Workforce Development

Jack Porter
National Governors Association



Best Practices in Workforce Development

2023 Minnesota Workforce Summit



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The National Governors Association

Founding

The May 1908 meeting of President Theodore Roosevelt and governors led to the creation of the National Governors Association.



Photo: The first meeting of the nation's governors, convened by President Theodore Roosevelt in Washington D.C., 1908.

What We Do

The National Governors Association (NGA) is the bipartisan organization of the nation's governors. Through NGA, governors identify priority issues and deal with matters of public policy and governance at the state, national and global levels.

The NGA Center for Best Practices is the only research and consulting firm that directly serves governors and helps governors and executive branch leaders develop and implement innovative solutions to public policy challenges. Our Government Relations team ensures that states are a strong voice in Washington, D.C. We also provide management consultative services to both new and incumbent governors, their senior executive staff and trusted advisors.



The NGA Center for Best Practices

Services:

- Customized Technical Assistance
- Facilitation & Strategic Planning Support
- Multi-State Consortia and Peer Learning
- Research & Published Reports

Program Areas:

- Behavioral Health
- Children & Families
- Cybersecurity
- Energy
- Environment
- Healthcare Delivery
- Homeland Security
- Infrastructure
- K-12 Education
- Land Management, Agriculture, Wildlife, & Rural
- Postsecondary Education
- Public Health
- Public Safety & Legal Counsels
- **Workforce Development & Economic Policy**



NGA Center for Best Practices: Services



Governors' Advisors
and State Executives
Networks



Multi-State Peer
Learning Cohorts



Facilitation and
Strategic Planning
Support



Research and Policy
Briefs



Customized
Technical Assistance



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A Critical Moment for Workforce Development

- Extraordinarily tight labor market
- Historic federal investment
- Critical opportunity in 2024 WIOA Planning



What's New with the Governor's Workforce Development Board

Laura Beeth
GWDB Chair

Katie McClelland
GWDB Director



What's New with the Governor's Workforce Development Board

Katie McClelland
GWDB Director

Surya Iyer
Polar Semiconductor

Amanda Taylor
GreaterMSP

Jeana Fortney
Minnesota Association
of Workforce Boards



Closing Remarks

Marc Majors

Deputy Commissioner for Workforce Development



Thank You!

Achieving the Governor's Strategic Vision through State- Local Coordination

2023 Minnesota Workforce Summit



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WIOA's Charge for the State Board

29 U.S. Code § 3111

- *the development, implementation, and modification of the State plan**
- *review of statewide policies, programs, and development of recommendations on actions that should be taken by the State to align workforce development programs**
- development and continuous improvement of the workforce development system
- *development and updating of comprehensive State performance accountability measures**
- identification and dissemination of information on best practices
- development and review of statewide policies affecting the coordinated provision of services through the one-stop delivery system
- development of strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system,
- development of strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery
- the preparation of the annual performance reports
- development of the statewide workforce and labor market information
- *the development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system**

WIOA Strategic Planning

1. Create, communicate, and execute the state's vision and priorities for workforce development;
2. Directing funding toward those priorities by leveraging authority over funding formulas and Governor's Reserve funds, and collaborating with partner agencies/programs; and
3. Ensure quality service delivery to employers and jobseekers by overseeing system performance and accountability.



[How Governors Can Execute Their Vision for Workforce Development \(NGA, 2023\)](#)

*The **upcoming WIOA four-year strategic planning process** offers an opportunity to collaborate across business leaders, agencies and community stakeholders to **develop an aligned workforce strategy** that incorporates best/emerging practices and federal programs.*

Creating, Communicating & Executing the State's Vision and Priorities for Workforce Development

1

Issue a clear charge to the State Workforce Development Board as a strategic leadership body

2

Appoint a Chairperson and Board Members who will carry out your vision for workforce development

3

Codify your vision and priorities in the State's WIOA Plan

Codify your Vision and Priorities in the WIOA State Plan

- Set forth a strong narrative in the “State Strategic Vision and Goals” component of the WIOA state plan;
- Align the WIOA state plan with existing priorities and other workforce development programs administered by the state;
- Ensure the WIOA state planning process serves as a tool to improve alignment and coordination with other state or federally funded programs that may require similar state planning, such as programs within housing, health and human services, education and other workforce development programs not funded through WIOA; and
- Empower all relevant stakeholders to provide input for the state plan

NGA's High-Performing State Workforce Board Framework

High-performing state workforce development boards fulfill three key roles:

- **Connector:** set and communicate a **vision** for the entire workforce system;
- **Convener:** model and manage **strategic partnerships** that achieve the vision; and
- **Conductor:** use data and accountability systems to **keep the system accountable.**



NGA's High-Performing State Workforce Board Framework

Expected Outcomes:

- **Business needs** are met
- **Workers' needs** are met
- **Policy and program development** is driven through the state and local board activity
- **Policy and resource alignment** is improved
- **WIOA compliance** objectives are met
- **Data on performance** and user feedback support continuous improvements



Role of State Workforce Development Boards

Connector: Set and Communicate A Vision

- Connect funding opportunities, strategic partnerships, and business and worker needs.
- Create a strategic vision through a shared language.
- Identify goals that connect to the strategic vision.
- Provide a voice and platform for individual members to participate in strategic thinking and the decision-making process.
- Setup and establish focused subcommittees or task forces around critical needs to develop recommendations.
- Consider an equity-based agenda for inclusive economic growth.
- Champion and promote the workforce system.

Role of State Workforce Development Boards

Convener: Model and Manage Strategic Partnerships

- Convene and routinely engage system stakeholders and strategic partners.
- Manage coordination and alignment across the federally-funded workforce system, education, human services, labor and commerce, community and advocacy organizations, and private and philanthropic partners.
- Seek constant feedback from industries and businesses with the greatest demand and quality employment opportunities.
- Develop investment strategies with state and regional economic development.
- Create mechanisms for effective partnership with local workforce areas and elected officials.

Role of State Workforce Development Boards

Conductor: Keep the System Accountable

- Conduct data analysis and develop system solutions to identify gaps and opportunity across regions, industries, and demographic groups.
- Engage voices of business and job seeker users to identify tactics for continued performance improvement.
- Make data actionable to inform the decision-making process.
- Evaluate and assess policies and programs to drive continuous improvement.
- Move from compliance to strategic thinking and doing.
- Create benchmarks for success as a system and as a Board.

Local and State Boards as Partners

High-performing state workforce development boards are successful **because** they engage their local boards as partners in each of their 3 key roles

- **Connector:** Local boards help develop the system-wide vision and goals
- **Convener:** Local boards mirror, support and inform the state-level model of developing and managing strategic partnerships
- **Conductor:** Data and feedback from local boards is necessary for an accountable and high-performing system



State and Local Roles in Planning Sector Partnerships

State Workforce Board

Describe sector partnerships in WIOA state plan

Support local sector partnerships with Governor's reserve funds

Provide technical assistance to local boards

Conducts employer outreach and models effective partnerships

Local Workforce Boards

Use WIOA adult or dislocated worker funds for sector partnerships

Develop, convene, or implement sector partnerships

Adapts state framework and integrates sector partnership as a core practice

Leads local partners in centering employer needs

State and Local Partners

Drive interagency collaboration

Provide data and performance tracking

Share best practices between sector partnerships

Use lessons learned to inform state policy

Colorado Sector Partnership Network

- Network coordinated by the state workforce board
- 850+ employers engaged in 28 sector partnerships across 12 regions
- Vision for state career pathways to be informed and developed by sector partnerships
- High performing sector partnerships criteria used to guide local sector partnership development:
 - Collective approach to industry current and future challenges
 - Impact measures that indicate value to systems and communities
 - Grows and maintains industry leadership
 - Industry engages in all priorities as full partners
 - Support partners have a coordinated approach
 - Communication strategy to inform stakeholders
 - Sustainable plan for leadership and funding



Colorado Workforce
Development Council



Kentucky Federation for Advanced Manufacturing Education (KY FAME)

- Originated in the automotive sector
- Includes 100+ employers and workforce and economic development partners across 12 regional chapters
- Steering committee includes representatives from the private sector, education, and government
- Participants complete a two-year apprenticeship program earning an associate degree, 1,800 hours of paid OJT, and an industry-recognized certification created by KY FAME
- Local boards can use WIOA Title I youth funds for work experience in KY FAME programs

FAMeUSA

California Breaking Barriers to Employment Initiative

- Grants to local collaborative partnerships to provide barrier-reduction services for participants in existing training programs
- Administered by state workforce board
- Statewide stakeholder engagement process with local board association to ensure successful design and implementation
- 26 local board <> CBO partnerships funded
- Target populations for the grants are aligned with WIOA employment barriers



Achieving the Governor's Strategic Vision through State- Local Coordination

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