

**Career Pathways Partnership Meeting Minutes**

Wednesday, April 18, 2018

2:00 – 4:00 p.m.

*Minnesota Department of Employment and Economic Development (DEED)*

*First National Bank Building \* 332 Minnesota St. Suite E200*

*James J. Hill Room, 2nd Floor*

*St. Paul, MN*

**Vision:**  *A healthy economy, where all Minnesotans have or are on a path to meaningful employment and a family-sustaining wage, and where all employers are able to fill jobs in demand.*

**Meeting attendees in person and by conference call:**

Mary Russell, Chair

Traci Tapani, Vice Chair

Susan Boehm

Amy Carlson

Julie Dincau

Julia Miller

Burke Murphy

Kati Neher

Mary Jo Shifly

Annie Welch for Heather McGannon

**Guest present:**

Hudda Ibrahim

**Staff present:**

Kay Kammen

Julie Kahn

**Introductions**

The meeting was convened at 2:02 p.m. Following introductions, Chair Mary Russell gave an overview of the planned agenda.

**Presentation on Somali Culture**

**Hudda Ibrahim, author and educator**

**The author of “From Somalia to Snow” explained how Somali refugees settled in Minnesota when an ongoing Civil War began in their home country in 1991. She stated that refugees are more likely to be entrepreneurs than other U.S. residents and she shared statistics on the contributions refugees make to the U.S. economy as consumers and taxpayers.**

**Cultural norms in social and professional situations differ from U.S. culture. For example, making eye contact and shaking hands are often interpreted differently in Somali culture. She told committee members that indirect, rather than direct, contact through third parties is sometimes preferred to resolve issues. She suggested, if in doubt about how to handle an exchange with a Somali professional, ask questions. Ms. Ibrahim also discussed halal (lawful) and haram (unlawful) Islamic practices and workplace accommodations for daily prayers and observance of Ramadan.**

**Questions from committee members centered on the lack of recognition of talents and education received by refugees in their home countries. Help through legislation and facilitating integration without loss of identity were also discussed.**

**“Co-enrollment 101”**

**Julie Dincau, Adult Basic Education Transitions Specialist, provided a definition of co-enrollment and shared the connection to policy and system alignment, as well as its relevance to Career Pathways.**

**The co-enrollment subgroup will be launched in the next month and will meet monthly at MCIT, 100 Empire Drive, St. Paul.**

**A group review and discussion of the Referral/Co-enrollment Subgroup Charter followed.**

**Announcements and Next Steps**

* Kay Kammen reported that the Modified State Plan was submitted to the U.S. Department of Labor on April 4, 2018 and provisionally approved, <https://mn.gov/deed/gwdb/priorities/wioa/>

Based on the GWDB’s recommendation, the revised goals of the State Plan are as follows:

1. Reduce educational, skills training and employment disparities based on race, disability, disconnected youth or gender.

2. Build employer-led industry sector partnerships that expand the talent pipeline to be inclusive of gender, race and disability to meet industry demands for a skilled workforce.

In response, Governor Dayton issued a letter to members of the GWDB requesting a clear definition of gender. He also outlined several expectations for the Board to incorporate gender into data analysis yet maintain focus on ending disparities for people of color and people with disabilities.

* Next quarterly meeting of the GWDB on June 13, 2018

**Adjournment was at 4:05 p.m.**

**Future 2018 CPP Meeting Dates**

Wednesday, August 22

Wednesday, Nov. 14