



Governor's Workforce Development Board Quarterly Meeting

Thursday, September 2023



Name

Organization

A Key Takeaway From the Workforce Summit

Agenda

- | | |
|------------|--|
| 10:00 a.m. | Welcome and Table Introductions |
| 10:15 a.m. | Action Items & GWDB Committee Updates |
| 11:00 a.m. | WIOA Core Partners State Plan Preview (Titles I, II, III and IV) |
| 12:00 p.m. | Networking Lunch |
| 12:45 p.m. | Combined State Plan Program Partners Preview |
| 1:30 p.m. | Regions 1, 2 and 3 Local/Regional Plan Preview and Discussion |
| 2:15 p.m. | Break |
| 2:30 p.m. | Regions 4, 5 and 6 Local/Regional Plan Preview and Discussion |
| 3:15 p.m. | GWDB Discussion and Vote on Vision and Goals |

GWDB Action Items

- Approval of GWDB Chair's Report
- Approval of Minutes from June 20, 2023

GWDB Committee Updates

- Sector Partnerships
 - Advanced Manufacturing
 - Caring Professions
 - Education
 - Technology
 - Trades
- Youth Programs
- Racial Equity
- Disability Equity
- Future of Work

WIOA Core Program Report Outs

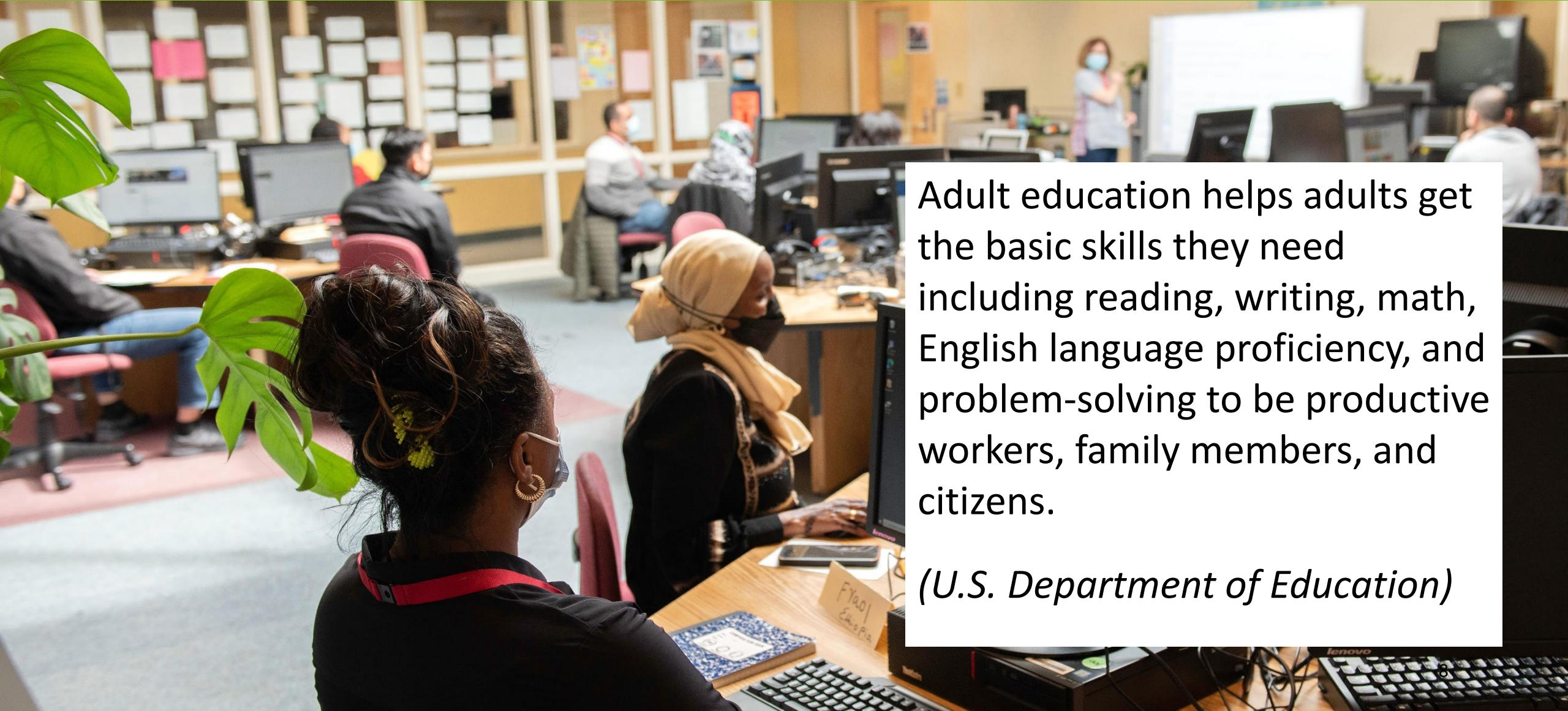
Titles I - IV



Minnesota Adult Education and the State WIOA Plan 2024-2027

Brad Hasskamp | State Adult Education Director/Team Supervisor

Adult Education (ABE) Definition and Overview



Adult education helps adults get the basic skills they need including reading, writing, math, English language proficiency, and problem-solving to be productive workers, family members, and citizens.

(U.S. Department of Education)

Adult Education (ABE) Target Population

An individual is eligible for ABE programming if they are:

- At least 17 years of age;
- Not enrolled in Kindergarten through 12th grade (K-12) instruction;
- Not required to be enrolled in K-12 instruction; and
- Qualify under one or more of the following conditions:
 - Learning English;
 - Earning a high school or equivalency diploma; and/or
 - Building basic educational skills.



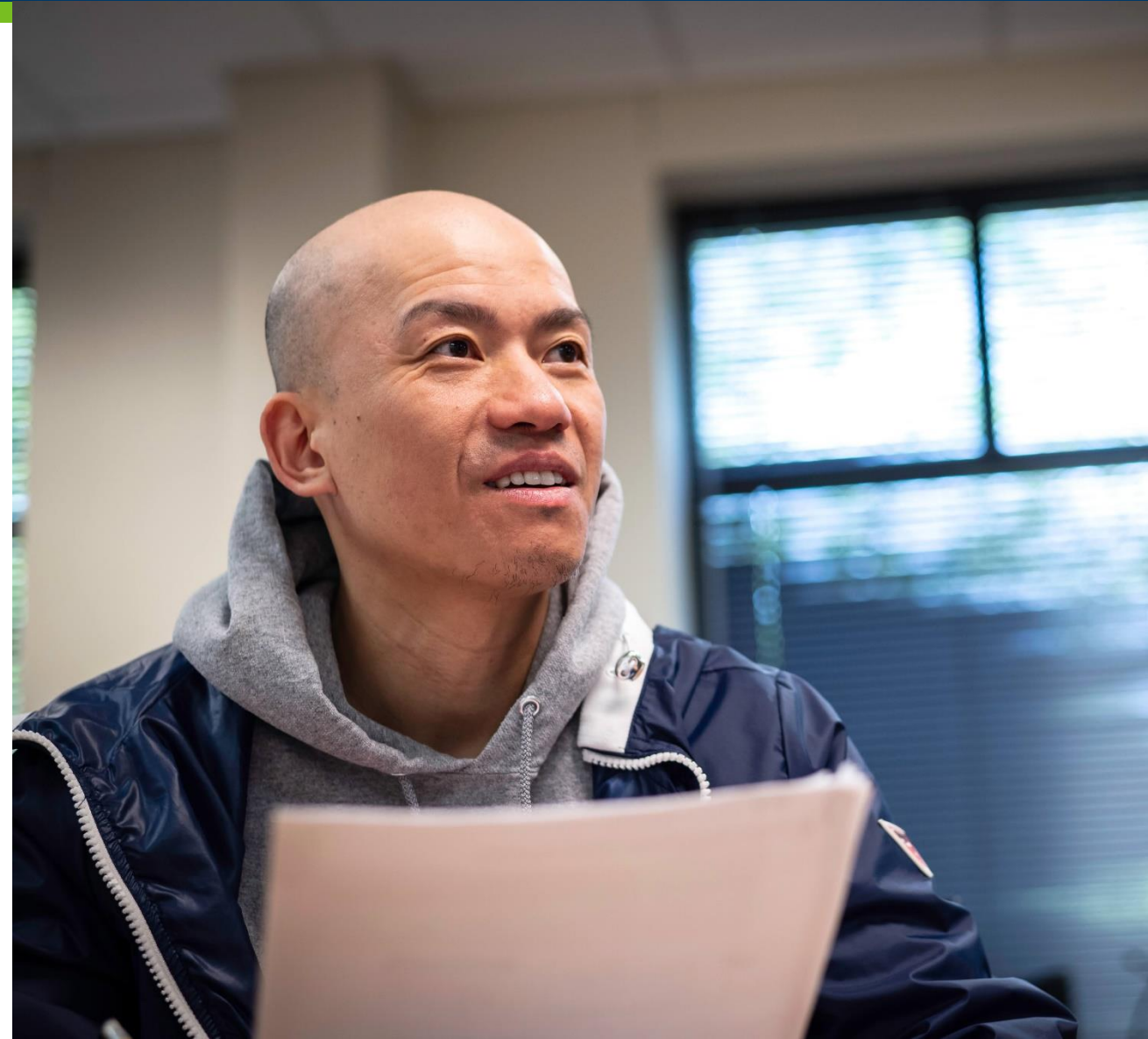


Who are the learners?

- 47,614 adults served last year
- An estimated 50% are English Language Learners
- Less than 20% identify as white
- More than 40% identify as Black or African American
- 59% are age 25-44
- 100% have WIOA-defined barriers to employment

ABE: Increase collaboration and alignment

- **Co-location** of adult education services with postsecondary, CareerForce, social service organizations, corrections, Tribal Nation entities, online, and more
- **Regional Transitions Coordinators** help connect ABE programs with partner systems and share best practices in effective partnering with the help of MAWB
- Collaboration with Minnesota State led to **Ability-to-Benefit** plan allowing adults access financial aid for postsecondary while still completing their diploma
- Collaboration with DEED and CareerForce to create **Conditional Work Referrals** to help build adults' technology and employability skills



ABE: Build employer-led industry sector partnerships



Last year, Minnesota ABE programs reported working with **333** different employer worksites.

- Develop **workplace education programs** with employers to build employees' skills
- Provide **Integrated Education and Training (IET)** with employers and training institutions to help individuals on their career pathways
- Provide **contextualized English, math and other basic skills** instruction for employees to help meet employers' needs
- Teach **essential technology, digital literacy, and employability skills** while learning English and other skills

ABE: Create a more inclusive workforce system

- Provide **English language classes** for newly arrived immigrants and refugees
- Identify and help connect ABE learners with **support services** to meet their needs and help them persist with their learning
- Develop a **learner advisory group** to help identify and analyze equity issues in adult education



Thank you!

Questions?

Brad Hasskamp

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Minnesota Combined State Plan- Title IV Vocational Rehabilitation Services (VRS) State Services for the Blind (SSB)

Dee, Torgerson, VRS Director

Natasha Jerde, SSB Director

Targeted Population: People with Disabilities

- **Pre-Employment Transition Services (Pre-ETS):** Students with disabilities age 14 through 21 enrolled in an educational program
- **Vocational Rehabilitation Program:** Eligible individuals with disabilities seeking competitive integrated employment
- **SSB Specifics:** Individuals who are blind, low vision, or DeafBlind
- **VRS Specifics:** All other individuals with disabilities

State Plan Alignment: SSB

Natasha Jerde

SSB's State Plan Vision

Through a change initiative called Evolve: VR, SSB is transforming into a program that:

- Creates a customer-centric program that results in individuals obtaining life-sustaining careers that offer competitive wages and opportunities for advancement,
- Provides individualized and transformational vocational services that are easy to navigate and positively impact the lives of individuals who are blind, low vision, and DeafBlind, and
- Results in becoming the best VR program in the country that people want to work for and with.

Evolve: VR MAPPP Framework

- Evolve: Mindset
 - Bring staff back to the core values of vocational rehabilitation and person-centered approaches.
- Evolve: Awareness
 - Showcase our program so that current and future partners know how to connect and collaborate with us to achieve a common goal: personal and vocational independence of Minnesotans who are blind, low vision, and DeafBlind.
- Evolve: Process
 - Create a customer-centric program that is easy for individuals to navigate on their journey to employment.
- Evolve: Personnel
 - Foster a program, environment, and culture that talented, qualified professionals seek out and want to work for.
- Evolve: Performance
 - Transparently talk about our program, and use the information to inform our service delivery approaches.

SSB's 2024-2027 Goals, Priorities and *Strategies

- 1. *Improve Partnerships.*** Increase interagency coordination with local and state workforce partners so that employers and individuals who are blind, low vision, and DeafBlind have a customer-centric, positive experience no matter which “door” they enter.
- 2. *Increase the Workforce Participation Rate.*** Build relationships with businesses that lead to career opportunities with family sustaining wages for individuals who are blind, low vision, and DeafBlind.
- 3. *Focus on Diversity, Equity, Inclusion, and Accessibility.*** Create an agency that better meets the needs of the current and emerging workforce, including improving services to new Americans, underrepresented communities, and veterans.
- 4. *Innovate and Create.*** Identify and implement innovative and evidence-based practices and service-delivery approaches so that individuals with disabilities have the same opportunities to engage in the labor market as everyone else.

*Strategies for each goal/priority are currently being drafted in partnership with the State Rehabilitation Council-Blind (SRC-B)

State Plan Alignment: VRS

Dee Torgerson

DRAFT VRS Vision

VRS's person centered employment and independent living services make Minnesota the national leader in employment rates for people with disabilities.

Across the entire state, VRS participants from youth to adults have access to a full range of services from training that builds skills and credentials to job exploration to work experiences to career advancement.

VRS is the trusted expert advisor supporting businesses in hiring, retaining and advancing people with disabilities as part of Minnesota's vibrant workforce.

VRS is actively engaged as part of a greater system movement to enhance the lives of people with disabilities through access to information, services, tools, and resources that support the full potential of life beyond work.

VRS's 2024-2027 Goals, Priorities and Strategies

Key alignments with WIOA State Plan Strategic Vision, Goals and Strategies

- Disability as part of the equity solution
- Untapped talent pool
- Support to business
- Strong partnerships

**VRS Goals, priorities and strategies are in draft form.*

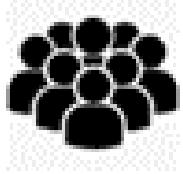
**Key Result measurements are in development.*

**Strategies for each OKR are in development with the State Rehabilitation Council (SRC), internal staff and partners, and external partners.*

VRS's draft OKRs aka 'the 4 Ps'



•Objective 1 **PUBLIC AWARENESS**



•Objective 2 **PEOPLE**



•Objective 3 **PROCESS**



•Objective 4 **PERFORMANCE**

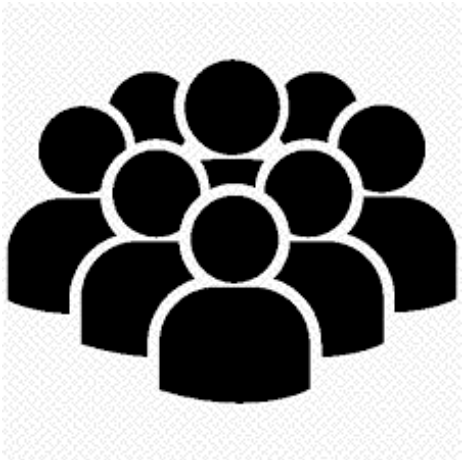
Objective: **PUBLIC AWARENESS** - Expanding awareness of VR and its services to both adults and youth from the wider population of Minnesotans with disabilities who could benefit from services.

Key Results:

- Increase the **total number of applicants for services**
- Increase the number of **applicants from underserved youth and adult populations.**
- Increase the number of **applicants from the fuller range of disabilities** including disability populations who may not be familiar with VR services.
- Increase the number of **applicants/participants interested in career advancement.**



Objective: **PEOPLE** - Creating and sustaining a strong network of internal talent and external partners whose shared passion accelerates the delivery of seamless disability employment and independent living services.



Key Results:

- Improve **recruitment of VRS talent.**
- (YIT) **Build VRS Pre-ETS/Transition staff development.**
- Improve **retention of VRS talent particularly amongst underrepresented groups BIPOC and people with disabilities.**
- (YIR) Strengthen relationships with community partners, **increase choice of and access to services.**
- **Increase the number of businesses** providing work experience and employment opportunities for VR participants.

Objective: **PROCESS** – Customer-focused design drives improvement of our internal and workforce system processes.

Key Results:



- Develop processes to **gather customer satisfaction information**.
- Improve **application to eligibility process and customer experience**.
- (YIT) Streamline, strengthen and share a statewide **VRS-school coordination process** the emphasizes diversity, equity, inclusion, access, and opportunity for all students with disabilities.
- Explore models of **career advancement services as part of VR service offering**.
- Increased **interagency coordination and alignment among the broad network of partners** to create a ‘no wrong door’ approach for individuals or employers engaging in the workforce system.

Objective: **PERFORMANCE** - Achieving the goal of more jobs for more people and meeting our federal requirements with fiscal integrity.

Key Results:

- Effective management of **an investment plan based on customer data and trends** for improved performance and federal compliance.
- **Minnesota's moving towards becoming the national leader in the employment rate of people with disabilities.**
- Reduce **disparities in service provision.**
- (YIT) Increase focus on **youth services performance and evaluation.**



Coordination with Others

- **GWDB Disability Equity Committee**
 - Identification and development of policy and systemic changes to minimize barriers people with disabilities face in employment and their communities
- **Local Workforce Boards**
 - Coordination and tracking of referrals and co-enrollments
 - Participation and representation in LWDA and MAWB meetings
- **DEED divisions, including WIOA programs, Office of Public Engagement, Office of New Americans, etc**
 - Coordination of outreach and engagement efforts
 - Coordination and tracking of referrals and co-enrollments
- **Disability-focused community organizations and consumer advocacy groups**
 - Coordination to improve service delivery
 - Policy development and systemic change

QUESTIONS OR FEEDBACK?

Thank You!



MINNESOTA

GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

Lunch

WIOA State Program Partner Report Outs

Federal Perkins Grant for Career and Technical Education (Perkins V)

The Carl D. Perkins Career and Technical Education Act of 2006 as amended by the Strengthening Career and Technical Education for the 21st Century Act (PL 115-224, enacted July 31, 2018)

GWDB
September 21, 2023

Karl R. Ohrn
System Director for CTE
Minnesota State

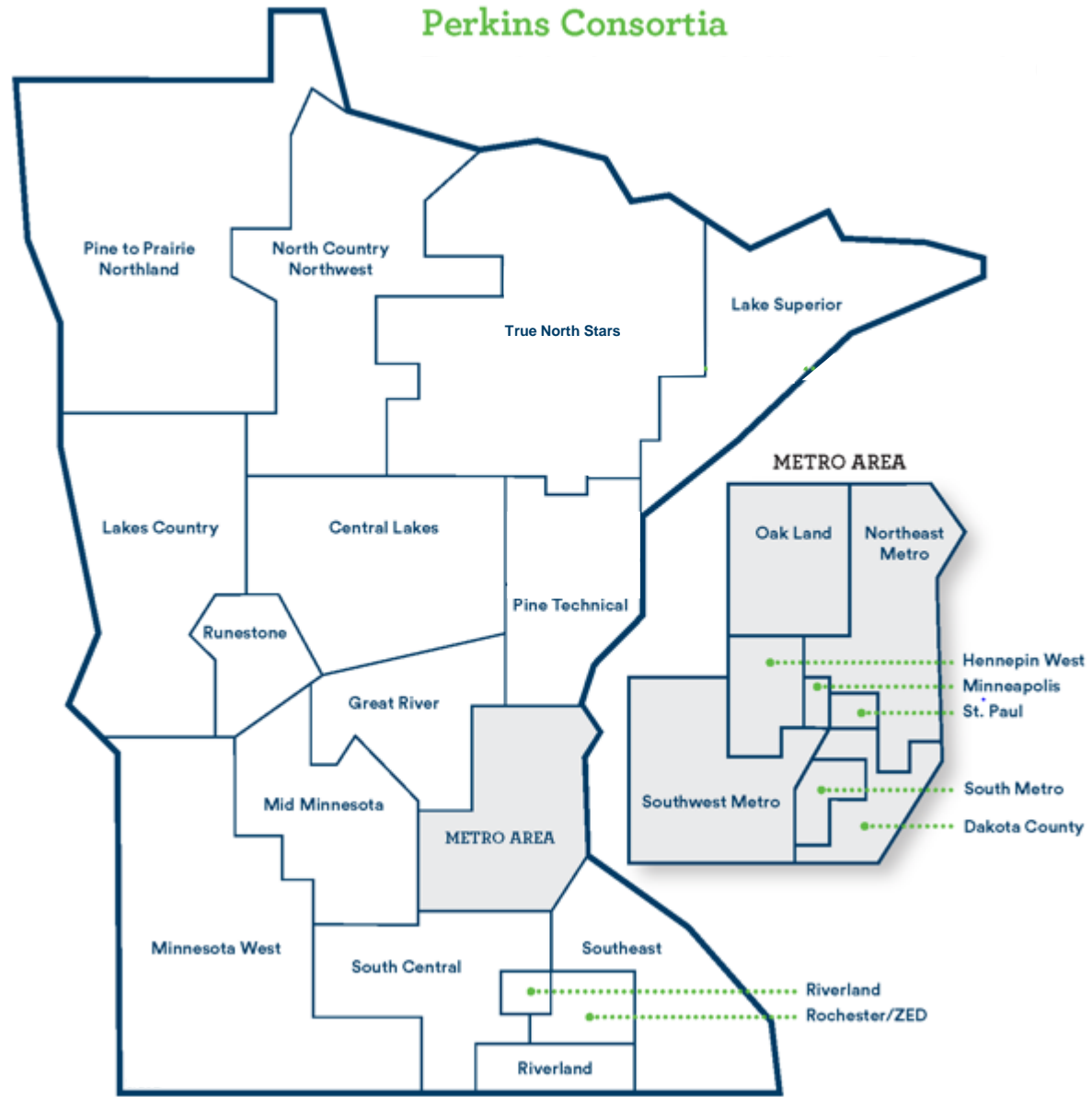


MINNESOTA STATE
Career and Technical Education

Purpose of the Perkins V Legislation

- To develop more fully the academic knowledge and technical and employability skills of secondary and postsecondary education students in CTE programs

Minnesota Perkins Consortia



Perkins V Priorities

- Data-driven Decision-making
- Increased stakeholder involvement
- Enhanced partnerships
- Efforts to serve special populations
- Accountability for results
- Target innovation and improvement
- Recruiting, training, and retaining teachers
- Providing high-quality CTE programs of study connected to high-skill, high-wage, in-demand occupations

Proposed Updates to the WIOA State Plan Strategic Vision, Goals, and Strategies

- **2024-2027 Proposed Strategic Vision:** The strategic vision of the One Minnesota Workforce Development Vision is that all Minnesotans will have equitable access to a workforce development system in which partners across the state are working toward a collective goal of providing workforce development programs that are responsive to employer needs in in-demand occupations and lead to good jobs with family-sustaining wages.
- **Proposed 2024-2027 WIOA State Plan Goals:**
 1. Increase interagency 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 employer-led industry-sector partnerships across the state to create or expand responsive and equitable workforce development programs and career pathways with work-based learning or on-the-job training, including Registered Apprenticeships, embedded, 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, changing labor market demands, and for the state’s shifting demographics, including our new Minnesotans.

Regional Breakout Session Report Outs

- Region 1 –
- Region 2 – Elena Foshay, Duluth
- Region 3 –
- Region 4 –
- Region 5 –
- Region 6 –

Local/Regional Planning

Region 2 – Duluth and NE Minnesota



Regional Alignment with State Plan

- Drive for 5 – very relevant to our region, many existing programs/partnerships
- Strong collaborative partnerships, seamless/no wrong door approach
- Youth programs – Collaborative partnerships with schools, between organizations
- Equity initiatives – Employer Champions, DEI Toolkit, Workforce Solutions Series
- Need to raise visibility of workforce system among both employers and jobseekers



What You Need to Know About Region 2

- Strong existing employer-led sector partnerships
 - Construction
 - Healthcare
 - Manufacturing – under development
- Strong collaborative relationships
 - 218 Trades
 - MYP/Youth programs
 - Colleges
- Duluth faces ‘big city’ problems, but with ‘rural community’ resources
- Flat population growth – need to attract workers
 - Triggers need for housing, child care
- Aging workforce – opportunity for engaging older workers in employment



Guidance Needed

- Training for new Directors/Board Members on the local/regional plan, process to develop, and timeline/due dates for deliverables
- Clear priority for investing in Local Workforce Development Boards as partners and leaders in local implementation of state plan
- Clarity on how DEED will be investing its resources (funding, staff) to support local/regional plan priorities
- Clarity on how DEED entities (VRS, Vets, Job Service, etc.) will be supporting operation and delivery of services through brick-and-mortar locations
- How will the new Business Services staff be deployed? What will they be tasked with? To what extent will they be connected to local board priorities?
- Misalignment between DEED competitive grants and local needs/priorities –let local Boards decide how to invest resources



Partnerships

- One of our region's strengths is partnerships!
- Community Based Organizations such as CAP agencies, organizations that serve diverse populations
- Counties, Cities, EDA/RDCs
- Employers, chambers, unions, associations
- Colleges, school districts, CTE/Carl Perkins, Adult Basic Education
- Workforce Partners
- Each other – regional board, joint grants, monitoring, policies, professional development, marketing



Alignment with the State Plan

- A focus on outreach to targeted populations and delivering person-centered, culturally competent services with a diverse staff
 - Service Levels and Outcomes Data gathered annually
 - All staff completed IDI assessment and annual DEI training
- Sector-Based Career Pathways programs for Quality Jobs – nursing, welding, community interpreting
- DEI training for local employers – workshops and specialized training for worksite supervisors

Innovative Programming

- DEI and Worker Retention Strategy
 - Career Exploration & Exposure to Quality Jobs
 - Career Events
 - Videos modeled after Road Trip Nation
 - Partners In Career Exploration
 - Work-Based Learning - intermediary between the school districts and local employers, connecting students with local employers – building social network and marketable experience
- Aligning youth programs with high school CTE courses – building on work experiences/internships

Innovative Programming

- Summer Internship Programs for college students
- Community Interpreter Career Pathway Program
 - Addressing a service need, opening doors for employers to hire diverse candidates, and creating a great employment opportunity for those we serve.
 - Example of regional collaboration
- Employer Led Sector Initiatives – Construction Trades Boot Camp



Needs from GWDB

- Creating a shared vision and workforce development plan for the state that includes strategies identified by local boards.
- Creating a shared vision for the CareerForce locations across the state
- Greater emphasis on worker retention and recruitment in the state – South Dakota is recruiting heavily in MN, (Build Dakota Program, Mailers)



Questions

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Executive Director

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GWDB Discussion on Vision, Goals, and Strategies

Laura Beeth and Katie McClelland

GWDB Voting Members

(MN Statutes 116L.665)

Business Representatives:

(WIOA: more than 50% required)

Non-Business Representatives:

22 total

Governor: **1**

Chief Elected Officials (City/County): **2**

Legislature: **4**

State Agencies: **3** (DEED, MDE, DHS)

Labor: **6**

Community-Based Organizations: **2**

Higher Ed.: **4** (MN State, UMN, Private Post-Secondary, Career Technical Education)

Discussion Questions

- Does the vision align with Governor Walz’s overarching vision and priorities for workforce development? Does the vision reflect the workforce system’s dual customer base of workers and employers?
- How can the GWDB ensure strategic alignment between the “compliance” components of the plan with the vision and goals?
- Do the plans we heard from the LWBs seem to be aligned with these vision and goals?
- What resources, support, guidance, etc. can/should the GWDB provide to LWBs to ensure the development and implementation of their plans aligns with the statewide vision and goals?
- Are these goals measurable? What metrics should we rely on as we fulfill our role in keeping the system accountable?
- How can GWDB members champion these vision and goals collectively as a board and individually as leaders in our own sectors?

GWDB Staff



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