



GWDB Quarterly Meeting

Wednesday, September 25

Virtual Meeting via Teams

12:30 – 2:30 p.m.



Agenda

Time	Agenda Item	Presenter
12:30 p.m.	Welcome and Introduction of Chair and Vice Chair	Surya Iyer, GWDB Chair DeLinda Washington, GWDB Vice Chair
12:45 p.m.	GWDB Action Item <ul style="list-style-type: none">Approval of Minutes from the June 12, 2024 Quarterly GWDB Meeting*	Surya Iyer
12:50 p.m.	GWDB Survey Responses	Surya Iyer/Katie McClelland, GWDB Director
1:10 p.m.	One Minnesota/GWDB Update & Discussion	Commissioner Nicole Blissenbach, Minnesota Department of Labor & Industry
1:35 p.m.	GWDB Committee Updates & Critical Conversations	Katie McClelland and Committee Chairs
2:00 p.m.	Federal Funding Updates	Katie McClelland
2:15 p.m.	GWDB & MAWB Annual Joint Meeting Feedback	Surya Iyer
2:30 p.m.	Closing Remarks and Adjournment	Surya Iyer

New GWDB Leadership



Surya Iyer

**Chair, Governor's
Workforce
Development Board**

President & COO, Polar
Semiconductor



DeLinda Washington

**Vice Chair, Governor's
Workforce Development
Board**

Senior Vice President,
Chief People Officer,
HealthPartners

GWDB Chair & Vice Chair Qualifications

- **Workforce Development Engagement** – Current engagement around workforce issues that align with the Governor's interests and goals, both by the individual and by their companies, including:
 - Demonstrates engagement with employer partners around solving Minnesota's workforce challenges;
 - Provides welcoming workplaces to underrepresented populations and has committed to or implemented diversity, equity and inclusion (DEI) initiatives and/or organizational culture assessments, and Good Jobs Principles;
 - Has established partnerships with local workforce development organizations supporting youth employment, non-traditional pathways to employment, or skills development opportunities like apprenticeship programs; and
 - Demonstrated or plan to hire individuals from DEED training programs;
- **Industry representation** – Company represents or has leading business areas in one of the five Drive for 5 sectors: Caring Professions, Education, Manufacturing, Technology or the Trades;
- **Company type** – Company with significant roots or investments in Minnesota;
- **Geographic representation** – Company serves or has a significant presence in the state of Minnesota;
- **Leadership Characteristics** – This position will serve as an ambassador for the Governor's message and priorities on workforce development across the state and nation. This person should be a senior leader with talent-related, company-wide decision-making authority within their company. Leadership characteristics include:
 - Comfort with public speaking;
 - Ability to understand complex priorities and connections across state workforce development programs;
 - Interest in identifying or supporting the implementation of best practices across state workforce development partners;
- **Engagement with the Governor & Lt. Governor's Workforce Priorities** – Company or individual has engaged or is actively engaged in workforce development activities prioritized by Governor Walz and Lt. Governor Flanagan.

Welcome New Members!

- **Misun Bormann**, Human Resources Director for Workforce Development, Mayo Clinic
- **Dr. Rebecca Cunningham**, President of the University of Minnesota
- **Amanda Hardy**, Employer Engagement Officer at Summit Academy OIC
- **Mary Niedermeyer**, CEO, CAPI USA
- **Sandra Pulles**, Vice President of Equity and Inclusion, Serve Minnesota
- **Travis Thibodeau**, Chief of Staff, Minnesota Nurses Association
- **Brian Zirbes**, Executive Director, Minnesota Association of Resources for Recovery and Chemical Health

Thank you to following outgoing members for their service and commitment to Workforce Development in Minnesota:

- **Tuleah Palmer**
- **Scott Parker**
- **Dr. Paul Pribbenow**
- **Kyle Van Acker**



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GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

GWDB Business

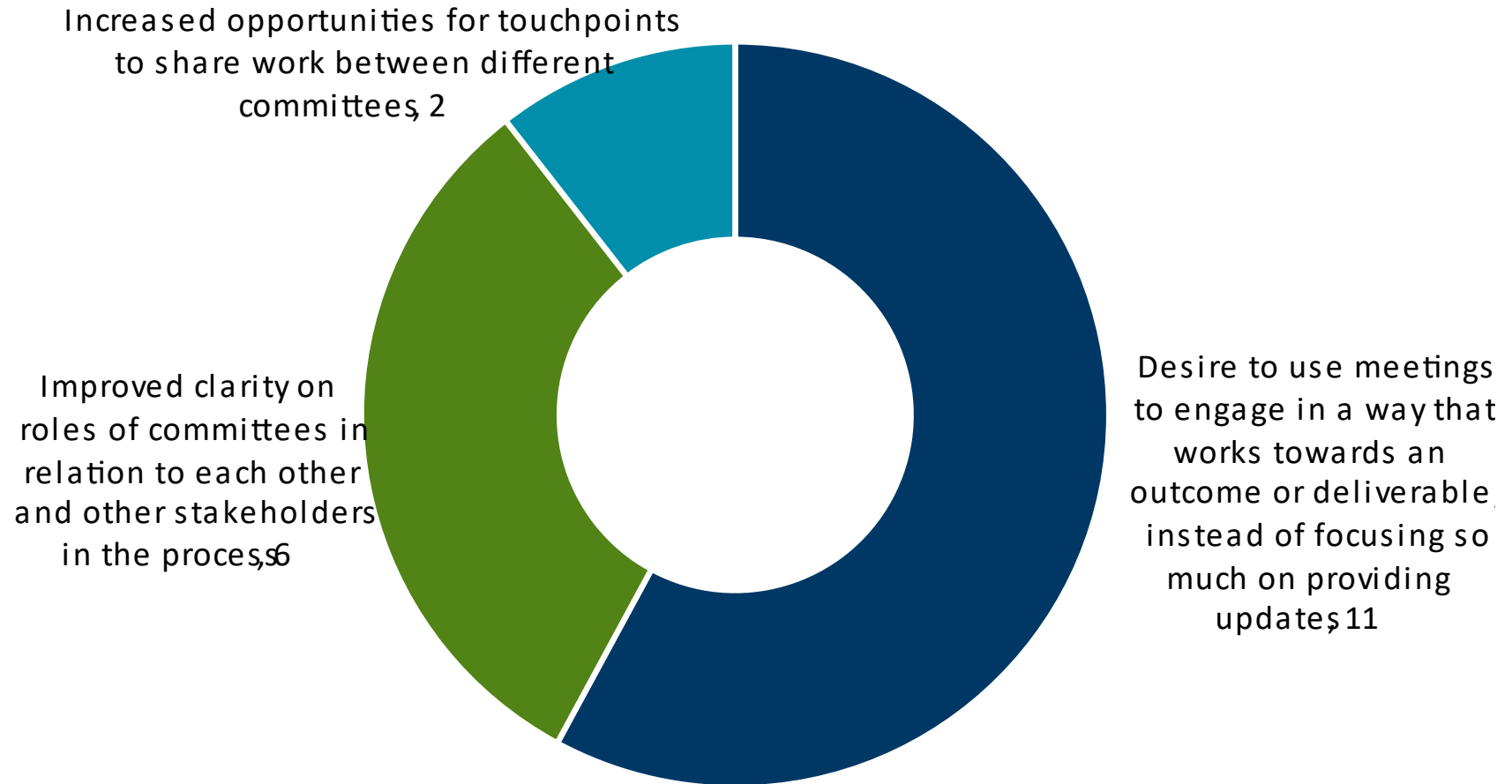
Approval of Minutes

- Approval of Minutes from the **June 12, 2024** Quarterly GWDB Meeting



GWDB Restructure Feedback

Summary of Responses



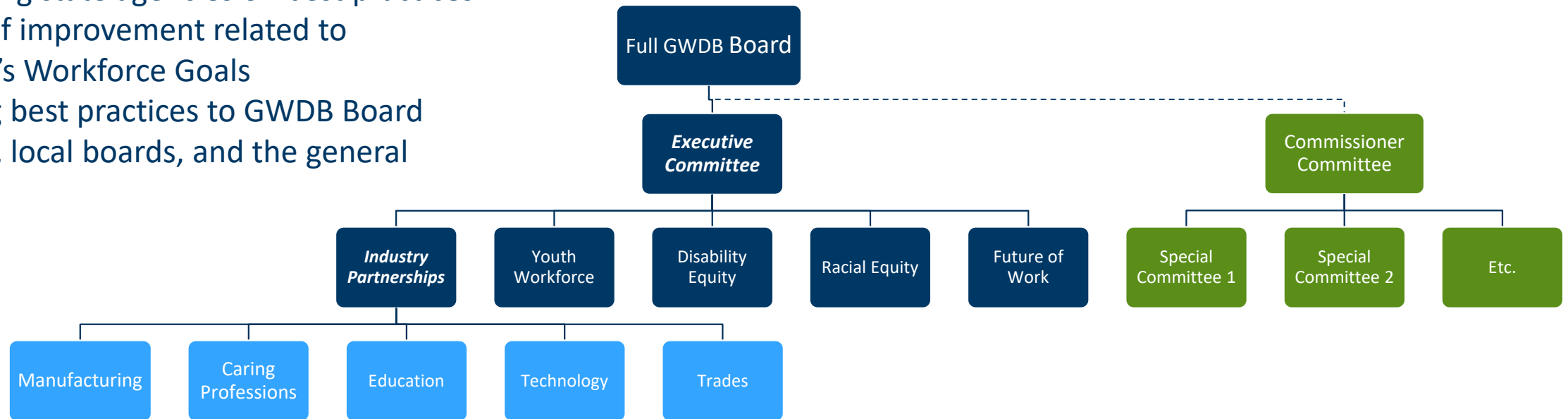


GWDB One Minnesota Updates

Updated GWDB Structure

GWDB Purposes:

- 1) informing state agencies on best practices or areas of improvement related to Governor's Workforce Goals
- 2) Sharing best practices to GWDB Board members, local boards, and the general public



Building Enterprise Workforce Development Alignment

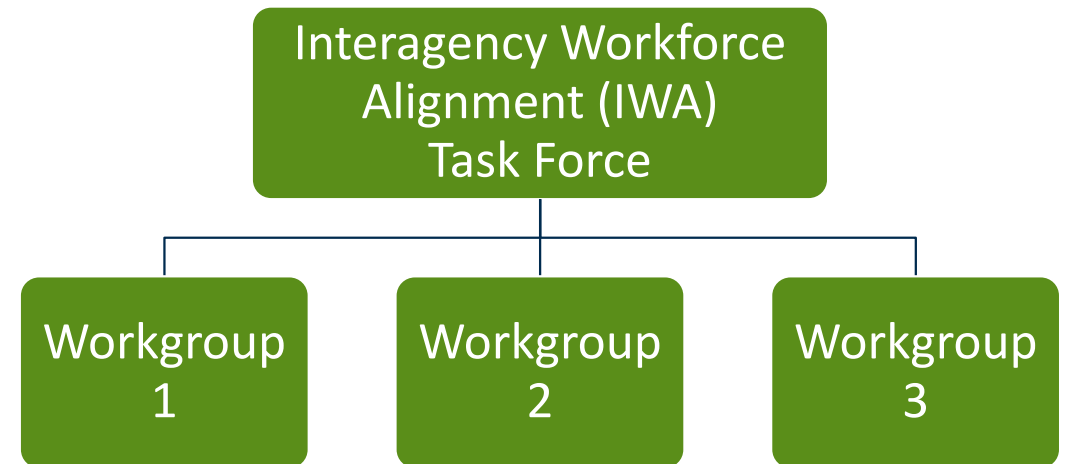
Overarching Aim of Using the GWDB as the Space for Interagency Alignment:

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.

Final Proposal for Interagency Workforce Structures

- An Interagency Workforce Alignment (IWA) Task Force will be developed, comprised of Commissioners from DEED, MDE, DLI, OHE, and DHS. Other agencies will be invited to participate on an ad hoc basis depending on priorities.
- Workgroups will be developed to address priorities identified by IWA.
- The IWA will be independent of the GWDB.
- Processes will be developed to create intentional opportunities for engagement between the IWA and GWDB members.



Leadership for Proposed Interagency Structures



- Interagency Workforce Alignment Task Force (IWA) will lead using a co-chair model with DEED Commissioner a permanent co-chair. Co-chair from another state agency will serve 3-year terms, rotating based on a predetermined ordered list. The order is DLI, OHE, MDE, and DHS.
- At the start of each state fiscal year, the IWA will identify priorities to address that year. Workgroups may be created based on these annual priorities.
 - Workforce Inventory and budget development are the FY2025 priorities.
- Each workgroup will have a single Executive Sponsor acting as lead agency chosen from IWA members by vote, if needed. IWA members can vote for a co-lead, if desired. The Executive Sponsor will assign a senior leader (AC or DC) to attend workgroup meetings and lead implementation.
 - Cmr. Varilek is the Executive Sponsor for the Workforce Inventory Special Committee.
- Agency subject matter experts will be assigned as workgroup members by Commissioners. Each agency should have at least one representative and can have more, aiming for similar representation.

IWA Engagement with GWDB Bodies and Members



- Interagency Workforce Alignment (IWA) Task Force will develop a quarterly report providing an overview of their work and workgroup projects to be shared with full GWDB & Governor's Office in advance of GWDB quarterly meeting.
- During each quarterly GWDB meeting time will be reserved for in-person engagement between IWA members and GWDB standing committees.
- Topics and structure of this part of meeting can be varied to best fit needs at the time.
- This process is meant to respond directly to feedback from GWDB members requesting that meeting time be more focused on outcome-oriented activities.
- Throughout the year, IWA will make specific requests for information and feedback of GWDB bodies using formalized written process. They will also share back how feedback and information was used with GWDB standing committees. GWDB members will have opportunities to share industry insight with IWA.

Committee Members and Staffing

Executive Committee

- GWDB Chairperson (also EC Chairperson)
- Vice Chairperson
- Chairs of standing committees
- DEED Commissioner
- MDE Commissioner
- Labor representative
- Education representative
- At-large member
- *GWDB Staff*

GWDB Standing Committees

- Chair or Co-Chair from Industry
- Relevant external partners
- Relevant agency staff members
- *Interagency staffer or co-staffer*

IWA

- State agency Commissioners as determined necessary
- *GWDB Staff*

Special Committees

- Commissioner (Executive Sponsor only)
- Senior Leader(s) (Special Committee Sponsor)
- Staff members (SMEs) at relevant agencies
- Other members as needed
- *Interagency staffer or co-staffer*

Committee Responsibilities

Executive Committee

- Develop performance standards for state workforce centers, with local workforce boards and other stakeholder input
- Submit legislative report on performance and outcomes of workforce centers
- Provide recommendations on funding levels and sources, program changes, and administrative changes
- Addresses legislative issues and make policy recommendations to full GWDB
- Monitors work and products developed other GWDB committees and GWDB staff

Commissioner Committee

- Operate independently
- Prioritize, oversee and align work defined in the Aims in the proposed new Special Committees
- Provide quarterly report on work around Aims to full GWDB & Governor's Office, shared publicly
- Provide information to GWDB standing committees and responds to committees' recommendations
- Prioritize proposed initiatives from Special Committees
- Carry responsibility for outcomes associated with goals and overall Aims

Staff & Special Committee Responsibilities

GWDB & Committee Staff

- GWDB Staff coordinate across all committees to identify and communicate shared priorities/goals/challenges
- Support/coordinate the development of goals, metrics, reports, etc.
- Identify or communicate opportunities for implementation of committee activities to Commissioners and agency staff as appropriate
- Schedule meetings and take meeting minutes
- Support the production of shared documents, resources, reports, etc. as appropriate

Special Committees

- May be short-term or ongoing based on need
- Senior Leaders lead work identified by the Commissioners and interagency/external partners
- Responsible for carrying out the work
- Establish a set of goals/priorities based on the larger goals set by the Commissioners
- Create timelines and implementation plans
- Identify barriers to implementation or goal completion and provide policy, guidance or legislative recommendations to the Commissioners



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GWDB Committee Updates

Committee Leadership and Staff

Subcommittee	Member Co-Chairs	Staff
Technology	Jeff Tollefson, Pending	Jessica Miller, DEED Director of Workforce Strategy Adesewa Adesiji, DEED Workforce Strategy Consultant
Caring Professions	Nicole Mattson, Pending	Ann Meyers, DEED Adult Career Pathways Director
Education	Troy Haugen Naveen Aggarwal	Pending
Advanced Manufacturing	Steve Kalina Gabe Mooney	Della Ludwig, DEED Workforce Strategy Consultant
Trades	Sam Heimlich Roy Smith	Liz McLoone, DEED Rapid Response Specialist/Labor Liaison
Committee	Member Chairs, Vice Chairs	Staff
Racial Equity	Linda Sloan, Chair Whitney Harvey, Vice Chair	Sonji Davis, GWDB Workforce Policy Coordinator
Youth Programs	Bernie Burnham, Chair Hannah Ahlstead, Vice Chair	Cory Schmid, DEED State Program Admin Coordinator
Disability Equity	Josh Berg, Chair Vice Chair Pending	Natasha Jerde, Director, State Services for the Blind Kay Kammen, GWDB Senior Policy Analyst
Future of Work	Rob Stark, Chair Kevion Ellis, Vice Chair	Pending

Guidance on Public Meetings

GWDB By-Laws

SUNSHINE PROVISION (according to federal Workforce Innovation and Opportunity Act)

The State BOARD shall make available to the public, on a regular basis through electronic means and open meetings, information regarding the activities of the State BOARD, including information regarding the State Plan, or a modification to the State Plan, prior to submission of the plan or modification of the plan, respectively, information regarding membership and, on request, minutes of formal meetings of the State BOARD.

Minnesota Statutes 116L.665 - Workforce Development Board

Subd. 2(b). All meeting notices must be posted on the board's website. All meetings of the board and committees must be open to the public. The board must make available to the public, on a regular basis through electronic means and open meetings, information regarding the activities of the board, information regarding membership, and, on request, minutes of formal meetings of the board.

Meeting Minutes



GWDB Subcommittee or Committee Name

Meeting Minutes

Date | Time | Virtual Meeting via Microsoft Teams

Attendance (Include members, [guests](#) and staff)

Agenda Items & Key Points

Committee Action Items

Recommendations/Proposals/Requests

- GWDB Executive Committee
- Interagency Workforce Alignment Task Force (IWA)

Next meeting date

Additional Notes

Critical Conversations

- What problems or challenges have you seen or experienced that affect employment or economic development in Minnesota?
- What are factors (including circumstances, policies, laws, regulations etc.) that are harming successful outcomes or creating problems?
- What solutions (including regulations, policies, programs, etc.) could help address these problems or challenges?
- What would be the minimum version of your proposed solutions that could still have a meaningful impact? What are the most critical parts of your proposal?
- What partnerships (including with public sector, private sector or non-profit organizations) could help make your idea successful?

All Committee responses due by Friday, October 18

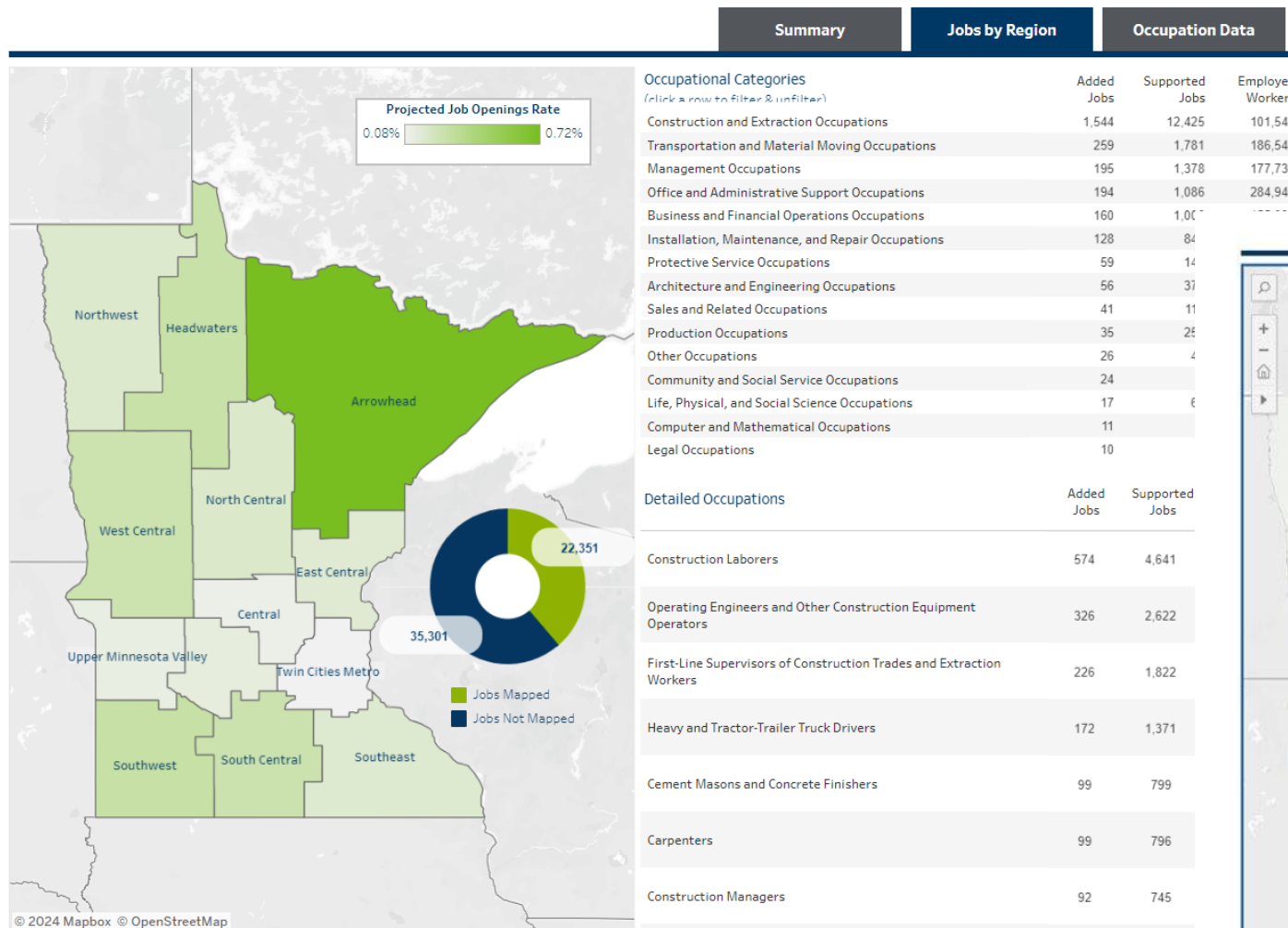


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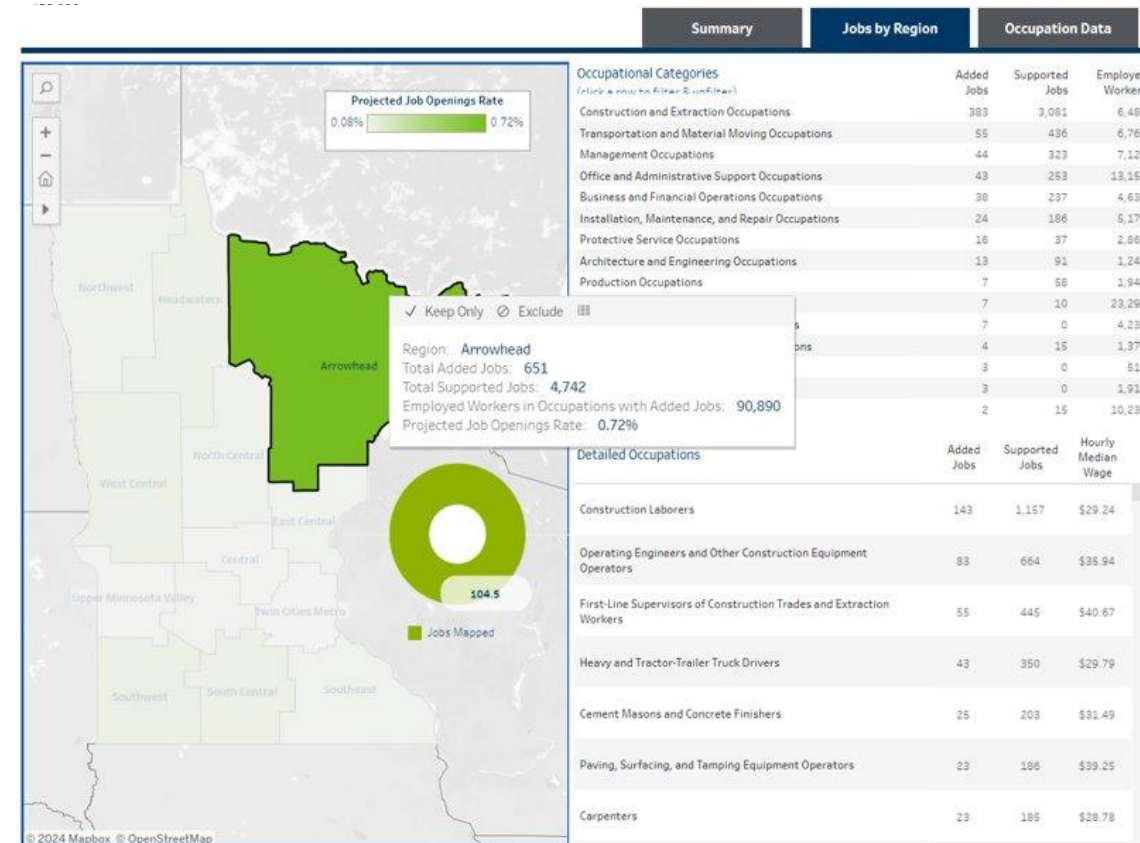
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Federal Funding Updates

Jobs By Region Draft



Dashboard will show statewide forecasts and regionally specific forecasts as seen below



Draft Occupation Data

Summary

Jobs by Region

Occupation Data

Occupation Search:

Projected Difficulty to Fill Added Jobs

Education Required

Related Job Experience Required

Occupation Category

Occupation Data will demonstrate demand for all relevant occupations impacted by federal funding.

Occupation Title	Added + Supported Jobs	Median Wage Hourly	Education Required	Related Job Experience Required	Projected Difficulty to Fill
Construction Laborers	10,637	\$27.45	No formal educational credential	None	
Operating Engineers and Other Construction Equipment Operators	5,688	\$37.67	High school diploma or equivalent	None	
First-Line Supervisors of Construction Trades and Extraction Workers	4,426	\$45.78	High school diploma or equivalent	5 years or more	
Heavy and Tractor-Trailer Truck Drivers	2,644	\$29.89	Postsecondary nondegree award	None	
Carpenters	1,903	\$30.91	High school diploma or equivalent	None	
Construction Managers	1,859	\$51.40	Bachelor's degree	None	
Cement Masons and Concrete Finishers	1,494	\$31.94	No formal educational credential	None	
General and Operations Managers	1,350	\$46.78	Bachelor's degree	5 years or more	
Paving, Surfacing, and Tamping Equipment Operators	1,226	\$36.37	High school diploma or equivalent	None	



Occupation

[Find current job openings in this occupation](#)

Construction Laborers

Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers.

[View similar military careers](#)

Also known as

Bituminous Asphalt Technician, Construction Laborer, Construction Worker,

Data By Region

Select a Region to get Demand, Wage and Cost of Living information for a specific region of Minnesota.

Statewide

Northwest

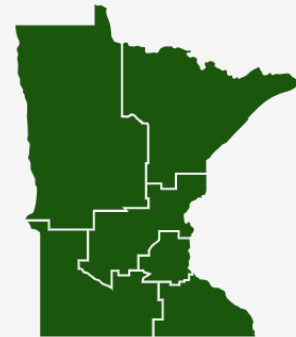
Northeast

Central

Metro

Southwest

Southeast



Demand

Minnesota (Statewide)



10-Year Growth **8.3%**

10-Year Openings **32,980**

Wages

Minnesota (Statewide)

People in this occupation in Minnesota tend to earn **\$22.75 to \$36.38 per hour**.

Cost of Living

Minnesota (Statewide)

A typical family in Minnesota with two adults - working a combined 60 hours per week - with one child at home needs to earn **\$18.20** per hour per worker to meet their basic needs.

Qualifications

Certification Information

Some employers may require an occupational certification to work in this career.

- [Green Business Certification Inc.](#) - LEED Green Associate - Core
- [National Association of Home Builders](#) - Certified Graduate Associate -

Education

The typical education required for this career in Minnesota is:

Less than high school

Licensing Information

What Comes Next

- Coming soon - Workforce Needs Dashboard!
- Regional convenings for infrastructure & climate workforce planning with regional partners
 - Will include Regional Labor Market Information Analysts, Local Workforce Boards, Union Partners, Employers, Community-Based Organizations, State Agency representatives
 - More in-depth analysis for regional workforce needs and planning to equitably and inclusively grow our infrastructure & climate workforce and support employers in providing high-quality employment



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GWDB & MAWB Annual Joint Meeting Feedback

Questions?

GWDB & MAWB Annual Joint Meeting

Thursday, December 12

10:00 am – 2:30 pm

Katie McClelland, GWDB Director
katie.mclelland@state.mn.us

Kay Kammen, Sr. Policy Analyst
kay.Kammen@state.mn.us

Sonji Davis, Workforce Policy Coordinator
sonji.davis@state.mn.us