

WIOA 2024-2027 Combined State Plan

EXECUTIVE SUMMARY



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Overview of Minnesota’s 2024 – 2027 Combined State Plan



Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each state must submit a workforce State Plan to the Secretary of the U.S. Department of Labor and the Secretary of the U.S. Department of Education that outlines a four-year strategy for the State’s workforce development system. The State Plan serves as the state’s strategic workforce development plan and provides analyses of the state’s economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the state’s workforce development system and alignment strategies for workforce development programs to support economic growth. The successful submission and approval of the State Plan in turn ensures that Minnesota receives the annual federal appropriation for the Core Programs in this summary. The Minnesota Governor’s Workforce Development Board (GWDB) is established under WIOA and supports the development, implementation, and modification of the State Plan as required by WIOA.

ONE MINNESOTA STRATEGIC VISION, GOALS AND STRATEGIES

The State Strategic Vision, Goals and Strategies for 2024-2027 were developed by modifying the previous State Plan’s Vision, Goals and Strategies in consultation with workforce program administrators, the Governor’s Workforce Development Board (GWDB), the Minnesota Association of Workforce Boards (MAWB), and the National Governor’s Association (NGA). The shift in Vision, Goals and Strategies represents a new strategic direction for workforce development in the state, one that is focused on breaking down silos across workforce partners and being more intentional and proactive about the delivery of programs and services to Minnesotans. More information about the State Plan Strategic Vision and Goals can be found in subsection b: State Strategic Vision and Goals of Section II: Strategic Planning Elements.

2024-2027 WIOA Strategic Vision

The strategic vision of the One Minnesota Workforce Development Vision is a healthy economy where all Minnesotans 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.

2024-2027 WIOA State Plan Goals

1. Increase interagency and local area 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 or expand employer-led industry-sector partnerships across the state to create or expand responsive and equitable workforce development programs and career pathways with embedded work-based learning or on-the-job training, including Registered Apprenticeships, 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 including new and emerging technology, changing labor market demands, and for the state’s shifting demographics, including our new Minnesotans.



2024-2027 WIOA STATE PLAN STRATEGIES

For the state to achieve the One Minnesota Vision for workforce development, each workforce partner across the state should be working toward implementing the Governor’s major workforce priorities in a unified manner. The strategies described below are intended to support and advance the coordination of statewide initiatives and strategies and better understand how these strategies can be implemented at a program or local level. This will also help with improving alignment between federally funded and state-funded programs, ensuring that all programs are moving in similar strategic directions.



- [Drive for 5](#): The Drive for 5 Initiative was created to prepare more Minnesotans for high-demand jobs in five occupational categories: technology, the trades, caring professions, manufacturing, and education.
- [Targeted Populations](#): This state-wide initiative was created to bring workers who have been overlooked for employment – particularly people of color – into the workforce at family-sustaining wages.
- [Office of New Americans \(ONA\)](#): ONA was created to support immigrant and refugee inclusion, reduce barriers to employment, and improve connections between employers and job seekers.
- [Good Jobs Principles](#) the U.S. Department of Labor and U.S. Department of Commerce released the Good Jobs Principles to create a shared vision of job quality across workforce partners.
- [North Star Promise](#): Minnesota is implementing a free college program beginning in the fall of 2024.
- [Individualized Career Services](#): Career services to job seekers play a critical role in supporting placement and providing more individualized career services as described in section 134(b)(2)(A)(xii) of WIOA are an evidence-based model for improving individual’s earnings.
- [Attracting and retaining workers](#): Minnesota continues to face challenges with population growth, which makes attracting and retaining workers even more important to supporting a healthy and thriving economy in our state.
- [Supportive Services](#): Providing wraparound or supportive services is critical to ensuring that underrepresented populations or individuals with barriers to employment have access to the resources they need to enroll or complete workforce development programs and are retained in employment.
- Adult Education (ABE) aligns with the state plan strategies through ongoing state and local-level partnerships. ABE is working with the GWDB and local workforce development boards to partner with the Drive for 5 initiative by sharing information with all ABE providers, identifying potential funding and program partnerships, and recruiting participants in these high demand occupational sectors. The majority of ABE participants are part of the identified targeted population; more than 75% of participants identify as people of color utilizing federal race and ethnicity categories. ABE providers collaborate with workforce development staff and social service organizations to provide individualized career services, supportive services, and additional services, based on learner needs and goals.
- Adults in the Temporary Assistance to Needy Families (TANF) household can pursue training and education opportunities while receiving Minnesota Family Investment Program (MFIP) benefits. This can be job skill training related to employment and post-secondary training and education. TANF families are available to fill in gaps in the labor market and benefit from access to educational opportunities that will improve the employability and increase the household income. TANF households benefit from the services offered at CareerForce Centers such as technical and skills training, customer service, effective communication, job seeking skills, building business relationships, creating cover letters and resumes, and preparation for an individualized job search.
- The JVSG team is integrated with the Workforce Development Division and CareerForce (AJC) System. As such, they work closely with teams that focus on sector strategies, include the Workforce Strategy Consultants, the newly created Drive for 5 Employer Engagement team, and Local Workforce Development Boards across Minnesota. In staying connected to these efforts they are able to stay at the forefront of sector strategies and carry pathways. Additionally, they work with other one-stop partner programs to ensure opportunities for Veterans to receive training on in-demand sectors or occupations as needed via co-enrollment in available state and federal programming.

- The Office of Economic Opportunity (OEO) and the Community Service Block Grants (CSBG) program have transitioned out of the Department of Human Services’ Economic Assistance and Employment Supports Division. OEO-CSBG have created a network in partnership with Community Action Agencies. In using a Whole Family Systems approach, it is hoped that employment services, workforce development and poverty reducing programs will work in greater collaboration and alignment going forward.

More information about the State Plan Strategies can be found in Section II: Strategic Planning Elements, Subsection c: State Strategy.

Goal 1: Interagency and Local Coordination



Increase interagency and local area 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.

To achieve this goal, the state and local partners will be focused over 2024-2027 in reimagining the way our programs work together. This includes:

ONE MINNESOTA OVERVIEW

For the state to achieve the Governor’s One Minnesota Vision for workforce development, each workforce partner across the state should be working toward implementing the Governor’s major workforce priorities in a unified manner. To better support interagency alignment, the GWDB will be utilized for interagency alignment in order to 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. This will be accomplished through focusing on three aims:

- 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.

For more information on the One Minnesota Workforce Shortage work being implemented under the GWDB, see the Strategic Partnering Section of Section I: WIOA State Plan Type and Executive Summary, subsection b. Executive Summary.

MINNESOTA WORKFORCE SUMMIT

Starting in 2023 and happening annually thereafter, the GWDB hosts an annual Workforce Summit to bring together workforce development stakeholders around the State’s Vision, Goals and Strategies for our workforce development system. The inaugural Workforce Summit included breakout listening sessions on the State’s Vision, Goals and Strategies with state program administrators and local workforce board representatives. This provided an opportunity for both state and local partners to hear from one another, to share best practices and discover potential ways for interagency and local coordination taking into consideration where we are as a state and what we hope to accomplish in the next four years.

Goal 2: Sector Partnerships



Build or expand employer-led industry-sector partnerships across the state to create or expand responsive and equitable workforce development programs and career pathways with embedded work-based learning or on-the-job training, including Registered Apprenticeships, focused on closing gaps in participation and representation based on race, ethnicity, disability, gender, veteran status, and age.

To achieve this goal, the state and local partners will be focusing over 2024-2027 on better defining and supporting sector partnerships throughout the state. This includes:

DRIVE FOR FIVE

Minnesota's workforce strategies are based in data and ensure that data helps lead our strategic workforce efforts and investments. An example of this is the Drive for 5 Initiative, which is based on data demonstrating the sectors in Minnesota with the highest growth of family sustaining wages. Drive for 5 focuses on moving Minnesotans into high-growth employment opportunities with family sustainable wages and prioritizes training for populations that face some of the most significant barriers to employment: people of color, people with disabilities, and those that face other systemic barriers.

This initiative will prepare a 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, and Trades and creating a pipeline of workers who are skilled and prepared to enter high-growth and high-wage employment. This work is being grounded at the GWDB, with employer-led sector partnerships already established for each of the sectors listed above. Each of the sector partnerships under the GWDB are focused on four key outputs: addressing top talent needs, identifying supporting programs, career pathway development, and defining targeted populations and barriers to employment. The GWDB and DEED's LMI office collaborated to create an article describing the effort and industry profiles for each of these occupations, ensuring that any additional decisions or programming would be data-driven decisions.



Leveraging Historic Federal Investments

The GWDB in partnership with the Governor's Office, Minnesota Management and Budget (MMB), and the Economic Analysis and Labor Market Information divisions within DEED and are working together to conduct a cross-agency and cross-industry analysis of upcoming occupational needs related to the Infrastructure Investment and Jobs Act, known as the Bipartisan Infrastructure Law (BIL). As part of this occupational analysis, the team will also be diving deeper into the demographic analysis of occupations and sectors most in-demand and will be bringing together partners to help close existing equity gaps.

Once this analysis is complete, the GWDB will be leading both the development of a state-wide human capital plan and providing information to local workforce partners across the state so that this information can be used to inform the upcoming WIOA Regional and Local planning efforts for 2024-2027. This will ensure a coordinated state and local approach to addressing the cross-sector workforce needs our state will face over the coming years. The GWDB has also been playing a leading role in supporting the development of workforce plans for a number of additional historic infrastructure investments, including the Broadband Equity Access and Deployment Plan, the Minneapolis-St. Paul region's recent Tech Hubs designation, and the Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act.

For more information on the federal investment planning work being carried out, see the Leveraging Historic Infrastructure Investments section of Section I: WIOA State Plan Type and Executive Summary, subsection b. Executive Summary.

Sector Strategies

As part of our State Plan for 2024-2027, we will be expanding our sector partnership initiatives throughout the state. Minnesota realizes that sector partnerships are a nationally recognized best practice to ensure that the workforce system, including education and training partners, are responsive to employer demands through a unified employer voice on in-demand industry sectors or occupations. The GWDB has been charged with leading the state's overall implementation of the Drive for 5 initiative and sector partner strategy, with the GWDB serving as the coordinator of state partners and best practices for implementation and expansion.

A crucial part of our state's sector strategy is focused on closing demographic disparities or gaps within each of our sectors of focus for each of the sector partnerships. This is a clear focus of our state's funding for the state's Drive for 5 initiative and is embedded into the workforce plans that have been created or are in the process of being created for each of the IIA funding opportunities.

For more information on the state's sector strategies, see the Leveraging Historic Infrastructure Investments section of Section II: Strategic Elements, Subsection c. State Strategy, Question 1.

Goal 3: Innovative Service Delivery



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 including new and emerging technology, changing labor market demands, and for the state's shifting demographics, including our new Minnesotans.

To achieve this goal, the state and local partners will be focused over 2024-2027 in creating new and innovative ways to work together to serve our two core customers: employers and job seekers.

Strategies are included throughout the State Plan, especially in Section III: Operational Planning Elements, Subsection a: State Strategy Implementation, Question 2(A): Implementation of State Strategy, Core Program Activities to Implement the State's Strategy, with some examples including:

EMPLOYER REASONABLE ACCOMMODATION FUND (ERAF)

The Employer Reasonable Accommodation Fund (ERAF) is a pilot program that creates a central fund for the next two years where small- to mid-sized Minnesota employers can request reimbursement for expenses related to providing reasonable accommodations for job applicants and employees with disabilities. The ERAF's purpose is to encourage employment of people with disabilities by reducing any perceived or real financial barriers.

NATIONAL GOVERNOR'S ASSOCIATION LEARNING COLLABORATIVE

Minnesota is one of six states selected to take part in a Learning Collaborative sponsored by the National Governor's Association (NGA) and the State Exchange on Employment & Disability (SEED) focused on disability inclusive policy goals through customized technical assistance and cohort-wide programming through June 30, 2024.

MINNESOTA PATHWAYS TO PROSPERITY (P2P)

Minnesota Pathways to Prosperity (P2P) is an innovative framework built on a Career Pathway programming model, which integrates basic skills education, competency-based skills training, support services, higher-level education for those who chose, employment placement and retention to meet the needs of adults. P2P projects are designed for adults who traditionally face multiple barriers to employment, and who need enhanced educational and supportive services to be successful in securing long-term family sustaining wages. P2P provides opportunities to build their skills through On-Ramp, Bridge, and Individualized Training career pathways models that ultimately lead to employment in an industry sector at a family sustaining wage. This competitively awarded grant program targets populations of color; individuals experiencing housing insecurity; individuals with a criminal record; those lacking a high school diploma or equivalent; individuals with disabilities; and those unemployed for 26 or more consecutive weeks.



WIOA State Plan Core Programs

Minnesota is submitting a combined State Plan, which includes the six core programs. More information on each of these programs can be found throughout the State Plan, and specific programmatic requirements can be found in Section VI: Program-Specific Requirements for Core Programs.

TITLE I OF WIOA: ADULT, DISLOCATED WORKER AND YOUTH PROGRAMS

Title I of WIOA include the Adult program, the Dislocated Worker program, and the Youth programs are administered by DEED's Employment and Training Division:

- **WIOA Adult Program** – This program offers services to adults who are seeking greater participation in the labor force and prioritizes individuals who receive public assistance, individuals living with low incomes, and veterans.
- **WIOA Youth** – Minnesota's WIOA Youth Program provides comprehensive employment and training services to opportunity youth, including work-based learning, an introduction to career pathways, attainment of recognized credentials and wrap-around support services. Participants are youth ages 16 - 24 who are not attending any school, and in-school youth ages 14-21.
- **Dislocated Worker** - This program mitigates the negative impact to businesses, communities, and employees who are facing a layoff. It assists laid-off workers in returning to work with comparable wages and benefits and connects employers with skilled staff.

TITLE II OF WIOA: ADULT EDUCATION AND FAMILY LITERACY ACT PROGRAM;

Title II Adult Education and Literacy Act programs are administered by the Minnesota Department of Education (MDE) and are available statewide at little to no cost to adult learners. Each year, more than 300 delivery sites serve approximately 50,000 adult students. About one-half of these students are enrolled in English learner (EL) programs. Licensed teachers provide ABE instruction and are assisted by more than 1,400 trained volunteers.

TITLE III OF WIOA: WAGNER-PEYSER ACT EMPLOYMENT SERVICE PROGRAM

Title III Employment Service Program is administered by DEED and oversees the operation of several statewide programs under the identity of Job Service. This includes Work Opportunity Tax Credits, Bonding, Foreign Labor Certification, Agricultural Outreach to Migrant and Seasonal Farm Workers, Partners for Reentry Opportunities in Workforce Development (PROWD), and several other local and statewide programs and services.

TITLE IV: VOCATIONAL REHABILITATION PROGRAM

Minnesota implements Title IV by including both Vocational Rehabilitation Services and State Services for the Blind out of DEED's Workforce Services and Transformation Division.

- **Vocational Rehabilitation Services** – Minnesotans with significant disabilities to secure and maintain employment. Customers are people whose disabilities cause serious functional limitations in life, specifically in achieving an employment goal.
- **State Services for the Blind (SSB)** – SSB provides tools, training and technology to help people who are blind, visually impaired, DeafBlind or experiencing vision loss to live independently and to prepare for, find and keep a job.

WIOA State Plan Partner Programs



Through the combined State Plan, Minnesota also submits plans for the following programs, more details for which can be found throughout the State Plan and in Section VII: Program-Specific Requirements for Combined State Plan Partner Programs.

Career and technical education programs authorized under 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 (Perkins V) (20 U.S.C. 2301 et seq.). Career and Technical Education (CTE) programs are administered by the Minnesota State Colleges and Universities at the postsecondary level and MDE at the secondary level. CTE is a sequence of courses that integrates core academic knowledge with technical and occupational knowledge and skills to provide students a pathway to postsecondary education and careers. CTE teaches transferable workplace skills in applied learning contexts to provide opportunities to explore high-demand career options and gives students the technology and skills needed for success in adult life.

Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.) is administered by the Minnesota Department of Human Services (DHS). In Minnesota, TANF funds allocated through the Local Public Health Act can be used for eligible program services including non-medical family home visiting (promoting family self-sufficiency), Women, Infants and Children (WIC) clinic services (nutrition education), and youth development (teen pregnancy prevention).

Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4))) is administered by DHS and provides free employment and education training and support for people getting SNAP benefits. SNAP E&T participants will gain support, skills, training, or experience to reach their career goals.

Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.)) is a federal program administered by DEED that provides aid to workers who lose their jobs, or are at risk of losing their jobs, or whose hours of work and wages are reduced because of foreign competition.

Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.) is administered by DEED and provides employment and training services from specially trained staff to US military veterans.

Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.)) is administered by DEED and fosters economic self-sufficiency through community service activities for unemployed, low-income persons who are 55 years of age and older and have poor employment prospects.

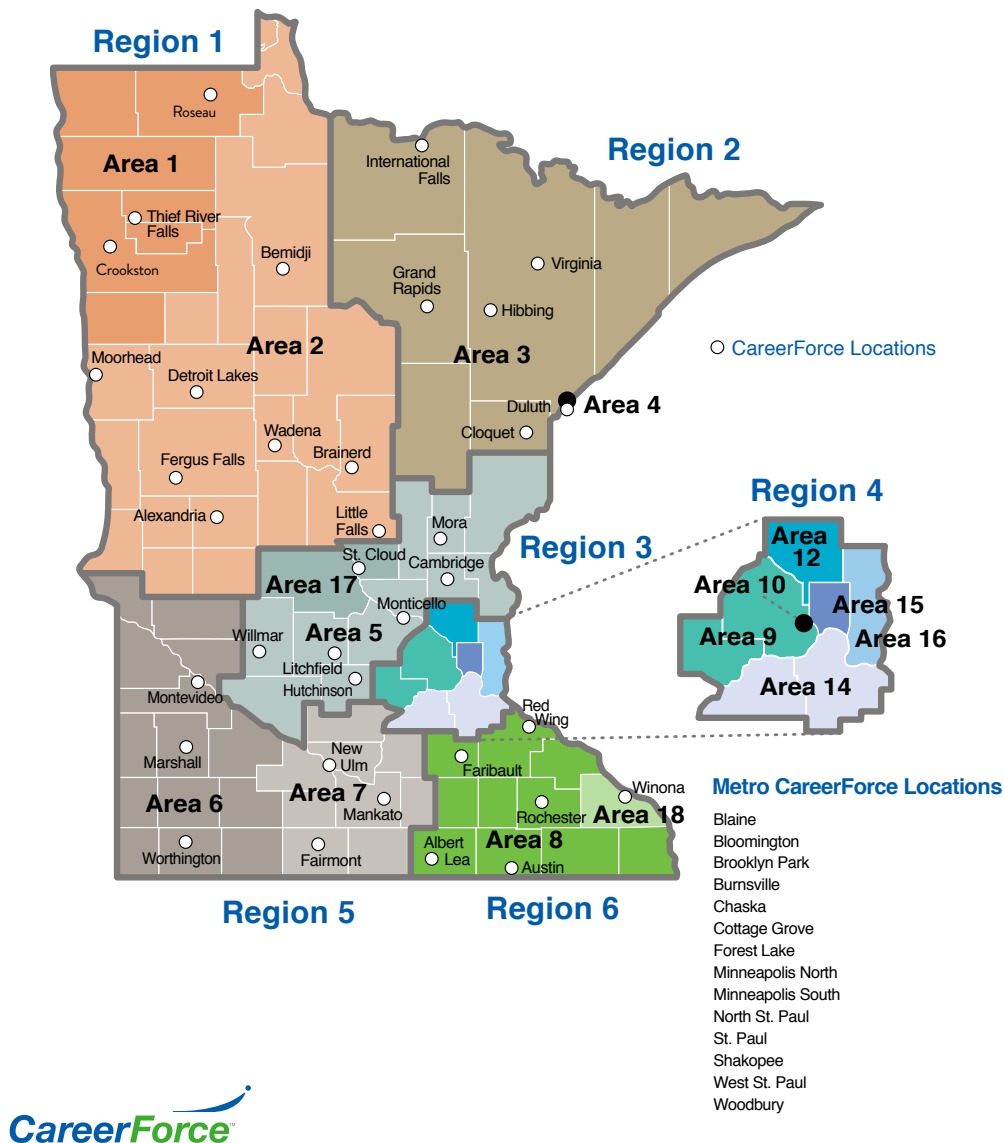


Local and Regional Plans



WIOA requires that in addition to a State Plan being submitted by each state applying for funding under WIOA, local and regional plans must also be submitted to remain in compliance with the legislation. Minnesota does best when state agencies and community partners collaborate to achieve common goals. Through the State, local and regional planning process, the GWDB seeks to build in alignment of the state agency, local, and regional programs and priorities. In the planning process each local area provides an opportunity to share with the state their regional perspective on ways to incorporate the State’s vision, goals, and strategies for interagency coordination at the local level. Local/regional planning will be overseen by GWDB staff, with the goal of increasing alignment and strategic coordination with the State Plan.

Regional Workforce Development Areas Local Workforce Development Areas



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