



Governor's Workforce Development Board Meeting

Tuesday, June 20, 2023

Heritage Center

Brooklyn Center, MN

Welcome & Call to Order



GWDB Chair Laura Beeth

Vice President, Workforce Partnerships

M Health Fairview

GWDB Introductions

Please introduce yourselves to those sitting at your table.

** State name, organization, and your thoughts on workforce, education or labor concerns in your region and sector.*

Action Items

- Approval of GWDB Chair's Report
- Approval of Minutes from the March 30, 2023 Meeting

DEED Update



Marc Majors
Deputy
Commissioner
for Workforce
Development
Marc.Majors@state.mn.us





DEED 2023 Legislative Session Wrap-Up

Marc Majors, Deputy Commissioner for 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.



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 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.





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.**



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

The Jobs bill creates the Office of New Americans and funds it at **\$1.5 million** in each biennium. The office will:

- Support immigrant and refugee **integration**
- **Reduce barriers** to employment, and
- **Improve connections** between employers and job seekers.

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.**



Thank You!

MAWB Update



**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

Deb Bahr-Helgen,
Director, City of Minneapolis
Employment and Training

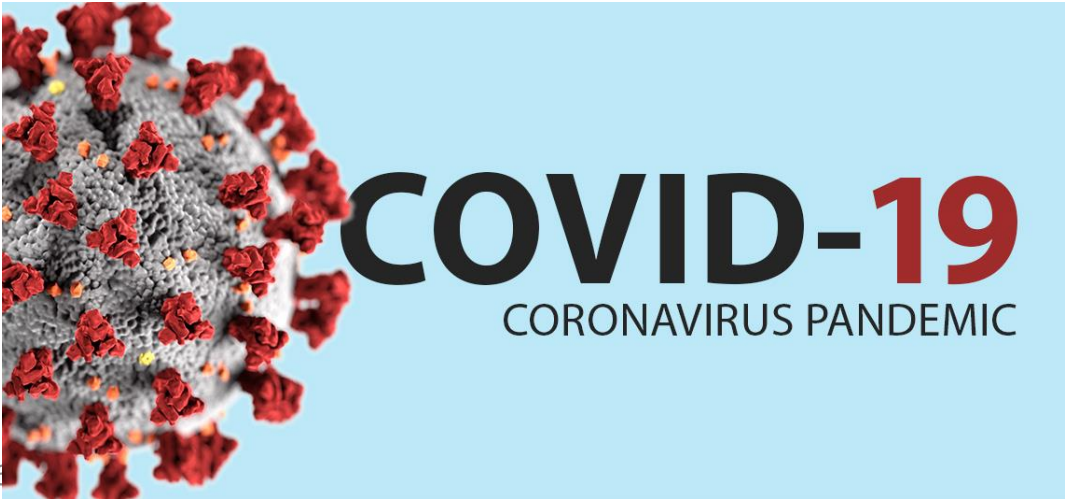


DEED 2023 Legislative Session Wrap-Up

Darielle Dannen | Government Relations Director

June 20, 2023

A Time for Transformational Thinking



Historic Legislative Session

- With the November election, the DFL took control of the House, Senate and Governor's office. The Senate was 34/33 DFL and the House 70/64 DFL.
- The February Budget Forecast projected a \$17.5 billion surplus.
- The 2023 Legislature passed **historic investments** in legislative priorities and key items on the DFL's to-do list, 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.

Economic Development

Economic Expansion

- **Minnesota Forward Fund - \$400 million** to attract business, leverage federal funds, and deploy capital quickly.
- **Broadband - \$100 million**
- **Energy Transition Grant Program - \$10 million**
- **Explore Minnesota for Business - \$11 million** to create the Office of Economic Promotion



Growing Small Businesses

- **PROMISE Act - \$125.25 million** for grants and loans for working capital and development.
- **Expanding Opportunity Fund - \$10 million** in capital for small businesses through partnerships with nonprofit lenders.
- **Small Business Assistance Partnership - \$12.85 million** for partners to provide business development and technical assistance services.
- **Small Business Development Center Support - \$1 million** for business assistance and counseling.
- **Launch Minnesota - \$5 million** to support the innovation ecosystem.





Tax Provisions

- The Tax bill funded the **Angel Tax Credit** at **\$10 million** in FY24-25 but not ongoing.
- The **film board tax credit** was funded at **\$18.8 million** in FY24-25.
- DEED will also administer:
 - \$13 million to the City of Windom for the Windom HyLife Affordable Housing Development, PFA loan repayments and HyLife purchaser recruitment efforts
 - \$10 million to the City of Minneapolis for Lake Street Council (\$8 million) and for the purchase of a building (\$2 million).



- **Child Care Economic Development Grants - \$15 million** in the FY24-25 biennium and **\$3 million** in the FY26-27 biennium to support child care economic development.
- **Office of Child Care and Community Partnerships - \$1 million** to support this new office.





Legalizing Adult-Use Cannabis

- The Legislature legalized adult-use cannabis. As part of this package, DEED will implement three programs:
 - (1) **CanStartup - \$6M FY24-25:** geared toward business financing.
 - (2) **CanNavigate - \$2M FY24-25:** focused on technical assistance for businesses on cannabis regulations.
 - (3) **CanTrain - \$4M FY24-25:** aimed at preparing workers for jobs in the legal adult-use cannabis industry.



Invest in Talent



Paid Family and Medical Leave Insurance (1 of 2)

- **Benefits and premium collections begin January 1, 2026.**
- **Qualifying Circumstances:**
 - Unable to perform regular work due to a serious health condition, a qualifying exigency, safety leave, family care, bonding, or medical care related to pregnancy.
 - Sufficient wage credits from an employer.
 - Seven-day qualifying event related to the above condition unless related to bonding.
- **Maximum Length of Benefits: 12 weeks** for the following: serious health condition, bonding, safety leave, family care or qualifying exigency with a **maximum of 20 weeks** in a 52-week period total.





Paid Family and Medical Leave Insurance (2 of 2)

Intermittent Leave: Intermittent leave is allowed and protected under the bill in one work-day periods. Employers may limit intermittent leave to 480 hours of intermittent leave within any 12-month period.

Seasonal Employees: someone employed for **no more than 150 days** in the **hospitality sector**. Prohibited from accessing PFML benefits while employed as a seasonal employee.

Substitution of a Private Plan: Must confer the same rights, protections and benefits provided to employees under the state PFML program. Commerce will provide oversight of this provision.

Small Business Assistance Grants:

- Available beginning 1/1/2026 and limited to \$5 million annually issued on a first-come-first-awarded basis.
- Limited to employers with 30 or fewer employees and less than \$3 million in gross annual revenues.
- Grants of up to \$3,000 if the employer hires a temporary worker or increases another worker's wages to substitute for an employee on leave. Maximum of \$6,000 per employer per year.



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Minnesota Reasonable Accommodation Program

The Jobs bill invests **\$4 million** in the FY24-25 biennium to create a Minnesota Reasonable Accommodation Program.

The program will reimburse small- to mid-sized Minnesota employers for expenses tied to **providing reasonable accommodations for employees with disabilities.**

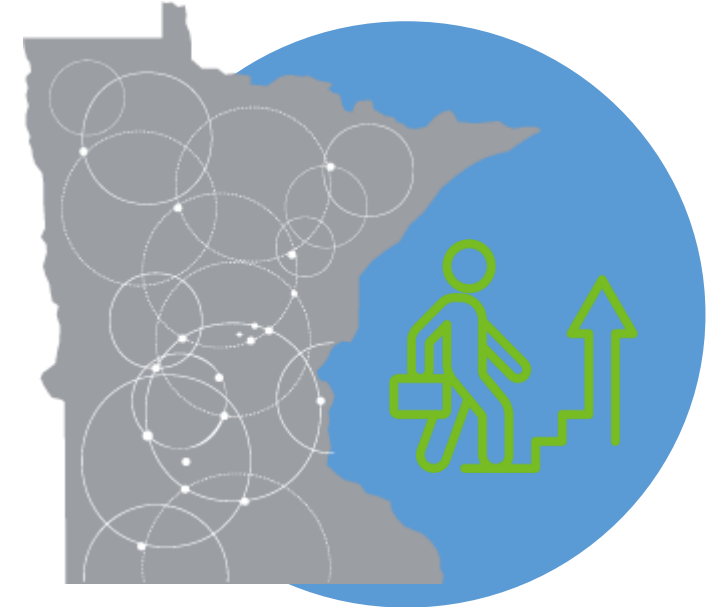
During this historically tight labor market, the Reasonable Accommodation Program is a **critical tool** to help Minnesota employers create disability-inclusive workplaces.





Individual Placement and Supports (IPS) Program Increases

- The Jobs bill provided an increase of **\$3.89 million** in in FY24-25 to allow the program to provide specialized supports to almost 700 people with serious mental illnesses so they can find and maintain steady employment.
- This funding will help people with serious mental illness **achieve their goals of working in competitive, integrated employment.**



Workforce Digital Transformation

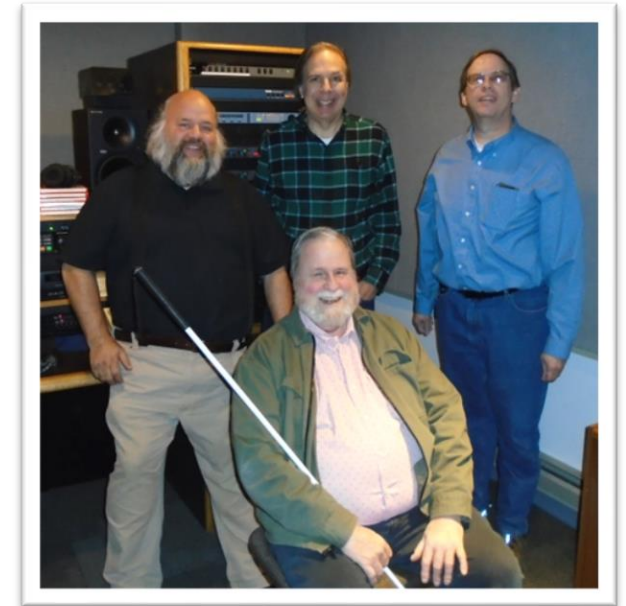
- The Jobs bill makes a **one-time \$10 million investment** to modernize the digital tools that support workforce development initiatives across Minnesota.
- The pandemic has shown us **digital services for workforce development** are more essential than ever before, yet the state's existing tools were falling behind.





Enhancing State Services for the Blind

- The Jobs bill increased the funding for State Services for the Blind by **\$4 million**.
- These resources will maximize the program's federal match and enable the program to keep pace with operational increases due to inflation, as well as expand services to reach more **individuals who are blind, visually impaired, DeafBlind, or have a print-related disability**.



Unemployment Insurance Between Terms Removal for Certain Employees

- Many **hourly workers in our K-12 schools** – like bus drivers and educational support professionals – weren't eligible for Unemployment Insurance (UI) benefits during summer break.
- The legislature changed the law to remove this **limitation** during summer breaks to make these K-12 school workers eligible to collect UI benefits.
- A related UI **school aid program** was also created to provide resources to cover these estimated additional costs for public schools.



Capital Investment Bill

The Capital Investment bill made many investments in public infrastructure, including **funding for three of DEED's existing programs and one new program:**

- Business Development Public Infrastructure Grant Program - **\$10 million**
- Innovative Business Development Public Infrastructure Grant Program - **\$1.5 million**
- Transportation Economic Development Infrastructure Grant Program - **\$1.5 million**
- Greater Minnesota Child Care Facilities - **\$900 thousand**

There are also several other GO bonding and cash provisions **totaling \$47.7 million in General Obligation bonds and \$395.567 million in cash projects** that DEED will administer.



- **Corrections - Transformational Education for Productive and Safe Communities: \$9.6 million in FY 24-25 and \$4 million in FY 26-27**
- This funding will ensure opportunities for robust, transformative educational programming for incarcerated individual in Minnesota prisons. The investment will fund teaching staff, essential IT education components, expanded vocational training, provide additional physical classroom space, and support Pell-funding partnerships with higher-education institutions in Minnesota that are operating in DOC facilities.
- **Child Tax Credit** – Establishes a new refundable Minnesota child tax credit of \$1,750 per child under 18. The credit begins to phase out after \$35,000 of income for married filing jointly and \$29,000 of income for all other filers. The policy is expected to reduce the state’s child poverty rate by one-third.
- **Working Family Credit** – Expands the state’s refundable working family credit to increase the amount of the credit for adults without children and allow taxpayers with an individual taxpayer identification number (ITIN) to claim. The credit is based on earned income and family size. Applies the same income threshold for eligibility as the Child Tax Credit.

DHS – Child Care Sector

- **Child Care Supports** - Establishes a new, ongoing state -funded child care retention program called the Great Start Compensation Support Payments with \$316 million in FY24-25 and \$260 million ongoing. The nation-leading program is one of the first state-funded direct child care workforce compensation support programs with the goal of addressing the long-standing broken economics of the industry that results in severely low wages for early educators.
- **Early Childhood Educator Grants** - \$4.2 million in FY24-25 and \$1.8 million per biennium ongoing to increase REETAIN grants that supplement income for early childhood educators as they establish a career in the field.
- **Early Childhood Apprenticeships** - \$3.2 million in FY24-25 and \$2 million per biennium ongoing to establish an Early Childhood Registered Apprenticeship Grant Program.

- **Teacher Apprenticeships** - \$37 million in funding for FY24-25 and \$50.9 million for Grow Your Own Grants.
- **Supports for Diverse Educators** - \$8.88 million ongoing funding for Collaborative Urban and Greater Minnesota Educators of Color Grants.
- **College Emergency Assistance** - \$7.1 million per biennium ongoing in additional funding for students who experience a short-term emergency while attending college through the Emergency Assistance for Postsecondary Students program.
- **Free College** - Creates the NorthStar Promise program to pay for 100% of tuition and fees (after deducting all other aid) for students from families earning less than \$80,000 family AGI and attending a public institution or tribal college (beginning in FY2025). As funds allow, Pell-eligible students will only see only a portion of their Pell award deducted from the grant (Pell match provision). Between 15,000-30,000 students estimated to be impacted.

Labor and Industry Programs

- **Earned Safe & Sick time** - This law ensures workers can accrue up to 48 hours a year of earned sick and safe time for when they need to recover from an illness, go to a medical appointment, care for a child during a school closure, or get care and assistance due to domestic abuse, stalking or sexual assault. Effective Jan. 1, 2024.
- **Youth skills training expansion** - Includes an increase of \$759,000 in FY 2024 and \$771,000 each subsequent fiscal year from the Workforce Development Fund to grow the Youth Skills Training Program. Of that, \$500,000 each year is for additional grant funding, with the rest supporting resources and staff members needed to administer the program.
- **Clean economy apprenticeship grants** - Apprenticeship will receive an additional \$3 million in one-time funding from the Workforce Development Fund to grow apprenticeship opportunities for clean economy occupations. Training grants would go to training programs for purchase of new equipment and to fund training to upskill apprentices and incumbent workers in clean technologies.
- **Expanding equity in apprenticeship** - Apprenticeship will receive an additional \$1.034 million in FY 2024 and \$1.042 million each subsequent fiscal year. Funds support an additional \$900,000 for Labor Education Advancement Program (LEAP) grants. The rest of the funding will support a grants coordinator.

Thank You!

We welcome your questions.

Workforce Summit 2023

Day 1 (9/20)

- Morning: Summit led by GDWB focusing on statewide workforce development strategy, featuring updates from Commissioner Matt Varilek
- Afternoon: Ideas to action – Regional planning sessions

Day 2 (9/21)

GWDB Meeting: State Planning Session

- Updates from WIOA Program Administrators about what to expect in the State Plan
- Report outs from the 16 Local Workforce Areas about Ideas to Action planning sessions for incorporation into the State Plan

WIOA State Plan Proposed Timeline

August: Convene Program Administrators to finalize timeline, roles, and responsibilities

November 8: Due date for first drafts of each of the state plan sections

By the end of December 2023: State, regional and local plan submitted to GWDB Executive Committee and Agency Senior Leaders for review (and GWDB special committee?)

January 3-10, 2024: Special Meeting of GWDB Executive Committee to approve draft plan

January 10-15, 2024: Special Meeting of GWDB to approve draft Plan

January 15, 2024: Plan submitted for Governor's Review and posted for Public Comment

January 15-February 15, 2024: Staff review public comments and feedback from Governor's Office when available

February 17-28, 2024: Staff incorporate any final changes needed from Governor's Office or Public Comment

March 15, 2024: WIOA 2024-2027 State Plan submitted to US DOL

GWDB State and Federal Grant Coordination

- MPCA Pollution & Mitigation Grant Application – Completed
- CHIPS Act Application
- Broadband
- Infrastructure Investment and Jobs Act/Inflation Reduction Act

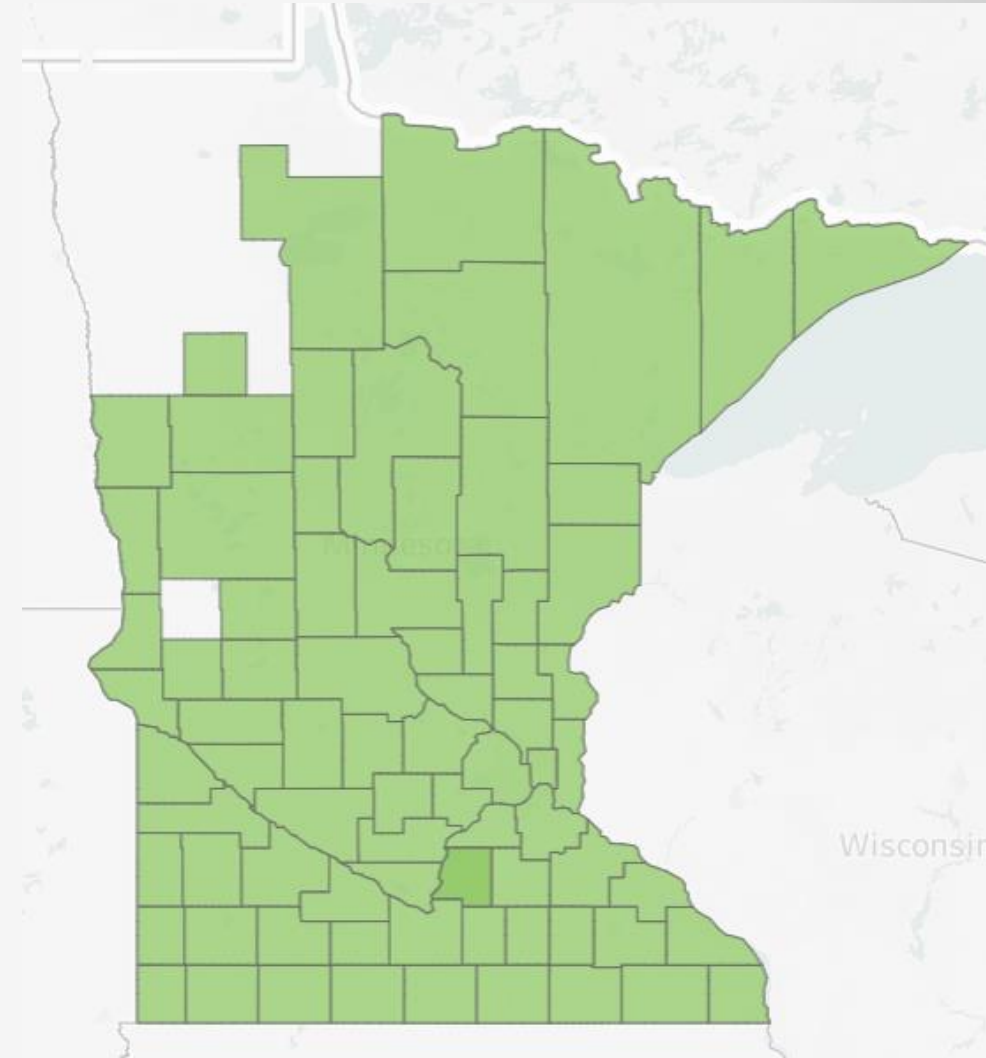


SNAP Employment and Training (SNAP E&T)

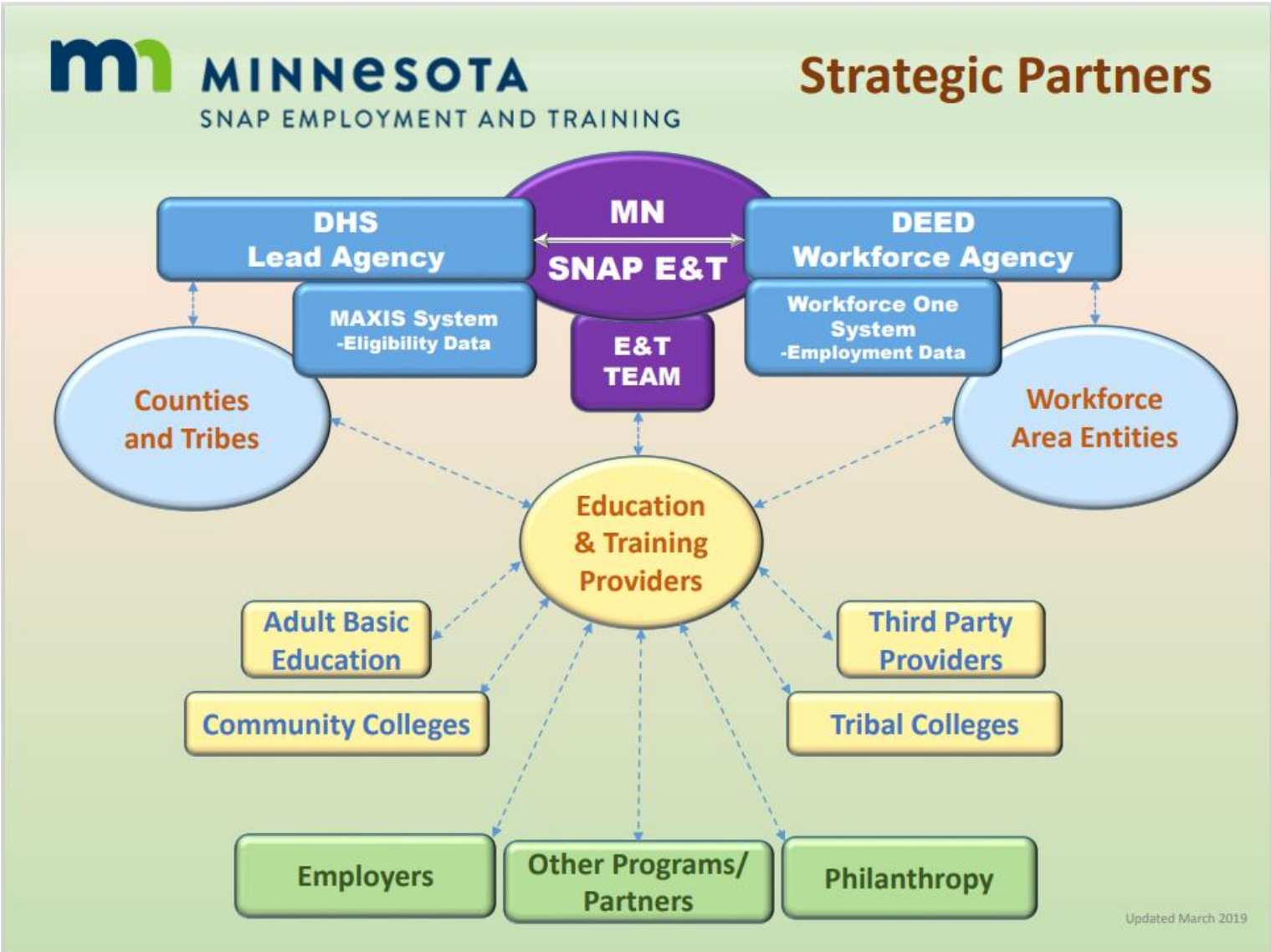
Anastasia Polda, SNAP E&T Supervisor, DHS

SNAP E&T overview

- A federal-state partnership program intended to meet the unique needs of SNAP recipients
- Always includes case management and support services and at least one of: job search, education, training or retention activities
- Voluntary for all SNAP recipients over the age of 18, not receiving MFIP, and wanting to improve their employment



Strategic partners





100% Funds

- ~\$1.2 M Direct Allocation
- Used for DHS/DEED admin and passed to counties and tribes

50% Funds

- Uncapped federal fund
- Requires a non-federal match
- Passed through to providers

Reallocated Funds

- Competitive funds awarded annually in March
- Must be spent by October
- Passed through to counties and tribes

Strategic Alignment

- WIOA State Plan Partner
 - Focused on “Reducing educational, skills training and employment disparities based on race, disability, gender, or disconnected youth.”
- Annual SNAP E&T State Plan approved by USDA
- 5-year strategic plan
 - Mission: Through strong partnerships, our mission is to help Minnesotans fully utilize their SNAP benefits, gain the essential skills needed for gainful employment and successfully transition off public assistance.
 - Equity: Minnesota’s SNAP program serves a disproportionate number of black and indigenous people of color, women, and people with a disability. Minnesota is committed to equity in the SNAP E&T program through service delivery, outcomes, data collection and strategic goal setting.

5-year Strategic Goals

1. Increase active participation in the SNAP Employment and Training Program.
 - FFY 23, engaged in a texting pilot in Hennepin County and with rural provider group
2. Increase non-federal funding sources that are well-matched to SNAP E&T reimbursement.
 - FFY 23, renewed collaboration with Minnesota State Colleges and Universities
3. Ensure that SNAP recipients are connected to “best fit” workforce services.
 - FFY 23, Job Service Outreach and Integration project to connect TLRs
4. Improve services through data-driven improvements and inclusion of SNAP recipients in program design.
 - FFY 23, DATA Grant: Identified 7 key success metrics and data system improvement to improve accuracy and disaggregation of data

Strengths

- Flexible program offering a wide range of services and supports
- Supports coenrollment and braided funding whenever possible
- Unique funding model can help providers expand their capacity to serve low-income Minnesotans
- Robust state support for providers including dedicated technical assistance, systems access, and collaborative approach
- Can help expand access and services for individuals with very high barriers to employment
- Includes work supports like job retention support and subsidized work-based learning opportunities

Challenges

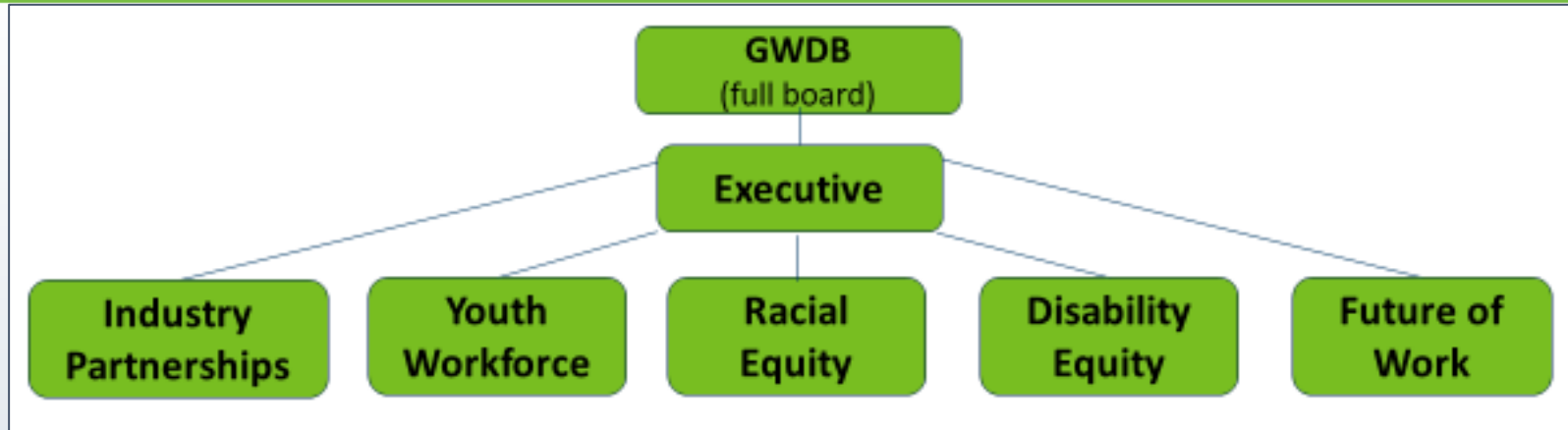
- Low engagement rate especially in “light touch” activities such as job search
- Return of SNAP time limits impacting ~28,000 SNAP recipients statewide
- Lack of dedicated source of reimbursement match results in providers and participants having to follow two sets of program rules
- Mismatch between availability of and need for support services
- High barriers of participants makes employer engagement difficult

Thank you!

Anastasia Polda | SNAP E&T Supervisor

Anastasia.polda@state.mn.us

New GWDB Committee Structure



Goal: Better leverage the GWDB and its members to support a more aligned workforce system that meets the needs of career seekers and employers statewide.

We'll do this by:

- Reimagining our committee structure to meet the moment & current needs
- Involving more state agency/system partners in the GWDB's work
- Elevating voices, perspectives of partners from outside of government
- Increasing focus on specific sectors/industries with greatest potential for MN's economy

Industry Partnership Subcommittees

- **Advanced Manufacturing**, *Steve Kalina and Gabe Mooney, Co-chairs*
- **Caring Professions**, *Laura Beeth and Nicole Mattson, Co-chairs*
- **Education**, *Troy Haugen and Naveen Aggarwal, Co-chairs*
- **Technology**, TBD
- **Trades**, *Sam Heimlich and Roy Smith, Co-chairs*

Outputs

- Address top talent needs: Identify top 6-8 occupations in each sector with DEED LMI, current and projected demands based on each occupation and geography, and work with employers to determine top 2-3 occupations to focus on
- Identifying supporting programs: Identify the currently funded programs supporting each occupation and determine where targeted funding is needed to support program revisions or expansion, with a focus on where existing community need is the greatest
- Career pathway development: Define skill, competency and credential needs and career pathways for each occupation with multiple on & off ramps and work-based learning or OJT embedded
- Targeted populations: Define targeted populations for each sector, identify potential barriers to employment, and community-based organizations who could support recruitment and retention of each population

Advanced Manufacturing

June 9, 9-10:30 am

Co-Chairs:

Steve Kalina – *President/CEO MN Precision Manufacturing Association*

Gabe Mooney – *Corporate Project Manager, Central Boiler*

Members:

Philip Arellano - *Director of Workforce and Education Strategies Minnesota State,*

Mike Colestock - *Vice President; Academic & Student Affairs Minnesota State,*

Jeremy Leffelman - *Executive Director, Advanced Manufacturing Center of Excellence Minnesota State,*

Lance Louis - *President/CEO of Louis Industries,*

Tory Schalkle – *Market Intelligence Global Director with nVent,*

Roy Smith - *Director of Talent Development with IRRRB/Minnesota State,*

Ed Bolas - *CFO, DyCast Specialties*

Outputs

1. Career pathway development: Define skill, competency and credential needs and career pathways for each occupation with multiple on & off ramps and work-based learning or OJT embedded
2. Address top talent needs: Identify top 6-8 occupations in each sector with DEED LMI, current and projected demands based on each occupation and geography, and work with employers to determine top 2-3 occupations to focus on
3. Identifying supporting programs: Identify the currently funded programs supporting each occupation and determine where targeted funding is needed to support program revisions or expansion, with a focus on where existing community need is the greatest

Staff: Della Ludwig, DEED Workforce Strategy Consultant

Caring Professions

June 2, 1 – 2:30 pm

Co-Chairs:

Laura Beeth, *Vice President of Workforce Partnerships, Fairview*

Nicole Mattson, *Vice President of Strategic Partnerships, Care Providers of MN*

Members:

Naveen Aggarwal, *Owner, Kiddiegarten of Maple Grove,*
Josh Berg, *Director of Services and Strategic Growth, Accessible Space,*

Katie Lundmark, *Regional Director of Operations, Ecumen,*
Karlton Scott, *Executive Director, Minnesota Nurses Association,*

Shannon Sloan, *Vice President of Human Resources, North Memorial Health System,*

Melanie Bersano, *Workforce Development, Inc.,*
May Thao-Schuck, *St. Catherine University*

Outputs

1. Identifying supporting programs: Identify the currently funded programs supporting each occupation and determine where targeted funding is needed to support program revisions or expansion, with a focus on where existing community need is the greatest
2. Targeted populations: Define targeted populations for each sector, identify potential barriers to employment, and community-based organizations who could support recruitment and retention of each population

Staff: Nancy Omondi, DEED Adult Programs Director

Education

June 9, 1 – 2:30 pm

Co-Chairs: Troy Haugen – *Director of Career/College Readiness, Lakes Country Service Cooperative* Naveen Kumar Aggarwal – *Owner and Founder, Kiddiegarten School of Maple Grove*

Members:

Josh Berg – *Director of Services and Strategic Growth, Accessible Space,*

Dr. Michael Berndt – *President, Inver Hills Community College,*

Nicauris Heredia Rosario - *Legislative and Policy Director, Minnesota Council on Latino Affairs,*

Karlton Scott – *Executive Director, MN Nurses Association,*

Linda Sloan – *Executive Director, Council for Minnesotans of African Heritage,*

Philip Arellano - *Director of Workforce and Education Strategies Minnesota State,*

Dr. Raphael Onyeaghala – *Dean and Professor of Business and Graduate Programs, Minnesota State*

Outputs

1. Address top talent needs: Identify top 6-8 occupations in each sector with DEED LMI, current and projected demands based on each occupation and geography, and work with employers to determine top 2-3 occupations to focus on
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3. Targeted populations: Define targeted populations for each sector, identify potential barriers to employment, and community-based organizations who could support recruitment and retention of each population

Technology

TBD

Co-Chairs: TBD

Members:

Philip Arellano - *Director of Workforce and Education Strategies, Minnesota State,*

Gabriel Mooney - *Corporate Project Manager, Central Boiler,*

Tuleah Palmer - *President and CEO, Blandin Foundation,*

Tory Schalkle - *Business Representative, nVent,*

Jennifer Theisen - *Chief People Officer, Stoneridge Software*

Outputs

TBD

Staff: Jessica Miller, DEED Workforce Strategy Consultant

Trades

June 23, 9 – 10:30 am

Co-Chairs:

Sam Heimlich – *Committee Chair, Business Representative, North Central States Regional Council of Carpenters*

Roy Smith – *Committee Co-Chair, Director of Talent Development, IRRRB/Minnesota State*

Members:

Carol Anderson – *Owner, Anderson Farms*

Michael Berndt – *President, Inver Hills Community College and Dakota County Technical College*

Bernie Burnham – *President, MN AFL-CIO*

Barry Davies – *Business Representative, Iron Workers Local 512*

Scott Parker – *Business Representative, International Union of Painters and Allied Trades Local 82*

Outputs

TBD

Staff: Liz McLoone, DEED Rapid Response Sr. Specialist/Labor Liaison

Youth Programs

June 15, 2 – 3:30 pm

Goals: Provide recommendations on improving youth college to career experience, focusing on strengthening cross-agency coordination for work-based learning and employment opportunities and supporting opportunity youth.

Members: Hannah Alstead, *Teamster Joint Council 32*, Carol Anderson, *Owner, Anderson Farms*, Naveen Kumar Aggarwal – *Owner/Founder, Kiddiegarten of Maple Grove*, Bernie Burnham – *President, of MN AFL-CIO*, Barry Davies - *Business Manager, Ironworkers Local 512*, Valerie DeFor – *Executive Director, Minnesota State HealthForce Center of Excellence*, Kevion Ellis – *VP of Business & Talent Development, St. Paul Area Chamber of Commerce*, Irene Fernando – *Commissioner, Hennepin County*, Troy Haugen - *Director of Career and College Readiness, Lakes Country Service Cooperative*, Jeremy Leffelman – *Executive Director, MN State Manufacturing Center of Excellence*, Lance Louis - *President/CEO, Louis Industries*, Angela Mansfield – *Assistant Commissioner, MN Department of Education*, Gabriel Mooney – *Corporate Project Manager, Central Boiler*, Rep. Bernie Perryman - *Minnesota Legislature*, Jeffrey Rainey - *Economic Development Director, Dakota Electric Association*, Karlton Scott – *Executive Director, MN Nurses Association*, Linda Sloan – *Executive Director, Council for Minnesotans of African Heritage*, Kristine Snyder – *Director of Twin Cities Opportunity Network, Youthprise*, Nicauris Heredia Rosario - *Legislative and Policy Director, MN Council on Latin Affairs*, Hannah Valento – *Council Member, City of Forest Lake*

Outputs

1. Identify barriers unique to youth for participation and completion in workforce development programs
2. Identify employer supports necessary to provide WBL opportunities
3. Support the alignment of all WBL to career pathways and postsecondary education
4. Define all youth work-based learning programs across all agencies

Staff: Cory Schmid, DEED Youth Programs

Racial Equity

June 16, 1 – 2:30 pm

Goal: Provide recommendations that advance solutions to address racial disparities in training and employment in Minnesota, ensuring that policies, practices and programming will reflect full participation and shared power with diverse racial, cultural and economic groups.

Chair: Linda Sloan – *Executive Director, Council for Minnesotans of African Heritage*

Members: Hannah Alstead - *Teamster Joint Council 32*, Michael Berndt - *President, Inver Hills Community College*, Bernie Burnham – *President, of MN AFL-CIO*, Valerie DeFor – *Executive Director, Minnesota State HealthForce Center of Excellence*, Jeanna Fortney – *Executive Director, MAWB*, Troy Haugen - *Director of Career and College Readiness, Lakes Country Service Cooperative*, Samuel Heimlich – *Business Representative, North Central States Regional Council of Carpenters*, Nicauris Heredia-Rosario – *Legislative and Policy Director, Minnesota Council on Latino Affairs*, Angela Mansfield – *Assistant Commissioner, MN Department of Education*, Nicole Mattson – *VP of Strategic Initiatives, Care Providers of MN*, Jess Niebuhr – *Sr Manager of Workforce, Minnesota State*, Karlton Scott – *Executive Director, MN Nurses Association*, Phillip Arellano - *Director of Workforce and Education Strategies, MN State*, Kristie Lazenberry – *DEI Collaborative Program Director, St Paul Area Chamber*

Outputs

- Identify employer best practices and resources needed for recruitment, onboarding and retention of targeted populations
- Define racial equity goals for the workforce system (building off of past recommendations of the Racial Equity Committee)

Staff: Sonji Davis, GWDB

Disability Equity

Meeting Scheduled for July 6, 10:30 am – 12:00 pm

Suggested Goals: Provide recommendations on creating equitable and inclusive workplaces for individuals with disabilities, such as identifying policies or employment supports and cross-agency resources, with a special focus on mental health.

Chair & Vice Chair: Josh Berg -Director of Services and Strategic Growth, Accessible Space & Karlton Scott - Executive Director, MN Nurses Association

Members: Phillip Arrellano – *Director of Workforce and Education Strategies, Minnesota State Colleges and Universities*, Valerie DeFor – *Executive Director, Minnesota State HealthForce Center of Excellence*, David Dively – *Executive Director, Minnesota Council on Disability*, Karla Eckhoff – *State Rehabilitation Council Coordinator, DEED Vocational Rehabilitation Services*, Karen Lilledahl – *Affirmative Action Coordinator, DEED Office of Diversity and Equal Opportunity*, Jess Niebuhr – *Senior Manager of Workforce, Minnesota State Colleges and Universities*

Suggested Outputs

- Identify all potential employer supports for accommodations
- Identify all existing programs supporting the disability community (DEED and other agencies) and identify gaps in coverage
- Establish principles for workforce program grants
- Re-establish the mental health focus group and support IPS increases
- Identify policies and practices that impact individuals with disabilities in training and employment, and analyze the role that those policies have in disability disparities.

Staff: Natasha Jerde, Director of State Services for the Blind, Kay Kammen, GWDB

Future of Work

June 13th, 2pm-3:30pm

Goal: Provide recommendations on proactive workforce development activities to support employment transitions due to changes in the economy such as shifting demographics, technology, or climate related changes.

Chair & Vice Chair: Rob Stark - *Financial Advisor, Edward Jones & Keivon Ellis - VP of Business & Talent Development, St. Paul Area Chamber of Commerce*

Members: Naveen Kumar Aggarwal - *Owner/Founder, Kiddiegarten School of Maple Grove*, Phillip Arellano - *Director of Workforce and Education Strategies, Minnesota State*, Michael Berndt - *President, Inver Hills Community College*, Deb Broberg - *Executive Director, Real Time Talent*, Valerie DeFor - *Executive Director, Minnesota State HealthForce Center of Excellence*, Irene Fernando – *Commissioner, Hennepin County*, Samuel Heimlich - *Business Representative, North Central States Regional Council of Carpenters*, Jeremy Leffelman - *Executive Director, Advanced Manufacturing Center of Excellence, Minnesota State*, Jess Niebuhr - *Sr. Manager for Strategic Partnerships, Minnesota State*, Tuleah Palmer - *President & CEO, Blandin Foundation*, Tory Schalkle - *Business Representative, nVent*, Karlton Scott - *Executive Director, MN Nurses Association*, Linda Sloan - *Executive Director, Council for Minnesotans of African Heritage*, Nicole Mattson - *VP of Strategic Initiatives, Care Providers of MN*, Roy Smith - *Director of Talent Development, IRRRB/Minnesota State*

Outputs

- 1) Identifying how shifts in demographics impact workforce development programs and demands
- 2) Identifying strategies for supporting workforce transitions

GWDB 2023 Meetings

Wednesday, September 20 Workforce Summit

Full Day; Location TBD

Thursday, September 21 GWDB Meeting

10:00 a.m. – 2:00 p.m.; Location TBD

Wednesday, November 15

GWDB-MAWB Joint Winter Meeting

10:00 a.m. – 2:00 p.m.; Location TBD

Closing and Adjournment

- Laura Beeth, Chair

Thank you and see you in September!

GWDB Staff



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