

SE MN Workforce Development Board (WDB) Strategic Planning Meeting and Luncheon

August 3rd, 2017, 11:00 AM

Wood Lake Meeting Center

Rochester, Minnesota

Minutes

Attendees Present: Guy Finne (WDB Chair), Randy Johnson (Executive Director), Dan Belshan, Jennifer Wilson, Jeanine Gangeness, Kris Pierce, Julie Brock, Dorothy Duran, Jennifer Ungaro, Joy Watson, Greg Patterson, Senator Carla Nelson, Craig Porter, Mark Schultz, Jim Wendorff, Cheryl Gustason, Rick Gnemi, Major James Frye, Don Supalla, Michael Muñoz, Nancy Cashman, Steven Boyd, Dale Ignatius, Don Peterson, Patricia Rogers, Jon Losness, Kevin Bright, Laurie Ackerman, Bruce Remme, Dawn Kirchner, Ken Brown, Nadine Holthaus, Representative Duane Sauke, Erin Main, Karen Larson, Kori Schultz, Kelcey Woods-Nord, Tami Walker, Kenn Roehl, Brian Cashman, Representative Duane Quam, John Pugleasa, Nancy Hoffman, Rhonda Toquam, Kaylie McGregor, Jerry Reinartz, Sam Gill, Bree Maki, Betsy Andrews, Susan Boehm, Wanda Jensen, Jakki Trihey, Beth Breuer, Mike Postma, Jinny Rietmann, Savita Katarya, Beth Christensen, Sonji Davis, Bill Hahn, Orlando Smith, Jill Miller (Note Taker)

Opening Remarks were made by Randy Johnson. Congressional and Legislative attendees were introduced. Bree Maki spoke on behalf of U.S. Senator Al Franken. Others providing remarks were Minnesota Senator Carla Nelson, Minnesota Representative Duane Sauke, and Minnesota Representative Duane Quam.

Mark Schultz from the Minnesota Department of Employment and Economic Development (DEED) gave a Southeast Minnesota Labor Market Update presentation.

During a working lunch, attendees were asked to discuss what their expectations are around finding ways to connect workers to jobs. Private employers were asked to share some examples of shortages/misalignments, while providers were asked to discuss best practices with others at their tables. Some comments shared were as follows: Find and retain the immigrant workforce. Design paperwork in multiple languages. Continue job poaching, but there is a lack of housing problem. Make the Interstate speed 90 MPH and make it easier to get there. Work with schools to share opportunity (Viracon example: We want you! Local manufacturers need to work together to develop career pathways. Find people, then show them you care about them and that there is a place for them at your company.) Inform parents of employment options for their young people. Work with persons with disabilities to see how they may fit in your organization. Get rid of the online application process: it is cold and impersonal. Make sure we are helping people navigate the online systems. Use multiple strategies to solve complex issues—collective impact. Replicate the Bridges Program with employer engagement. Youth do not want to do the work that needs to be done. (Counter point)—youth do want to work but they may not want to do the same jobs in the same ways that their parents did; work smarter. Connect to the high school job fairs. Employers are seeing more young adults come to the workforce with no experience—no first job. Employers cannot get qualified employees from the Metro area to commute or move—they want city life. We need to help them understand the value(s) of the local communities—help them see themselves here.

Randy Johnson gave a presentation that included information on the State of the U.S. and Minnesota Workforce and the Minnesota Workforce Development Fund. Wanda Jensen also presented information about Minnesota Public Assistance Programs. During the presentations, several live smart-phone survey polls were conducted, and the results were discussed. **Attachment A.**

The information presented, as well as survey poll results, will be posted on the Workforce Development, Inc. website.

Respectfully submitted,
Jill Miller
Workforce Development, Inc.

Attachment A

WDB Strategic Planning Meeting 8/3/2017

Current run (last updated Aug 7, 2017 8:16am)

8

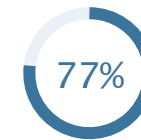
Polls

49

Participants

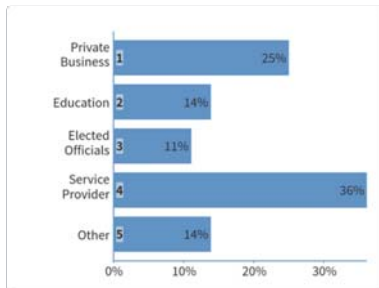
38

Average responses



Average engagement

Who is in the room?



Response options

Count

Percentage

Private Business

9

25%

Education

5

14%

Elected Officials

4

11%

Service Provider

13

36%

Other

5

14%

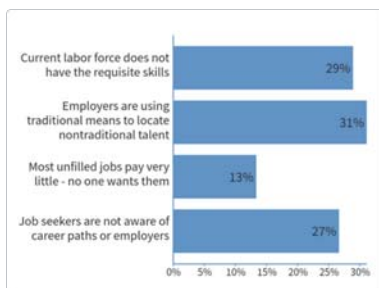


Engagement

36

Responses

Why is there a misalignment between jobs open and job seekers?



Response options

Count

Percentage

Current labor force does not have the requisite skills

13

29%

Employers are using traditional means to locate nontraditional talent

14

31%

Most unfilled jobs pay very little - no one wants them

6

13%

Job seekers are not aware of career paths or employers

12

27%

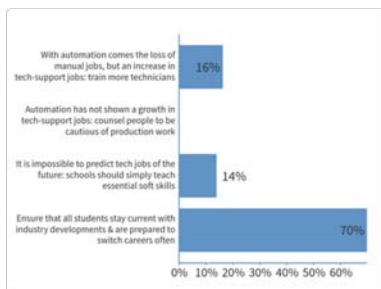


Engagement

45

Responses

What should be our workforce development strategy regarding automation?

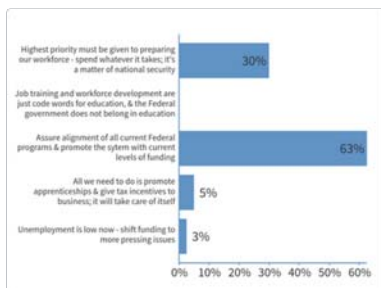


Response options	Count	Percentage
With automation comes the loss of manual jobs, but an increase in tech-support jobs: train more technicians	7	16%
Automation has not shown a growth in tech-support jobs: counsel people to be cautious of production work	0	0%
It is impossible to predict tech jobs of the future: schools should simply teach essential soft skills	6	14%
Ensure that all students stay current with industry developments & are prepared to switch careers often	30	70%

88%
Engagement

43
Responses

What should be the approach to workforce development with our Federal policies?

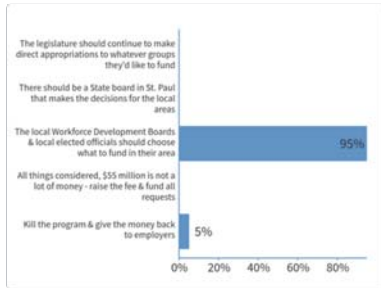


Response options	Count	Percentage
Highest priority must be given to preparing our workforce - spend whatever it takes; it's a matter of national security	12	30%
Job training and workforce development are just code words for education, & the Federal government does not belong in education	0	0%
Assure alignment of all current Federal programs & promote the sytem with current levels of funding	25	63%
All we need to do is promote apprenticeships & give tax incentives to business; it will take care of itself	2	5%
Unemployment is low now - shift funding to more pressing issues	1	3%

82%
Engagement

40
Responses

With the many diverse needs for workforce development services, given limited funding, who should make the decision on what to fund?

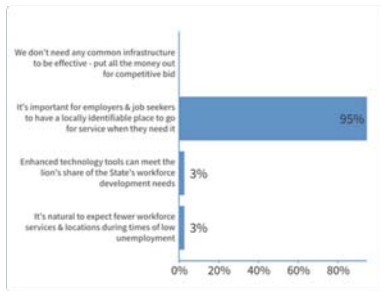


Response options	Count	Percentage
The legislature should continue to make direct appropriations to whatever groups they'd like to fund	0	0%
There should be a State board in St. Paul that makes the decisions for the local areas	0	0%
The local Workforce Development Boards & local elected officials should choose what to fund in their area	37	95%
All things considered, \$55 million is not a lot of money - raise the fee & fund all requests	0	0%
Kill the program & give the money back to employers	2	5%

80%
Engagement

39
Responses

With respect to the State's Workforce Development System, which statement do you most agree with?

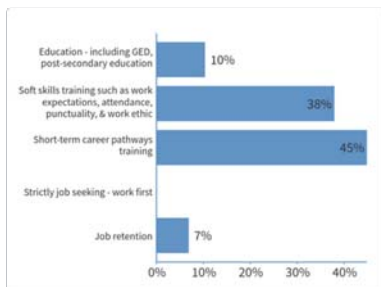


Response options	Count	Percentage
We don't need any common infrastructure to be effective - put all the money out for competitive bid	0	0%
It's important for employers & job seekers to have a locally identifiable place to go for service when they need it	35	95%
Enhanced technology tools can meet the lion's share of the State's workforce development needs	1	3%
It's natural to expect fewer workforce services & locations during times of low unemployment	1	3%

76%
Engagement

37
Responses

When working with our public assistance job seekers, where should we focus our staff time & program resources?

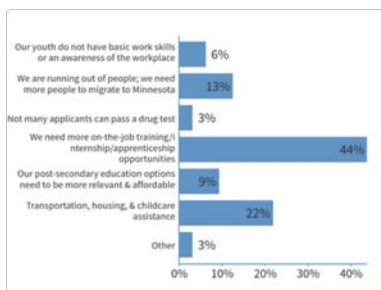


Response options	Count	Percentage
Education - including GED, post-secondary education	3	10%
Soft skills training such as work expectations, attendance, punctuality, & work ethic	11	38%
Short-term career pathways training	13	45%
Strictly job seeking - work first	0	0%
Job retention	2	7%

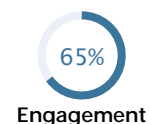


29
Responses

What would you say the most pressing workforce development issue is today?



Response options	Count	Percentage
Our youth do not have basic work skills or an awareness of the workplace	2	6%
We are running out of people; we need more people to migrate to Minnesota	4	13%
Not many applicants can pass a drug test	1	3%
We need more on-the-job training/internship /apprenticeship opportunities	14	44%
Our post-secondary education options need to be more relevant & affordable	3	9%
Transportation, housing, & childcare assistance	7	22%
Other	1	3%



32
Responses