

Northeast Minnesota Office of Job Training
Workforce Development Board Meeting
Wednesday, June 27, 2018
Iron Range Resources, Eveleth MN

Regularly scheduled meeting called to order by Chair Stone at 10:03 a.m.

WDB members present:

Bud Stone, Paul Carlson, Dave Debevec, Wade Fauth, Wayne Kangas, Lynn Krall, Bill Maki, Terri Nystrom, Jason Quiggin, Allen Rasmussen, Todd Scaia, Roy Smith

Excused: Darik Carlson, Josh Goutermont, Betsy Harmon, Kelsey Johnson, Jeff Lee, Jeri Werner

Absent: Stan Paczynski, Kelly Zink

Guests: Shawn Herhusky, Erik White, Lorrie Janatopoulus

Staff: Michelle Ufford, Heath Boe, Renee' Marconett

Motion made by Rasmussen, supported by Maki to approve the May 2, 2018 minutes as written; motion carried unanimously.

Skilled Trades Committee Update

The Skilled Trades Committee met on June 5, 2018. Art Unlimited has been selected to assist the committee in getting the career awareness campaign off the ground. The primary expectation of Art Unlimited in helping the committee move this initiative forward will be finding a way to let younger people, educators, school counselors and parents understand what the opportunities are in northeast Minnesota. The budget piece is still being worked out. Additional funds to support this RFP will come through the Grand Rapids Chamber from the Blandin Foundation, MSPWin, and IRRR. Scaia sits on the board of the Ben Owens Family Trust, and mentioned there may be also be funding through this trust. He would like a member of the Skilled Trades Committee to attend one of their meetings and outline the specifics to board members. Ufford will work out the details with Scaia.

Boe has been in contact with the Construction Careers Foundation (CCF). They are working on a collaborative effort to provide year-round construction career exploration opportunities for youth, along the same lines as the Skilled Trades Committee. The CCF has received funding through the Minnesota State Legislature to help create opportunities to recruit, prepare and retain motivated individuals who are representatives of Minnesota's future workforce. Boe will be meeting with representatives from CCF and discuss sharing materials and merging marketing campaigns. The CCF may also be able to financially assist us in moving forward.

Smith mentioned a new program the Applied Learning Initiative (ALI) will be starting this fall. The ALI has been working with bringing the Carpenter Union into local high schools. They would like to start a program for youth 16 years and older to acquire some skills that will lead to an apprenticeship in the construction trades with Range Technical and Community College.

Equity & Diversity Committee Update

The Joint Equity and Diversity Committee met on May 30, 2018. Both Duluth and the northeast are looking at various resources that could be used internally on different issues of equity and diversity. It was agreed upon the Intercultural Development Inventory (IDI) is the most effective tool to inform training and development opportunities. Using this method to determine what training is most needed that would also benchmark and measure progress is worth exploring.

The IDI is a cross-culturally valid, reliable and generalizable measure of intercultural competences. It allows a person to see an individual's or group's progression along a continuum of cross-cultural competencies. The IDI measures both one's mindset and skillset and is the only developmental assessment of intercultural competencies. It has been validated to provide a powerful and accurate profile of respondents' orientations toward a wide range of "other culture" groups, including nationality, ethnicity, gender and other diversity categories. It generates profiles of an individual's and a group's capability for shifting cultural perspectives and adapting behavior toward cultural differences and commonalities.

The Northland Foundation, the Blandin Foundation, AEOA, and the IRRRB have also engaged in using IDI to increase cultural competency within their own organizations. Together this work will strengthen our region's ability to understand and serve people with different cultural perspectives.

Implementation of the IDI could begin with Workforce Center staff, and then expand with board members/committees. Staff will be allocated time during work hours to complete the assessment. The assessment must be administered by an IDI Qualified Administrator and is done online, with multiple choice questions, and short essay, which takes between 25-30 minutes to complete. It is then reviewed and scored. All results are confidential.

Cost of administering the IDI was the biggest concern of the committee. The cost per assessment is \$18; but the consulting fees for an IDI Qualified Administrator may be as high as \$200/hour. The committee discussed sending 4-5 staff to training so they could become IDI Qualified Administrators. Ufford said the budget for the Regional Work Plan has been revised to include additional funds to help support the implementation of the IDI.

The Joint Equity & Diversity Committee will meet again in July to discuss logistics, the cost factors, and potential training for staff to become qualified administrators. Funds need to be spent out by October 2018.

Regional Planning Funds Update

Ufford updated board members on the revised budget of the Regional Planning Funds Implementation. Funds have been adjusted to increase the budget for the implementation of the Intercultural Development Inventory. **Motion made by Fauth, supported by Nystrom to approve the revised budget of the WIOA Set Aside Funds for the Regional Plan Implementation; motion carried unanimously.**

CareerForce Update

Over the last several months, CareerForce Culture Workshops have been held throughout the state with the focus on achieving four goals – Create a Welcoming Environment, Enhance Service Delivery, Pro-Actively Communicate, and Ensure Inclusion.

Task Forces will be formed in the month to develop action recommendations on priority areas within the Culture plan – Streamlined Business Services, Integrated Helpline, Welcome Protocol, Career Fair Redesign, Seamless Customer Handoff, CareerForce Workshops, and a Universal Intake Form.

Ufford will send out a link to board members so they can track the progress of the CareerForce implementation, which is set to be launched in October.

Workforce Solutions Series Update

The workforce solutions workshops rapped up on May 16. The series kicked off with a regional event in February 2018 to highlight demographic challenges and emphasize that employers must think outside the box to successfully find the workers they need. The kick off was followed by an April 18 session focused on recruitment strategies that featured a keynote address by Janice Urbanik, Senior Director for the National Fund for Workforce Solutions, and a panel of four diverse employers who have found success with a variety of creative recruitment strategies. A session on retention strategies was held on May 16 with a similar format, featuring Nancy Lyons, CEO of Clockwork, as the keynote speaker.

145 different organizations participated in the sessions. The workforce solutions series was a strong collaborative effort between many regional partners on behalf of both boards, including economic development, higher education, and workforce service providers. Additional sessions will offered in the future contingent upon the feedback received from previous sessions.

Healthcare Summit

A Regional Health Care Workforce Summit was held at the Discovery Center on June 7. Approximately 228 individuals attended, including representatives from a mixed sector of health care and workforce professionals across the NE MN region. Participants were provided the opportunity to gain insight into health care workforce activities taking place within the region and participate in discussions that will help shape workforce priorities and initiatives. Some of the key health care workforce issues and concerns included lack of resources (housing, daycare, transportation, and school/education).

Board members continued discussion related to daycare issues in the area. Janatopolous suggested Whitney Ridlon from the Northland Foundation come to the September WDB meeting and present on child care issues.

MWCA Summer Meeting

The 2018 Minnesota Workforce Council Association summer meeting will be held at Greysolon Ballroom in Duluth on August 7 through August 9th. Keynote speaker will be Emily Baxter, founder and executive director of “We Are All Criminals”. We Are All Criminals is a non-profit, nonpartisan organization inspiring empathy and igniting social change through personal stories of crime, privilege, justice and injustice disrupting the barriers that separate us. All board members are encouraged to attend.

Meeting adjourned at 11:28 a.m. Next meeting scheduled for Wednesday, September 26th.