

Minutes of the  
**Workforce Development Council**  
Thursday, August 19, 2021  
9:00 a.m. – 2:00 p.m.  
**TEAMS Meeting**

**Members present:** Dave Farnsworth, Pat Bertagnolli, Tifanie Gelinske, Cindy Griffin, Chancellor Mark Hagerott, Tony Grindberg, Lyn James, Jan Kamphuis, Bryan Klipfel, Landis Larson, Perry Lubbers, Keith Lund, Matt Marshall, Katie Ralston, Don Shilling, Cynthia Schreiber-Beck, Wayne Sick, Taya Spelhaug, Erica Thunder, Jim Upgren, Kasper Ziegler

**Guests present:** Mason Rademacher, Shannon Full, Brenda Zastoupil

**Staff present:** Phil Davis, Tammy Barstad, Ruth Lacher, Sherri Frieze

**CALL TO ORDER/ROLL CALL**

Dave Farnsworth, Chair, called the meeting to order at 9:00 a.m. welcoming members and guests. Sherri Frieze, Boards & Commissions E.A., conducted the roll call.

**APPROVAL OF MINUTES**

**Motion:** It was moved by Taya Spelhaug, seconded by Pat Bertagnolli to approve the May 20<sup>th</sup>, 2021 minutes. Motion carried.

**Motion:** It was moved by Jan Kamphuis, seconded by Landis Larson to approve the July 16<sup>th</sup>, 2021 special minutes. Motion carried.

**WIOA UPDATE**

**Ruth Lacher – Job Up Campaign**

**Katie Ralston – WDC Bylaws**

**Ruth Lacher – Job Up Campaign**

- 18,078 job openings in the state as of July 2021
- Top 5 Industries for job openings as of July 2021 are:
  - Healthcare – 3,382 openings
  - Transportation – 1,676
  - Administration – 1,563
  - Sales industry – 1,327
  - Management – 1,139
- JOBUP Campaign – began in mid-June – September 2021
- WIOA funds of \$50,000 were used
- Job service programs are promoted in the campaign also.
- Search engines, media sites, and social sites are being used to promote the campaign.
- The 9 workforce centers across the state are offering virtual and in person job fairs and hiring events.

**Katie Ralston – WDC Bylaws and Last Mile Program**

- **Bylaws** - An audit for the WIOA program was conducted earlier this year by the Department of Labor (DOL), resulting in one finding regarding the update of bylaw language.
  - Language update to the bylaws included the “addition of a previous board member could serve and fill a vacancy if appointed by the governor.”
  - The other request by DOL was to add language that allows members to connect via video/audio conferencing.
- The updated bylaws will need to be signed by the Governor’s office by August 26<sup>th</sup>.
- **The Last Mile Program** - a technology training program, was launched last month at the ND State Penitentiary to improve inmate’s job opportunities after their release. The training program will use the WIOA funds of \$250 thousand, that are administered through Job Service ND, with partnership of Commerce Department and the Department of Corrections. Instructors of the program are former inmates. Phil Davis, Katie Ralston, and Penny Hetletved attended the classroom ribbon cutting recently. The program's contract runs through October 2022. ND is the 7<sup>th</sup> state to adopt the program

**ARPA (American Rescue Plan Act) Proposals**

- \$1B in funding allowed to the state.
- Funds need to be allocated by December 2024 and expended by December 2026.
- ND special legislative session will need to happen to receive the funding.

**Commerce Department proposal**

- \$4.7 B in requests by state agencies.
- Wage study (pulling data from regional states to draw workers into ND)– \$600,000
- Regional funding program – \$50,540,000 through 8 planning regions.
- Incentive package for companies to recruit employees – \$10,000,000
- Field Team – \$6,000,000
- Training – upskilling and reskilling for current employees – \$3,240,000
- Career Exploration - \$7,640,000

**Career & Technical Education proposal**

- \$12 M in mobile CTE labs, with transportation and building costs
- \$5.6 M for regional work-based learning coordinators
- \$24.8 M for statewide Smart lab installations

**Job Service ND**

- \$510,000 for job placement program for ex-offenders
  - o Temp staff to help pilot the programs in Bismarck & Fargo
  - o Case manage up to 40 former residents at the Department of Corrections
  - o Work with F5 Project in each location
- \$510,000 for outreach program to Population with Barriers
  - o Outreach to rural areas in our state , work with job seekers & employers
  - o Provide services to the tribal reservations
  - o Work with transitioning service members at Minot and Grand forks Air Force Base.
- \$13,000,000 Unemployment Insurance Claim modernization
  - o Vendor development and technologies move to cloud-based platforms
  - o Moving to modernized systems would reduce expenditures
- Business Gateway
  - o Business access to each state agency with one login/password to receive one stop shop services
  - o Secretary of State, Job Service ND, WSI, and Tax Department

**ND University System**

- \$50,000,000 - BSC – Polytechnic Workforce Development Center
- \$156,335 – *Dakota College at Bottineau* – Nursing simulation and support equipment
- \$81,516 – *Lake Region State College* – Deploy simulation technology & support on premium/off site nursing education
- \$145,750 – *Lake Region State College* – Nursing curriculum writer & instructional designer – FT/PT temporary positions to write and design online curriculum and secure the technology and software for online delivery.
- \$40,000 – NDSCS – Room upgrades to support remote meetings, events and instruction
- \$83,200 – NDSCS – Temporary position for support and training of faculty on new distance learning tech.
- \$360,000 – *Williston State College* – Stevens Hall renovation to expand nursing, adult education, CTE, E-Sports, and other programs, HVAC, Sewer & drainage.
- \$680,000 – *Williston State College* – Active learning/Linkedin Learning/Hybrid Flex model expansion, converting all campus classrooms to become distance delivery enabled.
- \$48,100 – DSU – CNA Nursing Training
- \$524,468 – DSU – Nursing Simulation Lab
- \$40,000 – DSU – Fire Safety Training Certificate
- \$1,740,000 – Minot State University – Nursing Program expansion; renovation of existing building
- \$9,250,000 – Valley City State University – School of Education renovation to create a new tech school of education for training and developing K-12 educators in ND and the region.

*UND and NDSU*

- \$20M – Biomedical & Nursing College building with \$22.5 philanthropic match, expanding nursing program.

- \$2,475,000 – Lifelong learning platform that enhances workforce development with on-demand lifespan learning including skills for development and reskilling, certificate and degree programs
- \$372,000 – Director of Workforce Development for Accelerate to industry to create professional skills training, internship, and employment opportunities for graduate students across disciplines. ( 3-year program)
- \$10.5M – Center for Space education and research building; renovation to support clean room facility for satellite design, construction, and testing as well as other space-related labs to include high-performance computing.
- \$986,860 – Dakota Digital Academy Project

### SUBCOMMITTEE UPDATES

#### Recruit & Retain – Pat Bertagnoli

- Recruitment within the networks of subcommittee members:
  - Guy Moos – Member of the Nat’l Assoc. of Manufactures – “Creators Wanted Campaign” – helping to recruit young people in to manufacturing.
  - Matt Marshall – Quality of Life focus and community events
  - Taya Spelhaug – Policy at Microsoft and intel, a potential speaker from D.C.
  - Becca Cruger – Military robust pipeline programs
  - Tim Johnson – UPS – Military base
- HR – task force to put together, trucking companies that close, help them.
- Statewide referral bonus – find a way to turn people into recruiters, leverage networks to bring people to state.
- Recruitment to ND through Josh Duhamel, Carson Wentz

#### Populations with Barriers to employment – Bryan Klipfel

- Job placement with Department of Corrections
- Certificate training, job placement, marketing with GNDA, Chamber, pay part of salary for first 6 months.
- Homeless – help with language barriers
- New Americans – help with language barriers

#### Career Exploration & Skills Gap – Don Shilling

- CTE Centers
- Career Exploration increased focus in schools
- Apprenticeships, internships and job shadow
- Business and education collaboration
- Current state funded programs and their impact
- Visit successful CTE programs throughout the state.

### IGNITE FMWF

#### A Collective Investment in Our Region’s Future

Shannon Full and Mason Rademacher

Ignite FMWF is a comprehensive, streamlined, and systematic approach to addressing our regional workforce talent needs. The initiative is a fully integrated workforce system of awareness, exploration, training and connection between employers and the current and future workers.

As a public-private partnership initiative, Ignite FMWF further career exploration and awareness, drives business connection and develops our current and future talent pipelines. Ignite is a strategic combination of an intentional relationship development and connection strategy and a robust open-sourced technology platform.

*Technology Overview*

- Job and internship postings – live board created by allowing employers to post on the site.
- Career Cards – over 1,200 career profile videos regarding specific careers, salary, local education opportunities, and online learnings.
- Business-Community Education Connections – encouragement for business and employers to select work-based learning activities
- Library of online training – training courses for a wide array of industry sectors.

**ND CAREER BUILDERS UPDATE**

**Brenda Zastoupil**

Brenda gave an update on the scholarship/loan repayment program that was started in 2019. It is a dollar-for-dollar match program. The intent of the program is to encourage students to seek educational opportunities in high need and emerging occupations within the state.

**Scholarship**

93 approved applications  
 \$505,906 total award committed  
 \$5,439 = average award  
 52 unique donors

**Loan Repayment**

19 approved applications  
 \$275,279.16 total award committed  
 \$14,488 = average award  
 11 unique donors

Brenda talked about the legislative wins that has helped move the program forward and the challenges that are being worked through with solutions.

**IN DEMAND JOBS LIST UPDATE**

**Katie Ralston**

- Requirement of the WIOA and is reviewed annually.
- ND Career Builders uses this list in statute.
- Operation Intern program in Commerce uses this list.
- Data is pulled from the LMI website regarding occupational demand, growth over time, long time projection, entry level wage, wage competitiveness with surrounding states.
- A list of over 200 occupations was put together and jobs that required no training, or jobs that required higher than a four-year degree were removed.
- The list has 102 high demand jobs.

**Motion:** It was moved by Jan Kamphuis, seconded by Kasper Ziegler to approve the In Demand Jobs list as presented. Motion carried.

**WDC Member Updates**

Manufacturing

- Diesel technicians are needed.
- Incentives to work at manufacturing plants

Agriculture

- In need of workers that can handle the high-tech farming equipment

Healthcare

- Nurses, pharmacy techs, and CNA needs.

Information Technology

- Entry level to senior level cybersecurity needed.

Energy – value added ag

- Drought for farmers
- Construction workers needed for CO2 projects

Mining/Power Production

- Aspiration of CO2 neutral by 2030, need to find way to capture and sequester.
- Abundant source of oil, leader producer of NG
- 85 percent of electricity is exported
- Many skilled trades to support work with Coal Creek, Minnkota, Dakota Gasification projects

Business/Energy

- Short staffed
- Housing competitiveness
- Census poll showed McKenzie County had the biggest growth in nation – 131%
- Watford City grew 256%

Labor

- Unions are building own training centers
- Computer numerical control (CNC) operators short staffed

Fargo Diversion Project

- Apprenticeship need for the pipeline project

Hospitality

- Short staffed in service, cleaning, wait.

Career Exploration

- Teacher shortage and will review in September to see any turnover from year's past due to the challenges with Covid.

**Future Meetings**

1. An industry update from council members is expected at each quarterly meeting.
2. The next meeting may have discussion from the Commerce Data Census division that will provide data to the last census report.
3. Dave and Katie will attend a conference in September set aside for workforce chairs and directors regarding workforce. They will provide feedback to the council at the next meeting.
4. WDC next meeting is set for November 18<sup>th</sup> and could possibly be held at a community site.

**ADJOURNMENT**

With no further discussion, the meeting was unanimously adjourned at 1:55 p.m. Motion carried.