

WORKFORCE DEVELOPMENT SPECIAL MEETING AGENDA

July 16<sup>th</sup> 11:00 a.m. – 1:00 p.m.

TEAMS location

[Click here to join the meeting](#)

**Or call in (audio only)**

**[+1 701-328-0950,792033699#](#)**

**Attend onsite at the Fargo Job Service**

1350 32<sup>nd</sup> St S Fargo ND

11:00 – 11:05 a.m.	CALL TO ORDER & ROLL CALL	<i>Dave Farnsworth, Chair</i>
11:05 – 11:15 a.m.	OVERVIEW OF PROPOSAL	<i>Katie Ralston, Director</i>
11:15 – 12:55 p.m.	DISCUSSION OF IDEAS	<i>All</i>
12:55 – 1:00 p.m.	NEXT STEPS	<i>Katie Ralston, Director</i>
1:00 p.m.	ADJOURN	<i>Dave Farnsworth, Chair</i>

**Members present:** Dave Farnsworth, Pat Bertagnolli, Tifanie Gelinske, Chancellor Mark Hagerott, Nathan Joraanstad, Jan Kamphuis, Bryan Klipfel, Landis Larson, Perry Lubbers, Katie Ralston, Don Shilling, Damian Schlinger, Wayde Sick, Taya Spelhaug, Jim Upgren.

**Members absent:** Randy Burckhard, Jason Ehlert, Lyn James, Timothy Johnson, Janelle Klinke, Matt Marshall, Stan Schauer, Erica Thunder, Kasper Ziegler

**Guests present:** James Leiman

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

**Goal:**

- Generate BOLD ideas to provide insight on a Proposal for Funding for \$3M Coronavirus Relief Funds
- Brainstorming session

**Parameters:**

- One-time spending that does not grow government and does not increase permanent FTEs
- Leverage private sector support or provide a high return on investment
- Address a state or regional problem
- Provide lasting impact of citizens of ND.

**Areas of Focus:**

- Present – Recruitment
- Future: - Retention, Training and Removing Barriers.

**Timeline:**

- Funds obligated by December 31, 2024
- Spent by December 31, 2026
- **Proposal to be completed by next week - 8 days to get to the Governor's Office.**
- Each cabinet member has the opportunity to bring ideas back to the Governor also, this being the first step and the legislators to accept the funding is the 2<sup>nd</sup> step.

**Current ideas**

- Regional Funding model
- Relocation incentivization package
- International and domestic recruitment offices/field team
- Retention incentive for nurses to stay once they are hired
  - 2 year incentive
  - 3 year incentive
- State contract with a marketing agency, to help companies tell story to promote their communities and culture.
- Community daycare issue to be addressed before people can move to ND, for work.
- Des Moines, IA has a college campus recruiter onsite, that works to promote their city and retain the graduates.
- Work with local EDCs for community needs with workforce, daycare, housing
- Find the GOOD LIFE Campaign – a revisit of the campaign, that was used to recruit workforce to ND in the Minneapolis and Chicago area.
- Market/advertise in states that have workforce moving in from ND.
- Regional funding, working with individual businesses and matching program that help to get the employee recruited. Keep the regional concept with matching dollar, creating a long-term solution with recruitment of our high school students.
- Leverage well education people in accordance with federal accordance to bring in foreigners.
- Get more comfortable with immigration, recruitment and pay for visas, green card.
- Go Big and Bold, not conventional, otherwise we won't fill the workforce need soon enough.
- Needs to be multi-dimensional in the areas we struggle in.
- The push for more two-year programs, brought into the schools, more by career advisors, travelling speakers/advisors.
- Grand Forks incentive after the flood/fire in the 80s was free college tuition
- Refund adoption expenses

- Partner with industry on outcome of enrolling in CTE programs
- Regional mobile labs that drive to rural areas, educating in CTE programs. – Issue would be getting instructors to drive the mobile labs and educate the rural communities.
  - Mobile meat labs in the agriculture program is being used and is in favor of expanding into other programs.
  - Model is there, we need to decide the focus of the mobile labs and getting the schools to partner with.
  - Mobile classrooms that create a workforce on wheels environment  
[www.beprobeproudsc.org](http://www.beprobeproudsc.org)
- Work base module and in student organization membership, one proposal for DPI, large scale CTE summer camps to get back into CTOs.
- Parents need to be aware of the opportunities that are available for their children to guide towards those known open fields for future workforce needs.
- Career Advisors vs. Career Counselors
  - Career Advisors to be familiar with industry that will offer incentives with employment.
  - Career Advisors would work with Career Academies, come from business sectors, with the need to attract the systems into the schools.
- Enhancement of CTE programming, could this be allocated through Commerce for local schools or districts – the \$3M
  - Welding – TrainND has the program out there and is under utilized
  - Manufacturers need to have skin in the game, to help with TrainND, more customers
- TrainND awareness for, needs to be done
- CareerBuilders hasn't been embraced by businesses too, not enough marketing dollars was used, need more.
  - South Dakota's program is going wild, with the colleges handling the program.
  - More match by companies, would that help?
  - Educate employers
- Cutting Edge technologies:
  - Automated vehicle testing facility programs for ND
  - Amazon Drone pilot program for ND
- CTE
  - UAS in STEM programs
  - Aviation programs across the state
  - Can be an area of expansion and is trying, Jamestown high school
- Trailing Spouse – work on how to bring them to ND

**What do you think is a fair dollar amount regionally (8 planning regions) - Per capita?**

- A substantial amount to go to local control; housing, daycare, recruitment of workforce, programs needed in the region
- Additional set-aside funding to be matched by private

**Meeting was unanimously adjourned at 2:00 p.m.**