

MINUTES OF THE
Workforce Development Council
Thursday, June 2, 2022
9:00 a.m. – 2:00 p.m.
Rough Rider Center – 2209 Wolves Den Parkway – Watford City, ND

Members present: Dave Farnsworth, Pat Bertagnolli, Becca Cruger, Jason Ehlert, Kellie Fritz, Tiffanie Gelinske, Cindy Griffin, Tony Grindberg, Chancellor Hagerott, Katie Ralston Howe, Lyn James, Tim Johnson, Nathan Joraanstad, Howard Klug, Guy Moos, Cindy Schreiber - Beck, Don Shilling, Wayde Sick, Taya Spelhaug, Arnie Strebe, Damian Schlinger, James Upgren, Kasper Ziegler, Randy Burckhard

Guests present: Brenda Zastoupil, Andrea Pfennig, Daniel Stenberg

Staff present: Phil Davis, Ruth Lacher, Tammy Barstad, Kerri Kraft, Ryan Volk, 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 Becca Cruger, seconded by Kellie Fritz, to approve the March 3, 2022, minutes. Motion carried.

WORKFORCE LANDSCAPE

Phil Davis, Job Service ND

State Job Openings

- 30,000 job openings with 2,574 new openings for the month of April.
- 1,800 more than last month and 3,200 more than last year at this time.
- Healthcare, Transportation, Administration, Sales, and Farming are the top open occupations.

Job Fair held in Watford City

- Date of event was April 27th, 2022
- 15 different industries supported
- 720 employers attending
- 1,800 job seekers attending

Job Fair held in Williston

- Date of event was March 24, 2022
- Partnered with TrainND
- 600 job seekers

Virtual Job Fair

- Date of event was May 19, 2022
- 160 employers
- 362 job seekers
- 20 states and 5 countries
- Targeted regions of Chicago, Denver, Los Angeles, Sioux Falls, Minneapolis, and St. Paul.
- A new virtual Job Fair platform is to be implemented in July.

Pod cast – Job Pod

- 35 podcasts have been completed since March 2021, with approaching 2,000 downloads.

OVERVIEW OF RECOMMENDATION DEVELOPMENT

Katie Ralston Howe

Finalized recommendations brought forth and voted on by the council.

Guiding Principles

- Statewide Impact
- Encourage Private Sector Partnership, with local buy in
- Coordinate and maximize Federal Resources
- Scalable solutions, recommendations that have built over time.
- Balance current and future needs
- Consider Priorities vs. Programs

Considerations

- Build on work completed to date where possible
- Recommend actionable strategies (both short and long term)
- Determine the metrics to use to measure the success

Goal

- 5 -10 recommendations TOTAL - plus endorsements
- Comprehensive; including policy changes and/or funding requests
- Appropriate agencies must be on board with funding requests as these will impact their budgets
- Staff to administer the funds.

Timeline

- March 2022 – Preliminary
- June 2022 – Recommendations are presented to the full WDC
- June 15, 2022 – Recommendations are presented to the Governor’s office

RECRUIT & RETAIN SUBCOMMITTEE – Pat Bertagnolli

Recommendation 1

- Investing \$10 million in talent attraction and retention initiatives to support recruiting workers to the state.

Recommendation 2

- Developing a sustainable funding mechanism to support locally led workforce solutions with an initial biennial investment of \$X. The Council prioritizes private sector investment and recommends a 25% match for projects that receive funding within the model.

Discussion:

Elaborate on the initiatives

Ongoing funding, not always \$10 million.

Need to be proactive, alignment with the Greater ND Chamber (GNDC)

\$X to be filled in by July 20th, when state agencies submit their budgets

MOTION: It was moved by Taya Spelhaug and seconded by Lyn James to support the two recommendations brought forth by the Recruit and Retain Subcommittee.

CAREER EXPLORATION AND TECHNICAL SKILLS GAP – Don Shilling

Recommendation 1

- Recommends \$X for funding operations and programming of new and expanding area Career and Technology Centers.

Discussion:

Scholarships

Match of school and state funding

Funding amount

Train ND budget support

Recommendation 2

- Recommends the Department of CTE create, hire, and train a Work-Based Learning Coordinator to support students attending area Career and Technology Centers. Additionally, support career awareness and exploration, the council also recommends that funding be made available for every school district to access for the purpose of hiring a minimum of one dedicated Career Advisor. These two roles play an instrumental part in enhancing career exploration at all levels of K-12 education, and the Council recommends that these professionals work with local employers to develop and implement Career Exploration programs in their school districts.

Discussion:

Rewording of the Recommendation:

- The council also recommends that funding be made available for every school district to **have access to a dedicated career advisor**.
- Lubbers suggested: Getting the legislative assembly to **support the initiative** for school districts to initiate career advisors come talk to the kids.
- The council also recommends that funding be made available for every school district to **support access to a dedicated career advisor**.

Reworded:

- Recommends the Department of CTE create and train **a minimum of 16** Work-Based Learning Coordinators to support students attending area Career and Technology Centers. Additionally, to support career awareness and exploration, the council also recommends that funding be made available **to every school district to have access to a** dedicated Career Advisor. These two roles play an instrumental role in enhancing career exploration at all levels of K-12 education, and the Council recommends that these professionals work with local employers to develop and implement Career Exploration programs in their school districts.

Recommendation 3 and 3.1

- Recommends creating a full time Apprenticeship Coordinator to help employers navigate the process of developing apprenticeship programs in rural and urban communities throughout North Dakota; promote apprenticeship to students, adult learners, underserved populations; identify funding opportunities and align state and federal resources and partners. The Council also recommends investing in a comprehensive online resource to direct interested parties to apprenticeship programs.
- To successfully expand apprenticeship opportunities in North Dakota, the Council recommends that the Governor's Office work with the North Dakota Congressional delegation to increase funding for the Department of Labor State Apprenticeship office, to support increased volume of apprenticeship programs being built and individuals pursuing apprenticeships.

Discussion:

- Federal dollars to be available for state dollar – find that amount before session.

MOTION: It was moved by Pat Bertagnolli and seconded by Jim Uggren to support the three recommendations brought forth by the Career Exploration and Technical Skills Gap Subcommittee.

ADDITIONAL RECOMMENDATIONS

Katie Ralston Howe

OCCUPATIONAL LICENSING REFORM (OLR)

Fair Chance Laws

- Remove vague or generic terms
- Establish and make public criminal convictions

Establish an ongoing system for data collection

Joining new Interstate Compacts to promote mobility

Q3 MEETING- September

Childcare

- A combined workgroup of the subcommittees of the Removing Barriers, Recruit & Retain, and state agencies of DHS, and DPI are meeting to develop recommendations.
- Timeline of finalized recommendations will be in late July or August.
- Roundtable listening sessions will happen this summer.

Digital Skills Literacy

- State team working with the National Governor's Association (NGA) to develop a comprehensive state plan.
- Working with the Governor's office, DPI, Adult Education, and a researcher from the Univ. of ND to move the plan forward.
- North Dakota and five other states were selected for the second phase of the NGA's Workforce Innovation Network (NGA WIN) last year in November. The states will deploy cross-agency teams to identify and implement strategies that advance digital skill development for employees to participate in work, education, or training. The \$100 thousand dollar grant will be used to hire a contractor. The focus will be on minority populations and rural communities that do not have access to training.
 - Team members for the NGA WIN, include NGA technical assistants, Katie Ralston, Commerce Dept.; Phil Davis, Job Service ND; Maria Nest, Governor's Office; Sara Mitzel, DPI; and Taya Spelhaug, Microsoft. At the second quarter WDC June meeting, more conversation and more comprehensive reporting will be brought forward, along with the legislative recommendation that should be discussed regarding funding or policy changes.

Automation

- WDC has not focused on this but would like to be part of the conversation on how to create an incentive for businesses that need to automate.
- Funding opportunity to upskill workers with marketing of an education campaign for workers to climb the ladder, but not be pushed off.

Workforce funding

- Structure needed for broad workforce funding that the WDC can help to invest outside of the Governors set aside dollars. Pieces are being worked on as the budgets come together.

IN DEMAND JOBS (IDJ) LIST Use

Katie Ralston Howe

- WIOA
- ND Career Builders
- Career & Technical Education
- ND University System
- Private Sector

CRITERIA FOR IDJ LIST

- Total Employment
- Ten Year Numeric Job Growth
- Annualized Job Growth Rate
- Annual Job Openings
- Average Annual Wages
- Essential and Emerging Occupations

WIOA UNIFIED STATE PLAN

Katie Ralston Howe

The WIOA requires each WDC to develop and submit a comprehensive four-year plan that needs to be updated every 2 years. The plan recently went through updating through the Federal Department of Labor. Revisions were made and resubmitted in May. The plan will be updated in 2024.

NEXT STEPS

- Send recommendations to Governor's office
- JSND to design/format IDJ List
- Continue building recommendations for Q3 meeting
- Launch Communication Committee
- Sept. 1, 2022 – Q3 meeting – location to be determined
- December 1, 2022 – Q4 meeting – Bismarck site.

ADJOURNMENT

With no further discussion, motion was made by Randy Burckhard and seconded by Damian Schlinger to adjourn the meeting at 2:00 p.m. Motion carried.