



Governor's Workforce Development Board

Policy Solutions that Work for Minnesota

August 11, 2016

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Strategic Governance Reference Guide

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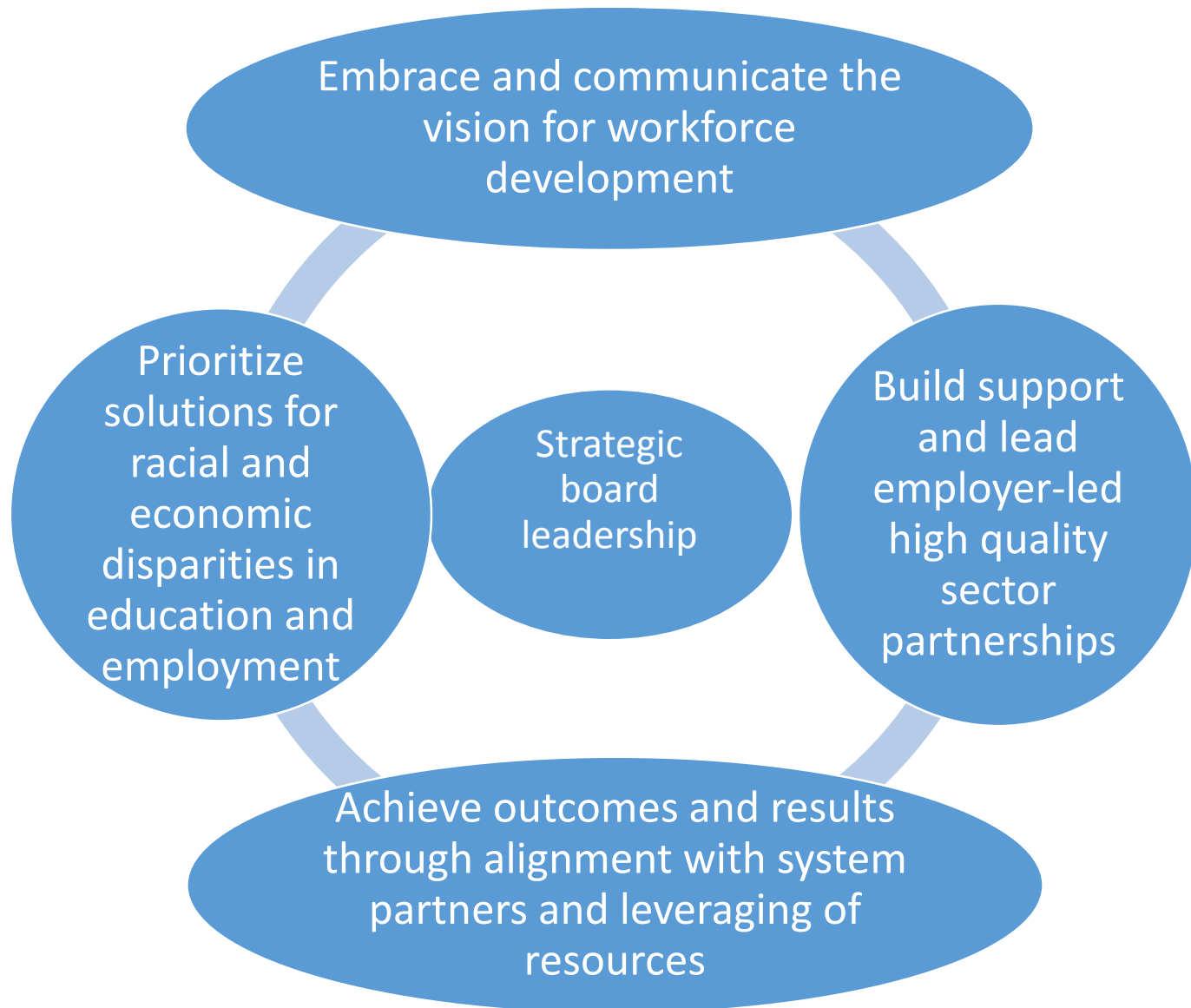
Based on the Workforce Innovation and Opportunity Act (WIOA)
For members of Minnesota's Governor's Workforce Development Board
and Local Workforce Development Boards



Governor's Workforce Development Board
Policy Solutions that Work for Minnesota



High –Performing Workforce Boards



Workforce Board Member Job Description

General Qualifications

- Experience with collaboration, forming strategic alliances, actively contributing, and acting strategically.
- Hold a senior-level decision-making role in your organization.
- Commitment to the talent pipeline, skilled labor and meaningful employment needs of business and industry, incumbent workers, job seekers and all Minnesotans.



Workforce Board Member Job Description

Member Expectations

- Attendance
- Engagement
- Responsibility for reviewing materials
- Build collegial relationships with other board members to facilitate effective decision making.
- Represent and share your expertise and point of view.
- Advocate for the workforce development system and be an ambassador for your board(s).
- Take a leadership role in promoting a strong a vital partnership between the business, economic development and the workforce development community to ensure a workforce investment system that is market-driven and accountable.



Workforce Board Member Job Description

Time and Leadership Commitment

- Understand the time commitment for regular meetings
- Other committees and task force for which you can provide value through your leadership
- Sharing your knowledge and experiences of your industry and the region
- Understanding and analyzing data to make informed decisions to better serve individuals and employers to build capacity
- Stewards and advocates for talent development in your region – ongoing



State Board Structure under WIOA

43 Voting Members

Governor: 1

Chief Elected Officials (City/County): 2

Legislature: 4

State Agencies: 3 (DEED, MDE (ABE), DHS)

Private Sector: 21

Labor: 6

Community-Based Organizations/Youth: 2

Education: Minnesota State, U of M,

Private Post-Secondary, Career Technical Education: 4

State Board Structure under WIOA

12 Non-Voting Members

Adult Basic Education: 1

Public Libraries: 1

Women's Economic Security Act (WESA): 1

MN Workforce Council Association (MWCA): 1

State Agencies: 4 (DOLI, OHE, DOC, MMB)

Community-Based Organizations/Youth: 2

Secondary/Post-Secondary vocational institutions,
School-Based Service learning, Public Secondary: 2

* *The GWDB Roster is available at: <http://www.gwdc.org/about.html>*

GWDB Membership – Local Board Membership

- Laura Beeth, Chair, City of Minneapolis
- Shirley Barnes, Anoka County
- Vance Boelter, Dakota/Scott County
- Steve Ditschler, Dakota/Scott County
- David Debevec, Northeast
- Bob Evans, Northwest
- Mary Ferguson, Duluth
- Twyla Flaws, Rural Minnesota CEP
- Russell Hess, Southeast
- Loren Nelson, Central
- Mary Russell, Ramsey County
- Dennis Siemer, South Central
- Roy Smith, Northeast
- Jennifer Winkelaar, Hennepin-Carver County



Criteria for Private Sector GWDB Membership

- Industries with the largest number of jobs statewide
- Industries with the highest wages and greatest opportunities for workers' wealth generation
- Industries with the greatest potential for positive job growth
- Industries that are aligned with economic development priorities



GWDB Private Sector Focus

- Health Care and Social Assistance
- Manufacturing
- Professional and Business Services
- Construction
- Natural Resources (including Agriculture and Mining)



GWDB Committees and Task Forces

- **Executive Committee** – Board Chair, Vice Chair, Chairs of Standing Committees, DEED, MDE, labor, higher education and an at-large member
- **Operations Committee** – Reviews and approves necessary reports under WIOA, makes recommendations to GWDB
- **NGA Talent Pipeline Policy Academy** – Senior leadership from seven state agencies
- **Career Pathways Partnership** – Subgroup structure with GWDB members, business and industry, higher education and community-based organizations
- **Equity Task Force** – A charter has been drafted



NGA Talent Pipeline Policy Academy

The National Governors Association Talent Pipeline Policy Academy is a cross-agency leadership effort working to institute shared goals and strategies among state partners in the education and training pipeline.

- **Department of Education**
- **Office of Higher Education**
- **State Colleges and Universities**
- **Department of Employment and Economic Development**
- **Department of Labor and Industry**
- **Department of Human Services**
- **Department of Human Rights**

Minnesota is one of 14 states selected to receive a grant and technical assistance from the NGA's Center for Best Practices.



**NGA Talent Pipeline
Policy Academy
Goals and Strategies**

VISION: *A healthy economy, where all Minnesotans have or are on a path to meaningful employment and a family-sustaining wage, and where all employers are able to fill jobs in demand.*

EDUCATION	EMPLOYMENT
<p><i>Goal 3.</i> <i>All racial and economic achievement gaps are closed</i></p>	<p><i>Goal 9.</i> <i>All racial and economic employment gaps are closed</i></p>



EDUCATION TO EMPLOYMENT CONTINUUM							
<i>Goal 1.</i> <i>All children are ready for school</i>	<i>Goal 2.</i> <i>All third graders can read at grade level</i>	<i>Goal 4.</i> <i>All students graduate from high school</i>	<i>Goal 5.</i> <i>All students are ready for career and postsecondary education</i>	<i>Goal 6.</i> <i>All Minnesotans complete some post-high school or industry-recognized credential</i>	<i>Goal 7.</i> <i>All postsecondary graduates are working full-time one year after graduation</i>	<i>Goal 8.</i> <i>All Minnesota households earn a family-sustaining wage</i>	<i>Goal 10.</i> <i>The skills of Minnesota's workforce are aligned to the needs of employers</i>



STRATEGIES
1. Systemic Implementation of Career Pathways (Adults)
2. Experiential Learning/Career Exposure for Career Development (Youth)

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Strategic Themes:
Intentional
Communication
and Data Collection

Career Pathways Partnership

For the adult population, the state has a priority on developing a Career Pathways system with a focus on programming that informs, connects, and develops the skills of all jobseekers but specifically those with greatest barriers to employment. The CPP is under the leadership of **Chair Mary Russell and Vice-Chair Mo Amundson**, GWDB members.

The partnership has evolved to incorporate a subgroup structure:

Resources – Debra Hsu, Associate System Director for Career Technical Education, Minnesota State

Focus on Customers – Julie Dincau, ABE Transition Specialist, Minnesota Department of Education

Communication – Sue Wallace, Executive Director, Creating IT Futures Foundation and Heather McGannon, Project Manager, Minnesota Pipeline Project, Minnesota Department of Labor & Industry



Work-Based Learning for Ages 16-24

- The work of the policy academy culminated in focus groups on work-based learning to better understand the challenges and opportunities for programs for 16- to 24-year-olds
- Focus groups were conducted in three Minnesota communities: Chisholm, Worthington and Minneapolis.
- The sessions were hosted by local/regional workforce organizations. Invitations to participate in the two-hour focus group were sent to key stakeholders and program partners.
- A follow-up survey was sent to all attendees and a white paper will be released soon.



Equity Task Force

Chair: Ruby Lee, President, Comunidades Latinas Unidas en Servicio (CLUES)

Mission: “To identify strategies and solutions to address racial employment disparities.”

The task force will advise and provide recommendations to the Governor to support his agenda or priorities to address equitable opportunities for racial and ethnic communities facing the greatest barriers to employment.

Vision: “An equitable and progressive Minnesota where barriers to meaningful employment are eliminated and where employers support training and family sustaining wages.”



Questions & Answers

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