

MINUTES OF THE
Workforce Development Council
Thursday, September 1, 2022 9:00 a.m. – 2:00 p.m.
LIFE SKILLS and TRANSITION CENTER
701 WEST 6TH STREET, GRAFTON ND

Members present: Dave Farnsworth, Pat Bertagnolli, Randy Burckhard, Becca Cruger, Jason Ehlert, Kellie Carlson, Tiffanie Gelinske, Cindy Griffin, Tony Grindberg, Chancellor Hagerott, Katie Ralston Howe, Lyn James, Dusty Jensen, Tim Johnson, Nathan Joraanstad, Howard Klug, Landis Larson, Perry Lubbers, Matt Marshall, Guy Moos, Stan Schauer, Cindy Schreiber - Beck, Don Shilling, Wayde Sick, Arnie Strebe, Damian Schlinger, James Upgren

Guests present: Chris Jones, Chauncy Smith, Heidi Lien, Matt Chaussee, Patrick Mineer

Staff present: Ruth Lacher, Tammy Barstad, Kerri Kraft, Ryan Volk, Sherri Frieze

WELCOME/CALL TO ORDER/ROLL CALL

Dave Farnsworth, Chair, called the meeting to order at 9:00 a.m. welcoming members and guests to the Life Skills and Transition Center in Grafton. Chairman Farnsworth was very gracious and conducted the Roll Call for Sherri Frieze.

APPROVAL OF MINUTES

MOTION: It was moved by Randy Burckhard, seconded by Howard Klug, to approve the June 2, 2022, minutes.
Motion carried.

UPDATE ON CURRENT RECOMMENDATIONS

Katie Ralston Howe

Katie talked about the council's recommendations that were sent to the Governor's office in June, and the feedback given.

Minor Updates

- Talent Attraction – increase from \$10M to \$15M
- Local Workforce Funding – increase from \$40M to \$50M
 - Add RWIP to purpose section
- Provide more clarification in Work Base Learning/Career Advisor recommendation
- Confirm population language in Apprenticeship recommendation
- Consider increasing Justice Involved pilot program goal – expanding the number of individuals in the Fargo and Bismarck locations
 - The Job Service proposal for the pilot program has been increased from 60 individuals to 75. Costs increased from \$600 thousand to \$640 thousand.

MOTION: It was moved by Howard Klug seconded by Lyn James to approve the funding increases for Talent Attraction to \$15 million, local workforce funding to \$50 million, and Justice Involved to \$640 thousand.
Motion carried.

Discussion:

- Need names for proposals/programs as appropriate
- Foreign Labor Task Force – name and messaging are needed
 - Separate the Foreign Worker Policy from new ND workers coming to the State of ND.
 - Ideas can be emailed to Katie; she will then include those thoughts in a survey.

Should the metrics be posted with the Recommendations, or only internally used for the subcommittees.

Members suggested:

- Designate the dollars into the program, with the partners implementing the program.
- Focus on the Partner lead. Example: Career Centers, Technical Education.
- Spell out metrics and make sure they are achievable.
- Look at metrics and which ones may need retuning.
- Are the metrics specific and realistic.

DISCUSSION & APPROVAL OF NEW RECOMMENDATIONS

Katie Ralston Howe

- A. **AUTOMATION** The WDC recommends investing \$5 million in a workforce training grant for employers and training providers that are utilizing automation as a workforce solution.
- B. **CHILD CARE** The WDC endorses the child care recommendations developed by the Child Care Task Force, led by the Department of Human Services and Public Instruction.
- C. **DIGITAL SKILLS EXPANSION** The WDC recommends the development of a central directory of all licensing boards to make it easier for licensed professionals to navigate the licensure system in North Dakota. The WDC endorses policies that expedite pathway to licensure for current and new North Dakotans as long as the health and safety of North Dakota citizens is protected.
- D. **NDUS** The WDC recommends leveraging Federal Digital Equity Act funds to advance digital skill training opportunities for adult learners, job seekers, and workers to prepare them for entrance and movement throughout the workforce.
- E. **TECHNICAL SKILLS TRAINING GRANT** The WDC endorses the Department of Commerce Technical Skills Training grant as it has been an effective tool for preparing a skilled workforce throughout North Dakota. The council supports the \$2 million request to sustain this program.

MOTION: It was moved by Kellie Carlson and seconded by Guy Moos to recommend investing \$5 million in Workforce Training Grants for employers and training providers that are utilizing automation as a workforce solution.
Motion carried.

SUPPORTING FAMILIES FOR A STRONG WORKFORCE

Chris Jones, Dept. of Human Services

- **AFFORDABILITY**
 - **Increase Eligibility** – Increase the number of families with children 0-3 years of age, who receive help paying for childcare by 400%.
 - **Added Tax Credit** – Create an additional state childcare tax credit for working families with young children, and to be refundable.
 - **Expand P3 model** – A public/private investment to help working families with children 0-3 years of age pay for childcare.
- **AVAILABILITY**
 - **More 0 – 3 age Openings** – Increase the rate the state pays providers of infant toddler care by 25%
 - **Career Pathway** – Partner with CTE to professionalize the care field
 - **Non-Traditional Care Incentive** – Pilot an incentive payment for people with offer irregular care during non-typical hours.
 - **Expanding Support** – Shared Services, Inclusion Grants, Facility Grants

- **QUALITY**
 - Best In Class – Every child (by family choice) has access to a BEST in CLASS experience the year before they enter kindergarten.
 - Parent Choice – Create quality-based payment tiers for families in CCAP.
 - Incentive Quality Training – Reward completion of above-and-beyond training in high priority EC content areas with Career Development grants.
- **CUTTING RED TAPE**
 - Food and Lodging
 - Administrative burdens

MOTION: It was moved by Arnie Strebe, seconded by Pat Bertagnolli to endorse the recommendations of the Childcare Task Force as presented. Motion carried.

AREA OF CAREER TECHNOLOGY CENTER (ACTC) RECOMMENDATIONS
Wayde Sick, Dept. of Career & Technical Education.

- Budgeting for new and expanding programs across centers and high schools – \$23 million
- Budgeting for continuation of new and expanding CTE Centers - \$88,276 228
- Budgeting for grantees that submitted applications in 2021 and costs have risen 20% higher on bids. New and expanding CTE Center Inflation Impact - \$ 40 million
 - Congressional delegation is involved in the follow up for the \$60 million that was not federally funded this year to the grantees.
- Budgeting for continuum momentum – CTE Centers not provided in certain regions - \$20 million

MOTION: It was moved by Tony Grindberg, seconded by Randy Burckhard to approve the increased funding for ACTC as presented. Motion carried.

RE ENERGIZE ND SCHOLARSHIP PROGRAM
Chancellor Hagerott, NDUS

The 'Re-energize' North Dakota program is intended to assist with Governor Burgum's Initiative on workforce recruitment and training needs by embracing the following:

- Recruit and train individuals interested in working in the energy sector of western North Dakota.
- Retain individuals that have left the energy sector by offering them State of ND funded scholarships to retrain or reeducate and reenter the workforce either in or out of the energy sector. The intent is to 'keep' them in the workforce of North Dakota.
- Creating a 'standing-reserve' of energy sector workers by targeting individuals ranging from recent high school graduates to out-of-state individuals seeking to train and/or relocate for good paying jobs. The intent is to build a 'bullpen' of workers ready to step into energy sector jobs as they become available in the future.

The North Dakota University System, and its eleven campuses, are fully engaged in recruiting, reeducating, and retaining workers from the oil and gas sector within the workforce of the State of North Dakota. The NDUS is dedicated to serving the communities in the oil and gas sector, and its residents by furthering their education for degree or certificate attainment, learning new skills, or simply taking classes.

MOTION: It was moved by Lyn James and seconded by Howard Klug to approve the 'Re-energize' North Dakota Scholarship Program recommended by the North Dakota University System. Motion carried

LIFE SKILLS & TRANSITION CENTER (LSTC)

Chauncy Smith

Heidi Lien

- LSTC serves as a specialized resource to the network for 121 private residential facilities and thousands of families who have a loved one with I/DD for whom are a caregiver or guardian.
- Currently stands at 43 adults, 19 youth (21 & under)
- Employees stands at 237 employees, with 63 temporary positions.
- LSTC care:
 - Crisis Stabilization Residential
 - Residential Transitions
 - Statewide Stabilization Supports
- Keys to successful acceleration of transition to the community
 - New community settings
 - Community crisis support
 - Shared understanding of LSTC role
 - Crisis Stabilization

BE MORE COLORFUL

Matt Chaussee

Virtual reality production studio in Fargo, launched a platform, called CareerView XR. – Platform that connects employers, schools, and students.

Addressing the career awareness problem:

- Students lack access to modern job exploration tools.
- Job shadows and in person tours are fantastic but not scalable.
- Web based experiences – currently 9 in production, with the goal to produce an additional 40 experiences.
- Primarily focused on trades and healthcare, working to produce manufacturing and automation soon.
- Using ND as a proving ground and creating a library of content that will be distributed to school districts and employment facilities around the state.
- Virtual “Day in the Life” career immersion.
- Early and diverse job exploration experiences.
- Accessible 24/7 from any internet connected device.
- Virtual career exploration include:
 - Plumber
 - Construction Project Manager
 - Welder/Fabricator
 - Petroleum Engineer
 - Diesel Technician
 - Wind Turbine Technician
 - Ironworkers
 - Elevator Constructors

GOLDEN PATH SOLUTIONS

Patrick Mineer

Connecting students, schools, and employers at scale for career awareness.

- Match students to employer’s careers through data.
- Help students prepare for the future and employers develop future workforce.
- Compass software is now available to all ND high school students through partnership with ND CTE, RUReady.ND.gov.
- No cost to schools.

Multiple ways for employers to participate and build future workforce

- Awareness
- Career Exposure
- Career Engagement
- Career

Employer experience

- Employers get a log in
- Employer work base learning opportunity
- Career profile
- Student applications

School Professional experience

- Approve organizations & opportunities or create their own
- Review work base learning (WBL) applications
- Create evaluations for employers to complete
- Create career exploration events
- Building reports
- Identify Choice Ready indicators
- Create and assign curriculum to participation

Student experience

- Student completes the compass assessment to review their skills
- Browse WBL opportunities
- Apply and receive offers
- Create experiences to track progress, log hours, and provide feedback
- Be matched for a sponsorship with consent

**JOBS ND UPDATE
WIOA UPDATE
Ruth Lacher, JobsND**

ND Unemployment rate in July = 2.2%

State job openings = 17, 643 on the JobsND website.

Top 6 industries with most openings:

1. Healthcare
2. Transportation
3. Administrative
4. Sales
5. Management
6. Construction

Job Fairs across ND:

Grand Forks – September 15

Williston – September 22

Fargo – October 6

WIOA Update:

Annual report is just starting to begin, for the year end; July 1 – June 30th. More numbers will be available at the Q4 WDC meeting.

H2A and H2B Program:

- **H2A – Temporary ag jobs**
In the past year, 32,000 thousand miles were logged by job service employees, inspecting housing units of 2,566 foreign workers in the state. The program is expanding. Thirty percent increase from 2021. Busy inspecting season starts in October – March.
- **H2B - Non ag jobs**
1,412 processed orders.

Virtual Apprenticeship Expo – 1st one to happen

- In partnership with DPI, CTE, JobsND, and TechEd
- November 17th
- Available through the Job Service platform; EZ Fair
- All middle school and high school students are invited
- 60 employers will showcase their operations

Job Service Podcast

- *The Job Pod*, hosted by Grand Forks, Workforce Center Manager, Dusty Hillebrand
- 30 podcasts, highlighting industry across the state
- New episodes publish weekly

NEXT STEPS

- Main Street Initiative Summit – October 24-25, Bismarck
- Communication Subcommittee will conduct first meeting this month
- Will send survey to prioritize recommendations
- Q4 WDC meeting, will be a joint meeting with the K-12 Coordination Council in December

ADJOURNMENT

With no further discussion, members adjourned the meeting unanimously. Meeting was adjourned at 2:04 p.m. Motion carried.