

Minutes of the
Workforce Development Council
Thursday, May 20, 2021
9:00 a.m. – 2:00 p.m.
TEAMS Meeting

Members present: Dave Farnsworth, Pat Bertagnolli, Jason Ehlert, Tifanie Gelinske, Chancellor Mark Hagerott, Timothy Johnson, Nathan Joraanstad, Jan Kamphuis, Bryan Klipfel, Perry Lubbers, Katie Ralston, Stan Schauer, Don Shilling, Damian Schlinger, Wayde Sick, Taya Spelhaug, Jim Upgren, Kasper Ziegler.

Guests present: James Leiman, Minot Job Corp staff

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.

WELCOME

Katie Ralston, Director of the Workforce Division at the Commerce Department, welcomed members and gave an overview of the agenda.

APPROVAL OF MINUTES

Motion: It was moved by Kasper Ziegler, seconded by Pat Bertagnolli to approve the March 4th, 2021, minutes. Motion carried.

LEGISLATIVE UPDATE WINS for the STATE
State Staff and Elected Officials

Katie Ralston - Commerce/Workforce

SB 2175 Military Member and Spouse Licensure

- Emerged through subcommittee work
- Military members were not included in the bill in 2019-2021 legislative session. This became a clean up bill to add military members.
- Department of Commerce can collect an annual report from licensing boards; data and other information to show how many military members and spouses received expedited licensing processing.

SB 2018 Commerce Budget

- Technical Skills Grant – \$1M award
- Non-resident nursing employment recruitment program - \$320k in matching funds
- UAS Workforce Training – TrainND Northwest – modeled proposal after Technical Skills Training Grant; will help launch this program in fall.

HB 1466 – Early Childhood Education – moving to Department of Human Services

- Recruitment strategy – extra COVID funds will be used towards this.

Jim Upgren - Department of Public Instruction

SB 2136 – State Scholarship

- Will be allowed to use at vocational schools, not locked into a two- or four-year college

SB 2289 - Redefining of our state scholarship requirements

- Align with Choice Ready initiative.
- A post-secondary, workforce ready and military ready component for scholarship requirement.
- Two out of the three components need to be met for Choice Ready.

HB 1478 - Expand learning opportunities for student outside of the classroom

SB 2147 – Students to demonstrate competency by completing and passing GED.

Damian Schlinger - Vocational Rehabilitation

HB 1405 Tax Credit

- The extension of a business income tax credit for employing people with behavioral health and development disabilities.
- Retroactive to January 1, 2021, covering 25% of wages paid, maximum of \$6,000 per employee.

Wayde Sick - Career Technical Education - SB 2019 CTE Appropriations

Secondary grants

2019 – 2021	2021-2023
\$24.5 million	\$26.8 million

Marketplace for Kids

2019-2021	2021-2023
\$300,000	\$300,000

Post-Secondary

2019-2021	2021-2023
\$257,000	eliminated

Farm Management Education

2019-2021	2021-2023
\$1.8 million	\$1.7 million

TrainND

\$2.0 million	\$2.0 million
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CTE Legislative - HB 1015 OMB Appropriations

- \$70 M in construction, renovation, and equipment for new and expanding CTE Centers
- A one to one matching grant
- Grant range will be \$500,000 to \$10 million
- Source of the funds is the Federal Coronavirus Capital Projects Fund
- Federal funds will come in two rounds

CTE - other

HB 1478 – Learn Everywhere Bill

- Alternative curriculum outside the classroom

SB 2196 – Learning Continuum Bill

- Establish and certify a ND learning continuum to allow a district, approved mastery framework policy to award units for graduation.

Superintendent of Public Instruction to develop continuum collaboration with the Department of CTE, upon the recommendation of the K12 Coordination Council.

HB 1380 – Legacy Fund Streaming Bill

- Up to \$30 million for workforce enrichment initiatives pursuant to appropriations or transfers authorized by the legislative assembly.
- Will take effect in 23-25 biennium
- Will require work with the 68th legislative assembly to secure funding.

Chancellor Mark Hagerott – NDUS

SB 2266 – ND Career Builders

- \$2.5 million for scholarship and loan repayment
- Included funding for program promotion

Bryan Klipfel – Jobs ND

SB 2016

- **General Funds**
 - Job Spidering Technology listing open jobs – as of April 30th, open jobs are 16, 400
 - Mobile application – free application to job seekers
 - State Social Security Administration
- **Special Funds**
 - New Job Training Program for primary sector businesses
- **Federal Funds**
 - 98% federally funded
 - Continuation of language to continue to accept the funds

HB 1278 – Unemployment compensation for military spouses

- Benefits paid to an individual who is military spouse who voluntarily left the most recent employment to relocate because of permanent change of station orders of the individual's military – connected spouse.
- Unemployed military spouse must still follow ND law when filing for unemployment to include weekly certifying and job searching.

Federal Unemployment Programs Participation – to be terminated June 19th

- Pandemic Unemployment Assistance (PUA)
- Pandemic Emergency Unemployment Compensation (PEUC)
- Federal Pandemic Unemployment Compensation (FPUC)
- Mixed Earners Unemployment Compensation (MEUC)

WIOA REVIEW

Katie Ralston & Phil Davis

Katie and Phil gave an overview to the topics of the Workforce Innovation and Opportunity Act (WIOA) program.

I. WDC Structure and Terms

- **WIOA Workforce System**
 1. Federal - US Department of Labor
 - (a) Funds
 2. State – ND Governor
 - (b) Workforce Council – ND has one across the state
 - (c) State Workforce Partners
 - Workforce Safety Insurance
 - NDDHS
 - Vocational Rehab.
 - NDUS
 - CTE
 - DOCR
 - Job Corp
 - (d) Job Service ND as fiscal agent
 - Unemployment grant
 - Wegner Peyser grant
 - WIOA

3. Local – Job Service/Workforce Centers
 - Youth programs
 - Adult programs
 - Dislocated Worker
4. Customers – WIOA serves, job seekers and employers

II. WDC Board Membership Structure

- **WDC Charter**

1. Advise the Governor and the public concerning the nature and extent of workforce development needs in ND
2. Identify how to meet these needs effectively while maximizing the efficient use of available resources and avoiding unnecessary duplication effort
3. 51% Business membership
4. 20% Labor organizations and workforce representatives
5. Local and state elected officials
6. Community based organizations
7. State workforce system agencies

- **Term Limits**

1. Members serve up to two consecutive terms but may continue beyond this timeframe until their seat is filled.
2. Must be out for a minimum of three consecutive years before reapplying to serve another term.
3. Former members may temporarily fill a vacancy if appropriate and upon appointment by the Governor.

III. Roles and Responsibilities

1. Approve bylaws and MOUs
2. Recommend new policy directions or legislation
3. Establish one stop delivery system to provide businesses and workers with seamless access
4. Review the workforce development system and make recommendations toward ensuring its effectiveness.
5. Identify opportunities for collaboration with economic development and workforce initiatives.
6. Actively participate in council meetings
7. Be an ambassador for the ND Workforce Development System
8. Identify workforce needs and recommend steps to meet them
9. Evaluate progress toward meeting the goals and strategies identified.

IV. Governor’s Set-Aside Funds

1. The Governor (JSND) must reserve not more than 15% from WIOA formula funds allotted for services to Youth, Adults, and Dislocated Workers.
2. Ten percent may be used to support statewide activities
3. Must follow ND state procurement rules in all transactions
4. Five percent used for state administrative costs (WIOA performance)
5. Create innovative programs and strategies to meet the needs of employers
6. Serve individuals with barriers to employment and coordination of programs and partners
7. Develop education and training programs
8. Increase training opportunities and placement in non-traditional employment for jobseekers
 - Proposed timeline for innovative solutions
 - Q3: Submit to WDC for initial review
 - Q4: WDC votes on proposals
 - Q1-Q2: Staff lead state procurement process for funding

JOBUP ND CAMPAIGN

- 12-week Workforce Campaign
- Highlighting industries that are hiring across the state
- Promoting JSND Services and Programs
- Social Media
 - Facebook, You Tube, and our podcast JSND Job Pod
- Utilizing \$40,000 of Governors Set Aside Funds
- After action report to WDC in Q4.

ND WDC and Efforts

Commissioner James Leiman

Commerce Commissioner James Leiman spoke to the council regarding a transformational approach on how to conduct workforce, economic, community development, along with the need to more effectively market tourism and the state’s assets. The core group of staff at the Commerce Department, the EmPower ND Commission, the Workforce Development Council, partner organizations, and private sector partners across the state play an important role in integration on a systems level process.

Chartering the future of Workforce, the process to think four dimensionally with the use of existing people in ND, leveraging marginalized groups within the state, groups outside the state and the resources needed to attract the workforce needed in North Dakota, with hopes they will stay to live, work, play, and raise a family.

Analyze what programs exist, brainstorm unconventional ideas. Perpetuate and move forward. The more the we all learn from each other, the more the packaging of new recommendations will come out of this.

ROLE AND DIRECTION OF WDC

Subcommittee focus

Katie Ralston

Katie asked the members to give direction to, 1.) what should the council be doing, 2.) are we driving recommendations, and 3.) are we serving as a sounding board?

1. Do more, think bigger.
2. Tap into other stewards for workforce.
3. Reengaging of the Apprenticeship Program- educating high school students.
4. Wages are still not being addressed, compared to neighboring states .
5. Direct link to the Governor’s office, for communication efforts toward CTE, DPI programs that are recommended by the WDC subcommittees.
6. Workforce industry needs are different across regions in the state. – Regional Strategies to be looked upon.
7. Collaboration with partners, a learning development for communication across the state, promoting the state programs.
8. Reach out more with GNDA, Economic Development groups, Regional Councils, local chambers.
9. Recommendations the council brought forth last session, to help serve a regional need and not one school or industry, with the need to have workforce operate the centers.
10. Look at the wins and look to other items for tackling on top of those wins.
11. More council members to testify during legislative session.
12. More regional support, industry support with materials, donation, expertise and partnership needs to be ongoing with the CTEs to be successful in the state.

13. Collaboration with non-council members for subcommittee meetings.
14. A cheat sheet for learning development by agency level and business level. Creation of a question and answer sheet for recruitment and retention efforts.
15. Subcommittee groups – possible rework into Youth Workforce, Barriers to Workforce, and Workforce Attraction, to address current issues in conjunction with financing and federal funds .
16. Opportunities with educational conferences in August.
17. Employers do not have total buy in, for CTE Centers. – Incentives offered for hiring of students from CTE Centers.
18. ND census population increased in 2020; that date analysis needs to be accounted as to where were the gains, retention in what industries, regions.
19. Job Up Campaign, learn from the data that could be pulled form it and where the hires are placed or where the connections were made.

What does it look like to be the owner of the state’s workforce strategy?

1. Committed to, actively promote the successes, and confidence in it.
2. More and more people are talking and referring to us.
3. We need to know what we are going to advocate people on.
4. Educating the council members in healthcare, energy, manufacturing, new Americans,

NEXT STEPS

Monthly Subcommittee Meetings

1. Review the current recommendations.
2. Support the wins.
3. What partners can be tapped for inclusion as a subcommittee member.
4. subcommittee leaders to help with moving initiatives forward.
5. Explore topics for planning for next year. By June 30th next year, the council will have a new set of recommendations.

OTHER THOUGHTS FOR INVOLVEMENT

6. COVID Recovery, a media campaign on the need to go back to work, ND the state of strong work ethic.
7. COVID Recovery, partner with GNDA to move the needle on this.
 - Childcare – hinderance for employees to go back to work, some federal dollars will be applied.

Future Meeting

Next full council meeting is scheduled for Thursday, August 19th at the Great River Energy building. Katie will compile today’s discussion points and provide members with one – two page report on how to move forward.

ADJOURNMENT

It was moved by Jan Kamphuis, seconded by Taya Spelhaug to adjourn the meeting at 1:30 p.m. Motion carried.