

**Minutes of the
Q2 Workforce Development Council
WSI Century Center
WSI Boardroom
1600 E Century Avenue, Bismarck ND
Thursday, April 4, 2024**

Members present: Becca Crueger, Pat Bertagnolli, Carrie Zubke, DJ Campbell, Jim Upgren, Josh Blackaby, Kellie Carlson, Michelle Axtman, Jason Ehlert, Tifanie Gelinske, Cindy Griffin, Taya Spelhaug, Damian Schlinger, Tim Johnson, Erik Christenson, Wayne Sick, Proxy Claire Gunwall for Chancellor Mark Hagerott, Jay Kost, Howard Klug, Landis Larson, Guy Moos, Matt Marshall, Emily O'Brien, Kasper Ziegler

Guests present: Raquel Nachatilo, Zac Greenberg, Andrea Pfennig, Sara Michael, Carolyn Laid, Patrick Mineer, Matt Chaussee, Dalberg/LAMP associates.

Staff present: Phil Davis, Ruth Lacher, Sherri Frieze

CALL TO ORDER/WELCOME

Cindy Griffin, Chairperson, called the meeting to order at 9:00 a.m. welcoming members and guests in the room and those via the TEAMS video/audio conferencing platform.

ADMINISTRATIVE MATTERS

Roll Call

Introductions around the room were conducted for new and existing members.

Approve Minutes

Motion: It was moved by Taya Spelhaug, seconded by Tim Johnson, to approve the February 8, 2024, minutes. Motion carried.

Member Terms

Reappointment

Three members have completed their three-year term. They are eligible for reappointment to another three-year term if they choose.

- Becca Cruger
- Kellie Carlson
- Dusty Jensen

Non eligible for Reappointment

These members have completed two consecutive terms of three years and are non-eligible.

- Taya Spelhaug
- Jason Ehlert
- Tony Grindberg
- Lyn James
- Tifanie Gelinske
- Tim Johnson

WDC Bylaws state that a “members can stay in their seat, until appointment is made to fill their seat.”

Departing members will stay with the council through the August meeting, due to the WDC Recommendations will need a majority approval at this Q3 meeting to move them forward for the 2025 Legislative Session.

LMI UPDATE

Phil Davis

Phil talked about the Labor Market Report for February and March.

- ND Unemployment Rate for February = 2.6% vs. 4.2% nationwide.
- ND Labor Force Participation Rate = 68.4% vs. 62.5% nationwide.
- The top 5 occupational groups with open jobs for March are:
Healthcare, Farm, Fishing & Forestry, Sales & Related, Transportation, Management.
- Open jobs in ND = 17,192
- 0.4% higher than March of last year
- 2.4% higher than prior month use

WIOA UPDATE

Katie Ralston Howe

Phil Davis

Katie and Phil walked members through the updates that were completed in March and were approved by the Administrative Committee.

- Attendance
- Conflict of Interest
- Member Expenses & Honorariums
- ND One Stop Career Center Certification
- Co-Enrollment
- Underemployment
- Incentives for Youth

IN DEMAND OCCUPATIONS LIST

Katie Ralston Howe

This list is used by many that attach funding or awards to their programs. Those that use the list include employers, the ND Career Builders program, Operation Intern, Technical Skills Training Grant Program, and Career & Tech Education.

The council has the responsibility to approve the list every year.

The criteria used for creating the list includes:

- Total employment
- Ten-year numeric job growth
- Annualized job growth in annual job openings
- Annual job openings
- Average annual wages – and a wage competitiveness to the top five states we lose employees to.
- Essential and Emerging occupations

The list is created every year within the Department of Commerce. New staff within the department conducted the research attaching weights to categories that skewed the results. Major shifts in the list occurred. The list was vetted through the admin and exec committees, suggesting that last year's list be used again.

The 2023 list may give the council one more year of data to track and may be the best alternative for 2025.

Any jobs that are part of the Registered Apprenticeship program, it is automatically considered added to the list regardless.

Suggestions:

Sensor Operators – an Emerging Technology job
Special Educators – to be a stand-alone line item
Career Tech Educators – to be a stand-alone line item

Motion: It was moved by Becca Cruger, seconded by Wayde Sick to use the existing **2023 In Demand Jobs List** over the new 2024 In Demand List that was recently completed with the Commerce Department.
Motion carried.

In discussion, the members agreed that a methodology/data set for the research of the list needs to be consistent from year to year. This consistent methodology should then become a standard operating procedure to produce the list.

Action Item: In the 4th quarter of this year, a group will be brought together to work on a methodology for the 2025 list.

CTE CENTER & RU READY ADVANCEMENT OVERVIEW

Wayde Sick

Wayde talked about CTE Inflationary dollar allocations that were provided to 13 applications in ND. He then presented the project updates for all CTE Academies.

Golden Path Solutions

Patrick Mineer

Patrick gave an overview of Golden Path Solutions, including goals and funding. He then walked through the process of the program, how many schools are using, expanded use cases in other schools, new use cases and partnerships/collaboration with state agencies and private sector.

Career View XR

Matt Chaussee

Matt gave an overview of Career View XR, including accessibility with the headsets. He talked about the partnerships with state agencies and private sector. He talked about accomplishments in 2023, including national awards, contracts, headsets donated to ND Schools, headsets being used nationwide, the Sustainability Plan for Phase 1-3 for continued success for ND students and workforce.

SUBCOMMITTEE UPDATE

Recruit & Retain – Becca

- Immigration and capitalize on foreign born labor
- FTGL – ongoing support to be prioritized
- Veteran Retention Rates Strategies

Removing Barriers – Damian

- Adult Learning
- Justice Involved
- **Housing – Mortgage Rate buydown**
- **Transportation with foreign born labor**
- **Childcare**
- Tribal
- Individuals with Disabilities

Career Exploration – Wayde

- Support to expand apprenticeship
 - Funds to support costs of apprenticeship – Expand upon the current State Scholarship program
 - Support for Quality Pre-Apprenticeship programs
 - Apprenticeship Ambassador Program
 - State Staffing opportunities
- Support for industry-recognized credentials at the high school level
- Additional funding to support additional Career and Technology Centers and Satellite sites

Endorsements:

- Marketing for RU Ready ND
- Funds to sustain and expand access to Work Base Learning Coordinators
- Inclusion of Career and Technical Education in the Business Gateway

Technical Skills Gap – Erik

- Digital Literacy
 - Leveraging federal Digital Equity Act (DEA) funds to advance digital skill training opportunities for adult learners, job seekers, and workers to prepare them for entrance & movement throughout the workforce.
- Artificial Intelligence
 - Training on utilization of AI
 - Assign agencies to provide training
 - Market the benefits of AI and how AI can be utilized
 - AI Task Force – NDIT
- Cybersecurity
 - Education of the public regarding Cyber Security
 - Provide for a general marketing campaign pointing to available resources

Occupational Licensure – Katie

- Complaint “Clearing House” or applicants and employers
- Expedited licensure mobility
- Licensure portability for internationally trained & licensed workers
- Interstate Compacts

WORKING LUNCH Around The Room Updates

Members gave a brief overview in their industry.

FIND THE GOOD LIFE EMPLOYER PORTAL Sara Michael

Candidate Market Place – this gives employers direct access to the leads that are captured through the FTGL pipeline. This will accelerate the path to a job search component, along with housing and childcare. Being able to reach out to the leads will give the other opportunities to fall into place.

- 1,500 passive candidates - qualified in the Candidate Market Place
- 2,500 over all leads, with 850 connected to Champions
 - Some want help with moving
 - Some are International

Sara presented the online application that the Employer will fill out on the portal, with terms and conditions to be understood.

Employer will be able to access the:

- Talent Roster
- Employer Tool kit
- FAQs
- Recruitment materials

Once a hire is made through the pipeline, the candidate is removed and considered a successful move to ND. The Pilot Phase will be open to council members now and to be open to the public could happen within the next two weeks.

OFFICE OF LEGAL IMMIGRATION (OLI) UPDATE

Zuzana Cepka, LaMP

Katie Ralston Howe

Zuzana gave an overview of the Second Phase – Implementation of the Report. Information is still in draft phases and is not public information. In summary, Zuzana discussed brief recommendations for innovation solutions, next steps, and resources on the OLI website.

Katie talked about the **Global Talent Taskforce (GTT)** was included in WDC Report of Recommendations for 2023. It was developed when the state recognized a need for supporting recruitment and integration of foreign-born workers to ND. A taskforce was developed, and the Office of Legal Immigration was created.

Currently the objectives to the GTT are being put together, reflecting as an advisory group for the team of OLI. Some objectives laid out:

- Not a board
- Not to meet for an ongoing period of time
- No extended any invitations have been sent
- Initial draft had 37 members, that number is down to 20 members

Katie mentioned the welcome of feedback for creating the taskforce. The hope is to start the GTT before the next legislative session. It was suggested that a WDC subcommittee chair could serve on the GTT.

NEXT STEPS

Katie Ralston Howe

- Subcommittees will continue building out recommendations through July and due on July 22.
- Final recommendations to be presented for approval, at the Q3 quarterly meeting in August.

ADJOURNMENT

MOTION: It was moved by Howard Klug, seconded by Kellie Carlson, to adjourn the WDC meeting. Motion carried. With no further discussion, the meeting was adjourned at 1:30 p.m.