



# **GWDB Updates & Discussion**

6/22/22 | MAWB Operations Committee

*Ben Baglio, Director, Governor's Workforce Development Board (GWDB)*

Minnesota Department of Employment & Economic Development (DEED)

# Overview

## Quick Updates

- New GWDB Members
- WIOA State Plan Modifications
- GWDB New Americans Task Force
- GWDB Committees Redesign
- DEED-MN State “Certificates to Credits” Update

## “Deeper Dive”

- Workforce-Education Alignment

# Quick Updates

## New GWDB Members (to be publicly announced soon)

- **Bernie Burnham, MN AFL-CIO** (Labor Representative) – New Member
- **Samuel Heimlich, North Central States Regional Council of Carpenters** (Labor Representative) – Reappointment
- **Council Member Hanna Valento, City of Forest Lake** (Local Elected Official) – New Member
- **WIOA State Plan Modifications**
  - Sections under US DOL ETA approved | TANF, SNAP E&T, & Perkins V: different federal timing (TBD)
- **GWDB New Americans Task Force**
  - First convened in January
  - Members: Business, labor, CBOs, MN State, DEED, MDE, DHS, MAWB (Tammy Biery)
  - Main Deliverable: Final Report will include recommendations for agencies and/or Legislature
  - Remaining work: July-Finalize & approve report; Fall-Publish and disseminate
- **GWDB Committees Redesign**
  - Executive Committee Membership
  - Other standing committees

# DEED-MN State “Certificates to Credits” Update

- 2020-22: DEED-Coursera “digital skilling” partnership
- 3,500 different Minnesotans completed 1+ courses on the platform
- Many certificates on the platform carry college credit recommendations from the American Council on Education (ACE)
  - Many MN State schools use ACE recs to assess & award “credit for prior learning” (CPL)
- CPL is usually awarded on an individual, case-by-case basis
  - Individual has cert(s), training, or experience
  - Individual works campus-by-campus to figure out which will award them CPL
- Collaborating w/ MN State’s “C-PLAN” team (works to advance CPL use across campuses) to explore Coursera as a good “case use” example:
  - CPL is a promising approach for alignment/coordination between WFD-higher ed.
  - CPL as an equity tool (short-term training as on-ramp to degree program)

# DEED & C-PLAN “Certificates to Credits”: Progress so far

## Participating Campuses (to be announced soon):

- Alexandria Technical and Community College
- MN State Community and Technical College
- Minneapolis College
- North Hennepin Community College
- Pine Technical and Community College
- Rochester Community and Technical College
- Saint Paul College
- South Central College

## Reviewed Certificates/Trainings:

- Excel Skills for Business
- Google Data Analytics
- Google IT Automation with Python
- Google IT Support
- Google Project Management
- Google UX Design
- IBM-Data Analytics
- IBM-Data Science
- IBM Cybersecurity Analyst Professional
- Preparing to Manage Human Resource
- Project Management: The Basics for Success
- Programming for Everybody: Python
- Python Data Structures

- The number of certificates evaluated by campus ranged from 1 to 13 depending on content applicability and campus capacity.
- A range of 0 to 12 credits were accepted for the certificates/trainings
- As of Mid-May, results of all 13 different Certificates/trainings were completed by 5 campuses with additional reviews still in progress, with another update at the end of June.
- Next steps are: to expand the crosswalks to other campuses; provide information to external partners/potential students on how it works; and display the crosswalks on the new Minnesota State Credit for Prior Learning Web Platform. Information will include details on the degree programs that award credit for these certificates and how to apply for the program.

# DEED-Coursera-C-PLAN Certificates to Credits:

## Progress so far

**\*2022-23: Through NASWA, DEED has learner licenses available to these (and 1 other) GWG certificate program that LWDBs and CBOs who would like to utilize them can access.\***

### Participants:

- Alex
- Minn
- Coll
- Minn
- Nor
- Pine
- Roc
- Saint Paul College
- South Central College

### Reviewed Certificates/Trainings:

- **Google Data Analytics**
- **Google IT Automation with Python**
- **Google IT Support**
- **Google Project Management**
- **Google UX Design**
- IBM-Data Analytics
- IBM-Data Science
- IBM Cybersecurity Analyst Professional
- Preparing to Manage Human Resource
- Project Management: The Basics for Success
- Programming for Everybody: Python
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# Credit for Prior Learning (CPL)/ Prior Learning Assessment (PLA)

## [Examination of Prior Learning Assessment \(PLA\) As Strategy for Achieving Workforce Development System Success](#)

From the 2018 NAWB Report:

“... the timing for establishing new connections to the workforce development system seems particularly good, as work-based learning and apprenticeship structures are higher priority strategies in the system, and formal certifications of skills are often necessary to access jobs with higher skills. **Many customers of the American Job Centers are in need of credentials that can be obtained while working in jobs that pay wages, thus making the PLA process a valuable mechanism for continuing to work while formal credentials are being obtained.**”

# Workforce-Postsecondary Alignment: Background

- WIOA: included language around increased alignment with education systems
- GWDB involved in various recent or ongoing “alignment” efforts
  - GWDB “restructuring” (Exec Committee)
  - NGA/Strada Educate for Opportunity (identified gaps/needs and systemic barriers)
  - NSC “quality credentials” policy academy
    - MN State also coordinating other NSC-supported effort on financial aid/assistance
  - Working with the MN P-20 Education Partnership
- Most examples of alignment/coordination between public WFD & postsecondary systems happens at the local level (such as an LWDB partnering with a college to provide training)
  - Requires strong local partnerships
  - Requires a clear framework & funding parameters
  - Typically focused on a singular industry, employer, or initiative
  - Typically strong “firewall” between “for credit” & “non-credit” training at a college



# NSC “Quality Credentials” Policy Academy

- 2019-2021: Precursor interagency group (DEED, OHE, MN State, DLI, MDE) was funded through *NGA/Strada Educate for Opportunity Grant* that resulted largely in identifying barriers to more alignment across programs, agencies, and systems (and some areas where more interagency/cross-system collaboration was needed)
- Summer 2021: GWDB & P-20 Education Partnership “Alignment Summit”
  - P-20/Education goal of being more responsive to industry needs, changing environments & technology
- Fall 2021: DEED, OHE applied for an NSC Policy Academy position (grant & TA)
- 2021-now: OHE, DEED, & MN are co-chairing the group to continuing pushing some of this alignment work – narrowing the focus to “quality credentials”
  - “Internal” working-group: OHE, DEED, MN State (meets 2x/month)
  - Larger partner & stakeholder group (meets monthly – Wanda Jensen from WDI helps rep. LWDBs)
  - Goals/Deliverables: Common Definitions; Possible Policy Opportunities

# “Quality Credentials”:

## Existing DEED Definitions; Goals of the NSC Policy Academy

- US DOL requires states to have policies in place to determine & ensure quality for WFD training
  - DEED most substantively has this policy/language in place within the [ETPL Guidelines](#)
  - ETPL Guidelines meets the minimum requirements, while [Career & Education Explorer](#) meets the federal requirement that this be made available publicly to job/training seekers
- US DOL, NGA, NSC, NAWB, & other states: achieve alignment through common policies & definitions
- Goals of the “quality credentials” group (NSC Policy Academy):
  - Collaboratively develop language that can be better utilized across WFD & higher education
  - Consider other policy language or policy opportunities to drive WFD-education alignment
  - With stakeholders: ID opportunities to deploy new lang/policy, & propose to state agency leaders
  - Create definitions and identify utilization opportunities that would:
    - Eliminate confusion for job/training seekers surrounding options, also somehow providing for quality assurance;
    - Make it easier, for those that it applies, to transition from short-term training into degree program (*stackability*);
    - Have practical utilization (LWDBs, colleges/training providers, employers, CBOs, and others serving Minnesota career seekers or students).

# WFD-Education Alignment:

## Seeking Input from LWDBs

- CPL: How can the GWDB help support LWDBs willing to “dive in” and develop strategies to utilize CPL? Any other thoughts on CPL?
  - Notes: More to come soon on Coursera; MN State also working on a CPL platform (likely useful for LWDBs!)
- What is the connection like with Perkins V in your area/region?
  - Do you, your staff, or members participate in regional/strategic planning done by MN State?
- “Quality Credentials” work: Beyond aligning with WIOA, anything I should be considering from a “workforce perspective” (or from your LWDB perspective) while we continue developing shared definitions (or ideas how to deploy the new definition)?
  - What could be helpful to WFD, within the definition itself or however it is utilized, for how we serve job seekers and employers? For how we work with grantees, training providers, or other partners?
  - Is there somewhere else other than the ETPL Guidelines where a state definition could/should be housed or published?
- Other insights or ideas to share on “alignment” more broadly?
  - Specific needs or pain-points? Replicable ideas?

# Thank You!

## Questions? Comments?

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