



# Minnesota Association of Workforce Boards Annual Meeting August 3, 2023

Marc Majors, Deputy Commissioner for Workforce Development

# New DEED Leadership



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Commissioner



Abdiwahab Mohamed  
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Neela Mollgaard  
Executive Director of Small  
Business Development

# New DEED Leadership



Katie McClelland  
Director, Governor's Workforce  
Development Board



Ekta Prakash  
Director of Public Engagement

# What's On the Federal Horizon

- WIOA Updates
- CHIPS and Science Act
- Infrastructure Deal
- Broadband
- Inflation Reduction Act
- Partners for Reentry Opportunities in Workforce Development

# Historic Legislative Session

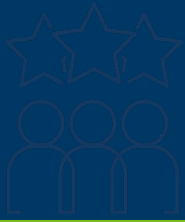
- The February Budget Forecast projected a \$17.5 billion surplus.
- The 2023 Legislature passed **historic investments** in legislative priorities, including passing a **\$72 billion biennial budget** and infrastructure investments of **\$2.6 billion**.
- For DEED, this amounts to almost **\$1.8 billion** in total investments in FY24-25.



# Drive for 5 Workforce Fund

- The Jobs bill provides **\$20 million** in the FY24-25 biennium for the **Drive for 5 Workforce Fund** to prepare the workforce to enter **five of the most critical occupational categories** in the state with high-growth jobs and family-sustaining wages:
  - Technology
  - Caring professions
  - Education
  - Manufacturing
  - Trades
- **Competitive grants** focused on **training + support services** with funding for **Trade Association sector partnerships** to engage business associations in job matching.





# Targeted Population Workforce Programs

- This Jobs bill invests **\$50 million million** in the FY24-25 biennium and \$2.550 million in the FY26-27 biennium in employment services and training to **bring workers who have been overlooked for employment – particularly people of color – into the workforce at family-sustaining wages.**
- This is a critical initiative to **bring Minnesotans into the workforce**, ensure employers have the staff to help their business thrive, and move Minnesota's economy forward.



# Youth Workforce Development

- The Jobs bill **doubled** the existing funding to put **\$20 million** in the FY24-25 biennium toward youth workforce development – which will serve over 38,000 young people.
- This expands Minnesota’s results-driven Youth at Work, Minnesota Youth Program and YouthBuild programs to **prepare more Minnesota young people to enter the workforce focused and work-ready.**

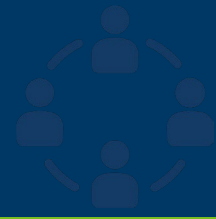




# Clean Economy Equitable Workforce

\$3 Million in FY24-25 in grants for:

- Workforce readiness programs
- Must prepare workers for careers in the **high-demand fields** of construction, clean energy, and energy efficiency
- Focused on workers who are **Black, Indigenous, and People of Color**
- Grants to **nonprofit organizations** that serve historically disenfranchised communities with **preference** for organizations that are **new providers of workforce programming** or which have partnership agreements with **registered apprenticeship programs**



# Office of New Americans

The Jobs bill creates the Office of New Americans and funds it at **\$1.5 million** in each biennium. The office will:

- Support immigrant and refugee **integration**
- **Reduce barriers** to employment, and
- **Improve connections** between employers and job seekers.

Minnesota's new Americans create robust businesses, offer extraordinary cultural contributions, and play a critical role in meeting labor needs throughout Minnesota. But there are **multiple barriers to getting established in Minnesota.**



# Additional Grant Opportunities

- Pathways to Prosperity - Currently Open
- Women Economic Security Act - Currently Open
- Southeast Asian Grants - Currently Open
- Adult and Youth Supportive Services - Adult is currently Open
- Getting to Work - Currently Open
- Can-Train - Released in the Fall

# Good Jobs Initiative

**Recruitment and Hiring:** Qualified applicants are actively recruited – especially those from underserved communities. Applicants are free from discrimination, including unequal treatment or application of selection criteria that are unrelated to job performance. Applicants are evaluated with relevant skills-based requirements. Unnecessary educational, credentials and experience requirements are minimized.

**Benefits:** Full-time and part-time workers are provided family-sustaining benefits that promote economic security and mobility. These include health insurance, a retirement plan, workers' compensation benefits, work-family benefits such as paid leave and caregiving supports, and others that may arise from engagement with workers. Workers are empowered and encouraged to use these benefits.

**Diversity, Equity, Inclusion, and Accessibility (DEIA):** All workers have equal opportunity. Workers are respected, empowered, and treated fairly. DEIA is a core value and practiced norm in the workplace. Individuals from underserved communities do not face systemic barriers in the workplace. Underserved communities are persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-involved individuals.

**Empowerment and Representation:** Workers can form and join unions. Workers can engage in protected, concerted activity without fear of retaliation. Workers contribute to decisions about their work, how it is performed, and organizational direction.

**Job Security and Working Conditions:** Workers have a safe, healthy, and accessible workplace, built on input from workers and their representatives. Workers have job security without arbitrary or discriminatory discipline or dismissal. They have adequate hours and predictable schedules. The use of electronic monitoring, data, and algorithms is transparent, equitable, and carefully deployed with input from workers. Workers are free from harassment, discrimination, and retaliation at work. Workers are properly classified under applicable laws. Temporary or contractor labor solutions are minimized.

**Organizational Culture:** All workers belong, are valued, contribute meaningfully to the organization, and are engaged and respected especially by leadership.

**Pay:** All workers are paid a stable and predictable living wage before overtime, tips, and commissions. Workers' pay is fair, transparent, and equitable. Workers' wages increase with increased skills and experience.

**Skills and Career Advancement:** Workers have equitable opportunities and tools to progress to future good jobs within their organizations or outside them. Workers have transparent promotion or advancement opportunities

Thank You!