

# STRONGER *Together*



**MINNESOTA ASSOCIATION  
OF WORKFORCE BOARDS**

*Summer Conference*

**AUGUST 2 - 4, 2023**

**INN ON LAKE SUPERIOR, DULUTH**



## Agenda

All events take place in the **Northern Lights Ballroom** unless otherwise noted.

*Wednesday, August 2*

**5:00 - 7:00 p.m. Welcome Reception**

*Appetizers provided. Cash bar.*

**10:10 - 10:30 a.m.**



**Remarks**

Amy Hansmann, Federal Project Officer | US Department of Labor, Region 5

**10:30 - 11:00 a.m.**



**Remarks**

Marc Majors, Deputy Commissioner of Workforce Development | Department of Employment and Economic Development

*Thursday, August 3*

*A complimentary continental breakfast is served daily from 6:30 - 10:00 a.m. at the Inn on Lake Superior.*

**9:00 - 9:05 a.m.**

**Welcome**



Anoka County Commissioner  
Scott Schulte, Chair | Minnesota Association of Workforce Boards

**11:00 - 11:45 a.m.**



**The Positive Impact of Local Workforce Boards**

Walter L. Simmons, President & CEO | Employ Prince George's, Inc.

**9:05 - 10:00 a.m.**

**Keynote Presentation: Cultivating Connection in a Disconnected Workplace**



Carolyn Colleen, Founder | FIERCE Foundation

Hear from an expert Workforce Development Board leader about what makes Employ Prince George's such a high-performing organization! Learn more about how you and your Board can make an even greater impact in your area—including through business services, outreach, diversity, equity, and inclusion efforts, and more.

**11:45 a.m. - 12:00 p.m. Small Group Reflection**

**10:00 - 10:10 a.m.**

**Break**

**12:00 - 12:45 p.m.**

**Lunch**

Thursday, continued.

12:45 - 1:45 p.m.

## Breakout Sessions

### Breakout 1: Board Chair Testimonials

Northern Lights Ballroom



**Moderator: Jeanna Fortney**, Director | Minnesota Association of Workforce Boards

**Panelists:**



**Nicole Mattson**, Chair | Hennepin-Carver Workforce Development Board



**Ian Vincent**, Chair | City of Duluth Workforce Development Board



**Jonathan Weinhagen**, Chair | City of Minneapolis Workforce Development Board

Hear from local board chairs from about their experiences leading local workforce development boards. Panelists will share what benefits they have personally gained from their experience, the impact they've made in their communities, and what they see as the chief challenges and opportunities in workforce development.

1:45 - 2:00 p.m.

## Break

2:00 - 2:45 p.m.



### Workforce DEI: The Role We All Play

**Whitney Harvey**, Sr. Director of Workforce Diversity & Inclusion | Minnesota Chamber Foundation

The state of Minnesota is growing increasingly diverse and research shows that organizations that prioritize diversity, equity, and inclusion (DEI) in the workplace outperform those that do not. While the prioritization of DEI initiatives is a business imperative, it is important to understand that the business community cannot effectively engage underrepresented demographics in the workforce without working on internal workplace inclusion. Hear from Whitney Harvey about how to begin or continue making progress on your DEI journey through a review of the What, the Why, and the How of building inclusive workplaces.

### Breakout 2: Using Job-Fit to Improve Career Navigation

Eagle Harbor Room



**Bill Guest**, President and Chief Solutions Architect | Metrics Reporting

Participants will learn how to improve career coaching, career pathways, training performance, placement outcomes, and retention outcomes using Job-Fit. People are a complex mixture of characteristics. We can measure job-related characteristics and calculate job-fit for various jobs. People are a great fit for some jobs and not so much for other jobs. When we consider job-fit and guide individuals to training and employment that aligns with their natural characteristics they are more likely to succeed and thrive. This session will explain job-fit concepts and how to apply them to improve your program outcomes.

2:45 - 3:30 p.m.

### Racial Equity Dividends Index



**Nathan Arnosti**, Director of Analytics | Center for Economic Inclusion

Hear how leading Minnesota companies are building racially equitable and inclusive workplaces, based on results from the Center's analytical tool, the Racial Equity Dividends Index. The Index was developed in the wake of 2020's mass protests and unprecedented corporate commitments to racial justice as a tool to help companies quantify their progress on racial equity within their own organizations, benchmark efforts against peers, and learn how leading companies are gaining a competitive advantage through deeper commitments to racial equity. The Index evaluates participating companies on 43 racial equity standards across seven dimensions: Leadership, Hiring, Culture, Procurement, Products and Services, Philanthropy and Investment, and Public Policy. In 2023, 22 companies employing more than 95,000 Minnesotans and 414,000 workers globally participated in the Racial Equity Dividends Index. Hear high-level findings from the 2023 Index, promising practices from leading companies, and more.

Thursday, continued.

**3:30 - 3:45 p.m.**      **Small Group Reflection**

**3:45 - 4:15 p.m.**      **Promising Practices Awards and Association Business Meeting\***

*\*See MAWB's Business Meeting agenda on the next page.*

**4:15 p.m.**      **Adjourn for the day**

**5:00 - 9:00 p.m.**      **Dinner and Networking Event**

**Blacklist Brewing, 206 E. Superior St., Duluth, MN 55802**

*Dinner provided. Bar open for individual purchases.*

*(Axe Throwing from 5:00 – 6:00 p.m. Pre-registration required)*

*Friday, August 4*

*A complimentary continental breakfast is served daily from 6:30 - 10:00 a.m. at the Inn on Lake Superior.*

**9:00 - 10:00 a.m.**      **Federal Legislative Updates**



**Chris Andresen**, Senior Vice President | Dutko Government Relations

Chris will share progress on the Workforce Innovation and Opportunity Act (WIOA) reauthorization and other pertinent federal legislation that affects workforce development and local boards.

**10:00-10:15 a.m.**      **Break**

**10:15 - 11:15 a.m.**      **Governor's Workforce Development Board Updates and Round Table Discussions**



**Katie McClelland**, Director | Governor's Workforce Development Board

The new director of the GWDB will share updates on several priorities including the recent launch of GWDB committees, working across agencies via the WIOA state planning process, and the roadmap for the local and regional plans. The session will provide important details on how local workforce development boards can utilize WIOA planning as a resource to develop impactful and cohesive workforce strategies and you will have the opportunity to provide feedback on the planning process. Small group discussions on regional priorities will follow.

**11:15 a.m. - 12:15 p.m.**      **Workforce & Economic Development Working Together**



**Moderator: Jinny Rietmann**, Executive Director | Workforce Development, Inc.

**Panelists:**



**Chris Hahn**, Community and Business Development Specialist | Community and Economic Development Associates, Southeast Minnesota



**Carol Anderson**, Executive Director | Community Development of Morrison County, Inc



**Mark Jacobs**, Director | Dakota-Scott Workforce Development Board



**Elena Foshay**, Director | Duluth Workforce Development Board

Local workforce leaders and economic development partners will join a moderated panel conversation to speak on how building strong partnerships across the workforce and economic development ecosystem can help provide better services for employers and grow local economies.

**12:15 p.m.**

**Thank You & Adjourn**



## **Business Meeting Agenda**

**Thursday, August 3, 2023  
3:45 – 4:15 p.m.**

Please note, only Voting Members of the Minnesota Association of Workforce Boards may participate in the votes. This includes the Director, Local Elected Official, and Board Chair of each Workforce Development Area.

- 3:45 p.m.            Approve Agenda**
- 3:50 p.m.            Presentation of Candidates for Board of Directors:  
Voting Item**
- 3:55 p.m.            Promising Practices Awards and Presentations on  
Selected Projects**
- 4:15 p.m.            Adjourn**

**Next Full Association Meeting:**  
Joint Meeting with the Governor's Workforce Development Board  
**Wednesday, November 15, 2023**

# Meet the Presenters

Listed here in order of appearance on the agenda.



## Commissioner Scott Schulte

Anoka County Commissioner Schulte currently owns and operates Hi Ten Service, a successful second generation 66-year-old family run “old fashioned service station.” He’s served as an Anoka County Commissioner for 10 1/2 years and recently as the chairman of the County Board and of the Anoka County HRA. In addition, he serves as the chairman of the Property Records and Taxation Committee and vice chairman of the Public Safety committee. He also served 12 years as Mayor Pro-Tem and Councilman at large for Coon Rapids, and Director on the Boards for Anoka County Joint Law Enforcement Council, Coon Rapids Crime Prevention Association, First Advantage Bank, and Coon Rapids Rotary Foundation. He is a past president of the Association of Minnesota Counties and current Chairman of the Minnesota Association of Workforce Boards. He is the current president of the Coon Rapids Housing Improvement Association and the Pheasant Ridge Townhome Association. He has served as the Trustee and Treasurer for Epiphany Catholic Church for Father Bernard Reiser, Past President of the Coon Rapids Rotary Club, and past member of the Lions Club. He graduated from Blaine High School with highest honors in 1979, Dunwoody College in 1982, and Anoka Technical College in 1984. Commissioner Schulte is married with 5 children and 11 grandchildren. ■



## Keynote: Carolyn Colleen

Carolyn Colleen is a fierce mother of three children, author, international speaker, entrepreneur, and business strategist focused on helping others achieve their goals. Carolyn is the founder of the FIERCE Academy, an online program that helps women create life strategies that enables them to have the life they dream of—without sacrificing their families, careers, or lifestyles. She is also the author of “F.I.E.R.C.E.: Transform Your Life in the Face of Adversity, 5 Minutes at a Time!”

Carolyn is the owner of Acton Midwest private STEM school, empowering our future intra-preneurs, entrepreneurs, and trades people from 4K through 12th Grade create their own path to success by developing the real world skills and character traits that matter most. She is a consultant and thought leader for Case Western Reserve University as a leader within the Xchange approach, an initiative built upon a scientifically based, multi-disciplinary approach for leading and managing teams. In addition, she has co-authored a second book, Academic and Educational Entrepreneurship, is the founder of FIERCE Foundation, a nonprofit organization that collaborates with organizations in the 7 Rivers Regions to provide women and children the tools to achieve generational self-sufficiency and is a delegate for the 2023 Commission on the Status of Women, United Nations.

Carolyn is a soon to be Ph.D. in Organizational Leadership and Behavior, an MBA, and a BA in Business, and a dynamic and innovative workplace leader. Carolyn has worked as a Program Manager and Business Development Consultant at Gundersen Health System, Associate Professor at the University of Wisconsin-La Crosse and Western Technical College, Account Management Executive for Gensler, and a Client Service Executive at UBS Financial Services. She knows how to transition people and processes to achieve the next-level of success while also aligning with organizational objectives. ■



## Amy Hansmann

Amy Hansmann is the Federal Project Officer (FPO) for the DEED WIOA formula grants. Amy joined the Department of Labor in March 2022 after spending 12 ½ years with the Wisconsin Department of Workforce Development. Hired as an employment and training specialist during the American Recovery and Reinvestment Act era, she started her workforce development career in a Milwaukee Job Center resource room and moved up through the ranks to the department's Central Office in Madison. When she left Wisconsin's DWD, Amy had managed the Wagner-Peyser Act program, RESEA, WOTC, Foreign Labor Certification and Migrant and Seasonal Farmworker services. ■



## Marc Majors

Marc Majors was named DEED's Deputy Commissioner of Workforce Development in March 2022. In this role, Majors oversees Employment and Training programs, CareerForce, and the Governor's Workforce Development Board. Before being named Deputy Commissioner, Majors was DEED's Director of Employment and Training Programs – the group at DEED that runs grantmaking for workforce development. Additionally, he held responsibility for the agency's Workforce Innovative and Opportunity Act-Title I programs, Trade Adjustment Assistance programs, State-funded Workforce Development Grants, and a new public-private initiative with Xcel Energy.

Majors has been a key leader in advocating for and securing over \$130 million in net new workforce dollars for Minnesota's workforce development system through federal and state sources. He also helped pioneer a new community review process that has engaged over 75 outside reviewers of DEED grant applications. These innovations and others have led to \$18 million more in workforce grants going to equity-centered nonprofits. Before joining DEED, Majors was a Workforce Development Manager with the San Francisco Office of Economic and Workforce Development. He also spent seven years in New York City Government – managing workforce development programs at the New York City Health and Hospitals Corporation, the largest public health care system in the country – and worked at the New York City Department of Employment, where he served as a program manager and oversaw Job Training Partnership Act programs.

Majors was born in Minneapolis. He holds a Juris Doctorate from Vermont Law School, a Master of Public Administration from New York University, and a Bachelor of Arts from the University of San Francisco. In 2021, Majors was named by Twin Cities Business Magazine as one of the notable BIPOC executives of the year. ■



## Walter Simmons

Over the past 14 years, Walter Simmons has held various workforce development positions within local and state government, the private sector, and the nonprofit industry. Walter takes pride in having worked his way up from the front desk of a youth workforce development program to becoming the Executive Director of the Prince George's County Workforce Development Board. Walter established Employ Prince George's in 2018, followed by Employ DMV and the Center for Workforce Excellence International in 2021.

Today Employ Prince George's annual budget exceeds \$24 million and 100+ staff. Since 2018 Walter has led Prince George's County in revamping its public workforce system, building a new American Job Center and Youth Career Center, cutting the County's unemployment rate in half, and increasing services to 25,000+ job seekers and businesses annually. Employ Prince George's and the Prince George's County Workforce Development Board won the National Association of Workforce Boards 2022 WIOA Trailblazer Award.

Walter has received numerous honors including multiple 40 under 40 awards, being one of the Maryland Daily Record's Most Influential Marylanders in 2020 and included as one of the Most Admired CEOs in Maryland in 2021. Most recently he led the Prince George's County Workforce Development Board in receiving the and he was honored in 2023 as the National Association of Workforce Development Professionals' Workforce Development Professional of the Year.

Walter volunteers with multiple nonprofits and serves on multiple nonprofit boards in Maryland, including the Maryland Chamber of Commerce. Nationally, Walter is a member of the Board of Directors for the National Association of Workforce Boards and the Vice Chair of the Board of Directors for the National Association of Workforce Development Professionals. ■



## Jeanna Fortney

Jeanna is the Director of the Minnesota Association of Workforce Boards, the state association that represents Minnesota's 16 local workforce boards. Jeanna has a long career in workforce development, including leading career pathways programming for Washington DC's state workforce board, providing technical assistance to states, and managing youth and adult employment and training programs on the local level. Jeanna has a Bachelor's degree in Sociology from American University and a Master's in Social Work from George Mason University. ■



## Nicole Mattson

Nicole Mattson is Vice President of Strategic Initiatives for Care Providers of Minnesota, a statewide association of senior care providers. Her areas of focus are Advocacy, Workforce and Quality. She is a Licensed Health Services Executive/Nursing Home Administrator and has a master's degree in Human Resource Management from St. Mary's University, and an undergrad from Metropolitan State University. She is a Certified Association Executive (CAE) and holds an SPHR certification from the Human Resource Certification Institute and SHRM-SCP from the Society of Human Resource Management. She has over 25 years of experience in the senior care profession, in various capacities, most recently as an Administrator of a post-acute/long-term care facility. Nicole has previously served as a Senior Examiner for the AHCA Quality Award Program. She also serves on the Minnesota HOSA Board and Governor's Workforce Development Board, is the Chairperson for the Hennepin Carver Workforce Development Board and Vice Chairperson of the Minnesota Association of Workforce Boards. ■



## Ian Vincent

Ian Vincent is a musician, cinephile, and foodie with deep family ties to the Twin Ports. He is a 2012 Accounting graduate of the University of Minnesota Duluth, and holds a Bachelors of International Business and Marketing from the Grenoble Graduate School of Business in Grenoble, France. Ian joined the APEX team in July of 2013 as an intern. APEX is a 501c6 non-profit economic development organization dedicated to driving investment in the 10 county APEX Region of northeast Minnesota and northwest Wisconsin through private business attraction and expansion.

Over the last decade, Ian rose to the rank of Director of Business Development, with key responsibilities including team leadership in manufacturing, transportation logistics, and workforce development. He cut his teeth in workforce development as a leader of the NORTHFORCE.org Talent Community from 2013-2018. In 2016 he was appointed to the Duluth Workforce Development Board, where he was a founding member of the Regional Workforce Leadership Team, and the DEI Committee. In 2020 he was elected chair of the Duluth Workforce Board. With deep ties state and local government, higher education, and private industry, Ian maintains a thought-leading role in the region's workforce and economic development communities. ■

## Jonathan Weinhagen



Jonathan Weinhagen is President and CEO of the Minneapolis Regional Chamber. He serves on the board of Expo 2027 Minnesota \* USA, Meet Minneapolis, Minneapolis downtown council, RealTime Talent, Minnesota Black Chamber and Greater Minneapolis Hotel Association. He is a lead member of the GroundBreak Coalition, Chair of the Minneapolis Workforce Development Board and board member of the Family Housing Fund. He was elected to the Mounds View School Board in 2014, where he currently serves as chair, and is Past-President of the Mounds View Schools Education Foundation.

Jonathan completed a Policy Fellowship through the University of Minnesota Humphrey School of Public Affairs and earned his MBA and Bachelor's degrees from Bethel University. Jonathan and his wife Nicki, along with their four boys, live in Shoreview. ■





## Bill Guest

Bill Guest is the president and chief solutions architect at Metrics Reporting, a Michigan-based workforce development and talent management consulting firm. He is an international consultant, conference speaker, and practitioner in the areas of workforce development, innovation, and metrics. His consulting practice is currently focusing on human capital supply-chain challenges at all levels.

Employers, industries, regions, states, and nations need to manage their talent supply-chains to assure competitiveness in the knowledge economy. Organizations need to implement the right processes, tools, and measurements to support their performance improvement objectives. Bill has developed a crisp, clear, no-nonsense approach to organizational performance improvement. He developed and implemented these techniques, with excellent results, during his 25 years of industry experience with various organizations in the roles of engineer, supervisor, vice president sales, general manager, president, and CEO. Since 1999, he has been working with clients around the world to teach them these straightforward methods and provide step-by-step coaching as they use these techniques to achieve their goals. Bill is an author and frequent speaker on Talent Supply Chain Management (TSCM) and evidence-based talent decisions. ■



## Whitney Harvey

Whitney Harvey joined the Minnesota Chamber of Commerce in February of 2022 as the Senior Director of Workforce Diversity and Inclusion. She is responsible for supporting and guiding Minnesota businesses on their journeys towards creating inclusive workplaces that value and respect the multiple dimensions of diversity that exists in our state's workforce. Whitney is actively engaged in her community and serves on the Board of Trustees for the MS Society's Upper Midwest Chapter, the Board of Directors for Basic Needs (a local community non-profit), and the DEI Advisory Committee for the South Washington County School District. Whitney is a collaborative and passionate leader who values variety, innovation and making connections.

Whitney has a Bachelor of Arts in Biology from Gustavus Adolphus College and a Master of Health Care Administration. She currently resides in Cottage Grove, MN, and enjoys live music, sports, and traveling with her family (husband and daughters, Riley (11), and Mila (5)). ■



## Nathan Arnosti

As Director of Products and Analytics, Nathan leads the Center's work to develop and offer proprietary consulting products and tools which analyze employee, resident, and business data and leverage best practices in antiracism, policy research, and systems change to inform public and private sector employer actions. Nathan partners with our consultants to provide comprehensive organizational analysis that enables the Center to guide business leaders, public-sector employers, and policy makers to take strategic actions to dismantle institutional racism and close racial employment, income, and wealth gaps and improve their bottom-line results. Previously, Nathan

worked at Brookings Institution, as a consultant to the McKnight Foundation, and in state and local government in New York. He holds a master's degree in City Planning from the Massachusetts Institute of Technology and a bachelor's degree in Geography and History from Middlebury College. ■



## Chris Andresen

Chris Andresen serves as a Senior Vice President with Dutko GR. He works extensively with clients to identify policy opportunities and threats to create detailed funding, legislative and executive strategies. His broad experience includes working with companies, universities, non-profits, and trade associations in the following sectors: workforce development, consumer products, manufacturing, retail, renewable energy, criminal justice, mental health, technology, and higher education. He has a bachelor's degree in organizational management and marketing from the University of Minnesota-Duluth. ■



## Katie McClelland

Before becoming Director of the Governor's Workforce Development Board, Katie McClelland led workforce development policy for the U.S. Congress Education & Labor Committee under Chairman Robert C. "Bobby" Scott and the Health, Education, Labor and Pension (HELP) Committee under Ranking Member Senator Patty Murray.

Her leadership skills, relationships and experience drafting the original language for the Workforce Innovation and Opportunity Act program – the federal workforce program DEED administers across the state – will be wonderful assets at DEED!

Katie, a Minnesota native, was most recently the Minnesota Technology Association (MnTech) Director of Public Policy & Research, where she led policy and research initiatives to ensure Minnesota has a thriving tech ecosystem. ■



## Jinny Rietmann

Jinny Rietmann, Executive Director of Workforce Development, Inc., has been in the Workforce Development field for 20 years. She also serves as the Executive Director for the Workforce Development Board of Southeast Minnesota, serving 10 counties. She has served in various roles including direct service as a Career Counselor, as well as leadership roles in youth development and strategic non-profit management. Her organization is a leader in providing employment and training services with a 40-year history serving thousands of customers and employers. Ms. Rietmann is a Global Career Development Facilitator and holds an M.S. degree in Counseling Education. ■



## Carol Anderson

Anderson is presently the Executive Director for Morrison County Community Development of Morrison County, a position she has held for the past 34 years. In that capacity, the organization has been responsible for assisting firms create 2,000 jobs in Morrison County and approximately \$300 million in construction of facilities and equipment. Since 1997 Community Development of Morrison County has made loans to 90 businesses. Prior to coming to Community Development she was an International Trade Representative for the Minnesota Trade Office in St. Paul, Minnesota. In that position she specialized in international business in the Scandinavian countries.

Anderson holds a Bachelor of Arts degree in Political Science from St. Cloud State University and a Masters of Arts degree in Public Administration from Mankato State University. She was an adjunct faculty member at St. Cloud State University and taught in the Political Science Department. She is a graduate of the Humphrey Institute Policy Forum at the University of Minnesota and is a Blandin Associate.

Anderson was a member of the Benton County Planning Commission for eleven years and chair for seven years. She was a founding Board member of the Little Falls Area Foundation and was on the Board of Directors of the Tri-County Community Action Program. She is a board member for and Vice President of the Board for Minnesota Business Finance Corporation. Presently, she is the Chair of the Work Force Development Board in WDA 2 covering 19 counties in Northwestern Minnesota. She is also on the Board of Directors for Rural Minnesota Concentrated Employment Program. Anderson serves on the President's Advisory Committee for Central Lakes College in Brainerd, MN. She is the President of the Benton County Farmers Union. She is also a member of the Minnesota Farmers Union Board of Directors and serves as chairperson of the Executive Committee. Anderson and her husband Steve are farmers and farm 440 acres. ■



## Elena Foshay

As Director of the City of Duluth's Workforce Development Department, Elena Foshay leads development and implementation of workforce strategy, employer services, and programs for jobseekers. Her roots are in youth development and social work, with close to 20 years of experience designing and implementing workforce development programs. She earned a

Master's in Social Work and a Master's in Community Economic Development, both from the University of California – Berkeley. She believes in building a strong community fabric of partners, and envisions a future where we work together to create economic opportunity for all. ■



## Chris Hahn

Chris Hahn is a Community and Economic Development Associates (CEDA) team member. In his roles with CEDA, Chris serves as the Economic Development Authority (EDA) Director for the City of Spring Valley and Fillmore County in Southeast MN. He is a leadership board member for the Bluff Country Collaborative in Fillmore and Houston Counties, connecting our future workforce with area employers.

With over 20 years of corporate marketing and sales experience as the National Sales Manager for WinCraft, Inc. (now Fanatics), Chris worked with corporate partners to create custom-licensed, event-branded merchandise for the NFL, NASCAR, Olympics, and others.

Chris has earned degrees in Business Administration (B.S. UW-Stout) and Education Leadership (M.S. Winona State University). In 2018 while consulting with Winona State University and area partners, he co-authored and published research in the American Journal of Business Education, assessing the workforce development needs of Southeast MN and exploring the role of higher education in workforce preparation. Chris currently serves as an adjunct professor in the Marketing Department at Winona State University's College of Business.

Chris is an avid fisherman, Eagle Scout, and volunteer with the Boy Scouts of America, serving as the Executive Vice President for Gamehaven Council in Southeast, MN. Originally from Winona, Chris lives in St. Charles, MN, with his wife Kelly and two children. ■



## Mark Jacobs

Mark Jacobs is the Director for the Dakota-Scott Workforce Development Board and Workforce Development Director for Dakota County, Minnesota. The two-county area, located just south of Minneapolis and St. Paul, is a mix of urban, suburban and rural areas and has more than 600,000 residents and 13, 000 employers. The Dakota-Scott WDB leads, collaborates and provides linkages

that facilitate equity-informed workforce planning and supports economic development providing individuals, families, employers and the community opportunities to transform lives through meaningful employment. Prior to working with the employment programs, Jacobs owned and operated a small business in Burnsville for 14 years. For the Minnesota Association of Workforce Boards, Jacobs has served on numerous committees over the years and chaired the Operations committee twice. ■

# Local Recommendations

Courtesy of the Duluth Workforce Development Board

## Best Overall:

Northern Waters Smokehaus

## Beer:

Bent Paddle and Earth Rider

## BBQ:

OMC BBQ

## Cider:

Wildstate

## Pizza:

Ursa Minor & Sammy's

## Cocktails:

Jade Fountain

## Burgers:

Anchor Bar

## Beach:

31st Street Entry on Park Point  
(at Lafayette Park)

## Patios:

Sir Benedict's and  
Lake Superior Brewing

## Live Music:

Earth Rider

## Chinese:

Golden Inn

## Brunch:

At Sara's Table

## Japanese:

Zen House

## Dinner Restaurant:

Lyric

## Vietnamese:

PhoHolic

## Hiking Trails:

Lester Park



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