



Welcome!

Annual Winter Meeting

Governor's Workforce Development Board (GWDB)

Minnesota Association of Workforce Boards (MAWB)

December 12, 2024

WiFi Information:

Network: D'Amico Events

Pass: *Birdie!



Call to Order

Surya Iyer
GWDB Chair

Comm. Scott Schulte
MAWB Chair



GWDB Business Meeting

Surya Iyer | Governor's Workforce Development Board Chair

DeLinda Washington | Governor's Workforce Development Board Vice Chair



GWDB Business Meeting

- GWDB Chair, Vice Chair and Staff Introductions
- GWDB Meeting Goals
- September Minutes*
- Chair's Report*
- GWDB 2025 Meeting Schedule*

* Indicate Voting Items

New GWDB Leadership



Surya Iyer

**Chair, Governor's
Workforce
Development Board**

President & COO, Polar
Semiconductor

DeLinda Washington

**Vice Chair, Governor's
Workforce Development
Board**

Senior Vice President,
Chief People Officer,
HealthPartners



GWDB Staff

Katie McClelland, GWDB Director

katie.mclelland@state.mn.us

Sonji Davis, Workforce Policy Coordinator

sonji.davis@state.mn.us

Kay Kammen, Senior Policy Analyst

kay.kammen@state.mn.us

Patti Balacek, Workforce Development System Coordinator

patti.balacek@state.mn.us

Nolan Thomas, PROWD-GWDB Employer Engagement Specialist

nolan.thomas@state.mn.us

2025 – 2026 GWDB Meeting Schedule

2025 Full Board Meetings:

- **Wednesday, February 12 from 9 a.m. to 4 p.m.** – In-person Member Retreat at DEED
- **Wednesday, May 14 from 10 a.m. to 3 p.m.** – In-person Meeting
- **Wednesday, August 13 from 10 a.m. to 3 p.m.** – In-person Meeting
- **Wednesday, November 12 Joint GWDB/MAWB Meeting from 10 a.m. to 3 p.m.** – In-person Meeting

2026 Full Board Meetings:

- **Wednesday, February 11 from 10 a.m. to 3 p.m.** – In-person Meeting
- **Wednesday, May 13 from 10 a.m. to 3 p.m.** – In-person Meeting
- **Wednesday, August 12 from 10 a.m. to 3 p.m.** – In-person Meeting
- **Wednesday, November 4 Joint GWDB/MAWB Meeting from 10 a.m. to 3 p.m.** – In-person Meeting



MAWB Business Meeting

Commissioner Scott Schulte

MAWB Business Meeting

- 2025 Legislative State Platform and Federal Priorities*

* Indicates Voting Items





**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

State and Federal Legislative Update

WIOA Reauthorization Process

- Bill is similar to the bill passed by the House in the spring.
- Committee leaders are continuing to work on ways to get to passage (hot line procedure, attaching to another bill).
- Continuing Resolution needed prior to Dec 20.



2025 Legislative Session

- Governor Walz continues in the 3rd year of his term.
- Senate continues to be held by Democrats in one vote margin.
- House is in a 67-67 pure tie.
- Budget Forecast
 - \$616 million surplus in 2026-27
 - \$5.1 billion structural imbalance/deficit in 2028-29





**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

Legislative Platform and Priorities

2025 Platform and Priorities



Draft

2025 STATE PRIORITIES AND PLATFORM

IT IS THE MISSION OF THE MINNESOTA ASSOCIATION OF WORKFORCE BOARDS TO PROVIDE MINNESOTA WITH A SKILLED AND COMPETITIVE WORKFORCE THROUGH ENGAGED AND PROACTIVE LOCAL ELECTED OFFICIALS, WORKFORCE BOARDS, AND STAFF.

Minnesota's workforce development system continues to be a national model for excellence and innovation in employment and training programs. The sixteen local, employer-led Workforce Development Boards (WDBs), in conjunction with local elected officials, are responsible for:

- Setting workforce development policy and priorities in their communities;
- Engaging employers to determine strategies and organizing the efforts of the broader workforce system to address employer needs; and
- Serving as the accountability agents for local employment and training programs.

Local boards have a long-standing and demonstrated track record of developing cutting-edge new programs and strategies while continuously improving services offered through Minnesota's CareerForce system and achieving outstanding performance results.

Key Legislative Priorities in 2025

1. MAWB advocates for ensuring the Workforce Development Fund remains focused on prioritizing support for the State Dislocated Worker Program to ensure consistent service delivery.

The State's Dislocated Worker Program provides crucial services and resources for Minnesotans facing layoffs and supports Minnesota employers with worker retention through training. Last year, eligibility was expanded to include more groups including low-income Minnesotans. This program is funded by the remaining balance in the Workforce Development Fund after appropriations. This is key to our ability to serve residents in our communities – and, over time, the portion of the fund's receipts allocated to the Dislocated Worker program has been eroding. MAWB advocates for ensuring that funding for these foundational programs is sustained, retaining the core purpose of the fund and ensuring more Minnesotans will benefit from services.



Draft

2025 FEDERAL PRIORITIES

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The Minnesota Association of Workforce Boards (MAWB) supports critical investments in the workforce system which allow for data-driven, effective local solutions to meet workforce needs. Minnesota's current employment landscape still grapples with a statewide worker shortage and racial disparities, both of which were exacerbated by the COVID-19 pandemic. With Minnesota's low unemployment rate, there are nearly two job vacancies for every jobseeker looking for work. This worker shortage is taking a toll on Minnesota employers as they struggle to fill positions and retain talent.

Minnesota's workforce system is addressing these challenges but need increased funding and tools to meet the moment.

Workforce Innovation and Opportunity Act (WIOA) Reauthorization

MAWB advocates for the reauthorization of the nation's signature federal workforce law, the Workforce Innovation and Opportunity Act, while modifying the program to ensure effectiveness and broad service delivery to meet the needs of a rapidly evolving economy.

While WIOA sets the foundation for an operational, nationwide workforce development system, several modifications to the law should be considered by policymakers to broaden the positive impacts, including:

- Increased investment to provide more workers with access to skills training, educational opportunities, career counseling, and support services, aligned with high demand occupations.
- Dedicated funding for business services to effectively serve employers in a demand-driven workforce system.
- Replace the Infrastructure Funding Agreement cost-share requirement with a more equitable way to finance American Job Centers.
- Decrease/eliminate restrictions on categories of funding within WIOA law to develop strategies and programs that meet the needs of local communities and economies.

Federal Platform and Priorities

1. WIOA Reauthorization
2. WIOA Investment

State Platform and Priorities

- 1. MAWB advocates for ensuring the Workforce Development Fund remains focused on prioritizing support for the State Dislocated Worker Program to ensure consistent service delivery.**
- 2. MAWB advocates for making the FY24-25 supplemental funding increase to the Minnesota Youth Program permanent and ongoing.**

2025 Platform and Priorities



Draft

2025 STATE PRIORITIES AND PLATFORM

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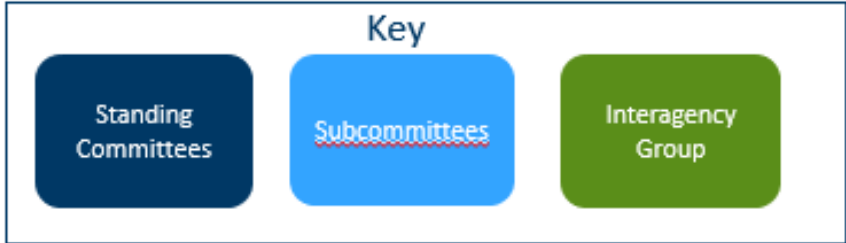
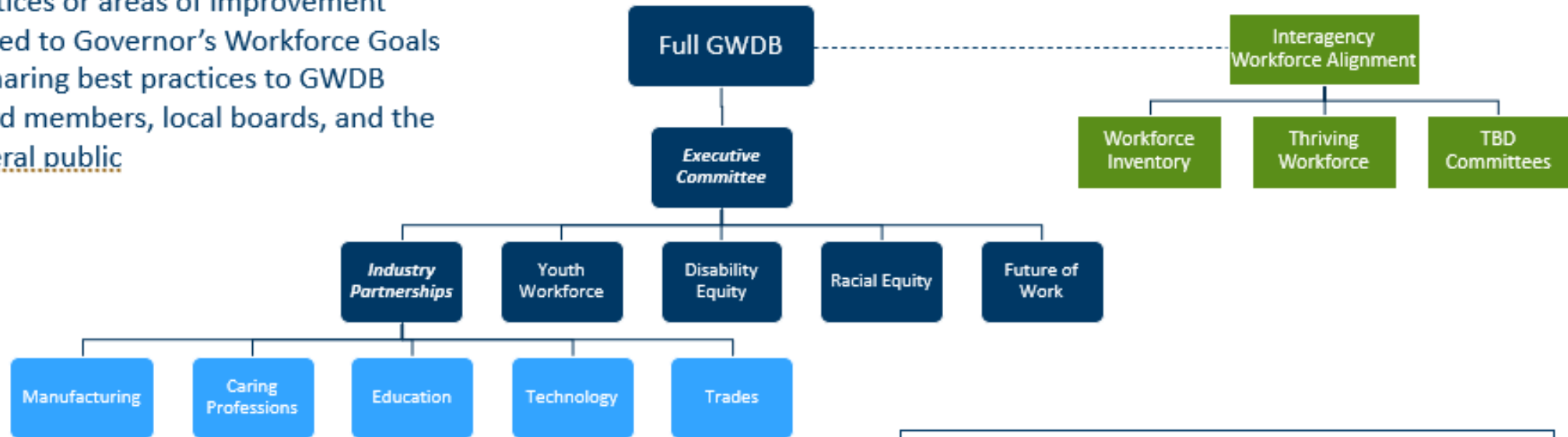
Interagency Workforce Alignment Quarterly Update

DEED Commissioner Matt Varilek

Governor's Workforce Development Board Partnership with IWA

GWDB Purposes:

- 1) informing state agencies on best practices or areas of improvement related to Governor's Workforce Goals
- 2) Sharing best practices to GWDB Board members, local boards, and the general public



Building Enterprise Workforce Development Alignment

Overarching Aim of Using the IWA as the Space for Interagency Alignment: Enable thoughtful, strategic, aligned, and proactive interagency decision-making and collaboration, and hold ourselves accountable for reaching a 4.4% vacancy rate overall and in the Drive for Five sectors.

- **Aim 1:** Ensure Enterprise-wide alignment and defined agency ownership of workforce efforts across the Drive for 5 Sectors.
- **Aim 2:** Define metrics and measurable goals to track progress on stated outcomes and timelines.
- **Aim 3:** Ensure effective internal and external communication about statewide talent attraction and retention strategies.

Interagency Workforce Alignment Work to Come

■ Work To Be Completed:

- Roadmap for Aims implementation by 2027
- Quarterly updates to the Governor's Office and Governor's Workforce Development Board

■ December Planning Meeting:

- Establish prioritization of activities
- Identify timelines, goals and strategies for implementing Aims by 2027
- Plan quarterly check-in meetings through 2027

Ways to Accomplish Our Work

One Minnesota Plan

- Interagency coordination required
- Time intensive, near-term results focused
- Example: Workforce Inventory Workgroup

IWA Committees

- Interagency coordination required
- Less time intensive, near- or long-term outcomes
- Example: Thriving Workforce Budget Workgroup

GWDB Committees

- Interagency and external partners required
- Specific area of focus, coalition building importance
- Example: GWDB Education Committee focused on educator pipeline

Workforce Inventory Pilot

Purpose of inventory: To create visibility of workforce supports across agencies to enable more informed decision making and have a consistent source of information.

Rollout: Began with 6 agencies (DEED, OHE, DHS, DLI, MDE, PELSB), over the coming year will socialize with stakeholders across existing agencies and incorporate additional agencies throughout 2025.

Who the tool is for: Internal Enterprise staff for budget proposals, grant identification or outreach.

Recap of Key Milestones in Phase 1 of Inventory Development

Workgroup members met regularly to inform scoping, and development of categories and data collection tool.

- **June:** 26 staff members from 6 agencies responded to survey to provide the data for the Inventory.
- **July:** MMB Staff reviewed all survey responses for quality and followed up with individual survey respondents to get clarity on responses provide, as needed. Some responses were adjusted for accuracy and consistency. In open-ended questions asking for an overview of each support and its outcomes, some variability exists in the level of detail that was provided by different agencies and respondents.
- **August:**
 - MMB Executive Budget Officers reviewed funding information in tool for accuracy.
 - The tool was shared with Goal Leads, the Governor's Office and other Goal Review attendees.



Strengthening GWDB & MAWB Partnership

GWDB & MAWB Leadership

Work Accomplished Together This Year

- State and Local Planning Process
 - Local and regional plans submitted
 - Special committee review and meetings
- Partnership on federal funding opportunities
 - CHIPS & Science Act
 - Tech Hubs
 - Infrastructure funding



State, Regional and Local Planning Process

A Year in Review

WIOA State Plan

- Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each state must submit a workforce State Plan to the U.S. Departments of Labor and Education that outlines a four-year strategy for the State's workforce development system.
- The State Plan serves as the state's strategic workforce development plan and provides analysis of the state's economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the state's workforce development system and alignment strategies for workforce development programs to support economic growth.
- The Vision and Goals for Workforce Development and the Strategies for carrying them out can be found in the [WIOA 2024-2027 Combined State Plan Legislative Summary](#).

MN's WIOA PY 2023-2027 Vision & Goals

2024-2027 WIOA Strategic Vision The strategic vision of the One Minnesota Workforce Development Vision is a healthy economy where all Minnesotans have equitable access to a workforce development system in which partners across the state are working toward a collective goal of providing workforce development programs that are responsive to employer needs in in-demand occupations and lead to good jobs with family-sustaining wages.

2024-2027 WIOA State Plan Goals

1. Increase interagency and local area coordination and alignment around shared goals, maximizing efficiency and coordination of workforce funding and programs and improving system integration, and creating a “no wrong door” approach for individuals or employers engaging in the workforce system.
2. Build or expand employer-led industry-sector partnerships across the state to create or expand responsive and equitable workforce development programs and career pathways with embedded work-based learning or on-the-job training, including Registered Apprenticeships, focused on closing gaps in participation and representation based on race, ethnicity, disability, gender, veteran status, and age.
3. Create a more inclusive, equitable, accessible, and proactive workforce system to serve all Minnesotans, preparing employers and the current and emerging workforce for the changing nature of work including new and emerging technology, changing labor market demands, and for the state’s shifting demographics, including our new Minnesotans.

WIOA Local and Regional Plans

- The GWDB and local and regional areas/boards worked collaboratively on their strategic plans. This work is only possible with the contributions of each of our local and regional partners.
- GWDB provided guidance to aid in aligning their plans with the state plan. They are encouraged to ask questions and offer feedback. The planning guidance template also includes the states vision, goals, and strategic priorities.
- After the local areas submitted their plans the GWDB Special Committee members were assigned to review the plans for alignment to the states plan.

Local and Regional Plans - Next Steps

- DEEDs website [Workforce Innovation and Opportunity Act \(WIOA\) / Minnesota Department of Employment and Economic Development](#)
- On this webpage there is a tab labeled Regional and Local Plans
 - The Employment and Training Programs (Adult, DW, and Youth) share the WIOA PY 2024 – 2025 Negotiated Levels of Performance there.
 - The Youth Program team has been extracting just the youth section of local plans and sharing the program topic specific report on the site by its geographical location.
 - Adult and DW Program team plan to begin sharing in this way.
- Local/Regional Plans Executive Summaries can also be shared here. Please contact Sonji Davis at sonji.davis@state.mn.us to share your executive summary.



Federal Funding Opportunities

Opportunity for More Collaboration

What Comes Next

- Coming soon - Workforce Needs Dashboard!
- Regional convenings for infrastructure & climate workforce planning with regional partners
 - Will include Regional Labor Market Information Analysts, Local Workforce Boards, Union Partners, Employers, Community-Based Organizations, State Agency representatives
 - More in-depth analysis for regional workforce needs and planning to equitably and inclusively grow our infrastructure & climate workforce and support employers in providing high-quality employment

CHIPS Coalition Workforce Partnership

Goal: Meet the workforce needs for Semiconductor today and in the future.

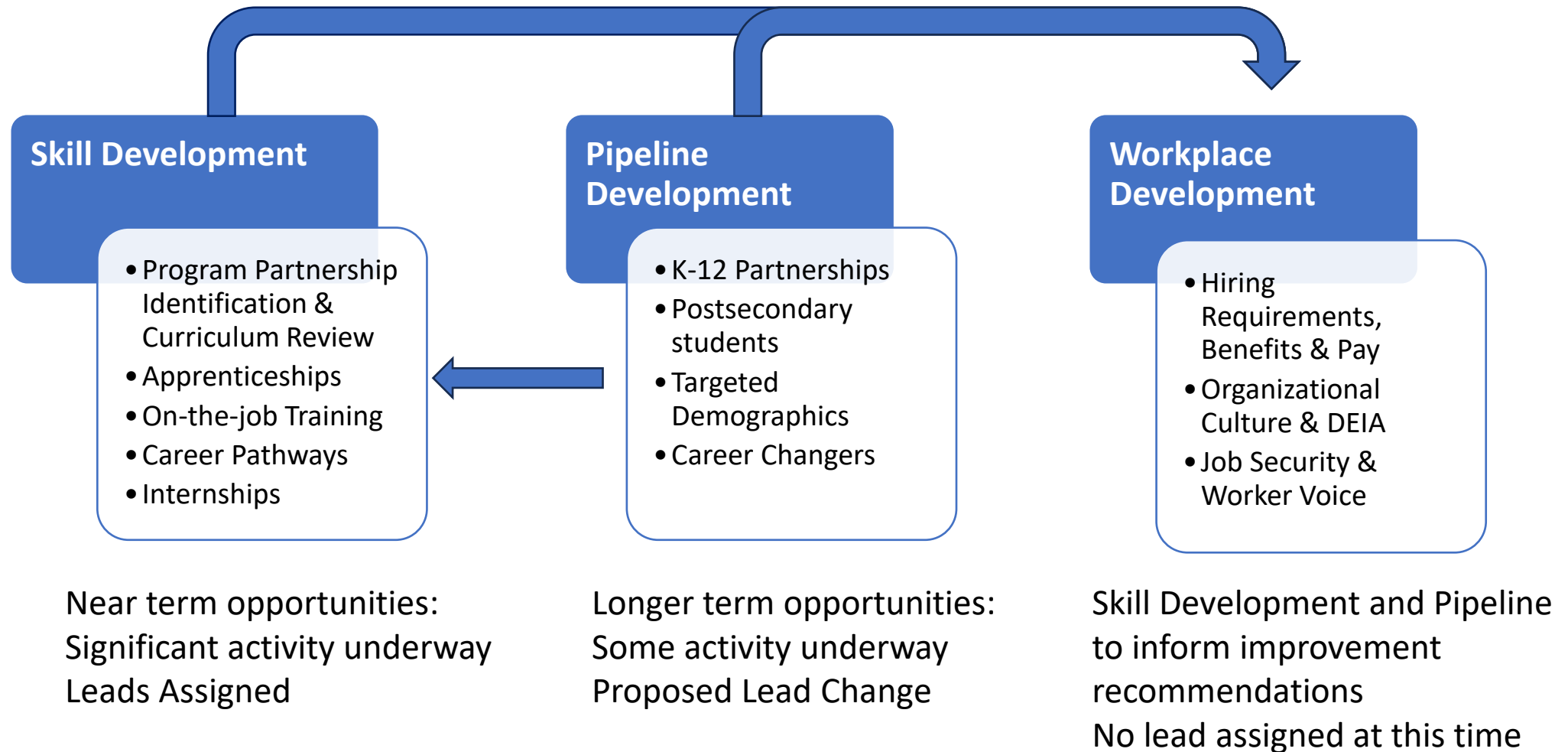
Focus:

- Operators
- Technicians
- Engineers

Objective: Recruit, Retain, Upskill

CHIPS Act is not the driver but provides the motivation and incentive to work together to uplift the industry and state.

CHIPS Workforce Workstreams



Strategies: Skills Development Workstream

Skill Development

- Program Partnership Identification & Curriculum Review
- Apprenticeships
- On-the-job Training
- Career Pathways
- Internships

Dual Pipeline

Apprenticeship

2 Year College Degree

Long Term Goal

Create pathways for career advancement within a stackable degree system.

Pathways

- Operator
- Leads

Pathways

- Technician in Training
- Technician

Pathways

- Production Specialist
- Supervisor, Manager

Pathways

- Technician in Training
- Technician

Partnerships

- Department of Labor & Industry

Partnerships

- Depart of Labor & Industry
- MN Precision MFG Association
- MN Building & Construction

Partnerships

- Minn State DEED
- Hennepin Technical College Anoka Technical College
- Normandale Community College Construction & Trade

Workstream Champion

- Katie Staub - Seagate
katie.l.staub@seagate.com

Workstream Champion

- Sara Johnson - Skywater
sara.johnson@skywatertechnology.com

Workstream Champion

- Phil Arellano - Minn State
phil.arellano@minnstate.edu

Strategy

- Standardized & universal "Boot Camp" MSSC Certification, Apprenticeship, Associates Degree, Bachelor's degree curriculum that is stackable & transferrable across the education ecosystem.
- OJT/ Work & Learn = Transferrable Accreditation
- Education/Employer/Agency/Non-Profit Affiliations/STEM Organizations/etc. active collaboration to attract individuals to careers in microelectronics.
- Joint Tech Avenue Career Fairs & Placement Opportunities Upon Program Completion
- Placement Opportunities Upon Program Completion
- STEM & PSEO & AP & Concurrent Classes Economy of Scale
- Capstone Projects/Mentors/Internships/Externships/Capstone Projects/Field Trips/Work Study/Employer led classroom experiences/STEM Kits/etc.

Focus:

Operators

Technicians

Supervisors & Managers

Pipeline Development

- K-12 Partnerships
- Postsecondary students
- Targeted Demographics
- Career Changers

■ Goal:

Through leveraging members of the CHIPS coalition to work collaboratively on resources and opportunities for outreach and engagement, connect 9-12 grades to CHIPS career pathways as well as find and encourage underrepresented populations and career changes to CHIPS career pathways

Strategies:

- Outreach to high schools
- Connect with community non-profits to outreach to underrepresented populations and career changers
- Common Occupation Pitch Deck
- Engagement Activities

Activities & Successes: Pipeline Development

Pipeline Development

- K-12 Partnerships
- Postsecondary students
- Targeted Demographics
- Career Changers

MSSC Certification

Pathways

- Operator
- Support Technician

Partnerships

- HIRED
- Normandale
- DEED

Workstream Champion

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katie.l.staub@seagate.com

HS CTE Technician

Pathways

- Technician in Training
- Technician

Partnerships

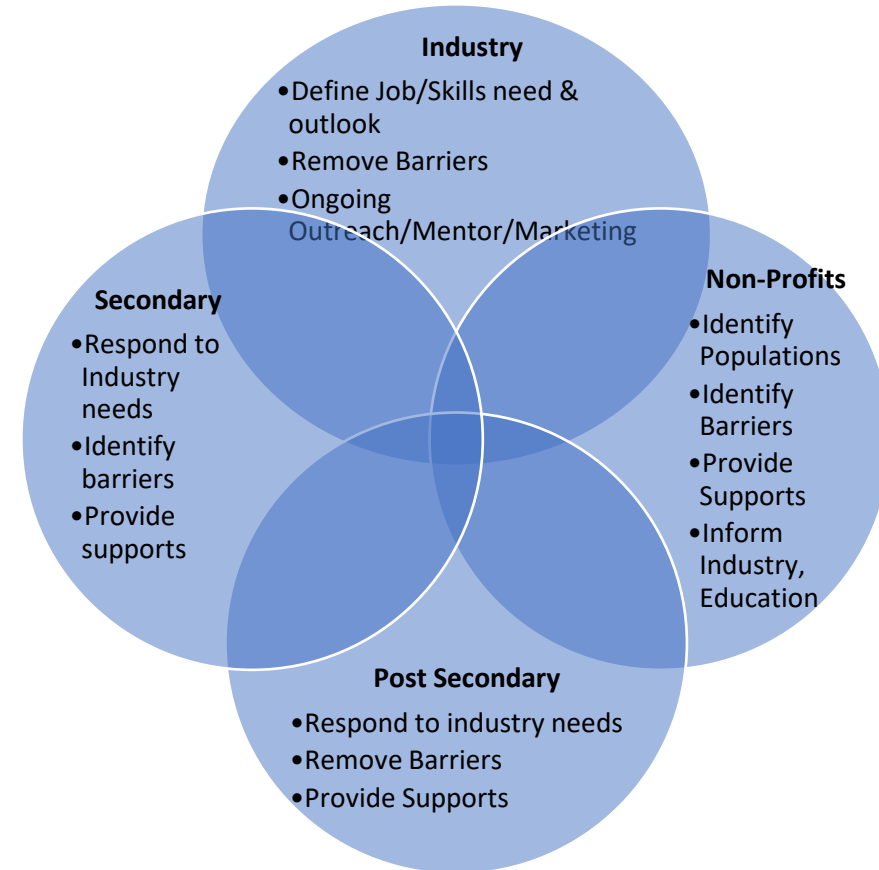
- Bloomington Public School District
- Polar
- Hennepin

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katie.l.staub@seagate.com

Strategy

- Partnerships with Employer & Non-profits to meet potential employees "where they are"
- Define barriers per demographic
- Industry stackable certificate or degree upon completion
- Placement opportunities
- Earn & Learn Focus



The logo features a stylized heart shape on the left, composed of a dark blue outline and a light blue interior. A green and blue line graph, resembling an ECG, is overlaid on the heart. To the right of the heart, the word "Minnesota" is written in a dark blue, sans-serif font. Below "Minnesota", the words "MedTech 3.0" are written in a larger, bold, dark blue, sans-serif font.

Minnesota MedTech 3.0

Tech Hubs: Minnesota MedTech 3.0

MN MedTech 3.0 Overview



NextGen Talent Strategy

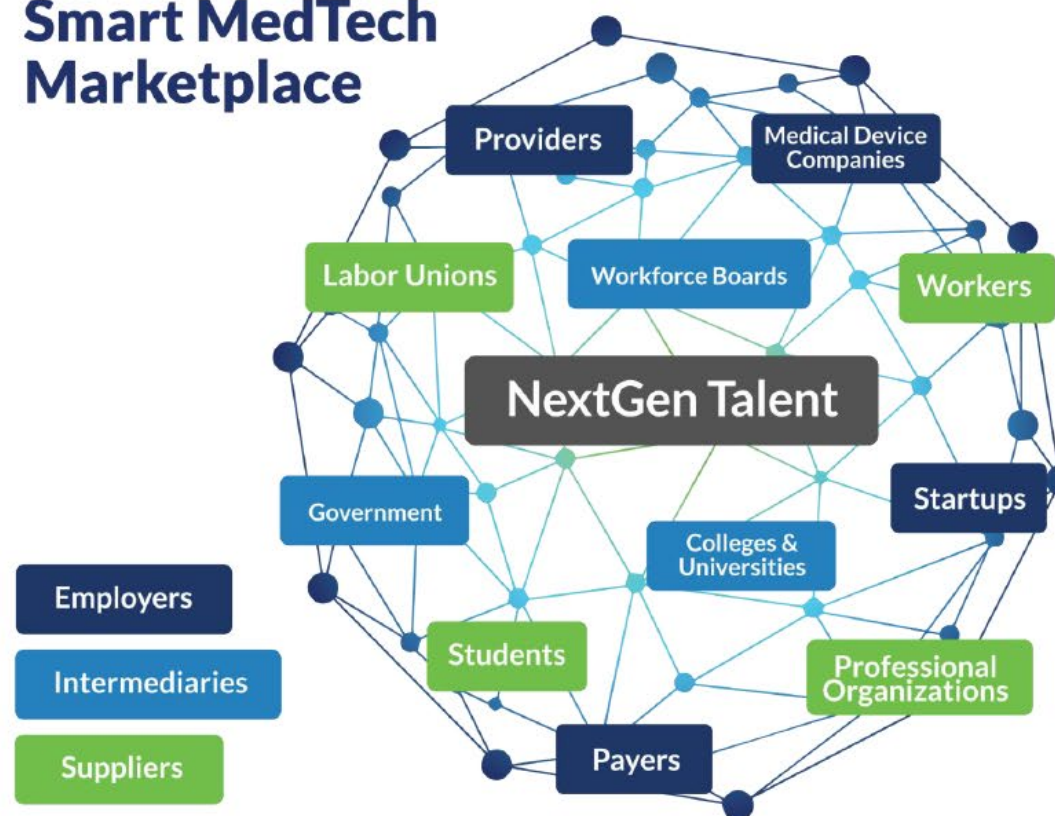
NextGen Talent

Growing the region and state's health & MedTech workforce



- Unprecedented industry-leading sector partnership that addresses talent gaps in healthcare and MedTech and prepares for a future that is being rapidly transformed by advancements in AI/ML and data science. \$7.9M ask over 5 years, at least 1 new teammate
- Cross-sector leadership roles
- Driven by technical demand analysis with explicit focus on priority skill and occupational areas
- Today and Tomorrow programming tracks both scale existing programs and create new ones
- Dedicated support for employer training and community awareness

Smart MedTech Marketplace



Workforce Development Overview



The Workforce Development vision for the M-SPIRE work is to create an inclusive and equitable pathway into the sustainable plastics sector.



This work will build off of the One Minnesota [Climate Action Framework](#) and will leverage [recent analysis](#) carried out by the Minnesota Department of Employment and Economic Development (DEED) on workforce development opportunities in the waste sector to build career pathways with multiple on and off ramps for all Minnesotans, especially those underrepresented in this sector.

The GWDB plays a leading role in connecting workforce initiatives across state and local agencies and education & workforce partners and will support the linkage of the M-SPIRE work to existing and future workforce initiatives across the state to leverage resources and support for the years to come.

New PROWD Partnership

Partnership Goals:

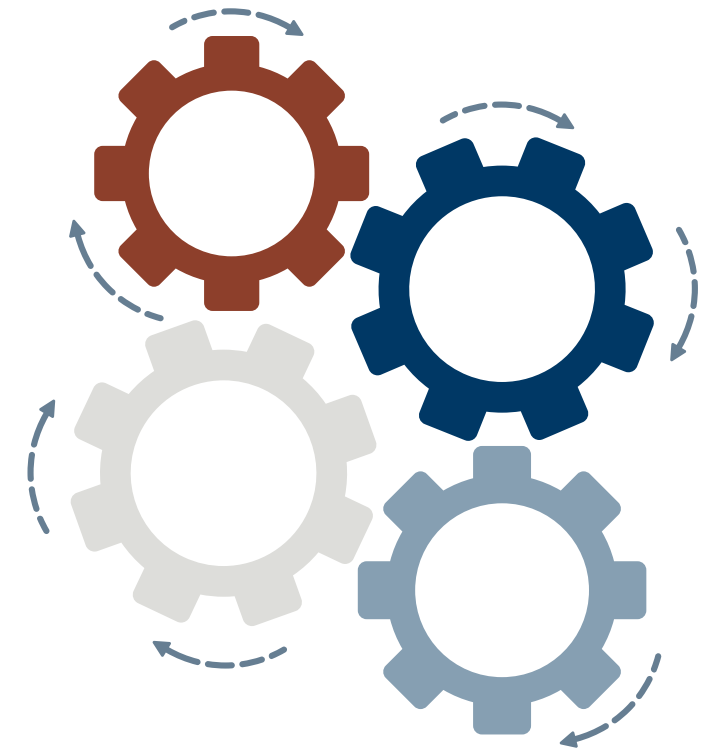
- Address workforce gaps through **targeted pathways** for justice-involved individuals.
- **Providing** fair chance hiring guidance to employers.
- Convening **workforce development programs, wrap around support, employers, and justice-impacted individuals.**
- **Nolan Thomas** will coordinate this partnership through PROWD and GWDB.



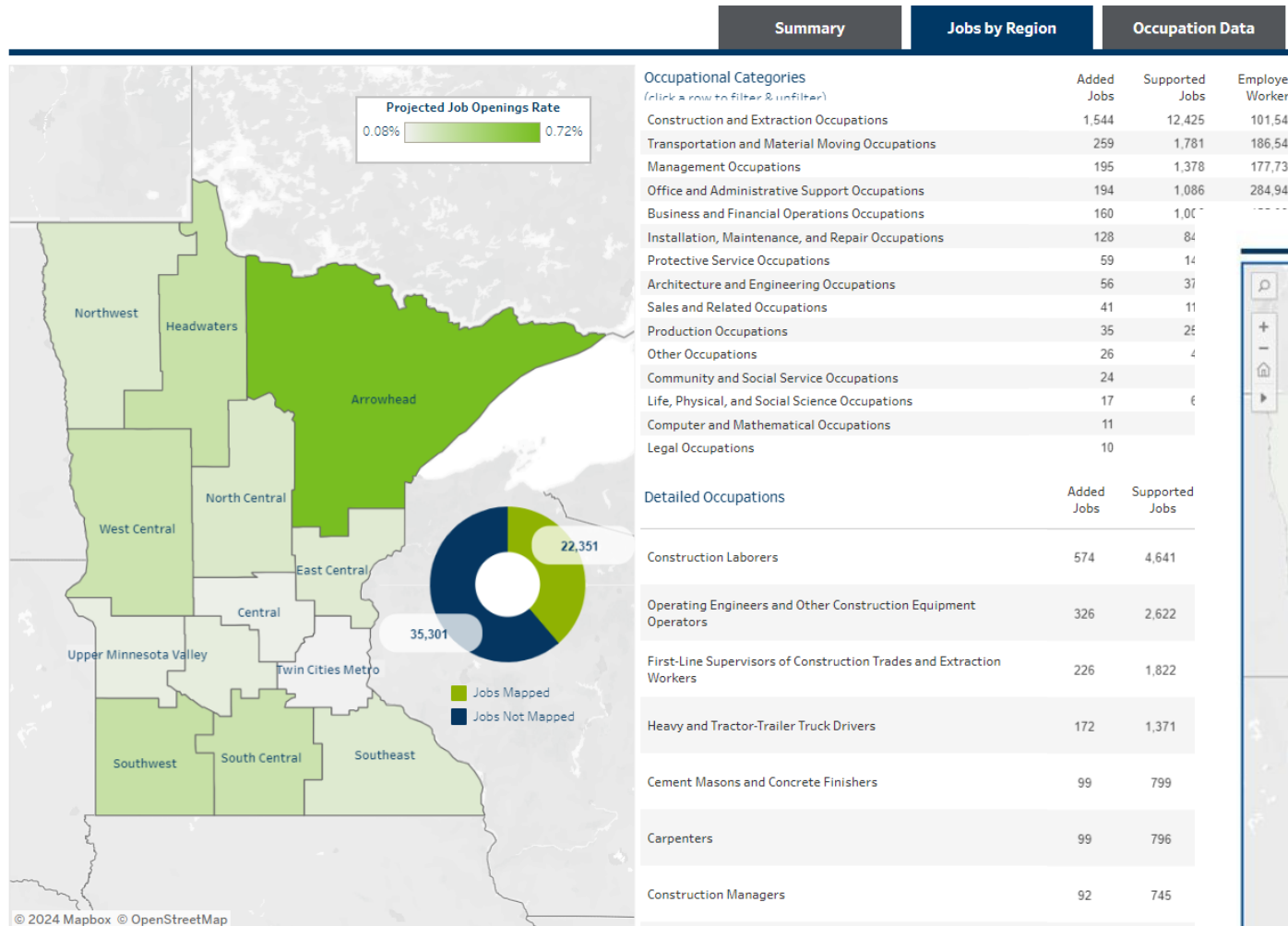
New PROWD Partnership

Current Tasks:

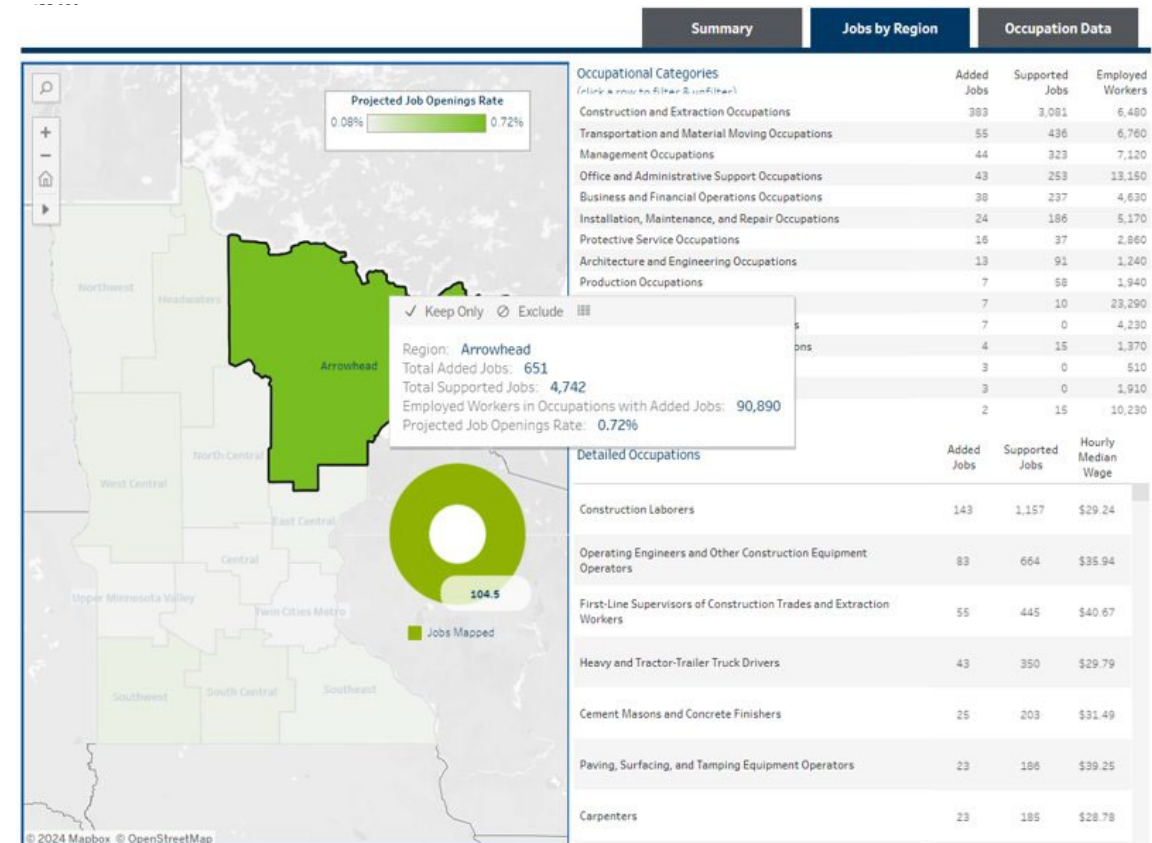
- **Creating Pathways & Sectoral Partnerships:**
Identifying and filling high-demand, low-skill positions through partnerships in manufacturing, construction, and semiconductors under the IIJA, IRA, and CHIPS Act.
- **Employer Group with DOC:**
Formalizing a group with the Department of Corrections to engage employers in fair chance hiring.
- **Comprehensive Employer Support Plan:**
Developing an industry-specific plan to offer employers best practices, incentives, and guidance for fair chance hiring.
- **CHIPS Coalition & DoD Background Checks:**
Engaging with the CHIPS Coalition and exploring how Department of Defense criminal background check requirements impact justice-involved individuals in semiconductor manufacturing roles.



Jobs By Region Draft



Dashboard will show statewide forecasts and regionally specific forecasts as seen below



Draft Occupation Data

Summary

Jobs by Region

Occupation Data

Occupation Search:

Projected Difficulty to Fill Added Jobs

Education Required

Related Job Experience Required

Occupation Category

Occupation Data will demonstrate demand for all relevant occupations impacted by federal funding.

Occupation Title	Added + Supported Jobs	Median Wage Hourly	Education Required	Related Job Experience Required	Projected Difficulty to Fill
Construction Laborers	10,637	\$27.45	No formal educational credential	None	
Operating Engineers and Other Construction Equipment Operators	5,688	\$37.67	High school diploma or equivalent	None	
First-Line Supervisors of Construction Trades and Extraction Workers	4,426	\$45.78	High school diploma or equivalent	5 years or more	
Heavy and Tractor-Trailer Truck Drivers	2,644	\$29.89	Postsecondary nondegree award	None	
Carpenters	1,903	\$30.91	High school diploma or equivalent	None	
Construction Managers	1,859	\$51.40	Bachelor's degree	None	
Cement Masons and Concrete Finishers	1,494	\$31.94	No formal educational credential	None	
General and Operations Managers	1,350	\$46.78	Bachelor's degree	5 years or more	
Paving, Surfacing, and Tamping Equipment Operators	1,226	\$36.37	High school diploma or equivalent	None	



Occupation

[Find current job openings in this occupation](#)

Construction Laborers

Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers.

[View similar military careers](#)

Also known as

Bituminous Asphalt Technician, Construction Laborer, Construction Worker,

Data By Region

Select a Region to get Demand, Wage and Cost of Living information for a specific region of Minnesota.

Statewide

Northwest

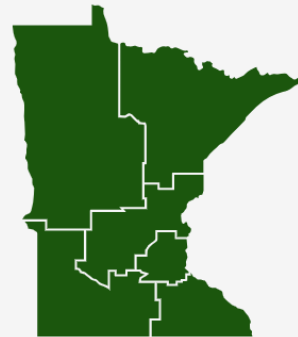
Northeast

Central

Metro

Southwest

Southeast



Demand

Minnesota (Statewide)



10-Year Growth **8.3%**

10-Year Openings **32,980**

Wages

Minnesota (Statewide)

People in this occupation in Minnesota tend to earn **\$22.75 to \$36.38 per hour**.

Cost of Living

Minnesota (Statewide)

A typical family in Minnesota with two adults - working a combined 60 hours per week - with one child at home needs to earn **\$18.20** per hour per worker to meet their basic needs.

Qualifications

Certification Information

Some employers may require an occupational certification to work in this career.

- [Green Business Certification Inc.](#) - LEED Green Associate - Core
- [National Association of Home Builders](#) - Certified Graduate Associate -

Education

The typical education required for this career in Minnesota is:

Less than high school

Licensing Information

The background is a solid dark blue. On the left and right sides, there are several overlapping, semi-transparent geometric shapes in shades of green and blue, creating a dynamic, modern look. The word "Discussion" is centered in the middle of the slide in a white, serif font.

Discussion

What Comes Next?

- Bringing the State Plan to Life
- WIOA Reauthorization Implementation
- Federal Funding Planning
- State Sector Strategy

GWDB & MAWB Partnership

- How can we better tell our story and the story of the workforce system?
- What partnerships with MAWB and GWDB have worked well, either recently or in the past?
- What are opportunities to work better together?
- How can we increase collaboration on the three state plan goals?
 1. Interagency & Local Coordination
 2. Sector Partnerships
 3. Innovative Service Delivery

WIOA Reauthorization

- Potential Opportunities:
 - Alignment of workforce and economic development areas and regions
 - Strengthened Eligible Training Provider List
 - Expanded ability to serve Opportunity Youth
 - Stronger coordination with state and local boards on implementation

State and Local Implementation Discussion

- For those who were part of the 2014 WIOA Reauthorization, what worked well for state and local implementation?
- What opportunities does a change in legislation provide for stronger coordination?
- How should we be using national groups like National Association of Workforce Boards (NAWB), National Association of Workforce Agencies (NASWA), National Governor's Association (NGA), etc. as a resource?
- What are our biggest areas of opportunity or concern?

**Thank you for your service,
Kay!**



Kay Kammen
GWDB Senior Policy Analyst



Lunch

WIFI Information:
Network: D'Amico Events
Pass: *Birdie!



State Sector Partnership Strategy Discussion

Katie McClelland, GWDB Director

GWDB Sector Partnership Strategy from 2024-2027 WIOA State Plan

- *GWDB Committees*: Five sector partnership committees aligned to Drive for 5 sectors.
- *Defined Sector Partnerships & Mapping*: Guidance on what constitutes and industry or sector partnership, how to register a partnership with the state to be part of the sector partnership communities of practice, and create a comprehensive database and mapping tool of the geographic and sector diversity of partnerships.
- *Best Practice Sharing*: Quarterly meetings led by the GWDB Sector Partnership Chairs will bring together representatives from sector partnerships across the state to share best practices, discuss common needs across the partners within the industries or occupations of focus, and inform the GWDB of additional resources or guidance needed from the state.
- *Sector Partnership Convening*: The GWDB will host convenings on each of the 3 State plan goals as part of achieving these goals over the next four years and gaining broader statewide awareness and adoption of the goals.
- *Career Pathway Development*: The GWDB will work in partnership with the P-20 Partnership to develop statewide career pathways for each of the Drive for 5 sectors, building from existing best practices from across the state's local and regional partners.

Step 1: Defining Sector Partnerships

Common Definition: Convene statewide partners to come to a common definition of sector partnerships

- Define who should be part of a partnership (multiple employers, backbone org, etc.)

Identify Scope: Each partnership may have different areas of focus. Scope identification will help with mapping to find gaps, overlaps, etc. as compared to where industry is in the state.

- Identify sector/occupation of focus, geography, target populations, where on the talent pipeline focus (entry-level, upskilling, etc.)

Identify Activities: Have partnerships identify key occupations and activities to find commonality across the state

- Identify activities like OJT/WBL, career pathway development, training, recruitment, retention, etc.

Demonstration of Quality: Each partnership should demonstrate how they are carrying out and measuring quality of their partnership for:

- Engaged partnerships, data informed decisions, worker voice and job quality

Step 2: Sector Partnership Convenings

Planning Convening

- Bring partners together to confirm plan, come to agreement on terms and scope
- Preview the plan at the GWDB/MAWB Quarterly Meeting
- Partners to include representatives of: GWDB Leadership, Local Boards, State and Local Chambers, Education & Training Partners, Local Economic Development Organizations, Foundations, Employer Associations, Labor

Launch Convening

- Host a larger convening of stakeholders engaged in sector partnerships to launch the new effort and encourage participation in the statewide initiative
- Define role of DEED in supporting existing or creating new sector partnerships
 - Provide opportunities for stakeholders to have leadership in the statewide strategy

Step 3: Partnership Mapping

- Create site for partnership mapping and best practice sharing on GWDB's site
- GWDB and DEED staff to provide support for registration and new partnership creation
 - Is this a role local boards and LWDA's could play too?
- Identify gaps or overlaps in geographic areas as compared to labor market needs
 - Work with local workforce board to build new partnerships

Step 4: Best Practice Sharing and Career Pathway Development

- Host best practices on the GWDB site
 - Create standardized template for best practice documentation, identified by sectors, demographics and activities
 - Work with Career One Stop, MAWB, Minnesota State Centers of Excellence, MDE CTE Partners, etc. to collect or build best practices
- Work with partners across the state to document best practices and develop/document career pathways
 - Role of MAWB Regional Career Pathways Committees?
- Identify where additional resources are needed

- What excites you about the proposal?
- What are opportunities to improve the proposal?
- How should we be leveraging the GWDB Committees to support this new initiative?
- How can MAWB and MAWB Committees play a role in implementing this strategy?
- What else is needed to strengthen this strategy/approach?



Drive for 5 Grants Panel: Sharing Best Practices & Lessons Learned

Drive for 5 Grants: Sharing Best Practices & Lessons Learned

Moderator: Nicole Swanson, Anoka County Job Training Center

■ **Manufacturing:** Steve Kalina, MN Precision Manufacturing Association

■ **Tech:** Jo Foust, Scott County Community Development Agency

■ **Trades:** Arlyce Cucich, MN Rural CEP

■ **Caring Professions:** Jennifer Eccles, Minnesota State HealthForce Center of Excellence, University of Minnesota

■ **Education:** Elena Foshay, City of Duluth Workforce Development



State of Child Care & Best Practices

Jessica Beyer and Suzanne Pearl
Minnesota First Children's Finance



First Children's Finance





Meet your Presenter from First Children's Finance

Jessica Beyer

Business Development Manager - Minnesota

320-288-2652 Direct

320-808-7066 Cell

Jessica@firstchildrensfinance.org

Jessica is the Business Development Manager for the western side of Minnesota. Prior to joining First Children's Finance, Jessica spent 12 years as a Community Program Manager at the Center for Small Towns at the University of Minnesota Morris. She was a programmatic staff that provided assistance to rural communities and oversaw the student involvement component of the Center. She also has an extensive background in leadership, community organizing, and publicity. Jessica also has vast experience with project management, training and facilitation. She received her BA from the University of Minnesota Morris in Speech Communication in 2002.





What does First Children's Finance do?



Loans • Technical Assistance • Assessments • Start Up & Expansion Planning • Training • Business Consulting • Grants • Business & Leadership Development



Supply Building Initiatives • Needs Analysis • Community Engagement • Feasibility Studies • Custom Solutions • Technical Assistance • Workshops



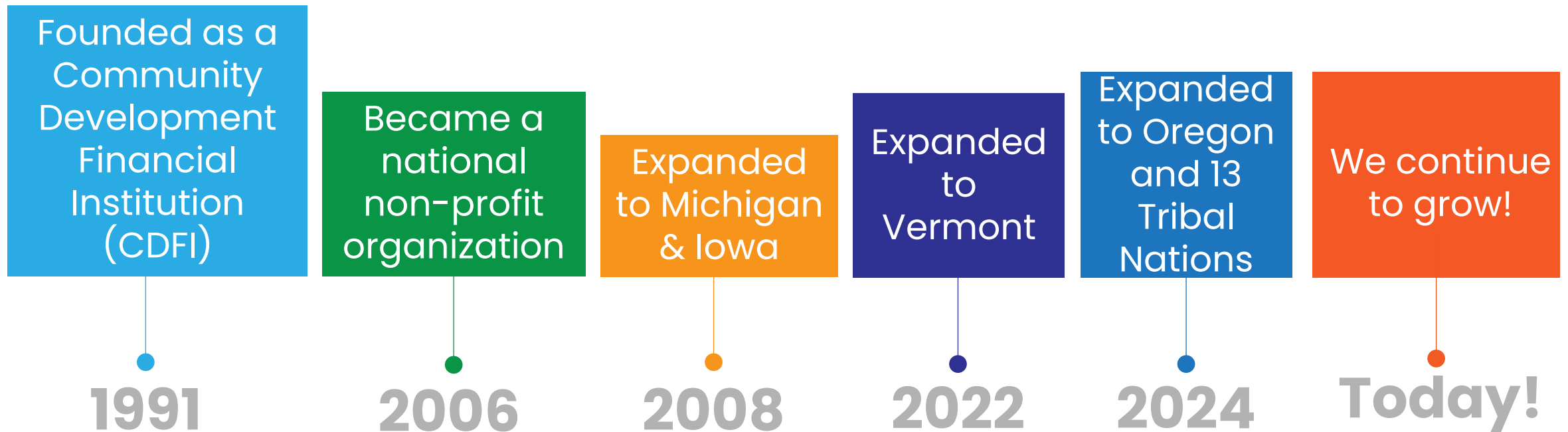
Policy & Practice Review • Needs Assessments • Resource Alignment • Cost of Care Studies • National & Cross-Sector Collaboration





About First Children's Finance

The mission of First Children's Finance is to increase the supply and business sustainability of excellent child care.





Navigating the Business Side of Child Care



The Cost of Child Care Tuition for Families

- **Average annual cost of infant care is \$16,087 (\$1,341/month)**
 - 21.2% of Median Family Income in MN
 - Costs 30.8% more than average rent
- **Average annual cost of preschool care is \$12,252 (\$1,021/month)**
- **A median-income family with an infant and a 4-year old would pay 37.4% of income on child care**



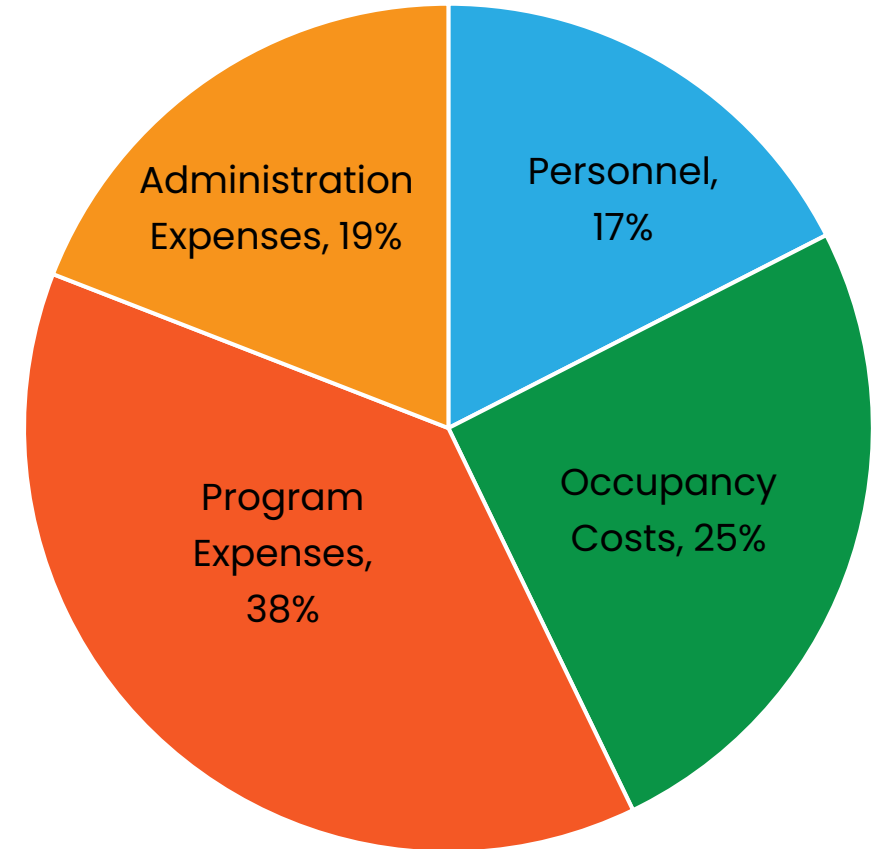
Child Care: Broken Business Model

- **The disconnect**
 - Families can't afford child care
 - Child care businesses have narrow profit margins
 - Child care workers are among the lowest paid of Minnesota's workforce
- **The actual cost of providing child care is more than families alone can afford**



Family Child Care: Expense Breakdown

Expense Category	Total Annual Cost
Personnel Expenses	\$6,605
Occupancy Costs	\$9,576
Program Expenses	\$14,382
Administration Expenses	\$7,211
Total Annual Expenses	\$37,774





Family Child Care: Expenses/Revenue





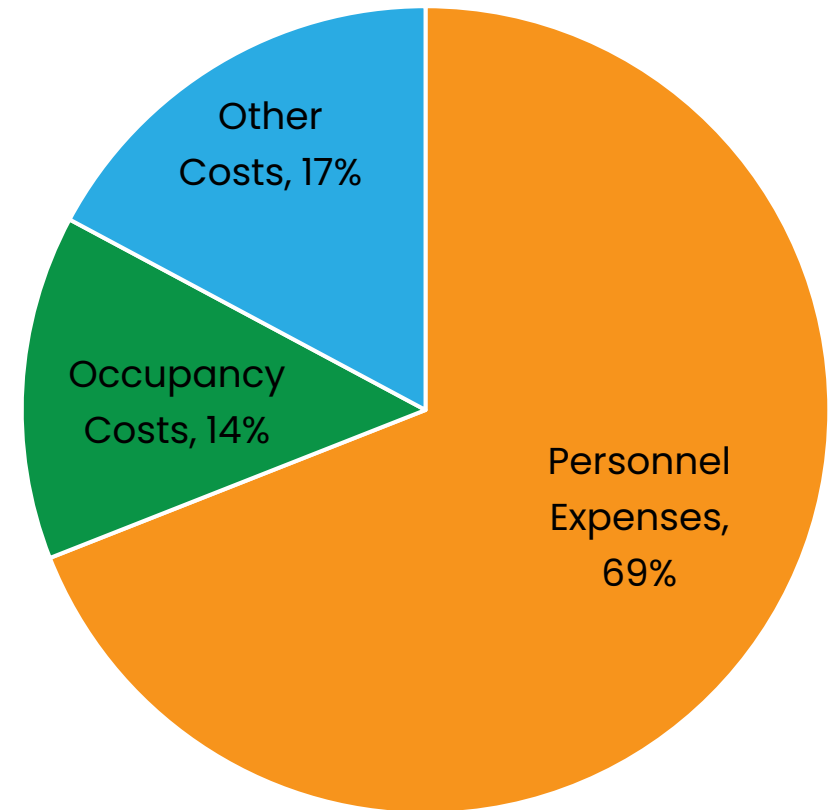
Family Child Care: Revenue/Hourly Wage

	Rural	Small Town	Large Town	Urban
Net Revenue	\$28,789	\$33,956	\$33,749	\$56,796
Hourly Wage	\$8.65	\$10.20	\$10.14	\$17.07



Child Care Centers: Expense Breakdown

Expense Category	Total Annual Cost
Personnel Expenses	\$660,712
Occupancy Costs	\$132,034
Other Costs	\$164,434
Total Annual Expenses	\$957,180





Child Care Centers: Wages

Staff Role	Rural	Small Town	Large Town	Urban
Director	\$23.38	\$20.31	\$21.07	\$26.31
Administrative Assistant	\$17.35	\$17.35	\$17.35	\$19.62
Cook	\$16.40	\$15.89	\$15.89	\$17.31
Accountant	\$20.32	\$17.01	\$17.01	\$22.45
Lead Teacher	\$17.20	\$16.65	\$16.81	\$19.61
Teacher Assistant	\$13.98	\$13.86	\$13.70	\$16.73
Teacher Aide	\$13.54	\$11.95	\$12.69	\$15.09
Substitute	\$17.40	\$17.44	\$17.48	\$20.73



Child Care Centers: Annual Per-Child Cost

Geography	Rural	Small Town	Large Town	Urban
Infant	\$20,821	\$19,836	\$20,099	\$23,858
Toddler	\$12,775	\$12,211	\$12,361	\$14,509
Preschool	\$9,555	\$9,161	\$9,267	\$10,770



Identifying the Need for Child Care



Why This Matters

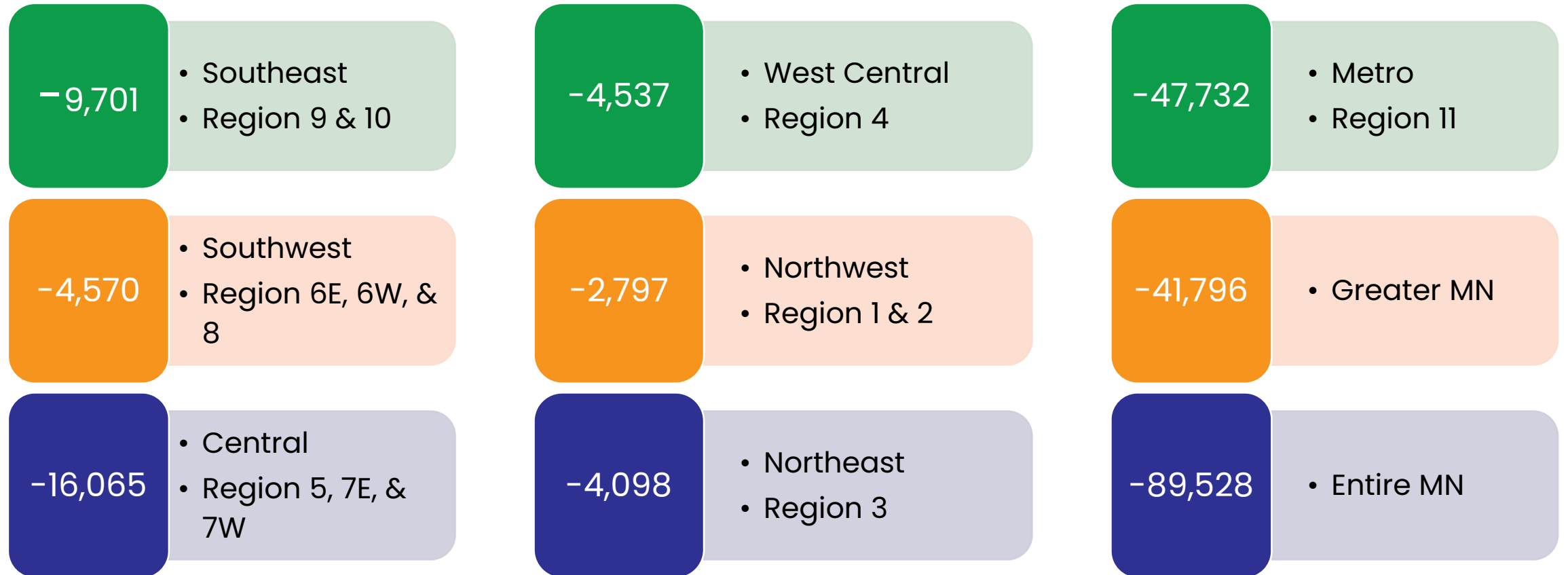
Access to quality child care and early education is vital to individual productivity and regional economic growth.





Data & Potential Need Analysis

Economic Development Region:

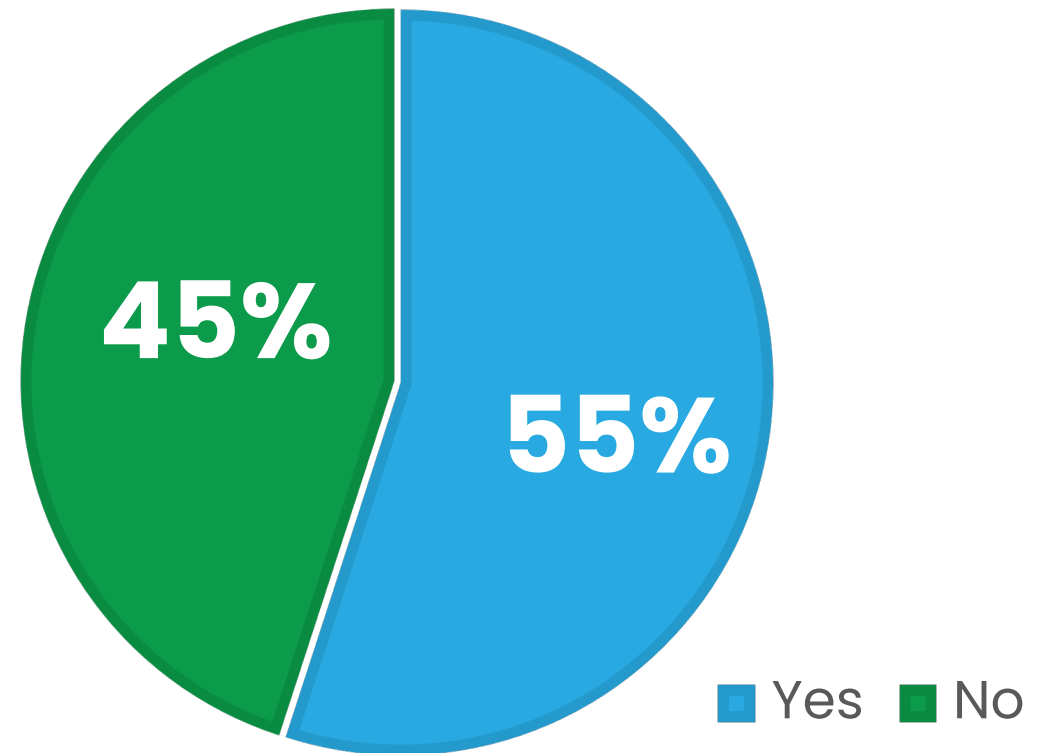




Impact on Family Planning

Has the availability of your preferred child care option impacted your decision to have another child or limit the size of your family?

*"I would consider having kids if child care wasn't such a huge issue. As it stands, I will probably never have them unless I decide to quit my job."
- Local Employee*

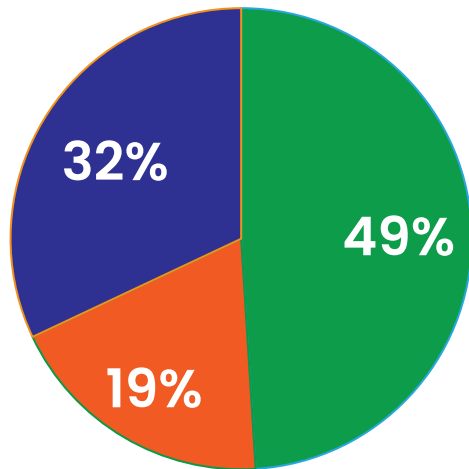




Local Level Economic Impact of Child Care

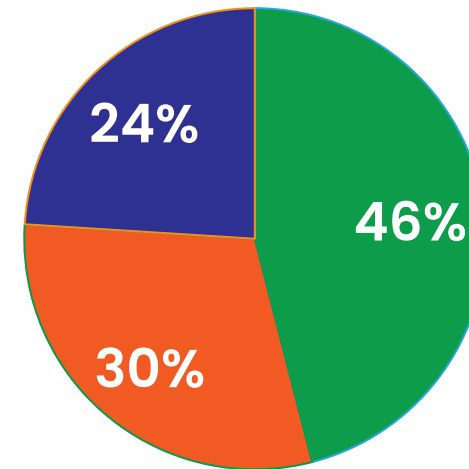
35% of parents withdrew from the workforce or declined employment due to child care issues

Has the shortage of child care impacted your ability to **attract** employees?



■ Yes ■ No ■ We do not track this data

Has the shortage of child care impacted your ability to **retain** employees?

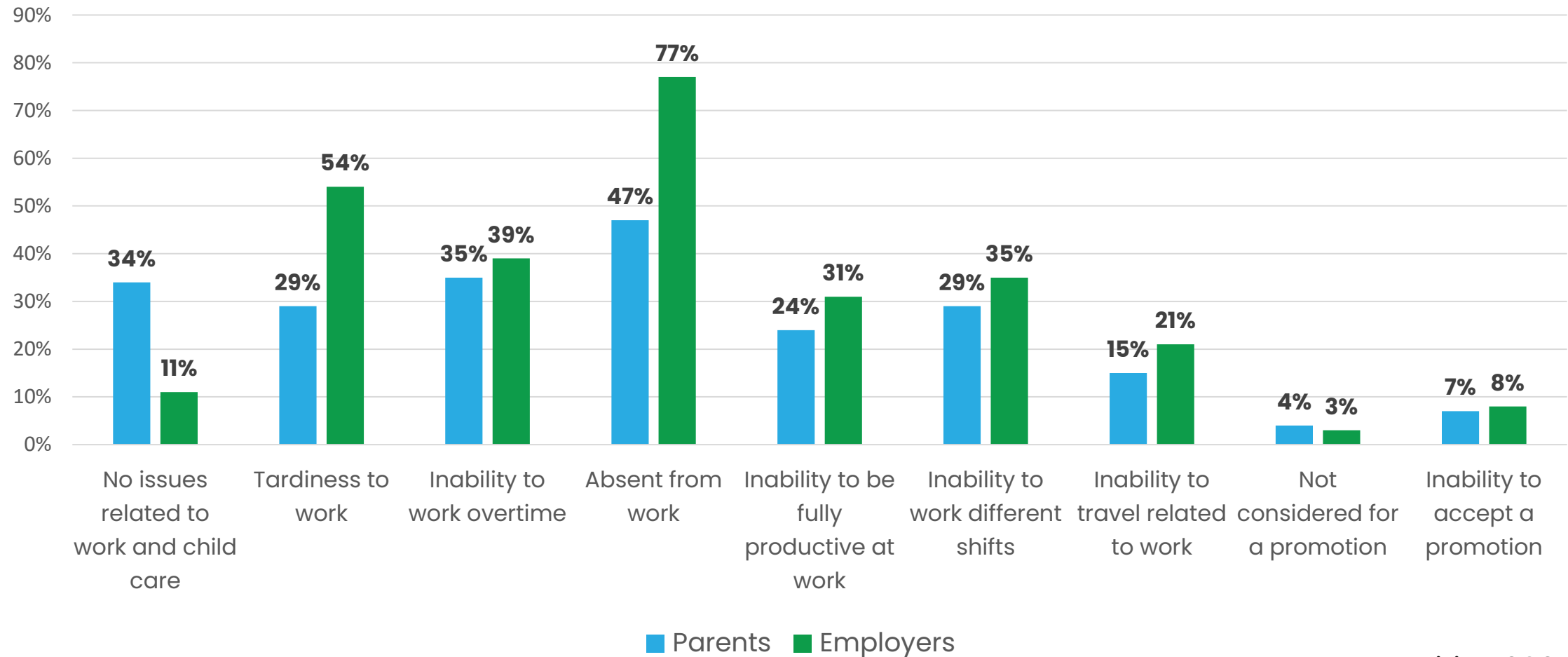


■ Yes ■ No ■ We do not track this data



Local Level Economic Impact of Child Care

Work issues occurred due to child care arrangements in the last 12 months





Services and Resources for Communities



Local Resources
Right-Sized Solutions
+ Innovation

SUSTAINABLE SUPPLY



For Communities

First Children's Finance partners with communities to develop local solutions to address child care shortages.



**Analyze
supply of
child care**



**Innovate
ideas to
create new
slots**



**Empower
communities to
implement
solutions**



**Provide
technical
assistance to
create
incentives**

An adequate supply of child care is a critical component to a healthy community and a vibrant regional economy.





Programs & Services for Communities

Programs

- Rural Child Care Innovation Program (RCCIP)
- Child Care Strategic Supply Plan (SSP)

Consulting Services

- Child Care Supply Demand and Gap Analysis
- Custom Survey and Analysis
- Child Care Business Models
- Community Presentation
- Guidance for Public-Private Partnerships to Build and Maintain Supply
- Technical Expertise on Local Policy and Financial Incentives
- Child Care Study

Connecting to FCF Resources



When to make a Referral to FCF

- Communities looking to assist in child care solutions
- Small and large businesses looking to support child care solutions
- Individuals interested in starting a child care business
- Child care business that may or may not be struggling
- Child care businesses interested in growing/expanding/change
- Other Business Needs





A Special Acknowledgment...





Thank You!

No one has yet realized the wealth of sympathy, the kindness and generosity hidden in the soul of a child. The effort of every true education should be to unlock that treasure.

– Emma Goldman



Addressing the Aging Population in Greater MN

Cathy McLeer, State Director,
AARP Minnesota



Older Workers: Principles and Policies

Cathy McLeer

State Director AARP Minnesota

cmcleer@aarp.org

Older Workers – An Untapped Resource

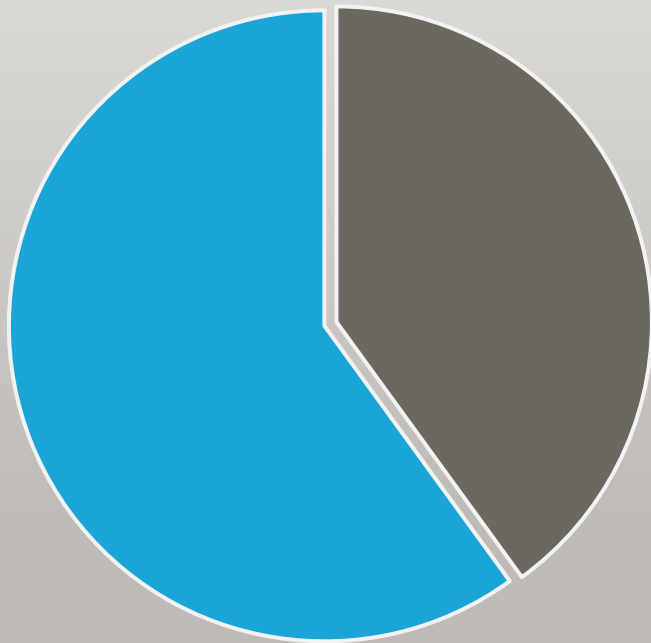
- Preference or Necessity
- Resilience
- Deep Knowledge
- Experience





Labor Force Changes

1985



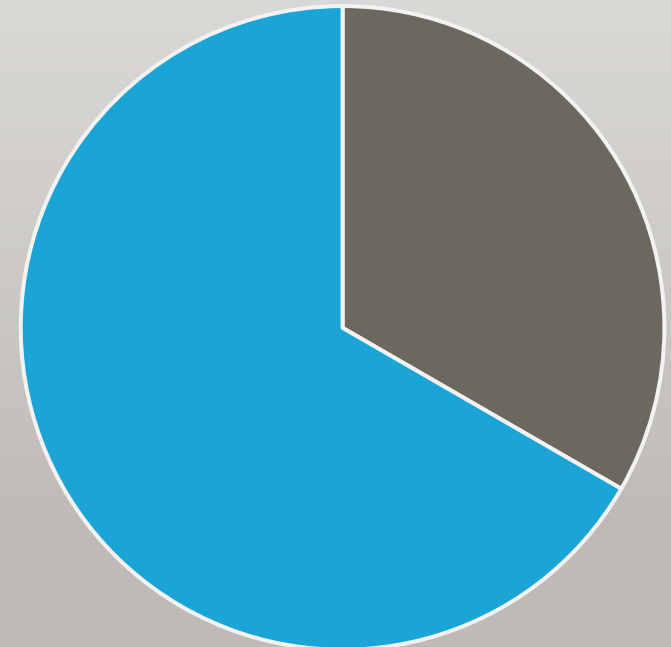
■ Workers 50+ ■ Younger Workers

2019



■ Workers 50+ ■ Younger Workers

2022



■ Workers 50+ ■ Younger Workers

Barriers Facing Older Workers

- Age Discrimination
 - Excluding Older Applicants
 - Refusing to Hire or Promote Older Workers
 - Targeting Older Workers in Layoffs
 - Curtailing Benefits
 - Limiting Training & Responsibilities





AARP Employment Principles

- Protection from Discrimination
- Expand Opportunities
- Help Vulnerable Populations
- Increase Job Availability & Quality
- Improve Workforce Development
- Job Search and Training

Flexible Work Arrangements

- Alternative Work Schedules
- Flextime
- Telecommuting
- Job Sharing
- Phased Retirement



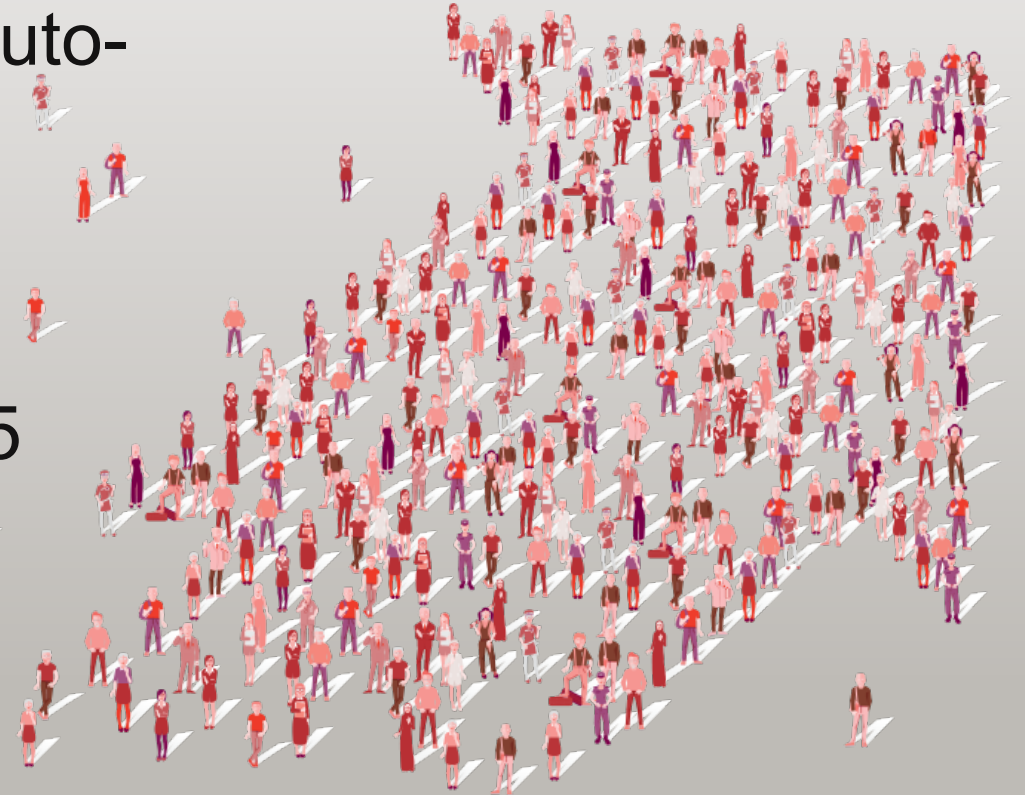
Flexible Work Arrangements

- 1 in 6 Employees are Caregivers
- Caregiver Supports:
 - Maximize Productivity
 - Improve Physical and Emotional Health
 - Attract & Retain Quality Employees
- Paid Family & Medical Leave Act



Work & Retirement Benefits

- Workers 20X more like to save with auto-deductions
- 700,000 + MN workers lack access to saving on the job
- Secure Choice - Implementation 2025
 - Private-Public Partnership
 - No Cost to Employer
 - Easy Administration





Thank You

Cathy McLeer, AARP Minnesota

cmcleer@aarp.org

www.aarp.org/policybook



Closing Remarks & Adjournment

Surya Iyer
GWDB Chair

Com. Scott Schulte
MAWB Chair