

**Workforce Development Council  
Executive Committee  
Job Service Central Office  
1000 E Divide Ave Bismarck ND 58503**

**VIA INTERACTIVE VIDEO  
(Fargo and Jamestown Job Service)**

**DESKTOP VIDEO PARTICIPANTS**

To connect from a web browser (Chrome recommended):  
<https://join.nd.gov/1672785>

**AUDIO PARTICIPANTS**

Audio Only Access Number: +1 701 328 7950,  
Collaboration code: 302879#

**AGENDA**

**Monday, June 18, 2018  
1:00 PM – 4:00 PM**

<b>TIME</b>	<b>ACTIVITY</b>	<b>PRESENTER</b>
1:00 pm	Call to Order	Dave Farnsworth
	Review the agenda Approve April 10 <sup>th</sup> and May 15 <sup>th</sup> Executive Committee minutes	
1:10 pm	Update – progress to date; next steps	Michelle Kommer
2:00 pm	Update on “Western Pathways” conference in Utah (see attachment)	Tony Grindberg Don Morton
2:30 pm	Committee discussion	
4:00 pm	Adjourn	

WORKFORCE DEVELOPMENT COUNCIL

Minutes of the

**WORKFORCE DEVELOPMENT COUNCIL  
EXECUTIVE COMMITTEE**

Monday, June 18, 2018

Job Service North Dakota Central Office  
And via interactive video  
1000 E Divide Ave, Bismarck, ND 58503

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Dave Farnsworth called the meeting to order at 1:00 p.m.

**Members present:** Dave Farnsworth, Cindy Griffin, Kurtis Karn, Perry Lubbers, Don Shilling, Arnie Strebe, Perry Lubbers, Michelle Kommer, James Whirlwind Soldier

**Members absent:** Susan Gunsch

**Others present:** Tammy Barstad, Tony Grindberg, Don Morton, Denise Jonas

**It was moved by Perry Lubbers, seconded by Don Shilling, and carried on a voice vote that the minutes of the April 10, 2018 Executive Committee meeting be approved as distributed.**

**It was moved by Perry Lubbers, seconded by Don Shilling, and carried on a voice vote that the minutes of the May 15, 2018 Executive Committee meeting be approved as distributed.**

**WDC PROGRESS TO DATE AND NEXT STEPS**

Michelle Kommer provided the WDC progress to date and next steps. The employer survey has 1,131 responses to date and to make it a statistically valid sample, 1,033 responses were needed. Job Service business representatives, which includes 9 local offices, will call employers to urge them to complete the survey. The most deficient industry sectors for completing the survey are wholesale trade, public administration, accommodation / food service, construction – increased since the list was distributed last week, retail trade and service, and waste management and redemption service. Zip code analysis shows all areas of state as well as all sizes of companies are well represented. The survey data will show the state broken into four regions which aligns with the labor availability regions. Data will be stratified several ways to determine ideas to adopt to address North Dakota's needs.

Building a High Performing State Workforce Board Survey results will be used as a guide moving forward to be an effective council and feedback is important and will be incorporated moving forward. More open discussion would be appreciated on what the council is trying to achieve.

Emerging theme is a need to better coordinate our resources. Job Service North Dakota had strategic budget review with Governor's office. There is an opportunity to streamline operations with workforce functions among several agencies including: Commerce, Human Services, Public Instruction – Adult Education, and Senior Community Employment Services. Proposing a realigned agency that will combine workforce functions from each of the above agencies. This proposed change requires statutory change and the idea is being socialized with several legislators including WDC member legislators. Talking points are being developed to support this concept. The realignment would create efficiency and synergy to be more impactful in addressing citizen-focused services.

Recommendations that will come from WDC will include engaging tribal nations and populations with barriers to employment, address health care shortage, as well others identified through workforce priorities and strategies that will become part of the council's recommendations.

### **UPDATE ON WESTERN PATHWAYS CONFERENCE**

Tony Grindberg, Don Morton and Denise Jacobs provided an update on the Western Pathways conference in Utah. Discussion on the Six Essential Strategies for Creating Effective State Career Pathway Systems document that was sent to attendees in advance of the meeting. The strategies are embraced by the Western Governors Association. An essential strategy is work-based education including: job shadowing, internship, apprenticeship, and co-ops. Kettering University (General Motors) has over 500 partnerships with corporations across the world and Northeast University (Boston), uses co-op model which receives over 62,000 applications per year. Team would like to work with WDC to set up a model in Cass County. Two-year colleges align with this model while four-year colleges/universities do not. There are 750,000 high school students across the country not graduating with their class. Taskforce for Higher Ed provides autonomy to 2-year college presidents to do what is best for their regions, including tuition, programs, recruitment, etc.

Suggestions that should be done to be most effective and have most impact as an action item that can be facilitated for an overarching effort that will produce a measurable/provable impact are the following:

- Higher Ed can drive it, want WDC aware of initiative;
- K-12/CTE – continued support to effectively implement career advisors program, scale and communicate career pathway message;
- Incentivize the pathway program, SD has done this and it's working;
- Collaborate effort between school/parent/student to write career program plan – fund school systems that can prove this type of work is being done;
- Curriculum that exposes kids to careers that's not just an event, but is a process;
- Pilot program in West Fargo - Ramp up to Readiness (originally from U of MN), 9-12 curriculum – 1<sup>st</sup> high school scaled 9-12 curriculum that addresses 5 areas that lead students to determine an appropriate career pathway.

### **COMMITTEE DISCUSSION**

Goal is to have recommendations from WDC that will be legislatively sponsored, rather than agency sponsored. The spotlight is on the quality of recommendations, that will in turn reflect on the credibility of the council. The Governor's office would like to receive recommendations by September and the Executive Committee will meet two times prior to the full council to identify emerging themes and narrow down some solutions that match the themes on July 18 and July 26. The full council WDC meeting is scheduled for July 31. With TEDx scheduled for July 26, that Executive Committee meeting was cancelled.

No further business appearing, the meeting was adjourned at 4:00 p.m.