



**NORTH DAKOTA
WORKFORCE DEVELOPMENT COUNCIL**

**Job Service North Dakota
1601 E Century Ave.
Bismarck, ND 58503
January 22, 2014**

MEMBERS PRESENT: David Farnsworth, Darren Brostrom, Dr. Drake Carter, Donna Fishbeck, Rosella Grant, Dave Kemnitz, Jan Kamphuis, James Marshall, Wendlin Platz, Jane Priebe, Dan Rood, Greg Schmalz, Rae Schobinger, Jim Walker

MEMBERS ABSENT: Leo Cummings, Scott Davis (Ex-Officio), Wayne Kutzer

EX-OFFICIO MEMBERS PRESENT: Susan Gunsch, Lonnie Wangen

DESIGNEES PRESENT: Russ Cusack, Michelle Olson, Debbie Painte, Beth Zander

GUESTS PRESENT: Pat Bertagnolli, Sonja Bommersbach, Laetitia Mizero, Ruth Lacher, Brenda Vennes, Michael Ziesch, Grant Levi, Scott Olson, Sandi Tabor, Jeff Ubl

STAFF PRESENT: Robin Fuhrman

CALL TO ORDER: (David Farnsworth)

- Welcome and Introductions
 - New member update:
 - Laetitia Mizero, Lutheran Social Services, Community Based Organization (Waiting Governor approval)
 - Sonja Bommersbach, Dickey Rural Networks, Information Technology Business Representative Region VI (Waiting Governor approval)
 - Pat Bertagnolli, B & G Oilfield Services, Energy Business Representative Region I (Waiting Governor approval)
 - Greg Schmalz, Minn-Dak Farmers Cooperative, Value Added Agriculture Business Representative Region V
 - All positions on council are filled or pending.
 - Noted that attendance at council meetings is important and required by statute.
- Admin announcements
 - Reviewed agenda items

APPROVAL OF AGENDA:

Beth Zander motioned to approve the agenda as presented.
Valerie Fischer seconded the motion. All in favor. Motion passed.

APPROVAL OF MINUTES:

Jan Kamphuis motioned to approve the October 24, 2013 minutes as presented.
Michelle Olson seconded the motion. All in favor. Motion passed.

DIRECTOR'S UPDATE: (David Farnsworth, Susan Gunsch)

- Budget
 - Susan reviewed Biennial Budget report, July 1, 2013 through September 30, 2013.

SKILLBUILDND: (Ruth Lacher)

Explained the grant and shared that training funds are expected to be obligated with Spring Semester 2014 and the start of new short term training classes. Reviewed expenditures from July 1, 2012 to September 30, 2013. These expenditures included drug testing, support services, out of area job search and training. The goal of the grant was 280 total enrollments and 168 enrollments in training, and both goals are exceeded. Shared a list of training occupations and training occupations by school. The two primary groups are welders and truck drivers. Reviewed performance measures.

Debbie Painte noted UTTC was appreciative of this grant because it helped some students that the DeMaND Program could not cover.

AGENCY REPORTS

Job Service North Dakota (Ruth Lacher)

Shared information in the WIA Performance and Participation report, first quarter of PY 2013, including Negotiated Performance Measures and Enrollment Activities. JSND is achieving performance in Adult, Youth, and Dislocated Worker. Reviewed the Financial status report, statewide activities and the Workforce 20/20 report.

Department of Public Instruction: (Valerie Fisher)

The previous GED exam series ended December 31, 2013. DPI conducted extensive outreach and communication to inform students. As of January 2014, students who didn't take and pass all five exams had to start over. DPI has conducted staff training on the new GED. In October/November all adult learning centers were monitored. The year-end report was submitted and DPI did not meet Performance Measures in the ESL and post-secondary categories.

Career and Technical Education: (Wayne Kutzer)

Not in attendance, information included in packet.

Vocational Rehabilitation: (Russ Cusack)

Shared information from the FFY 2013 Annual Report, including program expenditures, people completing training and becoming employed, earnings, counseling and guidance. Also included return on investment information. For every dollar spent by VR, a client earns \$9.98. VR also looks at the return on investment in terms of tax dollars spent by VR and for every tax dollar spent towards rehabilitation, the client pays back \$2.00 in taxes. Reviewed a list of employment placements, types of disability of individuals employed, types of service expenditures, and graphs of facts and data. As of February 1, VR will no longer have wait lists for services.

Department of Commerce: (Beth Zander)

Workforce Development Division updates:

- Relocation Program – is a voice for people inquiring about moving to ND. There are no funds given to individuals, just information. Provided a report showing the number of new contacts made and where the inquiries originated.
- Operation Intern – this year \$1.5 million was allocated. Shared the number of businesses participating, internship positions obligated and notifications of full-time hires.
- Tribal College Grants – three rounds of grant applications were set up and two rounds are complete. Four of five qualifying institutions have applied and received funds - Cankdeska Cikana Community College, Sitting Bull College, Turtle Mountain Community College, and United Tribes Technical College. Funds are available to colleges to develop or enhance programs that meet high occupational demand in North Dakota.
- AmeriCorps Grants – in the process of putting out requests for grantee applications. Included summary on ongoing programs, most of them are education focused.

JSND Labor Market Information: (Michael Ziesch)

Gave a demonstration on the jobsnd.com LMI website, showing statewide data, industry codes, employment and wages. LMI thinks in terms of boundaries, and infrastructure defines commuting patterns and creates labor shed areas. If you have the proper infrastructure you can connect workers with the jobs. Infrastructure has been energy driven. With moneys allocated from the legislature, LMI is trying to define oil and gas and related employment wages in the state, and when trying to come up with the mechanism to send requests to businesses to help answer that question, it was broken into different families of questionnaires. What they have developed is an infrastructure development questionnaire. Goal is to learn how infrastructure in the oil patch could be quantified in terms of employment and wages.

Lutheran Social Services: (Laetitia Mizero)

New American Services Director, also State Refugee Coordinator

Explained the New Americans program, services offered, criteria that must be met for services. Employment is a big component; the main goal is self sufficiency. Refugees are required to work and pay taxes to support their families. Reviewed the Annual Outcome Goal Plan, Performance Goals and Actuals.

EMPLOYER PRESENTATIONS: INFRASTRUCTURE

Kadrmass, Lee & Jackson (Sandy Tabor)

An Engineering firm, with a workforce exceeding 700 employees in 21 offices located in five states. Provide all types of services in the oilfield. Their workforce issues are housing, competition, and the need to be flexible in wages.

Talked about recruiting in the Bakken. There is a shortage of senior experienced management people, survey assistants, and CAD technical expertise. They are having good luck finding entry level employees in the rest of the state. The challenge will be to find 2,000-5,000

construction workers in the near future (5 years). The biggest issue in highway construction, especially in the western part of the state, is finding people that can oversee the project management and are willing to put in the time.

KLJ always has been a supporter of STEM education and implementing projects that will get kids to understand the opportunities available. People like working for KLJ because of the housing stipend, bonus pay, and a good future with the company.

ND DOT (Grant Levi)

The greatest employment challenges are equipment operators, mechanic specialists, engineering positions, and drivers license services in western ND. Staffing the Williston district has been the greatest challenge. DOT is offering an oil patch add on to their salary, and rental assistance for some employees in western ND. Because of the all time high populations, more demand is being put on motor vehicle and drives license services. To help with that, motor vehicle branch activities have been outsourced, branch fees have been increased, and consultants for motor vehicle processing, phone services, and third party CDL testing have been hired. Reviewed current and future road projects. Noted another challenge is that roadway construction is competing for workers with other industries such as trucking, rail, pipeline, gas plants, and to the oil industry. Housing is a major challenge.

Apex Engineering (Scott Olson)

A consulting firm with three offices, headquartered in Fargo, specializes in public sector work only. Noted they are constrained by legislature because the funding comes in over a period of two years. It is hard to plan for infrastructure needs for projects with a longer duration than two years. Many of the bidders are out of state contractors, who bring their own key group of workers, then hire locally. Some are bringing workers due to lack of supply of local workers. The quality of work is hit or miss, and the challenge is to stay on top of quality. Stated they generally know what they are getting with ND companies, but out of state companies run into difficulties with weather, etc. The new trend is to work year round, through the winter.

From a technical standpoint new graduates are in good supply. It is more difficult to bring technical talent to the west. Apex tries to sell the lifestyle in ND. They use a professional recruiter for their hiring needs. Summer interns and temporary summer staff, is a great opportunity for a 3-4 month job interview to find out if they are a good candidate for employment. There is a low supply of experienced employees. The ideal candidate would have 10-15 years experience. They have hired a number of people that have a two year CAD operator degree. A new gradate in the civil engineering field would start around \$50k per year with medical, dental, vision, 401k, plus overtime, and housing allowance.

UBL Design Group (Jeff Ubl)

Commercial development/construction company, highly specializing in a broad range of design, both public and private. The bulk of the market affected by market rates. They have no problem finding employees, skilled or other and have had no problem getting people to move to ND. Shared information from employers in construction trades. Many indicated the construction market is strong and the need for labor is at a critical stage. This includes concrete workers, HVAC technicians, plumbing, subcontractors, flooring installers, carpenters, welders, heavy equipment operators, vendors, and suppliers. Noted general laborers are easy to find, the

problem is consistency and it's hard to keep workers. Most employers are missing a "right hand man" or highly qualified assistant.

There is a gap between senior superintendents and the younger people coming in behind. General construction is hiring people from other parts of the country to do work. Finding plumbers, electricians, estimators, and mechanical service techs are less of a problem. Housing isn't as much of an issue as it was; local contractors are now trying to stay close to their area.

Dr. Drake Carter mentioned that 2/3 of the students in welding and HVAC are from rural ND. They are having trouble attracting students from cities to the trades. When the economy is good, enrollments go down. They are also having trouble keeping students enrolled, because if they have desired skill sets they will be hired. Also finding that students are not completing the entire program because they have the skill sets to find a job. It is felt that eventually students will return to complete their degree. As the Bakken levels off and more families come in, enrollment will grow naturally.

Dan Rood noted there is concern about young people not going into the trades, and enrollments are low. Civil engineering and construction trades are not full. There is a push from national education toward math and science, and an emphasis away from the crafts.

Overview of the Workforce Development Council (Dave Farnsworth, Susan Gunsch)

Dave asked council members to Review the Purpose and Mission of the council.

Susan showed council members where to find Workforce Development Council information on jobsnd.com. It was noted that funding for the council is federal dollars, no state funds.

Solicit feedback on legislative recommendations (Dave Farnsworth)

Council members should read through the WDC questions and responses.

Shared that he didn't feel the council has been doing the purpose or mission of the council.

Posed the following questions - how can we become more affective? Where should we be focusing?

An Executive Committee meeting will be held on February 6th and will include representatives from the Governor's office and the Workforce Leadership Team which includes staff from the Department of Commerce, CTE, DPI, DVR, TrainND and JSND. Discussion will include what kind of things the council can do to help advise the Governor's office, reach out to legislature, and the visions and goals for workforce in North Dakota. Are there some things we can recommend? Need to focus on the right things and need to establish the connection to do the purpose and mission of the council.

ADJOURNMENT

David Farnsworth motioned for adjournment of the meeting.

Jane Priebe moved to adjourn the meeting.

Dave Kemnitz seconded the motion. All in Favor.

Meeting adjourned at 4:12 PM