NORTH DAKOTA
WORKFORCE DEVELOPMENT COUNCIL

IVN Originating from
Job Service North Dakota
1601 E Century Ave.
Bismarck, ND 58501

AGENDA
Tuesday, July 30, 2013
10:00 AM – 4:30 PM

TIME	ACTIVITY	PRESENTER
10:00 am	Call to Order • Welcome and Introductions • Admin. announcements/membership • Review and approve today's agenda • Review and approve May 7, 2013 minutes	Dave Farnsworth
10:15 am	Chair's Message & Director's Update	
	• 2013-2015 Budget	Dave Farnsworth
	• Membership update	Susan Gunsch
10:30 am	SkillBuildND demonstration grant update	Ruth Lacher
10:45 am	Agency Reports and Workforce Training updates	
	• Job Service North Dakota	Ruth Lacher
	• Department of Public Instruction	Valerie Fischer
	• Career and Technical Education	Wayne Kutzer
	• Vocational Rehabilitation	Russ Cusack
	• Depart of Commerce, Workforce Development Division	Beth Zander
Working Lunch		
1:00 pm	Information Technology Labor Market Information	Michael Ziesch
1:15 pm	Information Technology Council of North Dakota	Deana Wiese
1:30 pm	Panel discussion and sharing	
	State Information Technology Department	Shelly Miller
	Microsoft	Kelly Obach/TBD
2:10 pm	Break	
2:30 pm	NISC	Doug Rembolt
2:50 PM	MDU Resources Group	Peggy Link
3:15 pm	Group discussion	
3:45 pm	Adjourn	

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WORKFORCE DEVELOPMENT COUNCIL

Job Service North Dakota
1601 E Century Ave.
Bismarck, ND 58503
July 30, 2013

MEMBERS PRESENT: Maren Daley, David Farnsworth, Valerie Fischer, David Gipp, Rosella Grant, Hans Halvorson, Jan Kamphuis, Cathy Kruse, Wayne Kutzer, Michelle Olsen, Jane Priebe, Dan Rood, Joe Rothschiller, Rae Schobinger, Jim Walker

MEMBERS ABSENT: Leo Cummings, James Marshall, Wendlin Piatz, Bruce Walker

EX-OFFICIO MEMBERS PRESENT: Susan Gunsch, Scott Davis, Lonnie Wangen

GUESTS PRESENT: Beth Zander, Russ Cusack, Debbie Painte, Tom Ricker, Dr. Drake Carter, Brenda Vaness, Ruth Lacher, Michael Ziesch, Deana Wiese, Shelly miller, Kim Holder, Doug Rembolt, Peggy Link

STAFF PRESENT: Larry Wegleitner

CALL TO ORDER: (David Farnsworth)
- Welcome and Introductions
- Admin announcements

APPROVAL OF AGENDA:
Beth Zander motioned to approve the agenda as presented
Jan Kamphuis seconded the motion. All in favor. Motion passed

APPROVAL OF MINUTES:
Wayne Kutzer motioned to approve the May 07, 2013 minutes as presented
Michelle Olsen seconded the motion. All in favor. Motion passed

CHAIR'S MESSAGE & DIRECTOR'S UPDATE: (David Farnsworth, Susan Gunsch)
- Susan Gunsch spoke on membership and informed the council that Greg Allen has resigned, Candace Dietz has retired and Jill Lamont-Goetz's term has ended. Looking at possible replacements. Spoke about the biennial Budget for WDC of $75,830 for salaries, travel and supplies.

SKILLBUILDND: (Ruth Lacher)
- Ruth Lacher gave an update on the SkillBuildND demonstration grant. One year into the program. $648,035 training funds have been spent, $1,141,014 has been obligated with a remaining amount of $292,661. Support services spent is $131,703 with $18,297 remaining. 162 training participants have been enrolled, the goal is 168 participants. 238

have been enrolled in programs with a goal of 280. To date, all performance goals are being met.

AGENCY REPORTS

JOB SERVICE NORTH DAKOTA (Ruth Lacher)

- WIA performance for PY 2012 quarter ending March 31st shows an overall meeting of all performance measures for Adult, Dislocated Worker and for Youth. Expect to meet all performances for the year. Enrollment for WIA Adult and Dislocated Worker Programs, Adult 279 and Dislocated Worker 141 participants. WIA Youth (older) 133 and WIA Youth (Younger) 231 participants. Reviewed the WIA funding status for the year.
- Workforce 20/20 had 103 contracts for the program year 2012. $875,913.64 of the 2011-2013 biennium budget of was expended as of June 30, 2013. The total 2011-2013 budget was $1,350,341.00.

DEPARTMENT OF PUBLIC INSTRUCTION: (Valerie Fisher)

- Workforce Incentive grant cycle has ended; final narrative and fiscal reports are being prepared.
- PY 2013-14 funding was received $974,175, 5.2% which is less than previous year. State funding remains at $1,600,000. Adult Ed conference will be September 11,12,13. The new GED testing will begin in 2014 and will be computer based.

DEPARTMENT OF COMMERCE: (Beth Zander)

- Governors Conference is September 18 – 20, 2013 in Fargo ND. There will be many breakout sessions along with key speakers. Members can find information at http://www.commerce.nd.gov/programs/workforce-and-hr-conference/. Covered the Tribal College grants, a $5 million grant, first round of applications has been completed but awards have not been released. Covered the 4 State Strategic Plan Goals; Prepare our future workforce: Facilitate the connection between business and workforce, Expand and retain our workforce, and Map workforce development activities for planning and promotion.
- Legislative news, the Dept. of Commerce received funds from the legislature to distribute as matching funds to an organization for helping our state's rural areas in recruitment of health care workforce. The funds will go to the Area Health Education Centers. Also, received $2 million to be administered to nursing homes and DD facilities in the oil producing counties that are named in statute, distributed based on numbers of workers. Coordinated with Department of Human Services to disperse the funding in January 2013 and January 2014, to help with the increased costs in oil counties.

CAREER AND TECHNICAL EDUCATION: (Wayne Kutzer)

- Legislative news, $1 million Workforce Training grant, a 50% match to purchase equipment. Another grant Creating Accesses for Career Tech Ed to remotely offer classes in welding, auto tech or construction. Video based class where the instructor is in one location and students are in other locations. North Valley in Grafton will be offering a welding class to Fordville Lankin, Park River, and Walhalla. Students will work towards a certificate. This is a pilot program.

VOCATIONAL REHABILITATION: (Russ Cusack)

- 36% of participants are youth. Spoke about a new bill dealing with voc rehab. Voc Rehab shares a lot of the same issues that the VA has.

INFORMATION TECHNOLOGY LMI: (Michael Ziesch)

- Information Technology jobs make up about 10% of the available jobs in ND. Currently there are153 job orders posted with 216 positions under Information Technology on the Job Service web site.

The afternoon session consisted of presentations from professionals in the Information Technology (IT) field. Several areas of IT were represented and representatives spoke to the workforce council about challenges being faced and initiatives that are being implemented to meet this industry's workforce needs. The WDC members were provided with copies of research studies and data pertaining to workforce issues.

The following is a list of IT entities and professionals who presented:

Information Technology Council of North Dakota – Deana Wiese
In ND there are 7,030 IT professionals around the state with a average salary of $57,392 a year which is 48% higher than the state average. IT professionals have increased 50% over the past decade with an expected 20% increase over the next decade. The three IT subsectors employ 16,700 individuals. Between 2010 and 2020 more than 2,600 new and replacement IT positions will be needed in ND. With 1,400 of the employees filling new positions created by growth in ND. The IT occupations projected to have the largest number of openings will be computer support specialists with 1,089, computer systems analysts with 394 and software developers (applications) with 258. ITCND is using a IT Career Awareness Program to address future IT workforce needs to inform students, parents and educators of IT career opportunities and encourage them to enroll in IT programs.

State Information Technology Department – Shelly Miller
In 2012, ITD had 45 different IT positions to fill, interviewed 156 applicants, 12 went unfilled. 47 offers were made and 8 were declined. 16 offers were at a lower salary than what applicants were currently making. The average applicant pool is 13.31 with ½ of the applicants qualified. Out of the contract positions ITD had 20 work orders, 90 interviews, 44 offers, 32 acceptances but only 22 arrived to work. Potential contractors either took on other work or had difficulty in finding housing. Recruiting is within the state but with specialized positions which require out of state recruiting. ITC is looking for individuals with experience. ITD advertizes online, in newspapers, and magazines. 60 to 70% of the applicants hired are residents of ND. Average age of employees at ITD is between 40 and 42. In the next 10 years around 80 employees will be eligible to retire.

Microsoft – Kim Holder
Microsoft employee retention is around 4%. Microsoft has 850 employees in Fargo with 800 venders in the Fargo area. Recruitment requires minimal advertizing, most individuals apply on the Microsoft website. 400 of the positions in Fargo are Customer Support Service. The Core Tech makes up about 300 positions. Business, finance, legal and HR teams are a large part of the Fargo office. Currently Microsoft has 15 positions open and has filled 70 positions so far this year. The most challenging positions to fill are Core Tech jobs. Microsoft is working to create a national STEM fund program along with the ND STEM program at NDSU. Microsoft aggressively recruits from colleges. DigiGirlz is a Microsoft Youth Spark program and gives

high school girls the opportunity to learn about careers in technology. 25-30 internships are available in which usually results in an employment offer. Microsoft is partnering with a company called Code Organization whose goal is to get 15 states to push for computer science courses to count as a secondary education math or science credit. An additional strategy is to bring in around 25 college grads, bachelors, masters or doctorate for a one day intensive interview process and offer them a position. The Student Experience Program (SEP) is a paid work experience program designed to provide high school and college students opportunities to work on Microsoft's Fargo, N.D. campus during the summer.

NISC – Doug Rembolt
NISC is a software development and implementation company primarily creating software for rural electric and telephone companies across the country. NISC has 950 employees with 430 in ND. NISC has worked with ITCND to foster a positive climate in the IT field in North Dakota. The biggest risk to staffing is attracting and retaining the talent they need to maintain and grow their company. Working with CTE, private schools and university system, NISC develops their workforce. They visited 1,000 students, interviewed 150 and hired 13. NISC has a less than 5% turnover rate. Career opportunities are offered for all 950 employees. About 280 staff are software developers, with another 450 that are IT related. NISC will hire 2 year degree employees and train them in a needed skill set. Currently there are 11 interns in the ND facility. In the last 5 years NISC was able to hire 52% of their interns. NISC does have an employee referral program.

MDU Resources Group – Peggy Link
In the next few years, MDU Resources Group will need more IT security employees. Current staffing levels are 11,150 employees and 1,325 reside in ND. More employees are working in ND than reside here as out of state workers are brought in as the work is needed in the high volume areas. To support these individuals, MDU Resources Group has 197 in the IT fields with 110 that reside in ND. A few years ago, a newspaper advertisement would result in 50 applicants with 25 qualifying. Today, a job posting will get MDU Resources Group 10 applicants with maybe 4 who are qualified. MDU Resources Group has increased salaries to attract qualified employees. The publish job openings in 43 states. MDU Resources Group is using social media to recruit people. A referral program, incentives, relocation allowance, sign on bonus and education assistance is also in place. Interns work a full time position and are retained until a position opens up. Employees are encouraged to follow career paths and are advanced to help keep them with the company.

GROUP DISCUSSION:
David Farnsworth discussed the next meeting tentatively will be October 24, 2013 covering Veterans, strategy of the Workforce Development Council, reports.

Jan Kamphuis motioned to adjourn.
Valerie Fischer seconded the motion. All in favor. Motion passed
Meeting adjourned at 3:20 PM.