



**NORTH DAKOTA
WORKFORCE DEVELOPMENT COUNCIL**

**Bismarck State College
National Energy Center of Excellence, EGC 335
1500 Edwards Avenue
Bismarck ND 58501**

**AGENDA
Thursday January 14, 2016 10:00 AM – 3:00 PM**

TIME	ACTIVITY	PRESENTER
10:00 am	Call to Order <ul style="list-style-type: none">• Welcome and Introductions• Review and approve today's agenda• Review and approve October 13, 2015 minutes	Dave Farnsworth
10:15 am	Directors Report <ul style="list-style-type: none">• Budget & Membership update• WIOA Quarterly Reports (in packet)• WIOA Unified State Plan• Sub Committee for Individuals with Disabilities	Susan Gunsch
10:30 am	New Job Service – Service Delivery	Cheri Giesen
10:45 am	Workforce Education Advisory Council	Richard Rothaus Interim Vice Chancellor
11:00 am	Discussion to determine Workforce recommendations	
Working Lunch – Continue legislative recommendation discussions		
12:45	Discussion continues	
2:45	Wrap up and summarize legislative recommendations	
3:00 pm	Adjourn	



**NORTH DAKOTA
WORKFORCE DEVELOPMENT COUNCIL
Job Service North Dakota
1601 E Century Avenue
Bismarck ND 58501
January 14, 2016**

MEMBERS PRESENT: Patrick Bertagnolli, Karin Blanchfield, Chris Blowers, Drake Carter, David Farnsworth, Mark Hagerott, Waylon Hedegaard, Uma Hoffmann, David Kemnitz, Janelle Klinke, Wayne Kutzer, Perry Lubbers, Julie Magnus, Janie Priebe, Dan Rood, Ricky Thomas, Bruce Walker, Jim Walker, Cheri Giesen

MEMBERS ABSENT: Sonja Bommersbach, Rosella Grant, Lee Ann Johnston, Jan Kamphuis, Leslie Lzicar

DESIGNEES PRESENT: Wayde Sick, Russ Cusack, Bob Marthaller,

EX-OFFICIO PRESENT: Susan Gunsch, Merle Botone

GUESTS PRESENT: Senator Dick Dever, Bruce Emmil, Debbie Painte

STAFF PRESENT: Tammy Barstad, Ruth Lacher

CALL TO ORDER (David Farnsworth)

- Welcome and Introductions

APPROVAL OF AGENDA

- David Kemnitz motioned to approve the agenda, Bruce Walker seconded. All in favor. Approved.

APPROVAL OF AGENDA

- Chris Blowers motioned to approve October 13, 2015 minutes. Jane Priebe seconded. All in favor. Approved.

DIRECTORS REPORT (Susan Gunsch)

- Budget & Membership update
- WIOA Quarterly Reports (in packet)
- WIOA Unified State Plan – deadline March 3, 2016
- WIOA recommends subcommittees:
 - Committee on Employment of People with Disabilities will serve as a WDC sub-committee
 - Youth committee to be established by end of 2016.

Job Service – New Service Delivery (Cheri Giesen)

- Cheri provided an update on service delivery within the new structure of the agency

Workforce Education Advisory Council (Tanya Spilovoy)

- HB 1003 15-10 and 11 established this new advisory council. The mission is to review ND University System programs based on an awareness and needs of North Dakota's workforce and to respond appropriately. The council will evaluate the efficient use of facilities and staff to avoid duplication. Representation is determined by legislation. The WEAC's work is to complement the work of the Workforce Development Council, conducting similar work within the ND University System.

Discussion to determine Workforce recommendations

- Purpose of this process is to emphasize ideas for recommendations for the Governor's office.
- Executive committee will summarize ideas and return summary to council

Existing Industries:

- Energy – coal, oil, wind, solar
- Value added agriculture – agricultural commodities
- Tourism
 - Needs
 - Entry-level workers - housekeeping, front desk, waiters, cooks.
- Technology based businesses
- Advanced manufacturing
 - Needs
 - Applicants lacking soft skills
 - Computer skills
 - Diagram and schematic reading
 - Technical skills dropping with the use/concentration on smart phones/tablets (have moved away from how devices work and replace rather than fix)
 - Short on welding applicants (Trail King offering full ride to tech schools in ND/SD/MN, focusing on young people in ND, and diversified work force). Tried recruiting out of state but they would fulfill commitment then go home.
 - Welding, fabrication, missing basic skills - can't read a tape measure.

Working Lunch – Continue legislative recommendation discussions

Primary Industries:

- Emerging industries –
 - Unmanned aerial systems (Forbes magazine says ND has a chance to be the silicon valley of unmanned aerial systems) – sensors, social issues, control systems, ambulatory mechanisms, data, nanotechnology, cyber security.
 - Needs
 - Diversifying the economy
 - Getting youth interested in the industry

Supporting Industries:

- Health Sciences – adds quality of life. LMI data indicates number of health care occupations are rising to the top. HS career academy, health sciences is 5th in highest concentration in the state. Elementary students experience boot camp in health care. HOSA (Health Occupations Student Association), STEM classes.
 - Needs
 - Rural health
 - Healthcare industry tends to be more isolated in filling employment needs rather than being collaborative.
- Transportation, Class B CDL
 - Needs
 - No specific training in ND (ReadyMix drivers) (weight bearing loads)
 - Infrastructure
 - Basis for development of other industries

General discussion issues:

- Teacher shortage – low wages, low numbers, State Superintendent has developed a task force to study the issues surrounding this.
- Digital divide between rural and urban lives – no internet, economic disparity, keep in mind with distance education, access to technology and computers doesn't exist in some rural areas.

- Women/girls don't tend toward high paying manufacturing careers. Increase trade fairs, career fairs involving younger youth, job shadowing, field trips, etc. Consider the MN "Construct Tomorrow" model. Include parents – educate on careers and CTE coursework. DPI is looking at competency based coursework. Special Education/Special Needs – are counselors/advisors getting the tools to help parents/kids prepare for their futures?
- Central hub of information consolidates ND resources, instant, quick, easy, pay to get to the top of Google.
- What is the effect of behavioral health on the workforce/training/development/education. Behavioral health issues coming up for legislators - Sen Dick Dever. Addiction issues.
- Need applicants with the ability to think and innovate, may train for basic skills, can learn. Respectful communication, work ethic.
- General maintenance workers, strong electrical, automation, engineers.

Which groups of potential workers in and out of state could fill ND needs?

- Veterans (Dept of Commerce is working with employers to attend veteran separation seminars to recruit those soon to be released from the military, ads in military magazines), "Hiring our Heroes" Department of Commerce efforts. Educate employers – some think that "there is something wrong with them, coming out of tours or from a very structured program, etc." Midwest Higher Education Compact is developing a program to transfer military training to credits that can be accepted into postsecondary institutions. SHRM conference promotes the hiring of veterans, working with employers. Unions work with the Helmets to Hard Hats program. Camp Grafton – plumbing, electrical skills, combat medics – great facility liked by military who request placement there.
- ND employers provide opportunities for people with disabilities. The Vocational Rehabilitation Program serves 2500 people, about 500 become successfully employed. WIOA requires spending 15% of transitional funds on youth 14-21 for work experiences.
- New Americans – cultural and language challenges, Fargo area focus. Eventide offers ELL classes and hires CNAs trained in the Minneapolis area. Trail King employs more Hispanic workers with strong work ethic, hiring bilingual individuals to integrate New American employees in the workplace. There is a challenge with so many dialects. TrainND has a workforce language program, the 2nd tract is CNA or manufacturing in the Fargo area.
- Native Americans – supportive services funds are available through UTTC for those in the Bismarck area, funding for postsecondary training needs, partnering to use the programs already in existence for students, building awareness of CTE classes at the high school level, students wouldn't need to leave their homes to attend at the postsecondary level within the local Tribal Colleges that have the programs.
- K-12 – build career awareness, STEM classes because that's where the jobs will be, soft skills, computer science aptitude testing and initiative, real life math skills (basic construction math), equity for students to receive STEM classes and projects, STEM is not necessarily a class but is an innovative teaching method available to every teacher, teacher mentoring and coaching, supporting different pathways to teacher licensures, teacher aides for support with the melting pot in the classroom, supporting paraprofessionals and substitute teachers, alternative certification to teaching, MAT program geared to professionals who would like to become a teacher (Master of Arts in Teaching).

Adjourn – Pat Bertagnolli motioned to adjourn, Wayne Sick seconded. Approved.