



**Workforce Development Council**  
**Bismarck Job Service Office and via interactive video**  
1601 E Century Ave Bismarck ND 58503

**Audio Bridge - 701-328-7950**  
**Participant Code - 302879#**

**AGENDA**  
**Tuesday May 15<sup>th</sup>, 2018 10:00 AM – 1:00 PM**

<b>TIME</b>	<b>ACTIVITY</b>	<b>PRESENTER</b>
8:30 am	Executive Committee and the K-20 Cybersecurity Education Committee	VIA IVN
10:00 am	Call to Order <ul style="list-style-type: none"><li>• Welcome and Introductions</li><li>• Review and approve today's agenda</li><li>• Review and approve February 15th, 2018 minutes</li></ul>	Dave Farnsworth
10:15 am	Review of process and timeline	Michelle Kommer
	Update on work performed to date	Michelle Kommer
	Directional themes emerging	Michelle Kommer
	What's next?	Michelle Kommer
11:45 am	Working Lunch	
1:00 pm	Adjourn	



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

Audio Bridge - 701-328-7590  
Participant Code - 302879#

**MINUTES**  
**Tuesday May 15<sup>th</sup>, 2018 8:30 AM – 9:30 AM**

**MEMBERS PRESENT:** Dave Farnsworth, Arnie Strebe, Don Shilling, Kurtis Karn, Cindy Griffin, Perry Lubbers

**Ex-officio members:** Michelle Kommer, James Whirlwind Soldier

**Guests:** Janelle Klinke, Mark Hagerott, Jace Beehler, Rosi Kloberdanz, Doug Darling

**Staff:** Tammy Barstad, Ruth Lacher

**K-20W Cyber Education Workforce Development Priorities and Operational Security Initiative (Rosi Kloberdanz, Doug Darling).**

Committee includes: Higher Education, K12 administrators, state agencies, policy makers, and private industry partners, National Integrated Cyber Education Research Center (NICERC), and Palo Alto Networks.

Goals:

- Coordinate “shovel ready” projects that can be completed at little or no added cost, not requiring a specific budget.
- June - identify projects and budgets to incorporate in the governor’s budget. Intend to have legislative briefings and draft legislation.
- Next – integrate with teacher training pipeline, computer science standards, and mapping pathways to workforce.

Today’s focus – Apprenticeship

- Lack of candidates going into the craft fields - 48% decrease of higher education graduates within IT.
- Five core parts of apprenticeship:
  - Employers assist with designing curriculum and hiring apprentices
  - OJT with employer mentor
  - Related technical instruction (community colleges)
  - Reward for skill and knowledge gain
  - Nationally recognized credential awarded by the US Dept of Labor Office of Apprenticeship

Committee working with DOL Office of Apprenticeship, prepare cyber security apprenticeship, unable to find an employer partner.

ITD - reviewing certificates and licensures within the different areas of IT to determine whether an apprenticeship would be a good fit.

Three types of apprenticeship

- Federal Apprenticeship runs through US DOL
- Unregistered apprenticeship
- Industry sponsored apprenticeship (new with Trump Administration)

President Trump signed an executive order to expand apprenticeships and created a blue-ribbon taskforce.

Colleges/community colleges could become the aggregator, taking on paperwork to help companies develop apprenticeship programs.

Issue for North Dakota - students are not interested in trades programs or skills.

**Workforce Development Council comments/suggestions**

- TrailKing - setting up DOL RA welding apprenticeship to fit their needs, written standards with 2,000 hours and 145 hours of class, waiting for approval. John Bolger (SD DOL Apprenticeship) is an additional resource when writing standards.
- General Equipment created two apprenticeship programs - 4,500 hours and 55 credit hours of instruction through (NDSCS), and 4,000 hours and 50 credit hours of instruction (NDSCS). Currently waiting for DOL approval.
- Communication - Companies would be interested in an apprenticeship program in IT, don't know it exists.
- Banking industry's number one concern is cybersecurity.
- Apprenticeship Accelerator Grant through Commerce is extended through December. Helpful to employers when creating work processes paperwork.
- Inviting employers in to have the discussion is most helpful.
- Knowledge creates excitement.
- IT and apprenticeship isn't a natural connection in people's minds.
- Apprenticeships apply to almost any occupation, can be developed for employers who just need 1 or 2 employees within specific areas.
- Apprenticeship allows a company to grow talent and build workforce for the long term. Need to get students in K-12 headed down the pipeline of apprenticeship.
- Map out employers in ND, both small and large, determine the best way to contact them. You'll find a sweet spot. Midsize and small companies need cyber security employees and don't have the resources.

Government's role is the convener, not to solve the workforce challenges in isolation but to help connect the dots.

WDC recommendations will be specific, considering economic research and the employer survey.

Adjourn