

WORKFORCE DEVELOPMENT COUNCIL COMMITTEE MEETING AGENDA

FRIDAY, SEPTEMBER 7, 2018

8:30 a.m. – 5:00 p.m.

**STATE CAPITOL BUILDING
BRYNHILD HAUGLAND ROOM**

600 E Boulevard Ave.
Bismarck, ND 58505

TIME	AGENDA ITEM	PRESENTER
8:30 a.m.	Call Meeting to Order / Opening Remarks – (1) Review Agenda Approve Minutes – (2) May 15, 2018 WDC Committee Minutes	Dave Farnsworth
9:00 a.m.	6 Facilitated Breakout Groups to Identify/Refine Recommendations	All
12:30 p.m.	Working Lunch	
1:00 p.m.	Continue Breakout Groups	All
3:30 p.m.	Workgroup Presentations	Facilitators
4:30 p.m.	Closing Remarks	Michelle Kommer / All
5:00 pm	Adjourn	Dave Farnsworth

WORKFORCE DEVELOPMENT COUNCIL

Minutes of the

WORKFORCE DEVELOPMENT COUNCIL

Friday, September 7, 2018

Capitol Building, Brynhild Haugland Room
Bismarck, ND 58503

Michelle Kommer opened the meeting at 8:30 a.m.

Members present: Pat Bertagnolli, Randy Burckhard, Jim Davis, Jason Ehler, Dave Farnsworth, Valerie Fischer, Tifanie Gelinske, Cindy Griffin, Tony Grindberg, Waylon Hedegaard, Uma Hoffmann, Lyn James, Jake Joraanstad, Jan Kamphuis, Kurtis Karn, Janelle Klinke, Michelle Kommer, Perry Lubbers, Guy Moos, Cindy Schreiber-Beck, Don Shilling, Wayne Sick, Marya Skaare, Robyn Throlson, James Whirlwind Soldier, Kasper Ziegler

Staff present: Susan Gunsch, Ruth Lacher, Tammy Barstad, Sara Arntson

Guests present: Leann Bertsch, Holly Holt, Rose Koberdanz, Jace Beehler, Patricia Moulton, Joe Kolosky, Jodi Uecker, Sandy Piatz, Brad Barth, Shawn Kessler, Kristen Krile, Sara Stolt, Mark Hellund, Cheri Schoenfish

It was moved by Perry Lubbers, seconded by Janelle Klinke, and carried on a voice vote that the minutes for Tuesday, May 15, 2018 Workforce Development Council meeting be approved as distributed.

WELCOME AND INTRODUCTIONS – Michelle Kommer

Michelle provided an overview of the process for the day. Each group focused on an emerging theme determined from gathered and reviewed data. Members and facilitators are assigned to groups within their areas of expertise. Recommendations from groups will be organized into three areas: build/remodel, invest, or endorse. Michelle reviewed the general layout of the kit provided for each group. The work will be guided by several principles, including that strategy is led by the private-sector, identifies a specific set of priorities for maximum impact, is supported by data and evidence, addresses both current and future needs and does not result in the expansion of government employment.

**SIX FACILITATED BREAKOUT GROUPS TO IDENTIFY
AND REFINE RECOMMENDATIONS**

Top Three Key Discussion Points from each group

Nursing & Healthcare Tech Shortage

- Common application process for nursing programs across the state

- Coordinate and connect educational system and clinical sites
- Endorse North Dakota Center for Nursing, could be clearinghouse and provide guidance for nursing applicants
- Market nursing opportunities within North Dakota
- Partner with border states for education and clinical sites
- Tuition breaks in rural settings
- Need more information and data on technical careers, unsure of extent of shortages

Middle Skills Gap – Technical Professions

- How do people/educators/parents become better informed of the technical professions and the success and rewards it can bring to those who choose them as a career.
- CTEC effort by technical colleges to promote careers with associate degrees and training programs as an aligned group
- Polytech colleges proposal by BSC that could be supported by Dickinson, Minot, and Williston.
- Incorporate STEM into CTE programs to get more young people involved in CTE across the state, need K-12 to endorse it so students have time for it within their school schedule.
- K-14 seamless accreditation.
- Using online innovation for instruction.

Cyber/Tech Education Jobs

Currently 780 computing jobs, average job \$70,000 that are open, priority of many agencies
Education and industry partnerships

K12 and higher education collaborations and partnerships

- Apprenticeship programs – challenges and opportunities for growth
- Internship – incentives that could be used
- Cybersecurity and Workforce training initiative, K20W – lot of groups working on this, how do we consolidate these efforts for a statewide focus
- Unequal distribution of educational capacity, how could education be distributed so all have access at the same level

Populations with Barriers to Employment

- Investment in education and training
- Address barriers with licensing and credentials, endorse and advocate for reciprocity for licensing/credentials across state lines
- Investment and advocacy for those with public benefits to be employed, flexibility so they don't lose benefits so quickly with the process being more of a gradual release

Youth Engagement & Career Exploration

- Divide target audiences based on federal regulations for career exploration: PK-4, 5-8, 9-12, post HS, parent engagement, industry partnership
- Pk-12 career exploration
 - Field trips, bring industry into classroom, developing curriculum for PK-12 based on industry
- Taskforces of students, teachers, CTE, industry and industry groups, DPI, Job Service to build framework to bring career exploration to each of the target audiences. Using existing associations within colleges, industries, and associations to determine what career exploration should look like for each target group.

In-Migration of North Dakotans

- Really tell the ND story, treat the state as a marketing project finding bold ways to grab the attention of rest of the nation for the biggest impact
- Free tuition/free certifications starting with the areas with highest need, must stay in ND for so many years following that

- Stay connected, whether that is making the entire state Wi-Fi available or high-speed fiber optics, or ease of travel in and out of the state
- Once here you can stay connected and make new connections within the state which will keep you rooted here to raise your family because North Dakota has the #1 quality of life, #1 water quality, #1 air quality, #3 highest in life expectancy, youngest median age in the nation at 35, etc.

Working Lunch

WORKGROUP PRESENTATIONS

Top Three Most Important Things

Nursing & Healthcare Tech Shortage

- Build – determine tech programs that are lacking and build them (ultrasound tech program), no out-of-state tuition, pool of travel nurses
- Invest – common application system with an app adding other health tech occupations, increase career/technical classes in health careers, med/tech careers
- Loan repayment program with sections for military, rural, and minorities
- Endorse – Center for Nursing keep boosting recruitment efforts
- Address licensing and credentials barriers

Middle Skills Gap – Technical Professions

- Promotion of the profession and the successes within, coordinated by Job Service working with industry to promote opportunities
- K-14 – STEM in CTE, dual credit, career pathways, support CTE recommendations, Polytechnics, scholarship programs

Cyber/Tech Education Jobs

- Coordinator that's jointly funded – DPI/Higher Ed – efforts toward cyber training for a statewide approach, collaborating with other partners including tribal colleges
- Remodel/resurrect automated tax credit to include programming awareness, education and consulting around collaboration for the transformation that affects all industries
- Build support for industry/education partnerships for paid internships, support for industries who engage in this activity to mitigate their risk, enhance industry/education partnerships to open industry opportunities to secondary and post-secondary students

Populations with Barriers to Employment

- Investment in education and training – internships and apprenticeships
- Relaxing licensing and credentials within the state for those with barriers, endorse and advocate for reciprocity for licensing/credentials across state lines
- Investment and advocacy for those with public benefits to become employed, flexibility so they don't lose benefits so quickly with the process being more of a gradual release
- Inclusion provides for a better workforce joining the global economy

Youth Engagement & Career Exploration

- Form statewide multidisciplinary taskforce with the expectation that career exploration is imbedded in PK-12, NEED to have – JSND, DPI, CTE, Vocational Rehabilitation, students, parents, and industry
 - Redefine career counselor tasks
 - Define career exploration curriculum
 - Field experience with applied/project based learning
 - Incorporated within each grade
 - Communication plan that includes parents

- Must determine how to operationalize the curriculum
- Tie dollars to school districts that actually do career exploration
- Assist CTE to develop state plan
- Endorse/promote – 4H, CTE programs, robotics, etc.
- Eliminate out-of-state tuition
- Engage technology – virtual reality to simulate work experiences for career exploration

In-Migration of North Dakotans

- Build the story – telling the unique values that ND must offer
- Land the story – coordinate marketing efforts, retaining current audience as well as bringing in new populations, requires a huge number of tools (including removing barriers with licensing/credentials)
- Live the story – engage industry and communities, leading with private industry, leverage economic development to make it happen, make the transition forward to what's needed for today's market for hiring and retaining workers, networking (1-2 degrees of separation), better for sharing best practices and sharing successes

CLOSING REMARKS

Michelle's team will prepare a meaningful plan/report for the governor's office from the information brought forth from the groups today and as accumulated over the last eleven months. There will likely be a one-hour meeting of the Workforce Development Council with an overview of the report. This is a start, not the end. Members may be called to speak with legislators and rally organizations to come behind the outcomes from the work completed today.

Adjourn