



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

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

**AGENDA**  
**Tuesday April 10<sup>th</sup>, 2018 1:00 PM – 5:00 PM**

<b>TIME</b>	<b>ACTIVITY</b>	<b>PRESENTER</b>
1:00 pm	Call to Order	Dave Farnsworth
	Review the agenda	
	Approve March 19 <sup>th</sup> Executive Committee minutes	
	Presentations regarding Workforce efforts to Executive Committee	
1:05 pm	North Dakota Building Trades	Jason Ehlert
1:30 pm	North Dakota Petroleum Council	Ron Ness Kent Ellis
2:00 pm	Transportation	Marya Skaare
2:30 pm	Electric Transmission and Generation	Dave Farnsworth Jay Kost
3:00 pm	Value Added Agriculture	Cindy Griffin
3:30 pm	Recap of presentations	
4:00 pm	Adjourn	



**Workforce Development Council  
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**MINUTES**  
**Tuesday April 10th 2018 1:00 PM – 5:00 PM**

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

**EX-OFFICIO:** Michelle Kommer, James Whirlwind Soldier

**STAFF:** Tammy Barstad, Cindy Sanford

**GUESTS:** Stan Schauer, Cindy Sanford, Wayde Sick, Tony Grindberg, Mark Hagerott

Call to order (Dave Farnsworth:

- Intro to the work of the WDC (Michelle Kommer)

Approve agenda: Arnie Strebe motioned to approve the agenda, Cindy Griffin seconded. All in favor. Approved.

Approve minutes: Arnie Strebe motioned to approve March 19, 2018 minutes, Kurtis Karn seconded. All in favor. Approved.

Presentations regarding workforce efforts to Executive Committee

North Dakota Building Trades (Jason Ehlert)

The North Dakota Building Trades includes 15 organizations that promote careers within the skilled trades. Seeing an increased need for more highly skilled people with 2-year degrees but in some circles, has lost focus, leaving an impression that these are low skilled jobs for those who decide against college. Apprenticeships are a form of post-secondary education, not instead of it. In some cases, apprenticeship programs are fully paid for, in many cases the approximate \$500/semester of tuition is partially covered, neither option leaves the student/worker in long term debt once completed. Operators had their Big New Iron Expo to training center – tower training, pipeline installation, pile driving. The organizations are privately funded, collectively every year a portion of bargain funding costs to directly to investing into the trades workforce through training centers. There is a lack of knowledge surrounding the trades and that the careers are out there, as well as understanding the opportunities within the fields. 2,500+ union members in North Dakota within the trades. No discrepancy between male/female salaries. DPI focuses on post-secondary college readiness, CTE/trades education needs a stronger focus. In apprenticeships, students get right into the work, getting paid while getting the education. \$725 million total permit dollars in construction business in West Fargo/Fargo/Moorhead area alone, without including plans for the flood protection projects. \$200 million permits for construction projects in Bismarck last year. Trades are reaching out to schools, but sometimes a two-minute elevator speech on apprenticeship can be as effective. Dilemma – how do we make a stronger connection of potential candidates to the trades and apprenticeship programs? That's a challenge. Demonstrating the trade skills is much more effective than

talking or handing out pamphlets - simulating a virtual welder, walking the beams, running an actual piece of equipment.

#### North Dakota Petroleum Council (Ron Ness, Kent Ellis)

The Bakken is getting back on track after the slowdown. Takes a tremendous amount of talent and people to produce close to 1.2 mill gallons of oil today. Rigs are so much more efficient today, fewer rigs and more wells, more permanent people are the key for this \$34 bill industry in this state, in 2005 it was a \$3 bill industry. \$120 million is being spent by Thursday every week on well-pad development in ND. Total employment supported by the industry is 72,353, comprises 30% of private sector salaries and wages. The production jobs now available and coming open within the industry are permanent jobs requiring the workers to live here, bring their families, buy houses, shop in the stores, bring children to the schools, etc. For every three people who move to ND, to move west of Hwy 83 or to oil producing counties. Workforce challenge: 1<sup>st</sup> oil and gas, 2<sup>nd</sup> trucking and warehouse, 3<sup>rd</sup> healthcare. Housing is needed within Williston and Watford City with current 90-95% occupancy rates. Workforce, what can be done? Target workforce: Poach from competition, New Americans (most coming from Africa, and Mexico), High School graduate, College exiters, Tribal Nations, recruitment & attraction. Sixteen languages being spoken now within the high schools in McKenzie County.

Kent Ellis worked with Dale Hoerauf to set up experience within the Career Academy for students to experience the Trades, earning credit by working with skilled craftsmen, perhaps tying in with apprenticeship training, enticing students to look at the trades within a learning environment; however, the process of sequential events that need to take place are laborious. All of the elements are there, a way needs to be found to streamline the process to get it in place. Senator Kyle Davison, is doing research to introduce legislation to allow kids below age 18 to participate in these types of occupations – working with State Homebuilders Association. State Building Trades has been working with Dale Hoerauf as well, a lot of trades will honor six months of apprenticeship training for students coming right out of high school. Maybe one of the solutions for Williston/Watford City areas. Inspired Leader training is another possibility, creating baby steps for someone who wants to be promoted but may not have the skills. Parents truly are a linchpin to fill these positions. Holding exit interviews with students who are dropping out of the colleges may create some opportunities to open those conversations with those parents again.

#### Transportation (Marya Skaare)

There is a nationwide truck driver shortage. There are over 500 CDL jobs just in oil producing counties alone. Target – education incentives and young people. There are opportunities to advance from CDL into advance positions. Secondary issues for trucking companies – costs of training green drivers is high, perhaps incentivizing these companies to take on green drivers might be something to consider. Companies will likely require every CDL driver to take 3-5 weeks of training to be sure they are ready for the job, unless the driver has extensive experience. Also an issue for CDL drivers, may not get hired even with CDL due to lack of experience. Poaching can be high between companies, Truck driving schools in Dickinson and TrainND in Williston – both operating at capacity – both concerned about placement with companies seeking 6 months of driving experience. These programs are not eligible for federal student aid, Ohio is seeking a change so programs like this can be eligible for student aid. ND is one of the higher paying states for truck drivers. Organizations need to work with local high schools/CTE to educate students and parents with the opportunities available within the industry.

#### Electric Transmission and Generation (Dave Farnsworth, Jay Kost)

2015 data - \$1.12 billion annual business expenditures, \$3.47 billion direct and indirect economic activity, \$105 million annual ND tax revenue, produces 4,000 direct jobs and 11,500 indirect jobs. Wages average \$85,000-\$95,000 per year. Numbers are relatively stable with the greatest increase of replacement openings due to retirements. Potential game changers: national energy policy, new environmental regulations, new commercial opportunities including rare earth metals. Power sector highest job demands within the plants: welders, mechanics, electricians/linemen, etc. Double within the construction/contractors: boilermakers, millwrights, electricians, pipefitters, etc.

Falkirk Mines has 460 employees, 70 are staff. One fourth of workforce will retire within the next few years. About 200 of the total employees must have some type of technical ability to fit the jobs, many need

experience and will gain on-the-job training experience with each year. Most of the training must be learned on the job. There is poaching when hiring employees. Hiring out of BSC and NDSCS. Not seeing a sense of urgency for these types of jobs within the school systems, during the oil boom a person would see billboards along the highways advertising for positions. Not seeing those now, at least not outside of the oil counties.

#### Value Added Agriculture (Cindy Griffin)

Seeing a lot of the same needs. This is a very all-encompassing, very broad industry. New projects on the horizon: renewable fuels, turning waste into a value-added product - advanced ethanol – organic scraps used to produce fuel, Red River Bio Refinery – turning potato and sugar beet waste into fuel. Carbon capture. Electrical vehicles will be a challenge for this industry, adoption of 94 octane and E30 and anticipate this to be a more efficient option with ethanol standards. Within ND, about 60% of products go out of state. Agriculture tends to be one of the first adopters of technology, continue to do more with less. Skill sets of employees are becoming more technical – mechanics, operators, electrical and instrumentation. STEM training is critical to this industry's success. Ethanol industry in general is known to pay lower levels which doesn't attract the type of skill sets required and results in high turnover of workers. Challenge of value-added agriculture, doesn't have a unified voice – soybean council, corn council, etc. – lacks a consistency in numbers and statistics.

#### What's next (Michelle Kommer)

Full committee meeting in May, goal is to end with agreement on directional themes. Then between May and August the work will continue to move the directional themes into action activities. Governor's five initiatives will influence the outcomes of this committee/Board.

Mike Olson has been engaged to help develop a communication plan. Working toward a more formal launch that will be led by the governor's office in the July timeframe. Why, how, what, and ask – will be incorporated within the framework of the communication plan. There will also be a follow-up that includes a survey that will ask the employers to do a deeper dive with results then being analyzed.

General needs across industries are technically skilled workers. The information being gathered will help us learn more about how that information is being disseminated to education and the public. Are there educational programs to address those areas, are there gaps? How do we encompass the different populations to close these gaps, those coming out of incarceration, Native Americans, New Americans, individuals struggling with mental health/addiction issues, etc.

Next steps – full committee update, executive communication plan and survey, receive and synthesize additional incoming information.

Request for Mike Olson to develop a communication piece Workforce Development Facts at a Glance: 13,000 openings, there is a nursing shortage, unemployment 2.6%, cybersecurity is an emerging career field, high tech/high paying jobs do exist in ND, educational levels needed for the jobs, 30,000 oilfield jobs coming up – one-page document.

Meeting adjourned