

Governor's Workforce Development Board (GWDB)

Quarterly Report

3rd Quarter, July 2025 – September 2025

GWDB Staff Activities

Powering Climate and Infrastructure Careers (PCIC)

GWDB staff in coordination with the Department of Employment & Economic Development (DEED)'s Workforce Strategy Consultant (WSC) and Labor Market Information (LMI) teams continues to gather stakeholder feedback to inform the development of workforce resources and tools under the PCIC grant, which runs through 2027. Current efforts are focused on strengthening Minnesota's workforce sector partnerships and high-quality jobs framework. This winter, staff will advance work on a workforce needs dashboard to help partners understand where climate and infrastructure funding is being invested across the state, where related jobs are emerging, and where unmet needs exist. This work is closely coordinated with the State's Climate Action Framework update process, where DEED is providing workforce analysis to help ensure alignment between climate investments, infrastructure priorities and workforce needs.

GWDB Committee Activities

Executive Committee Meeting

During the third quarter, the Executive Committee met in October 2025 to advance several key priorities, including the approval of the Proposed Statewide Strategy for Workforce Development, the Job Quality Framework and the definition of Sector Partnerships to ensure alignment across state and local workforce initiatives. The meeting also included a review of the Q4 GWDB meeting agenda and progress updates from each standing committee. Discussions focused on refining statewide workforce goals, strengthening coordination across state agencies and integrating board-led strategies into the state's broader Drive for 5 sector framework. The committee's deliberations positioned the GWDB to take a more proactive role in setting measurable statewide workforce objectives to guide cross-agency and statewide workforce stakeholder action in 2026.

Bylaws Task Force

The Bylaws Task Force continued its comprehensive review of the GWDB's governing documents to ensure alignment with the federal Workforce Innovation and Opportunity Act (WIOA), state statute (§116L.665), and other relevant state statutes related to State Board operations. During this period, DEED Legal initiated a full

review of the bylaws and engaged the Minnesota Attorney General’s Office (AGO) to review provisions related to board voting, compliance, and member roles. The dual legal review process—necessary to ensure consistency with both state and federal law—has taken longer than anticipated. As a result, the task force agreed to bring the drafted bylaws forward to the Executive Committee in Q1 2026 for review and potential approval. Once approved by the Executive Committee, the bylaws will advance to the full board for final adoption.

Innovative Service Delivery Committee

Chair: Misun Bormann

The GWDB Chairs approved the appointment of Misun Bormann, Director of Talent Strategy and Engagement for Mayo Clinic, as Committee Chair. Under her leadership, the Innovative Service Delivery Committee was launched on September 19, 2025, to advance the Board’s goals of improving service accessibility, coordination and accountability across Minnesota’s workforce system. During its inaugural meeting, members refined the foundational content for a committee charter, including the committee’s scope and membership composition and developed a shared understanding of the deliverables expected over the coming year. Looking ahead, the committee will define key metrics for success, approve a committee charter and begin developing “quick win” policy recommendations to inform the GWDB’s Legislative Report.

State and Local Coordination Committee

Chair: Rob Stark; Vice Chair: Cate Duin

The GWDB Chairs have nominated Rob Stark, Financial Advisor at Edward Jones, as committee chair and Cate Duin, Executive Director of the Minnesota Association of Workforce Boards (MAWB), as vice chair. Under their leadership, the State and Local System Coordination Committee convened for its kickoff meeting this quarter to advance the Board’s goals of strengthening alignment and coordination between state and local workforce partners. The meeting focused on establishing a shared understanding of the committee’s purpose, its connection to the broader GWDB policy priorities and the deliverables expected over the coming year. Building on the kickoff discussion, the committee will continue refining its scope and identifying key focus areas related to the system alignment and coordination. Future meetings will include deeper exploration of strategies to strengthen communication between state and local partners and enhance collaboration across workforce programs.

Sector Partnerships Committee

Chair: Matt Lewis

The GWDB Chairs approved the appointment of Matt Lewis, Vice President of Strategic Initiatives at Greater MSP, as committee chair. The Sector Partnerships Standing Committee held its first meeting in July to review its role and charge. In September, the committee convened a stakeholder working session to gather feedback on the proposed sector partnerships strategy and high-quality jobs framework. Looking ahead, the committee will meet in October to refine these two strategies and potentially recommend them forward for a final vote. It will also offer guidance on the development of the Workforce Pell Program eligibility criteria.

Interagency Workforce Alignment (IWA)/GWDB Caring Professions Committee

Co-Chairs: DeLinda Washington and Nicole Mattson

The IWA/GWDB Caring Professions Committee met in October with each sub-committee — Programming, Systems, and Communication – providing updates on their workplans ensuring cross pollination of ideas and eliminating any duplication which may occur as they tackle the complex issues within long term care. Each sub-committee has prioritized their recommendations with the highest priority item described below.

Programming: The highest priority item for the Programming sub-committee is to explore pathways into LTC careers including creating recommendations for a seamless pathway for high school youth to enter the profession. They will also explore the complicating factors that have led to the decline in Licensed Practical Nurses, a critical role in the LTC facilities, with the goal of creating recommendations for how to address those issues.

Systems: The Systems sub-committee has prioritized a recommendation for the tracking of employment outcomes for new nursing assistants including their length and industry of employment. The group hopes to use exit and entrance data for nursing assistants to understand their patterns of employment allowing them to make meaningful recommendations that would improve or impact job retention.

Communications: The highest priority item for communications is to recommend an investment be made to expand the CaringCareersStartHere.com website to include careers in the disability services area. These vital occupations are included in the LTC services spectrum. In addition, they will recommend that more career development and trajectories across the LTC profession be added.

IWA/GWDB/MNP-20 Committee on Educator Workforce

Co-Chairs: Troy Haugen and Dr. Jesse Mason

The IWA/GWDB/MNP20 Committee on Educator Workforce sub-committees have spent this quarter focused on their part of the Educator journey as they seek to align internal and external educator workforce initiatives throughout the state. Each group has drafted their workplans after seeking input from internal and external stakeholders. The summary for each sub-committee is as follows:

Explore: The Explore sub-committee met numerous times over the last quarter and has determined the top 6 area of focus for their recommendations. The first two include recommending that a statewide inventory of recruitment programs be created along with a coordinated campaign to improve the image

of the profession. In both instances, partners who have already begun work in this space will be asked to join the sub-committee to ensure collaboration and consistency across the state as the recommendations are formulated.

Become: The Become sub-committee recently completed a survey on educator licensure and programming which provided guidance as they began drafting their workplan and recommendations. Their recommendations focus is on underrepresented teachers as well as aligning the funding and programming in the Become space to best serve the needs of the current and future workforce.

Grow & Thrive: The Grow & Thrive sub-committee held two well attended focus groups in August which produced themes for existing teachers including: retention barriers, equitable leadership, strong mentorship, burnout and early exits and the need for better pay & more health (life) supports. They have drafted their workplan and are beginning to move forward with their first recommendations.

Other GWDB Involved Activities

Task Force on Workforce Development System Reform

The Task Force on Workforce Development System Reform (Task Force) held its inaugural meeting on August 13, 2025, as established by the 2025 Special Session (SF17 / Chapter 6). The Task Force is charged with examining how Minnesota develops workforce strategies, sets goals and allocates funds to meet statewide workforce development needs. The scope of work includes reviewing existing workforce development programs, studying the current system for funding workforce initiatives, identifying potential metrics for evaluating program outcomes, and making recommendations for changes to state practices, programs, and laws. The Task Force may also propose draft legislation to implement its recommendations. The GWDB is represented on the Task Force by Nicole Mattson (Hennepin-Carver WDB), Misun Bormann (Southeast Minnesota WDB), Carol Anderson (Rural Minnesota CEP) and Michael Berndt (Dakota-Scott WDB).

MAWB Summer Conference

On August 14, 2025, during the MAWB Summer Conference, GWDB members serving on the Task Force and staff led two sessions focused on statewide goal development and gathering feedback on the Task Force's mandate and priorities. These discussions helped shape the early feedback provided to the Task Force and reinforced alignment between state and local workforce development partners.