



GWDB 2026 Q2 Meeting

Mayo Civic Center

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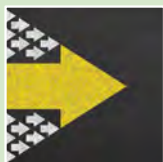
Time	Topic	Presenter/Facilitator	Agenda
10:00 a.m.	Welcome, Opening Remarks and New Member Introductions	Surya Iyer, GWDB Chair	
10:15 a.m.	Administrative Approvals - Q1 2026 Meeting Minutes* - Q1 2026 Report* 2027-2028 Meeting Dates*	Surya Iyer, GWDB Chair	
10:20 a.m.	Meeting Framing: Role of the GWDB in Workforce & Economic Development Alignment	DeLinda Washington, GWDB Vice Chair Katie McClelland, GWDB Executive Director	
10:45 a.m.	Minnesota Economic Development Priorities Overview and Discussion	Kevin McKinnon, Deputy Commissioner of Economic Development, DEED	
11:20 a.m.	Economic Outlook Presentation and Discussion	Ron Wirtz, Director, Regional Outreach, Federal Reserve	
12:15 p.m.	Lunch		
12:50 p.m.	Morning Session Recap	Surya Iyer, GWDB Chair DeLinda Washington, GWDB Vice Chair	
1:10 p.m.	Task Force Updates	Matt Varilek, DEED Commissioner	
1:25 p.m.	GWDB Committee Updates - Workforce Pell Program Overview with vote on Program Determination Policy* - GWDB-IWA Caring Professions Recommendation* - WIOA GWDB Membership Waiver* - Approve Committee Charters*	Matt Lewis, Sector Partnerships Chair Kevion Ellis, GWDB Workforce Partnerships Coordinator Rob Stark, State and Local Coordination Chair Scott Cummings, Innovative Service Delivery Vice Chair DeLinda Washington, GWDB Vice Chair & Caring Professions Co-Chair	
2:25 p.m.	Workforce Center Performance Discussion	Katie McClelland, GWDB Executive Director Jessica Miller, DEED Director of Workforce Strategy	
2:50 p.m.	Meeting Recap and Closing Remarks	Surya Iyer, GWDB Chair DeLinda Washington, GWDB Vice Chair	
3:00 p.m.	Adjourn		

- Share your name, title, and organization
- What's one economic or workforce trend you wish you understood better — and why does it matter to your work?





Align Workforce & Economic Development Priorities: Orient members to the GWDB's role in connecting Minnesota's workforce strategy with broader economic development goals.



Advance Key Board Decisions: Review and act on administrative approvals, committee charters, policy recommendations, and waiver items.



Shape Future Performance: Reporting Begin defining the Board's approach to workforce center performance metrics and future legislative reporting.

Meeting Goals

Recent GWDB Appointments

(Re)appointments

- Gail Cruikshank* – Greater St. Cloud
- Scott Cummings* – Accenture
- Irene Fernando – Hennepin County
- Matthew Lewis* – Greater MSP
- Nicole Mattson* –Care Providers of MN
- Melissa McLean* – St. Paul Chamber
- Robert Stark* – Edward Jones
- Jennifer Theisen* –NorthPoint Advisory
- DeLinda Washington* - HealthPartners
- Brian Zirbes* – MARRCH

Outgoing Members

- Josh Berg
- Emma De Vera
- Shannon Sloan
- Jeff Tolleson
- Hanna Valento

New Members Here Today!



Crystle Illa

Director of Talent Acquisition —
Children's Minnesota



Erik Johnson

Vice President, Operations — K.
Johnson Construction



Jill Stewart Kellar

Director of Career and College
Readiness — Minnesota
Intermediate School Districts



Natalie Draper

Library Director — Northfield
Public Library

New Office of Public Service!



Sherene Judeh

**State Director — Office of
Public Service**

**Office of Public Service Advisory
Committee is seeking GWDB volunteers;
[contact Nolan to learn more!](#)**



GWDB Administrative Approvals

Suyra Iyer, GWDB Chair

GWDB Legislative Engagement – H.F. 3732

Key Provisions

- **Direct Appropriations Process:** Changes how Workforce Development Fund appropriations are reviewed and recommended.
- **New GWDB Responsibilities:** Assigns the Board duties related to applicant review, financial risk, and fraud oversight.
- **Implementation Funding:** Provides \$401,000 annually to the GWDB to support expanded duties.

Broader Policy Context

- **Shift Away from Direct Appropriations:** Governor Walz's budget proposed eliminating direct appropriations.
- **Move Toward Competitive Funding:** The bill sits within a broader policy conversation about replacing named appropriations with more transparent, competitive, and evidence-based funding mechanisms

GWDB Legislative Engagement – H.F. 3732

GWDB Executive Committee's Response

- **Emergency Review:** Convened under GWDB bylaws to review the bill and act on behalf of the full Board.
- **Legislative Engagement:** Met with legislators to discuss implications for the GWDB.
- **Formal Letter Submitted:** Submitted a formal position letter to the Minnesota Legislature.

Letter Contents

- **Supports Core Goals:** Affirms accountability, transparency, and strategic alignment.
- **Clarifies GWDB's Role:** Emphasizes statewide strategy and prioritization.
- **Raises Concerns:** Flags issues with fraud review, financial risk assessment, and administrative oversight duties.
- **Offers Partnership:** Welcomes continued work on improved statutory language.

Status / Next Steps

- **No Action to Date:** No legislative action was taken this session.
- **Workgroup Follow-Up:** The State and Local Coordination Committee will convene a workgroup on this topic. Interested Board members should contact Nolan.

Voting Items



Q1 2026 Meeting Minutes



Q1 2026 Staff Report



Q1 2026 Meeting Dates

2027 – 2028 Meeting Dates

Quarter	2027	2028
Q1	Wednesday, March 10	Wednesday, March 8
Q2	Wednesday, June 9	Wednesday, June 14
Q3	Wednesday, September 8	Wednesday, September 13
Q4	Wednesday, November 10	Wednesday, November 15



Meeting Framing: Role of the GWDB in Workforce & Economic Development Alignment

DeLinda Washington, GWDB Vice Chair

Katie McClelland, GWDB Executive Director

Priorities for Morning Session



Create a stronger understanding of Minnesota's economic development priorities state, regional and national trends impacting Minnesota's economy and workforce



Identify sectors or areas of the economy the GWDB should recommend for workforce development system prioritization



Begin to identify ways for the GWDB to determine if the workforce system is responding to employer and economic development needs

In-Demand Industry Sectors and Occupations

LMI Data informed by GWDB feedback to create statewide list of priority sectors and occupations

Statewide Priorities

This list should inform workforce program prioritization, sector partnership and career pathway development across the state

Regional/Local In-Demand List

Local boards review statewide list and tailor to unique employment and economic development needs of their region

Regional/Local Priorities

Local funding decisions are made based on in-demand list

Data-Informed Workforce Development System

Data-Informed Alignment: Statewide Signal, Regional Adaptation

State Workforce Development Boards

- **Focus: Statewide strategy, policy, and system alignment**
- Use statewide labor-market analysis aligned with economic priorities to determine statewide in-demand sectors and occupations
- Engage employers statewide to shape policy and sector strategies
- Support local boards for consistency across regions
- Oversee system performance, accountability, and funding alignment

Local Workforce Development Boards

- **Focus: Regional, employer-driven implementation**
- Use regional labor-market data and economic development priorities to target priority sectors and occupations
- Align workforce activities with regional economic development goals
- Engage local employers & partners to shape training and talent pipelines, including developing sector strategies and career pathways
- Coordinate CareerForce service delivery and partner integration



Comprehensive strategy for the state and local workforce system responding to economic development and employer needs

Considerations for Determining In-Demand Sectors and Occupations

Labor Market Indicators

- Incorporate employment levels, growth projections, vacancies, and median wages to assess occupations comprehensively.

Economic Development Weighting

- Economic investments prioritize occupations linked to strategic state priorities and major business expansions.

Equity and Access Metrics

- Metrics aligned with statewide goals ensure the formula supports reducing disparities and improving access statewide.

Federal Program Integration

- Inclusion of Workforce Pell requirements and Perkins CTE Comprehensive Needs Assessments supports pathways connected to federally approved training programs.



GWDB Upcoming Deliverables

May 27, 2026

GWDB
Quarterly
Meeting:
Economic &
Workforce
Development
Alignment

August 12, 2026

GWDB Quarterly
Meeting: LMI
Data Review &
Initial Leg. Recs

November 18, 2026

GWDB Quarterly
Meeting: Legislative
Report with WF
Center Performance
& In-Demand
Industries

Spring 2027

Convening
for State &
Regional
Planning

June/July 2026

Regional &
Local Plan
Guidance

October 2026

Regional &
Local Plans
Due

December 2026

Regional &
Local Plans
Approved



Overview and Discussion of Minnesota Economic Development Priorities

Kevion McKinnon, Deputy Commissioner of Economic Development, DEED

CURRENT TRENDS & CHALLENGES FOR THE MINNESOTA ECONOMY

May 27, 2026

Ron Wirtz

Regional Outreach Director



FEDERAL RESERVE BANK
OF MINNEAPOLIS



Lunch



Morning Session Recap

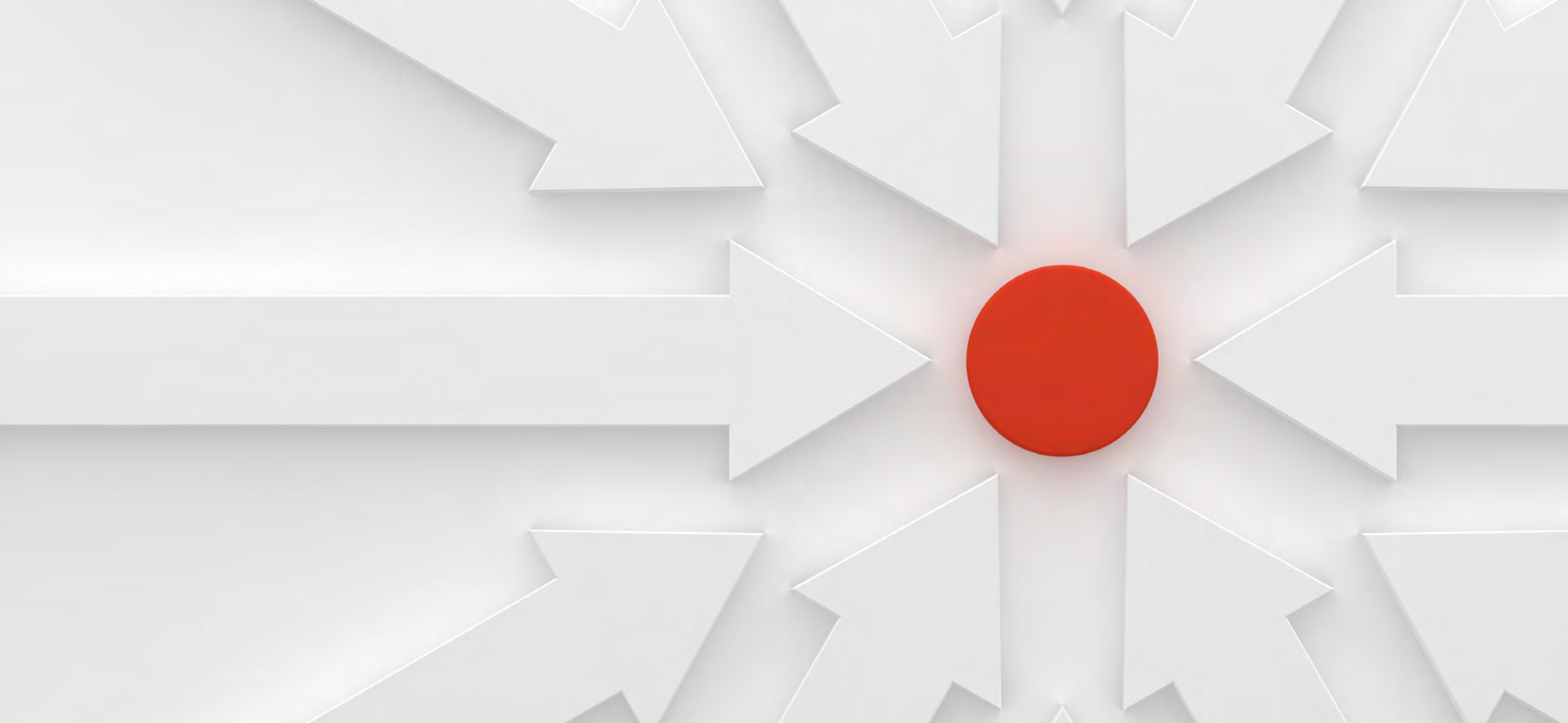
Suyra Iyer, GWDB Chair

DeLinda Washington, GWDB Vice Chair

What trend do you want to understand better, what questions were answered, and what's still outstanding?

What's an economic signal or shift that the GWDB is well positioned to address?

Where's the biggest gap between Minnesota's economic direction and the workforce system's current capacity that the GWDB can work to close?



Task Force Updates

Task Force on Workforce Development System Reform

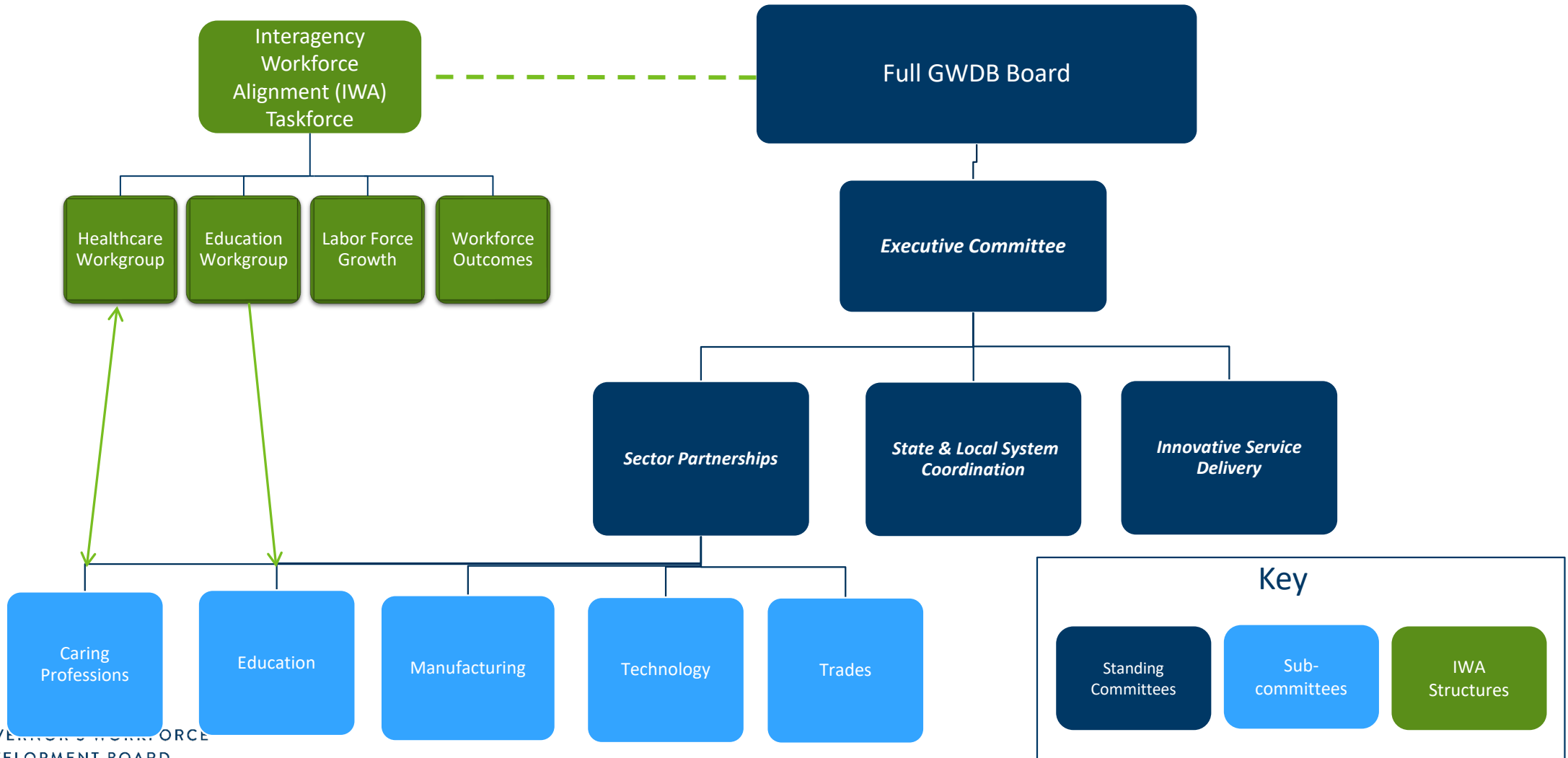
- The Task Force on Workforce Development System Reform will be regrouping later this summer.
- Internal planning is underway to create a pathway to producing a report with recommendations as required in the enacting legislation.
- To date, the Task Force has explored topics including state and federal funding, labor market information, and performance metrics.

Interagency Workforce Alignment (IWA) Taskforce Update



INTERAGENCY WORKFORCE ALIGNMENT

Governor's Workforce Development Board Partnership with IWA





Labor Force Growth: Addressing Strategies to Achieve the State's Workforce Goal

Statewide Workforce Development Strategy & Goals

Minnesota will lead the nation in building an equitable, future-ready workforce where everyone has the opportunity to succeed, and every employer has the talent to grow.

*We will begin to achieve this goal by **adding 10,000 people to our labor force each year on average**, prioritizing labor force increases in our Drive for 5 sectors.*

To get there, our workforce system will prioritize and invest in:

Equity & Access for all Minnesotans

- Close Opportunity Gaps for Overlooked Workers
- Support Employers Attracting & Retaining Overlooked Workers

Sector Partnerships connecting strategy across workforce, education, and economic development

- Accelerate Employer Training Commitments
- Expand Sector Partnerships

Work-Based Learning & Registered Apprenticeship Programs as central pathways to careers

- Create Statewide WBL Framework & Target
- Expand Multi-Employer RAPs

High-Quality Jobs that sustain families and strengthen competitiveness

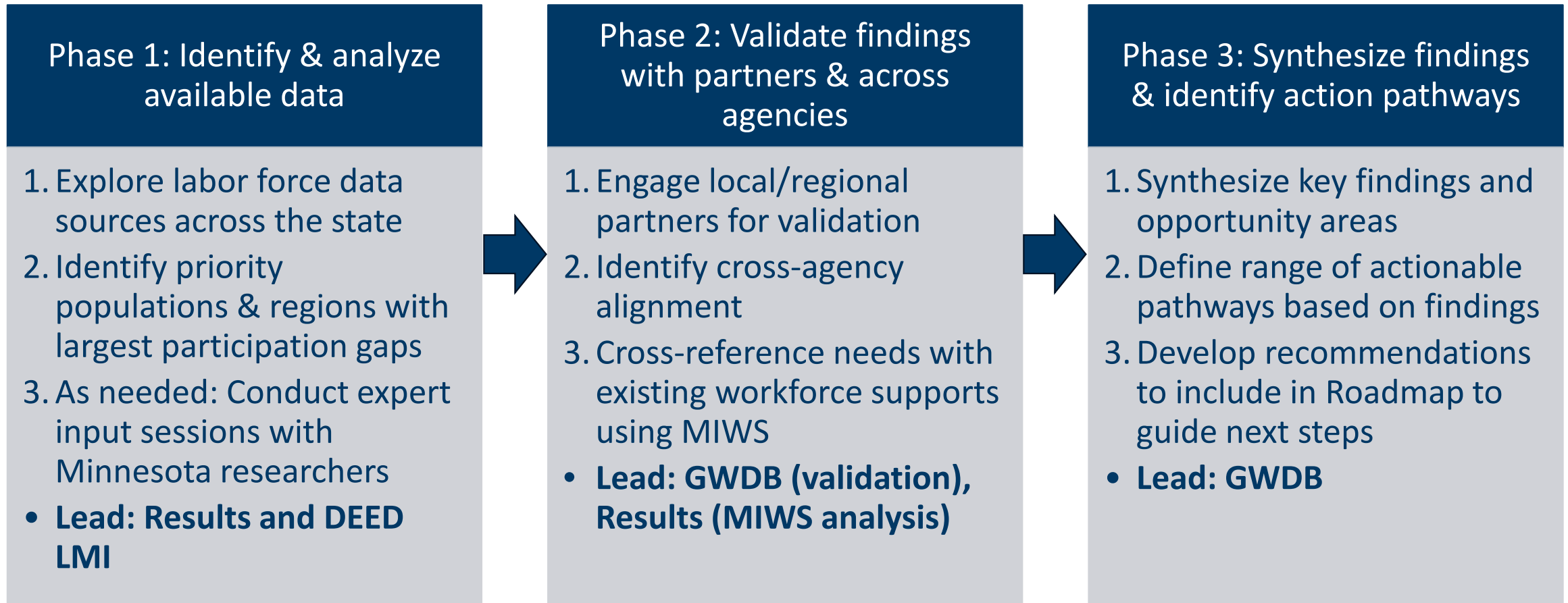
- Deliver Framework Training
- Ensure Sector Partnership Adoption

Simplified, Integrated, No-Wrong-Door Approach to Services that are innovative, efficient, customer-focused, and future-ready

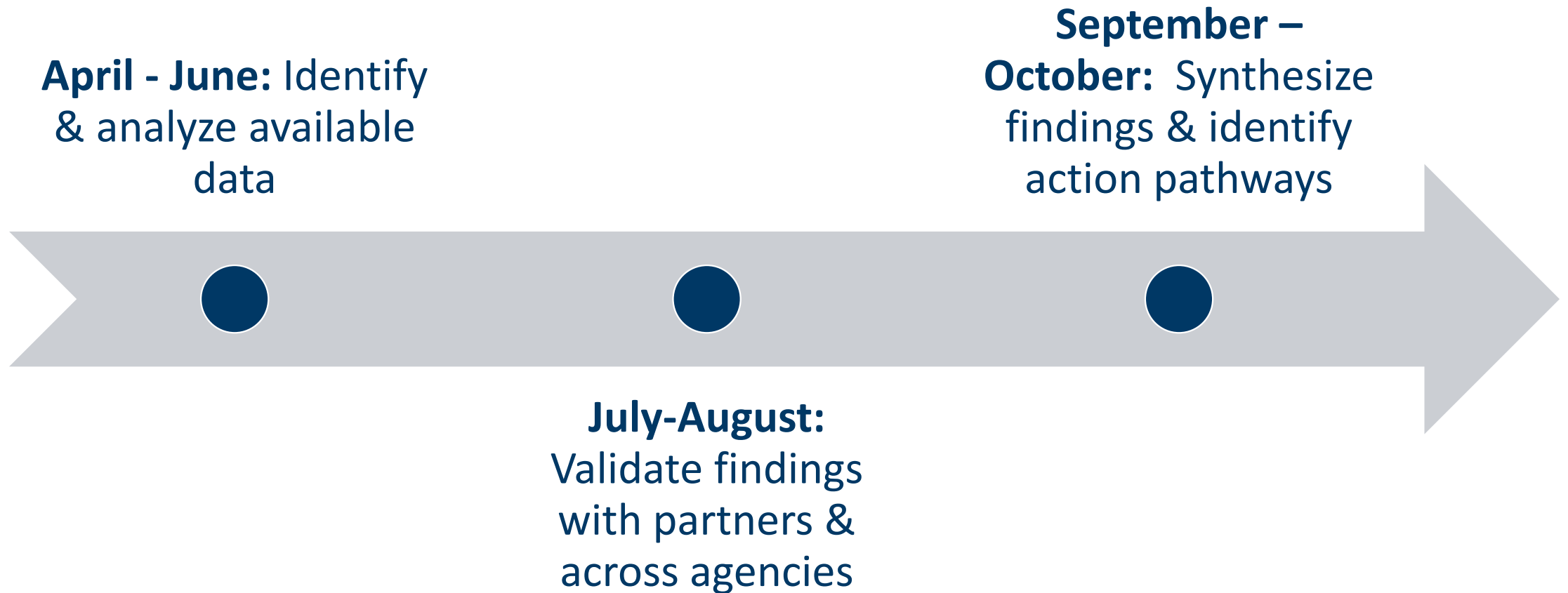
- Expand Data Sharing
- Establish Governance Framework

Labor Force Growth Plan

Goal: Identify opportunities for the state government to improve labor force growth by analyzing existing research and engaging statewide stakeholders to understand areas of opportunity for addressing stagnant growth and determine strategies to expand labor force growth across the state.



Labor Force Growth Planning Timeline





Minnesota Inventory of Workforce Supports (MIWS) Overview

What is the Minnesota Inventory of Workforce Supports (MIWS)?

Unified Workforce Tool

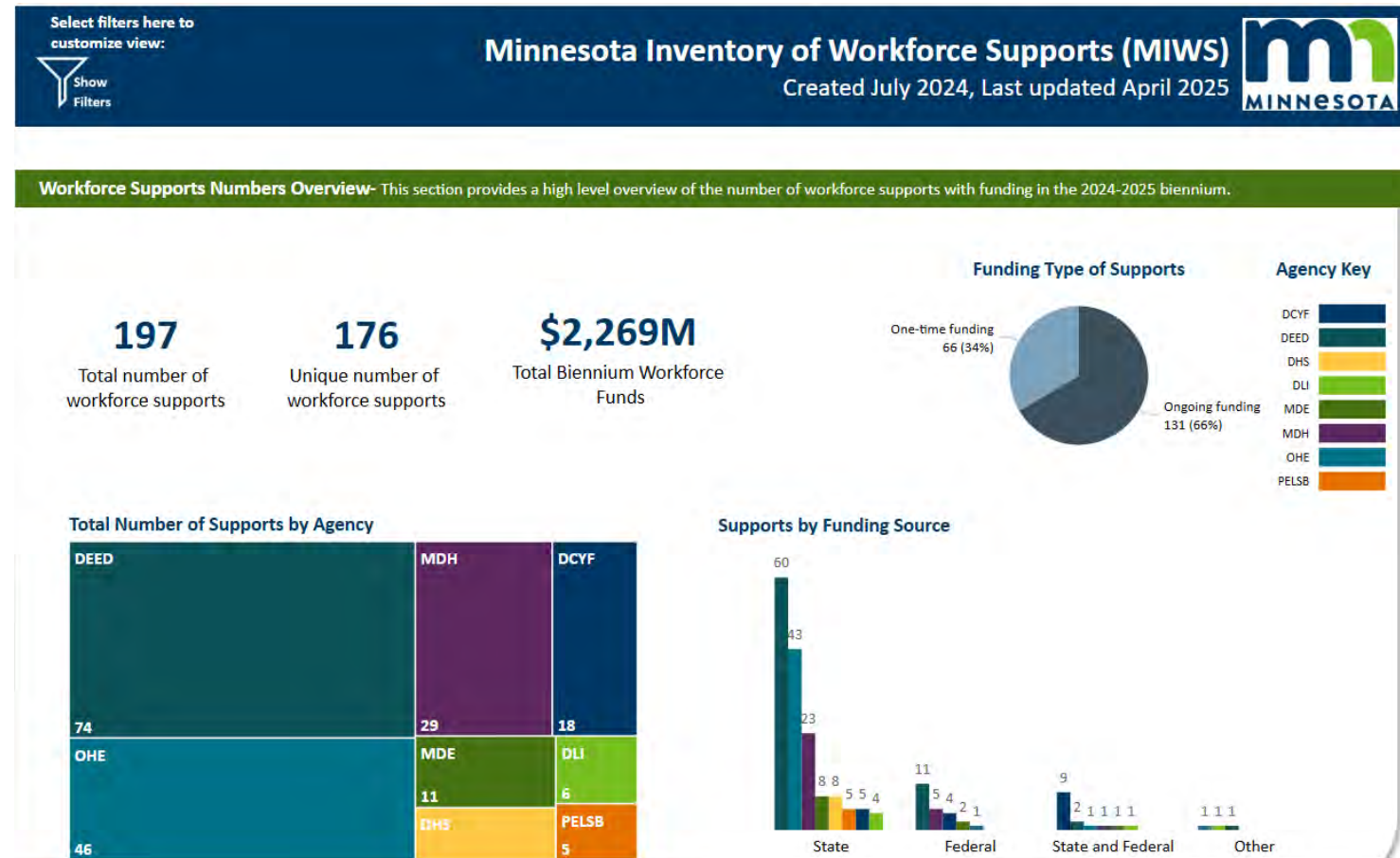
MIWS provides a shared view of workforce development supports across Minnesota agencies.

Improves Visibility into Workforce Resources

Brings together state and federal workforce support information to support greater transparency and inform resource planning and coordination.

Supports Collaboration and Strategy

Helps agencies use shared information to support cross-agency coordination, workforce planning, and policy discussions.

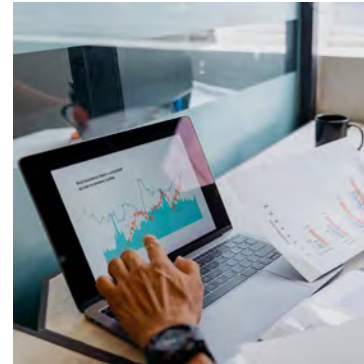


Transition Plan to Move MIWS to the GWDB



Funding for Workforce Analyst Role

Governor's Reserve funds under WIOA support hiring a Workforce System Analyst for the GWDB to support the MIWS sustainability and management.



Workforce System Analyst Responsibilities

Analyst ensures MIWS data accuracy, updates system post-legislation, and strengthens cross-agency collaboration.



Strategic Role in Workforce Governance

This role supports statewide workforce strategy by monitoring program changes and maintaining MIWS as a decision tool.



IWA Committee Updates

IWA/GWDB Caring Professions

Status: On track

Headline summary: Developing 5 identified recommendations over the spring and summer to incorporate in GWDB legislative report.

Key Updates Since Last Meeting

- Approved Proclamation for Caring Careers Month
- Approved Caring Careers Start Here Website recommendation
- Have Begun initial drafting of Work Based Learning (WBL) Recommendation, part of Building LTC Career Pathways

Next Month's Focus

- Goal of finalizing WBL Recommendation
- Continue work on other 3 recommendations toward Building LTC Career Pathways

Ask for GWDB

- Support Passage of three recommendations
- Integrate CaringCareersStartHere.com into communications, career outreach initiatives, and employer engagement strategies
- Promoting Caring Careers in the month of November

IWA/GWDB/MNP20 Education Committee

Status: On track

Headline summary: Work groups are on track to complete the **first round of recommendations by June**, for vetting and potential endorsement ahead of the **2027 legislative session**.

Key Updates Since Last Meeting

- April/May deadline set for first-round recommendation drafts
- Work groups focused on priority recommendations with the strongest path for advancement in 2027
- Statewide document scan completed with 84 total submissions

Next Month's Focus

- First-round draft recommendations will be collected and presented to the full Education Committee for feedback
- Workgroups will take feedback and make final edits to first-round recommendations

For GWDB Awareness/Input

- Recommendations will be presented to GWDB and MNP20 over the summer
- Members may be asked to provide feedback and help strengthen final recommendations

Task Force on Workforce Development System Reform





GWDB Committee Updates



Sector Partnerships

Matt Lewis, Sector Partnerships Chair

Vote



SECTOR PARTNERSHIPS: COMMITTEE CHARTER

Reminder: Focus Areas this Cycle

Workforce Pell Program Determination Policy

Support development and implementation of minimally viable product that prioritizes student protections and program quality.

Sector Partnerships Strategy

Advance the promotion and development of resources to support partnerships across the state.

Job Quality

Operationalize the High-Quality Jobs Framework through metric development, resource creation, and agency coordination.

In-Demand List Update

Align and modernize Minnesota's methodology for determining in-demand industry sectors and occupations.

Quarter 2 Activity Overview

Workforce Pell — Reviewed the newly established Workforce Pell Program and the GWDB's role in determining program determination criteria. The committee also provided input and feedback on Minnesota's draft policy prior to the public comment period.



Workforce Pell Program Determination Policy

Kevion Ellis, Sector Partnerships Coordinator

Purpose of Workforce Pell



Expand access to short-term, high-quality training programs



Support employment in high-skill, high-wage, in-demand sectors



Provide consistent and transparent program approval processes

Minnesota's Workforce Pell Implementation Priorities



Launch smart, then scale

Stand up a compliant, minimally viable launch by July 1 and build infrastructure that can mature over time



Ensure quality & student protections

Set strong guardrails and clear accountability from the start



Align with labor market demand

Approve programs tied to real-time workforce needs



Stay flexible within federal parameters

Design with adaptability as final regulations are issued

Federal Program Eligibility Requirements



Title IV-eligible



150–599 clock
hours; 8–14 weeks



***Aligned to Priority
Occupations***



***Employer
validation***



***Stackable &
portable credential
validation***



Credit articulation



≥70% completion &
job placement



Meets Value-Added
Earnings (VAE)
thresholds



In existence for 1-
year prior

State-Determined Eligibility Criteria

Priority Occupations



Positive employment growth



High demand across economic planning regions



Family sustaining wages



Drive for 5 occupations incorporated

Employer Demand



Evidence of hiring demand



Alignment of curriculum with workplace needs



Minimum of three employer validations

Stackability, Portability, and Credit Articulation



Evidence of credit transfer pathways



Career pathway alignment



Recognized by multiple employers or industry-wide

Ongoing Compliance & Reporting



Annual reporting of completion, placement, and earnings



Programs may be removed at Governor's discretion



Eligibility tied to Program Participation Agreement



Determination policy updated in alignment with WIOA State Plan process

Public Comment Changes



Regional demand occupational appeals process



Interagency Workforce Pell review committee



Program determination appeals process



Employer validation requirement

Key State Partners and Roles

Gov. Workforce Board: Sets program eligibility criteria, reviews occupational appeals and employer validation

Office of Higher Education: Implements application, review, program recommendations, and appeals

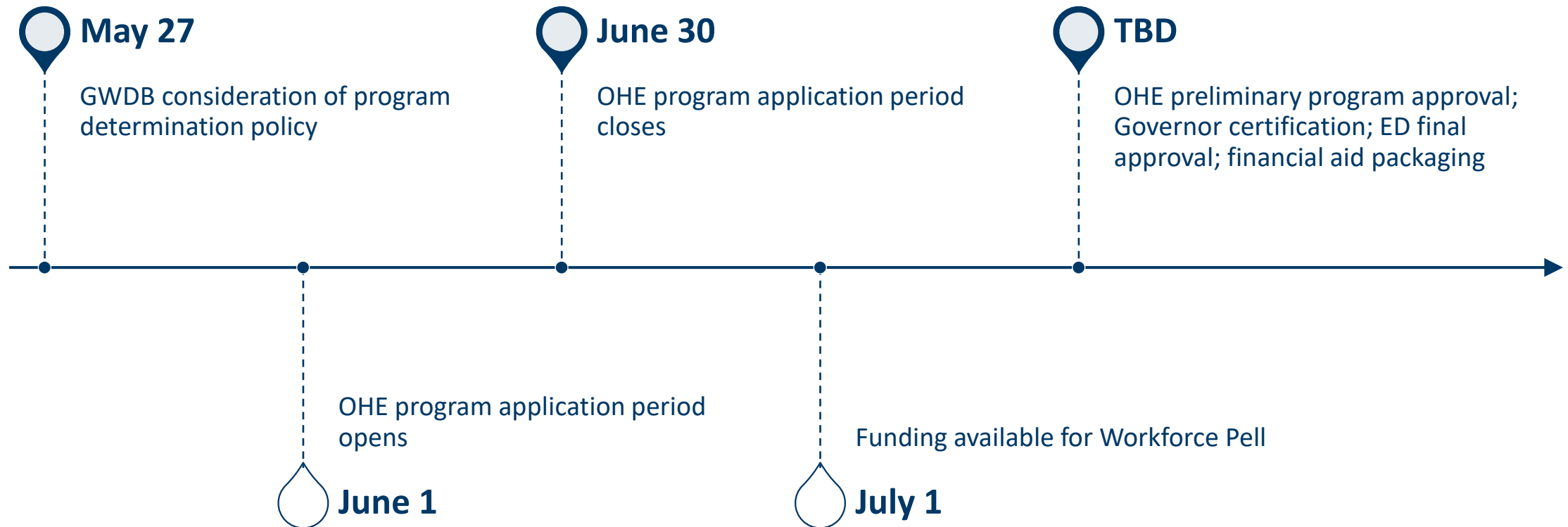
Department of Employment & Economic Development: Provides labor market analysis, coordinates wage records

Department of Labor and Industry: Validates registered apprenticeship programs when under application review

Governor: Certifies programs for federal approval

US Secretary of Education: Validates outcomes metrics, Value-Added Earnings calculations, and administers final program approval

Submission Timeline (2026)



Questions?

Vote



WORKFORCE PELL PROGRAM DETERMINATION POLICY



GWDB-IWA Caring Professions Recommendations

Nicole Mattson, Co-Chair Caring Professions Committee

Data Sharing Agreement — Nursing Assistant Employment Outcomes

- **What it is:** A data sharing agreement between MDH and OHE to link the Nursing Assistant Registry into SLEDs, supported by a cross-agency governance committee.
- **Why it matters:** Minnesota currently cannot connect nursing assistant training completions to employment and wage outcomes — making it impossible to assess whether long-term care pipeline investments are reducing vacancies.
- **Key elements:**
 - Link Nursing Assistant Registry data into SLEDs
 - Cross-agency governance committee to translate findings into policy
 - Enables outcome tracking: training → employment → wage → vacancy impact
- **Ask:** Approve recommendation to advance the data sharing agreement between MDH and OHE.

Vote



APPROVE RECOMMENDED DATA SHARING
AGREEMENT — NURSING ASSISTANT EMPLOYMENT
OUTCOMES

Establish Statewide "Celebrate Caring Careers" Month

- **What it is:** An annual gubernatorial proclamation designating a month-long celebration of careers in long-term care, aging services, and disability services.
- **Why it matters:** Elevates caring professions as viable career pathways and builds public awareness of workforce need in Minnesota's fastest-growing care sectors.
- **Key elements:**
 - Modeled on Minnesota Manufacturing Month
 - November preferred — aligns with National Home Care Month
 - No fiscal note required
- **Ask:** Approve recommendation to pursue an annual gubernatorial proclamation for Caring Careers Month.

Vote



APPROVE RECOMMENDATION TO ESTABLISH
STATEWIDE "CELEBRATE CARING CAREERS" MONTH

Align State Workforce Communications Around CaringCareersStartHere.com

- **What it is:** A recommendation for DEED/CareerForce, DHS, and MDH to align employment outreach to a single state caring professions platform.
- **Why it matters:** The platform has reached 125,000+ unique users and generated 2,000+ direct job seeker-to-employer connections since May 2024 — but state agencies aren't consistently directing people there.
- **Key elements:**
 - Agencies link to CaringCareersStartHere.com in outreach materials
 - Platform integrated into career counselor tools and CareerForce
 - Embedded in existing agency campaigns
- **Ask:** Approve recommendation directing DEED, DHS, and MDH to align workforce communications around CaringCareersStartHere.com.

Vote



APPROVE RECOMMENDATION TO ALIGN STATE WORKFORCE
COMMUNICATIONS AROUND
[CARINGCAREERSSTARTHERE.COM](https://caringcareersstartthere.com)



GWDB Committee Updates

Rob Stark, State and Local Coordination Chair

Vote



STATE AND LOCAL COORDINATION: COMMITTEE CHARTER

Reminder: Focus Areas this Cycle

Program & Policy Alignment / No Wrong Door

Improve coordination, consistency, and access across programs by reducing fragmentation, standardizing referrals, and advancing a seamless statewide access model.

Performance, Data & Accountability

Leverage shared data, system metrics, and cross-agency reporting to drive continuous improvement, transparency, and informed decision-making.

Statewide Workforce Planning & Governance

Align planning, governance structures, and regional strategies to statewide priorities, ensuring clarity in roles and stronger system-wide coordination.

Funding & Resource Alignment

Better align federal, state, and local funding to support system efficiency, equity, and labor market needs through coordinated and sustainable investment strategies.

Quarter 2 Activity Overview

CareerForce Performance Framework — Reviewed the GWDB's mandate to develop workforce center performance standards (Minn. Stat. §116L.665). Examined current LWDA data gaps and a proposed employer metrics framework across five categories: engagement, satisfaction, outcomes, talent pipeline, and job quality.

Statewide Work-Based Learning Framework — Reviewed progress toward the board's 2027 goal. Cross-agency alignment established and draft WBL definition developed; key gap is no formally adopted statewide definition or standardized metrics.

Direct Appropriations — Reviewed emerging legislative and executive proposals around Workforce Development Fund direct appropriations. Discussed opportunity for GWDB to better serve as a neutral, system-level advisor on funding decisions.

WIOA Waivers — Reviewed opportunities to use WIOA waiver authority to increase flexibility across the workforce system. One waiver advancing to a full board vote today: DEED Commissioner fulfills Title IV VRS representation, preserving business majority without adding members.

WIOA Waivers

DOL WIOA Waiver Opportunity

The Department of Labor issued a Training and Employment Guidance (TEGL) on November 25, 2025 encouraging states to take advantage of new flexibilities in their workforce development systems under a DOL Waiver initiative.

Waivers Represent changes to the State Plan
so require GWDB Approval



<https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEGL/2025/TEGL%2005-25/TEGL%2005-25%20%28001%29.pdf>

State Workforce Development Board Membership Waiver

Purpose of the Waiver

- Request flexibility under WIOA Section 101(b)(1) and (c) and 20 CFR 679.110(b)–(c)
- Allow the DEED Commissioner to fulfill Title IV Vocational Rehabilitation representation requirements on the GWDB
- Maintain alignment between WIOA core programs housed within DEED
- Preserve a streamlined and effective Board structure

Why This Matters

- DEED Commissioner the lead State officials with primary responsibility for the 3 WIOA core programs:
 - WIOA Title I programs
 - Wagner-Peyser Employment Services
 - Vocational Rehabilitation Services (VRS)
 - State Services for the Blind (SSB)

Questions?

Vote



STATE WORKFORCE DEVELOPMENT BOARD MEMBERSHIP WAIVER



GWDB Committee Updates

Scott Cummings, Innovative Service Delivery Vice Chair

Vote



INNOVATIVE SERVICE DELIVERY: COMMITTEE CHARTER

Reminder: Focus Areas this Cycle

Expand Equitable Access and Remove Structural Barriers

Address system-level and employer-side barriers that limit participation for historically underserved populations.

Establish a Strong, Shared Workforce Data Foundation

Improve alignment and decision-making through consistent, trusted, and disaggregated workforce data.

Strengthen Employer Engagement Across the Workforce System

Clarify employer touchpoints, improve awareness of services, and support sustained employer participation.

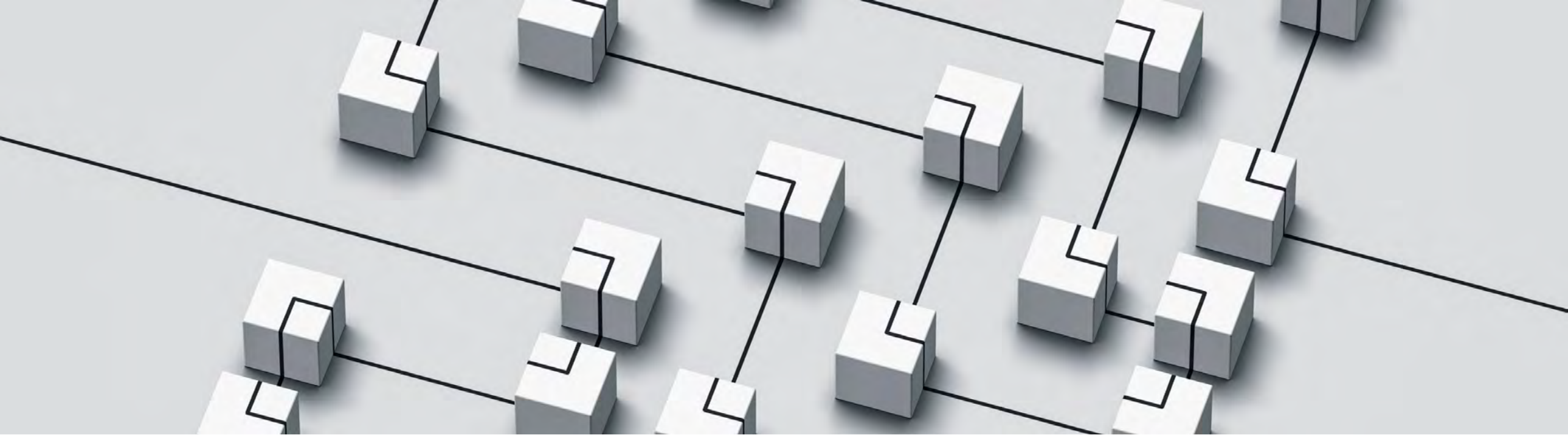
Quarter 2 Activity Overview

Workforce Pell & LMI — Reviewed 2030 federal requirements for student outcome reporting by occupation and how Minnesota's current data infrastructure falls short.

OEWS Mandatory Reporting — Reviewed a policy recommendation to make employer participation in the occupational wage survey mandatory, improving data quality for ~800 occupations used across CareerForce tools.

Enhanced UI Wage Records — Reviewed information regarding opportunities to add job title and start date to quarterly UI wage records, enabling outcomes tracking across workforce, K–12, and postsecondary programs.

LMI Data Tools — Reviewed how DEED's LMI tool suite supports regional and local workforce planning and where gaps exist.



Workforce Center Performance Framework

Katie McClelland, GWDB Executive Director

One-Stop/ CareerForce Center Certification Requirements



Certification process and frequency



State Workforce Development Boards (WDBs), in consultation with chief elected officials and local WDBs, must establish **objective criteria and procedures** for certifying one-stop centers [eCFR](#).



These criteria must be **reviewed and updated every 2 years** as part of the State Plan review under § 676.135 [eCFR](#).



Certification is required **at least every 3 years** for centers and the one-stop delivery system to receive infrastructure funding .



If the **Local WDB operates the one-stop**, the State WDB must certify it [eCFR](#).

Core Workforce Center Evaluation Criteria/Requirements

Core evaluation criteria
Certification reviews
assess four key
dimensions [eCFR+1](#):

- **Effectiveness** – Integration of services for participants and businesses, meeting workforce development and employer needs, cost-efficient operations, coordination among partner programs, providing access to partner program services to the maximum extent practicable, and provision of services outside regular hours when needed.
- **Customer satisfaction** – Feedback from participants and businesses.
- **Physical and programmatic accessibility** – Compliance with ADA and WIOA § 188 (29 CFR part 38) to ensure equal opportunity for individuals with disabilities.
- **Continuous improvement** – Actions to improve services based on performance data (specifically, negotiated local levels of performance) and systems for integrating stakeholder feedback.

Service integration and performance

- Centers must demonstrate seamless integration of multiple partner programs (e.g., job training, career counseling, apprenticeships) to meet local labor market needs.
- They must coordinate services to avoid duplication and ensure maximum access to partner program benefits.
- Performance must align with negotiated goals and local employer employment needs.

Accessibility and equal opportunity

- Evaluations must include compliance with disability-related regulations under WIOA § 188 and 29 CFR part 38 [eCFR+1](#).
- Centers must provide accessible services and facilities and ensure participants with disabilities can fully participate.

Sources: WIOA §121(g); 20 CFR 678.800–678.900; WIOA §188; 29 CFR Part 38.

Workforce Center Performance Framework: Starting with a Baseline

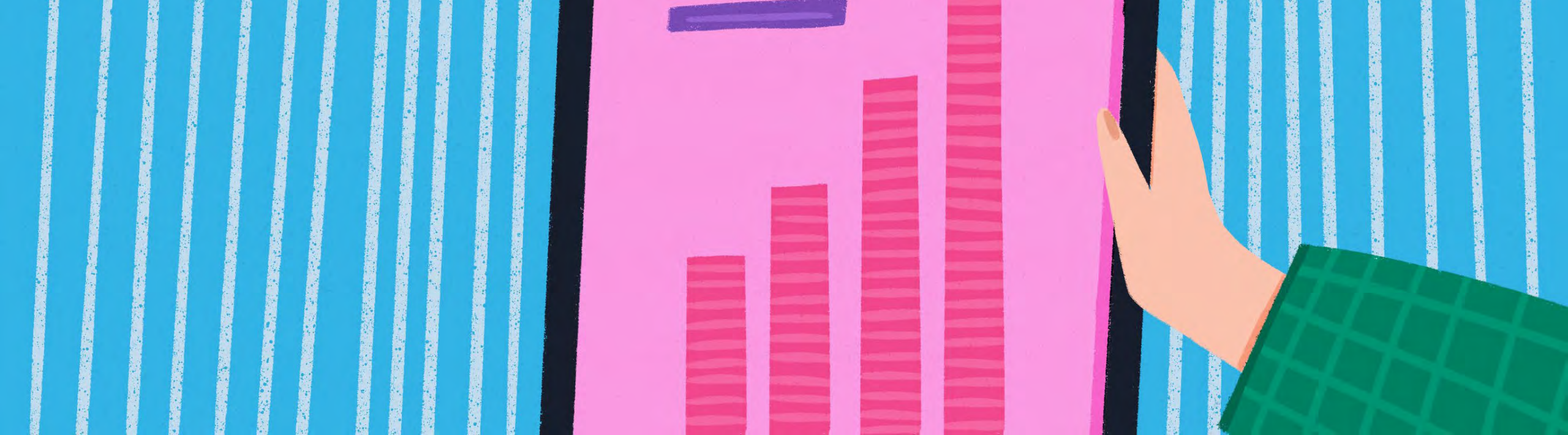
- **Purpose of today's discussion:** Begin identifying the data standards and performance metric categories the GWDB may want to incorporate into future legislative reporting on workforce center performance.
- **This year's focus:** Establish a baseline for the legislative report — not final performance standards.
- **Why this matters:** Before the Board can recommend performance standards, it needs a clearer understanding of:
 - What data is currently available
 - Whether data is defined consistently across workforce centers
 - Which fields best reflect center operations, services, costs, and outcomes
 - What gaps should be flagged in the legislative report
 - What resources or system changes may be needed to improve future reporting
- **Committee role today:** Provide feedback on whether the proposed fields are the right starting point and identify what else should be considered

DEED OKR 1.2 LWDA Data Highlights

- As part of the DEED Outcome and Key Result (OKR) process, a team has been working to collect data highlights at the LWDA level, and in some cases at the affiliate level where available.
- This is all part of the early environmental scanning DEED is doing on the workforce development system.
- Many of these elements are not necessarily available in a centralized space.
- Some of LWDA-level data points we have collected include:
 - WIOA program participation rates
 - WIOA program allocations
 - DEED staffing levels
 - Infrastructure costs from IFAs
 - Leasing status

Additional Information

- DEED did not pursue data on individualized LWDA-level efforts like competitive grants, direct appropriations, philanthropic efforts or leveraged programs.
- DEED does not currently track individuals that come in to use the computer lab or with general inquiries, that do not necessarily connect with a program
- Once complete, we will send LWDA's the data we collected. We will include a separate template section for them to add their additional data. Once they review and add their data, we will share more broadly.
- While DEED does not currently provide a wholesale way for LWDA's to track in-person versus virtual service, this information has become increasingly important as more programs connect to clients over the phone or through tele-meetings.



Employer Performance Metrics

Jessica Miller, DEED Director of Workforce Strategy

Strengthening Minnesota's Workforce System Through Employer Performance Metrics

Why Employer Metrics Matter

Employers are one of WIOA's three primary customers.

Our ability to measure employer outcomes directly affects:

- How well Minnesota's workforce system responds to business needs
- How effective we support economic growth in every region
- How our system proves value to policymakers, funders, and industry
- Our credibility in demonstrating return on investment

The WIOA Case: Why States Must Capture Employer Metrics

Under WIOA, state boards must:

- Provide oversight and alignment of performance accountability
- Report local-area performance to USDOL
- Support continuous improvement across the system
- Ensure the local/regional system meets the needs of job seekers and employers

The Federal Requirement for Employer Metrics

WIOA mandates a Primary Indicator of Performance for employers:

- Effectiveness in Serving Employers (ESE)
- Standardized nationally as Retention with the Same Employer
- States must collect and report data by local area

Why Minnesota Must Strengthen Employer Metrics Now

Without consistent measurement, Minnesota cannot:

- Show how our entire workforce system meeting employer needs
- Identify regional variation or improvement opportunities
- Demonstrate the business impact of our services
- Tell a unified statewide story to employers, legislators, and federal partners
- Make evidence-based decisions about workforce investments

National Best Practices: What Other States Measure



1. Employer Engagement

Employers served
Employer penetration rate
Repeat business customers



2. Employer Satisfaction

Service Quality
Candidate/hire quality
Net promoter-type scores



3. Employer Outcomes

Filled positions
Successful assistance outcomes
Work-based learning slots (OJT, RA, internships)



4. Sector & Talent Pipeline Participation

Employers in sector partnerships
Participation in designing pathways
Job quality commitments

From the GWDB and MAWB statewide feedback process:

- “Employer satisfaction is missing, we don’t measure it.”
- “We lack consistent employer service metrics across regions.”
- “Metrics must reflect collective impact, not just single programs.”

A Standardized Employer Metrics Framework

Proposed Core Employer Metrics

1. Employer Engagement (# served, penetration, repeat customers)
2. Employer Satisfaction (standardized statewide survey questions)
3. Employer Outcomes (positions filled, successful assistance)
4. Talent Pipeline Metrics (WBL, apprenticeships, training partnerships)
5. Job Quality Indicators (retention, wages, benefits)



Next Meeting - August 12th

St. Cloud, MN



Adjourn



Priority Occupations List

Criteria	met	SOC	Title	Regional Avg Stars	Related CIPs (non-exhaustive)
Meets additional condition 1		533032	Heavy and Tractor-Trailer Truck Drivers	5	490205
		292061	Licensed Practical and Licensed Vocational Nurses	5	513901, 513999
		211018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	5	
		493023	Automotive Service Technicians and Mechanics	5	150803, 150807, 470604, 470612, 470613, 470614, 470617
		493031	Bus and Truck Mechanics and Diesel Engine Specialist	5	470605, 470613
		319092	Medical Assistants	5	510711, 510801, 510809, 510813
		472111	Electricians	5	460302
		292052	Pharmacy Technicians	5	510805
		319091	Dental Assistants	5	510601
		514041	Machinists	5	480501, 480503
		499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	5	150501, 470201
		499041	Industrial Machinery Mechanics	5	470303, 470701, 470705, 470706
		472152	Plumbers, Pipefitters, and Steamfitters	4	460502, 460503, 460599
		292043	Paramedics	4	510904
		292072	Medical Records Specialists	4	510706, 510707, 510713, 510721
		493041	Farm Equipment Mechanics and Service Technicians	4	010201, 010204, 010205, 010207, 010299
Meets additional condition 2		311131	Nursing Assistants	5	512601, 513902, 513999
		292042	Emergency Medical Technicians	4	510904
		493042	Mobile Heavy Equipment Mechanics, Except Engines	4	010205, 470302
		292053	Psychiatric Technicians	4	511502
		319097	Phlebotomists	4	511009

Apprenticeships Automatic Quality Presumption



Eligibility

RA's automatically satisfy high-skill, high-wage, in-demand requirement in addition to employer validation



Job Placement

Likely meets 70% job placement requirement since apprentices are in jobs



Awarded Credential

Certificate of Completion of Apprenticeship satisfies credential requirement



Instruction

Rules permit non-continuous instruction, as long as clock-hours/instructional weeks satisfied

Employer Validation

Eligible Providers must submit three employer validation forms for each program that are completed/signed by employers validating:

- The program prepares participants for employment in an in-demand occupation.
- Employers are currently hiring or anticipate hiring for the occupation.
- The skills, competencies, and credentials taught in the program align with employer expectations.

Priority Occupations Methodology

- **Baseline Criteria:**

- OID tool education minimum requirement filter: "Post secondary non-degree award"
- Positive 2-year statewide employment growth
- Average regional demand rating of 3-stars or more

- **Additionally, Occupations must meet one of the following:**

- In two or more of the state's six economic planning regions, the occupation meets all of the following:
 - Identified as 4- or 5- star occupation
 - Past 5-year average demand rating of 4-stars or more
 - Positive 10-year regional employment growth
 - 25th percentile hourly wage at or above the regional family-sustaining wage
- Is a Drive for 5 occupation, even if wages do not meet the family-sustaining wage threshold

Stackability, Portability, and Credit Articulation

Eligible providers must provide evidence that:

- there is alignment with additional credentials within one or more established career pathways (unless there is only one recognized industry credential)
- Credential recognized by multiple employers within an industry (validated through employer validation form)
- Evidence of credit articulation