



Joint GWDB/MAWB Meeting

In memory of
Roy Smith



Table Introductions

- Share your name, title, organization, and affiliation (GWDB and/or MAWB)
- Highlight one recent personal accomplishment or success since the last years joint GWDB-MAWB meeting



Agenda

*GWDB Voting Items

Time	Topic	Items
10:00 A.M.	Welcome and Opening Remarks	
10:10 A.M.	Business Meetings	• GWDB • Review agenda/minutes* • Quarterly Report* • MAWB • Legislative Platform and Priorities
10:55 A.M.	State Plan Goal 1: State and Local Coordination	• MAWB Member Spotlight • IWA Update • System Reform Task Force Update • Statewide Strategy Discussion* • Feedback and analysis from the August meeting • Breakout groups on measurable goals
12:30 P.M.	Lunch	
1:15 P.M.	State Plan Goal 2: Sector Partnerships	• MAWB Member Spotlight • Sector Partnership Definition* • High-Quality Jobs Framework* • Next Steps Discussion
2:00 P.M.	State Plan Goal 3: Innovative Service Delivery	• MAWB Member Spotlight • Moderated Panel Discussion: How do we prepare employers and individuals for shifts caused by emerging technologies?
3:00 P.M.	Adjourn	

Meeting Goals



Building Knowledge: Increase awareness of state and local initiatives aligned to WIOA State Plan goals



Getting Things Done: GWDB - Statewide Workforce Development Strategy & Priorities, Sector Partnership Strategy, and Job Quality Framework. MAWB - Legislative Platform and Priorities.



Building Relationships: Increase relationships and partnerships between the GWDB and MAWB Members

GWDB Business Meeting

Surya Iyer | GWDB Chair



DeLinda Washington | GWDB Vice Chair

Business Items

*Vote Required



Approval of Q3 GWDB Meeting Minutes*

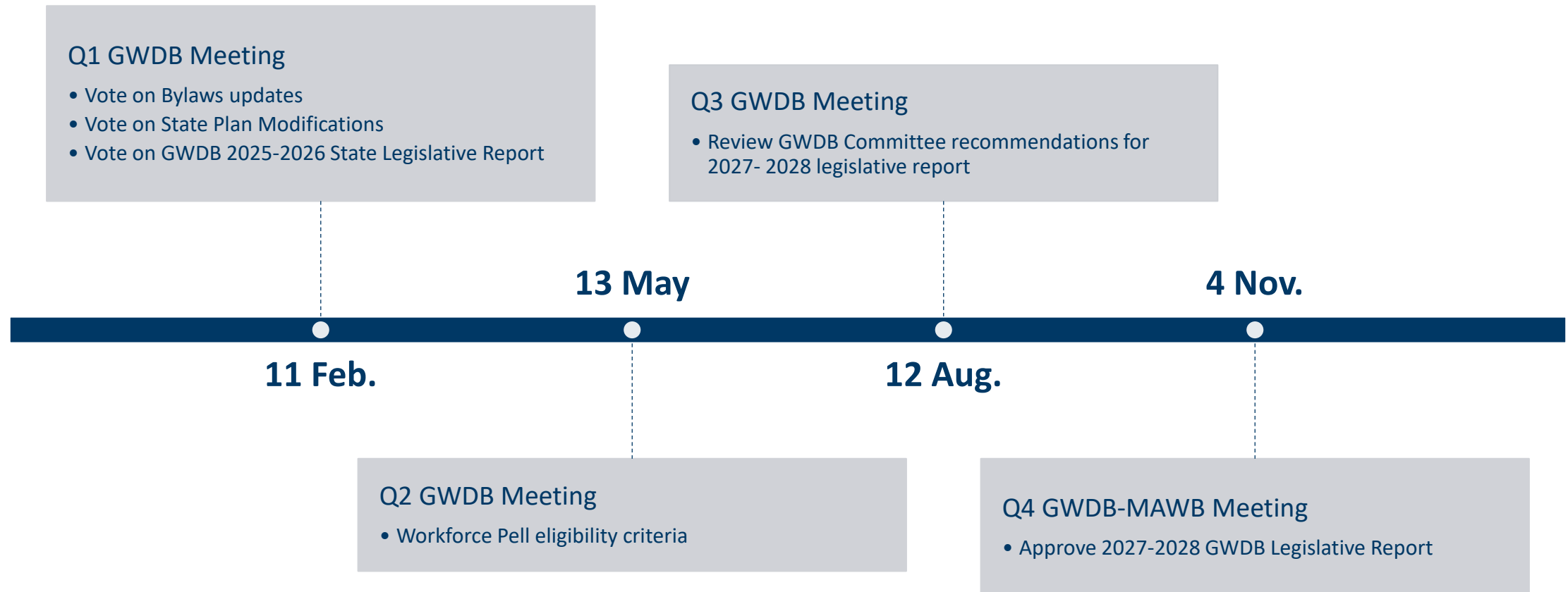


GWDB Quarterly Report*



Upcoming GWDB Business Preview

GWDB Key Deliverables in 2026



Draft WIOA State Plan Modifications Timeline

December 10, 2025: Drafts due. GWDB staff will compile the submitted state plan modifications to ensure completeness, alignment with federal guidance, and consistency across program areas.

December 15, 2025 – January 5, 2026: GWDB State Plan Special Committee and Governor's Office will review submitted state plan modifications.

January 5 – February 3, 2026: Posted for 30-day Public Comment. GWDB staff review comments and share with program staff as available.

February 11, 2026: GWDB Meeting to approve the Modified State Plan with pending updates based on Public Comments.

February 11 – March 2, 2026: Final revisions incorporated based on Public Comment & Governor's Office input

March 2026: Final Combined State Plan Modification submitted to the U.S. Department of Labor via WIOA State Plan Portal



**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

MAWB Business Meeting

Commissioner Scott Schulte, MAWB Chair



**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

Legislative Update

Platform and Priorities

Federal Update

- Delays of appropriated funds
- Shutdown and appropriations process
- WIOA Reauthorization



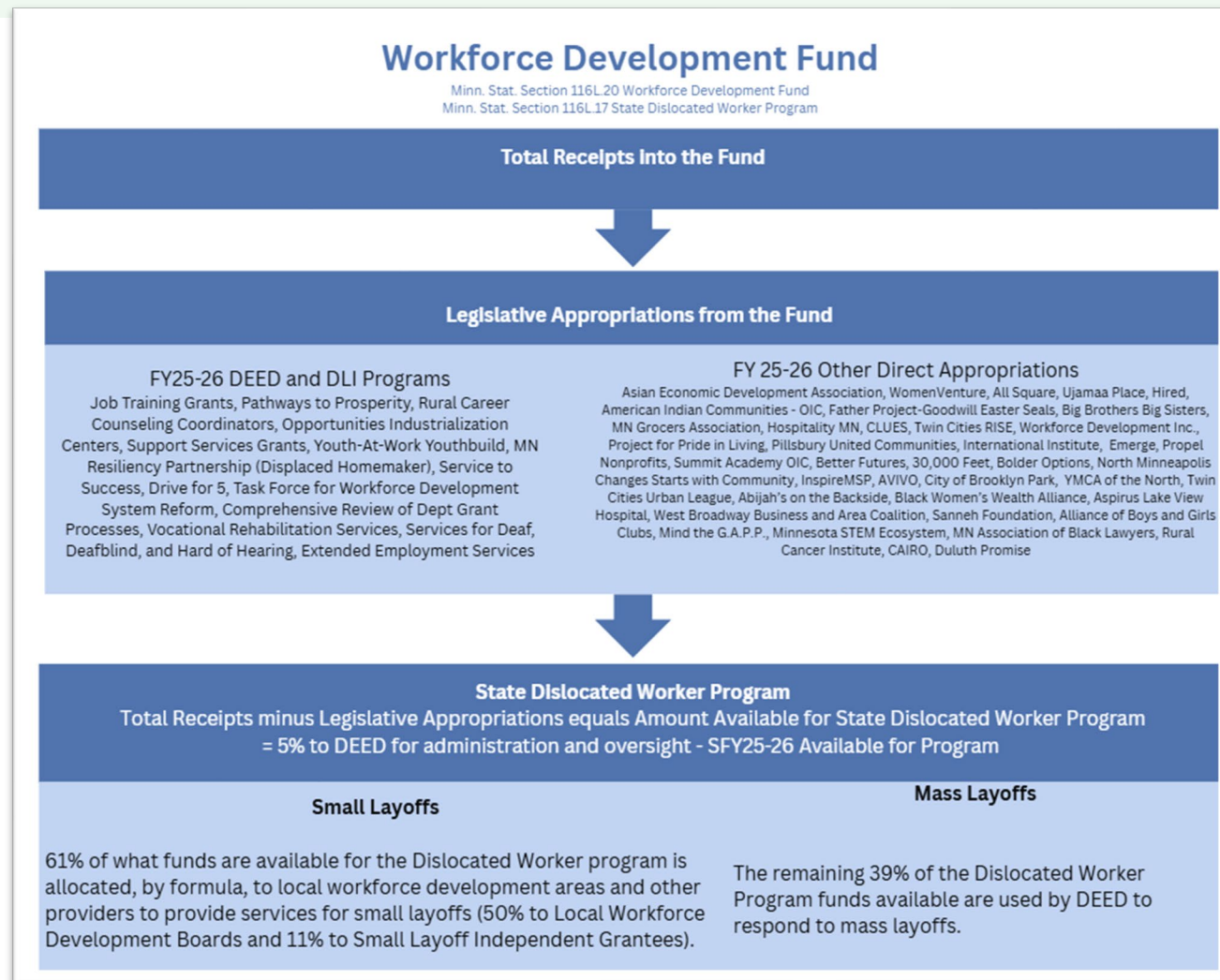
Looking ahead to the 2026 Legislative Session

- Election year
- Budget woes remain
- Shorter year with bonding focus?
- Looming retirements



State Dislocated Worker Program Update

- 2025 Session - 53% reduction / \$7 million less in FY26
- Increases in layoffs across the state.
- Minnesota Job Skills Partnership Board voted to provide an additional \$11 million out of reserves (\$7 million for local areas).



Proposed State Legislative Priority

1. MAWB advocates for ensuring the Workforce Development Fund remains focused on prioritizing support for the State Dislocated Worker Program to ensure consistent service delivery.

Highlight – Addition to Platform

MAWB advocates for changes to policy that increase local areas' ability to provide uninterrupted, high-quality service delivery through grant funding while maintaining accountability.

State Plan Goal 1: State and Local Coordination



**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

MAWB Member Spotlight:

State and Local Coordination

Interagency Workforce Alignment (IWA) Update

Commissioner Matt Varilek

Department of Employment and Economic Development



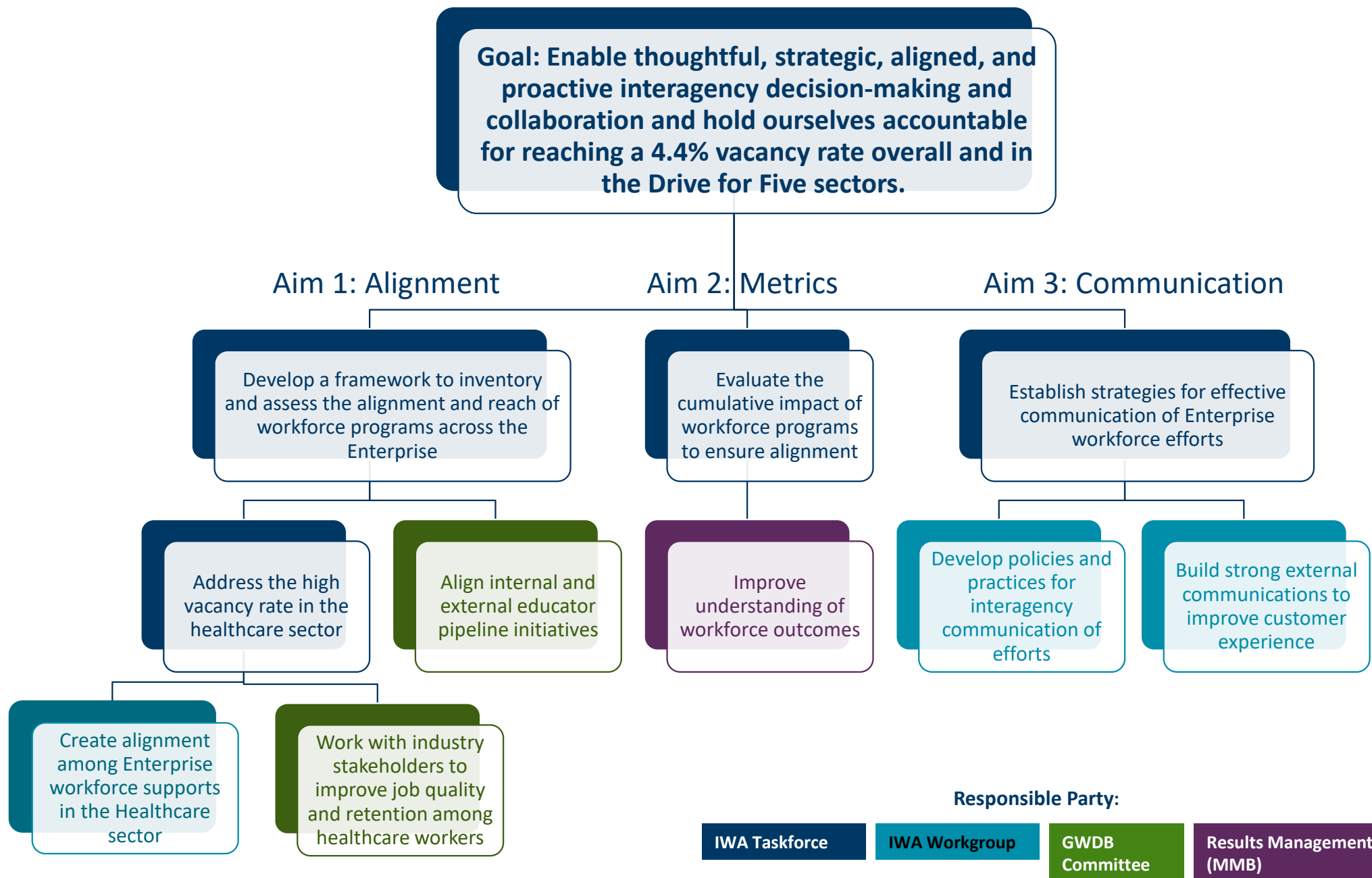
INTERAGENCY WORKFORCE ALIGNMENT

Building Enterprise Workforce Development Alignment

Overarching Aim of Using the IWA as the Space for Interagency Alignment: Enable thoughtful, strategic, aligned, and proactive interagency decision-making and collaboration, and hold ourselves accountable for reaching a 4.4% vacancy rate overall and in the Drive for Five sectors.

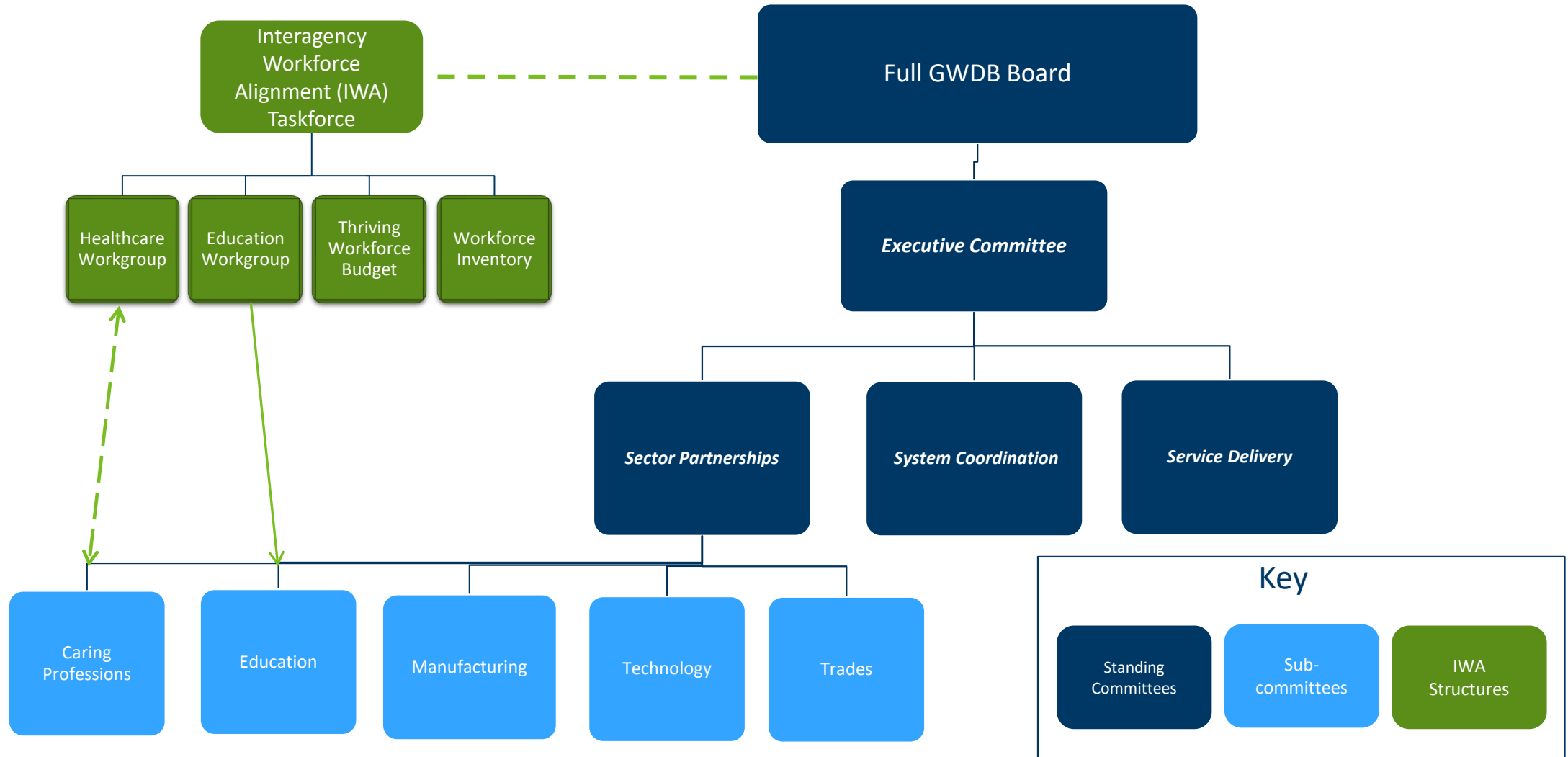
- **Aim 1:** Ensure Enterprise-wide alignment and defined agency ownership of workforce efforts across the Drive for 5 Sectors.
- **Aim 2:** Define metrics and measurable goals to track progress on stated outcomes and timelines.
- **Aim 3:** Ensure effective internal and external communication about statewide talent attraction and retention strategies.

Overall Priorities of the IWA Taskforce



Governor's Workforce Development Board

Partnership with IWA



IWA/GWDB Caring Professions Committee

IWA/GWDB Caring Professions Sub-Committee Updates

Programming

High Priority Item: Exploring seamless pathways into LTC careers.

- Must address complicating factors to create seamless pathways such as LPN in the high school programs.
- Hope to reverse the decline in LPNs in Minnesota as it is a critical role in long term care.



Systems

High Priority Item: Tracking employment outcomes for new nursing assistants.

- Will look at length of employment & industry.
- Hope to use exit and entrance data for nursing assistants to understand patterns of employment.
- Could use the data to recommend meaningful changes that would improve or impact job retention.



Communications

High Priority Item: Investing and expanding the CaringCareersStartHere.com to add disability services.

- Also promote career development and trajectories across the long-term care services spectrum, e.g. therapy and nursing, administration / management hospitality, social services, dietary, HR, etc.



IWA / GWDB/ MNP20 Education Committee

IWA/GWDB/MNP20 Education Committee Sub-Committee Updates

Explore

Determined their top 6 recommendations & timing:

- Statewide Inventory of Recruitment Programs (Now)
- Improving the image of the profession (Now)
- Communicating about Pathways (Near)
- Incentive Program (Near)
- Building Resilience and Voice (Far)
- Expanded Pathways (Far)



Become

- Completed survey on educator licensure and programming.
- Want to ensure multiple pathways to the profession without unnecessary complications.
- Determined a focus on underrepresented teachers.
- Have drafted their Now, Near, Far timeline.



Grow & Thrive

Held well attended focus groups in August. Themes from the work included:

- Retention Barriers
- Equitable Leadership
- Strong Mentorship
- Burnout & Early Exits
- Better Pay & More Health (Life) Supports

Have drafted their Now, Near, Far timeline.



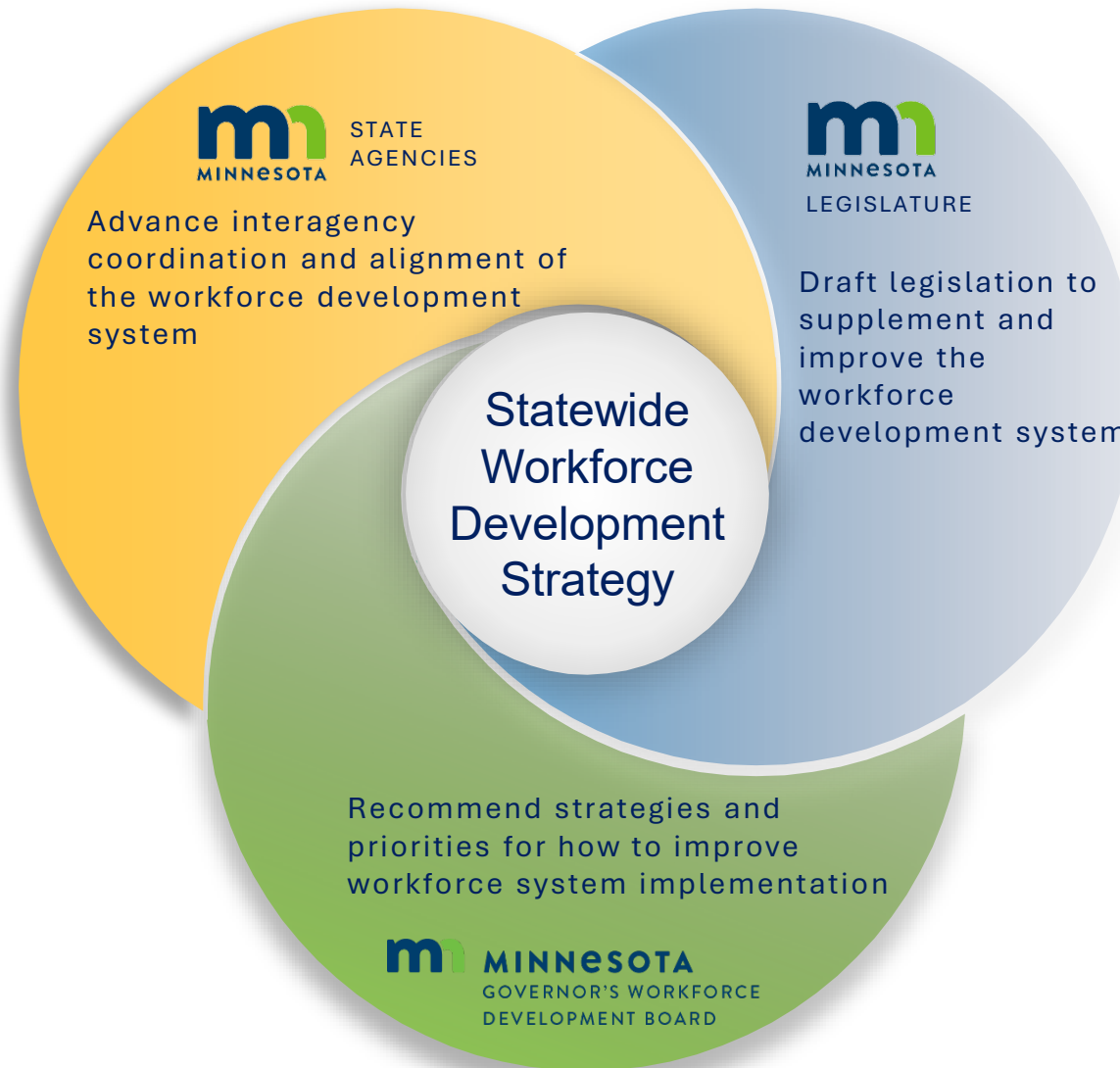
Statewide Workforce Strategy Review and Discussion

Katie McClelland | GWDB Executive Director

Benefits of State-Wide Strategy



Workforce Development System Ideal State



Collecting this Data

- **Input Gathered From:**

- **GWDB Q3 Meeting** – August 13, 2025
- **MAWB Operations (Ops) Committee** – During GWDB Meeting August 13
- **MAWB Summer Conference** – August 14, 2025
- **IWA Taskforce** – September 16, 2025

- **Purpose:**

- Align state & local workforce leaders
- Surface shared priorities & goals
- Build unified statewide workforce strategy

- **Guiding Questions:**

1. What should Minnesota's workforce system prioritize?
2. What should be deprioritized?
3. What measurable goals should we achieve in 3–5 years?
4. What measurable goals should we achieve in 5–10 years?
5. What current goals should be scaled?
6. What goals should be deprioritized?
7. What strategies and themes should guide the system?

VOTING ITEM: Proposed Statewide Strategy for Workforce Development

“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.”



Our workforce system will prioritize and invest in:

Equity & Access for all Minnesotans

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

Work-Based Learning & Registered Apprenticeships as central pathways to careers

High-Quality Jobs that sustain families and strengthen competitiveness

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

How These Draft Goals Were Developed



DRAFT Pillar 1 Potential Metrics: Equity & Access

By Q2 2026: Define “overlooked” populations using disaggregated labor market data and identify baseline unemployment and labor force participation rates for each (see next slide), and by **Q3 2026:** establish measurable targets for reducing unemployment disparities among identified “overlooked” populations and increasing engagement among those with structural barriers to participation.

By 2030: Ensure **68% of Minnesota youth (16–24)** complete at least one paid WBL experience.

By 2028: Establish a shared intake process with DHS representatives to increase the participation of **foreign-born talent** at frontline CareerForce locations by 10%, ensuring coordinated support and service delivery.

By 2028: Establish a **Dakota and Ojibwe Workforce** Cultural Competency Training for CareerForce counselors and workforce practitioners statewide.

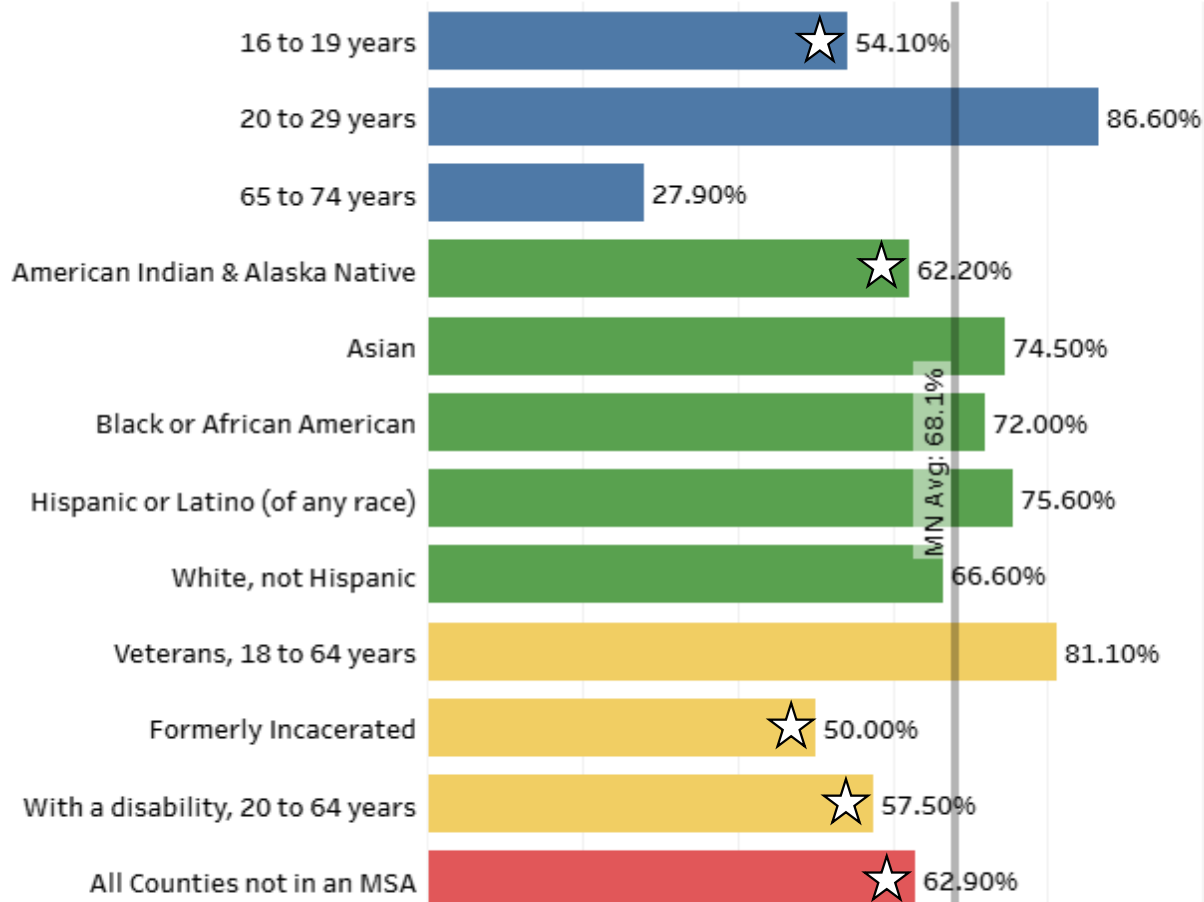
By Q2 2026: Develop a unified framework to measure recruitment and retention of **rural healthcare workers** through shared data and definitions, and **by 2030:** increase the rural healthcare labor force and worker retention by measurable percentages based on 2026 baselines.

By 2027: Recognize and align industry-based certifications and hours earned **inside correctional facilities**—particularly in construction and skilled trades—with state apprenticeship and licensing systems.

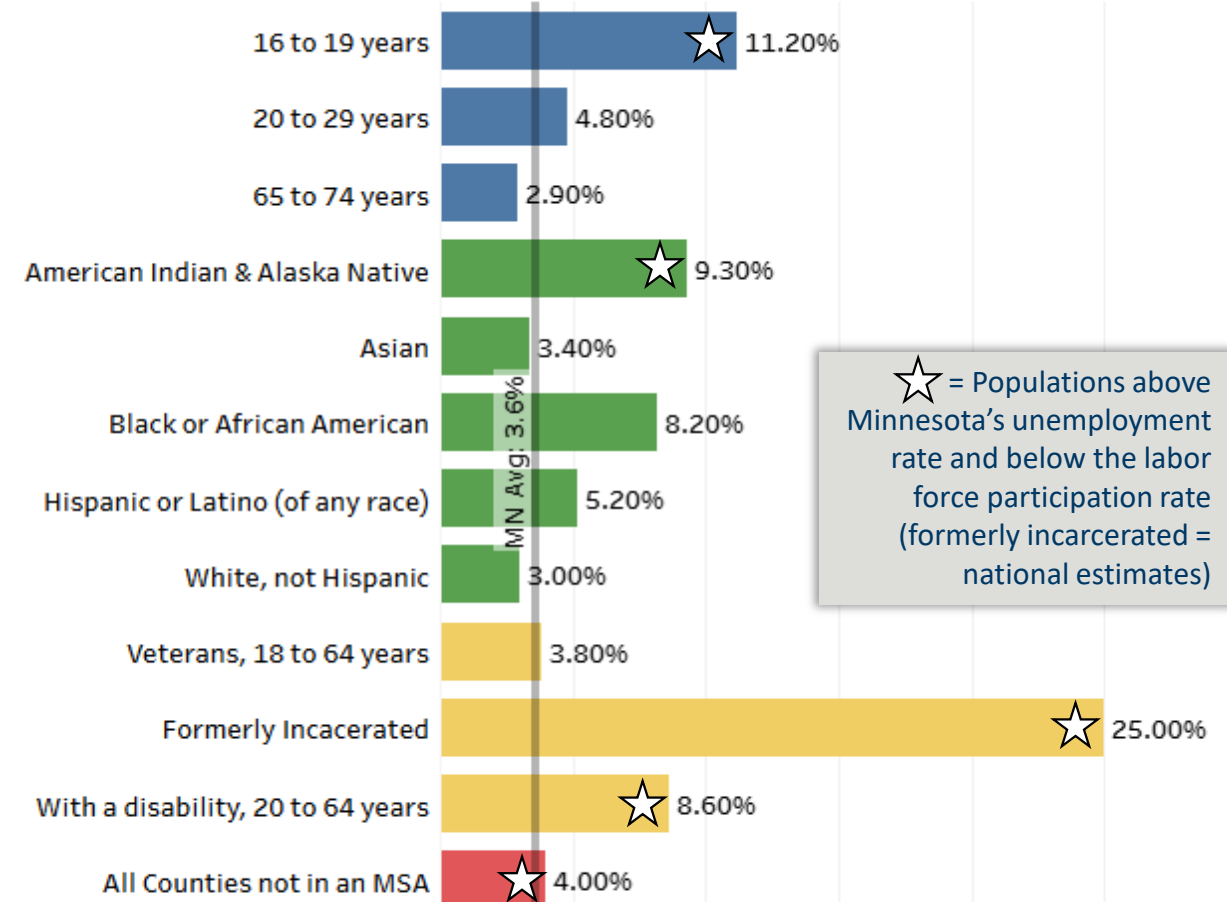
By 2029: Increase the percentage of **students with disabilities** ages 16 and above with an IEP that includes appropriate, measurable postsecondary goals for employment and linked transition areas

Activating Overlooked Workers – Sept '25

Labor Force Participation



Unemployment Rate



DRAFT Pillar 2 Potential Metrics: Sector Partnerships

By 2029: Establish at least 5 **active sector partnerships** across Drive for 5 industries; expand to **8–10 by 2030**.

By 2028: Secure **100–250 employer** commitments to training pathway programs developed through sector partnerships.

By 2028: Launch at least **2 industry-led collaboratives in each region**, scaling to statewide coverage by 2030.

By 2030: Increase participation of overlooked workers in advancement and upskilling programs leading to higher-wage occupations by 10%.

By 2028: Define **Sector Partnership Best Practices** with shared governance and performance standards; require alignment for all new partnerships.

DRAFT Pillar 3 Potential Metrics: Work-Based Learning & Registered Apprenticeships

By 2027: Develop a standard, trackable definition of Work-Based Learning (WBL) across programs and agencies.

By 2030: Increase **Work-Based Learning** placements by 15%.

By 2028: Create **at least 500 new registered apprenticeship slots**.

By 2030: Development of at least one multiple-employer registered apprenticeship program in each of the drive for five sectors.

By 2029: Increase the number of registered apprentices in the Drive for 5 sectors by 15%

DRAFT Pillar 4 Potential Metrics: High-Quality Jobs

By 2028: Ensure at least 50% of DEED program participants enter training programs tied to occupations paying at or above the regional cost of living.

By 2028: Ensure all sector partnerships adopt job-quality benchmarks (wages, benefits, advancement, stability).

By 2030: Support 500 Employers through job quality technical assistance.

By 2026: Define and publish a statewide “High-Quality Jobs Framework” as the benchmark for all workforce programs.

DRAFT Pillar 5 Potential Metrics: Simplified, Integrated, No-Wrong-Door Services

By 2028: Ensure 100% of CareerForce locations update referral database on a quarterly basis.

By 2030: Establish data-sharing agreements across all CareerForce locations and connected platforms to enable consistent tracking of who is being served and how many individuals are reached.

By 2028: Publish a **statewide governance framework** clarifying the roles of DEED, DLI, DOC, DCYF, local boards, and partners.

By 2028: Deploy AI-powered job matching technology achieving 25% utilization among jobseekers, with expansion to 50% by 2030.

By 2028: Enhance system integration to reduce repetitive data entry requirements across platforms.

Lunch

State Plan Goal 2: Sector Partnerships



**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

MAWB Member Spotlight:

Sector Partnerships

Why Sector Partnerships

- **Responding to employer and regional needs:** Sector partnerships help align workforce, education, and economic development around shared industries priorities.
- **Advancing quality jobs and equitable growth:** This approach ensures training and support programs lead to sustainable, high-quality employment opportunities across industries.
- **Formalizing statewide strategy to:** Strengthen alignment across workforce programs and partners, support regions in building and sustaining strong industry-led partnerships, and provide consistent resources, tools, and accountability across the state

Stakeholder/Best Practice-Informed



National Best Practices

America Achieves
WIOA guidance
Examples from other states & partner
frameworks



Local Input

State and local workforce board engagements
DEED current/past involvement with sector
partnerships
Sector Partnership working session
Climate and infrastructure stakeholder
engagement

Sector Partnerships Strategy – Board Action

Purpose of the vote

- Adopt a shared definition and strategy for strengthening sector partnerships across Minnesota
- Provide a foundation for developing tools, resources, and guidance for partnerships and stakeholders

What the vote approves

- Adoption of the strategy and shared partnership definition as a common framework for the state
- Direction for staff to build out resources, tools, and sector guidance aligned with the framework

The vote does NOT: require immediate program or funding changes, prescribe a one-size-fits-all model for partnerships, or finalize metrics or accountability systems.

If approved: GWDB staff will move forward with developing resources, with continued guidance and input from both the Sector Partnership Standing Committee and the GWDB

Sector Partnerships Strategy

Common Definition: Convene statewide partners around a common definition of sector partnerships

- Define who should be part of a partnership (multiple employers, backbone org, etc.)

Identify Scope: Each partnership may have different areas of focus. Scope identification will help with mapping to find gaps, overlaps, etc. as compared to where industry is in the state.

- Identify sector/occupation of focus, geography, target populations, and types of training/education strategies used

Identify Activities: Have partnerships identify key occupations and activities to find commonality across the state

- Identify activities like OJT/WBL, skills training & upskilling, and apprenticeships

Demonstration of Quality: Each partnership should demonstrate how they are carrying out and measuring quality of their partnership.

- Use of shared data to inform decisions, documented outcomes for workers and employers, and commitment to improving job quality

VOTING ITEM: Proposed Sector Partnerships Definition

In Minnesota, Sector Partnerships are employer-driven collaborations that advance high-quality job opportunities within a specific industry and regional market. Sector Partnerships bring together partners, including a convener who organizes multiple employers, education and training providers, workforce boards, and other partners, as well as applicable labor organizations and community partners. These partnerships align around shared workforce goals and outcomes that strengthen both economic competitiveness and opportunity for workers.

Why Job Quality

- **Creating a shared focus:** Establishes a common understanding of where to direct resources and attention to strengthen job quality across Minnesota's workforce system.
- **Help employers attract and retain talent:** Encourages adoption of high-quality job practices that improve recruitment, retention, and employee satisfaction
- **Strengthening workforce and employer supports:** Enables DEED and partners to develop resources, tools, and training that help improve job quality and drive better outcomes for both workers and businesses.

Job Quality – Board Action

Purpose of the vote

- Adopt a shared set of priorities for strengthening job quality across Minnesota's workforce system
- Provide a foundation for developing tools, resources, and guidance for employers

What the vote approves

- Adoption of the 5-pillar job quality framework as Minnesota's Five key focus areas that advance high-quality jobs
- Direction for staff to build out resources, tools, and sector guidance aligned with the framework

The vote does NOT: require immediate program or funding changes, prescribe a one-size-fits-all model for employers, or finalize metrics or accountability systems.

If approved: GWDB staff will move forward with developing resources, with continued guidance and input from both the Sector Partnership Standing Committee and the GWDB

Stakeholder/Best Practice-Informed



National Best Practices

Results for America

UC Berkley Labor Center

Examples from other states & partner
frameworks



Local Input

State and local workforce board engagements

Sector Partnership working session

Climate and infrastructure stakeholder
engagement

VOTING ITEM: Proposed High-Quality Job Framework

- **Compensation & Benefits** – Fair, competitive pay and benefits that support workers' economic security
- **Safe & Stable Working Conditions** – Work environments that protect health, safety, and provide predictable schedules.
- **Equitable Hiring & Career Development** - Inclusive practices that ensure access to jobs and advancement of all workers.
- **Worker Voice, Empowerment & Respect** - Workers are valued, heard, and included in decision-making.
- **Sector Specific Metrics** – Standards tailored to the unique needs and realities of different industries.



State Plan Goal 3: Innovative Service Delivery



**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

MAWB Member Spotlight:

Innovative Service Delivery

Panel Discussion: How do we prepare employers and individuals for shifts caused by emerging technologies?



Private Sector Insights

Scott Cummings

Accenture, Minnesota Market Lead & GWDB Board Member



State Workforce Operations

Arthur Larsen

Minnesota DEED, Job Service Field Director



Local Implementation

Jinny Rietmann,

MAWB Operations Committee Chair & Executive Director, Workforce Development, Inc.



Moderator

Cate Duin,

Minnesota Association of Workforce Boards Executive Director & GWDB Board Member

Closing and Next Steps

Meeting Goals



Building Knowledge: Increase awareness of state and local initiatives aligned to WIOA State Plan goals



Getting Things Done: Advance a new Statewide Workforce Development Strategy & Priorities, Sector Partnership Strategy, and Job Quality Framework



Building Relationships: Increase relationships and partnerships between the GWDB and MAWB Members