



# GWDB Retreat

Wednesday, February 12<sup>th</sup>

Minnesota Humanities Center

10:00am -- 4:00pm



# GWDB Meeting Goals

- Revisit the GWDB Mission and Vision
- Establish GWDB goals and clear metrics for each of the goals
- Determine the overall strategies for the GWDB (aligned with the state plan)
- Structure GWDB committees to achieve the overall goals and strategies

# Thank you for your Service to the GWDB!

Thank you to following outgoing members for their service and commitment to Workforce Development in Minnesota:

- **Scott Parker**
- **Paul Pribbenow**
- **Ralph Jacobson**
- **Amanda Hardy**
- **Tuleah Palmer**
- **Eric Nesheim**

# Welcome New Members!

We welcome the following new GWDB Board members:

<b>Jeremy Andrist</b>	Local #6 Plumbers and Pipefitters
<b>Brian Bruess</b>	College of Saint Benedict and Saint John's University
<b>Deborah Gleason</b>	The Information Tamer (Self Owned)
<b>Erica Lester</b>	Minnesota Association of Community Health Centers
<b>Ted Mondale</b>	Summit Academy
<b>Marisa Rivera Lugo</b>	Minnesota Transitions School



MINNesOTA

GOVERNOR'S WORKFORCE  
DEVELOPMENT BOARD

GWDB Business

# Approval of Minutes

- Approval of Minutes from the **December 12th, 2024**, Quarterly GWDB Meeting
- Approval of GWDB Quarterly Report for Q4 of 2024



Reimagining the GWDB and Enterprise Alignment

# DEED Senior Leadership Organization Chart

## Deputy Commissioner Workforce Services and Transformation

Evan Rowe

### Executive Assistant

Dawn Andrada

### Customer Innovation

Jocelyn Rousey

### Disability Determination Services

Frank Gilbertson

### MNIT DEED

Brian Allie

### Performance and Technical Management

Annie Tietema

### Paid Leave

Greg Norfleet

### State Services for the Blind

Natasha Jerde

### Unemployment Insurance

Jim Hegman

### Vocational Rehabilitation Services

Deanna Torgerson

## Commissioner

Matt Varilek

### Executive Aide to Commissioner

April Adamson

## Assistant Commissioner of External Relations and Chief of Staff

Emily Lefholz

### Communications

Alicia Cordes

### Government Relations

Deven Bowdry

### Office of Public Engagement

Ekta Prakash

### Strategy and Alignment and Governor's Workforce Development Board

Katie McClelland

### Tribal Relations

Kirk Crow Shoe

## Deputy Commissioner Economic Development and Research

Kevin McKinnon

### Executive Assistant

Huguette Trebil

### Labor Market Information

Angelina Nguyễn

### Broadband Development

Bree Maki

### Minnesota Trade Office

Gabrielle Gerbaud

### Business Finance

Stephen Wolff (Interim)

### Office of Small Business and Innovation

Neela Mollgaard

### Community Finance

Meredith Udoibok

### Business Development

Catalina Valencia

### Economic Analysis

Neal Young

## Asst. Commissioner of Operations and Chief Operating Officer

Vacant

### Admin & Financial Services

Julie Freeman

### Diversity and Equal Opportunity

Heather Stein

### Human Resources

Liz Howe

### Legal Counsel

May Chao Parker

### Legislative Budget

Matt Dobratz

### Explore Minnesota Tourism

Lauren Bennett McGinty

### Public Facilities Authority

Jeff Freeman

## Deputy Commissioner Workforce Development

Marc Majors

### Executive Assistant

Huguette Trebil

### Assistant Commissioner Immigrant and Refugee Affairs

Abdiwahab Mohamed

### CareerForce

Jeanna Fortney

### CareerOneStop

Mitzi Hobot

### Employment and Training

Ama Eli Akakpo



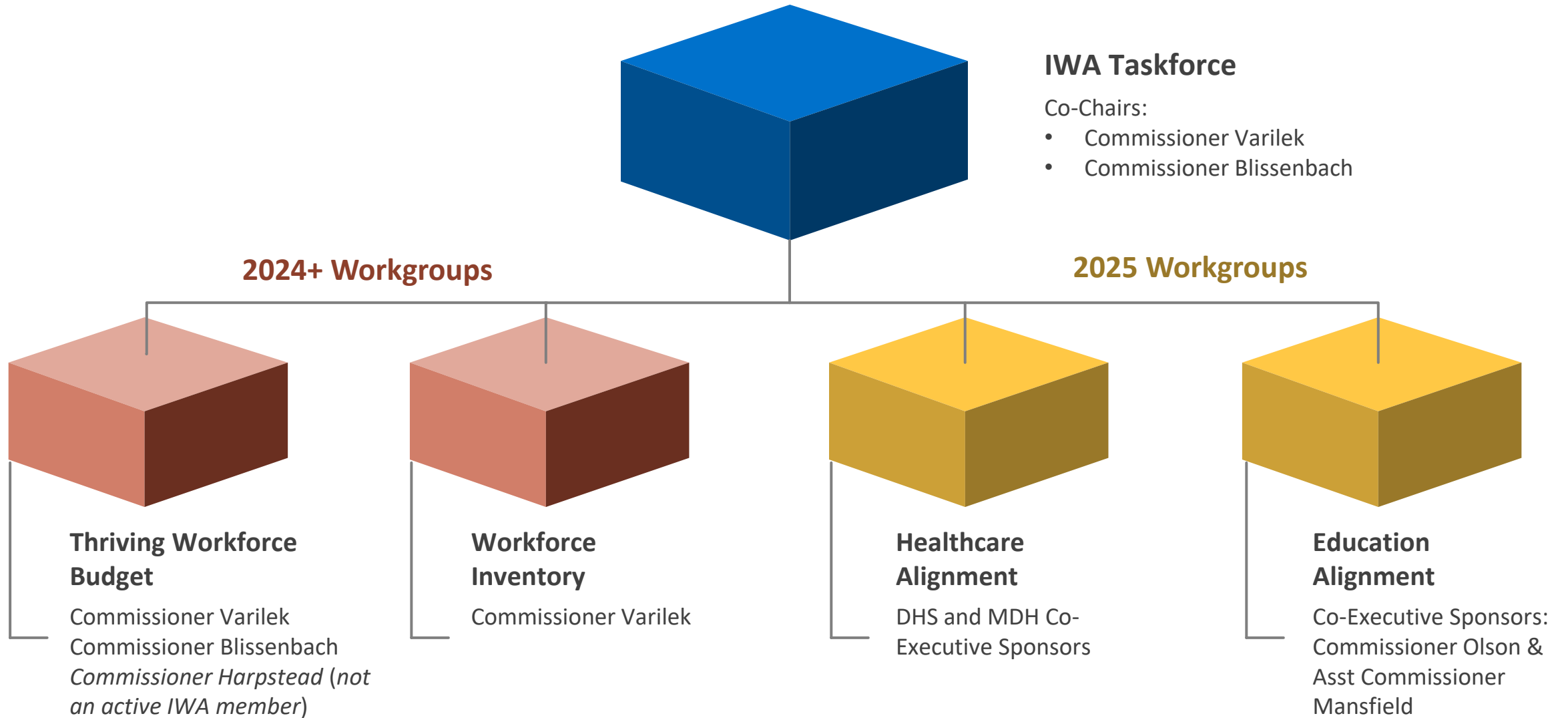
# Repositioning of the GWDB

- GWDB Moved into the Commissioners Office
  - Elevates the work of the GWDB
  - Stronger Connection to Economic Development
  - Allows for better Alignment with Workforce Development within DEED
  - Promotes Cross-Agency work of the IWA Taskforce and the GWDB

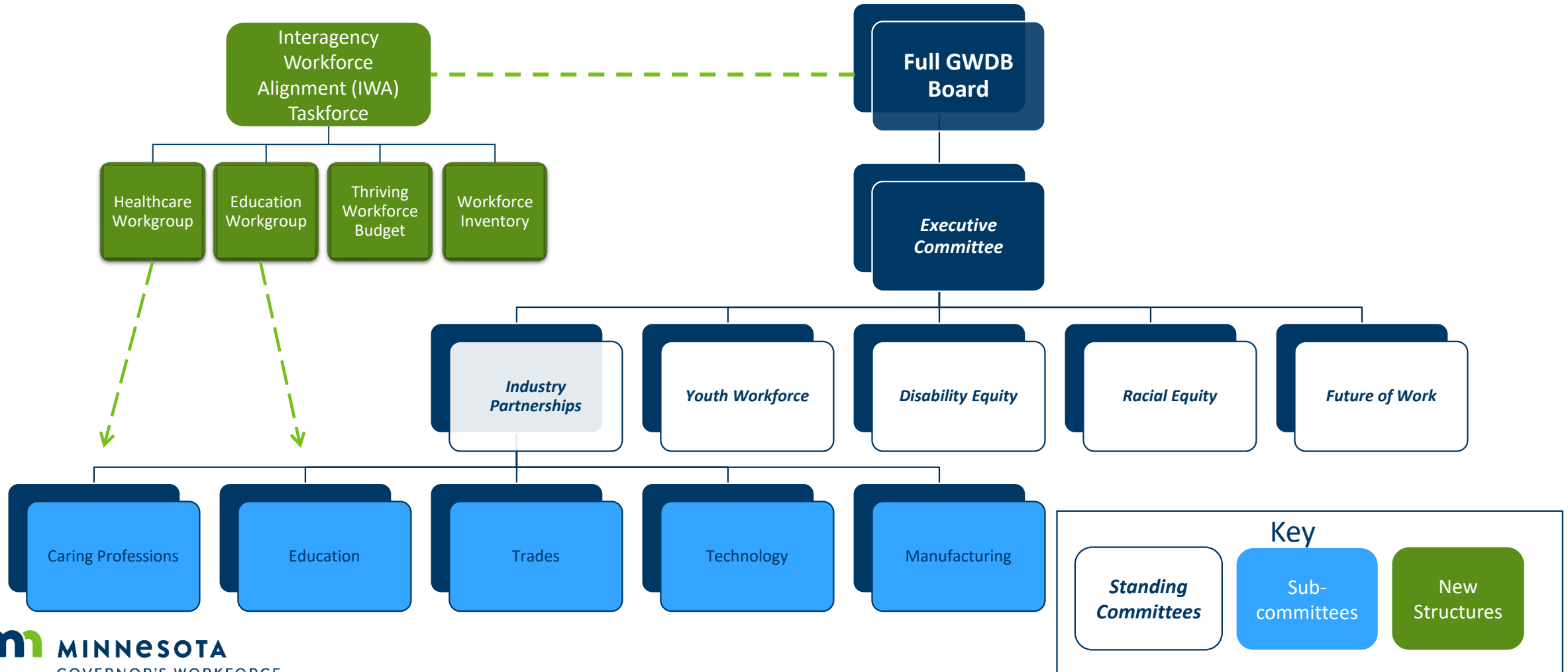


## Interagency Workforce Alignment (IWA) Update

# IWA Taskforce Implementation



# Governor's Workforce Development Board Partnership with IWA



# IWA: Ways to Accomplish the Work

## Results Management (MMB)

- Interagency coordination required
- Time intensive, near-term results focused
- 2025 Focus: Workforce Outcomes

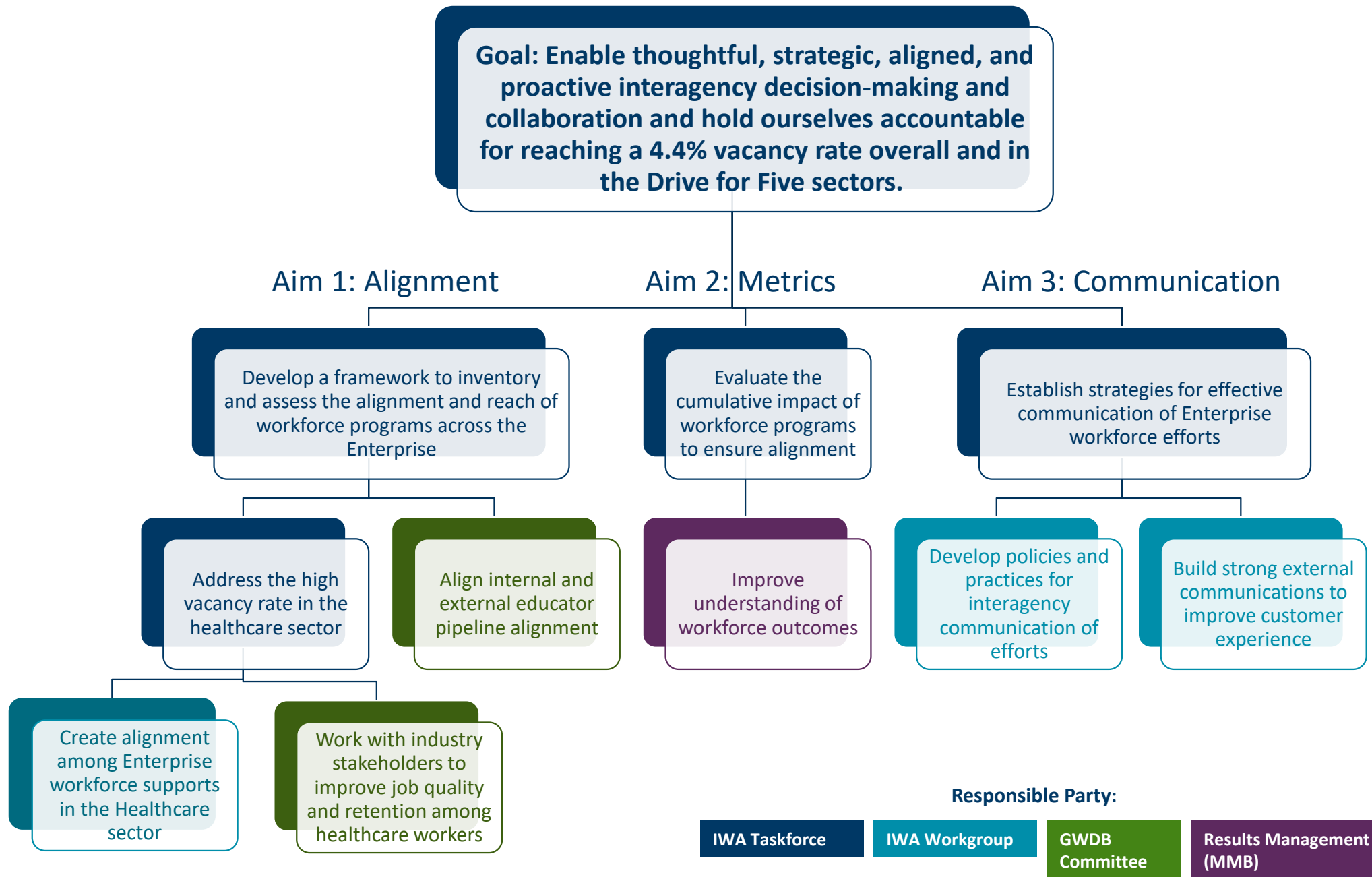
## IWA Working Groups

- Interagency coordination required
- Less time intensive, short- or long-term outcomes
- 2025 Focus: Healthcare

## GWDB Committees

- Interagency and external partners required
- IWA-coordinated topic of focus
- 2025 Focus: GWDB Education Committee, Caring Professions

# Overall Priorities of the IWA Taskforce



# GWDB Proposed: Creating Alignment Across Healthcare

- **Overall goal:** To use the GWDB Caring Professions committee to create greater alignment in how health care partners across the state improve job quality and lower turnover rates to impact the overall job vacancy rate with a focus in the long-term care industry and direct care occupations .
- GWDB Caring Professions committee can conduct a deep dive on job quality and retention challenges. Share information and consider state/private collaborations to address vacancy rate.
- **Participants:** MDH, DHS, Healthcare Workforce Council, Minnesota State, HEIP, labor unions, other relevant external stakeholders

## Potential Scope of Work

### Quarter 1-2: Gather and explore data

- Leverage data to explore where the greatest challenges for retention and job quality exist. Identify opportunities to leverage external stakeholder data.

### Quarter 2-3: Identify focus of our work

- Core job quality indicators for making an impact on retention and workplace satisfaction.

### Quarters 4-7: Execute the work

- Identifying/documenting best practices, getting employer buy-in and adoption, identifying policy levers for the state to support improved job quality and retention of the health care workforce.

# GWDB Proposed: Aligning Educator Pipeline Programs

- **Overall goal:** To use the GWDB Education Committee in partnership with P-20 to create greater alignment between internal and external educator pipeline initiatives.
- The joint GWDB Education Committee/P-20/IWA Taskforce can conduct a deep dive on what is being offered across all agencies while also analyzing the programming offered by external partners to build a full picture of the pipeline. They can also share information and consider state/private collaborations to address the extreme need.
- **Participants:** OHE, MDE, P-20, GWDB, DCYF, DEED, DLI, MNSTATE, and PELSB.

## Potential Scope of Work

### Quarter 1-2: Gather and explore data

- Leverage MDE and OHE data to explore where the greatest challenges and gaps for teacher placements exist. Identify opportunities to leverage external stakeholder data.

### Quarter 2-3: Identify focus of our work

- Gaps in programming and/or supports for programming in teacher education programs to meet the challenges.

### Quarters 4-7: Execute the work

- Identifying/documenting best practices, getting partner buy-in and adoption, identifying policy levers for the state to support solutions.





WIOA's Charge for the State Board

# WIOA's Charge for the State Board

## Sec. 101(d): State Workforce Development Board Functions

### 29 U.S. Code § 3111

The State board shall assist the Governor in—

- the development, implementation, and modification of the State plan
- review of statewide policies, programs, and development of recommendations on actions that should be taken by the State to align workforce development programs
- development and continuous improvement of the workforce development system
- development and updating of comprehensive State performance accountability measures
- identification and dissemination of information on best practices
- development and review of statewide policies affecting the coordinated provision of services through the one-stop delivery system
- development of strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system,
- development of strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery
- the preparation of the annual performance reports
- development of the statewide workforce and labor market information
- the development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system

# NGA's High-Performing State Workforce Board Framework

High-performing state workforce development boards fulfill three key roles:

- **Connector:** set and communicate a **vision** for the entire workforce system;
- **Convener:** model and manage **strategic partnerships** that achieve the vision; and
- **Conductor:** use data and accountability systems to **keep the system accountable**.



# NGA's High-Performing State Workforce Board Framework

## Expected Outcomes:

- **Business needs** are met
- **Workers' needs** are met
- **Policy and program development** is driven through the state and local board activity
- **Policy and resource alignment** is improved
- **WIOA compliance** objectives are met
- **Data on performance** and user feedback support continuous improvements



# Role of the State Workforce Development Boards

## Connector: Set and Communicate A Vision

- Connect funding opportunities, strategic partnerships, and business and worker needs.
- Create a strategic vision through a shared language.
- Identify goals that connect to the strategic vision.
- Provide a voice and platform for individual members to participate in strategic thinking and the decision-making process.
- Setup and establish focused subcommittees or task forces around critical needs to develop recommendations.
- Consider an equity-based agenda for inclusive economic growth.
- Champion and promote the workforce system.

# Role of the State Workforce Development Boards

## Convener: Model and Manage Strategic Partnerships

- Convene and routinely engage system stakeholders and strategic partners.
- Manage coordination and alignment across the federally-funded workforce system, education, human services, labor and commerce, community and advocacy organizations, and private and philanthropic partners.
- Seek constant feedback from industries and businesses with the greatest demand and quality employment opportunities.
- Develop investment strategies with state and regional economic development.
- Create mechanisms for effective partnership with local workforce areas and elected officials.

# Role of the State Workforce Development Boards

## Conductor: Keep the System Accountable

- Conduct data analysis and develop system solutions to identify gaps and opportunity across regions, industries, and demographic groups.
- Engage voices of business and job seeker users to identify tactics for continued performance improvement.
- Make data actionable to inform the decision-making process.
- Evaluate and assess policies and programs to drive continuous improvement.
- Move from compliance to strategic thinking and doing.
- Create benchmarks for success as a system and as a Board.

# Local and State Boards as Partners

High-performing state workforce development boards are successful **because** they engage their local boards as partners in each of their 3 key roles

- **Connector:** Local boards help develop the system-wide vision and goals
- **Convener:** Local boards mirror, support and inform the state-level model of developing and managing strategic partnerships
- **Conductor:** Data and feedback from local boards is necessary for an accountable and high-performing system

