



GWDB 2026 Q1 Meeting

Minnesota Humanities Center

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Time	Topic (*Voting Items)	Presenter/Facilitator	Agenda								
10:00 A.M.	Welcome and Opening Remarks	Surya Iyer, GWDB Chair & DeLinda Washington, Vice Chair		Agenda							
10:10 A.M.	WIOA State Plan Modification <ul style="list-style-type: none"> • State Plan update • Vote on advancing WIOA State Plan Modifications* 	Katie McClelland, GWDB Executive Director			Agenda						
10:45 A.M.	Statewide Workforce Strategy Goals <ul style="list-style-type: none"> • Presentation of proposed statewide workforce strategy goals • Adoption of Statewide Workforce strategy goals* 	Katie McClelland, GWDB Executive Director				Agenda					
11:15 A.M.	GWDB Committee Chair Updates and Panel <ul style="list-style-type: none"> • Committee Chair Updates • Priority areas and focus for the coming year • Questions and feedback from board 	Moderator: DeLinda Washington, Vice Chair Panelists: <ul style="list-style-type: none"> • Misun Bormann, Innovative Service Delivery • Matt Lewis, Sector Partnerships • Rob Stark, State and Local Coordination 					Agenda				
12:15 P.M.	Lunch							Agenda			
1:15 P.M.	Task Force Updates <ul style="list-style-type: none"> • Interagency Workforce Alignment (IWA) • Minnesota Workforce Development System Reform 	DLI Commissioner Nicole Blissenbach, IWA Co-Chair Misun Bormann, Workforce Task Force Co-Chair							Agenda		
2:00 P.M.	Administrative Approvals <ul style="list-style-type: none"> • Adoption of GWDB Bylaw revisions* • Approve 2025- 2026 Legislative Report* • Approve Q4 2025 minutes* • Approve Q4 2025 report* 	Surya Iyer, GWDB Chair Katie McClelland, GWDB Executive Director Nolan Thomas, Board Engagement Specialist								Agenda	
2:40 P.M.	Next Steps and Closing Remarks	Surya Iyer, GWDB Chair									Agenda
3:00 P.M.	Adjourn										

Shop Local Month



- Governor Walz has proclaimed February as Shop Local Month in Minnesota.
- DEED and the State of Minnesota are partnering with local governments, economic development organizations, and business associations to promote community-based support for small businesses and connect owners with available resources.
- The Minneapolis Foundation, a nonprofit community foundation, recently activated an Economic Response Fund, launching \$3.5 million in grants to support small businesses facing urgent challenges, including payroll, rent, staffing, and inventory needs.

Table Introductions

- Share your name, title, and organization
- What's one thing you're seeing from workers, employers, or partners that's encouraging right now?





Alignment: Strengthen shared understanding and alignment around Minnesota's workforce priorities, including WIOA State Plan modifications and statewide workforce strategy goals.



Momentum & Decision Making: Highlight progress across committees and task forces, reinforce what's working, surface opportunities, and focus the Board on making key decisions that will have the greatest impact this year and beyond.



Building Relationships: Increase relationships and partnerships between the GWDB Members

Meeting Goals



WIOA

WIOA State Plan Modifications

Katie McClelland, GWDB Executive Director

Why Are We Updating This Plan?

- Workforce Innovation and Opportunity Act (WIOA) requires states to submit a Combined State Plan every four years and modify the plan no less than every 2 years.
- This update for PYs 2026–2027 is statutorily required, with the GWDB charged with assisting the Governor in the “Development, implementation, and modification of the 4-year State Plan”.
- Direction is unchanged:
 - Statewide vision, strategic goals, and equity commitments remain intact
 - Updates refine execution — not policy direction
 - Updates strengthen alignment across agencies and partners
 - Clarifies how outcomes are measured and monitored statewide

MN State Plan Modification Timeline

January 16, 2026: All modifications should be uploaded to the WIOA SharePoint.

January 22 – February 6: Draft Modification submitted for Governor's Review.

January 26: U.S. Department of Labor and U.S. Department of Education issue formal guidance for State Plan Modifications

February 11: GWDB Meeting to approve the Modified State Plan for Public Comment (final adjustments allowed). Deadline for submitting Subsequent Designations & Board Certifications for LWDBs (if needed). A draft of the **WIOA State Plan Modification** is posted for public comment at <https://mn.gov/deed/gwdb/priorities/wioa/>.

- Public comments on this document can be sent to gwdb.deed@state.mn.us by **March 16, 2026**, when the Governor's Workforce Development Board (GWDB). If approved by the GWDB, these updates will be submitted to the U.S. Department of Labor for review. Comments received after March 16 will still be tracked by GWDB staff.

March 3: All states must submit their expected levels of performance into the WIOA State Plan Portal.

March 16-27: Final revisions incorporated based on Public Comment & Governor's Office input.

March 31: Final Combined State Plan Modification submitted to the U.S. Department of Labor via WIOA State Plan Portal.

DOL/ED Modifications Requirements

- **No new programmatic or reporting requirements** compared to 2024 State Plan submissions
- Updates are **primarily technical and clarifying**, including:
 - Removal of outdated or inactive guidance
 - Alignment with current statutory language
- Addition of statutory citations for clarity
- Deletion of non-statutory or duplicative language (e.g., waivers, youth, Wagner-Peyser, assurances)
- **Minimal impact for states**—most sections require only wording review, not new content

State Plan Modification Highlights

- Labor Market & Data Refresh: Job growth continues, but at a slower pace; unemployment trending upward while job vacancies decline
- Youth: Employment Transition Model grant expands capacity for youth with disabilities
- Veterans: updated eligibility, roles, and performance targets
- Rapid Response: better integration to support worker transitions
- Agricultural Outreach: improved recruitment and complaint handling
- Clearer participant pathways: career planning, training, placement
 - Expanded use of online tools and virtual workshops
 - Introduction of AI tools aligned with Executive Orders
- Updated performance targets for key workforce programs
 - Stronger monitoring of priority of service and co-enrollment
 - Improved clarity on roles, responsibilities, and reporting

Allow use of Individual Training Accounts (ITAs) for In-School Youth

Reduce Out-of-School Youth expenditure requirement from 75 percent to 60 percent for Homeless and Foster Youth

Youth Program Waiver Requests

WIOA Formula Methodology

- WIOA federal funds (Adult, Youth, Dislocated Worker) are allocated to states via based on economic data, including relative numbers of unemployed individuals, excess unemployed individuals, and individuals unemployed for 15+ weeks.
- A "hold harmless" provision ensures states receive at least 90% of their average allocation from the previous two years.
- Key aspects of the WIOA allocation methodology:
 - Data Factors: The Department of Labor uses specific data factors to determine state allotments, including unemployment rates and long-term unemployment.
 - Distribution Process: Funds are allotted to states and then distributed to local workforce development areas.
 - Formula Application: States must develop a formula that complies with WIOA requirements to distribute funds equitably.
 - Performance Measures: While not directly part of the allocation formula, negotiated performance goals are used to measure the success of WIOA-funded programs.
 - Youth Activities: Funds for youth activities are allocated based on a formula that considers the number of unemployed individuals and the number of individuals in poverty.
 - Adult Formula
 - Dislocated Worker Activities: Funds for dislocated worker activities are allocated based on a formula that considers the number of unemployed individuals and the number of excess unemployed individuals.

Minnesota WIOA Formula Funds Distribution to Local Workforce Development Areas

- Approximately 85% of Adult, Dislocated Worker, and Youth formula funds are allocated to Local Workforce Development Areas (LWDAs)
- Up to 15% is reserved by for statewide workforce activities in the Governor's Reserve or state set-aside
- Local allocations follow federal statutory formulas with a 90% hold-harmless provision
- Allocation factors include economically disadvantaged populations, unemployment levels, excess unemployment, and layoff indicators
- Approach ensures funding distribution reflects regional workforce needs across Minnesota

Use of Governor's Reserve (Statewide Activities)



Supports statewide workforce initiatives aligned with state strategic priorities



Funds capacity building, technical assistance, and workforce system innovation



Supports statewide data systems, evaluation, and performance improvement



Enables rapid response activities and sector-based workforce strategies



Provides administrative oversight and statewide policy implementation support

Next Steps



Public comment period opens on February 12 after Board approval

Federal law requires public comment before submission
Minnesota will post the draft plan for public review and feedback



Executive Committee reviews feedback and finalizes plan



Submission to U.S. Department of Labor by March 31, 2026

Proposed Motion

- Release the Minnesota PYs 2024–2027 WIOA Combined State Plan for public comment.
- Conditionally approve the plan pending Executive Committee review of changes from public comment, ensuring changes are not substantive enough to require full board reconsideration.

Vote



WIOA STATE PLAN MODIFICATIONS



Statewide Workforce Strategy Goals Review and Discussion

Katie McClelland, GWDB Executive Director

Path to Statewide Strategy and Goals

Guiding Questions:

What should Minnesota's workforce system prioritize?

What should be deprioritized?

What measurable goals should we achieve in 3–5 years?

What measurable goals should we achieve in 5–10 years?

What current goals should be scaled?

What goals should be deprioritized?

What strategies and themes should guide the system?

• 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

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*

Pillar 1: Equity & Access (Draft)

Close Opportunity Gaps for Overlooked Workers:

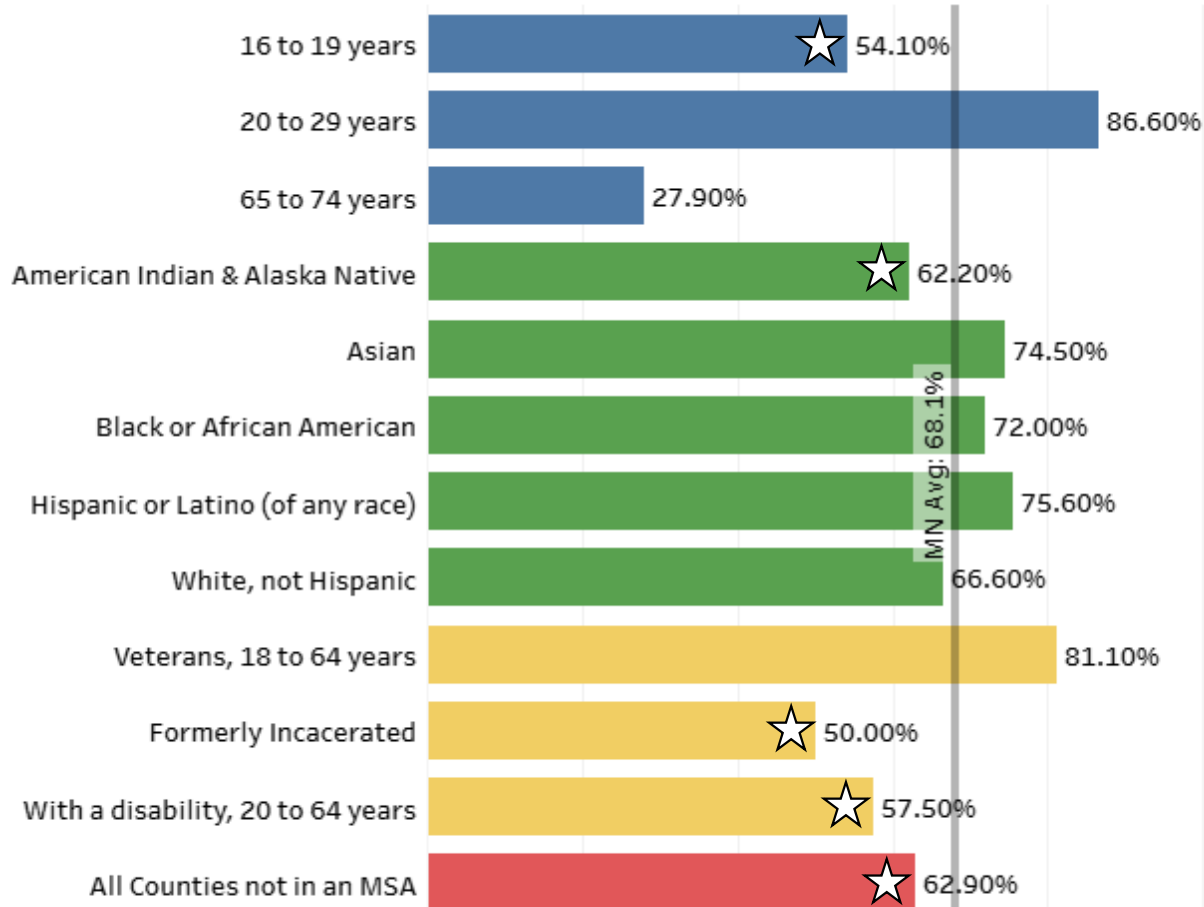
By Q4 2026: Establish baseline statewide and regionally specific, disaggregated labor market data on unemployment and labor force participation rates for overlooked workers and by 2030: increase advancement of overlooked workers into higher-wage occupations by at least 25% from baseline.

Support Employers in Attracting and Retaining Overlooked Workers:

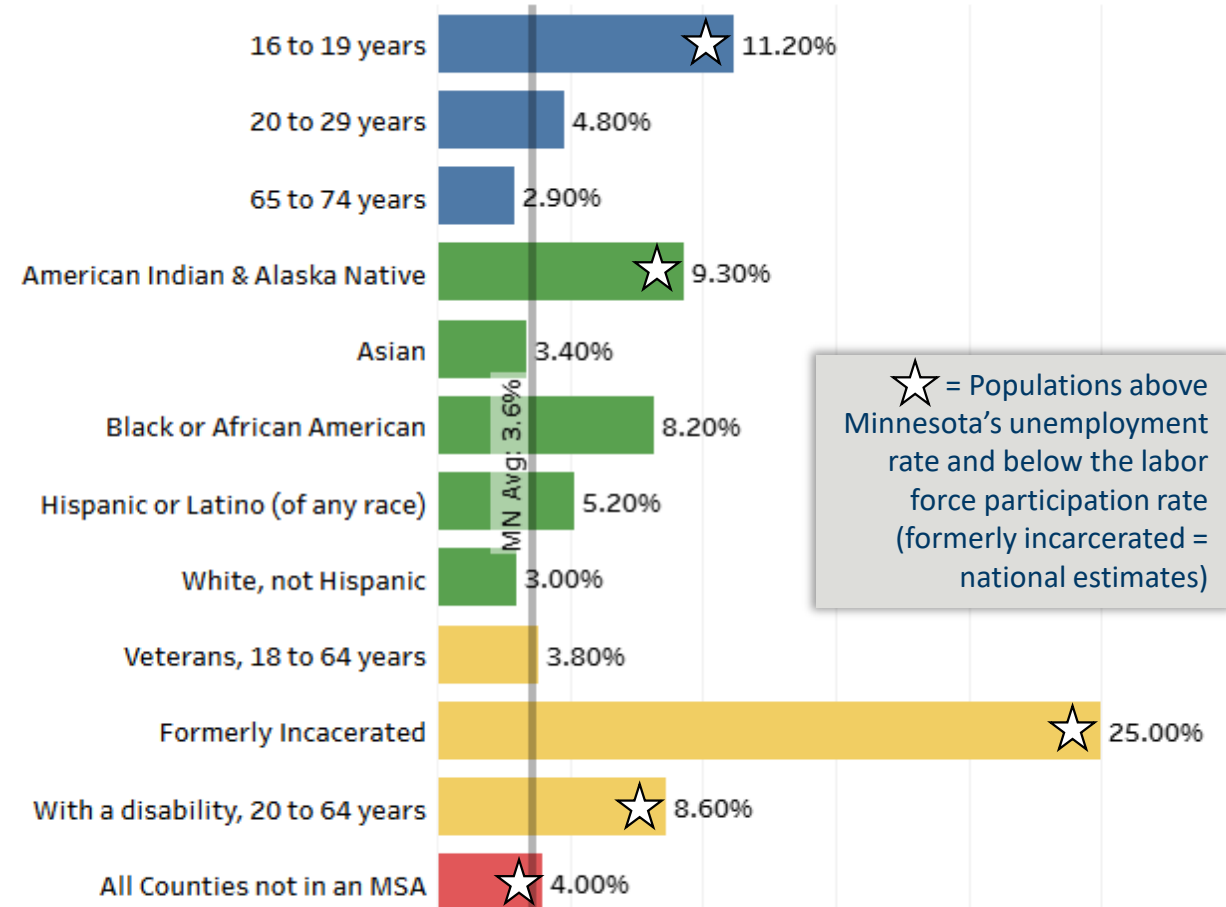
By 2028: Create a statewide framework that guides employer training and hiring practices designed to increase recruitment, retention, and advancement of Minnesota's overlooked workers.

Activating Overlooked Workers – Sept '25

Labor Force Participation



Unemployment Rate



☆ = Populations above Minnesota's unemployment rate and below the labor force participation rate (formerly incarcerated = national estimates)

U.S. Census Bureau — ACS 1-Year Estimates: Employment Status (S2301), Minnesota (2024)
 U.S. Census Bureau — ACS 1-Year Estimates: Veteran Status (S2101), Minnesota (2024)

U.S. Census Bureau — ACS 5-Year Estimates: Employment Status by County (for "Not in MSA," Minnesota)
 Formerly incarcerated figures are based on national estimates (Prison Policy Initiative, 2018)

Draft Pillar 2: Sector Partnerships (Draft)

Accelerate Employer Training Commitments:

By 2028: Secure 100 employer commitments to training pathway programs within sector partnerships.

Expand Sector Partnerships in Drive for 5 Sectors:

By Q1 of 2027 establish a baseline number of sector partnerships in the state, and by 2028: increasing the number of regional, active sector partnerships across the Drive for 5 Sectors by 20%.

Pillar 3: Work-Based Learning & Registered Apprenticeships (Draft)

Create Statewide Work-Based Learning Framework and Expand Access:

By 2027: Develop a standard statewide definition of Work-Based Learning and establish a baseline of WBL placements and by 2030: Increase WBL placements statewide by a target set after baseline development.

Expand Multi-Employer Registered Apprenticeships Across Drive for 5:

By 2030: Develop at least one multiple-employer registered apprenticeship program in each Drive for 5 Sector.

Pillar 4: High-Quality Jobs (Draft)

Deliver High-Quality Jobs Framework Training:

By 2027: Train 50 organizations, including all 16 workforce boards, to deliver the High-Quality Jobs Framework and train 300 employers in adopting elements of the High-Quality Jobs Framework.

Ensure High-Quality Jobs Sector Partnership Adoption:

By 2030: Ensure all sector partnerships integrate job-quality benchmarks with at least three core High-Quality Job components.

Pillar 5: Simplified, Integrated, No-Wrong-Door Services (Draft)

Expand Cross-Agency & Partner Data Sharing:

By 2028: Establish cross-agency data-sharing agreements across DEED, DHS, MDE, DOC, OHE, Minnesota State, counties, GWDB, and local boards to meaningfully reduce repetitive data entry across platforms, supported by a statewide baseline of services.

Establish Statewide Workforce Governance Framework:

By 2028: Publish a statewide governance framework clarifying roles and responsibilities across workforce and education partners.

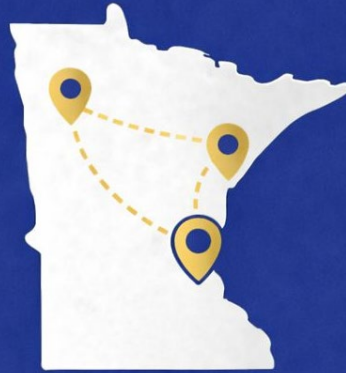
Vote



STATEWIDE WORKFORCE STRATEGY GOALS



Sector
Partnerships



State and Local
Coordination



Innovative
Service Delivery

GWDB Standing Committees

DeLinda Washington, Vice Chair

Phase	Timeframe	Focus
Phase 1: Foundation & Setup	Oct 2025–Feb 2026	Finalize charter, define metrics and scope
Phase 2: Policy Mapping	Feb–April 2026	Create, Sort, and Prioritize Recommendations
Phase 3: Policy Development & Refinement	Apr–Jun 2026	Develop and Refine Recommendations
Phase 4: Reporting Due	Jul 2026	Finalize and Approve Recommendations for EC
Phase 5: Full Board Adoption	Aug-Nov 2026	Board Votes and Adopts Recommendations and Legislative Report

Committee Board Recommendation Timeline

Panel Discussion



Sector Partnerships Chair

Matt Lewis

Greater MSP – Vice President of Partnerships Strategy



State and Local Coordination Chair

Rob Stark

Financial Advisor – Edward Jones



Innovative Service Delivery Chair

Misun Bormann

Director of Talent Strategy and Engagement – Mayo Clinic



Chair

Matt Lewis

Greater MSP – Vice
President of Partnerships
Strategy



Sector Partnerships



Chair

Matt Lewis



Sector
Partnerships

Committee Focus Areas:

- Finalizing the Committee's 2026 work plan and priorities at March Meeting
- Supporting the creation of eligibility criteria for Workforce Pell program implementation
- Advancing sector partnerships and job quality strategies by standing up resources, tools, and technical assistance
- Developing shared understanding of work-based learning definitions and standardizing metrics



Chair

Rob Stark

Financial Advisor – Edward Jones

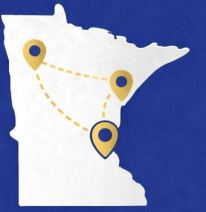


**State and Local
Coordination**



Chair

Rob Stark



State and Local
Coordination

Committee Focus Areas:

- Finalized content for committee charter at last weeks meeting.
- Improve coordination, consistency, and access across workforce programs and agencies.
- Use shared data and accountability measures to drive system-level improvement.
- Align statewide workforce planning, governance, and regional structures with Minnesota's workforce priorities.
- Align workforce funding to support equity, flexibility, and system efficiency statewide.



Chair

Misun Bormann

Director of Talent Strategy and
Engagement – Mayo Clinic



**Innovative
Service Delivery**



Chair

Misun Bormann



Innovative
Service Delivery

Committee Focus Areas:

- **Access & Navigation** – How people enter and move through the workforce system
- **Technology & Modernization** – How service delivery can evolve and modernize
- **Data & Intelligence** – How workforce data is utilized and integrated
- **Alignment & Optimization** – How partners, funding, and employers line up



Chair

Misun Bormann



Innovative
Service Delivery

Upcoming Policy Development:

- Address system-level and employer-side barriers that **limit labor force participation for historically underserved populations.**
- Improve alignment and decision-making **through consistent, trusted, and disaggregated workforce data.**
- **Clarify employer touchpoints**, improve awareness of services, and support sustained employer participation.
- Simplify how individuals and employers understand and move through workforce services statewide.
- Ensure young people leave school with clear, supported pathways into careers or postsecondary education.
- Leverage technology and flexible service models to improve reach, consistency, and user experience.

Panel Discussion



Sector Partnerships Chair

Matt Lewis

Greater MSP – Vice President of Partnerships Strategy



State and Local Coordination Chair

Rob Stark

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Innovative Service Delivery Chair

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Director of Talent Strategy and Engagement – Mayo Clinic



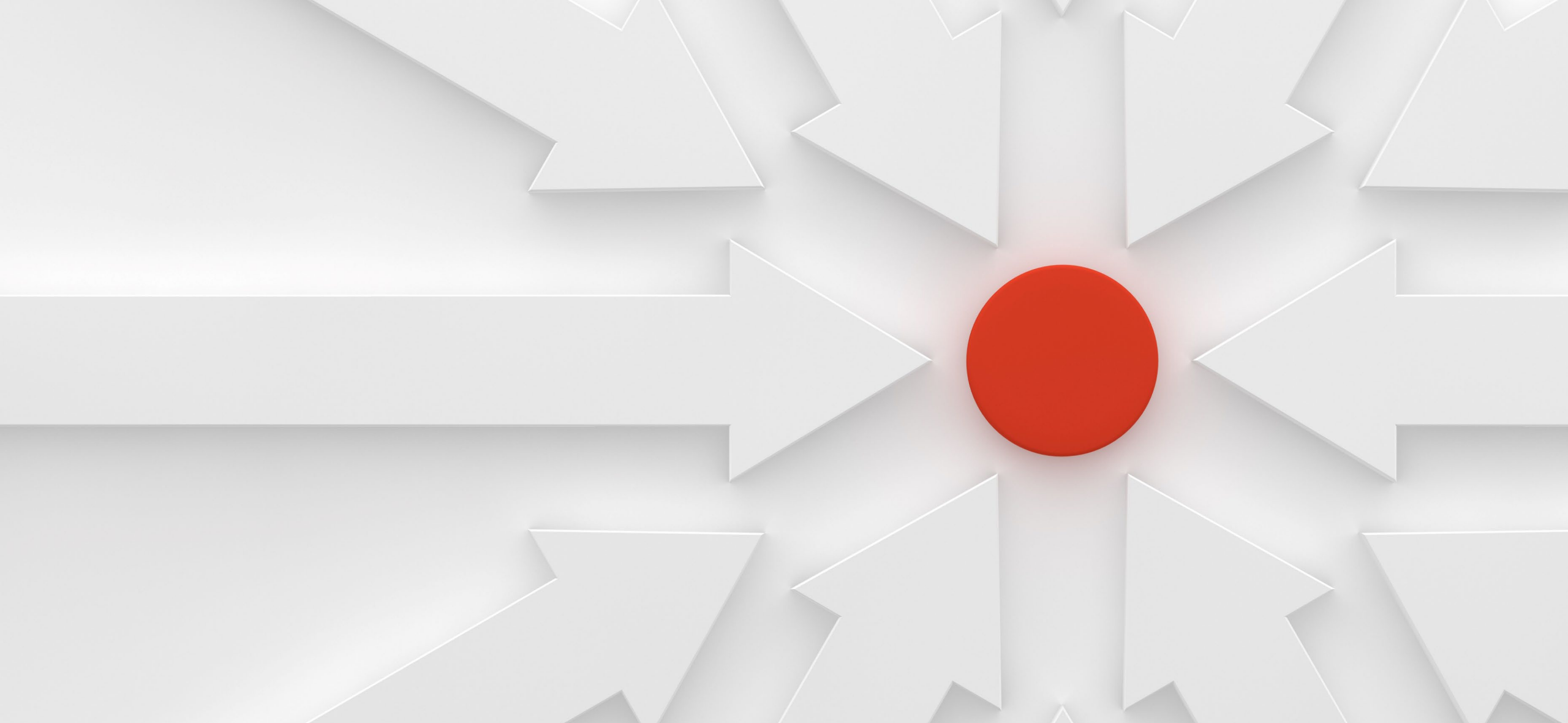
Moderator

**DeLinda
Washington**

GWDB – Vice Chair



Lunch



Task Force Updates

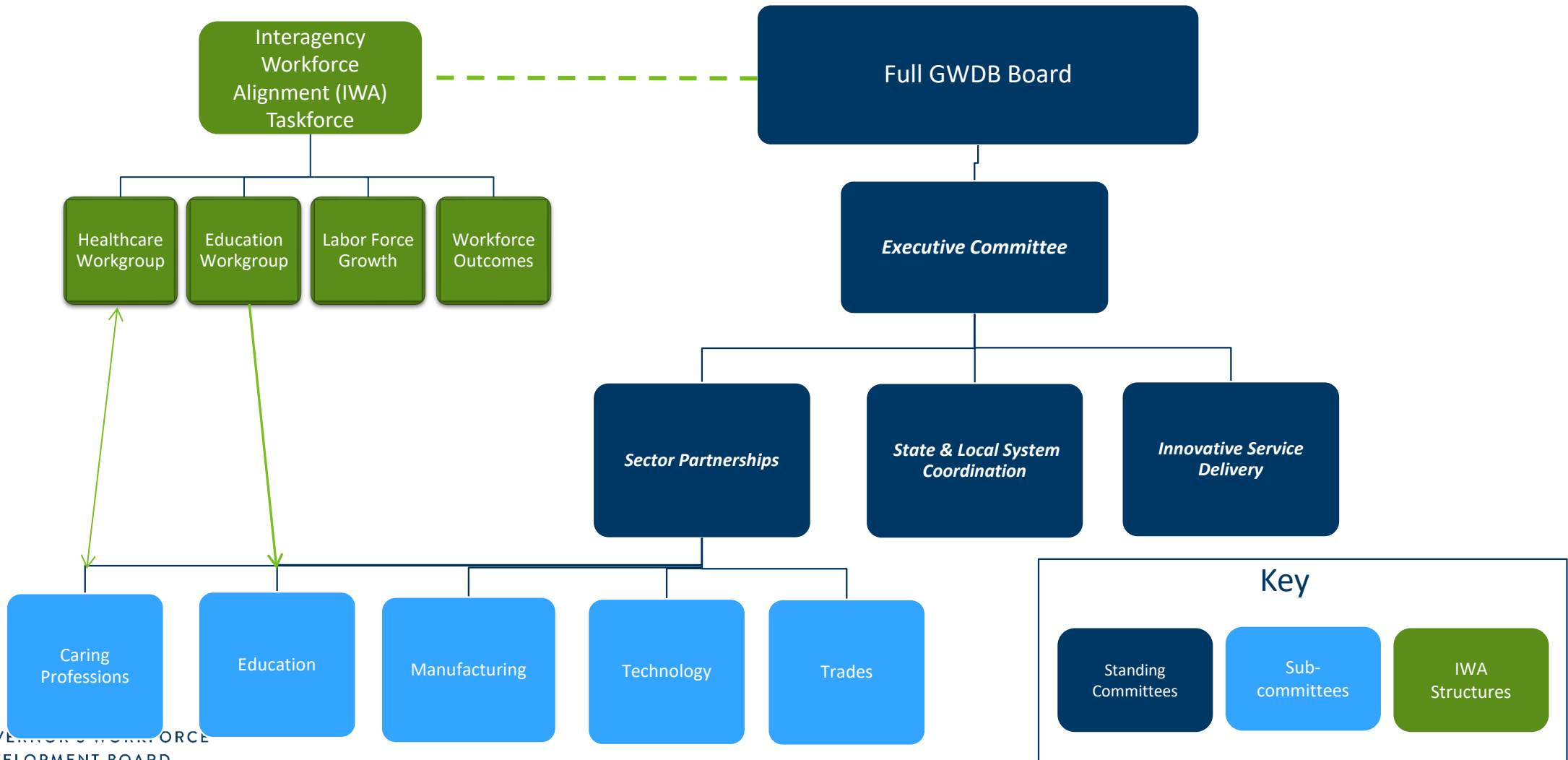
Interagency Workforce Alignment (IWA) Taskforce Update

Department of Labor and Industry
Commissioner Nicole Blissenbach,
IWA Co-Chair



INTERAGENCY WORKFORCE ALIGNMENT

Governor's Workforce Development Board Partnership with IWA



Enterprise Workforce System Roadmap

- Leveraging the progress from our first two years of interagency collaboration, plus the outcomes of the 2026 priorities efforts, we will develop guidance documentation that will support administrative transitions.

Over 2026 develop an Enterprise Workforce System Roadmap describing the importance of interagency coordination around programmatic alignment, metrics and communication as was established under the Aims for the IWA

Roadmap will feature best practices developed by the IWA

IWA establishment and ongoing coordination

Committee and Workgroup lessons learned and best practices

As a partner document, the GWDB 2027 – 2028 Legislative Report will also feature the IWA partnership and work that comes out of the joint committees

Advancing Committee Recommendations

- As we are discussing shifts with Committees, we will also more clearly define how the Committee recommendations will be used with the administration coming to a close at the end of the year
- Recommendations out of IWA/GWDB committees will be included in two final products:
 - 1) Enterprise Roadmap if agency-specific recommendations
 - 2) GWDB Legislative Report if legislative recommendations

IWA/GWDB Caring Professions Committee

IWA/GWDB Caring Professions Sub-Committee Updates

Programming

High Priority Item: Exploring 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.



System Sub-Committee Recommendation: Nursing Assistant Employment Outcomes

Description:

Create (1) a formal Data Sharing Agreement (DSA) between the Minnesota Department of Health (MDH) and the Minnesota Office of Higher Education (OHE) to incorporate the Nursing Assistant Registry into the Statewide Longitudinal Education Data System (SLEDS), and (2) a cross-agency data governance/oversight committee that analyzes the linked data and translates findings into policy and program recommendations for the long-term care (LTC) workforce.

Impact:

The proposal directly targets Caring Professions by: (1) linking NA training completion to job placement and wage growth to diagnose gaps and scale what works; (2) creating a standing governance mechanism to continuously steer investments and policy toward vacancy and attrition reduction.

IWA / GWDB/ MNP20 Education Committee

IWA/GWDB/MNP20 Education Committee Sub-Committee Updates

Explore

- Expanded membership to include a classroom teacher and individuals connected to current work in Minnesota
- Explored two current recruitment initiatives— Elevate Teaching and TeachMN.
- Developed a work plan for drafting first recommendations
- Identified major themes and concepts central to all recommendations



Become

- Agreed to an initial focus on teachers in shortage areas (e.g., TOCAIT, SPED, CTE)
- Had a deeper conversation about Minnesota's Grow Your Own grant focusing on increasing teachers of color and American Indian teachers.



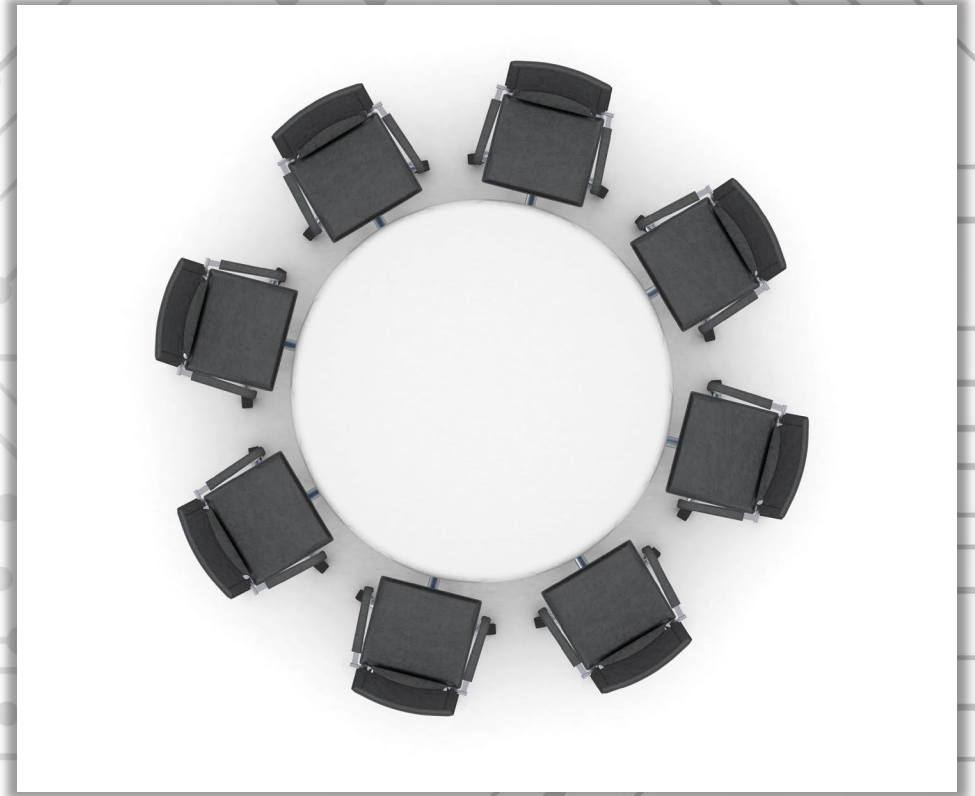
Grow & Thrive

- Clarified scope centered on retention and career sustainability
- Synthesized educator input into core themes
- Identified cross-cutting needs for retention and career sustainability
- Aligning findings with prior state work to ensure continuity and avoid duplication



Task Force on Workforce Development System Reform

**Misun Bormann, Workforce Task
Force Co-Chair**



Task Force Membership

DEED Commissioner Matt Varilek

GWDB

- **Task Force Co-Chair Misun Bormann** –Southeast Minnesota Workforce Development Board
- **Nicole Mattson** –Hennepin-Carver Workforce Development Board
- **Carol Anderson** –Rural Minnesota Concentrated Employment Program (RMCEP) Workforce Development Board
- **Michael Berndt** –Dakota-Scott Workforce Development Board



Legislators

- **Task Force Co-Chair Rep. Dave Baker** (R – Willmar, Jobs Committee Co-Chair)
- **Sen. Carla Nelson** (R – Rochester, Senator)
- **Sen. Bobby Joe Champion** (DFL – Minneapolis, Jobs Committee Chair)
- **Rep. Dave Pinto** (DFL – Saint Paul, Jobs Committee Co-Chair)



Task Force Problem Statement

The Task Force on Workforce Development System Reform will evaluate how effectively Minnesota's workforce development system addresses the evolving needs of employers and job seekers to prepare the workforce for in-demand jobs through transparent, equitable, efficient and responsive services.

The Task Force's evaluation will be used to identify and recommend improvements in funding, programming, and reporting to improve system effectiveness and ensure our state's workforce development system leads the nation.

December 12: *Program Scope Key Questions*

How are current workforce development programs aligned with employer demand and regional labor market needs—especially in high-growth sectors and underserved populations (rural, tribal, communities of color) – and what mechanisms exist to ensure that programs are responsive to changing workforce needs?

Where is there duplication, gaps, or inefficiencies across federal, state, and local programs—and how can coordination be improved across agencies, boards, and providers?

February 6: *Funding Systems Key Questions*

In what ways does the current funding system ensure transparency, equity, and efficiency—from initial source to final distribution—and how can we confirm that it effectively supports statewide priorities while preserving flexibility for local implementation?

How are funding decisions made across agencies, boards, and the legislature and how can we improve accountability and access while easing administrative burden, especially for (1) direct appropriations and competitive grants, and (2) smaller, rural, or culturally specific organizations?

How can we better align funding with performance, outcomes, and employer engagement—rather than compliance and paperwork?

- Required by Laws of Minnesota, 2025, 1st Special Session, chapter 6, Article 4, Section 37
- Due date for submittal to legislative leaders: February 15, 2026
- Report is primarily information presented to and discussed by the Task Force in meetings to date, with a high-level overview of future plans.

February 27: *Metrics for Evaluation* Key Questions

What metrics best reflect whether workforce programs are delivering results for customers—for employers and for job seekers - and how can we embed equity into how we evaluate program impact?

How can we modernize data systems and reporting tools (e.g., WorkForce1) to support real-time learning, transparency, and continuous improvement across the workforce system?

Opportunity to Provide Feedback to the Task Force

- Key Questions informed the Likert Scale stakeholder survey to understand where stakeholders feel the workforce system is working well or has opportunity to improve
- Will use the “Current State” Meetings and Stakeholder Feedback Survey to understand opportunities for opportunities to narrow down scope of “Recommendations” meetings in June - September

- Task Force Survey Feedback Link:

<https://forms.office.com/g/QERgd9sFhv>



GWDB Business Meeting & Administrative Approvals

Voting Items

*Vote Required



Adoption of GWDB Bylaw revisions*



Approve 2025- 2026 Legislative Report*



Business Items

Approve Q4 2025 minutes*

Approve Q4 2025 report*



GWDB Bylaw Updates

Nolan Thomas, GWDB Board Engagement Specialist

Why are we making changes now?



We must ensure compliance – must be reviewed every 5 years.



Changes have been made to the board's structure and strategies.



The Minnesota statutes § 116L.665, governing the GWDB, has been updated.



The economic and legislative landscape is quickly evolving.



There are opportunities to **streamline and modernize** board operations.

Bylaws Taskforce:

Members:

- Carol Anderson
- Shannon Bryant
- Barry Davies
- Cate Duin
- Deborah Gleason
- Jess Niebuhr
- Nola Slagter Johnson
- Brian Zirbes



Section 1: Pre-Articles

Authority, Vision & Mission, Membership, Meetings, Funding

Proposed Updates to Bylaws:

1. Meeting Cadence

Clarifying that quarterly meetings are the statutory minimum. The board may meet more frequently if desired, through policy rather than changing the bylaws.

2. Membership Language

Removes the detailed list of member categories and instead references statutory membership requirements directly, ensuring ongoing alignment with state law.

3. Executive Committee Oversight

Adds a requirement for quarterly budget updates to the Executive Committee.

Section 2: Articles I–IV

Board Name, Purpose, Legal Authority, Four Core Functions

Proposed Updates to Bylaws:

1. Sector Strategies

The language now prioritizes “identified sector partnerships” to reflect current statewide strategy, while leaving flexibility for future shifts.

2. Local Board Feedback Loop

Added a sentence committing to regular two-way communication between the state board and local workforce boards to support better alignment.

Section 3: Articles V–VI Membership Terms, Attendance, Officer Roles, Reimbursement

Proposed Updates to Bylaws:

1. Removal Criteria

Updates removal for cause from “missing one meeting” to three consecutive missed meetings, consistent with state statute, while allowing discretion for emergencies and approved virtual participation.

2. Reimbursement Policy

Clarifying that virtual participation qualifies for the standard per diem, but not for mileage or lodging reimbursement.

Section 4: Articles VII–IX

Meetings, Public Access, Quorum, Voting, Commissioner Designees

Proposed Updates to Bylaws:

1. Meeting Notice Requirements

Updates regular meeting notice requirements to 72 hours in advance, as required under Minnesota Open Meeting Law, and adds a provision for special or emergency meetings with 48 hours' notice.

2. Meeting Modality / Virtual Participation

Clarifies that virtual participation is not required under Open Meeting Law, but allows a board member to request virtual participation at least 72 hours in advance, subject to meeting logistics.

3. Voting Procedures

Clarifies that when any member participates virtually, roll call votes are required for all voting actions.

4. Commissioner Designees

Clarifying that only deputy or assistant commissioners listed in writing may vote on a commissioner's behalf. Other attendees may join as observers but will not have voting rights.

Section 5: Articles X–XIII

Committee Structure, Executive Committee, Amendments, Robert’s Rules

Proposed Updates to Bylaws:

- 1. Standing Committee Cap**
A cap of five standing committees is proposed. Task forces or ad hoc groups would handle any additional work to keep things focused and manageable.
- 2. Committee Charters**
Each standing committee would be required to have a board-approved charter, including its purpose, membership, and a sunset review every two years.
- 3. Committee Chair Selection**
Committee members would elect their own chair and vice chair, with final ratification by the full board. This change is meant to increase engagement and leadership development.
- 4. Executive Committee Composition**
Designating the at-large representative on the Executive Committee to formally become the MAWB representative, to strengthen ties with local boards.
- 5. Parliamentary Authority (*clarification*)**
Confirms that the Board will continue to operate under Robert’s Rules of Order until an internal Board governance policy manual is developed and adopted by the Board.

Vote



2026 BYLAWS



Legislative Report Update

Katie McClelland, GWDB Executive Director

Proposed Approach for the 2025 Biennial Report

- **Context**

- State law requires the Governor's Workforce Development Board to submit a biennial legislative report
- The subsequent biennial report in **2027** will serve as a roadmap for workforce development in the state, with a focus on **substantive policy recommendations**

- **Outline of Report**

- Establish a clear baseline for the Board's renewed structure and priorities
- Communicate the Board's strategic direction to the Legislature
- Set expectations for more detailed policy deliverables in the next reporting cycle

Areas of Emphasis

- **Board structure and governance**
 - Introduction of new standing committees
 - Clarification of committee roles and scope
- **Board-adopted goals and frameworks**
 - Statewide Workforce Development Strategy & Goals
 - Sector partnerships framework
 - High-quality jobs framework
- **WIOA Combined Plan Workforce Development Programs**
 - High-level overview of all programs in the WIOA Combined State Plans

Vote



2026 LEGISLATIVE REPORT

Vote



Q4 2025 MINUTES



Q4 2025 REPORT



Next Meeting - May 13th

Mayo Civic Center, Rochester

Adjourn





State Plan Updates Section I - VI

I. WIOA State Plan Type and Executive Summary

a. WIOA State Plan Type: Combined State Plan

- **Changes:** None

b. Plan Introduction or Executive Summary

- **Changes:**
 - Removed prior optional Executive Summary requested in the outdated Training and Employment Guidance Letter

II. Strategic Elements

a. Economic, Workforce, and Workforce Development Activities Analysis

• Changes:

- Updated the summary to reflect current labor market and economic conditions in the state, most notably that the state is still adding jobs and workers, while the unemployment rate is trending upward but the number of vacancies is trending down.
- Updated all of the tables in the report with the most current data available.
- This includes industry employment data from DEED's Quarterly Census of Employment & Wages, Job Vacancy Survey, Occupations in Demand, industry and occupational Employment Projections, Local Area Unemployment Statistics, State Demographic Center population projections, and Census Bureau American Community Survey estimates.
- Updated the content of the report to match the current data.

b. State Strategic Vision and Goals

- Changes: None

c. State Strategy

• Changes:

- Updated language to reflect changes from previous legislative sessions and new High-Quality Jobs Framework

III. Operational Planning Elements:

a. State Strategy Implementation

- **Changes Added:**
- Clarify execution of the One Minnesota Workforce Shortage Goal and Interagency Workforce Alignment Task Force, including:
 - How it functions as a statewide results framework
 - How agencies align operational activity to shared outcomes
- Update descriptions of committee leadership, including:
 - Named chairs
 - Responsible agencies and staff
- Clarify the organizational placement and role of the State Rapid Response Team (SRRT), with emphasis on:
 - Employer engagement
 - Layoff response and workforce transition coordination
- Expand descriptions of participant services, including:
 - Career planning and counseling
 - Training access and approvals
 - Job placement and follow-up

Changes removed:

- Duplicative or outdated narrative describing SCSEP alignment, which appears elsewhere in the plan
- Repetitive boilerplate descriptions of service categories already addressed in other sections
- Broad or aspirational language that did not specify implementation mechanisms

b. State Operating Systems and Policies

- **Changes:**
 - Minor insertions clarified:
 - Program naming conventions (e.g., full reference to Vocational Rehabilitation Services)
 - Employer engagement role terminology



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VI. Program-Specific Requirements for Core Programs & Combined State Plan Partner Programs

DEED CareerForce, Employment Services (Part 1)

- The most significant updates were made to the Agricultural Outreach Plan (AOP), starting on page 185 of the current plan posted here:
https://mn.gov/deed/assets/2024-2027-wioa-state-plan-acc_tcm1045-658548.pdf
- A summary of changes to the AOP:
 - Updates were made to agricultural data utilizing the most up to date information available.
 - Employer and partner information was updated.
 - Information added on how we are collaborating with several states and US DOL to improve the Agricultural Recruitment System (ARS) to ensure agricultural jobs are promoted to US workers and employers do have an avenue to bypass local recruitment through the SWA first.

DEED CareerForce, Employment Services (Part 2)

- Information added on how Minnesota Complaint system has been centralized through our CareerForce Information and Assistance line for better record keeping and response to MSFW Complaints.
- Updates on plans to train state merit state on the Discontinuation of Services to Employers by the Wagner-Peyser Act Employer Services
- Changes were made to the business services section starting page 35 (and page 40 duplicate) of the current state plan:
- Formation of the Employer Engagement Team, which serves to connect job seekers engaged in the CareerForce System, including training program participants

DEED CareerForce, Employment Services (Part 3)

- Focus on connecting job seekers with Minnesota employers offering career path employment and family-sustaining wages in these fields: the caring professions, education, manufacturing, technology, and the trades.
- Changes were also made to Rapid Response content starting on page 59 (and page 68 duplicate) and on page 140 of the current state plan:
- The State Rapid Response Team moving under the DEED CareerForce Division for better integration with the work of Job Service and other staff within the division
- The sunseting of TAA

DEED CareerForce, Employment Services (Part 4)

- Changes were made to reflect changes in online tools offered on CareerForce.MN.gov and online workshops offered by CareerForce staff on page 20, page 34 (and page 38 duplicate) and page 59 (and page 69 duplicate):
 - Jobs in Demand content focus and tools have changed in light of changes in labor market since the immediate post pandemic recession period
 - Assessment tools have been improved on CareerForce.MN.gov to help job seekers better identify employment that is a good fit for their skills and interests
 - CareerForce staff are now offering new workshops, with many more online options, to meet the needs of job seekers, including workshops on leveraging AI in a person's job search

JVSG State Plan Midpoint Updates (Part 1)

1) Service Delivery

- Removed “ triage” and used DOL language which is screening
- Renamed the veterans questionnaire by using DOL language: Veterans Employment Eligibility Screening Form
- Updated (.gov) URL : <https://careerforce.mn.gov/forms/MNVets>
- Per DOL, removed Significant Barriers to Employment (SBE). We are using "barriers to employment" consistent with WIOA definition.

JVSG State Plan Midpoint Updates (Part 2)

2) Populations to be Served by DVOP & Consolidated DVOP/LVER

- List eligible populations and criteria for DVOP referral:
- Removed DOL-rescinded old policies (VPL 03-14) and updated it with new VPL 05-24
- The Veterans Intensive Service Coordinator (ISC) position was eliminated in 2024. Per DOL's guidance, since this position is no longer significant and its roles and responsibilities are not aligned with the new guidance (VPL 05-24)
- Updated and listed the eligible population in accordance with DOL guidance VPL 05-24.
- All populations served by DVOPs must meet eligibility requirements in accordance with VETS guidance. To identify the eligible populations to be served under this grant, please refer to VPL 05-24 Jobs for Veterans State Grants Staff Roles and Responsibilities and Coordination with Workforce Innovation and Opportunity Act Services to Veterans.
- The Native Veterans and Women Veterans Outreach was removed because the Veterans Representative leading these initiative resigned from DEED, and we do not have the funding or capacity to continue this initiative.

JVSG State Plan Midpoint Updates (Part 3)

3) Roles & Responsibilities (DVOP, LVER, Consolidated)

- Defined duties consistent with 38 U.S.C. §4103A/4104 and VETS
- Update Consolidated (DVOP/LVER) acronym (CP) to CODL, which matches DOL's language

6) JVSG Performance Targets

- Update targets for participants served by JVSG staff:
- Employment Rate – 2nd Quarter After Exit 58%
- Employment Rate – 4th Quarter After Exit 56%
- Median Earnings – 2nd Quarter After Exit \$10,500

MDE Adult Basic Education (Part 1)

- Page 215: Corrected a typo - 4th line under “Review Process”
- Page 218: Work will continue with the Office of Refugee Resettlement and the Department of Employment and Economic Development (DEED) to identify individuals in this category. Change Office of Refugee Resettlement to the Office of New Americans.
- Page 219: add note starting that: Due to high numbers of applications, starting in 2028, the maximum IELCE annual grant award will be limited to \$100,000 so more communities can be served.
- Page 220: Update this sentence (halfway down the page): The next grant opportunity will be offered in 2025.

MDE Adult Basic Education (Part 2)

- Page 221: Removed duplicative language regarding IELCE. I think this is a “correction” added into a narrative section.
- Page 225: (#2) Change language about “five-year narrative” to “Reauthorization (state narrative, once every six year)” which prioritizes the narrative, removes reference to five years, and does not use six-year narrative
- Page 226: We removed references to a state grant as part of leadership activities since we have not been using federal money nor matched state funding for the grant.
- Page 227: in first bullet, change “a STAR cohort or EBRI course” to “an EBRI course” since STAR is not currently operating.
- Page 227: In the second bullet, change “a CCRS Implementation Cohort” to “a CCRS Foundations Course or other CCRS-focused professional development”
- Page 227: In the third bullet, change “Distance Learning 101 Cohort” to “Best Practices in Digital Learning Cohort”
- Page 233: Remove reference to STAR
- Page 235: Add proposed targets for Federal Program Years 2026 and 2027.

DEED VRS (Part 1)

- VR programs are statutorily required to update descriptions (a), (c), (d), (e), (f), (g), and (i) of the VR Portion of the Combined State Plan. The following gives a brief summary of the updates:
 - Description (a) outlines the current membership of the State Rehabilitation Council and input provided from the council over the past year.
 - Description (c) provides the updated goals, priorities and strategies of VRS, submitted here as OKRs.
 - Description (d) gives an update on the goals, priorities and strategies from the most recently approved combined state plan.
 - Description (e) includes updated supported employment data from the most recently completed Program Year.
 - Description (f) has updated annual estimates.
 - Description (g) includes justification for VRS continuing on an Order of Selection.
 - Description (i) is an updated Comprehensive System of Personnel Development.

DEED VRS (Part 2)

- If the VR agency determines that an approved state plan description no longer meets the current administration requirement, then the state plan must be updated or amended accordingly.
- In addition to the updated descriptions above, VR updated:
 - Description (b) to reflect an updated Comprehensive Statewide Needs Assessment (CSNA), and
 - Description (j) to reflect changes in service provision to youth due to budget constraints.
- Other minor language adjustments have been completed throughout the report.

DEED SSB (Part 1)

- According to guidance from RSA, VR programs are statutorily required to update descriptions (a), (c), (d), (e), (f), (g), and (i) of the VR Portion of the Combined State Plan. The following gives a brief summary of the updates:
 - Description (a) outlines the current membership of the State Rehabilitation Council- Blind (SRC-B) and input provided from the council over the past year.
 - Description (c) provides the updated goals, priorities and strategies of SSB
 - Description (d) gives an update on the goals, priorities and strategies from the most recently approved combined state plan.
 - Description (e) includes updated supported employment data from the most recently completed Program Year.
 - Description (f) has updated annual estimates.
 - Description (g) includes refusal of Order of Selection.
 - Description (i) is an updated Comprehensive System of Personnel Development.

DEED SSB (Part 2)

- If the agency determines that an approved state plan description no longer meets the current administration requirement, then the state plan must be updated or amended accordingly.
- In addition to the updated descriptions above, SSB updated:
 - Description (b) to reflect an updated Comprehensive Statewide Needs Assessment (CSNA) based upon listening sessions with customers.
- Other minor language adjustments have been completed throughout the report.

- The only significant change is to the tables on pages 70-71 which now include State Determined Performance Levels (SDPLs) for grant year 7 (2026-2027). We have not conducted a public comment period yet for these new levels. Once the public comment period is complete, we will include comments received along with responses beginning on page 108.

- Changed name of administering state agency from Department of Human Services (DHS) to Department of Children, Youth and Families (DCYF).
- p.755-756- Added Pledge State information as Minnesota was selected for FFY26.