



GWDB Q3 Board Meeting

The Inn on Lake Superior, Duluth Minnesota

11:00 am – 3:30 pm





Call to Order & Introductions

Surya Iyer, GWDB Chair | DeLinda Washington, GWDB Vice Chair



Table Introductions

Time	Topic	Presenter/Facilitator
11:00 A.M.	Call to Order and Opening Remarks New Board Member Introductions	Surya Iyer, GWDB Chair DeLinda Washington, GWDB Vice Chair
11:15 A.M.	GWDB Business Meeting Approval of Q2 GWDB Meeting Minutes* GWDB Quarterly Report* Upcoming GWDB Business Preview	Surya Iyer, GWDB Chair
11:25 A.M.	Interagency Workforce Alignment Quarterly Report	Commissioner Matt Varilek, DEED
11:55 A.M.	State and Federal Legislative Updates	Nathan Ratner, DEED Government Relations Katie McClelland, GWDB Director
12:45 P.M.	Lunch	
1:15 P.M.	Board Operations Updates Bylaws Review and Update Introduce Chairs, Rosters and Next Steps	Nolan Thomas, GWDB Engagement Specialist
1:45 P.M.	Workforce Development System Overview, Goals and Priorities: Understanding GWDB's Role in the System	Katie McClelland, GWDB Director
2:45 P.M.	Task Force on Workforce Development System Reform Discussion	Facilitated by GWDB staff
3:25 P.M.	Wrap-up and Next Steps	Surya Iyer, GWDB Chair DeLinda Washington, GWDB Vice Chair

GWDB Q3 Meeting Goals

- 1. Review Legislative Updates Impacting the GWDB & State Workforce System**
Brief the board on workforce-related legislation at the state and federal level.
- 2. Deepen Workforce Development System Understanding & Begin to Chart Future**
Develop a deeper understanding of Minnesota's workforce system and GWDB's role within it and begin to identify goals and priorities for Minnesota's workforce system of the future.
- 3. Provide feedback to the Task Force on Workforce Development System Reform**
Identify GWDB priorities for Task Force review regarding federal and state program scope, funding mechanisms and evaluation.
- 4. Build Relationships**
Connect with fellow board members and local partners attending the MAWB conference.



GWDB Business Meeting

Surya Iyer | GWDB Chair

Business Items

*Vote Required



Approval of Q2 GWDB Meeting Minutes*



GWDB Quarterly Report*



Upcoming GWDB Business Preview

IWA Update to the GWDB

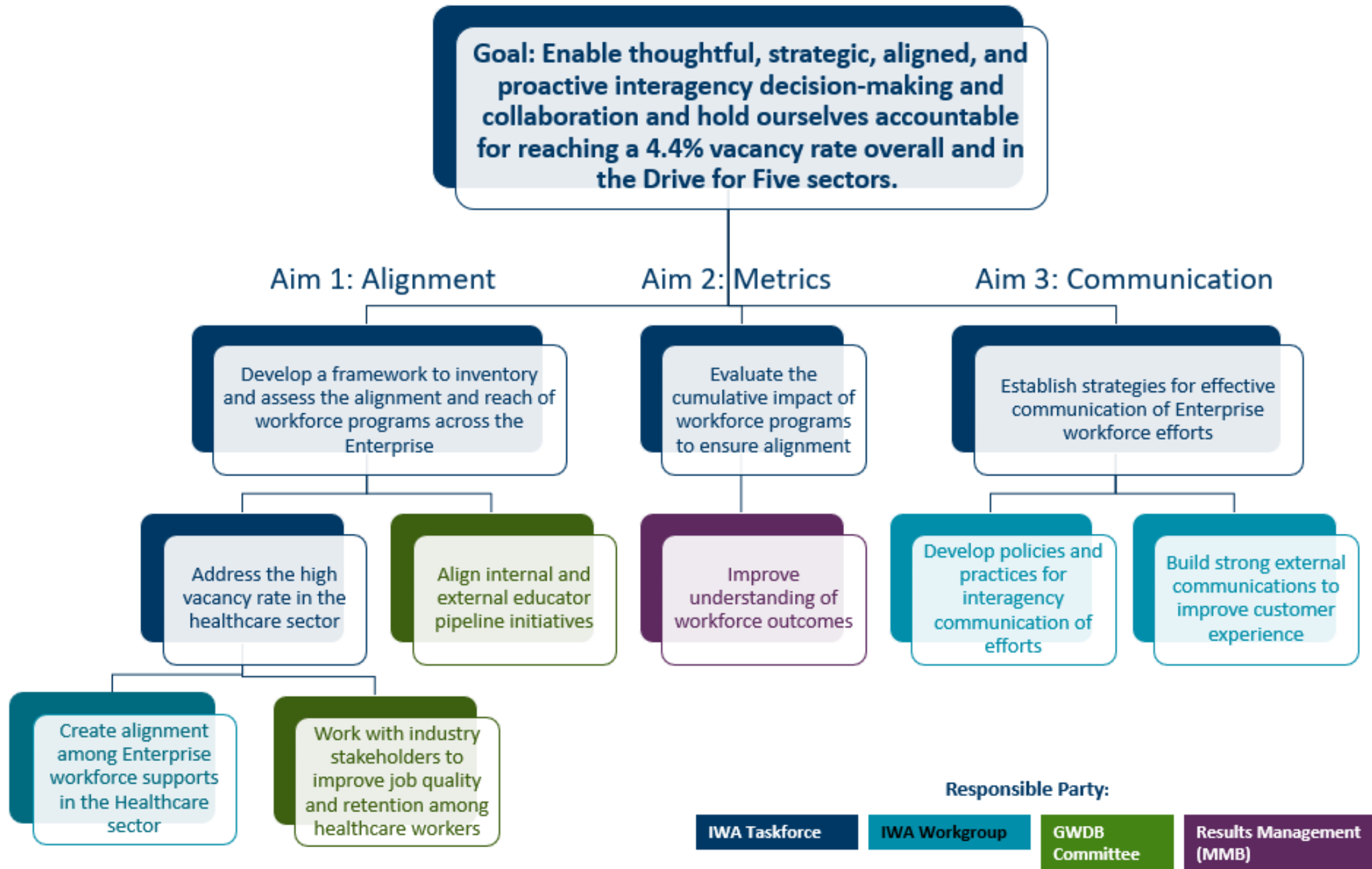
Matt Varilek | Commissioner
Department of Employment and Economic Development

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

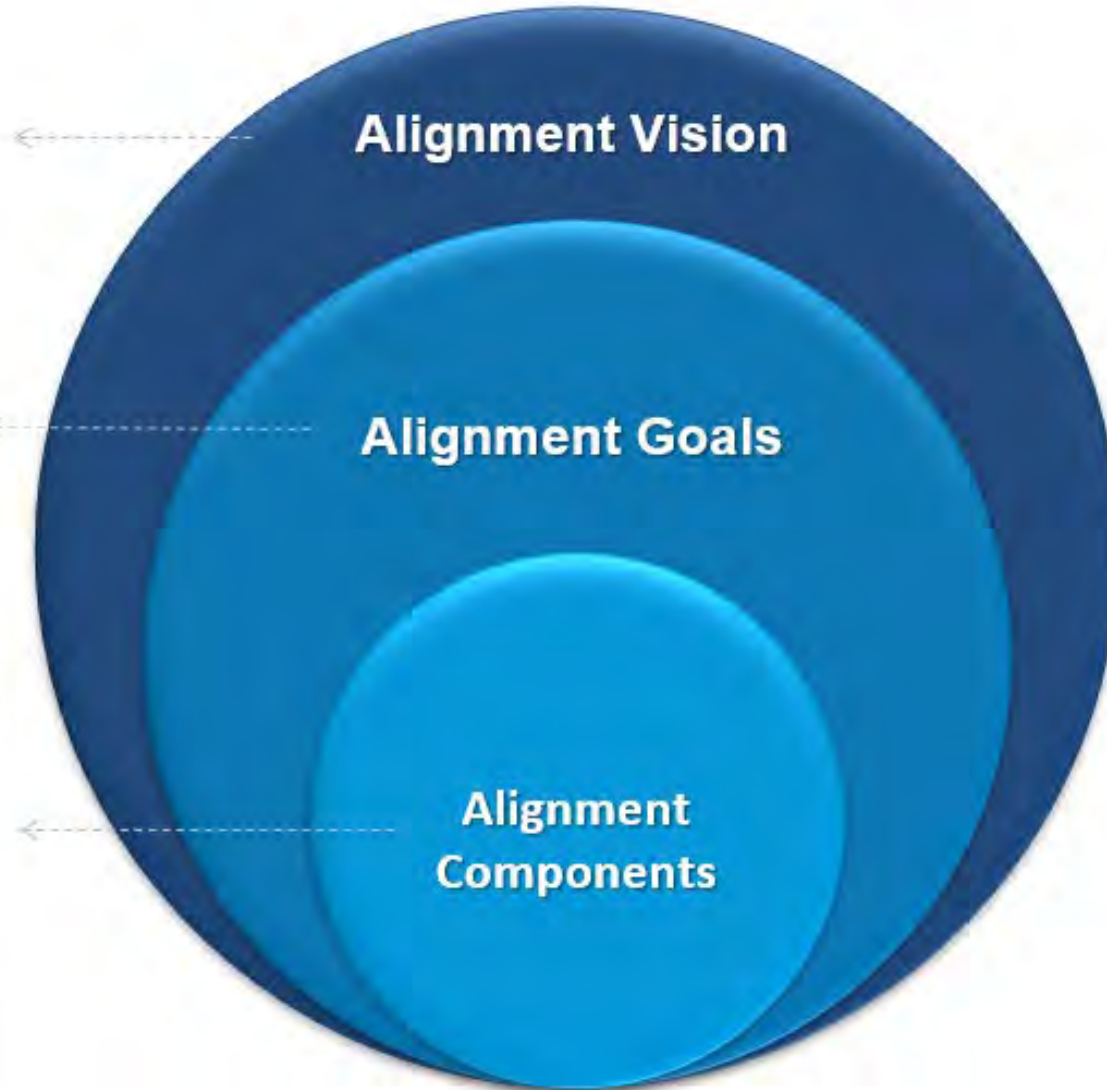


Definition: Alignment Strategy Framework

Overall vision for the alignment work providing context and inspiration

High level outcomes all workgroups are working towards

Individual items the workgroups consider when analyzing the workforce programs across agencies



Alignment Strategy Framework

Vision for Alignment

Alignment means that while state agencies operate independently, our efforts are intentionally moving in the same direction: building a more **coordinated, effective, and equitable** workforce development and support systems that meet the needs of all Minnesotans.

Alignment Goals - These are the high-level outcomes (beyond the vacancy rate) all workgroups are working toward:

- Mutual awareness of workforce development programs and resources between agencies
- Minimize redundancies between workforce development programs and resources
- Common metrics and tracking of objectives
- Aligned messaging around workforce development goals

Alignment Components— These are what the workgroups will look at when analyzing the workforce programs across agencies. They may look at other areas, but at a minimum they must consider these in their work:

- Reporting Requirements
- External Communications
- Grant application processes
- Internal Communications
- Policy alignment
- Tools and Resources (databases, forms, calendars etc. utilized to operate the programs)

Update on the MN Inventory of Workforce Supports and Shared Outcomes pilot

MN Inventory of Workforce Supports

- Added additional agencies, so currently includes 8 agencies (MDE, DEED, DHS, DLI, OHE, DCYF, MDH, PELSB)
- Beginning piloting of the MIWS within the Enterprise to support use of tool
- Planning for continued expansion, maintenance, and identifying a permanent home for the inventory

Shared Outcomes Pilot

- Purpose is to explore the feasibility of developing shared outcomes metrics across participating pilot programs
- Pilot is focused on workforce development programs that support overlooked workers
 - Overlooked workers are those from groups with high unemployment and low labor force participation as compared to state averages
- Includes 6 programs from 4 agencies (DEED, OHE, DLI, MDE)

IWA/GWDB Committee Updates

NOW, NEAR, FAR



Description:

The timeframes refer to when the recommendations would be completed by the committees and submitted to the appropriate board and/or taskforce for action.

IWA/GWDB Caring Professions

Areas of Focus and Charge

IWA/GWDB Caring Professions Committee

IWA/GWDB Caring Professions Committee Area of Focus:

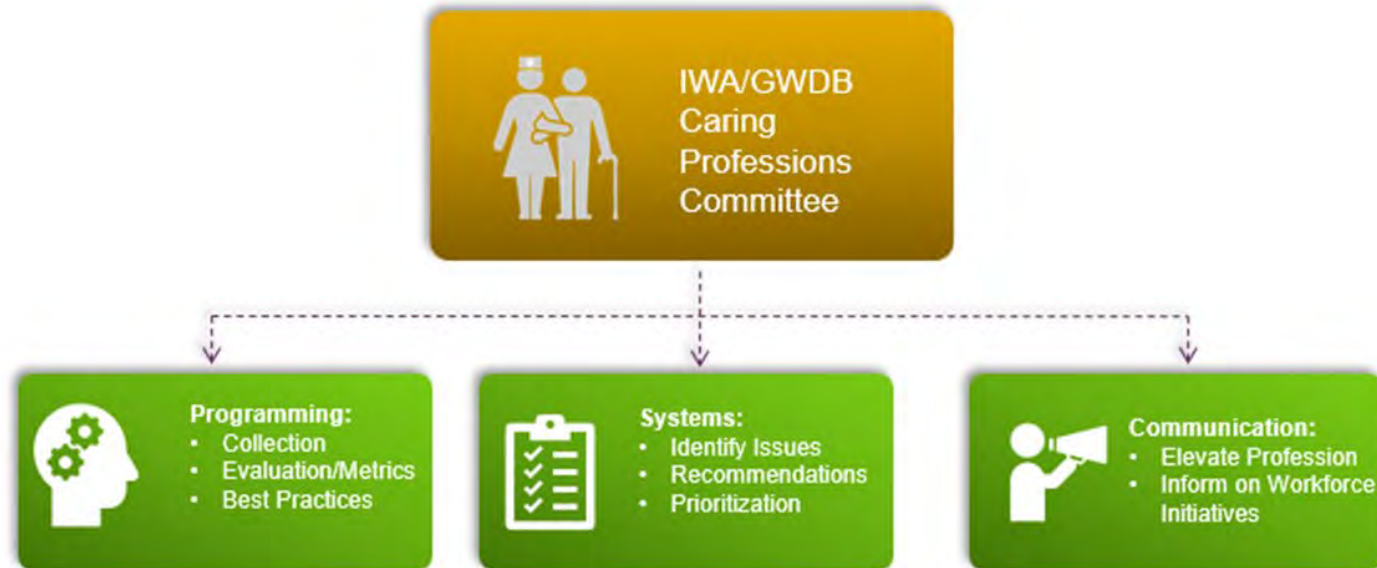
Public and private programs in the long-term care profession focused on retention efforts, decreasing turnover, and increasing the recruitment of new talent (specifically from populations previously underutilized in the industry).

The charge is to:

1. Identify and recommend strategies for strengthening alignment across the state between public and private programs in the long-term care profession which focus on retaining staff, decreasing turnover and increasing the recruitment of new talent from populations previously underutilized in the industry.
2. Develop a process to identify successful emerging practices and programs to accelerate and scale.
3. Identify and recommend communication strategies to:
 - A. Elevate the importance of the industry and professions to stakeholders, policy makers and the general public.
 - B. Inform students and families about workforce initiatives which support the long-term care industry, its funding, and programs.
 - C. Relevant organizations about long-term care workforce initiatives, funding, and programs.

Recommendations of this Committee will be forwarded for further action to the IWA Taskforce, and the full Governor's Workforce Development Board.

IWA/GWDB Caring Profession Sub-Committee Structure



- **Programming:** Review private and public workforce development programming, identify and elevate best practices (metrics etc.), address duplication etc.
- **Systems:** Determine the policy and systemic issues within LTC workforce, create recommendations for changes, prioritize short term and long-term, impact-effort
- **Communication:** Recommend opportunities to elevate the industry, inform students, parents, communities, elected officials and relevant organizations about workforce initiatives and career pathways.

August 5th Caring Professions Intensive

- Committee members first **sorted the brainstormed ideas** sent in for each sub-committee.
- Then they **used the Impact-Effort Matrix to prioritize** them.
- They then **created their workplan** using the **Now, Near, Far** methodology.
- Finally, they **created an Action Plan for their highest priority item**, as voted on by the full committee.



IWA / GWDB/ MNP20 Education Committee

Areas of Focus and Committee Charge

IWA/GWDB/MNP20 Committee on Educator Workforce

Align internal and external educator workforce initiatives

The charge of the GWDB-MNP20 Committee on Educator Workforce is to:

1. Identify and recommend strategies for strengthening alignment between educator workforce efforts and across the state
2. Identify and recommend metrics to be used in determining successful emerging practices and programs to accelerate and scale
3. Identify and recommend strategies to increase communication:
 - A. To students and families about educator workforce initiatives, funding, and programs
 - B. To and between relevant organizations about educator workforce initiatives, funding, and programs

Recommendations of this Committee will be forwarded for further action to the IWA Taskforce, full Governor's Workforce Development Board and to the Minnesota P-20 Education Partnership.

Sub-Committee Structure



Sub-Committee Structure



Explore: Focused on how we recruit to the teaching profession and all that entails (not just young people but all ages).



Become: Looking at the variety of ways to prepare teachers, the best practices and the leakages from the programs, the Big P and little p policy issues around licensure.



Grow & Thrive: Concerned with keeping teachers during those first few years and beyond. Will look into what is done for those who stay in the profession to address burnout, professional development, leadership growth etc.

All Sub-Committees Must Consider Implications for All Levels of P-20:

- Early Childhood
- K-12
- Post-Secondary



State and Federal Legislative Update

Nathan Ratner | DEED Government Relations

Katie McClelland | GWDB Executive Director



State Legislative Updates Department of Employment & Economic Development (DEED)

Nathan Ratner | DEED Government Affairs

DEED End of 2025 Session Overview

- The Jobs and Economic Development omnibus bill was negotiated after the end of the regular session and passed in special session
- The final global target for Jobs and Economic Development set out a \$30 million reduction in FY26-27 and a \$40 million reduction in FY28-29 for DEED
- Despite these limitations, several critical programs were appropriated funding for the 26-27 biennium. Drive for 5 was appropriated \$6M each year
- There were also several policy provisions included in the omnibus bill.
- The Jobs bill passed in the Senate 40-27. The Jobs bill passed in the House 96-37

Drive for 5 Initiative

- The Legislature approved \$6,000,000 annually in FY 2026-27 from the Workforce Development Fund for the **Drive for 5 Initiative**.
- **Drive for 5** addresses the state's job vacancy challenge and prepares a workforce for high-growth careers with family-sustaining wages in five key sectors: (1) technology, (2) trades, (3) caring professions, (4) manufacturing, and (5) educational and professional services.
- Funding will be used for:
 - Competitive Grants for Workforce Development Organizations (\$3.375 million/yr).
 - Competitive Grants for Trade Associations for Job Placement (\$1.5 million/yr).
 - Employer Engagement Team (\$1.125 million/yr).



Drive for 5 Workforce Initiative

- **Drive for 5 competitive grants for workforce development organizations** have established and innovative approaches to training, reskilling, and building career pathways for key industry sectors.
- **Drive for 5 competitive grants for Trade Associations** have ensured that workforce training efforts are aligned with employer demands and connect graduates with businesses looking to hire.
- **The Drive for 5 Employer Engagement Team** works throughout local workforce development areas to assist with addressing the hiring needs of Minnesota's businesses through direct connection to job seekers and program participants in the CareerForce system.

Service to Success Initiative

- The Legislature approved \$1,000,000/yr in FY 2026-27 and \$500,000/yr ongoing from the General Fund for the **Service to Success Initiative**.
- Funding for the **Service to Success Initiative** will be used in three ways:
 - \$200,000 each year to establish the Office of Public Service to lead the Service to Success Initiative.
 - \$50,000 each year is to support career pathways development in partnership with the Minnesota Department of Education (MDE).
 - \$750,000 each year for grants to expand recruitment, retention, and completion of public service opportunities.



Service to Success Initiative

- There are thousands of public service opportunities available to Minnesotans every year, yet the wide variety of programs and positions lack coordination and awareness.
- **Service to Success** targets existing gaps in public service, including:
 - Lack of career pathways for individuals leaving public service programs into relevant careers, including public service careers, and alignment to further educational opportunities;
 - Lack of overall strategy for state investments across agencies into public service programs;
 - Lack of alignment across agencies in how to best use public service programs to align with education and workforce development initiatives in key areas of focus.

- The **Office of Public Service** will:
 - Support the development of career pathways for individuals leaving public service programs into relevant careers;
 - Develop an overarching strategy for state investments across agencies into public service programs; and
 - Coordinate across agencies in how to best use public service and align to education and workforce development initiatives for key areas of focus (health care, education, etc.).

Budget Neutral Recommendations

GWDB Board Membership Policy Changes

Section 13 of the bill – Modifies membership language to ensure compliance with underlying federal legislation and WIOA Combined State Plan goals, including:

- Moves Department of Human Services to be a non-voting member. Change resulting from WIOA Combined Plan programs moving to Department of Children, Families and Youth (DCYF) – DCYF’s Commissioner became a voting member last legislative session
- Moves the Minnesota Association of Workforce Boards to a voting member

Minnesota Forward Fund Modifications

The **Minnesota Forward Fund** FY 2024 appropriation was amended to: (1) be available until spent and (2) remove the requirement that funds must be used as matching funds required by federal programs.

- The Minnesota Forward Fund **has positioned Minnesota to compete for and win large investments** that are occurring as the United States works to create domestic production and supply chains that are resilient for economic security and economic enhancement opportunities.
- With the change, the Minnesota Forward Fund will be **better situated to help Minnesota compete** for business expansion and attraction projects in response to a changing economic development and federal funding landscape.



Minnesota Job Skills Partnership Modifications

The Legislature modified to the **Minnesota Job Skills Partnership (MJSP) Pathways and Partnership Programs** to allow larger maximum grant awards and to allow training providers to request market rates for training.

- The MJSP Pathways and Partnership Programs help promote economic development by providing businesses with the training they need to remain competitive, develop capacity at our Minnesota educational institutions, and provide workers with economic opportunity by training them in in-demand skills.
- The change will result in **higher quality project proposals as well as greater demand** for MJSP programs.

Updating Workforce Program Outcomes Measures

The Legislature modified the definition of credential to allow for non-postsecondary credentials under Minn. Stat. § 116L.98, subd. 2.

- Certificates offered from private training providers, such as welding and Commercial Driver's License training, coding boot camps, **provide accessible pathways to high wage, in-demand careers** do not get counted as credentials under the current definition. The proposal refines evaluation of workforce development programs to accurately reflect their impact.



Federal Workforce Development Updates

Katie McClelland | GWDB Executive Director

Workforce Development Federal Funding Land

Passed Into Law:

Reconciliation
Package

H.R. 1

Recissions
Package

H.R. 4

2025 Continuing
Appropriations &
Extensions Act

Proposals Not Yet Passed Into Law:

*A Stronger Workforce
For America Act*

WIOA Reauthorization Proposal

*Make America Skilled
Again (MASA)
Proposal*

President's FY 2026 US DOL
Budget **Proposal**

*Fiscal Year 2026
Appropriations
Acts*

Federal Actions Moving Forward

Reconciliation Package

- Workforce Pell Grants
- Indirect impact through SNAP and Medicaid Work Requirements

Recissions Package

- No direct impact to workforce system
- Cuts impacted public television, radio and foreign aid

Federal Actions on Hold

Federally Authorized Legislation

- FY 2025 Appropriations Act
- Job Corps Program
- IAA Between DOL and ED on Perkins CTE and Adult Ed Oversight

Federal Guidance/Notices

- DOJ, HHS, ED: *Personal Responsibility & Work Opportunity Reconciliation Act*, 90 Fed. Reg. 32,023
- DOL: Training and Employment Guidance Letter (TEGL) No. 10-23, Change 2; TEGL 08-21

Tracking Federal Funding Uncertainty in Minnesota

Federal Funding Disruptions

The Federal Funds Implementation Team is monitoring changes in the federal landscape that impact funding in Minnesota. The tracking documents below contain information on temporarily disrupted, permanently cancelled, and court-impacted access to federal grants at Minnesota state agencies. The disruptions and cancellations are funds that flow through state government entities and do not reflect the totality of disrupted funds across Minnesota. The tracking documents are **updated every Tuesday and Friday** and are intended for informational use.

Temporary Disruptions



Total Funds At Risk:
\$143,153,178

This tracking document contains a list of active federal funding disruptions reported by state agencies.

Permanent Cancellations



Total Funds Cancelled:
\$59,379,380

This tracking document contains a list of all cancelled federal funds reported by state agencies.

Court-Impacted Actions



Total Funds Impacted:
\$260,279,429

This tracking document contains a list of cancelled federal funds made accessible due to Temporary Restraining Orders or Preliminary Injunctions.



Workforce Development Proposals

A Stronger Workforce for America Act (ASWAA)

- Required review of LWDAs
- 50% Training Requirement, with 8% for supportive services
- Simplifies IFAs, Expands One Stop Operators
- Changes to accountability - for local outcomes
- Increased state reservation/set-aside for “Critical Industry Skills Fund” or “Industry/Sector Partnership/Career Pathways Development Fund”

Make America Skilled Again (MASA) Budget Proposal

- ~24% budget cut to workforce programs, shifting to state block grant by streamlining or eliminates federal workforce programs
- Shifts decision making authority at all levels of the workforce system
- Focuses narrowly on short-term employment outcomes

Expanded SNAP Work Requirements

- Expands work requirements for adults without dependents from age 18 to 54 to age 18 to 64, and applies these requirements to families with children, exempting only adults with children under age 14.
- Roughly 29,000 Minnesota adults currently in SNAP could be newly-subject to the SNAP work requirements.
- Impacted adults will only qualify for 3 months of SNAP if they don't comply with the work requirements or meet an exemption.
- Removes current exemptions for veterans, people experiencing homelessness, and youth aging out of foster care.
- Adds new exemptions for American Indians, Alaska Natives, Urban Indians, and California Indians.

Workforce Pell Grants – Purpose & Program Basics

*As enacted through the Congressional Reconciliation Package signed into law on July 4, 2025

Purpose:

- Increase access to in-demand, career-aligned education and training
- Support learners pursuing credentials that lead to good-paying jobs without requiring a traditional 2- or 4-year degree

Eligible Programs Must:

- Be between 150-599 clock hours and 8-15 weeks in length
- Be title IV-eligible and accredited
- Have been offered for at least 1 year by the institution
- Submit and meet annual accountability metrics to stay eligible

Workforce Pell Grants – Purpose & Program Basics

Governors, in consultation with state workforce boards, will determine program eligibility using this criteria:

1. Aligned with high-skill, high-wage, or in-demand sectors
2. Meets employer hiring needs
3. Leads to either:
 - A stackable, portable credential, OR
 - A single recognized credential that prepares students for direct employer
4. Provides clear pathways to further education, including:
 - Academic credit transferability toward a certificate or degree

Workforce Pell Grants – Implementation Timeline

- Goes into effect July 1, 2026, for the 2026-27 academic year
- U.S. Department of Education will likely hold negotiated rulemaking on further specifics and implementation of Workforce Pell
- In the meantime, Minnesota will need to:
 - Identify in-demand occupations and align with short-term programs
 - Develop process for Governor and GWDB to determine eligibility
 - Identify approved programs and work with local workforce development boards and higher education partners for implementation

Workforce Pell Grants – Implementation Timeline



Fed Responsibilities

(U.S. Department of Education)

Now until Nov. 1, 2025	Conduct Negotiated rulemaking
Late 2025	Issue final rule and provide implementation guidance
By July 1, 2026	Workforce Pell program launch for award year 2026-2027

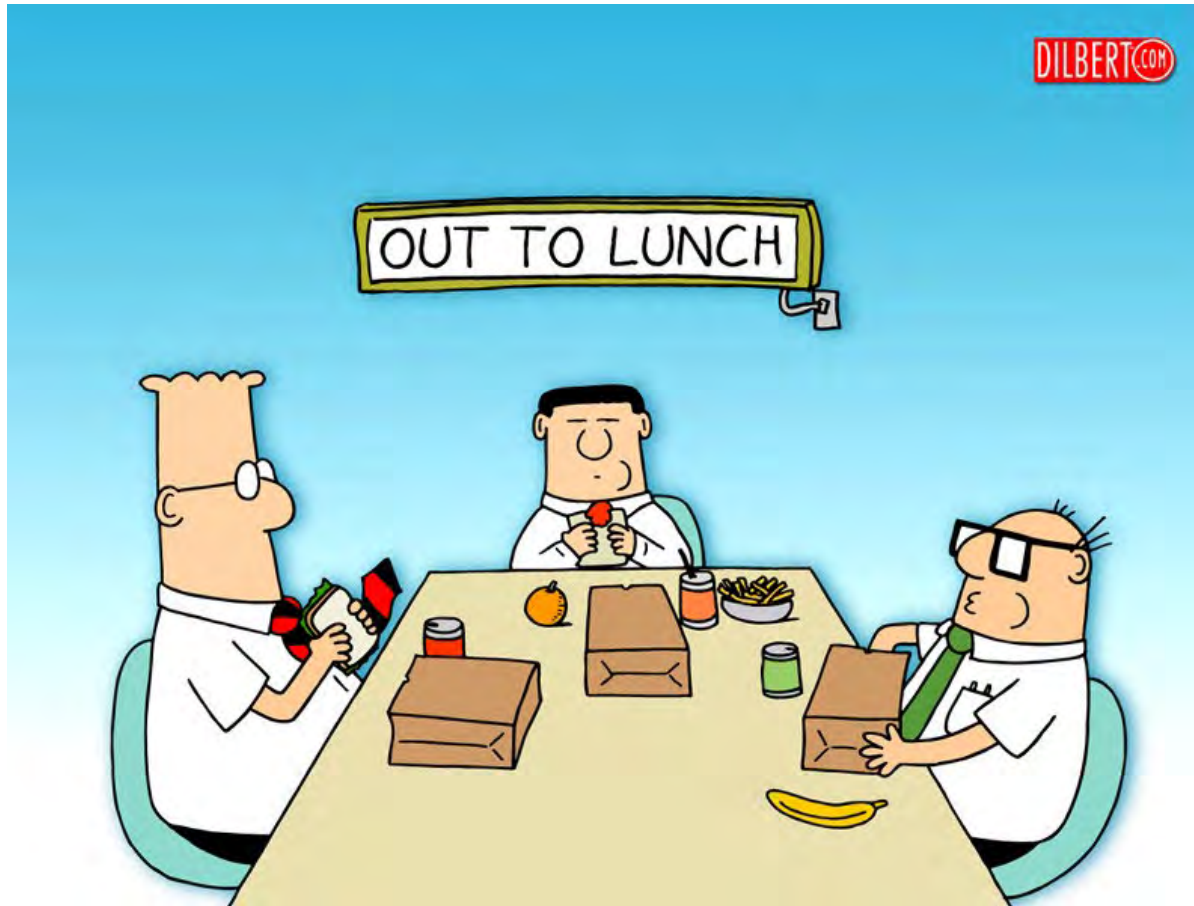


State Responsibilities

(Governor/GWDB)

Now – Mid 2026	Identify in-demand occupations and align short-term programs
Mid 2026	Develop process for Governor and State Board program eligibility & agency program approvals
By July 1, 2026	Submit approved programs and prepared for program launch

Time for Lunch!





Board Operations Updates

Nolan Thomas, GWDB Engagement Specialist

Bylaws Update Full Timeline



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.

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. Funding Section*

Proposing clarifying statutory language that the existing state statutory \$350,000 GWDB funding requirement refers to existing agency funds and new legislative language authorizing the GWDB to pursue discretionary grants.

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. Discretionary Functions

A new paragraph allows the board to consult external experts, seek non-formula grants, and coordinate with state and regional economic development efforts.

2. Sector Strategies

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

3. 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

Replacing the “miss one meeting” rule with a more practical attendance threshold—such as 75% participation—with a clause for conduct unbecoming. The new approach allows for discretion around emergencies and virtual participation.

2. Board Size

Reviewing membership categories while ensuring the board meets federal representation requirements (largest board in the country with ~60 members as compared to an average of 33).

3. 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 Modality

Allow hybrid or virtual meetings in accordance with Minnesota Open Meeting Law. This ensures compliance and makes it easier for rural members to participate fully.

2. 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.

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.

Standing Committee Status Update

Sector Partnerships

- Standing Committee launched on July 23rd.
- Currently developing recommendations on statewide sector strategies, job quality standards, and eligibility guidance for Workforce Pell grants.
- Sector Partnerships Stakeholder Convening on **Tuesday, September 16, from 9:00 AM to 1:00 PM.**

State & Local Coordination

- Committee Chair: Rob Stark (Edward Jones); Committee Vice Chair: Cate Duin (MAWB)
- First Committee Meeting **September 23, 1:30 – 2:30 pm**

Innovative Service Delivery

- Committee Chair: Misun Bormann (Mayo)
- First Committee Meeting on September 19th

Innovative Service Delivery: Stakeholders we are recruiting



Local Boards & Practitioners



Employers & Industry



Community Partners



Cross-Agency Partners



Data & Systems Experts



*Contact Nolan Thomas
if you are interested:
nthomas@state.mn.us*

Innovative Service Delivery: Key Updates & Next Steps

Acknowledgement

- Thank you to the Board for your input during the **Q2 brainstorming session** — this shaped our early direction.

Key Themes from Brainstorming

- Enhance use of workforce data (demographics, dashboards, forecasting)
- Improve employer readiness & service accessibility
- Leverage technology to connect employers, educators, and workers
- Increase inclusion for underrepresented populations

Next Steps

- **September 19th 9:00-11:00am**: Convene first committee meeting
- Review purpose & charge; confirm focus areas/goals
- Begin drafting KPIs based on Board input
- Return to Board for endorsement before detailed plan development



Workforce Development System Overview, Goals and Priorities

Katie McClelland | GWDB Executive Director

GWDB Purpose

The purpose of the State Workforce Development Board (WDB) is to convene State, regional, and local workforce system and partners, to—

- Enhance the capacity and performance of the workforce development system;
- Align and improve the outcomes and effectiveness of Federally-funded and other workforce programs and investments; and
- Through these efforts, promote economic growth.
- Engage public workforce system representatives, including businesses, education providers, economic development, labor representatives, and other stakeholders to help the workforce development system achieve the purpose of the Workforce Innovation and Opportunity Act (WIOA); and
- Assist to achieve the State's strategic and operational vision and goals as outlined in the State Plan.

[20 CFR 679.100](#)

About the GWDB:

- **Employer-led board** created out of federal and state statute
 - ~60 voting and non-voting members, 50% business voting members
 - Enterprise leadership, state & local elected officials, unions, education, and community-based organizations members
- Continuing to "reimagine" the role and work of the GWDB

Who We Serve:

- The Governor and State Legislature
- State agencies and local workforce boards
- Workforce professionals
- Employers and job seekers

WIOA's Charge for the State Board

The State board shall assist the Governor in—

1. The development, implementation, and modification of the WIOA State Plan
2. Review of statewide policies, programs, and development of recommendations on actions that should be taken by the state to align workforce development programs
3. Development and continuous improvement of the workforce development system, including review of local areas and regions
4. Development and updating of comprehensive state performance accountability measures
5. Identification and dissemination of information on best practices
6. Development and review of statewide policies affecting the coordinated provision of services through the one-stop delivery system
7. 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,
8. Development of strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery
9. The development of allocation formulas for the distribution of funds to local areas
10. The preparation of the annual performance reports
11. Development of the statewide workforce and labor market information
12. The development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system

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

29 U.S. Code § 3111

Minnesota GWDB State Statute



Subd. 2a. Board meetings; chair.

The board shall hold regular in-person meetings at least quarterly and as often as necessary to perform the duties outlined in the statement of authority and the board's bylaws.



Subd. 4. Executive committee duties.

The executive committee must, with advice and input of local workforce boards and other stakeholders as appropriate, develop performance standards for the state workforce centers.

By January 15, 2019, and each odd-numbered year thereafter, the executive committee shall submit a report to the senate and house of representatives committees with jurisdiction over workforce development programs regarding the performance and outcomes of the workforce centers. The report must provide recommendations regarding workforce center funding levels and sources, program changes, and administrative changes.

GWDB Statutory Charge & Committee Alignment

GWDB Committee	Statutory Charge
Executive Committee	<ul style="list-style-type: none"> • Full Board strategic direction through agenda setting • Bi-annual state legislative reports <ul style="list-style-type: none"> • Funding levels, program changes, admin changes • Performance standards for WF centers
Sector Partnerships Committee	<ul style="list-style-type: none"> • Defining in-demand industry sectors & occupations, • Defining and developing strategies for sector partnerships • Strategies for effective outreach to individuals & employers • Strategies for career pathway development and use
State & Local Coordination Committee	<ul style="list-style-type: none"> • Review statewide policies & programs for system alignment & coordinated service delivery – including of CareerForce Centers • State performance accountability measures • Identification and review of regions and local areas
Innovative Service Delivery Committee	<ul style="list-style-type: none"> • Technological improvements for access to & quality of CareerForce System • Strategies to align technology and data across CareerForce partners to enhance service delivery • Policies for coordination of services through CareerForce

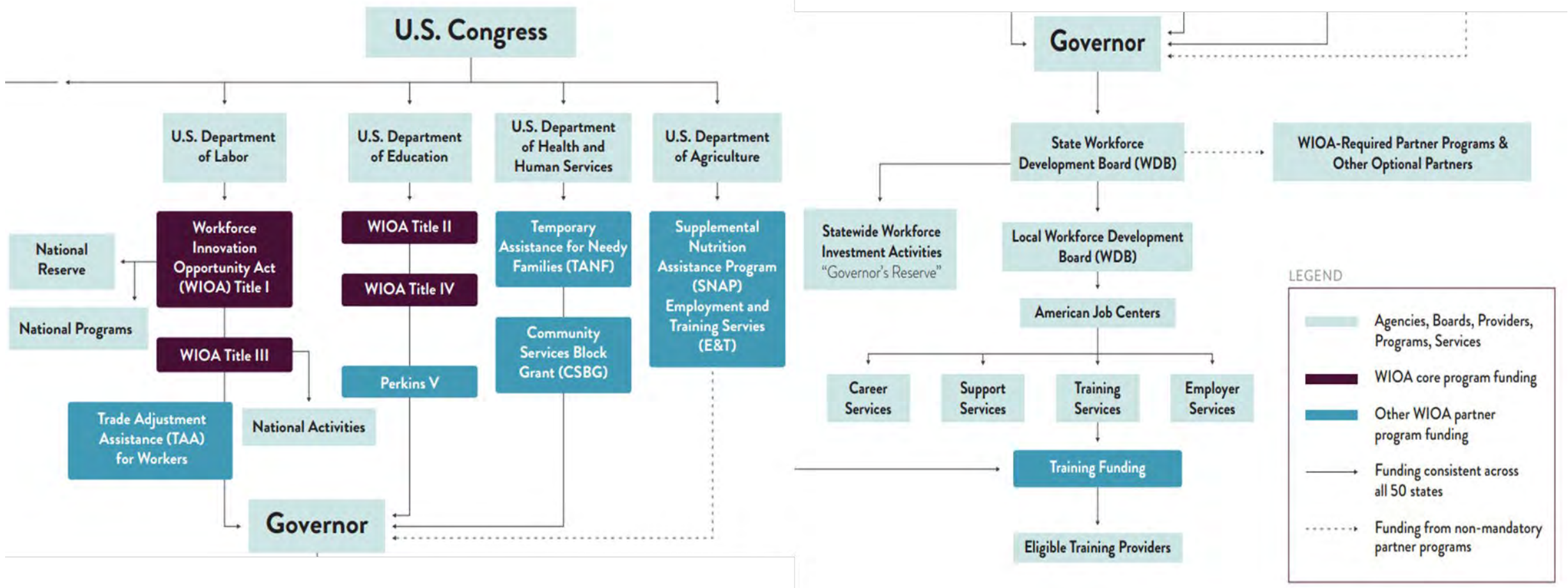
What GWDB Doesn't Do

Important guardrails to keep us strategic—not operational

State Workforce Development Boards

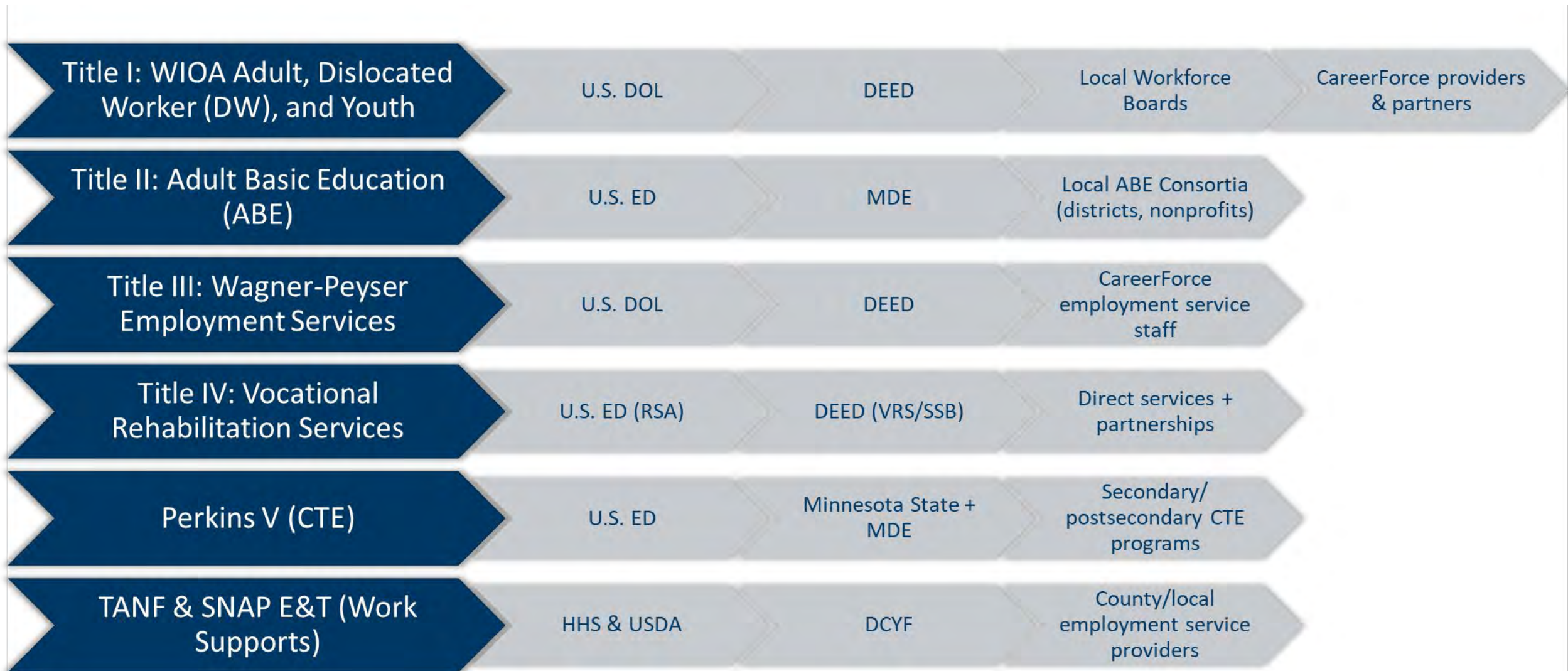
- **Operate programs day to day:** Program execution is the responsibility of state agencies, local workforce boards, education and training providers, CBOs, etc.
- **Serve individual jobseekers or businesses directly:** GWDB creates recommendations for system implementation; local boards and providers handle customer-facing delivery.
- **Conflict with statutory requirements:** Each agency and program remains accountable to statutory requirements.

WIOA Combined Plan Funding Streams



From Federal to State: Flow of Funds

How WIOA Combined Plan Programs Move Through Minnesota



Federal
(funding + guardrails)

U.S. DOL – WIOA Titles I & III; Veterans (VETS)

U.S. ED – Perkins V (CTE) & Adult Ed oversight

HHS – TANF work programs

USDA – SNAP Employment & Training (E&T)

State
(strategy + program operations)

Governor / GWDB – statewide strategy, planning, coordination, Interagency Alignment

DEED:

- WIOA Titles I & III: Career Force system;
- Labor Market Info;
- Voc Rehab (VRS/SSB)
- Veteran employment & training

DLI – Registered Apprenticeship (RAPs), workforce standards

MDE – K-12 CTE; Adult Basic Education (ABE) policy & funding oversight

Minnesota State + OHE – postsecondary CTE, community/technical colleges; training & credentials

DHS – TANF/SNAP E&T alignment; wraparound services

DOC – reentry, work release, employer partnerships

DHS, MDH, MMB – workforce program partners

Regional & Local
(delivery + tailoring)

16 Local Workforce Development Boards (via MAWB) – strategy & oversight locally

Career Force locations & providers – day-to-day service delivery

Adult Basic Education consortia – foundational skills

CTE – middle & high school coursework & experiential learning, community college credentials

Higher ed – degrees and credentials through community and technical colleges and four-year institutions

County human services & city programs – case management, supports

Tribal governments & urban Indian orgs – sovereign and community-based delivery

Employer & Community
(demand + wraparound)

Employers & associations – sector partnerships (Drive-for-5, CHIPS coalition, local chambers, etc.)

Unions/JATCs – apprenticeship pathways

Nonprofits & intermediaries – job readiness, training, placement, retention

Economic development (*Greater MSP, Great St. Cloud, Greater Mankato, APEX*) – growth alignment, industry connections

Philanthropy – innovation pilots and gap funding

Transportation, housing, childcare, libraries – barrier removal & access

System Map

Minnesota's
Workforce
Development Network
from 30,000 ft

DEED State-Funded Supplemental Workforce Programs

Minnesota Legislature Base-Funded Programs (How the State Fills WIOA's Gaps)

Program	What Gap It Fills
State Dislocated Worker Program	Supports laid-off workers who don't qualify for WIOA (e.g., short-tenure workers, certain industry layoffs, undocumented status) and allows faster response to mass layoffs
Youth at Work	Offers employment, career exposure, and wraparound supports for at-risk youth who may not meet WIOA youth eligibility or are ineligible due to documentation or family income
YouthBuild	Blends construction training, education, and support for out-of-school youth , often justice-involved or parenting—especially in communities of color and rural areas
Rural Career Counseling Coordination (RCCC)	Funds career counselors embedded in rural workforce areas to improve access and alignment for jobseekers and employers outside metro hubs



Braided Funding & Local Alignment

- CareerForce centers may **co-enroll individuals across multiple titles/programs**
- Local Workforce Development Boards manage **braided funding streams** based on participant needs
- Performance data and cost-sharing are **governed by local MOUs & partner agreements**

DEED Competitive Workforce Initiatives (FY 26-27 Biennium)

Other State Innovation & Pilot Grants

Program	What It Does
Pathways to Prosperity (P2P)	Accelerates adult career pathways for low-income Minnesotans and communities of color—integrated basic skills + industry-specific training + wraparound supports
Minnesota Job Skills Partnership (MJSP), Job Training Incentive Program (JTIP), Automation Training Incentive Program (ATIP)	Incumbent-worker and new-hire training customized to employer needs; funds college–industry partnerships statewide
Drive for 5 Workforce Fund*	Scale talent pipelines in health care, tech, manufacturing, education, trades —aligned with governor’s “Drive for 5” priorities
Transformative Career Pathways	Large-scale, multi-partner projects that create or expand high-demand pathways—focus on equity and regional impact
Service to Success / Office of Public Service	Scholarships + paid work-based learning to channel talent into public-sector and critical public service jobs
Office of New Americans Integration Grants	Provides employment readiness, credentials evaluation, and small-business support for immigrants & refugees

DLI Competitive Workforce Initiatives (FY 26-27 Biennium)

Program	Agency	What It Does
Teacher Apprenticeship Program	DLI	\$7M total for 'Grow Your Own' apprenticeship pathways through 2029
Building Trades Pathways	DLI	\$500K to Virtual Academy, \$800K for Building Strong Communities, \$238K Helmets to Hardhats
Construction Worker Mental Health	DLI	\$1M for mental health and suicide prevention in construction through 2029
Registered Apprenticeship Programs	DLI	Provides paid, on-the-job training and classroom instruction that leads to industry-recognized credentials in high-demand careers
Dual Training Pipeline	DLI	Supports employers with creating or enhancing competency based, earn-and-learn dual-training approach to meeting their workforce needs
Youth Skills Training Programs	DLI	\$1.5M in funding for 17 partnerships to offer meaningful work experience in advanced manufacturing, agriculture, automotive, health care and information technology

MDE/OHE/DOC Competitive Workforce Initiatives (FY 26-27 Biennium)

Program	Agency	What It Does
Grow Your Own Teacher Grants	MDE	\$86.85M over FY2026-27 for teacher prep grants to diversify and fill educator shortages
Special Education Teacher Pipeline	MDE	Supports licensure pathways and teacher prep for special ed candidates
North Star Promise	OHE	Continues tuition-free public college for families earning under \$80K; clarified eligibility for first-time bachelor's students
Student Emergency Assistance Grants	OHE	\$4.5M to Minnesota State colleges for student crisis financial support
Prison Educator Programs	DOC	\$16.8M for basic education, vocational training and post-secondary programs
Reentry and Work Release	DOC	Nearly \$12M annually for employment services and work release transition

DHS/MDH Competitive Workforce Initiatives (FY 26-27 Biennium)

Program	Agency	What It Does
Direct Care Workforce Package	DHS	Over \$70M for PCA wages, benefits, training and recruitment
Behavioral Health Workforce	DHS	Continued support for mental health scholarships and loan forgiveness
Human Services Employment Programs	DHS	Stable funding for MFIP, disability employment, youth jobs and DEED Vocational Rehabilitation Services
Healthcare Workforce Programs	MDH	Some pilot trainings sunset; \$3M St. Cloud medical school for new doctors
EMS Workforce Support	MDH	\$27.5M for EMT training, staffing grants and rural ambulance operations

Minnesota's one-stop system is known as CareerForce, with 55 CareerForce locations around the state to serve jobseekers and employers

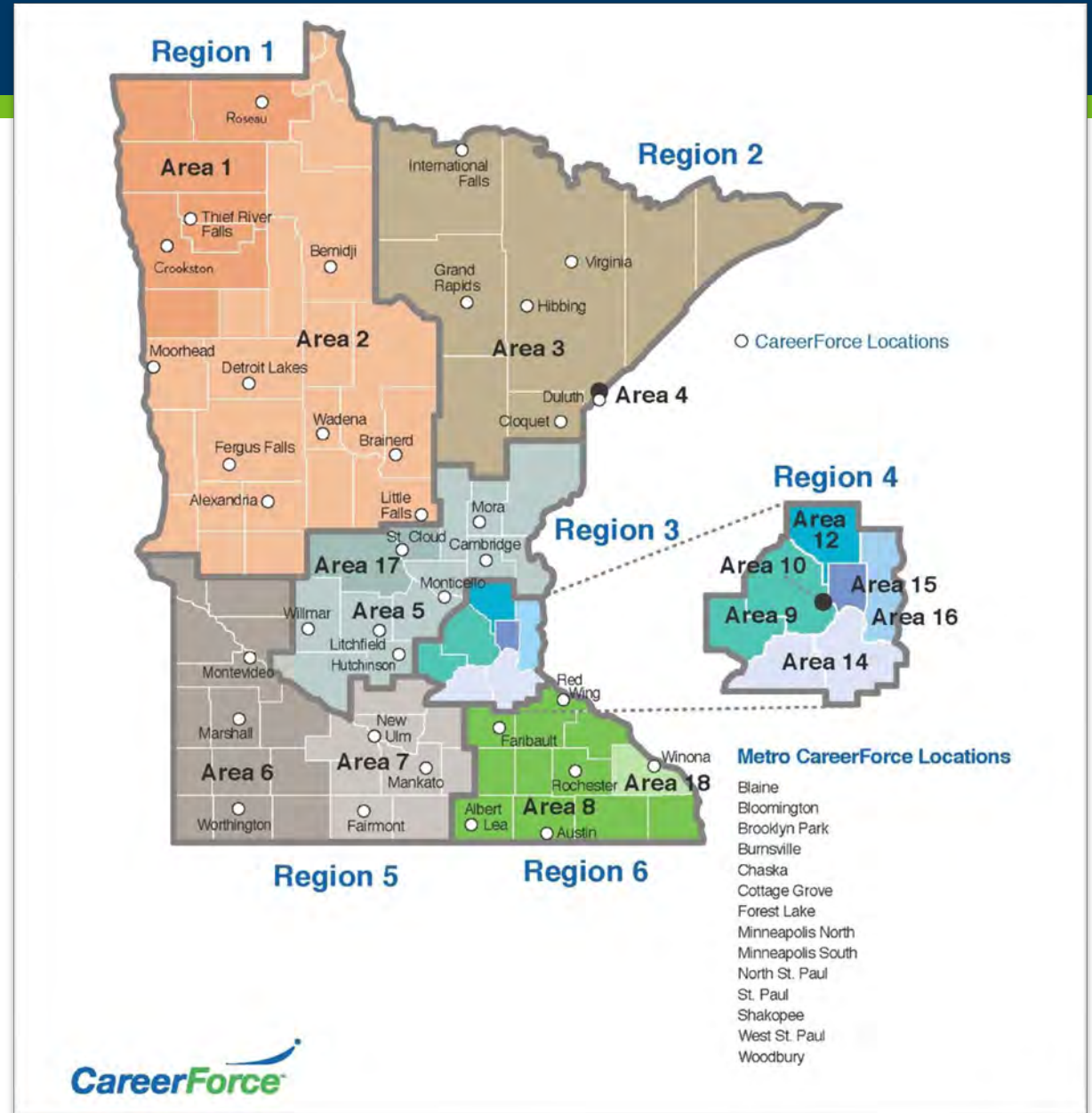
CareerForce locations are operated by local workforce boards in partnership with DEED and the GWDB

Programs and services provided include:

- Core WIOA Titles I-IV: Adult, Dislocated Worker, Youth, Wagner-Peyser, Adult Ed, Voc Rehab
- Other partners: TANF, SNAP E&T, Job Corps, UI, SCSEP, ABE, Veteran's Employment Services, etc.
- Partners must share infrastructure costs and participate in service coordination
- Employment Services: basic career services to help jobseekers including resume workshops, job searching assistance, career counseling, and much more!
- Access to education, training, and support services
- Employer services such as Employer of Day and Hiring Fairs
- Access CareerForce virtually at CareerForce.mn.gov

Minnesota's 16 Local Workforce Development Boards (LWDBs)

- Designated by the Governor based on economic/labor regions and administrative capacity
- Must coordinate regionally when applicable
- Serve as the foundation for delivering WIOA services locally



Minnesota's 16 Local Workforce Boards

- Inter-County Community Council Workforce Development Board
- Rural MN Concentrated Employment Program Inc. Workforce Development Board
- Northeast Minnesota Office of Job Training Workforce Development Board
- Duluth Workforce Development Board
- Central Minnesota Jobs and Training Services Workforce Development Board
- Southwest Minnesota Private Industry Council
- South Central Workforce Council
- Southeast Minnesota Workforce Development Board
- Hennepin-Carver Workforce Development Board
- Minneapolis Workforce Development Board
- Anoka County Workforce Development Board
- Dakota-Scott Workforce Development Board
- Ramsey County Workforce Innovation Board
- Washington County Workforce Development Board
- Stearns-Benton Career Solutions Workforce Development Board
- Winona Workforce Development Board

Local Workforce Board Core Functions

LWDBs Charge

- Analyze local economic conditions, labor market data, and workforce needs.
- Use this information to guide investment of public resources.
- Develop strategies to meet local workforce needs.

WIOA Requirements

- Develop local plans aligned with the state strategy
- Designate One-Stop Operators and select service providers
- Oversee program and fiscal performance
- Engage employers and support sector strategies



LWDB Service Delivery

The directives of LWDBs are then implemented by:

- Counties
- Cities
- Local nonprofits, working under a Joint Powers Agreement

For example:

- 4,575 youth served through one-on-one services and an additional 40,374 youth served through outreach to schools under the Minnesota Youth Program in SFY2024.
- 5,931 individuals served through the State Dislocated Worker Program in SFY2024.

LWDB Design and Membership

- Chair of the Board is a member of the private sector.
- Members are appointed by a designated Local Elected Official – usually a County Commissioner or Mayor.
- Each board has an Executive Director, who staffs the board.

Board membership must include:

- 51% Local business leaders
- State agencies
- Post-secondary education
- Labor
- Adult Basic Education
- Economic development

WIOA Performance Accountability



WIOA requires local areas to meet or exceed federal and state performance targets



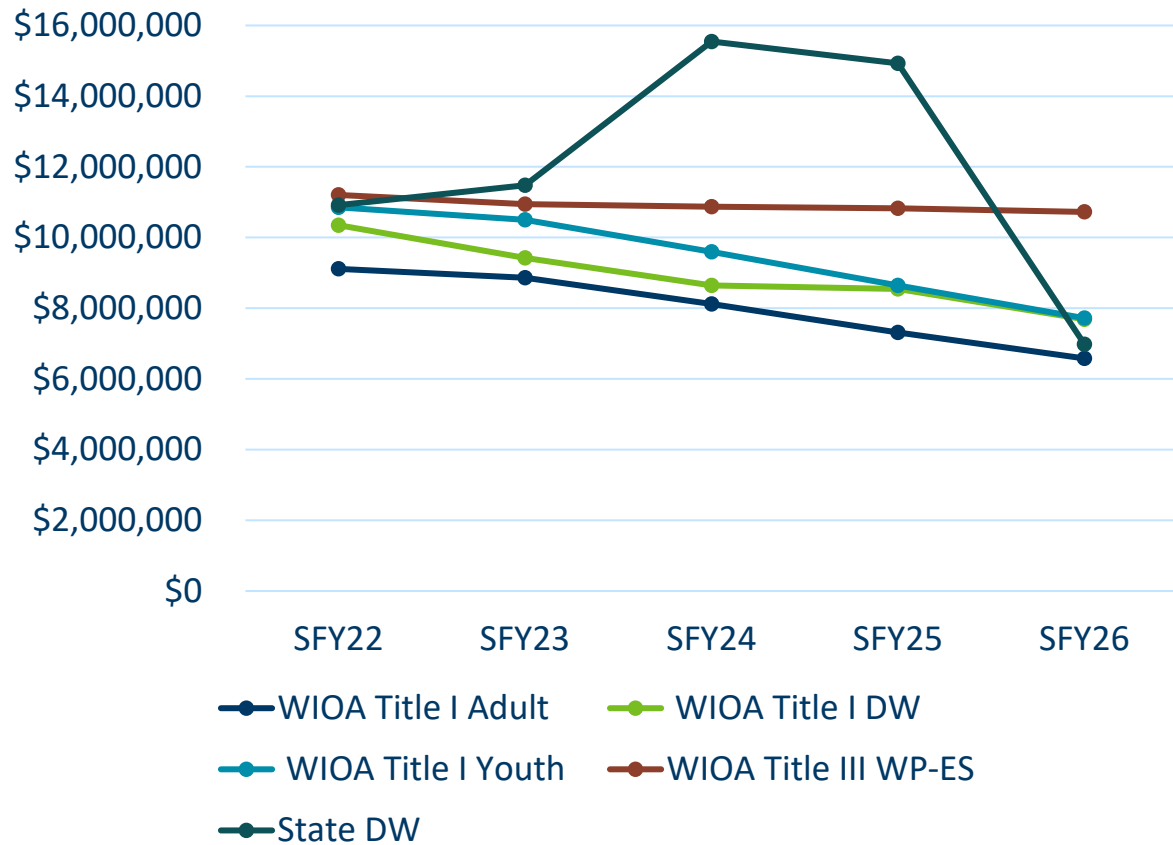
Metrics include employment rates, median earnings, credential attainment, skill gains



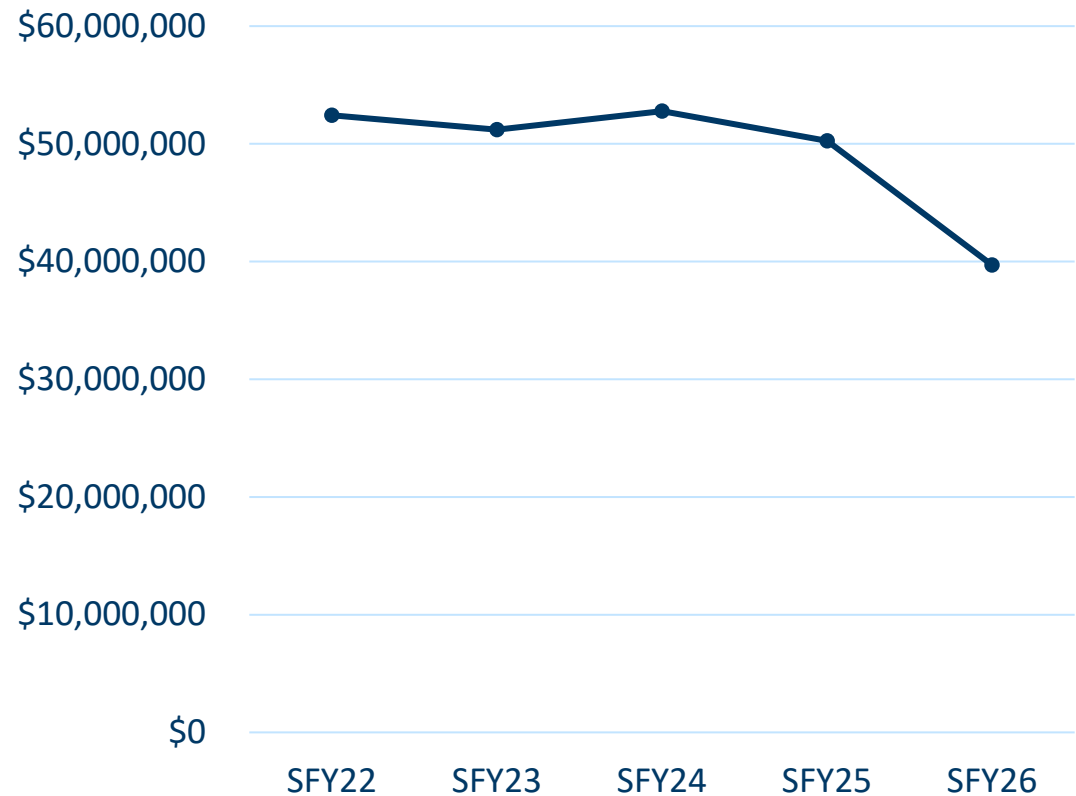
Effectiveness in serving employers also measured

Minnesota WIOA Funding Trends FY 2022 - 2026

CareerForce System Funding



Total WIOA Title I, Title III and State DW Funding



Current state of workforce development improvements



INTERAGENCY
WORKFORCE
ALIGNMENT
(IWA)

Improve interagency
coordination and alignment

- Alignment
- Metrics
- Communication

Improve the
**Workforce
Development
System**



GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD
(GWDB)

Improve how the workforce
system is implemented

- Sector Partnerships
- Service Delivery
- Service Coordination



Task Force on
Workforce
Development System
Reform

Understand and recommend
legislation to improve the
workforce system

- Program Scope
- Funding
- Evaluation

Workforce Development System Ideal State



Benefits of State-Wide Strategy



Differences Between Talking Points & State-Wide Strategy



Talking Points



State-Wide Strategy

01

Purpose & Scope

Communicate key messages with more narrow scope

Guide comprehensive workforce policy with broad, multi-sector & multi-stakeholder scope.

02

Depth

High-level messaging and supporting facts

Deeper strategy with goals, metrics, roles and accountability.

03

Audience

External – media, legislators, employers & general public

Internal and External – policymakers, state agencies, workforce boards, employers etc.

04

Time Horizon

Short-Term for immediate or near-term use

Long-term – typically 3 – 10 yrs with short-, mid- and long-term goals

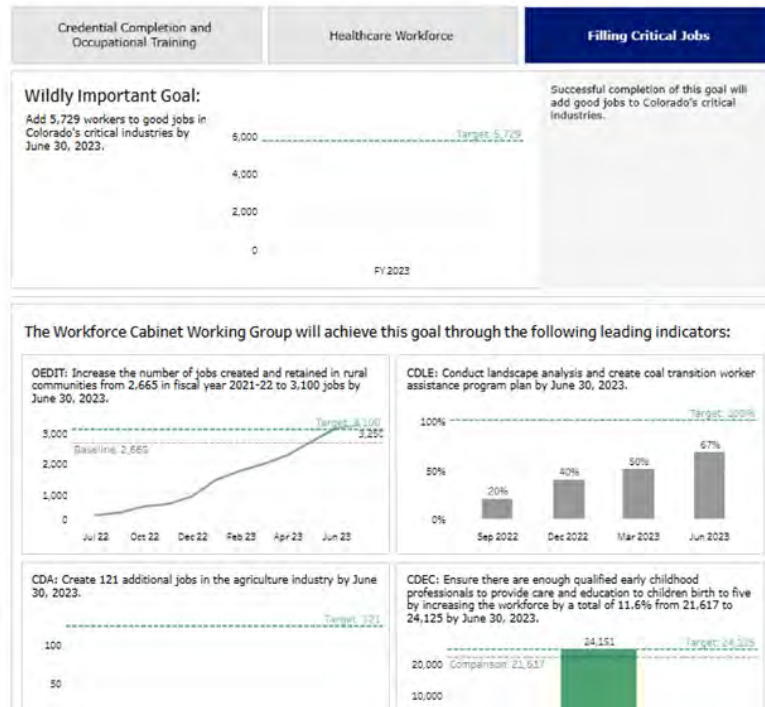
Examples of State Workforce Goals

Colorado

Workforce Cabinet Working Group Wildly Important Goals FY 22-23

Green indicates goal was met | Gray indicates goal was not met

Select a goal area to view the wildly important goal and leading indicators:



North Carolina

Approved Workforce Development Goals

Goal 1: Ensure 2 million North Carolinians ages 25-44 will have earned an industry-valued credential or degree.

Goal 2: By graduation, every high school student will have completed coursework that results in transferrable credit or credential/certificate preparation for the postsecondary pathway of their choice, such as dual enrollment, Career & Technical Education (CTE) concentrator, Junior Officers' Training Corps (JROTC), Advanced Placement/International Baccalaureate, and work-based learning courses.

Goal 3: For graduating high school students, increase postsecondary enrollment, employment, or enlistment in the military within 12 months of high school graduation.

Goal 4: Double the number of registered apprentices.

Goal 5: Increase participation in work-based learning.

Goal 6: Engage 50,000 employers to partner with the governor's Council on Workforce and Apprenticeships on achieving its goals.

Wisconsin

Increase Wisconsin's workforce participation by promoting infrastructure to improve participation, and by improving the sustainability of work for individuals and families.

Objective 3A: Strengthen collaboration and support the equity and inclusion of workforce entities that can help historically underrepresented/under-resourced individuals.

Objective 3B: Incentivize workforce participation for individuals currently receiving transition to sustainable employment.

Objective 3C: Coordinate programs serving specific populations across the agricultural sector.

Objective 3D: Develop and promote strategies and programs for employers to attract and retain workers.

Objective 3E: Develop and target strategies that increase the number of individuals in the workforce.

Objective 3F: Support policies that promote resilience of incumbent workers.

What a Final Product Could Look Like

Statewide Workforce Development Strategy

One to two sentences summarizing what all workforce partners across the state are driving towards.

Workforce Goals - These are the high-level outcomes all workforce partners are working toward:

- Your
- Suggested
- Measurable
- Goals
- Here

Workforce Priorities – These are what workforce stakeholders will look at when analyzing changes, improvements, financial decisions related to the workforce system. They may look at other areas, but at a minimum they must consider these in their work:

- Your
- Suggested
- Priorities
- Here

Workforce Development System Goals & Priorities Brainstorm

Workforce Development System Priorities:

What activities, services, programs, etc. should be prioritized to ensure that we have a high-quality, efficient and equitable workforce development system that meets federal and state statutory requirements?

Are there areas that should be deprioritized in this shifting landscape or that don't result in high-quality outcomes?

Workforce Development System Goals: What are tangible, measurable goals the workforce system should be aspiring to achieve over the next 3 – 5 years? What about 5- 10 years?

Are there current goals your organization is working towards that should be scaled?

Are there goals that should be deprioritized?

Workforce Development System Strategy: What key themes, words, phrases should describe the state's future workforce development strategy?



MINNESOTA

GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

Task Force on Workforce Development System Reform Discussion

Facilitated by GWDB staff

Task Force on Workforce Development System Reform: Purpose & Mandate

Established by 2025 Special Session (SF17 / Ch. 6)

To examine how Minnesota develops workforce strategies, sets goals, and allocates funds to meet statewide workforce development needs.

Scope of Work

1. Review **existing workforce development programs** in Minnesota, including those funded by the federal and state government;
2. Study the current **system for funding** workforce development efforts;
3. Investigate potential **metrics for evaluating** workforce development program outcomes;
4. **Make recommendations for changes** to practices, programs, funding, and laws related to state workforce developments efforts; and
5. **Propose draft legislation** to implement any of the task force's recommendations.

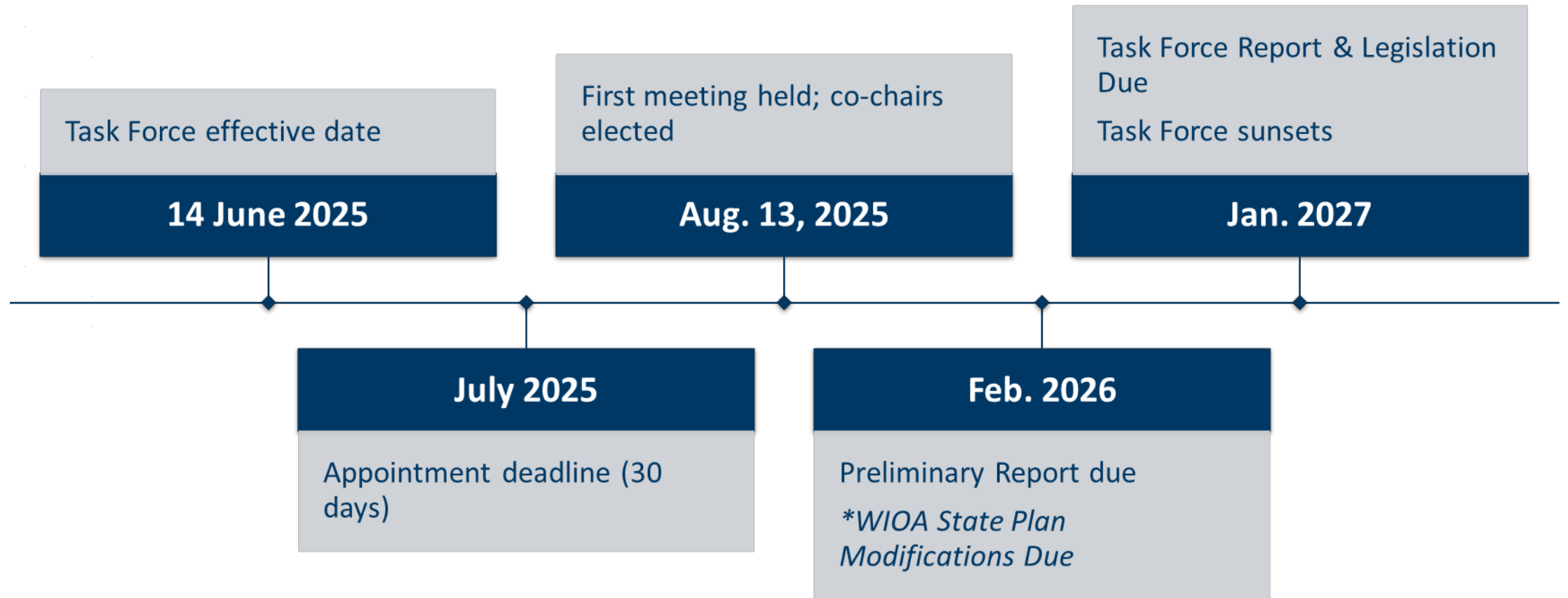


Task Force Membership

- **DEED Commissioner** Matt Varilek
- **GWDB**
 - **Nicole Mattson** –Hennepin-Carver Workforce Development Board
 - **Misun Bormann** –Southeast Minnesota Workforce Development Board
 - **Carol Anderson** –Rural Minnesota Concentrated Employment Program (RMCEP) Workforce Development Board
 - **Michael Berndt** –Dakota-Scott Workforce Development Board
- **Legislators**
 - **Sen. Carla Nelson** (R – Rochester, GWDB Member)
 - **Sen. Bobby Joe Champion** (DFL – Minneapolis, Jobs Committee Chair)
 - **Rep. Dave Baker** (R – Willmar, Jobs Committee Co-Chair)
 - **Rep. Dave Pinto** (DFL – Saint Paul, Jobs Committee Co-Chair)



Deliverables & Statutory Deadlines



Board Breakout:

Informing the Task Force on Workforce System Reform

Group Topics and Facilitators

- 1. Review of Current State & Federal Programs
(Carol Anderson)**
- 2. System for Funding Workforce Programs
(Misun Bormann)**
- 3. Metrics for Evaluating Program Outcomes
(Michael Berndt)**
- 4. Changes to Practices, Programs, Funding, and
Laws (Nicole Mattson)**

Instructions

- Pick one of the four groups (will rotate 1 time)
- Use guiding questions and slides as reference points
- Discuss what's working, what's missing, and what needs to change
- Identify practical solutions and bold ideas
- GWDB Staff will record feedback and share it with the Task Force



Wrap-up and Next Steps

Surya Iyer, GWDB Chair | DeLinda Washington, GWDB Vice Chair

Review of Goals

01

Reviewed Legislative Updates Impacting the GWDB & State Workforce System

02

Deepened Workforce Development System Understanding & Begin to Chart Future

03

Provided feedback to the Task Force on Workforce Development System Reform

04

Deepen Relationships between GWDB & MAWB

Upcoming Meetings

Next committee meeting dates

- Sector Partnerships Stakeholder Convening on Tuesday, September 16
- Sub Committee on Trades – Monday, August 18th
- IWA/GWDB/MNP20 Education Committee – Monday, August 18th
 - Sub-committee meetings are ongoing
- IWA/GWDB Caring Professions Committee Meeting – Thursday, September 4, 2025
 - Sub-Committee meetings are ongoing
- Innovative Service Delivery – September, TBD
- State & Local Coordination – September, TBD

Nov 12 at Edinburgh → GWDB Q4 meeting

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