

Workforce Innovation Board of Ramsey County
April 7, 2016
Meeting Minutes

WIB Members Present

Toni Carter
Mike Chanaka
Carrie Cisek
Bob de la Vega
Amy Filice
Larry Gilbertson
Trixie Golberg
Clarence Hightower
Butch Howard
Chris Kondo
Chad Kulas
Karin McCabe
James McClean
Tim O'Brien
Sheila Olson
Joe Richburg
Mary Russell
Danielle Taylor
Chris Tolbert
Dee Torgerson
Ramona Wilson
Tracy Wilson
Jim Wroblewski
Mike Zipko

Members Absent

Michael Belaen
Judy Donohue-EA
Michael Fondungallah
Sean Mullan-EA
Don Mullin
Kate Probert-EA

Staff/Guests Present

Bridgett Backman, Workforce Solutions
Patricia Brady, Workforce Solutions
Bruce Casselton, WFS
Melissa Cuff, Saint Paul College
Andrea Ferstan, United Way
Sylvia Garcia, DEED
Scott Helland, Mounds View ABE
Tim Herman, Dominion
Nerita Hughes, Workforce Solutions
Connie Ireland, GWDB
Neng Lee, DEED
Don Long, Century College
Rebecca Milbrandt, WIB Staff
Dave Niermann, DEED
Mary Nienaber, Century College
Kim Peck, Vocational Rehabilitation
Kristina Wagner, TRIO
Todd Wagner, Adult Basic Education

Call to Order

Chair James McClean called the meeting to order at 3:01 p.m. All in attendance introduced themselves.

Announcements

McClean read the following announcements:

- Welcome to all WIB members and guests. Thank you to Mary Nienaber and Century College for hosting this month's meeting.
- There will be an opportunity for the Workforce Innovation Board of Ramsey County to meet with members of other metro WIBs to discuss and provide final comments into the first ever workforce development regional plan. Please save the date of Monday, May 9th from 2-4 p.m. Additional meeting details to follow.
- Nominations for the 2016 Vern Vick Memorial Award are being accepted through Friday, April 15. If you know someone who possesses a passion for helping our youth, please consider nominating them for this award. Information about the award can be found in the Newsroom section of the website or by contacting Becky Milbrandt.
- Thank you for RSVP'ing for all WIB and committee meetings and for arriving on time. Your efforts help with planning and make the meetings more productive.
- The next full WIB meeting is Thursday, June 2, 2016, 2:30-4:30. This meeting will be held at Goodwill/Easter. We appreciate your efforts to attend!

Approve Consent Agenda

April Agenda

February Minutes

PY 2016 Unified Local Youth Plan

WorkForce Center Request for Proposals

McClellan stated that the Workforce Center Request for Proposals has been removed from the agenda.

Motion (de la Vega/Zipko) to approve the Consent Agenda as amended. Motion carried.

Approve WIB Financial Report

Motion (O'Brien/Chanaka) to approve the February financial report as presented. Motion carried unanimously on a roll call vote 24-0.

Overview of Career Pathways

McClellan opened the career pathways discussion by reviewing the current role of the WIB under WIOA and previewing the question that will be discussed after the presentations.

Ireland presented information on the role of state and local boards in career pathways under WIOA. She emphasized that local boards are conveners of partners and catalysts for action within the career pathways system. She also noted that WIBs are an excellent resource for identifying needed skills.

United Way Career Pathways Model

Ferstan shared information about United Way's youth career pathways model which focuses on youth of color. She also shared information on the industries experiencing the largest job growth and those with the highest number of older workers. Ferstan went on to present how a similar adult career pathways model could look in Ramsey County, with the WIB as the industry intermediary. Tolbert asked which industries are shrinking in order to avoid allocating resources to those sectors. Ferstan agreed to follow up with that information.

Partner Connections to Career Pathways

Kim Peck - Vocational Rehabilitation (VR) Title IV: Peck explained that VR already focuses on individualized, intensive services for those with disabilities. The most significant change under WIOA is a focus on serving transition-aged youth (ages 14-21) and less on adults. Required activities that tie this new focus to career pathways include job exploration counseling, work-based learning experiences, post-secondary training, workplace readiness training, and self-advocacy. As VR focuses time and resources on in-school youth, partnerships with workforce center partners will be critical in helping adults with significant disabilities.

Todd Wagner – Adult Basic Education (ABE): Wagner explained that ABE's primary focus is on those with literacy issues. He showed a video presentation on ABE's vision for career pathways work.

Dave Niermann – Wagner Peyser (Title III): Niermann explained that Wagner-Peyser works primarily with unemployment insurance applicants, preparing them for job search and connecting adult job seekers to other programs and services in the workforce system. He noted that every successful career pathways model must include employer engagement to provide internship/apprenticeship opportunities. Business Services Representatives across the state are contacting businesses to find job openings, collecting information on targeted industries that present the best opportunities for career seekers. McClellan asked that the business data they collect be shared with the WIB.

Large Group Discussion

WIB members discussed the question, "How do career pathways inform the work of the WIB in its role as an intermediary?" The following comments were shared:

- Partnerships and relationship/network building are critical
- Presents an opportunity to bring employers and employees together with some commitment from both sides
- The disabled and veterans are underrepresented in the labor pool. More focus is needed

- Disabilities extend to mental health and other issues you may not be able to see
- The WIB needs more education about current programs and how they tie into systems reform. Then show businesses how it can be done (success stories). This could be a future meeting topic
- Lots of collaboration among partners exists
- Help business understand how they can integrate the disabled into their workplace. VR can provide technical support on what accommodations businesses could make and can provide a panel of employers to talk about their experiences
- “Alignment” assumes a pipeline. The disabled, vets and people of color are not in the pipeline. The WIB should consider those not in the pipeline
- More people need to know how to get on the ramp for a pathway to success
- Gaps in public funding for things such as transportation and child care exist
- Need better connections to the community. Consider ways to get away from the model where people have to go somewhere. Take programs to the community. As a WIB, there is a need to rethink how we make a difference and challenge our thinking about the model. Targeted sectors have been identified but the Integration Committee is going deeper to identify specific high-growth occupations. Grant applications may be a place to start changing the conversation
- Data collected from businesses by business services reps and local chambers should be shared with the WIB. Retirements in government are high. Do these reps talk to government? The City and County should partner on building a pipeline to careers in government. Consider looking at the Hennepin County/Minneapolis model. The WIB could consider adding government as a targeted sector
- Engage the WIB in placing youth in summer jobs program
- Innovation = new ideas. The WIB needs to think outside the box

Other

Brady thanked the WorkForce Center partners for attending.

Adjourn

Upon completion of the agenda, McClean adjourned the meeting at 4:28 pm.

The next WIB meeting is June 2, 2:30-4:30, at Goodwill/Easter Seals–553 Fairview Ave. N