

Workforce Innovation Board of Ramsey County
February 6, 2020, 2:30-4:30
Meeting Minutes

WIB Members Present

Becky Degendorfer
Elena Gaarder
Jennifer Germain
Lisa Guetzkow
Butch Howard
Hyon Kim
Chad Kulas
Tony Lusiba
Gaye Adams Massey
James McClean
Don Mullin
Paul Nikstad
Sheila Olson
Koami Pedado
Elisa Rasmussen
Chris Tolbert
Carly Voshell
Shannon Watson

Members Absent

Larry Gilbertson-EA
Kristin Guild-EA
Cindy Larson-EA
Karin McCabe-EA
Jim McDonough-EA
Sean Mullan-EA
Sheri Riemers
Tanya Velishek-EA
Brooke Walker-EA
Ramona Wilson-EA
Tracy Wilson

Staff/Guests Present

Ling Becker, Workforce Solutions
Karen Gerdin, Hubbs Center
Liz Jennings, DEED
Rebecca Milbrandt, Ramsey County
John O'Phelan, Workforce Solutions
Beth Pacunas, Saint Paul Public Housing
Mary Russell, Community
Holly Schnetzler, Workforce Solutions
Jacob Wascalus, MN Compass

Call to Order

In the absence of the Chair, Chair-elect Chad Kulas called the meeting to order at 2:39 p.m. All those in attendance introduced themselves. Massey shared some information about the history and current work of the YWCA.

Announcements

Kulas read the following announcements:

- Welcome to the Workforce Innovation Board of Ramsey County meeting. We especially welcome our partners and guests.
- Thank you to Gaye Adams Massey and the staff at the YWCA of Saint Paul for hosting today's meeting.
- Welcome to new WIB members Hyon Kim of MN Best Inc, Elisa Rasmussen from Xcel Energy, Becky Degendorfer from Mustad Hoofcare and Tony Lusiba from Upvant.
- Commissioner Jim McDonough who cannot be with us today; however, I'm pleased to report that he was appointed to the WIB and will serve as the Chief Local Elected Official. We are exciting for the knowledge and expertise that each of these new members brings to the table.
- We are sorry to say goodbye to Dillon Donnelly who has accepted a new position that prevents him from continuing on the Board. We wish Dillon all the best.
- As you know, Commissioner Toni Carter was recently elected Chair of the Ramsey County Board of Commissioners. Her election to this position is groundbreaking as she is the first African American, and also the first African American woman, in Minnesota to chair a county board. Although she isn't able to be with us today, I would like to take this opportunity to recognize Commissioner Carter for her invaluable contributions to the WIB. She has been a dedicated champion for the elimination of racial employment disparities, a committed voice for cultivating economic prosperity for all, and a dynamic leader of this Board.
- Nominations for the 2020 Vern Vick Memorial Award are being accepted through Tuesday, March 10. 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 on the News & Updates page of the County's website.

- Article 8 of the WIB's Bylaws state that "...members shall not cast a vote on any matter regarding the provision of services by the member or by an entity that the member represents or on any matter that would provide direct or indirect financial benefit to such member or the immediate family of such member". If you believe you have a conflict on any items on today's agenda, please abstain from discussion and voting.
- A current list of all community organizations under contract with Workforce Solutions is available. Please see Becky if you would like to review the list.
- WIB members and guests are invited to attend any/all committee meetings. All agendas and minutes are available on the WIB website.
- The next WIB meeting is April 2 from 2:30-4:30 at McGough Construction.

Director's Report

Ramsey County Economic Development Vision Plan: Becker reported on the county's economic development efforts. A steering committee is working with a consultant to develop a vision plan. The WIB will serve as the plan's workforce development working group. Becker hopes to incorporate this work into existing WIB meetings; however, an additional meeting may be needed.

State, Local and Regional Planning: Becker announced that a rough draft of the State Plan is out for public comment. The Regional Plan will come back to the WIB before it is submitted. The metro area received an allocation of \$135,000 for planning activities. Some of those funds will be used to align the local areas around key topics using a collaborative regional calendar.

Other: Becker reported on several other topics -

- WFS received a \$90,000 Youth Skills grant to promote mechanical careers. Partners include Saint Paul Public Schools, GAP, City Academy and the Minnesota Trucking Association.
- Mullan was featured in an article on manufacturing careers.
- McClean was named to the Minneapolis/Saint Paul Business Journal's 40 under 40 for 2020.
- The Career Lab in North Saint Paul is reducing its hours in order to dispatch staff to a satellite location at the Maplewood Library. The former coffee shop will have ten computers. Two afternoons per week will be dedicated to youth services.
- Several youth cohorts are operating, such as:
 - work experiences where youth rotate through several county departments
 - Saint Paul EMS Academy
 - A CNA program with CLUES
- Employment counselors are now offering services to local residents at Arlington Hills Library
- WFS is hosting a county wide job fair in March
- The goal of the Youth Works! initiative is to promote the value of youth working. It will include several elements, such as highlighting youth employment successes, an employer toolkit, a youth nominated employer award and a bi-monthly newsletter. WIB members are welcome to get involved!
- A summary of the committees' work will be included in the every WIB meeting packet.
- WFS staff are at the Saint Paul Opportunity Center once per week. Guetzkow reported that the connections can be strengthened and expanded over time.

Approve Consent Agenda

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December Meeting Minutes

Motion (Howard/Mullin) to approve the consent as presented. Motion carried.

Conflict of Interest Statement

Kulas reminded members who haven't already done so, to sign and return the conflict statement.

WIB Financial Report

Schnetzler provided a brief overview of the November/December report. All revenues and expenses are routine. A close out of 2019 and an amended 2020 budget will be presented at the next meeting. Becker reported on a new process being developed by the Executive Committee that committees will use to request funds to support WIB initiatives.

Motion (Watson/Tolbert) to approve the November/December 2019 financial reports as presented. Motion carried unanimously.

WIB Strategic Plan

Becker presented the full Plan, noting that all the committees have now met. Once adopted, the Plan will be posted on the WIB website. The five key priorities are the core of the Plan and the committee work plans will adjust over time. Watson suggested using heat map coloring for the dashboard.

Motion (Howard/Mullin) to approve the WIB Strategic Plan as presented. Motion carried.

One Stop Operator Consortium Update

Guetzkow explained that the primary role of the One-Stop Operator (OSO) Consortium is to ensure there is coordination of services and alignment among the local workforce partners. The OSO lead several activities in 2019, such as coordinating the CareerForce launch week events and hosting a workforce partner convening. Germain explained that at the convening, many partners expressed the need for additional staff training on crisis management and working with people with disabilities. This feedback led to a training hosted by the OSO in January 2020 with featured speakers from the National Association on Mental Illness and Vocational Rehabilitation Services. Included in the OSO's 2020 work plan are creating a workforce system partner brochure, hosting another partner convening, providing another staff training, and developing strategies for enhanced utilization of the CareerForce tools.

Workforce Trends and Insights

Wascalus provided an overview of the MN Compass initiative and delivered a presentation on the potential economic influence and impact of Minnesota's changing demographics. He pointed to three primary demographics trends – an aging population, increasing diversity and accelerating immigration – and asked WIB members to think about the effects these trends will have on the economy and their organizations. Wascalus agreed to provide a breakdown of the ages of people leaving Minnesota. The presentation will be sent to the WIB.

Workforce Trends Discussion

After the workforce trends presentation, WIB members broke into small groups to discuss four questions:

- What effect are the three demographic trends (aging population, increasing diversity, increasing immigration) having on your organization?
 - How is your organization responding to or preparing for a workforce whose composition is different from a decade ago?
 - What challenges will organizations face in attracting and retaining a competitive workforce?
 - What are some specific strategies to address these challenges?
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Other

No other items were discussed.

Adjourn

Upon conclusion of the agenda, the meeting was adjourned at 4:32 pm.

The next WIB meeting is April 2, 2020 at McGough Construction – 2737 Fairview Ave. N., Roseville