



## MEETING NOTES

**September 11, 2024 at 12:30pm**

**CareerForce - Bloomington**

**4220 Old Shakopee Road W #200**

**Bloomington, MN 55437**

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**Attendees:** Elise Durbin, Sarah Gutzman, Shannon Seaver, John Hacker, Cara Garrett, Doug Muller, Jennifer Kielas, Emily Watts, Tim Mayer, Melissa Sherer, Garfield Clark, Rebecca Stearns, Kim Schrupp, David Muscoplat, and Derrick Givens, Nicole Mattson

**Absent:**

**Excused Absent:** Brad Markwell, Cindy Larson, Andrea Erickson

**Staff:** Nola Slagter-Johnson, Erik Aamoth, Bri Steirer, and Virginia Rose Kane.

**Guests:** Leah McNamee, Shannon Quigley, Tara Monroe, Emily Schloesser, Matt Udermann, Becca Lopez, Sam Peterson-Etem (online), Nicki Hanson (online), Atif Ihsan (online), Brenda Dickinson (online), Dominique Johnson (Online), Keith Brooks (Online), Mark Mann (Online), Nicole Linscheid (Online)

**Call to Order – Chair Nicole Mattson**

*Items in red require a vote to move forward.*

**1. Approval of Agenda**

MOTION: John Hacker

SECOND: Rebecca Stearns

**MOTION PASSED: 16 Yeas, 0 nays**

**2. Approval of Meeting Minutes (July 2024)**

MOTION: John Hacker

SECOND: Nicole Mattson

**MOTION PASSED: 16 Yeas, 0 nays**

**3. Success Story – Carver County**

- a. Jennifer Kielas reported on a first year, summer youth program Unity Lodge participant who is accomplishing high-responsibility tasks and garnering praise from her supervisors; feedback from the participant indicates growth in role and confidence, appreciation for meeting new people and learning new skills, with the goal of becoming a kitchen manager in the future.

#### **4. Hennepin County WFD Initiatives – Presented by Nola Slagter-Johnson, Hennepin County Workforce Development**

- a. Nola reported that the Office of Workforce Development (OWD) became a department (DWD) on 9/1 lead by chief workforce development officer May Xiong; now falls under the County Administration line of business. Organization.
- b. Nola provided a walk-through of the OWD board briefing presented to the Hennepin County board of commissioners on August 1, 2024. The slides from this presentation will be made available in the new HCWDB Sharepoint document library.
  1. DWD works in collaboration with the 7 domains of DR (connectivity, education, employment, health, housing, income, and justice.)
  2. Focus is on programs and strategies that reach beyond program guidelines to remove barriers; outcomes are leveraged as an employer as well as a county partner.
  3. DWD is focused on enhancing wage growth through employment services and training to equip workers to secure higher paying jobs that keep pace with living costs.
  4. 139K job openings in MN (36K in health care and social assistance); key is targeting resources to meet sector demands.
  5. Forecasting in-demand occupations is key to matching job seekers and employers, prioritizing green ready careers in partnership with providers and across departments to embed workforce within climate action strategies.
  6. Youth employment is a pillar of barrier reduction and has been historically underfunded.
    - I. Becca Stearns noted 18 is the age barrier in the semiconductor manufacturing and other industries.
    - II. Shannon Seaver suggested youth-based learning coordinators should meet to discuss a solution; Erik noted this as a task for the OSO.
  7. Employment domain takes a holistic approach to create positive impact.
  8. Dislocated Worker (DW) program mirrors the federal DW program; pilot results indicate a need for more flexible services.
  9. DWD key strategy program impacts have led to expanded services in partnership with Housing Stability Department focusing on people facing housing instability and community-based organizations to address the benefits cliff garnering positive results; the cause of the benefits cliff is complex and multi-faceted.
  10. Anti-displacement Blue Line Extension (BLE) strategies will engage partners, prioritize hiring workers from the corridor, utilize data to inform strategies, target funding to employment and training.
  11. Hennepin County Growth & Opportunity (GO) recently launched works to reduce disparities while supporting internships and pathways.
  12. Workforce Leadership Council (WLC) work group learnings indicate small to medium sized businesses benefit from HR consulting and employee assistance fund resources; If HCWDB members are interested in being more involved in the WLC, reach out to Erik.
  13. Nola provided an overview of the HCWDB funding breakdown: Federal government gives money to MN (DEED) and Hennepin County serves as the fiscal agent; a portion of the funding (WIOA) goes through the HCWDB as required by federal law. A map of the Workforce Boards across the state will be made available for reference in the new HCWDB Sharepoint document library.

#### **5. Overview of VR Services – Presented by Sarah Gutzman, Vocational Rehabilitation Services**

- a. VR is part of WIOA, 80/20 federally and state-match funded, free service.
- b. Partners with DOE and DHS county services and provides services to those as young as 14.

- c. Pillars of services: vision/hearing loss, new Americans, and those who require lighter touch.
- d. Full VR services work 1:1 for those diagnosed with a disability (impacts your ability to find, get or keep employment); assessments for those who are undiagnosed are provided if needed.
- e. 2 clients: job seeker and employers; demand is high.
- f. Partner with schools to provide students unpaid job experience an exposure in a variety of industries and locations; free meal vouchers provided.
- g. Employment First Coalition works to eliminate sub-minimum wage for crews with job coaches; employing job coaches is a challenge.
- h. Counselors meet individuals where they are, no wrong door approach.
- i. Business engagement specialists will work directly with employers, including reasonable accommodation forms.

## 6. Board Business

### a. **Request to Publish One-Stop Operator RFP (HCWDB Action Request #2024-6 attached)**

MOTION: Garfield Clark

SECOND: Shannon Seaver

**MOTION PASSED: 16 Yeas, 0 nays**

### b. Board Work Group Report Outs

#### 1. Program Design & Development:

- a. Hired provided a presentation on referral pattern trends overview and program data analysis.
- b. Question of the Month initiative launched that garnered 54 responses; will repeat the question for additional feedback; will report back on trends.
- c. New SharePoint site to replace Basecamp launches in October.

#### 2. External Relations:

- a. Presentation by GWES Skills-based Hiring Accelerator program; will bring to the board for marketing and outreach suggestions.
  - i. Becca Stearns requested information specific to culturally relevant interviewing for new Americans for employers.
- b. Job Quality MN presentation upcoming.

#### 3. Internal Operations:

- a. BAR for OSO discussed; EO policies are being reviewed with feedback to this board in November.
- b. Bloomington IFA in process and Brooklyn Park lease has been signed
- c. Construction and move in dates in tandem with OSO.
- d. Upcoming speakers have been discussed; board members will send their suggestions to DWD.
- e. DEED negotiations for DW 2026 benchmarks underway

### c. **Program Updates – to be sent separately due to time constraints.**

## 7. Adjourn

### Mission Statement

The Hennepin-Carver Workforce Development Board fosters individual and family economic well-being through the development of meaningful career pathways and employment opportunities, provides a skilled talent pipeline to our employer partners through the strategic investment of workforce development resources and the building of collaborative partnerships, and works alongside community organizations to identify and

recruit community members to participate in workforce development services based on the workplace requirements expressed by our employer partners as well as the needs and interests of the community.

### **Vision Statement**

The board works in partnership with all community members and employers to support and enhance an effective, efficient, and inclusive workforce development system which assures alignment between available talent and employer needs resulting in economic prosperity for all.

*The Hennepin-Carver Workforce Development Board is a Proud Partner of the American Job Center Network and Minnesota CareerForce.*

