

**WASHINGTON COUNTY
WORKFORCE DEVELOPMENT BOARD MEETING
Washington County Workforce Center
Woodbury, Minnesota
April 18, 2018**

Members Present

Sharon Blomgren	Tom Colosimo	Lee Ann Cox
Christine Dressel	Christopher Eng	Stan Karwoski
Ann Lindquist	Sara Murray	Khadija Zeig

Workforce Center Staff Present

Robert Crawford	Tina Dudzinski	Rachel O'Connell
	Karen Ritter	

Guests

Adesewa Adesiji, DEED
Jacqueline Buck, DEED
Mark Jacobs, Dakota County
Keith Jacobus, South Washington County Schools 833
Peter Mau, N. St. Paul, Maplewood, Oakdale Schools 622
Steve Moeller
Tim O'Neill, DEED
Molly O'Rourke, Washington County
Larry Raddatz, Century College
Jill Stewart-Keller, Northeast Metro 916
Chris Sorensen, Washington County
Laurie Staiger, Woodbury Area Chamber of Commerce
Wayne Sarappo

WDB Members Not Present

Susie Evans	Jennifer Hassebroek	Michelle Kemper
Jeff Klemmer	Peg Killen	Mike Lang
Lee Miller	Lee Okerstrom	Lori Tapani

1. Call to Order and Introductions – Chair, Lee Ann Cox

Chair Lee Ann Cox called the meeting to order; members, partners and guests introduced themselves.

2. Adopt Agenda – Lee Ann Cox

A Motion was made to adopt the Agenda, it was seconded and the Motion carried.

3. Approve March Minutes – Lee Ann Cox

A Motion was made to adopt the March 21, 2018 minutes, it was seconded, and the Motion was approved.

4. DEED Regional Healthcare Initiative – Adesewa Adesiji, Jacqueline Buck, DEED

A Healthcare Industry Partnership is being proposed in the metro area which will be led by employers and supported by community based organizations, educational institutions and industry associations. Their goal will be to develop a skilled and prepared workers for the industry's upcoming workforce shortage.

Healthcare and Social Assistance is the Metro area's largest industry sector with 15.5% of total employment. A "Silver Tsunami" of Baby Boomers are retiring while at the same time needing more healthcare assistance and creating a greater demand than supply of workers.

The focus will be on small and medium sized (up to 250 employees) healthcare employers because they have the greatest need for workers. Their strategy will align with the Regional Plan in creating business led sector partnerships, identifying populations experiencing inequities, and coordinating with economic development services and providers.

The Regional Healthcare Partnership will include local focus groups led by employers and local Workforce Development Agency Directors to develop solutions and strategies to address the labor shortage. Community Based Organizations (CBO's), schools and industry associations would be added at the group's discretion.

We can assist employers by having an Industry Resource and Career Summit, partnering with schools, engaging underserved communities, using the workforce center network and educating employers about internship and apprenticeship opportunities. The goal of this plan is not to replace what is in existence but to start an initiative for those who don't have a plan or align with plans already in place.

Questions and Comments:

Chris Eng: Thank you for doing this in healthcare, the East Metro Manufacturers Alliance is similar. When I meet with site selectors, they are more interested in available talent than incentives.

Stan Karwoski: We would like to assist the high school superintendents attending this meeting with their efforts in helping kids develop career pathways.

Lee Ann Cox: Is it your responsibility to find employers to be a part of this? Employers will be contacted through Workforce Center Managers and as employers get involved, others will join in.

Chris Dressel: How long do you project the labor shortage to last? By 2030 the supply of healthcare workers will even out with the demand. With falling birth rates, an overabundance of workers is not likely. We need to set up a system of succession planning for mature workers to pass along their knowledge through mentorship, part time work, and consulting.

Jill Stewart-Keller: *Employers are actually courting students who are in high school by offering part time work while they are working on one or two year certifications at N.E. Metro 916 or by contacting them when they graduate.*

Wayne Sarappo: *My daughters worked as Personal Care Attendants during college. While it is important work, the wages are not competitive with retail and other entry level jobs. Small employers need assistance to create a career path so people can move to higher paying jobs.*

Robert Crawford: *We need to partner with the schools to fill the pipeline of healthcare workers.*

Khadija Zeig: *New immigrants already have the compassion and ability to take care of elders. They are not looking at getting a four year degree and will stay in a C N A position for a long time.*

Jacqueline Buck, DEED: Some employers don't have a talent shortage because they are using innovative approaches to the problem. Regional Workforce Development Roundtable discussions will be held at the North Minneapolis Workforce Center May 10th to hear about strategies that are working for employers: <https://mn.gov/deed/events/roundtable/>

In St. Cloud, 16-17 year old high school students are working in the field, going to school to get college credit and working after high school. These successful models can be replicated around the state.

5. Approval of RFP for the One Stop Operator (OSO) –Karen Ritter

The Department of Labor announced in December any OSO contracts that did not have funds attached were not valid. Washington County reissued its OSO RFP with \$2,200 included for OSO responsibilities. Proposals showing an in-kind match were awarded bonus points. No proposals were received, so a sole source award was given to the existing consortium which agreed to continue operating as a consortium. The contract will be operational by July 1st and will auto renew if no objections. A Motion was made to approve the OSO Consortium – Susie Evans, South Washington County Schools; Peg Killen, Vocational Rehabilitation Services; and Mike Lang, Wagner-Peyser – for an additional one-year term with option to renew for three years. The Motion was seconded and approved.

6. Announcements

Sharon Blomgren announced there is a Pipeline Training grant through the Minnesota Department of Labor and Industry. The grant will provide up to \$6,000 for small and medium businesses to train each employee in positions such as machining, mechatronics, healthcare support specialists, senior living culinary managers, security analysts, and software development. <http://www.ohe.state.mn.us/mPg.cfm?pageID=2196>

Lee Ann Cox requested the Action Teams meet at 7:30 before the regular WDB meeting on May 16th. Robert Crawford added Steve Moeller and Wayne Sarappo have retired; however

they can continue to serve on the Action Teams. The WDB Bylaws will be distributed to the members and need to be approved at the May 16th meeting.

7. Robert Crawford's Retirement

Robert Crawford, Washington County Workforce Center's Manager will retire April 27. Lee Ann Cox asked how we can best move forward. Robert replied "Hire someone with the passion to do this work". Lee Ann thanked Robert for being a champion for us at Washington County.

Mark Jacobs: Robert focuses on how to best serve our people and is well respected throughout the state and at the local level.

Stan Karwoski: Robert started working for Washington County in 1982. He was instrumental in creating the Anti-Racism Workgroup for Community Services, led the County's Diversity and Inclusion Taskforce to increase diversity in the County's workforce, and other efforts for those who are underrepresented. He recently started working with Chris Eng on the Health Care and East Metro Manufacturing Associations.

Chris Sorensen: Before Chris took this job, his colleagues who knew Robert said he would enjoy working with him, describing him as a "mover and shaker" and kind and generous. We will continue his efforts to move things forward.

Molly O'Rourke: Robert is a class act, gracious, welcoming and guided her as she became the County Administrator. Because of his efforts, this County has made tremendous strides in becoming a more diverse, inclusive and welcoming organization and we will always be in his debt.

Robert thanked everyone and said he will stay involved on advisory groups and will continue to help people.

8. Motion to Adjourn – Chair, Lee Ann Cox

A Motion was made to adjourn the meeting, it was seconded, and the Motion was approved.