

## WORKFORCE DEVELOPMENT COUNCIL MEETING AGENDA

Thursday, February 27, 2020  
9:30 – 3:00 p.m.

Great River Energy, Fort Union Room  
1611E Century Ave., Bismarck, ND

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9:30 a.m.	<b>CALL MEETING TO ORDER</b>	<i>Dave Farnsworth</i>
9:30 – 9:45 a.m.	<b>WELCOME / INTRODUCTIONS</b>	<i>Dave Farnsworth</i>
9:45 – 9:55 a.m.	<b>NGA WINTER WORKFORCE TAKEAWAYS &amp; ANNOUNCEMENT</b>	<i>Dave Farnsworth / Katie Ralston</i>
9:45 – 10:20 a.m.	<b>ADMINISTRATIVE MATTERS</b> <ul style="list-style-type: none"><li>▪ Approve Minutes – December 17, 2019</li><li>▪ Financial Report</li></ul>	<i>Dave Farnsworth  Nicole Vorachek / Katie Ralston</i>
10:20 – 10:30 a.m.	<b>HIRE VETS MEDALLION AWARD</b>  <i>Guest: Joe Hall, Veterans Employment Team / Business Services Consultant</i>	<i>Joe Hall, Veterans Employment Team</i>
10:30 – 11:00 a.m.	<b>ROAD MAP</b>	<i>Michelle Kommer</i>
11:00 – 11:30 a.m.	<b>SUBCOMMITTEE UPDATE - POPULATIONS WITH BARRIERS</b>	<i>Bryan Klipfel</i>
11:30 – 12:00 p.m.	<b>LUNCH</b>	

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12:00 – 12:30 p.m.    **SUBCOMMITTEE UPDATE - RECRUIT & RETAIN**    *Pat Bertagnolli*

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12:30 – 1:00 p.m.    **SUBCOMMITTEE UPDATE – CAREER  
EXPLORATION & SKILLS GAP**    *Don Shilling*

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1:00 – 1:15 p.m.    **BREAK**

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1:15 – 1:45 p.m.    **SUBCOMMITTEE UPDATE – OCCUPATIONAL  
LICENSING REFORM**    *Michelle Kommer*

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1:45 – 2:45 p.m.    **COUNCIL DISCUSSION**    *Michelle Kommer*

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2:45 – 2:55 p.m.    **NEXT STEPS**    *Michelle Kommer*

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2:55 – 3:00 p.m.    **ADJOURN**    *Dave Farnsworth*

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Minutes of the  
**Workforce Development Council**

**Great River Energy, Fort Union Room  
1611 E Century Ave, Bismarck, ND  
Wednesday, February 27, 2020**

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**Members present:** Dave Farnsworth, Pat Bertagnolli, Tifanie Gelinske, Cindy Griffin, Perry Lubbers, Guy Moos, Don Shilling, Taya Spelhaug, Arnie Strebe, Randy Burckhard, Cindy Schreiber-Beck, Tony Grindberg, Jason Ehlert, Landis Larson, Michelle Kommer, Wayde Sick, Kasper Ziegler, Stan Schauer, Bryan Klipfel, Robyn Throlson, Chancellor Mark Hagerott

**Staff present:** Katie Ralston, Ruth Lacher, Tammy Barstad, Karla Koenig, Sherri Frieze

**Guest:** Jace Beehler, Matt Gardner, James Tatum, Brenda Zastoupil

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**Welcome and Introductions**

**Agenda Approval**

Dave Farnsworth called the meeting to order at 9:30 a.m., welcoming members and guests.

**Motion:** It was moved by Cindy Schreiber Beck, seconded by Randy Burckhard to approve the agenda with addition of updates on membership to the Workforce Development Council, and WIOA State Plan. Motion carried.

**Occupational Licensing Update**

**James Tatum**

Mr. Tatum, Policy Analyst with the National Center for Interstate Compacts, (NCIC) presented on the update that was given to the Occupational Licensing Reform committee the day before.

- NCIC is designed to be an information clearinghouse; a provider of training and technical assistance and primary facilitator in assisting states review, revise and create new interstate compacts to solve multi-state problems or provide alternatives to federal pre-emption.
- Over the last 60 years, the number of jobs requiring an occupational license, or government approval to practice a profession, has grown from about 1 in 20 to more than 1 in 4.
- States today are facing issues that are not confined to geographical boundaries or jurisdictional lines and as states become more integrated socially, culturally and economically, the volume of these issues is increasing, pre-emption in certain policy areas, is an ever more likely response.

**WIOA Council Membership**

**Michelle Kommer**

Michelle discussed the need for two more council members from the northwest and northeast regions of ND. The Governor's office is currently reviewing applications that were submitted from the industry sectors of UAS and Energy.

**National Governors Association Winter Workforce Takeaways and Announcement**

**Dave Farnsworth & Katie Ralston**

Dave and Katie attended the National Governor's Association (NGA) winter conference in Washington, DC. Many state governors, workforce councils and advisory boards were in attendance, discussing this year's focus of workforce, infrastructure, and best practices within the programs of WIOA.

A new one-year campaign; Career Pathways, being led by Apple and IBM are using TV, media, and print to shift the paradigm from the traditional four-year college degree, to a focus on how young and working adults can develop the skills needed for today's job market, by raising awareness of educational options for on the job degrees. Katie will keep the group informed with more updates.

**Administrative Matters**  
**Approval of Minutes**

**Motion: It was moved by Perry Lubbers, seconded by Taya Spelhaug to approve the minutes from the December 17, 2019 Workforce Development Council Meeting. Motion carried.**

**Financial Report**  
**Nicole Vorachek**

The Workforce Innovation and Opportunity Act (WIOA) which succeeded the Workforce Investment Act of 1998 (WIA) was enacted in July 2014 to bring about increased coordination among federal workforce development and related programs. The ND Workforce Development Council was authorized July 21, 2017 under Executive Order 2017-10.

WIOA includes five titles: Workforce Development Activities (Title I), Adult Education and Literacy (Title II), Amendments to the Wagner-Peyser Act (Title III), Amendments to the Rehabilitation Act of 1973 (Title IV), and General Provisions (Title V). WIOA also requires Unified State Plans (USPs) that outline the workforce strategies for the six core WIOA programs—adult, dislocated worker, and youth programs (Title I of WIOA).

Nicole discussed allocated funds from 2017 and funds to be expended by June 30<sup>th</sup> of 2020. The council will discuss and evaluate the allocating of funds at the next meeting. Nicole will bring an updated financial report listing those expenses to each meeting to keep the council informed.

**Hire Vets Medallion Program**  
**Joe Hall**

Mr. Hall presented on the Hire Vets Medallion Program which is a product of the Hire Vets Act signed by President Trump in 2017. Information can be found on the website: <https://www.hirevets.gov/>

This is the only award program that celebrates employers who have demonstrated efforts to hire, recruit, and retain United State Veterans. Employers of all sizes are welcome to apply, including local and tribal governments and non-profit companies; federal and state agencies do not qualify.

Award recipients receive a certificate signed by the US Secretary of Labor and the rights to use a digital image of the medallion to use as part of their business' advertising and promotional efforts. Additionally, these businesses will be included in a published list of Veteran Ready Employers at HIREVets.gov

**Road Map**  
**Michelle Kommer**

2017 **Workforce Development Council (WDC)** reenergized - a ND first perspective

2018 **WDC Report of Recommendations** – priority focus

2019 Legislative Session

- Automation Credit
- Career Builder Loan / Scholarship
- Nurse Recruitment – Bonus
- Occupational Licensing Reform – Military Spouse

2019 WDC Subcommittees Established

- Recruit & Retain
- Tech Skills Gap / Career Exposure
- Populations with Barriers
- Occupational Licensing Reform
- *Communications and Education (to be established)*

Understand the challenge in order to recommend solutions, and they need to be:

1. Data informed
2. Industry-led
3. State-wide view
4. Prioritized
5. Scalable
6. Focused and comprehensive (the right solution, for the right challenge at the right time)

Goal for upcoming session would be to identify four – six recommendations, showing how we are working with the private sector industry, engaging additional stakeholders and finally forming a unification to package ND in a way that stands apart from others.

### **Career Builder discussion**

Short Term Action:

- Create a public/private partnership; group rally to engage private industry to raise money for a marketing plan.
  - Engage Commerce/Marketing team with the Technical Skills Gap subcommittee
  - Brenda Zastoupil, Taya Spelhaug

Long Term Action:

- Adjustments to the program; recommendations by the WDC to make more successful.

### **Subcommittee Update Populations with Barriers Bryan Klipfel**

Discussion points:

- 1) Work with DOCR to develop educational program to build technology skills
  - a. The Last Mile – Tech Training Program
    - i. 30 participants; 30 hours in the classroom per week for 6 months
    - ii. Web development – 2 different “languages”
    - iii. In addition to CA, 4 other states have implemented this program (Indiana, Oklahoma, Michigan and Kansas)
    - iv. Engaged Microsoft for private sector collaboration
    - v. 60-120 individuals re-entering every month
  - b. Policy changes
    - i. Tech employer group engagement mandatory
    - ii. Expungement of records? Drivers licenses? Housing?
    - iii. Exit processing framework for persons leaving incarceration
- 2) Housing First Initiative (i.e; Thomas Hill's from United Way Cass Clay)
  - a. HFA
  - b. Homeless Coalition
  - c. Transitional housing
- 3) ND Job Service “wish list”
  - a. VOS greeter (iPad to check in at JSND offices)
  - b. Security system enhancements
  - c. Multi-use mobile unit (JSND on wheels)
  - d. 2<sup>nd</sup> Chance Career Fair promotional money
  
- 1) Nursing
  - a. Nurse Loan Repayment Program for master's degrees who go on to teach/retain with private sector match
- 2) Workforce Marketing Campaign
- 3) Tech Ed Marketing Campaign
- 4) Tax exemption for active military personnel

**Motion:** It was moved by Landis Larson and seconded by Cindy Schreiber-Beck for the WDC to adopt the Populations with Barrier subcommittee's recommendation to pursue the technical skills training program within the Department of Corrections and Rehabilitation. Motion carried.

**Recruit & Retain Recommendations  
Pat Bertagnolli**

- 1) Recruitment
  - a. Leverage university alumni organizations and partner with business/economic development to recruit for specific industries.
  - b. Alignment with Career exploration. Committee noted - recruitment and career exploration are connected and events are happening in schools, Dakota Strike and other career fairs throughout the state.
  - c. Nursing – loan repayment program.
  - d. Military
    - Tax exemption for active military personnel.
    - Better leverage of programs like – USO Pathfinder Program, Nat'l Assoc of Manufacturers: Heroes Make America.
- 2) Retention
  - a. Cross-discipline mid-level leadership training – with focus on retention. Potential for TrainND, BSC, etc. to develop/provide training. Statewide training gap.

**Motion:** It was moved by Don Shilling and seconded by Randy Burckhard for the WDC to adopt the Recruit and Retain subcommittee's recommendation to pursue a nurse loan repayment program for master's degrees for nurses that teach. Motion carried.

**Technical Skills Gap & Career Exploration Recommendations  
Don Shilling**

- 1) Career Academies/CTE Centers
  - a. Commerce/CTE Develop success criteria
  - b. Address dual credit; need to meet with Higher Ed.
  - c. Address grad requirements (achieve in CTE classes) Need to meet with Higher Ed/DPI
  - d. Flexibility
- 2) Career awareness – Need to meet with DPI to refine
  - a. Career exposure through ND Studies
    - i. Jobs available (show SLDS)
    - ii. Programs available
    - iii. "Real look" at these careers
    - iv. Financial modeling
- 3) App or website
  - a. More information required
    - i. Subcommittee invites Shawn Riley to understand data map
    - ii. Learn state's best practices

**Motion:** It was moved by Guy Moos and seconded by Perry Lubbers for the WDC to adopt the Technical Skills Gap & Career Exploration subcommittee's recommendation for additional career academies and CTE centers while addressing policy issues to promote career and technical education. Motion carried.

## **Occupational Licensing Reform Michelle Kommer**

Currently North Dakota has 61 licensing boards, approximately 25% of the national workforce requires an occupational license to practice.

Through monthly meetings over the next five months, the Occupational Licensing Reform (OLR) workgroup will work with national experts and occupational licensing boards, commissions and agencies to understand licensing requirements and identify opportunities.

**The goal** of the OLR workgroup is to remove barriers to employment while preserving the health and safety of North Dakotans and promoting competition.

**The purpose** of the OLR workgroup is to study North Dakota's schema for occupational licensing in order to develop a thorough understanding of:

- Licensing in our state
- Discover best practices
- Engage licensing boards and commissions
- Identify the best path forward

**March – June 2020** - gathering, analyzing, comparing, and reporting of data, collected from outside the firm. This firm will report back to the working group, advising of best practices and opportunities not known.

**July** - draft recommendations, hosting of listening sessions with licensing boards, commissions, and agencies.

**August** - drafted recommendations will be finalized.

### **WIOA ND Unified State Plan update**

The Unified State Plan for the 2020-2023 years will be sent out, February 28<sup>th</sup> through the federal online portal.

Partners involved in updating the plan; Department of Commerce, Job Service of ND, Vocational Rehab, Adult Education.

**Motion:**       **It was moved by Perry Lubers and seconded by Taya Spelhaug to approve the WIOA Unified State Plan. Motion carried.**

### **ADJOURN**

**It was moved by Don Shilling, seconded by Randy Burckhard to adjourn the meeting. Motion carried.**