



Workforce Development Board

402 West First Street
Duluth, Minnesota 55802

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Meeting Minutes

Monday, September 19, 2022; 2:00-4:00 p.m.

City Hall Room 330

Present:

Anthony Bonds, Assistant Superintendent, ISD 709
Kayla Dietzmann, Director of HR & Marketing, SCS Interiors
Emily Edison, Executive Director, SOAR Career Solutions
Claire Farmer-Lies, Marketing & Communications Specialist, Residential Services Inc.
Angie Frank, Manager, Duluth Adult Education
Lindsey Growette Stingle, Human Resources Director, National Bank of Commerce
Marla Halvorson, HR Director, St. Luke's
Monica Haynes, Director, UMD Bureau of Business & Economic Research
Shawn Herhusky, Workforce Development Manger, Essentia Health
Duane Hill, District Engineer, Minnesota Department of Transportation
Linda Kingston, Vice President of Academic and Student Affairs, Lake Superior College
Laura Krollman, Manager, Allete, Inc.
Vance Okstad, Director of Outreach, Cirrus Aircraft
Paul Pedersen, Director of Outreach, MAC-V
Rick Revoir, Dean of Strategic Development, College of St. Scholastica
Amanda Yates, Financial Services Manager, St. Louis County
Elena Foshay, Director, Duluth Workforce Development
Carson Gorecki, Northeast Regional Labor Market Analyst, DEED
Carol Turner, Operations Manager, Duluth Workforce Development

Meeting called to order 2:04 p.m. The Workforce Development Board successfully established a quorum.

Public Comment: None

The Equity Lens: Understanding Privilege, presentation by Sarah Lyons, Executive Diversity Officer, Lake Superior College

- What is privilege, what is it not, & how does it show up in the workplace?

Updates and Announcements

- Veterans listening sessions happening at the Domiano
- UMD Hosting DEI Event Oct 24, 5 pm – Charlene Thomas is keynote speaker

- Oct 5 Discover Healthcare at the College of St Scholastica. Open to community from 3:00-6:00pm
- Tour of Manufacturing coming up October 12-13
- CNA training graduation October 6
- Governance Committee to send out Board survey
 - Exit interviews conducted among past Board members, results compiled and shared. Summary highlights:
 - Need for more clarity around Board role as advisory vs decision making
 - What decisions is the board responsible for?
 - What is the appropriate level of involvement in decision making?
 - Seeking more tangible opportunities - field trips, opportunities to connect to the people who benefit from our work
 - Do meetings on-site, combined with tour
 - Committee work feels valuable
 - Desire for better understanding of workforce needs

Action Items:

- June 13, 2022 minutes were approved by board members in attendance.
- Board members in attendance voted to designate Elena Foshay to convene IFA/MOU negotiations on the Board's behalf

Child Care Discussion with Tony Sertich and Zane Bail, Northland Foundation

- Child Care Shortage Issues & Opportunities
 - The region needs 4567 slots to meet demand = 57% increase
 - Duluth needs 2054 slots to meet demand = 64% increase
- Family providers transitioning out of market, shift to centers
- Is the issue regulations?
 - Regulations are there for a reason
 - There is a working group at DHS looking at ways to simplify
 - Wayfinders to help providers navigate licensing
- What are we currently doing?
 - Help parents navigate/find child care - especially MFIP recipients
 - Workforce strategizing with child care providers
 - Partner on pilot training - Intro to Child Care, Paraprofessional, working on monthly onboarding training
 - Participating in various working groups
 - Opportunity to consolidate efforts for greater impact, but who will lead?
 - Partnering on workforce grant program
 - Looking at career pathways that start in child care or after school programs and lead toward teaching, social work, or early childhood ed
 - Support training through Talent Development Program
- Ideas
 - High school early childhood CTE, connection to preschools, PSEO credit for learning around early childhood
 - It comes down to wages - child care needs to pay more
 - There aren't enough options, and the options don't charge enough for those who have the resources
 - The math doesn't work

- CCAP - What it pays does not cover full cost of child care, administratively complicated - not all providers will accept it
 - Northland has scholarships but there is a wait list
- It's okay to support 'Cadillac' program - parents who can afford it will go there and free up spots in more affordable programs
- What is the baseline? What is the minimum expectation for what child care should offer?
 - Licensing is absolute baseline
 - Parent Aware rating
- Can employers offer child care on-site? - space, regulations
 - St Luke's has done focus groups on whether and how to support child care
 - Parents don't want kids sleeping somewhere else when they work overnight shift
 - Employees prefer retirement and other benefits over subsidizing child care
- One year paid maternity leave would make a huge difference
 - But who would pay for it?
- What can the board do?
 - Work on career pathways component, spread that information
 - Participate in workforce working group
 - Advocate at state level - Liz Olson and Tina Smith - how can we get involved
 - Make case for need for greater public investment in child care/early childhood
 - Advocate with employers - offer flexibility to working parents to help them navigate
 - Put out recommendations - what can employers do to support parents with caregiving responsibilities
 - Support training

Meeting adjourned 4:01 p.m.

Next meeting is Monday, November 14, 2022; 2:00-4:00 p.m. in City Hall Room 330.