



Workforce Development Board

402 West First Street
Duluth, Minnesota 55802



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Meeting Minutes

Monday, November 15, 2021; 2:00-4:00 p.m.

Virtual Meeting via WebEx

Present:

Anthony Bonds, Assistant Superintendent, ISD 709
Kayla Dietzmann, Director of HR & Marketing, SCS Interiors
Brian Durand, Project Executive, McGough
Emily Edison, Executive Director, SOAR Career Solutions
Chiamaka Enemuoh, President, Lifestone Health Care
Claire Farmer-Lies, Marketing & Communications Specialist, Residential Services Inc.
Angie Frank, Adult Basic Education (ABE) Manager, Duluth Adult Education
Monica Haynes, Director, UMD Bureau of Business & Economic Research
Shawn Herhusky, Workforce Development Manager, Essentia Health
Duane Hill, District Engineer, Minnesota Department of Transportation
Julie Johnson Atkinson, Vice President of Convention Sales, Visit Duluth
Pam Kramer, Executive Director, Duluth LISC
Laura Krollman, Manager, Minnesota Power
Jennifer Oakes, DEED Job Service Site Supervisor, Duluth CareerForce
Vance Okstad, Director of Talent Acquisition, Cirrus Aircraft
Paul Pedersen, Director of Outreach, MAC-V
Ian Vincent, Senior Business Developer, APEX
Sonia Vinnos, Rehab Manager, DEED Vocational Rehabilitation Services
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 at 2:04 p.m. The Workforce Development Board successfully established a quorum.

Action Items:

- September 20, 2022 board meeting minutes were approved by board members in attendance.
- The 2022 Duluth Workforce Development Board meeting calendar was approved by board members in attendance.

Welcome new board members:

- Angie Frank, new head of Duluth Adult Education
- Vance Okstad is representing Cirrus Aircraft
- Shawn Herhusky, has a new role with Essentia Health, taking place of Kim Burke on the board

Congratulations and thank you to Pam Kramer:

Pam Kramer is retiring after 20+ years. This opens up a seat on the board for a community organization and the equity committee is doing strategic outreach. Pam, thank you so much for your service to the Duluth Workforce Development Board!

Action Items (continued):

- Board Chair/Vice Chair election
 - Ian Vincent has been nominated and accepted the nomination for Board Chair. All board members in attendance approve.
 - Claire Farmer-Lies has been nominated and accepted the nomination for Board Vice Chair. All board members in attendance approve.
- Reminder to complete Oath of Office, Clerk's office, City Hall, M-F, 8:00 a.m.-4:30 p.m.
- Reminder to complete additional information survey <https://forms.gle/yoT3ewaoXaDjLFh37>
- Reminder to join a committee. Reach out to Elena Foshay to join or switch committee, or ask questions.
- Thank you for sending notes of appreciation to staff.
- Minnesota Young American Leaders program is looking for nominees.

Public Comments: None

Updates & Announcements:

- CareerForce operations update
 - Elena Foshay and Mayor Larson met with the DEED Commissioner and Deputy Commissioner to share thoughts on the importance of having the workforce center fully reopened with a fully operational computer lab, including staff to help people. Ian Vincent and staff from partner agencies participated in a meeting with the Deputy Commissioner as well. Follow up conversations planned and American Recovery dollars will be used to hire staff.
- Continued talks about how to best serve our community.

Committee Updates:

Governance Committee: Secured chair and vice chair nominations, recruitment and onboarding new members, made changes to policy for nominations.

Executive Committee: Talked a lot about CareerForce operations and how we can work most effectively with DEED. Discussed engaging board members in committees.

Equity Committee: Continued conversation around Employer Champions Initiative (waiting to hear soon regarding funding from DEED), what are we facing moving forward, and vaccine mandate issues.

Construction Working Group: Discussing how to continue to make sure there is a pipeline of interested young people interested in trades. Brainstormed entry-level job opportunities for folks who want hands-on opportunities while they wait for union apprenticeship or non-union job in construction.

Health Care Committee: Discussing finalizing career pathways with behavioral health and non-medical positions in healthcare settings. Discussed workforce needs--shortage of nurses and other positions. Shayla Drake and Emily Edison will be presenting to the Minnesota Guidance Counselors conference on demystifying healthcare career pathways.

Emerging Workforce: Looking for new members and committee chair. Strategic planning being done to separate the work of DWD youth programming from work on Emerging Workforce Committee. Key issues mapped out for 2022.

Strategic Planning Reminder:

- Reminder to all committees to use template for strategic planning. We'll take a look together at January 2022 meeting.

Update on status of the labor market-Carson Gorecki

- Summary:
 - Labor force participation has fallen and not bounced back
 - Duluth has lost 4% of its labor force since the start of the pandemic, NE MN 3.5% - 5,747 fewer in the labor force
 - Number of people unemployed in NE MN - 4,803 - lower than pre-pandemic
 - Number of people leaving their job voluntarily rising - 2.6% of workers left their jobs in August in MN
 - Unmatched number of job openings - highest increase since 2015
 - 12,886 job vacancies in Q2 2021 in NE MN - RECORD high
 - 0.6 jobseekers per vacancy
 - Health care had largest share of job vacancies in NE MN - about a third of total
 - Accommodation/food service and retail are next largest shares of vacancies
 - Transportation/warehousing way up
 - High quit rate means high confidence in the labor market - believe they will find another job
 - Quit rate for hospitality is much higher than for all other sectors - most churn here - 6.4% of all workers in this industry quit their jobs in September
 - Wage offers up 8% (\$1.07) from 2019
 - Highest median wage offers in mining and manufacturing
 - 6% of UI claimants in MN switched industries upon being re-employed
 - Those that changed industries saw wage declines
 - Younger workers much more likely to change industries
 - Those leaving leisure/hospitality moved to jobs requiring similar skills/training - so not a lot of 'training for a better career' happening
- Key focus for workforce board should be on addressing worker shortage—housing, college students, immigration, talent attraction.

Equity Discussion:

- Focus on retention.
- What has changed about the work environment/culture at your workplace?
- How can we intentionally create workplaces that effectively retain staff? (Apply equity lens.)
- What can the workforce board do to support employers as they navigate this fundamental shift in work/the workplace?

Infrastructure Bill:

- Bill does not include workforce development. Focus is on building.
- Elena Foshay and Association of Workforce Boards is meeting with Senators Klobuchar and Smith and their staff to discuss the importance of investing in workforce development, including career technical education. Job opportunities will be created by the infrastructure bill. People will need training or to be re-trained. Support will also be needed for employers to provide on the job training.

Meeting adjourned: 3:55 p.m.

Next meeting is Monday, January 24, 2022 from 2:00-4:00 p.m., via WebEx