

**ANOKA COUNTY WORKFORCE DEVELOPMENT BOARD**

**Thursday, February 7, 2019  
7:30 A.M.**

**ANOKA COUNTY HUMAN SERVICE CENTER  
1201 89<sup>TH</sup> AVENUE NORTHEAST  
BLAINE, MN 55434  
SUITE 202**

**\* \* \* A G E N D A \* \* \***

- I. ROLL CALL**
  
- II. APPROVE ADOPTION OF THE AGENDA**
  
- III. APPROVE December 5, 2018 MEETING MINUTES (Attached)**
  
- IV. ADULT BASIC EDUCATION OVERVIEW – Al Ickler, Director and Theresa Zingery, Community Education Manager – Anoka-Hennepin School Dist. #11**
  
- V. ANOKA COUNTY REGIONAL ECONOMIC DEVELOPMENT PARTNERSHIP – Jacquell Hajder, Economic Development Specialist – Anoka County**
  
- VI. CHAIR’S REMARKS – Shirley Barnes, CEO – Crest View Senior Communities**
  - Minnesota Association of Workforce Boards (MAWB) 2019 Legislative Platform (attached)
  - New Commissioner of the Department of Employment & Economic Development
  
- VII. OTHER BUSINESS**
  - Regional Update – Commissioner Sivarajah
  - Job Training Center & CareerForce Updates – Nicole Swanson, Director – JTC
  - Grant Updates – Nicole Swanson

**INFORMATIONAL ITEMS:**

- LAUS Update (attached)
- 2019 Meeting Dates
- Updated Workforce Development Board Roster

**WORKFORCE DEVELOPMENT BOARD MEETING  
ANOKA COUNTY  
December 6, 2018**

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The Anoka County Workforce Development Board Meeting was called to order by Chair Barnes at 7:30 a.m.

**I. ROLL CALL**

**MEMBERS PRESENT:** Shirley Barnes, Elaina Bleifield, Terry Hart, Curt Jasper, Becky Johnson, Paul Johnson, Mike Lang, Jessica Lipa, Julie Lundberg, Patrick McFarland, Jerry Miller, Jim Nimlos, Michael Thews, Erik Thorvig, Raymond Zeran, Theresa Zingery

**NON-MEMBERS PRESENT:** Commissioner Rhonda Sivarajah, Tim O'Neill, Brad Thiel, Bridgett Backman, Deb Smith, Jodi Yanda, Jane Xiong, Ellie Emanuel, Nicole Swanson and Krista Peterson

**Nicole Swanson** shared with the Board that the Job Training Center Resource Room Assistant, Terry Limper, suddenly passed away due to a short-term illness. Her 20 plus years of employment with the Job Training Center and dedication to our customers will be greatly missed.

**II. APPROVE ADOPTION OF THE AGENDA**

**MOTION** by Michael Thews to adopt the agenda. Seconded by Elaina Bleifield.

**UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY**

**III. APPROVE November 1, 2018 MEETING MINUTES**

**Elaina Bleifield** noted on page 3, number 4 that CTA should be CTE.

**MOTION** by Elaina Bleifield to approve the minutes as amended. Seconded by Theresa Zingery.

**UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY**

**IV. CAREERFORCE PLATFORM DEMO**

**Jane Xiong**, DEED, provided a demonstration of the new CareerForce website stated that the website is evolving constantly as they continue to build the site. This is a user focused website, and everyone will sign up as career seekers. Board members are encouraged to create an account

to stay informed and connected to CareerForce. This location will be known as CareerForce Blaine online (for GPS purposes).

**Curt Jasper** asked if a career seeker took an assessment in CareerForce and there were skills that needed to be updated if the site would link them to places they could get help to upgrade their skills.

**Jane** replied yes, she met with Adult Basic Education and they would be part of the connection section. CareerForce would also keep the career seeker skills gaps assessment in their account, so they would know what needed to be done to fill in the gaps.

**Jerry Miller** asked if career seekers would be notified of their results, he didn't want anyone to be discouraged from the results.

**Jane** said that the career seeker can access the results which will also identify ideal careers. She will take that information back to the group to ensure communication is very clear to the career seeker.

**Theresa Zingery** asked if the career seeker searches for help if it would pull up local partners.

**Jane** replied that the career partners would be listed on the bottom of the page. Partners can request to be listed on this page. It was suggested from the local CareerForce site to have a link to take the career seeker directly to the local area partner and then to the comprehensive regional area.

**MOTION** by Raymond Zeran to request a link to take the career seeker directly to local partners and then to the comprehensive regional area partners. Seconded by Theresa Zingery.

**UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY**

**Bridgett Backman** is the CareerForce brand ambassador and site manager for Anoka County. She encouraged the Board to register as career seekers, so they can be connected to the CareerForce Anoka County group to get alerts and updates. Let Bridgett or Jane know if you have any questions or site suggestions.

**Nicole Swanson** said that local partners are working on how CareerForce will be rolled out internally and externally and plan to do this collaboratively with our partners. The sign by the road will change sometime in January. The reception area is under construction to enhance safety and enhance CareerForce brand change with enhanced signage. The Board's name will not change.

**Theresa** thought career seekers would be confused with the two names of CareerForce Blaine and CareerForce Anoka County.

**Jane** will check with leadership to see if that could be changed.

**MOTION** by Theresa Zingery to recommend the name be changed to CareerForce Anoka County (Blaine). Seconded by Michael Thews.

**UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY**

**Bridgett** noted that the CareerForce Blaine suggestion is due to the GPS mapping system.

#### **V. Workforce Innovation Cohort for Disability & Employment**

**Jodi Yanda** said they would like to increase access to services to serve those with disabilities. How might we ensure individuals with disabilities experience seamless services at CareerForce? We also will share our ideas with other states, create a common application and make referrals to other WIOA programs.

**Jodi** said that later today she has a phone conference with Nebraska to talk about what their top three successes and challenges are. Minnesota's top three successes include working on cultural change in CareerForce with customer service, collaboration with the public, state and local areas and workforce development styles focusing on prosperity for all. Top three challenges include talking about inclusive WIOA partnerships, limited sustainable partner meetings and not being familiar with everyone's programs. We will also discuss how to make CareerForce locations accessible for everyone.

**Nicole Swanson** is excited about this opportunity. She represents the MWCA directors and there are many partners at the table who would like to take this to the next level. Anoka already has a universal application this group is looking at using Anoka's application as a statewide common application. Customers would be able to come in our door and fill out one piece of paper that works to apply for all programs which would include VRS. This will help increase access for those with disabilities. Anoka has the largest waiting list for vocational rehabilitation services.

**Commissioner Sivarajah** noted that having resources available for people to access on the website is helpful like accommodations available at CareerForce centers. There are specific programs for different disabilities. The Minnesota Employment Center works with the deaf and hard of hearing. People are not aware of resources within the community and the one-stop brings it front and center.

**Jodi** shared a video and a link will send it out to the Board members.

#### **VI. Resources for People with Disabilities**

**Ellie Emanuel** reviewed the Disability Resource Guide that was distributed to the Board members.

**Nicole Swanson** said that Anoka is fortunate to secure talented staff and retain Ellie's Disability Resource Coordinator position. These are great resources and will be put on the website.

## **VII. Disability Statistics in Anoka County**

**Tim O'Neill** reviewed the disability statistics in Anoka County. 10% of Anoka County residents report having a disability. There are six types of disabilities hearing (3.4%), vision (1.4%), cognitive (1.4%), ambulatory (4.2%), self-care (1.9%) and independent-living (3.9%) difficulty. Ambulatory and hearing disabilities increase significantly with age. Within the United States, 45 million people report a mental illness which is approximately 18.3% of the U.S. population. In Anoka County 64,000 report mental health issues.

**Becky Johnson** said that those with mental health issues are the population that we serve the most.

**Tim** said that mental health includes depression, anxiety, PTSD and many others. There is a lower percent of persons working full time with reported disabilities. Anoka County and the State of Minnesota have similar statistics, State - 44% do not work full time vs Anoka - 38%.

**Commissioner Sivarajah** asked if this information could be broken down into categories by people working vs unemployed with disabilities like hearing difficulty.

**Tim** replied yes.

**Nicole Swanson** said that this shows that there are opportunities to build on our mission in building tomorrow's workforce.

**Jerry Miller** asked if there was a way to find out who didn't work because they chose not to and those who could not find employment.

**Tim** thought that may be difficult, but he would see what he could find.

## **VIII. Other Business**

### **Regional Update**

**Commissioner Sivarajah** said that the Executive Director position is posted for the Greater Metropolitan Workforce Council, they continue to accept applications and are starting the interview process. 11 applications have been received so far. A unique grant opportunity came up through JP Morgan. Staff along with Real Time Talent staff and the Center for Economic Inclusion staff worked together and submitted an application. The grant will focus on issues of equity around the sectors that have been identified within the region. Also, in partnership with MWCA and Chambers they are working on developing a transition paper to send to new State administration about the importance of workforce issues and working on building talent here.

**WIOA Policies**

**Nicole Swanson** reviewed the DEED public comment link for the One Stop Operator and Workforce Board Membership. Send comments to Nicole by December 21<sup>st</sup>.

**Elaina Bleifield** asked if it would be helpful to have resolution from the Board.

**MOTION** by Elaina Bleifield to ask DEED to follow the WIOA law rather than making more restrictive policies for Workforce Development Board Membership. Seconded by Michael Thews.

**UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY**

**ADJOURN**

**MOTION** by Jerry Miller to adjourn. Seconded by Elaina Bleifield.

**UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED AND THE MEETING ADJOURNED AT 9:06 A.M.**

# Minnesota Association of Workforce Boards

*It is the mission of the Minnesota Association of Workforce Boards to provide Minnesota with a skilled and competitive workforce through engaged and proactive local elected officials, workforce boards, and staff.*

## WHO WE ARE

Minnesota's workforce development system continues to be a national model for excellence and innovation in employment and training programs.

The sixteen local, employer-led Workforce Development Boards (WDBs), in conjunction with local elected officials, are responsible for:

- setting policy and priorities in their communities;
- engaging employers to determine strategies and organizing the efforts of the broader workforce system to address employer needs; and
- being the accountability agents for local employment and training programs.

The Minnesota WDBs have a long-standing and demonstrated track record of developing cutting-edge new programs and strategies- while continuously improving the traditional services offered through Minnesota's CareerForce locations and achieving outstanding performance results.

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## STATE OF THE WORKFORCE

Minnesota's economy is strong; and while we are experiencing a severe skilled worker shortage, critical gaps exist in our labor force. The reasons for these gaps are complex; employment and training programs are as critical as ever to ensure employers have the workers they need to support their economic vitality. Funding needs to be better targeted and aligned to achieve the best return on those investments.

For over a decade, a worker shortage has been predicted, and employers are currently experiencing the effects. There are now more jobs available than people looking for work (.6 jobseekers for every job vacancy<sup>1</sup>). With low statewide unemployment rates and some regional unemployment rates even lower, we need to engage the *entire* workforce. An inadequate supply of qualified labor could cause the economy to stall, forcing businesses to export their work or leave Minnesota.

In many cases, those who are not yet working despite the low unemployment rate face barriers to employment such as low skills, low literacy or homelessness, disability status, ex-offenders, older workers and veterans. And, youth continue to experience unemployment at higher rates than adults.

Furthermore, significant income disparities exist among those who *are* working – groups that face the highest inequities are racial minorities and women.

As a state, we must intentionally come together to address these disparities. Services provided through public investments *can* and *must* promote skills training for those who are un- or under-employed so that they can access the jobs that employers struggle to fill. We must also fund the supportive services necessary to ensure that jobseekers are successful in attaining and retaining employment.

Minnesota's CareerForce system has an exemplary record of leveraging public investments to connect employers and jobseekers to the resources they need to be successful. Career pathways programs, which help individuals with barriers and/or limited skills access education and training that lead to family sustaining employment in high-demand occupations and industries, have demonstrated success and are critical to address gaps between employers and potential workers. Other targeted investments support youth career counseling and work experience, dislocated worker retraining, and incumbent worker training. Programmatic flexibility and partnered alignment are crucial to continued success.

Now, more than ever, Minnesota must rely on strong WDBs as they provide the *coordinated* and *responsive* public workforce development system many other states envy. This system deserves reinvigorated interest and investment from our elected leaders to retool our low-skilled, low-wage and underutilized populations.

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<sup>1</sup> DEED Job Vacancy Survey

## STAFF CONTACT INFORMATION:

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# Minnesota Association of Workforce Boards

*It is the mission of the Minnesota Association of Workforce Boards to provide Minnesota with a skilled and competitive workforce through engaged and proactive local elected officials, workforce boards, and staff.*

## 2019 State Legislative Platform

### MAWB Priorities – FUNDING

Minnesota businesses are demanding a pipeline of higher-skilled employees. Local Workforce Development Boards are responsible for ensuring those who can work do work; for assisting individuals with career navigation; for addressing barriers to employment; and for partnering with employers to increase the skills of those already employed. As a state, we must provide those who are unemployed, under-employed, or under-represented in the workforce opportunities to succeed, reduce disparities, and to promote a diverse and inclusive workforce. The simple reality is that current investments are not targeted or sustained in a way that will make a real impact for Minnesota's employers.

- MAWB encourages legislative leadership to provide the Jobs and Economic Development finance divisions with funding targets that allow for substantial general fund investments in employment and training programs.
- MAWB advocates for sustainable funding to advance career pathways that are accessible to all, sector strategies, and incumbent worker training.
- MAWB supports state investments in safety-net programs that maximize federal match opportunities.
- MAWB recognizes the unemployment rate for youth is consistently higher than that of other age groups and our high school student to counselor ratio remains unacceptably high. MWCA, therefore, advocates for a substantial increase in funding for the statewide Minnesota Youth Program which provides career counseling and on the job training opportunities for youth in all 87 counties. MAWB encourages efforts to increase employer engagement in youth counseling, mentoring and training opportunities.
- MAWB encourages legislators to be mindful that the original intent of the Workforce Development Fund was to provide resources for dislocated worker training, and ensure that a balance that can fully address those needs be maintained.

### MAWB Priorities - POLICY

MAWB advocates that any and all funds directed to other entities for workforce development or training efforts be coordinated and aligned with Workforce Development Board plans, to swiftly and strategically meet the unique needs of business in each of the local labor sheds.

MAWB encourages the Legislature to align investments and eliminate silos across the workforce development system, regardless of funding committee or state agency structures.

### Other Issues of Association Interest

- MAWB is supportive of initiatives which ensure working low- and moderate- income people have access to stable and affordable housing, particularly near areas of employment growth.
- MAWB supports the availability of a wide range of secondary and post-secondary options, including investments in Career and Technical Education programs, with a priority on assistance for those pursuing high skilled occupations in demand.
- MAWB supports further development of apprenticeship opportunities and encourages the use of WDBs as the intermediary for apprenticeship programs across the state.
- MAWB is supportive of full funding for childcare programs that assist families in remaining productively employed.
- MAWB supports efforts to fully invest in Minnesota's critical pre-K, K-12 and Post-Secondary education programs to prepare youth for competitive employment and life-long learning. MAWB also supports increased funding for career counseling in the K-12 system.
- MAWB is supportive of any investments to improve our transportation infrastructure and provide jobs.
- MAWB supports funding to support individuals with disabilities, including those who are eligible for services through Vocational Rehabilitation Services.
- MAWB recognizes the need to reduce disparities and supports funding that directly and successfully addresses these concerns.

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**2019**  
**ANOKA COUNTY**  
**WORKFORCE DEVELOPMENT BOARD**  
**MEETING SCHEDULE**  
**Blaine Human Service Center - Room 202**  
**Time: 7:30 a.m. – 9:00 a.m.**

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**Thursday, January 3, 2019 - Cancelled**

**Thursday, February 7, 2019**

**Thursday, March 7, 2019**

**Thursday, April 4, 2019**

**Thursday, May 2, 2019**

**Thursday, June 6, 2019**

**July – No Meeting**

**August – No Meeting**

**Thursday, September 5, 2019**

**Thursday, October 3, 2019**

**Thursday, November 7, 2019**

**Thursday, December 5, 2019**

ANOKA COUNTY WORKFORCE DEVELOPMENT BOARD

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**Non-Voting Members**

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