

ANOKA COUNTY WORKFORCE DEVELOPMENT BOARD

**Thursday, March 1, 2018
7:30 A.M.**

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

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

- I. ROLL CALL**

- II. APPROVE ADOPTION OF THE AGENDA**

- III. APPROVE January 4, 2018 MEETING MINUTES (Attached)**

- IV. APPROVE MINNESOTA PATHWAYS TO PROSPERITY COMPETITIVE GRANT APPLICATION (Attached)**

- V. APPROVAL OF KEY INDUSTRY PRIORITIES FOR PROGRAM YEAR 2018**
 - **Manufacturing**
 - **Healthcare**
 - **Transportation**
 - **Financial Services and Professional Business – includes IT**
 - **Construction and Specialty Trades**

- VI. LABOR MARKET INFORMATION UPDATE – TIM O’NEILL, LMI ANALYST, DEED**

- VII. OTHER BUSINESS**
 - **Anoka County Career Fair – Elaina Bleifield**
 - **One-Stop Operator Request for Proposal – Nicole Swanson**
 - **Local and Regional Plan Updates – Nicole Swanson**
 - **2017 WorkForce Center Customer Visits – Nicole Swanson**
 - **Regional Planning – Commissioner Sivarajah**

INFORMATIONAL ITEMS:

December Unemployment Map - January information available March 13, 2018

**WORKFORCE DEVELOPMENT BOARD MEETING
ANOKA COUNTY
January 4, 2018**

The Anoka County Workforce Development Board Meeting was called to order by Vice-Chair Hart, at 7:33 a.m.

I. ROLL CALL

MEMBERS PRESENT: Erik Aamoth, Pat Adams, Terry Hart, Curt Jasper, Becky Johnson, Paul Johnson, Julie Lundberg, Jess Lipa, Patrick McFarland, Jerry Miller, Jim Nimlos, Jamie Swenson, Erik Thorvig and Raymond Zeran

NON-MEMBERS PRESENT: Commissioner Sivarajah, Commissioner Julie Braastad, Brad Thiel, Tim O’Neill, Kati Neher and Nicole Swanson

II. APPROVE ADOPTION OF THE AGENDA

MOTION by Jerry Miller to approve the agenda. Seconded by Jim Nimlos.

UPON A VOICE VOTE, ALL VOTING AYE, VICE-CHAIR HART DECLARED THE MOTION CARRIED UNANIMOUSLY

III. APPROVE December 7, 2017 MEETING MINUTES

MOTION by Becky Johnson to approve the minutes as presented. Seconded by Patrick McFarland.

UPON A VOICE VOTE, ALL VOTING AYE, VICE-CHAIR HART DECLARED THE MOTION CARRIED UNANIMOUSLY

IV. REPORT ON THE ANOKA COUNTY ECONOMIC DEVELOPMENT ASSESSMENT STUDY

Erik Thorvig provided a summary of the Anoka County Economic Development Assessment Study. Anoka County has a lot of strengths and weaknesses. This report will be used to move forward with a clear vision of opportunities in the County.

Commissioner Sivarajah appreciated the partnerships established and historically cities have been cautious with County involvement in economic development. Connexus sponsored the gathering and did good job bringing everyone together to identify how to move forward working together to set out clear expectations. There is an aggressive agenda for the first quarter of 2018 for the workgroup and the level of participation from all communities is great.

Erik Aamoth added that Anoka County does workforce better than anyone else with ABE, colleges and Workforce Development Boards working together. There is a strong workforce development ecosystem in Anoka County.

Nicole Swanson thought the slides on page 10 could be part of the Board strategic plan for 2018.

Ray Zeran noted that data centers require very heavy construction work to build. If the fiber optic extends into Anoka County there is a possibility for data center construction.

Erik T. replied that fiber has identified strength and weakness areas in the report. There is a good fiber backbone but some areas don't have any fiber or good connections. There is a map that shows where the strong fiber connects are located.

Commissioner Sivarajah said that there have been data centers interested in the Ramsey area.

Erik T. stated that nationwide Minnesota ranks high for data centers.

Jim Nimlos asked where the study would be posted.

Erik T. replied that the consultant is finalizing the report and it will be posted on the County webpage. He will send out the link to the Board.

Patrick McFarland noted that early child education and school districts offer high quality education in Anoka County and businesses are interested in hearing that.

Erik T. agreed that Anoka County has a lot of positives but how can that be communicated with others.

Jerry Miller asked how businesses know who to contact; Greater MSP, Blaine, County, City?

Commissioner Sivarajah replied that a point person to contact is something the County is looking at. Site selectors want to come and get information and Greater MSP will send out an email blast letting them know about opportunities. There is usually a very short window to respond and we need to make sure that all cities have data compiled in a template ready to go. At the County level, a website could be developed so when site selectors look at the website they can find the information they need. Currently the County doesn't have staff for economic development and we need to have discussions with the cities first to define the County role so it doesn't duplicate city efforts.

Erik T. added that maybe the County can help the smaller cities that don't have the resources larger cities have.

V. UPDATE ON THE MINNESOTA WOMEN AND HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL JOBS GRANT PROGRAM APPLICATION

Kati Neher said this grant was due on January 3rd. The project is focused on decreasing economic disparities of low-income (\$49,200 family size of 4) women of color while increasing skill levels, employment outcomes and earnings through pre-apprenticeship training that leads to economic prosperity via career pathways in high-wage, high-demand occupations.

Kati said that many women would not be able to enroll into an apprenticeship without this support. Women must be over the age of 18, Anoka County residents and surrounding areas, and the program will train 40 women (20 in the fall of 2018 and 20 in the spring 2019). Employer site tours and panel information sessions will be offered for both participants and staff. The nontraditional occupations targeted will be painting, construction fields and other high-demand, high-wage occupations such as machining.

Nicole Swanson added that the award should be announced in early February. This grant expands our partnership with the Minneapolis Urban League and Minneapolis American Indian Center. Interested participants will not be turned away if they are not eligible, staff would look for other opportunities to enroll them through other programs.

Ray Zeran asked who else was competing for the grant.

Nicole had only heard that Washington County was working on an application; she wasn't sure about other community based organizations.

Jerry Miller asked if there was a reduction in the grant if it would be a per-person reduction or serve less people.

Nicole replied that the plan would need to be modified more than likely service less people and they could look at other programs and opportunities to enroll them in other Anoka County programs.

VI. UPDATE ON FEDERAL CARTRIDGE RAPID RESPONSE PROJECT

Nicole Swanson said that at the last Board meeting staff was working on a response to the Federal Cartridge layoff which had a quick 48-hour turn around to get information to DEED. Anoka was one of four agencies who applied was selected for the Federal Cartridge project after presenting to the Federal team. The selection group was impressed by the robust services we offer, strong education partnerships, activity with apprenticeships and business connections throughout the community. Anoka will partner with Central Minnesota Jobs and Training on this project and as of yesterday both agencies had a small number enrolled.

Curt Jasper asked what the average age was of the people that were laid off.

Nicole replied that the range was between 25 and 35 for the bulk of the individuals but she would send out more information to the Board on this.

VII. OTHER BUSINESS

Labor Market Information

Tim O'Neill said that new data is out and shared some information. He will forward the data to Krista to send out to the Board. He noted that the poverty rates per capita incoming were going up and unemployment rates for all demographics were going down specifically African American and American Indian.

Commissioner Sivarajah was pleased with the significant decrease in unemployment for African American and American Indian in Anoka County. She asked how those rates compared across the metro area; if they were seeing the same improvement.

Tim will take that request and provide an update at the next meeting.

Jim Nimlos asked if the unemployment rate was dropping because people were getting jobs or because they are not looking for jobs anymore.

Tim replied that the Minnesota participation rate continues to increase so people are getting jobs.

One Stop Operator Proposal

Nicole Swanson said that a letter was received from DEED with guidance to do a new proposal. Nicole asked if the previous subcommittee would assist with the review process.

Commissioner Sivarajah gave an update on the regional planning process. Consultants donated their time and are now concluding the strategic planning process with temporary part-time staff on board to move work forward. Nicole and Krista took on a lot of work related to planning the meetings. The regional board will continue to move forward to set a strong base so the Board knows how to operate and what the responsibilities are. Board members need to be actively engaged as we move forward. Funds released through Commissioner Hardy were appreciated and was needed for staffing; some funds expire the end of June. The McKnight Foundation will pay for staffing short term. The Board is working on building a sector skills academy to launch soon. There continues to be a lot of moving parts to this Board.

Nicole will email Shirley's home address as many have wanted to send her a card. Shirley hopes to be back to facilitate the February meeting. Amy Lord is leaving the Job Training Center and has taken an opportunity to work for the Elk River School District with a focus on career and technical education. Her last day is tomorrow. The process has started to replace her position.

Jess Lipa added that the Job Training Center will continue to be involved with the Perkins planning group. It is important to have someone at the table from the Job Training Center.

Pat Adams announced that she will be retiring the end of June. They will be looking for someone to fill her position.

ADJOURN

MOTION by Jim Nimlos to adjourn. Seconded by Pat Adams.

UPON A VOICE VOTE, ALL VOTING AYE, VICE-CHAIR HART DECLARED THE MOTION CARRIED AND THE MEETING ADJOURNED AT 8:37 A.M.

Competitive Grant Application

Department of Employment and Economic Development's Minnesota Pathways to Prosperity Grant Program

Background

The Minnesota Department of Employment and Economic Development (DEED) is committed to ensuring economic equity throughout Minnesota. Minnesotans will have fair and equitable access to meaningful employment and a family-sustaining wage, and employers are able to fill jobs in demand. Authorized under Minnesota law 2017, Chapter 94, Article 1, Sec.2 Subd. 3e \$18,164,560 is available for State Fiscal years 2018-19 for the Minnesota Pathways to Prosperity Competitive Grant Program.

Anoka County Job Training Center is applying for the maximum of \$650,000 for this round of funding to continue and enhance Anoka County's current career pathway model, **Career Connections**. Proposals were due Tuesday, February 13, 2018 with award notification in March 2018 with contracts ending June 30, 2020. Projects must align with DEED's Career Pathway Model which supports workers making multiple transitions between education and employment.

Pathway Models must follow at least one of the following which must also incorporate all components of the career pathway model:

- Pathway Model 1 – On-ramp to Bridge
- Pathway Model 2 – Bridge to Integrated
- **Pathway Model 3 – On-ramp to Bridge to Integrated (Anoka County Career Connections)**

Project Summary

The Career Connections model is designed to decrease racial and economic disparities of adult populations facing multiple barriers to employment by providing opportunities to gain marketable skills and competencies that align with high-demand, high-wage occupations in the region. The Career Connections Workshop supports individuals in identifying attainable career pathways through comprehensive career exploration, assessments, skill training, and connections to area employers. The current model includes Adult Basic Education Bridge Programming ranging in 30 – 42 hours that prepares adults for participation in an Integrated Program with foundational skills in reading, writing and math within industry sector. Once determined training ready, participants may choose one of three pathways in the following areas; healthcare, manufacturing or office administration ranging from 106 – 120 hours of concentrated curriculum.

Project Enhancements

The partners have made the following enhancements to the project:

1. Includes added entry/exit points and on ramps into industry-sector training
2. Added curriculum for NIMS (National Institute of Metalworking Skills) for manufacturing
3. On-Ramp career pathway for Automated Warehouse Worker
4. On-Ramp career pathway for First Aid and Basic Life Support
5. Focused curriculum in call center/office support and customer support training

Grant funds will support tuition costs and other training related expenses and the partners will continue to leverage resources from other existing funding sources. The goal is to serve up to **200** over the grant period with 4 cohorts starting Spring 2018. Programs must serve adults (at least 18 years old) who face multiple barriers to employment, and who need enhanced educational and support services to be successful in securing long-term family sustaining wages.

All participants must be part of one of the following targeted populations:

- Individuals of color
- Individuals lacking stable housing
- Individuals with a criminal record
- Individuals without a high-school diploma or equivalent
- Individuals with disabilities
- Individuals who have been unemployed for 26 or more consecutive weeks
- Individuals with limited English or math proficiency or
- Individuals at or below 200% of the Federal Poverty Guideline (\$49,200 F4)

Key program elements of the proposal include vocational case management, project navigation and disability resource navigation, support services, paid internships, employer tours, industry sector specific ABE curriculum, open computer labs, job search assistance and job placement with job retention and follow-up services.

Targeted Occupations

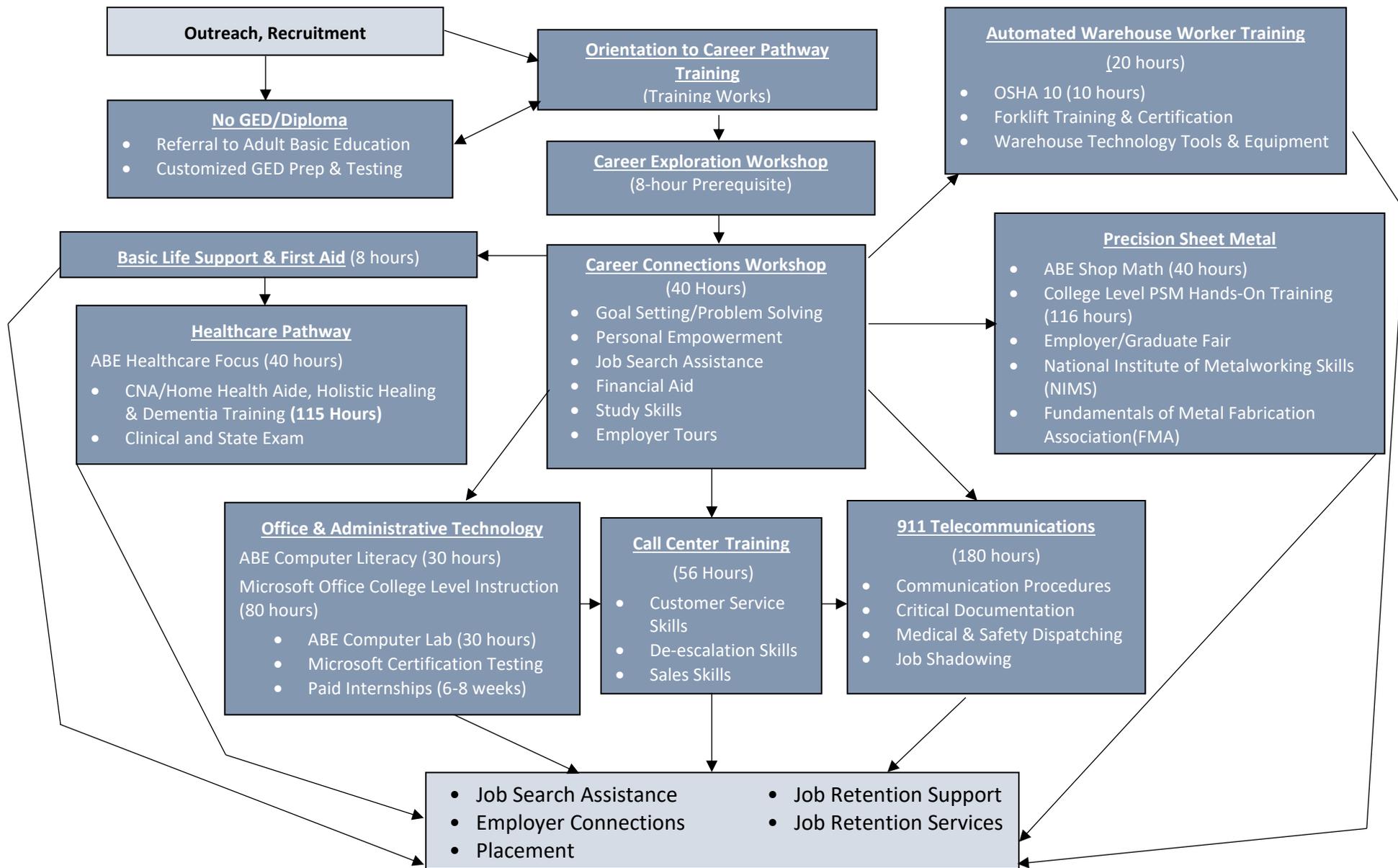
- Certified Nursing Assistant
- Automated Warehouse Worker
- Precision Sheet Metal Machinist
- 911 Telecommunications/Call Center
- Customer Service/Administrative Assistant
- Office Support Specialist

Project Partners

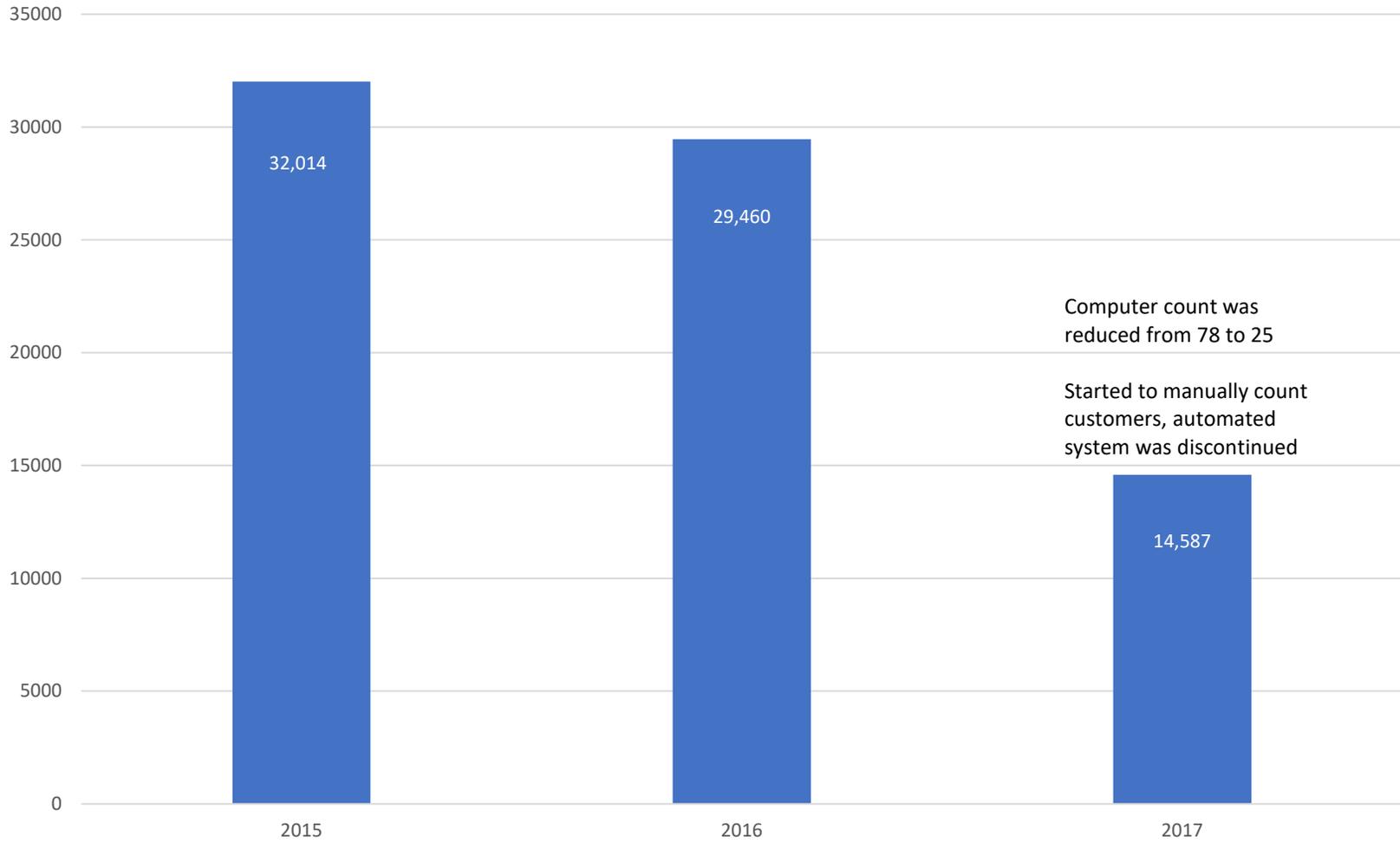
- Anoka Technical College
- Anoka-Ramsey Community College
- Metro North Adult Basic Education
- Anoka County Central Communications
- Anoka County Economic Assistance
- Crest View Senior Communities
- Ajax Metal Forming Solutions
- Minneapolis Urban League (Outreach)
- Minneapolis American Indian Center (Outreach)

Anoka County Career Connections

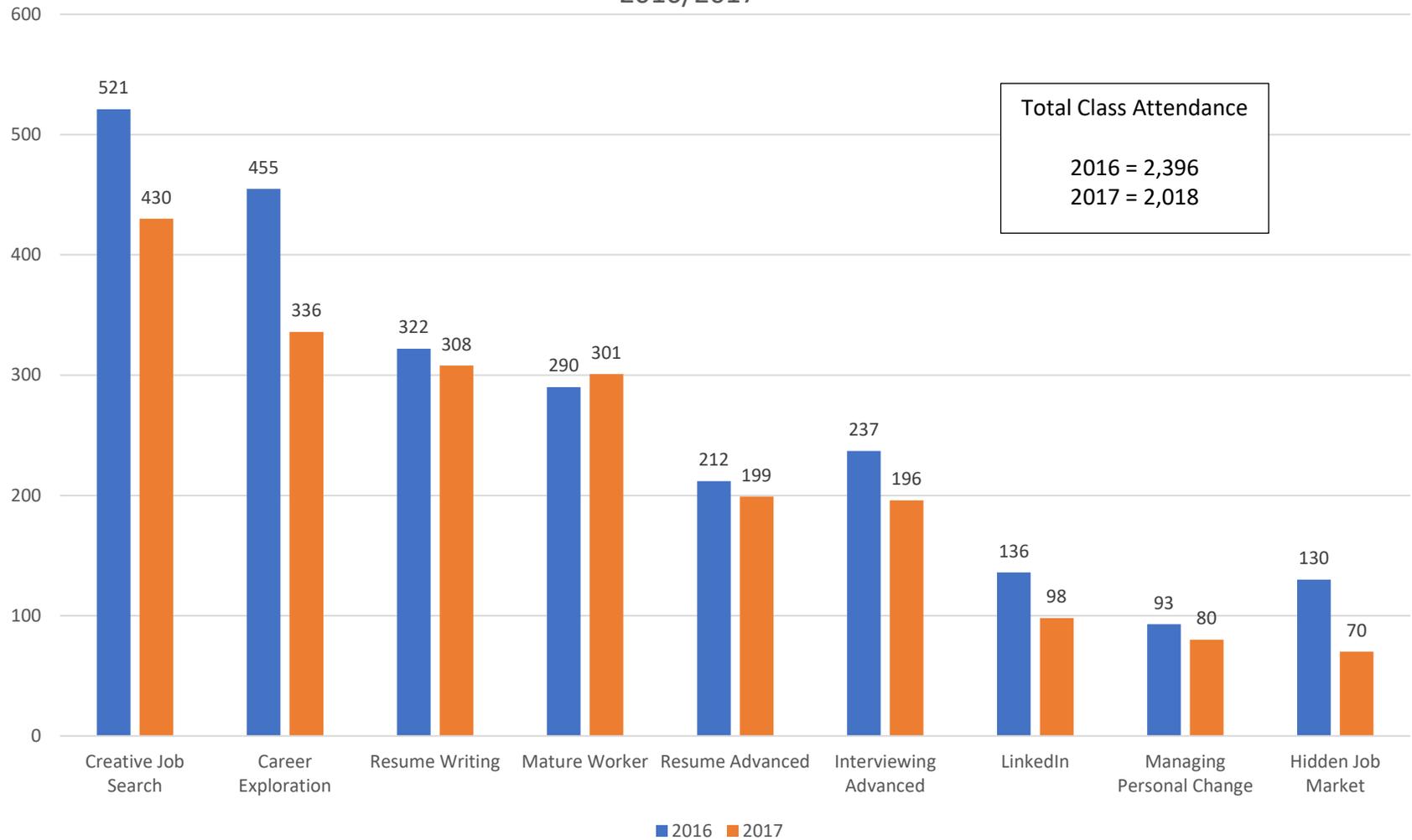
Career Pathway Model in Healthcare, Manufacturing and Business Services



Resource Room Visits 2015-2017

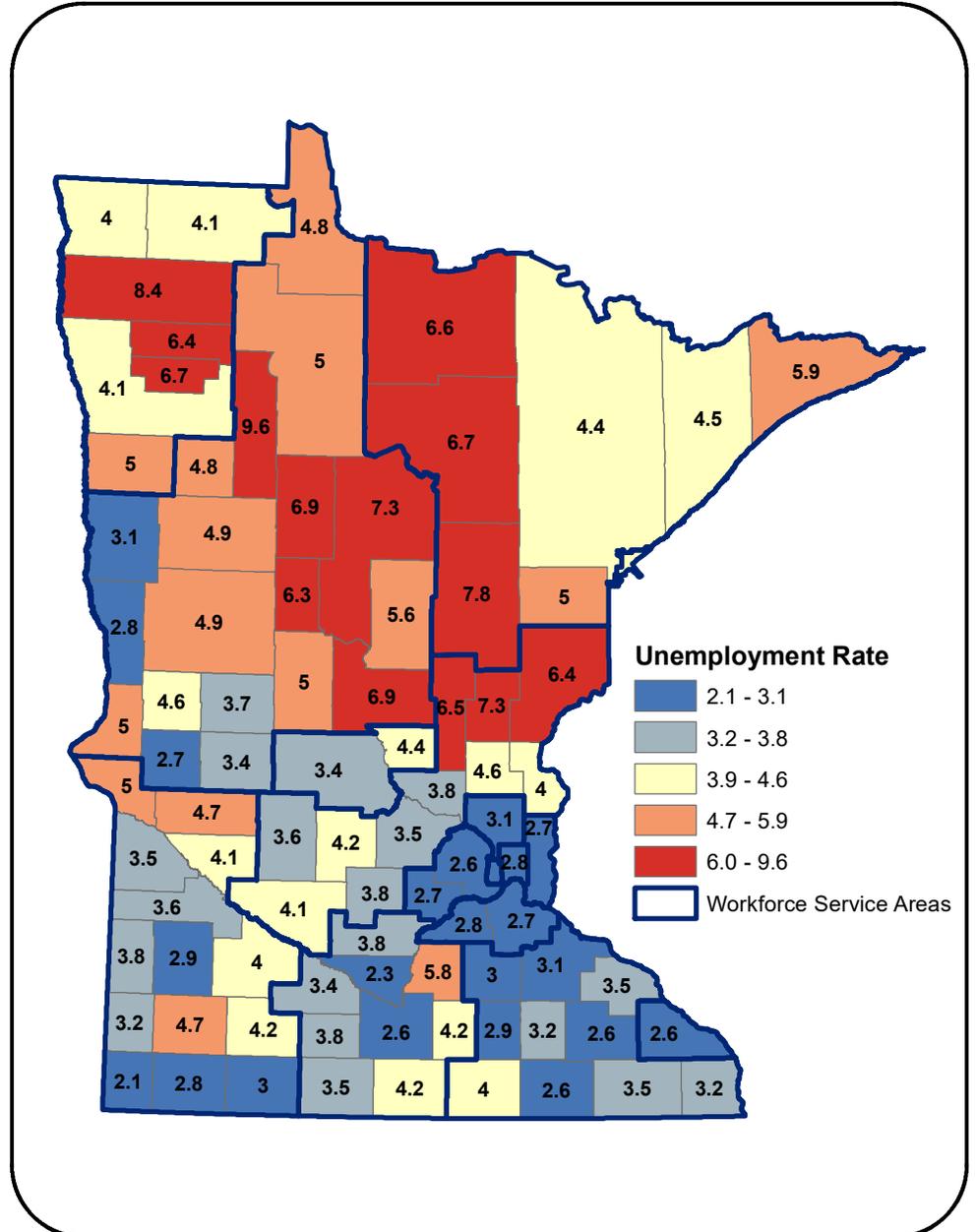
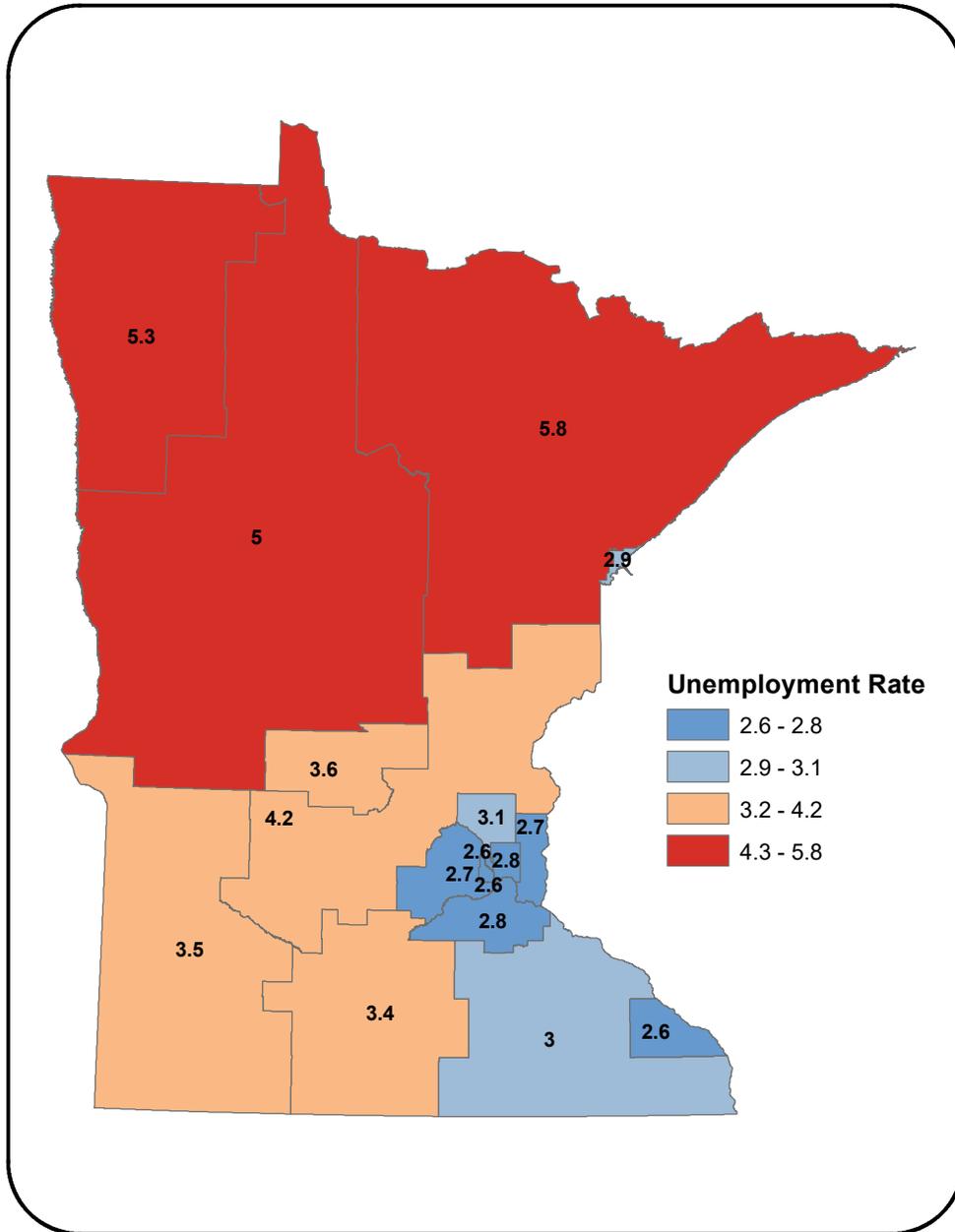


Job Search Workshop Attendance 2016/2017



Unemployment Rates in Workforce Service Areas and Counties, Dec 2017

State of Minnesota = 3.3% (not seasonally adjusted)



Source: MN DEED, LAUS
 Prepared by DEED (ABR)
 Jan 22, 2018