

ANOKA COUNTY WORKFORCE DEVELOPMENT BOARD

**Thursday, December 6, 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 November 1, 2018 MEETING MINUTES (Attached)**
- IV. CAREERFORCE PLATFORM DEMO – Jane Xiong, E-Learning Training & Outreach Specialist - DEED**
- V. WORKFORCE INNOVATION COHORT FOR DISABILITY & EMPLOYMENT – Jodi Yanda, Vocational Rehabilitation Services - DEED**
- VI. RESOURCES FOR PEOPLE WITH DISABILITIES – Ellie Emanuel, Sr. Vocational Counselor – Disability Resource Coordinator – Job Training Center**
- VII. DISABILITY STATISTICS IN ANOKA COUNTY – Tim O’Neill, Regional Labor Market Analyst - DEED**
- VIII. OTHER BUSINESS**
 - Regional Update – Commissioner Sivarajah**
 - WIOA policies for public comment by DEED**
 - One-Stop System Requirements**
 - Local Workforce Development Board requirements**

INFORMATIONAL ITEMS:

- LAUS Update**

**WORKFORCE DEVELOPMENT BOARD MEETING
ANOKA COUNTY
November 1, 2018**

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, Curt Jasper, Becky Johnson, Jessica Lipa, Julie Lundberg, Patrick McFarland, Jerry Miller, Jim Nimlos, Jamie Swenson, Michael Thews, Erik Thorvig, Raymond Zeran, Theresa Zingery

NON-MEMBERS PRESENT: Commissioner Julie Braastad, Tim O'Neill, Maria Lourey-Bowen, Mike Lang, Anne Kilzer, Melissa Olson, Bruce Saylor, Jacquell Hajder, Adesewa Adesiji, Nicole Swanson and Krista Peterson

II. APPROVE ADOPTION OF THE AGENDA

Patrick McFarland requested an item to be added to the Agenda. Nicole Swanson used to serve on the Board of Free2B and was representing them on the ACCAP Board. Would like to adopt the agenda and ask for a motion for Nicole Swanson to still serve on the ACCAP Board but as a representative of the Workforce Development Board.

MOTION by Elaina Bleifield to adopt the agenda with the addition of an item to approve Nicole Swanson to serve on the ACCAP Board as a representative of the Workforce Development Board. Seconded by Jerry Miller.

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

III. APPROVE September 6, 2018 MEETING MINUTES

MOTION by Shirley Barnes to approve the minutes as presented. Seconded by Elaina Bleifield.

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

IV. NOMINATION FOR NICOLE SWANSON TO SERVE ON THE ACCAP BOARD AS A MEMBER REPRESENTING THE ANOKA COUNTY WORKFORCE DEVELOPMENT BOARD

MOTION by Jerry Miller to move Nicole Swanson seat on the ACCAP Board from Free2Be to the Anoka County Workforce Development Board seat. Seconded by Elaina Bleifield.

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

MOTION by Patrick McFarland to nominate Nicole Swanson to serve on the ACCAP Board as a representative of the Anoka County Workforce Development Board. Seconded by Theresa Zingery.

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

V. Spring Lake Park High School Career Pathways

Melissa Olson highlighted the following on the Spring Lake Park High School Career Pathways:

- Three pathways launched – Business & Entrepreneurship; Technology, Engineering & Design and Health & Human Services as these are in-demand industries. Students are encouraged to explore all of these pathways. College credits or certificates can be received for academic effort.
- Technology, Engineering & Design introduction to engineering design and coding. Computer science is taken to the 21st century which is a high-level math class with hands-on experience using 3-D printers, vinyl cutters and soon laser engravers. Approximately 100 students will tour manufacturing sites in November
- Health & Human Services offer teacher education, emergency medical responder/technician, nursing assistant, early childhood I/II, first aid/CPR and medical internships. Students are paired with mentor teachers for field experience twice a week. Allina demonstrates emergency medical responder occupations to show students the importance of teamwork when saving lives.
- Business & Entrepreneurship teaches students about business and innovation, personal money management, introduction to business, accounting I/II and DECA lab. Partnerships have stepped up to offer 10-week problems for students to work on. This gives students hands-on experience as to what these careers would look like.
- Over the next five years the hope is to expand the pathways program. If the Board has any needs/ideas, please let Melissa know.

Curt Jasper asked if this was mostly junior and senior students.

Melissa replied the junior and seniors study deeper into the courses, but introductory courses are offered to students as young as 9th grade.

Jim Nimlos asked if they worked with people in pre-apprenticeship programs.

Melissa replied that students attended an Apprenticeship Summit last year in Brooklyn Park.

Tim O'Neill asked if parents of the students were engaged.

Melissa replied that they encourage parent involvement.

VI. Minnesota Workforce Council Association Legislative Platform 2019 Session

Anne Kilzer provided a State and Federal Legislation update with the following highlights:

- On the Federal Level Career & technical Education Perkins was reauthorized increasing alignment with WIOA, supports career pathways, focusing on sector partnerships and expanding work-based learning. Labor, Health and Human Services bills were passed and TANF reauthorized under continuing resolution expiring September 30, 2018 up for debate. Increased interest with WIOA common performance outcomes and a lot of discussion around business engagement, employment and training programs and skilling up the workforce.
- The Funding Bill has been passed
 - WIOA Title I level funded.
 - Wagner-Peyser cut \$3.3m and \$53m rescission was taken from the National Dislocated Worker Revenue to redirect to other programs due to the way the economy is now.
- Elections are next week so will see what happens with the Minnesota delegation changes. We will continue to work closely with congressional delegations and build those relationships.

Jessica Lipa noted that CTA did receive an increase in Perkins, but this brings funding level to 2003.

Nicole Swanson asked about SNAP moving to a voluntary program, it is a different message than what is coming from the President's office.

Anne replied that decision was made by the Minnesota Department of Human Services. The Federal level talks about SNAP to include mandatory requirements. SNAP is in the Farm Bill and awaiting reauthorization.

Shirley Barnes asked if seniors were required to work.

Anne replied that there are exemptions and only able-bodied adults are required to work and some seniors may be exempt from those requirements. Minnesota legislative session begins January 8th and elections will have an effect on the legislative landscape. All signs are pointing that there will be a fiscal surplus this year and there are a lot of outstanding issues like MNLARS, federal tax conformity, opioid crisis, jail and school safety, broadband and more.

Tim O'Neill asked if there was anything at the State level about criminal justice reform.

Anne was not familiar with that but shared that people are aware of staffing of jails and looking for ways to reduce the number of people in jail.

Nicole said that we hope to host an on-site fair chance hiring summit here in January or February to engage this workforce as Minnesota is facing a workforce shortage

Anne stated that the MWCA legislative priorities are to ask for continued support of State Dislocated Worker and MN Youth Programs with sector partnerships, local work and specific programs needing funding. MWCA is talking about the overall workforce strategy and will lay out the framework of recommendations.

Anne encouraged the Board to engage with legislators and talk about workforce development and the work of the Board and successful impact and outcomes.

VII. Labor Market Analysis – Older Workers

Tim O’Neill presented the Senior Worker Labor Market Data highlighting:

- Anoka County population in 2017 was 351,373 adding about 2,900 per year but the population growth is slowing down.
- The population is aging 55+ in 2007 was 19% of the population, 2017 it was 27% of the population. In 2010 55+ had 18% of the labor force and it is projected to be 24% in 2020.
- Older workers that are unemployed need training. Labor force participation rates increased dramatically from 2007-2017; 9.3% for ages 75 years and older and 75.5% for those 55-64 years of age.
- Disabilities increase with the aging population, 26.6% ages 55-74 report a disability and 65% for those 75 and older. The most common disabilities are ambulatory and hearing loss.

Jim Nimlos asked how disability was defined.

Tim replied that the household survey collected self-reported disabilities, the survey broke down disabilities by 6 different types.

Michael Thews asked if the data was taken where people lived or where they worked.

Tim replied a little of both. The census data is where people are living in Anoka County and industry data is where people are working in Anoka County. Tim offered to bring additional information to next month’s WDB meeting.

VIII. PY 18/19 Performance Standards WIOA Youth, Adult & Dislocated Worker Programs

Nicole Swanson said that a letter was sent to DEED regarding performance standards asking for negotiations for these programs. PY 18/19 increased in two areas under the Dislocated Worker Program with credential attainment and employment rate after exit in WIOA Adult. Everyone received an increase in their numbers, but Anoka County’s went up substantially. We have talented staff, but clientele is harder to serve and are coming in with increased barriers to employment than previous years. There may be an opportunity coming from the Federal Government and rates may be adjusted, but right now we don’t know what that process is as Federal guidance has not been released. This is a different process than in the past, in the past there was one standard across the State for everybody. If the State made it, we all made it.

Anne Kilzer agreed that DOL negotiated pretty hard. As a region they have metrics to meet. If some areas overachieve we may be able to adjust other areas so as a State it would average out.

Jerry Miller asked what happens if the goal isn't met.

Nicole replied that it could result in possible sanctions at the Federal and Local level. Minnesota is a strong performance and it is anticipated that the State will continue to meet their numbers and she doesn't want to put Anoka County under the spectrum that they didn't make their numbers.

Shirley Barnes said that Anoka County staff have done a good job, so their numbers get pushed up but will be a challenge with the barriers that are increasing.

Nicole said that new WIOA performance measures are coming forward and MWCA is working on assisting partners such as VRS and ABE understand the impact.

Anne said that the State shares this frustration and outcomes are important. There is a disconnect between negotiations and consequences which creates frustration. Not all states have a statewide association like Minnesota.

IX. Other Business

Regional update - continues to meet and grow, members are engaged and looking for opportunities for regional activities.

Grant Updates –

- The MN Legacy Grant to serve older workers – DEED is close to awarding contracts and funds.
- Last winter Anoka County was selected to provide dislocated worker services to laid off Federal Cartridge employees. This project is being closed as most employees have been called back to work or found employment. Low project enrollments resulted – returning \$125,000 back to the DEED rapid response team.
- Federal government released additional funds for a National Emergency Grant on the opioid epidemic. DEED is working on an application and hopefully MN will submit. This grant would help support Anoka County's efforts with the impact of opioid epidemic.

This week information was received from the CareerForce leadership team about the rollout. Training webinars will be released the week of November 12 with a focus on CareerForce 101 and how to manage/use the CareerForce platform. Staff will provide another update at the December meeting.

Maria Lourey-Bowen shared information on the Apprenticeship Summit and Hiring Event that will be held on November 14th. Strong business interest in participating. Also, coordinating a Health Care Hiring Event for November 7th. We plan to continue industry specific/specialized

career fairs looking at creative ways to engage job seekers and provide resources to/from businesses.

ADJOURN

MOTION by Theresa Zingery to adjourn. Seconded by Elaina Bleifield.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED AND THE MEETING ADJOURNED AT 8:56 A.M.



RESOURCES FOR PEOPLE
WITH DISABILITIES

AT A GLANCE

BY

Ellie Emanuel, Sr. Vocational Counselor,
DRC

Workforce Development Board

December 6, 2018



Anoka County

JOB TRAINING CENTER



Disability Resource Coordinator (DRC):

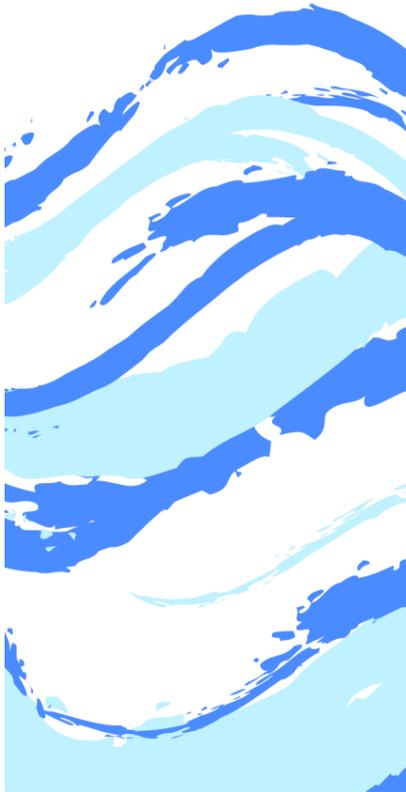
- This role is a continuation of the Disability Employment Initiative (DEI). It provides:
- Information and resources to Resource Room customers with disabilities
- Counseling, advocacy, accommodations and assistive devices and case management of MFIP, Career Pathways training and other program participants who have a disability
- Consultation and training staff about resources and issues related to disability for clients



Another Resource Guide?

Common questions from customers:

- I've applied twice to social security. I'm going to apply one more time and that's it. Who can help me with this?
- My son gets bullied a lot at school and I'm not sure how to handle this with the school. I need advice.
- I heard that I'll lose my SSDI, maybe even my Medicaid, if I work. I get one story from Social Security, then another from my sister-in-law. What's the answer?



Another Resource Guide?

- Independent Living Movement
- Agency Mission
- Staff Resource Needs

At a Glance

A Resource Guide for People who have a Disability

If you have questions like the ones below, you can get free help from these agencies:

Questions about employment rights:

- *When and how should I disclose my disability?*
- *What can I do if I think an employer has discriminated against me during the hiring process?*
- *What is a “reasonable accommodation”? and how do I ask my supervisor for one?*

Contact: **Call, email or appointment. ADA (Americans with Disabilities Act) Minnesota, 651-603-2015, MN Relay: 711 or Cindy@mcil-mn.org**

Questions about making important life decisions:

- *Can I live where I want and get the help I need?*
- *What happens to my SSI when I earn more money?*
- *How can I get more involved in the disability community?*

Contact: **Call or email (disabilityhubmn.org) Disability Hub MN, 1-888-333-2466 or www.MN.db101.org**

Questions about getting accommodations to engage in training and work:

- *How will my disability effect my taking this job?*
- *What kinds of accommodations can I legally ask for my disability to do this job?*
- *How do I know if I really have a disability that is covered by the Americans with Disability Act (ADA)?*
- *When can an employer ask for medical documentation?*

Contact: **Call or email the Job Accommodations Network (JAN), 1-800-526-7234 (8am-5pm), MN Relay: 711 or www.AskJAN.org**

Questions about living independently in the community:

- *I can't find a steady a PCA to care for my mom they're all quitting to get a better paying job. Who's working to change the pay rate for PCAs anyway?*
- *I've been late for work because of Metro Mobility, any ideas about other ways of getting to work on time?*
- *My dad will be released from the hospital soon, we need a ramp and lift asap so he can get into his house. Aren't they expensive?*
- *I would really like to talk to someone whose going through the same things as me with chemo. Can you help me with this?*

Contact: **Call, email or visit the Metropolitan Center for Independent Living (MCIL) 651-646-8342, MN Relay: 711 or www.mcil-mn.org**



Contact Information:



Ellie J. Emanuel
Senior Vocational Counselor (DRC)
763-324-2295
Ellen.Emanuel@co.anoka.mn.us

1201 89th Avenue NE, Blaine, MN 55434

Parting thought:

“Normal is just a dryer setting.”

P. Clairmont



Disability Statistics in Anoka County

November 29th, 2018

Labor Market Information Office – <http://mn.gov/deed/data>

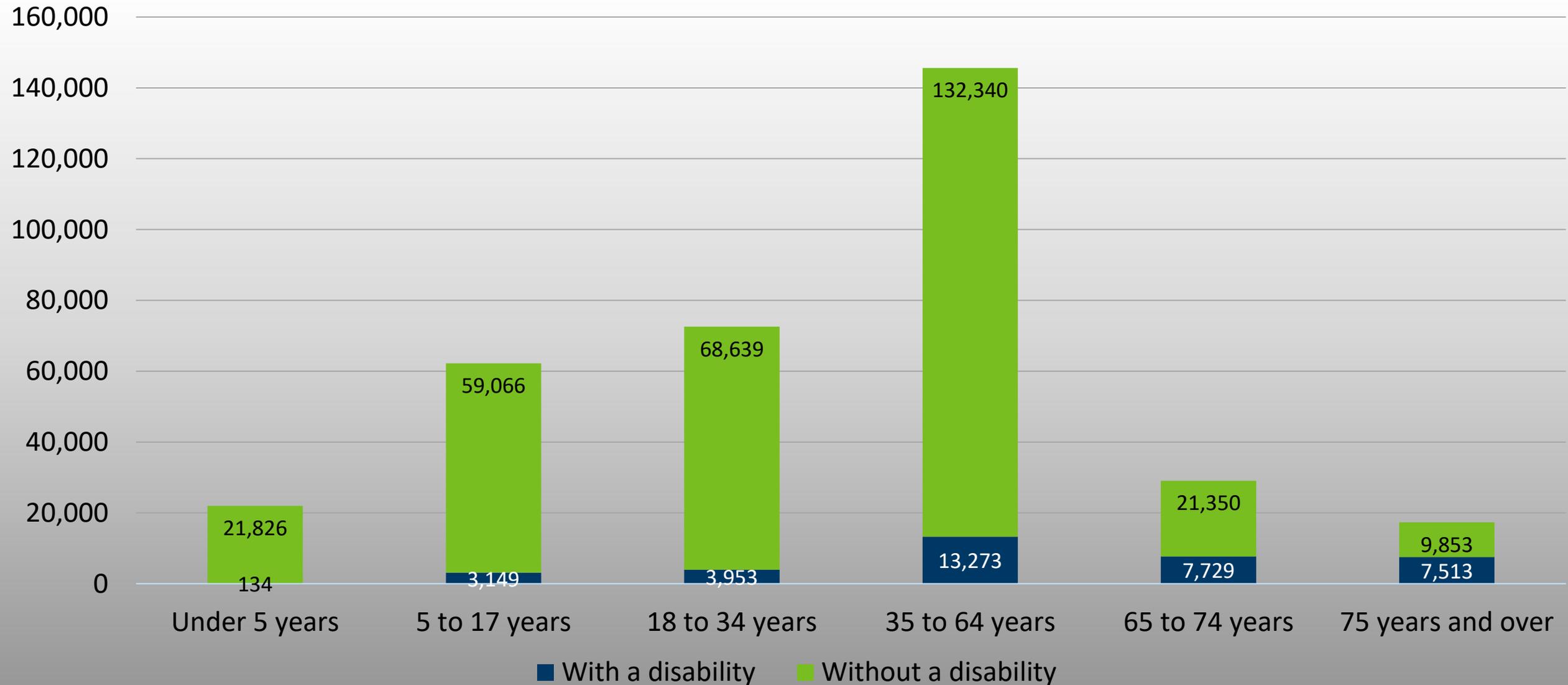
Anoka County disability statistics

2017 American Community Survey (ACS) 1-Year Estimates

- Anoka County total population: 348,825
 - With a reported disability: 35,751 (10.2% of the total population)
- Male population: 173,595
 - With a reported disability: 18,607 (10.7% of the male population)
- Female population: 175,230
 - With a reported disability: 17,144 (9.8% of the female population)

Anoka County disability statistics

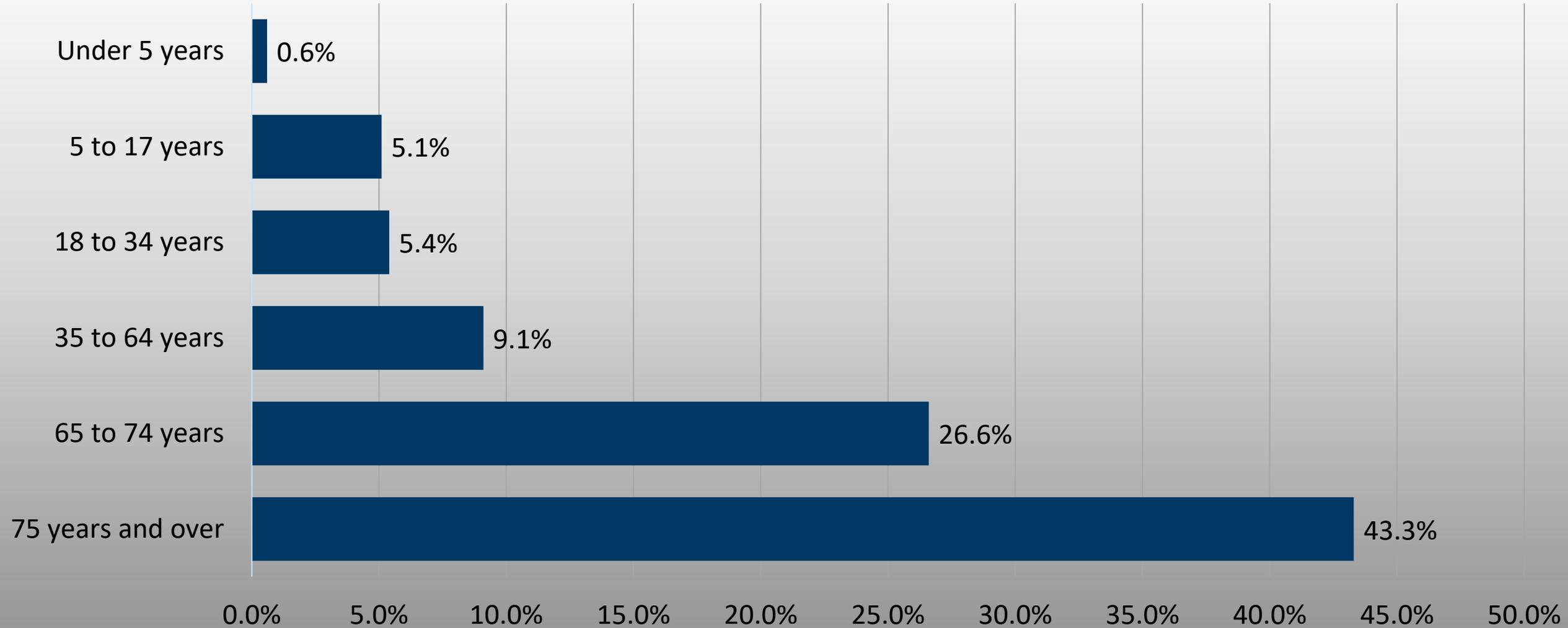
2017 American Community Survey (ACS) 1-Year Estimates



Anoka County disability statistics

2017 American Community Survey (ACS) 1-Year Estimates

Percent with a disability



Anoka County disability statistics

2017 American Community Survey (ACS) 1-Year Estimates

- **Hearing difficulty:** 12,029 (3.4%)
 - Population 65 years and over: 7,250 (15.6%)
 - **Vision difficulty:** 4,798 (1.4%)
 - Population 65 years and over: 2,170 (4.7%)
 - **Cognitive difficulty:** 13,597 (4.2%)
 - Population 65 years and over: 2,840 (6.1%)
 - **Ambulatory difficulty:** 13,755 (4.2%)
 - Population 65 years and over: 8,181 (17.6%)
 - **Self-care difficulty:** 6,249 (1.9%)
 - Population 65 years and over: 2,317 (5.0%)
 - **Independent-living difficulty:** 10,278 (3.9%)
 - Population 65 years and over: 4,412 (9.5%)
- Percentages indicate share of total population having a reported disability or share of population 65 years of age and older having a reported disability
- <https://www.census.gov/topics/health/disability/guidance/data-collection-ac.html>

Anoka County disability statistics

2017 American Community Survey (ACS) 1-Year Estimates

- **Hearing difficulty:** deaf or having serious difficulty hearing
- **Vision difficulty:** blind or having serious difficulty seeing, even when wearing glasses
- **Cognitive difficulty:** because of a physical, mental, or emotional problem, having difficulty remembering, concentrating, or making decisions
- **Ambulatory difficulty:** having serious difficulty walking or climbing stairs
- **Self-care difficulty:** having difficulty bathing or dressing
- **Independent living difficulty:** because of a physical, mental, or emotional problem, having difficulty doing errands alone such as visiting a doctor's office or shopping

Anoka County disability statistics

2017 American Community Survey (ACS) 1-Year Estimates

Subject	Total	Labor force participation rate	In the labor force	Unemployment rate	Not in the labor force
Population 20 to 64 years	210,936	85.9%	181,194	2.6%	29,742
With a disability	16,789	59.3%	9,956	6.3%	6,833

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

Thursday, January 3, 2019

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