

**Minutes of the
Q2 Workforce Development Council
Wednesday, June 1, 2023
Microsoft Campus, Fargo, ND and
via TEAMS audio/video connection**

Members present: Dave Farnsworth, Pat Bertagnolli, Becca Cruger, Kellie Carlson, Tifanie Gelinske, Cindy Griffin, Chancellor Mark Hagerott, Lyn James, Dusty Jensen, Timothy Johnson, Jan Kamphuis, Howard Klug, Landis Larson, Matt Marshall, Guy Moos, Cynthia Schreiber-Beck, Katie Ralston Howe, Stan Schauer, Damian Schlinger, Wayde Sick, Taya Spelhaug, Kasper Ziegler

Guests present: Brian Mudder, Pamela Morrau, Kerri Kraft

Staff present: Phil Davis, Janna Pastir, Sherri Frieze

CALL TO ORDER/ROLL CALL

Dave Farnsworth, Chair, called the meeting to order at 9:00 a.m. welcoming members and guests to the Microsoft Campus in Fargo, ND.

APPROVAL OF MINUTES

Motion: It was moved by Howard Klug, seconded by Becca Cruger, to approve the March 15, 2023 minutes. Motion carried.

WIOA POLICY UPDATE/OTHER

Phil Davis

The Department of Labor (DOL) will conduct an in-person audit early to mid-August to review policy and procedures for WIOA.

WDC MEMBERSHIP UPDATE

Katie Ralston Howe

Senator Burckhard, Representative Schreiber-Beck, Chairman Farnsworth, Jan Kamphuis, Perry Lubbers, and Arnie Strebe have expiring terms this summer. Some have served more than 2 terms and according to the WDC bylaws, they will not be able to stay on as a council member. Chairman Farnsworth has been with the council for 10+ years, initially appointed through Governor Hoeven, reappointed through Governor Dalrymple, and appointed again through Governor Burgum. Thank you for your years of service to the council and the State of ND.

IN DEMAND JOBS LIST

Katie Ralston Howe

Each year, the In Demand Jobs List committee works to update the list in compliance with the WIOA; the federal law for the WDC. The list is used by the ND Career Builders, Career & Technical Education, ND University System, the private sector, that includes communities and associations.

The criteria for building the list include total employment, ten-year numeric job growth, annualized job growth rate, annual job openings, average annual wages, essential and emerging occupations. The jobs listed require some level of education and/or training outside of on-the-job training.

Differences from last year's methodology included how annual wage was built into the calculation and how much weight it had. The information did not affect how jobs were ranked on the list. July – September 2022 job openings data were excluded from calculations for percentage of total workers in an occupation due to a problem with the data.

Lastly, a small number of occupation codes changed, and some occupation codes were added or removed from the compiled list since last year. The list contains 106 jobs.

Some of the jobs that were taken off the list were brought forward for discussion. Those jobs taken off the list, do not require formal training, such as connection to a registered apprenticeship program, or require a master or doctoral degree.

It was discussed to put numbers 19, 124, and 142 back on the list. These include teaching assistants, except postsecondary, social, and human service assistants, and educational, guidance, and career counselors and advisors.

MOTION: It was moved by Landis Larson, seconded by Tim Johnson, to amend the list as presented and put numbers 19, 124, and 142 back on the list. Motion carried.

DIGITAL CREDENTIALING

Kerri Kraft, Department of Commerce

A multi-agency team that included Job Service ND, ND Information Technology (ITD), CTE, Higher Ed, and Bismarck State College are working ahead of other states to encompass digital credentialing for the State of ND. Digital Credentialing will speed up verification, reduce phone calls, increase the talent pipeline, define job qualifications, find qualified candidates, attract new talent pools, and maximize time spent with the candidate.

Phase 1 & 2 – A ND legislative mandate was created as a block chain project. ITD created e-transcripts. 101,000 people have access to e-transcripts since incorporation.

Phase 3 & 4 – Creates a map of the ND Education System to standard pathways for occupations, using the competencies on an academic exchange. This creates new pathways for occupations.

Phase 5 – Engagement with workforce and scale implementation statewide. Collaborating, identifying credentials, and continuing education are the next steps.

Employer requests mention that formal education is not enough, and skilled training is also needed. Competencies are shown in a digital wallet, reducing the on-board training and costs. Big impact approaches are the:

- apprenticeship programs
- professional licensing
- hiring pipeline that involves the candidate, trainer, and employer.

CURRENT LABOR MARKET

Marcia Havens, Job Service ND

The Labor Market Information Center operates with two distinct activity and funding unit sources, in which each unit operates under its own federal funding stream and cooperative agreement. The units are:

- 1.) The Bureau of Labor Statistics (BLS); the data for the In Demand Job List, that WDC uses is produced by the Bureau of Labor Statistics.
- 2.) The Employment and Training Administration Unit, uses the BLS data to provide training for employment and labor market information through the state and local workforce systems.

The United States current unemployment rate is 3.6 percent, while ND's current unemployment rate is 2.1 percent.

For the past decade ND has historically had a low unemployment rate and one of the highest labor force participation rates in the nation. In 2008, a peak of 74.5 percent for labor force and a low during the pandemic, of 68.5 percent, ranking second in the nation. Other items covered included job openings by occupation, industry, weekly wages, turnover rates, ND K-12 school enrollment counts, ND postsecondary enrollment counts, labor force participation rates for United States Veterans vs. North Dakota Veterans and tracking of where workers have gone.

LEGISLATIVE UPDATES BY AGENCY REPRESENTATIVES

COMMERCE – Katie Ralston Howe

HB 1018 Department of Commerce Appropriations

- Regional Funding: \$12.5M + 1 FTE
- Talent Attraction: \$12M + 1 FTE
- Technical Skills Training Grant: \$2M
- New American Workforce Training & Internship Grant: \$2M
- ARPA Carryover Authority

HB 1398 Authorizes DPI to provide grants for adult computer operations & cybersecurity courses.

HB 1540 \$65.5M package for child care

- Including cost-share model for affordability, automating criminal background checks, stipends/grants for training

SB 2142 Creates an Office of Legal Immigration in Commerce that will provide an appropriation and to provide a report.

CTE – Wayde Sick

HB 1019 NDCTE Appropriations Bill – increases compared to 2021 – 2023 Biennium

- 2 additional FTEs
- Operating budget is increased to \$168,000.
- Grants to schools increased \$15.2M
- \$3.5M – cost to continue
- \$10M – new and expanding (\$9.5M general fund, \$500,000 SIF)
- \$1.5M – Work-based Learning Coordinators
- \$200,000 – Emerging Technology
- Workforce Training – increased by \$500,000.
- Pay increases at 6% and 4%.

HB 1021 ND Information Technology (ITD) Budget

- OMB shall transfer any uncommitted federal coronavirus capital projects fund from the ITD to the department of Career and Technical Education for the purpose of defraying inflationary costs of existing projects approved under the statewide area career center initiative grant program during the 2021 – 2023 biennium.

HB 1382 State Scholarship Apprenticeship Bill

- Students earning the State Scholarship can use funds to support apprenticeship related expenses.
- \$500 each item
- NDUS and NDCTE will work together to establish guidance.

HB 1383 ND Apprenticeship Tax Credit

- Employer is eligible for a tax credit of 10% of the salary of an apprentice.
- Aggregate the number of credits allowed; may not exceed \$3,000.
- Not more than five apprentices can be claimed.

SB 2015 ND Office of Management and Budget Bill

- \$26.5M of SIF

- SB 2122** During the 2023-24 interim, the legislative management shall study the workforce training center funding distribution model.
- SB 2170** During the 2023-24 interim, the legislative management shall consider studying the feasibility and desirability of creating a state office of apprenticeship.

DPI – Stan Schauer

- HB 1219** Allows teachers to come out of retirement to teach, and upon retirement, benefits are recalculated.
- HB 1305** **ASVAB and \$6,000 State Scholarship**
- Related to the new ND Scholarship (Aligned to Choose Ready) To replace the Academic and CTE Scholarship requirements.
- HB 1382** Allows the State Scholarship to be used for a registered Apprenticeship Program.
- SB 2032** Paraprofessional to Teacher Program

DPI Adult Education - Stan Schauer

- SB 2013** NDDPI Appropriations

NDJS – Pat Bertagnolli

- H2A Visa Agricultural Program**
- Assistance to Agricultural employers who have a shortage of domestic workers.
- HB 1016** **Job Placement Pilot Program**
- Approved and recommended by the WDC
 - Connect recent, or soon to be released ex-offenders with in demand positions.

NDUS – Chancellor Hagerott

- HB 1003** Maintain viable construction projects, freeze tuition, and provide for pay raises to mitigate inflation (which is a massive challenge, to both staff/faculty retention)
- HB 1241** **Workforce Innovation Fund**
- SB 2197** **Oil Workforce Scholarship**
- HB 1379** **Legacy Streams Bill**

Voc. Rehabilitation - Damian Schlinger

BUDGET

- **Pre - Employment Transition Students** – will have \$1M more to expand career exploration services for schools – we can take this duty off the existing school staff and outsource it for free.
 - **Senior Community Service Employment Program** – help train workers 55 and older and reintroduce to the workforce – let any business know looking for help that we pay these workers as they work at your business to gain skills.
- HCR 4004** **Study transportation barrier for people w/disabilities** – often this is the only barrier that exists for a person to work, not talent, not skill, not dedication, just getting there because due to their disability.
- HB 1169** **Parent, spouse, guardian, caregiver can park in accessible parking spaces.**

WORKING LUNCH
REGISTERED APPRENTICESHIP PROGRAM PROGRESS
ND State College of Science (NDSCS)
Brian Fuder and Pamela Morrau

In 2019, the United States Department of Labor announced \$73 million to states for increasing number of registered apprentices. The ND Department of Commerce awarded the NDSCS \$695,000 in December 2019.

Brian and Pamela presented goals, challenges, wins, new Registered Apprenticeship Programs, most successful apprenticeship programs, and on-the-job training needed from employers.

DIRECTION OF WDC

Katie Ralston Howe

Katie talked about the Charter of the council, the five themes the council focuses on, the previous year's recommendations to the current 10 comprehensive recommendations, and 4 endorsements.

Katie discussed the legislative wins from those recommendations, and endorsements and then highlighted the direction the council will move towards for the next legislative session.

- Revive subcommittees
 - Re-evaluate membership
- Subcommittee Task
 - Meet monthly – starting point
 - Track progress of current recommendations
 - Build on the momentum
 - Research best practices
 - Understand challenges
 - Identify opportunities
 - Align with federal initiatives, if applicable
 - Develop draft recommendations for evaluation and approval by the WDC.
- Goal should be 5-10 comprehensive recommendations by Q2 2024 WDC meeting.

NEXT STEPS

Katie Ralston Howe

- The next meeting will be on September 7th. Location unknown yet.
- The In Demand Occupations List will be updated and sent out to the council and partners involved.
- Subcommittees will be rebuilt this summer, re-evaluating membership with need to for engagement to drive the development of recommendations.
- Katie will send out a survey to the council for participation in a subcommittee, along with the option for a Chair position to a subcommittee.

ADJOURNMENT

With no further discussion, motion was made by Howard Klug, seconded by Dusty Jensen. Motion carried and the meeting was adjourned at 2:00 p.m.