
MINNEAPOLIS WORKFORCE COUNCIL

MEETING MINUTES

Meeting Date: January 19, 2016

Meeting Location: Lutheran Social Service of MN – Center for Changing Lives

Approval: Minneapolis Workforce Council

Recorded By: Matthew Courtney

1 ATTENDANCE

Name	Title	Organization	Present
COUNCIL MEMBERS			
Beeth, Laura	System Director, Talent Acquisition System Human Resources	Fairview Health Services	Y
Bistodeau, Craig	Sprinkler Fitter	Sprinkler Fitters Local	N
Campbell, Elizabeth	Director of Emerging Business Inclusion	Ryan Companies US Inc	Y
Eison, Jashan	President/CEO	H & B Elevators	Y
Ferguson, Christopher	Business Owner	Bywater Business Solutions and The Bywater Companies DBA Dairy Queen	Y
Flateau, Doug	Executive Director	Working Partnerships	Y
Goze, Anthony	Owner/Chief Manager	MAG Mechanical	N
Horner Mary Jane	Sr. Director, Talent Strategy and Transformation	Xcel Energy	N
Ibrahim, Garat	Organizer	AFSCME Council 5	N
Lehner, Scott	Area Manager Gas Operations	CenterPoint Energy	N
Mbali, John	Program Manager	Hennepin County Work Supports, Human Services	Y
McConnell, Daniel	Business Manager	Minneapolis Building and Construction Trades Council	Y
Mills-Novoa, Avelino	Interim President	Minneapolis Community and Technical College	N
Miraz, Abdullah	Finance and Operations	Gandhi Mahal and MSR	N
Noor, Ibrahim	Field Operations Area Manager	MN Department of Employment and Economic Development	Y
Olson, Tyler	CEO	SMCpros (Social Media Consulting, LLC	Y
Peterson, Carlye	Manager, Adult Basic Education	Minneapolis Public Schools	Y
Reedy, Robert	Director of Vocational Services	Rise, Inc	N
Roby, Carolyn	Senior Vice President Community Affairs	Wells Fargo Community Relations Group	Y
Roth, Jim	Executive Director	Metropolitan Consortium of Community Developers	Y
Watson, Tara	Chiropractor	Watson Chiropractor	N
STAFF			
Bahr-Helgen, Deb	Director	City of Minneapolis	Y
Brinda, Mark	Manager	City of Minneapolis	Y
Christian, Catherine	Adult and Dislocated Worker Programs Coordinator	City of Minneapolis	Y
Courtney, Matthew	Administrative Analyst II	City of Minneapolis	Y
DeHaven, Linda	MFIP Program Manager	City of Minneapolis	Y
Dickinson, Tammy	Career Pathways Coordinator	City of Minneapolis	Y
Larson, Marie	Industry Relations Manager	City of Minneapolis	N
Ferguson, Patience	Chief Human Resources Officer	City of Minneapolis	Y
Frank, David	Director Economic and Development Policy	City of Minneapolis	N
Harrold, Teresa	Youth Program Manager	City of Minneapolis	Y
Peterson, Anna	STEP-UP Program Manager	City of Minneapolis	Y
GUESTS			
Ali, Siciid	Youth Works Employment Counselor	Lutheran Social Services of MN	Y
Riley, Joan	Youth Works Program Manager	Lutheran Social Services of MN	Y
Paulson, Brian	Senior Program Officer	Pohlad Foundation	Y
Rysavy, Cate	Senior Director of Financial Services	Lutheran Social Services of MN	Y

2 MEETING LOCATION

Building: Lutheran Social Service of MN (LSS) – Center for Changing Lives

Address: 2400 Park Avenue South, Minneapolis MN, 55404

3 MEETING START

Meeting Schedule Start: 8:00am

Meeting Scribe: Matthew Courtney

4 AGENDA

- **Welcome and Chair's Report**

Carolyn Roby opened the Minneapolis Workforce Council (MWC) meeting and welcomed MWC and guests.

- **Approval of Minutes**

The November 17, 2015 minutes of the Minneapolis Workforce Council meeting were moved and approved.

- **Receive and File: Committee Reports**

- **Introductions Lutheran Social Service of MN – Center for Changing Lives**

Cate Rysavy, Senior Director of Financial Services; Joan Riley, Program Manager; Siciid Ali, Youth Works Employment Counselor

Staff provided an overview of youth workforce programming and services at Lutheran Social Services of Minnesota's Center for Changing Lives.

- **Presentation:**

Shared Metrics and the Blueprint for Career Pathways

Brian Paulson, Senior Program Officer, Pohlad Foundation

To address the challenges associated with consistent measurement of outcomes across philanthropic partners and stakeholders, MSPWin is coordinating work to develop shared measures that aligns career pathways strategies to support high-quality workforce services and programs.

- **Presentation:**

Career Pathways – City of Minneapolis Hiring Policies

Patience Ferguson, Chief Human Resources Officer, City of Minneapolis Human Resources

Tammy Dickinson, Career Pathways Coordinator, City of Minneapolis Employment and Training

The City of Minneapolis is implementing innovative recruitment and outreach models to expand public service career pathways for people of color and women.

5 MEETING END

Meeting Schedule End: 9:30am

6 NEXT MEETING

Minneapolis Workforce Council

Location: The McKnight Foundation
710 South 2nd Street, Suite 400
Minneapolis, MN 55401

Date: Tuesday, March 15, 2016

Time: 8:00am – 9:30am

MINNEAPOLIS WORKFORCE COUNCIL

Committee Reports

SERVICES TO ADULTS

Dislocated Worker National Emergency Grant

Minneapolis Employment and Training's plan submitted to DEED to serve more Dislocated Workers through the State's National Emergency Grant (NEG) has been approved. We now have an additional \$226,000 to serve 50 clients. In order to spend these resources successfully and in a timely fashion, Minneapolis Employment & Training needed to select an agency to provide these "enhanced services" to include: recruitment and outreach efforts to fill 2 or more cohorts for advanced manufacturing training, specialized assessments, a navigator role to coordinate with all partners, and other additional responsibilities. **Minneapolis Employment & Training put out a brief Request for Information in December 2015 to our four current Dislocated Worker providers (DEED, HIRED, Goodwill Easter Seals and RESOURCE) to assess interest and agency capacity. DEED was selected to provide these enhanced services.**

Federal Monitoring Results

After the U.S. Department of Labor recently monitored the operations and programming of Minnesota's Dislocated Worker (DW), Adult, National Emergency Grant, and Trade Adjustment Assistance programs, DEED initiated a number of actions to address some deficiencies noted in the report:

1. **DEED provided technical assistance for every provider in the system.** DEED hosted statewide training sessions that included specific elements related to the findings and areas of concern in the report, as well as labor market information. **Minneapolis Employment & Training adult staff and our all of service provider partners attended one of the training sessions.**
2. **DEED identified DW program participants for potential immediate forced exit due to lack of participant contact.** If a participant does not have "Live Contact" with their counselor in 90 days, the counselor must exit the participant from the DW program. DEED analyzed caseloads and worked to update policies to respond to the findings in the federal monitoring report and they are now taking action in order to be compliant with federal regulations. DEED identified a total of **980** non-compliant cases across the entire state of MN cases (or a total of **14%**). Minneapolis Employment & Training had **34** non-compliant cases (or a total of **8%**). **DEED will purge all remaining non-compliant cases the week of January 18, 2016.**
3. **DEED implemented several key policy changes.** One major change is that DEED began requiring that all case management notes and other relevant information, including support services, be entered into Workforce One. **Minneapolis Employment & Training adult staff has met with all affected service providers** to update our forms and processes and to implement the new policies.

Change in State Dislocated Worker Leadership

After 9+ years in the role as the director of Dislocated Worker/Rapid Response/Trade Adjustment Assistance, **Anthony Alongi** left the Department of Employment and Economic Development in December 2015 to take on a position at the Minnesota Department of Natural Resources. DEED began a search for the new director immediately. **Annie Welch has been appointed to the interim director**

role effective December 14, 2015. Annie has been heading the Workforce Development Division's Policy and Performance division.

Train-to-Career

Six agencies, Emerge, Goodwill Easter Seals, Hired, Lifetrack, RESOURCE, and Minneapolis Urban League, **will continue to provide services for Train-to-Career clients in 2016**. The Train-to-Career program provides industry-recognized job-skills training in occupations in demand, along with job placement and retention services for low-income, Minneapolis residents. One agency, Project for Pride in Living, has decided not to move forward as a Train-to-Career provider in 2016.

Regional and Local Plans – Minnesota's Workforce Development System under WIOA

Minneapolis Employment & Training **staff has begun the initial, internal process for completing the Regional and Local Planning documents** for Program Years 2016 and 2017.

SERVICES TO YOUTH

STEP-UP

- Youth recruitment is underway. 1,650 youth have applied to date with another 2.5 weeks to go before the February 5, 2016 application deadline. We are pleased with the numbers so far.
- Employer recruitment is also in full swing. Private sector employer recruitment will get a boost on February 2, 2016 with the STEP-UP Achieve Employer Breakfast. Governor Mark Dayton will attend and speak in addition to Mayor Hodges and other guests. We hope you can attend this event and hire an intern – or several – this summer!
- Nina Robertson has been hired as the STEP-UP Program Associate. She comes to us from Northside Achievement Zone. Nina will lead the STEP-UP Discover portion of the program. She will start on January 25, 2016.
- Minneapolis Employment and Training will utilize Higher Education Career Advisor Project (HECAP) funds via partnering with Minneapolis WorkForce Center (WFC) staff to engage 50 youth who were invited to, but did not completed STEP-UP work readiness training. WFC staff will provide career exploration services to these high school students using the Career EdVenture curriculum in either one to one or group settings.

Minneapolis Youth Works

- 3rd quarter assessments will be finalized January 22, 2016.
- Minneapolis Employment and Training will not be issuing a RFP for the Minneapolis Youth Works Program until Workforce Innovation and Opportunity Act (WIOA) final rules and regulations are released in Spring 2016.

Other Updates

- **Build Leaders Program Coming to CPED**
Minneapolis Employment and Training was funded \$360,000 through the City's budget process to administer BUILD Leaders, a proven youth violence prevention model developed in Chicago and adapted for Minneapolis.

Build Leaders is an equity focused, community oriented intervention program for disenfranchised 18-24 year old youth with systemic barriers to educational and economic opportunities (lack of diploma, criminal records etc.). Youth will receive paid training in facilitation, leadership, and job skills, and will deliver the BUILD curriculum for younger youth, 9-12 years old.

BUILD Leaders will serve two cohorts of youth. One of these cohorts will serve youth from the Native American community and one will serve the North Minneapolis community.

Minneapolis Employment and Training will issue a RFP to select community-based agencies that will also leverage WIOA Federal funding.

- **10th annual Minneapolis Teen Job and Opportunity Fair**
April 30, 2016, 11:00 a.m. – 3:00 p.m.
Minneapolis Central Library, 300 Nicollet Mall
- **Minnesota Afterschool Network PARTNERS with Youth Conference**
This is the new 2016 name of the sixth annual Minneapolis PARTNERS with Youth Conference that reflects the hosting partnership with Minnesota Afterschool Network. Planning is underway and the conference will take place in late April.