



**MINNESOTA ASSOCIATION
OF WORKFORCE BOARDS**

Minnesota's Local Workforce Boards

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February 19, 2025

Goals for today:

1. Overview of Local Workforce Boards – structure, service delivery, funding, and outcomes
2. Summarize the work do we do across Minnesota
3. Discuss workforce trends, concerns, and priorities for the Legislature

Overview of Local Workforce Boards

History

- 1933 - in the midst of the Great Depression, Congress passed the first central workforce development law – the Wagner-Peyser Act.
- 1973 - Comprehensive Employment and Training Act (CETA) consolidated federal programs for job training through block grants.
- 1982 - Job Training Partnership Act (JTPA) created a nationwide system of job training programs administered jointly by state and local governments in partnership with the private sector.
- 1998 - the Workforce Investment Act (WIA) created a national, public workforce development system implemented through local workforce boards.
- 2014 - Workforce Innovation and Opportunity Act (WIOA) strengthened the role of local workforce boards public workforce development system. It increased focus on industry-led partnerships and sector-based strategies.



Our Structure

Local Workforce Boards were created by federal law:

- **Our Charge**
- **Our Design and Membership**
- **Our Partners**
- **Our Funding**

Our work goes far beyond what is federally funded and mandated.

Our Charge

- Analyze local economic conditions, labor market data, and workforce needs.
- Use this information to guide investment of public resources.
- Develop strategies to meet local workforce needs.



Our Design and Membership:

- Chair of the Board is a member of the private sector.
- Members are appointed by a designated Local Elected Official – usually a County Commissioner or Mayor.
- Each board has an Executive Director, who staffs the board.

Board membership must include:

- 51% Local business leaders
- State agencies
- Post-secondary education
- Labor
- Adult Basic Education
- Economic development

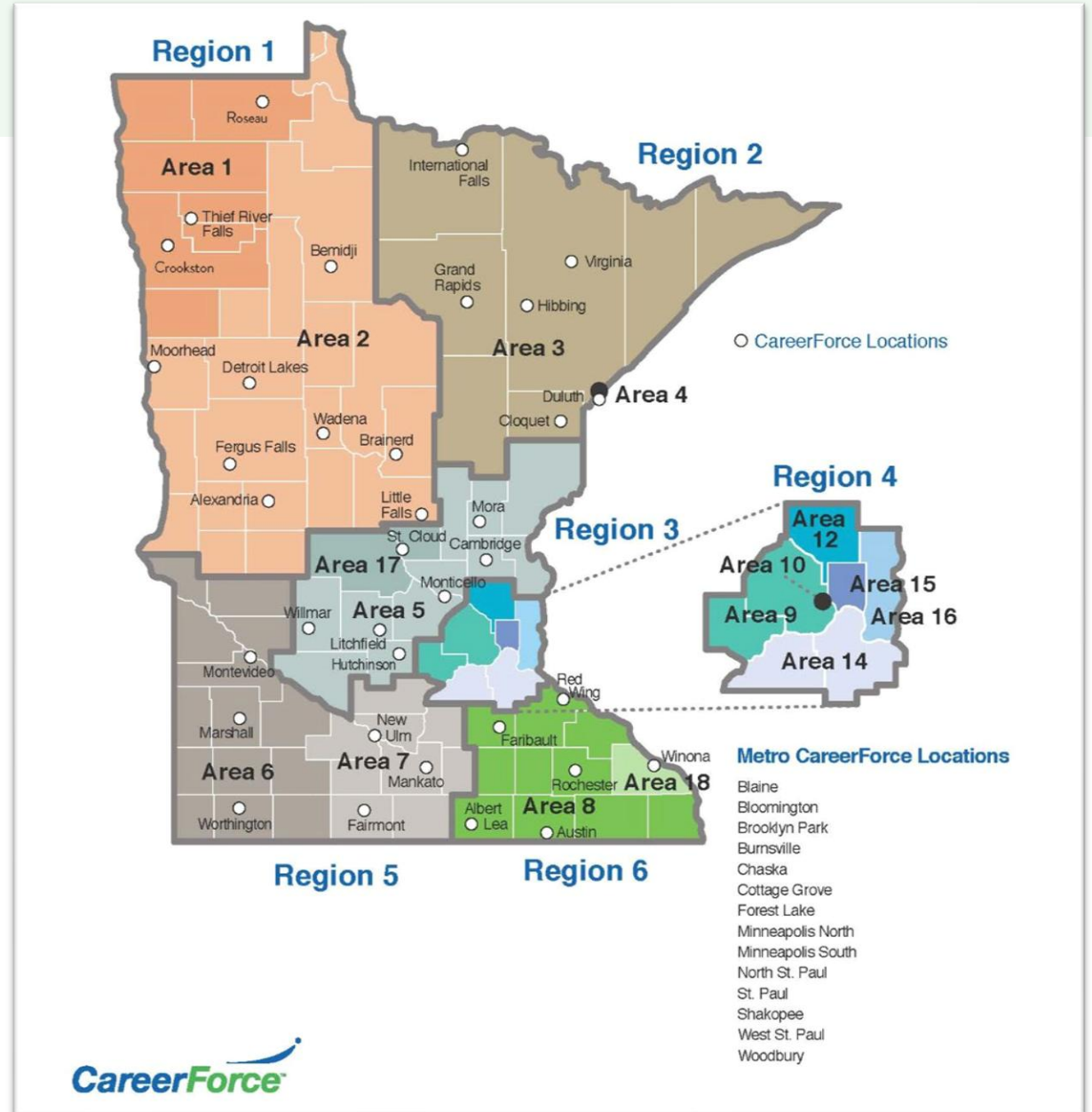
Often include:

- K-12 education
- Community-based organizations
- Youth-serving organizations
- Other stakeholders



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Minnesota's 16 Local Workforce Boards



Service Delivery

The directives of Local Workforce Boards are then implemented by:

- Counties
- Cities
- Local nonprofits, working under a Joint Powers Agreement

For example:

- 4,575 youth served through one-on-one services and an additional 40,374 youth served through outreach to schools under the Minnesota Youth Program in 2024.
- 4,995 individuals served through the State Dislocated Worker Program in 2023.

Our Partners

- DEED and the Governor's Workforce Development Board are core partners for local workforce boards.
- We are a part of CareerForce, the one stop location for jobseekers and employers to access services.
- We also work with the Department of Labor and Industry, Department of Children, Youth, and Families, Minnesota Department of Education – Adult Basic Education, Department of Corrections



Our Partners

- Employers
- Community-Based Organizations
- Labor unions and apprenticeship programs
- K-12 and Higher Education Institutions



Our Funding

Local Workforce Boards uses a variety of funding streams to serve our customers:

- Federal
- State
- Local

We use this funding to stay flexible, responsive, and accountable to regional and local needs.

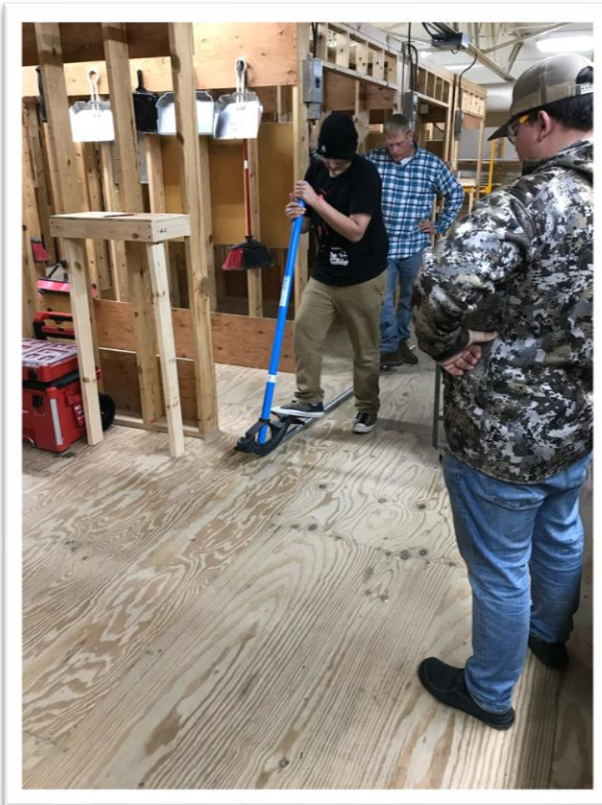
Performance and Accountability

- Workforce Boards are held to stringent performance goals that address:
 - credential attainment
 - measurable skills gain
 - employment placement
 - employment retention
 - earnings
- Workforce Boards go through detailed monitoring by DEED annually for each grant. We conduct the same level of monitoring on our subgrantees.

Summary of the Work We Do: *Youth, Jobseekers, Employers*

We serve three main customers:

- Youth and young adults (ages 14-24)
- Jobseekers
- Employers



Facing Minnesota's Workforce Challenges

Youth and Jobseekers

- Barriers to accessing and completing training and education
- Lack of awareness about high-demand sectors and occupations
- Housing, childcare shortages
- Transportation and other barriers to accessing and retaining employment

Employers

- Worker shortages (Currently 6 jobseekers for every 10 open positions)
- Aging workforce/demographic shifts
- Retention of employees
- Mismatch between worker skills and employer needs
- Work skills deficiencies

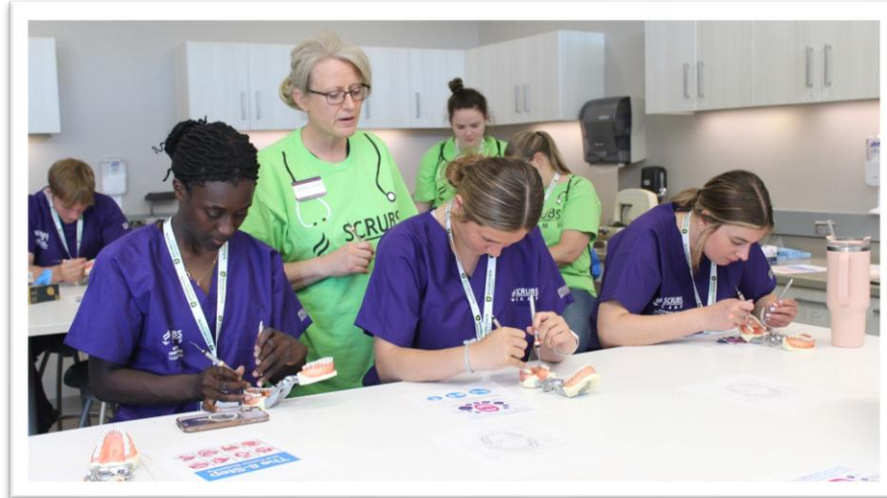
Serving Youth and Young Adults

- Partnerships with K-12 school districts and two/four-year colleges
- Support for diploma, GED, and post-secondary training
- Career exploration and work readiness
- Paid work experience, internships, summer jobs
- Mentoring
- Intensive one-on-one support



Serving Jobseekers

- Access to support at CareerForce Centers
- Intensive one-on-one support through programs
 - *Career counseling and guidance*
 - *Career exploration*
 - *Access to training for high-wage, high-demand careers*
 - *Work readiness assistance*
 - *Paid internships*
 - *Job search assistance*
 - *Support services*



Serving Employers

- Recruiting assistance
- Retention support
- Incumbent Worker Training
- On-the-job training for employees
- Work Experience and apprenticeships
- Strategic planning and sharing of best practices



Edward's Story

South Central Workforce Council



Employer and Board Member Perspective: *The Value of Local Workforce Boards*

2025 Session Priorities:

- Investing in Minnesota Youth Program Funding
- Sustaining the Dislocated Worker Program



Thank You! Questions?

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