

# REPORT TO THE LEGISLATURE



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## ABOUT THIS REPORT

This report is a collaborative publication from the Governor’s Workforce Development Board (GWDB), its Executive Committee and the Minnesota Department of Employment and Economic Development (DEED) as mandated by Minnesota Statutes, section 116L.665, subdivision 4. The GWDB approved this report at its December 12, 2018 meeting of the full board.

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Traci Tapani, GWDB Vice Chair, Co-President, Wyoming Machine, Inc.



## DEAR GOVERNOR WALZ AND MEMBERS OF THE MINNESOTA STATE LEGISLATURE:

On behalf of the Governor's Workforce Development Board (GWDB), I am honored to present the 2019 Governor's Workforce Development Board's Report to the Governor and the Minnesota State Legislature. This report satisfies the Board's state statutory responsibility to provide recommendations for talent development, resource alignment and system effectiveness for our state's workforce development system to ensure and grow Minnesota's competitive edge.

A highlight of our report is the exciting launch of a new brand for Minnesota's workforce development system – CareerForce – and how this new brand aligns, integrates and better positions the workforce development system to connect people with opportunities, insights with action, and potential with prosperity. The new brand was developed as an engaged public and private partnership and it launches a new era for workforce development in our state.

The GWDB is one of the three lead collaborative partners in the rebranding initiative. The GWDB engaged industry leaders, the education community, workforce organizations, community-based organizations, skilled trades and labor, the state's four ethnic councils and the State Council on Disability. Committee members examined policies, made recommendations, engaged in the rebranding initiative, reviewed system performance data, partnered in the development of new information and service delivery technology systems, shared effective and promising practices, and represented the state workforce board nationally.

While our workforce development system has made progress toward accomplishing the mission and goals of our Strategic Plan, we acknowledge significant work remains, specifically in the areas of ending economic disparities. We must continue to align and invest resources in workforce development approaches that reduce educational, skills training and employment disparities based on race, disability, disconnected youth or gender.

We respect and appreciate your review of this report and consideration of our recommendations.

Sincerely,

Laura Beeth, Chair

Governor's Workforce Development Board

## ABOUT THE GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

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### STRATEGIC PLAN, GOALS AND PRIORITIES

The Governor's Workforce Development Board's Strategic Plan 2016-2020 is Minnesota's State Combined Plan as approved by the U.S. Department of Labor and the U.S. Department of Education and as required by the federal Workforce Innovation and Opportunity Act (WIOA). This plan is built on strategies that require partnerships at the state, regional and local levels. The vision of the plan is to have a healthy economy where all Minnesotans have – or are on a path to – meaningful employment and a family sustaining wage, and where all employers are able to fill jobs in demand.

### Goals

1. Reduce educational, skills training and employment disparities based on race, disability, disconnected youth or gender.
2. Build employer-led industry sector partnerships that expand the talent pipeline to be inclusive of gender, race and disability to meet industry demands for a skilled workforce.

### Priority Strategies

The most effective method to achieve these goals is to strategically build on the state's robust Career Pathways System and to align with the purposes of WIOA and the needs of Minnesota's businesses and workforce. Our six priority strategies are:

1. Business engagement
2. Community engagement
3. Customer-centered design
4. Funding and resources
5. Policy and system alignment
6. System management

### Governance

Governor's Workforce Development Board (GWDB) members are appointed by the Governor and are key leaders from across the state representing business, education, labor, community-based organizations and government. The GWDB has a responsibility to advise the Governor on Minnesota's workforce system. Members collaborate to build a shared vision, mission and goals around workforce strategies and opportunities for the state. The GWDB is mandated and funded by the federal Workforce Innovation and Opportunity Act (WIOA) and further defined in Minnesota Statutes, section 116L.665. More information is at [mn.gov/GWDB](http://mn.gov/GWDB).

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DECEMBER 2018

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## INTRODUCTION

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Minnesota’s workforce environment has significantly changed since the last Governor’s Workforce Development Board (GWDB) Report was completed two years ago. Today, our state’s overall unemployment rate is at a historic low, baby boomers are retiring and exiting the labor force, and employers across our state have acute labor force shortages, persistent skills gaps and the lack of experienced workers. Minnesota’s economic success depends on our ability to reduce educational, skills training and employment disparities based on race, disability, disconnected youth or gender. It is critical that the public and private sectors lead on this work. The State Legislature led the way in SY17 when they appropriated \$35 million to reduce economic disparities and prepare Minnesotans to meet the future labor market needs. The Department of Employment and Economic Development (DEED) administered these investments in employment and training programs, minority business enterprises, capacity building for nonprofits and support services for program participants. The state’s business community, state and local governments and the nonprofit community have taken further steps to address economic inequalities in efforts to expand economic opportunity. There is a recognition that the workforce of Minnesota’s future will need all its workers to be skilled participants in the workforce. The GWDB also acknowledged these challenges and heard the call to action. In response, the GWDB created two committees – the Racial Equity Committee and the Disability Equity Committee. The Racial Equity Committee identifies gaps in services and resources, including policies that affect racial communities, ethnic communities, American Indians and employers. The state’s four ethnic councils are active members of the Racial Equity Committee. The Disability Equity Committee identifies strategies to make informed, actionable and measurable solutions to address disparities among persons with disabilities in training and employment.

In Minnesota, GWDB members are nationally recognized leaders in collaborative and innovative solutions that provide inclusive hiring and training programs and career advancement for incumbent workers. GWDB members are committed to solutions that expand our state’s labor force and access untapped talent pools due to disparities in education, skills training and employment based on race, disability, disconnected youth or gender.

The GWDB recognizes the vital contributions to our state’s workforce development system from local workforce board members, regional workforce planning entities and the Strategic Plan’s program and state agency partners. Their collaborative work includes a wide range of local, regional and statewide public and private sector efforts to tackle talent pool expansion, find new and creative solutions to local, regional or industry workforce shortages, expose students and their parents to career pathways, and prepare for the projected skilled labor demands of key industries.

This report:

- Highlights labor market information data regarding workforce trends
- Introduces CareerForce – rebranding Minnesota’s workforce development system
- Presents the WIOA State Plan Dashboard – a new tool to measure progress on reducing disparities
- Reviews the Minnesota Strategic Plan’s goals and progress on six strategic priorities
- Recaps the progress on new regional planning approaches by the workforce development system
- Presents the GWDB’s recommendations on strategies and actions for policy makers
- Provides an at-a-glance overview of Workforce Innovation and Opportunity Act programs in Minnesota

## WORKFORCE TRENDS



Minnesota's economy is strong. Since the end of the Great Recession in June 2009, the state has experienced more than 100 months of economic expansion, surpassing 3 million employed workers in the summer of 2018.

The state's unemployment rate has remained below 3.0 percent throughout the summer of 2018, the lowest rates recorded since 2000. Minnesota boasts the highest 5-year business survival rate in the nation, and has the third highest labor force participation rate of the 50 states. Not only hard-working, our labor force is also one of the most well-educated in the U.S., with the 3rd highest percentage of the population holding at least a high school diploma and the 12th highest share of adults with a bachelor's degree or higher.

Annual job growth in Minnesota rose to 1.7 percent in August of 2018, nearly matching the national growth rate of 1.8 percent. Eight of the eleven major sectors in Minnesota's economy added jobs over the year. Buoyed by steady growth, employers reported just over 142,000 job vacancies in the second quarter of 2018, the highest number recorded since the state began collecting this data in 2001. Hiring demand was up across the state, with 58 percent of all vacancies in the Twin Cities, and the remaining 42 percent located in Greater Minnesota. With only 90,000 unemployed workers in 2018, there were just 0.6 unemployed persons for each vacancy. Increasingly tight labor markets and a growing scarcity of workers are recognized as two of Minnesota's most significant barriers to sustained economic growth.

After averaging a net gain of about 40,000 additional labor force participants per year between 1976 and 2000, Minnesota employers could easily tap into a large and growing pool of talented workers. From 2000 to 2017, however, our growth in available workers dropped to about one-third that rate, at 13,750 new workers per year. Projections from the State Demographic Center suggest this growth will fall to an annual average of just over 7,000 additional labor force participants per year between now and 2030.

This tight labor market will make it more challenging for employers to grow, but will also shine a light on the importance of creating positive employment outcomes for all Minnesotans, including groups that have traditionally faced economic disparities in the state, such as communities of color, individuals with disabilities and immigrants. While these groups have high labor force participation rates, they have also suffered from higher unemployment rates, lower educational attainment and lower wages. Specifically, recent U.S. Census figures show income gains and lower unemployment rates for Minnesotans of color; however, there is still drastic inequality. Median incomes of white Minnesotans remain almost twice that of American Indian/Alaskan Native Minnesotans and Black/African Minnesotans and about \$18,000 more than Latino Minnesotans. Minnesotans with disabilities have unemployment rates that are 2.6x that of the general population and they are 3.4 times likely to not be participating in the labor force. People with disabilities experience repeated difficulty securing a job or have extremely limited job prospects.



# CAREERFORCE – REBRANDING WORKFORCE DEVELOPMENT

Rebranding the Minnesota workforce development system to CareerForce is an extraordinary new era in our state. Rebranding is integrated throughout this report as the system transitions to CareerForce.



## REBRANDING OVERVIEW

In a collaborative effort led by the GWDB, the Minnesota Workforce Council Association (MWCA) and DEED, a unified public workforce system is being created under the name CareerForce to unify Minnesota's workforce development service delivery system of services at the almost 50 CareerForce locations (formerly WorkForce Centers) around the state and the online labor exchange, career services and resources.

## BENEFITS OF A UNIFIED WORKFORCE DEVELOPMENT SYSTEM BRAND

The state's new unified workforce system brand – CareerForce – combines state and federal funding to support the work of the sixteen Local Workforce Development Boards, the GWDB and various nonprofit partners into one system.

- **Career seekers** can access job-seeking services, free of charge, to search for career opportunities in any industry, discover diverse apprenticeship programs, create practical search steps for successful career paths, access support programs, tap into services and training resources, respond to and manage career referrals as well as build career dashboards.

- **Employers** can use CareerForce to promote career opportunities, pathways and apprenticeship programs, access talent, access services and training resources, find valuable labor market information, find information relative to recruitment needs, and collaborate in community forums. Employers can also access tools and resources created by DEED's Regional Workforce Strategy Consultants, who provide innovative workforce solutions, facilitate collaboration, and leverage expertise in targeted industry sectors to drive economic equity and growth.

### CareerforceMN.com

- CareerForceMN.com features innovative career planning tools, workforce development resources and customized labor market information for career seekers, businesses, and workforce staff and partners.
- The site supports the CareerForce mission to facilitate thriving career solutions for individuals, employers, communities and Minnesota, promoting equitable access to prosperity for all.
- With a CareerForceMN account, users can set career goals, like, save and share content and initiate CareerForce Connections.
- Ongoing enhancements are planned for the site through 2019.

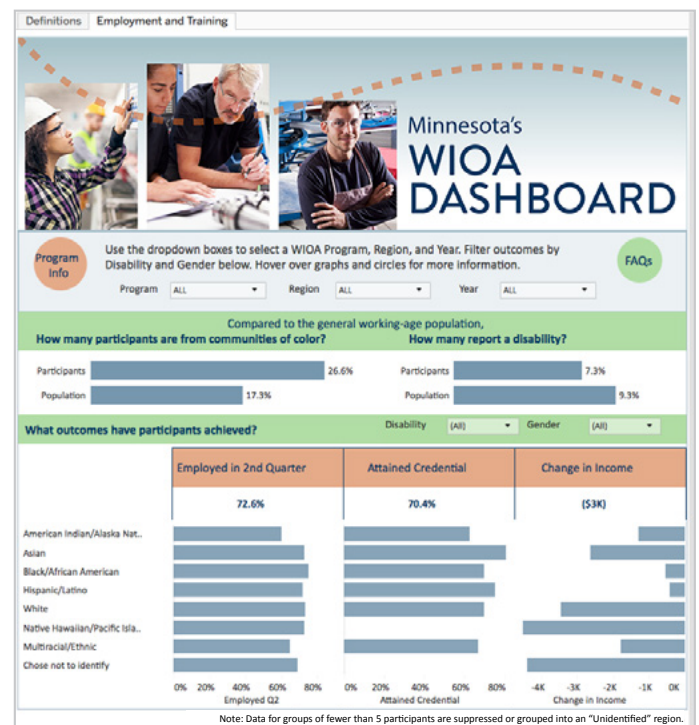
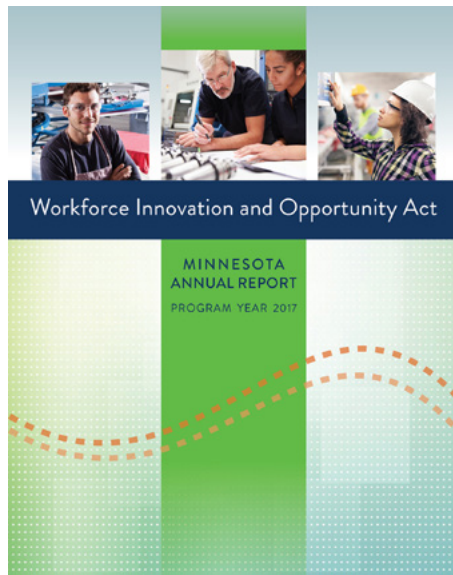


# WORKFORCE DEVELOPMENT SYSTEM PERFORMANCE

Core to our state’s workforce development system are the eligibility-based programs for individuals with barriers to employment and the formula-allocated funds from the federal Workforce Innovation and Opportunity Act (WIOA). As part of the system innovation under WIOA, Minnesota provides performance data and information in web-based interactive tools and an annual summary report. The GWDB helped to develop and support these tools and reports. Highlights of these efforts are summarized below.

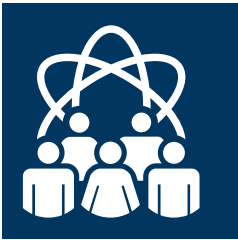
## PERFORMANCE OUTCOMES - WORKFORCE DEVELOPMENT SYSTEM

- **Uniform Report Card** – The [Uniform Report Card](#) shows activities and employment outcomes for select workforce development programs by education level, race, ethnicity, gender and geography. Because this web-based tool is regularly updated, accessing the link provides current data not available on a static point-in-time chart.
- **WIOA State Plan Dashboard** – This new performance tool shows enrollment and outcomes for select federal workforce development programs by program, by year, and by a variety of participant demographics. [The WIOA Dashboard](#) helps Minnesota move from measuring performance to improving performance. It provides transparency and accountability toward the two goals of the Minnesota Strategic Plan for WIOA. Eight dashboard indicators measure progress on reducing disparities and building industry partnerships. This dashboard is updated quarterly.
- **Minnesota’s Annual Report for the Workforce Innovation and Opportunity Act.**



# WORKFORCE SYSTEM ADMINISTRATION – STRATEGIC PLANNING

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Minnesota’s Strategic Plan for WIOA was developed as a comprehensive partnership plan. Only a few states undertook the challenge to develop this type of plan for submission to federal agency administrators. The process requires collaboration, commitment, customer-centered design and sharing data. The resulting outcome provides ongoing opportunities for partners to continue collaborating on continuous improvements to Minnesota’s workforce development system.

The Strategic Plan and the 2018 updates are posted on DEED’s website (<https://mn.gov/deed/about/what-we-do/objectives-plans/wioa.jsp>). The GWDB fulfilled its duties by gaining approval of

Minnesota’s Strategic Plan for WIOA 2016-2020 and the April 2018 two-year update to the plan.

In the GWDB’s 2017 Report to the Legislature, *Minnesota Momentum: Aligning Opportunities and Resources for Minnesota’s Workforce*, the GWDB stated that in its 2019 Report to the Legislature, it would report progress on the six priority strategies of Minnesota’s Strategic Plan for WIOA and the workforce development system.

## STRATEGIC PLAN – GOALS AND PROGRESS ON THE SIX PRIORITIES

The most effective method to achieve the two goals of Minnesota’s Strategic Plan is to strategically build on the state’s robust Career Pathways System and align it with the purposes of WIOA and the needs of Minnesota’s businesses and its workforce. Six key strategies are identified to advance and accomplish the two goals of Minnesota’s Strategic Plan for WIOA.

### GOALS OF THE STRATEGIC PLAN

The Strategic Plan’s goals were updated in March 2018 to recognize continued economic disparities and the vital need to address and expand economic opportunities for all Minnesotans.

1. Reduce educational, skills training and employment disparities based on race, disability, disconnected youth or gender.
2. Build employer-led industry sector partnerships that expand the talent pipeline to be inclusive of gender, race and disability to meet industry demands for a skilled workforce.

## Progress on Strategic Priority #1 – Business Engagement

**Definition:** Businesses lead in the identification and development of career pathway maps that target occupations in demand and provide family sustaining wages.

The GWDB’s Career Pathways Partnership (CPP) is focused on business and industry career pathways. The 100 members of the CPP support and advance regional sector-based Career Pathways that bring together industries that are critical to the economic success of our state and its regions. These business-led and industry-specific regional sector partners on the CPP work in collaboration with public partners in economic development, workforce development, human services, education and community-based organizations. Members of the GWDB are nationally recognized leaders for their efforts to lead, manage, contribute to our state’s growing number of industry sector partnerships. The CPP is tapping the expertise of these members to champion and share best practices, quantify the results and advance the business case for using Career Pathways models for employee retention, career advancement, internships, pre-apprenticeship and apprenticeship equity programs.



The GWDB and its Career Pathways Partnership’s employer engagement strategies are to:

1. Engage more employers in Career Pathways throughout Minnesota by presenting a business case for their involvement and providing opportunities for employer involvement.
2. Highlight successful employer engagement in Minnesota to promote best practices in the state and to contribute to the national conversation.
3. Establish and implement outcome-based Career Pathways demonstration projects in each Local Workforce Development Area.

### Progress on Strategic Priority #2 – Community Engagement

**Definition:** Communities experiencing inequities in education, skills training and employment outcomes; gender opportunity gaps; and providers with specialized services contribute to the design and delivery of activities within the Career Pathways System.

The GWDB expanded its membership and now includes representation from the Council on Asian-Pacific Minnesotans, Minnesota Council on Latin Affairs, Council for Minnesotans of African Heritage, Minnesota Indian Affairs Council and the Minnesota State Council on Disability. Representatives from each council are active members of the GWDB’s Racial Equity Committee and the Disability Equity Committee.

Minnesota has a diverse provider network with many community-based organizations offering specialized approaches to serving the populations experiencing inequities in education, skills training and employment outcomes. Community member involvement with the workforce development system strengthens services, affords connections between providers, and opens new doors of accessibility to and connections with services for the impacted populations. State agencies, led by DEED, provided new and in-depth sub-population and gender data as part of community stakeholder outreach and engagement. The GWDB and the Local Workforce

Development Boards are actively engaging communities experiencing disparate impact in education and employment outcomes, gender opportunity gaps, and service providers with specialized skills in working with populations experiencing inequities in education, skills training and employment outcomes.

### Progress on Strategic Priority #3 – Customer Centered Design

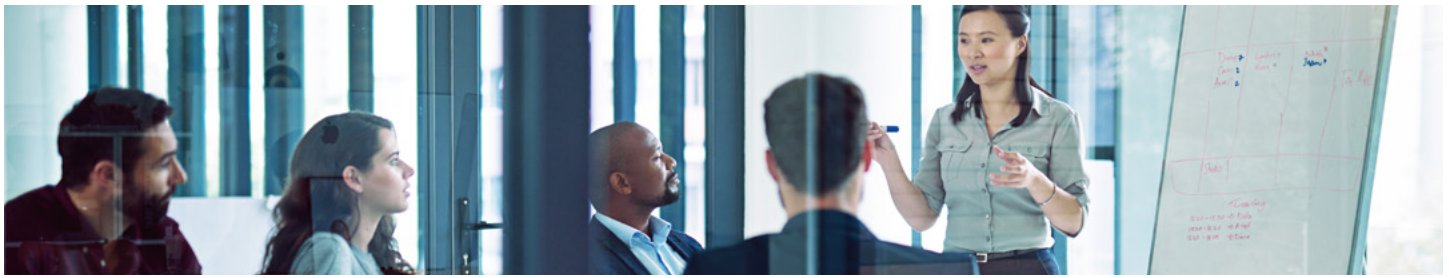
**Definition:** Redesign the CareerForce system to better meet the needs of businesses and job seekers who need multiple services and “on ramps” to be successful through Career Pathways opportunities.

The CareerForce mission is to facilitate thriving career solutions for individuals, businesses, communities and the State of Minnesota with customers at the center of this redesign. Customers were surveyed as the system was redesigned and have had continuous input during the inception and development of the CareerForce rebranding initiative.

Following rebranding CareerForce culture-building workshops held across the state, four task forces were created to help the workforce development system become a resource that career seekers and businesses **want to** access vs. one they **have to**.

The four CareerForce task forces are:

1. **Enhancing Service Delivery** – examine standardization opportunities and efficiencies
2. **Improving Customer Experience** – create a welcoming and assuring service delivery environment for all workforce system customers
3. **Streamlining Employer Services** – improve the customer experience when using the workforce system
4. **Ensuring Proactive Communications** – systems approach to connect and align workforce development system staff members and partners throughout Minnesota



### Progress on Strategic Priority #4 – Funding and Resource Needs

**Definition:** Understand the resource capacity of federal, state, local and philanthropic organizations who fund and provide resources to the Career Pathways System.

To improve transparency and allow for better resource alignment, DEED developed and published the new [Employment and Training Fund Dashboard](#). This web-based interactive tool displays DEED workforce system funding awarded through the Dislocated Worker, Adult, Youth, and Minnesota Job Skills Partnership programs. It includes both state and federal funding and competitive and direct appropriations, where applicable. Funding is displayed by program, year, region and grantee.

One notable item the Employment and Training Fund Dashboard displays, is the distribution of funding awarded during the 2016 legislative session by the State Legislature and Governor to reduce economic disparities and prepare Minnesotans to meet future labor market needs. These state appropriations, commonly known as the Equity article, can be reviewed alongside other state and federal funding within this tool. The Dashboard also shows the distribution of similar state appropriations for SFY 18-19 focused on reducing economic disparities and can similarly be reviewed alongside other state and federal funding.

### Progress on Strategic Priority #5 – Policy and System Alignment

**Definition:** Understand the program and policy change needed to achieve greater alignment that will support a stronger and broader engagement of system partners in building a Career Pathways System.

Policy and system alignment processes and policy opportunities are integrated into the local and regional workforce development plans. These plans align with the state’s Strategic Plan. At the state level, agency leaders whose programs are part of the Strategic Plan, convene alignment meetings. Data-sharing agreements, shared intake processes and customer referral protocols

are examples of the work program administrators have undertaken to enhance customer service and improve program administration.

### Progress on Strategic Element #6 – System Management

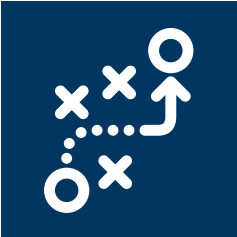
**Definition:** Create system measures for the Career Pathways System, including process and outcome measures.

**Annual WIOA Report** – System management is a coordinated effort of the GWDB, state agencies and programs that are part of the Strategic Plan, regional workforce development entities and local workforce development boards. The GWDB’s Operations Committee has a review and oversight role to ensure the performance data required by the federally funded workforce development programs for WIOA is collected and reported. The most recent Minnesota Annual Report for WIOA highlights the programs and contains performance outcomes. It is posted at ([https://mn.gov/deed/assets/wioa-annual\\_tcm1045-339141.pdf](https://mn.gov/deed/assets/wioa-annual_tcm1045-339141.pdf)).

**New WIOA Strategic Plan Dashboard** – The GWDB’s Operations Committee worked with DEED leadership and the agency’s Performance Management Office on the development of a new at-a-glance and interactive web-based dashboard for WIOA. The [WIOA Dashboard](#) helps Minnesota move from measuring performance to improving performance. It provides transparency and accountability toward the two goals of the Minnesota Strategic Plan. Eight dashboard indicators measure progress on reducing disparities and building industry partnerships. This dashboard is updated quarterly.

**Performance Management Office** – DEED administrators inform strategic direction by providing data-driven analysis and context to those who use, deliver and fund the Minnesota economic and workforce development systems. The Performance Management Office’s three core functions are information analysis, management analysis and outreach. This office coordinates the Annual WIOA Report.

## REGIONAL PLANNING AND THE WORKFORCE DEVELOPMENT SYSTEM



### NEW FEDERAL REGIONAL PLANNING REQUIREMENT FOR WIOA

The Workforce Innovation and Opportunity Act (WIOA) charged states with a new requirement to designate planning regions

to better align workforce development activities and resources with larger economic development areas and available resources. WIOA further charged states to require these new regions to develop and submit a four-year regional plan that is a big picture of the region's economy and workforce environment. The plans were directed to develop, align and integrate service delivery strategies and resources among multiple local workforce development areas.

### MINNESOTA'S REGIONAL PLANNING PROCESS

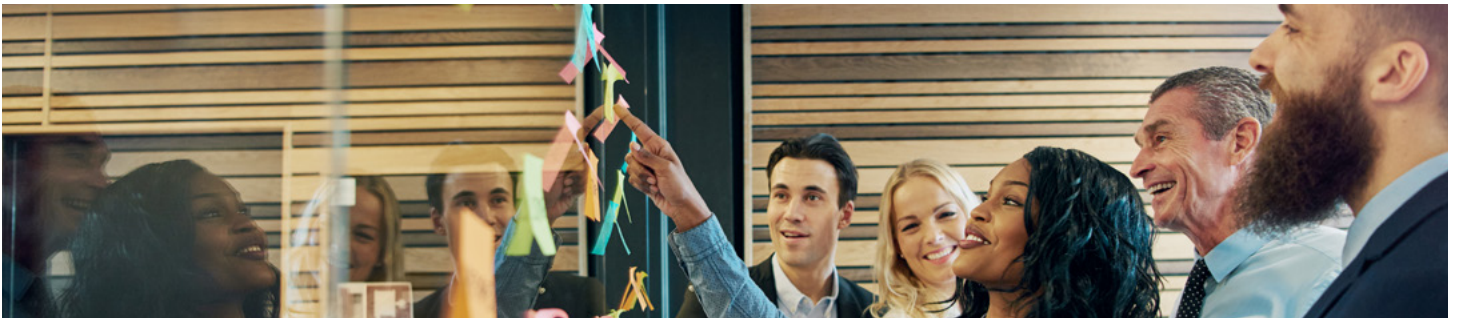
Minnesota's approach to regional planning was based on the WIOA requirements and the state's experience working in partnership with the Humphrey School of Public Affairs and the Harvard School of Business in the mid-2000's on regional economies. Minnesota designated six workforce development planning regions. The process of identifying regions considered factors such as geographical size, population, migration patterns and the workforce market. Minnesota's six workforce regions align with its sixteen Local Workforce Development Areas (LWDAs) and its federal Economic Development Areas. The new Regional Plans contain two components – a

narrative telling the story of the region and a work plan outlining activities.

### REGIONAL PLAN ELEMENTS

The Regional Plans showcase distinctive regional economies, unique strategies and tactics, and projected outcomes. The plans introduce new initiatives or enhancements that reflect each region and are in alignment with WIOA. Common elements in all six regional plans are:

- Actions to connect employers with the diverse talent pools in their region and improving employee retention.
- Implementing regional approaches to engage service providers and community members with connections to their region's racial, ethnic and disability communities to collaborate on workforce development needs and opportunities.
- Building talent pipeline partnerships to connect secondary and post-secondary students and the out-of-school and disconnected youth with hands on experiences in pre-apprenticeships, work-based learning, dual enrollment and equity programs, skills camps, career pathways and occupations in-demand. Intentional talent retention and exposure to a wide variety of career pathway post-secondary options are vital to growing regional economies.
- Collaborating with local and regional Economic Development boards, employers and governmental entities to strategically align key messages, identify and address the workforce and skills needs, and to retain current and attract new businesses and industries.





## REGIONAL PLAN ACCOMPLISHMENTS

- **Leadership established**  
 Regional leadership will ensure ownership and accountability for regional planning and oversight. This also allows the Local Workforce Development Board (LWDB) to establish different relationships and strategies than traditionally accomplished at the local level.
- **Service delivery identified**  
 Regional service delivery will identify new efficiencies and approaches to enhance customer outcomes and leverage resources across city and county boundaries.
- **Equity strategies defined**  
 Regional equity strategies will address inequities in education, skills training and employment outcomes based on race, disability, disconnected youth or gender.
- **Industry partnerships determined**  
 Regional industry partnerships will build employer-led industry sector partnerships with Career Pathways to expand the talent pipeline inclusive of gender, race, and disability to meet industry demands for a skilled workforce.
- **Stakeholder engagement summarized**  
 Regional stakeholder engagement will bring stakeholders together to understand the needs of business and the identified equity populations to design, launch and sustain Career Pathways.
- **Accountability framework created**  
 A Regional accountability framework will provide a transparent measure of how progress is being made on the regional plans. Regional benchmark processes include quantifying and standardizing the criteria for Career Pathways advancement milestones.

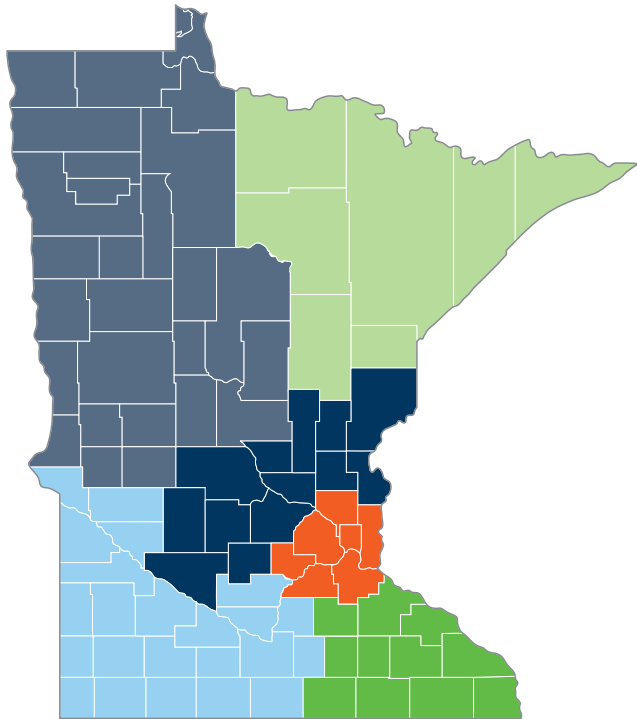
## REGIONS AND THEIR LOCAL WORKFORCE DEVELOPMENT AREAS

- **Northwest Region**  
 Northwest Private Industry Council, Inc.  
 Rural Minnesota Concentrated Employment Program, Inc.
- **Northeast Region**  
 Duluth Workforce Development  
 Northeast Minnesota Office of Job Training
- **Central Region**  
 Career Solutions  
 Central Minnesota Jobs and Training Services, Inc.
- **Metro Region**  
 Anoka County Job Training Center  
 Dakota - Scott Workforce Services  
 Hennepin - Carver Workforce Development  
 Minneapolis Employment and Training  
 Ramsey County Workforce Solutions  
 Washington County
- **Southwest Region**  
 Southwest Minnesota Private Industry Council, Inc.  
 South Central Workforce Council
- **Southeast Region**  
 Winona County  
 Workforce Development, Inc.



## REGIONAL INDUSTRY SECTOR PARTNERSHIPS

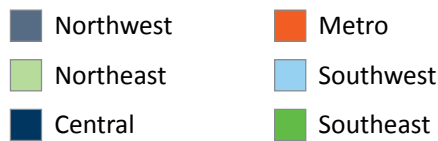
Sector partnerships with Career Pathways are in progress across the state. These partnerships expand the talent pipeline so it is inclusive of gender, race, and disability and meets industry demands for a skilled workforce. Regional partnerships reflect the shared contributions of industry employers, a training provider, the Regional Planning entity, community-based organizations, regional industry trade associations and philanthropic partners. Partnerships assess skill needs, formalize a standard curriculum and training process, recruit participants, establish connections with service providers, and award participants a recognized, stackable and portable credential upon program completion.



## WIOA STRATEGIC PLAN DASHBOARD AND REGIONAL INDUSTRY SECTOR PARTNERSHIPS

The new WIOA Strategic Plan Dashboard, available at: (<https://mn.gov/deed/about/what-we-do/agency-results/perform-measures/wioa/>) tracks and reports the progress to develop and maintain regional industry sector partnerships.

### Regional Workforce Development Areas



### PARTNERSHIPS BY REGION AND SECTORS IN COMMON

Northwest	Northeast	Central	Metro	Southwest	Southeast
Health Care	Health Care	Health Care	Health Care	Health Care	Health Care
Manufacturing	Construction Trades	Manufacturing	Manufacturing	Manufacturing	Manufacturing
Education			Construction Trades	Construction Trades	Construction Trades
			Government	Agriculture	Public Sector
			Business Services	Transportation	Service Sector
			Information Technology		

## RECOMMENDATIONS

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The GWDB has heard the call to action in response to the current workforce shortage and we submit the following recommendations:

1. **Prioritize funding** in the 20-21 budget that reduces economic disparities and economic inequalities based on race, disability, disconnected youth or gender.
2. **Continue funding** from the Minnesota State Legislature to support individuals with the most significant disabilities who are eligible for services through Vocational Rehabilitation Services at DEED.
3. **Align state education and skills training investments** with the vision, goals and strategies of the GWDB's and Minnesota's Strategic Plan and the local and regional workforce development systems' plans for the federal Workforce Innovation and Opportunity Act (WIOA) to ensure Minnesota remains a national leader in employment, skills training, education and economic growth.
4. **Promote adult** career pathways and career advancement strategies.
  - Apprenticeships are a proven and affordable earn-while-you-learn skills training model leading to stable jobs, career advancement and family sustaining wages and benefits. Apprenticeships help bridge racial, ethnic, gender and disability equity gaps within a growing span of industry sectors and in-demand occupations. Apprenticeship programs provide employers with skilled, credentialed and experienced workers.
  - **Reskill and upskill** incumbent workers to meet industry demands for new skills, higher overall skills levels, and advanced skills to prepare the workforce for technological advancements.



## WORKFORCE INNOVATION AND OPPORTUNITY ACT HIGHLIGHTS



The Workforce Innovation and Opportunity Act (WIOA) brings together:

- Employment and training services for adults, dislocated workers, and youth and Wagner-Peyser employment services administered by the U.S. Department of Labor (USDOL) through formula grants to Minnesota; and
- Adult education and literacy programs and Vocational Rehabilitation state grant programs that assist individuals with disabilities in obtaining employment administered by the U.S. Department of Education (DoED).

### CORE PROGRAMS IN MINNESOTA'S STRATEGIC PLAN FOR WIOA

**Minnesota Department of Employment and Economic Development (DEED)** [mn.gov/DEED](http://mn.gov/DEED)

- Titles IB – Adult, Youth and Dislocated Worker
- Title III – Job Service
- Title IV – Vocational Rehabilitation Services & State Services for the Blind
- Trade Adjustment Assistance For Workers (TAA)
- Jobs For Veterans Grant
- Senior Community Service Employment

**Minnesota Department of Education (MDE)** [www.education.state.mn.us](http://www.education.state.mn.us)

- Title II – Adult Education & Family Literacy Act (ABE)

**Minnesota Department of Human Services** <https://mn.gov/dhs/>

- Temporary Assistance for Needy Families (TANF)
- Employment & Training programs under the Supplemental Nutrition Assistance Program
- Work Programs under the Food and Nutrition Act

**Minnesota State** <http://www.minnstate.edu/>

- Carl D. Perkins Career and Technical Education Act – Post Secondary. Reauthorized on July 31, 2018.

### MINNESOTA'S WIOA POLICY AND GUIDANCE

Service providers rely on DEED policies to ensure that their services comply with federal and state laws and rules and with DEED policy requirements. DEED's policies and guidance are also an important means for implementing department and program priorities and providing assistance on how service providers can meet program requirements. DEED's Policy and Guidance for WIOA, CareerForce, Complaints, Equal Opportunity and Public Comment are posted at (<https://mn.gov/deed/about/what-guides-us/governance/policy.jsp>).







**mn** MINNESOTA  
GOVERNOR'S WORKFORCE  
DEVELOPMENT BOARD

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