



## **Duluth Workforce Development Board Meeting**

**Monday, December 17, 2018 ★ 3:00 – 4:30 p.m.**

**City Hall Room 303**

### **Meeting Minutes**

#### **Present:**

Tamara Arnott, Executive Director of Workforce Development, Lake Superior College  
Emily Edison, Executive Director, SOAR career Solutions  
Mary Ferguson, Director of Recruitment & Staffing, Essentia Health  
Patty Fleege, Adult Basic Education Manager, ISD 709 Adult Learning Center  
Lindsey Growette Stingle, Human Resources Director, National Bank of Commerce  
Eric Gulland, Business Agent, IUOE Local 49  
Marla Halvorson, HR Director, St. Luke's Hospital  
Betsy Harmon, Job/Business Service Manager, DEED  
Monica Haynes, Director of Bureau of Business and Economic Research, University of Minnesota – Duluth  
Brandon Hendrickson, Staff development Director, Residential Services Inc.  
Lacie Jurek, Human Resource Generalist, Verso Corporation  
Pam Kramer, Executive Director, Duluth LISC  
Laura Krollman, Compensation & Benefits/Talent Acquisition, Allele Inc.  
Rachel Loeffler-Kemp, Community Services Director, AFL-CIO/United Way  
Jay Ott, Training & Development Director, AdMax  
Paul Pedersen, Director of Outreach, MAC-V  
Brad Vieths, Career & Technical Education Director, ISD 709  
Ian Vincent, Business Developer, APEX  
Laura Weintraub, CEO, Aimclear  
Amanda Yates, Financial Services Manager, St. Louis County  
Elena Foshay, Director of Workforce Development, City of Duluth  
Carol Turner, Operations Administrator, Duluth Workforce Development  
Shawn Herhusky, Workforce Strategies Consultant, DEED

**Welcome & Introductions:** Meeting was called to order at 3:06 by Mary Ferguson.

**Approval of Minutes:** The minutes from the November 19, 2018 meeting were approved by those in attendance.

#### **Discussion Topics:**

##### **IDI Update**

- Workshop was a good start
- Individual results were a little surprising for everyone, feedback sessions were useful
- Reminder that learning is a process
- Facilitators did a good job making everyone feel comfortable
- NEXT Steps:

- February 12 - remaining board members and staff will take IDI

### **CareerForce update**

- Reviewed timeline for rollout
- Employers still post jobs and jobseekers still find jobs through MinnesotaWorks

### **MFIP/DWP Presentation - Pam Hawkins**

- Diversionary Work Program, Minnesota Family Investment Program - both cash assistance programs managed by the state Department of Human Services
- Who is eligible?
  - Financial eligibility screen
  - Must be a family - pregnant, single parent, two-parent family - must have children under age 18
    - Majority of families are households of 2 or 3
- Families in need to go the County and fill out a combined application
- Entry point is usually DWP - provide immediate assistance and supports to try and get parents back into the workforce as quickly as possible
  - Require participation at least 35 hours/week in activities that will lead to employment
  - Goal is to prevent families from going onto MFIP
  - 4-month program
  - MFIP - 60 months max in a lifetime, do not need to be consecutive months
    - Wisconsin only allows 24 months in a lifetime
- Start with assessment, identify skills and barriers
  - Look at housing, transportation, health, legal issues, work history, education/skills, child care
    - A lot of clients live in market rate housing - are on wait lists for subsidized housing
  - Connect with other programs that might be available
  - Can co-enroll in WIOA Youth or Adult
- Can help with supportive services
  - County provides access to health care, food, phone, utilities, child care assistance and housing assistance - amount determined by size of family and income from other services
  - DWD can help with supportive services - things needed for work, and with education
    - All clients get bus pass or gas card, sometimes pay for car repairs
- DWP - family doesn't get benefits until they have met with employment counselor
- Six Employment Services providers in Duluth: AEOA, NEMOJT, DWD, SOAR, CAD, HDC
- After 4 months with DWP, families either exit to employment or go on MFIP
  - MFIP recipients work with an employment counselor to set education/employment goals and address barriers
    - Required participation of 22 hrs/week or 87 hours/month for families with youngest child under 6
    - When youngest child is older than 6, required to work 35 hours/week
    - If two parent families, have to participate a combined 55 hours/week
  - Goal is to move family off of MFIP and out of poverty - they can still receive some benefits while working until reaching a certain income level
- Seeing more families with documented physical or mental health disability - this results in modified plan based on doctor recommendation about ability to participate in work
- Numbers (DWD MFIP Clients Only):
  - 38% of clients served are age 30-39, next largest age group is 25-29

- As of today, served a total of 731 families in 2018
- A third of families had an identified disability that is a barrier to employment
- 599 participants were female, 132 male - some single dads and some single moms, mostly single moms
- 62% White, 22% African American
- 25% are employed part time or full time
- 22% homeless
- 3% are of limited English proficiency
- 35% have some high school, 19% do not have a high school degree
- **Big challenges**
  - Child care shortage, especially for babies under 18 months - have to get on wait list while still pregnant
    - Location of child care not near work
  - Mental health/disabilities that prevent ability to work
  - Transportation
  - Lack of informal support systems that are needed to help with sustaining work
- **Discussion**
  - How do individuals connect to employers?
    - Employers come to WFC for hiring events
    - Job counselors help look for jobs
  - Is MFIP unlimited?
    - Technically yes, anyone who is eligible can apply
    - Number of MFIP recipients has been increasing every year
    - St. Louis County has about 1500-1600 MFIP recipients at any one point in time
  - MFIP Employment Services are largest portion of DWD budget and staff
    - As opposed to other programs, participation is mandatory which can create a difficult working relationship
    - Job Counselors have to hold individuals accountable, which means recommending sanction if necessary
  - Job Counselors do not mandate that participants apply to certain jobs
  - Is paying for driver's ed covered under Supportive Services?
    - It's expensive, and you need a vehicle to take test in and insurance
    - There are programs in the community through CAD that can provide a match to buy a car
    - Need a program where people can donate a car, training program fixes it up, family is given car along with driver's ed and support for testing
    - Insurance is a huge expense
    - Why isn't Community Action program meeting this need? - small program, has particular requirements

### **Community Benefits and Construction Career Pathways**

- Lots of construction jobs anticipated as part of the medical district project, as well as many other projects
- Elena has been working with the trades to define a community benefits agreement as part of the City PLA which will set goals for a percent of work hours performed by women and disadvantaged workers
- Construction working group

- Focused on marketing to high school students - educate about career pathways in the trades; include convincing parents to support kids pursuing the trades
- Thinking about how to attract more people to Construct Tomorrow evening event
  - Need Board help getting word out
  - Looking for sponsorship to support transportation to event for adults in evening
- Need a strong ground game recruiting people into the trades
- Thinking about how to support apprenticeship exploration/pre-apprenticeship training
- Construct Tomorrow
  - Employers who want to participate should connect with Rachel
- Need St. Luke's and Essentia to pressure contractors to work with trades and workforce partners
  - Buy-in from employers is critical to hire new apprentices and be willing to train them
- Knowing how to build things is a critical skill for a lot of higher
- Would it help if we used OJT to support wages of new apprentices?
  - Not really, hard to do in union environment
  - Unions will sometimes subsidize wages to try and convince contractors to bring on new apprentices
  - Contractors are focused on production mode, don't want to slow down to train
- Bigger discussion that cuts across lots of industries
  - How do we effectively hire individuals with less experience and train them on the job?
    - Everyone only wants to hire folks with lots of experience and that's not who's available

#### **Committee updates**

- Governance
  - Doing committee assessments, will share results at January or February meeting
  - Need to recruit another one or two business members - send leads to Monica or Elena
    - Would be great to recruit a construction contractor - Jamar, Hunt electric

**Meeting adjourned** at 4:30pm

Next meeting is **Monday, January 28** from 3:00-4:30pm in City Hall Room 303.