



Workforce Development

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Meeting Minutes

Monday, January 23, 2023; 2:00-4:00 p.m.

City Hall Room 330

Present:

Corey Cusick, Community Services Director, United Way
Kayla Dietzmann, Director of HR & Marketing, SCS Interiors
Brian Durand, Project Executive, McGough
Chiamaka Enemuoh, President, Lifestone Health Care
Claire Farmer-Lies, Marketing & Communications Specialist, Residential Services Inc.
Lindsey Growette Stingle, Human Resources Director, National Bank of Commerce
Monica Haynes, Director, UMD Bureau of Business & Economic Research
Shawn Herhusky, Workforce Development Manager, Essentia Health
Duane Hill, District Engineer, Minnesota Department of Transportation
Julie Johnson Atkinson, Vice President of Sales, Visit Duluth
Linda Kingston, Vice President of Academic and Student Affairs, Lake Superior College
ChaQuana McEntyre, President, Family Rise Together
Jennifer Oakes, DEED Job Service Site Supervisor, Duluth CareerForce
Vance Okstad, Director of Outreach, Cirrus Aircraft
Paul Pedersen, Director of Outreach, MAC-V
Rick Revoir, Dean of Strategic Development, College of St. Scholastica
Ian Vincent, Senior Business Developer, APEX
Sonia Vinnes, Rehab Manager, DEED Vocational Rehabilitation Services
Amanda Yates, Assistant Director Economic Services and Supports, St. Louis County
Shayla Drake, Workforce Strategy Consultant, DEED
Elena Foshay, Director, Duluth Workforce Development
Carson Gorecki, Northeast Regional Labor Market Analyst, DEED
Carol Turner, Operations Manager, Duluth Workforce Development

Meeting called to order at 2:02 p.m. The Workforce Development Board successfully established a quorum.

Welcome and Introductions

Public Comment: None

The Equity Lens: The Cost of Starting Work

Small group discussion brainstorming the various costs involved in starting a new job, including:

- Transportation (gas, insurance, license, parking, bus pass)
- Relocation

- Childcare (transportation, lunch/snacks, outdoor gear for kids)
- Professional work clothes, outdoor gear, uniforms
- Haircuts, make up, etc.
- Meals and snacks for self
- Licenses/certifications, which may or may not be reimbursed
 - Unpaid hours participating in training/testing
- Medical requirements (vaccines, physical, tests, etc.)
- Background studies and fingerprinting (delays in start date while waiting for results)
- Banking costs, direct deposit requirements, over draft fees
- Losing services and benefits as income rises
- Gap in health insurance
- Tools/equipment
- Child care
- Time commuting to child care/work

Ways employers can help:

- Shawn Herhusky announced that Essentia created a new position. Several sites will have navigators, helping new employees connect with resources and pathways in long term care. The job description has been created but not yet posted.
- Ask after hire if new employees need help with any of items listed above – offer assistance with costs and fees associated with starting work
- Professional clothing swaps/closets

Action Items:

- November 14, 2022 meeting minutes were approved by board members in attendance
- Chair/Vice Chair elections
 - Ian Vincent to continue as chair and Claire Farmer-Lies to continue as co-chair
 - Voted in and approved by all board members in attendance
- Review Board role, member role
 - Overview of Committees
 - Executive, Governance, Health Care Working Group, Construction Working Group, Emerging Workforce Committee, Equity Committee
 - Reach out to Elena Foshay to join or switch committees

Updates and Announcements:

- Regional Workforce Strategist introduction and role
 - Shayla Drake, Northeast Strategy Consultant for DEED
 - Mission: Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth
- IFA/MOU negotiations update
 - Another negotiation meeting this Thursday, January 26 with partners

- Creating budget to run entire CareerForce – roughly \$750,000 (shared staff and infrastructure)
- Crown Act
 - Adds discrimination based on hair style/texture to the Minnesota Human Rights Act. Passed into law in February of this year.
- Employer Champions update
 - Four virtual sessions last year, 20-30 participants in each
 - A lunch and learn session was held in December. The next is on February 2 at noon, and will continue every other month.
 - Seeking to build a peer learning network for employers, to support ongoing DEI work
- Duluth Days at the Capital
 - Several DWD Board members attended
 - Governor’s Budget proposal includes [substantial investment in workforce development](#)
- Library project update
 - Conversations continue on the idea of tearing down or significantly remodeling library, with a move for CareerForce into library
 - Will engage in pre-design process this year to seek state bonding funds in 2024
 - Gathering input through community engagement
 - Continuing conversations with library staff about how our work aligns
- Other announcements
 - MAC-V is adding more housing

Labor Market Trends-Carson Gorecki, Regional Labor Market Analyst, DEED

- Labor force and employment growth that occurred in 2022 appears to be slowing
- Older workers were more likely to leave the labor force and less likely to become unemployed than before the pandemic
- Younger workers were more likely to join the labor force and also more likely to be unemployed than before the pandemic
- Larger share of people out of the labor force report not looking for work because of transportation, childcare or some other reason; as well as for ill health or disability
- Unemployment claims trends did not align as well by race and education as they did for age

Older Workers Program-Leslie Perrett, SCSEP Director, Duluth Workforce Development

- Senior Community Service Employment Program (SCSEP)
 - 55 and older
 - Assists seniors in getting back to work
 - 20-hours/week, minimum wage (\$10.59 an hour)
- Older Worker Digital Literacy Program (new)
 - For SCSEP enrolled participants (age 55 or older, unemployed,
 - Contract with Lighthouse for Vital Living to provide digital literacy training (25+ hours of training.)
- Older Worker Program (new)
 - Serving job seekers 50 or older

- Unemployed or underemployed
- No income eligibility

Meeting adjourned 3:58 p.m.

Next meeting is Monday, March 20, 2023; 2:00-4:00 p.m. in City Hall Room 330.