



Education and Talent Development

Process Design Group

Tuesday, November 8, 2016

AGENDA

- Welcome and Introductions
- Work to Date
- Survey of Recharge Work Groups
- Discussion of Current Initiatives
- Private Sector Engagement
- Discussion of Future Initiatives
- Next Steps
- Other

Education and Talent Development

IRRRB – Mesabi II

November 8th, 2016

10:00 a.m. – 12:00 p.m.

In Attendance: Roy Smith, Drew Digby, Trent Janezich, Julie Marinucci, Michelle Ufford, Mary Finnegan, Bill Maki and Heath Boe

Roy started it off with why we are here, where do we go from here and set meetings and create a roadmap.

Brief group discussion about the other focus groups and how what they are doing may relate to the Education and Talent group. Need to have continued communication and support between groups to see where the education and talent group can move forward.

Spoke about the amount of money that has been invested into education. Throughout the years it has gone from zero money invested to multimillions. Discussed the results of investments (ALI). We need to capitalize on the amount of people in our area that have AA degrees completed in this area. Should we all the different investors listed somewhere for potential investors.

Pools of Talent: K-12, Non-Completers (ages 19-25), Traditional college students, Senior workers (people over 50 years old, Silver Bay has a Archived Engineers program), Students from outside the region (Expanding 2 and 4 year programs to attract more people), Out of area recruits (keeping them here), Trailing Spouses, Incumbent Workers, Underemployed (Minimal Barriers), Long Term Unemployment, Tele-Employment and Tribal

***Getting a 4 year institution, Free Community College Education – ways to recruit people into this area and create a growing and vibrant community. Issue – when and if a college is made in this area, politics will become an issue – where do we put it? What are some businesses that have been successful with dealing with turnover?*

Service Providers: K-12, Post-Secondary, Iron Range Engineering, Advanced MN, ALI, NEMOJT, AEOA, Iron Range Nursing, Private Sectors, Labor and Trades, Registered Apprenticeships, For Profit Private. *Unique to this area – ALI, Iron Range Engineering and Iron Range Nursing*

***There is a disconnect between the pools of talent and the service providers: Marketing – there isn't a specific person to work on marketing or the budget to spread the word. Talent Development Programs, Construction Trades Jobs – What are the pathways? Need to better understand the needs. Need to focus more on the commercial and industrial side of it.*

Research: Next Couple Certificates, 4 Year Opportunities, WIB Asset Map, Workforce Streams, Skills Assessment, DEED Presentation, DMI Presentation from Drew, Regional Education Study.

Messaging/Narrative: Messaging to the entire region, messaging to our educators at the K-12 level, to students (what opportunities are available), Regional Events (Construction Tomorrow), Parents, Students, Teachers, Counselors, Arrowhead Human Resources Association, Centers of Excellence based on the private sectors, Statistics, Apprenticeships, Mentorships, Internships and Private Sector Employers. What is the big message that everyone can get around?

***We should continue regional events, but make them more unified to build them up.*

Employer Engagement: Mining, Healthcare, Banking/Finance, Construction/Trades, Public, Transportation, other Technicals – Vendors, Suppliers, Call Centers (Blue Cross Blue Shield, DeCare), Education, Forest Products, Power Gen and Tribal Business.

***What do we have to offer and what do we need from them?*

Overview of the Wilder Research in Itasca County – Misconceptions of what is being offered (don't like employers, childcare and transportation). Barriers to not being able to work (Mental Health, Confidence). Unemployed Long Term (Developed the ability to adapt to living on the income they may get).

Goals:

Making an advisory board built up from private sectors.

Building pride for our education and workforce.

Short Descriptions for each thing that we listed (color coordinated)