

Large Business Expansion and Attraction

October 3rd, 2016

Detroit Reman

1:30 p.m. – 3:30 p.m.

In Attendance: Sara Ferkul, Mary Finnegan, Scott Sundvall, Drew Digby, Roy Smith, Steve Peterson, David Rhode, Curt Antilla, Brad Brzezinski, Scott Hautala, Micky (Reman), Julie Spiering, Arik Forsman, Wayne Kangas, Julie Marinucci and Trent Janezich

Roy Smith and Drew Digby did a presentation on education and data/statistics on workforce. (The slideshow will be attached and handout provided by Drew).

Northeast Higher Education District

www.Nhed.edu

Has invested over \$20 million in education and talent development. Has 5 colleges in the district – Rainy River Community College, Itasca Community College, Hibbing Community College, Vermilion Community College and Mesabi Range Community College.

Purpose of NHED:

The NHED will create an environment that:

- *Increases access and improved learning opportunities for students;*
- *Focuses presidential leadership, at both the regional and community (institutional) levels;*
- *Increases coordination and joint planning among institutions;*
- *Improves alignment with regional businesses, industries, organizations, and education providers; and*

- *Ensures full, independent Higher Learning Commission (HLC) accreditation for each of the member colleges.*

Applied Learning Institute

www.alimn.com

1500 students annually participating. \$10-12 million goes back into local high schools. Our region is the only region that is participating in the ALI program. Offers customized training.

About ALI:

“Applied Learning Institute (ALI) was formed in 2006 to enhance technical education in northeast Minnesota by providing experiential learning that combines hands-on training and technology. The goal of ALI is to help create highly trained, knowledgeable workers who are equipped with the technical and problem-solving skills needed by employers everywhere.

ALI began its first pilot year offering technical courses in 2007-08 with 16 school districts and five community/technical colleges. Four hundred students were enrolled in ALI programs that first year, followed by an enrollment of 1012 in 2008-09—the second pilot year.

July 2009 marked the first full implementation year for ALI and the first year for new membership. Today, ALI has a membership of 17 northeast Minnesota school districts with 25 high schools, and the five colleges of the Northeast Higher Education District (NHED). Nearly 1500 students enrolled in ALI programs during the 2009-10 school year.”

Advanced MN

www.advancedmn.org

Largest workforce training entity.

About Advanced MN:

“Our mission will be accomplished through two strategies:

- Provide customized training and continuing education programming to meet the needs of business and industry in the region
- Bring four-year and graduate degree programs to the region to enhance individual skills

Advanced Minnesota: Training for Trades and Technology integrates what are now five separate, competitive operations into a single thriving enterprise while retaining community access via the Northeast Higher Education District colleges (Hibbing Community College, Mesabi Range Community and Technical College, Itasca Community College, Vermilion Community College, and Rainy River Community College).”

Iron Range Engineering

www.ire.mnscu.edu

Project based learning program, students will work closely with industry on design projects. Students are upper-division engineering students who are enrolled a MN state University-Mankato and are typically graduates of a Minnesota community college.

About Iron Range Engineering:

“The majority of the student learning is done in the context of industry engineering projects, rather than in traditional distinctly topical engineering classes. Upon graduation students will receive a B.S. in Engineering degree with emphases along a spectrum between what might be traditionally called mechanical engineering and electrical engineering. Each student creates their own emphasis for the degree, by choosing particular competencies which appeal to them. This empowerment promotes the

interest level and motivation of the student, and leads to the ability for deeper learning and longer retention of the material. This program aims to break down disciplinary silos and prepare engineers who are “able to understand issues that transcend disciplinary boundaries and to be able to offer effective solutions”.

The IRE model is roughly a 40 hour-per-week experience in an engineering-type office/lab setting where students learn engineering design through actual practice and managing engineering projects for industry clients. Students manage the acquisition of their technical competencies by learning and applying the engineering concepts in context with their design. Roughly, 20 hours per week are dedicated to design execution and 20 hours to technical learning with the goal of synergy between the two. This arrangement relies heavily upon industry partnership and these industries usually, but not exclusively, involve paper, mining, and energy production.”

Questions moving forward:

- After seeing the data that Roy and Drew presented, are we, as a group, moving in the right direction?
- Should we make a marketing package that shows the statistics on workforce for this region? Somehow make it visible when searched on the internet.
- Should we encourage business owners to conduct exit interviews to see why people are leaving?
- Possibly create a forum? What businesses want?

Next Meeting:

October 31st, 2016

Detroit Reman

1:30 p.m. – 3:30 p.m.

Discussion of senior survey, Drew will need help narrowing down the questions for the survey. (Drew's handout is attached). Aging workforce is not unique to this region, this is a global issue.

When the Wilder Research on Itasca County is complete Drew will pass the information along.

Small differences in pay and conditions can make a difference, either for the good or bad.

Additional Links:

www.livingwage.mit.edu/counties/27137

www.mncompass.org/irrrb - When searching on this site, searching using the IRRRB service area will give you more detailed information, in comparison to searching by cities.

www.mn.gov/deed/data/

Attachments:

Drew's handout

Snapshot of results on childcare provided by the United Way of Northeastern Minnesota. If we would like a more in depth discussion, Erin Shay will come and present at one of the future meetings.



Iron Range Resources &
Rehabilitation Board

October 3, 2016

Iron Range Available Workforce

IRRRB Service Area Total Population:	156,278
Civilian Workforce: <i>(Population 18-64 not institutionalized)</i>	69,903
Census Bureau Average 5-year Unemployed: <i>(Actively Looking for Work)</i>	5,583
Not actively looking for work: <i>(Disabled, in school, early retirement, spouse works, other)</i>	22,348

[Source: U.S. Census Bureau American Community Survey Data, 2010-2014]

If you'd like to see these numbers for a specific subarea, they are available at mncompass.org/irrrb. I've also attached a spreadsheet looking at a variety of workforce participation variables by school district.

Official Current Unemployment Statistics

[For Northeast Minnesota excluding Duluth; unemployed means no job and actively looking for work. Area is different than IRRRB Service Area. IRRRB Service area excludes Carlton and Koochiching counties, as well as school districts around Duluth and in eastern Aitkin County. The IRRRB Service Area also includes the Crosby Ironton School District in eastern Crow Wing County.]

Labor Force:	118,595
Employed:	110,920
Unemployed:	6,675

What do we know about the unemployed?

[Data compiled by DEED is only available for all seven counties of NE Minnesota, including Duluth; this data is about an even smaller set of individuals who are eligible for Unemployment Insurance through DEED.]

Total number receiving UI payments in August: 1,039

Age	Number of claims
Under age 22	28
22-29	189
30-39	271
40-49	221
50-59	250
60-64	61
Age 65 and over	16

Education	Number of Claims
Less than 12 years (no high school degree)	42
12 years (High school graduate)	381
13-15 years (Some college, AA degree)	504
Over 15 years (B.A. degree, graduate degree)	112

Census Data on impact of education on unemployment and wages

Unemployment rates for residents 25-64, using American Community Survey Data for 2008-2012.

Educational Attainment	IRRRB Service Area	Minnesota
Less than High School Degree	15.95%	14.37%
High School Degree or GED	9.74%	7.79%
Some College/AA Degree	7.12%	6.16%
B.A., Grad or Professional Degree	3.56%	3.41%

Source: American Community Survey 2008-2012 data for 15 school districts in the IRRRB service area plus the State of Minnesota (Estimates from Form B23006).

Getting a certificate, AA degree or Bachelor's degree also dramatically increases wages and lowers poverty rates for residents on the Range.

Median Earnings by Educational Attainment for population over 25

Education Level	IRRRB Service Area	Minnesota
Less than High School Degree	\$18,094	\$20,743
High School Degree or GED	\$24,647	\$29,633
Some College/AA degree	\$29,591	\$35,625
BA Degree	\$40,151	\$55,829
Graduate or Professional Degree	\$55,829	\$65,873

Source, American Community Survey 2008-2012 (Estimates from Form S1501).

Poverty Rate by Educational Attainment for population over 25

Education Level	IRRRB Service Area	Minnesota
Less than High School Degree	20.7%	25.6%
High School Degree or GED	12.0%	10.5%
Some College/AA degree	10.2%	7.6%
BA, Graduate, or Professional Degree	4.5%	3.0%

Source, American Community Survey 2008-2012 (Estimates from Form S1501).

Additional research and key ideas:

Workforce Streams

- Classic High School and College Graduates
- Disabled
- Secondary entrants into the workforce
- Seniors
- Return Migrants
- New Migrants (whether from another county, another state, or another country).

Existing Databases and Job Search Tools

- Northforce
- Minnesota Works
- Monster, Indeed, careerbuilder, etc.

Senior Survey

Here is a draft survey that could be sent out using a variety of networks to attempt to tap into those over 50 or 55 looking for a secondary career.

1. Would you like to be working even though you are retired or semi-retired?
2. How many hours per week would you like to work
 - a. Up to 15
 - b. 15-25
 - c. 25-35
 - d. Over 35
3. Do you want a job that reflects your full skillset or are you looking for work to make some secondary income but that may not use your full skillset?
4. What kind of skillset do you have
 - a. Technical Expertise
 - i. These questions need development
 - ii. Jfjfj
 - iii. Fjfff
 - b. Education Level
5. Obviously, the higher the wage the more likely you would be interested in working. What is the minimum wage level that you would accept a job for?
 - a. Up to \$10 an hour
 - b. \$10-\$12 an hour
 - c. \$12-\$15 an hour
 - d. \$15-\$18 an hour
 - e. Over \$18 an hour
6. How far would you be willing to drive for a job?
 - a. 5 miles
 - b. 10 miles
 - c. 20 miles
 - d. 40 miles
7. Some demographic questions:
 - a. Age
 - b. Zip Code
 - c. Do you have a disability

<i>School District/Area</i>	<i>5-year Unemployment Rate</i>	<i>Labor Force Participation Rate</i>	<i>Labor Force Participation Rate 25-44</i>	<i>Percentage Employed 25-44</i>	<i>Percentage self- reporting a disability</i>	<i>Percentage of residents 65 and over</i>	<i>Latest DEED Unemployment Rate</i>	<i>2014 Annual Unemployment Rate</i>
Aitkin County								
Aitkin Public School District	6.6%	54.3%	87.4%	82.2%	16.0%	29.1%		
McGregor School District	11.2%	48.7%	80.4%	70.6%	23.1%	30.6%		
Aitkin County	8.1%	52.7%	85.6%	79.0%	18.3%	28.9%	4.1%	6.5%
Carlton County								
City of Cloquet	7.1%	63.7%	85.6%	78.5%	10.8%	15.1%	4.8%	6.0%
Carlton County	6.7%	61.7%	81.7%	76.0%	11.5%	15.6%	3.9%	5.2%
Cook County								
Cook County Public Schools	4.5%	65.0%	94.0%	90.4%	11.7%	22.7%		
Cook County	4.5%	65.0%	94.0%	90.4%	11.7%	22.7%	2.8%	5.5%
Itasca County								
Deer River Public Schools	9.9%	57.7%	83.9%	75.0%	16.8%	20.9%		
Grand Rapids Public Schools	7.2%	57.6%	81.3%	75.5%	15.2%	21.2%		
Greenway Public Schools	8.4%	61.8%	85.3%	78.2%	16.8%	15.9%		
Nashwauk- Kewatin School District	10.0%	59.5%	90.7%	75.7%	15.4%	19.4%		
City of Grand Rapids	5.4%	55.2%	77.2%	71.9%	17.2%	21.0%	6.2%	8.5%
Itasca County	8.0%	58.5%	83.1%	76.0%	15.7%	20.0%	5.6%	6.4%
Koochiching County								
Koochiching County	7.4%	58.6%	80.4%	72.1%	17.7%	20.4%	7.2%	8.4%
Lake County								
Lake Superior School District	5.3%	58.1%	81.8%	77.4%	12.8%	22.6%		
Lake County	5.5%	56.5%	81.5%	77.3%	13.4%	23.7%	3.7%	4.5%
St. Louis County North								
Chisholm Public School District	9.0%	59.2%	84.8%	73.7%	16.2%	14.7%		
Ely Public School District	5.6%	57.4%	93.2%	88.9%	16.7%	22.5%		
Eveleth-Gilbert School District	10.1%	60.4%	84.5%	76.0%	14.2%	17.4%		
Hibbing School District	7.5%	58.8%	81.1%	75.7%	18.2%	18.0%		
Mesabi East School District	10.2%	53.2%	82.7%	74.2%	16.1%	24.1%		
Mountain Iron-Buhl School District	6.2%	58.0%	84.9%	77.3%	13.5%	18.9%		
St. Louis County School District	8.6%	57.0%	87.1%	78.9%	14.3%	22.3%		
Virginia School District	11.6%	57.0%	80.2%	70.8%	17.9%	18.1%		
City of Hibbing	7.6%	59.3%	80.7%	75.5%	18.0%	17.5%	8.7%	6.3%
City of Virginia	12.7%	54.8%	78.4%	68.7%	19.5%	18.4%	6.6%	6.6%
St. Louis County South								
Duluth School District	7.9%	65.1%	84.5%	77.8%	13.0%	13.9%		
Floodwood School District	9.1%	55.2%	91.6%	84.2%	18.3%	21.7%		
Hermantown School District	5.9%	62.5%	76.7%	71.2%	10.9%	15.5%		
Proctor Public School District	4.7%	65.2%	87.9%	83.9%	11.0%	16.3%		
City of Duluth	8.0%	64.5%	83.8%	77.2%	13.5%	14.3%	2.9%	4.4%
St. Louis County								
St. Louis County	7.9%	62.1%	84.1%	77.2%	13.9%	16.5%	4.5%	5.0%
Other, For Comparison								
Crosby-Ironton Public Schools	9.2%	55.0%	86.7%	74.6%	16.9%	26.3%		
Minnesota	6.5%	70.1%	88.1%	82.9%	10.3%	13.6%	3.7%	4.1%

Sources: US Census Bureau American Community Survey, 2014 5-year statistics. Chart S2301 for employment; S1810 for Disability Characteristics; S0101 for Age. Minnesota DEED's Local Area Unemployment Statistics for current and annual unemployment rate. Note: The 5-year unemployment rate is the self-reported rate over a 5-year average and is not identical to the DEED local unemployment rate.