

## Minneapolis Workforce Council

January 21, 2014

### Meeting Minutes

**Present:** Carolyn Roby, Laura Beeth, Elizabeth Campbell, Christopher Ferguson, Doug Flateau, Steve Gilbertson, Anthony Goze, Tyler Olson, Wendie Palazzo, Carlye Peterson, Jim Roth, Amy Snoddy (Alternate for Ken Lundquist), Dr. Tara Watson

**Staff:** Deb Bahr-Helgen, Felisha Burns, Mark Brinda, Marie Larson, Catherine Christian, Teresa Harrold, Linda DeHaven

**Guests:** Alex Tittle – Minnesota Sports Facilities Authority, Louis J. King II – Summit Academy OIC, Jacqueline Buck– DEED, Patricia Brady – Ramsey County Workforce Solutions

**Excused:** Anahita Cameron, Darla Figoli, John Mbali, Daniel McConnell, Terrell Towers, Todd Klingel

**\*\*Carolyn Roby called the meeting to order at 8:05 a.m.**

#### **Welcome and Chair's Report**

Carolyn Roby welcomed the Minneapolis Workforce Council members (MWC).

Carlye Peterson, Manager, Adult Basic Education, welcomed the MWC to Minneapolis Public Schools South Minneapolis Adult Education Campus. Carlye stated their second Adult Education location is in North Minneapolis at 1250 West Broadway. Carlye noted that Minneapolis Adult Education serves between 700 to 900 students at the South Minneapolis Campus daily and 2/3 of students come learn English and to prepare for employment or secondary education. Carlye informed the MWC that the Adult Education South Minneapolis Campus is the testing center for GED students, 900 students graduated in 2013. In closing, Carlye informed the MWC that the Adult Basic Education campus provides childcare to support students who are attending their classes on a daily basis.

**Introduction** – Jacqueline Buck, Business Service Representative, DEED, informed the MWC that she was attending on behalf of Tom Norman, Director of Workforce Development, DEED. Jackie stated she works with Employment Services and Business Services throughout the state of Minnesota. Carolyn also welcomed Patricia Brady, Director, Ramsey County Workforce Solutions.

**Announcements and Minnesota Workforce Council Association (MWCA) Legislative Platforms** - Deb Bahr-Helgen informed the MWC that Doug Suker, Adult Program Manager will be retiring from the City of Minneapolis after 35 years on March 3, 2014 but that he will continue to work for the City of Minneapolis Employment and Training Program on a part-time basis. Deb congratulated Doug and thanked him for his years of service to the City of Minneapolis.

Deb also informed the MWC that at the November MWC meeting, Cynthia Bauerly, Deputy Commissioner, DEED, mentioned that the Minnesota Workforce Council Association (MWCA), DEED and partners will be undergoing strategic planning sessions over the next six months called the Strategic Service Delivery Project. Deb stated the first session took place in Monticello, MN in mid-December 2013. Deb informed the MWC that she will keep everyone up to date regarding the progress of the Project.

Deb also mentioned that the MWCA has completed its 2014 State and Federal Legislative Platforms, stating that the State Legislative Platform prioritizes addressing racial employment disparities. Deb stated the Federal and State Legislative Platforms focus on improving transparency and accountability, investing in our future workforce with Minnesota youth and career advising partnerships, and supporting efforts to get the long-term unemployed back to work. In closing, Deb informed the MWC that staff are working on two federal career connect grant proposals to the Department of Labor that will improve technical education at a high school level. Deb stated one of the grants is with Minneapolis Public Schools and a national group called ISA, a nonprofit that assists with reforming high schools. Deb stated the second grant is called Tech Edge which is a regional effort in manufacturing to align and enhance curriculum.

#### **Approval of Minutes**

The November 19, 2013 minutes of the Minneapolis Workforce Council Meeting were moved and approved.

## **Committee Reports**

**Adult Committee:** Carlye Peterson submitted the Adult Committee report.

The Adult Committee of the Minneapolis Workforce Council met on December 17, 2013 to hear staff recommendations for the Adult Program Redesign and to take action steps to move the redesign forward.

**STAFF RECOMMENDATION 1:** focus training resources whenever possible on the following six strategic industry sectors.

1. Manufacturing
2. Construction
3. Information Technology
4. Health Care
5. Finance
6. Professional Services

**ACTION:** Adult Program Committee affirmed these sectors as strategic to the Adult Program, specifically training resources.

**STAFF RECOMMENDATION 2:** Create three new career exploration modules to be structured as pre-training and pre-placement information sessions. The three modules would be divided as such: 101s, deep dives, and boot camps. Each module would increase in both duration and career information.

**ACTION:** The Adult Committee supported the idea of the three career exploration modules, but recommended that staff look to leverage existing resources and expertise in the community prior to making a big investment in curriculum and delivery of modules.

**STAFF RECOMMENDATION 3:** The following two recommendations were made for the Individual Referral Program (primarily a health care training programs co-operated by Jewish Family and Children's Services and METP):

- Explore a name change for the program
- Increase the number of tracks within Health Care a client can pursue

**ACTION:** The Adult Program Committee asked that staff return to the February 11<sup>th</sup> meeting with potential program names and recommended new tracks for training within the health care sector.

**STAFF RECOMMENDATION 4:** The following three recommendations were made for the Adult Program placement program:

- Create an RFP for Adult Program placement services to bring in 2-3 new partners
- Examine the pros and cons of the performance-based contracting method
- Revisit the wage level and hours per week criteria currently used (\$7.25 and 20 hours per week, basic requirement of a job placement)

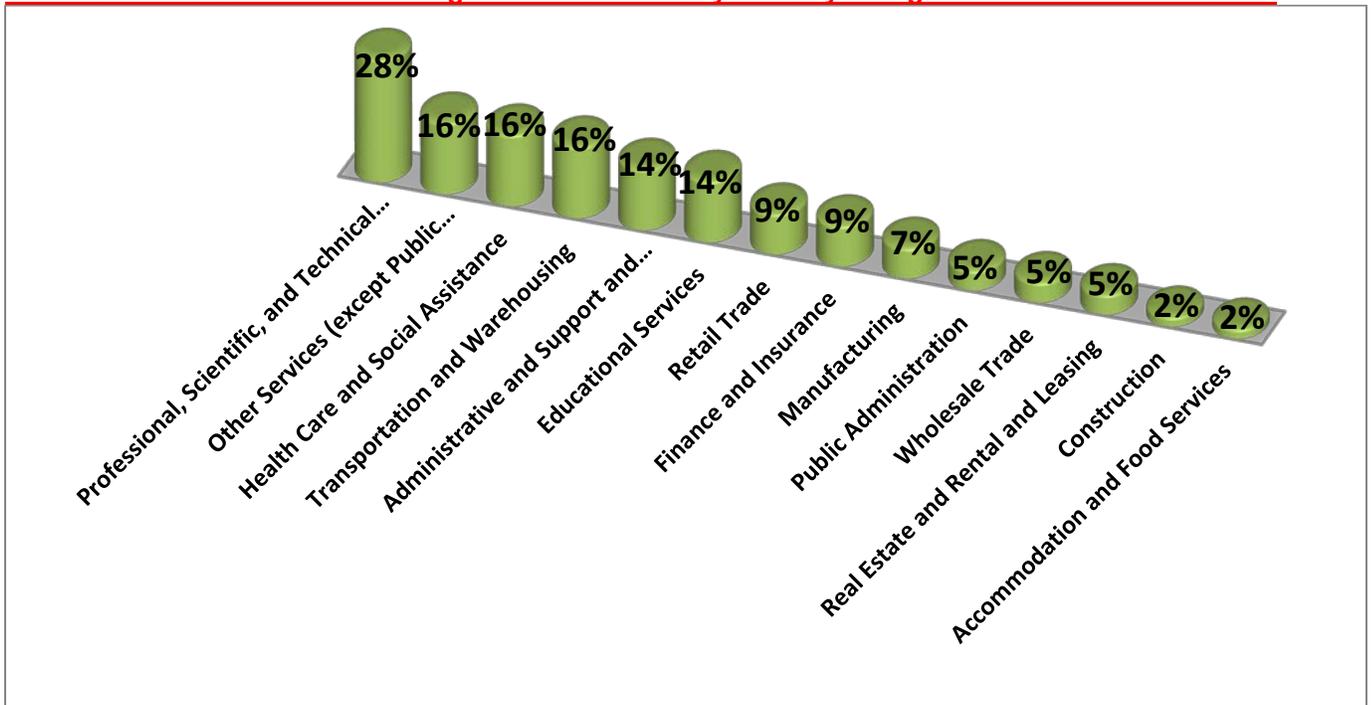
**ACTION:** The committee supported the creation of an RFP for services beginning July 1, 2014. Further, the committee asked that staff return with a finite recommendation for a new contracting method, along with new wage and hours per week requirements based on past programmatic experiences.

**RECOMMENDATION 5:** Staff asked that the RENEW redesign be allowed to have more time to develop a recommendation. The RENEW program timeframe is on a traditional Jan-Dec calendar, not fiscal July-June calendar.

**ACTION:** The Adult Committee agreed to revisit the RENEW redesign later in 2014.

**Dislocated Worker Committee:** Jim Roth submitted the Dislocated Worker Report

## WIA & State Dislocated Worker Program – Placements by Industry - Program Year 2013/Quarters 1-2:



### Unemployment Insurance (UI) Benefits – Updates

- The federal Emergency Unemployment Compensation Program ended December 28, 2013 and in Minnesota, an estimated 9,231 claimants lost benefits. Without Congressional action, the benefits will also end for another 3.6 million people who would have become eligible for the program in 2014 including an estimated 65,500 Minnesotans.
- The current weekly benefit amount in Minnesota is about 50 percent of a person's average weekly wage up to a state maximum of \$629.
- Current law limits most applicants to 26 weeks of regular unemployment benefits.
- The average length of unemployment is longer than 37 weeks.

### Trade Adjustment Assistance (TAA) - Updates

- Trade Adjustment Assistance (TAA) program is available to workers who lose their jobs, hours or income as a result of increased foreign trade activity. TAA is funded by the U.S. Department of Labor's Employment and Training Administration (ETA) and it is administered by DEED.
- METP's Dislocated Worker program provides services to TAA certified workers because *any individual receiving a notice of termination from a worksite certified for Trade Adjustment Assistance is also automatically eligible for Dislocated Worker Program services and the service provider must co-enroll him/her.*
- TAA was first established in the Trade Act of 1974 as a tool to retrain trade-impacted workers and help them find suitable employment. Since its first enactment in 1974, the Trade Act has been amended numerous times. Likewise, the TAA program's rules and requirements have evolved with each new law.
- Three sets of laws are still in use today: the 2002 amendment, the 2009 amendment, and the 2011 amendment. The "Sunset Provisions of the Trade Adjustment Assistance Extension Act of 2011" was implemented on January 1, 2014 so now a fourth law is also in effect. These provisions, called "Reversion 2014," will result in a change of benefits and services for workers certified after December 31, 2013. This development is a result of Congress not acting to renew the 2011 law, which expired December 31, 2013. Until and unless Congress takes new action, current "2014 Reversion" law (really 2002 law) will remain in effect for the foreseeable future. This is a less generous law, particularly in

regards to sites that can be certified by the U.S. Department of Labor. (for summary of TAA 2014 Reversion benefits and services - see next page)

### **TAA Program Benefits and Services under Reversion 2014**

- **Trade Readjustment Allowances (TRA)**

Trade Readjustment Allowances (TRA) are available to continue to provide income support while you are participating in full-time training. The amount of each weekly TRA payment is based on the weekly unemployment insurance (UI) benefit amount you already have received.

- **Training**

Allowable types of training include: classroom training, on-the-job training, customized training designed to meet the needs of a specific employer or group of employers, apprenticeship programs, post secondary education, or remedial education, which may include GED preparation, literacy training, basic math, or English as a Second Language. *The cost of training is paid to the training provider by the State with TAA Program funds.* The actual costs of training (including tuition, supplies, and equipment) should not exceed \$15,000 per year per participant.

- **Alternative Trade Adjustment Assistance (ATAA)**

Alternative Trade Adjustment Assistance (ATAA) program benefits are provided as an alternative to the benefits offered under the regular TAA program. Participation in ATAA allows workers age 50 or older and do not earn more than \$50,000 annually in their new employment, to accept reemployment at a lower wage and receive a wage subsidy. ATAA payments may total 50% of the difference between the old and new wages, with a maximum of \$10,000 paid over a period of up to two years.

- **Job Search Allowances**

This monetary benefit is available to cover necessary expenses incurred while seeking employment outside your normal commuting area, if employment in a good job, where you are likely to remain employed and earn family-sustaining wages is not available in your area. Job search allowances reimburse 90% of the costs of allowable travel and subsistence, up to a maximum of \$1,250. An application for a job search allowance must be submitted before your job search begins, and within 365 days of your layoff or certification (whichever is later), or within 182 days after the conclusion of training.

- **Relocation Allowances**

This monetary benefit is available to reimburse you for approved expenses when you must move to a new area to earn family-sustaining wages in employment outside of your normal commuting area. Relocation allowances may include 90% of the reasonable and necessary expenses involved in moving you, your family, and household goods to a new area following your re-employment outside of your normal commuting area. In addition, you may receive a lump sum payment equal to three times your average weekly wage, up to a maximum payment of \$1,250. You must submit an application for a relocation allowance before your relocation begins, and within 425 days of your layoff or certification (whichever is later) or within 182 days after the conclusion of training.

**Youth Committee:** Tyler Olson submitted the Youth Committee Report

### **2014 STEP-UP**

The youth application was released on December 16, 2013. Over 1,000 applications have been submitted. The application deadline is February 21, 2014.

The City of Minneapolis projects 1,600 STEP-UP youth will be placed in internships this summer.

Private Sector employer recruitment continues with the STEP-UP Achieve Partners Breakfast on February 27, 2014 from 7:30-9:00 a.m. at the Hyatt Regency.

The STEP-UP Employer brochure is being distributed to private sector employers and non-profit organizations.

### **Other Minneapolis Employment and Training Youth News**

The 4<sup>th</sup> annual Minneapolis PARTNERS for Youth Conference will be held February 14 at the Minneapolis Convention Center. This year's sponsors are Minneapolis Employment and Training, Minneapolis Department of Health and Family Support, Minneapolis Youth Coordinating Board and Office of Juvenile Justice and Delinquency Prevention.

Two grant applications are being developed with Minneapolis Public Schools (MPS) for the Department of Labor Youth Career Connect funding announcement.

The second semester of Year Round Workforce Investment Act (WIA) @ MPS starts February 3, 2014. The program serves 60-80 youth with disabilities each school year.

Youth staff is contributing to the 8<sup>th</sup> annual Minneapolis Teen Job Fair that will be held April 26, 2014 at the Minneapolis Central Library.

In April, the Year Round Workforce Investment Act Request for Proposals will be released for the upcoming biennium (July, 1, 2014 – June 30, 2016).

### **Vikings Stadium Workforce Construction Update – Employment Assistance Firm**

Alex Tittle, Equity Director, Minnesota Sports Facilities (MSFA) Authority, informed the MWC that the new downtown Minneapolis stadium will be the new home to the Minnesota Vikings – called the People's Stadium. Alex stated that MSFA is currently in the process of hiring a Facility Management Firm to manage the multi-use facility which will host professional college and amateur sports teams. Alex informed the MWC that his role as the Equity Director for the stadium project is to manage the equity program. Alex stated the equity program is facilitated through a plan that can be accessed on MSFA website: [www.msfa.com](http://www.msfa.com). Alex informed the MWC that the workforce goals for the Vikings Stadium project consists of workforce participation goals of 32% minorities and 6% women. Alex also stated that the MSFA anticipates 7,000 employees to work on the Vikings Stadium.

Alex informed the MWC that MSFA is thrilled about the partnership they have with HKS Design (Design Managers) M.A. Mortenson Construction (Contractors and Construction), and Summit Academy O.I.C (Employment Assistant Firm). Alex stated the overall expectation around goals and what his job entails is to bring communities of color and women to gain employment with the Vikings Stadium. Alex also informed the MWC about the Stadium Equity Oversight Committee that meets bi-monthly and these meetings are held for reviewing documentation from contractors pertaining to employment and work hours. Alex stated that the Stadium Equity Oversight Committee also tracks veteran's activities. Alex also informed the MWC that he has been approved to hire an Equity Specialist. In closing, Alex stated the MSFA wants to ensure that the People's Stadium is an asset that all Minnesotans will be proud of for years to come.

Louis J. King II, President & CEO, Summit Academy OIC, informed the MWC that Summit Academy O.I.C is honored to work with the 17 other nonprofits across the Twin Cities to help meet equity goals on the Vikings Stadium. Mr. King stated that Summit Academy O.I.C provides training to individuals to get them ready with pre-apprentice training so they are prepared to go into apprenticeship. Mr. King presented "Mid-Term Report: H3 to TC3 from Hundred Hard Hat's to Twin Cities Construction Consortium, A Twenty Year Public/Private Construction Training Sectoral Strategy" report.

<http://www.ci.minneapolis.mn.us/www/groups/public/@cped/documents/webcontent/wcms1p-121500.pdf>

In closing, Deb read a statement from Daniel McConnell, Business Manager/MWC member and Jenny Winkelaar, Director of Marketing and Public Relations, Minneapolis Building and Construction Trades Council that stated: "The Minneapolis Building and Construction Trades Council is proud to have successfully negotiated a project labor agreement for the construction of the Minnesota Multi-Purpose Stadium. As the

workforce representative, we will be working hand in hand with our affiliated union's, their apprenticeship programs and hiring halls, the Employment Assistance Firm, Mortenson and their sub-contractors, as well as the Stadium Authority to achieve the goal of employing a local, diverse, skilled and qualified workforce to construct an iconic stadium. The Council is committed to achieving this project's goals and is working proactively. We have already met with Mortenson and their sub-contractors, the EAF, respective unions, and Employment and Training Departments to assess existing workforce and diversity rates for contracts that have been awarded. This will be an ongoing process throughout the duration of the project. We look forward to working together to ensure opportunities are open to all and that together we produce a finished product that all Minnesotans can be proud of."

**Minneapolis Workforce Council Meeting Adjourned at 9:30am.**

**Next Minneapolis Workforce Council Meeting:**

**Minneapolis Urban League (MUL)  
Laura Scott Conference Room  
2100 Plymouth Avenue North  
Minneapolis, MN 55411  
Tuesday, March 18, 2014  
8:00 a.m. – 9:30 a.m.**

**AN EQUAL OPPORTUNITY PROGRAM**

Auxiliary aids and services are available upon request to individuals with disabilities.

TTY (612) 673-2157

Minneapolis Employment and Training Program (612) 673-5298