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MEETING NOTES
GREG NEWTON – TALENT INITIATIVE FACILITATED SESSION
DECEMBER 14, 2006

A facilitated session led by Greg Newton was held from 9:00 a.m. – 4:00 p.m. on Thursday, December 14, 2006, at Job Service North Dakota, 1601 East Century Avenue, Bismarck, ND 58503.

ATTENDANCE

Mr. Randy Schwartz Executive Director The Dakota Manufacturing Extension Partnership 1929 North Washington Street, Suite M Bismarck, ND 58501	Ms. Debbie Painte WIA Program United Tribes Technical College 3315 University Drive Bismarck, ND 58504
Mr. Wayne L. Kutzer State Director State Board for Career & Technical Education 600 East Boulevard Avenue, 15 th Floor Bismarck, ND 58505-0610	Mr. Larry Anderson Job Service North Dakota 1000 East Divide Avenue Bismarck, ND 58506
Justin Dever ND Department of Commerce 1600 East Century Avenue, Suite 2 P.O. Box 2057 Bismarck, ND 58502-2057	Ms. Maren Daley Executive Director Job Service North Dakota 1000 East Divide Avenue Bismarck, ND 58506

Mr. Harley Engelman Disability Services Department of Human Services 1237 West Divide Avenue, Suite 1B Bismarck, ND 58501-1208	Mr. Dale Knutson Workforce Training Director North Dakota State College of Science College Outreach - Workforce Training 800 Sixth Street North Wahpeton, ND 58076-0002
Mr. James J. Hirsch Director ND Workforce Development Council 1600 East Century Avenue, Suite 2 P.O. Box 2057 Bismarck, ND 58502-2057	Ms. Jill Schwab Administrative Officer I ND Workforce Development Council 1600 East Century Avenue, Suite 2 P.O. Box 2057 Bismarck, ND 58502-2057
Beth Zander Job Service North Dakota 1000 East Divide Avenue Bismarck ND 58506	

The updated Talent Initiative was reviewed with Partner Agencies and Organizations in attendance by Mr. Greg Newton.

Justin Dever with the ND Department of Commerce provided an overview of proposed legislation coming from the Economic Development Interim Committee, the Governor's Office, and individual legislators which support the Talent Initiative developed by the Council during their Retreat.

The goals identified to organize pillars, principles and priorities for the North Dakota Talent Initiative are to increase wages in North Dakota. The state will monitor talent attraction through in and out-migration numbers. It will work on retaining talent by encouraging people to stay in North Dakota and expand talent through increased labor force participation rates.

Several areas to focus on through the Talent Initiative are:

- 1) Building strategic talent partnerships with the private sector and targeted industry clusters;
- 2) Develop a dynamic workforce intelligence system with the vital information needed to confront North Dakota's talent crisis and to address progress in ameliorating it.
- 3) Disseminate key workforce intelligence to all stakeholders, businesses, partner leadership and staff so all North Dakotans may take appropriate actions to meet the workforce needs of individuals and businesses.
- 4) Focus on workforce improvement, preparation and lifelong learning by improving the quality and quantity of training and education available to North Dakota's residents, ensuring the offerings respond to the employer and skill demand, and making these development opportunities affordable and accessible.

- 5) Build even stronger workforce system partnerships to increase efficiency, effectiveness, and accountability through the reducing duplication, sharing resources, and adopting a common action agenda and strategies for talent attraction, retention, and expansion.
- 6) Promote North Dakota as a great place to live and work to attract and retain talent.

The metrics developed by the ND Workforce Development Council, which would identify overall success of the Talent Initiative were reviewed. The metrics adopted were systematic and not individual program metrics and follow the metrics already adopted by the Economic Development Foundation where possible. These metrics are:

1. Deliver Quality Workforce Development, Workforce Training and Talent Attraction Services designed to Expand and Retain North Dakota's Current Workforce and Attract New Skilled Labor.

Net Migration

2007	2008	2009	2010
6,070	7,781	9,586	11,470

Average Annual Wage

2007	2008	2009	2010
\$33,752	\$35,812	\$38,049	\$40,510

2. Deliver Quality Workforce Development, Workforce Training and Talent Attraction Services which will increase North Dakota's Labor Force Participation Rate.

Labor Force Participation Rate

2007	2008	2009	2010
72.3%	73%	74%	75%

3. Deliver Quality Workforce Development and Workforce Training Services with a goal of successfully retaining all participants in North Dakota.

Participant Retention Rate:

2007	2008	2009	2010
75%	80%	85%	90%

Success in meeting these metrics requires partner commitment to achieving these goals and an accountability system capable of reporting on these goals.

Some partner commitments or promises to the Talent Initiative include:

- Repository Database
- Develop a confidentiality agreement

- Give/get data with ease among partnerships
- Tag-on Referrals
- Specific Business
- Centralized Approach

Some restraining forces in North Dakota include:

- 1) Lack of information of what other agencies/products/services consist of – we don't pool our resources
- 2) Lack of communication
- 3) Lack of demand-driven occupation awareness/college opportunities

Some positive driving forces are:

- 1) Desire to grow the population/economy
- 2) Need to stop out-migration, replenish the workforce
- 3) Legislative accountability
- 4) Business/industry needs
- 5) Core values

Some next steps identified by partners were to:

- 1) Lead and know how to lead
- 2) Transfer information to foot soldiers
- 3) Develop a resource matrix with a single point of contact for each agency
- 4) Localize

A follow up meeting will be held on February 2, 2007, at the North Dakota Department of Commerce (Icelandic Conference Room) to review the draft matrix and agency profiles, review a draft business services protocol, and to review a draft proposal for workforce responses to business retention and potential closings.

The meeting was adjourned.