



Meeting Minutes – Joint Housing/Transportation/Workforce Working Group

Date: April 18, 2018

Time: 11:00 AM – 1:00 PM

Location: Prior Lake City Hall – Parkview Conference

Workforce Group Members in Attendance:

Mike Beard	X	Mark Jacobs	X	Kathlyn Reeder	X
Stacy Crakes	X	Darren Kermes	X	Erik Sill	X
Barb Dahl	X	Donna LaBere	X	Nick Slavik	X
Jo Foust	X	Tim O’Neill	X	Patricia Timmons	X
Madelyn Hertaus	X	Maja Numainville	X	Velvet Walker	X

Housing Group Members in Attendance:

Dave Beer	X	James Eriksrud	X	Lori Rathjen	X
Dave Brown	X	Michael Leek	X	Julie Siegart	X
Bob Coughlen	X				

Transportation Group Members in Attendance:

Bob Crawford	X	Alan Herrmann	X	Brad Larson	X
Richard Crawford	X	Josh Johnson	X		

Steering Committee Members in Attendance:

Michelle Choudek	X	Eric Weiss	X	Jane Wiley	X
Kathy Nielsen	X				

Guests in Attendance:

Michael Kerski, City of Shakopee	X	Molly Carter, SMSC and Employer Survey Planning Group	X	Wendy Marson, DCTC/IHCC	X
Jenn Brewington, City of Shakopee	X	Amanda Kappes-Peterson-MICAH	X		

The meeting was called to order at 11:00 a.m. by Dahl. She welcomed everyone to the joint meeting of the Housing, Transportation, Workforce Group and Steering Committee.

Introductions were made.

Employer Survey Update.

Peter Leatherman provided an overview of the results of an Employer Survey which was conducted January through February, 2018 with a random sample of 400 employers in Scott County. He noted the average completion time was 16 minutes. The non-response rate was 3%.

He noted the types of businesses surveyed included service businesses (60%), retail (19%), construction (7%) and manufacturing (5%). The median time the businesses had been in Scott County was 12 years, including those less than 2 years and those over 20 years.

Leatherman highlighted statistics from the survey including corporate reasons for locating in Scott County, what they identified as their most serious business issue, plans for the future, employment and projected employment changes. He indicated the median number of full-time employees, by businesses surveyed, was 12. Residency and commuting times for employees were also shared.

Other survey findings related to apprenticeships or internships, education levels of their workforce, difficulty in filling various positions by education level, the perceived quality and quantity of the labor pool, important business skills and competencies. Challenges to recruiting employees and the perceived reasons for the difficulty were also obtained, along with information on training provided and training needed.

Information was also obtained on diversity in the workplace, housing, traffic congestion, and a potential Scott County Job website. Overall employers appear to be very pleased with business in Scott County and the quality of their employees. No major issues were identified, outside of difficulty recruiting employees with technical degrees or skills.

A copy of the [PowerPoint presentation summarizing the survey results](#) was provided to those present.

Discussion was held following the presentation. It was noted that 85% of the businesses in Scott County are small businesses. Based on the survey results these businesses generally are not experiencing the labor, housing, and transportation issues the larger employers (15% of Scott County businesses) have expressed. Representatives from larger employers in the County, Chart and SMSC, indicated the results are not consistent with what they are experiencing.

It was suggested some employers may not be aware of employee thoughts or concerns relating to housing and/or transportation.

Dahl reported that in January, there were 2,900 jobs listed in Scott County with 2,400 people in the Scott County labor force looking for jobs. It is unusual to have more jobs than those seeking employment.

It was noted construction and manufacturing are the fastest growing businesses in Scott County. This is consistent with the positions identified as the most difficult to fill. It was suggested some high school students have home building certification but may not have transportation access to jobs.

For positions such as school district employment and medical positions, the competition is with positions in inner metro counties that have a higher pay scale.

Shakopee Employer Survey Update.

Michael Kerski, Community Development Director, provided the group with an update on employer, employee and resident surveys conducted by the City of Shakopee, as a part of their Comprehensive Plan update.

Results indicated a low percent of Shakopee employees are living in the City, wages offered in Hennepin County are higher resulting in a fluid labor market. The demographics of the community have changed with a more diverse population. Employees at technology based businesses including Emerson, Seagate and Entrust Datacard are highly educated. These employees have expressed difficulty in finding move-up or executive housing in the community.

The City is currently expanding with all levels of housing from affordable apartments to market rate units with high amenity offerings. Additional workforce housing, single family homes, and senior housing units are also planned for construction.

Weiss reported that he recently engaged 65 students at Shakopee high school and spoke to them regarding the future of Shakopee and their plans to remain or return to Shakopee. Staff plans to reach out to the entire student body for additional input. It was suggested part of solution may be helping youth become aware of what opportunities are available in the community.

Kerski stated the City is also looking at parks and recreation and how families and residents now use recreational facilities. He emphasized a need to change the way things have been historically been done to address current needs and desires of residents and businesses. Kerski also shared that Shakopee is exploring post-secondary education opportunities for the community, to provide employers with opportunities to work with students. Kerski stated they will summarize and share their survey data with the groups in the future.

IZI: Community Connections.

Kathy Nielsen discussed the three IZIs which were conducted. She noted these were an opportunity to build connections and invite those voices to be a part of our ongoing work. She encouraged members to follow-up with those they met and help them connect with those who may be able to assist in resolving the challenges they face.

Action Items/Next Steps.

In May, representatives from Marnita's Table will be meeting with each of the Work Groups and the Steering Committee.

Dahl recommended review of the survey data and IZI findings to see if the data aligns with action steps identified by the Work Groups.

The Workforce Group is working with MNCAPs students, who are doing a community survey on the desire for a Scott County website for jobs with information on housing and transportation. The MNCAPs students will be hosting a focus group next Tuesday, April 24th. The link to the survey is:

<https://www.surveymonkey.com/r/ScottCountyJobsWebsite>

The group thanked Nielsen for her service on Live-Learn-Earn, as this was her last meeting.

The meeting adjourned at 12:58 p.m.