Meeting Minutes – Workforce Working Group
Date: May 22, 2018
Time: 10:30 a.m. – 12:00 p.m.
Location: Prior Lake City Hall

Work Group Members:

Kirt Briggs (E)	X	Bob Crawford (T)	X	Bob Coughlen	X
James Eriksrud (H)	X	Josh Johnson (T)	X	Darren Kermes	X
Kami Thompson (E)		Bethany Tjornhom		Jon Ulrich (T)	X
Joe Vaughan		Jane Wiley (T)	X	Mike Waldo (H)	X
Eric Weiss	X				

Staff Members:

Tracy Cervenka	X	Brad Davis		Lisa Freese (T)	X
Jake Grussing	X	Brad Larson (T)	X	Barb Dahl	X
Stacy Crakes	X	Julie Siegert	X	Jennifer Schultz	X

Guests:
Marnita Schroedl, Sammie Ardito Rivera, Blanca Martinez Gavina

Agenda Item 1: Work Group Updates
James Eriksrud reported that at the May the Housing Work Group meeting, the group reviewed the report on their IZI as well as discussion from the last Steering Committee meeting. There was agreement to better communicate their successes.

Bob Crawford reported that the group continues to look into car repair programs in the County and is working with FISH. They have found seven different provides of car repair programs. They are encouraging them to work through FISH for coordination of the programs.

Barb Dahl reported that the Workforce Readiness Work Group also reviewed their IZI report. The also discussed the MnCAPS program efforts regarding a jobs website that would also be attached to housing and transportation. The Prior Lake Savage Area School survey has closed and the group will present the findings this Friday, May 25.

Jake Grussing and Barb Dahl reported on the meeting the Educational Preparedness Work Group held with all of the school districts (including Lakeville and Burnsville-Eagan-Savage) to discuss early childhood screening. At that meeting the schools presented their success and creative ideas, and also

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expressed their gratitude to be a part of the conversation. Jake noted the value in bringing all of the schools to one place to discuss this topic. He did invite those in the room to attend future meetings of the Work Group. Kirt Briggs noted that there is sharing of information between Scott County and the Shakopee School District to help with school readiness. Jake noted that in Dakota County the social services and public health departments share data amongst themselves as well as with the school districts in order to track performance and development of students.

Agenda Item 2: Follow Up Items Since Previous Meeting
Stacy Crakes reviewed an opportunity to be featured in an international magazine, *Business In Focus*. The magazine will be doing a feature on the workforce development dilemma, and specifically what communities in the State of Minnesota are doing. They reached out to the First Stop Shop and asked if there is a local story to share. In order to participate, they have asked for professional grade digital pictures as well as a list of the top 25-30 employers in the county they can send a letter, personalized by us, asking if they would like to advertise.

Specifics they would look to discuss and help shape the Scott County piece:
1. The economic benefits the County offers to new and existing business;
2. Measures being taken and those required to ensure the area's success; and
3. The decisions and factors influencing workforce development initiatives and programs.

After the publication, we would also be provided with a complimentary PDF brochure version of the feature for our use. The magazine has 468,000 international subscribers including industry leaders, trade professionals, site selectors, developer, and investors. Stacy indicated she would ask the Tech Team for input on creating the list of businesses. Jon Ulrich suggested the bigger picture of economic development including the formation of the First Stop Shop, the Economic Gardening program, transportation efforts related to economic development (the former SCALE committee TED), and also the Live Learn Earn initiative as a whole. Barb Dahl agreed that the foundation is a good thing to talk about, and added that the interest in the article is specifically related to creative efforts being used around the labor shortage. James Eriksrud asked to ensure the overall theme fits within our goals before moving forward. It was agreed that it does fit into the goal of meeting the needs to ensure economic vitality. Kirt Briggs suggested the Scott County CDA have an ad in the magazine.

Jake Grussing asked for approval to send a letter of support to the Minnesota Housing Finance Agency for the Willow's development in Shakopee. Julie Siegert noted that letters of support do make applications more competitive for tax credits. There was consensus to have the Chair sign this letter of support.

Agenda Item 3: Marnita's Table – Overall Project Reflection
Marnita Schroedl, Sammie Ardito Rivera, Blanca Martinez Gavina from Marnita's Table provided an overview of the Live Learn Earn community engagement project (IZI Series). Some key items presented include:
- Shakopee is the central location in Scott County for many religious, business, and community events.
- Allowing community members to engage within their communities with an approach they seem most fit is a way to create trust and relationships.
- Recruiting community members is an opportunity for developing leadership.
- Reaching high school students in cultural groups is a great way to include high school students. They are eager and excited to be included in the outreach.

- Ensure outreach people speak the language and are able to communicate properly.
- Internet translation tools can give archaic language. Recommend translations be done through a fluent speaker to ensure the language is accessible to community members.
- The recommendation to have a community outreach person.

Sammi reviewed items learned related to basic needs, belonging and authentic welcome, cultural awareness and inclusivity, communications, and transportation.

Basic Needs:
- Transportation, affordable housing, and food security were identified as essential for supporting families in preparing their young children for educational success.
- Need for better paying jobs for some respondents to meet their families' needs around childcare and housing

Belonging and Authentic Welcome:
- Relationship-building for parents and families who are currently unable to fully access existing resources and for parents (and children) who identify sense of belonging and welcome as central to holistic child development and community strength.
- Less segregation between communities of affinity desired.
- Sense of community support and welcome, positive attitudes and good communication practices important in the workplace.

Cultural Awareness and Inclusivity:
- Education readiness and early childhood development is intimately connected with integration into the community for immigrants and multilingual families – many of whom shared they do not have the information they need (in a language they speak) to understand, navigate, and access school – and community-based resources and systems.
- Religious difference, discrimination and other challenges (such as Muslim Somalis' inability to pay or receive interest due to religious moral obligations) were brought up in regards to housing access.
- Resources (including online and self-teaching support) for non-English speakers and English language learners, especially for those who are working and unable to access traditional classes due to time, financial capacity, and transportation issues.
- Lack of cultural and religious literacy (especially around Muslim holidays, shared spaces for multi-faith practice) in the workplace.
- Cultural awareness and sensitivity and inclusive working environments for parents, immigrants, those with medical health concerns, members of different religious traditions (Muslim, Jewish, Christian, etc.)

Communication:
- Knowledge gap identified regarding existing resources, requires more accessible community calendar(s) and communications strategies: using social media, libraries, schools, cafes and community locations to distribute information about events, services, and resources in multiple languages.
- Materials, signage and communications must be produced in multiple languages.

Transportation:

- Transportation assistance (for school, after school, community enrichment), especially for young children and information about community-based resources for transportation needed.
- Nine of 21 comments during the Workforce IZI identify transportation and childcare as primary barriers, particularly for working parents with long workdays or early/late hours who experience a gap between when daycare centers, schools and caretakers are available and when parents must be at work.
- During the Home! IZI Mindstorm three comments shared that transportation plays a role in their current housing situation – one of which also cites proximity to work as a significant factor in negotiating personal housing decisions and outcomes.
- Long commutes, lack of access to reliable public transportation, and challenges getting to work when one's car breaks down are significant barriers. One comment mentions that it is "difficult to go to school without a car," while another highlights difficulties related to disability and physical inability to drive, reinforcing these themes.

They responded to comments/questions from the attendees related to numbers of attendees who were residents of Scott County (available through sign-in sheets); resources for translation (community members); overall organization of communities of color (find organization via faith communities and high schools); and contacts in the community (are listed in the report for reference).

The Report is available on the www.LiveLearnEarn.org website:
http://nebula.wsimg.com/a0a53800973754956924264c03419a30?AccessKeyId=BB72E3D85D9D1BF7A1B6&disposition=0&alloworigin=1
The summary/reflections of the report is also available on the www.LiveLearnEarn.org website:
http://nebula.wsimg.com/bfae89995613641cf1606fe576618809?AccessKeyId=BB72E3D85D9D1BF7A1B6&disposition=0&alloworigin=1

Marnita and Jake are discussing how to continue the community conversations. Jake is writing a grant to be used to transfer the model to members of the Live Learn Earn initiative.

The next meeting will be held on Tuesday, June 26, 2018 at 10:30 a.m.

Isolation/Collaboration   Collective Impact

Incremental Change   Transformational Change

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