

**50 by 30**  
**Workforce Preparedness Meeting**  
**May 10, 2016**

Present: Mike Beard, Michelle Choudek, Stacy Crakes, Barb Dahl, Darren Kermes, Dave Lund, Kathryn Reeder, Marjee Righeime, Jean Sinell, Nick Slavik and Tim Wynes.

Introductions

Attendees provided introductions and commented on their role in this work group.

Background – 2030 Goal Analysis handout was distributed

- 50 by 30 project originated with SCALE and the 2030 Comprehensive Plan.
- Project will focus on economic vitality.
- Project now titled 50 by 30: Live ~ Learn ~ Earn.
- Website is being developed.
- Next Comprehensive Plan for 2040 is due to the Met Council in 2018.

Meeting Logistics

- Bad Meetings Exercise
  - Attendees are not on time, not prepared, not respectful
  - Directions/measurements/goals are not clear
  - Stray from the agenda / scope
  - People promote personal agendas
  - No punching
  - Listen / understand / respect others
  - Multiple perspectives are not encouraged/respected
  - Disagreement is taken out of the room rather than addressing with the group.
  - Lots of discussion but:
    - ♦ No action
    - ♦ Take action when not required
    - ♦ Recognize when action is appropriate
  - Meeting chair or facilitator does not draw people in and stick to the agenda
- Meeting time proposed – Second Tuesday of the month 11:00 – 12:30 (invitations will be sent by email)
- Duration is undetermined at this time
- Not bound by Open Meeting law
- Looking for a community member to chair the group
- Stacy Crakes and Barb Dahl will continue to support the group
- Will supply mileage and per diem if the member is not paid by their employer.

April 50 by 30 Meeting recap from the Steering Committee – Retreat Summary and Work Group handouts were distributed

- Stacy Crakes and Barb Dahl provided a recap from the Steering Committee and the Collective impact Kickoff event.

Roles and responsibilities for the group – Roles and Responsibilities handout was distributed

- Identify issues and goals for the meeting
- Move issues forward for change – transformational change
- Issues are interconnected among the 50 by 30 working groups

### Setting our agenda:

- Visioning - Best Hope What We Get Done
  - Steer opportunities
  - Know resources
  - Employment / housing opportunities in communities
  - Opportunities / options for kids
  - Know what's out there (parents and kids make choices / pathways) – better understanding
  - Demonstrate power of collaboration
  - Make connections – stronger / more effective ways – complement, not duplicate
  - Effectively engage people
  - Connect with employers
  - Better align jobs with resident skill sets
  - Incentives (all ages) for people to stay in the workforce
  - Measurable / defined goals – benchmarks
  - Prepare people for transitions
  - Value of finding dislikes (career) early
  - Increase retention rates – layout pathways
  - Better understanding of school career development programs
  - Promote good things happening here
  - Marketing jobs here to residents
  - Recognition of ingenuity of employers – hiring
- Road Blocks - Obstacles
  - Time (lack of)
  - Lack of access to information needed, ex. vets (data and data privacy)
  - Resources
  - Lack of support from others
  - Data Privacy barriers to access information
  - Do not over reach
- Action
  - Opportunities with FISH
  - Highlight early wins
  - Get data (community survey and retention) – trades, contractors and home based businesses
  - Focus groups for meetings
  - Determine goals
  - Employer Information – pressure points
  - Incremental success

### Plan of action

- Do we need to add others to the group?
- Determine right items to review
- Establish goals – strategies – tactics
- Next meeting - Tuesday June 14th 11:00 to 12:30 at the Prior Lake City Hall  
4646 Dakota St. S. E., Prior Lake