



## Champion Report

Theme Area: Education and Workforce Development

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REPORTING PERIOD: October 2015 through December 2015

Goals/Strategies or Action Steps:	What NEW success have you had in moving your theme goals forward over the reporting period?
<p><b>Action Step EW2G</b></p>	<p>Little Falls Area Schools with support of Innovation Funding from NJPA has begun work on it's Alternative Career Pathways project. This project allows teachers to design and carry out their own relevant and personalized professional development that directly applies to improved instruction in the teacher's specific discipline. Currently six Region 5 schools are participating with room for more to participate in coming years.</p> <p><b>Craig Nathan – This is not a project that I am involved in.</b></p>
<p><b>Action Step EW2A</b></p>	<p>Work continues on the Technology Mobile project, which introduces STREAM (science, technology, reading, engineering, arts, and math) concepts to students with hands-on based modules that create interest in tech-based, hands on applications. Through a partnership with CLC, M State, and NJPA, three schools are through the first half of the first year pilot. Plans are to add 3 more schools next year (year 2) with full regional implementation by year 4.</p> <p><b>RMCEP - Experiential learning; Obtained DEED funding to deveop and implement Transitional Internship Programs in area High Schools, and also for Youth up to Age 24.</b></p>
<p><b>Action Step EW2C</b></p>	<p>Discussions have begun between M State, Wadena-Deer Creek Schools, and NJPA around a pilot project that would offer concurrent class credit or certifications to students in welding and CNA certification. Health care and manufacturing business partners would participate in this unique learning opportunity for high school aged students. Students would be exposed to the health care and manufacturing industries, all while earning high school and college credits. Once established, other Region 5 high schools and CLC would be invited to participate to help broaden the reach to all of Region 5.</p> <p><b>Action Step EW2C</b> <b>Connect students and employers:</b> Promote the skills that employers are looking for and where the jobs opportunities are to high school and college-aged students.</p> <p><b>RMCEP – Internships; Developed a Community Internship model for Connection of Students to local Businesses. Implementing under the umbrella of the RMCEP Career Advsing Collaboration. under the</b></p> <p><b>RMCEP – RMCEP Career Advsing Collaborative – Expansion to 18 school distRICTS in the 5 county region. Reaching over 6 thousand students with Occupations-in-Demand information.</b></p>

<b>Recommendation EW3</b>	<b>Non-college pathways:</b> Promote options in addition to college for pursuing education, job advancement, and higher pay. This may include additional workplace training, achieving advanced certifications and licenses, or seeking other non-traditional pathways to climb the ladder of success.  <b>RMCEP – Obtained Funding and implementing for Pathways to Prosperity, DEED Funding (P2P) for low skilled job seekers to start a career pathway. Partners ABE, Post Secondary.</b>
<b>Action Step EW5C, EW5F:</b>	First cohort of new CLC on-the-job training for manufacturing—Partners in Educating the Workforce (PIE Works) launched. Participants complete an 8 week certificate before starting jobs. This builds on the AME grant model using mediated telepresence and on-line courses.
<b>Action Step EW4I:</b>	CLC Viticulture program, in cooperation with the MN Grape Growers Association and the MN Department of Agriculture, launched, which will provide personalized training to individual grape growers across the state.
<b>Action Step EW4E:</b>	Hydroponics and aquaponics workshop sponsored by CLC horticulture program and U of M was held in December. A second workshop will be held in February.  CLC was included in the Choose Health grant that was awarded to Lakewood Health by the Bush Foundation. Community members will learn how to raise garden produce and to eat healthy.

**What future activities has your theme prioritized for the coming year?**

**Action Step EW1C**  
**RMCEP/DEED - Education resource center:** Consider developing a one-stop shop and education center site where people can learn about resources and how they can be a part of the solution.

**Developed new standards for the design of the State Work Force Center One-Stops. Recommendations provided to DEED.**

**RMCEP - Will start WIOA Regional Planning for the 26 county region to achieve the following:**

**Action Step EW4G**  
**RMCEP - Employer/worker correlation study:** A survey should be sent out to all employers in the region to find out where job opportunities may be as a result of people retiring, future business

**Recommendation EW6**  
**Coordination of economic development efforts:** Businesses and government should work closely with local economic development and community development agencies to attract new employers and small businesses to the area.

**Recommendation EW4**  
**Role of business in workforce development:** The business sector should be proactive in preparing the region's future workforce.

**Action Step EW5A**  
**Build on current efforts:** Build on existing education and workforce development collaborations such as the Public Work Force Development System, MnSCU, and Adult Basic Education.

**Action Step EW5C, EW5F:**  
 Supply Chain Management certificate through CLC Customized Training will soon be available.

**Action Step EW4I:**  
 CLC Farm Business Management program will be expanded to include 2 new faculty.

CLC through AgCentric, the MnSCU Center of Excellence for Agriculture, will begin providing ground school training that leads to FAA certification for Unmanned Aerial Vehicles this spring. The trainers are currently receiving the training and certifications.

**Action Step EW4C, EW5B:**  
 New agriculture studies A.S. degree with articulation agreements with Southwest State and University of Minnesota Crookston scheduled for fall semester start at CLC.

### Action Step EW2A:

Planning for 8<sup>th</sup> annual Bridges Career Fair is underway. Almost 200 regional agencies, employers, partners and secondary and post-secondary administrators, faculty and staff launched the planning at CLC on Jan. 7. The event will take place on March 4 at CLC.

Several emersion camps are being planned for this summer for high school students through Bridges. A leadership emersion camp for 80 Bridges high school students was held October 21-22, 2015. The two-day camp focused on the foundation skills that are needed to be successful on the job and successful in life.

# Education and Workforce Development

## Education and Workforce Development Issue I (EWI)

**Educating and retaining workforce:** Facets of this issue include; understanding the demographic and skill make-up of the people in the region's major employment sectors. Other key components of this issue include lifelong learning aspects: how to keep young workers in the region, how to attract & retain talent, and how to best utilize an older workforce. Collaboration between private/public/non-profit sectors is of paramount importance for recommendations and actions to be successful under this theme.

## Education and Workforce Development Issue I Goal

**Educated workforce:** Our region provides affordable and multiple educational opportunities to effectively employ the current and future workforce, and to improve our knowledge of how to live a sustainable life as individuals and as a community at large.

### Recommendation EW1

**Lifelong learning:** Prioritize and promote lifelong learning for all residents of the region.

#### Action Step EW1A

**Workforce training:** Create a WPA-like (aka transitional jobs) workforce training effort.

#### Action Step EW1B

**Early childhood education:** Prioritize early childhood education and maintain consistent educational pathway options.

#### Action Step EW1C

**Education resource center:** Consider developing a one-stop shop and education center site where people can learn about resources and how they can be a part of the solution.

### Recommendation EW2

**Educational system improvements:** Improve the educational system to provide a well-qualified future workforce.

#### Action Step EW2A

**Experiential learning:** Foster advanced placement opportunities, promote entrepreneurial skills, and involve students in hands-on work experience, on-the-job training and paid internships. Expand upon the "Bridges Academy" initiative administered by the Brainerd Lakes Chamber of Commerce.

#### Action Step EW2C

**Connect students and employers:** Promote the skills that employers are looking for and where the jobs opportunities are to high school and college-aged students.

#### Action Step EW2B

**Assessment:** Create a technical assessment of interests and skills.

#### Action Step EW2D

**Critical thinking skills:** Teach critical thinking skills.

#### Action Step EW2E

**4-year degrees:** Seek to have four-year college degrees delivered from within the region.

### Action Step EW2F

**Various types of degrees:** Create areas of excellence but allow for a broad range of learning opportunities (liberal arts as well as engineering). Allow for flexibility of learning when needed.

### Action Step EW2G

**Teacher engagement and accountability:** Teachers often have excellent ideas of how to improve performance, allow for 180-degree evaluations that come from colleagues, students and parents. Let performance be evaluated, not

### Recommendation EW3

**Non-college pathways:** Promote options in addition to college for pursuing education, job advancement, and higher pay. This may include additional workplace training, achieving advanced certifications and licenses, or seeking other non-traditional pathways to climb the ladder of success.

### Action Step EW3A

**Senior workforce:** Retool and engage the senior workforce. Access retired talent as educators. Encourage seniors to maintain competency with emerging technologies.

### Recommendation EW4

**Role of business in workforce development:** The business sector should be proactive in preparing the region's future workforce.

### Action Step EW4A

**Hire locally:** Encourage employers to hire locally.

### Action Step EW4B

**Welcome teachers:** Create open doors to teachers in the workplace.

### Action Step EW4C

**Engineering and agricultural careers:** Develop more educational opportunities for engineering and agriculture careers.

### Action Step EW4D

**STEM:** Focus on Science Technology Engineering and Mathematics (STEM) training.

### Action Step EW4E

**Focus economic effort:** Concentrate on a specific economic cluster for the region such as creating a hub for agriculture or a green job training center.

### Action Step EW4F

**Employer/student correlation study:** Complete a study on which employers are hiring and correlate the findings with information on students taking classes, going to college, or graduating from high school in the state. Consider instituting programs where employers pay for relevant certifications.

length of employment. Set higher standards and give higher pay for exceptional performance. Keep practices and ideas that are working.

### Action Step EW2H

**Home schooling:** Expand upon and grow homeschooling and social networks of homeschooling locations.

### Action Step EW2I

**Charter schools:** Expand charter school options as an additional option to delivery of education.

Capitalize on experienced professionals to mentor others. Encourage employers to recruit across the experience spectrum. Create distance at-home learning opportunities while allowing experienced workers to "test out" of training modules.

### Action Step EW4G

**Employer/worker correlation study:** A survey should be sent out to all employers in the region to find out where job opportunities may be as a result of people retiring, future business expansion, etc. and this information should be shared with citizens seeking employment.

### Action Step EW4H

**Educational pathways:** Develop an educational pathway for varied stages of business development with associated resources.

### Action Step EW4I

**Training and technical assistance for businesses and entrepreneurs:** Expand business training and technical assistance. Offer workshops and other technical assistance to educate prospective and current entrepreneurs on how to locate and apply for loans for new or expanding businesses. Assist in educating people in finding capital.

## Recommendation EW5

**Affordable workforce education:** Reform our education and workforce development systems by making education affordable for all learners.

### Action Step EW5A

**Build on current efforts:** Build on existing education and workforce development collaborations such as the Public Work Force Development System, MnSCU, and Adult Basic Education.

### Action Step EW5B

**Agricultural workforce:** Emphasize and promote agricultural education along with gardening.

### Action Step EW5C

**Training:** Combine the concepts of on-the-job training (training at the work site) and lateral training (career path – next level of training). Institute additional apprenticeships that will enhance job creation and enhance skills.

### Action Step EW5D

**Skills assessment:** Conduct an assessment of the demographic and skills makeup/aptitudes in the region's major employment sectors, including incumbent workforce sectors and the unemployed and underemployed workforce. Use this information to identify gaps and gain a better understanding of what education is needed to fill these gaps. Assess and improve soft skills.

### Action Step EW5E

**Skills assessment connected to education:** Inventory existing skills, compare these to needed skills in key industries, and address the gaps. Focus on evaluating skill sets of high growth industries to determine which incumbent workforce sectors may be transitioned into higher growth industries. Develop core educational disciplines at basic levels to provide greater flexibility for workers throughout their career.

### Action Step EW5F

**Distance learning:** Promote community-based distance learning via global interconnectivity. For example, integrate home-based learners at the community level for social activity along with an advanced online learning experience.

### Action Step EW5G

**Work-at-home:** Provide more work-at-home employment opportunities. This can be accomplished through the expansion of telework and home-based services and businesses.

### Action Step EW5H

**Affordable, accessible training:** Provide affordable and accessible training in promising fields. For example, online courses are more accessible for people without transportation options.

## Recommendation EW6

**Coordination of economic development efforts:** Businesses and government should work closely with local economic development and community development agencies to attract new employers and small businesses to the area.

### Action Step EW6A

**Livable wage jobs:** Focus efforts on attracting employers that will provide a variety of jobs that pay livable wages.

### Action Step EW6B

**Minimum wage jobs:** Discuss minimum wage standards and area jobs in our community with state government and public office.