



Thomas P. Miller and Associates

Building Assets through Knowledge & Innovation

North Dakota Workforce Congress 2008

Welcome

- Senator *Tony Grindberg*, Chairman
- Representative *Dan Ruby*, Vice Chairman
- Governor *John Hoeven*
- Commissioner *Shane Goettle*



Background

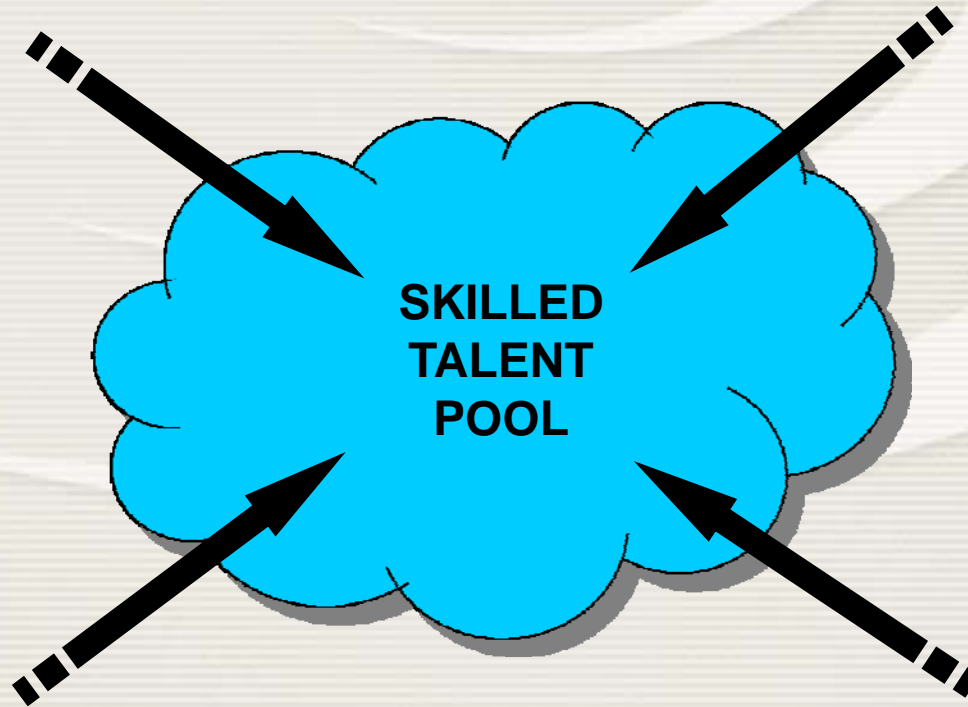
- Over 100 business & community leaders engaged in 2006 Business Climate Study & Workforce Congress
- Resulting success in pro-business legislation: expansion of venture/risk capital; increased funding for North Dakota Trade Office & 16 Centers of Excellence
- Clear message – Workforce Issues Paramount
- 2007 Legislature made substantial investments in workforce development solutions



Talent R.A.C.E.

RETAIN - (Existing Skills, Students)

ATTRACT - (Net Migration)



CREATE - (K-12 Pipeline)

EXPAND - (Skills of Current Workers)



Workforce Initiatives in 2007

Session

- Funding for comprehensive strategic plan for state's workforce system
- Expansion of Operation Intern
- Career specialist program to promote North Dakota careers to high school students
- Internship Employment Tax Credit
- Workforce Recruitment Tax Credit for hard-to-fill positions
- Funding for Workforce Enhancement Grants & Workforce Training Quadrants



Process for 2008

- Primary focus on workforce as priority from 2006
- Input Sessions in Grand Forks, West Fargo, Minot, Dickinson – over 250 participants
- Pre-session survey – 270+ responses – over 55% response rate!
- April 10, 2008 Workforce Congress
- Post-Congress survey for further analysis
- Top priorities developed for legislative package for 2009 legislative workforce initiatives



Today's Agenda

- Key North Dakota facts – Good, Bad, Ugly
- Brief review of survey responses
- Brief review of regional session results
- Highlights of April 9 session – young adults
- Breakout Sessions
- Re-convene to capture proposals
- Closing remarks



North Dakota Facts – *Very Good*

- Over 25,000 net new jobs & more than 2000 new businesses created since 2000
- Rise in per capita income of 30% since 2000 – 8 % faster than national average
- 48% increase in our gross state product since 2000 – leading the plains states
- Fargo & Bismarck – rated by Forbes in top 5 for business & careers of smaller metros
- High school graduation rate close to top in US



North Dakota – *Recognition*

- “. . . An educational powerhouse – producing economic thoroughbreds: educated young people with the farmer’s work ethic (USA Today, Feb. 2004)
- “. . . Fast becoming a destination for manufacturers attracted to low taxes; abundant, low-cost energy; zero deficit: good schools & strong work ethic (Manufacturing Today, May/June 2004)
- “Safest state” (Morgan Quitno, March 2005) with 2nd “shortest commute” in US (US Census Bureau 2003)

North Dakota – *Challenges*

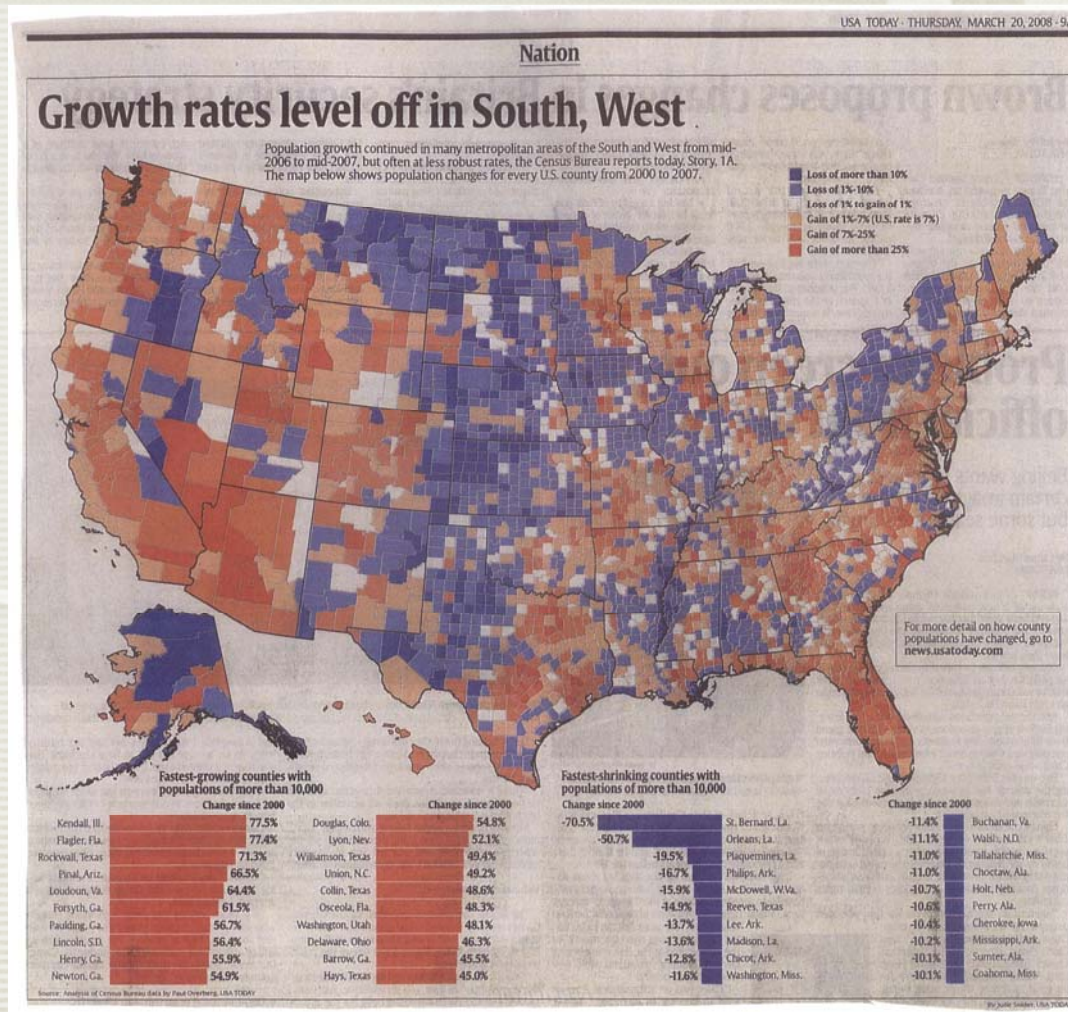
- Problem has shifted – we created jobs & raised wages – now we can't get workers we need
- Retirement of Baby Boomers
- Basically at full employment levels
- Young & educated leaving state
- 48th of 50 states in advanced degrees
- Average wages still lower than neighbors
- Prosperity not distributed geographically

North Dakota - *Ugly*

- Population peaked in 1930
- We are “epicenter” of US population loss
- K-12 school enrollments on continual decline



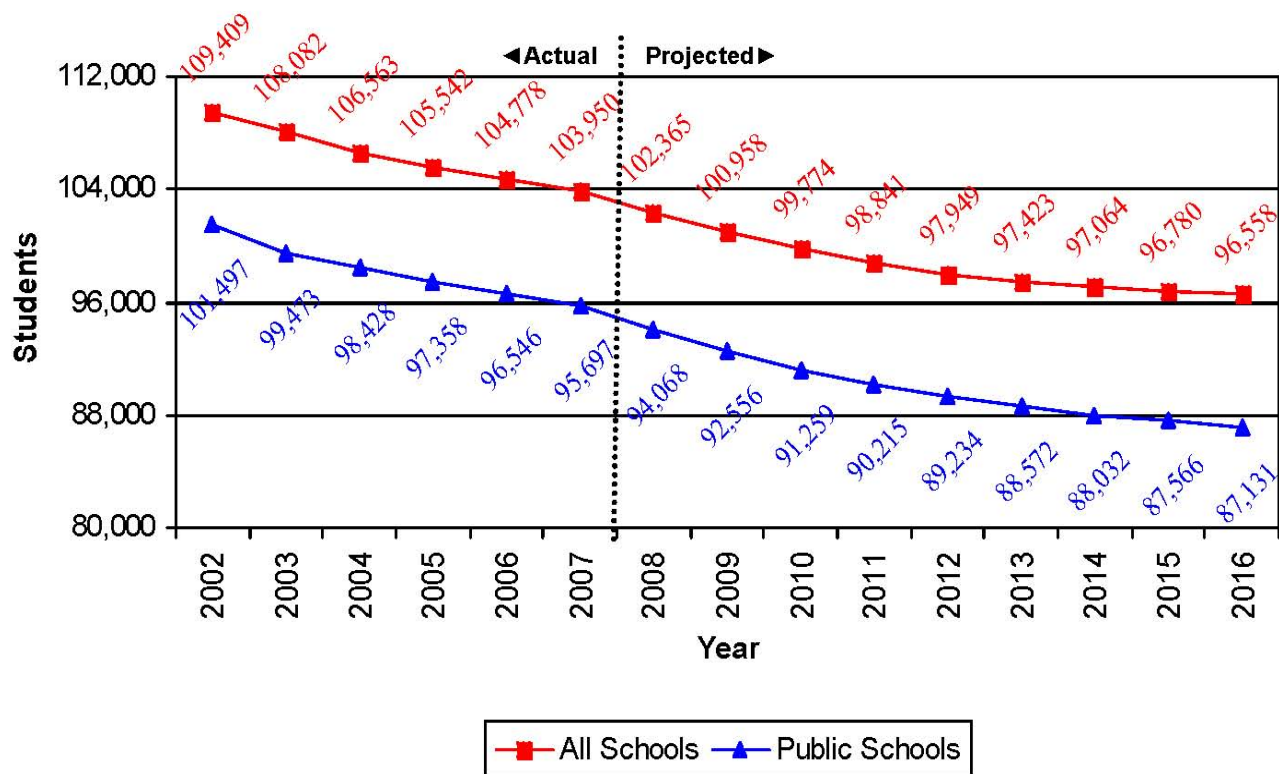
National Map





ND K-12 Enrollment: Actual & Projected

NORTH DAKOTA DEPARTMENT OF PUBLIC INSTRUCTION
OFFICE OF SCHOOL FINANCE AND ORGANIZATION



NDDPI\School Finance\12-29-2006



Survey Highlights – Good News

- People like where they live – 90% rated where they live as excellent/good
- Good place to raise family – 97% rated excellent/good – drops to 69% for “fun place”
- Good job satisfaction – 96% rated complete/a lot of satisfaction with job
- Quality of workforce rated high – 83% rated as excellent/good
- Good place to get an education – 87% rated excellent/good



Survey Highlights - Concerns

- Lower rating as a place to find a job – 44% fair/poor rating
- Low rating in assistance available to employers for finding workers – under 30 % rated excellent/good
- Low rating for assistance available to employers for upgrading worker skills – only 28% excellent/good – 15% don't know
- 72% disagree with statement – college grads can easily find a good-paying job here
- Critical issues cited often: low wages; losing skilled youths; replacement of aging Baby Boomers

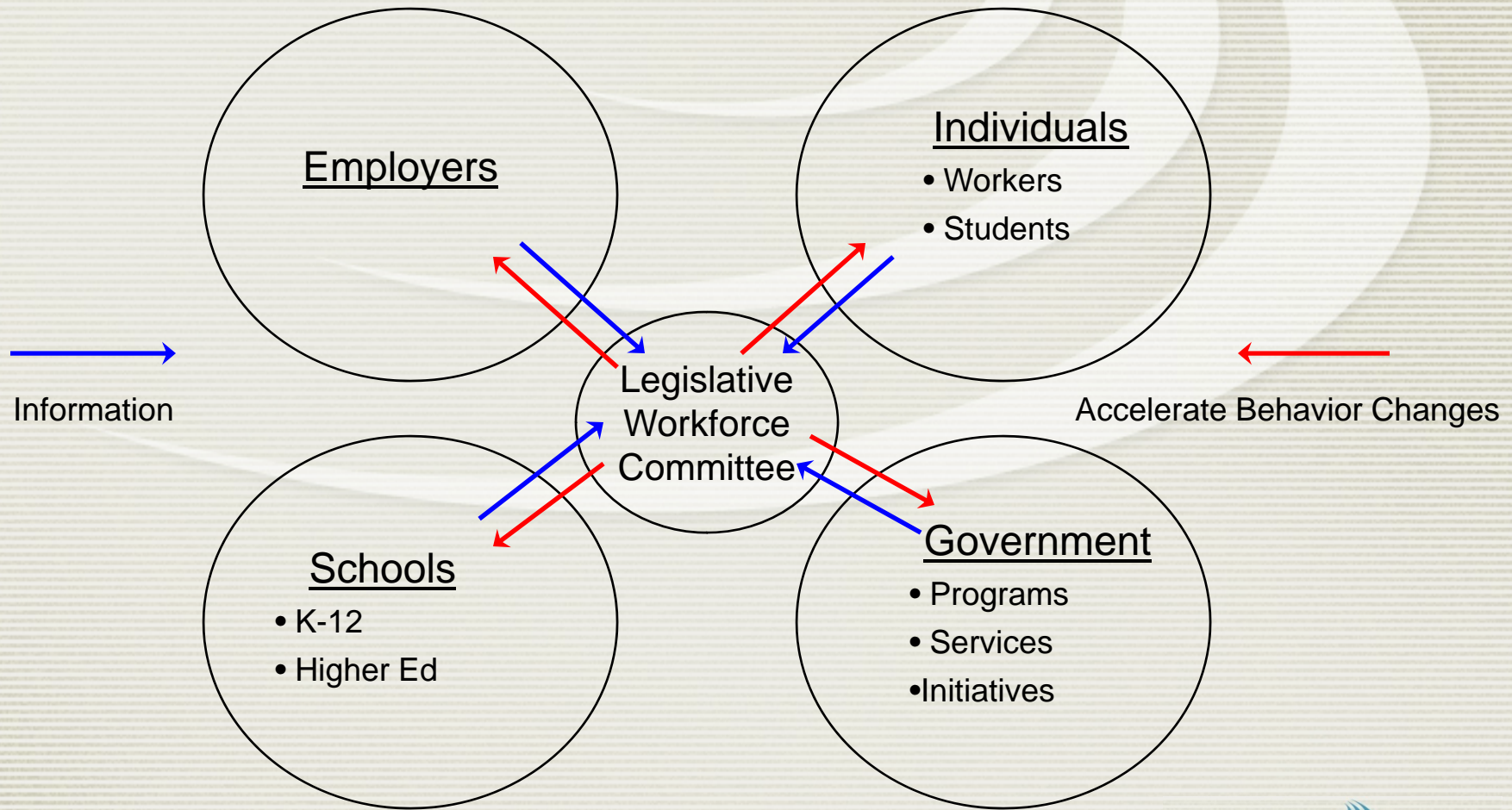


Regional Sessions – *Changing Behaviors*

- What changes from **Employers**?
- What changes from **Individuals**?
- What changes from **Schools**?
- What changes from **Government**?



Accelerate Behavior Changes



Employers Should Change

- Change workplace culture to be more attractive to new generation of workers
- Create higher-wage jobs
- Reach out to education – form partnerships
- Promote own industry – in & out of state
- Invest in own workers – create career ladders – provide continuing education aimed at new jobs



Individuals Should Change

- Take initiative – lifelong learning – engagement in problem solving in workplace
- Take advantage of specific skills advancement opportunities of 2-yr or less tech programs
- Make informed decisions about North Dakota careers based on solid labor market info
- Stay in state – keep skills here
- Move back if you left – bring skills back




Schools Should Change

- Reach out to employers – form partnerships – learn realities of today's workplaces
- Create demand-driven courses & flexible delivery structures
- Promote 2-yr tech programs on level playing field with 4-yr
- Provide more intensive career information
- Promote state to students – fairly present our state's opportunities



Government Should Change

- Market state more aggressively – in & out of state
- Create state-level point of responsibility for providing career info to citizens & students
- Target critical skills gaps & provide incentives to keep them here or bring them in
- Create incentive for upgrading skills of current workforce to prepare for new jobs
- Create incentives for aging Baby Boomers to employ their skill in new ways & acquire new skills 

Breakout Session Instructions

- Create your dream *Wall Street Journal* story
- Review desired changes in behavior – add & modify if you like
- Review current state initiatives
- Review ideas from regional sessions
- Review sample of “best practices”
- Create options for legislative action
- Vote on top choice/s for action



Re-Convene

- Report out *Wall Street Journal* visions of future
- Report out top choices for legislative actions
- Discuss choices – re-categorize as needed
- Vote on top priorities for action



Wrap Up

- Next steps
- Participant reactions
- Concluding remarks

