

WORKFORCE STRATEGY CONSULTANTS

WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



Welcome!
We will begin shortly

Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

Offer employer tools to assist them in reviewing and enhancing their current training programs

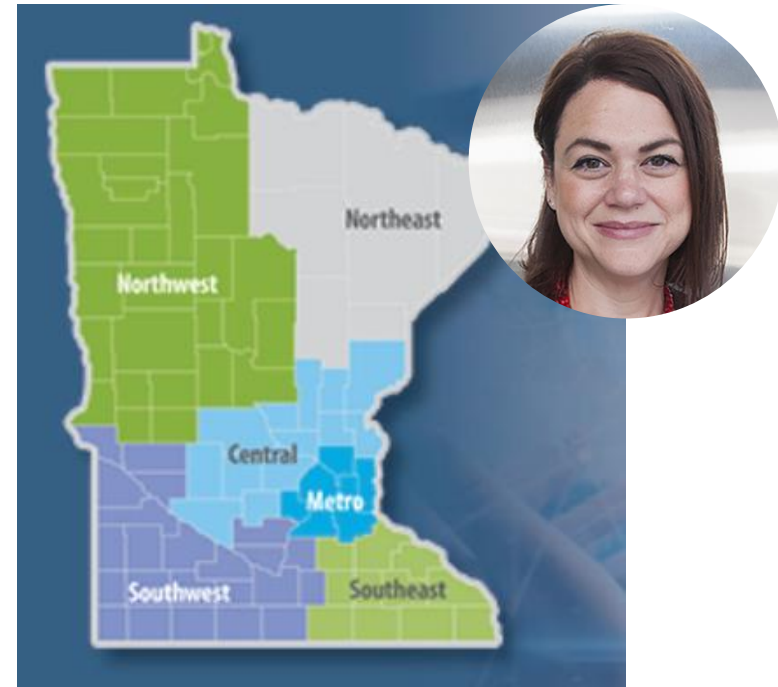
Enhance Diversity, Equity and Inclusion (DEI) within their workplace

Develop programs that help employers be recognized as an employer of choice in their industry

Jessica Miller

Director of Workforce Strategy

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What WSC Does

MISSION

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.





WORKFORCE WEDNESDAY

Workforce Strategy Consultants share what works with Minnesota employers

2026 Workforce Wednesday Schedule

- **January 7:** From Doer to Leader: Practical Support Strategies for Frontline Supervisors
- **February 4:** “Check Your Filters: How Biases Shape Hiring, Feedback, and Leadership”
- **March 4:** Future-Proofing Your Workforce: Skills for 2030 and Beyond
- **April 1:** Navigating Generational Differences in the Workplace
- **May 6:** Neurodiverse Workforce: Accommodations, Job slicing and Superpowers
- **June 3:** Who is MAWB? An Inside Look at Minnesota’s Workforce Development Boards
- **July 8:** Raising the Bar: How to Assess and Improve Job Quality
- **August 5:** Opportunities for All: Reimagining Workforce Development
- **September 2:** Mentorships, Sponsorships & Succession Planning
- **October 7:** Developing Successful Career Pathways through Youth Skills Training & Youth Apprenticeships
- **November 4:** Minnesota’s Indigenous Workforce
- **December 2:** 2026 Review with 2027 Preview

View the schedule and register for sessions at:
<https://careerforce.mn.gov/WorkforceWednesday>

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Future-Proofing Your Workforce: Skills for 2030 and Beyond

March 4, 2026

Agenda & Today's Focus

- Welcome
- Presentation :
 - Understand how AI and automation are reshaping skills and jobs through 2030.
 - Identify key human and digital skills your organization will need.”
 - “Explore competency-based approaches to training and career pathways.”
- Panel Discussion/Insights
- Q&A
- Leave with practical steps to future-proof your workforce





The 2030 Workforce Reality

AI and Automation Adoption

The rapid adoption of AI and automation technologies is transforming industries and changing the nature of work.

Shift in Job Tasks

There is a significant shift in tasks within existing jobs, requiring workers to adapt to new responsibilities.

Upskilling and Reskilling

The growing need for continuous upskilling and reskilling is essential to stay relevant in the evolving workforce.

Global Signals of Change

Core Skills Transformation

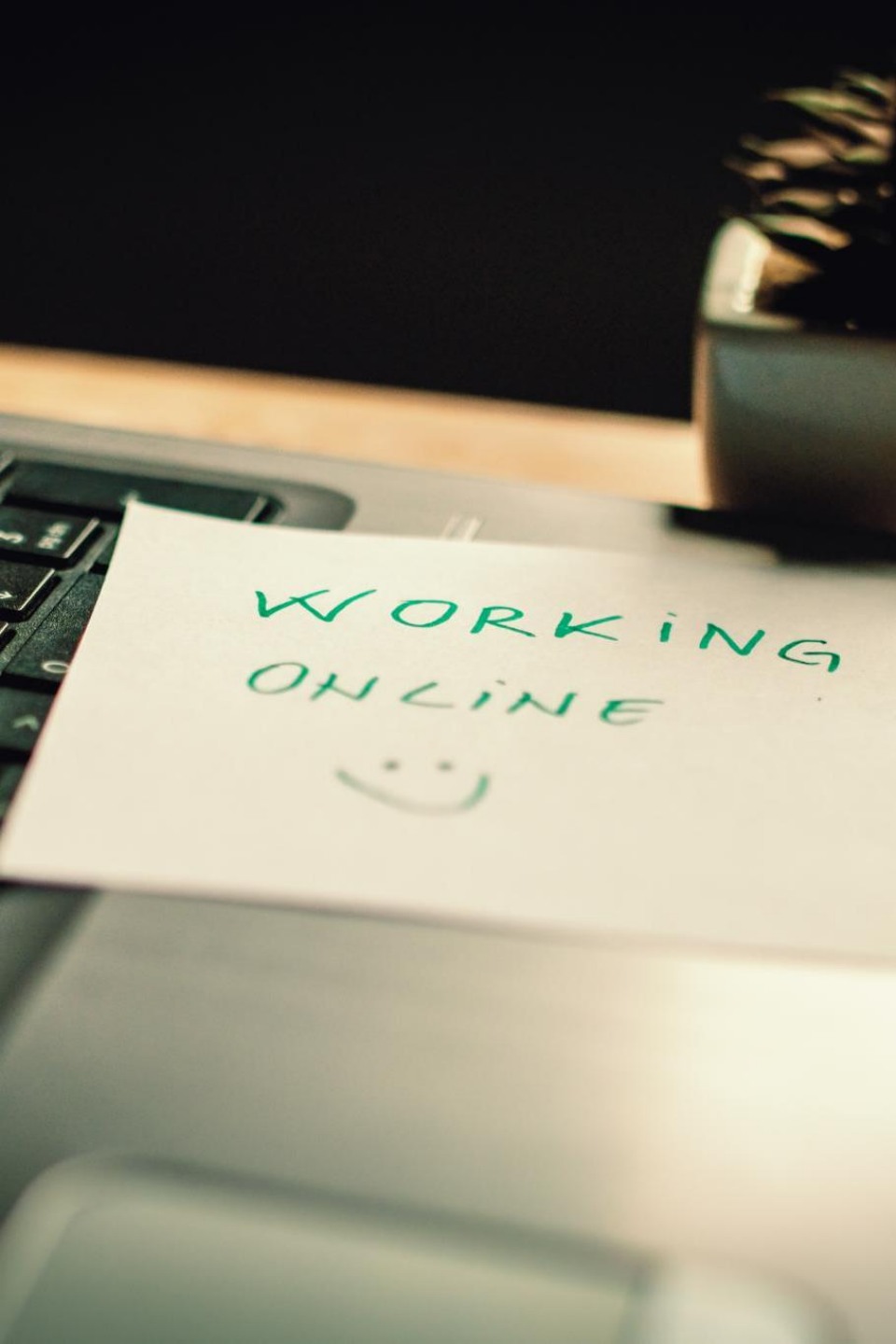
By 2030, employers anticipate significant changes in core skills required for the workforce.

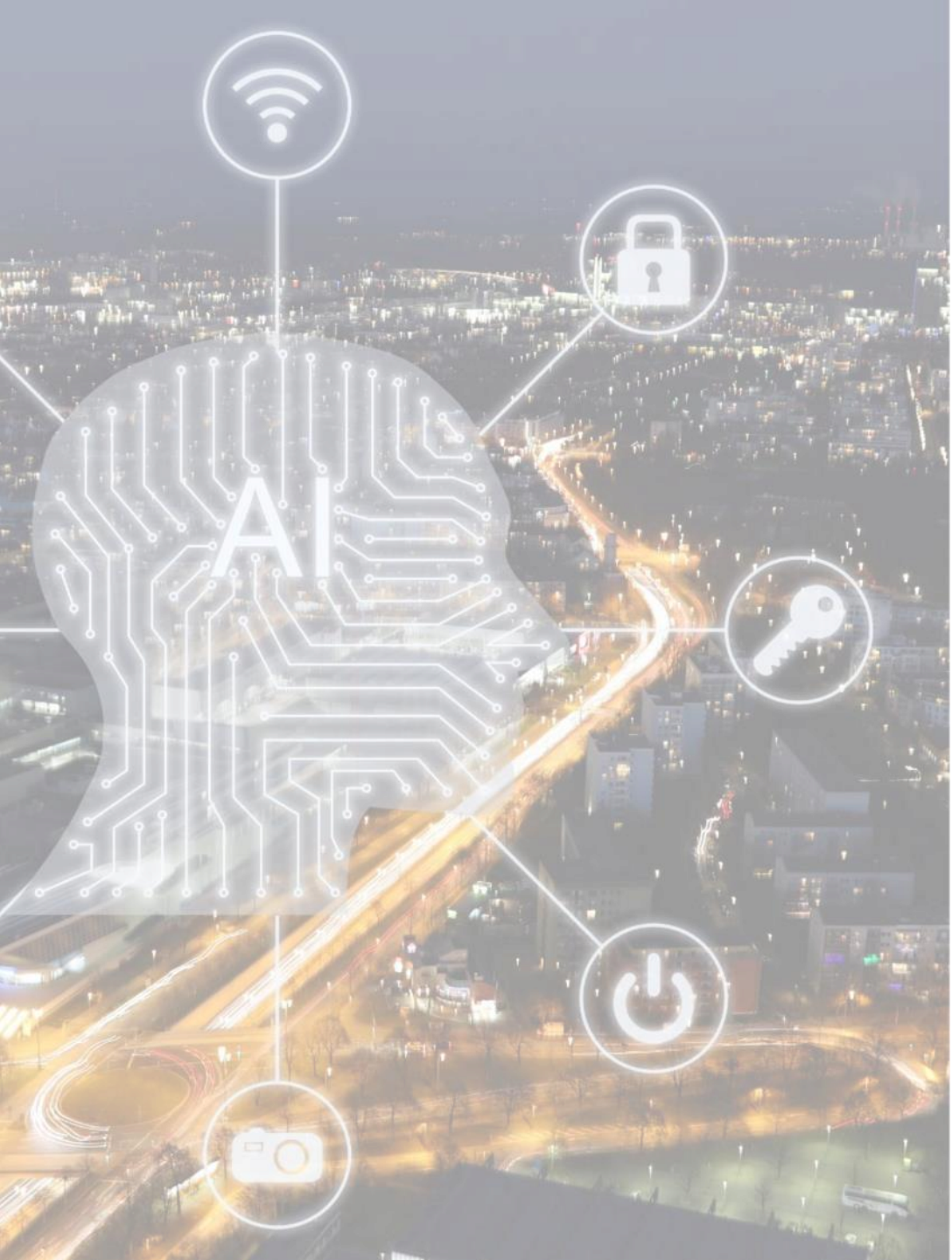
Need for Worker Training

A large portion of workers will require training to adapt to new tools and processes.

Rising Demand for Skills

There is an increasing demand for both human and digital skills across all sectors.





Minnesota's AI Exposure

AI Job Exposure -More than half of Minnesota jobs are in roles highly exposed to AI.

Affected Sectors - Sectors like management, manufacturing, finance, health care, and wholesale trade face significant change.

Evolution Over Job Loss - Exposure means tasks and tools will evolve—not automatic job loss.

Technology Changes Tasks, Not People



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Automate Routine Tasks



Augment Human Tasks Augment - where humans and technology work together.



Advance Higher-Value Tasks - that grow as lower-level tasks are automated.

Skills for 2030 and Beyond

Human Skills

- Critical thinking and problem solving
- Creativity and innovation
- Resilience and adaptability
- Collaboration and communication

Digital & Technical Skills

- Technology literacy and 'power user' skills
- Data and AI awareness
- Process automation familiarity
- Cybersecurity basics

Human Skills: Your Competitive Advantage

- Solve complex, non-routine problems.
- Navigate change and uncertainty.
- Build trust, lead teams, and communicate across roles.





Digital Skills for Every Role

- Comfort with new software, dashboards, and interfaces.
- Understanding how data informs decisions, even at a basic level.
- Ability to learn and adapt to new tools quickly

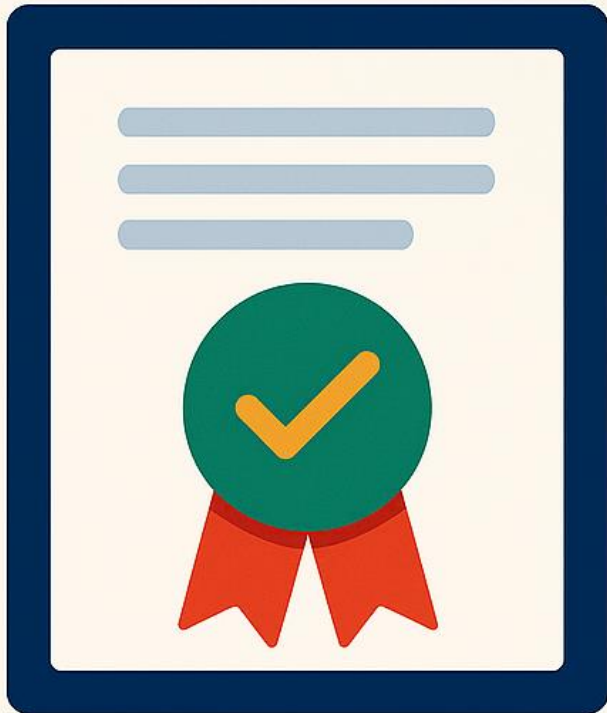
Competencies & Competency Based Pathways

From Job Titles to Competencies

- Traditional job descriptions can't keep up change.
- Competencies describe what people can actually do
- Competency-based approaches support clearer training and promotion decisions.

Competency-Based Pathway

- Maps progression from entry-level to advanced roles.
- Specifies required skills, behaviors, and credentials at each step.
- Allows workers to advance based on demonstrated mastery, not just time in role.”



Why Competency-Based Approaches Work

- Targeted training aligned to real performance needs.
- Stronger internal pipelines for hard-to-fill roles.
- Clear expectations that support engagement and retention.

Partnering with Education and Workforce Systems

- Align curriculum with your competency needs.
- Co-create work-based learning: internships, youth and adult apprenticeships, and on-the-job training.
- Develop short, stackable credentials that feed your talent pipeline.





Preparing for AI, Automation, and the Skills of 2030

AI and Workforce Future

The rise of AI and automation is reshaping the workforce, requiring adaptability and new skills for success.

Skills of 2030

Preparing for 2030 involves identifying and developing essential skills for navigating an AI-driven economy.

Adapting to Change

As technology evolves, individuals and organizations must prioritize continuous learning and adaptability.

Panel Discussion



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Practical Steps You Can Take This Year

Actions Steps for 2026

1. Pick one priority role and conduct a simple 'skills audit', list key tasks today and how they might change with new technology.
2. Identify 'super users' or peer coaches to help roll out new tools and train others.
3. Draft a basic competency-based pathway for one role or department.
4. Reach out to at least one education or workforce partner to explore collaboration.

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Navigating Generational Differences in the Workplace

Wednesday, April 1, 2026
11:00 AM – 12:00 PM
Unplugged Q&A: 12:00 – 12:30 PM

MINNESOTA WORKFORCE STRATEGY CONSULTANTS

MISSION

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.

THE VALUE WE BRING

- > Provide tools and resources to support businesses in developing strategic workforce strategies
- > Connect stakeholders to economic development and workforce development resources
- > Focus on workforce diversity, equity, and inclusion initiatives
- > Enhance Minnesota's economic prosperity through workforce and economic development partnerships
- > Work in partnership with our stakeholders to provide workforce training development solutions to meet your talent needs



WORKFORCE STRATEGY CONSULTANTS

Thanks for Joining Us!

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UNPLUGGED – Q AND A

