

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

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

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

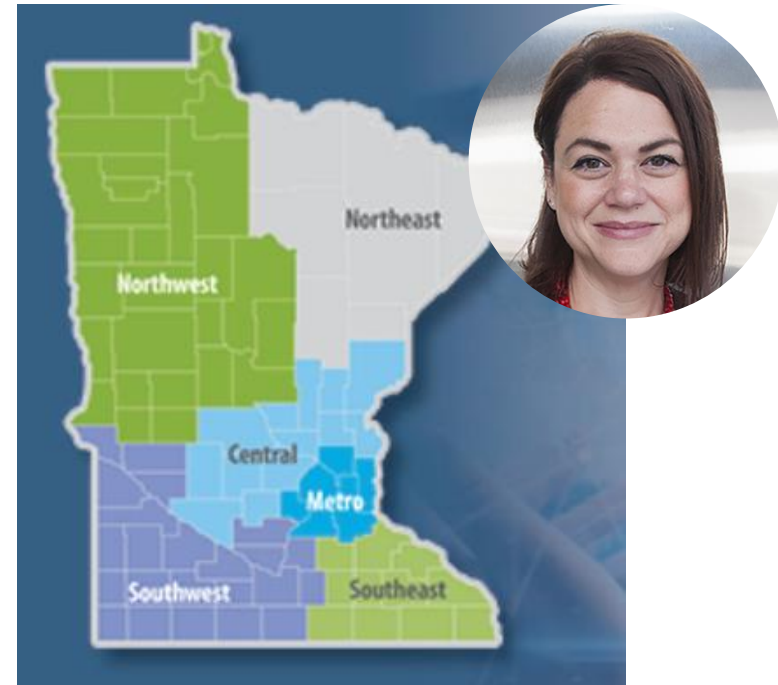
Enhance Diversity, Equity and Inclusion (DEI) within their workplace

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

Jessica Miller

Director of Workforce Strategy

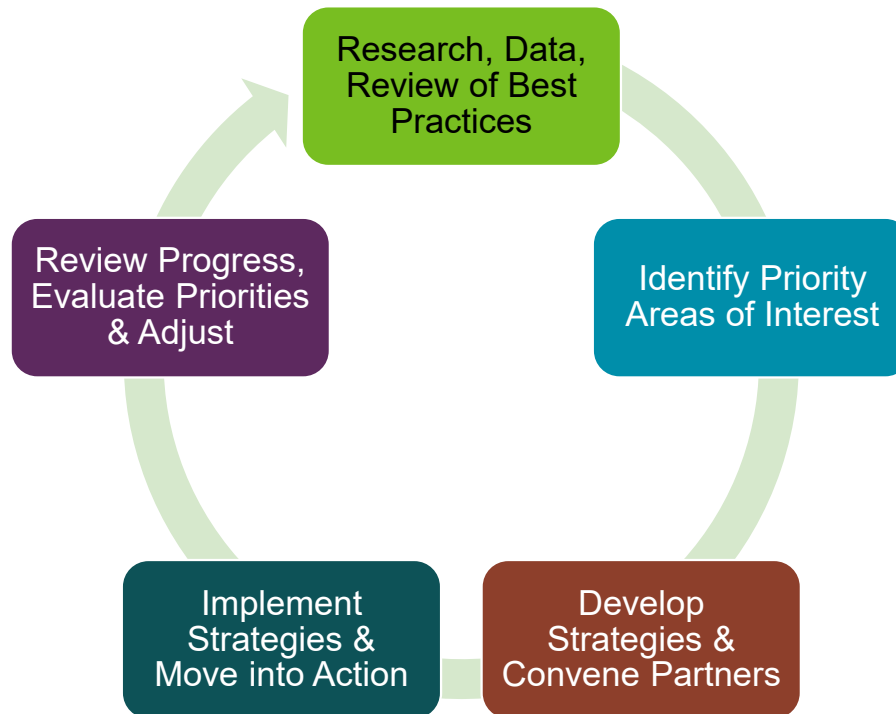
Jessica.Miller@state.mn.us



What WSC Does

Mission

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



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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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Raising the Bar: How to Assess and Improve Job Quality

July 8, 2026

Agenda

- Job Quality Framework Overview
 - Overview of Framework
 - Tools and resources in development
- Interactive questions and examples
- Employer Presentation and/or panel
- Unplugged



Job Quality Framework Overview

Katie McClelland
Executive Director

Governor's Workforce Development Board

Kevion Ellis
Workforce Partnerships Coordinator
Governor's Workforce Development Board

The Minnesota Governor's Workforce Development Board (GWDB) is a Governor-appointed, employer-led body that convenes statewide partners to strengthen workforce system performance, align programs and investments, and advance the State Plan's vision under the Workforce Innovation and Opportunity Act (WIOA).

GWDB Leadership



Surya Iyer

**Chair, Governor's
Workforce
Development Board**

President & COO, Polar
Semiconductor



DeLinda Washington

**Vice Chair, Governor's
Workforce Development
Board**

Senior Vice President,
Chief People Officer,
HealthPartners

Board Composition:

- 45 Voting Members
- 17 Non-Voting Members
- 62 Total Members

Statewide Workforce Development Strategy & Goals

Minnesota will lead the nation in building an equitable, future-ready workforce where everyone has the opportunity to succeed, and every employer has the talent to grow.

*We will begin to achieve this goal by **adding 10,000 people to our labor force each year on average**, prioritizing labor force increases in our Drive for 5 sectors.*

To get there, our workforce system will prioritize and invest in:

Equity & Access for all Minnesotans

- Close Opportunity Gaps for Overlooked Workers
- Support Employers Attracting & Retaining Overlooked Workers

Sector Partnerships connecting strategy across workforce, education, and economic development

- Accelerate Employer Training Commitments
- Expand Sector Partnerships

Work-Based Learning & Registered Apprenticeship Programs as central pathways to careers

- Create Statewide WBL Framework & Target
- Expand Multi-Employer RAPs

High-Quality Jobs that sustain families and strengthen competitiveness

- Deliver Framework Training
- Ensure Sector Partnership Adoption

Simplified, Integrated, No-Wrong-Door Approach to Services that are innovative, efficient, customer-focused, and future-ready

- Expand Data Sharing
- Establish Governance Framework

Why Job Quality Matters

A **quality job** is one that provides security, opportunity, and economic advancement for workers, while helping employers build a strong, reliable workforce.



Reduces turnover and hiring costs



Strengthens reliability and performance



Improves competitiveness in a tight labor market



Builds trust with workers and communities



Supports long-term business stability

GWDB Approved High-Quality Jobs Framework

- **Compensation & Benefits** – Fair, competitive pay and benefits that support workers' economic security
- **Safe & Stable Working Conditions** – Work environments that protect health, safety, and provide predictable schedules.
- **Equitable Hiring & Career Development** - Inclusive practices that ensure access to jobs and advancement of all workers.
- **Worker Voice, Empowerment & Respect** - Workers are valued, heard, and included in decision-making.
- **Sector Specific Metrics** – Standards tailored to the unique needs and realities of different industries.



Job Quality Considerations - DRAFT

Compensation & Benefits

- Expand access to affordable benefits
- Provide wages that meet or exceed local family-sustaining wage thresholds
- Implement transparent wage progression schedule

Safe & Stable Working Conditions

- Offer predictable scheduling
- Invest in ergonomics and injury prevention supports
- Establish clear violence prevention and reporting procedures

Equitable Hiring & Career Development

- Provide paid training, tuition assistance, and upskilling programs
- Adopt skills-based hiring practices
- Create clear internal career pathways

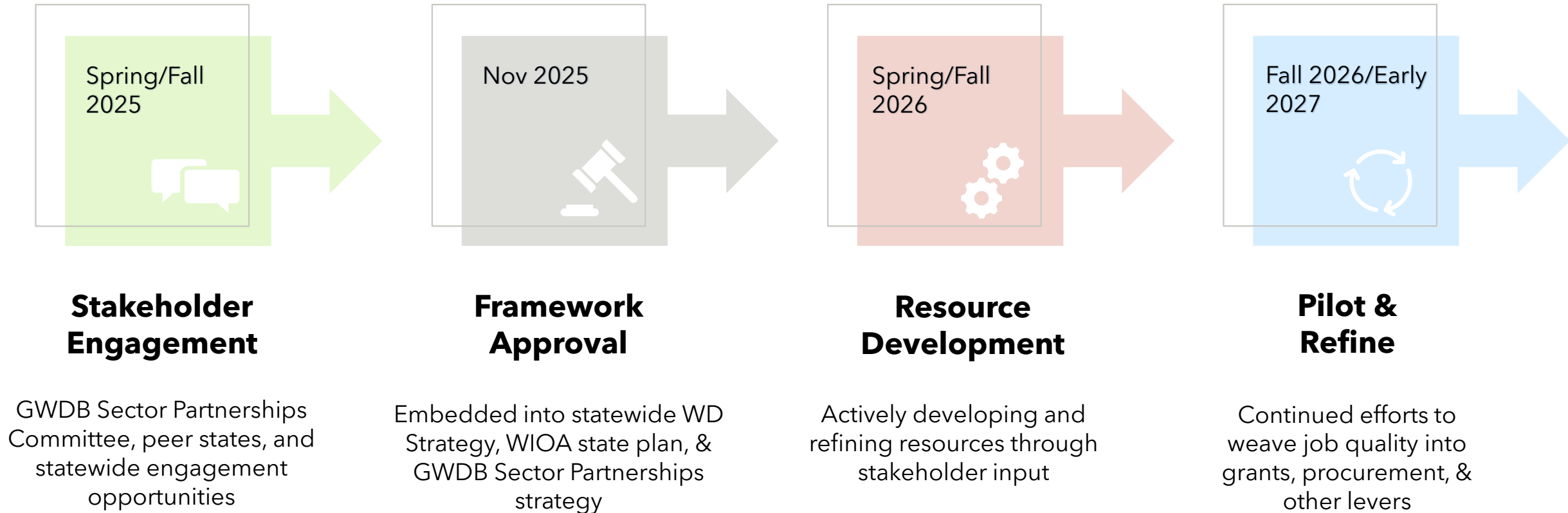
Worker Voice, Empowerment, & Respect

- Conduct employee surveys and act on feedback
- Involve workers in new technology decisions
- Create employee advisory councils

Sector Specific Metrics

- Credentialing support
- Childcare assistance
- Transportation assistance
- Stipends for tools/equipment

Job Quality Progress to Date



Job Quality Resources in Development



Statewide metrics & Benchmarks

Defining and measuring job quality across the state.



Employer Toolkit

Practical tools and templates to help employers build quality jobs.



Train the Trainer Grant Pilot

Build local capacity to expand job quality practices statewide.



Job Quality Resource Hub

A centralized hub for resources, tools, and best practices.



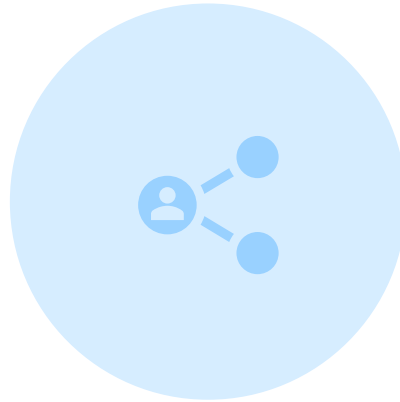
Employer of Choice Badging & Continuing Ed

Recognizing high-quality jobs employers and supporting ongoing learning.

Ways to Engage



SHARE YOUR FEEDBACK ON
RESOURCES IN DEVELOPMENT



HIGHLIGHT YOUR
ORGANIZATION'S JOB QUALITY
EFFORTS



JOIN THE GWDB SECTOR
PARTNERSHIPS COMMITTEE

THE
**FAMILIES &
WORKERS**
FUND



Thank you!

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Kevion.Ellis@state.mn.us

Brief Q&A with Katie and Kevion from The Minnesota Governor's Workforce Development Board (GWDB)

Q&A

Introduction to Panelists



Crystle Illa
Director of Talent Acquisition
Children's Minnesota
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Erik Johnson
Vice President , Operations
K Johnson Construction
erik@kjohnsonconst.com

Panel Discussion with Crystle Illa from Children's Minnesota
and Erik Johnson K Johnson Construction

Panel Discussion

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Opportunities for All: Reimagining Workforce Development

Wednesday, Aug 5, 2026

11:00 AM – 12:00 PM

Unplugged Q&A: 12:00 – 12:30 PM

Thanks for Joining Us!

Find Your Workforce Strategy Consultant

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



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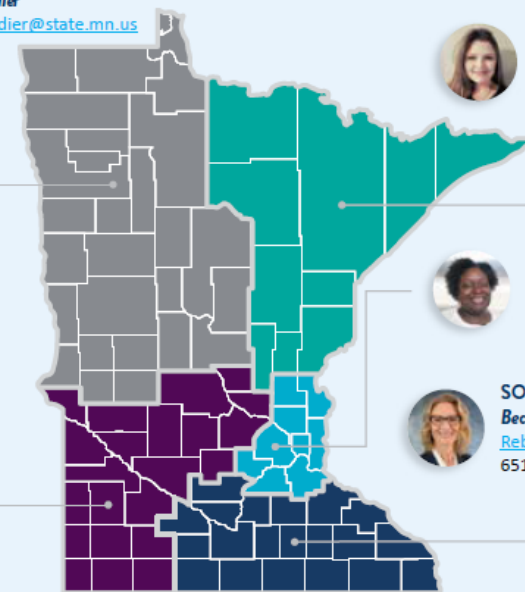


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UNPLUGGED – Q AND A

