

**CAREER SOLUTIONS WORKFORCE DEVELOPMENT BOARD
YOUTH COUNCIL AGENDA**

Tuesday, March 12, 2024 at 3:00 pm

Career Solutions – Guest WiFi: Welcome2CareerSolutions!

Physical Location: CareerForce St. Cloud
1542 Northway Drive, St. Cloud, MN 56303 – Door #2
No parking permit required for this event. Please park in Lot B.

Virtual Meeting: Zoom details are listed within your calendar invite or contact Karen Schlangen (320) 308-5818.

1. Introduction/Roll Call

2. Approve Agenda

ACTION: L. Engel

3. Approve Consent Agenda

ACTION: L. Engel

- A. Meeting Minutes from 02.13.24 (Attachment 3.A.)
- B. Youth Incentive Policy – Second Reading (Attachment 3.B.)

4. Presenter – Caroline Nerhus, Adult Basic Education Supervisor, Quarryview Education Center

5. Discussion – Tammy Biery, Career Solutions

- A. CareerONE Update
- B. Local and Regional Plans
- C. Infrastructure Funding Agreement (IFA) and Memorandum of Understanding (MOU) Updates
- D. Update on Financial Audit/Board Presentation Scheduled 3/14/2024 at 3pm
- E. Grant Updates
- F. St. Cloud Chamber Trip to Washington D.C.
- G. CareerForce Lobby with Updated Design
- H. Upcoming Employment & Training Events (Attachments 5.H.)
 - i. Open House Event: 03/12/2024
 - ii. CDL (Truck Driving) Discovery Day: 03/20/2024
 - iii. Welding Discovery Day: 05/02/2024

6. Information/Other

L. Engel

- A. Next Youth Council Meeting – will be held at Boys and Girls Club's Best Buy Teen Tech Center, 1205 6th Avenue S, St. Cloud MN, on April 9, 2024 @ 3:00 pm
- B. From the Floor
- C. Announcements

L. Engel

7. Adjourn

**CAREER SOLUTIONS WORKFORCE DEVELOPMENT BOARD
YOUTH COUNCIL MINUTES**

Location: CareerForce – St. Cloud, 1542 Northway Drive, St. Cloud, MN 56303/Conference Room # 1-482

Date: Tuesday, February 13, 2024, at 3:00 pm meeting held in person and via Zoom.

Attendance: Caroline Nerhus, Anna-Maija Lee, Mary Swingle, Gail Cruikshank, Greg Boelter, Ken Huling, Melanie Legatt, Ann Matvick, Dave Norling, Karl Nohner via zoom. Les Engel, Karl Nohner, Ken Huling, Cindy Belmont, Dylan Lindgren, and Brandon Schauer in person.

Career Solutions: Tammy Biery, Kari Court, Jacob Kaduk, Caroline Ruegemer, and Trisha Welle in person

Members Absent: Greg Boelter

Guests: Brandon Schauer, Pipefitters Local #539 and Ken Huling, North Central States Regional Council of Carpenters, Presenters

Agenda Item	Summary	Action
Introductions/Roll Call	<ul style="list-style-type: none">The meeting is called to order at 3:00 pm.	
Approve Modified Agenda		<u>Motion:</u> Brandon S. made the motion to approve the agenda. <u>Seconded by:</u> Ken H. Motion carried.
Approve Consent Agenda	<ul style="list-style-type: none">Minutes of 1.9.24	<u>Motion:</u> Karl N. made the motion to approve the consent agenda. <u>Seconded by:</u> Brandon S. Motion carried.
Presentation	Brandon Schauer, Pipefitters Local #539 & Ken Huling, North Central States Regional Council of Carpenters <ul style="list-style-type: none">Brandon Schauer introduced himself. He has been a pipefitter for 27 years. He grew up in Kingston, MN, graduated from Litchfield High School and was a music	

Agenda Item	Summary	Action
	<p>major at St. Cloud State University. His father is a pipefitter and got into the trades after college.</p> <ul style="list-style-type: none"> ▪ Ken Huling introduced himself. He attended St. Cloud Technical College in the Carpentry program. He worked for Winkelman Construction, and later joined the union. He has been a member of the North Central States Regional Council of Carpenters for almost 25 years. ▪ Brandon shared a 12-minute video that is shared at high schools for students who are interested in the trades schools. They have shown this video to over 3,000 kids in the area. ▪ The video describes the building trades in construction. The most effective way to enter the trades is to join an apprenticeship. Many of the individuals who enter the trades received a degree from a 4-year college first. Many like working with their hands rather than at a desk job. The trades offers a way to make a great living with incredible retirement benefits. It is hard work. You need to be responsible and show up to work every day. Training is provided without any cost to the apprentice. The apprentices need to be committed and work hard. Minnesota's union apprenticeship programs offer a wealth of training opportunities, variety, and training for new construction workers. New projects, different locations, and developing technologies open opportunities to a world of career excitement. The constructions trades pride themselves on the training and development provided to today's apprentices. ▪ Brandon and Ken shared a PowerPoint. An apprenticeship is on the job training, where employees earn while they learn. Apprentices work with experienced professionals. They offer Joint Apprenticeship Training Centers (JATC). The members and the contractors work hand in hand to make sure things are worked out. It is considered "The other 4-year degree". The training costs the local union about \$50,000 per apprentice and it is an absolute scholarship for someone to get into the JATC program. The benefits include no student debt, and they can earn college credits. There are scheduled pay increases, great wages, and great benefits. There is a variety of daily tasks, career advancement and it is a safe working environment. The benefits to the contractor include increased production, quality workmanship, highest industry standards, proven business model, flexible company size, trained labor pool and a great safety record. The community benefits include economic impact, supports middle-class carers, high 	

Agenda Item	Summary	Action
Discussion	<p>quality projects, projects done on time and under budget, work-life balance/quality of life, no tax dollars spent on union training, fewer workers on public aid. They are looking for someone with a high school diploma/GED, willingness to learn, likes working with your hands, takes pride in your work, team players, likes to be outside, and a diverse workforce. Tammy asked if someone wants to get into the trades is there a way to figure out if they would be best as a pipefitter or a carpenter? Brandon said they meet with students to talk through what the student is interested in to match them with the best career path.</p> <p>Tammy Biery, Executive Director, Career Solutions</p> <ul style="list-style-type: none"> ▪ Youth Incentive Policy – First Reading was reviewed. All the items highlighted in yellow mark the changes to the policy for the next fiscal year. This will appear on the next agenda for the 2nd reading under consent agenda if there is no major changes. ▪ Youth Build Annual Report is attached to the agenda packet, and it is filled with great information about our Youth Build program. ▪ During the Open House on January 11, 27 people attended. We will be scheduling another for March. We will be changing it up a little each time. ▪ CareerONE update – Jacob Kaduk indicated the brochures and the posters have arrived. He will send them electronically to members if they are interested. Recruitment will start in April or May. We are currently looking to hire team leaders. We have 7 openings, and it was officially posted this week. Applications will be accepted on our website. We will review applications and set up an interview with qualified candidates. He will be meeting with CentraCare in about two weeks. CareerONE will be here before we know it. 	
Information/Other	<p>From the Floor:</p> <p>Next Youth Council Meeting: March 12, 2024, at 3:00 pm at CareerForce, it can be in-person or via zoom.</p> <p>Announcements: Mary Swingle shared the Open House & Ribbon Cutting ceremony for the new Best Buy Tech Center at the Southside Club will be held April 23, 2024, at 5:00</p>	

Agenda Item	Summary	Action
	<p>pm. All are welcome to join. Kari will send out the invite via email with further details along with CareerONE Flyers and the presenters contact information and their presentation.</p> <p>Upcoming Presenters: TBD</p>	
Adjourn:	<ul style="list-style-type: none"> ▪ L. Engel adjourned the meeting at 4:01 pm. 	

Career Solutions

Incentives for Youth Policy

Date Updated: ~~March 12, 2020~~ **TBD**

Subject:

Incentive Payments to Youth Participants under Workforce Innovation and Opportunity Act (WIOA) and Minnesota Youth Programs (MYP) and other programs operated by Career Solutions with funding allowing incentive payments.

Purpose:

The Workforce Innovation and Opportunity Act (WIOA) 20 CFR § 681.640 states that “incentive payments to youth participants are permitted for recognition and achievement directly tied to training activities and work experience. The local program must have written policies and procedures in place governing the award of incentives outlined in writing before the commencement of the program that may provide incentive payments; align with the local program’s organizational policies; and are in accordance with the required contained in 2 CFR part 200.”

Background:

DOL included in the reference of the Uniform Guidance at 2 CFR part 200 to emphasize that while incentive payments are allowable under WIOA, the incentives must be a compliance with the Cost Principles in 2 CFR part 200. For example, federal funds must not be spent on entertainment costs. Therefore, incentives must not include entertainment, such as movies, sporting event tickets, or gift cards to movie theaters or other venues whose sole purpose is entertainment. Additionally, there are requirements related to internal controls to safeguard cash, which also apply to safeguarding of gift cards, which are essentially cash.

While the DOL recognizes that incentives could be used as motivators for various activities such as recruitment, submitting eligibility documentation, and participation in the program, incentives paid for with WIOA funds must be connected to recognition of achievement for milestones in the program tied to work experience, education, or training. Such incentives for achievement could include improvements marked by acquisitions of a credential or other successful outcome.

All incentive cards are to be kept and tracked, according to the program funding stream in which they were purchased, and according to which type/business they are attached to. Youth participants may receive a stipend for specific trainings. These stipends will be considered incentives for completing required training and will not be provided with gift cards, but rather check, or pre-loaded debit card.

Policy on Incentive Payments to Youth:

- Incentive payments will result from completion of activities that are tied to goals in the client Individual Service Strategy (ISS) and the overall programming goals of the program in which the client is enrolled and participating.
- Amounts of incentive funds a client may receive will be reasonable.
- Amounts of incentive will be in relation to the difficulty of achievement of the goal.
- Incentives will be administered in an equitable manner avoiding arbitrary or discriminatory practices.

Youth may receive incentives if all documents are in their file and up to date, at the time of requests ~~is~~ **are** made for a youth who has achieved a goal. Youth will receive a gift card valued from \$25 to \$50 each.

Qualifying achievements for incentive include (but not limited to):

Type of Achievement	Paper Documentation	Amount Payable (up to):
Completion of GED test (incentive can be offered for each test completed)	Copy of official document showing passed test	The successful completion of each GED test = \$25 and/or \$100 total
Attainment of High School Diploma or HSED/GED (only applies if incentive was not given for each individual tests)	Copy of GED/HSED or transcript showing graduation	Successful attainment = \$100
Post-Secondary Certificate or Degree	Copy of Diploma/Certificate or transcript showing what was awarded	Successful attainment = \$100
Post-Secondary Semester Completion (with a pass)	Copy of transcript	\$25
A minimum of 40 hours of Community Service/Volunteer Work. This must be with or through a Community Organization/Agency (not applicable if court order)	Service Provider Unpaid Work Experience Time sheet verifying the hours	\$50 \$100
	Internship/job shadow	\$100
Basic Skills improvement – successful completion of CASAS/TABE post-test: increase at least one Education Functioning Level (EFL)	Copies of CASAS/TABE pre and post-tests, Career Scope, etc.	\$25

Obtaining Unsubsidized Employment	Copy of letter of offer from employer or pay stub. Other source such as UI records, or self-attestation, etc.	\$25
Retention of employment for 90 consecutive days	Pay stub, other sources such as UI records, etc.	\$25
Completion of work readiness or occupation skills goals	Worksheets and certificates Resume Driver's License Career Trek certificate	\$25 each \$25 \$50 \$100
Follow up	4-5 Quarters	\$25/quarter

**Note: Gift cards/certificates will not be provided for food/entertainment venues.*

The Process:

Once a youth has completed a goal listed above. The Career Planner can issue the gift card and sign off on the incentive log.

How Incentives will be Documented and Tracked:

A log sheet of all incentives will be kept by program. Incentives will be recorded by Career Solutions authorizing and distributing the incentive. List of incentives awarded by program will be given to and reviewed by the Career Solutions ~~Development Director~~ Manager no less frequently than a yearly basis.

Workforce One (WF1) Coding:

The transfer of the Support Services between the Career Planner and the participant shall be cased noted.

Effective Date: ~~April 9, 2020 (Approved by the Joint Powers Board & Local Workforce Development Board Executive Committee on April 9, 2020)~~ Revision date TBD

Contact Person: ~~Development Director~~ Manager and/or Career Planner

Join us for a Shamrockin'
Job Seekers Open House & Job Fair
Tuesday, March 12th
10:00 a.m.- 4:00 p.m.

Hosts:



Location: 1542 Northway Drive, St. Cloud, Lot B, Door 2
320.308.5320 www.careersolutionsjobs.org

FREE SHENANIGANS ALL DAY:

- 10:00am-12:00pm Job Fair! Visit with Employers!
- 1:1 Job Search Assistance
- Resume Review & Tips
- Interview Coaching
- Learn about FREE Career Training
- LinkedIn headshot photos
- Job Search in the Career Lab
- FREE *Strategize to Win* book
- Refreshments
- FREE Coffee Mug





CDL DISCOVERY DAY 2024

**Feb 7, March 20, May 15, Aug 14, OR Oct 16,
1:00-4:00 P.M.**

Learn what it takes to be a CDL Truck Driver in this FREE 3-hour information session held at SCTCC in St. Cloud. Connect with several local trucking employers, learn about CDL requirements, pre-trip inspections and climb into the actual driver seat!



See if Truck Driving is the right career fit for you!

Contact Us

320.761.3370 Register today!

Tom.Hickey@csjobs.org

CareerForce
It's your state of success

PERFORMANCE
FOODSERVICE





St. Cloud Technical &
Community College
1540 Northway Drive
St. Cloud, MN 56303

Health Sciences Building
1245 15th Street North
St. Cloud, MN 56303

Heartland Building
1520 Whitney Court
St. Cloud, MN 56303

President's Office/Training Solutions
1215 15th Street North
St. Cloud, MN 56303

www.sctcc.edu | 320-308-5000 | 800-222-1009

SCTCC is a member of Minnesota State and accredited by the Higher Learning Commission. ADA accessible facility. Affirmative action/equal opportunity educator/employer.

LOCATION: SCTCC Customized Training

1215 -15th Street North, St. Cloud (On the corner of 15th St. & Whitney Court)

LEARN ABOUT:

- CDL training requirements for semi-truck drivers
- Job openings, wages, company perks from local employers.
- Advice from local drivers
- Pre-trip inspections & equipment
- What it is like to sit in the actual driver seat.
- Get all your questions answered...see if driving is the right career fit!

Affirmative Action/Equal Opportunity Employer/Americans with Disabilities Act. Career Solutions does not discriminate based on race, color, creed, religion, national origin, gender, marital status, status regarding public assistance, sexual orientation, family status, disability, or age. Please contact 320-308-5334 if you need to receive this information in alternative format or if you need accommodations to attend any of our events.



WELDING DISCOVERY DAY 2024

**Feb 8, May 2, Oct 10 OR Dec 12:
4pm-7pm**

Learn about the high-demand, world of welding in this FREE 3-hour information session held at SCTCC in St. Cloud. Connect with several local welding employers and test out welding tools & equipment!



See if Welding is the right career fit for you!

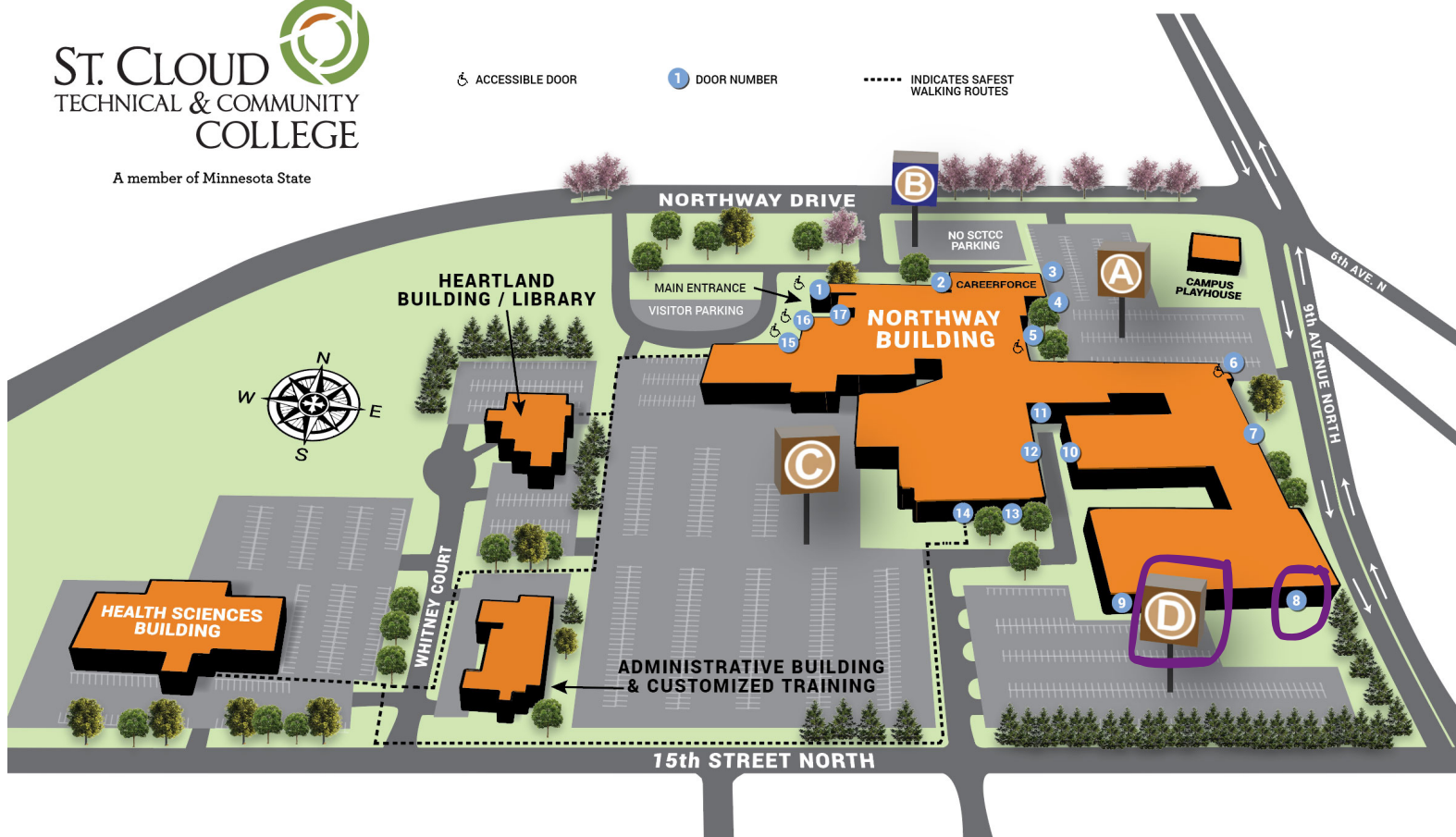
Contact Us

320.761.1860 Register today!

Kim.Randall@csjobs.org

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Northway (Main) Building
1540 Northway Drive
St. Cloud, MN 56303

Health Sciences Building
1245 15th Street North
St. Cloud, MN 56303

Heartland Building & Library
1520 Whitney Court
St. Cloud, MN 56303

Administrative Building & Customized Training
1215 15th Street North
St. Cloud, MN 56303

LOCATION: SCTCC, 1542 Northway Drive, St. Cloud

PARKING (see map): Lot D

DOOR: #8

CLASSROOM: 1-377

LEARN ABOUT:

- Welding job requirements for various welding positions
- Abundant job openings, great wages, company perks from local employers.
- Insight and advice from local welders
- Welding tools (test them out), equipment, and safety gear.

Get all your questions answered...see if welding is the right career fit!

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