

**Meeting Minnesota's Workforce Needs:  
Workforce Assessment**

# **Energy Sessions: Results Overview**

**July 24, 2012**

**Bemidji, MN**

# Workforce Assessment Initiative

- Assessment of “workforce alignment”
  - Understanding needs of employers
  - Supply and demand in 25 occupational areas
  - Skills and knowledge required for employment
  - “Market” knowledge of job opportunities by students and workers
- 44 meetings in April-May, 2012 facilitated by State Chamber. Labor market data provided by DEED.
- 6 industry areas: manufacturing, healthcare, IT, engineering, transportation and energy

# Energy Sessions: Review

- Five meetings:
  - Worthington, Becker, Hartland, Duluth, Brainerd
- Employer representation:
  - Utilities, cooperatives, wind, biofuels, solar, HVAC, energy efficiency

# Theme Results

- Workforce Skill Needs/Gaps:
  - General Skills
  - Occupation-Specific Skills
  - Experience and Credentials
- Incumbent Workforce:
  - Current Continuing Education
  - Needs and Challenges in Continuing Education
- Workforce Trends and Challenges
- Industry Trends
- Educational Partnerships

# Workforce Skills/Gaps

- Well-rounded candidates in both technical and general soft skills
- Critical thinking and problem solving abilities
  - Application of real-life situations
- Business Critical Skills
  - Communication, teamwork, conflict management

# Workforce Skills/Gaps

- Machinists/mechanics with welding capabilities
- Print reading-schematic reading skills
- Stressed importance of OSHA/industrial safety

# Workforce Trends and Challenges

- Undersupply of workers – compete for same worker
- Need for new and experienced workers
- Retirements, Retirements, Retirements!

# Industry Trends

- Affect of pending policies and regulations
  - Production Tax Credit
  - Coal Moratorium
- Increasing need for and growth for energy services
- New technology and direction of industry



# Educational Partnerships

- Ongoing communication
  - Advisory boards, MN Energy Consortium, etc
- K-12 partnerships
  - Support of technical education and partnerships
  - Importance of supporting females to enter field
- Internships
  - Increase hands-on experiences in partnership with business
- Graduates
  - Increase opportunities to connect with graduates

# Energy Sector: Next Steps

- Formal coordination of MnSCU energy programs
  - Regional & Statewide efforts that increase opportunities for students to support workforce needs
- Minnesota Energy Consortium
  - Based on results, summer 2012 meeting completed goal setting and priorities

# Next Steps

- Preliminary reports and data currently available at: [www.mnscu.edu/business](http://www.mnscu.edu/business)
- Agriculture meetings July 16-31, 2012. Register at <http://mnworkforceneeds.eventbrite.com>
- Meetings of faculty and administrators September-October 2012
- Action Statement: October 2012
- Financial Services meetings: November 2012
- Construction meetings: Spring 2013