MINING FOR TALENT: EDUCATION BASED ECONOMIC DEVELOPMENT
The Iron Range Solution to Talent Development
A Changing Landscape

• Competition for skilled workers
• Large Scale Projects on the horizon
• Renewed recognition of regional interdependence
• Decline in emerging workforce/ aging workforce
• Tremendous opportunities
Percent Change in NORTHEAST, MN
Projected Population by Age Group (2005-2025)
Source: U.S. Census Bureau

득점 결과

-40.0%
-20.0%
0.0%
20.0%
40.0%
60.0%
80.0%
100.0%


"Future Workforce Entrants"
The "Echo Boom"
Declining Pool of "Skilled Workers"
The "Baby Boom" & Older Population

↓ 5.5%
↑ 60.4%

Future Workforce Entrants
Declining Pool of Skilled Workers
Baby Boom & Older Population
## High School Inputs

<table>
<thead>
<tr>
<th>County</th>
<th>2008 Seniors</th>
<th>2015 Seniors</th>
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<tbody>
<tr>
<td>Aitkin</td>
<td>194</td>
<td>150</td>
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<tr>
<td>Carlton</td>
<td>534</td>
<td>433</td>
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<tr>
<td>Cook</td>
<td>72</td>
<td>52</td>
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<tr>
<td>Itasca</td>
<td>579</td>
<td>474</td>
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<tr>
<td>Koochiching</td>
<td>122</td>
<td>112</td>
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<tr>
<td>Lake</td>
<td>122</td>
<td>94</td>
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<tr>
<td>St. Louis</td>
<td>2,322</td>
<td>1,816</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>3,945</strong></td>
<td><strong>3,131</strong></td>
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</table>
The Iron Range

Diverse Companies: Similar Labor Needs TAW
Recharge the Range

The current economic landscape coupled with the drop in demand for iron ore has created high unemployment and the need to recharge economic development across Minnesota’s Iron Range.

Iron Range Resources and Rehabilitation Board is seeking to ensure that attention and strategies are brought forward to address the instability of the region, and have convened an economic initiative to bring the best ideas forward with the largest impact. Facilitated conversations among the region’s business and community leaders will accomplish the alignment and prioritization necessary to deal with both the opportunities and challenges.

One of IRRRB’s purposes is to invest in growing businesses that create jobs. Bringing business leaders and community leaders together by sectors to generate ideas and propose recommendations is the first right step in identifying where resources should be invested. These actions will support the economic success of individuals, businesses, and communities by providing opportunities for growth.
Iron Range Resources and Rehabilitation Board (IRRRB)

- IRRRB's mission is to promote and invest in business, community and workforce development for the betterment of northeastern Minnesota.
- $2.38 Per Ton of Taconite is paid by Industries in Lieu of Property Taxes.
- Examples of Investments made across the region:
  - Property Tax Relief
  - No interest loans, grants, and loan guarantees for businesses
  - Community infrastructure
  - School collaborations
  - Innovative higher education programming
Iron Range Resources and Rehabilitation Board (IRRRB)

Taconite Assistance Area
as defined in
MINN. STAT. SECTION 273.1341

Included School Districts:
- Aitkin
- 166 - Cook County
- 182 - Crosby/Ironton
- 316 - Greenway
- 318 - Grand Rapids
- 319 - Nashwauk/Keewatin
- 381 - Lake Superior
- 695 - Chisholm
- 696 - Ely
- 701 - Hibbing
- 706 - Virginia
- 712 - Mountain Iron/Buhl
- 2192 - St. Louis County
- 2154 - Eveleth/Gilbert
- 2711 - Mesabi East
NHED
Northeast Higher Education District
Member of Minnesota State Colleges and Universities

255 FYE

RAINY RIVER
COMMUNITY COLLEGE

550 FYE

Vermilion
The Boundary Waters College

825 FYE

MESABI RANGE COLLEGE

1,050 FYE

HIBBING COMMUNITY COLLEGE

990 FYE

ITASCA COMMUNITY COLLEGE
The Northeast Higher Education District (NHED) will provide quality higher education to the communities throughout northeastern Minnesota by developing a regional structure that will preserve college autonomy but will also align programs and services to better prepare residents for learning, employment, citizenship, and life.”
Primary A.S./A.A.S. Programs at each college

- Hibbing – Electrical Maintenance, Diesel Mechanics, Law Enforcement, Nursing, Dental Assistant, and Culinary Arts
- Itasca – Engineering, Forestry, Wildland Firefighting, Nursing
- Mesabi Range – Millwright, Welding, Process Automation, Paramedic, Nursing, Carpentry, Graphic Design
- Rainy River – Other colleges bring their programs to their area
- Vermilion – Fisheries and Wildlife, Natural Resources Technology, Water Quality, Seasonal Park Ranger, and Outdoor Recreation and Leadership
General Program Advisory Committee (GPAC)

- Facilitated by the NHED President, this body provides guidance, input, and policy direction regarding regional educational needs for a 10,000 ft. review for over-arching two-year, four-year, graduate, and customized training levels. The Committee would have appropriately broad representation from the educational systems involved and regional industry and business.

- Typically, program advisory committees are organized to serve a specific technical program. In the case of NHED’s GPAC, the committee will advise the President on regional programming issues, emerging technologies, the evolving needs of business and industry in terms of workforce development and education and training, make recommendations for benchmarking for quality improvement and recommend the design and evaluation of new programs.
# High Demand/High Pay - Economic Development Region 3

**Northeast Minnesota**

<table>
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<td>472031</td>
<td>Carpenters</td>
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<td>499041</td>
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<td>493042</td>
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<td>333051</td>
<td>Police and Sheriff's Patrol Officers</td>
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<td>472073</td>
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<td>119111</td>
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<td>514121</td>
<td>Welders, Cutters, Solderers, and Brazers</td>
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Two-Year

Customized and Four-Year

K-12
THE APPLIED LEARNING INSTITUTE

A Renewal of Secondary Technical Education in Northeastern Minnesota
Organizational Structure

- Steering Committee
- Leadership Council
- Cabinet
PROGRAMS OF STUDY:

- Industrial Technology
- Pre-Engineering
- Construction Trades
- Transportation/Mechanical Systems
- Health Care
Is ALI Working?

- Satisfied Customers
- 1200-1500 Students Annually
- Over 9000 Students Served
- 76% Increase in College Tech Programs
- Historic Enrollments at College Level
- Skilled Trade certificates 55% higher than Nation
- Talent Retention and Attraction
- Economic Development Competitive Advantage
- Customized Training, Continuing Education Enterprise of the Northeast Higher Education District Colleges.

- Largest such entity in all of the Minnesota State College and University System serving on average over 14,800 different people in the last 3 years.

- Brought together five campuses to serve the entire state of Minnesota, common price structure, common business practices, unified direction to provide great training, but make profit.

- Received over $750K in federal and state grants to support operations.
• Safety and Health
  o OSHA
  o MSHA
  o LogSafe
• Emergency Services
  o EMS, Fire, Law Enforcement
• Industrial Training Up-skilling
  o Trainee Programs
• Organization Development
• Employment Services
• Quality Process Improvement
  o Lean Six Sigma Green Belt
• Continuing Education
  o CDL - Truck Driving
  o NEC Update
  o CNA, Home Health Aid, Trained Medication Assistant, DementiaCare
  o Low Pressure Boiler
  o Motorcycle Safety
Strategic Partners

NHED + Minnesota State University Mankato + Iron Range Resources & Rehabilitation Board = Iron Range Engineering
Industry Sponsored Projects

- Design Wise Medical OPOD (Overnight Pediatric Oxygen Delivery System)
- Essar Steel Minnesota
- Hibbing Taconite (Cleveland Cliffs)
- United Taconite (Cleveland Cliffs)
- Spring Creek Outfitters
- MN Power
- Terex
- TesGen
- Venari Trap Systems
- Recumbent Bike
- Wind Turbine
- Occupational Therapy
- FRED
Iron Range Engineering

• Economic “Gardening”
  ○ Creating the NEW Engineer
    ✷ 200 Students that would have gone elsewhere
    ✷ Project-Based Learning potentially could help drive economic development regionally.
    ✷ The ultimate education/industry partnership
    ✷ www.ire.mnscu.edu
QUESTIONS?

DR. TRENT JANZICH
EXECUTIVE DIRECTOR, ADVANCED MINNESOTA
NORTHEAST HIGHER EDUCATION DISTRICT

ROY SMITH
DIRECTOR OF TALENT DEVELOPMENT
IRON RANGE RESOURCES AND REHABILITATION BOARD
&
EXECUTIVE DIRECTOR, APPLIED LEARNING INSTITUTE
NORTHEAST HIGHER EDUCATION DISTRICT