

**WASHINGTON COUNTY
WORKFORCE DEVELOPMENT BOARD MEETING
CareerForce
Woodbury, MN
December 17, 2025**

Members Present

Laurie Levine	John Burcaw	Chris Eng
Erin Kampa	Lori Tapani	Nick Petrucelle
Holland Locke	Lydia Moua	Cindy Larson
Stan Karwoskis		

Washington County & CareerForce Staff Present

Ryan Selock	Tatum Heller	Lamia Samad
Deb Cunningham		

Guests

Sarah Shanley - NE Metro Perkins Consortium Leader
Cheryl Jogger - South Washington County Schools Community Engagement Coordinator, SoWashCo CARES Founder
Mark McIlmoyle – Director of Secondary Teaching & Learning, south Washington County Schools

1. Meeting Called to Order & Determination of Quorum – Laurie Levine, Chair

A quorum was determined.

- A Motion was made to approve the agenda, it was seconded, (vote taken) and the Motion was approved.
- A Motion was made to approve the September minutes, it was seconded, (vote taken) and the Motion was approved.
- Introductions

2. Strategic Planning Updates and Discussions – Ryan Selock

September's meeting consisted of candid discussion of the Board's strengths, weaknesses and opportunities of what we can do differently. Reimagining the Board led to the November "Kick Off" session focused on future direction, strategic planning, potential changes and where can this Board make an impact.

We'll gather more input by holding listening sessions with key stakeholders that may not be currently involved in the discussions. These smaller conversations will focus on local issues affecting the workforce development system. The first session with Chambers of Commerce will be scheduled for early January and additional sessions with business and education partners will follow using Doodle polls to coordinate scheduling. Are there other key stakeholder groups that we should have input from? It was suggested to include labor as they are part of the composition of the Board. We may have two more strategic planning sessions by March. We'll be working towards our values and visions. We'll start to refine those and make recommendations for where the Board wants to

head and the strategic goals we see for the next three to five years. The goal is to have our strategic plan finalized by August and have 4-5 goals to work on where the Board can make an impact. Do we want to do some internal project management with the County planning team, work on partnering with DEED or other stakeholder partners and do we want to bring back the Action Teams?

Time was spent during the November session talking about the future of the Board. Key terms and phrases came up describing how this Board works, how we want it to work and the impact we want to make on the community, employers and job seekers. All within aligning with WIOA and Wagner Peysner.

There were seven draft values and four vision statements that came out of the November session. Attendees were asked to vote on the five values and four vision statements they feel are key to the future of the Board. (*Draft document with voting results attached*) Key pieces will be pulled from the results to come up with a draft value and vision statement for the Board.

3. Announce 2025 Award Recipients

The three 2025 Excellence and Workforce Development awards were based on each of the Action Teams.

- Community Engagement Action Team – Dr. Cheryl Jogger, SoWashCo CARES
Board member Susie Evans shared the following words: On behalf of the Washington County Workforce Development Board, we proudly acknowledge Dr. Cheryl Jogger and the entire SoWashCo CARES Team Their volunteers, Board of Directors, and wide network of community partners work tirelessly to build a community that truly cares, meeting student needs, expanding access to opportunities, uplifting school staff, and creating events that bring people together to give and receive support. Founded by Dr. Jogger whose servant-leader heart shines through everything she does, CARES makes meaningful connections that strengthen families, support staff and enrich our community in lasting ways. We deeply appreciate all that Dr. Jogger and SoWashCo CARES contribute to Washington County.
- Education Engagement Team – Bob Manning from Stillwater Area School District 834
Sarah Shanley accepted on behalf of Bob Manning. Bob was a big part of the summer externship team. He works with all the companies in the Stillwater area and has helped to get over 60 teachers to participate in summer externships. Bob and Mike Miron from Forest Lake are the two biggest drivers of this. Sarah Shanley and Chris Eng help with funding because we all know it's important to get educators into businesses.
- Business Engagement Action Team – Julie Strommen, formerly with Andersen Corporation

4. Training and Metro Area Updates

Metro regions do a lot of trainings together and there would be value in offering these as an option to Board members to attend if interested. Ryan and Cory went to the AI training in December that Anoka County facilitated. Dr. Wang from Vanderbilt University presented on preparing for an AI workforce.

Hennepin County hosted employment counselor training for all metro county employment counselors. Ryan and Lamia attended along with 12 Washington County staff.

In March we will be hosting March an Employer training in partnership with Goodwill Easter Seals at the Woodbury Service Center. It's a free event for employers and will focus on the hiring process and writing job descriptions. More details will be shared as it gets closer.

5. Round Robin Updates and Big Wins of 2025

Ryan Selock – Appreciates everyone’s expertise, dedication and commitment to this Board during this transition and the reimagining of the Board and is looking forward to our work in 2026.

Cindy Larson – Wagner Peysner workforce funding focused on people who have received unemployment benefits or veterans benefits and universal job seekers. There are three CareerForce locations in Washington County. I have one staff at the Woodbury Service Center. Our task is to connect with every person who is unemployed. Last quarter we connected with 286 residents receiving unemployment benefits and shared with them resources for job search and training on resume writing and interview tips. Cindy Hinderks facilitates training particularly to job seekers. She had 219 attending trainings last quarter. In the Woodbury Career Lab, we’re able to track those that have logged in to MnWorks.net to see how they’re doing with their job search and the services we provide. There were 434 people that logged in a three-month period. Employers posted 3,246 jobs in Washington County, and 500 resumes were posted in MnWorks.net.

Lydia Moua – The partnership with Susie Evans team helped us build an education program for our employees helping them learn the English language. Our customer service team’s role with have some changes with AI technology coming in. It will be a learning curve.

Erin Kampa – We had a 20% workforce reduction with layoffs, voluntary layoffs and retirement. Through that we’ve bounced back and have taken the most applications in October in the last 5 years. Our counselors are getting things done without delaying people. We’re one of the highest offices in the state for employment. We had 126 successful closures.

John Burcaw – We’re the first apprenticeship school in the nation to have licensed behavioral health clinicians on campus to serve our students. We started because the number one cause of death in construction is by suicide. In the first three quarters of 2025, 283 students voluntarily saw a clinician. Clinicians contact absent students to check if they’re okay. Those calls have intercepted six suicidal thoughts of students this year. Those students are still with us.

Laurie Levine, Chris Eng, Sarah Shanley – We’ve made strides working with the schools and the partnership with Sarah Shanley and Chris Eng. We’ll be working with employers trying to get them into the schools to speak about businesses/careers. We want to bring all the schools in the County together to talk about best practices, how do we work together and learn from each other what’s working well.

Commissioner Karwoski – We recently opened the Emergency Housing facility. When the government shut down the County Board appropriated \$250,000 of SNAP funding.

6. Call and Vote for Adjournment

A Motion was made to adjourn the meeting, it was seconded, (vote taken) and the Motion was approved.

Workforce Development Board Draft Vision and Values

Overview

The Washington County Local Workforce Development Board has initiated a strategic planning process to inform future directions. During a recent strategic planning session, participants began to identify some key terms and phrases that resonate with the work of the Board; they also spent time thinking about what the work may look like in the future. Through this thought-elicitation, staff were able to draft core values and vision statements.

Draft Values - with voting results

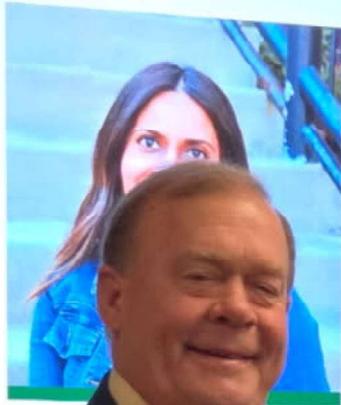
1. **Equity and Inclusion:** We center diversity, equity and inclusion in every decision, removing barriers so all people can thrive. 8
2. **Partnership:** We work collaboratively with employers, community organizations and other agencies to achieve our goals 16
3. **People at the Center:** We value expertise from residents, employers, job seekers and others to guide our work 9
4. **Accountability:** We own our outcomes, use data to inform our work and are transparent about our results 5
5. **Innovation:** We test new and forward-thinking approaches, adapt quickly and scale what works 8
6. **Simplicity and Access:** We make it easy to work with us; through referrals, projects and resource sharing, we support the development of Washington County's workforce. 7
7. **Future-Focused:** We anticipate change and use emerging trends to prepare job seekers and employers for what's next. 12

Draft Vision Statements

1. Our vision is a Washington County where every resident can build and advance in quality work and every employer can hire skilled talent they need through a comprehensive workforce system. 13
2. Our vision is a workforce system that closes employment gaps by dismantling barriers, investing in underrepresented populations, and partnering with employers to create a strong labor market. 5
3. Our vision is a demand driven talent system where employers co-lead strategies and job seekers build in-demand skills to fill critical jobs, remain competitive and maintain a strong and locally-focused labor market. 12
4. Our vision is a seamless experience for job seekers and employers, with integrated services and resources that make it easy to connect people to quality work and businesses to the talent they need. 18

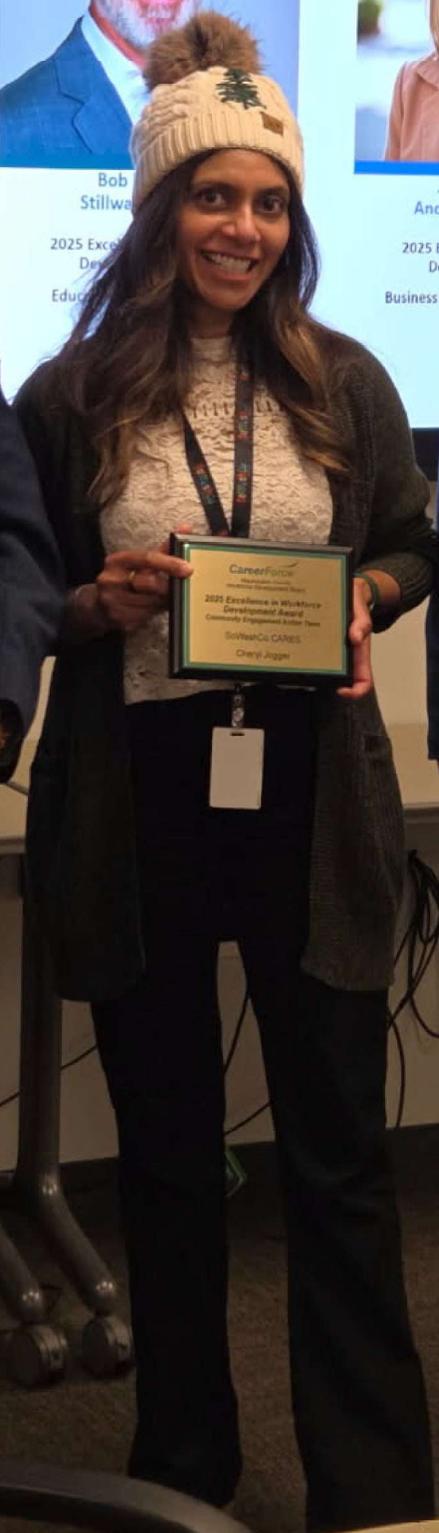
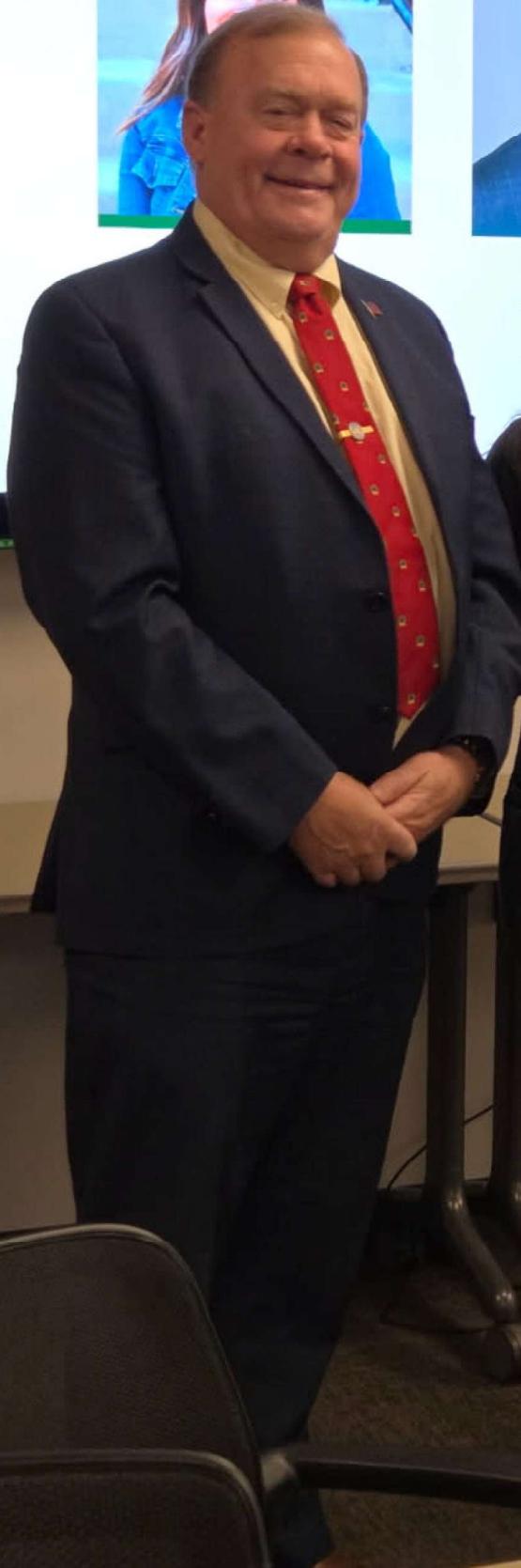
DRAFT as of December 2025

Congratulations to the 2025 Award Winners!



Bob
Stillwa
2025 Excell
Devel
Educ

Julie Strommen
Andersen Cor
2025 Excell
Devel
Business En



Congratulations to the 2025 Award Winners!



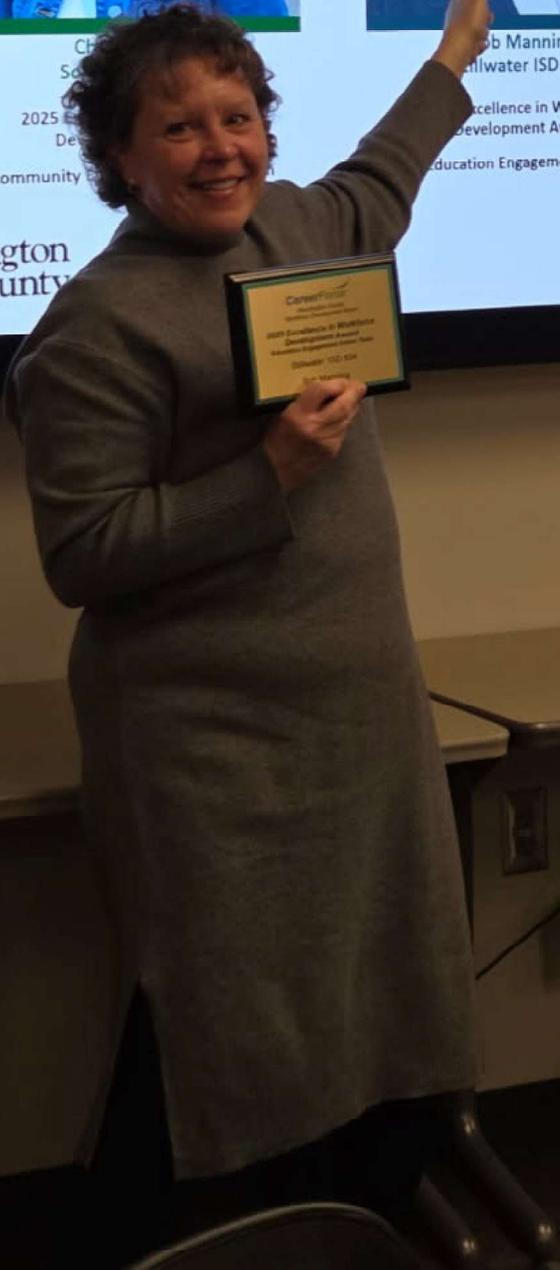
Christina
Sorensen
2025 Excellence in Workforce
Development Award
Community Engagement Team



Bob Manning
Millwater ISD 834
2025 Excellence in Workforce
Development Award
Education Engagement Team



Julie Strommen
Andersen Corporation
2025 Excellence in Workforce
Development Award
Business Engagement Action Team





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