

MN PIPELINE – Information Technology Industry Council

Monday August 18th, 2014 9:30am-12:30pm

Meeting Summary

Welcome – Jessica Looman, Assistant Commissioner, MN Dept. Labor and Industry

- Thank you for coming and participating in the Manufacturing Industry Council
- The Council is recognized as including Employers, Labor, Education and Government
- Industry Council is the experts and everyone's contributions are important to the success of this project.
- This project is about coming to agreement on occupational competencies, and linking them to 3 occupations.
- Competency standards should be accessible, understandable, and transferrable
- The PIPELINE Project should be flexible and broad enough to meet the Industry's needs as a whole

MN PIPELINE Project Vision and Overview – Senator Terri Bonoff and Dave Kornecki, MN Senate

- Serves as Chair of Higher Education and Workforce Development
- Representing students and their families
- Standing in Employer shoes
- 20 Campus Listening Tour around the State, heard student and family stories on what worked and what didn't.
- Students expressed desire to have jobs and fear they wouldn't have jobs
- Itasca Project acknowledged and the work that was done
- Economic snapshot: 4.5% unemployment vs, 11% youth and recent graduates unemployment rate
- Agriculture is very important to Minnesota's Economy: We want transferrable credits, and a wider degree of acceptance and agreement.
- We want investment from Industry, Labor, Education, and Government

Industry Speaker - Margaret Anderson Kelliher, CEO Minnesota High Tech Association

- The future lies in Information Technology
- We need people who have creativity, the ability to lead and innovate
- Businesses need someone who can speak to businesses in the technical sense
- Slide presentation IT Business Environment:
http://www.dli.mn.gov/PDF/pipeline/it_business_env.pdf

5 top jobs as of July 2014

1. Computer Systems Analyst
2. Software developers, and Applications
3. Computer Users Support
4. Web Developers
5. I.T. Project managers

Where are the locations in MN for these top jobs?

1. Minneapolis
2. St. Paul
3. Eagan
4. Eden Prairie
5. Bloomington

Question to the Council:

1. What jobs are most needed to be filled now?

Responses:

Positions needed in the Industry:

1. Systems Engineer – Mid-level position
2. Computer Science – Horrible shortage in coding
3. Business Analyst
4. Security Analyst
5. Project Manager
6. I.T. Support Analyst
7. Service Desk
8. Front Line Support
9. Deep technical specialties who can speak English
10. Those who have Business Acumen and who knows technology skills
11. Technical Analyst
12. Security and Information Security personnel
13. Mobile applications
14. Data analytics-Big data as a subset
15. Social Media
16. Network Engineers – backbone

Skills Needed:

- A person must be able to share ideas in a way others can understand
- They need to have organizational understanding. We need both sides of the coin.
- We need to have a cross-disciplinary approach
- We need to train and retain the people who have the communication, soft skills, and technical skills

Additional Comments offered by Council Members:

Dr. Ryan Brovold, Instructor at Hennepin Technical College:

- We need people who understand the workflow
- Know the process of implementing technology
- Know business applications

If you are a technology major:

- You have to know organizational theory and vice versa
- We need people to major and minor in these areas
- The layers of leadership is built on the fact that the mid-level positions move into the CIO positions

John Evanstad, Business Development Executive at Genesis 10 - We aren't solving the problem.

- "How do we use the people already in the pool?"
- For example, veterans with I.T. skills and those vetted through the University systems

Additional Comments:

- You don't need to stop at the 2 year degree – can have career laddering.
- A critical piece is on-the- job experience
- There are inherent issues with common credentialing for the I.T. industry
- Currently, there are over 280 core certifications in 15 categories
- Outsourcing is seen as the less risky and cost effective. It comes at a "price." Ex: Rework and quality and communication issues
- Many positions require a 2 year degree, but many companies are demanding 4 year degrees
- The most urgent need is usually not at the entry level
- The demand is to have people with the **technical skills** and **business skills**
- Technology is integral to industry growth
- The I.T. industry reinvents itself every 2 years