EXECUTIVE DIRECTOR
FOR WORKFORCE AND ECONOMIC DEVELOPMENT

System and Position Profile
MINNESOTA STATE INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF EXECUTIVE DIRECTOR FOR WORKFORCE AND ECONOMIC DEVELOPMENT

Minnesota State seeks a dynamic individual who can lead a new unit to advance and expand workforce development programs and opportunities at our colleges and universities to meet the increasing needs of the state. This position serves as the public face of Minnesota State within the state’s workforce and economic development ecosystem.

Minnesota State is the nation’s third largest system of colleges and universities, with 54 campuses in 47 communities across the state. Roughly 300,000 students are provided credit and non-credit education each year. Approximately 63 percent of all Minnesota residents pursuing an undergraduate credential do so at a Minnesota State college or university. The seven universities and 26 colleges offer over 4,000 academic programs and provide the bulk of the state’s health care workers, peace officers, teachers, welders, plumbers, etc., by awarding over 36,000 degrees, certificates, and diplomas each year. Fourteen thousand faculty and staff across the state account for over a third of all State of Minnesota employees, and actively partner with local business and industry to provide educational opportunities that fit the community, including almost 10,000 customized training, occupational, and professional classes.

The Executive Director reports directly to the chancellor and serves in the chancellor’s cabinet. This position is responsible for setting and executing the strategic direction for the unit, in collaboration with colleges and universities, to position Minnesota State as the partner of choice to meet Minnesota’s workforce needs.

The Executive Director is responsible for leading a team of 17 individuals with oversight of campus-based Centers of Excellence, Workforce Solutions regional network, and the statewide Career and Technical Education (Perkins) collaborative and manages a $28 million budget.

MINNESOTA STATE HAS AN ENDURING COMMITMENT TO ENHANCING MINNESOTA’S QUALITY OF LIFE BY DEVELOPING AND FOSTERING UNDERSTANDING AND APPRECIATION OF A FREE AND DIVERSE SOCIETY AND PROVIDING EQUAL OPPORTUNITY FOR ALL ITS STUDENTS AND EMPLOYEES. TO HELP EFFECTUATE THESE GOALS, MINNESOTA STATE IS COMMITTED TO A POLICY OF EQUAL OPPORTUNITY AND NONDISCRIMINATION IN EMPLOYMENT AND EDUCATION.
At Minnesota State, we provide the opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities through access to affordable higher education.

With 26 community and technical colleges and seven state universities on 54 campuses, Minnesota State is the workforce engine for Minnesota, serving nearly two-thirds of the entire state’s undergraduate student population.

We are committed to equitable outcomes for all our students, and in 2019 pledged to eliminate educational equity gaps at every Minnesota State college and university by the year 2030. Achieving this goal, called Equity 2030, is a moral imperative, and an economic imperative for our state. As our population continues to grow more diverse, it will ensure Minnesota has the workforce it needs for generations to come.

Minnesota State employs more than 14,400 people, most of whom are represented by one of several bargaining units and personnel plans. The bargaining units include:

- Inter Faculty Organization
- Minnesota State College Faculty
- Minnesota State University Association of Administrative and Service Faculty
- American Federation of State, County, and Municipal Employees
- Minnesota Association of Professional Employees
- Minnesota Government Engineers Council
- Middle Management Association
- Minnesota Nurses Association

Governance

The 15-member Board of Trustees of the Minnesota State Colleges and Universities is appointed by the Governor and has policy responsibility for system planning, academic programs, fiscal management, personnel, admissions requirements, tuition and fees, and rules and regulations. Learn more at MinnState.edu/board.

Chancellor

Under the direction of the Board of Trustees, the chancellor is the executive officer of Minnesota State and is responsible for providing educational leadership to the 33 colleges and universities of Minnesota State, ensuring effective and efficient management and operation so that Minnesota State can meet the current and long-term educational and workforce development needs of all Minnesotans. Learn more at MinnState.edu/system/chancellor.
In June 2019, we set a critical goal: By 2030, Minnesota State will eliminate the educational equity gaps at every Minnesota State college and university.

Equity 2030 serves as the organizing principle across all campuses – for all our work, our operational structures, policies and procedures, and for the inclusive, safe, and anti-racist organizational ethos we strive to reach.

Only by addressing systemic inequities in educational access and outcomes can we build a better future for students, families, and our communities. It is both a moral imperative and the path to economic prosperity.

The pandemic further magnified persistent racial disparities across the country and in Minnesota, and we have doubled down on our commitment, advancing Equity 2030 with a strong sense of urgency and united resolve.

Our approach to meeting this goal coordinates key initiatives across Minnesota State focused on the following six strategic dimensions:

» Enhanced Access
» Student Academic Success
» Student Success: Engagement and Support
» Data-Guided Decision Making
» Financial Resources and Support
» Workforce Diversity

For more information about Equity 2030, visit MinnState.edu/Equity2030.
The Workforce and Economic Development unit works in partnership with industry, government and education partners to develop the diverse, multi-talented, learning-agile workforce needed to grow Minnesota’s economy now and in the future. Learn more at: MinnState.edu/system/asa/workforce

**Strategic Partnerships**

The Strategic Partnerships department supports and advocates for the success of adults and other underrepresented learners. With a focus on college access, we work to lower boundaries between agencies, programs, and funding streams to maximize the resources available to students and support community-based organizations and local and regional government units to serve learners. Students bring many assets to our system. And our staff is focused on creating a student-centered culture that recognizes those assets.

**Career and Technical Education**

Minnesota State plays a critical role in elevating career and technical education in Minnesota by increasing learner access to high-quality career and technical programs. This is accomplished through the Perkins V Legislation by providing dedicated resources to implement programs and support the range of educational needs of students from career exploration through college and workforce preparation.

The staff in the Career and Technical Education unit provide statewide leadership and support to Minnesota State community and technical colleges and secondary school districts through a consortium partnership model. They support the mission of Minnesota State through the implementation of the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) to advance career and technical education for all learners.

**Workforce Solutions**

Workforce training solutions for employers are available on all 33 Minnesota State college and university campuses. Individuals can enroll in continuing education through open enrollment, or employers may contract for customized training, among other specialized services. Organized into eight regional enterprises, Minnesota State provides training to over 2,700 businesses and 130,000 individuals every year.
**Minneapolis State Centers of Excellence**

Minnesota State hosts eight Centers of Excellence—each serving a major industry that faces serious workforce challenges. The centers collaborate with industry and educators to attract and prepare students for success in high-demand careers.

Strategically located throughout the state, the Minnesota State Centers of Excellence drive workforce innovation through education and industry collaboration—and provide thought leadership on workforce development in their respective industries.

- Northern Agricultural Center of Excellence
- Southern Agricultural Center of Excellence
- Energy Center of Excellence
- Engineering Center of Excellence
- HealthForce Center of Excellence
- IT Center of Excellence
- Advanced Manufacturing Center of Excellence
- Transportation Center of Excellence

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The **Credit for Prior Learning Assessment Network (C-PLAN)** is a Minnesota State collaborative that supports 26 colleges and 7 universities in credit for prior learning (CPL) implementation. C-PLAN’s campus partners contribute to the successful implementation of credit for prior learning at Minnesota State by developing and sharing best practices. Through an advisory council and workgroups in subjects such as policy, procedure, coding, and transcription, C-PLAN and contributing campuses develop and share models and guidelines for CPL assessments, student advising and navigation, data analysis, and other areas.

**RealTime Talent** is an employer-led public-private collaborative focused on aligning Minnesota’s workforce. New economic and workforce challenges mean that it is more important now than ever before to work together. Minnesota State partners with RealTime Talent to engage over 900 stakeholders from government, private industry, foundations, higher education, and non-profits to support economic growth and prosperity.
Core Duties and Responsibilities

» Set strategic direction for the unit, as well as for related campus-based entities including the Centers of Excellence and the Comprehensive Workforce Solutions network – establishing a 5-10 year vision and accompanying plan for positioning the system as the partner of choice to meet Minnesota’s workforce needs

» In collaboration with campus and system-level academic affairs, advise and support colleges and universities in anticipating and proactively responding to local, regional, and statewide workforce and economic development needs

» Provide strategic advice and support to the Chancellor and campus presidents relative to the system’s role in workforce and economic development

» Establish relationships and generate leads for revenue generating activities that can be passed on to colleges and universities

» Monitor, develop, and inform statewide and federal policies which will enable colleges and universities to support Minnesota State’s efforts to provide access and opportunity to grow the state’s workforce.

» Represent the system on key external boards, including the Governor’s Workforce Development Board, the Minnesota Job Skills Partnership Board, and the RealTime Talent Board

» Serve as the system liaison to trade associations, business organizations, and key state agencies including the Department of Employment and Economic Development, the Department of Labor and Industry, the Minnesota Chamber of Commerce, the Minnesota Business Partnership, GreaterMSP, and others

» Oversee the Career and Technical Education unit which is responsible for statewide direction, collaboration and coordination with the Minnesota Department of Education and statewide consortia partners in the delivery of the Carl D. Perkins federal grant.

» Oversee the development and implementation of enterprise strategic and operational initiatives, providing vision, guidance, and coordination

» Oversee the development of the unit’s annual work plan and budget, in coordination with other units and divisions within the system office.
QUALIFICATIONS

Minimum Qualifications

» Education: Baccalaureate degree
» Demonstrated success in advancing equity and inclusion
» Minimum of 5 years progressive experience in either public or private higher education organization, with direct experience leading workforce and economic development efforts at the campus or system level
» Demonstrated ability to influence behavior and change among campus presidents and senior leaders, without direct positional authority
» Experience of successfully building coalitions and collaborating with trade associations, businesses, chambers of commerce, and state agencies
» Experience formulating and successfully implementing projects with collaborative leadership and team strategies
» Experience in successfully developing and managing large budgets
» Demonstrated excellent verbal and written communication skills

Preferred Qualifications

» Master’s Degree preferred
» 5+ years of senior leadership experience in the area of workforce and economic development

NOMINATION & APPLICATION PROCESS

Kris Hnastchenko, president of Heinze & Associates Executive Search, is supporting Minnesota State in this search. Screening of applications will begin immediately and continue until the position is filled. The preferred date to receive application materials for maximum consideration is December 16, 2022. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Applications must include:

» Letter of interest stating how the candidate’s experiences and qualifications connect with the strategic priorities expressed in the position prospectus
» A resume
» Names, addresses telephone numbers, and email addresses of five references for future contact, including the candidate’s professional relationship with each reference listed. References will only be contacted with permission of the candidates

Confidential inquiries, nominations, and application materials should be directed to:
Kris Hnastchenko, President
Heinze & Associates Executive Search
kris.heinzeandassociates@gmail.com
763-242-9926

The target start date for the new Executive Director is February 2023.
This document is available in alternative formats to individuals with disabilities. To request an alternate format, contact Human Resources at 651-201-1664. Individuals with hearing or speech disabilities may contact us via their preferred Telecommunications Relay Service. Minnesota State is an affirmative action, equal opportunity employer and educator. Candidates with hearing or speech disabilities may contact us at 651-201-1664 via preferred Telecommunications Relay Service.