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Time	Description
8:00 am	**Welcome** **Jeff Tollefson · President & CEO, Minnesota Technology Association**
8:05 am	**Minnesota 2022 Update: The State of Tech Talent** Talent shortages and skill misalignments have only grown over the past two years, especially in Information Technology occupations and high-tech industries. As companies look to a way out of their talent crises, centering diversity, equity, and inclusion as we inspire, hire, and develop our local tech talent may be the only solution. **Erin Olson · Director, Strategic Research, RealTime Talent** **Katie McClelland · Director, Public Policy & Research, Minnesota Technology Association**
8:25 am	**Keynote: The Demographic Drought** *How a lack of people will change how we look at labor* The U.S. is suffering the beginning stages of a sansdemic: a lack of people to do all the work that needs to be done. Between 2011 and 2021, nearly every county in the U.S. saw declines in its working-age population. The 2020 census shows that 16 states saw net population decline over the past years—the worst numbers since the Great Depression. Employers and higher ed are already feeling the pain but the people shortage is only projected to get worse. So how did we get here? What are the economic ramifications? And is there anything we can do about it? As lead author of The Demographic Drought, Hetrick answers these questions by analyzing past, present, and future workforces. From baby boomers to millennials to the 2020 Baby Bust, we track the rise and fall of America's population and labor force participation rate. We also outline how employers and higher ed institutions can survive the sansdemic when it hits in force. **Ron Hetrick · Senior Labor Economist, Emsi Burning Glass**
9:15 am	**Tech Inclusion Alliance** The Tech Inclusion Alliance (TIA) is a new CIO-led consortium committed to working together to nurture and expand a diverse pool of local technology talent in the Twin Cities community. TIA's mission is to create a more cohesive and inclusive Minnesotan technology ecosystem. Caroline Karanja will provide an overview of this new initiative at MnTech, followed by an insightful discussion with two of its CIO members. **Caroline Karanja · Director, Tech Inclusion Alliance, Minnesota Technology Association** **Tarek Tomes · Commissioner of Minnesota IT Services and CIO, State of Minnesota** **Jamie Thingelstad · SVP & Chief Technology Officer, SPS Commerce**
9:40 am	**Tech Training Partner Showcase** Don't miss this high-octane session! Learn more and tap into the talent pipeline these solution providers are creating. • **createMPLS** • **Genesis10** • **Daugherty Business Solutions** • **MN State IT Center of Excellence** • **Genesys Works** • **IT Career Lab, National Able Network** • **Rêve Academy** • **Summit Academy** • **CompTIA Tech Career Academy** • **Turnberry Solutions** • **Dream Corps TECH** • **York Solutions**
9:55 am	**Break (5 minutes)**

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10:00 am	**Attend a series of 40-minute breakout sessions. Choose from three tracks in each time period:**
	• **INSPIRE** –Learn why it is important to inspire more Minnesota youth to pursue STEM careers, the challenges faced by those addressing this issue, and how our business community can help.
	• **HIRE** –Hear new approaches to sourcing, hiring, and on-boarding talent at a time of remote work and changing organizational priorities.
	• **DEVELOP & RETAIN** – Explore how leading companies are developing and optimizing their talent and creating inclusive cultures where people want to work and choose to stay.

10:00 am	**40-minute Breakouts - Round #1 of 3**
	INSPIRE • CS Education: How Do We Get Out of Last Place?
	Minnesota is currently in last place related to access to computer science education at the high school level - join us to learn about the current state of CS education in MN, what other states are doing, and what steps we can take to get out of last place.
	Katie McClelland • **Director, Public Policy & Research, Minnesota Technology Association**
	Amy Roberts • **Director of State Government Affairs, Code.org**
	Andrea Wilson Vazquez • **Director of Educator Training & School Partnerships, Code Savvy; CSforAll-MN Steering Committee Member**
	HIRE • Boomerang after the Great Resignation
	People are leaving their jobs in droves. But are they really leaving the workforce entirely or is this "the great reshuffle," especially in tech roles? As several major events changed our world in the last two years, people are thinking about work differently and making choices. This panel shares insights on what they see happening in the talent market and what we might expect in the future. Will there be a boomerang of talent coming back to the workforce?
	Heather Polivka • **CEO & Advisor, Awesome People Leaders**
	Paul DeBettignies • **Principal, Minnesota Headhunter, LLC**
	Facilitator: **Hillary Spreizer •** **President, The Latitude Group**
	DEVELOP & RETAIN • 7 Tips for Engaging Virtual Upskilling
	When the pandemic forced C.H. Robinson's 3-month onboarding program virtual, it had to pivot its entire teaching strategy. Now that the company established the ability to work in a hybrid environment, it will never go back. It made dozens of mistakes, but these became new techniques to avoid "zoom fatigue" and keep participants as engaged as they were in-person.
	Luke Schlangen • **Lead Software Engineer and Instructor, C.H. Robinson**

10:45 am	**40-minute Breakouts - Round #2 of 3**
	INSPIRE • Build to Last: Reflections from Diverse, Emerging Talent
	Early career technology professionals reflect on what sparked their interest in tech, challenges on their journey to a tech career, and advice for local companies looking to hire their peers. Learn what inspired each of the panelists to get into tech and stay with it. Better understand future talent and what your company can do to retain them.
	Bai Chang • **Sr Service Now Business Analyst, ICF**
	Davon Goodwin • **Software Engineer, Target Corporation**
	Jennifer Lee • **Reporting & Analytics Intern, Kindeva Drug Delivery**
	Facilitator: **Joel Crandall •** **Vice President of Programs, Genesys Works**
	HIRE • What Really Matters to Candidates
	Candidates are more in control than ever before as demand has outpaced capacity of top talent. What attracts candidates to apply for your role? What sets your opportunity apart from others and convinces candidates to accept your offer? Is it compensation? Work/life balance? Alignment with their personal values? This panel discussion will bring a variety of perspectives to help answer what really matters to candidates.
	Barb Johnson • **Director of Product Management, Thrivent**
	Renee Saint-Louis • **VP of IT, Capstone Publishing**
	Rayna Taylor • **Tech Transformation Specialist, Best Buy**
	Facilitator: **Katherine Garvey •** **Director, Software Engineering, Medtronic**
	DEVELOP & RETAIN • Mastering Talent Engagement: A Leaders Guide
	At a time of high turnover and increasingly scarce talent, employee engagement and retention are critical. In this session, Digineer will share how it connects employees to its culture, the impact employee work has on its clients, and the resulting sense of personal and professional purpose gained by employees. Employee engagement and retention begins with assessments during the interview process, expectation-setting during on-boarding, then ongoing "stay interviews" to support professional development goals, including opportunities to work on impactful client solutions.
	Lucinda DuToit • **VP Human Resources, Digineer**

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Time	Description
11:30 am	**Attend a series of 40-minute breakout sessions. Choose from three tracks in each time period:** • **INSPIRE** –Learn why it is important to inspire more Minnesota youth to pursue STEM careers, the challenges faced by those addressing this issue, and how our business community can help. • **HIRE** –Hear new approaches to sourcing, hiring, and on-boarding talent at a time of remote work and changing organizational priorities. • **DEVELOP & RETAIN** – Explore how leading companies are developing and optimizing their talent and creating inclusive cultures where people want to work and choose to stay.
11:30 am	**40-minute Breakouts - Round #3 of 3** **INSPIRE • Mapping Minnesota's Emerging Tech Talent Programs** Looking for a single spot to find all of the programs in Minnesota working to build our future tech talent workforce? From that initial spark of interest in elementary school to preparing for that first job in tech, come hear about the tech talent programs in our state. Jenna Gilbert • **Lead Program Manager, Tech Talent, Target Corporation** Lisa Schlosser • **Technology Community Advocate** **HIRE • Tech Apprenticeships - How Other States Are Creating Tech Talent Pipelines** Apprenticeships have long been used to build skills and experience in other disciplines. Other states are already taking advantage of this as a way to expand their tech workforce. This brings an opportunity to leverage a proven approach to build a more diverse tech talent pipeline in Minnesota. This session provides a view of what's happening across the country and shares more on how it works, with a deeper dive into one program that started in Washington and is now in several states including Wisconsin. Katie McClelland • **Director, Public Policy & Research, Minnesota Technology Association** Jennifer Carlson • **Co-Founder and Executive Director, Apprenti** **DEVELOP & RETAIN • Multi-Generational Hybrid Teams** Over the past two years, dramatic movement of teams to remote and hybrid work environments has changed the standard operations of how teams engage with one another, exposing new opportunities and challenges in engaging multi-generational teams. As employers embrace hybrid working in the emerging post-pandemic world, companies must acknowledge and manage the nuances of the needs and desires of talent across all generations and life stages—although studies have also shown that generations may have more in common than one might think. Heidi Anderson • **Marketing Content Transformation Manager, Shutterfly, Inc.** Sai Suchir Tyada • **Junior Software Developer Intern, Best Buy Health** Jon Rouse • **IT Operations Manager, End User Services, Xcel Energy** Ashley House-Mischke • **Manager, Enterprise Services, Icario** **Facilitator:** Mary Kay Delvo • **Strategist	Certified Coach	Certified Facilitator, INspiring SIGHT**
12:15 pm	**Forum Concludes**