

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Trent Clark
Chair

B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Workforce Development Policy Committee Meeting Minutes

Date: Tuesday, March 19, 2019
Time: 10:00 am – 11:00 am (Mountain Time)
Location: Teleconference
Call In: 1-720-279-0026
Guest Passcode: 470642

Meeting Conducted By: B.J. Swanson, Committee Chairman

Committee Members: BJ Swanson, Kelly Kolb, Jason Hudson, Marie Price, Jake Reynolds, ~~Christi Reed~~, Todd Schwarz, John Smith, ~~Scott Syme~~, ~~Lori Wolff~~

Staff: Wendi Secrist, Paige Nielebeck, Matthew Thomsen, Caty Solace

Call to Order at 10:08 AM

Roll Call – Quorum Met

Review Agenda

Ms. Swanson briefly went over the agenda. No additions to the agenda.

Approve February 19, 2019 Meeting Minutes

Motion by Ms. Price to approve the February 19, 2019 minutes as written. Second by Mr. Schwarz.

Motion carried.

Review Feedback from Public Comments on Eligible Training Provider Policy

We provided an opportunity for the public to comment on the proposed ETP Appendix A policy update. Ms. Secrist shared a list of questions received with her notes signaling how they would be answered based on the final draft. Please see attached document.

Question 4: Can there be exceptions?

- There is a process to “petition” or add specific programs to the list that is integrated into the existing policy. We could also consider adding approved statewide “career pathway” programs that we already know about.
 - The committee would like to move forward with including CNA programs and the related training for the Electrical, Plumbing and HVAC programs as being approved statewide, regardless of where they are on the regional lists, and use the existing appeal process for future requests.

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How did we arrive at the top 150 “hot jobs” as the start point?

- It was a starting point that seemed to make sense – where the number of regional job openings are reasonable. If we need to adapt and change that number, we can do so. The policy requires us to review Attachment A annually.

Shouldn't the minimum wage requirement be \$12 per hour? And how does that impact CNA programs?

- WDTF Grants have a minimum threshold of \$12 an hour. The Eligible Training Provider Policy is a separate process. Recognizing that ETP's are used to gain access to “career pathway” types of occupations, this policy has historically required that the occupation pay greater than \$10 an hour. That is an element that we can change in the future if needed.

Motion by Mr. Schwarz to make the addition of the language proposed for statewide approved career pathway programs to Appendix A. Second by Mr. Smith. Motion carried.

Review Final Draft WDTF Policy Proposal for Council

In October 2018, the Council rejected a few components of the Committee's policy update to employer grants asking the Committee to revisit them. Based on the committee's work over the past few months, Ms. Secrist went over the final draft changes to the language in the WDTF Policy. Please see attached document.

Employer Grants Section

“The fund is designed to support an employer's diversification of its products/services and the production of new goods or services which will improve the employer's competitive position within the industry.”

- There is a level of discomfort with the word diversification. The committee requested that diversification be changed to innovation.
- We need to think about how manufacturing is changing, the medical field is changing, etc. Is the policy going to pertain to improving skills through upgraded and improved training?
- Would it resolve any of these concerns if it were phrased “and/or the production of new goods or services...”?
- The committee agreed on “The fund is designed to support an employer's innovation of its processes, products and services; and/or the development of new goods or services which will improve the employer's competitive position within the industry.”

Employer Grant Wage Increase

Training must lead to a significant wage increase (i.e. beyond typical cost of living/annual increases) for existing workers based on the skill set attained during training. This criteria does not apply to new jobs.”

- The wage increase does not apply to new hires because a lot of employers are hiring them at a higher wage based on low unemployment rates. They then need the training to meet the skill level of that wage rate.

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- The Committee is comfortable with this change to this language.

Reimbursable Expenditures

“The training project needs to be out-of-the-ordinary training and beyond what is needed in the normal course of business. Examples include:

- Training for a new piece of equipment or service offered by the company.
- New industry certifications (cannot include continuing education to maintain an existing certification.)
- Opportunity for trainees to move into a new position that require different or additional skills than used in the current position.”

How does this apply to companies bringing in new employees? That may be their normal operation.

- If they are a new company to Idaho they will be bringing in new equipment and jobs so that is beyond the normal operations.

The committee is comfortable with this language.

Motion by Ms. Price to recommend the revised WDTF Policy Proposal to the full Council for approval. Second by Mr. Schwarz. Motion carried.

Review Final Draft Employer Grant Quantitative Scoring Matrix Proposal to Council

Ms. Secrist reviewed the changes that were made to the Employer Grant Quantitative Scoring Matrix. Please see attached document.

The wages have been tied to County Average Wage, the wages and training are now disconnected and the UI Tax Rating has been removed as a criteria. We need to build out the lower end of the funding model so that it does not provide any “discretion” on the part of the grant review committee. We also need to decide what we want the maximum amount per job to be.

- This seems like a well-balanced model. It is definitely an improvement and seems to be working according to the examples reviewed by the Committee. We can track the new model for a year and to see if it has unintended consequences. The policy states that we will update the model annually.

The Committee would like to have the maximum funding per job set to \$4,000. If we get too many applications and we need to make the money go further, we can discuss bringing down the max to \$3,000.

Motion by Mr. Kolb to recommend the revised Employer Grant Quantitative Scoring Matrix Proposal to the Full Council for approval. Second by Mr. Hudson. Motion carried.

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April Council Meeting Preparation

For the April Council meeting we will be doing strategic planning. A survey was sent out to the Committee and Ms. Secrist requests that if members have not filled it out, to please to do so.

Integrated into the agenda we will have all three of the above recommendations. What is the preference on presenting these items to the Council?

- The committee would like Ms. Swanson to make a motion recommending the policies and then defer to Ms. Secrist for an explanation for all three proposals.

Motion by Mr. Schwarz to adjourn.

Meeting Adjourned at 10:55 AM