Date: Thursday, December 16, 2021  
Time: 9:00 a.m. – 1:30 p.m. Mountain  
Location: Zoom  
https://us06web.zoom.us/j/83972264398?pwd=bVI2Qk0rYkJi5Ec0QTBMWXp3U0Jndz09  
Meeting ID: 839 7226 4398  
Passcode: 640518  
+1 253 215 8782

WORKFORCE DEVELOPMENT COUNCIL AGENDA

*Action Required

9:00 – 9:15 am Welcome  
Deni Hoehne, Chair

- Roll Call
- *Review/Approve Agenda
- *Approve Minutes from October 13, 2021 Meeting

9:15 – 9:30 am Idaho Job Corps Update  
Dr. Tina Polishchuk, Idaho Department of Labor

9:30 – 10:00 am *WIOA Out-of-School Youth Special Project Request  
Brandy Witt, Supervisor, Idaho Department of Labor

10:00 – 10:30 am Breakout Groups – Getting to Know the Workforce System Partners  
Facilitated by:
- Jani Revier, Idaho Department of Labor
- Tom Kealey, Idaho Commerce
- Jane Donnellan, Vocational Rehabilitation
- Linda Clark, State Board of Education
- Marilyn Whitney, State Department of Ed
- Idaho Career Technical Ed
- Joe Maloney, AFL-CIO

10:30 – 11:00 am Committee Updates/Recommendations  
Policy Committee:
- *Workforce Development Training Fund – Employer Grant Policy  
- Update - WDC Statute Change Request  
Deni Hoehne

- Wendi Secrist
11:00 – 11:15 am  Workforce Development Training Fund Projections  *Idaho Launch Allocation  Wendi Secrist

11:15 – 11:30 am  Break

11:30 – 12:15 pm  Outreach Project Updates  Caty Solace
- Idaho Technology Council – Next Steps Connections
- Idaho Public Television – Career Exploration Videos
- State Department of Education – Career Advisor Professional Development

12:30 – 1:15 pm  Executive Director’s Report  Wendi Secrist
- Budget Update
- *Good Jobs Challenge
Chair’s Report  Deni Hoehne

1:15 – 1:30 pm  Closing  Deni Hoehne

Reasonable Accommodations for Persons with Disabilities:  Please send requests three days prior to the meeting to Paige Nielebeck, Idaho Workforce Development Council, 208-488-7560, or paige.nielebeck@wdc.idaho.gov.
October 13, 2021
Meeting Minutes
WORKFORCE DEVELOPMENT COUNCIL
317 West Main Street, Boise, Idaho 83735-0510

Meeting Minutes

Date: Wednesday, October 13, 2021
Time: 9:00 a.m. – 2:15 p.m. (Mountain Time)
Location: Zoom

Council Member Attendees: Deni Hoehne, Anna Almerico, Lori Barber, Russell Barron, Donna Butler, Linda Clark, Brian Cox, Ben Davidson, Jane Donnellan, Oscar Evans, Audrey Fletcher, Jeff Greene, Dave Hannah, Kelly Kolb, Kate Lenz, Liza Leonard, Clay Long, Joe Maloney, Hope Morrow, James Pegram, Jani Revier, Jake Reynolds (proxy for Tom Kealey), Tom Schultz, James Smith, Scott Syme, Matt Van Vleet, John Young

Staff: Wendi Secrist, Paige Nielebeck, Caty Solace, Jeffrey Bacon, Amanda Ames, Matthew Thomsen, Stacy James

Guests: Kristyn Carr, Matt Sneed, Jennifer Palagi, Amelia Valasek, Christi Gilchrist, Christina Feliciano, Tonya Erhardt, Erin Gorringe, Jason Hudson, Maureen O’Toole, Sarah Nash, Tim Blonsky, Gary Salazar, Kaitlin Maguire, Heather Luchte, Taylor Stump, John Russ, Leslie Losh, Eric Anderson, Curtis Richins, John Mangiantini, Jeffrey Sneddon

*Workforce Development Council is hereafter referred to as WDC.

Call to order at 9:00 a.m.

Roll Call/Introductions – Quorum Met

*Review/Approve Agenda
Unanimous consent request by Ms. Revier to approve the October 13, 2021 Council Meeting Agenda as presented. There are no objections.

*Approve Minutes from July 14, 2021 Meeting
Unanimous consent request by Mr. Long to approve the July 14, 2021 Meeting Minutes as written. There are no objections.
Executive Director & Chair Reports

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Committee Reports

Ms. Secrist referenced the Committee Reports. Please see attached council packet.
Public Sector Apprenticeship Cohort
Idaho was invited to participate in a public sector apprenticeship cohort, facilitated by the Council of State Governments. There are representatives in the cohort from Idaho Division of Human Resources, Sherry Maupin (representing Valley County and the WDC), City of Idaho Falls, Idaho Commerce, Idaho Department of Labor, the WDC, and the Nampa School District. All the partners are working to look at how Idaho can increase usage of the apprenticeship model within the public sector. The group is looking at barriers that would prevent government entities from using apprenticeships.

Transitioning Service Members
Senator Crapo worked to include in the National Defense Authorization Act language that allows the Department of Defense (DOD) to release information on service members that will transition back to a state to the indicated state. This allows the state to reach out to that individual to assist in the transition from military to civilian. Idaho is the pilot state in receiving the data from the DOD. There are about 150 individuals transitioning out of the military between now and summer 2022 who indicated they would like to return or move to Idaho. The data from the DOD does not provide what the individual did in the military but provides a phone number and an email. The WDC and Senator Crapo’s Office will work with the Veterans Chamber to reach out to the individual to find out how we can assist them integrate into Idaho’s workforce. Oscar Evans has been a big part of this project. Idaho is very lucky to be the pilot state for this project. Eventually the data will be able to be pulled at any time. Right now, MOUs are being developed for all states and it is unknown when we will receive the next dataset.

Ms. Secrist will request a presentation on SkillBridge for an upcoming meeting.

Equus Update – Adult & Dislocated Worker Program
At the last Council meeting, the WDC received a presentation from Equus. Equus is the new service provider for the WIOA Adult & Dislocated Worker programs. They went live on October 1. The transition has been smooth. It was a big lift for IDOL and Equus. Equus has learned how challenging the hiring environment is in Idaho. They were only about 50% staffed when they went live but are close to a full staff now. Equus has had a chance to meet with all the WIOA partners and get to know the staff members.

Youth Recapture Funds
Each year when a WIOA service provider closes their program year, the WDC reviews the funds they spent. If they are less than 80% of budget, the WDC can recapture the difference between actual spending and 80% as a local workforce board. This year, the WDC recaptured about $450,000 of the PY20 Youth grant. In PY19, the WDC recaptured about $750,000. The WDC is looking at ways to invest in the youth program to ensure the funds are being spent to serve the individuals they are designed for. Ms. Secrist is working with IDOL on a plan to utilize the funds and see a return on investment. The Executive Committee provided the WDC approval to spend about $24,000 of the funds on IDOL staff development. The youth career planners will come for a conference where they will learn best practices and spend a day planning for the summer work experience program. The IDOL staff will create a business plan that will be brought before the Council in December. The plan will include a request to use the rest of the recaptured funds for the summer work experience program.
In-Demand Occupation Tool
Ms. Secrist shared a demonstration of the new In-Demand Occupations Tool. This tool is still under development.

Discussion:
As the workforce continues to evolve, are there trend emerging in the data? How does the WDC want to handle the evolution of jobs requirements?
  • This will be something that will need to be integrated into a future version of the tool. The data in the tool is what the Bureau of Labor Statistics assigns to each occupation. The tool is also pulling data from real-time job openings. Eventually education requirements will need to be pulled from BurningGlass to see the data side-by-side. BurningGlass can get as granular as showing what skills are being requested in job postings and the trends with those skills. This is just scratching the surface of the full breadth of the data.
  • IDOL is working on how to display career pathways.
  • It is exciting to see the data coming together.

Age of Agility Debrief
It was nice to hear the Governor bring up the issue of how Idaho is going to address providing childcare while the parents are working. The first workshop with Tony Wagner and Tim Taylor was very thought provoking.

Discussion:
The morning session with Mr. Wagner and Mr. Taylor was great. Competencies, critical skills, and credentialing are the way of the future. The model of education is changing. To keep up with the jobs available, it is important to begin rethinking the way Idahoans are being trained. It is nice to see someone from that level of education promoting the changes needed in education. Traditional education is changing. Idaho needs to think about skills and competency-based learning.

It was interesting to hear Mr. Wagner and Mr. Taylor talk about workforce competencies related to behavior. They posed a question about what role we play in moving from the industrial model to the innovation model. The Council is encouraging this move and might have more opportunities to keep moving it forward. The Council should look at how this might be integrated into our strategy.

It is great to hear the acknowledgement of the work that the WDC is doing and where the WDC can shift things. The employer desire for professional skills was a big theme. As the WDC and other entities work on Idaho programs, it is important to ensure the skills are being intentionally imbedded into them on the technical side of things. The WDC needs to be intentional and completing work that meets employer needs.

COVID-19 has shown where there are gaps in the workforce.
On November 1, IPTV will be airing a short version of Age of Agility followed by a panel of Legislators talking about and reacting to the future of work and education. The full recording of Age of Agility is on the WDC’s Facebook page. IPTV will provide links to each Age of Agility presentation so they can be watched independently.

Broadcast version: Link to 30 minute Age of Agility
Legislative Panel: https://www.youtube.com/watch?v=T6jeXR2NjjA
Opening and Governor’s Keynote Address: https://youtu.be/Pod5WIOjCXg
Tony Wagner and Tim Taylor: https://youtu.be/D08yDfPwzvE
Building Our Own Workforce: https://youtu.be/a-73tQ_C3Vg
Work Based Learning with Marie Price, Crystal Zmak and Sean Kelly: https://youtu.be/lvgyyCCYmkk

Chair Report
Ms. Hoehne was able to attend a meeting hosted by the National Governor’s Association (NGA). The perspective she received was eye opening. Idaho has a big advantage with the structure of the WDC and the WDC staff.

NGA is helping drive Governor’s visions of what workforce development should be in each state. They are going to help create the policy and provide technical assistance to support initiatives and policies. NGA can provide ad hoc research and memos. If the WDC has any policy ideas, it is a good idea to reach out to NGA for support.

Not every state was represented at the meeting. About 25 of the states were represented. The overwhelming issues each state is facing is the lack of employees and employees not wanting to come back to work.

One of the workshops was about the private, public role of community colleges. Idaho has done a lot with cybersecurity. Intel and Maricopa County are the first entities to provide an Associate degree in artificial intelligence (AI). Intel has created a modular program and any entity can take the modules and utilize them. The key is finding a good instructor. AI degrees do not require a lot of prerequisites that an engineering program might require. This opens the door to many different types of students to qualify for these programs. AI is data management and data mining. Every employer is managing data constantly and having the ability to use AI is invaluable.

Amazon Web Services provided a presentation. Idaho will be the second state to have AWS training. Amazon does everything in one place and pays 100% of the tuition for the program at the community colleges. CWI has AWS courses starting November 9, 2021.

At the conference, there was a panel on childcare. Ms. Hoehne would like to share the information with the Governor’s Office.

Many of the other workforce boards Ms. Hoehne talked to are focused solely on WIOA. They are structured to administer WIOA, compliance, etc. These boards do not have a training fund that Idaho
funded separately to allow for grants. They do not have the same energy as Idaho. Their members are on the board for many years and have very routine committees (strategy, finance, etc.). Only a small portion of the board works on the strategies and the board is heavily lead by the agency. Idaho’s workforce board is built very differently and is very beneficial to Idaho. Idaho has a great council and engaged members. The other boards want to learn from Idaho on how our board functions and how to engage their board members. The other boards liked how interactive the WDC meetings are and how engaged our members are. Idaho is far ahead in how the workforce board is modeled for such a small state. Idaho also has a person representing individuals with disabilities on the council (many other states do not have a dedicated seat for this).

The WDC has done a lot but there is more that can be done for Idaho’s workforce. The WDC can make a big difference to Idaho’s workforce and employers.

A couple innovative ideas Ms. Hoehne gathered from the conference:
- Data trust – mechanism, legally binding process to allow data to be collected, analyzed, and reported between agencies.
- STEM Signing Day for High School graduates. Those who are going into a STEM degree would have a signing day (like individuals going on to college sports).

Break: 10:15 a.m. – 10:30 a.m.

Committee Updates/Action Items

*Recommendation on Strategies and Council Member Roles
Ms. Solace reviewed the updated strategies and council member roles. Please see attached packet.

Unanimous consent request by Dr. Clark to approve the Council Strategies as presented. There is no objection.

Unanimous consent request by Mr. Pegram to approve the Council Member roles as presented. There is no objection.

*Financial Assistance for Short-Term Workforce Training (Launch)
Ms. Solace reviewed updates to the Financial Assistance for Short-Term Workforce Training Policy. Please see attached packet.

Discussion:
Is the WDC considering requesting ARPA money to augment the program?
- Ms. Secrist is discussing this with the Governor’s Office. There are no details right now.

Unanimous consent request by Mr. Kolb to approve the Financial Assistance for Short-Term Workforce Training (Launch) Policy as presented. There is no objection.
**Additional Funding for Launch**

Ms. Solace provided an update on Idaho Launch. Please see attached packet.

There is no detailed data yet on the success of the individuals in the Launch program. Ms. Solace is working with IDOL to assess the progress of the program and the success of the participants and anticipates starting to report data in about 6 months. Idaho Launch is not yet a year out from when the first participants completed training.

Discussion:

How does the Council want to move forward with Idaho Launch?

- The anticipated need to fund Launch for the rest of the year is about $2 million. If the Council feels comfortable, the Council could approve an additional $500,000 to fund Launch between now and December.

Are there any other funds that could support Launch?

- Launch is designed so that other public workforce program funds are utilized first before Launch funds are committed. If the WDC is able to access ARPA funds, those could be utilized, but not until July 1, 2022. ARPA funds require Legislative approval.
- There is nothing for this current fiscal year available to augment the program other than an additional obligation from the WDTF.

$500,000 seems like a reasonable request. There are a few larger grant requests still under review at the Grant Review Committee, so it is important to ensure the WDTF is not over obligated.

**Unanimous consent request by Dr. Clark to accept the recommendation to add $500,000 from the WDTF to Idaho Launch for between now and December 31, 2021.**

As Idaho launch grows, if the WDC decides to limit the amount of funding for Launch, IDOL will need guidance on how to ration the funding, (e.g., by region, first come first served, etc.). If Idaho Launch keeps moving on this trajectory, the Council may need to discuss limiting the Idaho Launch funds.

- The Policy Committee is looking at the overall policy for the WDTF programs and how things can be prioritized so the WDC does not have a large fund balance. The Committee can look at the Launch policy and determine if shifts need to be made.

There is no objection.

**Youth Services Priorities Policy**

Ms. Donnellan reviewed the Youth Services Priorities Policy. Please see attached packet.

**Unanimous consent request by Ms. Donnellan to approve the WIOA Youth Services Priorities Policy as presented.** There is no objection.
Ms. Donnellan reviewed the WIOA Funding Distribution Policy. Please see attached packet.

Discussion:
Where do the funds go and who is spending them?
• For the youth programs, IDOL spend the funds. WIOA funds come in three distinct groups: Youth, Adult, and Dislocated Worker. IDOL deliver services for Youth. Equus is the new service provider for Adult and Dislocated Worker programs.

Unanimous consent request by Ms. Donnellan to approve the WIOA Funding Distribution Policy as presented. There is no objection.

Shoshone-Bannock Tribes Update
The Council members have been challenged multiple times to speak to organizations about the opportunities within workforce development. In February 2021, Ms. Fletcher met with the Shoshone-Bannock Tribal Council and talked to them about the WDC initiatives. Following that meeting, the Tribal Council wanted to learn more about the WDC. Ms. Secrist was able to travel to Fort Hall and present on the Council and some of the WDC’s programs. Ms. Fletcher then had the opportunity to meet with Dr. Larry Murillo and Jonathan Braack from the Shoshone-Bannock High School regarding workforce development assistance with apprenticeship programs. On April 22, 2021, the WDC hosted the Tribal Chair, Tribal Secretary, and their Executive Director, along with 8 of their department directors in Boise. Introductions were made to IDOL, Vocational Rehabilitation, CTE, Veterans Services, Idaho STEM Action Center, and the State Board of Education. Each agency was able to share about their programs and services. The Tribal members were also given a tour of the Dennis Technical Center. They were very impressed with the tour of the center and are now looking to establish a technical center in one of their schools.

There are few business opportunities in Fort Hall. There is potential for establishing businesses on the reservation following the establishment of the apprenticeship programs.

The Shoshone-Bannock High School is applying for STEM School recognition. Ms. Secrist and Ms. Fletcher met with the teachers and headmaster and heard their motivation behind creating a new curriculum and how they are making changes to present education and workforce in the school.

It has been great to see the enthusiasm of the Tribal Leaders. All Council members need to take up the challenge to reach out to other organizations to get them involved in the WDC initiatives. All it takes is one conversation.

Discussion:
Mr. Thomsen is working with the Nez Perce Tribe on a few projects. Ms. Secrist has had some collaboration with the Shoshone Paiute Tribe. The WDC staff has a good relationship with the Coeur d’Alene Tribe’s education department. Ms. Secrist and Mr. Long have an open-door policy with them.
Senator Crapo’s Office is going to help the WDC make a connection with the Kootenai Tribe. There is always more the WDC can do but we are making good momentum.

Thank you to Ms. Fletcher for all the work she is doing with the Shoshone-Bannock Tribes and for connecting them with workforce development.

**CTE & SkillStack**
Heather Luchte and Taylor Stump provided an overview of SkillStack. Please see attached presentation.

**Discussion:**
IDOL has employers who identify that they are in search of employees. How will this interface with IDOL?
- It is a tool that can be integrated into IDOL’s website. Until there were enough individuals in the system who earned badges, SkillStack was not marketed to employers. Now SkillStack is at the tipping point to begin marketing to employers.
- CTE will work with IDOL to ensure that SkillStack is being marketed to employers.

SkillStack looks great and the Council is excited to learn more about the system.

**Lunch: 12:00 p.m. – 12:45 p.m.**

**Workforce Planning Best Practices**
Ms. Morrow shared INL’s workforce projections and workforce planning best practices. Please see attached presentation.

**Discussion:**
Idaho may see the voluntary attrition increase due to vaccination requirements.

During Age of Agility, ICCU talked about why an individual should work at their institution. Is INL focused on employee experience?
- Because INL’s attrition rates are so low, more of their efforts are focused on moving people into the careers they want who may not have a direct line of sight from their degree path. INL has an internal employee network to help individuals move in any direction they might want to go.
- INL has good employee feedback. The goal is to create career space for their employees.

Does INL have external promotional materials about all the jobs available at INL?
- The goal is to create those materials. INL is working on taking this information and presenting it in a meaningful way to Idahoans. Ms. Morrow has done many presentations on this topic but is looking for other ways to share this information. INL is looking for guidance from the WDC on this.
- INL is working on an interactive webpage to house this information.
- This opens a broader discussion about how Idaho can do a better job in the K-12 system information students of all the jobs available to them.
• A resource needs to be created that give K-12 educators a consistent way to talk about opportunities available at Idaho employers.
  o There are many individuals out there talking about how to use Next Steps and what resources it houses. A Next Steps Advisory Committee has been put in place to ensure we have a feedback loop from employers. The goal is to ensure Next Steps is providing Idahoans with the resource they need.
  o October was declared by the Governor to be Next Steps month.

There is a challenge that students are earning dual credits in High School but are not taking them on to the next level of education. This needs to be a top priority for the WDC on helping students move on and taking their credits with them. Students need to learn the value of the credits they are earning.

• Why are students not taking credits with them?
  o It depends on where in Idaho they live. In the rural areas, some of it is due to family influence. There is concern that if the child goes away to school, they will not come back because there are not many jobs available in their community.
  o COVID has hurt Idaho in terms of impacting family decisions about post-secondary education.

In the 60% goal, it does not say that individual must have a 4-year degree. The message needs to be changed to reflect that it is any education past high school. It has gotten into the minds of Idahoans that an individual only counts towards the 60% goal if they earn a 4-year degree or higher.

Mastery-based education is what Idaho needs to move towards. Students need to demonstrate what they know, understand, and can do. They need to be able to do that on their own time. If High School is redefined, then that will lead directly to where Idaho needs to go.

• The mastery not only needs to be in K-12 school but also in post-secondary education. Industry will need to play a big part in this shift.

Workforce Development Training Fund Grants – Industry Sector Grant Updates
Mr. Thomsen provided an overview of industry sector grants. Please see attached slides.

University of Idaho Co-op Expansion
Mr. Mangiantini provided an update on the U of I Co-op Expansion. Please see attached presentation.

College of Eastern Idaho Cybersecurity and/or Welding
What is the problem CEI is solving with the grant project?
  • Both the academic side of CEI and the Workforce Training and Continuing Education division needed additional capacity to accommodate its cyber programs. This grant enabled CEI to gain access to additional computer labs and teaching space designed to support technical capabilities in cyber related programs.

How has the project solved the problem?
CEI used the Industry Sector grant to create a "Cyber Center" (approximately 8,000 sq. ft.), a dedicated cyber teaching facility to expand the educational opportunities in cybersecurity. The funds were used for the renovation and furnishing of the Cyber Center portion of the building, designed specifically to support multiple use cyber related programs. The new facility includes eight dedicated classrooms/labs and a data center.

The Cyber Center has enabled CEI to prepare credit students for testing, CEI also provides vouchers for testing for students to obtain certifications and not just stop at program completion.

The new Cyber Center allows CEI to expand cyber related programs including cybersecurity, networking, advanced computer training and K-12 STEM outreach. There are currently three dual-credit courses offered by CEI and local high schools. In addition to expanding cyber programs, it has facilitated partnerships with other organizations to offer higher level cyber training, such as Promineo Tech, and Cybint -- an internationally known Cyber education organization. The new Cyber Center allows local employers to rent the facility for training specific to their needs in one or more of the eight dedicated classrooms/labs.

Having this educational facility focused on cyber has enabled the credit side and non-credit side to work more closely together so students can move back and forth from credit courses and non-credit certifications as they move along their career pathway.

A dedicated Cybersecurity Center is a requirement for the NSA Center of Academic Excellence in Cybersecurity Defense obtained by CEI in September.

To date, CEI has had 296 outcomes in training completions (passing) and certificates (again not unique individuals). Of those outcomes that have been tracked, there have been 51 certifications.

CEI has been involved in hosting cybercore summer youth camps for several years as well as hosting the annual conference for BSides (the BSides conference is for sharing security knowledge to anyone wanting to receive it. It is meant to both educate and build relationships among everyone in all security fields). With the opening of the Cyber Center, it has enabled CEI to link these events into its cyber programs.

As a result of the new Cyber Center and partnering with the Idaho National Laboratory (INL), CEI placed and connected a supercomputer that was donated by INL in the building's data center. The network and physical infrastructure has allowed the supercomputer to be leverage for a processing and storage cluster for the SOC separate secured network. This also enabled a separate IRON link for the secure network.

Discussion:
Where are the graduates and certificate holders getting jobs?

One of the challenges CEI has is that it is not a requirement for students to report back to CEI on their employment. Mr. Sneddon will gather some information and get it back to the Council.

Chair's Closing Remarks
The WDC's next meeting is on December 16, and will be virtual.

Ms. Nielebeck will send out a survey to get feedback on this meeting.

A proud partner of the americanjobcenter network
Ms. Hoehne asked what the Council members will take away from this meeting?

- There is a lot of value on the updates of the WDTF programs. From an outreach point of view, it is great to see the impact the WDC is making.
- The support from the whole Council to go forward with Launch is a testimony to our commitment to all levels of workforce development.
- It was great to hear from Ms. Morrow on what INL’s needs are.
- There is still a lot of work to be done and challenges the WDC is facing.
- It was interesting to hear how the Idaho WDC compares to other workforce boards around the nation. It is nice to hear that Idaho is a good example.
- It will be exciting to see what the future of apprenticeships will look like.

Unanimous consent request by Mr. Kolb to adjourn. There is no objection.
Adjourned at 2:11 p.m.
WIOA Out-of-School Youth Special Project Request
WIOA SUMMER YOUTH PROJECT
PROGRAM OVERVIEW

• Develop work maturity skills
• Build skill sets
• Guide youth into career paths
YOUTH SERVED

• WIOA eligible 16-24 years of age
• Total Served: 135 -150
  • Out of school: 101 – 113 youth
  • In School: 34-38 youth
    • Not eligible for IDVR
• Target Population:
  • Rural areas 40%
### BUDGET

- Six-week work experience, $12/hour, average 30 hours/week
- Leveraging WIOA contract funds for staffing and support services

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TIMELINE

Jan.–Feb.
Recruit work sites and WIOA youth interns

Mar.–Apr.
Recruit youth

May–June
Enroll youth and provide orientation
*Includes work site supervisor training

June
Work experience begins

July–Aug.
Program celebration, awards

Aug.–Sep.
Employer follow-up and program evaluation
QUESTIONS
## PY20 Youth Recaptured Funds

<table>
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<tr>
<th>Description</th>
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<td>Previously Obligated for Professional Development</td>
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<td>Set-Aside for FY23 Youth Workforce Coordinator Salary</td>
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<td>Approximate Amount for Youth Work Experience Program</td>
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Breakout Session
Resources
These are legislative ideas provided by our agency partners. All items are contingent upon the Governor’s recommendation; however, the agency lead in the breakout room will be happy to discuss any of their respective proposals with you.

**Idaho Department of Labor**

**Unemployment Tax Freeze** – proposed legislation to freeze the UI tax for two years. This would allow businesses to save $64 million over two years.

**Legislation:** Currently under Idaho Employment Security Law, when someone quits a job, it must be for work-related reasons to be found eligible for unemployment insurance benefits. The proposed statute change for the 2022 legislative session allows unemployment insurance benefits to individuals who must leave their employment due to being a victim of domestic violence or due to their military spouse being transferred.

**Idaho Division of Career Technical Education:**

We have the following items which were submitted within our budget request:

- **Program Alignment** - Each program goes through a rigorous program prioritization/alignment and audit process to ensure alignment to employer needs (regionally and statewide). This funding would be a one-time influx to the ongoing appropriation for program alignment and standard setting.

- **New Secondary Program Funding Bucket** - Initial start-up for an account which would provide new secondary programs access to program added cost funds. Currently the process is a three-year turn-around between initial application and access to funding.

- **Building Idaho V2.0** - Provide additional funding for secondary and postsecondary program expansion and modernization. Including facility improvements to accommodate additional upgraded equipment.

- **Division Data Management Systems/Integration** – To develop, in collaboration with ISEE staff and system, a data management system which integrates ISEE and PS data, educator certification, funding models, program management database, program application process, assessment systems, SkillStack®, etc.

**Legislation supported by Idaho Division of Veterans Services:**

**Bill H330**

Bill H330 From last year: To provide honorably discharged United States Military veterans with in-state tuition at all public institutions of higher learning in the State of Idaho. This legislation is also intended to attract more Veterans to the State of Idaho for their educational needs. Any enrollment increase should not create capacity issues for our institutions of higher learning. Idaho Division of Veterans Services supports this bill.

**State Board of Education**

1. **Full-time/day Kindergarten Funding** (based on Task Force recommendation)
Statement of Purpose
Funding for public schools in Idaho is largely driven by the number of students in average daily attendance and the number of support units calculated by grade bands for those students. For kindergarten students the formula is such that a school would not receive more than the equivalent of a half days funding for the student, even if the student attended full time. The proposed legislation would adjust the calculations for support units so that students in kindergarten could be funded for a full day if they attended a full day and a half day if they only attended a half day, similar to how the other grade band support units are calculated.

Fiscal Impact
The fiscal impact would be dependent on the number of parents who chose to send their students to a full-time kindergarten program. If an estimated 80% of students attending kindergarten during the 2020-2021 school year attended full-time, the added support units, using FY21 support unit value estimates, would have a fiscal impact of approximately $42M.

2. Shift to FTE Enrollment to Calculate Support Units (based on Task Force recommendation)

Statement of Purpose
The current calculation for determining support units in public school funding is driven by the number of students based on a local education agencies’ students in average daily attendance. Average daily attendance is calculated based on the number of students reported in full or half-day attendance each day the school is in session. This legislation would change the support unit calculation to one based on FTE enrollment rather than one based on daily attendance. The current FTE enrollment calculation also requires students attend the course they are enrolled in; however, it is based on excluding students who have not attended for 11 or more days rather than only including students for each day they attend.

Fiscal Impact
$11M over what was originally appropriated for the fiscal year.

3. Rural Educator Incentive Program (based on Task Force recommendation)

Statement of Purpose
The purpose of this legislation would be to establish a rural educator incentive program for educators who work in high-need or rural school districts or charter schools. Unlike other programs that provide the same amount over a fixed number of years, this program would provide a gradually increased amount for each year the educator stays in the high-need school district or charter school. The funds could be used for education loan repayments
or reimbursement of other educations costs.

**Fiscal Impact**
The fiscal impact would be based on the annual appropriation for the program. As an example, if an eligible teacher received $1,500 for the first year, $2,500 for the second year, $3,500 for the third year and $4,500 for the fourth year, each educator that completed the program would receive $12,000 over four years toward loan repayments. Given the variable amounts each year during the first four years, the fiscal impact would increase and then level out in year five.

4. **Career Technical School Added Cost Funding Eligibility**

**Statement of Purpose**
Currently, Section 33-1002G, Idaho Code, only authorizes school districts and public charter schools to establish career technical schools that qualify for funding appropriated for the specific purpose of supporting the added cost of career technical schools. Additionally, Section 33-317, Idaho Code, allows two or more school districts to join together for education purposes to form a cooperative service agency to purchase materials and/or provide services for use individually or in combination. These cooperative service agencies are also authorized to construct and maintain facilities funded through the member districts, including the use of levy funds. Currently, a career technical education program operated out of one of these facilities must technically be the program of a single school district, with the other school districts sending students to the program for it to qualify for the career technical school added cost funding provided through Section 33-1002G, Idaho Code. The proposed amendment would allow for cooperative service agencies to “own” the program when certain conditions are met, such as, having a separate facility that is not part of any of the member school districts and employing the teaching and administrative staff managing the program. These career technical schools would also be responsible for reporting the course and student data currently reported by the sending school districts, be responsible for evaluating the staff under the same provisions as school district staff, and be responsible for reporting student outcomes.

**Fiscal Impact**
There would be no additional fiscal impact to the state general fund. Currently, career technical school added cost funding is based on an annual appropriation. That annual appropriation is then divided by the eligible career technical schools on a student enrollment basis pursuant to IDAPA 55.01.03.

5. **Charter School Authorization**

**Statement of Purpose**
The purpose of this legislation would be to make administrative amendments to Chapter 52, Title 33 regarding provisions around the authorization of charter schools and a charter
school Board of Directors responsibilities. The proposed amendments clarify the eligibility requirements for replication vs new petitions; provisions regarding expanding capacity when it requires additional facilities; coming into compliance with current state procurement provisions; and the definition of “operated by” as used in Section 33-5203, Idaho Code. Additional amendments would require training be provided to charter school Board of Directors regarding roles and responsibilities, and expanding revocation options for charter schools who fail to meet the pre-opening conditions of their authorization or violates state law and chooses not to correct the issue.

**Fiscal Impact**
These amendments would not result in any additional fiscal impact to the state. Currently funding is available on a reimbursement basis for Board training.

6. **Postsecondary Credit Scholarship**
   **Statement of Purpose**
The purpose of this legislation would be to amend Section 33-4605, Idaho Code, Postsecondary Credit Scholarship. Currently, this scholarship requires students to also earn an academic merit-based scholarship from business or industry to match the state award. Due to the challenge it often is for students to find merit based scholarships from business and industry, it has been very difficult for students to qualify for the full amount available and the scholarship has been under prescribed. The proposed amendment would remove the requirement that the matching scholarship be merit based.

   **Fiscal Impact**
   There would be no fiscal impact above the total award amount limit contained in Section 33-4605(8), Idaho Code. This scholarship program is statutorily limited to $2,000,000 dollars from the Advanced Opportunities line item funding.

7. **Armed Forces and Public Safety Officer Scholarship**
   **Statement of Purpose**
The purpose of this legislation is to make a technical correction updating the language in Section 33-4302(7), Idaho Code, regarding the determination of disability for members of the Armed Forces. Currently, the statute references the disability determinations made by the United States Social Security Administration. The proposed amendment would change this language to the disability determinations for this class of awardees to the entity used by the Office of Veterans Affairs.

   **Fiscal Impact**
   It is not expected this change will have a measureable fiscal impact. While the change to the process for receiving the disability determinations will be streamlined with the Office of Veterans Affairs, making it easier to receive documentation of an individual’s disability, it does not broaden the overall eligibility pool.

**State Department of Education:**
**Full-day Kindergarten**
The budget request includes $39 million for optional all-day kindergarten for at risk students. The amount was calculated based on a three-year average of Kindergarten fall IRI scores and economic status, with 66 percent of incoming students identified as at risk. The Superintendent’s request also includes $100,000 for a statewide kindergarten screener that all districts can use. For those districts that already have a screener, they can continue to use their choice of screener.

**Educator Compensation**
The budget request includes more than $49 million in additional funds to continue increasing pay for our educators. The COVID pandemic has made the teacher shortage even more urgent due to the fear and extra workload caused by the pandemic. It is essential to continue to improve teachers’ salaries to attract individuals to the profession and reward and retain experienced teachers.

**Classified and Administrator Salaries**
Superintendent Ybarra’s budget request includes approximately $10.3 million in new funding for a 6 percent increase in classified staff pay and $2.1 million and a 2 percent increase for administrators (combined total is $12.4 million). Teachers are essential, but so are the classified staff who keep our schools running and support students. There are shortages across the board in school staffing, and the gap between what the state provides to fund these positions and what districts and charter schools have to pay continues to grow.

**Literacy**
Next year’s budget request includes ongoing funding of $26 million to continue the state’s focus and support for K-3 literacy. The interruptions to in-person instruction and a decline in kindergarten enrollment increase the importance of literacy intervention programs and support for struggling readers. Districts and charter schools will likely need additional funds and resources for literacy intervention programs in grades K-3 in coming years.

**Advanced Opportunities**
The Fiscal Year 2023 budget request also includes $33 million in total to fund Advanced Opportunities. This is a $3.3 million increase to fund the expanded opportunities, including workforce training courses and apprenticeships.

**Civics Standards**
Superintendent Ybarra plans to bring forward a resolution to establish standalone civics standards for Idaho public schools. Civics education is essential to sustain our democracy and our
Constitution. Ensuring that students are informed, effective, and responsible citizens requires more focused and defined civics standards.
Workforce Development
Training Fund - Employer
Grant Policy
Employer Grants
Eligibility
Idaho employers who are increasing their current workforce and/or retraining existing workers with skills necessary for specific economic opportunities or industrial expansion initiatives. 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.

- Must be registered with the Secretary of State to do business in Idaho and be in "good standing".
- Entry level wage must be no lower than $12 per hour. Preference will be given for jobs that pay at or above the county average wage.
- 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.
- Employer must provide a health benefit plan. “Health benefit plan” means:
  - any hospital or medical policy or certificate,
  - any subscriber contract provided by a hospital or professional service corporation, or managed care organization subscriber contract.

Health benefit plan does not include:
- policies or certificates of insurance for specific disease,
- hospital confinement indemnity,
- accident-only, credit, dental, vision, Medicare supplement, long term care or disability income insurance,
- student health benefits only coverage issued as a supplemental to liability insurance,
- workers compensation or similar insurance,
- automobile medical payment insurance,
- or nonrenewable short-term coverage issues for a period of twelve (12) months or less.

Exclusions
Temporary and contract positions do not qualify for training reimbursement.
- Employer training costs incurred during a temp-to-hire process with a temporary employment agency will become eligible for reimbursement at such time as the employee is hired into a full-time permanent position with the employer paying at least $12 per hour with employer assisted medical benefits. Temporary employees hired only to meet seasonal demand do not qualify as temp-to-hire.

Fund Availability
A quantitative funding model is used for validating eligibility and to determine the maximum amount of funding for training per job for new and retained jobs based on several weighted factors. The policy committee will review the quantitative funding model annually. If the applicant has received a WDTF grant previously, past performance will be reviewed and taken into consideration for future awards. Grantees may have only one Workforce Development Training Fund Employer grant open at a time.
The maximum amount of funds available to an employer is $500,000 per grant and $750,000 over a 10-year period.

The grant review committee and policy committee may develop a rubric to evaluate qualitative aspects of the proposal and may set minimums threshold for funding.

The Workforce Development Council may approve an annual allocation of Workforce Development Training Funds to the program. Funds are distributed on a first come, first served basis.

Applications
Employer shall provide at a minimum:
- A description of the capital investments being made by the company and the need for training.
- A list of all positions and average wage.
- A training plan that includes the anticipated training vendor, training title, training description, skills attainment and cost.
- If the company provides internal training, the application must provide evidence of additional cost incurred, outside of regular business operations and budgets, and why the company needs workforce development training funds.

Reimbursable Expenditures
WDTF grants may reimburse the following eligible expenses for training that provides transferrable skills gains or leads towards promotional opportunities:
- Training costs associated with vendor provided training including instructor wages, reasonable travel costs and materials.
- If the company provides internal training, the training fund can be used for curriculum development, curriculum purchase, non-production training aids such as simulators, and/or training the trainer.

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.

Expenditures that are not reimbursable:
- Employee onboarding,
- Annual compliance trainings,
- Safety training,
- Enterprise resource planning system (ERP) training,
- Sales training,
- Leadership training, and
- Wages paid to individuals receiving training.
**Contractual Terms**

- Grant period is for two years.
- Only Idaho taxable full-time, non-seasonal employees are eligible for reimbursement.
- Grantees are required to submit quarterly reports as delineated in the written contract. The quarterly report will include provision of the entire 9-digit social security number of the trainees/participants.
- The executive director of the Idaho Workforce Development Council is authorized to impose a claw back provision when they determine it to be in the best interest of the fund.

**Performance Metrics**

The return on investment shall be measured by:

- Number of employees trained.
- Wage gains at one-year post training.
- Employee retention (at the employer who trained them and/or another Idaho employer).
- Capital investment in expansion/technology updates that precipitated the grant.
2022 WDC Statute Change
Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. That Section 72-1202, Idaho Code, be and the same is hereby amended to read as follows:

72-1202. YOUTH EMPLOYMENT AND JOB TRAINING PROGRAMS. (1) Subject to the availability of funds from public and private sources, the council shall develop and implement youth employment and job training programs to increase employment opportunities for Idaho's youth.

(2) The council shall establish eligibility criteria for participants. At a minimum, participants shall be lawful residents of the United States and the state of Idaho, and eligibility criteria shall not render employment and job training programs ineligible for federal funding.

(3) To the extent practicable, the council shall enlist state and federal agencies, local governments, nonprofit organizations, private businesses and any combination of such entities to act as sponsors for programs administered pursuant to this section. Selection of sponsors shall be based on criteria that include the availability of other resources on a matching basis, including contributions from private sources, other federal, state and local agencies, and moneys available through the federal workforce innovation and opportunity act, 29 U.S.C. 3101 et seq., as amended.

(4) Participants in youth employment and job training programs under this section shall not be employees of the state of Idaho entitled to personal benefits under the state personnel system, chapter 53, title 67, Idaho Code.
Idaho WDTF Forecast & Launch Allocation
Idaho Launch is the pathway for all Idahoans seeking to work in Idaho to receive tuition support through the Workforce Development Training Fund (WDTF) for short-term training that will allow them to attain in-demand, employer requested, skillsets.

The program’s start was bolstered through $1,000,000 in CARES Act dollars that allowed Idaho Workforce Development Council (WDC) to:

- Complete a large-scale survey of employers to ascertain the skillsets they are, and plan to, hire for in the coming years (845 respondents).
- Pay for 100% of training for those whose employment was affected by COVID-19 through the end of May 2021.
- Run a comprehensive outreach campaign to create awareness for the program.

WDC simultaneously, and also under the Launch brand, started a program supported by the WDC Financial Assistance for Short-Term Training policy approved in 2020. This program covers 75%-90% of tuition costs through the WDTF for any Idaho resident, who plans to use the benefit to work in Idaho, to take approved short-term trainings.

Idaholaunch.com went live in mid-October, 2020 and has had over 29,734 visitors with an average session duration of 2:25.

Program Cost through 12/6/21:

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<td>Obligated through 12/6/21</td>
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<td>Average cost per month since inception</td>
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<td>Participants</td>
<td>881</td>
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<tr>
<td>Average training investment per participant</td>
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![LAUNCH 2021/2022 Obligations](image)
Forecasted FY22 Obligation based on current activity: **$3,870,000**

- 1,280 participants @ $2,950 each = $3,776,000
- 1,280 participants @ $50 (administration) = $64,000
- Up to $30,000 in direct digital/traditional marketing

**Assumptions:**
- 502 participants enrolled FY22 through 12/6/21
- Use average training cost per participant since inception - $2,950
- Annualized the average participants using the 3-month period ending 11/30/21
  - (320 participants divided by 3 months multiplied by 12 months equals 1,280 participants FY22)
- Project participant enrollment to be lower in the months December, January, February
Outreach Project Updates
Project Description

The College & Career Learning Community is a year-long professional development group focused on increasing participants’ awareness and understanding of workforce development and career training opportunities.

23 College & Career Coordinators and Counselors from secondary schools throughout the state are participating in this program which will culminate in a 3-day training and industry tour.
Fit With Outreach Funding?

- Participants in the PLC are the professionals in secondary schools who are most likely to:
  - Promote education and training opportunities to students.
  - Meet with students to set goals for careers and achievement after high school.
  - Work with businesses and the community to disseminate career and training opportunities to students.

- The PLC provides an opportunity for these professionals to:
  - Increase their awareness and understanding of career and training programs and opportunities available to students.
  - Develop a network of peers and share resources and ideas.
  - Learn about available resources and stay current on trends and best practices.
  - Expand their capacity to work with and provide services to students.
Hurdles

• 2 participants dropped out of the program due to other school commitments.

• Creating an interesting and interactive learning experience in a virtual format.
Successes

• Developing professional networks.
• Learning from quality guest speakers.
• Creating connections in local communities.
• Developing a culture of intentionality and informed programming.
Reach/Metrics

- Increasing the information and quality of support available to over...

**11,930 Students in Idaho**

School Districts/Organizations Served:

- Boise
- Boundary County
- Buhl
- COSSA
- Emmett
- Gooding
- Hansen
- Jerome
- Kuna
- Lakeland
- Melba
- University of Idaho
- Vision Charter Schools
- Coeur d’Alene
- ICON
- Pocatello
- White Pine Charter
- College of Western Idaho
- Idaho Virtual Academy
- Snake River
Up Next!

• Career Connection Videos.
• Finish (re)Defining The Goal.
• Work on practical implementation in schools and professional goal setting.
• Training and Industry Tour.
Budget Report
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<th>Total Ending WDTF</th>
<th>WIOA Budget</th>
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<th>Total Ending WIOA</th>
<th>YARG Budget</th>
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<th>TOTAL BEGINNING BUDGET</th>
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<td>$268</td>
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<tr>
<td>Operating</td>
<td>$602,400</td>
<td>$135,842</td>
<td>$467,388</td>
<td>$50,000</td>
<td>$517,388</td>
<td>$16,767</td>
<td>$33,233</td>
<td>$30,000</td>
<td>$29,292</td>
<td>$582,400</td>
<td>$152,517</td>
<td>22%</td>
<td>$529,883</td>
</tr>
<tr>
<td>Grand Total</td>
<td>$1,005,500</td>
<td>$297,786</td>
<td>$707,714</td>
<td>$148,800</td>
<td>$856,514</td>
<td>$112,500</td>
<td>$36,461</td>
<td>$76,039</td>
<td>$1,266,800</td>
<td>$394,139</td>
<td>$872,661</td>
<td>31%</td>
<td>$872,661</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STATE EXPENDITURE CATEGORY</th>
<th>TOTAL BEGINNING BUDGET</th>
<th>TOTAL YTD Spent</th>
<th>TOTAL ENDING BALANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRUSTEE AND BENEFITS (Spending Authority for Grant Reimbursements)</td>
<td>$11,750,000</td>
<td>$1,147,661</td>
<td>$10,602,339</td>
</tr>
<tr>
<td>Operating</td>
<td>$636,500</td>
<td>$203,763</td>
<td>$432,737</td>
</tr>
</tbody>
</table>
# WDTF Financial Summary - November 2021

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WDTF Cash Balance 11-1-21</strong></td>
<td>$15,306,302</td>
</tr>
<tr>
<td>Revenue</td>
<td>$865,303</td>
</tr>
<tr>
<td>Interest</td>
<td>$4,170</td>
</tr>
<tr>
<td>Payments</td>
<td>$448,501</td>
</tr>
<tr>
<td><strong>WDTF Cash Balance 11-30-21</strong></td>
<td>$15,727,273</td>
</tr>
<tr>
<td>Obligated Employer Grants</td>
<td>$2,472,767</td>
</tr>
<tr>
<td>Obligated Industry Sector Grants</td>
<td>$5,939,505</td>
</tr>
<tr>
<td>Obligated Innovation Grants</td>
<td>$596,207</td>
</tr>
<tr>
<td>*Obligated Outreach Projects &amp; Allocated Budget</td>
<td>$714,897</td>
</tr>
<tr>
<td><strong>Short Term Financial Assistance Program</strong></td>
<td>$1,515,707</td>
</tr>
<tr>
<td>FY 22 WDTF Admin Costs</td>
<td>$467,358</td>
</tr>
<tr>
<td><strong>WDTF Obligated Balance</strong></td>
<td>$11,706,441</td>
</tr>
<tr>
<td><strong>Unobligated Balance</strong></td>
<td>$4,020,833</td>
</tr>
<tr>
<td>Proposals Under Review</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Unobligated Balance if all funded</strong></td>
<td>$4,020,833</td>
</tr>
</tbody>
</table>

*Includes all Outreach funding made available for the Committee to allocate for FY22.

**Includes all Launch funding made available for FY22.

<table>
<thead>
<tr>
<th>WDTF FY22 Revenue</th>
<th>Transfer In</th>
<th>Interest</th>
<th>Collection Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>July</td>
<td>$232,883</td>
<td>$3,453</td>
<td></td>
</tr>
<tr>
<td>August</td>
<td>$779,173</td>
<td>$3,331</td>
<td></td>
</tr>
<tr>
<td>September</td>
<td>$5,115</td>
<td>$3,430</td>
<td></td>
</tr>
<tr>
<td>October</td>
<td>$0</td>
<td>$4,040</td>
<td></td>
</tr>
<tr>
<td>November</td>
<td>$865,303</td>
<td>$4,170</td>
<td>$57,072</td>
</tr>
<tr>
<td>December</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>January</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>February</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>March</td>
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<tr>
<td>April</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>June</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>FY22 Totals</strong></td>
<td>$1,882,474</td>
<td>$18,424</td>
<td>$57,072</td>
</tr>
</tbody>
</table>
Good Jobs Challenge
Idaho WDC Good Jobs Challenge Grant Framework & Budget

Idaho Workforce Development Council is submitting a grant application for the Good Jobs Challenge which “aims to get Americans back to work by building and strengthening systems and partnerships that bring together employers who have hiring needs with other key entities to train workers with in-demand skills that lead to good-paying jobs.” [https://eda.gov/arpa/good-jobs-challenge/](https://eda.gov/arpa/good-jobs-challenge/) We would like to enhance the existing Talent Pipeline Management Initiative through our proposal.

**Talent Pipeline Management Initiative**

The Idaho Association of Commerce & Industry (IACI) and WDC partnered in early 2020 to begin implementation of the US Chamber of Commerce Foundation’s Talent Pipeline Management Initiative ([https://www.uschamberfoundation.org/talent-pipeline-management](https://www.uschamberfoundation.org/talent-pipeline-management)). The primary objective is to transition our investment model to one that is driven by employer collaboratives. Idaho trained 30 TPM Facilitators in 2020.

**Efforts Underway**

- Region 1: Healthcare and Construction
- Region 2 Healthcare and Natural Resources
- Region 3: Welding and Construction
- Region 4: Food Processing and Healthcare
- Region 5/6: Construction

Additional employer collaboratives will be developed in alignment with regional priorities.

**TPM Methodology**

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Learning Outcomes</th>
<th>Estimated Time to Implement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Get Organized</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TPM Orientation</td>
<td>Assess if TPM is a good fit and introduce the approach to your community</td>
<td>6 months</td>
</tr>
<tr>
<td>Strategy 1: Organize Employer Collaboratives</td>
<td>Organize employers to address a skills gap for critical jobs</td>
<td></td>
</tr>
<tr>
<td>Do Your Homework</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategy 2: Engage in Demand Planning</td>
<td>Project the number of jobs needed across companies</td>
<td>3 months</td>
</tr>
<tr>
<td>Strategy 3: Communicate Competency and Credential Requirements</td>
<td>Create a shared language for communicating hiring requirements</td>
<td></td>
</tr>
<tr>
<td>Strategy 4: Analyze Talent Flows</td>
<td>Identify current and future sources of talent</td>
<td></td>
</tr>
<tr>
<td>Implement Solutions and Improve</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategy 5: Build Talent Supply Chains</td>
<td>Manage performance for employer partners and designate preferred providers of talent</td>
<td>3 months</td>
</tr>
<tr>
<td>Strategy 6: Continuous Improvement</td>
<td>Engage in continuous improvement</td>
<td></td>
</tr>
</tbody>
</table>

**Phases of the Good Jobs Challenge**

1. **System Development**

   Help establish and develop a regional workforce training system comprised of multiple sector partnerships. Proposed grant activities:

   - Hire regional TPM coordinators. Train as facilitators.
   - Establish additional TPM collaboratives. (define for each region)
   - Regions or collaboratives can move to Program Design (referenced on next page) when finished with Strategy 3.
2. Program Design

*Develop the skills training curriculum and materials, and secure technical expertise needed to train workers.* Proposed grant activities:

- Training partners submit budget to acquire/build curriculum, equipment, etc. Budgets approved project team and projects are implemented.
- Collaboratives continue to develop Strategies 4 and 5. Start recruiting participants.
- Regions or collaboratives can move to Program Implementation when training is ready to start.

3. Program Implementation

*Implement non-construction projects needed to provide workforce training and connect workers with quality jobs, including wrap-around services.* Proposed grant activities:

- Recruit, train, repeat. Training is paid for on per-person basis.
- Collaboratives continue in Strategy 6 and, if appropriate, start the cycle over for different occupations.

**Budget**

**System Development ~ $4,400,000**

Staffing:

- WDC – Grant Manager and Financial Specialist Personnel Costs = $665,000
- Operating for Personnel = $61,000
- Regional grant funded positions – 6 x $150,000 per year = $3,600,000
- TPM Training/Consulting = $71,000

**Program Design & Program Implementation ~ $15,600,000**

- Performance Management System = $100,000
- Outreach = $500,000
- Grants/Scholarships = $15,000,000

**Timeline**

<table>
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</tr>
</thead>
<tbody>
<tr>
<td>Anticipated Award (by September 30)</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Staff &amp; Award Regional Grants</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Establish Collaboratives</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Design</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Implementation</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>
Committee Reports
## Committee Reports

<table>
<thead>
<tr>
<th>Date of Meeting</th>
<th>Agenda Item</th>
<th>Overview/Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 13, 2021</td>
<td>Boise State University Career Services - Innovation Grant</td>
<td>Approved the Boise State University Career Services innovation grant in the amount of $185,000.</td>
</tr>
<tr>
<td>October 13, 2021</td>
<td>Idaho Trucking Association - Industry Sector Grant</td>
<td>Approved the Idaho Trucking Association industry sector grant in the amount of $242,000.</td>
</tr>
<tr>
<td>October 13, 2021</td>
<td>Idaho Veteran's Chamber of Commerce - Innovation Grant</td>
<td>Approved the Idaho Veteran's Chamber of Commerce innovation grant in the amount of $282,754.</td>
</tr>
<tr>
<td>October 13, 2021</td>
<td>Executive Director's Report</td>
<td>Ms. Secrist presented an update on a challenge with the preparation of Certified Nurse Assistants she is working with Governor's Office, Health &amp; Welfare and CTE to address. She also provided an update on the Nepris project.</td>
</tr>
<tr>
<td>November 11, 2021</td>
<td>Update on Grant Review/Policy Committee Discussions</td>
<td>Mr. Kolb and Ms. Hoehne provided updates on discussions among the committees, and the expectation that changes to the Employer Grant Policy should be recommended to the Council in December.</td>
</tr>
<tr>
<td>November 11, 2021</td>
<td>Executive Director's Report</td>
<td>Ms. Secrist provided updates on the Youth Career Planner Conference, and the Good Jobs Challenge grant opportunity.</td>
</tr>
<tr>
<td>November 11, 2021</td>
<td>Elevate Academy - Industry Sector Grant</td>
<td>Approved the Elevate Academy Industry Sector Grant in the amount of $869,956.</td>
</tr>
<tr>
<td>November 11, 2021</td>
<td>Artisan Labs - Employer Grant</td>
<td>Approved the Artisan Labs Employer Grant in the amount of $51,939.</td>
</tr>
</tbody>
</table>
### Executive Committee Report

<table>
<thead>
<tr>
<th>Date of Meeting</th>
<th>Agenda Item</th>
<th>Overview/Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 11, 2021</td>
<td>Sun Valley Culinary Institute - Industry Sector Grant</td>
<td>Approved the Sun Valley Culinary Institute Industry Sector Grant in the amount of $150,000.</td>
</tr>
<tr>
<td>November 11, 2021</td>
<td>IPTV Outreach Project - Additional Extension</td>
<td>Approved additional six-month extension for IPTVs grant to develop career exploration videos. COVID has impacted their ability to do the project.</td>
</tr>
<tr>
<td>November 11, 2021</td>
<td>Draft December Council Meeting Agenda</td>
<td>Ms. Solace reviewed the draft agenda - the committee requested a small group activity be integrated.</td>
</tr>
<tr>
<td>November 11, 2021</td>
<td>Executive Committee Open Discussion</td>
<td>Discussed challenges with vaccine mandates.</td>
</tr>
</tbody>
</table>

### Grant Review Committee Report

<table>
<thead>
<tr>
<th>Date of Meeting</th>
<th>Agenda Item</th>
<th>Overview/Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 26, 2021</td>
<td>Employer Grant Reimbursable Expenditures Discussion</td>
<td>Provided feedback for the Policy Committee on specific types of training that could be excluded based on their experience reviewing proposals.</td>
</tr>
<tr>
<td>October 26, 2021</td>
<td>Elevate Academy - Industry Sector Grant</td>
<td>Recommend approval of the Elevate Academy Industry Sector Grant in the full amount of $869,956 to the Executive Committee.</td>
</tr>
<tr>
<td>October 26, 2021</td>
<td>Artisan Labs - Employer Grant</td>
<td>Recommend approval of the Artisan Labs Employer Grant in the full amount of $51,939 to the Executive Committee.</td>
</tr>
<tr>
<td>October 26, 2021</td>
<td>Sun Valley Culinary Institute - Innovation Grant</td>
<td>Recommend approval of the Sun Valley Culinary Institute Industry Sector Grant in the full amount of $150,000 to the Executive Committee.</td>
</tr>
</tbody>
</table>
### One-Stop Committee Report

<table>
<thead>
<tr>
<th>Date of Meeting</th>
<th>Agenda Item</th>
<th>Overview/Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 9, 2021</td>
<td>Data Labs Project - Universal Intake</td>
<td>The monthly project update was provided to the committee.</td>
</tr>
<tr>
<td>November 9, 2021</td>
<td>Equus Update - Staffing &amp; Business Services</td>
<td>Equus has filled 17 of their 22 positions and is getting close to having the business services team complete. Ms. Donnellan recommended the creation of a state-level business services group under the One-Stop Committee to ensure collaboration.</td>
</tr>
<tr>
<td>November 9, 2021</td>
<td>One-Stop Operator Update</td>
<td>The statewide partner meeting will be held February 22. Referral lists are under development for all regions to include Equus staff.</td>
</tr>
<tr>
<td>November 9, 2021</td>
<td>Serving Remote Idaho - Salmon Area</td>
<td>The library in Salmon has expressed some concerns about one-stop partners closing their offices in Salmon and relying on their facility to meet with clients. IDHW and IDOL may be able to provide some shared space and will share info with the committee.</td>
</tr>
<tr>
<td>November 9, 2021</td>
<td>Workforce Innovation &amp; Opportunity Act Reauthorization</td>
<td>Congress may start working on WIOA reauthorization again once the infrastructure bill is passed. Senator Crapo’s office is interested in hearing feedback on what changes Idaho would be interested in. Ms. Secrist will draft a memo for them.</td>
</tr>
</tbody>
</table>

### Outreach Committee Report

<table>
<thead>
<tr>
<th>Date of Meeting</th>
<th>Agenda Item</th>
<th>Overview/Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 6, 2021</td>
<td>Idaho Technology Council - Nepris White Label</td>
<td>Approved $150,000 to support a white label version of the Nepris Platform - Next Steps Connections. $75,000 per year.</td>
</tr>
<tr>
<td>October 6, 2021</td>
<td>Launch Update</td>
<td>Update on the Launch program (to support short-term training costs for individuals) including financial and survey updates.</td>
</tr>
<tr>
<td>October 6, 2021</td>
<td>Potential Projects</td>
<td>Discussion of potential Outreach projects from around the state.</td>
</tr>
<tr>
<td>Date of Meeting</td>
<td>Agenda Item</td>
<td>Overview/Status</td>
</tr>
<tr>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>October 5, 2021</td>
<td>CWI Work-Based Learning Center</td>
<td>The Director of CWI's new Work-based Learning Center, John Russ, provided an overview of how the center will operate and work with industry to help students better understand their pathway to a career. CWI is working towards embedding WBL into classroom curriculum to give students a deeper understanding of a career while still in school.</td>
</tr>
<tr>
<td>October 5, 2021</td>
<td>Work-Based Learning Survey Discussion Continued</td>
<td>Reviewed the definitions and outcome of the WBL survey that went out in June of this year.</td>
</tr>
<tr>
<td>October 5, 2021</td>
<td>Idaho Apprenticeship Coalition Update</td>
<td>The Idaho Department of Labor has been working with public sector partners to create registered apprenticeship programs. CTE continues to work with colleges throughout the state on setting up apprenticeship programs. Turnover and re-staffing have caused some delays with getting programs in place. However, LCSC is in the process of implementing their program with future meetings scheduled to keep the project moving forward.</td>
</tr>
<tr>
<td>November 2, 2021</td>
<td>Work-Based Learning Survey Discussion Continued</td>
<td>Reviewed the definitions and outcome of the WBL survey that went out in June of this year.</td>
</tr>
<tr>
<td>November 2, 2021</td>
<td>Idaho Apprenticeship Coalition Update</td>
<td>November 15 to 19 is National Apprenticeship Week. Idaho has 16 events and 3 proclamations taking place during the designated week and throughout the month of November. A list of NAW events can be found at <a href="https://www.apprenticeship.gov/national-apprenticeship-week">https://www.apprenticeship.gov/national-apprenticeship-week</a>.</td>
</tr>
<tr>
<td>Date of Meeting</td>
<td>Agenda Item</td>
<td>Overview/Status</td>
</tr>
<tr>
<td>-------------------</td>
<td>-------------------------------------------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>October 19, 2021</td>
<td>Launch Course Approvals</td>
<td>Approved new Launch courses as presented.</td>
</tr>
<tr>
<td>October 19, 2021</td>
<td>Eligible Training Provider Policy – Appendix A</td>
<td>Approved the modification to the qualitative rubric hourly wage minimum threshold to $12/hr.</td>
</tr>
<tr>
<td></td>
<td>(annual update)</td>
<td></td>
</tr>
<tr>
<td>October 19, 2021</td>
<td>WDTF Employer Grant Policy Changes</td>
<td>Reviewed draft policy language. Will continue to refine at next meeting.</td>
</tr>
<tr>
<td>November 16, 2021</td>
<td>Launch Course Approvals</td>
<td>Approved new Launch courses as presented.</td>
</tr>
<tr>
<td>November 16, 2021</td>
<td>WDTF Employer Grant Policy Changes</td>
<td>Reviewed draft policy language. Will continue to refine at next meeting.</td>
</tr>
<tr>
<td>November 16, 2021</td>
<td>Legislative Priorities Item Review</td>
<td>Review of partner legislative priorities to be included on the Council’s Legislative one-sheet.</td>
</tr>
<tr>
<td>November 16, 2021</td>
<td>Impact of In-Demand Occupations to Eligible Training Provider List</td>
<td>This item was tabled until the next meeting due to lack of time.</td>
</tr>
</tbody>
</table>