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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, January 21, 2020
Time: 2:00 pm – 3:00 pm (Mountain Time)

Committee Members: BJ Swanson, Kelly Kolb, ~~Jason Hudson~~, Christi Rood, ~~Todd Schwarz~~, John Smith, Scott Syme, ~~Lori Wolff~~, Jani Revier, ~~Tom Kealey~~, ~~Tom Schultz~~

Staff: Wendi Secrist, Paige Nielebeck, Caty Solace, Amanda Ames

Guests:

Call to Order at 2:02 pm

Roll Call – quorum not met

Review Agenda – No changes to the agenda

Approve November 19 and December 17, 2019 Meeting Minutes

Moved to the February meeting.

WDTF Evaluation Questions Follow-Up

Ms. Secrist reviewed updated slides based on Committee members' questions Please see attached slides.

In-Demand Occupations

- In-demand occupations should be a criteria to help establish how funds could be allocated moving forward. Pulling in-demand occupation data by region would be helpful. Not all occupations have a strong presence in every region.
- In-demand occupations could be defined by a certain number of openings per year, rather than where they are on the list.

Slide 19 has very useful information. The slide shows that the WDC only spent 0.5% of the Workforce Development Training Funds on healthcare which is one of the fastest growing sectors in Idaho.

Return on Investment

What return to the state are we getting in tax revenue? Ms. Secrist will find out what kind of taxes are included and make return to state and return to local distinct factors.

Rural vs Urban Map

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The Committee requested that staff add the number of employers in a community that is impacted by a WDTF grant.

Future State of WDTF

Ms. Secrist consolidated the notes from the WDTF discussion from the January 2020 Council meeting. Please see attached slides.

“Develop program to support training (at the individual’s level) that is not eligible for federal financial aid.”

- Representative Abernathy is looking for a way to create support for students going into higher level program (e.g. Physician’s Assistant) who have run out of financial aid.
- Workforce Development Training Funds could be focused on occupations where the training is not eligible for financial assistance. Policy would set criteria for the types of training and individuals that would be receiving funds. Connecting to the existing infrastructure for the Eligible Training Provider Funds to help with the project would be a cost-effective direction to move.
- The WDC would need to define what is considered a quality program.

“Regularly scheduled training sessions for employers’ trainers (i.e. train the trainer).”

- Businesses need to be asked if this is something they would be interested in and if so, what kinds of training they are interested in.
- The workforce training centers could help with a train the trainer program and create a version to reach rural Idaho.
- This item is connected to “Survey employers and develop training based on foundational needs.” The teams built through the Talent Pipeline Management Initiative will be able to help support employers in applying for grants (specifically industry sector grants).

“Focus efforts on Veterans, non-traditional and diverse populations.”

- IDOL receives grants specific for the veteran population. Some of the grants are specific to veterans coming out of the corrections system. Resources need to be focused on this population. It needs to be decided how to allocate state funds the best. The WDC needs to discuss if a program should be created to solely focus on individual populations or continue to use federal funds to focus on the individual populations and use state funds more broadly.
- It would be helpful to see how many people coming are coming out of IDOL programs. Using the data, the WDC could coordinate with IDOL to do outreach.
- Instead of having specific grants for individual populations, a condition could be set for industry sector or employer grants to encourage the applicant to hire veterans, diversity, etc. Businesses should also be encouraged to do outreach to those populations. Additional points on the Workforce Development Training Fund scoring model could be awarded to businesses who use good hiring practices.

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“Develop additional structure/process to determine what qualifies for employer grants over sector grants – add outreach to the mix.”

- This kind of work is already done by Mr. Thomsen, but a formal process is not in place to prescribe which type of program an applicant must use.
- Having a general description of the qualifications of each grant would be helpful. The title of the grants are leading applicants to believe they are not eligible for funds.
- Commerce has a good model to follow. Once an application is turned in, Commerce helps figure out what grants would best meet the applicant’s needs.

“Require employer grantees to engage in LEADER (work-based learning activities).”

- Requiring grantees to engage in LEADER could be placing a burden on some businesses. Until it is easier for businesses to interact with schools and other outlets, it should not be a requirement to access Workforce Development Training Funds.
- Rather than making it a requirement, it could start as an opportunity to make applicants aware of LEADER and present an opportunity for the applicant to engage. The WDC could provide support for the applicants to be involved.

The Committee feels that at the present time the focus should be on “Develop program to support training (at the individual’s level) that is not eligible for federal financial aid.” Ms. Secrist and the WDC staff will begin looking into these ideas.

Motion by Mr. Kolb to adjourn. Motion carried.

Meeting adjourned at 3:02 pm