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GOVERNOR

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Executive Director



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Chair

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Vice Chair

## **WORKFORCE DEVELOPMENT COUNCIL**

317 West Main Street, Boise, Idaho 83735-0510

### **Workforce Development Policy Committee Meeting Minutes**

**Date:** Tuesday, March 17, 2020  
**Time:** 2:00 pm – 3:00 pm (Mountain Time)

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

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

**Guests:** None.

**Call to Order at 2:00 PM**

**Roll Call – Quorum met**

**Review Agenda – No changes.**

**Approve November 19 and December 17, 2019 and January 21, 2020 Meeting Minutes**

**Motion by Mr. Smith to approve the November 19 and December 17, 2019 and January 21, 2020 meeting minutes as written. Second by Ms. Revier. Motion carried.**

#### **Eligible Training Provider Policy Update**

The Idaho Eligible Training Provider (ETP) Policy allows WIOA participants to access training programs from eligible providers. Providers apply to have training programs approved and added to the list. The Idaho Department of Labor and Council have been working on implementing the recertification of providers for the past year and have identified opportunities to improve the policy. Ms. Secrist has also added a new section that provides additional definitions and descriptions of programs that can be put on the ETP list to provide more clarity to providers. Ms. Secrist reviewed the changes to the ETP Policy. Please see attached document.

The technical colleges are working on a new type of credential that differs from a basic technical certificate. There is concern that the policy might preclude these credentials.

- As long as the credentials are going to be used to prepare people for jobs, they will be appropriate for inclusion. The policy does allow for single course programs, but the program has to prepare the individual for an occupation.

Does low cost need to be defined?

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- No. The training providers are required to provide the cost of their program. It will be evident if the program is not low cost. Low cost for a software programmer is not the same as low cost for a CNA or flagger.

With respect to removing academic programs after one year, is there a circumstance where someone would not know about the program because it is not on the list?

- No, helping someone complete a degree program they already have progress towards is more of an individualized thing per each participant and their career planner. Removing the programs when there aren't WIOA participants in them is about alleviating data reporting requirements. They can be pulled back on to the list when needed.

Has anyone talked to the appeals bureau to ensure they are able to take on additional work?

- Yes, Mr. Cabrera and others coordinated with the bureau on the timelines in the policy.

Appendix A is updated every year by the Committee in July. Currently there is nothing new to update.

Would it be appropriate to replace the list of certificates on page 11 with a reference to the State Board of Education policy that already lists approved credentials? The credentials are subject to change over time.

- It is a great idea to tie the policy back to State Board policy. Ms. Secrist will make that changes.

At what point will the provider performance data be available such that the WDC can transition to a final policy?

- Last week, Ms. Secrist was able to review an update to the IDOL website where performance data will be posted. There is a high probability that data will start being published in October. It would be another year or two before the WDC would be able to start setting specific criteria on what performance data providers would need in order to stay on the ETP list, as we may not want to base decisions on one data point.

**Motion by Mr. Schwarz to recommend approval of the Eligible Training Provider Policy with the change to reference State Board policy in Attachment C. Second by Mr. Hudson. Motion carried.**

### **Methodology Options for In-Demand Occupations**

Staff are concerned that the In-Demand Occupations methodology has some unexpected impacts. In Southwest Idaho there are so many occupations in high demand, that many occupations are being left off the ETP list because they were not in the top 150. In border communities, an occupation may be in-demand right outside of the Idaho area, but is not in-demand in Idaho. For example, in-demand occupations for Logan, Utah are not included in in-demand occupations for Southeast Idaho.

Ms. Secrist presented in-demand occupation methodology options. Please see attached presentation.

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The alignment to advanced opportunities is helpful in simplifying the processes of getting on both lists for training providers.

Would using the minimum job posting option run the risk of harming smaller communities?

- A different threshold could be used for the smaller communities. When choosing a methodology it is important to be sensitive to making a large impact in any part of Idaho. There needs to be a middle ground that helps all part of Idaho.
- In smaller regions of Idaho an occupation in the top 100 in-demand occupations may not have 100 openings.

Are the individuals using advanced opportunities the same individuals that would be trained through these programs? The in-demand occupations methodology currently being used works, so instead of changing the methodology, exceptions could be made (e.g. welders are always eligible for the ETP list).

- Advanced opportunities is defined strictly for workforce training. It would catch individuals before they became out of school youth or reached adulthood. The intent for both ETP and advanced opportunities is the same.
- If ETP is aligned with advanced opportunities is the WDC working with the State Board of Education to have a unified application process?
  - The programs would be separate as a starting point. Ms. Secrist has worked with Idaho Career & Technical Education and the State Department of Education on this issue. The process will not be as easy as initially thought. The same criteria would be used for ETP and advanced opportunities, but they would stay separate processes.
  - Who selects the criteria?
    - The State Department of Education followed the criteria the WDC set for ETP and made adjustment based on known issues. The WDC, CTE and SDE would regularly communicate to ensure the criteria stayed similar.

Ms. Secrist will do research and present data on the discussion above at the next meeting.

### **Future State of WDTF**

At the meeting in January, the Council talked about the possibility of developing a new program under the WDTF to provide financial support for short term programs that generally do not qualify under federal financial aid. Ms. Secrist has done research on models from other states. Ms. Secrist presented the research. Please see attached slides.

In the Virginia example, would the student have to pay up front?

- A student would have to come up with a third of the funds. WIOA funds could be used towards their contribution.

The WDC staff could work with Adrian San Miguel from CTE and the workforce training center directors to come up with a draft of where needs are. There are currently legislation and bills that are being

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considered working towards the same goal. The Student Aid Improvement Act has built in provisions for short-term training support.

Would it be possible to give the State Board of Education a set amount of money for them to distribute since they already administer scholarship programs?

- The funds are workforce development training funds so the Council would have to work out an MOU with the State Board. The State Board would also need spending authority in order to spend the money. The Legislature would need an explanation of why the State Board is running the program as opposed to the Council. The advantage to having the program with the Council is easy access to other workforce programs/services.

Would there be a need for legislation to put a program in place?

- The program fits under what WDTF funds can be used for. Policies would need to be put in place by the WDC to implement the program.

Would Vocational Rehabilitation utilize such a program?

- Vocational Rehabilitation has greater flexibility than WIOA programs. When Ms. Secrist surveys the Workforce Training Centers, she will survey the program providers as well. That will show where the program would have an impact.

Before the next meeting, Ms. Secrist will survey the Workforce Training Center to identify where the highest needs are. Then the Committee can put ideas together for implementing a new program.

**Motion by Mr. Smith to adjourn. Second by Ms. Revier. Motion carried.**

**Meeting adjourned at 3:04 PM**