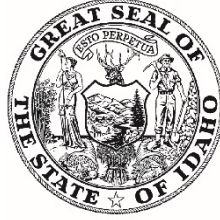


BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Council Meeting Minutes

Date: Wednesday, September 21, 2022
Time: 8:00 a.m. – 4:15 p.m. (Pacific Time)
Location: Lewis-Clark State College

Council Member Attendees: Deni Hoehne, Anna Almerico, Ben Davidson, Bill Reagan, Brian Cox, Clay Long, David Hannah, Heather Nunamaker (proxy for Hope Morrow), James Smith, Jane Donnellan, Jani Revier, Jeff Greene, Jennifer Palagi, Joe Maloney, John Young, Kelly Kolb, Linda Clark, Liza Leonard, Lori Barber, Lori McCann, Marie Price (proxy for Tom Schultz), Matt Van Vleet, Michelle Stennett, Oscar Evans, Russell Barron, Sarah Griffin, Sean Coletti, Sergio Mendoza, Sherry Maupin, Tom Kealey

Staff: Caty Solace, Wendi Secrist, Paige Nielebeck, Matt Thomsen, Amanda Ames, Cassie Mansour, Rebecca Watson, Courtney Grubbs, Stacy James

Guests: Teresa Pitt, Dodd Snodgrass, Misty Sullivan, Kellye Sharp, April Stanford, Heather Leach, Terry Butikofer, Vicki Isakson, Janet Pretti, Angela Hayes

*Workforce Development Council is hereafter referred to as WDC.

Call to order at 8:00 a.m.

Welcome

Roll Call/Introductions – Quorum Met

****Review/Approve Agenda***

Unanimous consent request by Ms. Revier to approve the agenda as presented. Second by Mr. Evans. There were no objections.

****Approve Minutes from June 8, 2022 Meeting***

Unanimous consent request by Mr. Revier to approve the June 8, 2022 Meeting minutes as written. Second by Mr. Greene. There were no objections.

Budget Report

Insert Report

Discussion:

There was a mistake on the budget report. The Travel and Contracts, Events, and Other Council Activities categories were switched.

FY24 Budget Request

Insert Report

Discussion:

Are the WDC child care funds the same as the ELAC Funds?

- Those ELAC funds are funded through the Association for the Education of Young Children. We are coordinating with them and Health & Welfare to support child care providers. Our grants are distinct from the standpoint that they are to expand to create new seats for children in Idaho.

Launch Update

Ms. Secrist reviewed the Idaho Launch Update. Please see attached document.

Discussion:

What makes up the transportation section?

- It is mostly made up of CDL's. There are a few forklift operators.
- The construction and manufacturing is made up of mostly the trades.

What is the paramedic training?

- It is done in person at LCSC. They are transitioning that program but it has just been at LCSC.

The Federal Government has recognized teaching as the apprenticeship area. The State Board is going to start looking at how to get a program up and running. This would be a grow your own kind of program where they can take their paraprofessionals and make them teachers.

- There are some paraprofessional apprenticeship programs in Idaho.
- We have to look at how we can identify more students in high school who might want to go down this pathway.

What kind of percentage are seeing of individuals going through the training and completing it?

- It is a high percentage. Only a handful have not completed their training
- Are we seeing more rural or urban participation?
 - We have looked at the breakdown by training institution. We can gather that information and get it to the Council.

Is there a mechanism, right now the counties are partnering to look at EMT services, to look at pending legislation that is going to require funding for training purposes?

- It would be good to have that discussion. We logically already have a vehicle to put that funding through. Having it go through Launch would simplify the delivery of it.
- The rural areas are having a really hard time finding fire and EMT employees. There is an environment to talk about this right now.

Unemployment rates for 15–19-year-olds is around 10%. It is important for us to work on reaching this age and helping them find a career path. In Idaho we have a tight labor market. We have low participation rate. We need to figure out how to get the youth and those who left employment back into the workforce.

With the economy, do we think we will see a dip in hiring?

- With our unemployment rate being as low as it is, the speculation with inflation being high, if we do have a recession, rather than having mass layoffs and having unemployment spike, in Idaho we would be more likely to see a shuffle. In an industry where there is some depression, the employers would shuffle to a new industry.
- Even if there is a slow in employment in one area of Idaho, there are other areas of Idaho that may still have high demand for that type of employee. The mobile workers may be moving around the state.

Innovative Workforce Development Alliances

Mr. Phillips presented on Innovative Workforce Development Alliances. Please see attached presentation.

Discussion:

We had our first application window for the child care expansion grant on August 15. We received 46 applications for over \$26 million. We have two more applications windows. We only have \$15 million. This is a big deal. There is a large need out there for child care.

Break: 9:45 a.m. – 10:00 a.m.

Breakout Groups

The council broke out into groups.

Discussion:

What are the top three separate challenges and opportunities facing both Idaho's employers and job seekers as the state continues to emerge from the pandemic?

- Skills Gap
- Product of Inflation – Compensation Issue
- Job Seeker Expectations After COVID
- Affordable Housing
- Child Care
- Communicating and Connecting Workforce Opportunities and Growth

- Labor Shortage
- Physical Services Infrastructure (child care, broadband, etc.).
- Awareness Education
- Lack of people in the workforce
- Potential Recession
- Aligning Skills with what is needed
- Serving Underserved Populations
- Connecting Employers & Job Seekers
- Life Management
- Job Seeker Expectations (time, benefits, lack of loyalty, etc.)
- Gap in apprenticeships
- Comparative Pay

What current or planned WDC initiatives show the most promise that should possibly be sustained as is or modified and why/how?

- Launch
- Apprenticeship Programs
- Child Care Funding
- Grant Opportunities – enhance them and be more strategic
- TPM
- Outreach
- Sandpoint Workforce Housing Effort
- CTE in Elementary – enhance middle school presence
- Nepris – Next Steps Idaho Connections – Pathful Connect
- CNA Programs
- Industry Sector Grants

How should the WDC measure impact and success of these initiatives?

- Number of Participants in the Programs
- Wage Gains
- Number in the Workforce
- Employer Feedback (survey)
- Number of parents returning to workforce (child care)
- Demographic and Workforce Segmentation
- Continue to develop robust data by program
- Regional Perspective on Effectiveness
- Employment and Retention Data
- Awareness of WDC programs
- Rubrics

Based on the information presented today, are there any new initiatives the WDC should explore further and consider and if so, why?

- Stick with what we do and do it better
- Assisting Incarcerated Individuals
- Expand communications – more employers understand the WDC
- Find more workers that are already living here
- Technology Development that support all sides of employment
- Strategizing for Sustainability
- Underserved Populations (minorities, incarcerated, individuals with disabilities, etc.)
- Small and Medium Businesses in Idaho
- Cybersecurity/Semiconductor
- Remote Work
- Rural Areas of Idaho
- Broadband
- Increase Communication with Legislators

Rural area cannot accomplish a portion of this because of broadband issues. The state does have some funding for broadband but the federal monies put too many restrictions to be used in Idaho. It is an essential need in this world. We need to address this issue. It is imperative for continued growth in these areas.

ARPA & Other Updates

***Child Care Expansion Grant Policy Update**

Ms. Griffin reviewed the Child Care Expansion Grant Policy. Please see attached document.

Motion by Ms. Griffin to approve the Child Care Expansion Grant Policy as presented. Second by Ms. Price.

How was the size of child care provider determined?

- It was based on licensing rules and the size of the business. 24 was the number we decided on. The group thought about access to lines of credit and other things.

In most cases, what size of funding are the requests for?

- Out of the 46 applications, 19 fit in the small category. No one is asking over \$1.5 million. Many of them are small requests. We are making sure we are doing this in a way that we are not putting too much funding out before we get evidence behind the funding. We decided because of the variations of the requests not to put a cap on the funding.
- It is \$15,000 per child so smaller providers could not request more than \$170,000 in advance.

What is the money for?

- It depends on the application. It can be to remodel, buying equipment, supplies, etc. They have to show us a business model to show that they will be sustainable after the funding.

- ARPA likes formal evaluations done but we have not decided if we will do it with this program or not. It would be a good program to do it on.

The reality is that the smaller providers do not have the cash flow or the ability to get a line of credit. The Idaho Commission on Arts does provide funding up front, but we have not done it. With ARPA funds, there are a lot of guidelines we have to follow. We want to try and be responsive to the smaller providers. IDHW does give a third of their child care ARPA grants up front.

There is a 50% match required. If 50% is required up front how does that work?

- This can be in-kind or in cash. This will not come into play. Whatever we award they can request 50% up front.

Is there a maximum to any entity?

- It is \$15,000 per seat and no maximum seat. We are very limited on funding though. This program only has \$15 million.

We know that there has been lots of interest in this. Do we have strategy around smaller facilities vs larger facilities?

- We have had great partnerships with IDHW, Idaho STARS, etc. They have been our vehicle to get information out about the updates. They will still have an opportunity to apply if they passed before this policy change was made. We did reserve \$4 million for the smaller entities.

If we are already over prescribed, why do we want to make the requirement more immediate?

- We do not want to just fund the larger entities that can afford it. We need the smaller providers in Idaho.

We have known since day one that this would be a barrier and we have been very transparent with the providers that if this was a huge issue we would bring it up to the council.

How do we determine who qualified for 50% and who might qualify for a smaller percent?

- Approval for up front funding will be at the discretion of the council. They will have to prove the need.

What about the disbursement across the state?

- The rubric that the committee developed give additional points on what the true need is in the community for child care. Adams County does not have any child care facilities.
- This helps us prioritize and weigh the applications.

What is our method for collecting if they do not follow through?

- We have only once have had to ask for funding back. We do have a process in place to request funding back if they do not follow through.

Are there site visits or people following up to ensure they meet state standards?

- One of the things that goes into the scoring of the applications, we work with IDHW to check if they have reports of violations or complaints. They have to prove to us that they are licensed to do the business. We will be doing monitoring once we award the grants. We have a representative who sits on the Committee who is able to look and see if there is anything concerning with applicants. They are able to see how they are using funds if there are any issues or concerns.

If the entity has been awarded a grant, why could they not go to a bank to get a loan to show that they are getting the funding. Why is that not an option?

- They will not loan to an entity who is under a contract. Other businesses have more collateral than what they can offer.

Does the \$15,000 number need to be reassessed?

- Not every entity is coming in at \$15,000 per child. Since we have a policy in place and already have applications we should not reevaluate at this time.

Why are we offering 50% if IDHW is only offering 30%?

- It is just something the Committee agreed upon. We could align to the one third that IDHW offers. The concern is that 30% is not enough.
- It is only up to 50%. It is not that every entity is going to request or get 50% up front. They have to document the need.

Ms. Maupin recuses herself from the vote.

Motion carried.

***One-Stop Committee AJC Branding Policy**

Ms. Donnellan reviewed the One-Stop Committee AJC Branding Policy. Please see attached document.

Motion by Ms. Donnellan to approve the One-Stop AJC Branding Policy as presented. Second by Dr. Clark.

What change does this mean for entities?

- The change is elevating the AJC tagline to be more at the top of documents and websites. This is to make it more visible.
- There could be significant cost associated with these changes. What are we going to get by elevating it?
 - This was a discussion within the group regarding the cost. The idea is that these changes will be made as the entity updates websites and publications. This shows a more prominent collaboration within the one-stop system itself.
 - We are running into that people do not know who we are and this makes it easier to talk about the whole system.

- This is not an immediate change. It will happen over time. We want to work towards a more common branding.

Who is this for?

- Job seekers and employers.
- More logos can make things more confusing.
- Having one logo for all entities is not possible at this time and we do not want to lose some branding for each entity.

We are required to have this in federal requirements.

This does not seem like a council level decision.

- This is something required at a federal level for the state workforce board to approve.

Is it an option to bring this back up in December?

- Yes. The One-Stop Committee has been talking about this since April but it is something we can bring back up in December.

Motion by Mr. Evans to table this discussion until the December Meeting. Second by Mr. Kealey.

Ms. Secrist will have discussion with IDOL about this policy.

It would be helpful to have a presentation on this and know what this would entail, the cost, etc.

Motion carried.

Original motion fails.

***Policy Committee Preceptor Incentive Policy**

Ms. Secrist reviewed the Preceptor Incentive Policy. Please see attached document.

Discussion:

The identified career pathways are old. We are challenged with how many dollars we have in the WDTF. There is struggle with the practicality of funding higher level jobs when we have limited resources.

- There is a need for healthcare.

A nurse practitioner can work for their own business or hospital, in order to host a student, they are having to provide the OJT which means they can see less patients. It is the additional workload for them to supervise the preceptor that is keeping them from offering them. This is taking away from the ability to see patients. This helps offset their costs just like we do for apprenticeships. In most cases, it is not they are not providing preceptorships but this increases the ability to host a preceptor. The schools have been trying to line up the preceptorships but this limits the number of students they can take on. If people are not able to get the preceptorship then the students stalls.

We have the most amount of medical deserts in the country. We are growing fast especially in retirees. Which is going to overwhelm our healthcare. The rural communities are the most in need. Is this directed to the big entities or to a certain level of facility?

- The cap of the \$10,000 is to limit the amount any one employer to get.
- We could ask the Policy Committee to look at how to target this to more rural communities. The Committee should need to bring data back on why these positions were the selected positions.
- It would be helpful to get some financial data on this. What the cost for the WDC could be.

Motion by Dr. Clark to table the discussion until the December meeting to allow the Policy Committee to make changes to the policy. Second by Senator Stennett. Motion carried.

Cynthia Pemberton, LCSC

Insert bio

Dr. Pemberton thanked the Council for coming to Lewiston and LCSC. LCSC has a deep connection to the work of the council. They serve education needs from GEDs up to graduates. At LCSC they say they connect learning to life. They did a degree audit and looked at every associate and bachelor program to determine if they relate to real life. They all have a connecting experience required for their programs (internship, externship, etc.). It is important that people are able to do things with what they know.

Lunch: 12:00 p.m. – 1:00 p.m.

WDTF Updates

North Idaho College

Ms. Isakson provided a WDTF update on NIC. Please see attached presentation. (get vicki's slides)

Discussion:

Counties that don't have higher education receive education funding. Individuals in Idaho need to be made aware of this pool of funds. It out of the State Liquor fund.

Lewis-Clark State College

The tour that LCSC is giving later this evening will show what the WDTF funds were used for. There is going to be a new industry coming to Lewiston because of the WDTF grant and they will be employing LCSC students.

This grant was able to allow them to expand the Diesel program, collision program, etc. They were able to expand their welding lab and program. It is one of the most in-demand programs at LCSC. It has a very high employment rate.

They have had 149 students at the center. They have awarded 51 degrees/certificates. 49 of them are employed in the industry.

70 students have used some of the new equipment of the most recent grants. 30 of the 31 who received a degree or certificate are employed. They have made a huge impact in Lewiston.

One of the areas they are working in, is with the Orofino Prison. They are looking to expand their work. They have a second chance pell grant which makes prisoners eligible for degrees. They are taking their welding program and making it for-credit and taking it out to the prison to get them started in that career. It is aimed at the residents of the facility who are going to be leaving the prison. If they are eligible for the pell grant then they will be eligible for LCSC once they leave. Launch will also be able to cover the difference between the pell grant and the tuition.

Discussion:

Is welding the only class they are taking out to the prison?

- No. They are focusing on 4-6 classes right now, but they will be wanting to expand it further.
- This is year 3 of the program nationwide. They started this fall offering in-person classes in Orofino (English, math, intro to business, and American politics). In the spring they are going to be expanding the class selection. 25 corrections residents are going to be moved to Orofino to be part of the pell grant cohort. They have 22 participants so far.
- Every single program will lead to a degree.
- County Government could partner with LCSC.
- LCSC is looking at expanding to the juvenile centers as well.

Talent Pipeline Management

This started in 2020 and we have been fortunate through some ARPA funding to expand the program. Mr. Thomsen and Mr. Snodgrass provided an overview of TPM. Please see attached slides. (ask for slides).

CEDA is the regional economic development association for eastern Idaho. They are the host organization for the Dream It Do It youth conference. This past year at LCSC they had over 500 juniors and sophomores on campus to meet with businesses.

They have a regional workforce council. Through that council they have rebranded what they are doing. They structured their TPM program internally. Mr. Snodgrass is overseeing the program. They launched into healthcare first. They reached across the border to some hospitals there. They had 7 hospitals participate. These are businesses that talk about shared issues but things started to open up and share more information. TPM is very data driven. A big part of the barrier is just getting the business in the room. They work with workforce training on the data piece. They established a survey to find out the priorities, areas hardest to fill, necessary skills, etc. In the healthcare, the RN's and CNA's were the biggest challenge. Once they went through this process they got educators in the room. Then they discussed the data and how they could help meet the needs. The outcome was to create a regional healthcare coalition to work together on recruitment efforts and industry support for credentials. They were then asked to present at IHA's meeting to share their efforts.

They are going to start moving on to some other industry groups. Manufacturing and hospitality are two more they are targeting.

Discussion:

What do we see happening with this effort as the funding goes away?

- They are funded for two years. They are hoping that if things go well, it is a continuing program or getting business to invest in it. They are in a facilitation role so the goal is to get them invested.
- In region 4 they use some of their existing staff and expanded their roles. This is something that each region should be doing. This is now just a skill set that they will be doing repeatedly. As they bring more people to be trained in TPM it would become self-sustaining. This was a boost to get TPM started.

Forest Products Industry Deep Dive

Add KTVB Logging article

The logging industry has been short on providing benefits to their employees. This is something to look at heavily. Every logging company is short employees.

Discussion:

In the video they talked about the type of work. This is a lifestyle. What does a day look like as a logger?

- Most of the time, the day starts at 3:00 a.m. The reason behind that is driven by the weather. Daylight is early, but you want to do the work when it is cool. Machinery runs better in the cooler weather. That does have issues with the workforce. People do not want to be there at 4:30 a.m. When you are an owner or contractor sometimes your hours are much longer. The operators and the people doing physical labor will work 6-7 hours. When you get into the mechanical side of it you work 10-hour days. You also have to travel into the woods.
- There are weather conditions that prohibit their work in the woods. Going into fall they can work through the fall but they can pick and choose where they work. When spring and everything starts thawing out they are not able to work because of the conditions. Their normal season is 9 months. They keep key employees to do some work during the spring but there is usually a 2-3 month layoff. The line crews are able to work around 10 months because they are not really on the ground.

Idaho Forest Group is one of the top 10 lumber production companies in America. They have 5 Idaho mills. The most innovative mill is in Lewiston. They have a stud mill in Grangeville. Their biggest customers are Lowes and Home Depot. They sell to all 12 of Lowes' distribution centers in the US. They have the biggest need in their production. They have a lot of automation and technology in the mills. Idaho Forest Group approached NIC that they need to find a way to build their workforce capacity. That is when they started their registered apprenticeships. They have 6 registered apprenticeships now. STRAP has been one of their biggest successes. With automation they have grown their IT department. Broadband is a big deal for them. They use a lot of data. They use all kinds of cameras and pull data off the PLC's to find out what is happening in the process. There is a lot of learning about Programmable

Logic Controls, Data Analytics, etc. Then they have a lot of accounting as well. Accounting is going automated. They are looking at how to take some of their accountants and move them into higher skilled jobs because some of their duties are becoming automated. Idaho Forest has expanded into Mississippi.

One of the keys is that the youth need to be engaged that want to stay in those communities. This is not a job people relocate for.

Clearwater Paper does about \$2 billion in sales. They are in 13 states. They operate pulp mills, paper facilities, and some facilities that break down those products into more direct to consumer products. The mill has been in Lewiston for a long time. They have 1,300 employees in Lewiston. About half of the company is in Idaho. Clearwater Paper is about half of the forest products industry in revenue. The average employee at Clearwater Paper makes about \$70,000 a year before benefits and overtime. They are struggling to find employees. They still have the same processes in place to bring them in and skill them up but to get individuals at the higher level is a struggle. This has resulted in Clearwater Paper having to change their thinking. At one time they had 4 generations in the mill at one time. Those days are starting to slim. The company is doing really well. Clearwater is a big part of North Idaho. They spend \$60 million a year on maintenance. That is before the hourly part of it. The forest products industry in Idaho is tied together in a lot of different ways. They do log on their own but for the most part they would not be able to survive without Idaho Forest Group and the other sawmills in the region. Without the loggers then the sawmills and paper mills have nothing. They are all tied together and help each other out. The forest products industry in Idaho is alive and well. They are milling more lumber than they ever have with less mills.

Clearwater Paper has an entry level policy. They should have 2-years of industrial like experience. That is not that easy to find anymore. They are going out to the community to find people but they do not have the experience they are looking for. They are now looking at exploring some type of certificate or program to skill up that 2-years and shorten that span. This might bring up more people. All 13 states Clearwater is in is struggling in this area.

There has been work with Orofino HS to get youth interested in logging. They are working on getting into the high schools. 6th graders go on a logging industry tour. They are hoping to get machine and truck simulators to set up in the park. In about 7th and 8th grade they would like to introduce them to more of the timber industry. We have to get the interest in the youth to get the hard skillsets. The biggest challenges is getting people to show up to work.

The recommendation to connect with schools is to get to know the counselors. Get to know principals. Build a relationship with the schools and find out when they will have events that your industry can attend. Also get people into the classroom. We have to talk to kids about doing drugs in high school. Truck drivers have DOT requirements. Youth need to get the message.

We need to do a better job teaching youth about what people in the forestry industry do. A lot of them do not know what the kind of pay they could get and what the work entails.

What the forestry industry is facing today may be very different than what they experience in 5-6 months. Part of the work of the council is trying to predict what is going to happen and help prepare for how it might impact the workforce.

This would be a good opportunity for some WDTF Outreach funding to provide transportation to and from those entities. Funds could go towards curriculum. There is opportunity to help in this area.

- The best grants would be to fund a simulator to show students the industry. Simulators have high interest from the youth.

If we do want to have more discussion around pay transparency. There is a lot of legislation in other state about pay transparency. As we talk about workforce that is not stateside or employers who are in other states but are pushing patrons to Idaho then we need to be thinking about how this will impact us. They may be providing wages that are above the market in Idaho.

Break: 3:10 p.m. – 3:20 p.m.

Council Member Hub

Ms. Solace gave a preview of the Council Hub. Please see attached link:

CNA Advisory Committee

This is to evaluate the certification pipeline for CNA's. Some of the things they are working to do is...(add in from one pager)

The training pipeline are very restrictive. IDHW does not have the capacity to review and approve employer training programs. It is a requirement to have IDHW sign off on employer training programs.

There is a little bit of accountability but there is no clear tracking if there are reports of abuse or neglect for an individual.

Some of the largest hurdles are around funding. One thing that has come up in the council quite a bit is around what kind of solutions we can help create around the perception of CNA's. They view CNA's as less important than other roles. This is impacting the interest in CNA roles.

The CNA role is needed, skilled, and can be difficult. The group is working on addressing all of these topics.

It is an incredibly complex issue and has been around for a long time. We are trying to come up with a solution for Idaho to move forward and help supply Idaho with CNA's. IDHW is only funded to look at a small sliver of the overall big picture. A CNA has to be on the registry to be hired to a skilled nursing facility.

Discussion:

IN the Committee, are they looking at credentialing for faculty to teach CNA?

- Yes, they are looking at that and other education access issues. The availability of classes is an issue as well. Many large employers are even struggling to handle the volume of preceptorships in bulk. They are looking at staggering courses to help alleviate some of that volume.

If we help produce CNA's, do the states around us are they going to take the CNA's from Idaho?

- We are doing analyses of other states and their programs. Because we are looser in our governance and where we sit regionally, it is a possibility that we will lose some CNA's to other states. We do not see this pipeline being heavily relocatable at this point.
- It would be good to know what other states are doing that might take some of our pipeline.

In Idaho Falls, there has been a 501c3 created where CNA's are being funded and then if they want to move forward there is funding available for that. It helps with the pipeline but these individuals are not going to stay in CNA's forever.

Chair's Report

No items at this time.

Executive Director's Report

We have moved to the Capitol Annex. We still have no gotten a bid for construction to get the space built out. Hopefully they can finish the space and we can all be on one floor.

We have hired 5 additional employees. It has been a challenge. We have a really great team and are excited to have them do such great work.

We are working actively with Micron on long-term workforce training strategies. We are going to start having weekly meetings to talk about the needs of their new facility and to increase the STEM Pipeline. They are looking at taking a big step in sponsoring rural schools for Nepri.

WE have had 76 apprentices. We have had 29 completers. ICCU has been instrumental in this program. The Boise and Girls Clubs are working on many more. We had one that was awarded her completion certificate earlier this week. She is the first dental assistant apprentice in the state of Idaho. Maureen O'Toole has retired and has been replaced by Paula Kellerer who was the former superintendent of the Nampa School District. She is very passionate about apprenticeships and assisting Idaho's youth. We are beginning to look at sustainability for this program.

We have been pulling some data about state agency hiring. Over the past year the State of Idaho had 17,000 job postings. There has been a struggling with finding state employees. We have been talking with DHR about how to integrate apprenticeship into state agencies. Idaho Parks and Rec is working on a few apprenticeship programs.

We are involved in a chort with NGA and FHA to leverage IAJ funding in highway construction and broadband into developing the workforce in those areas. Everyone is going to be competing for the

same workforce with all of these things going on. ITD has committed funding into workforce development.

The heavy equipment operator programs, we have not had a training program in the state of Idaho. The last couple of years working with ITD, we have brought some people into Idaho to get individuals trained. We have trained 60 individuals this year. There are 550 job openings in Idaho. CEI has been given a facility and 8 acres by Bonneville county to do heavy equipment operator training.

Council Member Roundtable

Happy to WHITECAP application—how do we continue to make connections in our daily lives.

Today was productive and active. The networking was great. Learning about the childcare grants, our little school in our town was able to connect to the grants. We need durable skills in our workers. How can K-12 focus on this.

Job Corps has been running through Centennial under a three-year grant that was set to end this month. That extra money is going to carry us through May. USDOL intends to keep an active JobCorps site at the Centennial site. But, in June it will transition back to a closed campus traditional site. It won't be located throughout the state. It won't be run by IDOL in the future.

Chair Closing Remarks

Thank you to Senator Stennett for her service to the WDC. She has been a very active member with both the WDC and her community.

We have had some committee meetings recently who were not able to conduct their work due to not having quorum. It is a time commitment. It is important to have participation in the committees so we can keep moving work forward.

Thank you to Vista Outdoor for supporting the council and for Mr. Kolb's continued participation on the council.

Motion by Ms. Revier to adjourn. Second by Senator Stennett. Motion carried.

Adjourned at 4:04 p.m.