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Executive Director



Deni Hoehne  
Chair

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Vice Chair

## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### Workforce Development Policy Committee Meeting Minutes – June 21, 2022

**Committee Members:** Christi Gilchrist, Clay Long, Hope Morrow, Jani Revier, Jason Hudson, John Smith, Lori Barber, Scott Syme, Sean Coletti, Todd Schwarz, Tom Kealey, Tom Schultz, Tia Davis (proxy for Clay Long) (7)

**Staff:** Caty Solace, Paige Nielebeck, Matthew Thomsen, Amanda Ames, Jeffrey Bacon

**Guests:**

**Call to Order at 2:00 p.m.**

**Roll Call** – Quorum met

**Review Agenda** – No changes to the agenda

**\*Review May 17, 2022 Meeting Minutes**

**Motion by Mr. Kealey to approve the May 17, 2022 Meeting Minutes as written. Second by Ms. Barber. Motion carried.**

#### **Registered Apprenticeship Incentive Policy Change Discussion**

There was a push to do this as a tax incentive by the Nurse Practitioners of Idaho and it failed. We provide registered apprenticeship (RA) incentives through the WDTF instead of tax incentives because we looked at other states who had it as a tax incentive and it did not have much participation.

Right now, the policy is specific to RA being able to receive \$1,000 per employer or up to \$10,000 for mentorship and training. This would broaden the policy to include preceptorships.

Mr. Thomsen reviewed a sample policy update. Please see attached document.

Discussion:

We are putting a lot of investment into the apprenticeship programs, and we want more employers to utilize work-based learning. Creating the incentives for RA was a way to get them to participate. We want to try to open the policy to incentivize other work-based learning programs outside of apprenticeships.

Right now, the way the language is written, employers could get funding for vendor provided training, etc. We want to ensure it does not become employer training and get away from the purpose of work-based learning.

We are looking for the Committee to give approval to move forward with creating this policy. An updated draft policy would then come before the Committee for approval.

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Could this be just for healthcare? Then maybe it could be expanded to other industries?

- The idea is to just focus on preceptorship – we can continue to add other forms of work-based learning over time as we better understand how to support them.

Can we utilize some of the Launch policy language that it has to lead to a credential?

- We can say credential or state or federally recognized...

How much of the funding has been used and has there been shift in employers utilizing them?

- We have had 3 applications, 2 contracts, and no reimbursements yet.
- Why would we expand it if we are not getting interest in RA?
  - The RA program is still new, and the apprentices must accumulate 500 hours of on-the-job training before the employer can be reimbursed. It is being promoted by the entire Apprenticeship Idaho team.
  - With respect to preceptorships, it is because it is a barrier. We've been told that 40% of individuals are being denied access to graduate school because they do not have preceptor hosts.
  - Maybe we need to think about something preceptor specific and take away the apprenticeship incentive.
  - This may be the place in the fund to focus a preceptor class. This would be useful in teacher education and health.
  - We might want to look at utilizing Launch instead of an apprenticeship program.

Mr. Thomsen is going to present at IHA's meeting this week and they are interested in learning more about preceptorships and how they can do more for workforce development in Idaho.

How is having these funds available going to increase preceptorships?

- It is going to incentivize the employers to host preceptorships. There is no incentive for them to pick up more work. NNU and ICOM incorporate a student fee in their programs to pay a stipend which puts other institutions at a disadvantage in getting the placements. They don't want to raise their fees and put the burden on the student.

There are so many other ways to tackle this, and we will need a combination of them (industry grants, etc.).

We could add the language to the apprenticeship policy and create a separate policy for preceptorships so that the committee can see both approaches next month.

Is this going to be a short-term program with funds from ARPA?

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- It would be funded with both ARPA and WDTF. If it is a COVID impacted industry, then we could shift ARPA funds to support them, but long-term the WDTF funds would be used.
- Maybe this is something we need to look at and see if general funds need to be used to support this since it is such a large issue.

The Committee is in favor of Mr. Thomsen working on a draft policy and bringing it back for review.

### ***FY23 Research/Data Needs***

IDOL does a great job of utilizing all the resources they have to do research on our behalf; however, there are a lot of impending questions about our workforce that we cannot answer because we do not have the data connected in the right way.

We want to look at expanding the research portfolio and proactively directing the efforts instead of only addressing immediate issues. This will also help work better with our partners, legislators, etc. Good research would drive the policies that the WDC Policy Committee would create.

If anyone has feedback on this or research projects we should be talking about, please send them to Hope.

Discussion:

Who would do the research? Would someone be hired?

- It would likely be ARPA or WDC dollars being utilized to work with IDOL to expand their research and capacity.
- This would greatly help move the WDC in a good direction.

We also need to be able to share data across the state agencies.

Utah is a great example of a research system that works well. We could learn a lot from them.

IDOL has an economist in each region of the state (they are working to hire one in Eastern Idaho) and a team in the central office that works on fulfilling the requirements of the Bureau of Labor Statistics. A lot of the other work they do is with funding from other agencies to help them with research. They do not have a lot of flexibility outside of what they are being paid for research. IDOL has a lot of data on their own but the workforce data they have is just one segment. IDOL does a lot of work, and it would be great to be able to expand that work with some WDC dollars.

Think about research topics and share at a future meeting. We should also get the Utah group to speak to the Policy Committee and then the Council. Ms. Nielebeck will work with Ms. Morrow to schedule.

### ***\*Annual Review of Launch Courses***

Ms. Solace reviewed the updated Launch course list. Please see attached document.

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### Discussion:

It is important to check that the more fundamental courses that are being offered in-person are not being utilized by VR. Sometimes they request those in-person courses for their program participants.

The price changes are happening across the board. It is not specific to Idaho Launch courses.

**Motion by Ms. Revier to approve the price changes. Second by Mr. Kealey.**

Ms. Gilchrist abstains.

**Motion carried.**

The water and wastewater courses, they seem a little odd. Are there a lot of people that are taking the course?

- The Committee last month approved an MOU with IRWA. IRWA is hoping to open up these courses (which support their apprenticeship program) to the public. They are seeing a mass retirement in their industry.
- The hours include the on-the-job training. That is why the hours are so large.
- It just seems like a low price for how many hours.
  - The instructors would be a combination of employees and the IRWA instruction program. IRWA would provide the course work and the employer would provide the trainer.
  - The 1-year program has 144 hours of technical instruction (this is the course work)
  - 2-year it is 288 hours.
  - They are counting the skills part of the training towards the hours. For the apprenticeship program they still are required to get 2,000 hours of experience.
  - IRWA is doing the mentorship part of the training as well since they are the sponsor.
  - This is similar to the JATC pricing.

Across the state, IDOL has offices across the region, and they do offer free basic courses for things like Excel. It seems like a waste to use a Launch benefit on that course.

**Motion by Ms. Revier to approve the new launch courses minus the ISU Excel courses. Second by Mr. Kealey.**

Do we have any response from the restaurants saying they have a demand for the sushi training? It sounds like a community class.

- Ms. Solace asked this question directly to them. The answer was that they are looking at kitchen staff who are looking to expand their skills. They are guessing a range of 16-22.

**Motion by Ms. Revier to amend the above motion to also exclude the sushi course. Mr. Kealey agrees to the change.**

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**Amended motion carried.**

The courses that are duplicates of what is on LinkedIn Learning should be removed.

Ms. Solace will set the trainings up to direct the individual to where they can sign up for LinkedIn learning.

**Motion by Ms. Revier to remove the LinkedIn Learning duplicate courses from Idaho Launch. Second by Mr. Kealey. Motion carried.**

**Motion by Mr. Revier to adjourn. Second by Ms. Gilchrist. Motion carried.**  
**Adjourned at 3:02 p.m.**

DRAFT