

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair
B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Meeting Minutes

Date: Wednesday, July 14, 2021
Time: 8:30 a.m. – 5:00 p.m. (Mountain Time)
Location: In-Person – State of Idaho Chinden Campus

Council Member Attendees: Deni Hoehne, Anna Almerico, BJ Swanson, Brian Cox, Clay Long, Dave Hannah, Donna Butler, Hope Morrow, Jane Donnellan, Jani Revier, Jeff Greene, Joe Maloney, John Young, Kate Lenz, Kelly Kolb, Linda Clark, Liza Leonard, Lori Barber, Marilyn Whitney, Michelle Stennett, Sarah Griffin, Scott Syme, Ben Davidson (Proxy for Shelli Bardsley), Sherry Maupin, Tom Schultz, Jake Reynolds (Proxy for Tom Kealey), Shannon Brady (Proxy for Lori Wolff)

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

*Workforce Development Council is hereafter referred to as WDC.

Call to order at 8:30 a.m.

Roll Call/Introductions – Quorum Met

****Review/Approve Agenda***

**Motion by Dr. Clark to approve the July 14, 2021 Agenda as presented. Second by Ms. Swanson.
Motion carried.**

****Approve Minutes from April 14, 2021 Meeting***

**Motion by Mr. Kolb to approve the April 14, 2021 meeting minutes as written. Second by Mr. Green.
Motion carried.**

Council Member Updates

Shoshone-Bannock Tribes

Ms. Fletcher is unable to attend the meeting today so this agenda item will be postponed until a later meeting.

Next Steps & Launch Update

Ms. Solace provided an update on Next Steps & Launch.

Next Steps

This project has truly bonded education and workforce development outreach efforts. Ms. Solace has been integrated into the OSBE office and feels like a welcome contributor to their outreach team. The team meets on a weekly basis and communicate on the daily.

Next Steps Idaho was created in 2015 for 8-12 graders with a focus on going to college. It now serves all Idahoans.

Through the strategic investments of the Council and the hard work of the Committee members, partners, and staff, Next Steps Idaho recognizes that the career aspirations of Idahoans are linked to building a better educated and skilled workforce and a stronger economy.

Next Steps Idaho is a robust, dynamic “one-stop shop” for information and tools to help set in motion or accelerate education and/or career journey. Teens contemplating college or technical training programs can use the Appy Idaho feature to easily submit applications to Idaho Colleges; or the Future Finder Tool can match their skills and interests with potential careers. Adults interested in a new career can find information about training, upskilling, returning to school, and programs to help pay for their transition. Created by and for Idahoans, Next Steps Idaho is a unique space where people of all ages, backgrounds, and interests can start/restart their individual education journey toward personal and career advancement and satisfaction.

If anyone would like a tour of the new and expanded site, Ms. Solace and the OSBE outreach team would be happy to provide that experience.

Although the expanded site launched late last summer it has been a busy year for the project team.

- This year the team was able to create a governance structure which allows the relationship between the WDC and SBE to function operationally and bring in additional partners.
- Three committees were created to help with the management and oversight of the site:
- The project team has begun the first phase of the Next Steps outreach work. The first phase is focused around ensuring that the partners have the tools they want and need to begin to embrace and use Next Steps.
 - There was also a creation of collateral for the outreach campaign. It included the commercial at the following link: <https://vimeo.com/560154360/2bb15865be>. The materials will roll over and be used for next year’s outreach efforts. This spring alone, 25 media articles all around the state have been posted promoting Next Steps and Next Steps and Launch together.
 - Outreach efforts on the site began based on what has been learned from the Council supported Adult Opportunity campaign and the CARES Act supported Launch campaign. The initial outreach effort used TV/Radio, social media, and CTV.
 - Year over year, analysis is conducted to ensure the dollars being invested in outreach are performing. Last year, Next Steps saw 15,194 visitors staying for about 1 minute and 50 seconds.

- While running the outreach campaign in 2021, the site saw 23,046 visitors spending an average of 4 minutes and 49 seconds on the site in just two months. These visits were spread throughout the state.
- In May and June, the site visitors were between 80-85% new to the site. The top 5 visited sites were: Home, Future Finder, Future Finder Quiz, Browse Careers, and Idaho Colleges.
- The project team continues to build new additions to Next Steps. A few of the new features include: more informative career cards with more information on what career are like and how to prepare for them, 14 additional rural career fliers to make a total of 35, CTE program directory, media kit landing page, comprehensive search feature, better calendar, video gallery, workforce training directory, enhanced educator landing page, updated career cluster survey, updated high school learning plans, 30+ new lesson plans, Financial Aid landing page, and a Next Steps account login (going live August 1).
- In the next year the team would like the opportunity to be able to continue a statewide campaign including TV/Radio, search, social media, CTV, streaming radio, earned media efforts, and partner buy-in. The team plans to continue building resources for adult audiences.

Together with the Council member support, the partnership of the State Board of Education, and a lot of collaboration, communication, and hard-work the site the Task Force imagined in 2017 will be realized.

As part of the budget request, the Council will see an item to continue the Council's investment in Next Steps Idaho with \$250,000. \$200,000 for continues outreach and \$50,000 to support further development of the site. This is an integral year in the adoption of Next Steps and a year when we will begin to see a large return on investment in regard to reach.

Launch:

A quick way to access Idaho Launch is through Next Steps Idaho. The link to Idaho Launch resides on the homepage of Next Steps or the search function can be used to find the link.

Launch is the pathways 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 programs' start was bolstered through \$1,000,000 in CARES Act dollars that allowed the 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). We have plans to refresh this data on a regular basis.
- 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.

Under the Launch brand, the WDC started a program supported by the WDC Financial Assistance for Short-Term Training. The program that exists today is as follows:

Participants must be:

- Idaho Resident
- Planning to use the benefit to work in Idaho

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There is a benefit for anyone who meets those requirements:

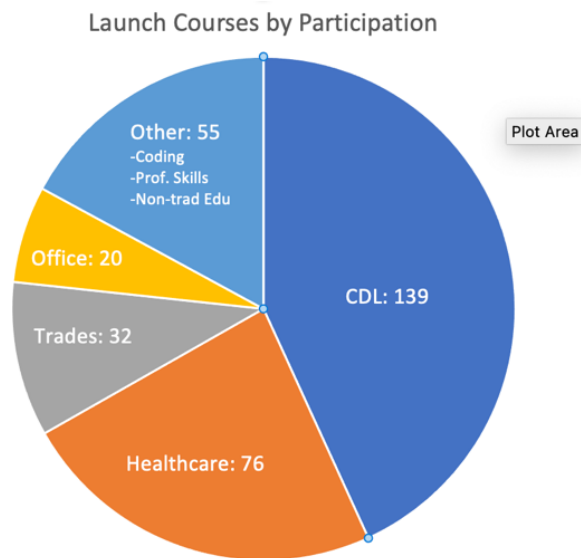
- 75-90% tuition costs only, based on household income

Some important details:

- \$7,500 max benefit
- Once in a lifetime benefit
- A program can include more than one course
 - For example years 1,2,3,4 of an Apprenticeship or adding Udemy membership (5,000 self-paced programs) to any other program
- Eligible programs are approved by the WDC Policy Committee at their monthly meetings.

Idaho Launch went live in mid-October 2020 and has had over 25,000 visitors as of yesterday with an average session duration of 2 minutes and 19 seconds. The visitors are fairly even between male (48%) and female (52%). There is a slight concentration in visitors between 25-34 years old. Based on initial user and Career Planner feedback, a few enhancements are being added to the site.

The WDC is using their extern Jean Millheim, the JR/SR librarian from Potlach, to do extensive data work and conduct a follow-up survey.



The life of the program has been very short. To bring a request to the Policy and Council for continued funding, the numbers are based on the first seven months of the program. The last month has been a busy one. The WDC has seen 400 contracts to date.

An estimation of costs based on the first 7 months of the program follows.

Program costs:

Obligated through 5/31/21	\$772,485
Average cost per month	\$110,355
Estimated annual program cost	\$1,324,260
Administration cost per person	\$50

Participant information:

Participants through 11/16/20-5/31/21	322 7months of the program
Average training cost per participant	\$2,399.02

Proposed Budget for FY22: \$1,500,000

- 600 participants @ \$2,400 each = \$1,440,000
- 600 participants @ \$50 (administration) = \$30,000
- Up to \$30,000 in direct digital/traditional marketing / focused on search

There are now three/three months periods to compare site traffic.

- 3/10/21-6/30/21 (paid outreach program) – 15,953 site visitors
- 12/08/20-3/09/21 (organic referrals) – 2,194 site visitors
- 10/18/20-12/07/20 (paid outreach program) – 10,412 site visitors

Discussion:

Are the high school students being asked to go to the sites as part of their day-to-day schooling?

- That is not something that can be mandated at a state level. The outreach staff at OSBE has done a great job of building those relationships at the school level.
- The media campaign ran this March was led by Next Steps Ambassadors who serve as counselors in schools.

What are career cards?

- The career card is a webpage that shows all the information gathered on those careers and shows what an individual might expect in that position, the labor market in Idaho, etc.

Where do the salary ranges come from that are on Launch?

- They are state averages. It is the same information that is being pulled for Next Steps Idaho which is data the WDC received from IDOL.
- We do not want individuals turn away from in-demands skills training because the wages are not reflective of all regions in Idaho.
 - Staff are investigating whether regional wage data could be integrated into Launch.

What is the intended audience of Next Steps vs. Launch and how are the two sites connected?

- Next Steps is a research hub. People go to Next Steps to get in-depth information on a career they are interested in and to do some self-reflection. Next Steps has a host of self-assessments.

- Launch is designed for individuals to access training. It also provides tuition assistance to Idahoans through the WDC program.
- The two sites are linked.

Are there restrictions on Launch assistance if the individual is already getting support from another entity?

- It would be great if the individual is getting support from another entity. The Launch program can only cover 70-90% of the cost of the training. With the support of another entity the training could be paid in full. The entry point for Launch is a career planner at IDOL so each individual is being evaluated for other benefits before they receive a voucher.

Is there an age limit for Launch?

- There is not. If the individual is an Idaho resident using the training to work in Idaho, they are eligible for the program. If the individual is under the age of 18, they are eligible, but do have to have a parent sign the contract for them. This is a once in a lifetime opportunity so it is important to ensure the individual understand they cannot use the benefit again.

The Launch program is structured around the employer survey data. How often is that data going to be redone?

- The data will be refreshed on a regular basis. The intent is to close the loop by going back to the employers to see if their needs have changes and to see if the skills people are receiving through Launch are useful to them.
- Energy is not listed in the industry list.
 - The industries will be refreshed to match the Career Clusters used on Next Steps Idaho.

How is the WDC ensuring that we are getting a cross section of industries, etc.?

- The survey was pushed out through Idaho's industry associations, etc. and those associations passed it on to their members. The researchers felt the responses were a statistically significant representation of the state.

Executive Director's Report

FY21 Year End Budget Report

WORKFORCE DEVELOPMENT COUNCIL OPERATING BUDGET - June 30, 2021													
STATE EXPENDITURE CATEGORY	WDIF Budget	Total WDIF YTD Spent	Total Ending WDIF	WIOA Budget	Total WIOA YTD Spent	Total Ending WIOA	YARG Budget	Total YARG YTD Spent	Total Ending YARG	TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL YTD Spent %	TOTAL ENDING BALANCE
Salary & Benefits	\$395,300	\$377,494	\$17,806	\$96,700	\$96,450	\$250	\$70,000	\$59,812	\$10,188	\$562,000	\$533,756	95%	\$28,244
PERSONNEL	\$395,300	\$377,494	\$17,806	\$96,700	\$96,450	\$250	\$70,000	\$59,812	\$10,188	\$562,000	\$533,756	95%	\$28,244
Administrative Services & Supplies	\$6,000	\$1,223	\$4,777	\$1,000	\$174	\$826	\$675	\$1,168	-\$493	\$7,675	\$2,566	33%	\$5,109
Communication Costs	\$4,000	\$7,575	-\$3,575	\$0	\$0	\$0	\$300	\$300	\$0	\$4,300	\$7,875	183%	-\$3,575
Computer Services & Supplies	\$26,500	\$20,462	\$6,038	\$0	\$0	\$0	\$29,320	\$27,672	\$1,648	\$55,820	\$48,135	86%	\$7,685
Employee Development, Memberships & Subscriptions	\$7,500	\$690	\$6,810	\$21,500	\$20,191	\$1,310	\$0	\$15	-\$15	\$29,000	\$20,896	72%	\$8,104
Employee Travel Costs	\$25,000	\$2,981	\$22,019	\$1,000	\$852	\$148	\$0	\$0	\$0	\$26,000	\$3,833	15%	\$22,167
Contracts, Events, & Other Council Activities	\$528,500	\$499,237	\$29,263	\$23,300	\$17,056	\$6,244	\$30,000	\$0	\$30,000	\$581,800	\$516,293	89%	\$65,507
Rentals & Operating Leases	\$8,500	\$7,596	\$904	\$0	\$0	\$0	\$0	\$0	\$0	\$8,500	\$7,596	89%	\$904
OPERATING	\$606,000	\$539,765	\$66,235	\$46,800	\$38,273	\$8,527	\$60,295	\$29,155	\$31,140	\$713,095	\$607,193	85%	\$105,902
Grand Total	\$1,001,300	\$917,259	\$84,041	\$143,500	\$134,723	\$8,777	\$130,295	\$88,967	\$41,328	\$1,275,095	\$1,140,950	89%	\$134,145
STATE EXPENDITURE CATEGORY	TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL ENDING BALANCE				TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL ENDING BALANCE				
TRUSTEE AND BENEFITS (Spending Authority for Grant Reimbursements)	\$11,750,000	\$1,830,542	\$9,919,458				\$619,705	\$333,627	\$286,078				

WDTF Financial Summary - June 2021	
WDTF Cash Balance 6-1-21	\$15,797,448
Revenue	\$12,774
Interest	\$3,888
Payments	\$549,831
WDTF Cash Balance 6-30-21	\$15,264,280
Obligated Employer Grants	\$2,339,758
Obligated Industry Sector Grants	\$3,926,597
Obligated Innovation Grants	\$129,228
*Obligated Outreach Projects & Allocated Budget	\$623,886
Short Term Financial Assistance Program	\$1,428,075
FY 21 WDTF Admin Costs	\$0
WDTF Obligated Balance	\$8,447,544
Unobligated Balance	\$6,816,736
Proposals Under Review	\$1,964,909
Unobligated Balance if all funded	\$4,851,827

*Includes all Outreach funding made available for the Committee to allocate for FY21.

WDTF FY21 Revenue	Transfer In	Interest	Collection Cost
July	\$288,860	\$9,995	
August	\$735,854	\$8,536	
September	\$8,499	\$6,072	
October	\$306,682	\$5,828	
November	\$588,911	\$5,553	\$8,553
December	\$7,267	\$5,528	
January	\$342,942	\$5,389	
February	\$384,864	\$5,132	\$7,392
March	\$12,658	\$5,050	
April	\$233,382	\$5,073	
May	\$836,067	\$4,559	\$22,419
June	\$12,774	\$3,888	\$18,015
FY21 Totals	\$3,758,760	\$70,602	\$56,380

The WDC staff anticipated seeing a significant payout from the WDTF to grant reimbursements, but the pandemic brought everything to a halt, so we are not utilizing the extra spending authority the Legislature granted the WDC.

The amount transferred into the fund is based on when employers pay their unemployment tax. It does not impact the Council’s ability to award grants, unless the fund balance were to get very low.

Discussion

Where does the CARES Act funding fit in? Does that go into trustee benefits?

- The CARES Act funding is not included on the budget. Those funds were setup in a separate fund. They were also one-time funds.

Does the WDC expect the Governor to recommend additional workforce funds?

- Ms. Secrist is working closely with the Governor’s office. Ms. Secrist is also involved in discussions around priorities for our partners.

***FY22 Operating Budget**

The total amounts in each of the sections are set by the Legislature in March. How the funds are spent within the subcategories are determined by the staff and Council. The two major items that the staff is asking the Council to approve are the Next Steps funding and the Teacher Externship program funding.

WORKFORCE DEVELOPMENT COUNCIL OPERATING BUDGET - FY22 DRAFT				
STATE EXPENDITURE CATEGORY	WDTF Budget	WIOA Budget	Youth Apprenticeship Budget	TOTAL BEGINNING BUDGET
PERSONNEL	\$403,100	\$97,809	\$83,491	\$500,909
Administrative Services & Supplies	\$6,000	\$1,000	\$675	\$7,000
Communication Costs	\$7,500	\$0	\$0	\$7,500
Computer Services & Supplies	\$26,500	\$0	\$0	\$26,500
Employee Development, Memberships & Subscriptions	\$7,500	\$17,575	\$1,000	\$25,075
Employee Travel Costs	\$17,900	\$0	\$1,500	\$17,900
Contracts, Events & Other Council Activities	\$528,500	\$31,425	\$26,825	\$559,925
Rentals & Operating Leases	\$8,500	\$0	\$0	\$8,500
OPERATING	\$602,400	\$50,000	\$30,000	\$652,400
Grand Total	\$1,005,500	\$147,809	\$113,491	\$1,153,309

STATE EXPENDITURE CATEGORY	WDTF Grants	WIOA	Sub-recipient & Incentives	TOTAL BEGINNING BUDGET
TRUSTEE AND BENEFITS (Spending Authority for Grant Reimbursements)	\$11,750,000	N/A	\$636,500	\$12,386,500

Workforce Development Training Fund Requests

"Commitments" included in Budget:

Next Steps	\$250,000
Teacher Externship Program	\$50,000
Policy Committee Request - Idaho Launch	\$1,500,000
Outreach Committee Request	\$350,000

The Policy Committee is requesting \$1.5 million be obligated for the Idaho Launch program.

The Outreach Committee is requesting \$350,000 to support outreach projects. Mr. Young reviewed the Outreach Budget Request. Please see attached packet.

Discussion:

Is the Outreach Committee going to need more funding to catch up from last year?

- The Outreach Committee feels that \$350,000 will be enough but the Committee can always come back to request more funds.
- If the funds are not spent the money stays in the training fund.

Motion by Mr. Maloney to approve the FY22 Operating Budget as presented. Second by Ms. Revier. Motion carried.

FY23 Budget Request

The FY23 funding becomes available in July 2022. Ms. Secrist does not anticipate any significant changes to the operating budget in the FY23 request. The WDC does plan to include a line item in the budget to request an FTE. This position will help with the increased WDC workload. With the addition of Idaho Launch, the Youth Apprenticeship Readiness Grant, Apprenticeship Incentive program, etc. the amount of fiscal work has increased around processing transactions. To address the gap, the WDC staff brought on a temp to help alleviate immediate workload issues. The plan is to bring on an administrative assistant and reorganize some of the other WDC staff's duties. There needs to be a staff member who can focus on accounts payable and council meeting logistics. This would enable Ms. Nielebeck to focus on other projects that she has not had time to work on. It will also free up some of Amanda and Matt's time to work on other priority projects.

Executive Director Updates

Thank you to all the stakeholders who participate in the WDC Committees.

The WDC is working with the Department of Defense to pilot a new program that Senator Crapo's office helped incorporate into the National Defense Authorization Act. This helps the DOD be able to release information on service members who are leaving the military and planning to come back to Idaho. Approximately 120 individuals indicated they are planning to come to Idaho over the past year and would like their information shared with the state. The WDC is working with the Idaho Veterans Chamber of Commerce to see how we can leverage the data to help Idaho employers connect with service members.

The Teacher Externship program is running right now. There is a Teacher Extern blog on the STEM Action Center website. It is great to see the experiences the teacher externs are having and what information they are taking back to their classrooms.

The WDC is working with the Shoshone-Bannock Tribe and the Shoshone-Paiute tribe to create opportunities for their tribal members to connect with jobs within their communities. It has been great to build relationships with the tribes and find areas where we can support each other. The Shoshone-Bannock Tribal Council members visited with agency leaders and took a tour of the Dennis Technical Center. The Shoshone-Bannock High School is working to shift to an entirely project based learning curriculum. The Tribe is in the process of applying for an industry sector grant to support some of these efforts.

Committee Reports

Ms. Secrist reference the Committee reports. Please see attached document.

Chair's Report

Ms. Nielebeck put together a report to show where across Idaho the Committee members are located. Please see attached document. If anyone has thoughts our feedback, please provide those to Ms. Nielebeck. If anyone has ideas of people who might want to participate in committees, please provide their information to Ms. Secrist.

Ms. Hoehne reviewed the Executive Committee report. Please see attached document.

The WDC has been able to create great partnerships with the State Board of Education Executive Committee. The WDC Executive Committee meets with the State Board of Education Executive Committee regularly to keep the partnership strong.

****WDTF Policy Update***

The Goals of the Idaho Workforce Development Training Fund (WDTF) Grant Programs are:

- Increase the economic mobility of Idahoans through training that leads to wage gains and retention.
- Provide timely assistance to businesses while shifting focus to broader talent pipeline development strategies that serve multiple employers.
- Support growth of the economy by assisting employers with job creation and integration of technology, specifically through the development of skills in their existing and/or new employees.
- Provide a return on investment to Idahoans as evidenced by increased wages, job creation, capital investment, retention of Idaho's workforce, credential attainment and/or customer satisfaction (employer and trainee).
- Promote innovation in talent development.
- Encourage replication of best practices in talent pipeline development.

Ms. Swanson reviewed the updates to the WDTF Policy. Please see attached document.

Innovation Grant

Based on the efforts of the Work-Based Learning Committee, the Policy Committee is recommending changes to the Innovation Grant policy to provide flexibility and increased funding to projects that are starting or scaling work-based learning.

The first change will allow the entity to request more than \$25,000. The Work-Based Learning Committee is working on definitions and outcomes for each type of work-based learning, in partnership with the State Board of Education, and this will in turn help the Grant Review Committee evaluate the quality of any programs requesting funding.

The second, and last, change allows for up to two years for the contract. Regular innovation grants have a one-year term and that may not be long enough to get these types of projects going.

Motion by Ms. Swanson to approve the changes, as written in this document, to the Innovation Grant Policy to further support work-based learning initiatives. Second by Ms. Griffin.

Discussion:

This will help the WDC align all the work with apprenticeships and streamline the processes.

Motion carried.

***Apprenticeship Incentive**

Following the adoption of this new policy at the April meeting, staff identified a small, but important, oversight with respect to implementation of the incentive in support of School to Registered Apprenticeship.

The policy included a contractual term stating that only full-time, non-seasonal employees qualified for reimbursement. Youth apprentices who are still in high school will likely not be working full time until they graduate. The change being recommended addresses that issue.

Because of the efforts underway with the Youth Apprenticeship Grant, the Executive Committee provided Ms. Secrist the authority to implement the language below in advance of the Council meeting. The WDC did not want to send the message that we are not in support of School to Registered Apprenticeships. However, the Executive Committee made it a temporary waiver until the full Council could act. The Policy Committee has recommended the policy changes for approval.

The addition of this language clearly exempts School to Registered Apprenticeship from the full-time requirement and reduces the hours required for the first reimbursement to 175 hours of on-the-job training recognizing that the youth will not be working full time.

Motion by Ms. Swanson to approve the changes, as written, to the Registered Apprenticeship Incentive Policy. Second by Ms. Almerico.

Discussion:

What is the policy change doing?

- The original policy allowed for the WDC to reimburse employers for registered apprenticeships only if the employee is full-time. For STRAP programs, the student is often not working full time. This policy change allows for the WDC to reimburse the employer once the apprentice has completed 175 hours of their apprenticeship. It is important that STRAPs qualify for the program.

Motion carried.

Break: 10:45 a.m. – 11:00 a.m.

Board Development Continuation – Input to Strategic Plan

At the last council meeting, the Council participated in a board development activity to explore what the Council is and develop the WDC “About Us” and elevator pitch. Ms. Salisbury ran the group through activities to help the Council define the roles of the Council members. It is time to come full circle and see if the 2019 strategic plan needs to be adapted to fit the board development work conducted.

The Council participated in breakout board development activities.

Lunch: 12:00 p.m. – 12:45 p.m.

Labor Market Presentation

Mr. Shaul presented on Idaho's Labor Market. Please see attached slides.

Discussion:

How does IDOL determine the number of people who are not going back to work because of COVID and those not returning to work because they do not want to?

- Idaho does not ask that question. It is hard to get information for individuals who do not want to come back to work.
- Mr. Shaul will look more into this.

How does the 14.4% of individuals telecommuting compare to individuals telecommuting before the pandemic?

- The number was lower before the pandemic. That number may come down once things start relaxing. IDOL is working to figure out how to track this information in the future.

What data does IDOL have about insufficient childcare?

- There is a census poll survey that can provide some of the data. Part of this has to do with anecdotes from stakeholders.
- Mr. Shaul can follow-up with the census data.
- The reason why women are not recovering in the workforce as rapidly is because childcare centers are not opening, and schools are either virtual or in a hybrid setting.
 - USDOL has labor statistics on these issues. This is a good resource to utilize.

Is there any data on wages and wage increases at entry level roles?

- Wage data has the longest lag.
- Employers are offering signing bonuses and higher wages to try to find workers. Eventually this will influence wages.
- Starting wages are going up but are still low. The market is dictating what the minimum wage is.
- There is a wage graph on IDOL's website that has information.

Is there any correlation between the lack of housing and the unemployment rate?

- Not directly. There are no data sets that tells IDOL that inflation and housing affordability are an issue for Idahoans. There is concern about job growth perspectives in the future if the market does not even out.

Will Idaho get to a stage where automation is going to permanently replace some frontline jobs?

- There are certain industries that need automation (e.g., truck driving). The lack of truck drivers is affecting the prices of supplies because there is a lack of workers.
- Mr. Shaul can get more information on this subject.
- It seems that we are still well away from having automation take over jobs.

Council Discussion

What does the Council need to work on?

- Remote work. Valley County has had exponential growth with individual working remotely. This is a market that needs to be tapped into. This is something becoming more and more prevalent in the labor force.
 - The WDC needs to help small employers tap into remote workers.
- Workforce housing. There are several mines going up that are going to need temporary housing. Hospitality is also important in these areas. Individuals cannot come here to work if they cannot find housing.
 - It would be interesting to see if Idahoans are leaving due to housing prices.
 - If Idaho does not address the housing issue, then there will not be sufficient workforce. The Governor's Office knows this is a priority.
 - Who can the WDC ask if there is a way for us to contribute to the housing issue?
 - Governor's Office
 - Idaho Housing and Finance
 - Idaho Commerce
 - The workforce housing that is available is not affordable for the service providers. Can the above entities work together to get land, build workforce housing, and ensure it is dedicated for that purpose? The WDC is going to have to get creative on how to address this issue.
 - North Idaho is a large attractor for retirees. This has caused extreme real estate escalation in the area. There is developable land so more family housing is being built but the affordability is a challenge.
 - Workforce housing is different than affordable housing.
 - Local Housing is another common term.
 - Workforce housing is not under the purview of the statute of the Council. It is something that the WDC can influence other agencies to address but not something the WDC should tackle.
- Minimum Wage.
- Childcare. Companies are finding ways to open childcare centers for their employees because there are no options for parents.
 - If there are opportunities to highlight this as a workforce issue the WDC should do that.
 - People are looking for multiple jobs to be able to work around childcare schedules. This is forcing employers to look at different standardized schedules to enable these individuals to work two to three jobs.
- Tourism industry.
- Broadband. Everyone in Idaho needs to be able to access online resources.
 - Idaho Commerce is working on this issue.
 - There is a Broadband Advisory Council.

Now that an individual can get directly into a job without going through college, how is that impacting the education institutions in Idaho?

- The State Board of Education has some data on this issue. Enrollment numbers appear to be down. The State Board of Education can bring this information to the Council. The institutions are working hard on the enrollment numbers but there is a latent effect of the pandemic.
- The enrollment at CEI is up but they are seeing individuals who are starting programs and then dropping because they find employment.
- There are also many individuals who are dropping out of high school to get jobs.
- It is important to realize that the hole in education created by the pandemic is not as great as in some places. Some school districts were in session over the past several months. There are states that closed education entirely. Idaho has some students who have disappeared from registration entirely.
- The Idaho out-of-school programs are working on addressing some of the learning gaps. They are working on leveraging resources to support the school districts and students outside of the school day.
- There are a lot of people working part time who are also seeking education opportunities.

Is the WDC staff seeing a decrease in WDTF applications?

- Applications were down since the start of the pandemic. Mr. Thomsen is starting to see an increase in applications.

One of the roles of the Council is to identify the challenges of Idaho's workforce. Right now, there is a disconnect in the line of sight between the individual and the workforce. An Ad Hoc Committee could be put together to identify these challenges and what entities could support these efforts.

Break: 2:45 p.m. – 3:00 p.m.

Adult & Dislocated Worker Service Provider Introduction

The WDC conducted a procurement to select a provider for the Adult & Dislocated Worker Service program. Idaho Division of Purchasing managed the process to ensure that the WDC went through a fair and transparent process. Equus Workforce Solutions was ultimately selected as the provider.

Mr. Sneed and Ms. Giordano presented on Equus. Please see attached presentation.

Who is the customer?

- Equus is providing services under WIOA to adults and dislocated workers.
- Dislocated workers are individuals who have been laid off, impacted by foreign trade, etc. The people Equus serve are individuals who are looking to go to work who are traditionally above 18 years old.
- Equus will partner with entities around the state to serve these populations.

What does it look like for an Idahoan to access services?

- The individual would go into a career center where Equus would have a staff member to assist the individual find a service. The individual would be able to get information, tools, etc. at the career centers. The goal is to provide access to everyone.

What has Equus done to be innovative around transportation?

- Equus has dealt with transportation in rural areas in other states. It is a big barrier, and it will take looking at little things Idaho can do to overcome these issues. There is no one answer.

What groundwork has been laid in connecting participants with adult education?

- Connecting adults with adult education can vary from location to location. It is imperative that Equus and adult education are partnered in Idaho. In some states, adult education is in the same office as the WIOA Adult & Dislocated Worker programs.
- CTE and Equus will need to discuss a partnership.

The Council is responsible for choosing the service provider according to Idaho procurement laws. Last year, the WDC procured the One-Stop Operator contract which was awarded to IDOL. Equus will take over the contract on October 1, 2021. IDOL will continue to administer the Youth programs.

The WDC is ensuring that WIOA programs are following both Federal and State laws.

Workforce Development Training Fund Grants – Innovation Grants Updates

International Rescue Committee

Ms. Hyslop provided an update on the International Rescue Committee innovation grant. Please see attached presentation.

Palouse Pathways

Ms. Jenkins and Ms. Rose provided an update on the Palouse Pathways innovation grant. Please see attached presentation.

Idaho Launch

Ms. Witt and Mr. Lozano provided an update on Idaho Launch.

Chair's Closing Remarks

The next Council meeting is on October 13. Age of Agility is October 12. All the Council members are invited to attend the October 12 event in-person as a live studio audience. Last year, the event was able to reach many more people via virtual means than being limited to the capacity at a conference center.

The Council members asked for guest presentations to please be sent out in advance if possible.

Motion by Mr. Kolb to adjourn. Second by Mr. Hannah. Motion carried.

Adjourned at 4:17 p.m.