

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W Jefferson St, Ste 131, Boise, Idaho 83702

**Workforce Development Policy Committee
Meeting Minutes – October 18, 2022**

Committee Members: Christi Rood Gilchrist, Clay Long, Daniel Puga, Hope Morrow, Jani Revier, Jason Hudson, John Smith, Lori Barber, Sean Coletti, Tom Kealey, Tom Schultz, Lacey Henning (proxy for Dan Puga)

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

Guests: Carlie Foster

Call to Order at 2:01 p.m.

Roll Call – Quorum met.

Review Agenda – No changes to the agenda

***Review August 16, 2022 Meeting Minutes**

Motion by Ms. Revier to approve Meeting Minutes as written. Second by Ms. Barber. Motion carried.

***Review August 31, 2022 Meeting Minutes**

Motion by Ms. Revier to approve Meeting Minutes as written. Second by Ms. Barber. Motion carried.

***Launch Course Approvals**

Order	CourseName	SkillName	Professional Industry	ProviderNameID	Specific - Provider T	Do you have Region	BriefDescription
968	Fundamentals of Accounting	\$1,499	Professional General Bus	College of Southern Idaho	Public Institution / v ProTrain		4 This course provides an in
970	Medical Coding Specialist Complete	\$2,655	Professional Healthcare	College of Southern Idaho	Public Institution / v ProTrain		4 With the Medical Coding
940	Class A or B CDL Training	\$1,400	Professional Constructive	Build the Best Institute	Public Institution / v None	All	We offer in person trainin
983	Hazmat	\$500	Professional Transportat	Top Gun Trucking Academy	Public Institution / v None	All	Our Hazmat course allow
918	BLS CPR for Healthcare Providers	\$95	Professional Healthcare	College of Eastern Idaho	Public Institution / v None		6 Satisfies the Health Care P
972	OSHA 10: General Industry	\$149	Professional All	College of Southern Idaho	Public Institution / v None		4 To maintain a healthy anc
973	OSHA 30: General Industry	\$349	Professional All	College of Southern Idaho	Public Institution / v None		4 To maintain a healthy anc
976			College of W	Idaho	1 Tyler Brown	not current course -	College of Western Idaho \$4,299.00
	Price changes (see next tab)						
Order	CourseName	ProviderNa	Course Cost	DateValid	First & Last Name	Old Course Price	ProviderNa Is this cours New Course Price
944	Year 1 Boise Local 55 Sheet Metal and HVAC Apprenticeship	Southwest Central Idaho		1	Gregory D. Backus	\$7,529	Southwest Central Idaho \$7,960.40
974	Mental Health Technician, Mental Health Technician	College of Western Idaho		1	Tyler Brown	\$3,733	College of Western Idaho \$3,799.00
975	Hemodialysis Technician	College of Western Idaho		1	Tyler Brown	\$4,199	College of Western Idaho \$4,199.00
977	Patient Care Technician, Patient Care Technician	College of Western Idaho		1	Tyler Brown	\$3,499	College of Western Idaho \$3,799.00
978	Pharmacy Technician, Pharmacy Technician	College of Western Idaho		1	Tyler Brown	\$3,899	College of Western Idaho \$4,199.00
979	SHRM Human Resources Exam Prep	Boise State University		1	Lori Nate	\$1,500	Boise State University \$1,875.00
980	CDL Class A course, CDL Class A Training	Top Gun Trucking Acad		1	Katelyn Rios	\$4,626	Top Gun Trucking Acad \$4,807.00
986	Maintenance Apprenticeship Year 1	College of Southern Idal		1	Stefanie Hauff	\$995	College of Southern Idal \$1,745.00
987	Maintenance Apprenticeship Year 2	College of Southern Idal		1	Stefanie Hauff	\$995	College of Southern Idal \$1,745.00

Discussion:

- The CDL course offered by BTBI is much less expensive than a typical CDL course. What is the difference? What kind of certification is obtained by this course?
 - This course is only 30 hours vs the 160-hour course that ends in a Class A CDL.

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- The Committee would like to wait and request more information on this course.
- As the Committee discussed the Launch courses, they brought up the OSHA courses and CPR course. As the Grant Review committee has also been discussing normal costs of doing business, the Committee has elected to put these aside until we decide on this question.
- The Committee would like staff to explore options that would require participants to bundle these smaller low-cost courses within larger programs to maximize Launch benefit.

Motion by Ms. Revier to approve the Launch Course List except for CDL Training, CPR, and OSHA courses. Second by Ms. Barber. Motion carried.

Preceptor Policy Update

Ms. Secrist presented updates following the full Council meeting last month (see attached.)

Discussion:

- How much will this cost?
 - There are several partners that need to collaborate to figure out the best path. Staff will bring the final version in November.

Policy Waiver Request – Micron

Please see the Micron Policy Waiver Request document.

Discussion:

- How much will Micron be requesting?
 - They have estimated the employer grant request to be around \$10 million.
- Is it possible that we pay for the training and then these employees go to another company?
 - That is always possible – we look at retention with the employer and retention in Idaho when evaluating the effectiveness of employer grants.
- The Idaho Launch contract requires participants to stay in the state for one year after their training. Is there any requirement that they must stick with the same company after they receive funding for this training?
 - We have a clause in the contract that if the employer accepts funding and then later lays off these employees, the employer must reimburse the WDTF. We do not have a similar policy for the employee. Ms. Secrist will investigate how we might adapt the contract to address this concern.
- Is this a one-time grant or is there the expectation that Micron could come back to us and ask for more funding later?
 - It is possible they could make another employer grant request, but they would need to also request another waiver for something of this magnitude.

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- Will the Workforce Development Council be establishing precedent for waiving policy in the future for other large grant requests?
 - It's possible. The Committee should consider setting a threshold for future waiver requests.
- Will Micron also be eligible for industry sector grants in the future?
 - Yes.
- An Economic Impact Threshold would be helpful to establish. The Committee would prefer using GDP as a guideline. That burden of proof would fall on the employer/industry to demonstrate the benefit to Idaho.
 - A secondary tier to consider would be the indirect expansion and jobs that will be created by the Micron expansion. We can ask for more information about this because it's very likely that Micron already has the data.
- Is there enough flexibility in the language to allow for this type of allocation?
 - Yes, this is earmarked for workforce development. This is certainly a COVID-19 impacted industry, but Micron is also looking to recruit underserved, disadvantaged, formerly incarcerated, or disabled workers. They are planning targeted recruiting strategies. This is a technology transfer and plant startup.
- Is Micron expecting to hiring Idahoans or are they importing workers? How are they recruiting their workers?
 - Ms. Secrist will ask Micron to respond to these questions.
- Will these techs be able to train for this work straight out of high school? Or what will the minimum requirements be?
 - To clarify, that is 55% managers/technicians and 45% technicians. They will be asking local institutions to increase their programs to help accommodate the increased need for engineers so that they can hire local workers.
 - Micron would like to hire brand new engineer grads. They recognize the need for a pathway into this industry. They will be starting a program for semi-conductor technicians in Idaho.
- What's the sustainability plan?
 - In an employer grant we don't typically require a sustainability plan. Staff will ask Micron how they plan to sustain the training beyond this first hiring time frame.

2023 Legislative Priorities Discussion

In lieu of a Legislative Priorities sheet like the Committee has looked at in previous years, it might be easier for the Executive Director to get in-time guidance throughout the session, with the Executive Committee assisting in what items the WDC supports at varying levels.

The Committee is in favor of this type of change.

Launch Discussion Items

- **In-house Employer Training**

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- The Committee did not like this idea in the spring, but because this has come up again, the Staff is bringing it back to the Committee. Right now, a welding company would like to become a provider of the education to their own employees. This would not result in an accreditation, however.
- This is coming to the committee because this employer is losing employees to other employers during their education at CWI or other Idaho College. This does not reflect a failure of Launch.
- The employee is still working in Idaho whether they are working for this company, or their competitor.

Discussion:

The committee still holds the opinion that Launch should not cover in-house training.

- **For Credit Programs in Launch**

- We have seen a lot of excitement from educators. MOUs are in place. The only sticking point is that for-credit courses are more expensive.

Discussion:

- The Committee weighed the option of making for-credit courses request-only. This has been done for areas where there are no other options. We can leverage the occupations with large amounts of openings per year.
- The Committee would like to approach this slowly and potentially rethink whether we are going to support for-credit offerings at all.
- The Committee expressed concern that we may not be the right venue to incentivize one sector or another. The reason the WDC started with funding workforce training is that these courses were not eligible for financial aid.
- The Committee agrees that approving slowly is preferable due to limited funds.
- The Committee also agrees that it makes sense to approach these needs on a case-by-case basis.

- **Launch Survey Course Value Assessment (See Course Info from Survey Data)**

Discussion:

- Could we use this data as a mechanism to determine which courses are most valuable to employers?
 - Yes. The Committee could deny programs that didn't meet Launch defined expectations.
- The Committee felt that they can utilize the data and refine Launch targets as they face diminishing funds.

Motion to adjourn by Mr. Hudson.

Meeting Adjourned at 3:33.