BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director

Trent Clark
Chair

B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 W Main Street, Boise, Idaho 83735-0510

Date: Wednesday, July 15, 2020
Time: 9:00 a.m. – 4:30 p.m. Mountain
Public Participation: IPTV Live Streaming - https://www.idahoptv.org/shows/idahoinsession/

8:30 – 9:00 am
Zoom Login & Test

WORKFORCE DEVELOPMENT COUNCIL
AGENDA – Amended 7-9-2020

*Action Required

9:00 – 9:15 am	Welcome • Roll Call & Introductions • *Review/Approve Agenda	Trent Clark, Chair
9:15 – 10:00 am	Executive Committee & Chair's Report Executive Director's Report • Committee Updates • Financial Update • Idaho Rebounds efforts	Trent Clark, Chair Wendi Secrist
10:00 – 10:15 am	*Outreach Committee Report and Budget Request	John Young
10:15 – 10:30 am	*FY21 Operating Budget *Approve Minutes from January 8, 2020 Meeting	Wendi Secrist Trent Clark
10:30 – 11:00 am	CTE Work Group Report	Linda Clark and Clay Long
11:00 – 11:15 am	Break	
11:15 – 12:30 pm	Education & Workforce Trends for Young Adults + COVID-19 Impact on Idaho's Workforce	Dr. Cathleen McHugh, OSBE Craig Shaul, IDOL
12:30 - 1:30 pm	Lunch (on your own)	
1:30 – 2:00 pm	Youth Apprenticeship Initiative	Rod Gramer, Idaho Business for Education

2:00 – 2:45 pm	Lumina Grant – Supporting Incarcerated and Re-Entering Learners	Adrian San Miguel, CTE Caty Solace, WDC Donald Janke
2:45 – 3:00 pm	Break	
3:00 – 3:30 pm	Policy Committee Update *Recommendation to establish financial assistance program for short-term workforce training under the WDTF *Eligible Training Provider Policy Appendix A – annual update	Kelly Kolb
3:30 – 4:00 pm	Apprenticeship Committee Update *Recommendation on supporting WBL beyond apprenticeship.	Wendi Secrist
4:00 – 4:30 pm	Closing Remarks	Trent Clark, Chair

Committee Reports

Committee Reports

Executive Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 7, 2020	Executive Director Update	Discussed USDOL WIOA Monitoring visit and July Council meeting.
January 7, 2020	American Semiconductor - Employer Grant	Approved $22,500 to train 9 individuals.
January 7, 2020	Idaho State University -Industry Sector Grant	Approved up to $340,834 to expand the Accelerated Baccalaureate Nursing Program to Pocatello.
January 7, 2020	WDTF Priorities Discussion	Prepared for discussion on WDTF with full Council.
February 13, 2020	Executive Director Update	Discussed WIOA State Plan review process and need to develop additional policies based on USDOL monitoring.
February 13, 2020	IACI - Talent Pipeline Management Selections	Discussed individuals to nominate to participate in TPM training.
February 13, 2020	Idaho Business for Education - Innovation Grant	Approved $25,000 to develop model to scale youth apprenticeship in Idaho and support DTEC in placing 12 apprentices.
February 13, 2020	July Council Meeting - Cost Comparison	Reviewed a cost comparison between hosting summer meeting in Coeur d'Alene vs. Pocatello. The committee asked staff to consider April 2021 for the north Idaho meeting based on high costs during summer.

Executive Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
February 13, 2020	Teacher Externship Program Update	Discussed employer participation in the externship program and need to develop 5-year plan for sustainability.
March 12, 2020	Executive Director Update	Ms. Secrist reviewed the USDOL monitoring letter and actions underway to respond to the findings. She provided an update on procurements, community grants, INL construction projects and COVID-19.
March 12, 2020	State Plan Approval (including waiver request)	Approved WIOA State Plan, including waiver requests, understanding non-substantive comments may be integrated following close of public comment period.
March 12, 2020	Outreach Committee Funding	Mr. Young shared the status of the Outreach Committee's FY20 allocation and determination that additional funds would not need to be requested from the Council.
March 12, 2020	April Council Meeting Agenda	Discussed the impact of COVID-19 on the meeting plans and decided to cancel meeting if the situation warrants.
March 12, 2020	WIOA Funds - flow from USDOL to local areas	Reviewed flow chart on how funds flow from the federal level to the state and then to the local boards in preparation for policy discussion in April.
April 7, 2020	WDTF Grant Modification Flexibility	Approved providing the Executive Director authority to provide an additional 6-month extension for grantees who are impacted by COVID-19.
April 7, 2020	Executive Director Update	Ms. Secrist shared updates on work of the Policy and One-Stop Committees related to COVID-19.
April 7, 2020	Designation of Local Workforce Development Areas	Approved updates to the Designation of Local Workforce Development Areas policy.

Executive Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
April 7, 2020	Appointment and Certification of Local Workforce Development Boards	Approved updates to the Appointment and Certification of Local Workforce Development Boards policy.
April 7, 2020	Distribution of WIOA Tile IB Formula Funds, Recapture and Reallocation	Approved new policy for the Distribution of WIOA Tile IB Formula Funds, Recapture and Reallocation.
April 7, 2020	MOU Between WDC and ECIPDA	Approved updates to the MOU Between WDC and ECIPDA policy.
April 7, 2020	American Job Center (AJC) Certification Policy and AJC Assessment Criteria	Approved updates to the American Job Center (AJC) Certification Policy and AJC Assessment Criteria.
April 7, 2020	Eligible Training Provider (ETP) Policy	Approved updates to the Eligible Training Provider (ETP) Policy.
April 7, 2020	Archive Idaho Policy for Identification of Regions (1/13/16)	Approved archival of the Idaho Policy for the Identification of Regions (1/13/16) policy as it is no longer needed.
April 7, 2020	Archive Transfer of Funds between Adult and Dislocated Worker Programs (4/20/16)	Approved archival of the Transfer of Funds between Adult and Dislocated Worker Programs (4/20/16) policy as it is no longer needed.
April 24, 2020	Apply for USDOL Youth Apprenticeship Grant	Approved submission of proposal for up to $2.5m in partnership with Idaho Business for Education.
May 14, 2020	FY22 Budget Submission Timeline	Ms. Secrist provided an update on the budget submission process.

Executive Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
May 14, 2020	Central Equipment – Employer Grant	Approved $29,750 to train 4 new and 13 existing employees.
May 14, 2020	Executive Director Update	Ms. Secrist provided updates on the USDOL grant proposal, One-Stop Operator procurement, work of the Policy Committee and the need to approve WIOA local area allocations at the next meeting. She shared that the Governor's office is interested in a workforce training component to Idaho Rebounds and that a special meeting will need to be called to review the proposal.
May 14, 2020	Strategic Plan	The committee discussed progress on the strategic plan objectives and agreed to request nominations from each committee to serve on a working group to review the entire strategic plan. Ms. Secrist presented a draft graphic that attempts to show how different projects of the Council are connected.
May 14, 2020	July Council Meeting Update	Ms. Nielebeck provided an update on the planned logistics for the July Council meeting.
May 28, 2020	Idaho Rebounds – Workforce Training Proposal	Approved submission of a proposal to the Coronavirus Financial Advisory Committee in the amount of $1m.
May 28, 2020	July Council Meeting Update	The decision was made to provide both in-person and remote attendance options for the July meeting.
June 11, 2020	Return to Work Program Proposal	Approved criteria for the Return to Work bonus program.
June 11, 2020	FY21 Operating Budget	Approved the FY21 Operating budget as proposed, pending full Council approval. Authorized staff to begin spending against the budget.

Executive Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
June 11, 2020	Outreach Committee Request	Discussed the Outreach Committee budget request and recommendation to move $250,000 for Next Steps marketing to the operating budget.
June 11, 2020	Aerocet – Employer Grant	Approved $12,500 to train 5 registered apprentices.
June 11, 2020	St. Luke's – Employer Grant	Approved $20,000 to train 5 new and 3 existing employees.
June 11, 2020	CSI – Innovation Grant	Approved $25,000 grant to develop an online course for teachers/faculty to teach in a distance learning format. Will be provided at no-cost to Idaho's teachers.
June 11, 2020	WIOA PY20 Local Area Allocations and Set-Asides, including PY19 Recapture Plan	Approved policy governing how the local board will allocate WIOA funds. Approved recapture plan for PY19 funds.
June 11, 2020	Review Draft Agenda for July 15 Council Meeting	The draft agenda was reviewed. Ms. Nielebeck shared that most Council members prefer to attend remotely and that options to stream the meeting from the Capitol are being explored.

Grant Review Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 28, 2020	Idaho Business for Education - Innovation Grant	Recommend approval of $25,000 to research Youth Apprenticeship models and place 12 apprentices from DTEC.
January 28, 2020	Report on Policy Committee Discussion Regarding WDTF	Ms. Secrist shared the discussion the Policy Committee had on creating a WDTF grant to support individuals wanting to attend training programs not eligible for federal financial aid.

Grant Review Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 28, 2020	Discuss Staff Analysis Template for Grant Review	The WDC staff collected feedback from the Committee on what kind of information the Committee would find helpful in a staff analysis template.
January 28, 2020	Community - Tips on Reviewing Proposals and Next Steps for Integrating Scoring	Mr. Thomsen provided an overview of tips and tricks the Committee members can use to better navigate and utilize Community Grants while reviewing grant applications.
February 25, 2020	Diversified Fluid Solutions - Employer Grant	Requested additional past performance from the 2017-2019 grant to show definitive raise in wages, new hires, etc. from Diversified Fluid Solutions to be presented back to the Committee
February 25, 2020	Community Grants Updates	Mr. Thomsen reviewed the updates made to the grant applications per the Grant Review Committee's requests.
February 25, 2020	Staff Grant Summary Examples	Mr. Thomsen shared a draft of a staff grant summary per the request of the Committee.
April 28, 2020	Central Equipment - Employer Grant	Recommend approval of $29,750 to train 17 employees.
April 28, 2020	Review Committee Strategic Plan Objectives	The Committee completed a progress check on the strategic plan objectives created during the July 2019 Council Meeting
May 26, 2020	BSU – Industry Sector Grant	Requested additional information from BSU on the value the VBH program will provide to the organization and any data/research completed on other VBH programs to ensure the viability of the proposed program.
May 26, 2020	Aerocet – Employer Grant	Recommend approval of $12,500 to train 5 employees.
May 26, 2020	St. Luke's – Employer Grant	Recommend approval of $20,000 to train 8 individuals.

Grant Review Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
May 26, 2020	CSI – Innovation Grant	Recommend approval of $25,000 to provide online delivery training modules to teachers in Idaho.
June 23, 2020	BSU – Industry Sector Grant	Recommended approval of $175,240 to train approximately 52 individuals on Value-Based Healthcare with the stipulation that it be added into their contract that BSU conduct a survey of the Healthcare Providers after the first cohort is trained on the training the individuals received.
June 23, 2020	IdeaRoom - Employer Grant	Requested additional information from IdeaRoom on what each training entails, where the funds are going for each training, and why after receiving training the individuals will receive such significant wage increases.

Apprenticeship Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 22, 2020	December's Work Session Review and Next Steps (Committee Objectives)	Doug Park worked with WDC staff to facilitate a work session on creating recommendations on work-based learning (WBL) that will go before the Council at the next scheduled meeting. The work group identified several items in key areas of work-based learning that will now need to be combed through and consolidating into a final draft.
January 22, 2020	Youth Apprenticeship Update	WDTF monies were awarded to IBE for the research and development of a youth apprenticeship structure for Idaho. Maureen O'Toole and Dan Long with the Sandbox Group are leading the project for IBE. In February members of the Sandbox Group, IBE, and CTE traveled to Colorado to learn more about the CareerWise youth apprenticeship model and whether Idaho would benefit from starting a similar model in Idaho. Maureen continues to collect data and reports regularly to a workgroup comprised of members from IBE, Labor, WDC, CTE and Idaho State University.

Apprenticeship Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 22, 2020	Apprenticeship Outreach Assets	Ms. Solace shared drafts of the materials that Strategies 360 developed using the outreach project funds. The materials are available on the WDC website.
February 26, 2020	Finalize Recommendation to the Council on WBL Support	Mr. Park and WDC staff reviewed work done in consolidating the survey data.
February 26, 2020	Update on IDOL Apprenticeship Funding	In 2019, the Idaho Department of Labor received a second grant for expanding registered apprenticeship in Idaho. Monies from the grant can be used to reimburse group sponsors for the development of registered apprenticeship standards, employer sponsors, employer related training and on-the-job training, and supportive services like dependent care, transportation, medical assistance, residential support for out of area training, tools, books, supplies, cash assistance for one-time, unanticipated emergency, out of area job search assistance, relocation assistance. Ms. Robison and her staff can help answer questions for employers who would like to learn more about whether they qualify for reimbursement.
February 26, 2020	Incentive Funding for Youth Apprenticeships	Sean Kelly with Dennis Technical has been partnering with JFF and the Partnership for Advancing Youth Apprenticeships (PAYA). JFF has received a grant from the US DOL that helps support entities develop youth apprenticeships programs. Mr. Kelly is working closely with JFF and PAYA on an accelerator event that would educate employers and create more apprenticeship opportunities for high school students. The event was planned for 04/15/20 but has been moved to June 18 due to school closures.

Apprenticeship Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
April 22, 2020	Industry Recognized Apprenticeship (IRAP) Update	Mr. Thomsen and Mr. Park provided an update on the Industry Recognized Apprenticeship Program (IRAP) to the Apprenticeship Committee. The USDOL has finalized the new requirements for IRAP which will go into effect on May 11th. Organizations wishing to apply to become a Standards Recognition Entities (SRE's) or program sponsors will have an opportunity to go online after May 11th to apply. More details on IRAP can be found at: https://www.apprenticeship.gov/employers/industry-recognized-apprenticeship-program
April 22, 2020	Youth Apprenticeship Grant Opportunity	The WDC is applying for grant funding through USDOL to support youth apprenticeship. IBE, WDC, SBOE, STEM AC and CTE will be partners to the Grant. The grant proposal will be approximately $2.5 million. The performance requirement is to establish 400 youth apprenticeship over a 4-year period. All must be registered apprentices between the ages of 16 and 24. The proposal will place the highest priority on high school students. The grant funds would be used to create an intermediary agency under IBE to administer the youth apprenticeship program.
April 22, 2020	Supporting Work-based Learning Efforts in Idaho	Ms. Secrist reviewed a draft to be proposed to the Council at the July meeting and made edits based on committee feedback.
May 27, 2020	USDOL Youth Apprenticeship Grant Update	The WDC is working with IBE on an Industry Sector Grant application for youth apprenticeship in case the USDOL Youth Apprenticeship Grant is not approved. IBE started working on a recommendation for youth apprenticeship after they were awarded an Innovation Grant in January of this year. If the USDOL grant is not awarded, IBE will submit their ISG application in July with the intent of moving forward in a similar manner as outlined in the USDOL application. The number of apprentices and amount they will request has not yet been determined.

Apprenticeship Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
June 24, 2020	Youth Apprenticeship Grant Update	USDOL should be announcing awards by June 30. IBE continues to work on their sector grant proposal.
June 24, 2020	CTE Apprenticeship Grant Update	In January of 2020, CTE was awarded $1.98 million which will be spread over 4-years. It is tied to H1B visas and the sectors around IT, Healthcare, and Advanced Manufacturing. The technical colleges, with the exceptions of CWI, have signed on as partners. They will be hiring staff at each of the institutions to help with program development. CTE will be posting an apprenticeship coordinator position in late June or early July. The grant requires 2,100 apprentices over 4-years. With COVID-19 there was not much activity in the first quarter of 2020. CTE is planning on putting together an apprenticeship panel that will take place during the annual REACH Conference.
June 24, 2020	Supporting Work-Based Learning Efforts in Idaho Committee Recommendation	Approved recommendation be taken to the full Council to expand the efforts of the committee to incorporate all forms of WBL.
June 24, 2020	Virtual Youth Apprenticeship Accelerator Event Report Out	The event took place on June 18th and was hosted via WebEx. The was the first virtual apprenticeship event in Idaho. There were over 200 registrants. Approximately 182 attended the main session of the event. The event included 3 breakout sessions where attendees could choose the session (school focused breakout (over 60), employer focused breakout (over 25), and employers who don't have apprenticeship program and want to understand the benefits (33 attendees). An e-mail will go out this week to attendees with resources and links and the recording of the event. Those resources will be on an IDOL webpage.

One-Stop Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 14, 2020	One-Stop Certification Reviews	Moved to February meeting.
January 14, 2020	Integration of Statewide Assessment into WIOA State Plan	The committee decided to not integrate a system-wide assessment into the State Plan but to review existing program assessments for potential integration as a starting point.
January 14, 2020	Review Economic and Workforce Analysis	Mr. Vasquez reviewed the Economic & Workforce Analysis section of the State Plan.
January 14, 2020	Update on Infrastructure Cost Sharing	Ms. Carr and Ms. Secrist shared that a finding would be issued since the state has not executed cost-sharing agreements. Ms. Donnellan shared that RSA would not allow the methodology to be based on participant counts. The committee will need to rethink the strategy.
January 14, 2020	AJC Certification Policy - Review Final Draft	Ms. Secrist reviewed the draft of the policy with the committee.
February 11, 2020	State Plan Update	Idaho received an extension to submit the State Plan on April 1 to allow sufficient time for public comment.
February 11, 2020	EO Customer Survey and Programmatic Assessment Tool	The State EO Officer requested feedback on the EO assessment tools to be provided at the March meeting.
February 11, 2020	AJC Certification Policy	Requested changes to the draft policy were reviewed and discussed.
February 11, 2020	WIOA Policy Needs	Outdated policies were identified and the need for a new policy for the allocation of WIOA Title I funds were discussed.

One-Stop Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
March 10, 2020	WIOA 2020-2023 Combined State Plan and WIOA Tile IB Program Plan	Recommended approval of the WIOA 2020-2023 Combined State Plan and WIOA Title IB Program Plan to the Council.
March 10, 2020	AJC Certification Policy	Recommended approval of the AJC Certification Policy and Criteria to the Council.
March 10, 2020	Designation of Workforce Development Areas	Recommended approval of the Designation of Workforce Development Areas policy to the Council.
March 10, 2020	Appointment/Certification of Local Workforce Development Boards	Recommended approval of the Appointment/Certification of Local Workforce Development Boards policy to the Council.
March 10, 2020	Distribution of WIOA Title IB Formula Funds, Recapture and Reallocation	Recommended approval of the Distribution of WIOA Title IB Formula Funds, Recapture and Reallocation policy to the Council.
March 10, 2020	MOU Between WDC and ECIPDA	Recommended approval of the MOU between WDC and ECPIDA to the Council.
March 10, 2020	EO Customer Survey and Programmatic Assessment Tool Feedback	Provided feedback to Ms. Buxton on the EO tools.
March 10, 2020	IDOL Comprehensive Centers Update	Ms. McMahon provided an update on the status of requests from 5 additional centers for comprehensive center designation. She also shared information about the regional business outreach teams that are being formed.
April 14, 2020	One-Stop Certification Review - Pocatello	Approved full certification for the Pocatello Affiliate One-Stop.

One-Stop Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
April 14, 2020	One-Stop Certification Review - Burley	Approved full certification for the Burley Affiliate One-Stop.
April 14, 2020	One-Stop Certification Review - Twin Falls	Approved full review for the Twin Falls Affiliate One-Stop.
April 14, 2020	One-Stop Certification Review - Boise	Approved full certification for the Boise Affiliate One-Stop.
April 14, 2020	One-Stop Certification Review - Caldwell	Approved full certification for the Caldwell Affiliate One-Stop.
April 14, 2020	Service Delivery Under COVID-19	Roundtable discussion on virtual service delivery efforts.
April 14, 2020	WIOA State Plan Goals - Discuss Next Steps	Moved to May meeting.
May 12, 2020	Review updated MOU drafts	Ms. McMahon reviewed the edits to the MOUs to address issues raised by USDOL.
May 12, 2020	Infrastructure Cost Sharing – Review model based on co-enrollment	Ms. Secrist shared challenges with using co-enrollment data as the basis for cost sharing. Ms. Secrist and Ms. Richardson are going to review other state's efforts in search of a solution.
May 12, 2020	WIOA State Plan Goals – Discuss Next Steps	The committee discussed the state plan goals and the possibility of requesting technical assistance in support of them from USDOL.
May 12, 2020	Service Delivery under COVID-19 - Updates	Roundtable discussion on virtual service delivery efforts.
June 9, 2020	MOU’s for the Idaho American Job Center Network	Recommended sending the updated MOUs (with edits made during the meeting) to USDOL for review prior to forwarding to the Council for final approval.

One-Stop Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
June 9, 2020	Infrastructure Sharing Agreements – Review of Other State/Local Area Methodologies	Reviewed Ms. Richardson's research on other states IFA methodologies. Agreed that limiting to co-located partners should be pursued at this time.
June 9, 2020	WDC Strategic Plan – Review One-Stop Committee Objectives & Next Steps	Reviewed the committee's objectives in the Council's strategic plan. Nominated Mr. Butikofer and Ms. Valceschini to serve on the cross-committee working group.
June 9, 2020	State Plan Goals – Technical Assistance Scope of Work	Ms. Secrist reviewed a high-level scope of work for technical assistance. The committee will decide in July which option to request.

Outreach Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 13, 2020	Future Next Steps Update	Update on the progress of the Future Next Steps build including the cross-agency information gathering.
January 13, 2020	Committee SharePoint Access	Creation of a SharePoint site to keep committee updated on Outreach efforts and projects.
February 5, 2020	Committee SharePoint Access	Access instructions for SharePoint Site.
February 5, 2020	Idaho Department of Labor Update	Update regarding creation of a remote service delivery hub.
February 5, 2020	AFL-CIO IWON Project Update	Update regarding this project being discontinued.
March 4, 2020	STEM Action Center Outreach Project	Approved request for additional funding for the externship program making a total of $76,750 for the year.

Outreach Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
March 4, 2020	Idaho Public Television Outreach Project	Approval of $45,068 to fund IPTV's production of VR industry tours.
March 4, 2020	University of Idaho Outreach Project	Declined a proposal from U of I for $84,491.40 to support a drone camp in the Treasure Valley.
March 4, 2020	Idaho State Board of Education Outreach Project	Postponed decision on proposal from Idaho State Board of Education to support the Adult Opportunity Scholarship promotion efforts ($80,000 had been initially marked for effort).
March 4, 2020	Calendar Feature in SharePoint	Showed the ability to show upcoming calendar events in SharePoint.
April 1, 2020	Outreach Project Balance Update	Discussion regarding remaining balance of Outreach funding pool.
April 1, 2020	Economic Development Professional Project	Inquiry and consensus that specific Talent Pipeline Management costs related to travel and events would fall in scope of this award.
April 1, 2020	Idaho State Board of Education Outreach Project	Postponed decision on proposal from Idaho State Board of Education to support the Adult Opportunity Scholarship promotion efforts based on COVID-19 impact.
April 1, 2020	Update on Ongoing Projects	Update on projects affected by COVID-19 Crisis.
May 13, 2020	2020-21 Budget Proposal	Finalized proposal to full Council for $350,000 in general outreach funds for FY21.
May 13, 2020	Regents of the University of Idaho, Integrating Education and Careers	Approval for $22,124.84 to fund interaction between educators and employers in North Idaho.

Outreach Committee Report		
Date of Meeting	**Agenda Item**	**Overview/Status**
May 13, 2020	Strategic Plan Objectives	Reviewed progress made on strategic objectives.
June 3, 2020	SWIMA – Manufacturing Careers Outreach	Approval for $35,000 (excludes $12,500 for a trade show booth that was in proposal) to SWIMA to support outreach efforts.
June 3, 2020	2020-21 Revised Budget Proposal	Reviewed and accepted by committee with additions of ongoing projects from previous year.
June 3, 2020	Nominate Strategic Planning Committee Member Representative	Georgia Smith and Matt Van Vleet will serve to represent the committee for strategic planning purposes.
June 3, 2020	S360 Project Updates (LAUNCH, LEADER, Next Steps)	Committee received an overview of all outreach work being contracted with Strategies 360.

Workforce Development Policy Committee		
Date of Meeting	**Agenda Item**	**Overview/Status**
January 21, 2020	WDTF Evaluation Questions Follow-Up	Discussed the final evaluation report.
January 21, 2020	Future State of WDTF	Discussed next steps based on conversation at January Council meeting to explore a new program that would provide funds for individuals to access short-term training.
March 17, 2020	Eligible Training Provider Policy Update	Recommended Eligible Training Provider Policy update to the Council. Discussed options for updating Appendix A of the policy.

Workforce Development Policy Committee		
Date of Meeting	**Agenda Item**	**Overview/Status**
March 17, 2020	Future State of WDTF/Workforce Training Programs that Don't Qualify for Federal Financial Aid	Ms. Secrist shared a review of similar programs in other states. Committee asked staff to survey Workforce Training Center Director's for additional input.
April 21, 2020	ETP Methodology for Appendix A	Reviewed additional research on options for Appendix A.
April 21, 2020	Short-Term Training Financial Assistance under the WDTF	Reviewed feedback from Workforce Training Center Director's and discussed policy elements.
May 19, 2020	Eligible Training Provider Policy Appendix A Update	Recommended approval of Appendix A to the Council.
May 19, 2020	Short Term Training Financial Assistance under the WDTF	Reviewed draft policy.
June 16, 2020	Short-Term Training Financial Assistance Under the WDTF	Recommended approval of Short-Term Training Financial Assistance under the WDTF to Council. Suggested starting discussion with allocating $2m to program.
June 16, 2020	Review Committee Strategic Plan Objectives	Reviewed the committee's strategic plan objectives, discussed progress and recommended that Kelly Kolb and Todd Schwarz represent the committee on a working group to review the Council's strategic plan.

Preliminary FY20 Year End Operating & WDTF Report

WORKFORCE DEVELOPMENT COUNCIL OPERATING BUDGET - June 30, 2020										
STATE EXPENDITURE CATEGORY	**WDTF Budget**	**Total WDTF YTD Spent**	**Total Ending WDTF**	**WIOA Budget**	**Total WIOA YTD Spent**	**Total Ending WIOA**	**TOTAL BEGINNING BUDGET**	**TOTAL YTD Spent**	**TOTAL YTD Spent %**	**TOTAL ENDING BALANCE**
Salary & Benefits	$390,100	$372,600	$17,500	$95,400	$92,512	$2,888	$485,500	$465,112	96%	**$20,388**
PERSONNEL	**$390,100**	**$372,600**	**$17,500**	**$95,400**	**$92,512**	**$2,888**	**$485,500**	**$465,112**	**96%**	**$20,388**
Administrative Services & Supplies	$6,000	$3,745	$2,255	$1,000	$707	$293	$7,000	$4,452	64%	**$2,548**
Communication Costs	$4,000	$4,385	-$385	$0	$0	$0	$4,000	$4,385	110%	**-$385**
Computer Services & Supplies	$20,850	$20,706	$144	$0	$0	$0	$20,850	$20,706	99%	**$144**
Employee Development, Memberships & Subscriptions	$7,500	$7,306	$194	$19,450	$14,251	$5,199	$26,950	$21,557	80%	**$5,393**
Employee Travel Costs	$25,500	$6,955	$18,545	$7,000	$8,456	-$1,456	$32,500	$15,411	47%	**$17,089**
Contracts, Events, & Other Council Activities	$279,750	$274,913	$4,837	$22,550	$26,586	-$4,036	$302,300	$301,498	100%	**$802**
Rentals & Operating Leases	$8,500	$8,452	$48	$0	$0	$0	$8,500	$8,452	99%	**$48**
OPERATING	**$352,100**	**$326,463**	**$25,637**	**$50,000**	**$50,000**	**$0**	**$402,100**	**$376,463**	**94%**	**$25,637**
Grand Total	**$742,200**	**$699,063**	**$43,137**	**$145,400**	**$142,512**	**$2,888**	**$887,600**	**$841,575**	**95%**	**$46,025**

STATE EXPENDITURE CATEGORY	TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL ENDING BALANCE
TRUSTEE AND BENEFITS (Spending Authority for Grant Reimbursements)	**$7,684,500**	**$5,687,004**	**$1,997,496**

**This report is preliminary for FY20 expenditures and not the final report

WDTF Financial Summary - June 30, 2020	
WDTF Cash Balance 6-1-20	$14,677,732
Revenue	$14,291
Interest	$11,593
Payments	$520,540
WDTF Cash Balance 6-30-20	**$14,183,075**
Obligated Employer Grants	$1,822,378
Obligated Industry Sector Grants	$2,707,740
Obligated Innovation Grants	$218,981
*Obligated Outreach Projects & Allocated Budget	$496,173
FY 20 WDTF Admin Costs	$43,137
WDTF Obligated Balance	**$5,288,409**
Unobligated Balance	**$8,894,666**
Proposals Under Review	$373,804
Unobligated Balance if all funded	**$8,520,862**

*****Includes all Outreach funding made available for the Committee to allocate for FY20.

WDTF FY20 Revenue	Transfer In	Interest	Collection Cost
July	$393,367	$34,528	
August	$587,161	$33,013	
September	$10,991	$35,670	
October	$313,552	$33,444	$21,261
November	$535,421	$31,836	
December	$14,862	$29,469	
January	$184,667	$28,506	$19,963
February	$469,180	$26,109	
March	$10,001	$23,322	
April	$303,189	$19,878	$23,135
May	$901,989	$14,661	
June	$14,291	$11,593	$23,590
FY20 Totals	$3,738,670	$322,030	$87,950

Outreach Project Updates and FY21 Budget Request

Outreach Project FY21 Budget Request

- $350,000—General Outreach Projects Application Pool

FY20 Outreach Award Summary - **$279,538.06 (total awarded)**

- $14,733.70 - Boise School District – Building Tomorrow's Healthcare Workforce
- $76,750 - STEM Action Center – Externship Program 2020
- $4,750 – WDC – Apprenticeship Committee's Outreach Plan
- $7,500 – SWIMA – Manufacturing Day
- $10,000 - Veteran's Services – Outreach to Recent Veterans to Fill Critical Employment Vacancies
- $12,456.52 - AFL-CIO – Idaho Workers Opportunity Network (Revised)
- $53,155 - Clearwater Economic Development Association – Stimulating the Dreams of North Central Idaho Students for Future Idaho Careers
- $33,000 – WDC – LEADER Initiative Portal Update
- $45,068 – Idaho Public Television – VR Tours and Campaign
- $22,124.84—University of Idaho—Integrating Education and Careers

2019-20 ACTIVE Outreach Pool Award Summaries and Updates:

- $14,733.70 - Boise School District – Building Tomorrow's Healthcare Workforce

The Workforce Development Council Outreach Grant funding supported a year-long environment of student and community engagement for Boise School District health profession students. Hundreds of students and countless community members participated in activities and events that promoted career insight/readiness, leadership, and "eye-opening" experiences, all leading to a better informed, better prepared future workforce. Thanks to this funding, students, staff, community leaders, and health professionals have altered and enhanced their perspectives on each other, current and future professionals, and current and future career pathways. Due to COVID-19 the project will resume in the 20-21 school year. Reach: 770 (to date).

- $76,750 - STEM Action Center – Externship Program 2020

This summer 28 externs will have opportunities to spend 6 weeks working and learning with Idaho employers. Host sites include: Idaho Public Television, Boise Watershed Environment Education Center, Idaho Drone League (UofI), Sparklight, Workforce Development Council, St. Luke's (2), STEM Action Center, Allata, Idaho Technology Council, INL (3), The Sandbox Group (IBE), Voc Rehab, HDR Engineering, Idaho Business for the Outdoors, Children's Museum of Idaho, SWIMA, HomeCU, Franklin Building Supply, ACHD Commuteride, House of Design, Clif Bar, Gravis Technology, Idaho Central Credit Union, Idaho Forest Group and Schweitzer Engineering.

- $10,000 - Veteran's Services – Outreach to Recent Veterans to Fill Critical Employment Vacancies

Utilize a web campaign to target veterans and recently separating military service members to relocate to Idaho to fill critical employment vacancies. The initial project will focus on filling truck

driving vacancies by highlighting the benefits of utilizing their GI Bill education benefits to attend one of the five VA approved truck driving schools in Idaho (located in Post Falls/ Coeur d'Alene, Lewiston, Blackfoot, Twin Falls, & Caldwell). Following completion of their schooling, these veterans will also be able to access GI Bill education benefits during their On-the-Job training at whichever truck driving company they gain employment with.

- $53,155 - Clearwater Economic Development Association – Stimulating the Dreams of North Central Idaho Students for Future Idaho Careers

CEDA and *Dream It. Do It. partners* are working on career awareness workshops for 8th grade students in 19 schools in Region II, North Central Idaho. CEDA worked with a planning team to develop the workshop content, marketed, and registered nine middle or junior high schools for the workshops, and began working to set up industry presentations before the events had to be canceled mid-March because of the COVID-19 pandemic. CEDA will be working to reschedule for the fall and is prepared to change the delivery mechanism if COVID-19 restrictions remain in place. The DIDI 500 race car local and regional competitions will follow. LCSC is a primary contributor.

- $33,000 – WDC – LEADER Initiative Portal Update

In order to engage hundreds or thousands of employers we needed to update this site. The site needs to be engaging, full of how-to content, and provide clear actions for employers. The opt-in item needs to be straight forward, quick, and item specific. We will separately pair the new site with a Customer Relationship System (since implemented) that will allow us to manage customer journeys even with our limited staff. The site will launch in July.

- $45,068 – Idaho Public Television – VR Tours and Campaign

Idaho Public Television is completing a series of 360-degree videos highlighting a selection of industries/professions and educational outlets from across the state. The highlighted industries/professions will be based on a list of priority industries/professions compiled by the Idaho Workforce Development Council, Idaho State Board of Education, Idaho Department of Labor and Idaho CTE. An example of these videos can be seen here: https://youtu.be/UgO5cuVh0g4

2018-19 ACTIVE Outreach Pool Award Summaries and Updates:

- $125,000—WDC Statewide Interim Outreach Application, $125,000
  This campaign will serve as an interim campaign before the launch of the Future Next Steps. It is a data driven approach aimed at connecting specific communities with training to in-demand jobs they have access to. This campaign is being used as a data mining opportunity for the Future Next Steps launch that will happen the following year. The promotion of this campaign began in May 2020. The site can be seen here: https://idaholaunch.com/ The campaign was altered to be sensitive and assist in the COVID-19 crisis to cater both to those who may have lost their jobs and need immediate work, and who may also have an interest in receiving further training. The site will fold into Next Steps as a tool to serve adult audiences, we are working on continuing support outside of the WDTF for an ad campaign through the fall.

- $27,500—RISE Collaboration for Careers - Data Outreach Project

This project will assist in spreading the current senior exit survey done in the Treasure Valley statewide, as well as providing opportunities to integrate the data into strategies at the local level. RISE is in the midst of planning their big training event for September. They are also establishing teams to work on the different aspects of the project including facilitation, guidebook creation, and workshop curriculum. Due to the COIVD-19 crisis local superintendents opted not to engage in a Senior Exit survey for 2020. Instead the project will take place next year. All other elements of the project have been completed as planned.

- $11,000—Boise State University, Workforce Development for Active Duty National Guard, and Reserves This project is to connect veterans and service members with programs at BSU that lead to in-demand careers. WDC is working with Boise State to ensure they are connected with other state and community resources. Since launching this campaign Boise State had a YOY growth of 36% in total military tuition assistance credit hour usage. In addition, they specifically targeted using military benefits in Boise State online degree programs. This resulted in a 95% growth YOY in those programs. In total, over $350,000 of Boise State education was delivered to military servicemembers at no cost to those students. This is a~53% growth in funding usage by military servicemembers at Boise State. We have entered into an extension with Boise State they will move the majority of their events online due to the COVID-19 crisis. They have seen success using incentives in combination with an online format.

- $30,300—WDC, Economic Development Professionals Summit
  To connect and empower economic development professionals to support local workforce development initiatives. It will be held on October 7, adjacent to the Age of Agility: The Governor's Summit on the Future of Work. Two follow-up workshops will be held in Spring and Summer 2020. As discussed in the April Outreach meeting the remainder of these funds will be used to support event/travel costs for Talent Pipeline Management.

2019-20 COMPLETE Award Summaries and Updates:

- $12,456.52 - AFL-CIO – Idaho Workers Opportunity Network (Revised)

Support of the IWON program to serve as a bridge between the job-seeker, with an emphasis on youth and under-served populations, and Registered Apprenticeship programs around the state. This project was discontinued, and no further dollars will be reimbursed. We are awaiting a final report.

- $7,500 – SWIMA – Manufacturing Day

Support of Southwest Idaho Manufacturers' Alliance 2019 Made Here Expo & Job Fair. There were 70 exhibitors (34 participated in the job fair), 1568 attendees (1043 in student groups). They held 5 demonstrations at the demonstration stage as well. They were able to offer $2,557 in bus scholarships for area schools to attend, a total of 1043 students were able to attend.

- $4,750 – WDC – Apprenticeship Committee's Outreach Plan

We created sets of presentation materials to help advocates give presentations to Connectors, Employers, and Educators to understand apprenticeship and its benefits. These were shared with the apprenticeship committee and Idaho Department of Labor. The materials can be viewed here,

and are free for use for anyone wanting to advocate for apprenticeship: https://wdc.idaho.gov/apprenticeship-outreach-tools/

2018-19 Annual Report Results

FY 2018-19 Outreach Grants

Increasing public information and outreach on career education and workforce training opportunities.

	COMPLETED	ACTIVE
Total Contracts	6	17
Total Awarded	$217,234	$852,754
Total Expended	$207,140	$52,136
*Total Reach	16,805	13,696

*Information for total reach includes reported data on completed activities. Reach includes contact at an event, clicks through to a website as a result of outreach efforts, direct mail, and participation in an outreach activity as relevant to each project.

Success Stories:

Lewis Clark State College, Adult Learner Program – Outreach Grant

Period of Grant: through February 7, 2019 through August 6, 2020

Total Dollars Awarded: $35,000

Lewis-Clark State College launched its Adult Learner program in July with the help of a $35,000 outreach grant from the Idaho Workforce Development Council.

LCSC's Adult Learner program targets non-traditional students who need a flexible, affordable and focused solution to pursue postsecondary education, especially individuals who have previously taken college courses, but did not finish their degree or certificate. Besides night and weekend classes, the program has expanded to include more than 30 degree and certification opportunities students can complete fully online.

The grant funding provided the foundation of an outreach effort to communicate the many resources available to non-traditional students, starting with LCSC's new Adult Learner website at www.lcsc.edu/finish. Social media advertising on Facebook, Instagram and YouTube was essential in driving traffic to the website, which drew nearly 3,000 prospective participants in its first three months. People throughout Idaho and Washington have visited the site, with the highest number from Boise, Lewiston and Coeur d'Alene.

Grant funding has supported outreach events in Coeur d'Alene, Orofino, Grangeville and Lewiston over the first quarter of the grant period. Other outreach efforts include newspaper ads, distributing flyers, post cards and postage to reach targeted audiences.

At the grant's conclusion, LCSC will provide assets or lessons learned with other institutions and incorporate findings into their own marketing plans for the future.

Idaho Youth Ranch, Youthworks! Program – Outreach Grant

Period of Performance: Jan. 1, 2018 to Dec. 31, 2020

Total Dollars Awarded: $26,292

The Idaho Youth Ranch (IYR) Youthworks! job readiness programs saw a substantial increase in participation in 2019 with the help of a $26,292 outreach grant from the Idaho Workforce Development Council.

Initial outreach activities were targeted towards community job readiness workshops, which are free to individuals 16-24 years of age who are struggling to find employment. IYR created partnerships with four new groups, which boosted participation. Each workshop focuses on a critical part of the job search process – creating resumes, applying for a job and successful interviewing. In the 24 workshops offered from early March through June 2019, attendance topped 400 with a 100 percent completion rate.

The outreach campaign also targeted individuals to apply for Youthworks! Summer Experience, which is a job readiness program designed to give young people skills – especially soft skills - and experience proven to be effective in preparing them to get a job that will open doors to new opportunities. The eight-week, paid internship starts in June and includes orientation, workshops and six work experience sessions at one of the Idaho Youth Ranch thrift stores. In-store training includes working with donations, sorting, merchandising and stocking product.

More than 60 individuals applied to the program in 2019 and 22 were accepted – 12 for the Ada County program and 10 for the Canyon County program.

Another outreach project drew IYR residents and alums to Next Steps workshops and one-on-one sessions that focus on helping youth research careers that match for their interests and skills. They learn about the educational requirements, job outlook, wage potential and skills required. Fifty individuals participated in 16 sessions between March 4 and May 16, 2019.

IYR's outreach campaign covered a gamut of methods - social media posts on Facebook, Twitter and Instagram, posters in IYR thrift stores, radio ads, support from the Idaho Department of Labor, meetings with college and career counselors from the Treasure Valley area, attending community resource fairs and distributing flyers at several community meetings. The Youthworks! website also provided a vehicle for outreach.

In nearly every measure, actual participation exceeded IYR's projections, including:

- Number of youth attending job readiness workshops: Projected: 100; Actual: 415 (234 unduplicated)
- Percent of youth completing job readiness workshops: Projected: 88 percent; Actual: 100 percent
- Of the youth who participated in Next Steps Workshops, 97 percent reported improved knowledge of career opportunities.
- Of the youth who participated in one-on-one sessions, 36 percent obtained employment within 30 days.

WDC FY21 Operating Budget

WORKFORCE DEVELOPMENT COUNCIL OPERATING BUDGET - FY21			
STATE EXPENDITURE CATEGORY	**WDTF Budget**	**WIOA Budget**	**TOTAL BEGINNING BUDGET**
PERSONNEL	**$395,300**	**$96,700**	**$492,000**
Administrative Services & Supplies	$6,000	$1,000	$7,000
Communication Costs	$4,000	$0	$4,000
Computer Services & Supplies	$26,500	$0	$26,500
Employee Development, Memberships & Subscriptions	$7,500	$21,500	$29,000
Employee Travel Costs	$25,000	$0	$25,000
Contracts, Events & Other Council Activities	$528,500	$24,300	$552,800
Rentals & Operating Leases	$8,500	$0	$8,500
OPERATING	**$606,000**	**$46,800**	**$652,800**
Grand Total	**$1,001,300**	**$143,500**	**$1,144,800**

STATE EXPENDITURE CATEGORY	TOTAL BEGINNING BUDGET
TRUSTEE AND BENEFITS (Spending Authority for Grant Reimbursements)	**$11,750,000**

Moves $250,000 up for Next Steps Marketing

January 8, 2020
Meeting Minutes

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director

Trent Clark
Chair
B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Meeting Minutes

Date: Wednesday, January 8, 2020
Time: 8:00 a.m. – 5:00 p.m. (Mountain Time)
Location: Crystal Ballroom, Hoff Building
802 W. Bannock St. Ste. 202
Boise, ID 83702

Council Member Attendees: Trent Clark, Elli Brown, Ben Davidson (proxy for Shelli Bardsley), Jane Donnellan, Oscar Evans, Audrey Fletcher, Jeff Greene, Sarah Griffin (proxy for Angelique Rood), Marie Hattaway, Angela Hemingway, Deni Hoehne, Tom Kealey, Kelly Kolb, Kate Lenz, Clay Long, Joe Maloney, Jeff McCray, Jan Nielsen, Jani Revier, Tom Schultz, Todd Schwarz, John Smith, Michelle Stennett, Scott Syme, Matt Van Vleet, Marilyn Whitney, Steve Widmyer, Lori Wolff

*Workforce Development Council is hereafter referred to as WDC

Draft

Call to order at 8:00 a.m.

Roll Call – Quorum Met

Introductions
All council members introduced themselves.

Review/Approve Agenda
Ms. Nielebeck noted the agenda item to approve the minutes should be listed as October 24, 2019.

The Chair requested unanimous consent to change the agenda to read "Approve Minutes from October 24, 2019 Meeting" and approve the agenda. There was no objection.

Approve Minutes from October 24, 2019 Meeting
Motion by Commissioner Smith to approve the October 24, 2019 meeting minutes as written. Second by Ms. Brown. Motion carried.

Executive Committee & Chair's Report

The Executive Committee is tasked with reviewing WDTF grant applications recommended for approval by the Grant Review Committee. The Executive Committee ensures the Grant Review Committee implements the WDTF policies accurately. The Grant Review Committee is doing a great job ensuring WDTF policies are being followed.

Executive Director's Report

Financial Update

WORKFORCE DEVELOPMENT COUNCIL OPERATING BUDGET - December 31, 2019										
STATE EXPENDITURE CATEGORY	WDTF Budget	Total WDTF YTD Spent	Total Ending WDTF	WIOA Budget	Total WIOA YTD Spent	Total Ending WIOA	TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL YTD Spent %	TOTAL ENDING BALANCE
Salary & Benefits	$390,100	$185,131	$204,969	$95,400	$47,052	$48,348	$485,500	$232,183	48%	$253,317
PERSONNEL	**$390,100**	**$185,131**	**$204,969**	**$95,400**	**$47,052**	**$48,348**	**$485,500**	**$232,183**	**48%**	**$253,317**
Administrative Services & Supplies	$6,000	$1,994	$4,006	$1,000	$541	$459	$7,000	$2,535	36%	$4,465
Communication Costs	$3,500	$1,952	$1,548	$0	$0	$0	$3,500	$1,952	56%	$1,548
Computer Services & Supplies	$20,850	$12,484	$8,366	$0	$0	$0	$20,850	$12,484	60%	$8,366
Employee Development, Memberships & Subscriptions	$7,500	$645	$6,855	$19,450	$13,516	$5,934	$26,950	$14,161	53%	$12,789
Employee Travel Costs	$30,000	$5,271	$24,729	$7,000	$8,456	-$1,456	$37,000	$13,727	37%	$23,273
Contracts, Events, & Other Council Activities	$279,750	$141,870	$137,880	$22,550	$17,885	$4,665	$302,300	$159,754	53%	$142,546
Rentals & Operating Leases	$4,500	$4,654	-$154	$0	$0	$0	$4,500	$4,654	103%	-$154
OPERATING	**$352,100**	**$168,870**	**$183,230**	**$50,000**	**$40,398**	**$9,602**	**$402,100**	**$209,268**	**52%**	**$192,832**
Grand Total	**$742,200**	**$354,001**	**$388,199**	**$145,400**	**$87,450**	**$57,950**	**$887,600**	**$441,452**	**50%**	**$446,148**

STATE EXPENDITURE CATEGORY	TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL ENDING BALANCE
TRUSTEE AND BENEFITS (Spending Authority for Grant Reimbursements)	**$7,684,500**	**$3,118,573**	**$4,565,927**

Draft

There is a slight increase in the WDC's rent. Funds will be moved into the rent and operating leases budget to cover the increase.

Under federal funding, the employee travel costs are over budget due to the 16 listening sessions the WDC held across Idaho. The listening sessions were conducted to gather feedback on the WIOA services offered to Idahoans.

WDTF Financial Summary - December 31, 2019	
WDTF Cash Balance 12-1-19	$16,972,589
Revenue	$14,862
Interest	$29,469
Payments	$1,938,808
WDTF Cash Balance 12-31-19	**$15,078,113**
Obligated Employer Grants	$2,415,322
Obligated Industry Sector Grants	$4,470,829
Obligated Innovation Grants	$214,567
*Obligated Outreach Projects & Allocated Budget	$914,164
FY 20 WDTF Admin Costs	$388,199
WDTF Obligated Balance	**$8,403,081**
Unobligated Balance	**$6,675,032**
Proposals Under Review	$363,334
Unobligated Balance if all funded	**$6,311,698**

*Includes all Outreach funding made available for the Committee to allocate for FY20.

WDTF FY20 Revenue	Transfer In	Interest	Collection Cost
July	$393,367	$34,528	
August	$587,161	$33,013	
September	$10,991	$35,670	
October	$313,552	$33,444	$21,261
November	$535,421	$31,836	
December	$14,862	$29,469	
January			
February			
March			
April			
May			
June			
FY20 Totals	$1,855,354	$197,961	$21,261

Draft

The Workforce Development Training Fund (WDTF) is a set-aside of 3% of the unemployment tax paid by employers for workforce training. The annual income of the WDTF is approximately $4 million. Chairman Clark interviewed a small number of employers about what they would consider an appropriate carryover balance of the WDTF. The employers expressed only a fraction of the WDTF income should be carried over into a new fiscal year. Currently, the WDTF annual carryover is between $8 and $10 million due to the high cash balance the WDC inherited when taking over the fund. The Council needs to continue to monitor the spending and look for opportunities to invest these dollars.

How much of the WDTF does the WDC typically obligate annually?

- For calendar year 2018, the WDC obligated $4.5 million. For calendar year 2019, the WDC obligated $5.7 million. Ms. Secrist will provide the Council with a forecast of the WDTF during the Data-Informed Decision Making discussion..
- The amount of grants being awarded by the WDC has increased 66%.

Using the forecast Ms. Secrist provides, the Council can set goals for the WDTF.

- IDOL's economists are currently not confident in their forecast of the WDTF beyond two years.

Are the WDTF funds being invested?

- The State Treasurer's Office invests the funds in secure options. The interest is reinvested on a monthly basis.

FY20/21 Budget Request
The Governor included in his budget recommendation just over $1.4 million in additional spending authority for the WDTF for FY20. The remaining $4.3 million will go into the WDC's budget request for FY21.

Three large WDTF grants will expend their funds this fiscal year. Once the three reimbursements have been processed, the WDC will likely run out of spending authority for the fiscal year. The WDTF is not over obligated, but the WDC does not have authority to spend the full cash balance of the WDTF. Once the spending authority limit is reached, the WDC will not be able to process grant reimbursements until the following fiscal year. The WDC submitted a request to have the authority to expend 80% of the WDTF's cash balance. The WDC needs flexibility in the WDTF to be able to follow up on obligations.

Other Updates
The One-Stop Operator RFP will be open by the end of January. The Executive Committee approved the scope of work. The One-Stop Operator contract will be a negotiated contract. Ms. Secrist met with USDOL and explained how the One-Stop Operator contract will be handled and USDOL confirmed that the WDC had addressed IDOL's previous concerns.

Ms. Secrist provided a short overview of the WDC's current projects. Please see the attached document for highlights.

Ms. Secrist urged all council members to please consider participating in the in the Teacher Externship program this summer.

Ms. Solace is creating a statewide asset map that lists Work-Based Learning (WBL) opportunities available across Idaho. Ms. Solace asked if any council members are aware of WBL opportunities/events to please e-mail her the details.

One of the WDC's priorities has been to create youth apprenticeships. Idaho needs a defined statewide structure that can scale youth apprenticeships across all our employers. After the Governor's Summit in October, Ms. Secrist was approached by Dan Long, CEO of the Sandbox Group, asking how he could help with apprenticeships in Idaho. Ms. Secrist is working with Mr. Long and Idaho Business for Education to define a youth apprenticeship structure. The State Board of Education is interested in partnering on this project. Ms. Secrist anticipates an industry sector grant application to be submitted in the future to support the organizational structure of the youth apprenticeship model.

Policy Presentation – Legislative Initiatives
The Policy Committee was asked to create a legislative initiatives policy that clarifies how initiatives are selected and supported by the WDC. At the last council meeting, Mr. Kolb presented a draft policy. The Policy Committee incorporated the feedback from the Council meeting into the latest version of the legislative initiatives policy.

Draft

Motion by Mr. Kolb to approve the Legislative Initiatives Policy as written. Second by Commissioner Smith.

Mr. Kolb reviewed the updated Legislative Initiatives Policy. Please see attached document.

Motion carried.

Break 9:00 a.m. – 9:15 a.m.

Our Kids, Idaho's Future
The goal of the Our Kids, Idaho's Future Taskforce was to help the Governor plan for the next 5 years of education needs and recommend policies to advance the most critical issues. The Governor wants to build upon work done by previous Education taskforces.

Mr. Gilbert, Co-chair of the Our Kids, Idaho's Future Taskforce, presented the recommendations of the Our Kids, Idaho's Future Taskforce. Please see attached presentation.

Data Informed Decision Making
Ms. Secrist presented on data-informed decision making. Please see attached presentation.

Draft

This presentation includes an analysis of only the WDTF employer grants, not the industry sector or innovation grants, awarded July 1, 2018 to June 30, 2019. Currently, there is no data available on the 40 WDTF grants awarded over the past year as they are all still in progress. Data on the industry sector and innovation grants will be provided in future reports.

Employers appear to be more interested in skills for their specific employees rather than creating skills for an occupation. Maybe the focus of WDTF policies need to change from specific occupations to skills-focused development that could be applied in a variety of occupations.

The WDTF report shows 34% of trained individuals left their employer but stayed in Idaho. Why did these individuals leave their employers? Did the 34% stay in the same industry?

- The 34% stayed in the same industry but left the employer that provided the training.
- In order to collect data on why an individual left an employer, the WDC would need to connect directly with the individual. The WDC does not directly survey individuals but relies on social security numbers to match individuals with wage records to determine if the individual is with the same employer or in the same industry.
- The Policy Committee and Grant Review Committees are considering what data needs to be in the WDTF evaluation. One of the committees recommended collecting data on trainee satisfaction. Ms. Secrist is investigating how to collect this data.

When did the Governor provide a cash infusion for the WDTF and how much was infused into the fund?

- The Governor provided the WDTF a one-time general fund appropriation of $2.5 million in 2018.
- The infusion was provided due to a drop in unemployment insurance receipts.

The WDTF balance is still multiple times the annual intake. The Council and employers would like to see the carryover of the WDTF be a fraction of the annual intake. The Council is working in the right direction to fix this issue.

Could a schedule or timeline of when WDTF funds are awarded be created? Could funding targets be set quarterly?

- It would be difficult to create a timeline due to the constant changing needs of Idaho employers. The WDC does not control or limit when grant applications are submitted.

The Council is welcome to share the results of the WDTF evaluation with legislators.

Workforce Development Training Fund Priorities

When an employer or entity applies for a WDTF grant, the WDC staff works closely with the applicant to create an application that follows WDTF policies, meets the goals of the Council, and provides information for questions the Grant Committee typically asks. Sometimes when grant applications are submitted, the applications do not contain best practices or are not thoroughly designed. It is rare for the Grant Review Committee to deny a grant due to the application not meeting WDTF policy standards. The Grant Review Committee is seeking further guidance on how to best distribute WDTF funds. After 2 years of implementing the WDTF policies, does the Council want the Policy Committee to give the Grant Review Committee more direction on distributing WDTF funds, such as allocating specific amounts of funding for each type of grant, award WDTF funds annually or quarterly, or incorporate requirements that the applicant is involved in apprenticeships, internships industry recognized credentials, outreach to high schools, etc.?

Draft

The Policy Committee requested a list of ideas from the Council members on policies that might be put in place to help best utilize the WDTF. The Committee will review the list and work on recommendations to bring to the Council:

- The Scoring Matrix could be adapted to award extra points for best practices in applications.
- The WDC should look at best practices from other states with similar grant programs. Ms. Secrist will compile a list of other state programs and share them with the Policy Committee.
- Grantees should provide progress reports on their projects that the WDC can then distribute to interested parties throughout the whole state as examples and models. This type of outreach is needed to improve Idaho's workforce development practices.
- Potential applicants in rural Idaho could be at a disadvantage when applying for grants. Employers in rural areas may not have the resources needed to apply for a grant.
- Survey employers and individuals on their knowledge of workforce training programs and find out what types of training they are interested in. This will show gaps in outreach efforts.
- Ask employers why they are seeking an employer grant rather than an industry sector grant. The employer may find that their goal can be achieved through a sector grant. This question could be integrated into the employer grant application.

- Add a requirement for the applicant to provide information on how they are involved in outreach to students. The applicant should be looking at the pathways and pipelines they can create from partnership with their local schools.
- Leverage BurningGlass data in decision making to make sure we're investing in marketable skills.
- Invest WDTF funds into the education institutions to create program curriculum to be shared with all of Idaho.
    - This would require a policy change.
- Educate employers on how to train their employees. Not all employers have the skills to train their employees.
- Non-Pell Grant eligible programs/occupations are falling through the cracks of government training programs. The WDC needs to reach out to education and employers to determine how to support workforce training for these individuals. Military personnel are also falling through the cracks. Military personnel need assistance getting jobs outside of the military. Many veterans do not know where to go or who to talk to about training funds or opportunities. There is also a barrier to employing veterans because civilian employers aren't sure how military experience translates into civilian job skills.

Ms. Meuleman shared the results of a discussion she had with Governor Little about employer grants and the work the Council has been doing to streamline the WDTF. The data Ms. Secrist shared clearly shows there is more investment in industry sector and innovation grants than there was in previous years, but employer grants remain an important part of the purpose of the WDC. **The WDC is where it is today because of industry**. Employers pay into the WDTF. Industry sector grants may not always be viable in remote or rural areas where there are not numerous employers in a specific industry. The Governor thinks that additional parameters around employer grants would help the WDC achieve the goals for the WDTF. The Governor likes the direction the WDC is headed but wants to be sure that employers continue to be able to access WDTF funds directly.

Draft

From a policy perspective it is hard to know where the WDTF policies and initiatives needs to be focused. There are certain skillsets that every employer in Idaho needs their employees to have. The WDC should put together a curriculum providing those skills to employers statewide. If the Council thinks the WDTF funds need to be spent differently than what is allowed in legislation, the Council should work on new legislation.

Is the Grant Review Committee interested in changing the frequency of grant application reviews?

- Perhaps. The biggest issue the Committee faces reviewing applications on a monthly basis is having a quorum. Not all the members are able to attend regularly, which results in only a portion of the Committee making decisions for all the constituents who are intended to have a voice at the meetings. Maybe fewer meetings would enable all committee members to attend, thereby providing representation of their constituents.

The WDC needs to be conscious of the amount of work WDTF grant applications are for small businesses. Small businesses need tools to help make the applications process easier. They may not have the time or resources to apply for an industry sector grant.

Ms. Secrist will bring these recommendations to the Policy Committee for review.

Lunch 12:00 p.m. – 1:00 p.m.

Presentation – Economic Outlook
Mr. Shaul presented the Economic Forecast for Idaho. Please see attached presentation.

Is there a way to determine if Idaho has low wages compared to the rest of the country?

- Idaho has a lower cost of living compared to other states.
- Idaho is losing employees to remote work for companies in other states that pay higher wages.

What is the impact of Idaho having low minimum wage?

- All of the surrounding state have a higher minimum wage than Idaho. Individuals are choosing to work remotely for other states or commute into border states.
- How many of the surrounding states are indexed to the federal minimum wage?
    - 2
- Mr. Shaul will gather information for the Council on minimum wage comparisons between Idaho and other states.

How does Idaho compare to other states on the number of people holding multiple jobs?

- Idaho has a high rate of individuals with multiple jobs.
- Mr. Shaul will gather information from the Bureau of Labor Statistics.
- Healthcare struggles with employees being employed with multiple healthcare entities. This causes scheduling troubles, etc.

Draft

Partner Agency Legislative Updates
The Policy Committee requested that the state agencies we partner with share their legislative initiative for review. The Policy Committee determined if the initiatives aligned with the WDC's strategic plan and added the aligned initiatives to the Legislative Priorities sheet. Once the Council has reviewed all of the initiatives, the Legislative Priorities sheet will need to be adopted, subject to final approval by the Governor.

Please see attached WDC Legislative Priorities sheet for each agency's legislative initiatives.

Idaho Commerce – Tom Kealey (Idaho Commerce Director)
The Governor supports the creation of a broadband office to be housed within Idaho Commerce. This recommendation comes from the Broadband Taskforce. Not having broadband accessibility across Idaho is a barrier to training. **Director Kealey requested this legislative initiative be added to the WDC's Legislative Priorities sheet.**

STEM Action Center – Angela Hemingway (STEM Action Center Executive Director)

STEM is requesting a $1 million supplemental spending authority. **Ms. Hemingway requested this legislative initiative be added to the WDC's Legislative Priorities sheet.**

Idaho Career Technical Education – Clay Long (Idaho CTE Administrator)
CTE is working to find a sponsor to provide reimbursement to teachers in technical centers.

Idaho Public Television – Jeff Tucker (Idaho Public Television Director of Content)
IPTV has enough funds to extend the American Graduate program for 3 months. IPTV is applying for a 1-year extension for the program. The WDC supports the program continuing because it provides valuable information about careers to Idahoans.

The State Board of Education – Matt Freeman (State Board of Education Director)
The Idaho Opportunity Adult Learner Scholarship had 37 renewals and 71 new applicants. These numbers are lower than expected, but there is a small amount of outreach funds available (primarily from WDTF), so information about the scholarships is disseminated informally through person-to-person referrals. The State Board of Education hopes to increase the number of applicants.

Can some of the scholarship funds be available for workforce programs in addition to formal education?

- This would require a change in legislation. The State Board of Education is willing to discuss this as an option.

How many prior college credits does a student need to qualify for the Idaho Opportunity Adult Learner Scholarship?

- Currently, a student needs to have already earned 24 credits.
- Can the student be earning credit during their 2-year absence from education?
    - The student can earn no more than 6 credits over that 2-year period to qualify.

Break 2:30 p.m. – 2:45 p.m.

Bureau of Occupational Licensing – Wendi Secrist
Last year with the WDC's support, the Idaho Bureau of Occupational Licensing created a water/wastewater apprenticeship program and modified licensing rules so apprentices can get their operating licenses.

A council member expressed concern with the Bureau of Occupational License's legislative initiative for contractors. The initiative says, "Contractors: allow for inactive licensure status which will save the licensee the unnecessary cost of maintaining insurance during winter months when they are working." The Governor recently signed a statute that states if an individual lets insurance drop on their vehicle for 30 days, their vehicle registration will be suspended, and they will be charged a fine. The Bureau of Occupations License's legislative initiative for contractors may create a double standard by allowing contractors to get drop their insurance without any penalty. The initiative also does not change or help individuals get into a contracting occupation. **The Council requested the contract legislative initiative be removed from the Legislative Priorities sheet.**

Draft

State Department of Education – Marilyn Whitney (State Department of Education Deputy Superintendent, Communications & Policy)
Mastery Based Education is not being supported by the Governor. Last year the Governor's Office removed items from the WDC's Legislative Priorities that did not align with the Governor's budget. The Governor has already given his input and direction on mastery based education so the WDC should follow his instruction. It might send mixed messages if the initiative stays on the Council's sheet. **The Council would like to remove the Mastery Based Education initiative from the Legislative Priorities.**

Approve FY20 Legislative Priorities
The Governor recommended a few issues be added to the WDC's Legislative Priorities:

- Cybersecurity Degree Collaboration. $1 million in one-time funds to develop a cybersecurity program that will be offered jointly by Boise State University, Idaho State University, and the University of Idaho. The WDC has already granted $1.6 million for cybersecurity education in Idaho.
- $6 million for new CTE facilities. CTE facilities on the technical college level have grown immensely and are looking to expand. The WDC granted LCSC $750,000 for a new facility.

Motion by Mr. Kealey to approve the 2020 Legislative Priorities with all the above amendments, subject to the approval of the Governor. Second by Mr. Schwarz.

Draft

Does the WDC have initiatives going before the legislature?

- The WDC does not have legislation this year.

One of the roles of the WDC is to help connect all the workforce efforts in Idaho. The Legislative Priorities sheet shows the programs helping to improve the workforce in Idaho.

Motion carried.

Talent Pipeline Management Initiative – Alex LeBeau (IACI President)
Approximately 89% of employers have difficulty filling current job openings with qualified employees, as students are not career-ready when completing their education. Traditional career pathways weren't designed to develop skills for the current fast-changing market, or to match the speed of changing industry requirements.

The Talent Pipeline Management (TPM) program is a demand-driven, employer-led approach to closing this skills gap of current and potential employees. The gap in appropriately skilled workforce can be closed with employer collaboratives working together for stronger brand recognition, clearer communication between employers and education representatives, shared expertise, improved leverage for getting needed results, and added value for smaller employers involved in the process. The TPM program provides a structured process for collective action and decision-making to resolve this issue. A 'talent supply chain' will begin to form through continuous improvement with each cohort

sectors by including more employers in the process and teaching a more refined set of skills to fit the employment landscape.

At the July 2019 council meeting, the Executive Committee considered how the Council could create regional intermediaries or an infrastructure to see more directly the needs of employers and match them with education at a local level. IACI has been working with the US Chamber Foundation on the Talent Pipeline Management program which is a methodology that could help the Council achieve the strategy. The Grant Review Committee discussed how to shift from awarding whatever applications come before the committee to making awards based on where the needs in Idaho are. The Talent Pipeline Management program would help make that shift.

The TPM program will start in May and conclude in October. Thirty individuals from across the state will be trained in the first cohort. IACI will work with the local chambers, IDOL, economic development professionals, education institutions, CTE, and the WDC to identify individuals who are already doing this type of work. The WDC has been asked to name 6 individuals for the cohort. The selection process will be collaborative. A few of the TPM trainees will be selected to learn to train others on the TPM program.

TPM is a way for the WDC to gather feedback from businesses on the WDTF grant process and types of training needed across Idaho. Having a statewide program enables the WDC to take information from the cohorts and identify opportunities to invest WDTF funds.

TPM's success will rely on the businesses in each region. The businesses need to be engaged in TPM from the beginning.

Who will notify industry about TPM?

- IACI has already had conversations with many industry members. IACI will rely on industry partners to spread the word as well.

Who is going to manage TPM?

- IACI will pay for the US Chamber Foundation to conduct the training for the first cohort. After the first cohort, it will be up to the 30 trained individuals to continue the program.

WIOA State Plan Priorities

Ms. Secrist presented the WIOA State Plan priorities. Please see attached presentation.

How are the target industry sectors selected?

- The Economic & Workforce Analysis provides guidance.
- The One-Stop Committee should look at tools that could determine how the sectors are selected.

Ms. Secrist used the WDC's strategic plan, listening session notes, and federal WIOA requirements when creating the WIOA State Plan priorities.

Draft

Motion by Commissioner Smith to approve the WIOA State Plan Priorities as presented. Second by Mr. Van Vleet. Motion carried.

BurningGlass Data Demonstration
Ms. Secrist demonstrated the BurningGlass Labor Insight Tool.

Does WDC have a license to BurningGlass?

- The WDC currently holds a license. Ms. Secrist is working with BurningGlass to explore additional licenses for agency partners. It might be possible to have a statewide contract through the Division of Purchasing. This tool is valuable and needs to be shared widely. The data would be valuable to education. It would show education baseline skills students need to learn.

Motion by Mr. Schwarz to adjourn. Second by Mr. Evans. Motion carried.
Adjourned at 4:00 p.m.

Draft

CTE Work Group Report

Division of Career Technical Education

Update on CTE Workgroup Recommendations

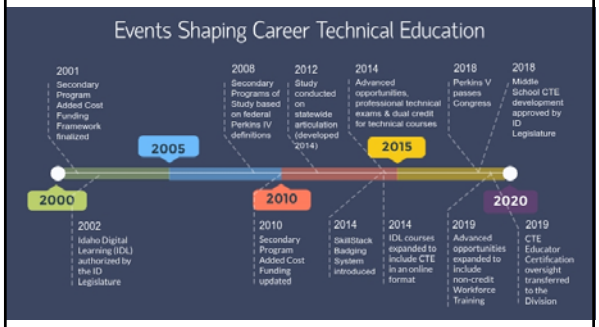
July 15, 2020

Clay Long, PhD
State Administrator

We prepare Idaho's youth and adults for high-skill, in-demand careers.

IDAHO Career & Technical Education

1



2

Workgroup Recommendations

Recommendations

- **Program Management**
  - Over-centralized decision making
  - Lack of two-way communication
- **Program Execution**
  - Implementation of policy and procedures preventing the Division and CTE programs from adjusting quickly enough to meet needs.

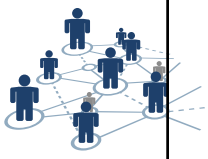
Implementation

- State Board of Education
  - Policy Recommendations
- Division of CTE
  - Implementation Recommendations

IDAHO Career & Technical Education

3

Program Management



- Organizational Structure
  - Regional CTE Committees
- Management and Communication
  - Improvement of communication
  - New CTE Administrator Mentorship Program
  - Resume program reviews
  - Increased stakeholder involvement in decision-making
  - Increased Secondary and Postsecondary collaboration
  - Next Steps platform
  - Statewide campaign to highlight career technical education
  - Staffing functions

4

Program Execution

- Alignment with Workforce Needs
  - Maximum flexibility to districts and program prioritization
  - Streamlined process for identify demand-driven programs
- Postsecondary Matriculation and Credit Articulation
  - Vertical alignment and consistency on courses
  - Processes for admission preference to high school completers
- Program Delivery
  - Incentive and support shared delivery models for rural districts
  - Develop innovative models to expand CTE programs in remote districts
  - Support efforts of online and hybrid delivery
  - Support teacher development for online delivery
  - Maximize online and hybrid delivery options

5

Program Execution (cont)

- Educator Pipeline and Certification
  - Evaluate process for certifying industry professionals
  - Interpret and implement rules and policies to grant maximum flexibility
  - Provide additional technical assistance to support new educators
  - Create or re-assign a position to focus on CTE educator recruitment

6

IDAHO
Career & Technical Education

8

Education & Workforce Trends for Young Adults + COVID-19 Impact on Idaho's Workforce

The Importance of Gender and Economically Disadvantaged Status in Educational Outcomes

July 7, 2020

Idaho State Board of Education

1

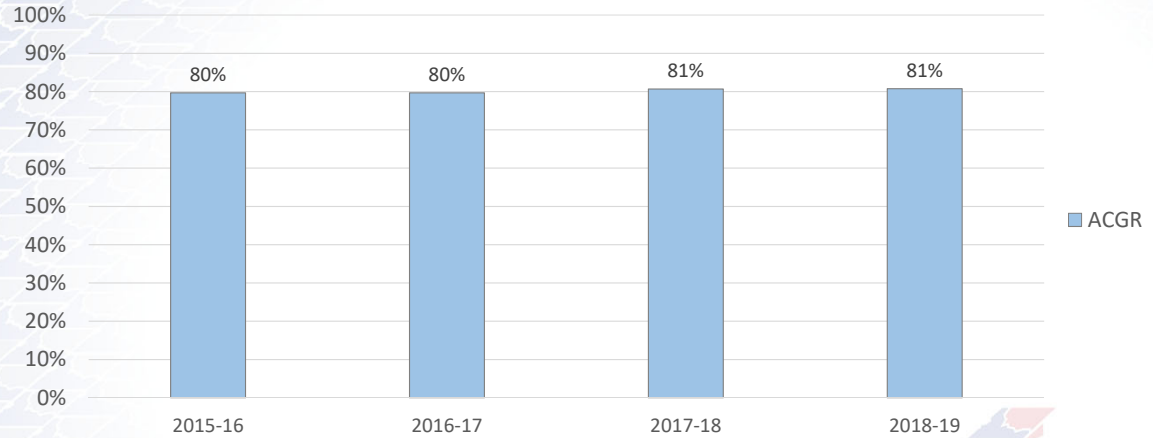
Background

- Adjusted Cohort Graduation Rate (ACGR) data
- Combined data with go-on data
- Examine combined data by gender and economically disadvantaged status

Idaho State Board of Education

2

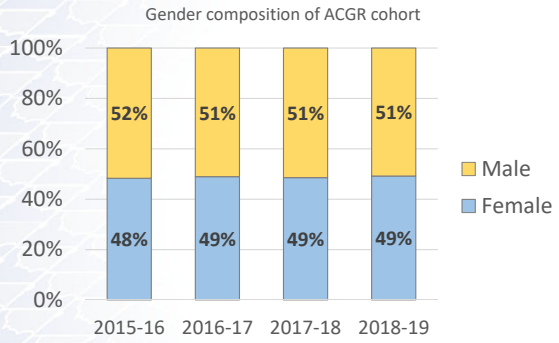
ACGR rates are relatively stable

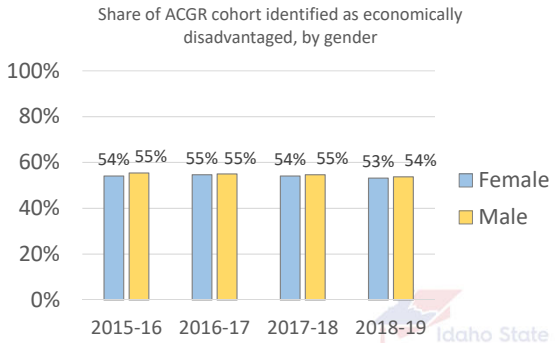


Idaho State Board of Education

3

Gender split is about even; more than half of both genders are economically disadvantaged



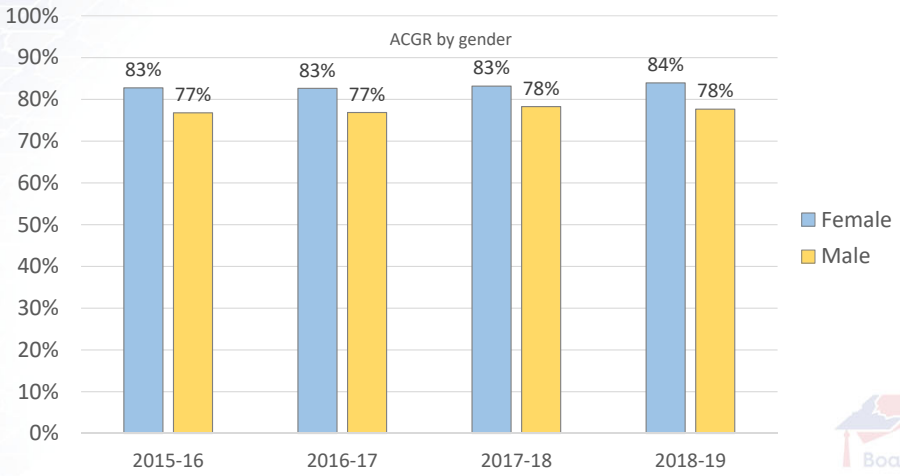


Idaho State Board of Education

4

Boys are less likely than girls to graduate high school in four-years

Approximately 6 percentage point gap

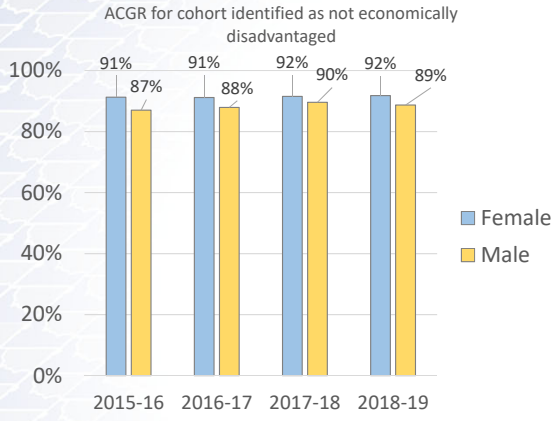


The difference between male and female is statistically significant (p=0.000) as determined by a logistic regression.

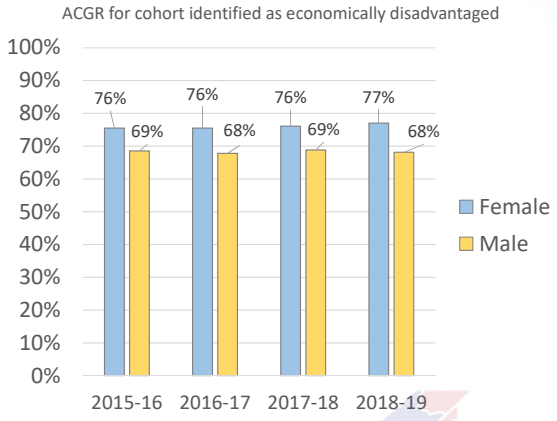
5

The gap is larger for those economically disadvantaged

Approximately 3 percentage point gap



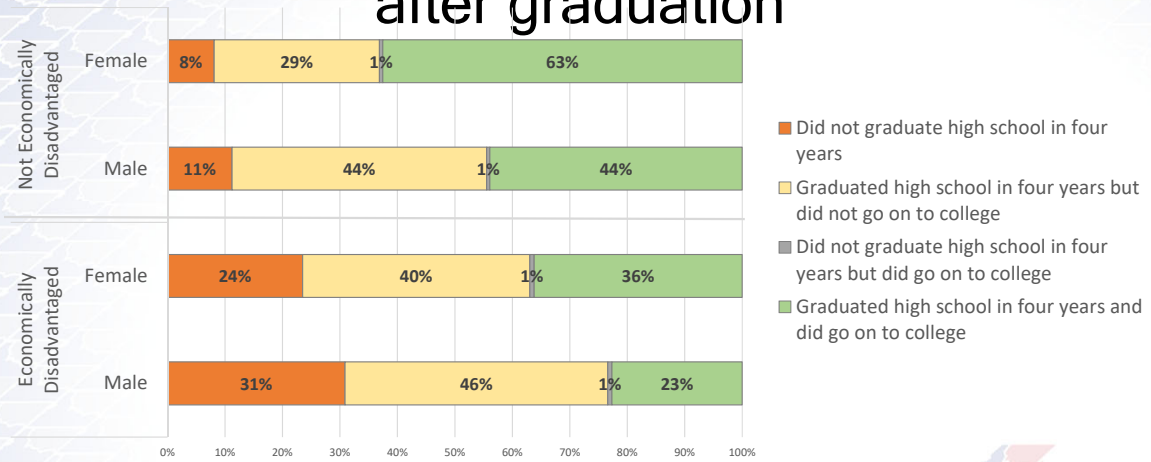
Approximately 8 percentage point gap



The difference between male and female is statistically significant (p=0.000) for both groups as determined by a logistic regression. The reported gap is the marginal effect as estimated in that logistic regression.

6

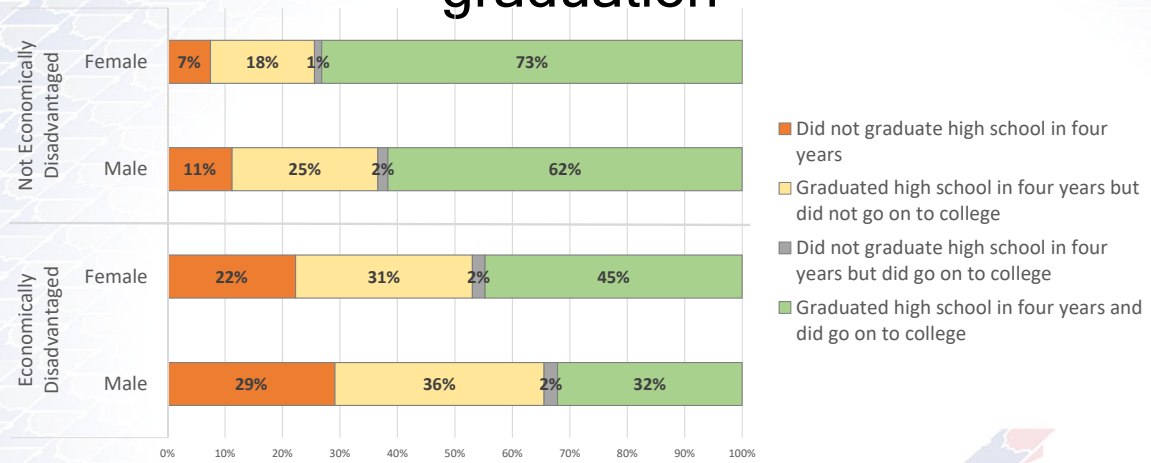
Economically disadvantaged boys are the least likely to go-on in the fall immediately after graduation



The difference between females and males for each economically disadvantaged group is statistically significant at p=0.000 for all but "Did not graduate . . . but did go on". The difference between each economically disadvantaged group for each gender is statistically significant at p=0.000 for all but "Did not graduate . . . but did go on" and

7

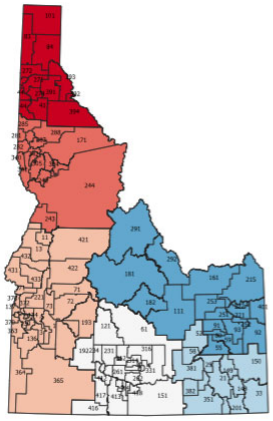
Economically disadvantaged boys are the least likely to go-on within 3 years after graduation



The difference between females and males for each economically disadvantaged group is statistically significant at p=0.000 for all but "Did not graduate . . . but did go on" as is the difference between each economically disadvantaged group for each gender.

8

Review of education regions in Idaho



Education Regions & Districts
School District
Education Region
1
2
3
4
5
6

	Share of total cohort	Share of cohort economically disadvantaged
Region 1	10%	47%
Region 2	5%	49%
Region 3	43%	54%
Region 4	12%	67%
Region 5	8%	52%
Region 6	17%	48%
Virtual	5%	69%

Idaho State Board of Education

9

There are few statistically significant differences between Region 3 and other regions

Differences between region and Region 3 that are statistically significant						
			Did not graduate in four years	**Graduated in four years but did not go on within three years after graduation**	**Did not graduate in four years but did go on within three years**	**Graduated and did go on within three years of graduation**
Female	**Not Economically Disadvantaged**	**More likely**	Virtual	Region 5; Region 6	Virtual	---
		Less likely	---	---	---	Region 6; Virtual
	Economically Disadvantaged	**More likely**	Virtual	Region 5	Virtual	---
		Less likely	---	Virtual	Region 5	Virtual
Male	**Not Economically Disadvantaged**	**More likely**	Virtual	---	Virtual	---
		Less likely	Region 1; Region 5	Virtual	---	Virtual
	Economically Disadvantaged	**More likely**	Virtual	Region 5	Virtual	---
		Less likely	Region 5	Virtual	---	Virtual

Idaho State Board of Education

10

Questions?

Idaho State Board of Education

11

Idaho Demographics

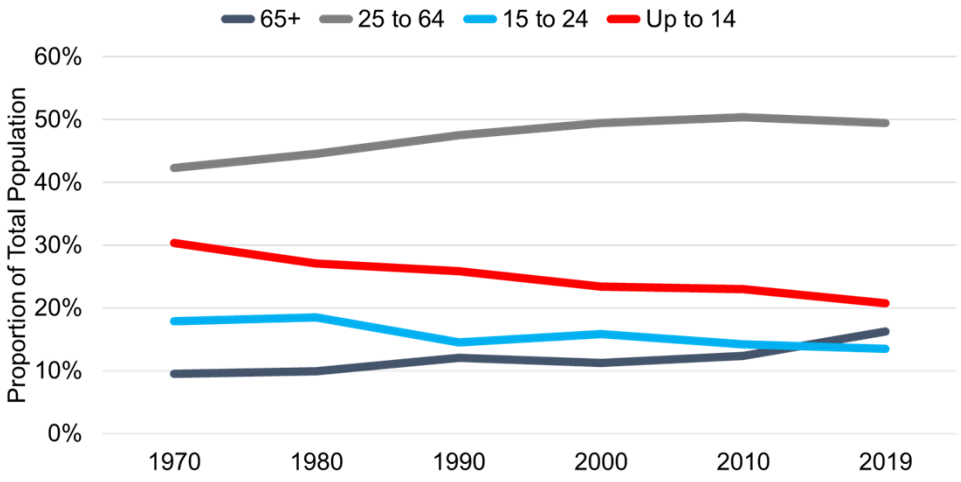
Craig Shaul, Research Supervisor
Idaho Department of Labor

Workforce Development Council – July 15, 2020

1

Idaho Population by Age Group

Percent proportion of group to total population



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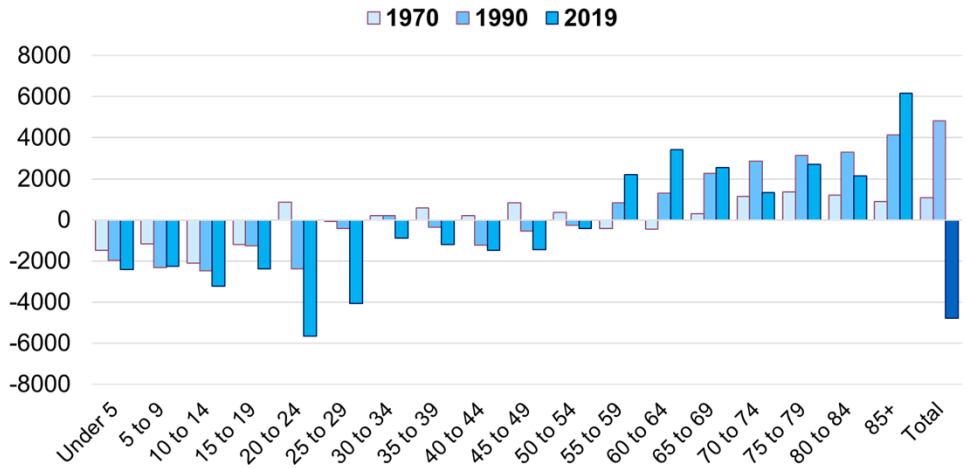
Idaho Female and Male Population

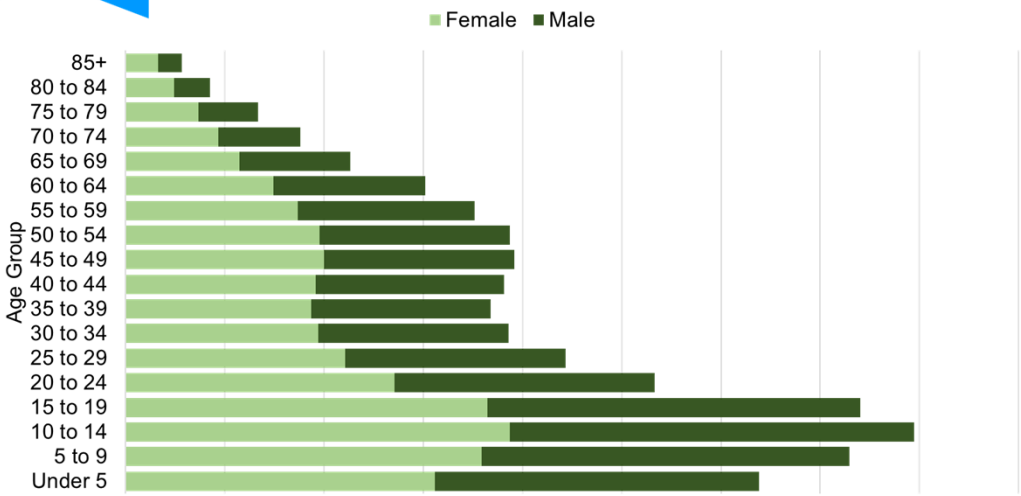
Above Zero Surplus of Females / Below Zero Surplus of Males



3

Idaho Population

1970 by age group



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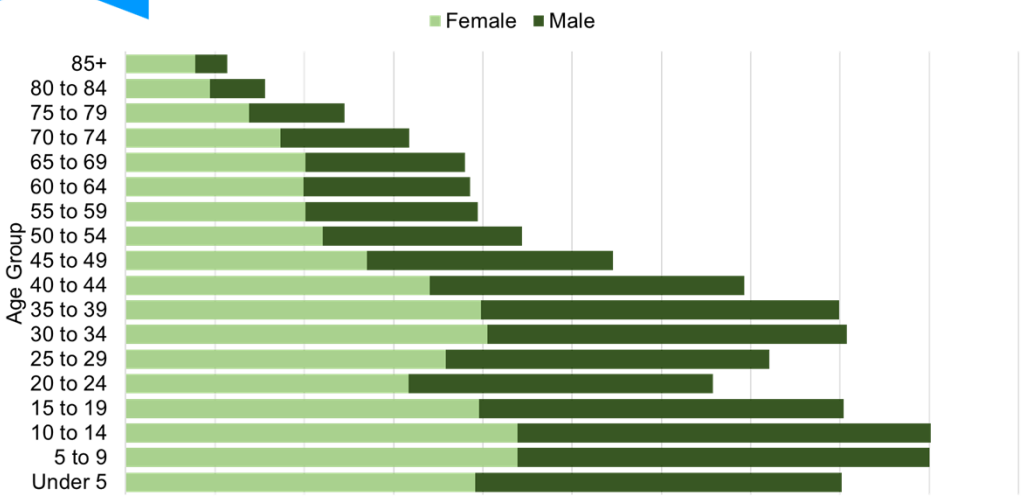
Idaho Population

1990 by age group



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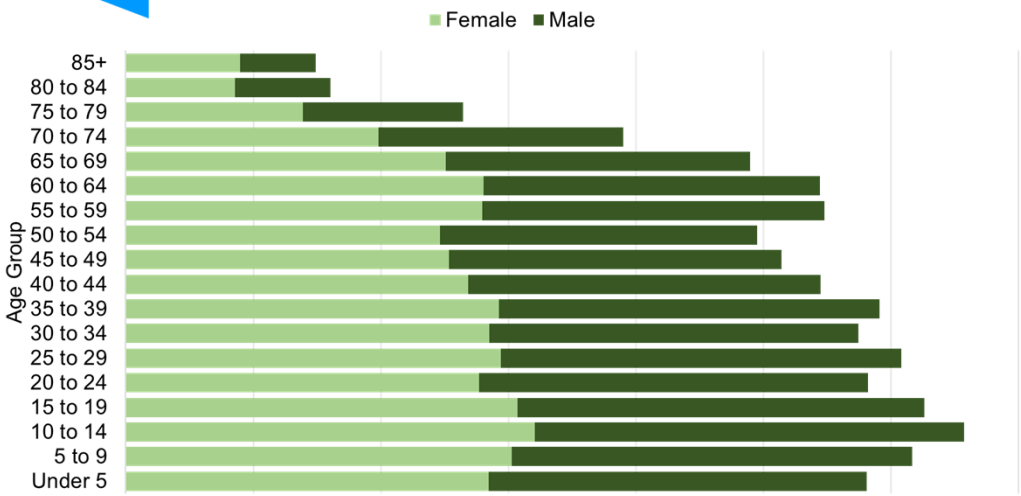
Idaho Population

2019 by age group



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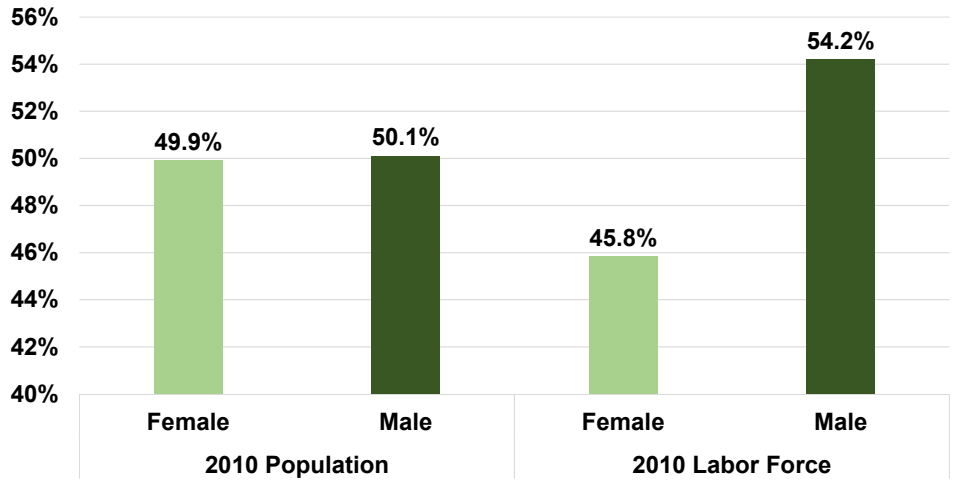
Idaho's 2010 Population and Workforce

Proportion by gender



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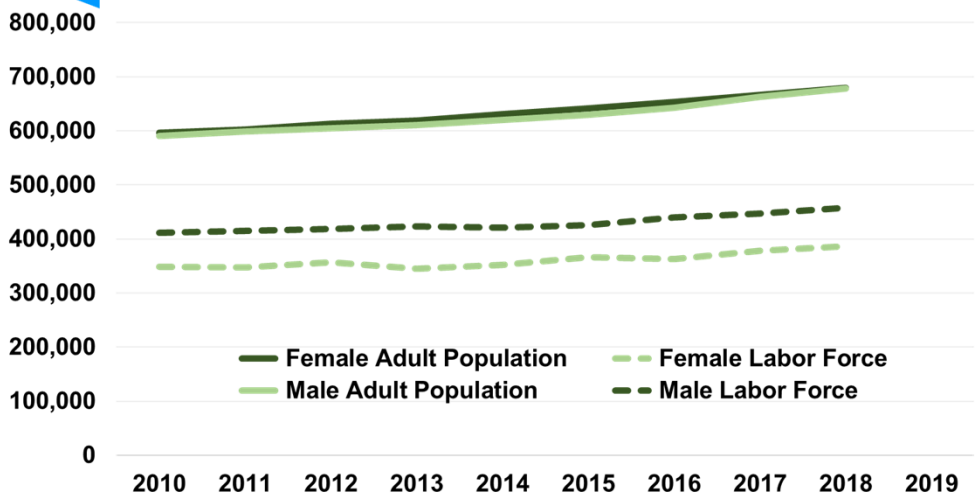
Idaho Population & Labor Force

2010 – 2018 by gender



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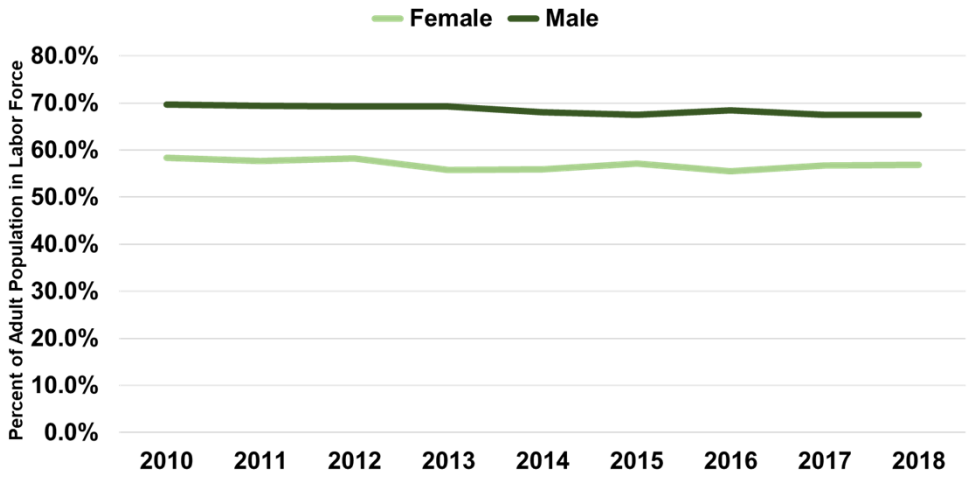
Idaho Participation Rates

2010 – 2018 by gender



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IDAHO DEPT. OF LABOR

Thank you.

Craig.Shaul@labor.idaho.gov

10

IDAHO DEPT. OF LABOR

Idaho's Labor Market Under COVID-19 Appendix Slides

11

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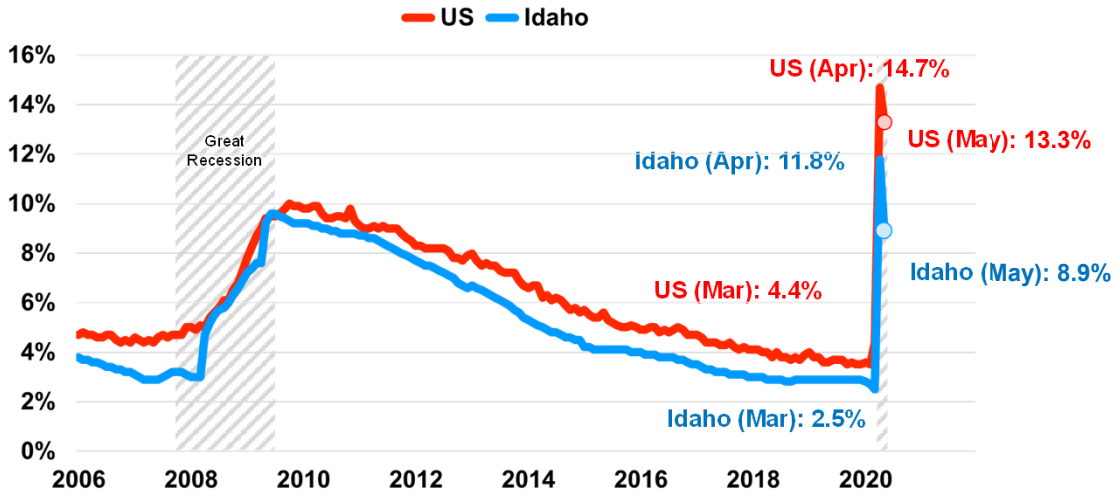
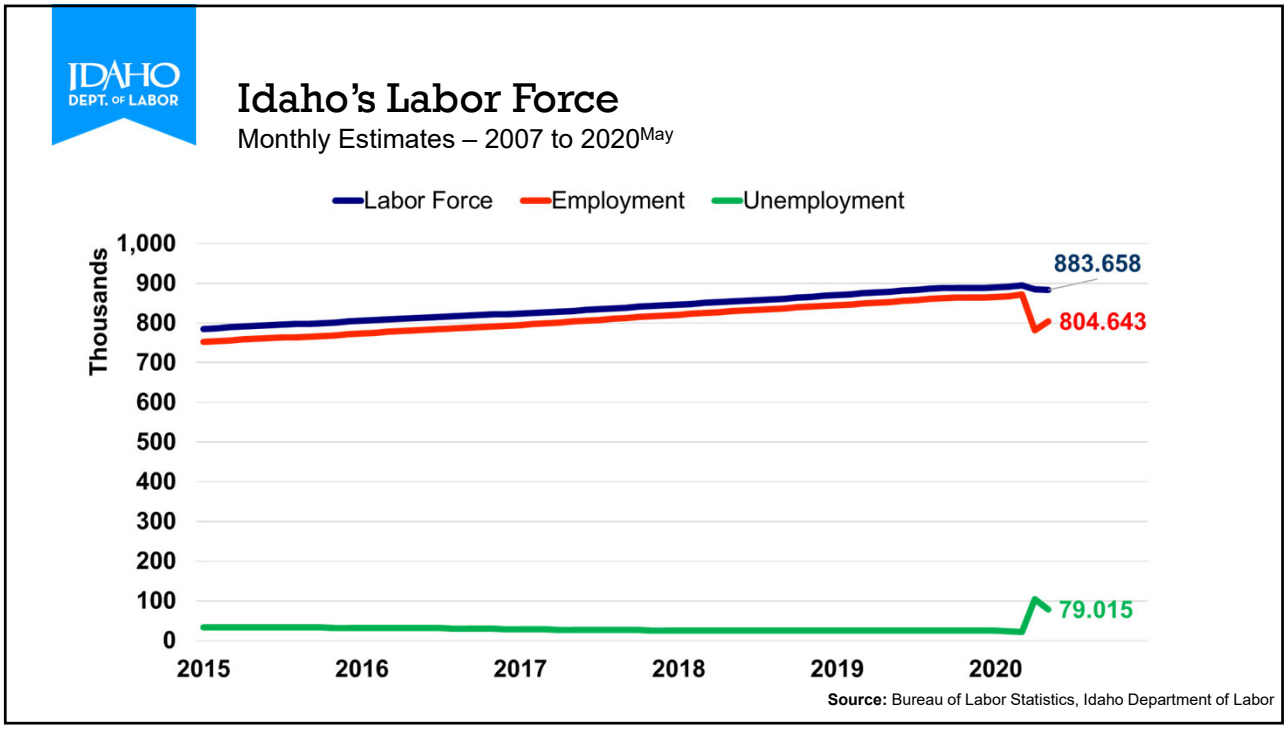
Unemployment Rates

Seasonally Adjusted

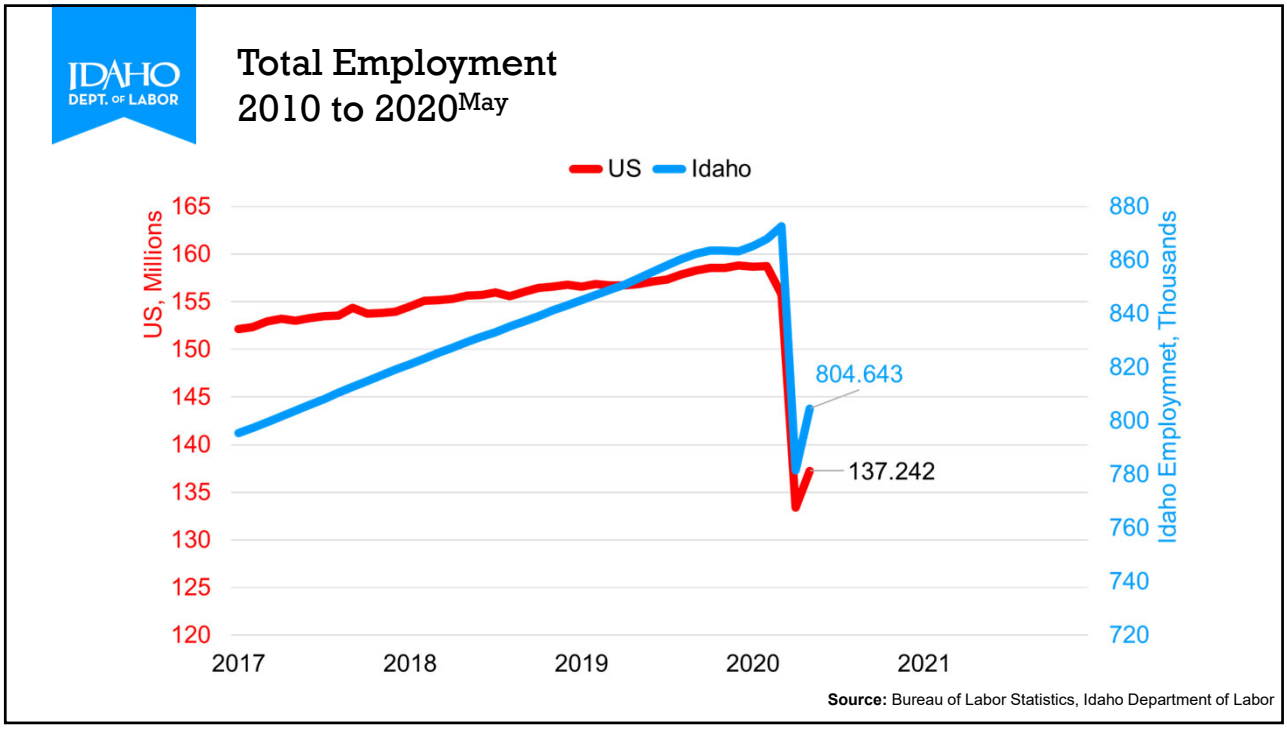


Source: Bureau of Labor Statistics, Idaho Department of Labor

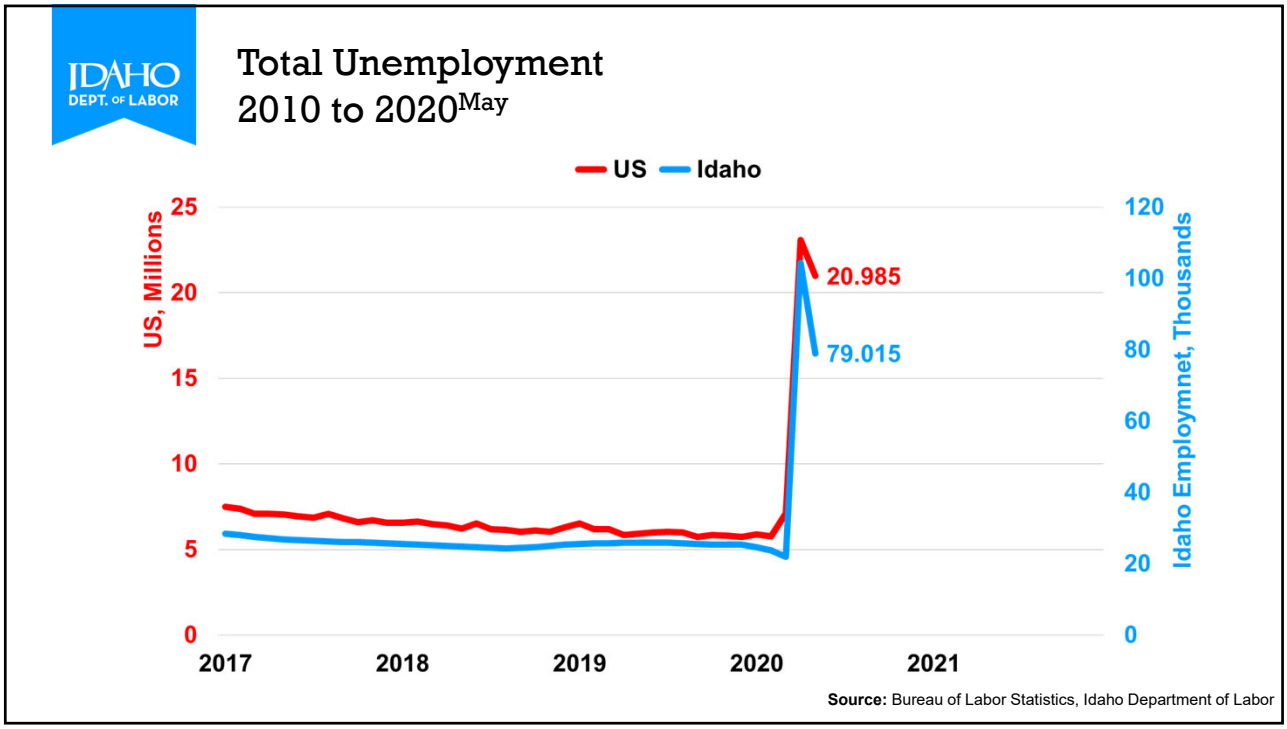
12


IDAHO DEPT. OF LABOR
Idaho's Labor Force
Monthly Estimates – 2007 to 2020May
Labor Force
Employment
Unemployment
Thousands
1,000
900
800
700
600
500
400
300
200
100
0
2015
2016
2017
2018
2019
2020
883.658
804.643
79.015
Source: Bureau of Labor Statistics, Idaho Department of Labor

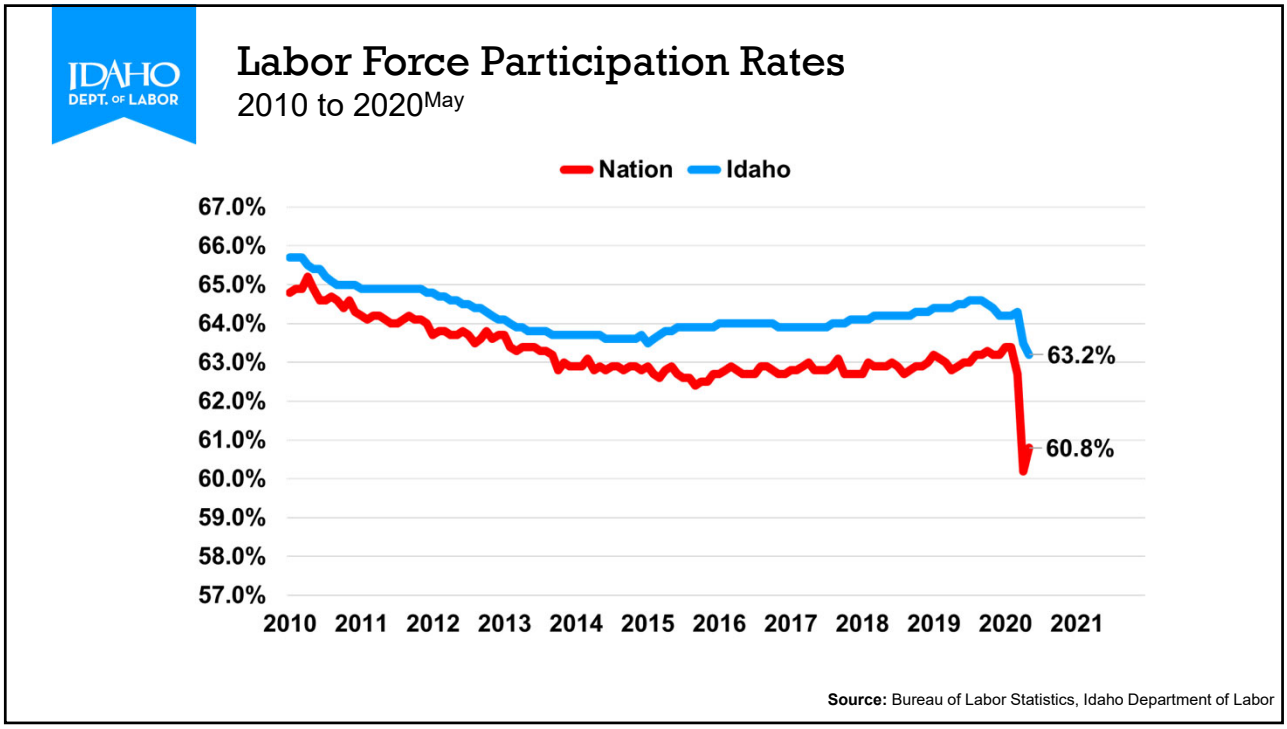
13


IDAHO DEPT. OF LABOR
Total Employment
2010 to 2020May
US
Idaho
US, Millions
165
160
155
150
145
140
135
130
125
120
Idaho Employmnet, Thousands
880
860
840
820
800
780
760
740
720
2017
2018
2019
2020
2021
804.643
137.242
Source: Bureau of Labor Statistics, Idaho Department of Labor

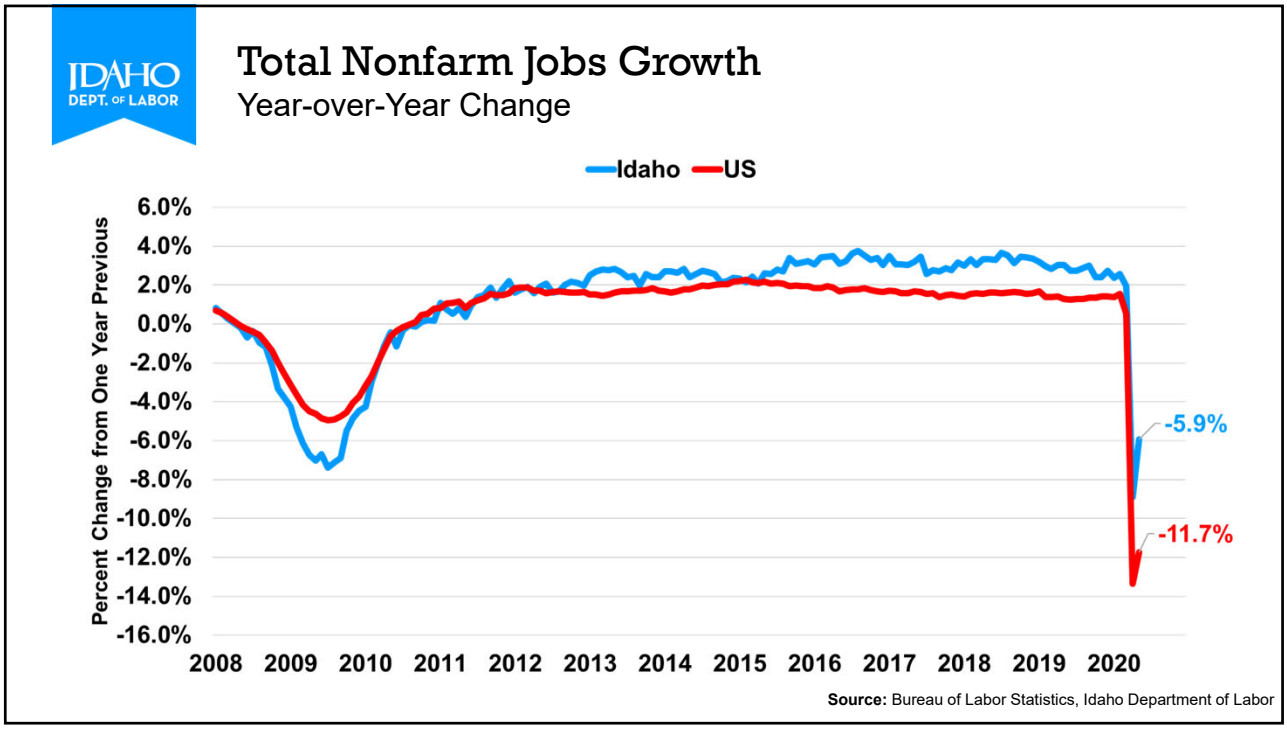
14


IDAHO DEPT. OF LABOR
Total Unemployment
2010 to 2020May
US
Idaho
US, Millions
Idaho Employmnet, Thousands
25
20
15
10
5
0
120
100
80
60
40
20
0
20.985
79.015
2017
2018
2019
2020
2021
Source: Bureau of Labor Statistics, Idaho Department of Labor

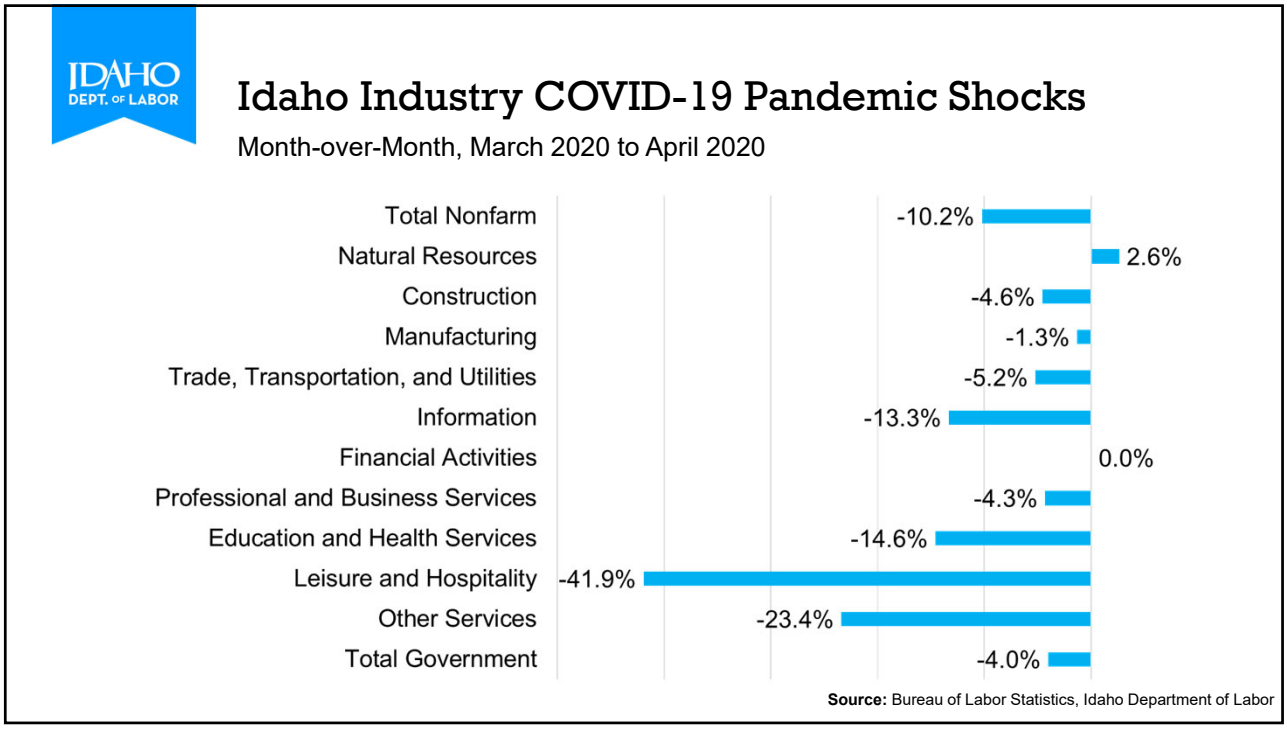
15


IDAHO DEPT. OF LABOR
Labor Force Participation Rates
2010 to 2020May
Nation
Idaho
67.0%
66.0%
65.0%
64.0%
63.0%
62.0%
61.0%
60.0%
59.0%
58.0%
57.0%
63.2%
60.8%
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
2021
Source: Bureau of Labor Statistics, Idaho Department of Labor

16


IDAHO DEPT. OF LABOR
Total Nonfarm Jobs Growth
Year-over-Year Change
Idaho
US
Percent Change from One Year Previous
6.0%
4.0%
2.0%
0.0%
-2.0%
-4.0%
-6.0%
-8.0%
-10.0%
-12.0%
-14.0%
-16.0%
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
-5.9%
-11.7%
Source: Bureau of Labor Statistics, Idaho Department of Labor

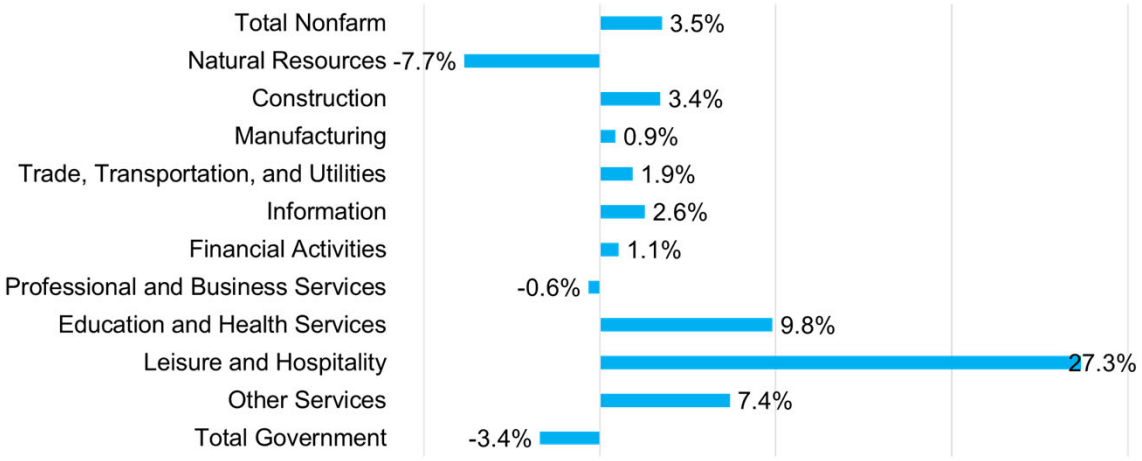
17


IDAHO DEPT. OF LABOR
Idaho Industry COVID-19 Pandemic Shocks
Month-over-Month, March 2020 to April 2020
Total Nonfarm -10.2%
Natural Resources 2.6%
Construction -4.6%
Manufacturing -1.3%
Trade, Transportation, and Utilities -5.2%
Information -13.3%
Financial Activities 0.0%
Professional and Business Services -4.3%
Education and Health Services -14.6%
Leisure and Hospitality -41.9%
Other Services -23.4%
Total Government -4.0%
Source: Bureau of Labor Statistics, Idaho Department of Labor

18

Idaho Industry COVID-19 Pandemic Shocks

Month-over month, April 2020 to May 2020

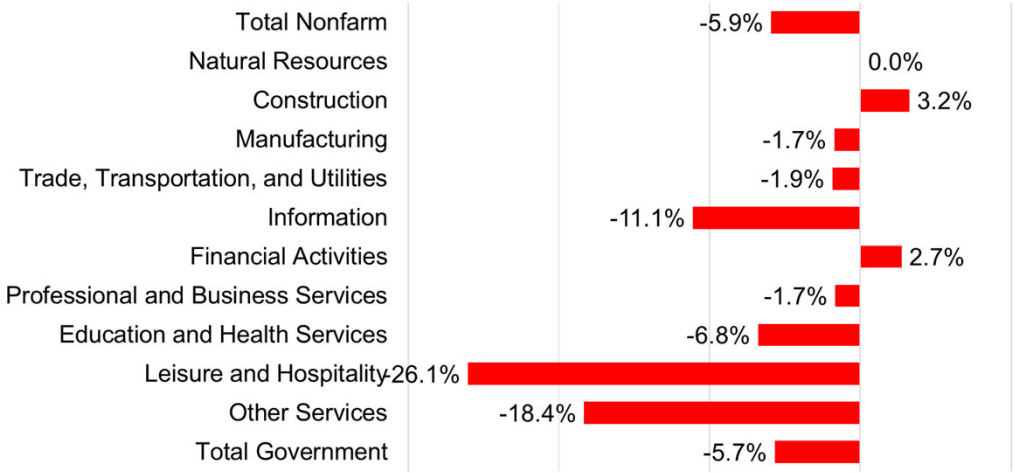


Source: Bureau of Labor Statistics, Idaho Department of Labor

19

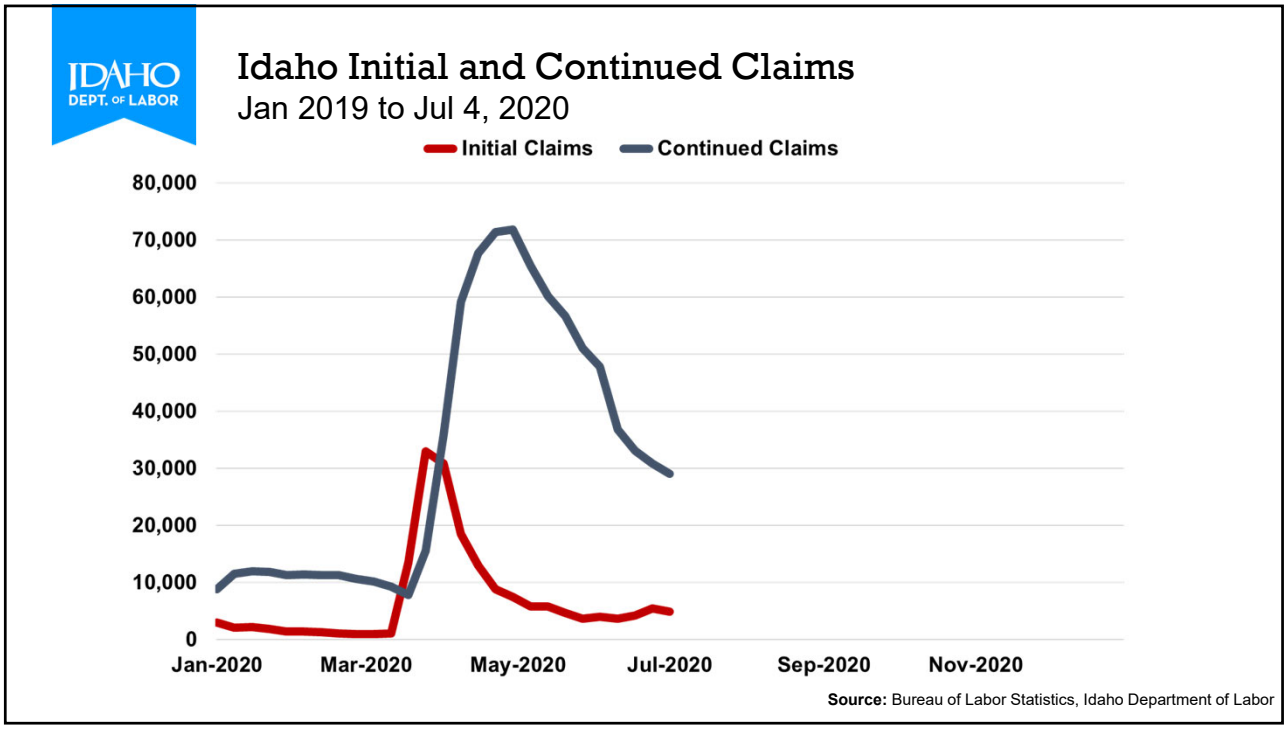
Idaho Industry COVID-19 Pandemic Shocks

Year-over-Year, May 2019 to May 2020

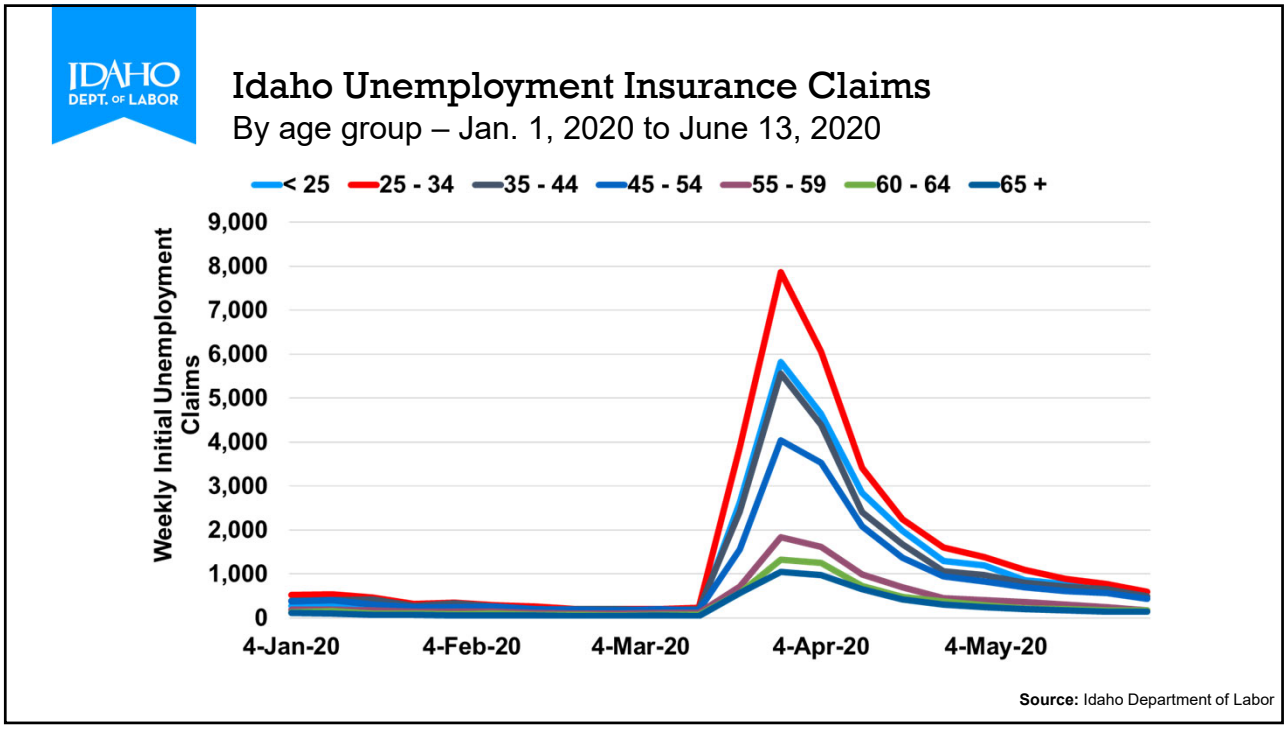


Source: Bureau of Labor Statistics, Idaho Department of Labor

20


IDAHO DEPT. OF LABOR
Idaho Initial and Continued Claims
Jan 2019 to Jul 4, 2020
Initial Claims
Continued Claims
80,000
70,000
60,000
50,000
40,000
30,000
20,000
10,000
0
Jan-2020
Mar-2020
May-2020
Jul-2020
Sep-2020
Nov-2020
Source: Bureau of Labor Statistics, Idaho Department of Labor

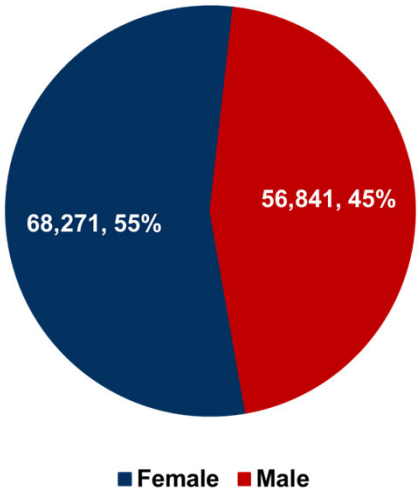
21


IDAHO DEPT. OF LABOR
Idaho Unemployment Insurance Claims
By age group – Jan. 1, 2020 to June 13, 2020
< 25
25 - 34
35 - 44
45 - 54
55 - 59
60 - 64
65 +
Weekly Initial Unemployment Claims
9,000
8,000
7,000
6,000
5,000
4,000
3,000
2,000
1,000
0
4-Jan-20
4-Feb-20
4-Mar-20
4-Apr-20
4-May-20
Source: Idaho Department of Labor

22

Idaho Unemployment Insurance Claims

By Gender – 13 weeks – Mar 15 to Jul 4

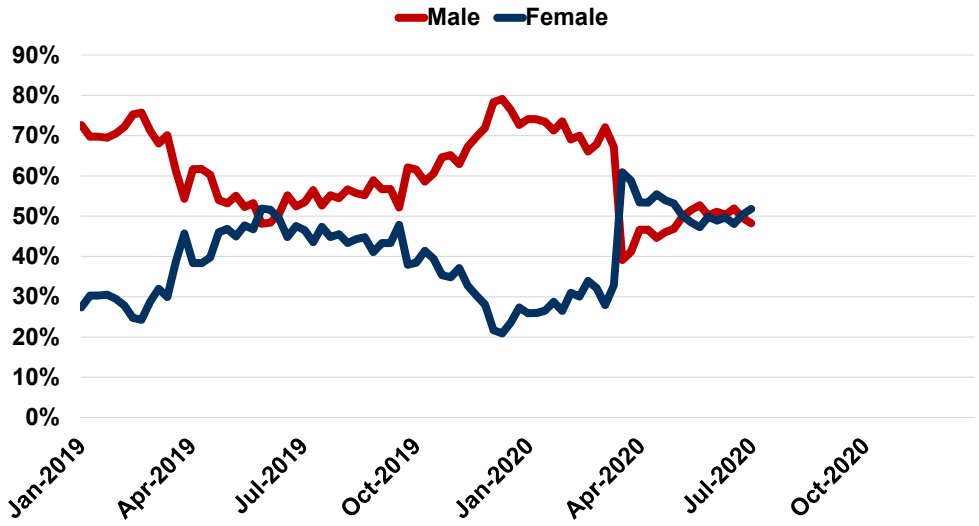


Source: Idaho Department of Labor

23

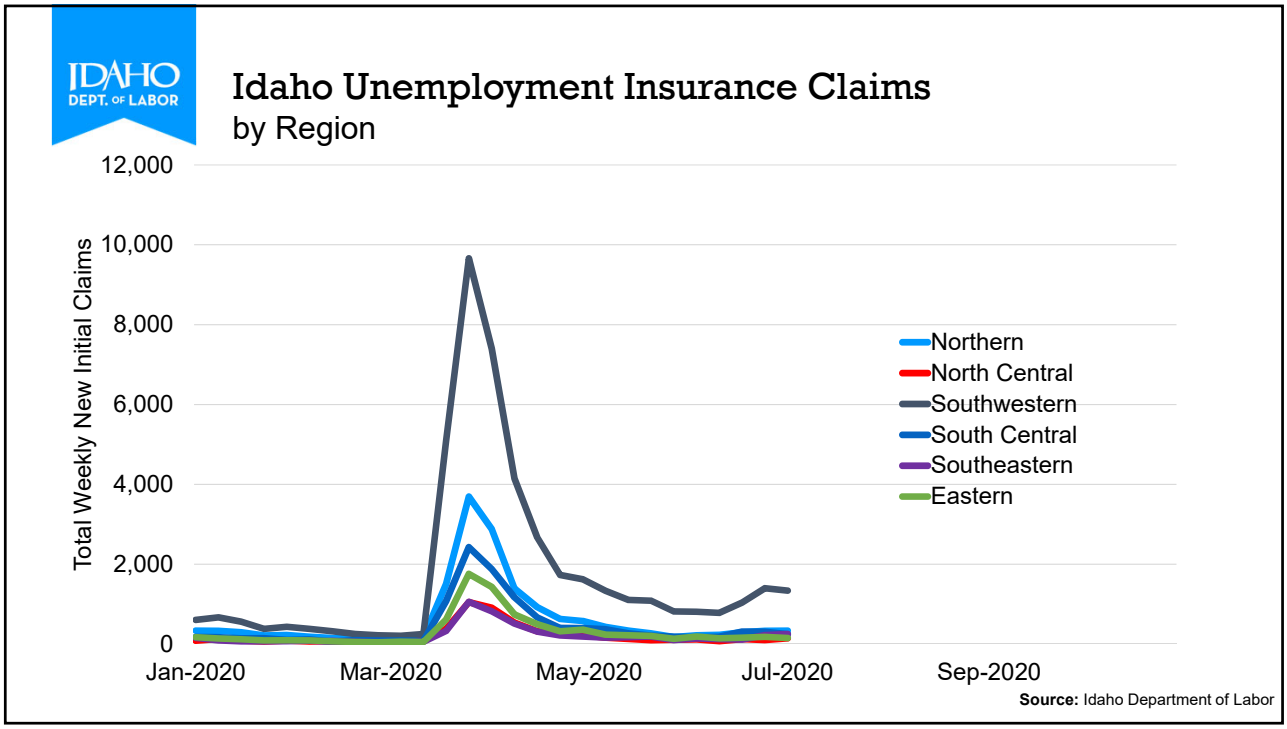
Idaho Unemployment Insurance Claims

By Gender – 13 weeks – Mar 15 to Jul 4

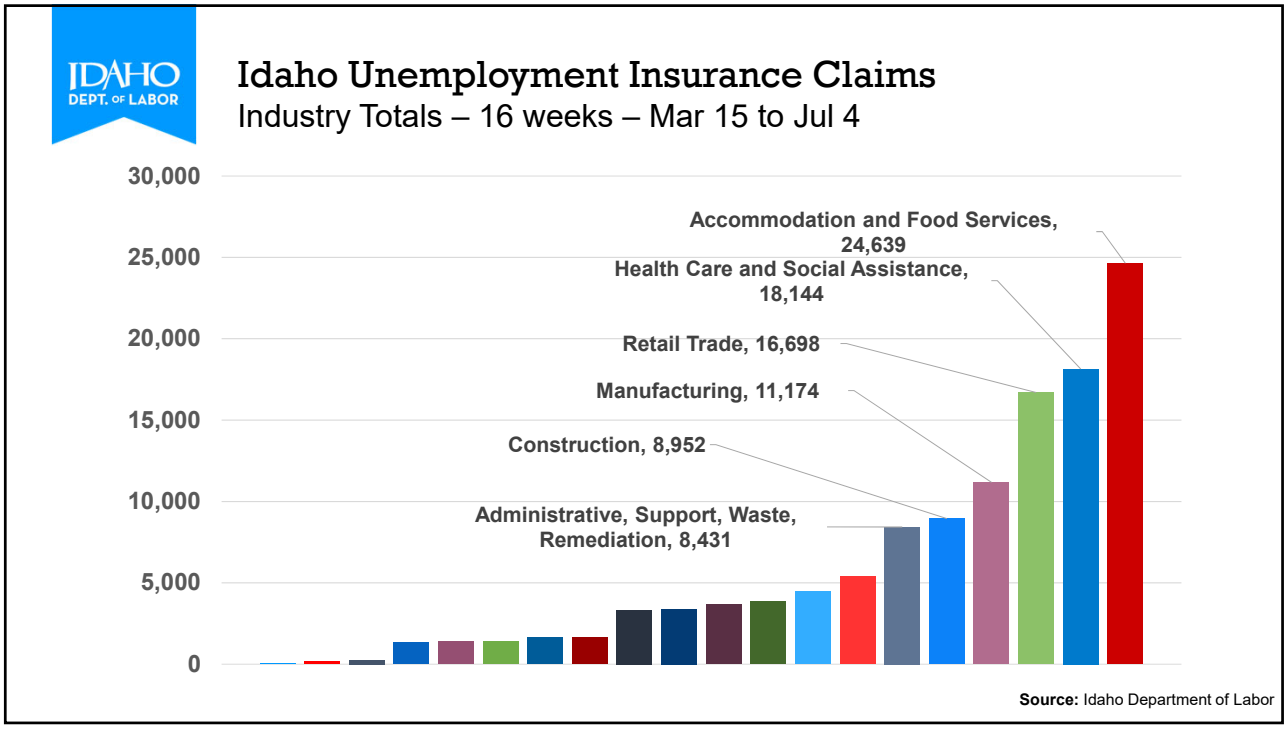


Source: Idaho Department of Labor

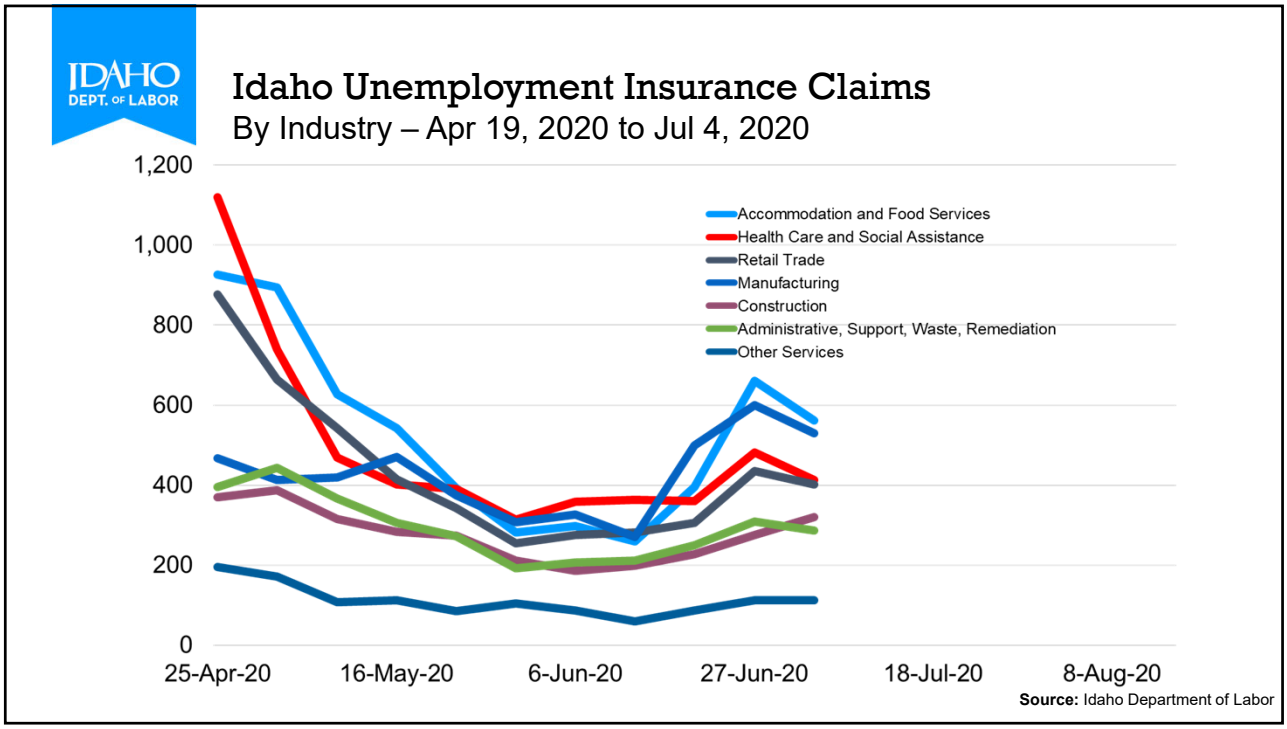
24


IDAHO DEPT. OF LABOR
Idaho Unemployment Insurance Claims
by Region
Total Weekly New Initial Claims
12,000
10,000
8,000
6,000
4,000
2,000
0
Jan-2020
Mar-2020
May-2020
Jul-2020
Sep-2020
Northern
North Central
Southwestern
South Central
Southeastern
Eastern
Source: Idaho Department of Labor

25


IDAHO DEPT. OF LABOR
Idaho Unemployment Insurance Claims
Industry Totals – 16 weeks – Mar 15 to Jul 4
30,000
25,000
20,000
15,000
10,000
5,000
0
Accommodation and Food Services, 24,639
Health Care and Social Assistance, 18,144
Retail Trade, 16,698
Manufacturing, 11,174
Construction, 8,952
Administrative, Support, Waste, Remediation, 8,431
Source: Idaho Department of Labor

26


IDAHO
DEPT. OF LABOR
Idaho Unemployment Insurance Claims
By Industry – Apr 19, 2020 to Jul 4, 2020
1,200
1,000
800
600
400
200
0
25-Apr-20
16-May-20
6-Jun-20
27-Jun-20
18-Jul-20
8-Aug-20
Accommodation and Food Services
Health Care and Social Assistance
Retail Trade
Manufacturing
Construction
Administrative, Support, Waste, Remediation
Other Services
Source: Idaho Department of Labor

27

Youth Apprenticeship Initiative

Idaho LEADER Youth Apprenticeship Project
Leadership Team

Lead Applicant/Workforce System Entity
Idaho Workforce Development Council (WDC)
- Executive Director
- Business Partnership Manager
- Outreach & Communications Manager

Education & Training Provider
Idaho State Board of Education
- Executive Director

Education & Training Provider
Idaho Career & Technical Education
- State Administrator

Optional Partner
Idaho STEM Action Center
- Executive Director

Workforce and Industry Intermediary
Idaho Business for Education (IBE)
- President/CEO
- Vice President Youth Apprenticeship Program
- (3) Regional Business Dev and Program Managers
- Communications and Marketing Specialist

Optional Partner
International Rescue Committee
- Executive Director

Governor of Idaho

Idaho Workforce Development Council
Idaho Workforce Development Council. The WDC is designated by the Governor of Idaho as the State Workforce Development Board under WIOA and also serves as local board for both of Idaho's local areas. The WDC was shifted to an independent state agency under the Office of the Governor in late 2017 to champion the development and implementation of a statewide, strategic workforce development plan that meets industries' needs today and tomorrow.

State Board of Education
Idaho enjoys a single coordinating body that spans K-20 education, the SBOE. Under the umbrella of the SBOE are the State Department of Education (K-12), ICTE (7th grade through associates degrees awarded by the technical colleges, and Title II services under WIOA), the Division of Vocational Rehabilitation (Title IV under WIOA), and Idaho Public Television. The SBOE's role in this project is to provide statewide leadership especially in the area of identifying incentives and removing policy barriers related to scaling youth apprenticeship.

STEM Action Center
STEM Action Center (STEM AC). The STEM AC is charged with engineering innovative opportunities for educators, students, communities, and industry to build a competitive Idaho workforce and economy through STEM and computer science education. As a partner in this project, the STEM AC will lend statewide leadership and technical assistance in the areas of identifying STEM related occupations that have a high potential for registered apprenticeships, identifying best practices for reaching out to in-school youth about registered apprenticeships programs and connecting to STEM AC partners, both school-based and employers, who may be interesting in registering programs.

Idaho Business for Education
IBE is a 501 C-3 non-profit group of nearly 250 businesses from across Idaho whose mission is to help improve Idaho's education system to create the workforce the state's employers need.

International Rescue Committee:
The IRC provides opportunities for refugees, asylees, victims of human trafficking, survivors of torture, and immigrants seeking citizenship to thrive in America.

Council-led Committees

Apprenticeship
The Apprenticeship Committee will lead the development of replicable and sustainable work-based learning opportunities.

Outreach
The Outreach Committee drives the coordination across state agencies, education, and the private sector increase public awareness of and access to career education and training opportunities.

Idaho LEADER Initiative
This group of agency leaders was formed under the National Governor's Association's Policy Academy for work-based learning in 2017, has been meeting on a monthly basis with the primary function of integrating work-based learning at a state agency level. This group will serve as a conduit to eligible participants and employers, while also providing policy and professional development support.
Partners
- State Board of Education
- Idaho Career & Technical Education
- Idaho STEM Action Center
- Idaho Department of Correction
- Idaho Public Television
- Idaho Department of Health & Welfare
- Idaho Department of Labor
- Idaho Department of Education
- Idaho Commerce
- Idaho Division of Vocational Rehabilitation

Idaho Career & Technical Education:
Idaho Career & Technical Education (ICTE) oversees over 700 secondary programs, 6 technical colleges, and 6 workforce training centers. Collectively they served over 150,000 Idahoans in 2019. ICTE's role in this project is to provide statewide leadership in supporting the connection and alignment of existing programs to fulfill the related instruction requirements of the apprenticeship programs.

public

private

Idaho LEADER Youth Apprenticeship Project
Implementation Team

Lead Applicant:
ID Workforce Development Council (WDC)
- Executive Director
- Business Partnership Manager
- Outreach & Communications Manager

Youth Apprenticeship Intermediary Administrator:
ID Business for Education (IBE)
- President/CEO
- Vice President Youth Apprenticeship Program
- (3) Regional Business Dev and Program Managers
- Communications and Marketing Specialist
- Administrative Assistant (.5 time)

Executive Director (WDC)
5% of time dedicated to project
Hired and in place

The Director will offer project leadership, vision, and guidance.

As Executive staff for Idaho's Workforce Board, the director will connect the project to appropriate WIOA programs and the employer-led, governor appointed Workforce Development Council.

The Director has a background that spans both the private and public sectors and has led multiple federal and national level grants surrounding apprenticeship and work-based learning including ApprenticeshipIdaho (federal grant) and National Governor's Association Policy Academy for Work-based Learning.

Project Manager (WDC)
0.5 FTE Independent Contractor
Hired at project start

Project management including all fiscal and reporting responsibilities associated with the grant. Provides technical assistance to ensure adherence to all associated state and federal policies.

Experience with federal grant management and private/public partnerships.

President / CEO (IBE)
15% of time dedicated to project
Hired and in place

The President will offer project leadership, vision, and guidance.

The President provides a strong connection between IBE's 200+ employer members and Idaho's school districts. IBE has worked tirelessly to create relationships and trust at the local level.

The President spearheads IBE's work to connect business leaders with education. The President connects schools and employers to ensure that students enter the workforce with meaningful credentials.

Outreach & Communications Manager (WDC)
10% of time dedicated to project
Hired and in place

The O/C Manager will support outreach efforts for the project ensuring that existing and new state efforts are leveraged appropriately. The OC Manager will also support the WDC Executive Director in ensuring agency partners are active and engaged and that there is a clear line between the project and the education system.

The O/C has led a number of statewide campaigns to highlight career opportunities for Idahoans. Her office is housed in the State Board of Education to facilitate communication.

Business Partnership Manager (WDC)
15% of time dedicated to project
Hired and in place

The Business Partnership Manager will provide support to grant partners and educational entities, employers, state agencies, and industry associations looking to engage with youth who are interested in careers tied to registered apprenticeship programs.

The Business Partnership Manager's previous experience with registered apprenticeship programs includes work performed on the ApprenticeshipIdaho Initiative dating back to 2016. The initiative connected over 30 different intermediaries to training and resources that helped move registered apprenticeship programs forward in Idaho.

Vice President Youth Apprenticeship Program (IBE)
100% of time dedicated to project
Identified and hired at project start

The Vice President will: Lead team efforts, strategic planning, annual planning, budgeting & execution, fund raising, metric-based goal tracking, program design development, stakeholder integration, "toolkit" development, partnership relationship management, contract management, HR & admin functions, and serve as the program ambassador.

The Vice President served in leadership roles in the US Army, US Army Reserves and National Guard for 26 years, retiring as a Lieutenant Colonel. She oversaw training and education for Reserve Soldiers in 11 states. As CEO of Girl Scouts of Silver Sage Council, she energized the Council, moving it into financial sustainability, increasing membership, and revitalizing camp properties. She founded the Idaho STEM Action Center Foundation to help fund kindergarten through career STEM education statewide. She has served as the project lead for the exploratory phase of this project.

Administrative Assistant (IBE)
0.5 FTE employee
Hired at project start

The Administrative Assistant will manage data and information including information regarding apprenticeships and employer partners. Will also manage payroll and benefit information; operational accounts receivable; staff expense reimbursement reports; and grant expense reimbursement reports submitted to the state.

Business Dev and Program Managers (3 positions/regional) (IBE)
100% of time dedicated to project
Hired at project start

Provide regional business development, recruiting employer and youth participants: businesses, industry associations, students, schools, community and workforce entities, etc. Develop apprenticeship programs, place apprentices, provide ongoing support to business, apprentices, educators once apprentices are placed.

Communications and Marketing Specialist (IBE)
100% of time dedicated to project
Hired at project start

Create and distribute online and offline promotional and support material and collateral, work with partners to promote events and activities, establish and maintain social media presence, prepare and manage social media content, prepare and submit news releases and stories, develop targeted messaging, website content, build and implement an annual marketing and communications plan

Lumina Grant – Supporting Incarcerated and Re-Entering Learners

IDAHO
DEPARTMENT OF CORRECTION
IDAHO
Career & Technical Education
IDAHO
WORKFORCE
DEVELOPMENT COUNCIL
Supporting Incarcerated Re-Entering Learners:
Supported by the Lumina Foundation

1

IDAHO
DEPARTMENT OF CORRECTION
IDAHO
Career & Technical Education
IDAHO
WORKFORCE
DEVELOPMENT COUNCIL
Poll: Would you consider hiring someone who has been released from the corrections system in the last year?

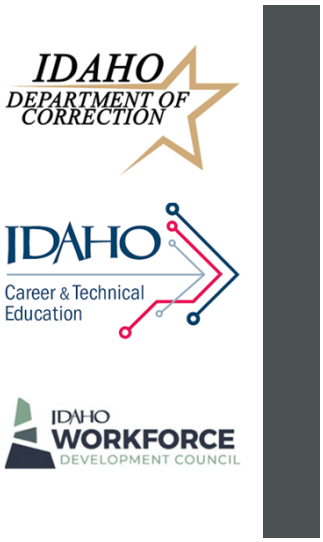
2

Grant objective: We (Lumina) seek to motivate state leaders to better support currently incarcerated and re-entering adults to earn a high-quality postsecondary credential through better policy, improved alignment and inclusive programming. We emphasize **Quality and Equity**, ensuring that those with criminal records can gain education and improve their lives.

3

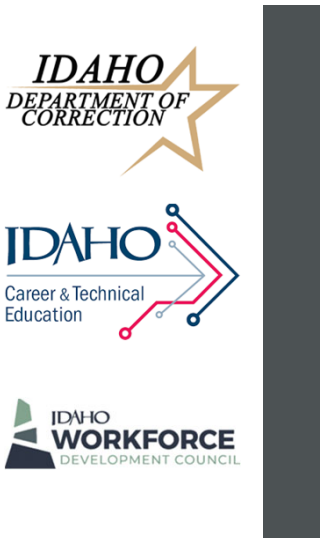
Poll: What concerns would you have about hiring someone who had been incarcerated?

4



Why provide quality credentials to inmates?

5



Poll: Would you consider not initially screening for felonies in your hiring process?

6

- How Education Works within Idaho's Correction system
- The Basics of Idaho's Lumina Project
- A Vision for the Future

7

Poll: Would you be more likely to hire someone who was formerly incarcerated if that person has a high-quality credential?

8

IDAHO
DEPARTMENT OF CORRECTION
IDAHO
Career & Technical Education
IDAHO
WORKFORCE
DEVELOPMENT COUNCIL
Special guest:
Donald Janke

9

IDAHO
DEPARTMENT OF CORRECTION
IDAHO
Career & Technical Education
IDAHO
WORKFORCE
DEVELOPMENT COUNCIL
Poll: Would you consider hiring someone who has been released from the corrections system in the last year?

10

What's next?

Would you like a follow up visit from IDOC?

11

Short-term Workforce Training under the WDTF

Financial Assistance for Short-Term Training
Draft Policy – June 16, 2020

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

- 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.

Individual Eligibility
Individuals who are seeking employment in high-demand occupations that align to Idaho employers' needs. Individuals must intend to work in Idaho – the financial assistance may be required to be repaid if employed outside of the state within 1 year after completing training. Individuals may only utilize the program once in their lifetime.

Training Programs
The Workforce Development Council Policy Committee updates a list of approved training programs annually. Individuals may not request that programs be added to the list; however, employers may petition for new programs to be added by submitting a request to the Policy Committee.

Amount & Availability of Funding
The Workforce Development Council approves an annual allocation of Workforce Development Training Funds to the program. Funds are distributed on a first come, first served basis.

Financial assistance is provided for 75% of the cost of the program, up to $2,000, whichever is less. Individuals whose income is less than 200% of the federal poverty level, for their family size, may qualify for up to 90% of the program cost based on a sliding scale:

Annual Household Income (for their family size)	Percentage of Program Cost
Under 149% FPL	90%
Between 150-174% FPL	85%
Between 175-199% FPL	80%
Above 200% FPL	75%

Draft

Repayment Requirement
Upon completion of training, it is expected that the individual will become employed in Idaho. As used in this section, the term "employed in Idaho" means the individual, during the taxable year for which the assistance is provided, is subject to Idaho income tax withholding, whether or not any amounts are required to be withheld, and who is covered by the employer for unemployment insurance purposes under chapter 13, title 72, Idaho Code. Wage records will be reviewed one year following completion of training to verify employment in Idaho. If the individual has left the state, or is living in Idaho and working out of state, the financial assistance provided to offset training cost may be required to be repaid.

Note – if the individual works remotely for an out-of-state employer, this provision shall not apply. In addition, if the individual works for a multi-state employer that has a presence in Idaho and the individual moves at the request of the employer, this provision shall not apply.

Applying for Funds
Individuals shall apply for financial assistance for approved training programs through the Idaho Department of Labor. These funds are designed to be last-dollar assistance when other forms of financial assistance, including scholarships, are not available. Individuals will need to provide the requested information to IDOL staff and a determination will be made on the readiness of the individual and amount of assistance available. If the individual accepts the financial assistance, they will:

- sign an agreement with the Workforce Development Council stipulating that the individual may be required to repay the assistance if the conditions in this policy are not met, and
- be provided with a voucher for the training program.

Funds shall not be disbursed directly to individuals and will only cover the amount of tuition/fees as determined by IDOL staff.

Draft

Eligible Training Provider Policy Appendix A

Appendix A - Idaho Occupations in Demand

Appendix A is updated annually by the Workforce Development Policy Committee in July.

Methodology

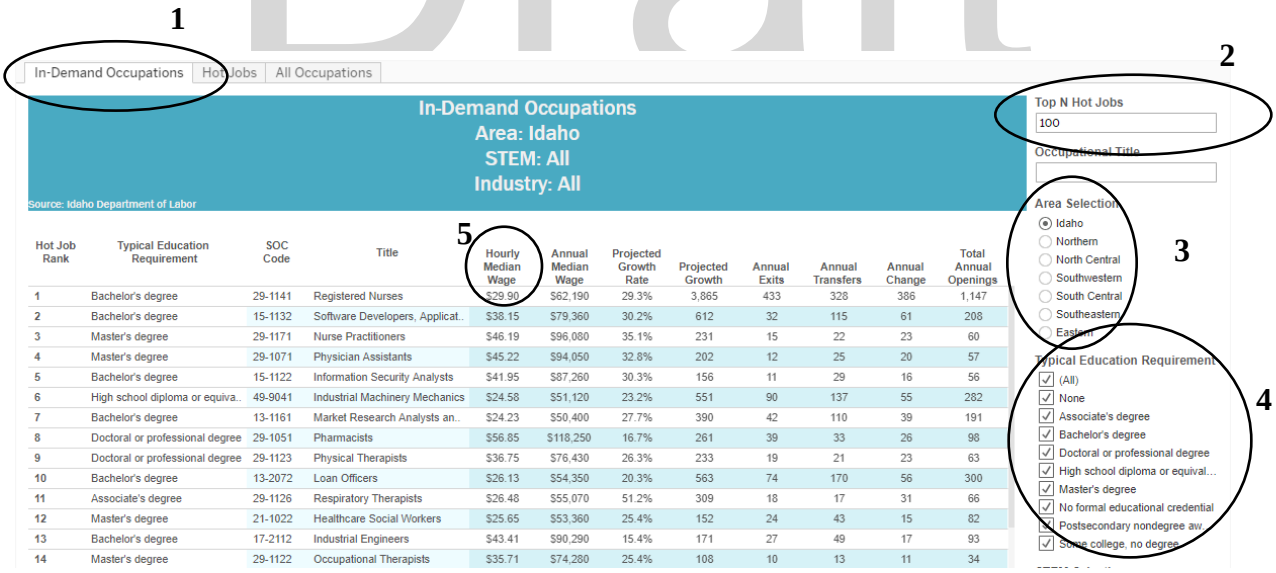
The Idaho Department of Labor's labor market information unit has developed a dynamic web tool that ranks Idaho's occupations in demand. The methodology uses quantifiable information to comprise the list and is augmented with projected growth and total annual openings, entry level wage information and education and training requirements. The list can be filtered by sub-region of the state, typical education requirement and STEM and/or industry designation.

This list may be found online at: https://lmi.idaho.gov/occupations-in-demand

To be included on the Eligible Training Provider List, programs of training must lead to one or more of the occupations when the following filters have been applied:

1. The tab must be set to "In-Demand Occupations".
2. The "Top N Hot Jobs" must be set to 150.
3. The "Area Selection" should be set to region where the training is being provided.
4. The "Typical Education Requirement" should be set such that Bachelor's degree, Doctoral or professional degree and Master's degree are not selected.
5. The "Median Hourly" wage must be greater than $10 per hour.

Draft



Hot Job Rank	Typical Education Requirement	SOC Code	Title	Hourly Median Wage	Annual Median Wage	Projected Growth Rate	Projected Growth	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
1	Bachelor's degree	29-1141	Registered Nurses	$29.90	$62,190	29.3%	3,865	433	328	386	1,147
2	Bachelor's degree	15-1132	Software Developers, Applicat..	$38.15	$79,360	30.2%	612	32	115	61	208
3	Master's degree	29-1171	Nurse Practitioners	$46.19	$96,080	35.1%	231	15	22	23	60
4	Master's degree	29-1071	Physician Assistants	$45.22	$94,050	32.8%	202	12	25	20	57
5	Bachelor's degree	15-1122	Information Security Analysts	$41.95	$87,260	30.3%	156	11	29	16	56
6	High school diploma or equiva..	49-9041	Industrial Machinery Mechanics	$24.58	$51,120	23.2%	551	90	137	55	282
7	Bachelor's degree	13-1161	Market Research Analysts an..	$24.23	$50,400	27.7%	390	42	110	39	191
8	Doctoral or professional degree	29-1051	Pharmacists	$56.85	$118,250	16.7%	261	39	33	26	98
9	Doctoral or professional degree	29-1123	Physical Therapists	$36.75	$76,430	26.3%	233	19	21	23	63
10	Bachelor's degree	13-2072	Loan Officers	$26.13	$54,350	20.3%	563	74	170	56	300
11	Associate's degree	29-1126	Respiratory Therapists	$26.48	$55,070	51.2%	309	18	17	31	66
12	Master's degree	21-1022	Healthcare Social Workers	$25.65	$53,360	25.4%	152	24	43	15	82
13	Bachelor's degree	17-2112	Industrial Engineers	$43.41	$90,290	15.4%	171	27	49	17	93
14	Master's degree	29-1122	Occupational Therapists	$35.71	$74,280	25.4%	108	10	13	11	34

The following "career pathway" programs are approved statewide regardless of where they appear on the regional lists:

- Certified Nurse Assistant
- Related training for Electrical, Plumbing and HVAC apprenticeship programs

A training provider may request review ,by the Policy Committee, if the occupation their program prepares individuals for falls outside this policy. They must provide a compelling case as to why the program should be added based on documented demand for individuals with the skills and certifications delivered through the program. The Policy Committee will review the request against available real-time labor market information and make a determination. If approved, the Policy Committee will provide a letter stating such to be attached to the application. If denied, no further recourse is available.

The request must be sent (electronically or by mail) to the Executive Director of the Workforce Development Council at the address found on www.wdc.idaho.gov. Requests that are received 7 or more days prior to the next regularly scheduled Policy Committee meeting will be reviewed at that meeting. If there are fewer than 7 days until the next meeting, it will be reviewed at the following meeting.

The request should include the following information:

- Name of Provider
- Brief Description of Program
- Documented demand for the program by local employers (i.e. letters stating that employers hire from the program, information from the Idaho Occupations In-Demand tool that shows regional demand, other cited data sources that show demand for the occupation). Information provided must be clear, concise and compelling.

The Policy Committee will consider the following, at a minimum, in making a determination:

- Real-time labor market analysis of the occupation through tools such as Help Wanted Online, Burning Glass Labor Insight, EMSI Analyst.
- Regional wage data.
- Whether the occupation is part of a career pathway that leads to additional in-demand, high wage occupations.

If the Policy Committee approves the request, the occupation will be added to the list of additional statewide occupations above.

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Supporting WBL Beyond Apprenticeship

Recommendation

Rename and update the charter of the Apprenticeship Committee to incorporate all forms of work-based learning.

The Work-Based Learning Committee is responsible for:

- Cultivating a nimble system under the Idaho LEADER framework that ensures innovative and high-quality programs are available throughout Learning About Work, Learning Through Work, and Learning At Work. Recommending investment of Council resources to scale efforts as appropriate.
- Providing robust information on all aspects of work-based learning and connecting stakeholders to existing and new efforts.
- Promoting the opportunities and benefits of work-based learning to employers, individuals and influencers.

Recommendation

Provide a subcommittee to specifically focus on and guide efforts to increase registered apprenticeship in Idaho:

- ApprenticeshipIdaho initiative under IDOL
- Idaho Apprenticeship Partnership initiative under ICTE
- Youth Apprenticeship initiative under WDC and IBE