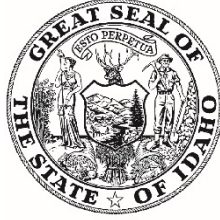


BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W Jefferson St, Ste 131, Boise, Idaho 83735-0510

Grant Review Committee Meeting Minutes

Date: Tuesday, January 10, 2023

Time: 2:30 PM - 3:30 PM

Committee Members: Brian Cox, Jake Reynolds, Jay Larsen, Jeff Greene, Jenni Bradford, Joe Maloney, Kelly Kolb, Rico Barrera

Staff: Rebecca Watson, Paige Nielebeck, Matthew Thomsen, Stacy James, Sherawn Reberry, Sam Emery, Jeffrey Bacon

Guests:

Called to order at 2:32 PM

Welcome

Roll Call – Quorum met.

Review Agenda

The meeting minutes and financial summary will be moved to the next meeting.

WDTF Grant Requests*

Learning How 2 Live Innovations Grant

Learning How 2 Live provides advanced job training to Idaho inmates within Idaho Department of Correction's facilities. This project will create and implement a broadcasting, film, and video production registered apprenticeship program which will be offered to Idaho inmates. Over the two-year grant period 80 individuals will register as apprentices and receive training under the newly developed registered apprenticeship program. The program will help connect individuals enrolled in the program with obtaining employment while incarcerated and upon re-entry into the workforce. Learning How 2 Live current partnership with the Idaho Department of Correction includes 3 existing programs. This project will expand the partnership by offering training in correctional facilities throughout Idaho.

WDTF Request: \$411,884.00

Discussion:

- Learning How 2 Live focuses on individuals who will be entering the workforce sooner than later. There are opportunities for inmates to be trained who might not be entering the workforce within a short timeframe to work within the correctional facility.
- Typically, a registered apprenticeship requires a pay schedule. Corrections is exempt from that because they do not pay very much within the prison. They have an inmate labor detail that pays \$0.10 to \$0.20 an hour and the other program only pays \$1 to \$2 an hour. The end goal of \$20 an hour is more likely with individuals who have experience from the correctional institution training program.
- St. Vincent DePaul signed up as a sponsor.
- Is the projection of \$20 an hour wage specific to after they enter the workforce?
 - Correct. The maximum wage an inmate would be able to earn is that \$1-\$2 an hour. Upon leaving they would be in that \$20 an hour range, but this will depend on the employer who hires the individual.
- Does this funding help them do anything additional to anything they are already doing?
 - This will expand the program. It is currently only available on a limited basis. This will allow Learning How 2 Live to expand statewide in the Department of Corrections.
- Are there minimum requirements for the participants in this? Are they are looking for people with a GED, HS diploma, or a certain skillset?
 - They do have to meet certain requirements to be selected for the program.
 - The apprenticeship programs within corrections right now are not paid.
 - This one, being paid, is highly sought after. They have an additional criterion of how individuals are selected.
 - It would be nice to see this coupled with the ability for individuals to get their GED or HS equivalency while going through the program.
- What kind of funding are they putting into the program?
 - While innovation grants do not require a match, it is nice to have.
 - They need the funds to expand the program. The money they are providing as a match is about \$68,000.
 - They will provide classroom space, business licensing, marketing for the program, etc.
 - This will be a buildout of an existing program.

Motion by Mr. Reynolds to recommend approval of the Learning How 2 Live Innovations Grant in the full amount of \$411,844 to the Executive Committee. Second by Mr. Barrera.

Further Discussion:

- How will the program continue after the funding is over? Are they going to keep coming back to the WDC for more funding each year?
 - Within the context of the innovation grant, it is not a requirement for the program to be sustainable.

- The Committee has funded programs that were a one-time request before but not at this amount. When you look at the program itself with the connections and partners, the fundraising they have is a hallmark of sustainability. They have healthy ties to corrections; corrections is invested in keeping this program within the correctional system.
- There will be a return on investment with this project since the inmates would be entering into the workforce. This could have an impact on recidivism.
- Is there some metric that they are showing that this pilot project has made a significant difference to those that were trained?
 - We do not have this information at this time, but we could ask to get additional information. There is proof through other Idaho programs that this type of model works well (incarcerated youth through WIOA).
 - There is not enough data from this specific program yet to say if it has been successful.
- The individual who is running the program is very passionate about this work and wants to help incarcerated individuals. He has the right partners at the table.
- There are 36 incarcerated individuals who have already gone through the training and are currently utilizing the skills inside the corrections facility.

Motion carried.

Kootenai Health Employer Grant

Kootenai Health main hospital and campus are in Coeur d'Alene, Idaho. The main facility includes 330 beds and employs more than 200 providers across 25 plus clinics. As a regional medical referral center, Kootenai Health provides a comprehensive range of medical services to patients throughout the inland northwest. Due to growth in the area, Kootenai Health has invested \$40M to add two additional operating rooms with additional PACU recovery rooms, and a Cardiac Catheterization Lab and Electrophysiology Lab for cardiac procedures. Staffing these additional rooms and labs will require a cadre of specialized nurses. Training will provide current nurses the opportunity for advancement into a specialty (i.e., critical care, operating room, or progressive care). Additional benefits include the ability to obtain nursing specialty certification after completion of training which will lead to a wage increase. New nurses will have the opportunity to enter into the workforce in an advanced specialty (i.e. critical care, operating room, or progressive care). Additional benefits include the ability to obtain nursing specialty certification after completion of training which will lead to a wage increase.

WDTF Request: \$374,499.75

Discussion:

- Nursing is a career in huge demand right now.
 - This proposal does not produce any new resources in the workforce. This is not creating additional nurses or nursing jobs.
 - This does not feed into the certification programs that are currently in use.
 - All this proposal would be doing is creating internal mobility. In all healthcare organizations you can move from a general surgery role to a peri-op role without previous experience.
 - If this grant was funding the training of additional RNs, the need would be clear.

- It is only proposing a 3.5% wage increase. In theory they could initiate this pay increase now.
- This would give individuals experience that could potentially make a difference in the future, but it does not seem that it is furthering the workforce. It is not creating any new pipelines.
- The assumption is that Kootenai Health is wanting to increase capacity for training, not necessarily create more RNs themselves.
- There is a workforce issue in healthcare but any of these RNs could go move to a new specialty area without any certifications. The certifications could provide the potential for a pay increase, but it does not make that RN any more valuable to move between specialties.
- Do most healthcare organizations charge per trainee for inhouse training?
 - This is normal in a lot of organizations.
- The program that is being proposed seems like something they already have. This is about expanding their volume of individuals going into a specialty area. This training will not change the overall capabilities of the facility, it will just shift things around.
 - The question is if it should be funded through this grant.
- The Committee questioned whether this increases economic upward mobility. These individuals already have a lot of mobility within the organization.
- For the expansion to occur the training is not necessary. To move forward with funding the retraining of individuals, it would have to meet the requirement of an employer grant and it does not seem that this would fit the requirements.
 - This type of training is part of the industry norm. We are always going to be looking at general practice, entry level nurses and how they move into specialty areas. There are internal training programs in every healthcare entity to help them do this.
- There is a need to skill up individuals into specialty areas but the way this is designed is the cost of doing business.
- The wage increase is very low. This wage is increasing because the individual is gaining another year in their nursing experience. They are not receiving the increase because of the training.
- If it was creating more capacity in the workforce, that would help change the perspective. If this was addressing the issue of moving people up so they can move more people in it would be more comfortable. It would also make a difference if the training would allow the individual to sit for the specialty certification and move them up.
- The Committee would like Mr. Thomsen to take these concerns back to Kootenai Health and table this application for now.

Motion by Mr. Reynolds to adjourn. Second by Mr. Greene. Motion carried.

Meeting adjourned at 3:37 PM