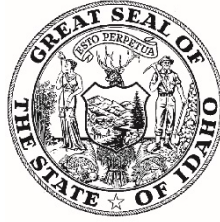


BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W. Jefferson St. Boise, ID 83702

Quarterly Council Meeting Minutes

Date: Wednesday, March 15, 2023
Time: 8:30 a.m. – 4:30 p.m. (Mountain Time)
Location: Saint Alphonsus/McCleary Auditorium

Council Member Attendees: Deni Hoehne, John Young, Anna Almerico, Lori Barber, Russell Barron, Linda Clark, Sean Coletti, Brian Cox, Debbie Critchfield, Jane Donnellan, Jeff Greene, Sarah Griffin, Tom Kealey, Kelly Kolb, Liza Leonard, Korey Mereness (proxy for Clay Long), Joe Maloney, Sherry Maupin, Sergio Mendoza, Hope Morrow, Jennifer Palagi, James Pegram, Marie Price, Jani Revier, Carrie Semmelroth, James Smith

Staff: Wendi Secrist, Jeffrey Bacon, Paige Bongiorno, Courtney Grubbs, Stacy James, Cassandra Mansour, Thomas Morrison, Sherawn Reberry, Matthew Thomsen, Rebecca Watson

Guests:

*Workforce Development Council is hereafter referred to as WDC.

Call to order at 8:31 a.m.

Welcome

Roll Call/Introductions – Quorum Met

***Review/Approve Agenda**

Unanimous consent request by Ms. Revier to approve the agenda as presented. Second by Mr. Smith. There were no objections.

***Approve Minutes from December 14, 2022 Meeting**

Unanimous consent request by Ms. Revier to approve the December 14 meeting minutes as written. Second by Dr. Clark. There were no objections.

WDC Budget Update

Ms. Secrist reviewed the WDC budget. Please see attached document.

Discussion:

In the obligation for Child Care, why is there an unobligated \$7.4 million?

- That is a mistake in the report. All the funds are obligated.

Healthcare Industry Deep Dive

Saint Alphonsus Welcome

Mr. Greene welcomed everyone and introduced the CEO of Saint Alphonsus Odette Bolano.

Ms. Bolano gave a presentation on the state of the Healthcare Workforce. Please see attached presentation.

The Post-COVID Outlook for Idaho Health Care Workers

Mr. Paskash gave a presentation on the Post-COVID Outlook for Idaho Health Care Workers. Please see attached presentation.

Discussion:

- In the political climate portion of the presentation, was that aggregated by specific areas of practice?
 - It is not. Due to the limited sample size, it would be hard to draw any conclusions.
- Idaho compensation rates are lower than Washington or Utah, but we are comparable to Montana. We are behind the national average. The pay differential is larger than the cost of living in Washington and Utah.
- What was the sample size used for the information?
 - The sample size for Registered Nurses was several hundred.
 - For physicians and surgeons, the sample size was a couple hundred.
 - The responses were a bit biased to the Southwest, but they were obtained statewide.
- Rural Idaho is experiencing a shortage of paramedics. Is there any data to reveal what is going on in that arena?
 - We have not surveyed this population. There is a little bit of a lag in that data.
- Do we have any data around those seeking education in these areas? We know that LPNs became less in-demand for quite a while.
 - We do not have data on this from the educational side of things. But we could reach out to the institutions or state board.
 - The last report that the state board got from the institutions is that they do not have the finances or staff to extend training slots.
 - Another challenge is that hospitals are maxed out on clinical sites.
 - There is recognition that clinicals may have to be paid at some point.
- Have we looked at other states on how they leverage partnerships and what incentives they have provided?

- Non-compensation benefits include a lighter workload due to reducing the class sizes. The teachers are feeling overloaded with the amount of work.
- The report is on the IDOL website and Ms. Secrist will send it out to everyone.

The Impact of Workforce Challenges on Patient Care

A panel of individuals provided a presentation on the Impact of Workforce Challenges on Patient Care. Please see attached presentation.

Discussion:

- What are the barriers to residency?
 - Partly federal funding. There is some freeze on funding. The rest of it is the infrastructure needs (faculty, preceptors, etc.). To get surgery and some of the specialties there is a lot of infrastructure required.
- Daycare is a big issue in every single industry. Are daycares being created in hospitals?
 - There is a center on this campus. It is in partnership with the YMCA. They are working with the YMCAs in other areas to help with this issue as well.
 - They have some innovative shift options to help provide more flexibility to parents.
- What is the hurdle with wages for entry level positions? Why are we not able to bring those wages up?
 - Hospitals are not able to raise the prices of their services to get more money to raise wages. They have an internal minimum wage, but they do not have the finances to raise wages.
 - They are trying to figure out how to expedite internal pathways, so entry level employees can get to a position with a higher wage.
 - The length of time that a patient takes up space plays a part in what they can offer on the labor side.
- It is taking people a long time to get through education to get into some of these positions. Something that should be a two-year program is taking four years to complete with all of the certifications and things they have to complete.
 - Saint Alphonsus has a tuition program that can help students with this.
 - They are continuing to try to address the issue of access to education as well as speed.
 - They are partnering with TVCC to get the students into the clinics and practice those skills, so they can jump right into the jobs.
- There is a multitude of individuals who have turned away from healthcare. There is also a lack of training and infrastructure to bring these individuals in.
- Saint Alphonsus regularly surveys their staff to find out when they want to work, and many individuals choose to work longer hours, so they get more days off. It can be a hard shift to work, but it is generally the individuals choosing to work those hours. This can increase the chance of burnout. There are incentives if they are working overtime shifts to help fill those gaps.

Break: 10:55 a.m. – 11:05 a.m.

Healthcare Workforce Collaboration

Brian Whitlock presented The Healthcare Workforce Collaboration presentation on behalf of the Idaho Hospital Association. Please see attached presentation.

Discussion:

- Marilyn Sword – if home health personnel are excluded in this healthcare workforce conversation, that invisible portion of healthcare may be ignored. This area needs to be improved as well.
 - This is true. Patients cannot be discharged to home care if there are no home health personnel to care for them.
- In Valley County there is a deficit of Behavioral and Mental Health personnel and infrastructure available. This bottleneck of services creates capacity problems.
 - This is a need across the state. The problem is that mental health personnel have additional regulations and certifications required to practice. The solution is to bring in more personnel and more beds for these patients.
- Are you including all hospital healthcare facilities or just local hospitals?
 - Yes, this is a pervasive issue, and the report covers the imperatives and action framework for the whole state.

One-Stop Committee Report

Ms. Secrist presented the One-Stop Committee Report including the WIOA Policy for Priority of Service.

***WIOA Priority of Service Policy**

The Council reviewed the Priority of Service Policy. Ms. Secrist read the updates and explained the language. See attached document.

Ms. Clark moved to approve the WIOA Priority of Service Policy as presented. Mr. Young seconded. Motion approved.

***WIOA Youth Special Project Request**

The Council reviewed the WIOA Youth Special Project Request. She explained that this policy would allow In-School Youth to continue to be served as the Job Corps program transitions to another contractor.

Ms. Revier gave a brief overview of the partnership between our state colleges' residential training and Job Corps with the Idaho Department of Labor. She communicated the enrollment challenge during the pandemic. The original pilot was set to end in 2022, but they have received an extension. At the end of May, they will be closing that program and transitioning that job corps site: The Centennial Job Corps Site. This next phase is expected to start in June. Five hundred eighty-three students have been enrolled in this program. The reporting requirements will continue after the end of the program, at least through September.

There have been no additional enrollees since the new year. They are helping those students with their transition.

Discussion:

- Job Corps is an important part of the workforce development pipeline.
- How many students are we talking about?
 - This change will impact fifty students or so per college, but not all will need support.
- Have they talked about the locations where Job Corps will be provided after the transition?
 - Only at the Nampa facility.

Marie Price motioned to approve the WIOA Youth Special Project Request as presented. Ms. Barber seconded. Motion approved.

Idaho Launch Spending Report

Ms. Secrist presented the Idaho Launch Spending Report. Please see attached Launch budget projections for FY23.

Ms. Secrist reviewed the Executive Committee's decision to reallocate WDTF funding to attempt to sustain Idaho Launch for the rest of the fiscal year. Next year we will only have a third of the funding for Idaho Launch that we spent this year. We will have a breakout session this afternoon where we can brainstorm solutions.

Discussion:

- There was talk of surveys and data. Will that be available to help us make decisions?
 - Yes. In the Executive Director's report in your Council packet, you will see that information.
- Did you say we will only have \$5 million next year? Do we expect legislation for more funding to be passed?
 - Not for next year. We will only have \$5 million next year, but there will be more in the following year.

Lunch: 12:00 p.m. – 1:00 p.m.

Labor Market Update

Mr. Wolkenhauer provided a labor market update. Please see attached document.

Discussion:

- Will policies by individual states attract the workforce?
 - Idaho has better opportunities to combat this than areas that have experienced an overall population decline.
- Do we think that immigration could be a partial solution to our labor force?

- Fundamentally there are only two ways for the population to grow: immigration or organically. It is a strength of the United States that it is a place people want to live.
- We need to be looking at technology tools to possibly fill some of that gap. Automation is one way to combat the workforce shortage.

Idaho Launch Expansion Update

Governor Little joined the meeting to provide a legislative update on Idaho Launch. We are getting closer to having the legislation go through but there is still a way to go. We want to create an atmosphere where our kids want to stay here, where they have the expectation of a good career path, job, and schools. If we are going to have organic growth, we need good schools to support the families. The trailer bill has changed a little bit. It makes the original bill stronger.

This council is important because it is diverse and represents a broad base of the state. This allows the Council to be adaptable and agile.

Idaho is going to need more teachers. If we can show that there is a good education system, then that will help keep individuals here.

Industry is responding to higher costs and an increase in demand for high quality products by automating processes and systems.

The Governor has great confidence in the Council and the WDC Staff to support workforce initiatives and make wise choices.

Idaho Launch is something the policy experts are saying we need. We could be a model for other states to follow in our footsteps. This program is going to help the individuals that we really need to engage in the workforce.

Discussion:

- There is a disconnect with the Legislature on the Launch bills. They do not realize the success of Launch so far. They do not realize that it is an existing program. Are those stories being shared?
 - The sponsors in the House did not share that information. We are still waiting for the debate in the Senate. The Legislature has heard some about the success of the existing program. The hope is that this will be part of the discussion in the Senate.
 - This program is going to help assist with the cost of education. This is a big transformation, and it is a lot of money. The money was set aside for in-demand careers. It was very clear what the funds were to be used for.
 - With the new trailer bill, it will keep the Opportunity Scholarship to assist with four-year degree programs. Launch will focus more on technical programs.
- We are appreciative of the Governor for his support of the Council and our efforts. Also, for his efforts on raising teacher pay.
- Is there something the Idaho Association of Cities and Counties can do to support Launch? We also need to address housing.

- This is one of the biggest problems in the state. We need more affordable housing everywhere. Sewer, water, and roads are of the highest priority because you cannot have housing without these things.
- One of the things that was brought up was that the WDC governs by policy, rather than rule, and the legislature does not get to see that.
 - The whole concept which led to the creation of the WDC is that this body can address need a in a timely and efficient manner.
 - Policy and guidance should be published where everyone can see it.
 - There will need to be a lot of work on the policy with the scaling of this program.

Idaho Launch Expansion – Break Out Activities

The Council broke into groups and brainstormed Idaho Launch policy.

The following notes are from these breakout sessions:

1. Statutory Language: Career Planning

“Has used Next Steps Idaho or an equivalent career exploration program accepted by the council and has completed a career pathway plan that meets the minimum requirements established by the Council.”

- Emphasis on Career Exploration
- Survey school districts to ask what they are doing? – what tools they are using?
 - Compile a comprehensive list of tools being used.
 - Expectations of counselors and what they will provide.
- Interviews; job shadows.
- Templates to show the pieces required.
- Acumen in careers is the biggest gap.
- Define/Determine the key components of Next Steps and other programs.
- Qualifications - Exposure to students’ industry choice.
- Delineate equivalency – what are the pieces?
 - Create the criteria.
 - [Self-Assessments & Planning Tools - Next Steps Idaho](#)
 - Future Finder
 - Plan Smart
 - College Cost Estimator

2. Statutory Language Extensions & Extenuating Circumstances

72-1204 6(c) Has enrolled in or applied to an eligible institution and begins enrollment in the fall semester following graduation, unless the council grants an extension for extenuating circumstances such as those outlined in section 72-1205.

72-1205 The council or its designated staff may grant an extension of exception by demonstrating to the council an extenuating circumstance, including but not limited to religious service, military service, structured volunteer service, or health or medical issues.

Extenuating Circumstance	Proposed Extension

<i>Religious Service</i>	<i>2 years / 6 months</i>	<i>Up to 4 years</i>	<i>4 yrs + 6 mos w/ admission letter</i>	<i>Max 4 yrs</i>
<i>Military</i>	<i>4 years / 6 months</i>	<i>Up to 4 years / DD214</i>	<i>4 yrs + 6 mos w/ evidence of military service</i>	<i>Max 4 yrs + 6 mos</i>
<i>Volunteer</i>	<i>Length of Service + 6 months</i>	<i>Up to 4 years</i>	<i>4 yrs + 6 mos w/ admission letter</i>	<i>Max 4 yrs</i>
<i>Medical/FMLA</i>	<i>2 years</i>	<i>Up to 4 years for personal med issue</i>	<i>4 yrs + 6 mos w/ good faith effort for med doc</i>	<i>Max 4 yrs</i>
<i>Caregiver</i>	<i>2 years</i>		<i>4 yrs + 6 mos w/ good faith effort for med doc</i>	
<i>Gap year</i>	<i>2 years</i>			<i>Max 4 yrs</i>
<i>Incarceration</i>			<i>4 years + 6 months w/ doc from court</i>	
<i>Deportation</i>			<i>Appeals process</i>	
<i>Financial Need</i>				<i>Max 4 yrs</i>
<i>Other Unlisted Circumstance</i>			<i>Appeals Process</i>	<i>Max 4 yrs</i>

- *How/Comments: Define Medical and Volunteer, apply for exemption for up to 4 years, use opportunity scholarship language, stop out. How long do high school students have to apply after graduation? Do you really need documentation for any of these, given the “gap year”?*

3. In Demand Careers

- Certification Driven? (Industry recognized, State/Nationally recognized)
 - How much does wage increase? (%)
- Apprenticeships
- Turnover %
- Job Training
- Rural Idaho
- Military Background (security, etc.)
- How many checks does a job have to hit?
- Run research on Education requirements?
 - Not BLS
- Statewide, not by region
 - Is the number of 150 in-demand careers too steep?
- Average employer workforce
- Systematically critical to GDP?
- Transferable skills
- What jobs have the largest impact?
- A whole new methodology?
- Relative opening %

- Industry Upward movement (pathways)

4. How to stretch/prioritize Launch Funding? (\$5 Million)

- Give less \$ to more people.
- Cap Launch benefit at \$3500?
- Weighted based on course cost?
 - Based on financial need
 - Skin in game
 - Household income \$65,000 – 90%
- Sliding scale for course cost
- Looking for private funding?
 - Employer option
 - Foundation donation
 - Scholarships
 - direct to student
 - for certain job codes
- Target funding (Depending on what jobs qualify, we could set award levels, % amounts)
 - Take away some courses.
 - In-demand increasing
 - Highest salary jump.
- Businesses partner up how?
 - Direct contribution
 - Appointed
 - Make up the difference.
- Last resort funding
 - Need quick response from partner and agents (VR has \$ but Launch is quick)
- Means test
 - Demographic – SEC status
- Focus on apprenticeships.
- Reduce allocation per student to \$3500 (Would they get a 2nd chance following this year when we have full Launch funding?)
- Semester spikes – reserve \$2.5 million per semester. 2x/year. Designate month.
- Take money from employer, innovation, and industry sector grants.
- Reduce the number of approved career paths.
 - Highest in-demand
- Fund at 80%
 - 20% skin in the game
 - Apprenticeship programs eligible for funding only in the last 2 years
- Keep \$5000 cap at 90, with demographic prioritization.
- Last resort funding
 - Change policy behind Launch grant.
 - Limit – set quota by occupation.
- Take out for-credit courses?

- Cap \$ amount per month
- Tighten in-demand careers.
- How to get funding?
 - Match-program
 - WDC partner w/ IBE to create foundation – create 501(c)3 non-profit.
 - donation community college
- Application fee for providers
- Funding support from associations

Break: 3:00 p.m. – 3:15 p.m.

Child Care Expansion Grants Report

Ms. Griffin provided an update on the Child Care grants. Please see attached document.

Discussion:

- The Child Care Expansion Grant Committee and staff have announced the awardees and are doing risk assessments with each awardee. The contract will be put in place if they pass the risk assessment.
- The Council is comfortable with the Executive Committee making the decisions on the Child Care expenditure policies.
- Is there the possibility of additional funds being allocated for Child Care?
 - This will be the last of the ARPA funds, the additional \$15 million in the FY24 budget. During our JFAC presentation we were asked about how we were going to keep this going. The Legislature will have to come up with an answer to this question.
 - There is a representative who is interested in working on it after the legislative session is over.
 - Part of it will depend on the general fund revenue. There is clearly a need for ongoing funds for this program, but we will have to see where the legislature goes with it.
- Is the plan just to award unfunded or partially funded applications, or to open the application process again?
 - The plan is to have at least one more application cycle.
- If we change the policy all the current applicants would have to redo their budgets to match the policy changes.

Chair's Report

Ms. Hoehne encouraged the Council, if they have not yet applied, to please consider the teacher extern program. Employer applications close on March 20. The goal is to place 100 teachers with Idaho employers.

The Governor mentioned that you might want to contact your legislator. There have been concerns that Idaho Launch is not what public funds are supposed to do. Public funds are already used in almost every aspect of public education. This is not a check that will show up directly to each student. They must

apply and be accepted into the program of their choice. The student has to choose the program. The money goes to the educational institution directly. Once they receive their training, they can go to any business they want. They can take their skills anywhere in Idaho.

Executive Director's Report

Ms. Secrist reviewed the WDTF annual report. Please see attached document.

We will send this report out once it is complete.

Discussion:

- There was a decision made at the beginning of session that JFAC decided to look at supplementals after looking at all agency budgets. We should see that \$15 million in CHIPS funding being addressed by JFAC soon.

Chair's Closing Remarks

The Healthcare industry deep dive was very helpful.

All the information from the breakout groups will be transcribed and then given to the groups who are developing policy. The timeline will be very short to roll out policy and programmatic updates.

Unanimous consent request by Ms. Revier to adjourn. Second by Ms. Morrow. There were no objections.

Adjourned at 3:56 p.m.