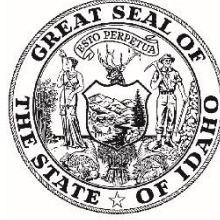


**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
Executive Director



**Deni Hoehne**  
Chair

**John Young**  
Vice Chair

## WORKFORCE DEVELOPMENT COUNCIL

514 W. Jefferson St., Boise, Idaho 83720

**Date:** Wednesday, Sept 13, 2023

**Time:** 8:30 AM – 4:30 PM Mountain Standard Time

**Location:** EIL - Energy Innovation Laboratory Meeting Center  
775 MK Simpson Blvd  
Idaho Falls 83401

Teams Meeting Link:

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_ZmUzOTI2NjEtN2JmMy00YzZkLTkzMGltMzZhYWYxYTU4MGE3%40thread.v2/0?context=%7B%22id%22%3A%224cf464b7-869a-4236-8da2-a98566485554%22%2C%22oid%22%3A%22a1b4123c-f8f7-4130-a156-95cf21e9b403%22%2C%22isBroadcastMeeting%22%3Atrue%2C%22role%22%3A%22a%22%7D&btype=a&role=a](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZmUzOTI2NjEtN2JmMy00YzZkLTkzMGltMzZhYWYxYTU4MGE3%40thread.v2/0?context=%7B%22id%22%3A%224cf464b7-869a-4236-8da2-a98566485554%22%2C%22oid%22%3A%22a1b4123c-f8f7-4130-a156-95cf21e9b403%22%2C%22isBroadcastMeeting%22%3Atrue%2C%22role%22%3A%22a%22%7D&btype=a&role=a)

### WORKFORCE DEVELOPMENT COUNCIL AGENDA

\*Action Required

8:30 – 8:45 am	Welcome <ul style="list-style-type: none"><li>Roll Call &amp; Introductions</li><li>*Review/Approve Agenda</li><li>*Approve Minutes from June 7, 2023 Meeting</li></ul>	Deni Hoehne, Chair
8:45 – 9:45 am	WDC Budget Updates <ul style="list-style-type: none"><li>Monthly Budget Report</li><li>FY25 Budget Request</li><li>Idaho LAUNCH (1.0) Report</li></ul>	Wendi Secrist
9:45 – 10:45 am	Policy Committee Requests <ul style="list-style-type: none"><li>*FY24 WDTF Allocations</li><li>*LAUNCH Implementation Framework</li></ul>	Hope Morrow, Policy Committee Chair
10:45 – 11:00 am	Break	

11:00 – 11:30 am	Child Care Expansion Grant Success Stories <ul style="list-style-type: none"> <li>• TREC</li> <li>• Whole Child</li> </ul>	Kristi Meston Kearis Ochs
11:30 – 12:30 pm	Council Discussion on Impacts of AI on the Workforce	Dr. Kimberly Gardner
12:30 – 1:30 pm	Lunch	
1:30 – 2:30 pm	WIOA Listening Session – Employer Focus	Wendi Secrist, Elaine Zabriskie
2:30 – 4:00 pm	Energy Industry Deep Dive: Advanced Energy & Cyber Security Systemic Workforce Development	Hope Morrow Eleanor Taylor Jennifer Jackson
4:00 – 4:15 pm	Chair’s Report <ul style="list-style-type: none"> <li>• Committee Reports</li> </ul> Executive Director Report	Deni Hoehne, Chair  Wendi Secrist
4:15 – 4:30 pm	Chair’s Closing Remarks	Deni Hoehne, Chair
	2024 Proposed Meeting Calendar: <ul style="list-style-type: none"> <li>• March 6, 2024 (Boise)</li> <li>• June 5, 2024 (Boise)</li> <li>• September 11, 2024 (North Idaho?)</li> <li>• December 11, 2024 (Virtual)</li> </ul>	
4:30 pm	Adjourn	

*Reasonable Accommodations for Persons with Disabilities: Please send requests three days prior to the meeting to Denise Hill, Idaho Workforce Development Council, 208-488-7567, or [denise.hill@wdc.idaho.gov](mailto:denise.hill@wdc.idaho.gov)*

# \*June 7, 2023 Meeting Minutes



**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, June 7, 2023  
**Time:** 8:30 a.m. – 4:30 p.m. (Mountain Time)  
**Location:** St. Luke's Plaza - Auditorium

**Council Member Attendees:** Deni Hoehne, John Young, Ben Davidson, Tia Davis (proxy for Clay Long), Jane Donnellan, Jeff Greene, Tom Kealey, Kristyn Carr (proxy for Jani Revier), Sergio Mendoza, Bill Reagan, Joe Maloney, Lori McCann, Sarah Griffin, Matt Van Vleet, James Pegram, Hope Morrow, James Smith, Kelly Kolb, Marie Price, Linda Clark, Sean Coletti, Jennifer Palagi, Lori Barber, Carrie Semmelroth, Lt Gov Scott Bedke, Debbie Critchfield

**Staff:** Wendi Secrist, Stacy James, Cassandra Mansour, Sherawn Reberry, Matthew Thomsen, Rebecca Watson, Jamie Liberty, Courtney Grubbs

**Guests:** Kevin Richert, Nico Lestra, Sarah Lesou, Christy Rood Gilchrist, Paige Bongiorno, Abby Delmas, Alyssa Romero, Sara Scudder, Peyton Nunes, Allison Duman, Mandy Adamson, Casey Bender, Representative Megan Blanksma, Matthew Reiber, Governor Brad Little, Cathleen McHugh, Chris Blanchard, Salvador Vasquez

\*The Workforce Development Council is hereafter referred to as WDC.

**Call to order at 8:31 a.m.**

**Welcome**

**Roll Call/Introductions** – Quorum Met. Council members who are retiring were acknowledged and who are being appointed were introduced.

**\*Review/Approve Agenda**

**Unanimous consent request by Dr. Clark to approve the agenda as presented. Second by Mr. Greene. There were no objections.**

***\*Approve Minutes from March 15, 2023 Meeting***

**Unanimous consent request by Mr. Young to approve the March 15 meeting minutes as written. Second by Mr. Van Vleet. There were no objections.**

***WDC Budget Updates***

**Monthly Budget Report**

Ms. Secrist presented the updated budget report. Please see the attached report.

Discussion:

- How much did the audit cost?
  - The audit cost the WDC \$11,500.
- Can you explain the collection costs?
  - The WDC receives 3% of unemployment insurance taxes and thus pays 3% of the cost of collecting the taxes for the Workforce Development Training Fund.

***\*FY24 Operating Budget***

Ms. Secrist presented the operating budget for FY24, explaining the changes as compared with FY23. See attached report.

**Motion to approve the FY24 WDC Operating Budget by Mr. Pegram. Second by Ms. McCann. Motion approved.**

**ARPA & CHIPS Related Investments**

Ms. Secrist reviewed the list of semiconductor-related investments.

Discussion:

- This is about creating and providing education and training opportunities to increase the STEM workforce in Idaho.

***\*FY24 ARPA Allocations***

**Leading Idaho – Workforce Training Investments**

Ms. Secrist presented the Leading Idaho – Workforce Training Investments, FY24 Request for Council Approval.

Discussion:

- What is the difference between LAUNCH 1.0 and 2.0?
  - We are transitioning in the next year to 2.0 and much of the expenses we see will be utilized to integrate and build forward the transition.
- In the new LAUNCH funding, there is no specific funding for adult education, correct?
  - That is correct. We will be primarily funding exiting high school graduates. The WDC has the option to allocate WDTF funding for Adult LAUNCH.
  - There will be options to use In-Demand Careers funding, if there are remaining dollars after making awards to high school students, up to \$10 million.

**Motion by Tom Kealey to approve the Leading Idaho – Workforce Training Investments, Lori McCann seconded the motion. Motion carried.**

## **FY24 WDTF Revenue Projections**

Ms. Secrist shared the WDTF Revenue Projections.

## **WDTF Grant Application Process**

Mr. Kolb shared updates to the WDTF Grant Application Process. Applications will be reviewed on a quarterly basis moving forward and rubrics have been revised/developed for all programs to guide funding decisions. Grants submitted under the semiconductor investments will continue to be reviewed monthly as they come in.

## **Idaho Launch (1.0) Report**

Ms. Secrist shared that in the life of the LAUNCH program we have served around 5,300 participants. See the Launch FY23 Stats.

Discussion:

- Do we track both completion of the program and hiring data?
  - Yes, we are able to look at employment rates and average annual wage data after completion. That data has proven to be very compelling.
  - We do track employment rates, but LAUNCH is serving a majority of currently employed individuals, which is why wage gain metrics are important.

## **Policy Committee Requests**

### **\*LAUNCH (1.0) Policy Change to ARPA Addendum**

Ms. Morrow explained the Policy Request reasoning. The policy committee is recommending changing the cap to \$5,000 and the maximum percentage of tuition covered to 80%. The decrease to \$5,000 will help extend the FY24 funding and the 80% to align with the expansion of LAUNCH for 2024.

**Mr. Young recommended accepting the LAUNCH (1.0) Policy Change to the ARPA Addendum. Ms. Barber seconded the motion. Motion carried.**

### **\*LAUNCH In-Demand Careers Policy**

Ms. Morrow explained the need for a LAUNCH In-Demand Careers Policy update. She highlighted the current policy and how the Launch (2.0) policy will differ. She presented the Standard Occupational Classification (SOC) Codes which are broken into 867 detailed occupations. These are grouped into 459 Broad Occupations which are again grouped into Minor Occupations. She explained that a projected growth rate in the double digits and annual openings of 100 or more would fall into In Demand under the proposed model.

Discussion:

- How will special circumstance determinations be made?
  - Ms. Secrist explained there are careers that fall under unique circumstances. One example is that of a Wastewater Treatment Technician. Annually, Idaho only needs a few of these individuals per city, yet they are critical to Idaho's infrastructure. Discussion ensued regarding these positions.

- Can you define transitioning?
  - This is an industry that is experiencing hardship due to change.
  - If we could also define the word “emerging” as well, we could clearly demonstrate data.
    - Emerging is an occupation that didn’t exist 5-10 years ago.
- If a student wants a degree in Biology, they could not get LAUNCH funds for that since it does not qualify for the definition of in-demand?
  - If that student went to a community college, they would qualify for LAUNCH for prerequisite classes; unless there is enough demand and we will need to prioritize; if prioritization happens, then community college programs will need to be aligned to in-demand careers.
- This is where advisors will be crucial.
- How often do the job statistics get updated?
  - The Department of Labor updates this data annually.
- An important thing to remember is that a student can use Launch fund for ANY program at a community college.
  - In partnership with the State Board of Education, CTE, and the WDC, Advanced Opportunities dollars in high school can be applied to occupational pathways which will further an Idaho graduate on their career pathway.
- We have an increasing number of students each year who are completing their associate degree in high school using their advanced opportunities dollars. Are they still eligible for Opportunity Scholarships?
  - Yes, those dollars can be applied to baccalaureate degree programs.

**Ms. Price recommended accepting the Launch In-Demand Careers Policy, with the recommendation of the addition of definitions for “transitioning” and “emerging”. Dr. Clark seconded the motion. Motion carried.**

#### **Additional Policies Timeline**

Ms. Secrist shared the expectation that we develop an extenuating circumstances considerations policy, and a funds recapturing policy. She reiterated the need to stay on track with this policy development to be ready for making funding award recommendations in December.

Discussion:

- What does that application look like, and what does that grant agreement commit that student to, and are we there yet?
  - These are in development and will be really gearing up in July when we have access to the funding which the legislature has allocated.
- Ms. Hoehne encouraged the council that the importance of this work cannot be overstated. She encouraged them to prepare thoroughly and to use their expertise in their respective fields.

**Break: 10:30 a.m. – 10:45 a.m.**



### **Governor Little's Presentation**

Governor Little stopped by to speak to the Council. He thanked them for their work, and thanked Ms. Secrist for her leadership as the Executive Director of the WDC. He presented Ms. Secrist with a certificate of recognition for her work in Idaho on behalf of the workforce.

### ***Educated in Idaho/Employed in Idaho Presentation***

Cathleen McHugh shared her research regarding Educated in Idaho/Employed in Idaho.

<https://dashboard.boardofed.idaho.gov/Publications.html>

Discussion:

- How is resident defined?
  - Students who entered their program as non-residents are defined as non-residents, while students who enter their program as residents, are considered residents.
- Is it significant that we are converting that number of non-residents to Employed-In-Idaho which implies that they are now residents?
  - Ms. McHugh clarified that the bulk of this research is specifically geared toward residents. As a researcher, Ms. McHugh made it clear that research bias is a concern, so when there is a significant statistical difference, she clearly notes that data.
- Can your research help to align in-demand careers with their certifications?
  - CIP codes do not translate perfectly into SOC codes, but yes, that could potentially be an area where we could work together.
- Did this data examine first generation college students or rural students?
  - That would be difficult. We would have to see if these factors are universally available.
  - If this information would be beneficial to you, Ms. McHugh will work with Ms. Secrist to determine if that can be provided.

Ms. McHugh demonstrated using the Dashboard Tool on the OSBE website and the Employed-In-Idaho rate by Residency Status on the dashboard.

Discussion:

- Mr. Vasquez shared that there are limitations to the data in matching individuals to jobs. What we do not get back is the occupation that the participant is employed in. We may know the industry, but not the occupation. If a participant is hired at Micron, we can know they are in manufacturing, but we won't know what kind of job they have been hired for. They could be an engineer, an accountant, or a custodian.
- How do we look compared to other states in the west?
  - There would possibly be limiting differences in methodology of data collection, but if this is possible to find, it will be provided.

### ***Council Discussion on LAUNCH Performance Metrics***

Ms. Secrist introduced Chris Blanchard, and he and Cathleen McHugh were asked to help facilitate this discussion on LAUNCH Performance Metrics.

Discussion:

- Due to the need to measure the success of LAUNCH in the future, we will need to determine the data to collect, beginning with baseline data to provide annual reports.
- Employers could be asked to add occupational job titles/classifications to their wage data. However, this would require legislative action.
- How do you manage or overcome lack of participation in these surveys?
  - This is always the challenge in survey design.
  - Employers are bombarded with a lot of requests, but professional survey design is one way of overcoming that challenge.
- When a student starts in LAUNCH, but then drops out, we want to know why.
  - Are they lacking child care?
  - Is it other extenuating circumstances?
- How do we market this product and these incentives?
  - Simple and clear.
  - Delivery to all our customers and stakeholders.
- Who will be responsible for reporting and collecting that data?
  - The WDC and the State Board will be collecting demographic data.
  - The educational institution will be responsible for collecting their own data.
  - Between the State Board and the Department of Labor we will be organizing that data into clear and concise packaging.
  - The WDC will issue the report to the legislature.
- The only change in the legislation that could possibly use a definition is “satisfactory academic progress.”
- There is a lot of grey area when we talk about placement rates and retention rates. Short term programs like CDL would be quick success stories, whereas associate degrees or other programs will be harder to measure.
  - How are we measuring this?
    - If a graduate or completer of the LAUNCH program finishes their workforce training and then goes on to a bachelor’s or master’s degree, they would be considered a successful completer because they are continuing to move through their pathway.
- What are the outcomes that we need to collect? Is it about whether the LAUNCH participant has a job in Idaho?
  - You must be a graduate of an Idaho High School to qualify for the LAUNCH grant award.
  - The data that will demonstrate effectiveness of the program are passing rates, placement rates, retention rates.
    - Job placement tracks whether they obtained employment after LAUNCH completion.
- Part of the confusion is the ability to obtain associate degrees. This award is time bound to three years.
  - Once an award is made the individual has up to three years to use their funds. If they have a break of six or more months, their funds would normally revert back to the WDTF. One of the policies we are creating is extenuating circumstances.

**Lunch: 12:00 – 1:00 pm**

*Due to scheduling changes the Law Enforcement Recruitment and Retention Challenges presentation will be moved to later in the afternoon.*

### **Executive Director Report**

Ms. Secrist presented staffing updates and the WDC Organizational Chart for FY24. She explained that next Monday construction will start in the offices of the WDC. Ms. Secrist then shared the LAUNCH Plan Timeline and gave updates on implementation. She clarified that although the goal for implementation of the grant management platform is scheduled for October, we don't need to begin utilization until July of 2024. However, we will need time for implementation and testing leading up to July 2024.

Discussion:

- The initial LAUNCH award would be offered in December, even though they haven't graduated yet?
  - That's correct. Students will be made an offer contingent on graduating and upholding the other requirements of the grant.
  - The plan is to have three offer "cycles" with announcements by December 31, March 31 and May 31.
- Ms. Secrist shared that we will be sending out a welcome kit to each high school to give them a playbook. The goal is to enable them to easily communicate with students and parents about Idaho LAUNCH.
  - She shared the role of Next Steps Ambassadors.
- We will be sharing some of these materials in the resource hub on the WDC website so Council members can access that information freely.
- The WDC staff is working to engage a VISTA intern soon.

Dr. Reberry shared a recap from the Age of Agility virtual conference.

Ms. Secrist shared that the healthcare workforce system needs support. We are co-leading an initiative with the Governor's Office, State Board of Education, Blue Cross Foundation and others. The CNA Advisory Committee will also contribute to that conversation.

Ms. Secrist shared that we are appealing two of the findings of the US Department of Labor Audit on our Apprenticeship Grants.

### **Law Enforcement Recruitment & Retention Challenges**

Chief Tracy Basterrechea, from the City of Meridian, and Angelie Hoxlie, of the National Law Enforcement Foundation presented the need for the Treasure Valley Law Enforcement Child Care Center. Chief Basterrechea is the president of the Chiefs Association in the State of Idaho. Angelie Hoxlie

was with Idaho State Police. She left the agency due to lack of child care. She and her husband were both detectives with the State.

Ms. Hoxlie shared that the National Law Enforcement Foundation created a survey and distributed it throughout the Treasure Valley. They received 430 responses. Those surveys reflected that 96% of participants stated they would use a Child Care service immediately.

Discussion:

- Barriers to LEO retention: housing costs, child care.
- The Council expressed deep appreciation for all that Ms. Hoxlie is doing to serve Idaho.

### ***Child Care Expansion Grants Request***

#### ***\*Child Care Policy Waiver***

Ms. Griffin shared with the Council that we are seeking a waiver of the cap of the Child Care Grant for applicants that are specifically serving public safety. This waiver would double the cap from \$15,000 per head to \$30,000 per head for new child care seats.

Discussion:

- Is this funding in perpetuity?
  - There is no on-going funding for child care. When this \$15 million is spent, that will be the end of this project, unless the legislature decides to extend the funding.
- Can you explain the funding cap being doubled?
  - The Child Care Expansion Grants Committee will examine the public safety applicants and review sustainability. These types of providers will have to meet the needs of public safety through significantly extended hours, emergency drop-in, etc. to qualify.
- What is required of the applicants for these grants to demonstrate that they deserve this funding?
  - The rubric is very rigorous, using Idaho STARS “steps to quality” or equivalent measures to determine quality, among other things.
- One thing that stood out was the non-traditional hours of care. Those non-traditional hours will necessitate different earmarks for quality of care.
  - The Child Care Committee has a scoring system for extended hours.
  - The challenge comes with proving quality in those extended hours.
  - Retention is a piece of quality.

***Mr. Pegram recommended approval of the Child Care Policy Waiver from \$15,000 allowed per seat to \$30,000 per seat for the \$3 million set aside for establishment of Public Safety Child Care. Ms. Morrow seconded the motion.***

Additional discussion:

- We are voting on doubling the amount of the per-seat cap for public safety, while there are other industries that have these same problems.
  - The Governor specifically recommended that \$3 million set aside for public safety.

- While not a 24/7 child care facility, the need to have extended hours with holidays and weekends does increase the cost of care.
  - If this group asked for this exception, then any group could ask for this exception as well. We could examine these on a case-by-case basis. Every applicant must provide a business plan. In the experience of the Child Care Committee, not every applicant has the desire to provide extended hours or weekend and holiday hours.
- There is a level of uncertainty and unpredictability in public safety work, which makes it difficult at the best of times to utilize traditional child care structures.
- This \$3 million set-aside is not for one organization. This has been earmarked to support an impacted essential industry. Other providers will have the opportunity to apply under the set-aside.
- Does this mean that this will only give 100 seats for the \$3 million?
  - It gives the ability for an applicant to provide at least 100 seats for \$3 million, but it does not prevent them from providing more seats than that.

***Motion carried.***

***\*Small Child Care Provider Technical Assistance***

Ms. Griffin shared with the Council that the Child Care Expansion Grants Committee is working to engage a provider for technical assistance for small providers.

Ms. Secrist shared that we are not yet ready to bring that to the Council, as we have only received one proposal and it has not been scored yet.

***Outreach Committee Request***

***\* Career Pathway Plan Policy for Launch***

Dr. Linda Clark shared that the Outreach Subcommittee met to create a Career Pathway Plan.

Dr. Reberry presented the eligibility recommendations for Career Pathway Plans which the Idaho State legislature instructed the WDC to provide. *(Please see the Career Pathway Plans presentation.)*

The Proposed Policy Recommendation is:

*To receive Idaho LAUNCH funding students will be required to complete three activities in Next Steps Idaho:*

- 1. Plan Smart Assessment including the Reflection*
- 2. Interest Profiler Assessment including the Reflection*
- 3. Work Values Assessment*

*Or-*

*Submit for approval to Idaho Workforce Development Council the district/school Senior Project that aligns to Career Exploration. Senior Project is an expected graduation requirement; thus, with a Career Exploration component for Senior Project this would meet the Idaho LAUNCH requirement.*

*Or-*

*Submit the district/schools Career Exploration Plan. Once students graduate there will be a crosswalk completed between applications for Idaho LAUNCH and high school graduation or equivalent as defined by the Idaho Office of State Board of Education. The district/school will be responsible for completing the crosswalk from the Idaho LAUNCH applications that the Idaho Workforce Development Council provides.*

Discussion:

- Should there be an amendment in the policy that this needs to be within the student's senior year?
  - The student should not be relying on their plan from seventh or eighth grade; this should be an active plan.
  - The Council feels that junior or senior year students should complete this plan rather than relying on an early assessment.

At the direction of the Council, Dr. Reberry updated the wording of the policy to: "Within two years prior to receiving Idaho Launch funding students will be required to complete the following..."

***Representative McCann made a motion to approve the Career Pathway Policy Plan as amended. Ms. Griffin seconded the motion. Motion carried.***

**Break: 2:45 – 3:00 pm**

***Launch Discussion on Grant Awards (to inform policy development)***

Ms. Secrist presented the next step in LAUNCH policy development is to determine which steps will need to be checked off to determine eligibility.

This will be an automatic process. No committee will be asked to approve individual applications.

***\*WIOA Recaptured Funds – Reclassification of Funds & Special Project Request***

Ms. Secrist shared final expenditures of PY22 WIOA funds showing amounts available for recapture. (See *the WIOA Recaptured Funds & Special Project Request.*)

Ms. Secrist shared that the Administrative Entity requests approval to ask the Governor to transfer \$160,900 of the Dislocated Worker funds to be expended on adult activities as the State has not had a significant number of dislocated workers over the past year. In addition, the Adult and Dislocated Worker service provider is requesting up to \$461,506 for a special project to serve individuals re-entering society from the Idaho Department of Corrections.

Discussion:

- Will this project be held to the same standards as all other WIOA programs?
  - Yes.
- Does this apply to just this year, and just these funds.
  - Yes. It must stay in WIOA and has to stay in Adult/Dislocated Worker Population.

**Ms. Price motioned to approve the recapture and reallocation of WIOA funds: transferring \$160,900 of the Dislocated Worker funds to Adult activities, and to allocating \$461,506 for Equus Workforce Solutions for the Idaho Reentry Pilot Program. Mr. Young seconded the motion. Motion carried.**

***Chair's Report***

Ms. Hoehne reflected that the agenda for Council meetings used to be such an easy lift. Now the agenda is weighty, and our meetings are full of healthy discussion.

September's Council meeting is going to be in Eastern Idaho. What are some suggestions of topics we can explore?

- Crop rotation and farming science
- Microreactors
- All of INL's work
- Tour of INL

***Chair's Closing Remarks***

Ms. Hoehne thanked staff for their work and thanked the Council members for their commitment to making the journey from all over the state.

**Motion to adjourn made by Ms. Morrow. Adjourned at 3:20 p.m.**





# WDC Budget Updates

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## WORKFORCE DEVELOPMENT COUNCIL

Fiscal Year 2024 Budget

For the Period July 1, 2023 - July 31, 2023

WDTF				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 509,100	\$ 36,993	\$ 472,107	7%
<b>Personnel</b>	<b>\$ 509,100</b>	<b>\$ 36,993</b>	<b>\$ 472,107</b>	<b>7%</b>
P Card Transactions (to be reimbursed from YARG)	\$ -	\$ 4,424	\$ (4,424)	0%
Administrative Services & Supplies	10,000	\$ -	\$ 10,000	0%
Communication Costs	12,000	789	11,211	7%
Computer Services & Supplies	36,000	-	36,000	0%
Contracts, Events & Other Council Activities	284,750	-	284,750	0%
Employee Development, Memberships & Subscriptions	6,400	120	6,280	2%
Employee Travel Costs	25,000	4,645	20,355	19%
Government Overhead & Insurance	6,250	-	6,250	0%
Rentals & Operating Leases	25,000	-	25,000	0%
<b>Operating Budget</b>	<b>\$ 405,400</b>	<b>\$ 9,978</b>	<b>\$ 395,422</b>	<b>2%</b>
<b>Grand Total</b>	<b>\$ 914,500</b>	<b>\$ 46,971</b>	<b>\$ 867,529</b>	<b>5%</b>

Trustee and Benefits FY24	
<b>Grant Reimbursement Spending Authority</b>	<b>\$ 22,684,500</b>
Innovation	133
Launch	4,005
Outreach	-
Employer	56,896
Industry Sector	28,933
<b>Ending Balance</b>	<b>\$ 22,594,533</b>

WDTF Financial Summary	
<b>WDTF Cash Balance 1/1/2023</b>	<b>\$ 28,035,802</b>
Revenue	375,468
Interest	81,454
Payments	50,110
<b>WDTF Cash Balance 7/31/2023</b>	<b>\$ 28,442,614</b>
Obligated Employer Grants	\$ 1,387,172
Obligated Industry Sector Grants	14,629,010
Obligated Innovation Grants	2,112,834
*Obligated Outreach Projects & Allocated Budget	181,143
Preceptorship	200,000
**LAUNCH	2,146,906
FY24 WDTF Admin Costs	867,529
<b>Obligated Balance</b>	<b>\$ 21,524,593</b>
<b>Unobligated Balance</b>	<b>\$ 6,918,021</b>
Proposals Under Review	40,000
<b>Unobligated Balance if all funded</b>	<b>\$ 6,878,021</b>

WDTF Revenue			
Month	Transfer In	Interest	Collection Cost
July	\$ 373,170	\$ 81,454	\$ -
August			
September			
October			
November			
December			
January			
February			
March			
April			
May			
June			
<b>FY24 Totals</b>	<b>\$ 373,170</b>	<b>\$ 81,454</b>	<b>\$ -</b>

\*Includes all Outreach funding made available for the Committee to allocate for FY23.

\*\*Includes all Launch funding made available for FY23.

**WORKFORCE DEVELOPMENT COUNCIL**  
**Fiscal Year 2024 Budget**  
**For the Period July 1, 2023 - July 31, 2023**

<b>WIOA</b>				
<b>State Expenditure Category</b>	<b>Budget</b>	<b>Actual</b>	<b>Under/(Over)</b>	<b>Actual %</b>
Salary & Benefits	\$ 121,900	\$ 3,467	\$ 118,433	3%
<b>Personnel</b>	<b>\$ 121,900</b>	<b>\$ 3,467</b>	<b>\$ 118,433</b>	<b>3%</b>
Administrative Services & Supplies	\$ 1,000	\$ -	\$ 1,000	0%
Communication Costs	-	-	-	0%
Computer Services & Supplies	-	-	-	0%
Contracts, Events & Other Council Activities	31,425	-	31,425	0%
Employee Development, Memberships & Subscriptions	17,575	-	17,575	0%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
<b>Operating Budget</b>	<b>\$ 50,000</b>	<b>\$ -</b>	<b>\$ 50,000</b>	<b>0%</b>
<b>Grand Total</b>	<b>\$ 171,900</b>	<b>\$ 3,467</b>	<b>\$ 168,433</b>	<b>2%</b>

<b>YARG</b>				
<b>State Expenditure Category</b>	<b>Budget</b>	<b>Actual</b>	<b>Under/(Over)</b>	<b>Actual %</b>
Salary & Benefits	\$ 94,400	\$ 7,398	\$ 87,002	8%
<b>Personnel</b>	<b>\$ 94,400</b>	<b>\$ 7,398</b>	<b>\$ 87,002</b>	<b>8%</b>
Administrative Services & Supplies	\$ 675	\$ -	\$ 675	0%
Communication Costs	660	-	660	0%
Computer Services & Supplies	-	-	-	0%
Contracts, Events & Other Council Activities	27,665	-	27,665	0%
Employee Development, Memberships & Subscriptions	1,000	-	1,000	0%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
<b>Operating Budget</b>	<b>\$ 30,000</b>	<b>\$ -</b>	<b>\$ 30,000</b>	<b>0%</b>
<b>Grand Total</b>	<b>\$ 124,400</b>	<b>\$ 7,398</b>	<b>\$ 117,002</b>	<b>6%</b>

<b>Trustee and Benefits</b>	<b>Beginning Balance</b>	<b>Apprentice Disbursements</b>	<b>Third-party Disbursements</b>	<b>Ending Balance</b>
<b>Grant Reimbursement(s) Spending Authority</b>	<b>\$ 636,500</b>	<b>\$ 4,623</b>	<b>\$ 14,900</b>	<b>\$ 616,976</b>

## WORKFORCE DEVELOPMENT COUNCIL

Fiscal Year 2024 Budget

For the Period July 1, 2023 - July 31, 2023

ARPA WFDT				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Idaho Launch	\$ 5,377,411	\$ 3,559,715	\$ 1,817,697	\$ 153,277
Talent Pipeline Management (TPM) – Regional Coordinators	\$ 1,036,726	\$ -	\$ -	\$ -
<i>1 Percent Consulting</i>		148,790		12,712
<i>Idaho Associated General Contractors</i>		147,314		
<i>Center for Advanced Energy Studies</i>		150,000		
<i>Coeur d'Alene Area Economic Development Corp</i>		148,000		83,830
<i>Clearwater Economic Development Association</i>		140,657		
<i>College Southern Idaho</i>		150,000		19,636
<i>Idaho Manufacturing Alliance</i>		151,965		5,050
Reserved for CHIPS Act Projects	\$ 17,808,863	\$ -	\$ 17,808,863	\$ -
Next Steps Idaho Investments	\$ 125,000	\$ 125,000	\$ -	
Idaho Launch Website & Marketing	\$ 175,000	\$ 275,000	\$ -	\$ 18,500
Salary	\$ 153,000	\$ 153,000	\$ -	\$ 8,753
Operating	\$ 324,000	\$ 324,000	\$ -	\$ -
<b>Grand Total</b>	<b>\$ 25,000,000</b>	<b>\$ 5,473,440</b>	<b>\$ 19,626,560</b>	<b>\$ 301,758</b>

ARPA Child Care				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Child Care Grants	\$ 14,798,900		\$ -	\$ -
Salary	\$ 186,100	\$ 186,100	\$ -	\$ 12,093
Operating Budget	\$ 15,000	\$ 15,000	\$ -	\$ 2,156
<b>Grand Total</b>	<b>\$ 15,000,000</b>	<b>\$ 201,100</b>	<b>\$ -</b>	<b>\$ 14,249</b>

**WORKFORCE DEVELOPMENT COUNCIL**  
**Fiscal Year 2024 Budget**  
**For the Period July 1, 2023 - July 31, 2023**

<b>CNA Study</b>				
<b>State Expenditure Category</b>	<b>Budget</b>	<b>Actual</b>	<b>Under/(Over)</b>	<b>Actual %</b>
Salary & Benefits	\$ -		\$ -	0%
<b>Personnel</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>
Administrative Services & Supplies	\$ -		\$ -	0%
Communication Costs	-		-	0%
Computer Services & Supplies	-		-	0%
Employee Development, Memberships & Subscriptions	-		-	0%
Employee Travel Costs	-		-	0%
Contracts, Events & Other Council Activities	106,070	-	106,070	0%
Rentals & Operating Leases	-		-	0%
Government Overhead & Insurance	-		-	0%
<b>Operating Budget</b>	<b>\$ 106,070</b>	<b>\$ -</b>	<b>\$ 106,070</b>	<b>0%</b>
<b>Grand Total</b>	<b>\$ 106,070</b>	<b>\$ -</b>	<b>\$ 106,070</b>	<b>0%</b>

# Idaho LAUNCH (1.0) Report







# 2023 Idaho LAUNCH Performance Data



## About Idaho LAUNCH

Idaho LAUNCH is the connection between any Idahoan and an in-demand career. This program provides financial support from the Workforce Training Fund to pay for job and skills training for those agreeing to work in Idaho for one year after the completion of their program.

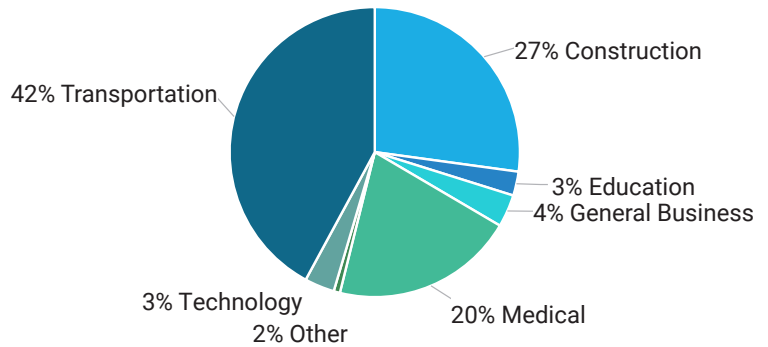
The program began with a combination of pandemic relief funds and investments from the WDTF that allowed the Workforce Development Council to achieve three critical goals:

- Complete a large-scale survey of employers to determine in-demand skillsets
- Pay for 100% of training for those whose employment was affected by COVID-19, available through end of May, 2021
- Conduct a comprehensive outreach campaign

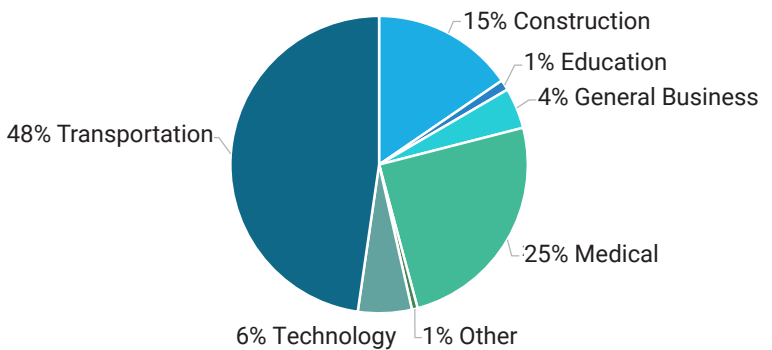
Since 2021, Launch has become a bridge to employment for Idaho's adult workers. With both enrollment and investment numbers rising annually (see p.2), the program was expanded by the Idaho Legislature in Spring 2023 to also provide funds for graduating high school seniors starting with the class of 2024. This first-of-its-kind program creates postsecondary pathways for students in all routes to in-demand careers.

Read on to learn more about the industries served, number of participants trained, and their employment and wage outcomes.

## LAUNCH Participants by Industry - All Time

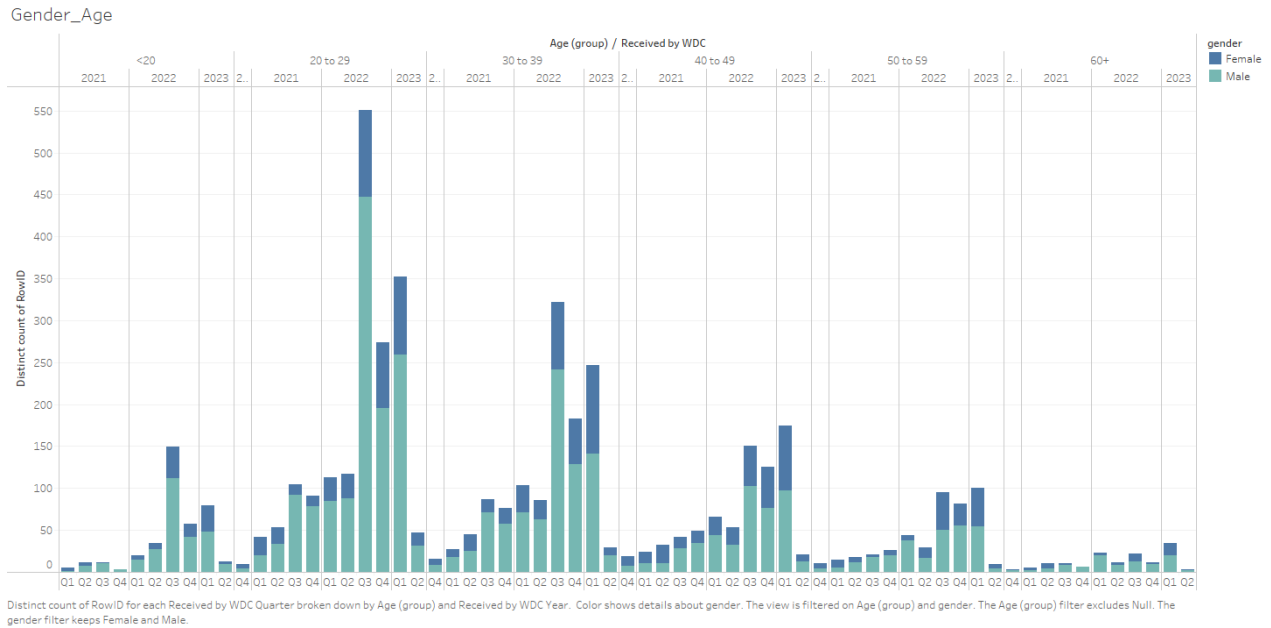


## LAUNCH Participants by Industry - 2023



*LAUNCH provides training for Idaho's most in-demand industries.*

## Participant Breakdown by Age Range and Gender



## Program Costs

	FY2023	Total Since Inception
<b>Amount Obligated</b>	\$13,030,884	\$17,655,806
<b>Average Cost Per Month</b>	\$1,085,107	\$569,542
<b>Number of Participants</b>	3,823	5,305
<b>Average Training Cost Per Participant</b>	\$3,409	\$3,328

*Estimated Participants and Costs FY2024 (as of 9/6/23)*

- 1,226 participants
- \$3,559,715 obligated (\$5,377,411 available)

## LAUNCH Contract Cancellations & Outstanding Costs

Fiscal Year	Cancellations	Contract Amount	Paid by WDC	Remaining Due to WDC
2021	95	\$180,155.75	\$82,147.00	\$3,813.50
2022	179	\$530,147.60	\$109,613.47	\$48,010.86
2023	134	\$453,601.40	\$106,667.70	\$78,832.31
<b>Grand Total</b>	<b>408</b>	<b>\$1,163,904.75</b>	<b>\$298,428.17</b>	<b>\$130,656.67</b>

# \*FY24 WDTF Allocations



**FY2024 Workforce Development Training Fund Allocation  
Recommendation from Policy Committee**

Recommendation:

Set-aside \$1,000,000 of Workforce Development Training Funds to supplement the \$5,377,411 ARPA funding for Idaho LAUNCH for FY24.

Fiscal Analysis:

<b>FY24 WDTF Revenue Projections</b>				
<b>Month</b>	<b>Transfer In</b>	<b>Interest</b>	<b>Collection Cost</b>	<b>Total</b>
July	\$ 420,500	\$ 35,000	\$ 12,500	\$ 443,000
August	1,010,000	50,000	12,500	\$ 1,047,500
September	11,900	50,000	12,500	\$ 49,400
October	307,400	45,000	12,500	\$ 339,900
November	926,000	45,000	12,500	\$ 958,500
December	20,200	45,000	12,500	\$ 52,700
January	353,500	35,000	12,500	\$ 376,000
February	633,000	35,000	12,500	\$ 655,500
March	13,100	30,000	12,500	\$ 30,600
April	472,000	30,000	12,500	\$ 489,500
May	1,215,400	25,000	12,500	\$ 1,227,900
June	17,000	25,000	12,500	\$ 29,500
<b>FY24 Totals</b>	<b>\$5,400,000</b>	<b>\$450,000</b>	<b>\$ 150,000</b>	<b>\$5,700,000</b>

Obligated for WDC Operating Costs - \$914,500

Remaining Funds for WDTF Grants/Programs - \$4,785,500



# \*LAUNCH Implementation Framework





## Idaho Launch Implementation Framework

### Eligible Institutions (72-1204 1.e.)

1. A training provider as recognized by the council under the workforce innovation and opportunity act or the workforce development training fund.
  - a. [Link here](#)
2. A board of trustees of a community college established pursuant to the provision of chapter 21, title 33, Idaho Code.
  - a. [Link here](#)

### Eligible Students:

Accredited High School or its Equivalent in Idaho as Determined by the Board (72-1204 1.f.ii.)

*State Board Minutes Approved on [XX-XX-2023](#)*

Home schooled students must provide a transcript of subjects taught and grades received signed by the parent or guardian of the student; or a student who has obtained a general equivalency diploma by not later than the age of 21.

Career Pathway Plan Minimum Requirements (72-1204 1.f.iv.)

To receive Idaho LAUNCH funding students will be required to complete three (3) activities in Next Steps Idaho:

- (1) Plan Smart Assessment including the Reflection
- (2) Interest Profiler Assessment including the Reflection
- (3) Work Values Assessment

-Or-

Submit for approval to Idaho Workforce Development Council the district / school Senior Project that aligns to Career Exploration. Senior Project is an expected graduation requirement; thus, with a Career Exploration component for Senior Project this would meet the Idaho LAUNCH requirement.

-Or-

Submit the district / schools Career Exploration Plan. Once students graduate there will be a crosswalk completion between applications for Idaho LAUNCH and high school graduation or equivalent as defined by the Idaho Office of State Board of Education. The district / school will be responsible for completing the crosswalk from the Idaho LAUNCH applications that the Idaho Workforce Development Council provides.

### Grant (72-1204 1.d and 1.g.)

In no case shall the council reimburse more than eighty percent (80%) of a program's total tuition and fees or more than eight-thousand dollars (\$8,000), whichever is less. **Grant funds may not be refunded to a student.**

The Council establishes the maximum grant amount to be \$8,000 per eligible student (cannot exceed \$8,000).

#### **In-Demand Career List (72-1204 1.i)**

In-demand careers, as determined by the Council, have a minimum of 50 annual openings statewide.

[Link here](#)

#### **Prioritization of Grant Awards (72.1205 2.c.i)**

Grant awards shall be prioritized first based on the pursuit of in-demand careers. If additional funds remain, prioritization shall then be based on financial need.

For the Class of 2024, prioritization shall be done based on pursuit of in-demand careers. The following process shall be used, in order, until the funding cap is reached:

1. Applicants pursuing programs at community colleges, that are not aligned to in-demand careers, will be excluded.
2. A rank order list of the remaining applicants shall be made in alignment with their chosen career using the career with the highest number of annual openings to the lowest number of annual openings. The awards will be made by going down the rank order list until funds are exhausted. If there are multiple applicants for a career where a cut-off needs to be made, the date of application will be used to determine the cut-off.

#### **Extension/Exceptions and Extenuating Circumstances (72.1205 3)**

Acceptable Extensions / Extenuating Circumstances & Required Documentation:

- Religious Service
  - Call letter or similar from verified religious organization.
- Military Service
  - Orders/Enlistment Papers
- Structured Volunteer Service with Peace Corps or AmeriCorps
  - Copy of contract
- Health or Medical Issues
  - Letter from physician stating that they can't receive reasonable accommodations by the training provider.
- Program Not Available Fall Semester Following Graduation
  - A letter from the approved training provider with the date they will be admitted to the program.

Process:

To request an extension / extenuating circumstance the participant will required to submit documentation at one of two intervals:

- Upon initial application to receive Idaho LAUNCH grant, knowing that one of the exceptions/extension circumstances will need to be applied the year following high school graduation.
- After entering an education / training program and a break (greater than 6 months) is needed.

Extension / Extenuating Circumstance Guidance for Review:

- Extension will be approved for the length of the first commitment of service/doctor note as provided in the documentation.
- Must show proof of completion at end to be included in the next available application cycle.
- Can not initially defer for more than 2 years from high school graduation.

DRAFT



# Child Care Expansion Grant Success Stories

A proud partner of the  network







# Teton Valley Collaborative for Early Learning





# WHOLE CHILD

EARLY EDUCATION & CHILDCARE





# Council Discussion on Impacts of AI on the Workforce

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# AI and the Workforce

Kimberly Gardner

September 13, 2023

**Some  
Basics of  
AI**

**Examples  
of AI in the  
Workforce**

**Group  
Discussion**

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# The Basics

AI is about inputs  
and outputs...

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**“AI, or artificial intelligence, is a branch of computer science and engineering that focuses on creating machines and systems capable of performing tasks that typically require human intelligence.” ChatGPT**

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Figure 1: The performing horse Clever Hans with his trainer, Wilhelm von Osten, 1904. Mary Evans Picture Library/Alamy

# Clever Hans



ex machina

# General Artificial Intelligence

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# Uber Predictor

---

 Adobe Firefly (Beta)

Image Not for Commercial Use

## **01 HUMAN IN THE LOOP**

AI never acts without inputs from people.

## **02 AI TOOLS ARE NEVER NEUTRAL**

No bias...no algorithm.

---

# Examples of AI in the Workforce

HR and  
Automation

---

# **Example #1**

## **Human Resources**

AI in the hiring  
process

# **Example #2**

## **Automation**

Automating people or  
the boring stuff?

# Discussion Questions

- How might the WDC use AI internally?
- Does the WDC have a role in preparing the workforce of Idaho for AI?
- What are some useful ways we can continue this conversation?
- What resources will be needed to address AI in the workforce?
- What are your concerns about AI?
- What are some opportunities you see?

FORBESINNOVATION

# How AI Is Integrating Into The Workforce

The logo for Forbes Technology Council is displayed on a dark grey rectangular background. The word "Forbes" is written in a large, white, serif font. Below it, a vertical white line is positioned to the left of the words "Technology" and "Council", which are stacked vertically in a smaller, white, sans-serif font.

**Forbes**  
| Technology  
Council

**Amit Ben**

Forbes Councils Member

**Forbes Technology Council**

COUNCIL POST | Membership (Fee-Based)

Mar 28, 2023, 09:30am EDT

*Amit Ben is the Founder and CEO of [One AI](#).*





GETTY

As a technologist and someone who has been fascinated by language technologies since I was young, it is exciting to see the rise of AI in so many places, especially in the workplace.

Before we dive into the uses of AI in the workforce, I think it is important to reflect back on how we got here and the history of the information and industrial revolutions. The "spinning jenny," a multi-spindle spinning frame invented in 1764, was a major contributor to the history of machinery replacing humans at work. This desire for increased efficiency, productivity and profitability, along with technological advances, continues to lead to the automation of many industries.

Over the decades, automation has evolved from textile machinery, through programmable logic controllers and computer numerical control machines, to



now include robotics and artificial intelligence. While innovations like the spinning jenny brought significant benefits to workers of the 1700s, they also resulted in job displacement and other social and economic challenges—similar to what we are seeing today with advanced technologies.

PROMOTED

We have seen how AI has allowed for the automation of tasks that are repetitive or time-consuming or that require specialized knowledge or skills, freeing up human workers to focus on tasks that require creativity, problem-solving or emotional intelligence. Various industries have already been utilizing AI tools—from manufacturing shop floors and medical letter writers to computer coding assistants and marketing copywriters.

Today, it is clear that AI is becoming increasingly prevalent in the workplace across various industries, and businesses may want to consider embracing this technology in order to remain competitive. But how can we learn to work alongside AI as one of our new co-workers? Well, we have already been working alongside one another for quite some time.

Take, for example, automated rule-based systems like applicant tracking systems, robotic process automation and customer service chatbots. These were first introduced in the 1990s and early 2000s. These systems follow predefined rules and procedures and are ideal for handling structured data and making decisions based on predefined criteria. They are still widely utilized across industries to automate repetitive tasks, improve efficiency and minimize human error.

Working with AI can be a challenging but exciting experience for many people as they learn to work effectively with the technology and become more efficient at their jobs. Understanding the capabilities, limitations, strengths and weaknesses of AI is critical and can help workers determine the best ways to collaborate with the tool. AI is certainly not a replacement for human intelligence but rather a technology that can assist with various tasks.

## Understanding AI

As people start to use AI for more advanced work projects, they also must learn and understand how it all works—the AI software, APIs and algorithms. For example, generative AI models use machine learning algorithms to learn from vast amounts of data and generate new content or make predictions on new data. AI can handle unstructured and complex data, such as natural language text, images or audio. This technology has already shown great potential in various applications, such as natural language processing, image and speech recognition and decision making.

Although generative AI has recently made significant progress, many would argue that it lacks several key abilities that are innate to human intelligence, such as creativity, emotions and empathy, adaptability and intuition.

Language models have access to a vast amount of information and can answer a wide range of questions, so they can provide knowledge and insights that might be comparable to the information available on the internet. However, it's important to note that their knowledge is based on the data that they trained on, which has its own limitations and biases.

So the question of whether generative AI represents "real" intelligence depends on how one defines intelligence. If intelligence is defined as the ability to perform certain intellectual tasks, then generative AI could be considered a form of intelligence. However, if intelligence is defined more broadly to include qualities such as consciousness and emotional experience, then generative AI may fall short of this definition.

Regardless of whether generative AI represents "real" intelligence or not, these systems can perform increasingly complex tasks and have the potential to transform many aspects of our workforce.

As businesses increasingly recognize which tasks are best suited for automation using language models and which require human input, they can rely more on these models to lower costs, enhance data integrity and foster innovation. This division of labor between humans and machines enables businesses to streamline their operations, optimize their resources and let human workers focus on more intricate and creative work.

For instance, in software development, AI code-generation tools like Github Copilot are gaining popularity and allowing for faster production of quality code. Similarly, AI writing assistants, such as ChatGPT, and image generation tools like Midjourney are helping businesses create content more efficiently, reducing costs and revolutionizing the way we work.

While AI tools can be valuable for brainstorming and generating ideas, their full value will be determined by how they are leveraged and applied by businesses. Many businesses may prioritize tasks such as identifying customer objections, ensuring call methodology, maintaining accurate information in the company's CRM, responding to inquiries on social media and analyzing legal or financial documents and reports at scale.

## AI's Promising Future

Niels Bohr is credited with saying, "Prediction is very difficult, especially if it's about the future." Still, the future of AI-assisted work looks promising. Over the next five to 10 years, we can anticipate AI becoming an even more integral part of our personal and work lives. As AI technology advances, it will become more powerful and capable of performing increasingly complex tasks, making it an invaluable tool for businesses looking to increase their efficiency and productivity and for those looking to make AI their co-worker. By balancing the strengths of AI and human workers, businesses can maximize the benefits of these tools and create a smart division of labor that benefits everyone.

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**Amit Ben**

Amit Ben is the Founder and CEO of [One AI](#). Read Amit Ben's full executive profile [here](#).



Forbes

FORBESLEADERSHIPDIVERSITY, EQUITY & INCLUSION

# How AI Will Impact The Next Generation Workforce

**Kalina Bryant**

Contributor

*I empower, educate and improve equity for (BIPOC) women in tech.*

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May 31, 2023,02:30pm EDT

## How AI Will Impact The Next Generation Workforce

GETTY

Artificial intelligence (AI) has made a significant impact in the last few years, and AI has the potential to significantly impact the next generation of workers in both a positive and negative way as AI continues to become more progressive. The World Economic Forum's "[The Future of Jobs Report 2020](#)" predicts 85 million jobs globally will be replaced by AI by 2025. The same report also indicates that AI can potentially generate 97 million new roles.

However, the types of jobs that AI will create will differ from those being lost. [New graduates](#) are embarking into a different type of workforce, and the data entry and processing positions, mostly seen as entry-level positions for graduates and people early in their careers, are now automated through AI. This puts recent graduates in an interesting position while seeking to enter the workforce.

We live in a fast past world, and AI is making a continuous impact on today's workforce. The good news is that AI will enhance jobs that require [problem-](#)

[solving, creativity, and empathy](#) to a new level, which will create new opportunities like never before. The new generation of workers needs to be able to adapt to the recent changes in the workforce. It is essential for people seeking to secure new positions to have an open mind but, more importantly, have a diversified set of skill sets that will drive impact for the company of choice. If workers can transition and develop a strategic set of skills, AI can be seen as an asset and the best thing to boost your career.

## **How AI Is Transforming The Workforce**

Artificial intelligence (AI) is revolutionizing how we work, and its impact on accessibility and equity in the workforce is profound. By leveraging AI technologies, organizations can address barriers, promote inclusivity, and create equal opportunities for individuals from diverse backgrounds. We will explore further how AI is transforming the workforce, enabling accessibility, and fostering equity.

### **Breaking Barriers Through Adaptive Work Environments**

AI-powered tools are reshaping work environments to accommodate individual needs. Voice recognition and natural language processing empower individuals with disabilities to communicate and interact effectively. Personalized workspaces, adjustable lighting, temperature, and other environmental factors enhance comfort and productivity. By adapting to employees' unique requirements, AI promotes inclusivity and accessibility.



We see [data that shows AI is promoting inclusivity](#) and accessibility in many ways that impact workers. According to [Accenture](#), 84% of C-suite executives feel they must leverage AI to accomplish their growth objectives, but most still need to put AI to work to advance growth through inclusion. The research suggests many are not fully aware of the barriers to inclusion that may exist in their organizations, but 67 % of C-suite respondents believe they've built a supportive workplace that enables their disabled employees to thrive with the right technology, environment, and support. Nevertheless, only 41 % of employees with disabilities agree.

### **Advanced Inclusive Hiring Practices through AI:**

According to [LinkedIn's](#) research from the past year, 65 % of organizations have set up diversity initiatives, such as [Google](#) and [Microsoft](#), while 78 % of companies focus on diversity to reinforce their cultures. Companies now have the emergence of AI-enabled tools and technologies to help avoid issues and challenges around inclusive hiring. [AI algorithms are revolutionizing the hiring](#) process, promoting diversity and equitable opportunities.

AI enables organizations to identify talent that may have been overlooked, fostering inclusivity in recruitment. Traditional biases are mitigated by anonymizing candidate information during initial screening, allowing AI to focus solely on qualifications and skills. This approach levels the playing field and reduces unconscious biases that hinder underrepresented individuals.

Though we still have a long way to go, AI has played an impactful role in dismantling some of the bias and discrimination within the hiring process, making it possible for companies to achieve greater diversity and inclusion in

hiring. Also, according to [recent reports](#), recruiters can use AI tools to discover high-potential candidates outside job boards and other traditional sources. This is how employers can find more diverse candidates that may have yet to be noticed.

AI is also making an impact on [data-driven decision-making for equity](#). AI's analytical capabilities unlock valuable insights from vast amounts of workforce data, aiding evidence-based decision-making for equity. AI systems analyze patterns and trends to identify potential biases and inequalities within an organization. With this knowledge, organizations can develop targeted strategies to address systemic issues, fostering diversity and inclusion.

AI tools are also playing a vital role in expanding access to job opportunities for minorities, giving candidates a better chance of landing a fulfilling position. These tools broaden talent sourcing by identifying and connecting organizations with underrepresented candidates, fostering a more equitable workforce. By analyzing candidate skills, qualifications, and job requirements, AI-powered platforms provide personalized job recommendations, opening doors for individuals from diverse backgrounds.

## **Bridging The Skills Gap**

Overall, AI is making a significant impact in bridging the skills gap in the workforce. AI bridges the skills gap, ensuring equitable access to career development. AI-powered learning platforms offer personalized training and up-skilling opportunities, irrespective of one's background or location. By considering individual learning styles and preferences, AI fosters equitable access to educational resources. Individuals from underrepresented groups can acquire relevant skills, empowering them to pursue new job opportunities.

# 8 Ways AI Tools Can Assist Minorities And Recent Graduates In Securing New Job Opportunities

**Resume Optimization:** AI-powered tools like [resume.io](https://resume.io) can analyze resumes and provide feedback on how to optimize them for specific job positions. These [tools](#) can suggest improvements in formatting, keywords, and content to increase the chances of resume visibility and attract the attention of recruiters.

**Job Matching:** AI algorithms can analyze job requirements and candidates' skills, qualifications, and experience to match individuals from minority backgrounds with relevant job opportunities. By considering a broader range of factors beyond traditional qualifications, [AI tools](#) can identify job openings that may be a good fit for minority candidates.

**Skill Development:** AI-powered learning platforms can provide personalized training and upskilling opportunities tailored to the needs of minority job seekers. These platforms can identify skill gaps and recommend relevant courses, tutorials, or resources to enhance candidates' competencies and increase their chances of securing job opportunities.

**Interview Preparation:** AI tools can assist candidates in [preparing for interviews](#) by providing mock interview simulations and feedback. These tools can analyze candidates' responses, assess their performance, and offer suggestions for improvement, helping them build confidence and enhance their interview skills.

**Networking and Mentorship:** AI-powered platforms can facilitate networking and mentorship opportunities for minority job seekers. These tools can connect individuals with professionals from similar backgrounds or

industries, providing guidance, advice, and valuable connections that can enhance their job prospects.

**Bias Detection and Mitigation:** AI tools can help detect and mitigate biases in job postings, application screening, and candidate evaluations. By analyzing language, keywords, and historical data, these tools can identify potential biases and provide recommendations for inclusive and equitable practices, promoting fair hiring processes.

**Accessibility Accommodations:** AI can enhance accessibility in the job search process for individuals with disabilities. AI-powered tools can provide features such as screen readers, voice recognition, or captioning to make job search platforms and applications more accessible, ensuring equal opportunities for all candidates.

Overall, AI is here to stay, and it's essential for the workforce to understand how to leverage AI to work for you in your future career goals. AI tools can be valuable and can complement your efforts and not replace human interactions and personalized job search strategies. It is crucial to tailor your approach and utilize relevant AI tools to maximize your benefits in your job search journey.

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**Kalina Bryant**



Harvard Business Review

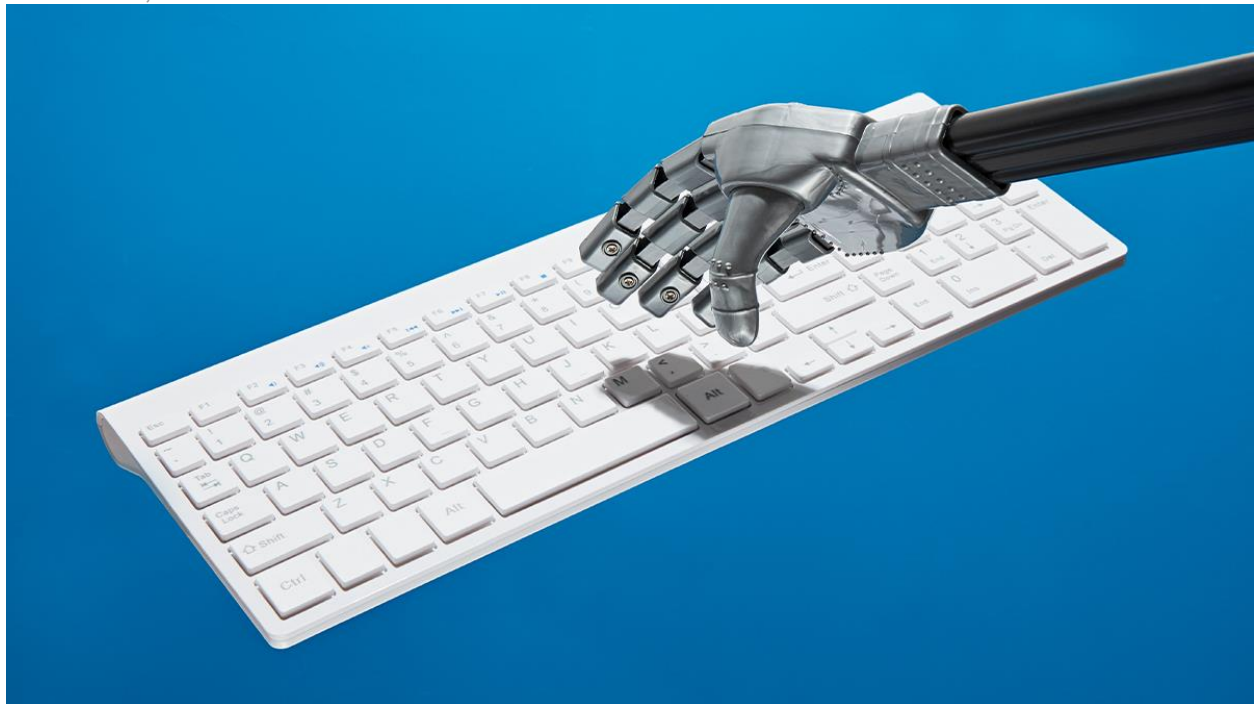
Business Education

# AI Is Changing Work — and Leaders Need to Adapt

by

• Martin Fleming

March 24, 2020



Shana Novak/Getty Images

**Summary.** Recent empirical research by the MIT-IBM Watson AI Lab provides new insight into how work is changing in the face of AI. Based on this research, the author provides a roadmap for leaders intent on adapting their workforces and reallocating capital, while also...more

As AI is increasingly incorporated into our workplaces and daily lives, it is poised to fundamentally upend the way we live and work. Concern over this looming shift is widespread. A recent survey of 5,700 Harvard Business School alumni found that 52% of even this elite group believe the typical company will employ fewer workers three years from now.

The advent of AI poses new and unique challenges for business leaders. They must continue to deliver financial performance, while simultaneously making significant investments in hiring, workforce training, and new technologies that support productivity and growth. These seemingly competing business objectives can make for difficult, often agonizing, leadership decisions.

Against this backdrop, recent [empirical research](#) by our team at the MIT-IBM Watson AI Lab provides new insight into how work is changing in the face of AI. By examining these findings, we can create a roadmap for leaders intent on adapting their workforces and reallocating capital, while also delivering profitability.

The stakes are high. AI is an entirely new kind of technology, one that has the ability to anticipate future needs and provide recommendations to its users. For business leaders, that unique capability has the potential to increase employee productivity — by taking on administrative tasks, providing better pricing recommendations to sellers, and streamlining recruitment, to name a few examples.

For business leaders navigating the AI workforce transition, the key to unlocking the productivity potential while delivering on business objectives lies in three key strategies: rebalancing resources, investing in workforce reskilling and, on a larger scale, advancing new models of education and lifelong learning.

## **Solution #1: Reallocate Capital Resources**

Our [research report](#), offers a window into how AI will change workplaces through the rebalancing and restructuring of occupations. Using AI and machine learning techniques, our MIT-IBM Watson AI Lab team analyzed 170 million online job posts between 2010 and 2017. The study's first implication: While occupations change slowly — over years and even decades — tasks become reorganized at a much faster pace.

Jobs are a collection of tasks. As workers take on jobs in various professions and industries, it is the tasks they perform that create value. With the advancement of technology, some existing tasks will be replaced by AI and machine learning. But our research shows that only 2.5% of jobs include a high proportion of tasks suitable for machine learning. These include positions like usher, lobby attendant, and ticket taker, where the main tasks involve verifying credentials and allowing only authorized people to enter a restricted space.

Most tasks will still be best performed by humans — whether craft workers like plumbers, electricians and carpenters, or those who do design or analysis requiring industry knowledge. And new tasks will emerge that require workers to exercise new skills.

As this shift occurs, business leaders will need to reallocate capital accordingly. Broad adoption of AI may require additional research and development spending. Training and reskilling employees will very likely require temporarily removing workers from revenue-generating activities.

More broadly, salaries and other forms of employee compensation will need to reflect the shifting value of tasks all along the organization chart. Our research shows that as technology reduces the cost of some tasks because they can be done in part by AI, the value workers bring to the remaining tasks increases. Those tasks tend to require grounding in intellectual skill and insight—something AI isn't as good at as people.



In high-wage business and finance occupations, for example, compensation for tasks requiring industry knowledge increased by more than \$6,000, on average, between 2010 and 2017. By contrast, average compensation for manufacturing and production tasks fell by more than \$5,000 during that period. As AI continues to reshape the workplace, business leaders who are mindful of this shifting calculus will come out ahead.

## **Solution # 2: Invest in Workforce Training**

Companies today are held accountable not only for delivering shareholder value, but for positively impacting stakeholders such as customers, suppliers, communities and employees. Moreover, investment in talent and other stakeholders is increasingly considered essential to delivering long-term financial results. These new expectations are reflected in the Business Roundtable's recently revised statement on corporate governance, which underscores corporations' obligation to support employees through training and education "that help develop new skills for a rapidly changing world."

Millions of workers will need to be retrained or reskilled as a result of AI over the next three years, according to a recent IBM Institute for Business Value study. Technical training will certainly be a necessary component. As tasks requiring intellectual skill, insight and other uniquely human attributes rise in value, executives and managers will also need to focus on preparing workers for the future by fostering and growing "people skills" such as judgement, creativity and the ability to communicate effectively. Through such efforts, leaders can help their employees make the shift to partnering with intelligent machines as tasks transform and change in value.

## **Solution #3: Educate for the Future Today**

As AI continues to scale within businesses and across industries, it is incumbent upon innovators and business leaders to understand not only the business process implications, but also the societal impact. Beyond the need for investment in reskilling within organizations today, executives should work alongside policymakers and other public and private stakeholders to provide support for education and job training, encouraging investment in training and reskilling programs for all workers.

Our research shows that technology can disproportionately impact the demand and earning potential for mid-wage workers, causing a squeeze on the middle class. For every five tasks that shifted out of mid-wage jobs, we found, four tasks moved to low-wage jobs and one moved to a high-wage job. As a result, wages are rising faster in the low- and high-wage tiers than in the mid-wage tier.

New models of education and pathways to continuous learning can help address the growing skills gap, providing members of the middle class, as well as students and a broad array of mid-career professionals, with opportunities to build in-demand skills. Investment in all forms of education is key: community college, online learning, apprenticeships, or programs like P-TECH, a public-private partnership designed to

prepare high school students for “new collar” technical jobs like cloud computing and cybersecurity.

Whether it is workers who are asked to transform their skills and ways of working, or leaders who must rethink everything from resource allocation to workforce training, fundamental economic shifts are never easy. But if AI is to fulfill its promise of improving our work lives and raising living standards, senior leaders must be ready to embrace the challenges ahead.

**Martin Fleming** is IBM’s Chief Economist and vice-president.

Assessing a vendor's specific AI features is tough, particularly when the terms may be unfamiliar. This primer provides relatively simple explanations of some common AI terms.

<p><b>Autonomous Agents</b></p>	<p>Generative AI models that run “on a loop” to generate self-directed instructions and actions with each iteration (loop). They are highly scalable because they do not rely on humans to guide their conversations. Examples of autonomous agents include the “Westworld” simulation, Camel, BabyAGI and AutoGPT.</p>
<p><b>Deep Learning</b></p>	<p>A term associated with neural network learning: it's when a neural network that is more than three layers deep ingests and processes large datasets of unstructured data, thus reducing some of the human labor involved in training an AI model.</p> <p>Deep learning is often used to do complex data processing that allows an AI model to analyze and learn from data to detect patterns, do predictive analytics, and rapidly assess large volumes of data.</p>
<p><b>Diffusion Model</b></p>	<p>This is how people give instructions and otherwise speak with an AI. This is typically done via natural language – writing an instruction in text, but it can also be done with computer code. Prompt engineering is the process of revising and/or tailoring prompts to get the AI to generate a (high quality) desired result.</p>
<p><b>Foundation model (also known as transformer model; FM)</b></p>	<p>An artificial intelligence model that is pretrained on a broad range of data and can then be adapted to other tasks. FMs are (pre)trained on vast datasets and parameters in an unlabeled / unsupervised fashion.</p> <p>Neural networks and Deep Learning help make FMs possible. Foundation models use a deep learning model called the transformer model, in which sequentially input data, like a sentence, is processed all at once – much in the same way we read or hear sentences and rapidly process how the individual words all relate to one another. So sometimes, a foundational model is called a transformer model.</p>



<p><b>Generative AI</b></p>	<p>Generative AI works by identifying patterns in its training data, then creating output that matches the patterns it identifies. The most well-known implementation of generative AI is ChatGPT for text, but there's also DALL-E for images. Generative AI tools are also being incorporated into products like Microsoft's Copilot, Salesforce's Einstein, Slack, and many others.</p> <p>To date, most generative AI implementations are designed to assist humans (like a power tool) versus function without humans.</p>
<p><b>Hallucination</b></p>	<p>This happens when LLMs generate text or images that are factually incorrect or nonsensical.</p>
<p><b>Large language model (LLM)</b></p>	<p>A neural network trained on large quantities of unlabeled text. These next-step neural networks use a method of data training called unsupervised learning, where a model is given a dataset without explicit instructions on what to do with the data, and the model learns and infers from the data, setting up its own classification systems and performing analytic outcomes based on how it's processed the data.</p>
<p><b>Model</b></p>	<p>The technology and concept at the heart of artificial intelligence: a model is the program that analyzes data sets to find patterns and provide data-driven analytics in response.</p>
<p><b>Modeling</b></p>	<p>A model is the concept, modeling is the process of creating, training, and deploying a model that will analyze available datasets and provide data-driven analytics in response.</p>

## Neural network (NN)

First proposed in 1944 by Warren McCulloch and Walter Pitts, neural networks (NNs) are a computing model based on thousands of processing nodes that are both multilayered and densely connected.

NNs are comprised of multiple node layers (input, hidden and output); each layer is itself comprised of individual nodes (artificial neurons). These nodes connect to each other in multiple ways; an individual node can receive data from a node it's connected to in the layer below it, and relay data to a node it's connected to in the layer above it. Labeled training data (i.e., a set of photos of animals in which the animal is labeled) goes into the input layer, then is processed by passing through the (multiple) hidden layers until the output is achieved. Using our animal example, a NN might go through multiple rounds of training before it can correctly distinguish between a Persian cat, a llama, a polar bear and a Samoyed dog.

Each node has its own linear regression model comprised of input data, weights, a bias (or threshold) and an output. "Training" a neural net describes the process of adjusting the weights and threshold assigned to the nodes as the training data passes through each layer until the training data exercises consistent yield similar outputs.

## Prompting

This is how people give instructions and otherwise speak with an AI. This is typically done via natural language – writing an instruction in text, but it can also be done with computer code. Prompt engineering is the process of revising and/or tailoring prompts to get the AI to generate a (high quality) desired result.

<p>Predictive AI</p>	<p>A foundation model built to infer information about different data points so they can make decisions. These models have mostly been used to automate human processes to a greater or lesser extent. An example of the latter would be email filtering. An example of the former might be a medical application. These predictive AI models must exhibit (very) high levels of accuracy because they can operate with minimal human oversight.</p>
<p>Training Data</p>	<p>Also referred to as a dataset, models can be trained on text, images, sound, sensor data, video data. LLMs were trained on text-based material gathered from the Internet.</p>
<p>Unsupervised learning</p>	<p>This type of training neural networks relies on algorithms to analyze and cluster unlabeled data sets, and this method helps discover hidden patterns or groupings without the need for human intervention.</p> <p>There are three types of ML algorithms that pertain to UL: Clustering, Association and Dimensionality Reduction.</p> <p>An example of clustering algorithms being used includes customer segmentation (e.g., purchase history, social media, geography, etc.).</p> <p>Association uses different rules to find relationships between variables in a dataset (e.g., customers who bought this also bought XYZ).</p> <p>Dimensionality reduction involves techniques that reduce number of input variables in a dataset so redundant parameters do not overrepresent the impact on the outcome (e.g., auto encoders remove noise from visual data to improve picture quality).</p> <p>Somewhat confusingly, sometimes this practice of using unlabeled data to train a neural network is also called semi-supervised learning.</p>

# Committee Reports





## Committee Reports Sept. 13, 2023

<b>Executive Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
July 13, 2023	FY24 Budget Review	Ms. Secrist presented the budget update. Due to the Luma transition, June has not closed yet. WDC Staff is ready to open for grant applications and begin awards.
July 13, 2023	WDTF Grants	Mr. Kolb requested approval to reopen WDTF grant applications for quarterly awards. Rubrics have been refined and will be used during the qualification process. Committee approved reopening the application process.
July 13, 2023	Jackson Jet Center Employer Grant	Grant application would provide training for new and existing employees. Training would lead to promotions and salary increases. Committee approved the \$145,000 request.
July 13, 2023	University of Idaho Sector Grant	Grant application requested to meet the demand for skilled workforce in the forest products industry, targeting secondary school student, current workforce, and University of Idaho students. Committee approved the \$708,089.83 requested.
July 13, 2023	*Child Care Policy Update	Ms. Griffin and Ms. Secrist presented an update on the current Child Care Policy. Changes requested: dates in policy for small providers serving 12 or fewer, extend the \$4 million set aside to April 30, 2023, change funds obligation date to June 30, 2024. Committee approved the changes as requested.
July 13, 2023	*Child Care Small Provider Procurement Approval	Ms. Griffin presented an overview of the Small Provider Proposal from Wonderschool for Child Care Software Services. The committee approved Ms. Secrist to negotiate the Wonderschool contract.
July 13, 2023	Idaho Launch Update	Dr. Reberry presented the LAUNCH update. Development is on track for October 3, 2023 opening of applications. Extenuating Circumstance Policy will be reviewed by the Policy Committee during their August meeting.
July 13, 2023	Executive Director's Report	Ms. Secrist shared the WDC office is currently under construction but functioning at 100%. The September 13th Council meeting will be in Idaho Falls. A tour of the INL facility will be provided. A Software Engineer will be joining the WDC Staff on July 24th. Lt. Governor Bedke will be scheduling some regional meetings with the Council to discuss LAUNCH and general topics.

<b>Executive Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
August 10, 2023	Budget Report	<p>Ms. Secrist provided the FY23 Year End Budget, FY24 LAUNCH Funding, and FY25 Budget Request.</p> <p>The WDTF is under budget for FY23. There are 5.3M ARPA funds for LAUNCH for FY24. We have 610 applicants July 1 - August 8th with \$2M obligated. Funds will be allocated until depleted. Funds will be diverted if not used within 1 year. Metrics are showing an impressive rate of success and increase in salaries. The FY25 Budget must be submitted by September 1st.</p>
August 10, 2023	WDTF Grants Status Update	<p>Mr. Thomsen presented the following updates.</p> <p>Employer Grants: 2 past deadlines for reimbursement, funds being pulled back; 2 to be completed soon; 2 with changes in contract.</p> <p>Industry Sector Grants: committee funding bigger grants with greater outcomes. Addition of LAUNCH is taking the numbers higher, and we are accomplishing the WDTF strategy.</p> <p>Innovation Grants: on track.</p> <p>Additionally, Mr. Thomsen presented on the Grant Review Committee Process reviewing the Rubric used and the process the committee using in the applicant approval process.</p> <p>Mr. Thomsen continued with a review of the Preceptor Application: 50 applications submitted to date.</p> <p>Mr. Thomsen the spoke to the Talent Pipeline Management and referred to the WDC website <a href="https://wdc.idaho.gov/talent-pipeline-management/">https://wdc.idaho.gov/talent-pipeline-management/</a>. On a final note, Mr. Thomsen spoke to Tech Hub. This program is Federal Grant Funding with Idaho having 4 -5 current applicants. This is nationwide, 20 awards of \$750K and final awards to 4 applicants for \$40 - 50 M.</p>
August 10, 2023	Childcare Grants Update	<p>Ms. Griffin updated the Committee that the Lucky Duck Child Care Center has opened in Blackfoot with 300 seats, the Committee will be reviewing the next round on August 18th, Wonderschool contract is on hold waiting for signoff from Purchasing, 454 seats will be added in Q2, quarterly update will be available next month.</p>

<b>Executive Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
August 10, 2023	LAUNCH Implementation Update	Dr. Reberry presented the LAUNCH Implementation update. Scholarship Idaho development is on schedule, Career pathways complete. Policy Committee Meeting to review the following August 22nd: In-Demand Careers, Extensions / Extenuating Circumstances, and Physical Presence Definition. • Invitation to Negotiate: closed July 28, 6 submissions, reviews by Committee start August 4. Playbook: full draft ready for review, totally encompassing, copy will be presented at September Council meeting, reviews completed by August 23, negotiations begin late August. Ambassadors: at least 1 in each region possibly 2, increase State Efforts towards Idaho's Go On Rate, connecting Educators, Parents and Students, supporting Professional Growth / Learning, Share Specifics for LAUNCH and Next Steps Idaho. Connecting Idahoans with Opportunities: share with your communities, poster will be sent out, numbers - 729 Student Numbers, \$2,132,940 Contract totals.
August 10, 2023	* Idaho LAUNCH Course Approvals - CWI & CSI	Ms. Secrist provided the additions to the Course programs list for CWI & CSI. These delays in approval were due to BSU's National Science Foundation Grant decision, scholarships must be last dollar, and financial needs must be shown. Additions for CWI are Engineering (2-year transfer degree), and Advanced Mechatronics. Additions for CSI are Automation Engineering and Engineering (2-year transfer degree). The Committee approved the additions.
August 10, 2023	Executive Director's Report	Ms. Secrist shared the following items: September Executive Committee meeting moved to the 7th, USDOL Youth Apprenticeship Grant, Council Member Updates. Mr. Dave Hannah has resigned from the Council. We have 3 potential candidates for the council. Ms. Hoehne will provide an update on the NGA Symposium at the Council Meeting.

### Child Care Expansion Grant Committee Report

Date of Meeting	Agenda Item	Overview/Status
June 2, 2023	<p>Updates to the Child Care Process</p> <ul style="list-style-type: none"> <li>- Small Provider Mini-Bid Update</li> <li>- Info Session for Applicants</li> <li>- Updated Application &amp; Rubric Review</li> </ul>	<p>Ms. Secrist shared the necessity of receiving mini bids. – The Review Committee will meet soon to sore bid we have received.</p> <p>Ms. Ames shared the plan for the Child Care Applicant Info Session. The Committee gave input about the agenda for this session.</p> <p>Ms. Ames presented the updates to the application and rubric. The Committee gave input on both, especially in the after-school requirements.</p>
August 4, 2023	Proposed Review Process	Ms. Ames reviewed the proposed application review process.
August 4, 2023	Update on LIPs and Information Session	Ms. Ames shared that 80 letters of intent were received, and the information sessions were well received
August 4, 2023	Public Safety	Ms. Ames shared that 23 letter of intent were received, 8 with a scope of work clearly defining their impact on the needs of Public Safety.
August 4, 2023	Small Provider Procurement Update	Ms. Secrist shared that approval was still forthcoming.

### Grant Review Committee Report

Date of Meeting	Agenda Item	Overview/Status
June 27, 2023	WDTF Financial Summary	Mr. Thomsen presented an overview of the current budget status and spoke to the anticipated FY24 budget.
June 27, 2023	Rubric Discussion	Mr. Thomsen led the Committee in a review and discussion of the updated draft of the Grant Review Rubric.
July 25, 2023	*Grant Review Rubric Approval	Mr. Thomsen presented the updated Rubrics and spoke to the changes made based on feedback from the June 27 <sup>th</sup> Committee meeting. The Committee approved the Rubric Draft.
July 25, 2023	*Grant review Committee Procedures and Guidelines	Mr. Thomsen reviewed the Procedures and Guidelines Document with the Committee approving the Procedures and Guidelines as presented.

<b>One-Stop Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
July 11, 2023	One Stop Update	Ms. Nash introduced the new Committee member David Shakespear, Center Director Centennial Job Corps Center. She also reminded the group that EO Surveys are due September 1, 2023. EO training in November will be in person and live streamed. The Cost Sharing Update is in process.
July 11, 2023	EO Officer Updates	Ms. McDonald spoke to the EO Officer Duties and Cost Sharing Budget. She will be following up with legal to verify that CCOI will be included in the cost sharing agreement. Contract with the Governor's office and the agency coming soon. Approved separately from infrastructure cost sharing.
July 11, 2023	WIOA State Plan Listening Sessions	Starting with economic development districts in Idaho. Region 2 CEDA completed by Zoom. Region 6 ECIPDA tentative for August 2nd, 3 – 5 PM. Additional Regions to be scheduled. Facilitators will be in person, attendance for committee and or partners in person or via zoom.
July 11, 2023	Eligible Training Provider Policy Updates	Goal is to take updated ETP policy to Council in September. Define Performance Criteria at August Meeting, review, and approval of edits within the procedure document, revisit continued eligibility, revisit Appendix C, "Definitions".
August 8, 2023	One Stop Update	EO Reports due September 1st to Janelle Donnellan, with CC to Sarah Nash. MOU must be signed.
August 8, 2023	EO Officer Cost Sharing Approval	Approval deferred to October meeting.
August 8, 2023	ETP Policy Updates	Reviewed and accepted changes to the narrative: modification of WIOA state plan showed the ETP policy had older references to dated federal guidance, update to be completed before 2024 plan was submitted, current task is to refine and simplify for committee to determine which providers will need to become ETPL members. Application Matrix Draft: update only, no approval at this meeting, initial eligibility with approval for one year, review after first year, then every two years going forward, RAPs need to be defined as they have few requirements, out of state training providers addressed, ensuring programs included are the right quality, establishing accountability criteria for initial eligibility' Council has oversight of the entire process, what is acceptable, what are the expectations of the investment.
August 8, 2023	WIOA Region 6 Listening Session Debrief	Excellent turnout, very enthusiastic, Interest in engaging young workers. 25 in the room about the same on the phone. Nice range of information. Perspective given: Positions for individuals with disabilities disappeared during COVID and are no longer available or are coming back slowly in comparison.

<b>Outreach Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
		Meetings moved to Quarterly Schedule

<b>Work-Based Learning Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
August 1, 2023	Kirkwood Learning Connection	Presentation by Ms. Bullock of Kirkwood Learning Connection, Kirkwood Community College. Regional intermediary serving K-12 Work based Learning for educators and students in Iowa. One point of contact within schools and businesses. By graduation interacted 10 – 12 times. Strict process – portal for applications, time windows for each opportunity.
August 1, 2023	Career Ready Student Council	Ms. Price presented the following information. First meeting today, Department of Education, 11 members. HB 267 Purpose: to expand technical process for accepting career grant ready proposals. Grant application acceptance began July 1st. Grant amounts 25K – 1M. 15 apps this week, connection must exist in the request to industry.
August 1, 2023	STEM Investments	Ms. Secrist presented the status of the STEM Investments
August 1, 2023	WDC LAUNCH program Update	<p>Dr. Reberry provided the following program updates.</p> <p>LAUNCH: Invitation to Negotiate (ITN): closed July 28, 2023, 6 submissions, reviews by committee start August 4.</p> <p>Scholarship Idaho: individuals can apply for scholarships along with the Idaho LAUNCH starting October 3.</p> <p>Outreach &amp; Marketing: Welcome Kits, Playbook, Plug &amp; Play Concept.</p> <p>Waypoint conference: October 1 – 3, 2023 Boise Centre.</p> <p>Media: billboards, radio, social media, Idaho High School Activities Association.</p> <p>Ambassadors: 6 Regions, Increase State efforts towards Idaho's Go-On Rate, connecting educators, parents, and students, Supporting Professional Growth/ Learning, Share specifics for LAUNCH and Next Steps Idaho.</p> <p>Idaho Connect: Grade 9 – 12 students to connect with industry, encourage this group to share with your communities, become a LAUNCH Provider, Propriety school providing training.</p>



<b>Work-Based Learning Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
August 1, 2023	Idaho Apprenticeship Activities	Federal numbers show 239 sponsors, 1528 active enrollments, 50 new program sponsors, 57-63 occupations. Idaho awarded formula fund model grant – supports integrated apprenticeship opportunities (373520). ROI calculator being beta tested. Apprenticeship spotlights coming. Workforce professionals available to speak with organizations. IBE apprenticeship: 295 youth apprenticeships in the last 3 years, 222 since last August, 25% received financial support (\$750 each), just implemented on the job training 100 stipends at \$200 each, 75 employers right now. HVAC /Plumbing at High School level: standards approved and aligned, apprenticeship sessions available, CWI beginning program this week, HVAC standards - 2-yr residential apprenticeship.

<b>Workforce Development Policy Committee</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
June 20, 2023	Launch Rubric Approval	The Committee approved the updated Launch Rubric as presented.
June 20, 2023	Launch Course Approvals	Dr. Reberry presented courses pending approval. The Committee reviewed the "Idaho Launch All Pending Courses June 2023:" file. The green highlighted courses were approved by the Committee. The yellow highlighted courses will be on hold pending staff contacting the provider for more information. The red highlighted course has been declined. The Committee discussed having the Workforce Training Centers work together to align Ed2Go and other secondary provider offerings.
June 20, 2023	Share Launch Provider Approvals	Dr. Reberry presented the updated list of approved providers.
June 20, 2023	Launch Course Cost Adjustments	The Committee approved Launch Course Cost Increases as requested.
June 20, 2023	Discussion on Future Policy Considerations	Ms. Secrist shared that in-demand careers must now be translated to education/training programs to determine what programs will be eligible for Launch funding. Additional analysis will be required. Ms. Secrist shared that the ETP policy will be revised by the One-Stop Committee. Ms. Morrow shared the following needs for future policy consideration: extensions/extenuating circumstances, appeals, prioritization, refunds, & reapplication.
July 18, 2023	Launch Course Cost Adjustments	Dr. Reberry presented 1 cost adjustment – Dental Assistant, NIC due to increased instructor costs. Committee approved the adjustment.

<b>Workforce Development Policy Committee</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
July 18, 2023	LAUNCH Update	<p>Dr. Reberry provided the following LAUNCH update: MOU, revisions: final revisions for MOU for FY24 in process, should be completed by the end of the week, all current and new providers will be required to sign the new MOU after training, "Providers" is defined as those providing courses for Launch.</p> <p>Course Updates: institutions that use Protrain, Career One Stop, Ed2Go will be meeting to discuss and align their offerings, MA-C course testing is available in Idaho, started July 1, 2023 at Headmasters. Committee approved MA-C course.</p> <p>Dr. Reberry reviewed Advanced Manufacturing / Pre-Engineering Course List and the Committee approved the list as stated. The committee agreed to move the discussion for defining "Physical Presence" to the August meeting.</p>
July 18, 2023	Policy Discussion	<p>Ms. Morrow led the discussion on defining "Extensions/ Extenuating Circumstances". Statutory language speaks to: Religious service, Military service, Structured volunteer service, Health or medical issues, and Other appropriate circumstances. Other considerations may be academic resource constraints. Committee agreed to further the discussion at the August meeting and define other appropriate circumstances, structured volunteer service, and what supporting documentation is required.</p>
July 18, 2023	Full Day Meeting in August	<p>Move the August 15th meeting to August 22nd, in person in Boise 8:00 AM - 3:00 PM</p>
August 22, 2023	Grant Review Committee Procedures and Process & Rubrics	<p>Mr. Thomsen presented both the Policy and Procedures as well as the Rubric structure being used for review and approval of grants. The committee approved both as presented.</p>
August 22, 2023	LAUNCH Course Approvals	<p>Ms. Reberry presented the current courses approved as well as some recent additions. The committee approved the course list as presented.</p>
August 22, 2023	In-Demand Careers	<p>Discussion ensued regarding the in-demand list and that we need to be truly data driven to arrive at the in-demand careers. It was determined to present the in-demand careers for those that have an annual opening of 50 or more. Committee approved having the in-demand careers list as annual openings 50 and above.</p>
August 22, 2023	Exceptions & Extensions	<p>Discussed documents required and clear definition of the 5 extenuating circumstances: Religious, Military, Structured Volunteer Service, Health or Medical Issues, and Program not available fall semester following graduation. The committee agreed to accept the</p>



<b>Workforce Development Policy Committee</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
		extension / extenuating circumstances with the required documentation, as outlined in statute.
August 22, 2023	Physical Presence in Idaho	Physical Presence in Idaho is determined with an office location that is available for students to meet with staff in person as required or requested and must: have physical Idaho address, be registered with the state. TVCC – Caldwell campus only applicable. Committee adopted the language as provided.
August 22, 2023	LAUNCH Updates - Recommendation WDTF Funding for FY23	Dr. Reberry shared a presentation with the latest updates for LAUNCH. FY23 LAUNCH had 730 participants since July 1. \$5.5M set aside, 50% currently obligated. Discussion ensued regarding the WDTF monies and determining if there should be a recommendation to the council to move additional funds to Idaho LAUNCH for adults. committee approved \$1M in additional WDTF funding.



# 2024 Proposed Meeting Dates



**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
*Executive Director*



**Deni Hoehne**  
*Chair*

**John Young**  
*Vice Chair*

## **WORKFORCE DEVELOPMENT COUNCIL**

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

**Quarterly Council Meeting**  
**September 13, 2023**  
**2024 Proposed Meeting Schedule**

### **Proposed Meeting Dates:**

- March 6, 2024 (Boise)
- June 5, 2024 (Boise)
- September 11, 2024 (North Idaho?)
- December 11, 2024 (Virtual)