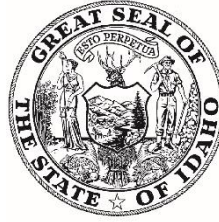


BRAD LITTLE
GOVERNOR

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, September 13, 2023
Time: 8:30 a.m. – 4:30 p.m. (Mountain Time)
Location: EIL – 775 MK Simpson Blvd. Idaho Falls

Council Member Attendees: Deni Hoehne, John Young, Ben Davidson, ~~Clay Long~~, Tia Davis (proxy for Clay Long), Jane Donnellan, Jeff Greene, ~~Tom Kealey~~, ~~Sergio Mendoza~~, Bill Reagan, Joe Maloney, Lori McCann, Sarah Griffin, 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~~, Allison Duman (Proxy for Debbie Critchfield), ~~Anna Almerice~~

Staff: Wendi Secrist, Jenny Hay, Elaine Zabriskie, Matthew Thomsen, Denise Hill

Guests: Jodi Johnson, TPM INL; Teresa Pitt, IDVR; Heather Nunamaker, INL; Jeremy Johnson, INL; Lilly Bigelow, Paul Mitchell; Jolie Turek, Custer Economic Development; Brooke Dupree, LSO Budget & Policy; Matt Paskah IDOL; Ryan Whitesides, IDOL; Blair Piippo, EQUUS

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

Call to order at 8:30 a.m.

Roll Call/Introductions – Quorum met.

Welcome to new member Ms. Amanda Logan, Ball Ventures.

***Review/Approve Agenda**

Unanimous consent request by Ms. Hope Morrow to approve the agenda as presented. Second by Mr. Scott Bedke. There were no objections.

***Approve Minutes from June 7, 2023 Meeting**

Unanimous consent requested by Mr. Jeff Greene to approve the June 7, 2023 Meeting Minutes as written. Second by Mr. Kelly Kolb. There were no objections.

WDC Budget Updates

Wendi Secrist

- Monthly Budget Report WDTF

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%
Personnel	\$ 509,100	\$ 36,993	\$ 472,107	7%
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%
Operating Budget	\$ 405,400	\$ 9,978	\$ 395,422	2%
Grand Total	\$ 914,500	\$ 46,971	\$ 867,529	5%

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

WDTF Financial Summary	
WDTF Cash Balance 1/1/2023	\$ 28,035,802
Revenue	375,468
Interest	81,454
Payments	50,110
WDTF Cash Balance 7/31/2023	\$ 28,442,614
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
Obligated Balance	\$ 21,524,593
Unobligated Balance	\$ 6,918,021
Proposals Under Review	40,000
Unobligated Balance if all funded	\$ 6,878,021

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

*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

WIOA				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 121,900	\$ 3,467	\$ 118,433	3%
Personnel	\$ 121,900	\$ 3,467	\$ 118,433	3%
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%
Operating Budget	\$ 50,000	\$ -	\$ 50,000	0%
Grand Total	\$ 171,900	\$ 3,467	\$ 168,433	2%

YARG				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 94,400	\$ 7,398	\$ 87,002	8%
Personnel	\$ 94,400	\$ 7,398	\$ 87,002	8%
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%
Operating Budget	\$ 30,000	\$ -	\$ 30,000	0%
Grand Total	\$ 124,400	\$ 7,398	\$ 117,002	6%

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

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	\$ -	\$ -	\$ -
1 Percent Consulting		148,790		12,712
Idaho Associated General Contractors		147,314		
Center for Advanced Energy Studies		150,000		
Coeur d'Alene Area Economic Development Corp		148,000		83,830
Clearwater Economic Development Association		140,657		
College Southern Idaho		150,000		19,636
Idaho Manufacturing Alliance		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	\$ -	\$ -
Grand Total	\$ 25,000,000	\$ 5,473,440	\$ 19,626,560	\$ 301,758

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
Grand Total	\$ 15,000,000	\$ 201,100	\$ -	\$ 14,249

WORKFORCE DEVELOPMENT COUNCIL

Fiscal Year 2024 Budget

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

CNA Study				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ -		\$ -	0%
Personnel	\$ -	\$ -	\$ -	0%
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%
Operating Budget	\$ 106,070	\$ -	\$ 106,070	0%
Grand Total	\$ 106,070	\$ -	\$ 106,070	0%

- **FY25 Budget Request**
 - Requesting reappropriation of all ARPA funds to continue paying out grants. All funds should be obligated by June 20, 2024. WDC has until December 2026 to fully expend funds.
 - Salary funding for two of the ARPA positions was not included in the base budget. Asking for those funds in a line item.
 - Line-item request to transfer the remainder of the in-demand careers fund (~\$70M) into budget for Adult LAUNCH grants.
- **Idaho LAUNCH (1.0) Report**
 - We're seeing a rise in CNA and healthcare.
 - Demographics of LAUNCH
 - We're serving primarily men, which partly makes sense. Men ages 20-29 often didn't go on to college, so we're training folks who haven't previously had access.
 - LAUNCH 2.0 provides the ability to serve everyone and catch people before a significant amount of time passes.
 - We obligated \$13M in 2023, and already obligated much of the funds for FY24.
 - Determination to transfer additional funds will be made and the amount.
 - What determines this decision?
 - Cost of cancellations?
 - They amount to less than 1% of total disbursed funds.
 - Paid out 82K, collected all but \$3800.
 - Continue to pursue outstanding funds from cancellations.
 - 3.5% cancellation rate, what are the outcomes and increases in income for those that complete.
 - Information on these outcomes at the December Council meeting, typically \$15 – \$20K increase in salary.
 - Once we have LAUNCH 2.0 funding, we'll have to determine how much we'll fund 1.0 out of the WDTF.

Policy Committee Requests

Hope Morrow

**FY24 WDTF Allocations*

- Currently \$3.3M of the \$5.5M is obligated.
- Recommendation is to move \$1M of WDTF to cover through December.
- Currently seeing LAUNCH as the highest need, highest demand, and most successful program we have.

Motion by Mr. John Young to approve the recommendation of the Policy Committee to move \$1M in WDTF to Idaho LAUNCH. Second by Mr. Scott Bedke. Motion Carried.

**LAUNCH Implementation Framework*

A proud partner of the  network

- Grant (72-1204 1.d and 1.g)
 - Reimbursement may be no more than 80% of total tuition and fees or more than \$8000.
 - Recommendation to add “Grant funds may not be refunded to a student.”
- In-Demand Career List
 - Policy Committee recommends “in-demand” be defined as occupations with 50 or more annual openings. Further recommends eliminating growth rate as a factor.
 - IDOL analysis every other year per their grant
 - Annual analysis would require a budget from Idaho LAUNCH costs.
 - Data driven crosswalk being used to determine careers that don’t require training.
 - The current list has 242 lines.
 - Database in Next Steps Idaho
 - Jobs will link to programs available at institutions.
 - The Policy Committee is discussing a recapture policy for recouping funds due to cancellations and other circumstances.

Motion by Mr. James Pegram to accept the proposed language in red for the Launch Framework referencing the In-demand Career List. Second by Mr. Kelly Kolb. Motion Carried.

Motion by Ms. Sarah Griffin to accept the proposed language in red for the Launch Framework regarding Grant amount and that it cannot be refunded to students. Second by Ms. Lori McCann. Motion Carried.

****Prioritization of Grant Awards (72.1205 2.c.1)***

- The proposed change for 2024 applicant prioritization would be based off In-demand careers only and:
 1. Those not aligned would be excluded.
 2. If additional prioritization is necessary, a rank order of the remaining in alignment with their chosen career would be used.
 - Highest number of annual openings to lowest.
 - Awards would be made until funds were exhausted.
 - Multiple applicants for a career where a cut-off needs to be made, date of application would be used.
- Discussion
 - Staff reviewed many options to prioritize based on financial need and determined it is not feasible without further direction from Legislature.
 - Legislation gave two methods to use for in-demand careers, number of openings or projected growth rate.
 - No prioritization for industry is provided in law.
 - Prioritization will depend on the number of applicants.

- Multiple application windows but Nov 30th is the priority.
- The application count will be available in December.
- #2 seems to help us have a policy before it is needed and communicates an expectation.
- 20,000 – 21,000 thousand seniors will graduate in 2024

Motion by Mr. James Pegram to approve the Prioritization of Grant Awards as written. Second by Ms. Jani Revier.

- Further discussion
 - The second section is based in what ifs, more comfortable waiting until appropriation is made before defining the prioritization further.

Substitute motion by Mr. Bedke to not adopt items 1 & 2 in red in the Prioritization of Awards section. Second by Mr. John Young.

Amended substitute motion by Ms. Hope Morrow to keep prioritization 1, keeping the language about prioritizing community college programs to In-demand careers and eliminating 2. Second by Ms. Lori Barber.

Withdrawal of initial substitute motion by Mr. Bedke in support of the amended substitute motion. Agreement by Mr. Young to the same.

- Further discussion on amended substitute motion – none.

Amended substitute motion carries.

****Extensions/ Exceptions and Extenuating Circumstances (72.1205 3)***

- 5 acceptable circumstances.
 - Religious service.
 - Military service.
 - Peace Corps or AmeriCorps service.
 - Health or medical issues.
 - Program is not available for the fall semester following graduation.
- All require appropriate documentation.
- Grammatical error first line of the process, add the word “be”.
- Health or medical issues should tie to FMLA, as it is established and well known.

Motion by Mr. Pegram to approve the language as written, making the grammatical change and referencing FMLA language for Health and Medical Issues. Second by Ms. Jani Revier. Motion carried.

Break: 10:29 a.m. – 10:50 a.m.

Child Care Expansion Grant Success Stories

Sarah Griffin

- **Teton Regional Economic Coalition**

- Driggs, Idaho
- Nonprofit started as economic development for the Teton Valley - recruiting new business and strengthening existing businesses.
- 2023 Grant Award just over \$1M creating 78 new seats.
- Received a donated property which is being moved to a final location on school district owned property.
- Awarded in March 2023, expecting to enroll late 2023 or early 2024.
- Partnered with the Collaborative for Early Learning (TVCEL).
- Teton Valley is a Childcare Desert, the need far outstrips the demand.
- All 78 seats are currently spoken for.
- Comments
 - Within the application process is there anything regarding accessibility and children or parents with disabilities
 - One of biggest asks currently is bringing existing facilities up to ADA compliance.
 - In policy, child care centers can serve children with disabilities above the age of 13.
 - Providers are understanding the need and working to meet it.
- **Whole Child Early Education and Childcare**
 - Rexburg, Idaho
 - 2 facilities
 - \$76k Grant Award
 - Upgrading home facility to 9 seats
 - Toys, yard upgrade
 - Applying this year for larger facility
 - 64 seats
 - ADA compliant
 - Public restroom
 - The current wait list is 6 applicants for every 1 additional seat.
 - Enrolling in November 2023
 - Heard about the Grant program through Idaho STARS

Council Discussion on Impacts of AI on the Workforce

Kimberly Gardner

Dr. Gardner presented on the topic of AI, what it is and what it is not and how we can apply it to what we are doing.

- It is here, not on the horizon.
- There are issues that everyone needs to be thoughtful of when engaging with it.
 - What it is
 - A machine with inputs and outputs
 - Input is the data and queries.
 - Humans are a substantial part of the input; we produce the data and queries.
 - Let's not inflate how intelligent AI really is and let's not conflate it with human intelligence. They are not the same.

- Currently, it is deep learning that can process large, complex amounts of data.
- What it is not
 - It is not human intelligence.
 - It cannot act without input from us.
 - The responsibility to use it well falls on us.
 - It is biased because we are, and we provide the input.
- Where can it be applied?
 - Talent acquisition
 - Sifting through hundreds of resumes quickly
 - Match talent to available positions
 - AI can discriminate if left unchecked.
 - Automation
 - Some fear that it will replace humans because it can generate content and imitate human speech.
 - Gives nothing but full attention, sole focus is the query.
 - Chat GPT is good at writing, generates reports in seconds if the prompt is correct.
 - Mental health, chatbot can be more empathetic.
- AI will not replace humans, but humans with AI will replace humans without AI.
- What are the opportunities?
 - The Council can keep tabs on the changes as they happen.
 - Help create training materials.
 - Marketing based in segment population.
 - What skill sets will come back and be more heightened?
 - Manage cost and rebalancing, maybe focus on small business.
 - Leverage resources

Discussion:

- Pearson Survey – 64% of educator respondents said it would fall to educators to prepare the workforce for AI, but they are not working with the developers.
- Some institutions came out with policies about AI the second it was released. Those are now dated and defunct. Educational institutions need to be deeply involved in preparing people for this. Workforce Development needs to be a part of this.
- Chat GPT Experience: produced a training outline saving 2 – 3 hours of research. Input was topic, timeframe. Had to have knowledge of all topics on the final output to ensure accuracy.
- Chat does the research and synthesizes in seconds, but you have to fact check.
- Experience: trade secrets released to the public through use. An extremely high skill set is needed for fact check.
- If using it to screen applicant's resumes, what about those created through AI won't they outshine those that aren't and is this fair and unbiased?
- Many state legislatures have passed laws that prohibit the use of AI in talent acquisition.

- Many businesses are creating task forces to look at all aspects like remote workers, reviewing tools and creating parameters.
- What about intellectual property? How do you copyright something that was created by AI?
- Utility Industry, what if AI could speed up how fast we could meet demand.
- Idaho Power has created a project about this, ensuring we educate on both the opportunities and the risks. AI could detect an outage quickly, identify the fault location, etc.
- Most existing platforms are integrating AI for a premium price.
- No legal framework at present, and the legislature may create a commission to oversee it.
- Concerns
 - You must know what to input.
 - Chat GPT - what is shared becomes public domain.
 - How many folks have been screened out of the hiring process by using AI screening.
 - Employees working remotely and using the tool.
 - There is a human component to it. Does our uncomfortable feeling around it make the bias worse?
 - Education – students will use it – so writing policies and procedures need to manage this.
 - Risk in layering tools
 - Detection tools are not the best yet.
 - What does this do to internal candidates?
 - Equitable access

Lunch: 12:23 – 1:28 pm

WIOA Listening Session

Wendi Secrist / Elaine Zabriskie

State Plan Intro

- One of our responsibilities is to facilitate the development of and submit the WIOA state plan. We must submit a new one every four years, with modifications at the two-year mark. This is an enormous project that multiple agencies are a part of. CTE with Adult Ed, the Commission on Aging, IDOL, IDVR, ICBVI, and many other partners assist with this. The State Plan is a lengthy document. The first 35 pages of it is an economic and workforce analysis that is amazing. It really tries to dive into different parts of the workforce, it goes deeper into industry analysis, which parts of the workforce are more engaged, and this helps us to set goals for the workforce system. That analysis is just getting started, we'll have it the Friday before Thanksgiving. In addition to that, we're also doing listening sessions. We need to get out into communities and get a handle on what's happening. We must talk to elected officials and local employers to ensure we have a deep understanding of what's going on in the local economy. Last time, we did 16 listening sessions, this time, we just have 8.
- These groups are made up of local employers, elected officials, and others.
- We still have the Pocatello area, North Idaho, and Treasure Valley to complete. Today is an opportunity to dive deeper into the employer's perspective. Everyone needs to put on their employer hat.

- Once complete, the WIOA Advisory Group and One-Stop Committee will go through the workforce analysis and the listening sessions and use that to set goals for the state plan.
- We had four goals in the last state plan.
 - Outreach – do people know who we are?
 - Service to business/coordinating across agencies.
 - Supporting rural Idaho.
 - Sector strategies, career pathways, and talent pipeline management – how do we align the needs of employers with the education system.

Ms. Secrist facilitated discussion around the following questions. A transcript is available upon request.

- What services are you currently using from the workforce system? How are you engaging with this system?
- Are there any reasons that you wouldn't use the workforce system partners?
- Do you sense that the agencies, the different partners, are collaborating?
- What should the workforce system be doing to support employers in Idaho?
- What could Idaho's education and training system do to better align with workforce needs?
- What are 3 things you think are working well?

Break: 2:30 – 3:00 pm

Energy Industry Deep Dive

Hope Morrow/ Eleanor Taylor/ Jennifer Jackson

- Advanced Energy & Cyber Security Systemic Workforce Development
 - Introduction and welcome, Alison Hummel INL Chief of Staff.
 - Currently employ 6000 individuals.
 - Growing across all sectors.
- Jennifer Jackson, STEM Programs and Tribal Engagement
 - Pre-K up to 12th grade, and community colleges, sweet spot for STEM engagement is 3rd – 6th grade. This is when STEM identity is built.
 - Our approach is a cohesive talent pipeline being created for INL and our partners.
 - Engaged with 21,000 students last year, 900 teachers and principals, and 214 STEM events.
 - 3 buckets
 - DEIA – target specific populations.
 - 4 identified as being underserved and underrepresented, 68% outreach last year.
 - Rural/ Remote 39% of programming targeted here.
 - Customize, go to the communities, listen.
 - Economically disadvantaged groups – Title 1 schools.
 - Female
 - Ethnic and racial minorities, Hispanic and Tribal groups are primary targets.
 - Prepared Workforce.
 - Employee Engagement – Best Ambassadors.

- Every job is a STEM job at INL.
- Great Programs
 - STEM Scholars
 - My Amazing Future – 300 8th grade girls gathered to talk about STEM.
 - Rural STEM Collaborative – rural schools collaborate and figure out how we can best engage them.
 - High School Science & Engineering Summer Program – paid summer internship to engage high school students.
 - INL Future Corps – another path for high school students that focuses on CTE/ trades/ crafts. After two years they should be ready for the job.
 - Employee Engagement
- Eleanor Taylor, Accelerating Industrial Cybersecurity Workforce Development
 - Talent pipelines at the national level, not for INL
 - My role is to improve national security through cybersecurity.
 - We talk about energy security, but that’s really closely linked to our economic security and cybersecurity.
 - Leveraging INL Collaborations with the State of Idaho
 - What INL focuses on is protecting our energy systems from cyber attacks
- Adopting an ecosystem approach
 - Learners can be youth, transitioning workers, or returning workers.
- Wages
 - Cybersecurity is one of the top 20 fastest growing fields in the country.
 - There are over 7K openings in Idaho alone.
- Workforce capability gaps
 - We expect 8 trillion in damages from cybercrime just this year.
 - Over 90% of national control systems cybersecurity needs are not being met.
 - Dams
 - Levee controls
 - General infrastructure
 - Power system protection
- IT and Operational Technology have a lot of new constraints – for instance, we can’t have down time for some services.
- Cybercore University Collaboration Lab
 - Aligns interdisciplinary programs to address national challenges.
 - Partner to advance control systems cybersecurity.
 - Help students connect dots between their interests and our needs.
 - This methodology was created at INL just last year and is being launched nationally.
 - We’re trying to bring cyber into the engineering system like we do safety and cost. All staff members need to understand vulnerability points.
 - Right now, we’re retrofitting everything. That’s not efficient.
- Idaho is a leading region in putting this expertise into practice.
- More great programs
 - Consequence-Driven Cyber-Informed Engineering – think like the adversary.

- Cybercore Summer Camp – has grown to take place at BSU, CWI, CSI, CEI, and LCSC
 - Idaho Cyber Range – Institutions connecting to the lab.
 - B-sides Cyber conference is coming up.
 - Cyber escape rooms – develops teambuilding and skills for students, and different types of careers for cyber.
 - Takeaways
 - Idaho is a force multiplier when we talk about cybersecurity.
- Hope Morrow, INL Creating a Secure, Resilient, Clean Energy Future
 - Market Analysis and Community Benefit
 - Everything we do at the Council is driven by demand data and analysis.
 - Everything we do at the Lab in Workforce Development is based on that same data.
 - We are the only lab in the DOE system that does this – this content was just presented to Congress two weeks ago as an example for the nation.
 - It is our job to tell education providers and trainers what we need.
 - Upcoming openings and strategies
 - We hired over 1K people just this last fiscal year.
 - We expect over 3K in the next few years.
 - Labor Market Analysis
 - We’ve been in a recession for a while now, and we’re doing just fine.
 - Our labor force is saving us from what we typically suffer from in a recession – that tight market is stemming the symptoms of the recession like mortgage defaults.
 - But there are a lot of downsides to a recession – that usually triggers lots of people to come back to education and reskill.
 - They’re not doing that. They’re all at work.
 - So how do we reskill? How do we stay relevant? We use LAUNCH.
 - We are now having to incentive students to pick training, because McDonalds pays \$15/hr., and they don’t need training.
 - Building Idaho’s Energy Future
 - We’ve had a hard time connecting quick-changing resources to develop the GDP and the robust economy that we can have – that’s all difficult to articulate.
 - Supply chain
 - Really important to get nuclear reactors constructed.
 - Being able to do that on budget and on time is essential to our work.
 - Industry Demand Data
 - IDOL does a great job representing all industries, all data, all the time.
 - INL has taken a lot of steps to involve themselves in this process.
 - We need to work collaboratively to ID what kinds of jobs for Idaho to maintain our place, if not advance further – which we want to do.
 - BLS data is put together by the Occupation and Employment Survey. They take all the data based on NAICS codes. That’s what’s required for Idaho employers to report. Then they do a thing called the occupational employment supplemental survey, where they call you. Then they extrapolate the survey data across each

industry individually. This is different because there's no interpolation, no stretching. This is advanced energy employers doing a survey and publishing it.

- TPM
 - We've done a good job as a Lab partnering with the state.
 - We work with Jolie and Jody (Region 5 coordinators) on TPM
- Community Engagement
 - We are finding innovative ways to do more than hand out money. We give more meaningful support.
 - We've also worked hard to develop community college relationships.
- Eastern Idaho Workforce Training Center
 - We didn't have a facility where industries could get close to potential new employees or do advanced training.
 - The county and the college came together to put training in this building.
- Engagement
 - We've kicked off Energy Days, a multi-day event to give students access to recruiters and leadership, ask questions, and get involved.
 - In addition, INL facilitated a coming-together of higher education and industry to talk about how we could get more students in the pipeline. It was an extraordinary day of coming together and developing great ideas.
 - The new facility will house all the advanced energy technician training that does not require an advanced degree. We have an entire bay for people to facilitate training on behalf of industry employers who can pay their part and receive great training for their workers. We're also working on the STEM lab.

Council Chair Report

Deni Hoehne

- **Committee Reports**

- Career Ready Students
 - \$45M one-time appropriation to enhance rural CTE.
 - 13 grants have been approved so far from 41 proposals.
 - The largest was \$6.5M from the Pocatello/ Chubbuck school district to help complete their CTE Center, Region 5 was the last district in the state that did not have a consolidated CTE location.
 - The Potlatch School District was awarded just under \$1M to expand their welding program and start building out a logging program.
 - Complete list on the Department of Education website.
- James Pegram – State Rehabilitation Council
 - Our goal is to improve the quality of VR services for residents of Idaho.
 - Members serve a 3-year term.
 - Be an advocate for legislation important to the group.
 - Annual report – data used to adjust and improve services.
- Jane Donnellan
 - Recipient of services stories are very touching.

Allison Duman

- James is retiring at the end of December. Ask that someone from the WDC consider replacing him.

Executive Director Report

Wendi Secrist

- CNA Advisory Committee
 - Healthcare workforce strategy group
 - Entire Healthcare system is facing critical workforce shortages in all roles.
 - 3 sub committees
 - Policy
 - Education/training
 - Attract and retain - unique ways to address housing, transportation, dependent care.
- Events coming up.
 - Governor and Lt. Governor will be spending October and November on LAUNCH awareness.
 - National Apprenticeship month is coming up.
 - Resource kits for LAUNCH are going out and billboards are going up.
 - Scholarship Idaho is in the final testing phase.
 - LAUNCH values all career pathways.
 - 46% of Americans feel they are underemployed or in a job that doesn't fully utilize their skills, training, or experience.
 - 1 billion workers will need to be reskilled by 2030.
 - 42% of jobs are expected to require different skills by 2024.

Chair Closing Remarks

Deni Hoehne

- Takeaways:
 - Appreciated all the sharing of our successes and reminding ourselves of the work we're doing and the impact we're having. Great industry deep dive. The tour, the meeting, was valuable time spent.
 - Excited about LAUNCH, and all the opportunities our kids will have across the state. Not only our kids, but our employers, our whole economy. We have some challenges in the legislature, and all of you – if your industry has an employer day on the hill, please tell them how important this is, make a big deal, we could really make a difference in the legislature. We need to keep this in front of them and show them how wonderful this can be for our kids.
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- **2024 Proposed Meeting Calendar**
 - **March 6 Boise**
 - **June 5 Boise**
 - **September 11 North Idaho – suggestions for industry**
 - **December 11 Virtual**

Motion to adjourn made by Ms. Jani Revier. Second by Mr. Bill Reagan. Unanimous consent.

Adjourned at 4:24 p.m.