



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### Apprenticeship Committee Meeting

**Date:** Wednesday, September 26, 2018

**Time:** 2:00 PM – 3:00 PM

**Location:** 2 West Conference Room, IDOL  
317 W. Main Street  
Call In: 1-720-279-0026  
Guest Passcode: 470642

**Meeting Conducted By:** Angelique Rood, Chair of the Committee

**Council Members:** Angelique Rood, ~~Audrey Fletcher~~, ~~Dave Hannah~~, Kelly Kolb, Todd Schwarz, ~~Travis Woolsey~~

**Committee Members:** Bill Kober, Brad Cederblom, Jason Hudson, ~~Jay Larsen~~, John Russ, Scott Rassmussen, Wendy Lundberg

**Guests:** Georgia Smith, Roy Valdez, Brandi Turnipseed (for Todd Schwarz), David Moore (for Jay Larsen)

**Staff:** Matt Thomsen, Paige Nielebeck, Caty Solace, Wendi Secrist

**Call to Order 2:03 p.m.**

**Roll call** - quorum not met

**Approve Minutes from July 17, 2018 Meeting** – since a quorum was not met this item will be moved to the next committee meeting.

#### Toolkit Follow Up

The Toolkit has been completed. The links that had been recommended have been added to the document (see previous minutes). This toolkit will be published on the Idaho Department of Labor website under the employer tab.

Is ApprenticeshipIdaho.com still going to be used?

- Yes, apprenticeshipidaho.com links to the same Department of Labor page so people are still able to find the same resources.

What is the plan to promote the toolkit?



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- The IDOL Communications Team is working on a promotion plan. There is not a scope of work at this point, but Mr. Russ will have that very soon. Once he has that he will share it with the Committee. The Committee will also be able to weigh in on the promotion of the toolkit in relation to apprenticeships.

What will the toolkit look like on the website?

- It will be an electronic document with links to other resources. It is best to use it in an electronic form, but it can be printed as well.

The toolkit will be sent out to the contacts at the 6 technical colleges. The regional contacts will also be added to the toolkit.

This toolkit can be utilized during National Apprenticeship Week. This is going to be a great tool!

In looking at the Apprenticeship.gov website, Mr. Russ is hesitant to link to this site because it is not up-to-date or complete with respect to Idaho employers offering apprenticeships. In the meantime, we will continue to run with the list that is provided to Mr. Russ by Bill Kober and posted on the Labor site. Once the Apprenticeship.gov website has been updated we can look at linking to that site.

The list on IDOL's site is the current companies who have apprenticeships, but that does not mean they have a current opening, correct?

- That is correct.

What options are there to find apprenticeship openings?

- People are able to go onto the Labor site and sign up for employment opportunities. If the person is registered in Idaho Works (as a job seeker) they can specify apprenticeships.
- There is also a "Direct Employers" site that is filterable by state.

The Committee would like to add a site demo of Apprenticeship.gov to the next meeting agenda.

### **"How to Session" on Setting Up Registered Apprenticeships**

Originally Mr. Russ wanted to do a regional how-to session on how to develop an apprenticeship program. The initial thought was to do it live from Boise and then broadcast it regionally. This way each region is able to hear the exact same message. The original timeframe was October, but with National Apprenticeship Week in November it seemed a little too close together. If the Committee is in support Mr. Russ would like to plan this event for early spring and call it Idaho Apprenticeship Week. Mr. Russ is looking for feedback and thoughts.

The livestream would work well, and it would be nice to invite people in to the regional IDOL offices to attend the livestream together. It also works well for people who may not be able to attend the conference for the whole day. Depending on who is doing the livestream, it might be a possibility for people to be able to go back



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and watch the livestream. Some of the high demand areas (construction, etc.) are ramping up in the spring so we need to be aware of busy schedules. This event would probably not take a whole day.

What would the content look like?

- A lot of times employers don't know where to start and what resources are available to them. It would be a chance to show them what standards look like, where they can find resources, and what help they can receive. A veteran's representative would be there to explain why they should hire veterans and what incentives are available to them through Department of Labor. They would be able to find resources according to their specific industries as well. It would be business that we would want to attract to this training.

Would these trainings be spread out across the week according to industry? Could this be done over National Apprenticeship week and offer one industry training a day?

- That is a possibility. Mr. Russ would like to get some feedback first before giving a definitive answer.

If the local offices would want to host a lunch and learn event the WDC has some non-federal funds that could be used to purchase lunch for the attendees.

### Follow Up from Meeting on July 17<sup>th</sup>

During the incentive discussion on July 17, one of the main things that was discussed was incentives for the apprentice (could we directly reimburse the apprentice, etc.). Upon investigation, we are not able to reimburse the apprentice directly. The money would have to be reimbursed to the employer and then used to reimburse the apprentice. The \$2,500 incentive that is offered has seemed to work well. Businesses are very happy with the applicants they are receiving.

Incentives as a whole is a big discussion and something that needs to be continually worked on. Once the federal grant ends, we will have to look at other funding sources.

If reimbursements can't go directly to individuals and if reimbursement or incentives need to go to employers, would the JATC committees count as employers?

- There is no reason why the committees could not be reimbursed. They would just have to fill out a form to receive reimbursement. The process should be very simple. The committees are identified as an employer by the State Board of Education.

### Landing Page for the Apprenticeships Next Steps Page

Progress has been made towards being able to do research to create this hub. The research portion of this project should be completed by mid-spring next year. Senator Crapo has been convening a group of folks to discuss veterans. It is important to make sure those efforts are aligning with the Committees efforts as well.

### National Apprenticeship Week



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If we move the "how-to session" into Apprenticeship Week is it still important to keep it industry specific or could it be moved to a more generic session?

- It is important to keep it industry specific. Things that have been done in the past were generic. It is a lot easier to give businesses information that is specific to them than just generic information. The return on investment might be higher if it is industry specific. Being industry specific can also help us use partners to recruit businesses (TechHelp partners, etc.).

Public Service announcements would be a good idea to promote National Apprenticeship Week.

Ms. Smith requests that a few people from the Committee and Ms. Solace have a phone call to discuss ideas on how to promote the toolkit and national apprenticeship week.

The new Boise School Districts' STRAP program is going to be doing something on National Apprenticeship Week so they could be a great partner and whatever we decide to do during Apprenticeship Week should align to what they are doing.

One of the things that USDOL is promoting is a database of events and opportunities. It would be great if Idaho's events could be submitted to them to have it posted.

The WDC staff can reach out to CTE to have them check with the CTE high schools to find out if they are doing anything for National Apprenticeship Week.

Mr. Hudson will get back to the Committee with what JATC is planning for Apprenticeship Week.

Anyone else who has knowledge of National Apprenticeship Week events has been asked to send that information to Mr. Russ.

**Adjourned at 3:00 p.m.**