

C.L. "BUTCH" OTTER
GOVERNOR



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WORKFORCE DEVELOPMENT COUNCIL

317 W Main Street, Boise, Idaho 83735-0510

Grant Review Committee Meeting Minutes – April 5, 2018

Attendees: Bobbi-Jo Meuleman, Melinda Smyser, Deni Hoehne
Staff: Wendi Secrist, Roy Valdez, Carmela Ramirez

Called to order at 8:15 a.m.

Review Agenda – No changes or additions to the agenda

Roll Call – Quorum Met

Approve March 20, 2018 Meeting Minutes – motion made by Ms. Smyser to approve the March 20, 2018 Meeting Minutes. Second by Ms. Meuleman. Motion carried.

Review Training Plan for McCain Foods

Ms. Secrist shared McCain Foods' training plan with the items that provide the most transferrable skills and promotional opportunity highlighted (attached). These items total very close to the \$2.5m award recommended by the committee. The committee agreed that if the Council approves the grant, the highlighted items were the appropriate ones to contract for.

Industry Sector Grant – Cassia Joint School District

Since 2015, Employers in the Mini-Cassia area have identified critical need for trained and skilled machine equipment operators throughout South Central Idaho. A team of 3 employers, educational partners, and Department of Labor collective researched training opportunities including industry searches, inquiries to machine equipment manufacturers, and extensive internet searches, and found no Machine Operator Training availability in the Mini-Cassia area, or the entire United States, or Canada. Additionally, a Department of Labor Regional Labor Economist identified seven occupations aligned with multiple Standard Occupation Classification (SOC) Codes that employ Machine Operators. Job postings for these positions since 2014 to present are showing a job growth for South Central Idaho, with 32 unfilled job vacancies in mid-March 2018, of which seventeen (8) of these job listings are 30 - 59 days old, indicating "Hard to Fill" status, and eleven (11) are 60 – 89 days old. The long-term projections between 2014 – 2024 indicate a continued job growth for these occupations at a 1.6 percent compared an all industry category, earning an average wage of \$15.88.

Upon finding no readily available training or skilled workforce, the consortium of three employers, two educational partners, IDOL, and CTE sought the advice of USDOL Apprenticeship about creating an apprenticeship model for high school seniors and juniors.

US Dept. of Labor approved a Machine Operator STRAP Apprenticeship, which will provide

students with a nationally recognized Apprenticeship Certification and the opportunity to interview for permanent full-time employment (including benefit package) with one of the three employers in the consortium.

It is requested that the committee recommend an award of \$248,745.00 effective November 15, 2017 utilizing Workforce Development Training Funds (WDTF).

Why 42 trained and only 32 hired?

- Some may not complete, others may continue to Postsecondary education, others may be hired by companies outside of the grant.

Motion made by Ms. Meuleman to recommend approval of the Cassia Joint School District Industry Sector Grant. Second by Ms. Smyser. Motion carried.

Industry Sector Grant – North Idaho College

Since 2012, Employers in the Health Care Industry have identified critical need for trained and skilled medical support staff such as medical assistants and patient care technicians, which are currently two of the greatest gaps for the industry. December 2017, US CENSUS Bureau found the Idaho is currently the fastest growing state in the nation. It is expected that the population will continue to grow at nearly 3 times the national rate, with the over-65 population accounting for 34.4% of total growth through 2025. Population increases will be clustered in populous areas, with Kootenai expected to be the third fastest growing county. Regional growth and an aging population will continue to drive the demand for healthcare services and increase the need for a trained local workforce. Healthcare support occupations are expected to increase 23.2% between 2016 and 2026, making them one of the fastest growing occupational groups in the country. Statewide, healthcare companies added 46% to their payrolls over the last decade, and are projected to continue growing. The demand for these services will only increase, nationally and regionally.

Healthcare has already become a significant industry in North Idaho as the regional economy has diversified over the last decade. Currently, two of the largest employers in North Idaho are hospitals. To continue this growth, hiring and retaining healthcare support professionals is essential. North Idaho has struggled with doctor shortages, particularly primary care physicians.

North Idaho College has collaborated with the Idaho Department of Labor and a consortium of industry partners to assess and address this need. In addition to the interviews and conversations held with various industry members, partners, and advisory group members, calculated employment projections in the areas of medical assistants and patient care technicians. Region 1 occupational projections show 329 new positions by 2026. Over 200 annual openings are expected for the two positions.

In an effort to train support medical staff, employers like Kootenai Health, Heritage Health, and others have attempted internal training programs to move current employees from CNA to MA. It has also become common to hire uncertified MAs with the requirement that they become certified after a certain amount of time. Concern has been expressed that CNAs and uncertified MAs are currently practicing beyond their education level due to this labor shortage. No one industry partner has had the time, resources, or expertise to provide this technical education.

It is request the committee recommend approval of an award of \$207,590.19 effective June 1, 2018 utilizing Workforce Development Training Funds (WDTF).

There is increased activity in Region 1 and it is important to meet the growing demand of medical occupations. Employers need certification in these positions to avoid liability and to be able to recruit in Idaho for these positions and not out of state.

Ms. Ramirez shared additional information about the grant.

- These positions see increases of up to \$22 per hour
- The grant includes 5 different medical providers/businesses
- Some of the training will be done by NIC through contractual services
- A total of 75% of the grant is in kind match
- 49 employees will complete the training

There was a concern expressed about the lack of detail in this summary. It does not answer the questions:

- Who will be providing the training?
- Can we clarify which employees will receive the training?
- Are these current employees or new employees?

It was requested that Ms. Ramirez provide additional information on the grant before a decision to recommend the grant will be made.

Motion by Ms. Smyser to adjourn the meeting. Second by Ms. Meuleman. Motion carried.

Adjourned