



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

EXECUTIVE COMMITTEE MEETING MINUTES

Date: Thursday, June 14, 2018

Time: 10:00 a.m. – 11:00 a.m.

Location: Teleconference

Call In: 1-720-279-0026

Guest Passcode: 470642

Meeting Conducted By: Trent Clark, Chairman

Attendees: Trent Clark, BJ Swanson, ~~Deni Hoehne~~, Jeff McCray, John Young, ~~Joe Maloney~~

Staff: Wendi Secrist, Paige Nielebeck, Matt Thomsen, Caty Solace, William Burt, Georgia Smith

Call to Order at 10:03

Review Agenda

Talk about July Council meeting while discussing the July Joint Executive Committee Meeting

Roll call - Quorum Met

Approve Minutes – May 10, 2018

Motion by Mr. McCray to approve the minutes as written. Second by Ms. Swanson. Motion carried.

WDC Operating Policies

A clarification that was requested has brought this policy back to the Committee. It does not expressly say that the Ms. Secrist can sign contracts for the Workforce Development Council.

The above change has been made, as well as, the Attorney General added a few references to Idaho Code.

Does Ms. Secrist feel that she has access to people who can keep us safe as we do our own contracting?

- If there is anything we need to work with the Department of Labor on, the DAG at the IDOL office cannot represent both parties. The DAG has been in touch with his superiors to discuss this issue. Ms. Secrist does feel comfortable with the resources and help we have available.

The Operating Policies have been unanimously by the Committee approved as written.

C.L. "BUTCH" OTTER
GOVERNOR



Trent Clark
Chair

B. J. Swanson
Vice Chair

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Strategic Plan Overview

The WDC is required to submit a strategic plan by July 1 that covers four fiscal years. The contents in this strategic plan have been collected from the previous strategic plan, the Executive Order, and the Taskforce Recommendations. The WDC staff have also created the goals and objectives.

This is not the statewide strategic plan for the Council. The Council will work together to create that plan, but once the statewide plan has been created we can use pieces of that plan to create a new strategic plan. Since this plan is due by July 1 there is not time to take it to the Full Council.

This first year will be about creating baselines and looking at what we will be measuring moving forward. The Vision and the Mission does not quite capture what we are doing as a Council. A few options were sent out to the Committee members for them to review.

The mission and vision should speak to the opportunity for Idahoan's to gain skills to meet the needs of Idaho employers. It is about creating pathways for Idahoan's themselves to step-up and fill these jobs.

It has been suggested that the WDC staff pick the vision and mission to meet their current needs and at the 2019 January Council Meeting ask the new Governor to come and express their opinion on what the mission and vision of the Workforce Development Council should be. There are a few excellent facilitators we could invite to this meeting as well to help with this process.

Ms. Secrist and the staff will create a mission and vision and report back to the Executive Committee.

Legislative Concept – Idaho LeaDER

There are problems in Idaho that could be addressed by the Workforce Development Council, but will need the help of the Legislators.

The Fast-Forward program presents a challenge to students in technical programs because they are rushing to complete a portion of their certificate before graduation. What they need is more time on equipment to master their skills. In a cohort program they are unable to be pushed quicker through the program anyway, so providing an option that allows them to continue the hands-on skill development without the cost of tuition would benefit them. There are also issues with getting the students into the tests before the students graduate. Idaho Career & Technical Education is looking at programs to help fix this issue.

We are hopeful that Idaho will have a very cohesive process of moving students from secondary education to postsecondary education. There are many state models out there that could be followed.

Ms. Secrist has been working with the National Governor's Association through a grant to address some of these issues. They are following models from multiple states (Colorado, Ohio, etc.).

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We have come up with the Idaho LeADer initiative to put an umbrella in place to enable the Council to support and help the other agencies. These individual entities and agencies are important and we need to support them. We are coming up on a deadline of July 1 to tell the Governor's Office we are interested in developing legislation. The concept is due by July 13.

Motion by Ms. Swanson to support Ms. Secrist in the submission of this concept to the Governor's Office as presented. Second by Mr. Young. Motion carried.

Employer Grant – Premier Technology

Premier Technology, Inc. is a vertically integrated engineering, manufacturing, fabrication and construction company serving the following industries- Food and Beverage, Nuclear, Mining, Federal and Commercial services, with innovative design, engineering, custom metal fabrication, system integration, and field installation support.

Their growing workforce needs are urgent as the company is currently projecting to double in size over the next 2 ½ years. The company currently has 250 employees and plans to add over 150 welders to their staff in addition to other production and professional employees. The total full-time positions to be created in Idaho is 262. As the numbers indicate, they are in need of qualified welders the most, but the huge shortage of welders in their area makes it difficult to fill the many open positions. Their products require high tolerances, with various materials, which require skilled welders.

Locally, Idaho State University graduates 15-20 welders each year and College of Eastern Idaho graduates 10. They were able to visit and present to both graduating classes trying to recruit. Of those 25-30 students, they were able to hire 3, while the rest of the students went on to other opportunities. Even if they were able to hire all of the graduating students, they would still not be able to fill the open positions we have. According to the company, "If you look at the Occupational Employment Statistics from the Department of Labor, the location quotient for Metal and Plastic Production Workers in Idaho is 0.77, significantly below the overall US average. We definitely see this shortage as we try to hire more welders. While our need is great, we are not the only company looking for welders, which makes the current pool quite small."

Premier has a continuous job posting for welders. In the last 6 months they have interviewed and weld-tested 34 applicants. Of those 34-weld tested only 21 have passed and were hired as welders. They hired 4 that did not pass the weld test, as laborers, and plan to train them in the skills they need. Of the 21 that did pass, 13 were hired at a Level I and only 8 at a Level II. All of the Level I & II Welders will need additional training, which is the training most requested by volume in the grant. As you can see, at this rate, they will not meet their goal of over 150 employees in 2 ½ years. Therefore, they would like to be able to bring on more unskilled laborers and train them as welders.

According to the Occupational Employment Statistics from the Department of Labor, the average starting wage for Welders in Idaho is \$14.18 (25% Percentile), Premier has increased its minimum starting wage for an entry-level Welder to \$16.00 per hour and increased its maximum cap up to \$35.00 per hour to better compete in the marketplace and retain current employees. The majority of the planned training will be for employees in the



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welding field, but there are also a significant number of other positions they will be hiring for to support their growth. These positions include Quality Inspectors, Machinists, Electricians, Project Managers, Engineers, Drafters and Designers. These will all need training as they transition and obtain competencies required to work for Premier. Bingham County has one of the lowest unemployment rates in the State of Idaho as shown on the map below. Because of this, it is difficult to obtain and retain skilled labor.

They are requesting a total amount of \$581,440.

Are they working with CEI to find welders?

- They are working with CEI and ISU to find students coming out of their welding programs.

Motion by Mr. McCray to approve the Premier Technology Employer Grant as presented. Second by Ms. Swanson. Motion carried.

July Joint Executive Committee Meeting & July Council Meeting

The Executive Committee will be jointly meeting with the State Board of Education Executive Committee on July 12 between 10:30 a.m. and 12:00 p.m.

After a discussion of many people at the Salt Lake Western Pathways Conference, Ms. Secrist and the Committee came up with the following agenda items for the joint meeting:

1. How are we as joint organizations going to provide leadership to grow Idaho's economy?
2. How does the Council support agility in Idaho's education system?
 - a. Mastery Based Education
 - b. Work-Based Learning Continuum

Knowledge needs to be more portable and knowledge needs to be stackable.

We want to talk with the State Board about what can we as a Workforce Development Council do to support the education system in becoming more agile. The teachers are the ones who are leading this effort to make the system more agile.

Meeting with the State Board of Education Executive Committee on a regular basis will be a very beneficial step for the Workforce Development Council.

Ms. Secrist has come up with a few agenda items for the July Full Council Meeting.

- Reserve 1.5-2 hours for the 3 groups to get back together. Staff led update on 90-day action plan; then develop action items for the next 90 minutes.
- Presentation from Wayne Hammon on industry-led workforce development solution/partnership.
- Governor's Executive Order on Nuclear Energy – workforce development components
- Committee reports

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- Labor market/economy update (do we want Craig/Jay Larson to provide an update on the Knowledge Report?)
- Proposed Legislation -how do we involve them?
- Joint meeting with State Board of Education report-out with Linda Clark co-presenting
- Action/Consent Agenda
 - Minutes
 - Eligible Training Provider Policy
 - WIOA Governor's Set-Aside Budget
 - State Plan Update?
 - Executive Committee Report

The Executive Committee unanimously support the draft agenda for the July Full Council Meeting

Adjourned at 10:56

Motion by Ms. Swanson to adjourn. Second by Mr. McCray. Motion carried.