



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### Apprenticeship Committee Meeting

**Date:** Wednesday, April 25, 2018

**Time:** 2:00 PM – 3:00 PM

**Location:** Teleconference

Call In: 1-720-279-0026

Guest Passcode: 470642

**Meeting Conducted By:** Angelique Rood, Chairman

**Attendees:** Angelique Rood, Brad Cederblom, Jason Hudson, Bill Kober, Jay Larsen, Wendy Lundberg, Scott Rasmussen, John Russ, Todd Schwarz, Travis Woolsey, Audrey Fletcher, Dave Hannah, Kelly Kolb, Brandi Turnipseed, Eric White, Salvador Vasquez

**Staff:** Wendi Secrist, Paige Nielebeck, Matthew Thomsen

**Call to Order 2:03**

**Roll call**

**Review Committee Action Plan Items for Next 12 Months**

**Research the effectiveness of the apprenticeship programs that have already been funded by ApprenticeshipIdaho grant and how other state are incentivizing apprenticeships**

This action item was delivered from the breakout meeting at the last WDC Meeting.

Mr. Russ went over the Summary of Work-Based Learning Policies in the States. It was recommended from the past council meeting that we find research from each state and what is being offered. The report does not say if the programs are funded by the state or other initiatives. That piece is missing, but most of these initiatives are typically state funded. If the committee needs additional information Mr. Russ will work on finding that information and send it out before the next meeting. Most of the information we are asking for is already available, it just needs to be gathered.

Recently there has been a lot of discussion about Opportunity Youth.. One of our goals was to find students to close 49,000 person gap in the workforce. Currently we have around 29,000 disengaged youth that can be utilized to close the gap. More and more students at the high school and postsecondary level do not know of



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other opportunities that are available to them outside of traditional education. There is a lot of work to be done in educating the career counselors on these opportunities. Another issue that these students face is not being able to find companies who don't require 5 or more years of experience for an entry level position. These students are being trained to enter the workforce, but are unable to because of the required experience.

A large barrier to the young adults leaving school and going to college is the financial difficulties. Parents are unable to support their children to move on to college. As we dive into this research, we should look at the grant and reimbursement opportunities for their continued education. Many students have the intent to move on to college, but then something gets in the way of them being able to continue in their education.

In the outreach group was there any discussion about outreach to apprenticeship programs?

- There was a great deal of discussion regarding apprenticeships. The outreach group has all agreed to approach businesses and educational institutions about apprenticeship programs.

The committee needs to decide who is going to be responsible for the outreach portion of these two committees.

- Ms. Rood will have a discussion with Ms. Secrist about where these lines are drawn and who will be the responsible party will be. Ms. Rood will report back to the committee.

Have we done a recent assessment of all the Workforce Training Centers?

- We are in the middle of collecting all of this information through the National Governor's Association Policy Committee.

### **Develop toolkit for employers to build apprenticeship programs quickly and efficiently**

Mr. Russ has agreed at the next meeting that he will present on the current toolkit that is provided by the Idaho Department of Labor.

Is everyone training to the same knowledge base and practical skill level across the state?

- For the construction trade is a nationwide standard. There are apprenticeship programs out there that have employers who require different or specialized training for their employees.
- If it is a registered apprenticeship program, it is the same on a national level. If it is just a program that a company has created on their own, it may be more of a specialized training.
- Ms. Rood will send out the minimal standards for Federal Registered Apprenticeship programs to the committee members.

We will need great outreach to businesses to let them know that these toolkits are out there. The JCP apprenticeship programs have all agreed to be mentors to other organizations who want to go through this process. They are all apprenticeship programs who have been around for a long time.



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There is a list of apprenticeship programs on the Federal Department of Labor's website that lists Idaho's programs, but it is very outdated. It would be a great idea to have a list of resources at the state level.

### **Drive changes to education policy to create articulation pathways for related training (from registered apprenticeship programs) to college credit**

Idaho is the last remaining state without a college participating in the Registered Apprenticeship College Consortium program. A group of individuals had been working on getting the state colleges to agree to an arrangement on the credits for a state-wide associates degree apprenticeship program. This is for people in registered apprenticeship programs to receive college credit. No matter what school you attended you would receive the same amount of credits. CSI put forward a line item request this year to look at how they can award credits for an apprenticeship associates degree. They were awarded that funding and are currently working on this process.

College of Eastern Idaho is working on how to award credits to apprenticeship programs outside of their Workforce Development Training Centers.

### **Consider whether Idaho should recommend establishing a State Apprenticeship Agency to the Governor**

In the US, 28 states elected to have a state apprenticeship agency. These states have elected to have the oversight for these programs at the state level. These programs can elect to also register as a federal program. There are additional states looking (Utah, Wyoming, California) to move to this type of agency. It was drafted into the taskforce recommendation for us to consider moving to a State Apprenticeship Agency.

Mr. Woolsey manages apprenticeship programs in both Idaho and Montana. One of the disadvantages is there is a federal rep who is working with multiple states and not just focusing on one state. Otherwise, there are no big disadvantages or advantages to either type of agency.

One of the possible issues of moving Idaho to a State Apprenticeship Agency is the capacity for doing this work. In Washington, this style works well because they are able to staff an agency of 40 people to run this program. In Idaho, the concern is that it would be moved to a smaller agency who cannot handle the capacity of the work.

This is not a high priority item as it will require funding and some other logistical discussions.

At the next meeting, the committee has agreed to go over the pros and cons of moving to a State Apprenticeship Agency.

Previously we had looked at moving to a State Agency to get more support from the State. There is a direct correlation with the number of registered apprentices and having a State Apprenticeship Agency. The states with a State Apprenticeship Agency tend to have a higher number of registered apprentices.



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Mr. Kober will be contacted about presenting on this issue at the next committee meeting.

### Action/Discussion Items for the Next Meeting

- Update on Apprenticeship Idaho and funding (Mr. Russ)
- Presentation on the current toolkit provided by IDOL (Mr. Russ)
- Discussion on the outreach efforts for apprenticeships – nominate potential candidates for these efforts
- Discussion pros and cons of State Agency vs Federal Oversight (Mr. Kober)
- Standards for Federal Registered Apprenticeship Programs (Ms. Rood)

### Recurring Monthly Meeting – Establish Schedule

Ms. Nielebeck will send out a survey for dates for a monthly meeting. It was agreed to have In-person with a call-in option meeting every month and have a quarterly face-to-face meeting that coincide with the Council Meetings.

Adjourned at 3:00