



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Workforce Development Policy Committee Meeting Minutes

Date: Tuesday, November 20, 2018
Time: 10:00 am – 11:00 am (Mountain Time)
Location: Teleconference
Call In: 1-720-279-0026
Guest Passcode: 470642

Meeting Conducted By: B.J. Swanson, Committee Chairman

Council Members: B.J. Swanson, Joe Maloney, John Smith, Kelly Kolb, Lori Wolff, Scott Syme, Todd Schwarz

Committee Members: Christi Reed, Jake Reynolds, Roy Valdez, Marie Price

Guests: Georgia Smith

Staff: Wendi Secrist, Matthew Thomsen, Paige Nielebeck, William Burt

Call to Order at 10:02 am

Roll Call – quorum met

Review Agenda -The WDTF Policy and Scoring Rubric was noted as an action item but does not have to have action taken on it.

***Approve Minutes from September 18 and October 16, 2018 Meetings**
Meeting minutes approved by consensus.

Upcoming Committee Priorities

Now that we have provided a policy update for the council we have a few outstanding items. We need to look at how these policy changes affect the scoring rubric and work on a methodology for in-demand occupations to support the Eligible Training Provider Policy.

Mr. Schwarz shared that he has been asked about restrictions on WIOA youth funds. The Council had approved that all the youth funds be used for out-of-school youth rather than in-school youth starting in program year 2016. Mr. Schwarz will get some more details and bring this topic back to the Ms. Secrist and Mr. Valdez.



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***WDTF Policy and Scoring Rubric**

The two exclusions in the employer grant policy update that were not approved by the Council are:

- Periodic training to meet specific regulatory requirements
- Safety training

The Committee could choose to leave these two items out and leave it open to the decision of the Grant Review Committee (however, the Grant Review Committee has expressed they would like more direction in these areas). Alternatively, the Committee could choose to say only training that leads to a credential will be funded or identify specific exclusions, etc.

Ms. Secrist went over a document that reviews language from policies that other states have implemented. Please see attached document.

Is there a standard list of approved certifications that are used by other entities in Idaho or is there more than one?

- There is not one yet. Idaho Career & Technical Education received approval from the legislature to start a program that incentivizes schools to provide students with industry credentials, but they did not request funding for FY18. We would expect to work with CTE to develop the list. Some other states have lists of recognized certifications/credentials, but not all.

Where does registered apprenticeship related technical instruction land?

- We consider it to be a certification because it results in a US Department of Labor credential. It is included in the training that can be funded.

None of the other states have a specific list of trainings that will or will not be funded. It could be a very daunting task to create a list of types of safety (or other) training that would or would not be funded.

It could be in the interest of the Committee to figure out what things we do not want to consider funding rather than focusing on what should be funded.

- This could be a relationship between the Policy Committee and the Grant Review Committee. If the Grant Review Committee comes across an item they do not feel should be funded, it could be brought to the Policy Committee and added to the list of things that would not be considered for funding.

There needs to be a rubric created to ensure that each grant is being considered fairly and that there is consistency in what is being funded. There also needs to be guidelines for the applicants, so they know what to expect when applying. We could ask the applicants to justify why the training is needed and how that would improve an employee's job situation. If we want to leave the flexibility in there, we could limit safety training to an overall percentage of the grant request. The Committee could create a list of high priority trainings and low priority trainings.



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The goal of these grants is to provide wage increases, promotional opportunities, and transferrable credentials.

There is still some concern with paying for safety training. It could be seen as the Council giving certain companies an unfair advantage over other companies by funding their safety training.

It also might not send the right message for the committee to say they will not fund safety training because if there is new equipment brought into a company it will require new safety training.

The Committee requested data on the past grants to show what percentage of those funds were requested for safety training. The Council Staff will gather this data and present it at the next meeting. The Council Staff will also go over the past 16 grants and put together a list of what "safety" type trainings were funded.

Ms. Secrist briefly went over the quantitative funding model and the changes that needed to be made based on the policy update. See attached documents. There are two primary factors that need to be addressed – using the County Average Wage to replace the existing wage chart and replacing the unemployment insurance tax rating so that there isn't protected data in the model that can't be shared with the Council.

There is some concern that this could create a bit of a bias by basing scoring off the average county wage. In Butte County they have a higher average wage because of the Idaho National Lab. Wages are reported based on the location of the employer, not the employees. This number is artificially inflated. Butte County is very concerned about this issue.

- There are a few other counties that would have similar issues, we could note them in the model and look at their wages regionally rather than according to the county average.

Are the scores competitive against other applications?

- No, each grant is independently scored and then at the bottom of the matrix there is a chart that indicates the maximum funding per employee they should receive. This is another area that the committee needs to address – our process is different than when the Directors of Commerce and Labor were approving the grants. We do not want the Grant Review Committee to have to make these decisions, we need to expand the chart with specific points/amounts.

Is there any data to show what the living wage in each county is or what it should be?

- The reliability of the sources for the living wages is questionable. It would be better to use the county average wage since there are standards used to calculate this information.

Rather asking for their UI tax rate we could ask a question on the application if they have a positive UI tax rate and if they are current with their payments.

- Not every employer pays into the fund

C.L. "BUTCH" OTTER
GOVERNOR



Trent Clark
Chair

B. J. Swanson
Vice Chair

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- Employers may have high turnover based on seasonal work that impacts their rate class
- Sometimes employers choose to pay the late penalty because it is so insignificant.

The Council Staff will work with Salvador (Idaho Department of Labor) to identify the counties that would be unfairly impacted by using the county wage and look at options for the tax rate.

Adjourned at 10:59 am

DRAFT