

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 – May 8, 2018

Attendees: ~~Bobbi Jo Meuleman~~, Melinda Smyser, Deni Hoehne, Jay Larsen
Staff: Wendi Secrist, Paige Nielebeck, Carmela Ramirez

Called to order at 10:36

Review Agenda – No additional items

Roll Call – Quorum Met

Approve April 5, 2018 Meeting Minutes – Motion by Ms. Smyser to approve minutes. Second by Mr. Larsen. Motion carried.

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.

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.

The implementation of the proposed Health Career Pathways Solutions will include open enrollment seats in the Medical Assistant Apprenticeship programs, which adds 24 more trained Medical Assistants to fill the MA labor shortage. Additionally, once the incumbent CNA's are promoted to either the MA or PCC position, the industry partners will hire new CNAs to backfill and support an ongoing pipeline of job and wage advancement.

North Idaho College has requested an award amount of \$207,590.19 effective June 1, 2018.

Motion by Mr. Larsen to approve the North Idaho College Sector Grant. Second by Ms. Smyser. Motion carried.

Micro Grant – Clearwater County

Employers across Clearwater County have indicated difficulty in finding able bodies workers with basic workplace skills. In particular, employers in construction, the skilled trades and manufacturing are not finding entry-level applicants with basic math, computer skills or awareness of safety practices in the workplace. In addition, the very basic entry-level employers (retail & service) are not seeing applicants with the most basic employability skills. It is widely recognized that across the County the available workforce is constrained as brain drain has been occurring for the past decade and immigration has for the most part been limited to those over 45 years of age (early retirees). Idaho Department of Labor Regional Economist – Region 1, found 2,153 unfilled entry-level jobs in Clearwater County in 2016.

Upon finding no readily available training or skilled workforce, the Clearwater County Economic Development team (including Orofino Builders Supply, SJX Jet Boats, and Mary Anns Grocery) reached out to the Clearwater County Problem Solving Court. The objective was to build a proactive relationship to bolster the skillsets, employability and promotion potential of those individuals committed to turning a negative lifestyle around in more positive directions. Currently, the Problem Solving Court program has 19 participants between the ages of 20 & 48 in the queue for re-entry to the workforce. The program anticipates at least ten percent of its participants to graduate and go onto higher education with the remaining participants seeking direct entry into the workforce.

The Clearwater County Problem Solving Court program includes a four-phase approach to lifestyle transitioning: Phase 1 Recovery (16-20 weeks); Phase 2 Decision Making (16-20 weeks); Phase 3 Transition to Community (16-20 weeks); and Phase 4 Independence (6 months). Regardless of the phase training, it still does not meet the workforce needs Clearwater County Employers are identifying. The enhanced training will be provided to participants in Phases 3 and 4, as they will have demonstrated an ability to maintain a clean lifestyle and be prepared for positive learning, by adding and enhanced training preparing them for immediate employment with the business partners.

The project team has secured support for the project and positive expression of interest in hiring individuals who have completed the project training from Orofino Builders Supply and SJX Jet Boats. In addition, the project team has support from Mary Anns Grocery, a current employer of participants in the Problem Solving Court program to provide wage increases to employees who complete the workforce development training. Attached letters of support.

Most of the funds would be used for supplies for the courses (workbooks, calculators, etc.). This grant is reaching out to some of the hardest individuals to service.

This is a great opportunity for a County to address an issue that they have recognized and for them to create a model that can then be shared statewide. It would be good for us to encourage people who have received grants like this to then pay it forward to other counties, cities, etc.

Clearwater County is requesting an award amount of \$7,403.25 effective June 1, 2018.

Motion by Ms. Smyser to approve the Clearwater County Micro Grant. Second by Mr. Larsen. Motion carried.

Adjourned at 10:57

Motion by Mr. Larsen to adjourn. Second by Ms. Smyser. Motion carried.