



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### Apprenticeship Committee Meeting

**Date:** Tuesday, July 17, 2018

**Time:** 2:00 PM – 5:00 PM

**Location:** Basement Conference Room, IDOL  
317 W. Main Street  
Boise, ID 83735

**Meeting Conducted By:** Angelique Rood, Chair of the Committee

**Council Members:** Angelique Rood, Audrey Fletcher, ~~Dave Hannah~~, ~~Kelly Kolb~~, Todd Schwarz, ~~Travis Woolsey~~

**Committee Members:** ~~Bill Kober~~, ~~Brad Cederblom~~, Jason Hudson, Jay Larsen, John Russ, ~~Scott Rasmussen~~, Wendy Lundberg

**Guests:** Caroline

**Staff:** Matt Thomsen, Paige Nielebeck, Caty Solace, Wendi Secrist

**Call to Order 2:05**

**Roll call** - quorum not met

**Approve Minutes from June 27, 2018 Meeting** – since quorum was not met the minutes will be approved at the next committee meeting.

#### **U.S. Department of Labor Office of Apprenticeship – Current Funding**

\$252,129 will be allotted for personnel. This includes the project manager, grants officer, communications, and financial and regional support staff.

\$10,902 in travel for conference and training.

\$1,500 for supplies.

\$407,000 contractual that includes the Idaho Tech Council, Idaho Hospital Association, employer incentives, and a subject matter expert

\$5,000 was set aside for some help from Mayer & Mayer. They can offer some research help.



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There are a few indirect costs associated with supplies and promotional materials. Part of these costs are going to redo the toolkit.

Smaller co-op hospitals have not been contacted about this information. Mr. Russ and Ms. Fletcher will connect to discuss these smaller co-op hospitals and the best approach to giving them information.

Hospitals are not treating these apprenticeships as proprietary.

Does the Workforce Development Council have any oversight or role in the grant funding that the Idaho Department of Labor is using?

- Not officially. This committee is considered advisory to that grant. The money goes straight to Department of Labor.

### Incentives Discussion

The point of this discussion is to bring forward some suggestions to the Policy Committee on incentivizing apprenticeships.

What is the current state of incentives?

- The US DOL Apprenticeship Idaho Grant is providing an incentive of \$2,500 per new registered apprentice for a maximum of \$10,000 per company. There are only a few employers who have taken advantage of this incentive.

Are IACI, IBE, or those types of organizations been part of this discussion?

- IACI is not aware of this incentive. When the initiative was launched a year ago the goal was not to make it all about incentives. The point was to make it about the program and the future.
- Employers can write apprenticeships into their employer grant applications and they are not limited to \$2,500 per new registered apprentice in these applications.

Have tax credits been explored?

- A couple of other states use tax credits as incentives. Tax credits are tough in Idaho. This would be a long-term strategy. This would need to be presented to the Governor. If that is the goal the committee would not be able to bring this before the legislature until 2020.
- The only caution would be to make sure to be specific of what qualifies for tax credit. Apprenticeship is a very loosely used term.
- This could be a program worth considering.
- The state that currently use the tax credit program reported that only 40% of employers who qualified for the tax credit used it.
- This would take legislative action.
- Employers can find these tax credits burdensome.



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### Incentives for Employers – State Programs, Workforce Development Training Funds

- Non-cash, e.g. services
- Administration of the program (community colleges)
- Start-up costs
- Make process simple

### Incentives for Apprentice

This could be the difference between the going this route and going another route.

- Reimbursement directly to Apprentice
  - Upfront costs (tools, PPE, tuition)
- Scholarships
  - A good model to use is the Veterans Administration and their G.I. Bill benefits.
- School to Work Programs

One thing to keep in mind is that not all apprenticeship programs have tuition costs associated with them. It is important to keep this flexible so everyone can benefit from the incentives, not just a certain group.

Can the WDTF be used to reimburse the person rather than an employer?

- There is nothing limiting these funds from being used for that kind of reimbursement.

Could these funds be utilized to hire individuals to go into schools and teach classes to prepare students for the training or to help bring these students into apprenticeships.

- The IDOL used to have individuals in this region to help create work experiences for students. The funding for this has gone away. There has been funding allocated for school counseling in the past two legislative seasons. This could be simple training to prepare students for the workforce (showing up to work on time, soft skills, etc.). CTE has an assessment that all seniors in a CTE program must take. It is a 1,500-question assessment that asks questions about workplace professionalism, etc. All seniors in CTE programs are required to take this assessment to graduate. Idaho is considering making this assessment a requirement for all Idaho seniors.

### Funding Sources

- Fast-Forward Funds
- There is money allocated by the Legislature each year for youth. Specifically, they stipulate that a certain amount of the funds be used for out-of-school youth and a portion for in-school youth. The funds for in-school youth could be useful in helping with these incentives.
- Grant Funds (through 2020)
  - Registered Apprenticeship Programs
- Adult Complete Idaho Opportunity Scholarship/Opportunity Scholarship
  - Could the committee talk to the State Board of Education to see if some of these funds could be allocated for people going into apprenticeship programs.



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- Ms. Secrist did note that this would require a statute change

Mr. Russ will bring a proposed process of using the grant funds for funding to the next committee meeting. This will be the pilot for the committee to make recommendations to the Policy Committee.

If the committee decided to use Workforce Development Training funds to help with fund incentives, would the committee want the WDTF to fund all the incentive or a portion of the incentive? These are the questions that need to be answered.

Provide Employer 3 Options:

1. Up Front
2. Completion of 640 hours
3. To Apprentice directly

Funding Structure:

- Consider # of Apprentices (ratio)
- Quantitative Funding Model
  - \$40,000-\$80,000 for 4-9 apprentices
- DOL advises employer on appropriate funding
- Grant Application Simplified

The thing about startup costs is you pay the same amount of startup costs whether you have 2 apprentices or 9 apprentices.

Currently the Quantitative Funding Model is being used for the employer grants through the Workforce Development Council. It is an extremely extensive application process. The committee is interested in using this model. If this model is used it would need to be simplified. The training plan requirements would need to be simplified. One of the struggles is the committee does not want to fund a program that USDOL will look at and decide it is not up to par, but the employers are not going to want to wait until they are USDOL certified to be reimbursed.

Should the employer incentive piece be higher for those willing to take in special needs individuals? The special needs community is a forgotten workforce that needs to be tapped into. They can be very valuable employees. The training timeline will be far more extensive than normal.

- No, but it is important to let the employer know what other resources are available to them. The incentive should stay the same, but a few additional resources should be offered to the employer.

How does the committee feel about employers doubling up (receive a federal grant funds and funds for apprenticeships from the Workforce Development Council)?

- The federal funds should be dispensed first.



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The committee would like to recommend the simplification of the grant application and that the avenue to use Workforce Development Training Funds be opened, but as Department of Labor helps employers create new apprenticeship programs they work to encourage them to use the federal grant program.

### Outreach

- Resources in High School to counsel (or market) students on apprenticeships.
- Education to employers on apprentice requirements (FLSA notes).
- Workforce – special needs & funding available

### Employer Outreach

There is a lot of work that can be done in this area. When ApprenticeshipIdaho was first started there was not a big push for it. ApprenticeshipIdaho is now at a point where it can be put out in front of employers and develop some great statewide materials. There is currently a very small funding sources for this, but funds were not wanted to be spent on outreach/marketing. Mr. Russ will be presenting at the CTE Reach Conference on Registered Apprenticeships to the teachers, administrators, etc.

Is the committee imagining a state-wide approach or a more consolidated regional approach?

- There is a desire within the different regions to do some cooperative marketing. It would be beneficial to pool resources since there is currently not a large funding source for marketing/outreach.

Ms. Solace recommended creating some internal resources that can be shared out now. The committee can begin circulating these materials now.

Mr. Russ has the funding he needs through the federal group to complete the toolkits that were discussed at the last committee meeting. Those toolkits are almost finished.

### Individual Outreach

Ms. Solace is working on a project called next next steps. She is working with the Next Steps Idaho site to expand it and make it the hub that is describe in the Governor's Recommendation. Currently this project is in the research phase. The goal is to create one common landing page that everyone can go to, to find information. This will be a very collaborative project. Another goal is to ensure that if an individual visits the site and leaves the landing page to visit another programs page, they do not even realize they are on a different site. The committee could get ahead of the game by starting to develop and create that landing page for apprenticeships.

Is it true that schools are not receiving credit for students who leave secondary education and pursue an apprenticeship?

- That was the way it worked in the past. Idaho is focused on the 60% goal. Apprenticeships were just added as counting towards that 60% goal so this will be changing.



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Apprenticeships are commonly left off of publications. The stigma of apprenticeships needs to be changed. Apprenticeships need to have an online presence (social media, website, etc.).

The committee would like to recommend to the Outreach Committee to begin creating the landing page for the apprenticeships Next Steps page and to ensure that Apprenticeships are included in all the outreach activities taking place.

### Outreach Funding Recommendations

- Marketing Collateral
- Support Staff
- Digital Ads- Cultural Shift – Employers and Apprentices
- Create online Hub – Next Steps Idaho
  - Apprenticeships section creation
- Case Studies and process Education for employers
- Outreach to Industry Associations

Ms. Solace will do some research to make sure that there are not any issues with the architecture of the site and will follow up with Mr. Thomsen.

### Branding and the roll of the Council members and staff

### Industry perspective/Surveying

### Promoting Registered Apprenticeships – National Apprenticeship Week

National Apprenticeship week is a great opportunity to get apprenticeships in front of employers and individuals. It is November 12-18 this year.

Ideas for activities/outreach:

- Proclamation from the Governor
- Open houses
- Put together a national apprenticeship week packet (promotional materials)
  - Regional materials
  - Press materials
  - Success stories
- Digital Advertising

Ms. Solace will put together some draft documents for the media packet and share them with the committee at the next meeting.

C.L. "BUTCH" OTTER  
GOVERNOR



Trent Clark  
*Chair*

B. J. Swanson  
*Vice Chair*

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**Adjourned at 4:51 p.m.**

**Motion by Mr. Schwarz to adjourn. Second by Mr. Hudson. Motion carried.**

DRAFT