

C.L. "BUTCH" OTTER
GOVERNOR



Trent Clark
Chair

B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Apprenticeship Committee Meeting

Date: Wednesday, June 27, 2018

Time: 2:00 PM – 3:00 PM

Location: 2 West Conference Room, IDOL

317 W. Main Street

Teleconference

Call In: 1-720-279-0026

Guest Passcode: 470642

Screen Presentation:

<https://stateofidahowpm.centurylinkccc.com/CenturylinkWeb/WendiSecrist>

Meeting Conducted By: Angelique Rood, Chair of the Committee

Attendees: Angelique Rood, ~~Deanna McCutcheon~~, Brad Cederblom, Jason Hudson, ~~Bill Kober~~, ~~Jay Larsen~~, ~~Wendy Lundberg~~, ~~Scott Rasmussen~~, John Russ, ~~Todd Schwarz~~, Travis Woolsey, Audrey Fletcher, Dave Hannah, Kelly Kolb

Staff: Wendi Secrist, Paige Nielebeck

Call to Order 2:03

Roll call - Quorum Met

Approve Minutes from April 25 and May 23, 2018 Meetings

Motion by Mr. Woolsey to approve the April 25 meeting minutes as written. Second by Mr. Cederblom. Motion carried.

Motion by Mr. Woolsey to approve the May 23 meeting minutes as written. Second by Mr. Cederblom. Motion carried.

Toolkit and FAQ for Idaho

What was sent to the committee was content that was consistent with the US Department of Labor toolkit minus a few edits. The goal was to make this toolkit more focused for Idaho. Mr. Russ is asking for feedback from the committee. On the last page there is a blank business card for an Apprenticeship Specialist. This is for someone who is talking to a high school, postsecondary institution, etc. about Apprenticeships. They can edit this card and put their contact information on it. Apprenticeship Specialist is just a placeholder title.



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At the very beginning of the document, Ms. Secrist has requested adding a callout box next to the listed workforce challenges. These boxes would contain values statements.

At the bottom of page 2 it gives text saying how to find more answers. Will this be a link to another document?

- This will eventually link to another document once that document is ready.

In the build section it would be useful to have more information. There is a little bit more that goes into creating a new apprenticeship program. Businesses want to know what goes into creating a program and what the burden is for them. We want to make sure there is more detailed information for employers, but still recognize that they can work with an Apprenticeship Specialist on this process.

- It might be beneficial to link out to an example program.
- Employers are going to be needing a lot of information when they are building their first program.

What other big area topics might be needed to build it out?

- Support for employers for recruiting
- Components for creating Apprenticeship Standards (blueprint of how to create these/template)
- Key Questions from Christi Rood

There should be a place in this document where there is a list of activities or guidance on how to manage the program that was created. Input from other successful programs would be great for this section.

It will be asked of the committee to review the draft toolkit and the above suggestions and provide feedback to Ms. Secrist and Mr. Russ to make changes to the toolkit. The toolkit will then be presented at the next committee meeting.

Final Report from Administration Apprenticeship Task Force

It has been requested that the committee read through the taskforce recommendations by the President's taskforce. There are some important recommendations that are being made. See the recommendations listed below.

- Recommendation 1: Expansion of Traditional Work-and-Learn Models
- Recommendation 2: Core Components of Work-and-Learn Models
- Recommendation 3: National Recognition and Portability of Credentials
- Recommendation 4: Clearly Articulated Requirements for Credentials
- Recommendation 5: Strategies for Affordability
- Recommendation 6: Identification and Availability of Capacity-Building Resources
- Recommendation 7: Improved Risk-Sharing Tools and Streamlined Processes to Manage Them
- Recommendation 8: A Robust Needs Analysis to Narrow Down the Areas of Most Acute Skills Shortage
- Recommendation 9: Centralized Apprenticeship Resources



WORKFORCE DEVELOPMENT COUNCIL

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- Recommendation 10: Building Brand Awareness of Apprenticeship through a Multi-Faceted Campaign Will
- Recommendation 11: The Federal Government Has Acknowledged the Necessity of Apprenticeship Programs as a Model That Can Expand Pathways of Opportunity and Incentivize Utilization of an Earn and Learn Model for Both the Employer and Apprentice
- Recommendation 12: Ensuring Equity
- Recommendation 13: Improvements to Existing Registered Apprenticeship Programs
- Recommendation 14: Pilot Project
- Recommendation 15: Industry Sector Standards
- Recommendation 16: Standards and Guidelines
- Recommendation 17: Inapplicability of the Davis-Bacon Act
- Recommendation 18: Inapplicability of Wage Progression Rules
- Recommendation 19: Multiple Associations in a Single Industry Sector
- Recommendation 20: Credentialing Standards
- Recommendation 21: State Agency-Administered Training Funds
- Recommendation 22: Performance Reporting Requirements
- Recommendation 23: WIOA Waivers and Set-Asides
- Recommendation 24: WIOA Performance Measures – Earnings
- Recommendation 25: WIOA Performance Measures – Time to Completion
- Recommendation 26: Wage and Hour Rules

They have already begun work on Recommendation #9. As more information is released on this recommendation Mr. Russ will update the Committee.

Is the Committee still only working on Registered Apprenticeships or is the Committee starting to work on Industry Recognized Apprenticeships?

- That is something the committee will have to discuss as it develops more. Does the Committee work on developing both or one or the other? As we get more information we can have these discussions.
- Mr. Russ will continue to keep his focus on Registered Apprenticeship. He is not able to shift anything around to focus on Industry Recognized Apprenticeships.

A number of these recommendations are integrated into the scope of work for this committee (the articulation requirements, portability, and awareness).

Discussion on Incentivizing/Supporting Apprenticeship

WDTF Funding

The Policy Committee and Investment group are working towards a proposal date for the October Workforce Development Council to come to the Council with recommendations on how we update certain policies, etc. This July and August the committee needs to brainstorm and come up with items that may need funding from



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the Workforce Development Training Fund. One example is that 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.

The committee can also be thinking about the branding and attraction piece of apprenticeships. Do we want to recommend to the council that the committee wants to do more branding for the program?

As this incentive has been available, what has been the response from employers and what impact has it had?

- The requests have been smaller than what was expected (6 companies). The impact has been minimal because the programs would have been started without receiving the incentive. There are probably a lot of companies out there that are not aware of the incentives available to start a program.

As a council we should stand behind and promote National Apprenticeship week. This will help spread the word about these programs and tools available to employers.

The committee should look at making a recommendation to the council of policy changes to give competitive advantage to employers who already have Registered Apprenticeship programs. This is not a fund incentive, but it creates an environment where they have a competitive advantage in the marketplace. The committee would like to list this as a future item to be discussed at another meeting. The Council is past the ability to suggest additional Legislative items. There is time to work through those types of recommendations.

It is important to evaluate making the incentive bigger. The skilled trade gap is becoming significant and employers need to be incentivized as much as possible to get them on board with Apprenticeship Programs. Recruitment would also be a huge way to help fill this gap.

A few ideas of incentives to help the employees: tuition offsets, tools, uniforms, travel, unemployment for block training, or offset their employer sponsored benefits while they are in block training. The Council could offer to assist with setting up a JATC program.

Would these be reimbursed to the apprentice or to the program?

- Certain items would be reimbursed to the apprentice since they are the one purchasing the equipment/training.
- It is possible for the Employer to give some of the reimbursement to the apprentices to pay for those items listed.

It might be possible to offer tax credits for apprenticeship equipment.

Employers can have a contract that requires a payback if an apprentice leaves in a certain amount of time. The JATC may have those contracts in place. That may be a little outside of our wheelhouse, but it is something we can bring to employer's attention is available to them. A tax break or a tax credit would require a policy change.

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The next committee meeting will be a 3-hour meeting (2-5) and in-person before the July 18 Council Meeting. It has been asked of the members brainstorm and bring ideas to the next meeting on how to incentivize employers and outreach for Registered Apprenticeship Programs. Ms. Secrist will share the thoughts of the Outreach Committee with the Committee and ask Ms. Solace (Outreach & Communications Manager for the WDC) to join the next meeting.

Adjourned at 3:08