



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### Apprenticeship Committee Meeting

**Date:** Wednesday, May 23, 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

**Meeting Conducted By:** John Russ, Idaho Department of Labor

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

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

**Call to Order 2:00 P.M.**

**Roll call**

#### Update on Apprenticeship Idaho and Funding

Continuation grant funds are targeted toward Idaho's most critical needs – refining capacity and increasing engagement with employers/sponsors to minimize any burden of establishing new RAs. The high level of leveraged resources from education and workforce partners greatly reduce the need for grant resources to support personnel and training costs. The allotted amount of \$847,568 reflects planned expenditures for an 18-month timeframe, but may be expended over a 30-month timeframe.

\$252,129 of the funds will be used to support a portion of grantee staff positions at the Department of Labor (Project Manager, Grants/Contract Officer, Financial Specialist, Communications Specialist, and Workforce Consultants).

\$113,458 will be used for fringe benefits for the above positions. Fringe benefit costs are those associated with salary, which include FICA, workers' compensation, retirement, unemployment insurance, and health/life insurance.

\$10,902 will be allotted for travel funds. These travel funds will allow team lead support of local RA staff, providing training and technical assistance at the local level; also convening on a statewide basis to allow peer-to-peer



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exchanges and SME-supported training. This funds will also allow for Workforce Training Center Staff to travel to two different training sessions being held in Boise (one in July and one in late fall).

\$1,500 will be set aside for supplies (banners, pens, flyers, etc.).

\$407,000 is allotted for contractual resources and will support targeted industry intermediary partnerships for business outreach and SME training to increase staff capacity.

\$62,579 is being used for indirect costs.

At the April council meeting the investments groups asked if a cash incentive is really an incentive for employers to use the apprenticeship programs. This committee will be used to figure out what kinds of incentives would be beneficial to get employers to use the apprenticeship programs offered.

Is there any funding available to scale up programs that currently existing successful programs?

- The funding is not limited to just new apprenticeship projects. Early on we had looked at making an investment in existing programs, but were unsure of what that would look like. A discussion needs to take place on what scaling up the existing programs would look like.

### Current Toolkit Provided by IDOL

This toolkit was developed by US DOL. We feel that we can take the Quick-Start Toolkit and narrow it down to make it specific to Idaho and the ApprenticeshipIdaho team. Mr. Kober and Mr. Russ will be working on this project. They have agreed to have a product to deliver to the committee by the next Committee meeting for review and approval.

We currently have been doing a great job of providing employers the tools they need to succeed in creating these programs. Once people get beyond the learning curve, great things will start happening. This is going to be a great year for Apprenticeship Programs. There is still quite a bit of work that needs to be done to ensure that employers know what tools are available to them.

Is there a gap we have not thought of/talked about?

- Getting existing employers to share their training materials with new apprenticeship programs or smaller companies.
  - Mr. Russ and Mr. Kolb will discuss this topic and come up with a few action items.
  - Incentives for organizations to share their programs
  - How do we use a "pay-it-forward" thought process with Apprenticeship programs?
- What bottlenecks are for existing apprenticeship programs to train more apprentices?
  - How do we ensure that people who are receiving the training are going to stay in the area?
  - Mr. Russ and Mr. Hudson will do some research on these items and bring back findings/ideas to the committee.



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### Standards for Federal Registered Apprenticeship Programs

Mr. Russ will put sample Federal Registered Apprenticeship standards up on the Idaho Department of Labor website.

Who is training the people training the people going through the apprenticeship program? Are they being trained to teach to the standards?

- The employer will pick out a mentor that is fully trained within the company. They are assigned to supervise the program. There has been discussion about creating a course to train the trainers for these programs.
- This could be beneficial to ensure that there is consistency of the programs
- Mr. Kober does audits on the companies to ensure that the standards are being upheld.
- The quality of mentor can depend upon the circumstances of each individual employer.

We have a wide variety of employers who are using a wide variety of Apprenticeship programs. The needs for an employer who has a well-established Apprenticeship program will be different from those who are just starting to establish a program. It would be beneficial to take employees from those well-established Apprenticeship programs and have them be a mentor to the new Apprenticeship Program mentors.

### Pros and Cons of becoming a State Agency

If Idaho wants to become a State Apprenticeship Agency, Legislation will need to be passed. We will need an advisory council and the requirements for who makes up the council is strict. Idaho is at a point of where they could consider becoming a State Apprenticeship Agency. There are 27 state who use a State Apprenticeship Agency.

What does it provide for us in contrast to what is currently provided to us?

- It is pretty much the same thing now except the State administers it. You have a little more flexibility.

What are the cons?

- If it is set-up right then there are no cons to this model.
- The biggest con is the investment the state must make for this program.

Has there been a stakeholder brainstorming session and a discussion with the governor's office?

- Since this committee was formed this item has been on the docket. It needs to come from the Council that they want to work with the Governor's Office to establish this State Apprenticeship Agency. The Apprenticeship Committee would explore this option and make a recommendation to the Council, then the Council would explore the model and make a recommendation to the Governor's Office.

**Adjourned at 2:50**