



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### Apprenticeship Committee Meeting

**Date:** Thursday, January 10, 2019

**Time:** 2:45 PM – 4:45 PM

**Location:** Riverside Hotel  
Ponderosa Room  
2900 W. Chinden Blvd.  
Boise, ID 83714

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

**Committee Members:** Angelique Rood, Brad Cederblom, Audrey Fletcher, Dave Hannah, Jason Hudson, Bill Kober, Kelly Kolb, David Moore, Wendy Lundberg, Scott Rasmussen, John Russ, Travis Woolsey, Jamie Major, Adrian San Miguel, Davy Gadd, Brandy Turnipseed

**Guests:** Doug Park, Ted Byerly, Ethan Secrist, Sean Kelly, Michelle Marie Holt, Molly Valceschini, Caroline McNeely

**Staff:** Matthew Thomsen

**Call to Order:** 3:05pm

**Roll call:** No quorum.

**\*Approve Minutes from November 28, 2018 Meeting**

A minor change was made to the minutes to reflect that Wendy Lundberg was in attendance of the November 28 Apprenticeship Committee Meeting.

- Minutes will be approved at a later meeting as quorum was not met.

**Labor Market Information Tool**

Matthew Thomsen from the Workforce Development Council presented an In-Demand Occupations tool the Idaho Department of Labor has developed. The data is filterable by region which is beneficial because different occupations are in demand in different regions. The tool should be finalized by the end of January.

This tool could be used by the Apprenticeship Committee to target outreach efforts.



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### Industry Recognized Apprenticeship Program (IRAP) Update

Ms. Rood provided a brief overview of IRAP.

Is IRAP currently a working program?

- No. IRAP is still under development and it is probably going to be until the end of 2019 before we see anything in the field. USDOL is doing a few things to speed up the process on what an accredited institution will be.
- There are several programs that could be submitted in the future as IRAP rather than a registered apprenticeship. Industry has shown interest in using IRAP in place of registered apprenticeships.

During the October Council meeting there was a grant approved that had an apprenticeship, but the apprenticeship was not a state or federally approved apprenticeship. Was there any further discussion on requiring grants with apprenticeship to have them formally registered with USDOL?

The Apprenticeship Committee could make a recommendation to the Policy Committee that apprenticeships that are part of WDTF Grant applications be either a registered apprenticeship or IRAP. We should add this as an agenda item to a future meeting.

### Developing School to Registered Apprenticeship Programs (STRAP):

Sean Kelly with Dennis Technical Education Center in Boise discussed the issues he is having with connecting his students to the School to Registered Apprenticeship Program. It has been very difficult and challenging getting industry to the table. When there is an employer who is interested they still have to overcome some of the myths surrounding hiring a high school student.

How can Council help? Is there a particular topic/initiative where we can help engage employers?

- DTech struggles with helping employers understand why they would start a STRAP. The messaging and outreach is challenging. There is a misunderstanding of whether the apprenticeships count towards the 60 goal and advanced opportunities monies cannot be used to help fund apprenticeship or STRAP.

The Chair suggested we work with Caty Solace to create a targeted outreach plan related to trades and apprenticeships on a statewide and regional level. One thing to consider is that outreach needs to be done for both trades and other apprenticeships. There is a stigma attached to the trades so would it be wise to do the outreach together or separate?

- There is a benefit to doing outreach for each path and not together. These are two different paths and students should be educated on what each path offers so they can make an informed decision.
- It's important to get the Trades Training Instructors at the table for this conversation.



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It would also be good to take into consideration that with outreach word of mouth is as important as other approached we may explore. McCain Foods started to see more students gain interest once they had a few students in the program.

There is another component. The education piece going to parents and/or guardians is missing. The communication isn't out there that STRAP is an option for students.

It was recommended that we connect Sean Kelly to Jay Larsen with the Idaho Technology Council. ITC could be the sponsor for a program at DTech. Sean could also share the Networking program that is currently in place.

### **Leveraging WIOA for Apprenticeship Discussion**

Mr. Russ shared that they are trying to funnel people through the Labor Local offices for recruitment so that additional support can be provided to the apprentices if they qualify. The Wastewater/Water RA programs are an example of how we have used to the Labor local offices to recruit into these programs. We've also connected with WDC, AGC and other organizations to use those funds.

### **Post-Secondary Education Alignment Cohort Update**

Mr. Russ provided a brief overview of the Post-Secondary Education Alignment Cohort. The Idaho Department of Labor along with the College of Western Idaho, Dennis Technical and the Workforce Development Council are participating on a multi-state Innovation Cohort that is focusing on State Apprenticeship Expansion of Post-Secondary Apprenticeships. There a total of seven states who are involved in the cohort including: Idaho, Montana, Kansas, Hawaii, Colorado, Maryland, New Hampshire.

Over the next 4 months the cohort will collaborate, exchange ideas, and explore innovative solutions for systemic challenges facing states as they work to expand the use of apprenticeship as a work-based learning solution. The first cohort meeting took place at the end of November 2018.

### **Registered Apprenticeship College Consortium Update**

CSI provided an update on the work that is being done for RACC. CSI's first step was to identify a program. The challenge was to identify a training the college was not providing and develop a framework. CSI has worked with Idaho Power to use the Lineman Apprenticeship Program as the initial example. A proposal to the CSI Curriculum is pending approval. Once approved CSI will be able to award a degree for any Idaho Power apprentices who have completed the apprenticeship program and take their general education courses through CSI. Other institutions are planning to use CSI's framework once they finalize it.

Next Steps for RACC to be completed by the end of March:

- Mr. Russ and Mr. Thomsen and Wendi Secrist have been communicating with the Ivy Tech College system in Indiana. They have agreed to present their approach to the Committee. The Committee will with work with Council staff to get a date set.



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- We would like to highlight what has been accomplished by the Idaho Ironworkers and one of their trainees. This could be done in a video.
- Are we being inclusive enough with employers who have apprenticeships? Over the coming months we should connect with those employers who already have programs to show what the committee is doing and highlight the opportunity to connect the programs to degrees. Ms. Lundberg and Mr. Woolsey have been asked to help with the outreach to the employers. An event in either March or April was discussed. Would like to use Labor offices to do a kickoff. Maybe do as part of the work-based learning summits in the different regions.

As a final thought, we need to talk about how we solve the issue of technical competency credits and how to help students receive these credits. Reaching out to Dr. Linda Clark should be the next step.

**Motion by Mr. Russ to adjourn. Second by Ms. Fletcher. Motion carried.**

**Adjourned at 4:35pm**