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## **WORKFORCE DEVELOPMENT COUNCIL**

317 W Main Street, Boise, Idaho 83735-0510

### **Grant Review Committee Meeting Minutes – November 26, 2019**

**Committee Members:** Deni Hoehne, Jay Larsen, Michelle Stennett, Justin Touchstone, Steve Widmyer, Brian Cox, Jeff Greene, Joe Maloney, Jake Reynolds, Rico Barrera

**Staff:** Wendi Secrist, Paige Nielebeck, Matthew Thomsen, Amanda Ames

#### **Guests:**

**Called to order at 2:04 pm**

**Welcome**

**Roll Call – Quorum Met**

#### **Review Agenda**

The Idaho State University Industry Sector Grant will be removed from the agenda.

#### **Review October 22, 2019 Meeting Minutes**

**Motion by Mr. Maloney to approve the October 22, 2019 Meeting Minutes as written. Second by Mr. Greene. Motion carried.**

#### **WDTF Financial Summary**

WDTF Financial Summary - October 31, 2019	
WDTF Cash Balance 10-1-19	\$17,261,905
Revenue	\$313,552
Interest	\$33,444
Payments	\$1,065,794
<b>WDTF Cash Balance 10-31-19</b>	<b>\$16,543,108</b>
Obligated Employer Grants	\$4,291,022
Obligated Industry Sector Grants	\$4,554,070
Obligated Innovation Grants	\$88,699
*Obligated Outreach Projects & Allocated Budget	\$970,283
FY 20 WDTF Admin Costs	\$505,131
<b>WDTF Obligated Balance</b>	<b>\$10,409,206</b>
<b>Unobligated Balance</b>	<b>\$6,133,902</b>
Proposals Under Review	\$547,324
<b>Unobligated Balance if all funded</b>	<b>\$5,586,578</b>

\*Includes all Outreach funding made available for the Committee to allocate for FY20.

WDTF FY20 Revenue	Transfer In	Interest	Collection Cost
July	\$393,367	\$34,528	
August	\$587,161	\$33,013	
September	\$10,991	\$35,670	
October	\$313,552	\$33,444	\$21,261
November			
December			
January			
February			
March			
April			
May			
June			
<b>FY20 Totals</b>	<b>\$1,305,071</b>	<b>\$136,656</b>	<b>\$21,261</b>

### Mountain Home Aviation Academy – Innovation Grant

At the previous meeting, the Grant Review Committee requested that Mountain Home Aviation provide a consolidated, written explanation of all the intended outcomes of the aviation academy. The outcomes were sent to the committee prior to the meeting for review.

**WDTF Request: \$24,200**

**Motion by Mr. Greene to recommend approval of the Mountain Home Aviation Academy Innovation Grant in the full amount of \$24,200. Second by Mr. Reynolds.**

Mr. Cox shared that there is a lack of certified aircraft mechanics in Idaho. It would be nice to see an academy like Mountain Home Aviation’s replicated in other areas of the state (especially in North Idaho). One of the benefits of this grant is that Mountain Home Aviation Academy will be able to use the airplane they purchase for many years to come. The Aviation Academy is important to be able to help military individuals transition out of the military.

**Motion carried.**

### **St. Vincent de Paul – Innovation Grant**

At the September 24, 2019 meeting, the Grant Review Committee requested that St. Vincent de Paul provide additional details on their industry partners along with a sustainability plan. St. Vincent de Paul returned their application with a list of several industry partners. St. Vincent de Paul was able to secure letters of commitment/support from Granite Excavation and Mountain West Bank to take interns from the Back2Work program. The other employers on the industry partners list did not provide letters of support.

**WDTF Request: \$24,999.94**

**Motion by Mr. Reynolds to recommend approval of the St. Vincent de Paul Innovation Grant in the full amount of \$24,999.94. Second by Mr. Barrera.**

Has the Back2Work program demonstrated success in other regions of the United States?

- Back2Work is a fairly new program so data is limited. The Back2Work program is customizable according to the needs of the area. Lane County, Oregon and Des Moines, Iowa are both using the program.
- The Idaho Back2Work program is being supported by the St. Vincent de Paul national office. The national office is providing \$25,000 for stipends for the participants to help ensure they successfully complete the two-week classroom training and internship.

The Back2Work program St. Vincent de Paul is putting together for Idaho includes elements that have been shared at national workforce development conferences as best practices. The audience the Back2Work program would serve is a high priority population for Idaho. People who were incarcerated need to be brought back into the economy in a productive way. Being able to pay participants for attending class and for an internship is going to be a key part of making Back2Work successful. St. Vincent de Paul has significant experience with workforce programs in their communities.

**Motion carried.**

### **American Semiconductor – Employer Grant**

In the Summer of 2019, American Semiconductor, Inc. (ASI) installed the world's first volume production facility for Flex™ Semiconductor-on-Polymer™ (SoP) Chip Scale Packaging (CSP) in Boise, Idaho. In the new facility, ASI manufactures and tests the world's thinnest and most flexible high-performance integrated circuit (IC) "chips" to enable printed electronics to function at the same high level as traditional electronics of today. With the production of the new type of integrated circuit, ASI needs to be able to train their engineers and technical operators to use standard market machines in a way that have never been used before. The training to use the machinery requires a specific type of skillset that needs to be taught to ASI employees.

Originally, ASI came with an application to train 9 current employees and 18 new employees. The application was scored through the quantitative funding model and came back with a recommended maximum grant amount of \$54,000. The total projected cost of the training for ASI would be about \$1 million. To help address the funding gap, Mr. Thomsen directed them to work with the Idaho Department of Labor to determine if WIOA funding was an option for their workforce training needs. ASI later removed the 18 new employees from the application after talking with Labor as the WIOA program could potentially assist with training new employees and may offset some of the training cost they originally were seeking to recoup using WDTF grant funds. ASI resubmitted their application and adjusted the training plan and budget to only include 9 current ASI employees. The quantitative funding model scored the ASI grant at \$2,500 per person for a total of \$22,500.

**WDTF Request: \$22,500**

ASI is investing in a new facility and new equipment to be able to expand their business. Their existing employees need training to be able to operate the new equipment.

What is the funding being used for to train the 9 current ASI employees?

- Most of the funds would go to pay an internal trainer.
- Some of the employees being trained are not listed in manufacturing positions. Why are they being trained?
  - ASI wants to cross train all employees to ensure that anyone is able to complete the manufacturing process if needed.

If the trained ASI employees end up leaving ASI, will the skills from this training be marketable to other companies?

- It is hard to tell if the training they are offering is normal for semiconductor businesses or if it is training specific to just ASI. Some of the skills could be transferrable but it is not clear.
- None of the trainees will earn a certification as a result of the training.

**Motion by Mr. Maloney to decline the American Semiconductor Employer Grant application. Second by Mr. Reynolds.**

If the Grant Review Committee decides to decline the ASI application, the reason for declining should tie back to the goals of the Workforce Development Training Fund. One of the goals of the Training Fund is the transferability of skills, but it is not policy.

Is ASI held accountable for the type of training they are providing? How does the Council know if ASI is providing the training that is in the application?

- For structured on-the-job training, in order to be reimbursed, ASI has to provide evidence of the training and the wages for the trainer in their reimbursement request.

Is the training the employees will receive on a new process or a current process?

- The employees under consideration in the grant proposal are current ASI employees. The training being offered to these employees is for new processes on their new equipment.

Has the WIOA funding been approved for the 18 new employees?

- The WIOA funding is contingent on the eligibility of the employee. Each employee must meet a certain set of criteria in order to be eligible for funds. The amount of funding is also contingent on the employee (the employee could receive both WIOA and Trade Act funds).

The committee could request that American Semiconductor send a list of transferrable skills that the employees will be receiving from their training.

**Mr. Maloney requested his motion be withdrawn. Mr. Reynolds concurred.**

**Motion by Mr. Reynolds to request additional information from American Semiconductor on the transferability of skills employees would be receiving through training. Second by Mr. Maloney. Motion carried.**

**College of Eastern Idaho – Innovation Grant**

The College of Eastern Idaho proposes to provide training for Lemhi and Custer County citizens on the use of Global Positioning Systems (GPS) and Geographic Information Systems (GIS) in support of

mobile data collection. The training will use methods and applications commonly used by government land management agencies. Over 90% of land in Lemhi County and neighboring Custer County is public land and managed by multiple federal and state agencies that make up a large percentage of the workforce. This training will provide the opportunity for individuals to receive SkillStack® badges to document competency and to be more competitive in the local employment market. GPS/GIS training is not readily available to potential workers in the area. This grant would provide funding for 10 tablets that will be retained by the College of Eastern Idaho - Workforce Training and Continuing Education (CEI – WTCE), and the first year of software licensing to allow learners hands on training and access to ArcGIS software and application. Funding through the WDTF will also assist in the development of the curriculum for the training.

**WDTF Request: \$5,543.18**

How many job openings require skills that would be gained from this training?

- The number of job openings would depend on the hiring budget of each agency. A majority of the jobs are seasonal (forest conservations technicians, trail management, etc.). The number of job openings each season fluctuates according to federal funding.
- The goal of this training is to make local people eligible (prepared with the necessary skills) when the jobs are available.

How many students does CEI expect to go through the training?

- The funding is for two cohorts of ten students. CEI is targeting adult job seekers and high school students from the region.

It is important to ensure that the cohorts should not contain people who are already employed with an agency who need these skills to advance their careers. (e.g. Bureau of Land Management (BLM) and Forest Service). If there was enough interest, CEI could create a third cohort (not funded through the grant) for current agency employees.

**Motion by Mr. Cox to approve the College of Eastern Idaho Innovation Grant in the full amount of \$5, 543.18 with the stipulation that the 20 trainees are not incumbent workers of the federal land management agencies. Second by Mr. Greene. Motion carried.**

**Motion by Mr. Greene to adjourn. Second by Mr. Cox. Motion carried.  
Meeting adjourned at 3:08 pm.**