

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Trent Clark
Chair

B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

EXECUTIVE COMMITTEE MEETING MINUTES

Date: Thursday, December 19, 2019

Time: 8:00 a.m. – 8:30 a.m.

Council Committee Members: Trent Clark, BJ Swanson, Jeff McCray, John Young, Deni Hoehne, Joe Maloney

Staff: Caty Solace, Paige Nielebeck, Wendi Secrist, Amanda Ames

Guests:

Call to Order at 8: 06 am

Roll Call – quorum met

Review Agenda

No changes to the agenda

Approve Scope of Work for One-Stop Operator RFP

Ms. Secrist updated the scope of work for the One-Stop Operator as discussed at the last meeting. Ms. Secrist reviewed the changes in the document. Please see attached document.

Has the Idaho Division of Purchasing seen the scope of work?

- Purchasing has the first draft. The updated scope of work will be sent to Purchasing once it is approved by the Executive Committee.
- Will any of the changes flag anything for Purchasing?
 - There should not be anything that is concerning to Purchasing. Purchasing relies on the Council as the subject matter expert to provide the scope of work and they will integrate it into their RFP template. The formatting could change but they would not make substantive changes to the content.

Motion by Ms. Swanson to approve the document as presented. Second by Mr. Young. Motion carried.

Idaho Association of Commerce & Industry (IACI) – Innovation Grant

Approximately 89% of employers have difficulty filling current job openings with qualified employees, as students are not career ready when exiting from the education pipeline. Traditional career pathways weren't designed to develop skills for the current fast-changing market, or to match the speed of changing industry requirements. Idaho needs a business solution that prioritizes better alignment between the education and

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workforce systems and creates shared value for students, workers, education and training providers, and employers.

The Talent Pipeline Management (TPM) program is a demand-driven, employer-led approach to closing this skills gap of current and potential employees. The gap in appropriately skilled workforce can be closed with employer collaboratives working together for stronger brand recognition, clearer communication between employers and education representatives, shared expertise, improved leverage for getting needed results, and added value for smaller employers involved in the process. The TPM program provides a structured process for collective action and decision-making to resolve this issue. A 'talent supply chain' will begin to form through continuous improvement with each cohort sectors by including more employers in the process and teaching a more refined set of skills to fit the employment landscape.

At the July 2019 Council Meeting, the Executive Committee took on an additional action item to consider how the Council could create regional intermediaries or an infrastructure to see more directly the needs of employers and match them with education at a local level. IACI has been working with the US Chamber Foundation on the Talent Pipeline Management program which is a methodology that could help the Council achieve the strategy. The Grant Review Committee has been discussing how to shift from awarding whatever applications come before the committee to awarding based on gaps in best workforce development practices. The Talent Pipeline Management program would help make that shift. The funds would be used for the cost associated with the US Chamber Foundation in supporting Idaho to train 30 individuals at workshops in Boise so that they can facilitate talent pipelines locally.

WTDF Request: \$100,000

Have other people gone through the Talent Pipeline Management training and what is the impression of the Talent Pipeline Management training?

- There are a number of other states and communities who have gone through the Talent Pipeline program. Ms. Secrist had the opportunity to talk to Vermont and received positive feedback from them. The Talent Pipeline Management initiative is gaining momentum because it is a structured approach to a process that is needed to improve communication between employers and education.

What percentage of the overall cost of the program is the Workforce Development Training Fund grant?

- The grant covers 100% of the cost of the US Chamber Foundation coming to Idaho to deliver the trainings as well as the coaching and mentoring after the trainings are complete. IACI has identified almost \$66,000 in in-kind contributions that they would be contributing through their staff time to facilitate the initiative just through the training phase. There will be a significant amount of in-kind contributions coming later as the program is implemented statewide. The \$100,000 is only for the startup. Future sector grant applications could come from the local partnerships built through the program.
 - As a condition of the grant it would be good to have a member of the Council sit on the committee that selects participants to receive the training.

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- Ms. Secrist has spoken with Mr. LaBeau and he has guaranteed that the Council will be heavily involved in the selection process.

Motion by Mr. Maloney to approve the Idaho Association of Commerce and Industry Innovation Grant in the full amount of \$100,000. Second by Ms. Hoehne. Motion carried.

The grant review committee asked that Mr. LaBeau present at the full Council meeting to update all the Council members on the initiative. The Council meeting agenda for January 2020 will be amended.

Motion by Ms. Swanson to adjourn. Second by Ms. Hoehne. Motion carried.

Adjourned at 8:31 am