



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Workforce Development Policy Committee Meeting Minutes

Date: Tuesday, February 19, 2019
Time: 10:00 am – 11:00 am (Mountain Time)
Location: Teleconference
Call In: 1-720-279-0026
Guest Passcode: 470642

Meeting Conducted By: B.J. Swanson, Committee Chairman

Council Members: B.J. Swanson, John Smith, Kelly Kolb, ~~Lori Wolff, Scott Syme~~, Todd Schwarz

Committee Members: ~~Christi Reed, Jake Reynolds~~, Roy Valdez, Marie Price, Jason Hudson

Guests:

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

Call to Order at 10:00 AM

Roll Call – Quorum met

Review Agenda - no additions to the agenda.

Approve January 10, 2019 Meeting Minutes

Motion by Mr. Valdez to approve the January 10, 2019 minutes as written. Second by Mr. Smith. Motion carried.

WDTF Policy Recommendations for April Council Meeting

Ms. Secrist reviewed several sections of the minutes from January meeting as a reminder of the Grant Review Committee's feedback on their challenges with the current WDTF policy including:

- They don't have a defensible way to tell a grantee no when the training doesn't appear aligned to the WDTF goals.
- They would like to have a list of trainings not allowed, but realize that may be hard to do.
- Transferrable skills training is more important and comprehensive than standard annual trainings.
- Training should provide a significant increase in wages because of the skill set attained during training.



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Ms. Secrist reviewed components of other state's policies that may align well to the Grant Review Committee's feedback.

- Members feel we shouldn't be too rigid in the policy recommendation – we can revisit and adapt as we move forward. The committee likes aspects of Montana, South Dakota and Nebraska's policies.
- Ms. Secrist asked if everyone is comfortable with the South Dakota language on "out of the ordinary training". The Committee feels it is adequate.
- What does a significant wage increase look like?
 - Ms. Secrist relayed a conversation with the Chair of the Grant Committee indicating over 3% standard cost of living is a starting point. She mentioned we could review this over time.
- Ms. Swanson recommended that Ms. Secrist adapt identified sections of South Dakota and Nebraska's policy. Ms. Secrist asked if anyone thought any other states should be included.
 - "Support an employer's diversification of its product line etc." was suggested.

Draft Scoring Matrix

Ms. Secrist reviewed changes made in last meeting. These changes include

- Wages are now aligned to the county average wage.
- Wages and training are not multiplied by each other.
- The UI tax rating has been removed as a factor.

Regarding the points for training. Ms. Secrist asked about "Industry and Personnel" certifications. Should we delete words "and Personnel" as this is being used by companies to gain additional points for providing a company issued certificate of completion?

Since the goal is transferrable certifications, the Committee supports taking out the words. It was asked if we should make a list of what's allowed for certifications. Ms. Secrist pointed out the definitions on the second page of the scoring matrix. Members recommend including SkillStack badges in the definition of industry certification.

Why are degrees at the top? Is there an example of when the training fund paid for a degree?

- Nobody could think of one, but 2-year degrees or technical certificates were mentioned as a possibility given the grant period is 2 years.
- The Council is supportive of the 60% goal, so that provides guidance that degrees should be in there.
- Technical Certificates should be added to Degrees and Registered Apprenticeships on Scoring Matrix subject to approval by full council.

Ms. Secrist asked whether we should have \$5,000 as our upper threshold on the funding per employee?

- The committee would like to see the range topping out at \$3,000 and \$4,000 in the final draft. \$5,000 seems a little high.



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- What trainings can cost 5k?
 - Apprenticeship
- Could we tie it to the County Average Wage?
 - We could add it in as a bonus, but it is already part of the points system.
- What is the average cost of training?
 - \$2,480 is what the latest evaluation reported.
- Can we go back and see how a new upper limit would have affected previous requests?
 - Ms. Secrist shared the examples with previous suggestions applied. Staff can modify against the suggestions made today for review at the March meeting.
- It is important that we expand the matrix down to the lowest score/amount so that the Grant Committee has direction on how much to award and it is not discretionary.

***In-Demand Occupations – Eligible Training Provider Policy – Appendix A**

The ETP Policy was approved in July 2018 leaving the existing Appendix A in place until a dynamic “in-demand occupations” tool could be built. Ms. Secrist shared the new tool which can be modified by region, education level, industry and other factors. A draft Appendix A was reviewed which provides the direction on how to use the tool to determine if training for an occupation should qualify for the ETP list.

Motion by Mr. Schwarz to recommend the approval of Appendix A to the Full Council. Seconded by Ms. Price.

When is the list updated?

- Every July – wages are available annually, projections are every two years.

Motion carried.

Next Steps – Based on the progress made during today’s meeting, an in-person meeting in March is not needed. Ms. Secrist will follow up with the action items listed and present the final draft of the WDTF policy and scoring model in March.

Meeting Adjourned- Adjourned at 10:51