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Wendi Secrist
Executive Director



Trent Clark
Chair

B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Apprenticeship Committee Meeting

Date: Wednesday, April 22, 2020

Time: 2:00 PM – 3:00 PM

Committee Members: Audrey Fletcher, Dave Hannah, Kelly Kolb, David Moore, Wendy Lundberg, Scott Rasmussen, Travis Woolsey, Adrian San Miguel, Davy Gadd, Doug Park, Michelle Holt, Sean Kelly, Ed Husky, Gina Robison, Marie Price, Gary Salazar for Scott Rasmussen, Angelique Rood

Guests: Lorraine Dennis, Chet Andes, Christi Gilchrist

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

Call to Order at 2:00 PM

Roll call - quorum met

Review Agenda – no changes to the agenda

Approve February 26, 2020 Meeting Minutes

Motion by Ms. Lundberg to approve the February 26, 2020 meeting minutes as written. Second by Ms. Rood. Motion carried.

Industry Recognized Apprenticeship (IRAP) Update

The Committee members should have received an e-mail from SharePoint providing access to the SharePoint site Mr. Thomsen created for the Apprenticeship Committee. The site will house information, resources, updates, etc. for the Committee.

Mr. Thomsen and Mr. Park presented an IRAP update. Please see attached slides.

As the Committee continues to think about their role in work-based learning (WBL), Industry Recognized Apprenticeship Programs (IRAP) is a new program that will go into effect on May 11th, 2020. There is an opportunity for the WDC to work with other organizations and/or support those who seek out to become a SREs.

- Initially, the Council doesn't intend to apply to become an SRE. The Council can be an influential advocate for creating Idaho's version of SREs.
- The Council and the Apprenticeship Committee can play a role in helping educate Idaho employers that IRAPs are now an option. The final version of the IRAP rules includes a provision that excludes construction is that still true?

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- Yes, the final version does not allow occupations within the construction industry to be approved under IRAP.
- Construction is governed by a separate set of regulatory guidelines.

Youth Apprenticeship Grant Opportunity

Back in February, Idaho Business for Education (IBE) was awarded an innovation grant by the Council that provides funding to identify an organizational model to scale youth apprenticeships in Idaho. Over the last few months, IBE has been doing research on CareerWise and other state youth apprenticeship models. IBE is currently collecting information and working to identify a model that will work best in Idaho.

The WDC found an opportunity to apply for grant funding through USDOL to support youth apprenticeship. The grant would provide startup funding for a registered youth apprenticeship model in Idaho. IBE is meeting with their executive committee to get approval to partner on the USDOL application and the WDC staff is meeting with the Council executive committee to get approval to apply. The grant proposal would be for \$2.5 million. The performance requirement for that amount of funding is to establish 400 youth apprenticeship over a 4-year period. All of those apprenticeships have to be registered apprenticeships. It would allow for apprentices between the ages of 16 and 24. The proposal will place the highest priority on high school students. The grant funds would be used to create an intermediary agency under IBE to administer the youth apprenticeship program. A few other entities (IDOL and CTE) have also received grants to expand apprenticeships. Between all the grants, Idaho would be creating around 3,000 new apprentices over the next 4-years. This would double the total number of apprentices in the state of Idaho. The grant application is due May 6 and the 4-year period will begin July 1.

How will all of this work come together? Will the Committee have the opportunity to see the grant application?

- At the next meeting, Ms. Secrist will provide an overview of the proposed structure of the grant.

This is an opportunity to have the work IBE is doing take a formal role. The industry associations and IBE would help develop employer relationships and connections to school districts throughout the state.

It was suggested that Mr. Thomsen reach out to SWIMA, and Amazon to see if they would be interested in being partners on any apprenticeship projects.

Supporting Work-Based Learning Efforts in Idaho

At the July 2019 Council meeting, the Council tasked the Apprenticeship Committee with researching how the WDC should more broadly support work-based learning (WBL). Over the past few months, the Committee has used the LEADER continuum framework to develop a recommendation. Mr. Park went through all the feedback provided in electronic surveys and synthesized it into statements. Ms. Secrist then created a draft objective to be proposed to the Council. Ms. Secrist reviewed the statements Mr. Park created and the objective created from the statements. Please see attached document.

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Seeking innovative program is very important. Maybe the statement could say "cultivate a high-quality system that promoted innovative programs..." Being innovative can help drive Idaho citizens through the LEADER continuum. The Council needs to think about remote work and how the pandemic is going to change WBL due to the increase in remote work. The Council has an opportunity to help build the future. Ms. Secrist will integrate something into the proposal that also speaks to adaptability and flexibility.

Given that Idaho may have 3 significant USDOL apprenticeship grants running simultaneously, it is important that the WDC does not lose focus on supporting apprenticeship. On the other hand, working with employers on youth apprenticeship, it will be important to have all the WBL options in the toolkit as not all employers are going to be willing to pursue apprenticeships.

If the Apprenticeship Committee shifts to a broader focus, then maybe a subcommittee could be created to focus primarily on apprenticeships. If Idaho is awarded the USDOL youth apprenticeship grant, then it will need a dedicated group who is focused on the commitment. 400 apprentices is a large undertaking.

The Committee agrees that rebranding the Apprenticeship Committee as the Work-Based Learning Committee and creating a subcommittee focused on apprenticeships is the right path forward.

Ms. Secrist will rework some of the language in the presented document and add in the recommendation to rebrand the Committee and create an apprenticeship subcommittee. The recommendation will be finalized at the next meeting.

Motion by Ms. Price to adjourn. Second by Ms. Holt. Motion carried.

Adjourned at 3:03 PM