

**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
*Executive Director*



**Deni Hoehne**  
*Chair*

**B. J. Swanson**  
*Vice Chair*

## **WORKFORCE DEVELOPMENT COUNCIL**

317 West Main Street, Boise, Idaho 83735-0510

### **Workforce Development Policy Committee Minutes**

**Date:** Tuesday, September 15, 2020

**Time:** 2:00 p.m. – 3:00 p.m.

**Committee Members:** BJ Swanson, Kelly Kolb, Jason Hudson, Christi Gilchrist, Todd Schwarz, John Smith, Scott Syme, Lori Wolff, Jani Revier, Tom Kealey, Tom Schultz, Clay Long

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

**Guests:**

**Call to Order at 2:02 p.m.**

**Roll Call – Quorum Met**

**Review Agenda – No changes to the agenda**

**Review August 18, 2020 Meeting Minutes**

**Motion by Mr. Schwarz to approve the August 18, 2020 meeting minutes as written. Second by Ms. Gilchrist. Motion carried.**

#### **\*Approve Short-Term Training Programs for Idaho LAUNCH**

Over the weekend more data has come in around programs to be added to the short-term training programs list for Idaho Launch. Ms. Secrist sent updated slides and data this afternoon to the Committee. Ms. Secrist reviewed the employer survey and provided background on how the survey was created. Please see attached presentation

The Cicero Group conducted a similar survey in Utah looking at specific skills Utah employees, impacted by COVID-19, needed to become more employable and less vulnerable to additional layoffs.

The data shows that Idaho employers were impacted by the pandemic, but 3 out of 4 Idaho employers have tried to hire new employees since March.

Ms. Secrist reviewed the Cicero course matching. Please see attached spreadsheet.

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How was the course matching completed?

- Ms. Secrist connected the Cicero Group with a representative from each institution. The Cicero Group and the individuals from the institutions met for Cicero to gather initial information on trainings offered at the institutions. Cicero took that information and matched it up with the data from the survey. Each institution then had the opportunity to review the matches before the spreadsheet was sent to Ms. Secrist.

Does the Committee feel test prep/career exploration should be supported by Idaho Launch?

- Career exploration are trainings individuals seek when they are looking at entirely new careers. Maybe the WDC could find a way to offer basic training for individuals who are seeking a career change. Basic training courses are central to CTE.
- What is IDOL's role with the Idaho Launch individuals? Would career exploration fall into IDOL's responsibilities?
  - There are tools in Next Steps to support career exploration. Ms. Solace will work with Strategies 360 to ensure there are links to career exploration tools on the Idaho Launch site rather than providing training.
  - If Next Steps is not providing enough support for career exploration, the Committee can look at adding career exploration to the trainings list in the future.
- The Committee decided not to provide funding for test prep.
- The WDC awarded Idaho Digital Learning Alliance (IDLA) an innovation grant to develop soft skills training modules. The training modules will be integrated into Idaho Launch.
  - LinkedIn Learning is offering soft skills training as well.
- College of Southern Idaho (CSI) and IDLA are creating a "learning in a digital world" program. It is free to anyone who wants to take the course.

Ms. Secrist requested that the Committee allow staff to remove trainings/providers from the list that may not be a good fit for Idaho Launch.

How does the Committee want to handle apprenticeship programs on the list?

- It is important that individuals are presented the opportunity to be part of an apprenticeship program. The hard part is the expense of an apprenticeship program. It is hard to create a funding threshold for apprenticeship programs.
- The process can require the individual provide proof of a connection to an employer to the IDOL career planner and then not put a funding cap in place for those individuals. It is important they are connected to an employer first.
- All 4-years of apprenticeship training needs to be added to the list.
- This could appear to unionized employers that the WDC is subsidizing their competitors. Individuals who are part of the Joint Apprenticeship Training Trust would not be eligible for the Idaho Launch program because their training costs are paid through contributions from union members. It might look like the WDC is picking winners and losers in the industry.

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- Ms. Secrist would like to table the apprenticeship discussion until the October committee meeting. Ms. Secrist will work with Mr. Hudson to investigate this issue and propose a solution.

Does the Committee want a funding cap on training costs?

- The Committee feels a funding cap should not be put in place to start. This will allow the Committee to evaluate the program and see if training costs are too high.

How long do the more expensive trainings take to complete?

- CWI's more expensive courses are provided through a third-party vendor and are self-paced. A lot of individuals are signing up for the Pharmacy Tech program. The courses are conducted online, and the individual can be employed within a year.

There is more work to do on the list of trainings, but the CARES Act Funds need to start being utilized.

**Motion by Mr. Schwarz to approve the course list, subject to removing career exploration, test prep courses, and apprenticeship programs. Staff may remove additional courses and bring them for discussion at a future meeting along with apprenticeship programs. Second by Mr. Kolb. Motion carried.**

**Motion by Mr. Hudson to adjourn. Motion carried.**  
**Adjourned at 3:01 p.m.**