

BRAD LITTLE
GOVERNOR



Trent Clark
Chair

B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 W Main Street, Boise, Idaho 83735-0510

Strategic Plan Working Group Notes – August 20, 2020

Group Members: Kelly Kolb, Doug Park, Molly Valceschini, Terry Butikofer, Jay Larsen, Jake Reynolds, Georgia Smith, Matt Van Vleet, Todd Schwarz

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

Welcome

Process Overview for Working Group

The WDC formally adopted a strategic plan last July. It was the first strategic plan of the new council. The council was guessing what some of the expectations of the Council were, this the Council could and could not do, etc. Right now, is the time to reflect on the past 18 months of work and see where efforts are starting to coincide. The group is being tasked to look at the current strategic plan and determine if the plan still works for the Council, how the Council is doing on the action items put in place, if the WDC's organization structure still works, and what the COVID-19 changes mean for the workforce.

Ms. Secrist reviewed the current WDC strategic plan. Please see attached presentation.

Review WDC Strategic Plan & Accomplishments Committee by Committee

Grant Review Committee

Ms. Secrist shared the work of the Grant Review Committee. Please see attached presentation.

The rubrics have been helpful during the grant application review process. Committee members still feel they are relying on staff for information and assistance, but the Committee is heading in the right direction.

It is important for the Committee to keep seeking out industries that need support and have opportunities for grants. The work of the Grant Review Committee is helping identify gaps around Idaho. There is still a lot of work the Committee needs to do to refine processes and seek out grants that will impact Idaho.

The Committee wants to be forward focusing and data driven.

Outreach Committee

Ms. Solace shared the work of the Outreach Committee. Please see attached presentation.

The Outreach Committee did some additional strategic planning work prior to this meeting. The discussion hinged around where the committee needs to go and what the next steps are and a reality check of whether we can fulfill what we are telling people about. The primary goal is that someone can go to one spot to find any of the resources they need regardless of their time in life (students, adult learner, etc.). We had to do many of the things that all of the committees did to reach the point where it all can be tied together. The Committee is closer to raising awareness in Idaho, but it still has work to do.

While we have been doing a lot of reflection and looking at what is going on in Idaho, there has been quite a few projects that have been funded. The committee talked about looking at those projects with an eye for the strategic plan to ensure they are aligned. In reviewing the projects that have been funded they do line up with the Council's goals. We had a \$350,000 general application pool and to date \$279,538 has been awarded. Ms. Smith reviewed the outreach project awards. Please see attached document.

The Committee is looking at metrics and figuring out how to measure if the work that is being done is moving the needle. At some point the committee needs to revisit this question and see if we are moving the needle. They do ask for metrics from each grant project awardee, but we need to use them to measure success.

TPM is going to be critical and is a big change in the way we think about Idaho's workforce. There are so many people working on TPM that we need to engage. TPM is going to come up in a number of places as we look at the work of each of the committees. We are now working to figure out how to deploy the program now that the infrastructure is built.

Work-Based Learning

Ms. Secrist shared the work of the Work-Based Learning/Apprenticeship Committee. Please see attached presentation.

Ms. Secrist reviewed the LEADER Continuum. Please see attached document.

There are changes going on across the nation to support our WBL efforts. The Federal Government is attempting to change the way it internally hires people based on a model not unlike the LEADER continuum. They are talking about skills and hiring people based on skills rather than their degree program. One of the other changes through DOL and Department of Education, is that they went through the process of posting a change in the federal system to anchor the other end of the continuum regarding apprenticeships. They called it the IRAP program. They are saying that local people from the ground up in a small community, can avoid some of the federal guidelines of the federal apprenticeship programs by having industry recognized apprenticeships with oversight being provided in a demanding way.

It is great to see how our work is coming together with the federal guidelines and other efforts by other agencies/entities.

By the WBL committee expanding its role, we think about the work the outreach committee has done supporting the externship program, and the WDTF funding the expansion of the Co-Op program, are converging. The excitement to move forward with these projects is there.

Policy Committee

Ms. Secrist shared the work of the Policy Committee. Please see attached presentation.

The Policy Committee is going to help make what the council does more robust and providing some guidelines and parameters. Most of the committee's work will be a continuous process. They are working to make the grant review committee's process easier.

One-Stop Committee

Ms. Secrist shared the work of the One-Stop Committee. Please see attached presentation.

ECIPDA has been exploring creating something similar to live better Idaho called work better Idaho where employers can visit to find out how they can reach out to all of the partners and get assistance from them. They will be presenting it to the One-Stop Committee at the next meeting. It can be a very useful statewide tool.

The One-Stop Program Manager is going to be integral in bringing people together to ensure the One-Stop system is aligned with the work of the council.

Executive Committee

Ms. Secrist shared the work of the Executive Committee. Please see attached presentation.

The WDC staff will setup a way for this group to collaborate, share information, and share documents (e.g. Trello, TEAMS, etc.).

Convergence of Efforts/Changing Landscape of Workforce Development

TPM is something that a lot of the Committee's had specific goals of ensuring connecting employers, education, etc. TPM working in partnership of IACI, implementing this model, building the employer cohorts, is going to really move us farther than where we would get if we were to create something on our own. How do we ensure that TPM is supported moving forward? This is just one of many other initiatives that will need to be supported. How do we make sure the time, money, and effort doesn't fall flat? Some of the other converging initiatives include:

- USDOL Youth Apprenticeship Grant
- Next Steps
- Idaho Launch

What other topics does this group need to address?

- Outreach as a whole
- Define the talent pipeline management system
 - Helping the Executive Committee of their goal of TPM and defining the system
 - TPM is just one of the pieces of the system. This is the piece that helps us align and define what skills need to be developed. TPM is the methodology to get us to define the workforce system.
- As the programs start to show results, it is important to look at the target audience and how it is affecting them. It is easy to forget that we need to look at the individuals that these tools are created for. If something is not working for our audience then we need to listen to what they have to say and adjust accordingly.
- Find a consistent way to draw feedback from our target audiences. Consistent and actionable data.
 - Many people are being bombarded with surveys so we need to do this an effective manner.
 - It is important to ask the questions that we may not want to hear the answers to.
- Discuss how COVID has impacted the world of work and our economy.
 - Do we implement this into the plan? The future of COVID is very unclear.
 - If we choose to have this current state impact what we are doing, what would that look like? Would things be drastically different?
 - Hear from an educator about what they are hearing about what the future of education looks like.

- Data on unemployment (regional, industry, etc.).
- Tools the group needs to make a recommendation to the council.

Next Agenda

- Survey of target audiences
- COVID-19 impact on Idaho's Workforce
- Site for information sharing

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