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WORKFORCE DEVELOPMENT COUNCIL

317 W Main Street, Boise, Idaho 83735-0510

Grant Review Committee Meeting Minutes – May 26, 2020

Committee Members: Deni Hoehne, Jay Larsen, ~~Michelle Stennett~~, Justin Touchstone, Steve Widmyer, ~~Brian Cox~~, Jeff Greene, Joe Maloney, Jake Reynolds, ~~Rico Barrera~~

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

Guests:

Called to order at 2:04 p.m.

Welcome

Roll Call - quorum met

Review Agenda

Ms. Secrist requested that the BSU Industry Sector Grant agenda item be moved to allow Mr. Greene to ask questions and provide background information on the grant.

Review April 28, 2020 Meeting Minutes

Motion by Mayor Widmyer to approve the April 28, 2020 meeting minutes as written. Second by Mr. Maloney. Motion carried.

WDTF Financial Summary

WDTF Financial Summary - April 30, 2020	
WDTF Cash Balance 4-1-20	\$14,081,972
Revenue	\$303,189
Interest	\$19,878
Payments	\$546,654
WDTF Cash Balance 4-30-20	\$13,858,385
Obligated Employer Grants	\$1,906,409
Obligated Industry Sector Grants	\$2,907,356
Obligated Innovation Grants	\$214,567
*Obligated Outreach Projects & Allocated Budget	\$745,249
FY 20 WDTF Admin Costs	\$164,542
WDTF Obligated Balance	\$5,938,122
Unobligated Balance	\$7,920,263
Proposals Under Review	\$232,740
Unobligated Balance if all funded	\$7,687,523

*Includes all Outreach funding made available for the Committee to allocate for FY20.

WDTF FY20 Revenue	Transfer In	Interest	Collection Cost
July	\$393,367	\$34,528	
August	\$587,161	\$33,013	
September	\$10,991	\$35,670	
October	\$313,552	\$33,444	\$21,261
November	\$535,421	\$31,836	
December	\$14,862	\$29,469	
January	\$184,667	\$28,506	\$19,963
February	\$469,180	\$26,109	
March	\$10,001	\$23,322	
April	\$303,189	\$19,878	\$23,135
May			
June			
FY20 Totals	\$2,822,391	\$295,776	\$64,360

Have any other grantees returned grant money due to COVID-19?

- No, Ms. Ames is continually checking in on grantees to ensure things are running smoothly with their grants through COVID-19.

Aerocet – Employer Grant

Aerocet, Inc. is an aerospace Original Equipment Manufacturer (OEM) and a contract manufacturer of aerospace composites, as well as electrical, mechanical, and hydraulic systems. The company is located in a rural community without much local industrial opportunity for employment. The aerospace industry has grown in northern Idaho and job opportunities for skilled labor have increased within the county and the region. Aerocet recently created ten aerospace Registered Apprenticeship positions. Aerocet will be training five of their more experienced employees in the registered apprenticeship program. The program requires a 1:1 journey workers-apprentice ratio for on-the-job learning. Because the first employees in this program are industry expert in their fields (trained by Aerocet in-house in the position) the wages the employee receive are higher than the beginning wages in the apprenticeship program. The employees are already paid commensurate with or above the local wage standards in the positions. The Aerocet program will allow, upon completion of the 4-year, 8,000-hour apprenticeship, the full journey worker rate of \$22.50. All employees in the program will gain promote-able and portable skills within an industry that will increase earning potential in the workplace.

WDTF Request: \$12,500

The staff analysis states that Aerocet will receive funds from IDOL. How will those funds be used?

- The \$3,000 for sponsorship reimbursement goes to the employer to offset mentorship costs. None of the funds go to the apprentices nor can they be used to offset the wages of the apprentice.

Does Aerocet's application include a train the trainer line item?

- Aerocet will be providing training to those who will mentor the apprentices, but during budget adjustments removed a train the trainer line item from the request.

Where does subsidizing the journeyman wages during training come in?

- IDOL received grant funds from USDOL for the Apprenticeship Idaho initiative. There are incentives available to employers to offset the mentorship cost. The WDTF funds would reimburse vendor costs associated with the related training portion of the apprenticeship. IDOL funds would help pay the journeyman wages.

Who are the journeymen and their apprentices? Are they new or existing employees?

- The journeymen and apprentices are all existing employees. Aerocet will move individuals in lower level positions to higher level positions. Through the apprenticeship, the apprentices can earn an associate degree.
- The journeymen are more knowledgeable employees who will train the apprentices.

Who is the vendor providing the training?

- North Idaho College.

Becoming a registered apprentice and earning an associate degree will make the individual more marketable to employers and provide the individual with higher wages.

Motion by Mr. Larsen to approve the Aerocet employer grant in the full amount of \$12,500. Second by Mr. Touchstone. Motion carried.

St. Luke's – Employer Grant

St. Luke's Health Systems is requesting workforce development training funds to train staff on Palliative Medicine. Employees who participate in the training will learn how to care for patients in different settings, have critical end-of-life discussions with patients and family members, ensure patients have tools and resources necessary to be cared for in the home-setting, and provide wellness tips for healthcare providers to care for themselves in a field known for high emotional and physical stress.

WDTF Request: \$20,000

Has the WDTF been used to pay for tuition in the past or is this a new use of funds?

- Tuition has been funded in the past. Usually the WDTF applications contain a blend between tuition and internal training.

Motion by Mr. Reynolds to approve the St. Luke's employer grant in the full amount of \$20,000. Second by Mayor Widmyer.

Mr. Thomsen and Ms. Secrist posed a question to St. Luke's whether their CFO knows that one department is applying for a WDTF grant that would keep the rest of the organization from being eligible to apply for another WDTF until the other project is closed. Mr. Thomsen and Ms. Secrist are going to continue to work with St. Luke's to ensure they understand the WDTF policies.

Has there been a situation where the grantee has required an employee to stay with the company for a designated period if the employee receives training?

- The WDC has a provision in the contracts that if the employer lays off the employee being trained, then the WDC can recapture the funds. If the employee chooses to leave the company,

then that clause of the contract is not enforced. It is up to St. Luke's if they will require the employee to stay with the company for a designated period after receiving training. Ms. Secrist and Mr. Thomsen are not aware whether St. Luke's has a repayment policy.

Motion carried.

BSU – Industry Sector Grant

The BSU grant will provide scholarships for rural healthcare providers throughout Idaho to work towards a high quality, innovative online Value-Based Healthcare (VBH) Certificate. The program launched in January 2020 and provides students instruction on topics related to Idaho's emerging VBH processes and practices. Students will receive expert instruction on newly mandated payment and healthcare delivery programs as well as telehealth utilization critical to success in a new healthcare model. Most rural providers and critical access hospitals already operate in the red and are threatened with closure. These scholarships will help increase the likelihood of success navigating toward VBH.

WDTF Request: \$175,240

Rural clinics say there is benefit to further the education of their employees, but the training provided to the employees does not help them provide services more effectively. To be effective employers have to supplement the education with meaningful certifications. It is important that the BSU project include health initiatives that work well in rural communities, not just urban communities.

How will scholarship recipients be determined? Will they be in cohorts with tuition paying students?

- The first 3 cohorts will be scholarship recipients from both rural and non-rural areas of Idaho. That may change later.
- Will the scholarship recipients already have a bachelor degree, which is required for the target jobs?
 - The scholarships will go to incumbent workers in rural areas of Idaho, regardless of education.

Will this training model be shared with other Idaho education institutions?

- Ms. Secrist and Mr. Thomsen can propose to BSU sharing their curriculum.

The Committee suggested Ms. Secrist gather data on VBH from other states who are farther along in the process than Idaho. Currently, there are many graduates with general healthcare degrees who can't find employment because employers are seeking individuals with specialized training. It is unclear if BSU's proposed certificate makes those graduates more marketable.

- BSU has evaluated other VBH programs across the country while building the proposed program.

Motion by Mr. Greene to request additional information from BSU on the value the VBH program will provide to the organization and any data/research completed on other VBH programs to ensure the viability of the proposed VBH program. Second by Mayor Widmyer. Motion carried.

CSI – Innovation Grant

College of Southern Idaho is utilizing the already established platform that TeachForward has built for the teacher preparation program and created a separate module completely dedicated to best practices in online teaching. The modules will train current Idaho teachers at no cost. Teachers are not required to be part of the preparation program. The second and third iterations of the project, outside the initial development of the first iteration, will require funding sources outside of the WDC and is being discussed with various parties around the state. The College of Southern Idaho will not pursue further funding from

the WDC to produce further phases or iterations. With the \$25,000 grant, however, CSI can assure free training to any teacher who needs it immediately and ensure that all teachers certified through CSI's non-traditional program going forward will be prepared to best serve Idaho students in any learning environment.

WDTF Request: \$25,000

College of Southern Idaho sees a need for training for all teachers to improve their virtual delivery. CSI proposes to create an open access module on virtual teaching that will integrate into an online certification option. CSI plans to stand up the module before school starts in August. The program will be free to all Idaho teachers.

The proposal has no data indicating teachers need this type of training. It is easy to find online resources already for virtual delivery training.

- Mr. Touchstone's wife works for the Kuna School District preparing teachers for virtual delivery. In the Kuna District there is a mix of those who struggle with virtual delivery and those who already have a good understanding of it.
- IDLA has been hosting sessions to help teachers transition. IDLA would provide support to CSI to ensure the module includes the best resources.

Motion by Mr. Larsen to approve the College of Southern Idaho innovation grant in the full amount of \$25,000. Second by Mr. Touchstone. Motion carried.

**Motion by Mr. Touchstone to adjourn. Second by Mr. Reynolds. Motion carried.
Meeting adjourned at 3:16 p.m.**