

**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, October 20, 2020

**Time:** 2:00 p.m. – 3:00 p.m.

**Committee Members:** BJ Swanson, 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, Jeffrey Bacon, Amanda Ames, Caty Solace, Matthew Thomsen

**Guests:** Laurel McMahan, Sarah Nash

**Call to Order at 2:02 PM**

**Roll Call** – Quorum Met

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

**Review September 15, 2020 Meeting Minutes**

**Motion by Ms. Revier to approve the September 15, 2020 meeting minutes as written. Second by Mr. Schwarz. Motion carried.**

**\*Idaho Launch Training Additions**

Ms. Solace and Ms. Secrist provided an update on Idaho Launch. Please see attached presentation.

Some of the approved short-term training options are provided through LinkedIn Learning and Udemy. Staff found that these organizations do not have pricing models for individual courses but offer a one-time license fee for access to their entire library for a full year. There's value to Idahoans having access to these subscriptions, but it would require a change to the Financial Support for Short-Term Workforce Training Policy to allow the WDTF to cover the entire cost.

- The existing policy covers 75%, up to \$2,000 of training costs. If the individual is under 200% of the federal poverty level, the WDTF can fund up to 90% of training costs.
- The WDC must pay the license cost upfront for LinkedIn Learning and/or Udemy. Neither can charge a portion of the fee to the WDC and the rest to the participant.
- Cost for LinkedIn Learning and Udemy is under \$50 per participant which is inexpensive.
- How many courses are available through LinkedIn Learning and Udemy?
  - Between 5,000 and 15,000.

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- Both organizations provide a support system to help guide individuals through the large amounts of course options.
- Will the individual work through the Workforce Training Centers for the training? The Workforce Training Centers can offer additional support and connections to other programs the individuals may need.
  - LinkedIn Learning and Udemy already have some of the support systems in place. The Career Planners at IDOL will be able to provide support as well.
  - The Workforce Training Centers might be able to offer a long-term support system if they contract directly with LinkedIn Learning and/or Udemy and provide access through the colleges.
  - If the Workforce Training Centers can purchase the licenses and offer the services, it would simplify the process.
  - Ms. Gilchrist, Ms. Solace, and Ms. Secrist will connect and investigate further into this option.
- The Committee is in full support of Ms. Secrist incorporating paying for the full subscription costs into the policy for approval at the November meeting.

Staff asked for clarification on whether the IDOL Career Planners could design an individual's plan to include multiple courses that are connected into a "training program". Or does the committee interpret the policy as being limited to one course?

- There is a maximum of \$2,000 to be reimbursed to the individual and that threshold will not be passed.
- The policy uses "training programs" and does not reference courses.
- The Committee is in support of the IDOL Career Planners creating plans for individuals with multiple training programs as long as it does not obligate the WDTF to more than \$2,000.

Staff asked the committee's perspective on whether incarcerated individuals (who will be released in the next 6 months) should be allowed to use the program?

- The individual would go through the same screening process that anyone else would go through with the IDOL Career Planners.
- This is a good opportunity to support incarcerated individuals and help reduce recidivism in Idaho.
- The Committee is in full support of using funds to support incarcerated individuals who are seeking training.

At the last meeting, the Committee decided to defer the decision on including related training for apprenticeships. Ms. Secrist and Mr. Hudson worked together to find a way to incorporate both types of apprenticeships (union and non-union) on the training list without it seeming as though the WDC is providing preference to one type of employer over another. Mr. Hudson reviewed the programs. Please see attached presentation.

Does the Committee want to incorporate the presented apprenticeship programs to the list of approved trainings?

- Are any of the union programs in North Idaho?
  - The JATC programs that serve apprentices in North Idaho are in Washington.

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- The six programs presented are in Idaho training centers and providing training to Idaho residents. After these six, Ms. Secrist and Mr. Hudson will explore adding the Washington programs.
- If the individual is going to be enrolled in an apprenticeship program, does the WDC have to find them an employer sponsor?
  - In the JATC programs, when the individual is accepted into the program, the training centers place the individual with one of the signatory businesses.
  - In the Workforce Training Centers most of the trainees are already employed or seek employment by their second year.
  - Would the individual apply for the program first, be accepted, and then apply for funding?
    - At the Workforce Training Centers it works both ways. The centers are already working through this process with IDOL. The process would be even more simple with a JATC program since the individual is already employed.

Is it \$2,000 per year for training or is it a one-time payment?

- The current policy stipulates a one-time payment. The individual can only apply for the program once in their lifetime.
- What is the completion rate of apprentices in Idaho?
  - Year 1 of an apprenticeship has the highest percentage of completion. Employers are pushing the trainees to finish the program. After year 1 the completing percentage drops because employers tend to stall trainees in years 2 and 3. Once an apprentice gets their journeyman's license they can start working independently and leave the employer.
  - It is unclear if only paying for one year of an apprenticeship is going to lead to a drop in completion.

With respect to the union programs, there is an educational loan agreement between the apprentice and JATC to prevent individuals from getting the training paid for by the training trust, and as soon as they are done quit and move to a business that doesn't contribute to the training trust. Will the participants paid for out of the WDTF still sign the Educational Loan agreement?

- That is a good question. Mr. Hudson will discuss this with Ms. Secrist.
- It makes sense that the JATC would consider the amount the individual is getting from Launch and reduce their educational loan agreement by that amount.

**Motion by Mr. Schwarz to approve the addition of the twelve apprenticeship programs presented to the approved trainings list. JATCs must agree to reduce the educational loan agreements by the amount funded by the WDTF. Second by Ms. Gilchrist. Motion carried.**

Staff shared a list of CDL training providers in Idaho. Does the Committee want to approve one CDL provider per region or allow multiple CDL providers in the same region?

- How much does CDL training cost?
  - Roughly \$5,000-\$8,000 at Sage Truck Driving School. That is a pretty accurate range for all CDL schools.

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- How long is the CDL training course?
  - A few weeks. It depends on how quickly the individual completes the course.
- There is a high demand for CDL programs so having multiple training providers per region is beneficial.

**Motion by Mr. Schwarz to approve the addition of the 6 CDL programs to the approved trainings list. Second by Mr. Schultz.**

The funding would cover \$2,000 of the training and the individual would be responsible for the rest of the \$5,000-\$8,000. Is that correct?

- Yes. It is the individual's responsibility to pay the remainder of the training cost per the policy.
- Does the Committee have discretion to go above \$2,000?
  - The committee does not, but the Council could. The policy would need to be adapted and go before the full council in January. The policy could be adapted to change the cap for CDL and apprenticeship training. If the WDC can offset half of the cost of training, it would make a big impact in that industry.
- Ms. Secrist will draft language to allow a higher funding threshold for CDL and apprenticeship trainings.

**Motion carried.**

Ms. Secrist asked the Committee to think about Auto Mechanic Training. There are no viable Auto Mechanic trainings outside of the technical college degree programs. Ms. Secrist will ask the Committee whether a training that is eligible for federal financial aid should be added to the approved trainings list next month. Auto mechanics is one of the highest in-demand skillsets employers are looking for.

- The funding might be utilized to pay for the certification tests individuals take before being employed.
- The basic certificate may not qualify for federal financial aid

The Committee will continue this discussion at the November meeting.

### **Eligible Training Provider Policy Update – The Service Provider's Perspective**

This agenda item will be moved the November meeting.

**Motion by Mr. Kealey to adjourn. Motion carried.**

**Adjourned at 3:06 PM**