

**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
Executive Director



**Trent Clark**  
Chair

**B. J. Swanson**  
Vice Chair

## **WORKFORCE DEVELOPMENT COUNCIL**

317 West Main Street, Boise, Idaho 83735-0510

### **Work-Based Learning Committee Meeting**

**Date:** Wednesday, August 26, 2020

**Time:** 2:00 PM – 3:00 PM

**Committee Members:** Audrey Fletcher, ~~Dave Hannah~~, Kelly Kolb, David Moore, Wendy Lundberg, ~~Scott Rasmussen~~, ~~Travis Woolsey~~, Doug Park, Michelle Holt, Sean Kelly, Ed Husky, Gina Robison, Marie Price, Gina Cabrera, ~~Maureen O'Toole~~, Gary Salazar (proxy for Scott Rasmussen)

**Guests:** Matthew Thomsen, Wendi Secrist, Paige Nielebeck

**Staff:** Chet Andes, Lorraine Dennis

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

**Roll call** - quorum met

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

**Approve July 22, 2020 Meeting Minutes**

**Motion by Mr. Park to approve the July 22, 2020 meeting minutes as written. Second by Ms. Holt. Motion carried.**

#### **Committee Input on Apprenticeship Employer Incentive**

The Policy Committee is creating a program under the WDTF to streamline WDTF employer grant applications for registered apprenticeships. If an employer is creating a registered apprenticeship, the employer would automatically qualify for WDTF funding without going through the Grant Review Committee. The application will be scored, and the score would determine the funding level on a sliding scale (the scale would be similar to the Quantitative Funding Model used to evaluate employer grant applications). The Policy Committee wants to support Registered Apprenticeships to start and then discuss broadening the scope to all apprenticeships. The Policy Committee discussed giving employers the funds up front or after the apprentice has complete a certain number of hours of their apprenticeship.

What feedback does the Apprenticeship Committee have for the Policy Committee?

- The funds should be provided upfront and not based on apprenticeship hours completed.
  - This may have a counter-effect of discouraging apprentices getting hours.
  - If the funding is based on hours, the employer could stretch the hours over a longer time to get more funding.

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- An incentive could be provided to onboard the apprentices and then another incentive to complete the program. The employer would receive funds both at the beginning and end.
- There might be employers who take the money and use it for other purposes. It is important for the Policy Committee to keep this in mind while creating the policies for the program.
- The incentive needs to be large enough to support apprentices. Apprenticeships require a significant investment of resources.
- The Policy Committee needs to figure out how to handle if an apprentice drops out of the program. Maybe a probation period before the employer receives funds for the apprentice would be beneficial.
- Smaller businesses may need more support.
- The Policy Committee could explore trying funding to the skills the apprentice will be gaining during their experience.
- If the definition for Apprenticeships is left broad, then Industry Recognized Apprenticeship Programs will be eligible.

### **Idaho Apprenticeship Grants Overview**

Mr. Thomsen reviewed a summary of the three apprenticeship grants Idaho has received. Please see attached document.

The partners need to be careful that employers are not being confused by all of the different grants. The document Mr. Thomsen shared with the Committee will be shared with USDOL to request all the agencies be allowed to work together and share apprentices across all the different grant programs. All the agencies need to be collaborating.

If the Committee has suggestions of information to be added to the chart, please send them to Mr. Thomsen. Once Mr. Thomsen has a finalized draft of the map, he will add it to the Committee SharePoint site.

### **Next Steps for Support of Work-Based Learning**

Last month, the Committee discussed all the Work-Based Learning (WBL) activities under the LEADER initiatives. The next step for the Committee is spending time brainstorming shifting the scope of this committee to a broader scope supporting all WBL.

An Executive order from the White House is changing the way the Federal Government conducts their hiring process. The Federal Government is adopting skills and competency-based hiring requirements.

What issues/ideas/concerns does the Committee have as the Committee adopts a broader definition of WBL?

- Promoting Internships and Co-Ops.
- Supporting WBL virtually.
- Encourage industry to join Technical Advisory Committees in their area to review program standards. Local influence and control need to be accommodated.
- Ensure multiple overlapping requests for feedback are not requested from employers.

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- Build awareness of customized training.
- Address the issue of employers asking, "what's in it for me."
- Help businesses understand how to interact with a WBL individual (e.g. interacting with an intern in a way that is beneficial for both the business and the intern).
- Professional development for employers to understand how to engage their business/employees in WBL.
- Infrastructure to connect employees to the online world. People need devices and the understanding of how to use the devices for online learning. Teachers and families need support. There is a large connectivity issue in Idaho.
- Link the WBL asset map to the State Department of Education portal.

**Motion by Mr. Park to adjourn. Second by Ms. Price. Motion carried.**

**Adjourned at 3:02 p.m.**

DRAFT