

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Workforce Development Policy Committee Minutes

Date: Tuesday, October 19, 2021

Time: 2:00 PM – 3:00 PM

Committee Members: Deni Hoehne, Christi Gilchrist, Clay Long, Hope Morrow, Jani Revier, Jason Hudson, John Smith, Lori Barber, Scott Syme, Sean Coletti, Todd Schwarz, Tom Kealey, Tom Schultz

Staff: Amanda Ames, Caty Solace, Jeffrey Bacon, Matthew Thomsen, Stacy James, Wendi Secrist

Guests:

Call to Order at 2:01 p.m.

Roll Call – Quorum Met

Review Agenda

Review September 21, 2021 Meeting Minutes

Motion by Ms. Gilchrist to approve the September 21, 2021 meeting minutes as written. Second by Mr. Kealey. Motion carried.

Launch Course Approvals

The Committee reviewed the Idaho Launch course changes. Please see attached list.

The courses presented for review are like existing programs already accepted by Launch in different regions. The course additions will further the sought-after skills needed in industry such as Dental Assistant, Certified Nursing Assistants (CNA) and Amazon Web Services (AWS) Cloud Foundations. The AWS course is the first in a series, the series curriculum is purposely different from the degreed programs.

Motion by Mr. Schwartz to approve the Launch Course List as presented. Second by Ms. Barber. Ms. Gilchrist abstained. Motion carried.

Eligible Training Provider Policy

Existing methodology focused on the top 150 jobs listings. The proposed new methodology uses IDOL In-Demand Occupations real-time job postings. The IDOL data reports average wages instead of median wages, minimum wage of \$10/hour, positive growth requirements instead of net zero growth, and occupations with a minimum 20 regional job openings. The new methodology testing resulted in a stronger inclusion of high

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demand training/jobs and less exceptions for committee review. And the outcomes will be continually monitored to ensure an inclusive matrix that meets the labor market demands and drives growth in jobs that will benefit the overall Idaho economy.

Discussion:

Committee suggested raising minimum wage to \$12/hour to align with Grant policies and current market demands.

Motion by Mr. Schwartz to approve the Appendix with modification of \$12/hour as presented. Second by Mr. Hudson. Motion carried.

WDTF Employer Grant Policy Changes

Employer grants are focused on funding individual grants to employers for training needs. The application process should emphasize on whether the training is currently being provided and clearly define the company's need for workforce development training funds. Most grants are funded below \$250,000 as the amount per participant is based on a quantitative funding tool. The Committee is leaning in updating the policy to set the maximum amount of funds available to an employer at \$500,000 per grant and \$750,000 over a 10-year period. Other aspects of the Employer Grant Policy seen as instrumental in firming up a sustainable iteration of the above proposed policy were discussed.

Discussion:

Is creating a qualitative rubric for Employer Grants the direction to set higher thresholds for employers submitting more than one application?

- Outreach has a qualitative rubric to both set minimum thresholds and create a system conducive to consistent decisions.
- The Grant Review Committee has the authority to develop a qualitative rubric. There is currently an Employer Grant quantitative rubric, not a qualitative rubric.
- Conceptionally, changing the language in Grant Policy is a more expeditious approach to refine the application process than creating a qualitative rubric.

What would be helpful to expediate reviewer assessment?

- Add specifically identified quantitative metrics to the "exclusion list".
- Validate return on investment at multiple levels – employer, industry, community, region, state.

The committee at the next meeting will gather recommendations for "exclusion list" adaptations as well as delve deeper into Employer Grant policy pressure points. A multi-faceted approach is advocated for Employer Grant's to affect the Idaho Workforce Development Training Fund goals (<https://wdc.idaho.gov/workforce-development-training-fund/>).

Motion by Ms. Revier to adjourn. Second by Mr. Long. Motion carried.

Adjourned at 3:06 p.m.