

**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

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

**Date:** Wednesday, March 24, 2021

**Time:** 2:00 PM – 3:00 PM

**Committee Members:** Audrey Fletcher, Elli Brown, David Moore, ~~Wendy Lundberg, Sean Kelly~~, Ed Husky, Gina Robison, ~~Marie Price~~, Gina Cabrera, Maureen O'Toole, Debbie Ronneburg, ~~Jan Nielsen~~, Leslie Losh, Jeff Simmons (proxy for Will Goodman)

**Guests:** Windy Keele, Darrell Quist

**Staff:** Matthew Thomsen, Paige Nielebeck, Jeffrey Bacon, Caty Solace

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

**Roll call** - Quorum Met

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

**Motion by Ms. O'Toole to approve the agenda as presented. Second by Mr. Moore. Motion carried.**

**Approve February 24, 2021 Meeting Minutes**

**Motion by Ms. O'Toole to approve the February 24, 2021 Meeting Minutes as presented. Second by Mr. Moore. Motion carried.**

**Idaho Department of Labor On-the-Job Training Discussion**

Ms. Keele presented on IDOL WIOA WBL Opportunities. Please see attached presentation.

Discussion

Are the individuals paid during on-the-job training?

- A work experience is short-term and is either part or full-time. It is structured so the individuals are learning to go to work. The work experience can be up to \$11 an hour paid out of WIOA.
- An internship is up to 250 hours and is to build specific career skills. The wages can be federal minimum wage or an entry type wage. This is also paid out of WIOA.
- It is up to the employer to determine the wages.

Not every WIOA participant goes through on-the-job training. The program can be used for individuals who have been out of work for a while.

Is the employer required to have a job description and training plan for the on-the-job training?

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- IDOL will create a training plan and job description for the employer if needed. Smaller employers may not have the resources to do this themselves.

### ***Idaho Division of Vocational Rehabilitation On-the-Job Training Discussion***

Mr. Quist presented on Idaho Division of Vocational Rehabilitation (VR) on-the-job training.

For an VR on-the-job training program, VR is tasked with offsetting employer costs rather than employee wages. VR is not allowed to offset employee wages but can cover the wages of the individual providing the training. The employer experiences a greater cost for the employee in the first month of employment than in the next few. The employer costs tend to decrease over time.

Everything VR does is driven by the goals of their customers. The on-the-job training is about providing a skillset for a specific occupational area. VR addresses any disability related barriers the employee faces (VR does not ask the employer to address these issues). VR wants the employer to engage with their agency and customers.

On-the-job training is geared towards adult services for VR. Work based learning is part of pre-employment transition in VR. On-the-job training and WBL are very different in the VR world.

#### Discussion

Who pays for any physical/environmental costs for accommodations (e.g., the business needs a ramp)?

- In an on-the-job training program, the employer is required to accommodate the employee's needs according to reasonable accommodations. If the cost is prohibitive, the ADA addresses those issues.
- A lot of access barriers employees face are not barriers to reaching the employment site. They are usually access barriers that can be alleviated by providing services to the individual (e.g., a standing work desk). VR would provide those services to the individual.

Is the employment full-time?

- The employment does not have to be full-time. Some of the participants have disabilities to where full-time employment is not an option. The amount of time on the job site varies from participant to participant.

VR is unique in that 15% of WIOA grant funds must be spent on WIOA Youth. Pre-employment transition services are usually for students who are in high school.

Some of VR's WBL opportunities may go along with a college education and some lead to careers that are more immediate (e.g., janitorial). VR pays 100% of the participant's wages in pre-employment transition WBL programs.

Do school counselors notify VR when a student needs services?

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- Every high school has a VR counselor who does outreach at their school on a regular basis. Typically, they work closely with special education staff who would already know about students who need services.
- The student needs to be identified as a student with a disability to qualify for pre-employment opportunities.

### ***Idaho Apprenticeship Coalition Update***

#### **IDOL**

Most of the data sharing nondisclosure agreements are signed. This will allow the CRM system to be used across agencies. Rule mapping is complete. Ms. Robison is working with the IBE intern to upload the contact databases. This is a step-by-step process. It will take several weeks before agencies are given access to the CRM and onboarding can begin.

Ms. Robison's monthly apprenticeship coalition training is tomorrow. The group will discuss youth and three information sheets published by IDOL.

IDOL is going to take the lead on a grant proposal for a SAEI grant for apprenticeship Idaho. If anyone has questions about the grant, please contact Ms. Robison.

IDOL is hosting a workforce consultant training. These are held monthly to allow individuals to get clarity on and discuss WIOA, etc. The IBE team will be introduced at this meeting.

IDOL has created informational sheets about apprenticeships. One is for special considerations for tribal apprenticeships. Ms. Fletcher would like to connect with Ms. Robison on this topic.

#### **IBE**

IBE has enrolled their first employer and have 20 others who have agreed to participate in the program. The goal for the whole year is to have 20 employers participating.

The next goal is to reach 25 apprentices. There are a large number of students in the Treasure Valley that are interested. These individuals will be vetted and matched up with an employer that fits their interests. There are 3 college students who are vetted and are pursuing cybersecurity apprenticeships.

#### **CTE**

CTE is working with the 5 technical colleges to hire apprenticeship coordinators to be available on campus. Everyone should be hired by the beginning of April.

CTE is working on their data management systems procurement. This procurement is taking longer than anticipated.

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### **WDC**

Leslie Losh will be presenting on the AFL-CIO IWON program at the April Council Meeting.

The Committee has completed an overview of the WBL continuum. The goal was to identify resources already being used and what partnerships currently exist. Some of this information will be discussed at the April Council meeting. The next steps will be to evaluate opportunities to expand WBL programs statewide and move the projects forward.

Ms. Fletcher asked for a synopsis of the WBL work of each agency and provide to the Council as part of the WBL committee report. Mr. Thomsen will put this together.

**Motion by Ms. O'Toole to adjourn. Second by Mr. Moore. Motion carried.**  
**Adjourned at 2:58 p.m.**