

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

Workforce Development Policy Committee Meeting Minutes – May 17, 2022

Committee Members: 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: Caty Solace, Matthew Thomsen, Paige Nielebeck, Wendi Secrist

Guests:

Call to Order at 2:01 p.m.

Roll Call – Quorum Met

Review Agenda

Ms. Morrow requested that the Launch Course Approvals be moved after the ARPA Addendum agenda item to allow more time for discussion on the ARPA item.

The Committee agreed to this change.

****Review April 19, 2022 Meeting Minutes***

Motion by Mr. Kealey to approve the April 19, 2022 meeting minutes as written. Second by Ms. Gilchrist. Motion carried.

****Employer Grant Rubric & QFM Approval***

Mr. Thomsen reviewed the employer grant rubric and the Quantitative Funding Model (QFM). Please see attached documents.

Discussion:

When the Employer Grant policy was updated, the policy stated that the Grant Review Committee and Policy Committee may create a rubric and thresholds for funding.

What about policy regarding in-house training?

- The WDC has not completely gotten rid of in-house training, but the policy gives the committee rationale to turn a grant down if the Committee feels the training is not sufficient in rigor or quality.
- The goal is to help employers create infrastructure within their entity and then have them responsible for the actual on-the-job training.

Motion by Mr. Long to approve the Employer Grant Rubric as presented. Second by Mr. Kealey. Motion carried.

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Mr. Thomsen reviewed the QFM. Please see attached document.

Discussion:

The Policy states that the Committee will look at the QFM and rubric once a year to determine if changes need to be made.

**Motion by Ms. Gilchrist to approve the Quantitative Funding Model as presented. Second by Mr. Smith.
Motion carried.**

****FY23 Launch Funding Request to Council***

The WDC just wrapped up the employer survey for Idaho Launch. The survey received 1,874 responses. The last survey received 875 responses.

In the coming weeks, the WDC expects to have the initial data report back. The WDC staff will bring some ideas to the Policy Committee on how to take the data and move forward.

Ms. Solace is recommending the Policy Committee request the Council dedicate \$250,000 to Launch from the WDTF for the upcoming year. These funds help to ensure that the individuals who may not qualify for ARPA Launch funds are able to receive the training they need. If the funding is used up quickly, the Committee can request more funds from the Council.

Discussion:

What industries are not eligible for ARPA funds?

- The WDC has not yet received the list of COVID impacted industries yet. That list will define which industries qualify for the ARPA funds. We do know the Hospitality and Tourism are COVID impacted.
- The industries on the list are determined by unemployment rates. The WDC will be working with IDOL to get these unemployment rates for Idaho.

**Motion by Mr. Coletti to approve the FY23 Launch Funding Request as presented. Second by Mr. Kealey.
Motion carried.**

****ARPA Addendum to the Financial Support for Short-Term Workforce Training***

Ms. Solace reviewed the ARPA Addendum to the Financial Support for Short-Term Workforce Training Policy. Please see attached document.

Discussion:

Due to COVID and advancements in technology, there are people who live around the country that are working for Idaho employers. Those individuals should be receiving training if they are working for an Idaho employer.

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How will the program be administered? Will the individual have to sign a self-attestation that they work for an Idaho company or if they lose employer during training, the individual owes the money back to the WDC?

- The current attestation used by the Council will be sufficient. This training will not be marketed outside Idaho. The request for these individuals to use Launch funding will need to come from their employer.
- It should be stipulated in the policy that the individual has to be referred by an Idaho employer. A written letter from the employer would be a good format.
- All Idaho Launch participants are required to sign a contract that says they will work in Idaho for 1 year after the training. These individuals will still have to work for an Idaho employer during that time period.

How does training for out-of-state employees benefit employers in Idaho paying into the WDTF?

- Maybe the policy can exclude remote workers.
 - This would exclude a large number of IT and Cybersecurity individuals. These careers are in high demand.
 - It would be difficult to police if people are working at a physical location or from home.
- The goal is to support Idaho employers. This program still supports Idaho employers. The WDC is trying to support employers access talent from wherever they can get it.
- The funding is through ARPA so the dollars do not come from the WDTF.
 - When the ARPA money goes away, the program can be scaled back. This is why the policy was put into an addendum, so when the funding goes away, the addendum can go away.

**Motion by Mr. Coletti to approve the ARPA Addendum with the above changes. Second by Ms. Gilchrist.
Motion carried.**

****Launch Course Approvals***

Ms. Solace reviewed the Launch Course list. Please see attached document.

Discussion:

CWI is working to revamp their apprenticeship programs to allow flexibility for a student to retain credits if they have to stop the program for some reason. The programs are going to be offered in 8-week blocks. This will also help attract instructors since they only have to commit to 8-weeks at a time.

Is just CWI making these changes or are the other institutions going to follow suit?

- It is just CWI right now. CWI is lucky to have great hybrid staff to help make the changes possible.
- If this works for CWI, then this is something that needs to be presented to the other institutions.
- Ms. Gilchrist will gather data from the changes to the program and bring them back to the Committee for discussion.

How does a student get access to LinkedIn Learning?

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- The individual will go through the same Launch sign-up process. The Career Planner will help the individual get setup in the LinkedIn Learning system. This does not count towards the lifetime benefit for an individual.
- The courses that could be aligned to LinkedIn Learning should not be approved.

Motion by Mr. Smith to approve the Launch course list as presented, minus the 5 that can be handled with LinkedIn Learning. Second Mr. Kealey.

Ms. Gilchrist abstains.

Motion carried.

FY23 Research/Data Needs

This item was moved to a future meeting.

Workforce Development Training Fund Policy – Registered Apprenticeship Incentive

This item was moved to a future meeting.

June Meeting Objective

Motion by Mr. Smith to adjourn. Second by Mr. Coletti. Motion carried.

Adjourned at 3:01 p.m.