

**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

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

**Date:** Tuesday, March 1, 2022

**Time:** 1:00 PM – 2:00 PM

**Committee Members:** Audrey Fletcher, David Moore, Debbie Ronneburg, Ed Huskey, Elizabeth Hoeper, Gina Robison, John Russ, Marie Price, Maureen O'Toole, Ryan Gravette, Sean Kelly, Sherry Maupin, Vicki Isakson

**Guests:** Chet Andes, Leslie Losh, Destinie Hart

**Staff:** Cathy Solace, Jeffrey Bacon, Matthew Thomsen, Stacy James

**Call to Order at 1:05 p.m.**

**Roll call** - Quorum met

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

#### **Work-Based Learning Survey Discussion Continued**

Mr. Thomsen reviewed the WBL survey with committee. Please see attached document.

#### **Pre-Apprenticeships** continued

“How important is it that employers engaged in pre-apprenticeships provide the following: Recruit supervisors and mentors.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: With assistance from individual-serving organization and/or intermediary, develop clear outline of outlining relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.”

- The committee would like to mark this item as medium importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: Verify that individual meets all safety regulations and labor laws.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: Help interview and select individual.”

- The committee would like to mark this item as high importance.

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“How important is it that employers engaged in pre-apprenticeships provide the following: Provide a supervisor to onboard individual and meet regularly with individual to provide feedback and assess progress.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: Complete evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: Provide individual access to a professional mentor to guide him/her in career goals.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: Integrate individual into company teams and facilitate regular engagement with employees.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: Provide opportunities for individual to have ownership of distinct projects in addition to day-to-day work.”

- The committee would like to mark this item as low importance.

“How important is it that employers engaged in pre-apprenticeships provide the following: Pay wages to individual.”

- The committee would like to mark this item as low importance.

“How important is it that Individuals engaged in a pre-apprenticeships receive the following: Successfully complete application and/or work readiness training prior to the WBL experience.

- The committee would like to mark this item as medium importance.

“How important is it that Individuals engaged in a pre-apprenticeships receive the following: Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.

- The committee would like to mark this item as high importance.

“How important is it that Individuals engaged in a pre-apprenticeships receive the following: Reflect on experience and learning.

- The committee would like to mark this item as high importance.

“How important is it that Individuals engaged in a pre-apprenticeships receive the following: Complete WBL evaluation.”

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- The committee would like to mark this item as high importance.

### **Apprenticeships**

“How important is it that employers engaged in apprenticeships provide the following: Recruit supervisors and mentors.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in apprenticeships provide the following: relevant, rigorous, and age-appropriate tasks and projects which allow individuals to practice a variety of professional, academic, and technical skills.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in apprenticeships provide the following: Verify that individual meets all safety regulations and labor laws.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in apprenticeships provide the following: Help interview and select individual.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in apprenticeships provide the following: Complete evaluations (at least midpoint and final) tied to measurable outcomes and skills outlined in the job description to evaluate individual performance and progress.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in apprenticeships provide the following: Provide individual access to a professional mentor to guide him/her in career goals.”

- The committee would like to mark this item as high importance.

“How important is it that employers engaged in apprenticeships provide the following: Integrate individual into company teams and facilitate regular engagement with employees.”

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“How important is it that employers engaged in apprenticeships provide the following: Provide opportunities for individual to have ownership of distinct projects in addition to day-to-day work.”

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“How important is it that employers engaged in apprenticeships provide the following: Pay wages to individual.”

- The committee would like to mark this item as high importance.

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“How important is it that individuals engaged in an apprenticeship receive the following: Successfully complete application and/or work readiness training prior to the WBL experience.”

- The committee would like to mark this item as high importance.

“How important is it that individuals engaged in an apprenticeship receive the following: Demonstrate competency in essential skills, such as arriving to work on time, dressing and communicating professionally, adhering to deadlines, etc.”

- The committee would like to mark this item as high importance.

“How important is it that individuals engaged in an apprenticeship receive the following: Reflect on experience and learning.”

- The committee would like to mark this item as high importance.

“How important is it that individuals engaged in an apprenticeship receive the following: Complete WBL evaluation.”

- The committee would like to mark this item as high importance.

### **Registered Apprenticeships**

Definition:

- 1) Registered Apprenticeship is an industry-driven model that provides an effective way for employers to recruit, train, and retain highly skilled workers on portable nationally recognized credentials. Registered Apprenticeship is a proven model of job preparation that combines paid on-the-job learning with related instruction to progressively increase workers' skill levels and wages. In addition, apprenticeships allow employers to develop and apply industry standards to high-quality, structured training programs, therefore increasing productivity and the quality of the workforce.
  - 2) An apprenticeship registered with the U.S. Department of Labor meeting the standards defined by USDOL, which includes the five required components: 1) Business Involvement; 2) Structured On-the-Job Training; 3) Related Instruction; 4) Rewards for Skill Gains; and 5) Industry Credentials.
- The committee accepted definition 1 as stated above.

“Please rank the importance of each outcome for registered apprenticeships. Individual earns wages and industry credential and may earn academic credit.”

- The committee would like to mark this item as high importance.

“Please rank the importance of each outcome for registered apprenticeships. Individual increases knowledge of occupation, career field, and/or industry.”

- The committee would like to mark this item as high importance.

“Please rank the importance of each outcome for registered apprenticeships. Individual is provided with opportunities for networking within the organization and/or industry.”

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- The committee would like to mark this item as high importance.

“Please rank the importance of each outcome for registered apprenticeships. Individual demonstrates growth in industry knowledge, technical skills required for an occupation, and essential skills (such as teamwork, communication, and accountability) according to assessments, reflections, portfolios, performance evaluations, and/or other tools.”

- The committee would like to mark this item as high importance.

“Please rank the importance of each outcome for registered apprenticeships. Individual and employer have positive customer experience as evidenced in feedback and evaluations.”

- The committee would like to mark this item as high importance.

“How important is it that organization serving individuals provide the following services for those engaged in registered apprenticeships? Work with employers to identify needed skills and develop job descriptions outlining relevant, rigorous, and age-appropriate tasks and projects which allow individual to practice a variety of professional, academic, and technical skills.”

- The committee would like to mark this item as high importance.

“How important is it that organization serving individuals provide the following services for those engaged in registered apprenticeships? Ensure individual is prepared with regard to essential skills and required technical skills; if applicable, deliver pre-WBL curriculum and/or orientation to prepare individual.”

- The committee would like to mark this item as medium importance.

“How important is it that organization serving individuals provide the following services for those engaged in registered apprenticeships? Screen applicants and facilitate interviews/placements.”

- The committee would like to mark this item as low importance.

This discussion will be continued at the next Committee meeting.

### **Idaho Apprenticeship Coalition Update**

Idaho Department of Labor (IDOL)

Presenter: Ms. Robison

- During February, 4 sponsored apprentices, each with differing occupations, and 16 occupations with 11 employers pending enrollment
- April meeting invite sent to focus group to begin designing the Pre-Apprenticeship Program framework
- Mentor training outreach to go live online this month

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### Idaho Business for Education (IBE)

Presenter: Mr. Bacon

- Exceeded quarterly target this quarter and an additional 50 in process
- Issuing no cost support services such as referrals
- Issuing cost services such as professional apparel, travel, car insurance
- Applicants for registered employer incentive received

### Idaho Career & Technical Education (CTE)

Presenter: Ms. Hart

- Entered 324 apprentices into WIP this month

### Idaho AFL-CIO

Presenter: Ms. Losh

- Meeting with WDC scheduled to explore grant funding options for smaller schools to provide busses to Outreach events
- Cardinal Academy first career event May 4<sup>th</sup> with a focus on apprenticeships their young parent students have shown interest.

**Motion by Mr. Kelly to adjourn. Second by Mr. Russ. Motion carried.**

**Adjourned at 1:55 p.m.**