

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W Jefferson St, Ste 131, Boise, Idaho 83702

EXECUTIVE COMMITTEE MEETING MINUTES

Date: Thursday, December 13, 2023

Time: 12:00 – 5:00 PM

In Person

Boise Idaho

Council Committee Members: Deni Hoehne, John Young, ~~Joe Maloney~~, Kelly Kolb, Sarah Griffin, ~~Lt. Governor Scott Bedke~~

Guests:

Staff: Wendi Secrist, Amanda Ames, Matthew Thomsen, Sherawn Reberry, Stacy James,

Call to Order at 12:09 PM

Welcome

Deni Hoehne, Chair

- *Roll Call* – Quorum Met
- Review Agenda – No changes to the agenda
- ****Review November 9, 2023 Meeting Minutes***

Unanimous consent motion by Mr. Kelly Kolb to approve the November 9, 2023 meeting minutes as written. Second by Ms. Sarah Griffin. Motion carried.

Debrief Council Meeting

Deni Hoehne

- Comments/ Observations
 - Presentations were very detailed and explanatory.
 - Suggest creating a more formal onboarding for new Council members.

****WDTF Grant Review***

Kelly Kolb

- Mr. Kolb shared:
 - Committee is using a rubric to score and review all applications.
 - Grant approval recommendations are from the committee's December meeting.
 - Applications are reviewed and questioned, ensuring complete clarity.
 - One application was sent back to the applicant for further clarification.

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Grants:

College of Eastern Idaho Industry Sector Grant

During the grant period the College of Eastern Idaho (CEI) is proposing the development and implementation of an Associate of Applied Science program in Mechatronics Engineering Technology. The program will equip students with industry skills relevant to the electronics, mechanics, robotics, automation, energy, environmental, manufacturing, and technology industry. CEI is working with a consortium of industry partners including Micron Technology, Curtiss-Wright, Premier Energy Controls, and Idaho Steel. The partners will provide programmatic and technical support through the Mechatronics Technical Advisory Committee being led by CEI program manager and deans. The MET AAS program will provide educational pathways for students that includes hands-on experience. Program completers will receive an AAS in Mechatronics Engineering Technology and the opportunity to certify in at least one relevant industry-recognized credential. CEI will leverage partnerships with the INL and CAES by working with Talent Pipeline Management Project Managers in Regions 5 and 6 to ensure industry involvement in the development and growth of the AAS MET program.

WDTF Request: \$499,999.07

The Committee's consensus rubric score is 78%. This is at the high end of the Medium Alignment rubric score. The Committee shared concerns regarding the institution's past performance. Additional information was provided regarding CEI past and current processes for managing the grants. CEI has recently hired someone to manage grants for the institution.

Discussion:

- Majority of request is for equipment.

Motion by Ms. Sarah Griffin to approve the College of Eastern Idaho Industry Sector Grant as presented for the full amount of \$499,999.07. Second by Mr. John Young. Motion carried.

College of Southern Idaho Industry Sector Grant

The College of Southern Idaho grant proposal is comprised of three main components. First, CSI will expand its Automation Engineering Program. This will allow for a full-time instructor, upgrades to the facility, and outreach to increase participation from individuals in the surrounding area. Second, CSI will develop a new Electrical Engineering Technology AAS. The program will be a hybrid model combining CTE and academic programs that align with the needs of industry. Third, CSI will expand their Engineering and STEM program. The expansion of this program will allow for STEM instructors to support lower-division STEM courses and facilitate the high school-to-college pipeline, assisting dual credit STEM faculty statewide and connecting to broader STEM initiatives. Program completers will be able to gain a micro-credential, AAS, or CSI for dual credit courses offered at the high school level. CSI plans to offer 36 training sessions during the grant period which will depend on when their new Jerome facility is complete. 18 of the 36 sessions will be available at the Burley location

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offering 15 seats per session. CSI will offer 165 dual credit STEM courses over the three years of the grant. It's anticipated this will reach 1600 participants with 1200 completers.

WDTF Request: \$1,414,605.20

The Committee's consensus rubric score is 75%. This is at the high end of the Medium Alignment rubric score. Industry engagement, credentials, match rate, and budget all played significant factors in the Committee decision to approve with each area receiving a high overall score.

Discussion:

- Personnel, salary, and fringe \$500k
- Training and equipment \$400K
- CSI is working with talent pipeline management, integrating TPM into the programs leading to sustainability.
- Wages outgoing seem low, being conservative.

Motion by Mr. John Young to approve the College of Southern Idaho Industry Sector Grant as presented for the full amount of \$1,414,605.20. Second by Ms. Sarah Griffin. Motion carried.

University of Idaho Innovation Grant

The University of Idaho's Indigenous Knowledge for Effective Education Program (IKEEP) began in 2016. Through their proposal, U of I will expand IKEEP's offerings by strengthening and diversifying the education workforce by developing wraparound career pathways to better serve American Indian/Alaskan Native (AI/AN) students in the region. IKEEP's wrap around career pathways will improve and address current teacher and education leader workforce development gaps in four areas: student engagement, student mentorship in career exploration through IKEEP apprenticeship program, educational leadership cohorts, and design and deliver of an Indigenous education teaching and leadership development series (Offered statewide to 200-250 teachers who will receive a professional development credit). Training will be provided at the University of Idaho (Moscow) and distance centers across the state, including Coeur d'Alene, Boise, and Idaho Falls center. Training for professional development will be provided on-site in partnering schools and districts in Idaho, and on-line through virtual webinars and distance training. During the grant period the IKEEP program will serve 350 individuals. This number includes 260 already employed individuals who will receive training during grant.

WDTF Request: \$972,924.50

The Committee's consensus rubric score is 74%. This is at the high end of the Medium Alignment rubric score. Past performance was scored relatively low by most committee members on the rubric. The question of sustainability was questioned but not as part of the rubric. The Committee was satisfied with the information provided by the U of I.

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Discussion:

- US DOE grant is currently funding IKEEP.
- Eligible candidates are limited by requirements.
- Expanding with our funding to reach a broader audience.

Motion by Ms. Sarah Griffin to approve the University of Idaho Innovation Grant IKEEP as presented for the full amount of \$972,924.50. Second by Mr. Kelly Kolb.

Additional Discussion:

- Suggestion: clarify why funding is needed more directly in the application.

Motion carried.

Idaho Business for Education Innovation Grant

Idaho Business for Education will build on the work done over the last 3.5 years during which the organization was a sub recipient to the Youth Apprenticeship Readiness Grant awarded to the Idaho Workforce Development Council. IBE will expand the number of registered apprenticeship programs available to youth between 16-24, enrolling 300 youth during the 2-year performance period of the grant. IBE will also expand the number of employers participating in registered apprenticeship programs, adding an additional 25 employees during the grant's performance period. This work will be accomplished through four Youth Apprenticeship Business Development and Program Managers who will be based in the state's major regions. In addition to working with youth and employers, IBE will continue their work with Idaho's school districts who not only work as educational providers, but employers.

WDTF Request: \$1,250,013.41

The Committee's consensus rubric score is 68%. This is in the middle of the Medium Alignment rubric score. The match rate contributed to the lower score as no match was provided in the budget. The Committee believed the work done by IBE's Youth Apprenticeship Program is vital to the state and funding the program is necessary as no other organizations are working to expand youth apprenticeships in the state.

Discussion:

- 2 years starting July 1, 2024
- Any plan for sustaining without our funds?
 - Sustainability plan was based on public and private funding.
 - Yes, there is intent, may not be successful without public funds.

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Motion by Mr. Kelly Kolb. to approve the Idaho Business for Education Innovation Grant as presented for the full amount of \$1,250,013.41. Second by Ms. Sarah Griffin. Motion carried.

Interfaith Sanctuary Innovation Grant

Interfaith Sanctuary is partnering with the College of Western Idaho to create a pre-apprenticeship training for the construction industry. The College of Western Idaho has an established curriculum for Construction and Carpentry. Interfaith will be providing the space and access to unhoused individuals who are currently receiving support from their programs. Interfaith Sanctuary guests who are interested in the program will first need to complete a four-week prerequisite food services training before they are enrolled in the construction program. CWI will run 8 cohorts of 10 participants giving priority to Interfaith Sanctuary guests. Participants will need to complete 48 hours of coursework before earning a certificate of completion. During the final week of the training program, participants will be given the opportunity to attend a hiring fair with area construction companies. At the hiring event, contractors will have the opportunity to interview potential new employees.

WDTF Request: \$202,540.80

The Committee's consensus rubric score is 70%. This is in the middle of the Medium Alignment rubric score. The lack of past performance contributed to the lower score as this is the first grant application submitted by Interfaith Sanctuary. The Committee scored all other areas favorably with no concerns about the project overall. The Committee sees a need for training that supports unhoused individuals and believes the project goals and objectives will provide a strong foundation for those interested in entering the construction industry.

Discussion:

- Why will participants have to complete the food services training first?
 - The program currently exists. It is a way to engage individuals to see if they will continue and sustain themselves.
- This program will hopefully be a pathway to get folks into housing.
- CWI Adult Education will work with individuals from the shelter on English and math literacy as needed.
- Micron provided funds to build a 2,000 sq. ft. training facility in new shelter.
- The program will prioritize in-house guests, but will be open enrollment targeted to refugees and other low-income participants.

Motion by Ms. Sarah Griffin. to approve the Interfaith Sanctuary Innovation Grant as presented for the full amount of \$202,540.80. Second by Mr. Kelly Kolb. Motion carried.

Micron Employer Grant

To provide an adequate workforce for its Fab expansion, Micron Technology will hire 670 new employees and retrain an additional 380 incumbent workers, providing training to over 1,000 individuals in total. By providing these employees the skills necessary to use state-of-the-art equipment, manufacture memory in high volumes,

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and maintain a safe and productive work environment, this grant will help employees to build their skills, work their way up Micron's internal career ladder/lattice, and have access to a wide range of jobs in the semiconductor industry -- an in-demand sector across the United States and throughout the globe. Much of the training for this grant will take place outside of the Boise campus. Training locations include Taiwan, Japan, Washington, Arizona, Netherlands, New York, and California. The training budget for this project includes costs associated with travel, internal and external trainer costs, and training material costs.

WDTF Request: \$13,498,100.00

The Committee's consensus rubric score is 81%. This is at the low end of the High Alignment rubric score. The Committee was presented with the waiver approved by the Council at the December 2022 Quarterly Council Meeting. The approved waiver addresses three areas of conflict between the Micron application and the Workforce Development Training Policy: the cap on per-grant and per-employer total, the cap on per-employee total, and the cap on the two-year grant period. The Committee's overall view of the application is that it aligns with the goals of the grant in that it is creating good jobs with good pay and robust training. The Committee did mention that travel costs associated with the grant were high. However, the lack of available training and resources made it necessary for trainees to travel for needed training.

Discussion:

- Travel costs
 - The necessary training itself is not available in US, as high volume manufacturing does not exist yet in the US.
 - Training capacity will be built here in Idaho and this plant will serve as training center for the future.

Motion by Ms. Sarah Griffin. to approve the Micron Employer Grant as presented for the full amount of \$13,498,100.00. Second by Mr. John Young. Motion carried.

University of Idaho ASAI Industry Sector Grant

The University of Idaho is expanding its Next Generation Microelectronics Research Center through the implementation of the new Amplifying Semiconductors Across Idaho (ASAI) program. The new program will better address Idaho's workforce needs by producing more engineers, physicists, and chemists who are seeking careers in the semiconductor industry. The ASAI program will increase NGeM's impact through three approaches: 1) expand the curriculum to include modules on semiconductor applications across multiple engineering and science courses (including robotics, cybersecurity, computer science, chemistry, physics, mechanical, electrical, computer, civil/environmental, and chemical engineering); 2) increase pathways and incentives for students to complete certificates, producing more students with focused training in semiconductor design and related areas; and 3) amplify and enhance current K-16 STEM outreach efforts with semiconductor activities, attracting more students to the UI to pursue semiconductor educational and career

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opportunities. The University will work with industry partners and industry experts to develop course modules, provide guest lectures, and provide cooperative education and internship opportunities in the semiconductor industry. Industry partners will also take part in K-12 outreach efforts to engage secondary students more effectively in rural areas. The ASAI program will fund outfitting a mobile trailer with hands-on activities and demonstrations related to the semiconductor industry. This trailer will amplify and extend the College of Engineering's outreach program by allowing us to bring high-quality activities to pre-college students in rural parts of Idaho that lack resources for hands-on activities and demonstrations. As part of the grant U of I will provide 20 full-tuition scholarships annually to students who will receive the semiconductor certificate and training from this project. Students will earn course credits to pursue their degrees, along with current and newly developed certificates. This project will reach 1,527 program participants at the post-secondary and K-12 level.

WDTF Request: \$1,039,557.00

The Committee's consensus rubric score is 80%. This is at the low end of the High Alignment rubric score. Past performance was scored relatively low by most committee members on the rubric. The applicant's engagement with industry, credentials, training need, and occupational concentration and transferability variables were all scored high by the Committee.

Discussion:

- Previous grant management – misunderstood by applicant, more communication to applicant to ensure understanding.
- 50% of budget is scholarships (20) over 3 years.

Motion by Mr. Kelly Kolb to recommend approval of the University of Idaho ASAI Industry Sector Grant in the full amount of \$1,039,557.00. Second by Ms. Sarah Griffin.

Motion carried.

***Child Care Expansion Grants**

Sarah Griffin

- **Reallocation of Uncontracted FY23 Funds**
 - \$1,446,664.33 available to re-allocate.
 - 3 projects did not meet contract deadlines.
 - 1 decided not to go forward.
 - 1 could not find property.
 - 1 had internal changes within the organizational structure.
 - The below projects were partially funded in FY23.
 - Teton Regional Economic Coalition (TREC) to full
 - Tiny Town

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- Treasure Valley YMCA
- Boys and Girls Club Ada County – Kuna
- Boys and Girls Club Lewis Clark Valley
- Micron
- Recommendation
 - Fully fund:
 - Teton Regional Economic Coalition (TREC)
 - Tiny Town
 - Fund an additional 23% to:
 - Treasure Valley YMCA
 - Boys and Girls Club Ada County – Kuna
 - Boys and Girls Club Lewis Clark Valley
 - Boys and Girls Club Magic Valley (Rupert)
 - No additional funding to:
 - Micron
 - This will reduce the FY24 ask for those receiving the additional 23%.
 - All applicants increased seating.
 - All applicants understand funding is not guaranteed in FY24.
- Reallocation total \$1,404,099.56
- Balance of \$42,564.77 will move to FY24 funding amount.

Motion by Ms. Sarah Griffin to approve the Child Care Expansion Grant Committee recommendation to reallocate FY23 available funds as presented. Second by Mr. Kelly Kolb. Motion carried.

****Semiconductor Related Investments and Idaho Launch Spending Adjustments***

Wendi Secrist

- Requesting a \$2M shift in the Leading Idaho budget, approved in June 2023, to Launch 1.0
- Project Updates:
 - Nov 16th meeting at Micron to increase awareness and integrate the projects together.
 - Micron's goal was to increase STEM literacy across the state.
 - Idaho Connect
 - Not getting level of support from the vendor.
 - Not getting adopted in the school districts.
 - Currently pulling data - Micron may not renew. Contract ends March 1, 2024.
 - Looking at other things that might fill the gap that we can shift funds to - 2 things could happen:
 - Find a substitute that meets the needs and shift funding.
 - No substitute and shift funding back for redistribution
 - Need to evaluate what is different for a teacher that would make them want to add one more thing to their day. Can we make an argument about why they should use Idaho Connect?

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- We will continue to investigate and will come back to Executive Committee with more information and a possible recommendation.
- New \$2M would be allocated to Workforce Training Centers - Construction Scholarships
- Still working to develop:
 - Veteran Outreach
 - CWI Construction working with High Schools
 -

Motion by Mr. John Young to shift \$2M from funds allocated for Workforce Training Centers to Launch 1.0 to support additional construction related training. Second by Mr. Kelly Kolb. Motion carried.

Executive Director's Report

Wendi Secrist

- Talent Pipeline Management Projects
 - CSI did a great job with employers.
 - CSI is close to a big win in healthcare.
 - CEDA came out hot but has waned, they had a good opportunity in manufacturing, but flat-lined. Possibly not able to get partners to the table.
 - Matt is doing a deeper dive.
 - 2 big players in North Central Idaho are not at the table.
 - If we continue to fund this, it will need to be from the WDTF after July.
 - Consider approaching those that aren't utilizing the funds effectively and provide them to others.
 - Need to push to self-funding.
- Possible adjustment to High School Graduation Requirements
 - College career readiness.
 - Digital Literacy
 - Trying to introduce it this session.
 - Workplace readiness assessment.

Executive Committee Open Discussion

- AI thoughts
 - Scams seem to be everywhere.
 - Our team is working to find out how to utilize it within industry.
 - Coursera has online classes available.
 - One Stop Annual Training – the focus will be AI to help support customers.
 - VR is utilizing an AI system to free up counselors.
 - Great article in the New Yorker December issue

Unanimous Consent Motion by Mr. Kelly Kolb to adjourn. No objections.
Adjourned at 3:30 p.m.