

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

Joint meeting One-Stop Committee & WIOA Advisory Group Meeting Minutes

Date: Friday, December 8th, 2023

Time: 8:00 AM-5:00 PM

One-Stop Committee Members: Jane Donnellan, Terry Butikofer, Beth Cunningham, ~~Korene Gonzalez~~, Admir Selimovic, ~~David Shakespear~~, Korey Mereness, Paige Bongiorno, Amelia Valasek, ~~Kristin Matthews~~, Kristyn Carr

WIOA Advisory Group: Sarah Nash (IDOL), ~~Aaron Tuckett (IDOL)~~, Matt Markve (IDVR), ~~Sharon Kierulf (Easter Seals Goodwill)~~, Dave Hanchett (IDOL), ~~Mike Walsh (ICB Aging)~~; Teresa Pitt (IDVR), ~~Deborah Chouinard (Easter Seals Goodwill)~~, Admir Selimovic, Committee on Aging ; Danilo Cabrera (IDOL); ~~David Shakespear, Job Corp; Deb Matiska (Easter Seals Goodwill); Kelly Sharp (IDOL); Trevi Hardy, CTE; Ricco Barrera (IDOL); Summer MacDonald (IDOL); Nick Jorgensen (ICBVI)~~

Staff: Wendi Secrist, Denise Hill, Matthew Thomsen, Elaine Zabriskie

Called to Order at 8:20 am.

Welcome

Roll Call / Introductions – Quorum Met for One-Stop Committee
Review Agenda

***Approve November 14, 2023 Meeting Minutes (One Stop Committee)**

Motion by Ms. Paige Bongiorno to approve the November 14, 2023 minutes as written. Second by Ms. Beth Cunningham. Motion carried.

Announcements & Updates:

8:30 - 9:00

Michelle Peugh

- **EO Officer Update**

- Janelle White is the new interim State EO officer.
 - Formal replacement will be determined shortly.
- Michelle Peugh is now Deputy EO officer.
- Cost sharing for the position will no longer be necessary.
- Cost of annual training for the group may be shared.

- Public Sector Apprenticeships are a great opportunity for job seekers and for agencies needing to fill critical roles.
- Apprentice selection in Luma coming.
- **Service to Careers** **Wendi Secrist**
 - National Governor's Association is supporting a model to bridge between AmeriCorps service positions and careers, particularly public sector.
 - Expect a follow-up in mid-January.

- **One Stop Survey** **Sarah Nash**
 - Reminder to complete the resource hub survey.
 - Hope to involve both staff and leadership.
 - Deadline: December 22nd

Basic Plan Revisions: **9:00 – 9:45**

- Use of UI Wage Record Data – p. 123
 - Mention federal investments, including CHIPS, IIJA, and BIL
- Privacy Safeguards – p. 124
 - Reach out to board to ensure they haven't updated privacy safeguards and agreements.
 - Confirm that adult ed students are a part of the same data set.
 - Identify means to track students with no SSN.

Previously Identified Discussion Topics **10:00 – 11:00** **Elaine Zabriskie**

- Evaluation p. 114
 - Discussion
 - Wendi and Elaine to rewrite per the team's comments.
 - Agencies will continue to do their own evaluations and discuss these as a group.
 - Evaluate, discuss, and collaborate.
 - Have common goal to identify gaps and generate new plans accordingly.
 - For core programs – come together to discuss on an ongoing basis?
 - Survey of statewide staff how are staff working across programs, what they need.
 - Understand and clarify regional opportunities.

Data Review: **11:00 – 12:00**

- **Economic and Workforce Analysis** **Chris Blanchard**
 - 2020 – 2022 analysis
 - Job growth
 - Growth in personal income
 - Good match between jobs and training opportunities
 - Unemployment is at a historic low.
 - Remote work has risen.
 - Large population influx (particularly from King County and Bay area counties)
 - Continued challenges and persistent problems
 - Lack of workers in health care and technology sectors
 - Education is the critical pathway out of poverty.

- Disparities in education and employment exist among the demographic groups analyzed.
 - Additional data requested:
 - Government employment in Idaho
 - Education by age
 - Education by in- and out-migration
 - Median Idaho wage
- **Listening Session Qualitative Data** **Elaine Zabriskie**
 - Our goals for the listening sessions:
 - Identify what's going on in Idaho's workforce system.
 - Determine how we can better meet Idaho's needs.
 - Listening session methods
 - 5 sessions were held – Regions 2,4,5,6 & WDC Council meeting.
 - Council meeting includes representatives from all state districts.
 - Top ten themes from the listening sessions
 - Education & Training
 - Solutions
 - Workforce Shortage
 - Awareness
 - Career Pathways
 - Youth
 - Housing
 - Partnerships
 - Successes
 - Services & Supports
 - Note that several of the top five themes are closely related.
 - The point of the analysis:
 - Our efforts mean something – they're valued.
 - We are resourceful and ambitious.
 - The workforce ecosystem is evolving, and we must evolve with it
 - Our education and training opportunities must yield quality results from start to finish.
 - Our relationships may be our greatest strength.
 - Discussion
 - Today's next activity is setting goals for collaborative efforts.
 - Changes from 4 years ago?
 - Housing has become much more pressing.
 - Transportation & childcare are more significant concerns.
 - Workforce partners, economic development agencies, and local governments are appreciative of the collaboration they are seeing.
 - Broadband not as much of an issue
 - Generational disagreements/misconceptions still a big thing
 - High unemployment and limited resources for youth beg a more targeted, thoughtful approach from us.

Break for Lunch

Vision, Goals, and Focus Areas:

1:00 – 2:30

All Participants

- Vision
 - No need to change.
- Goals
 - Derived from the Governor’s executive order, the legislature, and the Council.
- Strategies
 - From the Council
- 4 Focus areas
 - **Improving public awareness and access to workforce system**
 - Retain this goal.
 - Develop a communications package and plan.
 - Focus on accessible communications for populations under the DEIA umbrella.
 - People with more barriers may need more personalized assistance.
 - Focus on customer-centered design.
 - Communications Collateral
 - Generate key messaging collaboratively.
 - Tweak presentation for compatibility with various media channels
 - Partner with high-utilization organizations to increase awareness.
 - Community health care centers
 - Foodbanks
 - Homeless shelters
 - Adult education
 - Libraries
 - Coordinating Business Services
 - Just starting to hit our stride on these goals.
 - Retain and continue progressing.
 - **Build workforce system capacity to receive participants with more significant barriers to employment.**
 - Response to awareness and access goal above
 - Train frontline staff to be welcoming to all customers.
 - Train frontline staff to use all available resources.
 - Collaboratively develop an inter-agency resource hub
 - Develop and share trainings on the resource hub.
 - Communicate expectations and rationale.
 - Request meaningful engagement; interactive webinars that follow up with questions about the relevance/usefulness of information provided.
 - **Serving Youth and Underserved Communities**
 - We’ve been successful in raising the quality/quantity of service to rural areas.
 - Youth now represents a critical population.
 - Rural, youth, rural/youth, disabilities, out of corrections
 - Language Barriers

- Continue developing services that are sensitive to needs.
- **Career Pathways and Sector Partnerships**
 - Develop career pathways via Talent Pipeline Management (TPM)
 - Identify target industries for TPM, prioritizing those expected to see job growth due to the IJA, CHIPS and Science act, and the BIL.
 - Identify which occupations will be created and when, related to federal investments indicated above.
 - Identify the necessary credentials, training, and timeline to deliver qualified individuals when they are needed.
 - Train Combined Plan Partners on TPM
 - Connect TPM hosts to Combined Plan Partners
 - Provide “elevator pitch” for state plan partners to discuss TPM with their employer participants
- Follow-Up Steps
 - One Stop to review Focus Areas as discussed today.
 - WDC Executive Committee will review Focus Areas next.
 - Plan must be ready for public comment by February 1
 - Deadline: 3/4/2024

Break

Plan Revisions: 2:30 – 3:00

- Strengths & Weaknesses of All Participants Workforce Development Activities – p. 50-53
 - Tracked in working document, shared with all participants after this meeting.
 - Reference federal investments relevant to Idaho

Planning for New Goals: 3:15 – 4:00 All Participants

- Improving public awareness and access
 - Develop communication strategy and collateral package.
 - Create a schedule and develop a team.
 - Leveraging technology
 - Annual training – integrating AI into our systems and services.
 - SARA (AI tool being tested by IDVR)
 - Leveraging state employee knowledge
 - Align with Digital Access for All Idaho plan.
- Building workforce system capacity to receive participants with more significant barriers to employment.
 - Leverage economic and workforce analysis to identify groups in need of more urgent/comprehensive support.
- Serving underserved youth
 - Create a matrix of all the services that are available in the state.
 - Within our own system – what are the gaps.
 - Data – higher utilization services
- Career Pathways
 - Talent Pipeline Management
 - Plan a presentation to the One Stop committee meeting.
 - Collaboratively create career pathways

- Who owns and who facilitates?
- Timing before next October
- What training is necessary?

Open Discussion:

4:00 – 5:00

All Participants

Adjourned at 4:30 p.m.

Motion to adjourn by Ms. Jane Donnellan, seconded by Ms. Paige Bongiorno.