

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W. Jefferson St. Boise, ID 83702

Quarterly Council Meeting Minutes

Date: Wednesday, March 6, 2024
Time: 8:30 a.m. – 4:30 p.m. (Mountain Time)
Location: Galaxy Event Center
400 W. Overland Rd
Meridian, Idaho 83642

Council Member Attendees: Amanda Logan, Ben Davidson, Bill Reagan, Brian Cox, Carrie Semmelroth, Clay Long, Allison Duman proxy for Debbie Critchfield, Hope Morrow, James Smith, Jane Donnellan, Jani Revier, Jeff Greene, Jeff Hough, Jennifer Palagi, Joe Maloney, John Young, Kelly Kolb, Linda Clark, Lori Barber, Marie Price, Sarah Griffin, Sean Coletti, Sergio Mendoza, Stephanie Pfeifer, Todd Putren, Tom Kealy

Staff: Wendi Secrist, Amanda Ames, Elaine Zabriskie, Matthew Thomsen, Denise Hill, Sherawn Reberry

Guests: Julie Sherry, IDOL; Paige Bongiorno, DHR; Sarah Nash, IDOL; MiKayla Monaghan, IDVR; John Russ, CWI; Terry Butikofer, Altura; Sharon Kierulf, ESGW SCSEP; Kristyn Carr, IDOL; Nick Jorgensen, ICBVI; Rod Gramer, IBE; Dan Cabrera, IDOL; Mike Walsh, ICBVI; Beth Cunningham, ICBVI; Elsa Guillen, IDOL; Crystal Robles, IDOC; Cathy Ammirati, Micron; Sam Barker, CWI; Dee Mooney, Micron; JoAnn Lightly, BSU; Sarah Joy, DPI Staffing

Call to order at 8:34 a.m.

John Young, Vice-Chair

Roll Call/Introductions – Quorum met.

Welcome to new members Stephanie Pfeifer, Nightforce Optics and Jody Hendrickx, Hendrickx Logging, Inc.

***Review/Approve Agenda**

A motion was made by Ms. Jani Revier to approve the agenda as presented. Second by Ms. Linda Clark. There were no objections.

****Approve Minutes from December 13, 2023 Meeting***

A motion was made by Mr. Jeff Greene to approve the December 13, 2023 Meeting Minutes with the updated attendance list. Second by Ms. Jani Revier. There were no objections.

WDC Budget Updates

Wendi Secrist, Executive Director

• Monthly Budget Report WDTF

- Report is through December 31, 2023
- Some Luma challenges continue
- Operations budget
 - Going as planned
 - WDTF fund cash \$28.7M
 - Final \$27.9
 - Stem focus grants against \$15M, Micron expansion
 - \$12.4M of \$15M obligated
 - LAUNCH \$3.2M obligated, 23/24 funding approved contracts
 - Contracts expired from Jan./ Feb. \$800K possible recovery
 - Mid-April possibly suspend Adult Launch until additional funding is available
 - WDTF not showing all that have been applied, will see catch up
 - WDTF anticipated revenue, shift in unemployment insurance 3% did not get included in report
 - HB428 on the table today
 - 1.3% to 1.2% new multiplier
 - 20% from 30% reserve for recession
 - Balance of collections
 - Idaho has the 10th most solvent trust fund
 - This calendar year every business received a revised tax bill providing a 20% cut
 - March 22nd new rates will be sent out
 - Employer portal will have new rates by this Friday
- Federal Funds
 - Staff and Council costs on target
 - Youth Apprenticeship Readiness Grant
 - Ends June
 - Spending to plan
 - AARPA
 - Workforce Training
 - Down to \$2.3M unobligated for Launch
 - TPM contracts listed
 - CHIPS ACT
 - \$25.8M budget
 - Obligated by December 2024

- Childcare
 - \$30M 2yr
 - FY23 except last 2 entries
 - Wonderschool Contract
- LAUNCH
 - FY24 \$25m for FY24
 - Approximately \$2M remaining at end of year
 - Will be reallocated to WDTF grants
- CNA
 - One time project
 - No reappropriations request

WORKFORCE DEVELOPMENT COUNCIL
 Fiscal Year 2024 Budget (Preliminary)
 For the Period July 1, 2023 - December 31, 2023

WDTF				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 509,100	\$ 215,497	\$ 293,603	42%
Personnel	\$ 509,100	\$ 215,497	\$ 293,603	42%
Administrative Services & Supplies	10,000	1,882	8,118	19%
Communication Costs	12,000	3,282	8,718	27%
Computer Services & Supplies	36,000	3,306	32,694	9%
Contracts, Events & Other Council Activities	284,750	19,440	265,310	7%
Employee Development, Memberships & Subscriptions	6,400	6,194	206	97%
Employee Travel Costs	25,000	13,455	11,545	54%
Government Overhead & Insurance	6,250	5,998	252	96%
Rentals & Operating Leases	25,000	11,792	13,208	47%
Operating Budget	\$ 405,400	\$ 65,349	\$ 340,051	16%
Grand Total	\$ 914,500	\$ 252,003	\$ 662,497	28%

Trustee and Benefits FY24	
Grant Reimbursement Spending Authority	\$ 22,684,500
Innovation	771,028
Launch	174,524
Outreach	26,030
Employer	305,807
Industry Sector	980,775
Ending Balance	\$ 20,426,337

WDTF Financial Summary	
WDTF Cash Balance 12/1/2023	\$ 28,722,681
Revenue	\$ 10,378
Interest	-
Payments	765,962
WDTF Cash Balance 12/31/2023	27,967,097
Obligated Employer Grants	\$ 1,534,304
Obligated Industry Sector Grants	5,060,739
Obligated Innovation Grants	884,927
STEM-Focused Grants	12,470,168
Obligated Outreach Projects & Allocated Budget	81,115
Preceptorship	200,000
*LAUNCH	3,269,936
FY24 WDTF Admin Costs	662,497
Obligated Balance	\$ 24,163,686
Unobligated Balance	\$ 3,803,411
Proposals Under Review	6,104,017
Unobligated Balance if all funded	\$ (2,300,605)

WDTF Revenue			
Month	Transfer In	Interest	Collection Cost
July	\$ 373,170	\$ 81,454	\$ -
August	857,723	85,185	-
September	25,531	-	-
October	309,649	797	-
November	717,753	-	-
December	10,378	-	-
January			
February			
March			
April			
May			
June			
FY24 Totals	\$ 2,294,204	\$ 167,436	\$ -

*Includes all Launch funding made available for FY23 & FY24.

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget (Preliminary)
For the Period July 1, 2023 - December 31, 2023

WIOA				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 121,900	\$ 57,665	\$ 64,235	47%
Personnel	\$ 121,900	\$ 57,665	\$ 64,235	47%
Administrative Services & Supplies	\$ 1,000	\$ 1,580	\$ (580)	158%
Communication Costs	-	61	(61)	0%
Computer Services & Supplies	-	-	-	0%
Contracts, Events & Other Council Activities	31,425	12,516	18,909	40%
Employee Development, Memberships & Subscriptio	17,575	900	16,675	5%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
Operating Budget	\$ 50,000	\$ 15,056	\$ 34,944	30%
Grand Total	\$ 171,900	\$ 72,721	\$ 99,179	42%

YARG				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 94,400	\$ 47,407	\$ 46,993	50%
Personnel	\$ 94,400	\$ 47,407	\$ 46,993	50%
Administrative Services & Supplies	\$ 675	\$ 50	\$ 625	7%
Communication Costs	660	423	237	64%
Computer Services & Supplies	-	2,046	(2,046)	0%
Contracts, Events & Other Council Activities	27,665	179	27,486	1%
Employee Development, Memberships & Subscriptio	1,000	-	1,000	0%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
Operating Budget	\$ 30,000	\$ 2,698	\$ 27,302	9%
Grand Total	\$ 124,400	\$ 50,105	\$ 74,295	40%

Trustee and Benefits	Beg Balance	Apprentice Disbursements	Third-party Disbursements	End Balance
Grant Reimbursement(s) Spending Authority	\$ 636,500	\$ 65,631	\$ 235,125	\$ 335,743

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2023 & 2024 Budget (Preliminary)
For the Period July 1, 2022 - December 31, 2023

ARPA WFDT				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Idaho Launch	\$ 20,714,773	\$ 18,412,578	\$ 2,302,195	\$ 12,307,793
Talent Pipeline Management (TPM) – Regional Coordinator	\$ 2,151,763		\$ -	
1 Percent Consulting	-	\$ 297,580		\$ 211,386
Idaho Associated General Contractors	-	299,465		186,235
Center for Advanced Energy Studies	-	300,000		159,827
Coeur d'Alene Area Economic Development Corp	-	300,000		48,810
Clearwater Economic Development Association	-	288,314		149,285
College Southern Idaho	-	300,000		151,289
Idaho Manufacturing Alliance	-	301,905		85,592
TPM Training & Lightcast Licenses	-	64,500		55,000
CWI MFG Industry Sector Grant	\$ -	\$ 4,194,931	\$ -	\$ -
Reserved for CHIPS Act Projects	\$ 25,808,863	\$ -	\$ 21,613,932	\$ -
Next Steps Idaho Investments	\$ 250,000	\$ 250,000	\$ -	\$ 110,758
Idaho Launch Website & Marketing	\$ 450,000	\$ 450,000	\$ -	\$ 72,277
Salary	\$ 276,600	\$ 276,600	\$ -	\$ 145,642
Operating	\$ 348,000	\$ 348,000	\$ -	\$ 47,994
Grand Total	\$ 50,000,000	\$ 26,083,872	\$ 23,916,128	\$ 13,731,886

ARPA Child Care				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Child Care Grants	\$ 29,602,596		\$ 10,949,200	\$ -
Lost Rivers Medical Center		\$ 270,000		221,878
Baby Bee Daycare		360,000		-
Boise State Children's Center		393,705		-
Boys & Girls Club Ada County (Kuna)		450,000		-
Boys & Girls Club Lewis Clark Valley		480,000		-
Boys & Girls Club Magic Valley (Rupert)		180,000		-
Bright Stars Childcare		150,000		31,337
Care House Learning Center		88,860		55,159
Chita's Kids Preschool		94,756		77,163
Cookies N Milk Daycare		351,500		351,500
Get Ready to Learn, Kuna		75,000		-
Giraffe Laugh		1,073,633		35,471
Kaniksu Community Health Clinic		375,000		375,000
Lil' Rascals Preschool and Daycare		315,000		-
Little Me with Daycare		67,090		26,463
Lucky Duck Preschool		2,198,900		2,198,900
Magic Stars Spanish Preschool		207,000		-
Micron		100,000		-
Saggy Britches dba the Barnyard Daycare & Learning		179,068		-
Storybook Adventure		2,250,000		1,244,655
Tamarack Resort		166,724		-
The Little Red Roost Child Care		101,671		44,896
Tiny Tots Learning Center		235,620		108,126
Tiny Town		536,950		90,150
Treasure Valley YMCA		720,000		156,372
United Way of South Central Idaho (E-Street)		900,000		169,661
McCall-Donnelly Joint School District		452,000		283,468
Whole Child		78,455		39,394
WICAP		924,664		-
Teton Regional Economic Coalition		1,028,100		465,744
Public Safety		3,000,000		-
Wonderschool		849,700		-
Salary*	\$ 367,404	\$ 367,404	\$ -	\$ 261,023
Operating Budget	\$ 30,000	\$ 30,000	\$ -	\$ 26,759
Grand Total	\$ 30,000,000	\$ 19,050,800	\$ 10,949,200	\$ 6,263,118

* Includes expenditures FY22

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget (Preliminary)
For the Period July 1, 2023 - December 31, 2023

In Demand Careers				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 1,005,100	\$ 191,889	\$ 813,211	19%
Personnel	\$ 1,005,100	\$ 191,889	\$ 813,211	19%
Administrative Services & Supplies	\$ 15,000	\$ 5,000	\$ 10,000	33%
Communication Costs	16,200	1,402	14,798	9%
Computer Services & Supplies	153,200	24,930	128,270	16%
Employee Development, Memberships & Subscriptions	12,000	1,375	10,626	11%
Employee Travel Costs	45,000	8,885	36,115	20%
Contracts, Events & Other Council Activities	3,729,200	105,418	3,623,782	3%
Rentals & Operating Leases	21,950	10,973	10,977	50%
Government Overhead & Insurance	2,350	2,350	-	100%
Operating Budget	\$ 3,994,900	160,333	\$ 3,834,567	4%
Grand Total	\$ 5,000,000	\$ 352,222	\$ 4,647,778	7%

In Demand Careers			
Month	Transfer In	Interest	Collection Cost
July	\$ 20,000,000	\$ 1,914	\$ -
August	(11,250,000)	-	-
September	20,000,000	-	-
October	(11,250,000)	18	-
November	-	-	-
December	-	-	-
January			
February			
March			
April			
May			
June			
FY24 Totals	\$ 17,500,000	\$ 1,932	\$ -

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget
For the Period July 1, 2023 - December 31, 2023

CNA Study				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ -		\$ -	0%
Personnel	\$ -	\$ -	\$ -	0%
Administrative Services & Supplies	-		-	0%
Communication Costs	-		-	0%
Computer Services & Supplies	-		-	0%
Employee Development, Memberships & Subscriptions	-		-	0%
Employee Travel Costs	-		-	0%
Contracts, Events & Other Council Activities	106,070		106,070	0%
Rentals & Operating Leases	-		-	0%
Government Overhead & Insurance	-		-	0%
Operating Budget	\$ 106,070	\$ -	\$ 106,070	0%
Grand Total	\$ 106,070	\$ -	\$ 106,070	0%

- **FY25 Budget Updates**

Wendi Secrist

- ***Set-aside for Talent Pipeline Management** **Matthew Thomsen**
 - Provides employers and their education and workforce development partners with strategies and tools to co-design talent supply chains that connect learners and workers to jobs and career advancement opportunities.
 - Idaho's TPM Structure
 - Workforce Development Council
 - Host Organization
 - TPM Project Manager
 - Regional Advising Team
 - Initiative started 2020, funded by Innovation Grant
 - WDC partnered with Idaho Association of Commerce and Industry to train 30 TPM facilitators throughout the state
 - 2022, funded by ARPA funds through FY24
 - Through Governor Little's Leading Idaho Initiative, the Council strategically funds 5 regional host organizations and 2 statewide host organizations to expand TPM in Idaho.
 - 2024 forward funding to be determined possibly WDTF
 - Available online, participation is both full and part time
 - Some part time, some full time
 - Sustainability
 - Strengthen WDC presence and impact in the state
 - TPM host organizations continue advancing workforce training initiatives in the regions
 - TPM facilitators continue to support industry in advancing workforce initiatives
 - Continued collaboration of TPM facilitators and the WDTF process ensures meaningful, industry-supported grant applications
 - TPM process helps strengthen partnerships between industry and education
 - Staff Recommendation
 - Allocate \$550,000 total to TPM host organizations in strategic areas
 - Region 1 \$75K per year
 - Region 2 \$45K per year
 - Region 3 Supported by staff
 - Region 4 \$90K
 - Region 5 and 6 \$250K
 - Statewide \$90K
 - WDTF funds
 - Discussion
 - Grant applications to refer to TPM
 - TPM to become a part of the grant request process
 - TPM and secondary/ post-secondary education
 - Through apprenticeship readiness and pre-apprenticeship
 - Need to go lower than secondary to middle school, expansion needed, start with purposeful conversations

- Ongoing ask
 - Evaluate yearly during March meeting
 - Current ask is for FY25
- Region 5 and 6, almost half the funding is going here, why?
 - Host organization structure
 - ARPA funds
 - Could not sustain without this funding, funding at 100%
 - Could potential find another host with additional funding
 - Case structure is intentional to use neutral party
 - Region 5 and 6 are co-located
 - Area is geographically difficult to reach
- Outcome measures
 - Meeting goals
 - Incorporate
 - Metrics
 - Solidify and expand further
 - Metrics defined by region

A motion made by Mr. Kelly Kolb to allocate \$550,000 to the TPM Initiative as described for FY25. Second by Ms. Sarah Griffin. There were no objections. Ms. Hope Morrow and Mr. Sean Coletti abstained from the motion.

- ****Set-aside for Outreach Grants*** ***John Young, Outreach Committee Chair***
 1. No request last year due to LAUNCH
 2. FY25 proposals
 - \$50K from WDTF to Outreach Budget

A unanimous consent motion was made by Ms. Linda Clark to approve the transfer of funds as requested. Second by Mr. Brian Cox. There were no objections.

****2024-2028 WIOA State Plan*** **Jane Donnellan, One-Stop- Committee Chair & Elaine Zabriskie**

- Federal law requires each State submit a plan to the US Department of
- 4-year strategy with modifications at 2 year
- Programs located in ID
- Idaho has 4 additional partners creating a combined plan
- State plan must be approved by the federal government to receive funding
- Purpose
 1. To communicate state's vision
 2. Align within programs
 3. Foster better alignments
 4. Improve efficiencies
 5. Ensure workforce system is aligned

- 6. Promotes a shared understanding of our workforce needs
- Summary of the good news
 1. Net job growth of 10% 2020 - 2022
 2. Post COVID to high levels of growth in personal income and GDP
 3. Good match between growing industries and in-demand occupations and available training programs
 4. Unemployment is at historic lows, no gap between whites and Hispanics
 5. Massive population influx during COVID
 6. Population is growing in the 35–49-year-old age band
 7. Diversification toward a minority-majority population
- Persistent observations
 1. Jobs in health care and technology are hard to fill
 2. Poverty begets poverty – those below the poverty level had an unemployment rate of 9.1%
 3. Education is still a sure way out of poverty – 20% of those with less than a high school education was in poverty as opposed to 5% for those holding a bachelor’s degree
 4. Those with self-care and independent living issues participate minimally in the workforce
 5. Large disparities in educational attainment by race
 6. Non-English speakers face challenges in attaining
- Listening Sessions – Qualitative Data Analysis
 1. 2 goals
 - What’s happening
 - How to better meet needs
 2. Held in 5 locations in regions 2,6,4,5 & at the September WDC Council meeting
 3. Notes were broken into complete statements
 4. Statements were given up to three “theme” tags to identify the general topic(s) of the comment
 5. Themes were graphed to identify frequency of mentions
 - Direct quotes pulled for group review from highest frequency themes
 6. Top three comments
 - Education & Training
 - Solutions
 - Workforce Shortage
 7. Programs that help support this mission
 - Title I Youth, Adult, & Dislocated Worker
 - Title II Adult Education
 - Title III Wagner-Peyser
 - Title IV Vocational Rehabilitation (IDVR)
 - Title IV ICBVI
 - OAA Title V Senior Community Service Employment Program
 - Trade Adjustment Assistance
 - Job for Veterans State Grant
 - Carl D. Perkins
 - TANF/TAFI

- Unemployment Insurance
 - Question: Trade adjustment assistance?
 - Program authorized by Congress, has not been re-authorized
 - Congress has not re-authorized
 - Used in 80's and 90's because of off shore jobs
 - Eligible for trade adjustment money to those employers
 - No businesses made eligible as not re-authorized
 - Still reach out
 - This is currently maintenance
- Panel Discussion – WIOA partners
 1. Mikayla Monaghan, Business Manager VR
 2. Trevi Hardy, Idaho Division of Correction
 3. Sharon Kierulf, Idaho Commission for Aging
 4. Julie Sherry, Idaho Department of Labor, WIOA Youth Program & Veterans
- Day in the Life – examples of what you see daily
 1. Trevi
 - Participants learning English, earning a GED or basic skills like math
 - Onsite, online, or through community college
 2. Sharon
 - Participants feeling embarrassed, lost, not sure what to do or where to go
 3. Mikayla
 - Students 14 and up looking at career exploration
 - Pathways linked to their disability, possibly first job
 - Looking at next steps to post-secondary education
 - Adults – in need of confidence building, reaching their maximum capacity
 - Been in the workforce and now need to adjust to their new situation and help reaching their goals
 4. Julie
 - Very emotional situations, looking for basic needs like food and housing assistance
 - Assist with creating a plan and giving them hope
- Describe a meaningful moment
 1. Julie -
 - 4 individuals came in through the WIOA youth program, encouraged to complete GED. @ had babies and 2 were married. All 4 graduated and are now successful.
 2. Mikayla
 - Tim came in through developmental services. Graduated and wanted to give back. Received a teaching license and now teaches at an alternative school. He is very open about his disability and continues to shine the light. He was recently one of two individuals honored in Washington DC.
 - Cody had charges related to drugs and difficulty maintaining employment. We provided a plan as he was at a place where he didn't know what he was going to do. He entered an electrical apprenticeship, working hard through the 4-year program and exited at \$38 per hour. He is now mentoring others that are struggling.

3. Sharon
 - An individual came in from being homeless. They were utilizing the library just to keep warm. The library became their host. They received assistance and found both a job and an apartment.
 - Another individual did not think they could return to school due to medical limitations; they have and are now employed by the host agency.
 4. Trevi
 - An individual came to the US without English skills. They had been a nurse in their home country. They began an environmental services apprenticeship and attended the CWI multicultural nursing program. She is now a nurse, and her son is in the program gaining his education.
- These stories are representative of this group partnerships and or issues
 1. Julie – core partnerships
 - A gentleman came in due to being fired after his arm was mangled. Health & Welfare and Vocational Rehabilitation representative worked together to assist with his children and getting him the plan he needed to move forward. Partnerships are key and the partner groups work very hard to understand each other's programs at a local and regional level.
 2. Trevi – pain point in collaboration
 - Navigation for students within our program can be difficult and confusing. We continue to work to make communication and collaboration more seamless.
 3. Sharon – see program benefiting the wider community
 - Providing older workforce opportunities can be challenging. Re-entry creates financial security for these individuals. Networking creates bonds and a more resilient community.
 - All programs are a return on the investment being made.
 - WIOA State Plan Goals
 1. Improving public awareness and access to the workforce system
 - Create and implement a targeted communications strategy
 - Collaboratively identify key communication points
 - Leverage partnerships with high-utilization resources to distribute information
 - Coordinate business services across partners to ensure delivery of streamlined and high-quality solutions
 2. Build workforce system capacity to receive participants with more significant barriers to employment
 - Leverage data to prepare staff and appropriate services
 - Train frontline staff to be welcoming to all customers
 - Leverage technology to fill gaps for participants
 - Align with the Digital Access for All Idahoans plan
 3. Service to Youth
 - Idaho's youth face some of our highest unemployment rates
 - Provide services sensitive to the needs of young people in diverse demographic groups, such as:
 - Youth with disabilities

- Justice-involved youth
 - Hispanic youth
 - Youth within racial and ethnic minorities
 - Youth who are English language learners
 - Tribal youth
 - LGBTQ+ youth
 - Youth residing in rural or remote communities
4. Career Pathways and sector partnerships
- Develop career pathways via Talent Pipeline Management
 - Identify target industries for TPM
 - Train combined plan partners on TPM

A motion made by Mr. Clay Long to ratify the Executive Committee approval of the WIOA State Plan as written. Second by Ms. Lori Barber. There were no objections.

****Infrastructure Cost Sharing Guidance**

Jane Donnellan

- Purpose
 - Comply with federal requirements for the Governor and the WIOA State Board to provide guidance to local areas on WIOA One-Stop Infrastructure Funding
- All One-Stop partners must contribute for both infrastructure and additional costs
 - Infrastructure Costs are defined in WIOA Joint Rules (20 CFR 678.700, 34 CFR 361.700, and 34 CFR 463.700) as the non-personnel costs necessary for the general operation of the one-stop center
 - Additional Costs or System delivery costs are the additional costs required to operate the one-stop delivery system and are not included in the infrastructure cost-sharing. Activities through IDOL
- The recommended allocation base uses the square footage of the comprehensive one-stop center and the actual infrastructure costs. The methodology described is recommended, but not definitive.
- If the partners cannot agree on infrastructure contributions under the “Local Funding Mechanism,” the Governor would need to invoke the State Funding Mechanism.
- A one-stop partner may appeal its portion of funds required for one-stop infrastructure costs after determination by the Governor under the State infrastructure funding mechanism, consistent with 20 CFR 631.750(b).
- Policy complies Workforce Innovation and Opportunities Act

A motion made by Ms. Jane Donnellan to approve the Infrastructure Cost Sharing Guidance Document as written. Second by Ms. Linda Clark. Motion carried.

Break 10:50 AM, Reconvene 11:00 AM

Executive Director’s Report - moved up from end of agenda

Wendi Secrist

- Current year is stable
- WIOA is good
- AARPA funds, currently in audit; no challenges anticipated

- 2 Tech Hub Awards
 - Intermountain West Nuclear Energy Corridor
 - \$70M
 - Only nuclear tech hub out of 11
 - Us and Idaho State Board of Education along with Wyoming Workforce and State Board of Education
 - North Idaho Aerospace
 - Intent is to bring in aerospace large part manufacturing
 - Coeur d'Alene Economic Development
 - Both have significant Workforce support and investment in these projects
 - Significant work in engineer education for nuclear
- Healthcare – workforce co-leading with healthcare associations
 - Study completed for post-covid, very depressing
 - Groups are looking at what we can do and how to retain employees
 - Education in training committee came up with investment strategy with tangible data
 - Need to do a better job communicating with legislature
 - CNA study, committee recommendation to statute; codify what is in place and address pipeline issues
 - Reviewing nursing assistant registry
 - If not working for a skilled nursing facility no notes on performance are available
 - Tracking mechanism needed for infractions, etc.
 - Putting more regulations in place
 - Senator Lent and Senator Van Orden asked for additional community outreach to have providers on board
- Staffing changes
 - Cassie Mansour has left
 - Financial Specialist and Tech Records Specialist being hired
 - Kimberly Gardiner, Idaho Science and Technology Policy Post-Doctoral Fellow will be staying a second year
 - Also working with the department of labor
- Notes of appreciation
 - Denise Hill, Council and Committee support
 - Elaine Zabriskie, WIOA State Plan
- Grant management system going very well
 - 12 tests going out tonight
- April 15th final deadline for Student LAUNCH applications
- Council ask, reach out to you legislators and encourage a “yes” vote
- Approximately 9000 grants will be awarded if it passes

Legislative Update

Governor Brad Little

- Success of LAUNCH is due to putting legs under it

- LAUNCH helps address the cost, and the kids that weren't going to go on are now motivated to work harder so they can.
- Workforce has always been an issue.
- Pipeline of skilled workers is so important
- We are now addressing the skills gap
- Demand for 10,000 construction jobs, LAUNCH has helped
- Budget request will be all about LAUNCH
- Healthcare, nuclear, cyber-security top paths
- Over 1 in 10 high school seniors applied for healthcare jobs
- CEI wants to get to 500 from 250 nursing opening in their training program
- What are the critical issues and how are we going to fund them
- LAUNCH bill will hopefully be printed today, it is the most important thing this year
- Questions
 - Any chance to secure more funding for Child Care?
 - Child care is fundamental for workforce
 - Recognized, continuing to work on it
 - JFAC new budget process, who defines maintenance?
 - Seems to be counter intuitive
 - Not a fan
 - What do you need from us?
 - LAUNCH success
 - What metrics are the best placed for investment
 - Be on your toes
 - Need to have enough good stories to continue to make our case
 - Small employers involved

****Child Care Expansion Grant Policy Updates***

***Sarah Griffin, Child Care Expansion
Grant Committee Chair***

- Ms. Griffin explained her passion for the work in child care grants.
- Ms. Griffin reminded the council members about the work of the committee and thanked the committee members. She explained the use of the rubric to score the grant applications.
- Initially the Child Care Expansion Grant program was set up with a \$30 million investment - to support small providers and employer partnerships and to provide high quality care.
- Allocation was up to \$15,000 per seat – this was to expand the number of seats or for new providers.
- Request to update policy to extend dates
 - Set-aside to June 30th, 2024
 - Funding contracted by September 30, 2024
 - Changes are meeting AARPA requirements
 - September 30th date provides a 90-day window before final funding deadline
- Wonderschool is supporting and recruiting small providers

- Currently working with 27
- Need to extend deadline as qualifications are rigorous for small providers

A motion made by Ms. Sarah Griffin to approve the Child Care Expansion Grant Policy updates as presented. Second by Ms. Jani Revier. Motion carried.

Lunch 11:56 AM

Workforce Strategies for Justice Involved Idahoans Crystal Robles, Idaho Department of Corrections

- Idaho Department of Corrections
 - Vision: We envision a safer Idaho with fewer people in its correctional system.
 - Mission: To create a model correctional system that provides equitable access to programming, opportunities that reflect a community experience, fosters connections, and restores victim of crime.
 - Values: We value integrity, respect, and positive attitude
- Concerns for Justice Involved Idahoans after release
 - High unemployment rates, not easy to quantify
 - Gap in connecting them with employment after training
- What's being done
 - Vocational and Academic Training
 - Robert Janss School – post-secondary certified classes along with CTE programs, GED/HSE
 - Local colleges partner with IDOC to provide additional academic opportunities
 - Registered Apprenticeships
 - IDOC/ ICI
 - Fulltime dedicated Apprenticeship Coordinator thanks to IDOL and apprenticeship grants
 - Community Connections
 - Community partners – vocational related courses
 - Career Fairs
 - Classes
 - Job skills, IT certifications
 - Pre-release – resume building, computer literacy, job applications, etc.
 - GED Attainment
 - College Courses – LSCS, ISU, U of I
 - On the job training
 - Community reentry Centers
 - Work Camps
 - South Idaho Correctional Institution
 - PIE & Ag programs – Federal Prison Industry Enhancement & State Agriculture Program

- Provides marketable job skills, reduces prison idleness, and improves the prospects for post-release employment, and ultimately a more successful reentry.
- Work release programs
 - Portion of check goes to victims funds
 - Pre-requisites for all programs
 - Employers get excited when they see the training facility
- Reentry specialists
 - Focused on basic needs
 - What's needed to begin employment
 - Business connections
- Recently utilizing Launch
 - Released last October
 - Electrical Apprenticeships
 - Education and motivation
 - Reached out to local union in Twin Falls
 - In school now
- Clean slate act
 - Jan 2024
 - Any non-violent, non-sexual misdemeanor can have criminal record sealed
 - 5 years since completion of sentence with no additional offenses
 - Only one offense is eligible for sealing
 - If subsequent felony conviction sealing is revoked
 - Record is still available to law enforcement and prosecutors

Micron Expansion Project Update

**Cathy Ammirati, Micron /Dee Mooney,
Micron Foundation**

- 45 years headquarters in Boise
- Global Company
- Only company in US manufacturing memory chips
- Every 2 years more data created than any time in history
- CHIPS and FABS Act
- Trying to grow highly skilled employees
- Everything you touch require semiconductors
- Micron workforce development strategies
 - Expand the talent pipeline
 - Promote STEM K-12 programs
 - Build academic partnerships
 - Invest in community ecosystems, also opportunities where adults are learning outside the education systems
- Expansion \$15B investment, building new fabrication facility
- Construction has started, first chips in 2026

- Connected to the R&D fab, reducing cycle time
- 2000 jobs coming
- New apprenticeship program
 - CWI - 22 currently in program, also started technician apprenticeship program, Micron is paying wage & for schooling
- Engineering internships
- Micron foundation in existence 20 years
- Mission is to grow the talent pipeline for the future
- \$182M, 600K causes 50+ countries
- Ensuring Idahoans have these opportunities going forward

WDTF Grant Updates – STEM/Semiconductor Related

Facilitated by Matthew Thomsen

- Indigenous Knowledge for Effective Education Program – Dr. Vanessa Anthony-Stephens Dr. Daniels
 - IKEEP means partnering with 5 tribes of Idaho
 - Founded in 2016 funded by US Department of Education
 - Original initiative was to seek educators
 - Have worked with over 30 to date
 - Worked with over 18 tribes throughout the US
 - This work inspired us to think about how to build healthy futures for our youth
 - Preparing our teachers to serve rural communities
 - Representation shows how do we do that
 - Mentorships
 - Funding makes the model more effective
 - Funding will be invested in pre-teacher apprenticeships
 - Partnering with local colleges
 - Currently recruiting 8 education leaders
 - Received recent DOE grant
- Idaho Business for Education Youth Apprenticeship – Rod Gramer
 - Proxy for Paula Kellerer
 - 4 years ago, Wendi requested a study on national youth apparent programs
 - Find best practices, looked at career wise choices
 - Spring of 2020, there was an opportunity to apply for a grant for youth apprenticeships
 - The Pandemic hit, but let's do this
 - 150 applicants were received for a federal grant across the US, 14 were given
 - We were starting something new to change the culture, help employers to understand what it is and how it works comparing internships to apprenticeships
 - Business managers in every corner of the state work with students and employers
 - IBE is unique because we have 250 business leaders and have earned the trust of educators
 - Because of these relationship IBE is a bridge both directions
 - Goal was 400 as of today, that goal was achieved 4 months early
 - ICCU – 30 apprentices
 - 29 at Nez Perce tribe
 - Have until June 30th on the current contract
 - New agreement with WDC for 2 more years

- We are more successful than the other 13 recipients
- 4 of the 14 are being interviewed on best practiced
- Questions/ Comments
 - How do you work to ensure rural students across the state have these opportunities versus metropolitan areas
 - 5 regions in organization
 - Board members in all regions
 - Mirrored with youth apprenticeship
 - Soda springs one of the successes, not working in major populated areas
- College of Western Idaho Mechatronics – Sam Barker
 - Micron expansion is coming
 - CWI is education partner
 - Federally registered apprenticeship program
 - 22 currently enrolled, 2 cohorts, a 3rd to start in September
 - Objective is to support the expansion, to increase capacity from 20 to 40 per semester
 - Targeting an 80% retention rate
 - Milestone update
 - Doubled enrollment capacity
 - Adult program for non-English
 - In RFP process on 3rd party recruitment program
 - 3rd cohort on track to receive 1yearr certificate, degree spring 2025
 - Department rapidly expanding the program
 - Embedded tutor program
 - Tutor in the class and lab
 - Greatly increasing student success
 - Evening classes have been beneficial due to shortened class length
 - Academic coaches
 - Capacity expansion
 - 4 instructors added
 - Real world experience
 - Added lab assistant for evening
 - All classrooms are labs
 - Some equipment purchased
 - All courses are hands on
 - 6 new robots added, can work with humans
- Boise State Engineering – JoAnn Lightly
 - Currently a large shortage in engineering
 - Research expenditures \$18M
 - Micron support
 - Need to get the students in and graduated
 - Issue having the resources to retain the students
 - Institute of Microelectronics Education & Research
 - Idaho Digital Learning Alliance partnership
 - Upcoming events
 - Chip Chip Hooray

- Spring of 2025, Heart of Modern Technology
- Fall 2025, Spark of Innovation
- Chip Camp
- Micron Expansion to create 2000 jobs, subsequently creating 15,000 jobs in the valley

Break 2:27 PM

Reconvene 2:45 PM

Council Discussion – Employee Wellness

**Sarah Griffin, Idaho Power &
Michelle Arnett, St. Lukes
Employee Wellbeing Center of
Excellence**

- Working through burnout and stress
- Crisis intervention
- Burnout
 - What comes to mind
 - Emotionally exhausted, over worked, fatigue, no breaks to re-energize
 - Classic signs of burnout
 - Don't want to go to work
 - Loss of sense of humor
 - Overwhelming exhaustion; emotional, mental, physical
 - Cynicism
 - Disengagement, avoidance
 - Physical response like headaches
 - Common triggers
 - Workload
 - Lack of control
 - Lack of recognition
 - Lack of fairness
 - Values mismatch
 - Assessment
 - Burnout is not a pathology
 - Compassion fatigue, presents the same
 - What can we do?
 - A – Aware
 - How do you respond, check your mindset
 - Our inner narrative, belief system can control response, preconceived notion
 - We might start to believe ourselves
 - Rewriting the internal narrative
 - Recognize the external reasons
 - Glass half empty/half full

- Reduced complex human emotion to a simple object
 - Check the narrative, what are the facts
 - What are my choices, what can I control
- B – Breathe
 - Balances our system, homeostasis
 - Gives our brain time to come back on line and reason
- C – Connection
 - Survival depends on empathy and support of others
 - Isolation increased risk of death
- What can we do for others
 - Critical incident stress management
 - Tools
 - Psychological first aid
 - Look, listen, link
 - Look, for signs of distress
 - Listen, get their perspective, tell their story
 - Link, assist in the recovery

Idaho LAUNCH Update

**Dr. Sherawn Reberry &
Dr. Kimberly Gardner**

- Total applications as of Feb. 1st 13,037
- 6670 Contingent Awards offered, 5235 accepted, 118 declined, 1347 rescinded
- Contingent offers at the end of March and May with final awards the end of June
- 5-7% are not qualified based on their career choice
 - Working with institutions to align with “pre” courses
 - Educational goal, as long as we can track to it we are comfortable
- Breakdown by legislative district provided to all representatives
- Requirements per statute
 - Number and demographics of eligible students applying for grants
 - Number and type of eligible institutions (providers) approved by WDC
 - List of in-demand careers approved by WDC
 - Number of grants awarded and demographics of participants
 - Effectiveness measures:
 - Completion rates
 - Satisfactory Academic Progress
 - Job placement rates
 - Retention in Idaho
- ROI Go-on rate
 - Watch to capture behaviors that are Go-on, but different
 - Extensions, still post-secondary behavior

Chair’s Report
None

John Young, Vice-Chair

Chair's Closing Remarks & Adjourn

- Committee Reports are in the packet
- Thank you for attending and your participation

Motion to adjourn by Mr. Clay Long, second by Ms. Sarah Griffin. No objections.

Adjourned 4:25 PM