

**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
Executive Director



**Deni Hoehne**  
Chair

**John Young**  
Vice Chair

## WORKFORCE DEVELOPMENT COUNCIL

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

### Work-Based Learning Committee Meeting Minutes

**Date:** Tuesday, August 6, 2024

**Time:** 1:00 PM – 2:30 PM

**Committee Members:** Marie Price, Elizabeth Hoeper, Gina Robison, John Russ, Paula Kellerer, Ryan Gravette, Sean Kelly, Vicki Isakson, James Smith, Nate Dean, Sean Coletti, Jerry Anhorn, Jeff Hough, Chet Andes, Stephanie Pfeifer

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

**Guests:** Sara Brown, on behalf of Idaho lobbyist Elizabeth Criner. Connie Hites, IDOL; Sara Lausen CTE

**Call to Order at 1:00 p.m.**

**Marie Price, Chair**

**Welcome**

**Marie Price**

- Roll Call
- Review Agenda
- **\*Review February 6, 2024 Meeting Minutes**

**Motion to approve the February 6, 2024 Meeting Minutes by Mr. Russ. Second by Ms. Kellerer. Motion carried.**

**Idaho LAUNCH Update**

**Sherawn Reberry**

- Final Awards
  - In process
  - 10,112 offered, 5925 accepted, 81 decline
  - 5269 funded, 588 extensions, 174 extensions approved, 414 extensions pending
  - 2000 average logins daily
  - Communication
    - Email, phone calls, texts
    - 135,000 emails as of July 13, 77,000 texts
  - Data Points are affecting enrollment at all institutions
  - Grant Management System overview
- 2025
  - In Demand careers are being revisited by the Policy Committee
  - Will be approved by Council

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- Extensions will be the same with one addition, incarceration
- Can now work with tax commission to determine financial need
- Date deadlines adjusted
- Implementation Framework finalization in process
- Adult framework in process
- The importance of LAUNCH is now data driven
  - 103,000 job postings annually
    - 68K need post-secondary credential
    - 27K require a High School Diploma
    - 8K require no diploma
  - Launch allows them to go
  - Student loan statistics for the US
    - \$1.73 trillion owed
    - Average debt is \$30K
    - \$100B expected 2024-25
    - LAUNCH's \$8000 helps reduce borrowed dollars
- Toolkits will be sent out to schools
  - Also available to committee members, let us know if you would like one
  - Counselor Playbook is being updated, also available
  - Helping students with their future
  - Questions:
    - Legislature session expectations
      - Will be spreading the success stories
      - Will be providing the data
      - Budget request will be the same, \$75M

### **Youth Apprenticeship Readiness Grant and Idaho Business for Education Youth Apprenticeship Update**

**Paula Kellerer**

- Youth Apprenticeship Readiness Grant
  - Ended June 30th
  - Finishing final pieces
  - IDOL, VR, USDOL, Employers thank you
  - Success:
    - Strong foundation to continue to support youth apprenticeships across the state
    - Across a 4-year period, bulk during last 18 months
    - 433 apprentices, ages 16 – 24 years
    - 100 employers impacted – 33% actively received support for on-the-job training (54K\$)
      - 50% demonstrated financial need (\$140K)
      - Biggest cost was travel

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- Significant assistance also with tools and supplies
- 134 completed pathways
- ICCU transitioned Internship to apprenticeship
- Large and small employers have been involved
- New frontier – implement IT and teacher aides (15 districts)
- Supporting youth apprenticeship with over 45 unions
- 10% cancelled for various reasons
- 42% chose not to disclose ethnicity, those that did indicate we are meeting the needs
- Goal is to add 300 more apprenticeships and 25 employers
- As of July, have 42 new apprenticeships and 2 new employers
- Discussion:
  - Vision for recruiting new employers?
    - Institutions and school districts are introducing us so we can be the bridge
    - Rural districts seem to have strong community support who want to find the opportunities
    - Healthcare, working with organizations to expand compacity
    - Idaho Banking association is potentially coming onboard
  - After YARG involving Institutions?
    - All 2- & 4-year institutions are onboard

### Subcommittee Discussion

**Matthew Thomsen**

- Broadband
  - Possible sub-committee
  - Hoping to leverage WBL structure and meet quarterly
    - Future broadband opportunities
    - Hoping to be lead and subject matter expert
    - IDOL would provide support
    - Asking to utilize existing committee structure
    - Have had sub-committees in the past
    - Jobs under broadband
      - A lot of unknown, working with ISPs; difficult to get them to have the discussions
      - Once funding is available it will escalate
      - Want to get ahead of the curve
      - How this request differs from other job skills needed
      - Thoughts:
        - What is the threshold to decide if this makes sense
        - CNA Advisory Group and WIOA were similar to this proposal
        - More targeted whereas Micron is broader

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- How do we use our current WBL Committee
- Will need some related instruction
- BEAD funding to Idaho is \$583M
  - Slower to get out the door
  - Being more proactive than Micron and IDOT
  - Challenges in Idaho, no related instruction that could be used, 1 program funded, union programs, building a training facility in Idaho
    - Large influx of jobs coming
    - WFT is best avenue
    - No current training path
  - Should we get a guest to visit with us about it
  - Need to collaborate, to build and utilize partners
  - Want to present to Council in Sept
  - Leveraging the partnerships we are already trying to create
  - Long-term more efficiency
  - Have a formal set of criteria for future possibly to keep favoritism
    - Yes. brainstorming around how TPM has evolved, how we do a better job of aligning to better utilize everyone's time
    - TPM leading to 6-8 projects at a time
    - Creating structure for projects large in scope to manage them more efficiently
  - Make sure embedded certificates provide future opportunity
  - Mr. Coletti would like to be a part of the sub-committee
  - Committee is supportive and agrees to forward recommendation to the Council
  - If Council approves, will revisit during November meeting
- Apprenticeships
  - Current group that meets, formed through grants awarded
  - Need to collaborate was apparent to ensure there was no overlap or interference
  - Labor is continuing, WDC has ended
  - Having conversations on how we continue to do this work
  - Guiding documents are from 2021
  - Need to create a more formal structure
  - Apprenticeships fall under Work-Based Learning. Creating a sub-committee makes sense
  - Meet monthly, standing agenda item for WBL committee
  - WBL is becoming more of an advisory committee
    - New WBL sub-committee would be more day to day
    - Sub-committees do not have the same formality as committees, but do have to obey open meeting laws and report to the committee

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- Full council is the only one that can take action, committees make recommendations to the council
- Recommendations from sub committee to committee to be vetted, then to the council

### **May Best Practices Follow Up**

**Elaine Zabriskie**

- Results from the November Jam Board Session
  - Learning Types broken into the follow: career-oriented, equitable, portable, adaptable, accountable
  - Within these types: High Impact/ Low Effort, High Impact/ High Effort, Low Impact/ Low effort, Low Impact/ Low Effort
  - Career-Oriented: Learning is structured around knowledge, skills, and competencies that lead to careers with family-supporting wages.
  - Equitable: Learning is accessible to every student, with targeted supports for those negatively impacted by long-standing inequities in our education systems and labor market.
  - Portable: Learning leads to postsecondary credentials and transferrable college credits that expand options for students.
  - Adaptable: Learning is designated collaboratively to be recognized and valued across an industry or sector.
  - Accountable: Student, employer, and program outcomes are monitored using transparent metrics to support improvement.
- Takeaways
  - Credit for life experiences/prior learning
  - Micro credentialing
  - Support for apprenticeship
    - Youth apprenticeship
    - Pre-apprenticeship
    - College credit for completion
  - Additional recommendations:
    - Determine at least one impactful task to make progress on equity and adaptability
- What they mean
  - How do we get this information out and communicate it
  - Idaho Leader website
  - What does it look like for us to continue to advise and be used by our partners
  - Should be publish this under the resources? Specialized Resource Hubs
  - Add more detail to the Leader website
  - Discussion: where do we go with these discussions?
    - Target audience and what action
      - Connection to resources, ie. skill stack

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- Leader is employers and educators
- How do we align all that we are doing and the conversations we are having along with other tools for those that need training
- Steve Blank , Business Strategy Canvas
  - Move forward ideas much like a business plan might be beneficial
  - Identify key audience, message, and activities
    - Process to be successful
    - Measurable actions
    - Revisit during Nov. meeting

### **WDTF Grant Discussion**

**Matthew Thomsen**

- Upcoming Schedule and Grant Summaries
  - Nov 5<sup>th</sup> next meeting, Marie will be traveling
  - Will send template out to review, grant that was declined, examples

**Unanimous consent motion to adjourn by Mr. Russ. No objections.**

Adjourn 2:31 PM