

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

Workforce Development Policy Committee Meeting Minutes – August 27, 2024

Committee Members: Hope Morrow, Lori Barber, Christi Gilchrist, Jason Hudson, Tom Kealey, ~~Clay Long~~, Daniel Puga, Jani Revier, ~~Tom Schultz, John Smith, Scott Bedke~~

Staff: Sherawn Reberry, Kimberly Gardner, Denise Hill, Wendi Secrist

Guests: Stuart Anderson, Burning Glass Institute; Hiran Contractor, Burning Glass Institute

Call to Order at 2:05 a.m.

Welcome

Hope Morrow, Chair

- **Roll Call**
- **Review Agenda**
- **Introductions**
- ***Review July 30, 2024 Meeting Minutes**

Motion by Ms. Gilchrist to approve the July 30, 2024 Meeting Minutes as written. Second by Ms. Barber. Motion carried.

Discussion of In-Demand Career Matrix

Hope Morrow

- Ms. Morrow reviewed current matrix layout/ wage percentiles
- Discussion ensued around the four areas of focus from last meeting
- Information shared for each data point
- BGI Data
 - Stuart shared information on the data they are reviewing at Burning Glass
 - Proposed metrics
 - Mean/median years of education requested in job postings
 - Mean/median years of experience requested in job postings
 - 5-year transitions to higher paying jobs also for workers without BA
 - Percent of workers without Bachelor's
 - Years of education and experience
 - Litecast postings data from 2023
 - Minimum years of experience and education required
 - High School and certificates >2 yrs
 - AA – 2 yrs
 - BA – 4 yrs

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- 5-year transition into different paying roles
 - Allocated flows based on Burning Glass Institute career histories, starting in 2010
 - Looked at transitions 3 – 5 years out
 - Run analysis overall & for workers without Bachelor's
- At this time the two data documents have not been combined with ours
- Discussion:
 - Metrics good to show students
 - Education, experience, and without BA, good to show easiest path
 - Not all information needs to go into our in-demand matrix
 - Trades will show lower mobility but higher earnings from other fields
- Decision today
 - 25 – 75% or entry (10) – 75%
 - Group preference is 25 – 75%
 - 5 weights
 - Projected Annual Opening from IDOL, last 12 mos.
 - Average Annual Openings
 - Wage Potential
 - Location Quotient
 - BGI
 - With 5 data points would be 20% across the board
 - Would be using 2 lists but may come out the same
 - Should we weight things more equitably

****In-Demand Matrix***
Tabled until September 4, 2024

Hope Morrow

A unanimous consent motion by Ms. Barber. Second by Ms. Revier. No objections.

Adjourned at 3:00 p.m.