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WORKFORCE DEVELOPMENT COUNCIL

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

Grant & Policy Workforce Development Policy Committee
Meeting Minutes – March 18, 2025

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

Staff: Sherawn Reberry, Denise Hill, Matthew Thomsen, Amanda Ames

Guests:

Call to Order at 2:01 P.M.

Welcome **Hope Morrow, Chair**

- *Roll Call*
- *Review Agenda*
- ***Review February 18, 2025 Meeting Minutes***
    - Changes noted:
        - Rubric misspelled
        - Dollar amounts missing zeros
        - "4" should be "for"

Motion by Ms. Revier to approve the February 18, 2025, Meeting Minutes with suggested edits. Second by Mr. Puga. Motion carried.

Grant Committee Report and Policy Recommendations **Matt Thomsen**

- Grants Report
- ***Employer Grant Policy Recommendations***
    - Last updated 2021
    - Recommended updates
        - Eligibility
            - Remove $12 per hour entry level wage
            - Add "no lower than the as stated 25% wage for the occupation at the IDOL regional level (cite OEWS website). If no wage exists at that level, default to the state level."
            - <u>Discussion:</u>
                - Impact to recently approved grants? Most employers are paying more than the $12 listed
                - Regional data for eastern Idaho is below $12, example childcare
                - May impact entry level in certain regions

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  - Is intent to narrow applications? No, to align funding to projects
  - Rubric allows requestors to come in with a request, wage is 30% of overall scoring
  - Working against a smaller amount of funding than in the past
  - Employers should not be receiving funds to do in-house training
  - Changing this impacts industry sector grants, MOUs would require payment to this language
  - Partners would need to meet this requirement
- Fund Availability
  - Maximum amount of funds available to an employer, reduce cap to $250,000
  - GRC to convene twice annually to develop and/or revise the rubric
  - Remove verbiage "Funds are distributed on a first come, first serve basis."
- Applications
  - Add bullet and verbiage "A detailed description of the leveraged resources, including cash and/or in-kind contributions, at a rate of no less than 25 percent, that will be dedicated to employee training during the performance period of the grant. Leveraged resources must be directly tied to training expenses, such as course fees, training materials, instructor costs, or mentor wages related to training."
  - Include "credentials" to training plan requirement.
  - Adjusted language on evidence of additional costs incurred statement, clarifies what we are trying to capture
- Reimbursable Expenditures
  - Change "internal training" to "structured on the job training"
    - <u>Discussion:</u>
    - Need to define on-the-job training
    - Possibly point to state board of education's definition
    - The committee wants more structure around what is paid for regarding internal training
    - SOJT and OJT interchangeable, same thing depending on where you are
    - Some low value training is currently being included in budgets, trying to make it more defined
  - Remove "out of the ordinary" statement and associated bullets
  - Add bullet under expenditures not reimbursable "continuing education to maintain and existing certification"
  - <u>Discussion:</u>
  - Some training provides certificates, but didn't move the needle in their career for the individual

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- Is the training economically necessary or does it get the person to the next level

▪ Additional suggested changes
  - Eligibility add "or employee's"
  - Fund availability Additional discussion:
    - Average range quantitatively has never gone above 3k per person
    - Grant committee preference as to "more for less" or "less with more"? The intent is to align more with Industry Sector Grants
    - Employer Grants currently are the only grant that has limits
    - Since May of 2021, 3 Employer grant requests have exceeded $250K
    - Recommended changes would not decrease what is going out, is the change necessary? Yes, it is felt it would prevent one employer grant from encompassing the bulk of funds available
  - How did we determine these funding maximums
    - Initially it was the director's discretion

Motion by Ms. Revier to accept the recommended changes to the Employer Grant Policy. Second by Ms. Gilchrist. Motion carried.

- ***Employer Grant Rubic Recommendations decision tabled until April meeting***
- ***Grant Review Committee Procedures and Guidelines Recommended Changes decision tabled until April meeting***

General Discussion

Adjust April meeting to the 8th

Adjourned at 3:19 P.M.