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Chair

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Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

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

Work-Based Learning Committee
Meeting Minutes

Date: Tuesday, May 6, 2025
Time: 1:00 PM – 2:30 PM

Committee Members: Marie Price, ~~Elizabeth Hoeper~~, John Russ, ~~Paula Kellerer, Ryan Gravette, Sean Kelly~~, Vicki Isakson, ~~James Smith, Sean Coletti~~, ~~Jerry Anhorn~~, Debbie Ronneburg, ISU – proxy Jerry Anhorn, Jeff Hough, Stephanie Pfeifer, Sara Lasuen, Brock Astle

Staff: Denise Hill, Matthew Thomsen, Isabelle Jenkins, Chad Lahti, Halle Fultz

Guests: Justin McCaffree, Boeing; Kristina Young, Boeing; Raul Enriquez, United Healthcare; Jodi Johnson, TPM; Gynii Gilliam; Nelly Sexton, Stephanie Hauff, Lonnie Jackson, St. Al's; Loren Whitten-Kaboth; Sarah Larsuen; Jennifer Comstock; Jolie, Megan Simila, OBE; Jodi Johnson, Chris Kelly, Josh Wise TPM

Call to Order at 1:00 p.m. **Marie Price, Chair**

Welcome

- Roll Call
- Review Agenda, accepted
- ***Review February 4, 2025 Meeting Minutes, quorum not met - tabled***

Boeing – Core Plus Aerospace Program **Kristina Young/Justin McCaffree**

- Founded 1916, Seattle
- 145,00 employees in 65 countries
- World's largest aerospace company
- 3 bus units
    - Commercial airplanes, Seattle
    - Defense, space, and security – St. Louis
    - Global services – Plano, Texas
- 40K new aircraft next 20 years
- If never receive another order have 5500 in queue
- 10 years ago, we formed the workforce development team, the team saw a skills gap in students
- Our approach, lessons learned - TPM
    - Self-evaluation
    - Research existing skill development programs and organizations in your area
    - Establish external partnerships – show up

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  - Validate External Partner programs
    - What are the skills they are coming out with
    - Who else are they feeding into
    - Why are they doing it
    - How do we help fill the gaps
  - Support pipeline instructors
    - Teacher training, profess devel
    - Purchasing tools and equipment
    - Work with vendors to support them, training modules
  - Develop candidate pathways
    - Make sure there are open and active requisitions, application structure
  - Market to talent pipelines
    - In person outreach, social media, etc.
    - Ensure students know they have the skills
  - Recruit from talent pipelines
    - Variety of tools and tactics
  - Sustain talent pipelines
    - Always there when we need them, tie them into other industry partners
  - Support talent retention
    - Follow up with employees for skill growth and upskill
- Guiding Questions, Strategies and Toolkit
- Operate from an academic timeline, consistent milestones
  - September, partnership emails with information and changes
  - October through December, “excitement visits” to all courses to build excitement, understand the skills lead to jobs in manufacturing, promote summer internships open in November
  - Fall, pipeline group do data collection and validation of programs
  - November through February, applications for summer
  - February and March, SDP application interviews
  - March through May, application and hiring for full-time positions
  - March, Skills USA Competition
  - Summer, SDP (Summer Development Programs)
- COREPLUS Aerospace
  - Since 2015, 1200+ graduates have been hired by Boeing
  - 2-yr hands on skills-based manufacturing curriculum developed by Boeing and offered at 50+ High schools across Washington
  - Year one is foundation skills
  - Year 2 more specific to the career path
  - Alumni program
  - Teacher training opportunities

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  - 52 Boeing partner schools and skills centers
  - Critical skills, hands-on skills
    - Using tools
    - Blueprint reading
    - Precision measurement
    - Shop safety
    - Quality control
  - Employability skills
    - Teamwork and respect
    - Communication
    - Desire to learn and willing to ask questions
    - Attendance & punctuality
    - Ability to successfully pass required re-employment drug and background check
  - Critical manufacturing job roles
    - Aircraft structure mech
    - In-tank aircraft mechanic
    - Assembler/ installer & same electrical
    - Aircraft sealer
    - In-tank aircraft sealer
    - Composite fabricators
- Student Development program
  - Paid, 6-week, full-time program providing hands-on training and job shadowing
  - 16 and older
  - Key focus areas – safety and quality, communication, mechanical and electrical assembly group project using the Boeing problem solving model
  - 2024, 98 students representing 62 high schools and skills centers
  - Eligible for accelerated hiring pathways in to Boeing upon graduation
  - Yearbook created with student profiles
  - Housing stipend provided and community colleges provide access to dorms
- Partner with 22 community and technical colleges
- Mid-level skills
  - Machine operator
  - Toolmaker
  - Mechatronics maintenance tech
  - Functional test
- Manufacturing Student Development Program
  - Paid 8-wk, full time program providing advanced high school and community and technical college students with hands-on manufacturing training and job shadowing
  - Mechatronics, tooling, machining, HVAC, Maintenance, Electrician, and Quality

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  - Summer 2024, 75 students from 40 schools and colleges
- BPET Boeing Pre-Employment Training
  - Accelerated hiring process for select entry -level manufacturing jobs
  - Open to students from pre-certified courses
  - Primary hiring vehicle for entry-level assembly and fabrication roles
  - 250+ hires since 2023
- Questions
  - Work with unions, military and adult learning
- Comments
  - Constant engagement is key
  - Year-round connection
  - Great engagement with teachers

ACTE Work-Based Learning Conference **Matthew Thomsen**

- April 2 – 4 Bellevue WA
- Experience work. How industry and Education have collided.
- An additional conference later this year in Rhode Island
- Links
  - https://experience.work/
  - https://experience.work/wp-content/uploads/2024/09/CAPS_Guide_WhatIsPBL-FINAL.pdf
  - https://static.sched.com/hosted_files/actesnationalworkbasedlearn/e6/Industry%20Edu%20Collide%20-%20ACTE%20WBL%2025%20040525.pdf
- Locally sourced talent: Build your district's Talent Pipeline through Youth Internships and Apprenticeships
- Presentation Link
- https://www.canva.com/design/DAGixByWSjs/jK6pBf9ByQ2C8gaumVSOzg/view?utm_content=DAGixByWSjs&utm_campaign=designshare&utm_medium=link2&utm_source=uniquelinks&utlId=hf1a06fcf87

Idaho LAUNCH Update **Dr. Sherawn Reberry**

- Class of 2024, 6,775 Active Students in the system -- this includes those using funds and those that are on extensions
- 2025, Sent 9.975 offers Friday, April 25, 2025; students have until May 16, 2025 to accept these offers. We are working also on a waitlist of students that were waitlisted for the Idaho Opportunity Scholarship.
- Budget approximately $70M
- Adult LAUNCH is alive and well

Idaho Educator Extern Program Update **Helle Fultz**

- Joint program in partnership with STEM AC and WDC
- Bridge the classroom to careers, an externship program for Idaho educators

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- Host sites: STEM-related businesses where the Externs work
- Externs, certified K-12 educators
- Program dates, May 15th – September 8th, 2025
    - Applications for next summer will start in January 2026
- 105 Externs placed at 52 host sites
- Grant funding available to support up to 3 Externs per host site at no cost
    - Externs are paid a stipend of up to $5K for 200 hours of work and PD credit with BSU
- 27 new host sites, 25 returning
- 81 new Externs, 24 returning, first time prioritized over returning
- 2026 goals
    - Increase industry awareness & participation in all 6 regions, especially regions 1 & 2
    - How to support and maintain an ongoing relationship between Extern and host site
    - Impact measurement strategies
- Ongoing Industry Recruitment of 2026
    - Host interest Form: https://forms.office.com/g/yBCZ1u0zvY
    - More Information: Halle.Fultz@Stem.Idaho.gov

Adjourn 2:30 PM