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Executive Director

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Chair

Sarah Griffin
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

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

Workforce Development Policy Committee
Meeting Minutes – May 20, 2025

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

Staff: Sherawn Reberry, Denise Hill, Wendi Secrist, Amanda Ames, Halle Fultz, Chad Lahti, Kimberly Gardner

Guests: Linda Moxley, Master Social Worker

Call to Order at 2:01 P.M.

Welcome **Hope Morrow, Chair**

- *Roll Call, Introductions*
- *Review Agenda*
- ***Review March 18, 2025 Meeting Minutes***

Motion by Ms. Revier to approve the March 18, 2025 Meeting Minutes.

Point of clarification by Mr. Kealey.

- **Please clarify the number of Employer grant requests over $250K received.**

Amended Motion by Ms. Revier to approve the March 18th Meeting Minutes with the requested clarification and review by WDC staff. Second by Mr. Kealey. Motion carried.

In-Demand Matrix Class of 2026 ***Hope Morrow, Chair***

- 4 key data points remain the same
- The recommended change is regarding how we sort the programs through BGI data
- BGI data was used last year, this year recommend removing its use for metric 4
- Change will not affect the in-demand career list
- Two data sources will be used for metric 4

Programs

- Determine which programs lead to careers
- Discussed the data and analysis to determine:
  - Leave in demand as is
  - Use BGI to help determine which programs lead to those careers through identified pathways
- Minor language adjustments
  - Update the language defined for the data set

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  - Utilize the BGI data to narrow the program list that leads to the in-demand careers
  - In-demand careers matched to programs
  - Looks out 3, 5, 7 years – how many people ended up there from their initial program
  - Must have approved in-demand career list
  - What is our minimum threshold – in-demand score of 3.0 is what was used last year for the Class of 2025
- Need to move matrix to June Council mtg
- Legislature required in-demand list not how we take this to programs
- Program discussion will take place at our next meeting
- Do we have any idea what this change will do to the programs?
  - We have a backup plan if it doesn't work, we will return to the national data
  - Confident we can apply the changes to this year
  - Still normalizing all institutions
- Trying to find the most common degrees to get to the in-demand career
- How to get to the cutoff line for both career and program
  - Career 3 and above on the list of in-demand careers
  - Program – use localized data to reduce into likely pathways
- Extra money – seeing more follow-through this year
  - No current plan to go below 3.0
- Could reduce number of courses, if confident list would likely remain
- Likely pathway data gives ability to show the likely pathway to the in-demand career
  - Figuring out how to show it visually

Motion by Ms. Revier to recommend approval of the suggested changes to the In-Demand Career Matrix for the Class of 2026 to the full Council. Second by Ms. Barber. Motion carried.

LAUNCH Policy Discussion ***Sherawn Reberry***

- Develop a clear and compassionate policy for managing Idaho LAUNCH funds when a participant passes away before program completion; 4 instances during last year
  - Key Considerations
    - Fiscal responsibility
    - Compassion for families
    - Administrative clarity
    - Consistency across providers
  - 3 options for consideration
    - Pro-rated Recapture
    - Forgiveness and Closure

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        - Institution-Driven Recovery Policy
- Discussion
    - A clause will be added stating "exceptions may be reviewed on a case-by-case basis by the Program Director and Executive Committee to accommodate extraordinary circumstances".
    - Institutions for the most part utilize a forgiveness and closure approach, depending on timing a refund may or may not be provided and no additional charges are incurred
    - Compassion for the family should be the first consideration
    - How do others do it?
        - Opportunity Scholarship doesn't pay until end of semester, unsure of their policy
        - Aligning with the institutions seems to be the best approach
        - Ensuring the integrity of the fund can be done, the financial amount will be minimal
        - Immediate communication
        - Addition will be made to the MOU document

Motion by Ms. Revier to recommend approval of the Forgiveness and Closure Policy for deceased LAUNCH participants to the full Council. Second by Ms. Barber. Motion carried.

Policy Meeting Time Adjustment — Sherawn Reberry

- Invited Jeff Greene to join
- Request meeting be shifted to 2:30, agreed

Motion by Ms. Revier to adjourn. Second by Mr. Puga. Motion carried.

Adjourned at 2:53 P.M.