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*Vice Chair*

# WORKFORCE DEVELOPMENT COUNCIL

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

**Workforce Development Policy Committee**
**Meeting Minutes – June 17, 2025**

**Committee Members:** Hope Morrow, Lori Barber, John Hughes, ~~Tom Kealey~~, Daniel Puga, Jani Revier, ~~John Smith, Scott Bedke~~, Jeff Greene

**Staff:** Sherawn Reberry, Denise Hill, Chad Lahti

**Guests:**

**Call to Order at 2:31 P.M.**
**Welcome** **Hope Morrow, Chair**

- *Roll Call, Introductions*
- *Review Agenda*
- ***Review May 20, 2025 Meeting Minutes***

**Motion by Mr. Puga to approve May 20, 2025 Meeting Minutes. Second by Ms. Barber. Motion carried.**

Discussion, Pathways Metric

- Council Meeting
  - Conversation was reflective of some of the understanding, how can we improve this
  - Think about how we want to better educate and prepare for the upcoming session
  - Concern remains around approved careers
  - As a committee, suggest what forum might be
  - As an example, Utah did a regular data sharing session with the legislature
  - Idaho may not be as data driven as other states
  - Educating constituents is key, they elect the legislative body
  - Call to action possibly, numbers of what is coming out
  - Education of both recipients and employers
  - Use the council meeting to inform outward; we are educated, how do we use our appointments to do this
- Pathways Metric
  - How do we use this
  - BGI analysis on ROI for credentials
    - ROI completed for same program between colleges
    - What are likely pathways to the in-demand careers
    - If not actually likely pathways, then it comes off
  - Sketchy from social structure
  - Data Set

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- Employment by occupation
  - Degree earned, what studied, time since graduation
  - Tracked at 3,5 and 7 years after graduation
  - Reviewed for patterns across different geographies, Idaho, Idaho plus neighboring states, US as a whole
- How can we apply, possibly a percentage threshold
  - 25% in career
- Mapping process
  - Data from BGI identified the occupations individuals typically enter after earning a credential
- Difference by level of training or certification? No
  - Self-reported data
  - Observation contingency
  - SIP to SOC
- If applied, how many pathways are removed?
- Discussion
  - Years, threshold, list, duplicative removed
- In favor if it doesn't favor BA over AA
- RN – AA/ BA are same basically
- Industry will overfund in the traditional space
  - Also certified over non-certified
- Have a position around our recommendation and why
- Is the funding still needed if the industry is funding
- Scenarios yes or no, parameters
- No matter what we do we will have opponents
- What's to gain; reducing pathway number, reduces SIP codes
- We're receiving more pushback on programs than careers
- It may solve some of the problems they identified but will create a more difficult situation articulating it, will complicate it even more
- What is the easiest way to explain, new component means new discussion
- Opinion over education seems to be involved
- Our effort would be lost on those that don't care about the data
- Could change from 3.0 to 3.5
- Ms. Morrow will discuss with Wendi further
- Open to suggestions on educating this information

**Quorum lost**
**Adjourned at 3:29 P.M.**