BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director

Deni Hoehne
Chair

Sarah Griffin
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

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

Workforce Development Policy Committee
Meeting Minutes – September 16, 2025

Committee Members: ~~Hope Morrow~~, Lori Barber, Tom Kealey, ~~Daniel Puga,~~ ~~Jani Revier~~, John Smith, ~~Scott Bedke~~, Jeff Greene, Representative Sonia Galaviz, Colby Mattila

Staff: Sherawn Reberry, Denise Hill, Wendi Secrist, Matt Thomsen, Kimberly Gardner, Dee Mooney, Alyssa Williams, Ellen Upton

Guests: Kylie Turner, public participant

Call to Order at 2:35 P.M.
Welcome **Lori Barber, Acting Chair**

- *Roll Call, Introductions*
- *Review Agenda*
- ***Review August 19, 2025 Meeting Minutes***

Motion by Mr. Kealey to approve the August 19, 2025Meeting Minutes. Second by Mr. Greene. Motion carried.

LAUNCH Class of 2025 Updates — Sherawn Reberry

- tabled

In-Demand Careers Listing — Hope Morrow

- tabled

WDTF & Adult LAUNCH 2025 Evaluation, Discussion — Kimberly Gardner

- Draft evaluation feedback
    - Slides present Quarterly Council Meeting September 10, 2025
        - Both groups see significant wage gains
        - WDTF, focus on Employer Grants
            - 2018 – 2024
            - 67 grants/ 7414 trainees
            - Mostly employer grants, more information available
            - Final draft will have a deeper insight into Innovation and Industry Sector grants
            - Average wage growth 13.3%
                - Suggestion: show average statewide wage with line on graph
                - Could split by incumbent versus new to industry? Possibly show both on one chart
                - Expect incumbent to be higher 9%, 28% for new higher

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- Something other than a bar graph
- Why are we funding rather than an employer?
- Are we including a look at this against inflation? No
- Compared to statewide
  - Trainees double digit increases versus single digit
  - Layer in inflation
- Industry & Innovation grant wages
  - Industry 11%
  - Innovation 38%
  - Break out more, what do the gains mean
  - What questions do we want to ask about these
    - Impacts of participants
    - Success may not show for years
    - Specific questions for each
- Regional Impacts Employer
  - % may be low but 3600 trainees participated, misleading
  - Not looking for a perfect share, over time are we doing enough
  - Dollar amount, number of grants, number trained
  - Shows we are investing statewide
  - Create a heat map
  - Add trend line
- Wage increase by region – all trainees
  - How many had the increase shown
  - Add what the median wage is in each region
  - Average increase prior to post
  - Tied to one employer, need to quantify this 3600 out of 5700
  - When published, will be public and where will it be located
  - Be cautious, proprietary information
  - Who looks at this report?
    - Executive summary provided to JFAC
    - Wendi refers to select parts in conversations
    - Legislators and the Governor's office
    - Policy committee utilizes this report
  - Will review whether to suppress, per contractual we have right to use this information
  - Footnotes needed on most slides
- Incumbent/New Hire – Employer Grant
  - Need more context, can serve both types of workers
  - Existing not incumbent

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        - "Will see a higher increase"
        - Trying to provide high-level overview
        - Needs context
    - Each slide needs to be able to stand on its own
    - Distribution across industries
        - 3600 is affecting the number and its interpretation
        - Need accumulative view over time for the industries
- Adult LAUNCH
    - 9800 participants
    - 5172 completed
    - Cumulative earnings 40% increase
        - 2020 Nov to Q1 2025
        - If wages compounded at 5% would it be the same?
        - Time
        - IDOL, is this a one-year wage gain or cumulative, or recent snapshot
        - What cohorts didn't take advantage of this and where are their wages in comparison
        - How are participants counted and is it more than once
    - Regional findings
        - Cohort year & region
        - How to interpret the number
        - 2024 is a partial year, remove
        - Context needed
        - No big step up after the first year
        - Pulling down the average, keeping them in it longer than we should
        - Would it be helpful to look at the median differently?
        - 2nd table needs context – headings are misleading
            - What do they mean
        - Measuring 1 yr after start, 2yr after start, etc
        - Are we going out too far seems to water it down
        - Should program start year be different,1 yr after completion, etc.
        - Hard to make it meaningful
        - Entered 2020, 1 year, 2 year
        - Entered 2021
    - Public/private providers
        - Provide wage increase information for each

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        - Truck driving is private and is the top training in AL, also affecting wages
        - Public "Institute" should be institution
    - Employment
        - More finesse with labels
            - Instate residents at a 2yr institution
        - Are we retaining people in ID
        - Box verbiage, what does it mean
            - Are LAUNCH participants more likely to stay employed in Idaho
            - Doesn't make sense
        - Needs clarification from IDOL, labels need work
    - In Demand Industries
        - Post training
        - Industries they found employ in
        - Employment by industry code, not clearly connected to the training participated in
        - Employers report wages but not occupations
        - Data is unattainable
        - Does it pose the wrong question, that we provided the training but it didn't really increase employment in that career
        - Maybe don't present as a stand alone
        - No way to talk about specific industries
        - If defining success of program is getting employed by that industry this may throw a question
        - We now define occupations and skills rather than industries as in the past
    - Comparison WIOA & LAUNCH
        - Cumulative, year over year is better
        - Not for a public deck
        - Overlap in this group, could receive both
        - Providing wrap around support
        - Co-enrollment numbers may be included
- Final evaluation is the end of October
- Better data sharing with HW – IDOL In process
- Looking at comparison groups
- Developing ROI metrics
- Additional thoughts
    - Any information on multiple employment

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- Out of LAUNCH participants how many are reported by multiple employers and after 1 yr, only still having one employer
- Is the employment different for certificates versus AA
- In future, may be new population needing employment in the future
- May be a new culture of those working multiple jobs out of design
- No reporting on hours would help to speak to the amount of workforce needed
- Regional data based on jobs – CDL & Construction are big
    - Could we do more refined by those that were trained….
    - Look at it by industry & employment
        - disadvantage healthcare will be at the bottom
        - still need them
        - wages much less

Quorum lost

Adjourned 3:48 P.M