

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, 2025 Meeting 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