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GOVERNOR

Wendi Secrist
Executive Director

Deni Hoehne
Chair

Sarah Griffin
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

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

Program Impact & Evaluation Committee Meeting Minutes

Date: Wednesday, January 7, 2026
Time: 9:00 AM – 10:00 AM

Committee Members: ~~Cathleen McHugh~~, ~~Cate Collins~~, Carrie Semmelroth, Lori Barber, Craig Shaul, Henry Nguyen, Chet Andes

Staff: Kimberly Gardner, Denise Hill, Sherawn Reberry, Wendi Secrist, Wilma Robertson, Stacy James, Tina Polishchuk, Dee Mooney

Guests:

Call to order at 9:05 a.m.

Welcome **Senator Carrie Semmelroth, Chair**

Roll Call, Introductions

Review Agenda
Privilege of the chair to flip the agenda.

Approve Meeting Minutes December 3, 2025

Unanimous consent motion by Ms. Barber to approve December 3, 2025 Meeting Minutes as presented. No objections, motion carried.

Credentials of Value

- Idaho WDC In-Demand Matrix — Kimberly Gardner
  - Currently 4 metrics are being used
    - Demand, Earnings, Economics, Training
    - Credential of Value currently a part of training "Training"
    - Credentials of Value must lead to positive outcome & in demand career
  - Credential of Value currently "Training", may miss economic and social impact
  - How do we evaluate programs
    - Deep Study

        - Surveys
        - Program Aim Analysis
    - BGI cred of value
        - Checks currently using
        - Worked with them as they developed
        - We have a lot of these values currently
    - Need to determine BGI framework or need adjusted or do we not want to go down this path
    - Or do we want to look at other states like Indiana (PELL)
        - USDE – Texas is only state that is close to implementation Workforce PELL
    - What is our starting point, timeline
    - Project Goals, Plan
    - USDE doesn't anticipate funds for another year into Workforce PELL
    - More discussion at February meeting
- Open Discussion
    - Work that we do will feed into outcomes-based funding, possibly CTE, Workforce PELL
    - CTE, how will we look at the industry certificates, exams outside of our control?
    - Lean on opportunity lists, occupations that are in high demand but can't tie to a certificate of value, JAVA certificates, need guidance as well, must be part of the project plan
    - Workforce PELL must have employer value
    - Secondary step is determining which ones do employers really care about
    - Access needs work, we need rural versus urban
    - Step 1 review Texas COV at February meeting
    - Step 2 discuss value of presenting to the State Education Committee
    - What is the timeline to implementation, think about which entities and what is their SOW to accomplish their part for rollout, reverse engineering
    - This group's timeline for recommendation then through Council for approval followed by implementation

STEM AC Metrics — Senator Carrie Semmelroth, Chair Kimberly Gardner

- Potential metrics presentation
    - Due to changes in the legislature members, Representative Tanner will carry the legislation
    - Will be added to RS today by LSO
    - STEM metrics suggestions
        - Currently there is no consistency in what constitutes a STEM occupation and program
        - Multiple sources USDOL, Lightcast, IDOL with different definitions
        - WDC definition, expand to include the trades, emphasizing the "T" technical skills (STEM based)
        - What story do we want to tell
            - Building strong STEM Pathways from early exposure to long-term STEM careers
                - Explore – build early awareness, interest, and identity
                - Prepare – build skills and confidence in STEM, connect learning to real careers

        - Train – post-secondary education/certification aligned to career
        - Grow & Thrive – externships, internships connecting learners to careers and careers to future learners
- Proposed stem metric language
    - Help Idahoans explore, prepare for, train in, and thrive in areas of STEM
    - Discussion of STEM Metrics proposed
    - STEM Statute T67-823, will be sent out
    - Replace with proposed
        - How to measure if those benefiting from exploration & preparation actually go into a STEM occupation
        - What are the guiding principles of Technical Standards
        - Tie the numbers to the number that have been supported
        - Which districts are offering the courses, would like to see that expand
        - Tacking trendlines, not individuals
        - Include Computer Science
            - Can be included in the numbers
            - STEM + CS/ AI as standard terminology
            - AI is being embedded in everything that is STEM

Open Discussion

Unanimous consent motion to adjourn by Ms. Barber. No objections.

Meeting adjourn 9:54 a.m.