

BRAD LITTLE
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.