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 – January 20, 2026

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

Staff: Sherawn Reberry, Denise Hill, Wendi Secrist, Dee Mooney, Amanda Ames, Tina Polishchuk, Stacy James, Jan Whiting, Alyssa Williams

Guests: Chloe, Congressman's Simpson's Office

Call to Order at 2:32 P.M.
Welcome **Hope Morrow, Chair**

- *Roll Call, Introductions*
- *Review Agenda*
- ***Review November 18, 2025 Meeting Minutes***

Motion by Mr. Huston to approve November 18, 2025 Meeting Minutes. Second by Ms. Revier. Motion carried.

Review WDTF Policy Goals

- Policy has been updated over the years; goals have been in place since 2018
- Are adjustments needed to the WDTF Policy Goals
    - Discussion ensued and was determined that the goals needed updating
- Can revisit again in February and make recommendations to Council for March meeting
- Are programs meeting these goals
    - 6 goals
        - Increase the economic mobility of Idahoans through training that leads to wage gains and retention.
        - Provide timely assistance to businesses while shifting focus to broader talent pipeline development strategies that serve multiple employers.
        - Support growth of the economy by assisting employers with job creation and integration of technology, specifically through the development of skills in their existing and/or new employees.
        - Provide a return on investment to Idahoans as evidenced by increased wages, job creation, capital investment, retention of Idaho's workforce, credential attainment and/or customer satisfaction (employer and trainee).
        - Promote innovation in talent development.
        - Encourage replication of best practices in talent pipeline development

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- Initial thoughts
  - What's missing
    - Some of the bullet points feel redundant
    - 5 & 6 needs more definition, what is innovation
    - 1 & 4 seem redundant
      - 1, focused on making sure this was first, to ensure it was helping Idahoans, 75% of funding was going to employer grants
      - 2, have succeeded at this do we still need it? We track this number year by year
      - We support employers through all 3 types of grants
  - Where is Idaho's economy going and how do we support that
  - Nothing in the policy currently speaks to In-Demand careers
  - Pre 2018 focus was on 3-5 industry sectors; through these goals we stepped away from that as it left regions out
  - Focus on jobs rather than industry sectors
  - Lean into language around Idahoans and in demand careers
  - The strategic plan has been modified, strategies are around creating a broader collaborative
  - Do each of the grants hit the goals and touch who they should
  - Some of the grants we provided could have come from STEM but funds were not available
  - iSTEM this year is connected to in demand careers
  - If main goal is to connect individuals to in demand careers in Idaho
  - Start with Connect Idahoans to in demand careers or identified emerging industry
  - First is connection, then innovation
  - Discussion surrounding the goals:
    - Innovation change to emergent
    - Pull #5
    - #6, change development, proof of concept and how it is innovative
    - Training funded by public funds must be replicated at no cost
    - Change "encourage", possibly "demonstrate"
    - Return on investment, specific metrics we are looking at, look at wage increase 1 year later, how many trained, stayed in Idaho, credential attainment
    - Customer satisfaction has been out of reach, unsure how to measure
    - Remove it #4, provider is doing this
    - Main goal is connecting; these become sub bullets
- Industry Sector
  - Meets multi-employers needs
  - Transferable skills
  - Employer is someone who employs people
  - 3% of unemployment insurance that is paid is received by us, that is why the private sector is important

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  - Very diligent in ensuring they are in Idaho
  - Emerging industries component? Not 3 employers, could break tie to rubric points
- Innovation grants
  - Spike in applications after policy changed to have the ability to ask for more than $25K
  - Could change name to Work-Based Learning Grant
  - Ways to distribute dollars we will receive, align with our goals
  - Pilots here, scale under industry sector
  - Need more industry support to scale
- Employer grant
  - Can be political at times, some want it gone, governor supports this
  - Could make it more narrow
  - Must be expanding and growing
  - In rural Idaho this may be the only option

- The Policy Committee will revisit in February

Motion by Ms. Barber to adjourn. Second by Mr. Huston. Motion carried.

Adjourned 3:29 P.M