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, December 3, 2025
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

Guests: Peter Risse, CTE; Jennifer White SBOE; Heidi Estrem, SDE; Stuart Andreason, Burning Glass Institute; Hope Morrow, INL

Call to order at 9:02 a.m.

Welcome **Senator Carrie Semmelroth, Chair**

Roll Call, Introductions
Review Agenda

Approve Meeting Minutes October 1, 2025

A unanimous consent motion by Ms. Collins to approve the October 1, 2025 Minutes as presented. Second by Mr. Nguyen. Motion carried.

Credentials of Value

- Presentation: Burning Glass Institute Stuart Andreason, Burning Glass Institute
    - Note: Presentation being recorded
    - BGI is a Data Experimentation Laboratory
        - Career histories, data sets for bureau of statistics, dept of labor, employee profiles, job postings
        - Testing in ID to understand what is happening in ID about the education and experience in mobility outcomes
        - Today valuating credentials

- US: want to continue to be better at aligning credentials
- US: funding model, to include bonus trust tied to priority degrees
    - How to build our credentials that should be a part of this
    - Credentials need to be meaningful - outcomes based formula
    - Funding based models make sense, but devil is in the details
    - Make sure you are creating long term mobility, what wage measure that is used, ROI
    - Some things are low cost but don't create the long-term mobility
    - Comment on non-economic measures and the speed attached to education metric: What happens when you forfeit growth experience requiring time, sensitivity to building the human along side the economic value – but also the value in the other experiences?
- Presentation
    - Program evaluation is hard to scale on both degree & non-degree
    - Access to alumni data, often difficult to collect at scale
    - Others use administrative data
        - Challenge is data access, and how representative they are
        - Admin data sets at the state level governed by strict privacy laws
        - At the government level very volatile in retaining the data
    - Aim Analysis
        - More strategic
        - Not a true analysis due to not knowing what happens after
        - Are certain programs performing better than others
        - Does not compare institutions or programs
    - Use linked in profiles – how do the move through labor market and their comments
    - Reviewed Arkansas process and data as example
    - Can say who was enrolled and then know what they look like with wage outcomes
    - Most states don't have enhanced wage records
    - Blind spots with workers that work outside the state or have left the state
    - Don't capture entrepreneurs or 1099
    - Do get to know some things on graduate outcomes – slide
    - Wage
- Slides will be shared
- Outcomes based funding
- 1, technical work 6 – 12 months; 2, alignment on what the groups want – consensus building – realistically 1 year dependent on consensus building
    - Coleridge Initiative helps states manage & access data
    - Outputs are worked in cloud and reviewed for confidentiality
- Mid-level approach
    - Blend from program evaluation
    - Wanted to produce high quality evaluations
    - Get beyond data access
    - Build off and measure against some programs
    - Credential of value index
    - Can grade non-degreed credentials 23K graded

        - It's not different for those that get cert versus those that stay on the job
        - Sometimes certificates are part of a larger degree that is providing larger gains
- Open Discussion
    - Linked in data – ratio of number who use the $65M overall
        - Tends towards professional – about 40% of workforce, 70% of BA and above
        - Lower likely 20% that don't have a BA
        - Work hard not to over-index
        - No significant flags on what we do have on the 20%
        - Feel good about what we have
        - Have used public data if we feel over-indexed to verify
        - Used Arkansas State Data to create benchmarks
    - Circle back with OSBE

Quorum lost

Meeting adjourned 10:05 a.m.