

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, March 4, 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, Tina Polishchuk, Dee Mooney, Jan Whiting

Guests: Heidi Estrem, SDE

Call to order at 9:15 a.m.

Welcome

Senator Carrie Semmelroth, Chair

Roll Call, quorum not met

Review Agenda

***Approve Meeting Minutes February 4, 2025, tabled until April meeting**

Current research at Office of State Board of Education

Dr. Cathleen McHugh

- 1 researcher looking at 4-day school week, understanding how 5th day is used and what support is there for the students
 - Researcher departing may be tabled
- Project on middle school math
 - In context with 4-day school week
 - Previously saw impact, needed bigger sample to quantify
 - Moving forward as a mitigation BEA Institute, math is an area they are looking at to have a math bridge in the summers and bridge with schools that are 4-day week
 - Is a perceived issue, Wendi will connect Cathleen with Mary
- ROI work
 - Rural districts, looking at programs and looking at cause & effect
 - Looking at tuition and fees

- Fees and costs
- Cost of completion, tie to earnings
- Will matter to ROI for women
- Earnings after leaving school
 - Gaps exist, researching further
- Discussion
 - This work is what we need
 - Currently data is inaccurate
 - Board reservation, data is limited, early career only
 - More returns outside earnings, looking at other factors
 - How do we categorize jobs with those attributes
 - Trying to define ROI across all factors, different impacts, work in progress
 - Heidi will share in future
 - How do we use this with ROI
 - Wages are not only outcome
 - Where do we need to head as a state
 - Required to do this for Workforces PELL
 - Opportunity to frame how we are going to do this before being directed
 - Matrix
 - What is the question, unit of analysis, etc.
 - Making sense of where we are as a starting point
 - Short-term non-degree, label as workforce training
 - Need to engage and set parameters, we have the depth of knowledge

Credentials of Value conversation continued

Senator Carrie Semmelroth, Kimberly Gardner

- What problems are you trying to solve
 - WDC
 - Aligning education to workforce needs
 - Signal of alignment of credentials to in demand careers
 - LAUNCH in demand career matrix “LAUNCH eligible programs”
 - Transparency for students, parents, and career counselors
 - Provide pathways for Idaho residents to, “make a living and make a life”
 - OSBE
 - Provide more options/freedom for residents to choose education/career
 - Non-economic outcomes
 - Developing and implementing outcomes-based funding model
 - IDOL
 - High enough wages to reduce reliance on state programs and out of corrections
 - Workforce programs provide access and transparency to edu/training
 - Data and outcomes to show outcomes of workforce programs
 - Increase access to workforce with short term training program (WIOA)
 - Higher Education
 - Public value
 - Student opportunity
 - Student mobility

- Secondary Education
 - Pathways (middle school match provides skills and increases options later in life)
- Cross-cutting
 - Social mobility and stability
 - Economic mobility
 - Providing more opportunities to choose
 - Workforce Pell implementation
- Tactical aspects for all
- What do we want to measure
- ROI
 - Different aspects
 - LAUNCH - \$8K investment – what is the time period that they pay the state back
 - Is it better than the same investment for something else
 - 6 types of ROI
 - Bellwether <https://bellwether.org/blog/education-reformers-using-bad-language-return-on-investment/>
 - LAUNCH is societal
 - Institutions – organizational / financial
 - Education ROI – social
 - Could be used as civic engagement model
 - 60% goal, 60% of our population to have some post-secondary education
 - Set on education ROI possibly
 - ROI versus Credential of Value hierarchy
 - ROI can be something more than being tied to a credential
 - Personal growth
 - Not every training leads to a credential, possibly not a true credential
 - Narrowing our funnel to eliminate credentials of completion
 - Who values it
 - ROI is a subset of Credentials of Value
- Next meeting, get into measurement
 - Heidi will provide updated matrix
 - Revisit “problems” slide
 - It is important to support each other’s work and understand needs

Meeting adjourn 10:02 a.m.