

**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
*Executive Director*



**Deni Hoehne**  
*Chair*

**Sarah Griffin**  
*Vice Chair*

## **WORKFORCE DEVELOPMENT COUNCIL**

514 W. Jefferson St. Boise, ID 83702

### **Quarterly Council Meeting Minutes**

**Date:** Wednesday, June 10, 2026  
**Time:** 8:30 a.m. – 4:00 p.m. (Mountain Time)  
**Location:** ICCU Training Center  
4400 Central Way  
Chubbuck, Idaho 83202

**Council Member Attendees:** Amanda Logan, Anna Almerico Ben Davidson, ~~Bill Reagan~~, Brandon Dansie, Senator Carrie Semmelroth, ~~Daniel Puga~~, ~~Debbie Critchfield~~, Allison Duman proxy for Debbie Critchfield, Deni Hoehne, Hope Morrow, Isaac Belden, James Smith, Jani Revier, Jeff Greene, Jeff Hough, Jeret Whitescarver, ~~Jody Hendrickx~~, ~~Joe Maloney~~, Representative Josh Tanner, Judy Taylor, Kelly Kolb, Lori Barber, Marie Price, Martha Luna, Miren Unsworth, Pete Risse, Russell Barron, Sarah Griffin, Lt. Governor Scott Bedke, Sergio Mendoza, Shawn Keough, Stephanie Pfeifer, Todd Putren, ~~Tom Kealey~~, ~~Trevor Chadwick~~

**Staff:** Wendi Secrist, Sherawn Reberry, Denise Hill, Tina Polishchuk, Chad Lahti, Jan Whiting

Call to order at 8:33 a.m.

Deni Hoehne, Chair

Welcome

**\*Roll Call/Introductions** – Quorum met.

#### **\*Review/Approve Agenda**

A unanimous consent motion was made by Mr. Putren to approve the agenda as presented. Second by Mr. Risse. There were no objections.

#### **\*Approve Minutes March 11, 2026 Meeting**

A unanimous consent motion was made by Ms. Logan to approve the March 11, 2026 Meeting Minutes as presented. Second by Ms. Barber. There were no objections.

Budget Updates

Wendi Secrist, Executive Director

#### **\*WDC FY27 Operating Budget**

- Presented FY27 Operating Budget Proposal. Handout includes FY27 Allocation, FY26 Allocation, FY26 year-to-

date spend, and FY25 actuals.

- The FY28 budget due September 1st
- Across all budgets:
  - No changes to employee compensation for FY27
  - Personnel allocation is set by the legislature. This is the maximum amount we can spend, funds cannot be transferred in. Operating and Trustee Benefits totals are also set by legislature. We do have some flexibility to move funds between categories.

#### 305 WDTF

- Aligning well
- Communication cost reflects integration with STEM, including 3<sup>rd</sup> party website work and marketing firm contract costs
- Some activities will decrease (Government Overhead, Leases, research support, etc.), as costs are allocated to LAUNCH & General Fund

#### 344 ARPA

- Closes out in FY27
- \$595K for Contracts, Events, & Other Council Activities, for projects that have wrapped up, will be reallocated to LAUNCH payments
- Child Care - Treasure Valley YMCA, giving them time to complete purchase by November 30<sup>th</sup>, if not funds will revert back to federal government

#### 348 WIOA

- \$184K from Governor's Reserve to support the operations of the Council
- Funds cover a portion of Ms. Secrist & Ms. Hill's salary and Council meeting costs

#### 323 In Demand (LAUNCH)

- FY26 appropriation (\$4M for PC and OE) was right sized for FY27 now that start up activities are completed

#### STEM General Funds

- Reviewing how items were classified previously, redistributing costs

- Questions
  - FTE count
    - FY18 started with 5
    - FY27 20, returned 2 FTE (ARPA), moved over 6 FTE from STEM
    - FY28 18, will return remaining 2 FTE (ARPA)

**A motion was made by Ms. Price to approve the WDC FY27 Operating Budget as presented. Second by Mr. Greene. Motion carried.**

#### ***\*WIOA Title I-B Allocations for PY26***

- Program Year 2026
- The estimated WIOA Title I-B funds available to the two local areas for PY26 are:
  - Adult Total – \$2,958,680 (\$2,434,158 was available in PY25)

- Local Area Balance of State - \$2,628,550
  - Local Area Region 6 - \$330,130
- Dislocated Worker Total – \$2,007,471 (\$1,879,786 was available in PY25)
  - Local Area Balance of State - \$1,807,928
  - Local Area Region 6 - \$199,543
- Youth Total – \$ 3,371,630 (\$2,595,759 was available in PY25)
  - Local Area Balance of State - \$2,945,557
  - Local Area Region 6 - \$426,073
- After IDOL removes their funds, we must set aside funds for the One Stop Operator and funds for the administration of the program (up to 10% for admin). We can choose to set aside funds for other things as described in the memo.
- In PY26, the recommendation is to set aside:
  - One-Stop Operator - \$173,999 to support the One-Stop Operator who helps to monitor performance, coordinates state-wide programming (such as training), and assists with maximizing resources
  - 10% for administrative costs - \$833,778 for the Idaho Department of Labor to execute their duties as administrative entity
- Discussion
  - Federal House sub-committee is reviewing budget this week, currently shows 62% cut
  - Removes adult & youth services leaving dislocated worker services
  - Every year the House does this and the Senate usually restores it

**A motion was made by Mr. Kolb to approve the WIOA Title I-B Allocations for PY26, setting aside up to \$1,007,777 as presented for PY26 local area activities. Second by Mr. Davidson. Motion carried.**

***\*WIOA Title I-B Dislocated Worker to Adult Shift***

- Equus Workforce Solutions, Idaho's service provider for Adult and Dislocated Worker WIOA administration is requesting reallocation of funds for FY26 (October 1, 2025 – September 30, 2026)
- \$147K in Dislocated Worker participant funding to Adult participant funding:
  - \$50,000 in SDA 1
  - \$70,000 in SDA 3
  - \$17,000 in SDA 4
  - \$10,000 in SDA 5
- With Council agreement the Governor's approval can be requested
- Adult program focusing on justice-involved, long term unemployed and people with disabilities
- Suggest presentation at a future Council meeting
- One time request, each year resets the budget based on federal allocation

**A motion was made by Mr. Kolb to recommend to Governor Little a shift in funding from the WIOA Title I-B Dislocated Worker to the Adult program in the amount of \$147,000. Second by Mr. Davidson. Motion carried.**

- ***In-Demand Career Matrix, not an action item today as no changes are being requested***
  - Reviewing policy as refresher
  - 4 types of metrics
    - Demand 40%,
      - 20% average annual openings (data from Lightcast)
      - 20% projected annual openings (data from Idaho Dept. of Labor/BLS)
    - Earnings 20%
      - Measures wage potential from the 25<sup>th</sup> to the 75<sup>th</sup> percentile
        - Median range for each occupation
        - Consistent across the state
        - Consideration for rural locations
        - Data from Idaho Dept. of Labor/BLS
    - Economics 20%
      - Regional economic strength
        - Compared to national average
        - 6 major industries across the state
        - Regional strength, location quotient used
        - Data from Idaho Dept. of Labor
    - Training 20%
      - Education Requirement
        - Rewards efficient training pathways – shorter pathways earn more points
        - Data from BLS
  - Each occupation gets scored and ranked by score
  - No subjectivity, no opportunity for appeals
- Discussion
  - Visual is helpful
  - Future jobs, AI
    - Bureau of Labor Statistics decide on Standard Occupational Codes
      - Major updates every 10 years
      - Intermittent updates as needed
  - When we see growth, BLS and Lightcast data adjusts
  - How/ what are we doing in preparation for AI coming
    - Credentials of value pulls in the AI
    - Working on matrix to include that
    - Before becoming dislocated, how can we work with smaller businesses to train them to be AI ready
      - Need to understand how we can provide that training

- Competencies previously looked at in job openings
    - Anything being done on job aggregation
    - Starting to talk about skills
    - Lightcast provides this information and shows trends
    - Trying to capture this with the credentials of value
  - Technological interruption, some new jobs created, skills increase, and some jobs get left behind
- Did we see change on the list? Yes, 20 – 30 come off and on
  - Policy committee is currently discussing and reviewing to see why and what effects it has
- Why weigh the (3) equally
  - It affects the regional industries significantly

- **Workforce Pell Policy**

**Wendi Secrist**

- Part of the One Big Beautiful Bill
  - Executive Order 2024-02 was signed this morning by the Governor
  - Press release to be issued this afternoon
  - In March the subcommittee provided recommendations for implementation in Idaho
  - Final rule adopted last week
  - Idaho is taking a phased approach as minimal data available
  - This Council owns the policy, Board of Education and CTE own the articulation components
  - Modifications will likely come
  - Will begin considering programs with a phased approach starting with 5 programs at public institutions
    - Phlebotomy Technician, HVAC/Refrigeration, Welding Entry Level, Certified Nursing Assistant, EMT Basic
    - All bring nuances, unsure how they will play out which is why they were chosen
      - 4 of 5 will need tweaks to fit and will help us define the need for policy updates
  - Will continue to expand
- Proposal
  - Policy committee reviewed at May meeting
  - Expected award size around \$2,200
  - Award will be last dollar award
  - Targeted to low-income recipients
  - Ties to the Launch framework
  - Cannot be used for dead-end programs
  - Performance standards
    - May need to establish proxies due to lack of data available
    - Idaho will need to shift to enhanced wage recording
      - Need hours worked and what the job is
      - To be introduced in 2027 or 2028 Legislative session

- Reporting requirements for employment verification, annual performance reporting, data certification, and record retention
- Enforcement & corrective action defined
- Discussion
  - Can we incorporate AI vulnerability in In-Demand matrix
    - Credential of Value development has AI vulnerability which is intended to be integrated into In-Demand matrix
  - Every state is struggling; Idaho is one of the few that is initiating in July
  - Seems to be a lot of risk, shortening some programs would encourage participants to finish rather than quit
  - Discussion on Workforce Pell
    - LAUNCH was created in 2019 to fill the gap
    - Pell will not replace Launch but can complement it

**A motion was made by Ms. Price to approve the Workforce Pell Policy as presented. Second by Ms. Keough. Motion carried.**

Comments:

- Statewide Workforce Pell Coordinating Council committee members are
  - Pete Risse, CTE or designee (co-chair)
  - Wendi Secrist, WDC or designee (co-chair)
  - Jenn White, State Board or designee
  - Governor's Office Representative
- Industry validation must be verified by WDC
- "Recognized Accreditor" is federal term – CTE and OSBE will be responsible for verifying accreditation and articulation

***Motion Carried.***

Industry Deep Dive – Healthcare

Facilitated by Jeff Greene, Trinity Health

- Panel
  - Leslie Wilson, Idaho Healthcare Institute
    - Institute Executive Director & Nursing Project Manager Mountain View Hospital
  - Rex Force, Idaho State University Health Sciences
    - Vice President for Health Science ISU
  - Miren Unsworth, Idaho Department of Health & Welfare
    - Deputy Director Health and Human Services
  - Todd Putren, Northwest Specialty Hospital
    - Chief Nursing Officer
- Challenges
  - Leslie Wilson

- CNA Program
  - Training, lack of instructors, low pay
  - Moved training off campus to address space needs
- 2023 new space
  - WDTF Grant through December 31, 2026
  - LPNs, desire to grow the program and increase awareness of the need
  - New Mental Health program last year, 33 trained
  - Rural health transformation, hope to incorporate
- Rex Force
  - Aligning with growth in the State
  - Added programs, expanded space
  - Utilizing different opportunities for a synchronous learning experience
- Todd Putren
  - Location is difficult, 4 miles from state border
  - Balancing wage with work life balance
  - Large growth
  - Struggle with education
- Miren Unsworth
  - Rural Health Transformation Grant Cooperative agreement with Medicare and Medicaid
  - Sustainability plan in place, will not use funds for things the state can't support after the grant
  - Idaho received \$180 M for year 1
  - Funding must be obligated by October 31<sup>st</sup> of this year
  - Can include stipends, ladder payments for healthcare personnel:
    - Recruiting fees
    - 5-year service commitment, claw back provision
    - Enhance home-based & telehealth
    - Invest in remote care technologies
  - Aims to bring more workers and technologies
  - 1 yr to obligate, 1 year to spend, for 5 years total
  - 12 FTE are being hired
  - CMS will be reviewing the metrics
- What are some other things states are attempting
  - CMS said we were very bread & butter, we are creating very solid foundation
  - Community Health EMS
  - Focused on preventive care

Discussion:

- Lots of conversation about Idaho's lack of ability to retain healthcare workers
- Looking at women's midwifery and women's mental health

- West Virginia has 3 medical schools, Idaho has none. Need to address physicians by providing more seats in the state
- Need more focus on rural locations
- Struggling with wages
- Care needs haven't changed
- Just to grow programs requires a minimum of 7 years
- Some criticalities in rural communities exist

## Strategic Planning Activity

Wendi Secrist

- Must submit annually
- No more than 10 performance metrics can be included, quantitative preferred
- Breakout activity
  - Review Staff process to develop initial recommendations
  - Walkabout
  - Align on strategic plan approach and outcome
  - Stations: group discussion on each goal
  - Break
  - Executive Committee will refine breakout recommendations
  - Crosswalk programs to Goals
  - Discussion & Action
- Goals come from Governor & Legislature
- How we achieve that is up to us
- What are the programs and funding streams:
  - Driving collaboration
    - TPM, including but not limited to:
      - CHIPS – Taiwan & Idaho
      - Nuclear – create opportunities in rural Idaho, INEC Tech Hub (72M)
      - Healthcare
    - Council leadership – represent in communities and organizations
    - Committee Work
    - Interagency initiatives
      - Data huge focus
      - K-12 & post-secondary
      - Telling a better story of the investments
  - Connecting education to careers, all measurable
    - Adult & Student LAUNCH
    - Outreach/ STEM Grants

- Apprenticeship Idaho/ Youth Apprenticeship
  - Currently 4K statewide, goal is 8K by 2029
- Educator Externships
- Work-Based Learning
- Educator professional development
  - iSTEM – 500 teachers
- Project-based learning
  - Reworked STEM-Designated schools
- EcosySTEM
  - Contract with University of Idaho
- Science Fairs
- Funding Workforce Initiatives
  - Employer Grants
  - Innovation Grants
  - Industry Sector Grants
  - TPM
  - Next Steps Idaho
  - Childcare
- Efficient delivery of programs
  - WIOA
  - Council/ Committee work
  - Economic/ Workforce research
  - Program Evaluations (WDTF, LAUNCH, STEM)
  - Credentials of Value. ROI
  - Work-Based Learning
- Staff felt we did not need to call out STEM & CS, they are part of WDC
- How will Idaho be different because of the Workforce Development Council

#### WDC Strategic Plan Goals & Objectives – Preliminary Synthesis

##### Mission revised – what we do

We develop and drive strategies that inspire and prepare Idahoans for prosperous careers that meet Idaho employers' needs.

##### Vision revised

Idaho's resilient workforce actively adapts and develops their skills to meet the needs of Idaho employers to create a prosperous economy.

- Does "prosperous" infer something other than our intent, tied to economy
- There is a prioritization issue
- Replace prosperity with competitive possibly
- An Idaho where workers adapt, employers grow, and communities prosper

## Goal #1 Awareness

Increase public awareness of, and access to, career education and training opportunities

1. Increase non-structured audience engagements by
  - a. Increasing presentation count
  - b. Adding different types of engagements & events
  - c. Increase the frequency of participation in engagements & events
2. Leverage/ invoke regional advisory boards to share resources and tools to increase awareness of workforce ecosystem within the system itself
3. Employer led PR/Marketing campaign for the entire workforce ecosystem

## Goal #2 Quality

Improve the effectiveness, quality, and coordination of programs and services designed to maintain a highly skilled workforce

1. Data, accountability, and strong stakeholder partnerships guide workforce investments and program implementation
  - a. Increase completion rates by 10%
  - b. Increased percentage of programs that have a placement rate higher than 80%
2. Identify gaps and opportunities across the education to workforce pipeline and support policies and resource decisions that strengthen outcomes
  - a. Increase the percentage of funding for skills-based programming (vs job-based)
  - b. Define KPIs for quality programs
3. Support solutions that remove barriers to developing future-ready skills and expand access to workforce opportunity
  - a. Increase enrollment of people with barriers by 10%
4. Cultivate a high quality one-stop career system the connects Idahoans and employers to workforce opportunities, education, training and support services
  - a. Implement Workforce Pell
  - b. CTE & WDC merge Perkins and WIOA plans

## GOAL #3 Efficiency

Provide the most efficient use of federal, state, and local workforce development resources

1. Identify priorities and gaps within programs and ensure that gaps are addressed within 3 months or less
  2. Remove duplication between agencies and post-secondary institutions
    - a. Change remove to identify
  3. Establish a culture for grant mentors between employers
  4. Ensure that accurate and reliable data is available to appropriate stakeholders to guide decision-making
- More work to do, will revisit in September
  - Feedback on process, maybe a little more time, framing in front was helpful

***\*Strategic Plan Finalization***

***Deni Hoehne***

**Action on this topic will be held at this time until the September 8, 2026 meeting.**

## Idaho LAUNCH Class of 2026 & Adult Update

Sherawn Reberry, Education & Careers Director

- 11% increase in in-state college enrollment
- 12% decrease in out-of-state enrollment
- 4.3% (2024-2025) in repayment
- Top 5 programs remain the same
- 16K students awarded
- 64% of the class of 2026 have accepted, percentage is higher this year than last at the same time
- 150 students are on the waitlist
- 12,700 have gone through Adult LAUNCH
- 39.6% average wage increase for Adult LAUNCH participants

## Chair's Report

Deni Hoehne

- Ms. Critchfield was asked for a presentation on the Idaho Career Ready Student Program by the National Policy Forum
  - Spotlight on how we are connecting the 4 agencies
  - Ms. Price represents this council on the Career Ready Student council
  - 170 programs have been started or expanded upon
  - Focus on rural communities
- Grant review process updates
  - The grant review process has evolved but the Executive Committee had not redefined their part
  - Executive Committee will now review high level staff analysis initially to ensure proposals follow the guidelines for eligibility and how it fits with the goals for the WDTF
  - Applications passed through by Executive Committee will then be reviewed and scored by the Grant Review Committee for final approval or denial

## Executive Director's Report

Wendi Secrist

- TPM update
  - \$650K awards made
  - Applications reviewed by Ms. Price, Mr. Greene, Ms. Pfeifer, & Mr. Chadwick
  - 9 TPM sites for next year
    - Region 1 North Idah College
    - Region 2 Clearwater Economic Development Association
    - Region 3 College of Western Idaho
    - Region 4 College of Southern Idaho
    - Region 5 Idaho State University
    - Region 6 College of Eastern Idaho
    - Statewide Sites
      - Idaho Manufacturing Alliance
      - Idaho Advanced Energy Consortium

- Custer Economic Development Association
- Educator Externships
  - 80 externs
  - 57 host sites
- Credentials of value
  - ROI for each stakeholder group comprised of domain areas and metrics
  - WDC Program Impact & Evaluation Committee is working to define a framework
  - Domains
    - Wages
    - Social Public Value
    - Employability
    - Learner Outcomes
    - Employment outcomes
    - Economic Mobility and Resilience
    - Labor Market Value/ Demand
    - Learning and Skill Value/ Pathways to Higher Wages
    - Industry Validation
  - Identified metrics we have or have access to
  - Bandwidth of staff to process data is low
  - Will be used to replace education metric in the in-demand matrix. Might also be used outside of in-demand matrix by OSBE, CTE and WIOA
  - Framework for Council review in September
- CHIPS Projects
  - 1<sup>st</sup> project funded - \$3.4M to CWI for Mechatronics program
  - Process
    - Create proposal, Micron review, national office review
    - Expenditures come to us for validation
    - 1 FTE focused on these projects
  - Next project \$4.6M, construction trades
    - 6,500 construction workers on the Boise Micron campus, 12,000 by year end
  - After that, HS CTE programs: electronics, welding, advanced manufacturing
- CEI Future Tech Ribbon Cutting & Community Open House
  - Aug 13<sup>th</sup> 1 PM
  - Battelle Energy Alliance Future Tech Building
  - Invitation to be forwarded
- Idaho Advanced Energy Consortium (Tech Hub)
  - \$14.7M in Workforce Projects
  - Idaho & Wyoming partnership
  - Focus on safety protocol for nuclear sites

- ISU requested funds to expand the program in small modular reactor manufacturing
- West Wyoming Community College is working to expand their Nuclear Technician program
- Gillette will be doing construction specific to nuclear

**Motion by Ms. Morrow to adjourn. Second by Mr. Risse. Motion carried.**

Adjourned 4:43 p.m.