

IDAHO WORKFORCE DEVELOPMENT COUNCIL

October 5, 2011 – Draft Meeting Minutes

Welcome and Introductions

Council Chair Con Paulos called the meeting to order at 9 a.m. and welcomed everyone. Chair Paulos said that B.J. Swanson, Kara Besst, Alex LaBeau and John Chatburn are absent and that Idaho Department of Labor Deputy Director Roy Valdez will be sitting in for Director Roger Madsen.

Chair Paulos introduced Tim Komberec as the new chair of the council and recognized new council members Sam Haws and Jana Straubhar attending for the first time.

Agenda Review

Chair Paulos reviewed the agenda and no additions were requested.

Consent Agenda

Chair Paulos continued with the consent agenda and called upon Idaho Department of Labor Policy and Planning Administrator Dwight Johnson to explain the following issues on the consent agenda:

- Minutes of March 24, 2011 Council Meeting
- Eligible Training Provider List (Transmittal #1)
- Program Performance Reports [information only] (Transmittal #2)
- Youth WIA Policy Review Subcommittee (Transmittal #3)
- Governors 15% Reserve Funding (Transmittal #4)
- WIA Youth in Need (Transmittal #5)

Chair Paulos announced that Dr. Gerald Beck, Linda Clark, Garry Lough, Brad Murray and Jan Nielsen have agreed to serve on the Youth Service Design Review subcommittee.

Chair Paulos accepted a motion by Tim Komberec, seconded by Tom Hally to approve the March 24, 2011 minutes and Transmittals #1 through 5 on the consent agenda; the items on the consent agenda were approved unanimously by voice vote.

Economic Outlook

Chair Paulos introduced Idaho Department of Labor Chief Research Officer Bob Uhlenkott who reported on Idaho's economy. Mr. Uhlenkott stated that the five key labor market indicators are the gross state product, earnings and income, employment, unemployment and jobs. He showed data slides on the gross state product from 1997-2016, new hire counts by the month ending in September 2011, Idaho nonfarm job performance during the recession, and a fringe benefit survey that showed what percentage of employers offer health benefits to their full time employees from 2005 through 2009.

Unemployment Insurance Update

Chair Paulos introduced Idaho Department of Labor Deputy Director for Operations Jay Engstrom who reported on Idaho's Unemployment Insurance. Mr. Engstrom addressed the issue of the department's bonding efforts to pay back loans for unemployment insurance benefits to

the federal government. Mr. Engstrom reported that Idaho has paid back its loan to the federal government by selling bonds and said that the most important factor for the next four years is that Idaho businesses will not sustain a tax increase on their unemployment insurance. The department is implementing new programs and strategies to recover over payments of unemployment insurance benefits.

- **Workforce Development Training Fund – Transmittal #11**

Chair Paulos introduced Idaho Department of Labor Policy and Planning Administrator Dwight Johnson to explain the Workforce Development Training Fund Transmittal #11. In the absence of B.J. Swanson chair, Mr. Johnson said that the subcommittee met September 8th and made the following recommendations to the council:

1. Approve a waiver for health care industry eligibility for the Workforce Development Training Fund. The waiver is granted based on the “high wage/high growth” nature of the health care industry. At the discretion of the Idaho Department of Labor Director, the waiver may be extended to other “high wage/high growth” industries in cases where multiple job opportunities, of benefit to Idaho’s economy, will be created.
2. Approve the elimination of the requirement for creating a minimum of five new jobs for urban businesses;
3. Approve the elimination of the requirement for urban businesses to provide a 25% match support;
4. Approve elimination of the \$2000 and \$3000 per worker caps on the amount of training funds available.

Chair Paulos accepted a motion by Linda Clark, seconded by Brad Murray to approve the Transmittal #11; and Transmittal #11 was approved by voice vote. A conflict of interest was indicated by Jana Nielsen, Doug Sayer, and Tim Komberec.

Customer Feedback on Workforce System

Chair Paulos introduced Idaho Department of Labor Communications Special Assistant Georgia Smith to report on the customer survey and out reach campaign used by the department. Ms. Smith said that focus groups and phone surveys were conducted to find out from the general public the agency’s perception, service strengths and customer needs. Generally there seems to be positive feedback regarding the department’s mission to help job seekers, provide unemployment benefits and information on training services at the local offices. However, some employers felt the department should provide applicant screening, citizenship verification, drug testing and instruction on soft skills, interviews and resume writing for job seekers. Job seekers requested more information regarding training and career counseling. Ms. Smith shared three public service announcements targeting employers, job seekers, and youth.

Listening Sessions/Business Outreach – Transmittal #6

Idaho Department of Labor Communications Special Assistant Georgia Smith explained that this was the second year that Idaho Department of Labor Director Roger Madsen had traveled the state meeting with businesses and community leaders. Director Madsen visited thirteen cities and attracted ten to fifty people at each stop. The main discussion included presentations on Idaho’s business services to local companies, the local labor market and the state’s new “Hire One” tax incentive program.

Mission, Vision and Goals – Transmittal #7

Chair Paulos called upon Idaho Department of Labor Policy and Planning Administrator Dwight Johnson to explain the Mission, Vision and Goals – Transmittal #7. Mr. Johnson reviewed all of the edits and additions to the “Vision, Mission, Goals” document made by the full Council during the March 24, 2011 meeting. Mr. Johnson suggested that the revised document be adopted by the council as the “2011 Vision, Mission, Goal” statement.

Jay Larsen suggested adding a “high performing economy” to the vision statement. Chair Paulos suggested that Jay Larsen report on the metrics involved at the next council meeting.

Chair Paulos accepted a motion by Mike Rush, seconded by Tony Fernandez to approve the revised mission, vision and goals document; the revised document was approved unanimously by voice vote.

Chair Paulos introduced Governor C. L. “Butch” Otter to address the council. Governor Otter thanked the council members for their efforts to help create an innovative workforce and the following items were discussed:

- State technical high schools and colleges advancement and customized training
- Education and continuing education retrofitted to current economic needs
- Unemployed Idaho Army National Guard’s 116th veterans
- Hire One Act – Hire One Vet
- North Idaho manufacturers’ roadblocks - lack of labor force, federal regulations, and access to capital
- National Laboratory in Idaho Falls – streamline building of power lines
- Health Care system designed for Idaho’s needs
- Innovation and technology as it relates to workforce development
- Lumber industry increased production from the use of technology

Chair Paulos thanked the governor for his leadership, his remarks and for arranging his schedule to attend the council meeting.

• Idaho Commission on Libraries and Idaho Department of Labor Partnership

Chair Paulos introduced Idaho Department of Labor Training Manager Dave Barnes who reported that the partnership with Idaho Commission on Libraries resulting with an On-Line Job Search Workbook. Dr. Barnes stated that the Workforce Development Council’s suggestion of including “soft skills” has been incorporated in the workbook. Dr. Barnes previewed the workbook and said additional video segments and a Spanish version are being planned.

• Idaho Energy Sector Partnership – Transmittal #8

Chair Paulos introduced council member Betty Kerr, chair of the Idaho Energy Sector Partnership. Ms Kerr reported that the Idaho Energy Sector Partnership provides oversight for Idaho’s Grow Green grant which was awarded last year and is extended until January 2013.

Ms. Kerr explained that the process is moving along favorably. A hand-out was provided that listed the secondary and post-secondary schools involved and the progress made to date. Ms.

Kerr stated that the partnership subcommittee recommends that the Workforce Development Council support Transmittal #8 – Provide support for Careers in Energy Week, October 17-21, 2011.

Chair Paulos accepted a motion by Jerry Beck, seconded by Dave Whaley to approve the Transmittal #8; and Transmittal #8 was approved unanimously by voice vote.

- **Idaho Health Care Workforce Planning Partnership – Transmittal #9**

Chair Paulos introduced Idaho Alliance of Leaders in Nursing Executive Director Margaret Henbest who provided background information and an update on the Idaho Health Care Workforce Planning Partnership.

Ms. Henbest said that noteworthy progress has been accomplished in the nursing arena. The “Idaho Nursing Overview – January 2011” was issued in mid-February. The report addresses nursing supply and demand, education capacity, and faculty issues. The publication is available online at <http://lmi.idaho.gov/researchproject>.

Ms. Henbest stated that legislation is being proposed to amend the Nursing Practice Act to provide that the Board of Nursing has the authority to use dedicated funds to support workforce data collection, analyses and research. This amendment will not result in an increase in nursing licensure. The following language would be added to Section 54-1404 of the Nursing Practice Act: *“(11) to evaluate and develop the education, distribution, and availability of the nursing workforce to provide a basis for improving the delivery of quality health care; or to enter into contracts or agreements with others to provide or fulfill these purposes;”*

Mr. Henbest said that this legislative initiative is consistent with the goals and objectives of the Idaho Workforce Development Council and its sub-committees, the Health Professions Education Council and the Health Care Workforce Planning Partnership. Ms. Henbest asked the council to support passage of the amendment by providing a support letter.

Chair Paulos accepted a motion by Dave Whaley, seconded by Tom Halley to approve the Transmittal #9; and Transmittal #9 was approved unanimously by voice vote.

- **Idaho Health Professions Education Council**

Chair Paulos introduced Dr. J. Anthony “Tony” Fernandez to update the council on the Idaho Health Professions Education Council. Dr. Fernandez reported that the council is currently working on its 2nd Annual Idaho Health Professions Education Council report to be given to the governor.

Dr. Fernandez said that the Idaho Health Professions Education Council heard the following reports:

- Idaho Medical Association
- Idaho Area Health Education Center
- Idaho Office of Rural Health and Primary Care
- Idaho State Board of Education
- Department of Labor on the Primary Health Care Grant
- Advanced Nurse Practitioners
- ISU Pharmacy Education
- Department of Health and Welfare on Mental Health

Dr. Fernandez said that Dr. David Schmitz, Director of Idaho Rural Family Medicine is the new chair for the Idaho Health Professions Education Council.

- **Technology Job Creation Pilot – Transmittal #10**

Chair Paulos introduced Idaho Technology Council President/CEO Jay Larsen to update the council of their activities. Mr. Larsen reported that the Idaho Technology Council, Idaho Department of Labor, several leading technology companies in Boise and Boise State University are partnering to develop an “Idaho Technology Job Creation” pilot with application of a grant. The \$5 million grant would be used to develop customized curriculum for a career lattice to link dislocated workers with specific engineering degrees with short-term curriculum to train for computer programming, network systems and computer systems analysis and computer software engineering, which are the top jobs Idaho technical companies use for the HIB program to hire foreign workers.

The department will dedicate \$5 million in Workforce Development Training Fund (WDTF) resources to pay for the training costs for eligible companies’ new hires to participate in the customized training. In addition, Workforce Investment Act (WIA) resources would be used to help pay for this training on an individual participant basis as appropriate. The HIRE ONE tax credit would also be an incentive for companies to participate.

Mr. Larsen recommended that the Council provide a letter of support for inclusion in the proposal’s application to the U.S. Department of Labor.

Chair Paulos accepted a motion by Linda Clark, seconded by Dave Whaley to approve the Transmittal #10; and Transmittal #10 was approved unanimously by voice vote.

Further Business

Chair Paulos turned the gavel over to new chairman Tim Komberec to set the date for the next council meeting.

After discussion, Chair Komberec announced that the next council meeting will be held Wednesday, February 1, 2012.

The meeting adjourned at 3 p.m.

Attendance**Members:**

Darrel Anderson	Garry Lough
Dick Armstrong (absent)	Tom Luna (absent)
Gerald Beck	Roger Madsen (substitute Roy Valdez)
Kara Besst (absent)	Shirley McFaddan
John Chatburn (absent)	Brad Murray
Linda Clark	Jan Nielsen
Tony Fernandez	Con Paulos
Bert Glandon	Robert Poyser
Dean Haagenson	Brent Reinke (substitute Julie Johnson)
Tom Hally	Mike Rush
Sam Haws	Doug Sayer
Cindy Hedge	Jeff Sayer
Richard Holman (substitute Ray Grosshans)	Jana Straubhar
Betty Kerr	B.J. Swanson (absent)
Tim Komberec	Rian Van Leuven (absent)
Alex LaBeau (absent)	Kenneth Wiesmore
Jay Larsen	Dave Whaley

Guests:

Melinda Adams	Craig Nebeker
Cheryl Ausman	Mike Nelson
Rico Barrera	Lane Packwood
Terry Butikofer	Pam Pearson
Cheryl Brush	Ben Phillips
Robin Dodson	Carl Powell
Cheryl Engel	Jerry Riley
Jay Engstrom	Alicia Ritter
J. Scott Fenwick	Craig Shaul
Joseph Fleishman	Sue Simmons
Wendi Gregory	Georgia Smith
Dwight Johnson	Ann Stephens
Amy Lorenzo	Bob Uhlenkott
Bill Kober	Kay Vaughan
John McAllister	Salvador Vazquez
Allison McClintick	Michelle Woods
Vera McCrink	
Denise McDonald	