

**IDAHO WORKFORCE DEVELOPMENT COUNCIL**  
**March 13, 2013 – Draft Meeting Minutes**

**Welcome and Introductions**

Council Chair Tim Komberec called the meeting to order at 9 a.m. and welcomed everyone. Chair Komberec announced that Kara Besst, Linda Clark, Bert Glandon, Jan Nielsen, and B.J. Swanson will not be attending today and introductions of the group followed.

**Agenda Review**

Chair Komberec reviewed the agenda and no additions were requested.

**Consent Agenda**

Chair Komberec explained that the transmittals on the consent agenda have been reviewed and approved by the executive committee.

Chair Komberec asked Idaho Department of Labor Assistant Deputy Director Dwight Johnson to explain the consent agenda which includes:

- Minutes from November 15, 2012 Council Meeting
- Eligible Training Provider List (Transmittal #1)
- Transfer of WIA funds (Transmittal #2)

Discussion followed on the Eligible Training Provider List. Concerns were expressed that some training providers were inappropriately using their membership on the ETP list in their marketing as an endorsement from the state. After discussion, Mr. Johnson stated that the Department of Labor would work with the State Board of Education in developing an improved ETPL process that would include performance data from the training providers and will report progress at the next council meeting.

Chair Komberec accepted a motion by Brad Murray, seconded by Mike Rush to approve the consent agenda; the items on the consent agenda were approved unanimously by voice vote.

**Report from Chair Komberec**

Chair Komberec said that the Workforce Chair's Conference of National Governor's Association in February provided insight about the national direction of workforce policy and an opportunity to see best practices in other states.

Chair Komberec shared five highlights from the conference:

1. Improving Workforce System is a top priority for Governors
2. Governor's criteria for WIA reauthorization
3. Debate over skill gap
4. Governor's initiative to hire those with disabilities
5. Engagement of Business Roundtable in workforce policy

Chair Komberec said it was a very interesting conference and confirmed that the goals and directions being pursued in Idaho align very well with what is going on nationally.

**Economic Outlook**

Chair Komberec introduced Idaho Department of Labor Communications Director Bob Fick who presented an economic outlook report to the council.

Mr. Fick stated that Idaho's economic recovery has begun, but it is coming back slowly. Idaho's job growth rate is about 2 years away from returning to pre-recession levels.

Mr. Fick discussed Idaho's unemployment rate, new hires, year over year percentage change in non-farm jobs, jobs and wages, business profits, service sector growth, Idaho's "Silver Tsunami", and in and out migration.

Dr. Mike Rush said that the State Board of Education analysis reflects that those moving out of state are more educated than those moving into Idaho. Dr. David Schwartz expressed concern over the aging demographics and the lack of physicians especially in rural areas.

### **Review and Finalize the Workforce Development Council (WDC) Goals (Transmittal #3)**

Chair Komberec recognized Idaho Department of Labor Senior Planner Rico Barrera to update the council on the changes made to the WDC goals and benchmarks. Mr. Barrera explained the document changes which are highlighted below:

**Measure** Create 40,000 jobs with at least two-thirds **at with \$12/hour** or better wage rates **and with** health benefits by 2015.

Benchmark: Annual average number of jobs for 2010: 603,600

**Measure** Reduce the need for remediation for new college entrants by 50 percent by 2020.

Benchmarks:

- **Full time** Students who have been out of high school less than 12 months who need remediation – ~~40.3 percent (2009-10)~~ **45% (2010-2011)**
- **Full time** Students who have been out of high school over 12 months who need remediation – ~~39.4 percent (2008-09)~~ **75.7% (2010-2011)**
- All other students who need remediation – ~~26 percent (2008-09 data)~~ **54.8% (2010-2011)**

*Source: National Center for Higher Education Management Systems*

**Measure** Ensure that 60 percent of Idaho workers obtain a certificate, industry recognized credential, apprenticeship or degree beyond high school by 2020.

Benchmarks:

- **2009**, 30 percent of Idahoans 18 to 64 years old have an Associate's degree or more in educational attainment. *Source: American Community Survey*
- **2009** 30 percent had "some college, ~~or~~ no degree." *Source: 2009 U.S. Census survey* *Source: American Community Survey.*

**GOAL 4** **IMPROVE AWARENESS SHOWCASE OF THE WORKFORCE SYSTEM AMONG EMPLOYERS, WORKERS, PARTNERS AND POLICY MAKERS LEADING TO EFFECTIVE USE OF ITS RESOURCES. AND EXPAND ITS USE AND EFFECTIVENESS**

**Measure** **Establish a measure of Idahoans who are aware of the resources available through the Workforce system.**

Benchmark: The Department of Labor is conducting a survey of Idahoans during 2013 to establish a benchmark, via process measures, of awareness of the workforce system

**Measure** **Increase the use of the IdahoWorks labor exchange system to list jobs by employers as a percentage of all new hires by 10 percent by 2015.**

Benchmark: During calendar year 2010 employers listed 49,319 job openings within the Idaho Works system and reported 141,108 new hires during the same calendar year. This is a 34.95 percent "penetration rate" of job openings compared to new hires, utilizing Idaho Department of Labor data.

Chair Komberec accepted a motion by Rian Van Leuven, seconded by Robert Poyser to approve the changes to the goals and benchmarks listed in Transmittal #3; the changes were approved unanimously by voice vote.

### **LINE Commission Update**

Chair Komberec recognized Idaho Department of Commerce Director Jeff Sayer to provide an update on the LINE Commission. Director Sayer said the LINE commission stands for Leadership in Nuclear Energy and reported that twenty years ago the Idaho National Laboratory (INL) was an environmental issue of waste disposal but now it is an economic issue. The INL today provides 24,000 jobs (directly and indirectly) and has an economic impact of \$3.5 billion a year for the state.

Director Sayer stated that nuclear energy is a "Gigantic Industrial Opportunity" for Idaho not only with existing nuclear industry but also in new and related industries. Idaho is fortunate to have the lab located near Idaho Falls and universities with nuclear programs in place to provide a skilled nuclear workforce to replace the aging scientists.

Director Sayer conveyed the LINE Commission's recommendations to the Governor as:

- Continue to work cooperatively with the U.S. Department of Energy and other impacted states to address remaining environmental risks and continue cleanup at the INL site.
- Exercise leadership as the U.S. formulates federal energy and nuclear waste management policies.
- Capitalize on Idaho's nuclear technology competencies by supporting the growth of existing nuclear businesses, the corresponding infrastructure, and the attraction of new nuclear businesses.
- Invest in its infrastructure to enable INL and Idaho universities to successfully compete for U.S. and global research opportunities.
- Develop and promote the Center for Advanced Energy Studies (CAES) as a regional, national and global resource for nuclear energy research.
- Strengthen and expand nuclear education and workforce training offerings.

### **FFA RFP for Unmanned Aircraft System Site Update**

Director Sayer explained that the Unmanned Aircraft System project will be a great commercial and workforce opportunity for Idaho. The FFA is issuing six new centers of excellence to complete research on the unmanned aircraft system. Idaho is competing to be named one of these centers of excellence and has two assets that other states do not have – lots of airspace and universities which are already developing sensor technology. Director Sayer pointed out how these unmanned aircraft could provide opportunities for the Departments of Transportation and Fish and Game, farmers and private industry.

Director Sayer said the Department of Commerce is actively involved in nuclear energy and unmanned aircraft system promotion. He said that if we can find a way to link higher education to industry so that we can provide a trained workforce, Idaho will be set apart from all other states.

### **Legislative Update**

Chair Komberec asked Idaho Department of Labor Communications Director Bob Fick to present a legislative update.

Mr. Fick explained that at this time the department has two main bills before the Legislature:

- House Bill 44 - makes changes mandated by the USDOL and the Employment Security Act. This bill changes the reporting requirement under the new hire law for rehires that employers must report rehires after 60 days and requires employers to respond within 7 days to a claim that has been filed.
- The department's budget bill which has been approved by the House and should have no trouble passing the Senate.

Mr. Fick also discussed the Hire One More Employee (HOME Act) legislation which makes it easier for employers to take advantage, provides a flat 4% credit on the wages paid to employee (new to payroll with a 9 month duration), encourages business expansion, and adds \$1000 credit for employers who hire veterans.

### **Governor's Education Task Force Update**

Chair Komberec recognized Idaho State Board of Education Executive Director Mike Rush to update the council on the Governor's Education Task Force.

Dr. Rush explained that after the November election, the Governor appointed the task force which consists of 31 members from the Governor's office, legislature, IEA, school boards, business, industry, parent groups, the State Board of Education and the Department of Education. The task force has held three meetings so far this year and identified teacher effectiveness, fiscal stability and structural change as areas that need to be changed. The task force plans to hold 70??? forums around the state during April and will make recommendations to the Governor this fall.

### **AFL-CIO Update**

Chair Komberec recognized Idaho's AFL-CIO President Rian Van Leuven. Mr. Van Leuven introduced Denise McDonald who is IWON's coordinator and is working with the Department of Labor and Organized Labor to assist Idaho's Dislocated & Unemployed Workers. Ms. McDonald explained that IWON stands for Idaho Workers Opportunity Network. The IWON program provides rapid response during mass layoffs, downsizing, or sold businesses by providing peer support outreach, training or re-training opportunities, and job/career fairs. IWON assists in the council's goal of assuring that 60 percent of Idaho workers have a degree, certificate, industry recognized credential, or apprenticeship beyond high school by 2020. IWON is funded through a US DOL grant.

### **Update on America's Job Link Alliance (Transmittal #4)**

Chair Komberec asked Idaho Department of Labor Senior Planner Cheryl Foster to explain America's Job Link Alliance.

Ms. Foster explained that the Department of Labor currently operates several workforce programs which offer assistance to jobseekers and employers and is in the process of implementing a new system America's Job Link Alliance (AJLA) which consolidates all three. AJLA's product is a comprehensive management information system designed for workforce programs that can streamline and integrate data collection, monitoring and reporting for all of Idaho's One-Stop workforce system programs and also provide financial management.

These are some of AJLA program capabilities:

- One-Stop Services and Case Management
- Universal client records across multiple programs including Wagner-Peyser, Workforce Investment Act, Trade Adjustment Act and other grants.
- Job listings supplemented by the National Labor Exchange and InDeed.com job search engine
- Vendor and participant financial management

Ms. Foster said the department anticipates testing and training to begin in July with implementation of this software system before the end of the calendar year.

### **Report on the Educational Attainment Task Force Recommendations**

Chair Komberec reported that the Educational Attainment Task Force met yesterday and focused on making recommendations on how to reach the council goal of assuring that 60 percent of Idaho workers have a degree, certificate, industry recognized credential, or apprenticeship beyond high school by 2020.

Chair Komberec excused Co-Chair of the task force, President Bert Glandon of CWI who participated yesterday, but is out of town today for a Community College accrediting board meeting.

Chair Komberec said the task force heard reports and recommendations from the Co-Chairs of the following four subcommittees:

- Margaret Henbest and Mike Rush for the Finance Subcommittee
- Richard Holman and Rob Lohrmeyer for the Credit and Credentialing Subcommittee
- Bob Lokken and Joe Dunlap for the Engaging Business Subcommittee
- Jamie Jo MacMillan and Todd Schwarz for the System Improvement Subcommittee

Chair Komberec thanked the Co-Chairs and the following staff for their service and outstanding work:

- Gordon Graff and Dave Barnes, Department of Labor
- Allison McClintick, State Board of Education
- Tammy Ackerland, Division of Professional Technical Education

Chair Komberec said the subcommittees made 15 recommendations for the task force to consider. After discussion and deliberation, the task force prioritized the top eight recommendations for the council to consider today. Chair Komberec asked Department of Labor Assistant Deputy Director Dwight Johnson to review these recommendations.

Assistant Deputy Director Johnson explained the eight task force recommendations as follows:

1. *Credit Process for Prior Learning* - Create a statewide portfolio approval process for awarding credits based on prior learning and experience
2. *“Education Transparency” Metrics* - Develop, publish and deliver to students, parents and policymakers education outcome data
3. *Career & College Counseling* - Commit financial resources to support innovative and evidence based career and college counseling programs
4. *Industry Sector WDTF grant program* - Support a grant program to fund partnerships between industry sectors and academic institutions to prepare workers for specific employment opportunities.
5. *Career Readiness Tools* - Establish a team to determine how/if a career readiness tool could/should be adopted in Idaho.
6. *Industry Advisory Committees* - Improve PTE industry advisory committees by standardizing approach and guidelines and assuring best practices for meaningful industry participation & influence in setting curriculum
7. *Credential Benchmark Survey* - Create a survey that will provide a benchmark for industry recognized credentials and details on “some college” attainment.
8. *Industry/Education Partnership Event* - Create an Annual Industry/Education Partnership Event.

Discussion followed and the council decided that the eight recommendations should not appear prioritized and not include the statement regarding commitment to financial resources listed in recommendation #3 when presented to the Governor and State Board of Education.

Chair Komberec accepted a motion by Shirley McFaddan, seconded by Sam Haws to approve the eight task force recommendations with corrections; the recommendations were approved unanimously by voice vote.

### **New WDTF Industry Sector Grant Proposal (Transmittal #5)**

Chair Komberec asked Idaho Department of Labor Assistant Deputy Director Dwight Johnson to explain the new Workforce Development Training Fund sector grant proposal to the council.

Assistant Deputy Director Dwight Johnson explained that in response to requests to more aggressively meet the needs of industry training throughout the state and encouragement from the subcommittees of the Educational Attainment Taskforce, a new “Industry Sector Grant” program is proposed using Workforce Development Training Funds (WDTF) that could be used in addition to the current WDTF approach of assisting Idaho employers to create new jobs.

Mr. Johnson said the proposal includes Idaho public post-secondary institutions that would be eligible to apply for a two-year WDTF grant for up to \$1,000,000 if they partner with multiple businesses within a single, qualified industry to provide identified training to develop a pipeline of skilled workers for the industry.

It is anticipated that funds from this grant program would be awarded competitively through a periodic Request for Proposal (RFP) process. If approved by the Council, criteria and RFP guidelines would be developed along the following concepts:

- The industry partnership would be required to provide at least a twenty-five (25) percent cash match (Note: Employee wages would not count as match).
- The current WDTF requirements of targeting industries that sell their services or products outside the area and which provide jobs that pay \$12+ an hour with employer supported benefits would apply to this program.
- Training could be provided to develop a pipeline of workers for the industry involved to help the industry grow.

- The fiscal agent for the grant would be the public school in the partnership.
- Administrative costs could not exceed 5% of the grant amount.
- A labor market analysis of the industry sector would be required as part of the grant application to demonstrate the need for the training, including information from the businesses about how many they have hired over the past year and how many openings remain unfilled.

Mr. Johnson said this program would give industries access to workforce training resources; facilitate the state's "sector strategy" approach; provide a financial incentive to encourage educational institutions to be more responsive to industry training needs; leverage WDTF grant funds by making schools more competitive when applying for federal training grants; promote the WDC goal of growing high wage/high skill jobs and increasing industry recognized credentials; increase the use of currently unused WDTF resources; and improve Idaho workforce skills to better attract new businesses to the state.

Chair Komberec accepted a motion by Rian Van Leuven, seconded by Richard Holman to approve transmittal #5; transmittal #5 was approved by voice vote with one member opposing.

### **Plans for the next Council Task Force (Transmittal #6)**

Chair Komberec asked Idaho Department of Labor Assistant Deputy Director Dwight Johnson to lead the discussion for potential 2013 task force ideas.

The following potential task force ideas were discussed:

1. Top recommendations made by the task force actually come to fruition
2. Focus on the other quality recommendations developed by the task force
3. Strategic plan for the council
4. "How to increase higher wage jobs in Idaho"
5. Benchmark "*Create 40,000 jobs with at least two-thirds with \$12 or better wage rates with health benefits by 2015.*"

Considerable discussion then took place about ideas about the potential focus of a future council task force. Assistant Deputy Director Johnson suggested that department staff discuss and draft ideas and strategies for the future task force and bring them back for the council's approval. It was decided that the council needs to provide continued support for the seven (WDTF grant idea already approved) recommendations put forth by the Educational Attainment Task Force.

### **New Business**

After discussion, the 2013 council meetings were scheduled as follows:

- Thursday, June 13<sup>th</sup>
- Thursday, September 19<sup>th</sup>
- Wednesday, December 4<sup>th</sup>

Chair Komberec announced that the next council meeting will be held Thursday, June 13, 2013 and the meeting adjourned at 4 p.m.

## **Attendance**

### **Members**

Darrel Anderson	Tom Luna (absent)
Dick Armstrong (absent)	Roger Madsen
Gerald Beck (substitute Terry Patterson)	Shirley McFaddan
Kara Besst (absent)	Brad Murray
John Chatburn	Mike Nelson
Linda Clark (absent)	Jan Nielsen (absent)
Philip Clifton	Robert Poyser
Tony Fernandez	Brent Reinke (substitute Teresa Baldrige)
Russell Gee	Mike Rush
Bert Glandon (absent)	Jeff Sayer
Sam Haws	David Schmitz
Richard Holman	B.J. Swanson (absent)
Tim Komberec	Rian Van Leuven
Brady Kraft (absent)	Aaron White
Alex LaBeau (absent)	Kenneth Wiesmore
Jay Larsen (absent)	John Young
Jody Lewis	

### **Guests**

Rico Barrera	Allison McClintick
Larry Belisle	Vera McCrink
Terry Butikofer	Denise McDonald
Scott Fenwick	Patricia Nelson
Bob Fick	Vicki Parkinson
Gordon Graff	Carl Powell
Scott Grothe	Marie Price
Cheryl Hartog	Todd Schwarz
Jenny Hemly	Randy Shroll
Dave Hertling	Sue Simmons
Dwight Johnson	Linda Strickland
Julie Larson	Brent Tolman
Ricia Lasso	Roy Valdez
Rob Lohrmeyer	Mark Warbis
John McAllister	Michelle Woods
Rich McAllister	Marsha Wright