

C.L. "BUTCH" OTTER
GOVERNOR



Con P. Paulos
Chair

B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

TRANSMITTAL # 3

MEMORANDUM

November 19, 2008

TO: Workforce Development Council

FROM: Con P. Paulos, Chair

SUBJECT: Identifying Priorities—Aligning Goals & Objectives

ACTION REQUESTED: Affirm or modify the strategic plan and priorities

BACKGROUND:

At the May 8, 2008 meeting, the council identified priorities for action over the next two years. Attached is Transmittal #8 from our September meeting as Attachment A which incorporates a comprehensive list of priorities. Attachment B embeds the priorities in the council's work plan for the mission, vision and goals for the system. Attachment C reflects a snapshot of the programs that comprise the state's workforce development system. These provide background for our discussion on the 19th.

The economy has changed considerably since we met in May and may alter our thinking about where we should focus our energies to assist Governor Otter in his plan for Idaho. Please review the attached materials and bring your ideas for serving Idaho workers and the business community to the council meeting on Nov. 19.

Contacts: Primary: Cheryl Brush (208) 332-3570, ext. 3312
Secondary: Leandra Burns (208) 332-3570, ext. 3327

Attachments



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

**Attachment A
to Transmittal 3
Nov. 19, 2008**

TRANSMITTAL # 8

MEMORANDUM

September 10, 2008

TO: Workforce Development Council
FROM: Con P. Paulos, Chair
SUBJECT: Priorities for the Workforce Development Council

ACTION REQUESTED: None. Information only.

BACKGROUND:

At the May 8, 2008 meeting, the council identified priorities for action over the next two years. The attached table lists the results of the council's priority setting session. I plan to convene the executive committee to help focus the council's priorities and ensure that the Workforce Development Council's efforts contribute to Governor Butch Otter's plan for the state. While many separate priorities have been recommended, they can be generally summarized as reflected below.

- Improve early childhood education services and programs
- Support for a variety of education reforms including
 - teaching of work related foundation skills and entrepreneurial skills
 - increased work based learning, internships and apprenticeships
 - expansion of higher education and professional technical education from middle school through postsecondary
 - increased flexibility to respond to employer needs
- Promote retention and expansion of training programs for all populations
- Provide better access to training for those in the adult and juvenile corrections system, youth and senior citizens
- Promote career awareness, promotion and planning, particularly through use of improved labor market information, career clusters and special career awareness events

- Provide access to affordable postsecondary education focusing on scholarships, including the opportunity scholarships, development of a capital scholarship campaign, and assistance to employers to upgrade employees
- Encourage better coordination among education, the workforce system and business including adoption of best practices learned in regional transformation efforts

Members should let staff know if they would like to participate with the executive committee on this effort. Recommendations of the committee will be presented to the full council for consideration at the next council meeting.

Contact Primary: Cheryl Brush 208 332-3570, ext. 3312
 Secondary: Leandra Burns 208 332-3570, ext. 3327

Attachment

WORKFORCE DEVELOPMENT COUNCIL PRIORITIES

MAY 8, 2008

Early Childhood

1. Support & improve early childhood services and programs
2. More child providers
3. Early child development
4. Keep focus on education - 3rd grade reading skills

Education & Training

1. Support K-12 Reforms
2. Education to teach job preparation skills to hold a job
3. Encourage work related foundation skills in all students (soft skills)
4. Increase work based learning
5. Provide paid internship sites to encourage students to stay focused on their careers
6. Teach entrepreneurship in schools
7. Technical based education starting at junior high levels
8. Utilize apprenticeship training to its fullest capacity
9. Promote crafts and trades in the schools system
10. Increase flexibility in education to allow for rapid response to industry needs or workforce demands
11. Expand training to all populations, especially youth
12. Require technical education in public schools so that even those wishing to attend higher education have job skills they can rely on to help them get there or fall back when job opportunities end or change
13. Expand higher education, including professional technical education
14. Support transitional programs for youth
15. Expansion of a variety of opportunities for Idaho students through mechanisms already in place
16. Keep Idaho's best & brightest in Idaho, in Idaho schools then Idaho companies

Career Information & Planning

1. Keep training systems in place through good times and bad--too difficult to muster the resources in the low points.
2. Reaffirm the need to do more career planning at the k-12 level
3. Expand communication about and access to PTE
4. Maintain consistent message to students re k-12 and postsecondary opportunities in Idaho
5. Educate/inform youth about career options (need a better yield rate for postsecondary to accommodate demographic imbalance of more retiring baby boomers/fewer new entrants)
6. More awareness of the career information system especially for the retired & aged workforce
7. Encourage the use of career clusters
8. Career clusters linking industry, education, state, students
9. Tell what we already have in place
10. Emphasize strap programs like HHH in every region of Idaho
11. Use student teachers to help k-12 students set goals and provide resources to achieve goals
12. Direct regular communication to employers on where to find employees.
13. Improve the workforce data system

WORKFORCE DEVELOPMENT COUNCIL PRIORITIES
MAY 8, 2008

Accessibility

1. Capital campaign for scholarships
2. Affordable postsecondary education
3. Promote affordable Postsecondary opportunities tuition & scholarships
4. Increase funding for opportunity scholarships
5. Affordable postsecondary education
6. Assist employers who need to upgrade skills of existing employees (a workforce development grant focused on job retention or tax credit for worker training)

Corrections

1. Provide additional technical training opportunities for corrections
2. Provide additional technical training opportunities for corrections
3. Enhance skills for those in the correction system
4. Offender training--train offenders prior to release--give them the skills to enter the workforce above the lowest level (this will return investment sooner)
5. Coordination among the following to help youth in the judicial system: courts, schools, policy, probation officers, prison system

Untapped Labor Pools

1. Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who want and need work
2. Encourage life long skill development for Idaho's current and transitional workforce
3. Identify & disseminate strategies that retain productive mature workers and increase their technology skills

Business-Education Partnerships

1. Business and higher education form a partnership to recruit and help fund education for Idaho's best and brightest students who attend Idaho postsecondary schools
2. Seek out ways to create more collaboration with industry and education
3. Develop and nurture partnerships with education, employers and labor to design programs
4. Business and education work together
5. Partner - chambers, education, state, workforce providers
6. Improve e3 in every region
7. Learn from WIRED/RIGS what can be positively replicated all over Idaho

Other

1. Livable wages to keep kids in Idaho
2. Business needs livable wages and benefits to retain their workforce for the long term
3. Support efforts to mitigate systemic societal problems that reduce the availability of a skilled workforce

Goals and Objectives

Idaho Workforce Development Council

GOAL: Idaho's workforce development and education system will be demand driven, highly integrated, comprehensive and constantly striving to exceed customer expectations

What do we want to do?	Improve early childhood services and programs to better prepare children for school
How do we do it?	<p>Promote parental involvement and education in early childhood development using incentives as appropriate</p> <p>More child care providers have an opportunity to attain a bachelor's degree or higher</p> <p>Encourage a certification process for directors of early childhood care and education</p> <p>Recommend that all child care providers be licensed and encourage attainment of a child development certificate or higher</p> <p>More child care programs address the six developmental domains including social, physical, language/literacy, cognitive/intellectual, emotional and cultural.</p> <p>Young children have access to preschool programs through public-private partnerships</p> <p>Parents have a way of identifying quality child care programs through a quality rating scale</p> <p>A tiered reimbursement system for the Idaho Child Care Program is in place and linked to the quality rating scale</p> <p>Related priorities Support and improve early childhood services and programs, including more providers (3)</p>
What do we want to do?	Champion a comprehensive educational system for all students K-16 plus, that ensures student readiness for work and further learning and provides access to all adults for continuous learning and growth
How do we do it?	<p>Support reforms in the K-12 pipeline to better prepare students to compete in the 21st Century economy</p> <p>Taking action Support reforms to continually increase skills in STEM subjects (science, technology, engineering and math), including applied academics</p> <p>Increase student access to rigorous school-based learning and relevant work-based learning</p> <p>Encourage development of work-related foundation skills in all students</p> <p>Expand access to professional-technical education</p> <p>Encourage the award of academic credit towards graduation for skills learned in applied courses</p> <p>Encourage use of the career clusters approach in guiding development of student learning plans</p> <p>Related priorities Support reforms, focus on education, teach job preparation and work foundation skills to all students; increase work based learning including apprenticeships and paid internships; expand professional technical education to all students and begin in middle school; and provide entrepreneurial training</p>

Goals and Objectives

Idaho Workforce Development Council

How do we do it?

Improve transitions from K-12 and adult education to postsecondary education

Taking action

Ensure seamless transition among all levels of education for transferability of credits
Expand advanced learning partnerships to increase transition in professional-technical programs
Broaden opportunities for universal college entrance exams, advanced placement, concurrent enrollment and other options to encourage transitions to postsecondary education
Increase options and reduce costs of online instruction to ensure equal access to educational programming

Related priorities

Support transitional programs for youth, expand variety of opportunities for Idaho students using current mechanisms

How do we do it?

Increase opportunities for enrollment and completion of postsecondary education programs of study

Taking action

Create an integrated system of community colleges with multiple physical and online points of access, affordable fees and programs responsive to regional demands
Support creation of scholarships for low income individuals and encourage federal workforce programs to increase support for education and related services
Expand postsecondary professional technical options aligned to business needs and encourage development of open-entry/open exit programs

Expand higher education, including technical education; keep programs in place during good times and bad to ensure availability; increase flexibility to respond to business/workforce

Related priorities

demands; ensure affordability, promote opportunities for affordable tuition and scholarships including development of capital campaigns for scholarships and expansion of the Opportunity scholarships

Goals and Objectives

Idaho Workforce Development Council

What do we want to do?	Ensure access for business and workers to the full array of workforce and education services and supports
How do we do it?	Continuously improve the One Stop Career Center system to provide access to a comprehensive menu of workforce development, education, economic and community development information and services Ensure access to employment and training services for diverse populations groups by identifying and eliminating barriers to participation
What do we want to do?	Improve workforce information to guide education, business and career decisions
How do we do it?	Develop and conduct a statewide assessment of employment and training needs Improve supply-demand information through partnerships with state and education agencies and worker and business intermediaries Improve data quality through outreach to business, industry and worker associations Organize data into career and industry clusters to encourage communication, guide curriculum development, support career exploration and focus strategic planning of e ³ contributors
	Related priorities Improve the workforce data system; encourage use of career clusters and use to link industry, education, state agencies and students; direct regular communication to employers on where to find workers
What do we want to do?	Establish processes for ongoing communication with regional partners in business, education and workforce systems to inform decision-making Integrate planning, oversight and delivery systems
How do we do it?	Approve initiatives, program plans and grant applications to ensure maximum coordination Establish a policy framework that aligns services across multiple programs and funding streams Recommend and/or review accountability measures for workforce, K-12 and postsecondary programs to ensure responsiveness to individual, community and business needs

Goals and Objectives Idaho Workforce Development Council

GOAL: Idaho's workforce will be highly skilled, committed to continuous learning and aware of opportunities available in the market place and the resources to remain personally competitive

What do we want to do?	Increase the size and skills of the Idaho workforce
How do we do it?	<p>Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who need and want to work, dislocated workers, minorities, people with disabilities, offenders and the educationally and economically disadvantaged</p> <p>Provide opportunities for and encourage life-long skill development for Idaho's current and transitional workforce</p> <p>Taking action Provide career path training for those who are underemployed</p> <p>Coordinate with representatives of persons with disabilities, older workers, minority populations and the educationally and economically disadvantaged to identify needs</p> <p>Promote English language training to better prepare limited English speaking Idahoans for the workplace</p> <p>Explore supports that enable students and workers to engage in life-long learning, particularly for the economically disadvantaged</p> <p>Identify and eliminate policies that penalize or discourage participation of low income and disabled populations</p> <p>Identify and disseminate strategies that retain productive mature workers and increase their technology skills</p> <p>Related priorities Keep Idaho's best and brightest in Idaho schools and companies; optimize participation of untapped labor pools and encourage lifelong skills development; identify strategies to retain productive mature workers and build their technology skills; enhance skills of and provide additional technical training for corrections and ensure coordination among those serving juvenile offenders; expand training for all youth</p>
What do we want to do?	Increase understanding of workers, students and parents about career opportunities within the regional labor market and the workforce and education requirement and resources to develop necessary skills
How do we do it?	<p>Promote access for all students to accurate and current information about careers, occupations and available education programs by supporting continued access to the Career Information System in Idaho workforce and educational institutions</p> <p>Expand access to career counselors, facilitators and coaches knowledgeable about the regional labor market, educational requirements and opportunities</p>

Goals and Objectives

Idaho Workforce Development Council

Provide workshops and in-service learning opportunities for counselors to increase awareness of opportunities in the labor market, especially for programs requiring a certificate or associates degree

Explore and/or develop use of financial literacy as a career guidance tool in K-12 and beyond

Use government, education and industry partnerships to inform students, educators and parents about career opportunities and supports

Support a coordinated marketing and public awareness campaign for all users on the workforce development system offerings and the careers available in the local labor market

Explore strategies that instill a vision of the future and encourage a commitment to lifelong learning for all Idahoans

Reaffirm the need to do more career planning at the k-12 level; expand communication about postsecondary opportunities in Idaho, including professional technical education; maintain a consistent message, share what we have available; inform youth, older workers and others about the career information system and opportunities for education and training; use innovative practices such as "STRAP" programs, HHH, student teacher to set goals;

Related priorities

What do we want to do?

Identify specific processes to retain the diminishing number of youth in Idaho

How do we do it?

Develop a specific action plan for youth focused on those most in need to ensure they have an opportunity to build personal and occupational skills needed for success

What do we want to do?

Support policies that result in increased wages, self-sufficiency and economic independence through focused investments and increased skills development

How do we do it?

Expand the science and technology workforce to promote growth and productivity gains in emerging and traditional sectors of the economy

Taking action

Invest in pilot projects in health care, advanced manufacturing, science and technology and other high wage, high growth sectors

How do we do it?

Test new assessment, recruitment and certification processes

Support drug prevention and recovery efforts

Explore policies to encourage personal savings for retirement

Related priorities

Promote livable wages to retain the current and future workforce, support efforts to mitigate societal problems to contribute to workforce availability

What do we want to do?

Promote and recognize the interdependence of and need for balance between work and family life

How do we do it?

Support community services and work supports that enable workers to enter the workforce and continue providing quality of life

Goals and Objectives Idaho Workforce Development Council

GOAL: Idaho businesses will be engaged in processes that attract and sustain a quality workforce and contribute to profitability and economic growth

What do we want to do?

- Promote incumbent worker training and develop incentives for selected high growth, high wage occupations
- Encourage use of workplace flexibility to attract and retain a workforce
- Engage businesses in a “career promotion” initiative to inform students and workers about careers available in the community
- Expand work-based learning opportunities through expanded business-education-workforce partnerships
- Create opportunities and encourage greater participation of business in the design and delivery of workforce and education services
- Encourage business to offer incentives to students in recognition of school performance and attendance
- Create an entrepreneurial workforce that spurs innovation and business expansion

How do we do it?

- Promote a combination of tax credits and training incentives to promote business formation
- Inform students about entrepreneurial opportunities, provide training in secondary and postsecondary education in the skills needed for new product development and business formation and provide opportunities for students and new entrants to test those skills
- Link with economic development, research and development, Tech Help and other services to provide a comprehensive approach to build productivity in the workplace and skills of incumbent workers

Related priorities

Develop and nurture partnerships among business (and business groups), labor, government and education to design programs, foster job creation, and promote a quality workforce; learn from WIRED/RIG efforts and replicate across the state.

What do we want to do?

- Expand use of customized training, incumbent worker training and other business based training models to support job creation and increased earnings in high wage, high skill occupations

Attachment C

Table 2: IDAHO WORKFORCE DEVELOPMENT SYSTEM —

AGENCY	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor
PROGRAM	UI	ES	LMI	WIA-A	WIA-Y	WIA-DW	TAA	Wage & Hour	WOTC	DVOP/LVER	FLC
PURPOSE	Assist unemployed; Economic stabilization; Employer relations	Labor exchange & related services	Labor market & economic statistics; Information services	Employment, job retention, wage gain, skills attainment	Employment, job retention, wage gain, skills & educational attainment	Employment, job retention, wage gain, skills attainment	Job search, relocation, assessment & re-training, cash assistance via UI system	Compliance; Resolve wage disputes; Public relations	Incentive for targeted population w/ certain barriers to employment	Veterans employment & job training services	Fill employment needs in occupations with a shortage of domestic workers
SERVICE PROVIDERS	IDOL	IDOL	IDOL	IDOL; Pvt. nonprfts.	IDOL; Pvt. nonprfts; K-12 schools.	IDOL	IDOL	IDOL	IDOL	IDOL	IDOL
TARGET GROUP AND ELIGIBILITY	Displaced unemployed workers	Job seekers & employers	Universal access	Core services: adults (18+); Training; low-income adults	Low income youth-at-risk with barriers	Dislocated workers	Trade-related displaced workers	Employers and their employees	Employers; Targeted populations	Veterans, Disabled Veterans	Businesses seeking qualified foreign workers
SERVICES											
Employment counseling & assessment	Eligibility	X		X	X	X	X				X
GED assistance & other education leading to high school diplomas				Purchase	Purchase	Purchase	Purchase				
Job development		X		X	X	X	X				X
Job readiness skills		X		X	X	X	X				X
Job referrals		X		X	X	X	X				X
Job search and placement activities		X		X	X	X	X				X
Occupational or vocational training				Purchase	Purchase	Purchase	Purchase				
On-the-job training				X	X	X	X				
Remedial academic/English language/basic adult literacy				Purchase	Purchase	Purchase	Purchase				
Work experience				X	X	X					
Support services				X	X	X	X				X
Other	UI Benefits	Business Svs.	Info. Requests		X	X	Trade Benefits	Dispute Resolution	Tax Incentives	Advocacy	Business Svcs.
Labor Market Information	X	X	X	X	X	X	X			X	Wages
FUNDING 2008											
Total Program	19,912,555	8,454,059	1,181,248	2,149,249	2,549,855	2,240,955	1,986,106	573,800	66,000	780,000	240,418
Federal	16,922,215	6,549,242	1,001,248	2,149,249	2,549,855	2,240,955	1,986,106		66,000	780,000	172,483
State	3,196,904	1,994,817	180,000					573,800			67,935
Other											
PARTICIPANTS 2008											
Served	125,830	222,606	NA	843	996	771	414	1,273	7,071	19,239	NA
Positive	NA	53,436 placements	NA	349 ent emp	362 emp/ps	331 ent emp	220 emp		732	19239 staff asst svc	NA

— INVENTORY OF MAJOR PROGRAMS AND SERVICES FOR COORDINATION OPPORTUNITIES

Idaho Labor	Industrial Comm.— Rehab.	Juvenile Corrections	Commission on Aging	Vocational Rehabilitation	Comm.for Blind & Visually Impaired	Professional Technical Ed.	Professional Technical Ed.	Correction	Health & Welfare	Health & Welfare	Health & Welfare
WDTF	WC-R	JC	SCSEP	VR	VR-BVI	PTE	ABE	ABE+TRNG	TANF/TAFI	FOOD STAMPS E&T	Foster Care
Employee job skill training or upgrade; Economic development	Rehabilitation of workers with on-the-job injuries	Employment, self-sufficiency, reduce recidivism.	Community service, training, economic self-sufficiency	Gainful employment of people with disabilities	Gainful employment	Professional & technical education of work force; Meet employer work force skill requirements	Improve basic education skills	Academic, life skills, work force development	Reduce welfare dependency-improve self sufficiency	Employment	Post secondary education
Pub./pvt. partnerships; Higher ed; Pvt trng.orgs.	Staff; Contractors	Staff; County probation offices	IDOL; Area Agencies on Aging.	Staff; Pvt. profit & nonprofit orgs.	Staff; Pvt. nonprofits.	Area Tech.Colleges; Secondary schools; Corrections.	Colleges; Correction; Other groups	Staff; Pvt. nonprofits	Contractors	Contractors	Health & Welfare
New or expanding businesses	Disabled on the job	Juvenile offenders	Unemployed, low-income older individuals	People with disabilities	Blind & Visually Impaired	Secondary & post secondary students; Displaced homemakers; and Incarcerated	Educationally disadvantaged; limited English writing & speaking	Incarcerated adults; Persons on probation or parole	Needy families; very low-income individuals	Food stamp recipients	Current and former foster care youth; those who aged out at 18.
	X	X	X	X	X	X		X	X	X	
			Purchase	Purchase	X	X		X	X	X	
		X	X	X	X		X		X	X	
	X	X	X	X	X	X		X	X	X	
	X	X	X	X	X			X	X	X	
	X	X	X	X	X			X	X	X	
Purchase	Purchase	X	Purchase	Purchase	X	X		X	X	X	Purchase
X		X	X	X	X			X	X	X	
		X	Purchase	Purchase	Purchase		X	X	X	X	
	X	X	X	X	X			X	X	X	
			X	X	X				X		Comprehensive Ed
	X	X	Advocacy	Advocacy	Advocacy			X	Limited financial assistance		
	X		X	X		X		X			
2,832,719	3,912,400	INA	510,814	17,782,931	2,286,500	55,733,800	2,898,500	206,500	6,386,500	486,300	500,000
			510,814	13,995,167	1,799,475	7,078,900	1,937,400	139,000	2,729,100	438,200	500,000
2,832,719	3,912,400	INA		3,787,764	487,025	48,654,900	961,100	67,500	3,657,400	48,100	
600	INA	INA	98	13,136	455	93,217	6590	4,379	5,558	2,293+6NCP	INA-limited
	1,617		21 ent emp	2,083	79	93.7% sec, 95% ps 79 completers	86.6% GED pass rate	3,187	new referrals	new referrals	