

**EDUCATIONA ATTAINMENT TASK FORCE**  
**DRAFT Minutes**  
**November 14, 2012 Meeting**

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**Welcome and Introductions**

The meeting was called to order by Co-Chair Tim Komberec at 9 a.m. Co-Chair Komberec welcomed all attending, thanked everyone for participating in the second meeting of the task force and asked for introductions.

Co-Chair Komberec explained that the mission today for the Educational Attainment Task Force is to help the Workforce Development Council find a few critical ideas in our educational system that will help compel and propel people into the jobs of Idaho's future.

Co-Chair Komberec asked the task force to imagine a system where employers want and need properly educated and skilled people to hire. On the other end a populace that wants to fill those jobs; and in the middle, an educational and workforce system that helps individuals efficiently and effectively get from where ever they are in life into a productive role in our workplace.

We may be talking about kids in high school wanting a traditional college degree, a returning vet who wants to put his experience to work with a good paying job, a mother who's ready to return to the workforce, a high school dropout struggling now to make a life for themselves and their family, and many other types of people who want to make a difference but who can't or don't afford themselves the opportunity of a good education.

What can we do differently to prepare our workforce for the jobs we have today and those we will create in the future? How can we expedite the process without sacrificing the skills and expertise needed in high tech, manufacturing, energy, health care, and aerospace. What can we do to train, educate and mentor the future of Idaho into existence?

The Governor has not put any constraints on our recommendations; so, let's not think too small, but let's also not think too complicated - what are the educational breakthroughs, the creative ideas, the possibilities we can and should try in the professional-technical, associates degrees and baccalaureate systems? And what else should we be considering that may not be in those systems today, that is also extremely beneficial in developing the appropriate credentials and preparation for a strong and vibrant community throughout Idaho.

**Agenda**

o ***Introduction of facilitator, David Spann***

Co-Chair Bert Glandon introduced David Spann who is chairman of Vistage CEO Roundtable. As a quick background, David was instrumental back in the late 90's and early 2000's as the person the Utah Technology Council used to facilitate their strategic planning process, which has served that state very well over the last decade.

Similarly, he's done the same thing in Iowa and now here in Idaho with Jay Larsen and the Idaho Technology Council. David also served as MBA Director at Westminster College. During that period he learned what it was like to lead a group of faculty, initiate and direct the first MBA in Technology Management - an executive degree for those leading technology companies.

And, if you go far enough back in his history, you'll find that he was a District Ranger in the US Forest Service in New Meadows - while also being the Adams County Economic Development Chair here in Idaho. Today, he's settling into a role as an Executive Coach for Vistage - the largest CEO organization in the world, and as a facilitator for major initiatives here in Idaho.

Mr. Spann explained his role, the three ground rules he uses to conduct business and the purpose for our meeting. He said that in the morning his roll of facilitator is to listen for clarity and moderate for timeliness. In the afternoon his roll of facilitator is to assure the dialogue moves towards productive answers and action steps on the following questions: what are the topics of greatest interest to the task force, do those topics have a natural affinity and grouping, what is the best way to organize, and what will each team do before the next meeting in the Spring of 2013.

- o ***Jamie Jo MacMillan, Albertsons Foundation***

Jamie MacMillan reported that the Albertsons Foundation "Go-On" campaign started about three years ago and was an early awareness program addressing an issue that was problematic to the state. Awareness of why it is important for students to continue their education. The campaign has targeted every stakeholder in the state from students, their families, industries and education. Now the foundation has a tactical approach which is to focus on twenty-seven "Go-On" schools which are piloting new ways to understand what it takes to get students to further their education after high school.

Through the pilot programs, it was discovered that it takes (1) a lot of handling to coach students and their families to feel good about navigating the system (2) awareness to all of the different opportunities available is still lacking and (3) if they do make it through the system, they stumble and fall quite severely.

The Albertsons Foundation is currently involved with bringing awareness options for post-secondary and high education institutions. The foundation is looking at creative models that are working throughout the country such as "early college credit" and "p-tech" models. The dual purpose of these school models seem to be effective at getting students training and experience in industry as well as working through their traditional high school requirements.

Ms. MacMillan is currently working with "Jobs for the Future", a non-profit organization that is involved in over 200 communities and located in forty-three states. The "Jobs for the Future" organization aligns with education for today's high-demand careers and works with partners to develop policy solutions and new pathways for career and college readiness especially for struggling low income students.

- **Amy Loyd & Barbara Endel, Albertsons Foundation guests from "Jobs to the Future"**

Ms. MacMillan introduced Amy Loyd, senior leader for the Pathway to Prosperity Network, a collaboration between "Jobs for the Future" and the Harvard Graduate School of Education. Amy is a graduate from St. John's College and received her doctorate in leadership from the Harvard Graduate School of Education.

Ms. Loyd explained the Pathways to Prosperity report released in February 2011. Ms. Loyd reviewed some national efforts and best practices from other states. Click [here](#) to view her complete PowerPoint presentation.

Ms. MacMillan introduced Barbara Endel, program director for the "Jobs for the Future" organization who spoke about "Accelerating Opportunity". Ms. Endel reported that Idaho needs pathways to marketable credentials and said that Idaho ranks 38th nationally in educational attainment with only 34.74% of adults having a college degree when the national average is 38.3%.

Ms. Endel told about "Accelerating Opportunity" which is a \$33.5 million initiative involving 7 states and based on the IBEST program in Washington. This program involves the community college system, provides means for attaining a GED, and promotes career pathways and training for adult learners.

Ms. Endel said that post-secondary credentials are the gateway for family-supporting wages and are critical to breaking the intergenerational transmission of poverty in America. Click [here](#) to view her complete PowerPoint presentation.

- **Todd Schwarz, Administrator, Division of Professional Technical Education (PTE)**

Mr. Spann introduced Todd Schwarz, Administrator of the Division of Professional Technical Education (PTE) who provided an update on Idaho's professional-technical education plans and programs.

Mr. Schwarz said that the Division of Professional Technical Education (PTE) was created by the Smith-Hughes Act in 1917 and is defined in Idaho Code 33-2202 as: *"Secondary, postsecondary and adult courses, programs, training and services administered by the division of professional-technical education for occupations or careers that require other than a baccalaureate, master's or doctoral degree. The courses, programs, training and services include, but are not limited to, vocational, technical and applied technology education. They are delivered through the professional-technical delivery system of public secondary and postsecondary schools and colleges."*

Mr. Schwarz said that PTE doesn't just provide diplomas, but provides an education. The key is that these credentials are meaningful and valuable. The State Board of Education recognizes there must be a skilled workforce to meet the projected need. In 2010, the Board set an attainment goal that 60% of Idahoans, age 25 to 34, have a postsecondary degree or certificate by 2020. We could theoretically meet the 60% goal

and still fail if the credentials aren't valued by employers. Click [here](#) to view his complete PowerPoint presentation.

- o **Amy Lorenzo, Office of Performance Evaluations (OPE)**

Mr. Spann introduced Amy Lorenzo, Principal Evaluator, Office of Performance Evaluations (OPE).

Ms. Lorenzo introduced Rakesh Mohan, Director Office of Performance Evaluations (OPE). Director Mohan explained that the Office of Performance Evaluations (OPE) is a nonpartisan, independent office that evaluates whether state government programs and agencies are operating efficiently and cost-effectively, and are achieving intended results. OPE conducts all reviews in response to direction from an equally bipartisan committee of the Legislature, the Joint Legislative Oversight Committee (JLOC). OPE's reviews are used by the Legislature to make policy and budget decisions, and by agencies to improve performance.

Amy Lorenzo and Bryon Welch, Senior Evaluator reported on the Office of Performance Evaluations 2011 Study - "Reducing Barriers to Postsecondary Education".

Ms. Lorenzo said that the OPE supported the State Board of Education's goals which are:

- By 2020, 60% of Idaho residents between the ages of 25 and 34 will have a college degree or certificate
  - Georgetown study suggested 61% of jobs will require postsecondary education in 2018
- Board will measure goal beginning with programs that take at least one year to complete
- There is no current way to establish a baseline or measure progress using new criteria

Mr. Welch said that school counselors and TRIO staff were surveyed to identify what barriers they see facing the students they interact with. TRIO is a federally funded program in the high schools that works with students at risk of continuing their education after high school. Like the student responses, counselors and TRIO staff responses fall into the same three categories: academic readiness, college access, and affordability.

A few similarities among the students, counselors and TRIO staff, particularly that the ability to pay for college is by far the most common barrier identified. Parental support and academic readiness were identified more frequently by counselors and TRIO staff, than by students.

Mr. Welch said the OPE's recommendations to the State Board of Education are:

- Work with the Legislature to create a strategy to financially support the growth of statewide outreach programs to increase college access that can be sustained in the absence of external financial resources.
- Work with the Legislature to review current appropriations for need-based scholarships and consider reallocating funds from merit-based scholarships or creating new scholarships that are primarily need based.

- Collect data on scholarship recipients and track academic progress to better assess effectiveness of existing scholarships.

Mr. Welch said the OPE's recommendations to the Department of Education are to dedicate a position to serve as a statewide K-12 counselor coordinator, particularly related to college and career information and to take steps to decrease the student-to-counselor ratio, particularly for those positions that provide education and career counseling.

Mr. Welch said the summary of the findings are:

- Barriers fall into three main areas - Academic readiness, Access, and Affordability
- No accurate baseline on current education levels
- Long-term planning will require better coordination of education and workforce needs

Ms. Lorenzo discussed the long-term approaches to consider when talking about education and employment:

- Should Idaho first increase the number of college graduates in order to attract employers that require a more educated workforce?
- Does Idaho need to first attract the employers requiring an educated workforce in order to incentivize more students to pursue postsecondary education?
- Should coordinated education and employment initiatives take place simultaneously?

Click [here](#) to view the complete PowerPoint presentation.

- ***Andy Mehl, State Board of Education***

Mr. Spann introduced Andy Mehl, Project Coordinator for the Statewide Longitudinal Data System (SLDS). Mr. Mehl discussed what the Statewide Longitudinal Data System (SLDS) is, the Data Management Council and its purpose, FY 2012 U.S. Dept. of Education SLDS grant, the National Student Clearinghouse and the Multi-State Data Exchange.

Mr. Mehl said that the Statewide Longitudinal Data System's goal is to have data available and take the burden off the post-secondary institutions. There are also some limitations on the data that can be shared.

Click [here](#) to view the complete PowerPoint presentation.

- ***Round table discussion on "What structural improvements should we be looking at?"***

The panel discussed building a community college system, Idaho needs to attract good employers, industry standard skills, providing post-secondary credentials and certificates, and data collection tools.

## Afternoon Agenda: facilitated by David Spann

1. Vision/North Star: David Spann asked the group to answer the question: "What is the purpose of the Educational Attainment Task Force and why it is important to you?" Once everyone had completed that brainstorm, they were asked to give the group a Rallying Cry, like "a chicken in every pot."

The results were:

- a. Education Works - so go on
- b. Improve life through education by matching better opportunities with educational pursuits
- c. Expanding educational and employment opportunities for Idaho citizens
- d. Job opportunities for all
- e. Setting up research centers for people to understand what they are getting into
- f. Living wage jobs are important and apprenticeships can be the answer
- g. E = E2 Education equals Employment and Economic success (this was later amended to read E = E24All)
- h. Develop seamless PK > Workforce pipeline: Go On
- i. F3 = Foundation for our Future
- j. Engage and mentor a culture change in Idaho that allows strategies and tools to move Project 60 forward so that the governor can support
- k. Facilitate economic stability of the state where everyone prospers through living wage jobs
- l. Relevant education for all
- m. Educate for the workforce and love what you do
- n. Education pays and creates wealth - so go on

The only constraint noted was the fact that we were working under the presumption that this effort was for developing educational attainment pathways for the purpose of the workforce, not for general education attainment goals. While general education, e.g. liberal arts, may be helpful for a person finding a job, the work of this task force was constrained to helping create educational attainment pathways for the workforce of today and in the future.

2. Structural Opportunities: David Spann broke the task force down into groups of three or four and then asked them to record their best ideas for Structural Opportunities or Improvements. They could come from the discussion in the morning's agenda, from the nine recommendations attached to the original agenda, and/or from their own thinking. The purpose was to get all their ideas written down.
3. Recommendations/Champions and their teams: David asked each group leader to consolidate their lists into one. Once those were posted, several people noted that their ideas seemed to have gotten lost, so we added those back in as well. Individuals were then asked to sign up to champion and work on moving idea forward. The list below includes not only the recommendations for structural improvements, but also the people who wanted to champion the idea.

The list is prioritized by the number of people who signed up for a specific topic.

Stackable credits/credentials

- Credit for prior learning w/ a consistent process  
(Champions include Rob L, Todd, Karla, Bert, Terry P)

Expand PT & STEM high schools

(Champions include Todd, Steve A, Jamie, Scott, Tim Komberec)

Industry relevance/involvement (at all levels)

- Writing curriculum
- Internships
- Dev. Curriculum around industry standards
- Make PTE more acceptable/valuable
- Mechanism to increase communication  
(Champions include Rian V.L., Mike Nelson, Terry Patterson, Bert)

How to get more industry reps to the table and make the initiative industry specific

(Champions include Lokken, Holman, Todd, Scott)

Statewide College System

- Comprehensive c.c. system in Idaho
- Reformed funding base (expand from country system currently)
- One voice - collaboration  
(Champions include Joe Dunlap, Bert Glandon, Jerry Beck)

Improved Support

- Scholarships  
(Champions include Mike Rush/SBOE, Tim Komberec)

Multiple education pathways

- "on and off ramps"
- E.g., in Europe  
(Champions include Todd, Bert)

Dual Credit

- Programmatic design
- Strategic focus
- State funding  
(Champions include Linda, Mike Rush/SBOE)

Uniform measure of core competency necessary for workplace success

(Champions include Holman, Todd, Karla)

Cut the student cost of Post-Secondary education (1/2)

(Champions include: Lokken, Bert Glandon)

Improve measures and data collection

- Including occupation and hour reporting
- Coordination between commerce, labor, education
- Statewide standardized assessment
- Real time gap analysis (e.g. "burning glass")  
(Champions include Linda, Todd, Labor support)

Improve career counseling in schools (secondary and post-secondary)

- Instructors that can serve as career counsel
- Industry career advising
- Let counselors be counselors
- More \$\$  
(Champions include Todd, Steve A, Jamie)

Funding (targeted) for workforce

(Champions include Jerry Beck)

Reform Funding

(Champions include Todd)

Create the currency/"bade" that shows the consistent standards for employment  
(industry specific)

(Champions include Denise McDonald)

**The following suggestions had no champions:**

Create/demonstrate outcomes needed by industry are accomplished

How to get students involved in task force

Change policy related to restrictions on duplicating programs (SBE)

Create robust interventions for People who have given up finding a job

Make workforce training credit bearing

Standardized definition of college readiness

Re-evaluate salary structure for PTE faculty (Secondary & P.S.)

4. Next Steps: David gives notes to Dwight for disbursement as appropriate; Bert and Tim identify the lead champion for each item; champions work with Dwight and IDOL staff to do appropriate research and other work to make the recommendations appropriate for the next Task Force meeting.

What went well during this session?

- a. Jamie presentations - good
- b. Idaho presentations - good

- c. Good setup / good info.
- d. "real conversations" were great
- e. Good facilitation - could use him again

**What Could Be Improved?**

- a. Get to real conversations quicker
- b. Need a team leader with champion groups to do follow up
- c. Think thru process/logistical issues - how do we get it all done? Maybe need a second meeting beyond March
- d. Have to discuss/process of priorities - structural changes
- e. Prioritize/focus top ideas
- f. Need to meet before March for prep - facilitate teams/topics
- g. More important to get it right than to hurry
- h. Need facilitator in March meeting - design a process to prioritize
- i. Hold task force meeting in conjunction with WDC mtg.

Co-Chair Komberec announced the next Task Force meeting will be held Tuesday, March 12, 2013.

**Adjournment**

The meeting adjourned at 4:30 p.m.

**Attendance**

Members:

Tim Komberec (co-chair)	Bob Lokken
Bert Glandon (co-chair)	Jamie MacMillan
Steve Albiston	Roger Madsen
Gerald Beck (sub - Terry Patterson)	Mike Nelson
Linda Clark	Scott Rasmussen (absent)
Joe Dunlap	Karla Robinson
Margaret Henbest	Mike Rush
Richard Holman	Jeff Sayer (absent)
Alex LaBeau	Todd Schwarz
Diana Lachiondo	Rian Van Leuven
Jay Larsen (absent)	
Rob Lohrmeyer	

Guests:

Rico Barrera	Denise McDonald
Tracie Bent	Andy Mehl
Michael Duffy	Rakesh Mohan
Barbara Endel	Patricia Nelson
David Hertling	Shoni Pengram
Dan Holmes	Gabriel Reilly
Dwight Johnson	Sue Simmons
Ricia Lasso	David Spann
Amy Lorenzo	Brian Sporleder
Amy Loyd	Bryon Welch
Allison McClintick	Kenneth Wiesmore
	Marsha Wright

# Educational Attainment Task Force

Tim Komberec, CEO  
Empire Airlines, Inc.  
11559 N. Atlas Road  
Hayden, ID 83835  
[timK@empireairlines.com](mailto:timK@empireairlines.com)

Bert Glandon, President  
College of Western Idaho  
6056 Birch LaneA  
Nampa, ID 83687  
[bertglandon@cwidaho.cc](mailto:bertglandon@cwidaho.cc)

Steven Albiston, President  
Eastern Idaho Technical College  
1600 South 25<sup>th</sup> East  
Idaho Falls, ID 83404  
[Steven.albiston@my.eitc.edu](mailto:Steven.albiston@my.eitc.edu)

Jerry Beck, President  
College of Southern Idaho  
P.O. Box 1238  
Twin Falls, ID 83303-1238  
[jbeck@csi.edu](mailto:jbeck@csi.edu)

Linda Clark, Superintendent  
Meridian School District  
1303 E. Central Drive  
Meridian, ID 83642  
[Clark.linda@meridianschools.org](mailto:Clark.linda@meridianschools.org)

Joe Dunlap, President  
North Idaho College  
Sherman Bldg. 101  
Coeur d'Alene, ID 83814  
[jhdunlap@nic.edu](mailto:jhdunlap@nic.edu)

Margaret Henbest, Executive Director  
Idaho Alliance of Leaders in Nursing  
P.O. Box 934  
Boise, ID 83701  
[mhenbest@nurseleaders.org](mailto:mhenbest@nurseleaders.org)

Richard Holman  
Idaho National Laboratory  
P.O. Box 1625 MS 3830  
Idaho Falls, ID 83415  
[Richard.holman@inl.gov](mailto:Richard.holman@inl.gov)

Alex LaBeau, President  
Idaho Association of Commerce & Industry  
P.O. Box 389  
Boise, ID 83701-0389  
[alabeau@iaci.org](mailto:alabeau@iaci.org)

Diana Lachlondo, Executive Director  
Idaho Business Coalition for Educational Excellence  
P.O. Box 190163  
Boise, ID 83719  
[dlachlondo@ibcee.org](mailto:dlachlondo@ibcee.org)

Jay Larsen, President  
Idaho Technology Council  
5190 W. Front  
Boise, ID 83702  
[jlarsen@idahotechcouncil.org](mailto:jlarsen@idahotechcouncil.org)

Rob Lohrmeyer, Dean  
Lewis & Clark State College  
500 8<sup>th</sup> Avenue  
Lewiston, ID 83501  
[RLohrmey@lcsc.edu](mailto:RLohrmey@lcsc.edu)

Bob Lokken, President  
White Cloud Analytics  
225 N. 9<sup>th</sup> Street  
Boise, ID 83707  
(908) 991-9370  
[blokken@whitecloudanalytics.com](mailto:blokken@whitecloudanalytics.com)

Jamie MacMillan, Executive Director  
J.A. & Kathryn Albertson Foundation  
P.O. Box 70002  
Boise, ID 83707-0102  
[Jamie.MacMillan@jkaf.org](mailto:Jamie.MacMillan@jkaf.org)

Roger Madsen, Director  
Idaho Department of Labor  
317 West Main Street  
Boise, ID 83735  
[Roger.madsen@labor.idaho.gov](mailto:Roger.madsen@labor.idaho.gov)

Mike Nelson, Human Resources Director  
Premier Technology, Inc.  
1858 W. Bridge Road  
Blackfoot, ID 83221  
[mnelson@ptius.net](mailto:mnelson@ptius.net)

Scott Rasmussen, Dean College of Technology  
Idaho State University  
921 South 8<sup>th</sup> Avenue  
Pocatello, ID 83209  
[rasmscot@isu.edu](mailto:rasmscot@isu.edu)

Karla Robinson, Human Resource Director  
High Desert Milk  
1033 Idaho Avenue  
Burley, ID 83318  
[krobinson@highdesertmilk.com](mailto:krobinson@highdesertmilk.com)

Mike Rush, Executive Director  
Idaho State Board of Education  
P.O. Box 83720  
Boise, ID 83720-0037  
[Mike.rush@osbe.idaho.gov](mailto:Mike.rush@osbe.idaho.gov)

Jeff Sayer, Director  
Idaho Department of Commerce  
P.O. Box 83720  
Boise, ID 83720-0093  
[Jeff.sayer@commerce.idaho.gov](mailto:Jeff.sayer@commerce.idaho.gov)

Todd Schwarz, State Administrator  
Division of Professional Technical Education  
P.O. Box 83720  
Boise, ID 83720-0095  
[tschwarz@pte.idaho.gov](mailto:tschwarz@pte.idaho.gov)

Rian Van Leuven, President  
Idaho State AFL-CIO  
P.O. Box 2238  
Boise, ID 83701  
[rianvanLeuven@gmail.com](mailto:rianvanLeuven@gmail.com)