

**IDAHO WORKFORCE DEVELOPMENT COUNCIL**  
**Special Business Representatives Membership Meeting**  
**April 19, 2016 – Draft Meeting Notes**

**Welcome**

Council Chair Tim Komberec called the meeting to order at 3:30 PM and thanked everyone in attendance for their time and emphasized how important this today is. He asked the new members to tell everyone a little about themselves. New members in attendance are Angelique Pruitt, Deanna McCutcheon, Molly Kaufman and Steinar Hjelle. Everyone then introduced themselves.

Chair Komberec and Sue Simmons attended the National Governors Association (NGA) meeting in February. The importance of business and industry partners is key to the success of the Workforce Innovation Opportunity Act (WIOA). WIOA mandates that the Council be made up of business and industry (40%), state and education leaders.

Open discussion facilitated by the chair. Topic: “How does the Council and the state do a more effective job of engaging the Business Community?”

The Chair started with a question: What does it take for business and industry, state government and education leaders to work together to bring better jobs and higher wages in our economy driven environment? He continued, it is difficult to reach out to industries and talk, we don't know what you need. Many don't know the Workforce Development Council (WDC) exists. It is made up of volunteers and is not glamorous but is very worthwhile. There are a lot of efforts going on but it's hard to gain traction to move ahead. That is why this open dialogue is so important.

Ken Edmunds, Director IDOL has been in development, construction and served on the Board of Education. It was frustrating because with all they did in 10 years they didn't move the needle. Only 35% of high school graduates in Idaho attend post-secondary schools. The majority of those get less than a bachelor's degree. Education is still based on seat time; it needs to be industry driven. Businesses are struggling to survive. It's time to stop the talk and get results. Ken believes it is possible.

BJ Swanson commented that when Gritman Medical needs a trauma nurse, they hire a nurse and do their own mentoring. Nurses are trained well but you can't hire a trained trauma nurse that fits in with what each facility needs. Gritman participants job shadow until they are ready to do the job. Mentor programs are important. Department of Labor help is needed. Ken asked how the IDOL is supposed to do that, it is expensive, how do we do it without a government program?

The Chair mentioned we have money available to do things. How can we facilitate between industry and education to find creative ways to get the funds out and used effectively?

John Young said North Idaho College (NIC) has a great apprenticeship program. The disconnect is people don't realize what is available. IDOL needs to work with Junior Highs to open up the horizons. In the Bay Area there is 200-300 directions to go. In Idaho it is hard to determine what is available and where to get it.

John judged some senior projects in his area. He gave an example of a young lady going to college and working at a coffee shop. She wants to complete her education and work her way up to the top of the company. A young man wanted to go into engineering, figuring out how to go about getting into college programs overwhelmed him so he joined the military instead.

Ken stated businesses have to get involved. They can host field trips, bring students in for the summer, etc. John asked if IDOL can spearhead programs. Young Construction, Empire Airlines and others already have mentoring programs and apprenticeships. They don't have time to make calls to solicit their programs. Ken responded the Department has made a 15% staffing cut in the past year. Staff members are doing more work with less money and are not trained. We do not have the money IDOL can be a connection.

Steinar Hjelle commented not everything has to cost. Micron does full day field trips for students and they get really excited.

Angelique Pruitt feels part of the blame is on government for not educating industry on what they can do. Career Awareness is lacking, college is scary and students don't know what to do. Government should allocate money to small businesses.

Ken is concerned because most graduates are going out of the state to work. The number one degree in Idaho is Psychology. That is not what is needed right now. What can we do to get students to change their degree? BJ suggested we can't be that specific. We need to hire then train them for the specific job we need them to do. IDOL needs to do more Career Counseling.

John said students don't know what to do. They complete school with their degree with either daddy's money or student loans around \$80,000. Tim stated North Idaho College (NIC) isn't eligible for funding sources unless they have a plan. If money is spent from public funds they have to have a focus. Community Colleges are easier to reach students and guide them into a career track but students have to come to the door.

Brad Murray referred to Superintendent Sherri Ybarra's statement at the January Council meeting "more Career Counselors are needed". There are different apprenticeships available. Employers get good candidates, pay less than to employees and the apprentice gets a good education and good pay in the end.

There was a common concern among members at the meeting: no one takes the lead, nothing materializes. BJ asked if IDOL could come up with a plan using some of the \$5,000,000 budget. Ken responded the budget is the departments funding for all the programs administered. Businesses need to be more proactive.

Jeff McCray said most of those they hire come to them because of a community connection. Usually a family member works there. He'd like to see junior high students in the facility part time. They can see that manufacturing can be fun. However OSHA laws prohibit letting anyone under 18 work at McCain. Molly Kaufman said Idaho Power has the same issue. Tim added youth can have internships but only in the office setting. The Chair asked Ken what the authority of the Council is to get somewhere, the Council represents the business interests of the state. Ken said the Education

Attainment Task Force shelved the legislation to do more. In regards to the 60% "Go On" goal, we've regressed instead of progressed.

BJ feels we need to use more creativity, we need a leader. Possibly put together a one page sheet on different career paths. Bring local people into the local school districts. In response to how school funding is allocated Ken said it is based on the size of the districts. West Ada for example may have 600,000 students and other areas of the state may have 5,000. Big districts get more money.

John suggested talking to school boards about training while students are in high school. North Idaho College and the KTECH high school offer programs that help high school students graduate with some college credits. He knows of eight programs with a waiting list to get in. Tim continued it has to be a grassroots/local effort. North Idaho conjoiner is getting the dialogue going. Maybe IDOL Local Office staff could help facilitate. Ken interjected we can't use the traditional approach as it doesn't work. It takes 2-3 years to get bills through the legislature.

Roy Valdez said the Council can help with a "call to action" to the governor and legislature. Sue added that a small group going to and having a "Chat" with the governor would do the most good. It's best not to involve a government agency such as IDOL.

Community Colleges are making great strides while traditional 4 year schools are falling behind. Micro Grants have made large strides so far.

BJ asked if Ken could do a presentation at the Council meeting the following day. She would like to keep some funds to continue the successes.

John commented the aerospace and timber industries partner with colleges. The Council approves the grants, it can also specify the policy, take it to a lower level. The Council has the funds, they need to be focused.

Sue and the Chairman suggested that apprenticeship programs start with participants younger than 18. The question is how to get the youth on the floor? Chair Komberec wants to see the Council focus on a few things to tackle and go to the Governor to express our concerns, how can we be more effective. Sue added experienced politicians listen and act when businesses ask the questions.

Ken agreed to give an impromptu presentation to the Council members. Five years ago the Governor's 20/20 Task Force adopted the 60% Go-On. They didn't grasp that 80% of jobs are in the technical field at all levels. The IDOL budget went from \$10 million down to \$5 million. Workforce Development Training Funds is less than 3% of the UI budget. It was directed to Industry Sector Grants and Micro Grants. Idaho State University (ISU) requested more than \$5 million in grants. A proposal for the Unemployment Trust Fund is a surcharge of .1% on base wages that would add \$14 million. Staff operations of \$800,000 a year.

### Specific Initiatives

- Direct employer 3 – 4 million

- Traditional Industry Sector 4.5 million
- CTE– 14 million

### Focused Initiatives

- Apprenticeships – 1.5 – 2 million
- Hispanic – without (history or Hispanic? Jackie wrote His)
  - 6% regular
  - 42% Hispanic
- Workforce Literacy – can't put a price on that
  - Jeff McCain knows a plumber from California that moved to Idaho but can't get licensed because he can't pass the Idaho State Test, he is Hispanic

### Industry Needs

- Find partners
- Dwight's is preparing the funding proposal for the Legislature, has to be submitted by July 1, 2016 to be available July 1, 2017
- CTE focused short term training needs \$4.5 million

### Council Needs

- Take more of the lead in local areas
- Get more local business involvement
- Career Advising locally

### Action

- Develop talent
- Retention of Idaho students
- Attraction of staying in Idaho
- Spend more on education
- Increase number of registered Apprenticeships (Sue commented that large companies offer Apprenticeships but small businesses don't have the time to administer them)
- Work with Alumni Associations at all 3 Universities
  - Get them serious about our programs

### Career Advising Partners

- State Board of Education
- Department of Education
- IDOL
- Library association

## Involve Others

- Teachers – help them understand what is needed
- Parents
- Students
- Ask Alumni Associations to sponsor (money) to help graduates get a job
- Peer pressure – partner up with schools
- Host a teacher
- Have webinars
- Near Peers (huge success)
- Take on an Intern

Ken shared that several years ago the state had a recession worse than others. The Unemployment Trust Fund went broke because Legislators wouldn't approve a small tax increase. The state had to borrow \$20 million to pay unemployment recipients during the recession, while the federal government required states to increase the length of time claimants would qualify for benefits. Eventually the rate increased over a period of a few years. Vice-chair Swanson asked how we can sell the future to the Legislature. We need to retain small colleges and encourage Universities to spend more on education programs and less on football.

Sue referred to Ken's comment that IDOL does not have the resources to drive the wagon. She asked why IDOL can't change our focus. The Business Services employees could help more. They already do things like Hard Hats, Hammers and Hot Dogs and Career Fairs. Jeff said we need to have a comprehensive plan. Ken again said the staff is not equipped to do it. Sue asked what if we do. At the NGA meeting it was mentioned the Department of Labor is the convener. Ken spoke of trying to change the focus of employees and the department when he became the Director. It was a very difficult process that was met with tremendous resistance.

Angelique asked what is needed from the Council. Ken said we need to focus on funding, both current and future. She then asked if IDOL could get additional funding if the department staff could be career advisors. Ken stated that department staff are not educated to be career advisors. The Chair suggested that schools could hire and train more Career Counselors, it does not require a Master's Degree. Jeff added the Council needs a comprehensive plan on getting more Career Counselors.

Chair Komberec thanked Ken for sharing. A key is to get those that donate money to buy into what we need. Jeff commented McCain Foods is asked to contribute and participate in so many things. They are pulled in too many directions and they can't do everything.

It was determined that more time was needed at the Council meeting for Ken to present this to the full group. Chair Komberec would ask other participants to be brief and we could have a working instead of networking lunch. The meeting time will be extended to 1:30 PM.

**Present**

Executive Committee

Chair Tim Komberec  
Vice Chair B.J. Swanson  
Jeff McCray  
Kenneth Edmunds

Staff

Sue Simmons  
Roy Valdez  
Marsha Wright  
Jackie Haney

Members

Angelique Pruitt  
Arantza Zabala  
Brad Cederblom  
Deanna McCutcheon  
Jay Larsen  
John Young  
Molly Kaufman  
Philip Clifton  
Steinar Hjelle

DRAFT