

IDAHO WORKFORCE DEVELOPMENT COUNCIL
May 8, 2012 – 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 Jan Nielsen and Tom Luna will not be attending today. Garry Lough who represented the Idaho Education Network has left the council and Brady Kraft is now representing the Idaho Education Network.

Chair Komberec expressed sadness in hearing of the passing of Dave Whaley last month. Chair Komberec said that Dave was a wonderful member of the council and made a tremendous contribution to the state. Chair Komberec congratulated Rian Van Leuven as the new AFL-CIO State President replacing Dave Whaley.

Chair Komberec welcomed new members of the council, Phil Clifton, Mike Nelson, and Dr. David Schmitz and asked them to introduce themselves. Chair Komberec recognized Randy Shroll representing Director Jeff Sayer, Idaho Department of Commerce and Teresa Baldrige representing Director Brent Reinke, Idaho Department of Correction.

Agenda Review

Chair Komberec reviewed the agenda and no additions were requested.

Consent Agenda

Chair Komberec continued with the transmittals on the consent agenda which have been reviewed by the executive committee. Chair Komberec called upon Idaho Department of Labor Assistant Deputy Director Dwight Johnson to explain the following items:

- Minutes for the October 5, 2011 Council Meeting
- WIA Youth Committee RFP Recommendation (Transmittal #1)
- Approve Appointments to Idaho Health Care Planning Partnership (Transmittal #2)
(Tami Chafin replaces Dr. Dan Watt on the appointment list)
- Eligible Training Provider List (Transmittal #3)
- Extension Request to submit WIA/Wagner Peysner Plan (Transmittal #4)

Chair Komberec accepted a motion by Linda Clark, seconded by Jerry Beck to approve the consent agenda; the items on the consent agenda were approved unanimously by voice vote.

Report from Chair Komberec

Chair Komberec reported on attending the National Governor's Association Workforce Chairs meeting in Washington DC last February with Dwight Johnson. At the meeting there was great concern expressed for the Governor's 15% WIA set-aside funding and discussion on WIA reauthorization and Best Practices of other states. Chair Komberec enjoyed being able to visit with the other state chairs and hearing about the programs in their states.

Jim Clifton, CEO/Chairman for Gallop and author of the book "The Coming Jobs War" was the key note speaker. Chair Komberec said that Mr. Clifton made some interesting observations:

- In the past the great American Dream was peace. Now the great American Dream is having a good job.
- The real unemployment rate is 20%, which represents the underemployed. And 60% of that 20% (18 million people) have a "hopeless" state of mind and don't have hope they will get a good job.
- We are a nation of small businesses. We have 6 million businesses who employ less than 100 people; 80,000 who employ 100 – 500 people; 18,000 who employ 500 to 1,000; and 1,000 who employ 1,000 to 10,000.

- None of those business CEOs wakes up thinking, “How can I hire somebody?” They are thinking about how to get customers.
- 75% of the 6 million small businesses aren’t trying to grow. They are self-employed because they want individual freedom.
- 25% or 1.5 million companies want grow. That’s the sweet spot.
- The biggest impediment to entrepreneurs is not banking or lending (only 20% say they have difficulty getting a loan). It is regulations (including environmental, health care, etc.) And the image or threat of regulation inhibits entrepreneur’s willingness to risk and grow.
- The U.S. is the master of intellectual development. Of the 30 best MBA schools in the world 20 are in the U.S.
- But we flunk when evaluate entrepreneurial skills well.
- When you ask students in first grade to 12th grade, 45% say they want to invent something and 45% say they want to own their own business.
- Kids in High School need to be trained to be innovators and we need to be better at the science of training entrepreneurs.

Economic Outlook

Chair Komberec introduced Idaho Department of Labor Chief Research Officer Bob Uhlenkott who reported on Idaho’s economic outlook based on labor force projections.

Mr. Uhlenkott remarks were based on the council’s First Goal which is to “Create Jobs that Sustain Idaho Workers and Grow the Economy”. He explained how Idaho is doing with the following metrics:

- Reach the gross domestic product of \$60 billion – Governor’s Project 60
- Create 40,000 jobs with at least two-thirds having \$12.00 or better wage rates with health benefits by 2015
- Reduce Idaho’s unemployment rate, currently unemployment rate (7.9%) is lower than the national rate (8.2%)
- Reduce Idaho’s underemployment rate

Mr. Uhlenkott explained that the Workforce Information Planning Grant is for \$338,014 and due June 15, 2012. The grant is a plan that needs to be endorsed by the Workforce Development Council. The core deliverables is to populate the WIDb database, to produce industry and occupational employment projections, to develop and maintain web delivery of Labor Market Information (LMI), and to publish auxiliary LMI research and consult with the Workforce Development Council.

Strategic Focus of the Idaho Department of Commerce/LINE Commission

Chair Komberec introduced Idaho Department of Commerce Chief Economic Development Officer Gynii Gilliam who reported on the department’s strategic focus as well as a report on the Governor’s new Leadership in Nuclear Energy committee that the department is chairing.

Ms. Gilliam stated that the department’s goal is to strengthen partnerships with other agencies, help create jobs and move businesses forward since there are still 60,000 unemployed people in the state. Ms. Gilliam said that the three pillars of focus for the department are to protect and retain businesses, to help existing companies and to grow and attract new businesses.

The Department of Commerce is identifying growth opportunities for business within the health care sector and firearms industry. Emerging clusters of businesses are coming to Idaho such as software and data centers, recreation technology, aviation/aerospace, research/ bio technology and light manufacturing. Tourism continues as a strong industry and Idaho’s exports show tremendous growth worldwide especially in agriculture. The demand for commodities and goods is rising and will continue to do so.

Ms. Gilliam believes that Idaho has a competitive advantage because of its low cost environment, upgraded infrastructure, workforce development, and solvent government and balanced budget.

Discussion ensued on the following topics:

- Underemployed individuals as an economic resource for the state
- Governor's round table discussion of what changes need to be made for growth with sector leaders
- Governor's "Top to Top program" which contacts CEOs regarding Idaho as place to settle
- Tourism as an integrated part of economic development
- Energy, tax structure and education in relation to economic development
- New companies coming to Idaho - Chobani in Twin Falls and All State in Pocatello

Ms. Gilliam explained that the Governor has created a new LINE commission to work on policies and actions that support the Idaho National Laboratory. The commission consists of 12 members and has five subcommittees: 1) technology, 2) infrastructure, 3) safety/environment, 4) national/global landscape and 5) education of a workforce and training with aggressive meeting schedules this summer.

Discussion of Council's Structure (Transmittal #5)

Chair Komberec asked Idaho Department of Labor Assistant Deputy Director Dwight Johnson to discuss Transmittal #5 which is a proposal on how the Council should be organized for the coming year.

Mr. Johnson explained that the Workforce Development Council wants to formalize its ties to many partnerships and groups throughout the state that are engaged in industry focused workforce and economic development activities. The council hopes to provide these groups with a statewide forum to bring workforce challenges and employment and training issues to policy makers. The assignment of liaisons to these groups will keep the council abreast of workforce development activities under way throughout Idaho and coordinate workforce efforts to make them more unified and streamlined. These groups include, among others, the American Manufacturer Network, the Boise Valley Economic Partnership, the Idaho Aerospace Alliance, the Idaho Energy Council, the Clearwater Economic Development Alliance, the Idaho Technology Council and the Health Professions Education Council.

Mr. Johnson said that the proposal recommends that the council focus on one or two specific issues each year with a task force of its members collaborating with experts to help develop policy recommendations. The current focus will be on strategies to ensure that 60 percent of Idaho workers obtain a certificate; industry recognized credential, apprenticeship or degree beyond high school by 2020.

Discussion followed on focusing on growing industries, prioritizing the needs of regional and sector industries, finding a mechanism for the Departments of Commerce and Labor to report, and continuing with current committees.

Recommendations for future task forces included (1) help achieve the 60% degree, certificate or credential goal by 2020, (2) improve Idaho's Unemployment Insurance System and (3) workforce planning and the aging workforce issues.

Workforce Development Training Fund Adding a Talent Development Program (Transmittal #6)

Chair Komberec asked Idaho Department of Labor Assistant Deputy Director Dwight Johnson to explain Transmittal #6.

Mr. Johnson explained that currently Idaho's Workforce Development Training Fund (WDTF) program is used to provide resources for needed skills or upgrade the skills to companies in targeted industries that are expanding their workforce or for workers at risk of permanent layoff.

Mr. Johnson said that in view of the continued high unemployment rate in the state the departments of Labor and Commerce have been exploring ways to better utilize the WDTF resources to expand training opportunities and meet the council's goal of reducing Idaho's unemployment rate by 40 percent by 2015. In addition, there are about 13,900 who have exhausted their unemployment benefits.

Mr. Johnson explained that by creating a "Talent Development Program" to the WDTF allows grants to companies for training employees who are filling job vacancies if the company hires someone who is currently receiving unemployment benefits or who has exhausted their unemployment benefits.

Chair Komberec accepted a motion by Shirley McFadden, seconded by Rian Van Leuven to approve Transmittal #6; and Transmittal #6 was approved unanimously by voice vote.

Idaho Health Care Workforce Planning Partnership (Transmittal #7)

Chair Komberec called upon Idaho Health Care Workforce Planning Partnership Chair B. J. Swanson to update the council.

Chair Swanson reported that in September 2010, the Workforce Development Council was awarded funds from the Health Resources and Services Administration (HRSA) for a health care workforce planning grant. At that time, the Idaho Health Care Workforce Planning Partnership (IHCWPP) was established; the Partnership has since functioned as the Workforce Development Council's health care committee.

Chair Swanson stated that the initial goal of the IHCWPP was to establish a sound health care workforce supply and demand informational system, consistent and uniform across primary care disciplines. Considerable progress has been made in expanding the Nursing Workforce Data Center's scope and membership to include the broader range of health care disciplines and to extend data-sharing agreements to other licensing boards.

Chair Swanson noted that at the February 2012 IHCWPP meeting, recommendations were made to identify emerging occupations and skill gaps, to identify tools to assess soft skills required in health care, and to develop associated curriculum and training. With health care as the pilot industry, the system reform activities of the Workforce Innovation Grant application will fall within the current Workforce Development Council's committee structure.

Idaho Health Professions Education Council

Chair Komberec introduced Idaho Health Professions Education Council (HPEC) Chair Dr. David Schmitz to update the council.

Chair Schmitz reported that the purposes of the Idaho Health Professions Education Council are:

- Conduct health workforce analyses
- Assess Idaho's capacity for training healthcare professionals
- Advise the Governor and legislators on healthcare workforce issues
- Develop healthcare workforce objectives for Idaho and provide policy recommendations
- Recommend strategies to address healthcare provider shortages in rural locations
- Develop strategies to increase public/private partnerships and to increase the healthcare providers for Idaho

Chair Schmitz stated that Behavioral Health is an area the council is planning to further engage over the next year. HPEC is an identified partner in the current health care workforce grant and will continue to be actively involved in this opportunity for workforce program planning and development.

Chair Schmitz explained that the HPEC will continue to meet with Department of Labor staff for ongoing collaborative efforts and the HPEC recognizes the contributions from the Office of Rural Health and Primary Care and the opportunity to expand scope and impact of this office in Idaho.

Chair Schmitz indicated that strategies for the HPEC are awareness and information sharing, collaboration for effectiveness, sharing best practices, achieving and maintaining statewide perspective, and capacity building and increasing the impact of efforts.

Idaho Energy Sector Partnership (Transmittal #8)

Chair Komberec introduced Idaho Energy Sector Partnership Chair Richard Holman to update the council on the *Grow Green* Grant.

Mr. Holman explained that in January 2010 Idaho's *Grow Green* grant application was funded by the U.S. Department of Labor. This \$5.9 million grant was designed to equip technical schools across the state in preparing workers for careers in green jobs, strengthen dual-credit articulation between secondary and post-secondary education and provide sustainable career-lattice training programs in the energy efficiency and renewable energy industries.

Mr. Holman reported that all secondary and post-secondary institutions, as well as trade apprenticeship training sites, have completed 75% of equipment/supply purchases reflected in the grant application. As of March 31, 2012, 1007 students, including 326 high school students, have entered Green training supported by these grant dollars. As the grant moves into its final nine months, regional teams, instructors and case managers are now focused on program completers, moving adult participants into training related employment and moving secondary students into employment, apprenticeships, or related post-secondary training. Currently 172 participants have entered job search and 32 have entering employment.

Mr. Holman stated that Idaho's *Grow Green* grant is scheduled to expire January 28, 2013. Recently, the US Department of Labor notified states that a six month no-cost extension will be offered to offset delays in initial approval of grant expenditures. This extension will improve Idaho's final reporting of performance outcomes.

New National GED Policy (Transmittal #9)

Chair Komberec introduced Division of Professional-Technical Education GED Administrator Cheryl Engel to update the council.

Ms. Engel explained that the current GED test series will end on December 31, 2013 and there are several implications with this change:

- All testers who have not completed and passed their GED by December 31, 2013 will be required to begin again and all prior test scores will be considered null and void.
- Idaho is phasing in computer-based GED testing in 2012-2013. Paper-pencil testing will be eliminated when the new test is introduced in 2014.
- Computer based testing will raise the cost per test.
- The new GED test series will be aligned to the Common Core State Standards and include higher level thinking skills, analysis, applied math skills, and increased reading comprehension skills.

Statewide Longitudinal Data Study and Complete College Idaho (CCI) Plan

Chair Komberec introduced Idaho State Board Executive Director Mike Rush to inform the council on the Complete College Idaho (CCI) plan and update the council on the Statewide Longitudinal Data Study.

Dr. Rush reported that the United States is losing its status as the world leader in the educational attainment of its citizenry. Currently, the US ranks twenty-third in high school completion rates and tenth in postsecondary

completion rates and has the highest college dropout rate. Another staggering statistic is that the US is the only industrialized country in the world with a declining college completion rate.

Dr. Rush explained that in August 2010, the Idaho State Board of Education set an ambitious goal that 60% of young Idahoans (ages 25-34) have a college degree or certificate by 2020 and began developing the Complete College Idaho (CCI) plan. This plan envisions Idaho as being internationally recognized for the quality of talent, knowledge and skills of its workforce, and the ability of its higher education system to prepare citizens to meet and exceed the needs of business, industry, and society. The plan starts with Project 60 which is moving Idaho to a Gross Domestic Product to \$60 billion. It adds the innovation initiative through IGEM (Idaho Global Entrepreneurial Mission) and culminates with developing the talent or Skilled Workforce necessary to support that vibrant economy.

Dr. Rush stated that the Complete College Idaho plan focuses on improving educational attainment in a way that is responsive to the needs of business and hiring the future workforce. Dr. Rush explained that by strengthening the pipeline, transforming remediation, demystifying college, structuring our system for success and rewarding progress and completion will move Idaho towards meeting the 60% goal.

Dr. Rush indicated that focus groups and follow-up surveys have been completed and that the CCI plan has been presented throughout the state asking for feedback. The goal is to inform stakeholders of the steps the board is taking to ensure meeting the 60% goal and to gather information to improve the plan. This input is being summarized and will be part of the final plan adopted by the State Board of Education in June.

Dr. Rush explained that the Statewide Longitudinal Data Study (SLDS) is a process for collecting data for research and decision making. K-12 started collecting data in October 2010 and the postsecondary schools started data collection in September of 2011. The Department of Labor also has an agreement with the Department of Transportation to obtain drivers' license information which provides the ability to identify students without social security numbers and get unemployment insurance wage records. Students can be identified who do not go on to postsecondary, who work while attending postsecondary, and who graduate postsecondary and enter the workforce.

The Western Interstate Commission for Higher Education (WICHE) is managing a \$1.5 M grant that will help four pilot states (Idaho, Oregon, Washington, Hawaii) better understand how effectively the graduates of their high schools and colleges blend into the workforce, whether they do so in fields in which they are prepared and whether they work in their state or a neighboring one.

Economic Development Focus – Idaho Transportation Department

Chair Komberec introduced Idaho Transportation Department Chief Administration Officer Mike Golden to update the council on the new strategic plan for the department.

Mr. Golden explained that the department's three basic goals are:

1. Becoming the best organization by continually developing employees and implementing innovative business practices
2. Committing to having the safest transportation system possible
3. Providing a mobility-focused transportation system that drives economic opportunity

Mr. Golden introduced Government Affairs Manager Mollie McCarty to explain the department's focus on mobility and economic opportunity. Ms. McCarty explained how the department will measure mobility and economic opportunity by increasing efficiency at which goods are transported, reducing travel times for commuting, commerce, recreation and tourism, increasing Idaho's gross domestic product, and increasing jobs and business revenues.

Discussion followed on the Idaho freight study, building a pipeline to transportation careers, the “Wounded Warrior program”, corridor problems in north central Idaho, and electronic charging stations and natural gas sites.

Workforce Innovation Fund Grant Proposal (Transmittal #10)

Chair Komberec asked Idaho Department of Labor Assistant Deputy Director Dwight Johnson to explain Transmittal #10.

Mr. Johnson reported that in December 2011 the U.S. Department of Labor (USDOL) announced the availability of approximately \$98.5 million in Workforce Innovation Fund grants. The Idaho Department of Labor, with input from potential stakeholders developed a \$6 million, three-year grant application that was submitted in March on behalf of the Workforce Development Council. Mr. Johnson explained the main focus of the grant addresses the challenge of job seekers who remain unemployed or underemployed for extended periods of time while employers cannot find job candidates with desired skills. Currently, the department’s *IdahoWorks* job-matching system lacks an effective mechanism to identify and match the skills employers need with the skills job seekers possess. System inadequacy also blocks our ability to identify existing skill gaps, both at an industry level and at an individual business or job seeker level.

Mr. Johnson described the enhancements to *IdahoWorks* and microsite development of the grant project. The project will initially engage one industry sector (healthcare) as a pilot phase for design and development and then will expand enhancements system-wide to other industries.

Mr. Johnson said the Workforce Innovative Fund Grant proposal would include the following benefits:

- Increase appropriate match of job seeker skills with skills of job listings
- More employer job listings within targeted industries with higher wages
- Improve and increase applicant pool
- Workforce supply and demand data information for policy makers
- Reduce the use of unemployment insurance resources
- Increase customer satisfaction

Update on TAACCCT Grant Programs/Proposals (Transmittal #11)

Chair Komberec called upon Idaho Department of Labor Assistant Deputy Director Dwight Johnson to explain Transmittal #11.

Mr. Johnson explained that the College of Southern Idaho applied for and received a \$2.7 million grant during the first round of funding for its *Idaho Ladder to Success Project* that includes following consortia colleges: North Idaho College, Lewis-Clark State College, Idaho State University, Eastern Idaho Technical College, and College of Southern Idaho. This project is serving the entire state of Idaho through an optimum system for building and expanding programs that provide education, experience, and employment for TAA workers and other similar populations that meet the specific needs of Energy, Advanced Manufacturing, Healthcare, Business and Information Technology sectors in each region. The project is focused on accelerating the progress for low-skilled and other workers, and strengthening online and technology-enabled learning.

Mr. Johnson stated that Idaho State University’s College of Technology will be applying for another grant for up to \$15 million as a consortium with Washington’s Centralia College’s Pacific Northwest Center of Excellence for Clean Energy. This proposal demonstrates an excellent partnership and provides the vision of industry clustering with surrounding states to create career pathways for high-wage, high skilled employment.

Another proposal will be submitted by North Idaho College for \$3 million to target TAA eligible workers in meeting the workforce needs of Idaho’s emerging Aerospace industry by creating an *Aerospace Center of Excellence in Aviation Maintenance and Advanced Manufacturing*. The proposal includes a provision to expand NIC’s Machine Technology program. Economic impact projections for 2015 estimate that 1174 jobs will be

created/impacted through this proposal, leading to a direct initial economic impact of over \$34 million through job creation, earnings changes, job retention and multiplier effects. The staff recommends that the council provide letters of support for each of the newly proposed TAACCCT projects presented by Idaho State University's College of Technology and North Idaho College.

Chair Komberec accepted a motion by Tom Hally, seconded by Bert Glandon to approve the Transmittal #11; and Transmittal #11 was approved unanimously by voice vote.

Further Business

Chair Komberec asked for a suggested date for the next council meeting. Linda Clark, Superintendent Joint School District #2 suggested the council meet in connection with the August 14th Technology Fair being held at the Meridian School District office.

After discussion, Chair Komberec announced that the next council meeting will be held Monday, August 13, 2012 at the Meridian School District office.

The meeting adjourned at 3:30 p.m.

Attendance

Members:

- | | |
|-------------------------|---|
| Darrel Anderson | Garry Lough (replacement Brady Kraft) |
| Dick Armstrong (absent) | Tom Luna (absent) |
| Gerald Beck | Roger Madsen |
| Kara Besst | Shirley McFaddan |
| John Chatburn | Brad Murray |
| Linda Clark | Mike Nelson |
| Philip Clifton | Jan Nielsen (absent) |
| Tony Fernandez | Robert Poyser |
| Bert Glandon | Brent Reinke (substitute Teresa Baldrige) |
| Dean Haagenon | Mike Rush |
| Tom Hally | Jeff Sayer (substitute Randy Shroll) |
| Sam Haws | David Schmitz |
| Cindy Hedge | Jana Straubhar |
| Richard Holman | B.J. Swanson |
| Tim Komberec | Rian Van Leuven |
| Alex LaBeau | Kenneth Wiesmore |
| Jay Larsen | |

Guests:

- | | | |
|----------------------|-----------------|------------------|
| Susan Baca | Bill Kober | Craig Shaul |
| Rico Barrera | Brady Kraft | Bob Shepard |
| Terry Butikofer | Ricia Lasso | Sue Simmons |
| Bruce Christopherson | John McAllister | Georgia Smith |
| Dianna Clough | Mollie McCarty | Brian Sporleder |
| Jane Donnellan | Denise McDonald | Brent Tolman |
| Cheryl Engel | Patricia Nelson | Bob Uhlenkott |
| Bob Fick | Pamela Pearson | Roy Valdez |
| Scott Fenwick | Ben Phillips | Salvador Vazquez |
| Gynii Gilliam | Jerry Riley | Mark Warbis |
| Gordon Graff | Todd Schwartz | Marsha Wright |
| Dwight Johnson | Sara Scudder | |