

IDAHO WORKFORCE DEVELOPMENT COUNCIL
October 19, 2015 – Meeting Minutes

Welcome

Council Chair Tim Komberec called the meeting to order at 9:00 a.m. and welcomed everyone. Chair Komberec introduced new council members Brad Cederblom, Matt Freeman and Sherri Ybarra.

Agenda Review

Consent Agenda

- Minutes from July 13-14, 2015 council meeting
- Council Meeting Minutes of July 13, 2015
- Transmittal #1 – State Funding under WIOA
- Transmittal #2 – Youth-in-Need Allocation
- Transmittal #3 – WIOA Policies updates
- Transmittal #4 - Industry Sector and Micro-Grant Update

Chair Komberec accepted a motion by Vice Chair BJ Swanson, seconded by Bert Glandon to approve the consent agenda. Aaron White asked for a discussion on Transmittal #4. How do the Micro Grants work and how their effectiveness would be tracked. Chair Komberec said it is especially helpful for areas of the state with economic hardships and that are rural. Those areas struggle more than the Boise area. All applicants must be in compliance with grant statutes. The Idaho Department of Labor (IDOL) plans to do another review of the program. Sue Simmons explained the application is found on the IDOL website in numerous locations. Tim explained this program is new for the Council and IDOL staff as well, it is a good program and IDOL staff are working hard to assure its success. Vice Chair Swanson is on the sifting committee that evaluates the applications and approves or disapproves the grant applications. She gave an example of a Micro Grant that was approved in Idaho Falls with the Idaho National Laboratory (INL). The Idaho Falls grant for INL will allow participants to make \$20-\$22 an hour when they complete their training. It is an excellent program, lasts for 11 months and will be well worth the time. The items on the consent agenda were approved unanimously by voice vote.

Chair Komberec asked everyone in attendance to introduce themselves.

Chair's Report

The National Governor's Association meeting in Annapolis MD was held at the Naval Academy. It was a really good meeting with the benefit of networking with other Workforce agencies around the country. We can appreciate that it is easier to be a small state.

The Workforce Innovation and Opportunity Act (WIOA) has a lot left for interpretation. There is a lot that is unclear about how to implement the program so it can move forward. It will take a lot of hard work from the state to get it done.

Community Conversations – Georgia Smith, Deputy Director Communications & Research, Idaho Department of Labor

Director Kenneth Edmunds wanted to get out into areas of the state that have been hit hard by the recession. He wanted it to be clear to the communities what IDOL services provide. There were Business Solutions Specialists, Local Office Managers and Regional Economists attending the sessions. Also included in the discussions were the local labor market strengths and weaknesses, identify Area Workforce Opportunities and needs, and set priorities of how to proceed. Over 350 people attended the sessions. There was a good turnout of representatives including business leaders, legislators, education, and social services.

Idaho Strengths: The strength of Idaho's community's labor market compared to other states and nationally, outdoor recreation, strong anchor tenants, good work ethic, family support, small and mid-size businesses, access to college and a skilled educated workforce.

Idaho Weaknesses: Businesses can't find available applicants within the state, low wage jobs compared to Idaho's border states, lack of soft skills, limited transportation to work and education, generational issues and youth retention, limited opportunities of college courses over four year programs, need to expand higher education, connect businesses with education, increase apprenticeships, internships and workforce training.

Jody Lewis asked how we can change the perception that you make more on social assistance verses working. It takes a work life balance.

Professional Technical Education (PTE) – Dwight Johnson, Administrator

The program has a proposed name change to Career & Technical Education. Many believe that Technical schools are secondary. That is not the case. PTE programs use a hands on and applied approach to create talent for the future. PTE aligns postsecondary PTE programs for first semester student learning outcomes so PTE credits earned in high school can transfer to any Idaho Technical College.

SkillStack is an online platform for micro-certifications. It is in conjunction with the Idaho Digital Learning Academy (IDLA). Micro-certifications demonstrate skill competencies to employers and translate to credit at post-secondary institutions.

PTE Digital plans to expand access for rural and non-traditional students to online versions of appropriate PTE courses with the IDLA.

PTE plans on a collaborative approach with PTE SkillStack, IDOL Career Information Systems (CIS), the State Board of Education (SBOE) Next Steps, State Department of Education (SDE), IDLA and the Idaho State Counselors Association to create better career advising framework for Idaho students.

Proposed Education Funding – Dr. Linda Clark, Youth Committee Chair

There are more than 850 plus students waiting to get into education programs. Proposed funding of 10% is moving to the legislature. West Ada School District has a 94% “Go On” rate with 67% going on to college. Brad Murray said PTE is a wonderful program and needs to be well utilized. The majority come out with degrees. BJ Swanson commented that there is a work/life balance issue, people rising above. The state needs to have a wage of \$12 per hour. Dwight mentioned the key to high wages is skills, it gives leverage. Joe Dunlap thanked Dwight, in one year he listened to people and implemented suggestions. Aaron White apprenticeships offer learn while you earn opportunities. Many drop out because they are hired when get some skills before completing apprenticeships. CWI has Two year programs down to ten months. Western Cat has apprenticeships working 5 days a week, 8 hours a days. Businesses sponsor students. Education doesn’t have to be during school hours. Dr. Clark said the outcome has been terrific. Some of the Workforce Development Council (WDC) suggestions from years ago have been implemented. WDC can help get the word out regarding PTE. There is a capacity for training that isn’t being utilized. School facilities sit empty after 3:00 – 4:00 p.m. The West Ada School District is using the schools for after-hours training. A solution needs to be found to staff programs. Bert Glandon has not been able to find staff to teach.

Youth Council update – Linda Clark, Idaho Youth Council Chair

Youth committee **transmittal #5** service priority to low income. High risk groups most in need of WIOA services start in Program Year (PY) 2016. Transmittal #5 outlines the Youth Council’s efforts to determine the need through a review of multitudes of data, including youth demographics such as age, educational attainment, poverty, employment (lack of) and race/ethnicity. Also included in this effort was a review of youth service levels throughout the state – not only by WIA/WIOA service providers but by other social service/partner agencies throughout the state. Examining this data coupled with the demographic data led to the Youth Council’s recommendation of service priority to the four categories listed on page two of the Transmittal #5.

- Low-income youth involved with the juvenile justice system;
- Low-income youth exiting foster care;
- Low-income youth that are pregnant and /or parenting; and
- Low-income youth with disabilities.

Motion by Dwight Johnson to approve Transmittal #5., 2nd by vice chair B.J. Swanson. A question regarding migrant youth and why the program is paying for them, then they move away.

Rico Barrera answered that we can’t exclude migrants from the services. Currently there is about 1% that fall into this category. Motion unanimously approved.

Idaho Pathways to Technology Early College High School (PTECH) Network – Karl Dye

Three generations in Idaho have never had a hard time getting wages that will raise a family. Currently this not the case. It is hard to connect with businesses with education including work shadows, apprenticeships, and internships. 9th and 10th graders need to choose a path, 11th and 12th graders stay on the path to college, One to two years post-secondary education leads to a good job. Health Care wages begin at \$12 - \$22 per hour, Aero Space range from \$13 - \$16 per hour and Hi Tech is \$19 - \$32 per hour.

PTECH students receive free tuition, use of textbooks and a laptop & support from PTECH advisors and virtual coaching, internships and job shadowing. Inside Track coaching supports goal setting, most important. There are 16 schools offering PTECH services mainly in rural areas. What's the greatest challenge – communicating effectively – go see and talk to people don't text. PTECH's programs quickly set up a plan to help meet the demand of businesses that need to hire.

Many large Idaho businesses are partners of PTECH. Some field trips have been taken so students see how jobs work. North Idaho College (NIC) and Empire Airlines did an Aerospace trip, Saint Alphonsus and Shoshone Medical Center offered healthcare trips and NIC, Ednetics, HP and Clearwater Analytics did Tech trips. High School students are graduating and getting jobs in food service & retail with a goal to go to work after school not, not pursue higher education and are not aware there is more available to them. PTECH is like winning the lottery, 6% get in. Albertson's in Umpqua, Oregon offers 8 courses on-line that lead to certificates that qualify for management positions.

Georgia Smith mentioned there is funding through organizations such as JA & Kathryn Albertson Foundation Challenge 501c3, work with government partners. Jason Hudson suggested sharing with high school partners, go to schools, and college partners. There are barriers to enrollment, they don't know the county they live in, legal guardian or parents, connection with industry.

Transmittal #6 – 2015 WDC Strategic Goals, Cheryl Foster and Rico Barrera, IDOL Senior Planners

Action requested to review and adopt strategic goals and priorities for the council to address. In January we started working with the State Board of Education (SBOE) to work on developing policies and procedures to turn over to WIOA. We are going to use this year to take advantage being a WIOA transition year.

There are 3 major components of the policy.

- Goal # 1 – Promote policies that align workforce, education, economic development and entrepreneurs to meet industry and employer's workforce needs.
- Goal # 2 - Facilitate development of an Idaho Workforce that is highly skilled and committed to continuous learning.
 - B – Promote strategies that ensure students are college and career ready.
 - C – Enhance opportunities for lifelong learning by expanding delivery options.

- Goal # 3 – Support a comprehensive education and workforce delivery system.

Dr. Linda Clark made a motion to approve Transmittal # 6. Brad 2nd the motion. Motion unanimously approved.

Transmittal # 7 – Designate WIOA Local Workforce Development Areas – Cheryl Foster, IDOL Senior Planner

At the last WDC meeting in July 2015 Cheryl presented on the structure of local areas in Idaho. Transmittal # 5 had draft policies to go out for public comment. These policies have been slightly revised since the last council meeting and has been approved by the governor.

There are two policies attached to this transmittal:

- Attachment # 1 – Idaho Policy for Designation of Local Workforce Development Areas Under the Workforce Innovation and Opportunity Act (WIOA).
- Attachment # 2 – Idaho Policy for Appointment/Certification of Local Workforce Development Boards.

Local workforce development areas (local areas) are eligible for WIOA funds and are overseen by workforce boards. Historically Idaho had six workforce development areas, still referred to as regions. Due to diminishing federal funds Governor Kempthorne consolidated the areas to reduce administrative costs. Idaho currently has two local workforce areas: the East-Central District and Balance of State. Instead of having two separate local workforce boards, Idaho received a waiver from the U.S. Department of Labor for the Workforce Development Council to serve dual functions as the state and local board.

Aaron White asked what the potential is of USDOL to maintain the local areas. Jay Engstrom answered that it is possible that further reductions may occur. Some of IDOL's Local Offices have two to three staff members that previously had four to six staff members. Brad Cederblom referred to attachment 2, 2nd paragraph, this board acts as a local board.

Aaron – Area 6 subcontractor under Council, no board allows feedback to council. Tim most area have local groups. Jay Engstrom stated the USDOL requirements are not out until next year. This is a free planning period. Cheryl Foster mentioned that Sacramento, California gets more Workforce Development money than all of Idaho.

John Young made a motion to designate two existing areas in Idaho. 2nd by Bert Glandon Dwight Johnson made the motion to approve, Dr. Linda Clark 2nd. Motion unanimously approved.

Transmittal # 10 - National Apprenticeship Week – Aaron White, Idaho State ALF-CIO

The first National Apprenticeship Week (NAW) is November 2-6, 2015. The President and USDOL want to emphasize and make it an annual event. A key component of

apprenticeships is having employer involvement in a relationship with workers. Thirteen Idaho employers have signed an agreement they would provide jobs after completion of an apprenticeship. This provides security to apprentice's there will be jobs when they finish. After four years of college many graduates can't get a job. Apprenticeships offer on the job training (OJT) and mentoring with businesses that need skilled workers. John Baker commented that in addition to OJT participants are mentored, gain skills knowledge and soft skills in additions to their education.

Dwight Johnson motioned to recommend the Idaho Workforce Development Council to acknowledge the value of apprenticeships within the states workforce system and recognize NAW November 2-8, 2015. Matt Freeman 2nd. Motion was approved

Economic Outlook – Bob Uhlenkott – IDOL Chief Research Officer

The economic outlook has improved over last year while the nation has not done so well. The Unemployment Insurance (UI) rate is almost 1% lower than most states. Over the last five months Idaho's employment rate has risen to 4.2%, which is up .1% over July 2015. Rural areas UI rate is typically higher. The labor force is increasing so more workers download from website. For the past two years a significant portion of the WIA-LMI grant has been used to rebuild Idaho's workforce website which was launched in mid-2015. With the labor force increasing there has been more hits on the website. The statistics in the past have been conducted with 600 households to derive statistics now there is 1,000.

Claimant Characteristics are at a seasonal high currently. There are 675,000 Non-Farm workers. Construction is doing well. Industries that have grown are manufacturing, administration and support in wholesale manufacturing, construction and healthcare and social services to name a few. There is a false perspective of the economy in construction. Have we crested?

Nationally some are saying there will be another recession in 2019-2020. Historically business cycles range from 8 to 12.5 years. Idaho is seven years into its economic expansion from the job trough in 2008. The things to keep an eye on are energy prices, global economic impacts, interest rates and the workforce.

The data from the US Census Bureau and IDOL shows an aging population. The number of workers aged over 50 has increased. They are still working and are healthier than in the past. People are moving to Idaho to retire not to work. The migration increases consumer services such as utilities. Idaho has 35% of the worker population over 55. Select industries are utilities, transportation and warehousing and public administration. Idaho's rural versus urban areas have a long way to go.

The IDOL website has real time job listings and hot jobs. The volume and demand of heavy tractor-trailer truck driver's is up to 2,183 from last September. There are four computer/network occupations within the top 13 hot jobs. Five health care related occupations are in the top 20 hot jobs.

IDOL conducted a research study on High Tech taxonomy in Science, Technology, Engineering and Math (STEM) industries. The study was conducted in 2003-2013. High Tech jobs are making more money than most. Washington is the highest with Bill Gates and Microsoft and Boeing. California's high is Twitter.

Vice-Chair BJ Swanson asked the economy has grown so slow and projections for 2017-2020 predict a recession? UI rates can stay low if we have a workforce that can compete globally against China. Georgia Smith mentioned UI numbers are forecasting benchmarked. Things should get smoothed out.

WIOA Combined State Plan – Amelia Valasek – Director, Adult Basic Education

WIOA is new legislation that combines several partners. There was an option to have a unified or a combined state plan. Idaho chose to be combined and is moving ahead based on federal guidance. WIOA requirements are due March 3, 2016, covers all programs authorized by WIOA, is written by a working group of core programs and partners and is a four year plan, modified after two years.

The purpose of the combined plan is to:

- Set the vision and goals.
- Align and integrate the state's systems to achieve the goals.
- Align the six core programs and additional optional programs.
- Direct investments in economic, education and workforce training for individuals with barriers to employment.
- Apply strategies for job-driven training.
- Enable workforce partners to build a skilled workforce.

It is a high level strategy of how to implement, coordinate services assess and how to distribute to each program. Amelia provided a colorful chart showing the progress of the state plan elements. The plan will go out for public comment in February.

Transmittal #8 – WIOA Transition Eligible Training Provider Policy – Cheryl Foster – IDOL Senior Planner

The action requested is to approve the WIOA transition policy for Eligible Training Providers (ETP) to begin to comply with the WIOA requirements.

The deadline for all providers to reapply and transitioned is December 31, 2015. Appendix B gives the categories of continued eligibility criteria. The law says that WIA eligible training providers need to go through and eligibility review before the end of December.

We've been operating under a waiver so we haven't had time to review any of our providers. Once they got on the list, they stayed on the list.

Another major consideration is that there isn't any waivers for public postsecondary programs as there were under WIA. The only exemption is programs for registered apprenticeships. We've been challenged to find a way to review all existing programs and add new public postsecondary programs to be on the list.

Joe Dunlap asked when collecting data, how does the state choose the data? Are we working with the SBOE to align with the data? Data on part time and full time, tips, CNA and beginning the career ladder but not working at a qualified wage. We don't collect data for part and full time workers. Providers must do a performance report on what they are doing. After the council approves this action Memorandums of Understanding (MOU's) agreements will be sent out.

The criteria for who we allow on our list is:

- Have Hot Jobs.
- Help Wanted On-Line (HWOL) – real time data.
- Business Services Specialists (BSS) will work with the employers.
- Identified Industry Sectors
- Entry Wage & Median wage set at \$12 an hour with a floor of \$10 an hour because we had some that were set at \$10 an hour, under \$10 an hour are not on the list.

Aaron White stated the purpose of eligible programs is we provide services through the IDOL Workforce Development Training Fund (WDTF) to get the funding to do this. We need to have a broad a list as possible to start adult and youth just entering workforce with no skills. Jobs such as Certified Nurse Assistants (CNA) as a career start. We need to see what we have and who's on our list. Participants are encouraged to apply for jobs that are \$12 and up. He is reluctant to lower the list right away to allow case managers and career partners to help get to the right areas.

Agree to do MOU's around July to shorten list then the remainder every two years to catch from staying on.

Dwight Johnson added that anyone can get on the list. Career planners have the appropriate funding for apprenticeship training. Registered apprenticeships are automatic.

Two modifications will be made. Page 2 paragraph 4 will be changed to "Beginning in 2016, IDOL will work with Matt Freeman and the SBOE staff will follow-up with the ETP to assist them with collecting and reporting the required data." Page 5 paragraph 3 will be changed to "After January 1, 2016, institutions will be required when applicable to execute a MOU with the IDOL and the OSBOE before the WDC may approve the institutions programs"

Matt Freeman made a motion to approve Transmittal # 8 with the noted changes. Joe Dunlap 2nd the motion. Motion unanimously approved the motion.

Tomorrow October 20, 2015 IDOL will mail certified letters to each provider and begin collecting the required data, leverage the grant to help providers update systems and collect data.

Career Advising – Wendi Secrist – Director, Business Outreach & Idaho SkillStack - PTE

After the 2015 Idaho legislative session, an informal working group of representatives from the State Board of Education, the Idaho Department of Labor (IDOL), the Division of Professional-Technical Education (PTE) and Idaho Digital Learning (IDLA) began a series of meetings to coordinate efforts for providing career and college advising tools. After determining the high level of mutual interests and programs, this group was expanded to include representatives from the Department of Education (SDE), colleges and universities, the Idaho School Counselors Association (ISCA), the Idaho Commission for Libraries, PTECH, Idaho Business for Education and others. This group specifically chose to focus efforts on the tools and not include the topic of career advising.

As the group began conducting a gap analysis, conversations began to resurface on funding career advising in the FY17 budget. A separate working group was formed – consisting of IDOL, PTE, OSBE, SDE, ISCA, IDLA and PTECH to develop a framework for career advising that all of the entities could endorse. After reviewing a number of career advising models, the working group decided that a set of guiding principles, along with a menu of options, would best suit the diverse nature of Idaho's school districts.

The guiding principles include (additional detail can be found in Transmittal 9):

1. Separation of traditional counseling efforts from career advising
2. Local control of career advising
3. Career advising not limited to secondary education
4. Collaborate effort between students, parents, K-12 education, postsecondary education and business
5. Common metrics across implementation models

The next step for the working group is to develop a framework for each of the models of career advising to aid in the decision making process for local districts.

The working group asked the Council to endorse the guiding principles.

Sherri Ybarra – Superintendent of Public Education

Sherri is excited to hear what WDC is doing. There is one college and career counselor to every 400,000 students. A lot of their time is devoted to helping students with issues such as abuse, teen pregnancy, etc. and they don't have time to be career counselors.

There is a teacher shortage in STEM programs. Studies from Idaho are being used by other states to set their rural goals.

Discussion/Future Meetings

Matt Freeman had a reminder that every senior high school student and parent in the state will receive a letter congratulating them that they have been accepted to apply for higher education. The intent is to change the thinking of “should I go to college” to “why shouldn’t I go to college, I’ve already been accepted”.

There is a conflict with the January 14, 2016 WDC meeting date. Chair Komberec asked if it could be changed to January 12, 2016. There was more conflicts. The council decided to hold the next WDC meeting on Wednesday, January 13, 2016.

Dwight moved to adjourn. Meeting adjourned at 4:00 p.m.