



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### TRANSMITTAL #4

### MEMORANDUM

November 15, 2012

**TO:** Workforce Development Council  
**FROM:** Tim Komberec, Chair  
**SUBJECT:** Update on Educational Attainment Task Force

**ACTION REQUESTED:** Informational Only

#### UPDATE:

The Educational Attainment task force will meet on Wednesday, November 14<sup>th</sup>, one day before the Workforce Development Council meeting on Thursday, November 15<sup>th</sup>. All council members are invited to attend the task force meeting but are not required to attend.

The task force meeting agenda is attached. The task force will hear reports on best practices happening nationally and in Idaho. David Spann with Agile Adaptive Management will facilitate a discussion with members on what topics the task force will want to prioritize for possible recommendations to the Governor and State Board of Education. A potential list of topics as a starting point for task force discussion is attached.

Task force members will also determine how they wish to proceed in organizing themselves over the next few months to develop draft recommendations. It is anticipated that the task force will finalize their recommendations at the next meeting of the task force after the first of the year.

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Attachments

**Workforce Development Council**  
**EDUCATIONAL ATTAINMENT TASK FORCE**

Best Western Vista Inn at the Airport  
2645 Airport Way, Boise, Idaho

**AGENDA**

November 14, 2012

Morning

8:30 – 8:45

**Tim Komberec & Bert Glandon, Co-Chairs**  
Welcome  
Introductions of facilitator, David Spann

8:45 - 9:45

**Barbara Endel & Amy Loyd, Jobs for the Future**  
Presentation on national efforts & best practices

9:45 – 10:00

**Jamie Jo MacMillian, Albertson's Foundation**  
Report on "Go-On" campaign and other state efforts

10:00 – 10:15

Break

10:15 – 10:45

**Todd Schwarz, Administrator, Division of Prof. Tech. Ed. (PTE)**  
Update on Idaho PTE plans and programs

10:45 – 11:15

**Amy Lorenzo, Office of Performance Evaluation (OPE)**  
2011 OPE Study – "Overcoming Barriers to Higher Education in Idaho"

11:15 – 11:30

**Andy Mehl, State Board of Education**  
Update on State plans for Longitudinal Data System

11:30 – 1:00

**Lunch**

Afternoon

1:00 – 4:30

**Facilitated Discussion to:**

1. Determine what topics the Task Force will focus on
2. Brainstorm ideas for recommendations within those focus areas
3. Consider subcommittees to flesh out recommendations

**Workforce Development Council**  
**EDUCATIONAL ATTAINMENT TASK FORCE**

**POTENTIAL PRIORITY AREAS FOR RECOMMENDATIONS**

**Below is a list of potential topics areas that the task force may wish to focus on in determining what they will prioritize as they consider the recommendations they want to make to the Governor and State Board of Education.**

- More flexible timing for training and education courses - Increase responsiveness to adult learners who may have part-time or full-time jobs or who need to receive training on a shorter schedule than the traditional 16 week college semester approach to make education and training offerings more accessible.
- Make workforce training credit bearing - Develop articulation agreements so industry focused, workforce training currently being provided by community colleges and technical schools may be counted as credit courses that could lead to greater certificate and degree attainment.
- Stackable credentials – Develop more complete career pathways so that credits received through various training and education courses or even academic credit for work experience already obtained can “stack” up to allow individuals to more easily attain a certificate and a degree.
- Establish data benchmarks for certificate – Establish a means or process to have a reliable measure of the number of Idahoans who possess certificates issued by public and private organizations. Establishing a benchmark of current certificate and degree attainment will be important to track progress towards the goal. Because industry certificates and credentials are often issued by private organizations, documenting the number of Idahoans completing such certificates may be challenging.
- Better match of degrees and certificates to workforce demands – Improve processes to help make education and training more responsive to specific industry skill demands and determine what degrees and certificates would be most helpful to encourage meaningful employment in higher wage jobs.
- Delivery methods – A combination of classroom instruction, on the job training, work experience and assignments, internships, labs and online components could improve the accessibility of education to adult learners. This means possibly using more than one method for a single course. There may be infrastructure and/or cultural issues that stand in the way of such methods.
- Awareness - There may need to be an education effort to make adult learners aware of items such as: 1) availability of certificates, 2) cost effectiveness of certificate attainment, 3) industry need for certificate holders, and 4) time needed to complete certificate programs.

**PLEASE NOTE:** *The task force is focused on how we can meet the increased demand for educational attainment for individuals who need some postsecondary education, but less than an advanced degree. In addition to the 26% (or 34,400) 25-35 year olds in Idaho needing an associate degree or certificate, there are an additional 40% (or 88,200) 25-34 year olds that need to have some opportunity for targeted job training. Beyond that we have an additional 1.07 million Idahoans who are of working age outside of the 25-34 year old age range who also need additional workforce skills to compete for higher wage jobs.*