

IDAHO WORKFORCE DEVELOPMENT COUNCIL

Jan. 17, 2007 Meeting Minutes

Welcome and Introductions

A joint meeting of the Workforce Development Council, Economic Advisory Council and the Idaho Rural Partnership preceded the Workforce Development Council's meeting. Karen McGee, education policy adviser to the governor, presided. She welcomed those in attendance and remarked how positive it is to see the three councils working together. She also asked each committee chair to introduce each council member.

Commerce & Labor Director Roger B. Madsen addressed the group and provided a status report on the department's activities on behalf of each of the councils in attendance. He reported on legislation that might be introduced in the 2007 Legislature, council accomplishments and plans and his pleasure that joint meetings such as this result in better programs. He thanked all for their time and effort.

Karen McGee echoed Roger's comments about the councils being on the same page and how important mutual support and coordination is to Governor Otter. She then introduced Superintendent of Public Instruction Tom Luna. She noted that although Mr. Luna had been in office for only a few weeks, he already has spent considerable time meeting with educators, business leaders and officials on the state of public education in Idaho.

A New Vision for K-12 in Idaho

Superintendent of Public Instruction Tom Luna started out by saying, "A good education system is no longer adequate. We need a great system." He said a robust economy and a high-performance school system are tied to each and dependent upon each other. He intends to run a Department of Education that has a customer focus, not one driven by bureaucratic needs. Some of his initiatives that he will be presenting to the 2007 Legislature or trying to install administratively include rural school revitalization through improved facilities and access to better instructional materials, an allowance for each teacher to buy supplies, \$23 million for new text books, remediation services for students who fail the ISAT and a way to award college credits to students who have very high ISAT scores.

During a question and answer period, these questions were posed with Mr. Luna's response:

- *What can be done about high school graduates who drop out of college within a year or two?* Superintendent Luna would like to see more college-type classes taught in high schools not only as a way to earn college credits but to be exposed to how classes are taught and expectations.

- *Do you support high school programs that instill creativity and entrepreneurship as well as math and science? Yes, by integrating those concepts into curricula and assignments as well as school classes and clubs dedicated to them.*
- *How can schools provide low-income students with a good education and motivation to do well? The answer is the quality of the teacher and making teaching opportunities available to persons who do not have a traditional teaching certificate such as a successful business person who is motivated to entering teaching as a second career.*
- *How are we going to get the math and science teachers for the new graduation requirements if there is a shortage of those teachers now? Look at incentives for teachers to take math and science classes, for students in college teacher education programs to specialize in math and science, again opening the teaching doors to non-teachers with math and science expertise and expanding the distance learning capabilities to include the needed math and science curricula.*

The Entry Level Work Force

Cheryl Brush of Idaho Commerce & Labor introduced the next two guest speakers. She prefaced her introductions by noting that the participants at the regional work force forums held last year stressed the need for entry level workers who are skilled in workplace basics and are prepared to go to work. The council invited representatives of two different systems that assess a person's work skills readiness and offer certifications of readiness.

Thomas Kilijanek, Ph.D., Senior Consultant
WorkKeys, ACT Inc.
ACT WorkKeys Career Readiness Certificate Program

The Career Readiness Certificate program is based on the WorkKeys system of defining and assessing foundational skills demanded by employers for entry level workers. It is a proven system used for more than 20 years with wide acceptance among employers, job applicants and educators. The certificate program assesses a person's skills in reading for information, applied mathematics and locating information. The assessments can be linked to a person's training and educational needs in order to become job ready. It is an Internet delivery program, and more than 9 million tests have been administered.

For more information about the Career Readiness Certificate program visit <http://www.act.org/workkeys/index.html>

Pam Lund, Associate Director
Washington Workforce Training and Education Coordinating Board
National Work Readiness Credential Certification Program

The National Work Readiness Credential is another program that assesses a person's work readiness skill level and issues a certificate when a person attains a standard level. It was developed more or less for the work force development training system by a group

of national and state leaders in business, government, education and labor. It is a relatively new program. About 1,000 people have taken the assessments tests to date.

The council expressed interest in these programs and asked staff to investigate possible use in Idaho's work force development system.

For more information about the National Work Readiness Credential visit:
<http://www.uschamber.com/icw/default>.

Industry Skill Clusters—Focusing the Investments

Research and Analysis staff from Commerce & Labor – Georgia Smith, Bob Uhlenkott and Janell Hyer – shared the progress to identify the industries that have a competitive advantage throughout Idaho's six regions compared to the rest of the nation. They discussed how the industry cluster effort can be augmented by industry projections to estimate occupations, education, training and skills that will be in high demand during the coming decade. They will present regional industry and occupational projections to the council at the next meeting.

Lunch with Governor C.L. "Butch" Otter

Governor Otter thanked the council members for their service and outlined plans for his administration. He indicated that he enjoyed the opportunity to meet with members as a group and encouraged them to continue meeting together. He invited questions from the audience and stayed for photographs with members of each council.

During the luncheon, Idaho Commerce & Labor Director Roger B. Madsen presented Con Pete Paulos of Jerome with the agency's "Friend of Idaho" award, recognizing a long history of service to the state and his community. "Truly successful people do not set out to be important, they set out to do important things," Madsen said in recognizing the businessman's contributions during the recent meeting of the Economic Advisory Council and other councils advising the department on key policy issues.

Workforce Development Council Business Meeting

Steve Ahrens, acting chair, called the meeting to order. He thanked Karen McGee for her hard work for the council and wished her well in her new position as the education policy adviser to Governor Otter. Mr. Ahrens said that he, too, will be resigning from the council with his plans to retire. The process for naming a new chair and perhaps additional council members is under way.

Consent Agenda

Minutes of Sept. 11, 2006. Mr. Ahrens requested approval for the minutes of the Sept. 11, 2006, meeting. As there were no corrections, Dave Whaley moved and Dene Thomas seconded the motion to approve the minutes as written. Motion passed unanimously.

Eligible Training Provider List, Transmittal #1. The chair asked Cheryl Brush to present Transmittal #1, which asks the council to approve the addition of various training providers to the Eligible Training Provider List. Cheryl explained this list is required by law. Only providers on this list can be used for Workforce Investment Act-sponsored training. It has been maintained since WIA's implementation, and the motion today is to add new names to the current list. There was little discussion. Dwight Johnson moved and Betty Kerr seconded the recommendation to add the listed names on Transmittal #1 to the Eligible Training Providers List. Motion passed unanimously.

State Board of Education Key Initiatives

State Board of Education Executive Director Dwight Johnson presented information concerning the southwestern community college effort and other board initiatives that will be presented to the Legislature this year. He said there were two themes running through these items – access to and affordability of a college education and preparing students for a successful higher education experience. The community college effort is proceeding. It will take a 66.67 percent majority of those voting to pass an election to create a community college district which is proposed to be Ada and Canyon counties. Governor Otter is proposing a \$5 million appropriation to any newly formed community college district. Steve Ahrens asked how a new community college would get started. Dwight replied that plans are being made to eventually transfer the Boise State University professional-technical programs and start some academic programs at Boise State West that would be community college programs. Con Paulos asked why an existing community college couldn't expand its programs into the area. Dwight said the board strongly wants a community based college with a local board of trustees.

The board will be proposing an expansion of the needs-based scholarship program by requesting an additional \$38 million appropriation into the endowment fund which will yield \$2 million a year in scholarships. The board also is looking at an early intervention plan that would match a scholarship to staying in high school. The Gear Up grant of \$18 million Idaho received is for a scholarship program much like the board's proposal but is limited to the Title 1 schools. Dr. Jim Schmidt asked if these scholarships are limited to academic students. Dwight replied no—all college programs are open to qualified students.

Dwight then turned to the board's proposed rules concerning high school graduation requirements. He said the proposed rules still include more mathematics and science requirements but the specific requirements are changed from last year's in order to gain acceptance. The board and staff held numerous meetings around the state last summer, and rules have been retooled to meet objections encountered last year. For example, the rule will state that three years of math are needed to graduate, but one year can be met through another course that has substantial math content. A senior project or paper will still be necessary. These requirements start with the class that graduates in 2013. The rules have passed both houses, but the cost items that need to go to the Joint Finance-Appropriations Committee are estimated to be \$13 million a year. A final proposal is a

teacher loan offset. Because there is a need for more teachers, a new teacher's student loan could be offset 20 percent per year for teaching in the state.

A general discussion of various secondary and higher education followed. Millie Flandro noted that the cost of college text books is very high and this is a burden on high schools that provide advanced placement courses for students and could be a barrier to expanding advanced placement to more school districts. Dr. Schmidt thinks the new requirements are good, but those and federal requirements for "highly qualified" teachers are vague or undefined. Dr. Sue Arnold asked Dwight if the board had considered other loan forgiveness alternatives. Dwight replied the board had and settled on the one being proposed. Dr. Dene Thomas stated that Idaho finally gets the fact that education and economic development are connected and she supports the entire package. However, she thinks there still needs to be an emphasis on remedial education for students who are not keeping pace.

Jim Schmidt moved and Dene Thomas seconded that the council voice support of the Board of Education's legislative proposals. The motion passed unanimously.

Idaho Commission on Aging's Older Worker Coordinator Melinda Adams Honored

Idaho Commission on Aging Administrator Lois Bauer announced that Melinda Adams, the commission's state older worker coordinator, will receive the national Dorothy Bauer award from the National Council on Aging on Feb. 6. She noted that it has been several years since the national council has recognized an individual worthy of the prestigious award for outstanding accomplishments assisting older workers maintain their presence in the work force. Ms. Adams acknowledged that her efforts to assist older workers would not have been possible without the support of Ms. Bauer, the council and Idaho Commerce & Labor staff.

Legislative Update

Cheryl Brush announced that a continuing resolution is likely to extend WIA funding until the end of the program year, which currently is the best scenario for the state since both the House and Senate show significant budget cuts. The House passed a minimum wage increase while the Senate is waiting to review several bills, including Work Opportunity Tax Credit reauthorization and the Higher Education Act. The Senate's new WIA proposal may carry over from the previous session's version while the House is expected to present a new version. Both bills will likely include language addressing more oversight of the U.S. Labor Department and opposition to its proposed rule changes perceived by some as a means of circumventing statutory changes.

At the Sep. 11, 2006, council meeting, \$300,000 was approved for a manufacturing grant available to help fill skill shortages in the industry. Several skill panels were started throughout the state, including one at Boise State. These should be a vehicle for industry, particularly manufacturing, to identify its needs.

Dr. Thomas stated that training can be provided to participants, but the graduates may choose to pursue a career outside of Idaho. She cited the great demand by local dentists for Lewis-Clark State College's dental hygienist program. However, many of the program's graduates have chosen to relocate outside the area where they are offered a higher wage.

Ms. Brush continued that Idaho has not yet received a notice regarding its application for a \$1.7 million disability navigator grant. However, it is anticipated that an announcement will be made in the near future. Staff will e-mail the link to "The Tough Choices" report recently issued by the Commission of Skills of the American Workforce from the National Center on Education and the Economy.

State of the Workforce Report, Transmittal #2

Cheryl Brush presented the draft of *Idaho's Workforce Report*, which includes a program survey that highlights most of the state's work force development programs. The survey identifies the governance, planning and public involvement, program customers and eligibility, program funding, services, measures and outcomes of the program. Ms. Brush asked the council for guidance on completing the report and whether to include the comprehensive data on work force programs, identify executive orders, regulations, goals, Policy Academy activities and other recommendations.

Program Year 2007 WIA Service Strategy, Transmittal #3

Idaho Commerce & Labor's Employment & Training Administrator Leandra Burns presented three staff recommendations for work force program funding:

1. Continue with existing format
2. Reserve 100 percent of WIA funds for Idaho Commerce & Labor to provide services
3. Issue a request for proposal to address possible unmet needs

Ms. Burns described the options to the council and noted that staff recommended the first option. Lois Bauer moved to accept the staff recommendation; seconded by Dene Thomas. Council members asked if WIA service providers were made aware of the performance requirements. Ms. Burns responded that performance levels are addressed with service providers prior to contracting with the state and are also included in their contracts. Motion passed unanimously.

Carl D. Perkins Career and Technical Education Improvement Act of 2006, Transmittal #4

Professional-Technical Education Administrator Dr. Mike Rush provided a status report on the reauthorized Carl Perkins Act signed into law in August 2006. The new law requires a new six-year State Plan for FY2008–FY2013 but allows for an interim FY2007 plan. The state is developing a transition plan that includes gaining input from a wide

variety of stakeholder groups. Public hearings and formal coordination activities will be conducted as the Division of Professional-Technical Education completes its full state plan development process.

Dr. Rush summarized some of the important provisions of the new act, focusing on those that relate to performance standards and flexibility in the use of funds. The plan will combine Tech Prep and Basic State Grant funds to better integrate the two programs. The technical skill attainment aspects of performance standards should be aligned with industry recognized standards, not just a count of successful program completers.

Set Next Meeting

Steve Ahrens suggested March 20 as the date of the next full council meeting. That date was agreed upon. Therefore, the next meeting is slated for Tuesday, March 20, 2007, at The Grove Hotel in Boise.

New Business

Con Paulos suggested a topic for the next meeting be a study of the state's work force shortages.

3:50 p.m. Adjourn

10 a.m.

Workforce Development Council
Members:

Steve Ahrens
Dick Armstrong (absent)
Sue Arnold
Lois Bauer
Kara Besst
Joe Burgoyne
John Currin (absent)
Millie Flandro
Tom Hally
Cindy Hedge
Dwight Johnson
Betty Kerr
Alex LaBeau
Roger Madsen
Shirley McFaddan (absent)
Patrick Minegar
Jan Nielsen
Kirby Ortiz
Con Paulos
Jim Schmidt
Donald Smith
Dene Thomas
Dave Whaley
David Yoder

Economic Advisory Council
Members:

Jody Tremblay, Chair
C. J. Buck
Tim Komberec
C. Lloyd Mahaffey
Betty J. Swanson

Idaho Rural Partnership
Members:

Pat Barclay
Nancy Bergmann
Trent Clark, Co-Chair
Errol Covington
Debbie Dane
Mike Field
Joe Herring
Farhana Hibbert
Donna Pence
Lorraine Roach
Dick Smith
Ashley Thompson
Katrin Thompson
Rick Tremblay

Visitors:

Jim Adams
Melinda Adams
Susan Baca
Phil Bandy
Rico Barrera
Carol Brasseley
Stan Brings
Cheryl Brush
Leandra Burns
Terry Butikofer
Susan Choate
Sue Cook
Gail Cushman
Brian Dale
Sharon Deal
Don Dietrich
Dale Dixon
Robin Dyck
Cheryl Engel
Jay Engstrom
Sam Greer
Dave Hanchett
Janell Hyer
Scott Johnson

Tom Kilijanek
Debra Klimes
Vallery Klitch
Brady Kraft
Dustin Kuck
Jack Lance
Dale Langford
Richard Ledington
Arthur Lindberg
Pam Lund
Mark MacLennan
Pat Madarieta
Kent Mallory
John Martin
John McAllister
Shelly McCoshum
Sue Payne
Patti Rains
Brent Reinke
Becky Rios
Kristyn Roan
Mike Rush
Kathleen Simko
Richard Sims
Georgia Smith
Beth Sparks
Ann Stephens
Alice Taylor
Brent Tolman
Roy Valdez
Nancy Vazquez
Mark Whitworth

1:30 p.m.

Workforce Development Council
Members:

Steve Ahrens
Dick Armstrong (absent)
Sue Arnold
Lois Bauer
Kara Besst
Joe Burgoyne
John Currin (absent)
Millie Flandro
Tom Hally
Cindy Hedge
Dwight Johnson
Betty Kerr
Alex LaBeau
Roger Madsen (at EAC meeting)
Shirley McFaddan (absent)
Patrick Minegar
Jan Nielsen
Kirby Ortiz
Con Paulos
Jim Schmidt
Donald Smith
Dene Thomas
Dave Whaley
David Yoder

Visitors:

Jim Adams
Melinda Adams
Susan Baca
Rico Barrera
Carol Brassey
Stan Brings
Cheryl Brush

Leandra Burns
Terry Butikofer
Susan Choate
Sue Cook
Gail Cushman
Robin Dyck
Cheryl Engel
Jay Engstrom
Bob Fick
Sam Greer
Dave Hanchett
Janell Hyer
Scott Johnson
Tom Kilijanek
Debra Klimes
Vallery Klitch
Brady Kraft
Dustin Kuck
Pam Lund
Mark MacLennan
Kent Mallory
John McAllister
Shelly McCoshum
Sue Payne
Kristyn Roan
Mike Rush
Kathleen Simko
Georgia Smith
Ann Stephens
Alice Taylor
Brent Tolman
James Turner
Bob Uhlenhott
Roy Valdez
Nancy Vazquez
Mark Whitworth
Cyndie Woods