

WORKFORCE DEVELOPMENT COUNCIL

Minutes of September 17, 2002

Welcome

Chair Karen McGee called the Council to order at 9:00 a.m. and welcomed everyone who traveled to the meeting in Idaho Falls. She acknowledged Dr. Miles LaRowe who so graciously extended the invitation for the Council to meet at Eastern Idaho Technical College and introduced staff who will assist us throughout the day with their technical expertise.

Linda Milam, Mayor of Idaho Falls, welcomed the Council to Idaho Falls and eastern Idaho. She noted that Idaho Falls is going through an economic transition and that the new economy would be less reliant on the natural resource employment and more involved in value-added agriculture, light manufacturing and high tech opportunities. She noted that she respected the work of the Council and she thanked the Council for making the effort to visit the Idaho Falls community.

Consent Agenda (Transmittals #1 and #2)

Jerry Beck moved and Gary Mahn seconded to accept the consent agenda, including the minutes of the June 20, 2002 meeting, the Eligible Training Provider Update (Transmittal #1) and the American Careers Parent Edition Update (Transmittal #2). The motion passed unanimously.

Report from the Chair

Chair Karen McGee reported that she served on a panel at the Hispanic Issues Forum to discuss the public-private partnership in meeting the needs of Idaho citizens and business. She noted that she would also be making presentations to representatives of INEEL and the Delaware Workforce Investment Board about the "White Paper" developed by the National Chairs Association. In her last meeting of the chairs, she had the opportunity to visit with Deputy Secretary Bill Comden of Education about the importance of K-12 in building a quality workforce.

Report from the Department of Commerce

Gary Mahn shared remarks about the Idaho economy noting that job growth had slowed and unemployment had risen from 4.9 to 5.3 percent between August 2001 and August 2002. Regarding the high tech sector, he remarked that while our largest employer, Micron, is maintaining, many other mid-sized companies are restructuring. He added that agriculture is relatively stable, while tourism is tracking down. He remarked that we need to be more entrepreneurial in everything we do. He shared that Modelo would be breaking ground in a month and that along with Anheuser Busch, it would result in more

than \$40 million in barley purchases. He offered that while Canada and other states were offering more incentives, our leadership attracted the company to Idaho.

Gary remarked that technology will lead us out of the recession, noting recent successes with Dell Computers. Health care will also continue to have high demand. Both industries will require vocational technical education for preparing their workforce. Those industries that emerge will be looking for new workers. He cited the INEEL as one of only nine national research laboratories in the country. Gary remarked that business is having difficulty communicating their needs for the workforce. Gary closed by saying the Idaho Rural Partnership would help us coordinate our efforts.

Chair McGee added remarks about the outstanding reputation of Idaho and suggested that the Council would have a presentation on the Idaho Rural Partnership. She thanked the Idaho Department of Labor for being willing to partner.

Millie Flandro expressed concern about how to get the needed improvements in K-12 and postsecondary education with the available dollars. She cited the commitments needed for standards and improving science and math. Chair McGee noted that Idaho is ahead of other states in requirements for math and reading and that science would be added by 2007. Millie warned that we must bring educators to the table and not overwhelm them with too many new requirements at once.

A discussion followed that the standards are intended to prepare students to meet business needs. Dave Whaley cautioned that we should not drive wages down to other countries' standards and that we need to support education to avoid that. Jerry Beck added that education is economic development and we need to identify how to fund it to meet business needs. Gary offered that we need to be willing to talk with our existing businesses. He also said Dell is hiring for the third round and that the College of Southern Idaho is unable to train enough employees fast enough; others will need to be recruited from other regions. The Simplot workers are anticipated to need 18 months of training.

Presentation from USDOL

Shelia Jones presented Roger Madsen with the Region VI Leadership Award. Roger thanked the Regional Office, Council and partners for assisting the Department of Labor in achieving its objectives. Council members extended their congratulations.

Application to NGA Policy Academy

Allison McClintick summarized the 21st Century Workforce Academy process and advised the Council that Idaho had applied for participation. She said the NGA would select up to six states to participate. Idaho is proposing to improve its workforce and education system by building on the K-12 standards and will use efforts in the health care and science and technology sectors to improve responsiveness to business demands for skilled workers.

Report from NGA Meeting

Max McClintick reported that he had attended a recent meeting of NGA State Council Chairs in Chicago with Karen McGee and Allison McClintick. Among the points of discussion at this meeting were that workforce development systems need to focus on existing workers, not just the unemployed population, that workforce development needs to be more fully integrated with K-12 education, and that the efforts of the nation's workforce development efforts need to be marketed better. Max added that he had been appointed to a national marketing committee by Chair McGee and that those attending the meeting toured a local Job Corps Center, which was very impressive. Max complimented Karen's leadership of the Council Chairs' Association and Karen in turn applauded the partnering efforts taking place in Idaho.

Department of Correction's Offender Reentry Initiative (Transmittal # 3)

Doug Gray, Idaho Department of Correction, reported that the Departments of Correction and Juvenile Corrections had jointly received \$2 million from the U.S. Department of Justice to facilitate successful reentry of serious and violent offenders into society upon completion of incarceration. The target populations for this grant are adult and juvenile offenders whose criminal histories and assessed risk factors indicate likely perpetuation of a cycle of crime, incarceration, parole violation/new crime and re-imprisonment and who are eligible for release from incarceration within three years. The program will operate in southwest Idaho and will serve approximately 200 inmates, 1/3 of whom will be juveniles, with 2/3 being adults; funding for the two populations will be shared in this same ratio.

Services will be offered in three phases – the institutional phase, while the inmate is still incarcerated and where assessment will begin; the transition phase, which will consist of supervised efforts directed toward obtaining employment, housing, and support services; and, the sustaining phase, at which point the offender is expected to be free from supervision and a contributing member of society.

Doug reported that each offender will be assessed for his/her need for a menu of 11 program elements and that the correction system will need to partner with other agencies/organizations, including workforce development entities, to ensure that these program elements are available as needed. He added that two "reentry parole officers" will be hired to mentor adult offenders upon release from incarceration and that "resource brokers" will be used for juvenile offenders.

Doug then asked for a statement of support from the Council indicating that the workforce development organizations represented on the Council are willing to cooperate with the correctional system in the operation of this program. **Lois Bauer moved that the Council agree to partner with the correctional system on this grant and continue working with the system as grant activities unfold. Janet Aikele seconded the motion, which was then passed by the Council, with one member opposed.**

DHW High Performance Incentives

Lynn Holmes, substituting for Director Karl Kurtz, announced that the Idaho Department of Health & Welfare (IDHW) was notified recently that Idaho is one of the top 10 performing states in each of four work measures related to moving welfare recipients to work and sustaining their success in the workforce. These measures are job entry rate, success in the workforce rate (combination of a job retention rate and an earnings gain rate), improvement in the job entry rate, and improvement in the success in the workforce rate. As a result, the IDHW received a bonus of \$1,080,734, which must be used to carry out purposes of the TANF program, including a range of supportive services to overcome barriers to employment and self-sufficiency.

In Idaho, 47% of unemployed adult welfare recipients entered the work force in fiscal year 2000, compared to a national figure of 46%. The program that accounts for these results is the Enhanced Work Services program, which serves at-risk families who need intervention to succeed in the workplace, mandatory cash assistance recipients, and certain non-custodial parents. The budget for this program each year is \$6.7 million, of which \$5 million comes from the federal government.

Janet Aikele–Virtual Education

Janet Aikele provided an overview of the Idaho Virtual Academy. The Idaho Virtual Academy is a web-based public charter school that brings together parents, educators and the community to provide excellent education for children at home. The Butte County School District approved the charter for the Academy in April 2002. The Academy offers a comprehensive curriculum for grades K through 5 and will add grades 6 through 12 in the future. The Academy is affiliated with the K12 Education for a Lifetime program that is directed by former U.S. Secretary of Education William J. Bennett. K12 aims to provide an education equal to or better than America's best private or public schools. The program emphasizes parental involvement, academic fundamentals and a comprehensive curriculum involving online and offline activities.

The Idaho Virtual Academy includes K12 curriculum in six subjects–Language Arts, Math, Science, History, Art and Music; a computer system and internet connection at no cost; all instructional materials; access to an experienced teacher for guidance, support and advice; and optional educational outings to enhance lessons and build a sense of school community. The Academy is publicly funded, so there is no tuition. The program involves regional certified teachers who have a ratio of approximately 50:1 with students. The parents involved in the project need to be available between 5-6 hours per day.

Janet indicated that virtual education will not replace existing schools but that the Academy offers an exceptional opportunity for families interested in an alternative education approach. The J.A. and Kathryn Albertson Foundation have awarded the Academy a \$1 million grant.

Eastern Idaho Technical College (EITC)

Dr. Miles LaRowe, President of EITC, and Cheryl Falconer, Director of Career Placement and Recruitment at EITC, provided an overview of Eastern Idaho Technical College. Cheryl explained that EITC's mission is Technical Education, Workforce Training, Community Education and Adult Education.

Eastern Idaho Technical College provides high-quality educational programs that meet the diverse needs of the citizens of its nine county service area and the State of Idaho. The goals of the school include providing postsecondary vocational-technical education for students who plan to enter fulltime employment after completing a one- or two-year curriculum, offering customized training programs in current and emerging technologies, providing continuing education via credit and non-credit courses and seminars, participating in the economic development of the service area, and offering developmental programs in Adult Literacy, General Educational Development, Adult Basic Education, and English as a Second Language.

The Technical Education programs include Business and Office Programs, Health Care Programs and Trade and Industry Programs. The Business and Office Programs have an 89 to 100% placement rate, the Health Care Programs have a 92 to 100% placement rate and the Trade and Industry have had a 100% placement rate for the last six years. Dr. LaRowe noted that the overall placement rate has increased between 7 and 9% in the last three years and of those employed 5% are outside Idaho with 95% employed in Idaho. Over 90% of those employed are working in the Idaho Falls region.

During FY 2002 EITC had 1,397 students enrolled in credit programs, 6,026 in Workforce Training, 932 in community education programs and 1,186 in Adult Basic Education. To date, EITC has been involved in eight Workforce Development Training Programs.

INEEL Science and Technology

Dr. Billy Shipp introduced background on INEEL noting that Idaho has one of only nine laboratories in the country and that no new labs have been created in 32 years. He said that any state with a national laboratory has a distinct advantage. The INEEL was identified last summer as a nuclear energy research lab returning it to its historical role. The consortium is to design newer, safer reactors. The strongest asset is the nuclear engineering capacity. He expects to receive up to \$400 million through 2007, and up to \$515 million through 2012. After that the INEEL anticipates a fairly sharp decline of between \$200-\$300 million. Work on national security and cleanup will remain important.

There is a great need for a skilled workforce that requires continuing education for the full spectrum of workers from technicians to PhDs. Dr. Shipp said it was becoming more difficult to find PhDs and that 800,000 science and engineering jobs go unfilled each year. He reported that we are losing the top 10% of our graduates from the state and need

to find a way to recruit our workers back to the state. He also suggested that science and math teachers need to gain real life experience in order to teach the subjects.

Dr. Shipp shared information on the report of the Science and Technology Advisory Council which he chaired. He cited Idaho's strengths in education and research and said that high tech employs 10% of the workforce but provides one-sixth of the payroll in the state. Idaho has three times the national average in filing of patents. He indicated that nearly 40% of gross state product is from science and technology with salaries at 110% higher than other private sector employers. The quality of the workforce is the number one issue in attracting new business.

From the report Dr. Shipp noted that we need to ensure that all students are proficient in math by 8th grade, we need to expand the numbers of students taking science and math and promote it to parents and students, double the number of students graduating in engineering and encourage students to return from out of state. In response to questions from the Council, he said the highest risk activity will be completed by 2012.

Jobs for Idaho's Graduates (JIDG)

DeAnn Wilson provided an update of the local JIDG program located at New Horizon High School, noting that there are currently 10 students in the program. She added that community service is a cornerstone of the programmatic focus at New Horizon, which fits well with the leadership activities of the JIDG model. Wyeth Aitken, a student at New Horizon and a JIDG participant, reflected upon his experiences in the program.

Region V Activities

Bob Perky, staff to the Southeast *Idaho Works* Board, informed the Council of an opportunity that has become available to southeast Idaho through the Northwest Area Foundation, a private foundation started by the Great Northern Railroad. Four communities throughout the United States have been selected to develop a strategic plan to alleviate poverty in their communities; one of the four will be selected to receive \$10 million over 10 years to implement their plan. The foundation has provided \$600,000 to the 16 counties and the Shoshone Bannock Tribal Organization in southeast Idaho to develop the strategic plan over an 18-month period. Bob commented that the entities involved have demonstrated an extremely high level of cooperation as they have worked toward developing the plan and have decided as a group that even if they do not receive funding, they will pursue the goal of alleviating poverty locally.

Bob also reported that as a result of the severe shortage of skilled health care workers in Region V, the Southeast *Idaho Works* Board is joining ISU for a strategic planning session to bring resources together to address this shortage. Health care providers, other local *Idaho Works* Boards, colleges, and interested members in the community are being invited to a Rural Health Care Summit later this fall.

Bob concluded by complimenting the Pocatello Job Service for their outstanding service to both job seekers and business and for their high performance during the last program year.

Sarah Jackson, Pocatello Job Service, provided a summary of the SWEET project - Senior Women Experience Educational Transition, a program which began in 1994 to assist pregnant and/or parenting teens to graduate from high school and enter into postsecondary education and/or employment. The project is intended to take students out of a traditional environment and explore options beyond high school and is a joint venture among Job Service, ISU, School District #25, the Department of Health & Welfare, the Center for New Directions and the ISU Early College Program. In this program, students explore careers including non-traditional occupations through business tours, presentations, and career fairs and other workforce development services. Seniors successfully completing SWEET receive an English 12 credit and Career Awareness credit to use towards high school graduation. They also receive 2 College of Technology credits: Study Skills and Writing.

Rich Watson, Pocatello Job Service, summarized the office's contract with the Idaho Department of Health & Welfare to provide the "Work First" program, which began in 1998 as a result of the Welfare Reform Act of 1996. The program has grown every year and currently the Region V contract calls for \$774,000 and a staff of 12 FTE's to assist eligible welfare recipients with employment related services in order to successfully enter the workforce and attain self-sufficiency. It is estimated that the program will serve 1,500 people this year, 635 of which are currently on-board. Approximately 45% of eligible participants have been placed in employment.

Rich attributed much of the success of the program to the high level of collaboration among area partners and noted that the Southeast *Idaho Works* Board has played a key role as has Idaho State University.

Region VI Report

Terry Butikofer introduced Jim Bowman, President of the Eastern Idaho Economic Development Council, and Kayla Jensen of Job Service. Mr. Bowman said that the organization is one of the largest non-profits in Idaho with 16 partners. Their vision is to create a high tech corridor in seven eastern Idaho counties in Regions V and VI. For the long term, they are trying to create an environment that attracts high tech companies. He identified a long list of assets in the region that will attract and support high tech companies. He also demonstrated the web portal which was the recipient of an economic development award. More information on the project can be found at www.eastidaho.org.

Kayla Jensen reported on the WIA Science Action Teams where WIA students compete to work at positions at the INEEL during the summer. The students learn math and science skills and learn about jobs on the site. She shared many student projects

including developing a TV show, mapping well sites, performing auto mechanics on the site, event planning, designing athletic shoes and more.

New Business

Chair McGee announced that staff will get a couple of dates out to Council members. She mentioned that the Legislative Session would start January 7 or 8, 2003. She proposed the Council meet on the second Monday or Tuesday in January.

The meeting adjourned at 4:45 p.m

Attendance:

Workforce Development Council
September 17, 2002

Council Members:

Steve Ahrens
Janet Aikele
Lois Bauer
Jerry Beck
Richard Cortez (absent)
Coleen Erickson
Millie Flandro
Emma Gebo
Jim Hawkins (absent)
Cindy Hedge
Shirley Spencer, for Marilyn Howard
Karl Kurtz (absent)
Roger Madsen
Gary Mahn
Max McClintick
Karen McGee
Ruth Rathbun
Charles Ruch (absent)
Jim Soyk (absent)
Shirley Stensgar (absent)
Gary Stivers (absent)
Dave Whaley

Guests:

Wyeth Aitken
Robert Bodily
Jim Bowman
Cheryl Brush
Terry Butikofer
Susan Choate
Louis Christensen
Nate Covington
Pat Debban
Margo Dial
Jay Engstrom
Lee Fields
Cass Fonnesbeck

Laura Gleason
Doug Gray
Sam Greer
Larry Hertling
Richard Holman
Lynn Holmes
Sarah Jackson
Kayla Jensen
Shelia Jones
Miles LaRowe
Jacque Larsen
Ivan Leonhardt
Allison McClintick
Candy McElfresh
Linda Milam
Chuck Mollerup
Brett Nelson
Mike Oldans
Bob Perky
Steve Porter
Lew Rodriguez
Andy Rodriguez
Mike Rothwell
Ethna Scaraglino
Bill Shipp
Shirley Silver
Val Slagowski
Cheryl Smith
Jessica Sotelo
Russell Spain
Ann Stephens
Alice Taylor
Deb Thompson
Tony Varilone
Wade Virgin
Rich Watson
Judy Welker
Todd Wightman
DeAnn Wilson