

**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
Executive Director



**Deni Hoehne**  
Chair

**John Young**  
Vice Chair

## WORKFORCE DEVELOPMENT COUNCIL

514 W. Jefferson St., Boise, Idaho 83720

**Date:** Wednesday, December 14, 2022

**Time:** 9:00 AM – 2:00 PM Mountain Standard Time

**Location:** In-Person/Zoom

Len B. Jordan Building, Clearwater Conference Room

650 West State Street, 3rd Floor, Boise, ID 83702

<https://us06web.zoom.us/j/84374616238?pwd=VFE4dlBzdUpZOG8vZmw1SExnWURXdz09>

Passcode: 528615

### WORKFORCE DEVELOPMENT COUNCIL

#### AGENDA

##### \*Action Required

9:00 – 9:15 am	Welcome <ul style="list-style-type: none"><li>• Roll Call &amp; Introductions</li><li>• *Review/Approve Agenda</li><li>• *Approve Minutes from September 21, 2022 Meeting</li></ul>	Deni Hoehne, Chair
9:15 – 9:30 am	Budget Report & Launch Spending Update	Wendi Secrist
9:30 – 10:00 am	One Stop Committee Items <ul style="list-style-type: none"><li>*WIOA Policies</li><li>*American Job Center Branding</li></ul>	Jane Donnellan, One Stop Committee Chair
10:00 – 10:30 am	Micron Expansion Update from Governor's Office	Bobbi-Jo
10:30 – 11:00 am	*Micron Employer Grant Exemption Request	Wendi Secrist
11:00 – 11:30 am	*Leading Idaho Investments	Wendi Secrist
11:30 – 11:45 am	Break	
11:45 – 12:30 pm	WDTF Evaluation – are we asking the right questions?	Wendi Secrist
12:30 – 12:45 pm	*Preceptor Incentive	Wendi Secrist
12:45 – 1:00 pm	Child Care Expansion Grant Update	Sarah Griffin, Child Care Committee Chair

1:00 – 1:45pm	Chair's Report Executive Director Report	Deni Hoehne, Chair Wendi Secrist
1:45 – 2:00 pm	Chair's Closing Remarks 2023 Meeting Schedule <ul style="list-style-type: none"> <li>• March 15, 2023</li> <li>• June 7, 2023</li> <li>• September 13, 2023</li> <li>• December 13, 2023</li> </ul>	Deni Hoehne, Chair
2:00 pm	Adjourn	

*Reasonable Accommodations for Persons with Disabilities: Please send requests three days prior to the meeting to Paige Nielebeck, Idaho Workforce Development Council, 208-488-7567, or [paige.nielebeck@wdc.idaho.gov](mailto:paige.nielebeck@wdc.idaho.gov).*

# September 21, 2022

## Meeting Minutes

**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
*Executive Director*



**Deni Hoehne**  
*Chair*

**John Young**  
*Vice Chair*

## **WORKFORCE DEVELOPMENT COUNCIL**

317 West Main Street, Boise, Idaho 83735-0510

### **Meeting Minutes**

**Date:** Wednesday, September 21, 2022  
**Time:** 8:00 a.m. – 4:15 p.m. (Pacific Time)  
**Location:** Lewis-Clark State College

**Council Member Attendees:** Deni Hoehne, Anna Almerico, Ben Davidson, Bill Reagan, Brian Cox, Clay Long, Dave Hannah, Heather Nunamker (proxy for Hope Morrow), James Smith, Jane Donnellan, Janie Revier, Jeff Greene, Jennifer Palagi, Joe Maloney, John Young, Kelly Kolb, Linda Clark, Liza Leonard, Lori Barber, Lori McCann, Marie Price (proxy for Tom Schultz), Matt Van Vleet, Michelle Stennett, Oscar Evans, Russell Barron, Sarah Griffin, Sean Coletti, Sergio Mendoza, Sherry Maupin, Tom Kealey

**Staff:** Caty Solace, Wendi Secrist, Paige Nielebeck

**Guests:** Teresa Pitt, Dodd Snodgrass, Misty Sullivan, Kellye Sharp, April Stanford, Heather Leach, Terry Butikofer, Vicki Isakson, Janet Pretti, Angela Hayes

\*Workforce Development Council is hereafter referred to as WDC.

**Call to order at 8:00 a.m.**

**Welcome**

**Roll Call/Introductions** – Quorum Met

#### **\*Review/Approve Agenda**

Unanimous consent request by Ms. Revier to approve the agenda as presented. Second by Mr. Evans. There were no objections.

#### **\*Approve Minutes from June 8, 2022 Meeting**

Unanimous consent request by Ms. Revier to approve the June 8, 2022 Meeting minutes as written. Second by Mr. Greene. There were no objections.

## Budget Report

### WORKFORCE DEVELOPMENT COUNCIL

Fiscal Year 2023 Budget

For the Period July 1, 2022 - August 31, 2022

WDTF				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 480,800	\$ 76,468	\$ 404,332	16%
Personnel	\$ 480,800	\$ 76,468	\$ 404,332	16%
Administrative Services & Supplies	\$ 6,000	\$ 553	\$ 5,447	9%
Communication Costs	11,349	17,998	(6,649)	159%
Computer Services & Supplies	26,100	4,457	21,643	17%
Contracts, Events & Other Council Activities	7,250	48,929	(41,679)	675%
Employee Development, Memberships & Subscriptions	18,000	-	18,000	0%
Employee Travel Costs	532,551	30	532,521	0%
Rentals & Operating Leases	61,000	773	60,227	1%
Government Overhead & Insurance	6,750	6,460	290	96%
Operating Budget	\$ 669,000	\$ 79,200	\$ 589,800	12%
Grand Total	\$ 1,149,800	\$ 155,668	\$ 994,132	14%

Trustee and Benefits	Beginning Balance	Disbursements	Ending Balance
Grant Reimbursement(s) Spending Authority	\$ 7,384,500	\$ 321,890	\$ 7,062,610

#### Discussion:

There was a mistake on the budget report. The Travel and Contracts, Events, and Other Council Activities categories were switched. Please see the corrected document.

#### FY24 Budget Request

Please see the attached document.

#### Discussion:

Are the WDC child care funds the same as the ELAC Funds?

- The ELAC funds are funded through the Association for the Education of Young Children. The WDC is coordinating with them and Health & Welfare to support child care providers; however our grants are distinct from the standpoint that they are to expand to create new seats for children in Idaho.

#### Launch Update

Ms. Secrist reviewed the Idaho Launch Update. Please see attached document.

#### Discussion:

What makes up the transportation section?

- It is mostly made up of CDL's. There are a few forklift operators.
- Construction is primarily made up of the trades apprenticeship programs.

Describe the paramedic training.

- The paramedic program is a 15-month hybrid program with didactic and lab hours taught over the first twelve months and completion of externship during the final three months. The in-person portion is done at LCSC.

The Federal Government has recognized teaching as an apprenticeship field. The State Board is working on developing Idaho standards. This would be a grow your own kind of program where schools can take their paraprofessionals and make them teachers.

- There are some paraprofessional apprenticeship programs in Idaho already.
- The Council recognizes the need to identify more students in high school who might want to go down this pathway.

What percentage of individuals are going through the training and completing it?

- It is a high percentage. Only a handful have not completed their training
- Are we seeing more rural or urban participation?
  - We have looked at the breakdown by training institution. We can gather that information and get it to the Council.

Is there a mechanism to look at pending legislation that is going to require funding for training purposes? Counties are partnering together to look at EMT services training.

- It would be good to have that discussion. Having this type of funding go through Launch would simplify the delivery of it.
- The rural areas are having a really hard time finding fire and EMT employees. There is an environment to talk about this right now.

The unemployment rate for 16–19-year-olds is around 17%. It is important for the WDC to work on reaching this age and helping them find a career path. In Idaho we have a tight labor market and a low participation rate. A top priority is to figure out how to engage youth and reengage those who left employment to get them back into the workforce.

With the inflation in the economy, do we think we will see a dip in hiring?

- With our unemployment rate as low as it is and inflation being high, there is speculation that if we do have a recession, rather than having mass layoffs and having unemployment spike, the state may see a stall in growth.
  - In Idaho we will be more likely to see employees shuffle from an industry where there is a depression to a new industry.
  - Even if there is a slow-down in employment in one area of Idaho, there are other areas of Idaho that may still have high demand for those professionals. The mobile workers may be moving around the state.

### ***Innovative Workforce Development Alliances***

Mr. Phillips presented on Innovative Workforce Development Alliances. Please see attached presentation.

**Break: 9:45 a.m. – 10:00 a.m.**

### ***Breakout Groups***

The council broke out into groups.

Discussion:

What are the top three separate challenges and opportunities facing both Idaho's employers and job seekers as the state continues to emerge from the pandemic?

- Skills Gap
- Product of Inflation – Compensation Issue
- Job Seeker Expectations After COVID
- Affordable Housing
- Child Care
- Communicating and Connecting Workforce Opportunities and Growth
- Labor Shortage
- Physical Services Infrastructure (child care, broadband, etc.).
- Awareness of Education
- Lack of people in the workforce
- Potential Recession
- Aligning Skills with what is needed
- Serving Underserved Populations
- Connecting Employers & Job Seekers
- Life Management
- Job Seeker Expectations (time, benefits, lack of loyalty, etc.)
- Gap in apprenticeships
- Comparative Pay

What current or planned WDC initiatives show the most promise that should possibly be sustained as is or modified and why/how?

- Launch
- Apprenticeship Programs
- Child Care Funding
- Grant Opportunities – enhance them and be more strategic
- TPM
- Outreach
- Sandpoint Workforce Housing Effort
- CTE in Elementary – enhance middle school presence
- Nepris – Next Steps Idaho Connections / Pathful Connect

- CNA Programs
- Industry Sector Grants

How should the WDC measure impact and success of these initiatives?

- Number of Participants in the Programs
- Wage Gains
- Number in the Workforce
- Employer Feedback (survey)
- Number of parents returning to workforce (child care)
- Demographic and Workforce Segmentation
- Continue to develop robust data by program
- Regional Perspective on Effectiveness
- Employment and Retention Data
- Awareness of WDC programs
- Rubrics

Based on the information presented today, are there any new initiatives the WDC should explore further and consider and if so, why?

- Stick with what we do and do it better
- Assisting Incarcerated Individuals
- Expand communications – more employers understand the WDC
- Find more workers that are already living here
- Technology Development that supports all sides of employment
- Strategizing for Sustainability
- Underserved Populations (minorities, incarcerated, individuals with disabilities, etc.)
- Small and Medium Businesses in Idaho
- Cybersecurity/Semiconductor
- Remote Work
- Rural Areas of Idaho
- Broadband
- Increase Communication with Legislators

Rural areas cannot accomplish a portion of this because of broadband issues. The state does have some funding for broadband, but the federal monies are too restrictive to be used in many parts of Idaho. It is imperative for continued growth in these areas.

### ***ARPA & Other Updates***

#### **\*Child Care Expansion Grant Policy Update**

Our first application window for the child care expansion grant closed on August 15.

- We received 46 applications for over \$26 million. We have two more application windows.
- We only have \$15 million to distribute.



- There is a significant need for quality child care in the State of Idaho.

Ms. Griffin reviewed the Child Care Expansion Grant Policy update. Please see attached document.

**Motion by Ms. Griffin to approve the Child Care Expansion Grant Policy as presented. Second by Ms. Price.**

How was the size of child care provider determined for this allowance?

- The update is specifically geared for small providers with limited access to lines of credit and other funding sources. The decision to extend a percentage of the total grant funds was based on licensing rules and the size of the business. Twenty-four children and under was the number decided on.

What is the size of these grant requests?

- Out of the 46 applications, 19 fit in the small category. No one is asking over \$1.5 million.
- Many of them are small requests. We are making sure we are doing this in a way that we are not putting too much funding out before we get evidence supporting the expenditures. We decided because of the variations of the requests to not put a cap on the total amount of funding that could be distributed up front.
- The policy allows up to \$15,000 per child so smaller providers could not request more than \$180,000 in advance.

What is the money for?

- It depends on the application. It can be to remodel, buy equipment or supplies, or for staffing costs or other reasonable expenses. The grant recipients are required to demonstrate a business model which reflects sustainability after funding.
- The WDC would be open to conducting a formal ARPA evaluation of the Child Care providers but we have not allocated funds to it at this time.
- The reality is that the smaller providers do not have the cash flow or the ability to get a line of credit. There is precedent, as the Idaho Commission on Arts does provide funding up front, but we have never done it. With ARPA funds, there are a lot of guidelines to follow. We want to try and be responsive to the smaller providers. IDHW does give a third of their child care ARPA grants up front.

There is a 50% match required. If 50% is required up front how does that work?

- The match can be in-kind or in cash so this will not make a difference. Whatever funding we award, they can request 50% up front.

Is there a maximum to any entity?

- It is \$15,000 per seat and no maximum on number of seats. We are very limited on funding though. This program only has \$15 million.

We know that there has been a lot of interest in this. Do we have a strategy to prioritize smaller facilities vs larger facilities?

- We have had great partnerships with IDHW, Idaho STARS, etc. They have been our vehicle to get information out about the Child Care Grant updates. Applicants will still have an opportunity to be considered if they applied before this policy change was made.
- We did reserve \$4 million out of the \$15 million for the smaller entities.

Given that the total amount of funding of the current applications far exceeds the allocated funding for these grants, why do we want to make the requirement more immediate?

- We do not want to unfairly fund larger entities that could potentially already afford it.
- We need smaller providers in Idaho.

We have known since day one that this would be a barrier and we have been very transparent with the applicants that if this was a huge issue, we would bring it up to the Council.

How do we determine who qualifies for 50% and who might qualify for a smaller percent?

- Approval for up front funding will be at the discretion of the Council (i.e. staff). They will have to demonstrate the need.

Is the Committee prioritizing disbursement across the state?

- The rubric that the committee developed and uses to score each application awards additional points to those in the worst child care desert areas in the state. For example, Adams County does not have any child care facilities at all.
- This helps us prioritize and weigh the applications.

What is our method for collecting if they do not follow through?

- We have only once had to ask for funding back and received it. We do have a process in place to require repayment of funds if they do not follow through.

Are there site visits or people following up to ensure they meet state standards?

- This is one of the things that goes into the scoring of the applications: we work with IDHW to check into reports of violations or complaints. They must prove to us that they are licensed to run their business. We will be monitoring once we award the grants. We have a representative who sits on the Committee who can review IDHW records and see if there is anything concerning with applicants. They can examine how they are using funds if there are any issues or concerns.

If the entity has been awarded a grant, why could they not go to a bank to get a loan to support cash flow? Why is that not an option?

- Banks will likely not consider a grant as collateral. Other larger businesses have more collateral than what small providers can offer.

Does the \$15,000 number need to be reassessed?

- Not every entity is coming in at \$15,000 per child. Since we have a policy in place and already have applications we should not reevaluate at this time.

Why are we offering 50% if IDHW is only offering 30%?

- It is just something the Committee agreed upon. We could align to the one third that IDHW offers. The concern is that 30% will not be enough.
- It is only “up to 50%”. It is not that every entity is going to request or get 50% up front. They will be required to document the need.

Ms. Maupin recuses herself from the vote.

**Motion carried.**

**\*One-Stop Committee AJC Branding Policy**

Ms. Donnellan reviewed the One-Stop Committee AJC Branding Policy. Please see attached document.

**Motion by Ms. Donnellan to approve the One-Stop AJC Branding Policy as presented. Second by Dr. Clark.**

What change does this mean for entities?

- The change is elevating the AJC tagline to be more at the top of documents and websites. This is to make it more visible.
- There could be significant cost associated with these changes. What are we going to get by elevating it?
  - This was a discussion within the Committee regarding the cost. The idea is that these changes will be made as the entity updates websites and publications. This shows a more prominent collaboration within the one-stop system itself.
  - The challenge this will address is that people do not know who the workforce system is and this makes it easier to connect the programs together.
  - This is not an immediate change. It will happen over time. We want to work towards a more common branding.

Who is this for?

- Job seekers and employers.
- More logos can make things more confusing.
- Having one logo for all entities is not possible at this time and we do not want to lose some branding for each entity.

This does not seem like a council level decision.

- This is required by USDOL for the state workforce board to approve.

Is it an option to bring this back up in December?

- Yes. The One-Stop Committee has been talking about this since April but it is something we can bring back up in December.

**Motion by Mr. Evans to table this discussion until the December Meeting. Second by Mr. Kealey.**

Ms. Secrist will have discussion with IDOL about this policy.

It would be helpful to have a presentation on this and know what this would entail, the cost, etc.

**Motion carried.**

**Original motion fails.**

**\*Policy Committee Preceptor Incentive Policy**

Ms. Secrist reviewed the Preceptor Incentive Policy. Please see attached document.

Discussion:

We are challenged with limited workforce funds. One of the struggles is with the practicality of funding programs that support higher level jobs when we have limited resources.

- There is an urgent need for healthcare professionals.

A nurse practitioner can work for their own business or a hospital, but to host a student they must provide on-the-job training which means they will see less patients. It is the additional workload for them to supervise the preceptor that is preventing them from offering this. The Preceptor Incentive Policy would offset their costs just like we do for apprenticeships. This incentive increases the ability of a healthcare agency to host a preceptor. The schools have been trying to line up preceptorships but there are a limited number of students that the providers can take on. If a student cannot complete their preceptorship, then the students stalls.

Idaho has the greatest number of medical deserts in the country. We are growing fast especially in retirees, which is going to overwhelm our healthcare system. The rural communities are the most in need. Is this directed to the big entities or to a certain level of facility?

- The cap of the \$10,000 is to limit the amount any one employer can get.
- We could ask the Policy Committee to look at how to target this to more rural communities. The Committee should bring data back on why these positions were the selected positions.
- It would be helpful to get some financial data on this. What the cost for the WDC could be.

**Motion by Dr. Clark to table the discussion until the December meeting to allow the Policy Committee to make changes to the policy. Second by Senator Stennett. Motion carried.**

***Cynthia Pemberton, LCSC***

Dr. Pemberton thanked the Council for coming to Lewiston and LCSC. LCSC has a deep connection to the work of the Council. They serve educational needs from GEDs up to graduates. At LCSC they say they

connect learning to life. They did a degree audit and looked at every associate and bachelor program to determine if they relate to real life. They all have a connecting experience required for their programs (internship, externship, etc.).

**Lunch: 12:00 p.m. – 1:00 p.m.**

### ***WDTF Updates***

#### **North Idaho College**

Ms. Isakson provided a WDTF update on NIC. Please see attached presentation.

Discussion:

Counties that don't have higher education facilities receive education funding for their residents. Individuals in Idaho need to be made aware of this pool of funds. It comes out of the State Liquor fund.

#### **Lewis-Clark State College**

- The tour that LCSC is giving later this evening will show what the WDTF funds were used for.
- There is going to be a new industry coming to Lewiston because of the WDTF grant and they will be employing LCSC students.
- This grant was able to allow them to expand the Diesel and Collision Repair programs, among others.
- They were able to expand their welding lab and program as well. It is one of the most in-demand programs at LCSC. It has a very high employment rate.
- They have had 149 students at the center. They have awarded 51 degrees/certificates. Forty-nine of them are employed in the industry.
- Seventy students have used the new equipment from the most recent grants. Thirty of the thirty-one who received a degree or certificate are employed. They have made a huge impact in Lewiston.
- One of the partners they are working with is the Orofino Prison and they are looking to expand their work.
  - They have a second chance Pell grant which makes prisoners eligible for degrees.
  - They are taking their welding program out to the prison to get them started in that career.
  - It is aimed at the residents of the facility who are going to be leaving the prison.
  - Launch will also be able to cover the difference between the Pell grant and the tuition when needed.

Discussion:

Is welding the only class they are taking out to the prison?

- No. They are focusing on 4-6 classes right now, but they will want to expand it further.
- This is year three of the program nationwide. They started this fall offering in-person classes in Orofino (English, Math, Intro to Business, and American Politics). In the spring they are going to

be expanding the class selection. Twenty-five corrections residents are going to be moved to Orofino to be part of the Pell grant cohort. They have twenty-two participants so far.

- Every single program will lead to a degree.
- County Government could partner with LCSC.
- LCSC is looking at expanding to the juvenile centers as well.

### **Talent Pipeline Management**

TPM started in 2020 and we have been fortunate through some ARPA funding to expand the program. Mr. Thomsen and Mr. Snodgrass provided an overview of TPM. Please see attached slides.

- CEDA (Clearwater Economic Development Association) is the regional economic development association for North Central Idaho.
- They are the host organization for the “Dream It. Do It. Youth Conference”. This past year at LCSC they had over 500 juniors and sophomores on campus to meet with businesses.

CEDA has a regional workforce council. Through that council they have rebranded what they are doing.

- They structured their TPM program internally. Mr. Snodgrass is overseeing the program.
- They launched into healthcare first. They reached across the state border and have 7 hospitals participating.
- A big part of the barrier is just getting the businesses in the room, but things have started to open up and more information is freely being shared.
- TPM is very data driven. They work with workforce training on data collection.
- They established a survey to find out the priorities, areas hardest to fill, necessary skills, etc. In healthcare, staffing and hiring RNs and CNAs was the biggest challenge.
- Once they went through this process, they got educators in the room. They discussed the data and how they could help meet the needs.
- The outcome was to create a regional healthcare coalition to work together on recruitment efforts and industry support for credentials. They were then asked to present at the Idaho Hospital Association’s meeting to share their efforts.
- CEDA is going to start moving on to some other industry groups. Manufacturing and hospitality are two more they are targeting.

Discussion:

What do we see happening with this effort as the funding goes away?

- They are funded for two years. They are hoping that if things go well, TPM will be converted into a continuing program, or they will be able to get businesses to invest in it.
- They are in a facilitation role, so the goal is to get their partners invested.
- In Region 4 they have used some of their existing staff and expanded their roles. This is something that each region could be doing. This is now just a skill set that they will be utilizing in their daily jobs.
- As they bring more people on to be trained in TPM it will become self-sustaining.

### **Forest Products Industry Deep Dive**

Ms. Secrist introduced a panel of forest product industry experts. She shared an infographic on the impact of the industry in Idaho and showed a short video:

<https://www.ktvb.com/video/news/local/208/idahos-logging-industry-struggles-to-fill-jobs-as-demand-for-lumber-continues-to-grow/277-85e98945-7cae-410d-8157-fc00a8f94b05>

#### Discussion:

In the video they talked about the type of work. This is a lifestyle. What does a day look like as a logger?

- Most of the time, the day starts very early. The reason behind that is driven by the weather and temperature. Machinery runs better in the cooler weather.
- That does create issues with hiring. People do not want to start their workday at 4:30 a.m.
- When you are an owner or contractor sometimes your hours are much longer. The operators and the people doing physical labor will work 6-7 hours. When you get into the mechanical side of it you work 10+ hour days.
- Loggers must travel into the woods. There are weather conditions that prohibit work in the back country. They can work through the fall but in the spring when everything starts thawing out, they are not able to work because of the conditions.
- A normal logging season is 9 months. They keep key employees to do some work during the spring but there is usually a 2 to 3-month layoff. The line crews can work around 10 months because they are not really on the ground.

Idaho Forest Group is one of the top 10 lumber production companies in America. They have 5 Idaho mills. The most innovative mill is in Lewiston. They have a stud mill in Grangeville. Their biggest customers are Lowes and Home Depot. They sell to all 12 of Lowes' distribution centers in the US.

- They have the biggest need in production. A lot of automation and technology are in the mills.
- Idaho Forest Group approached NIC with the need to find a way to build their workforce capacity. That is when they started their registered apprenticeships.
- They have 6 registered apprenticeships now. STRAP has been one of their biggest successes.
- With automation they have grown their IT department. Broadband is a big deal for them. They use a lot of data.
- They use all kinds of cameras and pull data off the PLC's to find out what is happening in the process. They have a high need for skills in Programmable Logic Controls, Data Analytics, etc.
- They have a lot of accounting as well. They are looking at how to take some of their accountants and move them into higher skilled jobs because some of their duties are becoming automated.
- The forest products industry in Idaho is tied together in a lot of different ways. Contractors do their own logging but for the most part they would not be able to survive without Idaho Forest Group and the other sawmills in the region. Without the loggers then the sawmills and paper mills have nothing. They are all tied together and when one part is struggling, the others are as well. The forest products industry in Idaho is alive and well. They are milling more lumber than they ever have with less mills.
- Idaho Forest Group has expanded into Mississippi.



- The youth that want to stay in those communities need to be engaged since this is not a job people relocate for.

Clearwater Paper does about \$2 billion in sales. They are in 13 states. They operate pulp mills, paper facilities, and some facilities that break down those products into more direct-to-consumer products.

- The mill has been in Lewiston for a long time.
- They have 1,300 employees in Lewiston. About half of the company is in Idaho.
- Clearwater Paper represents about half of the forest products industry in revenue.
- At one time they had 4 generations in the mill at one time. Those days are starting to wane.
- The company is doing well. Clearwater is a big part of North Idaho.
- They spend \$60 million a year on maintenance. That is before the hourly wages.
- The average employee at Clearwater Paper makes about \$70,000 a year before benefits and overtime.
- They are struggling to find employees. They still have the same processes in place to bring them in and skill them up, but it has become a struggle to find qualified individuals. This has resulted in Clearwater Paper having to change their thinking. Clearwater Paper has an entry level policy of 2-years of industrial experience. That is not that easy to find anymore. They are engaging in outreach in the community to find people but are not finding the experience they are looking for. They are now looking at exploring some type of certificate or program to skill up that 2-years and shorten that span. This might bring up more people. Clearwater Paper is struggling in this area in all thirteen states in which they have a presence.
- There has been work with Orofino HS to get youth interested in logging. They are working on getting into more schools. Sixth graders go on a logging industry tour. They are hoping to get machine and truck simulators to set up in the park. In about 7<sup>th</sup> and 8<sup>th</sup> grade they would like to introduce them to more of the timber industry. We must capture the interest of the youth to produce the needed skillsets.
- The biggest challenge is getting people to show up to work.
- The recommendation to connect with schools is to get to know the counselors and principals.
- Build a relationship with the schools and find out when they will have events that your industry can attend. Also get people into the classroom.
- We must talk to kids about the consequences of doing drugs in high school. Truck drivers have DOT requirements. Youth need to get the message.
- We need to do a better job teaching youth about what people in the forestry industry do. A lot of them do not know what the kind of pay they could get and what the work entails.

What the forestry industry is facing today may be very different than what they experience in 5-6 years. Part of the work of the council is to predict what is going to happen and help prepare for how it might impact the workforce.

- WDTF Outreach funding could provide transportation to and from those entities.
- Funds could go towards curriculum development. There is ample opportunity to help in this area.



- The best grants would be to fund a simulator to show students the industry. Simulators generate high interest from youth.

**Break: 3:10 p.m. – 3:20 p.m.**

### ***Council Member Hub***

Ms. Solace gave a preview of the Council Hub. Please see attached link: <https://wdc.idaho.gov/resource-hub/>.

### ***CNA Advisory Committee***

This Committee exists to evaluate the certification pipeline for CNAs. The CNA Advisory Committee is tasked with recommending a statutory framework for the governance of nursing assistants in Idaho.

- The training pipeline is very restrictive. IDHW does not have the capacity to review and approve employer training programs. It is a requirement to have IDHW sign off on employer training programs.
- There is no accountability if there are reports of abuse or neglect for an individual, outside of a skilled nursing facility.
- Some of the largest hurdles are around funding.
- CNA roles are viewed as less important than other roles. This is impacting the interest in CNA roles.
- The CNA role is needed, skilled, and can be difficult. This group is working on addressing all of these topics.
- This is an incredibly complex issue and has been around for a long time. We are trying to come up with a solution for Idaho to move forward and help supply Idaho with CNAs. IDHW is only funded to look at a small sliver of the overall big picture. A CNA has to be on the registry to be hired in a skilled nursing facility.

Discussion:

Is the CNA Advisory Committee looking at credentialing for faculty to teach CNA programs?

- Yes, they are looking at that and other education access issues. The availability of classes is an issue as well. Many large employers are struggling to handle the volume of clinicals in bulk. They are looking at staggering courses to help alleviate some of that volume.

If we help produce CNAs, are the states around us going to take CNAs from Idaho?

- We are doing analyses of other states and their programs. Because we are looser in our governance and where we sit regionally, it is a possibility that we will lose some CNAs to other states. However, we do not see this population being heavily relocatable at this point.
- It would be good to know what other states are doing that might benefit our pipeline.

### ***Chair's Report***

No items at this time.

### ***Executive Director's Report***

- We have moved to the Capitol Annex. We still have not gotten a bid for construction to get the space built out. Hopefully they can finish the space quickly and we can all be on one floor.
- We have hired 5 additional employees. It has been a challenge; however, we have a really great team and are excited to have them do such great work.
- We are working actively with Micron on long-term workforce training strategies. We are going to start having weekly meetings to talk about the needs of their new facility and to increase the STEM Pipeline. They are looking at taking a big step in sponsoring rural schools for Next Steps Connections.
- We currently have 76 apprentices through our youth apprenticeship grant. We have had 29 completers. ICCU and the Boys and Girls Clubs have been instrumental in this program. A Coeur d'Alene Tribe member was awarded her completion certificate earlier this week. She is the first dental assistant apprentice in the state of Idaho.
- Maureen O'Toole has retired and has been replaced by Paula Kellerer who was the superintendent of the Nampa School District. She is very passionate about apprenticeships and assisting Idaho's youth. We are beginning to look at sustainability for this program.
- We have been pulling some data about state agency hiring. Over the past year the State of Idaho had 17,000 job postings. There has been a struggling with finding state employees. We have been talking with DHR about how to integrate apprenticeship into state agencies. Idaho Parks and Rec is working on a few apprenticeship programs.
- We are involved in a cohort with NGA and the US Department of Transportation to leverage infrastructure jobs act funding in highway construction and broadband into developing the workforce in those areas. Everyone is going to be competing for the same workforce with all these things going on. ITD has committed funding into workforce development.
- Heavy equipment operator programs are finally available in Idaho. Up until recently, we have not had a training program in the state of Idaho. Working with ITD in the last couple years, we have promoted programs to get individuals trained. Sixty individuals have received training so far this year. There are 550 job openings in Idaho for Heavy Equipment Operators. CEI has been gifted a facility and 8 acres from Bonneville County that would be ideal for heavy equipment operator training.

### ***Council Member Roundtable***

Today was productive and active. The networking was great. Learning about the childcare grants, our little school in our town was able to connect to the grants. We need durable skills in our workers. How can K-12 focus on this.

Job Corps has been run by IDOL under a three-year grant that was set to end this month. That extra money is going to carry us through May. USDOL intends to keep an active JobCorps site at the Centennial site. But, in June it will transition back to a closed campus traditional site. It won't be run by IDOL in the future.

***Chair Closing Remarks***

Thank you to Senator Stennett for her service to the WDC. She has been a very active member with both the WDC and her community.

We have had some committees recently which were not able to conduct their work due to not having quorum in their monthly meetings. It is a time commitment. It is important to have participation in the committees so we can keep moving work forward.

Thank you to Vista Outdoor for supporting the council and for Mr. Kolb's continued participation on the council.

**Motion by Ms. Revier to adjourn. Second by Senator Stennett. Motion carried.**  
**Adjourned at 4:04 p.m.**

# Budget Report

**WORKFORCE DEVELOPMENT COUNCIL**  
**Fiscal Year 2023 Budget**  
**For the Period July 1, 2022 - November 30, 2022**

<b>WDTF</b>				
<b>State Expenditure Category</b>	<b>Budget</b>	<b>Actual</b>	<b>Under/(Over)</b>	<b>Actual %</b>
Salary & Benefits	\$ 480,800	\$ 199,727	\$ 281,073	42%
<b>Personnel</b>	<b>\$ 480,800</b>	<b>\$ 199,727</b>	<b>\$ 281,073</b>	<b>42%</b>
Administrative Services & Supplies	\$ 6,000	\$ 3,577	\$ 2,423	60%
Communication Costs	11,349	4,321	7,028	38%
Computer Services & Supplies	26,100	9,042	17,058	35%
Contracts, Events & Other Council Activities	532,551	102,690	429,861	19%
Employee Development, Memberships & Subscriptions	7,250	1,680	5,570	23%
Employee Travel Costs	18,000	1,891	16,109	11%
Government Overhead & Insurance	6,750	6,460	290	96%
Rentals & Operating Leases	61,000	1,319	59,681	2%
<b>Operating Budget</b>	<b>\$ 669,000</b>	<b>\$ 130,979</b>	<b>\$ 538,021</b>	<b>20%</b>
<b>Grand Total</b>	<b>\$ 1,149,800</b>	<b>\$ 330,707</b>	<b>\$ 819,093</b>	<b>29%</b>

<b>Trustee and Benefits</b>	<b>Beginning Balance</b>	<b>Disbursements</b>	<b>Ending Balance</b>
<b>Grant Reimbursement(s) Spending Authority</b>	<b>\$ 7,384,500</b>	<b>\$ 1,551,994</b>	<b>\$ 5,832,506</b>

<b>WDTF Financial Summary</b>	
<b>WDTF Cash Balance 11/1/2022</b>	<b>\$ 13,506,144</b>
Revenue	766,556
Interest	24,847
Payments	220,492
<b>WDTF Cash Balance 11/30/2022</b>	<b>\$ 14,077,054</b>
Obligated Employer Grants	\$ 1,720,034
Obligated Industry Sector Grants	4,818,037
Obligated Innovation Grants	872,084
*Obligated Outreach Projects & Allocated Budget	675,758
**Short Term Financial Assistance Program	1,434,073
FY23 WDTF Admin Costs	538,021
<b>Obligated Balance</b>	<b>\$ 10,058,007</b>
<b>Unobligated Balance</b>	<b>\$ 4,019,047</b>
Proposals Under Review	2,763,846
<b>Unobligated Balance if all funded</b>	<b>\$ 1,255,201</b>

<b>WDTF Revenue</b>			
<b>Month</b>	<b>Transfer In</b>	<b>Interest</b>	<b>Collection Cost</b>
July	\$ 260,762	\$ 12,231	\$ 42,108
August	892,198	14,898	-
September	10,162	18,825	-
October	239,927	22,370	-
November	766,556	24,847	
December			
January			
February			
March			
April			
May			
June			
<b>FY23 Totals</b>	<b>\$ 2,169,605</b>	<b>\$ 93,171</b>	<b>\$ 42,108</b>

\*Includes all Outreach funding made available for the Committee to allocate for FY23.

\*\*Includes all Launch funding made available for FY23.

**WORKFORCE DEVELOPMENT COUNCIL**  
**Fiscal Year 2023 Budget**  
**For the Period July 1, 2022 - November 30, 2022**

<b>WIOA</b>				
<b>State Expenditure Category</b>	<b>Budget</b>	<b>Actual</b>	<b>Under/(Over)</b>	<b>Actual %</b>
Salary & Benefits	\$ 104,300	\$ 43,939	\$ 60,361	42%
<b>Personnel</b>	<b>\$ 104,300</b>	<b>\$ 43,939</b>	<b>\$ 60,361</b>	<b>42%</b>
Administrative Services & Supplies	\$ 1,000	\$ 220	\$ 781	22%
Communication Costs	-	-	-	0%
Computer Services & Supplies	-	-	-	0%
Contracts, Events & Other Council Activities	31,425	25,274	6,151	80%
Employee Development, Memberships & Subscriptions	17,575	250	17,325	1%
Employee Travel Costs	-	1,806	(1,806)	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
<b>Operating Budget</b>	<b>\$ 50,000</b>	<b>\$ 27,550</b>	<b>\$ 22,450</b>	<b>55%</b>
<b>Grand Total</b>	<b>\$ 154,300</b>	<b>\$ 71,489</b>	<b>\$ 82,811</b>	<b>46%</b>

<b>YARG</b>				
<b>State Expenditure Category</b>	<b>Budget</b>	<b>Actual</b>	<b>Under/(Over)</b>	<b>Actual %</b>
Salary & Benefits	\$ 89,000	\$ 37,498	\$ 51,502	42%
<b>Personnel</b>	<b>\$ 89,000</b>	<b>\$ 37,498</b>	<b>\$ 51,502</b>	<b>42%</b>
Administrative Services & Supplies	\$ 675	\$ 79	\$ 596	12%
Communication Costs	360	150	210	42%
Computer Services & Supplies	2,365	588	1,777	25%
Contracts, Events & Other Council Activities	24,100	-	24,100	0%
Employee Development, Memberships & Subscriptions	1,000	699	301	70%
Employee Travel Costs	1,500	969	531	65%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
<b>Operating Budget</b>	<b>\$ 30,000</b>	<b>\$ 2,486</b>	<b>\$ 27,514</b>	<b>8%</b>
<b>Grand Total</b>	<b>\$ 119,000</b>	<b>\$ 39,984</b>	<b>\$ 79,016</b>	<b>34%</b>

<b>Trustee and Benefits</b>	<b>Beginning Balance</b>	<b>Disbursements</b>	<b>Ending Balance</b>
<b>Grant Reimbursement(s) Spending Authority</b>	<b>\$ 636,500</b>	<b>\$ 243,290</b>	<b>\$ 393,210</b>

**WORKFORCE DEVELOPMENT COUNCIL**  
**Fiscal Year 2023 Budget**  
**For the Period July 1, 2022 - November 30, 2022**

ARPA WFDT				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 123,600	\$ 20,964	\$ 102,636	17%
<b>Personnel</b>	<b>\$ 123,600</b>	<b>\$ 20,964</b>	<b>\$ 102,636</b>	<b>17%</b>
Administrative Services & Supplies	\$ 1,000	\$ 2,113	\$ (1,113)	211%
Communication Costs	970	120	850	12%
Computer Services & Supplies	6,076	4,345	1,731	72%
Contracts, Events & Other Council Activities	625,000	1,458	623,542	0%
Employee Development, Memberships & Subscriptions	-		-	0%
Employee Travel Costs	-	1,295	(1,295)	0%
Government Overhead & Insurance	-		-	0%
Rentals & Operating Leases	2,954		2,954	0%
<b>Operating Budget</b>	<b>\$ 636,000</b>	<b>\$ 9,331</b>	<b>\$ 626,669</b>	<b>1%</b>
<b>Grand Total</b>	<b>\$ 759,600</b>	<b>\$ 30,295</b>	<b>\$ 729,305</b>	<b>4%</b>
Trustee and Benefits	Beginning Balance	LAUNCH Admin Budgeted Cost	** Disbursements	Ending Balance
<b>Grant Reimbursement(s) Spending Authority</b>	<b>\$ 24,240,400</b>	<b>\$ 342,000</b>	<b>\$ 1,973,634</b>	<b>\$ 21,924,766</b>

\*\*FY23 ARPA WFT Launch Program Obligated Amount is \$6.4MM

ARPA Child Care				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 166,600	\$ 57,493	\$ 109,107	35%
<b>Personnel</b>	<b>\$ 166,600</b>	<b>\$ 57,493</b>	<b>\$ 109,107</b>	<b>35%</b>
Administrative Services & Supplies	\$ 1,000	\$ 2,860	\$ (1,860)	286%
Communication Costs	970	431	539	44%
Computer Services & Supplies	6,076	2,360	3,716	39%
Contracts, Events & Other Council Activities	4,000	1,607	2,393	40%
Employee Development, Memberships & Subscriptions	-		-	0%
Employee Travel Costs	-		-	0%
Government Overhead & Insurance	-		-	0%
Rentals & Operating Leases	2,954		2,954	0%
<b>Operating Budget</b>	<b>\$ 15,000</b>	<b>\$ 7,259</b>	<b>\$ 7,741</b>	<b>48%</b>
<b>Grand Total</b>	<b>\$ 181,600</b>	<b>\$ 64,752</b>	<b>\$ 116,848</b>	<b>36%</b>
Trustee and Benefits		Beginning Balance	Disbursements	Ending Balance
<b>Grant Reimbursement(s) Spending Authority</b>		<b>\$ 14,803,696</b>	<b>\$ -</b>	<b>\$ 14,803,696</b>

# WORKFORCE DEVELOPMENT COUNCIL

Fiscal Year 2023 Budget

For the Period July 1, 2022 - November 30, 2022

CNA Study				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ -		\$ -	0%
<b>Personnel</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>
Administrative Services & Supplies	\$ -		\$ -	0%
Communication Costs	-		-	0%
Computer Services & Supplies	-		-	0%
Employee Development, Memberships & Subscriptions	-		-	0%
Employee Travel Costs	-		-	0%
Contracts, Events & Other Council Activities	125,000	2,971	122,029	2%
Rentals & Operating Leases	-		-	0%
Government Overhead & Insurance	-		-	0%
<b>Operating Budget</b>	<b>\$ 125,000</b>	<b>\$ 2,971</b>	<b>\$ 122,029</b>	<b>2%</b>
<b>Grand Total</b>	<b>\$ 125,000</b>	<b>\$ 2,971</b>	<b>\$ 122,029</b>	<b>2%</b>



# WIOA Policies

**BRAD LITTLE**  
GOVERNOR

**Wendi Secrist**  
Executive Director



**Deni Hoehne**  
Chair

**John Young**  
Vice Chair

## **WORKFORCE DEVELOPMENT COUNCIL**

317 W Main Street, Boise, Idaho 83735-0510

Date: December 8, 2022

To: Workforce Development Council

From: Wendi Secrist, Executive Director

Subject: WIOA Policies – Distinction between Council and Administrative Entity Responsibilities

Under the Workforce Innovation and Opportunity Act, there are numerous policies and procedures that need to be in place to operate the Title IB programs (Adult, Dislocated Worker, and Youth). Some policies require adoption by the State or Local Workforce Development Board (Workforce Development Council), others are managed by the Administrative Entity (Idaho Department of Labor). Staff from both organizations reviewed existing policies and procedures and recommend that the Council formally acknowledge the separation of responsibilities as follows. The overarching goal is to keep the Council focused on strategic and governance issues, while the Administrative Entity focuses on operational and fiscal (within Council approved budgets) activities.

<b>Workforce Development Council Policy Name (Strategic &amp; Governance - sometimes Fiscal)</b>	<b>Last Updated</b>	<b>Description</b>
Designation of Local Workforce Development Areas	April 2020	Governs how the WDC recommends the designation of local areas to the Governor.
Appointment/Certification of Local Workforce Development Boards	April 2020	Describes how local boards must be appointed and their responsibilities.
Distribution of WIOA Title IB Formula Funds, Recapture, and Reallocation	October 2021	Determines how formula funds will be distributed to local areas and under what circumstances they are recaptured and/or redistributed.
WIOA Service Provider Selection	April 2019	Defines how the local board will procure service providers for Title IB programs.
WIOA Eligible Training Provider Policy	April 2020	Sets forth the criteria for training providers to be approved under WIOA.

American Job Center Certification Policy & Assessment Criteria	June 2022	Sets forth criteria for being approved as a comprehensive, affiliate, or network partner under WIOA.
American Job Center Infrastructure Cost Sharing Guidance	<i>To be developed</i>	<i>Partners in comprehensive centers must share the infrastructure costs and this policy provides guidance and instructions if consensus can't be reached.</i>
American Job Center Branding	October 2017	Provides guidance on how mandatory partners in the workforce system should incorporate the American Job Center branding into their efforts.
*Youth Services Priorities	October 2021	Directs efforts to prioritize certain disadvantaged youth over other populations in the youth program.
*Priority of Service for Veterans (integrated into WIOA State Plan)	March 2022	Directs efforts to prioritize veterans over other populations for all WIOA Title IB programs.

*\*Recommend that these are combined into a single priority of service policy that includes adults and allows incentive payments for these populations, as appropriate.*

<b>Administrative Entity (IDOL) Policy Name (Operational &amp; Fiscal within WDC approved budget)</b>	<b>WIOAP Number</b>	<b>Description</b>
OJT Employer Reimbursements for Dual-Enrolled Participants	01-15	Policy on OJT reimbursement rate limits for TAA/WIOA dual-enrolled participants
WIOA Adult Program Policy	01-16	Policy on monitoring and implementing priority for providing individualized career and training services to public assistance recipients, other low-income individuals, and individuals who are basic skills deficient in accordance with the requirements of WIOA Adult Formula program.
Workforce Innovation and Opportunity Act Governor's Reserve Funds for Youth in Need	02-16	Policy on WDC setting aside \$120,000.00 to be allocated equally among the state's six delivery areas to bolster outreach and recruitment of hard to serve out-of-school youth.
WIOA Youth Program Incentive Policy and Options	01-17	Policy to revise Youth Program Incentives to comply with WIOA.
Trade Adjustment Assistance and Workforce Innovation and Opportunity Act Co-Enrollment Policy	02-17	Policy requiring co-enrollment of TAA participants into NEG, Dislocated Worker, or other WIOA program (with few exceptions).

Individual Service Strategy Policy	01-19	Policy requiring ongoing update of Individual Service Strategy (ISS) and requirements for elements that must be identified in the ISS.
Financial Coordination	02-19	Policy requiring coordination of financial resources when providing assistance with training.
Rapid Response Policy for the Workforce Innovation and Opportunity Act (WIOA) Title I and Trade Adjustment Assistance (TAA) Programs	03-19	Policy outlining roles, responsibilities, and required rapid response activities to assist employers and impacted workers following the announcement of a permanent closure, layoff, natural or other disaster resulting in a mass job dislocation, or filing of a TAA petition.
Measurable Skills Gains	01-20 Change 1	Policy to provide guidance on reporting and documenting MSGs and updated MSG service Chart.
WIOA/TAA Common Exit Policy	02-20	Policy that identifies the six programs subject to Idaho's automatic process for exiting participants that have not received a qualifying service for 90 days.
National Dislocated Worker Policy	03-20	Policy on Selective Service and other eligibility required for COVID-19 NDWG and other programs.
Management Information System	01-21	Policy establishes records management requirements for certain programs.
Co-Enrollment Policy	03-21	Policy requiring co-enrollment of TAA participants into the Dislocated Worker program.
Idaho Department of Labor Data Validation Policy	04-21	Policy on conducting required data validation.
WIOA Corrective Action Policy	05-21	Policy on performance corrective action.

# American Job Center Branding

# Idaho One-Stop Policy for Idaho American Job Center Branding

*Adopted xx-xx-xxxx*

**Reference:** 20 CFR §678.900

**Purpose:** Comply with federal requirements and standardize the use of the American Job Center branding in the Idaho American Job Center Network

**Policy:**

The final regulations for the Workforce Innovation and Opportunity Act (WIOA) require a common identifier to be placed on all primary written and electronic resources used in the one-stop delivery system. The common identifier is “American Job Center” or “a proud partner of the American Job Center network.” This policy provides guidelines to Idaho American Job Center Network partners for how and when to use the common identifiers.

**Requirements**

The “American Job Center” logo must be displayed prominently at comprehensive and affiliate American Job Center building locations and on published information materials accessed by one-stop customers in an AJC or network partner location – electronic or paper. This applies to all WIOA core partner programs:

- WIOA Title I programs including Adult, Dislocated Worker, and Youth.
- Wagner-Peyser Act Employment Service Program (WIOA Title II).
- Adult Education and Family Literacy Act programs (WIOA Title III).
- Vocational Rehabilitation programs (WIOA Title IV).

This may be accomplished by incorporating “American Job Center” or “a proud partner of the American Job Center network” into the entities’ logo, similar to the examples below:



Or, materials should ensure affiliation with the American Job Center is prominently displayed, similar to:

A proud partner of the  **americanjobcenter** network



Or, by placing the proud partner logo at the bottom of documents.

Any Idaho American Job Center network partners are encouraged to use the tagline “a proud partner of the American Job Center network” at their physical locations.

Style:

Partners may use either of the styles displayed below, and provided by USDOL in their [American Job Center – Graphics Style Guide for Partners](#).

americanjobcenter

A proud partner of the americanjobcenter network

A proud partner of the americanjobcenter network

# Micron Expansion Update/Exemption Request



# GIVENS PURSLEY LLP

Attorneys and Counselors at Law

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Kimberly D. Maloney  
Kenneth R. McClure  
Alex P. McLaughlin  
Melodie A. McQuade  
Christopher H. Meyer  
L. Edward Miller  
Judson B. Montgomery

Deborah E. Nelson  
Samuel F. Parry  
Randall A. Peterman  
Blake W. Ringer  
Michael O. Roe  
Danielle M. Strollo  
Robert B. White  
Michael V. Woodhouse

William C. Cole (Of Counsel)

Kenneth L. Pursley (1940-2015)  
James A. McClure (1924-2011)  
Raymond D. Givens (1917-2008)

October 12, 2022

## VIA EMAIL

Idaho Workforce Development Council  
514 W. Jefferson, St, Ste. 131  
Boise, ID 83702  
[wendi.secris@wdc.idaho.gov](mailto:wendi.secris@wdc.idaho.gov)

Re: Waiver Request

Dear Wendi:

Enclosed please find a request from Micron Technologies, Inc. for a waiver from certain components of policies adopted by the Idaho Workforce Development Council. Please contact me if you have questions or would like to discuss.

Sincerely,



Deborah E. Nelson  
Attorney for Micron Technologies, Inc.

DEN/sw  
Enclosure

# **Micron Technology, Inc. Waiver Request**

## **Introduction**

Micron Technology, Inc. (“Micron”) recently announced a historic \$15 billion investment to bring innovation and manufacturing in the semiconductor industry back to Idaho. Micron anticipates that this investment will create at least 2,000 new manufacturing positions at its Boise campus. To fill these positions, Micron will need to retrain current employees and train new ones. This task is particularly challenging for this industry sector. For decades, semiconductor manufacturing and supporting industries—including training and education—has developed overseas, primarily in Asia. A large investment in training, including extensive overseas travel, is required to bring this industry back to the United States, and to Idaho. Both the costs and the benefits associated with training this number of employees in this industry are extraordinary. This project will create a significant number of quality jobs for Idahoans, facilitate an industry critical to the nation and to national security here in Idaho, and spark industry-wide innovation. Workforce Development Training Funds will be critical to supporting the project.

In light of the unique aspects of this major expansion, Micron and its subsidiaries, as applicable, seek a waiver from certain existing limits in the Workforce Development Training Fund Policy (“Policy”), as set forth in more detail below. This project falls squarely within the overall goals of the Idaho Workforce Development Council (“Council”) and the Workforce Development Training Fund (“WDTF”). Micron seeks to provide training and retraining for skills necessary for specific economic opportunities and industrial expansion initiatives as well as to provide innovative training solutions to meet an industry-specific workforce need. However, this project and its training needs are of a scale much larger than prior projects presented to the Council, and with less availability of local training resources. Micron is developing its grant applications, which will include more detailed requests regarding the grants. Micron anticipates a mix of employer grants, industry sector grants, and possibly others. This waiver request applies to the employer grants.

## **Background**

Micron began in 1978 in the basement of a Boise, Idaho, dental office, and has grown into one of the world’s largest semiconductor companies and the only U.S.-based manufacturer of memory. Micron recently announced its plan to construct a new fabrication facility, or Fab, for leading-edge memory manufacturing in Boise, Idaho. This will be the first new memory manufacturing Fab built in the U.S. in 20 years.

With Micron’s \$15 billion investment in the State of Idaho, it is bringing that innovation and manufacturing back to the U.S. and back to the hands of Idahoans. Given the growing demand for Micron’s products in a wide variety of applications, it continues to invest in research and innovation, and continues to invest in America. In order to produce the memory that the world needs to power self-driving vehicles, advance medical breakthroughs, and enable the products that make our phones work and our networks more secure, it is imperative that this process begins and ends on U.S. soil—from initial product ideation to the actual end solution.

Micron’s unwavering investment in our people, communities, and society has grown and will continue to grow at an accelerating pace in the U.S. and in the State of Idaho. Micron is committed to partnering with education and nonprofit partners to build this pipeline for years to come. Micron will

bring community jobs and high-tech manufacturing jobs to one of the most highly sought-after states in the country.

A significant degree of training is required in order for Micron to bring this industry back to the United States, and in particular, Idaho. The Workforce Development Training Fund plays a critical role in enabling the investment in training required to jumpstart this industry in Idaho. A skilled workforce is the project's most critical need; a large Employer Grant is necessary to launch this large, important project. Significant benefits accrue to Idaho in the form of an educated, trained workforce on critical semiconductor manufacturing skills. The necessary skilled workers are simply not available here now. In fact, workers with these skills are in short supply and high demand throughout the United States and the world. The type of necessary training programs and teachers are not available locally or domestically. This training can only be achieved through travel to locations in Asia, such as Taiwan, Singapore, or Japan, which is both expensive and time-consuming.

Micron's approach to training will include technical training upon hiring as well as overseas training. Employees will receive technical training necessary for the employee's designated roles. Overseas training may involve travel to Asia to attend training courses, participate in on-the-job training, and to otherwise receive training in other Micron semiconductor manufacturing facilities. When overseas training is complete, team members will return to the Idaho site and are not expected to need additional overseas training.

Micron recognizes that extensive overseas training is not typically required for industries that are well-rooted in the United States. Once the semiconductor industry is established in the United States, and here in Idaho, Micron anticipates that the need for overseas training will decrease or cease altogether and training will be conducted in a more traditional manner.

### **Request for Waiver**

Micron requests a waiver from the following aspects of the Workforce Development Training Fund Policy ("Policy"):

1. **Cap on per-grant and per-employer total:** Micron seeks a waiver from the cap of \$500,000 per grant and \$750,000 per employer over a 10-year period that is currently included in the Policy.
2. **Cap on per-employee total:** While the Policy itself does not contain a cap per employee, the Quantitative Funding Model contemplates a maximum award of \$4,000/employee. Micron requests a waiver from this cap.
3. **Cap on the two-year grant period:** The Policy states that the "[g]rant period is for two years," and Micron understands that the Council has previously allowed a two-year grant period along with a 1-year extension. Micron requests a waiver from these time caps to align with federal funding timelines and to allow the flexibility needed for its training plans. Micron recognizes that certain federal funding must be used on a certain timeframe. Micron will include in its Grant Application its plans to meet these timelines; this waiver is requested to allow flexibility within that framework.

## Justifications for Waiver

**The scale of the project justifies waiving the typical limits.** Micron is investing approximately \$15 billion to bring an industry back to Idaho that previously developed overseas. This project entails a significant investment over a short period of time, on an unprecedented scale. As a result of this investment, Micron will be creating approximately 2,000 new jobs. The number of jobs alone indicates the unusual scale of this project. The amount of the investment—perhaps the largest in the history of the state—also confirms the unprecedented scale of the project.

**The scale of the required training justifies waiving the typical limits.** As previously mentioned, Micron is building the first new advanced memory manufacturing Fab built in the United States in 20 years. This industry has developed overseas for decades, so training is unavailable within the state or the country. Instead, international travel is required for training. In addition, the existing workforce in the industry is limited. In order to jumpstart the industry here, a trained workforce must be very quickly ramped up in the United States. This requires a significant amount of training in a short period of time. The Workforce Development Training Fund is critical in facilitating the scale of training required to jumpstart this industry in Idaho. Once the Fab is operational with full-scale tool sets, most or all training can occur in the United States, and the need to travel overseas for training will be greatly reduced or perhaps eliminated.

**Aligning the timelines of an employer grant with the timelines associated with federal funds will create a seamless process.** A waiver from the identified components of the Policy provides a unique opportunity to train a large number of workers associated with an unprecedented expansion. Certain federal funds must be committed by 2024 and expended by 2026. Micron's training needs correspond to these deadlines; Micron must begin hiring and training workers in 2023 for the project to become operational in 2025. A waiver of the currently two-year grant period will align the federally mandated timelines with the training needs associated with the project, which will create a seamless process rather than requiring extensions or different grants that span different time periods. In combination, requested waivers will advance the Council's goals by allowing it to take advantage of this unique opportunity to bring to Idaho a cutting-edge industry that has, to date, been based overseas.

## Conclusion

Micron looks forward to continuing to partner with the federal, state, and local governments to facilitate the project. Workforce Development Training Funds are a crucial component of the overall project that will provide long-lasting benefits to the workforce, the industry, and the Idaho economy. Micron looks forward to submitting its grant applications and to working with the Council on this exciting opportunity.

## **Idaho Employer Grant Waiver – Micron Responses to Committee Questions**

### **1. How will you sustain training once the sector grant is depleted? In other words, what is the sustainability plan?**

Micron will leverage a “train-the-trainer” model to sustainably develop its workforce. The intent of the training supported by the grant is to create the next generation of experts in this cutting-edge technology, and to transfer that expertise and technology to Micron’s Idaho campus. The individuals that receive training under the grant will become the trainers for others at the Idaho facility. This training model is sustainable, drives consistency in skills and knowledge in the workforce, and creates subject-matter expertise for the long term.

### **2. Are the positions going to be similar to the ones you will create in New York?**

The job profiles associated with the announced New York facility will be similar, but the timing of the Idaho and New York facilities is significantly different. The Idaho expansion is expected to be operational in 2025, while the New York expansion will occur over the next 20-plus years, with production output ramping up in the latter half of the decade. The manufacturing facility associated with the Idaho expansion will become a center of excellence within the United States. As other Micron facilities are built, and as those facilities ramp up, Micron expects to have trainees from those facilities travel to Idaho to be trained on the advanced technology located at the Idaho facility.

### **3. Could Micron have the trainees sign an agreement to stay in Idaho for at least 1 year?**

The Idaho facility is expected to become operational well before the New York facility, which reduces concerns that Idaho trainees will move to the New York facility. In any case, Micron is open to a contract that disallows reimbursement of training costs for trainees that are transferred to a Micron facility outside of Idaho within 1 year of receiving training funded by the grant.

### **4. Of the trainees, how many do you anticipate being “Idaho” hires vs. recruits from other states/countries? How is Micron recruiting their workers?**

Micron is committed to hiring top talent to ensure the success of this critical investment. The Idaho expansion is expected to add 2,000 jobs. While Micron is committed to hiring locally and across the State of Idaho, due to the magnitude of this effort and our focus on cultivating a diverse workforce, Micron will also look to attract talent regionally and nationally as needed. Micron intends to partner with local educational institutions to reach and recruit diverse populations throughout the State, including in rural areas.

### **5. What will be the minimum requirements for technicians?**

Most Micron technician positions require a 2-year degree. However, Micron is working to minimize formal education to reduce barriers to career opportunities.

Micron is working with academic partners to identify micro-credentialing and certificate options that align to the qualifications for key roles. The intent is to create stackable credentials that align to various job opportunities at Micron. This provides prospective candidates the opportunity to receive “credit” for the skills and experiences they complete and allows greater flexibility by providing clear on and off ramps to personalize their career journey.

As an example, Micron is partnering with College of Western Idaho (CWI) to establish certificate options. CWI offers Basic, Intermediate and Advanced Technical Certificates that correspond with the completion of credit hours. Micron is re-evaluating the minimum job qualifications for roles and will update job posting to reflect the micro-credentialing details.

As a part of Micron's Veterans Outreach program, we encourage team members and prospective candidates to complete an assessment of military transcripts. Historically, men and women with military have a high transferability rate of military training to college credits. This helps accelerate career placement options.

Micron is also working with external partners to offer web-based learning opportunities that will lead to a Certificate with up to 12 college credits. This new program, which will be specialized for the semiconductor industry and is expected to be available in 2023, will also help reduce barriers to career opportunities.

#### **6. What is the economic impact of the project in terms of GDP (direct and indirect)?**

Micron plans to invest approximately \$15 billion through the end of the decade to construct a new fab for leading-edge memory manufacturing, the largest private investment ever made in Idaho.

Ultimately, the cleanroom space will reach 600,000 square feet, the size of approximately 10 football fields and the largest single cleanroom ever built in the US. This investment will create more than 17,000 new Idaho jobs—2,000 Micron jobs and over 15,000 jobs in the community, including suppliers, contractors, and other supporting roles. Employee compensation is a weighted average based on the 2025 total salaries (base + benefits)—\$130,475

Micron's current total contribution to GSP is approximately \$1.4B annually (direct, indirect and induced), and Micron anticipates that this number grow significantly with the expansion. The 16,941 jobs currently supported by Micron represent 2.3% of Idaho's workforce. With the new jobs Micron will bring in over the next 10 years, Micron anticipates significant growth in Idaho's workforce by FY30. Supporting these initiatives is one of the best ways we can prepare for this growth.

# Leading Idaho Investments

## Leading Idaho - Workforce Training Investments

Approved Appropriation FY23		
Personnel	\$	123,600
Operating	\$	636,000
Trustee Benefits	\$	24,240,400
<b>Total</b>	<b>\$</b>	<b>25,000,000</b>

Allocations	Approved	Draft
Idaho Launch	\$ 9,999,800	\$ 9,999,800
Simulators & Mobile Training Equipment	\$ 3,000,000	
Talent Pipeline Management Regional Project Managers	\$ 1,240,600	\$ 1,227,600
TPM Implementation Funds	\$ 10,000,000	
Micron – Employer Grant		\$ 11,500,000
STEM Focused Industry Sector/Innovation Grants		\$ 1,725,000
Next Steps Idaho Investments	\$ 250,000	\$ 125,000
Launch Marketing & Development	\$ 375,000	\$ 275,000
Salary	\$ 123,600	\$ 123,600
Operating	\$ 11,000	\$ 24,000
<b>Total</b>	<b>\$ 25,000,000</b>	<b>\$ 25,000,000</b>



# WDTF Evaluation



# **Workforce Development Training Fund**

## **2019 Assessment**

Prepared for the  
Idaho Workforce Development Council

**IDAHO**  
DEPARTMENT OF LABOR  
BRAD LITTLE, GOVERNOR  
JANI REVIER, DIRECTOR

Prepared by  
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Idaho Department of Labor

In collaboration with  
Idaho Workforce Development Council

# Workforce Development Training Fund 2019 Assessment



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## Introduction

The Workforce Development Training Fund is the state's most flexible financial resource for providing workforce training. Established in 1996, the fund's initial use was to provide an incentive to new and existing employers to relocate or expand in Idaho. However, more recently, the fund has been used to reimburse qualified employers for the cost of training new and incumbent workers, and to support sector and community-based efforts. This use of the funds has promoted training partnerships between businesses and educational institutions to develop industry-specific skills training to help build a talent pipeline and find solutions to workforce challenges.

The purpose of this evaluation is to gain insight into the effectiveness of the training fund and its utilization and impact on developing Idaho's workforce. In the past, evaluations have focused only on employer grants. To gain a more comprehensive understanding of the effect of the Workforce Development Training Fund (WDTF) statewide, additional grant types including industry sector and innovation grants are included in this evaluation to develop a baseline report.

## Executive Summary

In this evaluation, all contracts ending between July 1, 2016, and June 30, 2018, were included in the analysis. However, because industry sector grants are being evaluated for the first time, and to develop a baseline, three additional industry sector grants ending earlier were also included. Grants in this evaluation reflect a selection of those awarded between 2012 and 2016.

More than 40 grants were reviewed with the majority being employer and innovation grants, reaching nearly 2,000 Idahoans<sup>†</sup> throughout the state. More than half of the innovation grants and nearly half of the employer grant participants were in rural designations and the rest in urban. Partners of industry sector grants were scattered throughout the state.

Of the \$6.2 million awarded, grant recipients spent \$4.3 million. Innovation grant recipients used an average of 79 percent of the amount awarded, more than other grant types. Among employer grants, the final cost per trainee had decreased significantly from prior evaluations. Contracts analyzed showed a final cost of \$960 per trainee, less than 40 percent the cost per trainee in prior evaluations.

Participants who received training through employer grants realized an average wage increase of 23 percent in the year following training completion for all years in which training occurred and beginning as early as 2014. Eighty-three percent of trainees remained in Idaho, and 68 percent remained at the same employer. Of those who changed employers, 34 percent remained in the same industry.

<sup>†</sup> This is likely an underestimate for the number of trainees. Prior to the administrative changes, innovation grants did not require social security numbers. Because the number of trainees is based on the number of distinct SSNs, estimates exclude trainees that did not submit their SSN.

For the grants analyzed, 16 percent of trainees aligned with Idaho's in-demand occupations with a majority 8 percent in the production industry.

## Key Findings

- Employer grant trainees realized an average annualized wage increase of 23 percent one year following program completion.<sup>†</sup>
- The aggregate economic impact of jobs created was estimated to increase local taxes by \$3.2 million and state taxes by \$2.6 million.
- Wage increases for new hires were more than double those for incumbent workers.
- More than half the innovation grants and nearly half the employer grant participants were trained in rural counties.
- Thirty-four percent of employer grant trainees who found employment at a different company remained in the same industry.
- On average, employers used 65 percent of the contract amount awarded, while innovation grant recipients used 79 percent and industry sector grants used 71 percent.
- The final cost per trainee for employer grants during the evaluation period decreased to \$960.

## Data Collection & Reporting Changes

The Workforce Development Council (WDC) underwent major changes in its administration following the governor's executive order signed on Oct. 25, 2017. This included a shift from the organizational model previously affiliated with the Idaho Department of Labor (IDOL), to the Executive Office of the Governor to provide the council with greater independence to conduct its affairs. The change provided the ability to be industry-driven, have a dedicated staff and make the funding decisions for the Workforce Development Training Fund (WDTF). Transitioning from the advisory of the IDOL, an executive director was hired for the council to implement such changes and maximize the effectiveness of the WDTF.

As a result of changes made to the WDC, changes were also made in data collection, grant scoring and reporting methods. While the WDC and IDOL were effectively separated as a result of the governor's executive order, they were not fiscally separated until July 1, 2018. At that point, a different reporting methodology was embraced and additional information collected. Grant scoring practices have been updated to allow for improved transparency and balanced scoring.

While the majority of grants considered in this review were fully administered prior to the Workforce Development Council's administrative changes, there were some that remained active through the transition. Hence, record keeping practices changed and grantees in this situation were given the option to adapt to the new reporting methodology or continue with the previous method. Certain data fields are included in the new methodology to improve accuracy, such as whether the trainee was an incumbent or new hire, as this information is currently based on wage records. Additionally, some

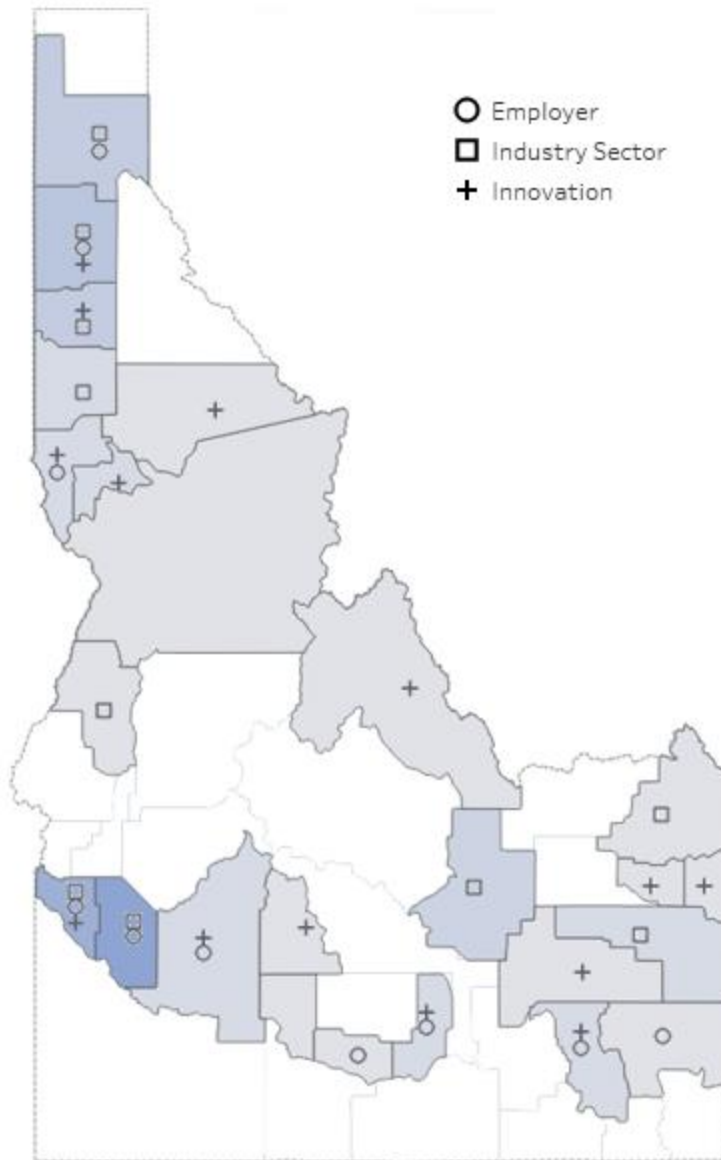
<sup>†</sup> Reasons for wage increases are based on many factors and cannot be solely attributed to training received.

participant records were unable to be recovered and therefore were not included in the analysis. More details on the administrative changes can be found in Appendix A.

For grants administered following the transition, additional information is being tracked in an effort to understand fully the impact of the training fund. Detailed spending on capital expenditures have been collected since late 2018. Additional detail on this metric will be included in future evaluations.

## **Methodology**

Metrics such as wages, employment retention and whether the trainee was a new hire or an incumbent worker, were based on certain reported data fields. These include training start and end date and were used to determine the calendar quarter in which to assess wage increases or hire status. For wages, the final quarter in which training occurred was gathered from the latest training date reported. In cases where this field was not reported, the contract end date was used. Wages from this date were compared to those four quarters later. Whether an employee was a new hire or incumbent worker was inferred by checking if the trainee reported wages from that company in the quarter prior to the training start date (or contract start date if training dates were not reported).



**Figure 1.** Counties colored with darker colors reflect more grants over the evaluation period. Note that industry sector grants were mapped by the location of their industry partners.

## Regional Impact

Over the evaluation period, three types of grants were distributed to a variety of employers and educational establishments – these included employer grants, industry sector grants and innovation grants. Employer and innovation grants were the most common, followed by industry sector grants. Figure 1 shows the statewide distribution of various grant types. Note that industry sector grants were mapped by the location of their industry partners.

A nearly equivalent number of trainees through employer grants participated in training activities in counties designated as rural or urban. Additionally, as there were fewer industry sector grants included in the chart than either employer or innovation grants, it can be seen that the effect of this grant type is distributed to counties well beyond the location of the primary training establishment. The map shows darker coloring where more grants (or industry partners) were located. Ada, Canyon, Kootenai and Bonner counties were among those with a greater concentration of grants.

## Costs

Costs were analyzed for employer grants that closed over the evaluation period. Due to the nature of industry sector grants where costs are much more variable, a trend analysis was not appropriate in evaluating this type of grant. However, contract amounts and final amount spent was aggregated for each type.

For the 20 employer grants awarded that were evaluated, a total of \$2.8 million was awarded with \$1.6 million spent upon contract completion. Considering the 18 employer grant recipients that spent some

of their grant funding, an average 65 percent of the amount awarded was spent by contract end. Seven out of the 20 employers that were awarded grants spent at least 90 percent of the funds granted to them. The average award amount for employer grants was \$138,652. Table 1 shows the average cost per trainee for contracts in the evaluation period, in comparison to previous evaluations. This calculation is based on the amount spent and the number of trainees.

**Table 1.** Cost of employer grants ending during the evaluation period, by evaluation timeframe.

	2000-2009	2009 - 2016	2016-2018
Total Award Amount	\$62M	\$34M	\$2.7M
Total Amount Reimbursed	\$29.4M	\$19.7M	\$1.6M
Number of Trainees	17,700	7,944	1,687
Final Cost Per Trainee	\$1,700	\$2,480	\$960

Grants during this evaluation period have shown a significant reduction in the final cost per trainee in comparison to the previous evaluation – a reflection of increased efficiency in awarding training funds. Table 1 shows the final cost of training per trainee had dropped to less than 40 percent the cost of training for contracts ending between 2009 and 2016.

Five industry sector grants closed during the evaluation period. As this is the first evaluation conducted for industry sector grants, an additional three that ended prior to the start of the evaluation period (in 2016 Q3) were also included to develop a baseline moving forward. A total of \$3 million was awarded to these eight grants, with \$2.4 million spent at contract end, an average of 71 percent utilization per contract.

Eighteen innovation grants were funded in a variety of counties throughout the state. A total of \$442,301 was awarded with \$346,468 spent. While some contracts spent a minimum of the grant funding, on average, grant recipients spent 79 percent of the amount awarded.

**Figure 2.** Total grant funding awarded / spent by contract type.

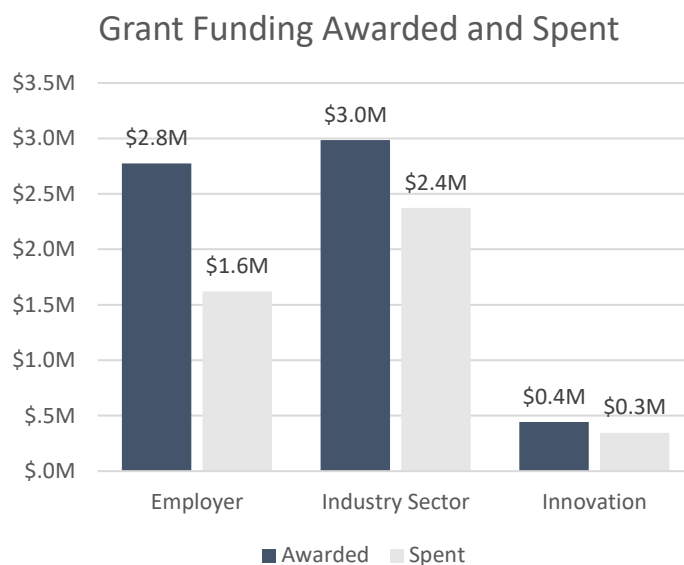


Figure 2 shows the comparison of total grant funding awarded and spent by contract type. For contracts ending during the evaluation period, the majority of funds were awards to industry sector grants, with a similar amount to employer grants. While innovation grants received the least funding, grant recipients used the greatest amount of total funds available to them.



## Employer grants

Overall, 20 employer grants were available for this review. These include all grants with a contract end date between June 30, 2016, and June 30, 2018. Of the 20 contracts, two did not materialize and one was missing participant records and was not evaluated. A total of 1,687 trainees participated in training activities through employer grants, with employers training a varied number of employees – from one employer training three participants to other employers training more than 500 employees. Half of the employer grants were used for smaller training groups with 20 participants or less.

## Wages

Participants realized an overall increase in total wages of 23 percent from what they earned during the final quarter of training to one year after training completion, regardless of where they were employed. Although all trainees are required to be employed as a condition of the employer grant, there were some that do not have wage records. Generally, this is a result of incorrect Social Security numbers or poor reporting practices. However, reporting practices have improved over time and this will be the last evaluation to include grants that were awarded prior to the 2014 improvements to data collection practices.

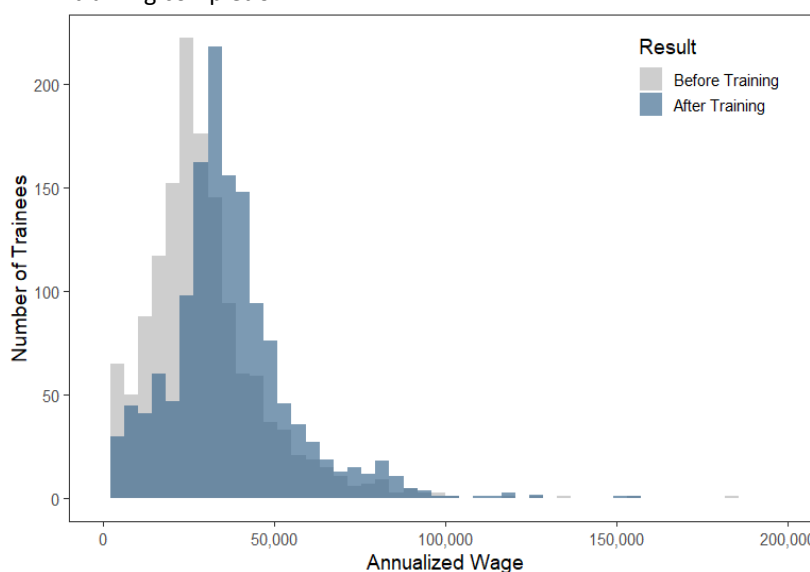
The follow-up wages used include only those participants who were employed and remained in Idaho. In Figure 3, the distribution of annualized wages compare those in the final quarter of training with wages one year later. This timeframe

was used to ensure seasonal fluctuations in employment did not skew the results. The average annualized wage prior to program completion was \$29,693, and following program completion it increased to \$36,568.

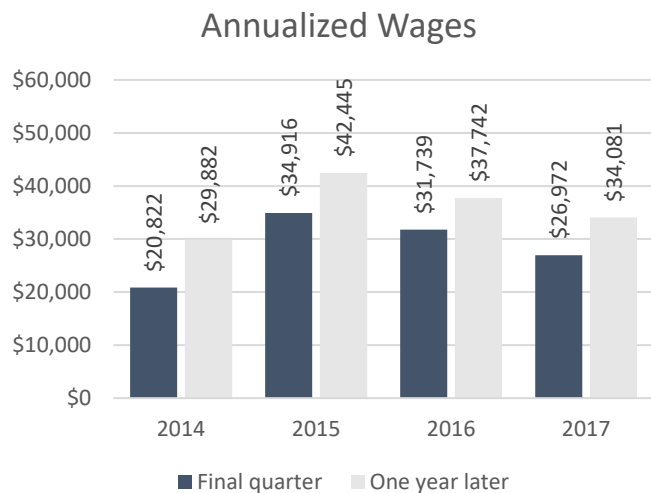
From 2014 through 2017, training resulted in higher wages for every year. Training ending in 2015 had the highest average post-training wages – one year later - at \$42,445. However, those with training ending in 2014 had the highest increase at 44 percent. Annualized wages in that year increased from \$20,822 to \$29,882 one year following training completion. It's important to note that there are many factors that contribute to wage increases and that it cannot solely be attributed to training.

While there is fluctuation year over year regarding wages, and a downward trend since 2015, there is a consistent and significant increase in wages following training. The decreases since 2015 can be

**Figure 3.** Wage distribution by number of trainees one year following training completion.



**Figure 4.** Annualized wages at final training quarter and one year later.



explained by wage differences in the various industries that were awarded grants, changes made to the WDTF scoring matrix, different selection criteria or improved spending on employer grants. Figure 4 shows the comparative changes in annualized wages by year, considering wages in final quarter of training and wages one year later – whether or not they were employed at the same establishment.

In comparison with wage increases statewide, trainees realized a wage increase more than five times what is typical statewide for that same year, regardless of base wages (see Figure 5). It is worth noting that even with the large wage increase one year following training, the average state wages remain anywhere between 5 percent

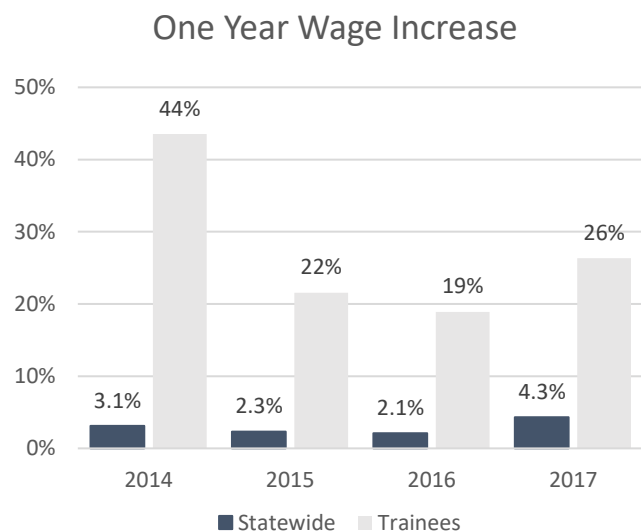
to more than 20 percent higher than follow-up trainee wages for each of the years, except 2015. In 2015, follow-up trainee wages surpassed the state average wages by 8.5 percent, potentially a reflection of investment in training for higher paying jobs.

## Employment

Of the participants included in the 17 employer grants evaluated, 63 percent received training in the manufacturing industry – a total of 1,063 trainees. Another 35 percent of trainees received training in the administrative and support services industry, totaling another 590 trainees. Trainees in those two industries made up more than 95 percent of all participants in this evaluation for employer grants. As seen in Table 2, all employer grants evaluated fell into one of four industries.

While 68 percent of trainees who were employed during the follow-up quarter remained at the same employer, 34 percent of trainees that were employed elsewhere remained in the same industry. The manufacturing industry had the greatest number of trainees with 88 percent employed at the time of follow-up. Although there was only a single contract for each of the health & social services and the wholesale trade industries, both of these contracts retained roughly 90 percent of their trainees in Idaho.

**Figure 5.** Comparison of one year wage increases between statewide workers and trainees.



**Table 2.** Employer retention, share of trainees employed in Idaho, and the share of employed participants that remained in the same industry.

	Number of Contracts	Number of Trainees	Employer Retention	Retained in Idaho <sup>†</sup>	Industry Retention <sup>**</sup>
Administrative & Support Services	1	590	58%	78%	61%
Health & Social Services	1	10	10%	90%	90%
Manufacturing	14	1063	74%	88%	76%
Wholesale Trade	1	24	67%	92%	71%

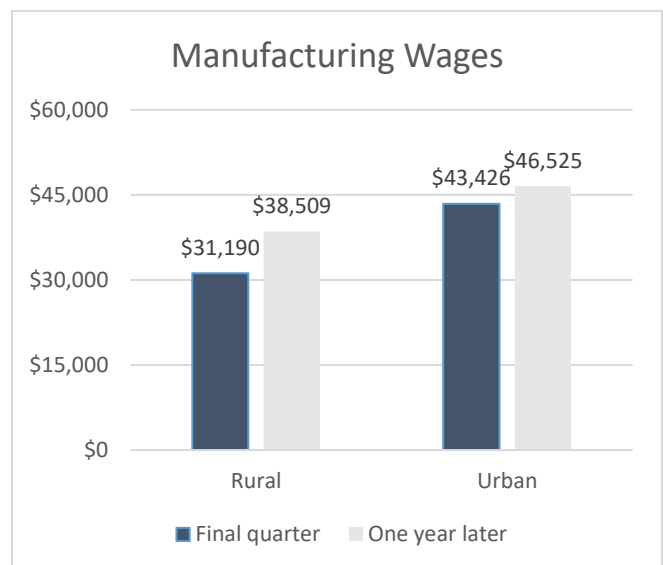
<sup>†</sup> This reflects the only share of trainees reporting Idaho wages – unemployed trainees in Idaho are excluded.

<sup>\*\*</sup> Industry retention refers the share of trainees who remained in the same industry regardless of employer

## Urban & Rural Designations

While Idaho has a few population centers, much of the state is rural. The Idaho Department of Labor definition for a rural county is the largest city / township in that county having a population less than 20,000 residents. According to 2018 population estimates, there were nine counties having an urban designation and the remaining 35 counties designated rural. Employer grants were awarded to six employers in rural locations and 11 in urban counties, serving nearly the same number of trainees in each designation. Employers in the manufacturing industry comprised all grants in rural areas. More than 90 percent of the trainees remained in the same rural / urban designation following training. Participants with reported wages from the remainder of trainees suggest they relocated from a rural to urban location or visa versa.

**Figure 6.** Comparison of rural and urban manufacturing wages from employer grant trainees.



A comparison of manufacturing wages between rural and urban counties is shown for grant participants in Figure 6. While trainees in both rural and urban designations had experienced a wage increase, trainees in rural counties had a 23 percent wage increase and those in urban counties had a 7 percent increase. Following training, trainees in rural counties had annualized wages 21 percent less than those in urban locations. Compared to a 40 percentage point difference prior to training, this suggests that training activities may be helping to shrink wage differences between rural and urban designations.

When considering all industries, the annualized wages of trainees in rural and urban designations were more similar, as was retaining employment in Idaho following training. Table 3 displays the full results for all industries by rural and urban counties.

**Table 3. Employer trainee outcomes by rural or urban designation.**

	Number of Employers	Number of Trainees	Prior Wage	Post Wages	Wage Increase	Retained in Idaho <sup>†</sup>
* Rural	6	864	\$29,400	\$36,072	23%	86%
Urban	11	822	\$27,111	\$36,624	35%	82%

\* Results for rural counties only reflect outcomes from the manufacturing industry; all other sectors were located in urban areas.

<sup>†</sup> This reflects the only share of trainees reporting Idaho wages – unemployed trainees in Idaho are excluded.

## Industry Performance

Although there were fewer industries during this evaluation, continuity from prior evaluations was tabulated in order to track industry performance over time. Both prior evaluations covered several more years of employer grants, hence, more information was available across all industries. For the 2019 evaluation, the manufacturing industry comprised nearly the same share of trainees as the 2017

**Table 4. Allocation of trainees to various industries and wage changes, in comparison to previous evaluations.**

		2012	2017	2019
Share of Trainees	<i>Administrative &amp; Support Services<sup>†</sup></i>	43%	2.3%	35%
		8.3%	91%	51%
Percent Wage Change	<i>Construction</i>	0.4%	2.4%	—
		-14%	14%	—
	<i>Finance</i>	3.2%	8.4%	—
		10.4%	20%	—
	<i>Health Care and Social Assistance<sup>†</sup></i>	—	1.8%	0.5%
		—	9.7%	18%
	<i>Information</i>	7.6%	8.0%	—
		15%	9.0%	—
	<i>Management of Companies and Enterprises</i>	0.0%	3.4%	—
		9.0%	-7.4%	—
	<i>Manufacturing</i>	34%	61%	63%
		5.0%	6.9%	20%
	<i>Other Services (except Public Administration)</i>	1.9%	0.1%	—
		-2.8%	-11.3%	—
	<i>Professional, Scientific, and Technical Services</i>	4.2%	4.2%	—
		4.6%	51.3%	—
	<i>Retail Trade</i>	1.2%	1.2%	—
		-2.3%	12.9%	—
	<i>Transportation and Warehousing</i>	0.7%	3.9%	—
		9.5%	17.5%	—
	<i>Utilities</i>	0.1%	0.1%	—
		-2.7%	-12.9%	—
	<i>Wholesale Trade<sup>†</sup></i>	2.4%	3.6%	1.4%
		8.3%	15.5%	8.3%

<sup>†</sup> Calculations for 2019 are from a single employer and may not reflect the industry average.

evaluation, but with a greater wage increase at 20 percent. While a higher wage increase was seen in the 2019 evaluation for the manufacturing and health care and social assistance industries, the wage increase for administrative and support services, and the wholesale trade industries, was smaller than those realized in the 2017 evaluation. The full breakdown by industry and evaluation year is shown in Table 4.

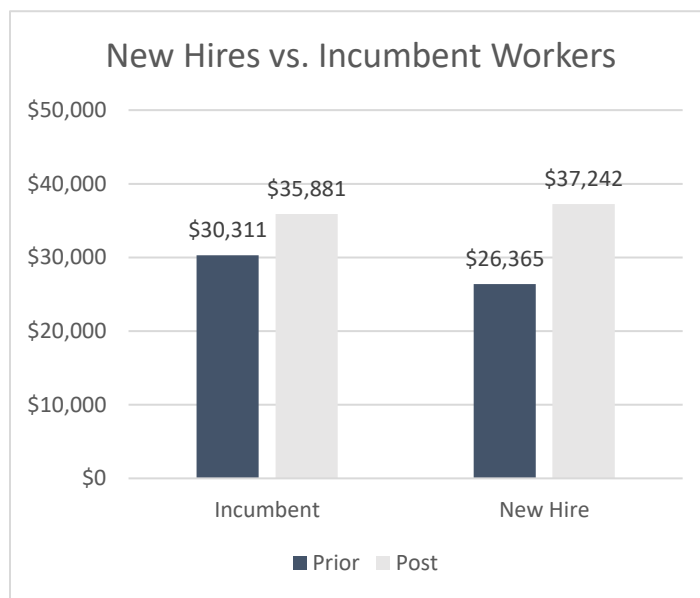
### New Hires and Incumbent Workers

Employers have the option of using grant funds for the creation of new jobs by hiring prospective employees or retraining incumbent workers. A worker was inferred to be a new employee if they did not have wages from that employer the quarter prior to training. If records did not contain these dates, then the earliest training end date or the contract start date was used instead.

Half of the employer grant participants were retrained employees. Not surprisingly, the prior wages of the incumbent workers were higher than new hires, making an average of \$4,000 more annually. Figure 7 shows the changes in annualized income one year post training. While incumbent workers realized an 18 percent wage increase, new hires had annualized wages 41 percent higher one year later.

Although new hires tended to realize a greater wage increase, incumbent workers remained more dedicated to the industry. In fact, incumbent workers were 15 percent more likely to remain employed within the same industry and 25 percent more likely to stay with the same employer. Table 5 shows the full disaggregation of trainee outcomes by worker type.

**Figure 7.** Comparison wage increase for new hires versus incumbent workers.



### Occupations In-Demand

Retrospectively, training during the evaluation period was matched with the Idaho's 2016 – 2026 top 100 in-demand occupations as reported by the Idaho Department of Labor. This was used to illustrate whether positions that were trained in the evaluation supported Idaho's in-demand occupations.

**Table 5.** Employer trainee outcomes by worker type.

	Number of Trainees	Average Wage Increase	Retained by Employer	Retained in Idaho <sup>†</sup>	Industry Retention <sup>††</sup>
<i>Incumbent Workers</i>	843	18%	75%	88%	76%
<i>New Hires</i>	846	41%	60%	80%	65%

<sup>†</sup> This reflects the only share of trainees reporting Idaho wages – unemployed trainees in Idaho are excluded.

<sup>††</sup> Industry retention refers the share of trainees who remained in the same industry regardless of employer

Positions listed in the proposed training plan were used to evaluate which of those matched the in-demand occupation list. Because most of the records in this evaluation existed prior to the administrative changes in WDC, many of the records were missing. Only 793 of the 1,687 employer trainees had proper records for analysis and, consequently, results do not fully reflect the comprehensive impact of the training fund in helping to alleviate in-demand occupations.

The production industry had the greatest share of trainees matching in-demand occupations at 8 percent, adding 64 jobs. In total, 16 percent of the trained occupations matched. Table 6 shows the full breakdown by industry and occupation, the share of trainees in that occupation, the number of jobs created and the hot job ranking for that occupation.

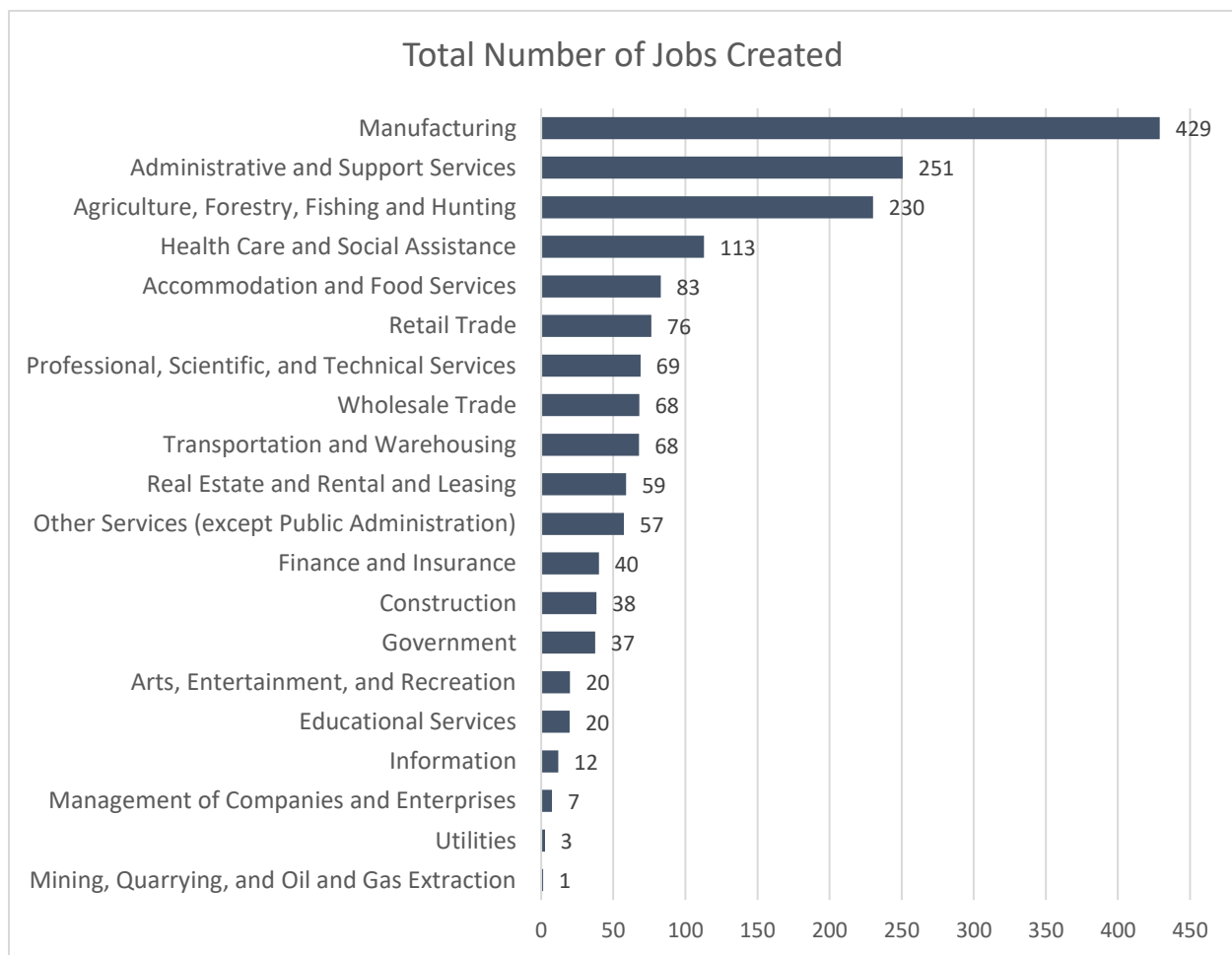
**Table 6.** How do trained occupations match up with 2016 – 2026 occupations in demand?

	Occupation	Hot Job Rank	Number of Jobs	Share of Total
<i>Production</i>	Welders, Cutters, Solderers, and Brazers	59	31	3.9%
	First-Line Supervisors of Production and Operating Workers	35	13	1.6%
	Food Batchmakers	95	12	1.5%
	Packaging and Filling Machine Operators and Tenders	79	8	1.0%
	Industrial Machinery Mechanics	6	6	0.8%
<i>Installation, Maintenance and Repair</i>	Millwrights	99	5	0.6%
	Maintenance Workers, Machinery	26	4	0.5%
	Maintenance and Repair Workers, General	78	3	0.4%
	First-Line Supervisors of Mechanics, Installers, and Repairers	36	1	0.1%
<i>Healthcare Practitioners &amp; Technical</i>	Registered Nurses	1	17	2.1%
<i>Sales &amp; Related</i>	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	87	8	1.0%
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	25	5	0.6%
<i>Transportation &amp; Material Moving</i>	Industrial Truck and Tractor Operators	93	11	1.4%
<i>Architecture &amp; Engineering</i>	Industrial Engineers	13	2	0.3%
	Electrical Engineers	86	2	0.3%
<i>Business &amp; Financial Operations</i>	Accountants and Auditors	16	1	0.1%
	Cost Estimators	19	1	0.1%
<i>Computer &amp; Mathematical</i>	Computer Occupations, All Other	63	1	0.1%
<b>Total</b>	All above occupations	-	131	16.4%

## Economic Impact

Considering only the new hires that remained in the same industry following training, an economic impact analysis was performed to calculate the trickle-down effects of the newly created jobs. This includes additional jobs created as a result of the new positions, including all direct, indirect and induced jobs. For the 562 new hires that remained in the same industry following training, the total impact of jobs created is 1,682 positions across several industries, as seen in Figure 8. The majority of total jobs created were in the manufacturing industry, followed by the administrative and support services, and agricultural industries.

**Figure 8.** Total number of jobs created including new hires plus any direct, indirect and induced jobs, by industry.



Creating these jobs additionally impacted the taxes collected on productions and imports. This includes tax liabilities such as general sales and property taxes. The aggregate effect of these is estimated to include \$3.2 million more in taxes collected locally and \$2.6 million more statewide.

## Industry Sector & Innovation Grants

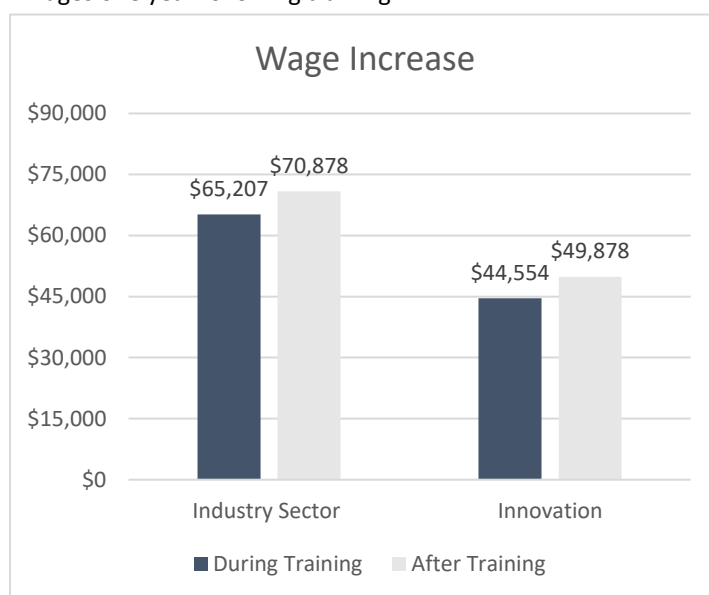
Over the evaluation period, three industry sector grants involved 205 participants and were awarded to educational institutions located in northern, central and eastern Idaho. Five innovation grants had 69 participants.

While participants in both of these grant types are not required to be employed, wage increases were seen in both. One year later, innovation grant participants realized a 12 percent wage increase while industry sector grant trainees experienced an eight percent increase (see Figure 9).

More importantly, however, is whether the participant was employed one year following training. For industry sector grants, 92 percent of participants were employed one year following training completion, compared to 72 percent of participants trained with innovation grants.

While more employer grants were awarded to urban areas than rural, industry sector and innovation grants had a greater reach to rural counties. Educational institutions with industry sector grants partnered with consortium partners scattered throughout the state, and innovation grants were directed at several cities in rural designations. Of the innovation grants analyzed, more than half served rural counties.

**Figure 9.** Comparison of Industry Sector & Innovation grant wages one year following training



## Conclusion

Over the evaluation period for contracts ending between July 1, 2016, and June 30, 2018, there were more than 40 employer, industry sector and innovation grants awarded in both rural and urban counties throughout the state. For these contracts, a total of \$6.2 million was awarded with \$4.3 million spent. Innovation grantees generally spent more of the amount funded at an average of 79 percent. While employer grants typically were awarded more funding at an average of \$138,652, employers tended to use the least amount at 65 percent.

Employer grants were effective in increasing overall wages. Evaluating wages one year following the end of training, annualized wages for participants increased for training ending every year from 2014 to 2017. Overall, annualized wages increased from \$29,693 to \$36,568 one year following program completion, an increase of 23 percent.

Employer grants served four industries during this evaluation. Sixty-three percent of participants received training in the manufacturing industry – a total of 1,063 trainees. Another 35 percent of trainees received training in the administrative and support services industry, totaling another 590



participants. These two industries made up for more than 95 percent of trainees through employer grants.

The vast majority of employees remained in Idaho, with 88 percent of those in the manufacturing industry employed in Idaho during the follow-up period one year later. Additionally, while 68 percent of trainees who were employed during the follow-up period remained at the same employer, 34 percent of trainees that were employed elsewhere remained in the same industry. Considering only the new hires that remained in the same industry following training, the aggregate economic impact is estimated to have increased local taxes by \$3.2 million and state taxes by \$2.6 million.

More than half the innovation grants and nearly the same number of participants in employer grants were in rural designations. Manufacturing wages in rural designations increased significantly more than urban wages in the one-year follow-up period, bringing rural wages closer to urban wages following training. There was a similar trend between new hires and incumbent workers, where new hires realized a 41 percent wage increase compared with 18 percent for incumbent workers. However, it's worth noting that the calculation for new hire wage increases may be based on incomplete data. Wages are reported quarterly and a new hire may not have been employed for its entirety, potentially inflating the annualized wage increase.

In consideration of catering grant funding toward Idaho's in-demand occupations, it was found that 16 percent of the training evaluated matched up with the top 100 occupations in demand. A majority 8 percent of those were in the production industry. Because this was the first analysis of its kind, only 793 trainees had proper records for use. With the changes in reporting requirements, future evaluations will provide a more complete picture of the impact the training fund is having on in-demand occupations.

Overall, participants of the grants during this evaluation resulted in increased wages, the majority employed in Idaho. Varied types of grants were awarded to both rural and urban designations throughout the state. The next annual evaluation will consider grants fully administered following the changes in the WDC.

## **Recommendations**

Many of the assessments made in this report are based on the accuracy of reported data. While there have been vast improvements made following the administrative changes, it is worth noting some of the improvements that can be made following this report. Certain metrics such as training end date is useful for tracking wage changes following the final quarter of training. Often this is reported instead as the quarter end date for the reporting quarter, or it is missing altogether. Other shortcomings for data collection seen in this report (i.e. new hire metric) have already been implemented following the administrative changes. However, the impact will not be seen until the following evaluation.

## Appendix A

This appendix outlines in detail specific changes and recommendations as noted by the Workforce Development Task Force to be effective July 1, 2018, as well as changes in the WDTF scoring matrix for awarding grants.

### Administrative & Policy Recommendations

- Transition the WDC organizational model such that it is industry-driven, can hire dedicated staff, coordinate efforts amongst state agencies and remain independently accountable.
- Ensure the majority of the council is comprised of industry members.
- Establish a sustainable funding mechanism for the Workforce Development Training Fund.

### Changes in the WDTF scoring matrix

- The employer tax rate class metric was removed in order to improve scoring transparency.
- Average wages were replaced with a metric that measures the relationship between average wages from the employer and the average wages from the county where it resides.
  - This new metric is intended to balance scoring of employers that have different local economies.
- Wages and education were split to allow each metric to exert greater independent influence on the final grant score.
- Weights and total available metric points were adjusted accordingly.
- Methodology for scoring education was adjusted; applicants are now only required to supply the number of trainees receiving a particular training activity.
  - The new methodology includes a weighted average of the number of participants in a given training classification, relative to the total number of participants in all training activities, as some participants attend more than one training activity.

# Preceptor Incentive

### **Preceptor Incentive**

*(will be integrated into WDTF Policy if approved)*

### **Eligibility**

Idaho employers who are providing preceptorships to Idaho residents to support necessary work-based learning for nurse practitioners, physician assistants, pharmacists and prescribing/clinical psychologists.

- Must be registered with the Secretary of State to do business in Idaho and be in "good standing".
- Employer will be required to provide evidence of the preceptor learning experience.

### **Fund Availability**

The Council may establish a pool of funds on an annual basis for this program. A maximum of \$1,000 per preceptor learning experience, per student, is available to offset the extraordinary costs of utilizing a preceptorship training program. Funds will be distributed upon verification (co-signed by the institution) that the trainee has completed all the hours of training in a preceptor learning experience.

### **Applications**

Employer shall provide at a minimum:

- Verification trainee is enrolled in a nurse practitioner, physician assistant, pharmacist or prescribing/clinical psychologists program requiring clinical hours for completion of program.
- The number of hours required for the preceptorship.

### **Reimbursable Expenditures**

WDTF grants may reimburse the following eligible expenses:

- Training costs associated with structured internal training including preceptor wages, reasonable travel costs and materials.

Expenditures that are not reimbursable:

- Employee onboarding,
- Wages paid to individuals receiving training.

### **Contractual Terms**

- Grant period is aligned to the length of the preceptor learning experience program.
- Grantees are required to submit quarterly reports as delineated in the written contract. The quarterly report will include provision of the entire 9-digit social security number of the trainees/participants.
- The executive director of the Idaho Workforce Development Council is authorized to impose a claw back provision when they determine it to be in the best interest of the fund.

### **Performance Metrics**

The return on investment shall be measured by:

- Number of preceptors trained.
- Wage gains at one-year post training.

# Child Care Expansion Grant Update



Child Care Grant Proposal Rubric

Proposal Name:

Reviewer Name:

GOALS OF THE WDC CHILD CARE EXPANSION GRANT:

The project will:	YES	NO
Increase or expand child care capacity.		
Enable businesses and employer consortiums to create and develop on-site, or near-site, child care or partner with local/regional child care services.		
Will provide high quality child care in Idaho. As defined in CCEG <a href="#">policy</a> . Framework found here: <a href="https://idahostars.org/Child-Care-Providers/Steps-to-Quality">https://idahostars.org/Child-Care-Providers/Steps-to-Quality</a>		
Provide care to children ages 13 and younger, children with disabilities ages 14-18, or a combination thereof.		
Project is “shovel ready”.      Comment:		

Proposal Name:

Variable	Exemplary (3 pts)	Reasonable (2pts)	Questionable (1pt)	Missing (0 pts)	Score	Comments
Employer partnership	Project clearly defines the employer partnership.	Project generally outlines an employer partnership.	Project minimally depicts employer partnership.	It is unclear if project has an employer partnership.		
Child care needs/barriers are explained and documented?	Needs/barriers are clearly explained with description of how the information was obtained.	General explanation of needs/barriers with some narrative of how that information was gathered.	Minimal explanation of needs/barriers with little to no description of how information was acquired	Inadequate explanation of needs/barriers		
Project serves high need communities in a child care desert <a href="https://childcaregap.org/assets/onePagers/Idaho.pdf">https://childcaregap.org/assets/onePagers/Idaho.pdf</a> <b>See eligibility checklist.</b>	Project is located in an area that is in the top quartile of Idaho's child care deserts.	Project is located in the second quartile of Idaho's child care deserts.	Project is located in the third quartile of Idaho's child care deserts.	Project is located in the fourth quartile of Idaho's child care deserts.		
Does the project meet the needs most sought in applicant's community?  Did they indicate the amount of current available slots, additional slots, and age ranges?	Describes how project meets significant community needs with details on current and added slots with age ranges.	Describes how the project meets community needs with details on current and added slots with age ranges.	Minimally describes community need and provides info on current and added slots with age ranges.	Provides no specifics on meeting community need and may include info on current and added slots with age ranges.		

Proposal Name:

Variable	Exemplary (3 pts)	Reasonable (2pts)	Questionable (1pt)	Missing (0 pts)	Score	Comments
High quality Care	Applicant clearly describes how high quality care will be provided and uses the IdahoSTARS guidance.	Description of how high quality care will be provided is general but appropriate	There is little evidence high quality care will be provided	There is no information regarding high quality care		
Hours of operation (based on population served)	Hours served significantly exceed traditional business hours ( <i>12 or more hours in duration M-F, evening/night hours and/or weekend hours</i> ).	Somewhat exceeds traditional business hours ( <i>longer or earlier/later than traditional hours but less than 12 hours, e.g. 6:30 AM – 6:00 PM</i> ).	Traditional business hours served ( <i>some combination of hours between 7:00 AM – 6:00 PM</i> ).	Less than traditional hours ( <i>hours less than traditional hours as shown</i> ).		
Business Plan shows applicant will achieve sustainability beyond the grant period	Exceptionally	Generally	Minimal	Not at all		
Staff recruitment and retention <b><i>See eligibility checklist for average pay.</i></b>	Above market pay, benefits, retention plan	At or above market pay, no or limited benefits, some retention plan or professional development	Pay at or below market rate, little or no benefits, little to no professional opportunities	Inadequate response		





## Child Care Grant Proposal Rubric

Proposal Name:

[illegible]

LOCAL

# Childcare centers across North Idaho struggle to keep up with the demand

With the closure of ABCD Daycare Coeur d'Alene, Kootenai County lost capacity for 100 children.



Credit: Coeur d'Alene Press

Author: Josa Snow (Coeur d'Alene Press)  
Published: 1:51 PM MST December 4, 2022  
Updated: 1:51 PM MST December 4, 2022



COEUR D'ALENE, Idaho — Chris Bjurstrom is tentatively celebrating some wins as owner of ABCD Daycare.

“For the first time since COVID-19 started, we’re at full staff and full capacity,” Bjurstrom said. “But I’m afraid that in the next breath someone may quit and go somewhere else.”

It’s been a series of challenges for her and other local child care centers, reports our partners from the [Coeur d'Alene Press](#).

Bjurstrom decided to sell her Coeur d'Alene branch of ABCD to better manage the Hayden location and the challenges of 2020.



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And she's not alone, with 13 other child care centers in Coeur d'Alene closing since 2019, said Kelley Setters, deputy clerk for the city of Coeur d'Alene. In that time, only four daycare centers have opened. With the closure of ABCD Daycare Coeur d'Alene, Kootenai County lost its capacity for 100 children.

Now, staffing the Hayden ABCD center has been a huge challenge for Bjurstrom, as wages have doubled since COVID-19 hit.

"The grant money has been major," Bjurstrom said. "It's been a struggle, but it would've been 10 times harder without that."

Federally funded state grants help childcare centers stay open, or supplement wages for childcare workers. But even with wage grants making payroll manageable, the demand for child care continues to outpace the spaces Bjurstrom has available for children.

"I have a waitlist a mile long," said Erika Starkey, owner of Kinder Prep Learning Center in Post Falls. "Child care is few and far between in this area."

Starkey is in the process of building a new childcare center to respond to shortages in childcare exposed by COVID-19. Kootenai County is seeing a huge demand for access to child care, Starkey said, and the new center will add 190 new openings for children 18 months to 5 years old.

"Ever since COVID hit, it's been a nightmare trying to get any kind of daycare for my eldest daughter," said Lacey Dorn, a mother in Post Falls. "The price has doubled in two years. I don't know how people are doing it. It forces parents down to one income, and I don't know how anyone can do that. At \$1,300 a month, you're paying a mortgage for daycare."

Parents tell child care center owners like Starkey and Bjurstrom they're on every local waiting list — and they say every child care center has a waiting list.

Some childcare facilities see as many as five times the amount of applicants as they have openings each season.

"We are turning people away," Bjurstrom said. "We are at full capacity, and it breaks my heart to turn people away."

North Idaho College is helping to meet some demand for staffing, with the largest early childhood development class they've ever had. Of those nearly 80 students, most already participate in a work-study program providing daycare in the community, said Kathleen Miller Green, professor of child development at NIC.

"Nationally, the childcare workforce turns over by 50% every year," Miller Green said. "It's low pay, long hours, and if you do it right, it's hard work. A lot of programs can't offer benefits or insurance."

Employees will often advance out of early child care and move into better paying jobs, Miller Green said.

"It has both a labor supply and a labor demand constraint," said Sam Wolkenhauer, regional economist for the Idaho Department of Labor. "Shortage of child care, or when child care is very expensive, limits the labor supply because it keeps parents from working. But it also is an industry that's very hard to staff."

Access to child care has a direct correlation to participation in the labor market, Wolkenhauer said.

“We are definitely facing a situation where shortage of workers is one of the biggest economic issues,” he said.

The ability of workers to enter the job market often hinges on access to affordable child care.

“Child care is an industry that cannot become more efficient,” Wolkenhauer said. “Because of the legal ratios and constraints set on daycare standards, the only way for a daycare to serve more kids is to have more space and more workers.”

Child care centers have legal limits on the amount of children any one staffer can take care of, and how much space that requires. Those constraints skew the natural supply-and-demand relationship in the industry by capping supply.

“Part of the problem with child care, and not having enough of it, is that it doesn’t pay as well as the school districts,” Wolkenhauer said. “Median wages for early child care workers are less than half of the median wages of elementary schools.”

Childcare facilities posted 1,200 job openings for child care workers across Idaho in 2022, Wolkenhauer said.

That translates to a current shortage of 20,000 childcare openings across the state, where 74,000 childcare positions are needed, said Keri Cederquist, community impact director at United Way of North Idaho.

United Way is working in collaboration with the local private sector and childcare providers in an attempt to find solutions to the impending financial cliff, when grant money is expected to end June 30, 2023.

“We’re working statewide to try to elevate the profession,” Cederquist said. “Long-term, there’s not a lot of people entering the field as a career because the pay is so low and it’s a really demanding field. United Way is designed to empower locals to improve the systems of early care and education. Our long-range strategy is increasing business and community engagement to be a partner in solving this really big challenge.”

United Way supports access to child care through a state pilot program for a workforce development council, the North Idaho Early Learning Collaborative. The goal of the collaborative is to expand access to quality, affordable child care to working families in Kootenai and Bonner counties.

“Child care access is infrastructure and without it, people can’t work,” said “State reimbursement for child care just covers the bare minimum and not enough to provide a quality program.”

The council administers grant funds to connect local businesses with local childcare providers and to foster collaboration to provide childcare seats. Those collaborations can then draw reimbursement funds from grants.

“It’s clear given the research nationally that child care cannot sustain itself; there’s too much of a gap between what people can afford and what child care costs,” Cederquist said.

So with higher wages, higher demand and higher costs, prices wouldn’t be sustainable without access to grants.

Parents can also apply for scholarships, federal grants or aid to make child care more accessible, Cederquist said, but often those thresholds are lower than federal programs like the Supplemental Nutrition Assistance Program (SNAP), and parents make too much to qualify, but not enough to cover child care.

Starkey guides people to United Way scholarship applications on her website and encourages families to find access to resources.

“It always trickles down where every time something gets increased it’s got to come from somewhere,” Bjurstrom said. “The middle class are feeling it now.”

She’s tried not to raise prices, despite seeing costs increase on everything from food, janitorial supplies and school supplies to utilities and property taxes.

“We’ve always taken pride in providing quality care for all of these kiddos and their families and it’s getting harder and harder,” Bjurstrom said.

If Bjurstrom and Starkey are forced to raise prices because of continued rising costs, they’ll price out much of the middle class market, further straining low- and middle-income families.

“Grant money supplements wages and when that runs out, it comes out of our pocket,” Bjurstrom said. “We’ll do everything in our power not to make further layoffs.”

If supply drops further in childcare access, the labor market will be further strained.

“Often, we have parents coming in to enroll their children who have adapted their home life to revolve around working from home and having their children there at the same time,” Starkey said. “The most frequent feedback I hear from families is the challenge of being productive when their children are there and they don’t have anyone to entertain them or provide undivided attention.”

Bjurstrom has cleared some of the early pandemic hurdles in her business, but now she is seeing different challenges with children. She's seen increased instances of behavioral issues, and more kids with anxiety or difficulties with speech development.

"It used to be that you would have three to five kiddos throughout the school that were more difficult, and now we're looking at that in every class," Bjurstrom said. Those pressures are then felt by her staff, "And if these guys can go flip a burger, why take on the stress?"

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# Committee Reports

## Committee Reports

Executive Committee Report		
Date of Meeting	Agenda Item	Overview/Status
October 13, 2022	Bish's RV Employer Grant	Approved the Bish's RV Grant in the full amount of \$56,250.
October 13, 2022	Idaho Public Television Outreach Grant Extension	Approved a one-year extension of Idaho PTV's Outreach Grant.
October 13, 2022	Grant Awards - Media Outreach Requirements	Ms. Secrist will work with the WDC attorney to include language in the standard terms and conditions. A policy change is not needed.
October 13, 2022	ARPA Funding Allocations	Reviewed ARPA Workforce Training Allocations and discussed an expected request from Micron to exceed the employer grant limits. Committee asked staff to present projections at the next meeting.
October 13, 2022	Age of Agility Update	Ms. Solace shared that the Age of Agility will be postponed to the Spring due to significant scheduling conflicts.
October 13, 2022	Executive Director's Report	Ms. Secrist shared an update on the Preceptor Incentive Policy and reviewed the suggestions from the Council break-out sessions.
November 10, 2022	True West Beef Employer Grant	Approved the True West Beef Employer Grant in the full amount of \$181,290.85.
November 10, 2022	WDTF & ARPA Funding Allocations	Mr. Thomsen and Ms. Secrist shared projects under development for WDTF grants, additional information on the Micron expansion and draft allocation scenarios.
November 23, 2022	Child Care Grant Update	Ms. Griffin presented an update on the Child Care Grants.



<b>Executive Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
November 23, 2022	December Council Meeting Agenda Development	The Committee reviewed topics and developed the agenda for the December Council meeting.
November 23, 2022	Joint Meeting with State Board of Education	Ms. Hoehne led a discussion to define agenda topics for the upcoming meeting with the State Board of Education.
November 23, 2022	Executive Director's Report	Ms. Secrist provided an update on Ms. Solace's transition to the STEM Action Center. Ms. Solace shared her goals for the STEM AC and the Committee discussed Next Steps Idaho and Pathful Connect. Ms. Secrist updated the Committee on the progress of the Preceptor Incentive.

<b>Child Care Expansion Grant Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
September 9, 2022	Review Applications	Committee reviewed/scored two proposals.
September 23, 2022	Review Applications	Committee reviewed/scored four proposals.
October 7, 2022	Review Applications	Committee reviewed/scored eight proposals.
October 7, 2022	FAQ Discussion/Child Care Grant Update	Committee reviewed rubric and determined to add name of scoring member to ease in data collection.
October 14, 2022	Review Applications	Committee reviewed/scored eight proposals.
October 21, 2022	Review Applications	Committee reviewed/scored six proposals.
October 21, 2022	Child Care Grant Updates	Committee requested rubric be added to website.
November 4, 2022	Review Applications	Committee reviewed/scored six proposals.

Child Care Expansion Grant Committee Report		
Date of Meeting	Agenda Item	Overview/Status
November 18, 2022	Review Applications	Committee reviewed/scored eight proposals.
November 28, 2022	Award Child Care Expansion Grants - Small providers	<p>Committee recommended approval of the following grants to the Executive Committee:</p> <ul style="list-style-type: none"> <li>• Lost Rivers Medical Center</li> <li>• Care House Learning Center</li> <li>• Little Me with Daycare</li> <li>• Cookies N Milk Daycare</li> <li>• Whole Child (Small Center)</li> </ul> <p>to the Executive Committee, but with the following notes:</p> <ul style="list-style-type: none"> <li>• Lost Rivers recommended to be funded at \$270,000</li> <li>• Contingent on Cookies and Milk Daycare receiving their other funding sources</li> </ul> <p>For a total of \$855,904.64.</p>
November 28, 2022	Award Child Care Expansion Grants - Large providers	<p>Committee recommended approval of the following Grants to the Executive Committee:</p> <ul style="list-style-type: none"> <li>• Kaniksu Community Health</li> <li>• Storybook Adventure</li> <li>• Tiny Tots Learning Center</li> <li>• West Central Mountains Economic Development Council</li> <li>• Tamarack Resort</li> <li>• United Way of South-Central Idaho E-Street</li> <li>• Lucky Duck Preschool</li> </ul> <p>For a total of \$6,578,244.</p>
December 2, 2022	Review Applications	Committee reviewed/scored five proposals.

CNA Advisory Committee		
Date of Meeting	Agenda Item	Overview/Status
September 26, 2022	Registry Considerations: Share Information on Items Identified at August Meeting and Discuss Resulting Conclusions	Ms. Chopski reviewed the disciplinary process used by the Board of Nursing and Ms. Secrist shared slides prepared by Ms. Thompson. Employers on the Committee shared their feedback on requiring employers to hire from the registry.

CNA Advisory Committee		
Date of Meeting	Agenda Item	Overview/Status
September 26, 2022	Stakeholder Communication and Input Plan: Revisit Talking Points and Discuss Other Stakeholders for Outreach	The Committee reviewed the talking points and stakeholder list. A decision was made to wait until after the October meeting to solicit feedback.
October 25, 2022	Registry Considerations: Share Follow Up Information and Discuss Resulting Conclusions	Ms. Thompson provided answers to the questions from the previous meeting.
October 25, 2022	CNA Governance and Registry Recommendations: Review and Discuss Draft Language	The Committee reviewed and revised language in the draft framework.
October 25, 2022	Training Considerations: Discuss How to Expand Training Pipeline	The Committee reviewed and revised language in the draft framework.
October 25, 2022	Stakeholder Input and Communication Plan: Add to Talking Points, Discuss Input, and Outreach Strategies	Additional talking points were developed to facilitate sharing of the draft framework. Ms. Secrist will create an electronic survey for Committee members to provide as they solicit feedback from stakeholders. FAQs were drafted to accompany the framework.
November 29, 2022	CNA Policy Framework: Review and Discuss Initial Stakeholder Feedback	Eight responses were received - the Committee began discussion on the feedback provided.

<b>CNA Advisory Committee</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
November 29, 2022	Review Draft Report to JFAC	The Committee approved the language in the JFAC report. Ms. Secrist will attach the Framework, FAQ, Research Report and Talking Points to the report and submit it.
November 29, 2022	Stakeholder Engagement: Identify Additional Efforts Needed	Committee members provided updates on the groups they've reached out to.

<b>Grant Review Committee Report</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
September 27, 2022	Bish's RV - Employer Grant	Recommend approval of the Bish's RV Grant in the full amount of \$56,250 to the Executive Committee.
October 25, 2022	ARPA Funding Allocations	Mr. Thomsen shared information on a policy waiver request being drafted by Micron for an employer grant.
October 25, 2022	November and December Meeting Dates	The Committee agreed to move the dates of the November and December meetings up by one week to accommodate the holidays.
October 25, 2022	True West Beef - Employer Grant	Recommend approval of the True West Beef Employer Grant in the full amount of \$181,290.85, to the Executive Committee.
November 29, 2022	Micron - Innovation Grant	Recommend approval of the Micron Innovation Grant in the full amount of \$3,450,000 to the Executive Committee.
November 29, 2022	Mountain View Hospital - Industry Sector Grant	Recommend approval of the Mountain View Hospital Industry Sector Grant for the full amount of \$1,643,671.45 to the Executive Committee.

Grant Review Committee Report		
Date of Meeting	Agenda Item	Overview/Status
November 29, 2022	University of Idaho Forest Operations & Technology - Industry Sector Grant	This application was tabled until December pending additional information requested.
November 29, 2022	Learning How 2 Live - Innovation Grant	This application was tabled until December pending additional information requested.

One-Stop Committee Report		
Date of Meeting	Agenda Item	Overview/Status
September 13, 2022	MOUs & Data Sharing Updates	The data sharing agreement is nearly complete with Health & Welfare.
September 13, 2022	Infrastructure Cost Sharing Updates	Ms. Nash shared that Equus is already integrated through their lease with IDOL and will not have to be added to the cost sharing.
September 13, 2022	EO Surveys	EO reports are complete, and Ms. Nash asked for feedback on the process.
September 13, 2022	Upcoming Statewide One-Stop Partner Meeting	The Committee provided input on topics for an in-person statewide partner conference.
September 13, 2022	WDC vs. Administrative Entity Policies for WIOA	Ms. Secrist suggested that the Committee provide a recommendation to the Council that would delineate between policies that the Council is responsible for vs. those for which the Administrative Entity is responsible. The Committee agreed this would be helpful in keeping the Council and Committee strategic in their focus.
September 13, 2022	One Stop System Support for EO Responsibilities	Ms. McDonald shared her responsibilities as the new state EO officer, and the Committee discussed the support they need.

One-Stop Committee Report		
Date of Meeting	Agenda Item	Overview/Status
September 13, 2022	Regional Business Services Re-Start	Ms. Nash presented drafts from the Business Services committee and the Committee defined goals for the restart of regional teams.
October 11, 2022	Council Hub/Leader Framework for One-Stop System	Ms. Solace presented the Council Hub website to determine if it might be an opportunity to share more information about the One-Stop System.
October 11, 2022	One Stop Operator Update	Ms. Nash reminded members that they are able to post events on the Next Steps Idaho Calendar. She also shared updates on Business Services, the regional MOUs, and notified the Committee that the first Infrastructure Cost Sharing invoices would be ready in December.
October 11, 2022	Statewide One-Stop System Professional Development Council	Ms. Nash presented a draft agenda and Committee members provided feedback to finalize the sessions.
October 11, 2022	AJC Branding Policy	Ms. Donnellan advised the Committee that the policy had been sent back for revision by the Council and that staff were working on it.
October 11, 2022	WDC vs. Administrative Entity Policies	Ms. MacDonald presented the policies that the Administrative Entity is responsible for.
November 8, 2022	One Stop Operator Update	Ms. Nash presented updates on MOUs, Business Services regional teams, and the agenda for the statewide conference.
November 8, 2022	WDC vs. Administrative Entity Policies	Ms. Secrist shared the final draft of the WDC vs. AE policies and brought one new item to the attention of the committee. Staff are sorting out which side it should be on, and the Committee will take action on this item in December just prior to the Council meeting.
November 8, 2022	AJC Branding Policy	Ms. Solace presented revisions to the Branding Policy and the Committee recommended its approval to the full Council.

One-Stop Committee Report		
Date of Meeting	Agenda Item	Overview/Status
November 8, 2022	Idaho Launch Referral Process Update	Ms. Secrist shared information on how Launch referrals are routed.

Outreach Committee Report		
Date of Meeting	Agenda Item	Overview/Status
October 5, 2022	Outreach Project-Teaching Program Outreach Campaign - BSU College of Education	The Committee asked the proposal to be tabled. Staff will take Committee notes back to the applicant for review.
October 5, 2022	Updates and Potential Projects	The new WDC website will go live in the coming weeks.
November 2, 2022	Caldwell School District CTE Outreach Project	Approved the Caldwell School District CTE Outreach Project in the full amount of \$12,000.
November 2, 2022	Updates and Potential Projects	Staff updated the Committee on several activities taking place throughout Idaho.



Work-Based Learning Committee Report		
Date of Meeting	Agenda Item	Overview/Status
October 4, 2022	Work-Based Learning Committee Goals Discussion	Staff shared the goals set by the WBL Committee. Over the last few years, the Committee has addressed barriers to the expansion of WBL programs, specifically Registered Apprenticeships, incentives for RAP, and defining outcomes for and definitions for WBL. The work done by the Committee to date has either moved forward or has been taken on by other partners. In lieu of action items that align with the goals of Committee that need to be addressed monthly, the Committee recommended meetings be moved to quarterly. The next meeting will take place in Feb. of 2023.
October 4, 2022	Apprenticeship Idaho Coalition Updates	The Coalition has previously been meeting bi-monthly with partners to discuss apprenticeship partnership opportunities. This meeting has been moved quarterly.

Workforce Development Policy Committee		
Date of Meeting	Agenda Item	Overview/Status
October 18, 2022	Launch Course Approvals	The Committee approved Launch courses as presented, except for the CDL, CPR and OSHA trainings.
October 18, 2022	Micron Policy Waiver Request	Committee reviewed Micron's employer grant policy waiver request. Committee will revisit the waiver at the November Policy Committee meeting.
October 18, 2022	2023 Legislative Priorities Discussion	The Committee determined that it may be easier for the Executive Director to get real-time guidance throughout the session, with the Executive Committee assisting in what items the WDC supports at varying levels.



<b>Workforce Development Policy Committee</b>		
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Overview/Status</b>
October 18, 2022	Idaho Launch Discussion Items- In House Employer Training	The Committee revisited the discussion on whether Launch funds should be used to cover in-house training. The Committee stood firm on their previous decision to not fund in-house training through Launch.
October 18, 2022	Idaho Launch Discussion Items- For Credit Programs in Launch	Committee discussed for credit programs in Launch and determined that these programs will be approached on an as needed case-by-case basis based on current rates of spending.
October 18, 2022	Idaho Launch Discussion Items- Launch Survey Course Value Assessment	The Committee would like to use course survey data as a mechanism to determine which courses are most valuable to employers. Data will be used to refine Launch targets based on funding availability.
November 15, 2022	Preceptor Incentive	Committee recommended approval of the Preceptor Incentive as written, along with a funding recommendation of \$100,000 to the full Council.
November 15, 2022	Micron Policy Waiver Request	Committee recommended forwarding the Micron waiver request to the full Council. A second motion was approved that would prioritize development of a clear process for other companies to request waivers in the future.
November 15, 2022	Launch Course Approvals	Committee approved Launch courses as presented, with the exception of the NCCER Crew Leadership course. The CDL training from the October meeting was approved with edits to the description that clarified the intent and design of the course.