

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W Jefferson St, Ste 131, Boise, ID 83702

Workforce Development Policy Committee Meeting Minutes – April 18, 2023

Committee Members: Hope Morrow, Lori Barber, Sean Coletti, Christi Gilchrist, Jason Hudson, Tom Kealey, Clay Long, Daniel Puga, Jani Revier, Tom Schultz, John Smith (6)

Staff: Wendi Secrist, Sherawn Reberry, Rebecca Watson, Cassie Mansour, Thomas Morrison, Jeffrey Bacon

Guests: Mark Hosick and Michael S Parker from JATC UA 296, Craig Shaul from Idaho Department of Labor, Caty Solace from Idaho STEM Action Center

Call to Order at 2:02 PM

Roll Call – Quorum met.

Review Agenda – No changes to the agenda

***Review March 21, 2023 Meeting Minutes**

Motion by Mr. Schultz to approve March 21, 2023 Meeting Minutes as written. Second by Mr. Smith. Motion carried.

Launch Updates

Ms. Secrist introduced Mr. Shaul and presented updates and timeline overview for Idaho Launch. She encouraged the Committee to consider attending an in person full day meeting in May to discuss policy decisions that need to be determined by the Council.

Demonstration for Data regarding In-Demand Careers

Ms. Morrow presented data on In-Demand Careers derived from the Bureau of Labor Statistics. She pointed out one challenge with the way the data shows up: many careers that require more than a high school diploma or equivalent don't appear in the search; therefore, different searches must be completed to ensure a complete list is compiled. This may reflect an antiquated reporting function and may need to be addressed in the future.

She also pointed out that our mindset will have to change as we move forward with Idaho Launch Expanded. Even though this next year will be a building year, we will have resources to meet the challenges as we grow.

Ms. Secrist encouraged the Committee that their decisions need to be as data driven as possible.

Policy Discussion for In-Demand Careers

Current way of retrieving data vs Future data retrieval

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W Jefferson St, Ste 131, Boise, ID 83702

Mr. Shaul presented his role at Idaho Department of Labor: an economic analyst. He shared that he is committed to helping the Committee obtain data that will aid in their decision making.

He then used the need for water resource managers, especially in rural Idaho, as an example of how creating an arbitrary line may end up precluding funding from needed training in Idaho.

Mr. Shaul recommended developing data with logic for different Idaho regions or that considers in-demand occupations in a nuanced way. In this way we can be more data-driven in a meaningful way.

The WDC staff uses the Occupations in Demand tool at <https://lmi.idaho.gov/Data-Tools/Occupations-In-Demand/>. Ms. Secrist presented this to the Committee.

Discussion:

- The Committee discussed this challenge and focused on the desire to identify an objective standard.
- As we develop new policies for Idaho Launch, we will be more inclusive of various training types due to less funding constraints, therefore we should attempt to be as open as possible to various kinds of training while having high standards for quality education.
- There are many embedded certificates within two-year degrees that Idaho students may need in the current economy. There may be a shift taking place regarding whether employers want to see the degree or accept a certification.
- There are many people who don't realize how much more traction they would have with a little more training.
 - For this reason, we have two responsibilities: to provide the right training opportunities and to get the word out about those opportunities.
- The Launch expansion requires the Council to determine a list of in-demand careers each year.
- Is there a definition of an in-demand career?
 - In a sense, every job is an in-demand job. If it were not in-demand, an employer would not hire.
 - For our purposes an in-demand job is either an occupation that has a certain number of annual openings or a field that experiences a certain percentage of growth. In-demand must also consider turnover rates.
- Is there a federal or state-level list of in-demand jobs?
 - The Department of Labor's Hot Jobs List has become the In Demand Occupations list.
 - O*Net also has a "Bright Careers" list.
- If the Committee can identify a set of criteria for our In-Demand Jobs List and if we hit a certain number of those variables (perhaps 3 out of 4), we could potentially capture jobs that are currently missing out on funding.

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W Jefferson St, Ste 131, Boise, ID 83702

- Positive growth rate, better wages, and a defined number of openings are the criteria that the Committee identified in their discussion. However, through discussion they determined they would like to review data and continue the discussion.
 - Software developer jobs have low projections right now, but there are 2,000 openings currently. Both the annual projected number of positions and the current postings would be important factors.
- The Idaho Division of Career Technical Education looked at regional data in their latest grant. It will be important to understand the statewide view, as well as the regional view.
- When we talk about growth, we may need to expand the meaning of “growth” to cover replacement.
 - If we use the criteria of projected openings (in addition to projected growth) this could be a valuable way to capture replacement.
- The criteria for in-demand jobs that the Committee would like to consider are:
 - positive growth rate,
 - better wages,
 - projected annual openings,
 - and a certain number of current job postings. The Committee would prefer to see at least 50 or above, statewide, to start. However, this will need to be discussed further when looking at the data points.
- The Committee recognized there are fields such as logging that do not make formal job postings. For this reason, the Committee would also like to consider funding training for those fields that may fall outside typical job post reporting methods.
- The Committee is concerned that the wrong wage benchmark will unnecessarily constrain the system.
- If we target wage improvement, we should strive to be more aspirational than \$12 an hour.
 - The Committee would like to encourage higher wage opportunities. Is \$15 high enough?
- The Committee recognizes that some jobs will be lost if we raise the base pay rate expectation too high; but they feel they also must be conscientious of the lower wages.
 - This has many examples – like CNAs, but the growth rate and number of openings will carry this field through, as well as the potential career pathways that start with CNA certification.
- Multiple measures allow the Committee to be aspirational in our attempts here. The ultimate goal is to get Idahoans who utilize Idaho Launch a living wage and a growing career path.
- Is the wage parameter the starting rate or the end goal rate?
 - This measure is really for an entry level position in a field. A great career should place an Idahoan on track for enhanced wages. Basic economics seems to indicate that an in-demand field would give the opportunity for wages to increase. If an Idahoan wants to grow in a career, Pathways are going to make that growth visible and attainable.

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W Jefferson St, Ste 131, Boise, ID 83702

- The Committee requested looking at multiple thresholds of hourly rates: \$15, \$17.50, \$20, etc. and complete a crosswalk to decipher which occupations are excluded with each hourly wage increase to measure the impact.
- Staff will continue to mine the data with the defined parameters from the conversation. When the Committee meets in May there will be data to review and consider.

****Discussion and Approval for May Meeting Adjustment***

Ms. Morrow explained that we need to meet in person on May 23rd. Ms. Watson will send out a meeting invitation.

Mr. Puga offered to review the Idaho Launch bill and the trailer bill to determine the parameters which the Committee must consider as the policy and procedures are updated.

**Motion by Ms. Revier to adjourn. Second by Mr. Puga. Motion carried.
Adjourned at 3:10 PM.**