

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

Sarah Griffin
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

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

Program Impact & Evaluation Committee Meeting Minutes

Date: Wednesday, December 3, 2025
Time: 9:00 AM – 10:00 AM

Committee Members: Cathleen McHugh, Cate Collins, Carrie Semmelroth, ~~Lori Barber, Craig Shaul~~, Henry Nguyen, Chet Andes

Staff: Kimberly Gardner, Denise Hill, Sherawn Reberry, Wendi Secrist, Wilma Robertson, Stacy James, Tina Polishchuk

Guests: Peter Risse, CTE; Jennifer White SBOE; Heidi Estrem, SDE; Stuart Andreason, Burning Glass Institute; Hope Morrow, INL

Call to order at 9:02 a.m.

Welcome

Senator Carrie Semmelroth, Chair

Roll Call, Introductions
Review Agenda

***Approve Meeting Minutes October 1, 2025**

A unanimous consent motion by Ms. Collins to approve the October 1, 2025 Minutes as presented. Second by Mr. Nguyen. Motion carried.

Credentials of Value

- Presentation: Burning Glass Institute Stuart Andreason, Burning Glass Institute
 - Note: Presentation being recorded
 - BGI is a Data Experimentation Laboratory
 - Career histories, data sets for bureau of statistics, dept of labor, employee profiles, job postings
 - Testing in ID to understand what is happening in ID about the education and experience in mobility outcomes
 - Today valuating credentials

- US: want to continue to be better at aligning credentials
- US: funding model, to include bonus trust tied to priority degrees
 - How to build our credentials that should be a part of this
 - Credentials need to be meaningful - outcomes based formula
 - Funding based models make sense, but devil is in the details
 - Make sure you are creating long term mobility, what wage measure that is used, ROI
 - Some things are low cost but don't create the long-term mobility
 - Comment on non-economic measures and the speed attached to education metric: What happens when you forfeit growth experience requiring time, sensitivity to building the human along side the economic value – but also the value in the other experiences?
- Presentation
 - Program evaluation is hard to scale on both degree & non-degree
 - Access to alumni data, often difficult to collect at scale
 - Others use administrative data
 - Challenge is data access, and how representative they are
 - Admin data sets at the state level governed by strict privacy laws
 - At the government level very volatile in retaining the data
 - Aim Analysis
 - More strategic
 - Not a true analysis due to not knowing what happens after
 - Are certain programs performing better than others
 - Does not compare institutions or programs
 - Use linked in profiles – how do they move through labor market and their comments
 - Reviewed Arkansas process and data as example
 - Can say who was enrolled and then know what they look like with wage outcomes
 - Most states don't have enhanced wage records
 - Blind spots with workers that work outside the state or have left the state
 - Don't capture entrepreneurs or 1099
 - Do get to know some things on graduate outcomes – slide
 - Wage
- Slides will be shared
- Outcomes based funding
- 1, technical work 6 – 12 months; 2, alignment on what the groups want – consensus building – realistically 1 year dependent on consensus building
 - Coleridge Initiative helps states manage & access data
 - Outputs are worked in cloud and reviewed for confidentiality
- Mid-level approach
 - Blend from program evaluation
 - Wanted to produce high quality evaluations
 - Get beyond data access
 - Build off and measure against some programs
 - Credential of value index
 - Can grade non-degreed credentials 23K graded

- It's not different for those that get cert versus those that stay on the job
- Sometimes certificates are part of a larger degree that is providing larger gains
- Open Discussion
 - Linked in data – ratio of number who use the \$65M overall
 - Tends towards professional – about 40% of workforce, 70% of BA and above
 - Lower likely 20% that don't have a BA
 - Work hard not to over-index
 - No significant flags on what we do have on the 20%
 - Feel good about what we have
 - Have used public data if we feel over-indexed to verify
 - Used Arkansas State Data to create benchmarks
 - Circle back with OSBE

Quorum lost

Meeting adjourned 10:05 a.m.