

**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

### **Work-Based Learning Committee Meeting**

**Date:** Tuesday, October 4, 2022

**Time:** 1:00 PM – 2:00 PM

**Committee Members:** Audrey Fletcher, Debbie Ronneburg, Elizabeth Hoeper, Gina Robison, John Russ, Marie Price, Ryan Gravette, Sean Kelly, Sherry Maupin, Vicki Isakson, Paula Kellerer (6)

**Guests:** Tim Leigh

**Staff:** Rebecca Watson, Paige Nielebeck, Matthew Thomsen, Caty Solace, Jeffrey Bacon

**Call to Order at 1:01 p.m.**

**Roll call** – Quorum met.

**Review Agenda** – No changes to the agenda.

**\*Review May 3, 2022 Meeting Minutes**

**\*Review June 7, 2022 Meeting Minutes**

**Motion by Ms. Hoeper to approve both Meeting Minutes as written. Second by Ms. Price. Motion carries.**

**Welcome to Paula Kellerer; Introductions**

### **Work-based Learning Committee Goals Discussion**

Mr. Thomsen reviewed the Goals that this Committee has set for itself and the outcomes we achieved.

#### **Discussion:**

The Committee is excited to continue to promote apprenticeships and skilled job training

We continue to work with DHR at the State level to redefine the way in which we hire.

One challenge is in determining ways to define work experience. There are a lot of people who are automatically excluded from applying for positions because they don't have a degree, but public sector apprenticeships may change that.

One barrier we have identified to public sector apprenticeships has to do with affirmative action, which is a required facet of a registered apprenticeship program, but not currently allowed under the state hiring paradigm.

Another potential barrier could be miscommunication between HR and those who do the job. This could result in job descriptions requiring a degree, while the job itself does not. A competency-based requirement is perhaps more challenging to define, but in the end will break down barriers to employment for Idahoans.

In 2021 the Council approved the Apprenticeship Incentive to help with the cost of bringing on an apprentice. Businesses can apply for this, but recently the council opened this up to include up to 24-month programs. This must be a registered apprenticeship program. Included in these outcomes are the successful Idaho Launch

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apprenticeships. As far as facilitating apprenticeship grant opportunities, the Committee and our partners have done a great job.

Ms. Solace shared that at <https://idaholaunch.com/education-training/> you can search apprenticeship and see the whole list of supported programs.

Without consistent action items on a regular basis, the staff would like to suggest the Committee consider changing from meeting monthly to quarterly. If we chose to do this, our next meeting would be in January or February. Ms. Watson will work on getting a Doodle Poll out to members this week.

### **Apprenticeship Idaho Coalition Updates**

The Idaho Apprenticeship Coalition quarterly meeting is on Oct 26, 2022. Ms. Hoeper extended the invitation to the Committee and is willing to extend an Eventbrite invitation to the members of the group.

### **Other Updates:**

Ms. Robison reported that the children's book which the Committee reviewed last month is in final stages and is ready to go to print.

**Ms. Price motioned to adjourn. Adjourned at 1:42 p.m.**