

Senator Bob Nonini

From: Jess Whiting [jessicacwhiting@gmail.com]
Sent: Tuesday, March 03, 2015 9:51 PM
To: Senator Bob Nonini
Subject: Venture Investment - VIP

Dear Senator Bonini,

We are honored to extend to you this private invitation to discuss Venture Investment + Boise with our special guest, Scott Kupor.

Scott is the COO, Partner and Managing Partner of Andreessen Horowitz and also serves as Director of the NVCA, the most prestigious venture capital association. Andreessen Horowitz (\$4 billion) is known for being the #1 early-stage venture company in the world with a portfolio of companies including: Facebook, Airbnb, Twitter, Zynga, Lyft, Skype, Pinterest and more. You can learn more by clicking on Scott's bio here: <http://startupgrind.com/boise/>

This is an incredible opportunity to learn from one of Silicon Valley's top minds so please feel free to come with thoughtful questions prepared.

Please join us for a discussion on:
**Trends in Venture Investment &
An Open Dialogue about Boise**

SCOTT KUPOR
COO ANDREESSEN HOROWITZ

**Startup
GRIND**

Presented by

RIVERWOOD

- 1) an awareness & education problem
- 2) partner w/ government
- 3) partner w/ universities

Thank you for all you have done to support entrepreneurship and innovation within Idaho and for your friendship with Startup Grind.

Cheers,

Jessica Whiting
Startup Grind Boise

SENATE EDUCATION COMMITTEE
MINUTES REVIEW

For Mar 9

Please review the attached minutes and let me know if there are any changes so they can be put on the agenda for Mar 19. Thank you.

LeAnn: 332-1321

Senator Nonini

OK - B.N.

MINUTES

SENATE EDUCATION COMMITTEE

March 09, 2015

N55

Mortimer, Vice Chairman Thayn, Senators Keough, Nonini, Patrick, Den Hartog, Buckner-Webb and Ward-Engelking

EXCUSED:

none

NOTE:

The sign-in sheet, testimonies and other related materials will be retained with the minutes in the committee's office until the end of the session and will then be located on file with the minutes in the Legislative Services Library.

CONVENED:

Chairman Mortimer called the meeting to order at 3:00 p.m.

PRESENTATION:

Dr. Patti Mortensen, Idaho State University (ISU), presented the report on the teacher shortage in Idaho. She stated this information has been a part of her research which she began in 2013. She outlined her career and the current position she holds at ISU. She explained the study was to quantify teacher shortages. She shared the data of her research with the Committee. She stated that her assumption was correct; Idaho does have a teacher shortage.

Dr. Mortensen explained which school districts participated in the survey, what the results were, and how they worked to accommodate the educational requirements without contracted certified teachers or specialists. Idaho lists shortages in 14 of the 19 subject areas, with math and science being the most prevalent. **Dr. Mortensen** concluded by noting that teacher shortages are not the norm nationwide. Idaho ranks 4th in the nation for having a shortage of teachers. Idaho educators and policymakers must recognize and address this problem as a statewide economic issue (see attachment 1).

Senator Patrick stated there are almost qualified teachers in schools who have mentors that are helping them. He asked if she saw much of that in her research. **Dr. Mortensen** said yes, districts do have mentor programs and first year teachers are mentored. She explained the problems and processes in rural districts.

Senator Ward-Engelking stated that this report reaffirms what she thought was occurring out in the schools and teaching profession of Idaho.

Senator Den Hartog asked why so many teachers in Idaho are not qualified to teach. **Dr. Mortensen** replied the voids are in the specialties, math, science and special education and those are the positions that are not qualified.

Chairman Mortimer asked if she knew if the rural schools looked to online courses to fill the voids. **Dr. Mortensen** stated that option was not in the survey. However, she had personally worked with IDLA and knows that the rural schools do use that service.

PRESENTATION:

Susan Perkins, President, Idaho Counseling Association (ICA); introduced her colleagues. She presented an overview of the merits of counseling and the different areas of counseling: career, school, mental health, marriage and family. She illustrated the differences between psychology and counseling, and emphasized the many hours of training they undertake.

Young women to success in STEM

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Careers in science, technology, engineering and math (STEM) are growing and quickly. By 2023, STEM will generate a projected 2.6 million new jobs, creating a high demand for qualified employees with STEM backgrounds in the coming years, according to Georgetown Public Policy Institute's Center on Education and the Workforce.

Despite attractive career opportunities for the next generation of STEM workers, the industry continues to be predominantly male. Women make up only 24 percent of the STEM workforce, the U.S. Department of Commerce reports.

Several programs nationwide are working to close the gender gap by encouraging participation among female students in STEM projects, activities and lessons early on in their education. DeVry University's HerWorld is one such program. Its mission is to educate high school girls about STEM-related fields and connect them with real-life role models.

Throughout March, designated National HerWorld Month by DeVry University, thousands of young women interacted with their peers, learned from experienced women in high-



visibility STEM careers, and participated in confidence-building activities and hands-on workshops at HerWorld events across the country.

"HerWorld was created 17 years ago to fill a need for programs that support and develop high school girls' interest in STEM," says Dr. Donna M. Loraine, provost/vice president of academic affairs at DeVry University. "While we have made great progress, our focus for HerWorld today is to encourage girls' interest in these subjects in high school and beyond by connect-

ing them with mentors who can show them that careers in STEM are challenging but realizable."

One-third of women who enter STEM bachelor's degree programs after high school switch their major to a non-STEM field by the time they graduate, according to a study by the U.S. Department of Education and National Center for Education Statistics. Demonstrating to teenage girls that there are women who will support them through their journey in STEM is an important part of HerWorld's objective.

This year for National HerWorld Month, DeVry University partnered again with Mayim Bialik, best known for her television roles on "The Big Bang Theory" and "Blossom." The renewed partnership between Bialik and DeVry is a natural fit given Bialik's own STEM background: she earned her Doctorate of philosophy in neuroscience in 2007.

"My biology tutor on the set of 'Blossom' was a tremendously significant mentor for me, inspiring me to look at science and my academic skills in a different way," says Bialik. "Though I am currently employed primarily as an actress and not a neuroscientist, I still benefited from a role model showing me what I could achieve in the sciences. I think young girls today deserve the same thing and I want to give them the confidence they need to succeed in STEM."

The STEM industry has garnered national attention recently, most notably in President Obama's 2014 State of the Union Address. "Teachers and principals in schools from Tennessee to Washington, D.C. are making big strides in preparing students with skills for the new economy — problem solving, critical thinking, science, technology, engineering, and math," says President Obama. "Some of this change is hard. It requires everything from much more challenging curriculums and more demanding parents to better support for teachers and new ways to measure how well our kids think, not how well they can fill in a bubble on a test. But it's worth it — and it's working."

HerWorld is part of this national momentum. Bialik and guest speakers who are role models from a variety of STEM backgrounds show high school girls how they can apply their skills and intelligence to unique and interesting careers in STEM. Programs like HerWorld address a vital need to provide girls interested in STEM with mentors who can guide and motivate them throughout their educational and professional journeys. Closing the gender gap requires opening the eyes of the next generation to the many possibilities in STEM, and no one can do that better than the women who have seen their own aspirations come to fruition.

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GEORGE L. FREY FOR USA TODAY

Chandler Bradford reviews an experiment at BioInnovations Gateway, which pairs start-ups with young students interested in STEM jobs -- science, technology, engineering or math.

Want a hot job, good pay? Major in this

Pick the right field and recruiters will come knocking

Hadley Malcolm and MaryJo Webster
USA TODAY

Andre Jones is making more money a year and a half out of college than he ever would have solely on the merits of his geography degree. When the 25-year-old was laid off from his job as a digital mapper, he decided to do something about his nascent interest in building a website.

Jones started taking online courses in coding languages, and spent the past summer at an intensive boot camp for coders. He had three job offers by the end of June. Now he makes double his previous technician salary as a developer for a Pittsburgh-based start-up called Geospatial Corp.

"The job market is really strong, and they desperately need people," Jones says.

And his isn't the only kind of job companies are desperate to fill. Computer engineers, data analysts, physician assistants, software developers and petroleum engineers, to name a few,

are expected to become the most lucrative and highest demand professions in the next three years, according to a USA TODAY analysis of workforce projections by Economic Modeling Specialists International, a division of CareerBuilder.

The analysis shows 1.8 million new high-skill jobs are expected to be created by 2017, about a 6% increase from 2013. These jobs, which require at least a four-year bachelor's degree, will account for 27% of all new jobs in the next three years.

Four metros in Texas, three in Utah and three in the Pacific Northwest are expected to see significant job growth across most high-skill occupations, creating nearly 260,000 jobs.

Jobs with the highest expected growth rates include relatively rare ones as interpreters (projected growth of 19%) and genetic counselors (17%). But traditional jobs such as teachers, managers and accountants are adding the greatest number of

new jobs. STEM jobs -- those requiring a mastery of science, technology, engineering or math skills -- are overwhelmingly in high demand and will account for about 38% of all high-skill jobs created;

they are also typically among the highest paid.

Not all college grads have great prospects though. While the economy gained nearly 250,000 jobs in September, wage growth has remained flat and initial jobless claims are still at pre-recession levels, making pockets of demand especially notable.

Still, the country faces a serious problem when it comes to filling the jobs that require the highest level of skill and education: Not enough qualified job candidates, companies forced to leave positions open, hire unqualified people, recruit non-local talent or move business operations to new locations.

States are prepping for the del-



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ADDS GRAVI AT API

Investor kees as new iPad

Trish Regan
Special for USA TODAY

NEW YORK The n Thursday, and a sales numbers ha some of their lust ticipate much of tl we've seen befor sold-out stores ar from die-hard App company has "do introducing anoth to the marketplace

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and more people have health care than ever. High physician assistant practitioner jobs, with wages of about \$44 an hour, are expected to increase by 15% by 2017.

In areas of the country, such as health care providers, wages are especially high, particularly in areas where 217 of the counties face shortfalls, according to the U.S. Dept. of Health and Human Services. At the seven physician assistant master's programs at universities, only take students on average for a waiting list.

Washington state faces a similar problem in turning out graduates in STEM-related fields. The Seattle metro area has the top 10 areas of the state where high-skill jobs are expected to grow the most by 2017, according to companies Boeing, Microsoft and Amazon. The biggest demand will be for information security, computer systems and software developers. At the University of Washington, which has 700 students at the Institute of Health Care, the school has seen a decline in the number of students admitted each of the past three years, says director of admissions. Nearly all graduates are immediately hired into jobs, he says, "meaning they don't have to ever re-examine."

IG AHEAD
 Colleges can't shoulder the cost of preparing a high-skill workforce, Friedman says. Universities can't move fast in hiring faculty and creating degree programs. Schools are adding cybersecurity and electrical engineering programs at UW Tacoma.



MICHAEL MUELLER FOR USA TODAY
 Career as a physician

TOP HIGH-SKILL OCCUPATIONS

Occupations expected to add the most new jobs by 2017:

	New jobs by 2017	% chg. from 2013
Postsecondary teachers	115,321	8%
General and operations managers	103,652	5%
Elementary school teachers ¹	86,643	7%
Accountants and auditors	70,064	6%
Software developers (applications)	64,281	11%
Computer systems analysts	54,061	11%
Marketing specialists and research analysts	53,614	13%
Management analysts	48,361	9%
Middle school teachers ²	39,330	7%
Software developers (systems software)	38,472	9%

¹ - except special education

² - except special and career/technical education

Sources: Economic Modeling Specialists Intl., CareerBuilder
 www.pcmfi.com; BLS; BLS.gov; www.bls.gov

have been ongoing for the past year-and-a-half to two years, Friedman says. And even once the programs become available next fall, they'll each have room for only 30 students.

Some also argue that the college system as a whole doesn't do enough to prepare young adults for the workforce. Colleges don't give students enough information about job and wage prospects by degree or require them to take enough classes in their major, says Anthony Carnevale, director at Georgetown University Center on Education and the Workforce.

If colleges don't prepare people for work, "they won't achieve their other missions," Carnevale says. "If you can't get a job you're not going to be a lifelong learner."

Plus, there's an issue of time when it comes to the education system. "The challenge is you can't snap your fingers and suddenly get people through 15 years of school," says Chris Harder, economic development director at the Portland Development Commission in Portland, Ore., another high-growth area with a burgeoning tech start-up scene. Portland is the fifth-ranked metro area expected to have significant job growth across nearly all high-skill occupations, behind Houston, Austin, San Antonio and Salt Lake City.

Retraining programs are popping up across the country. Portland-based Treehouse is an online coding school that teaches Web and mobile app development. An account costs \$25 a month and students can "gradu-

CEO Ryan Carson.

The advantage of programs like his, Carson says, is that they can get away with an extremely high student-to-teacher ratio. Treehouse works with 86,000 students around the world but has a staff of about 70.

Community colleges are also stepping up with more degree programs, graduating students in half the time it typically takes to finish from a university. Washington has more than 30 community and technical colleges, compared with just six public, four-year institutions. Many of them are adding degree programs such as a bachelor of applied science in application development and electrical engineering.

In other areas, states are dealing with the growing skills gap by trying to capture kids' interest in subjects such as engineering and math at a young age.

In Utah the governor's office created a STEM Action Center. The center provides funding for hands-on digital programs that teach students math skills, coding and engineering as early as seventh grade, and training opportunities for teachers in STEM curriculum.

Companies including Oracle, eBay and Adobe all have major operations in the Salt Lake City area, which some have dubbed Silicon Slopes for its concentration of tech companies against snowy mountains.

In the Granite School District in Salt Lake County, a program called BioInnovations Gateway provides lab space to local start-

upies employ high school and college students as interns. Some get hired straight out of high school.

With more than 7,000 new jobs in STEM fields expected across Provo, Salt Lake City and Ogden metro areas by 2017, getting future graduates interested now is crucial to filling the jobs gap, says Tami Goetz, director of the STEM Action Center.

"You can bring people out of state as a short-term fix, but if we don't address it internally we're just putting a Band-Aid on the problem," she says.

NOT JUST THE MONEY

Some tech companies say finding talent isn't the problem. Particularly on a global scale, there are plenty of data scientists and computer engineers, says Jeff Vijungco, vice president of global talent acquisition and development at Adobe. It's competing for the same high-skilled employee base as so many other data-driven companies that makes recruiting people difficult.

The top jobs Adobe is hiring for right now are designers, data scientists and software engineers, Vijungco says. Adobe has more than two dozen offices around the world, including one in Seattle and one in Lehi, Utah, outside of Salt Lake City.

"I can find them pretty quickly," Vijungco says, but "great talent has options."

As areas that have perhaps historically been viewed as second-tier markets expand, companies also have to persuade potential hires to come to cities such as Portland and Salt Lake City.

Surveys find Millennials in particular are prioritizing quality of life and work-life balance more than previous generations - convincing them to move to outdoors destinations like Oregon and Utah isn't necessarily a hard sell.

Pamela Ju, 27, moved to Portland from Cincinnati six months ago to work as a marketing analyst at Puppet Labs, an IT automation software company.

"Portland seemed like a really exciting place to live because of a lot of the lifestyle benefits that we hear so much about in the rest of the country," she says. "The public transit, the delicious food, beer, wine and coffee, the proximity to the mountains and the ocean."

Attracting the right talent to these growth areas will also be crucial to the local economies, say John Wenstrup and Joel Janda, partners at Boston Consulting Group in Seattle. Both contributed to a study out last year on the lack of locals who could fill a mounting jobs gap in Washington state. They found that if the gap is closed, it could mean 160,000 jobs and \$720 million a year in new state revenue.

Says Wenstrup, "There probably is no greater return on investment than doing things that attract people to fill these unfilled