



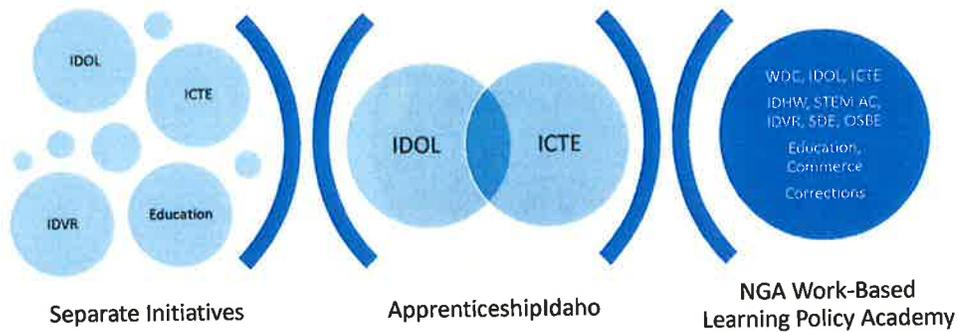
Idaho's Work-Based Learning Initiative February 13, 2018

Today's Presentation

- Overview and NGA Work-Based Learning Policy Academy
Wendi Secrist, Idaho Workforce Development Council
- Apprenticeship Idaho
John Russ, Idaho Department of Labor
 - Chris Southard, St. Luke's Health System
 - Shellie Roberts, Idaho Rural Water Association
- Work-Based Learning Experience & On-the-Job Training
Nanna Hanchett, Idaho Division of Vocational Rehabilitation
- CTE & the Workforce Training Centers
 - Dwight Johnson, Idaho Career & Technical Education
 - Marie Price, North Idaho College
 - Christi Rood, College of Western Idaho
 - Brandi Turnipseed, College of Southern Idaho
 - Michelle Holt, College of Eastern Idaho
- Other WBL Partners
- Next Steps
Trent Clark, Chairman, Idaho Workforce Development Council



Working toward Collaboration



Catalysts

2015

- Idaho Department of Labor and Idaho Career & Technical Education apply for ApprenticeshipUSA Grant – unsuccessful

2016

- Idaho Department of Labor and Idaho Career & Technical Education apply for ApprenticeshipUSA Grant - \$1.4m award

2017

- Governor's Workforce Development Task Force & Higher Education Task Force
- NGA Work-Based Learning Policy Academy



Governor's Workforce Development Task Force

Mission

"Examine ways to improve Idaho's funding and delivery of training programs to meet our state's growing demand for skilled workers."

- Review current delivery system
- Look at best practices
- Recommend what is likely to work in Idaho



Governor's Workforce Development Taskforce

State & Federal Investment in
Workforce Development Programs

A large, multi-column table with a color-coded header (blue, red, yellow) representing data on workforce development programs. The table contains numerous rows and columns of text, likely detailing program names, funding sources, and other relevant information.

Current snapshot:



24 programs in
8 agencies, spending
over \$161 million



Governor's Workforce Development Taskforce Related Recommendations

Comprehensive Statewide Strategic Workforce Development Plan

Workforce Development Council led initiatives	State Board of Education led initiatives	Idaho Career & Technical Education led initiatives
Empower an industry-led Workforce Development Council	Connect education to careers	Invest in Idaho's Workforce Training Centers
Establish a sustainable funding mechanism for the Workforce Development Training Fund	Strengthen career advising	Increase workforce readiness skill development in K-12
Public outreach/engagement to increase career awareness and connection to training		Expand CTE Programs
Increase apprenticeships		



Governor's Higher Education Task Force

Related Recommendations

- Restate the 60% Goal
- Guided Pathways
- Competency Based System
- Partner with Industry
- Workforce Training towards Degree or Certificate Completion



National Governors Association Work-Based Learning Policy Academy

- Develop strategies to scale work-based learning opportunities that connect youth and young adults ages 16-29 (“young adults”) with elevated-skills career opportunities that require knowledge in science, technology, engineering, and math (STEM) in STEM-intensive industries including advanced manufacturing, health care, energy, and information technology.
- Focus Areas
 - Vision & Communication
 - Data & Measurement
 - Resources & Policy
- Cross Agency Collaboration
 - WDC, OSBE, SDE, ICTE, Commerce, IDOL, STEM Action Center, IDVR, IDHW



SWOT Analysis

<p>Context</p> <p>Strengths</p> <ul style="list-style-type: none"> - Collaboration, interest - Momentum from gov + legislature - #1 priority - Strongest alignment to date - Baseline systems - Single policy board - Apprentice Idaho program - State board has aligning vision, consensus - Dual credit - Funding model - District flexibility 	<p><i>- Value of some of the opportunity</i></p> <p>Weakness</p> <ul style="list-style-type: none"> - Rural/local control - Communications can be challenging - Political transition - Collection of data - Definition of success as a metric - Institutions as partners - Regionally disparate - Sustainability → who owns? stigma
<p>Benefits</p> <ul style="list-style-type: none"> - Program shift - Business growth - Student awareness & better individual - Economy growth - Improved messaging of opportunities/outcomes - Economic forecast for individuals - Enhanced installation of basic work skills - Workforce participation - Alignment skills to careers - Completion rates - Understanding application of learning → K-12 	<p>Dangers</p> <ul style="list-style-type: none"> - If unclear about quality delivery → inestimable - Potential recession - School districts higher-level lack of interest - Territorial disputes - Branding for younger students may attract older workers - Lack of portability to other specific - Future proofing for other occupations - Transaction costs esp. for rural communities - Initiative fatigue



Vision Components

- Value all pathways to careers – a work-based learning pathway is equally as important as a traditional academic pathway (need to be cautious and not create a sense of competition between universities or imply that this initiative will “take” students away).
- Inclusivity – for people with disabilities, TANF/SNAP participants, etc. Need to be thoughtful of access as models are developed.
- Provide replicable models to speed up development time. Make it easy for local industry and schools.
- Address perceptions (parents, teachers, counselors) that WBL is for students who aren’t “college material”.
- Integrate WBL into content standards, across academic and technical programs.



Action Plan

IDAHO

Inventory

Design
Resources

Analysis

High Quality
Pathways

Outreach



Why Work-Based Learning?

- Connects education to careers
- Critical component to meet 60% goal
- Cost effective for Idahoans and our employers



ApprenticeshipIdaho

Melinda Smyser, Director
John Russ, Area Manager



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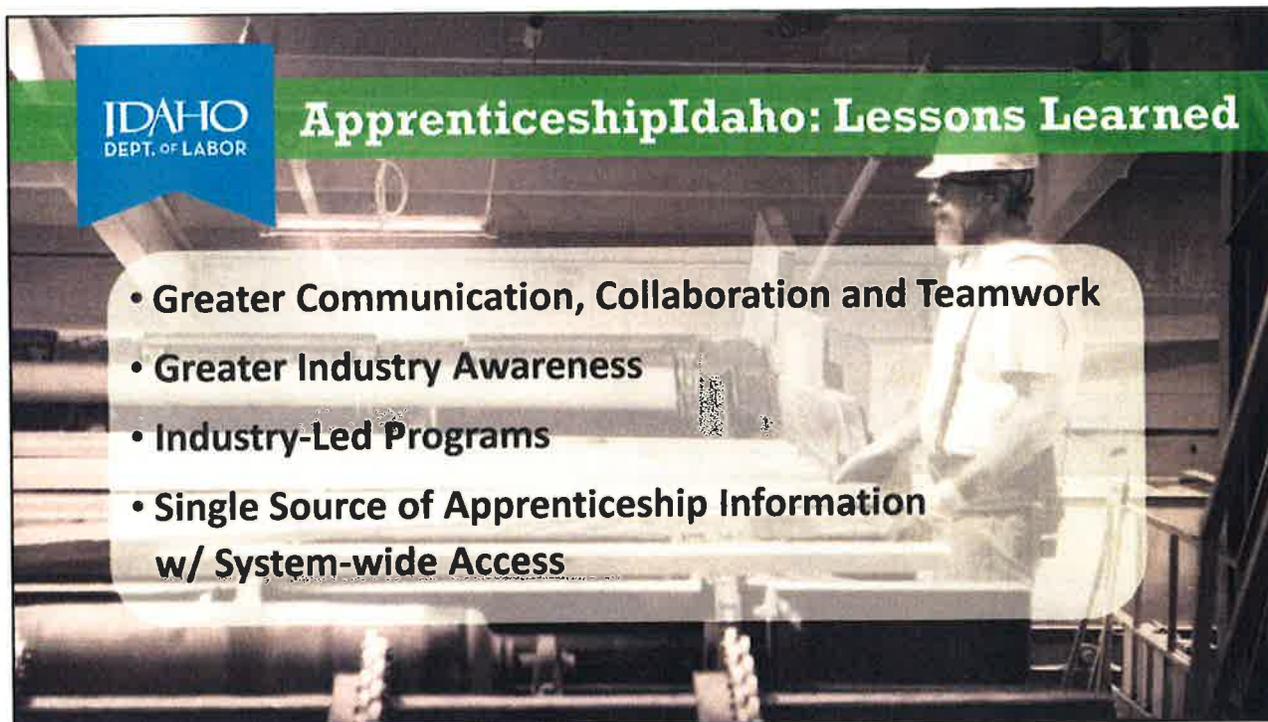
ApprenticeshipIdaho: Why?

- \$1.47 ROI for every \$1 invested
- Customized training
- Increased employee productivity and morale
- Cost savings for business

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ApprenticeshipIdaho: Results

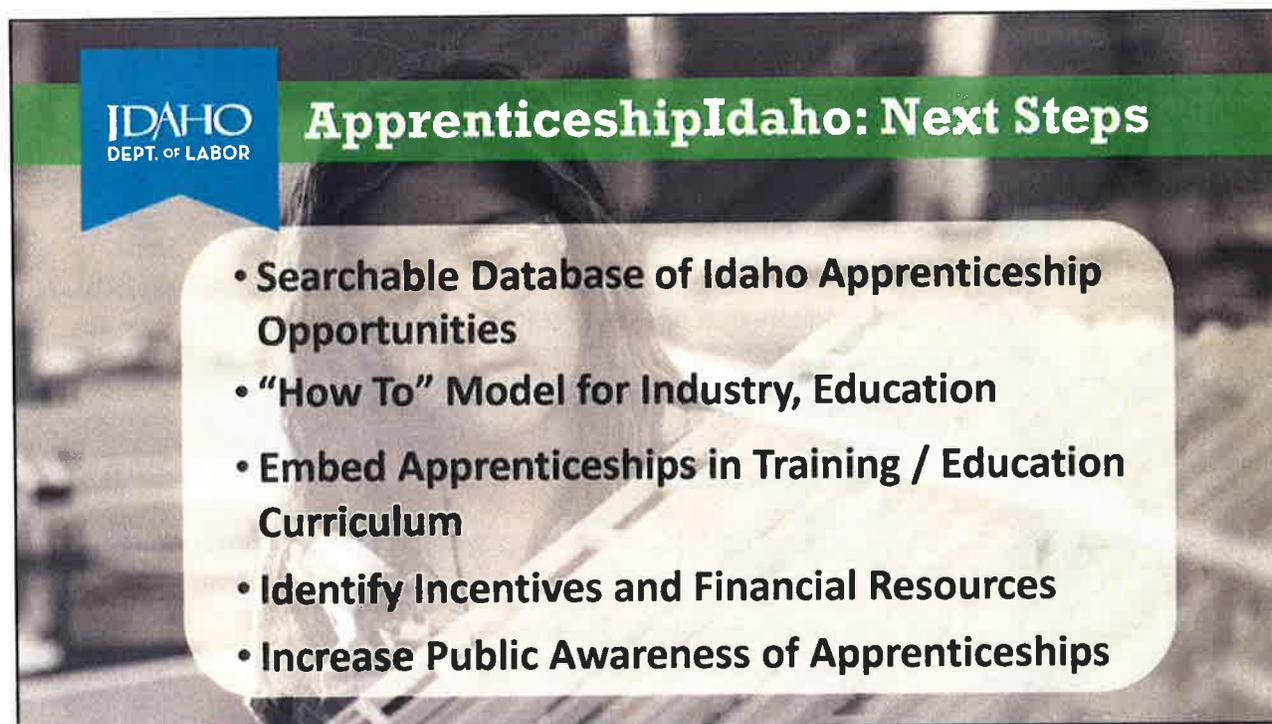
- 400 Employers
- 42% Increase in Registered Apprenticeships
- Successes
 - Mini Cassia School to Registered Apprenticeships
 - St. Luke's
 - Idaho Forest Group
 - St. Maries
 - Idaho Power
 - Figure 8 Investments
 - Information Security Professionals
 - Stevens – Henegar College



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ApprenticeshipIdaho: Lessons Learned

- Greater Communication, Collaboration and Teamwork
- Greater Industry Awareness
- Industry-Led Programs
- Single Source of Apprenticeship Information w/ System-wide Access



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ApprenticeshipIdaho: Next Steps

- Searchable Database of Idaho Apprenticeship Opportunities
- “How To” Model for Industry, Education
- Embed Apprenticeships in Training / Education Curriculum
- Identify Incentives and Financial Resources
- Increase Public Awareness of Apprenticeships



VR is a state-federal program whose goal is to assist people with disabilities prepare for, secure, retain or regain employment

Our Vision

Your success at work means our work is a success.

Our Mission

Preparing individuals with disabilities for employment and community enrichment.



Idaho Division of Vocational Rehabilitation

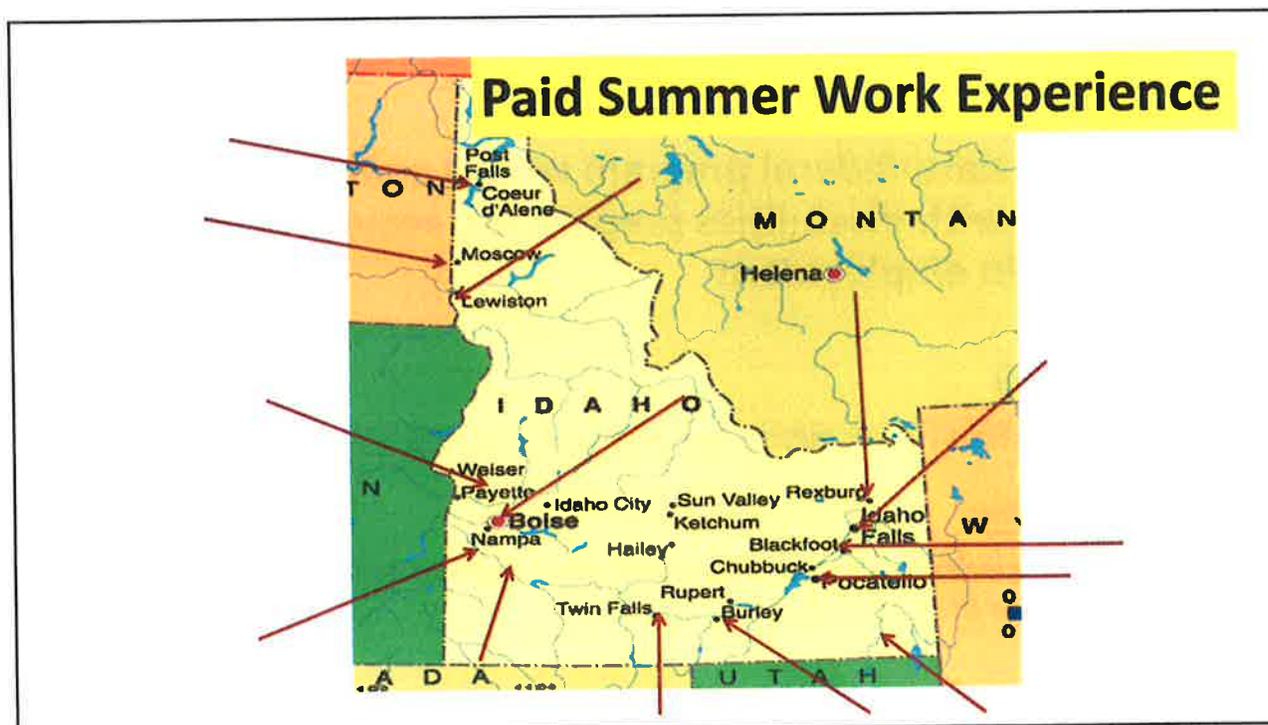
Idaho Division of Vocational Rehabilitation

Paid Summer Work Experience:

- For students with disabilities
- Approximately 300 students
- Spent Approximately \$1,000,000

Idaho Educational Services with the Deaf and Blind Paid Summer Work Experience:

- For students who are deaf or hard of hearing
- Approximately 25 students
- Spent Approximately \$75,000 (included all interpreting services)



Idaho Division of Vocational Rehabilitation

Idaho Parent Unlimited Work of Art Program

- Students with disabilities using an internship model create an original piece of art under the guidance of a professional teaching artist for a local corporation
- Approximately 15 students
- Spent Approximately \$15,000

On-The-Job Training

- Youth and adults with disabilities participate in on-the job training
- Approximately 57 individuals
- Spent Approximately \$165,000



We prepare Idaho's youth and adults for high-skill, in-demand careers.



Idaho Community Colleges Workforce Training Centers

We prepare Idaho's youth and adults for high-skill, in-demand careers.









Idaho's Workforce Training Centers

- North Idaho College
- Lewis-Clark State College
- College of Western Idaho
- College of Southern Idaho
- College of Eastern Idaho
- Idaho State University

We prepare Idaho's youth and adults for high-skill, in-demand careers.



Workforce Training Characteristics

- Short term, non-credit
- Industry driven
- Certificates & industry recognized credentials
- Primarily student/employer funded
- Open enrollment or Contract training
- Flexible, customizable classes
- Competency based

We prepare Idaho's youth and adults for high-skill, in-demand careers.



Idaho's Workforce Training Centers provide, coordinate & support:

- Customized training
- Occupational upgrade training
- Related instruction for apprentices
- Retraining of workers who have lost their jobs
- Economic development projects

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We prepare Idaho's youth and adults for high-skill, in-demand careers.



Workforce Training Allows Students to

- Quickly gain employment skills
- Retrain for new opportunities
- Career Advancement

North Idaho College Regional Focus-Healthcare & Construction



Health Career Pathways

WDTF Industry Sector grant
Advanced CNA credentials
125 trained, wage advancement



Construction

Electrical, Plumbing and HVAC apprenticeship
105% growth in enrollment Fy15-18



Safety Fest: Free safety training

Wood Products Manufacturing

WDTF Industry Sector Grant



Phase 1: Wood Products Center of Excellence

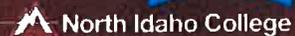
135 participants trained in:

- Manufacturing Automation (PLC), Log Scaling, Saw Filing

Phase 2: Expand to Region 2

171 trained in year 1 – 42 registered apprentices

- Millwright, boiler operator, electrician



North Idaho College What's On the Horizon



Healthcare

Information Technology

Manufacturing

Registered Apprenticeship



WORKFORCE TRAINING CENTER REGIONAL FOCUS





CURRENT TRENDS

- WDTF Projects- Business Expansions
- Community Connections & Outreach
- Talent Shortage= Business investment for training & retention
- Grow your Own – Leadership Training Programs
- Apprenticeship- STRAP Programs



Photo Credit: Times-News



WHAT'S ON THE HORIZON

- New Apprenticeship Programs
- Business Operations- IT Infrastructure
- Collaboration with Credit/Degree Programs
- Custom & Short Term Training

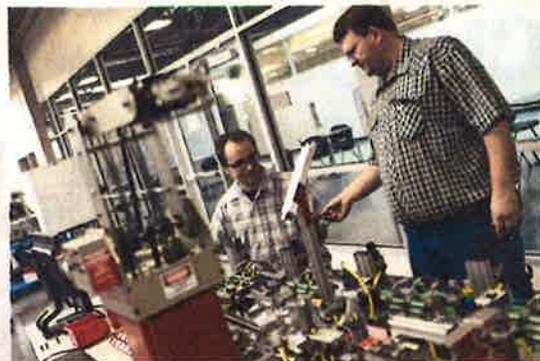


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College of Eastern Idaho - Regional Focus

- **Idaho National Laboratory**
 - ES&H & MS Software Training Contracts
 - 7 full time CEI employees, 6,500+ students & 2,300+ classes, 30 topics
- **Apprenticeship – Registered & Traditional**
 - 240 HVAC, Electrical & Plumbing Interns, 10% increase over FY16/17
 - 3 finalized Registered Apprenticeships/10 in development
- **Customized Contract Training**
 - 25% increase in contract revenue YTD, 9 new contract employers
- **Rural Outreach Programs**
 - 9 county region – Bonneville, Butte, Clark, Custer, Fremont, Jefferson, Lemhi & Madison
 - 3 Designated Outreach Centers - Driggs, Salmon, St. Anthony/Rexburg



College of Eastern Idaho - Current Trends

- **EITC/CEI Transition**
 - Increased Enrollment – 33% increase in WFT registration last semester
 - Increased Opportunities – BEA, Fluor, Homeland Security, communities & employers
- **Low Unemployment Driving Employer Interest**
- **Healthcare Staffing Shortage vs. Healthcare Expansion**
 - Mountain View Hospital new ER means 250 new nurses & support staff
 - EIRMC has standing need annually for 60 nurses
- **Major construction/manufacturing contracts mean workforce winners and losers**
 - \$1.6B Naval Reactors Spent Fuel Facility means 360+ construction jobs, subcontracts
 - INL Cyber Core & C3 Supercomputing buildings
 - Understaffed local construction employers will be impacted, driving interest in skilled labor training opportunities



College of Eastern Idaho – What's on the Horizon?

Challenges

- Establishment of Operations
- Rural Outreach Equipment Intensive Programs

Opportunities

Idaho National Laboratory

- Automation Control Specialist
- Nuclear Technician
- LEAN Thinking
- Homeland Security Cyber Education Program
- Leadership/First Time Manager
- Project Management

Healthcare

- OR Nurse
- CNA Expansion Skills
- Medical Assisting
- Coding/Billing
- Pharmacy Tech

Advanced Manufacturing

- Welding/Fabrication
- Maintenance Technician

Construction/Trades

- Site Superintendent
- Basic Construction
- Drafting

College of Western Idaho – Regional Focus

- Apprenticeship – HVAC, Electrical, Plumbing
- Manufacturing – Welding, Drafting & Mechatronics
- Healthcare



College of Western Idaho – Current Trends

- Scaling programs for demand and growth
- Connecting WTC to career networks and job boards
- Growing registered apprenticeships
- Increasing engagement with regional economic development agencies



College of Western Idaho – What's on the Horizon

- Short-term technology sector training
- Nursing assistant shortage
- Connections between credit and non-credit programs
- Industry outreach



We prepare Idaho's youth and adults for high-skill, in-demand careers.



Workforce Training Centers Collaboration

- Curriculum Sharing
- Best Practices
- SkillStack Development
- Quarterly Collaborative Meetings
- Acknowledge Regional Areas of Expertise
- Active participation with WDC

"Doing what's best to support our employers and industries is the most important thing."

We prepare Idaho's youth and adults for high-skill, in-demand careers.



Workforce Training Centers Shared Challenges

- Adequate staffing for industry/employer outreach
- Student funding options
- Common approach to competency
- Credit for prior learning & experience
- Balance of facilities & lab access with credit programs

Next Steps

2018

- Support the Workforce Development Council legislation (H 432)
- Support CTE Expansion Initiatives including Workforce Training Center Appropriations
- Support Rural Education Support Networks



State Board of Education Commitment to Work-Based Learning

- Idaho's 60% Attainment Goal
- Recommendations from the Governor's Task Forces on Higher Education and Workforce Development

Efforts include:

Developing flexible *and engaging* academic and CTE pathways ("K thru Career")

Conducting research and data collection in partnership with agencies and institutions

Improving the agility and transferability of WBL experience across Idaho's higher education system



