



## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### TRANSMITTAL # 5

### MEMORANDUM

May 8, 2012

**TO:** Workforce Development Council

**FROM:** Tim Komberec, Chair

**SUBJECT:** Proposed Organizational Structure

**ACTION REQUESTED:** Adopt proposed committee/taskforce structure for 2012

#### BACKGROUND:

The Workforce Development Council has used a variety of ongoing outreach efforts in the past to solicit local feedback from individuals and groups across the state including professional polling, focus groups, outreach meetings as well as written and oral reports at council meetings. After becoming the single, statewide workforce investment board in 2005 the council has continually worked to develop a more structured process to help assure greater connection and input from local and regional workforce organizations and industry sectors.

In looking at the council's aggressive goals and benchmarks, I feel we need a mechanism for prioritizing council activities to better engage members in moving policies forward to the Governor and State Board of Education. In 2006, the following standing committees were established: Executive Committee, Communications and Community Engagement, Workforce Readiness/Life-long learning; and Performance and Operations (staff committee reporting to the Council). However, the Executive and Staff committees are the only ones currently functioning. Subsequently, the council created the WIA Youth Service Review committee, the State Energy Sector Partnership (Grow Green grant) and the Health Care Workforce Planning Partnership.

There are many effective workforce partnerships and initiatives underway throughout the state engaged in industry-focused workforce and economic development activities. These efforts are often formed to focus efforts on specific local and regional workforce development needs. They frequently operate independently from one another and from the council. Examples of these organized groups include:

- Regional Workforce Innovation Team
- Boise Valley Economic Partnership
- Workforce Development Taskforce
- Clearwater Economic Development Alliance
- American Manufacture Network
- Idaho Aerospace Alliance
- Idaho Energy Council
- Idaho Technology Council
- Health Professions Education Council

**PROPOSAL:**

**1. Establish Regional and Industry Sector Council Liaison**

Identify current workforce groups and organizations of interest to the council and establish a “council liaisons” group comprised of regional sector-focused council and non-council members as a structured method for ensuring communication and collaboration with the council. This group of council liaisons would:

- Keep the council informed of and, whenever possible, participate in sector-focused or local partnerships (if not already engaged); and
- Serve as a liaison for sector-focused or local partnerships to the council, offering a direct point of contact to the council itself and the state-level support the council can provide on statewide issues or policy changes that need to be addressed.

Benefits of implementing such a structure would include having the council: 1) Better informed on the myriad of sector-focused, workforce development activities currently underway throughout the state; 2) More attuned to Idaho’s workforce development challenges at the ground level and better equipped to support and recommend strategies and solutions to policy makers; and 3) Better aligning and coordinating efforts and having previously independent efforts becoming more unified and streamlined.

**2. Establish Specific Issue/Topic Taskforce**

Identify one or two specific issues the council wishes to focus on during the year and organize a dedicated Taskforce of council members and issue experts to help develop policy recommendations and action items to accomplish council priorities. The attached document offers two suggested topics or issues the Council may wish to consider. Council members are encouraged to review the Council’s goals and performance measures and bring other potential ideas to the Council meeting for discussion and consideration.

**3. Continue Current Committees**

The council’s Executive Committee, the Staff Committee and the Health Care Workforce Planning Committee would continue to operate as they are currently. In addition, the WIA Youth Service Review committee and the State Energy Sector Partnership (Grow Green grant) would continue until those grants and functions conclude.

**STAFF RECOMMENDATION:**

Adopt the current committee structure for 2012 and establish: 1) The local and industry groups to establish liaisons with and 2) The specific issue or topic taskforce the council wishes to focus on for the coming year.

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## **POTENTIAL IDEAS FOR 2012 WDC TASKFORCE**

### **How to achieve the “60% degree, certificate or credential” goal**

Chairman Tim Komberec and Vice Chair BJ Swanson had an opportunity to meet with the State Board of Education on April 19<sup>th</sup>. Their conversation highlighted the shared goal of the State Board and Workforce Development Council to help ensure that 60% of Idaho workers obtain a certificate, industry recognized credential, apprenticeship, or degree beyond high school by 2020.

If the Council established a “60% Taskforce” it could help advise the State Board and higher education institutions on how to accomplish this significant goal that they are currently wrestling with to determine how best to achieve it. Such a taskforce could build on research developed by the Office of the State Board of Education, which highlights the increased demand for one-year certificates that will be needed in order to reach the 60% goal by 2020. In 2011 public, not for profit higher education institutions in Idaho produced 857 one-year certificates. The State Board study, based on research from Anthony Carnevale with Georgetown University, indicates that almost 1,300 one-year certificates will be needed in 2013, increasing to 9,660 one-year certificates that will be needed in 2020 to meet projected demands in the job market and fulfill the 60% goal.

State Board members were also very interested in the Council’s goal to create 40,000 new jobs by 2015 with at least two-thirds of those jobs paying \$12 or better wages with benefits. As part of their conversation the State Board indicated they would appreciate feedback from the Council in determining what certificates, degrees and certificates would be most helpful to encourage meaningful employment in higher wage jobs.

Another potential issue that could be addressed in this effort would be to explore how to develop articulation agreements so short-term, industry focused, workforce training currently being provided by community colleges and technical schools may be counted towards credit courses that could lead to greater certificate and degree attainment.

### **Improving Idaho’s Unemployment Insurance System**

The Department of Labor is considering the development of some significant legislation to improve the Unemployment Insurance system for consideration by the 2013 or 2014 Legislatures. Director Roger Madsen has indicated that if the department moves forward on such a legislative initiative he would appreciate the Council forming a taskforce to help develop that legislative package.