

2017 Senate Education Committee February 15, 2017

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Idaho Department of Labor**

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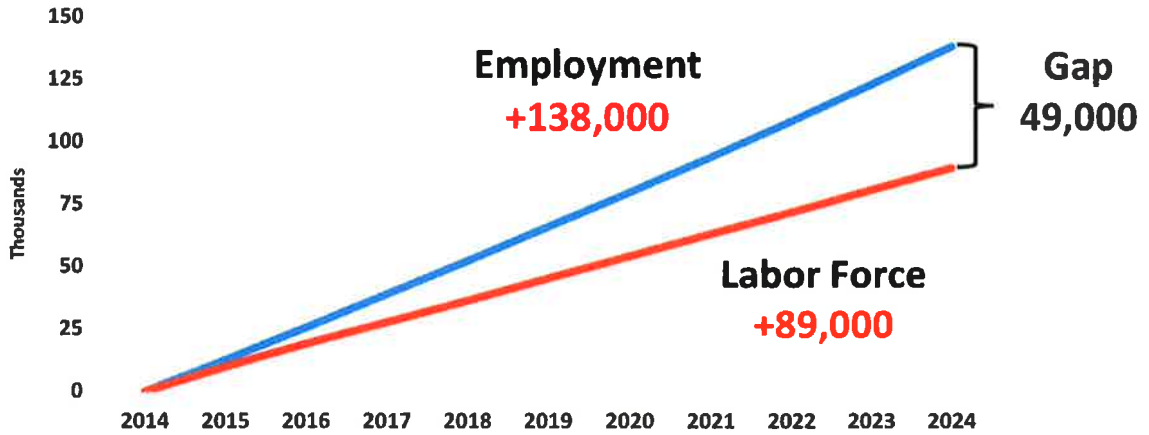
Idaho's Workforce Challenge

- Shortage of skilled workforce
- College and career readiness
- Industry expectations for training
- Technology, technology, technology

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Workforce - Long-Term Projections

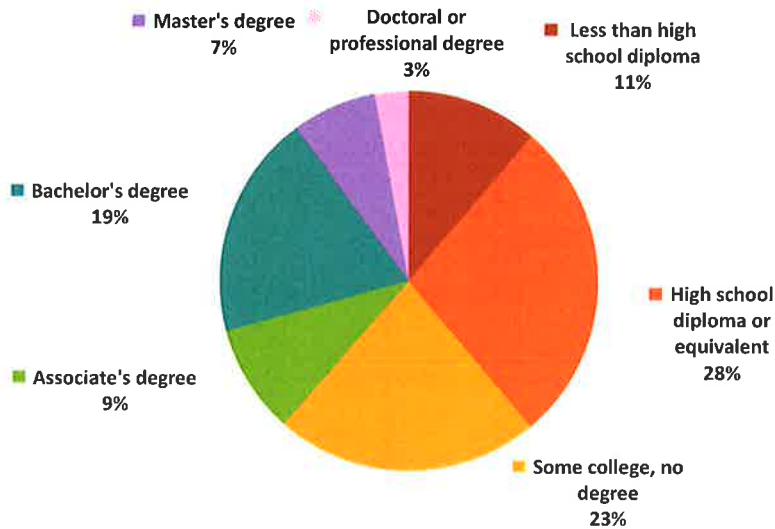
Projected 2014-2024 Net Growth in Thousands



Source: Idaho Department of Labor – December 2016

Workforce Education

Projected Educational Attainment in 2024



By 2024...

- 61% of workers are projected to have a greater than high school education.
- 29% are projected to have a bachelor's degree or higher.
- 39% are projected to have a high school diploma or less.

Source: Idaho Department of Labor and the American Community Survey

Department of Labor Role

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- Primarily federally funded – of \$100 million appropriation, only \$338,300 in state general funds
- Broad range of responsibilities
 - Unemployment insurance – tax and benefits
 - Wage and Hour
 - Human Rights Commission
 - Disability Determination Services – SSA
 - Serve Idaho
 - Veterans Services
- Current emphasis on workforce development

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Workforce Development – The Labor Connection

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- Workforce Development Training Fund
- The Labor Connection
 - 25 offices – connecting industry and education
 - Career Information System
 - Current Initiatives
 - Apprenticeship Idaho
 - Hispanic Initiative
 - Corrections and other opportunities

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Workforce Development – Initiatives and Grants

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- Apprenticeship Idaho - \$1.4 million
- Disabilities Employment Initiative - \$2.5 million
- Reemployment service portal - \$1.09 million
- VISTA - Inspiring Futures Program –
3 staff – capacity building
- AmeriCorps - Future in Action – up to
20 staff placed in rural schools



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Unemployment Insurance Tax Relief Bill

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- Reduce the unemployment insurance taxes paid by
businesses
- \$115 million in savings over three years
- Formula changes - Risk multiplier / fund adequacy
- Maintains solvency of trust fund

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Workforce Development Training Fund

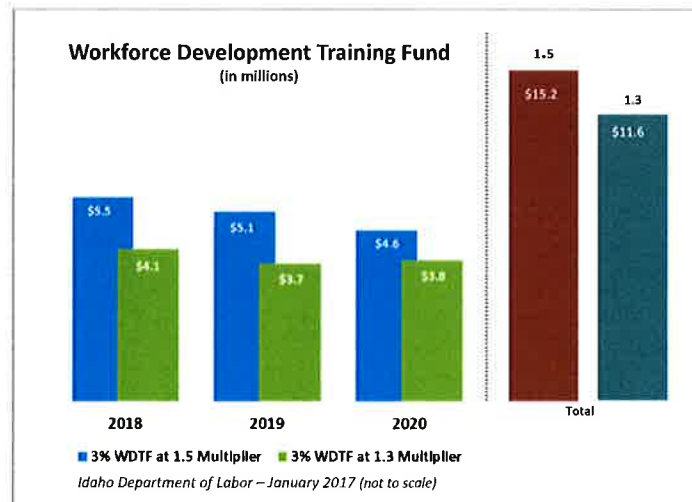
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- Established in 1996 under Workforce Development Council
- Funded by 3% of unemployment tax collections
- Short-term training programs for immediate employer needs
- Start-up programs and building talent pipelines
- Primary programs -
 - Direct employer training
 - Industry sector grants
 - Rural micro grants

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Impact on WDTF

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Workforce Development Task Force

- Industry-led 17-member task force appointed by Gov. C.L. “Butch” Otter
- Charged with studying ways to improve Idaho’s funding and delivery of training programs to meet growing employer demand for skilled workers
- Recommendations to be delivered by July 1
- \$5 million one-time transfer to WDTF – bridge to future

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Bridge Funding - Uses

- First Priority – Implementation of Workforce Development Task Force Recommendations
- Proposed Uses of \$5 million
 - Apprenticeship Idaho – program expansion and continuation
 - Industry Sector Grant and Rural Micro Grant Funding
 - Targeted Programs
 - Workforce Training Center - capacity building
 - Choose Idaho – recruiting and retention of Idaho graduates
 - Workplace Excellence - soft skills training support
 - Computer Science – work-based learning opportunities
- Career and Technical Education – addressing waiting lists

Apprenticeship Idaho – 500 Apprentices

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Federal Grant – \$1.4 million – 200 new apprentices

Additional Apprenticeship Idaho Funding:

• Match funding for Workforce Training Centers	\$ 600,000
• Extend funding for industry intermediaries	\$ 200,000
• Expand industry incentives – from 70 to 500 participants - \$2,500 per apprentice	\$1,075,000
• School to Registered Apprenticeship Program (STRAP)	\$ 100,000
• Capital investments in local programs	\$ 500,000
	<u>\$2,475,000</u>

Industry Sector and Rural Micro Grants

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• Industry Sector Grants - sustain current funding	\$ 600,000
• Rural Micro Grant	
• Existing program – community-based programs	\$ 500,000
• Local investment in new equipment and technology	\$ 500,000
	<u>\$1,600,000</u>

Targeted Programs

- Workforce Training Centers – capacity building
- Choose Idaho – recruiting and retention of Idaho graduates
- Workplace Excellence - soft skills training support
- Computer Science – work-based learning opportunities

WDTF Funding for CTE Programs

- Historical – 96% to public education institutions
- Proposed use of \$5 million one-time transfer
 - 70% to public education institutions
 - Balance to industry and other partners

Labor's Next Steps

- Continue to build collaboration among stakeholders
- Implementation of Workforce Development Task Force's recommendations
- Career Information System

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Idaho Department of Labor

Questions?

Thank you!

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Idaho's Hot Jobs Occupational Projections from 2014 to 2024

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Rank	Shift	Occupation Title	2024 Employment	Annual Openings	Percent Change	2014 Median Wage	Typical Entry Level Education
1	↑3	Software Developers	6,969	259	36.8%	\$36.35	Bachelor's
2	↑74	Lawyers	3,315	109	27.2%	\$37.04	Doctoral
3	↑23	Management Analysts	2,959	106	34.4%	\$29.26	Bachelor's
4	↑22	Accountants and Auditors	5,385	229	27.5%	\$29.33	Bachelor's
5	↑19	Civil Engineers	2,133	96	28.3%	\$35.31	Bachelor's
6	↑25	Personal Financial Advisors	1,141	53	39.3%	\$33.82	Bachelor's
7	↑40	Business Operations Specialists, All Other	3,229	99	26.8%	\$30.03	Bachelor's
8	↓5	Physical Therapists	1,347	59	29.8%	\$37.64	Doctoral
9	↑10	Health Specialties Teachers, Postsecondary	1,209	45	30.4%	\$39.33	Doctoral
10	↓1	Market Research Analysts and Marketing Specialists	1,949	71	38.3%	\$24.76	Bachelor's

Hot jobs are defined as occupations that are numerous, fast-growing, and well-paying.
Source: Idaho Department of Labor and the U.S. Bureau of Labor Statistics

Idaho's Hot Jobs Occupational Projections from 2014 to 2024

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Rank	Shift	Occupation Title	2024 Employment	Annual Openings	Percent Change	2014 Median Wage	Typical Entry Level Education
11	↓9	Registered Nurses	14,357	242	20.3%	\$29.30	Bachelor's
12	↓2	Nurse Practitioners	752	18	32.4%	\$44.52	Master's
13	↓7	Industrial Machinery Mechanics	2040	50	32.3%	\$23.36	High School
14	↑124	Veterinarians	745	18	31.4%	\$39.45	Doctoral
15	↓10	Physician Assistants	760	17	28.6%	\$45.17	Master's
16	↑207	Public Relations Specialists	805	22	37.8%	\$28.33	Bachelor's
17	↑80	Network and Computer Systems Administrators	1,857	36	24.3%	\$29.28	Bachelor's
18	↑315	Conservation Scientists	519	18	54.9%	\$28.82	Bachelor's
19	↑21	Operations Research Analysts	572	18	44.1%	\$29.90	Bachelor's
20	↑73	Web Developers	1,466	50	52.1%	\$18.31	Associates

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Source: Idaho Department of Labor and the U.S. Bureau of Labor Statistics