



Workforce Development Training Fund 2019 Annual Report

Idaho Workforce Development Council
State of Idaho
Brad Little, Governor

The Council serves as a coordinating body across state agencies, education, and economic development partners in order to address one of the most critical issues threatening the continued growth of Idaho's economy – developing a skilled workforce that meets the unique needs of Idaho's communities and employers.

The Council is responsible for the Workforce Development Training Fund, a dedicated fund generated by a 3% offset of unemployment insurance taxes. The goals of the Workforce Development Training Fund are:

- Increase the economic mobility of Idahoans through training that leads to wage gains and retention.
- Provide timely assistance to businesses while shifting focus to broader talent pipeline development strategies that serve multiple employers.
- Support growth of the economy by assisting employers with job creation and integration of technology, specifically through the development of skills in their existing and/or new employees.
- Provide a return on investment to Idahoans as evidenced by increased wages, job creation, capital investment, retention of Idaho's workforce, credential attainment, and/or customer satisfaction (employer and trainee).
- Promote innovation in talent development.
- Encourage replication of best practices in talent pipeline development.

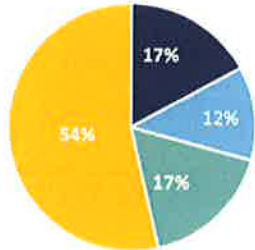
In 2019 the Idaho Department of Labor conducted an evaluation of 40 Workforce Development Training Fund grants awarded between 2012 and 2016 that reached nearly 2,000 Idahoans throughout the state. The evaluation uncovered these key findings:

- Employer grant trainees realized an average annualized wage increase of 23 percent one year following program completion
- Wage increases for new-hires were more than double those for incumbent workers
- More than half the innovation grants and nearly half the employer grant participants were trained in rural counties
- Eighty-three percent of trainees remained in Idaho, with 68 percent remaining at the same employer. Thirty-four percent of employer grant trainees who found employment at a different company remained in the same industry
- The final cost per trainee for employer grants during the evaluation period decreased to \$960

Grants by Type and Amount

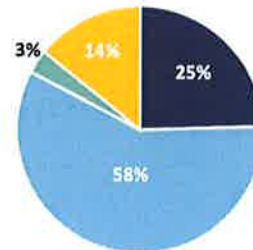
Forty-one grants were awarded between January 1, 2019 and December 31, 2019. Combined, they anticipate training 3,112 trainees and will work with 116 employer and community partners. The following charts reflect the Council’s priority to shift focus from helping employers one-at-a-time to broader sector strategies, including increasing line-of-sight through Outreach Project awards. While the majority of projects funded in 2019 went toward increasing awareness of career opportunities for all Idahoans, the majority of dollars went towards sector grants.

Grants by Type
Calendar Year 2019



- Employer Grant - 7
- Innovation Grant - 7
- Industry Sector - 5
- Outreach - 22

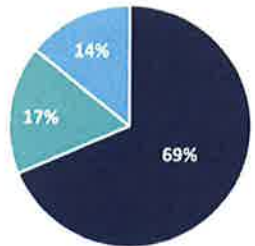
Grants by Amount
Calendar Year 2019



- Employer Grant
- Innovation Grant
- Industry Sector
- Outreach

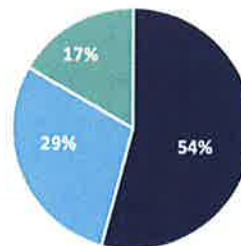
Historical Grants by type:

Number of Grants by Type
Calendar Years 2014-2017



- Employer Grant - 48
- Innovation Grant - 12
- Industry Sector - 10

Number of Grants by Type
Calendar Year 2018



- Employer Grant - 13
- Innovation Grant - 4
- Industry Sector - 7

Workforce Development Training Fund



YEARLY FINANCIAL SUMMARY for FY2018 & FY2019 (UNAUDITED)

	ACTUAL FY2018 7/1/17 - 6/30/18	ACTUAL FY2019 7/1/18 - 6/30/19
Beginning Cash Balance*	\$13,656,183	\$17,863,912
Revenue		
Collections**	\$7,162,073	\$3,646,101
Interest	\$252,542	\$405,829
Miscellaneous Revenue		\$36,339.00
Total Revenue	\$7,414,615	\$4,088,269
Expenditures		
WDTF Grants	\$2,338,801	\$4,708,910
Administrative Expenses	\$922,510	\$735,282
Total Expenses	\$3,261,311	\$5,444,192
Ending Cash Balance	\$17,809,487	\$16,507,989
Outstanding Grant Obligations	\$4,858,815	\$4,233,170
Ending Unobligated Balance	\$12,950,672	\$12,274,819

* Responsibility for the Workforce Development Training Fund (WDTF) transitioned from the Idaho Department of Labor to the Workforce Development Council (WDC) on July 1, 2018. The beginning cash balance reflects the amount that was transferred to the WDC.

**Includes a \$2.5m general fund transfer into the WDTF in FY18 to offset the impact of the unemployment insurance tax rate reduction passed in 2018.

JANUARY 1, 2019 THROUGH DEC. 31, 2019

Employer Grants

Direct grants provided to new and expanding business with an emphasis on transferrable skills and structured training programs.

	COMPLETED	ACTIVE*
Total Contracts-----	7	17
Amount Awarded-----	\$5,591,086	\$3,730,200
Total Expended-----	\$4,864,107	\$1,314,879
Average Hourly Wage-----	\$17.55	\$21.26
Number of Trainees -----	3,360	3,060
Average Cost per Trainee -----	\$1,448	\$1,219

Industry Sector Grants

Education institutions partner with three or more industry partners who provide a cash match and/or in-kind resources.

	COMPLETED	ACTIVE*
Total Contracts-----	2	11
Total Awarded-----	\$562,098	\$5,067,936
Total Expended-----	\$543,579	\$597,106
Average Hourly Wage-----	\$22.55	\$19.18
Number of Trainees-----	272	3003
Average Cost per Trainee-----	\$1,998	\$1,688

Innovation Grants

Community consortiums of business, education and other partners to solve workforce issues.

	COMPLETED	ACTIVE*
Total Contracts-----	3	8
Total Awarded-----	\$60,481	\$215,461
Total Expended-----	\$56,656	\$895
Number of Trainees-----	61	200
Average Cost per Trainee-----	\$944	\$1,077

Outreach Grants

Increasing public information and outreach on career education and workforce training opportunities.

	COMPLETED	ACTIVE
Total Contracts-----	6	17
Total Awarded-----	\$217,234	\$852,754
Total Expended-----	\$207,140	\$52,136
**Total Reach-----	16,805	13,696

*Information provided for active grants shows planned wages, trainees and cost per trainee.

**Information for total reach includes reported data on completed activities. Reach includes contact at an event, clicks through to a website as a result of outreach efforts, direct mail, and participation in an outreach activity as relevant to each project.

Award Highlights

The fund, established in 1996, is one of the state's most powerful workforce development tools available to support new and existing businesses as they seek to relocate or expand.

Highlights from just a few of the companies and organizations that have been boosted through the program illustrate not just the economic impact of the program, but also the human factor, and the diverse strategies at work to accomplish the training fund's goals.

Region 1 - Northern Idaho

Unitech Composites, Hayden – Employer Grant

Period of Performance: April 1, 2018, through March 30, 2020

Total Dollars Awarded: \$822,337

Estimated Number of People Trained: 400

Estimated Post-Training Wages Increase: \$2 to \$5/hour

Unitech Composites – Employer Grant

Northern Idaho's burgeoning aerospace industry is projected to grow 41% over the next 10 years and the companies in the area are feeling the effects.



Unitech Composites of Hayden, a key industry employer in the region, has been hiring and training more than 100 additional staff since April 2018 - many with very little exposure to the aerospace standards or the composites industry.

But with the help of an \$822,337 Workforce Development Training Fund employer grant, the company has been able to provide training across a spectrum of skills for more than 400 employees.

Unitech manufactures structural and non-structural composite laminates and assemblies for the aerospace and defense industry. The majority of the parts it manufactures are built to customer specifications, but Unitech also designs and builds parts, such as weapons pylons for rotorcraft. The need for precision and highly technical skills is essential.

The training is a combination of classroom and structured on-the-job training, led by supervisors, to ensure technical standards are followed. Classroom instruction covers composite fundamentals, safety, workplace ethics and new industry technologies.

Overall training covers more than 35 topics, ranging from highly technical skills, such as non-destructive inspection certification, calibration technician certification and advanced composite manufacturing to software and lean manufacturing principals.

Employees have been training for such positions as assembly technicians, CMM (coordinate measuring machine) inspectors and operators, CNC (computer numerical control) machine operator, FAI (first article inspection) coordinators, Gerber machine operators, and manufacturing, program and quality engineers.

Nearly every training module concludes with the trainee earning a certification. Both new and existing employees will be trained over the two-year grant period. Incumbent employees see an increase of \$2 to \$5 an hour after completing the training. In addition to hiring and training employees, Unitech has invested \$5 million in facilities and \$3.5 million in equipment.

Region 2 - North Central Idaho

Lewis-Clark State College, Adult Learner Program – Outreach Grant

Period of Grant: February 7, 2019 through August 6, 2020

Total Dollars Awarded: \$35,000



Lewis-Clark State College launched its Adult Learner program in July with the help of a \$35,000 outreach grant from the Idaho Workforce Development Council.

LCSC's Adult Learner program targets non-traditional students who need a flexible, affordable and focused solution to pursue postsecondary education, especially individuals who have previously taken college courses, but did not finish their degree or certificate. Besides night and weekend classes, the program has expanded to include more than 30 degree and certification opportunities students can complete fully online.

The grant funding provided the foundation of an outreach effort to communicate the many resources available to non-traditional students, starting with LCSC's new Adult Learner website at www.lcsc.edu/finish. Social media advertising on Facebook, Instagram and YouTube was essential in driving traffic to the website, which drew nearly 3,000 prospective participants in its first three months. People throughout Idaho and Washington have visited the site, with the highest number from Boise, Lewiston and Coeur d'Alene.

Grant funding has supported outreach events in Coeur d’Alene, Orofino, Grangeville and Lewiston over the first quarter of the grant period. Other outreach efforts include newspaper ads, distributing flyers, post cards and postage to reach targeted audiences.

At the grant’s conclusion, LCSC will provide assets or lessons learned with other institutions and incorporate findings into their own marketing plans for the future.

Region 3: Southwestern Idaho Aviation Specialties Unlimited – Employer Grant

Period of Performance: Feb. 1, 2019, to Jan. 31, 2021

Total Dollars Awarded: \$60,138

Estimated Number of People Trained: 20

Estimated Post-Training Wage Increase: \$3 to \$14/hour



Boise-based Aviation Specialties Unlimited Inc. (ASU) has been safeguarding pilots and aircrews in law enforcement, air medical services, national defense, aerial firefighting, agriculture and counter-drug operations with advanced aerospace imaging systems for more than 20 years.

As the company continues to expand its products for new customers, so does its need to employ workers with skills unique to the industry and introduce new skills to incumbent workers. With the help of a \$60,138 Workforce Development Training Fund employer grant, ASU has been able to provide specialized training for 20 workers with an annual average increase in wages of more than \$19,000 each over the two-year grant period.

ASU has started providing aviation services for the Australian-based Scenic Cruises’ new luxury “discovery yacht” called the Eclipse, requiring training in such areas as maritime safety and security and certifications for overwater travel. The company also is developing a night vision goggle system it will manufacture in Boise. The U.S. Air Force has contracted with ASU to develop a prototype of a new flight helmet and may end up manufacturing it as well.



New and incumbent workers are learning new skills to support these projects through a combination of vendor and internal structured on-the-job training, and specific training for industry certifications and occupational licenses. Airbus and Boise State University are among external training providers. Among new workers are pilots, aircraft operations specialists, aircraft logistical specialists and relief pilots – operations specialists. Aircraft

ASU conducts night vision initial, recurrent and instructor pilot training. PHOTO: ASU website.

maintenance technicians and goggle maintenance technicians are among the incumbent workers who are receiving retraining.

Wages for all positions will increase, some substantially, after the training. ASU is investing \$72,000 in facilities and \$115,000 in equipment as part of their expansion. The two-year grant wraps up Jan. 31, 2021.

Region 3 – Southwestern Idaho Idaho Youth Ranch, Youthworks! Program – Outreach Grant



Period of Performance: Jan. 1, 2018 to Dec. 31, 2020

Total Dollars Awarded: \$26,292

The Idaho Youth Ranch (IYR) Youthworks! job readiness programs saw a substantial increase in participation in 2019 with the help of a \$26,292 outreach grant from the Idaho Workforce Development Council.

Initial outreach activities were targeted towards community job readiness workshops, which are free to individuals 16-24 years of age who are struggling to find employment. IYR created partnerships with four new groups, which boosted participation. Each workshop focuses on a critical part of the job search process – creating resumes, applying for a job and successful interviewing. In the 24 workshops offered from early March through June 2019, attendance topped 400 with a 100 percent completion rate.



One of the Youthworks! Summer Experience interns on her first day of work at an Idaho Youth Ranch thrift store.

The outreach campaign also targeted individuals to apply for Youthworks! Summer Experience, which is a job readiness program designed to give young people skills – especially soft skills - and experience proven

to be effective in preparing them to get a job that will open doors to new opportunities. The eight-week, paid internship starts in June and includes orientation, workshops and six work experience sessions at one of the Idaho Youth Ranch thrift stores. In-store training includes working with donations, sorting, merchandising and stocking product.

More than 60 individuals applied to the program in 2019 and 22 were accepted – 12 for the Ada County program and 10 for the Canyon County program.

Another outreach project drew IYR residents and alums to workshops and one-on-one sessions that focus on helping youth research careers that match for their interests and skills. They learn about the educational requirements, job outlook, wage potential and skills required. Fifty individuals participated in 16 sessions between March 4 and May 16, 2019.

IYR's outreach campaign covered a gamut of methods - social media posts on Facebook, Twitter and Instagram, posters in IYR thrift stores, radio ads, support from the Idaho Department of Labor, meetings with college and career counselors from the Treasure Valley area, attending community resource fairs and distributing flyers at several community meetings. The [Youthworks! website](#) also provided a vehicle for outreach.

In nearly every measure, actual participation exceeded IYR's projections, including:

- Number of youth attending job readiness workshops: Projected: 100; Actual: 415 (234 unduplicated)
- Percent of youth completing job readiness workshops: Projected: 88 percent; Actual: 100 percent
- Of the youth who participated in Next Steps Workshops, 97 percent reported improved knowledge of career opportunities.
- Of the youth who participated in one-on-one sessions, 36 percent obtained employment within 30 days.

Region 4 – South Central Idaho City of Twin Falls – Innovation Grant

Event Date: March 14-15, 2019

Estimated Number of People Trained: 40

Total Dollars Awarded: \$3,300

Nearly 40 students from six south central Idaho high schools received hands-on building instruction from the region's leading contractors with the help of an Idaho Workforce Development Training Fund innovation grant of \$3,300.

The two-day event - Magic Valley Construction Expo - took place March 14-15, 2019. Inspired by the Construction Combine, a trade education initiative developed by Idaho State University, the event gave local high school students the opportunity to learn construction industry skills from licensed professionals and gave contractors a chance to meet with and train future

candidates for employment. Students were introduced to key skills including framing, electrical, plumbing, roofing and more.

By the end of the event students had built sheds and bathroom vanities using their new skills.

Event organizers garnered significant support for the 2019 event from local contractors and companies that provided equipment and/or hands-on training including, Black Pine Cabinets, BMC, Bridger Smith Custom Homes, Builder’s FirstSource (Twin Falls Lumber), Castle’s Custom Homes, Chris Brann Drywall, Classic Stone Works, Ferguson Showroom, Franklin Building Supply, Gietzen Solar, High Water Plumbing, PSI Environmental Systems, Rain Guard Roofing, Rocky Mountain Flooring, Sherwin Williams and Starr Corporation.



Students worked alongside construction professionals to get hands-on experience and exposure to the industry during the 2019 Magic Valley Construction Expo.

Other sponsors were Farmer’s Bank, Idaho Central Credit Union, Westmark Credit Union, and the College of Southern Idaho, who provided the facility and staff support.

Event organizers are planning to hold the event in 2020 and expect it to grow significantly and will involve the Twin Falls School District’s new career technical education (CTE) program for construction.

Region 5 – Southeastern Idaho
Idaho State University, Surveyors – Industry Sector Grant

Period of Performance: Jan. 1, 2019, to Dec. 31, 2021
Estimated Number of People Trained: 32
Total Dollars Awarded: \$159,595



Idaho State University

The land surveying profession in Idaho, like many industries, has been losing skilled workers due to retirements while seeing an increasing need for professional land surveyors and technicians all across the state. In addition, 53 firms in Idaho employing surveyors and technicians were surveyed and more than 72 percent of them had employees who want to advance their education.



Surveyors play an integral role in developing society's infrastructure by establishing land boundaries, subdivision design, construction layout of roads highways, dams, utilities, topographic and aerial mapping while monitoring the earth's crustal movement and deformation.

With the help of a \$159,595 Workforce Development Training Fund industry sector grant, Idaho State University has taken a first step to remedy the situation by launching an initiative to build a fully online curriculum that either leads to a Land Survey Technician certification or can be used towards the degree program. This has been targeted to incumbent employees who work full time in many locations throughout the state.

Though ISU offers courses and even a bachelor's degree in its surveying and geomatics engineering technology program, it hasn't been accessible to individuals outside of the Pocatello area. ISU's program is the only ABET (Accreditation Board for Engineering and Technology)-accredited program in Idaho to offer these courses and is one of a few accredited four-year programs in the Pacific Northwest.

Faculty in ISU's surveying program and the civil engineering technology program are providing the online training. Licensed land surveyors serve as teaching consultants and mentors to provide on-site laboratory experiences for trainees across the state.

Eight surveying courses – 24 semester credits – available online prepares individuals to take the National Society of Professional Surveyors – Certified Survey Technician Level 1 exam. These courses provide the foundation for further certification and degree programs at ISU.

Grant funds have been used to develop instructional materials, assessments and learning activities along with updating the technologies necessary to make courses available online. In addition, \$50,000 was provided to the project by the Idaho Society of Professional Land Surveyors for recruiting to build up the numbers of students in this program to ensure that it will continue to produce surveying graduates to address the shortage of trained survey technicians and licensed surveyors.

Industry partners have provided resources, either cash match or in-kind contribution, and many have employees participating in the training. These partners include T-O Engineers, Keller Associates, J-U-B, and American Council of Engineering Companies of Idaho.

Region 6 – Eastern Idaho
College of Eastern Idaho, Cyber Security Program – Industry Sector Grant

Period of Performance: Aug. 31, 2018 to Aug. 30, 2020

Estimated Number of People Trained: 1,000+

Total Dollars Awarded: \$750,000

The College of Eastern Idaho is using a \$750,000 three-year Workforce Development Training Fund industry sector grant to help meet a critical need in the region for talented workers with cyber skills.



The funds are being used to set up and equip a dedicated cyber educational facility near CEI designed specifically to support multiple use cyber-related programs including cybersecurity, ethical hacking, computer network building and advanced computer training along with K-12 STEM outreach. All of these uses share the same needs for space, equipment, software and hardware that CEI did not have sufficient bandwidth to support.

The concentration of cyber related employers in the region is growing along with increasing demand for a cyber-skills talent pipeline at multiple levels of expertise. A consortium of government organizations and businesses are providing matching cash or in-kind support to deliver the training - Idaho National Laboratory, Department of National & Homeland Security, the FBI, Melaleuca and Bank of Idaho – and are all in need of such skills for their current and future workforce. All stand to benefit from a robust training program.



Students attend a Cyber Security Careers Awareness event as part of the K-12 STEM outreach efforts.

CEI’s outfitted facility set the stage for the other project component – training 1,000 individuals in cyber security and computer networking technology, thus expanding the educational opportunities in cyber careers including degree programs, technical certifications and public/private partnerships for customized training. CEI is providing the training through full-time and adjunct faculty representing employers in the region.

Besides CEI students, training is available to the public through open enrollment and to consortium partners and other regional employers by contract through CEI’s workforce training and continuing education program. CEI anticipates at least 400 individuals will earn certifications or credentials over the course of the three-year grant period. Training sessions include eight-week credit courses, alternated with workforce training boot camps and

certification courses. On-the-job structured training is part of the curriculum for most of the incumbent workers.

The first two rounds of training wrapped up in December 2019, with training sessions running through June 2022. The new training facility will host its first degree program classes beginning in January 2020.

As government and industry strive to address the full range of cyber threats and vulnerabilities, the demand for workers who can address these issues continues to grow. Data from the Idaho Department of Labor projects from 2018 data to 2026, the entire computer job market, including cybersecurity, is estimated to grow by 18 percent.

Grant Summaries

Active Contracts Calendar Year 2019 - January 1, 2019 - December 31, 2019								
Employer, Sector & Innovation Grants								
Type of Grant	Company Name	Start Date	End Date	Amount Awarded	Expenditures Through 2019	Balance	# of Trainees	Average Wage
Employer	Basic American Foods, Inc.	11/1/2018	10/31/2020	\$54,990.90	\$23,040.56	\$31,950.34	856	\$16.58
Employer	DA Glass	10/31/2018	10/30/2020	\$110,655.00	\$0.00	\$110,655.00	55	\$14.00
Employer	Fresh Air Manufacturing Co.	5/11/2016	12/31/2019	\$80,000.00	\$53,101.73	\$26,898.27	23	\$20.87
Employer	House of Design	8/15/2017	8/13/2020	\$99,983.56	\$21,702.53	\$78,281.03	34	\$31.78
Employer	NewCold	1/9/2019	1/8/2021	\$139,930.00	\$70,307.24	\$69,622.76	70	\$23.42
Employer	ON Semiconductor Comp	6/13/2017	6/12/2020	\$335,958.84	\$168,773.88	\$167,184.96	84	\$25.18
Employer	Plant Therapy	1/1/2019	12/31/2020	\$174,600.00	\$6,720.00	\$167,880.00	160	\$23.08
Employer	Simplot	12/1/2018	11/30/2020	\$552,438.00	\$43,931.96	\$508,506.04	490	\$35.11
Employer	Spudnik Equipment Company	6/1/2018	5/31/2020	\$158,271.25	\$92,608.58	\$65,662.67	270	\$15.36
Employer	Woodgrain Millwork	1/1/2019	12/31/2020	\$107,203.00	\$0.00	\$107,203.00	52	\$20.08
Employer	Unitech	4/1/2018	3/31/2020	\$822,337.00	\$448,155.00	\$374,182.00	421	\$14.47
Employer	Idaho Milk	2/1/2019	1/31/2021	\$110,987.75	\$73,247.32	\$37,740.43	37	\$18.50
Employer	Aviation Specialty Unlimited	2/1/2019	1/31/2021	\$60,138.03	\$13,813.06	\$46,324.97	20	\$24.47
Employer	Premier Technology, Inc.	6/14/2018	6/13/2020	\$423,690.00	\$170,039.13	\$253,650.87	254	\$18.35
Employer	Paylocity Corporation	1/1/2019	12/31/2020	\$231,884.00	\$129,437.56	\$102,446.44	116	\$27.84
Employer	Magic Valley Quality Milk	3/1/2019	2/28/2021	\$46,723.02	\$0.00	\$46,723.02	20	\$20.75
Employer	Bay Shore Systems	8/15/2019	8/14/2021	\$220,410.00	\$0.00	\$220,410.00	98	\$31.91
Sector	Cassia JSD #151	11/15/2017	11/14/2020	\$248,745.00	\$123,769.11	\$124,975.89	42	\$14.00
Sector	College of Eastern Idaho (CEI)-Nuclear	8/1/2018	7/31/2020	\$84,000.00	\$25,228.98	\$58,771.02	160	\$13.25
Sector	College of Eastern Idaho (CEI)-Welding	8/31/2018	8/30/2020	\$250,000.00	\$121,669.04	\$128,330.96	180	\$17.24
Sector	Idaho AGC	8/1/2018	7/31/2020	\$250,000.00	\$110,071.99	\$139,928.01	180	\$13.92
Sector	ISU Surveying	1/1/2019	12/31/2020	\$159,595.50	\$74,835.39	\$84,760.11	32	\$25.37
Sector	NIC - Health Careers	6/1/2018	6/30/2020	\$207,590.19	\$139,154.62	\$68,435.57	49	\$14.55
Sector	College of Eastern Idaho (CEI)-Cybersecurity	1/9/2019	1/8/2022	\$750,000.00	\$2,377.36	\$747,622.64	1000	\$20.32
Sector	University of Idaho - Co-op Program	5/1/2019	4/30/2022	\$419,622.50	\$0.00	\$419,622.50	80	\$38.46
Sector	Lewis Clark State College	10/1/2019	9/30/2022	\$750,000.00	\$0.00	\$750,000.00	250	
Sector	College of Southern Idaho (TeachForward)	9/1/2019	8/31/2022	\$1,114,424.70	\$0.00	\$1,114,424.70	830	\$19.95
Sector	Boise State University (Cyber)	11/15/2019	11/14/2022	\$833,958.00	\$0.00	\$833,958.00	200	\$39.00
Innovation	Clearwater County Problem Solving	6/1/2018	5/30/2020	\$7,418.25	\$894.68	\$6,523.57	30	\$17.25
Innovation	Idaho Digital Learning			\$25,000.00	\$0.00	\$25,000.00		
Innovation	City of Twin Falls	3/1/2019	2/28/2020	\$3,300.00	\$0.00	\$3,300.00	60	N/A
Innovation	Mountain Home Aviation Academy	TBD		\$24,200.00	\$0.00	\$24,200.00	8	N/A
Innovation	Sun Valley Culinary Institute	8/1/2019	7/31/2020	\$25,000.00	\$0.00	\$25,000.00	12	\$10.00
Innovation	St. Vincent de Paul	TBD		\$24,999.94	\$0.00	\$24,999.94	40	N/A
Innovation	CEI - GPS GIS	TBD		\$5,543.18	\$0.00	\$5,543.18	20	
Innovation	IACI	TBD		\$100,000.00	\$0.00	\$100,000.00	30	

Outreach Projects						
Type of Grant	Organization	Start Date	End Date	Amount Awarded	Expenditures Through 2019	Balance
Outreach	WDC - CTE Printing & Editing	1/1/2019	1/31/2020	\$25,000.00	\$10,207.97	\$14,792.03
Outreach	Lewis Clark State College	2/7/2019	2/6/2020	\$35,000.00	\$9,462.48	\$25,537.52
Outreach	WDC - Economic Development/WBL Outreach - FY19	3/6/2019	4/30/2020	\$30,300.00	\$4,552.55	\$25,747.45
Outreach	Idaho Career & Technical Education - REACH Scholarships	7/1/2019	10/31/2019	\$25,000.00	\$11,151.00	\$13,849.00
Outreach	WDC - Outreach/Marketing	5/1/2019	6/30/2020	\$125,000.00	\$0.00	\$125,000.00
Outreach	RISE	4/3/2019	4/2/2020	\$27,500.00	\$12,437.85	\$15,062.15
Outreach	Boise State Veterans	5/8/2019	5/7/2020	\$11,000.00	\$0.00	\$11,000.00
Outreach	Boise School District	7/8/2019	7/8/2020	\$14,733.70	\$0.00	\$14,733.70
Outreach	Next Steps	7/1/2019	6/30/2020	\$250,000.00	\$0.00	\$250,000.00
Outreach	WDC - Economic Development/WBL Outreach - FY20	9/1/2018	4/30/2019	\$15,000.00	\$0.00	\$15,000.00
Outreach	WDC - OSBE Adult Learner Campaign	TBD		\$80,000.00	\$0.00	\$80,000.00
Outreach	STEM Action Center	7/7/2019	7/7/2020	\$50,000.00	\$0.00	\$50,000.00
Outreach	WDC - Apprenticeship Outreach	9/4/2019	9/4/2020	\$4,750.00	\$0.00	\$4,750.00
Outreach	AFL-CIO	10/21/2019	6/30/2020	\$63,315.00	\$4,323.98	\$58,991.02
Outreach	Veterans	10/21/2019	10/20/2020	\$10,000.00	\$0.00	\$10,000.00
Outreach	CEDA	11/6/2019	4/1/2022	\$53,155.00	\$0.00	\$53,155.00
Outreach	WDC LEADER Portal Update	12/12/2019	6/30/2020	\$33,000.00	\$0.00	\$33,000.00

Completed Contracts in CY2019									
Type of Grant	Company Name	Start Date	End Date *	Amount Awarded	Expenditures Through 2019	Balance	# of Trainees	Average Wage	
Employer	Orgill, Inc.	11/1/2016	10/31/2019	\$151,032.01	\$151,032.01	\$0.00	454	\$18.61	
Employer	Paylocity Corporation	12/1/2015	11/30/2018	\$1,200,000.00	\$790,789.24	\$409,210.76	355	\$21.91	
Employer	Diversified Fluid Solutions	1/1/2017	12/31/2019	\$308,949.44	\$308,949.44	\$0.00	152	\$22.87	
Employer	CS Beef Packers, LLC.	10/1/2016	1/31/2019	\$1,099,935.00	\$1,099,935.00	\$0.00	1964	\$15.45	
Employer	Sorrento Lactalis	7/1/2016	1/8/2019	\$282,926.58	\$0.00	\$282,926.58	0	\$0.00	
Employer	Western States Equip Co	6/5/2017	6/4/2019	\$48,243.14	\$13,400.85	\$34,842.29	6	\$0.00	
Employer	McCain Foods	8/13/2017	8/12/2019	\$2,500,000.00	\$2,500,000.00	\$0.00	429	\$20.82	
Sector	College of Eastern Idaho (CEI)-Nursing	9/1/2017	8/31/2019	\$79,515.75	\$60,997.73	\$18,518.02	11	\$17.08	
Sector	North Idaho College (Wood Products)	3/1/2017	6/30/2019	\$482,582.19	\$482,581.35	\$0.84	261	22.78	
Innovation	Clearwater County CNA	9/17/2018	9/16/2019	\$10,481.10	\$10,040.55	\$440.55	15	N/A	
Innovation	Franklin County LPN	8/20/2018	8/19/2019	\$25,000.00	\$21,615.13	\$3,384.87	4	N/A	
Innovation	Lewiston ISD#1 - Pre- ENG.	7/1/2017	5/31/2019	\$25,000.00	\$25,000.00	\$0.00	42	N/A	
Outreach	SWIMA	9/4/2019	9/4/2020	\$7,500.00	\$7,500.00	\$0.00	N/A	N/A	
Outreach	STEM Action Center	1/10/2010	10/31/2019	\$50,000.00	\$50,000.00	\$0.00	N/A	N/A	
Outreach	WDC - OSBE Adult Learner Campaign			\$123,000.00	\$123,000.00	\$0.00	N/A	N/A	
Outreach	WDC - WBL Regional Summits Support			\$10,000.00	\$0.00	\$10,000.00	N/A	N/A	
Outreach	Idaho Youth Ranch	3/6/2019	3/5/2020	\$26,292.00	\$26,292.00	\$0.00	N/A	N/A	
Outreach	Silver Valley Economic Development	1/1/2019	6/30/2019	\$442.00	\$348.24	\$93.76	N/A	N/A	

The Council champions strategies that prepare Idahoans for careers that meet employers' needs. Though the council does not have any pending legislation we support these initiatives, as well as policies that support college credit for work-based learning.

Our Kids, Idaho's Future (K-12 Task Force) Recommendations

- Statewide accountability focusing on K-3 literacy.
- Greater all-day kindergarten opportunities to support K-3 literacy and future student achievement.
- Building out and updating the career ladder salary allocation program to elevate the profession and retain effective educators.
- Addressing social and emotional issues to support student learning.
- Strategic alignment and increased flexibility in the K-12 funding formula.

Idaho State Board of Education:

- **Opportunity Scholarship:** The FY20 budget for Scholarships & Grants included \$7 million in additional one-time funding to increase the number of Opportunity Scholarship awards. As a result, nearly 2,200 additional Idahoans – including recent high school graduates and adult learners returning to school, received scholarships in fall 2019. Making the \$7 million one-time funds permanent by adding it to the FY21 scholarship base budget will provide more Idahoans the opportunity to earn professional certificates or college degrees and help meet the skilled workforce demands of our employers.
- **Cybersecurity Degree Collaboration:** \$1 million in one-time funds to develop a cybersecurity programs that will be offered jointly by Boise State University, Idaho State University, and the University of Idaho.

Idaho Department of Commerce:

- **Small Employer Incentive Act:** Business Advantage (FY20 – Sunset Extension) – allows tax credits for businesses that invest a minimum of \$500,000 in facilities and creates at least 10 new jobs averaging \$40,000 annually plus benefits. Offers both enhanced personal and real investment tax credits, high wage job credits, sales tax rebate on construction materials, and potential property tax exemption from the county. This incentive was created in 2005 and went through years of legislative amending it did not start being utilized until 2009. This incentive is due to sunset in 2020. Idaho Commerce is recommending that this incentive be extended until 2030.
- **State Broadband Office:** Establishes a State Broadband office to coordinate efforts throughout the state to ensure all areas are adequately served with broadband connectivity.

Idaho Department of Labor

- **Idaho Job Corps Demonstration Project:** (FY21 --\$6,700,000 Spending Authority) The Idaho Department of Labor will partner with the community colleges to serve 300 students annually across the state. Income-eligible youth, ages 16-24 will be connected to training and workplace opportunities that will provide the students skills training to prepare them for sustainable careers in Idaho. Students will receive training and access to wide variety of social services.

Idaho Career Technical Education

- **Maintenance Funding for Secondary CTE Programs:** (FY21 – \$400,000) – “Added-Cost” funds for equipment, supplies and teacher professional development are available to support regular enrollment growth in high school CTE programs.
- **CTE Facilities:** (\$6 million) in the capital budget for new CTE facilities at the College of Eastern Idaho, Lewis-Clark State College, and the Department of Juvenile Corrections.

STEM Action Center

- **Computer Science Initiative:** (\$500,000 ongoing) for the Computer Science education initiative (Idaho Code 33-1633 including educator professional development, camps, student competitions, and grants. As a national leader in Computer Science education, and in partnership with other state agencies, Idaho STEM Action Center will work collectively to build a workforce prepared to fill the growing number of Computer Science jobs available in Idaho.
- **Supplemental Spending Authority:** (\$1,000,000) The spending authority will allow the STEM Action Center to spend cash raised through grant writing and fundraising efforts.

State Department of Education

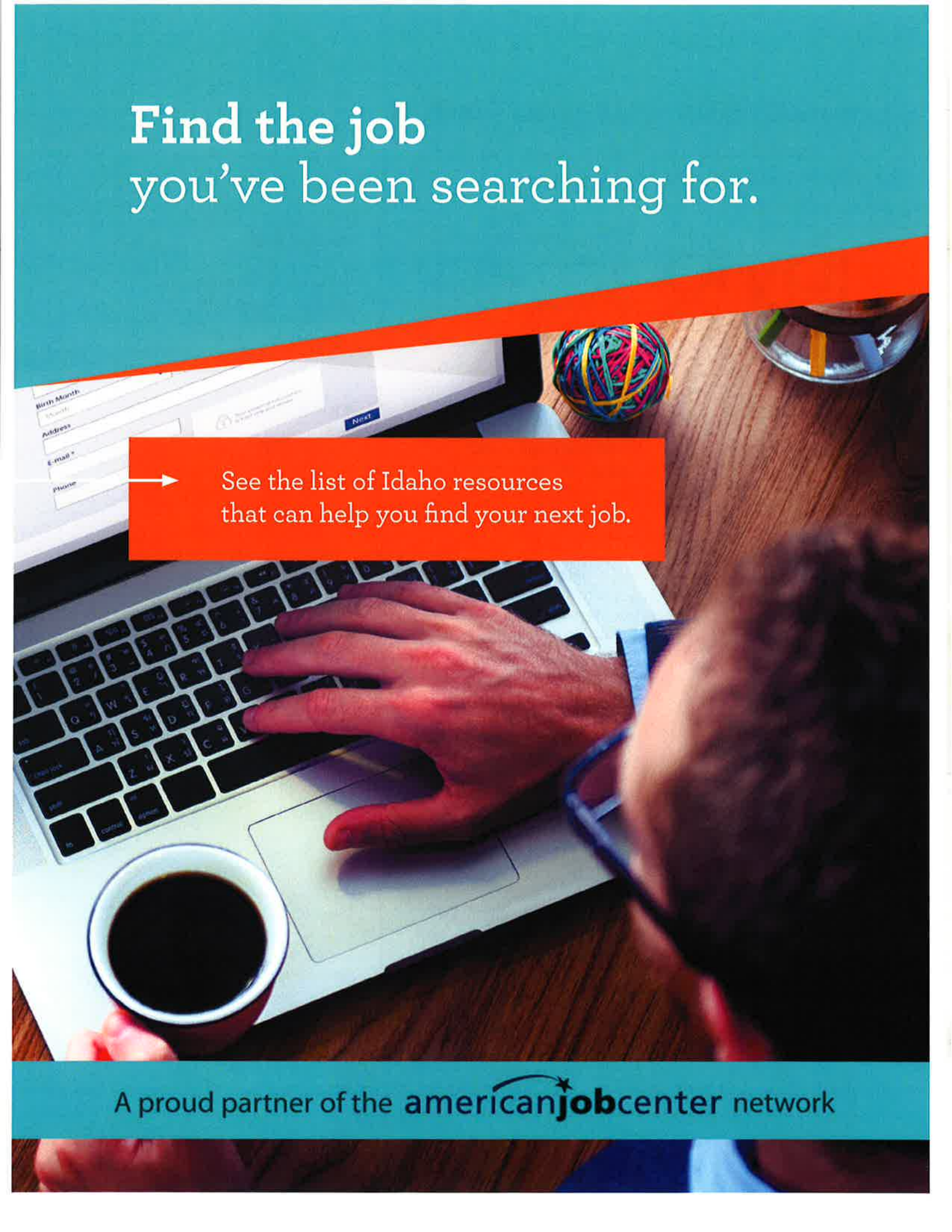
- **Teacher Compensation:** (\$30 million recommended by Governor) to extend the career ladder with an emphasis on improving pay for Idaho’s experienced and effective teachers. This request supports the direction of the Governor’s Task Force to enhance the career ladder. While the first five years of the career ladder focused on boosting pay for new and early career educators, more must be done to reward experienced teachers, recognizing their value and encouraging them to stay in Idaho schools despite higher pay in other states.
- **Literacy:** (\$26 million ongoing) to continue funding literacy intervention programs to support struggling readers. The funding will provide district’s with financial stability for literacy intervention programs in grades K-3.
- **Social/Emotional Training:** (\$1 million) to develop and implement social/emotional training for all educators and district staff to identify and better respond to students’ needs, including how to de-escalate unsafe situations and how to coordinate resources from state, local, and non-profit groups to provide “wraparound services.” Social-emotional learning is vital to helping children develop the self-awareness, problem-solving and impulse control needed to overcome challenges and thrive in school, work and community life.

Idaho Bureau of Occupational Licensing

We support IBOL’s efforts to streamline occupational licensing and reduce barriers to entry for licensed professions. Specifically:

Morticians: streamline and modernize the education and training requirements for a mortician license and a funeral director license, reducing barriers to entry.

Find the job you've been searching for.



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that can help you find your next job.

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Derek Harris

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208-364-7781 ext. 3295



Preparing individuals with disabilities for employment and career opportunities while meeting the needs of employers.

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208-334-3390



Connecting Idahoans with the resources they need to get a meaningful job to support themselves and their families.

Sarah Buenrostro

Sarah.Buenrostro@dhw.idaho.gov
208-334-4934



Offering eligible unemployed people ages 55 and older a chance to earn a paycheck while updating jobs skills as a path to employment.

Michelle Miller

208-454-8555



Helping Idahoans who are blind or visually impaired achieve their employment goals.

Laurie Carlin

lcarlin@ics.idaho.gov
208-334-3220

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We connect business, education and workforce; link jobseekers with employers; and help people with career and life transitions.

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Idaho Division of
Vocational Rehabilitation

Connecting skilled and talented individuals with disabilities to your job needs.

Loni Hanka

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Connecting Idahoans with the resources they need to get a meaningful job to support themselves and their families.

Sarah Buenrostro

Sarah.Buenrostro@dhw.idaho.gov
208-334-4934



Connecting employers with experienced older workers who are skilled, reliable, and ready to re-join today's workforce.

Michelle Miller

208-454-8555



Idaho's experts on blindness and low vision provide creative solutions to help businesses hire, train, and retain talented employees with visual disabilities.

Earl Hoover

ehoover@icbvi.idaho.gov
208-334-3220

→ All of our workforce partners work with and place a priority on serving veterans. We look forward to connecting you with those who have served our country so well.