2017 Senate Education Committee
February 15, 2017

Ken Edmunds, Director
Idaho Department of Labor

Idaho’s Workforce Challenge

- Shortage of skilled workforce
- College and career readiness
- Industry expectations for training
- Technology, technology, technology
**Workforce - Long-Term Projections**

Projected 2014-2024 Net Growth in Thousands

- **Employment**: +138,000
- **Labor Force**: +89,000
- **Gap**: 49,000

*Source: Idaho Department of Labor – December 2016*

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**Workforce Education**

Projected Educational Attainment in 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 U.S. American Community Survey*
Department of Labor Role

- 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

Workforce Development – The Labor Connection

- 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
Workforce Development – Initiatives and Grants

- 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

Unemployment Insurance Tax Relief Bill

- 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
Workforce Development Training Fund

- 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

Impact on WDTF

Workforce Development Training Fund
(In millions)

- 2018: $5.5
- 2019: $5.1
- 2020: $4.8
- Total: $15.6

- 3% WDTF at 1.5 Multiplier
- 3% WDTF at 1.3 Multiplier

Idaho Department of Labor – January 2017 (not to scale)
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

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

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
$2,475,000

Industry Sector and Rural Micro Grants

- 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
$1,600,000
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

Idaho Department of Labor

Questions?

Thank you!
## Idaho’s Hot Jobs
### Occupational Projections from 2014 to 2024

<table>
<thead>
<tr>
<th>Rank</th>
<th>Shift</th>
<th>Occupation Title</th>
<th>2024 Employment</th>
<th>Annual Openings</th>
<th>Percent Change</th>
<th>2014 Median Wage</th>
<th>Typical Entry Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>↑3</td>
<td>Software Developers</td>
<td>6,969</td>
<td>259</td>
<td>36.8%</td>
<td>$36.35</td>
<td>Bachelor’s</td>
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<tr>
<td>2</td>
<td>↑4</td>
<td>Lawyers</td>
<td>3,315</td>
<td>109</td>
<td>27.2%</td>
<td>$37.04</td>
<td>Doctoral</td>
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<tr>
<td>3</td>
<td>↑23</td>
<td>Management Analysts</td>
<td>2,959</td>
<td>106</td>
<td>34.4%</td>
<td>$29.26</td>
<td>Bachelor’s</td>
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<tr>
<td>4</td>
<td>↑22</td>
<td>Accountants and Auditors</td>
<td>5,385</td>
<td>229</td>
<td>27.5%</td>
<td>$29.33</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>5</td>
<td>↑19</td>
<td>Civil Engineers</td>
<td>2,133</td>
<td>96</td>
<td>28.3%</td>
<td>$35.31</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>6</td>
<td>↑25</td>
<td>Personal Financial Advisors</td>
<td>1,141</td>
<td>53</td>
<td>39.3%</td>
<td>$33.82</td>
<td>Bachelor’s</td>
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<tr>
<td>7</td>
<td>↑40</td>
<td>Business Operations Specialists, All Other</td>
<td>3,229</td>
<td>99</td>
<td>26.8%</td>
<td>$30.03</td>
<td>Bachelor’s</td>
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<tr>
<td>8</td>
<td>↓5</td>
<td>Physical Therapists</td>
<td>1,347</td>
<td>59</td>
<td>29.8%</td>
<td>$37.64</td>
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<tr>
<td>9</td>
<td>↑10</td>
<td>Health Specialties Teachers, Postsecondary</td>
<td>1,209</td>
<td>45</td>
<td>30.4%</td>
<td>$39.33</td>
<td>Doctoral</td>
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<tr>
<td>10</td>
<td>↓1</td>
<td>Market Research Analysts and Marketing Specialists</td>
<td>1,489</td>
<td>71</td>
<td>38.3%</td>
<td>$24.76</td>
<td>Bachelor’s</td>
</tr>
</tbody>
</table>

*Hot jobs are defined as occupations that are numerous, fast-growing, and well-paying.

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