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**Our Mission**  
We champion strategies that prepare Idahoans for careers that meet employers' needs.

**Our Vision**  
We envision a future where Idaho's diverse and prepared workforce meets the needs of our unique communities and employers.

- 34 Council Members
- Representing 18 Communities
- 57 Committee Members
- Representing 14 Communities



**Idaho Workforce Development Training Fund has:**

Trained 12,038 Idahoans

Served 9,633 Employers

Reached hundreds of thousands of Idahoans through outreach

Since 2016

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"We focused on entry level technician jobs for the youth apprenticeship program in automotive, and that's been great. As soon as we started doing it, we had nine applicants come in the day we got approved." –Teton Toyota



**Goal: 400 Youth Apprentices by 2024**

Total Participants (Registered Apprentices)

- Served 42

Total Businesses

- Engaged 39
- Enrolled 22

**Youth Apprenticeship Grant**

This project is wholly funded by a grant from the U.S. Department of Labor in the amount of \$2,490,630.

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IDAHO  
**LAUNCH**

[idaholaunch.com](http://idaholaunch.com)



**Idaho LAUNCH is where your skills meet their match.**

Match your skills to employer needs and apply for training funds available to every Idahoan.

IDAHO  
**LAUNCH**

*"I never thought I would be a truck driver, but the launch program paid for 90% of my schooling at Sage trucking. I just completed my classes for my CDL Class A with Tanker/double triple endorsement, plus received a great job offer with a local company making over \$65,000.00 a year. All this in less than 3 months."*

—Idaho Launch Participant

**The Numbers:**

Participants (1/6/22): 949  
 Site Visits (1/20/21): 30,898  
 Average benefit use (1/6/22): \$3,000  
 Total obligated (1/6/22): \$2,845,670  
 Employers Served: 684

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*"The hottest city in the nation right now when it comes to explosive growth in new job listings may come as a surprise, but not to anyone who's been tracking how COVID-19 has impacted the geography of work.*

*A new report from job site Indeed.com found employment postings for the Boise, Idaho metropolitan area earlier this month were nearly double the volume of Feb. 2020." – Deseret News, January 19, 2022*

## Leading Idaho

Workforce Training Investments

<https://www.deseret.com/2022/1/19/22891674/boise-has-job-markets-hiring-during-omicron-surge-salt-lake-city-job-listings>

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	Chapter	Learning Outcomes	Estimated Time to Implement
Get Organized	TPM Orientation	Assess if TPM is a good fit and introduce the approach to your community	6 months
	Strategy 1: Organize Employer Collaboratives	Organize employers to address a skills gap for critical jobs	
Do Your Homework	Strategy 2: Engage in Demand Planning	Project the number of jobs needed across companies	3 months
	Strategy 3: Communicate Competency and Credential Requirements	Create a shared language for communicating hiring requirements	
	Strategy 4: Analyze Talent Flows	Identify current and future sources of talent	
Implement Solutions and Improve	Strategy 5: Build Talent Supply Chains	Manage performance for employer partners and designate preferred providers of talent	3 months
	Strategy 6: Continuous Improvement	Engage in continuous improvement	

## Leading Idaho

Workforce Training Investments

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Since the pandemic, labor force participation rates in Idaho have decreased and one of the major factors is lack of child care options.

Idaho Child Care Gap Findings	
Potential Need	74,670 children
Supply	55,850 seats
Gap	18,820 children
Percent Gap	28% of children
Economic Impact (long term loss)	\$0.7 to \$1.1 Billion

## Child Care Expansion Grants

<https://childcaregap.org/assets/onePages/Idaho.pdf>

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Increase the economic mobility of Idahoans through education and training that leads to wage gains and retention.

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## Leading Idaho - Workforce Training Investments

### Idaho Launch ([www.idaholaunch.com](http://www.idaholaunch.com)) – \$24,159,000

Short-term training for any Idahoan who was impacted by COVID-19 or any Idahoan who wants to train for occupations in industries impacted by COVID-19. Examples include, but are not limited to, Healthcare, Hospitality, Retail, Construction, and Transportation.

- \$3m set-aside for apprenticeship training in the trades (i.e. electrical, pipefitting, etc.)
- Training will be prioritized to in-demand occupations.
- Existing Launch policy requires a contribution of 10-25% from the individual. This can be waived using ARPA funds, if desired.
- The Council may need to adapt the policy governing Launch to include “for-credit” opportunities for certain occupations.

### Simulators and Mobile Training Equipment – \$3,000,000

- Grants to cover acquisition costs of simulators and mobile training equipment for colleges and industry associations. Organizations will need to develop plans to utilize equipment for both training and industry recruitment. They will be required to present a sustainability plan to maintain/upgrade equipment beyond the grant period.

### Retail Management Certification – Course Development – \$100,000

- Fund the development of an online, 3-credit course to complete the requirements for Idaho Community Colleges to offer the Retail Management Certificate under the direction of the Western Association of Food Chains, Albertsons, Broulim's, Costco, Food4Less, Fred Meyer, Riddleys, Rosauers, Whole Foods, and Winco are members of the industry organization.

### Talent Pipeline Management (TPM) – Regional Coordinators – \$1,800,000

- \$1.8m to fund one TPM Coordinator in each of 6 regions to facilitate efforts to align industry/employer needs to specific training that is offered through Launch and/or other grants. The TPM Coordinator would be employed by a regional organization (ex. College, Chamber, Economic Development) who would receive a grant for \$150,000 per year for 2 years.

### Talent Pipeline Management Implementation Funds – \$20,000,000

- Supplements the Workforce Development Training Fund to implement projects coming through the TPM process.

### Next Steps Investments – \$500,000

- \$500,000 to integrate resume development, job interview practice, and connections to work-based learning into the Next Steps Idaho website.

### Staff – \$441,000 (over the 3 year period)

- Two FTEs for the Workforce Development Council to assist with the distribution, fiscal management, and performance tracking of the funds. Positions will be eliminated once ARPA funds are distributed.

**Total Investment = \$50,000,000 invested by December 2026**

*(final allocations will be approved by Council)*

A proud partner of the  **americanjobcenter** network

## What is Idaho Launch?

Idaho Launch started in November of 2020 and was bolstered by \$1,000,000 in CARES Act funds.

Idaho Launch is the **pathway for all Idahoans**, seeking to work in Idaho, to **receive financial support** through the Workforce Development Training Fund (WDTF) for **short-term training programs** that will allow them to attain in demand, **employer requested skillsets**.

## Large Scale Employer Surveys Drive Launch Offerings

In summer of 2020 Idaho Workforce Development Council ran an **employer survey**. We got back **845 responses** across all industries. This allowed us to **identify skills** that the employers will find important for hiring in the near future. **We matched those skills to training**, and our Policy committee approved courses for Launch to meet the need.

We are in the process of **updating this survey**. We will once again ask employers about skills and will also ask them to **evaluate** the value of the **current offerings** in Idaho Launch.

### The Basics:

#### Participants must be:

- Idaho Residents
- Use the benefit to work in Idaho

#### The Benefit Covers

- 75-90% of approved costs

#### Some important details:

- \$7,500 max benefit
- Once in a lifetime benefit
- A contract can include multiple courses

### The Numbers:

Participants (2/1/22): 1,037

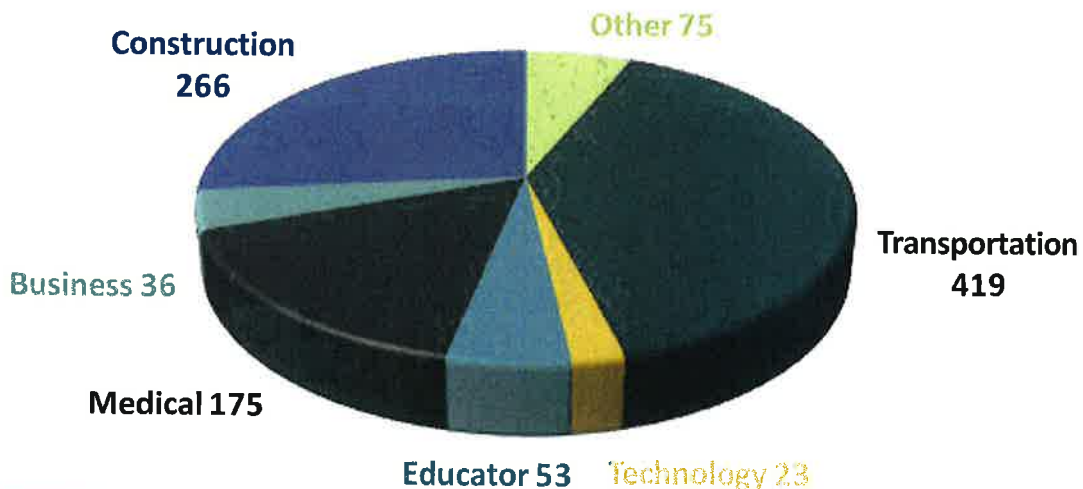
Site Visits (1/20/21): 30,898

Average benefit use (2/1/22): \$3,000

Total obligated (2/1/22): \$3,154,751

Employers Served (12/31/21): 684

## COURSE TYPES BY INDUSTRY



### Child Care Expansion Grants

**Need:**

Child care is one of the most critical work supports for parents to successfully participate in the labor market. Since the pandemic, labor force participation rates in Idaho have decreased and one of the major factors is lack of child care options. According to Idaho’s most recent Child Care Gap Assessment 74,670 children have the potential need for child care, and there are only 55,850 child care slots (the full report can be found here: <https://childcaregap.org/assets/onePagers/Idaho.pdf>).

Child care needs exist throughout the State and long wait lists exist at most high-quality child care centers. According to the study, the top five counties with the largest gap between the number of children who potentially need care but whose families cannot reasonably access formal care are Canyon, Ada, Bonneville, Twin Falls, and Bingham.

With a gap of nearly 20,000 child care seats in Idaho, there is a significant need to invest in Child Care Expansion Grants so that Idaho can continue to get back to work. This funding, administered by the Workforce Development Council, will increase the number of child care seats available to working families by targeting employers and/or child care providers willing to build new on-site or near-site child care facilities or expand existing facilities.

**Program Highlights: An increase of over 3,000 child care seats statewide, by the end of 2024.**

- Through a \$50m grant program (utilizing ARPA funding), these funds will provide infrastructure or operating grants for start-up or expansion of child care where there is a significant gap between the number of child care slots available and the number of children needing care.
- Idaho’s child care capacity is **expanded** supporting families to return to work or their ability to receive training that will assist them in returning to work.
- Coordinated licensure process for grantees.

Idaho Department of Health & Welfare Programs		Idaho Workforce Development Council Program
Investments that Support Children and Working Families	Investments that Stabilize Child Care Provider Business Owners	Investments that Expand High-Quality Child Care Capacity
<ul style="list-style-type: none"> <li>• Expanded eligibility criteria and lowered copay for families needing child care</li> <li>• Expanded mental health support and developmental screening for kids</li> </ul>	<ul style="list-style-type: none"> <li>• Child care provider support grants for existing operations.</li> <li>• Expanded support to after-school programs</li> <li>• Wage enhancement per worker</li> <li>• Expanded training and education for employees</li> </ul>	<ul style="list-style-type: none"> <li>• Grants to offset start-up costs for employers providing on-site/near-site child care</li> <li>• Grants to child care providers who are working with employer partners to expand number of children served</li> <li>• Support with recruiting and training staff</li> </ul>

*Note: There is a separate budget recommendation for the Idaho Department of Health & Welfare to **sustain** the current daycare facility operations.*

## Meeting employer's needs today and tomorrow

### Who Can Apply:

- Employers and/or child care providers that are seeking to add or expand capacity in Idaho.

### Grant Parameters:

- Applicants will complete and submit a business plan as part of the application process. Family/Group and Child Care Centers are eligible for the grants, when partnering with local employers and complying with local and state licensing requirements. Business plan guides can be found here: <https://wdc.idaho.gov/child-care-guides/>
- Applicants will be eligible for up to \$15,000 per seat in their start-up or expansion plan. A commitment to the number of slots, a sustainability plan, and a plan for ensuring they meet child care licensing requirements must be provided.
- A minimum of \$15,000,000 will be set-aside in the first year for providers with less than 15 seats.
- Preference will be given to entities that will focus on evidence-based programming and services and have parent engagement activities.
- A grant review committee including Workforce Development Council members and experts from IDHW would consider, at a minimum:
  - Private investment – match at least 50% of grant funds
  - Sustainability

### Scenarios

**Idaho Forest Group.** Headquartered in Coeur d'Alene and several mill sites across the state, Idaho Forest Group is committed to their employees and has been looking into child care support options. Currently, IFG is working with local child care providers in two communities, exploring ways to help them increase capacity such as additional employees and site expansion. They are hopeful a model can be developed to replicate in other locations.

**Kaniksu Health.** As one of the larger employers in Bonner County, Kaniksu Health recognizes the importance of providing child care to recruit and retain employees. Following the closing of the community's largest child care center, Kaniksu is working to develop a child care center for their employees.

**Homedale School District.** This past year, the Homedale School District purchased a building to serve as a child care center for district employees and the community. Funding for capital improvement is needed to refurbish the building to create an environment suitable to serve children in a healthy and safe environment.

**Twin Falls.** In partnership with CLIF Bar, the United Way of South Central Idaho wants to refurbish and expand a newly acquired facility to expand child care options for the regional business community. Funding for refurbishing and expansion is needed for the building to best serve working families.

**Bonneville County.** As one of the largest employers in Southeast Idaho, Idaho National Lab is exploring the feasibility of partnerships with local childcare facilities within the Idaho Falls community. INL is looking at several possible partnerships, one with Club Apple. Club Apple has land adjacent to their current facility and will start construction of a new daycare center in the spring of 2022. Within the parameters of this partnership, a certain number of spots will be held for INL employees and their children.