

# Clearwater County

## Application Summary and Analysis

### Project Scope on Skills Gap for Industry Sector Grant

Employers across Clearwater County have indicated difficulty in finding able bodies workers with basic workplace skills. In particular, employers in construction, the skilled trades and manufacturing are not finding entry-level applicants with basic math, computer skills or awareness of safety practices in the workplace. In addition, the very basic entry-level employers (retail & service) are not seeing applicants with the most basic employability skills. It is widely recognized that across the County the available workforce is constrained as brain drain has been occurring for the past decade and immigration has for the most part been limited to those over 45 years of age (early retirees). Idaho Department of Labor Regional Economist – Region 1, found 2,153 unfilled entry-level jobs in Clearwater County in 2016.

Upon finding no readily available training or skilled workforce, the Clearwater County Economic Development team (including Orofino Builders Supply, SJX Jet Boats, and Mary Anns Grocery) reached out to the Clearwater County Problem Solving Court. The objective was to build a proactive relationship to bolster the skillsets, employability and promotion potential of those individuals committed to turning a negative lifestyle around in more positive directions. Currently, the Problem Solving Court program has 19 participants between the ages of 20 & 48 in the que for re-entry to the workforce. The program anticipates at least ten percent of its participants to graduate and go onto higher education with the remaining participants seeking direct entry into the workforce.

The Clearwater County Problem Solving Court program includes a four-phase approach to lifestyle transitioning: Phase 1 Recovery (16-20 weeks); Phase 2 Decision Making (16-20 weeks); Phase 3 Transition to Community (16-20 weeks; and Phase 4 Independence (6 months). Regardless of the phase training, it still does not meet the workforce needs Clearwater County Employers are identifying. The enhanced training will be provided to participants in Phases 3 and 4, as they will have demonstrated an ability to maintain a clean lifestyle and be prepared for positive learning, by adding and enhanced training preparing them for immediate employment with the business partners.

### Project break down of Training Needs

The project will utilize existing skills assessment tools and on-line accessible training platforms to deliver self-paced learning including free access to the Lili.Org (Libraries Linking Idaho) offering online training in Basic Math, Microsoft Word, and EXCEL. Each individual will be able to obtain certifications, and participate in a Workplace Excellence workshop series to expand individual capacity and employability characteristics. Participant will also have the opportunity to obtain a C-Stop Card (Contractors Safety Training Orientation Program) which is a nationally recognized workplace safety curriculum that meets OSHA standards. C-Stop Basic is an online curriculum and covers Safety Management, Hazardous Materials, Emergency Response, Fall protection, Hand and Power Tools, Hazard Communication, Personal Protective Equipment, Scaffold Safety and more. The outcome will be individuals who are more employable, with basic math, computer and workplace safety skills.

Type of Training/Course Title	QTR 1 Enter/exit	QTR 2 Enter/Exit	QTR 3 Enter/Exit	QTR 4 Enter/Exit
Workplace Excellence	15/0	0/15	15/0	0/15
Applied Math	15/0	0/15	15/0	0/15
Microsoft Word	15/0	0/15	15/0	0/15
Microsoft Excel	15/0	0/15	15/0	0/15
C Stop	15/0	0/15	15/0	0/15

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**The Consortium consists of:**

Partner	Industry	Cash Match	In-Kind Match	Item
Clearwater County	Econ. Dev.		\$936.00 \$343.20	Lead Projector Salary Fringe Benefits
Clearwater Problem Solving Court	Re-entry		\$1,560.32 \$257.14	Instructor at Clearwater Problem Solving Court Fringe Benefits
Clearwater Problem Solving Court	Re-entry		\$481.50	Travel for Instructor
Lewis State Clark College	Education		\$1,750.00	Donated cost of classroom for training
ChargePoint, LLC, Lewiston	Employer/ Counseling		\$1,380.00	Donated Technology Center/ Lab Classroom for training
Clearwater Problem Solving Court for the Instructor's Certification on Workplace Excellence		\$780.00		\$560.00 Instructional Cost, and \$220.00 course materials
<b>TOTAL MATCH</b>	105.42%		\$7,488.16	
<b>TOTAL WDTF REQUEST</b>			\$7,403.25	
<b>TOTAL PROGRAM COST</b>			\$14,891.41	

**Projected Trainees and Hires**

The project team has secured support for the project and positive expression of interest in hiring individuals who have completed the project training from Orofino Builders Supply and SJX Jet Boats. In addition, the project team has support from Mary Anns Grocery, a current employer of participants in the Problem Solving Court program to provide wage increases to employees who complete the workforce development training. Attached letters of support.

The proposed outcomes are as follows:

Total number of individuals to receive training.	30
Number of individuals entering related employment within 30 days after training.	8
Anticipated starting hourly wage for individuals entering employment.	7.50 to 15
Number of individuals already employed who will receive training.	22
Anticipated wage gain for individuals already employed.	At least 2.5%
Number of individuals attaining some type of recognized credential from the training institution.	30
Number of individuals receiving a "skill badge" for the training.* **These students will begin with the "micro-certifications" that could lead to a skill badge.	NA
Number of individuals entering postsecondary education after training.	3
Other measureable results – Describe. Microsoft Certifications (Word & Excel) and the C Stop safety card	30

**Action requested**

Award \$7,403.25 effective June 1, 2018 utilizing Workforce Development Training Funds.