## **Appendix A - Idaho Occupations in Demand**

Appendix A is updated annually by the Workforce Development Policy Committee in July.

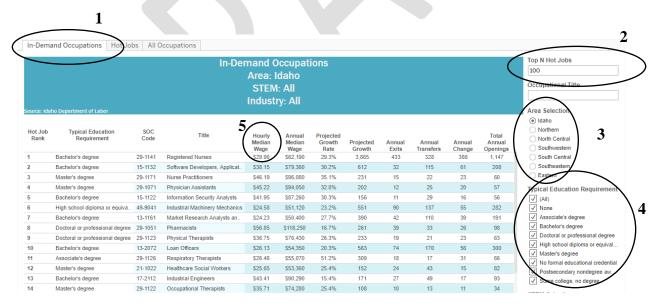
## Methodology

The Idaho Department of Labor's labor market information unit has developed a dynamic web tool that ranks Idaho's occupations in demand. The methodology uses quantifiable information to comprise the list and is augmented with projected growth and total annual openings, entry level wage information and education and training requirements. The list can be filtered by sub-region of the state, typical education requirement and STEM and/or industry designation.

This list may be found online at: <a href="https://public.tableau.com/profile/idlabor#!/vizhome/In-DemandOccupations/In-DemandOccupations">https://public.tableau.com/profile/idlabor#!/vizhome/In-DemandOccupations</a>

To be included on the Eligible Training Provider List, programs of training must lead to one or more of the occupations when the following filters have been applied:

- 1. The tab must be set to "In-Demand Occupations".
- 2. The "Top N Hot Jobs" must be set to 150.
- 3. The "Area Selection" should be set to region where the training is being provided.
- 4. The "Typical Education Requirement" should be set such that Bachelor's degree, Doctoral or professional degree and Master's degree are not selected.
- 5. The "Median Hourly" wage must be greater than \$10 per hour.



The following "career pathway" programs are approved statewide regardless of where they appear on the regional lists:

- Certified Nurse Assistant
- Related training for Electrical, Plumbing and HVAC apprenticeship programs

A training provider may request review by the Policy Committee if the occupation their program prepares individuals for fall outside this policy. They must provide a compelling case as to why the program should be added based on documented demand for individuals with the skills and certifications delivered through the program. The Policy Committee will review the request against available real-time labor market information and make a determination. If approved, the Policy Committee will provide a letter stating such to be attached to the application. If denied, no further recourse is available.

The request must be sent (electronically or by mail) to the Executive Director of the Workforce Development Council at the address found on <a href="www.wdc.idaho.gov">www.wdc.idaho.gov</a>. Requests that are received 7 or more days prior to the next regularly scheduled Policy Committee meeting will be reviewed at that meeting. If there are fewer than 7 days until the next meeting, it will be reviewed at the following meeting.

The request should include the following information:

- Name of Provider
- Brief Description of Program
- Documented demand for the program by local employers (i.e. letters stating that employers hire from the program, information from the Idaho Occupations In-Demand tool that shows regional demand, other cited data sources that show demand for the occupation). Information provided must be clear, concise and compelling.

The Policy Committee will consider the following, at a minimum, in making a determination:

- Real-time labor market analysis of the occupation through tools such as Help Wanted Online,
  Burning Glass Labor Insight, EMSI Analyst.
- Regional wage data.
- Whether the occupation is part of a career pathway that leads to additional in-demand, high wage occupations.