Industry Sector Grants

Industry Sector Grants are designed to engage multiple employers in developing new training solutions that address Idaho's workforce challenges and fill skills gaps.

Grant Requirements
- Up to three-year performance period
- Partner match required
- Minimum of three industry partners

Grants Awarded in 2019

<table>
<thead>
<tr>
<th>Institution</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Idaho</td>
<td>$419,622.50</td>
<td>60 OJT’s over 3 years</td>
</tr>
<tr>
<td>College of Southern Idaho – TeachForward</td>
<td>$1,114,424.70</td>
<td>426 Participants over 3 years</td>
</tr>
<tr>
<td>Boise State University - Cyber</td>
<td>$833,958.00</td>
<td>200 Students over 3 years</td>
</tr>
<tr>
<td>College of Eastern Idaho - Cyber</td>
<td>$750,000.00</td>
<td>400 students over 3 years</td>
</tr>
<tr>
<td>Lewis-Clark State College</td>
<td>$750,000.00</td>
<td>151 Students over 3 years</td>
</tr>
<tr>
<td><strong>Grant Totals</strong></td>
<td><strong>$3,868,005.20</strong></td>
<td><strong>1237 completing training</strong></td>
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</tbody>
</table>

College of Southern Idaho

Industry Sector Grant
Year One: Achieving Our Goals

1) Impact the Idaho Teacher Pipeline
2) Significantly impact rural teacher shortages in Region 4
3) Increase retention of alternately prepared teachers
4) Ensure quality

Addressing the Teacher Pipeline

Goal #1 – Prepare 600 Teachers by December 2022

- **Fall 2018** - 18 candidates seeking initial certification

  *Industry Sector Grant received in Fall 2019*

- **Fall 2020** - 123 candidates seeking initial certification

- **Fall 2020** - 32 candidates adding additional endorsements

- **Spring 2021** – Program will be fully online, accessible anywhere in the state with options for facilitated or independent-study versions

- **Fall 2021** – Anticipate 300 new candidates and GYO partners
Addressing the Teacher Pipeline

Goal #2 – Focused Service on Region 4

Northern Idaho
Boundary, Bonner, Kootenai, Benewah, Shoshone Counties

North Central Idaho
Latah, Clearwater, Nezperce, Lewis, Idaho Counties

Southwest Idaho
Adams, Valley, Washington, Payette, Gem, Boise, Elmore, Ada, Canyon, Owyhee Counties

South Central Idaho
Camas, Blaine, Gooding, Lincoln, Minidoka, Jerome, Twin Falls, Cassia Counties

Southeast Idaho
Bingham, Power, Bannock, Oneida, Franklin, Caribou, Bear Lake Counties

East Central Idaho
Lemhi, Custer, Butte, Clark, Jefferson, Fremont, Madison, Teton, Bonneville Counties

Alternative Authorizations

<table>
<thead>
<tr>
<th>Region</th>
<th>2018-2019</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northern Idaho</td>
<td>1</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>North Central Idaho</td>
<td>2</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>Southwest Idaho</td>
<td>3</td>
<td>10</td>
<td>14%</td>
</tr>
<tr>
<td>South Central Idaho</td>
<td>4</td>
<td>42</td>
<td>99%</td>
</tr>
<tr>
<td>Southeast Idaho</td>
<td>5</td>
<td>8</td>
<td>12%</td>
</tr>
<tr>
<td>East Central Idaho</td>
<td>6</td>
<td>8</td>
<td>12%</td>
</tr>
</tbody>
</table>

Addressing the Teacher Pipeline

Goal #3 – Retention

2013-2014 New Teacher Cohort - Alternative Path

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Had instructional assignment</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Retained/Stopped teaching</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Did not have instructional assignment</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

2018-2019 New Teacher Cohort - CSI Non Traditional Route

<table>
<thead>
<tr>
<th>Year</th>
<th>Had instructional assignment</th>
<th>Retained/Stopped teaching</th>
<th>Did not have instructional assignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-19</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2019-20</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2020-21</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Note: 1 of 18 left the program. 2 candidates moved and did not continue to pursue teaching. 1 candidate was dropped from the program for plagiarism.
CSI-NTEPP Teacher Retention

$66,000 in Savings to the State of Idaho

Since Fall of 2018, 15 teachers on a competing alternative route moved into the CSI program instead of leaving teaching. Of those 15 candidates who switched, all are on track to receive full certification.

• Minimum cost to the State of Idaho to replace a teacher = $4,400
  • 15 candidates remained in service instead of leaving teaching
    • 15 x $4,400 = $66,000 in two years

Other Measures of Program Effectiveness

• CSI faculty will track the number of teachers who are able to certify in 2 years or less, with an expected outcome of 80% success.

  • 16 of 16 candidates who remained in the program certified in 2 years or %100

• CSI faculty will track teacher effectiveness using the state mandated measure, the Common Summative Assessment, with an expected outcome of 98% of those teachers scoring Proficient or better. In Pro

• CSI faculty will administer the state mandated Employer Satisfaction Survey, with an expected outcome of 98% of our candidates scoring Satisfactory or better.

• CSI faculty will administer the state mandated Candidate Satisfaction Survey, with an expected outcome of 98% of our candidates scoring our preparation program as Satisfactory or better.

  • In progress
…..and, thanks to the WDC, all Idaho teachers are receiving a little extra support!!

Cyber-Physical Systems Security Workforce Capacity Building

Sin Ming Loo, Peter Risse
Boise State University
What is the problem you are trying to solve with the grant project?

- Jobs, jobs, and jobs

Idaho

<table>
<thead>
<tr>
<th>TOTAL CYBERSECURITY JOB OPENINGS</th>
<th>SUPPLY OF CYBERSECURITY WORKERS</th>
<th>GEOGRAPHIC CONCENTRATION</th>
<th>TOP CYBERSECURITY JOB TITLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,381</td>
<td>Low</td>
<td>Very High</td>
<td>Cyber Security Engineer</td>
</tr>
<tr>
<td></td>
<td>CYBERSECURITY WORKFORCE</td>
<td>LOCATION QUOTIENT</td>
<td>Cyber Security Analyst</td>
</tr>
<tr>
<td>3,713</td>
<td>SUPPLY/DEMAND RATIO</td>
<td></td>
<td>Systems Engineer</td>
</tr>
<tr>
<td></td>
<td>National average: 1.8</td>
<td></td>
<td>Forest / Conservation Technician</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Vulnerability Analyst / Penetration Tester</td>
</tr>
<tr>
<td></td>
<td>2.7</td>
<td></td>
<td>Software Developer / Engineer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Cyber Security Consultant</td>
</tr>
<tr>
<td></td>
<td>National average: 1.0</td>
<td></td>
<td>Cyber Security Manager / Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Network Engineer / Architect</td>
</tr>
</tbody>
</table>

How will the project solve the problem?

**CYBER OPERATIONS ONLINE CERTIFICATE**

A 12-CREDIT CERTIFICATE OFFERED THROUGH **BOISE STATE COLLEGE OF ENGINEERING**

This advanced online Cyber Operations certificate targets those interested in a cybersecurity career. This certificate was designed by Boise State College of Engineering with support from industry partners including Idaho National Laboratory, Idaho Air National Guard, and Simplot. Additional technical design inputs were provided by Albertsons, Idaho Power and the Boise Chapter of Information Systems Security Association members. The certificate requires completion of four of the five courses offered.

- **CPS 301** – Information Assurance and Critical Thinking (Fall 2020)
- **CPS 412** – Foundational Essentials for IT Cybersecurity Practitioners

Choose 2 courses from:
- **CPS 401** – Defensive Security
- **CPS 402** – Offensive Security
- **CPS 403** – Recovery and Forensics
How will the project solve the problem (solve it again? aka where we are heading)?

- Undergraduate BS Cyber Operations and Resilience degree (uCORe)
  - Transfer credits, traditional and non-traditional students, internships/apprenticeships, experiential learning, prior learning credits, etc

- Graduate MS Cyber Operations and Resilience degree (gCORe)
  - Stackable graduate certificates with culminating activities
    - Essentials Certificate
    - Analyst and Threat Intelligence Certificate
    - Resilience Engineering Certificate
    - Governance Policy Administration Certificate

Health Career Pathway Solutions

Vicki Isakson
North Idaho College
WDTF Sector Industry Grant: $207,590
In-kind & cash match: $167,218
Health Career Pathway Solutions Total Project: $374,808

**Problem:** Critical shortage of Medical Assistants, impacting the recruitment of healthcare providers in the region.

**Solution:** Accelerated training model for Medical Assistants through Registered Apprenticeship.

**Programs**

Medical Assistant – Registered Apprenticeship
Patient Care Technician I (acute) & 2 (restorative)

**Community Partners:**
- Kaniksu*
- Northern Idaho Advanced Care Hospital (NIACH)
- Kootenai Health*
- Rehabilitation Hospital of the Northwest (RHN)*
- NW Specialty Hospital
- Heritage Health (1st healthcare RA in Idaho)*

**Outcomes:**
On target to complete the enrollment of 54 incumbent CNA’s. Employers are reporting retention rates are increasing. The average wage is $16.76/hr with an average increase of $1.90/hr (expected to increase as additional data is collected).

Marimn Health, St. Josephs Ear Nose & Throat, and Orthopedic Surgery & Sports Medicine have also adopted this method of training and have sponsored their own Registered Apprenticeship Programs.