

Outreach Committee Project Proposal

Applicant	James Brownson
Applicant ID	APP-000269
Company Name	International Rescue Committee
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Email	james.brownson@rescue.org
Funding Requested	\$0.00
Status	Submitted
Funded	<input type="checkbox"/>

Contact

Question: Entity name

International Rescue Committee, Inc.

Question: "Doing business as" (If applicable)

International Rescue Committee in Boise

Question: Federal Tax ID Number

13-5660870

Question: Street address

7287 W. Franklin Road

Question: PO Box (If applicable)

Not Answered

Question: City

Boise

Question: State

ID

Question: Zip Code

83709

Question: Entity website

<https://www.rescue.org/united-states/boise-id>

Question: Last name

Brownson

Question: First name

James

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james.brownson@rescue.org

Question: Contact phone

208-921-9451

Project Information

Question: Project title

Career Programs: Upskilling Idaho

Question: Project manager first name

Molly

Question: Project manager last name

Valceschini

Project Description

Question: Project description

The International Rescue Committee (IRC) in Boise's Upskilling Idaho Program will provide opportunities for diverse, work-challenged Idahoans to learn about career education and training opportunities as well as successfully on-ramp into these opportunities through industry-aligned bridge programming. The Upskilling Idaho project will help build a pipeline of diverse workers for three in-demand industries:

- Healthcare
- Manufacturing
- Construction

The IRC in Boise serves an average of 1,100 diverse, low-income Idahoans annually, many of whom are unemployed or underemployed. Through the Upskilling Idaho project, IRC will be able to streamline and focus outreach efforts to fully align with the needs of Idaho's employers and labor market. Further, the project will invest in critical bridge programming to ensure that this pipeline of future workers have the basic skills and foundational employment skills they need to be successful in advanced education and training as well as at the workplace. Without these supports – outreach from a trusted, community provider with linguistic and cultural competency and bridge programming to prepare for success in advanced occupational skills training – newcomers and other English language learners are often ill-prepared to access and succeed in the robust career education and training opportunities provided through the workforce development system and community colleges.

The IRC in Boise's Upskilling Idaho program will leverage existing partnerships between the College of Western Idaho, the Idaho Association of General Contractors, and the Idaho Department of Labor to identify, prepare, and pipeline work-authorized newcomers and other English language learners into existing career education and training opportunities including:

- Environmental Services Pre-Apprenticeship
- Multicultural Certified Nurse Assistant Training
- Construction Career Launcher
- Manufacturing Works
- Welding Works
- Commercial Driver's License Training

By building the Upskilling Idaho project on proven partnerships and connecting to existing career education and training programs, the project is leveraging a community-based on-ramp strategy and aligning it with the state's existing strategy in deploying WIOA Title I and Title II funding to serve Idahoans with barriers to employment. Further, the project will leverage additional private (foundation) funding of \$44,500 that will support sector-specific career training initiatives and vocational ESL in FY2020. IRC's model is a cost-efficient approach to helping work-authorized English language learners connect to in-demand careers in the state.

Work-authorized newcomers and English language learners are an integral demographic to engage in workforce development programs as Idaho continues to grow. According to data cited by the National Skills Coalition, approximately 48,000 working-age Idaho residents have limited English proficiency and nearly 100,000 are foreign-born. Middle-skill jobs account for over half of Idaho's labor market but only 50% of the state's workers are trained to the middle skill level. Upskilling low-income, limited English proficient workers in Idaho is a key strategy both in meeting the demands of the labor market as well as advancing the economic well-being of our state's increasingly diverse residents. Indeed, the state's WIOA plan clearly identifies the high rates of labor force participation among immigrants but notes that this population is work-challenged and that they continue to fall short in terms of credential attainment, wages, and access to specialized services designed to meet their unique needs. With Workforce

Development Training Fund support, IRC Boise will be able to provide the outreach and bridge services necessary to recruit 50 program participants over the next year so that they can develop the skills they need to enter and grow in middle skill jobs in in-demand industries.

Question: Campaign timeline

Building a Pipeline for Healthcare:

Multicultural CNA class: October 2019

- Outreach and bridge program on-ramp: August & September 2019

Environmental Services Pre-Apprenticeship Program: April 2020

- Outreach and bridge program on-ramp: February & March 2020

Building Pipeline for Construction:

Construction Career Launcher: October 2019

- Outreach and bridge program on-ramp: August & September 2019

Building a Pipeline for Manufacturing:

Manufacturing Works (Welding and Forklift): June 2022

- Outreach and bridge program on-ramp: April & May 2020

Organizational Capacity Resume

Question: Please attach an organizational resume that demonstrates your organization's capacity to complete this project.

[Organizational Capacity Resume.pdf](#) (7/31/2019 9:40 AM)

Question: Please attach a resume or bio for the named project person.

[Molly Valceschini Resume 7.2019.pdf](#) (7/31/2019 9:42 AM)

Budget

A project budget will need to be uploaded as part of the application process. Please click on the link to the Outreach Committee Project Proposal Budget. There will be an option to download the budget template. Please complete the template and upload to the appropriate question in this section.

[Budget Sheet](#)

Question: Budget

[Outreach Committee Project Proposal Budget Sheet_IRC Boise.xlsx](#) (7/31/2019 9:44 AM)

Question: Budget notes

The attached budget includes a twelve-month .33 FTE for Boise's Career Pathways Senior Specialist to support program outreach (IRC Boise estimates that one-third of this staff member's time is devoted to program outreach), as well as other incidental staffing costs and fringe benefits. "Other" expenses include local staff travel, printing for outreach materials, and nominal percentages of Boise office rent, utilities, insurance, and phone. IRC budgets 11.11% of direct costs for restricted partnership grants, donations and contributions ("Indirect Charges" in the budget summary). These funds cover all of the critical network wide support functions based in IRC Headquarters.

In-kind contributions of \$10,000 reflect the value of a volunteer Career Programs' intern time over 12 months. Match funding includes Arconic Foundation funding to support Career Programs in FY2020 as well as funding for IRC Boise's Spark Vocational English as a Second Language program, an important feeder program for Boise's Career Programs.

Outcomes

Question: Entity responsible for tracking and reporting

International Rescue Committee in Boise

Question: What is the potential for increasing the awareness of careers for Idahoans?

Upskilling Idaho is focused on the significant potential in helping the nearly 100,000 newcomers throughout the state learning about local career opportunities. The project has a goal of ensuring that 500 work-authorized English language learners learn about careers in the three identified industries and that 50 individuals complete bridge programming and enroll in occupational skills training programs in these sectors.

The IRC in Boise's Career Programs has demonstrated ability to increase career awareness through partnerships. Notably, in the proposed industries, IRC has had the following recent successes:

Construction

The Idaho Associated General Contractors' Construction Career Launcher course was assisted by IRC and 7 of the 10 students in the inaugural cohort enrolled due to IRC's outreach and recruitment.

Healthcare

The Environmental Services Pre-Apprenticeship program in collaboration with the College of Western Idaho has graduated 25 students in the first two cohorts. The IRC supported this program through recruitment (all 25 students were identified and recruited by IRC), a thorough intake process, and supportive services during training that has proven to be a critical component of student success in finding a pathway into healthcare.

Manufacturing

In the last year, IRC has recruited and supported 13 students in enrolling in manufacturing and building trades career education and training programs at the College of Western Idaho (welding, forklift certification).

Question: What is the anticipated reach of the project?

According to the National Skills Coalition, Idaho is home to approximately 98,000 immigrants, who comprise approximately 6 percent of Idaho's population. Immigrant Idahoans are much more likely to be of working age; 80 percent are between the ages of eighteen and sixty-four, compared to just 58 percent of native-born state residents. While 14.2 percent of immigrants over the age of 25 hold advanced degrees, numbers from the American Immigration Council also show that across the state of Idaho, 40.9 percent of adult immigrants have less than a high school diploma and a significant portion lack English language skill.

Upskilling Idaho has a goal of ensuring that 500 work-authorized English language learners learn about careers in the three identified industries and that 50 individuals complete bridge programming and enroll in occupational skills training programs in these sectors.

Question: What are the anticipated project outcomes?

Anticipated outcomes over the next 12 months include:

- 500 work-authorized newcomers learn about careers in these industries
- 50 individuals enroll in and complete bridge programming
- 40 individuals enrolled in an industry recognized certificate program
- 30 individuals placed in higher-skill, higher-wage jobs

Question: What metrics and or reports will be delivered to the committee, and when?

The IRC uses a database, Efforts to Outcomes (ETO), to track its efforts and outcomes. Within ETO, Upskilling Idaho will measure program enrollment, bridge program enrollment and completion, occupational training program enrollment, credential attainment, job placement (including wage, industry, and hours per week), job retention and complete demographic information on all program participants. These metrics are shared with program partners to allow for continued strengthening of service delivery and are benchmarked against key federal and state measures.

IRC Boise will prepare and deliver six- and twelve-month reports on progress towards the projected outcomes outlined above. If this is not sufficient, we can work with the reports available in ETO, to develop content and a reporting timeline that meets the needs of the Workforce Development Council's Outreach Committee. IRC would be happy to use additional database and tracking tools as required by the State of Idaho.

Molly Valceschini

1412 S. Michigan Lane Boise, ID 83706 | 530-310-1012 | mollyann.val@gmail.com

EDUCATION

Master of Public Administration May 2016
Graduate Certificate in Non Profit Administration
Boise State University, Boise, ID

Bachelor of Arts in Communication May 2014
Boise State University, Boise, ID

WORK EXPERIENCE

Senior Career Programs Specialist | *International Rescue Committee / Boise, ID* June 2017 – Present

- Develop and implement Career Pathway programming serving low-income Idahoans
- Manage federally funded and privately funded grants
- Develop and maintain collaborative partnerships with public, private, and nonprofit entities
- Provide case management services to a caseload of 50 individuals annually

Student Media Coordinator | *Boise State University / Boise, ID* May 2016 – June 2017

Student Media Advisor | *Boise State University / Boise, ID* June 2015 – May 2016

- Led and developed six multidisciplinary teams to cohesively work toward organization mission, vision, and values
- Coach student leaders on professional development
- Collaboratively revised and improved organization mission, vision, and values resulting in improved culture and increased employee retention
- Developed mission-centric processes for hiring, onboarding, and managing resources

Community Engagement Intern – Service Learning | *Boise State University / Boise, ID* January 2015 – May 2015

- Piloted qualitative research to assess faculty needs for community engagement projects
- Recruited, developed, and supported community partners for community engagement projects with Boise State students
- Coordinated with community nonprofits to discuss their needs, capacity, projects, and volunteer management processes
- Supported University Foundations instructors in assessing and facilitating community engagement in their classrooms

Job Search Advisor – Career Center | *Boise State University / Boise, ID* October 2014 – January 2015

- Advised students on their job search process in one on one appointments
- Assisted students in the development of their resumes and cover letters
- Delivered engaging classroom presentations related to the job search process

Writing Center Consultant | *Boise State University / Boise, ID* August 2011—May 2014

- Provided peer-to-peer support to help students improve the clarity and effectiveness of their writing
- Refined ability to critique writing and provide valuable feedback
- Served Boise State's international student population and strengthened ability to provide English language learning support

Programming Assistant, Student Involvement & Leadership Center | *Boise State University / Boise, ID* August 2011 – May 2014

- Planned and managed 20 campus-wide events per semester to foster an active, inclusive campus community
- Designed effective program proposals, plans, budgets, and evaluations
- Maintained relationships with volunteer service agencies to provide a monthly service event serving approximately 150 students and 10 agencies per month

LEADERSHIP EXPERIENCE

Boise Young Professionals Civic Engagement Committee | *Boise, ID* October 2015 – June 2017

- Collaboratively developed BYP Votes, an event to connect local government officials, journalists, and professors with BYP members
- Connected and aligned stakeholders to facilitate B|Sustainable, a program designed to educate BYP members on eating seasonally and locally to maximize resources

Design Thinking Coach | *Boise State University College of Innovation & Design / Boise, ID* April 2016 – June 2017

- Coached corporate business leaders on applying a human centered approach to innovation
- Facilitated design challenges to effectively communicate design thinking principles
- Coached community leaders and stakeholders on conducting needs assessments

REFERENCES

References available upon request



IRC Workforce Development Programs Organizational Capacity Resume

US Programs Boise Field Office

July 2019

The IRC network across the US serves nearly 10,000 individuals in workforce development programs annually, delivering culturally and linguistically accessible services to diverse community members in 26 U.S. cities. The IRC works in partnership with local workforce development boards, vocational training partners, organized labor, and industry. These programs use evidence-based program models to outreach to, engage, and support English language learners and others with significant barriers to work in developing the skills they need to move into in-demand middle skill jobs.

IRC has implemented programming in a wide variety of sectors including allied healthcare, building trades, hospitality, culinary arts, and transportation and logistics and has leveraged a range of federal funding – including WIOA, SNAP E&T, and TANF – to advance this work in low-income communities. IRC has recognized expertise in helping state and local level workforce systems outreach to, engage, and support diverse populations with barriers to employment. In the past two years, IRC has provided technical assistance to several states (New Jersey, Texas, and California) to support those states in developing and implementing strategies to connect populations with barriers to career services.

Finally, IRC is proud of its strategic collaboration with more than 1,000 employers each year including Amazon, Marriott, Walmart, Swift Transportation, Tyson, some of the nation's largest hospital systems, and many others. This commitment to deep, collaborative industry engagement runs throughout IRC's workforce development programming and IRC looks forward to leveraging this approach to ensure that Upskilling Idaho meets the need of industry.

Since opening its doors in 2006, IRC Boise has resettled nearly 4,000 work-authorized newcomers in Idaho's Ada County, delivering services that help these families succeed. The IRC helps families to obtain housing, enroll their children in school, access medical care, learn English, find jobs on arrival in Boise, and provides career and immigration services. The IRC in Boise is able to leverage the knowledge and expertise available across its national network. As a result, the IRC in Boise is uniquely positioned to recruit, engage, prepare, and coach work-authorized newcomers and English Language Learners to ensure that diverse individuals are able to access and succeed in workforce development programs. IRC Boise's own career pathway programming has a strong track record of success. In the last two years, the program has enrolled 105 participants, with 81 advancing to occupational skills training. Participants have achieved an average wage of \$14.13 per hour, nearly double minimum wage. Moreover, the vast majority of program participants have been placed with employers that provide full-time, benefits eligible employment and opportunities for advancement.

IRC has a strong track record of meeting or exceeding enrollment and outcome goals across a wide array of workforce development projects. Below is summary information about IRC's related past work. More information about any of these projects is available upon request.

Refugee Employment Services (Idaho). In FY 18, the IRC in Boise received over \$100,000 in funding to provide employment services, job placement, and case management to low-income English language

learners. IRC delivered these services in Ada County and met or exceeded all outcome goals related to enrollment, job placement, and job retention.

Matching Grant. Nationally, IRC provides employment services and case management to refugees and other qualified immigrants through the Matching Grant program, funded through the Office of Refugee Resettlement at \$7,397,500 in program year 2018. In program year 2018, IRC served 2,965 individuals, all of whom were low-income English language learners. IRC met its enrollment goal and exceeded its self-sufficiency outcome target with 88% of participants self-sufficient at six months post-enrollment.

Sector-Specific Programs. IRC currently implements several sector-specific workforce development programs including Hospitality Link and Manufacturing Works. Funded through partnerships with industry (including Marriott International, TripAdvisor, and Arconic Foundation), these programs serve more than 500 individuals a year across eight cities. These projects have consistently met or exceeded enrollment and outcome measures, with more than 80% of participants being placed in employment or advanced education and training.

Vocational ESL and Job Placement Services for TANF Recipients. IRC provides a range of intensive vocational ESL programming coupled with job placement and retention support to TANF recipients in five counties in California, serving over 1,000 Welfare-to-Work participants a year. IRC has consistently met enrollment and outcome goals for these programs and where contracted to provide direct job placement services, has consistently placed more than 50% of participants into jobs.

Career Pathway Programs. IRC operates career pathway programming in 15 U.S. cities, preparing individuals for careers in a range of industries including healthcare, transportation and logistics, building trades, and other in-demand sectors. All participants are low-income English language learners and in 2018, one third were TANF recipients. In 2018, more than 60% earned industry-recognized and participants average wages increased by nearly 30%.

WIOA Programming. IRC operates a range of WIOA-funded workforce development programs in San Diego, Sacramento, San Jose, Seattle, Silver Spring, and Atlanta. These programs include a mix of Title I and Title II services for youth and adults. Since beginning these WIOA-funded programs in 2012, IRC has consistently met or exceeded enrollment and outcome goals including consistently demonstrating achievement of credential attainment and job placement rates above 70%, all while serving a high-barrier, English language learner population. In 2019, IRC was selected to serve as the State of California's technical assistance provider for workforce development boards working to better serve English Language Learners through WIOA.