

# Innovation Grant

Applicant	Sara Newberry
Applicant ID	APP-000570
Company Name	North Idaho College
Recipient Address	North Idaho College 1000 W. Garden Ave. Coeur d'Alene, ID 83814
Email	sara@sjfrd.org
Funding Requested	\$524,170.21
Status	Submitted
Funded	<input type="checkbox"/>

## Review Notes:

March 22, 2022 Grant Review Committee Minutes:

### North Idaho College Innovation Grant

North Idaho College (NIC), in partnership with community-based employers, will address the current workforce demands by developing new registered apprenticeship programs designed to expand the ability of industry to increase the employment and wages of Idaho workers in mostly rural areas by addressing skills gaps for high demand occupations in the construction trades.

Following the Talent Pipeline Management framework, NIC is working closely with industry partners who will engage in program design, provide subject matter expertise, provide space and equipment, train and employ participants, and evaluate the impact the program has on the industry. The registered apprenticeship programs to be developed are construction pre-apprenticeship, construction apprenticeship, and heavy equipment operator apprenticeship.

WDTF Request: \$524,170.21

### Discussion:

Idaho Launch is going to be utilized to help pay for some of the course costs. This is a great use of Idaho Launch and a great idea for NIC to follow.

It is impressive to see the number of companies involved. There is a big need for apprentices and for the skills they are offering.

The match percentage is 9%. Are there other expenses that are not in this calculation or this just a low match rate project?

- There are certain things that were unknowns to this project, like equipment. The hope was that employers could utilize their existing equipment to support the program. However, employers are unable to provide the equipment if they are using it. Scheduling classes around employers and the use of equipment would be too difficult. A majority of items under the grant are supported through WDTF funds because the program needs to funds for startup costs.

The WDC has had a great relationship with NIC and has done a great job managing past grants

they have received from the WDTF. They have had great outcomes on past projects.

On the senior admin assistant position, it says the position was calculated at 50% FTE and 3% cost of living. Is that amount split two years or how is that split out?

- Mr. Thomsen shared the breakout of the cost of the position over the 2-years.
- The position is a half-time position.
- The senior admin position is separate from the administration of the grant.
- Has the WDTF covered similar expenses in the past?
  - o Yes. The titles of those positions may be different from project to project but we are funded positions with similar job duties.
- The request is only for 2-years but we anticipate the position will be an ongoing need for NIC.

The individuals are receiving industry recognized credentials. Is NCCR providing the certifications in those areas? If so, how are they different than what NIC offers?

- This is all just tied into the registered apprenticeship program. They are not separate.
- Is there duplication with this program offering the certification when something is already in place?
  - o NIC does not have a program like this that is under a registered apprenticeship. Under a registered apprenticeship the training is delivered and created differently than normal trainings.
  - o NIC has some of the same courses for other programs like HVAC, electrical, etc. but they are different.

Motion by Ms. Griffin to approve the North Idaho College Innovation Grant in the full amount of \$524,170.21. Second by Mr. Cox. Motion carried.

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## Contact Information

Motion by Ms. Griffin to adjourn. Second by Mr. Cox. Motion carried.  
**Question:** Lead Entity legal name  
Meeting adjourned at 3:58 p.m.

North Idaho College

**Question:** "Doing business as" entity name (if Applicable)

NA

**Question:** Federal Tax ID Number

82-6000936

**Question:** Street address

1000 W. Garden Ave.

**Question:** PO Box (If applicable)

Not Answered

**Question:** City

Coeur d'Alene

**Question:** State

ID

**Question:** Zip Code

83814

**Question:** Website

[www.nic.edu](http://www.nic.edu)

**Question:** First name of person to be contacted about this application

Kate

**Question:** Last name

Holestine

**Question:** Job title

Grants Development Manager

**Question:** Street address

1000 W. Garden Ave.

**Question:** City

Coeur d'Alene

**Question:** State

ID

**Question:** Zip code

83814

**Question:** Email address

cholestine@nic.edu

**Question:** Contact phone

208-769-7750

## Project Overview

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**Innovation grants can fund projects that address local workforce development needs. Projects may provide skills training to individuals and/or assist individuals with connecting to careers.**

**Question:** Please provide a brief overview/executive summary addressing what you're trying to accomplish with this project. (You are limited to 2000 characters for this section so please be concise.)

North Idaho College (NIC), in partnership with community-based employers, will address the current workforce demands by developing new registered apprenticeship programs designed to expand the ability of industry to increase the employment and wages of Idaho workers in mostly rural areas by addressing skills gaps for high demand occupations in the construction trades.

Following the Talent Pipeline Management framework, NIC is working closely with industry partners who will engage in program design, provide subject matter expertise, provide space and equipment, train and employ participants, and evaluate the impact the program has on the industry. The registered apprenticeship programs to be developed are construction pre-apprenticeship, construction apprenticeship, and heavy equipment operator apprenticeship.

The construction pre-apprenticeship program will provide entry-level training and prepare job seekers for construction and heavy equipment operator apprenticeship programs or job opportunities in a variety of trades, such as residential and commercial construction, heating, ventilation, and air conditioning, electrical, and plumbing.

The project seeks to enroll 124 participants over two years. Participants who complete the training will earn industry-recognized credentials from the National Center for Construction Education and Research (NCCER). Construction and heavy equipment apprenticeship

completers will obtain their journey-level certification.

Current occupational demand statistics for construction-related industries demonstrate an increase in demand over the next three to five years. Additionally, local employers have indicated the need for re-training incumbent workers and establishing a pipeline of skilled individuals to fill jobs.

NIC invites the Idaho Workforce Development Council to partner with us as we strive to respond

to employer needs and provide opportunities for individuals in their quest toward financial stability and a brighter future.

**Question:** If training is part of the project, how does it address specific employer-identified skills gaps in the community?

Like many industries in Idaho, 2020 saw the largest swings in labor force, employment, unemployment, and jobs in Idaho's history. Yet, even with pandemic challenges, Idaho's desirability and economic momentum have resulted in growth of the construction industry throughout the state. The Idaho Chapter of the Associated General Contractors of America (AGC) reports the industry contributes 6.9 percent of the state's gross domestic product with \$5.6 billion in economic activity spread out across the state. Employment within the industry has grown 69 percent in the past ten years. The Idaho Department of Labor (IDOL) reports a total of 54,341 construction jobs in the state with 7,272 located in the northern counties. IDOL employment forecasts for the construction industry indicate an increase of 31.8 percent from 57,759 in 2020 to 76,143 in 2030.

Employment projections for the northern counties indicate a 24 percent increase in the next ten years. Population growth and increased demand in housing is one of the largest contributing factors driving the industry's growth. Idaho is currently experiencing a low unemployment rate of 2.9 percent. Yet, despite steady growth and lower unemployment rates, Idaho still faces severe staffing shortages. According to the Idaho AGC, 83% of Idaho construction firms report having unfilled hourly craft positions.

In early 2020, a need for trained workers in construction-related trades was identified through conversations between community industry members and staff of the NIC Workforce Training Center. After confirming state and federal occupational demand statistics mirrored the conversations happening at a local level, NIC surveyed over 200 housing-related contractors to further determine the region's demand for trained workers. The survey results demonstrated an overwhelming need for construction skills and heavy equipment operator skills. Since then, several employers and non-employers, such as the North Idaho Building Contractors Association, have joined the conversation to identify additional training gaps and solutions to address the shortage of trained and skilled workers throughout the industry.

The calculated employment projections, industry survey, discussions, and interviews with industry employers confirmed the projected employment opportunities and support the need for training in construction-related trades. The employer-identified occupational skills gaps that this proposal will address are skills for construction related occupations and heavy equipment operators.

**Question:** Workforce Development Training Funds are intended to supplement, but not supplant or compete with resources available through existing programs. Are there existing resources available to meet the employers' needs? How are those resources lacking?

As the regional source for access to higher education and workforce training, it is the mission of NIC to meet the diverse educational needs of students, employers, and the northern Idaho communities it serves through a commitment to student success, educational excellence, community engagement, and lifelong learning.

North Idaho is the only region of the state without a four-year resident college, underscoring NIC's importance as the regional source for access to higher education. NIC serves over 9,000 students annually and plays a key role in the region's economic development by preparing

competent, trained employees for area businesses, industries, and governmental agencies.

North Idaho College currently offers a one-year certificate in carpentry and construction technology, however current industry demand far exceeds NIC's current capabilities to train the number of students needed to meet the regional industry demand. Adding a construction registered apprenticeship program will provide an additional training option for industry and students pursuing construction-related training.

Workforce training opportunities for heavy equipment operators throughout northern Idaho are extremely limited. This limitation extends to Idaho's neighbors in eastern Washington and western Montana. There are only two heavy equipment operator training providers in the region with one limiting its services to only union employees. Tuition costs at these locations can be costly and range between \$8,000-\$10,000 per participant.

The proposed project provides local and affordable training options for both incumbent and non-incumbent workers.

**Question:** What employment opportunities does the project seek to fill?

This project places focus on housing-related and commercial construction companies and seeks to train workers for employment in the construction trades and heavy equipment operators.

**Question:** How will the project accelerate the pathway to a career for individuals being trained.

The proposed project will accelerate the pathway to careers for individuals being trained through the addition of registered apprenticeship programs. NIC will be able to serve additional students and provide flexible training options for industry and students pursuing construction related training. Registered apprenticeship participants will have the opportunity to earn while they learn, reducing student debt and promoting success to a future of financial stability.

The programs to be offered are designed as a rigorous, competency-based, industry-recognized program for career and technical education and aim to provide training to advance students skills in residential and commercial construction. Upon completion of the construction pre-apprenticeship program, participants can choose to immediately enter the workforce or pursue further training and education and enroll in the construction registered apprenticeship program or heavy equipment operator registered apprenticeship. NIC currently offers four-year apprenticeship programs in heating, ventilation, air conditioning and refrigeration (HVAC), electrical, and plumbing. Additional educational pathway opportunities include degree programs in HVAC, carpentry and construction technology, and construction management. Participants who complete the apprenticeship programs will earn industry recognized NCCER credentials and certifications in OSHA 10, First Aid and CPR.

**Question:** How will the project change and/or enhance the current landscape of Idaho's talent pipeline/development efforts.

The success of this project will allow industry partners to increase productivity by hiring and advancing a pipeline of workers to replace an aging workforce, enhance employee morale, and improve bottom-line revenues. The overall benefit to the community includes retaining a skilled workforce to diminish the need to recruit and outsource a labor force outside of the state and strengthening the economic vitality of these mostly rural areas of the state.

**Question:** Who will provide the training and/or implement the project?

North Idaho College Workforce Training Center will develop the project and deliver training for this initiative. To develop industry-recognized curriculum and support the registered apprenticeship requirements, the NIC Workforce Training Center will apply to become an accredited training site for NCCER. NCCER has developed standardized construction and maintenance curriculum, assessments, and portable credentials for construction related-trades and is recognized industry wide.

Community-based employer partners will provide Structured On the Job Training (SOJT) at their company location to support employee participants in obtaining the required course hours needed to obtain certification. SOJT is a method of hands-on, skills training conducted in the work environment, using a structured process with subject matter experts who have been instructed in educational techniques that facilitate learning and training new employees. This



process ensures consistent, effective, and efficient “on the job” training. Rather than the “follow Joe” method, SOJT utilizes a company-standardized checklist of tasks and performance criteria to train new employees. A significant amount of research has shown SOJT is a more efficient and effective method for training new employees (Allen; Broadwell; Dooley; Jacobs; Rothwell & Kazanas; Van Buren).

The management structure of the project will incorporate existing NIC infrastructure as well as hiring grant-funded personnel to carry out the specific activities of the project. Vicki Isakson, NIC Director of Workforce Training & Community Education, will serve as the grant project director and will be responsible for general oversight of grant activities.

A grant project coordinator will be responsible for the coordination of programming and development of related technical training to support the development of the registered apprenticeships. This position will coordinate budgeting and grant expenditure activities, programmatic grant reporting activities, and coordination with industry partners. The grant project coordinator will coordinate project activities to ensure timely implementation, address program or fiscal challenges, and respond to evaluation data and recommendations from the NIC Director of Workforce Training and Community Education to ensure the program is meeting the performance outcomes and deliverables.

Lastly, an administrative assistant will provide part-time administrative support to the grant project coordinator. Duties in this role include assisting the project coordinator with grant programmatic activities, grant fiscal activities and grant reporting activities. This position will also

assist with the coordination of meeting scheduling and preparation, equipment rental scheduling, participant and instruction scheduling, participant registration, and placement tracking.

**Question:** Where will the training be provided/project be implemented?

The location of instruction delivery will vary. NCCER coursework will be delivered in a hybrid format, a combination of web-based and in-person learning. In-person learning will be conducted at the NIC Workforce Training Center in Post Falls, Idaho, or the NIC Parker Technical Education Center in Rathdrum, Idaho. Heavy equipment operator training will also be conducted in a field located adjacent to the NIC Parker Technical Education Center in Rathdrum, Idaho. SOJT will occur at various community-based employer locations throughout the area.

**Question:** Who will benefit from this project, (Examples - adult job seekers, high school seniors, current employees)?

Local employers, incumbent workers, adult job seekers, women, veterans, and high school students will benefit from this project. Communities throughout the region will also benefit as the success of this project will assist employers in addressing the regional labor shortage, providing jobs, construction of homes and facilities, etc.

**Question:** List any prerequisites for individuals interested in participating in the project.

There are no prerequisites required for non-employer partner individuals interested in participating in the project. Incumbent workers must have the support and approval of their employer before registering for the program. The eligible starting age for pre-apprenticeship and registered apprenticeship programs is age 16 or older.

**Question:** How will participants be selected? What are the agreed-upon screening processes, if any?

NIC will work closely with community-based employer and non-employer partners to recruit and select participants. A project advisory committee comprised of NIC staff, community-based employers, and community-based non-employers will meet regularly to guide the overall development and implementation of this project which includes advising on curriculum, training format, and the recruitment and selection of training participants.

Participants in the training offered during the grant cycle will largely be incumbent workers, adult job seekers and high school students. Incumbent workers participating in training will be selected by each industry partner. The grant project coordinator will be primarily responsible for recruiting new students into the program. Assistance will come from NIC admissions, marketing efforts, industry partners and advisory groups, high school counselors and professional technical teachers, as well as Idaho Department of Labor. A special emphasis will be placed on the recruitment of veterans and women. Historically, women in the construction trades have been extremely limited. To encourage more women to enter the construction trades, the NIC Workforce Training Center has set a goal to recruit more women into the construction trades. To assist in reaching this goal, NIC is planning to submit a U.S. Department of Labor, Women in Apprenticeship and Non-Traditional Occupations (WANTO) federal grant during the summer of 2022. If funded, the WANTO grant will be a nice complement to the proposed project initiative and will provide additional resources to assist women in entering the construction trades.

SOJT participants will be selected by each industry partner based on their position,

performance, and perceived potential to become an effective trainer.

Non-employer partners and organizations that will be sources for referrals include North Idaho Building Contractors Association, Idaho Department of Transportation, Idaho Department of Labor local offices, Idaho Department of Labor Veterans Services, Coeur d'Alene Tribe, Kootenai Technical Education Campus, and area high schools.

Recruitment from high schools will occur through presentations in professional technical classrooms and through events such as Hard Hats, Hammers and Hot Dogs (H4). H4 is an event for regional high schools in Kootenai County that provides hands-on opportunities for students to experience job opportunities in manufacturing and construction.

Marketing strategies will also include social media advertising, trade publication advertising, press releases, website, recruitment flyers and printed materials, and presence at career and job fairs in the region.

**Question:** What outreach efforts will the team use to encourage under-served populations to participate in the project?

The NIC student population reflects North Idaho's economic climate. Low-wage employment, often far from affordable housing, combined with a cost of living that is proportionally high, dominates the region. With over 70 percent of NIC students being considered low-income, we serve a population that are largely ALICE (Asset Limited, Income Constrained, Employed). Households that are ALICE struggle to make ends meet and become forced to make difficult decisions, foregoing essentials like health insurance and quality childcare. It is our goal to help these individuals break the cycle of financial insecurity and find a way to economic stability through education and training opportunities offered at the NIC Workforce Training Center.

The proposed strategies for outreach and recruitment to underserved populations such as the ALICE population, unemployed, veterans, women, and high school students include face-to-face outreach at career events, social media marketing, and advertisement through construction-related trade publications. The following face-to-face outreach/recruitment events have been identified to support the proposed project:

Hard Hats Hammers Hotdogs  
Dozer Days  
NIC Parker Technical Center Open House  
Presentations to area High Schools  
All Things Senior  
Construction Combine  
NIC Workforce Training Center Open House recruitment event  
Pizza Pop and Power Tools, Spokane  
Coordination with area high school counselors and high school career events  
Venture High School, Coeur d'Alene  
Women in Trades event  
Kootenai Technical Education campus visits  
Post Falls Business Fair  
Safety Fest of the Great Northwest

**Question:** Please provide a detailed description of why funding is needed for this project?

During the 2020-21 academic year, NIC (re)visioned workforce education and development to

include three goals:

Goal 1: Increase alignment, coordination, and accessibility of noncredit and credit program pathways and services to ensure student success.

Goal 2: Develop and maintain responsive programs and curriculum that are data driven, co-developed with industry partners, and ensure success and career readiness for all students.

Goal 3: Evaluate and enhance existing college resources and infrastructure to support noncredit and credit efforts to be innovative and responsive to industry while increasing student learning and success.

This project aligns with the goals identified in the (re)visioning effort, however barriers such as training costs to employers, equipment costs, and costs related to curriculum development of these skilled positions have prevented the institution from offering workforce training programs needed for the incumbent and emergent construction industry workforce. For these reasons NIC has selected construction pre-apprenticeship and heavy equipment operator apprenticeship training for this project.

NIC and our community-based partners invite the Idaho Workforce Development Council to partner with us as we strive to assist students in gaining the skills and knowledge needed to increase their opportunities for gainful employment and increased financial stability. In turn, the region gains a qualified and well-trained workforce which benefits the economic development and stability of the community we serve.

**Question:** Will participants be charged to participate in this project?

During the grant cycle, grant funds will be used to provide funding for start-up costs of the programming. Participants will be charged tuition to enroll in the apprenticeship programs. Tuition costs per participant have been identified as follows:

Construction Pre-Apprenticeship – \$2,495

Construction Apprenticeship - \$4,295

Heavy Equipment Operator Apprenticeship – \$8,995

Participants may be sponsored by an employer or pay out of pocket and matched with an employer-sponsor upon acceptance into the registered apprenticeship program.

To assist students in covering the costs of tuition, all enrolled participants will be encouraged to apply for Idaho Launch training funds. Idaho Launch provides career planning and financial assistance to Idaho residents seeking education and training opportunities in construction, general business, healthcare, transportation, manufacturing, and hospitality/tourism. The proposed apprenticeship programs have already approved as eligible Idaho Launch training programs.

If participants do not qualify for Idaho Launch funds or if Idaho Launch funds do not cover their entire cost of tuition, the proposed project has allocated \$40,000 in scholarship funds to assist program participants. The NIC Workforce Training Center has an established scholarship application and distribution process and will mirror this process for the proposed project. Additionally, the North Idaho College Foundation provides funding through the Professional Workforce Scholarship fund, a scholarship option for NIC students pursuing non-credit training options.

## Community-Based Team

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**Innovation Grants require participation from a community-based team with representation and support from business, education and other community partners as an ideal partnership.**

### [Letter of Intent](#)

**Question:** Please describe how the community-based team partners are involved in the project.

Since early 2020, when the need for trained workers in housing and commercial construction-related trades was identified in our region, community industry members and staff of the NIC Workforce Training Center established an ad-hoc advisory committee to continue conversations and identify solutions to address the need for trained workers. This group has grown with the development of this grant proposal and will serve as the community-based team and program advisory board. The community-based team is comprised of twelve industry and non-industry community-based team partners who are involved in the proposed project and have agreed to provide oversight and support in the development of the proposed apprenticeship programs.

#### Community-Based Team Members:

Architerra Construction  
Coeur d'Alene Paving  
Ginno Construction  
Interstate Concrete and Asphalt  
M&L Construction  
Mandere Construction  
PH2, L.L.C.  
StanCraft Construction Group  
Young Construction Group  
Idaho Department of Transportation  
North Idaho Building Contractors Association  
Kootenai Technical Education Campus  
National Utility Contractors Association

Industry experts from each of the partner companies will engage in program design and program quality improvement, hire students who complete the program, provide advancement opportunities for the incumbent workers who complete training, and evaluate the impact the training program has on the industry workforce. Several companies will provide space for training and loan equipment for training use. The established advisory board has the necessary experience, expertise, and capacity to accomplish the goals of the Innovation Grant Program.

The shared goals of the partnership are to fill job vacancies within the housing and commercial construction industry, develop advanced skills and certifications for the incumbent workforce, communicate with education as a common voice representing industry needs, and train Idahoans for living-wage jobs.

**Question:** Number of employer partners involved in this project?

9.00

**Question:** Number of non-employer partners involved in this project?

3.00

**Question:** Please upload completed Letter of Intent from each community-based partner. A link to the Letter of Intent is provided above.

[Young Construction.pdf](#) (1/12/2022 1:47 PM)

[StanCraft - Letter of Intent - Completed.pdf](#) (1/12/2022 1:47 PM)

[PH2 LLC Letter of Inetent - Completed.pdf](#) (1/12/2022 1:46 PM)

[NUCA Letter of Intent- Completed.pdf](#) (1/12/2022 1:46 PM)

[NIBCA Letter of Intent - Completed.docx.pdf](#) (1/12/2022 1:45 PM)

[Mandere Construction Letter of Intent - Completed.pdf](#) (1/12/2022 1:44 PM)

[M and L Construction Letter of Intent - Completed.pdf](#) (1/12/2022 1:44 PM)

[KTEC Letter of Intent - Completed.pdf](#) (1/12/2022 1:43 PM)

[Interstate Concrete and Asphalt Letter of Intent - Completed.pdf](#) (1/12/2022 1:42 PM)

[IDT Letter of Intent - Completed.pdf](#) (1/12/2022 1:42 PM)

[Ginno Construction - Completed.pdf](#) (1/12/2022 1:38 PM)

[CDA Letter of Intent - Completed.pdf](#) (1/12/2022 1:37 PM)

[Architerra Construction Letter of Intent - Completed.pdf](#) (1/12/2022 1:36 PM)

## Project Sustainability

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**Question:** If the community has plans to sustain the project beyond the life of a Workforce Development Innovation Grant, please share. (Not a requirement to receive grant funds.)

The proposed project will be sustained post-grant period through tuition and fees. Participants who are unable to cover the costs will be eligible to apply for financial assistance through Idaho Department of Labor, Idaho Launch, and non-credit scholarship funds available through the NIC Foundation.

## Project Schedule

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**Please provide anticipated numbers/methods to assess the effectiveness of the proposed project. You will only need to complete one form for the project.**

- The 24 Month Project Schedule form should only be used when the project includes starting or scaling work-based learning efforts. (i.e. internships, pre-apprenticeship, co-ops, and/or apprenticeship)

**Question:** Please provide an anticipated project start date.

3/1/2022

**Question:** How many training sessions/events will be held during the 12 months of the grant?

The proposed project is a two-year grant project, noted as eligible in the Workforce Development Training Fund Policy adopted July 14, 2021. Over the two-year grant period, there will be a total of 11 cohort training deliveries. Construction pre-apprenticeship will be offered two times per year, for a total of four. Construction registered apprenticeship will be offered one time per grant year, for a total of two. Heavy equipment operator apprenticeship training will be offered one time during the first year and two times during year two of the grant period.

**Question:** Please download and complete the project schedule form. The completed form can be uploaded here. To download the form click on the link provided above.

[NIC Innovation Grant Training Schedule Updated FINAL .xlsx](#) (2/16/2022 1:27 PM)

## Project Outcomes

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**Question:** How will employer satisfaction be measured?

North Idaho College conducts instructional program reviews every five years. These comprehensive program reviews are comprised of review teams that include industry experts and instructors of other colleges that teach within the same discipline. The program review includes in-depth review and study of the program purpose, accreditation standards, enrollment trends, course scheduling trends, student completion, program assessment and improvement, student learning outcomes, program outcomes, and general education outcomes, textbook and curriculum analysis, assessment methods, time and space considerations, equipment/lab adequacy, articulation agreements with other higher education institutions, occupation demand and evidence of training need, a review of strengths, challenges, and opportunities for the program, and, finally, actions to be taken for continuous program improvement.

NIC will also work closely with community-based industry partners through the program advisory committee. Industry experts engage in program design and quality improvement, provide employment opportunities for the students who complete training, and evaluate the impact the training program has on the industry workforce. They will also advise on critical elements of the program including the development of curriculum and student success strategies.

**Question:** How will participant satisfaction be measured?

The success of NIC students is measured by several factors, including industry feedback, advisory committee feedback, program evaluation, student surveys, student completion rates, and student placement rates.

**Question:** Total number of individuals served by this project?

124.00

**Question:** Number of individuals receiving credential(s)?

102.00

**Question:** Number of individuals already employed who will receive training?

90.00

**Question:** Anticipated wage gain for individuals already employed? If applicable.

4.00

**Question:** Anticipated starting hourly wage for individuals entering employment? If applicable.

16.15

**Question:** What additional metrics do you propose to gather to measure the success of the project?

The construction industry peaks at various times of the year, mainly in the spring/summer months. At the time of this submission, the final training schedule has yet to be determined and peak construction times may vary slightly year to year, therefore community-based members were unable to identify specific equipment and the value of the equipment loaner they will provide to support training curriculum. Community-based members have committed to loaning equipment and will make those determinations as the training schedule nears.

The NIC Workforce Training Center will track additional metrics to account for in-kind donation accuracy and potential reduction in project budget equipment costs.

## Budget

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**The application must provide a detailed explanation of how grant resources will be used to directly support the identified skills training. Provide the line item budget amount and detailed narrative for each item listed below to delineate how Innovation Grant resources will be used. Each line item's narrative should clearly describe how the line item amount was determined, as well as the necessity of the line item to develop/deliver the project.**

- The 24 Month Budget Sheet should only be used when the project includes starting or scaling work-based learning efforts. (i.e. internships, pre-apprenticeship, co-ops, and/or apprenticeship)

[Budget Sheet - 12 Month Projects](#)

[Budget Sheet - 24 Month Projects](#)



**Question:** Why do you think WDTF is a good source of funding for this project?

North Idaho College is committed to developing and maintaining responsive programs and curriculum that are data-driven, co-developed with industry partners, and ensure success and career readiness for all students. NIC also continues to evaluate and enhance existing college resources and infrastructure to support efforts to be innovative and responsive to industry. However, as mentioned previously, barriers such as training costs to employers, equipment costs, and costs related to curriculum development of these skilled positions have prevented the institution from offering workforce training programs needed for the incumbent and emergent construction industry workforce.

The proposed project, to establish new registered apprenticeship programs at the North Idaho College Workforce Training Center, shares the strategic plan goals of North Idaho College and meets the goals of the Workforce Development Training Fund to 1) increase the economic mobility of Idahoans through training that leads to wage gains and retention; 2) supports growth of the economy by assisting employers with job creation and integration of technology, specifically through the development of skills in their existing and/or new employees; and 3) provide a return on investment to Idahoans as evidenced by increased wages, job creation, capital investment, retention of Idaho's workforce, and credential attainment. The proposed project also supports the Innovation Grant Program goals to support local workforce development needs, provide skills training, and assist individuals with connecting to careers.

Additionally, North Idaho College has implemented Talent Pipeline Management® (TPM) practices to address skills gap challenges and assist employers build scalable, sustainable pipelines of talent. The Idaho Workforce Development Council supports the TPM methodology and has identified a region one priority focus in construction-related skills.

North Idaho College and the Idaho Workforce Development Council have established a positive and productive working relationship through several previous grant projects. We look forward to a continued partnership and thank you for the opportunity to apply for an Innovation Grant.

**Question:** How else have you sought to fund this project?

NIC has made it a priority to build opportunities for students pursuing career and technical education training in construction, transportation, and manufacturing trades, business, and health professions. If funded, this project will utilize Idaho Workforce Development Council Innovation Grant Training Funds to develop and fund the program for two years. During year two, the college will work to transition the program to a self-sustaining program funded through the NIC Workforce Training Center.

**Question:** Please download the attached budget. A link to the budget is provided above. Once completed, upload budget here.

[FINAL NIC Innovation Budget Revised 3.17.22.xlsx](#) (3/17/2022 3:25 PM)

## Organizational and Fiscal Capacity

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**Question:** Provide the accounting structure, job titles and qualifications of staff responsible for fiscal actions.

NIC's Business Office uses customary and approved accounting practices, and the college complies with the state's accounting and financial reporting system. Program financial reports are submitted monthly to all administrators for review. NIC currently has two senior accountants who oversee the fiscal activities of state and federal grants that the college secures. The staff has the experience and skill to lead and manage the project, ensure timely implementation, address program or fiscal challenges, meet technical assistance needs, and ensure the project teams are meeting their fiscal performance outcomes and deliverables.

Fiscal administration of the proposed project will be administered through NIC's Business Office, where the Vice President for Finance and Business Affairs provides oversight of all fiscal, facilities, and human resource operations. The position reports directly to the President of NIC and manages an institutional budget of over \$65 million each year.

**Question:** Please provide a short summary outlining your organizations capacity to complete this project.

North Idaho College is fully accredited by the Northwest Commission on Colleges and Universities (NWCCU). The NWCCU is a regional authority on educational quality and institutional effectiveness of higher education institutions. NIC is a comprehensive community college with a significant history of successful management of federal and state grants. North Idaho College has received four Idaho Department of Labor grants (three WDTF sector grants, one WDTF micro grant) which support our Health Professions, Aerospace, and Wood Products initiatives. NIC maintains the administrative, fiscal, and accountability systems necessary to track results and report the return on investment for workforce programs to federal agencies. The NIC Business Office and NIC grants development personnel have direct experience with a variety of federal and state funding sources including Carl Perkins, Community Based Job Training, U.S. Department of Health and Human Services, U.S. Department of Education, U.S. Department of Labor, the National Science Foundation, Idaho Department of Labor, and the Idaho Humanities Council. NIC has established practices and experience in executing grant sub-awards and memorandums of agreement with partnering educational institutions and project community-based partners.

NIC is poised to lead and effectively manage the implementation of an Idaho Workforce Development Training Fund Innovation Grant.

**Question:** Upon request, the lead organization may be asked to provide a statement from the entity's independent auditing firm regarding the entity's most recent fiscal audit to include a statement of any audit findings. Is an audit available?

Yes

No

## Tracking and Reporting

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**Innovation Grant funds must be expended within a one-year time period. Quarterly tracking and reporting of individuals participating in the project will be required. Individual names, start and end dates, and outcome data must be collected and reported.**

**Question:** Entity responsible for tracking and reporting.

North Idaho College

**Question:** Contact Person First Name

Kate

**Question:** Contact Person Last Name

Holestine

**Question:** Job Title

Grants Development Manager

**Question:** Contact Phone

208-769-7750

**Question:** Email Address

clholestine@nic.edu

**Question:** Street Address

1000 W. Garden Ave.

**Question:** City

Coeur d'Alene

**Question:** State

ID

**Question:** Zip Code

83814

## **Terms and Conditions**

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[Terms and Conditions](#)

**Question:** I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No