



Workforce Development Training Fund 2021 Annual Report

Idaho Workforce Development Council
Wendi Secrist, Executive Director

State of Idaho
Brad Little, Governor

Introduction



The Idaho Workforce Development Council serves as a coordinating body across state agencies, education, and economic development partners in order to address one of the most critical issues threatening the continued growth of Idaho's economy: developing a skilled workforce that meets the unique needs of Idaho's communities and employers.

The Council's work focuses on getting Idahoans into the careers they want and putting them on a path to prosperity, while ensuring that Idaho's employers have the highly educated and skilled talent they need to thrive today and into the future. The Council brings cohesion, expertise, and funding to set things in motion for our workforce development partners throughout the state.

The Council is responsible for the Workforce Development Training Fund, a dedicated fund generated through the transfer of 3% of the unemployment taxes employers pay. The goals of the Workforce Development Training Fund are to:

- Increase the economic mobility of Idahoans through training that leads to wage gains and retention.
- Provide timely assistance to businesses while shifting focus to broader talent pipeline development strategies that serve multiple employers.
- Support 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.
- Provide a return on investment to Idahoans as evidenced by increased wages, job creation, capital investment, retention of Idaho's workforce, credential attainment, and/or customer satisfaction (employer and trainee).
- Promote innovation in talent development.
- Encourage replication of best practices in talent pipeline development.

This report provides details regarding the grants awarded by The Council through the Workforce Development Training Fund between January 1, 2021 and December 31, 2021.

Grants by Type and Amount

Twenty three grants were awarded between January 1, 2021 and December 31, 2021. Combined, they aim to train 6,919 trainees, and have an anticipated reach of over 250,000 through outreach efforts. The following charts reflect the Council’s continued emphasis on shifting focus from helping employers one-at-a-time to broader sector strategies, including increasing line-of-sight through Outreach Project awards.

Grant Highlights:

2021 Calendar Year

Employer:

- Paylocity Corporation, \$81,000
- House of Design, \$263,261
- Western States Equipment, \$946,293
- Unitech Composites, \$315,000
- Hearthside Foods, \$151,281
- Artisan Labs, \$51,939

Industry Sector:

- North Idaho College, \$554,804
- Shoshone-Bannock Jr/Sr High School, \$200,259
- Lewis Clark State College, \$1,289,051
- Idaho Trucking Association, \$242,000
- Elevate Academy, \$869,956
- Sun Valley Culinary Institute, \$150,000

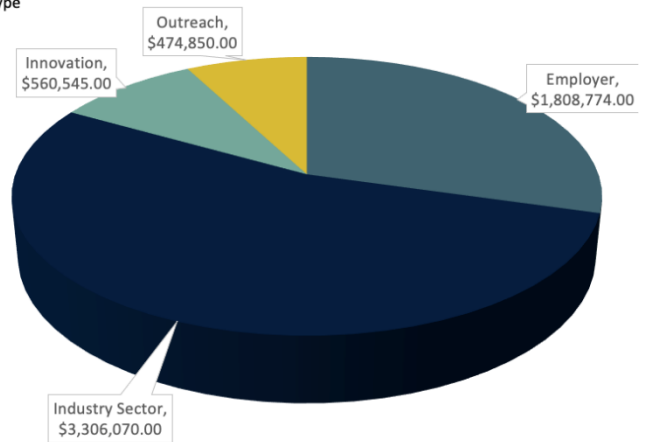
Innovation:

- Palouse Pathways, \$21,580
- Idaho State University, \$21,945
- International Rescue Committee, \$25,000
- University of Idaho, \$24,267
- Boise State University, \$185,000
- ID Veterans Chamber of Commerce, \$282,754

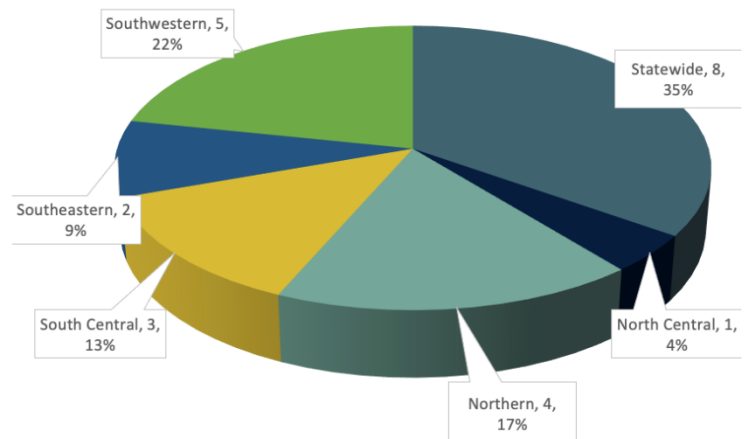
Outreach:

- STEM Action Center, \$50,000
- Next Steps Idaho, \$250,000
- IACRAO, \$15,000
- State Department of Education, \$9,850
- Idaho Technology Council, \$150,000

Contracts Awarded
2021 (Calendar Year)
By Grant Type



Contracts Awarded
2021 (Calendar Year)
By Region



Workforce Development Training Fund



YEARLY FINANCIAL SUMMARY for FY2020 & FY2021 (UNAUDITED)

	ACTUAL FY2020 7/1/19 - 6/30/20	ACTUAL FY2021 7/1/20 - 6/30/21
Beginning Cash Balance	\$16,507,989	\$14,183,075
Revenue		
Collections	\$3,738,374	\$3,757,341
Interest	\$322,030	\$70,603
Miscellaneous Revenue	\$296	\$1,419
Total Revenue	\$4,060,700	\$3,829,363
Expenditures		
WDTF Grants	\$5,687,004	\$1,830,542
Administrative Expenses	\$698,611	\$917,616
Total Expenses	\$6,385,615	\$2,748,158
Ending Cash Balance	\$14,183,075	\$15,264,280
Outstanding Grant Obligations	\$5,276,832	\$8,447,544
Ending Unobligated Balance	\$8,906,243	\$6,816,736

Workforce Development Training Fund

JANUARY 1, 2021 THROUGH DEC. 31, 2021

Employer Grants

Direct grants provided to new and expanding business, with an emphasis on transferrable skills and structured training programs.

	COMPLETED	ACTIVE*
Total Contracts-----	7	14
Amount Awarded-----	\$1,152,817	\$2,776,910
Total Expended-----	\$752,910	\$528,095
Average Hourly Wage-----	\$47.11	\$26.36
Number of Trainees -----	936	2,364
Average Cost per Trainee -----	\$804	\$1,175

Industry Sector Grants

Education institutions partner with three or more industry partners who provide a cash match and/or in-kind resources.

	COMPLETED	ACTIVE*
Total Contracts-----	2	18
Total Awarded-----	\$498,745	\$8,990,350
Total Expended-----	\$361,781	\$3,297,356
Average Hourly Wage-----	\$13.32	\$18.73
Number of Trainees-----	282	6,512
Average Cost per Trainee-----	\$1,283	\$1,381

Innovation Grants

Community consortiums of business, education, and other partners to solve workforce issues.

	COMPLETED	ACTIVE*
Total Contracts-----	4	9
Total Awarded-----	\$175,000	\$615,288
Total Expended-----	\$149,602	\$19,081
Number of Trainees-----	82	2,121
Average Cost per Trainee-----	\$1,824	\$290

Outreach Grants

Increase public information and outreach on career education and workforce training opportunities.

	COMPLETED	ACTIVE
Total Contracts-----	7	9
Total Awarded-----	\$495,659	\$660,573
Total Expended-----	\$429,535	\$130,395
**Total Reach-----	218,076+	337,759

*Information provided for active grants shows planned wages, trainees, and cost per trainee.

** Information for total reach includes reported data on completed activities. Reach includes contact at an event, clicks through to a website as a result of outreach efforts, direct mail, and participation in an outreach activity as relevant to each project.

Workforce Development Training Fund

AWARD HIGHLIGHTS

Industry Sector Grant

Lewis-Clark State College – Career & Technical Education

Total Dollars Awarded: \$1,289,050.55

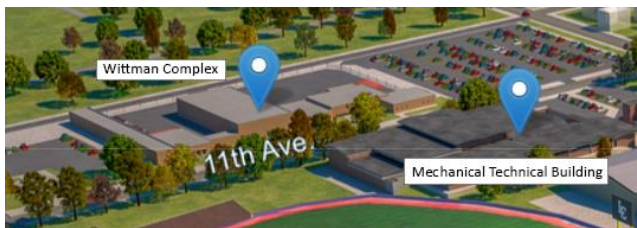
Estimated Number of Participants: 940



When Lewis Clark State College opened its new 86,000-square-foot Schweitzer Career & Technical Education Center in Lewiston in October 2020, the college moved seven of its 10 technical and industrial programs previously housed in the Mechanical Technical Building and Wittman Complex on campus. But even at 86,000 square feet, that was not enough room for the diesel, collision repair and welding technology programs.

But now, with a nearly \$1.3 million dollar Workforce Development Training Fund industry sector grant, LC State will be able purchase much-needed equipment to increase program capacity, use matching funds to renovate the two campus buildings and create an allied health hub on campus.

Worker demand in these industries continues to grow, and some of the programs at LC State have waiting lists. Renovating the two buildings will help provide more room for large equipment required by some of the programs, ease the wait list pressure and help the college continue attracting people who seek those jobs.



As of last fall, approximately 100 students were enrolled in diesel, welding and collision programs, and a myriad of allied health programs. There is a projection of 940 students over the next three years.

Annual wages for jobs in these professions average \$45,000, but with the LC State training credentials, that can be as much as \$65,000. Depending on the program, those who graduate can earn certifications in several areas and may receive associate degrees.

Workforce Development Training Fund

AWARD HIGHLIGHTS

Innovation Grant

Idaho Veterans Chamber of Commerce

Period of Performance: Sept. 1, 2021 – Aug. 31, 2023

Total Dollars Awarded: \$287,753.60

Estimated Number of People Served: 1,800



Idaho Veterans
CHAMBER of
COMMERCE

Idaho veterans and military service members recently received an additional boost in efforts to match up their skills with workforce needs by way of a \$287,753.60 Workforce Development Training Fund innovation grant to the Idaho Veterans Chamber of Commerce.

With the grant, the chamber can more fully develop its workforce management navigation services model to serve military and their families across the state, thereby bridging the gap between Idaho employers and military job seeker communities, while helping to alleviate the workforce shortage.

The two-year innovation grant will also be used to build and maintain partnerships with businesses, agencies, associations, organizations and nonprofits to provide pathways for veterans, military serving and their families, leading to job placement opportunities.

This grant helps the military community transfer military skills into the civilian workforce. The Idaho Veterans Chamber of Commerce supports SkillBridge, a Department of Defense program that benefits the military community and industry partners. SkillBridge provides opportunities for training and development with employers who seek the high-quality skills the military community can bring to the workplace. Participation can lead to internships, apprenticeships and job placement for those transitioning from military to the civilian workplace.

“We are excited to take the ‘good idea’ to the next level and fully launch our workforce management navigation network hub and services throughout the state of Idaho in the next two years and beyond. We have established a solid foundation with our committees and through the work of our interns and volunteers,” Idaho Veterans Chamber of Commerce Executive Director Dr. Mindi Anderson.

The [Idaho Veterans Chamber of Commerce](#) is a 501c3 organization providing free navigation services to Idaho and its military community.

Workforce Development Training Fund

AWARD HIGHLIGHTS

Outreach Project

Idaho Technology Council

Period of Performance: May 2019 to Spring 2021

Total Dollars Awarded: \$150,000

Estimated Number of Schools to Participate: At least 200



A \$150,000 Workforce Development Training Fund outreach grant will go a long way towards making stronger connections among Idaho educators, students and industry professionals.

The Idaho State Board of Education's Next Steps Idaho is recognized as Idaho's one-stop education and career information site. In partnership with Idaho employers, Next Steps Idaho makes college and career readiness resources available to Idahoans of every age.



The grant will bring these connections to a new level by integrating the Nepris platform, which virtually connects industry professionals with classrooms, to expand lessons beyond textbooks and give students a first-hand look at the world of work.

Teachers can request a professional to reinforce classroom learning and professionals can present on their area of expertise, raising awareness about careers in their industry, building recognition for their company, and contribute to developing the future workforce.

Next Steps Connections provides unlimited virtual connections with organizations and employers - both locally and across the globe. By bringing real-world application and local relevance to classroom learning, this platform not only helps keep local talent in the area but can also attract outside talent.

Individual schools can contract directly with Nepris to gain access to the platform. The districts can cover the cost of Nepris out of their own budgets or partner with employers to cover the cost.

Workforce Development Training Fund

AWARD HIGHLIGHTS

Employer Grant

House of Design

Period of Performance: May 1, 2021 – April 30, 2023

Total Dollars Awarded: \$263,261.06

Estimated Number of People Trained: 30 new hires; 88 incumbents

Estimated Post-Training Wages: 3% to 5% increase annually - varies by position

House of Design (HoD) is a Nampa company, established in 2012, that has been recognized for developing innovative robotic systems for unusual applications such as: agriculture, electronic medical devices and retail – a line of Keen shoes, Little Giants Ladders.



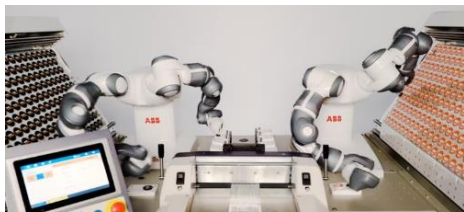
HoD is now making its contribution to address affordable housing by providing robotic solutions to a housing manufacturer. Autoval is also a Nampa-based company that builds multi-unit housing, and robotics from House of Design is at the root of their success.

With the help of a this Workforce Development Training Fund employer grant, HoD plans to train eighty-eight incumbent employees and thirty new employees as the company continues to grow at a rapid pace.

HoD is using a combination of training methods during the grant period. Internal structured on-the-job training is focused on robotics operation and programming. External vendors are providing training in other areas, such as leadership, human resources, bookkeeping, SolidWorks, Machine Vision, Lean Six Sigma among other skills training.

Training will increase wages up to 5% or more, while contributing to company growth.

“We expect to get closer to 200 employees in the next year or two. This (grant) will help our new hires and current employees by giving them as many tools as possible to succeed within their positions while helping the company grow and prosper so we can put our money back into our team members,” said Jessica Anderson HoD HR generalist. As employer grants are intended to help Idaho employers realize industrial expansion initiatives, this grant supports HoD’s expansion as it moves beyond its initial robotic applications for the construction industry.



Two dual-arm cobots working on a packaging solution.

Workforce Development Training Fund



GRANT SUMMARIES*

Active Contracts Calendar Year 2021 - January 1, 2021 - December 31, 2021								
Employer, Sector & Innovation Grants								
Type of Grant	Company Name	Start Date	End Date	Amount Awarded	Expenditures Through 2021	Balance	# of Trainees	Average Wage
Employer	NewCold	1/9/19	1/7/22	\$139,930.00	\$111,238.02	\$28,691.98	70	\$23.42
Employer	Plant Therapy	1/1/19	12/31/21	\$174,600.00	\$52,110.66	\$122,489.34	160	\$23.08
Employer	Simplot	12/1/18	11/29/21	\$372,946.84	\$161,509.76	\$211,437.08	490	\$35.11
Employer	Spudnik Equipment Company	6/1/18	11/30/21	\$158,271.25	\$130,640.29	\$27,630.96	270	\$15.36
Employer	Aviation Specialty Unlimited	2/1/19	1/30/22	\$60,138.03	\$13,813.06	\$46,324.97	20	\$24.47
Employer	Central Equipment	6/21/20	6/20/22	\$29,750.00	\$0.00	\$29,750.00	17	\$23.53
Employer	Aerocet	7/1/20	6/30/22	\$12,500.00	\$5,875.35	\$6,624.65	5	\$19.18
Employer	St. Luke's	5/1/20	4/30/22	\$20,000.00	\$0.00	\$20,000.00	8	\$52.62
Employer	Paylocity Corporation	2/1/21	1/31/23	\$81,000.00	\$0.00	\$81,000.00	108	\$22.82
Employer	House of Design	5/1/21	4/30/23	\$263,261.06	\$13,746.22	\$249,514.84	118	\$31.43
Employer	Western States Equipment	4/1/21	3/31/23	\$946,293.16	\$39,162.08	\$907,131.08	541	\$31.41
Employer	Unitech Composites	5/1/21	4/30/23	\$315,000.00	\$0.00	\$315,000.00	252	\$24.04
Employer	Hearthside Foods	6/1/21	5/31/23	\$151,280.50	\$0.00	\$151,280.50	246	\$16.24
Employer	Artisan Labs	10/1/21	9/30/23	\$51,939.00	\$0.00	\$51,939.00	59	\$17.24
Sector	College of Eastern Idaho (Nuclear)	8/1/18	7/30/21	\$84,000.00	\$60,022.69	\$23,977.31	160	\$13.25
Sector	College of Eastern Idaho CEI (Welding)	8/31/18	8/29/21	\$250,000.00	\$161,783.58	\$88,216.42	180	\$17.24
Sector	Idaho State University (Surveying)	1/1/19	12/30/21	\$159,595.50	\$93,885.39	\$65,710.11	32	\$25.37
Sector	North Idaho College (Health Careers)	6/1/18	12/29/21	\$207,590.19	\$203,579.63	\$4,010.56	49	\$14.55
Sector	College of Eastern Idaho (Cybersecurity)	1/9/19	1/8/22	\$750,000.00	\$706,886.74	\$43,113.26	1000	\$20.32
Sector	University of Idaho (Co-op Program)	5/1/19	4/30/22	\$419,622.50	\$196,058.19	\$223,564.31	80	\$38.46
Sector	Lewis Clark State College	10/1/19	9/30/22	\$750,000.00	\$513,340.60	\$236,659.40	250	
Sector	College of Southern Idaho (TeachForward)	9/1/19	8/30/23	\$1,114,424.70	\$1,014,603.44	\$99,821.26	830	\$19.95
Sector	Boise State University (Cyber)	11/15/19	11/14/22	\$833,958.00	\$141,437.63	\$692,520.37	200	\$39.00
Sector	Boise State University (Value Based Health Care)	8/1/20	7/31/23	\$175,240.00	\$138,244.81	\$36,995.19	90	
Sector	Idaho Rural Water Association	11/15/20	11/14/23	\$499,675.00	\$67,513.71	\$432,161.29	40	\$19.35
Sector	North Idaho College (Dental)	7/1/21	6/30/24	\$554,804.00	\$0.00	\$554,804.00	112	\$18.00
Sector	Shoshone-Bannock Jr/Sr High School	9/1/21	8/31/21	\$200,259.10	\$0.00	\$200,259.10	120	\$12.50
Sector	Lewis Clark State College (Facility Renovation)	7/1/21	6/30/24	\$1,289,050.55	\$0.00	\$1,289,050.55	940	
Sector	Idaho Trucking Association	10/1/21	9/30/24	\$242,000.00	\$0.00	\$242,000.00	2000	\$28.85
Sector	Elevate Academy	8/1/21	7/31/24	\$869,956.00	\$0.00	\$869,956.00	336	\$12.00
Sector	Sun Valley Culinary Institute	11/1/21	10/31/23	\$150,000.00	\$0.00	\$150,000.00	34	\$15.00
Innovation	Mountain Home Aviation Academy	3/1/20	2/28/22	\$24,200.00	\$0.00	\$24,200.00	8	N/A
Innovation	St. Vincent de Paul	1/1/20	12/30/21	\$24,999.94	\$3,644.06	\$21,355.88	40	N/A
Innovation	CEI - GPS GIS	4/1/20	3/30/22	\$5,543.18	\$3,342.23	\$2,200.95	20	N/A
Innovation	Palouse Pathways	1/1/21	12/31/21	\$21,580.00	\$12,094.97	\$9,485.03	20	N/A
Innovation	Idaho State University (Licensure Test Prep)	1/1/21	12/30/22	\$21,945.00	\$0.00	\$21,945.00	50	\$15.00
Innovation	International Rescue Committee	3/3/21	3/2/22	\$24,999.70	\$0.00	\$24,999.70	26	\$12.00
Innovation	University of Idaho (Dign' IT)	6/1/21	5/31/22	\$24,266.67	\$0.00	\$24,266.67	7	N/A
Innovation	Boise State University (Career Services)	11/1/21	10/31/23	\$185,000.00	\$0.00	\$185,000.00	150	N/A
Innovation	Idaho Veterans Chamber of Commerce	9/1/21	8/31/23	\$282,753.60	\$0.00	\$282,753.60	1800	N/A

Outreach Projects							
Type of Grant	Organization	Start Date	End Date	Amount Awarded	Expenditures Through 2021	Balance	
Outreach	Clearwater Economic Development Association	11/6/19	1/31/23	\$53,155.00	\$18,869.03	\$34,285.97	
Outreach	Idaho Public Television	3/4/20	3/3/22	\$45,068.00	\$0.00	\$45,068.00	
Outreach	Southwest Idaho Manufacturing Association	6/3/20	6/1/23	\$35,000.00	\$25,575.48	\$9,424.52	
Outreach	STEM Action Center	12/2/20	12/1/21	\$52,500.00	\$5,000.00	\$47,500.00	
Outreach	STEM Action Center	7/1/21	6/30/22	\$50,000.00	\$0.00	\$50,000.00	
Outreach	Next Steps Idaho	7/1/21	6/30/22	\$250,000.00	\$4,750.00	\$245,250.00	
Outreach	IACRAO	9/1/21	8/31/22	\$15,000.00	\$0.00	\$15,000.00	
Outreach	State Department of Education - Career Readiness	7/7/21	7/6/22	\$9,849.50	\$1,200.00	\$8,649.50	
Outreach	Idaho Technology Council	10/6/21	10/5/23	\$150,000.00	\$75,000.00	\$75,000.00	

*Once a grant ends the grantee has 60 days to request final payment.

Workforce Development Training Fund

GRANT SUMMARIES

Completed Contracts in CY2021								
Type of Grant	Company Name	Start Date	End Date*	Amount Awarded	Expenditures Through 2021	Balance	# of Trainees	Average Wage
Employer	DA Glass	10/31/18	10/29/21	\$110,655.00	\$14,018.13	\$96,636.87	44	\$27.40
Employer	ON Semiconductor Comp	6/13/17	12/11/20	\$335,958.84	\$206,963.62	\$128,995.22	43	\$32.00
Employer	House of Design	8/15/17	2/13/21	\$99,983.56	\$96,188.42	\$3,795.14	149	\$130.88
Employer	Woodgrain Millwork	1/1/19	12/31/20	\$107,203.00	\$0.00	\$107,203.00	38	\$27.64
Employer	Paylocity Corporation	1/1/19	12/31/20	\$231,884.00	\$231,884.00	\$0.00	558	\$31.88
Employer	Magic Valley Quality Milk	3/1/19	2/28/21	\$46,723.02	\$0.00	\$46,723.02	40	\$26.72
Employer	Bay Shore Systems	8/15/19	8/14/21	\$220,410.00	\$203,856.07	\$16,553.93	64	\$32.88
Sector	Cassia JSD #151	11/15/17	5/14/21	\$248,745.00	\$159,830.80	\$88,914.20	226	\$14.00
Sector	Idaho AGC	8/1/18	7/30/21	\$250,000.00	\$201,950.35	\$48,049.65	56	\$13.92
Innovation	Idaho Digital Learning	7/1/19	12/30/20	\$25,000.00	\$6,000.00	\$19,000.00		N/A
Innovation	IACI	4/1/20	3/31/21	\$100,000.00	\$100,000.00	\$0.00	30	N/A
Innovation	Idaho Business for Education	2/17/20	2/16/21	\$25,000.00	\$18,601.51	\$6,398.49	12	N/A
Innovation	College of Southern Idaho (Online Modules)	6/1/20	5/29/21	\$25,000.00	\$25,000.00	\$0.00	40	N/A
Outreach	WDC - Economic Development/WBL Outreach - FY19/FY20	3/6/19	6/30/21	\$45,300.00	\$7,469.18	\$37,830.82	N/A	N/A
Outreach	WDC - Outreach/Marketing (LAUNCH)	5/1/19	6/30/21	\$125,000.00	\$125,000.00	\$0.00	N/A	N/A
Outreach	RISE	4/3/19	4/2/21	\$27,500.00	\$18,637.85	\$8,862.15	N/A	N/A
Outreach	Boise State Veterans	5/8/19	5/8/21	\$11,000.00	\$7,039.99	\$3,960.01	N/A	N/A
Outreach	Boise School District	7/8/19	3/31/21	\$14,733.70	\$8,381.85	\$6,351.85	N/A	N/A
Outreach	Regents U of I	5/13/20	5/12/22	\$22,124.84	\$13,756.48	\$8,368.36	N/A	N/A
Outreach	Next Steps	7/1/20	6/30/21	\$250,000.00	\$249,250.00	\$750.00	N/A	N/A

* End date shows contract end date. Final payments may happen prior to or after contract end date.