



Idaho Workforce Development Council
January 11, 2018

Governor's Workforce Development Taskforce

Recommendation	Objective	Status
<p>Workforce Development Council and Industry Partnerships</p> <p><i>Owner: Governor & WDC</i></p>	<p>Increase the role and responsibilities of an industry-driven Workforce Development Council to champion the development and implementation of a statewide, strategic workforce development plan that meets industries' needs today and tomorrow.</p>	<p>Executive Order issued; new WDC structure will have heavy focus on industry partnerships</p>
<p>Workforce Development Training Fund</p> <p><i>Owner: WDC & IDOL</i></p>	<p>Establish a sustainable funding mechanism for the Workforce Development Training Fund (WDTF).</p>	<p>Additional \$2.5m appropriated. Will include forecasting needs in WDC operational plan</p>
<p>Public Engagement</p> <p><i>Owner: WDC & Cross Agency Leadership Team</i></p>	<p>Develop and implement a comprehensive statewide public engagement initiative utilizing technology and other engagement strategies to increase awareness of career opportunities for all Idahoans.</p>	<p>Legislation drafted to add public engagement as use of WDTF.</p>

Governor's Workforce Development Taskforce

Recommendation	Objective	Status
Connecting Education to Careers <i>Owner: State Board of Education</i>	Idaho's K-through-Career education system should value and support <u>all</u> pathways for students to achieve education, training and workforce skills that align to their career aspirations.	NGA Work-Based Learning Policy Academy supports this effort.
Workforce Training Centers and Adult Training Support <i>Owner: Idaho Career & Technical Education</i>	Enhance support for Idaho's six Workforce Training Centers and the individuals they serve with short-term, industry-focused training.	ICTE has line item request for \$750k.
Strengthen Career Advising <i>Owner: State Board of Education</i>	Ensure that there is equity and access for all Idaho students to occupational pathways by establishing stronger requirements for the secondary education system in deploying college and career advising.	Governor's Office spearheading cross-agency initiative.

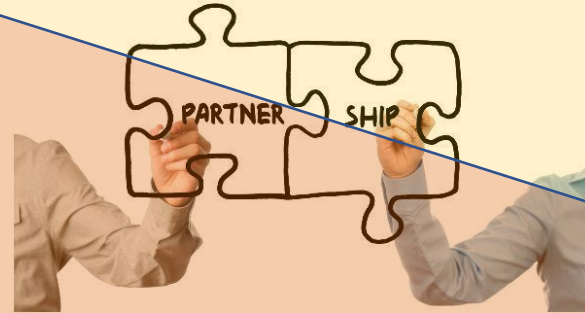
Governor's Workforce Development Taskforce

Recommendation	Objective	Status
Workforce Readiness <i>Owner: Idaho Career & Technical Education</i>	Incentivize Idaho school districts to incorporate workforce readiness skills throughout secondary curriculum.	ICTE has included framework to establish incentive program in legislative proposal. Funding request would come in FY20.
Apprenticeships <i>Owner: WDC</i>	Continue the development of apprenticeship programs throughout the state.	Apprenticeship Committee focus on building support system and replicable models. WDTF could support ongoing apprenticeship initiatives.
Expand Career and Technical Education Programs <i>Owner: Idaho Career & Technical Education</i>	Strengthen Idaho's talent pipeline by expanding CTE programs at the secondary and post-secondary level.	ICTE has multiple line item requests to support recommendation.

The Workforce Development Function



Training and Education



“Connecting Businesses and Education to create an outstanding workforce for today and tomorrow.”

Alignment of Curricula

Outreach – Two-way line-of-sight between jobseekers and employers



Jobseekers

Workforce Development Council Responsibilities

Develop and implement a comprehensive workforce development strategy

Improve the effectiveness, quality and coordination of programs and services designed to maintain a highly skilled workforce

Helps provide for the most efficient use of federal, state and local workforce development resources

Increase public awareness of and access to career education & training opportunities

Strategy

Develop and implement a comprehensive workforce development strategy

Improve the effectiveness, quality and coordination of programs and services designed to maintain a highly skilled workforce

Alignment

Helps provide for the most efficient use of federal, state and local workforce development resources

Increase public awareness of and access to career education & training opportunities

Outreach

Strategy

The Council

Alignment

- **Industry Partnerships**
- **Workforce Development Training Fund**
- **Workforce Innovation & Opportunity Act**

Outreach

- **Connecting Education to Careers**
- **Public Engagement**
- **Career Advising**

Alignment

Industry Partnerships

- **Partner with existing associations/organizations**
- **Assist with creation of industry-led partnerships where needed**

Workforce Development Training Fund

- **Resources to implement industry-led initiatives**
- **Approximately \$5m annually – if needs are greater, request general fund appropriation**
- **Current fund balance ~ \$6m (includes \$2.5m for implementation of Task Force recommendations)**

Workforce Innovation & Opportunity Act

- **Responsibilities of a state workforce investment board**

State Workforce Investment Board Responsibilities

**Strategic Plan:
Comprehensive,
Streamlined Workforce
Development System**

**Proven & Promising
Practices**

**Continuous
Improvement**

**Technology
Improvements**

**Accountability and
Program Oversight**

**Workforce Research
and Labor Market
Information**

Outreach

Connecting Education to Careers

- **Cross-agency effort to streamline resources**
- **Work-Based Learning Policy Academy**
- **ApprenticeshipIdaho**

Public Engagement

- **Line of Sight – new use of Workforce Development Training Funds**

Career Advising

- **Models for industry engagement**

National Governors Association

Work-Based Learning Policy Academy

- Develop strategies to scale work-based learning opportunities that connect youth and young adults ages 16-29 (“young adults”) with middle-skills career opportunities that require knowledge in science, technology, engineering, and math (STEM) in STEM-intensive industries including advanced manufacturing, health care, energy, and information technology.
- Focus Areas
 - Vision & Communication
 - Data & Measurement
 - Resources & Policy
- Cross Agency Collaboration
 - WDC, OSBE, SDE, ICTE, Commerce, IDOL, STEM Action Center, IDVR, IDHW

Measuring Success

Where do we start?

- Economic Indicators – Craig Shaul, Idaho Department of Labor
- Return on Investment – Salvador Vasquez, Idaho Department of Labor
- Demand Side – Jay Larsen, Idaho Technology Council
- Supply Side – Jessica Ruehrwein, Treasure Valley Education Partnership



Idaho Workforce Development Council

January 11, 2018

IDAHO
DEPARTMENT OF LABOR

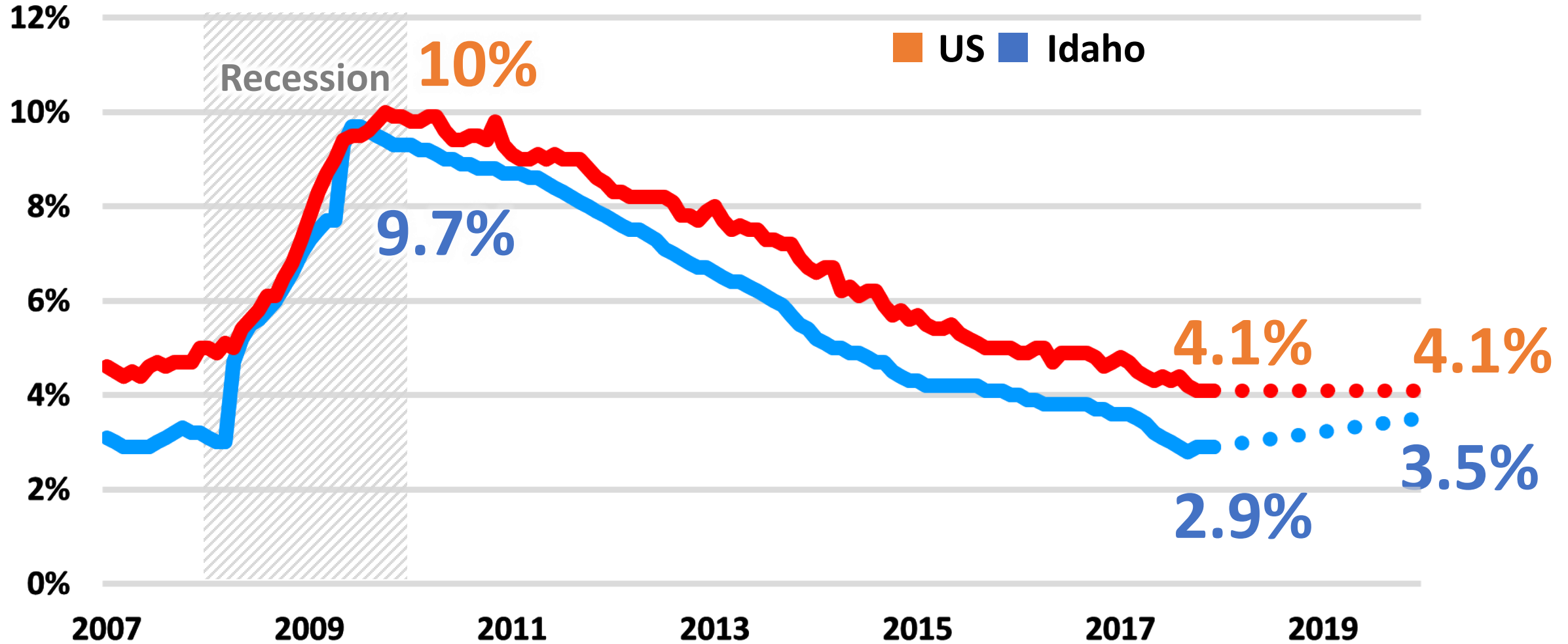
Labor Market Outlook

Craig Shaul
Research Analyst Supervisor
Craig.Shaul@labor.Idaho.gov

Sam Wolkenhauer
Regional Labor Economist
Samuel.Wolkenhauer@labor.Idaho.gov

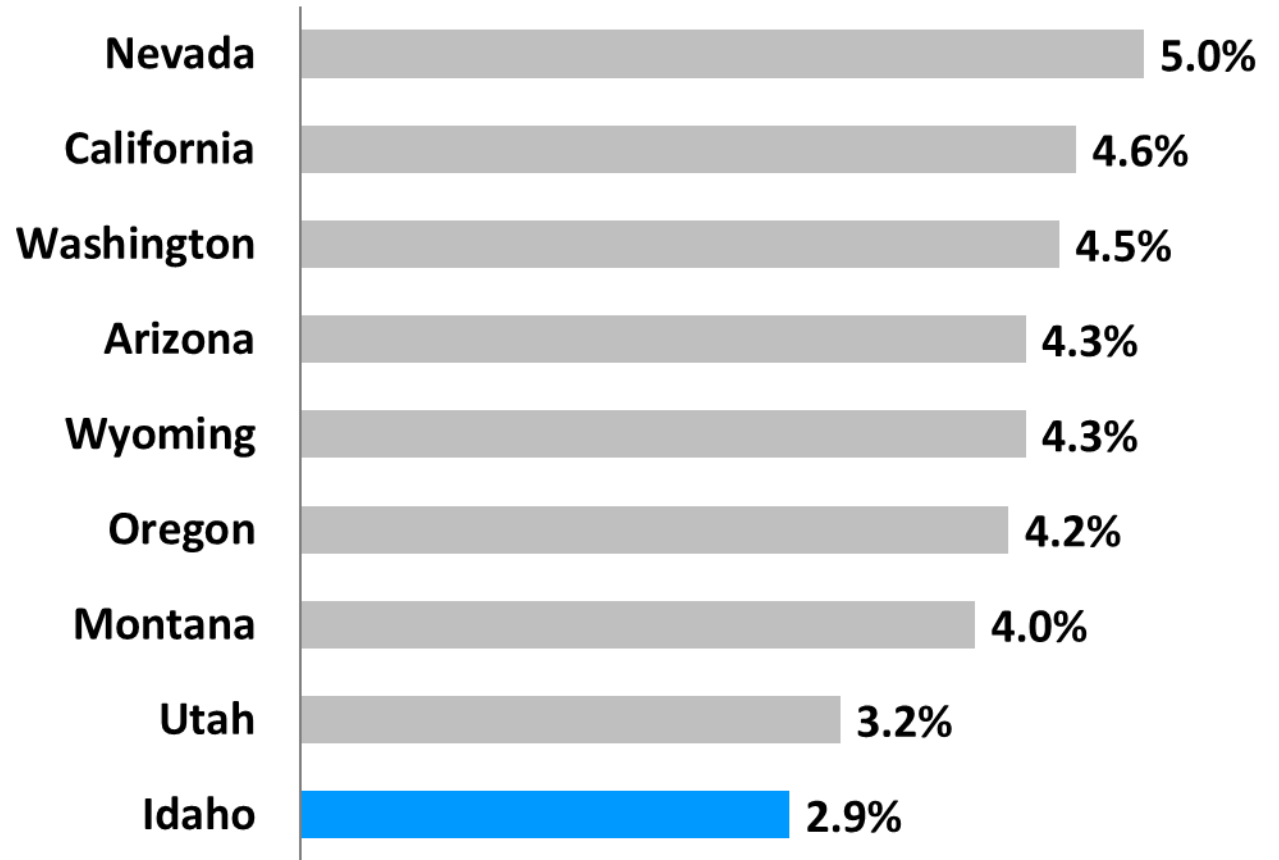
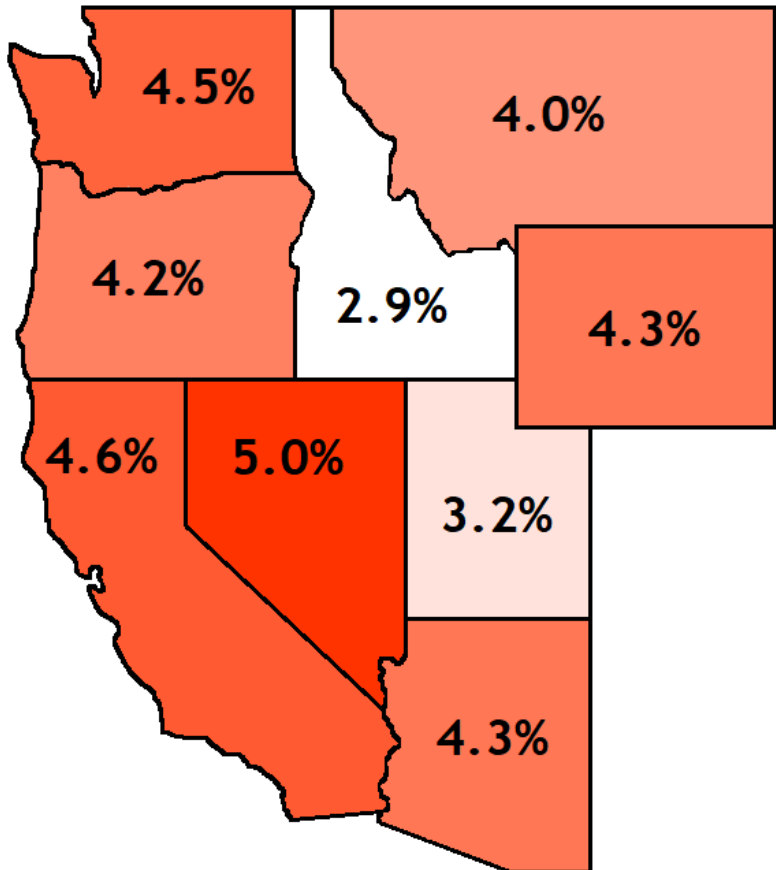
Unemployment Rate

Seasonally Adjusted 2006-2017^{Nov.}



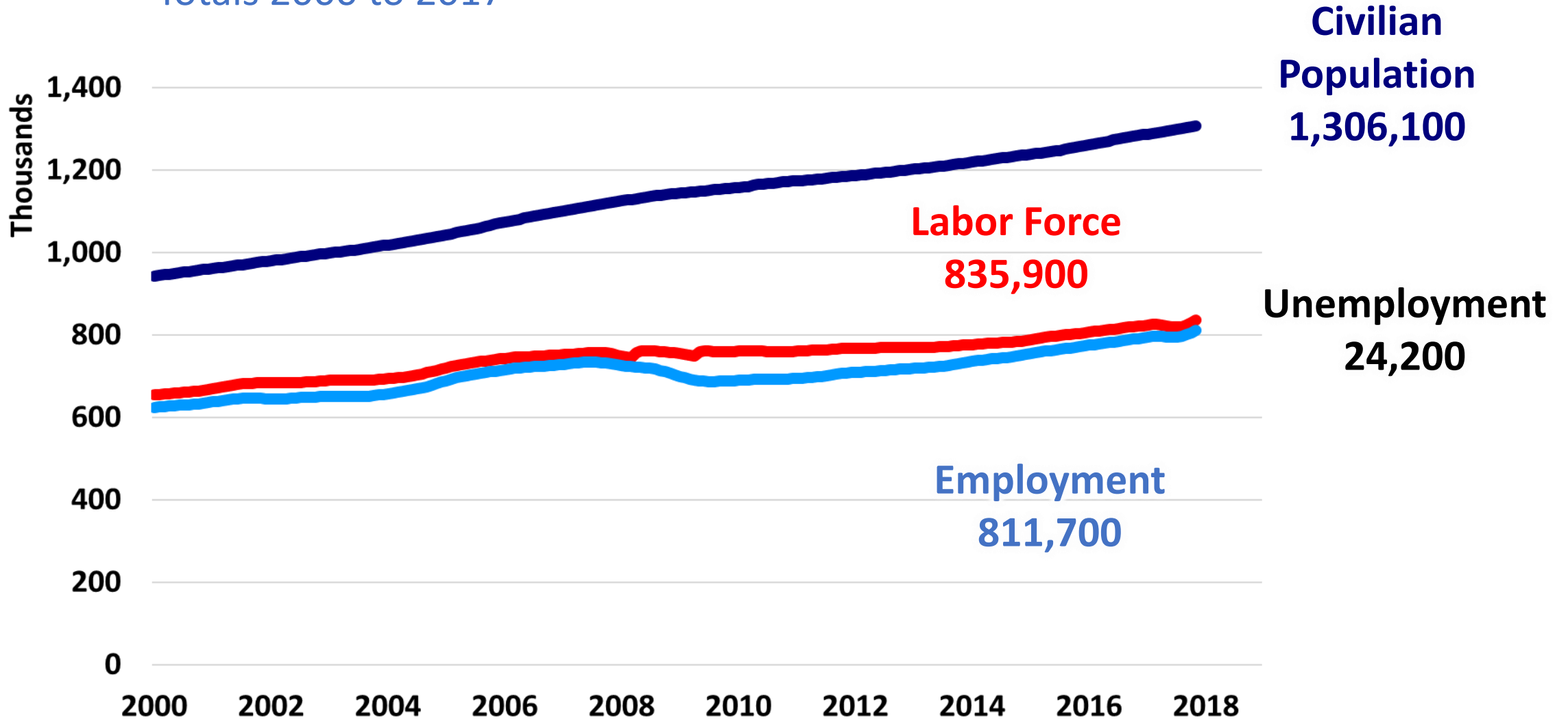
Unemployment Rates

Idaho and Surrounding States, 2017^{Nov.}



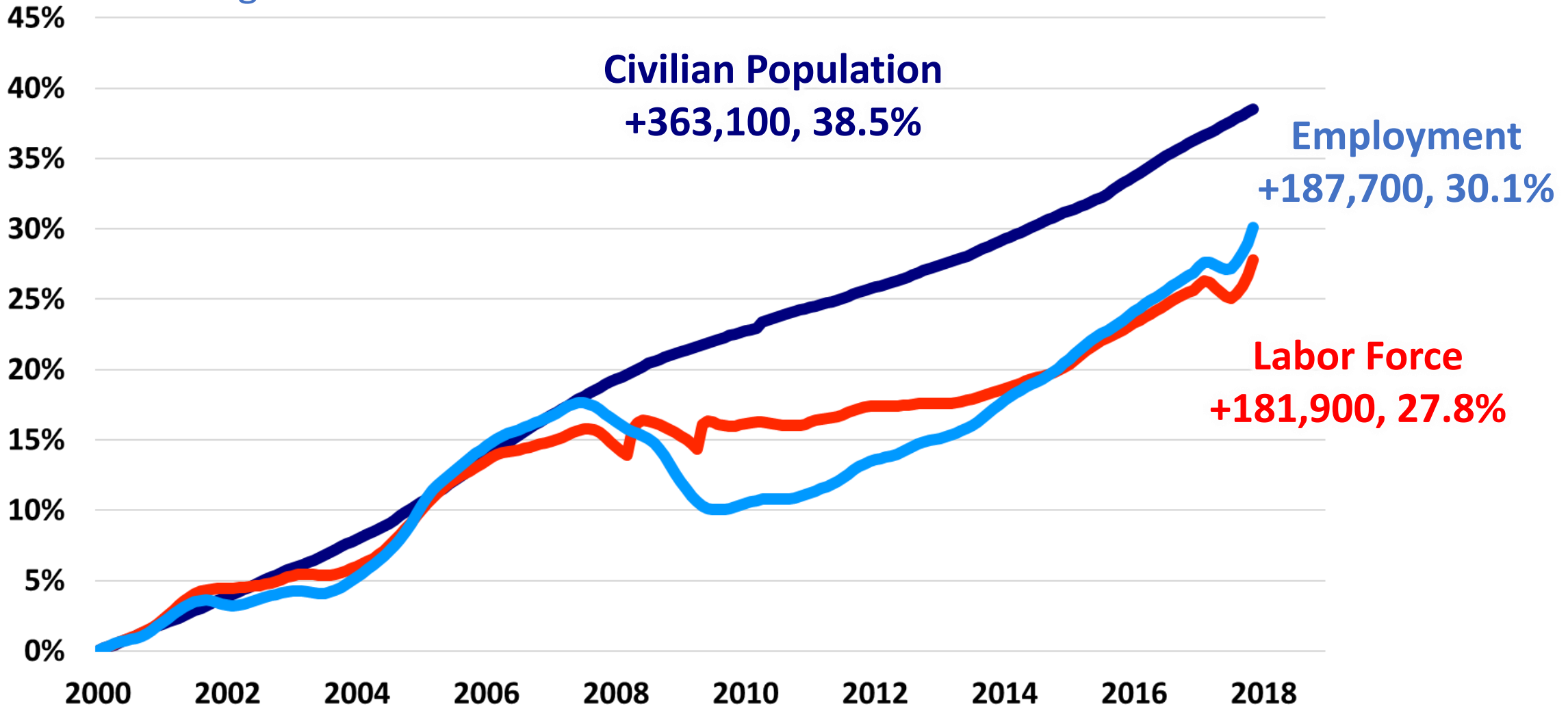
Idaho Labor Force Components

Totals 2000 to 2017^{Nov.}



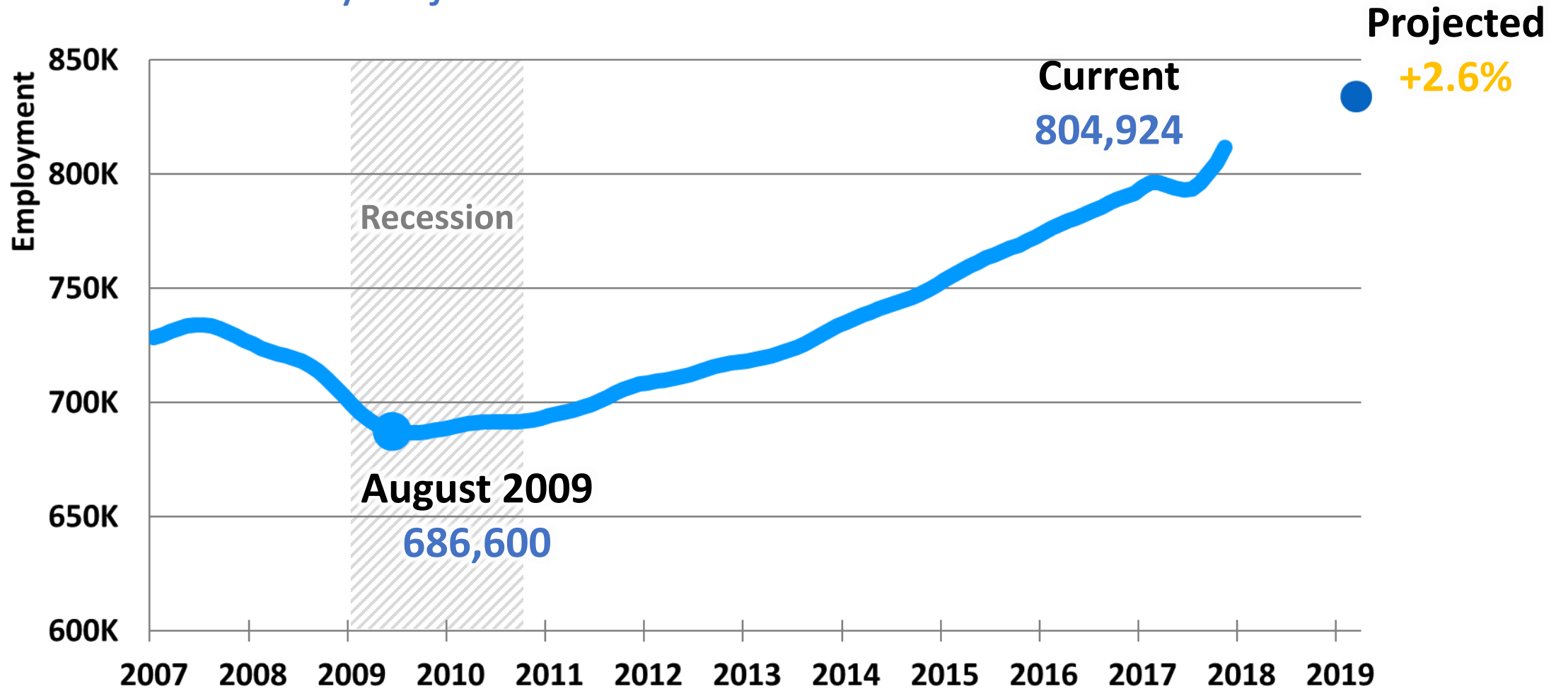
Idaho Labor Force Components

Change from 2000 to 2017^{Nov.}



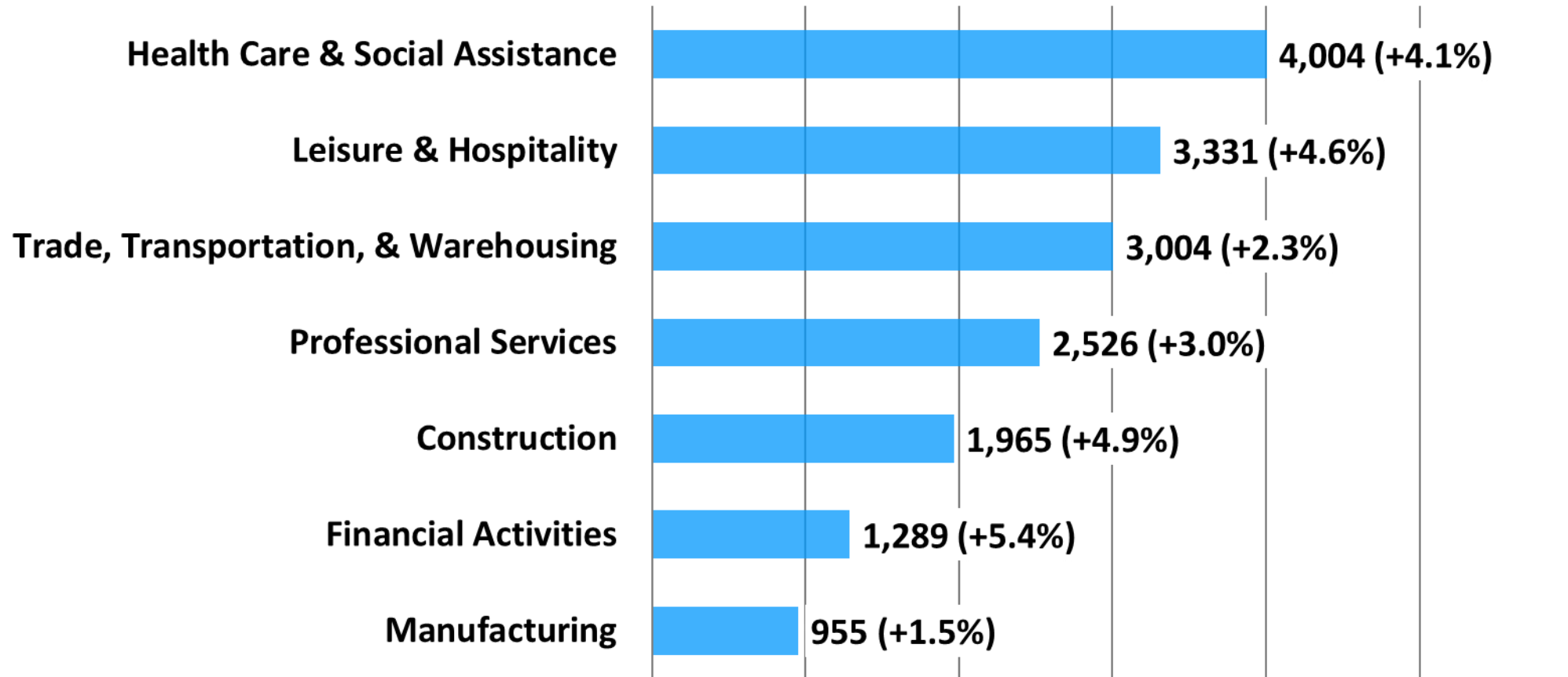
Total Employment

Seasonally Adjusted 2007-2017^{Oct.}



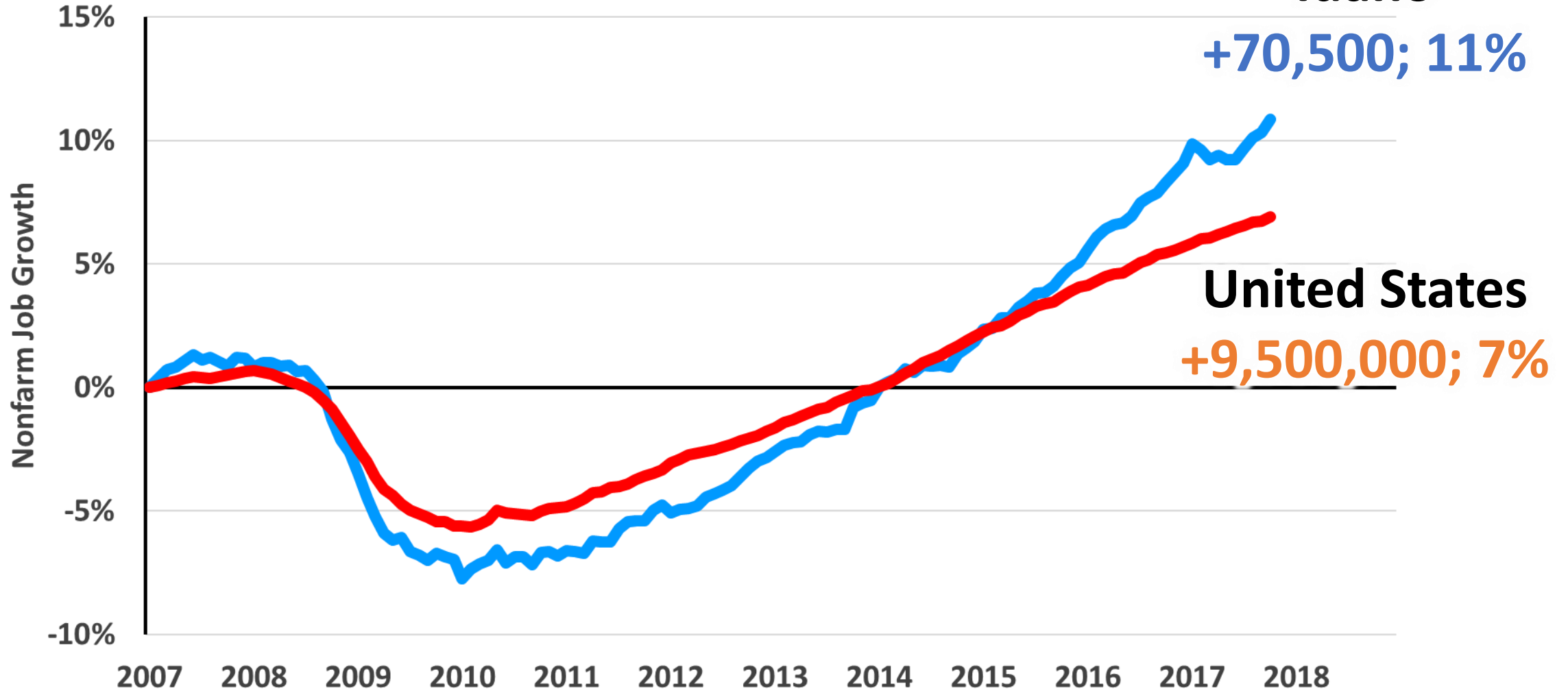
Key Growth Industries

2-Yr. Job Increase: 2017^{Q1}-2019^{Q1}



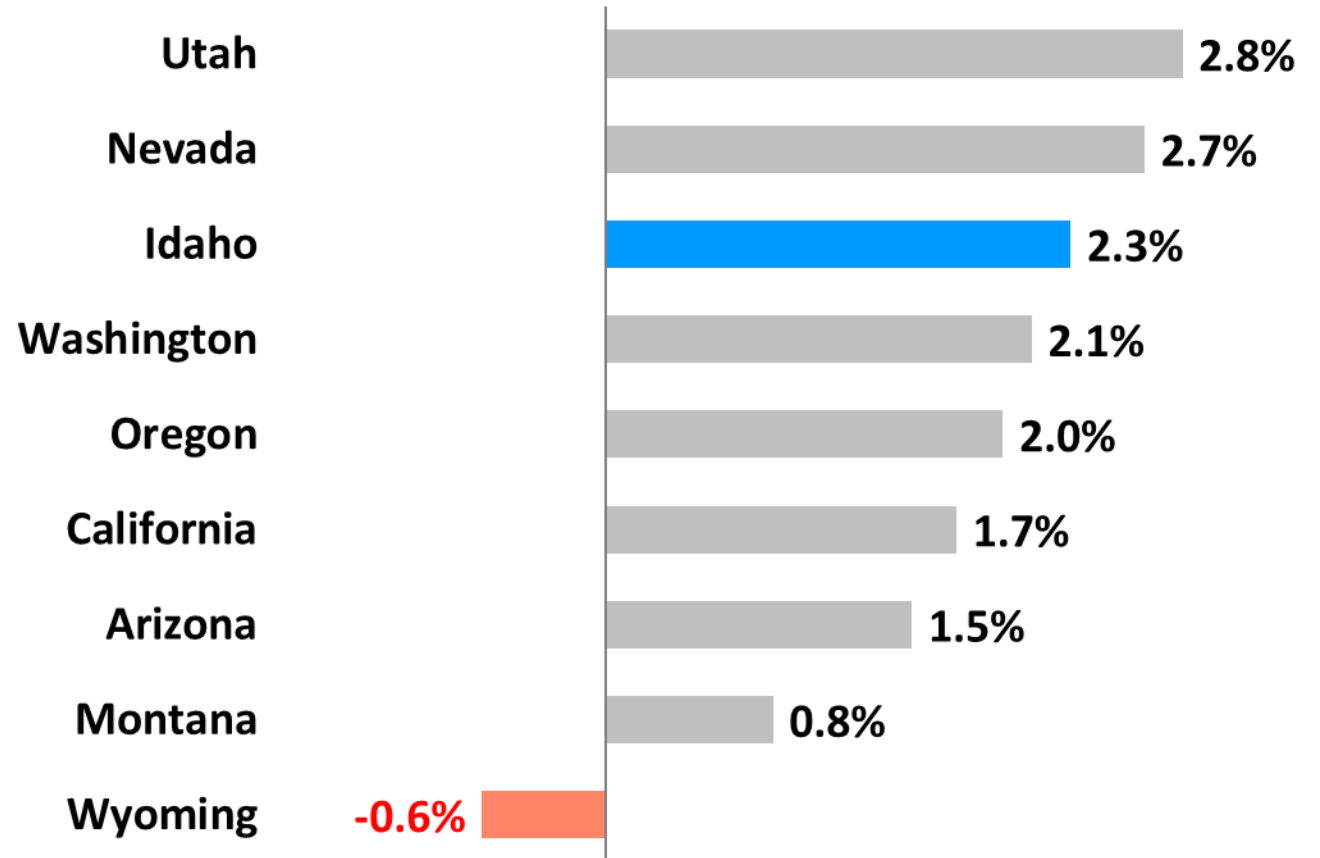
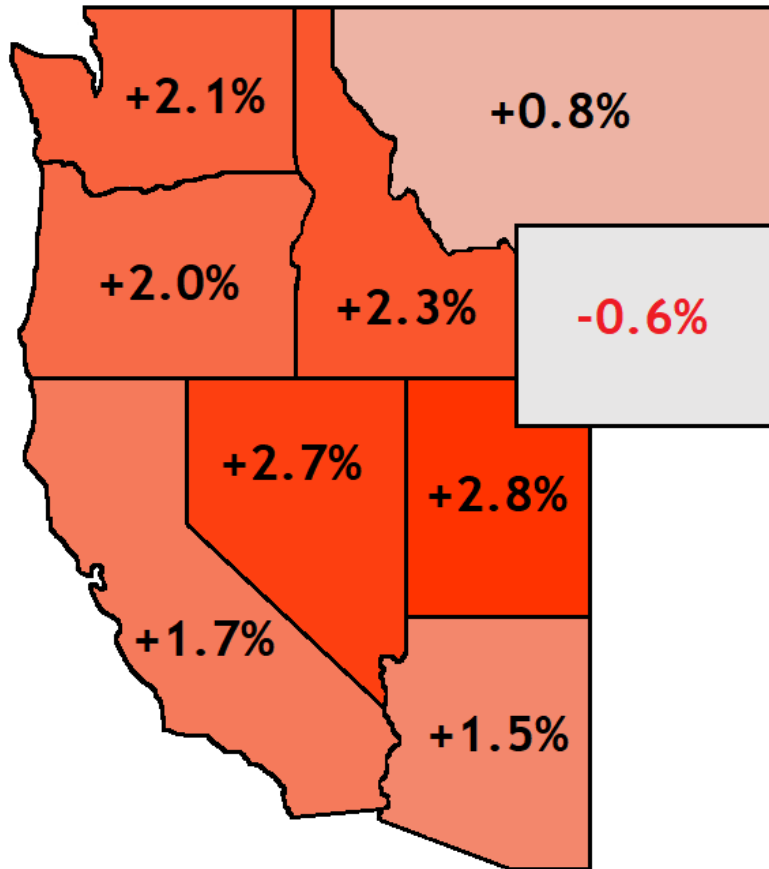
Idaho's Total Nonfarm Jobs

Percent change from 2007^{Jan} to 2017^{Oct}



Year-over-Year Job Growth

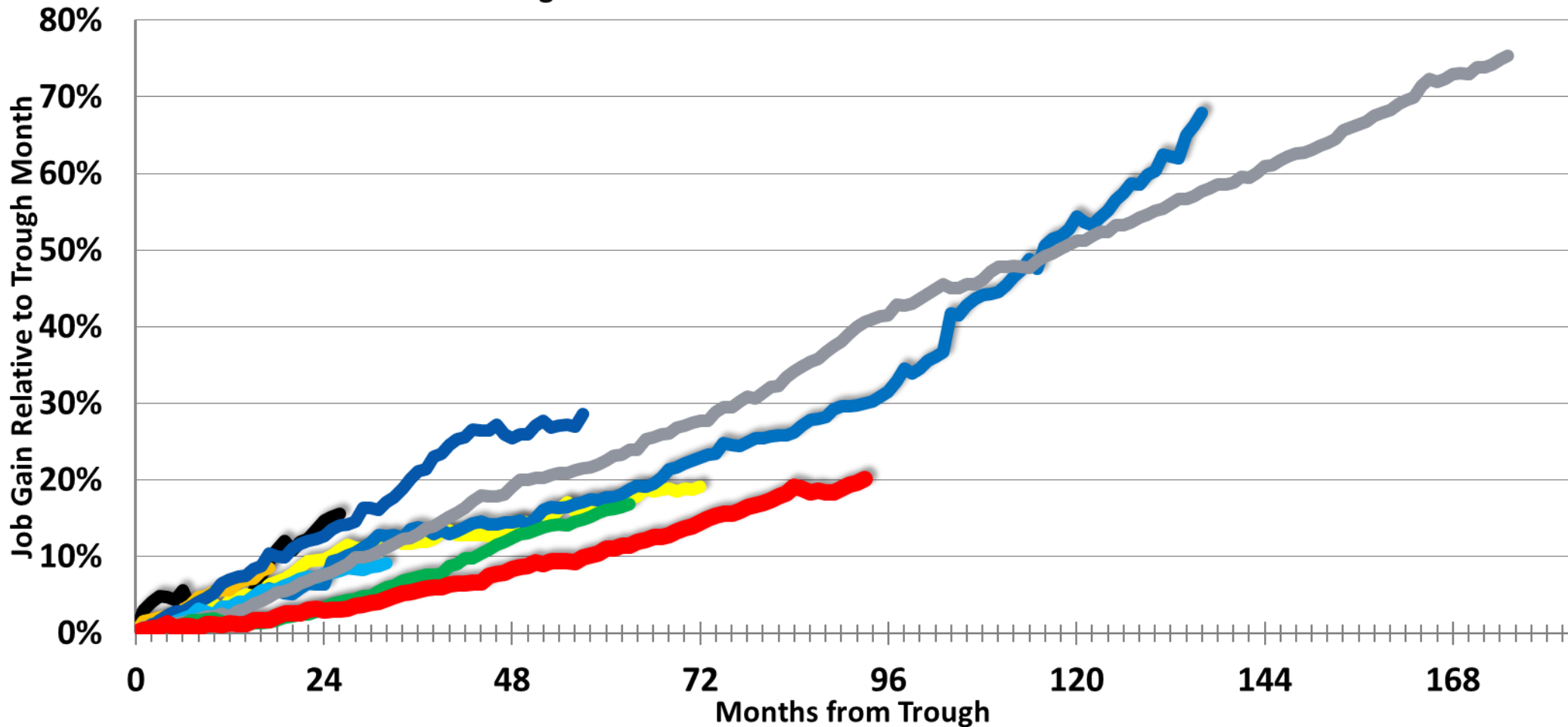
Idaho and Surrounding States, 2017^{Nov.}



Idaho Business Cycles

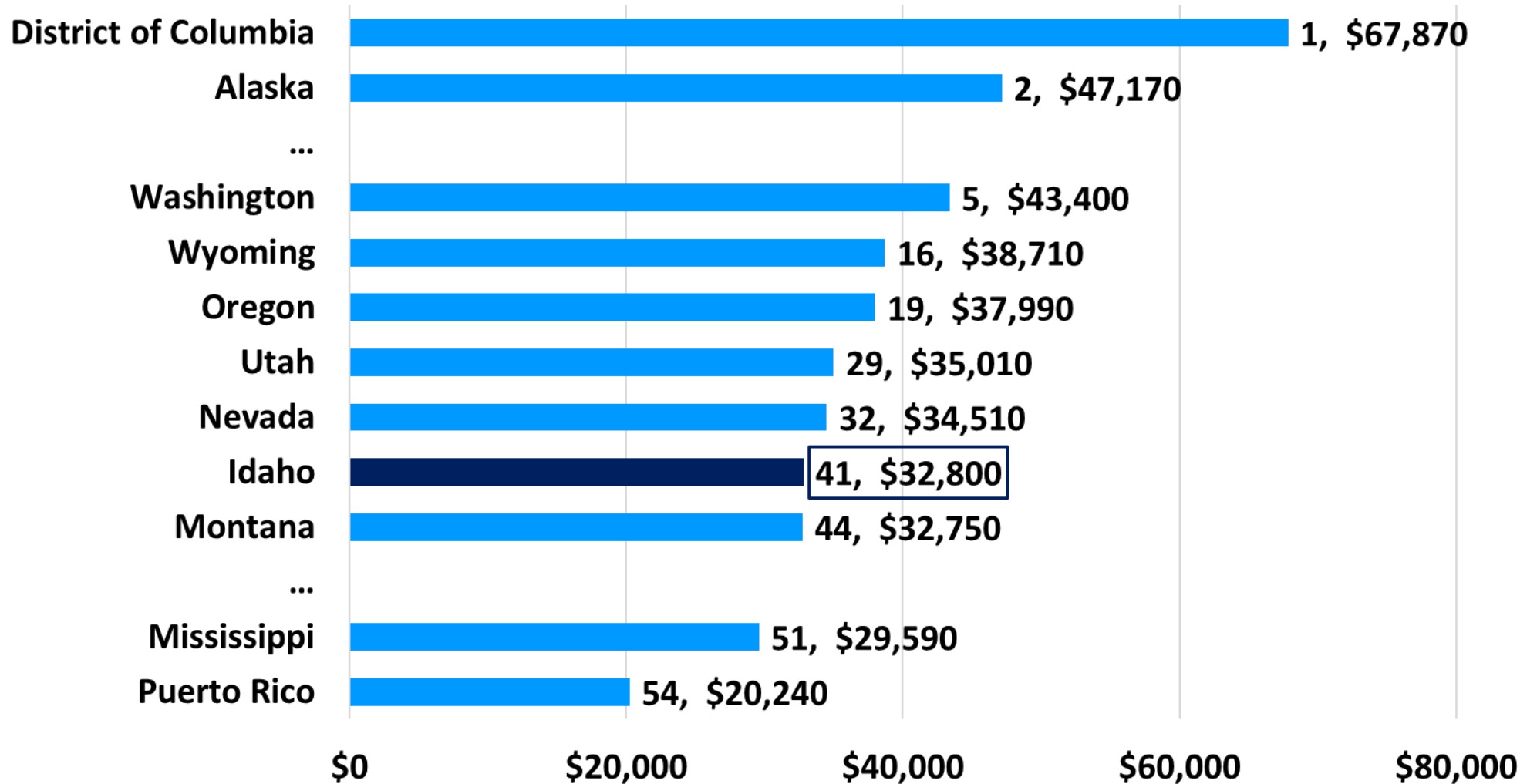
Nonfarm Jobs Increase from Trough Month to Peak Month

█ Feb'49-Apr'51
 █ Apr'54-Apr'60
 █ Dec'60-May'62
 █ May'63-Sep'74
 █ Feb'75-Nov'79
█ Oct'82-Jun'85
█ Aug'86-Mar'01
█ Mar'02-Jun'07
█ Jan'10-Present



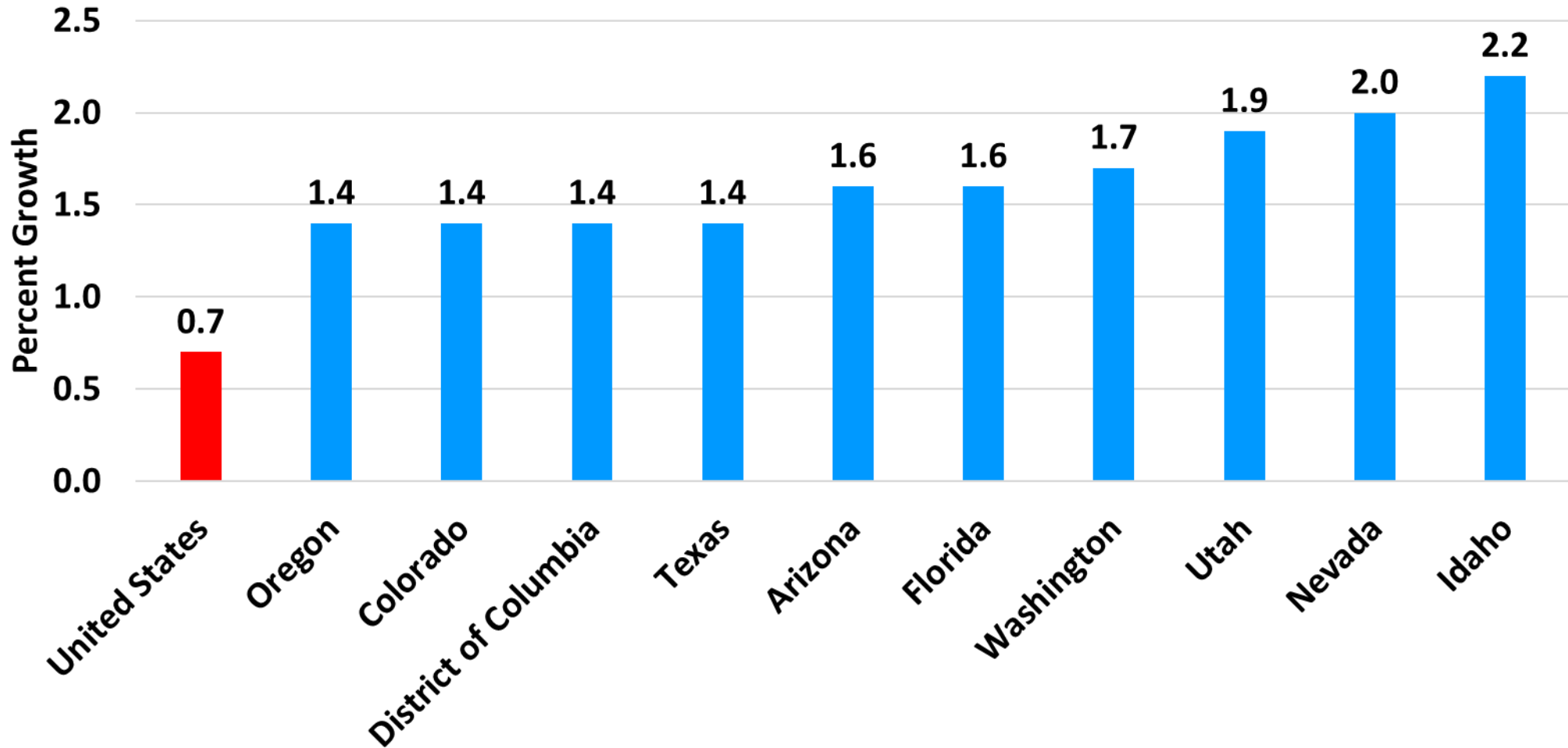
2016 Idaho Median Wage

Surrounding States with National Rank



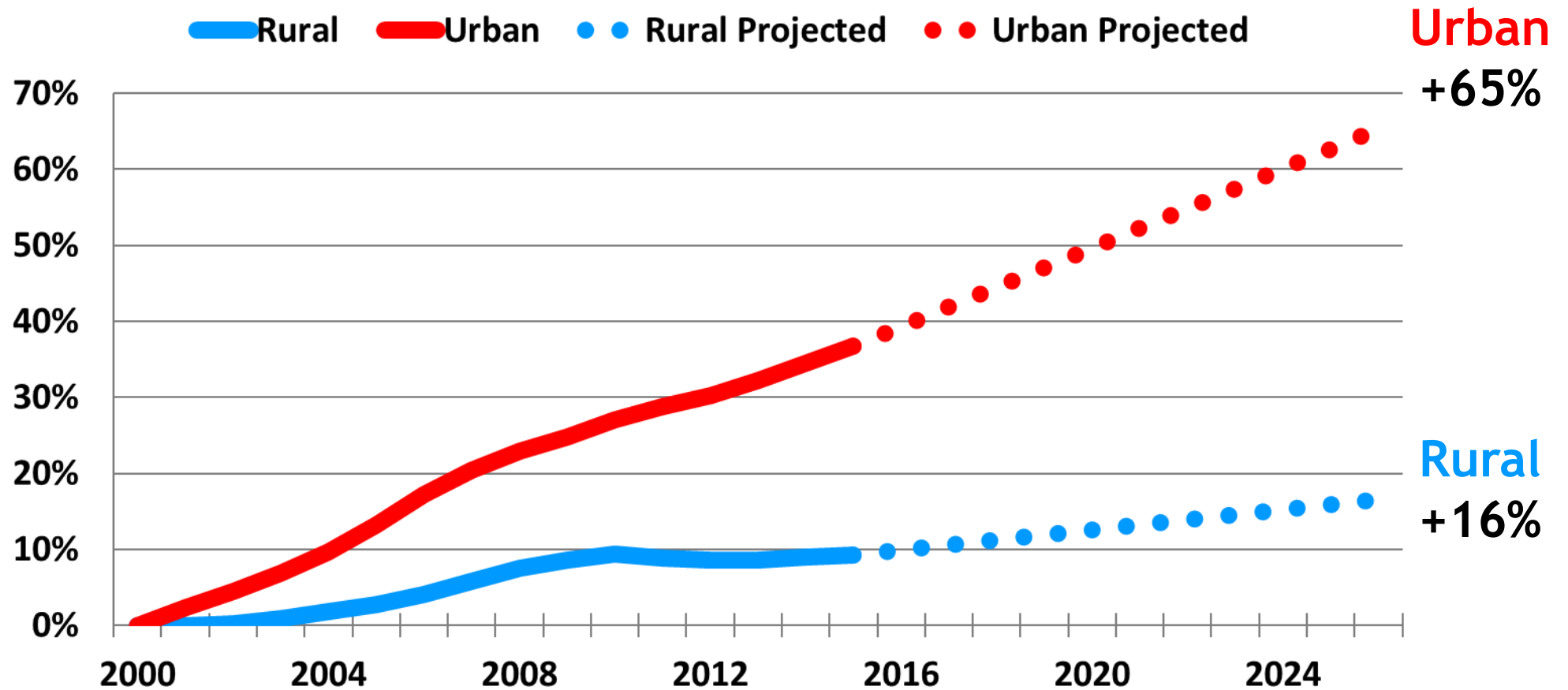
Population Growth

Mid-2016 to Mid-2017



Idaho's Urbanization

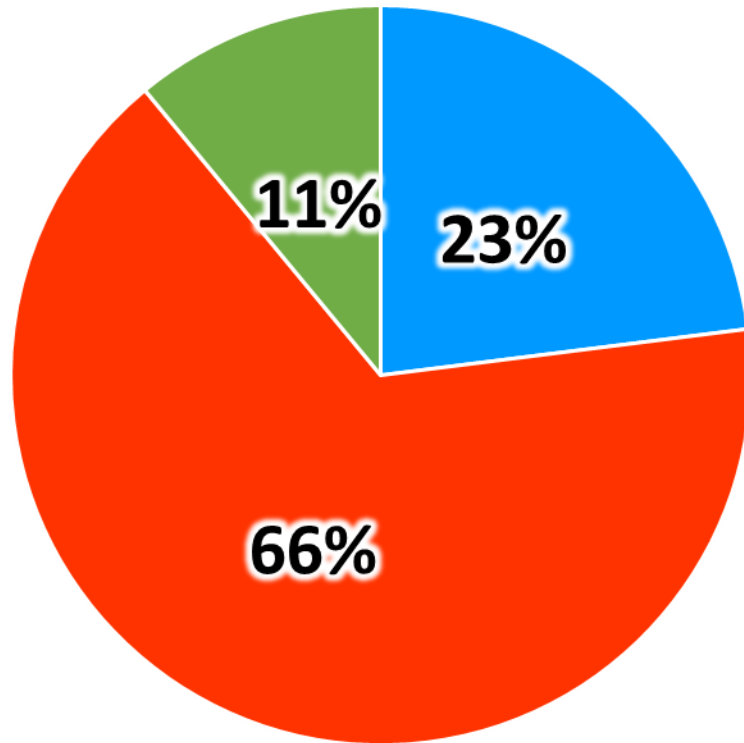
Population Net Percentage Growth, with 2026 Projection



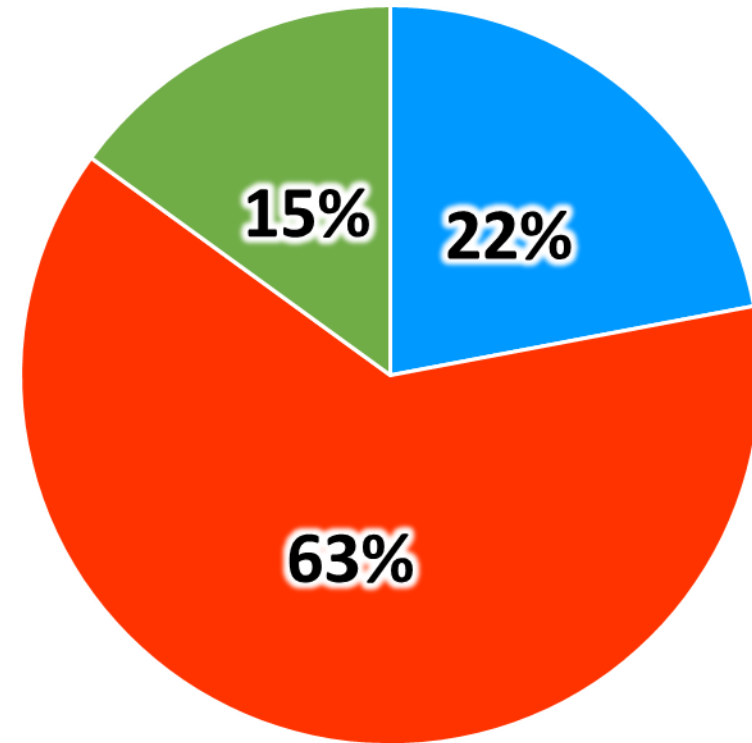
Share of Population by Age, Idaho

■ 14 and Younger ■ 15 to 64 ■ 65 and Older

2001

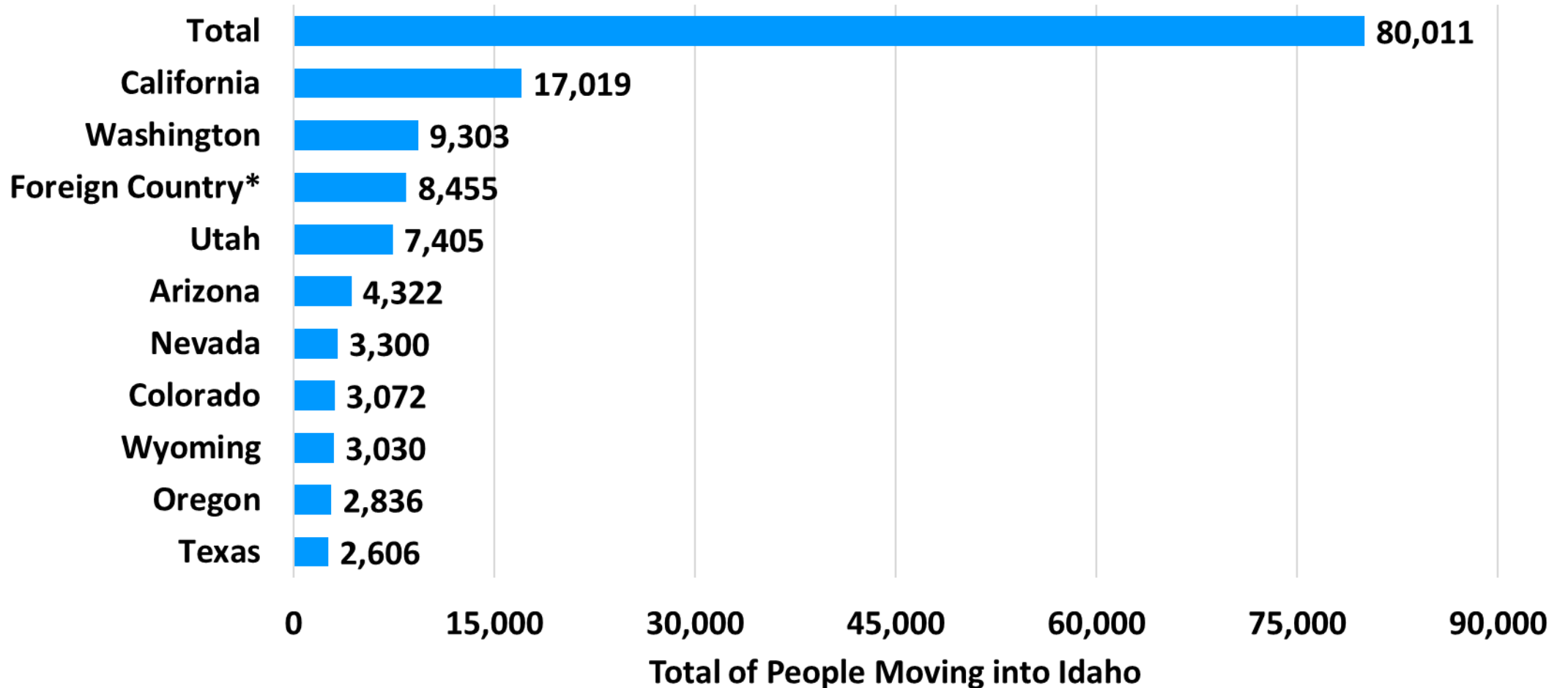


2016



Idaho Total In-Migration, 2016

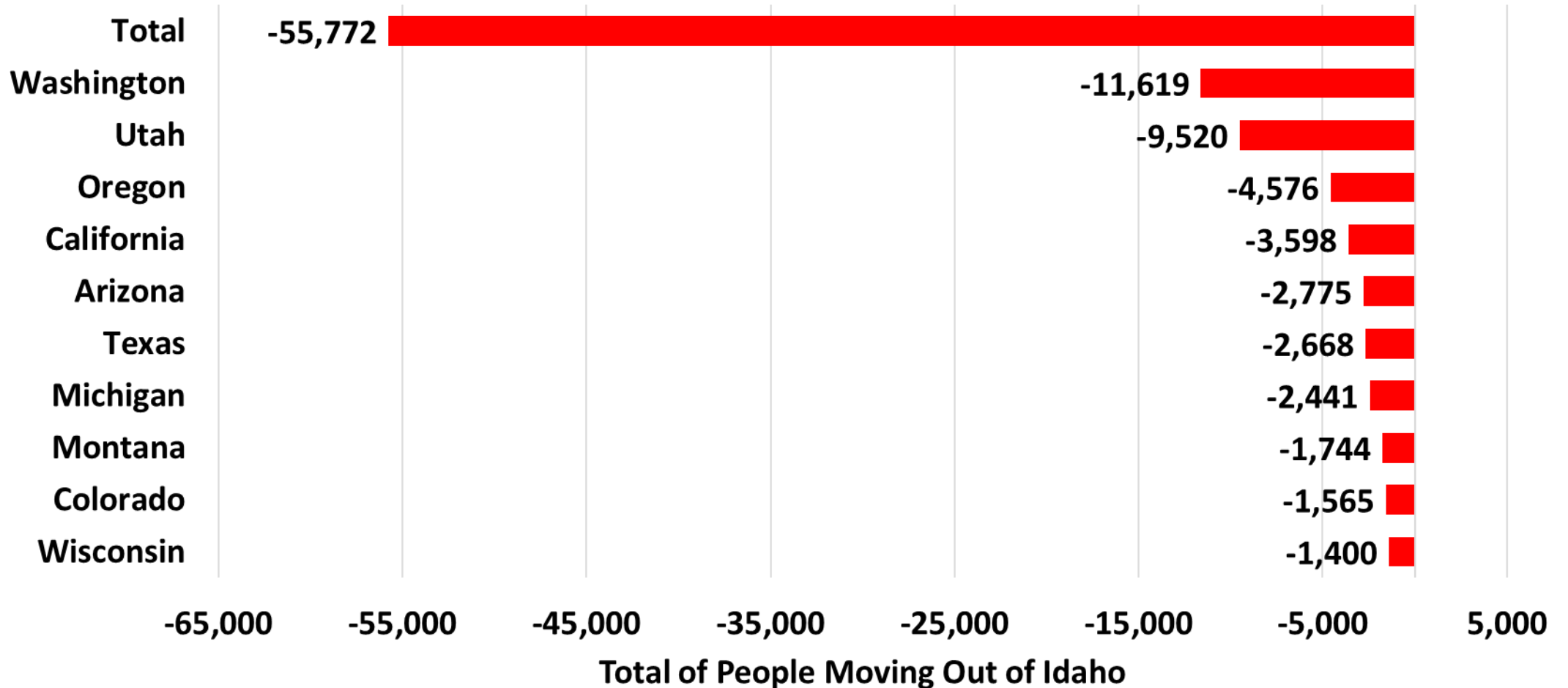
Top 10 Sources



* Out-migration from foreign countries is not available.

Idaho Total Out-Migration, 2016

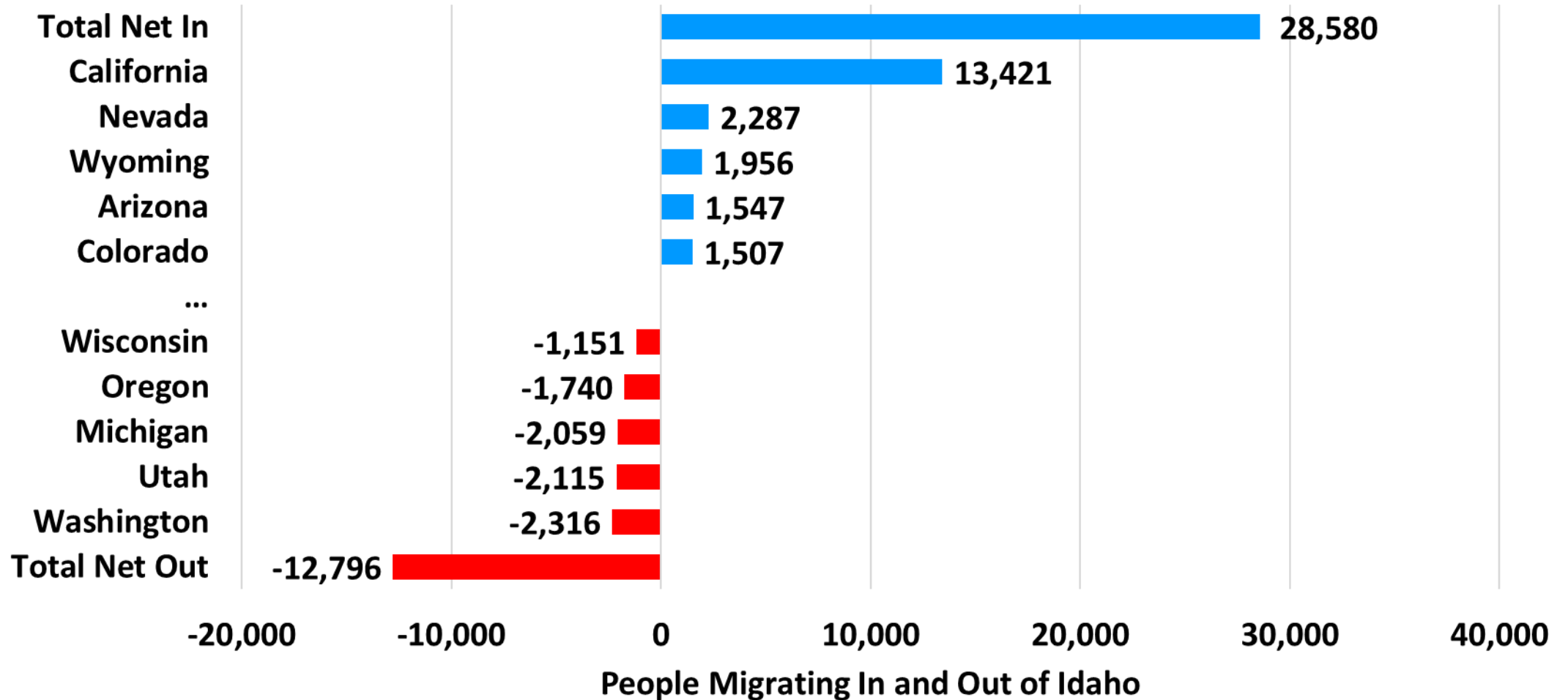
Top 10 Destinations



* Out-migration from foreign countries is not available.

Idaho's Net Migration

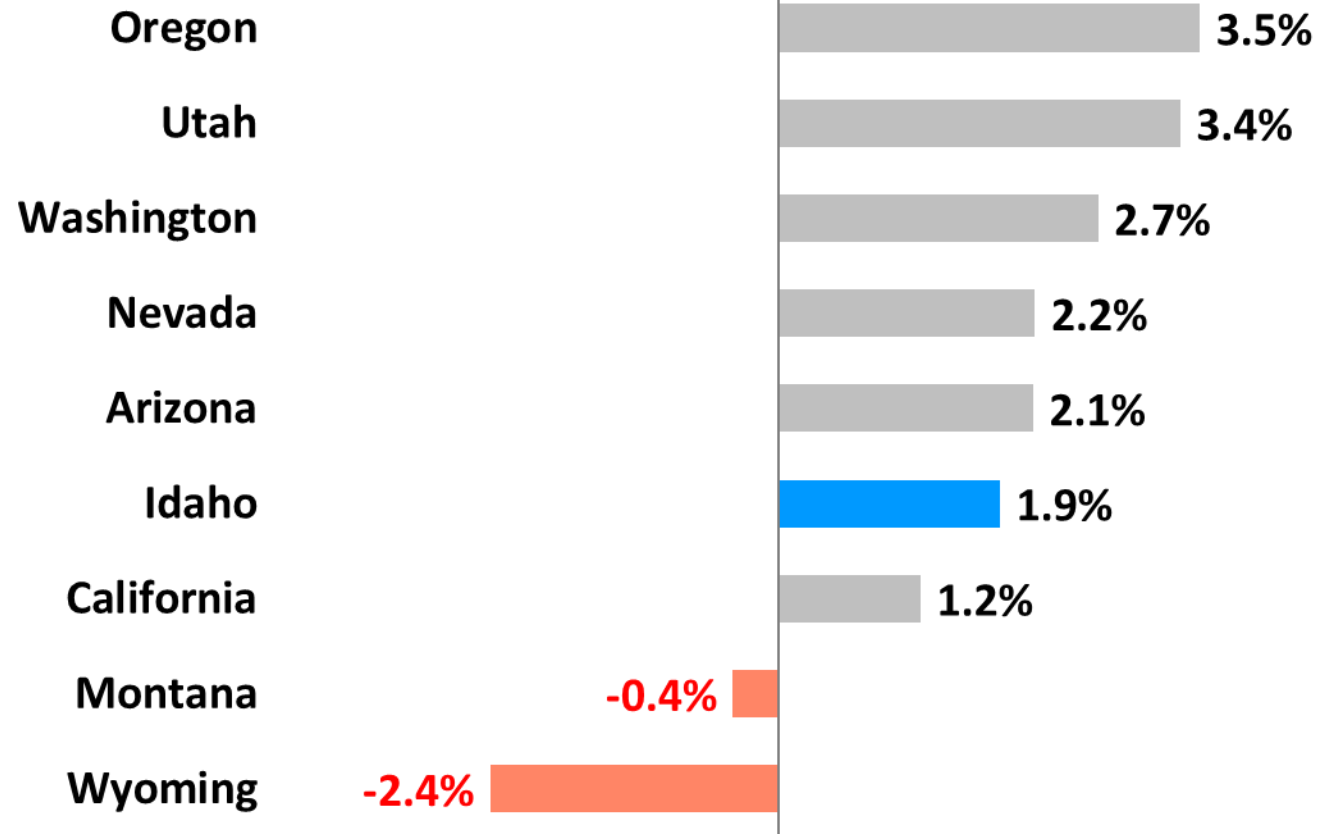
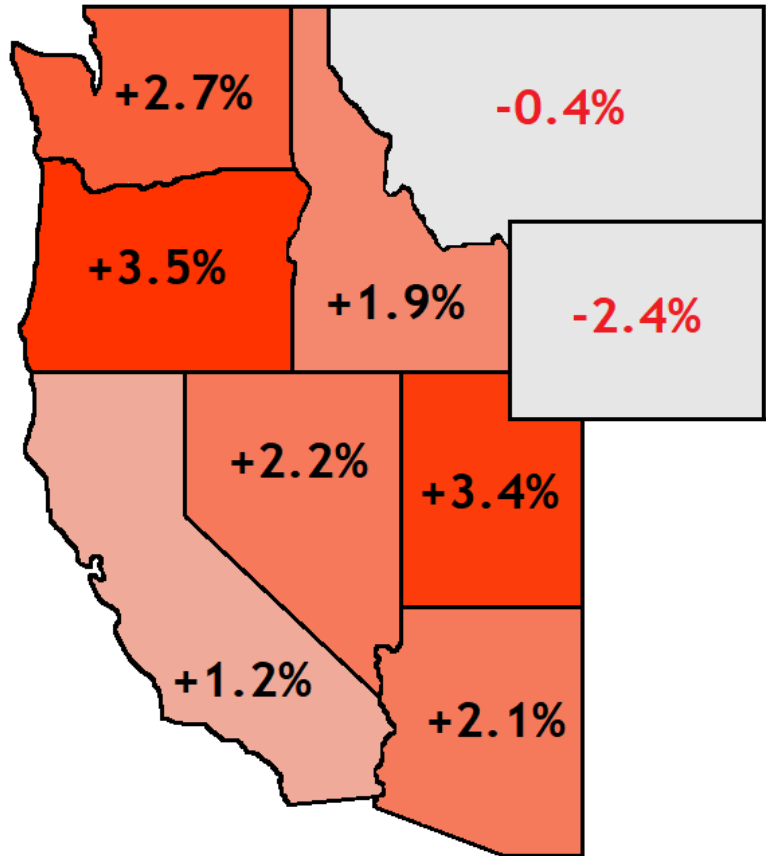
2016, Top Five States by Amount



* Out-migration from foreign countries is not available.

Year-over-Year Labor Force Growth

Idaho and Surrounding States, 2017^{Nov.}



Summary

Estimates for 2017 - 2019

- Idaho's low unemployment rate is expected to persist with an average of 3.5 percent through calendar year 2019.
- Annual job growth and total employment are projected to increase by 2.6 percent from first quarter 2017 to first quarter 2019, or 1.3 percent annually.
 - Key growth industries:
 - Health Care & Social Assistance
 - Leisure and Hospitality
 - Trade, Transportation, & Warehousing
 - Construction
 - Financial Services
 - Manufacturing
- Idaho is 93 months into its present business cycle, the third longest and slowest growing on record.
- The growth in Idaho is concentrating in its urban counties.
- Idaho leads the nation in population growth, however building a sufficient labor force - both in numbers and skills – that can satisfy growth demands remains the foremost and foreseeable challenge to Idaho's workforce in the short-term future.

Questions?

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Workforce Development Training Fund

Salvador Vazquez, LMI Director
Idaho Department of Labor
January 11, 2018



Revenue Forecast 2018-2023
and
Outcome Evaluation 2010-2016, Preliminary
Results

Overview of Workforce Development Training Fund

- **Established in 1996**
 - Funded through 3 percent offset to the unemployment insurance taxes paid by employers
 - Reduces training cost for new and incumbent workers
 - Funds employer grants, industry sector grants and micro-grants of \$25,000
- **Previous evaluation completed in 2012 (years 2000 – 2009)**
 - 40 percent of contracts rated as successful
 - Average wage increase of 6.2 percent
 - Average cost of training was \$1,671

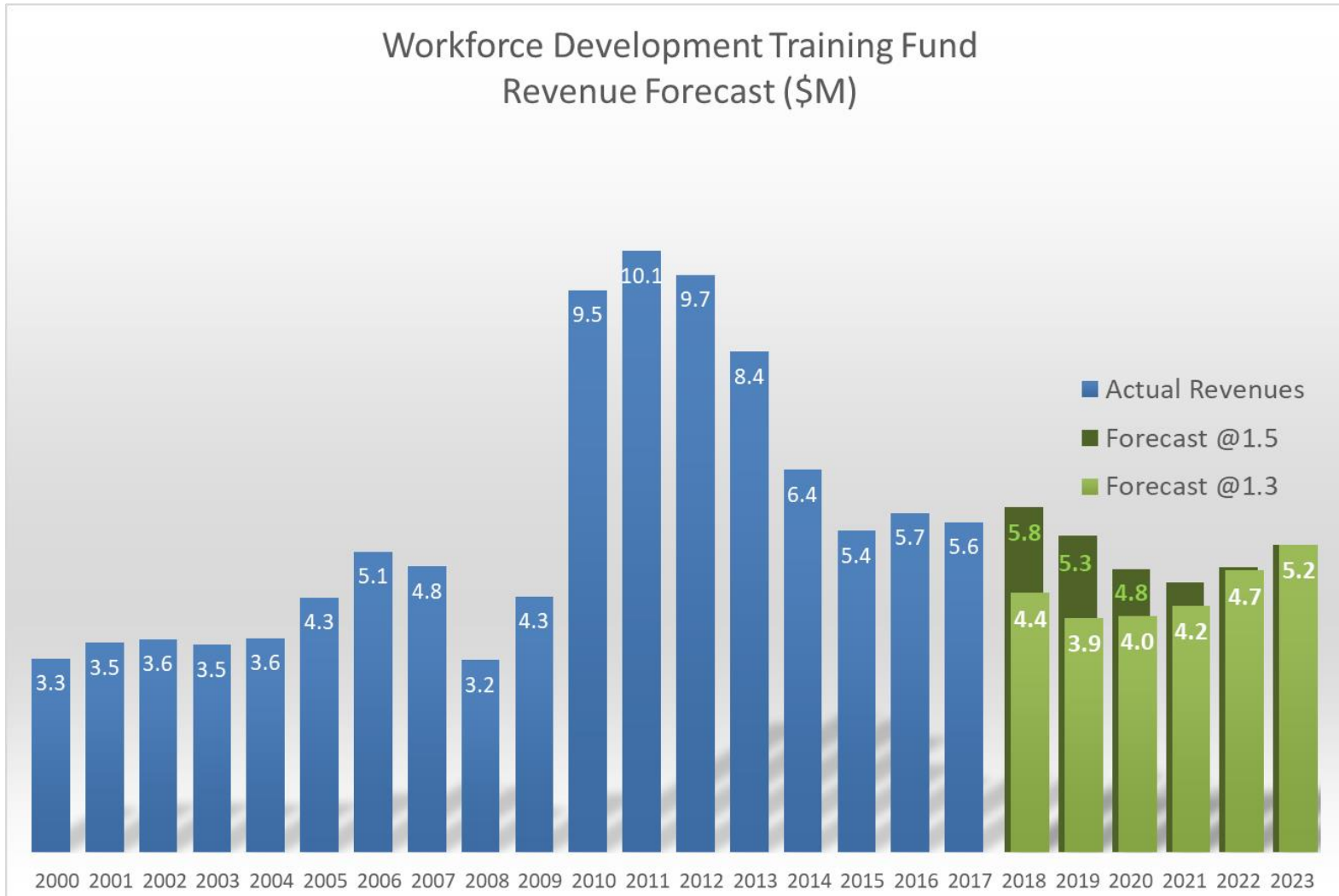
Overview of Workforce Development Training Fund

Economic Impact of Evaluated Contracts (2010- 2016)

- \$19.7 million dollars to Idaho's economy
- 886 estimated new jobs created
 - 489 direct jobs
 - 91 indirect
 - 306 induced jobs
- Combined economic impact of \$44.5 million

Workforce Development Training Fund

Revenue Forecast





Workforce Development Training Fund

Evaluation (2010 – 2016) – Preliminary Results

Workforce Development Training Fund

Evaluation (2010 – 2016) – Preliminary Results

\$19.7 M

**Evaluated: Traditional
Awards Employer/Employee**

Performance Metrics: Employment Related

- 103 Awards
- 90 Employers
- 7,994 Employees
- \$2,480 Average Cost Per Trainee

\$1.75 M

**Not-Evaluated:
Sector/Micro Grants**

Performance Metrics: Inconsistent/Unavailable

- 3 Sector Grants
 - BSU - Computer Science Expand
 - NIC - Wood Products Industry
 - ISU - Physician Assistants
- 1 Micro-Grant
 - Community Action Partnership (St. Maries)

Performance Measures by Training Type

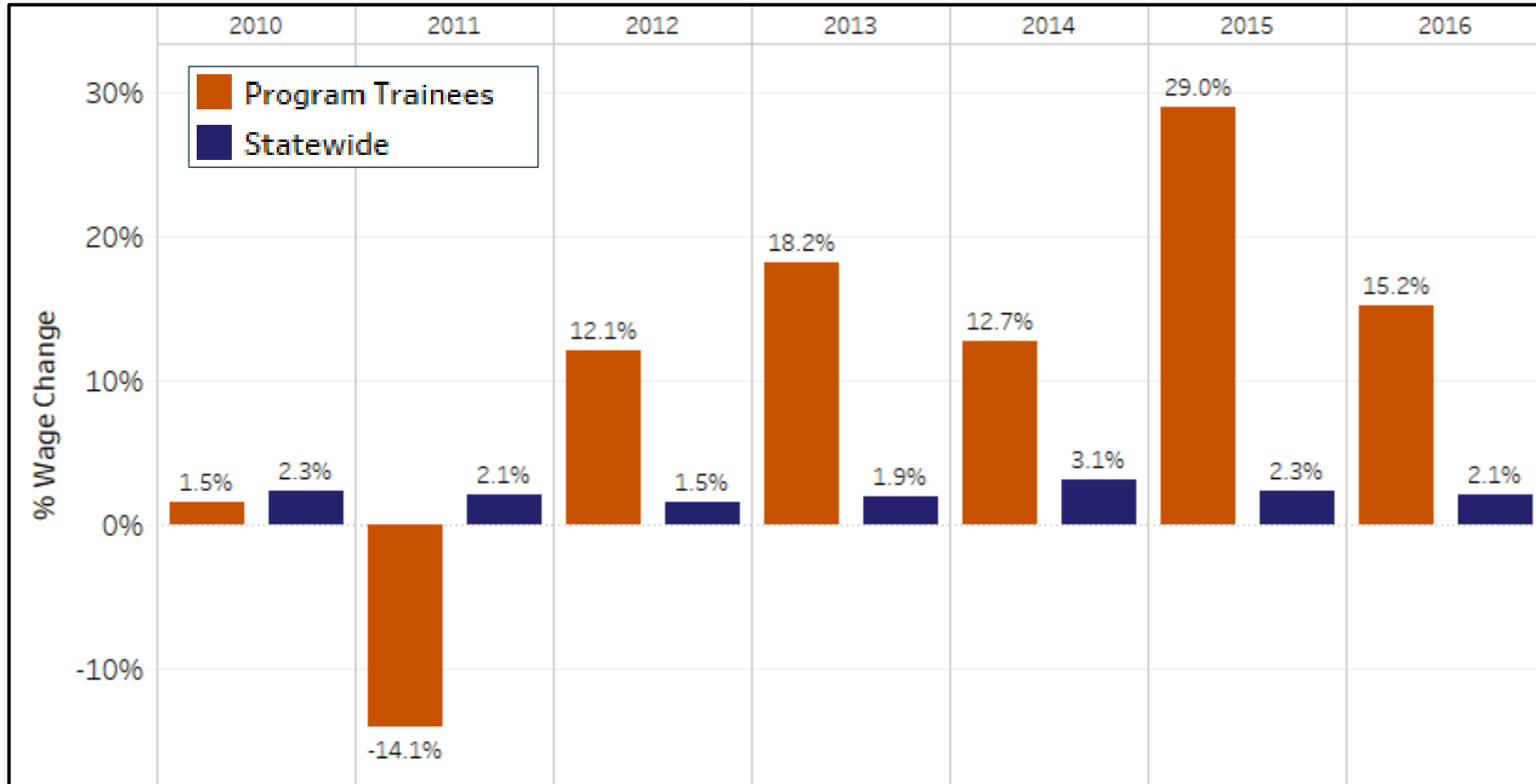
Trainees	Percent of Total *	Average Annual Prior Wage	Average Annual Post Wage	% Wage Change	Employee Retention
New Employee Training					
1,799	22.7%	\$31,496	\$40,068	27.2%	10.0%
Incumbent Employee Training					
4,836	60.9%	\$42,888	\$46,564	8.6%	73.7%

* Balance of records unable to be verified

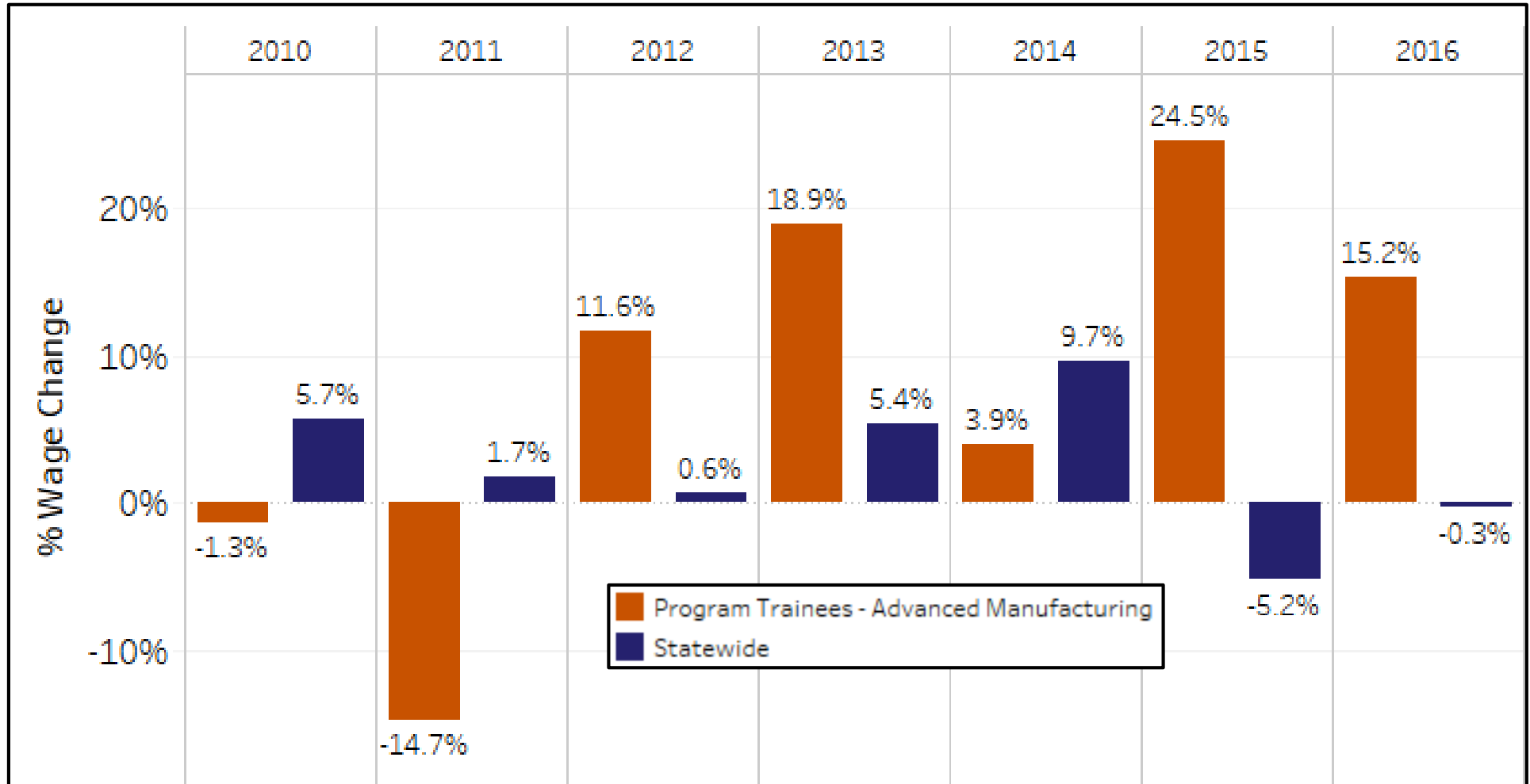
Performance Measures by Year

Year (Contract Closed)	Number of Trainees	Percent of Total Trainees	Employee Retention	Average Cost Per Trainee	Unverifiable Records
2010	995	12.5%	35.5%	\$2,290	16.4%
2011	677	8.5%	76.2%	\$1,246	9.6%
2012	459	5.8%	55.3%	\$2,143	17.2%
2013	2,346	29.5%	39.9%	\$2,635	22.6%
2014	2,806	35.3%	47.1%	\$3,544	14.9%
2015	450	5.7%	66.9%	\$4,735	7.8%
2016	209	2.6%	45.0%	\$1,367	8.6%
Total	7,944	100%	47.5%	\$2,480	16.5%

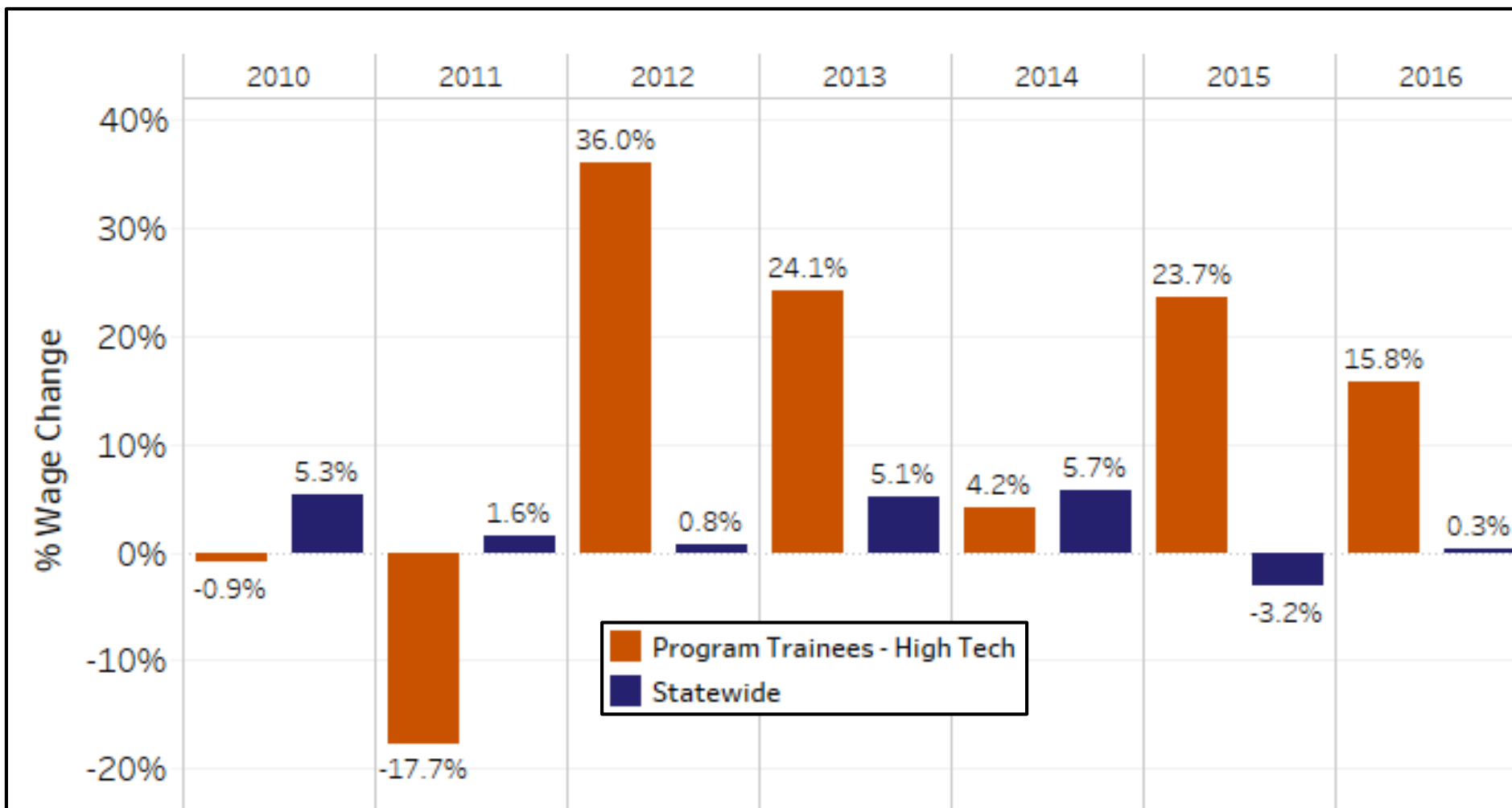
Performance Annual Wage Change



Advanced Manufacturing Wage Performance 2010-2016



High Tech* Wage Performance 2010-2016



* Definition: http://labor.idaho.gov/publications/Core_High-Tech_Report_FINAL.pdf

Performance High Tech & Advanced Manufacturing

Trainees	Average Annual Prior Wage	Average Annual Post Wage	% Wage Change	Employee Retention
High Tech and Advanced Manufacturing				
695	\$70,161	\$72,374	3.2%	56.4%
High Tech Only				
697	\$57,496	\$67,726	17.8%	32.3%
Advanced Manufacturing Only				
4,115	\$36,775	\$39,790	8.2%	51.0%
Other Industries				
2,437	\$31,124	\$37,307	19.9%	43.4%

Introduction of Quantitative Funding Model

Introduction of Quantitative Funding Model

- **Implemented in March of 2014**
- **Objective assessment using a department-developed formula in six areas:**
 - Job's wages
 - Job's economic multiplier
 - Business's unemployment insurance tax rate
 - County unemployment rate where the job will be performed
 - Concentration of the job type in the overall economy
 - Transferability of the skills and the type of training or education planned
- **Other important WDTF Upgrades:**
 - Program for tracking outcomes and expenditures
 - Cross match system to track grantees and tax records
 - Grant application form and processes

Performance Quantitative Funding Model

Trainees	Average Annual Prior Wage	Average Annual Post Wage	% Wage Change	Employee Retention	Unverifiable Records	Cost Per Trainee
New Methodology (Post 2014)						
326	\$24,020	\$39,216	63.3%	60.4%	3.1%	\$2,468
Old Methodology (Pre 2014)						
7,618	\$40,700	\$44,828	10.14%	47.0%	17.1%	\$2,764

Summary of Findings

Evaluation (2010 – 2016) – Preliminary Results

- **Manufacturing is primary recipient (60.6 percent of trainees) in 2017 evaluation**
 - Admin & support services were primary recipient in 2012 evaluation
- **Data collection and record keeping have improved with Quantitative Funding Model**
 - 3.1 percent unverifiable records vs. 17.1 percent before new methodology
 - \$2,468 per trainee vs. \$2,764 before new methodology
- **63.3 percent were best performers in this report (40 percent were rated successful in 2012)**
- **\$34.1 million funding was authorized, \$19.7 million was paid (66 percent utilization)**

Additional findings will be published in full report

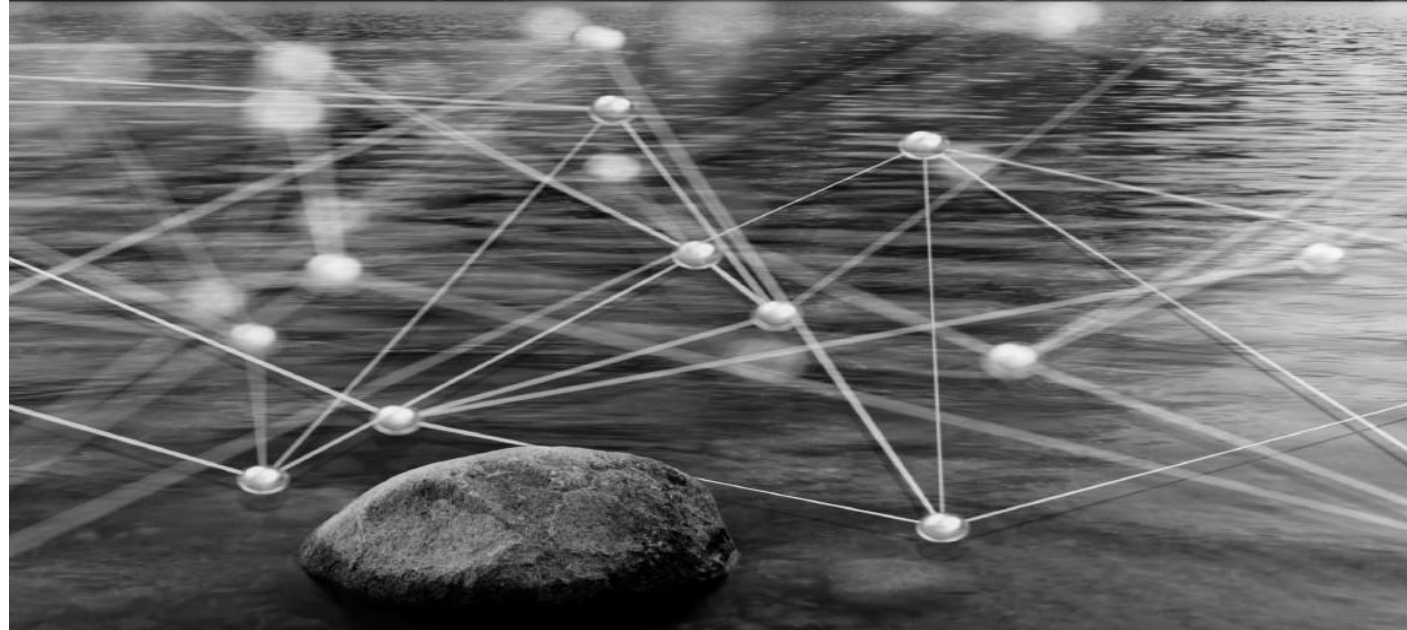
Recommendations

Evaluation (2010 – 2016) – Preliminary Results

- **Sector grants & micro-grants**
 - Establish performance metrics
 - Formalize a protocol for collecting data from educational institutions
- **Improve accountability**
 - Review performance expectations and data reporting obligations
 - Review data collection processes
 - Establish protocols to prevent training reimbursement for unverifiable records
- **Limit and standardize contract lengths**

Additional recommendations will be published in full report

IDAHO'S TECH SCENE



Set amid beautiful Idaho scenery is a thriving tech landscape, made up of novel start-ups and towering tech giants. Look closer and you find eager talent, willing capital and ready paths to market. Oh, and one amazing view.

208.917.5183 • info@idahotechcouncil.org



The New Economy

Idaho kNOWledge Report

- **Today's economy is:**
- **Knowledge-dependent**
- **Is global**
- **Is rooted in information technologies**
- **Is driven by innovation**

In the United States IT was responsible for two-thirds of total factor growth in productivity between 1995 and 2002 and virtually all of the growth in labor productivity.

What is Our Purpose?

Why define and study Idaho's knowledge based economy?

Knowledge-Based Economies are associated with:

- Knowledge-intensive and high-technology industries
- Highly-skilled, highly-educated and well-paid jobs that carry higher economic impacts.

Disruption Comes Quick

“Neither RedBox nor Netflix are even on the radar screen in terms of competition,” said Blockbuster CEO Jim Keyes, speaking to [the Motley Fool](#) in 2008. “It’s more Wal-Mart and Apple.”



Who is creating disruption in Idaho?



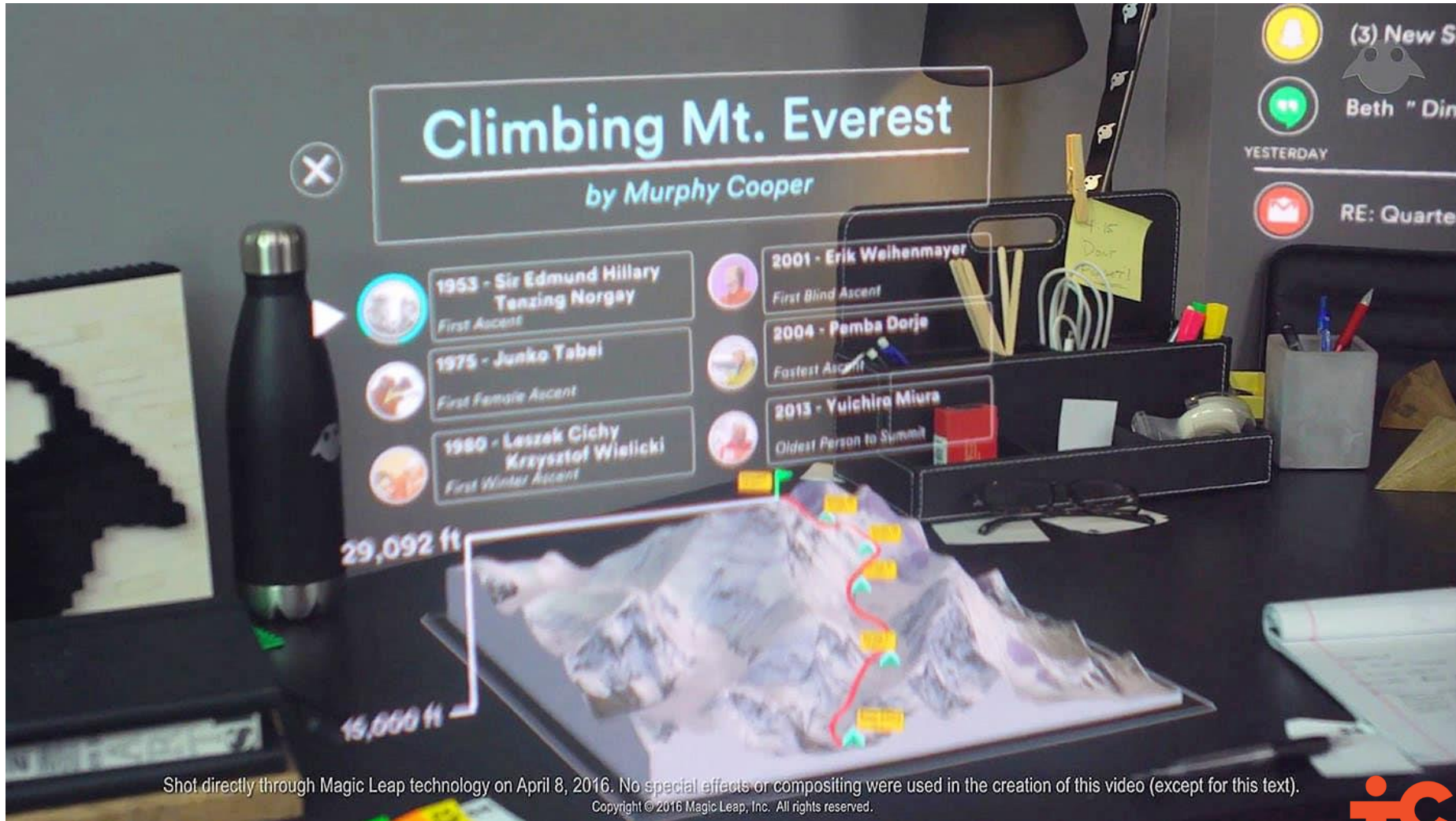
Disruptive Technology Trends



AI Fueled--Bots Usurp Apps



From Augmented Reality to Mixed Reality



Cybersecurity Wars



The Things Are Taking Over the Internet



Self Driving Vehicles On the High Street



Renewables and Clean Energy Diversify



Idaho kNOWledge Report

- <http://ncstir.com>

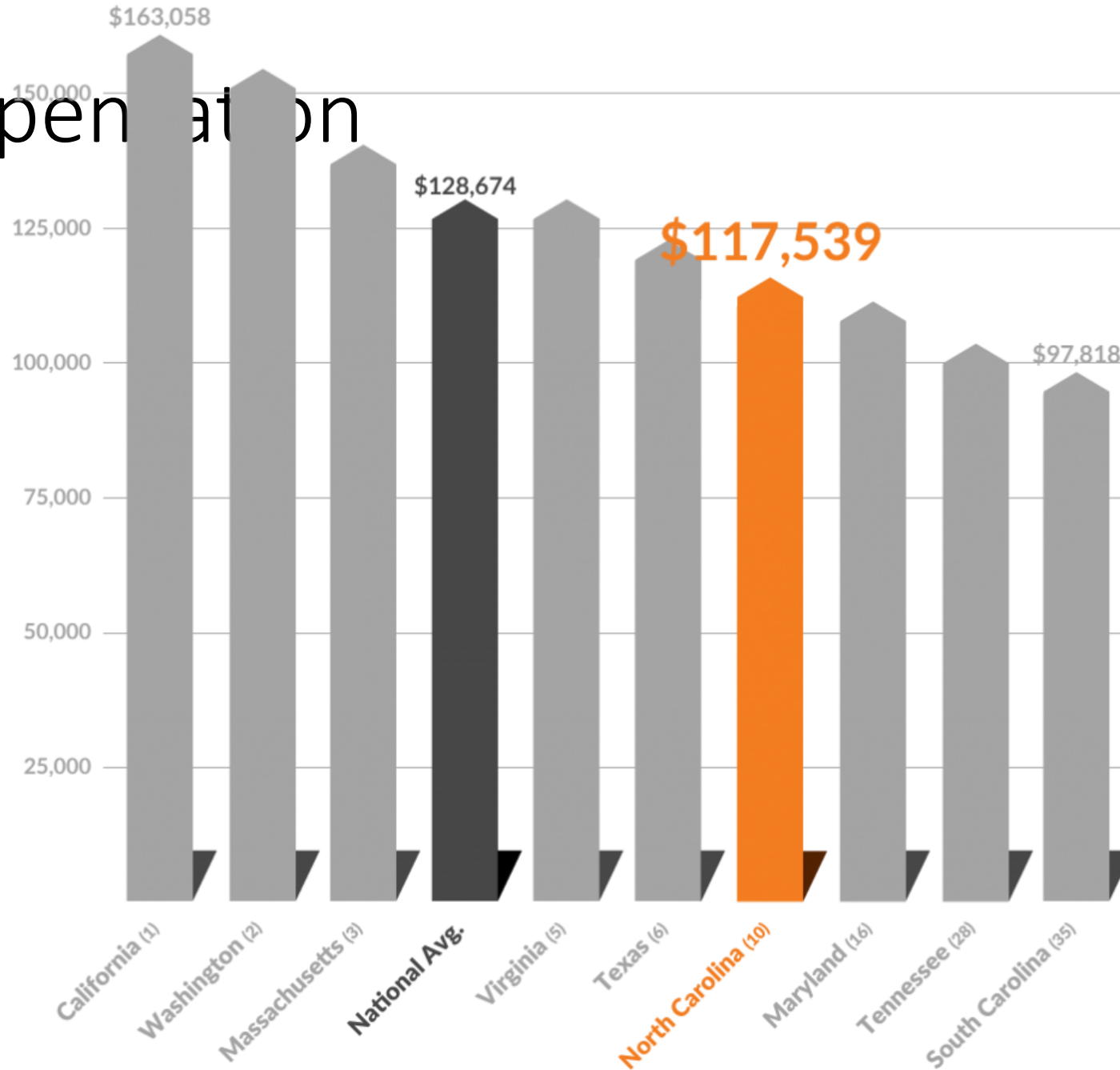


North Carolina

State of Technology

**2017 Industry Report
& Tech Directory**

Compensation





Defining the Knowledge Economy

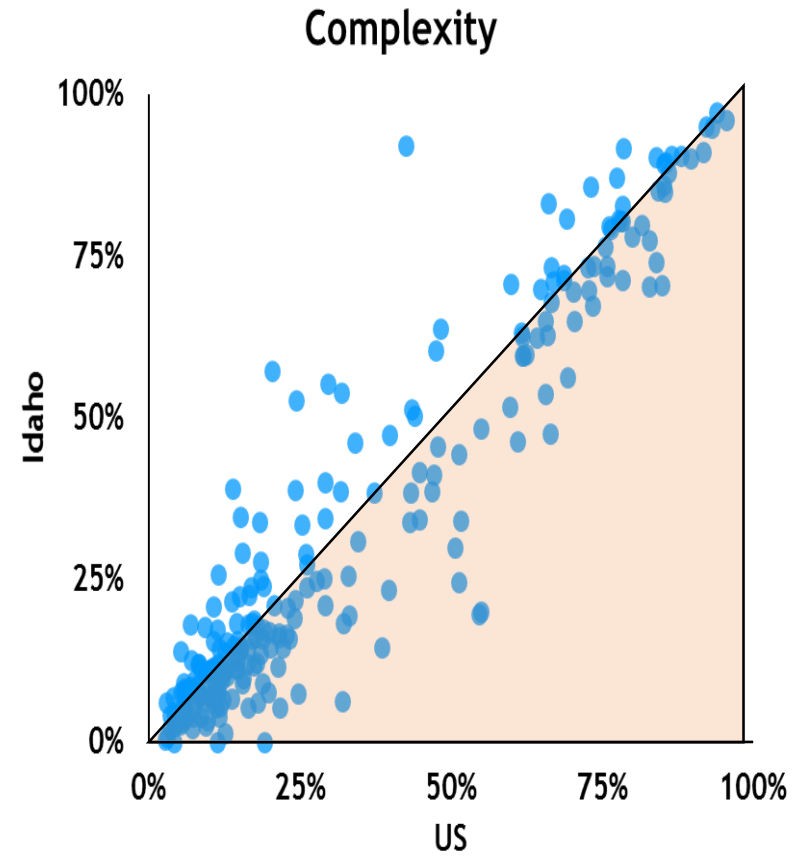
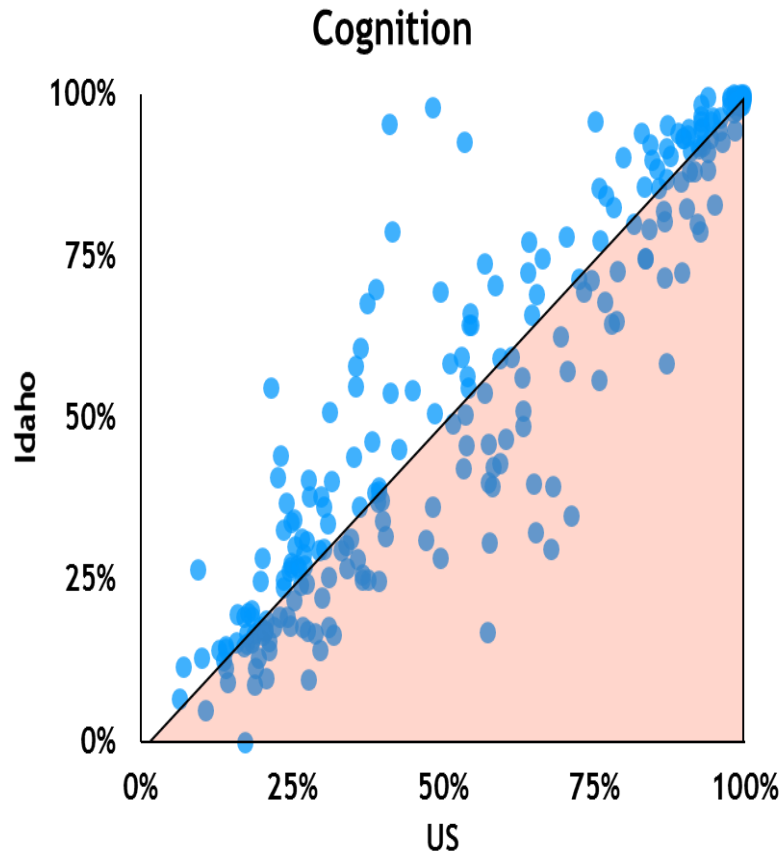
A Simple Taxonomy

	Manual	Cognitive
Routine	26.5%	25.9%
Complex	11.9%	35.6%



Knowledge Intensity in Idaho

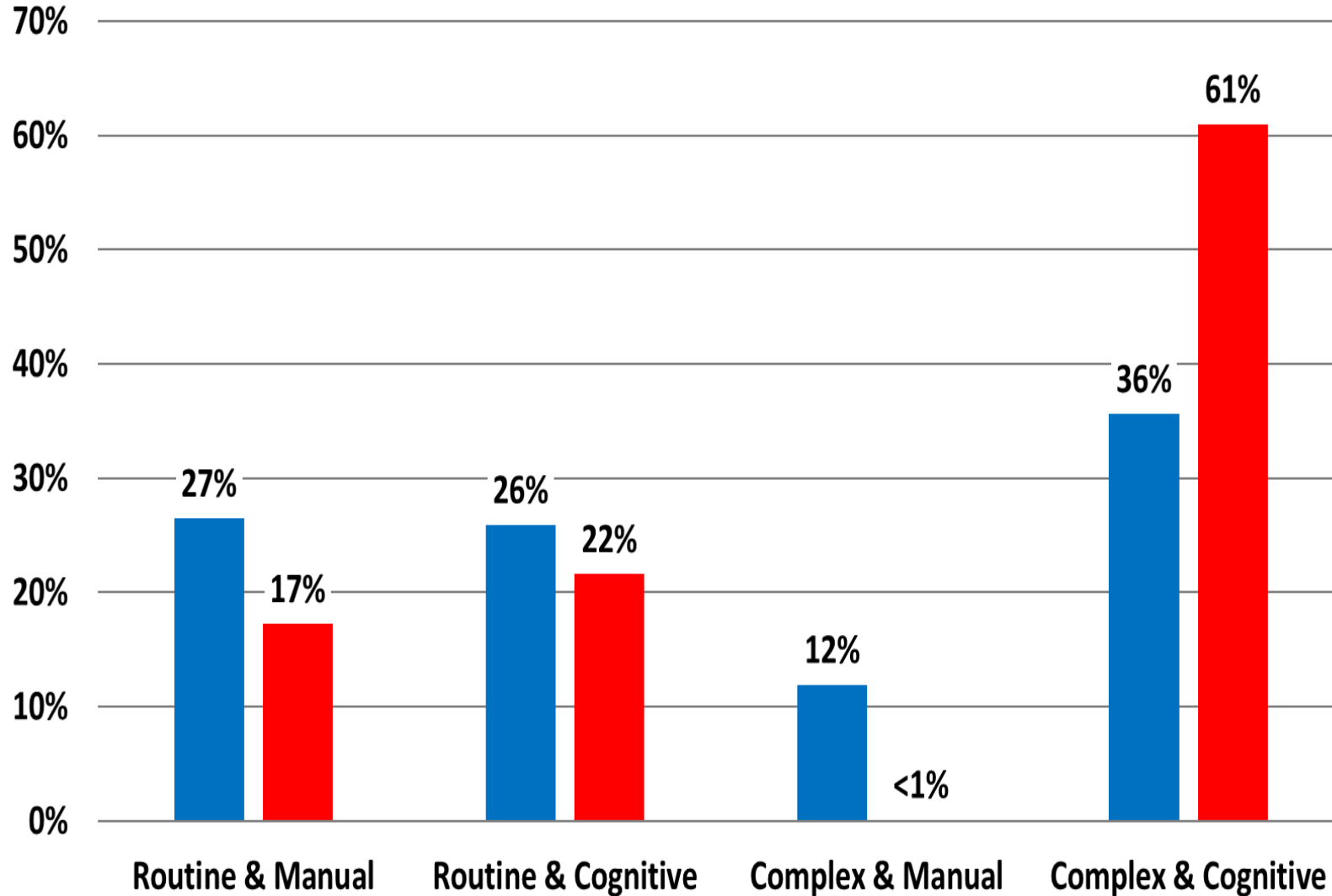
4-Digit NAICS





Share of Employment by Occupation Type

■ All Idaho Industries ■ High Tech Industries





IDAHO'S TECHNOLOGY PLATFORMS:

BUILDING ON THE STATE'S CORE COMPETENCIES

PREPARED FOR:

Idaho Commerce and Labor

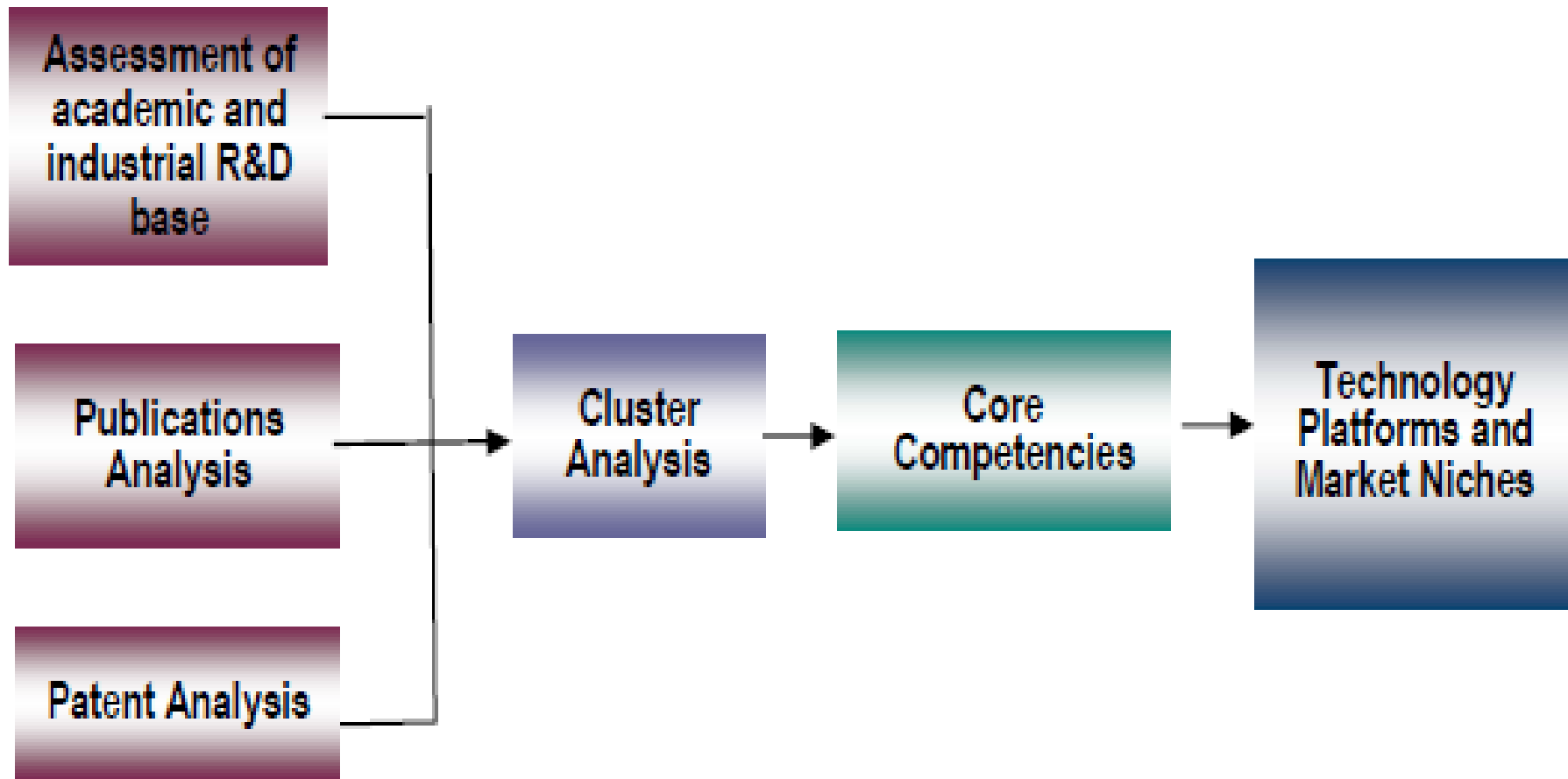
PREPARED BY:

Battelle

Technology Partnership Practice

November 2006

Figure ES-2: Methodology



Idaho Core Competencies

Power/Energy

**Agricultural/
Biosciences**

**New Materials/
Nanotechnology**

Imaging

Relevant Clusters

Alternative energy and fuels (High)
Engines and related devices (Medium)
Sensors, voltage regulators, and related electrical instruments (Low)
Thermal devices (Low)

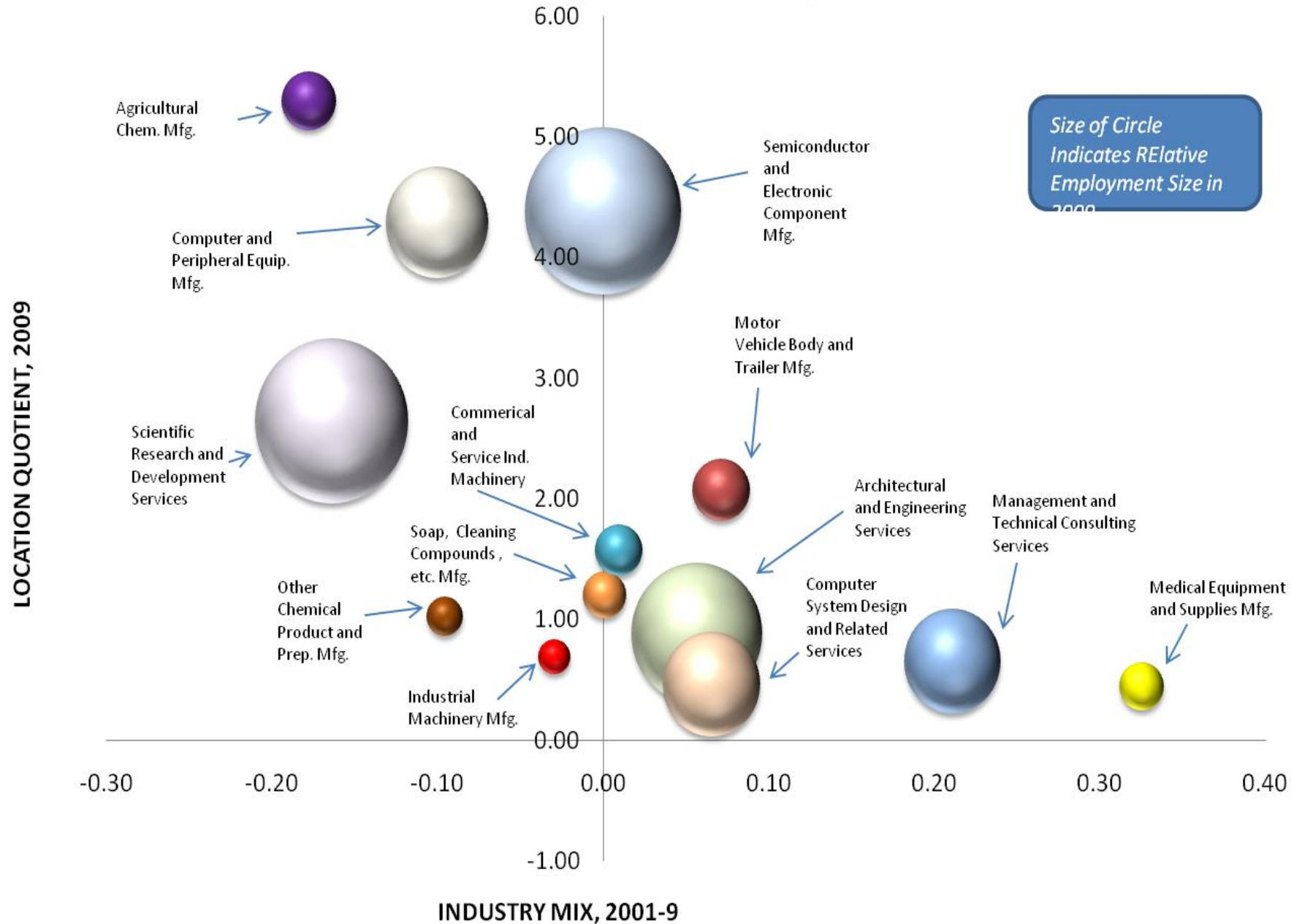
Ag-Bioscience (High)
Biochemistry/molecular biology (High)
Biomedical (High)
Climatology and earth sciences (Medium)

Advanced materials coatings & related applications (High)
Metallochemistry & powder metallurgy (High)
Semiconductors, memory & other computer components (Medium)

Imaging (High)

From Research Clusters to Core Competencies

FIGURE 1. Idaho's High Technology Industry Employment by Export Orientation and Industry Mix





The 2008 State New Economy Index



Benchmarking
Economic
Transformation
In the States

KAUFFMAN
The Foundation of Entrepreneurship

Kauffman Foundation–The Foundation of Entrepreneurship. Benchmarking Economic Transformation in the United States

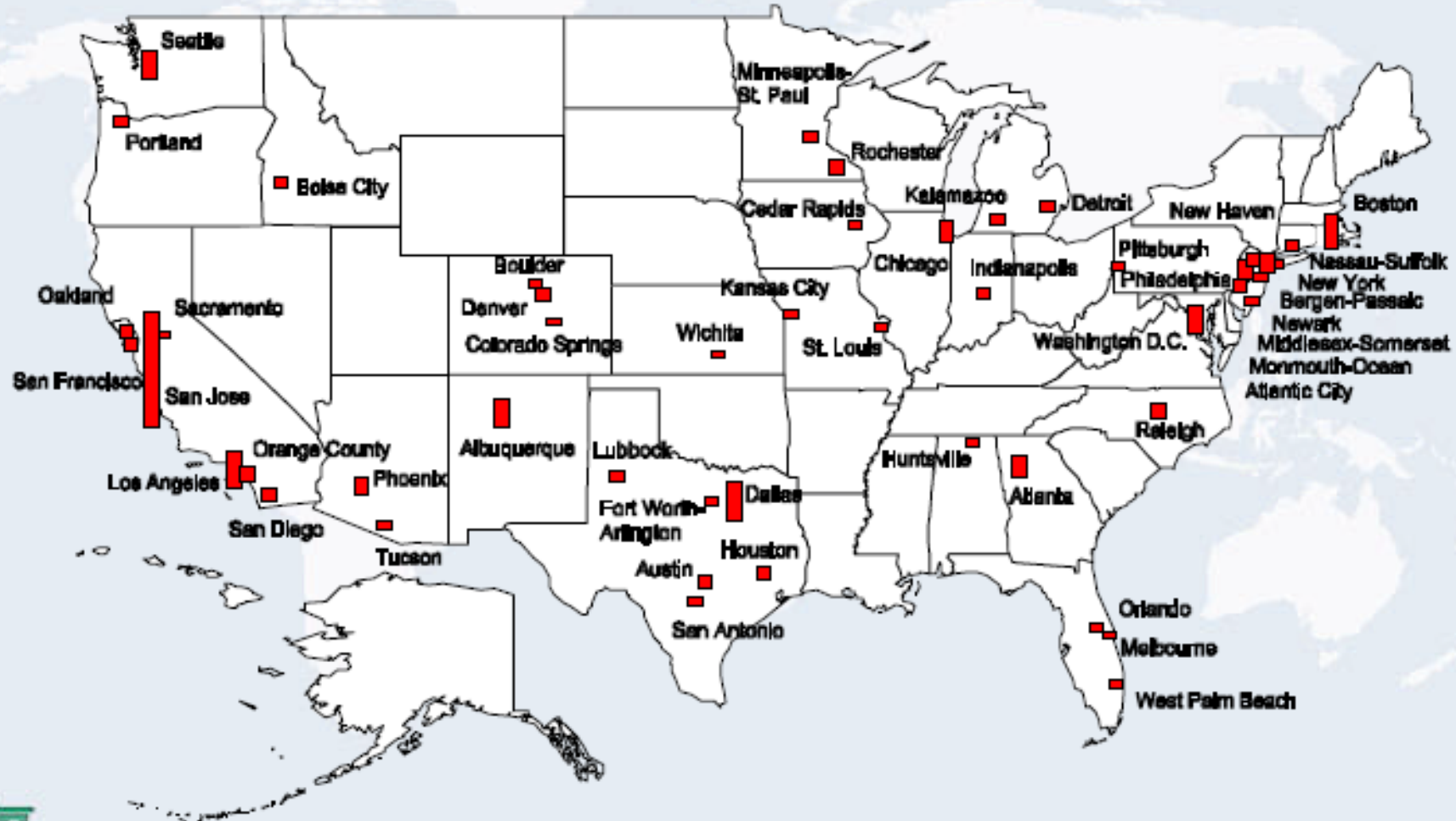
<u>2008</u> <u>Ranking</u>	<u>2008</u> <u>Score</u>	<u>State</u>	<u>1999</u> <u>Rank</u>	<u>2001</u> <u>Rank</u>	<u>2007</u> <u>Rank</u>	<u>Change From</u>	
						<u>2002</u>	<u>2007</u>
• 26.	55.6	Idaho	23	20	24	-6	-2
• 2	81.9	Washington	4	4	4	2	2
• 12	67.7	Utah	6	16	12	4	0
• 15	63.8	Oregon	15	13	17	-2	2
• 20	60	Arizona	10	15	22	-5	2
• 25	56.7	Nevada	21	31	27	6	2
• 40	46	Montana	46	41	42	1	2
• 50	29.9	Mississippi	50	50	49	0	-1

www.kauffman.org

Milken Institute Tech Poles

Composite Index

August 11, 1999

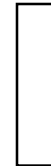


MILKEN INSTITUTE

Milken institute

North America's High-Tech Economy: The Geography of Knowledge-Based Industries

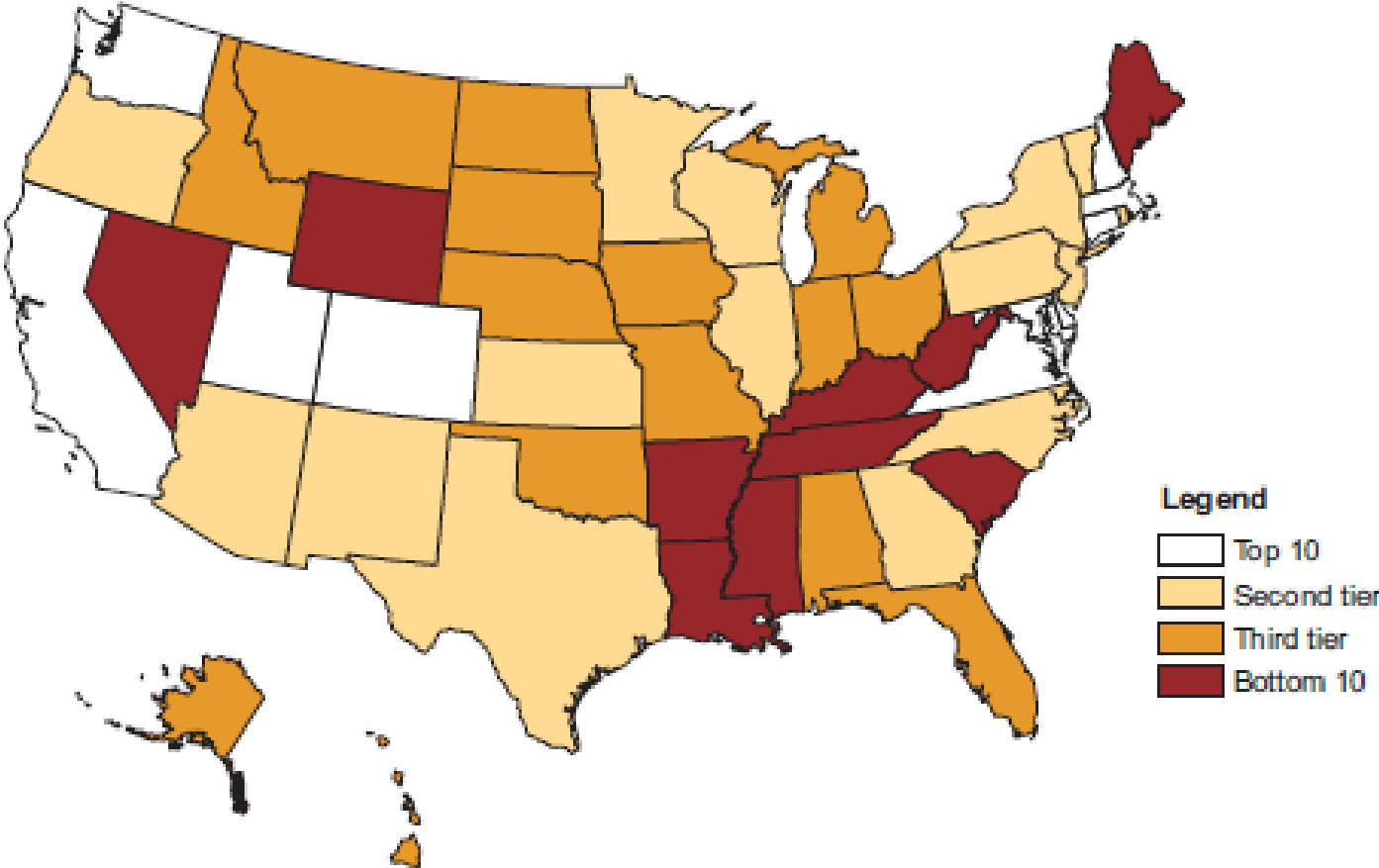
2007 rankings: Idaho (BOISE) was not mentioned.



State Technology and Science Index 2010 Milken

institute, January 2011

Figure 1. State Technology and Science Index Map
2010



MANUFACTURING JOBS IN U. S.

PRIVATE JOBS

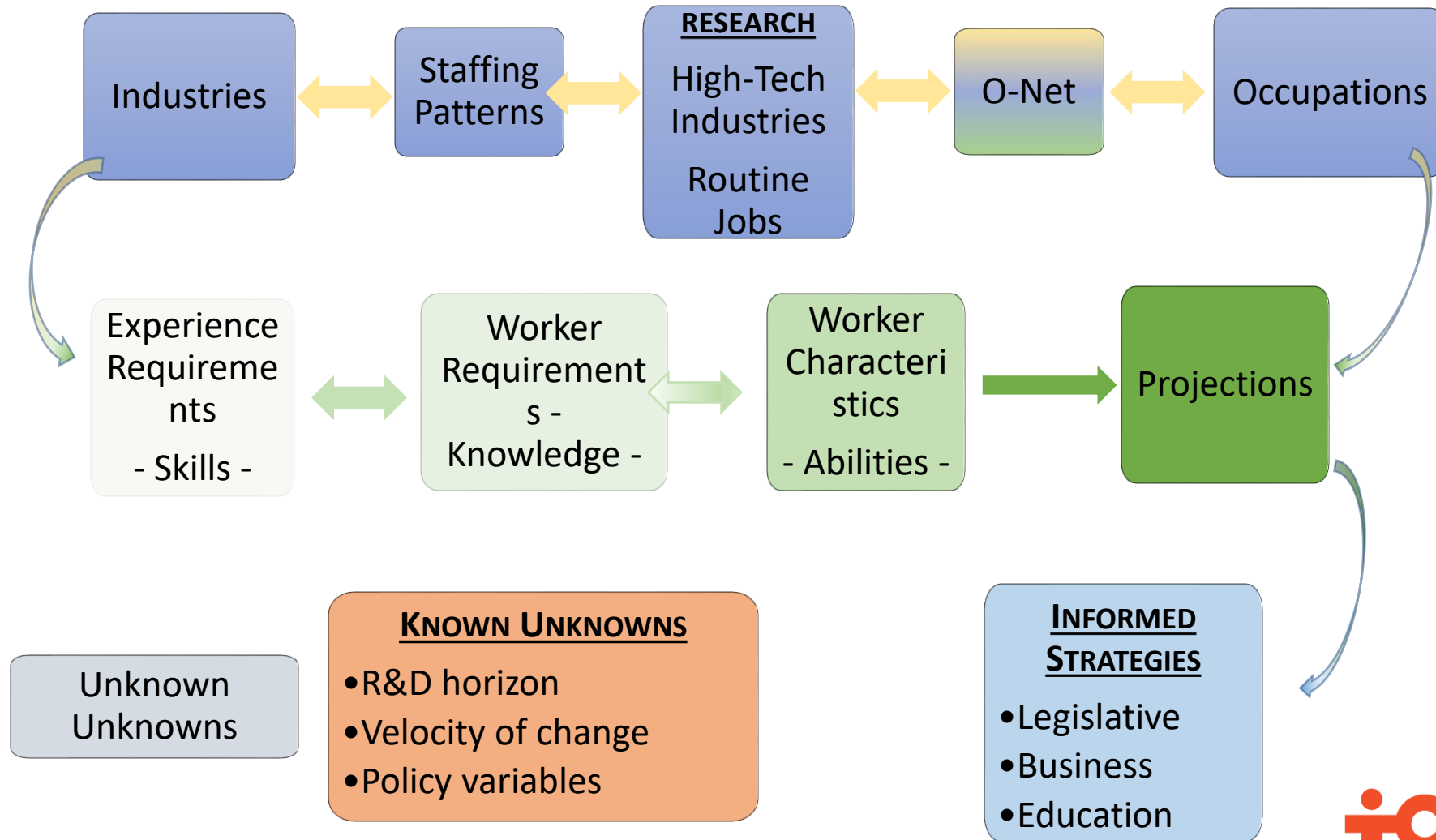
- 1960 15 million
- 2010 11.5 million

GOVERNMENT JOBS

- 1960 8.7 million
- 2010 22.5 million

Source: Wall Street Journal

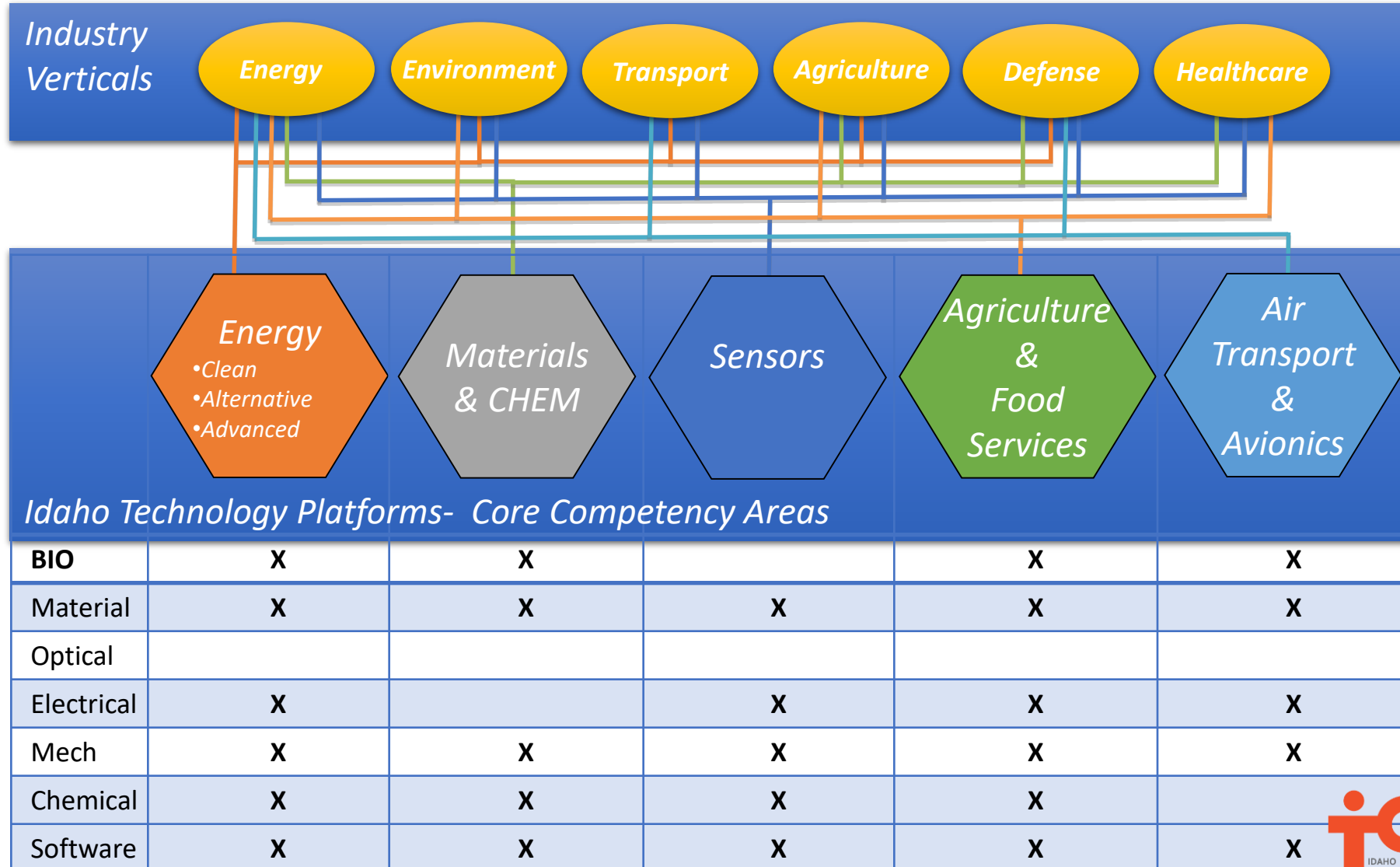
Knowledge Economy Research Paradigm



Idaho kNOWledge Report



Idaho Technology Platforms with Innovation Clusters



Idaho kNOWledge Report

- **Idaho has the second-fastest growing tech sector in the nation!**
- **Fastest growing Software Industry as a percent of state GDP**

Idaho kNOWledge Report

a dashboard to help IWDC and Industry to gain synergies



Idaho kNOWledge Report will Drive Industry

“Drive thy business or it will drive thee.”

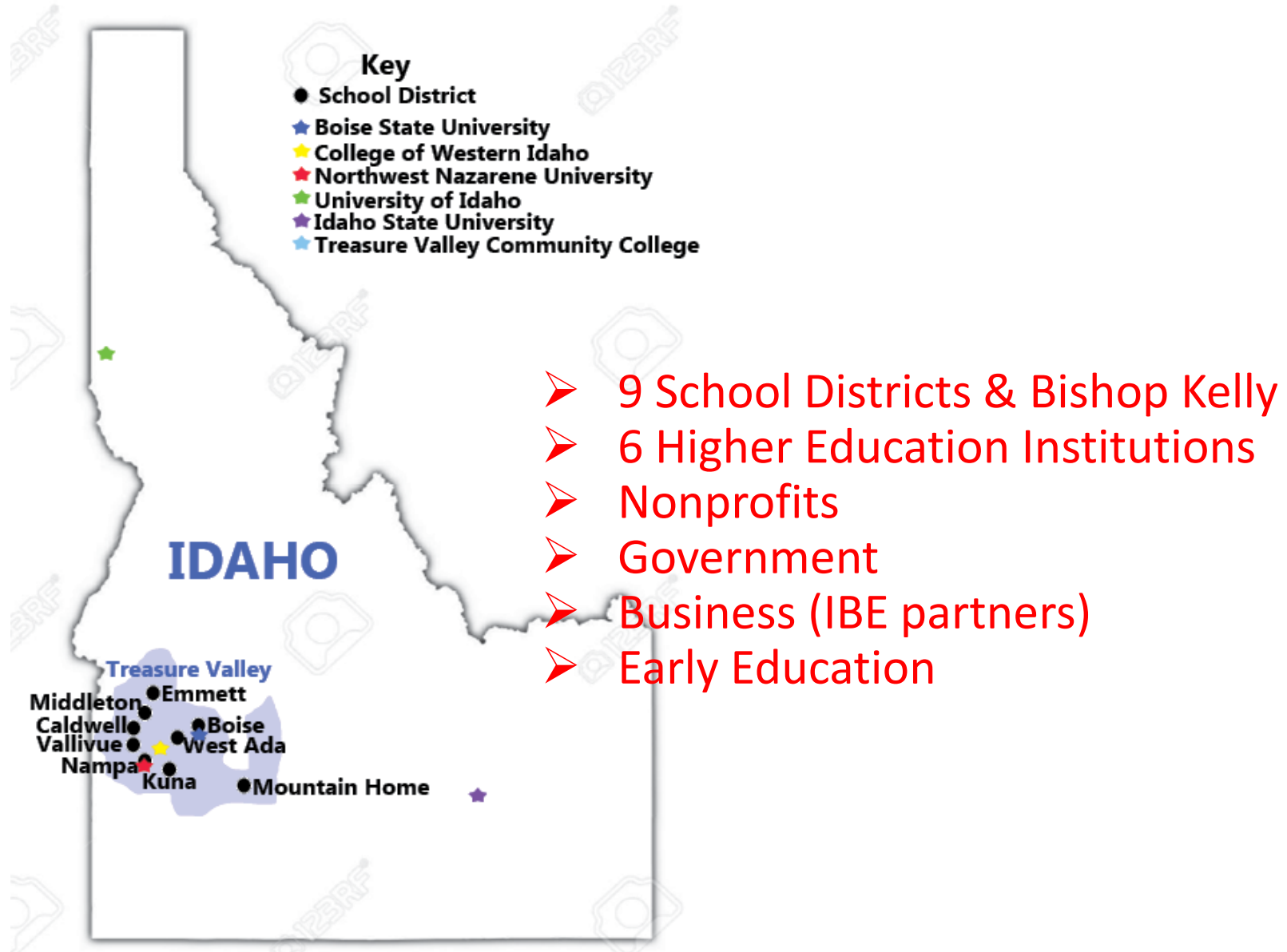


-Benjamin Franklin



- ✓ Connect the community
- ✓ Address local education needs
- ✓ Create a shared vision for change
- ✓ Align resources
- ✓ Field test practices (that can be scaled)
- ✓ Use data as a flashlight to guide efforts/track progress
- ✓ Empower students!

TVEP's Footprint



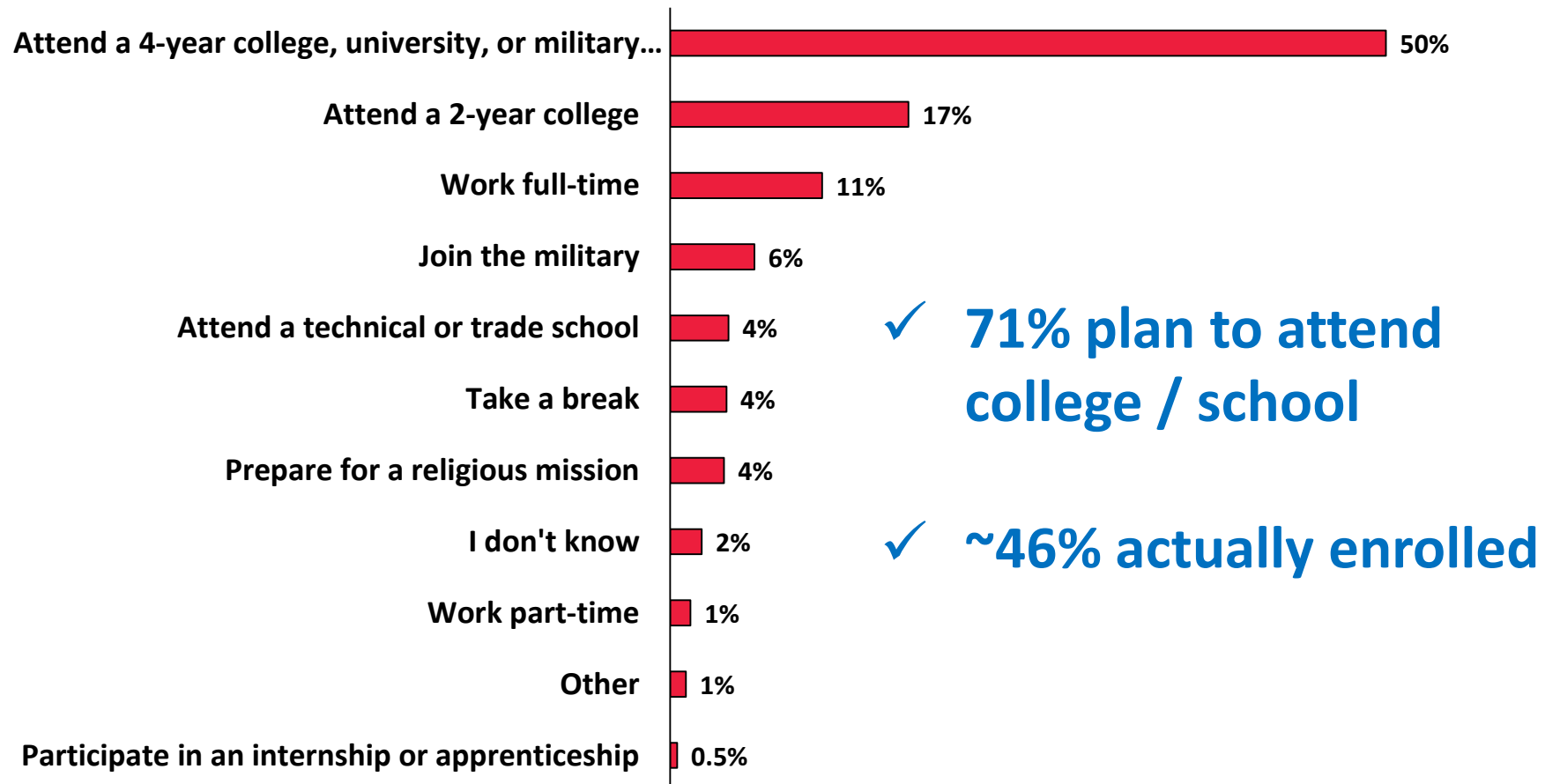


Beyond High School Working Group: Senior Exit Survey

Class of 2015	Class of 2016	Class of 2017
3,368 total responses	5,433 total responses	3,546 total responses
55% completion rate from participating schools	75% completion rate from participating schools	77% completion rate from participating schools
6 districts and Bishop Kelly High	All 9 districts and Bishop Kelly High	8 districts Bishop Kelly High (West Ada did not participate)

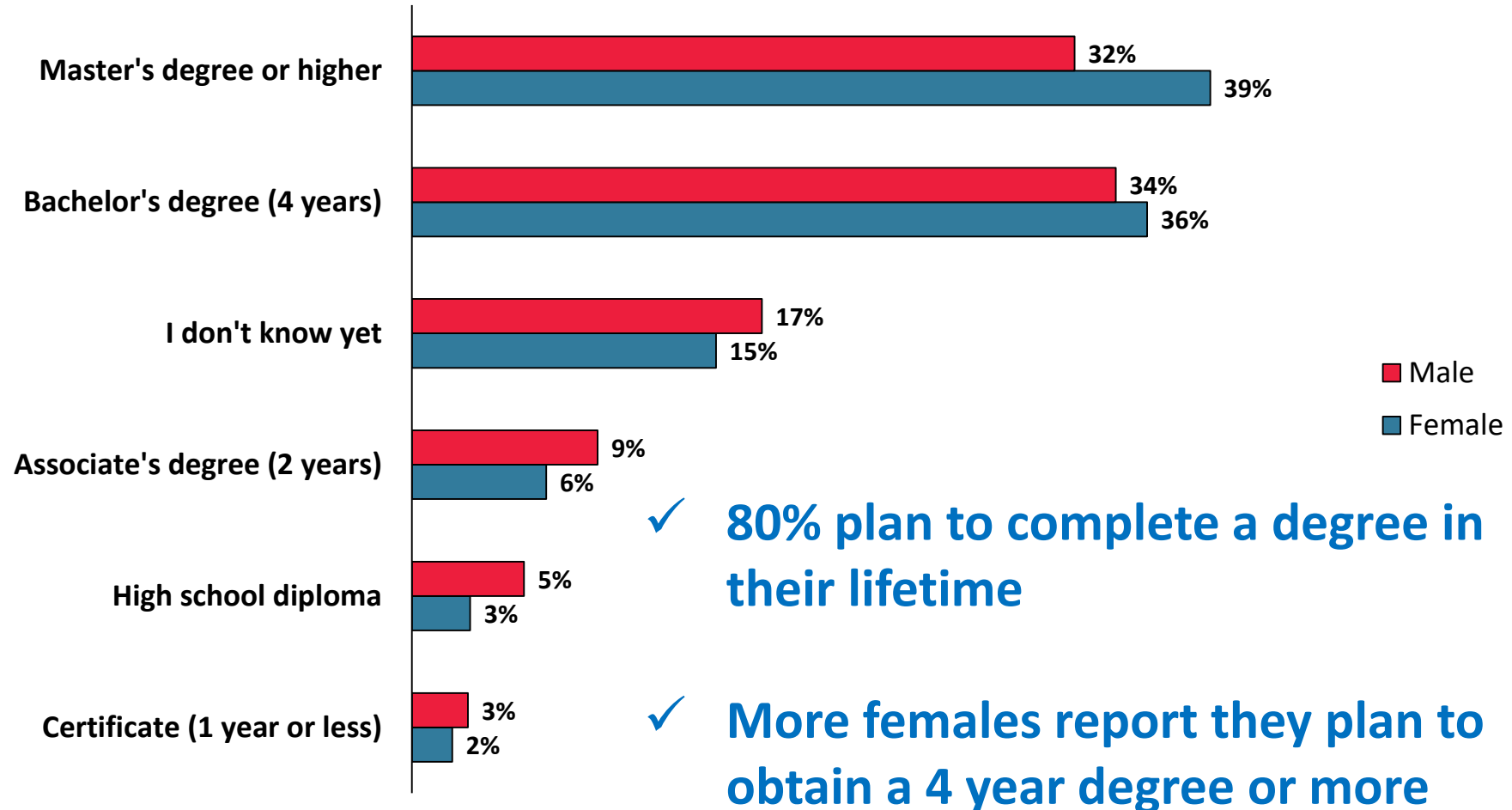
Students' Fall Plans

Which of the following BEST describes your plans after high school (Fall 2017)? (n = 3,537)



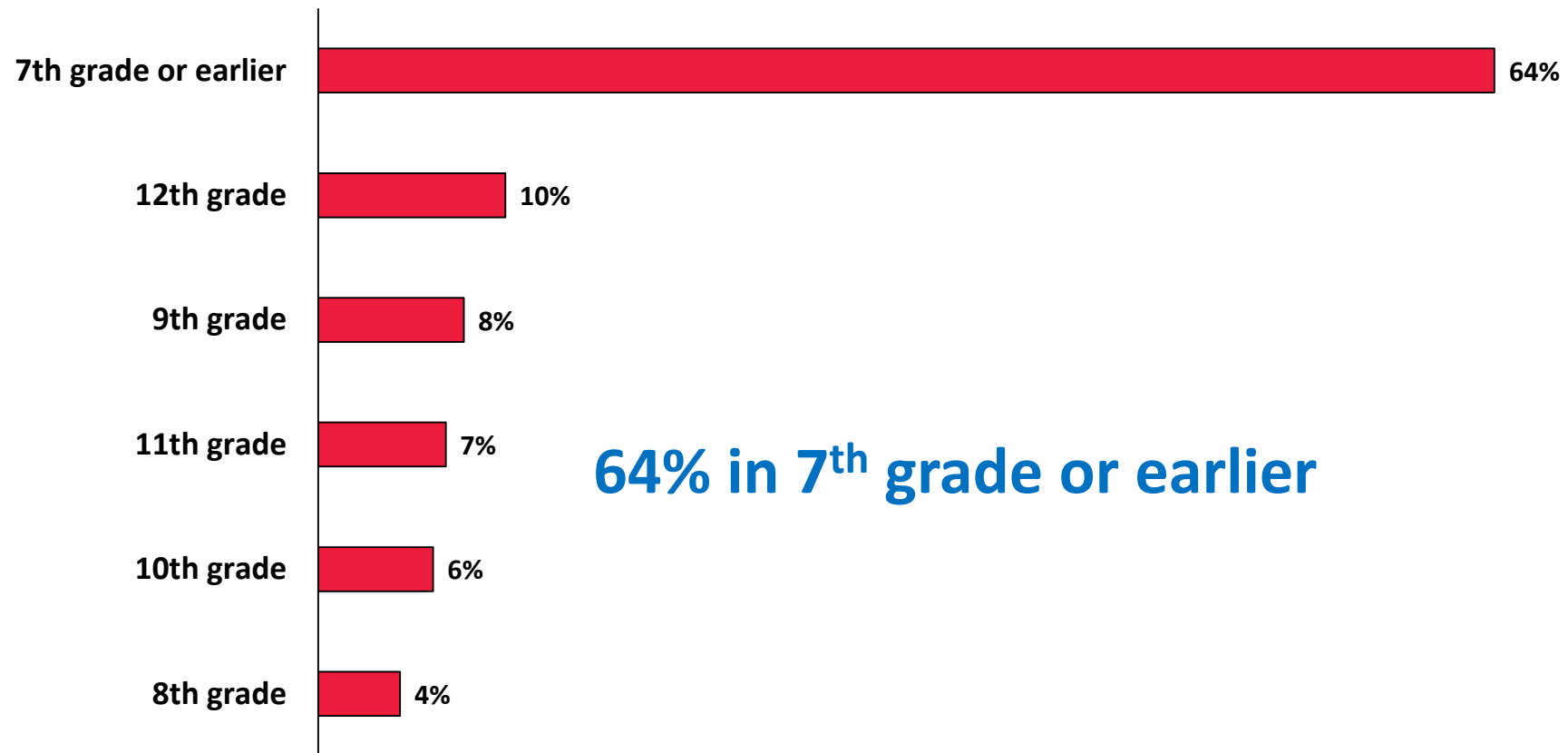
Lifetime Education Goals

What is the highest level of education you plan to complete in your lifetime? (n = 3,405)



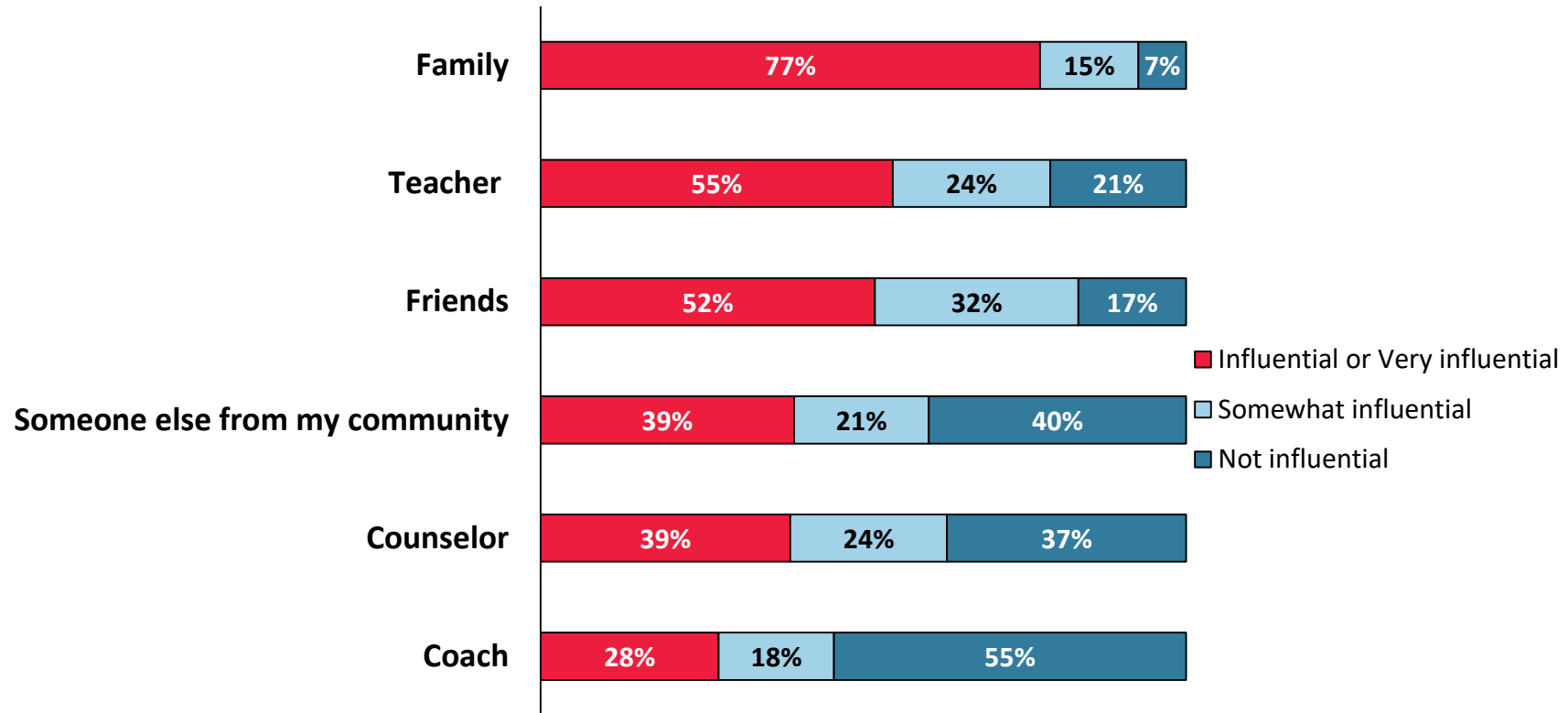
Deciding To Go On

When did you decide you were going to continue your education after high school? (n = 2,441)



Influential People

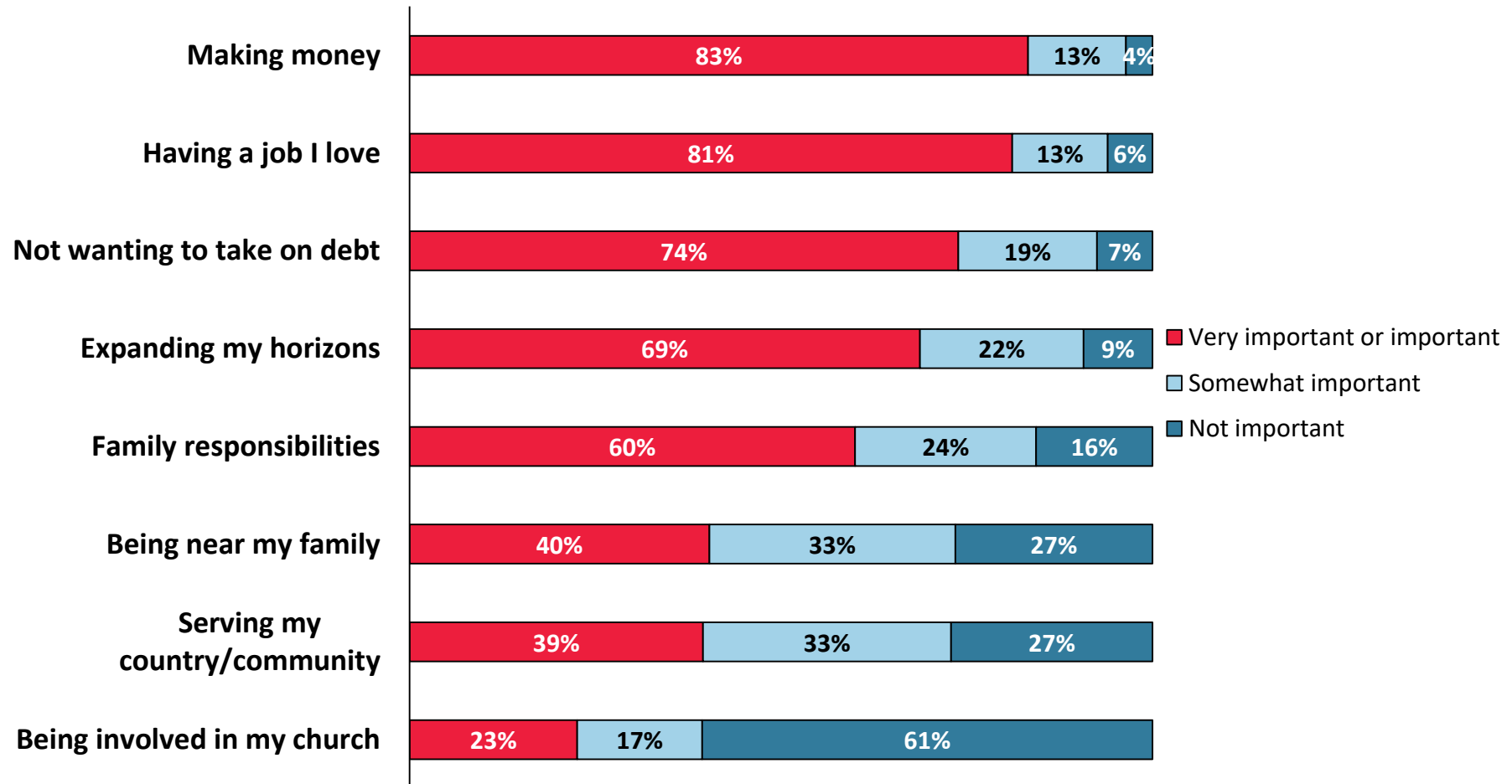
When deciding what to do after high school how influential were the following people? (n = 3,513)



“Other” answers fell mostly into the provided categories, except n=41 indicated “self” or “personal goal”.

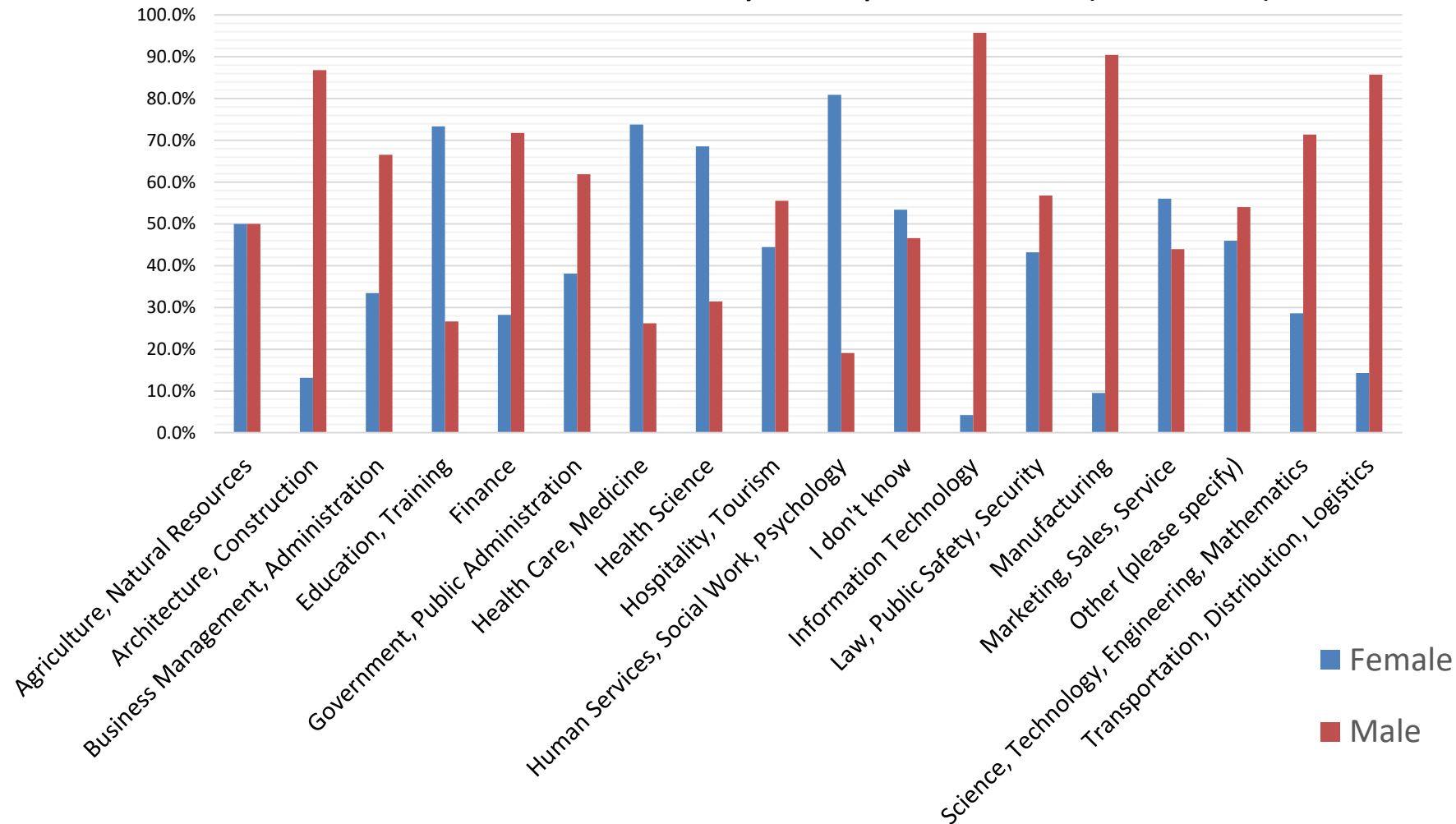
Important Factors

How important were the following factors when you were deciding what to do after high school? (n = 3,485)



Career Fields of Interest

In what career field do you hope to work? (n = 3,475)





Key Take-Aways

- Discrepancy between what students' report they plan to do and what they actually do in the fall
- 80% plan on some form of postsecondary education in their lifetime
- Hispanic students are ~ 2x more likely to report the highest level of education they plan to complete is a certificate or two year degree
- 76% are making their education decisions before 9th grade
 - Hispanic students report they are making this decision later
- 77% identified their family as the primary influencer



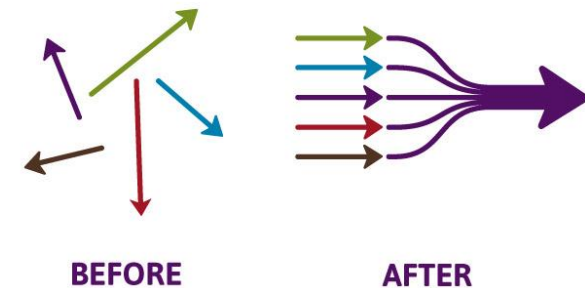
Future Opportunities

- Continue to collect actionable data to help inform TVEP working groups, schools and policy
- Utilize student data to target interventions, supports and messaging
- Potential to implement statewide and analyze trends
- Deeper analysis of current data (year over year findings, cross tabs, comparisons, etc.)



Beyond High School Working Group: What's next?

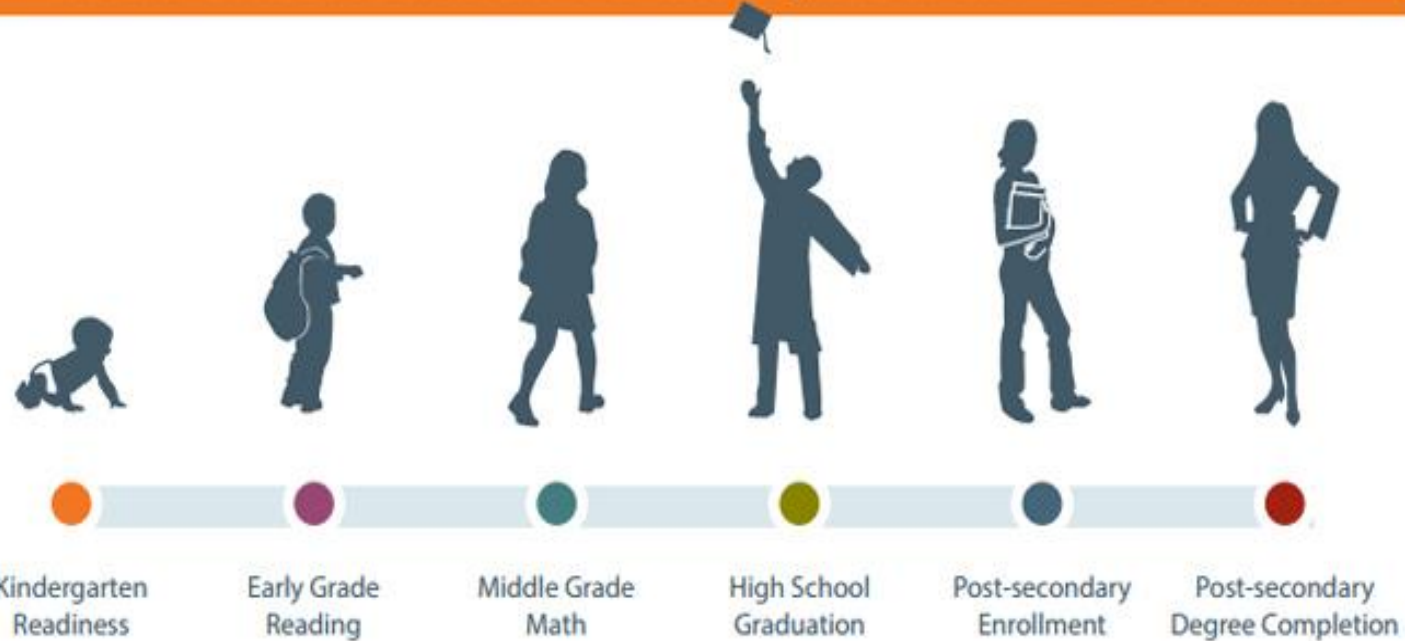
- Implement Senior Exit Survey in 2018
- Assess workforce development landscape
 - Review local/national better practices
 - Create common definitions
 - Look for opportunities to align



- Co-create strategies (industry and education partnerships with a career readiness focus)

Questions?

IMPROVING EDUCATION OUTCOMES, FROM CRADLE TO CAREER



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208-364-4609

Strategy

THE COUNCIL



Executive Director



Administrative Assistant

Alignment

- Industry Partnerships
- Workforce Development Training Fund
- Workforce Innovation & Opportunity Act



Industry Liaison



Grant Manager

Outreach

- Connecting Education to Careers
- Public Engagement
- Career Advising



Public Information Officer

Committee Proposal

