



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

TRANSMITTAL #5

October 25, 2017

TO: Workforce Development Council

FROM: Rogelio (Roy) Valdez, Deputy Director
Idaho Department of Labor

SUBJECT: Phase 2 Idaho WIOA Transition Eligible Training Provider Policy and Procedures

ACTION REQUESTED: Adopt criteria for approving WIOA Eligible Training Providers

REFERENCE: WIOA Sec. 122, TEGL 41-14,
WDC 1-13-2016 WIOA Transmittal #4

ATTACHMENTS: Attachment #1: Eligible Training Provider List Policy
Attachment #2: Eligible Training Provider List Procedures
Attachment #3: Idaho Occupations in Demand
Attachment #4: Eligible Training Provider List Statutory Criteria

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) requires states to approve training providers before funds can be used to pay for occupational training. The Idaho Workforce Development Council as the Governor's designated authority for WIOA is charged with developing the process for determining how training providers may qualify for inclusion on Idaho's Eligible Training Provider List (ETPL).

The WIOA requirements for the Eligible Training Provider List are significantly more stringent than Idaho's past and current Eligible Training Provider policies. Furthermore, the law requires standards based on performance criteria that will not be available until July 2018.

In October 2015 and with slight modifications in January 2016, the Workforce Development Council approved a WIOA Transitional Policy for Eligible Training Providers. This policy remains in effect.

IMPLEMENTATION UPDATE:

Under the former Workforce Investment Act, the U.S. Department of Labor granted waivers to States allowing them to abstain from the administrative requirements for annually renewing providers on the ETPL. Although WIOA increased the administrative requirements, it reduced the time frame for renewing existing providers to every two years and USDOL has denied requests for waivers under WIOA.

The Idaho Department of Labor, as the designated entity for maintaining the ETPL, has struggled to find the capacity to undertake the additional requirements for collecting and processing the information required for determining initial and continued eligibility. The Idaho Department of Labor's Administration Services Division recently submitted a request to hire an ETP Coordinator position to its human resource administration. There is no timeline on when this hire will occur, but it is anticipated this position will undertake subsequent eligibility review in December 2017.

Since May, IDOL has piloted implementing ProviderLink, a component of its comprehensive case management and information system created by America's Job Link Alliance. ProviderLink allows training providers to data enter all of the institution and program information required by statute. An IDOL staff member can then review the submissions and either approve or deny the program for WIOA eligibility. The pilot has proved successful and staff recommend changing the application procedure to include this process.

Concurrently with implementing ProviderLink, IDOL and the State Board of Education have worked on developing a mechanism to produce the required federal performance reports for the training providers. IDOL and SBOE staff have drafted a guide that instructs training providers on how to register for both ProviderLink and the SBOE SFTP portal.

ETP ELIGIBILITY CRITERIA:

Because ProviderLink collects all of the required information and a dedicated staff person will be able to apply it to program applications, the ETP Coordinator may now enforce specific criteria needed in order to approve or deny submitted programs.

The existing ETPL policy references the following criteria:

Program of training leads to a high-growth/high-demand occupation* with a minimum entry wage of \$10/hour.

*Appendix A provides a list of such high-growth/high-demand occupations based on Idaho labor market information.

Note: WIOA participants will be encouraged to select training for an occupation that

pays at least \$12/hour.

Program of training provides a high quality experience, including leading to a recognized postsecondary credential.

High quality training experience may be identified by:

- Physical facilities and/or tools appropriate to meet instructional and skills assessment needs;
- Reportable skills gain measured by assessments;
- Industry endorsement;
- Not having a high dropout rate and/or high student loan default rate and/or poor job placement rate; and
- Preferably has regional or national accreditation.

Note: WIOA participants will be encouraged to select training that leads to an industry-recognized postsecondary credential.

The next two sections provide a brief examination of the existing programs on the Idaho Eligible Training Provider List and staff recommendations for policy updates.

Occupation of Training

To inform recommendations on criteria, staff reviewed the information submitted and entered for the 675 programs on the current ETPL. For those programs that submitted an occupation code (Standard Occupational Classification or SOC code), 353 match the occupations on the list Idaho 2015 Occupations in Demand.

Number of Programs	In-Demand
353	Leads to an Idaho Demand Occupation
217	Not linked to an occupation
105	Do NOT lead to an Idaho Demand Occupation
675	TOTAL

Former Chief Research Officer at the Idaho Department of Labor created the Idaho 2015 Occupations in Demand list by combining a variety of sources such as the published labor market information on jobs and wages and input from employer interviews and subject matter experts from the Idaho Department of Labor local offices. The resulting list contains 362 out of approximately 700 occupation codes used in the state. A subset of the list is provided on Attachment #3 and the entire list can be found online: https://labor.idaho.gov/WIOA/ETP_Occupations-2015.xlsx. This list can be updated by the Research and Analysis Bureau every two years in June.

When the WIOA Transition ETPL policy was first implemented in December 2015, providers completed short forms that provided minimal information about their programs. The programs were briefly reviewed and data entered into an Excel spreadsheet. Because of the large number of programs to process and the unfamiliarity of the providers with occupational codes, providers were not required to verify the occupation of training, but allowed to use course classification codes (Classification of Instructional Programs or CIP codes) instead.

As a result, 217 programs have a CIP code instead of a SOC code. There are 105 programs with an occupation code that does not correspond to an Idaho Demand Occupation. Most of these trainings are for low-wage occupations, such as CNA, cosmetologist, or pet grooming. Some of the programs have occupations that are coded incorrectly. There are also a few Career-Technical Education programs that don't lead to occupations on the Idaho Demand Occupation list.

Staff performed a separate analysis of WIOA participant training occupations in Attachment #3. These occupations are data entered by WIOA career planners and may not always correspond with the SOC code provided by the ETPs. This analysis shows that 20 percent of the 555 WIOA participants are training for a non-demand or low-wage occupation. However, over half of those participants are training for a high-demand, but low-wage healthcare related occupation such as Certified Nursing Assistant.

Staff Recommendation- Use the Idaho 2015 Occupations in Demand list as the primary criteria for determining whether a program of training is suitable for WIOA occupational skills training.

Because the published occupational wages can lag the current market wages, staff suggest creating the following exception in the cases where the occupation of training is not found on the Idaho 2015 Occupations in Demand. The training provider is allowed to submit a letter from an employer stating that they will hire an individual completing the program at a wage greater than \$10/hour. Collecting a letter from an employer is also consistent with the WIOA requirement for training providers to demonstrate how they are in partnership with employers.

The Workforce Development Council may also decide to allow trainings for occupations within a targeted industry sector.

Credential

All WIOA participants who receive classroom instruction for occupational skills training are counted within the "Credential Attainment" and "Measurable Skills Gain" performance measures. WIOA defines receiving a recognized postsecondary credential as an industry-recognized certificate or certification, certificate of completion of an apprenticeship, a license recognized by the State involved or Federal government, or an associate or baccalaureate degree.

WIOA does not count certificates of completion (except for apprenticeships) toward the credential attainment performance measure. Certificates must document measurable technical or industry/occupational skills. Graduate degrees also do not count as credentials for WIOA Title I.

Staff reviewed the credentials offered for the programs on the current ETPL. The credentials varied widely, though the most commonly reported credentials are listed in the table below.

Number of Programs	Credential
173	Certificate of Completion
206	Associate Degrees
88	Technical Certificates – Not counted in Associate
65	Bachelor Degrees
19	Licenses
9	Registered Apprenticeships
115	Other credential

The WIOA statutory criteria for training program eligibility does not require the training provider supply a student a recognized postsecondary credential for completion of the training, nor does it require that completion of the training program allow for a student to be eligible for a recognized postsecondary credential from a third party.

As a result, 173 programs provide certificates of completion as the program outcome. Unless these certificates of completion allow a student to apply for a third-party certification, the student will count as a failure in the credential attainment measure. Students obtaining graduate degrees must also obtain a license or third-party certification for credential attainment.

In additional to the credential attainment measure, all WIOA training participants are subject to the measurable skills gain performance measure. Measurable skills gains are reported through objective assessments, i.e., tests proving mastery of the material or documentation of skills gained to a third party.

Staff Recommendation- Staff recommend that training program providers identify the WIOA-defined credential provided directly from their entity or the industry-recognized certificate provided by a third party that program completers are eligible to obtain.

Recognizing that not every program on the eligible training provider list will lead to a WIOA-defined credential, staff also recommend allowing programs to demonstrate they can provide measurable skills gains to students via an objective assessment. The assurance of a measurable skills gain will eliminate programs that provide certificates of completion for attendance only and ensure a high quality training program.

Concluding Recommendation:

The Workforce Development Council may set any criteria it deems appropriate for Eligible Training Providers, provided it does not prevent consumer choice. The AJLA case management and information system will allow a dedicated ETP staff person the opportunity to collect the pertinent information for enforcing criteria and reporting results back to the WDC. The brief analysis in this transmittal was made possible by a partial implementation of the AJLA system. Staff will be able to provide regular reports of any policy application going forward.

Staff recommend the Council accept updated Idaho WIOA ETP Application procedures in Attachment #2 requiring training providers to use the AJLA ProviderLink module to submit their program applications.

Staff recommend the Council review the information in Attachment #3 and suggested policy updates regarding occupations and credentials. The proposed policy outlined in Attachment #1 includes the allowance of an employer statement on wages, but it doesn't not include any language about allowing targeted industry sector occupations. The attached policy is also updated to include references to WIOA-defined credentials and measureable skill gains. The Council may accept or amend the proposed policy.

Staff Contacts:	Primary:	Cheryl Foster (208) 332-3570, ext. 3213 Cheryl.Foster@labor.idaho.gov
	Secondary:	Rico Barrera (208) 332-3570, ext. 3316 Rico.Barerra@labor.idaho.gov

Idaho Phase 2 Transition Policy for WIOA Eligible Training Providers

Proposed October 25, 2017

References:

WIOA Section 122

USDOL ETA Training And Employment Guidance Letter WIOA No. 41-14

USDOL ETA Training and Employment Guidance Letter WIOA No. 10-16, Change 1

20 CFR §§ 680.400 – 680.530

Idaho WIOA Transition ETPL Policy January 13, 2016

Summary of Phase 2 Changes:

Policy:

WIOA-compliant definition of training program outcome and credential

Waiver for programs providing training for occupations not in demand

Procedures:

Updated requirements for Equal Employment Opportunity compliance

New application and information request process

Introduction:

The Workforce Innovation and Opportunity Act (WIOA) requires states to approve training providers before funds can be used to pay for occupational training. The Governor (via the Idaho Workforce Development Council) is charged with developing the process for determining how training providers may qualify for inclusion on Idaho's Eligible Training Provider List (ETPL).

This policy is intended to be Phase 2 in a temporary transition policy until such time as criteria meeting the requirements outlined in WIOA Section 122 are developed. Appendix B delineates the requisite categories from WIOA Section 122. The Council is open to suggestions on how to define these criteria.

Eligible Providers of Training Services - WIOA 122(a)(2)

Subject to meeting federal and state eligibility criteria, WIOA eligible training providers may include:

- Post-secondary education institutions;

- Other public or private providers of training, which may include joint labor-management organizations and eligible providers of adult education and literacy activities under WIOA title II if such activities are provided in combination with occupational skills training; and
- Community Based Organizations (CBOs) or private organizations of demonstrated effectiveness that provide training under contract with the Idaho Workforce Development Council.

U.S. Department of Labor Registered Apprenticeship programs are automatically eligible training providers under WIOA without regard to federal or state eligibility criteria.

Eligible Programs of Training Services – Adapted from TEGL 41-4

The Eligible Training Provider List is composed of eligible training programs. Training provider must meet eligibility standards along with individual programs offered by the provider. A program of training services is defined as one or more courses or classes, or a structured regimen that directly leads to employment in an in-demand occupation. The training must lead to a recognized post-secondary credential, secondary school diploma or its equivalent, or demonstrate a measurable skill gain toward such a credential or employment. These training services may be delivered in person, on-line, or in a blended approach; however, the training provider must provide physical facilities and/or tools to provide a high quality experience in meeting instructional and skills assessment needs.

Training Service Exceptions to Eligible Training Provider List – WIOA 122(h)

Training services that are not subject to the requirements of the eligible training provider provisions in this policy are:

- On-the-job training;
- The circumstances described at WIOA sec. 134(c)(3)(G)(ii), where the Workforce Development Council determines that:
 - There are insufficient providers, or
 - There is a training services program with demonstrated effectiveness offered in the local area by a community-based organization or other private organization to serve individuals with barriers to employment, or
 - It would be most appropriate to award a contract to an institution of higher education or other eligible provider of training services in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations, and such contract does not limit customer choice.

Note: The Eligible Training Provider List is used only to provide occupational skills training services. Basic skills training, “soft” skills training, or other workforce preparation training services do not train individuals for a particular occupation.

Not considered occupational skills training:

- Workshops or seminars lasting no longer than three (3) calendar days and offered no more than four (4) times per year are not considered occupational skills training
- Intensive review courses as instruction for test preparation
- Continuing education courses for those with existing occupational skills
- General training for work preparation certificates that do not count as credentials under WIOA, such as CPR, OSHA, WorkKeys, or Food Handler Certificates

As part of a WIOA participant's individualized employment plan, career planners may pay for these activities as career services separate from or in addition to occupational skills training.

Types of Eligibility – WIOA (b)(4), (c)(2)

WIOA provides for *Initial Eligibility* and *Continued Eligibility*. Initial eligibility is for new programs who upon approval receive eligibility for one year. Continued Eligibility is for a biennial review and renewal of programs having completed initial eligibility.

Policy criteria will need to be developed for both initial and continued eligibility criteria as directed in WIOA Section 122. These criteria are described in Appendix B. Until such time as data exists to inform policy development, alternate criteria may be used to determine eligibility. This alternate criteria will be used for both Initial and Continued Eligibility during the WIOA Transition.

Alternate Criteria for WIOA Eligible Training Providers Idaho Transition Policy - Phase 2

Initial Eligibility

Institution Criteria:

- Provide a certificate of registration or letter of exemption from the Office of the State Board of Education or other oversight body such as the Bureau of Occupational Licensing authorizing the entity to provide training and collect tuition in the State of Idaho.
- Complete and certify training provider registration in IdahoWorks.gov.
- Complete Equal Opportunity desk review survey located here:
<https://labor.idaho.gov/WIOA/WIOA-EO-Desk-Survey.pdf>
- Sign agreement to securely collect and report required information for programs.

Program Criteria:

- Complete program registration in IdahoWorks.

- The program of study must be directly linked to a high-growth/high-demand occupation with a minimum entry wage of \$10/hour.* This criteria may be waived with a written statement from an employer agreeing to hire an individual completing the program of study with a wage of \$10 or more per hour.

* *Idaho 2015 Occupations in Demand* provides the list of high-growth/high-demand occupations based on Idaho labor market information. - https://labor.idaho.gov/WIOA/ETP_Occupations-2015.xlsx

Note: WIOA participants will be encouraged to select training for an occupation that pays at least \$12/hour.

- The program of training must provide a high quality experience and lead to an industry-recognized or post-secondary credential*, secondary school diploma or its equivalent, or demonstrate a measurable skill gain** toward such a credential or employment.

*See USDOL TEGL 10-12, change 1 page 12 for specific credential definitions

** See USDOL TEGL 10-12, change 1 page 19 for documenting measurable skills gains through an objective assessment

Note: WIOA participants will be encouraged to select high quality training experience as identified by:

- Physical facilities and/or tools appropriate to meet instructional and skills assessment needs;
- Reportable skills gain measured by assessments;
- Industry endorsement;
- Not having a high dropout rate and/or high student loan default rate and/or poor job placement rate; and
- Preferably has regional or national accreditation.

Continued Eligibility

Institutions and programs must meet the same criteria as for Initial Eligibility, plus compliance with IDOL-specific WIOA ETP Performance Reporting requirements outlined in the 31 page System User Guide for Idaho WIOA Eligible Training Providers located here:

https://labor.idaho.gov/WIOA/WIOA_Upload_Manual.pdf.

Denial or Termination of Eligible Training Provider Status

A training provider or program may be denied initial or continued eligibility at any time for the following reasons:

1. Required information was not provided correctly or in a timely manner.
2. The training program does not support the occupations in demand in Idaho and/or does not meet minimum entry-level wage criteria

3. The training program does not meet the WIOA definition of training services, which is a program of one or more courses or classes or a structured regimen that leads to: a. A recognized post-secondary credential, secondary school or equivalent; b. Employment, or c. A measurable skill gain toward such a credential or employment.
4. The training program does not provide a high-quality educational experience in meeting instructional and assessment needs. (Could be evidenced by lack of regional or national accreditation, lack of industry endorsement, lack of skills gain measured by assessments, lack of job placement, a high dropout rate and/or high student loan default rate)
5. The training provider has not maintained required licenses and certifications or is found to be noncompliant with the training provider's assurances or certifications.
6. The training provider is not in compliance with the WIOA regulations, or any agreement executed under the WIOA.

Providers who submit applications will be notified if the provider does not meet the compliance standards. Each provider will be notified of the status of each requested program.

Formal Hearing-Appeal

Within 14 calendar days after receipt of the Idaho Department of Labor's determination of ineligibility or termination, the training provider may file a written request to receive an appeal by formal hearing. A provider will have the option of presenting their case to a Hearing Officer or the Workforce Development Council. An appeal overseen by a Hearing Officer will be scheduled within 30 calendar days from the receipt of the request for a hearing. An appeal overseen by the Council will be scheduled at the time of the next Workforce Development Council meeting, provided there is at least 14 days before the next meeting. The hearing shall include an opportunity for the applicant to submit written and verbal information to the presiding entity. The presiding entity will issue a decision within 60 calendar days from the date the hearing takes place. The decision of the presiding entity shall be final.

Idaho Eligible Training Provider List Application Procedures

Beginning October 31, 2017

Initial Eligibility – New providers and existing providers with programs of study not already on the Idaho Eligible Training Provider List may apply for Initial Eligibility.

Approval is based on the institution information and program information submitted into IdahoWorks and the criteria outlined in the Phase 2 Idaho Alternate Criteria for WIOA Transition Initial and Continued Eligibility.

Initial eligibility for new programs added to the ETPL will expire 1 year from date of approval. Training providers will need to reapply for continued eligibility.

Continued Eligibility - Existing WIOA Eligible Training Providers with programs already on the ETP list may apply for Continued Eligibility one year after receiving initial eligibility or every two years to renew Continued Eligibility.

Approval of programs will be subject to the institution and program criteria outlined in the Phase 2 Idaho Alternate Criteria for WIOA Transition Initial and Continued Eligibility.

Continued eligibility will be subject to renewal every two years.

Idaho Department of Labor (IDOL) staff will provide instructions to providers on when to complete continued eligibility. Existing providers failing to submit requested information will be removed from the ETP list.

Initial Application Instructions

All information about becoming a WIOA Eligible Training Provider is located on this website:
www.labor.idaho.gov/etp.

Specific registration instructions are located in The System User Guide for Idaho WIOA Eligible Training Providers for step by step instructions for registering for an account in IdahoWorks and with the Idaho State Board of Education Secure File Transfer system.
https://labor.idaho.gov/WIOA/WIOA_Upload_Manual.pdf

To apply for the WIOA Eligible Training Provider List, training providers must first register and complete the application process beginning at <https://idahoworks.gov/ada/r/training>. Each institution is registered by FEIN, except for the workforce training centers at the public community colleges.

Before creating a new training provider account, first verify that the institution's FEIN is already registered in the system. All current and many previously listed training providers are already registered

within the system. Each institution may have multiple accounts associated with its FEIN. It is the responsibility of the training provider to notify the Idaho Department of Labor (IDOL) at WIOAETP@labor.idaho.gov if an account associated with its institution should be discontinued.

Training providers must complete the information for their institution requested within the IdahoWorks system and wait for notification from IDOL staff.

The provider must also submit a current copy of its Certificate of Registration with the State Board of Education and a completed copy of the WIOA Equal Opportunity desk review survey to WIOAETP@labor.idaho.gov.

IDOL staff will contact the training provider about the approval status of its application and provide additional instructions. After a provider and its programs are approved, Idaho Department of Labor staff will send a document for the provider to sign indicating the provider's agreement to abide by the WIOA data reporting requirements outlined in the Systems User Guide for Idaho WIOA Eligible Training Providers for each of its approved programs.

After IDOL staff receive the signed document, the provider will be authorized to create an account on the Idaho State Board of Education Secure File Transfer system as instructed in the second part the System User Guide for Idaho WIOA Eligible Training Providers.

Exceptions to Initial Application Procedures

Public Postsecondary Academic Programs - Consistent with existing policy, academic programs provided by Idaho's public colleges and universities will be approved for initial eligibility under WIOA. These programs will be added to the ETP list upon request of a WIOA career planner from the Idaho Department of Labor and confirmed by the Idaho State Board of Education.

Registered Apprenticeships – U.S. Department of Labor Registered Apprenticeship programs are automatically placed on the WIOA eligible training provider list upon request from the apprenticeship sponsor. Apprenticeship sponsors may also create an account in IdahoWorks to provide program information.

Out-of-State Providers – With the exception of Registered Apprenticeships, out-of-state providers are not allowed on Idaho's WIOA ETP list. WIOA participants may attend programs offered by out-of-state providers that are 1) on their respective state's WIOA eligible training provider list AND 2) there is a signed reciprocal agreement between Idaho and the respective state's ETP administrator or appropriate signatory.

Approved Providers Adding New Programs to the ETPL

Training providers already approved to offer any programs on the ETPL may add new programs at any time using an IdahoWorks account associated with the institution. Each program submission will be evaluated on its own merits and approved or denied by IDOL staff based on the initial eligibility criteria.

Idaho Occupations in Demand – 2015

Idaho Department of Labor's labor market information unit has developed a comprehensive and exhaustive list that ranks Idaho's occupations in demand with entry level wages starting at \$10/hour or greater.

These 362 occupations are listed on the following pages, supplemented and sorted by the number of WIOA participants receiving occupational skills training for each occupation. A ranked list of these occupations is also available online without the number of WIOA participants:

<http://labor.idaho.gov/dnn/wia/CustomServices/EligibleProviderLists.aspx>.

There are 439 WIOA participants receiving occupational skills training in one of the 362 occupations in demand. For comparison, 116 WIOA participant are receiving training for 31 occupations not found on the list.

About Idaho Occupations in Demand

The methodology used both quantifiable and anecdotal information to comprise the list, based on the 675 total occupation titles published in Idaho's long-term projections. The three main components are Hot Jobs data, Real-Time job listings and feedback from employers gleaned from Department business specialists and Department regional economists. The Hot Job's component includes three major long-term occupational projection's variables, (1) employment abundance, (2) employment growth and (3) median wages. The list is also augmented with targeted industry cluster flags, entry level wage information and education and training requirements.

Variables Included in Occupations in Demand Analyses:

- **#1 Hot Jobs (2014)** – employment abundance and wage levels (Occupational and Employment Statistics – OES) and employment growth (long-term occupational projections).
- **#2 Real-Time Job Listing/Vacancy (2015)** indexed to occupational employment data to develop a proxy for demand and vacancies – Help Wanted On-Line (HWOL). The average of the last seven months were calculated to adjust for seasonality.
- **#3 Employer Interviews and Subject Matter Expertise (SME)** from the field
- **#4 Targeted Industry Cluster** – Technology, Healthcare, Energy and Manufacturing
- **#5 and #6 Entry Level Wages** - mean of the lower third of the population
- **#7 Typical education needed for entry** – Bureau of Labor Statistics
- **#8 Work experience in a related occupation** – Bureau of Labor Statistics
- **#9 Typical on-the-job training needed to attain competency in the occupation** – Bureau of Labor Statistics

Idaho Occupations in Demand - 2015
WIOA T1B Training Participants

ATTACHMENT #3

# in ETP Training	SOC Title	SOC Code	Targeted Industry Cluster (T,H,E,M) ⁵	OES 2014 Entry Hourly Wage (OES)*6	Typical education needed for entry	Rank
59	Registered Nurses	29-1141	H	\$ 22.91	Associate's degree	8
31	Medical Assistants	31-9092	H	\$ 11.93	Postsecondary non-	67
21	Heavy and Tractor-Trailer Truck Drivers	53-3032		\$ 12.16	Postsecondary non-	15
15	Elementary School Teachers, Except Special Education	25-2021		see annual	Bachelor's degree	124
15	Pharmacy Technicians	29-2052	H	\$ 11.80	High school diploma	135
14	Electricians	47-2111	E,M	\$ 14.19	High school diploma	47
11	Automotive Service Technicians and Mechanics	49-3023		\$ 11.67	High school diploma	43
11	Network and Computer Systems Administrators	15-1142	T,E	\$ 17.65	Bachelor's degree	35
11	Secondary School Teachers, Except Special and Career/Technical Education	25-2031		see annual	Bachelor's degree	81
9	Licensed Practical and Licensed Vocational Nurses	29-2061	H	\$ 15.92	Postsecondary non-	22
8	Bus and Truck Mechanics and Diesel Engine Specialists	49-3031		\$ 14.96	High school diploma	42
8	Managers, All Other	11-9199	T,H,E,M	\$ 20.21	High school diploma	258
7	Accountants and Auditors	13-2011		\$ 20.76	Bachelor's degree	57
7	Medical Secretaries	43-6013	H	\$ 11.60	High school diploma	25
7	Computer and Information Systems Managers	11-3021	T	\$ 32.68	Bachelor's degree	310
6	Plumbers, Pipefitters, and Steamfitters	47-2152	M	\$ 15.24	High school diploma	29
6	Welders, Cutters, Solderers, and Brazers	51-4121		\$ 12.03	High school diploma	65
6	Nursing Instructors and Teachers, Postsecondary	25-1072	H	see annual	Master's degree	68
6	Medical Records and Health Information Technicians	29-2071	T,H	\$ 11.95	Postsecondary non-	30
6	Computer Programmers	15-1131	T,E	\$ 20.00	Bachelor's degree	58
6	Education Administrators, Elementary and Secondary School	11-9032		see annual	Master's degree	316
5	Software Developers, Applications	15-1132	T	\$ 23.13	Bachelor's degree	12
5	Computer Systems Analysts	15-1121	T,E	\$ 25.74	Bachelor's degree	4
5	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	M	\$ 11.60	Postsecondary non-	14
5	Physical Therapist Assistants	31-2021	H	\$ 16.29	Associate's degree	5
5	Automotive Body and Related Repairers	49-3021		\$ 12.80	High school diploma	100
5	Computer Network Support Specialists	15-1152	T	\$17.34E	Associate's degree	231

Idaho Occupations in Demand - 2015
WIOA T1B Training Participants

# in ETP Training	SOC Title	SOC Code	Targeted Industry Cluster (T,H,E,M) ⁵	OES 2014 Entry Hourly Wage (OES)*6	Typical education needed for entry	Rank
5	Education Administrators, Preschool and Childcare Center/Program	11-9031		\$ 12.18	Bachelor's degree	254
5	Helpers--Electricians	47-3013	E	\$ 10.99	High school diploma	331
4	Physician Assistants	29-1071	H	\$ 34.01	Master's degree	13
4	Mechanical Engineers	17-2141	T,H,E,M	\$ 25.78	Bachelor's degree	131
4	Dental Assistants	31-9091	H	\$ 12.47	Postsecondary non-	88
4	Special Education Teachers, Middle School	25-2053		see annual	Bachelor's degree	280
3	Electrical Engineers	17-2071	T,E	\$ 30.61	Bachelor's degree	7
3	Health Specialties Teachers, Postsecondary	25-1071	H	see annual	Doctoral or professi	123
3	Middle School Teachers, Except Special and Career/Technical Education	25-2022		see annual	Bachelor's degree	133
3	Bookkeeping, Accounting, and Auditing Clerks	43-3031	T,H,E,M	\$ 11.12	High school diploma	134
3	Billing and Posting Clerks	43-3021	H	\$ 11.57	High school diploma	137
3	Human Resources Specialists	13-1071	T,H,E,M	\$ 14.95	Bachelor's degree	56
3	Instructional Coordinators	25-9031		\$ 16.92	Master's degree	106
3	Occupational Therapy Assistants	31-2011	H	\$ 19.73	Associate's degree	55
3	Marketing Managers	11-2021	M	\$ 25.63	Bachelor's degree	244
3	Aerospace Engineering and Operations Technicians	17-3021	T,M	\$29.11E	Associate's degree	359
2	Dental Hygienists	29-2021	H	\$ 27.92	Associate's degree	119
2	Nurse Practitioners	29-1171	H	\$ 35.87	Master's degree	10
2	Electrical Power-Line Installers and Repairers	49-9051	T,E	\$ 26.31	High school diploma	120
2	Computer User Support Specialists	15-1151	T	\$ 12.72	Some college, no de	11
2	Software Developers, Systems Software	15-1133	T	\$27.66E	Bachelor's degree	143
2	Family and General Practitioners	29-1062	H	59.75E	Doctoral or professi	147
2	Database Administrators	15-1141	T,E	\$ 19.11	Bachelor's degree	71
2	Electrical and Electronics Engineering Technicians	17-3023	T,E	\$ 18.94	Associate's degree	101
2	Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	M	\$ 11.99	High school diploma	86
2	Phlebotomists	31-9097	H	\$ 11.77	Postsecondary non-	179
2	Kindergarten Teachers, Except Special Education	25-2012		see annual	Bachelor's degree	196
2	Paralegals and Legal Assistants	23-2011		\$ 13.43	Associate's degree	208

Idaho Occupations in Demand - 2015
WIOA T1B Training Participants

# in ETP Training	SOC Title	SOC Code	Targeted Industry Cluster (T,H,E,M) ⁵	OES 2014 Entry Hourly Wage (OES)*6	Typical education needed for entry	Rank
2	English Language and Literature Teachers, Postsecondary	25-1123		see annual	Doctoral or professi	223
2	Executive Secretaries and Executive Administrative Assistants	43-6011	T,H,E,M	\$ 14.64	High school diploma	78
2	Mathematical Science Teachers, Postsecondary	25-1022	T	see annual	Doctoral or professi	237
2	Construction Managers	11-9021		\$ 23.18	Bachelor's degree	343
2	Electro-Mechanical Technicians	17-3024	T,E,M	\$19.79E	Associate's degree	354
2	Special Education Teachers, Secondary School	25-2054		see annual	Bachelor's degree	265
2	Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	E,M	\$ 19.24	Postsecondary non-	345
1	Market Research Analysts and Marketing Specialists	13-1161	M	\$ 15.34	Bachelor's degree	46
1	Cost Estimators	13-1051	M	\$ 15.42	Bachelor's degree	121
1	First-Line Supervisors of Office and Administrative Support Workers	43-1011		\$ 14.46	High school diploma	34
1	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	M	\$ 17.99	High school diploma	26
1	Management Analysts	13-1111	T,H,M	\$ 19.53	Bachelor's degree	53
1	Radiologic Technologists	29-2034	H	\$ 19.59	Associate's degree	31
1	Personal Financial Advisors	13-2052		\$ 19.10	Bachelor's degree	125
1	Respiratory Therapists	29-1126	H	\$ 21.42	Associate's degree	66
1	Medical and Clinical Laboratory Technologists	29-2011	H	\$ 22.37	Bachelor's degree	59
1	Machinists	51-4041	M	\$ 13.29	High school diploma	77
1	Mental Health and Substance Abuse Social Workers	21-1023	H	\$ 13.68	Bachelor's degree	16
1	Lawyers	23-1011		\$ 24.13	Doctoral or professi	138
1	Web Developers	15-1134	T	\$ 10.24	Associate's degree	19
1	Clinical, Counseling, and School Psychologists	19-3031	H	\$ 18.55	Doctoral or professi	70
1	Structural Metal Fabricators and Fitters	51-2041	M	\$ 12.59	High school diploma	154
1	Vocational Education Teachers, Postsecondary	25-1194		\$ 12.65	Bachelor's degree	49
1	Aircraft Mechanics and Service Technicians	49-3011		\$ 15.60	Postsecondary non-	98
1	Farm Equipment Mechanics and Service Technicians	49-3041		\$ 12.85	High school diploma	164
1	Hazardous Materials Removal Workers	47-4041		\$ 17.66	High school diploma	167

Idaho Occupations in Demand - 2015
WIOA T1B Training Participants

# in ETP Training	SOC Title	SOC Code	Targeted Industry Cluster (T,H,E,M) ⁵	OES 2014 Entry Hourly Wage (OES)*6	Typical education needed for entry	Rank
1	Excavating and Loading Machine and Dragline Operators	53-7032		\$ 13.33	High school diploma	166
1	Health Technologists and Technicians, All Other	29-2099	H,T	\$ 16.73	High school diploma	89
1	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	M	\$ 12.16	High school diploma	183
1	Forest and Conservation Technicians	19-4093		\$ 12.78	Associate's degree	194
1	Educational, Guidance, School, and Vocational Counselors	21-1012	H	\$ 15.15	Master's degree	105
1	Respiratory Therapy Technicians	29-2054	H,T	\$ 19.62	Associate's degree	95
1	Technical Writers	27-3042	T	\$ 19.96	Bachelor's degree	75
1	Business Teachers, Postsecondary	25-1011		see annual	Doctoral or professi	212
1	Education Teachers, Postsecondary	25-1081		see annual	Doctoral or professi	218
1	Procurement Clerks	43-3061	M	\$ 14.26	High school diploma	229
1	Advertising and Promotions Managers	11-2011		\$ 16.02	Bachelor's degree	296
1	Sales Managers	11-2022	M	\$ 23.27	Bachelor's degree	288
1	Financial Managers	11-3031	H,M	\$ 24.00	Bachelor's degree	303
1	Human Resources Managers	11-3121	T,H,E,M	\$ 25.80	Bachelor's degree	252
1	Education Administrators, Postsecondary	11-9033		\$ 24.01	Master's degree	317
1	Architectural and Engineering Managers	11-9041	T,E,M	\$ 41.06	Bachelor's degree	335
1	Statisticians	15-2041	T	\$ 23.57	Master's degree	263
1	Mechanical Drafters	17-3013	T,H,E,M	\$ 14.77	Associate's degree	323
1	Industrial Engineering Technicians	17-3026	M	\$ 18.79	Associate's degree	238
1	Mechanical Engineering Technicians	17-3027	T,H,E,M	\$ 18.31	Associate's degree	327
1	Engineering Technicians, Except Drafters, All Other	17-3029	T,H,E,M	\$ 16.19	Associate's degree	357
1	Biological Technicians	19-4021	H	\$ 11.64	Bachelor's degree	314
1	Career/Technical Education Teachers, Secondary School	25-2032	T	see annual	Bachelor's degree	259
1	Special Education Teachers, Preschool	25-2051		see annual	Bachelor's degree	279
1	Multimedia Artists and Animators	27-1014		\$ 22.94	Bachelor's degree	290
1	Interior Designers	27-1025		\$ 12.51	Bachelor's degree	243
0	Pharmacists	29-1051	H	\$ 45.73	Doctoral or professi	63
0	Physical Therapists	29-1123	H	\$ 24.87	Doctoral or professi	1
0	Industrial Machinery Mechanics	49-9041	M	\$ 17.08	High school diploma	118

**WIOA T1B Training Participants
Non-Target Occupations**

ATTACHMENT #3

# in ETP Train-ing	SOC Title	SOC Code	Targeted Industry Cluster (T,H,E,M) ⁵	OES 2016 Entry Hourly Wage (OES)*6	Rank
51	Nursing Assistants	31-1014		\$ 9.93	NA
8	Psychiatric Aides	31-1013	H	*	NA
6	Home Health Aides	31-1011	H	\$ 8.37	NA
5	Hairdressers, Hairstylists, and Cosmetologists	39-5012		\$ 8.26	NA
5	Customer Service Representatives	43-4051		\$ 10.22	NA
4	Administrative Services Managers	11-3011		\$ 19.18	NA
4	Massage Therapists	31-9011		\$ 12.86	NA
4	Bus Drivers, School or Special Client	53-3022		\$ 9.38	NA
3	General and Operations Managers	11-1021		\$ 18.67	NA
2	Architectural Drafters	17-3011		\$ 15.62	NA
2	Social and Human Service Assistants	21-1093		\$ 9.70	NA
2	Helpers--Pipelayers, Plumbers, Pipefitters, and Ste	47-3015		\$ 10.96	NA
2	Electronic Equipment Installers and Repairers, Mo	49-2096		\$ 9.80	NA
1	Insurance Appraisers, Auto Damage	13-1032		\$ 27.94	NA
1	Mathematicians	15-2021		*	NA
1	Marine Engineers	17-2121		\$ 33.93	NA
1	Drafters, All Other	17-3019		\$ 18.35	NA
1	Chemistry Teachers, Postsecondary	25-1052		*	NA
1	Foreign Language and Literature Teachers, Postsec	25-1124		*	NA
1	Nonfarm Animal Caretakers	39-2021		\$ 8.28	NA
1	Skincare Specialists	39-5094		\$ 8.49	NA
1	Personal Care Aides	39-9021		\$ 8.32	NA
1	New Accounts Clerks	43-4141		\$ 13.57	NA
1	Receptionists and Information Clerks	43-4171		\$ 9.55	NA
1	Office Clerks, General	43-9061		\$ 9.50	NA
1	Fishers and Related Fishing Workers	45-3011		*	NA
1	Construction Laborers	47-2061		\$ 10.10	NA
1	Helpers, Construction Trades, All Other	47-3019		\$ 10.05	NA
1	Assemblers and Fabricators, All Other	51-2099	M	\$ 9.06	NA
1	Extruding and Drawing Machine Setters, Operator	51-4021	M	\$ 10.45	NA
1	Driver/Sales Workers	53-3031		\$ 9.59	NA
	* Number of jobs or wages is too small to generate statistics.				

Guidance for FUTURE WIOA Eligible Training Provider Criteria WIOA Section 122

These are the requirements from the Act and the guidance from USDOL for what the final WIOA Eligible Training Provider criteria must be. Future policy will address these criteria.

Reference: WIOA Section 122; USDOL ETA Training and Employment Guidance Letter WIOA No. 41-14

Categories of Initial Eligibility Criteria

The Governor must require providers seeking initial eligibility under WIOA title I-B to provide verifiable program specific performance information. The State's initial eligibility criteria must require applicant providers to, at a minimum:

- Describe each program of training services to be offered;
- Provide information addressing a factor related to the indicators of performance, as described in WIOA sec. 116(b)(2)(A)(i)(I)-(IV), which include: unsubsidized employment during the second quarter after exit, unsubsidized employment during the fourth quarter after exit, median earnings, and credentials attainment;
- Provide information concerning whether the provider is in a partnership with business. This could include information about the quality and quantity of employer partnerships;
- Provide other information the Governor may require in order to demonstrate high quality training services, including a program of training services that leads to a recognized post-secondary credential; and,
- Provide information that addresses alignment of the training services with in-demand industry sectors and occupations, to the extent possible.

Categories of Continued Eligibility Criteria

In establishing criteria for continued eligibility, the Governor must take into account the following factors:

- The performance of providers of training services on the performance accountability measures described in WIOA sec. 116(b)(2)(A)(i)(I)-(IV). The Governor may establish minimum performance standards, and the Department encourages Governors to do so. Until the performance data for each accountability measure is available, the Governor may take into account alternate factors related to performance for that accountability measure. In considering alternate factors related to performance

the Governor may set minimal performance criteria, use existing available data, or develop other proxies as appropriate. Once training providers have two years of performance outcomes using the WIOA performance indicators specified in section 116, Governors will be expected to take them into account;

- Access to training services throughout the State including rural areas and through the use of technology;
- Information reported to State agencies on Federal and State training programs other than programs within WIOA title I-B, including one-stop partner programs;
- The degree to which training programs relate to in-demand industry sectors and occupations in the State;
- State licensure requirements of training providers, and licensing status of providers of training services, if applicable;
- The provider's ability to offer industry-recognized certificates and/or credentials;
- The ability of providers to offer programs that lead to post-secondary credentials;
- The quality of the program of training services including a program that leads to a recognized post-secondary credential;
- The ability of the providers to provide training services that are physically and programmatically accessible for individuals who are employed and individuals with barriers to employment, including individuals with disabilities;
- The timeliness and accuracy of the eligible training provider's performance reports; and,
- Other factors that the Governor determines are appropriate in order to ensure: the accountability of providers; that one-stop centers in the State will meet the needs of local employers and participants; and that participants will be given an informed choice among providers. States are responsible for ensuring the quality and value of eligible training providers for WIOA program participants. Examples of additional factors that the Governor may consider include: the ability of a provider to partner with employers and to provide job placement services; the dropout rate of the training provider, and the student loan default rate of the provider.