

Eligible Training Provider Policy

A Provider Response to the use of Appendix A-
Idaho Occupations in Demand

The logo for the Idaho Department of Labor is located in the bottom right corner. It consists of a dark blue rectangular area with a white chevron shape pointing upwards. Inside the chevron, the word "IDAHO" is written in a large, white, serif font. Below "IDAHO", the words "DEPT. OF LABOR" are written in a smaller, white, sans-serif font.

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Occupations in Demand

<https://lmi.idaho.gov/occupations-in-demand>

- **Use of the Occupations in Demand requires career planners to select 150 top jobs, select those that don't require Bachelor's or Master's degree and select their region**

A couple questions...

Thinking about using the policy, how would you answer?

- **If using the top 150 jobs list, do career planners have 150 jobs to choose from?**
- **If using the top 150 jobs list, do career planners across the state have at least 20 jobs to choose from?**

In practice

- **Using a Region 2, Lewiston Example**
- **After selecting “North Central” and removing “Bachelor’s, Master’s and Doctoral”, there are 53 occupations left on the list.**
- **Taking out advanced degrees reduces the list by 65%**

In practice

- **The 53 jobs also include those that require “no training” or “HS diploma only”**
- **Jobs that require no training are not ones that career planners can put participants into training for**
- **When you remove the no training jobs, career planners are left with 16 jobs that we can train for**

In practice

- **In Lewiston, participants can only select from 16 occupations**
- **Out of those 16, 4 have no new jobs open annually or annual openings are “N/A”**
- **Out of the 12 remaining, 5 have less than 5 opening annually**
- **Ultimately there are 7 occupations on the list that have more than 5 openings per year in Lewiston**

Excluded occupations

- **IDOL has supported participants with a degree who want to go through ABCTE to become teachers**
- **Teachers are excluded because they require a Bachelor's degree**
- **IDOL has also supported participants finishing up higher level degrees when the occupations were in demand: social workers, medical occupations, etc., these are no longer on the list**

In summary

- **The Top 150 jobs list has been a unifying starting point**
- **However, it is not working as it was intended**
- **Participants have severely limited choice of occupations**
- **The intent of WIOA is to allow sufficient participant choice**