

Program Design Feedback from Workforce Training Network

Workforce Training Network Feedback			
		Pros	Cons
What training is eligible for funding?			
Provide a specific list of programs by institution or a list of the occupations that training must lead to?	A specific list of programs by institution.	Eliminates ambiguity for training providers and individuals.	As new training arises, will need a “process” to have it added.
Credit, non-credit or both?	Start with non-credit. Then expand.	Simplifies any sort of verification process around whether the individual is eligible for other types of financial assistance.	Limits what’s available to individuals.
Eligible for federal financial aid, not eligible or both?	Not eligible for federal financial aid.	Simplifies any sort of verification process around whether the individual is eligible for other types of financial assistance.	Limits what’s available to individuals.
Individual eligibility requirements.			
Income limitations?	No.	Focuses program on filling in-demand positions, not individual characteristics. Simplifies eligibility/ verification process.	May have individuals take advantage of program.
Employed or unemployed?	Both.	Supports individuals’ efforts to improve their economic mobility. Supports smaller employers’ efforts to upskill their employees – “a single person employer grant”.	May supplant funds that employers would have provided for tuition reimbursement/ training.

Last dollar in?	N/A	Provides the maximum amount of leverage for the program.	Would require a verification process that could be tough to administer.
Purpose of training – immediate employment or to access next level of education? <i>Example – many nursing programs require a CNA prior to applying. If the individual is seeking assistance through this program so that they can apply to a nursing program and not to go to work, should they be eligible?</i>	Employment only. Consider employment in Idaho as a factor – if they go to another state, they need to repay the amount.	Direct connection between program and employment.	Idaho has needs for skilled workers across a variety of education levels.
Availability of Funds			
How much funding should be provided to the individual - flat amount, indexed to cost, full amount?	Keep it simple, but make sure the individual has skin in the game.	Flat or full program cost would be easiest to administer.	A flat amount across all programs is used, it may not be enough to remove barriers.
Distribution of funds.	Leverage existing infrastructure as much as possible. If “voucher” can be sent to the Workforce Training Center, it will eliminate administrative burden.	Using a voucher system positions the program to tap into the SNAP 50/50 match program which could add funds to the program.	

Additional notes:

- Connection to high quality credentials research
- Connection to Launch Campaign - <https://idaholaunch.com/>