

## Idaho WDC Good Jobs Challenge Grant Framework & Budget

Idaho Workforce Development Council is submitting a grant application for the *Good Jobs Challenge* which “aims to get Americans back to work by building and strengthening systems and partnerships that bring together employers who have hiring needs with other key entities to train workers with in-demand skills that lead to good-paying jobs.” <https://eda.gov/arpa/good-jobs-challenge/> We would like to enhance the existing Talent Pipeline Management Initiative through our proposal.

### Talent Pipeline Management Initiative

Idaho trained 30 TPM Facilitators in 2020. <https://www.uschamberfoundation.org/talent-pipeline-management>

#### *Efforts Underway*

- Region 1: Healthcare and Construction
- Region 2 Healthcare and Natural Resources
- Region 3: Welding and Construction
- Region 4: Food Processing and Healthcare
- Region 5/6: Construction

Additional employer collaboratives will be developed in alignment with regional priorities.

#### *TPM Methodology*

	Chapter	Learning Outcomes	Estimated Time to Implement
Get Organized	TPM Orientation	Assess if TPM is a good fit and introduce the approach to your community	6 months
	Strategy 1: Organize Employer Collaboratives	Organize employers to address a skills gap for critical jobs	
Do Your Homework	Strategy 2: Engage in Demand Planning	Project the number of jobs needed across companies	3 months
	Strategy 3: Communicate Competency and Credential Requirements	Create a shared language for communicating hiring requirements	
	Strategy 4: Analyze Talent Flows	Identify current and future sources of talent	
Implement Solutions and Improve	Strategy 5: Build Talent Supply Chains	Manage performance for employer partners and designate preferred providers of talent	3 months
	Strategy 6: Continuous Improvement	Engage in continuous improvement	

### Phases of the Good Jobs Challenge

#### **1. System Development**

*Help establish and develop a regional workforce training system comprised of multiple sector partnerships. Proposed grant activities:*

- Hire regional TPM coordinators. Train as facilitators.
- Establish additional TPM collaboratives. (define for each region)
- Regions or collaboratives can move to Program Design (referenced on next page) when finished with Strategy 3.

## 2. Program Design

Develop the skills training curriculum and materials, and secure technical expertise needed to train workers. Proposed grant activities:

- Training partners submit budget to acquire/build curriculum, equipment, etc. Budgets approved project team and projects are implemented.
- Collaboratives continue to develop Strategies 4 and 5. Start recruiting participants.
- Regions or collaboratives can move to Program Implementation when training is ready to start.

## 3. Program Implementation

Implement non-construction projects needed to provide workforce training and connect workers with quality jobs, including wrap-around services. Proposed grant activities:

- Recruit, train, repeat. Training is paid for on per-person basis.
- Collaboratives continue in Strategy 6 and, if appropriate, start the cycle over for different occupations.

### Budget

#### **System Development ~ \$4,400,000**

Staffing:

WDC – Grant Manager and Financial Specialist Personnel Costs = \$665,000

Operating for Personnel = \$61,000

Regional grant funded positions – 6 x \$150,000 per year = \$3,600,000

TPM Training/Consulting = \$71,000

#### **Program Design & Program Implementation ~ \$15,600,000**

Performance Management System = \$100,000

Outreach = \$500,000

Grants/Scholarships = \$15,000,000

### Timeline

	2 <sup>nd</sup> Half 2022	1 <sup>st</sup> Half 2023	2 <sup>nd</sup> Half 2023	1 <sup>st</sup> Half 2024	2 <sup>nd</sup> Half 2024	1 <sup>st</sup> Half 2025	2 <sup>nd</sup> Half 2025	1 <sup>st</sup> Half 2026	2 <sup>nd</sup> Half 2026
Anticipated Award (by September 30)	X								
Hire Staff & Award Regional Grants	X								
Establish Collaboratives		X	X						
Program Design			X	X	X	X	X		
Program Implementation			X	X	X	X	X	X	X