



Employer Grants Proposal Rubric

Proposal Name:

GOALS OF THE IDAHO WORKFORCE DEVELOPMENT TRAINING FUND (WDTF):

The project will:	YES	NO
Increase the economic mobility of Idahoans through training that leads to wage gains and retention.		
Provide timely assistance to businesses while shifting focus to broader talent pipeline development strategies that serve multiple employers.		
Support growth of the economy by assisting employers with job creation and integration of technology, specifically through the development of skills in their existing and/or new employees.		
Provide a return on investment to Idahoans as evidenced by increased wages, job creation, capital investment, retention of Idaho's workforce, credential attainment, and/or customer satisfaction (employer and trainee).		
Promote innovation in talent development.		
Encourage replication of best practices in talent pipeline development.		

Note: Grant Project must meet at least one of the above goals.

Variable	Exemplary (3 pts)	Reasonable (2pts)	Questionable (1pt)	Missing (0 pts)	Score	Comments
Training need*	The need for the training is clearly established.	The need for the training is somewhat clear.	The need for the training seems questionable.	Information about the training need is inadequate.		
Does the proposed trainings support Idahoans by placing them into or retaining them in *quality jobs?	Project clearly places or retains Idahoans into quality jobs.	Project is mostly places or retains Idahoans into quality jobs.	Project has few quality jobs.	It is unclear if project leads to a quality job.		

*Training need: Does the proposed training project strongly support an employer's innovation of its processes, products, and services and/or the development of new goods or services which will improve the employer's competitive position within the industry?

*Quality job: A job that exceeds the country average wage in the region, and helps the employee attain credentials and/or develop the skills and experiences necessary to advance along a career path.

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Does the training lead to a credential	All training leads to State or federally recognized certificates, degrees and/or licenses.	Some training leads to State or federally recognized certificates, degrees and/or licenses or the training leads to Industry Certifications and/or SkillStack Badges.	Employee receives internal structured on-the-job training; no credential attainment.	Training outcomes are unclear.		
Does training provide employees the opportunity to move into new positions?	Training provides employees with additional skills as part of a career pathway within the company or within the community.	Training provides employees with additional skills leading to a new position, but no clear pathway.	Training provides employees with additional skills.	Training plan is not clear on additional skills or mobility for employees.		
Transferability of skills	The skills gained are highly transferable.	The skills gained are transferable.	There is little evidence the skills gained will be transferable.	There is no information regarding transferability of skills.		
Did the employer provide an adequate description of how the project is out-of-the-ordinary and beyond what is needed in the normal course of business?	The employer provided ample evidence that costs are extraordinary.	Costs appear to be outside of regular costs and budgets.	Costs appear to be something other employers would fund as a cost of doing business	The employer did not address this question.		



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Did the employer provide adequate evidence of the need for WDTF?	The need for the training funds is clearly established.	The need for the training funds is somewhat clear.	The need for the training funds seems questionable.	Information about the need for training funds is inadequate.		
Past Performance	The grantee exceeded expectations on past WDTF grants.	The grantee met expectations on previous WDTF grants.	The grantee has not had any grants previously with the WDTF.	The grantee did not meet standards on a previous WDTF grant.		
Additional Comments:						