

EMPLOYER GRANT SCORING RUBRIC

Variable	Exemplary (3 pts)	Reasonable (2 pts)	Adequate (1 pt)	Missing (0 pts)	Score	Comments
Training Need	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	Employer has provided reasonable evidence that the project is an innovation of their processes, products, and services and/or the development of new goods or services which will improve the employer's competitive position within the industry	Employer has provided adequate evidence that the project is an innovation of their processes, products, and services and/or the development of new goods or services which will improve the employer's competitive position within the industry	Information is inadequate.		
Do the proposed trainings support Idahoans by placing them into or retaining them in *quality jobs?	All trainings lead to jobs that exceed the county average wage where employer is located, and helps the employee attain credentials and/or develop the skills and experiences necessary to advance along a career path.	Most trainings lead to jobs that exceed the county average wage where employer is located, and helps the employee attain credentials and/or develop the skills and experiences necessary to advance along a career path.	Few trainings lead to jobs that exceed the county average wage where employer is located, and helps the employee attain credentials and/or develop the skills and experiences necessary to advance along a career path.	None of the trainings lead to a quality job.		
Do the majority of trainings 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.		
Did the employer provide a description of how the training project is out-of-the-ordinary and beyond what is needed in the normal course of business?	Employer's description is detailed and provides overwhelming evidence that the training project is out-of-the-ordinary and beyond what is needed in the normal course of business.	Employer has provided some evidence that the training project is out-of-the-ordinary and beyond what is needed in the normal course of business.	Employer has provided the minimum amount of information to determine that the training project is out-of-the-ordinary and beyond what is needed in the normal course of business.	Information is inadequate or missing.		
Do the skills being taught align to the skills needed in the industry?	Skills exceed what is needed by industry	Skills somewhat align with the needs of industry	Skills meet the needs of industry	Skills do not align or meet the needs of industry		
How would you rate the transferability of skills being taught in this project?	Skills are highly transferable	Skills are moderately transferable	Skills are somewhat transferable	Skills are not transferable		
Encourage replication of best practices in talent pipeline development.	Highly agree	Moderately agree	Agree	Disagree		
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).	Highly agree	Moderately agree	Agree	Disagree		
Business's Capital Investment in Project	Investment supports project	Investment is reasonable	Investment is adequate	Investment is missing		
Training increases opportunities for individuals in rural areas	Training provides opportunities for training to rural Idahoans	Training may provide opportunities for rural Idahoans	Training opportunities for rural Idahoans is not part of this project	Training negatively impacts those living in rural Idaho		
Innovation of processes/training practices for the industry.	All provided training is innovative	Some of the provided training is innovative	Few of the provided trainings are innovative	Trainings are not innovative		

*Quality job: A job that exceeds the county 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.

Variable Score Table	0% Score
Not Recommended	0-29%
Low Alignment	30-49%
Medium Alignment	50-79%
High Alignment	80-100%