

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W. Jefferson St., Boise, Idaho 83720

Date: Wednesday, March 6, 2024
Time: 8:30 AM – 4:30 PM Mountain Standard Time
Location: Galaxy Event Center
400 W Overland Road
Meridian, Idaho 83642

WORKFORCE DEVELOPMENT COUNCIL AGENDA

***Action Required**

8:30 – 8:45 am	Welcome <ul style="list-style-type: none">Roll Call & Introductions*Review/Approve Agenda*Approve Minutes from December 13, 2023 Meeting	John Young, Vice Chair
8:45 – 9:15 am	WDC Budget Updates <ul style="list-style-type: none">Monthly Budget ReportFY25 Budget Updates*Set-aside for Talent Pipeline Management*Set-aside for Outreach Grants	Wendi Secrist, Executive Director Matthew Thomsen John Young, Outreach Committee Chair
9:15 – 10:30 am	*2024-2028 WIOA State Plan	Jane Donnellan, One-Stop Committee Chair & Elaine Zabriskie
10:30 – 10:45 am	*Infrastructure Cost-Sharing Guidance	Jane Donnellan
10:45 – 11:00 am	Break	
11:00 – 11:30 am	Legislative Update	Governor Brad Little
11:30 – 12:00 pm	*Child Care Expansion Grant Policy Updates	Sarah Griffin, Child Care Expansion Grant Committee Chair

12:00 – 1:00 pm	Lunch Workforce Strategies for Justice Involved Idahoans	Crystal Robles, Idaho Dept. of Corrections
1:00 – 1:15 pm	Micron Expansion Project Update	Cathy Ammirati, Micron
1:15 – 2:30 pm	WDTF Grant Updates – STEM/Semiconductor Related <ul style="list-style-type: none"> • Indigenous Knowledge for Effective Education Program • Idaho Business for Education Youth Apprenticeship • College of Western Idaho Mechatronics • Boise State Engineering 	Facilitated by Matthew Thomsen
2:30 – 2:45 pm	Break	
2:45 – 3:45 pm	Council Discussion - Employee Wellness	Sarah Griffin, Idaho Power & Michelle Arnett, St. Lukes Employee Well-Being Center of Excellence
3:45 – 4:15 pm	Idaho LAUNCH Update	Dr. Sherawn Reberry & Dr. Kimberly Gardner
4:15 – 4:30 pm	Chair’s Report Executive Director’s Report	John Young Wendi Secrist
4:30 pm	Chair’s Closing Remarks & Adjourn	John Young, Vice Chair

Reasonable Accommodations for Persons with Disabilities: Please send requests three days prior to the meeting to Denise Hill, Idaho Workforce Development Council, 208-488-7567, or denise.hill@wdc.idaho.gov

*December 13, 2023 Meeting Minutes

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Wendi Secrist
Executive Director



Deni Hoehne
Chair

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Vice Chair

WORKFORCE DEVELOPMENT COUNCIL

514 W. Jefferson St. Boise, ID 83702

Quarterly Council Meeting Minutes

Date: Wednesday, December 13, 2023
Time: 9:00 a.m. – 12:00 p.m. (Mountain Time)
Location: Virtual

Council Member Attendees: Deni Hoehne, John Young, Ben Davidson, Clay Long, Amanda Logan, Jeff Greene, Tom Kealey, Sergio Mendoza, Bill Reagan, Brian Cox, Lori McCann, Sarah Griffin, James Pegram, Hope Morrow, James Smith, Kelly Kolb, Marie Price, Donna Butler, Sean Coletti, Jennifer Palagi, Lori Barber, Carrie Semmelroth, Jani Revier, Russell Barron, Allison Duman (Proxy for Debbie Critchfield), Anna Almerico, Jeff Hough, Todd Putren

Staff: Wendi Secrist, Amanda Ames, Elaine Zabriskie, Matthew Thomsen, Denise Hill

Guests:

Call to order at 9:02 a.m.

Roll Call/Introductions – Quorum met.

Welcome to new members Todd Putren, Chief Nursing Officer Northwest Specialty Hospital and Jeff Hough, County Commissioner, Bannock County.

***Review/Approve Agenda**

A unanimous consent motion by Ms. Marie Price to approve the agenda as presented. Second by Ms. Lori McCann. There were no objections.

***Approve Minutes from September 13, 2023 Meeting**

A unanimous consent motion made by Mr. Jeff Greene to approve the September 13, 2023 Meeting Minutes as written. Second by Ms. Lori Barber. There were no objections.

- **Monthly Budget Report WDTF**

- Luma is still presenting some challenges.
 - Spending is on track.
 - Operating costs are appropriate.
 - Grant payments \$22.7M, \$20.8M remaining.
 - ARPA
 - Combined the 2 year totals for WDTF & Child Care
 - Reserve for CHIPS/Semiconductor – total amount investing on behalf of Micron’s expansion.
 - Will identify projects separately as awarded.
 - Child Care Expansion Grants awarded in FY23.
 - Public Safety – National Law Enforcement Foundation
 - Wonderschool Contract \$4M in place.
 - LAUNCH
 - Grant management contract near completion
 - Cost is less than anticipated.
 - Will be using our financial system to process payments instead of incurring 2-3% charge on each distribution of funds.
 - Added 3 personnel to FY25 budget as contingency should Luma integration fail.
 - In Demand career fund
 - Funds being transferred from Tax Commission.
 - Unknown interest amount at present.

WORKFORCE DEVELOPMENT COUNCIL
 Fiscal Year 2024 Budget (Preliminary)
 For the Period July 1, 2023 - October 31,2023

WDTF				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 509,100	\$ 148,521	\$ 360,579	29%
Personnel	\$ 509,100	\$ 148,521	\$ 360,579	29%
Administrative Services & Supplies	10,000	1,389	8,611	14%
Communication Costs	12,000	2,404	9,596	20%
Computer Services & Supplies	36,000	393	35,607	1%
Contracts, Events & Other Council Activities	284,750	9,469	275,281	3%
Employee Development, Memberships & Subscriptions	6,400	5,976	424	93%
Employee Travel Costs	25,000	11,648	13,352	47%
Government Overhead & Insurance	6,250	6,250	-	100%
Rentals & Operating Leases	25,000	25,000	-	100%
Operating Budget	\$ 405,400	\$ 62,528	\$ 342,872	15%
Grand Total	\$ 914,500	\$ 211,049	\$ 703,451	23%

Trustee and Benefits FY24	
Grant Reimbursement Spending Authority	\$ 22,684,500
Innovation	723,122
Launch	141,220
Outreach	19,118
Employer	343,697
Industry Sector	636,459
Ending Balance	\$ 20,820,883

WDTF Financial Summary	
WDTF Cash Balance 10/1/2023	\$ 28,258,494
Revenue	\$ 309,649
Interest	797
Payments	506,141
WDTF Cash Balance 10/31/2023	\$ 28,062,799
Obligated Employer Grants	\$ 1,732,391
Obligated Industry Sector Grants	13,503,283
Obligated Innovation Grants	3,275,419
*Obligated Outreach Projects &	
Allocated Budget	81,115
Preceptorship	200,000
**LAUNCH	2,270,507
FY24 WDTF Admin Costs	703,451
Obligated Balance	\$ 21,766,165
Unobligated Balance	\$ 6,296,634
Proposals Under Review	2,218,665
Unobligated Balance if all funded	\$ 4,077,969

WDTF Revenue			
Month	Transfer In	Interest	Collection Cost
July	\$ 373,170	\$ 81,454	\$ -
August	857,723	85,185	-
September	25,531	-	-
October	309,649	797	-
November			
December			
January			
February			
March			
April			
May			
June			
FY24 Totals	\$ 1,566,073	\$ 167,436	\$ -

*Includes all Outreach funding made available for the Committee to allocate for FY23.

**Includes all Launch funding made available for FY23.

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WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget (Preliminary)
For the Period July 1, 2023 - October 31,2023

WIOA				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 121,900	\$ 37,834	\$ 84,066	31%
Personnel	\$ 121,900	\$ 37,834	\$ 84,066	31%
Administrative Services & Supplies	\$ 1,000	\$ 417	\$ 583	42%
Communication Costs	-	-	-	0%
Computer Services & Supplies	-	-	-	0%
Contracts, Events & Other Council Activities	31,425	7,787	23,638	25%
Employee Development, Memberships & Subscriptio	17,575	900	16,675	5%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
Operating Budget	\$ 50,000	\$ 9,103	\$ 40,897	18%
Grand Total	\$ 171,900	\$ 46,937	\$ 124,963	27%

YARG				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 94,400	\$ 32,540	\$ 61,860	34%
Personnel	\$ 94,400	\$ 32,540	\$ 61,860	34%
Administrative Services & Supplies	\$ 675	\$ 50	\$ 625	7%
Communication Costs	660	120	540	18%
Computer Services & Supplies	-	-	-	0%
Contracts, Events & Other Council Activities	27,665	-	27,665	0%
Employee Development, Memberships & Subscriptio	1,000	-	1,000	0%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
Operating Budget	\$ 30,000	\$ 170	\$ 29,830	1%
Grand Total	\$ 124,400	\$ 32,710	\$ 91,691	26%

Trustee and Benefits	Beg Balance	Apprentice Disbursements	Third-party Disbursements	End Balance
Grant Reimbursement(s) Spending Authority	\$ 636,500	\$ 34,754	\$ 132,848	\$ 468,898

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2023 & 2024 Budget (Preliminary)
For the Period July 1, 2022 - October 31, 2023

ARPA WFD				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Idaho Launch	\$ 19,214,773	\$ 17,472,042	\$ 1,742,731	\$ 10,596,449
Talent Pipeline Management (TPM) – Regional Coordinator	\$ 2,151,763		\$ -	
1 Percent Consulting	-	\$ 297,580		\$ 185,963
Idaho Associated General Contractors	-	299,465		144,729
Center for Advanced Energy Studies	-	300,000		87,805
Coeur d'Alene Area Economic Development Corp	-	300,000		48,810
Clearwater Economic Development Association	-	288,314		122,656
College Southern Idaho	-	300,000		112,242
Idaho Manufacturing Alliance	-	301,905		80,032
TPM Training & Lightcast Licenses	-	64,500		55,000
CWI MFG Industry Sector Grant	\$ -	\$ 4,194,931	\$ -	\$ -
Reserved for CHIPS Act Projects	\$ 27,308,863	\$ -	\$ 23,113,932	\$ -
Next Steps Idaho Investments	\$ 250,000	\$ 250,000	\$ -	\$ 129,258
Idaho Launch Website & Marketing	\$ 450,000	\$ 450,000	\$ -	\$ 56,152
Salary	\$ 276,600	\$ 276,600	\$ -	\$ 120,594
Operating	\$ 348,000	\$ 348,000	\$ -	\$ 39,539
Grand Total	\$ 50,000,000	\$ 25,143,336	\$ 24,856,664	\$ 11,779,230

ARPA Child Care				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Child Care Grants	\$ 29,602,596		\$ 10,949,200	\$ -
Last Rivers Medical Center		\$ 270,000		356,878
Baby Bee Daycare		360,000		-
Boise State Children's Center		393,705		-
Boys & Girls Club Ada County (Kuna)		450,000		-
Boys & Girls Club Lewis Clark Valley		480,000		-
Boys & Girls Club Magic Valley (Rupert)		180,000		-
Bright Stars Childcare		150,000		9,352
WDTF Cash Balance 10/31/2023		88,860		29,849
Chita's Kids Preschool		94,756		59,489
Cookies N Milk Daycare		351,500		325,231
Get Ready to Learn, Kuna		75,000		-
Giraffe Laugh		1,073,633		16,915
Kanixu Community Health Clinic		375,000		200,879
Lil' Rascals Preschool and Daycare		315,000		-
Little Me with Daycare		67,090		26,463
Lucky Duck Preschool		2,198,900		2,198,900
Magic Stars Spanish Preschool		207,000		-
Micron		100,000		-
Saggy Britches dba the Barnyard Daycare & Learning		179,068		-
Storybook Adventure		2,250,000		851,394
Tamarack Resort		166,724		-
The Little Red Roast Child Care		101,671		-
Tiny Tots Learning Center		235,620		90,150
Tiny Town		536,950		90,150
Treasure Valley YMCA		720,000		156,372
United Way of South Central Idaho (E-Street)		900,000		50,425
McCall-Donnelly Joint School District		452,000		14,626
Whole Child		78,455		35,035
WICAP		924,664		-
Teton Regional Economic Coalition		1,028,100		344,077
Public Safety		3,000,000		-
Wonderschool		849,700		-
Salary*	\$ 367,404	\$ 367,404	\$ -	\$ 236,250
Operating Budget	\$ 30,000	\$ 30,000	\$ -	\$ 21,624
Grand Total	\$ 30,000,000	\$ 19,050,800	\$ 10,949,200	\$ 5,114,059

* Includes expenditures FY22

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget (Preliminary)
For the Period July 1, 2023 - October 31,2023

In Demand Careers				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 1,005,100	\$ 122,759	\$ 882,341	12%
Personnel	\$ 1,005,100	\$ 122,759	\$ 882,341	12%
Administrative Services & Supplies	\$ 15,000	\$ 408	\$ 14,592	3%
Communication Costs	16,200	792	15,408	5%
Computer Services & Supplies	153,200	20,773	132,427	14%
Employee Development, Memberships & Subscriptions	12,000	709	11,291	6%
Employee Travel Costs	45,000	3,502	41,498	8%
Contracts, Events & Other Council Activities	3,729,200	3,028	3,726,172	0%
Rentals & Operating Leases	21,950	4,714	17,236	21%
Government Overhead & Insurance	2,350	-	2,350	0%
Operating Budget	\$ 3,994,900	\$ 33,927	\$ 3,960,973	1%
Grand Total	\$ 5,000,000	\$ 156,686	\$ 4,843,314	3%

In Demand Careers			
Month	Transfer In	Interest	Collection Cost
July	\$ 20,000,000	\$ 1,914	\$ -
August	(11,250,000)	-	-
September	20,000,000	-	-
October	(11,250,000)	18	-
November			
December			
January			
February			
March			
April			
May			
June			
FY24 Totals	17,500,000	\$ 1,932	\$ -



WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget
For the Period July 1, 2023 - October 31, 2023

CNA Study				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ -		\$ -	0%
Personnel	\$ -	\$ -	\$ -	0%
Administrative Services & Supplies	\$ -		\$ -	0%
Communication Costs	-		-	0%
Computer Services & Supplies	-		-	0%
Employee Development, Memberships & Subscription	-		-	0%
Employee Travel Costs	-		-	0%
Contracts, Events & Other Council Activities	106,070		106,070	0%
Rentals & Operating Leases	-		-	0%
Government Overhead & Insurance	-		-	0%
Operating Budget	\$ 106,070	\$ -	\$ 106,070	0%
Grand Total	\$ 106,070	\$ -	\$ 106,070	0%

• **FY25 Budget Updates**

Wendi Sechrist

- LAUNCH 1.0 (Adult)
 - Program inception to end of FY23 obligated \$23.5 M.
 - 7,300 participants.
 - Available for FY24 \$7.3 M (\$5.3 M from ARPA, \$2 M from WDTF).
 - 2,165 participants.
 - Additional \$2 M anticipated from ARPA to cover construction.
 - Likely will need to “turn-off” program in March.
 - WDTF Transfer Estimates based on UI trust fund changes. (Jani Revier)
 - New legislation would ultimately decrease the UI taxes for employers by decreasing the “reserve” multiplier from 1.3 to 1.2.
 - The tax rate that was frozen during the pandemic and wage growth will result in 70% unemployment tax increase to employers if legislation doesn’t pass.
 - Idaho has the 7th most solvent trust fund in the nation.
 - Overall legislation will:
 - Create savings to employers of \$116.4 M.
 - Increase WDTF contributions by \$14.6 M over 5 years by increasing the rate from 3% to 5%.

Discussion:

- Budget draft is with the Governor’s Office and Legislative Services, it will be released after the State of the State address in January.

- Do we anticipate Pushback? Yes, there are some concerns about LAUNCH funding. The \$70 M in the in-demand career fund needs to be moved into our budget.
- Important that the Council help communicate the importance and need for Launch.

Policy Committee Requests

Hope Morrow

- ***WDTF Annual Allocations**
 - Committee is working on Launch 2.0 (Student).
 - Also wish to apply training funds to Launch 1.0 (Adult).
 - Committee recommendation is to allocate 60% of future funding to Launch 1.0 and 40% to the remaining grant programs.
 - 1.0 has the highest ROI among WDTF grant programs and appears to be the most successful.
 - Can this move forward before the session?
 - Allocation process for WDTF is internal to the Council. It does not require legislative approval.
 - It can be adjusted in the future based on economic conditions.

Motion by Ms. Hope Morrow to approve the Policy Committee recommendation of a 60% - 40% split of future funding between Launch 1.0 and the other WDTF grant programs. Second by Mr. James Pegram. Motion Carried.

- ***LAUNCH Implementation Framework – Reversion/Repayment**
 - Early Reversion/ Recapture
 - Unsatisfactory academic progress:
 - Questions raised about wording on pay back within 6 months.
 - Is the payback reduced from balance?
 - Must align with institutions definition.
 - Define when 6 months begins – add “of notification from the Council”.
 - Expulsion:
 - Add 6-month language as noted above.
 - Voluntary drop, No Show:
 - Add 6-month language as noted above.
 - Job Out:
 - Policy Committee discussed not punishing students for moving into the workforce.
 - Transfer to ineligible program:
 - 6-month grace period, aligns with statute.
 - Appeals

Motion by Ms. Hope Morrow to adopt the proposed language in red for the Launch Framework with clarification that the 6-month period begins upon notification from the Council and removing the comma in the 3rd bullet under Appeals between “career” and “related”. Second by Ms. Sarah Griffin. Motion Carried.

Break: 10:25 – 10:35

One-Stop Committee Requests

Wendi Secrist

- ***Eligible Training Provider Policy**
 - Most complex policy we have under the Workforce Innovation and Opportunity Act.
 - IDOL implements the policy on our behalf.
 - Policy Overview:
 - Applies to Title I Funding – Adult, Dislocated Worker and Youth Programs.
 - Programs of study must be listed on the ETPL.
 - Eligible Providers Definition:
 - Institutions of higher education that provide a program that leads to a recognized postsecondary credential.
 - Apprenticeship programs.
 - Public or private providers.
 - Eligible providers of adult education and literacy activities under WIOA Title II, if such activities are provided in combination with training services.
 - Local boards if certain conditions are met.
 - Eligibility Criteria:
 - Training Provider Criteria:
 - Must have been providing training for 1 year in Idaho.
 - Collect data to satisfy the requirements in the Training Program Criteria of this document.
 - These do not apply to entities new to the state with established operations.
 - Provide a certificate of registration from the Office of the State Board of Education or other oversight body.
 - Organizations exempt from oversight do not qualify to be on the ETPL.
 - Provide the required data elements in IdahoWorks as directed by IDOL.
 - Submit 3 letters of recommendation from Idaho employers.
 - Successfully complete the Equal Opportunity questionnaire on the IDOL website.
 - Provide EEO survey to students.
 - Agree to collect and report required information.
 - Have a grievance policy.
 - Provide programs that are accessible to individuals that are employed and those with barriers to employment.

- Training Program Criteria:
 - Lead to an in-demand occupation – Appendix A.
 - Provide a high-quality experience.
 - Regional or national accreditation.
 - Not have a high dropout or loan default rate or a low job placement rate.
 - Industry endorsement.
 - Skills gain measured by assessment.
 - Physical or virtual facilities with appropriate tools or equipment.
 - Published in the provider’s catalogue and is available to all WIOA and Non-WIOA students.
 - Meets or exceeds a factor related to established WIOA performance outcomes.
 - Exceptions – training programs exempt from the ETPL requirements:
 - On-the-job training, internships, and work experience activities.
 - Registered Apprenticeship Programs.
 - Postsecondary Academic Programs.
 - Out-of-State Providers:
 - Must be on respective state’s WIOA ETPL.
 - Reciprocal agreement must be signed.
 - Case by case review.
 - Physical presence in Idaho.
 - Initial Eligibility Period – 1 year from date of approval.
 - Denial or Termination of Provider:
 - Administered by IDOL.
 - Appeal Process:
 - Administered through existing IDOL process.
 - Continued Eligibility Criteria:
 - Evidence that the provider and programs continue to meet criteria.
 - Provider has updated and submitted the information and performance data as required.
 - The occupations the provider’s training programs are aligned with and continue to be listed on the annually updated Appendix A.
 - Provider has provided reasonable access to training services throughout the state including rural areas and by using technology.
 - WIOA students have enrolled within the last 12 months.
 - Provider has delivered the EEO/Customer Satisfaction Survey to students and collected results.
 - Sign a new TPA form.
- Discussion:
 - Appendix A – policy committee will review next week.

Motion by Mr. Clay Long to approve the Eligible Training Provider Policy as presented. Second by Mr. John Young. Motion Carried.

Chair's Report

Deni Hoehne

- Committee Reports:
 - Purpose is transparency.
 - Calendar Year Review
 - Groundbreaking legislation.
 - Thank you to everyone for work you do in your communities that support Council.
 - Unprecedented success with the Child Care Expansion Grant program.
 - Intense effort by Stacy & the WDC accounting staff through LUMA transition.
 - WDC Staff growth.
 - Congratulations to Dr. Reberry on bringing LAUNCH to life.
 - Council openings:
 - 1 Veteran representative needed.
 - 1 Business representative needed.
 - 1 Business & 1 Union position in process

Executive Director Report

Wendi Secrist

- LAUNCH Update:
 - Outreach efforts:
 - Social media, TV, radio.
 - Meetings with students, counselors, parents.
 - Flyers are being put in Foodbank boxes.
 - Feedback sessions with students and counselors.
 - Handouts available for Council and committee members to share.
 - Key performance indicators being addressed by cross-agency committee under Dr. Kimberly Gardner.
 - Contingent Awards:
 - Letter from Governor and email week of December 18th
 - Text message reminder in January to those who have not responded.
 - Deadline for response is January 15.
 - Applications will roll back into the pool if no response.
 - No idea of acceptance numbers yet.
 - Students can still apply.
- Grant Management Platform:
 - Meeting with vendor next week.
- Update on Youth Apprenticeship Grant Update:
 - On track to hit the goal of 400.
 - Ben Davidson, Idaho Central Credit Union has been a tremendous supporter.
 - Going to expand in 2024.
 - Incorporate more high school students.

- Child Care Expansion Grants:
 - FY23 Success Story:
 - Kaniksu Healthcare/Hospital network in Sandpoint – 70 seats with priority for staff but open to community.
 - Have successfully recruited 2 new physician providers and child care was a factor.
 - FY24 - 18 applications left to review.
 - Funding meeting in February.
 - Wonderschool contract executed to provide technical assistance to small providers.
 - Small provider applications due early spring.
- Preceptor Incentive:
 - \$100k from WDTF/ \$100k from Blue Cross Foundation – will be fully obligated by Spring.
 - Associations are doing research on outcomes to take to the Legislature.
- Tech Hub Designations
 - Idaho received 2 awards.
 - INEC – Eastern Idaho and Wyoming – deploy advanced nuclear reactors.
 - North Idaho Advanced Manufacturing & Aerospace – Spokane & Coeur d’ Alene - goal is to start manufacturing larger airplane parts.
 - Must have a link with Workforce Development
 - Phase 1 last spring:
 - 31 applicants were awarded designation.
 - Phase 2:
 - Feb 29th application deadline.
 - Award amount \$40 – 75M.
- WIOA State Plan
 - Listening session overview.
 - Demographic groups:
 - Disabilities, Hispanic, elderly.
 - 16 – 24 yr. olds.
 - Not doing a good job of connecting our youth.
 - Justice-involved, individuals in the foster program.
 - Career pathways for in-demand:
 - Adult LAUNCH example.
 - Need to do better job of showing clear pathways.

Chair Closing Remarks

Deni Hoehne

2024 Meeting Calendar Reminder

- **March 6, 2024 (Boise)**
- **June 5, 2024 (Boise)**
- **September 11, 2024 (North Idaho?)**
- **December 11, 2024 (Virtual)**

A unanimous consent motion to adjourn made by Ms. Sarah Griffin. Second by Mr. Kelly Kolb. No objections.

Adjourned at 11:32 a.m.

DRAFT

WDC Budget Updates

A proud partner of the  **americanjobcenter** network

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget (Preliminary)
For the Period July 1, 2023 - December 31, 2023

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Computer Services & Supplies	36,000	3,306	32,694	9%
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Employee Development, Memberships & Subscriptions	6,400	6,194	206	97%
Employee Travel Costs	25,000	13,455	11,545	54%
Government Overhead & Insurance	6,250	5,998	252	96%
Rentals & Operating Leases	25,000	11,792	13,208	47%
Operating Budget	\$ 405,400	\$ 65,349	\$ 340,051	16%
Grand Total	\$ 914,500	\$ 252,003	\$ 662,497	28%

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Grant Reimbursement Spending Authority	\$ 22,684,500
Innovation	771,028
Launch	174,524
Outreach	26,030
Employer	305,807
Industry Sector	980,775
Ending Balance	\$ 20,426,337

WDTF Financial Summary	
WDTF Cash Balance 12/1/2023	\$ 28,722,681
Revenue	\$ 10,378
Interest	-
Payments	765,962
WDTF Cash Balance 12/31/2023	27,967,097
Obligated Employer Grants	\$ 1,534,304
Obligated Industry Sector Grants	5,060,739
Obligated Innovation Grants	884,927
STEM-Focused Grants	12,470,168
Obligated Outreach Projects & Allocated Budget	81,115
Preceptorship	200,000
*LAUNCH	3,269,936
FY24 WDTF Admin Costs	662,497
Obligated Balance	\$ 24,163,686
Unobligated Balance	\$ 3,803,411
Proposals Under Review	6,104,017
Unobligated Balance if all funded	\$ (2,300,605)

WDTF Revenue			
Month	Transfer In	Interest	Collection Cost
July	\$ 373,170	\$ 81,454	\$ -
August	857,723	85,185	-
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November	717,753	-	-
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January			
February			
March			
April			
May			
June			
FY24 Totals	\$ 2,294,204	\$ 167,436	\$ -

*Includes all Launch funding made available for FY23 & FY24.

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget (Preliminary)
For the Period July 1, 2023 - December 31, 2023

WIOA				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 121,900	\$ 57,665	\$ 64,235	47%
Personnel	\$ 121,900	\$ 57,665	\$ 64,235	47%
Administrative Services & Supplies	\$ 1,000	\$ 1,580	\$ (580)	158%
Communication Costs	-	61	(61)	0%
Computer Services & Supplies	-	-	-	0%
Contracts, Events & Other Council Activities	31,425	12,516	18,909	40%
Employee Development, Memberships & Subscription	17,575	900	16,675	5%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
Operating Budget	\$ 50,000	\$ 15,056	\$ 34,944	30%
Grand Total	\$ 171,900	\$ 72,721	\$ 99,179	42%

YARG				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 94,400	\$ 47,407	\$ 46,993	50%
Personnel	\$ 94,400	\$ 47,407	\$ 46,993	50%
Administrative Services & Supplies	\$ 675	\$ 50	\$ 625	7%
Communication Costs	660	423	237	64%
Computer Services & Supplies	-	2,046	(2,046)	0%
Contracts, Events & Other Council Activities	27,665	179	27,486	1%
Employee Development, Memberships & Subscription	1,000	-	1,000	0%
Employee Travel Costs	-	-	-	0%
Government Overhead & Insurance	-	-	-	0%
Rentals & Operating Leases	-	-	-	0%
Operating Budget	\$ 30,000	\$ 2,698	\$ 27,302	9%
Grand Total	\$ 124,400	\$ 50,105	\$ 74,295	40%

Trustee and Benefits	Beg Balance	Apprentice Disbursements	Third-party Disbursements	End Balance
Grant Reimbursement(s) Spending Authority	\$ 636,500	\$ 65,631	\$ 235,125	\$ 335,743

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2023 & 2024 Budget (Preliminary)
For the Period July 1, 2022 - December 31, 2023

ARPA WFDT				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Idaho Launch	\$ 20,714,773	\$ 18,412,578	\$ 2,302,195	\$ 12,307,793
Talent Pipeline Management (TPM) – Regional Coordinator	\$ 2,151,763		\$ -	
<i>1 Percent Consulting</i>	-	\$ 297,580		\$ 211,386
<i>Idaho Associated General Contractors</i>	-	299,465		186,235
<i>Center for Advanced Energy Studies</i>	-	300,000		159,827
<i>Coeur d'Alene Area Economic Development Corp</i>	-	300,000		48,810
<i>Clearwater Economic Development Association</i>	-	288,314		149,285
<i>College Southern Idaho</i>	-	300,000		151,289
<i>Idaho Manufacturing Alliance</i>	-	301,905		85,592
<i>TPM Training & Lightcast Licenses</i>	-	64,500		55,000
CWI MFG Industry Sector Grant	\$ -	\$ 4,194,931	\$ -	\$ -
Reserved for CHIPS Act Projects	\$ 25,808,863	\$ -	\$ 21,613,932	\$ -
Next Steps Idaho Investments	\$ 250,000	\$ 250,000	\$ -	\$ 110,758
Idaho Launch Website & Marketing	\$ 450,000	\$ 450,000	\$ -	\$ 72,277
Salary	\$ 276,600	\$ 276,600	\$ -	\$ 145,642
Operating	\$ 348,000	\$ 348,000	\$ -	\$ 47,994
Grand Total	\$ 50,000,000	\$ 26,083,872	\$ 23,916,128	\$ 13,731,886

ARPA Child Care				
Category & Grantee	Budget	Obligated	Unobligated	Disbursements
Child Care Grants	\$ 29,602,596		\$ 10,949,200	\$ -
<i>Lost Rivers Medical Center</i>		\$ 270,000		221,878
<i>Baby Bee Daycare</i>		360,000		-
<i>Boise State Children's Center</i>		393,705		-
<i>Boys & Girls Club Ada County (Kuna)</i>		450,000		-
<i>Boys & Girls Club Lewis Clark Valley</i>		480,000		-
<i>Boys & Girls Club Magic Valley (Rupert)</i>		180,000		-
<i>Bright Stars Childcare</i>		150,000		31,337
<i>Care House Learning Center</i>		88,860		55,159
<i>Chita's Kids Preschool</i>		94,756		77,163
<i>Cookies N Milk Daycare</i>		351,500		351,500
<i>Get Ready to Learn, Kuna</i>		75,000		-
<i>Giraffe Laugh</i>		1,073,633		35,471
<i>Kaniksu Community Health Clinic</i>		375,000		375,000
<i>Lil' Rascals Preschool and Daycare</i>		315,000		-
<i>Little Me with Daycare</i>		67,090		26,463
<i>Lucky Duck Preschool</i>		2,198,900		2,198,900
<i>Magic Stars Spanish Preschool</i>		207,000		-
<i>Micron</i>		100,000		-
<i>Saggy Britches dba the Barnyard Daycare & Learning</i>		179,068		-
<i>Storybook Adventure</i>		2,250,000		1,244,655
<i>Tamarack Resort</i>		166,724		-
<i>The Little Red Roost Child Care</i>		101,671		44,896
<i>Tiny Tots Learning Center</i>		235,620		108,126
<i>Tiny Town</i>		536,950		90,150
<i>Treasure Valley YMCA</i>		720,000		156,372
<i>United Way of South Central Idaho (E-Street)</i>		900,000		169,661
<i>McCall-Donnelly Joint School District</i>		452,000		283,468
<i>Whole Child</i>		78,455		39,394
<i>WICAP</i>		924,664		-
<i>Teton Regional Economic Coalition</i>		1,028,100		465,744
<i>Public Safety</i>		3,000,000		-
<i>Wonderschool</i>		849,700		-
Salary*	\$ 367,404	\$ 367,404	\$ -	\$ 261,023
Operating Budget	\$ 30,000	\$ 30,000	\$ -	\$ 26,759
Grand Total	\$ 30,000,000	\$ 19,050,800	\$ 10,949,200	\$ 6,263,118

* Includes expenditures FY22

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget (Preliminary)
For the Period July 1, 2023 - December 31, 2023

In Demand Careers				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ 1,005,100	\$ 191,889	\$ 813,211	19%
Personnel	\$ 1,005,100	\$ 191,889	\$ 813,211	19%
Administrative Services & Supplies	\$ 15,000	\$ 5,000	\$ 10,000	33%
Communication Costs	16,200	1,402	14,798	9%
Computer Services & Supplies	153,200	24,930	128,270	16%
Employee Development, Memberships & Subscriptions	12,000	1,375	10,626	11%
Employee Travel Costs	45,000	8,885	36,115	20%
Contracts, Events & Other Council Activities	3,729,200	105,418	3,623,782	3%
Rentals & Operating Leases	21,950	10,973	10,977	50%
Government Overhead & Insurance	2,350	2,350	-	100%
Operating Budget	\$ 3,994,900	160,333	\$ 3,834,567	4%
Grand Total	\$ 5,000,000	\$ 352,222	\$ 4,647,778	7%

In Demand Careers			
Month	Transfer In	Interest	Collection Cost
July	\$ 20,000,000	\$ 1,914	\$ -
August	(11,250,000)	-	-
September	20,000,000	-	-
October	(11,250,000)	18	-
November	-	-	-
December	-	-	-
January			
February			
March			
April			
May			
June			
FY24 Totals	\$ 17,500,000	\$ 1,932	\$ -

WORKFORCE DEVELOPMENT COUNCIL
Fiscal Year 2024 Budget
For the Period July 1, 2023 - December 31, 2023

CNA Study				
State Expenditure Category	Budget	Actual	Under/(Over)	Actual %
Salary & Benefits	\$ -		\$ -	0%
Personnel	\$ -	\$ -	\$ -	0%
Administrative Services & Supplies	-		-	0%
Communication Costs	-		-	0%
Computer Services & Supplies	-		-	0%
Employee Development, Memberships & Subscription	-		-	0%
Employee Travel Costs	-		-	0%
Contracts, Events & Other Council Activities	106,070		106,070	0%
Rentals & Operating Leases	-		-	0%
Government Overhead & Insurance	-		-	0%
Operating Budget	\$ 106,070	\$ -	\$ 106,070	0%
Grand Total	\$ 106,070	\$ -	\$ 106,070	0%

*Set-aside for Talent Pipeline Management

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1



2

Streamlining Talent Acquisition

Built by business, for business.

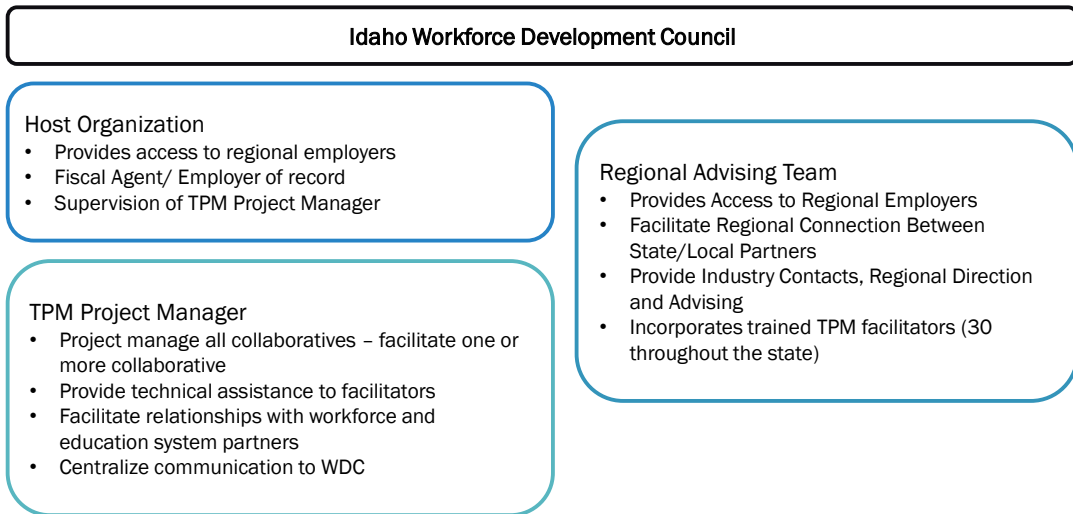
“TPM provides employers and their education and workforce development partners with strategies and tools to co-design talent supply chains that connect learners and workers to jobs and career advancement opportunities.”

- US Chamber of Commerce Foundation



3

Idaho's TPM Structure



4

The History of TPM in Idaho

2020

Funded by Innovation Grant

WDC Partnered with Idaho Association of Commerce and Industry to train 30 TPM facilitators throughout Idaho.

2022

Funded by ARPA Funds through FY24

Through Governor Little's Leading Idaho Initiative, the Council strategically funds 5 regional host organization and 2 statewide host organizations to expand TPM in Idaho.

2024

WDTF Funding?

TBD

5

TPM Facilitators by Region

Region 1: Coeur d'Alene Area Economic Development Corp. – Jobs Plus

- Gynii Gilliam

Region 2: Clearwater Economic Development Association

- Dodd Snodgrass
- Deb Smith

Region 3: 1 Percent Consulting

- Kimber Russell

Region 4: College of Southern Idaho

- Janet Pretti

Region 5 & 6: Center for Advanced Energy Studies

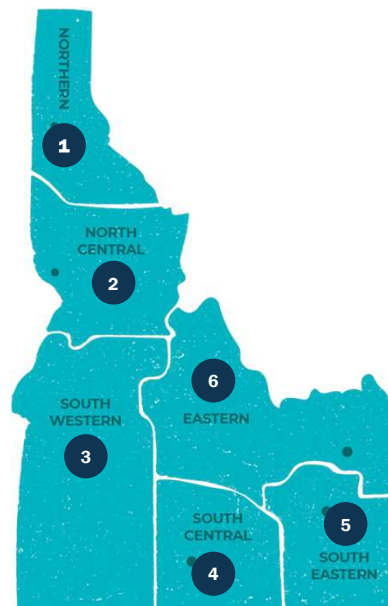
- Jolie Turek
- Jodi Johnson

Statewide: Idaho Associated General Contractors

- Molly Johnson

Statewide: Idaho Manufacturing Alliance

- Tiffany Englar



6



7

Staff recommendations for sustaining TPM:
Allocate \$550,000 total to TPM host organizations in strategic areas described at right.

Region	Name	Allocated Cost
Region I	Coeur d'Alene Area Economic Development	\$75,000 per year
Region II	Clearwater Economic Development Association	\$45,000 per year
Region III	WDC	Supported by staff
Region IV	College of Southern Idaho	\$90,000
Region V, Region VI	Center for Advanced Energy Studies	\$250,000
Statewide	Idaho Manufacturing Alliance	\$90,000

8

WDTF Grant Support

Formally require Industry Sector and Innovation applicants to partner with TPM project facilitators to ensure proposed project aligns with the needs of industry and the community served by the grant.

9

Why Sustain TPM

- Strengthens **WDC presence and impact** in the state
- TPM host organization have made significant contributions in **advancing workforce training initiatives** in their regions
- TPM facilitators provide **support to industry** in advancing workforce initiatives
- TPM facilitators' collaboration with the WDTF process ensures **meaningful, industry-supported grant applications**
- TPM process helps **strengthen partnerships** between industry and education

10

**Staff recommendations
for sustaining TPM:**

Allocate \$550,000 total to TPM host organizations in strategic areas described at right.

Region	Name	Allocated Cost
Region I	Coeur d'Alene Area Economic Development	\$75,000 per year
Region II	Clearwater Economic Development Association	\$45,000 per year
Region III	WDC	Supported by staff
Region IV	College of Southern Idaho	\$90,000
Region V, Region VI	Center for Advanced Energy Studies	\$250,000
Statewide	Idaho Manufacturing Alliance	\$90,000

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Thank you

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*2024-2028 WIOA State Plan

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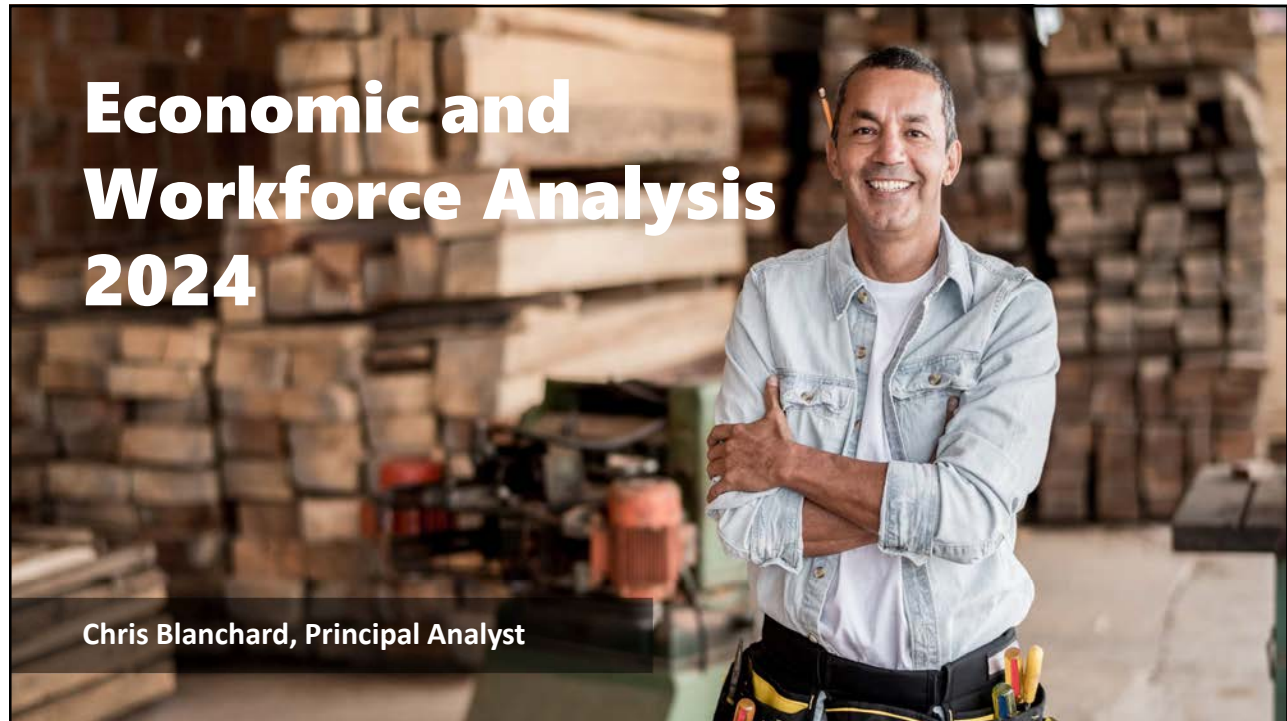


1

State Plan Breakdown

- Economic & Workforce Analysis
- Qualitative Data Analysis
- Goals
- Programmatic Costs and Outputs
- Panel Discussion
- Creating the State Plan
- Plan Implementation

2



3

Summary: the good news

- Net job growth of 72,400 jobs or 10% growth between 2020 and 2022
- Post COVID rebound to high levels of growth in personal income and GDP
- We have a good match between growing industries and in-demand occupations and available training programs
- Unemployment is at historic lows across age, gender, ethnicity, and veteran status with no gap between whites and Hispanics
- Massive population influx during COVID
- Population is growing in the 35-49 year old age band
- Diversification toward a minority-majority population



4

Persistent observations

- Jobs in health care and technology are hard to fill
- Poverty begets poverty – those below the poverty level had an unemployment rate of 9.1%
- Education is still a sure way out of poverty – 20% of those with less than a high school education were in poverty as opposed to 5% for those holding a bachelor's degree
- Those with self-care and independent living issues participate minimally in the workforce
- Large disparities in educational attainment by race
- Non-English speakers face challenges in attaining education



5

Job Growth
Employment
GDP

6

Supersector job growth

Supersectors	2010	2020	2022	2010-20, Difference	2020-2022, Difference
Education and health services	83,100	112,600	121,500	29,500	8,900
Trade, transportation, and utilities	119,900	145,900	161,500	26,000	15,600
Construction	31,200	55,900	66,000	24,700	10,100
Professional and business services	75,600	98,700	107,600	23,100	8,900
Leisure and hospitality	57,900	75,300	89,100	17,400	13,800
Manufacturing	53,400	68,700	73,200	15,300	4,500
Financial activities	29,200	37,400	41,100	8,200	3,700
Idaho Nonfarm Payroll Jobs	603,100	754,700	827,500	151,900	72,400

7

Supersector % job growth

Supersectors	2010	2020	2022	2010-20, Numeric Change	2020-22, Numeric Change	2020-22, Percent Change (Percent rounded to the nearest percentage)
Construction	31,200	55,900	66,000	24,700	10,100	18%
Education and health services	83,100	112,600	121,500	29,500	8,900	8%
Professional and business services	75,600	98,700	107,600	23,100	8,900	9%
Leisure and hospitality	57,900	75,300	89,100	17,400	13,800	18%
Financial activities	29,200	37,400	41,100	8,200	3,700	10%
Manufacturing	53,400	68,700	73,200	15,300	4,500	7%
Trade, transportation, and utilities	119,900	145,900	161,500	26,000	15,600	11%
Idaho Nonfarm Payroll Jobs	603,100	754,700	827,500	151,600	72,800	10%

8

Supersector employment and GDP

Industry Supersector	Employment	Employment Rank	GDP (millions of current dollars)	GDP Rank
Private industries	700,700		\$98,585.1	
Educational services, health care, and social assistance	121,500	1	\$9,796.5	4
Professional and business services	107,600	2	\$12,084.9	2
Retail trade	94,000	3	\$9,408.4	5
Manufacturing	73,200	4	\$10,726.7	3
Construction	66,000	5	\$6,942.3	7
Wholesale trade	34,800	6	\$7,980.2	6
Finance, insurance, real estate, rental, and leasing	29,900	8	\$19,963.9	1
Transportation and warehousing	32,600	7	\$3,685.3	9
Arts, entertainment, recreation, accommodation, and food services	11,700	9	\$4,878.9	8
Information	7,400	10	\$2,309.9	10
Mining (except gas and oil)	3,700	11	\$802.6	12
Utilities	3,000	12	\$1,777.4	11

9

Idaho GDP and personal income

Year	Gross Domestic Product	Percent Change from Previous Year	Total Personal Income	Percent Change from Previous Year
2008	\$55,546		\$50,205	
2009	\$53,775	-3.2%	\$48,477	-3.4%
2010	\$55,171	2.6%	\$50,197	3.5%
2011	\$56,488	2.4%	\$53,083	5.7%
2012	\$57,764	2.3%	\$56,140	5.8%
2013	\$61,018	5.6%	\$58,338	3.9%
2014	\$63,522	4.1%	\$61,827	6.0%
2015	\$66,004	3.9%	\$65,825	6.5%
2016	\$69,029	4.6%	\$68,445	4.0%
2017	\$72,723	5.4%	\$72,355	5.7%
2018	\$77,052	6.0%	\$77,012	6.4%
2019	\$82,420	6.9%	\$81,565	5.9%
2020	\$83,822	1.7%	\$89,078	9.2%
2021	\$87,992	5.0%	\$94,097	5.6%
2022	\$91,683	4.2%	N/A	N/A

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Occupations Job postings

11

Trending occupations in Idaho

Job Seeker Rank	Occupation title	ID Employment per 1,000	U.S. employment per 1,000	ID median annual wage	U.S. median annual wage
1	Registered Nurses	17.15	20.77	\$77,940	\$81,224
2	Computer and Information Systems Managers	1.674	3.60	\$120,650	\$164,070
3	Medical Secretaries	2.69	4.61	\$36,770	\$38,501
4	Licensed Practical and Licensed Vocational Nurses	2.53	4.27	\$50,850	\$54,621
5	Administrative Services and Facilities Managers	0.82	2.39	\$103,010	\$101,878
6	Network and Computer Systems Administrators	1.59	2.20	\$76,750	\$90,522
7	First Line Supervisors of Transportation & Material Moving Workers	3.51	4.00	\$54,980	\$57,866
8	Cargo and Freight Agents	0.1	0.63	\$48,580	\$46,862
9	Industrial Engineers	1.73	2.17	\$79,997	\$96,346
10	Computer Hardware Engineers	0.09	0.50	\$110,090	\$132,371

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Top job postings, 2022

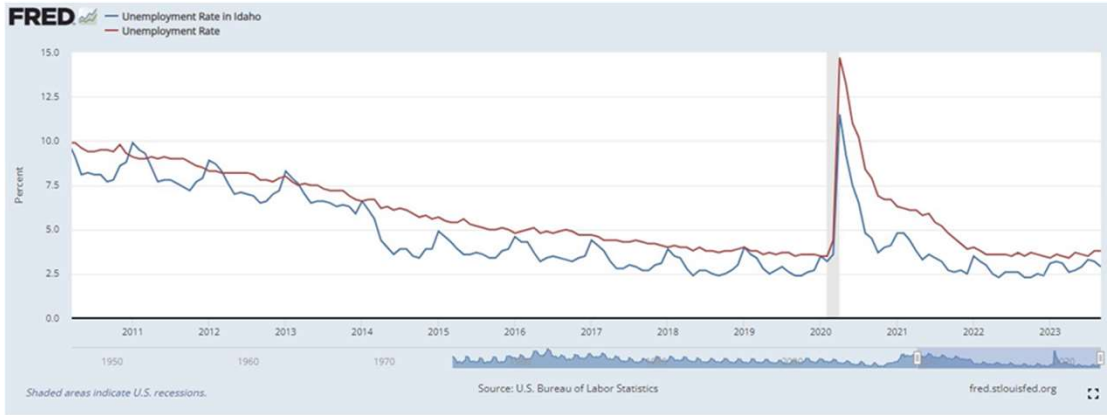
Occupation (SOC)	Total Postings (Jan 2022 - Dec 2022)	Unique Postings (Jan 2022 - Dec 2022)	Median Posting Duration
Registered Nurses	35,851	9,100	29
Software Developers	14,859	8,077	29
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	17,863	6,503	31
Retail Salespersons	24,906	6,166	31
Managers, All Other	11,947	5,767	29
Computer Occupations, All Other	11,708	5,677	30
Customer Service Representatives	29,444	5,538	29
First-Line Supervisors of Retail Sales Workers	14,731	4,799	28
Laborers and Freight, Stock, and Material Movers, Hand	24,653	3,701	33
Marketing Managers	7,447	3,642	30

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Unemployment
Labor force participation

14

ID vs. US Unemployment



15

2022 Labor force participation by age and gender

	2022 Civilian Population	2022 Civilian Labor Force	2022 Labor Force Participation Rate
Population 16 years and over	1,530,729	955,175	62.4%
16-24	250,551	167,167	66.7%
25-54	867,292	701,383	80.9%
55-64	224,544	145,967	65.0%
65 and older	329,530	54,182	16.4%
Population 20 to 64 years	1,091,836	847,265	77.6%
Male	556,443	464,630	83.5%
Female	535,393	383,341	71.6%

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2022 Idaho unemployment rate by age and gender

	Total	Civilian Labor Force	Employed	Unemployed	Unemployment rate
Population 16 years and over	1,530,729	955,175	909,253	45,922	3.0%
AGE					
16 to 19 years	109,363	53,369	42,105	11,264	10.3%
20 to 24 years	141,188	113,798	105,891	7,907	5.6%
25 to 29 years	122,506	101,557	97,760	3,798	3.1%
30 to 34 years	127,837	101,758	99,202	2,557	2.0%
35 to 44 years	256,103	204,370	198,736	5,634	2.2%
45 to 54 years	219,658	179,900	176,166	3,734	1.7%
55 to 59 years	108,296	79,706	77,323	2,383	2.2%
60 to 64 years	116,248	66,261	64,285	1,976	1.7%
65 to 74 years	200,204	45,647	42,043	3,604	1.8%
75 years and over	129,326	8,536	4,914	3,621	2.8%
Population 20 to 64 years	1,091,836	847,265	818,877	28,388	2.6%
SEX					
Male	556,443	464,630	447,380	17,250	3.1%
Female	535,393	383,341	373,169	10,172	1.9%

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2022 Idaho labor force participation by ethnicity

	Total	Labor Force Participation Rate	Employment to Population Ratio	Unemployment rate
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	1,231,457	63%	60%	3.9%
Black or African American alone	9,024	67%	60%	6.7%
American Indian and Alaska Native alone	17,957	62%	56%	9.1%
Asian alone	20,092	65%	62%	3.2%
Native Hawaiian and Other Pacific Islander alone	2,524	64%	53%	15.8%
Some other race alone	57,093	71%	68%	3.0%
Two or more races	67,098	69%	64%	5.7%
Hispanic or Latino origin (of any race)	157,760	72%	69%	4.0%
White alone, not Hispanic or Latino	1,161,485	62%	59%	3.8%

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2022 Idaho labor force participation among veterans

	Estimate	Percent
Total:	1,139,073	
Veteran:	58,769	5%
In labor force:	45,591	78%
Employed	44,007	97%
Unemployed	1,584	3%
Not in labor force	13,178	22%

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2022 Idaho labor force by poverty status

	Total	Labor Force Participation Rate	Employment/Population Ratio	Unemployment rate
POVERTY STATUS IN THE PAST 12 MONTHS				
Below poverty level	107,380	47.8%	43.4%	9.1%
At or above the poverty level	957,388	82.1%	79.9%	2.1%

20

2022 Idaho educational attainment by poverty status

POVERTY RATE FOR THE POPULATION 25 YEARS AND OVER FOR WHOM POVERTY STATUS IS DETERMINED BY EDUCATIONAL ATTAINMENT LEVEL	2019	2022
Less than high school graduate	21%	20%
High school graduate (includes equivalency)	10%	12%
Some college or associate's degree	8%	8%
Bachelor's degree or higher	4%	5%

21

2022 Idaho labor force by disability type

Disability type	Total population	Number employed	Number unemployed	Unemployment rate for those in the labor force	Number not in labor force	Percent not in labor force
Hearing	31,665	19,627	767	3.9%	11,271	35.6%
Vision	27,200	15,708	1,694	10.8%	9,798	36.0%
Cognitive	68,579	29,867	2,694	9.0%	36,018	52.5%
Ambulatory	52,424	18,320	870	4.7%	33,234	63.4%
Self-care	21,320	4,767	404	8.5%	16,149	75.7%
Independent living	50,883	16,679	1,519	9.1%	32,685	64.2%

22

Migration Population projections

23

Net migration 2010-2022

Time Period	Net Migration	Domestic	International
July 2010	-194	-381	187
July 2011	2337	524	1813
July 2012	1035	-721	1756
July 2013	5574	3535	2039
July 2014	10059	8470	1589
July 2015	10065	6771	3294
July 2016	22168	18550	3618
July 2017	26857	25035	1822
July 2018	24864	24401	463
July 2019	29224	28466	758
July 2020	30961	30283	678
July 2021	49289	48876	413
July 2022	30483	28639	1844

24

Idaho population projections

	2021	2031	Percent Change
Total Population	1,888,533	2,116,413	12.1%
Age			
Under 5 years	117,956	123,828	5%
5 to 9 years	128,222	130,053	1.4%
10 to 14 years	135,469	137,232	1.3%
15 to 19 years	131,454	136,971	4.2%
20 to 24 years	122,972	134,018	9.0%
25 to 29 years	125,090	136,057	8.8%
30 to 34 years	124,765	136,562	9.5%
35 to 39 years	123,504	139,461	12.9%
40 to 44 years	120,104	136,203	13.4%
45 to 49 years	106,219	127,192	19.7%
50 to 54 years	105,432	118,215	13.7%
55 to 59 years	108,556	118,150	8%
60 to 64 years	115,437	118,215	2.4%
65 to 69 years	107,181	117,189	9.3%
70 to 74 years	89,868	107,818	20%
75 to 79 years	58,712	84,217	43.4%
80 to 84 years	36,146	58,714	83%
85 years and over	31,446	54,700	73.9%

25

Idaho population projections by ethnicity

	2020	2030	Percent Change
Total	1,826,913	2,148,168	18%
White, Non-Hispanic	1,487,564	1,692,466	14%
White, Hispanic	209,735	279,053	33%
Two or More Races, Non-Hispanic	38,476	53,161	38%
Asian, Non-Hispanic	27,095	38,617	43%
American Indian or Alaskan Native, Non-Hispanic	19,438	22,246	14%
Black, Non-Hispanic	13,793	19,841	44%
American Indian or Alaskan Native, Hispanic	12,398	14,366	16%
Two or More Races, Hispanic	9,137	13,345	46%
Native Hawaiian or Pacific Islander, Non-Hispanic	3,275	5,213	59%
Black, Hispanic	2,978	4,618	55%
Asian, Hispanic	2,187	3,579	64%
Native Hawaiian or Pacific Islander, Hispanic	837	1,662	99%

26

Educational attainment by race

	Race Population	% of State Population	% of Race with High School Diploma or Higher	% of Race with Bachelor's or higher
Total State Population 25 and Over	1,280,178	67%		
White alone	1,080,405	57%	94%	34%
Black or African American alone	7,133	0.4%	90%	25%
American Indian and Alaska Native alone	15,152	1%	80%	14%
Asian alone	18,594	1%	92%	55%
Native Hawaiian and Other Pacific Islander alone	N/A	N/A	N/A	N/A
Some other race alone	58,176	3%	68%	12%
Hispanic or Latino origin	137,932	7%	70%	15%

27

Educational attainment 25 and over

Population 25 years and over	1,280,178	Percent
Less than 9th grade	44,365	4%
9th to 12th grade, no diploma	57,919	5%
High school graduate (includes equivalency)	333,105	26%
Some college, no degree	305,642	24%
Associate's degree	125,979	10%
Bachelor's degree	274,409	21%
Graduate or professional degree	138,759	11%
High school graduate or higher	1,177,894	92%
Bachelor's degree or higher	413,168	32%

28

Educational attainment and language barriers

	Less than high school graduate	%	High school graduate (includes equivalency)	%	Some college or associate's degree	%	Bachelor's degree or higher	%
	102,284		333,105		431,621		413,168	
In labor force:	52,223		191,317		261,432		282,991	
Speak only English	26,871	51%	164,583	13%	240,345	19%	256,248	20%
Speak Spanish	24,377	47%	19,632	2%	16,773	1%	13,808	3%
Speak other Indo-European languages	489	1%	3,355	0.3%	2,659	0.2%	6,341	0.5%
Speak Asian and Pacific Island languages	234	0.4%	1,659	0.1%	1,159	0.1%	5,724	0.4%
Speak other languages	252	0.5%	2,088	0.2%	496	0.0%	870	0.1%

29



30

What were we hoping to learn?

1

What's happening in Idaho's workforce development environment?

2

How can we better meet Idaho's needs?

12/8/2023

JOINT ONE-STOP AND WIOA ADVISORY GROUP MEETING

31

31

Listening sessions

1

Region II

Clearwater Economic Development Association

2

Region VI

Alturas (East-Central Idaho Planning & Development Association, Inc.)

3

Region IV

Region IV Development Association

4

Various

Workforce Development Council Members

5

Region V

Southeast Idaho Council of Governments

Note: requests for listening sessions with Panhandle Area Council and Treasure Valley Partnership were not responded to.

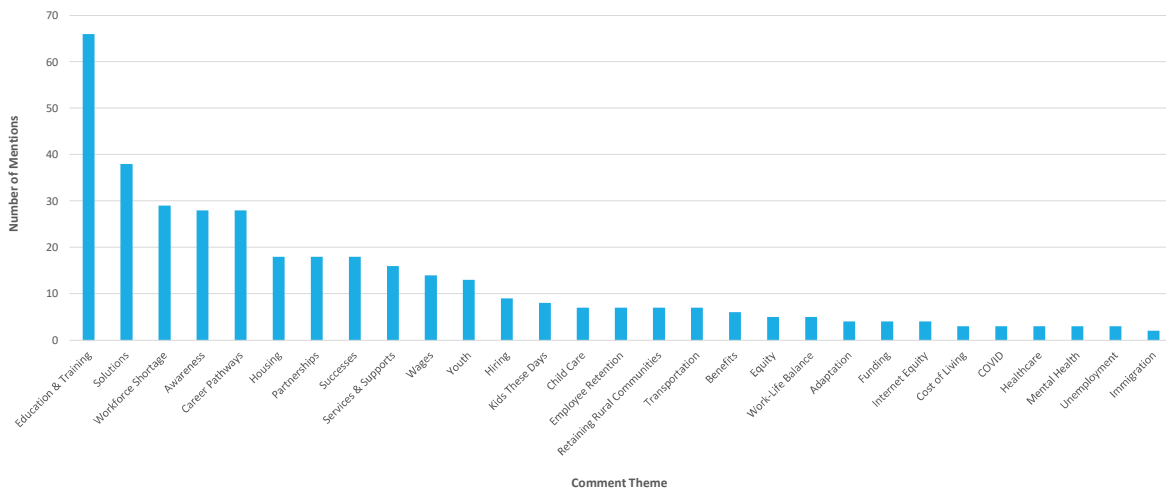
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Qualitative Analysis

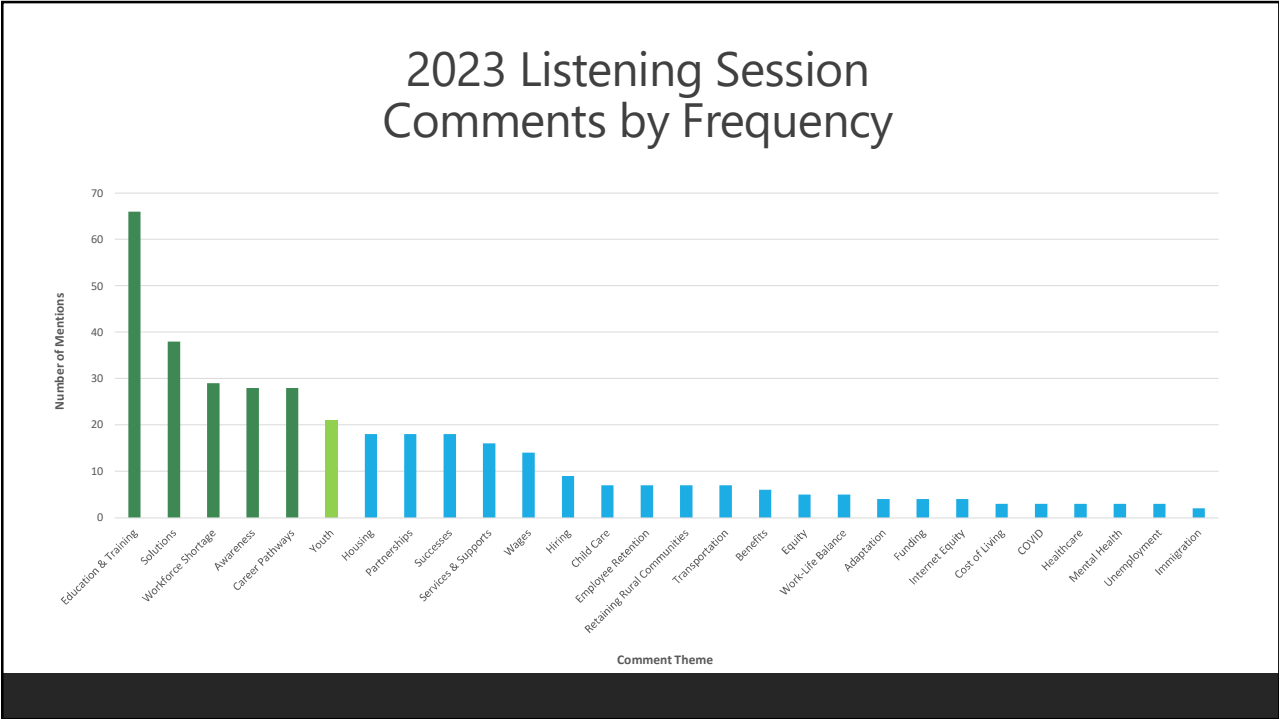
1. Notes were broken into complete statements
2. Statements were given up to three “theme” tags to identify the general topic(s) of the comment
3. Themes were graphed to identify frequency of mentions
 1. Direct quotes pulled for group review from highest frequency themes

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2023 Listening Session Comments by Frequency



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35



36

Program	Federal Funding	State Funding	Number Served
Title I – Youth	\$2,580,180	\$0	748
Title I – Adult	\$2,309,760	\$0	561
Title I – Dislocated Worker	\$1,847,221	\$0	142
Title II – Adult Education	\$2,757,056	\$1,273,616.03	4,156
Title III – Wagner-Peyser	\$6,052,395	\$0	17,943 (job seekers) 8,337 (employers)
Title IV – Vocational Rehabilitation (IDVR)	\$16,274,257	\$4,404,595	4,323
Title IV – ICBVI	\$2,632,771	\$958,456	420
OAA Title V – Senior Community Service Employment Program	\$425,207	\$0	42
Trade Adjustment Assistance	\$400,000	\$0	10
Job for Veterans State Grant	\$877,644	\$0	436
Carl D. Perkins	\$8,371,565 (sec + post-sec)	\$418,578	107,551 (secondary) 5,192 (post-secondary)
TANF/TAFI	\$5.7M		2,235 (TAFI monthly avg.) 123,947 (SNAP monthly avg.)
Unemployment Insurance	\$14,547,992	\$0	45,652

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State Plan Goals

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Goal 1

Improving public awareness and access to the workforce system

- Create and implement a targeted communications strategy
- Collaboratively identify key communication points
- Leverage partnerships with high-utilization resources to distribute information
- Coordinate business services across partners to ensure delivery of streamlined and high-quality solutions

40



Goal 2

Build workforce system capacity to receive participants with more significant barriers to employment

- Leverage data to prepare staff and appropriate services
- Train frontline staff to be welcoming to all customers
- Leverage technology to fill gaps for participants
- Align with the Digital Access for All Idahoans plan

41




Goal 3

Service to youth

- Idaho's youth face some of our highest unemployment rates
- Provide services sensitive to the needs of young people in diverse demographic groups, such as:
 - Youth with disabilities
 - Justice-involved youth
 - Hispanic youth
 - Youth within racial and ethnic minorities
 - Youth who are English language learners
 - Tribal youth
 - LGBTQ+ youth
 - Youth residing in rural or remote communities

42



Goal 4

Career pathways and sector partnerships

- Develop career pathways via Talent Pipeline Management
- Identify target industries for TPM
- Train combined plan partners on TPM

43



Building the State Plan

44

Expert Involvement

Four listening sessions with economic development agencies

One session with you!



45

Partner Collaboration

Agencies Involved

- Workforce Development Council
- Idaho Department of Labor
- Idaho Division of Vocational Rehabilitation
- Idaho Commission for the Blind and Visually Impaired
- Idaho Division of Career & Technical Education
- Idaho Commission on Aging



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Public Comment

- Scheduled for three weeks
 - February 1st through 22nd
- Outreach methods
 - WDC social media
 - Press release
 - Available on WDC website
- All outreach included instructions for how to comment



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Next Steps

- Communicating goals to staff and partners
- Translating goals to action items
 - Ongoing meetings
- Pursuing grant and project opportunities
- Focus on frontline staff



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*Infrastructure Cost-Sharing Guidance

BRAD LITTLE
GOVERNOR

Wendi Secrist
Executive Director



Deni Hoehne
Chair

John Young
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL
514 W. Jefferson Street, Suite 131, Boise, Idaho 83720

**Workforce Development Council/Governor's Guidance
for WIOA One-Stop Infrastructure Funding Agreements**
Adopted March XX, 2024

Reference: WDC 10-25-2017 Transmittal #4
WIOA Sec. 121(h)(1)(B) and (i)(3); WIOA 101(d)(6)(C);
20 CFR 678.705; 34 CFR 361.705 and 34 CFR 463.705;
2 CFR part 200;
TEGL 17-16; RSA-TAC-17-03; PM; OCTAE Program Memo 17-3

History: Previously approved on October 25, 2017

Purpose: Comply with federal requirements for the Governor and the WIOA State Board to provide guidance to local areas on WIOA One-Stop Infrastructure Funding

Introduction:

The Workforce Innovation and Opportunity Act mandates that all required one-stop partners contribute a portion of their funds for both infrastructure costs (WIOA Sec. 121 (b)(1)(A)(ii)) and additional costs (WIOA Sec. 121(i)).

The WIOA Joint Rule specifies the guidance to be issued by the Governor regarding one-stop infrastructure funding. The Governor, after consultation with chief elected officials and the Workforce Development Council must develop and issue guidelines for State-administered one-stop partner programs for determining such programs' contributions to the one-stop delivery system, including determining funding for the costs of infrastructure; and issue guidance to the local chief elected officials and one-stop partners in determining equitable and stable methods of funding the costs of infrastructure, consistent with the Uniform Guidance at 2 CFR part 200.

This guidance must include:

- Appropriate roles of the one-stop partners in identifying one-stop infrastructure costs.
- Approaches to facilitate equitable and efficient cost allocation that results in a reasonable cost allocation methodology.
- Timelines regarding notification to the Governor for not reaching local agreement and triggering the State funding mechanism and timelines for submitting an appeal in the State Funding Mechanism.

Similarly, the Workforce Development Council as the WIOA state board is directed with developing policies relating to the roles and contributions of the entities carrying out the one-stop partner programs and provide approaches to facilitating equitable and efficient cost allocation in such system.

The requirements for infrastructure cost sharing are applicable to the WIOA local areas. Idaho officially consists of two local areas under WIOA – East Central Idaho, also known as Service Delivery Area 6 or Region 6, and the Balance of State, consisting of Regions 1-5. The Workforce Development Council, as the WIOA State Board, provides the policies to the local areas and the Council, acting as the local board for the two areas, is also responsible for implementing the requirements.

The guidance provided here is supplemental to the Idaho American Job Center Network MOU and the Service Delivery Area MOUs approved by the One-Stop Committee. The Infrastructure Funding Agreement resulting from this guidance will be an addendum to the Service Delivery Area MOUs for SDAs 2 and 6. This guidance may be used by any of the other Service Delivery Areas at a later time.

State Administered One-Stop Program Guidelines:

The following are instructions from the State-administered one-stop partners for assigning the roles for identifying infrastructure costs and contributions to the one-stop infrastructure funding agreement in the local areas.

Idaho Division of Career Technical Education (IDCTE)

Perkins Postsecondary Programs– IDCTE delegates authority for local negotiations to the technical college representatives.

Adult Education and Family Literacy Act - Adult Education Programs – IDCTE delegates authority to technical college leadership staff person (dean or VP) with authority over Adult Education program. This person will work with the head of Adult Education program as part of the negotiation process.

Idaho Commission on Aging

Senior Community Service Employment Program – The State-administered SCSEP program delegates authority to their service provider Easterseals-Goodwill, which may also be a direct federal SCSEP grantee. A representative will negotiate on behalf of both grants.

Idaho Division of Vocational Rehabilitation

WIOA Title IV Vocational Rehabilitation – The Division retains state authority for all infrastructure funding negotiations.

Idaho Department of Health and Welfare

Temporary Assistance for Needy Families – The Department retains state authority for all infrastructure negotiations for TANF and any other IDHW-administered program (e.g., Supplemental Nutrition Assistance Program).

Work-related Employment and Training Programs – The Department delegates all negotiation authority to their service provider, as consistent with the IDHW contract.

Idaho Department of Labor

The Department delegates all negotiation authority for the following programs to its area managers:
WIOA Title IB Employment and Training Programs

WIOA Title III – Wagner Peyser Employment Services
TAA – Trade Adjustment Assistance
Jobs for Veterans Grants
Unemployment Insurance

Idaho Commission for the Blind and Visually Impaired

WIOA Title IV VR – The Commission retains all authority for infrastructure funding negotiations.

Community Council of Idaho

National Farmworkers Jobs Program – CCI retains authority for infrastructure funding negotiations across the state.

Cost Allocation Approach Guidelines:

There are two statutory methods of infrastructure cost funding: the Local and State Funding Mechanisms. Local areas must first attempt the Local Funding Mechanism process before appealing to the State Funding Mechanism.

This section describes the Local Funding Mechanism process, including instructions for developing the one-stop operating budget and a recommended cost allocation methodology.

Local Funding Mechanism Process

Following WIOA guidance in TEGL 17-16, RSA-TAC-17-03, and OCTE Program Memo 17-03 that spells out the steps for determining shared funding for infrastructure, the one-stop partners are to begin negotiating infrastructure costs under the “Local Funding Mechanism” as follows:

1. Determine local one-stop operating budget by including the following:
 - a. Infrastructure
 - b. Additional costs (career and shared services)
2. Develop a fair cost allocation methodology based on the relative use and benefit of each one-stop partner.
3. Determine the partners’ proportionate share of the infrastructure costs and required services costs. The proportionate share is the starting point for the negotiations.
4. Negotiate partners’ contributions:
 - a. Partners can contribute any amount they wish to negotiate as allowed by the program
 - b. Partners may contribute (as allowed by program grant)
 - i. Cash
 - ii. Non-Cash
 - iii. Third party in-kind

Developing the One-Stop Operating Budget

Infrastructure

Infrastructure costs are defined in WIOA Joint Rules (20 CFR 678.700, 34 CFR 361.700, and 34 CFR 463.700) as the non-personnel costs necessary for the general operation of the one-stop center. These are building-related costs only. Local areas are instructed to only identify infrastructure costs for the comprehensive one-stop center in the local area.

Infrastructure categories

- Rent
- Property Insurance
- Utilities
- Access Technology (phone, internet)
- Equipment
- Supplies
- Maintenance
- Janitorial contracts
- Security contracts
- Common Identifier (Updating building with American Job Center signage)

Additional Costs (System Delivery Costs)

System delivery costs are the additional costs required to operate the one-stop delivery system and are not included in the infrastructure cost-sharing. These additional costs must include career services and may include other common non-infrastructure costs and shared services costs. These costs should include services provided by all partners within the service delivery area, as well as the costs for the services provided in the comprehensive one-stop center.

Career services are defined in WIOA Joint Rule (20 CFR 678.430, 34 CFR 361.430, and 34 CFR 463.430). Some partner programs provide more career services and expend greater costs for those services than others. For the purpose of developing the operating budget, the costs of career services are attributed to each program providing the career services. Each partner should provide the costs of the staff and other program expenses directly associated with providing career services.

Common non-infrastructure costs may be determined by the local partners. These may include costs for common printed materials in the one-stop center or for one-stop operator services such as coordinating business services and other regional coordination.

Shared services are defined in WIOA Sec. 121(i)(2) as those commonly provided through the one-stop partner programs to any individual, such as initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop partners, and other similar services. For the purpose of developing the operating budget, partners may determine which of their career services may be considered shared services.

Recommended Cost Allocation Methodology

The recommended allocation base uses the square footage of the comprehensive one-stop center and the actual infrastructure costs.

The methodology described below is recommended, but not definitive. However, using the square footage of the public, shared space as an allocation base is a fair way to allow cost contributions from the non-co-located partners who are also required to contribute to infrastructure costs.

- Co-located partners are assigned a proportionate share based on the direct space used by the program, such as program staff cubicles. Direct space shared by two or more co-located partners may be allocated using full-time equivalent positions.
- All partners are assigned proportionate shares based on the public, shared customer space, which includes lobby area, resource room and public restrooms. This space may also include interview rooms or conference rooms available to any one-stop partners.

- Proportionate shares of the public, shared customer space is then allocated by using the number of co-enrolled program participants in the region.
- Then, each partner's direct allocable space and proportionate share of common space are added together to determine their percentage of total cost.
- The actual infrastructure cost for the cost-sharing period is then multiplied by each partner's total percentage to determine their invoiced cost-sharing amount.

The results from any cost allocation are not definitive; they are viewed as a starting point for what the partner programs can contribute.

Recommendations for One-Stop Partner Program Contributions

All required one-stop partners have a mandate to contribute to infrastructure costs and system delivery costs. Other one-stop partners in the service delivery system are encouraged to contribute to the costs.

All programs may contribute cash toward these costs. Most programs will be able to contribute noncash or third-party in-kind. In-kind contributions from one-stop partners must be costs included in the original agreed-upon budget and would need to be fairly valued in accordance with the Uniform Guidance. Each program's contributions must be consistent with the program's authorizing statute and regulations, as well as 2 CFR 200. Additional information on program contributions is found in each agency's subregulatory guidance (TEGL 17-16, RSA-TAC 17-03, and OCTAE Program Memo 17-3).

As a part of additional system delivery costs, all one-stop partners will contribute to the regional annual trainings.

State Funding Mechanism

If the partners cannot agree on infrastructure contributions under the "Local Funding Mechanism," the Governor would need to invoke the State Funding Mechanism. The guidelines for this mechanism are:

- a. Used only if partners do not agree on the infrastructure costs payments;
- b. Subject to limiting percentages per program;
- c. Applies only to infrastructure costs (not additional shared costs); and,
- d. Does not apply to non-required partners.

The process to invoke the State Funding Mechanism is as follows:

1. Workforce Development Council One-Stop Committee reviews the recommendations of the local partners and makes the determination at its February committee meeting.
2. Committee Chair immediately notifies the Executive Committee of the Workforce Development Council.
3. Workforce Development Council notifies the Governor after the February committee meeting.
4. Partners provide local negotiation materials to the Governor.
5. Governor accepts existing or determines new infrastructure budget.
6. Governor establishes cost allocation methodology and proportionate shares.
7. Governor calculates the statewide caps applicable to local budget and adjusts proportionate shares.
8. If the proportionate share is less than the proportionate cap, the one-stop partners under Governor's authority must contribute that amount.

or

Governor sends back for renegotiation.

or

Governor reduces infrastructure costs to reflect the amount of funds available without exceeding the caps.

Appeals from the WIOA Title IB State Plan:

Provide the appeals process referred to in section 121(h)(2)(E) of WIOA relating to determinations for infrastructure funding.

A one-stop partner may appeal its portion of funds required for one-stop infrastructure costs after determination by the Governor under the State infrastructure funding mechanism, consistent with 20 CFR 631.750(b).

The appeal must be made in writing to the Idaho Workforce Development Council within ten (10) business days of the Governor's determination. The appeal will be heard at the next Workforce Development Council meeting, provided there are at least 14 days before the next meeting. If the Council's regularly scheduled meeting is sooner than 14 days from the appeal submission, the Council chair will schedule an auxiliary meeting at least 14 days and no less than 30 days from the appeal submission. The partner program entity shall have the opportunity to submit written and verbal information to the Workforce Development Council. The Council will issue a decision within 14 days of the Council appeal hearing. Its decision will be final.

Each partner may only appeal once per program year.

One-Stop System Funding Agreement

Per the WIOA Joint Regulations, the Infrastructure Funding Agreement must include the following:

1. Period of time in which the IFA is effective (One-year).
2. One-Stop operating budget for infrastructure and shared services costs.
3. Parties to the IFA and agreed contributions.
4. Documentation of the negotiation efforts.
5. Schedule for quarterly reconciliation of partner contributions and actual expenses.
6. Process for issue resolution and IFA modification.
7. Signatures.

*Child Care Expansion Grant Policy Updates

Child Care Expansion Grant Policy Updated July 13, 2023

Purpose

The Idaho Workforce Development Council (“Council”) has determined that it is in the best interest of the state to provide high quality child care in Idaho and shall provide grants to eligible child care providers as outlined below. The purpose of the fund is to encourage and enable businesses and employer consortiums to create and develop on-site, or near-site child care centers or partner with local and regional child care services to increase available slots for an employer’s employees (not at the expense of existing or available slots in the local area).

Eligibility

An entity is eligible for the grant if it will directly provide high quality child care in Idaho and meets all of the criteria in this section.

- The entity must be authorized to conduct business in Idaho and in good standing with the Idaho Secretary of State along with any other applicable state or local government organizations, and must comply with all federal, state, or local requirements.
- An entity may be any of the following:
 - o For profit child care providers;
 - o Nonprofit/not for profit child care providers; and
 - o Employers (which shall include public and private entities).
- The entity must partner with employers to increase or expand child care capacity. Examples of employer partnership may include:
 - o Monetary contributions or donations/support of in-kind services necessary for the operation of the program (see examples in the Definition section below);
 - o Guarantee to sponsor slots on behalf of employers’ employees;
 - o Co-op/collaborative/coordinated enrollment model across multiple centers (not necessarily owned by the same entity) in one “system” to provide access to employees of the partners; or
 - o Other partnership arrangements, as approved by the Council.
- Must comply with local and state child care licensing requirements.
- Provide at least 50% cash and/or in-kind match.
- Show evidence through a business plan, or equivalent, that operations will be sustainable beyond the one-time investment of these grant monies. Examples can be found at <https://wdc.idaho.gov/child-care-guides/>.
- Provide care to children ages 13 years and younger. Provider does not have to serve all age ranges between 0 to 13 and may serve any age range between the ages of 0-13; however, program funds cannot be used to support children over the age of 13. An exception will be made for providers serving children with disabilities who are 14-18. Preference will be provided to applicants who are serving infants and toddlers.
- Preference will be provided to applicants who are serving communities with higher need based on data found at: <https://childcaregap.org/assets/onePagers/Idaho.pdf>.

Exclusions

- Funds shall not support private school tuition or home schooling.
- Funds cannot be used for directly to service debt, satisfy a judgment or settlement, or contribute to a “rainy day” fund.
- Funds cannot be used as a tax offset.
- Funds cannot be used to match other federal resources.

Fund Availability

The Workforce Development Council has \$15 million dollars under the American Rescue Plan Act (ARPA) to expand high quality child care in Idaho. \$4 million dollars is set aside until **June 30, 2024**, for small providers currently serving 12 or fewer children. All funds must be **under contract by September 30, 2024**.

- Maximum of \$15,000 per child served is available to applicants to support the addition of new seats.
- 50% minimum cash and/or in-kind match is required. In-kind match must be calculated at fair market value. Applications may score higher if additional match is provided.
- The Child Care Expansion Grant Review Committee shall develop a rubric to use in scoring proposals.

Applications

Applicants must provide at a minimum:

- Proof that eligibility requirements have been met.
- A business plan (example found at <https://wdc.idaho.gov/child-care-guides/>) showing that the entity will meet all state and/or local licensing (including background checks), insurance, facility, programming, and a plan for sustainability beyond the one-time grant funding period.
- Description of partnership with employer(s).
- Detailed budget, budget narrative, and cashflow analysis for at least three years.
- Preference will be given to entities that focus on evidence-based programming and services and have parent engagement activities (see “High Quality Child Care” in the Definition section below). This includes the provision of training and ongoing professional development of staff.

Reimbursable Expenditures

- Acquisition and/or renovation of buildings (any project that exceeds \$1M in capital expenditures requires additional written justification under the ARPA program)
- Rent
- Equipment
- Supplies
- Learning materials
- Staffing costs (including licensing and professional development)
- Other reasonable operating costs aligned to the business plan

Contractual Terms

- Grantee must sign the grant agreement, after being selected for receipt of grant funds, and prior to receiving the grant funds.

- Grant term is one year.
- Grantees are required to submit quarterly reports during performance period, as delineated in the grant contract, and provide an update on facility operations two years after contract end date.
- Funds are made on a reimbursement basis for verified expenses only. An exception may be made for providers currently serving less than 24 children who could not move forward with their project without up-front funding. Documentation of the need shall be required. Approval for up-front funding will be at the sole discretion of the WDC. No more than 50% of the award will be provided for initial costs and no additional funds will be disbursed until the grantees provides all the necessary documentation to verify the initial expenditures. If the provider receiving up-front funding is unable to provide documentation to verify the initial expenditures, the Council will seek repayment of grant funds.
- The entity must stay in business for at least one year after the end of the grant period, or the Council may seek repayment of grant funds.
- Additional federal pass-through requirements including, but not limited to:
 - o Active registration in the System for Award Management (<https://www.sam.gov>);
 - o Compliance with Uniform Guidance including 2 CFR Part 200, Subpart E regarding Cost Principles;
 - o Single Audit Act (requires an audit for entities that expend more than \$750,000 in Federal awards during a fiscal year); and
 - o Civil Rights Compliance – must meet legal requirements relating to nondiscrimination and nondiscriminatory use of Federal funds. The requirements include ensuring that entities receiving assistance do not deny benefits or services, or otherwise discriminate on the basis of race, color, national origin (including limited English proficiency), disability, age, or sex (including sexual orientation and gender identity).

Performance Metrics

The return on investment is measured by the total number of child care seats available two years after grant-funded entity's contract end date.

Definitions

High Quality Child Care – The quality of care will be evaluated based on the Idaho STARS framework found at <https://idahostars.org/Child-Care-Providers/Steps-to-Quality>. A review of the child care incident history for existing providers will be conducted.

Provider – An entity that provides care and supervision compensation during part of a twenty-four (24) hour day, for a child or children, in a place other than the child's/children's own home. This does not exclude family or group child care provider types.

Employer Partnership Donations/Support – Examples:

- Offer of benefits (partial child care costs covered etc.) to employees who select employer-partnered child care provider.
- Employer/parent time donation for child care center needs (classroom volunteers, clean up days, stock food pantry etc.).

- Committed service days for center.
- Transportation services.
- Assist with child care provider employee licensing costs.

In-Kind Match – Refer to template.

*WDTF Grant Updates

WDTF Grant Updates – STEM/Semiconductor Related

- **University of Idaho** – Innovation Grant
 - Indigenous Knowledge for Effective Education (IKEEP)
- **Idaho Business for Education** – Innovation Grant
 - Youth Apprenticeship
- **College of Western Idaho** – Industry Sector Grant
 - Advanced Mechatronics Engineering Technician
- **Boise State University** – Industry Sector Grant
 - Engineering



1

STEM Focused Industry Sector/Innovation Grants

Students, Engineering the Future

- Cultivate STEM throughout K-post secondary community programs
- These program are intended to generate interest and awareness in K-12 students and transitioning adults pursuing a career in advanced manufacturing and related industries

Educator Leadership

- Prepare Idaho Educators to deliver STEM programs
- Invest in K-12 educators to provide resources and relevant experiences in advanced manufacturing and related industries

Community Benefit

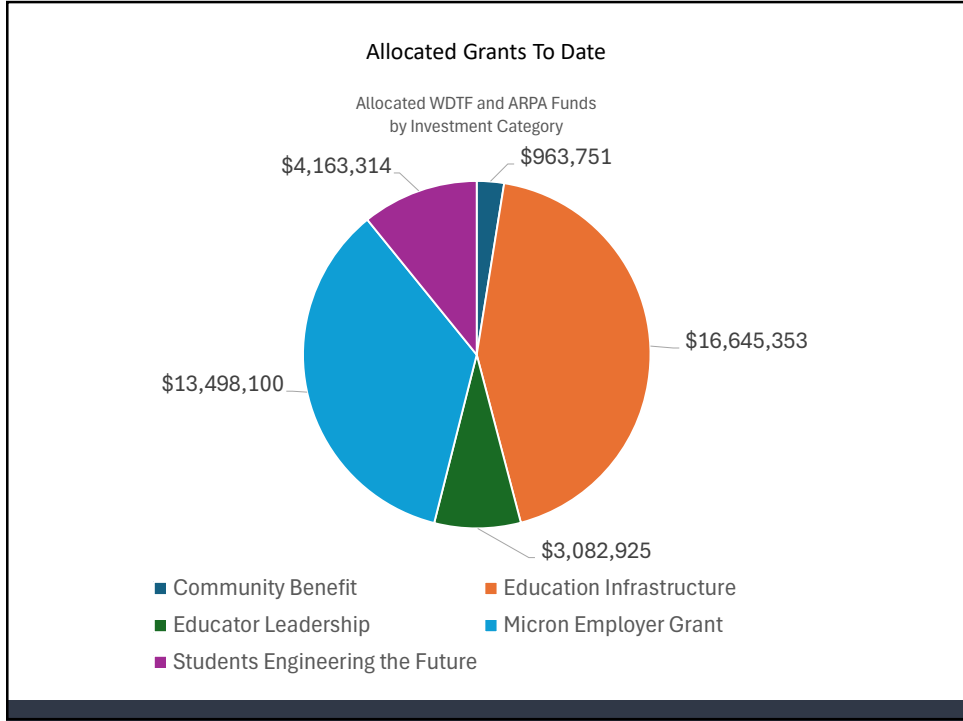
- Reduce barriers and increase knowledge of advanced manufacturing careers
- Connect students, both traditional and non-traditional, to the State's future workforce needs (including Idaho Launch)

Education Infrastructure

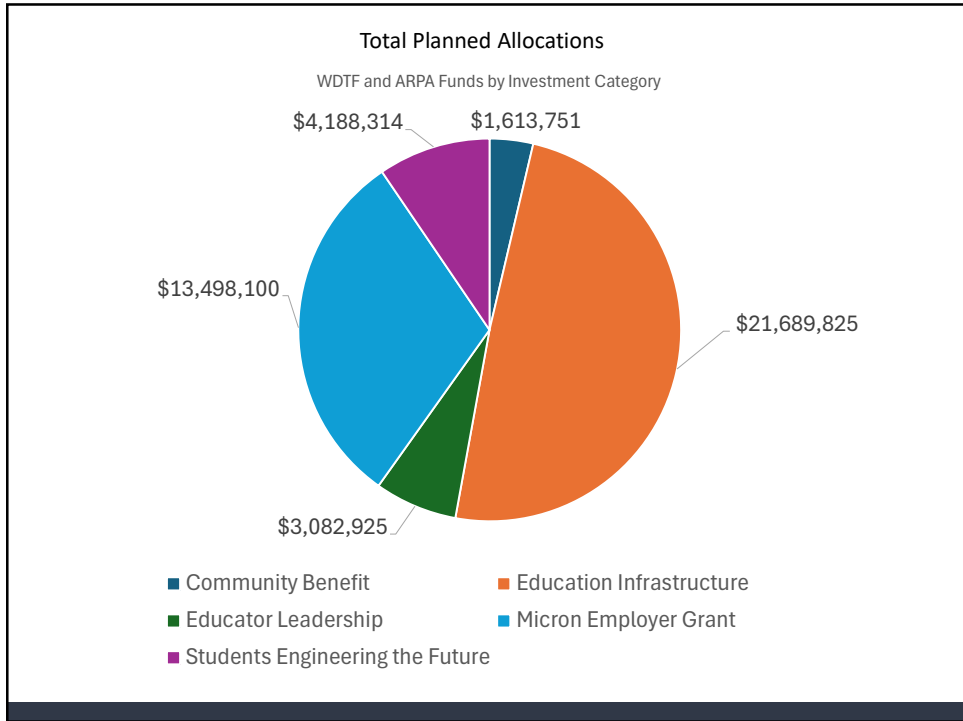
- Support increased capacity needs to meet workforce development and research demands across multiple industry sectors.
- Build institutional-level infrastructure to provide financial support for students and faculty to meet the state's future workforce needs

2

2



3



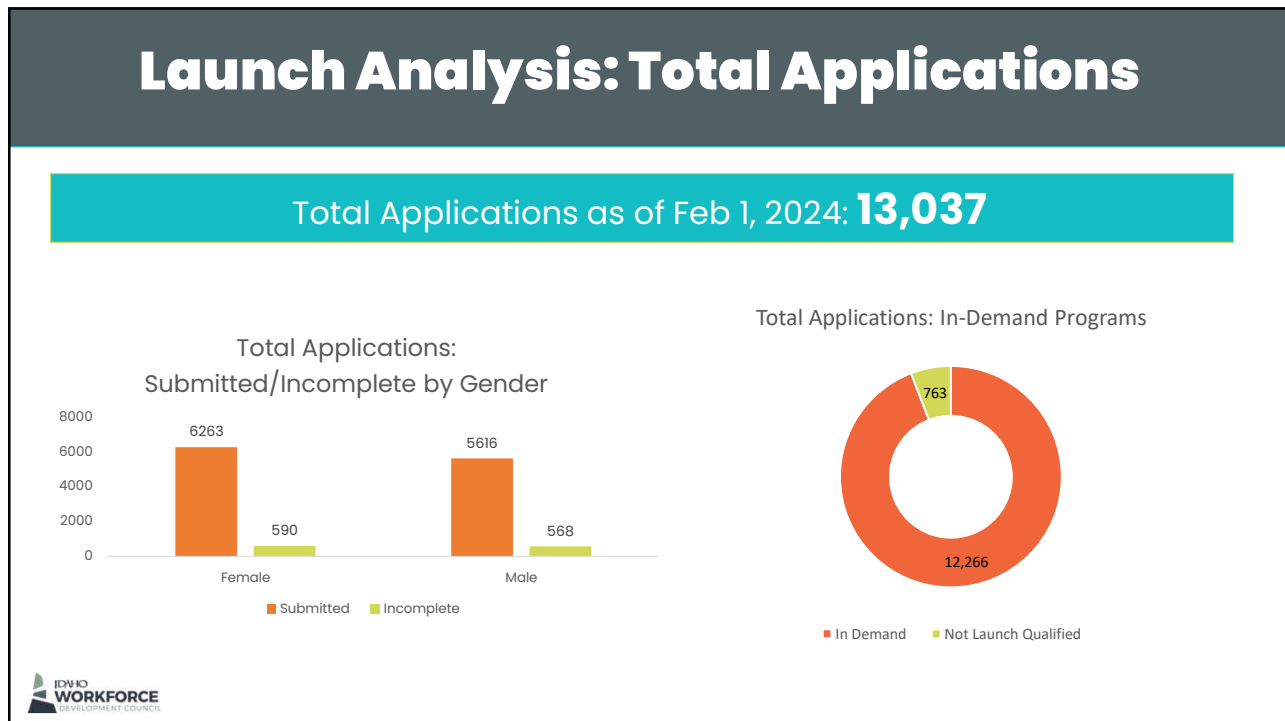
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Idaho LAUNCH Updates

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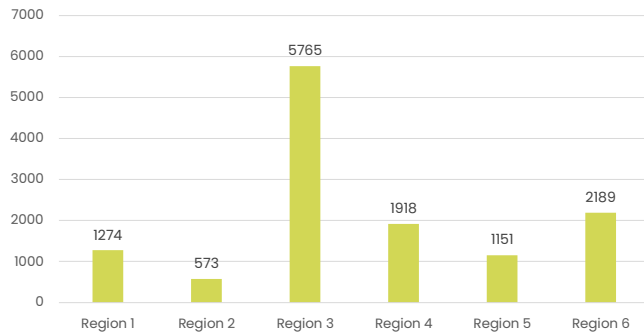


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Launch Analysis: High School

Type of High School	Total Applications
Public	11,335
Alternative	503
Charter	464
Online	356
Private	205
Homeschool	76
GED	28
Tribal	7

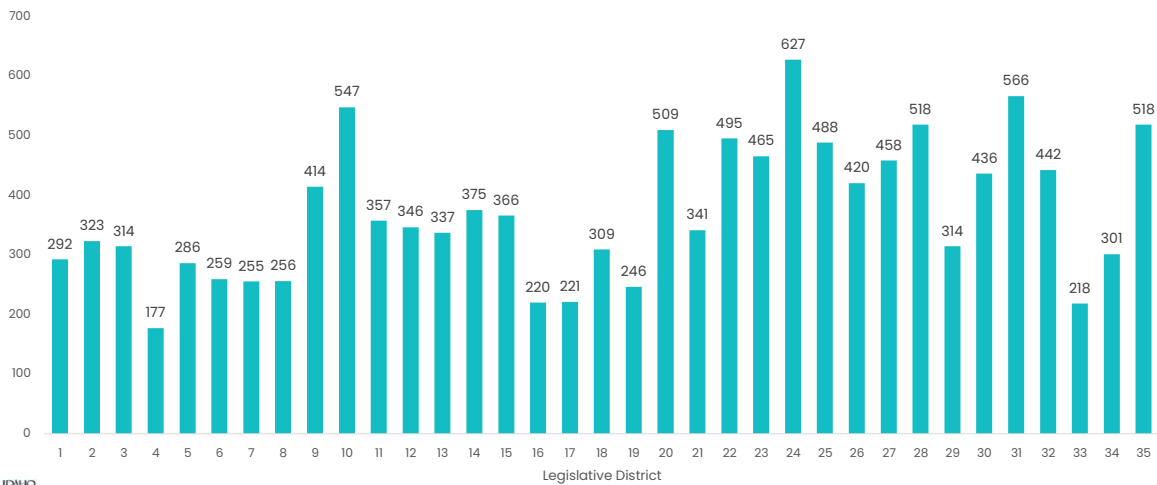
Number of Applications: Region



3

Launch Analysis: Legislative District

Total Applications by Legislative District

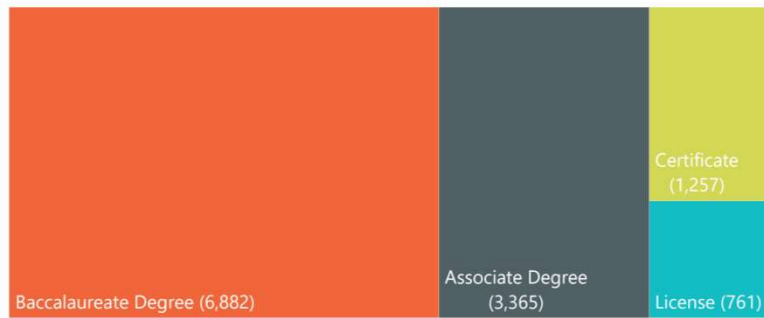


4

Launch Analysis: Total Applications

Educational Requirements for In-Demand Applications

Total In-Demand Applications: Submitted/Incomplete by Educational Requirement



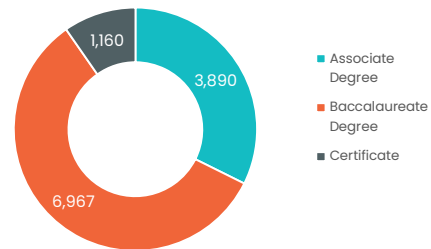
5

Launch Analysis: Degrees v. Certificates

Of students applying to credit granting institutions:

1,160, or **10%** are applying for certificates rather than the traditional degree.

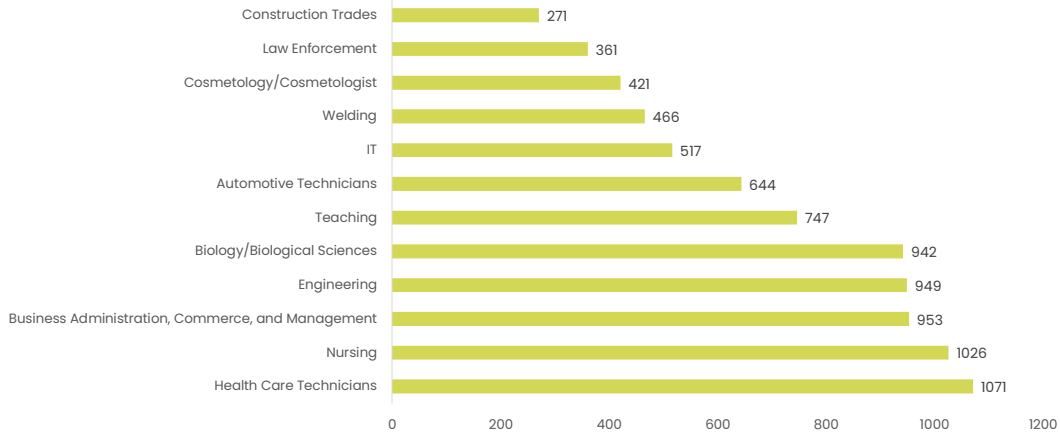
Total Applications: Degree/Certificate



6

Launch Analysis: Top 12 Programs

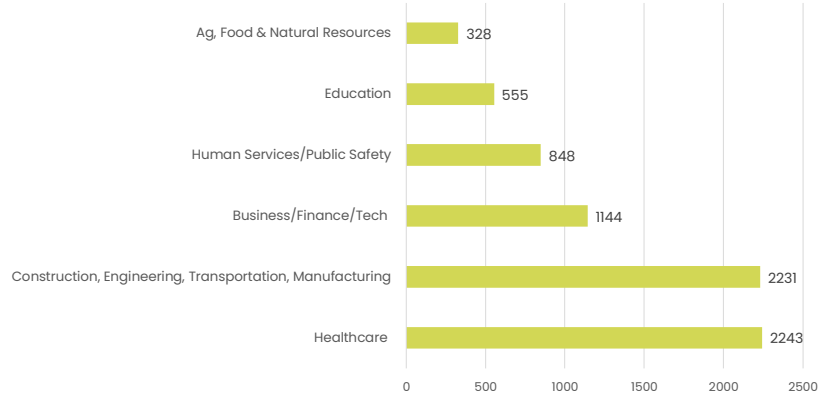
Total Applications: Top 12 Programs



7

Launch Analysis: Industry Breakdown

Total Applications: Industry Breakdown



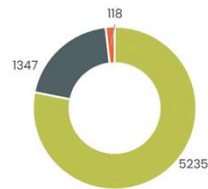
8

Launch Analysis: Contingent Awards

6670

Total Contingent Awards

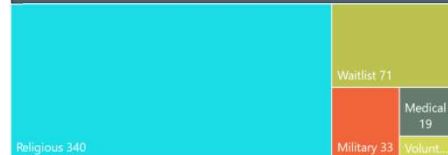
Contingent Offers
Accepted/Rescinded/Declined



■ Contingent Offers Accepted
■ Contingent Offers Rescinded
■ Contingent Offers Declined

473

Extension Requests



■ Religious 340 ■ Military 33 ■ Volunteer 9
■ Waitlist 71 ■ Medical 19

HIGH SCHOOL SENIORS: GET UP TO **\$8000** FOR EDUCATION AND TRAINING

9

Requirements from Legislature

- Number and demographics of eligible students applying for grants
- Number and type of eligible institutions (providers) approved by WDC
- List of in-demand careers approved by WDC
- Number of grants awarded and demographics of participants
- Effectiveness measures:
 - Completion rates
 - Satisfactory Academic Progress
 - Job placement rates
 - Retention in Idaho

10

Measure 1: Demographics

Demographic metrics	Data Source	Additional questions
Participant ID [SSN, EDUID, Applicant ID]	Current Application	
Gender	Current application	
Age	SBOE and future grant management platform	
Racial demographic	SBOE and future grant management platform	
[Address] Idaho region or county (combine smaller counties) – gives us urban v. rural	Current application	How are we tracking change in address?
Type of HS (public, private, homeschool, alternative, GED, online, charter, Tribal)	Current application	
1 st Generation post-secondary	Future application	
Graduated from Title 1 school	Current application	
Tribal affiliation	Current application [not required]	
Juvenile corrections and alternative learning centers	Current application	
Institution chosen	Current application	
Intended program	Current application	
Intended career	Current application	



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Measure 4: Completion rates

Completion rates	Data source	Questions/comments
Typical time to complete by program	WDC categorizing program length	Extension requests – already collecting in Scholarship Idaho and will be collected in Grant management Platform
Programs by award type	Current dataset	
Credit and non-credit awards: certificate of completion, industry certificate, license, Associate or Bach degree		
Student in same program	Invoice data from provider and grant management system	
Student transferred to different program aligned with in-demand career	Invoice data from provider and grant management system	
Student transferred to different program misaligned with in-demand career (completed program/course/semester)	Invoice data from provider and grant management system	6-month lag time
Leave with skills (job out)	Exit survey WDC	



12

Measure 5: SAP

Satisfactory Academic Progress	Data source	Questions/comments
WDC will define SAP according to existing measures defined by providers	Provider invoice	Cannot be used as a comparison of (between) providers



13

Measure 6: Job placement

Job Placement	Data source	Questions/comments
Wage matching over time	IDOL	6-month lag in data; does not include self-employed wages (for adult launch, WDC collects this data – form for self employment); how long will we track wage data?
Alignment with in-demand occupation SOCs	WDC	Exit survey
Industry breakdown	IDOL	
Self-employed	WDC	Exit survey
Employed/not employed	IDOL	
Job-out	WDC	Exit survey
Job Placement directly out of program	WDC	Exit survey



14

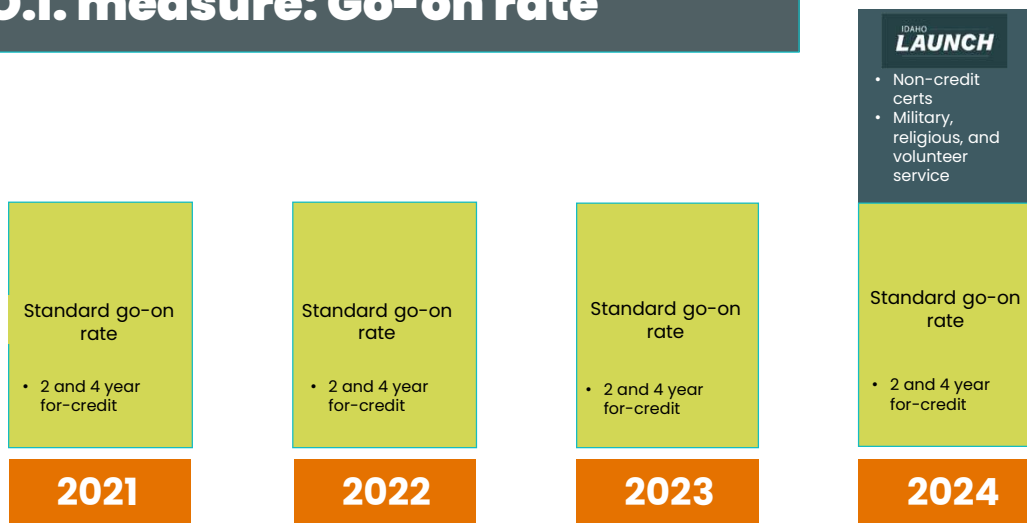
Measure 7: Retention

Retention	Data source	Questions/comments
Address match	Tax Commission data IDOL	Statute required On an annual basis, IDOL can help us identify participants who may have moved out of state



15

R.O.I. measure: Go-on rate



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Committee Reports

COMMITTEE REPORTS

First Quarter 2024

Executive Committee Report		
Date of Meeting	Agenda Item	Overview/Status
December 13, 2023	Debrief Council Meeting	Ms. Hoehne provided a brief overview of the Council meeting
December 13, 2023	WDTF Grant Review and Approvals	<p>The following WDTF Grant Requests were reviewed and approved:</p> <ul style="list-style-type: none"> *College of Eastern Idaho Industry Sector Grant \$499,999.07 *College of Southern Idaho Industry Sector Grant \$1,414,605.20 *University of Idaho Innovation Grant \$972,924.50 *Idaho Business for Education Innovation Grant \$1,250,013.41 *Interfaith Sanctuary Innovation Grant \$202,540.80 *Micron Employer Grant \$13,495,100.00 *University of Idaho ASAI Industry Sector Grant \$1,039,557.00
December 13, 2023	Child Care Expansion Grants	<p>The request for reallocation of uncontracted funds for FY23 was reviewed and approved for the following:</p> <ul style="list-style-type: none"> *Increase partial award to full request for TREC & Tiny Town *Allocate additional 23% to TV YMCA & Boys & Girls Club Applicants *remaining \$42k shifted to FY24 Requests
December 13, 2023	Semiconductor Related Investments and Idaho LAUNCH Spending Adjustments	Approved request to shift \$2M from funds allocated for Workforce Training Centers to Launch 1.0 to support additional construction related training.
December 13, 2023	Executive Director's Report	Ms. Secrist gave an update on Talent Pipeline Management Projects.
January 11, 2024	Budget Report	Ms. Secrist provided a brief overview of the budget but indicated that Luma was not able to provide a monthly report and that interagency invoices could not be approved at this time.
January 11, 2024	September 2024 Council Logistics	Ms. Hill reviewed the anticipated costs for holding the September Council meeting in Coeur d' Alene. Further investigation on availability and cost is ongoing.
January 11, 2024	Executive Director's Report	Ms. Secrist spoke to the status and schedule for the WIOA State Plan. She also addressed several items from the Governor's State of the State Address. Ms. Secrist shared that the Child Care Expansion Grant Funding meeting would be held on January 19th and closed by sharing an overview of her trip to the NGA Conference in Baltimore.
February 22, 2024	Budget Report	Ms. Secrist provided a brief overview of the budget. November 2023 budget report is now available and inter-agency tasks are now working. Distribution of interest is still a challenge.

February 22, 2024	Price Increases for Idaho Launch	Price increases were requested to be approved for Idaho State University and Idaho CDL as the Policy Committee did not reach quorum during their February meeting. Increases were approved for: * ISU - \$300 increase for both Front End and Back End Software Engineer - Promineo Tech * Idaho CDL - \$660 increase for Class A CDL Course Standard, \$380 increase to Class A CDL Course Basic, and \$310 increase to Class B CDL Course Class A Refresher
February 22, 2024	WIOA State Plan	Ms. Zabriskie provided an overview of the State Plan along with observations and comments during the public comment period. The committee approved submission of the plan on March 4 and requested that a presentation and request for ratification be provided to the Council on March 6.
February 22, 2024	Child Care Expansion Grant Requests	The committee approved the following CCEG requests: Large Providers *ABC Above and Beyond the Classroom \$72,318 *Boys and Girls Club Ada County - Kuna \$609,000 *Boys and Girls Club of Lewis Clark Valley \$832,000 *Castleford School District Wolf Pup Preschool \$270,000 *City of New Meadows \$600,000 *Genesee Joint School District #282 \$284,962 *Giraffe Laugh \$750,314.40 *Idaho Falls Family YMCA \$204,500 *Kreative Kids Academy \$644,000 *Lincoln County \$450,000 *Lollipop Land \$922,456 *Loly's Daycare LLC \$400,000 *Mayra's Spanish Preschool and Daycare LLC \$195,000 *Nampa School District DBA Endeavor Academy \$285,748 *The Advocates \$455,000 *Tiny Tots Daycare and Preschool LLP Malad \$258,620 *Whole Child LLC \$300,000 Small Providers *Bruneau-Grand View School District \$165,000 *Ignite Idaho \$96,449
February 22, 2024	WDTF Grants	Mr. Kolb and Ms. Secrist spoke to the status of WDTF grant funding. They requested input on utilizing the Work-Based Learning Committee for additional review of Innovation Grant requests. They also spoke to Talent Pipeline Management and how the Grant Review Committee would like to approach it.
February 22, 2024	March 6 Council Meeting Agenda	Ms. Secrist reviewed the draft agenda and plan for approaching the specific topics.
February 22, 2024	Open Discussion	Ms. Hill spoke to the 2 new Council members, Ms. Stephanie Pfeifer, Nightforce Optics and Mr. Jody Hendrickx, Hendrickx Logging. Additionally, she spoke to 1 new member in process of appointment and 2 vacancies; one Veteran and one industry.

Child Care Expansion Grant Committee Report		
Date of Meeting	Agenda Item	Overview/Status
December 1, 2023	Funding Recommendations for Reverted FY2023 Funds	Reviewed and made recommendation to: *increase partial award to full request for TREC & Tiny Town *Allocate additional 23% to TV YMCA & Girls Club Applicants *remaining \$42k move into FY24 Requests
December 1, 2023	Child Care Expansion Grant Application Review and Scoring	Review and scoring of the following Child Care Expansion Grant applications: <ul style="list-style-type: none"> • Wing's 2 Fly 123's and ABC's • City of New Meadows • Stepping Stones Childcare • Lolys Daycare LLC • Mayra's Spanish Preschool and Daycare LLC • Walgamott II Inc DBA Kidz Connection Montessori • Genesee Joint School District • ABC Above and Beyond the Classroom in Teton Valley
December 15, 2023	Child Care Expansion Grant Application Review and Scoring	Review and scoring of the following Child Care Expansion Grant applications: <ul style="list-style-type: none"> • Nampa School District • Bruneau Grand View School District • Stebly Consulting DBA Teaching World • Darney's Daycare and Learning Center • YMCA of Idaho Falls • Ignite Idaho Family Resource Center • Young America Early Care & Education Center • University of Idaho Children's Center • Meridian Early Learning Academy LLC
January 5, 2024	Child Care Expansion Grant Application Review and Scoring	Review and scoring of the following Child Care Expansion Grant applications: <ul style="list-style-type: none"> • Little Wonders Preschool LLC • Little People's Academy • Whole Child LLC • Castleford School District Wolf Pup Preschool • The Advocates • Tiny Tots Daycare and Preschool • Oma's Daycare Cottage and Little Light Preschool • TRICA Inc
January 19, 2024	Complete Scoring for Stoney Court Playcare LLC	Review and scoring of the following Child Care Expansion Grant application for Stoney Court Playcare LLC

<p>January 19, 2024</p>	<p>Child Care Expansion Grant Award Recommendation to Council</p>	<p>Recommended funding for:</p> <p>Small Providers</p> <ul style="list-style-type: none"> • Bruneau-Grand View School District for \$165,000 • Ignite Idaho \$96,449 <p>Large Providers</p> <ul style="list-style-type: none"> • The City of New Meadows for \$600,000 • Lincoln County for \$450,000 • Whole Child LLC (large center) for \$300,000 • ABC Above and Beyond the Classroom for \$72,318 • Lollipop Land for \$922,456 • The Advocates for \$455,000 • Tiny Tots Daycare and Preschool LLP (Malad) \$258,620 • Nampa School District DBA Endeavor Academy \$285,748 • Loly's Daycare LLC for \$400,000 • Kreative Kids Academy for \$644,000 • Castleford School District Wolf Pup Preschool for \$270,000 • Idaho Falls Family YMCA \$204,500 • Genesee Joint School District #282 for \$284,962 • Boys and Girls Clubs of Lewis Clark Valley for \$832,000 • Boys and Girls Clubs Ada County, Kuna for \$609,000 • Giraffe Laugh for \$750,314.40 • Mayra's Spanish Preschool for \$195,000
<p>February 16, 2024</p>	<p>Small Provider Application Scoring Discussion</p>	<p>Committee discussed the scoring rubric and whether any changes needed to be made. Decision was to make no changes but be considerate of the special situations small providers bring to the table while scoring.</p>
<p>February 16, 2024</p>	<p>Child Care Expansion Grant Policy Update</p>	<p>Date changes were made to the policy along with some minor wording changes. The recommendation will be sent to the Council on March 6.</p>

Grant Review Committee Report		
Date of Meeting	Agenda Item	Overview/Status
December 26, 2023	Meeting Cancelled	
January 23, 2024	WDTF Financial Summary	Mr. Thompson gave an overview of the current WDTF financial status.
January 23, 2024	WDTF Grant Review	Denied grant request for Realog Employer Grant. Remaining Grants for review were pushed to the February Committee meeting.
February 27, 2024	Revisited WDTF Grant Requests from Prior Meeting	Recommended approval to the Executive Committee for the following: *Idaho State University Semiconductor Industry Sector Grant \$994,471.72 *Foster Care Furniture Innovation Grant \$49,610 * Industry Training Associates Industry Sector Grant \$130,000 (revisited after year 1) *Boise State University Advanced Manufacturing Industry Sector Grant \$585,000 (revisit after year 1) *Idaho State University Health Care Industry Sector Grant in the amount of \$751,003
February 27, 2024	New WDTF Grant Request	Recommended approval to the Executive Committee for the following: *Boise State University Veterans Outreach Industry Sector Grant \$400,000.00

One-Stop Committee Report		
Date of Meeting	Agenda Item	Overview/Status
December 8, 2023	Announcements and Updates	Ms. Peugh spoke to the new EO Officer position and that Ms. White is acting as the interim officer. Ms. Secrist spoke to the NGA's support of a model bridging AmeriCorps service positions and careers. Ms. Nash spoke to the One-Stop survey.
December 8, 2023	Data Review	Ms. Zabriskie reviewed the economic and workforce analysis for 2024 - 2028 and the recent Listening Session qualitative data.
December 8, 2023	Vision, Goals, and Focus Areas	The group reviewed and discussed the WIOA State Plan vision, goals and focus areas.
December 8, 2023	Plan Revisions	The group discussed and revised pages 50 - 53, Strengths & Weaknesses of Workforce Development Activities.
December 8, 2023	Planning for new Goals	The group discussed ways to successfully meet goals as prescribed.
January 9, 2024	One-Stop Update	Ms. Nash provided an update on the following topics: date for statewide meeting, EO survey, resource survey results, regional MOUs.
January 9, 2024	American Job Center Certification Policy Review & Update	Approved the American Job Center Certification Policy Assessment Criteria after removal of the reference to Live Better Idaho.
January 9, 2024	Approval of WIOA State Plan Goals/Focus Areas	Approved the WIOA State Plan Goals/ Focus Areas as presented by Ms. Zabriskie.
January 9, 2024	WIOA State Plan Timeline Update	Ms. Zabriskie presented the updated WIOA State Plan timeline.
February 13, 2024	Annual Statewide Meeting Update	Ms. Nash update the committee on the current plans for the statewide meeting on April 4, 2024 and gave a brief status on the regional MOU's.
February 13, 2024	Infrastructure Funding Agreement Guidance	The committee updated and approved the Infrastructure Funding Agreement Guidance document. The recommendation will go to the Council on March 6.
February 13, 2024	Rotation of Quarterly Partner Meetings	The committee discussed the current attendance issues some regions are having with these meetings and a go-forward plan to help resolve the issue. Further discussion will be held at the next meeting.
February 13, 2024	EO Training Opportunities	Ms. Bongiorno presented available EO/ADA resources and spoke to upcoming events and training.

Outreach Committee Report

Date of Meeting	Agenda Item	Overview/Status
January 24, 2024	Outreach Guiding Document	The committee approved the updated Outreach Guiding Document as presented by Dr. Reberry
January 24, 2024	Efforts and Opportunities	Ms. Secrist gave an overview of the WIOA State Plan and LAUNCH data and survey collection.
January 24, 2024	Success Stories	Currently 3 success stories are on the WDC website under Grants.
January 24, 2024	Updates and Potential Projects	February is CTE month, March is STEM Matters month, and during March & April Idaho Out of School will host trainings and roundtables.

Work-Based Learning Committee Report

Date of Meeting	Agenda Item	Overview/Status
February 2, 2024	November 7, 2023 Meeting Debrief	Mr. Thomsen reviewed items from the November 7, 2023 meeting and their current status.
February 2, 2024	Work-Based Learning Committee Role Discussion	The committee discussed what they would like their role to be going forward. The discussion will continue at the next meeting in May.

Workforce Development Policy Committee

Date of Meeting	Agenda Item	Overview/Status
December 19, 2023	Eligible Training Provider Policy - Appendix A	The committee approved Appendix A as written to be integrated into the ETP Policy.
December 19, 2023	Launch Implementation Framework	Ms. Secrist requested to insert a note referring to Appendix A, no concerns.
December 19, 2023	Provider Update	Dr. Reberry provided an update on LAUNCH providers.
January 16, 2024	Idaho LAUNCH Updates	Dr. Reberry gave an update on both the Adult and Student programs.
January 16, 2024	Idaho LAUNCH Gap Analysis Data	Dr. Reberry gave an update on the data being collected and the analysis of that data.
February 20, 2024	Idaho LAUNCH Updates	Ms. Secrist gave an update on the status of the Adult LAUNCH program followed by Dr. Reberry with an update of the Student LAUNCH program.
February 20, 2024	Gap Analysis Data	Dr. Reberry and Dr. Gardner reviewed the current data surrounding the Student LAUNCH program. Dr. Long followed with a brief update of the CTE capacity project.

Informational Items



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End of Grant Report Out

Company Name: Idaho Veterans Chamber of Commerce	Contract Number: IDVCIG22
Reporting Period: September 1, 2021 – December 31, 2023	Date Submitted: 1/23/2024
Submitted by: Mindi Anderson	

SUMMARY.

We would like to thank the Idaho Workforce Development Council (WFDC) in putting your support behind our Non-profit in its infancy stages to become partners in addressing long standing concerns in bridging the gaps between the Idaho Workforce Partners and the Highly Skilled, Disciplined, and talented Veterans, Service Members, and their families. Our gratitude for the opportunity is immeasurable.

We extend our heartfelt gratitude to the WFDC for your unwavering commitment to supporting our mission and empowering veterans. The impact of the generous innovation grant has been transformative, allowing the Idaho Veterans Chamber of Commerce to make significant strides in addressing the unique challenges faced by our nation's veterans, military serving and their families.

We sincerely appreciate the financial support provided by WFDC. The dedication to fostering positive change in the veteran community is evident in your commitment to funding initiatives that align with our mission. This support has not only validated our work but has also served as a catalyst for our organization's growth and effectiveness within Idaho and is a model across the entire nation.

The collaborative spirit demonstrated by the WFDC has been instrumental in the success of our programs. Your willingness to work hand-in-hand with us has fostered an environment of shared goals and mutual respect. We value the partnership forged during the grant period and look forward to continued collaboration in our shared mission to serve veterans.

The impact of the grant can be measured not just in numbers but in the tangible improvements in the lives of the veterans we serve. Through the generosity of the WFDC, we have been able to provide essential services, support networks, and opportunities that have directly contributed to the well-being and success of our veteran community.



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The support received from the WFDC has not gone unnoticed within our community. Your commitment to social responsibility and veteran advocacy has set an example for others to follow. We proudly acknowledge your role in enhancing the visibility and credibility of our organization within the broader community.

We are committed to transparent and responsible stewardship of the grant funds entrusted to us by the WFDC. Every dollar has been allocated judiciously to maximize impact and ensure that the objectives outlined in the grant proposal were met. We take pride in maintaining the highest standards of financial accountability.

The gratitude expressed by the veterans we serve is a testament to the meaningful impact made possible by the WFDC. We have received heartfelt testimonials and stories of resilience, underscoring the transformative effect of your support on individual lives.

PROJECT OBJECTIVES.

- **The total number of individuals served by the grant 1,800.**
- **Number of individuals entering related employment w/in 60 days after training N/A**
- **Anticipated starting hourly wage for individuals entering employment Unknown**
- **Number of individuals already employed receiving training 0**
- **Anticipated wage gain for individuals already employed Unknown.**
- **Number of individuals attaining some type of recognized credential or skills badge from training, or entering post-secondary after training N/A**

Type of Training/Activity Title Outcomes	Total Number Entered/Exited
Job Seekers Provided Navigation Services	307
Employers provided Navigation Services	217
Employers Increase in MOUs for SkillBridge	164
Employers Educated on Best Practices Through Workshops	164
Employers Registration Increase in Veteran and Family Friendly Employer Network Designation	217
Additional Metrics Tracked	
Veterans Chamber hosted, trained, and placed SB Members	12
Cost Savings to Employers for SkillBridge Member Placement	\$1.7M
Established Partnerships with Federal and State Agencies: Idaho Department of Labor, Apprenticeship Coalition, Idaho Division of Veterans Services, Mountain Home Air Force Base, Gowen Field, DOD, PMI, BSU, University of Idaho,	9
Hosted large events - Education Summits for Education Partners, 2 Luncheons & Summits.	4



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SCOPE OF WORK. Idaho Veterans Chamber of Commerce will utilize grant funding to support the full launch of the Workforce Management Navigation Services Model to bridge the gaps between the Civilian Employers and Military Job Seeker communities. Grant funding will be used to hire staff to support the program in all six regions of the state and provide education, training, workshops, summits, career fairs, and outreach to potential employers.

Over the two-year grant period, Idaho Veterans Chamber of Commerce supported all 6 regions in the following ways.

- **Outcome 1: Five large events**
 - 1 Inaugural Chamber Summit
 - Education Partner All Day Summits
 - 1 BSU/IDOL Career Fair
 - 3 IBL Career Fair Events

- **Outcome 2: 96 training workshops**
 - 24 Introduction to SkillBridge for Employers
 - 24 Next Steps SkillBridge for Employers
 - 24 SkillBridge Member Introductions
 - 5 Employer Coffee Chats
 - 7 Workforce Management Workshops
 - 14 Education Workshops
 - 1 Panel
 - 12 Presentations to Employer Resource Groups, Coalitions, Associations, Agencies
 - Idaho Department of Labor
 - BSU
 - Amazon
 - HC Coalition
 - Bank of Cascade
 - US Bank
 - Micron
 - HRA
 - ATD
 - IPPA
 - National Veterans Chamber Coalition
 - BBSI

- **Outcome 3: 24 outreach and education events**
 - 30 Networking Events
 - 5 Employer Coffee Chats
 - Attended 12 career fairs for outreach to recruit employers
 - Sent out 30 newsletter communications.
 - Registered and provided outreach at 10 events as a vendor across the state.
- **Outcome 4: Serve 1800 individuals.**
 - Our contact database is at 1906 members all of which have potential to need career opportunities.

Additional Outcomes:

- Provided Navigation, marketed, and promoted workforce education events, summits, classes, workshops, and career fairs. Countless requests
- Placed SkillBridge Members with Veteran and Spouse Business Owners for placement of job opportunities. Several have become DoD Certified as well.
- Established the first and only Veteran and Family Employer Network.

CHALLENGES.

SkillBridge DoD Program:

- DOD delays and not able to manage the SkillBridge Employer Registrations and processing in a timely manner. For the duration of our grant, we had to help over 20 SB members with 3rd party agreements through our DoD MOU. At one point, DoD took a strategic pause and stopped accepting applications for several months. This started impacting on our ability to be successful in January of 2022, which was just a few short months after the launch of the grant.
- DoD delays created frustration for employers leading to them not continuing to pursue applications to be considered for an MOU.
- In addition, our team members spent countless hours trying to bridge the gaps that potentially took away from our outreach efforts.
- Ultimately, we bridged gaps we were not anticipating and still had successful outcomes and have become the experts in helping our employers and members navigate the SkillBridge Opportunities.

Other:

- We anticipated the data pilot for the NDAA FY 22 Act of Service Members Transitioning would be released for us to provide outreach to members however, the agreements were not established or put in place. That would have increased our numbers, we are certain.

CONCLUSION.

This grant truly met the intent of establishing innovative pathways to bridge the gaps between the Idaho Community Employers, Educators, Partners, and Agencies and the Military Community of Veterans, Military Serving, and their Families in more ways than we could have expected. We did not anticipate the gap to be so large and will take years for us to get a handle on how we can be a pathway for workforce initiatives that focus on integrating our military community with the Idaho community in a more holistic way.

We provide wrap around navigation services in housing, education, entrepreneurship, family and wellness. What sets our organization apart is we can navigate members that are in our workforce pipeline to resources they may also need to meet their desires to pursue more opportunities to be connected, purchase a home, find education opportunities, connect with other Veteran Service Organizations and non-profits.

This opportunity to model test the first ever Navigation Services Network Hub supporting in a holistic way the entire community of Idaho was successfully piloted and we are happy to report our future is so bright from the foundations we have built, the partnerships we have established, the relationships we have embraced, the connections we have cultivated, further creating a space for unity in the workforce space and the entire ecosystem of impact that workforce has.

Again, we extend our deepest thanks to the Workforce Development Council for your visionary support. Your commitment to veterans and your dedication to making a positive difference have left an indelible mark on our organization. We look forward to continued collaboration as we work together to build a brighter future for our nation's heroes.

The impact the Idaho Veterans Chamber of Commerce has made in such a short period of time and will have long lasting results in the lives of Veterans, Service Members, their Families, and the Idaho Workforce community.

Favored Quote:

I've been working with the Idaho Veterans Chamber of Commerce through the DoD SkillBridge program since corresponding with them in Sept 2022. They were able to establish an internship for me with Idaho Power, a company I had a high interest in working for but weren't SkillBridge approved. IDVCC made the process of command approval a breeze and the situations that didn't seem all that transparent to me, they were able to rectify or provide alternatives if necessary. Working with IDVCC and Idaho Power have provided me a positive outlook on transitioning toward civilian life. I also recommend that all military members who wish to reside in Idaho to SkillBridge through IDVCC. Their ability to utilize their connections provides for a broader spectrum of available employment.

- Aaron Gardner, US Coast Guard Military in Transition