

## **TPM Host Site Application (FY27)**

*Applications will be accepted from April 1, 2026 – April 30, 2026*

### **Project Overview**

Idaho's Talent Pipeline Management initiative is a workforce development strategy focused on strengthening the connection between employers and the systems that prepare individuals for in-demand careers. The intent of this work is to ensure that Idaho businesses have access to a skilled, ready workforce, while Idahoans have clear and accessible pathways to careers that support long-term economic mobility and prosperity.

This initiative takes an industry-focused approach, recognizing that workforce challenges are most effectively addressed when efforts are aligned directly to the needs of key industries that drive Idaho's economy. Organizations serving as host sites are expected to have, or be prepared to build, strong relationships with employers within a defined industry and use those relationships to clearly identify workforce demand and priorities.

While this work will utilize established frameworks such as Talent Pipeline Management® (TPM), it is not limited to a single model. The emphasis is on practical application and measurable results. Host sites will serve as connectors across employers, education, and workforce partners – translating employer demand into actionable workforce solutions.

Host sites will operate as part of a coordinated, statewide effort that integrates industry leadership with regional presence. Workforce challenges often extend across regional boundaries and require active collaboration. Collectively, all host sites will function as a statewide team working to elevate workforce development and outcomes across Idaho.

Funding for this initiative is provided through the Workforce Development Training Fund and the work will align with the Fund's goals, including strengthening alignment between education and in-demand careers, expanding access to career-connected opportunities, and supporting the development and retention of skilled talent across Idaho.

Success will be defined by measurable progress in addressing workforce needs. While specific targets will be established in partnership with each host site based on industry context, regional dynamics, and organizational capacity, all sites will be expected to demonstrate clear, data-informed outcomes.

### **Host Site Expectations**

**1. Industry Engagement and Leadership** – Build and sustain strong employer partnerships that generate consistent, actionable input on workforce priorities and hiring needs.

**2. Definition of Workforce Demand** – Conduct data-informed analysis to identify priority roles, required skills and competencies, projected hiring needs, and workforce gaps.

**3. Education and Training Alignment** – Facilitate alignment between employer-defined needs and education and training providers, contributing to the development, refinement, or expansion of programs tied to in-demand careers.

**4. Talent Pipeline Development** – Expand access to and participation in career-connected learning opportunities that support entry into and advancement within the industry, increasing the supply of qualified candidates.

**5. Outcomes, Accountability, and Reporting** – Demonstrate measurable progress toward identified workforce needs. This includes consistent tracking and transparent reporting of results that show the impact and value of the work.

### **Application Questions**

#### **Organizational information**

1. Legal name as registered with the State of Idaho – Secretary of State office
2. Doing business as (if applicable)
3. Federal Employer Identification Number
4. Street Address
5. Name of grant administrator
6. Title of grant administrator
7. Contact phone
8. Email
9. Organization Website
10. Please provide a brief overview of your organization
11. Please provide a brief description of how your organization is funded
12. Is your organization planning on providing any match funds (not required) during the grant? If so, please explain
13. Provide the accounting structure, job titles, and qualifications of staff responsible for fiscal actions.
14. Upon request, the lead organization may be asked to provide a statement from the entity's independent auditing firm regarding the entity's most recent fiscal audit to include a statement of any audit findings. Is that audit available?

## **Project information**

### **1. Industry Focus:**

Which industry (or industries) “focus area(s)” do you propose to serve, and why are they a priority based on workforce demand in Idaho?

- Healthcare
- Construction
- Advanced Manufacturing
- Nuclear
- Mining
- Hospitality
- Other (specify)

### **2. Employer Engagement Strategy:**

Describe how you will identify, recruit, and sustain engagement from employers within your focus area(s).

### **3. Convening & Facilitation Capability:**

Describe your organization’s experience bringing together employers and partners to solve workforce challenges. How will you ensure that efforts are truly employer-led?

### **4. Demand-Driven Approach:**

How will you work with employers to define and quantify their workforce needs (e.g., roles, skills, credentials, projected demand)?

### **4. Pipeline Development Plan:**

Using Automotive Technician as the example role, describe how you would build or strengthen a talent pipeline to meet employer demand. Be specific about how you would engage employers, identify needs, align training or education partners, and measure success.

### **5. Education & Training Alignment:**

How will you partner with education and training providers to align programs with employer-defined needs?

### **6. Workforce Partner Integration:**

How will you integrate workforce system partners (IDOL, VR, Adult Education, etc.) with your efforts?

### **7. Staffing & Project Management:**

How will this initiative be staffed? Briefly describe your team’s experience in TPM,

workforce development, industry engagement, project management, or other relevant disciplines.

8. **Added Value:** Clearly describe the additional or expanded work your organization will undertake as a TPM host site. Distinguish between current activities and those that will be newly implemented, scaled, or accelerated through this investment.

9. **Outcomes & Measurement:**

What specific outcomes would you propose to target in year one (e.g., number of employers actively engaged, roles defined, training programs aligned, individuals trained, individuals placed, wages increase, etc.), and how will you measure success?

9. **Challenges:**

What challenges or barriers do you anticipate as a potential host site. What plans do you have to address them, and/or what assistance can the WDC provide to help you overcome those challenges?

Budget

1. Funding for the Idaho Talent Pipeline Management Initiative is available for FY27, with up to 3 opportunities for renewal based on performance and availability of funds. At the conclusion of this period, would your organization continue to fund the activities associated with this initiative? If yes, please describe how.
2. Please use the budget template to provide an annual budget for this project.