

Clearwater County

Application Summary and Analysis

Project Scope on Skills Gap for Industry Sector Grant

Lewis-Clark State College (LCSC) Workforce Training previously offered a CNA course locally but eliminated the program when their one and only instructor moved out of the area. Losing the trainer meant the region had no viable training options for CNA. This lack of access to local training created a “build up” of incumbent workers who lacked the needed certification to move forward in their career.

Recently, LCSC was able to hire an instructor to provide the CNA training at their workforce training center in Lewiston, Idaho. The proposed micro grant project will help defray the cost for employers to invest in their incumbent workforce and get the certification needed to appropriately staff facilities and offer promotional opportunities internally to workers.

Project break down of Training Needs

The LCSC Workforce Training CNA course is accessible remotely as a hybrid, where the ten-week trainings are offered once per week in a local facility for practical/hands on skills training. Students participate in online instruction. Participants in the program are required to spend 40 hours job shadowing with employers. Upon completion of the job shadowing, students will travel to the Lewiston LCSC workforce training facility for knowledge and skills testing.

The hybrid program makes it easier for rural lower skilled/underserved people to participate. The distance from Orofino to Lewiston (42 miles) is a barrier to incumbent workers who are currently making \$12 or less an hour in non-certified nursing assistant role. Walla Walla Community College in Clarkston, WA also offers a CNA certification program. The WWCC does not offer a hybrid and the increased cost for out-of-state tuition makes it even less of an opportunity for low skilled workers as a suitable training site.

Type of Training/Course Title	QTR 1 Enter/exit	QTR 2 Enter/Exit	QTR 3 Enter/Exit	QTR 4 Enter/Exit
<i>CNA Training</i>	13/0	0/13	1/0	0/1

The Consortium consists of:

Name of Partner Organization & Contact Name	Describe each partner's role in developing this project and any ongoing commitment during the life of this project
<i>State Hospital North</i>	State Hospital North will be providing a training facility and IT Support for the instructor. SHN will provide \$ 100 cash match to grant funds towards ten (10) current Psychiatric Technician Trainee staff participating in the Certified Nursing Assistant (CNA) program. Upon completion SHN will under fill those successful graduates to Psychiatric Technicians once their certification is obtained.
<i>Brookside Landing</i>	Brookside Landing is a retirement community complex that offers assisted living services. Brookside will offer a \$400 cash match towards CNA training for up to two (2) employees. Brookside has one incumbent that will be participating immediately; they are recruiting for another aid to become a certified CNA as soon as possible.

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<i>Clearwater Health & Rehabilitation</i>	Clearwater Health & Rehabilitation is a long-term care and rehabilitation facility, which has an equipped training room that will be made available for the skills training sessions. CH&R will offer a \$ 400 cash match towards CNA training for each of its two (2) incumbent workers. CH&R will under fill those successful graduates and will utilize the LCSC CNA training program as it generates a pipeline of on call staff.
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Projected Trainees and Hires

<i>Total number of individuals to receive training.</i>	14
<i>Number of individuals entering related employment within 30 days after training.</i>	14
<i>Anticipated starting hourly wage for individuals entering employment.</i>	\$11-\$12
<i>Number of individuals already employed who will receive training.</i>	14
<i>Anticipated wage gain for individuals already employed.</i>	\$1-\$2
<i>Number of individuals attaining some type of recognized credential from the training institution.</i>	14
<i>Number of individuals receiving a "skill badge" for the training.*</i>	NA
<i>*These students will begin with the "micro-certifications" that could lead to a skill badge.</i>	
<i>Number of individuals entering postsecondary education after training.</i>	NA

Budget

		WDTF Cost per Participant	\$ 748.65
WDTF Grant Request		\$ 10,481.10	
Personnel/Salary	\$ -		
Fringe Benefits	\$ -		
Travel	\$ -		
Equipment	\$ -		
Training Materials	\$ 840.00	4.86%	
Contracted Services	\$ 9,142.00	52.90%	
Other	\$ -		
Admin Costs	\$ 499.10	2.89%	
Partnership Cash	\$ 2,600.00		24.81%
Personnel/Salary	\$ -		
Fringe Benefits	\$ -		
Travel	\$ -		
Equipment	\$ -		
Training Materials	\$ -		
Contracted Services	\$ -		
Other	\$ 2,600.00	15.04%	
Partnership In-Kind	\$ 4,201.34		40.08%
Personnel/Salary	\$ 238.10	1.38%	
Fringe Benefits	\$ 95.24	0.55%	
Travel	\$ -		
Equipment	\$ -		
Training Materials	\$ -		
Contracted Services	\$ 868.00	5.02%	
Other	\$ 3,000.00	17.36%	
Total Project	\$ 17,282.44		

Action requested

Award \$10,481.10 effective August 20, 2018 utilizing Workforce Development Training Funds.

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Grant Review Committee Update

Because they can deliver the classroom portion of the CNA classes online, it does make it a little cheaper than what ISU is doing. An LPN program is also much longer than a CNA program.

Many of these workers will be incumbent workers. They may work in the Healthcare Industry already, but this training will bump them up to become a CNA.

The Workforce Training Center out of Lewis-Clark State College will be developing the training.

Motion by Mr. Touchstone to recommend approval of the Clearwater County Micro Grant in the full amount of \$10,481.10. Second by Mayor Widmyer. Motion carried.