



Workforce Development Training Fund
Industry Sector Grant Application

APPLICANT/GRANT RECIPIENT INFORMATION

<i>Business/Entity Legal Name</i>	Idaho Branch, Inc., Associated General Contractors of America, Inc.
<i>"Doing business as" entity name</i>	Idaho AGC
<i>Federal Tax ID Number</i>	82-0096397
<i>Business street address</i>	1649 W. Shoreline Drive, #100
<i>PO Box</i>	
<i>City, State, zip code</i>	Boise, ID 83702
<i>Business website</i>	www.webuildidah.org www.idahoagc.org

WHO TO CONTACT ABOUT THIS APPLICATION

<i>Name of contact person</i>	Wayne Hammon
<i>Job Title</i>	CEO
<i>Mailing address if different than above</i>	
<i>Email Address</i>	whammon@idahoagc.org
<i>Telephone number</i>	208-344-2531

INDUSTRY CONSORTIUM

The applicant must be a business entity representing a consortium of at least three industry partners with a similar occupational training need; all three partners must meet current WDTF company requirements which can be viewed at - <https://wdc.idaho.gov/emplover-grant/>

Industry Partner Business Name	Physical location in Idaho (complete address)
McAlvain Companies, Inc.	5559W Gowen Rd Boise, ID83709
HK Contractors, Inc.	6350 S Yellowstone Hwy Idaho Falls, ID 83402
Wright Brothers, The Building Company	779 E State St Eagle, ID 83616
Extreme Excavation, Inc.	36 H Hwy 75 Shoshone, ID 83352
ESI	3330 E Louise Dr, Suite 300 Meridian, ID 83642
Starr Corporation	2995 E 3600 N Twin Falls, ID83301

PROJECT OVERVIEW

Describe the project.

The Idaho AGC is a full-service, member-driven trade association for Idaho's commercial construction industry. It's almost 600 member companies complete both vertical (office space, manufacturing, educational institutions, etc.) and horizontal (roads, bridges, etc.) construction in every corner of the state. Founded in 1934, the Idaho AGC is one of 88 chapters of the AGC of America which celebrates its 100th anniversary this year.

As part of its ongoing focus on workforce development, the Idaho AGC has maintained a successful partnership with the Idaho Department of Labor and its regional offices over the past two years in promoting the construction industry with three programs offered across the state (See Attachment A).

Program one: "Building Our Future" - 2016 - Meridian . This program provided the opportunity for participants ages 18-24 to receive two weeks training on basic construction skills and safety certification. Each was then placed with an AGC member company for a four-week internship. Most of the participants that successfully completed the program were hired full-time by the participating AGC member.

Program two: "Heavy Equipment Operator" - 2017 -Coeur d'Alene. This program provided a full week of training for anyone over the age of 18. Preference was given to participants that were disabled veterans, part of a minority group, and/or female. In addition to training, each participant received a hard hat, work boots, and safety gear that they are able to take with them at the end of the program. Those that successfully completed the course were given certification (stackable badge) and invited to participate in a hiring fair where AGC member companies interviewed them for open positions.

Program three: "Career Pathways Series - Construction and Trades" - 2018 - Caldwell. As a series of career pathways designed by Caldwell DOL office, the Idaho AGC and its members attended to meet with people of all ages to talk about all the career opportunities in the construction industry.

These past projects provide the foundation for an ongoing partnership with the DOL and other community partners including:

- Idaho Department of Health and Welfare
- Idaho Division of Vocational Rehabilitation
- Wyakin Warrior Foundation
- International Rescue Committee
- Idaho Office for Refugees
- Boise Rescue Mission

Each of these partners, and others, will not only help recruit participants for this new AGC program, but will also help ensure their success once enrolled.

Idaho continues to lead the nation in the creation of new construction jobs. Opportunities range from the very skilled to entry level positions. Tackling this significant worker shortage will require many different levels of coordinated effort.

While other projects addressed filling the shortage in higher skilled positions, the **We Build Idaho Career Launcher** aims at addressing the most basic skills necessary to secure a position in the

industry. While these may be considered entry level positions in the construction industry, the pay and fringe benefits associated with these types of jobs is significantly higher than Idaho's average starting wage. Since most careers in construction start on the ground floor, it makes sense to focus efforts here first.

The Idaho AGC's sister chapter, The Colorado AGC, has partnered with a community college to address the same problem in their area. Together, they help identify the pathway for individuals in Denver to bridge the gap between low-wage jobs and higher-paying careers. Idaho AGC will be replicating this program throughout Idaho by partnering with the six workforce training centers located at Idaho's community and technical colleges.

The program provides exposure to the types of work done in construction. The anticipated commitment of three to four hours a day, four days a week, for three weeks is enough to get participants started on the road to new skilled careers. The course culminates in a fourth week devoted to developing resumes, practicing interview skills, and securing a job at a hiring fair attended by local construction companies.

Training will include:

- Week 1: Construction Basics & Career Options
- Week 2: Safety & Construction Math
- Week 3: Building Techniques & Job Types
- Week 4: Professional Development & Hiring Fair

Equally important is the program's ability for potential employees to demonstrate their reliability. By completing the four-week course, each will show their future employers that they have the resolve necessary to excel in construction.

The industry consortium must provide a targeted occupation labor market analysis that identifies the current and future projected gaps in employment for the industry and select a training solution to alleviate identified skill gaps (may be selection of a public/private post-secondary training provider, development of work-based training components, or a combination of the two).

Describe current and projected skill gaps in employment for the industry and the research completed to identify training options. If training exists in the marketplace, describe why this project better meets industry needs.

Projections from the Idaho Department of Labor show that over the ten year period of 2016-2026 the growth of the construction industry in Idaho is anticipated to be higher at 1.7 percent annually relative to the state's "All Industry" estimated at 1.3 percent annually. The net growth of jobs is approximately 7,300 over that ten-year timeframe. This figure does not include job vacancies created by the industry's rapidly retiring workforce. See Attachment B for the full Department of Labor analysis.

TRAINING DETAILS

Training must provide the development of skills for specific economic opportunities and industrial expansion initiatives. Training may also be used to enhance the skills of incumbent workers leading to a wage gain or promotion as a direct result of the training.

Training may include work-based learning opportunities or classroom training that addresses the skill gaps identified by the industry consortium

Describe the training that will be provided with these grant resources.

<p><i>What specific skills training will be provided? Include any planned enhancements that will be made to current training.</i></p>	<p>The program provides exposure to the types of work done in construction. The anticipated commitment of three to four hours a day, four days a week, for three weeks is enough to get participants started on the road to new skilled careers. The course culminates in a fourth week devoted to developing resumes, practicing interview skills, and securing a job at a hiring fair attended by local construction companies.</p> <p>Training will include:</p> <ul style="list-style-type: none"> • Week 1: Construction Basics & Career Options <ul style="list-style-type: none"> • Industry overview • Exploration of job types • Turning a job into a career • Dept. of Labor staffing & pay forecasts • Job site safety • First Aid & CPR certification • Week 2: Construction Math & Job Types <ul style="list-style-type: none"> • Reading blueprints & tape measurers • Understanding fractions • Exploring the possibilities (hands on): <ul style="list-style-type: none"> • Carpentry & Drywall • Electrical & Security Systems • Heavy Equipment Operation • Week 3: Building Techniques & Job Types <ul style="list-style-type: none"> • Exploring the possibilities (hands on): <ul style="list-style-type: none"> • Concrete • Plumbing & HVAC • Roofing • Steel Erection & Crane Operation • Week 4: Professional Development & Hiring Fair <ul style="list-style-type: none"> • Resume preparation • Interview skills • Hiring Fair! • Graduation <p>This partnership between Colorado's AGC chapter and local college has already created the curriculum, identified solutions to potential pitfalls, and is enjoying great success in the Denver area. They are providing the curriculum and materials to Idaho for a reasonable fee.</p> <p>The Idaho AGC program will apply this successful approach while expanding it to six locations across our mostly rural state.</p>
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	<p>We believe that by demonstrating the program's success over a two-year period, it may become self supported by increased private sector contributions either through the Idaho AGC or directly from its member companies.</p> <p>Likewise, we believe that forging a working partnership with the six workforce development centers will open additional doors to other construction related training opportunities.</p>
<i>Who will provide the training?</i>	<p>The Idaho AGC has partnered with the state's six workforce training centers to offer the non-credit courses. These are:</p> <ul style="list-style-type: none"> • College of Western Idaho (Nampa and Boise); • College of Southern Idaho (Twin Falls); • College of Eastern Idaho (Idaho Falls); • North Idaho College (Coeur d'Alene); • Lewis Clark State College (Lewiston); and • Idaho State University (Pocatello). <p>Each workforce training center will provide qualified instructors to lead the course. In addition, construction professionals from a wide number of trades will assist in providing training on their specific specialty.</p>
<i>Where will the training be provided?</i>	<p>Training will take place on the campus of each of the six workforce training centers.</p>
<i>How many training sessions will be held during the 24 months of the grant?</i>	<p>Nine sessions will be held over the 24-month period. It is anticipated that at least one session will be held at each of the six workforce training centers.</p>

SELECTION

Who will receive training from this project, (ex amples - general public or current employees)?

Enrollment will be open to any Idahoan looking to exploring a career in construction. It is not anticipated that any current employees of any partnering businesses will be included.

A number of agencies have offered to help recruit for the program. These in clude:

- Idaho Department of Health and Welfare
- Idaho Division of Vocational Rehabilitation
- Wyakin Warrior Foundation
- International Rescue Committee
- Idaho Office for Refugees
- Boise Rescue Mission

Each partner brings a unique approach to recruiting and is equipped to help ensure that those individuals they place in the program succeed. This includes mentoring, interpreter services, and transportation .

Participants will enroll directly with the training center, which will collect all the necessary information and tuition. Ideally, participants would complete a pre-enrollment drug test, however details on this have not yet been worked out and the associated costs have not been included in the budget.

TRAINING SCHEDULE

Provide a quarterly training break-out for year one and a total for year two to show number of planned NEW participants entering training and number of individuals exiting training for each course of training, for each quarter, as shown in example below.

Type of Training/Course Title	QTR1 Enter/exit	QTR2 Enter/Exit	QTR3 Enter/Exit	QTR4 Enter/Exit	Year Two
We Build Idaho Career Launcher Sessions held in February, March and April of both 2019 and 2020	0/0	80/60	20/15	0/0	80/60

TOTAL PROJECT OUTCOMES

Grant objectives must have measurable results on an individual participant level. Employees or job candidates should learn new skills that were not previously available and gain enhanced skills that allow them to achieve to a higher earning level.

Enter total outcomes numbers anticipated during the 24-month length of the grant.

For current employees (incumbent workers) of the project's business partners :

No current employees are anticipated to complete the training.

For other individuals (not currently employed by the consortium):

Number of individuals who receive training	180
Number of individuals entering training-related employment within 30 days of training completion	135
Number of individuals entering training-related employment with one of the project's business partners	50
Anticipated average hourly wage of new hires (minimum of \$12/hour)	13.92
Number attaining recognized credential/skill badge*	0

*Skill badging is a new state project to provide workers with a recognized badge for attainment of a specific job skill through structured classroom training or through on the job learning. These skill badges will eventually be recognized by employers and transferrable between post-secondary training institutions to improve career ladders for workers.

CONSORTIUM ¹'S OUTCOMES

Each industry consortium partner is expected to value this training to meet their workforce needs. For each partner, provide the hiring/incumbent training/wage increase numbers anticipated at their worksite.

NAME OF INDUSTRY PARTNER: McA/vain Companies, Inc.

Anticipated hiring plans:

Number of individuals entering training-related employment with one of the project's business partners	10
Anticipated average hourly wage of new hires (minimum of \$12/hour)	\$14.00

NAME OF INDUSTRY PARTNER: HK Contractors, Inc.

Anticipated hiring plans:

Number of individuals entering training-related employment with one of the project's business partners	10
Anticipated average hourly wage of new hires (minimum of \$12/hour)	\$14.50

NAME OF INDUSTRY PARTNER: Wright Brothers, The Building Company

Anticipated hiring plans:

Number of individuals entering training-related employment with one of the project's business partners	8
Anticipated average hourly wage of new hires (minimum of \$12/hour)	\$14.00

NAME OF INDUSTRY PARTNER: Extreme Excavation, Inc.

Anticipated hiring plans:

Number of individuals entering training-related employment with one of the project's business partners	4
Anticipated average hourly wage of new hires (minimum of \$12/hour)	\$13.00

NAME OF INDUSTRY PARTNER: ESI

Anticipated hiring plans:

Number of individuals entering training-related employment with one of the project's business partners	8
Anticipated average hourly wage of new hires (minimum of \$12/hour)	\$14.00

NAME OF INDUSTRY PARTNER: Starr Corporation

Anticipated hiring plans:

Number of individuals entering training-related employment with one of the project's business partners	10
Anticipated average hourly wage of new hires (minimum of \$12/hour)	\$13.50

Insert additional sections if the proposal has more than three partners in its industry consortium.

BUDGET & REQUIRED MATCH

Complete the WDTF Sector/Micro Grant budget form at this [link](#), which requires the following:

1. The application must provide a detailed budget identifying the direct personnel costs, fringe benefits, equipment cost, facility costs and other identified costs to deliver this training. For each line item on the budget, provide the budget amount, a detailed narrative describing how the line item amount was determined, the necessity of the item to develop/deliver training, and whether the cost is supported by grant funds or partner match (cash or in-kind).
2. **Administrative costs** covered by the WDTF resources cannot exceed 5 percent of grant request. Administrative costs will calculate automatically. If requesting administrative costs as part of the grant, enter Yin the QTY column on the Administrative Costs line.
3. The industry consortium, together with its training provider partner, must provide resources that directly support the proposed training at one of the following rates:
 - o 25 percent cash match of the total grant request, or
 - o 100 percent in-kind match equal to the total grant request, or
 - o A proportionate combination of cash and in-kind match.

Budget

		WDTF Cost per Participant		\$	1,388.89
WDTF Grant Request			\$250,000.00		
	Personnel/Salary	\$ 202,276.00		47.12%	
	Fringe Benefits	\$ -			
	Travel	\$ -			
	Equipment	\$ -			
	Training Materials	\$ 29,724.00		6.92%	
	Contracted Services	\$ 18,000.00		4.19%	
	Other	\$ -			
	Admin Costs	\$ -			
Partnership Cash			\$ 73,325.00		29.33%
	Personnel/Salary	\$ -			
	Fringe Benefits	\$ -			
	Travel	\$ -			
	Equipment	\$ -			
	Training Materials	\$ -			
	Contracted Services	\$ 73,325.00		17.08%	
	Other	\$ -			
Partnership In-Kind			\$105,925.00		42.37%
	Personnel/Salary	\$ 83,425.00		19.44%	
	Fringe Benefits	\$ -			
	Travel	\$ -			
	Equipment	\$ -			
	Training Materials	\$ 18,000.00		4.19%	
	Contracted Services	\$ -			
	Other	\$ 4,500.00		1.05%	
Total Project			\$429,250.00		

ASSURANCES

The following assurances will be incorporated as applicable into any award contract

The applicant will comply with all employment-related federal and state laws, particularly child labor laws related to use of equipment and limitations within specific occupations/industries as they pertain to the training reflected in this application. The lead applicant will assist the Department of Labor in educating all project partners regarding pertinent employment-related laws. See Idaho labor laws at: <http://labor.idaho.gov/dnn/idl/Businesses/IdahoLaborLaws.aspx>

If training occurs at a worksite, an hourly wage rate and worker's compensation must be provided unless exemption is approved by the Department of Labor's Idaho's Wage and Hour Division.

The applicant recognizes that each training provider must submit documentation to the Idaho Workforce Development Council that provides proof of liability insurance or worker's compensation if training at the worksite, as required by law prior to finalizing a grant award contract.

To ensure fair and allowable expenditure of State funds, the awardee and/or the project's grant recipient must comply with its entity's established procurement policies and processes when contracting for private training providers or when purchasing equipment . All records will be maintained for a minimum of three (3) years.

The applicant will assure it will comply fully with applicable nondiscrimination and equal opportunity laws and statutes which prohibit discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief.

The applicant will adhere to the financial tracking and reporting requirements of a cost-reimbursement grant with the State of Idaho . The applicant will be responsible for retention of all expenditure records as delineated in a written contract with the Idaho Workforce Development Council.

Industry Sector Grant applicants are required to complete the necessary reporting forms due on the 10th day at the end of each quarter. The applicants will submit the quarterly reimbursement request as delineated in a written agreement with Idaho Workforce Development Council. The applicant will be responsible for the retention of expenditure records as delineated in the contract in addition to completing all the following cost- reimbursement required reporting forms.

1. Industry Sector Quarterly Report
2. WDTF01-02 Request for Reimbursement Form
3. Industry Sector Grant Program Cost
4. Industry Sector Participant (Student) Data Form including entire 9-digit Social Security Number.
5. Industry Sector Training Timeline

Failure to provide all completed forms can result in delayed payment or no payment until all necessary information is provided.



Signature of Lead Applicant

_____ **08** **15,** **18,**
Date :

Clarification Requested by Committee Chair: Question emailed and answered prior to committee meeting. The information was also discussed during the committee meeting.

Q: In the AGC proposal, are they asking us to pay the wages of existing community college instructors?

A: For the AGC ISG Grant it looks like only a portion of \$35k in the personnel/salary section is going towards the salary of a Workforce Training Center Instructor. Covers instructor, use of facility, & some materials - \$195 per student x 20 students x 9 courses over 2-year period.

Grant Review Committee Update

Has there been any outreach going to the Career & Technical Schools who have Residential Construction courses?

- AGC has established relationships with CTE programs individually, but this is an opportunity that they will be working with Katy Solace (WDC Communications Manager) to ensure they are reaching all of their targeted audiences.

What personnel are the funds going to?

- Workforce Development Center Instruction, Workforce Development Center Career College Counseling, Public Education, AGC Operations

In the future it would be helpful to have a breakdown of where the funds are going.

- The WDC is working on a resource for all of the committee members where they have access to all of the grant application information.

This is a great opportunity regionally and a great program.

How will this program's success be measured?

- The social security numbers of everyone who participates in the program is collected. It also shows in the application how many they intend to go through the program.

It was nice to see that they are using a model that has been successful in Colorado. The recruiting needs that they need for this event is a legitimate expense. There is a large need for people to join the construction industry.

At what point will the committee see a follow-up report?

- On sector grants they provide a quarterly narrative report that will be shared with the Committee.

Motion by Ms. Smyser to recommend the approval of the Idaho AGC Industry Sector Grant in the full amount of \$250,000. Second by Mayor Widmyer. Motion carried.