

Employer Grant

Applicant	Jessica Anderson
Applicant ID	APP-000459
Company Name	House of Design
Recipient Address	House of Design 16141 N 20th St Nampa, ID 83687
Email	janderson@thehouseofdesign.com
Funding Requested	\$263,261.06
Status	Submitted
Funded	<input type="checkbox"/>

Application Title: The House of Design - Employer Grant

Description:

The quantitative funding model scored the House of Design employer grant at \$2,250 per person for a total of \$265,500. The employer has adjusted their training plan so the requested amount of funding does not exceed the max funding amount recommended by the funding model.

Review Notes:

Grant Review Committee Discussion:

What is the history of the WDC approving grants that has both internal trainings and more general/transferrable trainings?

- The Committee previously reviewed an application that was entirely lean training. It was ultimately denied by the Executive Committee due to concerns that the training would not lead to an expansion of the business. The lean training that House of Design is requesting is integrated into a larger scope.
- The HR training is allowable per the WDTF policies. As a company grows, so does the need to train HR Staff.
- The Council has a history of approving applications that contain leadership training.
- There is a lot of technical training being offered.

Looking at the application, House of Design is training individuals who are currently at lower salaries. There are a few positions being trained that are already at high salaries. Is providing training to the higher paid individuals something the WDC has done before?

- Looking at the wages, the higher the wage is above the county average, the higher the application scores on the Quantitative Funding Model. There is nothing in policy that looks unfavorably at applications where certain positions are already receiving a high wage. Individuals of varying levels in a business need training.
- Typically, in employer grant applications, every employee, even the officer positions, receive training.

House of Design works with a few facilities out of state. The individuals being trained benefit the company, but the skills are portable.

House of design is a newer company but is going through a tremendous amount of growth. In 2017 they had 14 employees.

House of Design is working with the West Ada School District to hire youth apprentices from their engineering programs. They are not only a company with high growth, but also a company that is looking how to grow their own workforce and not just take employees from other companies. House of Design is a very innovative business.

Motion by Mr. Larsen to recommend approval of the House of Design Employer Grant in the full amount of \$263,261.06. Second by Mr. Griffin. Motion carried.

Company Information

[WDTF Policy](#)

Question: Legal name as registered with the State of Idaho - Secretary of State Office

House of Design LLC

Question: Doing business as (if applicable)

House of Design LLC

Question: Federal Employer Identification Number

352451184

Question: Street Address

16141 N 20th St

Question: City

Nampa

Question: State

ID

Question: Zip Code

83687

Question: First name of grant administrator

Jessica

Question: Last name

Anderson

Question: Title

HR Generalist

Question: Contact phone number

12084950555

Question: Email

janderson@thehouseofdesign.com

Question: Company Website

[House of Design, LLC](#)

Question: Briefly describe the nature of the company's business including the type of products and services provided:

Robotics integrator - we are hired by companies to automate production in various types of industries by integrating robotic systems to replace repetitive manual labor. Creating more efficient, productive and less hazardous processes. Robots still need to have human interaction

to ensure they continue to work correctly, so they may replace certain jobs, but they also create jobs, with less room for human injuries.

Question: Does the company provide a health benefit plan that meets the requirements of this grant application. (For full health benefit plan requirements click on the WDTF Policy link at the top of this section.)

Yes

No

Project Information

Employer Eligibility:

Idaho employers who are increasing their current workforce and/or retraining existing workers with skills necessary for specific economic opportunities or industrial expansion initiatives. The fund is designed to support an employer's innovation of its processes, products and services; and/or the development of new goods or services which will improve the employer's competitive position within the industry.

Question: Please describe why your company is increasing its current workforce and/or retraining existing workers.

We have had significant growth since our first grant was written in 2017. We went from just over a dozen employees to now having 100 employees. We train our new hires as well as our current employees on robotics related courses, as well as communication, leadership, etc. Having easy access to funds to get these trainings done timely, allows us to help our employees develop and grow within House of Design, in hopes that they utilize their trainings to advance in their careers here and elsewhere.

Question: Total number of employees in Idaho?

95.00

Question: Please provide a brief description of how the training will impact existing employees? (i.e. will the training significantly increase the promotability or employability of the worker(s) and will training result in a significant wage increase?)

These trainings will benefit our current and future employees, allowing them the proper skills, experience and knowledge to advance within the company. House of Design will always first and foremost look internally for filling positions, allowing possible promotions for our team members. Many of our assembly workers have been promoted in 2020 to other departments. For example, we have moved assembly workers into test and controls engineering, project management, robotic systems engineering and mechanical engineering.

Question: Number of full-time, non-seasonal employees to be retrained in Idaho during grant period?

88.00

Question: Please provide a brief description of how the training will impact new employees? (i.e. will the training significantly increase the employability of the worker and will training result in a significant wage increase?)

Having the capability to train our new hires at no cost, allows us to train them immediately. Our in-house robotics trainings are extremely convenient and give the new hires skills that they would otherwise not have a chance to learn. These trainings give them the skills to be able to advance within the company more easily.

Question: Number of full-time, non-seasonal new employees to be hired in Idaho during grant period?

30.00

Question: Please provide an estimate of the business's investment in property for this project during the 24 month grant period.

400000.00

Question: Please provide an estimate of the business's investment in facilities for this project during the 24 month grant period.

12000000.00

Question: Please provide an estimate of the business's investment in equipment for this project during the 24 month grant period.

200000.00

Workforce Training Information

[Idaho LEADER Initiative](#)
[Work-Based Learning Continuum](#)

Question: Does your business use a workforce training model that aligns with the Idaho LEADER Initiative? If yes, please explain. For information on LEADER click on the links at the top of this section. For questions call Matthew Thomsen at 208-488-7562

N/A

Question: Are you interested in being contacted to learn more about the Idaho LEADER Initiative?

Yes

No

Positions to be Trained Summary

Employer grant applications require a training plan that includes all training taking place during the two year period of the grant. Please download Training Plan using link below. A grant application will not be considered until a completed training plan has been uploaded to this section. Note: The information on the training plan assists with determining the amount awarded to the applicant. Please be as thorough as possible.

[Training Plan](#)

Question: Do all position being trained as part of the grant application pay at least \$12 per hour.

Yes

No

Question: Please attach your Training Plan here. A link to the Training Plan is provided at the top of this section.

[\(Adjusted\) 2021-2023 Grant HOD.xlsm](#) (4/22/2021 4:19 PM)

[2021-2023 Grant HOD.xlsm](#) (4/20/2021 3:10 PM)

Question: Please attach job descriptions for all positions receiving training during grant period.

[Cheif Operating Officer \(COO\) - Job Description.pdf](#) (3/1/2021 3:27 PM)

[Chief Legal Officer - Job Description.pdf](#) (3/1/2021 3:27 PM)

[Software Developer - Job Description.pdf](#) (2/26/2021 2:06 PM)

[Shipping and Receiving Clerk - Job Description.pdf](#) (2/26/2021 2:03 PM)

[Purchasing Coordinator - Job Description.pdf](#) (2/26/2021 2:02 PM)

[Receptionist-Office Assistant - Job Description.pdf](#) (2/26/2021 2:02 PM)

[Senior Video Production & Digital Media Manager - Job Description.pdf](#) (2/26/2021 2:02 PM)

[VP of Customer Support and Technical Services - Job Description.pdf](#) (2/26/2021 2:02 PM)

[VP of Robotics and Automation - Job Description.pdf](#) (2/26/2021 2:01 PM)

[Marketing Manager - Job Description.pdf](#) (2/26/2021 2:01 PM)

[HR Generalist - Job Description.pdf](#) (2/26/2021 2:00 PM)

[Customer Support and Technical Services Manager- Job Description.pdf](#) (2/26/2021 1:56 PM)

[Controller - Job Description.pdf](#) (2/26/2021 1:52 PM)

[Cheif Financial Officer \(CFO\) - Job Description.pdf](#) (2/26/2021 1:52 PM)

[Business Technology Manager - Job Description.pdf](#) (2/26/2021 1:51 PM)

[Bookkeeper-Office Administrator - Job Description.pdf](#) (2/26/2021 1:50 PM)

[Technical Publications and Training Specialist - Job Description.pdf](#) (2/26/2021 1:50 PM)

[Robotic Process Engineer I - Job Description.pdf](#) (2/26/2021 1:48 PM)

[Robotic Field Service Technician I - Job Description.pdf](#) (2/26/2021 1:48 PM)

[Production Assurance Specialist.pdf](#) (2/26/2021 1:47 PM)
[Field Service Manager - Job Description.pdf](#) (2/26/2021 1:47 PM)
[Robotic Field Service Engineer - Job Description.pdf](#) (2/26/2021 1:46 PM)
[Customer Support-Service Coordinator - Job Description.pdf](#) (2/26/2021 1:45 PM)
[VP of Sales and Marketing -Job Description.pdf](#) (2/26/2021 1:45 PM)
[Robotic Controls Engineer I - Job Description.pdf](#) (2/26/2021 1:45 PM)
[Robotic Systems Engineering Team Leader - Job Description.pdf](#) (2/26/2021 1:44 PM)
[Robotic Systems Engineering Manager - Job Description.pdf](#) (2/26/2021 1:43 PM)
[Robotic Systems Engineer - Job Description.pdf](#) (2/26/2021 1:43 PM)
[Software Engineer - Job Description.pdf](#) (2/26/2021 1:42 PM)
[Applications Engineer - Job Description.pdf](#) (2/26/2021 1:41 PM)
[Project Manager - Job Description.pdf](#) (2/26/2021 1:41 PM)
[Project Manager - Job Description.pdf](#) (2/26/2021 1:41 PM)
[Project Management Office Manager - Job Description.pdf](#) (2/26/2021 1:41 PM)
[Customer Success Manager - Job Description.pdf](#) (2/26/2021 1:41 PM)
[Machinist - Job Description.pdf](#) (2/26/2021 1:39 PM)
[Machine Shop Procurement Coordinator - Job Description.pdf](#) (2/26/2021 1:39 PM)
[Machine Shop Manager - Job Description.pdf](#) (2/26/2021 1:37 PM)
[Mechanical Engineering Manager - Job Description.pdf](#) (2/26/2021 1:37 PM)
[Mechanical Engineering Team Leader - Job Description.pdf](#) (2/26/2021 1:36 PM)
[Mechanical Engineer II - Job Description.pdf](#) (2/26/2021 1:36 PM)
[Mechanical Engineer I - Job Description.pdf](#) (2/26/2021 1:36 PM)
[Mechanical Drafter - Job Description.pdf](#) (2/26/2021 1:36 PM)
[Robotic Systems Manufacturing Manager - Job Description.pdf](#) (2/26/2021 1:35 PM)
[Assembly Technician III - Job Description.pdf](#) (2/26/2021 1:35 PM)
[Assembly Technician II - Job Description.pdf](#) (2/26/2021 1:35 PM)
[Assembly Technician I - Job Description.pdf](#) (2/26/2021 1:35 PM)
[Assembly Coordinator - Job Description.pdf](#) (2/26/2021 1:34 PM)

Terms and Conditions

[Link to Terms and Conditions](#)

Question: I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No