

Employer Grant

Applicant	Jake Connley
Applicant ID	APP-000463
Company Name	Western States Equipment Co.
Recipient Address	Western States Equipment Co. 500 E Overland Rd. Meridian, ID 83642
Email	jake.connley@wseco.com
Funding Requested	\$946,293.16
Status	Submitted
Funded	<input type="checkbox"/>

Application Title: Western States Equipment Employer Grant

Description:

The quantitative funding model score the Western States employer grant at \$1,750 per person for a total of \$946,750. The amount requested by the employer on the original training plan was adjusted as the amount requested by the employer was above the max funding amount.

Review Notes:

Grant Review Committee March 23, 2021 Discussion:

Is the training offered considered standardized training? Does the training make the employees more marketable? Does the application show starting and after training wages?

- There is a chart in the application that shows the wage information.
- It is in the WDTF Policy that the wage increases should be above 3% or normal yearly increase. A lot of the increases in the application are above or right at the 3%.
- The wage increases also depend on the length of the training.
- Are the technician positions common across the industry?
 - o The Technician and Master Technicians are common. The Apprentice and Journeyman are not as common. The programs are not Registered Apprenticeship programs, but rather internal trainings specific to Western States.

What is the top score a WDTF application can receive?

- Mr. Thomsen reviewed the scoring matrix. Please see attached document.
- There are 100 possible points.

It is nice to see that Western States is training the entirety of their workforce and providing training to many of their locations.

Grant Review Committee April 19, 2021 Discussion:

It is a little concerning that Western States had a previous WDTF grant that slipped through the cracks.

- There was turnover in the position overseeing the WDTF grant.
- The Western States Grant transitioned to the WDC when the WDC took over the grants from IDOL. Processes were being put in place and relationships were being established. Grantees now receive quarterly reminders when reimbursements are due and additional contact if there are concerns.

Most of the training is going to be used to upskill current employees. The training is very valuable and easily allows an individual to grow within the company or move to other entities.

What processes are in place to ensure a grantee follows the conditions of the WDTF contract?

- Every quarter the grantee provides a brief narrative report to Ms. Ames and she ensures they are on track to meet their targets. If the grantee is not meeting their target, they may be asked to repay a portion of the grant.
- If Ms. Ames anticipates a program is not going to meet their contractual goals, she does her best to get a contract modification in place, so they do not have to pay back funds. The WDC staff also recognizes that in a 2-year period things and circumstances can change.
- The funding is provided on a reimbursement basis, so nothing is reimbursed until the grantee has proven the funds have been spent in accordance with the contract.

Motion by Mr. Cox to recommend approval of the Western States Equipment Employer Grant in the full amount of \$949,293.16. Second by Mr. Reynolds. Motion carried.

Company Information

[WDTF Policy](#)

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

Western States Equipment Company

Question: Doing business as (if applicable)

Western States Equipment Company

Question: Federal Employer Identification Number

82-0403542

Question: Street Address

500 E Overland Rd.

Question: City

Meridian

Question: State

ID

Question: Zip Code

83642

Question: First name of grant administrator

Jake

Question: Last name

Connley

Question: Title

Technician Recruitment & Programs Manager

Question: Contact phone number

208-576-9131

Question: Email

jake.connley@wseco.com

Question: Company Website

www.westernstatescat.com

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

Western States Equipment Company is a well-established construction equipment dealership that was founded in the Treasure Valley by the Terteling family in 1956. Western States sells and services Caterpillar construction equipment within various fields of essential infrastructure. The main areas that the company supports as a dealer include residential and commercial construction, mining, power generation, railroad, agriculture, dairy, road building, on-highway truck, forestry, and a number of local and federal government agencies.

The products and services that the organization offers include:

- NEW Caterpillar equipment sales
- USED Caterpillar equipment sales
- Light & Heavy construction equipment rentals
- Power generation rental
- Aerial equipment rental
- Railroad rental and service
- Caterpillar parts sales
- Machine in-house and field service
- Truck and diesel service
- Power generation service
- Hydraulic service
- S.O.S. oil analysis
- Full machine rebuilds
- Industry specific technology solutions
- Client technical training

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.

Western States Equipment will be expanding our workforce over the next couple of years to meet strategic objectives. The primary focus is on expanding our technician population. There is currently a shortage of technician skills sets in Idaho making it imperative that we are able to train and grow our own workforce and continue to expand skills sets, increase wages, and retain our skilled workforce.

Question: Total number of employees in Idaho?

615.00

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?)

Employee's skills will increase giving them more confidence and provide career development to meet their career goals. The training also provides opportunities for increased wages and gives the more experienced employees the skills to coach and mentor newer employees. Better trained technicians and employees provide a higher client experience helping Western States continue to be a top employer in Idaho, help engage our employees and attract new talent, and help Western States to continue to be an integral part in serving our communities.

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

431.00

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?)

The Western States training programs lay a solid foundation for new employees to quickly get the basic training they need as well as to ensure they understand how to follow safe work practices that support their safety and well-being. The first couple of months and through the first year of a new employee's tenure, it's critical to quickly get them engaged, confident, and productive in their roles so that they can advance and continue to take advantage of training programs to increase both their skills and their wages.

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

110.00

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

0.00

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

1300000.00

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

145000.00

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

Yes

Western States is an active participant in the development and engagement of current and future employees. The organization's strategy aligns with the Idaho LEADER initiative in the following ways.

Learning About Work:

- Company recruiters and spokesmen regularly speak in front of middle and high school students to communicate the different careers and opportunities available through the company
- Presentations are given at various technical schools throughout the state on the benefits of entering the trades
- Company campus tours are given to interested students, parents, teachers, and organizations such as the FFA, 4-H, and local and state CTE programs
- Job shadows in our Service and Parts departments are available to high school students 16 years of age or older
- Teachers are able to participate in externships throughout different departments within the organization to gain real-world experience

Learning Through Work:

- Company offers internships in various departments to current college students
- Annual Skills USA event is hosted at company's Meridian, ID headquarters
- Company is partnered with the College of Western Idaho in order to offer a cooperative educational opportunity for those looking to become diesel technicians. The program offers both a certificate in diesel technology and an Associate's Degree of Applied Science in Diesel Technology

Learning at Work:

- In-house training department focused on the development of current employees through face-to-face and online instruction
- Technician Career Development Program in place and designed to grow dealership technicians from a first-year apprentice to a ninth-year master technician
- Leadership academy to help managers and supervisors to hone leadership skills leading to

higher levels of engagement and retention of employees

- Sales academy to help salesforce develop people skills required to build relationships and trust with clients while growing their product and services knowledge
- Learning management system that provides hundreds of online learning modules spanning a large number of learning opportunities, from technical to interpersonal skills
- Ongoing on the job coaching and mentoring to enhance skills sets and provide career development planning
- Formal new employee orientation program provides one and a half days of foundational information necessary to be successful at Western States
- Dedicated fulltime safety trainer to better instill a high level of safety knowledge and to prevent injury. Focused on the health and wellbeing of employees

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.

[Western State Employer Grant Training Plan-Adjusted.xlsm](#) (3/16/2021 10:21 AM)
[Employer Grant Training Plan-FINAL \(3\).xlsm](#) (3/12/2021 9:57 AM)

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

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