

# Idaho's Talent Pipeline Management Initiative



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# Mission and Vision of the Workforce Development Council

## Workforce Development Council Members

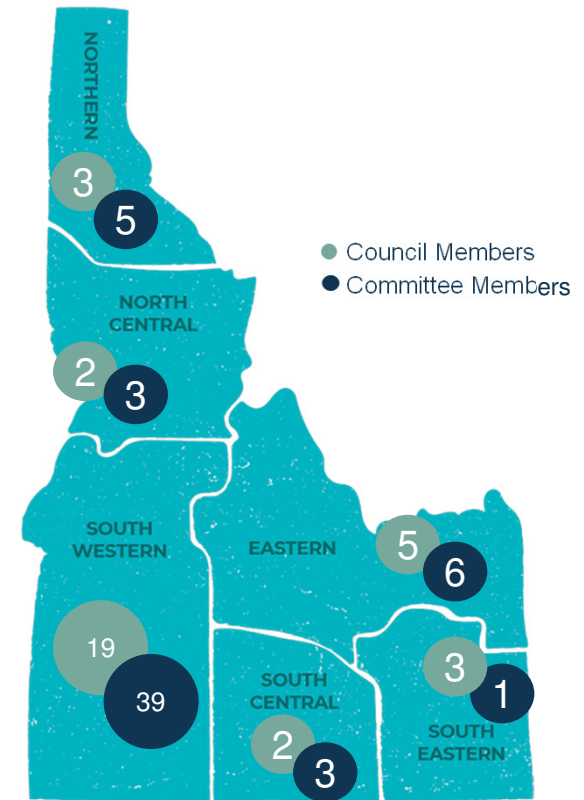
- 37 Council Members
- Representing 18 Communities
- 57 Committee Members
- Representing 14 Communities

## Our Mission

We champion strategies that prepare Idahoans for careers that meet employers' needs.

## Our Vision

We envision a future where Idaho's diverse and prepared workforce meets the needs of our unique communities and employers.



# State of Idaho – Our Future Workforce

- Idaho's unemployment rate is 2.8%
- There are about 3 job openings for every unemployed Idahoan
- Labor force participation is 62.7%, down from 64% at the start of the pandemic.
  - That's roughly 29,000 people now missing from the workforce

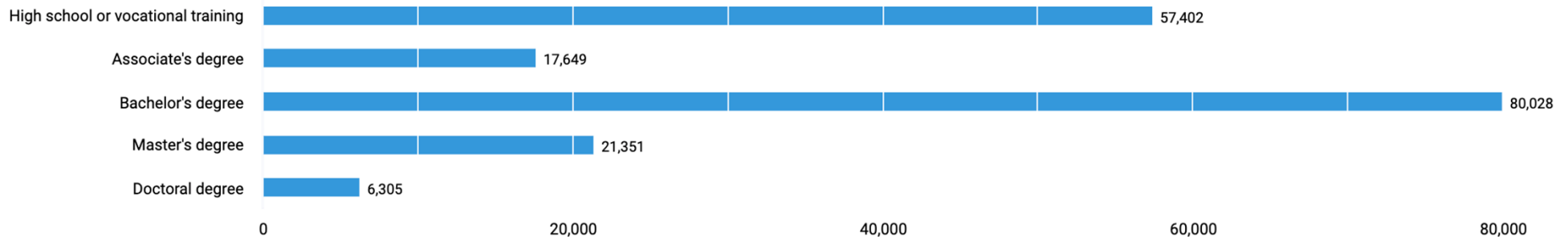
# Where is the available workforce?

- **Idaho's unemployment rate is 2.8%**
- The participation rate for 25-54 years-old is 81.3%, but only 67.4% for 16-24 years-old
  - Unemployment for 16-19 years-old is 17.7%
  - Unemployment for 20-24 years-old is 8.2%
- People living in poverty have a 45.9% labor force participation rate with a 10.9% unemployment rate
- People with disabilities have a 47.9% labor force participation rate with a 7.3% unemployment rate
- We don't have data for formerly incarcerated individuals but are certain that it is high
- Veterans have a 4.4% unemployment rate

# Back to our youth...

- About 22k graduate from high school each year
- 42% (in 2021) go-on to traditional post-secondary education
  - 29% graduate in either 2 or 4 years, (it goes up to 43% in 3 or 6 years, 150% of time to degree)
- The average age for our technical colleges and trade apprentices is 27
  - That translates into missing nearly 10 years of their “working life”

**We need more to go-on (and complete),  
but we also need to focus on the 58% who do not.**



# Bring work-based learning opportunities into the classroom

Tap into a network of over 50,000 working professionals to bring industry into the classroom, widen interests, and allow students to see themselves in their career path.

Virtual, live experiences include:

- Ask a pro
- Career days
- Career talks in math, science, ELA, social studies
- Workplace and college virtual tours
- Capstone project feedback by industry professionals
- Whitelabel and employer webpages
- And more!

Pathful

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Pathful connect

## Make the connection between industry and education impactful

Pathful Connect matches teachers and students with the right industry professionals virtually, without having to spend much planning time or leaving the classroom while providing an effective way for companies to extend education outreach and create equity of access.

Teachers  
[Sign up for a trial](#)

Principals & Administrators  
[Request a demo](#)

Companies & Organizations  
[Request a Demo](#)





Idaho Launch: a program of the Idaho Workforce Development Council

Launch provides financial assistance to Idahoans to attain in-demand, employer requested, skillsets.

**IdahoLaunch.com**



# IDAHO **LAUNCH**

## **Participants must be:**

- Idaho Resident
- Planning to use the benefit to work in Idaho for at least one year after training

## **There is a benefit for anyone who meets those requirements:**

- 90% of approved costs

## **Some important details:**

- \$7,500 max benefit
- Once in a lifetime benefit
- A program can include more than one course  
For example years 1,2,3,4 of an Apprenticeship







How did the courses get decided for Launch?

Summer of 2020 Idaho Workforce Development Council ran an **employer survey**. We got back **845 responses** across all industries. This allowed us to **identify skills** that the employers will find important for hiring in the near future. **We matched those skills to training**, and our Policy committee approved courses for Launch to meet the need.

In 2022 we updated that survey and had **1875** employers respond. This time we asked them about skills, but also about whether the courses currently in Launch would make a difference in their hiring.

At Idaho Launch we are striving to provide Idahoans with the training employers need.



IDAHO  
**LAUNCH**

Program Details through 9/15/2022:	Since Inception	FY23 Only
Obligated through 9/15/2022	→ \$9,070,640	\$4,133,735
Average cost per month since inception	\$431,935.17	\$1,377,900
<b>Participants</b>	→ <b>2,780</b>	<b>1,185</b>
Average training cost per participant	\$3,265	→ \$3,500
Number of visitors to website	44,480	8,278
Web session duration (average)	2:27 minutes	

# Educator Externship Program

The STEM Action Center, in partnership with the Workforce Development Council, is providing K-12 classroom teachers and college and career advisors the opportunity to extern with local businesses over the summer.

- This program will place selected externs with companies related to their area of certification and require them to complete 200 hours of on-site, experiential learning.
- Externs will earn \$5,000.00 and also professional development credit, if they so choose.
- The hours must be completed between June, and August.



A proud partner of the [americanjobcenter](#) network



# Registered Apprenticeship and Youth Apprenticeship Program

## Youth Apprenticeship Readiness Grant

- Partnership with Idaho Business for Education
- Staff available statewide that can assist with the development of registered youth apprenticeship programs.
- Angie LeBlanc – Idaho Business for Education [angie.leblanc@cei.edu](mailto:angie.leblanc@cei.edu)



# WDC Grant Opportunities

The Workforce Development Council funds employer, industry sector, outreach, and public innovation projects that increase the economic mobility of Idahoans, support growth of the economy, and develop Idaho's workforce pipeline.

Since 2016 Idaho Workforce Development Training Fund has:

- Trained 12,038 Idahoans
- Served 9,633 Employers
- Reached hundreds of thousands of Idahoans through outreach



# WDC Grant Opportunities

## Industry Sector Grant

- Designed to engage employers in developing new training solutions that address Idaho's workforce issues and fill skills gaps.
- Applications are accepted from business entities representing a consortium of at least three industry partners with similar talent development needs.
- Training should provide transferable skills gains for all individuals participating in the program. Training should lead to wage gains and/or promotional opportunities for incumbent employees of the consortium partners.

## Innovation Grant

- Funds projects that address local workforce development needs. Projects may provide skills training to individuals and/or assist individuals with connecting to careers.
- The lead applicant must represent a community-based team with representation and support from business, education and other community partners as an ideal partnership.
- Innovation grants are available for projects up to \$25,000 per region and can fund projects that address local workforce development needs. Projects may provide skills training to individuals and/or assist individuals with connecting to careers. Projects that include work-based learning as a major component can exceed the \$25,000 award limit.

# WDC Grant Opportunities

## Employer Grant

- Available to 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.
- The maximum amount of funds available to an employer is \$500,000 per grant or \$750,000 over a 10- year period.



# WDC Grant Opportunities

## Registered Apprenticeship Incentives

Available to Idaho employers who are utilizing a registered apprenticeship program to train new or newly promoted employees.

### Funding:

- \$1000 per apprentice per year
- No more than \$10,000 per year allocated to an employer
- Funding can be used for adult apprentices (18+) or high school age youth apprentices

### Reimbursable expenditures:

- Training costs associated with vendor provided training including instructor wages, reasonable travel costs and materials.
- Training costs associated with structured internal training including instructor wages, reasonable travel costs and materials.



# WDC Grant Opportunities

## Outreach Project Grant

- These grants are for projects that provide public information and outreach on career education and workforce training opportunities, including existing education and training programs and services not funded by the training fund.
- State agencies, educational institutions, nonprofit organizations, or employers may apply for these awards. The Council approves an earmark of Workforce Development Training funds annually for Outreach Projects.



# WDC Grant Opportunities

## Childcare Expansion Grants

- New in 2022, these grants are aimed at increasing the number of child care seats available to working families by targeting employers and/or child care providers willing to build new on-site or near-site child care facilities or expand existing facilities.
- Encourage and enable businesses and employer consortiums to create and develop on-site, or near-site child care centers or partner with local and regional child care services to increase available slots for an employer's employees (not at the expense of existing or available slots in the local area).
- Maximum of \$15,000 per child served is available to applicants to support the addition of new seats. - 50% minimum cash and/or in-kind match is required.



# WDC Grant Opportunities

## Childcare Expansion Grants Eligibility:

### An “entity” may be:

- For profit child care provider
- Nonprofit/not for profit child care provider
- Employers (public and private)

### Employer Partnership

- The entity must partner with employers to increase or expand child care capacity.

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# WDC Grant Opportunities

For more information, application deadlines, or to apply for a grant, visit:

[wdc.idaho.gov/grant-opportunities](http://wdc.idaho.gov/grant-opportunities)



# Idaho Talent Pipeline Management Initiative

Led by the Idaho Workforce Development Council, TPM® is designed to be a scalable, employer-led solution designed to close the skills gap in ways that generates shared value and a return on investment (ROI) for employers as well as learners, education and workforce providers (including OPSOs), and the communities in which they reside.



# Idaho Talent Pipeline Management Initiative

## Talent Pipeline Management® Framework



# TPM Benefits



**Stronger brand recognition** when recruiting talent: Joining a collaborative can improve an individual business' visibility to providers, prospective workers, and students.



**Improved leverage** when engaging providers and public-sector partners: Working collectively, businesses are better equipped to engage with providers and public partners around shared needs with a clear and consistent message.



**Clearer communication** around talent needs and requirements: Employers can better share their job projections and talent needs—including competency and credential requirements—with trusted provider partners.



**Easier management** of business risks with preferred partners: Together, collaboratives manage internal and external risk factors and ensure a stable and trusted supply of career-ready job candidates.



**Shared capacity building** around new talent management practices: Employers learn and improve together as peers to better engage in talent supply chain practices, tap new sources of talent (e.g., increase diversity), and manage the talent pipeline.

# TPM Recruiting and Retention

## Recruiting Issues:

- Accurately communicate hiring requirements has important implications for how successful they will be in managing their talent pipelines.
- **Setting hiring requirements too low**, employers will spend increased amounts on job training and turnover costs.
- **Setting hiring requirements too high**, employers will significantly reduce the applicant pool by excluding otherwise qualified candidates, as well as impose higher education and training costs on prospective workers.
- **Both can result in positions going unfilled** for long periods of time with potentially high onboarding and turnover costs

## Benefits of TPM in Hiring and Recruiting the Right Workforce.

- Understand the importance of better communicating competency and credentialing requirements to fill critical positions
- Identify opportunities for employers to better communicate and prioritize hiring requirements
- How to combine and share the results of employer demand planning and communicating competency and credentialing requirements



# Idaho Talent Pipeline Management Initiative

## Idaho Workforce Development Council

### Host Organization:

- Provides access to regional employers
- Fiscal Agent/ Employer of record
- Supervision of TPM Project Manager

### TPM Project Manager

- Project manage all collaboratives – facilitate one or more collaborative
- Provide technical assistance to facilitators
- Facilitate relationships with workforce and education system partners
- Centralize communication to WDC

### Regional Advising Team:

- Provides Access to Regional Employers
- Facilitate Regional Connection Between State/Local Partners
- Provide Industry Contacts, Regional Direction and Advising
- Incorporates trained TPM facilitators (30 throughout the state)

# Idaho Talent Pipeline Management Initiative

## Regional Industry Efforts

- **NORTHERN** - Hosted by Coeur d'Alene Area Economic Development: Healthcare & Construction
- **NORTH CENTRAL** - Hosted by Clearwater Economic Development Assn: Healthcare & Natural Resources
- **SOUTHWESTERN** - Hosted by 1 Percent Consulting: Construction, Healthcare, Broadband
- **SOUTH CENTRAL** - Hosted by College of Southern Idaho: Food Processing & Healthcare
- **EASTERN and SOUTHEASTERN** - Hosted by Center for Advanced Energy Studies: Construction, Healthcare
- **STATEWIDE** - Hosted by Idaho Associated General Contractors: Construction
- **STATEWIDE** - Hosted by Idaho Manufacturing Alliance: Advanced Manufacturing

