

## TRANSMITTAL #1

### MEMORANDUM

March 10, 2011

**TO:** Executive Committee, Workforce Development Council

**FROM:** Roger B. Madsen, Director

*Roger B. Madsen*

**SUBJECT:** 2011 Vision, Mission, Goals Statement

**ACTION REQUESTED:** Draft a 2011 Vision, Mission and Goals statement for consideration and adoption by the Workforce Development Council.

#### BACKGROUND:

At its meeting on November 18, 2010 the Workforce Development Council requested that the Executive Committee draft a strategic plan for council review and approval.

While it has been periodically updated, the council has not done a major restructuring of its Vision, Mission and Goals Statement for some time. Given the dramatic change in Idaho's economy in the last three years and because of the major policy focus to help Idaho recover from the recession this effort is very timely. In addition, the U.S. Department of Labor is requiring that state plans for the Employment Service and Workforce Investment Act be updated and submitted by April 15, 2011. Understanding the council's strategic priorities is a critical part of preparing these state plans.

To help the Executive Committee in this process, staff from various workforce agencies met on February 11<sup>th</sup> with staff from the Governor's office to review the current strategic plan (attached), current agency initiatives and to brain storm issues currently facing the workforce system that the strategic plan should address (attached).

Based on these discussions staff drafted a Vision, Mission and Goals Statement (attached) for council consideration. This document is meant as only a tool to help facilitate discussion by the Executive Committee in determining council goals and priorities.

To assist in the strategic planning process, staff also surveyed each major workforce program within Idaho's state workforce development system. An update of an inventory conducted several years ago, the survey provides a current pictorial of Idaho's overall workforce system. It is intended as a tool to identify gaps in service, areas of need, and opportunities for coordination. The survey identifies each workforce partner, participant services provided, performance measures and outcomes, services available to employers and basic funding allocations. A draft of the survey is attached; the final survey will be available for the Executive Committee and general council meetings.

#### STAFF RECOMMENDATION:

Draft a strategic plan for the Workforce Development Council's consideration on March 24<sup>th</sup>.

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C.L. "BUTCH" OTTER  
GOVERNOR



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*Chair*

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*Vice Chair*

## WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

### Workforce Development Council Priorities (Adopted November 2008)

1. Continue to provide support for the workforce and education system with available resources, minimizing impact on system capacity
2. Invest in infrastructure (roads, energy, transportation, water) to sustain and grow jobs
3. Enhance partnerships among government, business and education to achieve goals through low cost – no cost models of innovation
4. Establish processes and programs to ensure work readiness of the emerging and current workforce

# Idaho Workforce Development Council

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## MISSION

The Governor's Workforce Development Council, understanding the unique needs of business, education and labor, will develop policy recommendations and provide oversight for an integrated Idaho work force development system.

## VISION

Idaho's highly skilled, innovative work force will provide our businesses with the competitive edge needed to thrive in the global marketplace. Partnerships among business, labor, education and government will drive development of a work force and education system that is agile, integrated, efficient and responsive to the needs of business, students and workers in the highly competitive economy of the 21<sup>st</sup> Century. The quality of life in Idaho will continue to be unmatched as workers and businesses prosper with increasing levels of prosperity fueled by learning and practices contributing to productivity.

## GOALS

***Idaho's work force development and education system will be demand driven, highly integrated, comprehensive and constantly striving to exceed customer expectations***

- Improve early childhood services and programs to better prepare children for school.
- Champion a comprehensive educational system for all students K-16 plus, that assures student readiness for work and further learning and provides access to all adults for continuous learning and growth.
  - < Support reforms in the K-12 pipeline to better prepare students to compete in the 21<sup>st</sup> Century economy.
  - < Improve transitions from K-12 and adult education to postsecondary.
  - < Increase opportunities for enrollment and completion of postsecondary education programs of study.
- Ensure access for business and workers to the full array of work force and education services and supports.
- Improve work force information to guide education, business and career decisions.
- Establish processes for on-going communication with regional partners in business, education and work force systems to inform decision-making.
- Integrate planning, oversight and delivery systems.

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***Idaho's work force will be highly skilled, committed to continuous learning and aware of opportunities available in the market place and the resources to remain personally competitive***

- Increase the size and skills of the Idaho work force
  - ◀ Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who need and want to work, dislocated workers, minorities, people with disabilities, offenders and the educationally and economically disadvantaged
  - ◀ Provide opportunities for and encourage life-long skill development for Idaho's current and transitional work force
  - ◀ Increase understanding of workers, students and parents about career opportunities within the regional labor market and the work force and education requirements and resources to develop necessary skills
- Identify specific processes to retain the diminishing number of youth in Idaho
- Support policies that result in increased wages, self-sufficiency and economic independence through focused investments and increased skills development
- Promote and recognize the interdependence of and need for balance between work and family life

***Idaho businesses will be engaged in processes that attract and sustain a quality work force and contribute to profitability and economic growth***

- Promote incumbent worker training and develop incentives for selected high-growth, high-wage occupations
- Encourage use of workplace flexibility to attract and retain a work force
- Engage businesses in a career promotion initiative to inform students and workers about careers available in the community
- Expand work-based learning opportunities through expanded business-education-work force partnerships
- Create opportunities and encourage greater participation of business in the design and delivery of work force and education services
- Encourage business to offer incentives to students in recognition of school performance and attendance
- Create an entrepreneurial work force that spurs innovation and business expansion
- Expand use of customized training, incumbent worker training and other business-based training models to support job creation and increased earnings in high-wage, high-skill occupations

# Goals and Objectives

## Idaho Workforce Development Council

**GOAL: Idaho's workforce development and education system will be demand driven, highly integrated, comprehensive and constantly striving to exceed customer expectations**

<b>What do we want to do?</b>	Improve early childhood services and programs to better prepare children for school
<b>How do we do it?</b>	<p>Promote parental involvement and education in early childhood development</p> <p>More child care providers have an opportunity to attain a Bachelor's degree or higher</p> <p>More child care programs address the six developmental domains; social, physical, language/literacy, cognitive/intellectual, emotional and cultural.</p> <p>Young children have access to pre-school programs through public-private partnerships</p> <p>Parents have a way of identifying quality child care programs through a quality rating scale</p> <p>A tiered reimbursement system for the Idaho Child Care Program is in place and linked to the quality rating scale</p>
<b>What do we want to do?</b>	Champion a comprehensive educational system for all students K-16 plus, that assures student readiness for work and further learning and provides access to all adults for continuous learning and grow
<b>How do we do it?</b>	Support reforms in the K-12 pipeline to better prepare students to compete in the 21 <sup>st</sup> Century economy
<b>Taking action</b>	<ul style="list-style-type: none"> <li>• Support reforms to continually increase skills in STEM subjects (science, technology, engineering and math), including applied academics</li> <li>• Increase student access to rigorous school-based learning and relevant work-based learning</li> <li>• Encourage development of work-related foundation skills in all students</li> <li>• Expand access to professional-technical education and work-based learning opportunities</li> </ul>
<b>How do we do it?</b>	Improve transitions from K-12 and adult education to postsecondary
<b>Taking action</b>	<ul style="list-style-type: none"> <li>• Ensure seamless transition among all levels of education for transferability of credits               <ul style="list-style-type: none"> <li>○ Expand advanced learning partnerships to increase transition in professional technical programs</li> <li>○ Broaden opportunities for universal college entrance exams, advanced placement, concurrent enrollment and other options to encourage transitions to postsecondary</li> </ul> </li> <li>• Increase options and reduce costs of on-line instruction to ensure equal access to educational programming</li> </ul>

# Goals and Objectives

## Idaho Workforce Development Council

<b>How do we do it?</b>	<p>Increase opportunities for enrollment and completion of postsecondary education programs of study</p> <p><b>Taking action</b></p> <ul style="list-style-type: none"> <li>• Create an integrated system of community colleges with multiple physical and on-line points of access, affordable fees and programs responsive to regional demands</li> <li>• Support creation of scholarships for low income individuals and encourage federal workforce programs to increase support for education and related services</li> <li>• Expand post secondary professional technical options aligned to business needs and encourage development of open-entry/open exit programs</li> </ul>
<b>What do we want to do?</b>	<p>Ensure access for business and workers to the full array of workforce and education services and supports</p> <p><b>How do we do it?</b></p> <p>Continuously improve the One Stop Career Center system to provide access to a comprehensive menu of workforce development, education, economic and community development information and services</p> <p>Ensure access to employment and training services for diverse populations groups by identifying and eliminating barriers to participation</p>
<b>What do we want to do?</b>	<p>Improve workforce information to guide education, business and career decisions</p> <p><b>How do we do it?</b></p> <p>Develop and conduct a statewide assessment of employment and training needs</p> <p>Improve supply-demand information through partnerships with state and education agencies and worker and business intermediaries</p> <p>Improve data quality through outreach to business, industry and worker associations</p> <p>Organize data into career and industry clusters to encourage communication, guide curriculum development, support career exploration and focus strategic planning of e<sup>3</sup> contributors</p>
<b>What do we want to do?</b>	<p>Establish processes for on-going communication with regional partners in business, education and workforce systems to inform decision-making</p> <p>Integrate planning, oversight and delivery systems</p> <p><b>How do we do it?</b></p> <p>Approve initiatives, program plans and grant applications to ensure maximum coordination</p> <p>Establish a policy framework that aligns services across multiple programs and funding streams</p> <p>Recommend and/or review accountability measures for workforce, k-12 and post-secondary programs to ensure responsiveness to individual, community and business needs</p>

# Goals and Objectives

## Idaho Workforce Development Council

**GOAL: Idaho's workforce will be highly skilled, committed to continuous learning, and aware of opportunities available in the market place and the resources to remain personally competitive**

<b>What do we want to do?</b>	<p>Increase the size and skills of the Idaho workforce</p>
<b>How do we do it?</b>	<p>Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who need and want to work, dislocated workers, minorities, people with disabilities, offenders and the educationally and economically disadvantaged</p> <p>Provide opportunities for and encourage life-long skill development for Idaho's current and transitional workforce</p>
<b>Taking action</b>	<ul style="list-style-type: none"> <li>○ Provide career path training for those who are underemployed</li> <li>○ Coordinate with representatives of persons with disabilities, older workers, minority populations and the educationally and economically disadvantaged to identify needs</li> <li>○ Promote English language training to better prepare limited English speaking Idahoans for the workplace</li> <li>○ Explore supports that enable students and workers to engage in life-long learning, particularly for the economically disadvantaged</li> <li>○ Identify and eliminate policies that penalize or discourage participation of low income and disabled populations</li> <li>○ Identify and disseminate strategies that retain productive mature workers and increase their technology skills</li> </ul>
<b>What do we want to do?</b>	<p>Increase understanding of workers, students and parents about career opportunities within the regional labor market and the workforce and education requirement and resources to develop necessary skills</p>
<b>How do we do it?</b>	<p>Promote access for all students to accurate and current information about careers, occupations, and available education programs by supporting continued access to the Career Information System in Idaho workforce and educational institutions</p> <p>Expand access to career counselors, facilitators and coaches knowledgeable about the regional labor market, educational requirements and opportunities</p> <p>Explore and/or develop use of financial literacy as a career guidance tool in K-12 and beyond</p> <p>Use government, education and industry partnerships to inform students, educators and parents about career opportunities and supports</p> <p>Support a coordinated marketing public awareness campaign for all users</p>
<b>What do we want to do?</b>	<p>Identify specific processes to retain the diminishing number of youth in Idaho</p>

# Goals and Objectives

## Idaho Workforce Development Council

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<b>What do we want to do?</b>	<p><b>How do we do it?</b>      Develop a specific action plan for youth focused on those most in need to ensure they have an opportunity to build personal and occupational skills needed for success</p> <p>Support policies that result in increased wages, self-sufficiency and economic independence through focused investments and increased skills development</p>
<b>What do we want to do?</b>	<p><b>How do we do it?</b>      Expand the science and technology workforce to promote growth and productivity gains in emerging and traditional sectors of the economy</p> <p><b>Taking action</b>      • Invest in pilot projects in health care, advanced manufacturing, science and technology and other high wage, high growth sectors</p>
<b>What do we want to do?</b>	<p><b>How do we do it?</b>      Test new assessment, recruitment and certification processes</p> <p>Support drug prevention and recovery efforts</p> <p>Explore policies to encourage personal savings for retirement</p>
<b>What do we want to do?</b>	<p>Promote and recognize the interdependence of and need for balance between work and family life</p> <p><b>How do we do it?</b>      Support community services and work supports that enable workers to enter the workforce and continue providing quality of life</p>

# Goals and Objectives

## Idaho Workforce Development Council

**GOAL: Idaho businesses will be engaged in processes that attract and sustain a quality workforce and contribute to profitability and economic growth**

- What do we want to do?** Promote incumbent worker training and develop incentives for selected high growth, high wage occupations
- Encourage use of workplace flexibility to attract and retain a workforce
- Engage businesses in a “career promotion” initiative to inform students and workers about careers available in the community
- Expand work-based learning opportunities through expanded business-education-workforce partnerships
- Create opportunities and encourage greater participation of business in the design and delivery of workforce and education services
- Encourage business to offer incentives to students in recognition of school performance and attendance
- Create an entrepreneurial workforce that spurs innovation and business expansion
- How do we do it?** Promote a combination of tax credits and training incentives to promote business formation
- Inform students about entrepreneurial opportunities, provide training in secondary and postsecondary school in the skills needed for new product development and business formation and provide opportunities for students and new entrants to test those skills
- Link with economic development, research and development, Tech Help and other services to provide a comprehensive approach to build productivity in the workplace and skills of incumbent workers
- What do we want to do?** Expand use of customized training, incumbent worker training and other business based training models to support job creation and increased earnings in high wage, high skill occupations

DISCUSSION DRAFT  
WORKFORCE DEVELOPMENT COUNCIL

VISION

Idaho will sustain a workforce development system that will produce a highly skilled workforce that allows business to thrive and provides economic opportunity to Idaho workers and their families.

MISSION

The Workforce Development Council, understanding the unique needs of business, workers, and students, will make policy recommendations to the Governor and the Board of Education and will provide oversight for an integrated Idaho workforce development system.

GOALS

**GOAL 1 – Create good jobs that sustain Idaho workers and grow the economy**

Measure – Reduce Idaho’s unemployment rate by 60% by 2018.

Measure – Create 25,000 jobs with \$12.00 or better wage rates with health benefits by 2018.

Measure – Attain the Governor’s “Project 60” goal by 2015.

Strategies –

- A. Align workforce and education services to business needs and priorities by adopting a “sector strategy” approach that:
  - o Targets key industries;
  - o Builds partnership among employers, education and workforce providers;
  - o Identifies and addresses training needs of business; and
  - o Leverages public and private resources
  
- B. Support initiatives to improve workforce information for critical business decision making within targeted industries. (i.e., health care initiative, green initiative, longitudinal data system, etc.)
  
- C. Promote policies for the Workforce Development Training Fund to assist with the creation of jobs and retention of Idaho’s workforce.
  
- D. Support jobs tax credits that encourage the hiring of new employees.

- E. Engage employers to expand work-based learning opportunities such as internships, on-the-job training, work experiences, and apprenticeships to improve workplace readiness and occupational skills.
- F. Maintain a quality One-Stop Career System that connects employer and workers to workforce services.
- G. Encourage employers to increase hiring by promoting the Governor’s “Hire One” initiative and consider opportunities for other campaigns such as a “180 Degree Turn-around Campaign” that builds on Project 60, increasing the attainment of degrees and credentials for 60% of the workforce and reducing unemployment by 60%.
- H. Expand opportunities for innovation and employment in emerging technologies through the “Grow Green” and other initiatives.

**GOAL 2 – Idaho’s workforce will be highly skilled, committed to continuous learning, and aware of opportunities available in the market-place and the resources to remain personally competitive**

Measure – Increase Idaho’s “go-to-college” rate by X% by 2020.

Measure - Reduce the need for remediation for new college entrants by X% by 2020.

Measure – Ensure that 60% of Idaho workers obtain a certificate or degree beyond high school by 2020.

Strategies -

- A. Ensure that students and adults are aware of career choices available to them by:
  - a. Making e-CIS and other career information universally available
  - b. Providing access to trained career facilitators and counselors to assist in career decision making
- B. Ensure students are ready for further learning and work by:
  - a. Increasing access to quality early childhood education;
  - b. Expanding access and use of the Idaho Education Network and on-line learning to bring a more robust range of education services to all students;
  - c. Increasing access to advanced placement, dual credits and other opportunities to encourage college attendance; and
  - d. Providing a safety net to retain or return at risk students to the classroom.

- C. Enhance options for lifelong learning by expanding delivery options such as stackable credentials, compressed scheduling, on-line learning, distance learning, modularized learning, and other alternative learning modalities.
- D. Identify and promote career pathways within occupations to enhance career options and ease transitions.
- E. Support entrepreneurial workforce expansion to spur innovation and increase employment.
- F. Expand articulation agreements to increase transitions among secondary and postsecondary programs.
- G. Increase options to integrate ABE/ESL with occupational/technical training to facilitate entry of students to postsecondary education and technical training programs through integrated learning initiatives such as I-BEST.
- H. Support reforms to continually increase skills in STEM subjects (science, technology, engineering and math) including applied academics.
- I. Encourage students and adults to obtain continuing education by providing information and supporting such efforts as the Albertson Foundation's "Go-On" campaign.
- J. Provide access to low-skilled and at-risk youth and adults, dislocated workers, and others with barriers to a full range of information and supports to prepare for work that leads to economic self-sufficiency.
- K. Explore alternatives to improve employment rates for Unemployment Insurance claimants through initiatives like a "work share" program.
- L. Encourage the use of workplace flexibility options such as job sharing, job restructuring, part-time worker pools, flex-time and telecommuting to increase employment opportunities and retain quality workers.

### **GOAL 3 – SUPPORT A COMPREHENSIVE EDUCATION AND WORKFORCE DELIVERY SYSTEM.**

Measure – Idaho’s Workforce Development System will meet or exceed program performance measures.

Strategies –

- A. Maintain a quality One-Stop Career System that connects employer and workers and facilitates access to workforce services, education services and information.
- B. Enhance coordination among workforce system partners and streamline services by eliminating duplication and ineffective or unnecessary practices.
- C. Continue to expand opportunities to partner with libraries, foundations and others to increase access to information and services in all communities across the state.
- D. Provide access to information, financial aid and other supportive services that allows all workers to obtain education and training leading to employment.
- E. Ensure a system of work supports for low-income workers to help them stay employed and move toward economic self-sufficiency (e.g. food stamps, child care, housing, etc.) and provide safety nets to those who are in transition in the workforce
- F. Support bridge program development for underprepared youth and adults.
- G. Provide a comprehensive educational system for all students K-16+ that includes rigorous school-based learning and relevant work-based learning.
- H. Create an accountability system that includes:
  - a. Adoption of common core measures in K-12 education; and,
  - b. Implementation of a longitudinal data system to track outcomes of Idaho student achievements and program success.
- I. Identify the short and long-term implications of Idaho’s aging workforce, associated pipeline issues, and potential solutions.
- J. Increase the civic engagement of Idahoans in volunteer activities to ameliorate the impact of budget shortfalls in education, social services and other critical areas.

**GOAL 4 – COMMUNICATE THE VALUE AND USE OF THE WORKFORCE SYSTEM WITH EMPLOYERS, WORKERS, PARTNERS AND POLICY MAKERS.**

Measure – Ensure X% of Idahoans are aware of the resources available through the Workforce system by 2015.

Measure – Increase the use of the Workforce system by X% by 2015.

Strategies –

- A. Conduct periodic surveys to assess access, awareness, perceptions, and use of the workforce system.
- B. Review and report user rates of the workforce system.
- C. Meet regularly with the Governor, SBOE and other policy makers to present progress reports and make recommendations for improvements.

### **Issues for the Workforce System Identified by Staff**

1. Jobs are scarce—nearly 72,000 Idahoans unemployed
2. Idaho has a huge number of low-income households dependent upon income supports (more than 90,000 families rely on Food Stamps—Idaho has the highest rate of increase in FS uptake in the country)
3. Low wage workers are challenged to maintain a reasonable standard of living/retain employment without work supports
4. Employers are hesitant to hire—limited incentives and uncertain future
5. There is a mismatch of skills to the economy – too few Idahoans possess the skills that will be required in the workforce (degrees/certificates)
6. Hot jobs/growing jobs demand higher level skills and will yield higher pay
7. Too little work based experience/learning reported by employers as a lack of work place skills and technical skills at all levels (frustration with work behaviors, poor readiness for work even from higher education)
8. While improving, too few students are leaving K-12 prepared for work or further learning as evidenced by high levels of remediation
9. Too few students are moving to post secondary and fewer are completing (Idaho is rated very low in this category)
10. Progress is being made in dual-credit and other bridge programs but the education system remains unprepared to deal with a workforce that must learn for a lifetime—articulation, modularized instruction, alternative delivery models, career pathways, stackable credentials exist but not at a level that supports the changing workforce
11. The state does not take adequate advantage of tech transfer from universities/INL, etc.
12. Workers and the businesses who hire them are largely unaware of the opportunities available through the workforce system
13. Many students and workers lack career awareness or knowledge of how to obtain information and services to manage their careers/navigate the system
14. Access to services is limited/sometimes confusing
15. Too few Idaho children are participating in high quality pre-school programs—entering school unprepared to learn
16. In spite of the high unemployment rate, the departure of the baby boomers could impact workforce availability—particularly those with skills
17. High unemployment rates are impeding labor market participation of youth—impacting life-time earnings and normal labor market pathways
18. Workers on the fringes—those under-prepared, with language or social barriers, are especially impacted by the jobs shortage
19. The system—both education and workforce—continues to have inefficiencies that impede smooth transitions and movement between jobs and up career pathways
20. The accountability system is fractured—multiple definitions, lack of comparability
21. Demand for system services is up and funds are moving down

IDAHO WORKFORCE DEVELOPMENT SYSTEM - An Inventory of Major Programs and Services

AGENCY	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Idaho Labor	Industrial Comm. - Rehab	Idaho Dept. of Commerce	Professional Technical Ed	Professional Technical Ed	Commission on Aging	Commission for Blind & Visually Impaired	Vocational Rehab	Juvenile Corrections	Dept. of Corrections	Health & Welfare	Health & Welfare	Health & Welfare	AGENCY
PROGRAM	Unemployment Insurance (UI)	Employer Services/Wagner-Peyser (ES)	Workforce Information	WIA-Adult	WIA - Youth (WIA -Y)	WIA-Dislocated Worker	Trade Adjustment Assistance (TAA)	Wage & Hour	WOTC	Disabled Veterans / Local Vet Heps	Foreign Labor Certification	WDTF	Workers' Compensation - Rehab (WC)	IDC	Professional Technical Ed (PTE)	Adult Basic Education (ABE)	SCSEP	VR-BVI	Idaho Division of Vocational Rehab	Juvenile Corrections	Adult Basic Education & Workforce Programs	TANF/TAFI	FOODS STAMPS E & T	FOSTER CARE	PROGRAM
PURPOSE	Assist unemployed, economic stabilization; employer relations	Broad array of automated and personalized labor exchange services to job seekers and businesses	Labor market & economic statistics; information services	Employment, job retention; wage gain, skills attainment; educational attainment	Employment, job retention; wage gain, skills and educational attainment	Employment, job retention; wage gain, skills attainment	Job search, relocation, assessment & retraining, cash assistance via UI system	Administration of wage payment laws; compliance; resolution of wage disputes; public information re: wage & hour	Incentive for employer to hire from targeted groups with certain barriers to employment	Veterans employment & job training services	Fill employment needs in occupations with a shortage of domestic workers	Employee job skill training or upgrade; Lay-off prevention; Economic development	Rehabilitation of workers with on-the-job injuries	Economic development	Professional Tech Ed is defined as secondary, post secondary, and adult courses, programs, training and services administered by the Division of Professional Tech. Ed. for occupations or careers that require other than a baccalaureate degree.	Basic foundational skills to improve opportunities for employment & education	Subtractive community service, training, economic self-sufficiency	Independence via gainful employment	Careful employment of people with disabilities	Employment, self-sufficiency, reduce recidivism	Academic, life skills, work force development	Reduce welfare dependency; improve self-sufficiency	Employment	Assists foster care youth to develop the skills necessary to make a successful transition from foster care to independent living; helps youth receive the education, training and services necessary to obtain employment	PURPOSE
SERVICE PROVIDERS	IDOL: 25 OneStop Centers - Services also available on-line	IDOL: 25 OneStop Centers; non-staff assisted services available online	IDOL: 25 OneStop Centers; 6 Regional Labor Economists	IDOL: 25 OneStop Centers; contract services to non-profits & education institutions	State IDOL: 25 OneStop Centers; contract services to education institutions and private non-profits	IDOL: 25 OneStop Centers	IDOL: 25 OneStop Centers	IDOL: Regional OneStop Centers	Referral to Central IDOL via 25 OneStop Centers	IDOL: 25 OneStop Centers	Central and IDOL: 25 OneStop Centers	IDOL administers WDTF; Training delivered via public/private training orgs	State & local agency staff; contracted providers	State staff; contracted providers	Six area technical colleges in PTE; school districts, Dept. of Corrections	Colleges, Dept. of Corrections, other groups	Service administered by state, service contracts with IDOL OneStop Career Centers	Primarily state staff, some via contract with private and non-profit orgs	Private sector for profit & nonprofit community rehab programs, post-secondary institutions and other community vendors	IDIC staff; with county probation officers provide transitional services	8 Public Education programs; 1 sub-contracted to Correctional Corp. of America; Idaho Correctional Center (for profit)	All services contracted (on approved state list)	All services via contract with providers	All services via contract with private nonprofit providers	SERVICE PROVIDERS
TARGET GROUP AND ELIGIBILITY	Displaced or Unemployed Workers	Universal access for job seekers & employers; U.S. citizen or authorized alien	Universal Access	Universal access to core services for adults 18+ & priority to low income for training	Low income youth-at-risk with educational barriers	Dislocated workers, recently separated, plant closure, substantial layoff, displaced homemakers	Displaced workers laid off by trade-certified employers	Employers; working employed idahoans with wage payment issues & concerns	Employers; targeted populations	Homeless veterans; severely disabled veterans; disabled veterans	Businesses seeking domestic workers qualified for openings	New or existing businesses who are expanding their workforce or confronting layoffs	Disabled on the job	Existing and prospective employers; Idaho communities	Secondary and post-secondary students & adults	Educationally disadvantaged; limited English speaking	Unemployed, low-income older adults	Blind or Visually Impaired	People of working age with disabilities	Youth adjudicated delinquent; sentenced to state custody	Incarcerated adults; persons on probation or parole	Needy families receiving TANF cash assistance	Food stamp recipients	Current and former foster care youth; 15-21 years old	TARGET GROUP AND ELIGIBILITY
PARTICIPANT SERVICES	Eligibility/REA	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	PARTICIPANT SERVICES
EMPLOYER SERVICES	Employment Counseling & Assessment	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	EMPLOYER SERVICES
PROGRAM FUNDING 2010	Total Program \$15,113,733.00 Federal Funding \$15,113,733.00 State Funding Other Funding Source CY10 Benefits Pd: \$624,000,000 (\$292,000,000 was regular UI)	\$6,372,318.00	\$1,109,876.00	\$2,148,465.00	\$2,269,744.00	\$2,709,982.00	\$14,251,605.00	\$311,100.00	\$66,000.00	\$731,000.00	\$233,004.00	\$5,700,000.00	\$1,640,800.00	\$59,133,600.00 \$9,487,300.00 \$48,345,100.00 \$464,900.00 \$644,836.00 \$604,836.00 \$35,429.00 *Sub grantee funds	\$2,000,077,061.00	\$2,000,077,061.00	\$22,481,518.00	\$13,437,200.00	\$997,000.00	\$6,289,500.00	\$392,300.00	\$729,900.00	\$571,900.00	\$158,000.00 Clay Family Programs	Total Program \$15,113,733.00 Federal Funding \$15,113,733.00 State Funding Other Funding Source Benefits provided: \$171,968,943
PROGRAM FUNDING 2011	Total Program \$15,993,736.00 Federal Funding \$15,993,736.00 State Funding Other Funding Source	\$6,372,318.00	\$1,007,232.00	\$2,793,005.00	\$3,064,400.00	\$4,536,856.00	\$306,400.00	\$749,000.00	\$233,004 est.	\$4,000,000.00	\$1,573,800.00	\$56,829,300.00 \$9,251,900.00 \$47,577,400.00	\$2,077,061.00	\$2,077,061.00	\$21,144,829.00	\$13,535,500.00	\$965,000.00	\$895,000.00	\$2,124,300.00	\$236,000.00	\$729,900.00	\$571,900.00	\$138,000.00 Clay Family Programs	Total Program \$15,993,736.00 Federal Funding \$15,993,736.00 State Funding Other Funding Source Benefits provided: \$171,968,943	
PROGRAM MEASURES	Entered Employment	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	PROGRAM MEASURES
PARTICIPANT OUTCOMES 2010	117,064 New Claims Filed	263,962 individuals registered for employment services	904 Enrolled	993 served	1598 Enrolled	1874 Enrolled	1802 Claims	11,135 served	26,973 registered vets	432 employers assisted; 2806 workers petitioned; 955 units inspected; 20 field compliance checks completed	1,020 new jobs	Provided rehab services: 3319	89,322 secondary enrollments; 9,929 post secondary enrollments	*7,429 enrolled with 12+ hours of instruction	113	473 clients served	13990	658	2487	2,668	16,936 served	767 youth served	767 youth served	767 youth served	PARTICIPANT OUTCOMES 2010
PARTICIPANT OUTCOMES 2011	93,000 Eligibility Decisions	65% Entered Employment	77.7% Entered Employment	69.9% Placement in Emp or Ed	84.5% Entered Employment	412 entered employment	8,161 positive	70% entered employment following conr services	9 projects funded	Customers since inception: 22808 new jobs; 312.41 avg wage; 206 projects; \$1,897 avg training cost per employee	Return to work with time of injury employer: 79%	Obtain pre-injury wage for rehabilitated workers: 91%	93.88% secondary; 89.96% post-secondary	*2,515 enrolled who had a gain or achieved a goal	27 entered employment	61 entered employment	1895 cases closed as employed	no recidivism 504	1724 completed	Employed 191	1,661 employed	Received Certificate-1220	Received Certificate-1220	Received Certificate-1220	PARTICIPANT OUTCOMES 2011