

TRANSMITTAL # 1

MEMORANDUM

October 3, 2007

TO: Workforce Development Council
FROM: Roger B. Madsen, Director 
SUBJECT: Investments in Manufacturing – Workforce Investment Act Setaside

ACTION REQUESTED: Support the continued use of Governor's 15% WIA reserve funds for manufacturing and related high growth projects

BACKGROUND:

The Workforce Development Council, at their meeting on September 6, 2006, designated \$300,000 of the Governor's 15% WIA reserve funds to establish a pilot program focused on the manufacturing industry. These funds were used to match employer investment in skill training for new and existing employees interested in the field of manufacturing. Each of the regions received an allocation of \$50,000 to pilot various initiatives, dependent upon their ability to establish a qualifying project. Following is an update of each region's effort.

UPDATE:

Region I – North Idaho

Region I accomplished several initiatives targeted at manufacturers.

1. Idaho Department of Labor, North Idaho College and various manufacturing companies each contributed \$15,000 in scholarship funds for students interested in pursuing training in the field of manufacturing.
2. Lakeland High School will implement a pilot school to work apprenticeship program in the spring of 2008.
3. Workforce Development Training Funds were awarded to four expanding manufacturing companies to provide training resources to establish registered apprenticeship training opportunities within their place of business.
4. State Division of Professional-Technical Education provided funding to assist in the development of a school to work apprenticeship program in the area.

Region II – North Central Idaho

Region II continues to work with the North Idaho Manufacturers' Association to establish a joint training effort with the state of Washington and registered apprenticeship programs. Workforce Development Training Funds will be used to support this effort with manufacturing companies that are expanding in the area.

Region III – Southwest Idaho

Region III developed a registered apprenticeship welding program with the Idaho Department of Correction and a youth-registered apprenticeship program with Dehryl A. Dennis Technical Education Center.

Representatives from the following entities partnered to establish a BSU-instructed welding program at the prison to serve as an employee "pipeline" to the metals manufacturing industry in the Treasure Valley.

- Idaho Department of Correction
- Boise State University
- Idaho Department of Labor
- United States Department of Labor/Employment & Training Division/
Office of Apprenticeship (USDOL/ETA/OA)
- State Division of Professional-Technical Education
- Vocational Rehabilitation and
- representatives from private industry

The program consists of 223 hours of work readiness curriculum including 63 hours of general employment instruction, 160 hours of welding and welding-related instruction (math, safety, hands-on stick, MIG and TIG welding), with another 2,000 hours of on-the-job training (OJT) tied to the apprenticeship. Classroom training was provided in the evenings at the Dehryl A. Dennis Technical Education Center.

At the conclusion of this pilot program, Idaho Department of Correction and private industry will support delivery of the classroom training. Depending upon fund availability, Workforce Investment Act and Vocational Rehabilitation funds may be used to support a portion of the OJT apprenticeship training.

The Dehryl A. Dennis Technical Education Center is in the process of establishing a youth-registered apprenticeship program for its manufacturing training. Dehryl A. Dennis' certified instructors will provide youth with competency based technical classroom instruction and Idaho Department of Labor will develop on-the-job learning opportunities for students with local manufacturers. Both the classroom and on-the-job training courses will be reviewed by USDOL/ETA/OA to ensure training meets the industry skill standards. The skill standards describe the common duties and the knowledge, skills, abilities and related attributes needed to perform the duties well. These standards are developed by workers, managers and trainers from the manufacturing industry.

The youth apprenticeship model exemplifies the strong coordination between education, industry and labor. This model provides students with an awareness of opportunities within the manufacturing industry; encourages life-long learning; creates a solid pipeline of trained workers for industry and forms a solid partnership between education, industry and labor. Students receive quality industry standard directed training – placed on a paid on-the-job learning site with an employer and at the completion receive a registered apprentice certificate recognized by industry on a national basis. Employers are able to customize training to meet their own needs while maintaining the national integrity of apprenticeship training.

Region IV – South Central Idaho

Region IV will use the Governor's 15% reserve funds as leverage funds for their Workforce Innovation in Regional Economic Development (WIRED) initiative to establish an advanced manufacturing center at the College of Southern Idaho.

Region V – Southeast Idaho

There are several new companies expanding or relocating in Region V. Workforce Development Training Funds are being targeted to assist new and existing manufacturers with training programs for its workforce.

Region VI – East Central Idaho

Region VI is seeking the Governor's 15% reserve funds in support of community based training initiative to train radiation safety technicians. This request to the Workforce Development Council will help leverage approximately \$200,000 to increase capacity to ensure the goal of developing and maintaining a technically trained workforce at the technician level.

Labor market data on radiation safety technicians indicates a shortage of qualified workers to serve the needs of the nuclear energy and medical industries. The shortage stems from an aging workforce nearing retirement and a lack of qualified workers to replace them. With renewed interest in the benefits of nuclear power generation, the industry is facing a critical shortage of qualified technicians at the national, regional and local level. Radiation safety training is a high wage, high growth training opportunity for radiation safety technicians that typically pays a starting wage of \$18 to \$25 locally and more nationally.

This request will help Eastern Idaho Technical College (EITC) join a consortium of community colleges who have already received a grant from the U.S. Department of Labor to prepare radiation safety technicians to meet the national need. Region VI will be joining Central Virginia Community College and Lynn State Community College in Missouri in this effort and will become the western arm or extension of this training effort for the west and Pacific Northwest.

This project will also aid East Central Idaho and Eastern Idaho Technical College in supporting the Idaho National Laboratory's role as the primary national radiation research facility.

This grant will allow East Central Idaho to expand their offerings to entry level participants and incumbent workers who find it necessary to renew their certifications. Other efforts of the expanded

program will include developing a tech-prep 2 + 2 program in cooperation with the Advanced Learning Partnership Consortium and the Eastern Idaho Professional-Technical High School that leads students from high school to the community college and on to employment in the industry. This effort will include activities to increase student awareness of the opportunities in the nuclear energy industry and educational requirements to enter the college program.

Staff Recommendation:

With the continued workforce shortage in Idaho, staff recommend the continued use of the Governor's 15% reserve funds for Regions III and IV to support and facilitate new strategies to assist the manufacturing industry recruit and retain a quality workforce. Workforce Development Training Funds will be used in all areas of the state to assist new and existing businesses with their workforce expansion efforts.

In addition, staff recommend the approval of Region VI's proposal to utilize the Governor's 15% reserve funds as leveraged funds to support the expansion of EITC's radiation technician program.

A total of \$150,000 is requested from the Governor's 15% reserve funds to support the continued efforts in Regions III, IV and VI. It is recommended that all targeted funds be expended by June 30, 2008 and any unspent funds be returned to the Governor's general funds.

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