Talent Pipeline Development – Creating a Labor Force Aligned with Industry Needs

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Idaho PTECH Network
Workforce Gap

- Green line: 2025 - projected job growth
- Blue line: Ages 16-64 - workforce growth

Source: U.S. Census Bureau, EMSI; Idaho Department of Labor
## Critical Workforce Ratio 1:2:7

<table>
<thead>
<tr>
<th>Required Education</th>
<th>Available Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gradate Degree</td>
<td>![Graduate Cap]</td>
</tr>
<tr>
<td>2 Bachelor Degrees</td>
<td>![Graduate Cap], ![Hammer]</td>
</tr>
<tr>
<td>7 1-Year Cert OR 2-Year Degrees</td>
<td>![Airplane], ![Tree], ![Hammer], ![Hammer], ![Laptop], ![Screwdriver], ![Truck], ![Wrench]</td>
</tr>
</tbody>
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Economic Development – Focus on Talent

- Idaho Department of Commerce
  - Leading Site Selector from the Chicago Area
  - Talent is the #1 reason companies select sites, cities and states

- Regional Economic Development Eastern Idaho
  - Talent

TALENT PIPELINE
Where Does the Money Go?

- $61,952,700 Employment (Workforce) Services
- $2,634,000 Serve Idaho
- $1,174,800 Human Rights Commission
- $641,800 Wage & Hour
- $792,500 Career Information System
- $37,707,000 UI Administration
Idaho Workforce Development Training Fund - 1996 to 2015

Active Contracts ................. 268
Amount Awarded ................. $88.4 million
Projected Number of Trainees ........ 27,000
Training Cost ................. $3274
(Projected Weighted Average)

Hourly Wages
(Current Contracts - Projected Weighted Average)

Employer Grants ................. $13.96
Industry Sector Grants ................. $23.34
Micro-Grants ................. $13.02
Workforce Development Training Fund – A Three-Pronged Approach

**Employer Grants**

- Training reimbursement for new and expanding businesses;
- Emphasis on transferable skills and structured training programs with an education partner.

**Industry Sector Grant**

- Education institution partnering with three or more industry partners;
- Industry partners involved in curriculum development and provide cash match.

**Rural Micro-Grants**

- Community-based partnership – business, education and others;
- $25,000 maximum award.
Local Offices

- Meet with partners on a quarterly basis to make sure we are all communicating needs and resources. (TANF, VR, Libraries, Commission for the Blind and Visually impaired, etc.)
- Assist with employment plans, connecting job seekers with employment opportunities
- Assist employers with available resources for on the job training or other needs as identified
- Resumes, Training, Networking Groups, other resources as needed.
- We have recently drawn more attention to Apprenticeships as a very good option. In partnership with CTE we meet frequently to make sure we hear and act upon the needs of employers.
Career & Technical Education in Idaho

- 640 CTE programs in high schools
- 14 Professional-Technical High Schools
- 6 Postsecondary Technical Colleges
- 6 Workforce Training Centers (includes apprenticeship)
- Transition Coordinators
- Centers for New Directions
- Adult Basic Education
What is career & technical education?

Agriculture & Natural Resources
Family & Consumer Sciences
Health Professions
Engineering & Technology
Business Management & Marketing
Skilled & Technical Sciences

CTE is the nexus between education and employment.
Careers in:

- Engineering Technology
- Computer Networking
- Media Technologies
- Web Design
- And many more!
Careers in:
- Medical Records
- Nursing
- Physical Therapist Assistant
- and many more!
Careers in:
- Precision Machining
- Diesel Technology
- Electronics
- Welding
- and many more!
START EXPLORING!

YOUR CAREER IS JUST A STEP AWAY...

1. FIND YOUR CAREER
Visit Idaho's Career Information System to search for Idaho's careers, industries, and wages.

2. FIND A PATHWAY
Identify the career and technical education programs at your high school that relate to your career.

3. EARN BADGES
Display your skills, earn college credit, and enhance your resume by earningStacks badges.

Visit cte.idaho.gov/explore today!
The value of career & technical education

- Connects students to real careers.
- Provides a talent pipeline for Idaho’s business.
- Makes education meaningful through applied learning.
Program Alignment: A meaningful head start for CTE students

High School
- Career Exploration
- Skill Introduction
- Workplace Readiness
- College Credit / Industry Certification

College
- Advanced Skills
- Industry Certification
- Postsecondary Credentials
Idaho SkillStack

1. Communicate real skills with online micro-certification / “badging” platform.


3. Statewide initiative for Idaho’s public education institutions.

4. Tool for industry to expand reach into Idaho’s talent pool.
Advanced Manufacturing
Electrical Engineering Drafters
Architectural/Civil Engineering Drafters
Mechanical Engineering Drafters
Mechanical Engineering Technicians
Civil Engineering Technicians
Industrial Engineering Technicians
Electrical Engineering Technicians
Engineering Drafters and Technicians
Hourly Wage
ID Demand
Low Medium High
>$15 $15-25 >$25
CORE SKILLS
- Hoisting Equipment
- Precision Measuring Tools
- Hand / Power Tools
- Technical Writing
- Technical Drawings / Blueprints
- Shop Floor Maintenance
- CDL
- Failure Analysis / Troubleshooting
- OSHA
- Basic Math
- Communication Skills
- Organizational Skills
- Computer Skills
- Soldering
- Electrical Systems Knowledge
- Basic Math
- Troubleshooting & Problem Solving
Licensed Role
The Bottom Line for Idaho

AVAILABLE JOBS + A SKILLED WORKFORCE = AN IDAHO ECONOMY THAT MEETS EMPLOYER AND WORKING FAMILY NEEDS
Broken Link Between education and work

- 96% of Chief Academic Officers rate their institution as very/somewhat effective at preparing students for the world of work.
- 14% of Americans strongly agree that college graduates in this country are well-prepared for success in the workplace.
- 11% of business leaders strongly agree graduating students have the skills and competencies that their businesses need.
Employment Gap

High School: 60%

College: 85%

Business: 85%

IDAHOPTECH network
<table>
<thead>
<tr>
<th>2015-16 School Year</th>
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</thead>
<tbody>
<tr>
<td>Clark Fork High School</td>
</tr>
<tr>
<td>Forrest Bird Charter School</td>
</tr>
<tr>
<td>Idaho Distance Education Academy</td>
</tr>
<tr>
<td>Kellogg High School</td>
</tr>
<tr>
<td>Kuna High School</td>
</tr>
<tr>
<td>Melba High School</td>
</tr>
<tr>
<td>Sandpoint High School</td>
</tr>
<tr>
<td>Rimrock High School</td>
</tr>
</tbody>
</table>
Thank you!

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