

## Part I – Agency Profile

### Agency Overview

Agency Mission: The Idaho Department of Labor connects job seekers with employment opportunities, supports workers through career and life transitions and administers state labor laws.

Agency staff are committed to ensuring Idaho's job seekers and employers have access to a wide array of quality employment-related services and economic information. The department's funding primarily comes from the employer unemployment insurance program and federal grants. Idaho's Wage and Hour Bureau is, in part, supported by state general fund revenues. The Idaho Commission on Human Rights receives financial support through Idaho Department of Labor dedicated funds and federal contract monies from the U.S. Equal Employment Opportunity Commission.

Idaho Gov. Brad Little appointed Jani Revier to serve as the director for the Idaho Department of Labor in December 2018. Today she leads a team of more than 530 employees who work to make a positive difference in the lives of job seekers, employers, government officials and Idaho citizens.

Two advisory boards - the Idaho Commission on Human Rights and the Governor's Commission on Service and Volunteerism - provide program guidance and oversight to the department.

The Idaho Commission on Human Rights administers discrimination complaints. Commission members are appointed by the governor and confirmed by the state senate for three-year terms. The Governor's Commission on Service and Volunteerism oversees the operations of Serve Idaho. Commission members are appointed by the governor for three-year terms.

### Core Functions / Idaho Code

**Idaho Code Title 72, Chapter 13** defines by statute, the authority and responsibilities of the Idaho Department of Labor.

**WORKFORCE SERVICES** provides a broad array of automated and personalized labor exchange services to job seekers and businesses. (Title 72, Chapter 13; Federal - 29 U.S.C. Chapter 49.) Some of these services include lifelong learning opportunities for Idaho's new, current and transitional workers as outlined in the following federal Code of Federal Regulations (CFRs).

- **Workforce Innovation and Opportunity Act** – Federal – 20 CFR Part 652, 660-671/P.L. 105-220/29 U.S.C. 30
- **Trade Adjustment Assistance** – Federal – 20 CFR Part 617/P.L. 107-210/19 U.S.C. 12.

**UNEMPLOYMENT INSURANCE** provides partial replacement of wages to eligible workers who lose their jobs through no fault of their own. (Title 72, Chapter 13; Federal - 26 U.S.C. Chapter 23.)

**WAGE AND HOUR** defines the state's responsibilities for administering Idaho's wage and hour laws. (Title 72, Chapter 13, Title 44, Chapters 15 & 16, and Title 45, Chapter 6.)

**COMMUNICATIONS & RESEARCH** provides a broad variety of labor market and economic data at the state, regional and local level on past, current and projected labor market conditions, including information on occupations, wages, job openings and skill levels. Several of the federal statutes listed earlier authorize this function.

**IDAHO DISABILITY DETERMINATION SERVICES** helps the Social Security Administration process disability claims by determining whether individuals applying for Social Security disability benefits meet the criteria for medical severity and ensuring fair and timely consideration for those individuals. (Title 72, Chapter 13; Federal – 20 CFR Part 416/ 42 U.S.C. 421.)

**SERVE IDAHO** and the Governor's Commission on Service and Volunteerism administers Idaho AmeriCorps grants and strives to advance community service programs and activities throughout the state.

**IDAHO COMMISSION ON HUMAN RIGHTS** works to secure freedom for all Idahoans from discrimination because of race, color, religion, sex, national origin or disability in connection with employment, public accommodations and real property transactions, discrimination because of race, color, religion, sex or national origin in connection with education, and discrimination because of age in connection with employment. (Title 67, Chapter 59, Idaho Code.)

### Revenue and Expenditures

Revenue	FY 2019	FY 2020	FY 2021	FY 2022
Unemployment Penalty & Interest	\$0	\$0	\$84,200	\$0
Employment Security Special Administration	\$4,492,200	\$4,142,100	\$3,235,900	\$2,676,000
Federal Grants	\$49,035,000	\$48,360,300	\$59,888,100	\$61,980,300
Misc. Revenue	\$1,475,000	\$1,464,400	\$387,300	\$576,100
General Fund	\$342,200	\$553,600	\$529,800	\$538,100
Unemployment Compensation	\$147,709,400	\$161,004,100	\$172,647,700	\$170,088,200
<b>Total</b>	<b>\$203,053,800</b>	<b>\$215,524,500</b>	<b>\$236,773,000</b>	<b>\$235,858,700</b>
Expenditures	FY 2019	FY 2020	FY 2021	FY 2022
Personnel Costs	\$35,368,900	\$36,378,800	\$40,706,700	\$40,802,500
Operating Expenditures	\$11,709,400	\$12,247,700	\$18,616,900	\$14,502,200
Capital Outlay	\$257,700	\$313,900	\$577,400	\$504,200
Trustee/Benefit Payments	\$88,367,100	\$211,417,300	\$193,555,500	\$80,068,700
<b>Total</b>	<b>\$135,703,100</b>	<b>\$260,357,700</b>	<b>\$253,456,500</b>	<b>\$135,877,600</b>

### Profile of Cases Managed and / or Key Services Provided

All measures from July 1 to June 30

Cases Managed and/or Key Services Provided	FY 2019	FY 2020	FY 2021	FY 2022
1. UI – Number of Initial Claims Made	62,801	208,693	200,039	56,618
2. UI – Number of Weeks Compensated	265,941	924,927*	1,340,896	222,680
3. UI – Number of Employers Covered by Unemployment Insurance Laws	58,106	66,423	68,976	74,882
4. ES - Individuals Registered for Employment Services***	61,431	66,827	45,588	34,418
5. ES - Job Openings Listed (Full-time permanent)	197,022	150,881	159,851	285,750
6. WIOA - Adult Customers Served	595	932	975	N/A****
7. WIOA - Dislocated Worker Customers Served	464	457	484	N/A****
8. WIOA - Youth Customers Served	623	618	576	674
9. Wage & Hour – Employer / Employee Contacts	42,306	40,000	41,749	35,099
10. Human Rights Commission – Administrative Cases Filed	391	309	238	268
11. Human Rights Commission – Public Presentations	36	28	7**	16**

\*Change made to this number as adjustments were made to the system to account for the high volume of activity.

\*\*Number of presentations was down due to COVID-19.

\*\*\*ES-Individuals Registered for Employment Services count includes Total Participants Served and Reportable Individuals.

\*\*\*\* Note: Effective October 2021 services are being provided by a contractor, not Labor.

## Licensing Freedom Act

Agencies that participate in licensure must report on the number of applicants denied licensure or license renewal and the number of disciplinary actions taken against license holders.

	FY 2019	FY 2020	FY 2021	FY 2022
<b>FARM LABOR CONTRACTOR<sup>1</sup></b>				
Number of Licenses	60	59	58	56
New Applicants Denied Licensure <sup>1</sup>	33	1	0	0
Applicants Refused Renewal of a License <sup>2</sup>	33	1	0	0
Complaints Against Licensees <sup>3</sup>	N/A	1	0	0
Final Disciplinary Actions Against Licensees	N/A	N/A	0	0

<sup>1</sup> Farm labor contractors are required to register every year. If a farm labor contractor does not submit a complete application, including providing proof of insurance and a bonding deposit, the department deems the application incomplete and never issues a license.

<sup>2</sup> See footnote 1.

<sup>3</sup> Number of wage claims filed by an employee who performed some type of farm labor work during the past year. Farm labor contractors are notified of any potential wage and hour violations. All unresolved issues are referred to the U.S. Department of Labor for enforcement (Idaho Wage & Hour is a compliance bureau only).

## Part II – Performance Measures

Performance Measure		FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
1. <i>Employment Services – Entered Employment Rate – Page 5, Goal I, Objective B, Strategy #1</i>	actual	72.9%	69.6%	64.4%	62.2%	
	target	66%	66.6%	70.1%	70.1%	70.1%
2. <i>Employment Services – Employee Retention Rate - Page 5, Goal I, Objective B, Strategy #1</i>	actual	72.9%	70.2%	65.3%	63.9%	
	target	51.0%	51.0%	70.0%	70.0%	70.0%
3. <i>WIOA – Youth Placement Rate in Employment or Education – Page 5, Goal I, Objective B, Strategy #1</i>	actual	80.3%	80.8%	72.2%	81.4%	
	target	70%	70.5%	76.5%	76.5%	76.5%
4. <i>UI - First Pay Benefit Timeliness – Page 7, Goal II, Objective A, Strategy #1</i>	actual	97.2%	81.8%	65.7%	89.9%	
	target	>=87.0%	>=87.0%	>=87.0%	>=87.0%	>=87.0%
5. <i>UI-Non-Monetary Determination – Page 7, Goal II, Objective A, Strategy #1</i>	actual	78.7%	85.3%	60.5%	75.7%	
	target	>=80.0%	>=80.0%	>=80.0%	>=80.0%	>=80.0%
6. <i>DDS – Productivity per Work Year (per worker) Page 8, Goal II, Objective A, Strategy #1</i>	actual	395.5	345.66	291.8	260.0	
	target	325.4	325	282.74	282.74	255.8

Performance Measure		FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
7. IHRC – Total of Administrative Cases Resolved <b>Page 9, Goal II, Objective A, Strategy #1</b>	actual	489	357	309	307	
	target	350	350	350	350	350

**Performance Measure Explanatory Notes**

- 1) **Entered Employment Rate (Employment Services)** – Percent of adult participants employed during the second quarter after exiting the program.
- 2) **Employee Retention Rate (Employment Services)** – Employment rate, fourth quarter. Percent of participants employed in the fourth quarter after exiting the program.
- 3) **Youth Placement Rate (Workforce Innovation and Opportunity Act)** – Percent of youth participants either employed or enrolled in school during the second quarter after exiting the program.
- 4) **First Pay Benefit Timeliness (Unemployment Insurance)** – Percent of all first payments made within 14 days after the week ending date of the first compensable week in the benefit year.
- 5) **Nonmonetary Determination (Unemployment Insurance)** – Percent of all nonmonetary determinations (separations and non-separations) made within 21 days of the date of detection of any nonmonetary issue that would affect the claimants’ right to unemployment compensation.
- 6) **Productivity per Work Year (Disability Determinations Service)** – The higher the number in a given year, the greater the productivity per worker in terms of case decisions and processing – federal program standard.
- 7) **Cases Closed through the Idaho Human Rights Commission’s Administrative Process** – All cases closed from July 1 through June 30 (state fiscal year).

**For More Information Contact:**

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