

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 572 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 and 16, and Title 45, Chapter 6.)

RESEARCH AND COMMUNICATIONS 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, or the Governor's Commission on Service and Volunteerism, administers Idaho AmeriCorps grants and strives to advance community service programs and activities throughout the state. (Executive Order NO. 2019-11)

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 2021	FY 2022	FY 2023	FY 2024
Unemployment Penalty and Interest	\$84,200	\$0	\$0	\$0
Employment Security Special Administration	\$3,235,900	\$2,676,000	\$4,453,800	\$9,162,800*
Federal Grants	\$59,888,100	\$61,980,300	\$60,292,300	\$41,317,700**
Misc. Revenue	\$387,300	\$576,100	\$28,723,300***	\$1,096,400
General Fund	\$529,800	\$538,100	595,000	\$595,000
Unemployment Compensation	\$172,647,700	\$170,088,200	\$182,054,600	\$210,565,000
Total	\$236,773,000	\$235,858,700	\$276,119,000	\$262,736,900
Expenditures	FY 2021	FY 2022	FY 2023	FY 2024
Personnel Costs	\$40,706,700	\$40,802,500	\$43,193,100	\$42,767,300
Operating Expenditures	\$18,616,900	\$14,502,200	\$12,799,000	\$11,862,300
Capital Outlay	\$577,400	\$504,200	\$1,534,000	\$3,219,400
Trustee/Benefit Payments	\$193,555,500	\$80,068,700	\$133,462,500	\$516,700****
Total	\$253,456,500	\$135,877,600	\$190,988,600	\$58,365,700

*SFY24 includes \$1,538,007.45 in revenue already accounted for in a prior state fiscal year in fund 514.

**SFY24 missing \$11,560,027.77 in federal revenue that LUMA is not reflecting due to system errors.

***Increase due to one-time childcare grant funds appropriated by the 2023 Legislature for the Labor Department to disperse to eligible providers for provider grants, wage enhancements and eligible community partner providers.

****\$113,886,384.52 in UI benefit payments incorrectly recorded as "Operating Transfers Out" rather than "Benefit Payments" due to Luma system errors. ACFR adjustment pending.

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 2021	FY 2022	FY 2023	FY 2024
1. UI – Number of Initial Claims Made	200,039	56,618	62,747	63,747
2. UI – Number of Weeks Compensated	1,340,896	222,680	278,089	280,240
3. UI – Number of Employers Covered by Unemployment Insurance Laws	68,976	74,882	80,956	83,384
4. ES - Individuals Registered for Employment Services***	45,588	34,418	35,825	42,776
5. ES - Job Openings Listed (Full-time permanent)	159,851	285,750	224,307	194,721
6. WIOA - Adult Customers Served	975	N/A****	N/A****	N/A****
7. WIOA - Dislocated Worker Customers Served	484	N/A****	N/A****	N/A****

Cases Managed and/or Key Services Provided	FY 2021	FY 2022	FY 2023	FY 2024
8. WIOA - Youth Customers Served	576	674	748	616
9. Wage and Hour – Employer / Employee Contacts	41,749	35,099	36,519	35,932
10. Human Rights Commission – Administrative Cases Filed	238	268	355	494
11. Human Rights Commission – Public Presentations	7**	16**	58	33

**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 2021	FY 2022	FY 2023	FY 2024
FARM LABOR CONTRACTOR¹				
Number of Licenses	58	56	29***	29
New Applicants Denied Licensure*	0	0	0	0
Applicants Refused Renewal of a License**	0	0	2****	0
Complaints Against Licensees ²	0	0	0	0
Final Disciplinary Actions Against Licensees	0	0	1*****	1*****

*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.

**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 and Hour is a compliance bureau only).

***Number of Licenses: The reason for the drop was because Labor stopped issuing sponsor licenses to staffing agencies. The license covers the staffing agency and their employees.

****Applicants Refused Renewal of a License: Applicants were in forestry which does not require a farm labor contractor license.

*****Final Disciplinary Actions Against Licensees: Applicant failed to provide Certificate of Worker's Compensation coverage.

*****Final Disciplinary Actions Against Licensees: Applicant failed to provide Certificate of Worker's Compensation coverage documents. The employer later provided the documentation and is now licensed.

Part II – Performance Measures

Performance Measure		FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
1. <i>Employment Services – Entered Employment Rate – Page 5, Goal I, Objective B, Strategy #1</i>	actual	64.4%	62.2%	69.7%	72.2%	
	target	70.1%	70.1%	70.1%	65.7%	68.5%
2. <i>Employment Services – Employee Retention Rate - Page 5, Goal I, Objective B, Strategy #1</i>	actual	65.3%	63.9%	67.2%	69.8%	
	target	70.0%	70.0%	70.0%	66.2%	67.9%

Performance Measure		FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
3. <i>WIOA – Youth Placement Rate in Employment or Education – Page 5, Goal I, Objective B, Strategy #1</i>	actual	72.2%	81.4%	80.7%	76.5%	
	target	76.5%	76.5%	76.5%	75.0%	77.8%
4. <i>UI - First Pay Benefit Timeliness – Page 7, Goal II, Objective A, Strategy #1</i>	actual	65.7%	89.9%	93.4%	90.4%	
	target	>=87.0%	>=87.0%	>=87.0%	>=87.0%	>=87.0%
5. <i>UI-Non-Monetary Determination Timeliness – Page 7, Goal II, Objective A, Strategy #1</i>	actual	60.5%	75.7%	83.3%	75.2%	
	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	291.8	260.0	255.9	255.8	
	target	282.74	282.74	255.8	255.8	255.8
7. <i>IHRC – Total of Administrative Cases Resolved Page 9, Goal II, Objective A, Strategy #1</i>	actual	309	307	349	373	
	target	350	350	350	350	375

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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