



Annual Report

State of Idaho Workforce Innovation and Opportunity Act

WIOA Title I-B and Title III Programs

Program Year 2017:

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Contents

| | |
|--|----|
| Introduction | 2 |
| Goals for Idaho’s Workforce Development System..... | 2 |
| Workforce Development System Report..... | 4 |
| Restructuring the Workforce Development Council | 4 |
| WIOA Program Updates..... | 5 |
| 1. WIOA Title I-B..... | 6 |
| 2. WIOA Title III Wagner-Peyser Employment Services..... | 8 |
| 3. Partner Programs within the State Workforce Agency | 10 |
| 4. Other WIOA Partners | 12 |
| System-wide Initiatives | 12 |
| Sector Strategies | 12 |
| Career Pathways | 13 |
| Registered Apprenticeship – incorporated into career pathways..... | 13 |
| Technical Assistance to Local Areas..... | 14 |
| Business-Educator Exchange | 16 |
| Performance Accountability | 17 |
| Effectiveness in Serving Employers..... | 17 |
| Negotiated Performance and Outcomes..... | 18 |
| Table 1. Employment (Second Quarter after Exit)..... | 18 |
| Table 2. Employment (Fourth Quarter after Exit)..... | 19 |
| Table 3. Median Earnings (Second Quarter after Exit) | 19 |
| Table 4. Credential Attainment Rate | 20 |
| Customer Satisfaction | 20 |
| Evaluation Update..... | 21 |
| Waiver Update – To Allow the State Board to Act as the Local Board | 21 |
| Appendix | 23 |
| PY 17 Statewide Performance Reports | 23 |

Introduction

For implementation of the Workforce Innovation and Opportunity Act (WIOA), the State of Idaho chose a Combined State Plan to cover its statewide workforce development system. The original plan and its modification during PY17 represents the collective planning, resources, and vision of the state's core partner programs as follows:

- A. WIOA Title I youth, adult, and dislocated worker programs, administered by the Idaho Department of Labor (IDOL);
- B. WIOA Title II Adult Education and Family Literacy program, administered by Idaho Career –Technical Education;
- C. WIOA Title III Wagner-Peyser Employment Service, also administered by the Idaho Department of Labor; and
- D. WIOA Title IV Vocational Rehabilitation programs, administered by:
 - Idaho Vocational Rehabilitation Program; and
 - Idaho Commission for the Blind and Visually Impaired.

In addition to Idaho's core partner programs, other additional partner programs participating in Idaho's Combined State Plan includes:

- E. Senior Community Service Employment Program, administered by the Idaho Commission on Aging;
- F. Jobs for Veterans State Grants, administered by the Idaho Department of Labor; and
- G. Trade Adjustment Assistance, administered by the Idaho Department of Labor.

This WIOA Annual Report Narrative for the state describes its progress towards meeting its strategic vision and goals for Idaho's workforce system as they relate to Idaho's WIOA participants across the state, primarily for those programs administered by the Idaho Department of Labor under Titles I and III. The other core programs under WIOA - Adult Education (Title II) and Vocational Rehabilitation (Title IV) - were not obligated to submit or include their specific program data for this report. The appendices also contain the annual performance reports submitted to the U.S. Department of Labor's Employment and Training Administration for Title I-B Adult, Dislocated Worker and Youth programs, and Title III Wagner-Peyser Employment Service.

Goals for Idaho's Workforce Development System

For Idaho's 2016-2019 WIOA Combined State Plan, the plan partners reviewed the broad goals and individual strategies for the State's workforce system identified by the previous Workforce Development Council. For each of these goals, the Council identified several strategies that relate more specifically to the populations, services, policies, and priorities within the workforce development system. The strategies cited under each goal are a priority subset of the Council's strategic plan and clarify how the Council's goals relate to individuals with barriers to employment.

- Promote policies that align workforce, education, economic development, and entrepreneurship to meet industry and employers' workforce needs.
 - Leverage public and private resources (in order to provide greater levels of service to those with barriers to employment and in rural communities)
- Facilitate development of an Idaho workforce that is highly skilled and committed to continuous learning.
 - Provide access to low-skilled and at-risk youth and adults, dislocated workers and others with barriers to employment to a full range of information and supports to prepare for work that leads to economic self-sufficiency.
 - Enhance opportunities for lifelong learning by expanding delivery options such as: i) stackable credentials, ii) compressed scheduling, iii) on-line and distance learning, iv) modularized curriculum and v) other alternative learning modalities.
 - 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.
 - Promote employment practices and workplace environments that encourage a culture of diversity and inclusiveness.
- Support a comprehensive education and workforce delivery system.
 - Maintain a quality One-Stop Career System that connects employers and workers and facilitates access to workforce services, education services and information.
 - Enhance coordination among workforce system partners and streamline services by eliminating duplication and ineffective or unnecessary practices.
 - Provide access to information, financial aid and other supportive services that allow all workers to obtain education and training leading to employment.
 - Coordinate 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, and housing) and provide safety nets to those who are in transition in the workforce

In addition, the economic and activities analysis contained in the state's Combined Plan identified four priority focus areas that are of special concern for the purposes of improving Idaho's workforce system under WIOA. These four focus areas, listed below, inform the strategies used to meet the goals listed above. These focus areas not only served as a guide for the structure of the State's plan, but also serve as the theme that unites each of the state's workforce development partners' goals, strategies, and operational elements.

- **Serving Rural Communities –**
This is a significant challenge for Idaho's workforce system as nearly every core and partner program identified service to rural areas as difficult to achieve.
- **Attracting, Training, and Retaining Quality Staff**
Many programs identified staffing issues as a barrier, which was primarily true for those programs that provide direct services such as counseling and instruction.
- **Career Pathways**
Idaho's in-demand and high-growth occupations are in industries such as government, retail and construction. However, these industries do not necessarily align with the

Target Sector industries identified by the state, which include advanced manufacturing, technology, energy, and health care. This outlines a need for clear pathways that help move people from current in-demand, lower-wage occupations to higher wage occupations within the Target Sectors.

- **Connecting Youth**

Youth ages 16-24 have a significantly higher chance of being unemployed than other age groups. The state must develop strategies to address the unique training and education needs of youth across all of Idaho.

Workforce Development System Report

Restructuring the Workforce Development Council

In January 2017, Governor C.L. “Butch” Otter created two task forces to examine issues related to human capital as part of the state’s economic development strategy. Both the Higher Education Task Force and Workforce Development Task Force had similar assignments with similar, but separate goals. The goal of the Workforce Development Task Force was to “examine ways to improve Idaho’s funding and delivery of training programs to meet our state’s growing demand for skilled workers.”

The Task Force concluded that Idaho needed an entity in the state to better focus and direct workforce development efforts. The Task Force’s final report, issued in July 2017, placed its highest priority on implementing an organizational model that met the following expectations.

- It is industry-driven.
- It can hire/direct dedicated staff.
- It can effectively coordinate industry-driven workforce development efforts among state agencies and educational institutions.
- It is actionable and accountable.

In response to the report’s recommendations, Governor Otter issued Executive Order (2017-13) to re-establish the membership and responsibilities of the Idaho Workforce Development Council under the Executive Office of the Governor and to serve as the designated WIOA State Workforce Development Board. The Council is specifically responsible for advising the Governor, Legislature and appropriate executive agencies on matters related to developing and implementing a comprehensive workforce development strategy for Idaho.

Under the previous Executive Order, the Council operated under WIOA as an alternative entity originally created under the Jobs Training Partnership Act and staffed collaboratively by the state’s workforce partners. The new Executive Order eliminated the alternative entity status by establishing membership requirements consistent with WIOA 101(b) and provided for the Governor to appoint an executive director to staff the Council.

The 36-member council brings together a well-integrated mix of business and industry, education, labor, community and government representatives to establish the vision and plan

for Idaho's workforce development system. The chair, vice chair and executive committee members must be from the private sector. Its overall membership as established in the Executive Order includes:

- 17 positions appointed by the Governor representing industry and nominated by statewide and regional business organizations;
- 7 positions appointed by the Governor representing the workforce, including two labor union representatives, two registered apprenticeship program representatives, one representative of a community-based organization for veterans, one representative of a community-based organization for the disabled, and one representative of a community-based organization for out-of-school youth;
- 9 positions appointed by the Governor representing government, including representatives from the Department of Labor, State Board of Education, Division of Career-Technical Education, Division of Vocational Rehabilitation, Department of Health and Welfare, Department of Commerce, an elected city official, an elected county official, and a community college representative;
- One member from each chamber of the Idaho Legislature, including a member of the Senate appointed by the Senate President Pro Tem, and a member of the House of Representatives appointed by the House Speaker; and
- The Governor or his designee.

The Workforce Development Council performs the majority of its work through a committee structure. The full Council will meet quarterly; its committees will meet monthly. The Council empanels standing and ad hoc committees, appointed by the chair when needed. Committee members may include individuals from the public who have special knowledge and qualifications to be of assistance to the Council. The Council currently has six standing committees:

- Executive Committee
- Apprenticeship Committee
- Workforce Development Policy Committee
- Grant Review Committee
- One-Stop Committee and
- Outreach Committee

WIOA Program Updates

A robust economy has aided Idaho's implementation of its goals under the WIOA Combined State Plan. Idaho's unemployment rate for calendar year 2017 averaged 3.2 percent. The tight labor market has encouraged employers to work with the public workforce system, ensuring that staff know the workforce needs of employers in the state. Individuals who had previously been discouraged or have significant barriers to employment are entering the labor force. Those individuals still seeking assistance from the public workforce system are those with the greatest barriers to employment - the hardest to serve.

1. WIOA Title I-B

WIOA Title I-B Adult Program – Serving Disadvantaged Adults

The WIOA Adult program provides employment and training assistance to adults who face significant barriers to employment. Idaho's program prioritizes individuals who receive public assistance, individuals living with low incomes, and those with basic skills deficiency. For each customer, the overarching goal is employment or advancement within his or her occupation.

Generally, Adult program participants work to increase their earnings, retain employment, and diversify their occupational skills. In PY 2017, the state's program served 71,451 individuals. Of those, WIOA career planners worked individually with 629 workforce program eligible job seekers while 70,822 were self-service customers who accessed services available online or in the resource areas of the 25 American Job Centers throughout the state. Idaho expended a total of \$2,213,705 in providing these services during PY 2017.

WIOA Adult Program Success Stories

Note: Names designated with an asterisk in these and other Success Stories throughout this document have been changed.

Bill*, a recent veteran and student in the paramedic program offered by Idaho State University, came to the Idaho Department of Labor seeking help with his training costs. He was disappointed that his G.I. Bill benefits would not cover an Emergency Medical Technician (EMT) class required for his program of study.

Bill met with a career planner from the Idaho Department of Labor to enroll in the WIOA Adult program. As part of the intake process, he received detailed labor market information about his pending career choice. He found, to his surprise, that there is a very low placement rate for the paramedic program. This information prompted him to reconsider his future career goals.

As part of coordinating services, Bill also met with the local veteran's representative and learned that not only did the G.I. bill assist with school, but that it could also assist with apprenticeships. It also provided monthly housing assistance in graduated steps through various stages of apprenticeships. With the help of his career planner, Bill researched the types of apprenticeship opportunities available and employers who sought apprentices.

Upon Arco Electric hiring Bill as an electrical apprentice, Bill's WIOA career planner helped the employer complete the necessary paperwork for him to receive the G.I. Bill's housing assistance benefit. The WIOA Title I-B Adult program assisted with the training costs and with some of Bill's required tools and equipment. Bill earns \$14.00 an hour as an electrical apprentice and his wages will increase as he progresses through the apprenticeship. He is very thankful for the guidance and financial assistance offered by Idaho Department of Labor staff.

Darrin*, a veteran, was dual-enrolled in the WIOA Adult program and Sector Partnership National Emergency grant in May of 2017. After acceptance to the Idaho Transportation

Department's (ITD) Heavy Equipment Operator Training in northern Idaho, he successfully completed the intensive, three-week training later that summer. For his efforts, he received several certifications bundled in the training - OSHA 10, CPR, Flagger and Heavy Equipment Operator. Darrin's Idaho Department of Labor WIOA career planner used WIOA funding for supportive services to Darrin while he was participating in this training and upon completion of the training to assist with job search and relocation expenses. Darrin accepted a position as a Transportation Technician for the Idaho Transportation Department in McCammon, Idaho, more than two hundred miles from where he was originally. He began work September 2017, earning \$13.27/hr. with full benefits to start, with definite wage increases to take place soon after.

WIOA Title 1-B Dislocated Worker

Similar to the Adult Program, the Dislocated Worker program provides employment and training services to individuals who are unemployed through no fault of their own and unlikely to return to work in their previous industry or occupation. Although Idaho has experienced a very low unemployment rate, structural changes in the demand for labor bring a number of retail workers and other low-skilled individuals into the workforce development system. Most often, these workers have received Rapid Response services at their place of employment or they come individually to seek unemployment insurance benefits.

In continuous improvement efforts to enhance jobseeker services, Idaho's Dislocated Worker program sought to maintain high levels of performance through collaboration with other programs, such as the Trade Adjustment Assistance Program and providing participant-based services utilizing labor market information, and streamlining enrollment of participants in employer-coordinated work-based training, such as On-the-Job Training (OJT) and registered apprenticeships.

In Program Year 2017, the WIOA Title I-B Dislocated Worker program served 475 individuals, 9 more individuals than in the 2016 program year, and expended \$1,538,545 in serving these customers. The Dislocated Worker program has experienced a 49 percent decrease in overall funding from WIOA Program Year 2012, so staff and retraining resources are limited to serve this population. Fortunately, the current economy is absorbing most unemployed workers with minimal staff assistance. However, this population is still vulnerable to an economic downturn where the structural changes affecting low-skill workers is exacerbated.

WIOA Title I-B Youth

In keeping with Congressional intent for WIOA, Idaho's Title I-B Youth program serves **100 percent out-of-school youth**. Based on guidance from USDOL prior to the passage of WIOA, Idaho had increased the minimum amount of out-of-school funding in its youth program from the allowed 30 percent under WIA to 75 percent. Idaho was well positioned when WIOA mandated a new minimum of 75 percent for out-of-school youth expenditures, having already begun the painful adjustment in service delivery away from in-school youth with limited Title I-B funding available for in-school youth. In 2016, with the state's continually decreasing allocation for youth, the state Youth Committee recommended to the Workforce Development

Council to shift the entire youth program to 100 percent out-of-school youth. Obvious Congressional intent to serve out-of-school youth, along with dwindling federal funding levels, prompted staff and committee members to evaluate the utility of administering separate small programs and contracts for in-school youth

To be eligible for WIOA out-of-school youth services, an individual must be between the ages of 16 to 24, and not attending any school. In addition, other identified barriers must play a significant role in prohibiting the youth from successfully seeking or obtaining employment. WIOA helps to provide Idaho youth the skills and knowledge to help them acquire a variety of skills, including leadership skills, which are seen as a valuable workforce skill.

Idaho supports partnerships to leverage resources and opportunities to help its young people — the future workforce — attain the skills, knowledge and aptitudes to become productive workers in the 21st century economy. Idaho is committed to providing the highest quality programming for its neediest youth throughout the state. This level of quality and commitment from WIOA partners enhances and increases youth participation, satisfaction, and retention. This, in turn, increases the positive impacts the programs have on Idaho's young people, their families, and their communities. Investments in promoting quality youth workforce development services pay off by reducing future costs of public assistance and the juvenile justice system.

Idaho's youth unemployment rate was 10.3 percent for all youth (16-24) in 2017. Of those claimants receiving unemployment insurance benefits within this group, more than 19 percent identify themselves as Hispanic. Idaho's WIOA Youth Program served 476 youth in PY 2017: 28.7 percent of the youth served had a disability; 90.7 percent were from families receiving public assistance; 34 percent were system-involved youth (foster youth or juvenile offenders) and 11.5 percent were homeless youth/ runaways.

Youth Success Story - [LINK-Peter Moats](#)

2. WIOA Title III Wagner-Peyser Employment Services

a. Employment Services

During Program Year 2017, Employment Services staff provided career services to 11,588 individuals. The WIOA Adult report counts nearly 71,000 reportable individuals within the workforce development system, compared to 629 eligible enrolled Title I-B Adult program participants. Under the former Workforce Investment Act, the Wagner-Peyser performance reports would be based on the performance outcomes for those 71,000 individuals instead of the 11,588. Although counted in the statewide performance measures, Employment Services staff have served record numbers of employers. Employers continually reach out to Idaho Department of Labor staff to assist with recruitment efforts in this tight labor market. This year, ES staff served more than 15,000 employers across the state.

MSFW

In Idaho, Wagner-Peyser funds the state's Migrant Seasonal Farmworker Program (MSFW), which connects migrant farmworkers to agricultural jobs during the growing season. There are ten American Job Centers with significant MSFW activity in the state. These locations have bilingual staff who conduct outreach activities during the peak time of the season, including scheduling and coordinating outreach efforts with other MSFW service providers. The outreach staff offer farmworkers with information and handouts related to rights and protections provided to MSFW under the Migrant Seasonal Farmworker Protection Act. They assist MSFWs with registrations/ applications if needed, provide job referrals and inform workers of employment services to those who qualify. The State Monitor Advocate works with outreach staff to promote the labor exchange system and workforce system services which contain information of particular importance to both MSFW job seekers and agricultural and non-ag-employers. This also includes the provision of informational resource guides that include information, contacts and eligibility information for all agency partners, and local community resources.

In PY2017, the WIOA Title I-B program provided state funds to the regions with agricultural activity to serve eligible youth in the MSFW communities.

Foreign Labor Certification

PY2017 saw more than 617 applications for assistance through this federal program, allowing employers to access more than 2,000 foreign laborers to help in the production of the multitude of agricultural crops across the state.

The Idaho Department of Labor program staff worked with employers to develop a process to allow the majority of the housing inspections to take place prior to onset of winter conditions. This new process made it easier for inspectors, as it allowed for easier access to the housing units without concern for snow or frozen pipes. It also made it easier for the employers to have the inspection performed prior the season so that workers would not have to delay their arrival solely because the employer was making repairs to the housing unit. With the new process, FLC staff inspected 715 housing units across the state.

In addition, the Idaho Department of Labor developed a new system that coordinated with USDOL's new streamlined system of data entering housing inspection reports directly into its Foreign Labor database for logging the information. As a web-based application, housing staff armed with a mobile device can visit an employer, inspect the housing units and transmit the data prior to leaving the property. In addition to the rescheduling of the inspections, this has also helped all involved undergo a timely means of processing the inspections. Several statewide trainings took place early in the spring to ensure staff understood the new system. This, combined with the annual MSFW training, certifies that staff are well prepared to tackle the agricultural season's oncoming challenges.

VETS

During PY2017, veterans' representatives and other workforce staff accomplished the following services:

- 1,177 veterans registered for services
- 919 veterans received staff-assisted services
- 432 veterans with barriers to employment received staff-assisted services

Veterans staff, especially Jobs for Veterans State Grant staff work with a population of veterans who have significant barriers to employment and who, without the one-on-one staff-assisted services, would most likely not succeed in the civilian workforce. Veterans representative staff participate in two-day annual training session which provides them with the most up-to-date information and resources needed so that they can deliver the highest quality of services to these eligible veterans. Veterans who have completed 181 active federal duty days and fall within one of the seven categories listed below are eligible to receive employment services from the veterans' representatives:

- Special disabled or disabled veteran
- Homeless veteran
- Recently-separated service member who has been unemployed for 27 or more weeks in the previous 12 months
- An offender who is currently incarcerated or who has been released from incarceration
- A veteran lacking a high school diploma or equivalent certificate
- A low-income individual as defined by WIOA Section 3 (36)
- A veteran who is between the ages of 18-24

3. Partner Programs within the State Workforce Agency

a. Trade Adjustment Assistance (TAA)

For PY2017, the state's Trade Adjustment Assistance (TAA) program processed 165 determinations of eligibility from job seekers in search of program benefits. Fifty-five individuals enrolled in TAA received Reemployment Trade Adjustment Assistance (RTAA) services, which provides wage subsidies to individuals 50 years of age or older who return to work paying less than their trade-impacted employment. More than 121 participants received a training service, with 53 of them attaining a degree. The state had four petitions filed and certified during the program year.

TAA Success Story

Fifty year-old veteran **John*** worked for Micron for over 17 years in a variety of capacities, earning \$20.66/hr. when he was laid off. He had come across an Idaho Department of Labor a SW Idaho regional business specialist and Canyon County veteran's representative and explained his situation. He had also spoken to a company, AmeriBen, a third-party medical services administrator, which had expressed an interest in gaining an apprentice.

The veteran's representative and a regional business specialist reached out to a WIOA career planner to determine if it was possible to assist John and help develop an opportunity with AmeriBen into a full-fledged apprenticeship for an Information Assurance Specialist. After reviewing John's WIOA application, he qualified for enrollment under the WIOA Dislocated Worker program and an existing Trade petition for Micron.

AmeriBen has a one-year, online registered apprenticeship program for new employees to learn different programs to do their job. The labor market showed that a computer programmer or Information Assurance Specialist should have a B.A. degree to be marketable in the area. With an associate degree in computer programming, John was an ideal fit for this opportunity.

In October of 2017, John began a six-month on-the-job training component as a dual-enrolled participant of WIOA and TAA. For the first three months, John's wage was \$15/hr., while during the last half of the OJT his wages rose to \$17.50/hr. Both WIOA and TAA were able support the effort, with the employer guaranteeing that John will earn \$20/hr. upon his completion of the one-year training program.

Through the registered apprenticeship, John has a full-time job and year-long training he began immediately, providing him the work experience he needed to be successful in his job at AmeriBen. If John had returned to school to finish obtaining a bachelor's degree, it would have taken up to three years for him to complete. John would have likely exhausted much of his time, effort and limited resources. This was a success story for all but, in particular, for John.

Disability Employment Initiative (DEI)

The DEI grant helps to facilitate connections to resources around the state. The Disability Resource Coordinators, housed within the Idaho Department of Labor American Job Centers, have worked diligently to ensure coordination among workforce development stakeholders in education, business, and community groups to serve individuals with disabilities. The DEI grant has allowed the community to prioritize youth with disabilities and enhance the coordinators' role in promoting resources, making connections, creating opportunities for them to intersect with the world of work. Some of the highlights from PY2017 are:

- Completing the first phase of the installation of new accessible computers in the state's 25 American Job Centers. All staff in the offices received training and continue to receive follow-up support, expanding the staff's use, knowledge and care of these resources.
- Hosting Ready-Set-Go to Work Camps – Designed to help students transition into work with career exploration, resumes, networking, job search, mock interviews, accommodations, life skills.
- Publishing Job Seeker Toolkits, categorized by type of disability – These are now internal webpages that staff can use to assist individuals: autism, financial barriers, hearing loss, mental health, visual impairments, and youth in transition.

4. Other WIOA Partners

a. Vocational Rehabilitation

VR Success Story

Nick has a job that he loves and an employer that appreciates his work skills and positive attitude. But the journey to Nick's job had some physical challenges. Nick did not let that stop him from pursuing his dream of getting and keeping a job. Nick lives in Preston Idaho, where jobs are a little harder to come by. A smaller community has few employers, so fewer job opportunities. Nick comes from a family of people that work hard for a living and he wanted that for himself as well. Nick wanted to contribute to society and gain his independence.

He started working with a vocational rehabilitation (VR) counselor in high school. He and his counselor developed a plan in which he went on to pursue and obtain a Bachelor of Arts degree. But a job still alluded him.

After working with VR counselor and doing some research, he got a medical coder certification and was hired by Franklin County Medical Center. Adrienne Alvey is his supervisor and she says besides medical coding, Nick scans documents, gets releases of information, and "anything I ask him to do." His job requires understanding human anatomy, accuracy, attention to detail and the ability to learn and remember all the medical codes necessary that contribute to precise and correct reporting and billing. Nick has taken on this challenge and is eager to do more. When Alvey is asked what is Nick's best quality as an employee she says, "his work ethic and appreciation for the job. Both of which are hard things to come by."

Nick says his life has improved for the better since working at Franklin County Medical Center. He doesn't have to rely on family or friends and that gives him a sense of self-worth and pride. "I earn my keep," says Nick. That is why Nick is a VR Success Story! See Nick's story on the following link - [YouTube Video of Nick's story](#)

System-wide Initiatives

Sector Strategies

The Idaho Department of Labor, in partnership with Idaho Department of Commerce and industry partners, initiated the Sector Strategy approach in 2010 to identify potential target industries for the state. The group analyzed the number of current jobs by industry, employment projections, wages paid and the multiplier impact of industries on Idaho's economy. Staffing patterns of the potential industries were analyzed by high demand, growth and wages. Based on the analysis and updated information from the most recent state plan, five sectors were identified, which were then later grouped into the following four Target Sectors in effect currently:

- Advanced manufacturing - specifically aerospace and food manufacturing
- High-tech
- Health care
- Power and energy

The target industry clusters' economic data is monitored regularly to ensure the continued relevance of these clusters in real time, measuring their impact on Idaho's economy and workforce. For example, the Department of Labor's Research and Analysis Bureau updated its methodology and reviews occupations related to manufacturing changes within the state.

The Target Sectors help to prioritize and guide the efforts of Idaho's workforce development system and to promote stronger, more relevant connections between industry and the workforce development partners and programs. The Workforce Development Council has incentivized these sectors by providing state-funded grants to partnerships of industry and education groups to develop or promote training in these sectors.

Career Pathways

Career pathways have gained increasing attention in Idaho over the past several years. The Idaho Workforce Development Council has identified career pathways as a key strategy for meeting its goal of "developing a workforce that is highly skilled and committed to continuous learning."

Idaho Career & Technical Education (which houses both Adult Education and Carl D. Perkins programs) has taken the lead in researching and developing a set of career pathways. ICTE has initiated the creation of a *statewide* alignment between secondary and postsecondary CTE programs of study, which first aligns program-learning outcomes across postsecondary institutions, and then aligns the secondary programs to those learning outcomes. When complete, a statewide articulation allows secondary students to articulate seamlessly into any Idaho institution that offers their program of study. Thus far, ICTE has aligned 20 of its 49 programs of study.

To support the statewide articulation framework, ICTE developed Idaho SkillStack - a micro certification/badging platform that visually communicates the competencies/skills Idaho high school and postsecondary students have achieved. The micro certifications/badges are "stacked", i.e. once a student demonstrates skill competency, they earn predefined badges, which they may convert towards postsecondary credit.

In late 2017, Idaho was selected as one of six states to participate in the National Governors Association's Work-Based Learning Policy Academy. A principal goal for the state is significantly scaling work-based learning to include alignment between in-demand occupations in its target sectors and career pathways. Idaho is dedicated to creating a climate where all pathways to careers are equally valued, eventually designing career pathways with traditional academic routes side-by-side with work-based learning pathways.

Registered Apprenticeship – incorporated into career pathways

Alongside the work-based learning career pathways, Idaho made a major effort in developing registered apprenticeships (RA) as a workforce solution for employers throughout the state in Program Year 2017. Idaho workforce development staff worked with employers to develop

more than 52 registered apprenticeship programs in those 12 months. The state's apprenticeship team, Apprenticeship Idaho, named after the grant awarded to the state to spur apprenticeship development, engaged 458 businesses during the year in an effort to reach out, develop and create apprenticeship programs among Idaho employers.

With the outreach and establishment of new apprenticeship programs, more than 135 individuals were able to participate in opportunities developed through Apprenticeship Idaho's efforts. Women filled 37 percent of these apprenticeships opportunities.

The Apprenticeship Idaho state team worked throughout the year to keep the state the Workforce Development Council apprised of its progress. The Council, in an effort to support the statewide endeavor, established a standing apprenticeship committee to assist with policy issues and outreach efforts. Labor, workforce programs, education and industry represent the committee's membership. The team also has several members involved with Idaho's NGA Work-Based Learning Policy Academy to increase work-based learning opportunities and learn about practices implemented in other NGA academy participating states.

The team developed or contributed to the development of some of the following newer and more innovative RA opportunities here in the state:

- critical care nurse
- water systems operations specialist
- wastewater systems operations specialist
- machinist
- welder
- medical assistant
- jr. software programmer

A variety of employers and industry groups sponsored RA opportunities in the state, including the Idaho Technology Council, Northwest Manufacturing Association, Idaho Rural Water Association, and state medical/hospital associations. Plans for several of these programs are to develop them into School-to-Registered Apprenticeship Opportunities. Coordination among all WIOA partners to develop a local job seeker pipeline(s), with partners eagerly willing to participate. Once these and additional RAs are developed, pipeline activities and WIOA support are sure to increase exponentially.

Technical Assistance to Local Areas

Implementing WIOA, particularly prioritizing changes in the Title I-B programs, necessitated a shift in the state's approach to determine the content for staff training. An analysis of the following: desktop file reviews, Grants Management Unit "mailbox" questions, monthly performance reports, and any system enhancements or modifications, changing case management processes or procedures – led to the topic formulation for WIOA provider training and technical assistance. Quarterly Continuous Improvement Reports also allowed providers to

offer topics they felt warranted additional technical assistance. Grants management staff prioritized proposed training topics based on need and importance.

Using the principles of adult learning, including simple, uncluttered slides and clear guidance on the actions needed to implement the guidance -resulted in a final product of short, focused PowerPoints delivered in a webinar format. For reference and continual availability, each presentation is posted under standardized labeling conventions, and is immediately accessible to staff. This training format led to a significant increase in information retention, especially with WIOA-related topics such as performance data, credentials, and measurable skills gains (MSGs). WIOA provider staff now regularly reference trainings, ask content-based questions, and compare example scenarios to the real-world situations they see daily.

This type of technical assistance is designed to build upon the current administrative structure for the state's WIOA Title-B programs. Federal guidance (the Act, Final Rules, TEGLs, etc.) provides the administrative foundation for the state's WIOA program. The state's Technical Assistance Guides follow, which provide an additional level of structure, albeit more detailed. Then, the training/technical assistance webinars provide the specific details on the day-to-day activities that affect career planners as they go about their jobs. This framework allows them an improved "big" (federal/state) picture view of case management alongside that of WIOA program management at the One-Stop level.

To further strengthen career planner competencies, the state Administrative Entity hosted an intensive, two-day WIOA Title I-B provider statewide conference in May 2018. It emphasized service delivery under WIOA, covering topics such as outreach, assessment, work-based learning strategies, and case-study reviews. It also included a half-day on enhancing emotional intelligence, which sought to have staff remove assumption and judgment from daily situations, and accept people, participants and coworkers as they are. Conference participant feedback rated this as one the best in recent years.

For WIOA Title III, the State Workforce Agency has undertaken a comprehensive review of Wagner-Peyser operations policy. In addition to ensuring that policies are consistent with the WIOA Final Rules, staff are rewriting the Employment Services operations manual to ensure its procedures are up-to-date. The restructuring of the operations manual aims to provide easily accessible, just-in-time information relevant to Employment Services staff in the American Job Centers.

Broader system-wide training is provided to all WIOA partners regionally. The state's comprehensive One-Stop centers in Lewiston ("Balance of State" area) and Idaho Falls (eastern Idaho), each held staff training sessions for One-Stop center staff, presented by representatives from the regional WIOA partner organizations. These include:

- Idaho Department of Labor;
- Idaho Vocational Rehabilitation;
- Idaho Commission for the Blind and Visually Impaired;

- Experience Works;
- Idaho Department of Health and Welfare;
- Community Council of Idaho;
- Community Action Partnership;
- Nez Perce Tribe;
- College of Eastern Idaho and Lewis-Clark State College (Adult Education, Career Technical Education, Center for New Directions and Workforce Training Center)

After an overview of the state and regional MOUs, each partner presented basic eligibility and services available through their programs. Participants' questions helped them gain a clear understanding of the services and program requirements, which will lead to an increase in partner referrals throughout the regional workforce service delivery system. A Regional Partner Information Sheet outlining every partner's services, locations, hours of operation and contact information was distributed as a guide to all regional partner staff. The Idaho Department of Health and Welfare also provided an overview of the Live Better Idaho website - the foundational starting point for customers to access services in Idaho's One Stop System.

Business-Educator Exchange

Eight years ago, staff from the Canyon County Idaho Department of Labor AJC noted there was no connection between secondary educators and businesses owners in the region. The educators knew little of the workings of the business and employers knew little of the curriculum and learning taking place in local high schools. From this "disconnect", the AJC staff worked toward developing the Business-Educator Exchange, which intended to connect local educators to local business, stimulating awareness of career opportunities within the high wage, high growth industries of healthcare, advanced manufacturing and technology. The exchange's goals seek to:

- Create awareness of career opportunities by providing industry relevant tours in the state's targeted industry sectors;
- Promote an interactive engaging environment between businesses and educators in addition to providing resources to educators, their students and classrooms; and
- Create an opportunity for educators to obtain a professional development credit.

This past summer, the Idaho Department of Commerce and Northwest Nazarene University, which offered the professional development credits for participants, sponsored the exchange's seventh year of existence. An abundance of activity took place during its scheduled two days. More than 45 high school educators from eight local school districts, including the largest school district in the state, learned about local community businesses while earning a professional development credit and gained knowledge they were able to transfer their classrooms.

Led by Idaho Department of Labor staff, a planning committee, which included representatives from Commerce, several businesses, and Boise, West Ada and Caldwell school districts, were

able to secure participation from multiple employers, including Franz Bakery, Pepsi, Tiny Homes of Idaho, Rule Steel, and Saint Alphonsus-Nampa

Exchange participants visited these businesses and others. Participating businesses also had attendees join in hands on work activities with the following companies: PCS Edventures/Thrust-UAV, Bomb Squat Robot-Nampa, and Manufacturing Robot-The House of Design. Educators also participated in various presentations, including:

- Learning the latest on economic growth via Boise Economic Development agency;
- Communicating with individuals through various learning styles via Carol Rodriguez, Mediation Services Coordinator Fourth Judicial District;
- Hearing a human resource panel (Micro 100, Hansen Rice, and ArmgaSys, Inc.) on what the workforce looks like now and what it will look like in the future

An example of a simple take away that educators picked up from employers' input was the use of Word (Microsoft Office). With tablets now part of the enhanced curriculum, high school teachers use Google Docs (Chrome) as a means to create documents, including résumés. Employers noted they appreciated the effort, but business need warranted document creation in more business friendly application. This suggestion opened the educators' eyes to the need, which they would implement in their classrooms that coming fall.

Performance Accountability

Effectiveness in Serving Employers

After multiple discussions among core and One-Stop partner agencies, the state of Idaho selected two of the three approaches offered by USDOL to serve as its pilot effort for measuring Effectiveness in Serving Employers under WIOA:

1. Employer Penetration- the total number of businesses that received a service or assistance during the reporting period.; and
2. Retention with the Same Employer - the programs' efforts to provide employers with skilled workers who remain employed with the same employer for at least 12 month

For the first year of implementation, the state noted that its reported results for PY17 were very positive for these two measures.

The rate for Retention with Same Employer at 2nd and 4th Quarters after Exit was 53.5 percent. With Idaho's unemployment rate at 2.7 percent at the end of PY17, in what may be considered a very job seeker friendly environment, it is an impressive outcome to have the majority of job seekers electing to remain with their new employer after program participation.

As for the Employer Penetration Rate, the state's workforce development system and its partners were able provide a service or assist 15,815 businesses or 25.8 percent of all employers in Idaho. This indicates a very strong relationship with Idaho employers as over a quarter of all businesses are using WIOA-partner agencies when looking to fill job openings, elicit information on various programs, utilize training services, etc.

A deeper dive into the breakdown of Employer Services shows that the vast majority of these fall under Workforce Recruitment Assistance. However, a full 20 percent of all services provided comes under staff providing employer information or support services. Program staff note that efforts are underway to consolidate reporting of Employer Services among the core partners.

Negotiated Performance and Outcomes

Idaho’s negotiated levels of performance, along with any available outcomes, for Program Years 2016 and 2017 for Title I-B (Adult, Dislocated Workers and Youth) and Title III (Wagner-Peyser/ES) are listed in Tables 1, 2, 3 and 4 on the following pages. This annual report is required only of the WIOA Title I-B and the Wagner-Peyser programs under the US Dept. of Labor. The WIOA Title II Adult Education and Title IV Vocational Rehabilitation are not yet required to report fully on their quantitative or narrative performance measures.

Program Year 2017 was the second year of the Workforce Innovation and Opportunity Act. The WIOA performance reports are based on the federal Program Year (FPY), which runs from July 1 – June 30. However, due to the changes in the Workforce Innovation Opportunity Act (WIOA), the reporting measures and the lag time before wage data is available, quarterly federal reported performance numbers for PY16 were not available until Sept. 2018; PY17 is available and reported as shown. Performance levels shown are measured in terms of percentages.

Table 1. Employment (Second Quarter after Exit)

| Program | PY 2016 Negotiated Performance Level | PY 2016 Outcomes | PY 2017 Negotiated Performance Level | PY 2017 Outcomes |
|---------------------------|--------------------------------------|------------------|--------------------------------------|------------------|
| Adults | 81.50 | NA | 83.50 | 80.80 |
| Dislocated Workers | 81.80 | NA | 83.80 | 82.4 |
| Youth | 73.10 | NA | 75.10 | 74.9 |
| Adult Education | Baseline | NA | Baseline | NA |
| Wagner-Peyser | 58.10 | NA | 60.10 | 73.10 |
| Vocational Rehabilitation | Baseline | NA | Baseline | NA |

Table 2. Employment (Fourth Quarter after Exit)

| Program | PY 2016 Negotiated Performance Level | PY 2016 Outcomes | PY 2017 Negotiated Performance Level | PY 2017 Outcomes |
|---------------------------|---|-------------------------|---|-------------------------|
| Adults | 68.30 | NA | 70.30 | 82.9 |
| Dislocated Workers | 71.90 | NA | 73.90 | 83.3 |
| Youth | 73.10 | NA | 75.10 | 77.1 |
| Adult Education | Baseline | NA | Baseline | NA |
| Wagner-Peyser | 67.60 | NA | 69.60 | 73.4 |
| Vocational Rehabilitation | Baseline | NA | Baseline | NA |

Table 3. Median Earnings (Second Quarter after Exit)

| Program | PY 2016 Negotiated Performance Level | PY 2016 Outcomes | PY 2017 Negotiated Performance Level | PY 2017 Outcomes |
|---------------------------|---|-------------------------|---|-------------------------|
| Adults | \$5,225 | NA | \$5,425 | NA |
| Dislocated Workers | \$6,433 | NA | \$6,633 | NA |
| Youth | Baseline | NA | Baseline | NA |
| Adult Education | Baseline | NA | Baseline | NA |
| Wagner-Peyser | \$4,545 | NA | \$4,745 | \$5,592 |
| Vocational Rehabilitation | Baseline | NA | Baseline | NA |

Table 4. Credential Attainment Rate

| Program | PY 2016 Negotiated Performance Level | PY 2016 Outcomes | PY 2017 Negotiated Performance Level | PY 2017 Outcomes |
|---------------------------|--------------------------------------|------------------|--------------------------------------|------------------|
| Adults | 68.90 | NA | 70.90 | 40.91 |
| Dislocated Workers | 68.00 | NA | 70.00 | 51.09 |
| Youth | 72.20 | NA | 74.20 | 47.06 |
| Adult Education | Baseline | NA | Baseline | NA |
| Wagner-Peyser | Baseline | NA | Baseline | NA |
| Vocational Rehabilitation | Baseline | NA | Baseline | NA |

Customer Satisfaction

In January 2018, the Idaho Department of Labor conducted a statewide outreach effort to assess employer and job seeker satisfaction regarding their ability to complete an online activity. The responses to each survey question were broken down in the following fashion:

- Very Easy
- Fairly Easy
- Average
- Somewhat Difficult, and
- Very Difficult

Business users were asked to assess the ease of which it took to create a job listing. Two-hundred and four employers responded to the survey. Two-thirds, or 66.67 percent of respondents noted that the process Average to Very Easy to create a job listing. Less than nine percent or 17 employers found the process difficult to follow. The department asked all respondents to submit their contact information for potential follow-up. This is especially critical for those employers that found the process challenging to complete. Only 55 employers requested contact from staff for assistance.

Job seekers questions were about the ease with which it took to create their job seeker account when initially creating their profile. Over 700 job seekers responded to the survey. More than 92 percent or 652 job seekers found the process Average to Very Easy to complete. In fact, almost 38 percent or 268 individuals said it was Very Easy to do. Less than two percent or 10 respondents noted difficulty with the process.

Evaluation Update

For PY2017, in preparation for future evaluations, the state contracted the Idaho Department of Labor's Research and Analysis Bureau to develop a baseline for providing services to dislocated workers. This included examining the outcomes for participants under National Emergency Grants (NEGs) under WIA. The foundation of this evaluation process was to determine how effective WIA services (at the time) were for dislocated worker program and Sector Partnership NEG program participants.

The first step of the process was to examine the effectiveness of services between groups. Key to this was comparing any differences between those receiving training services under the Dislocated Worker formula program and those receiving similar services as NEG participants. An additional component, if time and funds allowed, was to include an analysis of those who do not receive these services.

Defining the measurable outcomes for any evaluative process is critical for program analysis and this exercise proved no different. The first measure was to determine how many overall participants (with and without services noted earlier) found employment. The breakdowns of this data followed as listed below:

- How many were employed in-state; out-of-state;
- What was the length of time to achieve this outcome (After a period of time); and
- Were new wages within 80 percent of wage prior to program participation

Idaho anticipates the results of this initial evaluation will materialize in early 2019. A review and analysis of the results will help the state determine service patterns and levels that have led to positive participant outcomes, showing the way to an eventual assessment of whether the implementation of these service delivery practices across the state is necessary.

The evaluative model will also be reviewed to note any changes that may need to be imposed in the process, accounting for changes from WIA to WIOA, etc. It should also be noted that Idaho received a waiver for the requirement to conduct evaluations for PY2018. It also received the same waiver under the Workforce Investment Act (WIA) through PY2016. These requests came because of the reduction in the state's overall WIOA allocation and subsequent impact on its Governor's Reserve funding.

Waiver Update – To Allow the State Board to Act as the Local Board

The state of Idaho has three waivers currently in effect for the duration of the 2016-2019 WIOA Combined State Plan. However, only the one listed below was in place during PY17.

Waiver to allow the State Board to act as the Local Board - WIOA Section 107(b). This waiver has been in effect since PY05, when the Governor of the state consolidated the six workforce development areas of the time into two local areas. These two areas entered into an agreement, which is still in place, to have the state function as a single statewide planning area.

By doing so, and requesting the waiver to have the State Workforce Development Council (the WIA and now WIOA State Board) conduct the functions of the local board, the state was able to reduce its overall state and local administrative costs. Over time, reducing administrative expenses has become even more important, especially with the increased reporting and administrative requirements of WIOA combined with significant funding decreases the state has experienced since then.

The primary goal sought by this waiver is to reduce administrative costs and maximize the available money directed to career and training services, including work-based learning, and services to business and job seekers. The eventual programmatic outcome would result in service to a larger number of participants than would otherwise be served due to higher administrative costs. To maximize resources available for service delivery, the state has continued to use the flexibility of this waiver to allow the Workforce Development Council to serve as the local workforce board throughout the state. When initially implemented, this move saved the state WIA program \$1,482,788 by removing the required maintenance of six local areas throughout the state. As noted earlier, since then these former administrative funds have been utilized as program funds allowing for more participants to be served and has since permitted the state to maintain service levels despite funding cuts over the years. In today's dollars, the costs easily translate to a programmatic infusion of \$1,921,434. In 2018, this amounts to just under one-third of the state's total WIOA Title IB allotment from USDOL.

As evidenced since its initial implementation, the single statewide planning structure has reduced annual overhead and emphasized spending program funds towards direct training and support of businesses and participants, positively affecting the achievement of performance goals. It has strengthened administrative oversight and accountability processes. Prior to this change, administrative deficiencies resulted in substantial disallowed costs for Idaho's largest Workforce Investment Area. Under the waiver, Idaho has avoided disallowed costs and will continue to do so through the assistance of the enhanced administrative structure. This further enables the redirection of funds to support the state's primary goal of focusing funding towards direct participant training and support.

The Workforce Development Council structure has been in place since the Jobs Training Partnership Act. Its current membership aligns with the prescribed composition under WIOA, including a majority comprised of business representatives, along with partners from government, labor, community-based and educational entities. State education policy also aligns with the state's workforce development goals. This statewide structure enhances efforts to transform the system into a demand driven system. Having the State Board provide the functions of both the state and local board provides an additional benefit to the new board members. They are able to gain a full perspective of WIOA activities throughout the state, recognizing that all areas of the state face similar challenges, such as identifying service providers and providing one-stop operations in rural areas.

Appendix

PY 17 Statewide Performance Reports

WIOA Adult Performance Reports, [Parts 1 & 2](#)

WIOA Dislocated Workers Performance Reports, [Parts 1 & 2](#)

WIOA Youth Performance Reports, [Parts 1 & 2](#)

WIOA Youth – [Measurable Skill Gains](#)

Wagner-Peyser Performance Reports, [Parts 1 & 2](#)

WIOA – [Effectiveness in Serving Employers](#)

Note-

*Median Earnings – The state’s wage information was not originally included in its initial submission to WIPS.

These reports show the wage data as it should appear.

NA – Because of the low number of participants (two or less) in a specific category, wage information does not appear for that category of participants. However, the overall median wage for program participants does include this data.

WIOA Title I-B Adult Performance Report, Part 1

| | | | |
|---|--|--|--|
| Statewide Performance Report | | Certified in WIPS: 9/27/2018 4:00 PM MDT | |
| PROGRAM WIOA Adult | | TITLE (select one): | |
| STATE: Idaho Title I Local Area: REPORTING PERIOD COVERED (Required for current and three preceding years.) From : 7/1/2017 To : 6/30/2018 | | <input checked="" type="checkbox"/> Title I Adult <input type="checkbox"/> Title I Dislocated Worker <input type="checkbox"/> Title I Youth <input type="checkbox"/> Title I and Title III combined | <input type="checkbox"/> Title II Adult Education <input type="checkbox"/> Title III Wagner-Peyser <input type="checkbox"/> Title IV Vocational Rehabilitation |

| SUMMARY INFORMATION | | | | |
|---|---------------------------------------|--|----------------------------------|---|
| Service | Participants Served Cohort Period: | Participants Exited Cohort Period: | Funds Expended Cohort Period: | Cost Per Participant Served Cohort Period: |
| | | 4/1/2017-3/31/2018 | 7/1/2017-6/30/2018 | 7/1/2017-6/30/2018 |
| Career Services | 110 | 63 | \$1,536,573 | \$2,443 |
| Training Services | 519 | 293 | \$677,132 | \$1,297 |
| Percent training-related employment¹: | | Percent enrolled in more than one core program: | | Percent Admin Expended: |
| 56.7% | | 52.8% | | 7.9% |

| BY PARTICIPANT CHARACTERISTICS | | | | | | | | | | | | | |
|--------------------------------|------------------------------------|---|---|--------------------|-----------------------------------|-------|------------------------------------|--------|----------------------------|------------------------------------|-------|-------------------------------------|-------|
| | | Total Participants Served Cohort Period: 7/1/2017-6/30/2018 | Total Participants Exited Cohort Period: 4/1/2017-3/31/2018 | Negotiated Targets | Employment Rate (Q2) ² | | Employment Rate (Q4) ² | | Median Earnings* Cohort | Credential Rate ³ | | Measurable Skill Gains ³ | |
| | | | | | Cohort Period: 7/1/2016-6/30/2017 | | Cohort Period: 7/1/2016-12/31/2016 | | Period: 7/1/2016-6/30/2017 | Cohort Period: 7/1/2016-12/31/2016 | | Cohort Period: 7/1/2017-6/30/2018 | |
| | | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate |
| Total Statewide | | 629 | 356 | Actual | 298 | 80.8% | 155 | 82.9% | \$6,857.11 | 62 | 40.3% | 200 | 40.9% |
| Sex | Female | 395 | 201 | | 158 | 77.8% | 95 | 83.3% | \$6,364.07 | 45 | 46.4% | 111 | 34.8% |
| | Male | 234 | 155 | | 140 | 84.3% | 60 | 82.2% | \$7,291.87 | 17 | 29.8% | 89 | 52.4% |
| Age | < 16 | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% |
| | 16 - 18 | 14 | 13 | | 6 | 75.0% | 2 | 100.0% | NA | 0 | 0.0% | 5 | 41.7% |
| | 19 - 24 | 90 | 54 | | 46 | 83.6% | 22 | 78.6% | \$10,692.44 | 8 | 34.8% | 32 | 40.5% |
| | 25 - 44 | 376 | 208 | | 196 | 81.0% | 107 | 84.9% | \$5,940.86 | 44 | 42.3% | 122 | 40.4% |
| | 45 - 54 | 107 | 56 | | 29 | 74.4% | 15 | 83.3% | \$7,500.71 | 5 | 31.3% | 35 | 46.7% |
| | 55 - 59 | 25 | 17 | | 14 | 87.5% | 7 | 87.5% | 0 | 3 | 50.0% | 3 | 30.0% |
| | 60+ | 17 | 8 | | 7 | 77.8% | 2 | 40.0% | NA | 2 | 50.0% | 3 | 27.3% |
| Ethnicity/Race | American Indian / Alaska Native | 32 | 16 | | 10 | 62.5% | 8 | 80.0% | \$7,601.55 | 2 | 25.0% | 11 | 52.4% |
| | Asian | 8 | 7 | | 3 | 75.0% | 1 | 100.0% | NA | 0 | 0.0% | 3 | 37.5% |
| | Black / African American | 26 | 20 | | 12 | 66.7% | 8 | 72.7% | \$10,692.44 | 1 | 12.5% | 7 | 36.8% |
| | Hispanic / Latino | 74 | 32 | | 30 | 85.7% | 14 | 77.8% | \$5,940.86 | 5 | 31.3% | 26 | 41.9% |
| | Native Hawaiian / Pacific Islander | 3 | 2 | | 0 | 0.0% | 0 | 0.0% | \$7,500.71 | 0 | 0.0% | 1 | 50.0% |
| | White | 519 | 298 | | 254 | 81.7% | 134 | 85.9% | 0 | 53 | 40.8% | 167 | 41.5% |
| | More Than One Race | 21 | 11 | | 4 | 44.4% | 5 | 83.3% | \$7,013.79 | 1 | 20.0% | 8 | 53.3% |

WIOA Title I-B Adult Performance Report, Part 2

| BY EMPLOYMENT BARRIER ⁴ | | | | | | | | | | | | |
|---|---------------------------|---------------------------|--------------------|-----------------------------------|--------|-----------------------------------|--------|------------------|------------------------------|-------|-------------------------------------|----------|
| | Total Participants Served | Total Participants Exited | | Employment Rate (Q2) ² | | Employment Rate (Q4) ² | | Median Earnings* | Credential Rate ³ | | Measurable Skill Gains ³ | |
| | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate |
| Total Statewide | 629 | 356 | Negotiated Targets | | 83.5% | | 70.3% | \$5,425 | | 70.9% | | Baseline |
| | | | Actual | 298 | 80.8% | 155 | 82.9% | \$6,857.111 | 62 | 40.3% | 200 | 40.9% |
| Displaced Homemakers | 26 | 19 | | 9 | 64.3% | 6 | 100.0% | \$6,859.14 | 3 | 60.0% | 3 | 13.0% |
| English Language Learners, Low Levels of Literacy, Cultural Barriers | 57 | 26 | | 19 | 73.1% | 12 | 80.0% | \$7,845.12 | 2 | 16.7% | 15 | 33.3% |
| Exhausting TANF within 2 years (Part A Title IV of the Social Security Act) | 4 | 2 | | 0 | 0.0% | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0.0% |
| Ex-offenders | 70 | 44 | | 32 | 86.5% | 13 | 92.9% | \$6,400.18 | 5 | 45.5% | 24 | 61.5% |
| Homeless Individuals / runaway youth | 28 | 19 | | 13 | 92.9% | 5 | 83.3% | \$6,077.71 | 1 | 25.0% | 8 | 57.1% |
| Long-term Unemployed or more consecutive weeks) ⁽²⁷⁾ | 154 | 72 | | 28 | 66.7% | 12 | 60.0% | \$5,506.16 | 4 | 26.7% | 39 | 34.8% |
| Low-Income Individuals | 581 | 311 | | 237 | 80.1% | 128 | 83.1% | \$6,368.00 | 48 | 37.2% | 186 | 41.2% |
| Migrant and Seasonal Farmworkers | 1 | 0 | | 1 | 100.0% | 0 | 0.0% | NA | 0 | 0.0% | 0 | 0.0% |
| Individuals with Disabilities (incl. youth) | 112 | 58 | | 39 | 78.0% | 18 | 81.8% | \$5,120.11 | 9 | 52.9% | 36 | 46.8% |
| Single Parents (Incl. single pregnant women) | 204 | 101 | | 78 | 71.6% | 47 | 78.3% | \$6,802.11 | 16 | 32.7% | 58 | 34.7% |
| Youth in foster care or aged out of system | 1 | 1 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% |

WIOA Title I-B Dislocated Worker Performance Report, Part 1

| Statewide Performance Report | | Certified in WIPS: 9/27/2018 4:01 PM MDT | |
|---|---------------------|---|--------------------------|
| PROGRAM WIOA Dislocated Worker | | TITLE (select one): | |
| STATE: Idaho | Title I Local Area: | <input type="checkbox"/> Title II Adult Education | <input type="checkbox"/> |
| REPORTING PERIOD COVERED (Required for current and three preceding years.) From : 7/1/2017 To : 6/30/2018 | | <input checked="" type="checkbox"/> Title I Dislocated Worker | <input type="checkbox"/> |
| | | <input type="checkbox"/> Title I Youth | <input type="checkbox"/> |
| | | <input type="checkbox"/> Title I and Title III combined | <input type="checkbox"/> |

| SUMMARY INFORMATION | | | | |
|---|---------------------------------------|--|----------------------------------|---|
| Service | Participants Served Cohort Period: | Participants Exited Cohort Period: | Funds Expended Cohort Period: | Cost Per Participant Served Cohort Period: |
| | | 4/1/2017-3/31/2018 | 7/1/2017-6/30/2018 | 7/1/2017-6/30/2018 |
| Career Services | 34 | 26 | \$1,169,671 | \$2,462 |
| Training Services | 440 | 223 | \$368,874 | \$1,153 |
| Percent training-related employment¹: | | Percent enrolled in more than one core program: | | Percent Admin Expended: |
| 42.9% | | 70.9% | | 9.5% |

| BY PARTICIPANT CHARACTERISTICS | | | | | | | | | | | | | |
|--------------------------------|------------------------------------|---|---|--------------------|--------------------------------------|--------|---------------------------------------|--------|----------------------------|---------------------------------------|--------|--------------------------------------|----------|
| | | Total Participants Served Cohort Period: 7/1/2017-6/30/2018 | Total Participants Exited Cohort Period: 4/1/2017-3/31/2018 | | Employment Rate (Q2) ² | | Employment Rate (Q4) ² | | Median Earnings* Cohort | Credential Rate ³ | | Measurable Skill Gains ³ | |
| | | | | | Cohort Period: 7/1/2016-6/30/2017 | | Cohort Period: 7/1/2016-12/31/2016 | | Period: 7/1/2016-6/30/2017 | Cohort Period: 7/1/2016-12/31/2016 | | Cohort Period: 7/1/2017-6/30/2018 | |
| | | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate |
| Total Statewide | | 474 | 249 | Negotiated Targets | | 83.8% | | 73.9% | \$6,633 | | 70.0% | | Baseline |
| | | | | Actual | 216 | 82.4% | 105 | 83.3% | \$8,226.72 | 47 | 51.1% | 141 | 44.1% |
| Sex | Female | 241 | 107 | | 99 | 81.1% | 59 | 84.3% | \$6,859.14 | 31 | 57.4% | 69 | 41.8% |
| | Male | 232 | 141 | | 117 | 83.6% | 46 | 82.1% | \$9,439.06 | 16 | 42.1% | 71 | 46.1% |
| Age | < 16 | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% |
| | 16 - 18 | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% |
| | 19 - 24 | 15 | 8 | | 11 | 78.6% | 5 | 62.5% | \$7,605.85 | 3 | 50.0% | 4 | 36.4% |
| | 25 - 44 | 223 | 110 | | 107 | 82.9% | 60 | 88.2% | \$8,304.60 | 32 | 59.3% | 72 | 43.6% |
| | 45 - 54 | 140 | 79 | | 58 | 86.6% | 23 | 82.1% | \$7,805.01 | 8 | 38.1% | 36 | 42.9% |
| | 55 - 59 | 64 | 32 | | 28 | 84.8% | 13 | 81.3% | \$7,900.87 | 4 | 44.4% | 18 | 50.0% |
| | 60+ | 32 | 20 | | 12 | 63.2% | 4 | 66.7% | \$9,364.06 | 0 | 0.0% | 11 | 45.8% |
| Ethnicity/Race | American Indian / Alaska Native | 10 | 5 | | 8 | 57.1% | 8 | 88.9% | \$6,613.00 | 4 | 50.0% | 3 | 60.0% |
| | Asian | 19 | 10 | | 3 | 100.0% | 2 | 100.0% | \$6,841.52 | 2 | 100.0% | 3 | 42.9% |
| | Black / African American | 10 | 5 | | 1 | 100.0% | 1 | 100.0% | NA | 1 | 100.0% | 2 | 50.0% |
| | Hispanic / Latino | 39 | 16 | | 19 | 86.4% | 11 | 84.6% | \$7,605.85 | 4 | 36.4% | 9 | 30.0% |
| | Native Hawaiian / Pacific Islander | 0 | 0 | | 1 | 100.0% | 1 | 100.0% | NA | 1 | 100.0% | 0 | 0.0% |
| | White | 403 | 207 | | 189 | 83.6% | 92 | 84.4% | \$8,304.60 | 41 | 53.2% | 124 | 45.4% |
| | More Than One Race | 9 | 3 | | 5 | 71.4% | 5 | 83.3% | \$8,812.80 | 2 | 40.0% | 2 | 100.0% |

WIOA Title I-B Dislocated Worker Performance Report, Part 2

| BY EMPLOYMENT BARRIER ⁴ | | | | | | | | | | | | |
|---|---------------------------|---------------------------|--------------------|-----------------------------------|--------|-----------------------------------|--------|------------------|------------------------------|--------|-------------------------------------|----------|
| | Total Participants Served | Total Participants Exited | | Employment Rate (Q2) ² | | Employment Rate (Q4) ² | | Median Earnings* | Credential Rate ³ | | Measurable Skill Gains ³ | |
| | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate |
| Total Statewide | 474 | 249 | Negotiated Targets | | 83.8% | | 73.9% | \$6,633 | | 70.0% | | Baseline |
| | | | Actual | 216 | 82.4% | 105 | 83.3% | \$8,226.72 | 47 | 51.1% | 141 | 44.1% |
| Displaced Homemakers | 59 | 19 | | 18 | 72.0% | 10 | 71.4% | \$7,755.89 | 8 | 66.7% | 21 | 43.8% |
| English Language Learners, Low Levels of Literacy, Cultural Barriers | 28 | 16 | | 4 | 66.7% | 2 | 100.0% | NA | 0 | 0.0% | 4 | 50.0% |
| Exhausting TANF within 2 years (Part A Title IV of the Social Security Act) | 5 | 1 | | 1 | 100.0% | 0 | 0.0% | \$11,118 | 0 | 0.0% | 0 | 0.0% |
| Ex-offenders | 26 | 15 | | 10 | 100.0% | 3 | 75.0% | \$6,040.74 | 2 | 66.7% | 7 | 41.2% |
| Homeless Individuals / runaway youth | 4 | 3 | | 5 | 83.3% | 1 | 50.0% | NA | 1 | 100.0% | 1 | 50.0% |
| Long-term Unemployed (27 or more consecutive weeks) | 107 | 46 | | 27 | 79.4% | 8 | 57.1% | \$7,582.08 | 1 | 12.5% | 28 | 40.6% |
| Low-Income Individuals | 226 | 100 | | 82 | 75.2% | 43 | 74.1% | \$6,991.31 | 22 | 46.8% | 71 | 45.5% |
| Migrant and Seasonal Farmworkers | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% |
| Individuals with Disabilities (incl. youth) | 48 | 24 | | 20 | 90.9% | 9 | 100.0% | \$7,957 | 3 | 60.0% | 13 | 43.3% |
| Single Parents (Incl. single pregnant women) | 128 | 50 | | 39 | 76.5% | 24 | 82.8% | \$7,680.44 | 11 | 52.4% | 36 | 37.5% |
| Youth in foster care or aged out of system | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% |

WIOA Title I-B Youth Performance Report, Part 1

| | | | |
|--|---------------------|---|---|
| Statewide Performance Report | | Certified in WIPS: 9/27/2018 4:02 PM MDT | |
| PROGRAM WIOA Youth | | TITLE (select one): | |
| STATE: Idaho | Title I Local Area: | <input type="checkbox"/> Title I Adult | <input type="checkbox"/> Title II Adult Education |
| REPORTING PERIOD COVERED (Required for current and three preceding years.) | | <input type="checkbox"/> Title I Dislocated Worker | <input type="checkbox"/> Title III Wagner-Peyser |
| From : 7/1/2017 To : 6/30/2018 | | <input checked="" type="checkbox"/> Title I Youth | <input type="checkbox"/> Title IV Vocational Rehabilitation |
| | | <input type="checkbox"/> Title I and Title III combined | <input type="checkbox"/> |

| SUMMARY INFORMATION | | | | |
|--|---------------------------------------|---|--|---|
| Service | Participants Served Cohort Period: | Participants Exited Cohort Period: 4/1/2017-3/31/2018 | Funds Expended Cohort Period: 7/1/2017-6/30/2018 | Cost Per Participant Served Cohort Period: 7/1/2017-6/30/2018 |
| Career Services | 237 | 119 | \$1,576,370 | \$3,305 |
| Training Services | 239 | 138 | \$309,254 | \$1,327 |
| Percent training-related employment ¹ : | | Percent enrolled in more than one core program: | | Percent Admin Expended: |
| 31.3% | | 58.5% | | 8.3% |

| BY PARTICIPANT CHARACTERISTICS | | | | | | | | | | | | | | |
|--------------------------------|------------------------------------|---|---|--------------------|---|--------|--|--------|---|--------|---|--------|---|--|
| | | Total Participants Served Cohort Period: 7/1/2017-6/30/2018 | Total Participants Exited Cohort Period: 4/1/2017-3/31/2018 | Negotiated Targets | Youth Employment/Education/ Training Rate (Q2) Cohort Period: 7/1/2016-6/30/2017 | | Youth Employment/Education/ Training Rate (Q4) Cohort Period: 7/1/2016-12/31/2016 | | Median Earnings Cohort Period: 7/1/2016-6/30/2017 | | Credential Rate ³ (Cohort Period: 7/1/2016-12/31/2016) | | Measurable Skill Gains ³ Cohort Period: 7/1/2017-6/30/2018 | |
| | | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate | |
| | | | | | Actual | | Actual | | Baseline | Actual | | Actual | | |
| Total Statewide | | 476 | 257 | | 242 | 74.9% | 131 | 77.1% | \$1 | 52 | 43.0% | 110 | 46.4% | |
| Sex | Female | 243 | 129 | | 122 | 75.3% | 62 | 81.6% | \$1 | 28 | 49.1% | 59 | 44.4% | |
| | Male | 233 | 127 | | 119 | 74.8% | 68 | 73.1% | \$1 | 24 | 37.5% | 51 | 49.0% | |
| Age | < 16 | 0 | 1 | | 3 | 100.0% | 2 | 100.0% | \$1 | 0 | 0.0% | 0 | 0.0% | |
| | 16 - 18 | 198 | 118 | | 116 | 67.8% | 73 | 76.8% | \$1 | 31 | 44.3% | 31 | 44.9% | |
| | 19 - 24 | 278 | 138 | | 123 | 82.6% | 56 | 76.7% | \$1 | 21 | 41.2% | 79 | 47.0% | |
| | 25 - 44 | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% | |
| | 45 - 54 | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% | |
| | 55 - 59 | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% | |
| | 60+ | 0 | 0 | | 0 | 0.0% | 0 | 0.0% | \$0 | 0 | 0.0% | 0 | 0.0% | |
| Ethnicity/Race | American Indian / Alaska Native | 34 | 20 | | 14 | 93.3% | 6 | 85.7% | \$1 | 2 | 33.3% | 9 | 56.3% | |
| | Asian | 8 | 2 | | 7 | 77.8% | 7 | 100.0% | \$1 | 1 | 16.7% | 2 | 40.0% | |
| | Black / African American | 17 | 4 | | 10 | 83.3% | 9 | 81.8% | \$1 | 1 | 10.0% | 5 | 55.6% | |
| | Hispanic / Latino | 103 | 59 | | 51 | 72.9% | 30 | 76.9% | \$1 | 16 | 51.6% | 28 | 50.0% | |
| | Native Hawaiian / Pacific Islander | 6 | 2 | | 1 | 100.0% | 0 | 0.0% | \$1 | 0 | 0.0% | 1 | 100.0% | |
| | White | 402 | 215 | | 198 | 75.6% | 102 | 76.7% | \$1 | 46 | 50.0% | 88 | 44.4% | |
| | More Than One Race | 32 | 16 | | 13 | 92.9% | 6 | 85.7% | \$1 | 2 | 33.3% | 12 | 70.6% | |

WIOA Title I-B Youth Performance Report, Part 2

| BY EMPLOYMENT BARRIER ⁴ | | | | | | | | | | | | |
|---|---------------------------|---------------------------|--------------------|--|--------|--|--------|-----------------|------------------------------|-------|-------------------------------------|----------|
| | Total Participants Served | Total Participants Exited | | Youth Employment/Education/ Training Rate (Q2) | | Youth Employment/Education/ Training Rate (Q4) | | Median Earnings | Credential Rate ³ | | Measurable Skill Gains ³ | |
| | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate |
| Total Statewide | 476 | 257 | Negotiated Targets | | 75.1% | | 75.1% | Baseline | | 72.2% | | Baseline |
| | | | Actual | 242 | 74.9% | 131 | 77.1% | \$1 | 52 | 43.0% | 110 | 46.4% |
| Displaced Homemakers | 4 | 0 | | 1 | 100.0% | 1 | 100.0% | \$1 | 0 | 0.0% | 3 | 100.0% |
| English Language Learners, Low Levels of Literacy, Cultural Barriers | 147 | 88 | | 96 | 81.4% | 40 | 74.1% | \$1 | 13 | 39.4% | 26 | 46.4% |
| Exhausting TANF within 2 years (Part A Title IV of the Social Security Act) | 5 | 4 | | 3 | 60.0% | 1 | 50.0% | \$1 | 0 | 0.0% | 3 | 100.0% |
| Ex-offenders | 148 | 71 | | 45 | 71.4% | 24 | 75.0% | \$1 | 9 | 52.9% | 18 | 35.3% |
| Homeless Individuals / runaway youth | 55 | 34 | | 23 | 69.7% | 14 | 63.6% | \$1 | 5 | 33.3% | 12 | 57.1% |
| Long-term Unemployed (27 or more consecutive weeks) | 163 | 74 | | 37 | 69.8% | 23 | 88.5% | \$1 | 3 | 27.3% | 25 | 41.0% |
| Low-Income Individuals | 432 | 235 | | 214 | 73.5% | 118 | 76.1% | \$1 | 47 | 42.0% | 100 | 46.3% |
| Migrant and Seasonal Farmworkers | 1 | 1 | | 1 | 100.0% | 0 | 0.0% | \$1 | 0 | 0.0% | 0 | 0.0% |
| Individuals with Disabilities (incl. youth) | 137 | 75 | | 66 | 74.2% | 38 | 79.2% | \$1 | 16 | 45.7% | 29 | 46.0% |
| Single Parents (incl. single pregnant women) | 101 | 44 | | 30 | 85.7% | 14 | 93.3% | \$1 | 4 | 40.0% | 30 | 49.2% |
| Youth in foster care or aged out of system | 14 | 6 | | 5 | 71.4% | 6 | 85.7% | \$1 | 2 | 40.0% | 1 | 25.0% |

WIOA Title I-B Youth Measurable Skills Gains Report

| PROGRAM WIOA Youth | | TITLE (select one): | | Certified in WIPS: 9/27/2018 4:02 PM MDT | |
|--|-------------------|---|--|--|--|
| PERIOD COVERED From : 7/1/2016 To : 6/30/2017 | | Title I Adult Title I Dislocated Worker Title I Youth | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Title II Adult Education Title IV Vocational Rehabilitation | <input type="checkbox"/> <input type="checkbox"/> |
| STATE: Idaho | | | | | |
| MEASURABLE SKILL GAINS ¹ | | | | | |
| Skill Gain Type | Total Skill Gains | | | | |
| Achievement of at least one educational functioning level of a participant who is receiving educational instruction below the postsecondary level | 12 | | | | |
| Attainment of a secondary school diploma or its equivalent | 3 | | | | |
| Transcript or report card for either secondary or post-secondary education that shows a participant is achieving the state unit's academic standards | 14 | | | | |
| Satisfactory or better progress report, towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year of an apprenticeship program, etc.) | 53 | | | | |
| Successful passage of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams | 34 | | | | |
| TOTAL | 116 | | | | |

Wagner-Peyser Performance Report, Part 1

| Statewide Performance Report | | Certified in WIPS: 10/1/2018 10:59 AM MDT | | | |
|--|--|---|--|--|--|
| PROGRAM Wagner-Peyser | | TITLE (select one): | | | |
| STATE: Idaho REPORTING PERIOD COVERED (Required for current and three preceding years.) From : 7/1/2017 To : 6/30/2018 | Title I Local Area: Title I Adult <input type="checkbox"/> Title I Dislocated Worker <input type="checkbox"/> Title I Youth <input type="checkbox"/> Title I and Title III combined <input type="checkbox"/> | Title II Adult Education <input type="checkbox"/> Title III Wagner-Peyser <input checked="" type="checkbox"/> Title IV Vocational Rehabilitation <input type="checkbox"/> | | | |

| SUMMARY INFORMATION | | | | |
|--|---------------------------------------|---|----------------------------------|---|
| Service | Participants Served Cohort Period: | Participants Exited Cohort Period: | Funds Expended Cohort Period: | Cost Per Participant Served Cohort Period: |
| Career Services | 11,588 | 10,966 | \$5,164,903 | \$446 |
| Training Services | 0 | 0 | \$0 | \$0 |
| Percent training-related employment ¹ : | | Percent enrolled in more than one core program: | | Percent Admin Expended: |
| | | 6.8% | | N/A |

| BY PARTICIPANT CHARACTERISTICS | | | | | | | | | | | | | |
|--------------------------------|------------------------------------|---|---|--|---|--------|--|---------|---|---|------|---|------|
| | | Total Participants Served Cohort Period: 7/1/2017-6/30/2018 | Total Participants Exited Cohort Period: 4/1/2017-3/31/2018 | | Employment Rate (Q2) ² Cohort Period: 7/1/2016-6/30/2017 | | Employment Rate (Q4) ² Cohort Period: 7/1/2016-12/31/2016 | | Median Earnings Cohort Period: 7/1/2016-6/30/2017 | Credential Rate ³ (Cohort Period: 7/1/2016-12/31/2016) | | Measurable Skill Gains ³ Cohort Period: 7/1/2017-6/30/2018 | |
| | | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate |
| | | | | | Negotiated Targets | | Actual | | | | | | |
| Total Statewide | | 11,588 | 10,966 | | | 60.1% | 69.6% | \$4,745 | | | | | |
| Sex | Female | 5,135 | 4,793 | | | 68.97% | 73.02% | \$4,710 | | | | | |
| | Male | 6,403 | 6,138 | | | 73.3% | 73.0% | \$6,379 | | | | | |
| Age | < 16 | 27 | 33 | | | 18.2% | 57.1% | \$6,535 | | | | | |
| | 16 - 18 | 468 | 339 | | | 52.0% | 62.5% | \$2,578 | | | | | |
| | 19 - 24 | 1,347 | 1,261 | | | 78.8% | 76.6% | \$4,725 | | | | | |
| | 25 - 44 | 4,882 | 4,678 | | | 77.3% | 77.7% | \$5,989 | | | | | |
| | 45 - 54 | 2,382 | 2,331 | | | 76.2% | 75.3% | \$5,880 | | | | | |
| | 55 - 59 | 1,212 | 1,162 | | | 70.5% | 71.0% | \$5,901 | | | | | |
| | 60+ | 1,270 | 1,162 | | | 57.3% | 53.5% | \$4,498 | | | | | |
| Ethnicity/Race | American Indian / Alaska Native | 444 | 424 | | | 68.8% | 70.8% | \$5,303 | | | | | |
| | Asian | 143 | 131 | | | 72.5% | 67.4% | \$5,697 | | | | | |
| | Black / African American | 183 | 159 | | | 76.2% | 77.5% | \$5,720 | | | | | |
| | Hispanic / Latino | 1,375 | 1,218 | | | 77.0% | 78.4% | \$5,419 | | | | | |
| | Native Hawaiian / Pacific Islander | 61 | 52 | | | 78.0% | 90.5% | \$5,304 | | | | | |
| | White | 9,348 | 8,843 | | | 72.9% | 73.2% | \$5,595 | | | | | |
| More Than One Race | | 258 | 221 | | | 74.1% | 76.6% | \$5,608 | | | | | |

¹Applies to Title I only.
²This indicator also includes those who entered into a training or education program for the Youth program.
³Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.
⁴Barriers to Employment are determined at the point of entry into the program.

Wagner-Peyser Performance Report, Part 2

| BY EMPLOYMENT BARRIER ⁴ | | | | | | | | | | | | |
|---|---------------------------|---------------------------|--------------------|-----------------------------------|-------|-----------------------------------|-------|-----------------|------------------------------|------|-------------------------------------|------|
| | Total Participants Served | Total Participants Exited | | Employment Rate (Q2) ² | | Employment Rate (Q4) ² | | Median Earnings | Credential Rate ³ | | Measurable Skill Gains ³ | |
| | | | | Num | Rate | Num | Rate | Earnings | Num | Rate | Num | Rate |
| Total Statewide | 11,588 | 10,966 | Negotiated Targets | | 60.1% | | 69.6% | \$4,745 | | | | |
| | | | Actual | 6,897 | 73.1% | 3,021 | 73.4% | \$5,592 | | | | |
| Displaced Homemakers | 93 | 59 | | 36 | 63.2% | 21 | 63.6% | \$5,380 | | | | |
| English Language Learners, Low Levels of Literacy, Cultural Barriers | 343 | 289 | | 165 | 72.7% | 59 | 72.8% | \$5,216 | | | | |
| Exhausting TANF within 2 years (Part A Title IV of the Social Security Act) | 7 | 6 | | 4 | 66.7% | 0 | | \$2,996 | | | | |
| Ex-offenders | 161 | 113 | | 63 | 66.3% | 35 | 70.0% | \$4,804 | | | | |
| Homeless Individuals / runaway youth | 265 | 231 | | 139 | 62.3% | 75 | 64.7% | \$4,147 | | | | |
| Long-term Unemployed (27 or more consecutive weeks) | 818 | 786 | | 282 | 53.1% | 100 | 54.1% | \$4,184 | | | | |
| Low-Income Individuals | 3,509 | 3,289 | | 2,092 | 74.4% | 947 | 74.3% | \$4,838 | | | | |
| Migrant and Seasonal Farmworkers | 83 | 87 | | 67 | 90.5% | 24 | 96.0% | \$6,073 | | | | |
| Individuals with Disabilities (incl. youth) | 1,163 | 1,006 | | 575 | 56.6% | 304 | 62.8% | \$4,055 | | | | |
| Single Parents (incl. single pregnant women) | 1,501 | 1,673 | | 901 | 73.7% | 295 | 73.2% | \$5,571 | | | | |
| Youth in foster care or aged out of system | 4 | 1 | | 3 | 75.0% | 3 | 75.0% | \$2,472 | | | | |

¹Applies to Title I only.

²This indicator also includes those who entered into a training or education program for the Youth program.

³Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

⁴Barriers to Employment are determined at the point of entry into the program.

WIOA Effectiveness in Serving Employers Report

| | | |
|--|----------------------------|------------------------------|
| STATE: Idaho | PROGRAM YEAR: 2017 | Certified in WIPS: 10/1/2018 |
| PERIOD COVERED From : 7/1/2017 To : 6/30/2018 | | |
| REPORTING AGENCY: Idaho Dept. of Labor | | |
| EFFECTIVENESS IN SERVING EMPLOYERS | | |
| Employer Services | Establishment Count | |
| Employer Information and Support Services | 3,304 | |
| Workforce Recruitment Assistance | 12,298 | |
| Engaged in Strategic Planning/Economic Development | 21 | |
| Accessing Untapped Labor Pools | 99 | |
| Training Services | 29 | |
| Incumbent Worker Training Services | 0 | |
| Rapid Response/Business Downsizing Assistance | 34 | |
| Planning Layoff Response | 30 | |
| Pilot Approaches | Numerator | Rate |
| | Denominator | |
| Retention with Same Employer in the 2nd and 4th Quarters After Exit Rate | 4,092 | 53.5% |
| | 7,653 | |
| Employer Penetration Rate | 15,815 | 25.8% |
| | 61,406 | |
| Repeat Business Customers Rate | | |
| State Established Measure | | |

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