

Idaho WIOA Combined State Plan

Appendices

The appendices to the Idaho WIOA Combined State Plan Include:

- Data Appendices
- Workforce Development Council Documents
- Agency-Level Organization Charts
- Idaho Department of Labor – Priority of Service Policy
- Draft Career Ladders
- Technical Assistance Resources for Accessibility Training
- Acronyms used in the Combined State Plan
- Public Comment Summary and Responses
- Idaho Division of Vocational Rehabilitation Updated Policies & Rules

Data Appendices

This section contains the following Data Appendices, referred to in the Combined State Plan

1. Nonfarm Payroll Jobs
2. High Demand Occupations
3. Fastest Growing Occupations in Idaho
4. Idaho Hot Jobs
5. Target Industry – Advanced Manufacturing
6. Target Industry – Aerospace
7. Target Industry – Food Manufacturing
8. Target Industry – High Tech
9. Target Industry – Power and Energy
10. Hot Jobs for Target Industry
11. UI Claimant Characteristics
12. Idaho Indian Reservations
13. Idaho Veterans
14. Wage and Income Data

Data Appendix 1: Nonfarm Payroll Jobs - Idaho

MAJOR INDUSTRIAL SECTORS	Number of Jobs					2010-14 Change	
	2010	2011	2012	2013	2014	Numeric	Percent
Total Nonfarm Payroll Jobs	603,600	610,800	622,300	637,900	655,100	51,500	8.5%
US Total Nonfarm Payroll Jobs*	131,556	133,625	135,938	138,327	141,484	9,928	7.5%
Health Care And Social Services	74,600	76,500	77,800	80,800	83,600	9,000	12.1%
Accommodation And Food Services	49,500	50,800	52,100	54,200	56,500	7,000	14.1%
Manufacturing	53,200	54,800	57,000	59,600	60,000	6,800	12.8%
Retail Trade	74,800	75,200	77,100	78,700	80,300	5,500	7.4%
Construction	31,200	30,400	31,300	33,600	36,100	4,900	15.7%
Administrative, Support Services	34,300	35,000	35,800	38,300	38,600	4,300	12.5%
Administrative, Support, And Waste Mgmt	36,900	37,600	38,200	40,700	41,100	4,200	11.4%
Finance And Insurance	22,200	22,700	23,100	23,900	25,600	3,400	15.3%
Wholesale Trade	26,000	26,700	27,800	28,600	29,200	3,200	12.3%
Other Services	21,100	21,200	21,500	22,000	22,700	1,600	7.6%
Transportation And Warehousing	18,000	18,400	18,700	18,700	19,500	1,500	8.3%
Professional, Scientific, And Technical	31,400	32,000	31,900	31,500	32,800	1,400	4.5%
Arts, Entertainment, And Recreation	8,500	8,500	9,100	9,300	9,700	1,200	14.1%
Educational Services	9,200	10,000	10,600	10,200	10,300	1,100	12.0%
Local Government	76,400	75,900	75,900	76,100	77,400	1,000	1.3%
State Government	28,500	28,600	28,700	28,900	29,000	500	1.8%
Real Estate And Rental And Leasing	7,000	7,200	7,300	7,300	7,400	400	5.7%
Natural Resources	3,500	3,900	4,000	4,000	3,800	300	8.6%
Utilities	2,700	2,800	2,900	2,800	2,900	200	7.4%
Transportation, Warehouse, And Utilities	15,400	15,100	14,800	14,600	14,800	-600	-3.9%
Information	9,600	9,500	9,400	9,300	9,300	-300	-3.1%
Management Of Companies & Enterprises	5,800	5,600	5,400	5,300	5,500	-300	-5.2%
Federal Government	13,700	12,700	12,600	12,400	12,300	-1,400	-10.2%

* In thousands

Data Appendix 2: High-Demand Occupations

Ranked by Annual Openings*

List limited to occupations with 100 or more annual job openings in projection period.

Rank	Occupational Title	2012 Employment	2022 Projected Employment	Net Change	Annual Openings*	Percent Change	Median Hourly Wage	Education Level**
1	Retail Salespersons	21,293	25,582	4,289	1,157	20.14%	\$10.10	LHS
2	Cashiers	14,775	17,068	2,293	868	15.52%	\$9.02	LHS
3	Customer Service Representatives	15,616	19,010	3,394	764	21.73%	\$12.21	HSDE
4	Combined Food Preparation and Serving Workers, Including Fast Food	9,862	13,077	3,215	699	32.60%	\$8.62	LHS
5	Waiters and Waitresses	9,999	12,163	2,164	697	21.64%	\$8.57	LHS
6	Registered Nurses	12,276	15,511	3,235	562	26.35%	\$28.36	AD
7	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	10,113	11,586	1,473	454	14.57%	\$9.19	LHS
8	Office Clerks, General	14,268	15,706	1,438	444	10.08%	\$12.84	HSDE
9	General and Operations Managers	10,968	12,999	2,031	408	18.52%	\$33.41	BD
10	Laborers and Freight, Stock, and Material Movers, Hand	8,567	9,953	1,386	404	16.18%	\$11.69	LHS
11	Personal Care Aides	8,197	11,296	3,099	369	37.81%	\$8.90	LHS
12	Heavy and Tractor-Trailer Truck Drivers	12,218	13,880	1,662	361	13.60%	\$16.95	PNDA
13	Nursing Assistants	7,629	9,452	1,823	327	23.90%	\$10.69	PNDA
14	First-Line Supervisors of Retail Sales Workers	7,966	9,377	1,411	314	17.71%	\$15.73	HSDE
15	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	4,003	4,549	546	299	13.64%	\$8.63	LHS
16	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8,977	10,252	1,275	297	14.20%	\$10.02	LHS
17	Cooks, Restaurant	5,510	7,282	1,772	286	32.16%	\$9.69	LHS
18	Construction Laborers	5,606	7,250	1,644	284	29.33%	\$13.56	LHS
19	First-Line Supervisors of Office and Administrative Support Workers	6,388	7,507	1,119	264	17.52%	\$19.88	HSDE
20	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10,336	11,731	1,395	264	13.50%	\$13.44	HSDE
21	Stock Clerks and Order Fillers	5,928	6,655	727	252	12.26%	\$10.48	LHS
22	Elementary School Teachers, Except Special Education	6,480	7,382	902	233	13.92%	\$44,530	BD
23	Bookkeeping, Accounting, and Auditing Clerks	8,968	10,472	1,504	232	16.77%	\$15.28	HSDE
24	Landscaping and Groundskeeping Workers	6,113	6,865	752	229	12.30%	\$11.42	LHS
25	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	6,119	7,223	1,104	229	18.04%	\$22.56	HSDE
26	Carpenters	5,453	7,011	1,558	223	28.57%	\$16.48	HSDE
27	First-Line Supervisors of Food Preparation and Serving Workers	3,694	4,741	1,047	209	28.34%	\$11.70	HSDE
28	Teacher Assistants	6,704	7,200	496	202	7.40%	\$21,110	SCNO

Data Appendix 2: High-Demand Occupations

Ranked by Annual Openings*

List limited to occupations with 100 or more annual job openings in projection period.

Rank	Occupational Title	2012 Employment	2022 Projected Employment	Net Change	Annual Openings*	Percent Change	Median Hourly Wage	Education Level**
29	Maintenance and Repair Workers, General	5,651	6,567	916	201	16.21%	\$15.51	HSDE
30	Teachers and Instructors, All Other	7,557	8,210	653	194	8.64%	\$19,120	BDIR
31	Maids and Housekeeping Cleaners	5,445	6,260	815	190	14.97%	\$9.40	LHS
32	Receptionists and Information Clerks	4,885	5,441	556	188	11.38%	\$12.19	HSDE
33	Team Assemblers	5,513	6,436	923	179	16.74%	\$12.43	HSDE
34	Bartenders	2,649	3,416	767	175	28.95%	\$8.80	LHS
35	Tellers	2,814	3,147	333	164	11.83%	\$11.40	HSDE
36	Cooks, Fast Food	4,442	5,190	748	163	16.84%	\$8.54	LHS
37	Accountants and Auditors	3,731	4,161	430	153	11.53%	\$27.58	BD
38	Home Health Aides	2,328	3,296	968	141	41.58%	\$9.42	LHS
39	Childcare Workers	3,460	3,848	388	141	11.21%	\$8.64	HSDE
40	Electricians	2,902	3,746	844	139	29.08%	\$21.21	HSDE
41	Licensed Practical and Licensed Vocational Nurses	2,915	3,554	639	135	21.92%	\$18.43	PNDA
42	Secondary School Teachers, Except Special and Career/Technical Education	3,889	4,160	271	133	6.97%	\$45,300	BDIR
43	Dishwashers	2,063	2,483	420	133	20.36%	\$8.54	LHS
44	Food Preparation Workers	2,731	3,196	465	124	17.03%	\$9.08	LHS
45	Automotive Service Technicians and Mechanics	3,079	3,537	458	124	14.87%	\$17.33	HSDE
46	Sales Representatives, Services, All Other	2,785	3,249	464	122	16.66%	\$18.79	HSDE
47	First-Line Supervisors of Construction Trades and Extraction Workers	2,922	3,709	787	111	26.93%	\$23.41	HSDE
48	Amusement and Recreation Attendants	1,438	1,793	355	108	24.69%	\$8.72	LHS
49	Industrial Machinery Mechanics	1,788	2,336	548	107	30.65%	\$22.39	HSDE
50	Social and Human Service Assistants	2,383	2,805	422	104	17.71%	\$16.21	HSDE
51	Police and Sheriff's Patrol Officers	2,787	2,941	154	102	5.53%	\$22.01	HSDE
52	Driver/Sales Workers	2,755	3,338	583	102	21.16%	\$12.08	HSDE
53	Light Truck or Delivery Services Drivers	3,820	4,223	403	101	10.55%	\$12.26	HSDE

* Annual Openings include openings due to growth and replacement needs

**See Table 5: Education Level

SOURCE: Wages - Idaho Department of Labor 2014 Occupations Employment Statistics Program

SOURCE: 2012-2022 Idaho Department of Labor Occupation Projections

Total, All Occupations	672,015	781,021	109,006	26,784	16.22%	\$14.68
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Data Appendix 3: Fastest Growing Occupations in Idaho, 2012-2022

Ranked by Percent Change

List limited to occupations with 30% or more change

Rank by	Occupational Title	2012 Employment	2022 Projected Employment	Net Change	Annual Openings*	Percent Change	Median Hourly Wage	Education Level**
1	Insulation Workers, Mechanical	96	173	77	9	80.21%	\$17.30	HSDE
2	Insulation Workers, Floor, Ceiling, and Wall	145	253	108	13	74.48%	\$17.04	LHS
3	Mechanical Door Repairers	72	117	45	6	62.50%	\$13.28	HSDE
4	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	148	231	83	10	56.08%	\$15.73	LHS
5	Diagnostic Medical Sonographers	419	632	213	27	50.84%	\$29.85	AD
6	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	86	128	42	5	48.84%	\$8.60	LHS
7	Orthotists and Prosthetists	40	59	19	2	47.50%	\$31.60	MD
8	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	46	67	21	3	45.65%	\$19.05	HSDE
9	Drywall and Ceiling Tile Installers	677	986	309	37	45.64%	\$15.59	LHS
10	Stonemasons	102	147	45	5	44.12%	\$18.22	HSDE
11	Brickmasons and Blockmasons	228	327	99	12	43.42%	\$20.93	HSDE
12	Fence Erectors	109	156	47	8	43.12%	\$13.87	HSDE
13	Tile and Marble Setters	371	526	155	23	41.78%	\$15.82	LHS
14	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	204	289	85	13	41.67%	\$16.59	HSDE
15	Home Health Aides	2328	3296	968	141	41.58%	\$9.42	LHS
16	Cardiovascular Technologists and Technicians	266	372	106	15	39.85%	\$26.06	AD
17	Tapers	169	235	66	9	39.05%	\$16.24	LHS
18	Helpers--Electricians	41	57	16	3	39.02%	\$13.70	HSDE
19	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	167	231	64	9	38.32%	\$9.70	HSDE
20	Personal Care Aides	8197	11296	3099	369	37.81%	\$8.90	LHS
21	Physical Therapist Assistants	373	514	141	22	37.80%	\$23.93	AD
22	Interpreters and Translators	301	414	113	15	37.54%	\$21.05	BD
23	Nursing Instructors and Teachers, Postsecondary	272	374	102	14	37.50%	\$24.66	MD
24	Health Specialties Teachers, Postsecondary	497	680	183	26	36.82%	\$29.78	DPD
25	Computer-Controlled Machine Tool Operators, Metal and Plastic	331	451	120	21	36.25%	\$14.97	HSDE
26	Painters, Construction and Maintenance	1584	2154	570	81	35.98%	\$14.12	LHS
27	Surgical Technologists	709	963	254	32	35.83%	\$18.98	PNDA
28	Cost Estimators	915	1241	326	62	35.63%	\$23.32	BD
29	Helpers, Construction Trades, All Other	146	198	52	7	35.62%	\$10.35	LHS
30	Plasterers and Stucco Masons	102	138	36	4	35.29%	\$15.99	LHS
31	Skincare Specialists	162	219	57	7	35.19%	\$13.87	PNDA
32	Physical Therapist Aides	266	359	93	15	34.96%	\$10.97	HSDE
33	Information Security Analysts	198	267	69	10	34.85%	\$34.92	BD

Data Appendix 3: Fastest Growing Occupations in Idaho, 2012-2022

Ranked by Percent Change

List limited to occupations with 30% or more change

Rank by	Occupational Title	2012 Employment	2022 Projected Employment	Net Change	Annual Openings*	Percent Change	Median Hourly Wage	Education Level**
34	Audiologists	23	31	8	1	34.78%	\$30.23	DPD
35	Concierges	85	114	29	5	34.12%	\$12.95	HSDE
36	Hearing Aid Specialists	44	59	15	2	34.09%	\$19.54	HSDE
37	Reinforcing Iron and Rebar Workers	65	87	22	3	33.85%	\$20.08	HSDE
38	Cement Masons and Concrete Finishers	1341	1789	448	60	33.41%	\$14.90	LHS
39	Physician Assistants	676	899	223	34	32.99%	\$42.38	MD
40	Glaziers	592	785	193	33	32.60%	\$14.81	HSDE
41	Combined Food Preparation and Serving Workers, Including Fast Food	9862	13077	3215	699	32.60%	\$8.62	LHS
42	Occupational Therapy Assistants	74	98	24	4	32.43%	\$26.83	AD
43	Pharmacists	1332	1763	431	75	32.36%	\$53.82	DPD
44	Cooks, Restaurant	5510	7282	1772	286	32.16%	\$9.69	LHS
45	Medical and Clinical Laboratory Technicians	478	631	153	27	32.01%	\$35.02	AD
46	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1346	1776	430	77	31.95%	\$17.25	PNDA
47	Market Research Analysts and Marketing Specialists	1485	1959	474	67	31.92%	\$24.31	BD
48	Plumbers, Pipefitters, and Steamfitters	1522	2005	483	67	31.73%	\$20.08	HSDE
49	Medical Secretaries	958	1262	304	42	31.73%	\$13.66	HSDE
50	Meeting, Convention, and Event Planners	351	462	111	16	31.62%	\$16.96	BD
51	Physical Therapists	1142	1502	360	64	31.52%	\$37.43	DPD
52	Pharmacy Technicians	1450	1907	457	60	31.52%	\$14.66	HSDE
53	Dietetic Technicians	65	85	20	3	30.77%	\$11.46	AD
54	Industrial Machinery Mechanics	1788	2336	548	107	30.65%	\$22.39	HSDE
55	Respiratory Therapists	441	576	135	20	30.61%	\$26.07	AD
56	Health Technologists and Technicians, All Other	235	306	71	9	30.21%	\$20.47	HSDE
57	Nurse Practitioners	556	723	167	28	30.04%	\$42.71	MD
	Total, All Occupations	672,015	781,021	109,006	26,784	16.22%	\$14.68	

* Annual Openings include openings due to growth and replacement needs

**See Table 5: Education Level

SOURCE: 2012-2022 Idaho Department of Labor Occupation Projections

SOURCE: Wages - Idaho Department of Labor 2014 Occupations Employment Statistics Program

Data Appendix 4: Idaho Hot Jobs

The Hot Jobs order is determined by the average rank of the three criteria with the hottest jobs list

Hot Job Ranking	Occupational Title	2022 Projected Empl	Percent Change	Annual Openings*	Median Wage	Education Level**
1	Pharmacists	1763	32.4%	75	\$53.82	DPD
2	Registered Nurses	15511	26.4%	562	\$28.36	AD
3	Physical Therapists	1502	31.5%	64	\$37.43	DPD
4	Software Developers, Applications	2117	22.2%	60	\$33.62	BD
5	Physician Assistants	899	33.0%	34	\$42.38	MD
6	Industrial Machinery Mechanics	2336	30.6%	107	\$22.39	HSDE
7	Electricians	3746	29.1%	139	\$21.21	HSDE
8	Dental Hygienists	1357	21.6%	53	\$35.02	AD
9	Market Research Analysts and Marketing Specialists	1959	31.9%	67	\$24.31	BD
10	Nurse Practitioners	723	30.0%	28	\$42.71	MD
11	Computer Systems Analysts	1263	21.8%	39	\$34.71	BD
11	Electrical Power-Line Installers and Repairers	1002	21.2%	47	\$38.11	HSDE
13	Cost Estimators	1241	35.6%	62	\$23.32	BD
14	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7223	18.0%	229	\$22.56	HSDE
15	Physicians and Surgeons, All Other	841	19.8%	32	NA	DPD
16	Electrical Engineers	1451	15.8%	47	\$43.41	BD
17	Diagnostic Medical Sonographers	632	50.8%	27	\$29.85	AD
18	Plumbers, Pipefitters, and Steamfitters	2005	31.7%	67	\$20.08	HSDE
19	Health Specialties Teachers, Postsecondary	680	36.8%	26	\$61,940	DPD
20	Carpenters	7011	28.6%	223	\$16.48	HSDE
21	First-Line Supervisors of Office and Administrative Support Workers	7507	17.5%	264	\$19.88	HSDE
22	Licensed Practical and Licensed Vocational Nurses	3554	21.9%	135	\$18.43	PNDA
23	First-Line Supervisors of Mechanics, Installers, and Repairers	2652	14.8%	96	\$26.49	HSDE
24	Civil Engineers	1480	14.0%	50	\$34.92	BD
25	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1776	31.9%	77	\$17.25	PNDA
26	Management Analysts	2312	13.8%	60	\$28.93	BD
26	Accountants and Auditors	4161	11.5%	153	\$27.58	BD
28	Radiologic Technologists	981	25.3%	31	\$24.41	AD
29	Construction Laborers	7250	29.3%	284	\$13.56	LHS
30	Elementary School Teachers, Except Special Education	7382	13.9%	233	\$44,530	BD
31	Personal Financial Advisors	852	23.7%	27	\$26.12	BD
32	Healthcare Social Workers	785	28.7%	31	\$23.10	MD
33	Loan Officers	2118	16.0%	62	\$23.43	BD
34	Logisticians	508	29.9%	16	\$30.93	BD
34	Sales Representatives, Services, All Other	3249	16.7%	122	\$18.79	HSDE
36	Occupational Therapists	498	25.8%	15	\$33.82	MD
37	Painters, Construction and Maintenance	2154	36.0%	81	\$14.12	LHS
38	First-Line Supervisors of Retail Sales Workers	9377	17.7%	314	\$15.73	HSDE

Data Appendix 4: Idaho Hot Jobs

The Hot Jobs order is determined by the average rank of the three criteria with the hottest jobs list

Hot Job Ranking	Occupational Title	2022 Projected Employ	Percent Change	Annual Openings*	Median Wage	Education Level**
39	Sheet Metal Workers	1170	27.2%	42	\$18.87	HSDE
39	Surgical Technologists	963	35.8%	32	\$18.98	PNDA
41	Operations Research Analysts	464	26.1%	18	\$30.96	BD
42	Respiratory Therapists	576	30.6%	20	\$26.07	AD
43	Operating Engineers and Other Construction Equipment Operators	2300	15.5%	75	\$20.89	HSDE
44	Medical and Clinical Laboratory Technologists	693	19.7%	26	\$28.43	BD
45	Physical Therapist Assistants	514	37.8%	22	\$23.93	AD
46	Substance Abuse and Behavioral Disorder Counselors	1156	23.8%	42	\$19.71	HSDE
47	Business Operations Specialists, All Other	2766	10.3%	60	\$28.62	HSDE
47	Cement Masons and Concrete Finishers	1789	33.4%	60	\$14.90	LHS
49	Machinists	1407	24.3%	54	\$17.75	HSDE
50	Mechanical Engineers	1259	10.6%	51	\$37.77	BD

* Annual Openings include openings due to growth and replacement needs.

Source: Projections - 2012-2022 Idaho Department of Labor Occupation Projections

Source: Wages - Idaho Department of Labor 2014 Occupation Employment Statistics Programs

Data Appendix 5a: Target Sector - Advanced Manufacturing Industries*

NAICS CODE	INDUSTRY TITLE
311	Food Manufacturing
312	Beverage and Tobacco Product Manufacturing
313	Textile Mills
314	Textile Product Mills
315	Apparel Manufacturing
316	Leather and Allied Product Manufacturing
321	Wood Product Manufacturing
322	Paper Manufacturing
323	Printing and Related Support Activities
324	Petroleum and Coal Products Manufacturing
325	Chemical Manufacturing
326	Plastics and Rubber Products Manufacturing
327	Nonmetallic Mineral Product Manufacturing
331	Primary Metal Manufacturing
332	Fabricated Metal Product Manufacturing
333	Machinery Manufacturing
334	Computer and Electronic Product Manufacturing
335	Electrical Equipment, Appliance, and Component Manufacturing
336	Transportation Equipment Manufacturing
337	Furniture and Related Product Manufacturing
339	Miscellaneous Manufacturing

* All sectors in Manufacturing

Data Appendix 5b: Target Sector - Advanced Manufacturing Occupations

OCC CODE	OCCUPATION TITLE
11-3051	Industrial Production Managers
17-2041	Chemical Engineers
17-2071	Electrical Engineers
17-2072	Electrical Engineers - except computers
17-2112	Industrial Engineers
17-2131	Materials Engineers
17-2141	Mechanical Engineers
17-3012	Electrical and Electronics Drafters
17-3013	Mechanical Drafters
17-3021	Aerospace Engineering and Operations Technicians
17-3023	Electrical and electronic engineering technicians
17-3026	Industrial engineering technicians
17-3027	Mechanical engineering technicians
17-3029	Engineering technicians, except drafters, all other
19-2031	Chemists
19-2032	Materials Scientists
19-4031	Chemical Technicians
43-5061	Production, Planning, and Expediting Clerks
43-5071	Shipping, Receiving, and Traffic Clerks
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
49-9041	Industrial Machinery Mechanics
49-9043	Maintenance Workers, Machinery
49-9044	Millwrights
51-1011	First-line supervisors/managers of production and operating workers
51-2011	Aircraft structure, surfaces, rigging, and systems assemblers
51-2021	Coil winders, tapers, and finishers
51-2022	Electrical and electronic equipment assemblers
51-2023	Electromechanical equipment assemblers
51-2031	Engine and other machine assemblers
51-2041	Structural metal fabricators and fitters
51-2091	Fiberglass laminators and fabricators
51-2092	Team assemblers
51-2093	Timing device assemblers, adjusters, and calibrators
51-2099	Assemblers and fabricators, all other
51-3011	Bakers
51-3023	Slaughterers and meat packers
51-3091	Food and tobacco roasting, baking, and drying machine operators and tenders
51-3092	Food batchmakers
51-3093	Food cooking machine operators and tenders
51-4011	Computer-controlled machine tool operators, metal and plastic
51-4012	Numerical tool and process control programmers
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic
51-4022	Forging machine setters, operators, and tenders, metal and plastic
51-4023	Rolling machine setters, operators, and tenders, metal and plastic
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic
51-4034	Lathe and turning machine tool setters, operators, and tenders, metal and plastic
51-4035	Milling and planing machine setters, operators, and tenders, metal and plastic

Data Appendix 5b: Target Sector - Advanced Manufacturing Occupations

OCC CODE	OCCUPATION TITLE
51-4041	Machinists
51-4051	Metal-refining furnace operators and tenders
51-4052	Pourers and casters, metal
51-4061	Model makers, metal and plastic
51-4062	Patternmakers, metal and plastic
51-4071	Foundry mold and coremakers
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic
51-4111	Tool and die makers
51-4121	Welders, cutters, solderers, and brazers
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders
51-4191	Heat treating equipment setters, operators, and tenders, metal and plastic
51-4192	Lay-out workers, metal and plastic
51-4193	Plating and coating machine setters, operators, and tenders, metal and plastic
51-4194	Tool grinders, filers, and sharpeners
51-4199	Metal workers and plastic workers, all other
51-5011	Bindery workers
51-5012	Bookbinders
51-5021	Job printers
51-5022	Prepress technicians and workers
51-5023	Printing machine operators
51-6031	Sewing machine operators
51-6041	Shoe and leather workers and repairers
51-6042	Shoe machine operators and tenders
51-6061	Textile bleaching and dyeing machine operators and tenders
51-6062	Textile cutting machine setters, operators, and tenders
51-6063	Textile knitting and weaving machine setters, operators, and tenders
51-6064	Textile winding, twisting, and drawing out machine setters, operators, and tenders
51-6091	Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers
51-6092	Fabric and apparel patternmakers
51-6093	Upholsterers
51-6099	Textile, apparel, and furnishings workers, all other
51-7011	Cabinetmakers and bench carpenters
51-7021	Furniture finishers
51-7031	Model makers, wood
51-7032	Patternmakers, wood
51-7042	Woodworking machine setters, operators, and tenders, except sawing
51-7099	Woodworkers, all other
51-8091	Chemical plant and system operators
51-9011	Chemical equipment operators and tenders
51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders
51-9021	Crushing, grinding, and polishing machine setters, operators, and tenders
51-9022	Grinding and polishing workers, hand
51-9023	Mixing and blending machine setters, operators, and tenders
51-9032	Cutting and slicing machine setters, operators, and tenders
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders
51-9051	Furnace, kiln, oven, drier, and kettle operators and tenders
51-9061	Inspectors, testers, sorters, samplers, and weighers
51-9071	Jewelers and precious stone and metal workers

Data Appendix 5b: Target Sector - Advanced Manufacturing Occupations

OCC CODE	OCCUPATION TITLE
51-9081	Dental laboratory technicians
51-9082	Medical appliance technicians
51-9083	Ophthalmic laboratory technicians
51-9111	Packaging and filling machine operators and tenders
51-9121	Coating, painting, and spraying machine setters, operators, and tenders
51-9122	Painters, transportation equipment
51-9123	Painting, coating, and decorating workers
51-9141	Semiconductor processors
51-9191	Cementing and gluing machine operators and tenders
51-9192	Cleaning, washing, and metal pickling equipment operators and tenders
51-9193	Cooling and freezing equipment operators and tenders
51-9194	Etchers and engravers
51-9195	Molders, shapers, and casters, except metal and plastic
51-9196	Paper goods machine setters, operators, and tenders
51-9197	Tire builders
51-9198	Helpers--Production workers
51-9199	Production workers, all other
53-7011	Conveyor Operators and Tenders
53-7063	Machine Feeders and Offbearers
53-7064	Packers and Packagers, Hand

Data Appendix 6a: Target Sector - Aerospace Industries

NAICS CODE	INDUSTRY TITLE
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing
336411	Aircraft Manufacturing
336412	Aircraft Engine and Engine Parts Manufacturing
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing
481211	Nonscheduled Chartered Passenger Air Transportation
481112	Scheduled Freight Air ransportation
481212	Nonscheduled Chartered Freight Air Transportation
488111	Air Traffice Contgrol
481111	Scheduled Passenger Air ransportation
481219	Other Nonscheduled Air Transportation
488119	Other Airport Operations
488190	Other Support Activities for Air Transportation
611512	Flight Training

Data Appendix 6b: Target Sector - Aerospace Occupations

OCC CODE	OCCUPATIONAL TITLE
11-1021	General and Operations Managers
11-9041	Architectural and Engineering Managers
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
13-1081	Logisticians
15-1132	Software Developers, Applications
15-1133	Software Developers, Systems Software
17-2011	Aerospace Engineers
17-2071	Electrical Engineers
17-2072	Electronics Engineers, Except Computer
17-2112	Industrial Engineers
17-2141	Mechanical Engineers
43-4051	Customer Service Representatives
43-5011	Cargo and Freight Agents
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-3011	Aircraft Mechanics and Service Technicians
51-1133	First-Line Supervisors of Production and Operating Workers
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
51-2022	Electrical and Electronic Equipment Assemblers
51-2092	Team Assemblers
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
51-4041	Machinists
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
53-2012	Commercial Pilots
53-2031	Flight Attendants
53-7062	Laborers and Freight, Stock, and Material Movers, Hand

Data Appendix 7a: Target Sector - Food Manufacturing Industries

NAICS CODE	INDUSTRY TITLE
3111	Animal Food Manufacturing
3112	Grain and Oilseed Milling
3113	Sugar and Confectionery Product Manufacturing
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing
3115	Dairy Product Manufacturing
3116	Animal Slaughtering and Processing
3117	Seafood Product Preparation and Packaging
3118	Bakeries and Tortilla Manufacturing
3119	Other Food Manufacturing

Data Appendix 7b: Target Sector - Food Manufacturing Occupations

OCC CODE

OCCUPATIONAL TITLE

49-9041	Industrial Machinery Mechanics
49-9071	Maintenance and Repair Workers, General
51-1011	First-Line Supervisors of Production and Operating Workers
51-3092	Food Batchmakers
51-3093	Food Cooking Machine Operators and Tenders
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-9111	Packaging and Filling Machine Operators and Tenders
51-9198	Helpers--Production Workers
53-3031	Driver/Sales Workers
53-7051	Industrial Truck and Tractor Operators
53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-7064	Packers and Packagers, Hand

Data Appendix 8a: Target Sector - High Tech Industries

NAICS CODE	INDUSTRY TITLE
3341	Computer and Peripheral Equipment Manufacturing
3342	Communications Equipment Manufacturing
3344	Semiconductor and Other Electronic Component Manufacturing
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing
3364	Aerospace Product and Parts Manufacturing
5112	Software Publishers
5182	Data Processing and Related Services
5191	Other Information Services
5413	Architectural, Engineering, and Related Services
5415	Computer Systems Design and Related Services
5417	Scientific Research and Development Services

Data Appendix 8b: Target Sector - High Tech Occupations

OCC CODE	OCCUPATIONAL TITLE
11-1021	General and Operations Managers
11-3021	Computer and Information Systems Managers
11-9041	Architectural and Engineering Managers
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
13-2011	Accountants and Auditors
15-1121	Computer Systems Analysts
15-1131	Computer Programmers
15-1132	Software Developers, Applications
15-1133	Software Developers, Systems Software
15-1142	Network and Computer Systems Administrators
15-1151	Computer User Support Specialists
17-2011	Aerospace Engineers
17-2051	Civil Engineers
17-2061	Computer Hardware Engineers
17-2071	Electrical Engineers
17-2072	Electronics Engineers, Except Computer
17-2112	Industrial Engineers
17-2141	Mechanical Engineers
17-3011	Architectural and Civil Drafters
17-3023	Electrical and Electronics Engineering Technicians
27-3041	Editors
41-3098	Travel Agents
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
43-4051	Customer Service Representatives
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
43-9061	Office Clerks, General
51-1011	First-Line Supervisors of Production and Operating Workers
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
51-2022	Electrical and Electronic Equipment Assemblers
51-2023	Electromechanical Equipment Assemblers
51-2092	Team Assemblers
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
51-4041	Machinists
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers

Data Appendix 9a: Target Sector - Health Care Industries

NAICS CODE	INDUSTRY TITLE
621	Ambulatory Health Care Services
622	Hospitals
623	Nursing and Residential Care Facilities

Data Appendix 9b: Target Sector - Health Care Occupations

OCC CODE	OCCUPATIONAL TITLE
11-9111	Medical and Health Services Managers
21-1011	Substance Abuse and Behavioral Disorder Counselors
21-1014	Mental Health Counselors
21-1023	Mental Health and Substance Abuse Social Workers
21-1093	Social and Human Service Assistants
29-1069	Physicians and Surgeons, All Other
29-1123	Physical Therapists
29-1141	Registered Nurses
29-2011	Medical and Clinical Laboratory Technologists
29-2012	Medical and Clinical Laboratory Technicians
29-2034	Radiologic Technologists
29-2061	Licensed Practical and Licensed Vocational Nurses
31-1011	Home Health Aides
31-1014	Nursing Assistants
31-9092	Medical Assistants
35-2012	Cooks, Institution and Cafeteria
35-3041	Food Servers, Nonrestaurant
37-2012	Maids and Housekeeping Cleaners
39-9021	Personal Care Aides
39-9041	Residential Advisors
43-3021	Billing and Posting Clerks
43-4051	Customer Service Representatives
43-4171	Receptionists and Information Clerks
43-6013	Medical Secretaries
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
43-9061	Office Clerks, General

Data Appendix 10a: Target Sector - Power and Energy Industries

NAICS CODE	INDUSTRY TITLE
211111	Crude Petroleum and Natural Gas Extraction
211112	Natural Gas Liquid Extraction
212291	Uranium-Radium-Vanadium Ore Mining
213111	Drilling Oil and Gas Wells
213112	Support Activities for Oil and Gas Operations
213113	Support Activities for Coal Mining
213114	Support Activities for Metal Mining
221111	Hydroelectric Power Generation
221112	Fossil Fuel Electric Power Generation
221119	Other Electric Power Generation
221121	Electric Bulk Power Transmission and Control
221122	Electric Power Distribution
221210	Natural Gas Distribution
221330	Steam and Air-Conditioning Supply
237120	Oil and Gas Pipeline Construction
237130	Power and Communication System Construction
237990	All Other Heavy Construction
324110	Petroleum Refineries
325120	Industrial Gas Manufacturing
325193	Ethyl Alcohol Manufacturing
332420	Metal Tank (Heavy Gauge) Manufacturing
333131	Mining Machinery and Equipment Manufacturing
333132	Oil and Gas Field Machinery and Equipment Manufacturing
333414	Heating Equipment (except Warm Air Furnaces) Manufacturing
333611	Turbine and Turbine Generator Set Units Manufacturing
334519	Other Measuring and Controlling Device Manufacturing
335311	Power, Distribution, and Specialty Transformer Manufacturing
335312	Motor and Generator Manufacturing
335313	Switchgear and Switchboard Apparatus Manufacturing
335314	Relay and Industrial Control Manufacturing
335929	Other Communication and Energy Wire Manufacturing
335931	Current-Carrying Wiring Device Manufacturing
335991	Carbon and Graphite Product Manufacturing
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing
541330	Engineering Services
541360	Geophysical Surveying and Mapping Services
541380	Testing Laboratories
541620	Environmental Consulting Services
541690	Other Scientific and Technical Consulting Services
541711	Research and Development in Biotechnology
541720	Research and Development in the Social Sciences and Humanities

Data Appendix 10b: Target Sector - Power and Energy Occupations

OCC CODE	OCCUPATIONAL TITLE
11-1021	General and Operations Managers
17-2071	Electrical Engineers
17-2112	Industrial Engineers
17-2141	Mechanical Engineers
17-3023	Electrical and Electronics Engineering Technicians
17-3023	Electrical and Electronics Engineering Technicians
19-2042	Geoscientists, Except Hydrologists and Geographers
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
43-4051	Customer Service Representatives
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
43-9061	Office Clerks, General
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2061	Construction Laborers
47-2073	Operating Engineers and Other Construction Equipment Operators
47-2152	Plumbers, Pipefitters, and Steamfitters
47-5013	Service Unit Operators, Oil, Gas, and Mining
47-5021	Earth Drillers, Except Oil and Gas
47-5071	Roustabouts, Oil and Gas
47-5081	Helpers--Extraction Workers
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door
49-9041	Industrial Machinery Mechanics
49-9051	Electrical Power-Line Installers and Repairers
49-9071	Maintenance and Repair Workers, General
51-1011	First-Line Supervisors of Production and Operating Workers
51-2022	Electrical and Electronic Equipment Assemblers
51-2023	Electromechanical Equipment Assemblers
51-2023	Electromechanical Equipment Assemblers
51-2031	Engine and Other Machine Assemblers
51-2092	Team Assemblers
51-4041	Machinists
51-4121	Welders, Cutters, Solderers, and Brazers
51-8013	Power Plant Operators
51-8091	Chemical Plant and System Operators
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-9198	Helpers--Production Workers
53-3032	Heavy and Tractor-Trailer Truck Drivers
53-7062	Laborers and Freight, Stock, and Material Movers, Hand

Data Appendix 11: Hot Jobs for Target Sector Industries

Hot Job	High Demand	Occupational Title	2022 Projected Empl	Annual Openings*	Wage	Education
55	3	Customer Service Representatives - AM HT HC & PE	19,010	764	\$12.21	HSDE
2	6	Registered Nurses - HC	15,511	562	\$28.36	AD
604	8	Office Clerks, General - HT HC & PE	15,706	444	\$12.84	HSDE
	9	General and Operations Managers - AM & PE	12,999	408	\$33.41	BD
58	11	Personal Care Aides - HC	11,296	369	\$8.90	LHS
73	13	Nursing Assistants - HC	9,452	327	\$10.69	PNDA
29	18	Construction Laborers - PE	7,250	284	\$13.56	LHS
122	20	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive - HT HC & PE	11,731	264	\$13.44	HSDE
14	25	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products - PE	7,223	229	\$22.56	HSDE
70	29	Maintenance and Repair Workers, General - AM & PE	6,567	201	\$15.51	HSDE
168	31	Maids and Housekeeping Cleaners - HC	6,260	190	\$9.40	LHS
188	32	Receptionists and Information Clerks - HC	5,441	188	\$12.19	HSDE
107	33	Team Assemblers - AM HT & PE	6,436	179	\$12.43	HSDE
26	37	Accountants and Auditors - HT	4,161	153	\$27.58	BD
66	38	Home Health Aides - HC	3,296	141	\$9.42	LHS
22	41	Licensed Practical and Licensed Vocational Nurses - HC	3,554	135	\$18.43	PNDA
572	47	First-Line Supervisors of Construction Trades and Extraction Workers - PE	3,709	111	\$23.41	HSDE
6	49	Industrial Machinery Mechanics - AM & PE	2,336	107	\$22.39	HSDE
62	50	Social and Human Service Assistants - HC	2,805	104	\$16.21	HSDE
23	56	First-Line Supervisors of Mechanics, Installers, and Repairers - AM & PE	2,652	96	\$26.49	HSDE
181	58	Shipping, Receiving, and Traffic Clerks - AM	2,756	95	\$12.82	HSDE
67	60	Medical Assistants - HC	2,751	94	\$14.02	PNDA
71	61	Billing and Posting Clerks - HC	2,997	94	\$14.98	HSDE
63	62	Welders, Cutters, Solderers, and Brazers - AM & PE	2,543	92	\$16.12	HSDE
212	65	Cooks, Institution and Cafeteria - HC	3,068	89	\$10.03	LHS
161	66	Food Batchmakers - AM	2,144	88	\$12.42	HSDE
	68	Medical and Health Services Managers - HC	2,207	86	\$33.85	BD
51	72	Computer User Support Specialists - HT	2,837	80	\$17.55	SCNO
43	77	Operating Engineers and Other Construction Equipment Operators - PE	2,300	75	\$20.89	HSDE
52	80	First-Line Supervisors of Production and Operating Workers - AM HT & PE	3,132	74	\$23.60	PNDA
18	89	Plumbers, Pipefitters, and Steamfitters - PE	2,005	67	\$20.08	HSDE
3	95	Physical Therapists - HC	1,502	64	\$37.43	DPD
4	102	Software Developers, Applications - AM & HT	2,117	60	\$33.62	BD
125	111	Production, Planning, and Expediting Clerks - AM	1,588	54	\$17.91	HSDE
49	112	Machinists - AM HT & PE	1,407	54	\$17.75	HSDE
50	116	Mechanical Engineers - AM HT & PE	1,259	51	\$37.77	BD
24	117	Civil Engineers - HT	1,480	50	\$34.92	BD
16	124	Electrical Engineers - AM HT & PE	1,451	47	\$43.41	BD
11	127	Electrical Power-Line Installers and Repairers - PE	1,002	47	\$38.11	HSDE
77	130	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products - HT	1,657	46	\$27.22	BD
46	134	Substance Abuse and Behavioral Disorder Counselors - HC	1,156	42	\$19.71	HSDE
98	135	Medical Secretaries - HC	1,262	42	\$13.66	HSDE

Data Appendix 11: Hot Jobs for Target Sector Industries

Hot Job	High Demand	Occupational Title	2022 Projected Empl	Annual Openings*	Wage	Education
169	140	Bakers - AM	1,022	41	\$10.47	LHS
	143	Architectural and Engineering Managers - AM & HT	1,155	39	\$61.66	BD
11	144	Computer Systems Analysts - HT	1,263	39	\$34.71	BD
98	148	Network and Computer Systems Administrators - HT	1,575	37	\$26.52	BD
202	151	Food Servers, Nonrestaurant - HC	808	36	\$9.02	LHS
121	160	Computer Programmers - HT	1,067	33	\$32.98	BD
75	162	Mental Health and Substance Abuse Social Workers - HC	898	33	\$19.15	BD
86	165	Industrial Engineers - AM & PE	894	32	\$41.08	BD
79	166	Mental Health Counselors - HC	883	32	\$19.86	MD
15	167	Physicians and Surgeons, All Other - HC	841	32	NA	DPD
131	169	Purchasing Agents, Except Wholesale, Retail, and Farm Products - AM & HT	1,193	31	\$24.63	HSDE
28	171	Radiologic Technologists - HC	981	31	\$24.41	AD
114	175	Structural Metal Fabricators and Fitters - AM	587	31	\$17.26	HSDE
162	183	Electrical and Electronics Engineering Technicians - HT & PE	1,057	28	\$25.60	AD
159	191	Medical and Clinical Laboratory Technicians - HC	631	27	\$13.53	AD
89	197	Software Developers, Systems Software - AM & HT	1,355	26	\$46.69	BD
44	199	Medical and Clinical Laboratory Technologists - HC	693	26	\$28.43	BD
	201	Chief Executives - HT	891	25	\$51.43	BD
	206	Computer and Information Systems Managers - HT	976	24	\$45.43	BD
128	212	Aircraft Mechanics and Service Technicians - AM	642	24	\$22.98	PNDA
275	228	Food Cooking Machine Operators and Tenders - AM	594	22	\$14.79	HSDE
198	229	Cabinetmakers and Bench Carpenters - AM	980	22	\$13.71	HSDE
166	234	Computer-Controlled Machine Tool Operators, Metal and Plastic - AM & HT	451	21	\$14.97	HSDE
364	249	Residential Advisors - HC	345	18	\$10.34	HSDE
238	253	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders - AM	485	18	\$14.06	LHS
	256	Industrial Production Managers - AM	714	17	\$35.41	BD
34	263	Logisticians - AM	508	16	\$30.93	BD
404	267	Weighers, Measurers, Checkers, and Samplers, Recordkeeping - AM	494	16	\$10.70	HSDE
436	270	Electrical and Electronic Equipment Assemblers AM HT & PE	898	16	\$11.14	HSDE
173	281	Maintenance Workers, Machinery - AM	537	15	\$18.64	HSDE
308	298	Assemblers and Fabricators, All Other - AM	467	14	\$10.68	HSDE
189	302	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders - AM	289	13	\$16.59	HSDE
249	303	Computer Hardware Engineers - HT	473	12	\$47.31	BD
271	313	Control and Valve Installers and Repairers, Except Mechanical Door - PE	279	12	\$18.70	HSDE
242	314	Electromechanical Equipment Assemblers - AM HT & PE	419	12	\$15.26	HSDE
335	323	Chemical Technicians - AM	318	11	\$18.41	AD
193	340	Environmental Engineers - AM	304	10	\$40.66	BD
311	342	Engineering Technicians, Except Drafters, All Other - AM	379	10	\$25.41	AD
438	359	Civil Engineering Technicians - AM	404	9	\$22.90	AD
493	365	Editors - HT	356	9	\$16.19	BD
338	390	Earth Drillers, Except Oil and Gas - PE	220	8	\$22.29	HSDE
619	393	Upholsterers - AM	240	8	\$9.55	HSDE
359	394	Woodworking Machine Setters, Operators, and Tenders, Except Sawing - AM	394	8	\$14.11	HSDE

Data Appendix 11: Hot Jobs for Target Sector Industries

Hot Job	High Demand	Occupational Title	2022 Projected Empl	Annual Openings*	Wage	Education
460	401	Architectural and Civil Drafters - HT	512	7	\$21.10	AD
443	402	Mechanical Drafters - AM	364	7	\$20.26	AD
424	403	Surveying and Mapping Technicians - AM	319	7	\$19.11	HSDE
356	413	Millwrights - AM	313	7	\$21.62	HSDE
481	414	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic - AM	302	7	NA	HSDE

AM - Advanced Manufacturing, HT - High Tech, HC - Health Care, PE - Power & Energy

Data Appendix 12: UI Claimant Characteristics

Regular UI including UCFE and UCX

	2010	2011	2012	2013	2014	Percent of 2014 Total
Gender of the Insured Unemployed						
Male	65,149	56,570	70,630	82,018	66,730	66.68%
Female	35,824	32,654	38,881	38,316	33,344	33.32%
Total	100,973	89,224	109,511	120,334	100,074	100.00%
Ethnicity of the Insured Unemployed						
Hispanic/Latino	13,985	13,136	13,131	13,163	11,324	11.32%
Non-Hispanic/Latino	86,595	75,724	76,016	73,704	62,367	62.32%
INA*	393	364	20,364	33,467	26,383	26.36%
Total	100,973	89,224	109,511	120,334	100,074	100.00%
Race of the Insured Unemployed						
American Indian or Native Alaska	4,232	3,820	4,231	4,001	3,692	2.74%
Asian	1,278	1,150	2,069	2,501	2,218	1.65%
Black or African American	970	887	1,585	2,041	1,976	1.47%
Native Hawaiian & Other Pacific Islander	610	582	730	1,157	2,347	1.74%
White	105,964	94,220	108,180	115,486	101,337	75.29%
INA*	24,621	22,676	26,066	27,576	23,032	17.11%
NOTE: Claimants can declare themselves more than one Race. Total	137,675	123,335	142,861	152,762	134,602	100.00%
Age of the Insured Unemployed						
Less than 22 years old	4,545	4,890	4,326	3,356	2,450	2.45%
22 to 24 years old	8,312	7,230	6,072	4,840	3,875	3.87%
25 to 34 years old	25,808	21,268	18,811	16,671	13,950	13.94%
35 to 44 years old	22,741	19,787	18,230	17,531	14,778	14.77%
45 to 54 years old	22,474	19,918	25,325	28,054	23,408	23.39%
55 to 59 years old	8,521	8,249	11,679	13,927	12,644	12.63%
60 to 64 years old	5,380	5,058	8,318	10,225	9,126	9.12%
65 years and over	3,042	2,701	16,549	25,616	19,682	19.67%
INA*	150	123	201	114	161	0.16%
Total	100,973	89,224	109,511	120,334	100,074	100.00%
Industry of the Insured Unemployed						
11-Agriculture & Forestry	4,694	4,354	4,416	4,204	3,624	3.62%
21-Mining	719	698	2,056	3,356	2,236	2.23%
22-Utilities	278	241	240	252	203	0.20%
23-Construction	16,406	14,342	14,392	14,246	12,294	12.28%
31-33 Manufacturing	15,095	11,106	10,794	10,387	9,060	9.05%
42-Wholesale Trade	4,045	3,596	3,402	3,619	2,916	2.91%
44-45-Retail Trade	10,926	9,603	8,908	7,532	6,391	6.39%
48-49 Transportation & Warehousing	4,012	3,529	3,837	4,392	3,633	3.63%
51-Information	1,270	1,071	1,318	1,240	896	0.90%
52-Finance & Insurance	1,868	1,621	1,609	1,571	1,491	1.49%
53-Real Estate & Rental & Leasing	1,210	987	1,142	964	859	0.86%
54-Professional, Scientific, & Technical Services	3,787	3,403	4,059	3,846	2,815	2.81%
55-Management of Companies & Enterprises	223	219	320	448	456	0.46%
56-Administrative & Support & Waste Management	11,618	10,013	10,757	9,432	8,611	8.60%
61-Educational Services	1,829	1,764	1,800	1,664	1,429	1.43%

Data Appendix 12: UI Claimant Characteristics

Regular UI including UCFE and UCX

	2010	2011	2012	2013	2014	Percent of 2014 Total
62-Health Care & Social Assistance	7,258	7,514	7,452	6,227	5,115	5.11%
71-Arts, Entertainment & Recreation	1,828	1,784	1,763	1,500	1,399	1.40%
72-Accommodation & Food Services	6,989	6,558	6,461	5,686	4,321	4.32%
81-Other Services (ex Public Administration)	2,420	2,161	2,005	2,027	1,639	1.64%
92-Public Administration	2,485	2,312	2,471	2,389	1,775	1.77%
INA*	2,013	2,348	20,309	35,352	28,911	28.89%
Total	100,973	89,224	109,511	120,334	100,074	100.00%
Occupations of the insured unemployed						
11-Management	4,742	4,047	5,266	6,090	5,251	5.25%
13-Business & Financial Operations	1,895	1,602	1,780	1,873	1,727	1.73%
15-Computer & Mathematical	10	22	300	596	585	0.58%
17-Architecture & Engineering	1,518	1,057	1,438	1,932	1,263	1.26%
19-Life, Physical & Social Science	451	410	674	1,115	837	0.84%
21-Community & Social Service	718	697	990	1,250	1,117	1.12%
23-Legal	165	141	286	385	252	0.25%
25-Education, Training & Library	1,492	1,515	1,827	1,716	1,260	1.26%
27-Arts, Design, Entertainment, Sports & Media	771	628	780	835	677	0.68%
29-Healthcare Practitioners & Technician	934	962	1,499	2,006	1,564	1.56%
31-Healthcare Support	1,431	1,476	1,845	1,716	1,367	1.37%
33-Protective Services	1,036	1,049	1,298	1,262	942	0.94%
35-Food Preparation & Serving Related	7,026	6,586	6,588	5,933	4,778	4.77%
37-Building & Grounds Cleaning & Maintenance	4,390	4,047	4,437	4,029	3,372	3.37%
39-Personal Care & Services	1,776	1,808	1,922	2,004	1,306	1.31%
41-Sales & Related	7,231	6,428	6,892	6,277	4,991	4.99%
43-Office & Administrative Support	10,886	9,524	10,374	9,776	9,382	9.38%
45-Farming, Fishing & Forestry	6,909	6,625	6,723	6,530	5,737	5.73%
47-Construction & Extraction	18,458	14,818	18,750	24,046	18,600	18.59%
49-Installation, Maintenance & Repair	5,137	4,130	4,696	5,148	4,702	4.70%
51-Production	11,375	9,426	10,196	10,119	8,898	8.89%
53-Transportation & Materials Moving	10,613	9,034	10,421	11,980	9,524	9.52%
55-Military Specific	13	16	101	119	125	0.12%
INA*	1,996	3,176	10,428	13,597	11,817	11.81%
Total	100,973	89,224	109,511	120,334	100,074	100.00%

* Information Not Available

Data Appendix 13a: Idaho Indian Reservations - Population, Race, Ethnicity

Subject	Kootenai					Total All Reservations
	Coeur d'Alene Reservation, ID	Duck Valley Reservation, NV--ID	Fort Hall Reservation and Off-Reservation Trust Land, ID	Reservation and Off-Reservation Trust Land, ID	Nez Perce Reservation, ID	
SEX AND AGE						
Total population	6,749	1,531	6,041	53	18,952	33,326
Male	3,349	868	2,908	17	9,857	16,999
Female	3,400	663	3,133	36	9,095	16,327
Under 5 years	374	101	410	0	1,094	1,979
5 to 9 years	320	116	384	11	1,049	1,880
10 to 14 years	363	105	449	10	1,131	2,058
15 to 19 years	437	169	617	0	1,076	2,299
20 to 24 years	375	85	317	3	979	1,759
25 to 34 years	479	226	705	8	1,981	3,399
35 to 44 years	581	190	814	2	2,094	3,681
45 to 54 years	1,162	194	653	5	2,708	4,722
55 to 59 years	578	59	516	4	1,505	2,662
60 to 64 years	630	85	395	8	1,399	2,517
65 to 74 years	964	112	533	0	2,188	3,797
75 to 84 years	388	75	199	0	1,381	2,043
85 years and over	98	14	49	2	367	530
Median age (years)	49.2	33.4	36.6	32.3	45.4	
18 years and over	5,388	1,113	4,448	32	14,956	25,937
21 years and over	5,196	1,020	4,101	32	14,442	24,791
62 years and over	1,816	240	1,030	4	4,688	7,778
65 years and over	1,450	201	781	2	3,936	6,370
18 years and over	5,388	1,113	4,448	32	14,956	25,937
Male	2,673	654	2,185	9	7,827	13,348
Female	2,715	459	2,263	23	7,129	12,589
65 years and over	1,450	201	781	2	3,936	6,370
Male	732	108	363	2	1,990	3,195
Female	718	93	418	0	1,946	3,175
RACE						
One race	6,519	1,472	5,846	40	18,204	32,081
Two or more races	230	59	195	13	748	1,245
One race	6,608	1,239	5,088	52	18,123	31,110
White	5,214	179	2,121	4	15,625	23,143
Black or African American	63	15	0	0	47	125
American Indian & Alaska Native	1,199	1,240	3,638	36	2,358	8,471
Cherokee tribal grouping	50	0	6	0	29	85
Chippewa tribal grouping	18	0	8	0	7	33
Navajo tribal grouping	2	0	50	3	13	68
Sioux tribal grouping	10	0	0	0	43	53
Asian	18	13	14	0	118	163
Native Hawaiian and Other Pacific Islander	4	21	0	0	19	44
Two or more races	230	59	195	13	748	1,245
White and American Indian and Alaska Native	151	48	175	13	491	878
HISPANIC OR LATINO AND RACE						
Hispanic or Latino (of any race)	206	132	703	0	734	1,775

2009-2013 American Community Survey 5-Year Estimates

Data Appendix 13b: Idaho Indian Reservation, Economic, Education and Veterans' Data

Subject	Coeur d'Alene Reservation, ID	Duck Valley Reservation, NV--ID	Fort Hall Reservation and Off- Trust Land, ID	Kootenai Reservation and Off- Trust Land, ID	Nez Perce Reservation, ID	Total All Reservations
EMPLOYMENT STATUS						
Population 16 years and over	5,624	1187	4,614	32	15,449	26,906
In labor force	3,065	588	2,527	13	7,766	13,959
Civilian labor force	3,065	588	2,527	13	7,747	13,940
Employed	2,704	496	2,081	13	7,002	12,296
Unemployed	361	92	446	0	745	1,644
Armed Forces	0	0	0	0	19	19
Not in labor force	2,559	599	2,087	19	7,683	12,947
Percent Unemployed	11.8%	15.6%	17.6%	0.0%	9.6%	11.8%
Females 16 years and over	2,843	478	2,351	23	7,368	13,063
In labor force	1,451	254	1,177	8	3,588	6,478
Civilian labor force	1,451	254	1,177	8	3,580	6,470
Employed	1,341	209	996	8	3,257	5,811
OCCUPATION						
Civilian employed population 16 years & over	2,704	496	2,081	13	7,002	12,296
Management, business, science, and arts	848	183	640	5	2,134	3,810
Service	574	157	525	6	1,562	2,824
Sales and office	575	77	363	0	1,285	2,300
Natural resources, construction, and maintenance	357	51	243	0	1,043	1,694
Production, transportation, and material moving	350	28	310	2	978	1,668
INDUSTRY						
Civilian employed population 16 years & over	2,704	496	2,081	13	7,002	12,296
Agriculture, forestry, fishing and hunting, & mining	243	41	189	3	942	1,418
Construction	191	14	90	0	439	734
Manufacturing	219	10	186	0	585	1,000
Wholesale trade	59	0	47	0	97	203
Retail trade	250	19	110	0	667	1,046
Transportation & warehousing, & utilities	111	30	135	0	310	586
Information	37	0	27	0	56	120
Finance & insurance, & real estate & rental & leasing	79	48	74	0	293	494
Professional, scientific, & management, & administrative & waste management services	169	26	101	0	290	586
Educational services, & health care & social assistance	669	136	404	0	1,696	2,905
Arts, entertainment, & recreation, & accommodation & food services	348	31	344	0	740	1,463
Other services, except public administration	110	8	34	0	271	423
Public administration	219	133	340	10	616	1,318
CLASS OF WORKER						
Civilian employed population 16 years & over	2,704	496	2,081	13	7,002	12,296
Private wage and salary workers	1,881	142	1,209	0	4,288	7,520
Government workers	627	350	733	13	1,934	3,657
Self-employed in own not incorporated business workers	191	4	135	0	763	1,093
Unpaid family workers	5	0	4	0	17	26
EDUCATIONAL ATTAINMENT						
Population 25 years & over	4,880	955	3,864	29	13,623	23,351

Data Appendix 13b: Idaho Indian Reservation, Economic, Education and Veterans' Data

Subject	Coeur d'Alene Reservation, ID	Duck Valley Reservation, NV--ID	Fort Hall Reservation and Off- Trust Land, ID	Kootenai Reservation and Off- Trust Land, ID	Nez Perce Reservation, ID	Total All Reservations
Less than 9th grade	1,610	47	247	0	654	2,558
9th to 12th grade, no diploma	351	169	618	7	1,144	2,290
High school graduate (includes equivalency)	1,664	319	1,279	15	4,877	8,154
Some college, no degree	1,362	268	1,039	7	3,705	6,382
Associate's degree	429	53	240	0	1,158	1,879
Bachelor's degree	551	80	359	0	1,594	2,585
Graduate or professional degree	356	19	85	0	490	951
VETERAN STATUS						
Civilian population 18 years & over	5,388	1113	4,448	32	14,937	25,918
Civilian veterans	837	139	284	4	2044	3,308

2009-2013 American Community Survey 5-Year Estimates

Data Appendix 14: Idaho's Veterans

Civilian population 18 years and over **122,955**

PERIOD OF SERVICE

Gulf War (9/2001 or later) veterans	14,509
Gulf War (8/1990 to 8/2001) veterans	21,025
Vietnam era veterans	46,477
Korean War veterans	13,894
World War II veterans	9,959

SEX

Male	115,086
Female	7,869

AGE

18 to 34 years	9,713
35 to 54 years	30,124
55 to 64 years	29,263
65 to 74 years	27,911
75 years and over	25,944

RACE AND HISPANIC OR LATINO ORIGIN

One race	120,865
White	117,422
Black or African American	861
American Indian and Alaska Native	1,353
Asian	738
Native Hawaiian and Other Pacific Islander	123
Some other race	492
Two or more races	2,090
Hispanic or Latino (of any race)	3,443
White alone, not Hispanic or Latino	114,840

EDUCATIONAL ATTAINMENT

Civilian population 25 years and over	121,175
Less than high school graduate	9,209
High school graduate (includes equivalency)	33,202
Some college or associate's degree	48,955
Bachelor's degree or higher	29,809

EMPLOYMENT STATUS

Civilian population 18 to 64 years	69,185
Labor force participation rate	73.40%
Civilian labor force 18 to 64 years	50,803
Unemployment rate	9.00%

Source: American Community Survey 5-year estimates 2009-2013

**Totals may not add due to rounding and margin of error

Data Appendix 15: Wage and Income Data

AreaName	Average Wage Per Job			2014 OES Wage				Per Capita Income		
	2013	% of US	Rank	Median	Average	% of US	% of US	2014	% of US	Rank
United States	\$51,838	100.0%		\$17.09	\$22.71			\$46,129	100.0%	
Idaho	\$35,819	69.1%	49	\$14.93	\$19.12	87.4%	84.2%	\$37,533	81.4%	46
Montana	\$38,702	74.7%	50	\$15.15	\$19.17	88.6%	84.4%	\$40,601	88.0%	35
Nevada	\$45,129	87.1%	34	\$16.13	\$20.34	94.4%	89.6%	\$40,077	86.9%	37
Oregon	\$47,444	91.5%	20	\$17.50	\$22.53	102.4%	99.2%	\$41,681	90.4%	32
Utah	\$43,188	83.3%	38	\$16.20	\$20.94	94.8%	92.2%	\$37,766	81.9%	42
Washington	\$54,702	105.5%	9	\$19.76	\$25.26	115.6%	111.2%	\$49,583	107.5%	12
Wyoming	\$46,672	90.0%	25	\$18.16	\$21.60	106.3%	95.1%	\$54,810	118.8%	7

Sources: Regional Economic Information System, Bureau of Economic Analysis, U.S. Department of Commerce

Bureau of Economic Analysis

December 2011

Occupation & Employment Survey

Bureau of Labor Statistics

Workforce Development Council Documents

This section of the appendix contains the following documents pertaining to Idaho's Workforce Development Council:

- Interagency Staff Team
(as currently published. Most current roster can be found here:
<https://labor.idaho.gov/dnn/wia/StateCouncil.aspx>)
- Council Roster/Membership
(as currently published. Most current roster can be found here:
<https://labor.idaho.gov/dnn/wia/StateCouncil.aspx>)
- Council Strategic Plan

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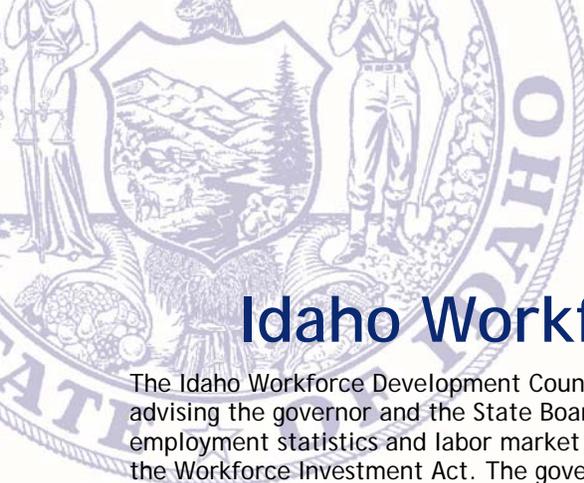
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Idaho Workforce Development Council

The Idaho Workforce Development Council consists of 26 members appointed by the governor and is responsible for advising the governor and the State Board of Education on issues surrounding work force development, a statewide employment statistics and labor market information system and any incentive grants as outlined under section 503 of the Workforce Investment Act. The governor names the chair and vice-chair of the council, which is jointly staffed by a management team of directors of state agencies that administer work force development programs. Council members serve at the pleasure of the governor and appointments are for three-year terms.

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Idaho Workforce Development Council

Priorities and Redefined Goals

2015

VISION

Idaho will sustain a workforce development system that will produce an innovative and skilled workforce that allows business to thrive and provides economic opportunity to Idaho workers and their families.

MISSION

The Workforce Development Council, understanding the unique needs of business, workers and students, will make policy recommendations to the Governor and the Board of Education and will facilitate coordination of an integrated Idaho workforce development system.

PRIORITY ITEMS

On April 8, 2015, the Workforce Development Council revisited the goals and strategies identified by the 2011 Council. The Council redefined the goals and identified priority strategies to direct the Council's work.

The following are priority items taken from the redefined goals.

Priority #1 - Target key industries using a sector strategy

Priority #2 - Enhance opportunities for lifelong learning by expanding delivery options

Priority #3 - Support a comprehensive educational system for all students K-16+ that included rigorous school-based learning and relevant work-based learning

REDEFINED GOALS

Underlined items are priority strategies for the Council.

GOAL #1

Promote policies that align workforce, education, economic development, and entrepreneurship to meet industry and employer's workforce needs.

- A. Target key industries using a sector strategy
- B. Leverages public and private resources
- C. Set measureable targets by key industry and track progress

GOAL #2

Facilitate development of an Idaho workforce that is highly skilled and committed to continuous learning.

- A. Ensure that students and adults are aware of career choices available to them:
 - 1. Make e-CIS and other career information universally available
 - 2. Provide access to trained career facilitators and counselors to assist in career decisions
 - 3. Expand the use of technology and businesses to train facilitators, counselors and other staff who provide guidance to students and career changers
 - 4. Utilize senior executives, trade associations and others to expand awareness of need for further learning
 - 5. Explore use of the Idaho Education Network and social media to expand awareness of careers and job opportunities
 - 6. Identify and promote career pathways within occupations to enhance career options and ease transitions.
 - 7. Provide access to low-skilled and at-risk youth and adults, dislocated workers and others with barriers to a full range of information and supports to prepare for work that leads to economic self-sufficiency.

B. Promote strategies that ensure students are college and career ready by:

1. Increasing access to quality early childhood education
2. Expanding access and use of technology
3. Increasing access to advanced placement, dual credits and other opportunities to encourage college attendance
4. Providing a safety net to retain or return at risk students to the classroom
5. Align high school graduation requirements with postsecondary entrance requirements
6. Increase options to integrate adult basic skills and English language training with occupational/technical training to facilitate entry of students to postsecondary education and technical training programs.
7. Support reforms to increase skills in STEM subjects (science, technology, engineering and math) including applied academics

C. Enhance opportunities for lifelong learning by expanding delivery options such as:

1. Stackable credentials
2. Compressed scheduling
3. On-line and distance learning
4. Modularized curriculum
5. Other alternative learning modalities

GOAL #3

Support a comprehensive education and workforce delivery system

- A. Maintain a quality One-Stop Career System that connects employers and workers and facilitates access to workforce services, education services and information.
- B. Enhance coordination among workforce system partners and streamline services by eliminating duplication and ineffective or unnecessary practices.
- C. Provide access to information, financial aid and other supportive services that allow all workers to obtain education and training leading to employment.
- D. 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.
- E. Support a comprehensive educational system for all students K-16+ that includes rigorous school-based learning and relevant work-based learning.
- F. Improve the effectiveness of the workforce system through the creation of an accountability system that includes:
 - 1) Implementation of common core measures in K-12 education
 - 2) Implementation of a longitudinal data system that interfaces with the workforce system to track outcomes of Idaho student achievements and program success
- G. **Credit for Prior Learning** – create a statewide portfolio approval process for awarding credits based on prior learning and experience.
- H. **Career and College Counseling** – support innovative and evidence based career and college counseling programs and include **Education Transparency Metrics** as part of this effort

Agency-Level Organization Charts

This section contains the agency-level organization charts for core programs and Combined State Plan partner programs. These charts differ from the charts in the Combined State Plan in that they contain staff positions and relationships within each agency.

- Idaho Department of Labor
 - Total Agency
 - Workforce Policy and Operations
 - Workforce Programs
- Idaho Division of Professional-Technical Education
- Idaho Division of Vocational Rehabilitation
- Idaho Commission for the Blind and Visually Impaired
- Idaho Commission on Aging

IDAHO

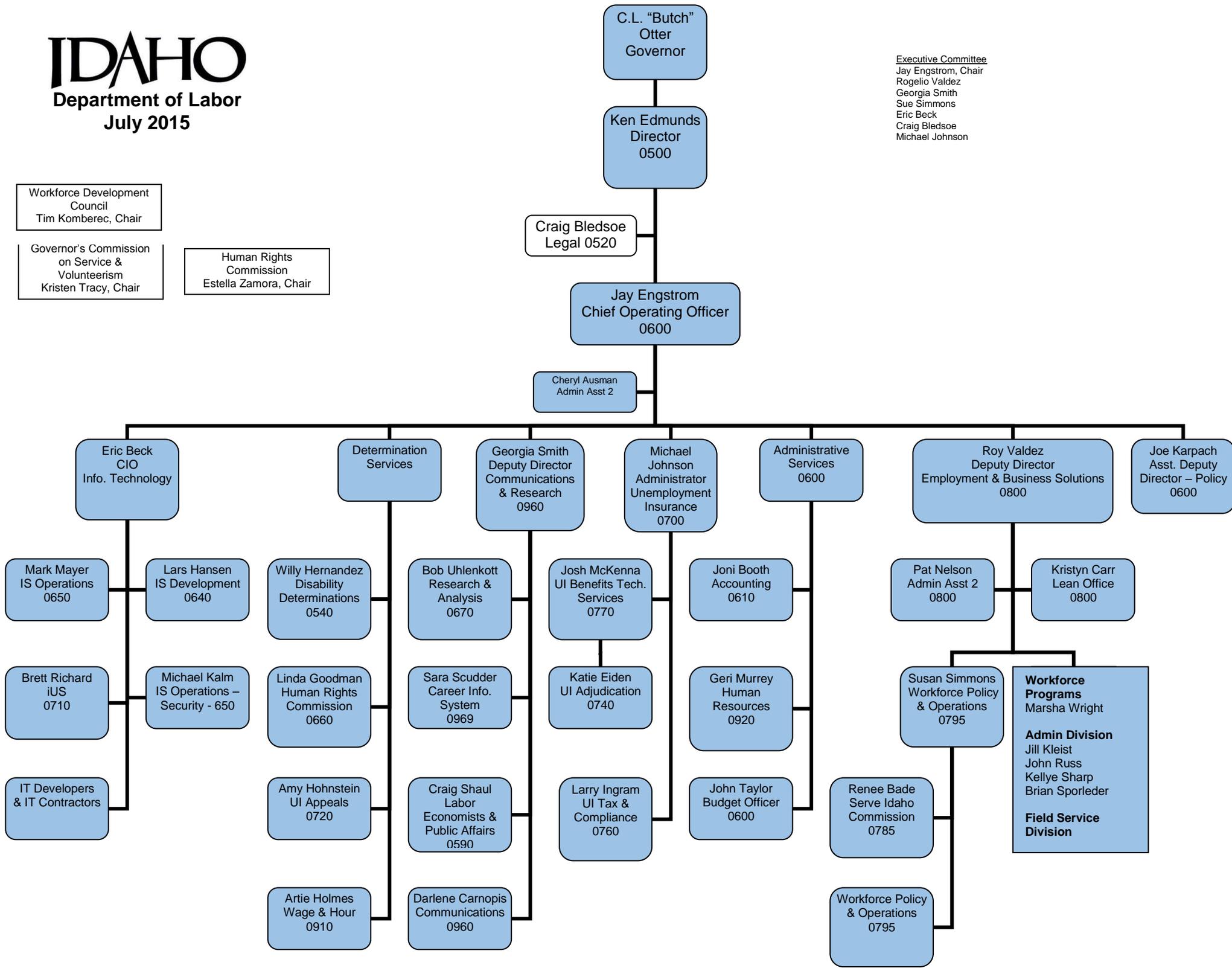
Department of Labor
July 2015

Executive Committee
Jay Engstrom, Chair
Rogelio Valdez
Georgia Smith
Sue Simmons
Eric Beck
Craig Bledsoe
Michael Johnson

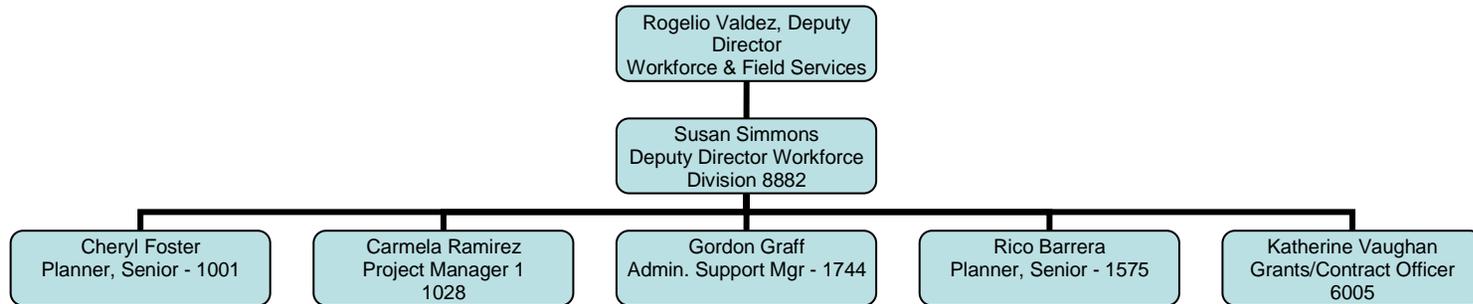
Workforce Development
Council
Tim Komberec, Chair

Governor's Commission
on Service &
Volunteerism
Kristen Tracy, Chair

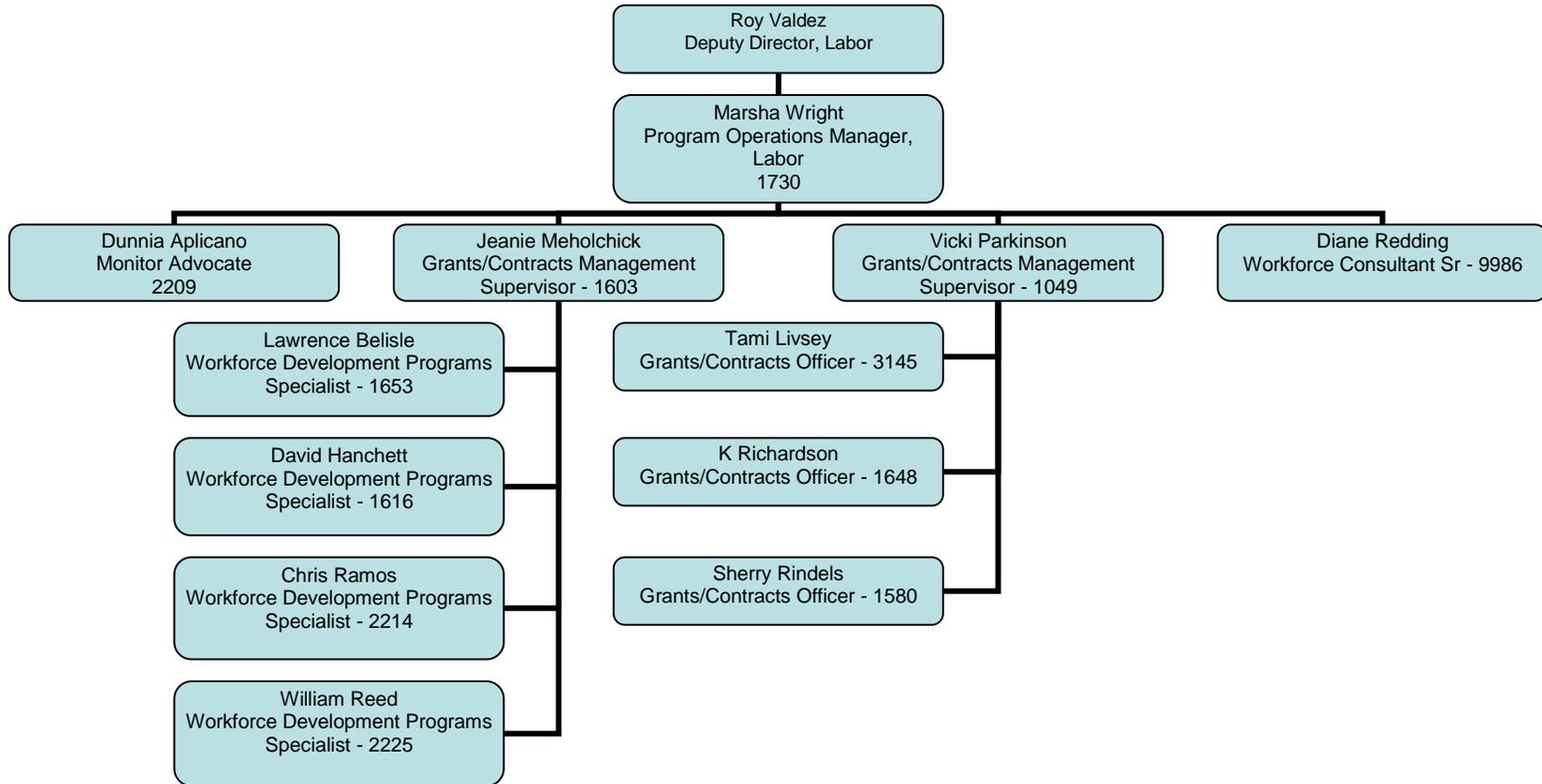
Human Rights
Commission
Estella Zamora, Chair



Idaho Department of Labor
Workforce Policy & Operations – 0795
Most Recent Update – July 2015

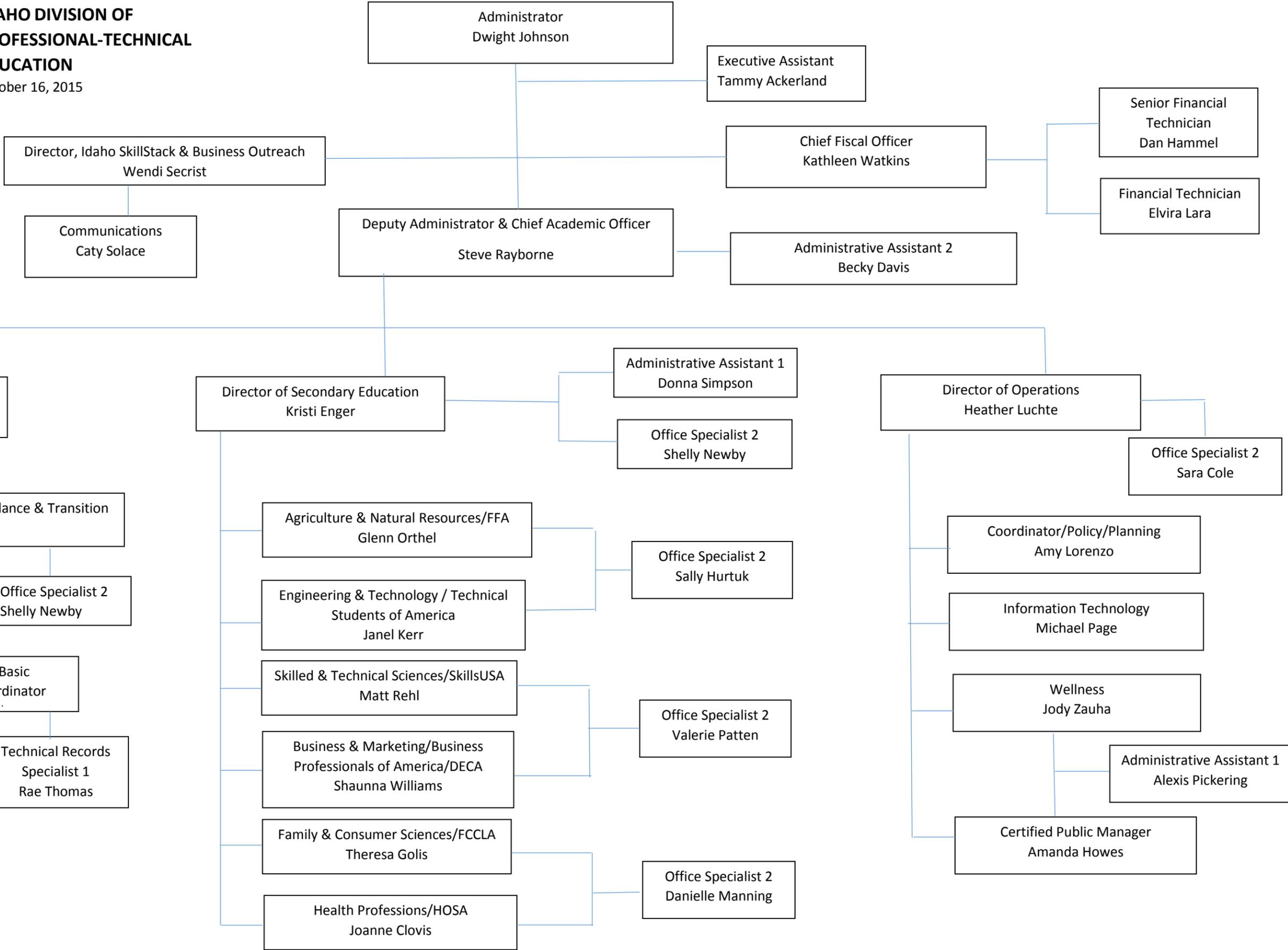


Idaho Department of Labor
Workforce Programs - 0780
Most Recent Update – July 2015

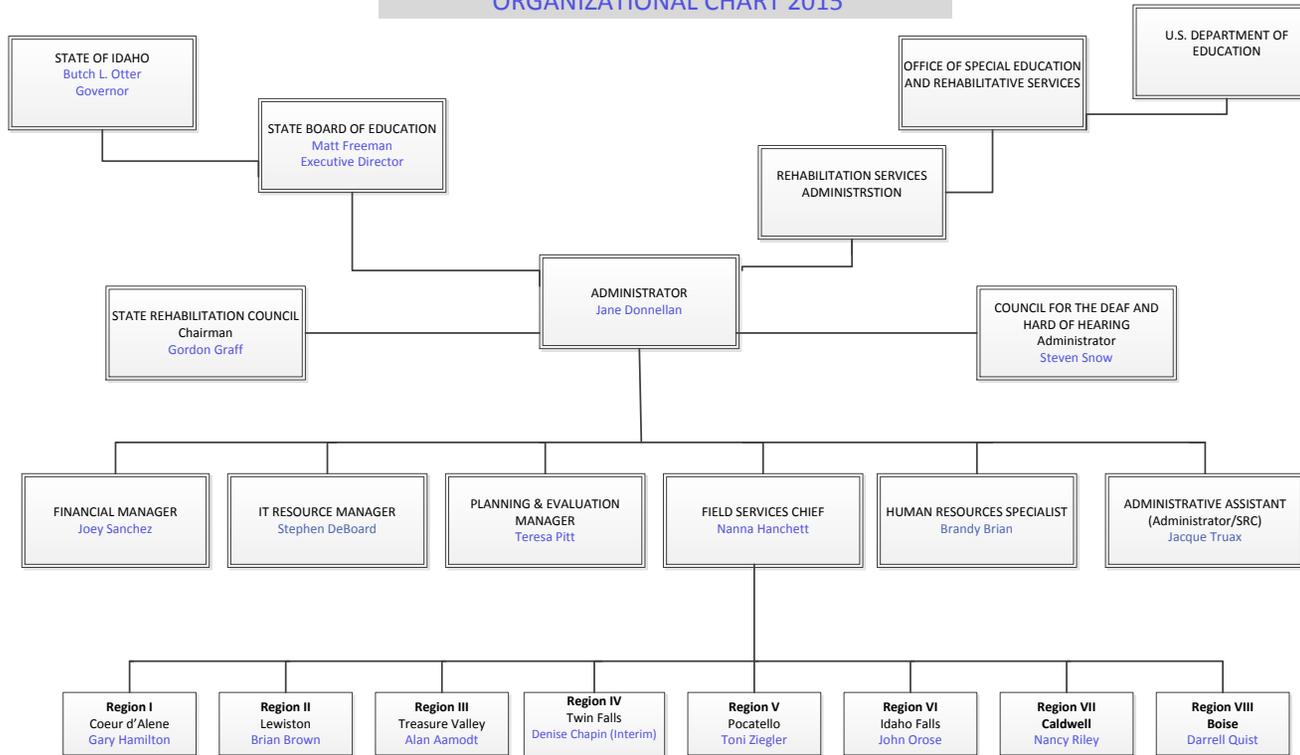


Leadership Team:
 Administrator
 Deputy Administrator
 Chief Fiscal Officer
 Director, Secondary Education
 Director, Program Standards
 Director of Operations
 Director, Idaho SkillStack
 Policy Coordinator

**IDAHO DIVISION OF
 PROFESSIONAL-TECHNICAL
 EDUCATION**
 October 16, 2015

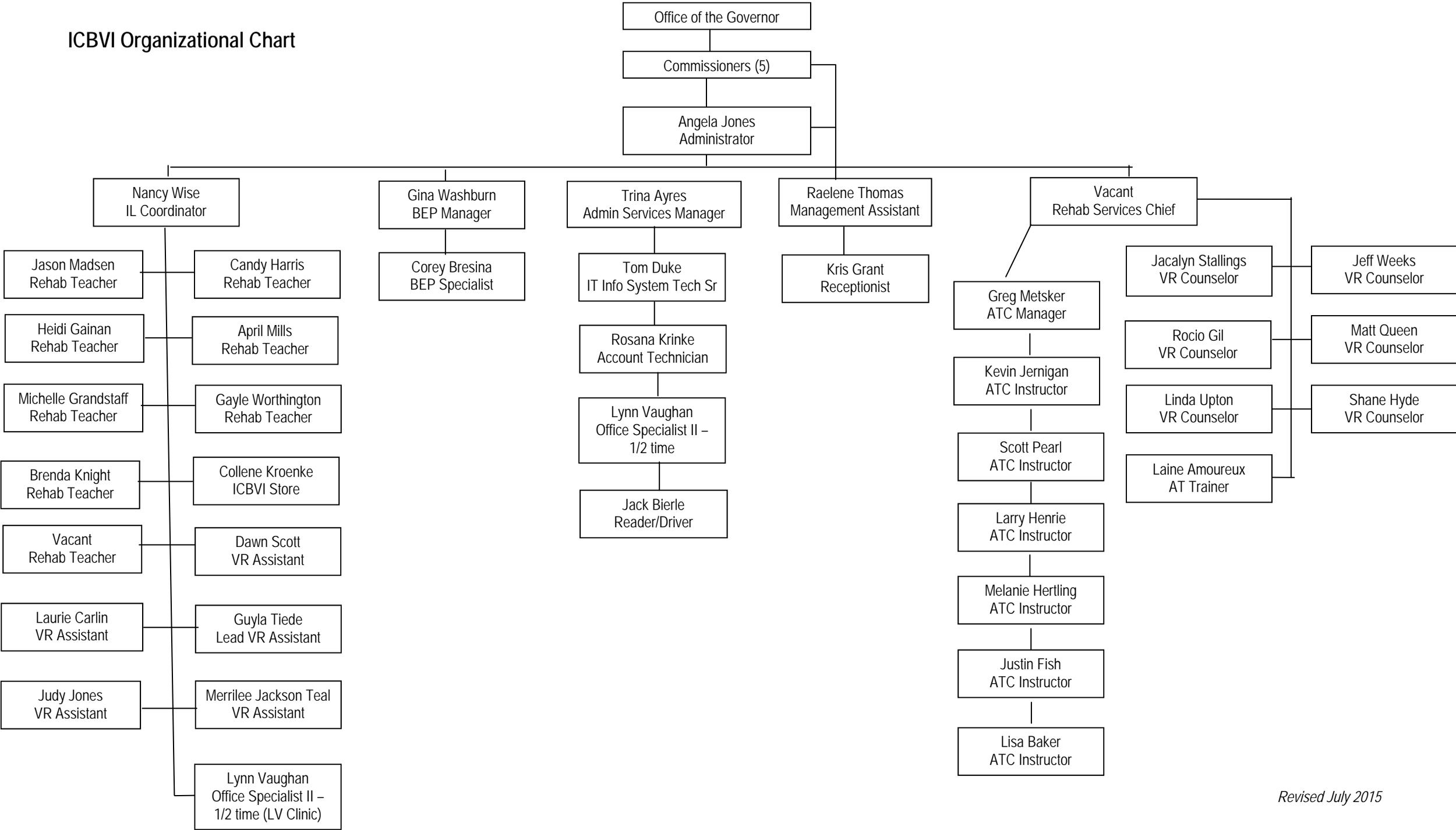


**IDAHO DIVISION OF VOCATIONAL REHABILITATION
ORGANIZATIONAL CHART 2015**

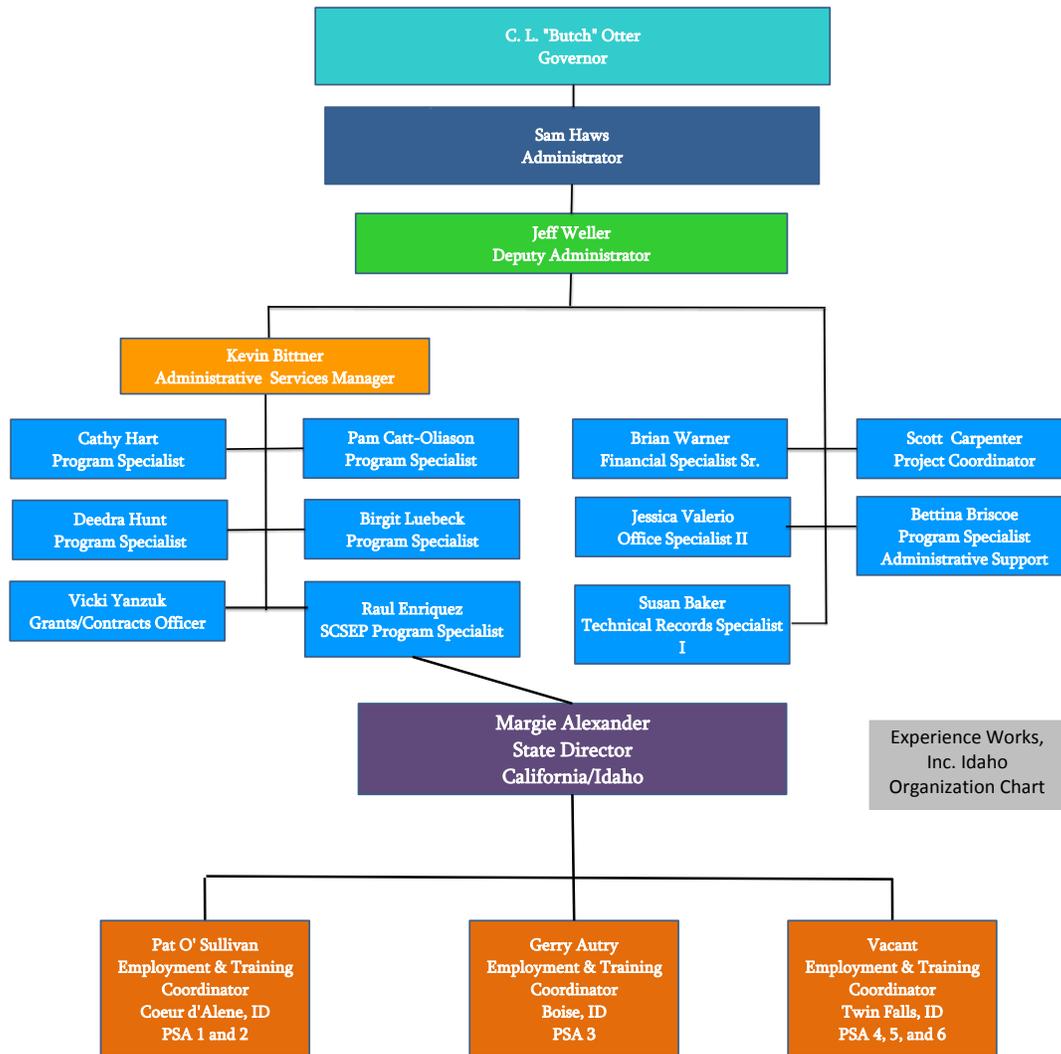


The level of boxes on this flow chart show reporting relationships only and have no significance with regard to the relative importance of the individual's position or status.

ICBVI Organizational Chart



Idaho Commission on Aging



Experience Works,
Inc. Idaho
Organization Chart

Priority of Service Policy

This section contains the Priority of Service Policy for the Idaho Department of Labor



The state will ensure that One-Stop staff provide veterans with priority in direct employment and training-related services and supportive services at any One-Stop Career Center receiving Wagner-Peyser funds or housing Wagner-Peyser staff as required by 20 CFR, Chapter IX, Subsection 1001.120, title 38 of US Code Chapter 41 and as set forth in the General and Special Grant Provisions of the current grant. The state has also incorporated the requirements of 20 CFR 1010.230, published at 73 Federal Register 78132 on Dec. 19, 2008, of the Jobs for Veterans Act regulations issued on Dec. 19, 2008, which gives eligible and qualified veterans (and certain spouses) priority over non-veterans. In making referrals of qualified applicants to job openings and training opportunities, the department shall observe the following order of priority:

- 1) Special Disabled Veterans;
- 2) Other disabled veterans; and
- 3) Other eligible veterans and eligible persons.

and may include veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge or expeditionary medal has been authorized, recently separated veterans (those within 36 months of separation from the military at the time of application), other eligible veterans, eligible spouses, non-veterans.

In addition to prominently displayed posters in One-Stop Career Centers informing veterans of priority of service, veterans are provided with notices of job openings prior to being published to the general public from the *IdahoWorks* labor exchange system.

Most USDOL programs have only general program eligibility requirements and do not target specific participant groups. For these programs, implementing veterans' priority poses few practical difficulties. In a few programs such as the WIA-funded Adult and Youth programs however, the veterans' priority will compete with existing statutory priorities that favor certain population groups and must be taken into account when applying the priority.

A covered person is entitled to and will be given priority over non-covered persons for the receipt of employment, training and placement services if the person otherwise meets the eligibility requirements for participation in the program.

A covered person is a veteran:

- a) Who served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge;
- b) Who was discharged or released from active duty because of a service-connected disability; or
- c) Who, as a member of a reserve component under an order to active duty pursuant to section 12301 (a), (d), or (g), 12302, or 12304 of Title 10, served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge.



A covered person also includes the spouse of any of the following:

- a) Any veteran who died of a service-connected disability.
- b) Any member of the Armed Forces on active duty who, at the time of application for assistance under this section, is listed in one of the following categories for at least 90 days: missing in action, captured in line of duty by hostile force, or forcibly detained or interned in line of duty by a foreign government or power.
- c) Any veteran who has a total disability resulting from a service-connected disability.
- d) Any veteran who died while a disability so evaluated was in existence.

For programs that have existing statutory priorities that target certain population groups, such as WIA Adult and Youth programs, the veterans' priority is applied to covered persons who meet program criteria. This means an individual meeting both the veterans' priority and the program requirements would receive the highest priority for WIA Youth or Adult services over a non-covered person, assessing the person's status in light of both the veterans' priority and the program's eligibility criteria.

Non-covered persons meeting program requirements will have preference over any covered person who does not meet these requirements. If both the non-covered person and the covered person are outside the program requirements, the covered person will have priority if the requirements of the program are ultimately met. No one, including a covered person, should receive any type of service if they do not meet the program eligibility criteria.

For programs that do not target specific groups, such as the WIA Dislocated Worker program, the veterans' priority is given to those that first meet the program's existing eligibility requirements. This means a covered person would receive priority for services over a non-covered individual, only after satisfying the Dislocated Worker program's eligibility requirements. In cases where targeting of a particular group is discretionary and not required by law, the veterans' priority for an individual takes precedence above the discretionary priority group.

Draft Career Ladder

This section contains a sample drafts of the Health Care Career Ladder being developed by the Idaho Division of Professional-Technical Education. The format and content of other Career Ladders will follow the same format.



Career Ladder for Health Care

DRAFT - Not for Publication

CORE SKILLS

Basic Health Care

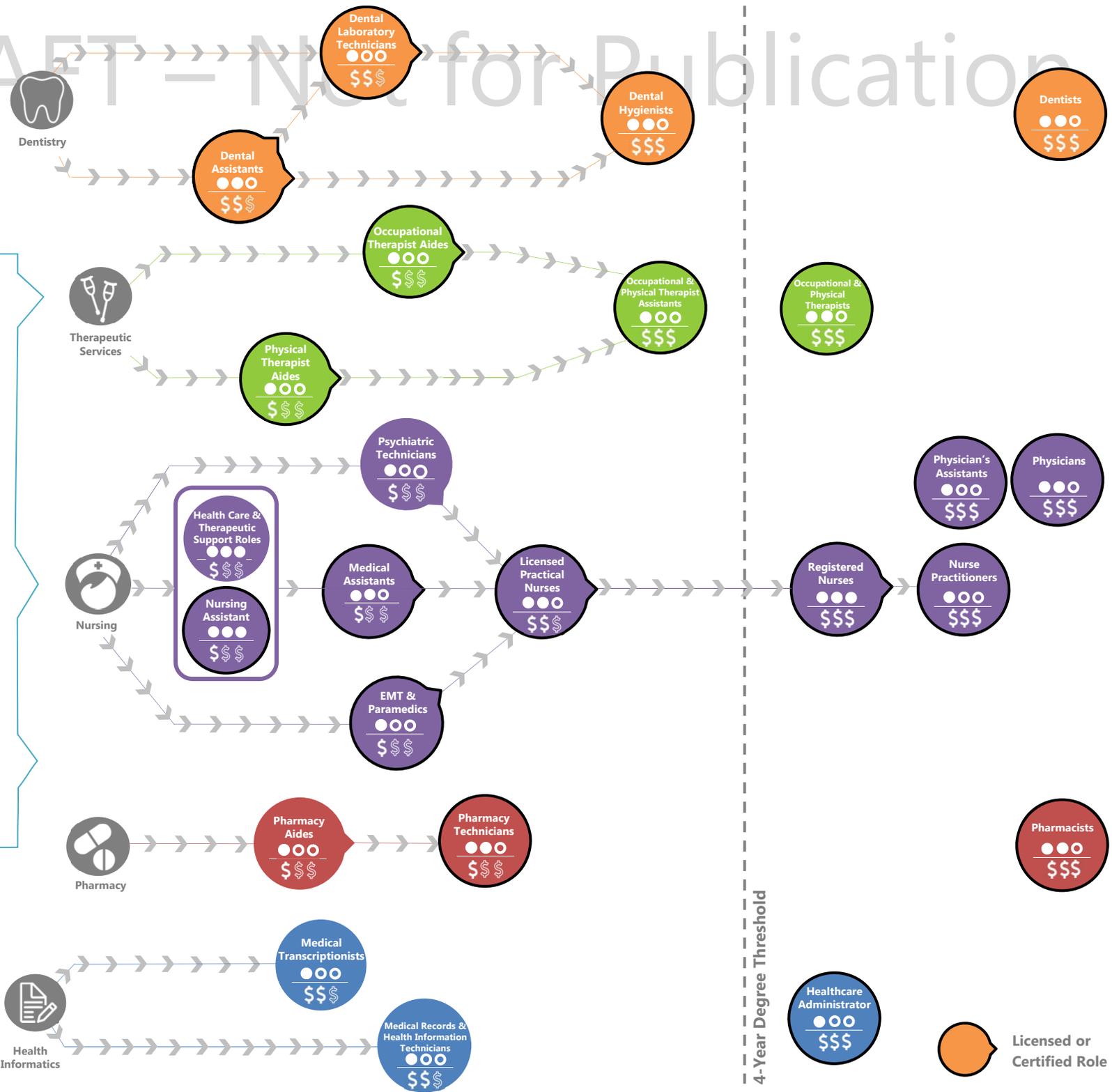
- Infection Control
- Medical Terminology
- Electronic Medical Records
- Patient Instruction
- Patient Preparation

Administrative

- Data Entry
- Cleaning
- Equipment Maintenance
- Scheduling / Appt. Setting

Baseline

- Basic Math
- Computer Skills
- Organizational Skills
- Customer Service
- Telephone Skills



Idaho Demand

Low	Medium	High
●○○	●●○	●●●

Hourly Wage

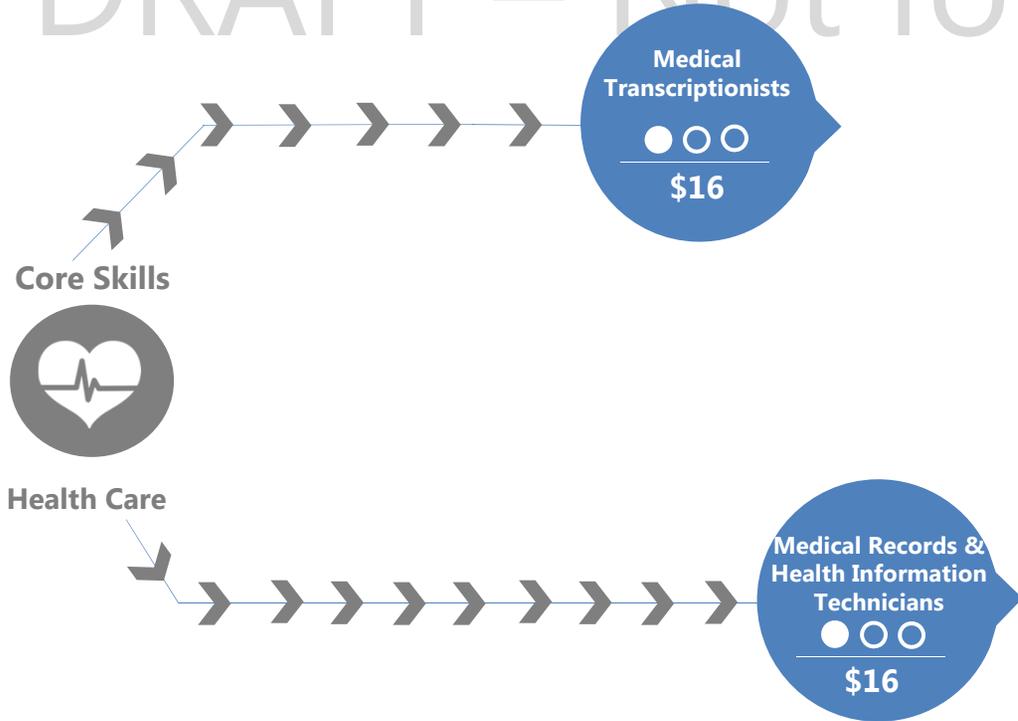
>\$15	\$15-25	>\$25
\$\$\$	\$\$	\$

Licensed or Certified Role



Health Informatics Pathway

DRAFT – Not for Publication



Advanced Roles:
To progress to advanced roles, significant education and experience is required

Medical Transcriptionist



- Transcribe medical records recorded by physicians in electronic form
- Edit the reports covering office visits, diagnostic studies and operations

Medical Records & Health Information Technicians



- Compile and maintain medical health records
 - Leverage knowledge of health care terminology to process patient information
- Advanced Skills:**
- Advanced knowledge of anatomy and medical terminology to process patient information
 - Data analysis and ability to audit coding quality

- Certified Professional Coder
- Certified Coding Specialist
- Registered Health Information Technician (typically requires AA)
- Registered Health Information Administrator (typically requires BA)

Idaho Demand



Subject Intensive



CERTIFICATIONS IN-DEMAND



Skills for Advancement

Medical Transcriptionists

- Medical Transcription
- Dictation
- Medical Terminology
- Transcription / Dictation Equipment

Additional Baseline Skills

- Word Processing Skills
- Strong Grammar, Punctuation
- Accuracy
- Listening Skills

Medical Records & Health Information Technicians

- Electronic Medical Records & Coding e.g.
 - ICD-10-CM Coding
 - CPT Coding
 - Outpatient / Inpatient Coding
- Health Information Management Systems
- Medical Billing
- HIPAA

Advanced Skills

- Knowledge of Anatomy
- Knowledge of Acute Care
- Data Analysis
- Legal Compliance
- Audit Physician Coding
- Diagnosis Related Coding Groups
- Medical Records Management

CERTIFICATION IN-DEMAND

- Certified Professional Coder
- Certified Coding Specialist
- Registered Health Information Technician
- Registered Health Information Administrator

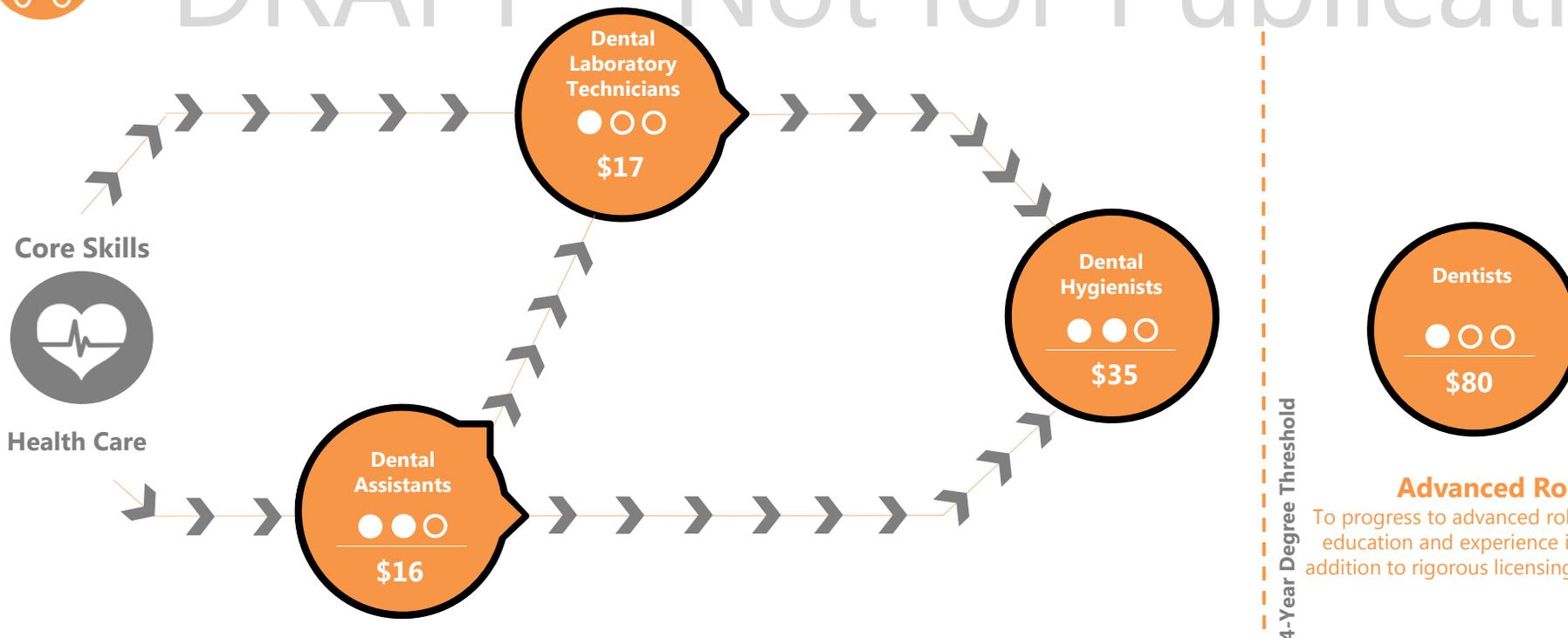
BADGES IN-DEMAND

PROGRAMS IN-DEMAND



Dentistry Pathway

DRAFT – Not for Publication



4-Year Degree Threshold

Advanced Roles:

To progress to advanced roles, significant education and experience is required in addition to rigorous licensing requirements

Dental Assistants



- Prepare and disinfect dental instruments and X-Ray equipment
- Schedule appointments and maintain patients' dental histories

Advanced Skills

- Knowledge of X-ray unit
- Dental Board and Insurance Policies
- Dental Pharmacology

CERTIFICATION IN-DEMAND

- Certified Dental Assistant
- First Aid CPR / AED
- Radiography Certification

Dental Laboratory Technicians



- Design and create acrylic, ceramic, and metal dentures using computer software
- Provide orthodontic patient care

- Certified Dental Technician
- American Heart Association Basic Cardiac Life Support
- First Aid CPR / AED

Dental Hygienists



- Perform preventive dental and hygiene services including chair-side instruction and patient education in the prevention and control of dental disease
- Prepare patient and operator for dental procedures, which include obtaining vital signs, X-ray and x-ray developing

- Dental Hygienist (State License)
- Extended Access Dental Hygiene (State License)
- Expanded Functions Dental Assistant (State License)

Idaho Demand

Low: 1 filled circle, 2 empty circles
 Medium: 2 filled circles, 1 empty circle
 High: 3 filled circles

Subject Intensive

Math: calculator icon
 Writing: document icon
 People Skills: group of people icon

Skilled Labor: wrench and gear icon
 Science: microscope icon
 Computer Skills: computer monitor icon



Skills for Advancement

Dental Assistants

- Patient Care
- Knowledge of Oral Health Care and Oral Hygiene Strategies
- Dental Instruments
- Cleaning and Infection Control
- Dental Histories

Additional Baseline Skills

- Front Office Skills
- Inventory Monitoring
- Scheduling and Treatment Planning

Advanced Skills

- Knowledge of X-ray unit
- Dental Board and Insurance Policies
- Dental Pharmacology

Dental Laboratory Technicians

Dental Skills

- Acrylic/Metal/Ceramic Dentures
- Orthodontic Patient Care

Science & Laboratory Skills

- Knowledge of Inorganic Chemistry
- Knowledge of Occlusion and Anatomy
- Laboratory Procedures
- Prostheses Manufacturing and Maintenance
- Dental Lab Equipment Repair
- Computer Aided Design (CAD)



Dental Hygienists

Dental Skills

- Dental & Oral Hygiene
- Prophylaxis
- Dental X-Rays
- Sealants
- Dental Education and Instruction
- Fluoride Application

Medical Skills

- Debridement
- Anesthetics

CERTIFICATION IN-DEMAND

- Certified Dental Assistant
- First Aid CPR / AED
- Radiography Certification

- Certified Dental Technician
- Basic Cardiac Life Support
- First Aid CPR / AED

- Dental Hygienist (State License)
- Extended Access Dental Hygiene (State License)
- Expanded Functions Dental Assistant (State License)

BADGES IN-DEMAND

PROGRAMS IN-DEMAND



Pharmacy Pathway

DRAFT – Not for Publication

Core Skills



Health Care



Pharmacy Aides

● ○ ○

\$11



Pharmacy Technicians

● ● ○

\$15

4-Year Degree Threshold

Pharmacist

● ● ○

\$55

Advanced Roles:

To progress to advanced roles, significant education and experience is required in addition to rigorous licensing requirements

Pharmacy Aides



- Assist pharmacist with medication sales and delivery, including customer service and cash register operations
- Record and maintain patient information

Advanced Skills:

- Pharmacy equipment Inspection
- Store and Inventory Management

Pharmacy Technicians



- Assist with back office pharmacy operations such as calculating dosages and labeling medications in line with current health care and industry regulations

Idaho Demand



Subject Intensive



CERTIFICATION IN-DEMAND

- Certified Pharmacy Assistant
- First Aid CPR / AED

- Certified Pharmacy Technician (ExCPT or PTCB)
- First Aid CPR / AED



Skills for Advancement

Pharmacy Aides

- Cash Register Operation
- Patient Information and Records
- Knowledge of Prescription Medication
- Medication Delivery

Additional Baseline Skills

- Detail Orientation
- Data Entry

Advanced Skills

- Pharmacy equipment Inspection
- Store and Inventory Management

+ Pharmacy Technicians

Pharmacy Skills

- Prescription Filling & Preparation
- Dose Calculation, Packaging & Labeling

Legal Skills

- HIPAA and IDBOP Regulations

Medical Skills

- Aseptic Technique

CERTIFICATION IN-DEMAND

- Idaho Certified Pharmacy Assistant
- First Aid CPR / AED

- Certified Pharmacy Technician (ExCPT or PTCB)
- First Aid CPR / AED

BADGES IN-DEMAND

PROGRAMS IN-DEMAND



Skills for Advancement

Physical Therapy Aides

Therapy & Medical Skills

- Patient Transportation and Transfer
- Patient Preparation
- Treatment Area Preparation & Scheduling
- Infection Control
- Cleaning

Administrative Skills

- Appointment Setting
- Maintaining Patient Records

Occupational Therapy Aides

Therapy & Medical Skills

- Treatment Area Preparation & Scheduling
- Patient Preparation
- Patient Transportation and Transfer
- Patient Care Assistance
- Equipment Maintenance
- Supplies Procurement
- Infection Control



Occupational and Physical Therapy Assistants

- Guide Patient Therapy
- Deep Tissue Massage
- Treatment Planning
- Patient / Family Education and Instruction
- Discharge Planning
- Case Management
- Patient Evaluation

CERTIFICATION IN-DEMAND

- First Aid CPR / AED

- First Aid CPR / AED

- Licensed Physical Therapist Assistant (State License)
- Licensed Occupational Therapist Assistant (State License)
- Certificate from accredited two year program

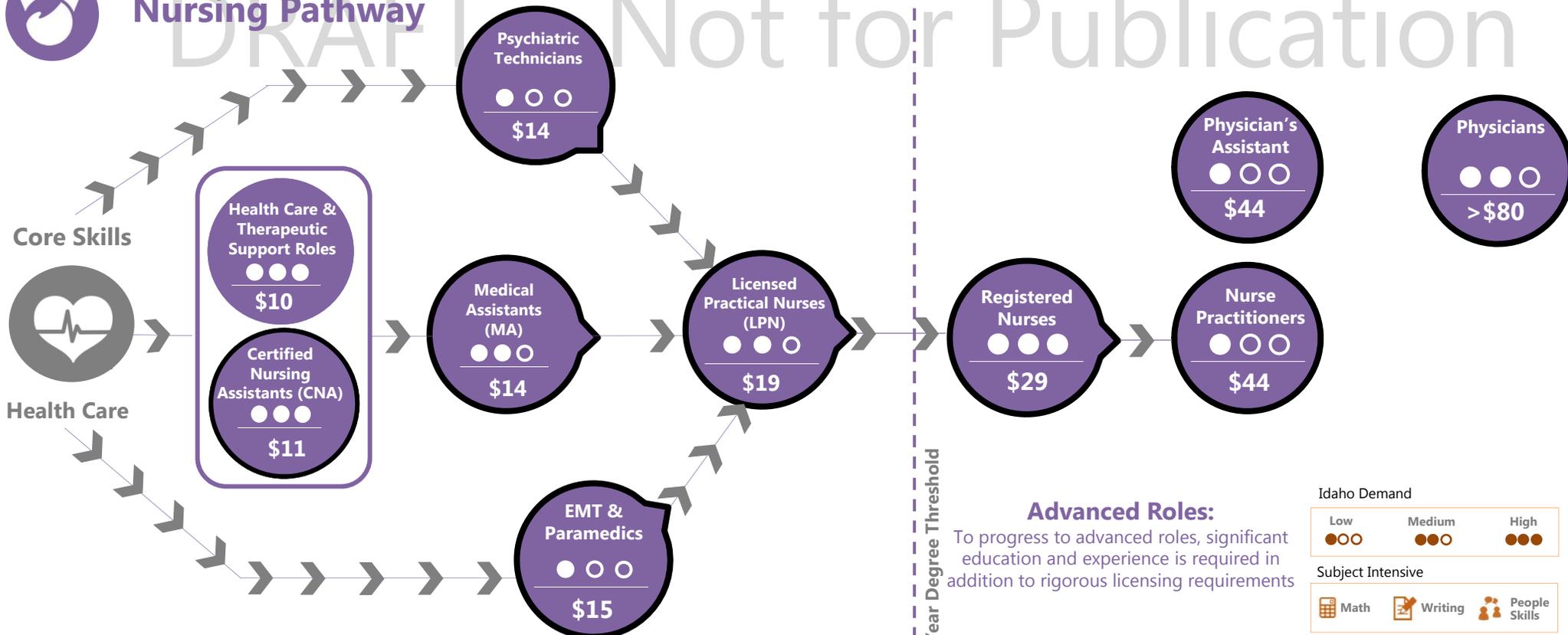
BADGES IN-DEMAND

PROGRAMS IN-DEMAND



Nursing Pathway

DRAFT Not for Publication



Advanced Roles:

To progress to advanced roles, significant education and experience is required in addition to rigorous licensing requirements

Idaho Demand

Low ●○○ Medium ●●○ High ●●●

Subject Intensive

Math Writing People Skills

Skilled Labor Science Computer Skills

Health Care & Therapeutic Support Roles

Home & Personal Care Aides



- Provide personal care such as bathing, dressing, and grooming of patient
- Provide individualized healthcare such as changing bandages, applying medications and supporting patients with disabilities

Psychiatric / Mental Health Aides



- Assist patients with daily living activities
- Provide emotional support and recording patient information

Health Care Support Workers



- Maintain patient records
- Prepare patients for treatments
- Prepare, disinfect and perform safety checks on medical equipment

EMT & Paramedics



- Provide direct patient care in Emergency Room
- Assist in the delivery of medical care with RNs and physicians

Psychiatric Technicians



- Plan and monitor patient treatments
- Facilitate interpersonal relations
- Administer oral or injectable medications

CNAs, MAs & LPNs



- Provide a variety of patient care under supervision of nursing staff and physicians
- Patient care performed in hospitals, nursing homes and similar institutions

CERTIFICATION IN-DEMAND

- | | | | | | |
|---|---|---|--|---|---|
| <ul style="list-style-type: none"> • Home Health Aide • First Aid CPR / AED | <ul style="list-style-type: none"> • First Aid CPR / AED | <ul style="list-style-type: none"> • First Aid CPR / AED | <ul style="list-style-type: none"> • EMS License (State Licensure) • Pediatric and Advanced Life Support (PALS) (ACLS) | <ul style="list-style-type: none"> • First Aid CPR / AED | <ul style="list-style-type: none"> • Certified Nursing Assistant (State Certificate) • Licensed Vocational Nurse (State License) • Certified Medical Assistant |
|---|---|---|--|---|---|



Skills for Advancement

Home & Personal Care Aides

- Meal Preparation
- Patient Care / Assisted Living
- Home Care & Management
- Laundry & Cleaning
- Medicine Administration

Additional Baseline Skills

- Compassion & Empathy

Psychiatric / Mental Health Aides

- Patient Care / Assisted Living
- Therapeutic Crisis Intervention
- Vital Sign Measurement
- Patient Documentation
- Medicine Administration

Baseline Skills

- Professional Demeanor
- Compassion & Empathy

Health Care & Therapeutic Support Roles

- Aseptic Technique
- Patient Preparation
- Patient Documentation
- Patient Direction

Endoscopy Support

- Endoscopy Preparation & Equipment
- Gastrointestinal Knowledge

Speech Language Pathology Support

- SL Screening
- SL Equipment & Technology

Phlebotomy Support

- Venipuncture & Capillary Technique
- Blood Collection, Draws and Samples
- Urine Drug Screens

EMT & Paramedics

- Basic Trauma Life Support (BTLS)
- Electrocardiogram (EKG)
- Emergency Care
- Vital Signs Measurement
- Splints
- Emergency Vehicle Operation
- Airway Management

Baseline Skills

- Professional Demeanor
- Compassion & Empathy

Psychiatric Technicians

- Leading Group Therapy Sessions
- Treatment Planning
- Patient Treatment
- Behavior Management
- Basic Nursing Procedures
- Behavioral Medicine



Licensed Nursing & Medical Assistants Roles

- Clinical Experience
- Medication Administration
- IV Administration
- Medical Data Entry
- Patient Care Coordination
- Basic Nursing Care

CERTIFICATION IN-DEMAND

- Home Health Aide
- First Aid CPR / AED

- First Aid CPR / AED

- First Aid CPR / AED

- EMT Certification
- First Aid CPR / AED
- Pediatric and Advanced Life Support (PALS) (ACLS)

- First Aid CPR / AED

- Certified Nursing Assistant
- Licensed Vocational Nurse
- IV Certification
- Certified Medical Assistant

BADGES IN-DEMAND

PROGRAMS IN-DEMAND

Technical Assistance Resources for Accessibility Training

This section contains a list of technical assistance resources. The list was compiled by the Idaho Division of Vocational Rehabilitation.

Accessibility of One-Stops – Training Resources and Support

Resources and training on the Americans with Disability Act (ADA) and accessibility can be found locally and nationally. Many resources are free and are available via the internet. Some of the following agencies provide disability accommodation and accessibility information:

- **National Clearinghouse of Rehabilitation Training Materials** provides resources on accessibility to meet requirements of Section 508 (accessible electronic and information technology for federal agencies) of the Rehabilitation Act of 1973. neweditions.net/projects/descriptions/national-clearinghouse-rehabilitation-training-materials-and-webinar-support
- **Disability.gov** is the federal government website for comprehensive information about disability-related programs, services, policies, laws, and regulations. The site links to thousands of resources from many different federal government agencies, as well as state and local governments and nonprofit organizations across the country. www.disability.gov
- **The ADA National Network Centers** made up off ADA professionals and experts charged with assisting businesses, state and local governments, and people with disabilities as they manage the process of changing our culture to be user friendly to disability and the effect the variety of health conditions can have on society. Training on all aspects of the ADA is one of the major tasks of the Northwest ADA Center. nwadacenter.org
- **The Idaho affiliate of the Northwest ADA Center-Idaho** is formerly known as the Idaho Task Force on the ADA. There are four partners in the ADA coalition composed of the three Idaho Centers for Independent Living (CIL) and a state coordinator.
- **The Job Accommodation Network (JAN)** is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. askjan.org

Acronyms used in the Combined State Plan

This section contains a list of common acronyms used in or pertaining to the Combined State Plan.

Idaho WIOA Combined State Plan – Pertinent Acronyms

ABE – Adult Basic Education

ACS – American Community Survey

ADRC – Aging and Disability Resource Center

AEFLA – Adult Education and Family Literacy Act of 1998

AJC – American Job Center

BSS – Business Solutions Specialists

CDBG – Community Development Block Grant

CIS – Career Information System

CRM – Customer Relationship Management

CSPD – Comprehensive System of Personnel Development

DVAE – Disabled Veterans Average Earnings

DVEER – Disabled Veterans Entered Employment Rate

DVERR – Disabled Veterans Employment Retention Rate

DVET - Director for Veterans' Employment and Training

DVOP – Disabled Veterans' Outreach Program

EEO – Equal Employment Opportunity

ES – Employment Services

ESL – English as a Second Language

ETC – Employment Training Counselor

ETP – Eligible Training Provider for Title IB occupational skills training

FERPA – Family Educational Rights and Privacy Act of 1974

FHA – Federal Housing Administration

FY- Fiscal Year

GED – General Educational Development

HUD – US Department of Housing and Urban Development

ICBVI – Idaho Commission for the Blind and Visually Impaired

ICOA – Idaho Commission on Aging

IDOL – Idaho Department of Labor

IDVR – Idaho Division of Vocational Rehabilitation

IESDB – Idaho Educational Services for the Deaf and Blind

IMAS – Idaho Management and Accountability System

IRIS – Idaho Records Information System

ISC – Intensive Services Coordinator

iUS – Internet Unemployment System developed by Idaho Department of Labor

LMI – Labor Market Information

LVER – Local Veterans’ Employment Representative

MIS – Management Information System

MOA – Memorandum of Agreement

MOU – Memorandum of Understanding

MSD – Most Significant Disability

MSFW – Migrant and Seasonal Farmworker

NDWG – National Dislocated Worker Grant

OAA – Older Americans Act

OJT – On-the-Job Training

PTE – Idaho Division of Professional-Technical Education

PY – Program Year

NEG – National Emergency Grant

REA – Reemployment Eligibility Assessment

RESEA – Reemployment Services and Eligibility Assessment

RSA – The Rehabilitation Services Administration

SBE - Significant Barrier to Employment

SCSEP – Senior Community Service Employment Program

SD – Significant Disability

SNAP – Supplemental Nutrition Assistance Program

TAA – Trade Adjustment Assistance

TAFI – Temporary Assistance for Families in Idaho

TAG – Technical Assistance Guide

TANF – Temporary Assistance for Needy Families

UCX – Unemployment Compensation for Ex-Servicemembers

UI – Unemployment Insurance

USDOL – U.S. Department of Labor

VA – Department of Veterans Affairs

VEER – Veterans’ Entered Employment Rate

VERR – Veterans’ Employment Retention Rate

VETS – Veterans’ Employment and Training Service

VR – Vocational Rehabilitation

VR&R – Vocational Rehabilitation and Employment Program

WIA – The Workforce Investment Act of 1998

WIOA – The Workforce Innovation and Opportunity Act of 2014

W-P – Wagner-Peyser

Public Comment Summary and Responses

This section of appendix contains the following documents pertaining to the public comment process for Idaho's Combined State Plan.

- Summary of outreach efforts
- Summary of comments received
- Summary of responses
- Copies of original documents
 - Public Comment Notice
 - Original copies of comments as received
 - Original copies of formal responses

Summary of Outreach Efforts

The process used to inform the public about, and solicit feedback regarding the Idaho WIOA Combined State plan was a collaborative effort between the core and partner programs, as represented by the team writing the State Plan, and referred to below as the “State Plan Team.”

After receiving approval of the draft plan from the Workforce Development Council (State Workforce Board), the State Plan team collectively drafted the *Public Comment Notice* (included with this appendix) and coordinated outreach for various stakeholder groups.

In preparation for the state plan public comment period, a friendly URL and email address were created to facilitate ease of public access. The web address www.labor.idaho.gov/WIOAStatePlan directed the public to where the draft plan was available for public comment. This web address will later house a copy of the approved state plan and any modifications. The email address WIOAPlan@labor.idaho.gov was also widely distributed to ensure that comments were directed to a central location.

The Idaho Department of Labor Communications Department led the effort to ensure the public was notified of the state plan public comment opportunity. Beginning January 20, 2016, a notice was posted at the top of the www.labor.idaho.gov homepage and also under the news headlines. The following day, a news release was pushed out to all of subscribers to the Idaho Department of Labor’s emails and delivered to over 77 media outlets, including 48 newspapers, 15 radio stations and 12 television stations.

The Idaho Department of Labor’s Communications Department also saturated social media with notice of the State Plan and comment period. On January 22, 2016, postings were made to department Facebook and LinkedIn accounts. Both Idaho Department of Labor Twitter accounts @IdahoLabor and @IdahoJob also posted notice of state plan public comment.

Finally, the state plan team conducted outreach to specific stakeholder groups, including the Workforce Development Council, local providers, educators, counselors, and customers. A summary of these outreach efforts is included below.

Idaho Workforce Development Council (State Workforce Board)

Staff working on the state plan provided an update on the status of the Idaho WIOA State Plan to the Idaho Workforce Development Council at the October 19, 2015 meeting. This presentation provided the scope, timeline, approval process for the plan and implementation responsibilities of the state board.

As part of the advance public notification for the Workforce Development Council meeting on January 13, 2016, the 2016 Idaho WIOA State Plan for Review was posted on the Workforce Development Council meeting webpage. Release notes informing council members about the planning and approval process and an executive summary were posted along with the draft state plan. The “common planning elements” and common assurances were identified as the “Combined” portion of the plan and program-specific requirements were posted as separate documents.

At the January 13, 2016 Workforce Development Council meeting, lead program staff responsible for the state plan led a series of presentations to cover the content included in the Combined State Plan. Separate presentations on the individual program requirements for each partner program were also provided by program staff. After the presentations and opportunity for discussion, the council approved the Idaho Combined State Plan. The meeting agenda is posted here:

<https://labor.idaho.gov/wia1/meetings/011316/Agenda.pdf>.

Persons with Disabilities and other Vocational Rehabilitation Stakeholders

In Idaho Vocational rehabilitation activities are carried out by two independent agencies: the Idaho Commission for the Blind and Visually Impaired, and the Division of Vocational Rehabilitation.

Idaho Commission for the Blind and Visually Impaired

The Idaho Commission for the Blind and Visually Impaired (ICBVI) sent out public comment notices to all field offices across the state which indicated detailed information on the public comment period. The notices were posted in the regional offices where clients could read it when in the office for other services. If any individuals required special accommodations, such as Braille or large print, that was provided by the Boise office.

The notice on the public comment period was shared with the ICBVI Board of Commissioners. Through the ICBVI Board, the National Federation for the Blind (NFB) the Business Enterprise Program (BEP) were also informed of the Combine State Plan and comment period. The notice was also posted on the Commission public website at www.icbvi.idaho.gov, asking for feedback of the Combined State Plan.

Idaho Division of Vocational Rehabilitation

In addition to the public comment activities conducted for the Idaho Combined State Plan, the Division of Vocational Rehabilitation engaged in concurrent public comment specifically on the VR Services Portion of the State Plan to specifically solicit comment from stakeholders and individuals with disabilities regarding the proposed changes to the Division's Customer Financial Participation in the Cost of Services policy, as required per 34 CFR 361.20.

- A separate notice of public comment was posted on the IDVR website from January 20-February 16, 2016. This notice included specific language to highlight the proposed policy changes that are substantive and therefore require public comment/input. The notice allowed for comments to be submitted through e-mail, mail or hand delivery. This announcement provided details to include the comment time period, instructions to provide comment, as well as public viewing and accessible format requests. The website also provided a link to the Idaho Combined State Plan public comment notice.
- IDVR made additional efforts to solicit input by publicizing a two-hour telephone call in period on February 9, from 4:00-6:00 pm MST to accept verbal comment on the VR Services Portion of the State Plan and/or to the proposed policy change mentioned above.
- Public comment notices were posted in all IDVR field offices for the duration of the public comment period in an effort to inform individuals with disabilities and their representatives of the opportunity to provide input.
- E-mails were distributed to various stakeholders on January 20th to include the following organizations:
 - State of Idaho Departments: Corrections, Juvenile Corrections, Industrial Commission, Health & Welfare, Commission for Blind and Visually Impaired, Council on Deaf and Hard of Hearing, State Board of Education and all IDVR staff.
 - Various Disability Stakeholder Organizations: State Rehabilitation Council Members, Idaho School for the Deaf and Blind, Idaho Council on Developmental Disabilities, Center on Disabilities & Human Development, Disability Northwest, Inc., Idaho Assistive Technology Project, ADA Task Force, State Independent Living Council, Life Inc, Disability Rights Idaho, Disability Northwest, Inc, Idaho Center for Independent Living, Disability Resource Center – BSU, University of Washington – Center for Continuing Education, Idaho American Indian Vocational Rehabilitation Services Programs (AIVRS), and all

Idaho Community Rehabilitation Programs.

The text of the email sent by the Division is included below:

This e-mail is to notify you that the Idaho Division of Vocational Rehabilitation (IDVR) is announcing a period of public comment on the draft VR Services Portion of the Combined State Plan. Additionally, IDVR is specifically seeking comment on the proposed policy and business rule changes to the customer financial participation in the cost of services, which are located at the end of the State Plan.

You may find the draft VR Services Portion of the Combined State Plan at vr.idaho.gov/StatePlan, along with the official Notice of Public Comment at <http://vr.idaho.gov/>.

Public comment for the VR Services Portion of the Combined State Plan will be taken from January 20, 2016 - February 12, 2016.

Please forward this e-mail to other interested parties.

You may also find the Idaho Combined State Plan at <http://labor.idaho.gov/dnn/idl/PublicComment.aspx>, along with all of the program specific plans.

Education and Literacy Stakeholder Groups

The Idaho Division of Professional-Technical Education sent emails to a variety of stakeholders, including literacy and English language providers (both AEFLA and non-AEFLA funded), refugee services, the Idaho State Board of Education, representatives from the Carl D. Perkins program, and GED testing centers. These emails were sent by the State Coordinator for Adult Basic Education, as the Title II representative, and attached to the email was the formal Notice of Public Comment document.

I am pleased to announce that Idaho has posted its proposed *Combined State Plan* for implementation of the Workforce Innovation and Opportunity Act. This plan will affect much of Idaho's Workforce Development system and is scheduled to go into effect on July 1, 2016. Those of you who operate, or collaborate with Idaho's Adult Education programs funded under Title II of WIA/WIOA or who interact with the Workforce Development System as partners, are encouraged to review and comment on the plan.

This plan will be open for public comment until February 19, 2016. Please see the attached announcement for more information about how to view and comment on the plan. This plan will also be shared with ABE programs, GED testing centers, the Division of Professional-Technical Education, and stakeholders of other affected agencies including Department of Labor, Vocational Rehabilitation, Idaho Commission for the Blind and Visually Impaired, and the Idaho Commission on Aging. Please also feel free to forward this information to any other partners who may be interested in viewing the plan.

We look forward to your input.

Senior Community Service Employment Program Stakeholder Groups

The Idaho Commission on Aging sent emails to various stakeholder groups and posted information on social media. A summary of these items is included below.

As required by Older Americans Act Section 503(a)2 the following email invitation was sent out to the required partners. (Area Agencies on Aging and the Federal Grantee: Experience Works) The email invitation was released on 01/22/2016.

On behalf of ICOA Administrator, Sam Haws, we would like to invite feedback on the 2016-2020 Senior Community Service Employment Program (SCSEP) State Plan. The SCSEP State Plan is out for public comment and posted on the Idaho Department of Labor website. (<http://labor.idaho.gov/dnn/idl/PublicComment.aspx>) The SCSEP State Plan will be submitted as part of the Workforce Innovation and Opportunity Act Combined State Plan. Public Comment period will close on February 19, 2016.

Please submit any comments to the following email address WIOAPlan@labor.idaho.gov and include "SCSEP State Plan" in the subject title.

The following invitation was sent to all SCSEP Participants in the state program.

The SCSEP State Plan is out for public comment and posted on the Idaho Department of Labor website. (<http://labor.idaho.gov/dnn/idl/PublicComment.aspx>) The SCSEP State Plan will be submitted as part of the Workforce Innovation and Opportunity Act Combined State Plan. Public Comment period will close on February 19, 2016.

The following Facebook post was shared on 02/04/2016 to invite the public and stakeholders to comment on the plan.

The Senior Community Service Employment Program (SCSEP) provides unemployed, low income, individuals 55 and older with part-time, work-based training opportunities. The SCSEP State Plan is out for public comment and posted on the Idaho Department of Labor website. (<http://labor.idaho.gov/dnn/idl/PublicComment.aspx>) The SCSEP State Plan will be submitted as part of the Workforce Innovation and Opportunity Act Combined State Plan. Public Comment period will close on February 19, 2016.

Groups Representing Organized Labor

On February 2, 2016 the State plan team met with staff from the Idaho Department of Labor, a representative of the Idaho Chapter of AFL-CIO, and a member of Idaho's Workforce Development Council representing organized labor. At the meeting, the team discussed how the state's strategies outlined in the plan aligned with priorities and language proposed by the national AFL-CIO organization. The Idaho chapter's representative sought the team's feedback in regard to tailoring their comments to be more meaningful and relevant for Idaho's State Plan.

Although no formal comments were ultimately submitted by the Idaho AFL-CIO, the State Plan team was able to engage the representatives in meaningful dialogue about the Plan's strategies and goals and to ensure that the plan met the needs of this group.

Summary of Comments Received

The State of Idaho received five written comments through formal channels. As stated in the Notice of Public Comment, only those comments received in writing through formal channels would be considered. The full text of each submission is included in this appendix. Follows is a high-level summary of these comments, arranged in alphabetical order by the name of the group/agency.

- **Area Agency on Aging, Pocatello ID** – Short Email, generally focused on the SCEP program plan. Generally positive feedback. Requested “a clear and distinct brochure to hand out” for Information Fairs.
- **Idaho Council on Developmental Disabilities** – Two-page letter, primarily focused on the VR program plan. Requested additional clarification on specific aspects of the VR plan. Emphasized that work-based experiences should take place in integrated work settings and not in segregated facilities. Stressed the need for quality staff. Stressed the need for customer input and a customer satisfaction process.
- **Nez Perce Tribe** – Two page letter, primarily focused on the State Workforce Development Council. The Tribe requested that the Governor appoint a tribal representative as a Council member.
- **RespectAbility** – 30-page brief, primarily focused on individuals with disabilities as represented throughout the plan. The brief is “structured around those points where greater clarity, precision, and data are needed to ensure that people with disabilities will be better equipped to pursue the American Dream. In particular, one areas that were especially helpful to the Idaho State Plan team were in regards to advocating for people with disabilities among employers.
- **State Rehabilitation Council** – One-page letter, primarily focused on the VR program plan. Provided support for the proposed changes to the Financial Participation Assessment (FPA). Expressed concern regarding the process for updating Section as Business Rule rather than promulgating these changes through law.

Summary of Responses

The extent to which the State Plan team responded to or incorporated the above comments into the state plan vary. In some cases, a specific and direct response was warranted. In other cases, the response was to update the state plan appropriately. The following list provides a high-level overview of the State’s responses to comments received. The majority of comments received were directed at the program-specific plan for the Idaho Division of Vocational Rehabilitation (IDVR). Therefore, the IDVR responses are included in greater detail after the bulleted list.

- **Area Agency on Aging, Pocatello ID** – No changes to the plan were made based on public comment. However, in response to the one received public comment, the Idaho Commission on Aging will provide brochures to the Area Agencies on Aging to distribute SCSEP information during health fairs.
- **Idaho Council on Developmental Disabilities** – See IDVR Response summary below.
- **Nez Perce Tribe** – The Director of the Idaho Department of Labor responded to the request by the Nez Perce tribe in a written letter. That letter is included following the public comment summary.
- **RespectAbility** – Upon review of comments submitted by RespectAbility, the State Plan team updated the State plan in the following areas:
 - Clarified the type of data that could be included with the State Annual report, in addition to the performance measures required by Section 116 (see Section (II)(b)(4))

- “Assessment” and Section (III)(b)(4)(A) Assessment of Core Programs).
- Added language that addressed the need to advocate with employers on the behalf of populations with barriers. While the RespectAbility brief called for such advocacy on behalf of persons with disabilities, the State Plan team found it appropriate to expand this advocacy for all populations with barriers. (see Section (III)(a)(C) “Coordination, Alignment, and Provision of Services to Individuals, and Section (III)(a)(D) “Coordination, Alignment, and Provision of Services to Employers.”)
- **State Rehabilitation Council** – See IDVR Response summary below..

Summary of Public Comment on the VR Services Portion of the State Plan

Public Comment on the VR Services Portion of the State Plan was specifically made by three organizations; RespectAbility, the Idaho Council on Developmental Disabilities (ICDD), and the State Rehabilitation Council (SRC). RespectAbility provided input to both the VR State Plan and the overall Idaho Combined State Plan. Public comment was submitted through approved methods. IDVR is required to accept input from the SRC on the VR Services Portion of the State Plan and/or related to substantive policy/procedure changes.

State Rehabilitation Council comments:

The State Rehabilitation Council (SRC) supports the Idaho Division of Vocational Rehabilitation in their WIOA State Plan submission. Regarding the Financial Participation Assessment (FPA) section of the plan, the SRC had extensive discussion at the January 21, 2016 quarterly meeting and voted to support the proposed changes the division drafter concerning the FPA.

Subsequent input during the public comment period for the Sate Plan has been minimal. The one concern brought forward was a belief that the policy changes set forth in the revision of Section 8 and the Business Rule are not compliant with the Idaho Administrative Procedures Act in that issues that have a substantive impact on client’s rights are expected to be enforced are rules under the act, and must be properly promulgated. Encompassing the process in the Business Rule and not the Policy Manual does not solve that problem.

IDVR Response & Change in State Plan:

The Division followed appropriate Idaho rulemaking processes, including those of the State of Idaho’s Administrative Procedures Act (APA). The Division worked with State Board of Education staff regarding the rulemaking process to promote compliance with the APA and will continue to do so. IDVR’s policy regarding customer financial participation which explains the method used to determine the customer’s participation remains in the policy manual, which is in rule, by reference. The Division’s business practice (business rule) explains the specific calculations and the procedures staff follow to calculate the customer’s level of participation. This information will be explained and/or provided to customers so they fully understand the calculations used to determine their level of participation.

IDVR added both the SRC’s comment and response to section (a) of the VR Services Portion of the State Plan.

Idaho Council on Developmental Disabilities (ICDD) comments:

Idaho Division of Vocational Rehabilitation’s (IDVR) response to the Idaho Council on Developmental Disabilities’ (ICDD) Public Comment on the VR Specific Portion of the Combined State Plan

ICDD Comment #1: - Page 4 - Project SEARCH:

Please include a description of how the outcomes of students involved in Project Search are

measured/reported related to the comment “Even though the students may not be hired by the host business, they are better prepared for work and better able to access employment after Project Search.”

IDVR Response:

Progress toward job readiness at the Idaho site is measured at the individual participant level: The interns are evaluated weekly by the job coach and instructor. Additionally, the interns are evaluated twice by their departments, once at the midpoint of the rotation and again at the end of the rotation.

ICDD Comment #2: - Page 7-8 Section (d) Coordination with Education Officials:

Without access to the details of the cooperative agreement to enable us to provide more specific comment, the Council encourages IDVR to ensure that emphasis is placed on prioritizing work-based learning and student work experiences in competitive integrated employment, avoiding the use of segregated settings, and limiting use of student career “readiness” activities as part of career development.

IDVR Response & Change in State Plan:

The Division is committed to competitive integrated employment outcomes for all customers served by the program and will strengthen this language in our next formal agreement with the State Department of Education.

In response to ICDD’s suggestion, IDVR has amended this section of the state plan to include the following text:

IDVR is committed to the promotion of competitive integrated employment outcomes for all our participants, and due to changes in WIOA will work to augment all future agreements to emphasize this commitment.

IDVR, however, is required to provide a certain level of student career ‘readiness’ activities by WIOA: 361.48(a)(2) details the five required pre-employment transition services that must be provided prior to the provision of any additional qualifying PETS activities. 361.48(a)(2)(iv) requires the provision of workplace readiness training to develop social skills and independent living. The Division has not traditionally supported non-competitive/non-integrated and/or subminimum wage vocational goals in prior years and is now explicitly not allowed to do so with the strengthened competitive integrated employment mandate in WIOA.

ICDD Comment #3: - Page 9 - Section (e) Cooperative Agreements with Private Nonprofit Organizations:

The Council encourages IDVR to ensure that experiential assessment and career development activities take place in integrated work settings, and not in segregated facilities and settings. In the last paragraph IDVR describes the CRP monitoring system that “evaluates CRP program management and service delivery.” The Council encourages IDVR to include a robust customer satisfaction measure within this monitoring system and make reports available to the public that include this information and data related to employment outcomes achieved as a result of services provided.

IDVR Response & Change in Plan:

The Division believes the first portion of this comment has been addressed in our response to ICDD Comment #2.

In reading the second portion of the comment, the Division believes the language addressing CRP program evaluation is better addressed in a latter section of the State Plan and will remove this language from subsection (e). The Division acknowledges the themes ICDD is presenting concerning Customer Satisfaction Surveys and CRP quality assurance; please see the response to ICDD Comment #6.

ICDD Comment #4: - Page 10 - Section (h) Interagency Cooperation:

In the first paragraph that lists programs maintained by IDHW you list “the state DD council,” when in fact we think you may mean the Developmental Disabilities Program under IDHW. The Idaho DD Council is not maintained by IDHW.

IDVR Response & Change in Plan:

The plan has been modified to correct this oversight:

The Idaho Department of Health and Welfare (H&W) maintains all related programs in the state including the state Medicaid program, the state Developmental Disabilities Program, and the state Mental Health program. Under Medicaid H&W operates the Idaho Home and Community Based Settings project.

ICDD Comment #5: - Page 19 – (2)

The Council encourages IDVR to include in this plan how they will ensure that work-based experience PETS activities take place in integrated work settings, and not in segregated facilities and settings. Clear guidelines about the provision of services in integrated settings should be included in the RFP and any contract with a CRP that is to provide these services.

The Council encourages IDVR to include information in this plan about how the process for monitoring CRP’s may include assurance that services are provided by staff who meet certain qualifications and a description of how ongoing training will be expected for CRP staff related to best practice in providing services to individuals with the most significant disabilities, including customized employment methods.

IDVR Response:

The Division recognizes the importance of competitive integrated work experiences and agrees that clear guidelines surrounding the provision of services in integrated settings, to the greatest extent possible, will also be included in future RFPs and contracts with Community Rehabilitation Providers.

The Division acknowledges the themes ICDD is presenting concerning Customer Satisfaction Surveys and CRP quality assurance; please see the response to ICDD Comment #6.

ICDD Comment #6: - Page 28 – (5) Improving Community Rehabilitation Programs:

The Council encourages IDVR to work with the Idaho Employment First Consortium to establish state quality standards/requirements that describe the minimum qualifications of staff who provide specific VR services. We also encourage IDVR to address the needs for improving community rehabilitation programs by establishing agreements that ensure consistent high quality personnel in the delivery of services by CRPs, to assure they are highly competent and effective in addressing the employment needs of individuals with the most significant disabilities.

IDVR Response:

IDVR appreciates the suggestions offered by ICDD to engage the Employment First Consortium and welcomes the opportunity to learn from the expertise of our various stakeholders. The Division acknowledges ICDD’s suggestion to explore heightened requirements for the individuals who serve our customers, including CRP requirements surrounding quality of staff and targeted continuing education. Alternatives to the current CRP qualification model will be explored by the Division, however due to the complexity of the topic and the variety of stakeholders involved, the Division will have to conduct a more comprehensive analysis prior to committing to any changes.

ICDD Comment #7: - Page 31 – Section (p)(1) Evaluation

Customer Satisfaction Process: The Council encourages IDVR to address the need identified in the plan to revisit the Customer Satisfaction Survey process. The Council stands ready to assist in this effort as needed. We also encourage IDVR to describe how this reported data would be made available to the public.

IDVR Response:

IDVR acknowledges the potential for CSS improvement in content and transparency. The Division is cautious surrounding the addition of items to the instrument without strong rationale. IDVR is however appreciative of the offer of ICDD to aid in the improvement of current CSS efforts and would welcome the opportunity to meet with the Council for their insight.

ICDD Comment #8: - Page 32 – Priority #3: Utilize training to its maximum capacity for effective staff performance.

The Council encourages IDVR to include in this plan a description of how the public will have input into changes of the Field Services Policy Manual if the manual is not encoded in state rule.

IDVR Response & Change to Plan:

The language highlighted by ICDD has been removed from this section of the State Plan as it was not germane. However, IDVR recognizes ICDD’s concern and will abide by the provisions of 34 CFR 361.20: Public Participation Requirements, which describe the responsibilities of IDVR to engage in public participation whenever substantive changes are made to any policies or procedures which govern the provision of vocational rehabilitation services.

RespectAbility comments:

In addition to those comments addressed in the Combined State Plan, IDVR addresses the following comments specifically related to the VR Services Portion of the State Plan:

RA Comment #2: “We therefore recommend that Idaho’s Combined State Plan be amended to include a comprehensive proactive communications/public relations strategy for reducing such stigmas.”

RA Comment #4: IDVR should employ strategies surrounding Section 503 requirements pertaining to the 7% utilization goal set for federal contractors and subcontractors to recruit, hire, and retrain qualified individuals with disabilities in all job categories.

IDVR Response to Comments 2 & 4 and Change to Plan:

IDVR has added additional language to section (g) of the plan to provide general and customized technical assistance and support services to businesses and industries including:

- Section 503 technical assistance for federal contractors and subcontractors
- Promote awareness of disability-related obstacles and stigma reduction

**Notice of Public Comment:
The Idaho Combined State Plan for the Workforce Innovation and Opportunity
Act Program Years 2016 – 2019**

Notice is hereby given that the Workforce Development Council announces a period of public comment on the proposed Idaho Combined State Plan for Program Years 2016 - 2019. The Idaho Combined State Plan partner programs represented in the plan are: WIOA Youth, Adult and Dislocated Worker workforce investment programs, the Employment Services program (Wagner-Peyser), the Trade Adjustment Assistance program and the Jobs for Veterans State Grant program administered by the Idaho Department of Labor; Adult Basic Education program administered by the Division of Professional-Technical Education; Vocational Rehabilitation programs administered by both the Division of Vocational Rehabilitation and the Commission for the Blind and Visually Impaired; and the Senior Community Service Employment Program administered by the Idaho Commission on Aging.

The purpose of this period of comment is to provide interested parties and/or organizations the opportunity to present their views and recommendations regarding Idaho's Combined State Plan, which is a requirement of the Workforce Innovation and Opportunity Act (WIOA).

Comment Period: Jan. 20, 2016 – Feb. 19, 2016

The Idaho Combined State Plan will be posted at labor.idaho.gov/WIOAStatePlan on Jan. 20, 2016. Printed copies may be available for public viewing upon request at Idaho Department of Labor local offices. Other accessible formats of the document are available upon request. Please contact Raelene Thomas, rthomas@icbvi.idaho.gov or by calling (208) 639-8374.

Instructions: Please submit comments by either email or mail, but not both. Comments may be submitted:

Via e-mail to WIOAPlan@labor.idaho.gov

OR

By mail or hand delivery at this address:

Attn: WIOA State Plan

650 West State St. Room 150

Boise, ID 83720-0096

To ensure consideration, comments must be received in writing by Feb. 19, 2016. For each comment, reference the associated plan and page number. All comments received will become public record. Personal information may be redacted upon request.

Tips for submitting effective comments

A comment can express simple support or dissent for a proposed action. However, a constructive, information-rich comment that clearly communicates and supports its claims is more likely to have an impact on decision making.

These tips are meant to help the public submit comments that have an impact and help with plan implementation.

- Be concise but support your claims
- Base your justification on sound reasoning, scientific evidence, and/or how you will be impacted
- There is no minimum or maximum length for an effective comment
- The comment process is not a vote – one well supported, specific comment is often more influential than a thousand vague or unsupported comments

Detailed Recommendations

1. Although agencies receive and appreciate all comments, constructive comments (either positive or negative) are the most likely to have an influence.
2. When crafting a comment, it is important that you adequately explain the reasoning behind your position.
3. Please include your affiliation if your comments represent an organization.
4. When possible, support your comment with data, facts, and/or opinions. You may also provide personal experience in your comment, as appropriate.
5. Consider including examples of how the policies would impact you negatively or positively.

Tips adapted from regulations.gov

Amelia Valasek

From: WIOAPlan <WIOAPlan@labor.idaho.gov>
Sent: Thursday, February 18, 2016 2:59 PM
To: Amelia Valasek; Matthew Markve (Matthew.Markve@vr.idaho.gov); Mike Walsh; Teresa Pitt; wioaplan@vr.idaho.gov
Subject: FW: [EXTERNAL] SCSEP State Plan Comments

WIOAPlan

Idaho Dept of Labor
ID

WIOAPlan@labor.idaho.gov

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From: Sister Anthony Marie [<mailto:sister@sicog.org>]
Sent: Thursday, February 18, 2016 2:58 PM
To: WIOAPlan <WIOAPlan@labor.idaho.gov>
Subject: [EXTERNAL] SCSEP State Plan Comments

I have reviewed the 21 pages of the SCSEP Plan and I am impressed with the coordination efforts as Action Plans.

- The resource sharing between the SCSEP contractor, the Area Agencies on Aging Information and Assistance services and the Centers for Independent Living will be greatly enhanced with this planned coordination.
- My wish would be that there was a clear and distinct brochure to hand out whenever the Area Agencies on Aging were having Health Fairs or even Information Fairs where people are looking for something like this.
- I especially like the State Program (County by County) Equitable Distribution sheet on pages 9-10 to demonstrate the 18 areas that are underserved.

A job well done, and thank you for putting this program out to the public for review.

Sister Anthony Marie Greving
Director, Area Agency on Aging
214 East Center Street
Pocatello, ID 83201
sister@sicog.org

208-233-4032 – office
208-251-0638 – cell



<https://www.facebook.com/pages/Area-Agency-on-Aging/1625080761054059>



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C. L. "Butch" Otter
Governor

Debra Parsons
Chair

Christine Pisani
Executive Director

February 12, 2016

Teresa L. Pitt, MA, CRC
Planning & Evaluation Manager
Idaho Division of Vocational Rehabilitation
650 W. State Street, Room 150
Boise, Idaho 83720-0096

Public Comment on IDVR Portion of WIOA Combined State Plan

The Idaho Council on Developmental Disabilities provides the following comments:

Page 4 - Project Search:

Please include a description of how the outcomes of students involved in Project Search are measured/reported related to the comment "Even though the students may not be hired by the host business, they are better prepared for work and better able to access employment after Project Search."

Page 7-8 Section (d) Coordination with Education Officials:

Without access to the details of the cooperative agreement to enable us to provide more specific comment, the Council encourages IDVR to ensure that emphasis is placed on prioritizing work-based learning and student work experiences in competitive integrated employment, avoiding the use of segregated settings, and limiting use of student career "readiness" activities as part of career development.

Page 9 - Section (e) Cooperative Agreements with Private Nonprofit Organizations:

The Council encourages IDVR to ensure that experiential assessment and career development activities take place in integrated work settings, and not in segregated facilities and settings.

In the last paragraph IDVR describes the CRP monitoring system that "evaluates CRP program management and service delivery." The Council encourages IDVR to include a robust customer satisfaction measure within this monitoring system and make reports available to the public that include this information and data related to employment outcomes achieved as a result of services provided.

Page 10 - Section (h) Interagency Cooperation

In the first paragraph that lists programs maintained by IDHW you list "the state DD council," when in fact we think you may mean the Developmental Disabilities Program under IDHW. The Idaho DD Council is not maintained by IDHW.

Page 19 – (2)

The Council encourages IDVR to include in this plan how they will ensure that work-based experience PETS activities take place in integrated work settings, and not in segregated facilities and settings. Clear guidelines about the provision of services in integrated settings should be included in the RFP and any contract with a CRP that is to provide these services.

The Council encourages IDVR to include information in this plan about how the process for monitoring CRP's may include assurance that services are provided by staff who meet certain qualifications and a description of how ongoing training will be expected for CRP

staff related to best practice in providing services to individuals with the most significant disabilities, including customized employment methods.

Page 28 – (5) Improving Community Rehabilitation Programs:

The Council encourages IDVR to work with the Idaho Employment First Consortium to establish state quality standards/requirements that describe the minimum qualifications of staff who provide specific VR services. We also encourage IDVR to address the needs for improving community rehabilitation programs by establishing agreements that ensure consistent high quality personnel in the delivery of services by CRPs, to assure they are highly competent and effective in addressing the employment needs of individuals with the most significant disabilities.

Page 31 - Section (p) (1) Evaluation

Customer Satisfaction Process: The Council encourages IDVR to address the need identified in the plan to revisit the Customer Satisfaction Survey process. The Council stands ready to assist in this effort as needed. We also encourage IDVR to describe how this reported data would be made available to the public.

Page 32 – Priority #3: Utilize training to its maximum capacity for effective staff performance.

The Council encourages IDVR to include in this plan a description of how the public will have input into changes of the Field Services Policy Manual if the manual is not encoded in state rule.

Respectfully submitted by
Tracy Warren, Program Specialist
Idaho Council on Developmental Disabilities

To:
Teresa L. Pitt, MA, CRC
Planning & Evaluation Manager
Idaho Division of Vocational Rehabilitation
650 W. State Street, Room 150
Boise, Idaho 83720-0096
(208) 287-6466 – phone
(208) 334-5305 - fax
teresa.pitt@vr.idaho.gov



Nez Perce

TRIBAL EXECUTIVE COMMITTEE

P.O. BOX 305 • LAPWAI, IDAHO 83540 • (208) 843-2253

February 19, 2016

Attn: WIOA State Plan
Idaho Department of Labor
Room 150
Boise, ID 83720-0096

Submitted via email to: WIOAPlan@labor.idaho.gov

Dear Director Edmunds,

The Nez Perce Tribe respectfully submits comments on the WIOA Combined State Plan. The Tribe appreciates the opportunity to provide input on the plan from the perspective as a major employer in this region and a representative of a major employee base as well. Overall the Tribe would like to stress the importance of tribal consideration and representation in decisions and actions of the state relative to employment in Idaho.

After review of the plan, the primary concern is that Idaho Tribes' are not regarded as a stakeholder or adequately represented through the current iteration of the council. In addition, the State Plan does not address how the State Governor or a Tribal Chairman can engage in collaborative efforts to address Idaho's workforce development system at the State Council level. Idaho Tribes have a significant economic impact in Idaho, and tribes are major employer(s) in rural Idaho communities. Tribes' represented the top five major industrial sectors in Idaho for 2010-2014 (pg 3), and are projected to have the highest relative growth moving forward (pg 8); and the Tribes' workforce includes the top ten high demand occupations (pg 5) or top ten "hot jobs" (pg 13). Idaho Tribes have demonstrated experience addressing employment, training and education as a government, enterprise, housing and health entity. The overall impact of the five Idaho Tribes was extensively documented in a 2015 report prepared by University of Idaho Economist Steven Peterson.

Therefore, the Nez Perce Tribe recommends that the Idaho Workforce Development Council include a tribal representative as a board member. Idaho Tribes are eligible appointees by the Governor under three sections of WIOA Section 101:

- 1) (b)(1)(C)(i)(II) provide employment opportunities that, at a minimum, include high quality, work-relevant training and development in in-demand industry sectors or occupations in the State;

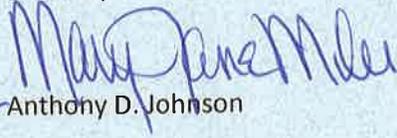
- 2) (b)(1)(C)(ii)(III) have demonstrated experience and expertise in addressing the employment, training and education needs of individuals with barriers to employment; or
- 3) (b)(C)(iii)(II)(cc) individuals who represent an Indian tribe or tribal organization.

Tribes fit squarely within the parameters set forth in Idaho Executive Order No 2015-02 that outlines the membership requirements for the Idaho Workforce Development Council. The recommendation for a Governor appointment for Idaho Tribes would be that the tribal representative be seated to represent business and industry versus being seated as a community based organization.

In addition, Tribes across the United States, have been at a disadvantage by being considered ineligible applicants for funding opportunities released by the U.S. Department of Labor. An example: an eligible applicant is a "LWIB" or a local workforce investment board. The Nez Pere Tribe recommends a provision be added to the plan to encourage collaboration with and inclusion of Idaho tribes when the State is an applicant for a funding opportunity i.e. apprenticeship, youth. Tribal involvement in such proceedings may increase or enhance the application while also ensuring the entire state is served with such potential funding sources.

Thank you again for the opportunity to be involved in this drafting process. If you have any questions or concerns regarding the Nez Perce Tribe's comments please contact Kay Seven at 208-621-4604 or kseven@nezperce.org.

Sincerely,

For 
Anthony D. Johnson

Chairman

March 2, 2016

Anthony D. Johnson, Chairman
Nez Perce Tribal Executive Committee
P. O. Box 305
Lapwai, Idaho 83540

RE: Nez Perce Tribe 2016 Idaho WIOA State Plan Comment Response

Dear Chairman Johnson,

Thank you for the comments submitted on behalf of the Nez Perce Tribe. The Idaho Tribes are an important partner of the Idaho public workforce system.

The Governor chose to continue the Idaho Workforce Development Council as an alternative entity for the state board under the Workforce Innovation and Opportunity Act (WIOA). As such, its makeup reflects the provisions that were in place when the council was established in 1996 under the Job Training Partnership Act. For more information, please review Transmittal #1 for the Workforce Development Council's July 13, 2015 meeting:

<https://labor.idaho.gov/wia1/meetings/071315/Tran1.doc>. This document includes a copy of the Governor's Executive Order and a policy paper explaining the use of the council as an alternative entity under WIOA.

Although the makeup of the Idaho Workforce Development Council is not the same as specified in WIOA 101(b), the Tribes may still be eligible for representation on the council under its current membership structure. The Governor makes staggered three-year appointments to the Workforce Development Council. A tribal representative(s) should submit an application through the Governor's appointment program to be considered for an applicable vacancy.

Regardless of council composition, it is important to ensure that all stakeholders have opportunity to provide input. Any interested party may submit a topic for the council's quarterly meetings. The Workforce Development Council agendas are determined at the Executive Committee meeting of the council. These meetings are open and announced to the public. To obtain email notifications of these and other council meetings or for more information on how to be involved with the Workforce

Development Council, please contact Susan Simmons, Workforce Development Council liaison at the Idaho Department of Labor at susan.simmons@labor.idaho.gov or 208-332-3570 ext. 3361.

The Council continuously encourages, and expects, partners to collaborate when developing applications for funding opportunities, as witnessed in the collaborative efforts of Labor, Education and the Nez Perce Tribe for USDOL's Apprenticeship Initiative last year. Future collaboration on any funding opportunity is not only a necessity due to Idaho's limited workforce resources, but also the best avenue to meeting the diverse needs of our job seekers and employers. The Tribes may wish to contact Susan Simmons, Workforce Development Council liaison, to further streamline coordination.

Thank you again for the comments on the Idaho WIOA State Plan. We are looking forward to a stronger partnership with the Tribes in the Idaho public workforce development system.

Sincerely,

A handwritten signature in black ink that reads "Ken Edmunds". The signature is written in a cursive, flowing style.

Kenneth D. Edmunds
Director



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Feb. 19, 2016

RespectAbility – Public Comments – Idaho Combined State Plan

“WHEREAS, it is in the public interest to promote employment opportunities for people with disabilities” – [Governor C.L. “Butch” Otter, Executive Order No. 2011-02](#)

RespectAbility is pleased to submit the following comments regarding the current draft of the State of Idaho’s Combined State Plan as required under Section 102 of the Workforce Innovation and Opportunity Act (WIOA). We are pleased to have this opportunity to offer our comments, raise our questions, and provide our suggestions about the content of the state plan.

While Idaho has made great strides in promoting employment opportunities for people with disabilities through the work of both the Division of Vocational Rehabilitation and the Commission for the Blind and Visually Impaired, the Gem State must do better in terms of competitive, integrated employment for people with disabilities living in Idaho.

Only 38.8% of working age Idahoans with disabilities are employed, compared to 75.7% of working age Idahoans without disabilities. While Idaho is above the national average and this gap has decreased by about 2% since 2014, it is still too large. As the labor force in Idaho experiences high job turnover, Idahoans with disabilities can be a valuable asset to help grow Idaho’s economy.

To help the states succeed in this [process we developed a resource called the Disability Employment First Planning Tool](#). This document details best practices and effective models. This toolkit contains models that are proven to work, be cost effective to implement, and be successful. We’ve also included [a list of employment resources for people with disabilities](#) on our website that would prove to be very useful.

Many of the critical issues that we raise in our comments concern the need for a disability lens on the overall work of Idaho’s workforce system and the need to better align programs.

The Idaho WIOA State Plan has many strong points. It creates a good strategy for vital improvements for Idaho’s workforce system, improves the system’s ability to serve people with barriers to work as well as supporting employers meet their talent needs. This draft plan will capitalize on the partnerships and collaborations necessary to empower people with disabilities to gain employment. It is to be strongly commended. The high expectations, pre-employment pipeline, commitment to program assessment, and partnerships between government agencies will go a long way to sustaining success.

However, no plan is perfect. Upon reviewing the current draft of the state plan there remain a few areas where improvements can be made to achieve the best results possible. **Our public comments on Idaho’s WIOA State Plan are structured around those points where greater clarity, precision, and data are needed to ensure that people with disabilities will be better equipped to pursue the American Dream.**

1. Performance Metrics and Program Assessment: Ensure that the best data is included in Idaho's Combined State Plan and is used as performance metrics moving forward, including the Labor Force Participation Rates of people with disabilities v. those without disabilities

Achieving success, especially through the implementation of WIOA, will very much depend on having access to the right data to drive the decision making process. **It is vital that the workforce system and the State Board include the labor force participation rates of people with disabilities on their state dashboards and performance metrics.**

While the “Assessment and Evaluation of Programs” section starting on page 78 of the Plan provides a great degree of detail and is well organized, it is sorely lacking on the disability front. This is not a small issue when there are close to 100,000 working age Idahoans with disabilities and only 38.8% of them are currently employed. As such, we offer a key suggestion that will strengthen Idaho's WIOA State Plan and provide the insights needed to improve outcomes.

We highly recommend that all program analysis and evaluation be amended to include specific detail on one of the most important data points about the economic situation of the disability community. **It is absolutely critical that Idaho's workforce system include the labor force participation rates (LFPRs) of people with disabilities both in their performance metrics and on their state dashboards.** If performance metrics are limited to things like Employment Outcomes and Equal Access to Services as mentioned on page 83, people who are not actively looking for work are being excluded from the plan's analysis of the state economy. The LFPR is a critical lens that is needed to bring clarity to the issue of employment for people with disabilities. **There is a 36.9-point gap in the Labor Force Participation Rates between people with and without disabilities in Idaho. Pushing hard to close this gap will require focused energy and effort. We recommend that Idaho's workforce system set the gap in the labor force participation rate between Idahoans with and without disabilities as a key performance metric moving forward.** The good news is that thanks to Idaho's hard work, this gap has decreased by about 2% in Idaho since 2014. Let's keep moving in that direction.

[As an example of the data that is needed, we are including a link to the presentation our organization has compiled about employment for Idahoans with disabilities.](#) This compilation contains information derived from the Census Bureau's American Community Survey that should be valuable to the WIOA work being done in Idaho. This link is also provided at the end of this document in our Resources section.

2. Make busting stigmas, myths, and misconceptions a key part of Idaho's workforce strategy:

Low expectations and misconceptions are critical barriers to employment for people with disabilities. **[A Princeton study shows that while people with disabilities are seen as warm, they are not seen as competent.](#)** Similarly, **[a study published by Cornell Hospitality Quarterly found that companies share a concern that people with disabilities cannot adequately do the work required of their employees.](#)** **We therefore recommend that Idaho's Combined State Plan be amended to include a comprehensive proactive communications/public relations strategy for reducing such stigmas.** Indeed, we know that other groups of Idahoans with barriers to work also face stigmas, especially those leaving the corrections system. Page 9 of the Title IV-IDVR specific plan includes a section on VR Services, including promoting awareness of disability-

related obstacles. This is an excellent start, but it's important to recognize that those obstacles are not limited to the person's specific limitations created by their disability, but also includes the stereotypes and stigmas they face.

There are three types of messages and audiences that are needed to expand employment for people with disabilities and reduce the stigmatization and stereotyping they face. Serious communications campaigns are needed to target the following three areas.

- A. CEOs/business leaders need to understand the value proposition/business case for why they should focus on putting people with disabilities into their talent pipelines.** This is best done through business-to-business success stories. Those businesses need to share their success stories and to talk about how people with disabilities can be extremely capable and loyal workers. People with disabilities can work very successfully in hotels, healthcare, tend our parks and facilities, assist aging seniors, and be highly talented in developing computer software and engineering solutions. CEOs and business leaders need to know that people with disabilities can be the some of the best people to get a job done.

We are impressed with the Work Opportunity Tax Credit mentioned on Page 9 of the Title IV-IDVR specific plan. Although we hope PR campaigns will push businesses to make necessary changes to promote employment for people with disabilities, financially incentivizing it is an excellent strategy and we commend you for that.

- B. Human resources professionals and on-the-ground supervisors need to understand that hiring people with disabilities is generally easy and inexpensive, and that any costs incurred are more than offset from increased loyalty.** Hiring managers and supervisors are key implementers who can turn policy and business goals into action at the ground level. However, studies show that many of them are afraid of what they don't know about people with disabilities. They are afraid of potential legal action, costs, or other failures. For them, they need supports that will empower them to overcome their own fears and to excel at recruiting, hiring, supervising or working with colleagues with disabilities. Idaho's VR staff and community agencies can fully support human resources professionals and managers in dealing with their own specific fears and stigmas surrounding hiring people with disabilities. Moreover, online and in-person training is readily available to help from a variety of sources. RespectAbility has online webinars, as does ASKJAN.org, USDOL and others. Partners like the Poses Family Foundation Workplace Initiative can provide training to the workforce staff and volunteers systems-wide as well as to community agencies in supporting companies through messaging efforts related to fear and stigma. The National Organization on Disability and the U.S. Business Leadership Network also offer strong resources.

- C. People with disabilities and their families need high expectations. From the time of diagnosis, setting high expectations is critical. Idaho's new workforce policies need to be supported by a PR campaign that will inspire Idahoans with disabilities to set high expectations for themselves and inform them that there are many opportunities out there.** For example, Virgin Airways founder Sir Richard Branson and finance wizard Charles Schwab are dyslexic. Scientist Stephen Hawking and multi-billionaire businessman Sheldon Adelson, like Gov. Greg Abbott of Texas and President Franklin D. Roosevelt before them, are wheelchair/mobility device users. The CEO of Wynn Casinos, Steve Wynn, is legally blind. Arthur Young, co-founder of EY (formerly Ernst & Young) was deaf. Success sells success and

that is something the workforce system should seriously utilize in an intentional manner moving forward.

This PR campaign effort needs to begin at the highest levels of state government. In other states, **governors have been incredible role models on this front – bringing media to best practices of inclusive employment.** Governors Jay Inslee of Washington and Scott Walker of Wisconsin have all done this extensively, for example. Their media appearances have been vital in demonstrating the business case for hiring people with disabilities. Governor Otter can and should do the same. **This type of systematic and ongoing communications campaign must start and continue if you want to maximize your success.**

We live in a world where perceptions are shaped at lightning speed by social media, entertainment and news. It can be hard to distinguish fact from fiction. Any campaign needs a multilayered approach in order to change the narrative around workers with disabilities so that they are seen for the abilities that they bring to the table. Social media certainly has a role to play in this effort.

As an example of the power and the value of making businesses care for hiring people with disabilities, we offer Idaho our insights gained from our [#RespectTheAbility campaign](#). #RespectTheAbility is a social media campaign focused on how hiring people with disabilities can make organizations stronger and more successful. The campaign highlights the benefits to employers that look beyond the disability and imagine the possibility when hiring talented employees with disabilities. Our profiles of diverse employers such as EY, AT&T, and Kwik Trip, which can be found on our website, offer insight in how to implement such a multilayered approach.

3. Strong Sector Strategies- The need for strategic alignment of workforce development and economic development to expand employment for people with disabilities:

As required by WIOA Sec. 102(b)(1)(A) Idaho's state plan must and does include a detailed analysis of the economic sectors of the state economy that are growing and are forecasted to grow in the future. The success of WIOA depends on being an employer-driven paradigm shift. **Expanding opportunities for people with barriers to employment, such as those with disabilities, requires strong partnerships with employers in those sectors that are rapidly expanding.** The strategic goals outlined in the State Plan make it clear that Idaho has taken that commitment seriously.

We know from page 3 of the current draft of the Combined State Plan that several sectors in Idaho's Top 5 Major Industrial Sectors from 2010-2014 are especially good sectors for people with disabilities to work. Those sectors are Health Care and Social Services (#1 on the list), Retail Trade (#2), Local Government (#3) and Accommodation and Food Services (#5). We also notice on page 5 that Retail Salespersons, Cashiers, Laborers and Movers, and other jobs that persons with disabilities can excel in are among Idaho's top 10 high-demand occupations based on job projections for the year 2022.

The current draft of the Combined State Plan does a very good job of assessing those industries that help drive Idaho's economy as well as the emerging career fields which will be critical in years to come. **The jobs gains in these sectors offer a great opportunity for focused sector strategies to improve employment outcomes among people with disabilities in Idaho. We submit that these are job sectors where people with disabilities can excel and benefit their employer's bottom line.**

People with disabilities represent an untapped labor resource that, with the right training and supports, can meet the diverse talent needs of Idaho’s major sectors and the sectors that are rapidly growing. Below, we offer our specific ideas on how to implement such efforts:

A. Health Care and Social Services

As noted on page 8 of the Combined State Plan, the Health Care and Social Assistance sector in Idaho is projected to see the largest net growth between 2012 and 2022. This trend is both a challenge and an opportunity. It is a challenge in that employers in the health care sector have talent needs that are only going to grow in the years ahead. It is an opportunity to train and prepare young people, especially those with disabilities, to go into a dynamic career field. **People with disabilities can and should be part of the solution to this critical demand in the labor market.** To quote [a 2014 report from the Office of Disability Employment Policy \(ODEP\)](#), “[people with disabilities] not only represent an untapped talent pool, but also offer significant value and insight” in the field of healthcare. Indeed, it is important for healthcare institutions to reflect their customers, and people with disabilities interface more with the healthcare system. There are numerous examples of young people with disabilities doing incredible work in the fields of healthcare, elder care, and in assisted living. We provide many examples on our website. **Employers working in health and elder care can greatly benefit from the loyalty, dedication, and retention rates of employees with disabilities.**

We would like Idaho to explore ways to expand Project SEARCH. In looking to meet the health care needs of Idaho, we were very surprised to see very little regarding Project SEARCH in the Combined State Plan and even in the Title IV specific plans. Nationally, each year approximately 2,700 young people, spread out in 45 states, do a nine-month, school-to-work program that takes place entirely at the workplace. This innovative, business-led model features total workplace immersion, which facilitates a seamless combination of classroom instruction, career exploration, and worksite-based training and support. Project SEARCH has been tremendously successful. For example, the first longitudinal study of the program, which was conducted in upstate New York, found “a 68% success rate in transitioning students from high school into competitive employment” and “Project SEARCH sites...have an impressive 83% success rate overall.”

Incorporating Project Search into the overall state plan will help employ people with disabilities and bolster the already strong and the rapidly growing industrial sectors in Idaho, including the Health Care and Social Services sector.

B. Science, Tech, Engineering and Mathematics (STEM) and The Autism Advantage

As has been documented in many cases, there can be an “Autism Advantage” in the STEM field. Indeed, some people on the autism spectrum can have the very best skills in science, math and engineering. Microsoft, SAP, and Specialisterne have committed themselves to “provide employment opportunities for people on the autism spectrum in roles such as software testers, programmers, system administrators, and data quality assurance specialists.” The Israeli Defense Forces recruits and trains their citizens on the autism spectrum for work in their elite intelligence unit. As Carol Glazer said, writing earlier this year in *Huffington Post*, “America is already lagging when it comes to STEM-skilled workers. The U.S. will have more than 1.2 million job openings in STEM fields by 2018.”

Federal contractors and other employers have huge demands for STEM-qualified talents. However, many schools place their best supports for students with disabilities in

schools that do not have strong STEM training. This is a huge loss as people on the Autism Spectrum, for example, can have the very best skills in science, math and engineering. Governor Otter can use his excellent leadership to lead the partnerships with companies to employ more people on the autism spectrum. **This issue of STEM and access for students with disabilities is a natural point of partnership between the workforce system and the educational system. That work needs to start young, be matched with high expectations for success, and work to ensure people with disabilities have the chance to become future scientists, engineers, and mathematicians.** This will take partnerships with early childhood interventions, schools, community colleges and universities.

Partnerships should be created with federal contractors who have 503 requirements and talent shortages. This would be a great gateway for people with disabilities to enter the workforce.

C. **High Turnover Jobs: Accommodations/hotels, Distribution/Supply chain/Retail**

Millions of dollars are lost each year in the United States due to employee turnover. [For all jobs earning less than \\$50,000 per year, the average cost of replacing one employee is between \\$6,000 and \\$20,000.](#) As stated on page 14, “The highest demand industries and occupations are clustered around health care, retail/trade, food service...considered high demand because high employee turnover...” These jobs also often require the least skill and education. This is good for people with disabilities, and good news for the state of Idaho’s workforce system. **Research shows that employees with disabilities, when their interests and abilities are aligned with the needs of employers, are even more productive and loyal (higher retention rates) than their non-disabled peers.** Company records show that even when the relatively more expensive accommodations were factored in, the overall costs of disability accommodations were far outweighed by the low turnover rates and better tenures of the employees with disabilities.

A great example of an employment sector where employees with disabilities can be tremendously successful is the hospitality industry. Accommodations and food service are extremely high turnover jobs and numerous studies show that people with disabilities can be outstanding in those fields and have significantly higher employer loyalty.

An outstanding example of the type of work needed is found in Missouri. As part of the Poses Family Foundation’s Workplace Initiative, a coalition of employment service providers has launched a successful training and placement program with the hospitality sector in St. Louis. This training runs for up to 12 weeks, and takes place on site at the hotel; all participants are paid by the hotel for the duration of training. Since the summer of 2015, two cohorts of trainees have completed training at the Hyatt Regency. Trainees have gone on to permanent employment at the Hyatt and other hotel partners in a range of departments—culinary; auditing; and customer service. This type of training and Poses’ Workplace Initiative could easily be part of your overall Sector Strategies.

Likewise, in other states, hotels and other hospitality employers have found Project SEARCH to be an amazing source of talent. The work done by Embassy Suites and David Scott in Omaha, Nebraska offers valuable lessons that can enable Idaho to improve employment outcomes for people with disabilities. Idaho’s State Board, along with other components of the workforce system, should connect with employers in the hospitality sector to begin figuring out how to benefit from these models.

Another sector with high turnover and big potential are distribution/supply chains. Many companies, including UPS, Wal-Mart, and OfficeMax have proven records of success. Walgreens has demonstrated that workers with disabilities in their distribution centers are as productive, are safer, and have higher job retention rates when compared to peers without disabilities. These efforts have taken the logistics sector by storm with Lowe's, OfficeMax, Pepsi, P&G, and other companies all launching their own successful disability hiring initiatives. As reported by the National Organization on Disability, "Lowe's hired more than 150 new workers with disabilities in the first year, and an additional 250 workers in the following 18-month period." They can be outstanding partners for disability employment as these industries suffer from high turnover rates and people with disabilities are proven to have significantly higher retention rates. It is important to identify more specific opportunities with employers and to cite them in the plan, as well as the criteria by which to continue and to expand such partnerships in the future.

D. Jobs with state government and state contracting can also be sources of opportunity

While the focus of our comments on Idaho's Combined State Plan have been around aligning the workforce system to create opportunities for Idahoans with disabilities in the private sector, public sector employment should not be neglected. In the year ahead, the workforce of Idaho's state government is likely to be impacted by the cresting wave of Baby Boomers retiring just as other sectors are being shaken. As such, adopting affirmative actions to hire people with disabilities could be a solution to this coming challenge. Other states have adopted such steps as an opportunity measure in their state hiring policies. This was first discussed in Governor Markell's *Better Bottom Line* Initiative and later in RespectAbility's *Disability Employment First Planning* Toolkit. In Governor Markell's own words, "One key action is to set a state goal for hiring people with disabilities through an executive order and hold agencies accountable for achieving that goal."

Idaho should explore the feasibility of Affirmative Action hiring of people with disabilities for jobs in state government plus expanding state contracting obligations similar to the model we see in Section 503 for federal contractors. However, even if you do not use affirmative action you should ensure that all your job listings and professional development tools are accessible. Online job listings should be screen-reader friendly so they can be accessed by people with vision impairments. Videos should have captions for people with hearing impairments.

The untapped potential of Idahoans with disabilities is such that a full-spectrum, all-of-the-above-and-more approach is needed. While our priority is on seeing the talents of people with disabilities channeled into the private sector, employment opportunities in the public sectors shouldn't be overlooked as part of the state's overall workforce strategy.

4. Section 503 of the Rehabilitation Act and Federal Contractors offer Montana the chance to innovate, collaborate, and expand opportunity:

Idaho's State Plan fails to mention important rules surrounding the Rehabilitation Act of 1973. The State Plan lacks any references to the employment opportunities and talent challenges created by the recently implemented Section 503 regulations regarding federal contractors and subcontractors. Idaho's plan does not discuss at all the new 7% utilization goal set for companies to recruit, hire, and retain qualified individuals with disabilities in all job categories. Idaho

should respond to these newly enacted regulations by adopting a strategy focused on competitive advantage, not just compliance.

Idaho companies doing business with the federal government represent a diverse range of sectors, each with their own unique talent needs. From conversations that we have had with Idaho VR staff, we know dedicated professionals have previously reached out to several important contractors with new Section 503 requirements.

These regulations and requirements entail far more than just new rules for businesses to play by. Section 503 is an opportunity that could potentially have a broad impact on the employer engagement work of the entire workforce system. The companies who must comply with Section 503 have an opportunity to teach companies not impacted by the regulations how to effectively employ, engage, and retain workers or customers with disabilities. Specific companies that should be included in your outreach efforts include Battelle Memorial Institute INC, Sunshine Minting INC, CH2M Hill Companies LTD, The Babcock & Wilcox Company, and Record Steel and Construction INC. [More detailed information regarding federal contracts in Idaho can be found here.](#)

5. Avoid the Opportunity Costs of Focusing Too Much on One-Stop Centers. Programmatic Accessibility is Critically Important

Public policy is about the allocation of scarce resources to meet infinite needs. It is vital to invest resources on those points where they can have the greatest effect. One challenge that we have seen in many states' WIOA plans has been the prioritization of expensive bricks and mortar One-Stops as the primary access point for programs and services under WIOA. Focusing exhaustively on One-Stop Centers, physical infrastructure, and co-locating services comes at the opportunity cost of losing the chance to improve supports and increase outcomes.

The workforce needs of state economies are evolving rapidly thanks to technology and globalization. Investing excessive resources on physical locations at the expense of improving online delivery of workforce services and supports is an example of looking backwards, not forwards. Moreover, the District of Columbia and others have successfully moved much of their one-stop services to trained staff with laptops that go to schools, hospitals, and community organizations where they are better able to serve the public.

6. Getting Out the Word on Free and Accessible Services and Resources:

There are many online and in-person resources to help employers and people with disabilities come together to build success. However, all the stakeholders need to be educated to know that these resources exist, and that they are free and user-friendly. These resources must also all be accessible. **Idaho should be careful not to waste money creating online resources as ASKJAN.org, the US Department of Labor's Office of Disability Employment,** our organization and others offer free toolkits, webinars and training opportunities. We suggest that the state simply puts these resources out there. It's an easy way to make a significant impact at a minimal cost.

The Title III Specific Plan provides a very good outreach strategy on page 6, but we'd like to see it have a section that focuses the outreach strategy towards people with disabilities. It's an innovative initiative to provide farmers with their basic rights including their labor rights and the applicable labor laws. We think this would be an excellent initiative to apply to people with disabilities. Reach out to people with disabilities and provide them with the relevant labor laws and their labor rights.

7. Nothing About Us Without Us:

“Nothing About Us Without Us” has long been a rallying cry for the one-in-five Americans who have a disability and it has implications for the workforce system.

Specifically, we have two recommendations regarding the membership of Idaho’s State Board.

First, we recommend the placement of a representative of the disability community on the State Board.

Even in a non-voting capacity, having a self-advocate or community member speaking to the needs of Idahoans with disabilities would be a powerful addition to the State Board’s work. **Second, we recommend the placement of a representative of the disability community on the Idaho Workforce Development Council.** Their voices and perspectives will be critical to ensuring greater opportunities for Idahoans with disabilities, including assisting with the PR campaign we recommended to address stereotypes, stigmas, and other barriers.

8. Ensure that Apprenticeship Programs are Fully Accessible and Actively Recruiting Young People with Disabilities:

We are pleased that Idaho is looking to expand the vital opportunity that apprenticeship training can offer to young people. These efforts are detailed on page 42. However, as with many of the issues that we have raised in our comments, this is an issue that needs to be viewed through a disability lens.

At the federal level, the Office of Disability Employment Policy has worked hard to generate resources which can open up these exciting programs to “youth and young adults with a full range of disabilities.” The regulations related to apprenticeship which have recently come out of the Department of Labor provide states the flexibility they need to refine and design training programs that maximally inclusive of people with diverse talents. [We encourage you to invest time and energy to understand the best practices contained in ODEP’s apprenticeship toolkit.](#) Such innovative partnerships and improved accessibility are essential elements of realization the full promise of WIOA for people with disabilities.

9. Prioritize pre-employment training and expand partnerships with VR:

As much as we would encourage your state to follow Wisconsin’s example by working hard to expand the number of Project SEARCH sites, this is not the only paradigm that you should follow. **The school system, vocational rehabilitation, and local workforce boards should be encouraged to build creative, collaborative partnerships with companies that are leading in the disability space such as Amazon, UPS, and Pepsi.**

A great example of the type of effort that you can emulate comes from UPS in Louisville, Kentucky. At one of the global logistics company’s busiest facilities in a training program dedicated to preparing youth with disabilities to succeed. [The Transitional Learning Center is the result of a partnership between an employer, the school system, and vocational rehabilitation.](#)

Pre-training programs are great because they offer the opportunity to train youth with disabilities in the soft skills they need to succeed and provide them with a foundation of work experience.

10. Transportation is a vital component and it must be addressed directly:

One significant reservation that we have regarding Idaho’s Combined State Plan is the very limited attention given to the issue of transportation. This is of critical importance not only for Idahoans with disabilities but also other members of low-income communities.

Many people with disabilities do not drive. Others cannot afford private transportation. It is vital to work with public transportation to ensure that there are bus routes to places where there are internships, apprenticeships and other work opportunities for people with disabilities.

People with disabilities need transportation solutions. Public transportation need not be the only solution. In places where it is not possible to coordinate a bus route, Idaho could look at partnering with Uber, Lyft, or other new transportation solutions. For people with disabilities who do drive, such companies as Uber and Lyft can also provide a way to enter into the workforce with flexible hours, so Idaho could also look at developing partnerships with these sorts of companies.

Public sector employers and federal contractors who have 503 obligations are key places for apprenticeships and internships and onboarding of talent. It is important for them to play a key role in planning for public transportation as well.

11. Strategic Engagement to Build a Mentor System for Customers of the Workforce System.

Government can't and shouldn't do everything. This is especially true in a state with significantly limited resources such as Idaho. There is a massive role that can be played by volunteers who are willing to help people with barriers to work, including people with disabilities, find and keep jobs. There is a critical, cooperative role for non-profits and faith-based organizations to play. Local workforce development areas, for example, could be encouraged to recruit volunteers from local faith communities or local non-profits. However, much more can and should be done to work with parents of teens and young adults with disabilities, and to create volunteer mentorships for people with disabilities who are looking for work or need supports to stay employed and/or grow their careers.

12. Adult Education and Literacy programs are a great place to start adding the lens of disability issues to your state's workforce system:

Adult Education programs can offer critical support to people with disabilities as they look for ways to enhance their education and become better candidates for employment. We suggest the following additions to the State Plan:

First, your initiative on page 6 of the Title II specific plan to “align adult education and literacy activities with other core programs and one-stop partners” is excellent. This would be a perfect place to include people with disabilities. It will help them develop their career paths and broaden their access to employment.

Second, in your Technical Assistance section on page 8 of the Title II specific plan, make accessibility for people with disabilities a priority. Accessibility continues to be a huge issue. We love the new model “PTE Digital” being developed by the Division of Professional-Technical Education as described on page 64 of the Combined Plan. The idea of having a Digital Learning Academy is excellent. We'd like to see PTE Digital and Online Learning more accessible for people with disabilities. This would be a great way for people with disabilities to advance their education, knowledge, and qualifications for jobs while not costing an exorbitant amount.

13. The disability issues of people involved in the corrections system must be addressed:

[According to recently published data from the Bureau of Justice Statistics, “An estimated 32% of prisoners and 40% of jail inmates reported having at least one disability.” This issue is a serious one and it needs to be addressed at the state level.](#) Frequently people are involved in the

criminal justice system because they have disability issues, including learning differences, ADHD, executive function, and mental health issues that went undiagnosed or unaddressed through childhood and into the school years. Given these statistics from the BJS, it is vital that your state identify how many of the individuals in the ex-offender pipeline have disabilities. Serving ex-offender is a critical workforce development challenge and one that can only increase when disability is a factor as well. The price paid for ignoring this issue are higher rates of recidivism and greater costs to society. Can there be screening or assessment tools for identify disability as people either enter or exit the prison system? If people who have been in the corrections system are to be well served by South Dakota's workforce system, then it is vital that disability issues be identified and addressed in a way that will help them develop their talents so they can be successful citizens and workers in the future.

Conclusion:

The bottom line is that expanding job opportunities for people with disabilities is beneficial to all. It is good for employers because the loyalty, talent, and skills of workers with disabilities contribute to the employers' bottom line. It is good for the workforce system because improving services and supports for people with disabilities will benefit others with different barriers to employment. It is good for people with disabilities who want the dignity, pride, friendships, independence and income that work provides. And it is good for taxpayers, because it reduces the amount of funding spent on SSDI and other disability programs in the long run.

In all of our work around WIOA, we have emphasized the fact that this new law represents the intersection of hope and history for people with disabilities. Idaho's WIOA State Plan demonstrates some of the hard work, dedicated effort, and specific policies needed to realize those hopes. People with disabilities want to pursue the American Dream, just like everyone else. Making sure there are pathways for their talents to meet employer talent needs is a win-win-win for people with disabilities, taxpayers, and businesses alike. We are encouraged by what we have seen in Idaho's Plan and are excited to see the final product. We are happy to answer any questions you may have. Thank you for your time and consideration.

Resources

1. RespectAbilityUSA website
<http://respectabilityusa.com/>
2. The Disability Employment First Planning Tool, as referenced on page 1 of our comments
<http://respectabilityusa.com/Resources/Disability%20Employment%20First%20Planning.pdf>
3. The Employment Resources for People with Disabilities, as referenced on page 1
<http://respectabilityusa.com/resources/jobs/>
4. Our presentation about employment for Idahoans with disabilities, as mentioned on page 2
<http://respectabilityusa.com/Resources/By%20State/Idaho%20and%20Jobs%20for%20PwDs.pdf>
5. The Princeton University study referenced on page 2
<http://www.relationalcapitalgroup.com/warmth-competence-2007/>
6. The Cornell Hospitality Quarterly study referenced on page 2
<http://cqx.sagepub.com/content/53/1/40>
7. Our Respect The Ability Campaign, as referenced on page 4

<http://respectabilityusa.com/respecttheability/>

8. Employee Turnover Statistics, as referred to on pages 5 and 6

<http://alliantkeystone.com/cost-replacing-employee/>

9. 2014 Report from the Office of Disability Employment Policy, as referenced on page 5

<http://www.dol.gov/odep/alliances/nondallianceroundtablereport.pdf>

Table 1 Ranking 50 States by Employment Rates and Employment Gap

Data Source- Column 1: Table 2.1: Employment—Civilians with Disabilities Ages 18 to 64 Years Living in the Community for the United States and States: 2013 from the Annual Disability Statistics Compendium

Data Source-Column 2: Table 2.9: Employment Gap—Civilians Ages 18 to 64 Years Living in the Community for the United States and States, by Disability Status: 2013 from the Annual Disability Statistics Compendium

Link: <http://disabilitycompendium.org/compendium-statistics/employment>

Column 1 Ranking of States by Employment Rate of People with Disabilities			Column 2 Ranking of States by the Employment Gap between People with disabilities and people without disabilities				
#	State	% of PWDs Employed	#	State	% of PWDs Employed	% of People without Disabilities Employed	Employment Gap as a %
1	South Dakota	50.1	1	North Dakota	49.9	82.0	32.1
2	North Dakota	49.9	2	Nevada	40.9	74.3	33.4
3	Iowa	46.5	3	Utah	44.0	77.4	33.5
4	Nebraska	46.0	4	South Dakota	50.1	83.7	33.6
5	Wyoming	45.2	5	Hawaii	42.4	76.6	34.2
6	Minnesota	44.4	6	Alaska	40.8	76.0	35.3
7	Utah	44.0	7	Iowa	46.5	82.2	35.7
8	Hawaii	42.4	8	Wyoming	45.2	81.0	35.9
9	Colorado	41.6	9	Idaho	38.8	75.7	37.0
10	Nevada	40.9	10	Montana	44.4	82.9	38.5
11	Alaska	40.8	11	New Jersey	39.2	76.5	37.3
12	Montana	40.5	12	Texas	38.0	75.3	37.3
13	Connecticut	40.2	13	Colorado	41.6	79.1	37.4
14	New	40.0	14	Connecticut	40.2	77.9	37.7

	Hampshire						
15	Kansas	39.8	15	Nebraska	46.0	83.9	37.9
16	Wisconsin	39.8	16	Washington	37.7	76.0	38.3
17	New Jersey	39.2	17	Minnesota	44.4	82.9	38.5
18	Maryland	39.1	18	Oregon	36.4	74.9	38.5
19	Idaho	38.8	19	California	33.3	72.2	38.9
20	Texas	38.0	20	Maryland	39.1	78.2	39.1
21	Washington	37.7	21	Oklahoma	36.4	75.6	39.2
22	Virginia	37.6	22	Arizona	32.8	72.5	39.7
23	Oklahoma	36.4	23	Kansas	39.8	79.7	39.9
24	Oregon	36.4	24	Illinois	35.7	75.7	40.0
25	Indiana	36.2	25	Virginia	37.6	77.6	40.0
26	Vermont	36.2	26	Louisiana	32.1	72.4	40.3
27	Illinois	35.7	27	New York	33.6	74.0	40.4
28	Delaware	35.6	28	Delaware	35.6	76.3	40.7
29	Massachusetts	35.5	29	Indiana	36.2	77.0	40.7
30	Ohio	34.6	30	New Mexico	30.4	71.2	40.8
31	Pennsylvania	34.5	31	New Hampshire	40.0	81.3	41.3
32	Rhode Island	33.9	32	Wisconsin	39.8	81.1	41.4
33	New York	33.6	33	Pennsylvania	34.5	76.5	42.0
34	California	33.3	34	Ohio	34.6	77.0	42.5
35	Arizona	32.8	35	North Carolina	31.3	74.3	43.0
36	Missouri	32.8	36	Mississippi	27.4	70.4	43.1
37	Maine	32.5	37	Florida	30.1	73.4	43.3
38	Louisiana	32.1	38	Georgia	29.6	73.1	43.5

39	North Carolina	31.3	39	Massachusetts	35.5	79.0	43.5
40	New Mexico	30.4	40	Rhode Island	33.9	77.7	43.8
41	Florida	30.1	41	Alabama	27.3	71.3	44.1
42	Tennessee	29.9	42	Vermont	36.2	80.4	44.2
43	Georgia	29.6	43	Missouri	32.8	77.2	44.4
44	Michigan	29.6	44	Tennessee	29.9	74.4	44.5
45	Arkansas	29.2	45	Arizona	32.8	72.5	39.7
46	South Carolina	29.0	46	West Virginia	25.6	70.5	44.9
47	Mississippi	27.4	47	Michigan	29.6	74.6	45.0
48	Kentucky	27.3	48	South Carolina	29.0	74.0	45.0
49	Alabama	27.2	49	Kentucky	27.3	74.4	47.1
50	West Virginia	25.6	50	Maine	32.5	79.9	47.4

Table 2

From 2012 to 2013, the employment gap closed by one percentage point or more in 22 states. The top four states with the greatest reductions (AK, RI, WY, and NH) were small states-- with working-age populations under one million persons. It is hard to make comments about small states, because these statistics are estimates based on state-level samples. Smaller states have smaller samples and thus have a higher degree of year-to-year variability. I am hesitant to read too much into reductions and expansions in the employment gap for small states. Looking at large states-- with working-age populations over 5 million persons--Illinois (a 2.3 percentage point reduction) and New Jersey (a 1 percentage point reduction) stand out. These are two large industrial states

All of the states that experienced reductions greater than one percentage point also experienced increases in employment rate of people with disabilities, so none of these reductions were due a reduction in the employment rate of people without disabilities.

The state that really stands out is South Carolina, with a 2.3 point reduction, while also having a 1.3 point increase in the employment rate of people without disabilities. The big question is whether we can attribute success, like the success in South Carolina to changes in policy or new innovative approaches to employing people with disabilities.

Working-age population under 1 million
Working-age population

over 5 million
Increase in no dis
employment

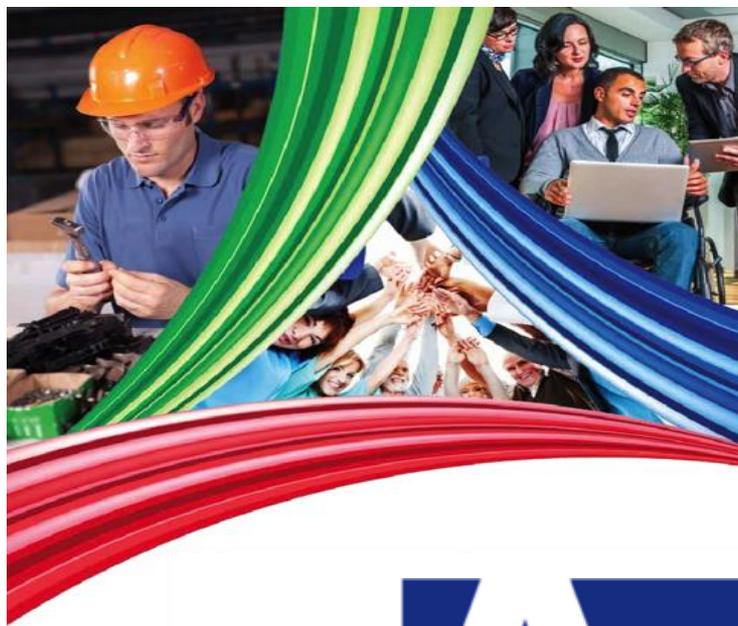
State	2012			2013			Change in Gap		Pop in 2013			Increase in Dis. Emp.	Increase in Non-PWD Emp.
	Dis.	No Dis.	Gap	Dis.	No Dis.	Gap	Pct. Points	Rank	Number	Rank	Size		
AK	39.0	76.3	37.3	47.8	75.2	27.4	-9.9	50	459,776	47	Working-age pop. under 1 million	8.8	-1.1
RI	28.7	77.0	48.3	34.3	76.3	42.0	-6.3	49	668,448	43	Working-age pop. under 1 million	5.6	-0.7
WY	43.9	78.5	34.6	50.7	79.4	28.7	-5.9	48	358,526	50	Working-age pop. under 1 million	6.8	0.9
NH	37.9	80.5	42.6	41.8	80.3	38.5	-4.1	47	842,880	40	Working-age pop. under 1 million	3.9	-0.2
MN	42.1	81.6	39.6	46.0	82.1	36.1	-3.5	46	3,357,171	21		3.9	0.5
NV	35.5	72.2	36.7	39.2	73.1	33.9	-2.8	45	1,719,885	34		3.7	0.9
WI	37.6	79.5	41.9	40.9	80.1	39.2	-2.7	44	3,544,103	20		3.3	0.6
SC	27.0	71.4	44.4	30.7	72.7	41.9	-2.5	42	2,893,842	24		3.7	1.3
NM	33.1	70.4	37.3	35.3	70.1	34.8	-2.5	42	1,243,353	36		2.2	-0.3
IL	33.4	74.6	41.2	36.1	75.0	38.9	-2.3	41	8,010,771	5	Working-age pop. over 5 million	2.7	0.4
IA	42.0	81.4	39.5	44.8	82.1	37.2	-2.3	40	1,868,852	30		2.8	0.7
UT	41.1	77.2	36.1	42.5	76.6	34.1	-2.0	39	1,701,705	35		1.4	-0.6
DE	34.	75.	40.	36.	75.	38.	-1.9	38	565,138	45	Working-	1.8	0

	6	1	6	4	1	7					age population under 1 million		
CO	40.3	77.1	36.8	42.3	77.3	35.0	-1.8	36	3,304,940	22		2.0	0.2
HI	37.3	75.6	38.3	39.1	75.7	36.5	-1.8	36	822,542	42	Working-age population under 1 million	1.8	0.1
NE	43.5	82.2	38.7	45.5	82.6	37.1	-1.6	35	1,125,425	38		2.0	0.4
ND	51.6	83.3	31.7	52.8	83.1	30.2	-1.5	34	451,304	48	Working-age population under 1 million	1.2	-0.2
KS	40.1	78.8	38.7	41.7	79.0	37.3	-1.4	33	1,730,369	33		1.6	0.2
MA	33.0	77.2	44.2	34.9	77.9	42.9	-1.3	31	4,272,843	14		1.9	0.7
OK	34.4	75.1	40.7	35.8	75.2	39.4	-1.3	31	2,295,734	28		1.4	0.1
TN	28.0	73.2	45.2	29.9	74.1	44.1	-1.1	30	3,983,560	16		1.9	0.9
NJ	35.0	74.5	39.5	36.6	75.1	38.5	-1.0	29	5,528,837	11	Working-age pop. over 5 million	1.6	0.6
TX	37.0	73.8	36.9	38.7	74.7	36.0	-0.9	28	#####	2	Working-age pop. over 5 million	1.7	0.9
FL	28.9	71.4	42.5	30.5	72.2	41.7	-0.8	27	#####	4	Working-age pop. over 5 million	1.6	0.8
NY	30.9	72.7	41.8	32.2	73.3	41.1	-0.7	26	#####	3	Working-age pop. over 5 million	1.3	0.6
AL	26.8	70.8	44.0	27.1	70.5	43.4	-0.6	25	2,945,466	23		0.3	-0.3
GA	30.3	70.8	40.5	31.5	71.5	40.0	-0.5	22	6,151,890	8	Working-age pop.	1.2	0.7

											over 5 million		
CT	39.7	76.6	36.9	40.0	76.4	36.4	-0.5	22	2,235,695	29		0.3	-0.2
WV	24.3	70.1	45.8	25.3	70.6	45.3	-0.5	22	1,132,703	37		1.0	0.5
WA	35.7	74.3	38.7	36.4	74.7	38.3	-0.4	21	4,339,199	13		0.7	0.4
PA	33.0	75.1	42.1	33.9	75.6	41.7	-0.4	20	7,849,516	6	Working-age pop. over 5 million	0.9	0.5
MT	38.7	76.4	37.7	39.4	76.8	37.4	-0.3	19	616,125	44	Working-age pop. under 1 million	0.7	0.4
MI	27.9	71.7	43.8	29.9	73.4	43.5	-0.3	18	6,096,761	9	Working-age pop. over 5 million	2.0	1.7
MS	26.4	69.6	43.3	26.3	69.4	43.1	-0.2	17	1,790,746	31		-0.1	-0.2
CA	31.8	70.2	38.5	32.7	71.1	38.4	-0.1	15	#####	1	Working-age pop. over 5 million	0.9	0.9
VA	36.3	76.5	40.1	36.9	76.9	40.0	-0.1	15	5,112,923	12	Working-age pop. over 5 million	0.6	0.4
KY	26.2	72.9	46.7	26.9	73.7	46.8	0.1	14	2,687,179	26		0.7	0.8
OH	32.8	75.1	42.2	33.5	75.9	42.4	0.2	13	7,072,114	7	Working-age pop. over 5 million	0.7	0.8
MO	32.2	76.2	44.0	33.0	77.1	44.2	0.2	12	3,666,019	19		0.8	0.9
MD	39.5	77.4	37.9	40.0	78.3	38.2	0.3	11	3,722,201	18		0.5	0.9
IN	33.5	75.5	41.9	33.8	76.0	42.3	0.4	10	4,008,950	15		0.3	0.5
VT	34.3	79.8	45.5	33.3	79.6	46.3	0.8	9	397,726	49	Working-age pop under 1 million	-1.0	-0.2

AZ	34. 2	71. 0	36. 8	33. 6	71. 3	37. 7	0.9	8	3,900,90 0	17		-0.6	0.3
OR	34. 3	72. 1	37. 8	35. 2	73. 9	38. 8	1.0	7	2,440,75 2	27		0.9	1.8
NC	30. 2	72. 2	42. 0	30. 3	73. 5	43. 2	1.2	6	6,000,20 2	10	Working- age pop. over 5 million	0.1	1.3
ID	38. 6	74. 8	36. 2	36. 7	75. 2	38. 5	2.3	5	946,943	39	Working- age pop. under 1 million	-1.9	0.4
ME	33. 2	78. 1	44. 8	31. 2	78. 8	47. 6	2.8	4	825,507	41	Working- age pop. under 1 million	-2.0	0.7
LA	34. 4	72. 6	38. 2	31. 3	72. 4	41. 1	2.9	3	2,825,10 1	25		-3.1	-0.2
AR	31. 4	72. 7	41. 3	28. 2	72. 7	44. 5	3.2	2	1,759,90 0	32		-3.2	0
SD	52. 0	81. 8	29. 8	48. 1	83. 0	34. 9	5.1	1	501,769	46	Working- age pop. under 1 million	-3.9	1.2

##



RESPECTABILITY

ID and Jobs for PwDs

Jennifer Laszlo Mizrahi, President

www.RespectAbilityUSA.org

Idaho

- ❖ 75.2% of persons without disabilities aged 18 to 64 are employed.³
- ❖ 36.7% of PwDs aged 18 to 64 are employed.³
- ❖ 7,100 persons aged 16 to 20 have a disability.¹
- ❖ 99,100 persons aged 21 to 64 have a disability.¹
- ❖ 208, 830 civilians with a disability live in ID.³
- ❖ The employment gap for PwDs and people without disabilities has increased 2.3% from 2010-2011.³
- ❖ 47, 745 people aged 18 to 64 received SSDI or SSI benefits in 2012.³
- ❖ In 2012, total expenditure on SSDI benefits for PwDs was \$605,892,000.³
- ❖ Voc. Rehab. obtained 1,894 jobs (out of 5,119 applicants) for PwDs in ID in 2012.²

1. 2012 Disability Status Report: Idaho, disabiliystatistics.org
2. StateData: The National Report on Employment Services and Outcomes, 2013
3. [Annual Disability Statistics Compendium](#)

Idaho Data

		People with Disabilities (%)		People without Disabilities (%)	
		2012	2013	2012	2013
Poverty ¹	US	29.2	28.7	13.6	13.6
	ID	26.5	29.9	13.7	13.9
Smoking ¹	US	26.0	25.4	16.9	16.2
	ID	21.8	25.6	14.5	14.9
Obesity ¹	US	39.1	40.1	24.5	25.0
	ID	38.3	43.4	22.5	25.9
Employment ¹	US	32.7	33.9	73.6	74.2
	ID	38.6	36.7	74.8	75.2

1. [Annual Disability Statistics Compendium](#). Pg 53, 54, 72, 73, 29

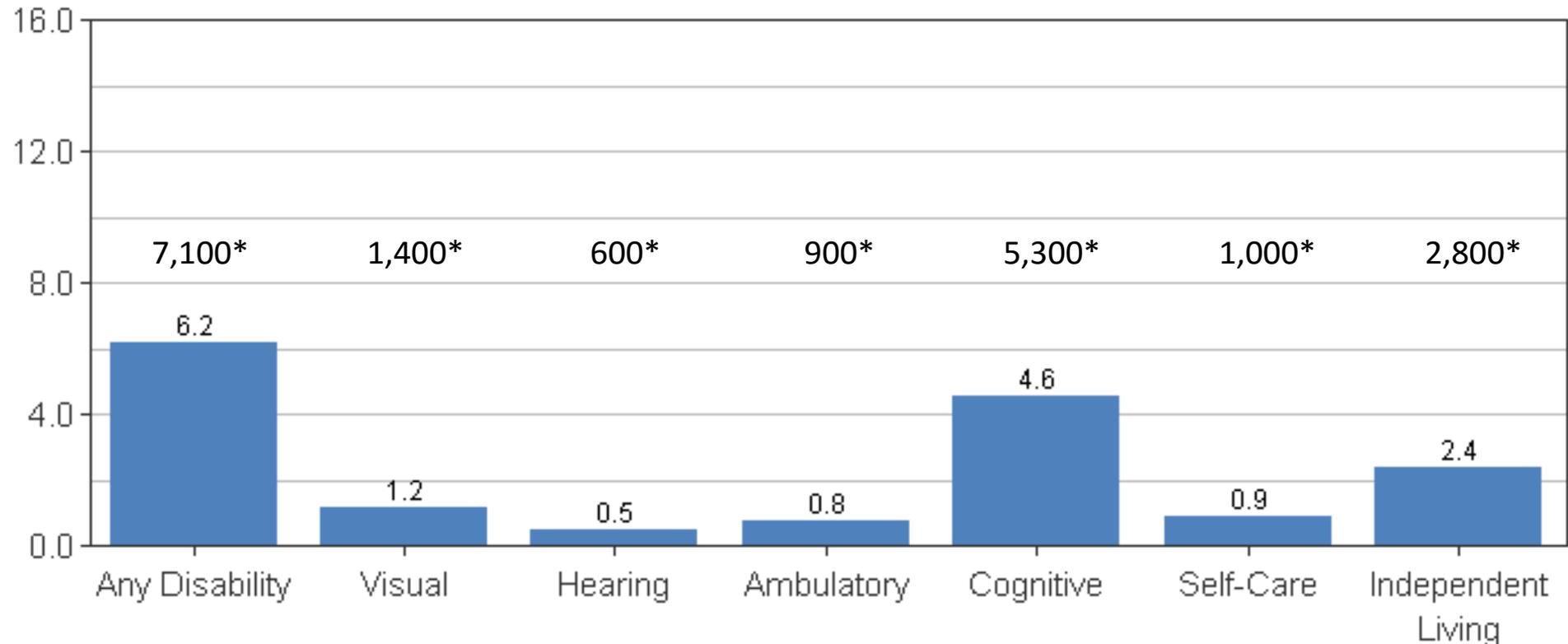
ID Ages 6 to 21 Served Under IDEA

	2012	2013
All Disabilities	23,485	23,803
Specific Learning Disability	6,960	6,592
Speech or Language Impairment	5,145	5,109
Intellectual Disability	1,905	1,957
Emotional Disturbance	1,402	1,395
Multiple Disability	509	516
Hearing Impairment	264	273
Orthopedic Impairment	112	101
Other Health Impairment	3,501	3,928
Visual Impairment	Omitted	85
Autism	1,988	2,100
Deaf Blindness	Omitted	2
Traumatic Brain Injury	109	113
Developmental Delay	1,491	1,632

Source: [Annual Disability Statistics Compendium](#)

Prevalence of Disability Among Non-Institutionalized People Ages 16 to 20 in Idaho in 2012

Prevalence Rates: Age 16 to 20 years (%)

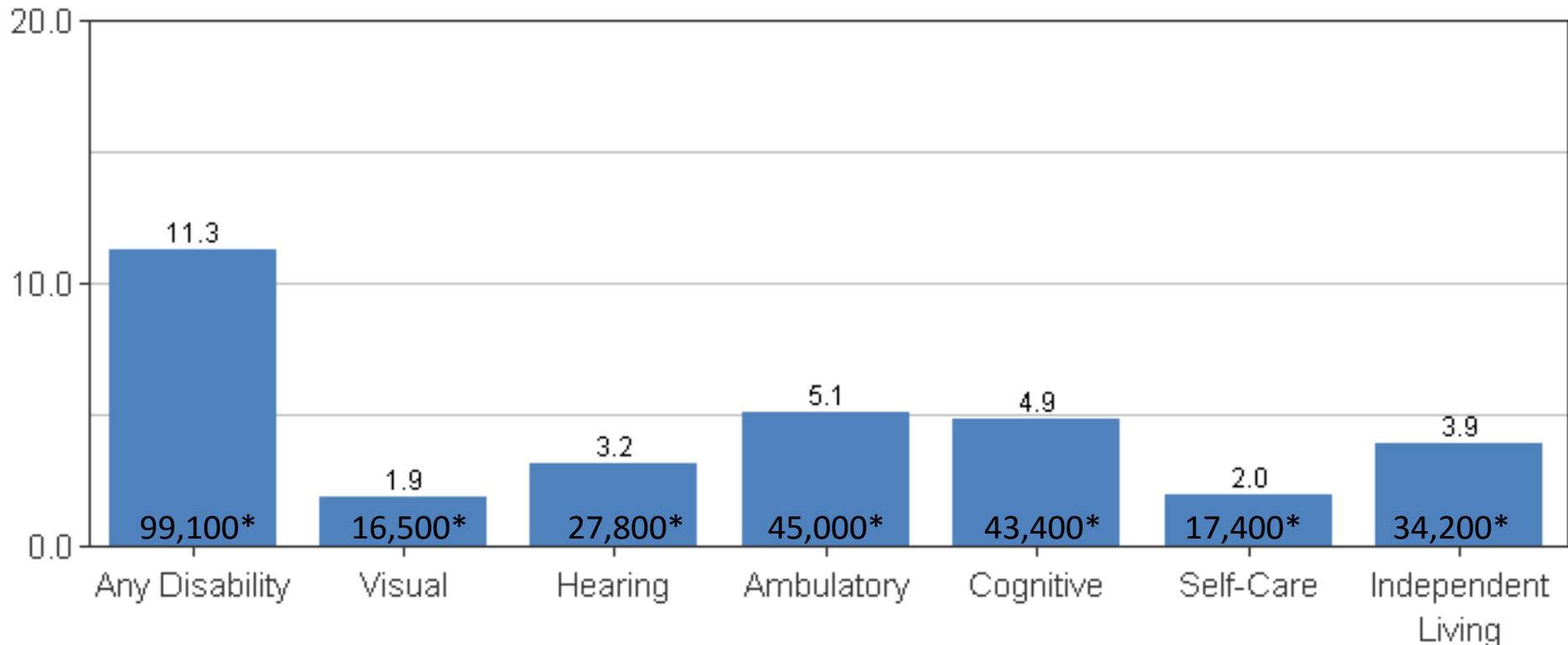


*Total numbers reported

Source: [Cornell University](#)

Prevalence of Disability Among Non-Institutionalized People Ages 21 to 64 in Idaho in 2012

Prevalence Rates: Age 21 to 64 years (%)

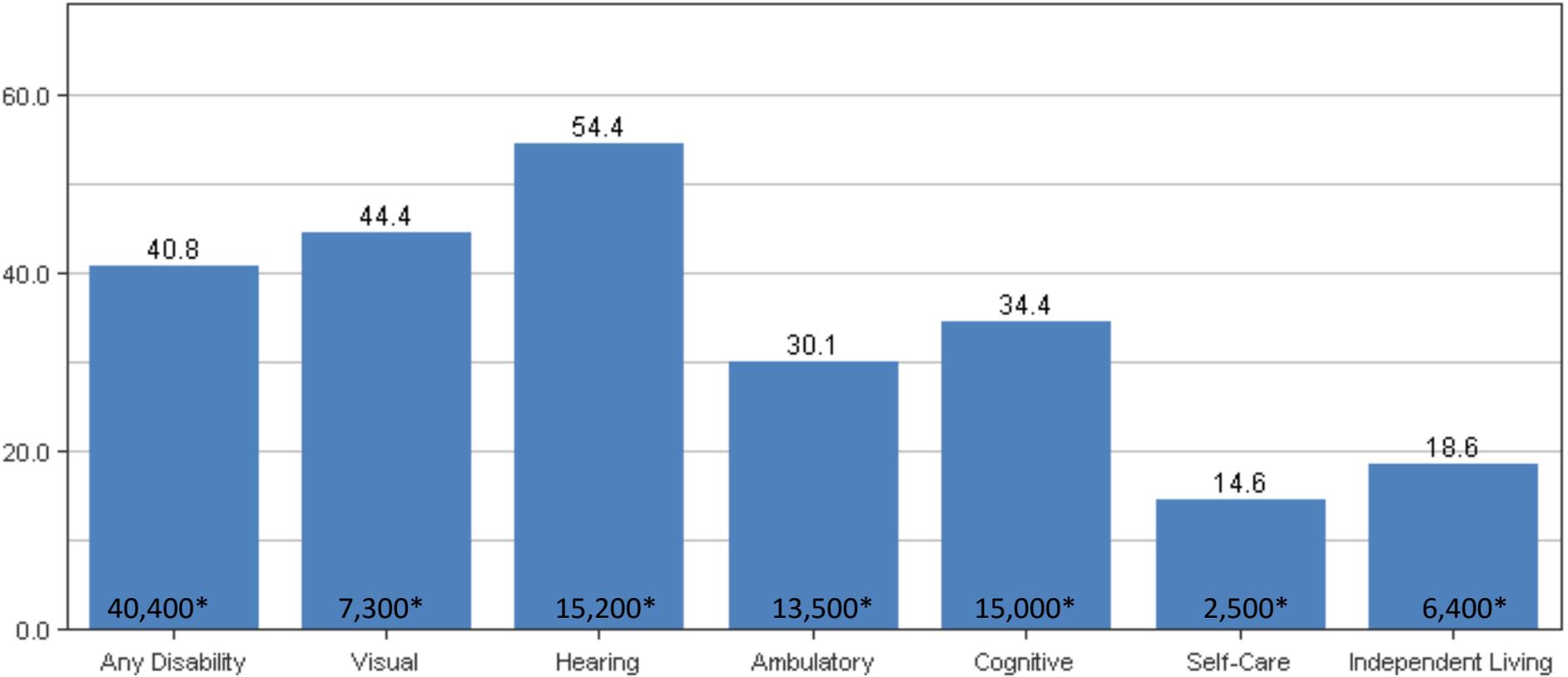


*Total numbers reported

Source: [Cornell University](#)

Employment of Non-Institutionalized Working-Age People (Ages 21 to 64) by Disability Status in Idaho in 2012

Employment Rates (%)



*Total numbers reported

Source: Cornell University

ID Project SEARCH Sites

❖ Kootenai Medical Center, Coeur d'Alene

Project SEARCH: www.projectsearch.us

Contact Erin Riehle at Erin.Riehle@cchmc.org

Which Employers in Your State Must Meet 503 Rules (Hire PwDs)?

❖ Top contractors:

- Battelle Memorial Institute INC
- Sunshine Minting INC
- CH2M Hill Companies LTD
- The Babcock & Wilcox Company
- Record Steel and Construction INC

For the complete list see the [fed spending website](#)

http://www.fedspending.org/fpds/fpds.php?stateCode=ID&sortp=r&detail=-1&datatype=T&reptype=p&database=fpds&fiscal_year=2012&submit=GO

How to get started: Job Accommodation Network → <https://askjan.org/>

US Business Leadership Network → <http://usbln.org/>

Jobs in Idaho

- ❖ The number of projected job openings in Idaho over the next decade is expected to exceed 281,000; 111,300 new jobs and 165,300 replacement employees will be needed.
- ❖ The top 10 hot jobs in Idaho will require more than a high school education.
- ❖ 88% of Idaho's population 25 & over have at least a high school degree and 60% have some college or more.

Source: http://workforceinvestmentworks.com/workforce_board_info.asp?st=ID

- ❖ Click for your [Workforce Development Board](http://workforceinvestmentworks.com/workforce_board_info.asp?st=ID):

http://workforceinvestmentworks.com/workforce_board_info.asp?st=ID

- ❖ Click for your [Workforce Development Plan](http://labor.idaho.gov/wia1/WIAPlan9-12-12.pdf):

<http://labor.idaho.gov/wia1/WIAPlan9-12-12.pdf>

Resources

- ❖ StateData: The National Report on Employment Services and Outcomes, 2013 (data from 2012)
- ❖ 2012 Disability Status Report United States, Cornell University, 2012: www.disabilitystatistics.org
- ❖ Fedspending: www.fedspending.org
- ❖ Project SEARCH: www.projectsearch.us
- ❖ Job Accommodation Network: <https://askjan.org/>
- ❖ State Vocational Rehabilitation Agency: http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_cd=SVR
- ❖ RespectAbilityUSA: www.respectabilityusa.org

Let Us Know If We Can Help!

We have many resources for policy makers and employers on our website and are ready to help!

RespectAbilityUSA
4340 East-West Hwy, Suite 1100
Bethesda, MD 20814

www.RespectAbilityUSA.org

Cell: (202) 365 – 0787

Jennifer Laszlo Mizrahi

President

JenniferM@RespectAbilityUSA.org

IDAHO STATE REHABILITATION COUNCIL
IDAHO DIVISION OF VOCATIONAL REHABILITATION
An Agency of the Idaho State Board of Education

650 West State Street, Room 150
P.O. Box 83720, Boise, Idaho 83720-0096
(208) 334-3390 Fax (208) 334-5305

February 19, 2016

Chair

Gordon Graff

Vice Chair

Lori Gentillon

Members

Rachel Damewood

Dina Flores-Brewer

Mike Hauser

Judith James

Mel Leviton

Angela Lindig

Ramona Medicine Horse

David Miles

Lonnie Pitt

Lucas Rose

Molly Sherpa

Jayne Womack

Ex Officio

Jane Donnellan

Suzette Whiting

Attn: WIOA State Plan
650 West State St. Room 150
Boise, ID 83720-0096

Re: Comments on the Vocational Rehabilitation Services Portion (Title IV) of the
WIOA Combined State Plan

The State Rehabilitation Council (SRC) supports the Idaho Division of Vocational Rehabilitation in their WIOA State Plan submission. Regarding the Financial Participation Assessment (FPA) section of the plan, the SRC had extensive discussion at the January 21, 2016 quarterly meeting and voted to support the proposed changes the division drafted concerning the FPA.

Subsequent input during the public comment period for the State Plan has been minimal. The one concern brought forward was a belief that the policy changes set forth in the revision of Section 8 and the Business Rule are not compliant with the Idaho Administrative Procedures Act in that issues that have a substantive impact on client's rights and are expected to be enforced are rules under the act, and must be properly promulgated. Encompassing the process in the Business Rule and not the Policy Manual does not solve that problem.

Thank you for your consideration of SRC input to the State Plan submission.

Sincerely,



Gordon Graff
Chair

Idaho Division of Vocational Rehabilitation Updated Policies & Rules

This section of the appendix contains the following documents pertaining to the Idaho Division of Vocational Rehabilitation's Updated Policies and Rules:

- Policy – Participation of Customers in Cost of Services Based on Financial Need
- Rule – Financial Participation Assessment

Idaho Division of Vocational Rehabilitation Policy
Participation of Customers in Cost of Services Based on Financial Need

SECTION 8.0 PARTICIPATION OF CUSTOMERS IN COST OF SERVICES *BASED ON FINANCIAL NEED*

In order to further IDVR's mission to help customers move towards independence and self-sufficiency, IDVR encourages customers to be personally invested in and contribute financially towards the cost of their VR plan, when possible. The extent of the customer's participation in the cost of Vocational Rehabilitation services is based on their income and other factors. The Financial Participation Assessment is an effective tool for identifying customer resources as they relate to VR planning and implementation, regardless of the amount contributed by the customer.

Reminder: Financial need and/or participation status are not factors in the eligibility determination.

Financial Participation is assessed using IDVR's Financial Participation Assessment (FPA) form.

1. After eligibility, during plan development, while exploring comparable benefits, AND
2. Every twelve (12) months or if financial circumstances change significantly, whichever occurs sooner.

Services Exempt from Financial Participation:

A Financial Participation Assessment will be applied as a condition for providing vocational rehabilitation services, EXCEPT for the following: (34 CFR 361.54(b) (3))

1. Assessment for determining eligibility and vocational rehabilitation needs.
Note: Assessment services for determining eligibility and vocational rehabilitation needs, which are not diagnostic in nature and are provided in the trial work period (i.e., transportation), are subject to financial participation.
2. Vocational rehabilitation counseling and guidance and referral services;
3. Any auxiliary aid or services (e.g., interpreter services or reader services) that an individual with a disability requires in order for the individual to participate in the vocational rehabilitation program. Auxiliary aids and services do not include personally prescribed devices such as eye glasses, hearing aids, or wheelchairs;
4. Personal assistance services;
5. Job related services, including job search and placement assistance, job retention services, follow-up services, and follow-along services, i.e., Community Based Work Adjustment, Job Site Development (CBWAJSD), Community Based Work Adjustment (CBWA), Placement and Follow Along Job Site Development (P&FJSD), and Placement and Follow Along (P&F).

Upon completion of the FPA and the determination of services to be included on the IPE the counselor and customer will identify the specific IPE services that will be paid for by each party.

It should be emphasized to the customer and vendor that IDVR will not be responsible for the customer's debts, under any circumstances. If the customer's debts to a vendor inhibit the provision of services necessary to achieve the employment goal, IDVR will work with the customer to explore options for the continuation of services.

Exemption from Required Participation

Customers who receive SSI and/or SSDI are exempt from financial contribution. However, to ensure a customer qualifies for this exemption, written proof of SSI or SSDI qualification must be received. *It should be noted that customers who receive Social Security benefits from retirement, spouse of retired worker, child of a retired worker, child of deceased worker, widow, parent of deceased worker, spouse of disabled worker, or child of a disabled worker would not be eligible for this exemption.*

Factors for Determining Customer Financial Participation

Several factors are considered to determine a customer's level of financial participation, including the customer's and/or spouse's income, estimated annual plan costs, exclusions such as impairment related work expenses, and available financial resources which exceed the HHS Federal Poverty Guidelines.

The following steps are taken to identify the level of participation:

The applicable income is subject to two calculations. The first calculation will determine the required participation by comparing income category and expected plan costs.

The second calculation identifies an annual maximum percentage of the applicable income that the customer will be required to contribute toward their plan costs and will not exceed 25% of the applicable income.

The lower amount of the two calculations above will determine the customer's expected annual contribution. All service costs anticipated or purchased during the twelve (12) month period covered by the FPA are to be considered in aggregate rather than individually calculated.

In exceptional cases, circumstances may occur where rigid adherence to the Financial Participation Policy could seriously jeopardize the customer's opportunity to achieve rehabilitation objectives and an employment outcome. In such cases, exceptions to the policy may be considered by the Regional Manager and Chief of Field Services.

The customer, parents or legal guardian completing the Financial Participation Form will be required to provide financial documentation for verification. If the customer has a financial participation requirement, it will be applied to purchases prior to assessing any caps from the Agency Payment Policy (Section 12.2).

**Idaho Division of Vocational Rehabilitation Business Rule:
Financial Participation Assessment**

Idaho Division of Vocational Rehabilitation Business Rule	
Subject: Financial Participation Assessment	
Policy: 8.0 Participation of Customers in Cost of Services Based on Financial Need	Effective Date: July 1, 2016
Related To: Financial Participation Assessment Guidelines	

Rationale:

Prior to delivering services under an Individualize Plan for Employment (IPE), an assessment of a customer's ability to participate in the cost of services will be conducted by completing the division's Financial Participation Assessment (FPA) form in Gemini. The VRC and customer will complete the FPA while the customer is in eligible status to identify the customer's ability to financially participate in the cost of their rehabilitation services.

Staff will estimate the cost for rehabilitation services every 12 months of the IPE or when modified. Calculate the amount of participation to be provided by both the customer and IDVR for each 12 month time period covered by the FPA.

Refer to the division's policy for more information and guidance, including benefit exemption and those VR services which are exempt from the FPA consideration.

This business rule provides the detailed criteria and instructions for completing the FPA in Gemini.

FPA Instruction:

I. Exemption Status:

Customers who receive SSI and/or SSDI are exempt from financial contribution. Written proof of SSI or SSDI verification is required. This information will be used to complete the FPA.

The VRC must complete the top portion of the FPA certifying that the customer is exempt and will also note on the IPE and subsequent plan amendments, in the appropriate section, explaining the reason for exemption.

Note: *Customers who receive Social Security benefits from retirement, spouse of retired worker, child*

of a retired worker, child of deceased worker, widow, parent of deceased worker, spouse of disabled worker, or child of a disabled worker are not eligible for this exemption.

II. Dependency Status:

If the individual is a dependent of the family unit; the entire income of the family unit must be considered, or a justifiable reason why the entire family income should not be considered, explained in the case record. For purposes of determining financial participation, an individual will be considered a dependent if he or she is single, living at home with parents/legal guardian and is claimed as a dependent on the current family federal income tax.

For purposes of financial need determination, an individual is considered independent when the individual's own earnings constitute a majority of his or her financial support, is single and will not be claimed as a dependent on the parents/legal guardian US income tax return in the current year. If the individual is married, regardless of age, financial assessment of need will be based on the combined income of the individual and spouse.

If the individual is self-supporting, claims his or herself on tax forms, is not claimed on anyone else's income tax return, only the individual's resources are inventoried. If the individual is claimed as a dependent on his or her parent's or guardian's tax return, the parent's or guardian's financial status is inventoried.

III. Income Data (Customer Income Information):

All projected gross income of the family unit shall be considered in the FPA.

The family unit includes the individual, dependents, spouse, and/or parents who contribute economically to the family unit. The income data is intended to reflect the current income of the family unit. It is important to include gross wages as opposed to "take home pay" or net income.

Customer's income verification (and spouse's if married) may include:

- Most recent year IRS tax filings,
- Employment Security Wage or Unemployment Benefit Reports,
- Employer generated pay stubs,
- Retirement program documents, or
- Documentation from public or private income support programs.
(TANF and food stamps are examples that are not considered income)

Income Exclusions:

This figure includes the Income Exclusion based on family size which is 200% of the Federal Health and Human Services (HHS) Poverty Level, disability related costs and any impairment related work expenses (IRWE). IDVR uses the Social Security Administration's definition of impairment related work expenses (IRWE). An impairment (disability) related work expense is an expense for an item or

service, which is necessary for an individual with an impairment to work, and which is incurred because of a physical or mental impairment. To qualify as an IRWE, the expense must be paid by the customer. Expenses paid by sources such as health insurance, vocational rehabilitation and the employer are not considered an IRWE.

Examples of IRWE's include, but are not limited to:

- The cost of attendant care services provided in the work setting or to assist the customer to get to and from work is considered an IRWE, however attendant care provided on non-work days or those performed at any time which involves shopping or general homemaking are not considered an IRWE. Additionally, attendant services performed for other family members such as babysitting, are not considered an IRWE.
- Durable medical equipment which can withstand repeated use, is used to serve a medical purpose, and is generally not useful to a person in the absence of a disability, such as wheelchairs, hemodialysis equipment, respirators, and pacemakers are considered an IRWE.
- The cost of vehicle modifications (but not the cost of the vehicle) in order to drive or be driven to work, where the modification is critical to the vehicle's operation or its accommodation of the customer is considered an IRWE. The modification must be directly related to the impairment (without the modification the customer would either be unable to drive or ride in the vehicle).
- Prosthetic devices that replace internal body organs or external body parts are considered an IRWE however a prosthetic device which is primarily for cosmetic purposes usually is not considered an IRWE.
- The cost of prescription medications and medical services necessary to control the disabling condition, thereby allowing the customer to work (medications and medical services used for minor physical or mental conditions not resulting in any significant loss of function are not considered an IRWE, which might include yearly routine physical or dental examinations, optician services or eyeglasses when unrelated to a disabling visual impairment).
- Work equipment/assistance required to accommodate the impairment and perform the job (e.g., one-handed typewriter, telecommunications device and/or a job coach paid for by the customer) are considered an IRWE.

IV. Applicable Income:

This section enables IDVR to determine the customer's expected financial participation toward the anticipated cost of services during the subsequent 12 months.

Applicable income is the gross income minus the income exclusion allowance, which is adjusted annually and is set at 200% of federal HHS poverty level and disability related work expenses.

V. Determination of Required Participation

Gemini will automatically calculate the customer's level of participation through an automated process based upon the income and exclusion information entered into the appropriate fields. The calculations are explained below.

How Customer Participation is Determined:

The applicable income is subject to two calculations.

1. To determine the required participation by comparing income category and expected plan costs.
2. The second comparison identifies an annual maximum percentage of the applicable income that the customer could contribute toward their plan costs, which will not exceed 25% of the applicable income.
 - The lower of these two calculations will determine the customer's expected annual contribution.
 - Customer participation gradually increases as the customer's available income increases.
 - All service costs anticipated or purchased during the 12 month period covered by the FPA are to be considered in aggregate rather than individually calculated.

Financial Participation Table

Applicable Income categories	Participation as % of Plan Cost	Maximum % of applicable income
0-4,999	5	5
5,000-9,999	7.5	7.5
10,000-14,999	10	10
15,000-19,999	20	12.5
20,000-24,999	30	15
25,000-29,999	40	17.5
30,000-34,999	50	20
35,000-39,999	60	22.5
40,000-44,999	70	25
45,000+	80	25

Calculation Illustration:

- Federal HHS Poverty Level = \$11,700 (2015 - adjusted annually)
- 200% x \$11,700 = **\$23,400**
- Income for family size of 1 = **\$40,000**
- **\$500** IRWEs

$$\$40,000 - \$23,400 - \$500 = \mathbf{\$16,100} \text{ (Applicable Income)}$$

In this scenario will be use a \$2,000 annual plan cost and an Applicable Income of \$16,100, using the table above, the two calculations would be:

1. 20% x \$2,000 = \$400
2. 12.5% x \$16,100 = \$2,012.5

The customer's financial participation using this scenario will be \$400.

Second scenario will use a \$15,000 annual plan cost, all other conditions remain the same:

1. 20% x \$15,000 = \$3,000
2. 12.5% x \$16,100 = \$2,012.5

VI. Certification:

The customer, parents or legal guardian completing the form will be asked to verify, by signature, that the information provided is correct. The customer, parents or legal guardian should be advised that he/she will be asked to document the financial information provided from external sources, such as the most recent year IRS tax fillings, Employment Security Wage or Unemployment Benefit Reports, employer generated pay stubs, retirement program documents, or documentation from public or private economic support programs. The form will then be signed by the VRC.

Modifications to the FPA may be requested by the customer or their representative as needed to adjust for changes in income or other circumstances (e.g., disability related costs and number of family members). If modification is requested, the customer, parent or guardian must provide income verification from the sources listed above.

Exceptions to the FPA may be requested only when rigid adherence to the Financial Participation Policy could seriously jeopardize the customer's opportunity to achieve rehabilitation objectives and an employment outcome. In such cases, the VRC may elect to seek an exception to the policy by reviewing the case with the RM who will then seek an exception approval by the Chief of Field Services or designee who will render a decision within ten (10) business days.

Applying customer contribution to service delivery/purchases. If the customer has a financial participation requirement, it will be applied directly to purchases prior to assessing any caps from the Agency Payment Policy (Section 12.2). IDVR will not accept any monies from the customer.

A Financial Participation Assessment Worksheet will be used to explain the calculations to customers to increase customer FPA understanding.