

Workforce Development Training Fund – Quantitative Funding Level Model

Core Economic and Labor Market Information Variables:

The Idaho Department of Labor research team studied a host of quantifiable economic and labor market variables to determine which were most predictive of economic growth, impact and wealth creation.

$$(Wage\ Score\ x\ 4) + (Multiplier\ Score\ x\ 1) + (UI\ Tax\ Rate\ Score\ x\ .5) + (County\ Unemployment\ Rate\ Score\ x\ .5) + (Concentration\ Rate\ Score\ x\ 2) + (Training\ Score\ x\ 2)$$

Input Score	Weights	Input Score	Weights	Input Score	Weights	Input Score	Weights	Input Score	Weights	Input Score	Weights	
5	4	7	1	6	0.5	2	0.5	6	2	5	2	 <p>Less than 41 pts</p> <p>41 to 45 pts</p> <p>46 pts or greater</p>
WAGES		INDUSTRY ECONOMIC MULTIPLIER		EMPLOYER'S UI TAX RATE		COUNTY UNEMPLOYMENT RATE		OCCUPATIONAL CONCENTRATIONS TRANSFERABILITY		EDUCATION and TRAINING		
Wages	Points	Mult.	Points	Rate Class	Points	%	Points	LQ	Points	Education	Points	
\$ 19.00	10	3.60	10	+1 +2	10	13.16	10	2.50	10	Apprentice	10	
\$ 18.00	9	3.30	9	+3 +4	9	12.07	9	2.00	9	Academic		
\$ 17.00	8	3.00	8	+5 +6	8	11.07	8	1.50	8	Credential		
\$ 16.00	7	2.70	7	+7	7	10.16	7	1.25	7	Training	5	
\$ 15.00	6	2.40	6	SR and RI	6	9.32	6	1.00	6	Structured		
\$ 14.00	5	2.10	5	-1 -2	-1	8.55	5	0.75	5	OJT	2	
\$ 13.00	4	1.80	4	-3	-2	7.78	4	0.50	4	OJT		
\$ 12.00	3	1.50	3	-4	-3	7.08	3	0.40	3			
				-5	-4	6.44	2	0.30	2			
				-6	-5	5.86	1	0.20	1			
Total >>	20	Total >>	7	Total >>	3	Total >>	1	Total >>	12	Total >>	10	Total Value
Metric 1 Wages Earnings		Metric 2 Economic Impact Multiplier		Metric 3 Unemployment Insurance Experience		Metric 4 County Unemployment Rate		Metric 5 Occupation Concentrations and Transferability		Metric 6 Education and Training Component		=
Use Weighted Average from Vendor Proposal		Uses EMSI IO Multipliers		Uses Employer Tax Array or Standard Rate for new employers		Anchored to the State Fiscal Year Average State Unemployment Rate		Uses Occupational Information Location Quotients		Education and Training		53
40%		10%		5%		5%		20%		20%		100%
												Total Combined Score

Six distinct variables were chosen to drive the model above.

#1 – Wages, a major wealth-creation driver makes up 40 percent of the total score. Applicants can earn up to 40 points for jobs paying \$19 or more.

#2 - Economic Impact makes up 10 percent of the total score. Companies can earn up to 10 points for industries with multipliers of 3.6 or higher.

#3 - Employer's Unemployment Insurance Rate makes up 5 percent of the total score. Businesses with the lowest UI tax rates can earn up to five points while negative rated employers lose points. New businesses are given the standard rate, which earns them 6 points.

#4 - County Unemployment Rate makes up 5 percent of the total score. Businesses located in counties with higher rates can earn up to 5 total points.

#5 – Occupational Concentration makes up 20 percent of the total score. Businesses can earn as much as 20 points in highly concentrated occupations.

#6 – Education and Training makes up 20 percent of the total score. Proposals that exhibit tangible academic or certified credentials earn 20 points. Structured training on new equipment or machinery earns 10 points while basic on-the-job trainings are only awarded the minimum 4 points.

Training Level Definitions:

- **Apprenticeship** - A strict training program to gain a set of skills to prepare workers for their desired trade, certain career or licensure.
- **Credential (Industry Recognized)** – A nationally recognized degree or certificate or state/local recognized credential. Credential includes but is not limited to a HS diploma, GED or other recognized equivalents, postsecondary degrees/certificates, recognized skill standards and licensure or industry recognized certificates.
- **Certificate/Badges** – Recognition of an individual attainment of measurable technical or occupational skills necessary to gain employment or advance in an occupation. These technical or occupations skills are based on industry developed and endorsed standards.
- **Structured On-The-Job Training** – Must have a train-the-trainer component. Trainer is required to take methods-of-training course, included are measurable competencies and specialized equipment training that is transferrable.
- **On-The-Job Training** – Simply learning the responsibilities and duties required via on-the-job short-term training.

Qualitative Points can be earned based on extensive capital investment, training match and the company’s contribution to expanding economic growth in that sector.

Qualitative Potential Extra Credit Categories for up to 20 points.
Capital Investment
Training Match
Company Growth ahead of the Industry Projection

Funding Thresholds were derived from testing employer scenarios and studying Idaho's economic and labor market information.

Scoring Descriptives	Total Score Range	Maximum Funding Per Employee
Significant Economic Growth	71 +	\$ 4,500+
	61 to 70	\$ 4,000
Strong Economic Growth	56 to 60	\$ 3,500
	51 to 55	\$ 3,000
	46 to 50	\$ 2,500
Appreciable Economic Growth	41 to 45	\$ 2,000
Use Discretion	<41	\$0 to 1,999

For more information or assistance go to <http://lmi.idaho.gov/RegionalLaborMarkets.aspx> and contact your local regional economist.