

Part I – Agency Profile

Agency Overview

The Idaho Department of Labor's mission is to connect business, education and workforce; link job seekers with Idaho employers; and help people with career and life transitions. The agency strives to reach its vision and accomplish its mission by adhering to core values of honesty and integrity, reliability, teamwork, collaboration and employee empowerment.

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

Idaho Gov. Brad Little appointed Jani Revier to serve as the director for the Idaho Department of Labor in December of 2018. Today she leads a team of nearly 500 employees who strive to make a difference in the lives of job seekers, employers, government officials and Idaho citizens.

Three advisory boards - the Idaho Workforce Development Council, the Idaho Commission on Human Rights and the Governor's Commission on Service and Volunteerism - provide program guidance and oversight to the department.

The Idaho Workforce Development Council is the advisory board for the state's workforce development program. The governor appoints council members for three-year terms and ensures appointees represent business, education, government and labor interests throughout Idaho.

The Idaho Commission on Human Rights administers discrimination complaints. The governor appoints Commission members for three-year terms with the advice and consent of the state senate to ensure representation of the population of Idaho.

The Governor's Commission on Service and Volunteerism oversees operations of Serve Idaho. The governor appoints Commission members for three-year terms and ensures they represent a wide range of interests across Idaho.

Core Functions / Idaho Code

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

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

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

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

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

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

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

SERVE IDAHO and the Governor's Commission on Service and Volunteerism promote collaboration among public, private and nonprofit agencies and organizations to advance community service programs and activities throughout the state. It also administers AmeriCorps grants. (Executive Order 2006-14.)

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

Revenue and Expenditures

Revenue	FY 2016	FY 2017	FY 2018	FY 2019
Unemployment Penalty & Interest	\$0	\$0	\$5,400	\$0
Employment Security Special Administration	\$2,069,400	\$2,562,400	\$4,645,000	\$4,492,200
Workforce Development Training Fund	\$73,900	\$118,300	\$262,400	\$0
Federal Grants	\$54,110,200	\$50,356,200	\$51,096,500	\$49,035,000
Misc. Revenue	\$1,415,100	\$3,393,300	\$1,689,100	\$1,475,000
General Fund	\$320,700	\$389,600	\$341,200	\$342,200
Unemployment Compensation	\$190,651,700	\$193,184,500	\$177,124,200	\$147,709,400
Total	\$248,641,000	\$250,004,300	\$235,163,800	\$203,053,800
Expenditures	FY 2016	FY 2017	FY 2018	FY 2019
Personnel Costs	\$39,062,200	\$39,488,900	\$38,003,100	\$35,368,900
Operating Expenditures	\$64,533,000	\$12,702,000	\$12,472,500	\$11,709,400
Capital Outlay	\$366,100	\$743,000	\$732,400	\$257,700
Trustee/Benefit Payments	\$112,017,100	\$115,782,500	\$93,187,300	\$88,367,100
Total	\$215,978,400	\$168,716,400	\$144,395,300	\$135,703,100

Profile of Cases Managed and / or Key Services Provided

All measures from July 1 to June 30

Cases Managed and/or Key Services Provided	FY 2016	FY 2017	FY 2018	FY 2019
1. UI – Number of Initial Claims Made	69,676	69,946	63,493	62,801
2. UI – Number of Weeks Compensated	349,972	351,249	301,347	265,941
3. UI – Number of Employers Covered by Unemployment Insurance Laws	50,376	52,033	55,214	58,106
4. ES - Individuals Registered for Employment Services	121,672	84,933*	75,310*	61,431*
5. ES - Job Openings Listed (Full-time permanent)	279,778	165,004	178,129	197,022
6. WIOA - Adult Customers Served	753	668	629	595
7. WIOA - Dislocated Worker Customers Served	568	466	474	464
8. WIOA - Youth Customers Served	806	552	476	623

Cases Managed and/or Key Services Provided	FY 2016	FY 2017	FY 2018	FY 2019
9. Wage & Hour – Employer / Employee Contacts	50,139	46,109	41,321	42,306
10. Human Rights Commission – Administrative Cases Filed	403	485	501	391
11. Human Rights Commission – Public Presentations	20	42	61	36

Licensing Freedom Act

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

	FY 2016	FY 2017	FY 2018	FY 2019
FARM LABOR CONTRACTOR¹				
Number of Licenses ¹	61	70	78	60
New Applicants Denied Licensure ²	N/A	N/A	N/A	33
Applicants Refused Renewal of a License ³	N/A	N/A	N/A	33
Complaints Against Licensees ⁴	N/A	N/A	N/A	N/A
Final Disciplinary Actions Against Licensees	N/A	N/A	N/A	N/A

¹The Idaho Department of Labor is developing the system necessary to capture these data points. Categories listed on the Licensing Freedom Act are new and not included in the federal guidelines of items USDOL expects the agency to capture.

²Farm labor contractors are required to register every year. If a farm labor contractor does not submit a complete application, including providing proof of insurance and a bonding deposit, the department deems the application incomplete and never issues a license.

³ See footnote 2.

⁴ Number of wage claims filed by an employee that performed some type of farm labor work during the past year. Farm labor contractors are notified of any potential wage and hour violations. All unresolved issues referred to the U.S. Department of Labor for enforcement (Idaho Wage & Hour is a compliance bureau only).

Red Tape Reduction Act

Each agency shall incorporate into its strategic plan a summary of how it will implement the Red Tape Reduction Act, including any associated goals, objectives, tasks or performance targets. This information may be included as an addendum.

	As of July 1, 2019
Number of Chapters	10
Number of Words	43,244
Number of Restrictions	585

Part II – Performance Measures

Performance Measure		FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
1. Employment Services – Entered Employment Rate – Pages 6-7, Goal II, Objective B, Strategy #1	actual	72%	73.7%	73.8%	72.9%	-----
	target	61%	58.1%	60.1%	66%	66.6%
2. Employment Services – Employee Retention Rate - Pages 6-7, Goal II, Objective B, Strategy #1	actual	87%	73.9%	73.3%	72.9%	-----
	target	83%	67.6%	69.6%	51.0%	51%

Performance Measure		FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
3. <i>WIOA</i> – Percentage of Employed Adults.– Pages 6-7, Goal II, Objective B, Strategy #1	actual	81.3%	80.8%	80.0%	85.8%	-----
	target	88%	81.5%	83.5%	78.0%	78%
4. <i>WIOA</i> – Entered Employment Rate for Dislocated Workers – Pages 6-7, Goal II, Objective B, Strategy #1	actual	90%	82.4%	84.0%	83.5%	-----
	target	89%	81.8%	83.8%	87%	86.9%
5. <i>WIOA</i> – Youth Placement Rate in Employment or Education – Pages 6-7, Goal II, Objective B, Strategy #1	actual	76.3%	78.0%	77.2%	80.3%	-----
	target	73.1%	75.1%	75.1%	70%	70.5%
6. <i>UI</i> - First Pay Benefit Timeliness (exceed quarterly federal standard of 90%). Page 8, Goal III, Objective A, Strategy #1	actual	96.6%	97.1%	96.9%	97.2%	-----
	target	>=87.0%	>=87.0%	>=90.0%	>=87.0%	>=87.0%
7. <i>UI</i> -Non-Monetary Determination (quality meets or exceeds federal minimum of 80%). Page 8, Goal III, Objective A, Strategy #1	actual	80.1%	80.4%	79.7%	78.7%	-----
	target	>=80.0%	>=80.0%	>=80.0%	>=80.0%	>=80.0%
8. <i>DDS</i> – Productivity per Work Year (per worker) Page 9, Goal III, Objective A, Strategy #1	actual	381.5	344.5	347.8	395.5	-----
	target	303.3	353.1	315.4	325.4	325
9. <i>IHRC</i> – Cases Closed through Mediation, Settlement, Conciliation Page 10, Goal III, Objective A, Strategy #1	actual	16%	22%	17%	13%	-----
	target	24%	24%	24%	24%	24%
10. <i>IHRC</i> – Average Age of Cases / Investigations (days) Page 10, Goal III, Objective A, Strategy #1	actual	144 days	159 days	142 days	163 days	-----
	target	160 days	=/>150 days	=/>160 days	=/>160 days	=/>160 days

Performance Measure Explanatory Notes

- 1) **Entered Employment Rate (Employment Services)** – Percent of adult participants employed during the second quarter after exiting the program.
- 2) **Employee Retention Rate (Employment Services)** – Employment rate, fourth quarter. - Percent of participants employed in the fourth quarter after exiting the program.
- 3) **Percentage of Employed Adults (Workforce Innovation and Opportunity Act)** – Percent of adults employed during the second quarter after exiting Workforce Innovation and Opportunity Act training programs.
- 4) **Entered Employment Rate for Dislocated Workers (Workforce Innovation and Opportunity Act):** Percent of dislocated worker participants employed in the second quarter after exiting WIOA training program.
- 5) **Youth Placement Rate (Workforce Innovation and Opportunity Act)** – Percent of youth participants either employed or enrolled in school during the second quarter after exiting the program.
- 6) **First Pay Benefit Timeliness (Unemployment Insurance)** – Percent of all first payments made within 14 days after the week ending date of the first compensable week in the benefit year. Idaho has ranked in the top three nationwide in this category since SFY2015.

- 7) **Nonmonetary Determination (Unemployment Insurance)** – Percent of all nonmonetary determinations (separations and non-separations) made within 21 days of the date of detection of any nonmonetary issue that would affect the claimants' right to unemployment compensation. The national average of all states for: SFY2015 (72.6%), SFY2016 (73.0%), SFY2017 (72.4%), SFY2018 (79.7%).and SFY2019 (76.9%).
- 8) **Productivity per Work Year (Disability Determinations Service)** – The higher the number in a given year, the greater the productivity per worker in terms of case decisions and processing – federal program standard.
- 9) **Cases Closed through Mediation, Settlement, Conciliation (Idaho Human Rights Commission)** – Mediation percentages from July 1 through June 30 (state fiscal year).
- 10) **Average Age of Cases / Investigations (Idaho Human Rights Commission)** – Case closures and from July 1 through June 30 (state fiscal year). Statistics for the average case age are from the date of the administrative filing of a case.

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