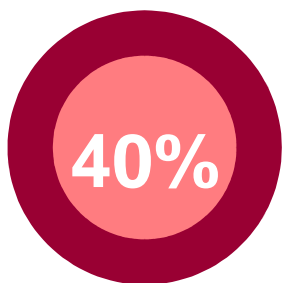
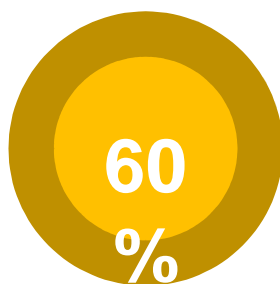


Workforce Upskilling: Tapping Immigrant Talent



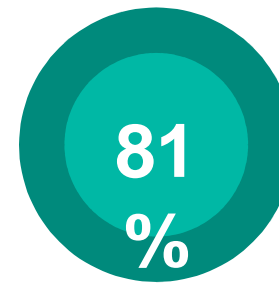
Percentage of working age Idahoans who currently have a post-secondary credential.



Percentage of jobs by 2025 that will require post-secondary credential.



Total number Boise Metro immigrant origin residents.



Boise area immigrant residents are between ages 16 and 64.

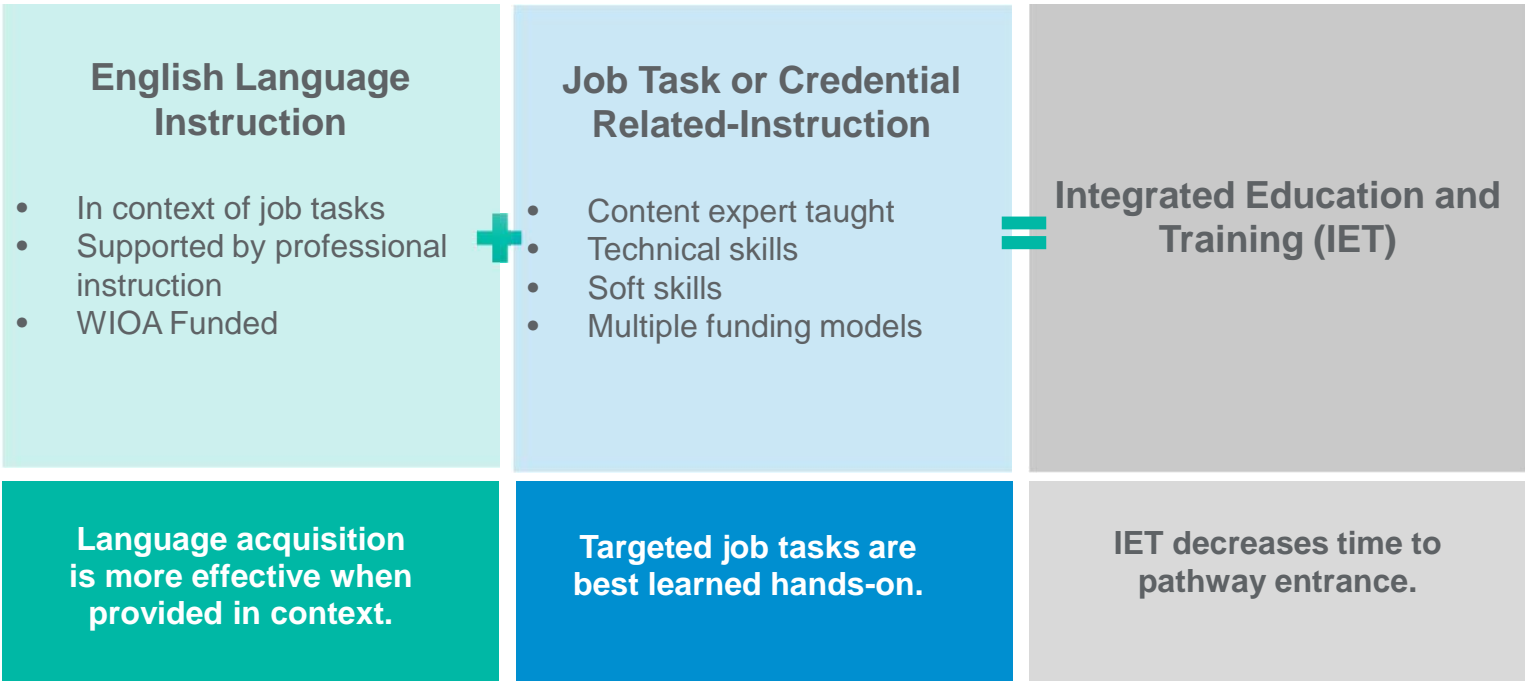
Sources:

Stronger Nation: newamericaneconomy.org/city/boise/

Urban Institute: [Upskilling the Immigrant Workforce to Meet Employer Demand for Skilled Workers](#)

MPI: [Credentials for the Future](#)

Integrated Education and Training: (IET)



Common Strengths of Immigrant-origin Workforce

- Foreign credentialing
- Informal skill attainment
- Workforce experience
- Persistence and drive
- Middle skills attainment despite education gap
- High retention and completion rates in our programs

For example:

85% Completion rate in EVS Pre-apprenticeship

3 Physicians and 1 nurse with foreign credentials in Multi-cultural CNA

1 Mining explosives and safety expert, 1 petroleum industry project manager, 1 truss builder in Construction Career Launchers

Intentionally Aligned Resources: Addressing Barriers

Transportation

- Night Ride
- Bus Passes
- Class Locations



Opportunity Costs

- IET
- Time of day/program length
- Simplified Intake
- Networking opportunities

Program Costs

- Department of Labor
- CWI Grant Funding
- AGC Scholarships
- SNAP
- Employer partnerships like Saint AI's

Program Awareness

- International Rescue Committee
- Community Council of Idaho
- Department of Labor
- Organizational partnerships