



# Idaho Business for Education's Youth Apprenticeship Program

*A story of success*



# IDAHO BUSINESS *for* EDUCATION

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## *Youth Apprenticeship Program*

### **Four-year Program Highlights, 2020-2024**

- ❖ **434 Youth Apprentices Registered**
- ❖ **113 Apprenticeship Occupations Approved**
- ❖ **134 Apprenticeships Completed (237 still active at end of grant)**
- ❖ **High participation in rural areas**
- ❖ **Fifty-three percent of apprentices were 18 years old or younger when they enrolled.**
- ❖ **Cross-section of public sector, business, and non-profit sponsorship**
- ❖ **More than 300 presentations to groups, organizations, schools, and businesses**



# Executive Summary

In 2020, Idaho Business for Education, in collaboration with the Idaho Workforce Development Council and Idaho Department of Labor, was awarded a four-year, \$2.4 million grant from the U.S. Department of Labor to support, grow, and sustain youth Registered Apprenticeship in Idaho. It was fully staffed by November of 2020. Because of COVID, few in-person meetings and presentations were possible through much of 2021.

Over four years, Idaho Business for Education's Youth Apprenticeship Program enrolled 434 youth apprentices (exceeding the goal of 400) and 113 Registered Apprenticeship sponsors, providing nearly \$138,000 in expense reimbursement to apprentices for eligible costs.

The work continues; in June of 2024, the Idaho Workforce Development Council awarded IBE a \$1.25 million grant to support the program for two more years.

Youth apprenticeship is administered through the U.S. Department of Labor's Office of Apprenticeship for people from 16 to 24 years of age. Completers receive a nationally recognized credential from USDOL. IBE works with employers, organizations, schools, and potential and existing apprentices to establish, sustain, and grow youth apprenticeship across the state.

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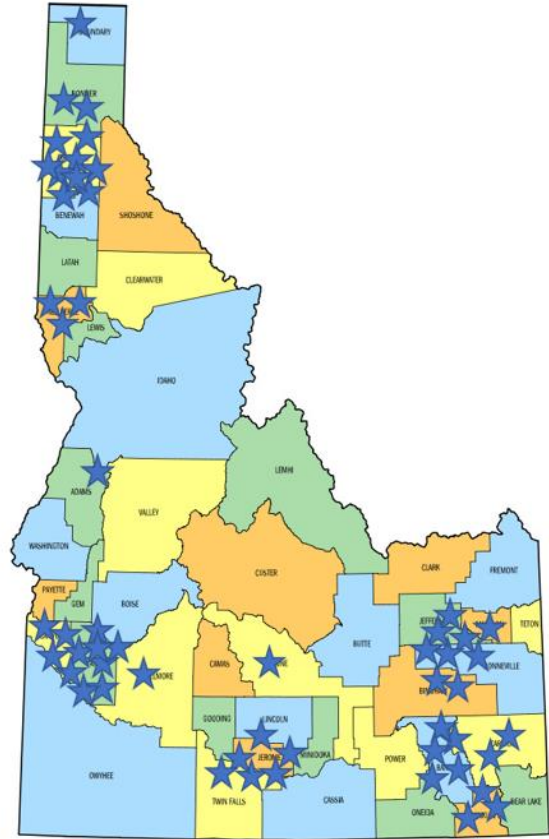
*Registered Apprenticeship is defined by the USDOL as "an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency."*

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# Analysis of Sponsors and Apprentices

Some data highlights:

- Among apprentices who provided gender information, 54% were male and 46% were female.
- Fifty-three percent enrolled apprentices were 16, 17 or 18 years of age at the time of enrollment.
- Thirty-six percent of our apprentices did not provide information on ethnicity; among the rest, 8% identified as Hispanic, 8% were American Indian, 6% were Black/African-American, and 42% were white.
- Thirty-one percent of enrolled apprentices completed the program before the end of the grant period. Fifty-three percent were still active apprentices at the end of the grant period.
- Most programs are competency-based, and many can be completed within 12 to 24 months of enrollment.
- Only 29 percent of enrolled apprentices were “incumbents,” or already employed by the sponsor. The remaining 71 percent were new employees. IBE-YAP provided \$137,784 in supportive services to cover expenses for training, supplies, equipment, and other related costs.
- The program paid \$54,000 to eligible employer-sponsors for providing on-the-job training.





# Occupations

IBE assisted employer-sponsors establish or expand 53 different occupations, ranging from welding and auto mechanic to member services specialist and early childhood educator. Here's a breakdown of the number of apprentices for the most popular occupations:

## **Auto Industry (8%)**

Automotive technician/ mechanic: 30

Diesel mechanic: 3

## **Education (33%)**

Early childhood educator/teacher's aide: 121

Youth development practitioner: 21

## **Construction/trades (22%)**

Construction craft laborer: 30

Plumber: 23

Welder: 20

Electrician: 10

Heating/HVAC technician: 6

Millwright: 5

Pipefitter: 2

## **Healthcare (8%)**

Medical assistant: 15

Dental assistant: 10

Nursing assistant: 7

CNA: 3

## **Manufacturing (8%)**

Machine operator: 20

Industrial manufacturing technician: 10

Conveyor maintenance mechanic: 5

## **Professional (18%)**

Member service specialist: 50

Fitness trainer: 18

Computer support specialist: 4

Marketing coordinator: 3

Multimedia producer: 3

**All other: 15**



## IBE-YAP and Public Schools

***More than half of apprentices (225) were high school students at the time of their enrollment, and 72 (17%) were employed by a school or school district.***



Most of the latter positions were already part of the districts' budgets, but many had been unfilled for various reasons.

In addition, 102 (24%) apprentices were placed with local businesses because of a partnership or close connection with a school district.

Clustering apprenticeship opportunities around an interested school district was a successful strategy for the program. As a

result, we developed close ties with many of our local public schools.

There are several reasons Registered Apprenticeships resonated with our public schools:

1. Students get an opportunity to try an occupation before they graduate from high school, thus getting a better feel for what they might want to do after graduation.
2. The financial support, while relatively modest (up to \$750 per apprentice per year), is often a game-changer for students, especially in rural districts. Students without other means can purchase a laptop or other equipment, pay for additional training, or get reimbursement for travel.

3. The schools provide their students with a new pathway to career preparation and on-the-job higher education. This is particularly important in a state like Idaho, which has a current “go-on rate” (the percentage of high school graduates to enter college or the military within a year) of less than 40 percent. High school teachers and career counselors are aware of the need to offer new alternatives.

4. This option does not exclude the potential for pursuing higher education. In fact, for example, the classroom experience teacher’s aides



receive can encourage them to go to college and return to their hometowns as teachers.

5. It’s not all about teaching, of course. Experience gained in computer support or marketing, for example, can lead to post-secondary school as well. And for others, Registered Apprenticeship is a nontraditional but valid form of higher education.

6. When schools become Registered Apprenticeship sponsors, they send a clear message to local businesses of the program’s importance, which can have a motivating effect.

## Lessons Learned – Best Practices

The Idaho Business for Education Youth Apprenticeship Program (IBE YAP) was recognized by the National Association of Workforce Boards for exemplary practice in developing youth apprenticeships in Idaho. Out of 14 YARG (Youth Apprenticeship Readiness Grant) grantees, the IBE team was recognized as one of four programs performing at a high level and demonstrating best practices.



So, what are those best practices?

1. We have **leveraged the membership of Idaho Business for Education.**

Some of our best employers working with apprenticeship are IBE members. This makes sense since IBE members are committed to transforming systems to set our students up for success in school, work, and life.

A huge shout goes out to IBE members including ICCU, Idaho Forest Group, Hirning Buick GMC, Lytle Signs, Micron, Simplot, St. Luke's, Idaho Power, Kodiak Aircraft, Teton Toyota, Vista Outdoor, Kootenai Health, Idaho Steel, Glanbia, Horizon Credit Union, Nez Perce Tribe, Potlatch/Deltic, Premier Technology, and Northwest Specialty Hospital for taking a leadership role in Idaho focusing on building their talent pipeline through apprenticeship.

Additionally, IBE members have been **conduits and connectors for our team.** Members have connected their business colleagues with the YAP



team and Registered Apprenticeship programs have grown because of these referrals.

2. IBE YAP has specialized in **creating central hubs of apprenticeship in rural communities**. Many times, this looks like starting with a local school district who becomes an employer sponsor – building their own talent pipeline in apprenticeship pathways such as teacher aides, technical support, public relations, or nutrition services. As school districts introduce our team to other local employers, opportunities grow for apprenticeship in the community. A great example of this model is at Soda Springs, where over 40 apprentices were placed in employment throughout this small Eastern Idaho community.
3. Another best practice for the team has been to **regionalize our business development program managers**, focusing on their strong relationships within their local community. Our BDPM personnel (Northern Idaho, Southwest Idaho, South Central Idaho, and Eastern Idaho) are members of their community and have relationships or are working on developing relationships with community members. This type of relationship builds trust and has allowed us to build programs.
4. A fourth practice that has yielded over 80 apprenticeships is IBE's relationship with our **local school superintendents and leaders**. To date, 11 school districts have participated in growing their own apprenticeships (Boundary County, Dietrich, KTEC, Kuna, Nampa, Nez Perce, Ririe, Snake River, Soda Springs, Sugar-Salem, and West Side) with others connected to apprenticeship pathways with local employers through their CTE (Career Technical Education) Programs. These districts include Boise, Burley, Middleton, and West Ada.
5. The YAP team has been part of a group of organizations working to promote apprenticeship in Idaho – **the Apprenticeship Idaho Coalition**. Although these organizations don't specifically focus on youth, many times we can create or build a youth pathway. Our key partners have been the WDC (Workforce Development Council), Idaho Department of Labor (IDOL),

USDOL, Vocational Rehab, Idaho Department of Corrections (DOC), and our regional two-year colleges.

6. Over the last two years, the IBE YAP team has also extended its focus to **civic sector, public sector, and non-profit organizations**. This work includes the work in our public schools, non-profits such as Boys and Girls Clubs and YMCA, the Nez Perce, and some municipalities.

## Meet our apprentices

**Go to:**

[https://www.youtube.com/playlist?list=PLV\\_LvJUAWwrXLzcCv9rw5umHe2CXQdOFH](https://www.youtube.com/playlist?list=PLV_LvJUAWwrXLzcCv9rw5umHe2CXQdOFH)

## Supportive Services Details

Supportive services of up to \$750 per apprentice per fiscal year were provided to 223 unique apprentices. These apprentices represented 38 employers. IBE Business Development Program Managers worked with apprentices to determine need and prepare the appropriate documentation for support.

Supportive services were issued in a variety of areas. By far, mileage reimbursement was the service that most common at nearly 43% of the total number of apprentices and just under 50% of the supportive services money distributed. Another 30% of apprentices were reimbursed for tools (14.5 %) or supplies (14.9 %), including laptops .

In addition to the financial supportive services, the IBE YAP team served over 425 apprentices with non-financial support. These types of services included resume writing, interview practice, recruitment advice, career counseling, or the offer of financial services were declined.

Type of Support Service	Amount	Total Number of Requests	% of Expenditure	% of Apprentice Requests
Mileage	\$ 65,361.14	106	47.4%	42.7%
Laptop/Computer Equipment	\$ 24,735.21	37	18.0%	14.9%
Uniforms	\$ 13,031.21	25	9.5%	10.1%
Tools	\$ 12,801.47	36	9.3%	14.5%
NASM	\$ 9,264.45	17	6.7%	6.9%
Books/Tuition (Non NASM)	\$ 8,119.47	13	5.9%	5.2%
Car Repair	\$ 2,122.92	3	1.5%	1.2%
Safety Boots	\$ 1,664.55	10	1.2%	4.0%
Daycare	\$ 684.00	1	0.5%	0.4%
<b>Total</b>	<b>\$ 137,784.42</b>	<b>248</b>	<b>100.0%</b>	<b>100.0%</b>

# On-the-Job Training Expenses for Employers

Thirty-two of our employer sponsors requested support for OJT expenses, representing 270 of our participant apprentices. All except one apprentice from one sponsor completed the required hours and standards so that the employer could be reimbursed for OJT expenses. The total amount of monies expended for fulfilled OJT contracts was \$54,000. NOTE: The team did not start issuing OJT contracts until April of 2023.

	Sponsor	Total
1	Bish RV	\$ 400.00
2	Blue Bird Express Car Wash	\$ 200.00
3	Boundary County School District	\$ 400.00
4	Boys and Girls Club LCV	\$ 1,400.00
5	Boys and Girls Club Kootenai	\$ 2,400.00
6	Boys and Girls Club Magic Valley	\$ 1,600.00
7	Boys and Girls Nampa	\$ 1,200.00
8	Diamond D	\$ 200.00
9	Fresca	\$ 600.00
10	High Desert Milk	\$ 1,800.00
11	ICCU	\$ 6,800.00
12	IHCA Power County	\$ 1,200.00
13	IHCA- Lakeside AL	\$ 400.00
14	Kodiak Daher	\$ 200.00
15	Lytle Signs	\$ 200.00
16	Micron	\$ 2,000.00
17	Nampa School District	\$ 800.00



18	Nez Perce	\$	5,800.00
19	Premier	\$	1,200.00
20	Rigby Plumbing and Heating	\$	800.00
21	Ririe School District	\$	1,200.00
22	Shore Lodge Whitetail Club	\$	200.00
23	Signature Fitness (Gold's)	\$	2,000.00
24	Snake River	\$	1,000.00
25	Soda Springs	\$	7,600.00
26	St Luke's	\$	1,600.00
27	Sugar Salem High School	\$	400.00
28	Sunroc	\$	600.00
29	Tadd Jenkins Auto Group	\$	3,200.00
30	Teton Toyota	\$	1,000.00
31	Westside School District OJT	\$	2,600.00
32	Wood River YMCA	\$	3,000.00
	<b>TOTAL</b>	\$	<b>54,000.00</b>

## In their own words ... survey results

IBE surveyed both apprentices and employers each quarter of the grant. The final survey was issued in May of 2024. The full survey results can be requested from IBE. We share some comments below.

### **From the employers:**

“Our elementary teachers love our apprentices, especially in kindergarten where the apprentice speaks Spanish.”

“The 2023-24 school year was the first year we have participated in the Apprenticeship Program. We are just about to finish the school year, and it has been a wonderful experience. We are anxious to add more apprentices next year.”

“Watching them learn and grow from pushing a broom to completing a comprehensive and complicated project, there is nothing greater.”

**“It is rewarding to watch an apprentice realize their potential and suddenly understand a concept. That light bulb turning on in the mind of the apprentice is a representation of the hard work from trainers.”**

“We have seen our qualified participants get much needed financial help and able to continue to develop.”

“This program has been a great avenue for our company in helping current employees move up and look forward to something.”

### **From the apprentices:**

“Being able to share and learn and teach throughout my apprenticeship has been one of the best experiences I’ve ever experienced.”

“As a fresh graduate from high school, I was a little worried about the opportunities and new experiences I would face in the future, especially since I have little job experience with me. Through the apprenticeship I feel really confident and sure of the path that I am on, and there are plenty of things to learn every day!”

**“The apprenticeship has helped me be a better single mom. I’m slowly getting to the point where I’m able to provide for my kids without struggling. I still struggle every day, but it’s getting easier and easier. “**

“Thanks to my apprenticeship I have been able to connect with so many different individuals with different skill sets and experience! I have been able to network, connect, and learn from so many amazing talented people. This apprenticeship has given me tools to help launch my future.”

“It has given me a chance to see new opportunities and build relationships with the kids. The kids even come to my sports games to support me. It has been amazing to help them grow and teach them, and they have helped me just as much in the same ways.”

“I have loved this opportunity and have learned so much from it. I am so thankful for the people who worked so hard so I could gain this experience!”

# Keys to Success

- **Support from partners:**
  - Idaho Workforce Development Council
    - Referrals
    - Technical support and administrative support
    - Credibility and profile
  - Idaho Department of Labor
    - Referrals
    - Technical support
    - Consulting assistance
  - Idaho Business for Education (parent organization)
    - Referrals and networking
    - Operational infrastructure
    - Credibility and profile
  - AFL-CIO and other unions, Idaho Vocational Rehabilitation Division, Idaho Career and Technical Education, colleges and universities. U.S. Department of Labor



- **Outreach to, and partnership with, secondary educators**
- **Relentless outreach to all potential sponsors and apprentices**
- **Adaptable strategic plan**
- **Providing meaningful ongoing support to apprentices, sponsors, and training providers**



## IBE-YAP Staff and Contact Information

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## Photos

Cover: Danica Ziel works on an automobile as a Registered Apprentice for Teton Volkswagen, Idaho Falls.

Page 1: Mariah Aripa shows off her journeyworker certificate in dental assisting. Maria is the first member of the Colville Tribe to complete a Registered Apprenticeship.

Page 4: Becca Atkinson draws blood as part of her medical assistance apprenticeship in Post Falls.

Page 5: Allie Gailey works with students as part of her teacher's aide apprenticeship at West Side School District in Dayton.

Pages 6 and 7: Apprentices with Idaho Forest Group. Photos courtesy Maria Price, IFG.

Page 15: Teacher's aide apprentice Tytus Christensen at a pumpkin patch with some of his students near Dayton.

## Meet our apprentices



Idaho Business for Education Youth Apprenticeship Completer, Analise Smith - Soda Springs, Idaho

[https://www.youtube.com/playlist?list=PLV\\_LvJUAWw\\_rXLzcCv9rw5umHe2CXQdOFH](https://www.youtube.com/playlist?list=PLV_LvJUAWw_rXLzcCv9rw5umHe2CXQdOFH)

# Addenda

## Mariah's story (IBE-YAP press release):

Mariah Aripa became Idaho's first Dental Assistant/Dental Specialist to complete a federally recognized Registered Apprenticeship Program on September 17, 2022. Christina Feliciano, one of Idaho Business for Education's business development program managers with the Youth Apprenticeship Program (YAP), hand-delivered the certificate of completion to Mariah.



The Idaho Department of Labor, North Idaho College, Idaho Primary Care Association, and the IBE Youth Apprenticeship Team worked collaboratively to support the Idaho Community Health Center Association in creating the registered apprenticeship program and to support Mariah as she worked to fulfill all the requirements of the apprenticeship.

Mariah, 20, is the first completer in this new REGISTERED APPRENTICESHIP PROGRAM program. She is a member of the Colville Tribe and, to our knowledge, is its first to complete a nationally registered apprenticeship program.

“This is a great example of what can happen when institutions and organizations work together for our young people,” said Paula Kellerer, IBE's vice president of youth apprenticeship. “Mariah has worked hard to complete a rigorous apprenticeship that is already helping her make a good living in a meaningful occupation.”

IBE's Youth Apprenticeship Program staff work with youth, ages 16-24, throughout Idaho to help expand and grow youth apprenticeship. While traditional trades such as plumbing, HVAC, and electrical fields once dominated the apprenticeship picture, IBE helps employers in the healthcare, education, transportation, finance, technology, retail, and other sectors provide opportunities for registered apprenticeships leading to quality jobs.

Mariah is one of more than 100 individuals who are employed by dozens of organizations supported by the IBE team under the US Department of Labor Idaho Youth Apprenticeship Grant since 2020. These employers are building their own talent pipelines as they contribute to young Idahoans becoming skilled, contributing members of their community.

## Apprenticeship in Southeastern Idaho (IBE press release):

Southeast Idaho is both bucolic and harsh, a place made famous in some circles by the 2004 movie *Napoleon Dynamite*, all written and shot in and around the town of Preston. A few miles west of Preston is Dayton, population 600 and home of the West Side School District, which serves the surrounding farms and villages.

From there, you can hop on Idaho Highway 34 for a winding drive north through the Bear River Valley, eventually slowing briefly for the town of Grace (population 850), where Rigby Plumbing can be found just off the main drag. Proceeding north and connecting with U.S. 30, a turn east takes you to Soda Springs (population 3,200), a town long sustained by its nearby phosphate and phosphorous mine, now owned and operated by Bayer (yes, the aspirin people).



The West Side and Soda Springs school districts sponsor nearly two dozen of their own students in registered apprenticeships they have created (Soda Springs alone has 19!). Most are for teacher's aides, but other occupations include marketing assistant and video producer. In-between, Rigby Plumbing in Grace sponsors two plumbing apprentices.



The "world's only captive geysir" is timed to go off at noon every day in Soda Springs.

Idaho Business for Education's Youth Apprenticeship Program, through a grant from the U.S. Department of Labor and in partnership with the Idaho Workforce Development Council, assisted these employers in creating these programs, and it continues to provide resources and support, including reimbursement of certain expenses directly to the apprentices.

At West Side and Soda Springs, high school students serving as teacher's aides spend an hour or two every day in first- or second-grade classrooms. They also receive classroom instruction



related to this work. Others produce videos or sell and prepare advertising for school scoreboards and other locations. Apprentices working for Rigby Plumbing are learning trade skills that will serve them for decades.

This is the largest concentration of youth apprentices in all of Idaho, in a place where the two counties have a total population of 22,000. This is fitting, since it is rural Idaho where registered apprenticeship can have its biggest impact. Combined with a robust registered apprenticeship program for high school students sponsored by Pocatello-based Idaho Central Credit Union, southeast Idaho is a model of how this program can benefit young people.

By providing alternative pathways to good careers, youth apprenticeship is making a difference in an increasing number of young people's lives throughout Idaho.

## Article from Idaho Business Review:

### Fresca Mexican Foods starts youth apprenticeship program

By: [Brooke Strickland](#) December 26, 2022

Fresca Mexican Foods recently announced the hiring of two juniors at Middleton High School as part of its new nationally registered apprenticeship program. The students will work as machine operators at the company's production plant in Caldwell.



JT Nunez, left, and Trevor Alvey, of Middleton High School, signed on as paid apprentices with Fresca Mexican Foods in Caldwell.  
Submitted photo

Discussions about the program began in May of this year, according to a press release, when school district Superintendent Marc Gee and Adam Doolhoff, chief product officer at Fresca, began working with staff members at Middleton High School and Tim Blonsky from Idaho Business for Education and its Youth Apprenticeship Program. Their goal was to develop a program with nationally registered standards of apprenticeship through the Idaho Department of Labor.

The two students signed their apprenticeship agreements earlier this month and will now begin the 2,000-hour program. The paid program allows them the opportunity to work part time while in school and while earning work-based learning credit; they will become full-time employees in the summer and when they graduate high school. Upon completion of the program, they will receive a nationally recognized credential that demonstrates their proficiency in the field of production machine operation.

Teresa Taylor, Fresca Mexican Foods human resources manager, said, "We are glad to have these two young men join our team here at Fresca! We can't wait to see the ways in which this experience helps them in their future endeavors, and we are thrilled to be a part of this program, along with the Middleton School District and Idaho Business for Education. We believe this apprenticeship model is a big win for all involved and will be helpful for many other students and businesses here in the Treasure Valley."

Blonsky said, "Idaho Business for Education was glad to be part of this project in helping develop this partnership between Middleton School District and Fresca Mexican Foods. This

was part of a team effort to bring all the important players to the same table and create a pipeline of talent for a local employer and create real careers for local high school students. (A) registered apprenticeship is an incredible tool to help employers proactively build their talent in a workforce environment in which there is a shortage of skilled labor. Idaho Business for Education has helped over 45 employers build registered apprenticeships across the state...”

During this apprenticeship, the two students — who will take their experience gained in the school district’s CTE (Career Technical Education) Pathways Program — will work alongside a journeyman employee at Fresca Mexican Foods. While there have not been high-level discussions about the school district collaborating on other apprenticeship programs like this in other industries yet, Blonsky is hopeful that there will be programs coming that will include work in auto repair, health care and other areas of manufacturing or mechanical work.

“I think the apprenticeship program is a perfect fit for a lot of students who might be looking for a different pathway after high school,” said Gee. “When a skill-based profession is what they have a passion for, apprenticeships are a much more direct way to get both the education they need and valuable experience, on-the-job, which gives them a foot in the door for future career opportunities.”

## Participating Employers

IBE supported nearly 120 employers during the life of the YARG grant in 134 registered programs. Support included recruiting and supporting new employer sponsors, expanding to additional occupations for current employer sponsors, recruiting apprentices for new and existing programs, or providing support services for an apprentice enrolled in an employer's program. Below is list of employer sponsors, employers who participated in a group sponsorship, or employer sponsors whose apprentices received financial support services from IBE during the life of the grant.

### Education Entities

Boundary County  
Dietrich  
Kootenai Technical Education Center  
Kuna  
Nampa  
Nez Perce  
North Idaho College  
Ririe  
Snake River  
Soda Springs  
Sugar Salem  
Westside

### Unions

Eastern Idaho Electrical JATC  
Eastern Idaho Plumbers/Pipefitters  
Pocatello SE Idaho Sheet Metal  
SW Plumbers and Pipefitters  
Treasure Valley Carpenters  
Southern Idaho Carpenters  
Southwestern Idaho Electrical JATC

### Employers in a Group Sponsorship

Abe's Electric  
All Rail Construction  
Applied Surfaces Technology  
Bill's Heating and A/C  
Edgewood  
Ginno Construction  
Heritage Health  
Honest Abe Construction  
Interstate Electrical  
J Marek Construction  
K & G Construction  
Knife River  
Lakeside Care Center  
Life Care of Idaho  
Madison Carriage Cove  
Marimn  
Micron  
Nez Perce Tribal Housing  
Northwest Specialty

Power County Skilled Nursing  
Salmon Electric  
Shaw Mountain  
Selkirk Electric  
Stancraft  
Terraces of Boise  
Terry Construction  
Terry Reilly  
Valley Family Medical  
Wired Works

### Non-Profits/Municipalities

Boys and Girls Club Kootenai  
Boys and Girls Club Lewis Clark Valley  
Boys and Girls Club Magic Valley  
Boys and Girls Club Ada County  
Boys and Girls Club Nampa  
City of Plummer  
Wood River YMCA

### Healthcare

Caribou Medical  
Idaho Community Health Care Assn  
Idaho Health Care Association  
Kootenai Health  
St. Luke's

### Private Employers

A Plus Auto  
A-1 Heating and Cooling  
Alliant Security  
American Auto College  
Aspen Air Design  
Bish's RV Dealers  
Bluebird Express Car Wash  
Bonner County Roofing  
Broulims  
Capital Computers  
CS Beef Supply  
Daher Kodiak  
DC Electric  
Diamond D Welding  
DR Plumbing and Heating  
Emerald Auto

Enders Hotel  
Fresca Mexican Foods  
Frontier Credit Union  
Full On Professional Auto  
Gold's Gym of Idaho  
Ground Force Worldwide  
Heritage Auto  
High Desert Milk  
Hirning Automotive  
Idaho Central Credit Union  
Idaho Forest Group  
Idaho Manufacturing Association  
Idaho Rural Water Association  
Idaho Steel  
IDL Industries  
JST Construction  
Lighthouse, Inc.  
Lytle Signs  
Micron  
Old Timer Welding  
Parker Toyota  
Paul Davis Restoration  
Phoenix Fire  
Phoenix Management  
Potlatch/Deltic  
Premier Technology  
Rhodes Rebar  
Rigby Plumbing and Heating  
Shore Lodge and Whitetail Club  
Sierra Madre Frozen Foods  
Silverlake Auto  
St Vincent de Paul  
State Farm – Wold  
Strobel  
Sun Roc  
System Restore  
Tadd Jenkins Auto Group  
Tedder Industries  
Teton Motors  
US Ecology  
Y Stem and Chess Inc