



Southwest Iowa Local Workforce Development Board

PY20 Annual Report Narrative

Executive Summary

Southwest Iowa Local Workforce Development Board Vision Statement:

Our vision is to meet the employment and training needs of employers and job seekers, both unemployed and under-employed, in the Southwest Iowa Workforce Area.

Core Values:

- Equipping a Future Ready workforce with a strong work ethic, employability skills, foundational academic skills, and specific occupational skills that fit the needs of local and regional employers
- Preparing our workforce with the portable skills needed to compete in a global economy.
- Honoring diverse prospective workforce with equal access to employment and training resources
- Growing a prosperous job market where there is equal opportunity for all workers and prospective workers.

Strengths of the Southwest Iowa LWDA:

- Strong Collaboration: Regular meetings between core partners to collaborate and support common clients and job-seekers' employment and training goals. A smaller, rural office allows on-site collaboration between core partners to maintain positive working relationships, which benefits job seekers. Partners collaborate, not duplicate services. Integrated Resource Team meetings and referral system.
- Outreach Partnerships with Business and Industry: Established partnerships with local businesses are key for an effective labor exchange. Southwest Iowa has a history of engaged networking with local businesses.
- Innovation: A smaller, tight-knit partner group is able to respond creatively and timely to emerging needs in the workforce. -Providing a service delivery model that includes all partners and extended partners.
- Strong Educational Partnerships: IET projects including counseling, support and wraparound services. Career exploration using O-NET, and Career Coach. Free adult

literacy classes and employability workshops. Distance Education opportunities. Free HiSET scholarships and transportation vouchers. GAP/PACE to provide free short term training programs for clients in One-Stops.

- Community Collaboration: Family TIES-Union County group who meet monthly to discuss program updates, support services, and activities in the area.

Local Workforce Development Area System (counties in the LWDA, location of IowaWORKS centers, etc.)

The Southwest Iowa Workforce Area serves job seekers and businesses in the following counties: Adams, Adair, Clarke, Decatur, Ringgold, Taylor, Montgomery, and Union. The IowaWORKS center in Creston serves as the comprehensive OneStop location for the local area.

LWDA Strategic Objectives

Goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment:

Goal I: Southwest Iowa employers will have access to skilled, diverse and Future Ready workers.

Goal II: All Iowans will be provided access to a continuum of high-quality education, training, and career opportunities.

Goal III: Southwest Iowa's workforce delivery system will advance a unified vision and strategy to modernize and develop a customer-centered workforce system.

COVID-19 Pandemic Response

The IowaWORKS/Title 1 office closed to the public in Creston and services were provided via phone or virtual. We quickly adapted to providing workshops virtually and continued providing information via social media throughout the pandemic. We continued with Title 1 enrollments regardless of the pandemic.

Sector Strategies

Local Strategy 1.1.1: Facilitate the training of Business Marketing Specialists or partner staff as trained Sector Partnership Facilitators.

Local Strategy 1.1.2: Development of at least one sector partnership in Advanced Manufacturing and Healthcare in the Creston area.

Business Services & Employer Engagement

Based on meetings with local economic development and human resource professionals/SHRM representatives, the key employer needs were identified:

- Increased effort for talent recruitment to fill existing vacancies and expand capacity to retain and grow current employers.
- Development of career pathways within industries.
- A centralized, integrated communication between businesses and service providers, including one-on-one relationship building between all parties.
- Diversity, equity and inclusion training at local businesses.

Business Objectives: Southwest Iowa Local Workforce Area's workforce system sets the following objectives for the next 2 years to meet the Vision and Mission of this region:

1. Provide Integrated/seamless services that are streamlined to train job seekers as quickly as possible so they are ready for jobs with local businesses
2. Promote Future Ready Iowa to validate skills of the area's workforce to optimize their ability to demonstrate their skills to employers and to provide a method of evaluation for businesses to make appropriate hiring decisions
3. Continuously improve menu of local services based on input from job seekers and businesses so services are flexible and effective.
4. Continuously improve internal processes so they are as lean and paperless as possible to maximize the time we have available to provide value-added services to our customers.
5. Utilize data and performance reports as well as feedback from employers and job seekers to drive continuous improvement initiatives in our services and programming
6. Incorporate STEM goals into One-Stop programming to align that initiative with One-Stop Center goals
7. Partner with ECI to develop programming that provides relevant information and services that improve and enhance businesses in our region
8. Improve communications in all areas so we continue to use our internal and external partnerships to their maximum benefit for the customers we serve.

Title 1 staff provided outreach for OJTs to business in the area, helped with a Drive Thru Job Fair late June 2021 and with a Career Fair at Southwestern Community College. This allowed staff to have face-to-face conversations about services provided by Title 1 and make connections with businesses and job seekers.

Program Highlights & Innovation o Title I Adult, Dislocated Worker & Youth

Extensive outreach was done through MATURA's 6 county neighborhood centers, including flyers provided to all food pantries, to reach low-income individuals for services.

Title 1 served a total of 38 clients and provided workshops to 49 clients.

Rapid Response

This program year, there were no Rapid Response events in the Southwest Iowa LWDA. In the future, Rapid Response (RR) efforts will continue to play an important part in business engagement. As Worker Adjustment and Retraining Notifications (WARN) are received, RR staff immediately begin working with company officials to organize and deploy RR activities. Iowa legislated that employers with any layoffs of more than 25 employees must notify IWD. This state requirement is in addition to the federal requirement to notify in the event of a layoff impact of 50 or greater. When WARN notices are received, each employer is contacted by State RR staff. Subsequently, most receive local-level delivery of RR services. The RR Worker Information Meetings (WIMs) are scheduled as soon as possible to ensure services reach as many employees as possible. The Dislocated Worker Survey remains a key component to the WIM.

Registered Apprenticeship

During the pandemic, staffing resources were targeted toward unemployment insurance service delivery, which did not allow for statewide and local resources to further develop Registered Apprenticeships in Southwest Iowa.

With Registered Apprenticeships being a proven approach to preparing workers for in-demand jobs and meeting the needs of business for a highly skilled workforce that can innovate and adapt. Iowa is committed to supporting Registered Apprenticeship Programs and increasing the number of registered apprentices in Iowa by providing training grants through the Iowa Apprenticeship Act (15B) and the Iowa Registered Apprenticeship Development Fund (15C).

Offender Re-Entry

The LWDA utilizes federal bonding services, which benefits an employer by providing free fidelity bond insurance to protect them against loss of money or property due to employee dishonesty. The advantage of the program is that the employer benefits from the worker's skills and abilities while opening up doors of opportunity to job seekers that might otherwise struggle to overcome those barriers. The bond promotes confidence in a job seeker who needs to gain re-entry into or maintain a connection to the labor market and demonstrate that he or she can be a productive worker.

Serving Job Seekers with Disabilities

Center staff work with the individual and the employer to provide accommodations. Title I, III, and IV provide Ticket to Work services to those receiving SSI or SSDI to ease them back into the workforce.

Partners can maximize services and funding levels and the participants benefit by having a more complete, comprehensive service plan to reach self-sufficiency. Workforce delivery systems will collaborate to build a Future Ready Iowa pipeline of skilled workers who are prepared to meet the workforce needs of Iowa's current and emerging industries without duplication of services. Future Ready Iowa will help more Iowans attain the new minimum of high-quality education, training, and work

readiness by bringing together education, workforce, and economic development resources and ensuring that all Iowans have access to an integrated and efficient workforce delivery system. Future Ready Iowans will be ready to meet the employment challenges of today and into the future.

Veteran Services

All WIOA team members are trained on veteran services and resources and have a solid understanding of Priority of Service. State policies across Department of Labor funded programs contain requirements for Veterans Priority of Service, which ensures veterans and their eligible spouses receive access to services before or instead of a non-covered person. The SOP is designed to identify veterans and eligible spouses at their first point of contact. As part of Iowa's Standard Operating Procedures, each new customer who visits an American Job Center (AJC) is asked by non-JVSG (Jobs for Veterans State Grant) Career Planners, "Have you, or your spouse, ever served in the U.S. Military?" If the customer states that they are a veteran, they are thanked for their service. If the customer is a spouse, the customer is thanked for their support. During an initial "triage" conversation to determine the reason for their visit, the veteran is provided a folder with veteran-related resource information, including information regarding Priority of Service. If it is determined that the veteran or eligible spouse needs assistance beyond self service, priority of service is applied to ensure the veteran or eligible spouse is given precedence in services compared to other job seekers. All AJCs have Priority of Service posters in several locations throughout the center. Iowa has a 24-hour hold on all job orders so that veterans receive priority over non-veterans. Additionally, when AJCs host large job fairs, veterans, service members, and spouses are invited to attend earlier than the general public. Each AJC has at least one designated computer for veteran customers in the Exploratory (resource) area. This area has a plethora of information displayed regarding veteran programs, Priority of Service, and Home Base Iowa. To monitor and ensure Veterans are aware of all services, AJC operations managers run a monthly report that displays all registered individuals which allows them to identify Veterans that may have registered outside of the center. Non-JVSG Career Planners then contact those veterans, share information regarding programs and services, and invite them into the Center. Core partner programs refer customers to JVSG and DVOP services, and DVOP's often refer customers to core partner programs, ensuring Veterans receive the services they need.

Providing effective services for Veterans that file for UCX - Veterans that file for UCX will be profiled for the RESEA program to ensure services are offered early in the Veteran UI claim and are connected to the menu of services in the American Job Center. If these Veterans are identified as having a significant barrier, a referral to a local DVOP will be made to provide additional services.

Implementation of Priority of Service

Regarding WIOA Adult funds, the Southwest Iowa LWDA implements priority of service in the following order:

1. To veterans and eligible spouses who are also included in the groups given statutory priority for WIOA Adult formula funding. This means that veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient would receive first priority for services with WIOA Title I Adult formula funds for individualized career services and training services.

2. To non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA Title I Adult formula funds.

3. To veterans and eligible spouses who are not included in WIOA's priority groups.

4. To priority populations established by the Governor and/or Local Workforce Development Board (Local WDB).

5. To non-covered persons outside the groups given priority under WIOA.

1. Priority of Service for Adult Program Funds

- Recipients of public assistance
- Temporary Assistance to Needy Families (TANF)
- General Assistance (GA)
- Refugee Cash Assistance (RCA)
- Supplemental Security Income (SSI)
- Supplemental Nutrition Assistance Program (SNAP)
- Other income based public assistance

2. Low-Income Individuals

- Receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the SNAP, TANF, SSI under Title XVI of the Social Security Act, or state or local income-based public assistance program; or
- Receives an income or is a member of a family receiving an income that in relation to family size, is not in excess of the current U.S. DOL 70 percent Lower Living Standard Income Level Guidelines and U.S. Department of Health and Human Services Poverty Guidelines, or
- Is a homeless individual, or
- Is an individual with a disability whose own income meets the income requirements above, but who is a member of a family whose income does not meet this requirement.

3. Individuals Who Are Basic-Skills Deficient must meet at least one of the following:

- Lacks a high school diploma or equivalency and is not enrolled in secondary education; or
- Is enrolled in Title II adult education (including enrolled for English Language Acquisition); or
- Has poor English-language skills and would be appropriate for ESL, even if the individual isn't enrolled at the time of WIOA participation; or
- The career planner makes observations of deficient functioning, and, as justification, records those observations in the data management system; or
- Scores below 9.0 grade level (8.9 or below) on the Test of Adult Basic Education (TABE); Comprehensive Adult Student Assessment Systems (CASAS) or other allowable assessments as per National Reporting System (NRS) developed by the U.S. Department of Education's Division of Adult Education and Literacy; or
- Individual does not earn the National Career Readiness Certificate (NCRC) (e.g., one or more of the scores are below a Level 3 on the Workplace Documents, Applied Math, or Graphic Literacy assessments).

4. Individuals with Barriers to Employment. Individuals with barriers to employment may include:

- Displaced homemakers
- Indians, Alaska Natives, and Native Hawaiians
- Individuals with disabilities, including youth who are individuals with disabilities
- Older individuals (age 55 and older)
- Ex-offenders
- Youth who are in or have aged out of the foster care system
- Individuals who are:
 - English language learners
 - Individuals who have low levels of literacy (an individual is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, or in the individual's family, or in society); and
 - Individuals facing substantial cultural barriers
 - Eligible migrant and seasonal farmworkers
 - Individuals within two years of exhausting lifetime TANF eligibility
 - Single parents (including single pregnant women)
 - Long-term unemployed individuals (unemployed for 27 or more consecutive weeks)
 - Underemployed individuals. Underemployed individuals may include:
 - Individuals employed less than full-time who are seeking full-time employment
 - Individuals who are employed in a position that is inadequate with respect to their skills and training
 - Individuals who are employed who meet the definition of a low-income individual
 - Individuals who are employed, but whose current job's earnings are not sufficient compared to their previous job's earnings from their previous employment, per state and/or local policy

The above list is used only for applying for the individual to receive individualized career services and training services. Certain individualized career services or training services may require pre- and post-test scores to measure skills gain for the specific activity; in this case the determination is made by administering an acceptable skills assessment or by using scores from any partner's previous assessment.

When there are multiple applications, a waiting list will be established based on priority categories listed above and based on the date their application was received.

Participant Success Stories

*Bart had been employed with an area employer for 18 years when the plant closed. He came to the office and was helped with filing for unemployment and completing assessments to decide on a new career change. He chose truck driving and was approved for assistance with the training costs and mileage assistance through the Trade program. He wanted to learn new skills in a field that was in demand and didn't want to worry about losing his job again. He chose a short-term training, only 4 weeks, so he could get back to work as soon as possible. He completed the training and was hired immediately upon completion of the training. He drives locally in the Midwest and is home every weekend. He loves the new career and the change from working in a factory for so many years.

*Tom came to the workforce office to see if there was any assistance with going to school as he had exhausted his unemployment and was having problems finding employment. He thought if he could gain some skills in a new career, he would be better prepared to find employment. After completing assessments, he chose nursing. Nursing is an in-demand job and pays well and there are many different areas you can utilize these skills. He completed his training and was hoping to find employment in an emergency room as an ER nurse. There were no openings in the town where he lived so he searched area hospitals as well. He was able to find full time employment as an ER Nurse in a neighboring town with a starting wage of \$35 an hour.

*Names have been changed

PY 20 Annual Performance Analysis

Title 1 Enrollments PY20:

Title I Youth: 20

Title I Adult: 6

Title 1 Dislocated Worker: 14

Youth program served 20 participants, Adult program served 6 participants, and Dislocated Worker program served a total of 14 participants. 3 participants were dual enrolled.

WIOA Wagner-Peyser Performance levels -- PY2020

Quarter 4

| LWDA | Employment 2nd Qtr | | Employment 4th Qtr | | Median Earnings 2nd Qtr after Exit | |
|--------------|--------------------|-------|--------------------|-------|------------------------------------|---------|
| | Actual | State | Actual | State | Actual | State |
| Southwest IA | 65.8% | 72% | 67.4% | 69% | \$6,686 | \$6,000 |
| State | 61.9% | 72% | 68.5% | 69% | \$6,534 | \$6,000 |

WIOA Adult Performance levels -- PY2020

Quarter 4

| LWDA | LWDA | Employment 2nd Qtr | | Employment 4th Qtr | | Median Earnings 2nd Qtr after Exit | | Credential Attainment Rate | | Measurable Skills Gain | |
|--------------|-------|--------------------|-------|--------------------|-------|------------------------------------|---------|----------------------------|-------|------------------------|-------|
| | | Actual | State | Actual | State | Actual | State | Actual | State | Actual | State |
| Southwest IA | 19150 | 80.0% | 72% | 61.8% | 70% | \$7,096 | \$5,400 | 62.5% | 67% | 33.3% | 44.0% |
| State | | 72.2% | 72% | 67.5% | 70% | \$5,762 | \$5,400 | 58.4% | 67% | 43.1% | 44.0% |

WIOA Dislocated Worker Performance Levels -- PY2020

Quarter 4

| LWDA | LWDA | Employment 2nd Qtr | | Employment 4th Qtr | | Median Earnings 2nd Qtr after Exit | | Credential Attainment Rate | | Measurable Skills Gain | |
|--------------|-------|--------------------|-------|--------------------|-------|------------------------------------|----------|----------------------------|-------|------------------------|-------|
| | | Actual | State | Actual | State | Actual | State | Actual | State | Actual | State |
| Southwest IA | 19150 | 83.3% | 85.0% | 88.9% | 83.0% | \$9,116 | \$ 8,400 | 66.7% | 68.0% | 54.5% | 30.0% |
| State | | 81.3% | 85.0% | 81.2% | 83.0% | \$8,763 | \$ 8,400 | 67.9% | 68.0% | 54.1% | 30.0% |

WIOA Youth Performance Levels -- PY2020

Quarter 4

| LWDA | LWDA | Placement in Empl., Educ., or Training Rate 2nd | | Placement in Empl., Educ., or Training Rate 4th | | Median Earnings 2nd Qtr after Exit | | Credential Attainment Rate | | Measurable Skills Gain | |
|--------------|-------|---|-------|---|-------|------------------------------------|----------|----------------------------|-------|------------------------|-------|
| | | Actual | State | Actual | State | Actual | State | Actual | State | Actual | State |
| Southwest IA | 19150 | 70.0% | 73.0% | 63.6% | 72.0% | \$4,668 | \$ 3,600 | 50.0% | 59% | 46.2% | 41.0% |
| State | | 76.8% | 73.0% | 75.2% | 72.0% | \$3,877 | \$ 3,600 | 53.1% | 59% | 47.7% | 41.0% |

Title II-Adult Education and Literacy: Southwestern Community College PY20

Adult Education and Literacy Southwestern Community College PY2020

| SWCC AEL Headcount by Instructional Program | | Participant by Age/Program | | | | |
|---|--------------|----------------------------|-----------|-----------|-----------|----------|
| Instructional Program | Participants | 16-18 | 19-24 | 25-44 | 45-54 | 55-59 |
| ABE (grade level 1-8) | 106 | 24 | 35 | 43 | 4 | |
| HSE (grade level 9-12) | 49 | 9 | 19 | 21 | 3 | |
| English as a Second Language (grades 1-8) | 39 | | 3 | 25 | 9 | 2 |
| Total Participants | 194 | 33 | 57 | 89 | 16 | 2 |

| Employment Status | | HiSET Testing Statistics | |
|-------------------|------------|--------------------------|-----------|
| Employed | 115 | HiSET Graduates | 22 |
| Unemployed | 79 | One or more test | 28 |
| Total | 194 | Total | 50 |

| Participant by Ethnicity/Program | | | | | Participant by Gender | |
|----------------------------------|---------------------------|-----------------|------------|--------------------|-----------------------|------------|
| Asian | Black of African American | Hispanic/Latino | White | More than One Race | Male | Female |
| | | 16 | 87 | 3 | 39 | 67 |
| | 1 | 8 | 39 | 1 | 25 | 24 |
| 1 | | 38 | | | 18 | 21 |
| 1 | 1 | 62 | 126 | 4 | 82 | 112 |

| GAP/PACE Training and IET | |
|---------------------------|-----------|
| GAP/PACE | 18 |
| IET | 1 |
| Total | 19 |

Title III: Wagner-Peyser PY20

Services Provided Individuals - by Regional/LWIA

- Program: Title III - Wagner-Peyser (WP)
- LWIA Record Set Location: Activity Record
 - State Region: State Region 1
 - Region/Lwia: Southwest Iowa LWDA
 - Veteran Information From: Both
 - Date Field: Create Date
 - Start Date: 7/1/2020
 - End Date: 6/30/2021

| Regional/LWIA | Distinct Users | Total Services | % of Total |
|-------------------------------------|----------------|----------------|------------|
| Southwest Iowa LWDA | 708 | 4,098 | 100.00% |
| Regional/LWIA | Distinct Users | Total Services | % of Total |
| | 708 | 4,098 | 100% |
| Total Rows: 1 | | | |

Total Services: 4098

| Wagner-Peyser Enrollments | | | |
|-----------------------------------|------------|--|--|
| Program | Creston | | |
| Jobs for Veteran State Grants | 0 | | |
| Migrant and Seasonal Farm Workers | 0 | | |
| Wagner-Peyser | 132 | | |
| Totals | 132 | | |

Services Provided to Employers

Services Provided Employer Reports - by Region /LWIA

- Region/LWIA: Southwest Iowa LWDA
 - Office: Creston
 - Office of Record: Office Created
 - Services Prior Selected Rpt Period: All
 - Actual Date: 7/1/2020 - 6/30/2021
 - Report Run Time: 11/3/2021 10:07:23 AM

| Region/LWIA | Total Employers | Total Services |
|--|-----------------|----------------|
| 14 Southwest Iowa LWDA | 53 | 179 |
| Region/LWIA | Total Employers | Total Services |
| Total Rows: 1 | 53 | 179 |

Title 4: Iowa Vocational Rehabilitation Services PY20 Participant Statistics

Workforce - One Stop Operator (PY2020)

| IWD Region | CountyName | Potentially Eligible Clients (Status 01-0) | Potentially Eligible Job Candidates Without IPE Age < 22 (open case) | Participants - Job Candidates with IPE Age < 25 | Participants - Job Candidate with IPE Age 25 and Older | PY2020 Count of Participants Successful Closures | PY2020 Average of Closure Hours Worked Per Week | PY2020 Average of Closure Hourly Wage | PY2020 Count of Participants Unsuccessful Closures | Total Participants Served | Co-Enrolled with Other WICA Program | Percent Co-Enrolled |
|---------------------|----------------------------------|--|--|---|--|--|---|---------------------------------------|--|---------------------------|-------------------------------------|---------------------|
| Southwest Iowa LWDA | Adair | 3 | 1 | 12 | 8 | 5 | 27 | \$ 10.70 | 2 | 27 | - | 0.0% |
| | Adams | 3 | 1 | 6 | 3 | - | - | \$ - | 6 | 15 | 1 | 6.7% |
| | Clarke | 4 | 0 | 10 | 8 | 1 | 21 | \$ 41.03 | 4 | 23 | 4 | 17.4% |
| | Decatur | 3 | 0 | 11 | 5 | 5 | 41 | \$ 12.80 | 4 | 25 | 2 | 8.0% |
| | Montgomery | 6 | 3 | 23 | 9 | 11 | 20 | \$ 11.57 | 11 | 54 | 1 | 1.9% |
| | Ringgold | 7 | 0 | 13 | 11 | 6 | 37 | \$ 12.02 | 5 | 35 | 1 | 2.9% |
| | Taylor | 3 | 0 | 8 | 5 | 6 | 29 | \$ 14.92 | 4 | 23 | 3 | 13.0% |
| | Union | 19 | 1 | 31 | 35 | 11 | 31 | \$ 18.79 | 16 | 93 | 6 | 6.5% |
| | Southwest Iowa LWDA Total | | 48 | 6 | 114 | 84 | 45 | 29 | \$ 14.54 | 52 | 295 | 18 |

Title 4: IVRS Referral Sources by LWDA County PY20

| | | | |
|--------------------------------|---|----------------------------------|-----------|
| Southwest Iowa LWDA | Adair | Elementary and Secondary Schools | 6 |
| | | Medical Health Providers | 2 |
| | | Other Sources | 1 |
| | | Self-referral, friends, family | 1 |
| | | Adair Total | 10 |
| Adams | Elementary and Secondary Schools | 3 | |
| | Managed Care Organization (MCO) | 1 | |
| | Medical Health Providers | 1 | |
| | Mental Health Providers | 2 | |
| | Other Sources | 1 | |
| Adams Total | 8 | | |
| Clarke | Mental Health Providers | 1 | |
| | Other Sources | 2 | |
| | Self-referral, friends, family | 2 | |
| Clarke Total | 5 | | |
| Decatur | Elementary and Secondary Schools | 1 | |
| | Other American Job Center or Workforce Development Prog | 1 | |
| | Post-secondary Education Institutions | 3 | |
| | Self-referral, friends, family | 3 | |
| | Worker's Compensation | 1 | |
| Decatur Total | 9 | | |
| Montgomery | Elementary and Secondary Schools | 6 | |
| | Intellectual and Developmental Disability Agencies | 1 | |
| | Mental Health Providers | 1 | |
| | Other Sources | 1 | |
| | Self-referral, friends, family | 6 | |
| | Service Providers including CRPs | 5 | |
| Social Security Administration | 1 | | |
| Montgomery Total | 21 | | |

Title 4: IVRS Referral Sources by LWDA County PY20 Continued

| | | | |
|----------------------------------|-----------------------|---|-----------|
| | Ringgold | Elementary and Secondary Schools | 2 |
| | | Managed Care Organization (MCO) | 1 |
| | | Mental Health Providers | 1 |
| | | Other American Job Center or Workforce Development Prog | 1 |
| | | Post-secondary Education Institutions | 1 |
| | | Self-referral, friends, family | 4 |
| | Ringgold Total | | 10 |
| | Taylor | Elementary and Secondary Schools | 2 |
| | | Mental Health Providers | 1 |
| | | Self-referral, friends, family | 4 |
| | | Service Providers including CRPs | 1 |
| | Taylor Total | | 8 |
| | Union | Elementary and Secondary Schools | 6 |
| | | Extended Employment Providers | 1 |
| | | Managed Care Organization (MCO) | 1 |
| | | Mental Health Providers | 2 |
| | | NULL | 2 |
| | | Other American Job Center or Workforce Development Prog | 1 |
| | | Other Sources | 1 |
| | | Self-referral, friends, family | 6 |
| | | Temporary Assistance for Needy Families (TANF) | 1 |
| | Union Total | | 21 |
| Southwest Iowa LWDA Total | | | 92 |

Title 4 Co-Enrollments Southwest Iowa LWDA PY20

| | |
|-------------------|---|
| Adult | 2 |
| Adult Ed | 4 |
| Dislocated Worker | 4 |
| Job Corps: | 3 |
| Wagner-Peyser | 2 |
| Youth | 5 |