



# SWDB BOARD MINUTES

Date: 5-21-21

Location: Virtual

## Voting Members

Voting members serve four-year terms.

| No. | Name                      | Organization  | Affiliation                       | Present | Not Present |
|-----|---------------------------|---|-----------------------------------|---------|-------------|
| 1.  | Governor Kim Reynolds     | State of Iowa   | Governor                          |         | X           |
| 2.  | Senator Waylon Brown      | Senate<br>Appointed by President                              | State Senator                     |         | X           |
| 3.  | Representative Dave Deyoe | House of Representatives<br>Appointed by Speaker of the House | State Representative              |         | X           |
| 4.  | Director Beth Townsend    | Iowa Workforce Development                                    | Director                          | X       |             |
| 5.  | Director Ann Lebo         | Iowa Department of Education                                  | Director or Designee              |         | X           |
| 6.  | Director Emily Wharton    | Iowa Department for the Blind                                 | Director or Designee              | X       |             |
| 7.  | Director David Mitchell   | Iowa Vocational Rehabilitation Services                       | Administrator IVRS<br>or Designee | X       |             |

## Voting Members

Appointed by Governor, confirmed by the Iowa Senate, serving staggered four-year terms.

| No. | Name                             | Organization  | Affiliation  | Present | Not Present |
|-----|----------------------------------|---|--|---------|-------------|
| 8.  | Lynn Schreder<br><b>Chair</b>    | KHI Solutions, LLC                                    | Business   | X       |             |
| 9.  | Jay Iverson<br><b>Vice Chair</b> | Home Builders Association of Iowa                     | Business   | X       |             |
| 10. | Anne Parmley                     | Pearson   | Business   | X       |             |
| 11. | Amy Larsen                       | United Equipment Accessories                          | Business   | X       |             |
| 12. | Sondra Meyers                    | Katun Corporation                                     | Business   |         | X           |
| 13. | Becky Jacobsen                   | Smithfield Foods                                      | Business   | X       |             |
| 14. | Daren Westercamp                 | Ag Leader Technology                                  | Business   | X       |             |
| 15. | Kelly Barrick                    | CIBC Bank USA   | Business   | X       |             |
| 16. | John (Jack) Hasken               | Jackson Manufacturing, Inc.                           | Business   | X       |             |
| 17. | LuAnn Scholbrock                 | Coloff Digital  | Business   |         | X           |
| 18. | Teresa Hovell                    | Vermeer   | Business   | X       |             |
| 19. | Curt Strouth                     | City of Sheldon                                       | Business   |         | X           |
| 20. | Jessica Dunker                   | Iowa Restaurant Association                           | Business   | X       |             |
| 21. | Daniel Tallon                    | Unity Point   | Business   | X       |             |
| 22. | <b>VACANT</b>                    |   | Business   |         |             |
| 23. | <b>VACANT</b>                    |   | Business   |         |             |
| 24. | <b>VACANT</b>                    |   | Business   |         |             |
| 25. | Carrie Duncan                    | International Association of Machinists<br>Local 1010 | Labor  | X       |             |
| 26. | Rich Kurtenbach                  | Labor Organization: Construction<br>Industry          | Labor  |         | X           |
| 27. | Charles Wishman                  | Iowa Federation of Labor, AFL-CIO                     | Labor  |         | X           |
| 28. | Andy Roberts                     | Plumbers and Steamfitters Local #33                   | Labor  | X       |             |
| 29. | <b>VACANT</b>                    |   | Joint Labor – Management<br>Apprenticeship Program |         |             |

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|     | Name               | Organization                        | Affiliation     | Present | Not Present |
|-----|--------------------|-------------------------------------|-----------------|---------|-------------|
| 30. | Jayson Henry       | The Well                            | Community Based | X       |             |
| 31. | Carmen Heck        | Goodwill of the Heartland           | Community Based | X       |             |
| 32. | Mayor Quentin Hart | City of Waterloo                    | City Elected    | X       |             |
| 33. | Nancy McDowell     | O'Brien County Board of Supervisors | County Elected  |         | X           |

## Ex Officio, Nonvoting Members

Ex officio, nonvoting members are appointed or designated by entities in accordance with Iowa Code § 84A.1A(1)(b).

| No. | Name   | Organization   | City         | Present | Not Present |
|-----|--|--|--------------|---------|-------------|
|     | Senator William Dotzler                                      | State of Iowa Senate, Minority Leader<br>Appointee   | Waterloo     | X       |             |
|     | Representative Kirsten<br>Running-Marquardt                  | State of Iowa House of Representatives,<br>Minority Leader Appointee   | Cedar Rapids | X       |             |
|     | Drew Conrad  | University of Northern Iowa, Board of<br>Regents Designee  | Cedar Falls  | X       |             |
|     | John Smith   | Drake University, Association of<br>Independent Colleges Appointee   | Des Moines   |         | X           |
|     | Kristie Fisher   | Iowa Valley Community College  | Ankeny       | X       |             |
|     | Director Debi Durham<br>by <b>Rita Grimm</b><br>(Designee)   | Iowa Economic Development Authority<br>(IDEA)  | Des Moines   | X       |             |
|     | Director Kyra Hawley<br>(Director   Designee)                | Iowa Department on Aging (IDA)   | Des Moines   | X       |             |
|     | Director Beth Skinner<br>(Director   Designee)               | Iowa Department of Corrections<br>(DOC)  | Des Moines   | X       |             |
|     | Director Kelly Garcia<br>by <b>Jacki Roger</b><br>(Designee) | Iowa Department of Human Services<br>(DHS)   | Des Moines   | X       |             |
|     | <b>VACANT</b>  | Apprenticeship   |              |         |             |
|     | Mary Cannon-James  | Largest Statewide Labor Organization<br>for State Employees<br>American Federation of State, County,<br>and Municipal Employees Council 66 | Davenport    | X       |             |
|     | <b>VACANT</b>  | Labor Organization: Construction<br>Industry   |              |         |             |
|     | <b>VACANT</b>  | Labor Organization: Manufacturing<br>Industry  |              |         |             |

## Other Attendees.

| Attendee                                    | Organization | Present | Not Present |
|---|--------------|---------|-------------|
| Shelly Evans, Board Administrator           | IWD          | X       |             |
| Ryan West, Deputy Director                  | IWD          | X       |             |
| Michael Witt, Division Administrator        | IWD          | X       |             |
| Michelle McNertney, Division Administration | IWD          | X       |             |
| Jon Peppetti, Attorney                      | IWD          | X       |             |
| David Steen                                 | IWD          | X       |             |
| Brooke Axitois                              | IWD          | X       |             |
| Jeffrey Koncsol                             | IWD          | X       |             |
| Michael Spurgin                             | IWD          | X       |             |
| Ryan Murphy                                 | IWD          | X       |             |

## MEETING MINUTES

**Call to Order, Lynn Schreder, Chair.**

**Roll Call and establish Quorum, Shelly Evans, Board Administrator.**

### ACTION ITEM

| ACTION              | 1 <sup>st</sup> | 2 <sup>nd</sup> | Unanimously<br>Approved |
|---------------------|-----------------|-----------------|-------------------------|
| Approval of Agenda. | Jay Iverson     | Andy<br>Roberts | X                       |

### ACTION ITEM

| ACTION                                    | 1 <sup>st</sup> | 2 <sup>nd</sup>      | Unanimously<br>Approved |
|---|-----------------|----------------------|-------------------------|
| Approval of Minutes from 2/19/21 meeting. | Andy Roberts    | Darren<br>Westercamp | X                       |

**Welcome by Lynn Schreder, Chair.**

- Thank you ...
  - SWDB Training -- Website <https://www.iowawdb.gov/>
  - Voting Members Strategic Planning Meeting TBD
  - Holiday Networking Get-Together – November 19<sup>th</sup>
- Iowa Voc Rehab Services applied for grant.

**Director's Report** by Director Beth Townsend, Iowa Workforce Development.

- Podcasts.
- Recognize amount of work the agency and staff have done since March 2020. Between March and May 2021 received 640K initial claims, processed 4.6 million continuing, paid 1.3 billion in regular state ben3fits, 2 billion to 3 million, to 740K lowans, \$352 million to 880,000 lowans in PEUC, 18 million in extended benefits, and \$ in lost wage assistance benefits program. Fast approaching 4 billion in benefits. Trust fund is \$ and is in good shape. ARP regulations last Monday. Authorized to make deposit into the trust fund. Cap set and working with USDOL and what the date of cap will be. Initial date 27<sup>th</sup>. Date has nothing to do with operating. Only make deposit on that particular date. Not have benefit of 1<sup>st</sup> quarter deposits. Gone back to USDOL \$30-million-dollar difference. Hopeful we will get and stay in tax table 7 for 2022. That is our goal. USDOL is late in getting out registered apprenticeship numbers. May have posted fairly recently. Pretty stunning when think about state of 3 million people and where we come out. In 2020 had 807 active RA programs. Look at states, ND, SD, NE had combined. During middle created 138 new RA programs during pandemic. 3<sup>rd</sup> in country in FY20. Virginia and DE only 2 that beat us out. Created more new RA programs by significant margin, TX only 75, CA by 111, FL by 27. Good indicated that Greer Sisson and Amy Beller are doing. RA programs are growing. Completed program in 2020. 707 active in 2020. 161 active employers engaged in RA program. Enrolled over 3,000 new apprentices. Great numbers we should be celebrating.
- Legislative approved \$23 million for LDS which is more than 2 years ago. Great news. Tremendous job by community colleges. Higher GPAs. Tremendous program.
- Legislative \$3 million to CC Challenge and additional 4.2 for FY2022. \$4 million requests in grants. Expecting ARP money to provide another round of child care grant without match or state money in the first round. Much like EIF where we gave to Earn and Learn programs for those affected by the pandemic. Made recommendations to Governor for additional programs for ARP money. Just got regulations last week. Hoping we get funds from ARP to provide workforce and RA programs. ARP money we have longer window to use it.

**Questions:**

Lynn – feels good to have proactive things and not about the pandemic.

Jessica Dunker – 2 questions. Stopping enhanced role. Blow back from stopping enhancement. Media is writing about fraud and IWD response on not sharing fraud information.

Director – we have received few complaints or concerns from individuals who are receiving benefits and benefits are ending. Tracked first couple of days on customer service line. Maybe 100 first day and less on second day. Far, far less than anticipated. Hoping that means people are looking to get back to work. 68,000 listed today. On website on IowaWORKS.gov to search for teleworking or telecommuting jobs over 1,000 jobs. Work available and be in any situation and still have a job. Fraud is a big issue for UI from beginning of the programs. Initially during pandemic, USDOL wanted us to pay everything and not worry about fraud. Iowa was fortunate for safety measures in place. Enhanced those since pandemic has gone on. We don't talk publicly about how we handle it because they will adapt. Global criminal organizations. DOL \$110 billion over the course of pandemic. Iowa is 29-30K in fraudulent claims. Identify theft claims. Your personal information is available online probably on the dark web. If victim of large hack. During pandemic that information is for sale on dark web. They use this information to apply for UI benefits. When that happens that means your information has been hacked. Important to keep in mind reported publically. No breach of information at IWD. When people filing claims using stolen identify they came to us with stolen information. They have not obtained that information from IWD. ... Keep in mind DOL does not permit us to lock a claim. We can lock claim but can't prevent that information to be used to file UI claims in the future.

Kelly Barrick – People not showing up for interviews. Fraud page where people can report fraud. Resource people were not aware of. Posting of fraud reporting website.

Rich Kurtenbach – Hard time getting on last meeting. Removal of apprenticeship director being removed from state. Any follow-up with new Secretary of Labor at the federal level about bringing someone on.

Director – DOL decision. Governor brought it up with previous Secretary. Determined that nowhere in the US can that position be part of the workforce board. National policy. We have not reengaged because it would be reengaging with the same people that made the decision the first time. Not a secretary level. USDOL general counsel decision. General counsel is the same.

Rich – seems odd because they were pushing before to make sure they were on the board and now a total reversal.

Director – I agree. We were very upset and disappointed. Fought long and hard.

Andy Roberts – reason why – spot not filled in a year now. This is something that should be paid more attention to. Spot has not been filled for a year.

Director – we can't fill that spot.

Andy Roberts – clarification that since Greer was there she gave us updates on Apprenticeship. It would behoove us to get someone to sit in these positions to sit in the open vacant position. Especially when I know these people have applied to these positions.

Director – very good. Noted.

Senator Dotzler – Couple of comments. Legislature was supportive unanimously for training programs, FRI stuff and that is good to see. Legislature recognizes real value of FRI program and working with community colleges. \$3 million child care grant. Part said had to be in consultation with state workforce board. Looking forward to that discussion on the board. Decision lies within the department of Director but Director is to have discussion with the state board. Federal dollars will really help out on that and that's pretty good. Comment on how hard workers are doing in state government on UI stuff. Recognize the challenge and stepped up. New people. Recently an issue got resolved with Deere workers. Maybe part of problem is that information going out to those with UI is not clear enough. Nephew applied because of 2 week shut down. Sent picture of driver's license not clear that you had to have both sides of the driver's license. A lot of people use SS card. Had 214 and sent copy of this federal document. Later informed that he needed the back side of it. Not in description. 3 letters from IWD. That's someone's time working on it. They have got more than enough to do than try to get through the normal process without having to redo that is incorrect or required to be redone. I haven't see what your documents are but need to recheck and be sure that it is very clear. So we are not having overworked state employees having to deal with people multiple times. Trouble call and 167-minute wait and got call back # and they did call back within 2 hours to discuss what was wrong. Would like you to look at. Comments about \$300 checks. If you look at UI rate today and at the time of the pandemic. Pretty close to the same amount. Disagree with notion that people are staying at home for \$7.50 an hour when Deere is offering nearly \$20 with full benefits and healthcare, legal services, eye care. They can't get people to sign up. Heard on Senate floor from Senate republican from Polk County talked about company they are offering \$20 per hour and can't get people to sign up. Iowa's employment has decreased in last couple of years. We have tremendous workforce shortage. People who are unemployable need additional training. One thing that helps is the \$300 checks so they can go to community college and get training program. Deny the safety net for those trying to get those skills upgraded. Misunderstanding and thoughts thinking all sitting at home and enjoying \$7.50 per hour and not working with families. \$300 check is equal for someone for childcare per week. Factors not taken into consideration. \$7.50 or minimum wage job and relying on tips and still paying out \$300 per week in childcare. \$3 million grant is going to help move those into workforce who can't afford to work because they have children at home and have real issues. Not complicated issues. Major mistake. Turing down hundreds of millions of dollars that could be used in our economy. 2 sides to every issue. Complicated. People out there with \$300 check lazy anyway and not go to work. Great preponderance. Legislature good job in supporting workforce and good job working with training.

#### SWDB Member Shares:

- Jack Hasken, Jackson, Manufacturing, Inc.  
Born and raised in Dubuque. Large family of 10 kids. Married with 2 kids. Hobbies. Business is Jackson Manufacturing in Jackson County. Took over in 2013 when business was closing. Saved his job and 9 others at the same time. Now have 17 employees and make roller assemblies for Anderson Window. Employ mostly women and contact out to those with disabilities. Vice Chair of ABI.
- Kelly Barrick, CIBC USA.  
Small town in Iowa – Halbur, in between Carroll and Denison.  
Dad ran coop, mayor and fire chief.  
2 kids and husband live in Johnston.  
Kelly also sits on the ABI Board of Directors, and is an Elevate Iowa Ambassador.  
Commercial lender in DSM. Large bank but not a lot of brick and mortar locations. Continued to hear labor is challenge for clients she works with. Small town in Iowa – Helgar. Her parents very involved in community. Dad ran coop, Mayor and. Giving back to the community is in her blood. Great opportunity to add value and be a messenger to message Iowa Workforce and spread the message. 2 kids. Information from board members here has been tremendous. 2 sides to every story. Helpful to hear both sides of the stories to keep communications going.

Lynn – Get more engaged, more involved. We have 4 standing committees. Get involved in committee or task force. Bylaws. Ex-offender Reentry. Will be reaching out for more spotlights in the future.

- Jay Iverson, Home Builders Association of Iowa.  
Executive Officer. 1,900 member companies across the state. Federation model, federal, state and national level. Lobby. Dovetail nicely with all 3 legs of the stool. In association management since mid-80s. Here for about 8 years. Workforce has been a part of his career for a long time. Wife is CFO of IPERS and blended 6 kids. Grew up in Cedar Rapids. Serious turkey hunter. 2<sup>nd</sup> term with this group. Heavily into the workforce side. Different levels of opportunity. Nursing, diesel mechanics. Skilled trades. Great paying jobs all over the place. Build My Future. 2,800 students from around the state. Another in October in Sioux City. Bricks. Welding. Roofing. Glad to be a part of this group.

**Updated on Bylaws by Jay Iverson, Vice Chair.**

Dealing with bylaws like root canals and colonoscopy. Working with Jon Peppetti and Ben Flickinger. Keep simple. Referenced Iowa Code so we don't have to come back to table for different changes. Term Limits. Like rotation, fresh blood, coming onto the board and not serving to the end of eternity. Also did not want to take away from Governor for things that he/she would want to do. Term limits. Section 5. Open discussion up.

Jack Hasken – 2 consecutive terms. Is that 4, 6, 2 years?

Jay Iverson – term is 4 years. Total of 8 years.

Unidentified - Agree with Jack – full terms. We can limit that.

Jay Iverson – I like that. There are a lot of substituted terms.

Lynn – interest of time. Look through it and terms that Jay has called out. Send email back to Jay. Give feedback. Kelly, Jon or Ben.

Jay Iverson – length of term as the chair. Selfishly I would personally prefer 1 year. A lot of discussion if we want this term to be one or two years. Get back with us.

Andy Roberts – has task force looked at other boards in the state of Iowa. Is this common or are we trying to be the lead on?

Jay Iverson – common Iowa. Looked at other states as well. Common theme.

Andy Roberts – thank you.

Senator Dotzler – board member clarification. Appointments through the senate. Governor's office sent letters for those that did not get their name through the process. Normal year would be done. Because of COVID this year gave Governor authority to do things they couldn't do. Office could not handle all of it. Reason why we were allowed to extend. Attorneys checked into it and they were right about that. Really want to thank those on the board to serve. Like 2-4 year terms. On board since it was created. Complicated issues with federal government. Good to have people willing to serve for extended period of time. Can be overload. Thank you for everyone willing to serve on this board. Very important and like open discussion. More important board in the state and shortage of workforce. Thank Director and all staff.

Lynn – type any comments in chat, that is being monitored.

**Progress Report on One Stop Certification Standards by WIOA Core Partner Group.**

Michelle McNertney Division Administrator of Workforce Services at IWD speaking on behalf of WIOA Core Partner Group. Group of policy makers at state agency. Title I and Title III, Department of Ed IV and Title IV Voc Rehab by IVRS and IDOB.

Brief review from February. What one-stop standards are, progress and next steps. Maher & Maher involvement. Discussion and gathering what those standards look like for quality across all AJC Centers and level of services are consistent and board member participation. Local CEOs, local boards and SWDB all involved. Certification standards every 3 years. Must be in compliance. 3 levels 1) effectiveness, program accessibility and continuous improvement. We need to establish the criteria. Minimum requirements and standards for services provided. Progress update. Meet every 2 weeks. Drafting standards. Working with Lynn to establish a champion on the board, Teresa Hovell from Vermeer. Use her position to help bring information back to board members of what is required. Recruit representative from 8 key stakeholder groups to include in consultation process. 1 representative from across the state and geographically. Local level leaders involved from the beginning. Consultation with all state boards which is required by law.

Lynn – thank you to Teresa for stepping up.

Michelle McNertney - Timeline for board – September 2023. Process will take time. Develop actual standards. Hope November meeting we will have draft standards for approval. Process for implementation. Soft launch for publishing of standards. Allows local areas to understand and access where they are at and be sure centers are up to criteria and standards and have their centers certified. We will need one extra thing. Lynn to send survey to board members to help put in context and give guidance on what is important for the SWDB. Type of service delivery.

Rich Kurtenbach - local offices meeting federal requirement?

Michelle McNertney - SWDB responsibility to establish criteria or guidelines that local offices should meet. Example – decide important for AJC to wear blue shirt to work. Important standard – random example. SWDB to decide what is important and what works for Iowa. Making sure technology available, partner programs to make available, what is important on how centers should operate.

Rich Kurtenbach - can't make any decisions, can't help at local offices. Wait on lines for answers. At some point local offices help more in person. Is this part of the standards?

Director – probably related to UI claims. Primary service local offices are handling. Assuming they are making the best answers related to UI claims that they call DSM. Field offices make those decisions and nothing from DSM for local office.

Rich Kurtenbach - NCR exam. IS this national and how soon do we see that?

Director – June 1<sup>st</sup> open for business. Lag time but expect to start this summer.

Rich Kurtenbach - part of certification?

Michelle McNertney - It could be. Depends on what the standards are to be? Certain things are required to be provided. Make sure there is some evaluation that customers can access their skills. NCR could do that. Something more high level. Great feedback we will be looking for in.

Kirstin Running-Marquardt - make sure we are also surveying the people working at the field offices to see if they have good input to guide our work and the local stakeholders even if anonymous. Great information because they are doing the work.

Michelle McNertney - Absolutely. Identified stakeholders in the beginning. Someone who is overseeing the Title I – IV programs are in pace from local perspective.

Kirsten Running-Marquardt – no just overseeing but those working in the programs, make good process.

Michelle McNertney - Can take back to the CORE partner group and we can figure out how to do. After receive feedback from survey we will use to develop standards. Final draft to SWDB for approval.

Lynn – concur with KRM that we survey the staff members in those offices because they have good ideas.

Michelle McNertney - Got it down Lynn. Thank you.

Director – know Mike Witt and Arturo Sanchez and Linda Rouse are in daily contact with their field offices. Contact with staff who provides services and constantly providing feedback every day. Would not think to do as process because it is a continual process in meeting customers' needs wherever they may be.

Michelle McNertney - Aiming for inclusive process for all levels of stakeholders. Will be great for Iowa, especially with your support and love the engagement.

**Update on Guidance for Local Disability Access Committee** by David Mitchell, Administrator of Iowa Vocational Rehabilitation Services (IVRS) and Chairperson of the Disability Access Committee.

Lynn – type in comments in chat.

Lynn – updated on guidance on local Disability Access Committee.

David Mitchell – Disability Innovation Grant. Quick update. Voc Rehab program was lead agency in submitting grant. Appreciative of SWDB board and collaboration that went into this. Federal grant with USDOE. Iowa submitted grant over 8 million to cover 5-year period. Focused on in grant application was career and technical education occurring in secondary school programs for students with disabilities. Data showed 3 or more completed classes had much better success. Gap of discrepancy with the students. How to partner to expand access to students with disabilities. Focus on secondary program and students exit out of high school and tie in to RA, community college. How does business driven information get into the curriculum? Excited about is the link the grant has with FRI initiative. Key partners. Not hear about until September. Take effect October 1. Not targeted pilot project identified. Push out details first year, what would the biggest impact be and working with DOE. If we happen to get the SWDB input with local one stop centers significant role in how to connect with business to enhance FRI involvement.

DSC since last meeting conference with local WDB areas. Agreed at state level to engage in makeup of disability access committee looks like at the local area. Local area boards are deciding. Change we made based upon feedback we got. Local boards developing models of certification template and including issues related to access, disability access. Meeting again next month to talk about what we can do as statewide committee for guidance for programming, communications and virtual access areas. Guidance to help companies at local level. No to mandate but resource list to help local boards figures out where they land out and what drives them. More information to come as those meetings progress.

Lynn - Open communications, lots of it and feedback going both ways. Commend David for feedback and communication.

**Local Workforce Development Area Spotlight.**

➤ **Mississippi Valley transformation update by:**

- Jack Willey, Jackson County Supervisor. State's proposal of reduction of workforce areas. Appeals were filed and region 9 and 16 CEOs met in Muscatine after appeal was upheld. Funds allocated with inadequate to continue with regions, we decided to merge. Linda Roush and Miranda Swafford and Michelle McNertney were assisting us in that process. Elected as CLEO of board. Dennis Due Chair, Matthew Nichole, Operations Committee Chairs and Executive Director Miranda Swafford. First area region to realign. Made up of former Region 9 and 16 counties. 2 comprehensive job centers, Davenport and Burlington. Hired Executive Director Miranda Swafford. Non-profit. Board website and created logo. Created local area mission, vision and goals. Thank State Board for their assistance. Turn over now to Dennis Duke.

- Matthew Scott. New committee structure meets monthly. Full board and 5 committees. Standing chaired by members of the board. Full Board, Executive Committee, Finance Committee, Operations Committee, Youth Committee and Disability Access Committee. Board members and members of the community. Highlights of each committee. Last year tremendous focus on developing comprehensive and robust policies to address challenges and needs for local areas. Significant time and effort in gaining information from local services providers, companies, members. Encourage visit our website to learn more about the board.
- Dennis Duke. Thank Jack and Matthew for their presentations. Miranda who is the rock of our entire organization and has done an outstanding job. Committees have done an excellent job. Do a very, very good job. Training for local board members, it was important because roles and concepts changed. Trainings were held. Very helpful in getting us to get aligned with the changes as a result of the realignment. Program highlights. 160 enrollments, 8 drive through job fairs and 4 upcoming, focused on WBL opportunities. Helps get word out on what workforce does. COVID brought a lot of challenges and tried to accommodate changes. Board highlights – awarded National Disclosed Worker grant of \$289,000. Staff available one a week. Developed business needs survey that has been distributed and looking at getting good information back from that. Developed presentation on business services available through IowaWORKS Mississippi Valley. Virtual and more in-person events. Appreciate your time and highlighting our organization. Miranda. Working very hard over the last year but many more goals for the next year. Better serve organizations and job seekers. Expand capacity to hire executive assistant and non-profit for additional funding. One-stop operator by fall. Hire outreach specialist I upcoming program year for youth outreach due to under development. Resource guide in the centers. Partners, contact information and brief summary of services and support services directory.
- Lynn – chats coming in. This is great information for us to stay connected.

**Update on Last Dollar Scholarship Eligible Programs – High Demand Occupation List** by Director Beth Townsend, Iowa Workforce Development.

Director – emailed yesterday draft list of High Demand Occupations. Board asked to vote in August for the start of fall 2022. Colleges about one-year lead time to approve programs. Any program on this year's list but does not make next year's list will continue to pay for those currently enrolled in those programs. Nothing to do today but wanted to get this information in front of everyone and provided to DOE and Community Colleges for feedback by July. No minimum requirement of programs. Last time approved top 50 and sprinkled in a few others. Should not approve 72 because we don't have that kind of money even with the additional \$10 million. A lot of discretion in approving programs. Programs in red are new to the list. May be on regional list for each community college. Each community college gets to provide program on state list that were approved and get to designated 5 for the local area that will also qualify. Ability to add some that are not on the list. Each community college can create their own list.

Lynn – Jessica's comment in chat about hospitality industry.

Ryan Murphy – based upon occupations and depending on occupation in that industry that would make a difference.

Director – these jobs have to meet legislative established criteria. Listed on the back page. \$14 per hour or higher minimum wage and the gross and also there has to be requirement around need for post-secondary training.

Jessica Dunker – with 7 culinary schools in community colleges, chef positions.

Director – does not meet these criteria but community colleges can add to their regional list. LDS can be used at CC's regional list. Last couple of years they have done that.

Jessica Dunker – seems a shame not available to that population they are often minority students as well. How do I lobby my industry into this list?

Ryan Murphy – look back at related locations.

Jessica Dunker – entry level wage numbers are out of date from my industry. \$14 is minimum. Can't find chef or cook for that.

Ryan Murphy – annual openings and growth – project program across the country at the Employment Training Administration. Wage – occupational program from DOL. Lag in those reports back and take time to collect it and clean it. Took more time in 2020 than in prior years. Team that works on this, Donna Burkett, do use employee cost index. Going to be a lag especially when stark changes in labor market in last 6-12 months.

Director - \$15 average starting wage for Registered Apprenticeship program. We can't make community college free for every person for every program that's why legislature established minimum.

Ryan Murphy – used same recipe as previous round.

Jessica Dunker – we did not make the last year either.

Kristie Fisher – Iowa Valley Community College. Pass along hospitality comments community colleges and Director Townsend is correct that many had it on their regional list. Early observations from community colleges and looked at quickly yesterday. Concern that welding and some IT careers going up. Touch base with Dr. Townsend to explain to employers in our area and potentially talk about those ones.

Daniel Tallon – how many private colleges, LDS is available to some private colleges as well and do you see participation equal to or growth opportunity.

Director – not great participation. Some have 2 years but is not significant. Limitation on private universities get only reimbursed up to average cost of community college fee. Certainly growth opportunity for private universities. Not sure about continued increased.

Daniel Tallon – does it have to be 2 years?

Director – yes.

Daniel Tallon – impact on overall healthcare market, medical roles and impossible to get RNs right now to get or retain. Investing growth in medical field will allow to push them towards hospital fields. Operating under license.

Director – We approved medical tech in last round, LNs, Registered Nurses also approved. Criteria will pay for programs up to an associate degree. If you have certificate program that may apply. Don't pay for anything above associate's degree. Previously had FRI grant to help pay for some bachelor programs but did not see any participation and that was phased out.

Daniel Tallon – 1-year program and medical assistant would qualify?

Director – yes.

Ryan Murphy – Mercy utilizes a lot of LDS.

Drew Conrad – is 33.3% criteria is that new? I don't remember that and if it is new, what is thinking around that?

Ryan Murphy – thanks for asking. Looking at typical education entry level put out by USDOL at the national level. Did not align with Iowa Requirements. Entry level was bachelor. Not typical for our state. Utilized different source. Distribution of educational attainment across the occupation to focus on those occupations that had credential or certificate degree. We landed that time having 1/2 or 50%, some college or associate was too much and 1/4 was too little. Landed at 1/3 as guideline. That is not code. Some occupations mentioned prior, like welding, were right on line at 32% or close to that. Plumbing and carpentry close as well. Those were on the list last time. On this recipe to start this conversion is not due, is not in code.

Director – This is something we can take a look at. Change analysis, the sooner we can get that feedback the better so we can get you more information.

Drew Conrad – Especially if welding up to that limit. Welders is most in demand positions.

Director – yep, yep. Anybody else?

Rich Kurtenbach – question on 2 things. 1 – electricians I can tell you and vogue that we have a lot of openings right now. Could put 10 to work now. Problems finding people to apply for apprenticeship program. Like registered nurse and LPN being 2 parts, like electricians. Approved, CTE school in Waterloo. Issues helping students with LDS because some classes are high school and college credits. Don't know all details. Not eligible cause of dual classes that are both high school and college credits. Can you elaborate on that? Can we correct that?

Director – do not know what you are talking about. There is dual enrollment at high school that you cannot earn dual credits. Not part of the LDS program. No need tuition reimbursement is paid by the high school. If you can send me someone's name for more specific information, really not the same thing.

Rich Kurtenbach – after they were out of high school because they were in college. Already had the dual classes. They hard to start from fresh with no credits.

Director – that has been corrected.

Unknown – Director Townsend I can look into that for you. High school student had to be full-time. I think that had to direct from high school full time and taken full credit and work part time they were not eligible. I think that was corrected.

Director – yes, corrected last year.

Rich Kurtenbach – can you give me information on that so I can make sure the folks at the CT school? I got asked about this just last week.

Start with FRI website, LDS criteria is on there. If you want to send me individual to reach out to I am happy to do that.

Lynn – no other hands raised.

Director – nothing else Lynn.

Lynn – thanks everyone. Adjourn at 1:05 pm.

**MOTION**

**Motion to Adjourn.** Adjournment at 1:05 p.m.

Respectfully Submitted,

Shelly Evans, Board Administrator

Lynn Schreder, **Chair**