



SWDB BOARD MINUTES

Date: 8-12-21

Location: Plumbers & Steamfitters U.A. Local 33
2501 Bell Avenue, Des Moines, IA

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 Appointed by President	State Senator		X
3.	Representative Dave Deyoe	House of Representatives 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 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 Chair	KHI Solutions, LLC	Business	X	
9.	Jay Iverson Vice Chair	Home Builders Association of Iowa	Business	X	
10.	Anne Parmley		Business	X	
11.	Amy Larsen	United Equipment Accessories	Business		X
12.	Becky Jacobsen	Smithfield Foods	Business		X
13.	Daren Westercamp	Ag Leader Technology	Business	X	
14.	Kelly Barrick	CIBC Bank USA	Business	X	
15.	John (Jack) Hasken	Jackson Manufacturing, Inc.	Business	X	
16.	LuAnn Scholbrock	Coloff Digital	Business	X	
17.	Teresa Hovell	Vermeer	Business	X	
18.	Curt Strouth	City of Sheldon	Business	X	
19.	Jessica Dunker	Iowa Restaurant Association	Business		X
20.	Daniel Tallon	Unity Point	Business		X
21.	VACANT		Business		
22.	VACANT		Business		
23.	VACANT		Business		
24.	VACANT		Business		
25.	Carrie Duncan	International Association of Machinists Local 1010	Labor	X	
26.	Rich Kurtenbach	Labor Organization: Construction Industry	Labor	X	
27.	Charles Wishman	Iowa Federation of Labor, AFL-CIO	Labor	X	
28.	Andy Roberts	Plumbers and Steamfitters Local #33	Labor	X	

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	Name	Organization	Affiliation	Present	Not Present
29.	VACANT		Joint Labor – Management Apprenticeship Program		
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 Appointee	Waterloo		X
	Representative Kirsten Running-Marquardt	State of Iowa House of Representatives, Minority Leader Appointee	Cedar Rapids		X
	Drew Conrad	University of Northern Iowa, Board of Regents Designee	Cedar Falls	X	
	John Smith	Drake University, Association of Independent Colleges Appointee	Des Moines		X
	Kristie Fisher	Iowa Valley Community College	Ankeny	X	
	Director Debi Durham by Rita Grimm (Designee)	Iowa Economic Development Authority (IDEA)	Des Moines	X	
	Director Kyra Hawley (Director Designee)	Iowa Department on Aging (IDA)	Des Moines	X	
	Director Beth Skinner (Director Designee)	Iowa Department of Corrections (DOC)	Des Moines		X
	Director Kelly Garcia by Jacki Roger (Designee)	Iowa Department of Human Services (DHS)	Des Moines		X
		Apprenticeship			
	Mary Cannon-James	Largest Statewide Labor Organization for State Employees American Federation of State, County, and Municipal Employees Council 66	Davenport		X
	VACANT	Labor Organization: Construction Industry			
	VACANT	Labor Organization: Manufacturing 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	

Jeff Eckhoff	IWD	X	
Jesse Dougherty	IWD	X	
Wendy Greenman	IWD	X	
Other Attendees: Rob Denson, Jeremy Varner, Julie Voss, Kendra Schaapveld, Laurie Wolf, Lori Collins, Miranda Swafford, Nate Ristow, Paula Nissen, Ron Robinson, and Sue Foecke.		X	

MEETING MINUTES

Call to Order, Lynn Schreder, Chair.

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

ACTION ITEM

ACTION	1 st	2 nd	Unanimously Approved
Approval of Agenda.	Andy Roberts	Rich Kurtenbach	X

ACTION ITEM

ACTION	1 st	2 nd	Unanimously Approved
Approval of Minutes from 5/21/21 meeting.	LuAnn Scholbrock	Kelly Barrick	X

Welcome by Lynn Schreder, Chair.

- Reminder to check out SWDB Website -- <https://www.iowawdb.gov/> with materials and all board members serving.
- Reminder of SWDB Strategic Planning Meeting for SWDB. A survey did go out. I got it and did it in about 7 minutes. If you have not got it yet, please check email box for the survey and complete for us. Survey reminder to go out again asking you to complete that for us.
- Conduct SWDB New Member Training today. Kept putting it off. Michelle was gracious enough to say yes and Andy thank you for the room today. Start about 1:15 pm. Use same Zoom call, take break and pop back with us and we are going to go over some things and answer some questions. If you are new to the board or have questions, please join us. Thank you to Michelle and Maher & Maher for putting this together. Free flowing session and will be joined by Maher & Maher. Let's just do it. Let's try the first one we have been talking about for so long. For board members meeting on November 16th. Block that today and come to Des Moines and assume we can gather at this point. Board meeting from 11 – 1. Strategic planning meeting from 1:30 – 4:30, and then a little social right after that.

Update on Future Ready Iowa High Demand Occupation List by Director Beth Townsend, Iowa Workforce Development.

Thank you, Lynn. I am sorry I can't be there with all of you. I am taking first vacation in 2 years starting in about 45 minutes. Excited to be with you today for this very important task that the SWDB has to do. For those of you who were on the board previously you know that the FRI Act requires that this board approve the high demand occupation list. These are the occupations that qualify for Last Dollar Scholarship (LDS). The board approved initial list in 2019. Do this on a bi-annual basis. Not too many changes it makes too difficult to administer and for community college (CC) partners. The list we approve today will not take effect until the fall of 2022. Which gives plenty of time for schools and college student aid commission to make the necessary changes for those occupations that either drop off or get added to the list. Anything that you drop from the list today, if the individual is already enrolled in the program, they will continue to get last dollar scholarship until the complete or end their participation in the program. So, nobody is going to get cut off we would just stop taking any new enrollees in those programs. Just go some and wish I had thought to put this into graph form, but we just got numbers from Iowa Student – Iowa College Aid Commission yesterday that had the number of dollars in scholarships that we have given out. I will just share those with you quickly. In 2021 we had 7,864 participants, spent a little over \$20 million in awards. That was up from 2019 to 2020 which had 6,547 recipients and we awarded about \$14.2 million. Legislature in last session approved \$23 or \$24 million for LDS. We have been making up the

difference through different funding mechanism. Iowa College Aid had additional money and COVID money to make sure that we had enough funding for everyone that we wanted to give scholarships to. Very appreciative of legislature continuing to support this program and expanding the amount of money available that is available for these scholarships. We feel like the program is working well and reaching a lot of people and putting them in high demand occupations. The list this year includes - can you go back to the other list Chad – there we go. The list this year includes, we added on the far right had side for you're the number of scholarships that have been awarded in the programs that had been on the previous list. So that you can see, because I think one of the things we need to take and put into our calculations even if it is a high demand occupation if we don't have people participating in training do, we want to continue to offer it or instead do we want to move the money to some other program that might have a higher participation. Because of course we can't fund, we can't approve every occupation, we just don't have that kind of money, even with the increased dollars available. The programs in red are new programs that were not on previous list but meet wage requirement, gross requirement and openings. Those would be occupations that you might want to think about adding to the list. I think we want to drop some on previous list. The last list approved about 55-56 occupations and each community college gets to select 5 additional regional programs that qualify for LDS programs. So, there are flexibility in communities as well to address individual needs that are no on the overall list. I am just going to open is up for questions. Does anybody have any questions about any of that or any information on that charts that we are showing? You can scroll down Chad. So, as you can see, we had a lot of new occupations that made it into the new top 50 for your consideration.

Lynn – we do have a question from the room.

Director – okay.

Lynn – So LuAnn Scholbrock is asking about emphasis on child care providers. Oh sweet, let's do it. Andy found us a portable microphone.

LuAnn - in north Iowa there is a huge emphasis on child care providers as well as preschool educators. That sort of thing. I am not clearly seeing that on the list. Maybe I am missing it.

Director - they are not on list LuAnn because those occupations do not meet the \$14 an hour wage threshold that the FRI Act requires for LDS. Childcare Task Force (CCTF) has made several recommendations regarding on how to grow that workforce and I think the best way to do that is in a different program than the LDS. Because we don't want to water down wage threshold. We do want to address how to get more people educated in that career? The LDS is not the vehicle to do it. There is work going on in that area and expect Governor to make some announcements here this fall.

Kristie Fisher – The Chancellor at Iowa Valley district which is Marshalltown CC and Ellsworth CC. Speaking on behalf of all my CC colleagues. First of all, thanking the Governor, IWD and legislators for the program. Life changing for so many of the students in our communities. We have prepared some recommendations as group we went through the list and thought what was the most impactful. Suggesting I I be removed from the top 50 and then and the next I I would move up based on local area and employer needs and what we see in our local communities. Also, some additional ones that fell off that we would like the board to consider. Whenever is the appropriate time for that. Director Townsend I also wanted to mention stats saw yesterday during one of our calls with Director Townsend and all of my colleagues about the growing numbers of LDS. To me the most impactful thing that I saw, and I haven't had a chance to go back and dig into those numbers yet, but we saw the largest numbers increase of scholarships in both numbers and dollar amounts go directly to high school students. To me that's the most exciting because that is our greatest, single, sustainable pipeline for workforce in Iowa. It means that we are getting students to look at areas they would not before. I believe FRI and LDS are big reason for that.

Director – Chad scrolls through the list then can you put up the CC recommendations. I should have asked you to do it side by side. We gave you all the opportunity took at it ahead of time and hope that you have reviewed it. If you want to throw up the CC recommendations. I think, let's open it up for discussion. I will say I am a little concerned about taking programs off list that we have not previously approved before. Do not have good idea if they will be needed or not or how useful they will be. I think there are some on the list that we can remove we would all agree may not necessarily be, or you know, would agree with taking off list or out of the top 50. I went through and I was going throw this out for discussion. There were number of problems that were not getting a lot of traction in terms of LDS. For instance, the # 2 program is electrician but only had 55 LDS. Indication that most electricians in Iowa are trained via union or alternative providers and classes and that's great. Maybe that's an occupation we think about taking off to open up funding for other occupations that are lower in the list. I want to throw that out for discussion. Andy I would be interested in your thoughts on that.

Andy – put me on the spot here. I guess as you know building trades are suffering right now when it comes to people power. HVAC techs, welders and the works coming. Take it from me I know this for a fact. We are hurting in Ottumwa

area and will hurt all over place shortly. Need to bring in others from outside Iowa with certain qualifications we need to do certain jobs. We are all in and interested in how we can help anyway possible.

Director - interested in your thoughts Andy if you feel we can remove electricians from LSD since it does not appear like it is being heavily used.

Andy - I know Ritchie is on the phone and being the electrician, he may have comments. Can't see taking electricians off right now at this time with Microsoft Facebook, electricians and Apple is going to come. I do know for instance travelers' electricians 347 I believe they have 700 travelers working in Iowa right now and these are all jobs I would just assume seeing those go to lowans. Not opposed to bring travelers in when we need them but definite improvement in locals and us to try and train lowans to do the work. Ritchie may have some comments about that as well.

Ritchie - Yes Beth. Surprising to see it to make it to #2. Surprising but our needs are there. Other part in Waterloo area with career and technical education, only 2nd year started there. Taking off premature. Still trying to get feet off the ground and also helps with recruiting. Talking with folks and let them know this one of the is in demand. Do not look at Apprenticeship programs if going to college, union or non-union. They don't see that as a career path. Now with the emphasis being # 2, I think it would be premature in removing it especially with the bigger work we are seeing. Our workload here in NE Iowa over the next 2 years is astronomically increasing every day as well as the size of the jobs. See need going more than down. Premature to take electricians off. I see the need growing and more opportunities for schools leading kids to this career path.

Director - I am not suggesting in any way that we don't need electrician but LDS the appropriate may not be the appropriate way to fund. I do think, we cannot approve 75 for the occupations for the LDS. Where would you guys recommend, what programs would you recommend, or do you want to just do the top 50? Take some out of the top 50 and move some other up. That the kind of discussion I'm looking for.

Andy - just one more thing for the plumbers and steamfitters. We are getting ready to do a 16-week accelerated HVAC course down here. We are bringing in Vets - veterans from around the state of Iowa.

Director - oh, great.

Andy - Jeremy reaching out and working with staff @ IWD. Something we are excited to put on. Need help paying vets. 16 week 8 hours per day course, it's accelerated HVAC. That automatically places them in the 2nd year of apprenticeship moving forward. Have at least 12 members that can put to work right away. Contractors looking for HVAC techs. Weather helps. Course will be success and look forward to posting.

Director - great. Charlie.

Charlie - thank you Director. Every electrical, every IVW local right now is working. Not just that but building trades so incredibly busy as it is. Would be really, really hesitant to take anything out of building trades from this list if you think about the idea most likely going to be significant infrastructure from federal government that will be coming to Iowa. Unknown how much. Will be growing demand for building trades of all kinds. Whatever the numbers say right now for any trades, it will go up.

Director - Yay and again, I agree for training for the trades. Just looking for, we are going to have to take some out of top 50 or we cannot move any from below 50 into the list so where do you want to do that? That's kind of where I am trying to get to. Or if you want to just do the top 50 and leave it at that, that's fine to - we can do that. We can remove some and have flexibility to move others up.

Rob - is there something magic about 50?

Director - There is not. We are trying to be somewhat judicious. We can't approve 75, I can tell you that much. I am not going to say let's approve 50 and if we want to approve 52, that's fine. We do have limits as you know we can't fund everything. Just trying to shoot for 50 and if we can land somewhere between the 50 - 60 range I think we are good.

Lynn - we have got a question back here in the room.

Kristie Fisher - I have a couple of comments, Kristie Fisher from Iowa Valley. Related to electricians, I wonder.

Director - we can move on from electricians. I am totally good with leaving them on the list. I just to put it out there for discussion. I think we got the answer so let's just move on from that one.

Kristie Fisher - I just wanted to add a perspective to that that we might be able to study in the future. Most students part-time because they are working. May want to look at some programs and understand would part-time accelerate that workforce more than full-time in program like electricians. May be some data to bring something to the table. Specific to what CC recommended to bring us to 50 we recommended the removal of 11 in top 50. Reason for removal, don't require training beyond high school or not related study at an Iowa CC. Nothing for scholarship to be eligible for. If we went down list to see next 11 would be to pick up if you remove the others. If we look towards 50 that is recommendation

that CC had and some others that we wanted the board to consider individually into adding back because of the demands in local areas.

Lynn - thank you. Let's go back to recommended list and have everybody look at that. Director Townsend did you want to make another comment?

Director – I feel pretty strongly and if Beth Skinner were here, she would advocate strongly to keep correctional officers and jailers eligible for the programs, they have a significant need, so I would not remove that class. I would leave in. What are other thoughts the board members have on the items for removal? I have a couple of other programs I thought we should consider removing in addition to this list. Let's talk about this list first.

Lynn – I just what to go back to what Kristie said. Do some of these that we are recommending removing, to your point Kristie, do they require additional training. All can agree electricians, correctional officers and jailers, what is training that they would go through would apply LDS. If there is no such program because they are trained, that's the question, right?

Director – Lynn, I can answer that for you. So, every occupation on list has corresponding training at CC. We removed any occupations that do not have corresponding training program at a CC.

Lynn – Okay.

Director – So we know these programs do offer training or CIP codes or what they call them match with these occupations.

Lynn – good to know. Thank you.

Director – A couple of the programs I was thinking we should look at removing are 22 and 23 due to low enrollments. Again 24-25 scholarships in the course of 2 years is pretty good indication that those are 2 occupations we can easily remove.

Lynn – are there any comments on those 2 that Director Townsend suggested, 22 and 23?

Jack Hasken – I am on a little committee, and we are trying to get the CC to look at training with plastics, as far as plastics processing. I have a small business over here. I have 11 presses. It is a very technical and highly skilled position. The bad news there, Director Townsend, is the job openings aren't that much in demand but the profession, I can think of another molder up the street, Guttenberg they are always in need of processors. In discussion with NICC and Dr. Wee and Wendy Mihm-Herold along with the CC and starting to do exploratory on demand. Noting no. 23 machine operator and plastics. This is really more a press operator, and I don't see anything for running plastics or press. Just more information that we are doing and kind of a look and see of what we can come up with for demand. I would tell you it meets the minimum dollars per hour from \$18 to \$30 depending on experience. Right now, a lot of apprenticeship and you train from someone who has done it in the last. Mention that Lynn and Director Townsend as something we were looking at. Dr. Wee is a personal friend and I love what they do out there and in support of the CC coming up with programs that would basically get them a job.

Director – beauty of scholarship if we take 22 and 23 off LDS list, the CC who is working on the programs can add into their regional list. Working with Dr. Wee would not go to waste, it could be 1 of their 5 regional programs.

Jack Hasken - excellent.

Director – Given the number of scholarships we are seeing that maybe regional is a better avenue for those. I'm just saying we have got to take things off if we are going to add anything in.

Jack Hasken – you bet.

Lynn – go ahead Kristie.

Kristie Fisher – corresponding with colleagues via text and a cross of what we have and the CIP codes, which actually re the official indicators of the programs. We do not have any CIP codes for correctional officer or jailers. So Beth maybe good to collaborate with you and see if we have different, our crosswalks may be different if you are showing in area where we are not.

Director – we got information from community education college bureau. So,

Kristie – that's we are using to but taking different interpretation, but I am sure we can get together and rectify and get the correct information back to this group.

Lynn – Can we got back to the top 50. Can we approve with the exception of correctional officers and jailers do we agree we can remove the others?

Director – I am a little nervous about taking off the ag and food science technicians well as Iowa is AG state. In top 26 of occupations those might be programs we want to support and may send wrong message not to support.

Rob – if don't require training after HS, I agree with you. We have a big ag program.

Director – My understanding the programs, occupation on this list have corresponding post-secondary programs.

Carmen Heck - can we agree after double checking the list and comparing notes between your office Director Townsend and the CCs there is not a course of study for these 11 occupations that they could be removed. No one can get scholarship if the course work does not actually exist.

Director – I am okay with removing all except those 2 if someone has similar program. We did remove occupations that did not have post-secondary training programs in the state. This is not the top 50 high-demand occupation list in Iowa if you opened it up to all occupations including those that do not require post-secondary training.

Lynn – go ahead Kristie.

Kristie – colleague not in the room is looking up, we may not be using the same data set. The difference may be, we looked at CIP codes and if there was an approved program of study. So, there may be a CIP code which is federal a federal program that exists in crosswalks, but our review there is no program that meets that CIP code. So that CIP code may not connect so that on 1 of them,

Director – yay that could be Kristie.

Kristie – someone smarter than me figuring it out outside of the room.

Director – I specifically asked my LMI folks when put list together that programs actually eligible and training programs attached to them.

Lynn – Okay so let's say we got back to them. Removing from the top 50 all except 24 and 26. Any comments if we were to leave those 2 and remove the others?

Director – what about 22 and 23? Could we add those to the list to remove?

Lynn – 22 and 23, can you go back to that Chad? Potentially remove 22. I heard, I thought there was some push back on 23 if we had the regional program?

Director – if we only have 25 scholarships in 2 years in the program, that's a good indication they do not need to be on statewide list. Dr. Wee could put on CC regional list or any other CC that needs it where these programs are being taught. Pair down state list in areas where we can.

Rob – most regional lists are over scribed. It's hard to do that since there is only a few, only 25. To the students, it's important.

Director – Some of the recommendation you have made, which I agree with add back occupations on the regional list should be on state list. Would free up some regional choices. This time bus and diesel mechanics originally on regional list. Some we can remove from regional list and move onto state list. I think that is a good idea.

Lynn – that makes sense.

Teresa – Director I am going to back up for a second to the agriculture and food service tech. There is no number listed for the award of recipients. Is that because no one has applied for or received it, or is it,

Director – It is because it's a new program and was not on the original list and was not available for LDS before. That's why. Any of the programs in red are new programs and not previously eligible for LDS unless on regional list. We did not add in regional scholarship numbers. That's why those in red have no corresponding numbers.

Teresa – So my question is why, I understand they are new programs but going back to 23. Having had individuals take that scholarship is there a value in taking away 25 scholarships and not having any known and no understanding of what potential scholarships we would get? Are we throwing money away, I guess?

Director – No. What I said in beginning is any student enrolled in that program and receiving LDS, even if program is removed, they will continue to get their scholarship until they finish program. We just won't award new students for scholarships in that program but again it is eligible for the regional list. So, a CC that sees, maybe 1 CC that have 5 to 10 students on regular basis could add this to the regional list and would qualify for the scholarships.

Teresa – Right, I understand that piece of it. My question was just, are we going to put, even just regionally at risk, some students who are already taking advantage of it for some program we aren't sure people would.

Director – No, the people in the programs now will continue to have their scholarships paid until they complete.

Teresa – Right. I was looking at future. My other question is I shared with HR team. Questioning the low applications. Are employers doing their due diligence in understanding what these scholarships are and working with local schools? Pella has apprenticeship programs and have welders placed, as well as interns, and medical students placed in businesses in our communities. Is that another avenue to help grow some of these higher demand positions whether it be through this or trade to get students from high school involved more. I'm surprised at low number of electricians. Electricians are valuable even with union support in Pella community there is not trade union and people are working directly with small contractors.

Director – I really don't have a response to that other than to say with electricians the low number is just vindictive there are a lot of electricians being trained in Iowa. I would say primarily by unions or alternative training programs. Some

commercial training providers in the state that train but looking elsewhere for training beyond community college programs so that's why the # is low. I do think employers encourage scholarships to employees to enroll in courses applicable to their occupation. No sure if we have any data on that.

Lynn – microphone over to Kelly. So far, we are having good conversation. We are talking about when we look at the remove from top 50 keeping 24 and 26 and removing from other list 22 and 23. Acknowledging 23 we want to make sure gets on regional list at the CCs.

Director – that is up to the CC. Once we take off state list it is up to the CCs to pick their own regional programs. We do not have a say in that. We give them the flexibility. If they don't think it's important or they see they student participation, then they may not include it.

Lynn – gotcha. Go ahead Kelly.

Kelly – I want to make sure I am understanding Appendix A. Looking at computer network support specialist on item 27. That one only had 2. Curious why that is not one we consider before those that had 25.

Director- I think 27 was on my list to remove as well. Appendix A programs in other words they are not necessarily just doing this one specific program they might be enrolled in courses that would align with more than 1 occupation. Sometimes hard to assign an award to particular occupation because it aligns with more than just 1. So, if you see someone might take computer network specialist classes but also taking network support. Which we had 94 of those. Mixing and matching so hard to say which occupation you assign the award to. That's what Appendix A is about.

Kelly – So in that situation if taking more than 1, help me understand the process. Can scholarship be granted towards the other one if the other one is removed?

Director – That I'm not, if we remove computer network support specialist from scholarship program but signed up for networking system administrative course, I would suspect it would be covered but defer to my CC partners to answer that one.

Unknown – actual program if they are mixing and matching would depend on what major was showing. They are great conversation and makes me wonder if we should do the CCs and IWD and DE with a committee to bring back. I would like to tell you which programs these are. Because they are not intuitive necessarily to see that the occupation and the DOL CIP codes does not necessarily use the same CIP codes used on the education side. So perhaps it would be easier to see which programs fall under those SOC codes so people would feel like they had the information they needed because I can't answer all the questions either.

Lynn – Director Townsend's what's our deadline to have this approved by?

Director - We are supposed to do it in August, so we are up against the timeline. I believe statute has a requirement. Trying to get as much lead time to CCs and college student aid to implement this as soon as possible. So, we don't have another board meeting scheduled until November. The problem is as long as we don't have a state list the CCs can't do their list and the regional list is about another 60 days after the state list is finalized. So,

Lynn – I might suggest, excuse me. Could we do an electronic vote with the board. So, if you guys to have a meeting make final recommendation with any other considerations that we still might have and kept and can we do an electronic vote for the board to vote that way instead of waiting for another board meeting?

Director – We would have to have a meeting. We have to have meeting, we couldn't do it, as I understand it, we have to convene have quorum and have a vote. We can do virtual focused just on listings, but we have to schedule before end of August. So, you know, we have a couple of weeks maybe.

Lynn – Which you guys mean; somebody needs to get together then. The CCs and IWD.

Director – Well, I was gonna say maybe the easier answer is we just don't take anything off and just take the top 50. They are what they are. You know and move forward.

Rob – This is too important to rush. We are talking about the lives of a lot of students. Numbers of every side of argument. Arbitrarily cut, without analysis. We have got the people that know what's going on. Beth, you have your people, DE, we have our people, let's just get them together and hash it out. This is a great program.

Director – It is and unfortunately, I thought DE and IWD had done that. Maybe could just be we did not have the right people at the meeting to answer some of these questions which is unfortunate. Ryan West, can you get Ryan Murphy on the phone because he put the list together.

Lynn – he is here in the room. Waiving at me earlier.

Rob – run Ryan run.

Ryan – We were working in fall with CCs going over the list and also with Iowa College Aid Commission about the programs that would come back. Specific to corrections it did not come back for removal to us so that's why it is still there. In the weeds a bit. Some changes about occupation codes, CIP codes, other versions in there. So some background

of why it has taken awhile to get to this point. Question on programs on the back, basically what the Director said. More programs applied to more than 1 occupation. So not one to one relationship. This program applies to this occupation and to this occupation and we don't know which the recipient was basing their decision off of regarding occupation. So, we couldn't count twice. Wanted to give you the total content there.

Director – I don't think we probably want to take any IT occupations off the list because they are so interrelated.

Ryan Murphy – they do cross many industries, basically all industries.

Director – So when you say did not come back for removal Ryan, what you mean is DE and College Student Aid did not identify there they may not be programs for correctional officers.

Ryan – I just sent text to confirm back at the office. The email that we got back with the list had about 6 or so to remove that did not have programs. That was not one of them on the list.

Director – Okay, maybe they just missed it.

Ryan – The education folks are CIP experts and work with occupations all the time so trying to communicate and connect these things together.

Drew – Would one solution be, looking at Appendix A, there are basically 6 networking computer related, instead of having them individually, since they don't align 1 to 1 with occupations can they just be put into 1 slot that would free up some space on the list.

Director – Ryan what do you think about that?

Ryan – Drew we talked about that and rolling them up into their own category but concerned we would be taking detailed information away from the group. So, we didn't do that. It is something that we could do, yes.

Director - other issue Drew would be like so if we roll it up IT how do you define it. There should be some limits, IT or computer.

Ryan – we do have does that would help us do that.

Drew – Yay, I wouldn't roll it back even if it is. A lot of these 6 are network related. Tied to certain level of expertise, training and knowledge. As Ryan said it cuts across industries. Whether its manufacturing, healthcare, education, finance, insurance. There in demand occupations, horizontal demand occupations. Just wondering on some of programs like that were it is cross cutting if it would roll them up a little. Not all the way to IT, that doesn't make any sense but at least to the next level would make sense. Just a suggestion.

Director – yay. For purposes of this vote we could agree that anything IT related in top 50 could count as 1. Roll up for purpose of vote without separating on list. That would free up some additional. Again, nothing magical about 50 just a placeholder and if we wanted to do 60, we could. Let's see if we counted all IT programs in the list as 1, that are on the list,

Lynn – while you are looking at this, Kristie wants to make another comment or question.

Kristie – What you said is so true about SOC codes and CIP codes and we both work in our own world. The trouble is this program is built on it. If we make what looks like an easy fix when we are doing this we could eliminating, unintended consequences. I heard back from some folks. The CCs will absolutely prioritize getting someone to the table if we could do that so we could just do to do that to do a single item board meeting to have everyone looking at after we have had a chance for everybody looking at it and making sure we don't do something that causes any issue that no of us want to happen. Our local boards like to do 2 months for regional list, I'm sure I can speak for my colleagues, that we will work with local boards to condense that because we want to make sure state list is what it needs to be. We can put extra pressure on ourselves.

Director – So of we combine the 7, I totaled 7 IT occupations in top 60. So, if you basically consider all of those are basically one line in terms of counting towards the number of programs that we are going to approve, that would bring us down to 43. I do not know that there was a lot of disagreement about recommended removal of top 50 other than corrections, if there is a program. So that's another,

Lynn - and agricultural, 24 and 26?

Director – Right. Ag science. So that would be 9. That's 16 so now we are down to 34. So, if you added back the; adding then you could add back the 17 they recommended for adding the back occupations top 50 and then you would be, you would be good. So, you would eliminate all those except 24 and 26. That they have recommended removal and add back the 10 or 11, or how many there are on that list, or what we are recommending that we add back.

Lynn – and that is because you are talking about combing computer and IT that buys us more slots.

Director – Yay. The reality is that we all want to support anyone want education in IT, whatever that looks like. A little misleading, not but in our efforts, maybe breaking down more than we need to for purposes. I know we need to for SOC codes and zip codes and all that. Bottom line is we are just supporting 1 industry, for the most part. So why, so rally they

shouldn't be taking up 7 slots they should be taking up just 1. So, for purposes of telling how many programs we are going to approve, we are going to just consider everything that's in these top lists that is IT related as 1 occupation even though it is going to cover multiple programs because there are going to be people who are going to, it appears most people are taking or basically it's an ala carte menu and they are taking classes across all 7 occupations.

Lynn – Okay, so I'm trying to summarize here. Keep us all together. We also talked about removing 22 and 23 so is that part of what you were just calculating as well?

Director – no. I would still advocate for removing those in addition to the remove the CCs have recommended.

Lynn – Okay.

Director – just because of low participation rates and the ability of the regional lists that they could be added.

Lynn – Okay. I am just going to summarize what we have got so far. We had another comment here in the room. What we are proposing right now is modifying list in front of us. On remove from top 50, we would keep 24 and 26. Go back to other list remove 22 and 23. Then add to top 50, all of those 51 to 64 that we have listed there in addition to right below that starting with bio techs and because combined we are going to combine computer IT into that, we should be somewhere near 50 if not close to that.

Director – Somewhere closer to 60 which is I do not think is a bad. Thing. What I would also say that is if upon review we determine there are no corresponding with correctional officer and ag food science program that we would just remove them from the list. Those 2 provisional approvals pending verification that there are programs available for scholarships to be provided.

Lynn – go ahead Andy.

Andy – if combining when it comes to our trade - welders, cutters, soddors, # 3; heating, HVAC - installers # 9, I think there was some,

Director – we are only combining for purposes of considering how many programs we want to approve.

Andy – I understand when it comes to my trade talking about HVAC or welding, sodding, these are all aspects of the same trade really and can be joined together. Even electricians. The lineman could be tied together really. Just throwing out there.

Director – Yay.

Kelly – You answered my questions. I just wanted to make sure we were adding back occupations from prior list in those calculations and then and to follow-up on Andy's comments. Look at this going forward for those looking at by industry such as HVAC or IT but it way to show by grouping may help us consider new ones in the next 2 years.

Director – Yay. The good news or the value is we will have a lot more data than we have right now, and we won't be coming off a pandemic. Pandemic has had impact on programs and popularity but hard to say without more information from more years.

Lynn – Okay. So,

Director – I just want to say, okay never mind. No, I'm good.

Lynn - so I was trying to say summarize motion, if comfortable with that. Say what I think we need in motion, and somebody can say if we can move that, and we can certainly have more discussion. A motion would sound something like this. It would be referring to Iowa CC updated high demand suggestions we would remove from top 50 those listed except for 24 and 26, keep those, remove items 22 and 23 from high demand list. We would add to top 50 those recommended down below, in addition add back occupations from prior list caveat that we would confirm there is a program with proper coding at the federal level that would allow funding and if no program affiliated that it be removed from the list.

Director – I think the easier way is Lynn is to say motion before board from high demand occupation list dated 7/28 these programs and 1 thru 64, last one is 64, are approved except occupations listed in # 14, 15, 20, 22, 23, 28, 30, 32, 40, 41 and 46.

Lynn – that's another way to put it.

Director – I think it may be a little clearer.

Lynn – is everybody with me on that. Are we good then? I am looking for head nods in the room and or comments on the phone. Are we good then to go with that?

Andy Roberts – motion.

Lynn – Kristie yes plus the add back. Because they were included when she said the up to 64.

Jack Hasken – second.

Director – yes Kristie I did mean to include the add back occupations we don't just have a number. We could do in another motion. We could just do the 1 to 64 except those numbers, 14, 15, 20, 22, 23, 28, 30, 32, 40, 41 and 46. Second motion to say we want to add additional programs not listed to include these 6 occupations.

Lynn – Okay, we’ve got a motion on the floor and a second. Andy’s motion and Jack seconded to approve what was just said. Any other comments or discussion especially on the phone. Hearing none, we would like to vote. All in favor say I. Opposed same sign. Motion carries.

6.1(1) -- ACTION ITEM

ACTION	1st	2nd	Unanimously Approved
Motion for Vote on Future Ready Iowa High Demand Occupation List. List dated 7/28 I thru 64, except occupations listed in # 14, 15, 20, 22, 23, 28, 30, 32, 40, 41 and 46.	Andy Roberts	Jack Hasken	X

Lynn - Got another motion to add back occupations biological technicians, carpenters, emergency medical technicians, paramedics, engineering technicians, except drafters, all others medical and clinical laboratory techs, operating engineers and other construction equipment operators, and plumbers. Kelly motioned. Plumber would like to second and that is Andy. Discussion. Hearing none, all in favor say I. Opposed same sign. Motion carries.

6.1 (2) -- ACTION ITEM

ACTION	1st	2nd	Unanimously Approved
Motion for Vote on Future Ready Iowa High Demand Occupation List. Add back occupations biological technicians, carpenters, emergency medical technicians, paramedics, engineering technicians, except drafters, all others medical and clinical laboratory techs, operating engineers and other construction equipment operators, and plumbers.	Kelly Barrick	Andy Roberts	X

Director – good job everybody.
 Lynn – there you go. Beth safe travels, have a great trip, you deserve it.
 Director – Thank you. I am going to enjoy it. I appreciate everybody and thank you for the great discussion. I think we have a good list. Like I keep telling the legislators, you cannot put enough money into this program. The more we have the more I know we will use it. I know they are going to appreciate all the work you did here today. Thank you to friends at CC, really good input and has helped us shape a good list.
 Lynn – Amend. Very good. Thank you.
 Director – bye.
 Lynn – Bye. Item # 7. Ryan West and his report on IWD.

Director’s Report by Deputy Director Ryan West, Iowa Workforce Development, on behalf of Director Beth Townsend.

Ryan – thank you Andy. Thank you, Lynn and Jack. I’ll be brief. That was a long discussion. Filling in for Director. Opened IowaWORKS as of June 1st, 15 locations along with satellite and expansion offices. Traffic significantly increased since opening. Now doing in person as well as virtual. People coming in and connect with opportunities available. Main objective coming out of pandemic is helping folks get back into workforce. A great legislative tour at the Des Moines office. Ask everyone here if you see or talk to legislators in area would like them to tour our offices. Helps hit home how much stuff go in our offices. It is really amazing. Pretty detailed tour. Good event to showcase what we do. Will be at State Fair. At booth and courage everyone to stop by. A lot of stuff on the 16th which is Veterans Day and typically have all Veterans working the booth. Please stop by. A lot of workforce initiatives going on, webinars. If not following me in LinkedIn, please do so, very selfishly. I’m very vain and would like you to follow me but you can also get good information that we are putting out. Webinars geared towards different things: hiring manger, high school counselors, understanding how to hire folks under 16. Helping employers to connect with jobseekers. A lot of success during pandemic with Zoom webinars. Employers like that. Hoing job seekers will as well. Those start in September. Huge array of summits – over 52 so far, all over the state. Agenda and map being formalized, registration going out soon. Would love you to take part in that and employers who have not get involved. Mission Employable IWD Podcast. Host is average, guests are fantastic. Would like some of you to come on. A lot of traction - released episodes 32 today. Downloaded very state except 8 now and all over the world. Connecting folks with ideas that are available, we want to do one with the trades. Today’s is for the summit to hire folks with disabilities which is something we are constantly trying to promote. Summits are a great way to highlight what you are doing and what they are doing in communities, share ideas, innovative ideas all over the state. Share

opportunities. If you are not downloaded, highly encourage. Only state doing workforce one like this, so we are ahead of the curve. Hope to push more work-based learning opportunities as well. That's it. Any questions?
Lynn – okay. Thank you, great job Ryan.

Strategic Planning Pre-Work with Maher & Maher.

Lynn – let's turn it over to Maher & Maher to talk about opportunity. What are we looking to do as a board here in Iowa? What do we want to do as a board in support of IWD here in Iowa?

Gretchen Sullivan – Great, thank you so much Chairman Schreder. We really appreciate being here today. I am Gretchen Sullivan with colleague Laurie Collins to talk about advanced planning at strategic work we will really be rolling up on sleeves on at the November meeting. Won't take too much time I know you have several agenda items after this brief discussion.

Lynn – does that look right Gretchen?

Gretchen – oh perfect. Wonderful. Thank you all for your help. Appreciate it. We want to talk about the overall process and timeline process to help develop the strategic plan for the board. Give you a sense of what the next couple of months are going to look like. Survey being fielded among you all as state board members and for local core partner staff and plan to keep open until August 20th. If you have not responded to the survey would love if you would. The input received so far has been very, very helpful. What we were hoping to do today is get some initial input from you around your priorities and key strategic directions that you want to pursue in your new strategic plan. We don't need to get final today, but we really want to hear what's important to you. We will take that feedback and be working before your next board meeting to massage what we heard today that looks more like strategic plan areas. That is our goal of the work that Maher & Maher will do to support you. Presenting those to you and working with you in goal area teams at the November strategic planning meeting to flush out those goals and develop strategies and ideally action items under each of those goals. We are planning to do virtual meetings in December/January for plan refinement and goal to present completed strategic plan for approval at your early 2022 meeting. Overall timeline today. Highlight and in the interest of time I am not going to go through these in great detail because we do want to hear from you today but the pre document we provided today we did find a number of things that were very helpful to you as board members. There was some content around the Governor's workforce priority and some pieces that came out of the economic recovery report. We shared some customer satisfaction data. Survey responses both from the survey that was done in 2020 with you all as well as the survey that we are currently running. That's what we used to shape some of our thinking today. We want to share with you and get your feedback on. One of the things that you all responded to in the survey that you did in 2020 and what we asked you about again in the survey that we are doing is what is important to use as a board and so the first five that you see here were the ones that rose to the top in your 2020 survey and the three that followed in the survey that we are currently running.

We asked you in the current survey about the top workforce challenges and opportunities. The most prominent was around upskilling and skills gaps. As you can see comments around equity and inclusion for diverse opportunities. Ensuring that Iowa's work system is user friendly, that can move quickly, expanding virtual services delivery and then many comments around building relationships with the business and community industry. Important to highlight that these so far have risen to the top from the survey. One of the things that we are asking you in the survey is that we are running right now is sharing some key principles that are outlined in WIOA act. Certainly, the opportunity that principles are really important, but we would ask you to do as the top exercise is of these principles, which are the most important to you. We asked you to rank them. Just wanted to highlight that these are the 4 that have risen to the top so far.

High quality services providing value to customers. That the system is easy to navigate, customer friendly. There is integration of alignment and coordination of service delivery and individualized service delivery. I think these are important things to be thinking about as we move forward in our discussions. Similarly, we asked the local core partners to weigh in on these same principles from the perspective of how much of these things are currently taking place in the workforce system in Iowa. So, this is a local perspective. Interestingly enough many of the ranked responses indicate that the systems and its services are designed to meet the needs of local and regional offices, economies, industries, etc. So, these were the top 4 that came out among the local core partner responses so far. So, we asked the staff around the local workforce systems the strengths for customers, and you can see where they are coming out on that in terms of the IowaWORKS systems, individualized services, connecting customers to resources, and being a supportive service culture.

We next asked them about opportunities for improvement. I think that these are very helpful to think about from the perspective of how you might support addressing these in your roles as board members. So, making the IowaWORKS website to be user friendly, really enhancing communication, dedicated service delivery among the partners to make it

more seamless for customers. We did get a number of comments around technology which we commonly hear. Computers, computer systems, internet, etc. and needs around data sharing.

A case management system that could help with that work among partners. Finally, we also asked location staff about their professional development need. That may be something that the board may be able to help. Lots of comments around continuing education with the board, other partners, programs, services and how it all fits together. How folks can work together in a seamless fashion. Some fresher training coming out of our pandemic experience and exploring what service delivery should look like post-pandemic and a couple of other ideas. All inputs as we thought about what the strategic plan might look like. Again, we are just really at the beginning of the process. So, what we would like to do with you today is hear from you about what are your key priorities for you in terms of strategic projection that you feel should be included in the board's new strategic plan. We are really talking about high level hear. Not operational, not tactical but what are some key ideas or areas of emphasis that are important to you. So that is what we are hoping to hear about from you today. What we are recommending is that we talked about today is the top 3 or 4 that is the most important to you. We are recommending that because it is our understanding this is the first strategic plan for this board and that the strategic plan will likely be something like a two-year plan. So, we want to focus on strategic projections that are manageable and achievable. Ambitious but achievable in the course of that plan life. In strategic planning work that we have done with others states we shared 3 to 4 key areas or directions seems to be the right number. You don't want to have bite off way more than you can chew realistically. So that is what we are going to look at next. What you see here are just our observations around potential strategic directions. We are not deciding for you. But we thought it would be helpful for you to see for our discussion today. With some of the key things that rose to the top when we were looking through those input. These may not be the right ones, but this is what we want your feedback on. We did want to say that these were the ones that seemed to be recurring in our point of view of all of that material. So, advancing alignment and integration among partners in the IowaWORKS system, strengthening the system's capacity to be more agile, accessible and really customer driven, and I think it would make sense based on the comments that we reviewed that the focus on equity and inclusion for diverse populations would be connected to that piece potentially. Many comments around strengthening business partnerships to better understand business needs. Then that focus that we mentioned earlier on pursuing strategies on upskilling the workforce and skills gaps.

These are the 4 that rose to the top for us but wanted to open it up for feedback, thoughts. See what else you might add to this list. See what resonates. Open discussion where we are hoping to hear from you.

Lynn – thank you. Ask you this, it's not too late if you have not responded to survey. Give us an idea of how many responses you got back from us?

Gretchen – 9 responses from board members and core partners 155.

Lynn – ask is relevant if you have not seen email, Michelle can I use you as POC? Not sure if we are going to email out reminder. Thanks to 9 who have. With your feedback we can guide this. Maybe you haven't filled out survey yet but I will open it back up.

Kelly – one of the things that rose to top for me was around collaboration. Heard in number of ways but captured on strategic planning page. Internally so not different silos so partners are working together. Strengthening business partnership and business collaboration so we have better understanding how we as are board in this community can work together. Those 2 pieces closely aligned.

Gretchen – perfect, thank you.

Lynn – I get excited about this. Reading through this, this is going to help us provide direction for workforce development group. We are not the tail being wagged the dog so to speak. We have the ability to help with direction. I think it is great. One simple example is when someone walks into IowaWORKS location do they feel like they are they being passed around from group to group to group? They might have a disability, so they have to tell their story. Then they might have to tell somebody else. I am not saying that this is happening, but we want to make sure that doesn't happen. That it is seamless. Tell story once as a team and they all look alike. Same shirt, same logo, same color. As silly as that might sound, we have the ability to help direct and guide what happens in local workforce offices and the direction we are going to in the state. Get everybody people back to work who wants to work. Right?

Jack - agree 100%. Strength in business partnerships is critical. Passion to match these people up to jobs. More jobs in State of Iowa than people at this point. Make sure we break a sweat so to speak, to matching people that want to work and get to know strength through business partnerships. Rather than small, medium, large business, I think that is key. To make sure that those that want to work find the right job. All in on number 3 strength of business partnerships.

Emily – agree of importance of # 3. Some concern about internal alignment of the partners. As you were saying Lynn about having folks walk into IowaWORKS center for help. Currently blind people cannot do that because of accessibility

barrier. Working on disability guidelines and what not and turn into an agreement that all need to look at things and definitely working towards that goal. We are not there in making sure everybody is, well I love the idea of the same-colored shirt and whatnot but really getting them the services that they need. A lot of times there is a push for co-location of partners and that is not usually feasible. Particularly for us and Title II had similar issues around co-locations not being feasible. So maybe not partnerships in the same facility but co-location, I just feel that goal has a lot of trickiness to it, and I want to be clear about how we define that if that is a goal we choose to have. Because I think it could take us in some directions that could be counterproductive.

Lynn – Yep got it, thank you Emily. Ryan can help with these questions.

Unknown - where does the scope of workforce attraction stand. Is that workforce development?

Ryan – yay.

Anne – so it just occurred to me how does this group this department collaborate? The comment that I said earlier that there are not enough people for the jobs that we have. So, we are focused on getting the people that we have here to work but how do we also collaborate and getting people into the state and aligning these things like scholarships. The jobs that are available not the scholarships themselves. The jobs that are available. Making sure that we are talking to economic development and also working the with businesses and communities to get those people in from the less attractive places to live and work.

Ryan West – thank you for the question, Anne. We do partner very well with IEDA as well as a lot of other agencies in the state. We are on several committees to help bring people into the state. Before pandemic huge push for some marketing stuff on that and I think it is beginning to pick back up. We also try to utilize our Home Base Iowa Program to reach folks that are returning service members outside the state of Iowa. Since Iowa doesn't have a known military base. Part of reason we are doing podcast, social media and what we can to bring people into the state. It is a work in progress. Several different entities. IWD is small piece of puzzle. Trying with marketing ploy is looking at folks with diversity background to bring them to the state. Another committee I was on with IEDA was part of this as well. Ongoing process but the best answer I can give you is the collaboration us and IEDA certainly happens.

Lynn – great feedback. Gretchen and Lauren, you are hearing?

Gretchen – yes, we certainly are, and this is fantastic feedback. This is great.

Lynn – anything else from anyone on the phone or in the room? Not hearing anything Gretchen any closing comments you want to make.

Gretchen – We will take what we heard today and for next steps will put that together as a follow-up item for all of you. Between now and the strategic planning session in November we will be sharing pre-packet in advance with some best practices and other resources so when we come into that session, we can hit the ground running with teams and with the plan. Very excited to be supporting you on this effort.

Lynn – this is awesome. Just a reminder everybody, please, please, fill out survey. If you don't have it or need it, please contact Michelle. Next items to Jay Iverson for Bylaws.

Discussion on final draft of Bylaws by Jay Iverson, Vice Chair.

Jay – one of the most exciting things in the organization.

Lynn – super exciting. I'm on the edge of my seat.

Jay – Right. First of all, I am going to call out Kelly Barrick, Jon Peppetti and Ben Flickinger who served on that with me. We had a good time discussing and moving through this. Tried to simplify things a little bit. We reference statutes rather than detailing in the Bylaws. As Iowa law changes will not have to keep coming back and change the Bylaws. That kind of thing. Little items like that. So hopefully you had a chance to review those. There was one portion, we had a committee entitled Minority Unemployment and Outreach Standing Committee that was not referenced. So, we would like to add to that we continue to have a Minority Unemployment Committee within the Bylaws. Questions on that?

Andy – do you need a Motion for that?

Jay – we do.

Andy – Motion.

Ritchie – Seconded.

Lynn – Shelly you got that? So, it just came out that a Motion to Approve the Bylaws with the addition of the Minority Outreach Standing Committee be added.

Jay – correct.

Lynn – any more discussion? Jon – microphone.

Jon – Can you hear me? I just wanted to highlight in the Bylaws there were 2 things that we highlighted around. One with respect to term limits and one with respect to the length of time that the chairperson would serve in the role. We had discussions about that. We didn't settle on anything, so we highlighted that, if there is a desire. Obviously if we include those in the Bylaws, we need to settle on one thing or another. I wanted to mention that and highlight for the discussion. Jay – we talked a little bit about it at our last meeting, but we did not settle on that. Personally, as incoming chair I would like to see it as a one-year term. That is just on the selfish side. We discussed a two-year term as opposed to a one-year term. How do you all feel about that? It is widely varied among organizations. Can we settle on that and add that to the Motion or separate Motion?

Lynn- comment in the room was just one-year so maybe we can, it's like oh Lord Roberts Rules then I think we need an amended Motion. If we vote on the amendment, then we can go back and vote on the actual motion. So, I if we are supportive of the one-year term which I heard one person say in the room. I am actually supportive of that as well. I think once we get this set up then a one-year term is fine. I think I have been serving a little bit longer. I think now it is time to get this going. Do we have any other comments on the phone? One-year are you okay with that if we modified the Motion?

Andy – well I have been on the board for 12 years believe it or not. I don't know where the time has went but I know in the past it has always been just been on the one-year. Of course, it was business one year, labor one year. I think it seems right to keep it one year.

Lynn – I like it. Any other comments? So, I need a Motion then to amend the original Motion to have the president's term, the chair's term, I should say, to be one year. Kelly moves that.

Andy – seconds.

Lynn – Andy seconds. All in favor say I. Opposed same sign. Motion carries. Now let's go back to the original motion then that is with the amendment on it. Any other discussion there. This is approving the Bylaws with the addition of the Minority Unemployment Outreach and going to the term one one-year for the president, the chair, excuse me.

Andy – just clarification. Term limits is not on the Bylaws or if that part of the Bylaws to have term limits with us sitting on the board?

Jay – we did discuss that. Jon, do you remember if it is actually in there?

Lynn – Jon is coming back to the mic here.

Jon – So basically as drafted they do include so basically, I'll just read the sentence. So subject to and without limiting the authority and discretion of the Governor, the Board recommends that members appointed by the Governor serve no more than two consecutive terms. So that is what is currently in our draft. Subject to any further discussion that the board wants to have or just approve as is.

Lynn – so that would be eight years then.

Jon – correct.

Lynn – two 4-year terms.

Jon – correct.

Lynn – and what Andy is saying is he has served 12 years so far and,

Jon – what I will also say is again and as mentioned several times in the draft, all of this is subject to the Governor's discretion. I mean the Governor has the authority and statute to appoint which is why it is drafted as a recommendation in the Bylaws.

Jay – thanks Jon.

Andy – so I guess I have some other questions being like Dotzler who sits on the board, the representatives that sit on the board, they are appointed by the Governor of course, wait a minute they are appointed by the leader of their party, minority or majority, if I remember right. I don't quite remember all the details.

Jay – I don't think they are a voting member.

Andy – oh okay, there you go. Thank you.

Lynn – yes. They are ex-officio members non-voting members, and they are appointed or designated by the entities in accordance with Iowa Code. Ben are you on the call?

Ben – yes.

Lynn - Let's address this because I don't, it would be something like if Andy wants to serve, I want Andy to serve. Right, I mean, weigh in on this Ben. Do we go like to the Governor and say we want Andy to serve? Do you know what I am saying? Like how does that work?

Ben – So, I mean ultimately you know the Governor or in the case of legislative members the legislative leaders get to pick, and I think there is some other seats that are filled basically based on their position as a director of a state agency or if

they are a designee. That sort of thing. So, you know the picks ultimately come down to whoever the appointing authority is. The Bylaws to the extent that they would affect some sort of term limit would as be just a recommendation because ultimately like you know the Bylaws cannot supersede the authority under the statute of the Governor or whoever else to appoint someone. I guess if you want to have a recommendation for term limits, that's what is in there right now and you can leave it in. If you don't want to have it then we just take it out of the Bylaws because ultimately it is the Governor's call one way or the other anyway. Or again some of the other appointing authority would be given the position on the board.

Lynn – so I think we are fine then. Because if it would be let's say your term is up Andy and we put him back on the list and it is approved by the Governor, it is fine. We are good to go.

Ben – yep.

Lynn – so I am good with that if everybody else is. Any other discussion? We haven't voted on this yet. Any other comments or discussions. Okay not hearing any let's time a vote. All in favor say I. Opposed same sign. Motion carries. Jay – thank you all.

Lynn – thanks Jay and team. Thank you very much.

9.1 (1) -- ACTION ITEM

ACTION	1st	2nd	Unanimously Approved
Motion to approve Bylaws with the addition of the Minority Unemployment and Outreach Standing Committee and a one-year term for the Chairperson.	Andy Roberts	Rich Kurtenbach	X

9.1 (2) -- ACTION ITEM

ACTION	1st	2nd	Unanimously Approved
Motion to amend the initial Motion by adding a one-year term for the Chairperson.	Kelly Barrick	Andy Roberts	X

Update on Guidance for Local Disability Access Committee by Deputy Director Ryan West, Iowa Workforce Development on behalf of David Mitchell, Administrator of Iowa Vocational Rehabilitation Services (IVRS) and Chairperson of the Disability Access Committee.

Ryan – David is not here today, and he is the expert when it comes to this committee. Was going to read what he provided. David provided 2 attachments. SEED information a lot of good information about Disability Access and also provided update since the last meeting and what he is doing moving forward. Any questions on that? If you have questions, send to me and/or David and I can help facilitate. Continue to work with IVRS and fill those jobs and certainly partnering with them on on-going basis and will continue to do moving forward. Unless you want me to read verbatim.

Lynn – I think we can read. I appreciate that very much. Let's see if anybody questions for Ryan in the room or on the phone? Okay gave plenty of opportunity. Thank you, Ryan, for pinch hitting.

Lynn – big fan of us networking and getting to know each other. Board members pass microphone to Teresa with Vermeer. Please share your why you are here on the board.

SWDB Member Shares:

- Teresa Hovell, Vermeer.

I grew up Guthrie Center Iowa. Which is if you know Lake Panorama is we are about 8 miles west of there. Or if you have been to Guthrie River Ruckus that's our new claim to fame. Went to Central College, degree in education. Started working in insurance. So worked for John Hancock, worked for the New England and ended up at Waldinger Manufacturing but was living in Pella and decided I would go to Vermeer. Let's see what Vermeer has to offer and that was 24 years ago. I started as order desk clerk working with our dealers and protection team. I really appreciate at this point having the connection with production team members and understand how cool it is for them to build something, put it on a truck

and watch it leave, and impact someone around the world. If you ever have the opportunity to come to Pella, we would be glad to host you. Give you a tour of one of our facilities and show you around Pella. Which is a really great community. Serve as benefits manager so I have a responsibility for corporate benefits package. We have an onsite clinic and pharmacy for our team members and their families. A wellness program and a chaplain program. So, we try and do everything we can to take care of our team members in best way possible. Our motto is we want you to leave better than you came. We also understand that family is incredibly important. I am doing my Vermeer plug here. Family is incredibly important, and we want your family to be healthy and well as possible. The why? When I was asked to apply, I think it is because it's a very important for businesses, whether it is in Iowa or nationally businesses, to work together with congressional leaders, union leaders and other diverse groups to come up with the best way to take care of team member. At the end of the day it doesn't matter who is running the organization it is the people on the shop floor, or who are building or who are in the retail services that makes things move forward. So, whatever we can do to make that better for them is really why I am here. It is a passion which is why I am in benefits, which is a really crazy place to be. I just enjoy learning different perspectives of different industries and at this point I just really want to take care of people. I think civil service is a big deal and you need to give back.

Lynn – Awesome. Thank you, Teresa, very much. Any questions or comments anybody has for Teresa? Okay, next share by Anne Parmley and not Pearson and she will tell you what I mean by that.

➤ Anne Parmley, Pearson.

Anne – I think it is so funny that you went first because I have a piece of Vermeer equipment in my backyard. Derecho cleanup is still going on and I left Pella 25 years ago. So, when you said 24 years ago I thought that was funny to. Anne Parmley, Cedar Rapids Iowa and Cedar Rapids native. Grew up there and attended Drake University and graduated and went to work in Pella at Central and I have now been back in Cedar Rapids for 25 years. Just celebrated my wedding anniversary so that's how I can remember that. So, I worked for Pearson for 18 years and I worked in large scale assessment here in Iowa. That's the major services that are provided by Pearson operations in Iowa City and Cedar Rapids. So, I actually worked out of Iowa City. About 2 ½ years ago I moved into a different division and supported on-line and blended learning. Which ironically was a very busy place to be during a pandemic. I did that through April of last year. We had a restructure, and I had the option of taking 1 or 2 jobs or severance package. I took the severance package because I was like it's a gift. So, I am unemployed. I am very active in community around education and workforce and economic development. So, I think it was probably about 4 years ago someone approached me about getting more involved in state level. I thought about what my interests were and what I was active in, and it made sense to join this board and apply to be on this board because it kind of combined both education and workforce and development and all those kinds of things. So that's my why. I told you a little bit about my background. So, I plan on looking for a new job in the fourth quarter or the first quarter of next year. So, if you are hiring, give me a call. Maybe a plumber or electrician. It's never too late.

Lynn – that's right. Well, thank you. Questions or comments anybody has for Anne or Teresa. Open it up for either. Okay you can get ahold of Anne offline if you have a job opportunity. Okay. Let's see, I just want to remind you guys of our Q&A session that is happening at 1:15. Anyone have anything else before I adjourn the meeting? Let me just pause for a moment. Thank you everyone. Just shy of 2 hours. I hereby adjourn the meeting. Have a great rest of the day. Join us again if you want for our Q&A at 1:15. Just stick on the Zoom call. I'll mute but let's just leave the call going. We will be back at 1:15 pm.

MOTION

Motion to Adjourn. Adjournment at 12:56 p.m.

Respectfully Submitted,



Shelly Evans, Board Administrator



Lynn Schreder, **Chair**