

# Northwest Iowa PY21 WIOA Annual Report Narrative

## Executive Summary

The Northwest Iowa Workforce Development Board and the Chief Lead Elected Officials (CEOs) led the local area in achieving several key steps to becoming compliant under the Workforce Innovation and Opportunity Act (WIOA) in Program Year 2021. The work completed included the completion of the local area's Memorandum of Understanding, a Policies and Procedures manual and the Local Plan.

The stakeholders of the local area worked diligently to overcome an array of challenges presented throughout the year. The Iowa**WORKS** office was temporarily relocated to perform building maintenance, changes in key partner staff leadership, a new fiscal agent and a new Title I Service Provider are a few of events that made for a flurry of activity while ensuring provision of services was maintained as Iowa**WORKS** re-opened following the onset of the COVID Pandemic.

## Local Workforce Development Area System

The Northwest Iowa Local Workforce Development Area consists of Buena Vista, Clay, Dickinson, Emmet, Kossuth, Lyon, O'Brien, Osceola, Palo Alto, and Sioux counties.

The Northwest Iowa Local Workforce Development Area is made up of one comprehensive center located in Spencer. Title I, III and IV are co-located at the center. Title II is not currently co-located; however, all three providers have a direct linkage for participants to receive program information from staff virtually in real-time.

## LWDA Strategic Objectives

Northwest Iowa LWDA Strategic Objectives:

- The local area's employers will have access to advanced, skilled, diverse, and Future Ready workers.
- All Iowans in the local area will be provided access to a continuum of high-quality education, training, and career opportunities.
- The local area's one-stop delivery system will align all programs and services in an accessible, seamless, and integrated manner.
- Effective partnerships are not only maintained but expanded and strengthened.
- Ongoing commitment to braid funds through partnerships in service management.

- Northwest Iowa is committed to partnering with business and education to ensure availability of workers who possess the needed skill sets within the local area.
- Meet the needs of all businesses within the Northwest Iowa local area.
- All individuals in Northwest Iowa will be provided the education, training and skill development needed to enter the workforce.
- Increase outreach and marketing to target all rural areas in Northwest Iowa.
- Break down and eliminate barriers to all individuals so they can accomplish meaningful employment.
- Continuously monitor performance measures and performing indicators to strengthen programs.
- Adjust policies to ensure that performance is being met and maintained.
- Develop board procedures to ensure performance is being monitored.

## COVID-19 Pandemic Response

Employment Service activities resumed as normal beginning 6/1/2021 with one-on-one services provided starting in July 2021. Although services were available, individuals coming to seek services were diminished given COVID concerns. Services have been adapted to assist with reaching individuals in more remote locations and provide ease of access using technology. Iowa**WORKS** has updated all workshops to be provided virtually, with the option of coming to the centers to access them through our computers as a group. Appointments are also being offered virtually.

Iowa Vocational Rehabilitation Services (IVRS) staff returned to the office and are providing services at our office locations, in schools, and in other community settings. COVID provided us the opportunity to focus on new efficiencies. A highlight was acceleration of our timeline to adopt a “paperless” agency work model.

## Sector Strategies

Specific Strategies for PY21 have been geared toward redeveloping relationships with area employers and connecting with Iowans to let them know of available services.

Iowa**WORKS** Roundtables were held from October – December 2021. Roundtables were followed by Workforce Assessments that were conducted by teams made up of Iowa**WORKS** (Title III), STEM, Community College, and Economic Development representatives. The intent was to meet with employers and find out about business needs and operations. Data was collected and the team strategized with additional partners such as Title I, Title II, and Title IV to determine recommendations to meet the needs that employers expressed. Northwest Iowa

conducted 5 of those completed with businesses across the stated, which included Country Maid, 966 Industries, Rosenboom, Moveero, and Quality Refrigerated Services.



## Business Services & Employer Engagement

IVRS made connections with employers throughout the year with focus on arranging tours, speakers, and job shadows for youth and learning about careers to provide information to job candidates along with direct placement activities.

Iowa Central Community College (ICCC, Title II) ran an English as a Second language (ESL) program for Rembrandt employees at the Rembrandt facility. This program began September 2021 and continued until the plant closed on April 2022.

### Iowa **WORKS** Career Fairs

- Statewide Virtual Job Fair 3/24/22
- Careers in Transportation Virtual Job Fair 4/26/22
- Careers in Public Service Virtual Job Fair 6/30/22

### Open Interview Events

The Iowa **WORKS** center has had more than 20 open interview events during PY21 with employers such as Brand FX, Swea City, Daybreak Foods, Tyson, Prestage Foods, Aluma Trailers, Quality Refrigerated Services, Ruthven Care Center, Rembrandt Foods, Bobalee Hydraulics, JBS, and Shine Bros.

### Events

#### Sept 2021

Assisted about 15 employers at the Clay County Fair with temporary placements. Also, placed 31 job seekers to those temporary positions.



Nov 2021

Resulting from Iowa**WORKS** Roundtable on October 22, BMS- Val Morton was asked to present Iowa**WORKS** Services at a Business CEO Group in Algona. Val also presented at a CEO breakfast in Sioux Center.

Dec 2021

During the Iowa Lakes/Iowa**WORKS** Round Table a collaboration between Brand FX and 966 Industries was formed. They sat at the same table at the event and spent time discussing operational needs. Kevin from 966 offered to look at the Brand FX operation to see if he could recommend any process changes, etc. that could help make them more efficient. After meeting, Kevin was able to offer some recommendations from operations that he observed to save them time and help improve production. These two leaders continue to work together.

2/28/22 - Spencer Iowa**WORKS** gave a series of Job Readiness Skills presentations to Spencer High School Students as part of their Game of Life Program.

4/27/22 - Spring Career Fair at Clay County Regional Events Center – Presented by Spencer Chamber, Sponsored by Iowa Lakes Community College, Iowa**WORKS**, Spencer Radio Group

8/11/22 – The Northwest Iowa Career Fair at the Clay County Events Center was hosted by the Spencer Chamber, Iowa**WORKS**, and Iowa Lakes Community College where over 30 employers participated.



4/19/22

Morning: Employers Council of Iowa (ECI) held a meeting on Workers Comp at Buena Vista Regional Medical Center.



Afternoon: Spencer Employers Council of Iowa (ECI) heard about workers compensation from Deputy Workers Compensation Commissioner Philips.



Business Marketing Specialist position has been vacant since April 2022. Staff have been providing business services to employers to continue supporting business needs to the area.

## Program Highlights & Innovation

### *Title I Adult, Dislocated Worker, & Youth*

In PY21, a single Title I career planner enrolled 23 participants into the Youth, Adult & Dislocated Worker program. Six participants were able to earn credentials.

Title I had a presence on a weekly basis at all community colleges within the local area. This provided an opportunity for Title II students to learn more about Title I services. Some of these students were enrolled and were provided assistance to complete ESL classes in order to find more self-sufficient employment opportunities.

### *Rapid Response*

Oct 2021 - Iowa**WORKS** collaborated with partners to hold Rapid Response Worker Informational Meeting to the workers affected by the Forest Ridge lay-offs. Sixty-one employees were impacted with the layoff date of 11/5/21. A Worker Informational Meeting was held on 10/28/21 in Gruver, Iowa.

April 2022 - Iowa**WORKS** collaborated with partners to provide a Rapid Response Worker Informational Meeting to the workers affected by the Rembrandt Foods permanent layoff. Approximately 200 employees were affected. A Worker Informational Meeting was held on 4/13/22 at the American Legion Hall in Sioux Rapids to discuss the unemployment insurance process and share information on services available. ICCC was also present to provide information about Title II programming.

June 2022 - Iowa**WORKS** collaborated with partners to provide a Rapid Response Worker Informational Meeting to the workers affected by the FAAZ, LLC (Burger King) closings in Spencer, Spirit Lake, and Storm Lake. Approximately 34 employees were affected. A Worker Informational Meeting was held on 6/7/22 at Iowa Central Community College in Storm Lake and on 6/8/22 at Spencer Iowa**WORKS**.

### *Registered Apprenticeship*

A partnership was established the Iowa Great Lakes Corridor and Iowa Lakes Community College in terms of RA programs in the agriculture field. Ryan Hoolahan and Val Morton had a virtual meeting with Joanne Follon and Brian Dabel (interim CEO) along with Jolene Rogers from Iowa Lakes Community College. This meeting kick started a great collaboration between all of us and we have been able to work together with each other on other projects, etc.

### *Offender Re-Entry*

Selected staff (Heather Warren) went through Offender Workforce Development Specialist-Instructor (OWDS-I) training. They became certified to teach the curriculum to future OWDS participants. Training was vigorous and took place from April 2022 and will complete December 2022.

### *Serving Job Seekers with Disabilities*

IVRS staff continue to provide individualized services that are flexible to the needs of job candidates. Staff worked with all area high schools to provide pre-employment transition services and transition services for students with disabilities. Contracts were maintained throughout the area with all three community colleges (Pre-ETS Coordinator Position), with multiple school districts (Transition Alliance Programs) and with Hope Haven (Making the Grade) that help increase program capacity in the schools and assist in meeting agency goals of spending 15% of budget on Pre-ETS services. Staff partner with area CRPs to provide supported employment services for those with the most significant disabilities. A unique program within Northwest Iowa is the IPS program (Individual Placement and Support) that assists job seekers with mental health and provides wrap around supports that include the CRP, IVRS, and the job seekers mental health team.

IVRS Success Story- Letter from a Participant

### *Tyler*

“The assistance and support I received from Vocational Rehabilitation services of Iowa were instrumental to my success in achieving gainful employment in the face of my chronic illness. Tuition assistance helped offset the economic burden of my chronic disease, which inspired me to realize my full potential. I was able to limit the amount of debt that I would accrue during my training, which was in addition to the financial hardships related to my chronic disease. Tuition

assistance gave me confidence that helped me achieve my goals of earning an undergraduate degree, completing medical school, and becoming the first physician in my family.

In addition to financial assistance, regular meetings with Susan Irwin helped me create a plan for success and track progress toward my goals. We discussed budget planning that helped ensure that ends would meet in the short term. She listened to my concerns for obstacles presented by my chronic disease, and she identified potential resources that could help overcome challenges related to professions of interest. Through my journey, my goals changed, but together we identified a career that was a good fit for me, and I felt empowered to pursue a challenging career path. My initial focus was simply graduating from Buena Vista University, in Storm Lake, but then I changed my major and set my sights on being a physical therapist. As time went on, I was inspired to become a physician and was accepted to University of Iowa's Carver College of Medicine. I even switched sub-specialties along the way from surgery to primary care as a better fit. I am incredibly grateful for the assistance and support that Vocational Rehabilitation services of Iowa was able to offer and provide for me in the midst of navigating this world with a chronic disease.

Thanks again for everything!!!”

Tyler

### *Veteran Services*

The Disabled Veteran Outreach Program (DVOP) – Veteran Career Planner, Heather Warren, assisted with the Sioux City Iowa **WORKS** Veteran's Day Event. FAVA Vet Center, CO VSOs, American Legion, VFW, Air Guar, Army Guard, VA Healthcare and Western IA Tech CC attended.

11/10/21 - Spencer Iowa **WORKS** Center had a Veteran's Day Open House event offering donuts and orange juice to visiting Veterans.

Council Bluffs, Sioux City and Spencer Offices initiated weekly virtual meetings with the local DVOP, HBI, LVER staff and Operations Managers. During the meetings we discuss best practices, outreach efforts and brainstorm solutions for the veterans we are serving. The meetings have allowed the Spencer Office a structured opportunity to communicate with LVER, Rick Honeycutt, share trends, outreach efforts and upcoming events he may want to attend.

Home Base Iowa (HBI) businesses were contacted to verify correct contact information and to discuss plans to be more progressive with HBI and also talk about other things going on in our centers. Additionally, as a result of the Workforce Assessments two local businesses were able to get an HBI profile created to assist with their employee recruitment.

Selected staff (Heather Warren) went through Offender Workforce Development Specialist-Instructor (OWDS-I) training and has also been training to become a Certified Benefits Planner

with Social Security through the Ticket to Work program. This will help when working with Veterans that are on SSI or SSDI and want to work.

5/19/22 – District 5 Co. VSO Meeting presentation- presented to the County Veteran Affairs Directors and commissioners on what we can offer Veterans, networked with the counties and the VA Outreach, VA Community Based Clinic staff and the Suicide prevention coordinator for central Iowa.

6/3/2022 - Spencer & Sioux City partnered to have a Women Veteran appreciation coffee & camaraderie event at the Sioux City Iowa**WORKS** office. Emails and flyers were sent out to the County VSOs, IA National Guard Armories, Women Veteran coordinator at the Sioux Falls VAMC, the Vet Center in Sioux City, Libraries in the region, Community Colleges. Some partners had resource tables available at the event and we collaborated with them.

6/17/22 – Iowa**WORKS**, IANG, and HBI partnered to celebrate Women Veteran Appreciation Month at Camp Dodge. Connected with the Warrior and Family Branch Specialist Heather Geerdes and participated in the event.

6/22/22 – Spencer Iowa**WORKS** won the 2022 Veterans Incentive Award in the amount of \$3,375.40. The office determined that funds would be budgeted to be expensed on Fareway Gift Cards and Casey Gas Cards for veterans in need. Community College Veteran Study Room Supplies, and FACA Cleaning supplies for homeless and at-risk vets to name a few.

June 28-30, 2022 – Heather Warren attended the NASWA Veteran Conference in Washington DC.

### *Implementation of Priority of Service*

Priority of service is given to Veterans when posting positions on the Iowa**WORKS**.gov website. All positions are placed on a 24-hour Veteran hold allowing Veterans the opportunity to apply first. If a Veteran fits the job criteria, staff will typically do a direct referral.

## Participant Success Stories

### *Josue*

Josue started English classes around 2018 and worked all the way through to the HSED program, which he graduated in 2022. As his English skills improved, Josue was able to get a job at United Community Health Center as a receptionist and translator. He loved his job there and all the people he met as well. In October, Josue moved to New York for a manager position and plans to get his CNA next. Josue said, “My biggest success was learning that everything is possible. Since starting work cleaning poultry stool on a farm, to work in a medical center, and to keep growing thanks to you!! To all my teachers at ICCC to encourage me every time that I stopped believing in myself, I have thanks to that!!”



*Nayelli*

Nayelli attended both morning and evening English classes and very quickly obtained her certificate of completion. Nayelli was a very dedicated student, while also working at Pizza Ranch and attending college. She is attending college for law, and she plans to become an immigration lawyer. After improving her English, Nayelli was able to get a job at a law firm in town to help her on her way to achieve her goals. Currently, Nayeli is finishing her law degree in Mexico and traveling all over the United States for her job with a law firm.



*Ron*

74 year-old, Ron, entered the doors of Iowa**WORKS** this past September and had been hard at work trying to find employment, however he had several barriers such as, a criminal record and low income. Ron utilized the Exploratory services to further assist him with creating a resume and job search and was referred to a Career Planner with WIOA Title 1 and enrolled. With the assistance of Title 1, Ron received career counseling, financial assistance to help cover the costs

of training, testing, CDL licensure, endorsements, and transportation. Ron passed his exam and now has his CDL. He informed his Career Planner that it feels like he has been given a second chance and is eager to join the workforce!

*JJ*

Title I Career Planner, Michelle Williams, met JJ through RESEA and had an opportunity to visit with him about Title I. JJ had come to the Spencer Iowa **WORKS** office to work on the staff in Exploratory, which provided another opportunity to visit with him regarding Title I assistance. JJ explained that he had a learning disability that made it difficult for him to read or spell, so he was having a tough time looking for and filling out job applications. He was then offered to help him fill out job applications and applied for 5 truck driving positions and was able to get two interviews in very quick succession.

*P.W.*

P.W. called the Spencer office and sounded very distressed about not being able to find a job. She moved Iowa from Minnesota and had been actively looking for employment but had not been successful. She was invited to come to our office and let her know that we would be happy to assist her with her resume/cover letter and interview preparation.

P. W, came in the next day and was able to pull her resume from her email, it consisted of several pages and was in a format that could not be edited. Career Planners updated the format to a Word document and assisted to update and shorten her resume to two pages before printing a few copies on resume paper.

P.W. then stated had applied with a company in Spencer for Customer Service/Billing but had not heard back. It suggested that she send an email to introduce herself and ask if needing additional information for the application she had submitted. To her surprise, before she left the office, she had a response back and additionally asking what day would work best for her for an interview! A Career Planner was able to schedule her in for a mock interview on that same day and gave her feedback and some suggestions on how to address those difficult questions.

P.W called after her interview and stated it went really well and was really hoping to get the position. After a couple of days, P.W. emailed to us know that she got the position she really wanted and wanted to thank staff for all the help she was able to receive and that could not have done it without our help. She stated, "I should have come in much sooner to ask for help because it has been 6 months since I moved here and was getting nowhere".

*David*

David, a Veteran who had lost his driving job, came to the Spencer Iowa **WORKS** office wanting to find something local. Career Planners worked with him on his resume and interviewing skills.

He then applied at Canton SD lawn care/ snow removal. He was given an interview the next day and hired on the spot, starting the following Monday, 11-8-21!

In July 2022, David returned to the Spencer Iowa**WORKS** center. He had lost his job the month prior and had been looking for employment without success. Staff assisted him with updating his resume and gave him some job referrals. He later let center staff know that he was hired at Lawn Crafters in Sioux Falls as a Lawn care attendant, mowing lawns. He started on 7/25/22 at \$17hr, 40 hrs/week + Overtime. He was really excited he found a job after getting help with updating his resume.

### *Anita*

“Anita” was connected to the Spencer Iowa**WORKS** during RCM Cold Calls. Due to lack of English skills, she had not been able to update her skills or even know where to go to find out information. She had her Medical Assistant Certificate, which she obtained while living in Florida, however, in order for her to be able to work in that field in this area, she would need to get the certification in English. She was referred Iowa Central Community College in Storm Lake and to the Title I Program. Anita called the office a couple of days after referring her to Iowa Central. She was very excited because she got a call from the College to set up an appointment to get her English placement test. After her placement test, it was determined that she would be placed in level 2. She needed to be in level 3, so she started the ESL Classes to advance her skills. After a short period of training, she contacted the office to staff who provided assistance to let them know she made it to level 3 and was able to start her Medical Assistant Classes at Iowa Central Community College!

### *Jarrold*

“Jarrod” came into the center looking for employment. He had never been to the Spencer Iowa**WORKS** office before. He was assisted with his work registration and the creation of his resume/references. He spent most of the day at the office. When talking with him about what he wanted to do, he stated he was 18 years old and had only worked at one place for 6 months and really did not have any experience but was willing to learn. He was asked if he had interest in welding and was told of a welding company in town that staff had just toured the day before. Iowa**WORKS** staff reached out to the company to ask if he could stop by to complete an application. It suggested he dress up as if he were going to an interview. He asked if what he was wearing was appropriate. After discussion, he was given a Goodwill Voucher to go purchase what he needed for an interview. Later, staff were informed that the employer reached out to tell us that he did hire this individual and has been working there for almost a month. The employer also added he is very happy to have this individual working there, he is eager to learn something new every day.

### *Justin*

Justin had worked at Iowa Lakes Regional Water before they reorganized and his position was eliminated. Career Planners assisted him to file his Unemployment Claim, and since he was a veteran, also had him register through Home Base Iowa. Justin's resume was reviewed and he was also connected to the local Business Marketing Specialist to assist him with connecting to area employers. The Business Marketing Specialist reached out to several employers on Justin's behalf. He applied with SAFCO as a Production Supervisor and was hired February 28, 2022.

### *Natalie*

Natalie, a 10 months old beautiful baby girl was born during the hot summer season in Houston, TX.

At the beginning of the fall season, her mother, Kathrine, and her father, Jose, both at the end of their teen years, were recruited through the Agricultural Recruitment System and joined a group of migrant & seasonal farm workers traveling to Iowa to work for a large cooperative. Unfortunately, Natalie could not join them. Housing for her parents and the other seasonal workers was not suitable for a baby her age.

Natalie spent the fall with her Grandmother, Kathrine's mother. This proved to be a bit of a difficult time for both. Natalie and her Grandmother often could not agree upon a time to wake up, a time to sleep, or a time to eat. It seemed Grandma had many other things to attend to during the day and night. Natalie just could not understand how these required Grandma's arms to do anything away from carrying her.

One day, Grandma called Natalie's mom, Kathrine. She needed Kathrine to return to Texas and care Natalie. Natalie was very excited to hear mom could possibly be coming back soon.

Kathrine and Jose stayed a few more weeks working in Iowa. People at the cooperative liked and enjoyed having them. In fact, because of their hard work, the cooperative considered both for full-time employment.

This meant better pay and benefits for all. No more traveling and no more being apart for months out of the year. The best part of all, the cooperative was willing to provide housing for the first 3 months!

Kathrine and Jose accepted the job offer and officially moved to Iowa.

Now, Natalie spends only part of the day at daycare with other babies and older kids. After work, Natalie and her parents spend time together and often leave home on the weekends to learn more about their new surroundings. The young family has attained greater economic stability and are on their way to a promising future!

### *Jimmy*

Jimmy walked into the Spencer Iowa **WORKS** office the first week in June. He received a variety of services from staff, which consisted of assistance with his unemployment claim, building his

resumé, guiding him through the weekly claim process and job search assistance. He received Career Planning services, which helped him within one month's time to become the cook for a local retirement facility (Methodist Manor) in his hometown of Storm Lake. He said he enjoys cooking and feels comfortable in their staffing culture, as he worked for this institution in a different role prior to his last job at the egg production plant just outside of town. By mid-July, he started at Methodist Manor making \$15.25 per hour doing what he likes and feels is a good challenge every day, he said with relief in his last follow up with us. On a final note, he mentioned how thankful he was to all staff for all the services he received.

### *Mr. Cartagena*

Mr. Cartagena came to the State of California, USA, at the age of 16 years with his mother. He was an only child and his mother was a single mother looking for a better future for both. The year was 1973.

Mr. Cartagena finished High School in California and held a variety of jobs including seasonal farm labor in the same State.

In 1995, Mr. Cartagena was recruited by IBP (Iowa Beef Producers), now Tyson, in Storm Lake and was provided housing for three months. Mr. Cartagena moved to Storm Lake leaving his wife and only son in California. He worked for IBP for 4 years before attaining his CDL and dedicate the last decades to truck driving.

Mr. Cartagena reached out to MSFW Outreach Career Planner to request help looking for employment. In the past, the program had assisted him find seasonal employment driving for a local Ag employer. Unfortunately, that job ended, and the company closed. During the meeting, Mr. Cartagena shared, "Drivers are the backbone of America. Everything moves by truck. (We) Drivers are essential. Without drivers, nothing would be possible". "I am very happy driving. I always wanted to drive a truck and travel the road". Today, Mr. Cartagena drives for a large cooperative in western Iowa. At 65, Mr. Cartagena is very happy to contribute by doing an essential job.



## Annual Performance Analysis

A total of 2,613 individuals came to the Iowa**WORKS** center and checked in for services. Data collected shows 1,472 individuals received 11,831 Title III services.

ICCC Storm Lake Title II had a total enrollment of 289 students, which included enrollments in the following programs:

- 46 in Adult Basic Education (ABE)
- 17 in the High School Equivalency Diploma program (HSED)
- 226 in English as a Second Language (ESL)

ICCC Title II Student Success Highlights:

- In PY21-22, ICCC Storm Lake had 23 students who completed their HiSET.
- In PY21-22, ICCC Storm Lake had 3 students who completed the Integrated CNA program (IET program)

Northwest Iowa Community College Title II served a total of 208 participants enrolled in the following programs:

- 81 in Adult Basic Education (ABE)
- 127 in English as a Second Language (ESL)

NCC Title II Student Success Highlights:

- Total Attendance Hours of 19,648
- 92 Participants Achieved At Least One Measurable Gain
- 21 Students Passed HSE

IVRS served 637 job candidates in Northwest Iowa:

- 319 were under the age of 25

IVRS served an additional 248 potentially eligible students. Northwest Iowa had 144 successful IVRS closures resulting in maintained employment. IVRS Participant Employment shows:

- Average hours worked: 30
- Average Hourly wage: \$14.87

Since 2019, Iowa**WORKS** has provided labor recruitment support to agricultural employers within the North Central and Western Local Workforce Development Areas (LWDA) through the Agricultural Recruitment System (ARS).

Migrant and Seasonal Farm Workers (MSFW) have been recruited predominantly from the State of Texas. A large number of MSFWs arrive to work in Iowa from the States of Nebraska and Wisconsin once seasonal work has ended there. Over the past years, Iowa**WORKS** has supported agricultural employers exclusively through the ARS during the harvest season.

However, in recent months, agricultural employers have called on ARS to fulfill vacancies over the spring months. Resulting on strengthened relationships among all parties involved.

Amid the 2021 harvest season, Iowa**WORKS** reached out to agricultural employers and MSFW to inquire about interest on seasonal employment during the spring months. A local grain elevator manager asked, “What do (seasonal) workers do when they are not here?” To his surprise, and a precursor to today’s ARS success, the answer was, “They are in other States looking for work”.

Today, Iowa**WORKS** is providing recruitment support through ARS for the spring months as follows:

- Denison Iowa**WORKS**: 5 MSFW
- Fort Dodge Iowa**WORKS**: 5 MSFW
- Sioux City Iowa**WORKS**: 6 MSFW
- Spencer Iowa**WORKS**: 15 MSFW

All effort is made on recruiting locally first. Unfortunately, the interest on seasonal employment is not prevalent among local job seekers coming in local Iowa**WORKS** centers. What is more, agricultural employers report lacking applicants with interest on agricultural employment in general.

Through the ARS and other initiatives, Iowa**WORKS** and partner agencies provide support to agricultural employers and, thus, help the State of Iowa be a leader in agriculture.

## WIOA Performance Levels

	PY2021	Annual Performance	
<b>Northwest Iowa</b>			
<b>Wagner-Peyser</b>			
	<b>Negotiated Rate</b>	<b>90% of Negotiated Rate</b>	<b>Actual Rate</b>
<b>Employment 2nd Qtr</b>	73.0%	65.7%	59.7%
<b>Employment 4th Qtr</b>	70.0%	63.0%	65.0%
<b>Median Earnings 2nd Qtr</b>	\$6,100	\$5,490	\$6,945
<b>Adult</b>			
	<b>Negotiated Rate</b>	<b>90% of Negotiated Rate</b>	<b>Actual Rate</b>
<b>Employment 2nd Qtr</b>	73.0%	65.7%	100.0%

<b>Employment 4th Qtr</b>	70.0%	63.0%	73.3%
<b>Median Earnings 2nd Qtr</b>	\$5,400	\$4,860	\$11,847
<b>Credential Attainment</b>	67.0%	60.3%	75.0%
<b>Measurable Skills Gain</b>	44.0%	39.6%	85.7%
<b>Dislocated Worker</b>			
	<b>Negotiated Rate</b>	<b>90% of Negotiated Rate</b>	<b>Actual Rate</b>
<b>Employment 2nd Qtr</b>	85.0%	76.5%	100.0%
<b>Employment 4th Qtr</b>	83.0%	74.7%	88.9%
<b>Median Earnings 2nd Qtr</b>	\$8,400	\$7,560	\$13,933
<b>Credential Attainment</b>	68.0%	61.2%	91.7%
<b>Measurable Skills Gain</b>	31.0%	27.9%	28.6%
<b>Youth</b>			
	<b>Negotiated Rate</b>	<b>90% of Negotiated Rate</b>	<b>Actual Rate</b>
<b>Employment 2nd Qtr</b>	73.0%	65.7%	66.7%
<b>Employment 4th Qtr</b>	72.0%	64.8%	80.0%
<b>Median Earnings 2nd Qtr</b>	\$3,600	\$3,240	\$6,313
<b>Credential Attainment</b>	59.0%	53.1%	66.7%
<b>Measurable Skills Gain</b>	41.0%	36.9%	33.3%