	<p align="center"><b>STATE WORKFORCE DEVELOPMENT BOARD</b></p> <p align="center"><a href="https://www.iowawdb.gov/">https://www.iowawdb.gov/</a></p>
<p><b>Mission:</b></p>	<p><i>The Iowa State Workforce Development Board oversees the development and implementation of the state workforce development plan. The SWDB ensures that state workforce regions have the resources to support employment programs across the state.</i></p>
	<p align="center"><b>PUBLIC MEETING NOTICE</b></p>
<p><b>Date:</b></p>	<p align="center">Monday, August 25, 2025</p>
<p><b>Time:</b></p>	<p align="center">11:00 a.m. – 1:00 p.m.</p>
<p><b>Place:</b></p>	<p align="center">DMACC Urban Campus Student Life Building 1144 7<sup>th</sup> Street Building 7 <b>Room UC07-170</b> Des Moines, IA</p>
<p><b>Zoom:</b></p>	<p align="center">Join Zoom Meeting</p> <p align="center"><a href="https://iowaworks.zoom.us/j/86924810103">https://iowaworks.zoom.us/j/86924810103</a></p> <p align="center">Meeting ID: 869 2481 0103</p> <p align="center">---</p> <p align="center">One tap mobile</p> <p align="center">+13126266799,,86924810103#</p> <p align="center">---</p> <p align="center">Dial by your location</p> <p align="center">• +1 312 626 6799</p> <p align="center">Meeting ID: 869 2481 0103</p> <p align="center">Find your local number: <a href="https://iowaworks.zoom.us/j/kmWV6xa1k">https://iowaworks.zoom.us/j/kmWV6xa1k</a></p>

### **TENTATIVE AGENDA:**

1. Call to Order.
2. Roll call to establish quorum by Shelly Evans, Board Administrator.
3. **Action Item:** Approval of Meeting Agenda.

4. **Action Item:** Approval of Minutes from the May 15 State Workforce Development Board meeting. (Attachment 1 – Minutes dated 05/15/25 )
5. **Action Item:** Approval of Minutes from the June 3 State Workforce Development Board meeting. (Attachment 2 – Minutes dated 06/03/25 )
6. Welcome by Teresa Hovell, Chair.
7. Update and Timeline on PY26 WIOA Unified State Plan Modification by Brandy McOmber, WIOA Core Partner Working Group (Attachment 3 – Iowa WIOA Unified State Plan Modification Recommendations).  
  
**7.1 -- Action Item:** Motion to approve recommendations for PY26 WIOA Unified State Plan modification.
8. Discussion of Iowa Plains Committee recommendation to approve LWDA Policy for Transitional Jobs by Holly Espenhover, Iowa Plains Committee Chair. (Attachment 4 – Iowa Plains LWDA Transitional Jobs Policy)  
  
**8.1 -- Action Item:** Motion to approve Iowa Plains LWDA Policy for Transitional Jobs.
9. Discuss Requested Merger of the South Central and Mississippi Valley LWDAs by Michelle McNertney, Workforce Services Division Administrator, Iowa Workforce Development. (Attachment 5 – Merger Request Letter, Attachment 6 – LWDA Maps)  
  
**9.1 -- Action Item:** Motion to approve Merger of South Central and Mississippi Valley LWDAs.
10. Discussion on Committees for State Workforce Development Board by Michelle McNertney, Executive Director of Iowa State Workforce Development Board. (Attachment 7 – Summary of Standing Committees)  
  
**10.1 – Action Item:** Motion to update SWDB By-laws related to Standing Committees of the SWDB
11. Director's Report by Director, Beth Townsend, Iowa Workforce Development.
12. Update from Iowa Plains Committee. (Holly Espenhover, Committee Chair)
13. Public Comment. (public comments will be limited to 3 minutes per speaker and should address only those items on the current meeting agenda.)
14. Adjourn.

## **ACCOMMODATIONS:**

Accommodations are available upon request for individuals with disabilities. If you need an accommodation, please contact Shelly Evans, Board Administrator, [shelly.evans@iwd.iowa.gov](mailto:shelly.evans@iwd.iowa.gov), (515) 587-0050.

## **UPCOMING CALENDAR EVENTS:**

- State Workforce Development Board Quarterly Meetings:
  - December 5, 2025 – Virtual



# SWDB BOARD NOTES

**Date: 5/15/25**

**Location: DMAAC Urban Campus**

## Minutes

### Iowa Workforce Development Board Meeting

May 15, 2025

11 am – 12:00 pm

DMACC Urban Campus

#### Agenda item 1. Call to Order

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Chair Teresa Hovell called to order the meeting of the Iowa Workforce Development Board (the Board) on May 15, 2025, at approximately 11 am.

#### Agenda item 2. Roll Call

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##### Members in Attendance

1. Dawn Driscoll
2. Barb Kniff McCulla
3. Director Beth Townsend
4. Keri Osterhaus
5. Brandy McOmber
6. Teresa Hovell
7. Kelly Barrick
8. Jack Hasken
9. LuAnn Scholbrock
10. Ofelia Rumbo
11. Nick Glew
12. Charlie Wishman

13. Jason Shanks
14. Mckenzie Snow

##### Members Absent

1. Laura Book
2. Scott Naumann
3. Jessica Dunker
4. Brad Elliott
5. Carrie Duncan
6. Tiffany O'Donnell

Shelly Evans called roll and advised Chair Teresa Hovell that quorum was established.

### Agenda item 3. Approval of Agenda

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Chair Hovell called the next order of business which was the approval of the meeting Agenda for May 15, 2025. The agenda was previously emailed to the Members of the Board.

- **ACTION ITEM:** Motion to Approve the Agenda for 5/15/25.

LuAnn Scholbrock motioned to approve the agenda and Nick Glew seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

### Agenda item 4. Approval of 2/21/25 Minutes (Attachment 1)

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Chair Hovell called the next order of business which was the approval of the meeting Minutes for February 21, 2025. The minutes were previously emailed to the Members of the Board.

- **ACTION ITEM:** Motion to Approve the Minutes for 2/21/25.

Jason Shanks motioned to approve the Minutes and Nick Glew seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

### Agenda item 5. Welcome by Teresa Hovell, Chair

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Chair Hovell welcomes attendees.

- Welcome.
- Full agenda today. Going to allow public comments at the front end of the meeting to allow public discussions. Public comments will last for three minutes. Start with Jason Pontius, Associate Chief Academic Officer, Iowa Board of Regents.
- After Jason's time expires, please raise your hand, introduce yourself, and your three minutes will begin.

## Agenda item 6. Public Comment.

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Jason Pontius, Associate Chief Academic Officer, Iowa Board of Regents. I'm here today to discuss the Iowa Workforce Grant and Incentive Program which was authorized by SFJ560, and offer a suggested amendment to proposed list of occupations. Bill created criteria for list of high wage and high demand occupations and corresponding academic majors offered at public universities. List of occupations and majors it be updated every two years through collaboration between the workforce board and the Board of Regents. Bill states eligible program under the grant refers to a program of student or academic major jointly approved by the Workforce Development Board and the state Board of Regents. Two years ago in alignment with statute, we worked with labor market information team at IWD to create list of occupations that earned at least \$40,000 annually and projected to have 1% annual growth or at least 50 new job openings each year. We matched our majors to these occupations using standard Federal Bureau of Labor statistics crosswalk. Past winter we again worked with IWD to match university majors to occupations like managers or others were too general and included too large of a list of majors. We expressed concern to the LMI team but it was believed that we couldn't make changes due to the language of the bill. As a result our board approved the list in February and the approved list was provided to IWD. A month later we were approached again by IWD LMI team. Upon further review they thought list of majors was overly board. We were of the same opinion, we agreed and discussed alternative approaching to pair down the list while still meeting requirements of the law. Multiple options were discussed but no decisions were made. Bring us to today. We believe the recommended list before you is incomplete and some occupations needs to be added to ensure both fairness and compliance with the law. Bill specifically includes all teacher preparation programs leading to bachelor's degree or teaching license, so corresponding occupations need to be added to address this. Fairness, some occupations not included on your list are aligned with majors that are already eligible under different occupations. Example, accounting major would be eligible for grant under the occupation of Financial Examiners. However, if that accounting graduate took a job as an accountant or auditor, they would not receive the incentive to stay in Iowa. This is why we propose including the occupation, accountants and auditors. We I included other occupations on the list that have similar situation. To be clear, this adds occupations but does not add new SIPs or majors. Regardless of what you decide today, we still need to reconcile these two board approved lists for the good of eligible students and employers, as well at Iowa College Aid who administers the program. It's important to reach an agreement as soon as possible.

Teresa Hovell – your time has been met. Thank you very much. Any other public comments, please raise your hand online.

Matt Thompson, President of Indian Hills Community College. Today I am representing all of my colleagues at Iowa's 15 community colleges (CCs) who proudly educate and train over 120,000 Iowans annually. Thank you for providing time for the CCs to offer insight into the LDS program and list of eligible providers. In the past there has been a community college representative on the board to bring concerns to the table for

discussion on essential programs that provide a pathway to education and training for students. Emily Shields, Executive Director of Community Colleges for Iowa and I will remain on the meeting to answer any questions. The LDS list of eligible providers proposed by IWD today includes 46 occupations. We agree these programs are essential to the workforce and vitality of Iowa's economy. However the current list eliminates 20 eligible occupations that CCs see as incredibly important to the future success of our state. We are recommending adoption of the full list of occupations submitted by the CCs. Some programs that are not included in IWD's proposal include criminal justice training, leading students to jobs as police and county sheriff's deputies, fire science training that provide a pathway for future firefighters, dental hygiene and dental assisting programs that lead to high wage and in-demand jobs and healthcare. Medical assistant programming that leads into the nursing profession and fulfills existing shortages in healthcare. Culinary science programming that helps hotels, restaurants, and small businesses across Iowa who are desperate for head cooks and chefs to main the health of the culinary industry. The current proposal also excludes water and wastewater treatment technicians who are essential to keeping Iowa's drinking water safe. Everyone of these programs are in high demand by employers across the state. Outcomes of the LDS program have been tremendous. 96% of LDS recipients are employed within the first year of graduation. 86.6% of recipients are employed within Iowa and the LDS completers earn on average \$12,512 more than those that are not in this program. Last year LDS had unspent funds at the end of the year and is projected again this year. We believe decreasing the number of eligible programs is not in the best interests of businesses and industry who have significant needs for these high demand occupations. We are advocating the board take action to accept the list of eligible providers submitted by the CCs.

Emily Shields – I wanted to share full list of difference between staff proposal from IWD and the community college list. In years past you can see what you approve is occupations but that translates into specific p[rograms. Those programs are determined using a national system that aligns occupations with programs. Department of Education staff can share more about that. I am going to read through the list of occupations noting that that translates into more programs than those occupations listed. I want to ensure there's clarity on the difference between the two lists. Includes web developers, veterinary technologists and technicians, web and digital interface designers, medical assistants, dental hygienist, dental assistants, compliance officers, firefighters, police and sheriff patrol officers, paralegals and legal assistants, chefs and head cooks, security and fire alarm system installers, cost estimators, title examiners, abstractors and searchers, human resource assistant, water and wastewater treatment plant and systems operators, bookkeeping, accounting and auditing clerks, secretaries and administrative assistants, payroll and timekeeping clerks, executive secretaries and executive administrative assistants. Each of these programs have current students enrolled. Numbers listed as 23-24 but during the current year there are more students being served in some of these programs. Some are small, such as wastewater, but critical to Iowa's communities, and some much larger, including police officers. 372 people receiving LDS in 2023-24.

Teresa Hovell – any additional public comments either online or in the room? One last call? We will end public comments. Thank you everyone for taking the time to be here today. I will remind you that the public is not allowed to be part of the discussion as we move forward. I appreciate the time you took in advance.

Agenda item 7. Update on Last Dollar Scholarship AY 26-27 List by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 2 - 2026-2027 Future Ready Iowa Last Dollar Scholarship AY 26-27)

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Ryan Murphy, Labor Market Information Director at IWD. Want to review what was talked about in February at last board meeting and how we ended up with these lists. We have 600 occupations that we produce projections and forecasts for. Our team uses things like:

- employment growth trends over 10 years
- occupational matrix, so we know which occupations are generally in each industry.
- use GDP in that modeling
- interest rates at the time to provide a 10 year forecast

So we start with 600-ish occupations. Criteria in Iowa code that requires at least 1% growth or 50 annual openings. Code says 250 openings over 5 years we translate that to 50 annual openings. So when we start with 600, we filter down to those who do not meet criteria based upon entry wage, which is \$14, also in code. List started in 2017. In 2018 list got longer because many occupations at entry level exceeded \$14. The Last Dollar Scholarship (LDS) there is some we use distribution of educational attainment across each occupation. This is produced by the Bureau of Labor Statistics (BLS) to remove occupations that typically require higher than an associate degree or high school and below. I believe the list that we started with in February had 153 occupations for LDS for you to review and consider. Since then we met with our colleagues at Department of Education and Iowa College Aid to talk about which occupations actually have programs within the state of Iowa at our CCs. That reduces the total eligible down to I believe 93 for consideration and that's where we end up. The first attachment, I believe it's attachment 2, gives full list of every occupation that met those criteria. Any questions so far? Over the years, around 50 is what the State Workforce Development Board (SWDB) has tried to aim for in the past. I made a note here on the with an X in the yellow columns if that occupation was on is on the current LDS list. I've also made a note in yellow if the CCs have selected that for their one of their five regional selections, and the number in parentheses is the number of colleges that submitted for their own regional occupation.

Nick Glew – unintelligible comments.

Ryan Murphy – Yes, they currently have it on their regional list. This is to give you the full picture of what met the criteria. The second attachment 2.1. is IWD's recommendations by occupations. We've included The title of the job, the community college program,



the enrollment we received that from Emily, who I believe received that from the Department of Education, the additional jobs that the program trains for. The blue columns are the ones that that's the same labor market information growth openings, entry earnings that were in the original list.

Beth Townsend – I want to give everyone a little bit of background how IWD recommended list, a smaller version of the entirely eligible list. The statute sets out the Future Ready Iowa (FRI) statute indicates that the board is supposed to be doing. This exercise is to approve a list of high demand occupations. We start with a broad list and then, I think this is the fourth time we have gone through this exercise. Program started in 2018 when FRI statute passed after the FRI Alliance made recommendations to the Governor and the FRI Act was passed by the legislature. Kelly Barrick was a member of the FRI appliance, a broad alliance, 40-50 members with several working groups. CCs, employers, K-12 were heavily involved in the process reaching a large cross section of individuals and stakeholders. Initially we aimed for 50 occupations. Keep in mind that the colleges do not train by occupation but by program. When you approve an occupation it doesn't necessarily mean it is a one for one correlation with the program. Something like registered nursing would be but that's not always the case and that's why sometimes you may have one occupation but multiple programs that align with that one occupation. When you approve 40-50 occupations may mean you are approving a larger number of programs than occupations. The CC recommended list is 65 occupations but that translates to 74 different programs. Our recommendation this year is to focus and remove some of the occupations that are a little broader in nature and kind of return to our roots. Focus primarily on manufacturing and health care programs. Two of the largest industries in Iowa with health care as our greatest need, where we are critically manned, and highest amount of shortages. Need to encourage and incentivize Iowans to participate in these career fields, the purpose of what we are trying to do with LDS. Program created in 2018 and up through 2023 anybody was eligible for LDS. No financial means testing. Everyone filled out a FASFA and LDS would pay the difference between any non-repayable financial aid and a student would be eligible for the average cost of a community college program, tuition, and fees. In 2023 legislature introduced means testing which narrowed the number of eligible applicants, now based on certain level of income. Todd Brown and David Ford are here today and could explain the eligibility requirements. In 2023 is when we saw the CCs were not able to give out the entire amount that had been allocated for LDS because they had a smaller pool of eligible individuals. Eligibility requirements was a legislative decision and it's their decision on whether or not they want to expand the number of individuals who are eligible for the programs. Our focus is to determine what programs we want to incentivize in order to meet workforce needs. That's why we are here today. When we put together the recommended list of programs of 45 occupations that translates to 49 programs to focus on areas of advanced manufacturing, health care, IT, and trades, because those are what we are hearing on a regular basis from employers and what we need in number of openings that are unfilled and need to be met. Current list is 63 occupations and you could certainly approve 100 or 130 occupations. It's really up to this board be we think we need to emphasize and prioritize the dollars to get individuals to go into these high demand occupations.

Teresa Hovell – does anybody have any questions or comments they want to make?

Nick Glew – I haven't been on this board for an extremely long period of time but this is an annual exercise. Most memorable and if there is a stressful component of what we do, for whatever reason, I'm a little bit perplexed. I think we hear from different groups that are represented with different lists as we approach these meetings. I'm always perplexed why it can't be resolved before we arrive at this hearing. We could approve all if we wanted to. Legislature criteria with means testing is great, plenty of resources available to equip, yes to focus on manufacturing and health care. I think from a boots on the ground perspective we just talk about whatever we can do to retain whoever we can retain in the workforce, especially in today's rapidly evolving economy. We are not a state that grows population rapidly, so the lens I'm looking through is whatever we can do to continue to have momentum in training whoever it might be, within reason. Still have prioritization within these lists. Feel like I think different about this if we were consistently running a deficit in requests for LDS but I guess good this we are not. I'm kind of disappointed that we have to arm wrestle on this a little bit and figure out what the right way is to go. I would lean towards adopting, so let me restate this to make sure I'm looking at it correctly. Essentially IWD's list plus some additional occupations, 2 different occupations that as they look at their programs, look at what they did, what they are saying are the needs within various areas of the state and they're adding a few more they would like to see included. I would like to see this board consider adopting the recommended list of the state staff of IWD with the additional occupations as recommended by the CCs. So if that's the list that they submit, that would be what I would like to see this board consider adopting this year.

Ofelia Rumbo – I would second that thought. The same question, do we have enough funds and if we expand the programs, will that allow different occupations or students interested in going into those specific occupations so that we can end up using all of the funding available.

Teresa Hovell - Anyone online wanted to make additional comments?

Beth Townsend – Nick and Ofelia the current list has 63 occupations and we are still not giving out the amount of money. Broadening the list is not the answer. SWDB's task is to determine how to prioritize high demand occupations. As Kelly indicated, it has never about providing free community college. Never about paying for every single program or every single attendee of community college. Focus of the program was how do we incentivize lowans to go into the fields that are most in demand with employers. Keep in mind all CCs have five regional selections they can make in which they add five additional occupations to the list that's approved by this board. If you approve 65 occupations today, they all get an additional 5 occupations to add as well. You will then have additional programs again because there's just not a one for one. If we approve 45 programs, they each get an additional 5 so that gets us to about 50. We recognize we have limited funding. Clearly having a broader list of occupations as we do now is not a big factor in terms of whether we give all the money away because we are not doing that now with 63 occupations that are eligible. I think it goes back to an eligibility question that is for the legislature to decide and there is nothing that requires us to make

decisions based on what we need to spend all the money that has been provided. Again our charter is to decide how we prioritize as a state the occupations that support with state money and then leave it to the legislature to determine eligibility requirements and funding. The original FRI grant started with \$18 million. That was overspent and so it increased a few times to approximately \$24 million. The last two years there has been a change in eligibility requirements and we have not spend all of the funds. I don't think we will this year, even with a broader list of eligible programs.

Brandy McOmber – This is my first time but I am in agreement with that. My question is if our focus is the demand, why would we be considering additional programs that appear to be having negative annual growth rate? Wouldn't it make more sense to reduce it and prioritize getting people into those programs? I guess that's what I am confused about.

Beth Townsend – Brandy do you want to introduce yourself?

Brandy McOmber – I am sitting in for, delegated for James Williams who was previously on the board. My question is as we focus on annual growth rate is the demand, shouldn't we be focusing on those demand areas?

Kelly Barrick – I just want to echo that. What Nick said is absolutely true. We definitely need to keep people in the state. Having gone through this exercise a couple of times, I think we need to be really cognizant of how we are using the funds. We want to use all the funds but it's not up to us after the legislature passed the means testing. That portion is out of our control but our goal is to make sure that we are filling high demand jobs. When I looked at the lists and asked some back and forth questions to the staff, we did not create this in a way to that we could have different jobs like clerical or administrative assistant. Those jobs are needed but that's not the point of this money. My view is that these monies need to be focused on four areas that were outlined, specifically advanced manufacturing and health care. We need to maybe push the legislature to relook at the how the means testing is done. I think we all agree it's just well spent money and how we are using the money. We want to spent in the best way possible. Doesn't mean just to give everyone the money because they are employed in Iowa. I appreciate everyone's comments. This is just my view after seeing it a couple of rounds.

Ryan Murphy – I want to clarify just because you receive the scholarship, there is no guarantee that you would become employed in Iowa. No attachment to the scholarship that would require that.

Teresa Hovell – with that we will conclude the open discussion. We have a motion made and a second to have discussion. Would anybody like to make a motion to the board for discussion?

McKenzie Snow – sorry to interrupt and apologies that I can't be there in person. I had a conflict but I've got David Ford, our Bureau Chief of Iowa College Aid, there as my designee and I have one clarifying question and also wanted to make sure that David had an opportunity to provide a little additional context again as my designee. Are any

of the programs that have been recommended by the CCs but not by IWD experiencing a negative annual growth rate?

Ryan Murphy – There does appear to be some, yes. Tool and die makers, mechanical drafters. If you go to the CC recommendation list and go to the last page, the ones that the annual growth column that's highlighted in red. You can see where there is negative growth. Towards the middle of the page there is a column that says CC recommendations. Yes, means that's a recommendation, so there are multiple occupations that have a negative growth rate that are being recommended.

Beth Townsend – Thanks for the clarification Ryan. Just to be clear Director Snow, 3 of those that have negative growth are in the manufacturing area, which would be on the list that we have recommended which include tool and die makers and mechanical drafts. It also includes human resource assistant, claims adjusters, water wastewater treatment plant operators, bookkeeping, accountant, secretaries, and medical transcriptions.

Nick Glew – again I think it is important to keep in mind that we are looking at the number we are splitting hairs a little bit. We are talking about 0 or 1 point. I think we are from declaring these jobs that are going to go away. We talk about wastewater treatment. We know across the state that there are probably fewer of those types of roles as communities are collaborating together. Probably one person doing more than the past but we will have systems that are growing in complexities and we have to ensure we are still training those types of individuals. I would caution us to not dig in too much to these negative annual growth rates regardless of what the job is. There's manufacturing in there. Some healthcare but they are really small numbers even though we declared them to be shrinking. We can continue our conversation but I would actually make a motion that we would adopt attached 2.2, which is the recommended list from our community college partners. Again a collaboration together with the workforce staff and with our boots on the ground community college leaders.

Teresa Hovell – we will first recognize Director Townsen's motion to approve the workforce development board's recommendations. Do we have a second? Any discussions about approving the workforce development board's recommendations?

MacKenzie Snow – I am going to defer moving forward to David Ford as my designee but I wanted to make sure that there was clarification on how the occupations correspond to existing programs, which there appear to be about 34. David could you please provide clarification and then I'm going to sign off and have you move forward.

Beth Townsend - I'm not sure what we are, what the question was there, David, do you understand the question?

David Ford – Bureau Chief, Iowa College Aid. Director Snow is referring to is as we go from the occupations list down to the actual programs of study list, our analysis would be that the occupations list as it stands when we limit it to the programs of study that actually exist at CCs that offer those programs of study, they existed at least 3 college campuses

and they had enrollment of at least 15 students. That would functionally be 35 programs of study. When the occupations list gets mapped out to what are called programs of study, back mapping it to occupations doesn't go back the same way. I describe it often as going from Google Translate from English to French back to English. It doesn't. What you put in doesn't what comes out the other end. Our analysis is the 35 would result in 35 programs of study and looking at enrollment in those programs and the most recent year that we have data, which is AY 23/24, that enrollment would be about 60 to 70% of what is the current enrollment for that program. Would result in annual expenditure projections of somewhere between \$9 and \$13 million for those programs of study. There are a lot of programs of study that link to it but the applied filter of the meeting 3 college offerings and actually having student in the programs. When we apply those filters, that list functionally become 35 programs of study. Todd, correct me here, there are 82 programs of study on the list.

Todd Brown – unintelligible.

David Ford – there are currently 78 programs of study offered at those campuses. The last fiscal year we expended about \$5.75 million less than the appropriation for that fiscal year. I wanted to provide some clarification on those pieces.

Beth Townsend – list of 65. Saying only 35 programs available.

David Ford - If you get rid of duplications, some of the programs an occupation can be a program somewhere else a different occupation might link to the exact same program of study.

Beth Townsend – for every occupation on IWD at least one CC that has that program available.

David Ford - The list that you recommended? Yes.

Beth Townsend – may not be available at 15

David Ford - we apply the filter of 3 or more. What we have seen historically is that anything 1 or 2 generally ends up on the regional list.

Beth Townsend - if we approve 45 occupations, student wanted to find similar at least 1 CC, maybe more.

David Ford – correct, yes.

Kelly Barrick I'm sorry. So just to clarify with the information you shared, you were echoing this list, or what was the, what was the comment that we should take away there?

David Ford – so the list, the motion that is on the table is related to the programs of study recommended by IWD and as we are looking at the resulted impact of that, functionally they would be between 35 and 42 programs if we added in the one CC but we are

projecting that we would expend approximately \$9.2 to \$12.3 million dollars in that year based upon most recent year enrollment.

Beth Townsend – unintelligible.

David Ford – I think the difference between two lists, significant difference is it will result in number of students be awarded scholarships and expenditure of the appropriation.

Beth Townsend – unintelligible.

David Ford – I don't believe that any of them were zero. I don't believe any of them were 0, no, but I think the list there, the column header, I believe maybe on that. I had a, I had the same readability on the size of it. It had unduplicated headcounts. Those are actually when you compare the actual program of study, there are duplications of headcounts. It's just within a particular occupation there aren't necessarily. That's where I made that analogy of the. English, French, English idea when you back map it, it duplicates those back out. So we are looking at, let me just grab my notes here real quick. What is before your consideration? Currently we estimate 35 programs of study would be available using 23/24 enrollment data that would have 14,261 students enrolled in those programs. Typically about 35% of the students enrolled in a program receive a LDS of about \$2300. So applying those numbers is where we projected our estimates that we would expend between \$12.9 and I'm sorry, \$9.2 and \$12.8 million in that program.

Nick Glew - I guess my question back Why is that My question back would be then why are we at such a deficit in spending based on what you're projecting with what I feel like are really minimal changes to the list? What is changing because that's a much bigger number than what we are hearing is going to be utilized in this fiscal year?

David Ford – the biggest changes, there are currently 78 programs of study for students and this list we have about 35 programs of study that would be offered on the statewide list and not on the regional list. That's where our estimates go between 35 and 42 and we add in the regionals. We have so far about half the number of programs of study that is currently on the list that we offer scholarships to.

Kelly Barrick – So of the programs that you're recommending, help us understand the businesses that are needing it because we want to make sure that the programs that you're offering are students that are going through the programs and they're then looking to hopefully be employed to Nick's point in the state of Iowa, but there are businesses that are saying if you don't offer this program, we're not going to be able to hire these people.

David Ford – Juust to be clear, we don't make the recommendations for the programs, and we basically take the rules and we apply them to the parameters and then students are awarded the scholarships. So we're not necessarily recommending any programs, we're just sharing what would the result be of the lists that are before you for clarification. It does appear that it's about 40 programs fewer than we currently administer. To Director Townsend's point, underspent about just under \$6 million in the most recent fiscal year

with 78 programs. So moving from 78 to 35 would decrease the enrollment by about 40%. So we wouldn't anticipate fewer dollars expended in the upcoming appropriated year.

Nick Glew – Did you just say the new list is substantially fewer programs of studies than the current list. Therefore these big numbers that you were saying \$12 million, I don't know, your projections, those are based on the current list?

David Ford – yes.

Kelly Barrick – unintelligible.

Beth Townsend – Again, for a list that recommends 45 occupations, you're saying there are at least 10 occupations on the list for which there's no training available at a CC in Iowa. Could you give us the names of those occupations so we could, because everything that's on our list is also on the CC list at 65. There's no training available in the state, we should remove them from that list as well. I mean, there's no reason to approve occupations for which there's no training. So can you identify those 10 occupations?

David Ford – There are not 10 occupations. The difference is that when you look at a list of 45 occupations, occupation 1 and occupation 2 might have the same program of study. So that even within the occupation zone, there's a 45 list. 1 through 5 might all have the exact same program of study to lead to that occupation. So for example, occupation might be accountant, accountant tech, manager. The program of study at a college is the same program. So when you look at non-duplicated programs of study, and you then go off of that list, you go from 45 occupations, but there are only 35 programs of study that lead to those 45 occupations.

Beth Townsend – So then how many occupations are you saying from the 65, which are just basically our list plus an additional 20, how many programs are there from the 65 that the CCs have recommended? It must be less than 65 if 45 gets you 35 programs, I'm assuming 65 occupations get you, what's that number?

David Ford – That would be an additional 19 programs, so 64 would equal 54 programs of study. So they don't, it, it's not like a parent where you have one and then it automatically gets bigger. There's duplication and programs of study. The full list would result in 54 programs of study at least 3 institutions, knowing that we would have approximately 7 or so regional programs that would be beyond that. We've estimated that enrollment to be around 1,100 to 1,500 students statewide. So the estimated increase on the regional list would be about 8 to 11% of the total appropriation. So another ballpark, \$2 to \$3 million.

Nick Glew – Can we get clarification for yellow?

Ryan Murphy - we received this table from Emily Shields and I believe the yellow represents new occupations but I would prefer someone from that organization speak to that.

David Ford - What's the question? I'm sorry.

Ryan Murphy – what do the yellow highlighted occupations represent?

David Ford – I am going to have to defer to the CCs to answer that.

Teresa Hovell – are the CCs willing to describe if the items highlighted in yellow are new to the list or were existing?

Kristie Fisher – sorry, are we able to speak?

Teresa Hovell – please answer the question that they just presented about the highlighted yellow lines. Are they new?

Kristie Fisher – yes, that's my understanding.

Ryan Murphy –one thing to clarify, I think Dave said this a couple of times, but the IWD recommended list does include occupations that have at least one program at a CC while the CC recommended list, I believe, had to be offered at least 3 CCs across the state, so that's one of the differences you're seeing. We did not take into consideration the number of CCs that offered that program. We looked at occupational demand.

Kelly Barrick – For the discussion of the board, I guess my question would be when I was looking at these two lists prior to coming today, one of the big differences that I saw and the reason for my comments around what are we focused on is, again, I know that there are a lot of industries that need labor right now, but when I'm looking at the list that's recommended massage therapists, barbers, there are occupations on here or occupational titles that lead to qualifications that the CCs are asking for that I don't think fit our FRI criteria, which then led me to compare to what was recommended by the IWD which I do think fit. So I'm a little, I understand that there's a lot of information that maybe we didn't have coming into it today, but based on the information that we had coming into the meeting. I'm skeptical of this list and how broad and general it is to the point of what our board can control, and again that's separate than what I think the means testing and how the funds can fully be used is.

Teresa Hovell - Do we want to vote on director's motion to approve the Iowa workforce? recommended list or are there amendments?

Beth Townsend – Well, again, I think we need to, to Kelly's point, look at, do we really need to be spending state money to train secretaries and executive assistants or some of the occupations. Again this is not about spending all the money. It's not about approving everything that's eligible. It is about what do we as a state workforce board want to establish as our priorities in recognizing where the high demand occupations are, and if this list and if this group decides it's, it is these long lists that the CCs have recommended, fine, but I just want us to be clear about what it is that we're recommending. I see Ophelia has a comment.



Beth Townsend – yes.

Ofelia Rumbo - This is just for clarification and to make sure I'm understanding. This is to address high demand job shortages, not so much to make education affordable. Is that what we're saying? OK.

Teresa Hovell - the motion on the floor is whether or not to approve the Iowa Workforce Development recommendation for the LDS occupations.

Jack Hasken - I'm zooming in. I would like to make that motion to approve the 2.1 attachment for the recommendation by the Iowa Workforce, IWD.

Teresa Hovell – are there any amendments?

Nick Glew – I'd like to make a motion to amend, to make an amendment to adopt the CC list excluding executive secretaries, executive administrative assistants, and travel agents.

Teresa Hovell – is there a second to that amendment?

Charlie Wishman - seconds.

Teresa Hovell – who seconded that?

Charlie Wishman – Charlie Wishman.

Teresa Hovell – thank you Charlie.

Charlie Wishman – yep.

Teresa Hovell – any discussion?

Nick Glew – I am going to amend my motion to not exclude the two that I had excluded and my motion would be to fully adopt the CC list as presented in our packet.

Teresa Hovell – the motion is to approve the CC recommended occupation list. Is there a second?

Charlie Wishman – second.

Teresa Hovell – Charlie was that you again?

Charlie Wishman – yep.

Teresa Hovell – Thank you. Any discussion?

Nick Glew – Now we're back. I apologize. You know, I guess as a board member, my statement would be that again, I start by saying this is year two for me. Many have much more experience in this exercise, there's lots of data in here that you all are much more versed in. We can look at data, we can see minor little points that might flag a data point more than the other. Data is great. I think it's an important piece to consider. I also think the perspectives of our CCs, their job is to be in our communities, to really understand and work with our local employers to develop programming that best aligns with the needs of our state. I understand the role of this particular program in prioritizing key industries. As a former economic developer myself, I will say while we can prioritize key industry sectors and key clusters, we're in tough shape as a state when it comes to workforce and I think that's just going to continue to accelerate. We have these little minor differences between what the department recommends and what our CCs recommend. I think if we're operating within the statute within the intentions of adopting the full CC list does not put us as a workforce board out of bounds from a legislative perspective. Then I, I think adopting the CC list makes all the sense in the best interests of lowans as a whole. My comments just related to the amendment that was presented here just moments ago.

Beth Townsend – so I think Teresa we have 2 motions. We have my motion to accept the IWD list and we have Nick's motion to accept the CC list.

Nick Glew – unintelligible.

Beth Townsend – your amendment was to essentially adopt the CC list as presented in attachment 2. I am just trying to make a cleaner way to understand.

Charlie Wishman – the original motion was by you and then it was amended.

Teresa Hovell – okay, right.

Beth Townsend – we need to vote on the amendment.

Teresa Hovell – correct.

Beth Townsend – and then you amended the amendment. So your first amendment was let's accept the CC list absent the executive assistants, secretarial, and travel agents. Then you amended that to say let's just accept the whole thing.

Nick Glew – unintelligible.

Beth Townsend – so your amendment is to just accept the CC list. So we need to vote on the amendment first.

Teresa Hovell – any additional conversations or amendments? We will vote on Nick's motion to accept the occupation list as presented by the CCs. All in favor. Is. Opposed. Is. We will be doing a roll call vote.

Michelle McNertney – do you want to do it Teresa?

Teresa Hovell performs individual roll call vote.

#### ROLL CALL VOTE – Action Item 7

Voting Members					
No.	Name	Organization	Affiliation	YES	NO
1.	Dawn Driscoll	Senate Appointed by President	State Senator		X
2.	Barb Kniff McCulla	House of Representatives Appointed by Speaker of the House	State Representative		X
3.	Director Beth Townsend	Iowa Workforce Development	Director		X
4.	Keri Osterhaus as Designee Interim Director Sarah Willeford 7/7/25 Stacy Cervenka	Iowa Department for the Blind	Director or Designee		X
5.	Brandy McOmber as Delegate for Interim Director Beth Townsend	Iowa Vocational Rehabilitation Services	Administrator IVRS or Designee		X
6.	Teresa Hovell Chair	Vermeer	Business		X
7.	Kelly Barrick	CIBC Bank USA	Business		X
8.	Jack Hasken	Jackson Manufacturing, Inc.	Business	X	
9.	LuAnn Scholbrock	Coloff Digital	Business	X	
10.	Ofelia Rumbo	Wells Ag Supply	Business	X	
11.	Nick Glew	Community Savings Bank	Business	X	
12.	Charles Wishman	Iowa Federation of Labor, AFL-CIO	Labor	X	
13.	Jason Shanks	Plumbers and Steamfitters Local #33	Joint Labor – Management Apprenticeship Program	X	

Teresa Hovell – Tied 6 to 6.

Beth Townsend – I didn't vote.

Teresa Hovell – we forgot you Director. No. The motion failed 7 to 6. We will now move to the motion to approve IWD recommendation for occupations for the LDS list. All in favor. Is. Opposed. Is. We will be doing one more roll call vote. Teresa Hovell performs individual roll call vote.

- ACTION ITEM: Motion to Approve the Last Dollar Scholarship AY 26-27 List.

Members of the Board voted on the motion to approve the Last Dollar Scholarship AY 26-27 List (attachment 2.1) by voice vote, which carried by a vote of 9 to 4.

## ROLL CALL VOTE – Action Item 7

Voting Members					
No.	Name	Organization	Affiliation	YES	NO
14.	Dawn Driscoll	Senate Appointed by President	State Senator	<b>X</b>	
15.	Barb Kniff McCulla	House of Representatives Appointed by Speaker of the House	State Representative	<b>X</b>	
16.	Director Beth Townsend	Iowa Workforce Development	Director	<b>X</b>	
17.	Keri Osterhaus as Designee Interim Director Sarah Willeford 7/7/25 Stacy Cervenka	Iowa Department for the Blind	Director or Designee	<b>X</b>	
18.	Brandy McOmber as Delegate for Interim Director Beth Townsend	Iowa Vocational Rehabilitation Services	Administrator IVRS or Designee	<b>X</b>	
19.	Teresa Hovell <b>Chair</b>	Vermeer	Business	<b>X</b>	
20.	Kelly Barrick	CIBC Bank USA	Business	<b>X</b>	
21.	Jack Hasken	Jackson Manufacturing, Inc.	Business	<b>X</b>	
22.	LuAnn Scholbrock	Coloff Digital	Business	<b>X</b>	
23.	Ofelia Rumbo	Wells Ag Supply	Business		<b>X</b>
24.	Nick Glew	Community Savings Bank	Business		<b>X</b>
25.	Charles Wishman	Iowa Federation of Labor, AFL-CIO	Labor		<b>X</b>
26.	Jason Shanks	Plumbers and Steamfitters Local #33	Joint Labor – Management Apprenticeship Program		<b>X</b>

Teresa Hovell – this passes. Alright we got the first one done. We are on to the second.

Agenda item 8. Update on Future Ready Iowa Grant AY 26-27 List by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 3 – Future Ready Iowa Grant AY 26-27 List)

Ryan Murphy discussed the Future Ready Iowa Grant AY 26-27 List.

So the FRI grant was also enacted at the same time as the LDS but the focus is on occupations that require a bachelor's degree. We kind of start with the same process, 600 occupations, use the filtering of at least 1% growth or 50% annual openings, and then \$14 an hour. I believe there's \$425,000 for this grant the last time we did this. This is attachment 3. Our friends at Iowa College Aid can confirm this but that money went very fast because it's not a large pot of money. Last time we approved 6 occupations for the FRI grant. I'm highlighting those in yellow of what were selected last time. The 6th one did not meet the \$14 an hour criteria, so it did not make the cut this round. It was a preschool child care type of work teacher at an entry level wage. Unfortunately, the number didn't come in this time. This list you're looking at is everything that met the criteria highlighted in yellow was what was selected last time. Any questions about that?

Beth Townsend – So again, you can approve the entire list, but with only 425,000 Iowa College Aid has recommended that we only approve a small number of programs like we did the last time, which was 6. This time they've recommended 5. They are highlighted in orange, actually not yellow. Any questions?

Nick Glew – Just a point of clarity as we transition from the prior topic to this topic as far as equipping NextGen of workforce. Give me a little bit of history how this one aligns. Like we're not talking about manufacturing and healthcare anymore we're talking about, I mean, this looks to be all education. So just give me a background on, or no, the highlighted ones. The highlighted ones are the top 5, right?

Beth Townsend – unintelligible.

Nick Glew – but the one's in gold are again, I think the ones that we selected.

Ryan Murphy – ones in gold last time selected.

Beth Townsend – Yeah, registered nurses, elementary school teachers, secondary teachers, middle school teachers, and then child, family and school social workers,

Nick Glew – the whole list the ones we are the only 5, we had 6, that we selected last year.

Beth Townsend – That's right, because of the limited funding. Just for your context, Nick, so this, this was a program that was created at the same time as the LDS and the idea was to provide a scholarship program for degrees that would be also high demand. I believe the original appropriation was around a million dollars. We were never successful in getting people to or getting that amount awarded because the eligibility requirements were pretty extensive. There were some modifications made to eligibility, but it's still, you know, if you want David to explain those, I'm sure he can, but because of the limited amount of money, so the legislature went back in and basically said we don't need to give you a million dollars because you're not giving away a million dollars, so they reduced the funding. We're now at \$425,000. It will go fast, right, because these are in high demand occupations and there are a lot of students signed up for the programs, So. If you want David to explain the eligibility, I'm sure he's happy to do that.

Nick Glew – unintelligible.

Beth Townsend – we're just recommending approving the same list we had from the previous year, less the one obviously that didn't qualify.

Ryan Murphy - And so maybe this will help also background on why these were selected last time the SWDB had discussed it was. During COVID or right after in the stress that nurses and the teachers were feeling and the pressure that they're having to keep incentivize them to stay within those professions or include get students to go into those professions is why that was selected.

Beth Townsend - Well, Nick, to your question, I guess there's nothing really, if you wanted to recommend some other occupations, I don't have any, we've just been asked to keep it to a small number. That's where we're at is if we're, you know, whatever we approve, let's only approve 5.

Nick Glew - I guess what I struggle with just given the broader context of education right now and our how our economy is growing across the state where we're seeing big projects and new investment in the state and ensuring we're equipping that pipeline that needs to grow. Does it need to grow at the same rate that our education workforce, you know, needs to grow? Maybe the answer is yes, My mind just in non-data driven anecdotal thoughts would suggest, I don't know, are we hitting it out of the ballpark by just, you know, focusing these on? I mean, nursing, great that aligns with the prior conversation. I don't know the answer to education maybe and if as staff you say yes, then I'd say great, let's, you know, let's continue it, but. It just seems to be perhaps disconnected with what we're seeing in just new capital investment across the state.

Ofelia Rumbo - I see here teachers and instructors all over. As an option, are we selecting secondary school and middle school teachers because those are not included in that category? Or how is that?

Ryan Murphy - those occupations are more specific to those levels of education. Now there are teachers in the workforce that don't necessarily fall into these categories. So the other is kind of a category that we don't have a specific categorization for your type of teaching, so they get put there. That makes sense. I should also point out that it is sorted. The list is sorted by the total annual openings. I mean, if you didn't notice that, the top 10 are in green.

Ofelia Rumbo - I would suggest for the board to consider to include something in the criminal justice as I don't see that here. I also see that in our area as a high demand. They are not ranking very high, so just as a consideration. I see, compliance officers and then probation officers and correctional treatment specialists.

Teresa Hovell - Ophelia, are you making a motion to add criminal justice?

Ofelia Rumbo – yes.

Brandy McOmber - just a question on the second page there's Iowa code requirements, correct, and the occupation has to have at least 1% annual growth or 250 job openings, and the probation officer has less than 1% annual growth as well as less openings. Is that something we can even consider, we need to stay true to the Iowa Code requirements as well. On the bottom, it has the list of Iowa Code requirements because it says entry level wage and then the next one is occupation has at least 1% or 250 so I'm assuming it has to meet all of those criteria?

Ryan Murphy – Clarification, so the Code says 250, but we do not produce. 250 over 5 years. We do not produce it at a 5-year level, so we proxy use 50 annual openings, so that's how I met the requirement.

Nick Glew – unintelligible.

Ryan Murphy - Yes, everything on this list meets a requirement.

Teresa Hovell – Is there a motion to approve the list as indicated.

Beth Townsend - I would just say somebody make a motion with the 5. I mean our friends at Iowa College Aid have suggested that we keep this a small list. We don't have to. We only have \$425,000 but we could certainly come up with a list. There's nothing magical about 5, if you want to do 10, that's fine, just keep in mind that there's limited funding available for this program. I would recommend the board do is just make a motion with the occupations you want us to vote on.

Nick Glew - just one comment and I appreciate the highlighting of the green column, which is total annual openings suggesting the top 10, is that what that is, of annual openings. Just an observation, we have 3 of 5 that are in that top 10 and 2 that that are not. I guess I'm inclined to go generally with the recommendations, but one perspective from the marketplace, if I put my banker hat on as we work with businesses and individuals are really in towns of all sizes across Iowa. Probably more particularly in rural Iowa's, this, this line of accountants and auditors catches my attention of all of these. We have several that are in this top 10. There's another education, but then we, you know, there's things like finance managers, business operations managers, accountants is 1234. Accountants is number 5 as far as total openings. From my perspective on what we see in the private sectors is something that I wouldn't mind considering adding in addition to the healthcare and education roles that are represented. I'd actually make a motion to include registered nurses, elementary school teachers, accept special education, accountants and auditors, secondary school teachers as printed there, middle school teachers. Continue to retain the child, family, and school social workers as highlighted on the presented list. It would basically be all of the gold highlighted lines but replacing where we had 6 last year, we're down to 5, we would add accountants and auditors to the list.

Teresa Hovell - Is there a second to that motion?

Jack Hasken – I'll second Nick Glew's motion.

Teresa Hovell – is there any discussion? All in favor. Is. Opposed.

- **ACTION ITEM:** Motion to Approve the Future Ready Iowa Grant AY 26-27 List.

Nick Glew motioned to approve the Future Ready Iowa Grant AY 26-27 List and Jack Hasken seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 9. Update on Iowa Workforce Grant and Incentive AY 25-26 List by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 4 – Iowa Workforce Grant and Incentive AY 25-26 List)

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Ryan Murphy discussed the Iowa Workforce Grant and Incentive AY 25-26 List.

I'm back and I'm sorry I'm back. This is the 2nd round of the Iowa Workforce grant and incentive program. This is a program where we work with the Board of Regents (BOR) to create a list that both can agree on. In the fall I sent over the list and we went through the same process. The criteria is a little different. I believe it's \$40,000 entry salary, which is different than the two previous grants and scholarships. Sent over all eligible occupations that met the criteria. In the winter we had some discussions and meetings and BOR sent over the list that they would like to recommend, which included 85 jobs, 143 programs. We felt that was fairly broad and had another conversation related to, is there a way to focus on healthcare, advanced manufacturing, and IT. Jason Pontius came back with a more stricter criteria list of different scenarios. One we liked used at least 1% growth and at least 50 plus openings with a high salary, and so that's the list that we're recommending. After further review, we also would like to include additional teaching occupations. I don't have the count with the teachers, but up until the teacher's occupations, we were at 29 occupations for this grant.

Beth Townsend - to Jason's point, we do need to include the teachers. IWD's recommendation for the \$6 million scholarship program that is the workforce grant and incentive program is contained in 4.1. We would add the elementary school teachers, secondary school teachers. I believe there's middle school teachers and special ed teachers. I think there's 4 different categories of teachers that we would add to that list. Not surprisingly there's no difficulty in distributing the \$6 million across the four universities. The first time the program was just created a couple of years ago, so this is really only the second time we've had to approve a list for the Regent's University. Last time we didn't get done in time. Basically just had to accept what the Regents' recommended, which was essentially, I think most of their programs, if not all of their programs. We are trying to do this a little bit earlier so that we could have some time for the BOR to respond or review the list that the board adopts. We want to try to focus and prioritize what are the high demand occupations that we're trying to incentivize and support. Ophelia, to your question in terms of education assistance, there are a lot of different tuition assistance programs in the state of Iowa across both CCs and our Regent universities as well as our private universities. This is not a tuition assistance program. It's really about additional scholarship that we can incentivize people to go into these high demand occupations.

Ryan Murphy – I would add that we've included the education program in the second column in green. One of the concerns we had is that was mentioned prior was occupations like managers all other, chief executives. If you look at managers all other which is on page 2, it's actually blank on the first page, but actually opens up 20 programs. It's very broad, which includes things like sociology, general, political science, and government, other, international relations. It's very broad, chief executive is similar.



Beth Townsend – unintelligible.

Teresa Hovell – Director was that an official motion to approve?

Beth Townsend – yes.

Teresa Hovell – okay.

Ryan Murphy - the long stapled list, if you're in the room or online, the, the one with 7 pages, that is the full board of Regent's recommendation. The shorter list which has the IWD recommend with the check in there, that is the list that from IWD regarding our recommendations. Now our recommendations are on the full 7 pages if you're an electronic version, 4 stapled if you're in the room, attachment 4, that's even easier. Thank you. Ours is 4.1 so we just shrunk the larger list into the IWB recommended list with the recommendation of yes, including the teachers.

Nick Glew – unintelligible.

Teresa Hovell – we have a motion to approve the IWD recommendations. Is there a second? Plus including teachers. Any additional discussion?

Jack Hasken – I second.

Ofelia Rumbo – does it include secondary special education?

Teresa Hovell – it does include secondary special education. Any additional discussion? All in favor. Is. Opposed.

- **ACTION ITEM:** Motion to Approve the Iowa Workforce Grant and Incentive AY 25-26 List.

Beth Townsend motioned to approve the Iowa Workforce Grant and Incentive AY 25-26 List and Jack Hasken seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 10. Discussion on WIOA One Stop Certification Standards by WIOA Core Partner Working Group, Wendy Greenman, WIOA Title I and Title III Bureau Chief, Iowa Workforce Development. (Attachment 5 – WIOA One Stop Certification Standards)

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Wendy Greenman discussed the WIOA One Stop Certification Standards.

December came to the group with overview of the certification at process. First round in 2022. Need to review standards and go through the process again.

- Requirements
- Timeline with updating standards
- Working with local workforce areas
- Updated standards

Met and completed 2 consultation sessions. Got variety of feedback from local stakeholders. Feedback was in area of standards that seemed to be duplicative. Group took feedback and implemented changes and combined categories. Version shows track changes. Final document send to local areas, boards, chairs, and staff in April. Additional feedback and none were received. Hope to approve to local can work on their certification process of the IowaWORKS AJCs for this certification period.

- **ACTION ITEM:** Motion to Approve the WIOA One Stop Certification Standards.

Beth Townsend motioned to approve the WIOA One Stop Certification Standards and Kelly Barrick seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

**Agenda item 11. SWDB 2025 Legislative Session Overview by Michelle McNertney, Executive Director of Iowa State Workforce Development Board.**

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Michelle McNertney provided the legislative session overview. Session ended this morning. SF603 was an update to Iowa Code Chapter 84A which is the Iowa Workforce Development chapter of the Iowa Code. Includes language related to this board. We have been trying to make the Code more concise and impactful. This bill took out language that is essentially duplicative of the federal language on federal workforce legislation. Removed references to WIOA because legislation is up for reauthorization so it will change throughout our Code and administrative rules. Updated language to be more general so that when federal legislation changes we are not out of compliance. 84A dictates what committees for this board and is more generic with the rights to create and utilize committees and their work via Bylaws. No longer codified to do certain things. Our next board meeting we will go over all of the existing committees and take a hard look at how you want to use committees moving forward and potentially make changes to the Bylaws.

**Agenda item 12. Director's Report**

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Director Townsend provided her report.

- Acknowledge Wendy Greenman's last meeting with IWD. She is moving to different position elsewhere. Thank you Wendy for your great support of IWD and this board and wish her well in her future endeavors.

- Introduce Brandy McOmber. James Williams resigned his position in mid-April of Vocational Rehabilitation (VR) division. Director Townsend was appointed as interim. Brandy is the Deputy Director. I Governor Reynolds appointed me as interim director until we hire a replacement. Brandy is Deputy Director for VR and since I can't vote twice, Brandy is the designated voting member for VR pending the new selection of a new administrator. Continue to move VR into alignment, make more efficient, more customer centric, help VR staff leverage resources and tools that AJC staff has. Make faster progress now and excited about that.
- UI bill passed both in senate and house. Reduces the wage base for employers by 50%. Currently pay taxes on first \$38,400 for every employee. Go down by 50% to approximately \$19K starting next calendar year. Reduces max rate allowable under Iowa law from 7 or 8% to 5.4%. Consolidates tax tables. Went from 21 to 8 experiential rating. Went from 8 tables to 4. Designed to make more streamlined and efficient, easier to understand and more transparent. Estimated we are going to save employers about \$975 million in taxes. We are just shy of \$2 billion in the UI Trust Fund. Paying out between \$250 - \$300 million a year in benefits but collecting \$400 to \$450 million every year. Solution is to bring in less money because UI can only be used to pay UI benefits. Hopefully free up resources for employers to be able to increase wages and provide more benefits to do expansion and growth and make us more competitive. We are 33<sup>rd</sup> in the country in terms of our current UI structure. Make us more employer and business friendly and hope to lead to more investment in Iowa that will attract more businesses.
- April UI rate related at 3.5% ticked up 1/10 of a point. Good new ticked up to 2.1 of point for labor participation rate at 67.2%. Added 5,200 jobs in April and 5,000 workers to workforce in April. If we can continue to add jobs and workers, I'm okay with a little bit higher UI rate. Easier to keep UI rate down when you have fewer people in your workforce. I would prefer to have high labor force participation rate.
- DOGE group stood up by the Governor. Workforce, Local structure, and technology. Providing information to the workforce group. Will be making recommendations to the Governor which are due in September.
- A lot of WARNS. Whirlpool has been paused layoff of 650 employees. Keeping mobile until and RAPID response team busy. Has not impacted UI rate. Average remains at 9 weeks. RCM is working to help Iowans who get laid off. We are well positioned to help individuals find new jobs and quicker than we have ever been able to do that.
- ID.Me fraud decreased in UI program by 99%. Went from several thousand to a few hundred. Paying several hundred thousand to \$630.
- Still working with USDOL on workforce training grant - \$30 million. USDOL paused everything pending election and about one year response. Working with Governor's office and remain hopeful we get approval from USDOL as legislation intend on providing grants to employers to address high demand needs.

Ofelia Rumbo – any money in internships?

Beth Townsend – we do have funding for internships. The Summer Youth internship program which was announced in March. We get \$250K each year from legislature.

- STEM part of IWD grant program about \$750K per year. College age internships. Money goes very quickly.
- WBL strategy trying to help employers set up registered apprenticeship or quality apprenticeship programs or internship programs.

Teresa Hovell - A reminder if anybody would like to host our late summer early September meeting, please reach out to Shelly, and with that we will adjourn our board meeting. Thank you.

Motion to adjourn.

Adjournment.

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Chair Hovell adjourned the meeting of the Board at 12:47 pm.



Shelly Evans - Executive Assistant to the SWDB



# SWDB BOARD NOTES

**Date: 6/03/25**

**Location: ZOOM**

## Minutes

### Iowa Workforce Development Board Meeting

June 3, 2025

2:00 – 2:30 pm

Virtual

#### Agenda item 1. Call to Order

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Chair Teresa Hovell called to order the meeting of the Iowa Workforce Development Board (the Board) on June 3, 2025, at approximately 2:00 pm.

#### Agenda item 2. Roll Call

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##### Members in Attendance

1. Dawn Driscoll
2. Barb Kniff McCulla
3. Director Beth Townsend
4. Keri Osterhaus
5. Scott Naumann
6. Brandy McOmber
7. Teresa Hovell
8. Kelly Barrick
9. LuAnn Scholbrock
10. Jessica Dunker
11. Ofelia Rumbo
12. Nick Glew

13. Charlie Wishman
14. Jason Shanks
15. Mckenzie Snow

##### Members Absent

1. Laura Book
2. Jack Hasken
3. Brad Elliott
4. Carrie Duncan
5. Tiffany O'Donnell

Shelly Evans called roll and advised Chair Teresa Hovell that quorum was established.

### Agenda item 3. Approval of Agenda

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Chair Hovell called the next order of business which was the approval of the meeting Agenda for June 3, 2025. The agenda was previously emailed to the Members of the Board.

Keri Osterhaus motioned to approve the agenda and Kelly Barrick seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

### Agenda item 4. Welcome by Teresa Hovell, Chair

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Chair Hovell welcomes attendees.

- Welcome and thanks for everyone for adjusting calendars.
- Please identify yourself when making comments so notes can accurately reflect.
- Moved public comments to beginning of the meeting and will be limited to 3 minutes.

### Agenda item 5. Public Comment.

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- Moved public comment period to beginning of agenda so any public comments can be heard by the board before any discussion and action
- If you have a public comment, please raise your hand
- Public comments will be limited to 3 minutes

First public comment:

Matt Thompson, President of Indian Hills Community College and today I am representing all 15 community colleges (CCs) who proudly educate and train over 120K Iowans annually. At the Workforce Development Board meeting on May 15 the Workforce Board took action to approve the list of Last Dollar Scholarship (LDS) program recommendations.

Teresa Hovell – Matt the conversation, we have to, we cannot talk about that because it's not on the Agenda for today. I apologize. The comments today would be related to the items on the Agenda which is for the Workforce Grant and Incentive Program.

Matt Thompson – I do tie into that grant and incentive program at the end of my comments.

Teresa Hovell – okay.

Matt Thompson – okay, so I can proceed?

Teresa Hovell – yes for 3 minutes. We will go ahead and start your 3 minutes.

Matt Thompson – at the Workforce Development Board meeting on Thursday, May 15, the Workforce Board took action to approve the list of LDS program recommendations made by Workforce Development. This action was taken with a 7 – 6 vote and eliminated 20 occupations in LDS program reducing the program from 66 occupations to 46. This action, all of the occupations are considered in demand and are needed to prepare Iowa's future workforce. Reducing 20 occupations from the LDS program would impact 2,500 students in programs at Iowa's CCs. Some of the programs that are no longer included are criminal justice training preparing students for jobs as police and county sheriff's deputies, fire science training that provides a pathway for future firefighters, dental hygiene and dental assistance programs that lead to high wage and in demand jobs in healthcare. Medical assistance programming that ladders a nursing profession and fulfills existing shortages in healthcare. Culinary science programming that helps meet the needs of hotels, restaurants, and small businesses across Iowa who are desperate for head cooks and chefs to maintain the health of the culinary industry. That proposal also excludes waste water treatment technicians who are essential to keeping Iowa's drinking water safe. We know the Iowa Code does not require Workforce Development to work with the Iowa CCs on the approved list of LDS programs as is required with the Regents institutions. We believe it is in the best interest of partnerships and student outcomes to work collaboratively to determine the best programs to include on the LDS program just like you are considering today. Today I am requesting the Workforce Board give consideration to requiring Workforce Development and the Iowa CCs to meet and reach a compromise on a list of occupations approved at the last Workforce Development Board meeting. This resolution would reduce the number of students who will no longer receive the LDS and provide open dialogue regarding the importance of this program and how it helps meet the needs of employers in Iowa just like we are today with the Regents. Thank you.

Teresa Hovell – thank you. Any additional comments? If no additional public comments, we will move onto the next Agenda item.

Agenda item 6. Update on Iowa Workforce Grant and Incentive AY 25-26 List (in coordination with the Iowa Board of Regents) by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 1 – Iowa Workforce Grant and Incentive AY 25-26 SWDB Approved List and Board of Regents Requested Additions)

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Ryan Murphy discussed the Iowa Workforce Grant and Incentive AY 25-26 List and Board of Regents Requested Additions.

Only one attachment which I'm sure everyone appreciates. I am referring to the list that was approved in May. On the very last page in blue we were approached by the Board of Regents (BOR) with 12 additional occupations that they would like this board to consider adding to the Iowa Workforce Grant and Incentive Program. This board and the BOR approval list have to be in alignment for this next academic year. The BOR let us know that adding these 12 additional occupations will not add any additional programs at the universities but more for the incentive piece of this programming that is

in code where there is funding available for students who after they complete their programs decide to stay and work in these occupations within the state of Iowa. They need to have that information available so that when they follow up with these students post-graduation that they can award them with that incentive. All 12 occupations proposed by the BOR do meet the criteria in Code.

Teresa Hovell - thank you for the information, Ryan. As a reminder, we must have a motion made and seconded to have discussion. At this time, we will consider motions from the Board, please be specific. Are there any motions or seconds that anyone has regarding the addition of these 12 programs?

Beth Townsend – I will move that we accept the 12 occupations proposed by the BOR to be added to the list so that we can come to an agreement with the BOR which we are required to do under the Iowa Workforce Grant and Incentive Program.

Scott Naumann – I would second that motion.

Teresa Hovell – so we have a motion to approve and a second. Is there any discussion.

Nick Glew – I have a comment. Glad to see the list. As a workforce board member am not in a position to say where this is a good, bad, right or wrong list. List was generated through collaboration with the BOR which Iowa Code mandates. Last month board not put in the same position trying to navigate a couple of parties that might not able to come to same decision collaboratively. I think Code or not it is not in the best interest collectively of all of us for those things to be decided and debated by a group like ours. We were not necessarily in the middle of who can best make those decisions. My hope and request is that when in a couple of years when we come back to this process, that the Workforce Board not be put in the same situation that we have been in the last couple of years. Code or not if both sides would collaboratively work together has it is being done with the BOR's list. We as a SWDB put stamp of approval on both sides that we have a list that we are all supportive of.

Teresa Hovell – thank you Nick. Any additional comments or discussions. With that motion being seconded and no additional discussion, all in favor of approving the list with the BOR addition say I, Is. All opposed the same. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

- **ACTION ITEM: Motion to Approve the Iowa Workforce Grant and Incentive AY 25-26 SWDB Approved List and Board of Regents Requested Additions.**

Beth Townsend motioned to approve the Iowa Workforce Grant and Incentive AY 25-26 SWDB Approved List and Board of Regents Requested Additions Future Ready Iowa Grant AY 26-27 List and Scott Naumann seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Teresa Hovell – one last item, Director Townsend to discuss the implementation of the new IT system within Iowa Workforce Development.



Beth Townsend – Quick update. Went live last night and has been up and running since that time. Over 3,500 lowans who successfully navigated the new program in filing for benefits. So far a good successful launch and we are very excited about that. Will have more information in September. So far so good.

Teresa Hovell – thank you Director.

Beth Townsend - Governor will be signing the UI tax overhaul on Thursday in Pleasant Hill.

Teresa Hovell – thank you.

Motion to adjourn.

Jason Shanks – motion to adjourn.

Jessica Dunker - second.

Teresa Hovell – with motion and second will adjourn for today. Thank you everyone for your time.

#### Adjournment.

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Chair Hovell adjourned the meeting of the Board at approximately 2:15 pm.



Shelly Evans - Executive Assistant to the SWDB



## STATE WORKFORCE DEVELOPMENT BOARD

<https://www.iowawdb.gov/>

### Iowa WIOA Unified State Plan Modification Recommendations

#### *Federal Requirements for State Plan Modification*

##### Training and Employment Guidance Letter No. 4-23

- Reassess economic and labor market information (LMI) and adjust strategies for what may be a different set of growing and declining industries, occupations, and skills
  - Performance Negotiations for Core Programs
  - Request Waivers for WIOA Title I and Title III
- Draft must be posted for Public Comment (the WIOA Core Partner Working Group will also hold two virtual Town Hall meetings to solicit feedback and input)
- Submit modifications by March 2026

#### *Summary of Modification Recommendations*

Section of Plan	Page in Current State Plan	Content
Strategic Elements		
	9-70	Economic and Workforce Analysis
	70-72	The State's Workforce Development Activities
	75	Rapid Response Assistance and Layoff Aversion
	75-76	National Dislocated Worker Grant
	76-77	Unemployment insurance
	77	Senior Community Service Employment Program
	77	Work Opportunity Tax Credit
	77-78	PROMISE JOBS
	78	Supplemental Nutrition Assistance Program Employment and Training Program
	78-79	Jobs for Veterans State Grant and Veterans Services and Local Veterans' Employment Representatives
	79	Foreign Labor Certification
	79-80	Migrant and Seasonal Farmworker/Monitor Advocacy System



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	81-82	Re-Entry
	83-84	Registered Apprenticeship
	85	Future Ready Iowa
	85	Last Dollar Scholarship
	85	STEM Internship Program
	85	Iowa Student Internship Program
	86-87	Economic Development Loan Program
	87	Private Activity Bond Cap Allocation
	87	Weatherization Assistance Program
	87	Credit Union Family Partnership Individual Development Activities
	87-89	Strengths and Weaknesses of Workforce Development Activities
	89-90	State Workforce Development Capacity
	92-93	Evaluation Activities
	95-96	Aligning and Strengthening Programs and Activities
Operational Planning Elements		
	98-100	Core Program Activities to Implement the State's Strategy
	100-103	Alignment with Activities outside the Plan
	104-105	Coordination, Alignment and Provision of Services to Individuals
	105-106	Coordination, Alignment and Provision of Services to Employers
	107-108	Partner Engagement with Educational Institutions and Training Providers
	108-109	Improving Access to Postsecondary Credentials
	109	ETPL Policies
	109-112	Coordinating with Economic Development Strategies
	113-114	State Operating Systems
	115-116	State Policies That Will Support State Strategies
	116-119	State Agency Organization
	120-123	State Board



## STATE WORKFORCE DEVELOPMENT BOARD

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	123-129	Assessment and Evaluation of Core and One Stop Partner Programs
	129-134	Distribution of Funds for Core Programs
	140-144	Priority of Service for Veterans
	144	Distribution of Title II funds
	146-147	Addressing the Accessibility of the One-Stop System for Individuals who are English Language Learners
Program Specific Requirements for Core Programs		
	150-155	Local Workforce Development Areas
	156-157	Governor's Set Aside Funding
	159-161	Trade Adjustment Assistance
	161-162	Work-Based Learning
	162-163	Registered Apprenticeship
	163-167	Training Provider Eligibility
	167-170	Adult Priority of Service
	170-171	Transfer of Funds Between Programs
	172-173	WIOA/TAA Participant Funding
	173	One-Stop Familiarization with TAA
	174	Youth Program Requirements
	175-177	Promising Practices for ISY/OSY
	177-178	Youth Expenditures
	178-179	Additional Youth Assistance
	180-181	Youth Funding Waiver
	180-183	Need For Additional Waivers
	184-185	Wagner Peyser Staff Professional Development
	185	Unemployment Insurance Training for ES Staff
	186	Meaningful UI Assistance in One-Stops
	186	IowaWORKS communication with UI Customers
	188	Initial RESEA program
	189	SUB RESEA program
	189	RCM
	190	Labor Exchange for UI Claimants
	192-210	Agricultural Outreach Plan
	210-211	Adult Ed: Aligning content standards



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	211-217	Adult Ed: Local activities
	217-219	Adult Ed: Corrections education
	219-222	Adult Ed: IELCE
	222-231	Adult Ed: State Leadership
	231-236	Adult Ed: Assessing Quality
	240-290	All Program Specific Requirements for Vocational Rehabilitation (General)
	290-341	All Program Specific Requirements for Vocational Rehabilitation (Blind)
Appendix 1		
	343-348	Performance Goals for Core Programs
Appendix 2		
	349-354	Organizational Charts

**Approved Date:**

**Effective Date:**

**Subject:** Transitional Jobs Policy for Adult and Dislocated Workers

---

### **Purpose**

1. This policy provides guidance on the use of Transitional Jobs (TJB) activities as a service strategy under the Workforce Innovation and Opportunity Act (WIOA) Title I Adult and Dislocated Worker Programs.
2. Transitional Jobs (TJB) aims to support eligible Adults and Dislocated Workers from underutilized labor pools by offering paid, hands-on work experience to enhance workplace skills and improve their prospects for long-term employment.
3. All Transitional Jobs (TJB) participants must meet program eligibility requirements, be enrolled in the respective WIOA program, and undergo an assessment leading to the development of an Individual Employment Plan (IEP) that justifies their need for and benefits from a Transitional Jobs (TJB). As a work-based learning opportunity, Transitional Jobs (TJB) may be offered to enrolled adults and dislocated workers who meet priority service requirements.
4. Retention in the transitional job following the completion of the experience is not guaranteed. However, successful retention would be considered a positive outcome.

### **Strategies and Services**

1. Transitional Jobs (TJB) may be used to assist individuals with the following:
  - a. Learn the expectations of the workplace
  - b. Address barriers to work
  - c. Establish a work history and references
  - d. Demonstrate success in a work environment
  - e. Develop skills and experience that lead to entry into and retention in unsubsidized employment
  - f. Create linkages to further education and training opportunities

## **State Requirements**

1. Transitional Jobs (TJB) is designed for individuals facing barriers to employment, particularly those who are chronically unemployed or have an inconsistent work history. These jobs integrate employment with comprehensive career and supportive services to help participants gain stability. Transitional Jobs (TJB) opportunities must be paired with career and supportive services to maximize their effectiveness.

## **Transitional Job Wages and Benefits**

1. Transitional Jobs (TJB) participants must receive wages at least equal to the higher of local area prevailing wage. The Iowa Plains Title I Program's employer of record is selected through a request for proposal process and is contracted to be responsible for the wage payment process. Participants must be paid for actual hours worked and are not compensated for any scheduled hours missed without valid cause.

2. Each participant must be covered under Workers' Compensation as required by state law or an equivalent on-site medical and accident insurance policy. Transitional Jobs (TJB) participants are exempt from unemployment insurance, and associated costs are not allowable. In addition to these guidelines, all applicable state and federal employment regulations apply. The Iowa Plains Executive Committee may allocate up to 10% of their adult and dislocated worker funds for Transitional Jobs (TJB) programs.

## **Employer Eligibility**

1. Transitional Jobs (TJB) may take place in the for-profit, nonprofit, or public sector. A participant cannot be placed in a Transitional Jobs (TJB) with an employer where the participant is already employed in an unsubsidized position. A Transitional Jobs (TJB) must not be used as a substitute for Public Service Employment (community service) activities as a result of court-adjudication.

2. Transitional Jobs (TJB) must provide a planned and structured learning experience that will contribute to the achievement of the participant's employment goals through the Bring Your 'A' Game workshops provided through the AJC. It must be designed to assist participants to establish a work history, demonstrate success in the workplace, and develop the skills that lead to entry into and retention in unsubsidized employment.

3. Transitional Jobs (TJB) Employer must meet the following criteria:

- Must be a legal business/entity in accordance with all federal, state, and local laws
- Every employer of employees subject to Fair Labor Standards Act's minimum wage provisions must post, and keep posted, a notice explaining the Act in a conspicuous place in all of their establishments so as to permit employees to readily read it

- Must have safe and healthy working conditions with no previously reported health and safety violations that have been reported but have been corrected
- Does not illegally discriminate in training or hiring practices because of race, color, sex, national origin, religion, physical or mental disability, political beliefs or affiliations, or age
- Shall not terminate the employment of any of their current employees or otherwise reduce its workforce either fully or partially (such as reduction in hours or benefits) with the intention of filling the vacancy with a Transitional Jobs (TJB) participant or as the result of having a Transitional Jobs (TJB) participant
- Shall not allow the Transitional Jobs (TJB) activity to result in the infringement of promotional opportunities of their current employees
- Shall not allow the participant to be involved in the construction, operation, or maintenance of any part of any facility that is used, or to be used, for religious instruction or as a place for religious worship
- The employer must not currently be involved in a labor dispute or have employees currently in layoff status

### **Worksite Eligibility**

1. Transitional Jobs (TJB) placements are temporary, subsidized work experiences in the private non-profit or public sector. Participants cannot be placed in a Transitional Jobs (TJB) with an employer where they are already employed in an unsubsidized position. Unlike On-the-Job Training (OJT), there is no expectation that an employer will retain a participant after the TJB period ends; however, retention is considered a successful outcome.

### **Length of Training**

1. A transitional jobs (TJB) agreement at a single worksite may last up to 520 hours whether the job is part-time or full-time.

2. Training hours may be adjusted based on individual participant circumstances, such as disability.

3. Transitional job employers may serve as a pathway to On-the-Job Training (OJT) opportunities when the employer expresses intent to hire the participant and further training is necessary to enhance the participant's skills and earning potential within the company.

***Equal Opportunity Program / Employer – Auxiliary aids and services available upon request for individuals with disabilities***



Iowa State Workforce Development Board  
c/o Iowa Workforce Development  
1000 E Grand Avenue  
Des Moines, IA 50319

**Subject: Request for Approval of Local Workforce Development Board Merger**

To Iowa State Workforce Development Board,

As Chief Elected Officials of the Mississippi Valley and South Central Workforce Development Boards (LWDBs), we respectfully submit this formal request for approval to merge our two local workforce areas into a single, consolidated Local Workforce Development Area effective July 1, 2026. Northeast Iowa Workforce Development Board Chief Elected Officials are currently in discussions about joining the merger to be effective July 1, 2026, as well, and hope to have a decision made by October 1, 2025.

This strategic merger is intended to streamline administrative operations, enhance service delivery across the region, and promote long-term sustainability in alignment with the Workforce Innovation and Opportunity Act (WIOA) and Iowa's statewide workforce vision.

**Merger Overview**

This merger would occur in two phases:

- **Phase 1 – Effective October 1, 2025**

The Mississippi Valley Workforce Development Board (MVWDB) will assume full responsibility for Local Grant Recipient, Fiscal Agent, and Board Staffing functions for the South Central LWDB. This urgent transition is necessary because South Central no longer has the required infrastructure to operate independently beyond October 1, 2025.

- **Phase 2 – Full Merger by July 1, 2026**

Over the subsequent nine months, MVWDB will work in close collaboration with both South Central and Northeast (pending Northeast CEO approval) to complete the full legal and operational merger. This will include aligning governance structures, integrating service delivery systems, and standardizing fiscal and administrative operations.

**Supporting Transition Plan**

To support this request, we are including a detailed transition plan that outlines all major tasks and corresponding deadlines. This plan demonstrates that we have carefully considered the operational, fiscal, and administrative steps necessary to ensure a smooth and compliant merger.

**Merger Transition Plan with Assigned Deadlines**

**Before October 1, 2025**

Task	Deadline
Receive approval from State Workforce Development Board	August 25, 2025
Initiate transition of communication and coordination activities	September 1, 2025
Conduct site visits to South Central IowaWORKS Centers	September 15, 2025

<b>Task</b>	<b>Deadline</b>
Transfer Local Grant Recipient/Subrecipient agreements for South Central	September 20, 2025
Close out South Central's financial records	September 25, 2025
Terminate Fiscal Agent/contracted staff agreements for South Central	September 30, 2025

**October 1, 2025 – June 30, 2026**

<b>Task</b>	<b>Deadline</b>
Hold organizing CEO meeting	October 1, 2025
Develop and finalize CEO Shared Liability Agreement	December 1, 2025
Draft and adopt initial bylaws for the new board	December 1, 2025
CEOs appoint new board members	December 1, 2025
Create new board manual and onboarding materials	December 15, 2025
Conduct initial joint board meeting	January 10, 2026
Finalize permanent board staffing structure	January 10, 2026
Determine new committee and governance structure	January 10, 2026
Rename the board and update public-facing materials for implementation July 1	February 15, 2026
Establish or revise insurance policies (effective July 1)	February 29, 2026
Transition email systems and website domain	March 15, 2026
Conduct procurement for Employer of Record Adult, Dislocated Worker, Youth, and One-Stop Operator service providers	April 1, 2026
Service provider transition period (if required)	April 1 – June 30, 2026
Develop and launch Stakeholder Communication Plan	April 15, 2026
Conduct regional strategy and process assessment	April 30, 2026
Complete inventory reconciliation across all three areas	April 30, 2026








Task	Deadline
Draft and adopt unified local policies	May 1, 2026
Update center subleases	May 15, 2026
Update service contracts	May 15, 2026
Submit new WIOA Local Plan	May 31, 2026
Finalize and execute new Memorandum of Understanding (MOU) and Infrastructure Funding Agreement (IFA)	June 15, 2026
Transition IT systems and data storage	June 30, 2026

We are committed to a collaborative and accountable process that protects the continuity of workforce services and fully complies with all applicable federal and state requirements. We believe this merger represents a forward-thinking solution to ongoing capacity and funding challenges, and we respectfully request the Iowa State Workforce Development Board's approval to move forward.














Please do not hesitate to contact us with any questions or if additional documentation is needed.

Sincerely,

#### Mississippi Valley Chief Elected Officials

Jackson	Don Schwenker	 Don Schwenker (Jul 29, 2025 16:29:33 CDT)
Clinton	Jim Irwin	 Jim Irwin (Aug 3, 2025 19:08:21 CDT)
Scott	Jean Dickson	 Jean Dickson (Jul 30, 2025 20:08:10 CDT)
Muscatine	Danny Chick	 Danny Chick (Aug 3, 2025 18:01:59 CDT)
Louisa	Kevin Hardin	 Kevin Hardin (Jul 30, 2025 16:45:40 CDT)
Lee	Charles Holmes	 Charles Holmes (Jul 30, 2025 08:23:03 CDT)
Henry	Chad White	 Chad White (Aug 5, 2025 10:31:57 CDT)
Des Moines	Shane McCampbell	

#### South Central Chief Elected Officials

Appanoose	Jeff Kulmatycki	 Jeff Kulmatycki (Jul 30, 2025 08:12:35 CDT)
Davis	David Henderson	 David Henderson (Jul 29, 2025 16:13:50 CDT)
Hardin	Lance Granzow	 Lance Granzow (Jul 30, 2025 15:51:34 CDT)
Jefferson	Susie Drish	 Susie Drish (Aug 6, 2025 14:03:15 CDT)
Keokuk	Kevin Weber	 Kevin Weber (Jul 30, 2025 08:30:46 CDT)
Lucas	Dennis Smith	 Dennis Smith (Jul 30, 2025 08:30:46 CDT)
Mahaska	Steve Wanders	 Steve Wanders (Jul 30, 2025 08:30:46 CDT)
Marshall	Kevin Goodman	 Kevin Goodman (Jul 30, 2025 08:30:46 CDT)
Monroe	Micheal Beary	
Poweshiek	Jason Roudabush	 Jason Roudabush (Jul 30, 2025 09:43:30 CDT)
Tama	Heather Knebel	 Heather Knebel (Jul 30, 2025 13:15:12 CDT)
Van Buren	Dale House	 Dale J House (Jul 31, 2025 18:28:22 CDT)
Wapello	Bryan Ziegler	 Bryan Ziegler (Aug 1, 2025 06:13:14 CDT)
Wayne	Todd Wilson	 Todd Wilson (Aug 6, 2025 08:40:06 CDT)

<b>Task</b>	<b>Deadline</b>
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Sincerely,

#### **Mississippi Valley Chief Elected Officials**

Jackson	Don Schwenker	<hr/>
Clinton	Jim Irwin	<hr/>
Scott	Jean Dickson	<hr/>
Muscatine	Danny Chick	<hr/>
Louisa	Kevin Hardin	<hr/>
Lee	Charles Holmes	<hr/>
Henry	Chad White	<hr/>
Des Moines	Shane McCampbell	<hr/>

#### **South Central Chief Elected Officials**

Appanoose	Jeff Kulmatycki	<hr/>
Davis	David Henderson	<hr/>
Hardin	Lance Granzow	<hr/>
Jefferson	Susie Drish	<hr/>
Keokuk	Kevin Weber	<hr/>
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Tama	Heather Knebel	<hr/>
Van Buren	Dale House	<hr/>
Wapello	Bryan Ziegler	<hr/>
Wayne	Todd Wilson	<hr/>

Mike Beary  
Mike Beary (Aug 6, 2025 08:57:27 CDT)

<b>Task</b>	<b>Deadline</b>
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Sincerely,

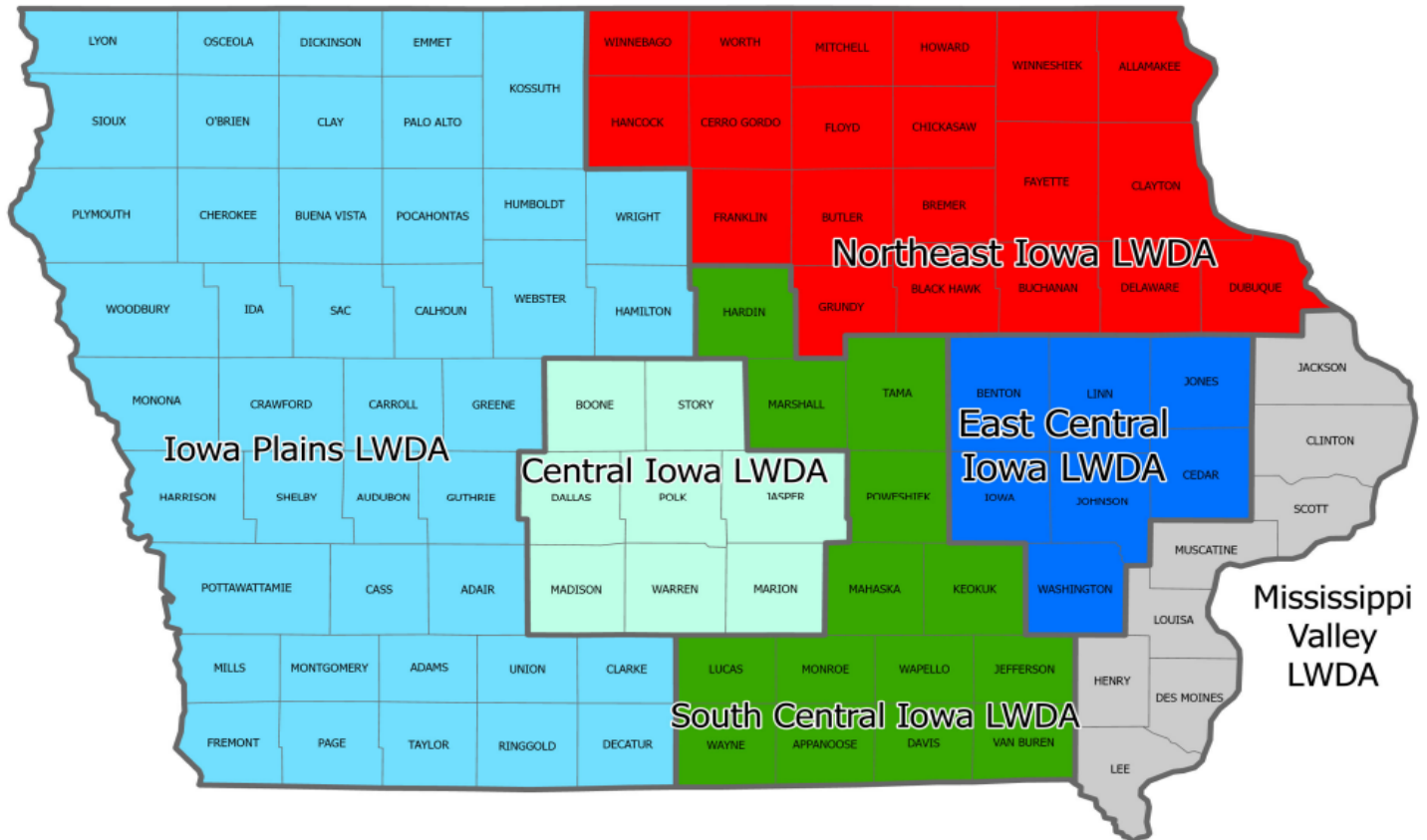
#### **Mississippi Valley Chief Elected Officials**

Jackson	Don Schwenker	_____	
Clinton	Jim Irwin	_____	
Scott	Jean Dickson	_____	
Muscatine	Danny Chick	_____	
Louisa	Kevin Hardin	_____	
Lee	Charles Holmes	_____	
Henry	Chad White	_____	
Des Moines	Shane McCampbell	<u>Tom Broeker</u>	Tom Broeker

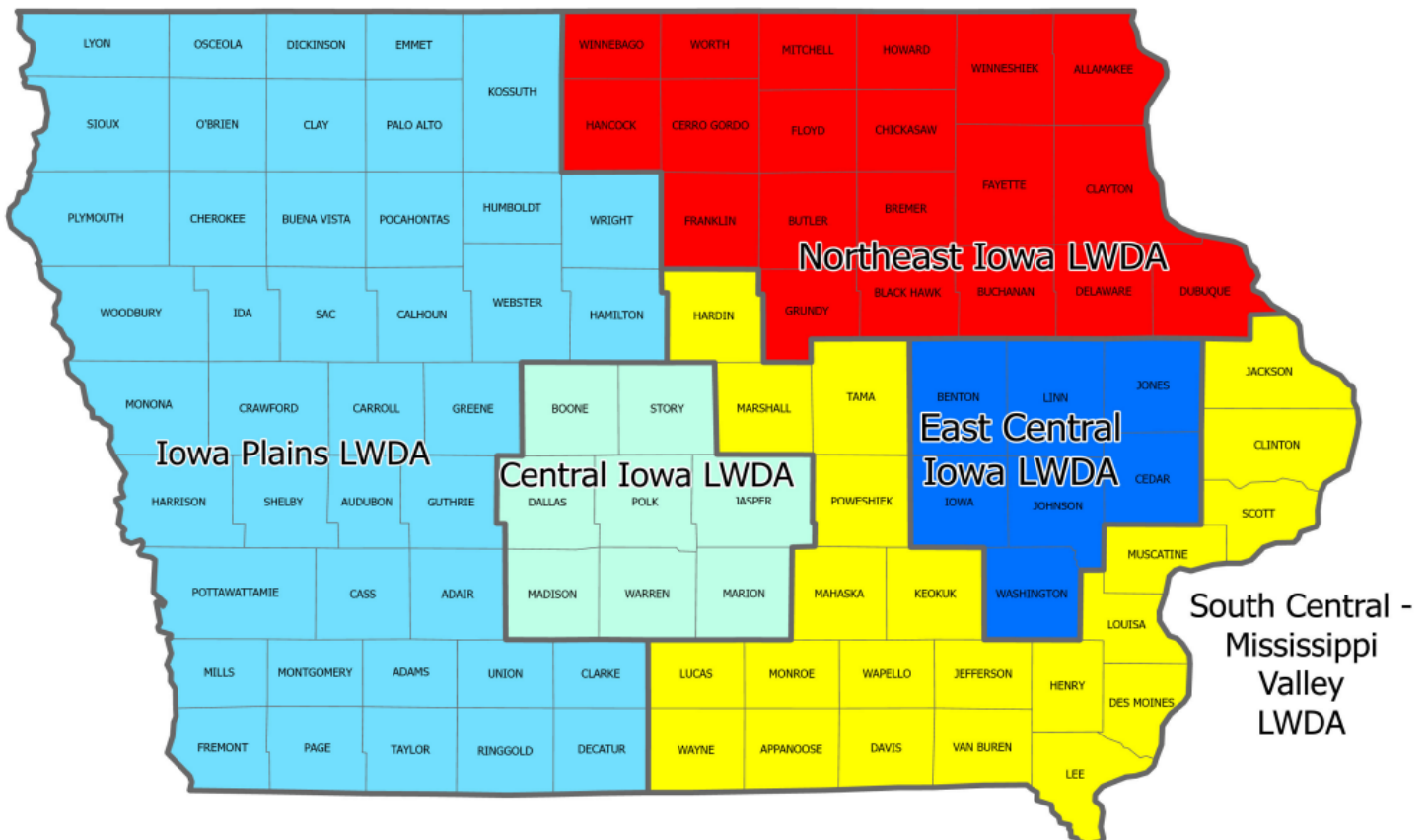
#### **South Central Chief Elected Officials**

Appanoose	Jeff Kulmatycki	_____
Davis	David Henderson	_____
Hardin	Lance Granzow	_____
Jefferson	Susie Drish	_____
Keokuk	Kevin Weber	_____
Lucas	Dennis Smith	_____
Mahaska	Steve Wanders	_____
Marshall	Kevin Goodman	_____
Monroe	Micheal Beary	_____
Poweshiek	Jason Roudabush	_____
Tama	Heather Knebel	_____
Van Buren	Dale House	_____
Wapello	Bryan Ziegler	_____
Wayne	Todd Wilson	_____

# Current LWDA Map



# Proposed LWDA Map



### Iowa State Workforce Development Board – Summary of Standing Committees

Committee	Description	Membership	Required By
Executive Committee	Responsible for coordinating and overseeing the activities of the Board and its other Committees to ensure the satisfactory performance of the functions of the SWDB. The Executive Committee acts on the Board's behalf when the board is not meeting.	Chair, Vice-Chair, 5 additional members chosen by the Chair from the voting membership of the board. The Chair may appoint additional members as deemed necessary.	Bylaws
State Workforce Development System Committee	Provides information and assists with operational and other issues related to the workforce system.	Chaired by a Member of the Board or designee approved by majority vote of the board. Other members may be either Members of the Board or nonmembers who have the appropriate experience and expertise.	Iowa Code 84A.1A (6)(a)(1)
Policies and Practices	Provides recommendations regarding the best policies, procedures, and practices regarding workforce development programs, services, and activities.	Chaired by a Member of the Board or designee approved by majority vote of the board. Other members may be either Members of the Board or nonmembers who have the appropriate experience and expertise.	Iowa Code 84A.1A (6)(a)(2)
Youth Services Committee	Provides information and assists with issues relating to the provision of services to Youth.	Chaired by a Member of the Board or designee approved by majority vote of the board. Other members may be either Members of the Board or nonmembers who have the appropriate experience and expertise. Must include representatives of community-based organizations with demonstrated record of success in service eligible youths.	Iowa Code 84A.1A (6)(a)(3)
Disability Access Committee	Provides information and assists with issues related to services to individuals with disabilities, including compliance with state	Chaired by a Member of the Board or designee approved by majority vote of the board. Other members may be either Members of the Board or	Iowa Code 84A.1A (6)(a)(4)



	and federal nondiscrimination laws relating to the workforce development system and appropriate training of staff regarding the provision of support, accommodations, and employment opportunities for individuals with disabilities.	nonmembers who have the appropriate experience and expertise.	
Minority Unemployment and Outreach Committee	Provides information and assists with issues relating to disparities in the minority unemployment rate in Iowa.	Chaired by a Member of the Board or designee approved by majority vote of the board. Other members may be either Members of the Board or nonmembers who have the appropriate experience and expertise.	Bylaws
Ex-Offender Reentry Committee	Focused on aligning efforts by State and local entities to give ex-offenders a better opportunity to start a new career and find self-sustaining employment to help them successfully re-enter their communities.	Chaired by a Member of the Board or designee approved by majority vote of the board. Other members may be either Members of the Board or nonmembers who have the appropriate experience and expertise.	Bylaws
Iowa Plains Local Workforce Development Area	Provides recommendations regarding the policies, procedures, operational and other issues relating to the local workforce system in the Iowa Plains LWDA.	Chaired by a business representative from the Iowa Plains LWDA and consist only of members from the Iowa Plains LWDA.	Bylaws