

IOWA PLAINS COMMITTEE

Date: May 8, 2026

Time: 8:30 AM

Facilitator: Kent Heronimus – Interstates

IN ATTENDANCE

Linda Rouse-Iowa Workforce Development
Teresa Larson-White – Iowa Workforce Development
Nicolas “Omar” Valentine – Iowa Workforce Development
Elizabeth Waigand – Iowa Workforce Development
Tammi Erlbacher – Iowa Workforce Development
Andi Mann – Iowa Workforce Development
Faith Miller – Iowa Workforce Development
Brittney Gutzmann – Iowa Workforce Development
Sara Blair – Country Maid
Andi Barnes – Iowa Workforce Development
Michelle McNertney – Iowa Workforce Development
Kevin Grell – Iowa Workforce Development
Kent Heronimus – Interstates
Dara Svendsen – Essential Proteins
Melissa Haukap – Iowa Lakes Community College
Andrew Sheffield – CJ Bio America
Renea Anderson – Harrison County Development
Alison Malone – Elevate Roofers
Bethany Gonzalez – Ten Point Construction
Jennifer Haveman – PII
Jeff Veit – Iowa Workforce Development
Andrea Pohlsander – Iowa Workforce Development

Kristin Russell – American Athletic Inc (Fruit of the Loom Inc)

Suzanne Johnston – BUNN

Lupita Nevarez – Quality Refrigerated Services, Inc.)

Wayne Pantini – Southwestern Community College

AGENDA

Success in Work Based Learning from a Career Planner – Kevin Grell

- Has work experience, but not the right work experience. Agrees to train the worker, and get a reimbursement for doing so (50-75%).
- Youth – 14 to 24 years old. Helps get them back into the workforce.
- Title 1 career planner in Sioux City – Kevin Grell
- Participant started work experience at a non-profit thrift store. Participant had a criminal background, was able to show her skills for 90 days leading into the business deciding to hire her on, she even received a larger role with more responsibility.
- Met with Peterbilt this week. They would like to take advantage of OJT for youth & adults who want to come into their training program. The toolkit alone is very expensive. Title I is able to help with the training dollars for those who want to learn in this field. Helps to alleviate disadvantages of upfront cost requirements.
- New business – daycare (Kaleidoscope) was having a hard time finding employees. Has taken advantage of OJTs to help with their new business needs. Anticipated to hire on a full-time participant when the work experience ends. Also able to market this participant to other daycare centers in need if they were not hired on at the end.
- Sometimes businesses do not end up hiring because they do not have an opening, but they are able to provide a work experience. Customer then has a better resume and experience. They can additionally work with a career planner to get employment in the field elsewhere.
- Networking is important!

Reverse On The Job Training Referral – Elizabeth

- A potential applicant can answer the referral questions to see if they could be eligible for a position from a seeking employer. This might help customers to get more skills. Employers also use this to show they have a worker who is interested in an area but doesn't have the skills to do so.
 - Never a guarantee, but if they check one of the barriers, most likely would be eligible for an OJT. This form will go to Teresa. Business still involved in the hiring process.
- Question: Wayne – For Title II programs, can they use this form to participate in rapid response informational team meetings?

- Elizabeth - If there is a rapid response event, those workers are automatically eligible & prime candidates for this. It can't be same job to same job, it has to be something they are getting trained in.
- Michelle – when rapid response event happens, Iowa Plains has a local rapid response team. We would love to have more title II representation because there are basic skills needs, increased title II to participation is a great first step. When there is a dislocation event, there is a survey via a module system to gather info about the individual on education level, skill level, what their needs are, etc. LMI team aggregates the data and provides that back. Title I can absolutely help. Especially with ELL services. There is a way to work together and blend funds through title I.
- Question: Kent – is this referral only prior to employment?
 - Elizabeth – Has to be done before you actually hire them on.

Workforce Pell & Manufacturing Grant – Michelle McNertney

- Workforce Pell – authorized July 4th, 2025 (a new provision under the One Big Beautiful Bill – H.R. 1) expanded the traditional Pell grant program from being only for select students, expands the use of funding to short term workforce training programs. The program has to be between 8-15 weeks. Completion and placement rates (70%), value added/earnings, outcomes over weight cost, etc. Goes into effect 7/1/2026 - becomes law. We have been working through this for a while to figure out how Iowa will use this. H-3 list – high wage, high demand, high skill occupations to be available training programs to do these occupations.
 - Example: Welding – is H-3 list high skill, high wage, high demand / Basket weaving – not on H-3 list
 - As of April, we have an application available for training institutions for those who think they would be interested/eligible for this. Applications will close May 15th, reviewing of all programs that apply. Students that will enroll will use their Pell eligibility to use these programs.
 - Grants do not have to be repaid by students!
 - Since this is not in concrete law yet, anticipated additional changes.
 - This is our first attempt, so we will continue to make changes. This initial year will probably be small, but grow overtime. Institutions can then make changes to their programs to qualify. Ability as institutions to create new programs or alter their programs as it stands to become eligible.
 - Kent – Goal is for people to enter the workforce?
 - YES – the point being to enter people into the workforce quickly. But, it also might be the first step into the pathway.
 - <https://educate.iowa.gov/higher-ed/financial-aid/workforce-pell>
- Iowa awarded 4.8 million dollars for advanced manufacturing – 90% must be for employers to be reimbursed who give training and retain an employee for at

least 6 months. Every 3 months, we would need the employer to provide information. We are working on finalizing that grant, should hopefully have that available for businesses to apply. Great way for the money to get directly to the businesses.

Approval Consideration of Incumbent Worker Training – Teresa

- In our policies, this committee is not required to approve, but wanted to mention it. Iowa Plains Incumbent Worker Training Program Policy (PY25-26) [Iowa Plains Policies | State Workforce Development Board](#)
- There is a current application for an employer to train some employee(s) on CNC operators. They have been programming their machines by hand. Trying to upskill the employees to use a computer program to increase productivity, wages, promotions, from expendable to irreplaceable.
- Incumbent worker training – grant provided to employers as layoff aversion types. Certain criteria & application need to be completed. Certain cost of the training you'd have to pay depending on the size of the company. We don't go out and find the trainers for them, we would reimburse them 90% of the cost for them to have a trainer selected.
 - No objections.
- If any employers are interested in additional information – reach out to Teresa.

Approval Consideration to Move Funds from Dislocated Worker to Adult – Linda

- This does require a committee vote.
- When we get Title 1 funding from federal government, channeled through IWD and formulated out to local areas to use for 2 years, after 2 years, funding goes back to IWD Workforce Services to redistribute funds to local areas/programs needed.
- When Iowa Plains was created, we had a surplus of funds. Right now, we have funds that need spent in DW for administrative costs. Requesting committee to move \$13,000 of admin and \$100,000 from program from DW to adult from PY 24 funds.
 - **Request to move funds by Linda Rouse**
 - **Brittney Gutzmann made 1st motion**
 - **Andi Mann 2nd**
 - **0 Nay**
 - **Motion Carries**

OSO Updates – Tammi

- *Report Attached*
- OSO plays neutral role between centers & businesses. Help lead meetings, plan for training, and connect partners to communicate/refer.
- Short update – Last month customer survey 139 total, overall people are very satisfied with the services they are receiving. 3 virtual trainings given. Core

partner meeting. BEC meeting. OSO presence in centers. Iowa Plains referral system (still utilizing core partners, the majority go to Title I).

- Current areas for initiatives
 - Monthly core partner meeting, sent out survey to get a pulse for what everyone was wanting to get out to everyone. Determined that a restructure is needed. Need for localized conversations & need for full scope of area.
- Tammi has taken new promotion position. Andrea Pohlsander will be the new OSO after May. Great time to go back to drawing board to schedule 1:1 with core partners and update directory.

Upcoming Events/Updates from the American Job Center – Andi/Faith

- IF you are interested in joining any of these please reach out and I will get you signed- up. I would also be glad to give any new members tours of the local center nearest to you!
 - May 14th- HWY 30 Corridor Job Fair Kicks off at the Carol Public Library 11-1
 - May 18th - Job Fair- Sioux City AJC 130-330
 - May 21st- Job Fair Audubon Public Library 11-1
 - May 27th- Veteran Career and Resource Fair Council Bluffs AJC

New Committee Members – Kent

- Offer a 30-minute overview next month prior to meeting of why business input matters for executive committee
 - Lupita Nevarez (Quality Refrigerated Services, Inc.)
 - Alison Malone (Elevate Roofers)
 - Bethany Gonzalez (Ten Point Construction)
 - Jason Landis (Parker Hannifin)
 - Suzanne Johnston (BUNN)
 - Jennifer Haveman (PII)

Committee Member Share – Kent

- Need an employer in Council Bluffs area that can represent union

ACTION PLAN

Next meeting – June 12th, 2026 / 8:30am – 9:30am

30 -minute overview prior to next meeting – invite will be sent out soon

Equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

Iowa Plains One Stop Operator (OSO) Update

April 2026 Updates

Provided to Committee: 5/7/2026

OSO: Tammi Erlbacher, LifeSkills Connection, Inc.

Monthly Survey Results

- 114 QR Code/Paper Surveys (3.7 Satisfaction Rate Average on a 1-4 Scale)
- 25 Statewide Surveys (3.5 Satisfaction Rate Average on a 1-4 Scale)
- **139 Total Surveys**

April Staff/Partner Trainings

- 4/1 Justice Involved Individuals
- 4/15 Proteus
- 4/29 Financial Literacy

Core Partner Meeting

- 4/14

Business Engagement Consultant (BEC)/Title I Collaboration Meeting

- 4/7

OSO Center Presence

- 4/9 Council Bluffs
- 4/14 Council Bluffs
- 4/30 Council Bluffs

Iowa Plains Referrals

- 167 Referrals on Iowa Plains Referral Form-April 2026
 - 1- GAP/PACE
 - 10- HSED/ESL/ABE
 - 2- IDB
 - 3- Title III
 - 13- IVRS
 - 1- Job Corps
 - 2- American Indian Council
 - 3- SCSEP
 - 18- SNAP E&T
 - 2- Ticket to Work
 - 95- Title I Adult/Dislocated Worker
 - 15- Title I Youth
 - 2- Unknown

Upcoming Staff Transition/Introduction

- Andrea Pohlsander- New Iowa Plains OSO

Current OSO Initiatives

- Partner Meeting Restructuring
- Update of Iowa Plains Partner Directory
- OSO 1-1 Introductions with all Partners

Are you looking for your next career?

Partner with Iowa Plains programs to ensure success! Complete the following information to see if you may be eligible for extra support through Iowa Plains.

Contact Information		
Name:	Phone Number:	Email:
	Consent to text: Yes No	
Address:	County:	IowaWORKS Account: Yes or No www.iowaworks.gov
Career Interest:	Position(s):	
<p>Are you interested in learning in a new career field through on-the-job training or classroom training? Yes No</p> <p>Do you have any other degrees or certificates? Yes No If yes, what kind?</p>		
How did you hear about us?		
<input type="checkbox"/> Employer: _____ <input type="checkbox"/> Community Organization: _____		
<input type="checkbox"/> Social Media: _____ <input type="checkbox"/> Other: _____		
Select all that apply:		
<input type="checkbox"/> Dropped out of High School	<input type="checkbox"/> English Language Learner	<input type="checkbox"/> Person with Disability or School IEP
<input type="checkbox"/> Homeless	<input type="checkbox"/> Receiving Public Assistance (SNAP/Food Stamps, Medicaid, TANF/FIP, General Cash Assistance)	<input type="checkbox"/> Received Notice of Termination or Layoff from Most Recent Position
<input type="checkbox"/> Pregnant or Parenting	<input type="checkbox"/> Foster Care or Aged Out of Foster Care	<input type="checkbox"/> Involved with Justice System
<input type="checkbox"/> Veteran or Spouse of a Veteran	<input type="checkbox"/> Receiving SSI/SSDI	
<input type="checkbox"/> Other Barrier to Employment. Please specify:		
<input type="checkbox"/> RESEA participant or have been unemployed for Over 6 Months <ul style="list-style-type: none"> • Would you like assistance from a Career Planner to help you find employment with specific employer(s)? Yes No • What do you think is preventing you from securing employment? 		



Please return completed form to Teresa Larson-White, Iowa Plains Title I Manager (Teresa.Larson-White@iwd.iowa.gov) or your local IowaWORKS office

Equal Opportunity Program / Employer (Tammi.Erlbacher@lifeskillsconnection.com)
Auxiliary aids and services available upon request for individuals with disabilities