

IOWA PLAINS COMMITTEE

Date: July 10, 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

Andi Mann – Iowa Workforce Development

Brittney Gutzmann – Iowa Workforce Development

Sara Blair – Country Maid

Randall McQueeney – Iowa Workforce Development

Andi Barnes – Iowa Workforce Development

Kathy Leggett – Iowa Workforce Development

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

Kent Heronimus – Interstates

Pamela Woolridge – Western Iowa Technical Community College (WITCC)

Dara Svendsen – Essentia Protein Solutions

Andrew Sheffield – CJ Bio America

Renea Anderson – Harrison County Development

Jennifer Haveman – PPI

Andrea Pohlsander – Life Skills Connections

Jason Landess – Parker Hannifin

Lupita Nevarez – Quality Refrigerated Services, Inc.

Ofelia Rumbo – Merrill Manufacturing

Kat Niemann – Cass Health

Michelle Nicoson – Moveero

Dane Sulentic – Iowa Workforce Development

AGENDA

Sector Partnerships – Kathy Leggett

- Interest from Blue Bunny.
- Still looking for any employer interested in this effort for Iowa Plains
- Looking for employers who want to help lead the effort – encourage other employers to participate – Really wanting manufacturing and health care
- Connection between industry and Iowa Workforce Development

Local Business Highlight of Growing Skills in Workforce – Sara Blair (Country Maid)

- “Moments That Matter” concept
- Early recruiting > general recruiting > onboarding > early-career > mid-career > late-career > termination (alumni contacts)
- All – focusing on experiences
- Metrics for recognition – tie awards to core values
- “Taking flight with DISC”
- National Association for Manufacturers has great tools for getting youth involved in manufacturing
- Junior high youth is where we aim to start education & give tours
- Industry to schools is our pipeline for our committee

Iowa Plains – Possible Intermediary for Registered Apprenticeship – Dane Sulentic

- *Resources/Information Attached*
- RA is now a state apprenticeship agency (June 2024). We have a team of 10 and oversee all things RA for the state. We build and develop R.A. programs with employers.
- Industry dictates what a RA is.
- 6 components of RA: Industry Led, Related Instruction, Paid Job, On-The-Job Learning, Quality & Safety, Nationally Recognized Credentials
- Iowa Plains - build intermediary RA : takes the administrative burden off of employers. An intermediary program sponsor does the “heavy lifting” of setting up an apprenticeship program.
 - With the resources the workforce boards have, it makes sense for them to become intermediary sponsors.
 - Key in growing and expanding RA

- Reduce the burden and expand employer participation
- Administratively, this will be done by IWD staff – Kathy Leggett and another Program Coordinator as well as the RA team
- Kent Question: The cost – who pays for this?
 - Answer: still discussing this, it is completely up to this group. But it is separate from the RA program.
- If there are already existing apprentices set up, we can use those as a model/guide. This is not in any competition with anyone, it is to fill the gaps where RA isn't currently present.

OSO Updates – Andrea Pohlsander

- *Report Attached*
- Overall, traffic was down this quarter. But Fort Dodge traffic has increased by 9%
- Referrals are 3:1 compared to outreach contacts
- Restructuring with partner meetings – quarterly and local month meetings
- Created a self-referral flyer which will allow individuals to self-refer

Success in the AJCs – Randall, Faith, Andi

- *Sioux City / Denison*
 - Jenny Gaspar sought assistance at the Sioux City AJC following a job loss and completed the unemployment process. After experiencing challenges securing employment, staff referred Jenny to the Title I Adult program and enrolled her. She also participated in digital literacy training to strengthen her computer skills in support of her goal to obtain office-based employment.

On April 27, 2026, Jenny began an 11-week **Work Experience at the Sioux City AJC**, where she gained a broad range of administrative, customer service, and computer skills while also establishing connections with local employers. As a result of her participation and skill development, Jenny secured a position as a recruiter at Short Staffed Staffing Agency through a Title I On-the-Job Training placement. She will begin employment on July 13 at a wage of \$18.00 per hour.

AJC staff were proud to support Jenny in developing the skills and confidence needed to obtain meaningful employment.

 - Denison Career Planner Jacob Johnston has successfully completed the Offender Workforce Development Specialist practicum and is expected to receive certification in the coming weeks. This credential will enable the AJC to provide enhanced, specialized services to individuals facing significant employment barriers related to criminal backgrounds.
- *Council Bluffs*
 - Council Bluffs held 6 in office hiring events throughout the month of June. Employers and job seekers alike were pleased, and the events resulted in

an average of 4 job seekers either receiving an interview or being hired for each event. Employers included the following:

- a) People Ready
 - b) Ameristar Casino
 - c) Ameriserve International
 - d) Fortrex
 - e) Community Options
- Outreach and job assistance were offered and provided each Wednesday in the areas of Creston, Osceola, and Red Oak.
- On July 8th, our Offender Workforce Development Specialist (OWDS), Will Solomon attended a Re-Entry event in partnership with the Great Omaha Area Chamber and RISE. The event brought together employers and community service providers and supports to discuss the challenges of helping formerly incarcerated individuals reintegrate and educate on the supports that are available in the community.
- *Fort Dodge / Spencer*
 - Career fair held at the Humbolt Library. The library staff were extremely accommodating, even with the air conditioning not functioning, and they helped ensure everything ran smoothly. A total of 15 job seekers attended the fair. We had strong employer participation, with representatives from the following organizations:
 - a) Bomgaars
 - b) Versova
 - c) AG Parts
 - d) USPS
 - e) Adventure Staffing
 - f) Silgan
 - The Mobile Workforce Unit has strengthened access to workforce services in Storm Lake, a community with a large Spanish-speaking population. The Career Planner partnered closely with the Title II program at Iowa Central Community College to offer a bilingual Resume Lab on campus. This service helps participants create clear, professional résumés in both English and Spanish, update their IowaWORKS registrations, and conduct job searches. These events serve as many 15-30 job seekers at every visit, making this one of the most successful recurring MWU events! To ensure strong turnout, the Career Planner provides at least two weeks of marketing, sharing the event with Title II students, the Spencer IowaWORKS office, and through Facebook. The Dean of ESL/HISET, has been especially supportive by promoting the event directly to her students and posting it on the college's Facebook page.

As the initiative has grown, the Career Planner now also brings a list of local employers who are actively hiring. Participants can apply for jobs immediately after completing their résumés. When the Mobile Unit returns

each month, follow-up conversations show that many individuals have successfully secured full-time employment because of the résumé support and job leads provided.

This ongoing effort continues to break down language barriers, build community connections, and help Storm Lake residents take confident steps toward meaningful employment.

New Committee Members – Kent

- New Members Introduction
 - Stay on call for committee purpose at 9:30-10:00am (open to anyone on committee)
 - Kat Nieman (Cass Health)
 - Michelle Nocoson (Moveero)

ACTION PLAN

Next meeting – August 14th, 2026 / 8:30am – 9:30am



IOWA PLAINS LWDA

Iowa Plains
LWDA

ONE STOP OPERATOR REPORT

PY2025-26

One Stop Operator Report

Prepared By:
Andrea Pohlsander

Prepared For:
Iowa Plains Executive Committee



IowaWORKS One-Stop Center Traffic

Center	April	May	June
Council Bluffs	727	994	960
Denison	263	182	224
Fort Dodge	833	866	976
Sioux City	1,430	1,377	1,413
Spencer	402	482	486
TOTAL	3,655	3,901	4,059

Customer Satisfaction Surveys

Center	# Surveys April	# Surveys May	# Surveys June	Average Satisfaction Rating Q3 (1-4 Range)
Spencer	13	10	10	3.91
Fort Dodge	33	25	18	3.78
Sioux City	30	19	33	3.71
Denison	3	1	1	2.4
Council Bluffs	31	13	13	3.93
TOTAL	110	68	75	3.546

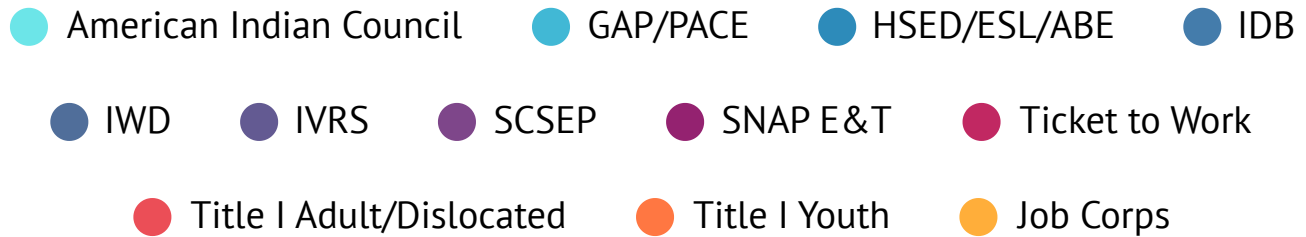
The survey results presented are derived from the Iowa Plains Local Area Customer Survey, which is made accessible to customers through QR codes and/or printed copies.

Outreach Contacts

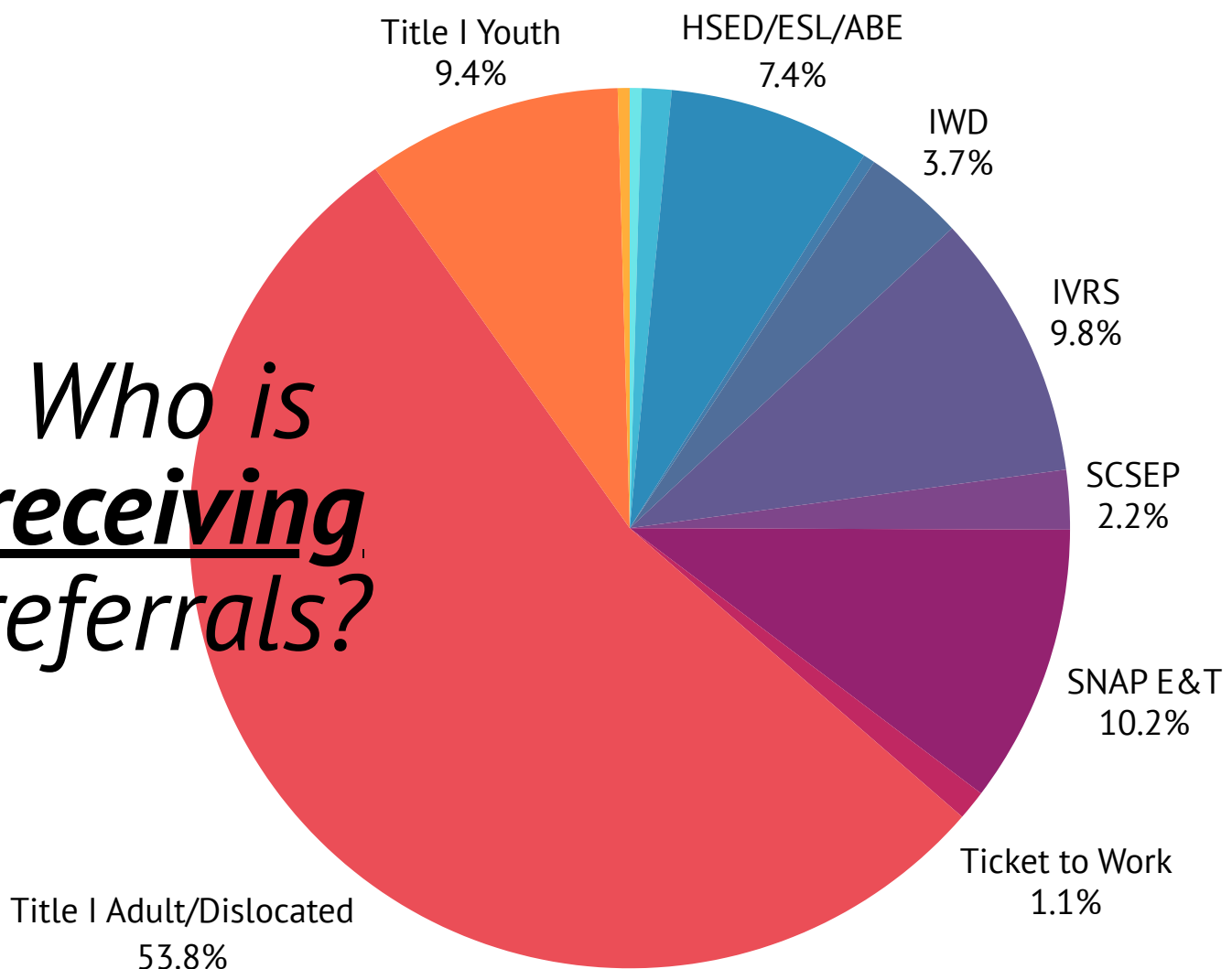
Center	April	May	June
Council Bluffs	24	11	14
Creston	10	17	4
Denison	32	60	9
Fort Dodge	28	22	22
Sioux City	27	18	25
Spencer	22	8	8
TOTAL # Contacts	143	136	82

This chart illustrates the comprehensive outreach efforts conducted across Iowa Plains. The outreach activities encompass a variety of initiatives, including community presentations, newsletters, one-on-one meetings, rapid response efforts, community events, mobile unit events, and additional engagement strategies.

Partner Referrals



*Who is
receiving
referrals?*



460

Total Number of
Referrals
April-June

*All referral data comes from the Iowa Plains
referral form*

OSO Service Delivery Report

	April	May	June
# Center Visits & Event Precence	3	7	12
BEC/Title I Collaboration Meeting	4/7/2026	5/12/2026	6/9/2026
Staff Training Topcis	Justice Involved Individuals, Proteus, Financial Literacy, Individual Center Trainings	Small Business, Individual Center Trainings, LMI – Career Explorer	Assistive Tech & ADA, Individual Center Trainings, Title III
Partner Meetings	Core and Required Partners-4/14	Core Partners-5/12	Core Partners-6/9
Efficiencies	Partner Meeting Restructuring	n/a	BEC/Title I WEP Contract update, IowaWORKS Self Referral Flyer, Referral Contact List Audit launched



Registered Apprenticeship (RA)



About RA

Registered Apprenticeship (RA) is an industry-driven and high-quality pathway where employers develop and prepare their future workforce.

RA programs help Iowans obtain paid work experience, progressive wage increases, classroom instruction, and a portable, nationally recognized credential.

Who We Serve

- ✓ Employers
- ✓ Unions
- ✓ Associations
- ✓ Educational Institutions
- ✓ Consortia

How We Can Help

- 1:1 Program Development
- Case Management, Training, and Technical Assistance
- Grants and Financial Support
- Compliance and Monitoring
- External Relations and Partnerships
- Systems, Processes, and Data Assessment



Get Started

To get connected to the Iowa Office of Apprenticeship, scan the following QR code:



**Apprenticeship
Sponsor
Interest Form**

Summary

Nationwide almost three-quarters of all apprentices are enrolled under an intermediary sponsor. Intermediaries administer programs for employers and determine the appropriate related training instruction providers. They are the key to scaling apprenticeships, advocating for and reducing the pain points for employers while ensuring high quality programs. It is estimated that the U.S. would need around 5,000 intermediaries to scale apprenticeships across the economy to reach the 1 million apprentice goal outlined in the President's Executive Order - Preparing Americans for High-Paying Skilled Trade Jobs of the Future.

As we continue registered apprenticeship expansion and growth in Iowa, having a robust intermediary sponsor base will be key. Community colleges, workforce boards, chambers of commerce, industry and business associations, and in some cases single employers are all entities that would have the capacity and resources to be able to take on the intermediary sponsor role. IOA will work to actively connect with these groups to educate them on what being an intermediary would entail with the goal of registering them as intermediary sponsors.

Why Intermediaries?

An intermediary program sponsor does the “heavy lifting” of setting up an apprenticeship program by completing the required documentation, creating the standards with employers, and arranging related instruction. Intermediaries reduce the administrative burden on the employers, allowing them to focus on on-the-job training, mentoring, and the apprentices.

Intermediaries Reduce the Administrative Burden on Employers- This includes all the following:

- Developing apprenticeship standards
- Completing registration paperwork
- Managing RAPIDS data entry
- Coordinating related technical instruction
- Monitoring compliance
- Handling reporting requirements

Intermediaries Expand Employer Participation – Intermediary sponsors allow multiple employers to participate under one sponsor structure. This is important because intermediaries:

- Lower barriers to entry for employers
- Allow businesses to focus on training and mentoring
- Provide a shared infrastructure for apprenticeship administration
- Make apprenticeship accessible to non-traditional industries and those unfamiliar with the apprenticeship model

Intermediaries Bring Specialized Expertise - These organizations often already have relationships with employers, educational institutions, workforce boards, and community organizations, making them highly effective conveners. Intermediary sponsors possess expertise in:

- Labor market analysis
- Curriculum development
- Skills assessment
- Workforce partnerships
- Industry knowledge
- Regional workforce partnerships

Intermediaries Improve Program Quality and Compliance – Intermediary sponsors would work directly with IOA ensure a high-quality program and compliance with federal and state regulations.

Intermediaries help maintain quality by:

- Monitoring apprentice wage progression
- Reviewing selection and hiring practices
- Monitoring related instruction delivery
- Overseeing mentor and on-the-job learning quality