

IOWA PLAINS COMMITTEE

Date: August 14, 2026

Time: 8:30 AM

Facilitator: Kent Heronimus – Interstates

IN ATTENDANCE

Andi Barnes – Iowa Workforce Development

Andi Mann – Iowa Workforce Development

Andrea Pohlsander – Life Skills Connections

Andrew Sheffield – CJ Bio America

Angela Thompson – Iowa Workforce Development

Brittney Gutzmann – Iowa Workforce Development

Dane Sulentic – Iowa Workforce Development

Dara Svendsen – Essentia Protein Solutions

Jamie Wubben – K.C. Nielsen

Jason Landess – Parker Hannifin

Kat Niemann – Cass Health

Kathy Leggett – Iowa Workforce Development

Kent Heronimus – Interstates

Kevin Grell – Iowa Workforce Development

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

Linda Rouse-Iowa Workforce Development

Lupita Nevarez – Quality Refrigerated Services, Inc.

Michelle Nicoson – Moveero

Nicolas "Omar" Valentine – Iowa Workforce Development

Ofelia Rumbo – Merrill Manufacturing

Randall McQueeney – Iowa Workforce Development

Renea Anderson – Harrison County Development

Tammi Erlbacher – Life Skills Connections

Todd Oesterle – Iowa Workforce Development

AGENDA

Sector Partnerships – Kathy Leggett

- Working with Kent and employers on the sector partnership concept
- 18 manufacturing groups around the northern area (NW 6 counties, 40 mi radius of Sioux Center)
- Possibilities in health care

Iowa Plains – Intermediary for Registered Apprenticeship/Committee Vote – Dane Sulentic

- Dane Sulentic and Todd Oesterle
- Next step is deciding with the group if this is something we want to move forward with.
- We would use this group to bring in employers and help with RA.
- Discussions with the other workforce boards and have interest from others.
- The how still has work to be done. The what and the why are the big pieces we are focusing on right now. Employers can benefit from this skilled pathway for their employees.
- Who would do the heavy lifting? Answer: Kathy Leggett.
- Official vote to have Iowa Plains become a Registered Apprenticeship Intermediary:
 - Motion made by Randall McQueeney
 - Second by Kat Niemann
 - Unanimous all in favor
 - Motion approved
- Employers with questions - reach out to Kathy, Dane, or Todd

Youth Outreach Highlight – Angela Thompson

- Title I career planner in Iowa Plains
- Complete and ready to use package – to strengthen youth engagement in a clear and concise way that is effective, easy to apply, and interactive.
- Some career exploration workshops for youth and resume & interview skills workshops
- Handout on youth outreach highlight
- Specific eligibility requirements for in school and out of school youth

- Services – earn rewards for reaching goals, help earning high school diploma, paid and unpaid work experiences and paid internships, and education costs.
 - Workshops, job search help, resume assistance, career guidance, support services, follow up for no less than 12 months
- Trying to enhance the effectiveness of our outreach
- How are you getting in front of the youth? Answer: Career Planners go out to the local schools and give presentations and workshops, IJag, and other community groups.

Notice of Award/Plan Approval – Linda Rouse

- We received the notice of award funding. Funding is good for 2 years.
- We just started dipping into last years funding which is good for 2 years.
- Adult, we received 3 month funding. On 10/1 we will receive 9 month funding. Admin \$ goes to paying for OSO and role Elizabeth does (not directly supporting participants).
- Goal is to carry over 20% into the new fiscal year, we are wanting to get more individuals enrolled and continue serving.

Mobile Unit Video – Andi Mann

- https://www.youtube.com/watch?v=HpeiDV_ay84

OSO Updates – Andrea Pohlsander

- *Report Attached*
- Satisfaction surveys are trending positively
- Shifting to monthly local meetings so that local area partners can build stronger relationships
- 182 referrals through the referral form in July
- 4 things in motion:
 - Local core partner meetings
 - Developing outreach training
 - Referral contact audit
 - Increase survey submissions so we can get that feedback

Success in the AJCs – Randall, Andi

- *Flyer attached*
 - Not specific to any specific program, just a collective flyer of the services that IowaWORKS has. Easy to understand by customers. QR code that goes to a contact form to state what the customer is looking for, managers go through the form responses and assign career planners/staff to reach out to the customers.
 - Uptick in responses
- *Sioux City / Denison*
 - Jacob Johnson had a success story, he works with customers who have backgrounds. Customer he was working with now has a job offer.

- Partnership with voc rehab for their summer students
 - LMI to help students understand
 - Help with assessments, decision making for their future, needs/wants
 - Great collaboration between staff and students
 - Trying to integrate more in core partners, we had a lot of this this summer

Area Employers Seeing Changes in the Workforce? – Roundtable (Kent)

- Coming into some generational lingo – learning how the new generation understands lingo and communication
- Are there any employers that could tell us what soft skills we (as IowaWORKS) could help train?
 - Teamworking, ability to come to work on time, a measurement test (math & basic reading – reading measurement on a ruler)
 - Email etiquette, interview attire, formal language
 - Communication, business etiquette, ability to stick through working temperatures, work-life balance
 - Common theme – craving teamwork & interaction with others
 - New apprentices who think they are going to make top dollar out the gate – start at the bottom and they have to work through their knowledge and skill to get to higher wages

ACTION PLAN

Next meeting – September 11th, 2026 / 8:30am – 9:30am

Iowa Plains One Stop Operator (OSO) Update

July 2026 Updates

Provided to Committee: 8/11/2026

OSO: Andrea Pohlsander, LifeSkills Connection, Inc.

Monthly Survey Results

Paper/QR Code Surveys Submitted	Statewide Surveys Submitted	Total Surveys Submitted	Overall Satisfaction Rate — July 2026	Overall Satisfaction Rate — Last Year (PY26)
83	17	100	89%	87.5%

July Staff/Partner Trainings

- 7/1 Business Team and Employer Landscape
- 7/15 Conflict Resolution
- 7/29 Team Work Refresher (Kevin Kush Training)

Core Partner Meeting

- 7/14 (transitioning to monthly local partner meetings and quarterly core/required partner meetings)

Business Engagement Consultant (BEC)/Title I Collaboration Meeting

- 7/7 (final monthly full-group meeting; moving to local meetings with Ops Managers going forward)

OSO Center Presence

- 7/2 Denison AJC
- 7/7 Spencer AJC
- 7/9 Council Bluffs AJC
- 7/16 Denison AJC
- 7/21 Sioux City AJC
- 7/28 Council Bluffs AJC
- 7/30 Denison AJC

Events & Observations

- 7/16 Career Services & Center Flow
- Title 1 & RCM
- Atlantic Career Fair
- Title II & RESEA Observations – Iowa Western Community College
- Job Corps Onsite Visit

Iowa Plains Referrals

- 182 Referrals on Iowa Plains Referral Form – July 2026 (full breakdown on next page)

Iowa Plains One Stop Operator (OSO) Update

Program	# Referrals
American Indian Council	2
GAP/PACE	0
HSED/ESL/ABE	16
IDB	0
IVRS	25
Job Corps	0
SCSEP	8
SNAP E&T	15
Ticket to Work	4
Title I Adult/Dislocated Worker	84
Title I Youth	7
Title III	0
Unknown (incl. 15 self-referral form submissions)	21
TOTAL	182

Current OSO Initiatives

- Local Core Partner Meetings
- Develop Outreach Training
- Referral Contact Audit
- Increase Survey Submissions



Intermediary Registered Apprenticeship Sponsor

What is an apprenticeship sponsor?

Any person, association, committee, or organization that operates a Registered Apprenticeship (RA) program. This entity assumes the full responsibility for administration and operation of the apprenticeship program. Sponsors can be a single business or a consortium of businesses; a workforce intermediary, such as an industry association or a labor-management organization; or a community college, workforce board, or community-based organization.

Note: A program sponsor takes on the legal responsibility of ensuring that the program is operated in compliance with the federal apprenticeship regulations at [Title 29 CFR parts 29 and 30](#). Sponsors have historically included employers or labor management organizations, but more recently represent a range of other organizations (described above) that must have a formal relationship with businesses that employ apprentices.

What is the principal role of the apprenticeship sponsor?

Sponsors typically recruit, screen, and hire apprentices, or work with employers to do so. They develop formal agreements with apprentices identifying the length of the program, skills to be learned, the wages to be paid at different points in time, and the required classroom instruction; and work with state apprenticeship agencies like the Iowa Office of Apprenticeship or DOL to make sure that their registered programs meet state and federal requirements.

What does a sponsor have to do to ‘register’ an apprenticeship program?

To register an apprenticeship program a potential sponsor works with a representative from the Iowa Office of Apprenticeship. With assistance from the Iowa Office of Apprenticeship, the potential sponsor develops a work process schedule that describes the competencies that the apprentice will learn and how on-the-job training and related instruction will teach those competencies. The potential sponsor will also develop a schedule of wage increases for the apprentice, a description of safety measures, minimum qualifications, and various assurances related to program administration and record keeping.

The six components of a Registered Apprenticeship Program

- 1) Industry Led
- 2) Paid Job
- 3) Related Instruction (RI)
- 4) On-the-Job Learning (OJL)
- 5) Quality and Safety
- 6) Nationally Recognized Credentials



Why should organizations serve as apprenticeship program sponsors?

Community colleges, workforce boards, high schools, and other intermediary organizations are increasingly serving as sponsors for RA programs. An active program sponsor does the “heavy lifting” of setting up an apprenticeship program by completing the required paperwork, setting the standards with employers, and arranging related instruction. Non-employer sponsors reduce the administrative burden of employers, allowing them to focus on on-the-job training, mentoring, and the apprentices. Community colleges are well positioned to serve as apprenticeship sponsors if they have the staff with required apprenticeship knowledge, skills, and expertise to perform this function well. Other advantages colleges bring to the table include:

- Knowledge of local and regional labor market demands.
- Expertise with assessment, curriculum, and skills development.
- A trusted partner for employers, students, and community-serving organizations.
- A resource for diverse students and workers, and a bridge to the untapped workforce.
- Partnership with local workforce agencies and funding opportunities.

Registered Apprenticeship Sponsor Responsibilities:

The following is a list of responsibilities of the sponsor of a RA program registering with the Iowa Office of Apprenticeship. The sponsor can choose to register and operate its RA programs in Iowa, in a different state, or they can register and operate a program on the national level. Although overall responsibility remains with the RA sponsor, the breadth and depth of each of the responsibilities can be shared and delegated to other entities participating in the RA program (e.g., employers, education providers, apprentices).

1) Development of RA program:

- Working with an employer(s), determine occupation(s) for which to build an RA program
- Determine program type: time-based, competency-based, hybrid
- Determine type of registration—Iowa Office of Apprenticeship (IOA), other state, or DOL / Office of Apprenticeship (OA)
- Develop related technical instruction (RTI) for each occupation
- Develop OJL competencies/metrics for each occupation
- Develop and accept Registered Apprenticeship Standards which include:
 - Boilerplate
 - Appendices
 - Work Processes / OJL, RI, and Wage Scale (one for each occupation)



2) Registration of additional participating employers into approved RA program:

- Identify employer(s) interested in participating in RA program
- Review program standards and all appendices with employers
- Modify appendices if necessary, making minor adjustments
- Secure employer acceptance agreement with signatures
- Identify employer's provider of RI delivery
- Identify employer's mentors for OJL delivery
- Identify and/or define employer's apprentice performance review process

3) Registration and monitoring of participating employer's apprentices—RAPIDS:

- Access RAPIDS and registration tools
- Register all new apprentices entering program into RAPIDS
- Each apprentice signs RAPIDS generated "ETA 671 Apprentice Agreement" with sponsor
- Update apprentice status (cancellation/suspension/completion)
- Update apprentice wage-scale increases
- Award IOA certificates of completion to apprentice graduates generated in RAPIDS

4) Monitoring of participating employer RA programs and quality control:

- Monitor and review apprentice selection and hiring processes
- Monitor and review apprentice wage-scale increase process
- Monitor and review education provider's RI delivery
- Monitor and review employer mentor's OJL delivery
- Monitor and review employer's apprentice performance review process
- Provide reporting on terminated registered apprentices
- Provide reporting on completed/graduated registered apprentices



Intermediary-Sponsor Model



Intermediary sponsor:

- Responsibility for administration and operation of the apprenticeship program.
- Provides technical assistance for training plan development

Iowa Office of Apprenticeship:

- Provides apprenticeship expertise to aid in program creation
- Provides technical assistance to sponsor throughout the program lifecycle

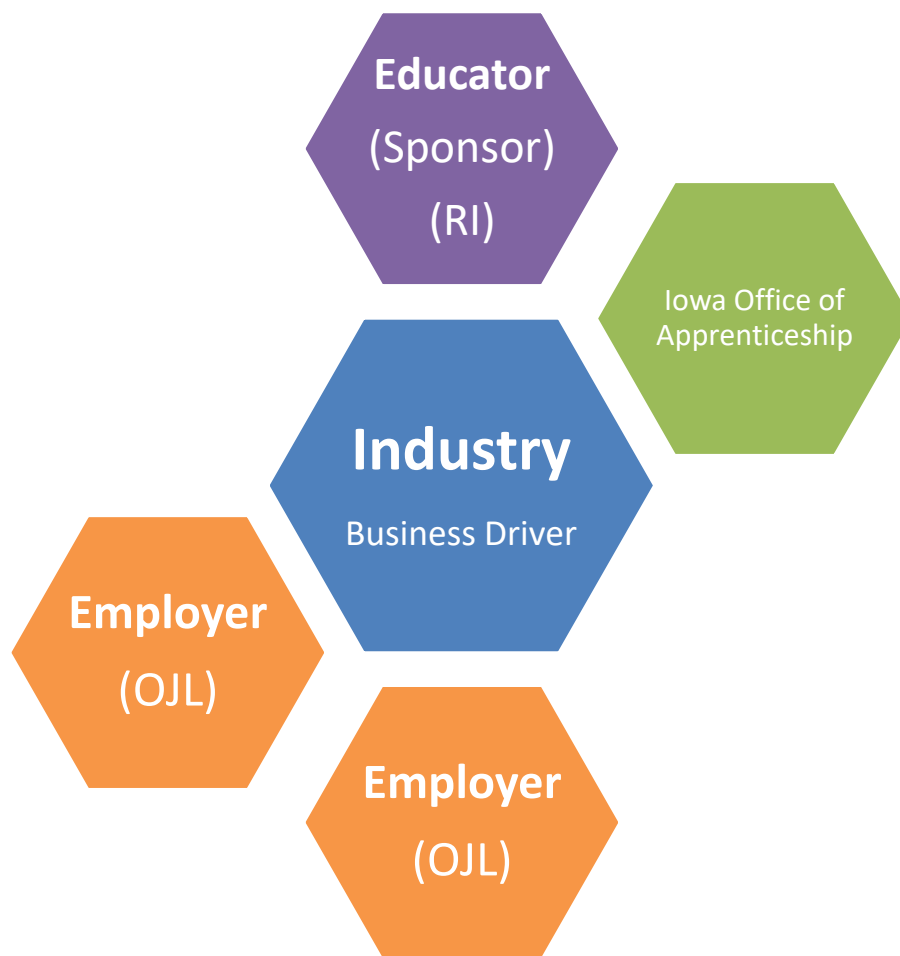
Educator (RI)

- Delivers related instruction to apprentices
- Develops curriculum for related instruction

Multiple employers (OJL):

- Each employer signs single-page agreement with sponsor
- Each employer recruits and screens its apprentices
- Each employer provides on-the-job training

Educator-Sponsor Model



Educator Sponsor-RI Provider:

- Responsibility for administration and operation of the apprenticeship program.
- Provides technical assistance for training plan development
- Develops curriculum for related instruction
- Delivers related instruction to apprentices

Iowa Office of Apprenticeship:

- Provides apprenticeship expertise to aid in program creation
- Provides technical assistance to sponsor throughout the program lifecycle

Multiple employers:

- Each employer signs single-page agreement with sponsor
- Each employer recruits and screens its apprentices
- Each employer provides on-the-job training





Your Career Goals Are Worth Chasing We can help you get there

Free career and training services built around you.



Whether you're job searching, building new skills, or just figuring out where to start, IowaWORKS has free services to help you move forward.

Our Services

Classroom Training

Build skills employers are looking for through hands-on learning opportunities.

Interview Preparation

Practice, prep, and walk in confident for your next interview.

Job Search Assistance

Get expert help finding, applying, and landing the right job.

Resume Creation

Build a resume that gets noticed with help from our team.

Work Experience

Gain real, paid on-the-job experience with support along the way.

English Language Assistance

Strengthen your English skills for work and everyday life.

High School Diploma

Earn your diploma and open the door to more opportunities.



Scan the QR code
and complete the
form to get started.