IOWA PLAINS COMMITTEE

Date: November 13, 2026
Time: 8:30 AM
Facilitator: Kent Heronimus – Interstates

AGENDA

- **Veteran's Day Acknowledgement (Kent Heronimus)**
- **Update on Iowa Plains becoming an Intermediatory for Registered Apprenticeships and Sector Partnerships (Kathy Leggett)**
- **RCM/RESEA - Dislocated Worker Programs (Mike Cockrum)**
- **OSO Report, Pillars Report, LEAD Project (Andrea Pohlsander)**
- **EO Officer (Andrea Pohlsander)**
- **Business Round Table**
    - **Does entering the winter change your hiring needs?**

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

OSO Update: October 2026

Provided to Committee: 11/13/2026

Monthly Survey Results

- Paper/QR Code surveys submitted: 80
- Statewide surveys submitted: 23
- Total surveys submitted: 103 (18 Council Bluffs, 7 Denison, 27 Fort Dodge, 28 Sioux City, 20 Spencer, 3 Other/Online)
- Overall satisfaction rate, October: 87.4%
- Overall satisfaction rate, PY26 year to date: 88.7%
- Overall satisfaction rate, PY25: 87.6%

Staff/Partner Trainings

- 10/7: Disability Etiquette, April Stotz
- 10/14: Individual center trainings
- 10/21: GAP/PACE training
- 10/28: Referral Quality Training

Partner Meetings

- 10/20: Iowa Plains Quarterly All Partner Meeting (virtual). Partner attendance rose from 56% to 80%.
- 10/26: Sioux City + Denison Local Core Partner Meeting
- 10/27: Council Bluffs + Creston Local Core Partner Meeting
- Fort Dodge + Spencer Local Core Partner Meeting rescheduled to the first week of November due to the Fort Dodge ribbon cutting.

OSO Center Presence

- 10/1: Denison AJC
- 10/6: Council Bluffs AJC
- 10/8: Denison AJC
- 10/13: Denison AJC
- 10/15: Sioux City AJC
- 10/20: Denison AJC
- 10/27: Council Bluffs AJC
- 10/29: Fort Dodge AJC

Events & Observations

- 10/13: HUB Networking Event, Missouri Valley
- 10/29: Fort Dodge IowaWORKS event day, hosted with IVRS:
    - Celebrating Value and Talent, a National Disability Employment Awareness Month session on ADA and accommodations, with SHRM credit available
    - Grand Opening and Ribbon Cutting for the new Fort Dodge IowaWORKS location, open to the public with facility tours
    - Pathways & Possibilities Hiring Expo for area employers and job seekers

Iowa Plains Referrals

October had 178 referrals, with 25 self-referral form submissions included in the program counts as applicable below.

Program	# Referrals
American Indian Council	1
GAP/PACE	6
HSED/ESL/ABE	25
IDB	0
IVRS	16
Job Corps	0
SCSEP	6
SNAP E&T	14
Ticket to Work	0
Title I Adult/Dislocated Worker	87
Title I Youth	14
Title III	0
Unknown	9
TOTAL	**178**

Current OSO Initiatives

Current initiatives the OSO is leading or supporting:

- Referral Quality Training: completed 10/28. Ops managers are checking referrals regularly.
- Local Core Partner Meetings transitioning to self-sufficient
- 2027 Wednesday training calendar
- Iowa System Alignment Integration Assessment: OSO serves as the Iowa Plains point of contact (POC)
- Update and launch the Iowa Plains Business Survey
- Equal Opportunity (EO) Officer role transitioning to the OSO, effective 11/1/2026. The EO Officer receives, investigates, and reports discrimination complaints, trains staff on equal opportunity best practices, and reviews IowaWORKS job postings to make sure equal opportunity law is followed.

QUARTERLY PROGRESS REPORT

OPPORTUNITY STARTS HERE

PY26 Q1: July to September 2026

Iowa Plains Executive Committee

November 13, 2026



Our Purpose

We're here to build a workforce that gives our businesses confidence and our communities opportunity.

PILLAR 1

Build the Pipeline



Opportunity starts by preparing tomorrow’s workforce.

Are we building tomorrow's workforce, or reacting to shortages?

PILLAR 2

Close the Gap



Opportunity grows when barriers shrink.

Are we closing the distance between available jobs and ready workers?

PILLAR 3

Lead With Accountability



Opportunity requires engagement, not just updates.

Are we actively shaping workforce strategy, or just reviewing it?

PILLAR 1: Build the Pipeline

Opportunity starts by preparing tomorrow's workforce.

As a committee, we will	What happened this quarter
Expand work-based learning and apprenticeships	Committee voted to make Iowa Plains a Registered Apprenticeship intermediary (Aug 14). Standards for RN and Medical Lab Tech are in development with Crawford County Memorial Hospital.
Strengthen career pathways aligned to high-demand industries	NW Iowa Manufacturers sector partnership held its first meeting (Oct 13). Health care occupations being explored for RA.
Increase youth engagement and credential attainment	New youth outreach package presented (Aug 14). Each center now has a dedicated Title I youth staff member.
Strengthen alignment with high schools and community colleges	Career planners presenting at local schools and iJAG. The new sector partnership named working with schools on employability skills as its top priority.



Pillar 1 Results

Metric	Latest	Prior	Trend
New WBL placements	5 (Jul to Sep)	5 (Apr to Jun)	Steady
Youth credential attainment (goal 62%)	14.3% (PY25 Q4)	25.0% (Q3), 33.3% (Q2)	Down
Registered Apprenticeship	Approved as an RA intermediary; first 2 occupations in development		Counts start next quarter
Sector partnerships	1 new: NW Iowa Manufacturers (7 employers attended, 5 more interested)	0	New

What the data shows so far: We're putting the building blocks in place (an RA intermediary and a first sector partnership), but placements are flat and youth credentials are well below goal. We're starting to build tomorrow's workforce, not yet at scale.

Pillar 2: Close the Gap



Opportunity grows when barriers shrink.

As a committee, we will	What happened this quarter
Address skill gaps, both technical and soft skills	Employer roundtable on the soft skills employers need most (Aug 14): teamwork, showing up on time, communication, workplace etiquette.
Strengthen employer engagement in OJT and other WBL	3 employers took on their first WBL placement this quarter.
Improve coordination across workforce partners	Local partner meetings moved to monthly. BOOST Restart, JVSG, and Home Base Iowa presented to the committee (Sep 11).
Reduce barriers to employment (transportation, childcare, access)	Mobile Workforce Unit on site for DOT seasonal hiring (Sep).



Pillar 2 Results



Measure	Adult	Dislocated Worker	Youth
Employed 2nd quarter after exit	87.4% (goal 75.5%) **Met**	92.9% (82.5%) **Met**	78.6% (75.0%) **Met**
Employed 4th quarter after exit	71.9% (75.0%) **Close**	77.8% (85.0%) **Close**	70.0% (75.0%) **Close**
Credential attainment	80.0% (75.0%) **Met**	70.6% (73.0%) **Close**	14.3% (62.0%) **Below**
Measurable skill gains	71.9% (65.0%) **Met**	62.5% (65.0%) **Close**	45.0% (55.0%) **Below**

Key: **Met** = at or above goal. **Close** = below goal but within 90% of it. **Below** = under 90% of goal.

Goals shown are the state-negotiated goals for PY25 Q4. New PY26 goals are higher for 8 of 12 measures.

Pillar 2 Results: Employer Engagement



Metric	Jul to Sep	Apr to Jun	Change
Employers with a new WBL placement	5 (3 new, 2 returning)	5	Steady; 3 new employers
Employers served across Iowa Plains	718	Not tracked yet	Starting point
Services provided to employers	2,848	Not tracked yet	Starting point

What the data shows so far: People who receive services are getting jobs, and more employers are engaged. The gap that remains is keeping people employed into the 4th quarter and helping youth earn credentials.

Pillar 3: Lead With Accountability

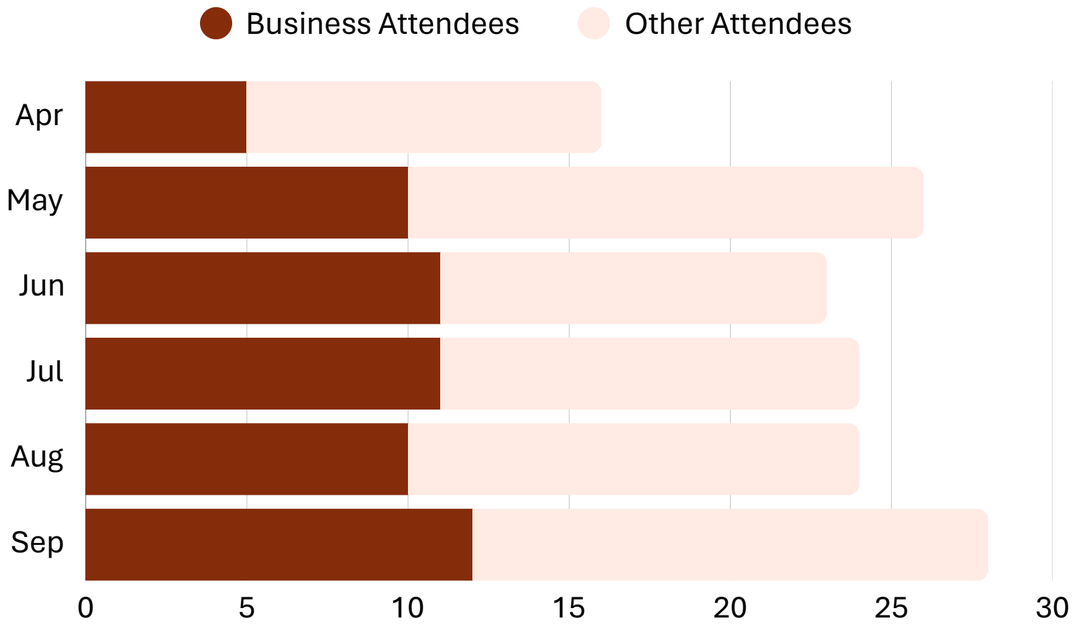
Opportunity requires engagement, not just updates.

We will	What happened this quarter
Focus on measurable outcomes, not just activity	This pillar report launched. New Title I goals were formalized in October, giving us clear goals to aim for.
Elevate employer voice in committee discussions	Employer roundtables at each meeting (soft skills in August, AI in September). Employer spotlights: Country Maid (Jul 10), with Essentia Protein Solutions following in October.
Use data to inform direction and priorities	Committee reviewed Title I funding and carryover goals (Aug 14) before voting on the RA intermediary.
Increase participation and engagement across sectors	Cass Health (healthcare) and Moveero (manufacturing) joined in July. Cass Health is the only healthcare employer at meetings since April.



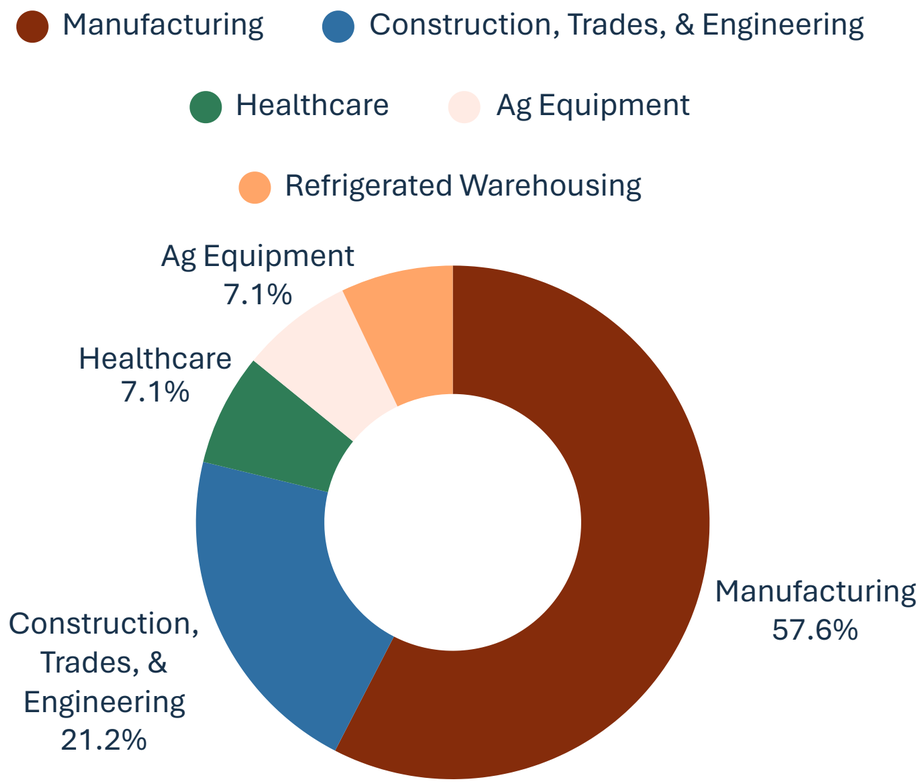
Pillar 3 Results

ATTENDANCE BY MEETING



Business attendance averaged 11.0 per meeting in Jul to Sep, up from 8.7 in Apr to Jun.

INDUSTRIES REPRESENTED



Businesses represented in the Executive Committee Jul to Sep (14 businesses)

What the data shows so far: We're starting to shape strategy. More employers are showing up, and the committee took action this quarter with the RA vote and a new employer-led partnership. Setting targets for our own metrics would be the next step.

What Success Looks Like In 2026

Success in 2026	Where we are	Evidence
More employers actively engaged	Progressing	Business attendance up from 8.7 to 11.0 per meeting; 718 employers served across Iowa Plains; 3 new WBL employers
Increased work-based learning placements	Flat	5 placements in each quarter
Stronger credential attainment	Mixed	Adult above goal (80.0%); Dislocated Worker close (70.6%); Youth well below (14.3%)
Improved employment outcomes	Mixed	2nd quarter employment above goal in all 3 programs; 4th quarter just under goal in all 3
A workforce pipeline businesses can trust	Early	RA intermediary approved; first sector partnership launched

Challenges and Asks

Challenge	Ask of the committee
Youth credential attainment (14.3%) and skill gains (45.0%) are below goal	Help identify short-term, industry-recognized credential options for youth, and connect youth to employers through the sector partnership and RA
WBL placements are flat at 5 per quarter	How can we make this easier for employers to utilize this opportunity? Employer members: consider a WBL placement or refer a peer employer
WBL placements, RA, sector partnerships, and attendance have no targets	Set 2026 targets for the metrics without negotiated goals
No transportation or childcare activity this quarter	Which barrier should we focus on first?

Appendix

Detailed tables • Methods • Sources

A1. Title I outcomes, PY25 Q2 to Q4

Single-quarter rates as reported by Title I, with the state-negotiated goal for that quarter in parentheses. The last column shows the new PY26 negotiated goal, from the Iowa Plains WIOA Negotiated Levels of Performance for PY26 and PY27.

Program	Measure	Q2 (goal)	Q3 (goal)	Q4 (goal)	PY26 goal
Adult	Employed 2nd quarter	79.7% (75.0%)	83.5% (75.5%)	87.4% (75.5%)	78.00%
Adult	Employed 4th quarter	72.1% (73.5%)	68.8% (75.0%)	71.9% (75.0%)	76.00%
Adult	Credential attainment	76.5% (75.0%)	72.2% (75.0%)	80.0% (75.0%)	75.00%
Adult	Measurable skill gains	60.0% (65.0%)	60.2% (65.0%)	71.9% (65.0%)	69.00%
Dislocated Worker	Employed 2nd quarter	88.9% (82.0%)	90.3% (82.5%)	92.9% (82.5%)	83.00%
Dislocated Worker	Employed 4th quarter	79.5% (84.0%)	78.9% (85.0%)	77.8% (85.0%)	85.00%
Dislocated Worker	Credential attainment	86.2% (72.0%)	77.2% (73.0%)	70.6% (73.0%)	74.50%
Dislocated Worker	Measurable skill gains	61.1% (63.0%)	60.8% (65.0%)	62.5% (65.0%)	70.00%
Youth	Employed 2nd quarter	60.0% (74.5%)	76.9% (75.0%)	78.6% (75.0%)	75.50%
Youth	Employed 4th quarter	77.8% (73.0%)	61.5% (75.0%)	70.0% (75.0%)	75.50%
Youth	Credential attainment	33.3% (61.0%)	25.0% (62.0%)	14.3% (62.0%)	57.00%
Youth	Measurable skill gains	35.0% (50.0%)	42.1% (55.0%)	45.0% (55.0%)	53.00%

A2. Work-based learning

- Apr to Jun: 3 Work Experience and 2 On-the-Job Training placements, 5 employers.
- Jul to Sep: 3 Work Experience and 2 On-the-Job Training placements, 5 employers (3 new, 2 returning).
- Counts are new placements by start date. Incumbent Worker Training (3 participants) isn't counted as WBL.
- Returning = an employer with a WBL placement before this quarter. New vs. returning isn't available for Apr to Jun.

A3. Meeting attendance method

- Counted every name listed under "In Attendance" in the posted minutes.
- Business = a private employer. Not counted as business: IWD and state staff, Vocational Rehabilitation, LifeSkills Connection, community colleges, Harrison County Development, and guest presenters (BOOST Restart).
- A percent of members present isn't shown. The available member roster (March 2026) predates new members added in May and July.
- The April attendance list may be incomplete in the minutes.

A4. Industry categories (Jul to Sep)

Companies are grouped by what they do, not who their customers are.

Industry	Businesses
Manufacturing	American Athletic, CJ Bio America, Country Maid, Essentia Protein Solutions, Merrill Manufacturing, Moveero, Parker Hannifin, Precision Pulley & Idler (PPI)
Construction, trades, and engineering	Elevate Roofers, Interstates, McClure Engineering
Healthcare	Cass Health
Ag equipment sales and service	K.C. Nielsen
Refrigerated warehousing and food processing	Quality Refrigerated Services

Apr to Jun also included BUNN (manufacturing), Gilbert Home Comfort, and Ten Point Construction (construction and trades). Cass Health, McClure Engineering, and Moveero were new in Jul to Sep.

A5. Sources

No public links exist for these figures; they are internal partner reports and posted minutes.

Data	Provided by	Source
Title I outcomes, WBL placements	Omar Valentine, Title I	Performance Outcomes PY2025 Q4 file; PY25 Q2 and Q3 tables (email, 10/22/2026)
WBL new vs. returning employers	OSO	WBL employer list, matched to Title I counts
Employer engagements, services	Maria Morales, BEC team	Email, Oct 2026
RA, sector partnership	Kathy Leggett, Registered Apprenticeship	Email, Oct 2026
Attendance, industry mix, activities	OSO	Committee minutes, April to September 2026
Pillars, activities, questions	Executive Committee	2026 Iowa Plains Executive Committee Framework