

REGIONAL WORKFORCE INVESTMENT BOARD
MEETING MINUTES

SEPTEMBER 24, 2015
BHFO
CEDAR RAPIDS, IOWA

RWIB Board Members Present: Marcel Kielkucki, Linda Langston, Patty Manuel, Shelley Parbs, Kristy Lyman

RWIB Board Members Absent: Gary Dunham, Wayne Frauenholtz, Terry Jones, Steve Olson, Michelle Payne, Julie Perez, Mark Schneider, Susie Weinacht

RWIB Ex-Officio Members: Laurie Worden, Judy Stoffel

STAFF: Carla Andorf, Kim Becicka, Scott Mather

GUESTS: Jolene Bruno, Jamie Swacker

The meeting was called to order by Vice Chair Patty Manuel at 10:05 am. The RWIB board did not meet quorum.

Patty Manuel asked everyone present to introduce themselves.

There was not quorum so we did not approve the agenda or the consent agenda.

Patty Manuel asked if there was any correspondence to share. There was none.

Patty Manuel asked if there were any member announcements. Carla Andorf stated that there will be a follow-up session to the June WIOA transition meeting on October 29 from 9am-4pm in Des Moines.

Carla Andorf reviewed the WIA Training Provider applications for Kirkwood Community College for their following programs: Computer Software Development and Gas Metal Arc Welding Short Circuit Transfer. If approved, this will allow clients to receive WIOA funding for these programs. Since we did not have quorum, we will table this motion to a future meeting.

Carla Andorf explained how she would like to use WIOA transition funds for consultation and training. We have received \$8000 to use for this initiative; it must be spent by June 30, 2016. She would like to bring Greg Newton in for a two-day session; the fee would be approximately \$6000. Greg led the earlier statewide training that was done in June. Since we did not have quorum, we will table this motion to a future meeting.

Jamie Swacker discussed the Ticket to Work funding. The board needs to identify what agency will be the fiscal agent for the funds that will be spent in Region 10. Since we did not have quorum, we will table this motion to a future meeting.

Carla Andorf gave an update on the Strategic Plan and Regional Workforce Goals progress. She highlighted some of the key learnings from the statewide transition training done in June: we will rewrite our customer service plan, the key groups all share the same customers so we should share costs; and more guidance will be coming from the state on the process.

Kim Becicka reviewed the Grants Report. The financials and enrollments were reviewed for the GAP, WBF and JRWA programs. The Walmart Brighter Futures grant will end in November; we feel confident we will meet our metrics. The Job Ready, Willing and Able grant is extended through March 2017.

Carla Andorf reviewed the WIA enrollment and financial reports. These reports show our performance measures for enrollment and financial goals. She also announced that Laura Donovan has left Kirkwood; she has hired a new Operations Manager who will be at our December meeting.

Scott Mather reviewed the Region 10 Iowa Workforce Development report for June through August. This report reviewed registrations, job listings and unemployment insurance. Also highlighted were the recruiting events assisted by the Employer Services team. He also discussed the HyVee Career Fair that was very successful.

The meeting adjourned at 10:50 pm. A tour of the BHFO facility was given.

Upcoming Meetings:

CEO/RWIB, December 3, 2015, 10am-noon, IowaWORKS



RWIB MEETING
SEPTEMBER 24, 2015
10:00 AM – 11:30 AM

NOTE
MEETING
LOCATION!!

BHFO ←
4520 20th AVE SW, CEDAR RAPIDS, IOWA

AGENDA

1. CALL TO ORDER
2. INTRODUCTION OF MEMBERS AND GUESTS
3. MOTION TO APPROVE AGENDA
4. MOTION TO APPROVE CONSENT AGENDA (SEE ATTACHMENT A)
 - JUNE 25, 2016 RWIB MEETING MINUTES
5. CORRESPONDENCE
6. MEMBER ANNOUNCEMENTS
7. MOTION TO APPROVE THE FOLLOWING WIA TRAINING PROVIDERS AND THEIR RESPECTIVE PROGRAMS – CARLA ANDORF (SEE ATTACHMENT B)
 - KIRKWOOD COMMUNITY COLLEGE
 - COMPUTER SOFTWARE DEVELOPMENT A.A.S.
 - GAS METAL ARC WELDING SHORT CIRCUIT TRANSFER
 - PHLEBOTOMY TRAINING COURSE
8. MOTION TO APPROVE USE OF WIOA TRANSITION FUNDS FOR WIOA CONSULTATION AND TRAINING – CARLA ANDORF
9. MOTION TO APPROVE TICKET TO WORK FUNDING – JAMIE SWACKER (SEE ATTACHMENT C)
10. STRATEGIC PLAN & REGIONAL WORKFORCE GOALS PROGRESS UPDATE – CARLA ANDORF (SEE ATTACHMENT D)
11. GRANTS REPORT – KIM JOHNSON (SEE ATTACHMENT E)
12. IowaWORKS FINANCIALS & ENROLLMENT GOALS – CARLA ANDORF (SEE ATTACHMENT F)
13. REGION 10 IowaWORKS REPORT – CARLOS VEGA/SCOTT MATHER (SEE ATTACHMENT G)
14. MOTION TO ADJOURN
15. TOUR OF BHFO – MUST WEAR CLOSED TOE SHOES

NEXT MEETING DATE IS: CEO/RWIB, DECEMBER 3, 2015, 10AM-NOON, IowaWORKS

REGIONAL WORKFORCE INVESTMENT BOARD
MEETING MINUTES

JUNE 25, 2015
IowaWORKS OFFICE
CEDAR RAPIDS, IOWA

RWIB Board Members Present: Gary Dunham, Wayne Frauenholtz, Terry Jones, Marcel Kielkucki, Patty Manuel, Shelley Parbs, Mark Schneider, Kristy Lyman, Susie Weinacht

RWIB Board Members Absent: Bill Hanes, Linda Langston, Steve Olson, Michelle Payne, Julie Perez

RWIB Ex-Officio Members: Allison Antes, Maureen Devine, DaLayne Williamson

STAFF: Carla Andorf, Kim Becicka, Laura Donovan, Scott Mather

The meeting was called to order by Vice Chair Patty Manuel at 10:10 am. The RWIB board met quorum.

Patty Manuel asked everyone present to introduce themselves.

Patty Manuel asked for a motion to approve the agenda. M/S/C, Gary Dunham, Mark Schneider, agenda approved.

Patty Manuel asked for a motion to approve the consent agenda. M/S/C, Marcel Kielkucki, Terry Jones, motion approved.

Patty Manuel asked if there was any correspondence to share. Information on the Quality Assurance Review was shared.

Patty Manuel asked if there were any member announcements. Carla Andorf gave an update on the layoffs in our area and how we are working with these companies. They have developed web pages linked to Kirkwood's county center pages where individuals impacted by these layoffs can get more information on the services that IowaWORKS can provide.

Carla Andorf reviewed the designation of local WIOA areas. This will allow us to continue with our current local area designation as we enter into WIOA. Patty Manuel asked for a motion to approve the designation of local WIOA areas which will maintain our local service area. M/S/C, Gary Dunham, Marcel Kielkucki, motion approved.

Carla Andorf reviewed the designation of local board members. This will allow us to continue with our current local RWIB structure as we enter into WIOA. Patty Manuel asked for a motion to approve the designation of local board members and maintain the current board composition. M/S/C, Gary Dunham, Kristy Lyman, motion approved.

Discussion was held on filling the labor representative seat on the Executive Committee. Patty Manuel asked for a motion to approve Susie Weinacht to the Executive Committee. M/S/C, Gary Dunham, Mark Schneider, motion approved.

Carla Andorf discussed the labor seat vacancy and reviewed the nomination possibilities. We are looking for a Male, Democrat. The state is changing the nomination process and up until September 30 we will only need to submit one nomination. This information will be taken to the CEO Board and/or Executive Council for further action.

Discussion was held on possible locations for our September field trip. BHFO is interested in hosting our group. The board confirmed that they would like to tour BHFO.

Carla Andorf gave an update on the Strategic Plan and Regional Workforce Goals progress.

Kim Becicka reviewed the Grants Report. The financials and enrollments were reviewed for the GAP program; we will meet our goals.

Laura Donovan reviewed the WIA enrollment and financial reports. These reports show our performance measures for enrollment and financial goals. We will have to keep our WIA funds separate from WIOA funds. She will be scheduling an Audit Committee meeting soon. Their spring fiscal monitoring review went well.

Scott Mather reviewed the Region 10 Iowa Workforce Development report for March and April. This report reviewed registrations, job listings and unemployment insurance. Also highlighted were the recruiting events assisted by the Employer Services team.

Bob Snyder gave a presentation on the state of Iowa apprenticeship program.

Patty Manuel asked for a motion to adjourn the meeting. M/S/C, Terry Jones, Marcel Kielkucki, motion approved.

The meeting adjourned at 11:05 am.

State of Iowa
Iowa Workforce Development
Workforce Center Administration
1000 East Grand Avenue
Des Moines, IA 50319

This is an application for INITIAL approval to participate as an Eligible Training Provider under the Workforce Investment Act (WIA) of 1998, Public Law 105-220, Department of Labor, Employment and Training Administration, 20 CFR Parts 652-671. Approval as an Eligible WIA Training Provider does not represent an endorsement or accreditation of the programs offered by the Eligible Training Provider.

INSTRUCTIONS: After completing and signing the application form below, Training providers should submit it to their regional Workforce Development office. Addresses for regional Workforce Development offices can be found at <http://www.iwd.state.ia.us/wia/regioninfo.html>.

PART I - GENERAL INFORMATION

Date Of Application	July 15, 2015		
Name of Institution	Kirkwood Community College		
Address	6301 Kirkwood Blvd SW Cedar Rapids, IA 52404		
Telephone Number	319-398-5517	Fax	
Location of Training Facility	Kirkwood main campus, Cedar Rapids (above address)		
Name of Chief Executive Officer	President: Mick Stricevich		
Program Contact Information	Business & IT Department		
Telephone Number	(319) 398-5416	Email Address	business@kirkwood.edu
Is your organization a post-secondary educational institution eligible under the Higher Education Act (HEA) or registered under the National Apprenticeship Act (NAA)? ☒ Yes ☐ No			

PART II (a) - PROGRAM INFORMATION

Please provide a brief description of each program for which you are applying, including:

A. Program Name	Computer Software Development A.A.S.		
B. A brief program description	This degree helps graduates enter the growing and well-paid field of computer programming. Students learn various phases of software development including how to design, write, test and document computer programs with a variety of tools. (Java, C++ and SQL) Students also learn internet programming with ASP, JSP, HTML, CSS, JavaScript technologies.		
C. Length of Program	Five semesters	Total Credit Hours Required	65

D. What is the method of delivery?

☒ Classroom ☐ Computer-Based CD-Rom ☐ Distance (TV/Satellite/Cable) ☐ Self-Study (Correspondence)

☐ Web-Based (Internet) URL Address
PROGRAM COSTS:

1a. Tuition (per credit hour)

\$148 (2015-16 year)

1b. Tuition (Out-of-State, per credit hour)

\$178 (2015-16 year)

2. Supplies, including tools, uniforms, etc.

NA

3. Fees, including laboratory, student rentals, deposits

\$25 per semester

4. Miscellaneous charges

Books ~ \$500/semester

5. Average cost per year for program

(Tuition/Fees) \$4959

6. Total cost to complete this program

(Tuition/Fees) \$9745

Please use additional pages if necessary.

PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION

If you are a post-secondary education institution eligible under the Higher Education Act (HEA) or registered under the National Apprenticeship Act (NAA), please place a checkmark next to the description that applies to your institution and submit only these two (2) pages for initial certification. Prior to the expiration of this initial certification, you will receive instructions regarding subsequent eligibility.

☒ Post-Secondary Educational Institution registered under HEA

☐ Registered under the National Apprenticeship Act (NAA)
CERTIFICATION

Sharon Blanchard

Name

certify that I am the

Department Coordinator

of the training

Title

Institution named herein and further certify that the information contained in this application is true and correct. All supporting documentation is true and factual.

Sharon A Blanchard

Signature

7/15/15

Date

If you are a Training Institution applying for program certification, applications must be forwarded to Regional Workforce Investment Board for consideration. Non-RWIB approved applications received directly from Training Institutions to the address below will not be processed and with no further notification.

FOR RWIB USE ONLY

Date Received by RWIB

9-15-15

Date Approved by RWIB

Application Date

7-15-15

Date RWIB Submitted to IWD

Region #:

10

Authorized RWIB Signature

The RWIB-approved form must be sent to: Michaela Rotert, Iowa Workforce Development, 1000 East Grand Avenue, Des Moines, IA 50319

**State of Iowa
Iowa Workforce Development
Workforce Center Administration
150 Des Moines Street
Des Moines, IA 50309**

This is an application for INITIAL approval to participate as an Eligible Training Provider under the Workforce Investment Act (WIA) of 1998, Public Law 105-220, Department of Labor, Employment and Training Administration, 20 CFR Parts 652-671. Approval as an Eligible WIA Training Provider does not represent an endorsement or accreditation of the programs offered by the Eligible Training Provider.

INSTRUCTIONS: After completing and signing the application form below, Training providers should submit it to their regional Workforce Development office. Addresses for regional Workforce Development offices can be found at <http://www.iwd.state.ia.us/wia/regioninfo.html>.

PART I - GENERAL INFORMATION

Date Of Application 9/4/15

Name of Institution Kirkwood Community College

Address 6301 Kirkwood Blvd SW

Telephone Number 319-398-1022 Fax 319-398-5432

Location of Training Facility 6301 Kirkwood Blvd SW

Name of Chief Executive Officer Kim Beeicka

Program Contact Information Kim Beeicka

Telephone Number 319-398-1022 Email Address Kim.beeicka@kirkwood.edu

Is your organization a post-secondary educational institution eligible under the Higher Education Act (HEA) or registered under the National Apprenticeship Act. (NAA)? ☒ Yes ☐ No

PART II (a) - PROGRAM INFORMATION

Please provide a brief description of each program for which you are applying, including:

A. Program Name Gas Metal Arc Welding Short Circuit Transfer

B. A brief program description see attached

C. Length of Program 46 contact hours Total Credit Hours Required _____

D. What is the method of delivery?

Attachment B, Page 4

☒ Classroom ☐ Computer-Based CD-Rom ☐ Distance (TV/Satellite/Cable) ☐ Self-Study (Correspondence)

☐ Web-Based (Internet) URL Address _____

PROGRAM COSTS:

1a. Tuition (per credit hour)

\$ 1,049

1b. Tuition (Out-of-State, per credit hour)

2. Supplies, including tools, uniforms, etc.

\$ 200

3. Fees, including laboratory, student rentals, deposits

4. Miscellaneous charges

5. Average cost per year for program

6. Total cost to complete this program

\$1,249

Please use additional pages if necessary.

PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION

If you are a post-secondary education institution eligible under the Higher Education Act (HEA) or registered under the National Apprenticeship Act (NAA), please place a checkmark next to the description that applies to your institution and submit only these two (2) pages for initial certification. Prior to the expiration of this initial certification, you will receive instructions regarding subsequent eligibility.

☒ Post-Secondary Educational Institution registered under HEA

☐ Registered under the National Apprenticeship Act (NAA)

CERTIFICATION

I, Kim Becicka certify that I am the Vice President of the training
Name Title

Institution named herein and further certify that the information contained in this application is true and correct. All supporting documentation is true and factual.

Kim Becicka
Signature

9-14-15
Date

If you are a Training Institution applying for program certification, applications must be forwarded to Regional Workforce Investment Board for consideration. Non-RWIB approved applications received directly from Training Institutions to the address below will not be processed and with no further notification.

FOR RWIB USE ONLY

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9-15-15

Date Approved by RWIB

Application Date

9-4-15

Date RWIB Submitted to IWD

Region #:

10

Authorized RWIB Signature _____

The RWIB-approved form must be sent to: Michaela Rotert, Iowa Workforce Development, 150 Des Moines Street, Des Moines, IA 50306

Gas Metal Arc Welding Short Circuit Transfer

Teaches proper weld safety, machine setup and welding techniques for gas metal arc welding using short arc, spray metal transfer methods. Students perform American Welding Society compliant welds on mild steels in the flat and horizontal positions. AWS welder certification can be earned upon passing the AWS welder certification testing the 2G position. To successfully complete this course, students must pass all required components as this class qualifies as a pathway into a Kirkwood credit program. The AWS welders certification test cost is included in the course tuition.

**State of Iowa
Iowa Workforce Development
Workforce Center Administration
150 Des Moines Street
Des Moines, IA 50309**

This is an application for INITIAL approval to participate as an Eligible Training Provider under the Workforce Investment Act (WIA) of 1998, Public Law 105-220, Department of Labor, Employment and Training Administration, 20 CFR Parts 652-671. Approval as an Eligible WIA Training Provider does not represent an endorsement or accreditation of the programs offered by the Eligible Training Provider.

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Address 6301 Kirkwood Blvd. SW

Telephone Number 319-398-1022 Fax 319-398-5432

Location of Training Facility 6301 Kirkwood Blvd SW

Name of Chief Executive Officer Kim Becicka

Program Contact Information Kim Becicka

Telephone Number 319-398-1022 Email Address Kim.becicka@Kirkwood.edu

Is your organization a post-secondary educational institution eligible under the Higher Education Act (HEA) or registered under the National Apprenticeship Act, (NAA)? ☒ Yes ☐ No

PART II (a) - PROGRAM INFORMATION

Please provide a brief description of each program for which you are applying, including:

A. Program Name Phlebotomy Training Course

B. A brief program description see attached

C. Length of Program 140 contact hours Total Credit Hours Required _____

D. What is the method of delivery?

+ clinical

☒ Classroom ☐ Computer-Based CD-Rom ☐ Distance (TV/Satellite/Cable) ☐ Self-Study (Correspondence)

☐ Web-Based (Internet) URL Address _____
PROGRAM COSTS:

1a. Tuition (per credit hour) _____

\$999

1b. Tuition (Out-of-State, per credit hour) _____

2. Supplies, including tools, uniforms, etc. _____

3. Fees, including laboratory, student rentals, deposits _____

4. Miscellaneous charges _____

5. Average cost per year for program _____

6. Total cost to complete this program _____

\$999

Please use additional pages if necessary.

PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION

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☒ Post-Secondary Educational Institution registered under HEA

☐ Registered under the National Apprenticeship Act (NAA)
CERTIFICATION

I, Kim Becicka certify that I am the Vice President of the training
 Name Title

Institution named herein and further certify that the information contained in this application is true and correct. All supporting documentation is true and factual.

Kim Becicka
 Signature

9-14-15
 Date

If you are a Training Institution applying for program certification, applications must be forwarded to Regional Workforce Investment Board for consideration. Non-RWIB approved applications received directly from Training Institutions to the address below will not be processed and with no further notification.

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9-15-15

Date Approved by RWIB _____

Application Date

9-4-15

Date RWIB Submitted to IWD _____

Region #:

10

Authorized RWIB Signature _____

The RWIB-approved form must be sent to: Michaela Rotert, Iowa Workforce Development, 150 Des Moines Street, Des Moines, IA 50309

Phlebotomy Training Course

This non-credit program prepares students to function as a phlebotomist in a medical laboratory setting. Students will learn to obtain blood specimens via primary phlebotomy techniques in order to facilitate collection and testing. Course content includes anatomy and physiology of the circulatory system, medical terminology prefixes and suffixes, abbreviations and customer service skills. Class consists of classroom work, graded tests and quizzes, and lab practical followed by an 80 hour clinical experience in a laboratory setting. Included in the cost of the course is a certification exam, which students may take upon successful course completion. Successful passing of the exam results in the Phlebotomy Technician Certification (CPT), which is accredited by the National Commission for Certifying Agencies (NCAA) and issued through the National Health Career Association (NHA).

September 24, 2015

Linda Rouse
Veteran Program Manager
IHCC N. Campus
15260 Truman Street
Ottumwa, Iowa 52501

Dear Linda,

The Region 10 Workforce Board is participating in the Iowa Workforce Partners Employment Network, through the Social Security Administration's Ticket to Work Program. We have identified Kirkwood Community College to serve as the Board's sub-recipient for the Ticket to Work funds. This entity will invest the resources generated to enhance our region's ability to include individuals with disabilities in employment. The Region 10 WIB has established Kirkwood Community College as its fiscal agent to handle the Ticket to Work funds coming to this region. This applies to funds generated during PY14.

Sincerely,

Linda Langston
Region 10 Workforce Board, Chair

**Regional Workforce Investment Board
Strategic Plan and Regional Workforce Goals**

Vision

Providing an efficient, effective and convenient system for job-seekers to find jobs; employers to locate new workers; and job-seekers and employers to access information that will assist them in developing their career and business plans.

Mission

We are contributing to the quality of life in Iowa's Creative Corridor by connecting employers, job seekers and workers to workforce solutions.

Strategic Areas

- **Community Awareness:** Improve and increase collaborative partnerships in the region. Develop greater awareness of and informed appreciation for the workforce system's services, including enhanced services recently implemented.
- **Preparation of the Workforce:** Design, develop, and offer training and education to prepare the current and future workforce for evolving employment and skill requirements of local industries, small businesses, and regional industry clusters. Efficiently connect members of the regional workforce who need this training and education to the right programs and providers.
- **Business Engagement:** Engage more effectively and widely, and collaborate more extensively with employers in workforce planning. Connect them efficiently with job seekers and skill seekers to ensure that workforce resources are aligned with employers' needs and the region's foundational and emerging industry clusters.

1.0 Community Awareness			
1.1 Marketing: Develop a communication plan to increase the awareness of the workforce system's services and products among employers, job seekers and workers.			
Action Step	Timeline	Responsible Party	Status
1.1.1 Develop a marketing campaign using social media tools (Linked In, Facebook, Twitter,	July 2013-June 2014	Kirkwood Community College & IowaWORKS Marketing Staff	July, 2013-Begun to actively use Facebook to announce events and services August, 2013-Working with KCC marketing to identify best

etc.) to increase awareness. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.			methods for distributing information including Facebook and Twitter. November-Meeting with Marketing. Will be reviewing our facebook pages and providing feedback. Offered to assist with our posts. June 2014-placing IowaWORKS bus ads in IC and CR. Developing an IowaWORKS brochure targeted towards businesses. November 2014-Developed computer basics brochure to help market to non-profits and customers the computer services we have....hard to convey to customers importance of computer skills in job search and on the job. This will help market. November-December 2014-Mail marketing campaign again with IowaWORKS information posted in Mall to encourage the million shoppers this season to check out IowaWORKS. May-Developing plans for Dislocated Worker mailing to promote construction NEG and other programming. Will announce program through social media as well.
1.1.2 Implement face-to-face marketing initiatives (see <i>action item 1.2.3</i>). Determine the deliverables and evaluation criteria. Document and review the process and outcomes.	February 2014-June 2014	RWIB Members	Complete tactic 3.2.2 first. January 2014-Need to begin planning of this activity at January RWIB meeting. January 30, 2014 RWIB-Reviewed list of potential presentations. Identified that ECI may be a best first presentation. Will finalize powerpoint and create a takeaway. March 2014-Presented to EIHRA (DaLayne) with about 40 attendees and HR Corridor Advisory (DaLayne and Demaris) with an estimated 10 attendees. As a result identified 1 person interested in serving on RWIB, 1 company asked for an in-house presentation of same information to rest of

			their team, and had many questions/one-on-one conversations after the presentation. June 2015-Plan to host Construction apprenticeship employer Lunch and Learn June 2015-Workgroup of RWIB members and other community partners to plan out lunch and learn with businesses/city leaders for July 2015. July and August 2015-Met with local apprenticeship training providers to share about IowaWORKS and the Construction NEG. September 2015-Outreach meeting to non-union construction shops to share about IowaWORKS and the Construction NEG. Holding one-on-one meetings. August 2013-Meeting with Marketing team to develop a marketing strategy to share information about IowaWORKS. This will include press releases. October-November-Marketing developing ads to promote training. Will go out in December. Will be marketing within Lindale Mall. 800,000 visitors to mall in December alone. Will have a banner promoting IowaWORKS and handouts available as take away when we are not open. December-Current-Using bus and mail ads. Will be promoting specific internal workshops coming up. Developing PowerPoint template slides for IowaWORKS, handout for job seekers and employers. Do we want to discuss doing a press release on what RWIB is doing through presentations and collecting needs of businesses to better serve them through IowaWORKS
1.1.3 Develop a media communication strategy and plan (op-ed pieces, press releases, newsletters) to feature the RWIB, the regional workforce regional workforce accomplishments. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.	December 2013-March 2014	Kirkwood & IowaWORKS Marketing Staff	

			offices? May 2014-Partnership opportunity for RWIB to coordinate with Advanced Manufacturing Sector Board on press releases to keep "hot jobs", especially in manufacturing, in the public eye. Presentation from Advanced Manufacturing Sector Board. September 2014-Advanced Mfg Sector Board-Featured on Made in America April 2015-Article in the CR Gazette highlighting the soft skills training offered at IowaWORKS.
1.2 Ambassadors: Have regular conversations with key employers to understand their workforce needs; provide them with targeted information about the workforce system; and encourage their candid feedback about the regional workforce plan, and the products and services provided by IowaWORKS.			
Action Step	Timeline	Responsible Party	Status
1.2.1 Establish protocols for outreach by RWIB board members (roles, materials, talking points, FAQ's, etc.). Determine the deliverables and evaluation criteria. Document and review the process and outcomes.	February 2014-June 2014	CEO/RWIB Executive Council	Complete tactic 3.2.2 first. • Need to develop canned presentation on IowaWORKS services, Strategic plan and board role • Could have ECI coordinate this presentation to larger groups of employers as ECI has a goal of conducting 12 events per year. January 2014-Board will identify target audiences for presentation and begin process of training on presentation and scheduling presentations March 2014-Presented to EIHRA and HR Corridor Committee. May 2014-Goal to identify targeted employer groups by July 1 for FY 15 Presentations. Will report back on progress during June RWIB Meeting.

			June 2014 Report out-HR Corridor Group, ask ICAD for speaking ideas/presentation options, ECI IC and CR, outreach to rural economic developers. Scott completed presentation at MEDCO June 2014. December 2014-Would it be beneficial for the board to look at attending a one-stop partner meeting or doing a presentation to one-stop partners about upcoming changes and how we can partner together to meet new law. January 2015-One-Stop Partner Group met to review new requirements of law, identify current services meeting law and where need more services. Discuss having an RWIB/One-Stop meeting together March 2015. March 16, 2015-One Stop partner meeting. Finished assessment of local services. Identified several ways to partner together to enhance services. May 2015-Ask board members for ideas/assistance reaching out to construction apprenticeship companies Complete 3.2.2 first. January 2014-Need to identify ambassadors and set up training schedule for Feb-Mar Complete as needed for ambassadors.
			Complete 3.2.2 first. Mar-June 2014-Once ambassadors are trained will begin scheduling with target audiences identified by board. March 2014-Demarlis and DaLayne have served in this role so far. Will continue to reach out to board members as the need arises.

and review the process and outcomes.			June 2015-Scott and Carla presented the board presentation to the Advanced Manufacturing Sector Board. Promoted services, discussed the role of the RWIB, and shared about the upcoming strategic planning process and the role the sector board could play in helping develop workforce services for the region.
1.3 Networking: Support and use more effectively the region's formal and informal networks of education providers, businesses (small and large), and workers to improve awareness of the regional workforce plan and workforce services and products. Improve connections between employers and job seekers to achieve better alignment of service delivery that addresses documented needs			
Action Step	Timeline	Responsible Party	Status
1.3.1 The RWIB (with workforce partners) will develop, host and convene at least one workshop about career tools and workforce services available through IowaWORKS for area K-12 counselors/instructors at state/regional conferences. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.	January 2014-June 2014	Kirkwood & IowaWORKS Staff with Ambassadors	Partner with IowaWORKS Employer Services team when presenting to schools. Bring in 1-2 RWIB members. May 2014-Employer Services continues to reach out to schools to share about workforce tools and services. Presenting an auto tech certificate program plus internship for youth. Students will be able to earn a Snap-on ® credential plus do some career exploration through the internship. June 2014-11 students started June 16. July 2014-Youth auto tech certificate: 11 started, 10 obtained at least 1 certificate or credential. 11 began internships with 10 successfully completing their internship. Two students were hired on by their employer. Of the 10 who completed 3 moved into credit training, 6 are continuing their high school studies or HiSET programming. 1 is focusing on working. November 2014-Adv Mfg Sector Board-focus on reaching K12. IowaWORKS staff volunteering on these break out work groups including K12 involvement. Scott and team are continuing to meet with schools to share about NCRC and

			facilitate testing.
			September 2015-Met with Metro to discuss linkages between high school students interested in pre-apprenticeships and workshops available to them through IowaWORKS.
1.3.2 Host at least one workshop about career tools and workforce services available through IowaWORKS for small businesses in the region. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.	February 2014-June 2014	Kirkwood, IowaWORKS Staff, Ambassadors, and the Employer Council of Iowa (ECI)	Target Culture Conference-have a breakout for IowaWORKS team and RWIB on career tools and services available. Possibly host an ECI session on this topic. Being done in one-on-one meetings by IowaWORKS Employer Services team. Possible panel presenter at upcoming April 2014 "Building Inclusive Communities" workshop for entrepreneurs. April 2014-Employer Services team member was on panel for Building Inclusive Communities and shared information to potential or new entrepreneurs about business services available through IowaWORKS.
1.3.3 Host at least one workshop about career tools and workforce services available through IowaWORKS for job seekers and workers. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.	October 2013-March 2014	Kirkwood, IowaWORKS Staff, ECI Ambassadors	In development of a workshop that will do two things: - o Educate public on key workforce sector needs in area, services available at center to help them be marketable to those sectors - o Directly link those job seekers with those sectors in need of workers • Scheduled Logistics for October and Transportation for November-Recruiting employers now and creating agenda and flow. Also working with Marketing to share information with public. • Tape workshops and offer as link on website as resource for job seekers.

			October 30, 2013-Hosted a Logistics Information Session-Invited 13,000 IowaWORKS customers, 58 registered, 38 attended. Offered availability to return to learn more about services, especially training, and to meet one-on-one with a consultant. Twenty signed up to attend this session but only 1 attended. Have contacted the no shows and will report out in December what we have learned from those who did not show. February 2014-Hosted Customer Services career information session. 50 registered with 30 showing up. Nine moved onto additional training. Feb-Mar 2014-Conducted 2 information sessions for an employer created Class B Customer Service certificate. Had a total of 21 attendees. So far 2 are moving forward with the training program, and 2 more are receiving tuition assistance from a local employer who attended session to help identify potential candidates for his program. April and May 2014-Hosted two information sessions on Customer Service careers. Six different employers and 38 customers participated. Identified 7 who may move into employment or training for this career area. August 2014-Hosted several information sessions... Customer Contact careers, Logistics careers, Class B CDL x 2, Welding Careers in Vinton, Culinary Careers January 2015-Customer Contact (14 attendees), CNC Machining (15 attendees) February 2015-Culinary Careers planned. <i>Class canceled.</i> March 2015-Transportation and Logistics scheduled. April 2015-Customer Service Professional Career Information Session (3 employers and 20 attendees) May 2015-Transportation (especially Class A) Career Information Session (4 employers)
2.0	Preparation of the Workforce		

2.1 Engagement: Involve businesses and workforce leaders in discussions about the skills gap in the region. In the context of the ten workforce challenges identified in the region, specify the priority skills required for basic work-readiness as well as employment in specific industries and occupations in the region.			
Action Step	Timeframe	Assigned to	Status
2.1.1 Identify and invite business sector leaders to participate in discussions to identify regional workforce skills gaps/needs. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.	August 2013- October 2013	RWIB, CEO, Kirkwood, Corridor Alliance, IowaWORKS	Through coordination with local economic development groups and KCC a series of focus groups are being conducted in fall 2013 with UNI facilitating to identify needs/gaps. RWIB will be a part of these discussions. Focus groups will target businesses, job seekers, non-profits and education providers. RWIB focus group held on September 28, 2013 January 2014-Presentation in development to gather business input on their workforce skills gaps and needs. September 2014-Report in draft form, will be ready for use soon by board. January 2015-Meeting with one-stop partners to identify key service items from WIOA and discuss current services meeting and where region needs additional services. July, August, Sept 2015-Held meetings with construction contractors to learn of needs and develop linkages to workers through IowaWORKS to meet their requirements. December 2013-Based upon outcomes of focus groups, targeted high-demand jobs will be identified by RWIB and a pathway program implemented. October and November 2013 information sessions on Logistics and Transportation October and November 2013-Hosted Logistics information
2.1.2 Design, develop, implement, and sustain a comprehensive regional career pathway system targeted to high-demand, competitive wage jobs that meet the needs of employers, workers, and job seekers for designated industry	October 2013- June 2014	RWIB, CEO, Kirkwood, Corridor Alliance, IowaWORKS	

sectors. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.			session October 30. See outcomes in 1.3.3. Planned a Transportation information session November 20 but canceled due to low interest from participants. Contacted 12,000 participants but only had 3 sign up. February 2014-Customer service information session completed. 30 attendees with 9 entering training. Feb/March 2014-Class B Customer Service certificate info sessions completed with 21 attendees and 2 enrollments. April/May 2014-2 Customer Service information sessions held. 38 participated and 7 of the participants moving forward. August/September 2014-Hosted several information sessions. See section 1.3.3 December-Several information sessions coming up in Jan – Mar 2015. Transportation, Business/IT and Health care sector boards all working on a career pathway project which will guide the work of local staff. Adv Mfg Board is revisiting pathway and will be making updates. January-CNC and Customer Contact (Culinary scheduled for February) March 2015-Logistics, Class B and Class A session scheduled in March with a job fair as a part of the event. January 2014-Draft presentation developed for use with businesses to identify priority workforce needs and then will align IowaWORKS services to meet those needs. March 2014-Presented to EIHRA and HR Corridor Alliance.
2.1.3 Through an industry sector approach, conduct a labor market/workforce discussion with designated partners (<i>see action items 2.1.1 and 2.1.2</i>) to identify	October 2013- December 2013	RWIB	

priority workforce needs for industry sectors and occupations. Ensure that these discussions address alignment with the Iowa's Creative Corridor Regional Workforce Development Plan. Determine the deliverables and evaluation criteria. Document and review the process and outcomes.			May 2014-Will identify future business groups to present to about IowaWORKS services and engage them in a discussion on their workforce needs. June 2014-Advanced Manufacturing Sector Board presented at RWIB. Ongoing-IowaWORKS participation in Advanced Manufacturing Sector Board meetings. New IT Sector Board recently developed. Transportation and health care started as well.
2.2 Training and Education: Informed by the work of the Engagement Tactic Team, develop and endorse support for the selected five priority workforce skill programs and needs in the region. Engage businesses, organizations, and institutions to determine funding requirements and training solutions to address the region's middle-skills gap.			
Action Step	Timeline	Responsible Party	Status
2.2.1 Determine the selected five priority workforce needs from work completed in action item 2.1. Inventory, map and identify workforce skills gaps in criteria. Document and review process and outcomes.	October 2013-December 2013	RWIB	September 2013-Board will review UNI research gathered so far. Identify RWIB workgroup to prepare recommendations for full board review December 2013. March 2014-Identifying best method of collecting this information from presentation. Will start to use both verbal feedback and a paper feedback option. Will also collect from Sector Board participation by IowaWORKS leadership. Ongoing-IowaWORKS staff attend sector board (IT, Advanced Manufacturing, Washington Adv Mfg, Transportation) and consistent theme is soft skills. January 2015-Adding in two soft skills workshops to workshop list at IowaWORKS. Also adding computer

			literacy workshops in Iowa City.
			October 2015-Implementing a Health Care basics workshop at IowaWORKS which provides good customer service and professionalism skills then pathways into other careers. Investigating a transportation specialist workshop to meet the high demand for those in the transportation industry. See above in 1.3.3. Businesses will be the main presenters in a series of workshops targeted to job seekers to help educate them on local workforce needs, training and skills needed, and how to link with local resources for up-skilling. October 2013-Hosted 4 logistics companies who shared information on careers available, skills needed and completed mini-interviews with participants. February 2014-4 local customer contact businesses hosted a session with 30 attendees. Feb/March 2014-3 local employers hiring Class B drivers completed 2 sessions with 21 attendees. April/May 2014-Customer service Session with 38 attendees. August/September-held 6 information sessions with 30 participants. Nov/Dec 2014-Planning information sessions for Jan, Feb and Mar 2015 in Transportation, customer contact, culinary Jan 2015-Held sessions on Customer Contact and CNC March 2015-Logistics, Class A and Class B sessions April/May 2015-Class A and Customer Service Professional August 2015-Welding certificate information session in Coraiville included businesses to outreach to potential
2.2.2 Engage business, organizations and institutions in funding and training solutions for priority workforce needs, occupational opportunities, career deliverables and evaluation criteria. Document and review process and outcomes.	October 2013-June 2013	WIA Manager, RWIB	

			workers.
2.3 Targeted Sector Training: Develop and implement education and training opportunities that address the priority workforce skills required for in-demand occupations.			
Action Step	Timeline	Responsible Party	Status
2.3.1 Identify the number and kind of targeted trainings necessary per year to address defined sector workforce skill gaps needs. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	October-December	RWIB	Following targeted educational needs identified by board. IowaWORKS is aware of shortages in CNC, Welding, logistics and transportation. Educating customers. IowaWORKS will also be developing an industrial maintenance pathway program for to begin August 2014 for low-skilled job seekers. RWIB Workgroup reviews focus group information and prepares recommendations for RWIB. July/August-based upon feedback from RWIB regarding Warehouse Management, have initiated meetings with KCC to identify if there are pieces of currently available training that may meet these needs. Will be pulling together a group of local employers to provide their input and endorsement of the certificate. Hope to offer at IowaWORKS free to job seekers. March 2015-Offering a Logistics, Class A and Class B info session and certification which provides training on warehouse management, commercial driving and customer service skills. October 2013-Scheduled an OSHA 10 Hour and Forklift training via IowaWORKS. Attendance was poor with 5 attending OSHA and 6 attending forklift. Will "overbook" these sessions in December and conduct marketing. December 2013-Offering OSHA, Forklift and a weeklong
2.3.2 Develop the identified targeted trainings endorsed by the RWIB. Determine the deliverables and evaluation criteria. Document and review process and outcomes..	December-January	WIA Director	

			Modern Manufacturing course. Conducting additional marketing and outreach to ensure as full of class as possible. February-June 2014-expanding to include other services such as medical terminology, CPR/First Aid, Retail and Customer Service (Goodwill as potential provider). April-June 2014-Offering 2 rounds of internal skill upgrades including CPR, First Aid, medical terminology, OSHA 10, Forklift and Modern Manufacturing. May 2014 Update: Filled forklift and are offering 2 additional classes in June. OSHA also had 9 attendees and will offer an addition class in June. Health care turnouts were lower, but we anticipate they will grow as awareness grows. Had to cancel medical terminology this spring due to low enrollments. We had lower turnouts for manufacturing certificates in the fall as well but now have wait lists for forklift. June 2014-CPR and First aid attendance increased from 3 in April to 9 in June as the word is getting out. Filled 2 additional forklift classes (10 each) and offered Modern Manufacturing with 11 attending. September 2014-Have ramped up class listings again. Summer participation is always low. Scheduling regular CPR/First Aid, OSHA 10, Forklift, Computer Basics and Modern Manufacturing throughout the year. Expanding some offerings to Iowa City. Looking to identify and add 4 new classes that focus on soft skills such as time management and communication skills.
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				Fall 2014-Offered computer training throughout fall. Expanding computer training to Iowa City. Ongoing CPR, First Aid, Forklift and OSHA classes. Modern Mfg held in December to pathway into additional skills training in January (CNC and Welding) if member needs more skills. Dec 2014-Jan 2015-Continuing to offer the above workshops. In addition have begun computer literacy workshops in Iowa City. Partnering more closely with Dept of Corrections to include more recently released individuals into workshops to increase likelihood of employment. Adding in "Above and Beyond" and "Professional Communication".
2.3.3	Identify the training provider(s), determine capacity, and implement targeted training programs. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	December-January	IowaWORKS, WIA Director	
3.0 Business Engagement				
3.1 Sector Workforce Strategies: Identify the partners, activities and outcomes required to establish and support Industry Sector Boards that represent the regions foundational and emerging industry clusters. Align resources; review and comment on current educational pathways; and develop additional skill-building strategies.				
Action Step	Timeline	Responsible Party	Status	
3.1.1 Identify the best practices of sector boards, education and RWIB members, business members, and workforce partners. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	September-December 2013	Kirkwood, Advanced Manufacturing Sector Board, Aspen Institute	Schedule presentation on sector boards via Skype (Aspen Institute) January 2014-Regroup and revisit this action step. Ongoing-IowaWORKS staff attend sector board meetings. May 2014-Advanced Mfg Sector board presented to RWIB	

			about goals and work they do.
			December 2014-KCC presentation on JRWA and Walmart Brighter Futures projects and the work of sector boards within these projects.
3.1.2 Identify three industry sector boards, recruit members from business, non-profits, education and labor. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	September 2013-June 2014	Kirkwood , Advanced Manufacturing Board, Aspen Institute	One sector board currently exists within Advanced Manufacturing. Other advisory boards which may evolve into sector boards include call center industry, transportation and health care. RWIB will partner with KCC to develop an IT Sector Board. Career pathways sector board through PACE program in development to assist low-income, low-skilled adults enter a career training and employment pathway in healthcare, business/IT and Industrial Maintenance. May 2014-RWIB presentation by Advanced Manufacturing sector board to learn more about how activities and services could align. Former WIA team member is now working for Business/IT KCC credit to help develop IT Sector Board. Will be a good link to IowaWORKS and as it gets moving forward we'll meet with them too. March 2015-Several sector boards are in development stages including Transportation and IT. IowaWORKS staff are adding in these new sector boards to their schedules. Staff continue to attend the Adv Mfg Sector Board. June 2015-IowaWORKS presented to the Advanced Manufacturing Sector Board May 2014-Beginning this process with Adv Mfg Sector Board.
3.1.3 Develop and implement workforce goals for each industry sector board, and ensure	September 2013-June 2015	CEO/RWIB, IowaWORKS, Kirkwood	

alignment with the regional workforce plan strategy. Determine the deliverables and evaluation criteria. Document and review process and outcomes.			Ongoing-Each sector board develops goals and works towards those. Adv Mfg is currently establishing priorities for next year. Will share goals of new sector boards once established as well as updated goals of the Adv Mfg Sector Board when complete. March 2015-The new sector boards are currently mapping pathways and career ladders. Once these maps are done they will be shared with the RWIB.
3.2 Business Awareness: Using targeted presentations in communities throughout the region (and through regular attendance at workforce events), increase awareness of sector strategies; the region's industry sector boards; workforce services and products; and business workforce needs.			
Action Step	Timeline	Responsible Party	Status
3.2.1 Identify regional community events/groups critical to the success of the integrated one-stop. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	October 2013-April 2014	Management Staff of IowaWORKS and WIA, Workforce Partners	IowaWORKS management will complete community presentations to CBOs on the services available at IowaWORKS. For non-workforce groups the presentations will include education on local workforce needs and skills required of workers. Groups to present to include EIHRA, HR Advisory Committee, and non-profits such as Four Oaks, Horizons, Waypoint and others. ECI may host 1 or more groups to share information. Scheduling an October information session with Johnson Co CBOs to share info on workforce needs, wage progression, and workforce training program. October 2013-Completed an information session with Johnson County CBOs to share information on what a living wage is, wage progression information, and pathway programming available through IowaWORKS. Have since conducted or scheduled 4 one-on-one meetings with CBOs to discuss programming with their participants or staff.

			September 2014-Bi-monthly workforce partner meetings are held in the region. They typically include IowaWORKS, Corrections, Goodwill, PROTEUS, senior worker programs, Voc Rehab and Job Corps. At the September meeting Job Honor (www.jobhonor.org) founder Kyle Horn presented to the group about how to recognize our job seekers who have faced significant barriers but after a transformation event have changed the trajectory of their life and are now successfully employed...as well as honors the employers who give those individuals a chance. Would like to bring this information and speaker to the board in the future. October 2014-Participation in VR Meetings. Follow up meetings will be occurring. November 2014-One Stop Partner Meeting. December 2014-Collaborative meeting to be held with VR, IowaWORKS, GAP/PACE, K12, AEA, KCC about helping more students with a disability transition to short term training. January 2015-One-Stop partner meeting-reviewed WIOA law changes and did assessment of whether the local resources are ready. February 2015-IowaWORKS hosted Teenage Job Fair. 25 businesses participated. Feedback from both businesses and youth was good. Many businesses hired staff as a result. Goodwill provided pre-job fair workshops. Businesses said youth were well prepared. March/April 2015-IowaWORKS team is assisting with the pre-job fair workshops offered as part of the Corridor
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			Career job fair and will be attending the job fairs in April. April/May 2015-Participatioin in Coralville and Cedar Rapids Corridor Career Job Fair. Will participate in the Construction Job Fair in North Liberty September/October 2015-IowaWORKS assisting with or leading several job fairs: Corridor Works (Cedar Rapids), Under-Utilized Job Fair (Cedar Rapids) and Building Blocks (Iowa City). Should have draft ready in January 2014 for review and final edits. January 2014-2 workgroup meetings completed in January 2014 to create draft. Full board review and input in January. February 2014-Edits to presentation completed. Implemented in March with 2 groups. Also developing a one page take away for businesses. July and August 2015-Participated in informational meeting with Construction employers to share about the new NEG grant opportunity.
		Management Staff of IowaWORKS, and WIA, Workforce Partners, RWIB, Employer Services and ECI	
	December 2013-January 2014		
3.2.2 Develop presentations describing the regional workforce plan, workforce services and products, and regional skills gap focus. Determine the deliverables and evaluation criteria. Document and review process and outcomes.			
3.2.3 Attend (and make occasional presentations) at selected meetings of identified regional community events/groups. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	February 2014-June 2014	IowaWORKS	Gets done through 1.3.2 and 3.2.1 March 2014-EIHRA and HR Corridor Alliance presentations completed. May 2014-Presentation at MEDCO
3.2.4 Measure results through increased business engagement.	February 2014-June 2014	Workforce Staff	January 2014-Board will identify goals of increased business engagement and presentations.

Determine the deliverables and evaluation criteria. Document and review process and outcomes.			Ongoing-Employer Services team meets with local businesses. January 2015-Will be completing training on indexing employer websites to ensure as many positions as possible are listed through www.iowajobs.org
3.3 Business Collaboration: Improve and support collaboration to increase the effectiveness of partnerships with small businesses within the region's integrated one-stop workforce systems.			
Action Step	Timeline	Responsible Party	Status
3.3.1 Create survey tools to inform conversations with representatives of small businesses to learn about workforce services they use. Identify themes. Plan and facilitate future focus groups. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	October-January	KTOS, Employer Services Team	May develop assessment tool to identify services customers use through Employer Services visits. May develop pre and post assessment on knowledge of IowaWORKS services available before and after business presentations. January 2014-Collecting this feedback through Q&A with businesses during presentation.
3.3.2 Conduct focus groups for representatives of small businesses identified by RWIB board. Determine the deliverables and evaluation criteria. Document and review process and outcomes.	August-October 2013	IowaWORKS, CEO/RWIB	Ongoing-Collected through Employer Services team. Business focus group also included small businesses. ECI may host small business event. April 2014-Presented at conference to local new or potential entrepreneurs.

3.3.3	Informed by data, target workforce services to small business. Document new services increased. Determine deliverables and evaluation criteria. Document and review process and outcomes.	November 2013-June 2014	R&P IWD Staff, Two Board Members	ECI and Employer Services team may host small business information session based upon 3.3.2. Always provide services and education to small businesses through outreach and those who contact us.
4.0 WIOA Implementation				
4.1 WIOA Implementation Strategies: Ensure Region 10 and local workforce system are prepared for WIOA implementation.				
Action Step	Timeline	Responsible Party	Status	
4.1.1 Local team gathers information about WIOA through attending state and DOL trainings and webinars. Share information with RWIB via email and at meetings.	July 2014 until Implementation	KCC, IowaWORKS Management, RWIB Chair	November 2014-Shared NCWE conference video and will discuss highlights at upcoming December board meeting. August 2015 and ongoing-Local core leadership team meeting approximately every 2 weeks (W/P, WIOA, VR, ABE). This team participated in a day long training with Greg Newton in Des Moines which helped frame the partnership activities to occur within the region. Investigating bringing Greg in to present to local staff, assist management with ongoing activities and meet with board members. Key learnings: *all partners write plan with 1 lead agency *Focus is on the system for sharing customers, services and costs (costs come last). *Will have draft of state plan Oct 1, have a template to follow for local plan. *More guidance coming for the release of the RFP *Local plans due to state May 1 *Important to map out the workforce system, develop referral networks and ensure the center is supporting the system.	
4.1.2 Meet with local workforce providers, especially core	October, 2014-through	IowaWORKS, local workforce system	October 2014-Attended town hall meeting in Cedar Rapids and Iowa City conducted by Voc Rehab to identify areas to	

partners, to discuss new law, mutual impacts and implications, especially cost sharing agreements with partners.	implementation	providers	increase collaboration and partnership November 2014-One stop partner meeting...reviewed WIOA December 2014-Meeting with VR, IowaWORKS, PACE/GAP, AEA and schools, and KCC to discuss better alignment with training programs and services for students upon leaving K12 (especially those with disabilities) January 2015-Invited additional workforce partners to attend the January One-Stop partner meeting. January 2015-One Stop partners to review WIOA changes and discuss what is currently offered and where region may need to develop offerings. Will share with RWIB. March 2015-Finished up an assessment of local resources and how they align with the new required services within WIOA. April and May 2015-Participated in two webinars: Youth Performance and Youth Work Experiences. June 2015-Participated in the new Super Circular training and WIOA training offered by the IWD state team in Des Moines. Staff participated in a WIOA implementation training program on June 5th along with Board Member Patty Manuel
4.1.3 Align and/or develop current services into new model of career services and training services.	January 2015-July 2015	IowaWORKS, local workforce system providers	January 2015-Will be reviewing new menu of services and identifying what we or local providers to that meets those services and areas we need to add or identify more services. Will review with local one-stop workforce team at January meeting to begin process. (to happen January 26). March 2015-Youth team looking at ways to create stronger linkages with businesses to offer more youth work experiences. May develop summer youth programming as a standard program with the new focus on work

4.1.4 Monitor and report to the RWIB on new performance and spending metrics throughout FY 14 to determine if ready to meet goals of new model starting in FY 15 and FY 16.	January 2015-ongoing	IowaWORKS	experiences and work based learning. Will look at the WIA Y, A and DW metrics starting in January and report out on those we can. At this point unable to align exactly to new outcome measures but will pull for what we are able to. Q1 FY 15-Youth team is currently expending 70% of youth funds on out of school (OOS) youth. Starting July 1, 2015 we must be at 75%. Last year we were at 50%. The team is doing a good job of identifying more OOS youth and making those a target for enrollment. For every 1 IS youth we enroll we must enroll 5 OOS youth to ensure we hit this metric starting July 1, 2015. February 2015-State team reported that they are going to look into pulling WIOA performance reports now, to see how we measure up.
4.1.4 Link with sector boards, identify potential RWIB business representatives from sector boards and identify ways to link together the work of the RWIB and sector boards.	October 2013-Ongoing	IowaWORKS, Sector Boards, RWIB, KCC	Past presentation by Adv Mfg Sector Board. December 2014-Overview of Sector Board Development through JRWIA/Walmart Brighter Futures project Ongoing updates to be provided on sectors boards in development. June 2015-presented to Advanced Manufacturing Sector Board on IowaWORKS services, transitions, grants, etc. Discussed upcoming strategic planning process as a result of WIOA and that the sector board could play a key role in helping determine local workforce needs and programming.

Grants Report

Budget Overview

Special Programs Total Participant Budget					
	FY16 Carryover	New FY16 Funds	TOTAL Budget	Expenditures	Funds Remaining
Gap Tuition Assistance IAGAP	\$76,489.06	\$312,691.00	\$389,180.06	\$19,705.65	\$369,474.41

Other Funds					
	FY16 Carryover	New FY16 Funds	TOTAL Budget	Expenditures	Funds Remaining
IA PACE—KPACE program	\$35,738.64	\$792,130.00	\$827,868.64	\$26,876.85	\$800,991.79
GIVF Reimbursement Funds	\$13,641.56	\$0	\$13,641.56	\$0	\$13,641.56
Kirkwood Community College Foundation ⁺	\$3,400.00	\$0	\$3,400.00	\$0	\$3,400.00
[*] Reimbursement funds will be used primarily for Gap Tuition Assistance program. ⁺ Total available will increase as new funds are donated.					

Special Programs Enrollments FY16

(7/1/15 – 6/30/16)

Gap Tuition Assistance ⁺	4
WIA ^{**}	(4)
TOTAL	4

⁺Due to limited funding and prioritization of funding streams, some students will be co-enrolled in partner programs.

⁺Twenty-seven 'carryover' students were scheduled for training, in training, or searching for employment on 7/1/15. They continue to receive services in FY16.

^{**}To access IAGAP funding, WIA students will be co-enrolled in Gap Tuition Assistance.

KPACE	0
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Fall cohorts begin in August 2015.

Non-cohort enrollments will be throughout the year.

Gap Tuition Assistance Program

Referrals

Referrals FY16	99
Historical Program Total	7065

Interviews

Interviews Scheduled FY16	5
Historical Program Total	1345

Approved Participants

Approved Participants FY16	4
Historical Program Total	966

Participant Credentials

Historical Program Total	685 of 870 = 78.74%
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Fiscal Year	In Training	Completed Training	Did Not Complete	Credential Rate
2012	0	38	4	38 of 42 = 90.48%
2013	0	84	47	84 of 131 = 64.12%
2014	0	118	31	118 of 149 = 79.19%
2015	0	150	32	150 of 182 = 82.42%
2016*	4	20	2	20 of 22 = 90.91%

*Includes carryover training participants from FY15.

Participant Employment

New Employment FY16	3 of 20	15.00%
Overall Employment FY16	3 of 20	15.00%
Historical Overall Employment	571 of 600	95.17%

New employment: Completer has obtained different employment since enrolling in the program.

Overall employment includes all completers who are working, including those who have new employment and those who have increased responsibility with the same employer.

Fiscal Year	New Employment	Same Employer (increased duties)	Deceased	Other FT Activities	Unable to Contact (6 months)	Looking for work or need employer information	Overall Employment Rate
2012	36	2	0	0	0	0	38 of 38 = 100%
2013	62	7	0	13	2	0	69 of 69 = 100%
2014	68	19	0	1	1	0	87 of 87 = 100%
2015	101	15	0	8	6	4	116 of 120 = 96.67%
2016	3	0	0	0	0	17	3 of 20 = 15.00%

*Many graduates completed training recently and are now pursuing employment.

Program Information (to date)	FY13	FY14	FY15	FY16	Total
75 Hour Nurse Aide	72	63	49	0	294
A+ Certificate					4
Accelerated Welding Certificate		5	15	0	20
Administrative Assistant Certificate	9				9
Administrative Professional Certificate			9	0	9
Advanced Workplace Computing Certificate	0	1			4
Basic Workplace Computing Certificate	0	1			10
Bookkeeping Certificate	3	11			25
Business Application Specialist Certificate			1	0	1
Business Bookkeeping Computer Certificate			1	0	1
Call Center Customer Service Certificate	0	12	3	0	27
Career Welding					1
Certificate in Office Professionals	1	9	0	0	36
Certificate in Web Site Design	1	2			19
Certificate in Website Development	1	0	0	0	11
Certified Business Computing Professionals	5	7	1		42
Class B CDL	1	0	0	0	8
CNC Machining Certificate					3
CNC Machinist Certificate	3	16	1	0	20
CNC Milling Operator Certificate	0	0	0	0	0
CNC Turning Operator Certificate	0	0	0	0	0
Combination Welder Certificate	17	2	1	0	45
Combination Welder SERIES		1	0	0	1
Combination Welder 254 Certificate	5				5
Computer Aided Designing Certificate					5
EKG Technician			0	0	0
Electrical Specialist		0	2	0	9

Electro Mechanical Certificate		0	0	0	0
EMT Basic					1
Forklift Certification					9
Graphic Design Certificate	1	3			10
Graphic Designer Certificate			2	0	2
Industrial Maintenance Certificate		1	0	0	1
IT Foundations	0	0			6
Job Planning, Benchwork, Layout Certificate	0	0	0	0	0
Kirkwood Culinary KickStart Certificate		2	2	0	4
Logistics/Supply Chain Certificate		1	0		1
Manufacturing Basics & CNC Machinist Certificate	4	0	0	0	4
Measurement, Materials, Safety Certificate	0	0	0	0	0
Mechanical Systems Specialist					1
Modern Manufacturing Series Certificate	4	0	0	0	4
Network +					1
Nurse Aide exam only	1				3
Office Administrative Assistant Certificate	7				7
Pharmacy Technician					24
Phlebotomy	11	11	14	0	58
Press Brake Operator					1
Production MIG Certificate		10	10	0	20
Professional Skills Certificate					2
Project Management Master's Certificate					7
Sales Professional Certificate			0	0	0
Security +					1
Transportation Service Class B Training Certificate		1	3	0	4
Truck Driver Class A CDL	21	37	32	4	183
Web Designer Certificate			3	0	3
TOTALS	167	196	149	4	966

Gap Reporting Form - General Information

Institution	Kirkwood Community College		
Contact Person	Bethany Parker	319-365-9474 ext. 31155	bparker@kirkwood.edu
Quarterly Reporting Period	FY2016	July	2015

Budget Summary

Line Item	Expenses per Quarter				YTD Expenditures
Direct Costs:	Q1	Q2	Q3	Q4	
Tuition & Books	\$16,909.50				\$16,909.50
Equipment	\$0.00				\$0.00
Fees/Assessment/Testing	\$435.00				\$435.00
Subtotal	\$17,344.50	\$0.00	\$0.00	\$0.00	\$17,344.50
Other Costs:					
Staff Support/Services	\$2,361.15				\$2,361.15
Total:	\$19,705.65	\$0.00	\$0.00	\$0.00	\$19,705.65

Participant Summary

	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications:	10				10
Number of Approved Participants:	4				4
Status of Approved Participants:					
Participating or Waiting to Participate:	16				16
Completed Training:	20				20
Did Not Complete Training:	2				2
Completion Rate:	90.91%	#DIV/0!	#DIV/0!	#DIV/0!	90.91%
Number of Third Party Credentials Received:	17				17

Completer Only Summary

	This section will only be completed for final report (4th quarter). The total number should match the programs total completers for the fiscal year.				Total
New Employment:					0
Retained Employment:					0
Deceased:					0
Continue Further Full-Time Education:					0
Looking for Work/Unemployed:					0
No Response/Unable to Contact:					0
Total:					0
For Completers Only	This section will only be completed for final report (4th quarter). It will automatically calculate based on numbers provided above.				Total
Overall Employment Rate:					#DIV/0!
Overall New Employment Rate:					#DIV/0!

Program Information (Year End Only)

Please provide a detailed listing of the programs at your institution in which students receiving Gap Tuition Assistance have enrolled during this fiscal year.

Program	Number Enrolled	Total
	FY 2016	
Class A Truck Driving	4	4
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
	0	0
Total	4	4

Funder: League of Innovation

Grant Total: \$233,333

Grant Period: Aug. 2013 - Nov. 30, 2015

Intake, Assessment & Advising/Counseling

Goal: 750

Progress as of June 30, 2015: 744 (99% of goal)

	High School Equivalency	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
Aug. -Dec. 2013	70	36	24	0	0
Jan.-March 2014	21	32	37	0	40
April-June 2014	13	97	0	0	0
July-Sept. 2014	30	50	41	35	41
Oct.-Dec. 2014	5	42	0	0	0
Jan.-March 2015	12	28	45	3	5
April - June 2015	18	18	0	1	0
Total:	169	303	147	39	86
Cumulative Total:	744				

Required ABE, GED and/or ESL Instruction

Goal: 289

Progress as of June 30, 2015: 316 (109% of goal)

	High School Equivalency	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
Aug. -Dec. 2013	70	0	24	0	0
Jan.-March 2014	21	0	37	0	0
April-June 2014	13	0	0	0	0
July-Sept. 2014	30	0	41	0	0
Oct.-Dec. 2014	5	0	0	0	0
Jan.-March 2015	12	0	45	0	0
April- June 2015	18	0	0	0	0
Total:	169	0	147	0	0
Cumulative Total:	316				

Enrolled in Middle-Skill Job Training

Goal: 350

Progress as of June 30, 2014: 491 (140% of goal)

	High School Equivalency	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
Aug. -Dec. 2013		36	0	0	0
Jan.-March 2014		32	0	0	40
April-June 2014		97	0	0	0
July-Sept. 2014		50	59	35	41
Oct.-Dec. 2014		42	37	0	0
Jan.-March 2015		0	0	3	0
April-June 2015		18	0	1	0
Total:	0	275	96	39	81
Cumulative Total:	491				

Completed Middle-Skill Job Training

Goal: 280

Progress as of June 30, 2015: 285 (102% of goal)

	High School Equivalency	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
Aug. -Dec. 2013		0	0	0	0
Jan.-March 2014		23	0	0	0
April-June 2014		0	0	0	13
July-Sept. 2014		96	48	0	0
Oct.-Dec. 2014		0	26	0	0
Jan.-March 2015		0	15	3	0
April- June 2015		39	0	2	20
Total:	0	158	89	5	33
Cumulative Total:			285		

Awarded Job-Training and/or Industry Credential

Goal: 210

Progress as of June 30, 2015: 250 (119% of goal)

	High School Equivalency	GAP		KPACE (Non-Credit)		KPACE (Credit)	Project START-FINISH
		ST Cert.	NCRC	ST Cert.	NCRC		
Aug. -Dec. 2013		0	0	0	0	0	0
Jan.-March 2014		23	36	0	0	0	3
April-June 2014		0	0	0	0	0	13
July-Sept. 2014		89	123	36	37	0	0
Oct.-Dec. 2014		0	0	28	31	0	0
Jan.-March 2015		0	0	0	0	3	0
April- June 2015		33	36	0	0	2	20
Total:	0	145	195	64	68	5	36
ST Cert. CumTotal:				209			
Dip/AA Cum Total				41			
Cumulative Total:				250			

Employed in Middle-Skill Jobs (Placement)

Goal: 175

Progress as of June 30, 2015: 185 (106% of goal)

	High School Equivalency	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
Aug. -Dec. 2013		0	0	0	0
Jan.-March 2014		0	0	0	0
April-June 2014		0	0	0	0
July-Sept. 2014		0	0	0	0
Oct-Dec. 2014		120	22	0	0
Jan.-March 2015		0	15	3	0
April -June 2015		20	1	0	4
Total:	0	140	38	3	4
Cumulative Total:			185		

Completed Training and Receive Wage Gain**Goal: 79****Progress as of June 30, 2015: 162 (205% of goal)**

	High School Equivalency	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
Aug. -Dec. 2013		0	0	0	0
Jan.-March 2014		0	0	0	0
April-June 2014		0	0	0	0
July-Sept. 2014		0	0	0	0
Oct.-Dec. 2014		101	18	0	0
Jan.-March 2015		0	15	3	0
		20	1	0	4
Total:	0	121	34	3	4
Cumulative Total:	162				

Funder: American Association of Community Colleges	Grant Total: \$150,000
Project: Job Ready, Willing and Able	Grant Period: April 1, 2014 - March 31, 2017
Project Status: 15 months in on a 36 month project (42%)	

SNAP Application Submissions and Approvals

Goal: 210

Progress as of June 30, 2015: 1 (0% of goal)

	SNAP applicants submitting for benefits	SNAP applicants approved for benefits
April 14' - March 15'	1	1
April - Sept. 2015		
Oct. 15' - March 16'		
April - Sept. 2016		
Oct. 16' - March 17'		
Total:	1	1

Basic Skills and Literacy Training

	# of Students Starting in Basic Skills Training	# of Students Completing Basic Skills Training	# of Students from Basic Skills to Middle-Skill
April-Sept. 2014	42	0	0
Oct.-Dec. 2014	0	37	40
Jan.-March 2015	45	0	0
April-June 2015	0	0	0
Total:	87	37	40

Middle-Skill Job Training Enrollment

Goal: 600

Progress as of June 30, 2015: 315 (53% of goal)

	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April-Sept. 2014	147	0	38	41
Oct.-Dec. 2014	41	0	2	1
Jan.-March 2015	21	0	1	4
April - June 2015	18	0	1	0
Total:	227	0	42	46
Cumulative Total:	315			

Middle-Skill Job Training Completed

Goal: 460

Progress as of June 30, 2015: 208 (45% of goal)

	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April-Sept. 2014	54	0	0	0
Oct.-Dec. 2014	42	26	2	0
Jan.-March 2015	39	0	1	0
April - June 2015	22	0	2	20
Total:	157	26	5	20
Cumulative Total:	208			

Number of students receiving a credential				
Goal: 460				
Progress as of June 30, 2015: 282 (61% of goal)				
	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April-Sept. 2014	54	0	0	0
Oct.-Dec. 2014	57	34	2	0
Jan.-March 2015	79	0	1	0
April - June 2015	33	0	2	20
Total:	223	34	5	20
Cumulative Total:	282			

Job Placement at Exit				
Goal: 292				
Progress as of June 30, 2015: 155 (53% of goal)				
	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April-Sept. 2014	0	0	0	0
Oct.-Dec. 2014	57	0	0	0
Jan.-March 2015	36	15	2	0
April - June 2015	24	15	3	3
Total:	117	30	5	3
Cumulative Total:	155			

Completed Training and Receive Wage Gain				
Goal: N/A				
Progress as of June 30, 2015: 139				
	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April -Sept. 2014	0	0	0	0
Oct.-Dec. 2014	49	0	0	0
Jan.-March 2015	30	15	2	0
April - June 2015	23	15	3	2
Total:	102	30	5	2
Cumulative Total:	139			

Job Retention- 30 days				
Goal: 262				
Progress as of June 30, 2015: 134 (51% of goal)				
	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April -Sept. 2014	0	0	0	0
Oct.-Dec. 2014	0	0	0	0
Jan.-March 2015	80	11	2	0
April - June 2015	28	11	2	0
Total:	108	22	4	0
Cumulative Total:	134			

Job Retention- 60 days				
Goal: 223				
Progress as of June 30, 2015: 114 (51% of goal)				
	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April -Sept. 2014	0	0	0	0
Oct.-Dec. 2014	0	0	0	0
Jan.-March 2015	75	6	2	0
April - June 2015	23	6	2	0
Total:	98	12	4	0
Cumulative Total:	114			

Job Retention- 90 days				
Goal: 178				
Progress as of June 30, 2015: 94 (53% of goal)				
	GAP	KPACE (Non-Credit)	KPACE (Credit)	Project START-FINISH
April -Sept. 2014	0	0	0	0
Oct.-Dec. 2014	0	0	0	0
Jan.-March 2015	67	2	1	0
April - June 2015	21	2	1	0
Total:	88	4	2	0
Cumulative Total:	94			

Kirkwood Community College
Skills-to-Employment
FY15
07/01/2014 - 4/30/2015

WIA/WIOA Grant Name 07/01/2015 - 06/30/2016	STAFF/OVERHEAD				PARTICIPANT						% of Grant Elapsed	Expenditures & Obligations as % of Total Grant
	Total Grant	Total Budget	Total Expenditures	Obligations	Balance	% of Budget Remaining	Total Budget	Total Expenditures	Obligations	Balance	% of Budget Remaining	
WIA Admin_COPY	44,734.00	44,734.00	7,461.89	37,272.11	0.00	0%	6,568.65	6,568.65	0.00	0.00	17%	100%
WIOA Admin_FY (3 Month)	58,137.00	58,137.00	0.00	58,137.00	0.00	0%	44,534.00	0.00	29,941.00	14,593.00	17%	100%
WIOA Admin_FY (9 Month)	39,772.00	39,772.00	0.00	9,107.00	30,665.00	77%	5,580.25	5,580.25	0.00	0.00	17%	23%
WIA Adult_COPY	8,110.15	1,541.00	1,541.00	0.00	0.00	0%	14,238.00	0.00	14,238.00	0.00	17%	100%
WIOA Adult_FY*(3 Month)	14,066.00	14,066.00	14,066.00	0.00	0.00	0%	36,357.00	0.00	1,726.40	34,630.60	17%	83%
WIOA Adult_FY*(9 Month)	154,227.00	109,693.00	0.00	109,693.00	0.00	0%	18,066.17	1,224.50	1,990.42	14,851.25	17%	66%
WIA Dislocated Worker_COPY	55,438.90	49,858.65	29,918.38	19,940.27	0.00	0%	13,066.17	5,772.99	7,293.18	0.00	17%	100%
WIOA Dislocated Worker_FY*(3 Month)	51,181.00	36,543.00	0.00	36,543.00	0.00	0%	14,238.00	0.00	14,238.00	0.00	17%	100%
WIOA Dislocated Worker_FY*(9 Month)	203,728.00	167,371.00	0.00	167,371.00	0.00	0%	36,357.00	0.00	1,726.40	34,630.60	17%	83%
WIA Youth In School	43,066.17	25,000.00	21,140.84	3,859.16	0.00	0%	18,066.17	1,224.50	1,990.42	14,851.25	17%	66%
WIA Youth Out of School	43,066.17	30,000.00	29,506.80	493.20	0.00	0%	13,066.17	5,772.99	7,293.18	0.00	17%	100%
WIOA Youth In School	152,666.10	80,084.10	0.00	80,084.10	0.00	0%	72,582.00	0.00	0.00	72,582.00	17%	52%
WIOA Youth Out of School	356,220.90	195,928.61	0.00	195,928.61	0.00	0%	160,291.39	0.00	31,337.53	128,953.86	17%	64%
Job Drive - Nat'l Emergency	378,420.00	39,320.00	1,655.95	0.00	38,264.05	95%	287,000.00	0.00	0.00	287,000.00	17%	0%
TOTALS	1,602,833.39	893,048.36	105,290.86	718,828.45	68,929.05	8%	658,283.63	19,146.39	86,526.53	552,610.71	84%	

NOTES:

COPY - Includes carry over funds from FY14 plus FY14 funds for three month period, July 1, 2014 - September 30, 2014 These funds must be exhausted before using the FY15 funds.

FY - Includes FY15 funds for nine month period, October 1, 2014 - June 30, 2015

7/10/2015		WIA Adult Performance levels -- PY2014														DRAFT	
		Quarter 4															
		Entered Employment Rate				Employment Retention Rate				Average Earnings 6 Mos.							
Region		Actual	Negotiated	90% of Neg (Incentive)	80% of Neg	Actual	Negotiated	90% of Neg (Incentive)	80% of Neg	Actual	Negotiated	90% of Neg (Incentive)	80% of Neg		Region		
1		70.8%	63%	56.7%	50.4%	87.8%	82%	73.8%	65.6%	\$11,810	\$11,700	\$10,530	\$9,360	1			
2		65.2%	63%	56.7%	50.4%	85.0%	82%	73.8%	65.6%	\$12,529	\$11,700	\$10,530	\$9,360	2			
3 & 4		61.9%	63%	56.7%	50.4%	88.0%	82%	73.8%	65.6%	\$12,684	\$11,700	\$10,530	\$9,360	3			
5		57.6%	63%	56.7%	50.4%	89.0%	82%	73.8%	65.6%	\$12,220	\$11,700	\$10,530	\$9,360	5			
6		60.9%	63%	56.7%	50.4%	75.0%	82%	73.8%	65.6%	\$10,206	\$11,700	\$10,530	\$9,360	6			
7		60.9%	63%	56.7%	50.4%	85.3%	82%	73.8%	65.6%	\$11,187	\$11,700	\$10,530	\$9,360	7			
8		58.8%	63%	56.7%	50.4%	81.9%	82%	73.8%	65.6%	\$10,872	\$11,700	\$10,530	\$9,360	8			
9		60.1%	63%	56.7%	50.4%	88.9%	82%	73.8%	65.6%	\$12,558	\$11,700	\$10,530	\$9,360	9			
10		66.3%	63%	56.7%	50.4%	85.1%	82%	73.8%	65.6%	\$13,266	\$11,700	\$10,530	\$9,360	10			
11		49.0%	63%	56.7%	50.4%	83.4%	82%	73.8%	65.6%	\$11,487	\$11,700	\$10,530	\$9,360	11			
12		62.9%	63%	56.7%	50.4%	83.6%	82%	73.8%	65.6%	\$11,094	\$11,700	\$10,530	\$9,360	12			
13		58.2%	63%	56.7%	50.4%	82.2%	82%	73.8%	65.6%	\$10,904	\$11,700	\$10,530	\$9,360	13			
14		57.3%	63%	56.7%	50.4%	81.1%	82%	73.8%	65.6%	\$12,263	\$11,700	\$10,530	\$9,360	14			
15		55.5%	63%	56.7%	50.4%	80.5%	82%	73.8%	65.6%	\$9,810	\$11,700	\$10,530	\$9,360	15			
16		59.1%	63%	56.7%	50.4%	80.9%	82%	73.8%	65.6%	\$10,213	\$11,700	\$10,530	\$9,360	16			
State		59.7%	63%	56.7%	50.4%	84.2%	82%	73.8%	65.6%	\$11,679	\$11,700	\$10,530	\$9,360	State			

R6 Integrated performance will be reflected in Fall PY15.

7/10/2015														DRAFT	
WIA Dislocated Worker Performance Levels -- PY2014															
Quarter 3															
Region	Entered Employment Rate			Employment Retention Rate			Average Earnings 6 Mos.			Region					
	Actual	Negotiated	90% of Neg (Incentive)	Actual	Negotiated	90% of Neg (Incentive)	Actual	Negotiated	90% of Neg (Incentive)						
1	75.4%	70.0%	63.0%	90.6%	93.0%	83.7%	\$14,072	\$ 15,000	\$13,500	1					
2	70.5%	70.0%	63.0%	84.9%	93.0%	83.7%	\$15,469	\$ 15,000	\$13,500	2					
3 & 4	67.2%	70.0%	63.0%	90.0%	93.0%	83.7%	\$14,959	\$ 15,000	\$13,500	3					
5	68.3%	70.0%	63.0%	93.4%	93.0%	83.7%	\$14,410	\$ 15,000	\$13,500	5					
6	63.4%	70.0%	63.0%	100.0%	93.0%	83.7%	\$15,266	\$ 15,000	\$13,500	6					
7	70.7%	70.0%	63.0%	84.8%	93.0%	83.7%	\$12,938	\$ 15,000	\$13,500	7					
8	62.8%	70.0%	63.0%	87.5%	93.0%	83.7%	\$11,538	\$ 15,000	\$13,500	8					
9	68.2%	70.0%	63.0%	92.3%	93.0%	83.7%	\$14,567	\$ 15,000	\$13,500	9					
10	72.7%	70.0%	63.0%	88.6%	93.0%	83.7%	\$15,527	\$ 15,000	\$13,500	10					
11	58.4%	70.0%	63.0%	85.6%	93.0%	83.7%	\$12,858	\$ 15,000	\$13,500	11					
12	69.0%	70.0%	63.0%	86.7%	93.0%	83.7%	\$13,095	\$ 15,000	\$13,500	12					
13	62.6%	70.0%	63.0%	79.3%	93.0%	83.7%	\$13,780	\$ 15,000	\$13,500	13					
14	64.4%	70.0%	63.0%	76.2%	93.0%	83.7%	\$14,738	\$ 15,000	\$13,500	14					
15	61.4%	70.0%	63.0%	82.6%	93.0%	83.7%	\$12,553	\$ 15,000	\$13,500	15					
16	61.3%	70.0%	63.0%	87.3%	93.0%	83.7%	\$12,793	\$ 15,000	\$13,500	16					
State	67.7%	70.0%	63.0%	86.8%	93.0%	83.7%	\$13,968	\$ 15,000	\$13,500	State					

**DW EER goal Renegotiated to 70%/Feb 2015

R6 Integrated performance will be reflected in Fall PY15.

7/10/2015	WIA Youth Performance Levels -- PY2014										DRAFT
(Common Measures)											
Quarter 3											
Region	Placement in Employment/Education Rate				Attainment of Degree or Certificate				Literacy/Numeracy		
	Actual	Negotiated	90% of Neg (Incentive)	80% of Neg	Actual	Negotiated	90% of Neg (Incentive)	80% of Neg	Actual	Negotiated	90% of Neg (Incentive)
1	90.0%	73.0%	65.7%	58.4%	60.0%	65.0%	58.5%	52.0%	66.7%	42.0%	37.8%
2	70.0%	73.0%	65.7%	58.4%	76.9%	65.0%	58.5%	52.0%	20.0%	42.0%	37.8%
3&4	66.7%	73.0%	65.7%	58.4%	71.4%	65.0%	58.5%	52.0%	100.0%	42.0%	37.8%
5	60.0%	73.0%	65.7%	58.4%	75.0%	65.0%	58.5%	52.0%	28.6%	42.0%	37.8%
6	76.5%	73.0%	65.7%	58.4%	58.8%	65.0%	58.5%	52.0%	25.0%	42.0%	37.8%
7	66.7%	73.0%	65.7%	58.4%	78.3%	65.0%	58.5%	52.0%	15.4%	42.0%	37.8%
8	77.8%	73.0%	65.7%	58.4%	33.3%	65.0%	58.5%	52.0%	25.0%	42.0%	37.8%
9	58.8%	73.0%	65.7%	58.4%	46.7%	65.0%	58.5%	52.0%	41.4%	42.0%	37.8%
10	78.4%	73.0%	65.7%	58.4%	77.6%	65.0%	58.5%	52.0%	36.4%	42.0%	37.8%
11	74.3%	73.0%	65.7%	58.4%	57.5%	65.0%	58.5%	52.0%	25.0%	42.0%	37.8%
12	80.0%	73.0%	65.7%	58.4%	75.0%	65.0%	58.5%	52.0%	50.0%	42.0%	37.8%
13	70.8%	73.0%	65.7%	58.4%	78.8%	65.0%	58.5%	52.0%	30.4%	42.0%	37.8%
14	45.5%	73.0%	65.7%	58.4%	86.4%	65.0%	58.5%	52.0%	14.3%	42.0%	37.8%
15	68.0%	73.0%	65.7%	58.4%	72.4%	65.0%	58.5%	52.0%	40.0%	42.0%	37.8%
16	62.1%	73.0%	65.7%	58.4%	63.9%	65.0%	58.5%	52.0%	27.6%	42.0%	37.8%
State	69.6%	73.0%	65.7%	58.4%	67.2%	65.0%	58.5%	52.0%	33.2%	42.0%	37.8%

*Regional Lit/Num perf. = Rolling 4 qtrs/DOL



New Members/One-Stop Customers INTEGRATION STATISTICS AT A GLANCE

DRAFT
Printed: 9/15/2015
Attachment F, Page 4

Month of: July 2015
Total Membership

Location	Reg #	Total New Members	Regional Unemp Claims	Ratio of New Members to Unemp Claims	Gender				Disability		Age					
					# Male of New Members	Male Gender Ratio to Tot Members	# Female of New Members	Female Gender Ratio to Tot Members	# Disabled of New Members	Overall Disabled Served	Age 18-23	% of Young Adults Age 18-23 of New Members	Age 24-54	% Adults Age 24-54 of New Members	Age 55 and Above	% 55 and Above of New Members
Dubuque	1	262	893	29.3%	145	55.3%	117	44.7%	24	9.2%	36	13.7%	186	71.0%	40	15.3%
Decorah	1	136	298	45.6%	65	47.8%	71	52.2%	15	11.0%	20	14.7%	85	62.5%	31	22.8%
Mason City	2	409	838	48.8%	222	54.3%	187	45.7%	40	9.8%	58	14.2%	282	68.9%	69	16.9%
Spencer	3 & 4	182	382	47.6%	94	51.6%	88	48.4%	28	15.4%	18	9.9%	113	62.1%	51	28.0%
Fort Dodge	5	356	237	150.2%	207	58.1%	149	41.9%	26	7.3%	61	17.1%	233	65.4%	62	17.4%
Webster City*	5	34	70	48.6%	25	73.5%	9	26.5%	5	14.7%	3	8.8%	25	73.5%	6	17.6%
Marshalltown	6	398	261	152.5%	229	57.5%	169	42.5%	25	6.3%	88	22.1%	254	63.8%	56	14.1%
Waterloo	7	927	1343	69.0%	526	56.7%	401	43.3%	93	10.0%	104	11.2%	658	71.0%	165	17.8%
Carroll	8	89	180	49.4%	48	53.9%	41	46.1%	11	12.4%	17	19.1%	54	60.7%	18	20.2%
Davenport	9	905	1401	64.6%	497	54.9%	406	44.9%	123	13.6%	105	11.6%	658	72.7%	142	15.7%
Cedar Rapids	10	661	2235	29.6%	331	50.1%	329	49.8%	82	12.4%	76	11.5%	471	71.3%	114	17.2%
Des Moines	11	1706	2176	78.4%	945	55.4%	760	44.5%	204	12.0%	175	10.3%	1270	74.4%	261	15.3%
Sioux City	12	763	466	163.7%	415	54.4%	347	45.5%	85	11.1%	126	16.5%	540	70.8%	97	12.7%
Council Bluffs	13	426	422	100.9%	194	45.5%	231	54.2%	54	12.7%	67	15.7%	297	69.7%	62	14.6%
Creston	14	146	273	53.5%	71	48.6%	73	50.0%	25	17.1%	19	13.0%	102	69.9%	25	17.1%
Ottumwa	15	597	800	74.6%	373	62.5%	224	37.5%	53	8.9%	121	20.3%	410	68.7%	66	11.1%
Burlington	16	411	1220	33.7%	268	65.2%	143	34.8%	41	10.0%	45	10.9%	303	73.7%	63	15.3%
Total		8408	13495	62.3%	4655	55.4%	3745	44.5%	934	11.1%	1139	13.5%	5941	70.7%	1328	15.8%

* = IVEG/Nat'l Emerg Grant transi 8408 13495 <=====Check

(x) = closed office

Location	Reg #	Total New Members	Education					Veteran			
			Need GED	% of New Memb Need High Sch Equiv.	High Sch Dipl	% of New Memb Attain High School Dipl or Equiv.	Some College Ed	College Degree	Educ. Beyond College "17 & Abv"	Veteran	% Ratio Veteran Rpt'd Disabled
Dubuque	1	262	34	13.0%	142	54.2%	58	24	4	13	5.0%
Decorah	1	136	8	5.9%	83	61.0%	26	15	4	6	4.4%
Mason City	2	409	47	11.5%	240	58.7%	86	30	6	24	5.9%
Spencer	3 & 4	182	19	10.4%	91	50.0%	60	11	1	16	8.8%
Fort Dodge	5	356	32	9.0%	192	53.9%	106	20	6	19	5.3%
Webster City*	5	34	7	20.6%	20	58.8%	5	2	0	4	11.8%
Marshalltown	6	398	93	23.4%	234	58.8%	52	16	3	21	5.3%
Waterloo	7	927	116	12.5%	536	57.8%	192	66	17	61	6.6%
Carroll	8	89	14	15.7%	53	59.6%	17	4	1	9	10.1%
Davenport	9	905	106	11.7%	533	58.9%	187	62	17	81	9.0%
Cedar Rapids	10	661	64	9.7%	346	52.3%	170	66	15	51	7.7%
Des Moines	11	1706	279	16.4%	869	50.9%	384	142	32	128	7.5%
Sioux City	12	763	144	18.9%	424	55.6%	146	35	14	47	6.2%
Council Bluffs	13	426	70	16.4%	235	55.2%	96	20	5	24	5.6%
Creston	14	146	16	11.0%	80	54.8%	39	9	2	14	9.6%
Ottumwa	15	597	103	17.3%	363	60.8%	103	23	5	30	5.0%
Burlington	16	411	36	8.8%	265	64.5%	90	13	7	32	7.8%
Total		8408	1188	14.1%	4706	56.0%	1817	558	139	580	6.9%
* = NEG/Nat'l Emerg Grant transi										708	====Check
(x) = closed office											

Location		Reg #	Total New Members	Ethnicity/Race											
				Hispanic	% Ratio	Race- AIAN*	% Ratio	Race- Asian	% Ratio	Race- Black/ African Amer	% Ratio	Race- HNP1**	% Ratio	Race- White	
Dubuque		1	262	5	1.9%	6	2.3%	1	0.4%	35	13.4%	10	3.8%	192	73.3%
Decorah		1	136	5	3.7%	0	0.0%	0	0.0%	6	4.4%	0	0.0%	124	91.2%
Mason City		2	409	28	6.8%	13	3.2%	6	1.5%	22	5.4%	2	0.5%	325	79.5%
Spencer		3 & 4	182	20	11.0%	1	0.5%	2	1.1%	5	2.7%	1	0.5%	153	84.1%
Fort Dodge		5	356	23	6.5%	6	1.7%	4	1.1%	35	9.8%	0	0.0%	259	72.8%
Webster City*		5	34	2	5.9%	0	0.0%	2	5.9%	1	2.9%	0	0.0%	24	70.6%
Marshalltown		6	398	110	27.6%	17	4.3%	26	6.5%	48	12.1%	2	0.5%	217	54.5%
Waterloo		7	927	60	6.5%	15	1.6%	9	1.0%	271	29.2%	8	0.9%	542	58.5%
Carroll		8	89	11	12.4%	0	0.0%	1	1.1%	4	4.5%	0	0.0%	69	77.5%
Davenport		9	905	88	9.7%	15	1.7%	10	1.1%	232	25.6%	2	0.2%	568	62.8%
Cedar Rapids		10	661	29	4.4%	7	1.1%	7	1.1%	120	18.2%	2	0.3%	470	71.1%
Des Moines		11	1706	135	7.9%	21	1.2%	57	3.3%	411	24.1%	5	0.3%	972	57.0%
Sioux City		12	763	181	23.7%	62	8.1%	15	2.0%	68	8.9%	3	0.4%	469	61.5%
Council Bluffs		13	426	30	7.0%	11	2.6%	10	2.3%	31	7.3%	1	0.2%	314	73.7%
Creston		14	146	4	2.7%	0	0.0%	1	0.7%	1	0.7%	0	0.0%	122	83.6%
Ottumwa		15	597	77	12.9%	10	1.7%	5	0.8%	73	12.2%	7	1.2%	396	66.3%
Burlington		16	411	20	4.9%	6	1.5%	6	1.5%	46	11.2%	1	0.2%	299	72.7%
Total			8408	828	9.8%	190	2.3%	162	1.9%	1409	16.8%	44	0.5%	5515	65.6%

* = NEG/Mat'l Emerg Grant transi

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190

162

1409

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5515

(x) = closed office

*American Indian/Alaska Native-AIAN

**Hawaiian Native/Pacific Islander

Attachment F, Page 7

Location	Reg #	Total New Members	Referrals to/CoEnrollments							PJ	MSFW	Seasonal	Initial ServPlan	Total # of Members Receiving Services (Active)
			WIA Adult Intensive	% Ratio Referrals to WIA Adult Intensive	WIA DW Intensive	% Ratio Referrals to WIA DW Intensive	WIA Displac'd Hmkr							
Dubuque	1	262	136	51.9%	44	16.8%	4		1	1			1274	
Decorah	1	136	86	63.2%	36	26.5%	0		1	1			474	
Mason City	2	409	213	52.1%	66	16.1%	0		0	7			1747	
Spencer	3 & 4	182	110	60.4%	54	29.7%	1		0	0			754	
Fort Dodge	5	356	169	47.5%	37	10.4%	0		4	12			1397	
Webster City*	5	34	13	38.2%	3	8.8%	0		1	1			185	
Marshalltown	6	398	198	49.7%	34	8.5%	0		3	14			1749	
Waterloo	7	927	485	52.3%	176	19.0%	3		3	10			3072	
Carroll	8	89	44	49.4%	13	14.6%	0		1	1			486	
Davenport	9	905	461	50.9%	141	15.6%	2		1	5			3096	
Cedar Rapids	10	661	374	56.6%	130	19.7%	4		2	2			2703	
Des Moines	11	1706	779	45.7%	237	13.9%	5		16	7			6388	
Sioux City	12	763	339	44.4%	79	10.4%	3		2	7			3113	
Council Bluffs	13	426	234	54.9%	36	8.5%	0		1	6			2002	
Creston	14	146	75	51.4%	19	13.0%	1		1	1			725	
Ottumwa	15	597	140	23.5%	35	5.9%	1		3	8			2243	
Burlington	16	411	180	43.8%	76	18.5%	0		4	4			1278	
Total		8408	4036	48.0%	1216	14.5%	24		44	87			32686	

* = NEG/Nat'l Emerg Grant transi

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(x) = closed office

* = NEG/Nat'l Emerg Grant transi
(x) = closed office



This report Reflects June-August 2015

Current Job Openings (Includes indexed jobs)

	Statewide	Regional
June	64,872	7142
July	65,762	7224
August	37,211	4076

<i>Seasonally Adjusted Unemployment Rate</i>			
	July 2015	June 2015	July 2014
United States	5.3%	5.3%	6.2%
State of Iowa	3.8%	3.7%	4.3%
Benton	3.5%	3.6%	4.3%
Cedar	3.2%	3.2%	4.1%
Iowa	2.9%	3.0%	3.9%
Johnson	2.8%	2.9%	3.5%
Jones	3.3%	3.4%	4.7%
Linn	3.6%	3.7%	4.5%
Washington	2.8%	2.8%	3.5%

Employer Services

In addition to business visits, the employer services team assisted the following businesses during this reporting period through targeting recruiting events in the IowaWORKS center:

Cedar Rapids Recruiting Events

June-August 2015

PIC Group-5
Randstad-4
Labor Ready-2
General Dynamics-2
Crossmark-2

4444 First Ave NE, Ste 436 * Cedar Rapids, Iowa 52402

Phone: (319) 365-9474 Fax: (319) 365-9270

Web Address: <http://www.iowaworkforce.org/region10/cedarrapids.htm>

Auxiliary aids and services upon request to individuals with disabilities.

Terry Branstad, Governor
Kim Reynolds, Lt. Governor
Beth Townsend, Director

Attachment G, Page 2



Panda Express-2
Towne Park-2
Match Play Tennis Center
GDIT
Buffalo Wild Wings
Kwikstar
Catherines
Advance Services
Mortuary Lift
Sears Home Services
Two Men and a Truck
Arctic Insulation
RGIS
Aerotek
HyVee-3 day hiring event
Thomas L Cardella-3 day hiring event

Iowa City Recruiting Events

June-August 2015

Aerotek-3
Home Instead-3
ERC-3
General Dynamics-2
QPS-2
DES-2
Manpower
ACS
Walmart
GDIT
Galaxy
Volt Staffing
Aramark
Joerns Home Recovery Care
Panda Express
Call of Resource
Labor Ready

4444 First Ave NE, Ste 436 * Cedar Rapids, Iowa 52402

Phone: (319) 365-9474 Fax: (319) 365-9270

Web Address: <http://www.iowaworkforce.org/region10/cedarrapids.htm>

Auxiliary aids and services upon request to individuals with disabilities.



Total Skilled Iowa member businesses for region 10 increased to 829 businesses up from 800 businesses last report. The business services team is focusing more on quality relationship building with employers rather than just on the number of contacts made weekly. As we continue to move forward with WIOA requirements, the business services team will become more familiar with all of the services offered by all of the required partners and offer these to employers as appropriate.

An example of a high quality service provided to an employer would be the HyVee hiring event that occurred in June. This was a 3 day recruiting event where HyVee marketed the event through various forms of media, including a live spot by Z102.9. The result was very positive as there was a tremendous turnout of job seekers. Overall, there were 377 persons interviewed over the 3 days with 250 persons hired. The HR manager attending the recruiting event was so pleased with the result that she shared this success with other HyVee locations across the state, resulting in other recruiting events being scheduled similar to this one.

More recently, Thomas L Cardella utilized the IowaWORKS center for a 3 day recruiting event as well. Although the turnout was lower, the employer was able to hire several people for their openings and indicated they would be interested in doing this again in the future.

There was a Cedar Rapids ECI event in June on Change Management, which had 31 attendees and very positive feedback. In Iowa City, there was an ECI event held on June 17th where Steve Ovel and Director Townsend both presented. Director Townsend presented on WIOA changes while Steve Ovel discussed legislative changes. In addition, there was an ECI seminar in August with 15 attendees present.

Rapid Response meetings have been held at Verizon, Kinze Manufacturing, and J&P Cycles in the past month. We are in the process of re-scheduling meetings with Schenker Logistics and have Trade meetings scheduled with Modine in October.

Region 10 is one of the regions selected to administer the construction NEG Grant. Mike Rose is the point person for this grant and is actively developing employer sites as well as qualified candidates (must meet the definition of dislocated worker). So far, Mike has received interest from 90 individuals, resulting in 4 confirmed placements to date. There are also 5 businesses currently interested, with many others being contacted.