



**CEO/RWDB MEETING  
THURSDAY, MAY 31, 2018  
10 AM – NOON**

**IowaWORKS OFFICE, ROOMS 41A/43A  
4444 1<sup>ST</sup> AVE NE, SUITE 436, 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)
  - RWDB – MARCH 29, 2018
  - CEO – MARCH 19, 2018
5. CORRESPONDENCE
  - LETTER OF RESIGNATION FROM MARCEL KIELKUCKI (SEE ATTACHMENT B)
6. MEMBER ANNOUNCEMENTS
7. MOTION TO APPROVE THE FOLLOWING WIA TRAINING PROVIDER AND THEIR RESPECTIVE PROGRAM – CARLA ANDORF (SEE ATTACHMENT C)
  - WIRELESS INFRASTRUCTURE ASSOCIATION (WIA)
    - TELECOMMUNICATIONS REGISTERED APPRENTICESHIP PROGRAM
8. FY19 BUDGET REVIEW WIOA TITLE 1 – ANGELA JAMES (SEE ATTACHMENT D)
9. REALIGNMENT UPDATE – CARLA ANDORF (SEE ATTACHMENT E)
10. STRATEGIC PLAN & REGIONAL WORKFORCE GOALS PROGRESS UPDATE – CARLA ANDORF (SEE ATTACHMENT F)
11. GRANTS REPORT – KIM BECICKA (SEE ATTACHMENT G)
12. IowaWORKS FINANCIALS & ENROLLMENT GOALS – ANGELA JAMES (SEE ATTACHMENT H)
13. REGION 10 IowaWORKS REPORT – SCOTT MATHER (SEE ATTACHMENT I)
14. ADULT EDUCATION/LITERACY REPORT – CARLA ANDORF (SEE ATTACHMENT J)
15. VOCATIONAL-REHABILITATION REPORT – HOLLY MATEER/MONICA BROCKWAY
16. IOWA DEPARTMENT FOR THE BLIND REPORT – KOHELL WEBER-RICKLEFS
17. PRESENTATION
18. MOTION TO ADJOURN

NEXT MEETING DATE IS: RWDB, JUNE 28, 2018, IowaWORKS

Region 10 Website: <https://www.iowawdb.gov/region-10-meetings>

REGIONAL WORKFORCE DEVELOPMENT BOARD  
MEETING MINUTES

March 29, 2018  
IowaWORKS OFFICE  
CEDAR RAPIDS, IOWA

RWDB Board Members Present: Kim Becicka, Ashley Ferguson, Wayne Frauenholtz, Rhonda Griffin, Jerry Hobart, Chris Hummer, Marcel Kielkucki, Joe Linn, Holly Mateer, Scott Mather, Steve Olson (by teleconference), Stefanie Rupert, Kory Schreiner

RWDB Board Members Absent: Patrick Loeffler, Kristy Lyman, Patty Manuel, Michelle Mexcur, Shelley Parbs, Julie Perez, Mark Schneider, Steve Shriver, Susie Weinacht

RWDB Ex-Officio Members: Carmen Heck, Laurie Worden (by teleconference)

STAFF: Carla Andorf, Angela James, Monica Brockway, Kochell Weber-Ricklefs

The meeting was called to order by Temporary Chair Marcel Kielkucki at 10:04 am. The RWDB board met quorum.

Marcel Kielkucki asked everyone present to introduce themselves.

Marcel Kielkucki asked for a motion to approve the agenda with the addition of Conducting the Oath of Office. M/S/C, Jerry Hobart, Joe Linn, agenda approved.

The Oath of Office was conducted for Kory Schreiner.

Marcel Kielkucki asked for a motion to approve the consent agenda. M/S/C, Stefanie Rupert, Jerry Hobart, motion approved.

Marcel Kielkucki asked if there was any correspondence to share. There was none.

Marcel Kielkucki asked if there were any member announcements. Carla Andorf shared information on two upcoming conferences; the AIWP conference will be held in Des Moines on April 18-20 and the WIOA Conference will be held in Des Moines on May 21. If you are interested in attending one of these conferences, please let Carla know. Stefanie Rupert shared that Collins Community Credit Union is sponsoring a Women's Leadership Summit in Cedar Rapids on April 25. Kim Becicka shared that Kirkwood is sensing that workforce challenges are even tightening more and we are working on several projects to assist in meeting those challenges. Marcel Kielkucki was awarded the WIOA Leadership Award for his work with the core partners.

Carla Andorf reviewed the realignment process to date. The State Workforce Board subcommittee is making recommendations to change the number of workforce regions in the

state. Currently there are 15 regions but the subcommittee's recommendation is to reduce that number to two. Carla shared the examples that the subcommittee has developed of different options for the regions. There is a public comment period open now through May 4, 2018. There has been a committee formed, led by the community colleges, to study their proposal and determine how many regions are realistic to have in Iowa. The regions must be aligned with the laborsheds in the state. The state Iowa Workforce Development Director has said that the number of one-stop centers will not be affected by the number of regions. Regardless of the final number of regions, our board composition will shift.

Carla Andorf gave an update on the Strategic Plan and Regional Workforce Goals progress. We are still planning to hold the board training orientation; there will be a webinar on May 22 or face-to-face training before our meeting on May 31.

Kim Becicka reviewed the Grants Report. The financials and enrollments were reviewed for the GAP and KPACE programs. We are in a good position and will spend all of our funds.

Angela James and Carla Andorf reviewed the WIA enrollment and financial reports. These reports show our performance measures for enrollment and financial goals.

Scott Mather reviewed the Region 10 Iowa Workforce Development report for January and February. This report reviewed registrations, job listings and unemployment insurance. Also highlighted were the recruiting events and Rapid Response activities assisted by the Employer Services team. His team is seeing more interest from schools and their recent Youth Job Fair was a success.

Marcel Kielkucki reviewed the Adult Education/Literacy report. Performance metrics for the program were shared. He also discussed the leadership change in his department and how the state is rebidding the high school diplomacy test.

Holly Mateer reviewed the Vocational-Rehabilitation report. She shared that they have had 31 successful job closures in Iowa City and 28 in Cedar Rapids since our last meeting. They are working on summer experience opportunities for their clients.

Kochell Weber-Ricklefs from the Iowa Department for the Blind gave a presentation on "Serving Participants with Disabilities."

Marcel Kielkucki asked for a motion to adjourn the meeting. M/S/C, Jerry Hobart, Stefanie Rupert, motion approved.

The meeting adjourned at 11:40 am.

**Upcoming Meeting:**

CEO/RWDB; May 31, 2018; 10am-Noon; IowaWORKS

CHIEF ELECTED OFFICIALS (CEO) BOARD  
MEETING MINUTES

MARCH 19, 2018  
IowaWORKS OFFICE  
CEDAR RAPIDS, IOWA

CEO Board Members Present: Jon Bell, Jim Houser (by teleconference), Pauline Taylor (by teleconference), Susie Weinacht (by teleconference), and Travis Weipert (by teleconference)

STAFF: Carla Andorf, Scott Mather, Kim Becicka

The meeting was called to order by Vice Chair Travis Weipert at 8:31 am. The CEO board did not meet quorum.

Travis Weipert asked everyone present to introduce themselves.

Travis Weipert asked for a motion to approve the agenda. M/S/C, Jim Houser, Susie Weinacht, agenda approved.

Carla Andorf gave an update on the Fiscal Agent entity that must be selected for Region 10. This is a result of the Department of Labor monitoring that was done last fall that stated that WIOA Title 1 grant funds were being improperly disbursed. In order for us to receive WIOA Title 1 funding starting April 1, a fiscal agent must be established; the CEO board has the authority to establish a fiscal agent.

Carla reviewed the options:

1. Region 10 identifies a local entity to serve as the fiscal agent; or
2. Region 10 asks Iowa Workforce Development to serve as the fiscal agent

Her recommendation is that it would be least disruptive to utilize Iowa Workforce Development for this service. Since we do not have quorum, we will need to take an email vote on this issue.

Travis Weipert asked for a motion to move forward with a contract with Iowa Workforce Development to become Region 10's fiscal agent with a vote by email. M/S/C, Jim Houser, Jon Bell, motion approved.

Carla Andorf gave an update on the RWDB open position that occurred when DaLayne Williamson left her position at ICR IOWA. She gave two options for the board to consider:

1. Wait and see what happens with the position and after it is filled, asked Jennifer Daly if that person would be a fit for the board; or
2. She could pull together a list for this board to review and make a recommendation of possible economic development staff

Travis Weipert asked for a motion to wait for the position at ICR IOWA to be filled with a vote by email. M/S/C, Susie Weinacht, Jim Houser, motion approved.

Scott Mather gave an update on the Customer Service Plan and how the Department of Labor found insufficient documentation of the priority of service for veterans. Therefore, we needed to add it to our Customer Service Plan.

Travis Weipert asked for a motion to approve the modification to the Customer Service Plan with a vote by email. M/S/C, Susie Weinacht, Pauline Taylor, motion approved.

Carla Andorf shared the summary of the realignment proposal. The Department of Labor found two key findings:

1. Appropriate regional WIOA administrative staffing is not in place; and
2. The state has too many regions to adequately fund these positions

The three positions that they are requiring are:

1. Fiscal Agent
2. Board Support Staff
3. One-Stop Operator

The state workforce board recommended that a realignment committee be formed to assess regional composition and staff funding models. Their recommendation at their February 2018 state workforce board meeting was for two workforce regions. Maps were also drawn showing options for 3, 4, 5, 6 or 8 regions.

CEO members should have received an email from Shelley Evans, Iowa Workforce Development, which contained a lot of information about the realignment. There is a public comment period that is open now through May 4, 2018. The Association of Iowa Workforce Partners will host a conference call on March 26 from 3-4:30 pm to learn more about the public comment materials. Join at <https://zoom.us/j/308913734>; or 1.646.558.8656; meeting id: 308913734.

We currently have 15 regions and based on the federal funding, it is probably too many for the funding to support. Four to six regions could probably be supported but the actual costs of the three positions still needs to be determined and finalized. Discussion was held on the importance of following laborshed areas; it would make sense to have an eastern Iowa region. The two regions that were recommended by the subcommittee do not take into account laborsheds. We have four strong regional laborsheds in the state (Des Moines area, our eastern Iowa area, western Iowa area, and northern Iowa area.

Travis Weipert asked for a motion to adjourn the meeting. M/S/C, Jim Houser, Susie Weinacht, motion approved.

The meeting adjourned at 9:00 am.

# Kirkwood

COMMUNITY COLLEGE

April 24, 2018

To Whom It May Concern:

Please accept this letter of resignation from my position as Title II voting member for the Region 10 Workforce Development Board, effective May 30<sup>th</sup>, 2018. I have accepted a position as Principal of Beckman Catholic Junior/Senior High School and will no longer be serving at the Title II director at Kirkwood Community College as of June 22<sup>nd</sup>, 2018. In looking at my schedule, I will be unable to attend the last two RWDB meetings of this fiscal year so I am tendering my resignation early in the hopes of being able to fill my seat more quickly.

It has been an honor and a privilege to serve as a voting member of the Region 10 RWDB for these past few years. I have enjoyed working with board members to assist and promote growing a skilled workforce in our region. Many of the initiatives that have been undertaken in our region have been model programs replicated across the state and are looked at as best practices nationally. I've been very fortunate to help play a role in these efforts with so many other talented and dedicated individuals.

I look forward to being able to see the great work all of you will do to help provide our citizens with the tools they need to gain or retain employment. Best wishes as you continue your work. I know the members of this board will continue to play a pivotal role in advancing workforce development in Iowa for many years to come.

Sincerely,



Marcel Kielkucki  
High School Completion Director  
Kirkwood Community College

**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 October 24, 2017

Name of Institution Wireless Infrastructure Association (WIA)

Address 500 Montgomery Street, Suite 500, Alexandria, VA 22314

Telephone Number (800) 759-0300 Fax (703) 836-1608

Location of Training Facility Nationwide via Employer Partners

Name of Chief Executive Officer Jonathan Adelstein, President & CEO

Program Contact Information Debra Bennett

Telephone Number (913) 707-0528 Email Address Deb.Bennett@wia.org

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 Telecommunications Registered Apprenticeship Program (TIRAP) is a joint venture of

B. A brief program description telecommunications companies, industry associations and the U.S. Department of Labor  
(DoL) that develops DOL credentialed apprenticeship programs available to qualified  
employers for career development of the telecommunications workforce. TIRAP  
currently has six competency based apprenticeable occupations, two of which are  
shown as available programs, including: Wireless Technician and Telecommunications  
Tower Technician. Full list of programs attached.

C. Length of Program Wireless Technician Total Credit Hours Required Competency Based/85 hours RTI  
Telecommunications Tower Technician Competency Based/160 hours RTI



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)	<u>Employer partners pay all training related fees.</u>
1b. Tuition (Out-of-State, per credit hour)	<u>Employer partners pay all training related fees.</u>
2. Supplies, including tools, uniforms, etc.	<u>Employer partners provide all tools, job related supplies, etc.</u>
3. Fees, including laboratory, student rentals, deposits	_____
4. Miscellaneous charges	_____
5. Average cost per year for program	<u>Wireless Technician = \$5,000    Telecom Tower Technician = \$8,000</u>
6. Total cost to complete this program	<u>Wireless Technician = \$5,000    Telecom Tower Technician = \$8,000</u>

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 Debra K. Bennett certify that I am the Director of Apprenticeship 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.

Debra K. Bennett  
 Signature

October 24, 2017  
 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 _____	Date Approved by RWIB _____
Application Date _____	Date RWIB Submitted to IWD _____
	Region #: _____
Authorized RWIB Signature _____	

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



All other applicants must complete the following information and Part III - Part VI:

1. Date Institution was founded: \_\_\_\_\_
2. Number of years the institution has been in continuous operation: \_\_\_\_\_
3. Is the institution accountable to a policy or governmental board?  Yes  No  
 If so, what board? \_\_\_\_\_ Please attach a member list.
4. Does each program lead to a degree or certification? Please Explain: \_\_\_\_\_

### PART III - FINANCIAL INFORMATION

1. Is the institution financially sound and able to satisfy potential liabilities arising from its participation? Please enclose a certified financial statement and the institution's most recent auditor's report.
2. Attach a schedule of fees for in-state and out-of-state tuition, if applicable.
3. Does the institution have a refund policy for the unused portion of tuition, fees, and other charges in the event the enrollee withdraws or discontinues at any time prior to completion?

Please state your  
refund policy:

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### PART IV - FACILITIES

Describe your facility. Provide narrative that describes at a minimum a description on each of the following:

- \*The number of buildings
- \*Availability of suitable training equipment
- \*Handicap accessibility
- \*Compliance with fire, building and safety codes, including off-campus locations or other sites

### PART V - ORGANIZATION OF THE TRAINING INSTITUTION

Please provide a description of each of the following:

- \*The number of persons employed
- \*Current number of students enrolled
- \*Class size to instructor ratio
- \*School Calendar
- \*Availability of Transcripts

Note:

TIRAP is a registered apprenticeship program which utilizes its' network of employer partners and other third providers to deliver the related technical instruction for each employer partner's registered apprentice for their own employees.

### PART VI - INITIAL PERFORMANCE INFORMATION REQUIRED ON EACH PROGRAM

1. Program completion rate for all individuals participating in the applicable program conducted by the training provider.  
A program completer is a person who has:

- a. obtained a certificate, degree or diploma; or
- b. received credit for completing the program; or
- c. received a passing grade in the program; or
- d. finished the required curriculum of the program

Which criteria listed above (a) - (d) do you use to define a completer?  (a)  (b)  (c)  (d)

2. Percentage of all individuals who obtained unsubsidized employment. The training provider must specify:

- \*how the information was obtained
- \*what percentage of all student's data was collected
- \*what year is being used

3. Average hourly wages of all students who obtained unsubsidized employment for this program: \_\_\_\_\_

<b>APPRENTICEABLE OCCUPATIONS</b>	
Telecommunications Tower Technician TTT1 (Interim Credential) Telecommunications Tower Technician TTT2	O*NET-SOC Code: 49-2021.00 RAPIDS Code: 2030CB
Wireless Technician 1 (Interim Credential) Wireless Technician 2	O*NET-SOC Code: 49-2021.00 RAPIDS Code: 2038CB
Telecommunications Tower Antenna & Line Lead	O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2055CB
Telecommunications Tower Antenna & Line Foreman	O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2054CB
Telecommunications Tower Construction Lead	O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2053CB
Telecommunications Tower Construction Foreman	O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2052CB

Object Code	Object Code Description	Additional Information	G_WIOA_Admin	G_WIOA_Adult	G_WIOA_DW	G_WIOA_YTH IS	G_WIOA_YTH 05	G_KPACE_IA	G_SNAP_ADMIN	G_GAPTUITION	Total Budget
5######	Total Personnel	Director, Operations Manager, Navigators, Consultants	46,050.04	55,584.99	123,085.09	37,910.97	149,439.03	278,238.66	60,904.42	24,670.36	775,883.58
520000	Instruction Salary Credit - Full Time	Instructors	#VALUE!	-	-	-	-	-	-	-	#VALUE!
521010	Instruction Salary Non-Credit - Part Time	Instructors	#VALUE!	-	-	-	-	750.00	-	-	#VALUE!
530000	Professional Salary - Full Time	Director, Operations Manager, Navigators, Consultants	-	-	-	-	-	-	-	-	-
531000	Professional Salary - Part Time	Director, Operations Manager, Navigators, Consultants	-	-	-	-	-	-	-	-	-
540000	Secretarial/Clerical Salary - Full Time	Department Assistants	9,781.90	15,231.30	31,384.85	11,494.76	27,785.79	57,032.04	-	-	152,710.64
541000	Secretarial/Clerical Salary - Part Time	Office Assistant	-	-	-	-	-	-	-	-	-
551000	Service Staff Salary - Part Time	Part Time Program Staff	-	-	-	-	-	-	-	-	-
598010	Accrued Salary Expense	Accrued Salary Expense	-	-	-	-	-	-	-	-	-
59#####	Total Fringe Benefits	Director, Operations Manager, Navigators, Consultants	16,051.68	20,359.68	44,410.11	13,551.63	47,979.55	94,192.30	17,510.02	7,092.73	261,147.70
591000	Medical Insurance	For Payroll Use Only	-	-	-	-	-	-	-	-	-
591010	Dental Insurance	For Payroll Use Only	-	-	-	-	-	-	-	-	-
591020	Vision Insurance	For Payroll Use Only	-	-	-	-	-	-	-	-	-
592000	Basic AD&D and Life Insurance	For Payroll Use Only	-	-	-	-	-	-	-	-	-
593000	FICA	For Payroll Use Only	-	-	-	-	-	-	-	-	-
594010	IPERS Retirement Expense	For Payroll Use Only	-	-	-	-	-	-	-	-	-
594020	TIAA-CREF Retirement Expense	For Payroll Use Only	-	-	-	-	-	-	-	-	-
595000	Long-term Disability	For Payroll Use Only	-	-	-	-	-	-	-	-	-
601030	Data/Software Support,Licenses&Upgrades	Data processing, software support, software and/or hardware	-	-	-	-	-	-	-	-	-
601090	Other Professional Services (Database)	Letter B	-	-	-	-	-	1,000.00	-	-	1,000.00
603000	Maintenance & Repair - Equipment	Pest Control	-	-	-	-	-	-	-	-	-
604010	Rental of Buildings	IowaWORKS CR/IC, Resource Center	5,283.96	13,789.00	12,800.00	6,442.73	14,924.88	9,000.00	-	-	62,240.57
611000	Office Materials & Supplies	Office Materials & Supplies. < \$1,000	2,000.00	1,700.00	500.00	800.00	3,200.00	2,000.00	625.00	-	10,825.00
611010	Instructional Materials & Supplies	Instructional purposes, < \$1,000.	-	-	-	-	-	-	-	-	-
611020	Technology Materials & Supplies	Technology purposes, < \$1,000.	-	-	-	-	-	-	-	-	-
621000	Out of State Mileage/Parking	Out of State Mileage/Parking	-	23.11	25.45	15.00	65.00	50.00	-	-	178.56
621010	Out of State Meals & Other	Out of State Meals & Other	-	100.00	160.00	105.00	315.00	450.00	-	-	1,130.00
621020	Out of State Hotel	Out of State Hotel	-	220.10	200.00	190.00	570.00	100.00	-	-	1,280.10
621030	Out of State Air	Out of State Air	-	154.07	150.00	-	-	400.00	-	-	704.07
621040	Out of State Rental Vehicle & Fuel	Out of State Rental Vehicle & Fuel	-	97.94	100.00	123.75	371.25	-	-	-	692.94
622000	In State Mileage/Parking	In State Mileage/Parking	350.00	500.00	2,500.00	2,050.00	6,150.00	5,000.00	1,250.00	-	17,800.00
622010	In State Meals & Other	In State Meals & Other	300.00	200.00	100.00	150.00	450.00	200.00	-	-	1,400.00
622020	In State Hotel	In State Hotel	700.00	350.00	200.00	250.00	750.00	500.00	-	-	2,750.00
622040	In State Rental Vehicle & Fuel	In State Rental Vehicle & Fuel	800.00	300.00	100.00	200.00	600.00	200.00	-	-	2,200.00
631000	Advertising	CR Gazette, IC Press Citizen, Penny Saver, etc...	-	-	-	-	-	15,000.00	-	-	15,000.00
632000	Printing & Production	Cost of printing, copying and photography.	500.00	150.00	200.00	100.00	400.00	2,000.00	-	-	3,350.00
632010	Postage & Shipping	Postage & Shipping	25.00	15.00	20.00	-	-	-	-	-	60.00
633000	Telephone	Telephone	800.00	900.00	1,900.00	500.00	1,500.00	1,000.00	500.00	-	7,100.00
633010	Cellular & Data Charges	Staff Cell Phones	500.00	150.00	-	350.00	1,050.00	2,000.00	-	-	4,050.00
635010	Subscriptions	Corridor Business Journal	-	-	-	-	-	100.00	-	-	100.00
651090	Other Contractual Services	Sector Board	-	-	-	-	-	-	-	-	-
661000	Non-Capital Equipment	Cost of equipment generally between \$1,000 - \$4,999.	-	-	-	-	-	-	-	-	-
671010	Meeting Expense	Cost for materials and supplies paid to conduct a college-sponsored meeting or workshop.	33.66	49.31	80.91	41.04	95.08	-	-	-	300.00
671015	Catering & Food	Cost for catering and food paid to conduct a college-sponsored meeting or workshop	33.66	49.31	80.91	41.04	95.08	1,200.00	-	-	1,500.00
671020	Memberships	AIWP	403.94	591.73	970.87	492.52	1,140.94	-	-	-	3,600.00
671050	Training & Conference Fees	Registration cost of all trainings, seminars and conferences	224.41	328.74	539.37	273.62	633.86	3,000.00	1,000.00	-	6,000.00
671090	Miscellaneous Expense (IT Chargebacks)	IT Chargebacks	-	-	-	-	-	-	-	-	-
672080	Property & Casualty Insurance	Insurance	80.00	130.00	220.00	80.00	268.00	400.00	-	-	1,178.00
800000	Furniture & Equipment	laboratories, auditoriums, shops and general college	-	-	-	-	-	-	-	-	-
<b>TOTAL STAFF OVERHEAD</b>			<b>83,919.00</b>	<b>111,324.28</b>	<b>219,727.57</b>	<b>75,162.06</b>	<b>257,783.47</b>	<b>473,813.00</b>	<b>81,789.44</b>	<b>31,763.09</b>	<b>#VALUE!</b>

Participant Expenses ONLY											
Object Code	Object Code Description	Additional Information	G_WIOA_Admin	G_WIOA_Adult	G_WIOA_DW	G_WIOA_YTH IS	G_WIOA_YTH OS	G_KPACIA_IA	G_SNAP_ADMIN	G_GAPTUITION	
580070	Participant Stipend * DNU	<b>*DO NOT USE THIS ACCOUNT*</b>	-	-	-	-	-	-	-	-	-
580075	WIOA Stipend	Grant participant stipends	-	-	-	10,000.00	50,000.00	-	-	-	60,000.00
593000	FICA	For Payroll Use Only	-	-	-	765.00	3,825.00	-	-	-	4,590.00
681015	Participant Day Care		-	-	-	150.00	850.00	-	-	-	1,000.00
681020	Participant Incentive Bonuses	Gift Card Purchases	-	-	-	500.00	5,000.00	1,800.00	-	-	7,300.00
681025	Participant Exam, Testing, and Assessment Fees	Vaccinations/Immunizations.	-	-	-	500.00	2,000.00	10,000.00	-	10,000.00	22,500.00
681030	Participant Travel-Domestic		-	-	-	-	-	-	-	-	-
681035	Participant Car Repairs -DNU	<b>*DO NOT USE THIS ACCOUNT*</b>	-	-	-	-	-	-	-	-	-
681040	Participant Car Repairs		-	-	-	100.00	400.00	-	-	-	500.00
681050	Participant Req. Supplies/Clothing/Equipment		-	500.00	-	-	-	10,000.00	-	-	10,500.00
681055	Participant Utilities		-	-	-	-	-	-	-	-	-
681060	Participant Bus Pass/Mileage		-	2,000.00	3,500.00	1,000.00	7,000.00	10,000.00	-	-	23,500.00
683002	Participant Mileage Reimbursement & Bus Passes		-	-	-	-	-	-	-	-	-
683003	Participant Living Allowance		-	-	-	-	-	40,000.00	-	-	40,000.00
683004	Participant Clothing	All Clothing coded to this line	-	300.00	-	300.00	2,000.00	5,505.00	-	-	8,105.00
683005	Participant Rental Assistance	Utilities are coded in 683013	-	-	-	200.00	1,800.00	3,000.00	-	-	5,000.00
683006	Participant Tuition & Books		-	50,000.00	90,000.00	2,000.00	16,000.00	195,923.00	-	260,947.91	614,870.91
683007	Participant REQUIRED Supplies, Equipment, and Clothing	<b>*DO NOT USE THIS ACCOUNT*</b>	-	-	-	-	-	-	-	10,000.00	10,000.00
683013	Participant Taxes		-	-	-	-	-	-	-	-	-
683014	PC Workshops		-	11,431.00	21,229.00	-	-	-	-	-	32,660.00
683018	Contractual grant payments	OJT Reimbursements	-	-	-	-	-	-	-	-	-
<b>TOTAL PARTICIPANT</b>			-	<b>64,231.00</b>	<b>114,729.00</b>	<b>15,515.00</b>	<b>88,875.00</b>	<b>276,228.00</b>	-	<b>280,947.91</b>	<b>840,525.91</b>
<b>GRAND TOTAL</b>			<b>83,919.00</b>	<b>175,555.28</b>	<b>334,456.57</b>	<b>90,677.06</b>	<b>346,658.47</b>	<b>750,041.00</b>	<b>81,789.44</b>	<b>312,711.00</b>	<b>#VALUE!</b>

**Regional Map Proposals:**

- Region Map 4B would provide fairly even split of administrative staff budget with Regions 1&2 sharing administrative regional budget. With 1&2 combined population and membership demographics are comparative

REGION	Administrative Budget	Population	Average Membership	Combined
Region 1	\$159,129	576,918	1,469	
Region 2	\$183,872	819,349	1,679	\$315,148
Region 3	\$359,203	830,032	2,179	\$359,201
Region 4	\$316,212	1,116,226	3,180	\$316,212

Regional Workforce Budgets - 4 Regions		Estimated Cost	Region 1&2	Region 3	Region 4
Local Board Operations		\$15,000			
Independent Local Board Support Staff		\$60,000			
Local Fiscal Agent - Average	6% of Total Budget	\$19,811			
Service Provider: Title I Youth		\$50,000			
Service Provider: Title I Adult & Dislocated Worker		\$50,000			
One-Stop Operator (Range \$80,000-\$100,000)		\$100,000			
		<b>\$294,811</b>	\$315,148	\$359,201	\$316,212
<b>=-/Total Budget Estate vs. Formula Administrative Budget Allocation</b>			\$20,337	\$64,390	\$21,401

- Region Map 5A provides fairly even split of administrative staff budget with 4&5; and 1&2 combining. Region 3 would have lower population and membership size by about 35%.

REGION	Administrative Budget	Population	Average Membership	Combined
Region 1	\$143,038	819,349	1,986	
Region 2	\$172,110	374,655	1,021	\$315,148
Region 3	\$359,203	830,032	1,387	\$359,203
Region 4	\$117,044	404,277	1,129	
Region 5	\$227,020	618,039	2,192	\$344,064

Regional Workforce Budgets - 5A Regions		Estimated Cost	Region 1&2	Region 3	Region 3&4
Local Board Operations		\$15,000			
Independent Local Board Support Staff		\$60,000			
Local Fiscal Agent - Average	6% of Total Budget	\$20,368			
Service Provider: Title I Youth		\$50,000			
Service Provider: Title I Adult & Dislocated Worker		\$50,000			
One-Stop Operator (Range \$80,000-\$100,000)		\$100,000			
		<b>\$295,368</b>	315,148	359,203	344,064
<b>=-/Total Budget Estate vs. Formula Administrative Budget Allocation</b>			\$19,780	\$63,835	\$48,696

- Region Map 5B offers the best single region map, however, the administrative regional budgets are smaller than 4B and 5A options. The question would be if administrative staff for each region could be supported by smaller regional administrative budgets.

REGION	Administrative Budget	Population	Average Membership	Combined
Region 1	\$183,872	523,167	1,679	
Region 2	\$247,451	722,313	1,739	
Region 3	\$189,961	245,557	954	
Region 4	\$238,002	978,388	2,666	
Region 5	\$159,130	576,918	1,469	

Regional Workforce Budgets - 5B Regions		Estimated Cost	Region 1	Region 2	Region 3	Region 4	Region 5
Local Board Operations		\$10,000					
Independent Local Board Support Staff		\$30,000					
Local Fiscal Agent - Average	6% of Total Budget	\$12,221					
Service Provider: Title I Youth		\$50,000					
Service Provider: Title I Adult & Dislocated Worker		\$50,000					
One-Stop Operator (\$50,000-\$70,000)		\$70,000					
		<b>\$222,221</b>	183,872	247,451	189,961	238,002	159,130
<b>=/-Total Budget Estate vs. Formula Administrative Budget Allocation</b>			<b>(\$38,348.99)</b>	\$63,579.00	<b>(\$57,490.00)</b>	\$48,041.00	<b>(\$78,872.00)</b>

- Region Map 6 offers higher number of regions. The administrative budgets won't cash flow without additional funding from Title Core Partners and IWD taking a reduced set-aside share. The map has numerous regions doesn't conform to CC boundaries exactly.

REGION	Administrative Budget	Population	Average Membership	Combined
Region 1	\$ 118,664	457,442	1,361	
Region 2	\$ 68,655	230,858	580	
Region 3	\$ 69,381	339,450	867	
Region 4	\$ 77,110	236,817	507	
Region 5	\$ 248,608	839,706	3,013	
Region 6	\$ 328,656	830,032	2,179	

Regional Workforce Budgets - 6 Regions		Estimated Cost	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
Local Board Operations		\$10,000						
Independent Local Board Support Staff		\$30,000						
Local Fiscal Agent - Average	6% of Total Budget	\$9,111						
Service Provider: Title I Youth		\$50,000						
Service Provider: Title I Adult & Dislocated Worker		\$50,000						
One-Stop Operator (\$50,000-\$70,000)		\$70,000						
Total Budget Estimate		<b>\$219,111</b>	118,664	68,655	69,381	77,110	248,608	328,656
<b>=/-Total Budget Estate vs. Formula Administrative Budget Allocation</b>			<b>(\$100,446.74)</b>	<b>(\$150,455.74)</b>	<b>(\$149,729.74)</b>	<b>(\$142,000.74)</b>	\$29,497.26	\$109,545.26

**Regional Workforce Budgets are based on evaluation of USDOL's definition of board support staff and one-stop operator responsibilities as well as FFY18 regional WIOA allocations.**

Local workforce development boards and CEOs may submit written comments to the Realignment Committee. Comments may be submitted individually by members or collectively by boards. Comments must be submitted on or before May 4, 2018, by email to: Shelly .Evans@iwd.iowa.gov.

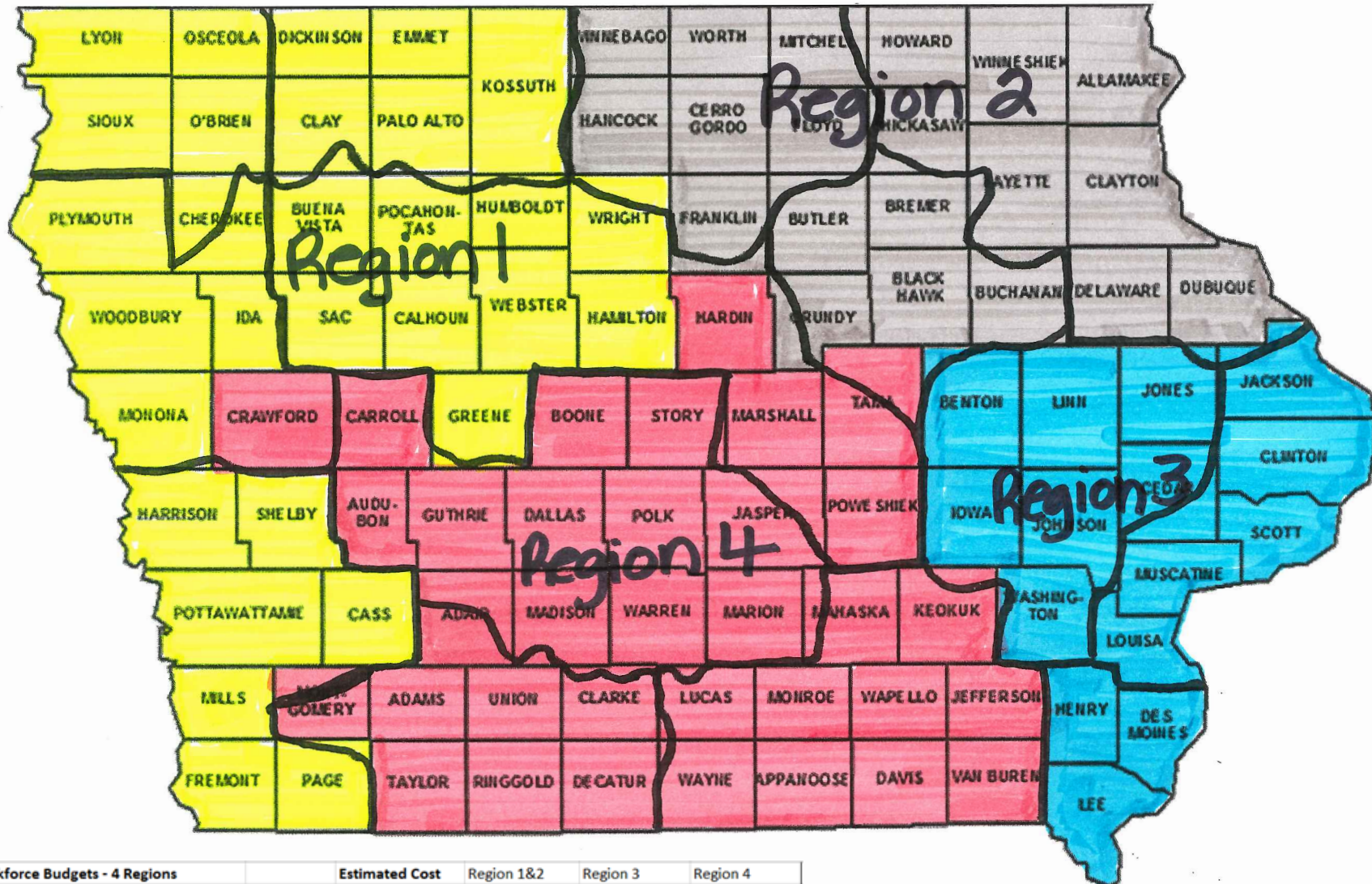
### Informational Talking Points

- To reach the Future Ready Iowa goal by 2025, the largest segment of the targeted population (51,300) are adults age 25 or older with no recognized postsecondary education. This group makes up 68% of the targeted Future Ready Iowa population. Local WIOA and workforce training program partnerships are essential in serving serve this population. Therefore, regions representing labor shed and manageable areas for partnership are critical. Reducing workforce service regions to two or three regions in the state diminishes the efforts to accomplish the goals of Future Ready Iowa.
- The WIOA legislation requires workforce regions be consistent with local labor shed areas, and have a common economic development area (TEGL 27-14). How will Iowa remain compliant with this requirement under the proposed regional restructure? What efforts were made to ensure local labor shed areas were considered? How do labor shed areas align with the larger areas suggested?
- A suggestion by the State Workforce Development Board subcommittee to have former local boards serve as advisory committees or subcommittees is unrealistic. Local boards at times can struggle for membership and participation, even though members are appointed by the governor, and have the ability to make decisions that will impact their local area. The assertion that a local subcommittee, without any real power would sustain and have true input is unrealistic. Keeping regions as small as possible is the best option for engaging with the full region.
- Electing to realign to two workforce regions would leave Iowa with the fewest workforce regions of any mid-west state. Nebraska would be the closest with 3 regions, and they have 1.22 million fewer residents. How do you justify aligning to the 2 region map? Has research been completed to determine how Nebraska and other mid-west states support WIOA administrative costs like one stop operator and board support while maintain more regions which allows for more local control?
- Can you clarify the process used to determine costs for board staffing and one stop operator? Was consideration given to having multiple areas share these costs?
- While currently there are no plans to close workforce offices, realigning to fewer regions would give the state power to close workforce offices, as federal law only requires 1 one-stop office per region. Since leadership and priorities can change, what steps are being taken to preserve the current level of workforce offices to ensure an ongoing basic level of services and access, especially for the rural communities, as regions are reduced? Protections are needed.
- DOL requires all partners who participate in the workforce system to contribute to infrastructure costs which can include one stop operator and board support. How can WIOA Title 2, 3 and 4 state they have no funds to contribute to these infrastructure costs? That doesn't align with DOL requirements. In addition, recent DOL grants are requiring partners to contribute to the cost of workforce infrastructure. Won't DOL be asking how or requiring Titles 2, 3 and 4 to demonstrate how they are contributing to infrastructure costs? Shouldn't this cost sharing be developed now to head off issues later with future DOL monitoring?



- The initial draft budget for WIOA Title 1 services has been released and the state of Iowa is choosing to set aside the full amount allowable under federal law. This is a departure from last year. What is the state of Iowa choosing to do with those funds outside of those earmarked for specific work like DW rapid response meetings? A recommendation is to use a portion of those funds to support the cost of WIOA infrastructure.
- Training and Employment Guidance Letters (TEGL) 16-16 expressly requires that there be one comprehensive American Job Center in each region. Other offices would be considered affiliate offices and have their own set of requirements as to which partners need to be present for it to even be an affiliate center. How will the decision be made as to which centers will be kept as the comprehensive American Job center one stops?
- Training and Employment Guidance Letters (TEGL) 16-16 emphasizes that all one stop partners are required, under WIOA sec. 121 (h), to support the infrastructure costs and certain additional costs of the one stop delivery system. The one stop operating budget consists of two types of costs—infrastructure costs and additional costs (which must include career services and may include other shared costs and shared services). WIOA introduced mandatory funding agreements, with particularly detailed requirements for funding of infrastructure costs. 20 CFR 678.700, 34 CFR 361.700 and 34 CFR 463.700. This information is available under TEGL 16-16 Page 21 and also includes the requirement that the Governor issue guidance on one stop infrastructure funding.
- CFR at 678.620 provides information on the one stop operator's role within the one-stop center. The minimum requirement is for the operator to coordinate the service delivery of the required one-stop partners and service providers. When calculating the costs for this position the State has budgeted for \$100,000 to perform the function and considers this function to be strictly administrative. While the local RWDB may add duties to this role, there are many duties which are strictly prohibited from being performed by the one stop operator, most of which would be considered administrative such as budgeting, negotiating performance etc. Most of the duties which the CFR and the other DOL issued documents suggest are providing services which is actually a program and not an administrative function. This brings into question how this position can be funded (just administrative funds or necessary program funds) and if the role needs to be a full-time position at \$100,000.

## Four Regions - Option B



Regional Workforce Budgets - 4 Regions		Estimated Cost	Region 1&2	Region 3	Region 4
Local Board Operations		\$15,000			
Independent Local Board Support Staff		\$60,000			
Local Fiscal Agent - Average	6% of Total Budget	\$19,811			
Service Provider: Title I Youth		\$50,000			
Service Provider: Title I Adult & Dislocated Worker		\$50,000			
One-Stop Operator (Range \$80,000-\$100,000)		\$100,000			
		<b>\$294,811</b>			
=/-Total Budget Estate vs. Formula Administrative Budget Allocation			\$20,337	\$64,390	\$21,401

REGION	Administrative Budget	Population	Average Membership	Combined
Region 1	\$159,129	576,918	1,469	
Region 2	\$183,872	819,349	1,679	\$315,148
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Region 4	\$316,212	1,116,226	3,180	\$316,212

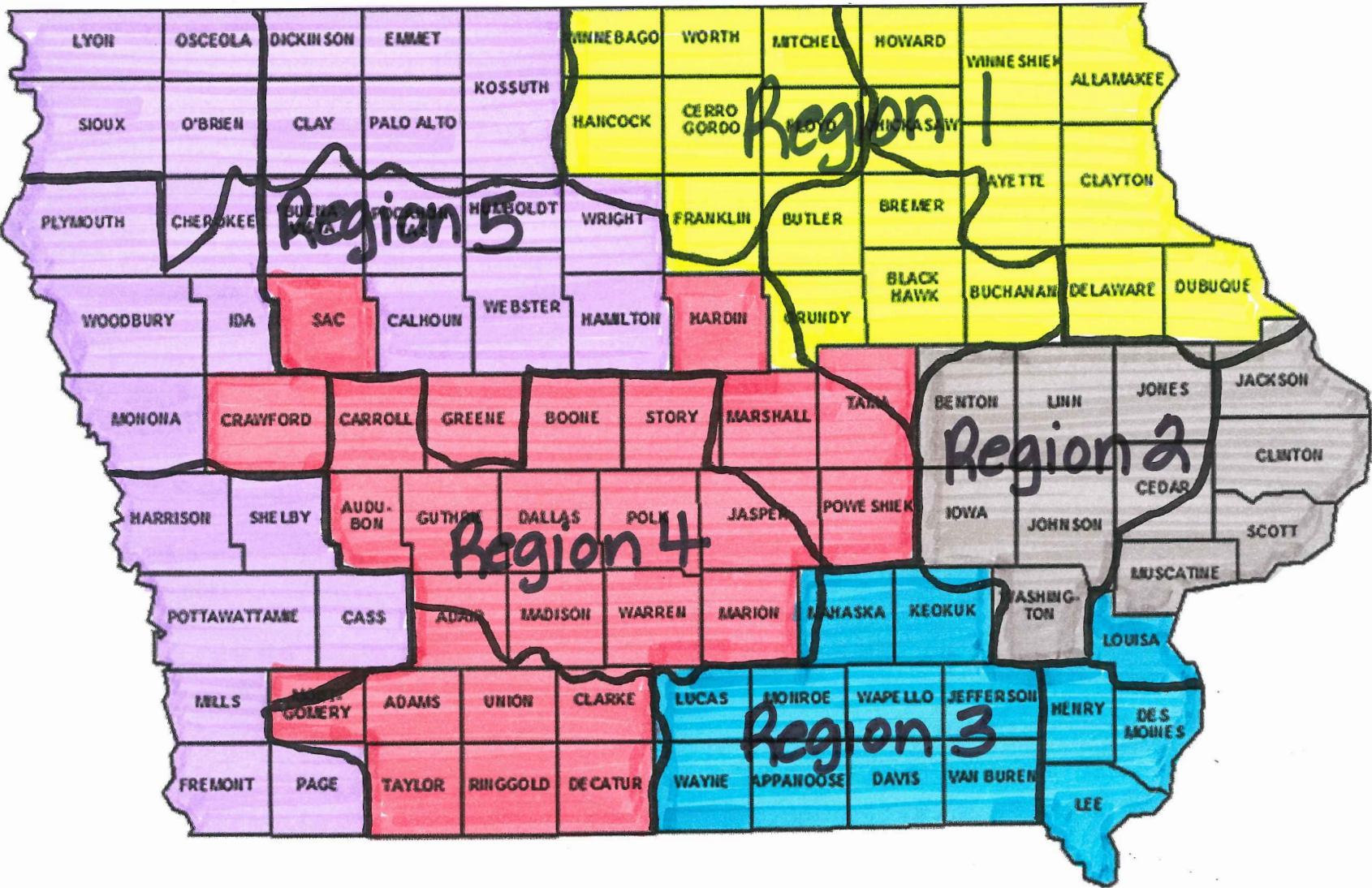
Regional Workforce Budgets are based on evaluation of USDOL's definition of board support staff and one-stop operator responsibilities as well as FFY19 regional WIOA allocations.







# Five Regions - Option B



Regional Workforce Budgets - 58 Regions		Estimated Cost	Region 1	Region 2	Region 3	Region 4	Region 5
Local Board Operations		\$10,000					
Independent Local Board Support Staff		\$30,000					
Local Fiscal Agent - Average	6% of Total Budget	\$12,221					
Service Provider: Title I Youth		\$50,000					
Service Provider: Title I Adult & Dislocated Worker		\$50,000					
One-Stop Operator (\$50,000-\$70,000)		\$70,000					
		<b>\$222,221</b>	183,872	247,451	189,961	238,002	159,130
=/- Total Budget Estate vs. Formula Administrative Budget Allocation			(\$38,348.99)	\$63,579.00	(\$57,490.00)	\$48,041.00	(\$78,872.00)

REGION	Administrative Budget	Population	Average Membership	Combined
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Region 3	\$189,961	245,557	954	
Region 4	\$238,002	978,388	2,666	
Region 5	\$159,130	576,918	1,469	



# Six Regions



Regional Workforce Budgets - 6 Regions		Estimated Cost	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
Local Board Operations		\$10,000						
Independent Local Board Support Staff		\$30,000						
Local Fiscal Agent - Average	6% of Total Budget	\$9,111						
Service Provider: Title I Youth		\$50,000						
Service Provider: Title I Adult & Dislocated Worker		\$50,000						
One-Stop Operator (\$50,000-\$70,000)		\$70,000						
Total Budget Estimate		\$219,111	118,664	68,655	69,381	77,110	248,608	328,656
=/-Total Budget Estate vs. Formula Administrative Budget Allocation			(\$100,446.74)	(\$150,455.74)	(\$149,729.74)	(\$142,000.74)	\$29,497.26	\$109,545.26

REGION	Administrative Budget	Population	Average Membership	Combined
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Region 5	\$ 248,608	839,706	3,013	
Region 6	\$ 328,656	830,032	2,179	

## Region 10 Vision, Mission, Strategic Priorities and Goals

**July 1, 2016-June 30, 2019**

**Vision:** Providing a seamless and integrated workforce delivery system for businesses and individuals by:

1. Ensuring accessibility for all individuals, including those with barriers to employment.
2. Sustaining and strengthen regional economic growth through innovative sector partnerships
3. Creating pathways that connect a pipeline of educated and skilled workers to current and emerging industries leading to self-sufficient careers.

**Mission:** Effectively contributing to Iowa's Creative Corridor's quality of life by connecting businesses and individuals to workforce solutions.

### Strategic Priorities and Goals:

**Priority #1.** Community Awareness of Integrated Workforce System: Design an integrated workforce system that focuses on increased awareness of the workforce system with external customers (businesses) and internal customers (four core partner programs).

Goal	Responsible Party	Estimated Date	Progress Report
<b>1.1</b> Develop a Workforce System Orientation for use with Businesses and Customers.	Core Partners	June 30, 2017	<p>July-September 2016: Joint workgroup (4 core partners) working on integrating business service activities.</p> <p>October 2016: Report out to full staff with an action plan ready to implement.</p> <p>December 2016-Implementation Workgroup Meeting. Starting to work on implementation of business services joint outreach and orientation.</p> <p>March 2017-Workgroup team met with KCC Marketing. Will be developing an outline and</p>

			gathering video for a short 3 minute video to be used with new enrollments, on facebook and with partners to share what workforce system means. June 2017-Video finalized, shared with board, and beginning to be used in orientations, workshops, marketing.
<b>1.2</b> Increase visibility through joint outreach, marketing and awareness campaigns, especially seeking local media outlets.	Core Partners	December 31, 2017	<p>July-September 2016: Joint workgroup (4 core partners) working on integrating outreach activities and education the public on the full workforce ‘system’ of services.</p> <p>October 2016: Report out to full staff with an action plan ready to implement.</p> <p>December 2016-Implementation Workgroup Meeting. Starting to work on implementation of activities, including a tool for staff and partners to know and understand all WIOA services, activities and referral process.</p> <p>Jan-March 2017-Teams have developed a referral tool for staff and partners. Almost ready for print. Developing “display boards” outlining all workforce services to be displayed with all partners and used at job fairs, etc.</p> <p>November 2017-January 2018-Food Assistance Outreach. Received list of all food assistance participants in 7 county region. Will conduct a mailing to invite them into a “lunch and learn” or “supper and learn” to hear about services available at IowaWORKS, and how to access training and other workforce program services. Sessions will be held in January 2018. Planning happening now. Should reach around 17,000 household.</p> <p>February 2018-Hosting Lunch and Learn events in Iowa City and Cedar Rapids (two in CR). Planning</p>



			smaller lunch and learn sessions for March in rural counties (Washington, Iowa, Cedar, Benton and Jones).
<b>1.3</b> Provide ongoing staff training, continuously integrate services and evaluate regularly.	All Workforce Partners	Ongoing	<p>June 2016-Team members attended WIOA conference.</p> <p>September 2016-Team members attended training on enter business services</p> <p>October 2016-Workforce Partner In-Service. Teams will present on work group efforts, field questions.</p> <p>December 2016-Implementation Workgroup Meeting. Starting to work on implementation of activities, including a tool for staff and partners to know and understand all WIOA services, activities and referral process. Developing electronic referral tool.</p> <p>February 2017-All 4 core partners completed a day long training together. Worked on teamwork and partnership with an outside speaker. Collected next steps from team members, and surveyed team members on what we should do to keep momentum going. Developing ongoing trainings, and silo-breaking activities.</p> <p>June 2017-Completed COLORS training with all staff.</p> <p>May-June 2017-Planning fall team building activities at Camp Wapsi.</p> <p>August 2017-Finalized planning for Camp Wapsie team building in October.</p> <p>October 2017-Hosted team building at Camp Wapsie. 93 team members in attendance from IowaWORKS, KCC Adult Basic Ed, IVRS and IDB.</p>

			<p>November-December 2017-Reevaluating expectations for customer service. Developing as a team, and identifying training needs. Will be adding expectations into IowaWORKS team member evaluations moving forward.</p> <p>Jan-Feb 2018-Planning and hosting Disability Services and Experience event for staff during President's Day all staff inservice. Will bring together all core partners in Region 10 plus Title 1 and 3 from Davenport and Burlington. Will share results of training and some activities with RWDB in March 2018.</p> <p>March 2018-Sharing results of training with RWDB, and providing a portion of training.</p>
<p><b>1.4</b> Develop a referral process between the four core programs which includes a hand off and follow up process.</p>	<p>Core Partners</p>	<p>December 31, 2017</p>	<p>July-September 2016: Joint workgroup (4 core partners) working on developing a more efficient referral tool and method.</p> <p>October 2016: Report out to full staff with an action plan ready to implement.</p> <p>Jan-March 2017-Team is researching options for making electronic referrals. SmartSheet is being researched as a quick tool.</p> <p>May 2017-Also looking at a google doc that can be shared among partners. GeoSolutions software system train-the-trainer training begins in May. Will be sending several staff to start transition process. New system has built in referral tool.</p> <p>July-September 2017-Finalized referral guide. Created online referral tool, and gathered feedback from partners.</p> <p>March 2018-Finalized online referral tool, trained staff, set up system to monitor and track referrals.</p>

			May 2018-Shared referral guide with board members.
<p><b>1.5</b> Inform customers of career pathways and occupations that lead to self-sufficiency.</p>	<p>Core Partners with Sector Boards</p>	<p>June 30, 2018</p>	<p>June 2016-RWDB met with Advance Mfg Sector Board to learn about pathways and workforce needs  September 2016-RWDB met with Customer Service/Insurance/Banking Sector Board to learn about pathways and workforce needs.  November 2016-Hosted apprenticeship awareness event with 23 businesses and 11 job seekers.  May 2017-Promoting and recruiting non-native English speakers to a free Transportation Communication class that educates them on the various career pathways in transportation and logistics and prepares them to enter into those training programs.  June-July 2017-Preparing to host Industry Sector Board facilitators for a lunch and learn with workforce partners.  September 2017-hosted sector board facilitators, with goal of re-convening to focus on “opportunity” clients served through IowaWORKS. Meeting may be with Jennifer Daly and board chairs.  October-November 2017-Representative attended training and planning sessions with the 6 Sector Board leadership committees. Being available for questions/input as they work on developing coordinated strategies between the boards.  February 2018-Hosted lunch and learn sessions targeting food assistance recipients. Shared training opportunities and pathway training programs.  April 2018-Participated in union trades event and referred customers. Working on a women in non-traditional careers event to take place October 2018.</p>

**Priority #2.** Preparation of the Workforce: Design, develop and offer training for individuals, including those with barriers to employment--to prepare for current and emerging industry workforce skill requirements. Support the region's workforce through pathways that provide advanced, skilled and future ready workers.

Goal	Responsible Party	Estimated Date	Progress Report
<p><b>2.1</b> Design and develop career exploration and training pathways (including basic, soft and hard skills), especially focused on Advanced Manufacturing and Financial Services/Insurance/Customer Service sector board pathways.</p>	<p>Core Partners</p> <p>Advanced Manufacturing Sector Board</p> <p>Financial Services/Insurance and Customer Service Board</p>	<p>June 30, 2017</p>	<p>November 2016-Meeting with Financial Services/Insurance/Customer service board to review next steps to increasing partnerships between IowaWORKS and this board.</p> <p>November 2016-January 2017-Met with leadership of Financial Services/Customer Services/Insurance sector board. They identified an outline for basic customer service and industry training/awareness that could be completed through IowaWORKS workshops. They will be working with the full board to outline what this might look like and help with implementing by offering their time/tours/locations for portions of the workshops. Sector board leadership would like to present to WIOA partners to educate on their industry and workforce needs.</p> <p>May – June 2017-Transportation Communication and pathway class held and participants reviewed and selected next step in pathway. Assisted with additional support and referrals to continue on pathway.</p> <p>October 2017-Attended Apprenticeship training through Harper College, with goal of learning how to develop an appropriate pre-apprenticeship program that could be offered at IowaWORKS.</p> <p>Ongoing-Attending SB facilitator meetings, Sector training in Coralville, and SB meetings.</p>

			<p>February 2018-Exploring opportunities to develop pre-apprenticeship training for established union apprenticeship programs utilizing GAP/PACE/Title 1 funding.</p> <p>February-March 2018-Partnership with Title 1, Title 2, and Nordstrom developing a pipeline development and training program targeting African immigrant populations to increase English skills along with basic warehouse knowledge, safety awareness and cultural training. Two pathways, one for those with very basic English skills who will train onsite during paid work hours. The second for those with more limited English skills who will participate in a pre-employment training program. Also partnering with African Immigrant leaders to provide training to current Nordstrom managers to better understand this population.</p> <p>April 2018-recruitment event hosted. Nordstrom hired approximately 40 new workers. 15 were identified as needing on site ESL which began May 7, 2018. Several were identified as needing the more intensive pre-employment class. Unfortunately only 5 signed up for that class which began May 14, 2018.</p>
<p><b>2.2</b> Provide training information on STEM and high-demand occupations in the Creative Corridor.</p>	<p>Core Partners</p>	<p>Ongoing June 30, 2017 (aligned with goal 2.1)</p>	<p>To be completed-FS/I/CS sector board leadership would like to present to WIOA partners to educate on their industry and workforce needs.</p> <p>August-September 2017-Ongoing work with refugee groups. Beginning work with Nordstrom to develop training program incorporating English language training, occupational skills training in warehouse/shipping/receiving and soft skills/employability skills for refugee groups.</p>

<p><b>2.3</b> Provide tools, resources, and services to reduce barriers to work and education/training.</p>	<p>Core Partners</p>	<p>Ongoing</p>	<p>Ongoing-Support services proved to customers in training.  February 2018-All core partners learned about the many free resources available to individuals with disabilities, especially blindness.  January 2018-Current-Members of Title 1, 2 and 3 have sent staff members to Navigating your Journey facilitator training. The team is adjustment curriculum, and establishing systems to make this a required component for anyone seeking Title 1 training funds, as well as GAP and PACE funds. PROMISE JOBS has already been implementing it. Looking to expand to other community partners in the future.</p>
<p><b>2.4</b> Align partner services to training pathways to reduce barriers and ensure customers receive needed support.</p>	<p>Core Partners</p>	<p>December 31, 2017</p>	<p>Fall 2016-Developed a referral tool. Workgroup of local core partners is turning tool into a more user-friendly online/fillable form. Goal is to complete by January 2017 and present to all workforce partners.  December 2016-Implementation workgroup met to begin turning tool into electronic format. Plan to present to full workforce partner system team at January partner meeting.  February-March 2017-Development of a basic skills in transportation certificate targeting ESL participants to help them pathway into Class A, B and Transportation Specialist training  May 2017-Class began in May with 9 students.  Aug-Sept 2017-Combining Adult Basic Ed, Title 1 training services and IowaWORKS job readiness services together to present to Nordstrom a plan to train refugees to pipeline into the warehousing/shipping/packaging industry.</p>

			<p>Feb-Mar 2018-See note above. Nordstrom project progressing.</p> <p>May 2018-both classes started this month with 15 in the onsite employment ESL class, and 5 in the pre-employment class.</p> <p>April-May 2018-Team has been brainstorming and planning out processes to implement Navigating Your Journey for all training customers. The program will help individuals build up the soft skills, self confidence and relationships with staff to identify barriers, seek resources and make the appropriate career and training choice.</p>
<p><b>2.5</b> Expand access to training and education opportunities through the use of distance learning tools, videoconferencing, and other technology.</p>	Core Partners	June 30, 2017	<p>Ongoing-FS/Ins/Banking creating IowaWORKS workshops around sector needs. Discussed using online modules created by businesses, or linking into businesses directly to facilitate portions of training.</p> <p>July 2017-Will begin implementation talks with Industry Sector Board facilitators in July 2017 at lunch and learn meetings.</p> <p>February-March 2018-Update RWDB member training, and implement through face to face and online training formats for new and current board members.</p> <p>May 2018-Hosting first RWDB/CEO training.</p>
<p><b>2.6</b> Co-enroll participants in core partner programs as appropriate to provide participants with access to needed and available services.</p>	Core Partners	Ongoing	<p>December 2017-Implementation workgroup is finalizing a flip charge to help WIOA staff, workforce partners, and customers have a clear visual on what services are available, who might be eligible and how to connect.</p> <p>March 2017-Flip chart “referral tool” almost ready for print.</p> <p>June 2017-Final referral tool edits submitted. Final product being updated and prepared for printing.</p>



			<p>Strong request for this tool among not just staff, but other partners. Video received final edits and is being prepared for final version.</p> <p>October-November 2017 (Ongoing)-Developing partnerships with Four Oaks Total Child 2.0 project to link youth ages 16-26, who are getting close to age 18 or are already 18+ and have aged out of the original Total Child project. Will be working to connect these youth with Creating Futures consultants to assist them with using full menu of services to reach a wage of \$17 per hour by age 26. Developing linkages, program maps, and information sheets to outline possible pathways depending upon student's age and situation. Update: Focusing on methods to set up job shadows and internships for these students to help with career exploration and confirmation.</p>
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**Priority #3.** Effective Business Engagement: Engage more effectively and widely, and collaborate more extensively with employers in workforce planning. Provide access to individuals with workforce resources aligned to business needs and the region's current and emerging sectors to bolster regional workforce competitiveness.

Goal	Responsible Party	Estimated Date	Progress Report
<p><b>3.1</b> Support all regional sector board work focusing on Advanced Manufacturing, Financial Services/Insurance/Customer Service, and STEM by ensuring alignment to regional workforce needs/demands.</p>	<p>Core Partners</p> <p>RWDB</p>	<p>Ongoing</p>	<p>November 2017-Meeting with FS/Ins/CS board to review meeting with RWDB in September and identify areas for increased partnership.</p> <p>Ongoing-Working with leadership of FS/Ins/CS Sector Board to present to WIOA staff on industry and workforce needs.</p> <p>May 2017-Transportation Communication class and pathway options for non-native English speakers.</p>

			<p>March 2018-Request for additional ESL+Transportation class. Title 1, Title 2 and KCC Transportation department meeting to schedule second class. Update: Working on hiring transportation instructor.</p>
<p><b>3.2</b> Create workforce system programming aligned to local business demands/needs.</p>	<p>Core Partners RWDB Sector Boards</p>	<p>Ongoing</p>	<p>Ongoing-Developing in house workshops around FS/I/B sector needs. Discussed using online modules created by businesses, or linking into businesses directly to facilitate portions of training.</p> <p>January-February 2017-Developing in partnership with ABE/ESL a pre-training/pre-employment pathway for IAC impacted workers including additional courses for these workers within computer literacy, ESL classes, linkage with ongoing job readiness and job search classes, that pathway into employment or additional training.</p> <p>August/September 2017-Working collaboratively with Nordstrom to develop a program targeting refugee population wishing to enter into a warehousing pathway</p> <p>Feb-Mar 2018-Nordstrom Class is in development, dates and timelines being finalized, and MOUs among partners being developed.</p> <p>May 2018-Onsite ESL class running with 15 participants and pre-employment running with 5 participants.</p>
<p><b>3.3</b> Integrate current apprenticeship career opportunities into career and</p>	<p>Core Partners</p>	<p>June 30, 2018 Ongoing</p>	<p>November 2017-Hosted an apprenticeship awareness event with 23 businesses and 11 job seekers. Have developed 2 new leads for businesses</p>

<p>training pathways and expand apprenticeship opportunities with regional employers.</p>	<p>Apprenticeship Employers</p>		<p>interested in apprenticeships and are helping 5 job seekers enter into more intensive services.</p> <p>December – January 2017-Several apprentices impacted by recent layoffs at several companies. Enrolling and serving these apprentices by continuing their classroom training and helping them connect with similar apprenticeship opportunities in the region.</p> <p>June 2017-Wrapping up SP-NEG and JD-NEG grant activities with participants. Continuing to develop pipelines of workers for current and new apprenticeship opportunities. Continuing services as allowed through formula DW funds for enrolled participants.</p> <p>October 2017-Researching pre-apprenticeship programs which could be offered free as a workshop to IowaWORKS participants. Developing linkages with Lake College.</p> <p>February 2018-Meeting with apprenticeship programs to identify core pre-apprenticeship skills needed and how IowaWORKS, GAP/PACE, and Title 1 funds could be used to support customers obtaining these skills.</p>
<p><b>3.4</b> Develop systems to better prepare and help individuals with barriers to employment to enter into training career opportunities and long-term employment.</p>	<p>Core Partners</p>	<p>Ongoing</p>	<p>January-February 2017-IowaWORKS is developing in partnership with ABE/ESL a pre-training/pre-employment pathway for IAC impacted workers including additional courses for these workers within computer literacy, ESL classes, linkage with ongoing job readiness and job search classes, that pathway into employment or additional training.</p>

			Ongoing-improving process to refer job ready candidates to business services team. Making adjustments to staffing to create a stronger link and job placement process for candidates.
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# Grants Report

## May 2018

### Budget Overview

Special Programs Total Participant Budget					
	FY17 Carryover	Anticipated New FY18 Funds	<b>TOTAL Budget</b>	Expenditures	Funds Remaining
Gap Tuition Assistance IAGAP	\$108,547.87	\$312,711.00	\$421,258.87	\$410,346.10	\$10,912.77
Additional IAGAP Funds		\$25,500.00	\$25,500.00	\$0	\$25,500.00

Other Funds					
	FY17 Carryover	Anticipated New FY18 Funds	<b>TOTAL Budget</b>	Expenditures	Funds Remaining
IA PACE—KPACE program	\$14,199.31	\$751,802.00	\$766,001.31	\$719,312.90	\$46,688.41
GIVF Reimbursement Funds	\$5,089.02	\$0	\$5,089.02	\$2,861.32	\$2,227.70
Kirkwood Community College Foundation <sup>+</sup>	\$4,400.00	\$160.00	\$4,560.00	\$3,350.00	\$1,210.00
FAE&T Reimbursement Funds*		\$198,169.94	\$198,169.94	\$48,954.57	\$149,215.37
<p>*Total available will increase as new funds are donated. *Total available will increase as new reimbursement funds are received.</p>					

### Special Programs Enrollments FY18

(7/1/17 – 6/30/18)

Gap Tuition Assistance	203
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E&T FFY17 (7/1/17 – 9/30/17)	28
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E&T FFY18 (10/1/17 – 6/30/18)	28
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E&T runs on the federal fiscal year. Data above was pulled for the timeframe to match the state fiscal year.

KPACE	127
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Fall cohorts began in August 2017. Spring cohorts began in January and March 2018.

Non-cohort enrollments will be throughout the year.

Credit enrollments typically happen at the beginning of the credit term.

## Gap Tuition Assistance Program

### Referrals

Referrals FY18	367
Historical Program Total	8191

### Interviews

Interviews Scheduled FY18	214
Historical Program Total	1974

### Approved Participants

Approved Participants FY18	203
Historical Program Total	1440

### Participant Completions

Historical Program Total	986 of 1251 = 78.82%
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Fiscal Year	In Training	Completed Training	Did Not Complete	Completion Rate
2014	0	118	31	118 of 149 = 79.19%
2015	0	150	32	150 of 182 = 82.42%
2016	0	88	19	88 of 107 = 82.24%
2017	0	101	29	101 of 130 = 77.69%
2018*	42	132	34	132 of 166 = 79.52%

\*Includes carryover training participants from FY17.

### Participant Employment

New Employment FY18	64 of 114	56.14%
Overall Employment FY18	64 of 114	56.14%
Historical Overall Employment	757 of 819	92.43%

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	Looking for work or need employer information	Overall Employment Rate
2014	68	19	0	1	1	0	87 of 87 = 100%
2015	101	15	0	8	6	4	116 of 120 = 96.67%
2016	59	3	0	1	2	0	62 of 62 = 100%
2017	59	4	0	10	7	0	63 of 63 = 100%
2018	64	0	0	17	1	50 <sup>+</sup> *1	64 of 114 = 56.14%

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

\*Those graduates still looking for work on 7/1/17 and still engaged in services were moved into the FY17 pool for employment.

<sup>1</sup> Those new graduates who are still looking for work on 6/30/17 and still engaged in services will be moved into the FY18 pool for employment.

### Project status:

<b>Program Information (to date)</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>FY18</b>	<b>Total</b>
91 Hour Nurse Aide	63	49	42	42	86	464
Accelerated Welding Certificate	5	15	5	2	5	32
Administrative Professional Certificate		9	2	8	6	25
Advanced Workplace Computing Certificate	1					4
Basic Workplace Computing Certificate	1					10
Bookkeeping Certificate	11					25
Business Application Specialist Certificate		1	5			6
Business Bookkeeping Computer Certificate		1	1	4	2	8
Call Center Customer Service Certificate	12	3	1	8	0	36
Certificate in Office Professionals	9	0	0			36
Certificate in Web Site Design	2					19
Certificate in Website Development	0	0	0	0	0	11
Certified Business Computing Professionals	7	1				42
Class B CDL	0	0	1	1	4	14
CNC Machinist Certificate	16	1	3	7	14	44
CNC Milling Operator Certificate	0	0	0			0
CNC Turning Operator Certificate	0	0	0			0
Combination Welder Certificate	2	1				45
Combination Welder SERIES	1	0				1
Community Living Professional			0	0	0	0
Core Construction Certificate			1	1	0	2
EKG Technician		0	1	2	13	16
Electrical Specialist	0	2	0	0	3	12
Electro Mechanical Certificate	0	0	0	0		0
Gas Metal Arc Welding Sense I			10	2	2	14
Graphic Design Certificate	3					10
Graphic Designer Certificate		2	4	1	7	14
Health Support Professional			0	0	4	4
Industrial Maintenance Certificate	1	0	0	0	0	1
Job Planning, Benchwork, Layout Certificate	0	0	0			0

Kirkwood Culinary KickStart Certificate	2	2	0	0	1	5
Logistics/Supply Chain Certificate	1	0	0			1
Manufacturing Basics & CNC Machinist Certificate	0	0	0			4
Manufacturing Welding Certificate					2	2
Measurement, Materials, Safety Certificate	0	0	0			0
Medical Office Professional				4	1	5
Modern Manufacturing Series Certificate	0	0	0			4
Personal Support Professional			1	0	0	1
Phlebotomy	11	14	7	3	6	74
Production MIG Certificate	10	10	0			20
Sales Professional Certificate		0	0	0	0	0
Supervising in Healthcare Facilities			0	0	0	0
Transportation Service Class B Training Certificate	1	3	0	0	0	4
Transportation Specialist			0	0	0	0
Transportation Technician			0	0	0	0
Truck Driver Class A CDL	37	32	43	38	44	304
Web Designer Certificate		3	2	2	3	10
Other certificates no longer offered/available						90
<b>TOTALS</b>	196	149	129	125	203	1419



## Gap Reporting Form - General Information

Revised July 2017

<b>Institution</b>	Kirkwood Community College		
<b>Contact Person</b>	Bethany Parker	319-365-9474 x31155	<a href="mailto:bparker@kirkwood.edu">bparker@kirkwood.edu</a>
<b>Quarterly Reporting Period</b>	FY18	April 2018	

## Budget Summary

Line Item	Expenses per Quarter				YTD Expenditures
	Q1	Q2	Q3	Q4	
<b>Direct Costs:</b>					
Tuition & Books	\$111,798.95	\$63,907.50	\$152,953.50	\$32,970.79	\$361,630.74
Equipment	\$1,844.11	\$2,183.81	\$2,136.87	\$2,240.00	\$8,404.79
Fees/Assessment/Testing	\$3,249.10	\$3,466.00	\$4,488.00	\$348.25	\$11,551.35
<i>Subtotal</i>					\$381,586.88
<b>Other Costs:</b>					
Staff Support/Services	\$6,593.38	\$10,972.74	\$8,572.24	\$2,620.86	\$28,759.22
<b>Total:</b>	<b>\$123,485.54</b>	<b>\$80,530.05</b>	<b>\$168,150.61</b>	<b>\$38,179.90</b>	<b>\$410,346.10</b>

## Participant Summary

**Instructions:** This subsection must be completed **quarterly**. Quarterly numbers must be **unduplicated**.

	Q1	Q2	Q3	Q4	YTD Total
<b>Number of Completed Applications:</b>	30	43	101	17	191
<b>Number of Approved Participants:</b>	71	41	73	18	203
<b>Status of Approved Participants:</b>					
Participating or Waiting to Participate:	116	121	136	98	394
<b>Number of <u>Third</u> Party Credentials Received:</b>	18	43	31	17	109

Financial Reporting  
as of May 23 2018  
85% of the Year Completed\*

Grant Name	Carryover	Total Grant	Total Budget	Staff & Overhead Expenditures	Participant Expenditures	Staff & Overhead Obligations	Participant Obligations	Unobligated Balance	% of FY18 Grant Spent/Obligated	% of Unobligated Funds
WIOA Admin	21,247	107,814	129,061	86,213	25,641	14,761	0	2,446	97.73%	2.27%
WIOA Adult	15,804	184,399	200,203	108,587	36,136	23,889	8,453	23,138	87.45%	12.55%
WIOA Dislocated Worker	23,784	306,694	330,478	183,270	77,253	45,000	11,085	13,870	95.48%	4.52%
WIOA Youth In School	26,299	101,850	128,148	86,045	14,999	18,930	117	8,058	92.09%	7.91%
WIOA Youth Out of School	25,569	407,398	432,967	200,465	130,537	44,102	44,294	13,569	96.67%	3.33%
WIOA SP Extended	0	19,808	19,808	0	18,882	0	573	353	98.22%	1.78%
KPACE	14,199	751,802	766,001	365,571	355,473	95,535	39,060	(89,638)	111.92%	-11.92%
SNAP ADMIN		176,389	176,389	81,933	0	84,664	0	9,792	94.45%	5.55%
GAP	108,548	338,211	446,759	28,759	382,098	5,752	41,182	(11,031)	103.26%	-3.26%

Experiential Learning  
Actuals                      Current %  
107,575.99                      24.90%



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

Month of: Apr 2018

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	245	444	55.2%	137	55.9%	107	43.7%	31	12.7%	35	14.3%	178	72.7%	32	13.1%
Decorah	1	93	139	66.9%	57	61.3%	36	38.7%	15	16.1%	8	8.6%	59	63.4%	26	28.0%
Mason City	2	257	330	77.9%	150	58.4%	107	41.6%	29	11.3%	23	8.9%	181	70.4%	53	20.6%
Spencer	3 & 4	97	240	40.4%	55	56.7%	42	43.3%	9	9.3%	9	9.3%	64	66.0%	24	24.7%
Fort Dodge	5	168	239	70.3%	99	58.9%	68	40.5%	22	13.1%	17	10.1%	116	69.0%	35	20.8%
Webster City*	5	14	57	24.6%	10	71.4%	4	28.6%	1	7.1%	4	28.6%	7	50.0%	3	21.4%
Marshalltown	6	380	283	134.3%	239	62.9%	139	36.6%	35	9.2%	52	13.7%	283	74.5%	45	11.8%
Waterloo	7	472	609	77.5%	262	55.5%	210	44.5%	64	13.6%	62	13.1%	329	69.7%	81	17.2%
Waterloo*																
Carroll	8	179	162	110.5%	97	54.2%	82	45.8%	16	8.9%	31	17.3%	111	62.0%	37	20.7%
Denison*																
Davenport	9	607	1008	60.2%	326	53.7%	278	45.8%	64	10.5%	57	9.4%	428	70.5%	122	20.1%
Cedar Rapids	10	584	1490	39.2%	293	50.2%	289	49.5%	68	11.6%	80	13.7%	386	66.1%	118	20.2%
Des Moines	11	1372	2486	55.2%	705	51.4%	663	48.3%	158	11.5%	129	9.4%	1006	73.3%	237	17.3%
Sioux City	12	549	408	134.6%	268	48.8%	281	51.2%	71	12.9%	64	11.7%	388	70.7%	97	17.7%
Council Bluffs	13	571	657	86.9%	286	50.1%	284	49.7%	40	7.0%	39	6.8%	422	73.9%	110	19.3%
Creston	14	131	158	82.9%	71	54.2%	60	45.8%	19	14.5%	14	10.7%	91	69.5%	26	19.8%
Ottumwa	15	350	324	108.0%	199	56.9%	148	42.3%	33	9.4%	58	16.6%	248	70.9%	44	12.6%
Burlington	16	297	520	57.1%	146	49.2%	148	49.8%	26	8.8%	36	12.1%	208	70.0%	53	17.8%
<b>Total</b>		<b>6366</b>	<b>9554</b>	<b>66.6%</b>	<b>3400</b>	<b>53.4%</b>	<b>2946</b>	<b>46.3%</b>	<b>701</b>	<b>11.0%</b>	<b>718</b>	<b>11.3%</b>	<b>4505</b>	<b>70.8%</b>	<b>1143</b>	<b>18.0%</b>
		6366	9554	<====Check	3400		2946		701		718		4505		1143	<====Check

\* = NEG/NDWG Nat'l Emerg Grant transition center only.

(x) = closed office

Location	Reg #	Total New Members
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Dubuque	1	245
Decorah	1	93
Mason City	2	257
Spencer	3 & 4	97

Fort Dodge	5	168
Webster City*	5	14
Marshalltown	6	380
Waterloo	7	472
Waterloo*		
Carroll	8	179
Denison*		

Davenport	9	607
Cedar Rapids	10	584
Des Moines	11	1372
Sioux City	12	549

Council Bluffs	13	571
Creston	14	131
Ottumwa	15	350
Burlington	16	297
<b>Total</b>		<b>6366</b>

6366

Education						
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"

32	13.1%	129	52.7%	60	20	4
7	7.5%	48	51.6%	22	13	3
27	10.5%	148	57.6%	55	19	8
11	11.3%	54	55.7%	26	5	1

20	11.9%	91	54.2%	50	6	1
2	14.3%	9	64.3%	3	0	0
119	31.3%	188	49.5%	57	12	4
64	13.6%	282	59.7%	87	27	12
31	17.3%	98	54.7%	38	9	3

77	12.7%	353	58.2%	113	48	16
61	10.4%	320	54.8%	150	40	13
190	13.8%	749	54.6%	270	115	48
86	15.7%	294	53.6%	124	34	11

216	37.8%	260	45.5%	65	25	5
10	7.6%	76	58.0%	29	14	2
59	16.9%	207	59.1%	63	11	10
32	10.8%	181	60.9%	66	16	2
<b>1044</b>	<b>16.4%</b>	<b>3487</b>	<b>54.8%</b>	<b>1278</b>	<b>414</b>	<b>143</b>

1044

3487

1278

414

143

Veteran			
Veteran	% Ratio	Veteran Rpt'd D'abled	% Ratio Veteran Rpt'd D'abled

14	5.7%	8	3.3%
7	7.5%	2	2.2%
18	7.0%	3	1.2%
5	5.2%	0	0.0%

12	7.1%	2	1.2%
1	7.1%	0	0.0%
16	4.2%	2	0.5%
23	4.9%	4	0.8%
10	5.6%	2	1.1%

44	7.2%	11	1.8%
39	6.7%	7	1.2%
75	5.5%	19	1.4%
30	5.5%	9	1.6%

21	3.7%	7	1.2%
9	6.9%	1	0.8%
15	4.3%	5	1.4%
16	5.4%	4	8.0%
<b>355</b>	<b>5.6%</b>	<b>86</b>	<b>1.4%</b>

355

86

<====Check

\* = NEG/NDWG Nat'l Emerg Grant transition ce

(x) = closed office

Ethnicity/Race														
Location	Reg #	Total New Members	Hispanic		Race-AIAN*		Race-Asian		Race-Black/African Amer		Race-HNPI**		Race-White	
			Count	% Ratio	Count	% Ratio	Count	% Ratio	Count	% Ratio	Count	% Ratio	Count	% Ratio
Dubuque	1	245	7	2.9%	4	1.6%	1	0.4%	41	16.7%	6	2.4%	183	74.7%
Decorah	1	93	8	8.6%	2	2.2%	0	0.0%	2	2.2%	0	0.0%	79	84.9%
Mason City	2	257	23	8.9%	5	1.9%	4	1.6%	23	8.9%	2	0.8%	181	70.4%
Spencer	3 & 4	97	6	6.2%	3	3.1%	0	0.0%	0	0.0%	0	0.0%	90	92.8%
Fort Dodge	5	168	10	6.0%	2	1.2%	0	0.0%	15	8.9%	0	0.0%	127	75.6%
Webster City*	5	14	4	28.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	78.6%
Marshalltown	6	380	153	40.3%	19	5.0%	12	3.2%	47	12.4%	0	0.0%	186	48.9%
Waterloo	7	472	28	5.9%	9	1.9%	9	1.9%	145	30.7%	13	2.8%	255	54.0%
Waterloo*														
Carroll	8	179	39	21.8%	4	2.2%	2	1.1%	21	11.7%	0	0.0%	120	67.0%
Denison*														
Davenport	9	607	68	11.2%	11	1.8%	10	1.6%	156	25.7%	0	0.0%	363	59.8%
Cedar Rapids	10	584	23	3.9%	10	1.7%	6	1.0%	163	27.9%	1	0.2%	365	62.5%
Des Moines	11	1372	114	8.3%	25	1.8%	57	4.2%	364	26.5%	2	0.1%	782	57.0%
Sioux City	12	549	115	20.9%	41	7.5%	5	0.9%	50	9.1%	4	0.7%	343	62.5%
Council Bluffs	13	571	207	36.3%	23	4.0%	39	6.8%	44	7.7%	3	0.5%	262	45.9%
Creston	14	131	7	5.3%	3	2.3%	2	1.5%	2	1.5%	1	0.8%	99	75.6%
Ottumwa	15	350	48	13.7%	7	2.0%	2	0.6%	42	12.0%	6	1.7%	245	70.0%
Burlington	16	297	10	3.4%	5	1.7%	2	0.7%	48	16.2%	2	0.7%	195	65.7%
<b>Total</b>		<b>6366</b>	<b>870</b>	<b>13.7%</b>	<b>173</b>	<b>2.7%</b>	<b>151</b>	<b>2.4%</b>	<b>1163</b>	<b>18.3%</b>	<b>40</b>	<b>0.6%</b>	<b>3886</b>	<b>61.0%</b>

\* = NEG/NDWG Nat'l Emerg Grant transition ce

\*American Indian/Alaska Native=AIAN

\*\*Hawaiian Native/Pacific Islander

(x) = closed office



Location	Reg #	Total New Members	Referrals to/CoEnrollments					PJ MSFW Seasonal			Initial ServPlan	ACTIVE	
			WIA Adult Intnsive	% Ratio Referrals to WIA Adult Intnsive to Total New Members	WIA DW Intnsive	% Ratio Referrals to WIA DW Intnsive to Total New Members	WIA Displac'd Hmkr	PJ	MSFW Migrant Worker	MSFW Seasonal Farm Worker			
Dubuque	1	245	109	44.5%	28	11.4%	1			2	0		1015
Decorah	1	93	46	49.5%	15	16.1%	1			0	2		361
Mason City	2	257	119	46.3%	33	12.8%	1			0	7		1201
Spencer	3 & 4	97	53	54.6%	19	19.6%	2			0	0		519
Fort Dodge	5	168	78	46.4%	25	14.9%	1			1	2		754
Webster City*	5	14	5	35.7%	1	7.1%	0			0	1		67
Marshalltown	6	380	151	39.7%	31	8.2%	5			2	18		1512
Waterloo	7	472	237	50.2%	47	10.0%	1			2	4		2322
Waterloo*													
Carroll	8	179	84	46.9%	21	11.7%	1			0	1		731
Denison*													
Davenport	9	607	318	52.4%	71	11.7%	10			2	0		2827
Cedar Rapids	10	584	317	54.3%	106	18.2%	13			1	5		2656
Des Moines	11	1372	734	53.5%	198	14.4%	21			11	12		5229
Sioux City	12	549	301	54.8%	63	11.5%	2			0	1		2007
Council Bluffs	13	571	140	24.5%	98	17.2%	2			14	3		1414
Creston	14	131	46	35.1%	14	10.7%	1			1	3		620
Ottumwa	15	350	118	33.7%	22	6.3%	4			1	3		1329
Burlington	16	297	161	54.2%	39	13.1%	0			1	3		1213
<b>Total</b>		<b>6366</b>	<b>3017</b>	<b>47.4%</b>	<b>831</b>	<b>13.1%</b>	<b>66</b>			<b>38</b>	<b>65</b>		<b>25777</b>

6366

3017

831====Check

66

38

65

25777

\* = NEG/NDWG Nat'l Emerg Grant transition ce

(x) = closed office

4/4/2018

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**WIA Adult Performance levels -- PY2017**  
2nd Qtr

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 6 Mos.			Credential Attainment			Measurable Skills Gain			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	78.9%	65%	58.5%		64%	57.6%	\$6,732	\$4,100	\$3,690		65%	58.5%		Baseline		1
2	19095	75.3%	65%	58.5%		64%	57.6%	\$6,286	\$4,100	\$3,690		65%	58.5%		Baseline		2
3 & 4	19160	79.9%	65%	58.5%		64%	57.6%	\$7,547	\$4,100	\$3,690		65%	58.5%		Baseline		3
5	19115	72.3%	65%	58.5%		64%	57.6%	\$5,720	\$4,100	\$3,690		65%	58.5%		Baseline		5
6	19030	73.6%	65%	58.5%		64%	57.6%	\$6,999	\$4,100	\$3,690		65%	58.5%		Baseline		6
7	19120	77.7%	65%	58.5%		64%	57.6%	\$7,117	\$4,100	\$3,690		65%	58.5%		Baseline		7
8	19155	76.2%	65%	58.5%		64%	57.6%	\$6,361	\$4,100	\$3,690		65%	58.5%		Baseline		8
9	19125	74.3%	65%	58.5%		64%	57.6%	\$5,703	\$4,100	\$3,690		65%	58.5%		Baseline		9
10	19130	74.3%	65%	58.5%		64%	57.6%	\$5,568	\$4,100	\$3,690		65%	58.5%		Baseline		10
11	19135	66.0%	65%	58.5%		64%	57.6%	\$5,400	\$4,100	\$3,690		65%	58.5%		Baseline		11
12	19140	77.9%	65%	58.5%		64%	57.6%	\$7,339	\$4,100	\$3,690		65%	58.5%		Baseline		12
13	19145	72.3%	65%	58.5%		64%	57.6%	\$5,962	\$4,100	\$3,690		65%	58.5%		Baseline		13
14	19150	71.2%	65%	58.5%		64%	57.6%	\$5,702	\$4,100	\$3,690		65%	58.5%		Baseline		14
15	19075	74.1%	65%	58.5%		64%	57.6%	\$6,573	\$4,100	\$3,690		65%	58.5%		Baseline		15
16	19080	77.6%	65%	58.5%		64%	57.6%	\$6,118	\$4,100	\$3,690		65%	58.5%		Baseline		16
<b>State</b>		<b>73.5%</b>	65%	58.5%		64%	57.6%	<b>\$6,248</b>	\$4,100	\$3,690		65%	58.5%		Baseline		<b>State</b>

Available PY17 3rd Qtr.

4/4/2018

DRAFT

**WIA Dislocated Worker Performance Levels -- PY2017**

2nd Qtr

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment Retention Rate			Median Earnings 6 Mos.			Credential Attainment Rate			Measurable Skill Gain			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	76.4%	66.0%	59.4%		66.0%	59.4%	\$6,646	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		1
2	19095	77.7%	66.0%	59.4%		66.0%	59.4%	\$6,333	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		2
3 & 4	19160	83.5%	66.0%	59.4%		66.0%	59.4%	\$7,331	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		3
5	19115	73.4%	66.0%	59.4%		66.0%	59.4%	\$4,786	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		5
6	19030	69.9%	66.0%	59.4%		66.0%	59.4%	\$6,948	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		6
7	19120	81.3%	66.0%	59.4%		66.0%	59.4%	\$8,028	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		7
8	19155	72.4%	66.0%	59.4%		66.0%	59.4%	\$7,008	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		8
9	19125	78.2%	66.0%	59.4%		66.0%	59.4%	\$5,942	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		9
10	19130	78.5%	66.0%	59.4%		66.0%	59.4%	\$5,599	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		10
11	19135	67.7%	66.0%	59.4%		66.0%	59.4%	\$5,726	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		11
12	19140	77.7%	66.0%	59.4%		66.0%	59.4%	\$7,977	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		12
13	19145	74.0%	66.0%	59.4%		66.0%	59.4%	\$6,051	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		13
14	19150	70.1%	66.0%	59.4%		66.0%	59.4%	\$6,092	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		14
15	19075	77.4%	66.0%	59.4%		66.0%	59.4%	\$9,119	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		15
16	19080	81.9%	66.0%	59.4%		66.0%	59.4%	\$7,104	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		16
<b>State</b>		<b>75.7%</b>	66.0%	59.4%		66.0%	59.4%	<b>\$6,622</b>	\$ 5,600	\$5,040		63.0%	56.7%		Baseline		<b>State</b>

Available PY17 3rd Qtr.



2nd Qtr

Region	RWIB	Placement in Empl., Educ., or Training Rate 2nd			Placement in Empl., Educ., or Training Rate 4th			Median Earnings 6 Mos.			Credential Attainment			Measurable Skills Gain		
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg
1	19090	100.0%	70.0%	63.0%		67.0%	60.3%	\$3,954	Baseline			58.0%	52.2%		Baseline	
2	19095	100.0%	70.0%	63.0%		67.0%	60.3%	\$6,308	Baseline			58.0%	52.2%		Baseline	
3&4	19160	80.0%	70.0%	63.0%		67.0%	60.3%	\$3,738	Baseline			58.0%	52.2%		Baseline	
5	19115	100.0%	70.0%	63.0%		67.0%	60.3%	\$3,781	Baseline			58.0%	52.2%		Baseline	
6	19030	42.9%	70.0%	63.0%		67.0%	60.3%	\$2,137	Baseline			58.0%	52.2%		Baseline	
7	19120	46.7%	70.0%	63.0%		67.0%	60.3%	\$1,775	Baseline			58.0%	52.2%		Baseline	
8	19155	75.0%	70.0%	63.0%		67.0%	60.3%	\$7,296	Baseline			58.0%	52.2%		Baseline	
9	19125	75.0%	70.0%	63.0%		67.0%	60.3%	\$2,882	Baseline			58.0%	52.2%		Baseline	
10	19130	82.1%	70.0%	63.0%		67.0%	60.3%	\$2,885	Baseline			58.0%	52.2%		Baseline	
11	19135	70.8%	70.0%	63.0%		67.0%	60.3%	\$2,676	Baseline			58.0%	52.2%		Baseline	
12	19140	80.0%	70.0%	63.0%		67.0%	60.3%	\$3,269	Baseline			58.0%	52.2%		Baseline	
13	19145	75.0%	70.0%	63.0%		67.0%	60.3%	\$1,157	Baseline			58.0%	52.2%		Baseline	
14	19150	83.3%	70.0%	63.0%		67.0%	60.3%	\$4,038	Baseline			58.0%	52.2%		Baseline	
15	19075	69.2%	70.0%	63.0%		67.0%	60.3%	\$2,529	Baseline			58.0%	52.2%		Baseline	
16	19080	72.4%	70.0%	63.0%		67.0%	60.3%	\$3,369	Baseline			58.0%	52.2%		Baseline	
<b>State</b>		<b>71.6%</b>	<b>70.0%</b>	<b>63.0%</b>		<b>67.0%</b>	<b>60.3%</b>	<b>\$2,876</b>	<b>Baseline</b>			<b>58.0%</b>	<b>52.2%</b>		<b>Baseline</b>	

Available PY17 3rd Qtr.



**This report Reflects March/April 2018**

**Current Job Openings (Incudes indexed jobs)**

	<b>Statewide</b>	<b>Regional</b>
<b>March</b>	<b>38, 608</b>	<b>4267</b>
<b>April</b>	<b>36, 916</b>	<b>4053</b>

<i>Unemployment Rates- County rates are not seasonally adjusted</i>			
	<b>March 2018</b>	<b>February 2018</b>	<b>March 2017</b>
<b>United States (seasonally Adjusted)</b>	4.1%	4.1%	4.5%
<b>State of Iowa (seasonally adjusted)</b>	2.8%	2.9%	3.3%
<b>Benton</b>	3.3%	3.8%	3.8%
<b>Cedar</b>	2.9%	3.5%	3.4%
<b>Iowa</b>	2.6%	3.1%	3.4%
<b>Johnson</b>	2.1%	2.3%	2.6%
<b>Jones</b>	4.3%	5.0%	4.9%
<b>Linn</b>	3.2%	3.7%	3.6%
<b>Washington</b>	2.7%	3.6%	3.3%

**Cedar Rapids Recruiting Events:**

March/April 2018

- Brooke’s Cleaning (3)
- Sprint ( 2)
- RGIS (4)
- Schneider Trucking
- Gander Mountain (2)
- Pic Group (3)
- Aerotek (2)
- Kapstone
- Worksource
- Pilot Flying J (5)

Kim Reynolds, Governor  
 Adam Gregg, Lt. Governor  
 Beth Townsend, Director



Nordstrom (3)  
 People Ready  
 Chick-fil-A  
 Walmart

**Iowa City Recruiting Events:**

March/April 2018

Aerotek(4)  
 ACS( 2)  
 Per Mar  
 Census Bureau  
 People Ready

**Business Services activities in March/April 2018**

**March 2018:**

- 3/1: Jenny worked a booth at the Kennedy High School Job Fair, interacting with 50 students about job seeker services.
- 3/7: Kate attended a Career Connected Learning Coalition, with goal of teacher education event for Benton County increasing knowledge about careers and opportunities for exploration.
- 3/7-3/8: Frank proctored the NCRC at Iowa City Regina for 65 students.
- 3/8: Jenny hosted a booth at Taylor Elementary Health Families Night, speaking to both parents and kids about IowaWORKS services.
- 3/8: Mace presented the HBI website to the ACE sector board.
- 3/14: Mace presented the value of HBI to area economic development leaders in the corridor
- 3/19: Mace with MEDCO to address HBI issues and share new features of the program.
- 3/22: Jenny hosted a booth at Metro High School Work Ready Job Fair, with 60 students and their families present.
- 3/26: Mace with CR Metro Economic Alliance and city officials to discuss Cedar Rapids and Linn Co becoming a HBI community.
- 3/29: IowaWORKS, IVRS, and Goodwill hosted a Youth Job Fair with 23 employers and 100 youth attending.

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.

Kim Reynolds, Governor  
Adam Gregg, Lt. Governor  
Beth Townsend, Director



#### **April 2018:**

- 4/3: Mace presented to Marengo about becoming HBI community.
- 4/4: Frank hosted the Corridor Job Club in Coralville on Networking, with Elise Perea and Kate Moreland presenting.
- 4/6: Kate co-presented at Beyond Rubies with Norma Jean (title 1), Sharon Bowers (title 3), Jenny Nuss and Kayla Ford (title 4): Remaining relevant through your ages: Four Generations of Women at Work.
- 4/18: Mace met Cedar County Economic Development about HBI community
- 4/25: ECI hosted a seminar on unemployment with topics including benefits, tax, fraud, and appeals. There were 40 attendees.
- Kate submitted referral forms for Goodwill (General Manufacturing Worker), University of Iowa (HVAC) and Kirkwood Community College (Software Application Developer) for Registered Apprenticeship Program development.

#### **Center activities in March/April 2018**

In addition to the regularly scheduled Maximize Your Potential (formerly 6 steps) workshops, the following opportunities were provided to members at no cost:

- Computer classes
- OSHA 10
- CPR
- Forklift
- True Colors
- Journeys-Soft Skills
- NCRC
- Bringing Your A Game
- HBI Orientation
- Construction Apprenticeship Career Fair

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**Rapid Response Activities:**

Cedar Rapids:

- Bon Ton (Younkers)-laid off 62 around 3/2/18; 2 sessions for workers held on 3/16/18
- Toys R US-closing end of June
- Sears-Closing around July 15<sup>th</sup> impacting 51 employees

Iowa City:

- ACT-laid off 105 effective 3/1/18-they used an out-placement company to assist workers
- IAC-another round of layoffs impacting 37 effective 3/30. Trade meetings were held for impacted workers on 4/13/18.
- Zero Energy-Closed unexpectedly beginning of May impacting 40 workers-attempting to get a list of workers to reach out to.
- Younkers-Coralville-around 85 impacted with layoffs anticipated end of July-August. Working on meetings for workers.
- GDIT-layoffs Impacting 114 between July-September. Working on worker meetings, workshops, and small job fair.
- University of Iowa Health Ventures-228 workers impacted end of June. Company official estimates only about 15 workers not being offered employment in other departments.
- Toys R US-Closing end of June in Williamsburg.

## **Adult Education Report—May 2018**

### **Enrollment Update**

Enrollment in Region 10 continues to be strong. We have seen increases in our enrollment while other programs across the state are seeing declines. As of May 18<sup>th</sup>, our official enrollment is 1289, an increase of 206 over this same time last year and 112% of our goal for the year. Our staff is now working on finishing up students with HiSET or CASAS testing as we near the end of the program year.

### **Leadership Update**

We continue to work on the transition in leadership for the adult education programs. A leadership team is being created with program supervisors for portions of the program. These individuals will work with Carla Andorf to lead adult education programming in the region.

### **HSED Options Update**

The RFP process for selecting a test vendor for the state's high school equivalency exam has been completed. Final contract preparations are underway and the announcement of the vendor for the high school equivalency test should be announced within the next few weeks.

The application process is still in development for the additional HSED options being allowed by the Department of Education and is anticipated to be provided to programs by the end of May. Kirkwood Community College intends to offer all 4 possible HSED options and will seek approval from the Department of Education.

### **IET/IELCE Programming**

At our last meeting we highlighted our new partnership with Goodwill of the Heartland to partner for the Light Manufacturing training program. We began to offer an ESL class to support the training program in late April and have 9 students taking advantage of this opportunity in Cedar Rapids and Iowa City. They will be in classes until the end of June.

## **Adult Education Report—May 2018**

We have also partnered with Nordstrom to offer two IET/IELCE classes. One is onsite and is being called “Learn and Earn at Nordstrom.” This program is for new hires at Nordstrom that are language learners. They are receiving 8 hours of paid training each week, focusing on cultural and communication skills. There are 15 students enrolled in this program.

We also have 4 students enrolled in warehouse communications. This course is designed for students that need additional language skill building to increase their potential for hire at Nordstrom or other similar companies. This class began on May 14<sup>th</sup> and is scheduled to run until the end of June. Students successfully completing warehouse communications are guaranteed an interview with Nordstrom.

We presented on our IET/IELCE efforts at the One Door, Many Paths conference in Des Moines on May 21<sup>st</sup>. We also hosted an informational meeting with representatives from organizations in the Des Moines area on May 24<sup>th</sup>.

	FY18YTD	FY17YTD	Change	FY18Goal	% Goal Met
<b>ABE/ESL/HSED</b>					
Reportable Individuals	1948	1733	215	2200	88.55%
Participants	1289	1083	206	1150	112.09%
Federal POP	1311	1108	203		
Persistence Rate	66.17%	62.49%	3.68%		
Students with Pre/Post Pair	679	608	71		
Post-Test Rate	52.68%	56.14%	-3.46%	65%	81.04%
POPs with skill gain	469	417	52		
Post-Test Gain	69.07%	68.59%	0.49%		
Completion Rate	35.77%	37.64%	-1.86%		

EFL Levels	FY 18 POP	FY17 POP	FY18 YTD	FY17 YTD	Change	FY17 Goal	FY18 Goal	% Goal Met
ABE Level 1	8	8	37.50%	37.50%	0.00%	40%	41%	91.46%
ABE Level 2	47	32	42.55%	62.50%	-19.95%	42%	43%	98.95%
ABE Level 3	129	108	42.64%	38.89%	3.75%	44%	44%	96.91%
ABE Level 4	296	314	27.70%	30.89%	-3.19%	40%	41%	67.56%
ABE Level 5	129	125	54.26%	49.60%	4.66%	50%	51%	106.39%
ABE Level 6	23	17	43.48%	35.29%	8.19%	N/A	N/A	N/A
ESL Level 1	47	35	29.79%	25.71%	4.08%	47%	48%	62.06%
ESL Level 2	89	43	43.82%	48.84%	-5.02%	48%	49%	89.43%
ESL Level 3	181	141	35.36%	48.23%	-12.87%	48%	49%	72.16%
ESL Level 4	176	118	28.98%	28.81%	0.17%	42%	43%	67.40%
ESL Level 5	113	104	40.71%	35.58%	5.13%	45%	46%	88.50%
ESL Level 6	73	63	20.55%	28.57%	-8.02%	25%	26%	79.04%

**Total EFL's Met YTD** 1

**Color Key**

Red=below prior year

Green=above prior year

Blue=Met Goal

Orange==Met EFL Prior Year

**% Students from FY17 Transition to Credit** 21%



	FY18 YTD	FY17 YTD	Change
<b>ABE/ESL/HSED/Corrections</b>			
Reportable Individuals	2195	1975	220
Participants	1530	1295	235
Federal POP	1547	1325	222
Persistence Rate	69.70%	65.57%	4.13%
Students with Pre/Post Pair	803	721	82
Post-Test Rate	52.48%	55.68%	-3.19%
POP's with skill gain	548	507	41
Post-Test Gain	68.24%	70.32%	-2.07%
Completion Rate	35.42%	39.15%	-3.73%

	FY18 POP	FY17 POP	FY18 YTD	FY17 YTD	Change
<b>EFL Levels W/Corrections</b>					
ABE Level 1	26	24	46.50%	50.00%	-3.50%
ABE Level 2	102	78	37.25%	42.31%	-5.06%
ABE Level 3	193	180	37.31%	38.33%	-1.02%
ABE Level 4	373	368	28.42%	32.88%	-4.46%
ABE Level 5	145	145	53.79%	50.34%	3.45%
ABE Level 6	29	26	41.38%	42.31%	-0.93%
ESL Level 1	47	35	29.79%	25.71%	4.08%
ESL Level 2	89	43	43.82%	48.84%	-5.02%
ESL Level 3	181	141	35.36%	48.94%	-13.58%
ESL Level 4	176	118	28.98%	28.81%	0.17%
ESL Level 5	113	104	41.59%	35.58%	6.01%
ESL Level 6	73	63	20.55%	28.57%	-8.02%

Color Key

Red=below prior year

Green=above prior year

Blue=Met Goal

Orange=Met EFL Last Year