



RWDB Meeting
3420 University Ave.
Waterloo Iowa, 50701
September 27, 2018
Conference Room D
4:00pm – 5:00pm

Conference Call Number
(866) 685-1580
Conference Code
4772635870

1. Welcome
2. Review and Act
 - 2.1. September 27, 2018 Agenda and June 28, Minutes
3. Director's Announcements
 - 3.1. HCC Awarded \$10,000 from IWD for Pre-Apprenticeship Development
4. System Report
5. Realignment
6. Sub-Committee Reports
 - 6.1. Operations
 - 6.2. Youth
 - 6.3. Disability Access
7. Review and Act Items
 - 7.1. Ticket to Work Fiscal Agent Annual Designation
 - 7.2. Update Standing Committee Memberships
8. Informational Items
 - 8.1. UNI-CUE – System of Support Workshop – October 26, 2018
 - 8.2. Engage, Empower, Act – October 12, 2018
 - 8.3. Expungement Clinic – October 11, 2018
 - 8.4. National Disability Employment Awareness Month event – October 25, 2018
 - 8.5. FRI: Cedar Valley – November 13, 2018
 - 8.6. New Options for Earning a High School Equivalency Diploma
9. Upcoming RWDB Meetings (all hosted at Cedar Valley IowaWORKS at 4pm)
 - 9.1. November 15, 2018
 - 9.2. February 28, 2019
 - 9.3. April 25, 2019
 - 9.4. June 27, 2019
 - 9.5. September 26, 2019
 - 9.6. November 28, 2019
10. Adjournment

2.1

1997-1998

1998-1999

1999-2000

2000-2001

1997-1998

1998-1999



1997-1998

REGION 7
Regional Workforce Development Board
MEETING MINUTES

Thursday, June 28, 2018 – 4:00 p.m. – 5:00 p.m.

Cedar Valley IowaWorks
3420 University Ave.
Waterloo, IA

Workforce Investment Board

Present

Deborah Collett, Chair
Jamie Kramer
Richard McBurney
Linda Laylin, Vice Chair
Mike Howell
Karla Organist
Chris Parker
Clayton Ohrt
Richard McBurney
Deborah Collett
Lisa Lorenzen
Keaghan Brunscheon
Debra Hodges-Harmon

Representing

Buchanan Co, Business
Business
Business
Business
Vocational Rehabilitation
Economic Development
Apprenticeships, Business, Union
Buchanan Co. Supervisor
Small Business Butler, Bremer, Black Hawk
Business
Labor
Business
Employment Services

Other Category

Dustin Brocka
Chris Hannan
Andy Trower
Joe Wiegel

Associate Workforce Development Director
Workforce Development Director
Operations Manager
Rehab Counselor Dept. for Blind

Absent

Welcome

Deb Collett, Chair, called the meeting to order at 4:02 PM. Those present introduced themselves.

Review and Action:

Board approved Sara Spieker as Board Secretary. Rate of reimbursement approved.
Deborah Motion, Richard Moved, Linda second. Motion Approved
No additions/corrections to last meeting notes/minutes. No further discussion to change last month's minute and notes.
Mike moved, Keegan motioned. Motion carries
All Approved. None Opposed. Motion Approved.

Director's Announcements

New applicants, new appointments. Two new applicants.

Jamie joined tonight. James Denholm new HR director at Cuna Mutual applied for board.

Mayor Hart has resigned. Contacted City of Fairbank mayor. he is interested in joining. HCC lost IWD/DHS contract to Welfare to Work. Lost 5 FTE staff at the cost of \$700,000.00.

System Report by Chris Hannan, Andy Trower, Sandy Jensen and Mike Howell

Chris Hannan presented on Title I updates and events at IowaWorks. Reviewed how funds are being spent and what funds are available. Refer to accompanying graphs. Received funds to serve OCWEN layoffs. The goal was to serve 200 people, office is serving 204. Currently meeting the requirements. Reviewed Pharmacy Tech program, since it has been re-vamped. Curriculum built in Sept 2018 will be 11 weeks with an extra week and a half of certification preparation. Pharmacy Techs work and train and then test. HCC ended service, and spent last year rebuilding curriculum, and will be starting fresh in September 2018.

Chris shared on behalf of Sandra Jensen that new HCC building downtown will not be open until January 2019. 11 graduated, and 7 employed with CNC Program.

Debra Hodges-Harmon shared that local retail closures in the area include, Catherine's and True Value. Chipotle closing, unsure of what locations. Game Stop closing. Zales closed. In collaboration with Cedar Valley Inclusion with UNI and Greater Cedar Valley Alliance. Oct 12th is planned date. Will talk about best practices for inclusion and secondary education and career pipelines. Finalizing locations and schedule. More to come, stayed tuned.

Andy Trower presented on Title III events and updates within the Business Service Team. Discussed Future Ready Iowa website, and people within the state are interested in promoting it. Debra assisted in sharing that 70% of Iowans graduated High School by 2020. Cities in area requested the push for the program. Original committee met, break out to tasks to begin to plan by October 2018. 32% is the rate right now of High School graduates. Education, minority hiring, middle skills gap among others (5 points to summit that will be addressed and reviewed).

Joe Weigel shared on the Department of the Blind. Department for the Blind-Transition age youth summer program running out of Grandview College. Summer program is about 10 weeks long. Students learn skill building and development, vision loss and blindness counseling, pre vocational-training, social skills, and work training. Break down in handout.

Mike Howell presented on Title IV updates and success. Discussed working together with other business services team, Disability Employment Initiative Team, in how all can work together and relate better. Discussed co-enrollments and the Ticket To Work Program.

Learning more and work together with Vets and Apprenticeships. Making steps to collaborate more.

Regional Realignment

No "new" news. The state is looking and examining things for regional realignment. Nothing has been decided. Another meeting is planned for the fall. Committee recommended four regions. Given six different maps on what they could look like. Given proposals for costs and budgets. Will re-evaluate budgets and come together again as a committee. Department of Labor requested to re-evaluate structure.

Sub-committee reports

Mike Howell shared. ADA compliance- disabilities access committees had an audit. Physical compliance completed. Sent in this week. Rick (maintenance man for North Star) is getting back with what will be needed to be fixed. Some things out of compliance, sent to the state for follow through. Bathrooms need work, but will post sign and directions for accessible access bathroom. Parking lot slope needs works. Accommodations may not be reasonable due to the cost. This Monday there was a meeting with access committee to look at accommodations in the IowaWORKS center. Looked at disabilities areas including but not limited to speech, mobility limitations, physical etc. Committee impressed by amount of accommodations available at workforce center. DEI asked for headphones that are noise eliminating headphones for accommodations with test taking and for use in the center. A lot of apps available on iPad's. Staff are aware how to use apps available on the iPad's. OSHA visited the IowaWORKS/North Star Building. The manager took care of the report, and there are no new findings.

Chris Hannan shared that IowaWORKS has started manufacturing pipeline course. It is open to the general public. Pipeline discusses in how to have a career in manufacturing, similar to healthcare pipeline course that has been available. Anyone that can come in through the door, in skills or greeting can inquire and have access to it.

Chris also shared that the Youth Standing Committee met. Minutes included in book.

Review & Act Items:

Chris Hannan shared that there were two membership applications that needed the board's approval.

Jamie's was provided in the packet of information, and James Denholm was presented to the board. Both applications fulfill a need.

Linda moved to approve Debra seconded.

All Approved. None Opposed. Motion Approved.

Funmi's Invoice approved for the last year of services. Board approved, agreed, motion carried.

Lisa Lorenzen motioned, Chris Parker seconded.

All Approved. None Opposed. Motion Approved.

Local service plan modification reviewed.

Request submitted to change local plan mileage reimbursement to be able to assist more people. This will help to integrate and require programs to be more aligned, and add a smaller slot to \$2.50. Clayton Ohrt questioned how it has to be agreed upon, Chris confirmed that it would need to have unanimous board approval to be able to change local plan.

Richard moved, Linda second, all agreed.

All Approved. None Opposed. Motion Approved.

Disability access committee membership modification
Appointees remain: Mike to be chair. Joe Weigel to be vice chair. Additional members were listed.

All Approved. None Opposed. Motion Approved.

Informational Items

Unemployment rates 2.7 % May 2018. There was a discussion on how the rate excludes certain minorities. Such as not counting people with disabilities (typically 4x the rate). Debra shared- The state committee concerns that GMT and others were not able to maintain skilled employees. After John Deer's workers were called back following a massive layoff. The questions came up on how do we help recruit skilled employees? Stated that it's not local issue, it's a state issue. It has a trickle down impact. Reviewing marketing tools, etc on how to reach and impact others. Agreed that we need population growth, not enough people to fill jobs. Chris shared other demographics, unemployment rate ridiculously high. This is a small picture that needs to fit a bigger frame. Future Ready Iowa will help to address this too. This report reviewed is a UI2 form, UI6 report is the bigger picture. People with skill sets are a shortage. Cannot continue 2% growth over 10 years. Iowa needs to grow population to sustain economic growth.

Scheduling Upcoming Meeting Dates

The upcoming RWDB Full Meetings are scheduled for:

- September 27, 2018
- November 15, 2018

Board reviewed and proposed future dates.

- February 28, 2019
- April 25, 2019
- June 27, 2019
- September 26, 2019
- November 28, 2019

All Approved. None Opposed. Motion Approved.

Adjournment

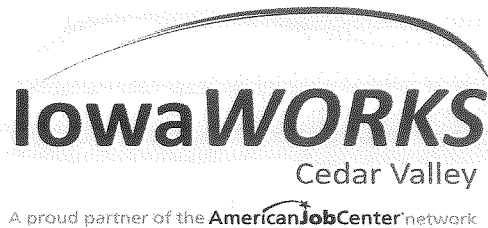
The next meeting is set for September 27 2018.

Chris motioned to adjourn, Keegan 2nd to adjourn.

All Approved. None Opposed. Motion Approved.

Meeting adjourned at 5:01 pm.

Respectfully submitted by,
Sara Spieker



**RWDB Report
September 27, 2018**

Title I Adult and DW

Business Closings

Please report any and all business closings to Chris Hannan or Dustin Brocka no matter the size. Below is a quick overview of recent business closings affecting Region 7:

- Younkers – Waterloo – 26 employees
- Bryan's on 4th – Waterloo – 20 employees
- Boardwalk Deli – Waterloo – 1 employee

Trade Adjustment Assistance

Ocwen

- 26 currently in school
- 113 have graduated from training
- 20 dropped from training
- 1 participant working on new classroom training requests
- 8 RTAA participants
- 204 total served

DEI/T2W

- The state of Iowa and HCC has DEI 6 which runs through March 30, 2019.
- Annual PY18 outcomes totaled \$79,723.00 (#1 in Iowa)
- Region 7 has 68 tickets assigned as of September 7, 2018

Title I Youth/Young Adult Program

- 23 new enrollments
 - 13 of these enrollments were co-enrolled with PJ, DEI, GAP, or WIOA Title I Adult Program
- 14 OSY WEP's started
- 1 Registered Apprenticeship
- 19 credentials earned
- 8 IST started; 7 successfully completed successfully

Sector Strategies

Sector Board Updates:

- Hawkeye Community College is now a VISTA sponsor site. Our first VISTA worker started on September 4th and will be working specifically with the Advanced Manufacturing Sector Partnership.



A proud partner of the AmericanJobCenter network

Her main goal will be to bring new people in and focus on initiatives that companies feel are important to help the manufacturing sector. Our second VISTA worker is scheduled to start on November 5th. She will be dedicated to the Healthcare Sector Board. If time allows, these two individuals will also be working on creating two new sector boards; IT and Transportation.

- The Healthcare Sector Board has started meeting at local facilities to allow for them to showcase the great things that they are doing at their location. The goal is to increase employer participation and continue to identify needs of the sector.
- The Cedar Valley Advanced Manufacturing Partnership has continued to tour local businesses and have also worked on helping identify the need of industry recognized credentials in the manufacturing sector. They are using this information at the state level to create information to be distributed. The group is also working on the beginning stages of hosting a table at local high school parent teacher conferences. This was something that was done for the first time last year and businesses that were involved felt it was extremely beneficial to get information out to parents and students.

GAP/PACE Updates:

- Year-end numbers have been finalized.
 - GAP Tuition Assistance Program
 - Number of Applications Received: 114
 - Number of Approved Participants: 58
 - Number of 3rd Party Credentials Received: 27
 - Money Spent: \$148,393
 - PACE Program
 - Number of Applications Received: 262
 - Number of Approved Participants: 139
 - Number of NCRC Credentials: 118
 - Number of 3rd Party Credentials: 162
 - Money Spent: \$296,803
 - Programs were supplemented with \$100,000 of WTED funds (Workforce Training and Economic Development)

Food Assistance Employment and Training Program:

- Hawkeye Community College continues to serve individuals on Food Assistance to help upskill and increase wages of this population to ultimately decrease food assistance needs.
- Any state dollars spent on these participants are then reimbursed back to the college at 50%. Since July of 2016 over \$112,000 has been brought back into the college to continue to serve students.
- Hawkeye is now looking at expanding the program into a variety of departments within the college in hopes to increase the impact of these reimbursable dollars.

Title II Adult Education and Literacy

HCC through WIOA Title II Adult Education and Literacy provides education for those who need to earn a HS equivalency diploma and/or gain proficiency in the English language.

I-BEST/IET/IELCE



A proud partner of the AmericanJobCenter network

- Pilot I-BEST (Integrated Basic Education and Skills Training) class connected to Business and IT industry sectors began August 2018. Class is called Business Computer Applications I-BEST. Included in the course components: three-credit hour college class Databases and Spreadsheets, basic skills instruction in English language proficiency, math, reading, writing, and transferable and soft skills for the workplace. Students will also take the Microsoft Office Suite testing for Excel and Access. Successful students will earn MOS certificate(s). Students who successfully complete will have begun a career pathway for Business or IT. However, due to the design of the course, they will also be positioned to enter a multitude of other career pathways: computer skills are necessary for most jobs and lack of these skills has often proved to be a barrier to employment for the AEL student population.
- WIOA includes mandate for IET (Integrated Education and Training). I-BEST is a nationally recognized model for providing IET.
- IELCE (Integrated English Literacy and Civics Education) programming was piloted 2017-18 and is continuing in the 2018-19 school year. This new IET option at Hawkeye offers ELL students with appropriate English ability the opportunity to learn digital literacy skills in an integrated manner. Students learn Word, Excel, PowerPoint, Google applications, and workplace transferable skills while also increasing their English language proficiency.
- IET classes at MasterBrand Cabinets concluded their pilot semester on May 31, 2018. Students in these classes learn using a contextualized curriculum that includes work skills specific to MasterBrand, English language proficiency skills, and computer skills. Class is held onsite at MasterBrand and students attend class during a portion of their work shift. Classes for the second pilot semester will resume in January 2019 and conclude in May 2019. Updates to curriculum will happen fall 2018.

ENGLISH LANGUAGE LEARNING (ELL) classes

- Fall semester began on August 27, 2018.
- Enrollment is at an all-time high of almost 600 students in AM and PM classes; there are 8 levels of classes. Class sizes are large; an additional evening section is hoping to be opened pending staffing.
- 50% of ELL students this fall are Congolese.

HIGH SCHOOL COMPLETION (HSC) classes

- Fall semester began August 27, 2018.
- Enrollment is somewhat low; approximately 170 students are enrolled in AM and PM classes. We attribute low enrollment to high employment locally.
- Evening classes are larger than daytime classes.

NEW OPTIONS FOR COMPLETION OF HIGH SCHOOL EQUIVALENCY DIPLOMA in IOWA

- See attached report on new Options 1-4.

NEW HAWKEYE VISTA GRANT

- This federal grant will allow us to fund 4 Vista worker positions: 2 based at the one-stop center and 2 based at AEL site. AEL Vista positions will be one Volunteer Coordinator and one Logistics Coordinator. Vista workers are the domestic version of Peace Corps workers. Currently seeking to fill these positions that will provide valuable work experience and an education stipend at conclusion of service.



A proud partner of the AmericanJobCenter network

HAWKEYE'S NEW ADULT LEARNING CENTER

Construction is on schedule to be complete fall 2018. Planned occupancy is January 2, 2019 and ribbon-cutting ceremony to be held spring 2019.

Title III

Future Ready Iowa Summit

- Registration now open: number registered 71/250 (As of 9/10/18)
- Location has been set at Central Rivers Area Education Agency November 13th (invite attached)

Registered Apprenticeship Updates

- *Business Incentive:* State Expansion Grant offers a one-time incentive to Iowa organizations who create a new Registered Apprenticeship program or add an additional occupation in three industries: Healthcare, information technology and advanced manufacturing. Companies can get up from \$350-\$500 per apprentice up to \$4000.
- Submitted 3 occupations over to the Office of Apprenticeship.
 - Christie Door Company-Door Installer
 - GMT- CNC operator/programmer
 - Masterbrand-Industrial Maintenance Mechanic
- Working with 5 other businesses to develop their Registered Apprenticeships
- Waverly Shell Rock High School Quality Pre Apprenticeship Program approved and received funding from the State Expansion Grant.

Engage, Empower, Act: A Cedar Valley Conference on Economic Inclusion

- October 12 7:30AM-1 PM
- Register at <https://diversity.uni.edu/diversity-conference>
- Register by Oct 3rd, 2018

National Disability Employment Awareness Month

- October 25th 8:30 AM-11 AM
- Keynote Speaker is Dr. Robert Stensrud, PH. D, is professor at Drake University and will speak on the contributions of workers with disabilities and educate us about the value of a workforce inclusive of their skills and talents.
- Awards will be given to businesses who are inclusive in hiring needs and testimonials will also be given from those businesses
- Register by emailing: Jeanette.Kester@iowa.gov

Black Hawk County Veterans Stand down

- The first annual Black Hawk County Veterans Stand Down was held on September 6, 2018 at the Sullivan Brothers Grout Museum. The event featured service providers for Employment (IowaWORKS), Housing (HACAP, Operation Threshold, VA HVHC Counselor, Salvation Army and many more), Medical care from the VA, VA Benefits (Black Hawk County Veterans Affairs, Iowa Department of Veterans Affairs, and the VA Medical Center). There were educational resources available from UNI and HCC, along with educational counselors from the VA to discuss programs



A proud partner of the AmericanJobCenter[®] network

available to the Veterans. Haircuts were provided at no cost to the Veterans by Capri College, they were also offered chair massages. Meals were provided for both breakfast and lunch to the veterans. There was a constant flow for veterans coming in for information. The veterans that came were all offered a care bag that consisted of some personal care items, a winter coat, shirts, and shoes or boots.

Community Resource and Job Fair

- Thursday, Sept 13th 1p-3p Payne AME church, 1044 mobile St. Waterloo, IA
- 45 businesses and Community resources
- Full Time, Part Time, Entry-level, and Professional Positions available

Other

- Jennifer Gray, Business Services Team Member, is back at Waterloo schools. She is rotating every Tuesday with East, West, Expo, and Central. She also is going to the Boys and Girls club every Tuesday afternoon from 2:30p-4:30p. At the school and Boys and Girls club she talks about career goals, helping look for work, fill out applications, and anything that would help to enter the workforce.

Title IV

- 91 Job Candidates successfully employed to date, FFY 2018, Waterloo #1 office in Iowa.
- Rehabilitation Rate 58%, Waterloo #2 in Iowa, this is the % of people who apply who become successfully employed.
- Collaborations with IowaWORKS
- 9/8/17 Veterans Stand Down Event at Veterans Museum
- 10/8/18 Core Partner Training Day
- 10/25/18 National Disability employment Month Event at HCC.
- 11/13/18 IVRS Staff Registered for the Cedar Valley Future Ready Summit
- GAP Training, co-funding 3 shared candidates for Admissions/Front Desk Training.
- Ticket To Work Program IVRS working with Brenna and Kiley for warm hand off of IVRS candidates.
- Two IVRS Staff assigned to Sector Boards.
- Three IVRS Staff assigned to Core Partner Committee to improve referrals between partners.
- Lacie Westendorf, with IowaWorks presented on Registered Apprenticeship at IVRS Staff meeting.
- IVRS Staff are teaming with IowaWorks Business Services Representative in calling on businesses. Recently Douglas Marshall and Lana Jovic called on businesses in Buchanan County

Attachments Below



IowaWORKS

Cedar Valley

A proud partner of the AmericanJobCenter network

3420 University Avenue, Waterloo, IA 50701
Phone: (319) 235-2123; Fax (319) 235-1068

September 27, 2018

Brett Conner, Bureau Chief
Financial Management
Iowa Workforce Development
1000 E. Grand Ave
Des Moines, IA 50319

Dear Mr. Conner:

On behalf of the Region 7 Regional Workforce Development Board, our local partner group, and myself I am sending this letter to inform you that Hawkeye Community College will be acting as the Fiscal Agent handling the Ticket to Work funds for Region 7. Hawkeye Community College can provide reports as requested showing how funds are expended and will forward them to our partners.

If you have any questions please feel free to let me know,

Sincerely,

Andy Trower
Operations Manager

Deb Collett
Region 7 RWDB Chair

3420 University Ave, Suite G • Waterloo, IA 50701 • Phone 319-235-2123 • Fax 319-235-1068

www.iowaworkforce.org

Equal Opportunity Employer/Program

Auxiliary aids and services upon request to individuals with disabilities.

7.1

Region 7
Regional Workforce Development Board
Operations Standing Committee
Membership Structure

The following Regional Workforce Development Board (RWDB) proposal was developed to update our Region 7 Operations Standing Committee membership structure.

Operations Standing Committee Leadership Structure

- Chair: Sandra Jensen, Chair
- Vice Chair: Mike Howell
- RWDB Appointees

RWDB Appointees:

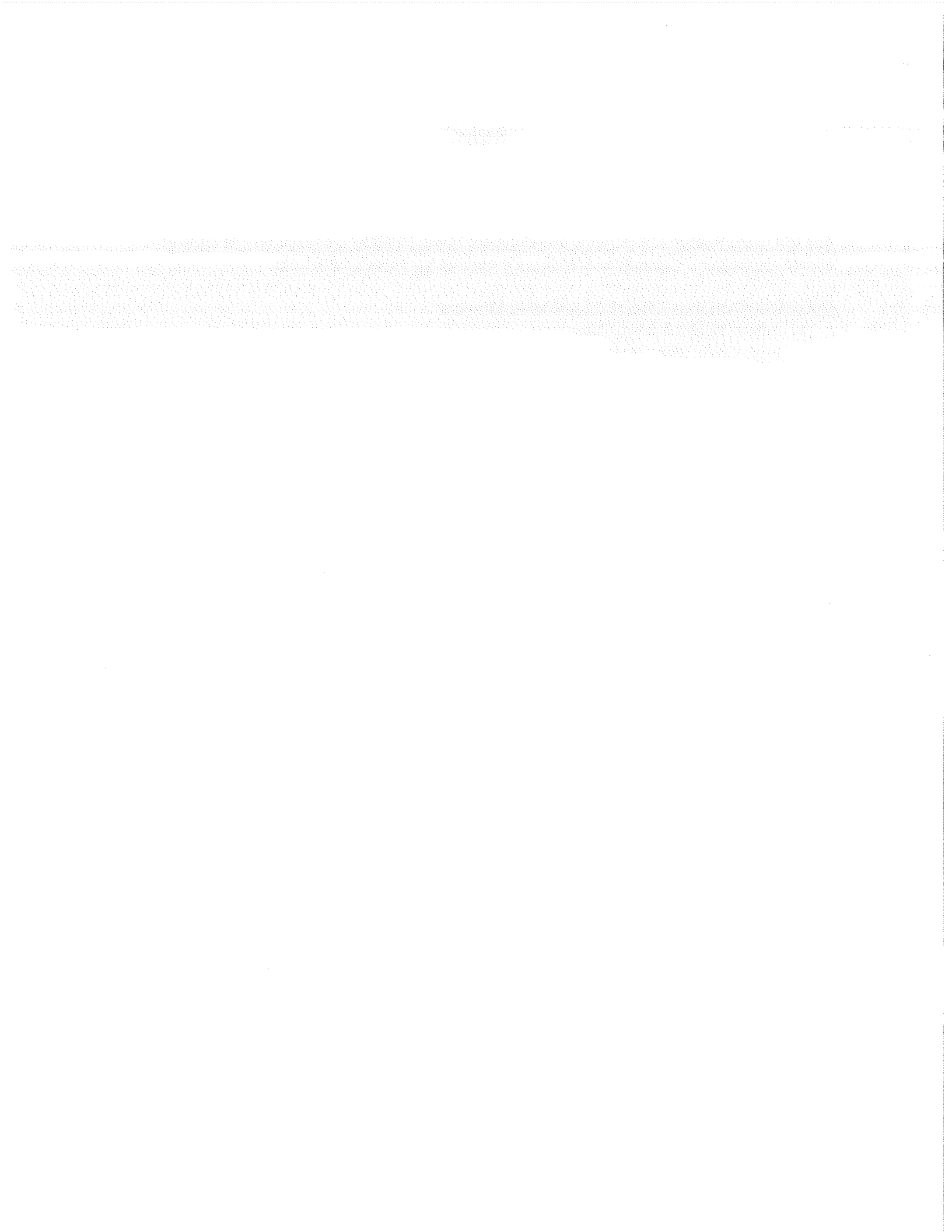
- Sandra Jensen, Chair Person
- Mike Howell, Vice Chair
- Kochell Weber-Ricklefs, Iowa Department for the Blind
- Andrew Trower, IowaWORKS
- Chris Hannan, IowaWORKS

Requested Action:

- RWDB vote to approve the above proposed Leadership Structure and Appointees as listed. Future actions related to this Sub-Committee will be reviewed as necessary.

RWDB, Chair

Date



UNI & THE CEDAR VALLEY

SYSTEM OF SUPPORT

A WORKSHOP FOR HELPING PROFESSIONALS

10.26.18 | SAVE THE DATE

FRIDAY, OCTOBER 26 | 8:00 AM - 3:00 PM

UNI-CUE | 800 SYCAMORE STREET, WATERLOO, IA

COST: \$25 (SCHOLARSHIPS AVAILABLE) | CEUs: 4-5

QUESTIONS? CONTACT

Kathy Martin | (319) 273-4774 | kathy.martin@uni.edu

UNI-CUE
University of Northern Iowa
CENTER FOR URBAN EDUCATION

CSBS
COLLEGE OF SOCIAL &
BEHAVIORAL SCIENCES
University of Northern Iowa

8.1

PRESENTED BY:



PREMIER SPONSOR:



PLATINUM SPONSORS:



SAVE THE DATE



ENGAGE, EMPOWER, ACT

A CEDAR VALLEY CONFERENCE
ON ECONOMIC INCLUSION

Conference focuses on best practices
for business, community & education.

OCT. 12, 2018

7:30 a.m. - 1 p.m.

Diamond Event Center

5307 Caraway Lane, Cedar Falls

WITH KEYNOTE SPEAKER DR. NIKA WHITE

Author of *The Intentional Inclusionist* and a national consultant, thought leader, and speaker to countless organizations and executives on issues of team engagement, organizational leadership, strategic diversity, and intentional inclusion.

For more information visit: diversity.uni.edu/diversity-conference



EXPUNGEMENT & EMPLOYMENT BARRIERS CLINIC SPONSORED BY IOWA LEGAL AID AND IOWA WORKS OF WATERLOO

- Do you have a criminal record in the State of Iowa? (juvenile cases, acquittals, dismissals or deferred judgments)
- Have you experienced problems in the last 3 years getting housing or employment due to your criminal records?
- Do you currently have difficulty with registering a vehicle or getting a driver's license?
- Do you have issues related to court debt — fines, victim restitution, court costs, jail fees, or court-appointed attorney fees?
- Are you being garnished, barred from driving or registering a vehicle? Have you experienced bail or tax refund offsets or been threatened with jail for not paying?

If you answered yes to any of these questions, sign up for the Expungement and Employment Barriers Clinic.

The Expungement and Employment Barriers Clinic will be held on October 11, 2018 at Payne AME Church, 1044 Mobile Street, Waterloo, Iowa from 3–7 p.m.

There will be NO WALK-INS. Clinic applicants must be approved and scheduled by Iowa Legal Aid. NO Exceptions.

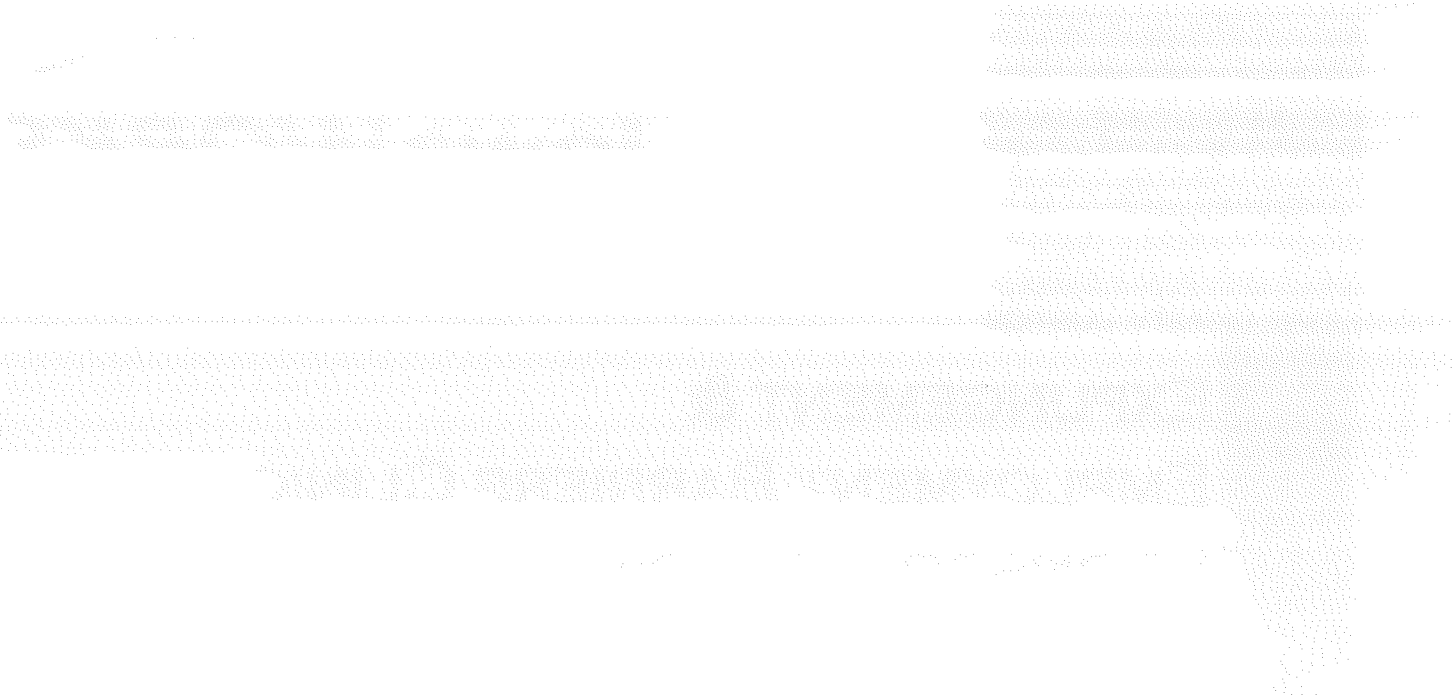
To pre-register, please contact:

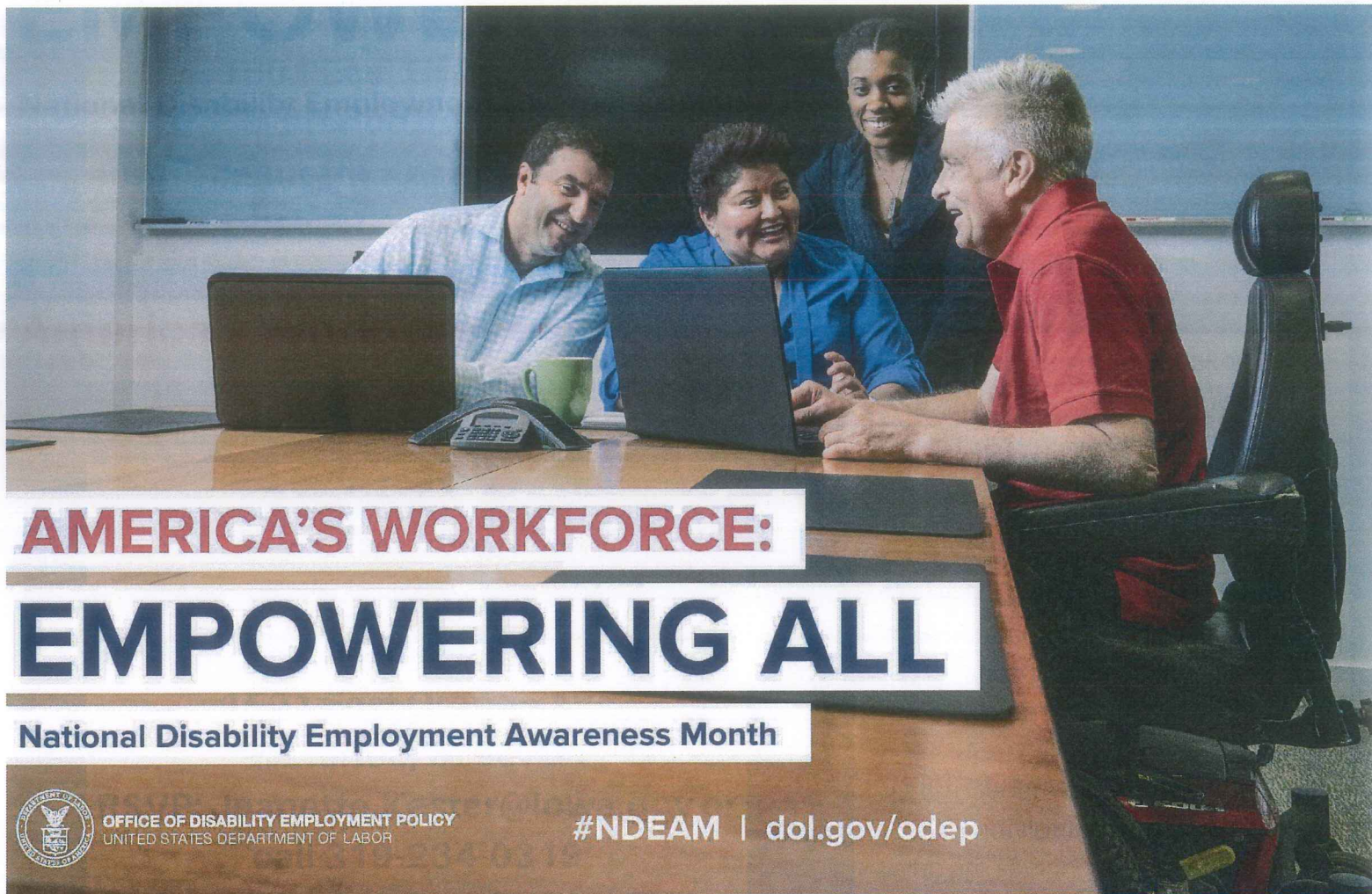
Iowa Legal Aid at 319-235-7008, ext. 1708 or

Debra Hodges-Harmon, Cedar Valley Iowa Works at 235-2123, ext. 41309

Registration begins August 15, 2018 NO Registration will be taken after October 9, 2018.

access@iwd.iowa.gov





AMERICA'S WORKFORCE:

EMPOWERING ALL

National Disability Employment Awareness Month



OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR

#NDEAM | dol.gov/odep

America's Workforce: Empowering All

October 25, 2018

8:30 AM - 11:00 AM

**Hawkeye Community College
Tama Hall**

**1501 East Orange Ave
Waterloo, IA 50704**

**RSVP: Jeanette.Kester@iowa.gov or
call 319-234-0319**

**By October 11th
Seating is Limited**



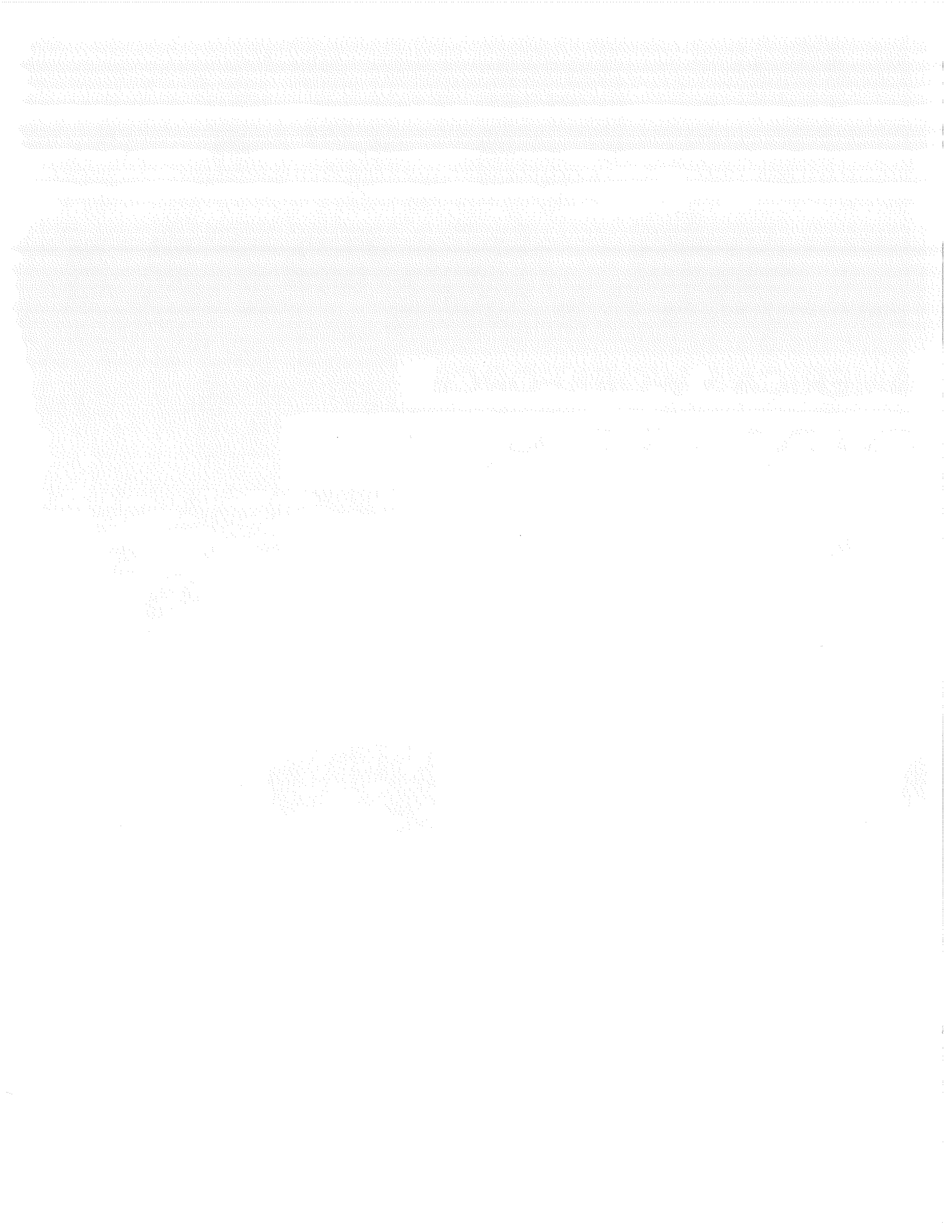
Keynote Speaker, Dr. Robert Stensrud, Ph.D., is a professor at Drake University and has worked in the field of counseling and

disability for over 30 years focusing his research on individuals with disabilities and disability employment.

In the Cedar Valley, IVRS works with 1,200 individuals with disabilities who are seeking employment. Dr. Stensrud will speak on the contributions of workers with disabilities and educate us about the value of a workforce inclusive of their skills and talents.



8.4



Attention:

ECONOMIC DEVELOPERS | BUSINESS + INDUSTRY
EDUCATORS | PARENTS | INTERESTED CITIZENS
COMMUNITY ORGANIZATIONS

FUTURE READY IOWA REGIONAL SUMMIT

Attention:

ECONOMIC DEVELOPERS | BUSINESS + INDUSTRY
EDUCATORS | PARENTS | INTERESTED CITIZENS
COMMUNITY ORGANIZATIONS

FUTURE READY IOWA REGIONAL SUMMIT

JOIN US!

TUESDAY, NOV. 13TH

CEDAR VALLEY

CENTRAL RIVERS AREA EDUCATION AGENCY

Bringing together key stakeholders to create local strategies that ensure all Iowans are future ready.

Register at www.FutureReadyIowa.gov/Summit.



JOIN US!

TUESDAY, NOV. 13TH

CEDAR VALLEY

CENTRAL RIVERS AREA EDUCATION AGENCY

Bringing together key stakeholders to create local strategies that ensure all Iowans are future ready.

Register at www.FutureReadyIowa.gov/Summit.



New Options for Earning a High School Equivalency Diploma in Iowa

Iowa Code chapter 259A, relating to high school equivalency diplomas, was substantially amended by 2017 Iowa Acts, House File 473. The State Board was granted additional authority to establish frameworks for additional pathways for completion of a high school equivalency diploma (HSED). The State Board has adopted the new 281 Iowa Administrative Code (IAC) which outlines these pathways, called Options 1-4.

Option 1: HSED based on successful completion of state department-approved testing will continue. Current test used is the HiSET.

Option 1 is intended to meet the needs of a participant who requires multiple high school credits to graduate.

Option 2: HSED based on attainment of high school credits.

Iowa Administrative Code 281-32.8 provides for the awarding of a high school equivalency diploma (HSED) to a participant who demonstrates completion of an approved program consisting of at least 36 high school credits. These include post-secondary credits, prior HS credits, credits earned while in Hawkeye's HSED programming, as well as prior and current work-site learning credits that can count towards an elective.

Option 2 is designed for participants who do not need many credits to graduate. Participants needing multiple credits to graduate may be best served by referring them to Option 1, Testing. Option 2 is similar to Hawkeye's Adult High School Diploma, which is now no longer issued due to the changes in Iowa Code that provide the new state options 1-4.

Option 3: HSED based on postsecondary degree.

Iowa Administrative Code 281-32.9 provides for the awarding of a high school equivalency diploma (HSED) to a resident participant who presents a U.S.-based associate degree or higher that includes general education coursework that has been awarded by a regionally accredited postsecondary institution.

Option 3 is best suited for a resident participant who does not have a U.S.-based high school credential but has earned a U.S.-based associate degree or higher that includes general education coursework. Option 3 may provide opportunities for innovation in programming by incorporating existing initiatives such as I-BEST, apprenticeships, and work-based education. For those capable of completion of an AA degree, it may also provide a speedier route to employment without first having to complete study and testing for the HiSET (Option 1). This might include, but is not limited to, immigrants who have completed high school and/or post-secondary education in other countries.

Option 4: HSED based on foreign postsecondary degree.

Iowa Administrative Code 281-32.10 provides for the award of a high school equivalency diploma (HSED) to a resident participant who presents a postsecondary degree equivalent to an associate degree or higher from outside the United States.

Option 4 is best suited for a resident participant who presents a postsecondary degree equivalent to an associate degree or higher from outside the United States. It will assist immigrants seeking employment by allowing them to present a U.S.-based credential more easily recognized by employers. Option 4 requires that participants must be U.S. citizens or meet both these requirements: proof of English language proficiency and successful completion of a course in US government or civics education.

All Iowa community colleges are already approved to offer Option 1. In order to be able to offer Options 2-4, Adult Education and Literacy (AEL) programs at Iowa community colleges must apply to the Iowa Department of Education and be approved. Approval is based on meeting a set of requirements, one of which is providing each participant with a Comprehensive Intake. Comprehensive intake includes: registration with required data elements; assessment of participants' reading level using approved assessment tools; assessment of participants' career interests and aptitudes; discussion of program options available to the participant regarding completion of HSED to include the requirements, expectations, benefits, and limitations of each option; and development of an action plan for the completion of one of the options discussed and subsequent activities necessary to work toward an identified goal, career pathway, occupation, or further education. Action plans must be uploaded to Diploma Sender, the vendor responsible for state database storage of Iowa HSED credentials.



Hawkeye AEL staff are in initial phases of work on the applications needed to offer Options 2-4. As we receive Department of Education approval for each option, we will notify college departments and community partners.

Press Release

For Immediate Release

August 27, 2018 @ 8:00AM

Media Contact:

Gwenne Berry, assistant to the president and chief diversity officer, University of Northern Iowa, 319-273-2820, gwenne.berry@uni.edu

Lisa Skubal, vice president of economic development, Greater Cedar Valley Alliance & Chamber, 319-232-1156, lskubal@cedarvalleyalliance.com

Inclusion Cedar Valley 2018 #cvinclusion18 Conference Registration is NOW available!

Registration is now open for "Engage, Empower, Act: A Cedar Valley Conference on Economic Inclusion" #cvinclusion18! Join The University of Northern Iowa and the Greater Cedar Valley Alliance & Chamber as they present this free conference on October 12, 2018 at the Diamond Event Center in Cedar Falls beginning at 7:30 a.m. The conference will facilitate discussion on how inclusive excellence can become a standard across industries in K-12 education, post-secondary education, and the workforce pipeline. Speakers will address topics on strategic diversity, intentional inclusion, and mastering equity for successful organizations. This day will foster the exchange of new ideas and approaches for meaningful and impactful diversity and inclusion.

A few notable breakout session facilitators are Kingsley Botchway II, the new Chief Human Resources & Equity, Waterloo Community School District; Sailu Timbo, Director Of Diversity, Hy-Vee, Inc.; Courtney Maxwell Greene, Marketing and Communications Director, Alzheimer's Association, Iowa Chapter and former Communications Director, IWD; and Dr. Liang Chee Wee, President, Northeast Iowa Community College. The conference keynote is Dr. Nika White, author of "The Intentional Inclusionist," and Senior Advisor to the Greenville Chamber's Diversity and Inclusion Initiatives.

Dr. Nika White explains, "Inclusive societies don't just happen. They are created through the intersection of leadership, intention and collaboration. I look forward to helping the Cedar Valley give voice to the importance of economic inclusion and the totality of its impact on the community."

The conference is free and open to the public. Registration for the conference is now open at <https://diversity.uni.edu/diversity-conference>. Please register by October 3, 2018. Organizations and individuals that cannot attend are encouraged to download information from the conference tool kit, available October 1, 2018.

Companies sponsoring the conference include University of Iowa Community Credit Union as the Premier Sponsor; Diamond Events Center, Table 1912 and Veridian Credit Union as Platinum Sponsors; Cedar Valley Nonprofit Association, Courier Communications, Covenant Medical Center, CUNA Mutual Group and KWWL as Gold Sponsors; and the Cedar Falls Human Rights Commission, Community Bank & Trust, Cedar Valley Society of Human Resource Management and Viking Pump as Inclusion Partners. Sponsorship opportunities are still available.

The following organizations serve as conference task force members: the Cedar Falls Human Rights Commission, Greater Cedar Valley Alliance & Chamber, IowaWORKS of Waterloo, Infiniti Enterprises, Legacy Branding and Events, University of Northern Iowa, UNI Center for Violence Prevention, and the Waterloo Commission on Human Rights.

For more information please call 319-883-0219 or visit <https://diversity.uni.edu/diversity-conference>.

###