



**CEO/RWDB MEETING
THURSDAY, DECEMBER 6, 2018
10 AM – NOON**

**IowaWORKS OFFICE, ROOMS 41A/43A
4444 1ST 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)
 - SEPTEMBER 20, 2018 – RWDB MEETING
5. CORRESPONDENCE
6. MEMBER ANNOUNCEMENTS
7. 2019 MEETING SCHEDULE (SEE ATTACHMENT B)
8. REALIGNMENT UPDATE – CARLA ANDORF
9. ELIGIBLE TRAINING PROVIDER LIST UPDATE – CARLA ANDORF
10. STRATEGIC PLAN & REGIONAL WORKFORCE GOALS PROGRESS UPDATE – CARLA ANDORF (SEE ATTACHMENT C)
11. GRANTS REPORT – KIM BECICKA (SEE ATTACHMENT D)
12. IOWAWORKS FINANCIALS & ENROLLMENT GOALS – RACHEL DAILY (SEE ATTACHMENT E)
13. REGION 10 IOWAWORKS REPORT – SCOTT MATHER (SEE ATTACHMENT F)
14. ADULT EDUCATION/LITERACY REPORT – CYD HANSON (SEE ATTACHMENT G)
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, JANUARY 31, 2019, IOWAWORKS

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

REGIONAL WORKFORCE DEVELOPMENT BOARD
MEETING MINUTES

SEPTEMBER 20, 2018
IowaWORKS OFFICE
CEDAR RAPIDS, IOWA

RWDB Board Members Present: Kim Becicka, Wayne Frauenholtz, Cyd Hanson, Chris Hummer, Patrick Loeffler (by teleconference), Patty Manuel, Holly Mateer, Scott Mather, Steve Olson, Julie Perez (by teleconference), Mark Schneider, Kory Schreiner (by teleconference), Steve Shriver (by teleconference), Susie Weinacht

RWDB Board Members Absent: Jasmine Almoayyed, Ashley Ferguson, Rhonda Griffin, Jerry Hobart, Joe Linn, Kristy Lyman, Michelle Mexcur, Shelley Parbs, Stefanie Rupert

RWDB Ex-Officio Members: Carmen Heck

STAFF: Carla Andorf, Kochell Weber-Ricklefs

The meeting was called to order by Chair Patty Manuel at 8:30 am. The RWDB board met quorum.

Patty Manuel asked everyone present to introduce themselves.

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

Patty Manuel asked for a motion to approve the consent agenda. M/S/C, Wayne Frauenholtz, Steve Olson, motion approved.

Patty Manuel asked if there was any correspondence to share. Carla Andorf shared that we did receive a letter from the spring financial monitoring and we had no findings. Scott Mather discussed the Future Ready Iowa Summit that will be held on November 13 at the Kirkwood Linn County Regional Center.

Patty Manuel asked if there were any member announcements. There were none.

Scott Mather reviewed the information on moving the location of itinerant services advisor from Washington to Jones County. If approved, we will continue to review the numbers to make sure this change makes sense. Patty Manuel asked for a motion to approve moving the location of itinerant services advisor. M/S/C, Julie Perez, Holly Mateer, motion approved.

Carla Andorf gave an update on the statewide realignment plan. Iowa Workforce Development submitted to the Department of Labor a waiver for regional boards to share costs so we are on hold until they hear back if it is approved.

Carla Andorf gave an update on the Strategic Plan and Regional Workforce Goals progress. We will hold staff training in October which focuses on working with hard to hear clients. We have finalized the Navigating the Journey workshop which all students enrolled in training will be required to take. The Women in Non-Traditional Careers workshop is being developed.

Kim Becicka reviewed the Grants Report. The financials and enrollments were reviewed for the GAP and KPACE programs. We are not sure what the impact of the Journeys class will be because it might slow down the pipeline but we feel it will help with better career choices.

Carla Andorf reviewed the WIA enrollment and financial reports. These reports show our performance measures for enrollment and financial goals; we will probably not meet the Youth credential performance measure. She also shared updates on the WIOA Title 1 programs.

Scott Mather reviewed the Region 10 Iowa Workforce Development report for July and August. This report reviewed registrations, job listings and unemployment insurance. Also highlighted were the recruiting events assisted by the Employer Services team. Scott discussed the work ready referral process that the team is developing which includes a new workshop called "Sharpening of Skills".

Carla Andorf reviewed the Adult Education/Literacy report. Performance metrics for the program were shared.

Holly Mateer reviewed the Vocational-Rehabilitation report. They are almost to the end of their fiscal year and have had 271 successful closures. She also shared information on what employers have had successful placements. Holly discussed their partnership with the Cedar Rapids Community School District.

Kochell Weber-Ricklefs reviewed the Department for the Blind report. They are serving 22 clients in our region with two staff members. On October 5, the Employment Network Group is hosting an employer summit from 7:30-9 am at Iowa WORKS.

Kelly Foresman gave a presentation on the Navigating Your Journey program.

Karen Friederich asked for a motion to adjourn the meeting. M/S/C, Chris Hummer, Steve Olson, motion approved.

The meeting adjourned at 10:07 am.

Upcoming Meeting: CEO/RWDB, December 6, IowaWORKS



CEO/RWDB MEETING SCHEDULE

2019

Please mark your calendar and plan on attending the following CEO/RWDB meetings. All meetings will be held at the IowaWORKS office unless noted below.

January 31, 2019	RWDB Meeting	10 – 11:30 AM	IowaWORKS
March 28, 2019	RWDB Meeting	10 – 11:30 AM	IowaWORKS
May 30, 2019	CEO/RWDB Meeting	10 AM – Noon	IowaWORKS
June 27, 2019	RWDB Meeting	10 – 11:30 AM	IowaWORKS
September 26, 2019	RWDB Meeting	10 – 11:30 AM	Field Trip: TBD
December 5, 2019	CEO/RWDB Meeting	10 AM – Noon	IowaWORKS

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

			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.
1.2 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>

			<p>smaller lunch and learn sessions for March in rural counties (Washington, Iowa, Cedar, Benton and Jones).</p> <p>November 2018-Apprenticeship awareness event at Goodwill in collaboration with IowaWORKS.</p>
<p>1.3 Provide ongoing staff training, continuously integrate services and evaluate regularly.</p>	<p>All Workforce Partners</p>	<p>Ongoing</p>	<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</p>

			<p>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>May to June 2018-Developed and presented first round of board training. Training has been shared on board website. Round 2 delivered June 2018.</p> <p>July-Sept 2018-WIOA Leadership team is developing staff inservice training for October focused on serving individuals who may be deaf or hard of hearing.</p> <p>October 2018-Hosted In-Service event for staff to learn about best practices serving individuals who are deaf or hard of hearing.</p>
<p>1.4 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> <p>May 2018-Shared referral guide with board members.</p> <p>November-January 2019-Core WIOA partners are tasked with identifying level of integration in 6 key areas. Then prioritizing which are most critical along with steps to take to move toward integration.</p>
<p>1.5 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</p> <p>September 2016-RWBD met with Customer Service/Insurance/Banking Sector Board to learn about pathways and workforce needs.</p> <p>November 2016-Hosted apprenticeship awareness event with 23 businesses and 11 job seekers.</p> <p>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.</p>

		<p>June-July 2017-Preparing to host Industry Sector Board facilitators for a lunch and learn with workforce partners.</p> <p>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.</p> <p>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.</p> <p>February 2018-Hosted lunch and learn sessions targeting food assistance recipients. Shared training opportunities and pathway training programs.</p> <p>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> <p>May-August 2018-Developing career exploration and “gallery career walk” to be implemented into Navigating your Journey workshop.</p> <p>August-September 2018-Finalizing NYJ workshop. Schedule created for rest of 2018. Officially “launched” September 1 with all students enrolled starting this date will be required to take the workshop.</p> <p>October, 2018-Hosted a Women in Non-Traditional Careers event. 20 women attended to hear from other women in careers within Transportation, Construction and Manufacturing.</p>
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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>2.1 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</p>

			<p>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>May-August 2018-Navigating your Journey workshop development and implementation. Includes significant career exploration opportunities.</p> <p>September 2018-Implemented Navigating your Journey which assists individuals with decision making process on training and careers.</p> <p>September 2018-Title 1 and 2 partnering with Nordstrom to implement another Earn and Learn program starting October 1. Collaborating with Goodwill to offer ELL class with their Manufacturing certificate. This can then pathway into a full time job at Nordstrom.</p>
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<p>2.2 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. 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>2.3 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. August-September 2018-Partnering with KCC Corporate Training to conduct a Women in Non-Traditional Careers event. All are welcome to participate to hear from women working in non-traditional careers.</p>
<p>2.4 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.</p>

		<p>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.</p> <p>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</p> <p>May 2017-Class began in May with 9 students.</p> <p>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>September 2018-Implemented Navigating Your Journey.</p> <p>November-January 2019-Working on Core WIOA partner integration assessment to identify ways to remove barriers and better align services to serve individuals.</p>
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<p>2.5 Expand access to training and education opportunities through the use of distance learning tools, videoconferencing, and other technology.</p>	<p>Core Partners</p>	<p>June 30, 2017</p>	<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. July 2017-Will begin implementation talks with Industry Sector Board facilitators in July 2017 at lunch and learn meetings. February-March 2018-Update RWDB member training, and implement through face to face and online training formats for new and current board members. May 2018-Hosting first RWDB/CEO training using Zoom. June 2018-Using Zoom to host 2nd round of Board training and board meeting dial in. September 2018-Ongoing-Using Zoom for Board meetings and training.</p>
<p>2.6 Co-enroll participants in core partner programs as appropriate to provide participants with access to needed and available services.</p>	<p>Core Partners</p>	<p>Ongoing</p>	<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. March 2017-Flip chart “referral tool” almost ready for print. June 2017-Final referral tool edits submitted. Final product being updated and prepared for printing. Strong request for this tool among not just staff, but other partners. Video received final edits and is being prepared for final version. 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</p>

			<p>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> <p>September-October 2018-Title 2 and Goodwill are partnering on a light manufacturing class with English built into the program for non-native English speakers.</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>3.1 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</p>

			<p>second class. Update: Working on hiring transportation instructor.</p> <p>June 2018-Many team members promoting and volunteering at Rollin' Rally event coordinated by Transportation Sector Board as part of Freedom Fest.</p> <p>August-September 2018-Working with Sector Board through Corporate training to develop Women in Non-Traditional Careers event.</p> <p>July-September 2018-Developing English classes for Goodwill and Nordstrom on site job training programs.</p>
<p>3.2 Create workforce system programming aligned to local business demands/needs.</p>	<p>Core Partners</p> <p>RWDB</p> <p>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 for Nordstrom.</p> <p>June 2018-Nordstrom Presentation to RWBD.</p>
<p>3.3 Integrate current apprenticeship career opportunities into career and training pathways and expand apprenticeship opportunities with regional employers.</p>	<p>Core Partners</p> <p>Apprenticeship Employers</p>	<p>June 30, 2018</p> <p>Ongoing</p>	<p>November 2017-Hosted an apprenticeship awareness event with 23 businesses and 11 job seekers. Have developed 2 new leads for businesses 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</p>

			<p>Title 1 funds could be used to support customers obtaining these skills.</p> <p>Ongoing-Apprenticeship information sessions at IowaWORKS to raise awareness and connect individuals.</p>
<p>3.4 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> <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.</p>

Special Programs Report FY18

Budget Overview

Special Programs Total Participant Budget					
	Additional FY18 Funds Carryover	Anticipated New FY19 Funds	TOTAL Budget	Expenditures	Funds Remaining
Gap Tuition Assistance IAGAP	\$17,958.05	\$312,711.00	\$330,669.05	\$176,944.16	\$153,724.89
Additional IAGAP Funds FY19		\$0	\$0	\$0	\$0

Other Funds					
	FY18 Carryover	Anticipated New FY19 Funds	TOTAL Budget	Expenditures	Funds Remaining
IA PACE—KPACE program	\$6,359.42	\$750,041.00	\$756,400.42	\$280,517.45	\$475,882.97
GIVF Reimbursement Funds	\$1,862.95	\$0	\$1,862.95	\$1,586.24	\$276.71
Kirkwood Community College Foundation ⁺	\$1,450.00	\$0	\$1,450.00	\$0	\$1,450.00
FAE&T Reimbursement Funds*	\$68,592.86	\$21,109.99	\$89,702.85	\$11,747.12	\$77,955.73
<p>*Total available will increase as new funds are donated. *Total available will increase as new reimbursement funds are received.</p>					

Special Programs Enrollments FY19

(7/1/18 – 6/30/19)

Gap Tuition Assistance	54
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E&T FFY18 (7/1/18 – 9/30/18)	19
E&T FFY19 (10/1/18 – 6/30/19)	2

E&T runs on the federal fiscal year. Data above was pulled for the timeframe to match the state fiscal year.

KPACE	60
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Fall cohorts began in August 2018. Spring cohorts began in January and March 2019.

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

Gap Tuition Assistance Program

Referrals

Referrals FY19	93
Historical Program Total	8343

Interviews

Interviews Scheduled FY19	59
Historical Program Total	2062

Approved Participants

Approved Participants FY19	54
Historical Program Total	1504

Participant Completions

Historical Program Total	1042 of 1343 = 77.59%
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Fiscal Year	In Training	Completed Training	Did Not Complete	Completion Rate
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	0	136	53	136 of 189 = 71.96%
2019*	21	52	17	52 of 69 = 75.36%

*Includes carryover training participants from FY18.

Participant Employment

New Employment FY19	39 of 74	52.70%
Overall Employment FY19	39 of 74	52.70%
Historical Overall Employment	830 of 881	94.21%

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
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	96	2	0	22	1	4	98 of 102 = 96.08%
2019	39	0	0	8	0	35 ^{+*1}	39 of 74 = 52.70%

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

*Those graduates still looking for work on 7/1/18 and still engaged in services were moved into the FY18 pool for employment.

¹ Those new graduates who are still looking for work on 6/30/18 and still engaged in services will be moved into the FY19 pool for employment.

Project status:

Program Information (to date)	FY15	FY16	FY17	FY18	FY19	Total
91 Hour Nurse Aide	49	42	42	99	22	499
Accelerated Welding Certificate	15	5	2	5	0	32
Administrative Professional Certificate	9	2	8	9	4	32
Business Application Specialist Certificate	1	5				6
Business Bookkeeping Computer Certificate	1	1	4	2	1	9
Call Center Customer Service Certificate	3	1	8	0	0	36
Central Sterilization Certificate				1	3	4
Certificate in Office Professionals	0	0				36
Certificate in Website Development	0	0	0	0	0	11
Certified Business Computing Professionals	1					42
Class B CDL	0	1	1	4	0	14
CNC Machinist Certificate	1	3	7	15	0	45
CNC Milling Operator Certificate	0	0				0
CNC Turning Operator Certificate	0	0				0
Combination Welder Certificate	1					45
Combination Welder SERIES	0					1
Community Living Professional		0	0	0	0	0
Core Construction Certificate		1	1	0	0	2
EKG Technician	0	1	2	13	0	16
Electrical Specialist	2	0	0	4	2	15
Electro Mechanical Certificate	0	0	0			0
Gas Metal Arc Welding Sense I		10	2	2	0	14
Graphic Designer Certificate	2	4	1	7	2	16
Health Support Professional		0	0	4	0	4
Industrial Maintenance Certificate	0	0	0	0	0	1
Job Planning, Benchwork, Layout Certificate	0	0				0
Kirkwood Culinary KickStart Certificate	2	0	0	1	0	5
Logistics/Supply Chain Certificate	0	0				1
Manufacturing Basics & CNC Machinist Certificate	0	0				4
Manufacturing Welding Certificate				2	0	2

Measurement, Materials, Safety Certificate	0	0				0
Medical Office Professional			4	1	0	5
Modern Manufacturing Series Certificate	0	0				4
Personal Support Professional		1	0	0	0	1
Phlebotomy	14	7	3	8	4	80
Production MIG Certificate	10	0				20
Sales Professional Certificate	0	0	0	0	0	0
Supervising in Healthcare Facilities		0	0	0	0	0
Transportation Service Class B Training Certificate	3	0	0	0	0	4
Transportation Specialist		0	0	0	0	0
Transportation Technician		0	0	0	0	0
Truck Driver Class A CDL	32	43	38	54	16	330
Web Designer Certificate	3	2	2	3	0	10
Other certificates no longer offered/available						148
TOTALS	149	129	125	234	54	1504

Gap Reporting Form - General Information

Revised July 2017

Institution	Kirkwood Community College			
Contact Person	Bethany Parker	319-365-9474 x31155	bparker@kirkwood.edu	
Quarterly Reporting Period	FY19	October 2018		FY19 Available (FY18 CF+FY19) \$ 330,669.05

Budget Summary

Line Item	Expenses per Quarter				YTD Expenditures
	Q1	Q2	Q3	Q4	
Direct Costs:					
Tuition & Books	\$145,330.36	\$11,204.50			\$156,534.86
Equipment	\$2,148.42	\$1,555.00			\$3,703.42
Fees/Assessment/Testing	\$5,745.00	\$781.09			\$6,526.09
<i>Subtotal</i>					\$166,764.37
Other Costs:					
Staff Support/Services	\$8,812.44	\$1,367.35			\$10,179.79
Total:	\$162,036.22	\$14,907.94	\$0.00	\$0.00	\$176,944.16

Participant Summary

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

	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications:	63	15			78
Number of Approved Participants:	49	5			54
Status of Approved Participants:					
Participating or Waiting to Participate:	112	49			132
Number of <u>Third</u> Party Credentials Received:	63	6			69

Title 1 (Adult, Dislocated Worker, and Youth) Updates

November 28, 2018

Navigating Your Journey

Navigating your Journey was implemented the week of September 24, 2018. We have had 86 people sign up and 35 (40%) start the program. Of the 35 who started, 34 successfully completed (97%). So far of those 34, 9 have moved into additional training, with others identifying career pathways, or signed up/waiting to start training. Sessions at this time are only offered in Cedar Rapids but will begin in Iowa City January 2019. We will continue to report on students progressing through to training and training completion rates as compared to previous years.

Here are some thoughts from the students:

- “Great class”, “Fun, upbeat, informative”, “Class had a good vibe”
- “It wasn’t that bad”
- “Learned to respect my team mates”
- “Changed my way of thinking”
- “You guys accepted me”
- “Learned about colors and how to work with others”

Women in Non-Traditional Careers

On October 5, 2018 a Women in Non-Traditional Careers event was hosted through a partnership of IowaWORKS, KCC workforce programs (GAP, PACE, High School Completion and ESL), KCC Corporate Training, Goodwill and Department of Corrections. Twenty women attended the event. They were able to attend information sessions to hear from women working within these industries. They learned about the high demand for careers in construction, transportation and manufacturing, as well as typical job duties, work environment and pay. Next they toured three different worksites showcasing those three areas. Women were provided with transportation to all worksites and they were provided with breakfast and lunch.

Waitlist ended for Adult program

As mentioned earlier this calendar year, we have had a wait list for the adult program since June 2018. We received new funding October 2018 for the adult program allowing us to open up the program for enrollments. Fortunately, we were able to minimize the number on the wait list by connecting them with other tuition assistance programs. Some on the wait list, ended up moving into the workforce instead of training, and are happy with their new jobs. We only had 1 person on the list as of October 1. I credit our team with doing a great job of providing coaching, counseling, support and referrals to help these individuals get the services they need and keeping our list as low as possible.

8/15/2018

WIOA Wagner-Peyser Performance levels -- PY2017

4th Qtr

Region	RWIB	Employment 2nd Qtr (Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 6 Mos.			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	78.1%	65%	58.5%	72.9%	64%	57.6%	\$6,512	\$4,100	\$3,690	1
2	19095	75.9%	65%	58.5%	68.4%	64%	57.6%	\$6,088	\$4,100	\$3,690	2
3 & 4	19160	76.8%	65%	58.5%	46.0%	64%	57.6%	\$7,521	\$4,100	\$3,690	3
5	19115	72.5%	65%	58.5%	65.6%	64%	57.6%	\$5,726	\$4,100	\$3,690	5
6	19030	75.4%	65%	58.5%	74.6%	64%	57.6%	\$7,032	\$4,100	\$3,690	6
7	19120	75.2%	65%	58.5%	71.8%	64%	57.6%	\$6,533	\$4,100	\$3,690	7
8	19155	75.0%	65%	58.5%	32.9%	64%	57.6%	\$6,837	\$4,100	\$3,690	8
9	19125	74.4%	65%	58.5%	71.3%	64%	57.6%	\$5,824	\$4,100	\$3,690	9
10	19130	74.3%	65%	58.5%	52.5%	64%	57.6%	\$5,836	\$4,100	\$3,690	10
11	19135	67.5%	65%	58.5%	62.3%	64%	57.6%	\$5,702	\$4,100	\$3,690	11
12	19140	78.0%	65%	58.5%	77.6%	64%	57.6%	\$7,122	\$4,100	\$3,690	12
13	19145	71.7%	65%	58.5%	69.4%	64%	57.6%	\$6,391	\$4,100	\$3,690	13
14	19150	65.2%	65%	58.5%	50.2%	64%	57.6%	\$5,982	\$4,100	\$3,690	14
15	19075	73.2%	65%	58.5%	70.6%	64%	57.6%	\$6,289	\$4,100	\$3,690	15
16	19080	77.5%	65%	58.5%	58.9%	64%	57.6%	\$6,355	\$4,100	\$3,690	16
State		74.0%	65%	58.5%	60.8%	64%	57.6%	\$6,306	\$4,100	\$3,690	State

*Discrepancy between regional outcomes and state final outcome is a result of reporting regional W-P outcomes not affiliated with a particular region. This will be further refined in upcoming quarters and with the final transition to a new data management and reporting system.

8/15/2018

DRAFT

WIOA Adult Performance levels -- PY2017
4th 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	78.3%	65%	58.5%	78.7%	64%	57.6%	\$6,237	\$4,100	\$3,690	80.0%	65%	58.5%	42.3%	Baseline		1
2	19095	75.9%	65%	58.5%	77.2%	64%	57.6%	\$6,087	\$4,100	\$3,690	50.0%	65%	58.5%	n/a	Baseline		2
3 & 4	19160	78.6%	65%	58.5%	80.8%	64%	57.6%	\$7,515	\$4,100	\$3,690	75.0%	65%	58.5%	11.1%	Baseline		3
5	19115	72.3%	65%	58.5%	72.6%	64%	57.6%	\$5,597	\$4,100	\$3,690	44.4%	65%	58.5%	66.7%	Baseline		5
6	19030	75.8%	65%	58.5%	77.1%	64%	57.6%	\$7,054	\$4,100	\$3,690	0.0%	65%	58.5%	16.7%	Baseline		6
7	19120	76.0%	65%	58.5%	78.9%	64%	57.6%	\$6,628	\$4,100	\$3,690	62.5%	65%	58.5%	30.4%	Baseline		7
8	19155	75.5%	65%	58.5%	74.2%	64%	57.6%	\$6,372	\$4,100	\$3,690	100.0%	65%	58.5%	0.0%	Baseline		8
9	19125	75.0%	65%	58.5%	75.7%	64%	57.6%	\$5,730	\$4,100	\$3,690	86.4%	65%	58.5%	76.9%	Baseline		9
10	19130	74.9%	65%	58.5%	74.2%	64%	57.6%	\$5,671	\$4,100	\$3,690	83.3%	65%	58.5%	52.4%	Baseline		10
11	19135	67.4%	65%	58.5%	68.1%	64%	57.6%	\$5,568	\$4,100	\$3,690	68.8%	65%	58.5%	55.6%	Baseline		11
12	19140	78.4%	65%	58.5%	79.8%	64%	57.6%	\$7,138	\$4,100	\$3,690	100.0%	65%	58.5%	44.4%	Baseline		12
13	19145	72.9%	65%	58.5%	72.9%	64%	57.6%	\$6,410	\$4,100	\$3,690	75.0%	65%	58.5%	30.8%	Baseline		13
14	19150	71.2%	65%	58.5%	69.5%	64%	57.6%	\$5,706	\$4,100	\$3,690	100.0%	65%	58.5%	4.2%	Baseline		14
15	19075	74.4%	65%	58.5%	75.2%	64%	57.6%	\$6,355	\$4,100	\$3,690	55.6%	65%	58.5%	68.2%	Baseline		15
16	19080	78.9%	65%	58.5%	79.3%	64%	57.6%	\$6,393	\$4,100	\$3,690	44.4%	65%	58.5%	37.5%	Baseline		16
State		74.0%	65%	58.5%	74.8%	64%	57.6%	\$6,190	\$4,100	\$3,690	70.5%	65%	58.5%	39.5%	Baseline		State

8/15/2018

DRAFT

WIOA Dislocated Worker Performance Levels -- PY2017

4th 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	79.0%	66.0%	59.4%	77.4%	66.0%	59.4%	\$6,586	\$ 5,600	\$5,040	80.0%	63.0%	56.7%	27.3%	Baseline		1
2	19095	77.9%	66.0%	59.4%	77.6%	66.0%	59.4%	\$6,212	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	n/a	Baseline		2
3 & 4	19160	81.8%	66.0%	59.4%	81.0%	66.0%	59.4%	\$7,372	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	11.8%	Baseline		3
5	19115	75.0%	66.0%	59.4%	73.1%	66.0%	59.4%	\$5,091	\$ 5,600	\$5,040	44.4%	63.0%	56.7%	0.0%	Baseline		5
6	19030	73.8%	66.0%	59.4%	77.6%	66.0%	59.4%	\$6,924	\$ 5,600	\$5,040	0.0%	63.0%	56.7%	16.7%	Baseline		6
7	19120	80.1%	66.0%	59.4%	81.7%	66.0%	59.4%	\$7,547	\$ 5,600	\$5,040	57.1%	63.0%	56.7%	23.3%	Baseline		7
8	19155	76.1%	66.0%	59.4%	75.0%	66.0%	59.4%	\$6,963	\$ 5,600	\$5,040	n/a	63.0%	56.7%	0.0%	Baseline		8
9	19125	78.8%	66.0%	59.4%	78.6%	66.0%	59.4%	\$5,698	\$ 5,600	\$5,040	86.7%	63.0%	56.7%	71.4%	Baseline		9
10	19130	76.6%	66.0%	59.4%	76.9%	66.0%	59.4%	\$5,886	\$ 5,600	\$5,040	71.4%	63.0%	56.7%	25.6%	Baseline		10
11	19135	69.8%	66.0%	59.4%	71.2%	66.0%	59.4%	\$5,692	\$ 5,600	\$5,040	63.6%	63.0%	56.7%	53.3%	Baseline		11
12	19140	80.3%	66.0%	59.4%	82.7%	66.0%	59.4%	\$7,455	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	28.6%	Baseline		12
13	19145	76.4%	66.0%	59.4%	69.3%	66.0%	59.4%	\$7,067	\$ 5,600	\$5,040	85.7%	63.0%	56.7%	21.7%	Baseline		13
14	19150	68.6%	66.0%	59.4%	62.2%	66.0%	59.4%	\$5,867	\$ 5,600	\$5,040	100.0%	63.0%	56.7%	7.4%	Baseline		14
15	19075	78.1%	66.0%	59.4%	74.2%	66.0%	59.4%	\$7,131	\$ 5,600	\$5,040	33.3%	63.0%	56.7%	33.3%	Baseline		15
16	19080	81.5%	66.0%	59.4%	80.7%	66.0%	59.4%	\$7,196	\$ 5,600	\$5,040	57.1%	63.0%	56.7%	0.0%	Baseline		16
State		76.5%	66.0%	59.4%	76.7%	66.0%	59.4%	\$6,501	\$ 5,600	\$5,040	69.8%	63.0%	56.7%	23.5%	Baseline		State

4th 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%	n/a	67.0%	60.3%	\$3,874	N/A	N/A	100.0%	58.0%	52.2%	57.1%	Baseline	
2	19095	83.3%	70.0%	63.0%	100.0%	67.0%	60.3%	\$3,353	N/A	N/A	0.0%	58.0%	52.2%	n/a	Baseline	
3&4	19160	81.8%	70.0%	63.0%	75.0%	67.0%	60.3%	\$3,284	N/A	N/A	75.0%	58.0%	52.2%	50.0%	Baseline	
5	19115	70.0%	70.0%	63.0%	100.0%	67.0%	60.3%	\$3,781	N/A	N/A	66.7%	58.0%	52.2%	11.1%	Baseline	
6	19030	60.0%	70.0%	63.0%	40.0%	67.0%	60.3%	\$2,336	N/A	N/A	n/a	58.0%	52.2%	0.0%	Baseline	
7	19120	64.0%	70.0%	63.0%	66.7%	67.0%	60.3%	\$2,100	N/A	N/A	66.7%	58.0%	52.2%	85.7%	Baseline	
8	19155	75.0%	70.0%	63.0%	100.0%	67.0%	60.3%	\$5,239	N/A	N/A	0.0%	58.0%	52.2%	n/a	Baseline	
9	19125	75.6%	70.0%	63.0%	90.9%	67.0%	60.3%	\$2,883	N/A	N/A	72.7%	58.0%	52.2%	71.4%	Baseline	
10	19130	85.3%	70.0%	63.0%	76.5%	67.0%	60.3%	\$3,503	N/A	N/A	35.3%	58.0%	52.2%	71.4%	Baseline	
11	19135	66.7%	70.0%	63.0%	83.3%	67.0%	60.3%	\$4,301	N/A	N/A	75.0%	58.0%	52.2%	0.0%	Baseline	
12	19140	80.0%	70.0%	63.0%	n/a	67.0%	60.3%	\$4,750	N/A	N/A	n/a	58.0%	52.2%	n/a	Baseline	
13	19145	100.0%	70.0%	63.0%	0.0%	67.0%	60.3%	\$5,570	N/A	N/A	n/a	58.0%	52.2%	100.0%	Baseline	
14	19150	84.6%	70.0%	63.0%	40.0%	67.0%	60.3%	\$4,494	N/A	N/A	80.0%	58.0%	52.2%	n/a	Baseline	
15	19075	63.0%	70.0%	63.0%	83.3%	67.0%	60.3%	\$2,988	N/A	N/A	66.7%	58.0%	52.2%	57.1%	Baseline	
16	19080	69.8%	70.0%	63.0%	93.8%	67.0%	60.3%	\$3,274	N/A	N/A	37.5%	58.0%	52.2%	100.0%	Baseline	
State		70.5%	70.0%	63.0%	78.6%	67.0%	60.3%	\$3,265	N/A	N/A	51.5%	58.0%	52.2%	53.2%	Baseline	



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

Month of: Sep 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	210	345	60.9%	115	54.8%	95	45.2%	18	8.6%	18	8.6%	134	63.8%	58	27.6%
Decorah	1	71	118	60.2%	48	67.6%	23	32.4%	9	12.7%	6	8.5%	41	57.7%	24	33.8%
Mason City	2	208	277	75.1%	110	52.9%	98	47.1%	36	17.3%	17	8.2%	140	67.3%	51	24.5%
Spencer	3 & 4	95	239	39.7%	51	53.7%	44	46.3%	17	17.9%	5	5.3%	65	68.4%	25	26.3%
Fort Dodge	5	190	179	106.1%	87	45.8%	103	54.2%	12	6.3%	23	12.1%	138	72.6%	29	15.3%
Webster City*	5	0	43	0.0%												
Marshalltown	6	343	277	123.8%	207	60.3%	135	39.4%	21	6.1%	60	17.5%	225	65.6%	58	16.9%
Waterloo	7	440	979	44.9%	235	53.4%	204	46.4%	61	13.9%	44	10.0%	318	72.3%	78	17.7%
Waterloo*																
Carroll	8	134	159	84.3%	58	43.3%	75	56.0%	15	11.2%	45	33.6%	77	57.5%	12	9.0%
Denison*		12	0	0.0%	6	50.0%	6	50.0%	0	0.0%	7	58.3%	3	25.0%	2	16.7%
Davenport	9	570	806	70.7%	305	53.5%	264	46.3%	60	10.5%	56	9.8%	405	71.1%	109	19.1%
Cedar Rapids	10	552	1361	40.6%	322	58.3%	228	41.3%	71	12.9%	72	13.0%	370	67.0%	110	19.9%
Ames	11	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%
Des Moines	11	1213	2103	57.7%	584	48.1%	627	51.7%	146	12.0%	107	8.8%	879	72.5%	227	18.7%
Sioux City	12	460	459	100.2%	231	50.2%	228	49.6%	32	7.0%	41	8.9%	335	72.8%	84	18.3%
Council Bluffs	13	250	227	110.1%	139	55.6%	111	44.4%	30	12.0%	29	11.6%	174	69.6%	47	18.8%
Creston	14	143	146	97.9%	75	52.4%	68	47.6%	18	12.6%	16	11.2%	94	65.7%	33	23.1%
Ottumwa	15	342	555	61.6%	197	57.6%	145	42.4%	28	8.2%	65	19.0%	241	70.5%	36	10.5%
Burlington	16	249	472	52.8%	122	49.0%	126	50.6%	30	12.0%	31	12.4%	161	64.7%	57	22.9%
Total		5484	8745	62.7%	2894	52.8%	2580	47.0%	604	11.0%	642	11.7%	3802	69.3%	1040	19.0%
		5484	8745	<====Check	2894		2580		604		642		3802		1040	<====Check

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

(x) = closed office

Location	Reg #	Total New Members
Dubuque	1	210
Decorah	1	71
Mason City	2	208
Spencer	3 & 4	95

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"
21	10.0%	130	61.9%	43	15	1
6	8.5%	41	57.7%	20	2	2
35	16.8%	103	49.5%	44	20	6
10	10.5%	56	58.9%	20	9	0

Veteran			
Veteran	% Ratio	Veteran Rpt'd D'abled	% Ratio Veteran Rpt'd D'abled
13	6.2%	2	1.0%
9	12.7%	3	4.2%
16	7.7%	6	2.9%
8	8.4%	0	0.0%

Fort Dodge	5	190
Webster City*	5	0
Marshalltown	6	343
Waterloo	7	440
Waterloo*		
Carroll	8	134
Denison*		12

20	10.5%	113	59.5%	41	14	2
85	24.8%	188	54.8%	50	15	5
67	15.2%	256	58.2%	80	32	5
27	20.1%	81	60.4%	19	6	1
3	25.0%	8	66.7%	1	0	0

8	4.2%	2	1.1%
10	2.9%	0	0.0%
18	4.1%	7	1.6%
6	4.5%	3	2.2%
0	0.0%	0	0.0%

Davenport	9	570
Cedar Rapids	10	552
Ames	11	2
Des Moines	11	1213
Sioux City	12	460

63	11.1%	332	58.2%	124	39	12
53	9.6%	309	56.0%	119	56	15
0	0.0%	1	50.0%	0	1	0
141	11.6%	658	54.2%	258	122	34
85	18.5%	253	55.0%	72	40	10

37	6.5%	6	1.1%
36	6.5%	8	1.4%
	0.0%		0.0%
75	6.2%	24	2.0%
21	4.6%	5	1.1%

Council Bluffs	13	250
Creston	14	143
Ottumwa	15	342
Burlington	16	249
Total		5484

55	22.0%	147	58.8%	37	8	3
15	10.5%	80	55.9%	29	14	5
63	18.4%	207	60.5%	57	12	3
21	8.4%	149	59.8%	59	18	2
770	14.0%	3112	56.7%	1073	423	106

19	7.6%	5	2.0%
8	5.6%	2	1.4%
13	3.8%	1	0.3%
26	10.4%	6	8.0%
323	5.9%	80	1.5%

5484

770

3112

1073

423

106

323

80

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* = Opened as NEG/NDWG Nat'l Emerg Grant
(x) = closed office

Ethnicity/Race														
Location	Reg #	Total New Members	Hispanic		Race-AIAN*		Race-Asian		Race-Black/African Amer		Race-HNPI**		Race-White	
				% Ratio		% Ratio		% Ratio		% Ratio		% Ratio		% Ratio
Dubuque	1	210	3	1.4%	2	1.0%	3	1.4%	39	18.6%	2	1.0%	151	71.9%
Decorah	1	71	0	0.0%	0	0.0%	0	0.0%	2	2.8%	0	0.0%	65	91.5%
Mason City	2	208	20	9.6%	3	1.4%	1	0.5%	22	10.6%	1	0.5%	157	75.5%
Spencer	3 & 4	95	15	15.8%	4	4.2%	0	0.0%	4	4.2%	0	0.0%	78	82.1%
Fort Dodge	5	190	15	7.9%	3	1.6%	0	0.0%	23	12.1%	0	0.0%	143	75.3%
Webster City*	5	0												
Marshalltown	6	343	101	29.4%	18	5.2%	12	3.5%	43	12.5%	2	0.6%	180	52.5%
Waterloo	7	440	19	4.3%	7	1.6%	4	0.9%	143	32.5%	4	0.9%	253	57.5%
Waterloo*														
Carroll	8	134	31	23.1%	5	3.7%	4	3.0%	28	20.9%	2	1.5%	74	55.2%
Denison*		12	6	50.0%	1	8.3%	0	0.0%	2	16.7%	0	0.0%	8	66.7%
Davenport	9	570	49	8.6%	10	1.8%	3	0.5%	170	29.8%	1	0.2%	327	57.4%
Cedar Rapids	10	552	32	5.8%	16	2.9%	5	0.9%	136	24.6%	4	0.7%	364	65.9%
Ames	11	2		0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%
Des Moines	11	1213	111	9.2%	27	2.2%	40	3.3%	313	25.8%	2	0.2%	711	58.6%
Sioux City	12	460	104	22.6%	35	7.6%	11	2.4%	73	15.9%	3	0.7%	236	51.3%
Council Bluffs	13	250	38	15.2%	5	2.0%	3	1.2%	22	8.8%	3	1.2%	169	67.6%
Creston	14	143	6	4.2%	4	2.8%	1	0.7%	4	2.8%	0	0.0%	125	87.4%
Ottumwa	15	342	36	10.5%	9	2.6%	4	1.2%	38	11.1%	6	1.8%	241	70.5%
Burlington	16	249	11	4.4%	9	3.6%	1	0.4%	34	0.0%	1	0.4%	173	69.5%
Total		5484	597	10.9%	158	2.9%	93	1.7%	1096	20.0%	31	0.6%	3456	63.0%

* = Opened as NEG/NDWG Nat'l Emerg Grant

*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 Intsive	% Ratio Referrals to WIA Adult Intensive to Total New Members	WIA DW Intsive	% Ratio Referrals to WIA DW Intensive to Total New Members	WIA Displac'd Hmkr	PJ	MSFW Migrant Worker	MSFW Seasonal Farm Worker
Dubuque	1	210	108	51.4%	36	17.1%	1			863
Decorah	1	71	34	47.9%	12	16.9%	0			251
Mason City	2	208	114	54.8%	34	16.3%	0			1081
Spencer	3 & 4	95	52	54.7%	20	21.1%	0			407
Fort Dodge	5	190	109	57.4%	29	15.3%	1			671
Webster City*	5	0								10
Marshalltown	6	343	143	41.7%	36	10.5%	3			1614
Waterloo	7	440	223	50.7%	40	9.1%	1			1975
Waterloo*										
Carroll	8	134	70	52.2%	12	9.0%	2			596
Denison*		12	6	50.0%	1	8.3%	0			30
Davenport	9	570	296	51.9%	53	9.3%	1			2108
Cedar Rapids	10	552	259	46.9%	78	14.1%	0			2099
Ames	11	2		0.0%		0.0%	0			2
Des Moines	11	1213	673	55.5%	176	14.5%	1			4183
Sioux City	12	460	251	54.6%	92	20.0%	3			1656
Council Bluffs	13	250	71	28.4%	13	5.2%	5			927
Creston	14	143	50	35.0%	14	9.8%	1			481
Ottumwa	15	342	110	32.2%	20	5.8%	1			1439
Burlington	16	249	144	57.8%	30	12.0%	0			1050
Total		5484	2713	49.5%	696	12.7%	55			21443
		5484	2713		696	====Check	55			21443

* = Opened as NEG/NDWG Nat'l Emerg Grant
(x) = closed office



This report Reflects September/October 2018

Current Job Openings (Incudes indexed jobs)

	Statewide	Regional
September	47, 054	4989
October	48, 166	5500

<i>Unemployment Rates- County rates are not seasonally adjusted</i>			
	Oct 2018	Sept 2018	Oct 2017
United States (seasonally Adjusted)	3.7%	3.7%	4.1%
State of Iowa (seasonally adjusted)	2.4%	2.5%	2.9%
Benton	1.9%	2.2%	2.5%
Cedar	1.6%	1.9%	2.0%
Iowa	1.3%	1.5%	1.9%
Johnson	1.4%	1.7%	1.9%
Jones	1.7%	2.0%	2.5%
Linn	2.2%	2.4%	2.6%
Washington	1.6%	1.9%	2.1%

Cedar Rapids Recruiting Events:

- Go Daddy 2
- RGIS 9
- Schneider 2
- Aerotek 3
- WorkSource
- Iowa Premium Beef 2
- Remedy 2
- Vector Construction
- Sprint
- Pic Group
- Aerotek
- Centro



To the Rescue 2
Kelly Services
Smithfield Foods

Iowa City Recruiting Events:

Soilview
Per Mar
ServiceMaster

Business Services activities in September/October 2018

September 2018:

- 9/5/18: Frank assisted with resume critique in preparation of Iowa City Job Fair
- 9/11/18: Frank attended the Iowa City Job Fair with 36 employers and 171 job seekers attending
- 9/13/18: Kate and Sharon attended the Marion MEDCO Business Bus Tour
- 9/17/18: Mace assisted economic development in Iowa Co to complete HBI documentation to become HBI community
- 9/20/18: Employer panel held in Cedar Rapids, with 6 job seekers and 4 businesses present:
- 9/27/18: Jenny hosted a booth at SHRM and shared information about IowaWORKS and ECI
- Kate is a member of the Career Connected Learning Coalition (sub-committee to ICR Iowa Future). Planning meetings began for a Benton County Teacher Education event for Feb 2019 to connect teachers to more info about employers, occupations and skills needed in Benton County
- Kate was the programming Committee Chair for State SHRM Conference in September leading to breakout sessions on Sector Boards and Future Ready Iowa along with an ECI booth that was staffed by Region 10 IVRS and IWD team

October 2018:

- 10/2/18 Jenny presented to class of 15 at Monticello High School about Registered Apprenticeships
- 10/2/18: Mace attended the Home Base Iowa Summit at Camp Dodge, participating in workshop discussions and answered questions



- 10/11/18: Kate and Sharon partnered with Build a Life Job fair at the African American museum with apprenticeship sponsors or earn and learn models
- 10/19/18: Jenny presented to 2 classes at Prairie about applications and interviewing
- 10/24/18: Jenny hosted a table at Liberty High School during their "Gearing up for Your Future" event, sharing IowaWORKS services
- 10/18/18: Employer panel held in Coralville, with 16 job seekers and 6 businesses present
- 10/22/18: Kate attended a statewide meeting with IVRS and Business Marketing Specialists to address integrated business service strategies
- 10/30/18: Jenny shared a booth with IVRS at a career fair at Monticello High School
- 10/31/18: Frank and Iowa City office staff attended a Disability Awareness Breakfast honoring businesses who embrace hiring people with disabilities
- Kate met with Williamsburg Schools and Business (hosted by superintendent) to begin discussions on Future Ready partnerships including registered apprenticeships/pre-apprenticeships
- Kate partnered with Metro Economic Development, ICR Iowa and Kirkwood on a new Workforce Solutions Team to provide a cohesive response to employers workforce needs. Referral process and intake form created.

Rapid Response Activities:

Cedar Rapids:

- Informational meetings held in October for Medplast employees; layoffs occurred 11/16/18, impacting 70 employees
 - Two job fairs were held in partnership with Jones Co economic development ahead of the layoff date

Iowa City:

- P&G-Held informational meetings October 22nd and 23rd; Layoffs still slated to begin spring of 2019

Adult Education Report – December 2018

Enrollment Update

As of October 31, 2018, we are up in enrollment by 173 students throughout our programming compared to last year at this time. At this time, we are above where we were last year for our state goals. We continue to see growth in our ABE/ESL programs this fiscal year.

Leadership Update

The leadership team has been meeting once a month. We have developed goals for what we would like this committee to achieve and are working diligently to accomplish these goals.

HSED Options Update

Kirkwood Community College received approval for all four options. We are seeing more students that have AA degrees now being able to receive their high school diploma, along with students that have a foreign college degree being able to earn their high school diplomas as well. We are excited to be a part of these newly developed options for our students.

IET/IELCE Programming

We continue to have students enrolled in our “Learn and Earn at Nordstrom” classes. We also have students enrolled in our “Goodwill Program” in Iowa City and Cedar Rapids locations.