



**RWDB MEETING  
THURSDAY, JANUARY 31, 2019  
10 AM – 11:30 AM**

**IowaWORKS OFFICE, ROOMS 41A/43A  
4444 1<sup>ST</sup> AVE NE, SUITE 436, CEDAR RAPIDS, IOWA**

**AGENDA**

1. CALL TO ORDER
2. INTRODUCTION OF MEMBERS AND GUESTS
3. MOTION TO APPROVE AGENDA
4. MOTION TO APPROVE CONSENT AGENDA (SEE ATTACHMENT A)
  - CEO/RWDB MEETING MINUTES – DECEMBER 6, 2018
5. CORRESPONDENCE
6. MEMBER ANNOUNCEMENTS
7. MOTION TO APPROVE THE FOLLOWING WIOA TRAINING PROVIDERS AND THEIR RESPECTIVE PROGRAMS – CARLA ANDORF (SEE ATTACHMENT B)
  - GOODWILL OF THE HEARTLAND
    - CUSTODIAN TECHNICIAN CERTIFICATION TRAINING
    - HOSPITALITY CERTIFICATION TRAINING
    - HOSPITALITY CERTIFICATION TRAINING WITH SERVSAFE TRAINING
    - RETAIL CERTIFICATION TRAINING
    - SERVSAFE TRAINING
  - KIRKWOOD COMMUNITY COLLEGE
    - MEDICATION AIDE
    - PLUMBING PRE-APPRENTICESHIP PROGRAM
8. ELIGIBLE TRAINING PROVIDER LIST FREEZE TIMELINE – CARLA ANDORF
9. REALIGNMENT 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
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, MARCH 28, 2019, IowaWORKS

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

CHIEF ELECTED OFFICIALS/REGIONAL WORKFORCE DEVELOPMENT BOARD  
MEETING MINUTES

DECEMBER 6, 2018  
IowaWORKS OFFICE  
CEDAR RAPIDS, IOWA

CEO Board Members Present: Brad Hart, Joe Oswald, Susie Weinacht, Travis Weipert (by ZOOM), Bob Yoder

RWDB Board Members Present: Jasmine Almoayyed, Ashley Ferguson (by ZOOM), Wayne Frauenholtz, Rhonda Griffin (by ZOOM), Cyd Hanson, Chris Hummer, Joe Linn, Patrick Loeffler, Kristy Lyman (by ZOOM), Patty Manuel, Holly Mateer, Steve Olson, Julie Perez, Stefanie Rupert (by ZOOM), Mark Schneider (by ZOOM), Steve Shriver, Susie Weinacht

RWDB Board Members Absent: Kim Becicka, Scott Mather, Michelle Mexcur, Kory Schreiner

RWDB Ex-Officio Members: Carmen Heck

STAFF: Carla Andorf, Carlos Vega, Kochell Weber-Ricklefs, Rachel Daily, Kate Pine

The meeting was called to order by Chair Bob Yoder at 10:04 am. The CEO board did not meet quorum. The RWDB board met quorum.

Bob Yoder asked everyone present to introduce themselves.

Bob Yoder asked for a motion to approve the agenda. M/S/C, Susie Weinacht, Steve Olson, agenda approved.

Bob Yoder asked for a motion to approve the consent agenda. M/S/C, Steve Olson, Susie Weinacht, motion approved.

Bob Yoder asked if there was any correspondence to share. Carla Andorf shared that we have received resignations from board members Shelley Parbs and Jerry Hobart.

Bob Yoder asked if there were any member announcements. Carla Andorf discussed how IowaWORKS will be transitioning to a new software system. Steve Shriver shared that since their (EcoLips) move to Marion, they have increased their employment through temp agencies but have not been successful in retaining those employees. They are going to raise their minimum wage to \$15/hour in January. Jasmine Almoayyed discussed the Gateways to Growth application that the City completed. They have advanced to the second round stage.

The meeting schedule for 2019 was distributed.

Carla Andorf gave an update on the Realignment progress. We are waiting to hear if the waiver that the state sent to the Department of Labor to have the board liaison work in more than one region has been approved. Once that has been decided, a new timeline will be created.

Carla Andorf gave an update on the Eligible Training Provider List progress. The state has a new software system to track these programs so our partners have until February 15 to input their programs.

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

Carla Andorf reviewed the Grants Report. The financials and enrollments were reviewed for the GAP and KPACE programs. Our funds for these programs will be spent by the end of the year.

Carla Andorf and Rachel Daily reviewed the WIA enrollment and financial reports. These reports show our performance measures for enrollment and financial goals. A discussion was held on the percentage of unobligated funds; we are trending ahead of where we should be and some programs are close to being fully obligated. Members discussed looking at new funding opportunities to keep serving our clients. Bob Yoder asked for a motion to have staff develop a document of need and investigate non-traditional funding sources along with board members taking the initiative to participate in the process and report back at our January meeting. M/S/C, Julie Perez, Steve Shriver, motion approved.

Carlos Vega reviewed the Region 10 Iowa Workforce Development report for September and October. This report reviewed registrations, job listings and unemployment insurance. Also highlighted were the recruiting events and business service activities. They also participated in two Rapid Response events; MedPlast in Cedar Rapids and P&G in Iowa City.

Cyd Hanson reviewed the Adult Education/Literacy report. Performance metrics for the program were shared. We are at 71% of having our enrollment goal met for the year.

Holly Mateer reviewed the Vocational-Rehabilitation report. She shared the successful client closures, area office caseloads, high school transition services and the successful closures in the ageing job candidate program.

Kochell Weber-Ricklefs reviewed the Department for the Blind report. They are working with Vocational-Rehabilitation on a lot of projects. Region 10 Workforce Center has been selected to go through a process on how to make the center easier for their clients to navigate. She is working with the Amazon Awareness Network Coordinator; they are putting a distribution center in North Liberty.

Kate Pine gave a presentation on the Future Ready Iowa summit that was held in Cedar Rapids on November 13. Next steps at the local level was discussed. She will prepare a survey monkey poll and have board members vote on the priorities that staff should focus on.

Bob Yoder asked for a motion to adjourn the meeting. M/S/C, Patrick Loeffler, Chris Hummer, motion approved.

The meeting adjourned at 12:00 pm.

**Upcoming Meeting:**

RWDB, January 31, 2019, IowaWORKS

**State of Iowa  
Iowa Workforce Development  
Workforce Services Division  
1000 East Grand Avenue  
Des Moines, IA 50319**

This is an application for INITIAL approval to participate as an Eligible Training Provider under the Workforce Innovation and Opportunity Act (WIOA) of 2014, Public Law 113-128, Department of Labor, Employment and Training Administration, 20 CFR Parts 680-530. Approval as an Eligible WIOA Training Provider does not represent an endorsement or accreditation of the programs offered by the Eligible Training Provider.

**INSTRUCTIONS:** After completing and signing the application form below, training providers should submit it to their closest IowaWORKS Center with attention to the Local Workforce Development Board. Addresses for IowaWORKS Centers can be found at <http://www.iowaworkforcedevelopment.gov/locations>.

### PART I - GENERAL INFORMATION

Date of Application 1/18/2019

Name of Institution Goodwill of the Heartland

Address 1410 South First Ave, Iowa City, IA 52240

Telephone Number 866-466-7881 Fax 319-337-7369

Location of Training Facility 1444 Blairs Ferry Road NE, Cedar Rapids and 1410 S. First Ave, Iowa City, IA 52240

Name of Chief Executive Officer Pat Airy

Program Contact Information Carmen Heck, Vice President of Mission Services

Telephone Number 319-248-4623 Email Address check@goodwillheartland.org

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

### PART II (a) - PROGRAM INFORMATION

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

A. Program Name Custodial Technician Certification Training

B. A brief program description This program is 150 hour training, including 60 hours of classroom training and 90 hands on work experience training at a local hospital. The curriculum is through the Cleaning Management Institute. The participant completes the training in 8 weeks, with an ISSA certification exam at the end. The student will learn customer service skills, soft skills, the chemistry of cleaning, standards of disinfection and basic cleaning of hard floor, carpeted floor, restrooms and shower rooms. They will also learn cleaning techniques for above-floor cleaning. These skills will be reinforced and practiced in the hospital setting where their competency will be measured. Classroom training also involves job seeking skills, career development and job application techniques.

C. Length of Program 8 weeks Total Credit Hours Required 150 hours of training

D. What is the method of delivery?

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

Web-Based (Internet) URL Address \_\_\_\_\_

**PROGRAM COSTS:**

- 1a. Tuition (per credit hour) \$28.05/ hour
- 1b. Tuition (Out-of-State, per credit hour) \_\_\_\_\_
- 2. Supplies, including tools, uniforms, etc. \$166 workbooks, uniforms
- 3. Fees, including laboratory, student rentals, deposits \$105 exam and background check
- 4. Miscellaneous charges \$909 work experience, wages paid by Goodwill
- 5. Average cost per year for program \_\_\_\_\_
- 6. Total cost to complete this program \$2445.00 per student without work experience/\$3353.00 per student with work experience wages

Please use additional pages if necessary.

**PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION**

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

- Post-Secondary Educational Institution registered under HEA  
 Registered under the National Apprenticeship Act (NAA)

**CERTIFICATION**

I, Carmen Heck Name certify that I am the Vice President of Mission Services Title of the training

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

Carmen Heck  
Signature

1-21-19  
Date

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

FOR LWDB USE ONLY	
Date Received by LWDB _____	Date Approved by LWDB _____
Application Date _____	Date LWDB Submitted to _____
	IWD Region #: _____
Authorized LWDB _____	
Signature _____	

Approved forms must be sent to: ETPL Unit, Iowa Workforce Development, 1000 East Grand Avenue, Des Moines, IA 50319 (ETPL@iwd.iowa.gov)

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

1. Date Institution was founded: 1965
2. Number of years the institution has been in continuous operation: 54
3. Is the institution accountable to a policy or governmental board?  Yes  No  
 If so, what board? Goodwill of the Heartland Board of Directors Please attach a member list.
4. Does each program lead to a degree or certification? Please Explain: Each program leads to a Certification

### PART III - FINANCIAL INFORMATION

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

Please state your

refund policy: We have a minimum fee of \$100 to cover enrollment costs. Other fees will prorated by the number of days attended.

### PART IV - FACILITIES

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

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

### PART V - ORGANIZATION OF THE TRAINING INSTITUTION

Please provide a description of each of the following:

- \*The number of persons employed 685
- \*Current number of students enrolled 94
- \*Class size to instructor ratio 1:4
- \*School Calendar January -December, with classes being held regularly
- \*Availability of Transcripts Available upon request

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

1. Program completion rate for all individuals participating in the applicable program conducted by the training provider.

A program completer is a person who has:

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

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

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

- \*how the information was obtained This is a new program, so no data is available.
- \*what percentage of all student's data was collected This is a new program, so no data is available.
- \*what year is being used This is a new program, so no data is available.

3. Average hourly wages of all students who obtained unsubsidized employment for this program: This is a new program, so no data is available.



**State of Iowa  
Iowa Workforce Development  
Workforce Services Division  
1000 East Grand Avenue  
Des Moines, IA 50319**

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**INSTRUCTIONS:** After completing and signing the application form below, training providers should submit it to their closest IowaWORKS Center with attention to the Local Workforce Development Board. Addresses for IowaWORKS Centers can be found at <http://www.iowaworkforcedevelopment.gov/locations>.

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Name of Chief Executive Officer Pat Airy

Program Contact Information Carmen Heck, Vice President of Mission Services

Telephone Number 319-248-4623 Email Address check@goodwillheartland.org

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

**PART II (a) - PROGRAM INFORMATION**

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

A. Program Name Hospitality Certification Training

B. A brief program description The Hospitality Certification Training is a seven week program from the American Hotel and Lodging Educational Institute designed to help participants learn the basic skills of the hospitality industry in a classroom format as well as through hands on work at a hotel. Participants will be provided approximately 10 hours weekly of paid hands on experience at one of our local hotel partners as well as 10 hours a week in a classroom setting. The focus of the training is on learning how to provide good customer service and learning the positions of guest room/laundry attendant, breakfast server and restaurant server. Classroom lessons also include work readiness skills training. Each of the modules covered will have a certification exam that will be given to any student wishing to attain their official industry recognized certification. On site job coaching will be provided by Goodwill to facilitate training provided by the hotel staff as well as troubleshoot any potential concerns.

C. Length of Program Seven weeks Total Credit Hours Required 140 hours of training

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

Web-Based (Internet) URL Address \_\_\_\_\_

**PROGRAM COSTS:**

1a. Tuition (per credit hour) \$28.05 per hour

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

2. Supplies, including tools, uniforms, etc. 65

3. Fees, including laboratory, student rentals, deposits \_\_\_\_\_

4. Miscellaneous charges \$600 for work experience

5. Average cost per year for program \_\_\_\_\_

6. Total cost to complete this program \$1515.00 without the Work Experience/\$2115.00 with work experience

Please use additional pages if necessary.

**PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION**

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- Post-Secondary Educational Institution registered under HEA
- Registered under the National Apprenticeship Act (NAA)

**CERTIFICATION**

I Carmen Heck certify that I am the Vice President of Mission Services of the training  
 \_\_\_\_\_ Name Title

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

Carmen Heck \_\_\_\_\_  
 Signature Date 1-21-19

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- 1. Date Institution was founded: 1965
- 2. Number of years the institution has been in continuous operation: 54
- 3. Is the institution accountable to a policy or governmental board?  Yes  No

If so, what board? Goodwill of the Heartland Board of Directors Please attach a member list.

4. Does each program lead to a degree or certification? Please Explain: Each program leads to a Certification. In this case, students may choose to be certified in guest room/laundry attendant, customer service, restaurant server and breakfast server.

### PART III - FINANCIAL INFORMATION

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

Please state your refund policy: We have a minimum fee of \$100.00 to cover enrollment costs. Other fees will be prorated by the number of days attended.

### PART IV - FACILITIES

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

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

### PART V - ORGANIZATION OF THE TRAINING INSTITUTION

Please provide a description of each of the following:

- \*The number of persons employed 685
- \*Current number of students enrolled 94
- \*Class size to instructor ratio 1:4 or less
- \*School Calendar January -December, classes are offered regularly.
- \*Availability of Transcripts available upon request

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

1. Program completion rate for all individuals participating in the applicable program conducted by the training provider.

A program completer is a person who has:

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

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

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

- \*how the information was obtained Goodwill conducts follow up with employers and students. 75% obtained unsubsidized employment.
- \*what percentage of all student's data was collected 100%
- \*what year is being used 2018

3. Average hourly wages of all students who obtained unsubsidized employment for this program: 8.70/hr

**State of Iowa  
Iowa Workforce Development  
Workforce Services Division  
1000 East Grand Avenue  
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Name of Chief Executive Officer Pat Airy

Program Contact Information Carmen Heck, Vice President of Mission Services

Telephone Number 319-248-4623 Email Address check@goodwillheartland.org

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

**PART II (a) - PROGRAM INFORMATION**

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

A. Program Name Hospitality Certification Training

B. A brief program description The Hospitality Certification Training is a seven week program designed to help participants learn the basic skills of the hospitality industry in a classroom format as well as through hands on work at a hotel. Participants will be provided approximately 10 hours weekly of paid hands on experience at one of our local hotel partners as well as 10 hours a week in a classroom setting. The focus of the training is on learning how to provide good customer service and learning the positions of guest room/laundry attendant, breakfast server and restaurant server. Each of the modules covered will have a certification exam (American Hotel; and Lodging Education Institute) that will be given to any student wishing to attain their official industry recognized certification. ServSafe certification is included in this training. On site job coaching will be provided by Goodwill to facilitate training provided by the hotel staff as well as troubleshoot any potential concerns.

C. Length of Program Eight weeks Total Credit Hours Required 165

D. What is the method of delivery?

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

Web-Based (Internet) URL Address \_\_\_\_\_

**PROGRAM COSTS:**

1a. Tuition (per credit hour)	\$28.05 per hour
1b. Tuition (Out-of-State, per credit hour)	N/A
2. Supplies, including tools, uniforms, etc.	65
3. Fees, including laboratory, student rentals, deposits	50
4. Miscellaneous charges	\$600 for work experience if paid by Goodwill
5. Average cost per year for program	_____
6. Total cost to complete this program	\$1786.00 without work experience/ \$ 2365 with Goodwill paid work experience

Please use additional pages if necessary.

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- Post-Secondary Educational Institution registered under HEA
- Registered under the National Apprenticeship Act (NAA)

**CERTIFICATION**

I, Carmen Heck Name certify that I am the Vice President of Mission Services Title of the training institution named herein and further certify that the information contained in this application is true and correct. All supporting documentation is true and factual.

*Carmen Heck* Signature Date 1-21-19

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If so, what board? Goodwill of the Heartland Board of Directors Please attach a member list.

4. Does each program lead to a degree or certification? Please Explain: Each program leads to a Certification. In this case, students may choose to be certified in ServSafe, guest room/laundry attendant, customer service, restaurant server and breakfast server.

### PART III - FINANCIAL INFORMATION

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### PART V - ORGANIZATION OF THE TRAINING INSTITUTION

Please provide a description of each of the following:

- \*The number of persons employed 685
- \*Current number of students enrolled 94
- \*Class size to instructor ratio 1:4 or less
- \*School Calendar January -December, classes are offered regularly.
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### PART VI - INITIAL PERFORMANCE INFORMATION REQUIRED ON EACH PROGRAM

1. Program completion rate for all individuals participating in the applicable program conducted by the training provider.

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

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

- \*how the information was obtained Goodwill conducts follow up with employers and students. We do not have data for this program as it is a new program.
- \*what percentage of all student's data was collected We will maintain full records of the student, including outcomes.
- \*what year is being used This is a new program, so no data is available

3. Average hourly wages of all students who obtained unsubsidized employment for this program: This is a new program.

**State of Iowa  
Iowa Workforce Development  
Workforce Services Division  
1000 East Grand Avenue  
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### PART II (a) - PROGRAM INFORMATION

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

A. Program Name Retail Certification Training

B. A brief program description The Retail Certification Training will utilize the National Retail Federation curriculum, the Workin' It Out Soft Skills curriculum, and hands on paid training in the Goodwill Stores to prepare individuals for successful employment in the retail field. This course includes classroom training in both retail and work readiness skills as well as paid on the job work experience. At the end of the seven week program, students are prepared for the National Retail Federation Customer Service and Sales certification exam. This certification helps individuals show competency in areas that employers value. Goodwill will be a testing site and Counselors will proctor the exams. The last week of class is devoted to earning the certification and job search and placement assistance.

C. Length of Program 7 weeks Total Credit Hours Required 150 total hours

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

Web-Based (Internet) URL Address \_\_\_\_\_

**PROGRAM COSTS:**

1a. Tuition (per credit hour) \$28.05/ hour

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

2. Supplies, including tools, uniforms, etc. \$75 - workbooks

3. Fees, including laboratory, student rentals, deposits \$55 - exam fee

4. Miscellaneous charges \_\_\_\_\_

5. Average cost per year for program \_\_\_\_\_

6. Total cost to complete this program \$1,235 without work experience wages; wages paid by Goodwill store, not reimbursed

Please use additional pages if necessary.

**PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION**

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

Post-Secondary Educational Institution registered under HEA  
 Registered under the National Apprenticeship Act (NAA)

**CERTIFICATION**

I, Carmen Heck certify that I am the Vice President of Mission Services of the training  
Name Title

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

Carmen Heck 1-21-18  
Signature Date

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

FOR LWDB USE ONLY	
Date Received by LWDB _____	Date Approved by LWDB _____
Application Date _____	Date LWDB Submitted to _____
	IWD Region #: _____
Authorized LWDB _____	
Signature _____	

Approved forms must be sent to: ETPL Unit, Iowa Workforce Development, 1000 East Grand Avenue, Des Moines, IA 50319 (ETPL@iwd.iowa.gov)



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

1. Date Institution was founded: 1965
2. Number of years the institution has been in continuous operation: 54
3. Is the institution accountable to a policy or governmental board?  Yes  No
- If so, what board? Goodwill of the Heartland Board of Directors Please attach a member list.
4. Does each program lead to a degree or certification? Please Explain: Yes, with the successful completion of the exam.

### PART III - FINANCIAL INFORMATION

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

Please state your

refund policy: We have a minimum cancellation fee of \$100. Other fees will be prorated by the number of days attended.

### PART IV - FACILITIES

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

- \*The number of buildings 8 \*Availability of suitable training equipment cash registers, curriculum and workbooks, computers
- \*Handicap accessibility Yes \*Compliance with fire, building and safety codes, including off-campus locations or other sites  
All Goodwill facilities are in compliance with fire, building and safety codes.

### PART V - ORGANIZATION OF THE TRAINING INSTITUTION

Please provide a description of each of the following:

- \*The number of persons employed 685
- \*Current number of students enrolled 94
- \*Class size to instructor ratio 1 Occupational Skills Trainer : 4 students
- \*School Calendar January to December, classes are offered regularly
- \*Availability of Transcripts available upon request

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

1. Program completion rate for all individuals participating in the applicable program conducted by the training provider.

A program completer is a person who has:

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

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

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

\*how the information was obtained Goodwill conducts follow up with employers and students.

\*what percentage of all student's data was collected 100%

\*what year is being used 2018

3. Average hourly wages of all students who obtained unsubsidized employment for this program: No data at this time

**State of Iowa  
Iowa Workforce Development  
Workforce Services Division  
1000 East Grand Avenue  
Des Moines, IA 50319**

This is an application for INITIAL approval to participate as an Eligible Training Provider under the Workforce Innovation and Opportunity Act (WIOA) of 2014, Public Law 113-128, Department of Labor, Employment and Training Administration, 20 CFR Parts 680-530. Approval as an Eligible WIOA Training Provider does not represent an endorsement or accreditation of the programs offered by the Eligible Training Provider.

**INSTRUCTIONS:** After completing and signing the application form below, training providers should submit it to their closest IowaWORKS Center with attention to the Local Workforce Development Board. Addresses for IowaWORKS Centers can be found at <http://www.iowaworkforcedevelopment.gov/locations>.

### PART I - GENERAL INFORMATION

Date of Application 1/18/2019

Name of Institution Goodwill of the Heartland

Address 1410 South First Ave, Iowa City, IA 52240

Telephone Number 866-466-7881 Fax 319-337-7369

Location of Training Facility 1444 Blairs Ferry Road NE, Cedar Rapids and 1410 S. First Ave, Iowa City, IA 52240

Name of Chief Executive Officer Pat Airy

Program Contact Information Carmen Heck, VP of Mission Services

Telephone Number 319-248-4623 Email Address check@goodwillheartland.org

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

### PART II (a) - PROGRAM INFORMATION

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

A. Program Name ServSafe

B. A brief program description ServSafe is a food and beverage safety training certificate program administered by the National Restaurant Association. The certificate is required by most restaurants as a basic credential for management staff. Goodwill's class will utilize the ServSafe Food Manager curriculum which includes information on prevention of foodborne illnesses, food preparation, food holding, serving guidelines, food safety management systems, sanitation guidelines for facilities and equipment, integrated pest control and food safety regulations and employee training. The class will provide the instruction and preparation to take the ServSafe exam through the ISU Extension Office. Included in the class will be one on one coaching and supports to learn this material. Classroom instruction will include a pretest, group activities, food safety showdown game and a practice exam to ensure students are prepared for the final exam.

C. Length of Program 25 hours Total Credit Hours Required 25 hours of training

D. What is the method of delivery?

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

Web-Based (Internet) URL Address \_\_\_\_\_

**PROGRAM COSTS:**

1a. Tuition (per credit hour)	<u>\$28.05 per credit hour (25 hours class/one on one coaching)</u>
1b. Tuition (Out-of-State, per credit hour)	<u>n/a</u>
2. Supplies, including tools, uniforms, etc.	<u>\$25 per person that includes study materials</u>
3. Fees, including laboratory, student rentals, deposits	<u>\$50 ServSafe exam per student</u>
4. Miscellaneous charges	_____
5. Average cost per year for program	<u>N/A as this is a new program with no historical data.</u>
6. Total cost to complete this program	<u>\$250 per student (class size based on 1:4 ratio)</u>

Please use additional pages if necessary.

**PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION**

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- Post-Secondary Educational Institution registered under HEA
- Registered under the National Apprenticeship Act (NAA)

**CERTIFICATION**

I, Carmen Heck certify that I am the Vice President of Mission Services of the training  
Name Title

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

*Carmen Heck* 1-21-19  
Signature Date

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Application Date _____	Date LWDB Submitted to _____
Authorized LWDB _____	IWD Region #: _____
Signature _____	Approved forms must be sent to: ETPL Unit, Iowa Workforce Development, 1000 East Grand Avenue, Des Moines, IA 50319 (ETPL@iwd.iowa.gov)

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

1. Date Institution was founded: 1965
2. Number of years the institution has been in continuous operation: 54
3. Is the institution accountable to a policy or governmental board?  Yes  No

If so, what board? Goodwill of the Heartland Board of Directors Please attach a member list.

4. Does each program lead to a degree or certification? Please Explain: Each program leads to a Certification upon passing the ServSafe exam.

### PART III - FINANCIAL INFORMATION

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

Please state your refund policy: We have a minimum fee of \$100 to cover enrollment costs; other fees will be prorated by the day.

### PART IV - FACILITIES

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

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

### PART V - ORGANIZATION OF THE TRAINING INSTITUTION

Please provide a description of each of the following:

- \*The number of persons employed 685
- \*Current number of students enrolled 94
- \*Class size to instructor ratio 1:4
- \*School Calendar January -December
- \*Availability of Transcripts Available upon request.

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

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

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

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

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

- \*how the information was obtained New program with no historical data.
- \*what percentage of all student's data was collected New program with no historical data.
- \*what year is being used New program with no historical data.

3. Average hourly wages of all students who obtained unsubsidized employment for this program: Goal is \$12.00 per hour which is the state aver

State of Iowa  
Iowa Workforce Development  
Workforce Services Division  
1000 East Grand Avenue  
Des Moines, IA 50319

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**INSTRUCTIONS:** After completing and signing the application form below, training providers should submit it to their closest IowaWORKS Center with attention to the Local Workforce Development Board. Addresses for IowaWORKS Centers can be found at <http://www.iowaworkforcedevelopment.gov/locations>.

### PART I - GENERAL INFORMATION

Date of Application January 22, 2019

Name of Institution Kirkwood Community College

Address 6301 Kirkwood Blvd, Cedar Rapids, IA 52404

Telephone Number 319-398-5411 Fax \_\_\_\_\_

Location of Training Facility 6301 Kirkwood Blvd, Cedar Rapids, IA 52404

Name of Chief Executive Officer Kim Becicka, Vice President

Program Contact Information Bev Riege, Program Developer

Telephone Number 319-398-4984 Email Address bev.riege@kirkwood.edu

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

### PART II (a) - PROGRAM INFORMATION

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

A. Program Name Medication Aide

B. A brief program description see attached

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

C. Length of Program 60 contact hours Total Credit Hours Required N/A

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

Web-Based (Internet) URL Address \_\_\_\_\_

**PROGRAM COSTS:**

- 1a. Tuition (per credit hour) \$405

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

---

- 2. Supplies, including tools, uniforms, etc. \_\_\_\_\_

---

- 3. Fees, including laboratory, student rentals, deposits \_\_\_\_\_

---

- 4. Miscellaneous charges \_\_\_\_\_

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- 5. Average cost per year for program \_\_\_\_\_

---

- 6. Total cost to complete this program \$405

Please use additional pages if necessary.

**PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION**

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

- Post-Secondary Educational Institution registered under HEA
- Registered under the National Apprenticeship Act (NAA)

**CERTIFICATION**

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

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

Kim Becicka January 22, 2019  
Signature Date

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

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Application Date _____	Date LWDB Submitted to _____
Authorized LWDB _____	IWD Region #: _____
Signature _____	

Approved forms must be sent to: ETPL Unit, Iowa Workforce Development, 1000 East Grand Avenue, Des Moines, IA 50319 (ETPL@iwd.iowa.gov)

### **Kirkwood Medication Aide Description**

The purpose of this 60 hour course is to prepare individuals to safely administer nonparenteral medications in agencies/facilities licensed by DIA. The emphasis is on safe administration and students are provided with classroom, laboratory and clinical experiences to assist in achieving the course competencies. In order to take this course, the applicant must be drug free and working in an agency/facility licensed by DIA. If employed in a certified nursing facility all applicants must: be employed for at least six months by the facility sponsor, eligible on the Iowa Nurse Aide Registry, provide recommendation from the administrator in the facility in which they are employed. If employed in a residential or related type of agency licensed by DIA all applicants must provide recommendation from the administrator in the facility in which they are employed. Agencies/facilities licensed by DIA: Long Term Care (LTC), Assisted Living Programs (ALP), Residential Care Facilities (RCF), Intermediate Care Facilities (ICF), Intermediate Care Facilities for the Intellectually Disabled (ICF-10), Psychiatric Medical Institutions for Children (PMIC), Psychiatric Medical Institutions (PMI). At the time of enrollment, each student must identify the RN who will supervise the validation of competencies in the clinical area. [Click here](#) to download the required letter of recommendation

State of Iowa  
Iowa Workforce Development  
Workforce Services Division  
1000 East Grand Avenue  
Des Moines, IA 50319

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**PART I - GENERAL INFORMATION**

Date of Application January 21, 2019

Name of Institution Kirkwood Community College

Address 6301 Kirkwood Blvd, Cedar Rapids, IA 52404

Telephone Number 319-398-1022 Fax \_\_\_\_\_

Location of Training Facility 6301 Kirkwood Blvd, Cedar Rapids, IA 52404

Name of Chief Executive Officer Kim Becicka

Program Contact Information Dan Martin

Telephone Number 319-398-4984 Email Address Dan.Martin@kirwkood.edu

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

**PART II (a) - PROGRAM INFORMATION**

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

A. Program Name Plumbing Pre-Apprenticeship Program

B. A brief program description See attached

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

C. Length of Program 2 semesters Total Credit Hours Required 33 credit Hours



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

Web-Based (Internet) URL Address \_\_\_\_\_

**PROGRAM COSTS:**

1a. Tuition (per credit hour)	<u>          \$169          </u>
1b. Tuition (Out-of-State, per credit hour)	<u>          \$215          </u>
2. Supplies, including tools, uniforms, etc.	_____
3. Fees, including laboratory, student rentals, deposits	<u>          \$100          </u>
4. Miscellaneous charges	_____
5. Average cost per year for program	<u>          \$5677          </u>
6. Total cost to complete this program	<u>          \$5677          </u>

Please use additional pages if necessary.

**PART II (b) - ELIGIBLE TRAINING PROVIDER GENERAL INFORMATION**

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Post-Secondary Educational Institution registered under HEA  
 Registered under the National Apprenticeship Act (NAA)

**CERTIFICATION**

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

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

Kim Becicka Signature January 21, 2019 Date

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Authorized LWDB	_____	IWD Region #:	_____
Signature	_____		

Approved forms must be sent to: ETPL Unit, Iowa Workforce Development, 1000 East Grand Avenue, Des Moines, IA 50319 (ETPL@iwd.iowa.gov)

### **Plumbing Pre-Apprenticeship Description**

The Kirkwood Plumbing Pre-Apprenticeship program provides entry-level skills and knowledge for students preparing to enter the plumbing industry. Classes in the first semester focus on safety, hand and power tools, materials, pipe joining methods, code book layout, plan and print reading, and trade calculations. Hands-on classes concentrate on pipe joining, pipe materials and basic pipe fitting practices. In addition, students will design and construct a three-fixture washroom group. The second semester covers plumbing code requirements, installation requirements for drain, waste and vent systems, water pipe systems, gas pipe systems, gas venting systems, and cross connection and backflow prevention.

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

			<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><b>1.3</b> 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 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><b>1.4</b> Develop a referral process between the four core programs which includes a hand off and follow up process.</p>	<p>Core Partners</p>	<p>December 31, 2017</p>	<p>July-September 2016: Joint workgroup (4 core partners) working on developing a more efficient referral tool and method.</p> <p>October 2016: Report out to full staff with an action plan ready to implement.</p> <p>Jan-March 2017-Team is researching options for making electronic referrals. SmartSheet is being researched as a quick tool.</p> <p>May 2017-Also looking at a google doc that can be</p>

			<p>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>February 2019-Title 1 and 3 completing new IWORKS (database) training which will create an easier system for referrals and track referral metrics.</p>
<p><b>1.5</b> Inform customers of career pathways and occupations that lead to self-sufficiency.</p>	<p>Core Partners with Sector Boards</p>	<p>June 30, 2018</p>	<p>June 2016-RWDB met with Advance Mfg Sector Board to learn about pathways and workforce needs</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</p>

		<p>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><b>2.1</b> Design and develop career exploration and training pathways (including basic, soft and hard skills), especially focused on Advanced Manufacturing and Financial Services/Insurance/Customer Service sector board pathways.</p>	<p>Core Partners</p> <p>Advanced Manufacturing Sector Board</p> <p>Financial Services/Insurance and Customer Service Board</p>	<p>June 30, 2017</p>	<p>November 2016-Meeting with Financial Services/Insurance/Customer service board to review next steps to increasing partnerships between IowaWORKS and this board.</p> <p>November 2016-January 2017-Met with leadership of Financial Services/Customer Services/Insurance sector board. They identified an outline for basic customer service and industry training/awareness that could be completed through IowaWORKS workshops. They will be working with the full board to outline what this might look like and help with implementing by offering their time/tours/locations for portions of the workshops. Sector board leadership would like to present to WIOA partners to educate on their industry and workforce needs.</p> <p>May – June 2017-Transportation Communication and pathway class held and participants reviewed and selected next step in pathway. Assisted with additional support and referrals to continue on pathway.</p> <p>October 2017-Attended Apprenticeship training through Harper College, with goal of learning how to develop an appropriate pre-apprenticeship program that could be offered at IowaWORKS.</p> <p>Ongoing-Attending SB facilitator meetings, Sector training in Coralville, and SB meetings.</p> <p>February 2018-Exploring opportunities to develop pre-apprenticeship training for established union apprenticeship programs utilizing GAP/PACE/Title 1 funding.</p> <p>February-March 2018-Partnership with Title 1, Title 2, and Nordstom developing a pipeline development and</p>

			<p>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>
<p><b>2.2</b> Provide training information on STEM and high-demand occupations in the Creative Corridor.</p>	<p>Core Partners</p>	<p>Ongoing June 30, 2017 (aligned with goal 2.1)</p>	<p>To be completed-FS/I/CS sector board leadership would like to present to WIOA partners to educate on their industry and workforce needs.</p> <p>August-September 2017-Ongoing work with refugee</p>

			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.
<b>2.3</b> Provide tools, resources, and services to reduce barriers to work and education/training.	Core Partners	Ongoing	<p>Ongoing-Support services proved to customers in training.</p> <p>February 2018-All core partners learned about the many free resources available to individuals with disabilities, especially blindness.</p> <p>January 2018-Current-Members of Title 1, 2 and 3 have sent staff members to Navigating your Journey facilitator training. The team is adjustment curriculum, and establishing systems to make this a required component for anyone seeking Title 1 training funds, as well as GAP and PACE funds. PROMISE JOBS has already been implementing it. Looking to expand to other community partners in the future.</p> <p>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>
<b>2.4</b> Align partner services to training pathways to reduce barriers and ensure customers receive needed support.	Core Partners	December 31, 2017	<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</p>

			<p>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>
<p><b>2.5</b> 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.</p> <p>July 2017-Will begin implementation talks with Industry Sector Board facilitators in July 2017 at lunch</p>

			<p>and learn meetings.</p> <p>February-March 2018-Update RWDB member training, and implement through face to face and online training formats for new and current board members.</p> <p>May 2018-Hosting first RWDB/CEO training using Zoom.</p> <p>June 2018-Using Zoom to host 2<sup>nd</sup> round of Board training and board meeting dial in.</p> <p>September 2018-Ongoing-Using Zoom for Board meetings and training.</p>
<p><b>2.6</b> Co-enroll participants in core partner programs as appropriate to provide participants with access to needed and available services.</p>	<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.</p> <p>March 2017-Flip chart “referral tool” almost ready for print.</p> <p>June 2017-Final referral tool edits submitted. Final product being updated and prepared for printing. Strong request for this tool among not just staff, but other partners. Video received final edits and is being prepared for final version.</p> <p>October-November 2017 (Ongoing)-Developing partnerships with Four Oaks Total Child 2.0 project to link youth ages 16-26, who are getting close to age 18 or are already 18+ and have aged out of the original Total Child project. Will be working to connect these youth with Creating Futures consultants to assist them with using full menu of services to reach a wage of \$17 per hour by age 26. Developing linkages, program maps, and information sheets to outline possible pathways depending upon student’s age and</p>

			<p>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><b>3.1</b> Support all regional sector board work focusing on Advanced Manufacturing, Financial Services/Insurance/Customer Service, and STEM by ensuring alignment to regional workforce needs/demands.</p>	<p>Core Partners</p> <p>RWDB</p>	<p>Ongoing</p>	<p>November 2017-Meeting with FS/Ins/CS board to review meeting with RWDB in September and identify areas for increased partnership.</p> <p>Ongoing-Working with leadership of FS/Ins/CS Sector Board to present to WIOA staff on industry and workforce needs.</p> <p>May 2017-Transportation Communication class and pathway options for non-native English speakers.</p> <p>March 2018-Request for additional ESL+Transportation class. Title 1, Title 2 and KCC Transportation department meeting to schedule second class. Update: Working on hiring transportation instructor.</p> <p>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</p>

			<p>Goodwill and Nordstrom on site job training programs.</p> <p>January 2019-Working with Whirlpool and Unity Point to develop Earn and Learn style programs to help them build workforce.</p>
<p><b>3.2</b> 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>

			January 2019-Whirlpool and Unity Point researching Earn and Learn type programming.
<b>3.3</b> Integrate current apprenticeship career opportunities into career and training pathways and expand apprenticeship opportunities with regional employers.	Core Partners  Apprenticeship Employers	June 30, 2018  Ongoing	<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 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</p>



			individuals.
<p><b>3.4</b> Develop systems to better prepare and help individuals with barriers to employment to enter into training career opportunities and long-term employment.</p>	<p>Core Partners</p>	<p>Ongoing</p>	<p>January-February 2017-IowaWORKS is developing in partnership with ABE/ESL a pre-training/pre-employment pathway for IAC impacted workers including additional courses for these workers within computer literacy, ESL classes, linkage with ongoing job readiness and job search classes, that pathway into employment or additional training.  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>

# Grants Report

## January 31, 2019

### Budget Overview

Special Programs Total Participant Budget					
	Additional FY18 Funds Carryover	Anticipated New FY19 Funds	<b>TOTAL Budget</b>	Expenditures	Funds Remaining
Gap Tuition Assistance IAGAP	\$17,958.05	\$312,711.00	\$330,669.05	\$242,289.14	\$88,379.91
Additional IAGAP Funds FY19		\$0	\$0	\$0	\$0

Other Funds					
	FY18 Carryover	Anticipated New FY19 Funds	<b>TOTAL Budget</b>	Expenditures	Funds Remaining
IA PACE—KPACE program	\$6,359.42	\$750,041.00	\$756,400.42	\$388,766.56	\$367,633.86
GIVF Reimbursement Funds	\$1,862.95	\$0	\$1,862.95	\$1,586.24	\$276.71
Kirkwood Community College Foundation <sup>+</sup>	\$1,450.00	\$280.00	\$1,730.00	\$0	\$1,730.00
FAE&T Reimbursement Funds*	\$68,592.86	\$54,717.61	\$123,310.47	\$13,277.03	\$110,033.44
<small>*Total available will increase as new funds are donated.            *Total available will increase as new reimbursement funds are received.</small>					

### Special Programs Enrollments FY19

(7/1/18 – 6/30/19)

Gap Tuition Assistance	85
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E&T FFY18 (7/1/18 – 9/30/18)	19
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E&T FFY19 (10/1/18 – 6/30/19)	8
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E&T runs on the federal fiscal year. Data above was pulled for the timeframe to match the state fiscal year.

KPACE	63
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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	127
Historical Program Total	8377

### Interviews

Interviews Scheduled FY19	84
Historical Program Total	2087

### Approved Participants

Approved Participants FY19	85
Historical Program Total	1535

### Participant Completions

Historical Program Total	1064 of 1370 = 77.66%
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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*	12	74	22	74 of 96 = 77.08%

\*Includes carryover training participants from FY18.

### Participant Employment

New Employment FY19	49 of 85	57.65%
Overall Employment FY19	50 of 85	58.82%
Historical Overall Employment	841 of 892	94.28%

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	49	1	0	17	1	35 <sup>+*1</sup>	50 of 85 = 58.82%

\*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.

<sup>1</sup> 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:

<b>Program Information (to date)</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>FY18</b>	<b>FY19</b>	<b>Total</b>
91 Hour Nurse Aide	49	42	42	99	33	510
Accelerated Welding Certificate	15	5	2	5	0	32
Administrative Professional Certificate	9	2	8	9	6	34
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	3	16
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	3	17
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
Operator Certificate					7	7
Personal Support Professional		1	0	0	0	1
Phlebotomy	14	7	3	8	5	81
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	24	338
Web Designer Certificate	3	2	2	3	0	10
Other certificates no longer offered/available						148
<b>TOTALS</b>	149	129	125	234	85	1535

## Gap Reporting Form - General Information

Revised July 2017

<b>Institution</b>	Kirkwood Community College			
<b>Contact Person</b>	Bethany Parker	319-365-9474 x31155	<a href="mailto:bparker@kirkwood.edu">bparker@kirkwood.edu</a>	
<b>Quarterly Reporting Period</b>	FY19	December 2018		FY19 Available (FY18 CF+FY19) \$ 330,669.05

## Budget Summary

Line Item	Expenses per Quarter				YTD Expenditures
	Q1	Q2	Q3	Q4	
<b>Direct Costs:</b>					
Tuition & Books	\$145,330.36	\$67,402.50			\$212,732.86
Equipment	\$2,148.42	\$3,340.00			\$5,488.42
Fees/Assessment/Testing	\$5,745.00	\$1,427.76			\$7,172.76
<i>Subtotal</i>					\$225,394.04
<b>Other Costs:</b>					
Staff Support/Services	\$8,812.44	\$8,082.66			\$16,895.10
<b>Total:</b>	<b>\$162,036.22</b>	<b>\$80,252.92</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$242,289.14</b>

## Participant Summary

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

	Q1	Q2	Q3	Q4	YTD Total
<b>Number of Completed Applications:</b>	63	42			105
<b>Number of Approved Participants:</b>	49	36			85
<b>Status of Approved Participants:</b>					
Participating or Waiting to Participate:	112	71			190
<b>Number of <u>Third</u> Party Credentials Received:</b>	63	26			89

Financial Reporting  
as of Jan 15, 2019  
53% of the Year Completed\*

Grant Name	Carryover	Total Grant	Total Budget	Staff & Overhead Expenditures	Participant Expenditures	Staff Obligations	Overhead Obligations	Participant Obligations	Unobligated Balance	% of FY18 Grant Spent/Obligated	% of Unobligated Funds
WIOA Admin	0	94,691	94,691	44,529	0	42,401	7,761	0	0	100.00%	0.00%
WIOA Adult	18,612	172,752	191,364	52,520	12,370	86,248	5,895	16,718	17,613	89.80%	10.20%
WIOA Dislocated Worker	0	260,049	260,049	125,935	0	134,114	0	0	0	100.00%	0.00%
WIOA RR Dislocated Worker	0	127,284	127,284	5,189	26,019	9,242	17,824	27,997	41,013	67.78%	32.22%
WIOA Youth In School	5,372	83,078	88,450	42,212	4,637	23,542	4,405	3,098	10,556	87.29%	12.71%
WIOA Youth Out of School	20,211	336,340	356,551	169,625	25,157	81,489	15,030	42,218	23,032	93.15%	6.85%
KPACE	6,359	750,041	756,400	231,012	159,345	227,941	18,348	186	119,568	84.06%	15.94%
SNAP ADMIN	0	170,647	170,647	37,822	0	62,964	8,076	0	61,784	63.79%	36.21%
GAP	17,958	312,711	330,669	16,895	225,985	17,908	0	24,812	45,069	85.59%	14.41%

Experiential Learning

Actuals	Current %
52,712.00	21.82%



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

Printed: 1/24/2019

Month of: Dec 2018

Total Membership

Attachment E, Page 2

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	362	1784	20.3%	267	73.8%	94	26.0%	33	9.1%	31	8.6%	253	69.9%	78	21.5%
Decorah	1	283	1085	26.1%	246	86.9%	37	13.1%	21	7.4%	27	9.5%	153	54.1%	103	36.4%
Mason City	2	493	1547	31.9%	299	60.6%	192	38.9%	44	8.9%	40	8.1%	309	62.7%	144	29.2%
Spencer	3 & 4	265	1288	20.6%	219	82.6%	46	17.4%	23	8.7%	16	6.0%	159	60.0%	90	34.0%
Fort Dodge	5	278	542	51.3%	184	66.2%	94	33.8%	25	9.0%	28	10.1%	177	63.7%	73	26.3%
Webster City*	5	0	133	0.0%		#DIV/0!		#DIV/0!						#DIV/0!		
Marshalltown	6	530	1234	42.9%	440	83.0%	89	16.8%	31	5.8%	94	17.7%	350	66.0%	86	16.2%
Waterloo	7	1024	3229	31.7%	681	66.5%	341	33.3%	79	7.7%	73	7.1%	733	71.6%	218	21.3%
Waterloo*																
Carroll	8	180	552	32.6%	139	77.2%	41	22.8%	15	8.3%	37	20.6%	101	56.1%	42	23.3%
Denison*																
Davenport	9	971	2730	35.6%	650	66.9%	319	32.9%	82	8.4%	90	9.3%	661	68.1%	220	22.7%
Cedar Rapids	10	853	3729	22.9%	549	64.4%	300	35.2%	87	10.2%	98	11.5%	590	69.2%	165	19.3%
Ames	11	28	0	0.0%	21	75.0%	7	25.0%	3	10.7%	1	3.6%	20	71.4%	7	25.0%
Des Moines	11	1896	6424	29.5%	1278	67.4%	616	32.5%	178	9.4%	166	8.8%	1362	71.8%	368	19.4%
Sioux City	12	746	1497	49.8%	557	74.7%	187	25.1%	53	7.1%	73	9.8%	512	68.6%	161	21.6%
Council Bluffs	13	452	1050	43.0%	325	71.9%	127	28.1%	25	5.5%	46	10.2%	327	72.3%	79	17.5%
Creston	14	143	592	24.2%	105	73.4%	37	25.9%	11	7.7%	17	11.9%	81	56.6%	45	31.5%
Ottumwa	15	403	1159	34.8%	274	68.0%	129	32.0%	42	10.4%	67	16.6%	257	63.8%	79	19.6%
Burlington	16	407	1462	27.8%	251	61.7%	154	37.8%	42	10.3%	44	10.8%	285	70.0%	78	19.2%
<b>Total</b>		<b>9314</b>	<b>30037</b>	<b>31.0%</b>	<b>6485</b>	<b>69.6%</b>	<b>2810</b>	<b>30.2%</b>	<b>794</b>	<b>8.5%</b>	<b>948</b>	<b>10.2%</b>	<b>6330</b>	<b>68.0%</b>	<b>2036</b>	<b>21.9%</b>
		9314	30037	<====Check	6485		2810		794		948		6330		2036	<====Check

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

(x) = closed office



Location	Reg #	Total New Members	Education					Veteran					
			Need GED	% of New Memb Need High Sch Equiv.	High Sch Dipl	% of New Memb Attain High School Dipl or Equiv.	Some College Ed	College Degree	Educ. Beyond College "17 & Abv"	Veteran	% Ratio	Veteran Rpt'd D'abled	% Ratio Veteran Rpt'd D'abled
Dubuque	1	362	40	11.0%	233	64.4%	69	16	4	25	6.9%	4	1.1%
Decorah	1	283	28	9.9%	185	65.4%	60	9	1	23	8.1%	3	1.1%
Mason City	2	493	55	11.2%	307	62.3%	104	26	1	32	6.5%	5	1.0%
Spencer	3 & 4	265	42	15.8%	156	58.9%	44	21	2	25	9.4%	5	1.9%
Fort Dodge	5	278	32	11.5%	169	60.8%	59	16	2	19	6.8%	4	1.4%
Webster City*	5	0				#DIV/0!							
Marshalltown	6	530	216	40.8%	238	44.9%	62	9	5	27	5.1%	6	1.1%
Waterloo	7	1024	128	12.5%	657	64.2%	175	55	9	62	6.1%	10	1.0%
Waterloo*													
Carroll	8	180	47	26.1%	101	56.1%	24	7	1	11	6.1%	0	0.0%
Denison*													
Davenport	9	971	143	14.7%	586	60.4%	188	41	13	69	7.1%	11	1.1%
Cedar Rapids	10	853	130	15.2%	471	55.2%	179	58	15	52	6.1%	5	0.6%
Ames	11	28	2	7.1%	17	60.7%	7	2	0	4	14.3%	0	0.0%
Des Moines	11	1896	359	18.9%	1015	53.5%	340	152	30	116	6.1%	31	1.6%
Sioux City	12	746	171	22.9%	424	56.8%	130	19	2	46	6.2%	6	0.8%
Council Bluffs	13	452	100	22.1%	257	56.9%	72	18	5	20	4.4%	3	0.7%
Creston	14	143	14	9.8%	96	67.1%	28	5	0	7	4.9%	1	0.7%
Ottumwa	15	403	68	16.9%	261	64.8%	55	18	1	28	6.9%	4	1.0%
Burlington	16	407	36	8.8%	269	66.1%	84	17	1	39	9.6%	7	8.0%
<b>Total</b>		<b>9314</b>	<b>1611</b>	<b>17.3%</b>	<b>5442</b>	<b>58.4%</b>	<b>1680</b>	<b>489</b>	<b>92</b>	<b>605</b>	<b>6.5%</b>	<b>105</b>	<b>1.1%</b>

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

Ethnicity/Race														
Location	Reg #	Total New Members	Hispanic	% Ratio	Race-AIAN*	% Ratio	Race-Asian	% Ratio	Race-Black/African Amer	% Ratio	Race-HNPI**	% Ratio	Race-White	
Dubuque	1	362	16	4.4%	8	2.2%	3	0.8%	42	11.6%	2	0.6%	285	78.7%
Decorah	1	283	18	6.4%	1	0.4%	2	0.7%	1	0.4%	0	0.0%	259	91.5%
Mason City	2	493	53	10.8%	5	1.0%	8	1.6%	29	5.9%	3	0.6%	380	77.1%
Spencer	3 & 4	265	39	14.7%	4	1.5%	1	0.4%	2	0.8%	0	0.0%	223	84.2%
Fort Dodge	5	278	24	8.6%	5	1.8%	1	0.4%	19	6.8%	0	0.0%	227	81.7%
Webster City*	5	0	#DIV/0!											
Marshalltown	6	530	279	52.6%	13	2.5%	12	2.3%	40	7.5%	0	0.0%	250	47.2%
Waterloo	7	1024	66	6.4%	8	0.8%	22	2.1%	268	26.2%	15	1.5%	635	62.0%
Waterloo*														
Carroll	8	180	41	22.8%	3	1.7%	2	1.1%	18	10.0%	2	1.1%	122	67.8%
Denison*														
Davenport	9	971	146	15.0%	13	1.3%	3	0.3%	208	21.4%	1	0.1%	609	62.7%
Cedar Rapids	10	853	37	4.3%	14	1.6%	12	1.4%	193	22.6%	4	0.5%	589	69.1%
Ames	11	28	2	7.1%	0	0.0%	1	3.6%	1	3.6%	1	3.6%	24	85.7%
Des Moines	11	1896	339	17.9%	46	2.4%	68	3.6%	366	19.3%	5	0.3%	1107	58.4%
Sioux City	12	746	228	30.6%	42	5.6%	13	1.7%	56	7.5%	5	0.7%	440	59.0%
Council Bluffs	13	452	86	19.0%	13	2.9%	0	0.0%	19	4.2%	0	0.0%	317	70.1%
Creston	14	143	5	3.5%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	128	89.5%
Ottumwa	15	403	53	13.2%	8	2.0%	5	1.2%	32	7.9%	5	1.2%	297	73.7%
Burlington	16	407	26	6.4%	2	0.5%	2	0.5%	54	0.0%	3	0.7%	299	73.5%
<b>Total</b>		<b>9314</b>	<b>1458</b>	<b>15.7%</b>	<b>186</b>	<b>2.0%</b>	<b>155</b>	<b>1.7%</b>	<b>1348</b>	<b>14.5%</b>	<b>46</b>	<b>0.5%</b>	<b>6191</b>	<b>66.5%</b>
		9314	1458		186		155		1348		46		6191	

\* = 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 # New Members with Initial Services Plan	ACTIVE Total # of Members Receiving Services (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	362	131	36.2%	71	19.6%	1		0	3		1009
Decorah	1	283	101	35.7%	87	30.7%			1	12		631
Mason City	2	493	239	48.5%	137	27.8%	4		0	4		1424
Spencer	3 & 4	265	88	33.2%	71	26.8%	2		0	3		645
Fort Dodge	5	278	114	41.0%	68	24.5%			0	3		956
Webster City*	5	0										7
Marshalltown	6	530	125	23.6%	50	9.4%	3		6	19		1569
Waterloo	7	1024	417	40.7%	234	22.9%	3		3	10		2713
Waterloo*												
Carroll	8	180	59	32.8%	32	17.8%	1		1	9		699
Denison*												6
Davenport	9	971	428	44.1%	186	19.2%	6		2	18		2724
Cedar Rapids	10	853	362	42.4%	134	15.7%	6		1	9		2586
Ames	11	28	11	39.3%	6	21.4%			0	0		66
Des Moines	11	1896	740	39.0%	291	15.3%	16		4	33		5122
Sioux City	12	746	256	34.3%	134	18.0%	6		3	9		2164
Council Bluffs	13	452	104	23.0%	33	7.3%	4		1	11		1212
Creston	14	143	55	38.5%	27	18.9%	1		0	4		544
Ottumwa	15	403	148	36.7%	56	13.9%	2		2	3		1269
Burlington	16	407	188	46.2%	93	22.9%	2		1	2		1182
<b>Total</b>		<b>9314</b>	<b>3566</b>	<b>38.3%</b>	<b>1710</b>	<b>18.4%</b>	<b>57</b>		<b>25</b>	<b>152</b>		<b>26528</b>
		9314	3566		1710	====Check	57		25	152		26528

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

1/4/2019

### WIOA Wagner-Peyser Performance levels -- PY2018

Quarter 1

Region	RWIB	Employment 2nd Qtr (Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 2nd Qtr after Exit			Region
		Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	Actual	Negotiated	90% of Neg	
1	19090	76.9%	70%	63.0%	71.2%	65%	58.5%	\$6,624	\$5,500	\$4,950	1
2	19095	74.3%	70%	63.0%	67.3%	65%	58.5%	\$6,021	\$5,500	\$4,950	2
3 & 4	19160	77.5%	70%	63.0%	52.2%	65%	58.5%	\$7,327	\$5,500	\$4,950	3
5	19115	71.3%	70%	63.0%	62.2%	65%	58.5%	\$5,785	\$5,500	\$4,950	5
6	19030	73.4%	70%	63.0%	71.4%	65%	58.5%	\$7,032	\$5,500	\$4,950	6
7	19120	73.6%	70%	63.0%	69.5%	65%	58.5%	\$6,185	\$5,500	\$4,950	7
8	19155	71.8%	70%	63.0%	39.9%	65%	58.5%	\$6,800	\$5,500	\$4,950	8
9	19125	71.4%	70%	63.0%	66.4%	65%	58.5%	\$5,686	\$5,500	\$4,950	9
10	19130	73.3%	70%	63.0%	54.3%	65%	58.5%	\$5,938	\$5,500	\$4,950	10
11	19135	67.4%	70%	63.0%	61.1%	65%	58.5%	\$5,805	\$5,500	\$4,950	11
12	19140	74.2%	70%	63.0%	70.6%	65%	58.5%	\$6,857	\$5,500	\$4,950	12
13	19145	66.1%	70%	63.0%	61.0%	65%	58.5%	\$6,011	\$5,500	\$4,950	13
14	19150	66.0%	70%	63.0%	51.4%	65%	58.5%	\$6,074	\$5,500	\$4,950	14
15	19075	73.3%	70%	63.0%	69.0%	65%	58.5%	\$6,561	\$5,500	\$4,950	15
16	19080	76.2%	70%	63.0%	62.8%	65%	58.5%	\$6,441	\$5,500	\$4,950	16
<b>State</b>		<b>72.6%</b>	70%	63.0%	<b>60.4%</b>	65%	58.5%	<b>\$6,264</b>	\$5,500	\$4,950	<b>State</b>

*\*WIOA Transition: 3 quarters data*

\*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.

1/4/2019

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**WIOA Adult Performance levels -- PY2018**

Quarter 1

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 2nd Qtr after Exit			Credential Attainment Rate			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	74.3%	72%	64.8%	70.9%	70%	63.0%	\$5,033	\$4,900	\$4,410	70.0%	66%	59.4%	90.0%	Baseline		1
2	19095	72.2%	72%	64.8%	70.8%	70%	63.0%	\$5,064	\$4,900	\$4,410	0.0%	66%	59.4%	n/a	Baseline		2
3 & 4	19160	75.6%	72%	64.8%	73.0%	70%	63.0%	\$6,037	\$4,900	\$4,410	50.0%	66%	59.4%	0.0%	Baseline		3
5	19115	71.3%	72%	64.8%	65.1%	70%	63.0%	\$4,422	\$4,900	\$4,410	50.0%	66%	59.4%	n/a	Baseline		5
6	19030	69.6%	72%	64.8%	71.1%	70%	63.0%	\$5,444	\$4,900	\$4,410	0.0%	66%	59.4%	100.0%	Baseline		6
7	19120	70.2%	72%	64.8%	71.3%	70%	63.0%	\$5,070	\$4,900	\$4,410	66.7%	66%	59.4%	27.8%	Baseline		7
8	19155	67.6%	72%	64.8%	49.8%	70%	63.0%	\$5,405	\$4,900	\$4,410	n/a	66%	59.4%	n/a	Baseline		8
9	19125	68.2%	72%	64.8%	67.7%	70%	63.0%	\$4,415	\$4,900	\$4,410	79.4%	66%	59.4%	85.7%	Baseline		9
10	19130	70.6%	72%	64.8%	69.3%	70%	63.0%	\$4,499	\$4,900	\$4,410	100.0%	66%	59.4%	50.0%	Baseline		10
11	19135	64.9%	72%	64.8%	62.5%	70%	63.0%	\$4,676	\$4,900	\$4,410	50.0%	66%	59.4%	100.0%	Baseline		11
12	19140	72.4%	72%	64.8%	71.2%	70%	63.0%	\$5,599	\$4,900	\$4,410	100.0%	66%	59.4%	100.0%	Baseline		12
13	19145	64.9%	72%	64.8%	62.9%	70%	63.0%	\$5,057	\$4,900	\$4,410	50.0%	66%	59.4%	66.7%	Baseline		13
14	19150	68.3%	72%	64.8%	65.3%	70%	63.0%	\$4,974	\$4,900	\$4,410	100.0%	66%	59.4%	0.0%	Baseline		14
15	19075	70.8%	72%	64.8%	69.6%	70%	63.0%	\$5,096	\$4,900	\$4,410	83.3%	66%	59.4%	100.0%	Baseline		15
16	19080	76.2%	72%	64.8%	72.7%	70%	63.0%	\$5,360	\$4,900	\$4,410	57.1%	66%	59.4%	0.0%	Baseline		16
<b>State</b>		<b>69.5%</b>	<b>72%</b>	<b>64.8%</b>	<b>67.7%</b>	<b>70%</b>	<b>63.0%</b>	<b>\$4,926</b>	<b>\$4,900</b>	<b>\$4,410</b>	<b>68.6%</b>	<b>66%</b>	<b>59.4%</b>	<b>55.7%</b>	Baseline		<b>State</b>

\*WIOA Transition: 3 quarters data

\*WIOA Transition: 3 quarters data

1/4/2019

**WIOA Dislocated Worker Performance Levels -- PY2018**

Quarter 1

Region	RWIB	Employment 2nd Qtr (former Entered Empl. [1st])			Employment 4th Qtr (Empl Retention 3rd)			Median Earnings 2nd Qtr after Exit			Credential Attainment Rate			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	79.9%	73.0%	65.7%	74.3%	71.0%	63.9%	\$6,800	\$ 6,100	\$5,490	64.3%	66.0%	59.4%	66.7%	Baseline		1
2	19095	76.5%	73.0%	65.7%	75.3%	71.0%	63.9%	\$6,028	\$ 6,100	\$5,490	100.0%	66.0%	59.4%	n/a	Baseline		2
3 & 4	19160	79.6%	73.0%	65.7%	75.7%	71.0%	63.9%	\$7,201	\$ 6,100	\$5,490	50.0%	66.0%	59.4%	6.7%	Baseline		3
5	19115	74.6%	73.0%	65.7%	65.2%	71.0%	63.9%	\$5,131	\$ 6,100	\$5,490	35.7%	66.0%	59.4%	0.0%	Baseline		5
6	19030	72.4%	73.0%	65.7%	72.2%	71.0%	63.9%	\$6,912	\$ 6,100	\$5,490	0.0%	66.0%	59.4%	33.3%	Baseline		6
7	19120	78.6%	73.0%	65.7%	77.0%	71.0%	63.9%	\$7,368	\$ 6,100	\$5,490	57.1%	66.0%	59.4%	23.2%	Baseline		7
8	19155	70.7%	73.0%	65.7%	70.7%	71.0%	63.9%	\$6,723	\$ 6,100	\$5,490	50.0%	66.0%	59.4%	100.0%	Baseline		8
9	19125	76.0%	73.0%	65.7%	73.7%	71.0%	63.9%	\$5,527	\$ 6,100	\$5,490	81.8%	66.0%	59.4%	60.0%	Baseline		9
10	19130	74.5%	73.0%	65.7%	74.4%	71.0%	63.9%	\$6,054	\$ 6,100	\$5,490	62.5%	66.0%	59.4%	27.5%	Baseline		10
11	19135	70.3%	73.0%	65.7%	68.2%	71.0%	63.9%	\$5,877	\$ 6,100	\$5,490	47.6%	66.0%	59.4%	44.4%	Baseline		11
12	19140	77.5%	73.0%	65.7%	76.0%	71.0%	63.9%	\$6,966	\$ 6,100	\$5,490	100.0%	66.0%	59.4%	75.0%	Baseline		12
13	19145	71.0%	73.0%	65.7%	63.1%	71.0%	63.9%	\$6,575	\$ 6,100	\$5,490	61.5%	66.0%	59.4%	50.0%	Baseline		13
14	19150	72.3%	73.0%	65.7%	64.0%	71.0%	63.9%	\$6,270	\$ 6,100	\$5,490	100.0%	66.0%	59.4%	16.7%	Baseline		14
15	19075	79.1%	73.0%	65.7%	75.1%	71.0%	63.9%	\$7,776	\$ 6,100	\$5,490	57.1%	66.0%	59.4%	66.7%	Baseline		15
16	19080	82.5%	73.0%	65.7%	77.7%	71.0%	63.9%	\$7,349	\$ 6,100	\$5,490	52.6%	66.0%	59.4%	12.5%	Baseline		16
State		75.5%	73.0%	65.7%	72.7%	71.0%	63.9%	\$6,496	\$ 6,100	\$5,490	60.8%	66.0%	59.4%	33.7%	Baseline		State

\*WIOA Transition: 3 quarters data

\*WIOA Transition: 3 quarters data

1/4/2019 DRAFT

**WIOA Youth Performance Levels -- PY2018**

Quarter 1

Region	RWIB	Placement in Empl., Educ., or Training Rate 2nd			Placement in Empl., Educ., or Training Rate 4th			Median Earnings 2nd Qtr after Exit			Credential Attainment Rate			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	81.0%	71.0%	63.9%	37.5%	71.0%	63.9%	\$3,874	N/A	N/A	0.0%	58.5%	52.7%	60.0%	Baseline	
2	19095	68.4%	71.0%	63.9%	100.0%	71.0%	63.9%	\$4,726	N/A	N/A	n/a	58.5%	52.7%	n/a	Baseline	
3&4	19160	92.9%	71.0%	63.9%	66.7%	71.0%	63.9%	\$3,726	N/A	N/A	85.7%	58.5%	52.7%	66.7%	Baseline	
5	19115	70.8%	71.0%	63.9%	75.0%	71.0%	63.9%	\$2,937	N/A	N/A	75.0%	58.5%	52.7%	50.0%	Baseline	
6	19030	63.0%	71.0%	63.9%	47.4%	71.0%	63.9%	\$2,534	N/A	N/A	0.0%	58.5%	52.7%	n/a	Baseline	
7	19120	69.0%	71.0%	63.9%	64.7%	71.0%	63.9%	\$3,938	N/A	N/A	66.7%	58.5%	52.7%	83.3%	Baseline	
8	19155	81.8%	71.0%	63.9%	77.8%	71.0%	63.9%	\$5,547	N/A	N/A	n/a	58.5%	52.7%	n/a	Baseline	
9	19125	70.2%	71.0%	63.9%	79.3%	71.0%	63.9%	\$2,784	N/A	N/A	70.0%	58.5%	52.7%	83.3%	Baseline	
10	19130	78.7%	71.0%	63.9%	72.4%	71.0%	63.9%	\$3,633	N/A	N/A	61.5%	58.5%	52.7%	66.7%	Baseline	
11	19135	66.7%	71.0%	63.9%	86.7%	71.0%	63.9%	\$3,196	N/A	N/A	88.9%	58.5%	52.7%	0.0%	Baseline	
12	19140	80.0%	71.0%	63.9%	100.0%	71.0%	63.9%	\$4,750	N/A	N/A	n/a	58.5%	52.7%	n/a	Baseline	
13	19145	66.7%	71.0%	63.9%	0.0%	71.0%	63.9%	\$5,342	N/A	N/A	n/a	58.5%	52.7%	100.0%	Baseline	
14	19150	83.3%	71.0%	63.9%	22.2%	71.0%	63.9%	\$4,498	N/A	N/A	100.0%	58.5%	52.7%	n/a	Baseline	
15	19075	67.4%	71.0%	63.9%	66.7%	71.0%	63.9%	\$2,718	N/A	N/A	100.0%	58.5%	52.7%	40.0%	Baseline	
16	19080	63.3%	71.0%	63.9%	78.6%	71.0%	63.9%	\$3,650	N/A	N/A	90.0%	58.5%	52.7%	100.0%	Baseline	
<b>State</b>		<b>69.0%</b>	<b>71.0%</b>	<b>63.9%</b>	<b>69.2%</b>	<b>71.0%</b>	<b>63.9%</b>	<b>\$3,284</b>	<b>N/A</b>	<b>N/A</b>	<b>78.2%</b>	<b>58.5%</b>	<b>52.7%</b>	<b>65.1%</b>	<b>Baseline</b>	

\*WIOA Transition: 3 quarters data

\*WIOA Transition: 3 quarters data

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



## This report Reflects November/December 2018

### Current Job Openings (Includes indexed jobs)

	Statewide	Regional
November	36, 135	4274
December	29, 760	3457

<i>Unemployment Rates- County rates are not seasonally adjusted</i>			
	Nov 2018	Oct 2018	Nov 2017
<b>United States (seasonally Adjusted)</b>	3.7%	3.8%	4.2%
<b>State of Iowa (seasonally adjusted)</b>	2.4%	2.4%	2.9%
<b>Benton</b>	2.1%	1.9%	2.6%
<b>Cedar</b>	1.6%	1.6%	2.3%
<b>Iowa</b>	1.4%	1.3%	1.8%
<b>Johnson</b>	1.5%	1.4%	2.0%
<b>Jones</b>	1.8%	1.7%	2.7%
<b>Linn</b>	2.2%	2.2%	2.8%
<b>Washington</b>	1.7%	1.6%	2.1%

#### Cedar Rapids Recruiting Events:

WIS International 12  
 RGIS 5  
 Schneider 2  
 Kelly Services 2  
 PIC Group 2  
 To the Rescue  
 Express Employment  
 TCS  
 World Class Industries  
 Mediacom  
 QPS  
 Aerotek



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**Iowa City Recruiting Events:**

Harbor Freight 4  
Kelly Services 3  
Affordable Cleaning 2  
Express Employment  
Team Staffing  
Aerotek  
Premier Staffing  
Whirlpool  
US Foods

**Business Services activities:**

**November 2018:**

- 11/3/18: Mace attended Yellow Ribbon event with local Veteran Services Organizations; presented HBI to troops/families of Iowa National Guard returning from deployment.
- 11/6/18: Diversity and Inclusion Job Fair at Cedar Rapids Library. The job fair connected employers to diverse job seekers; furnishing the opportunity to have individual conversations with Veterans, people with disabilities, and those of diverse backgrounds. There were nineteen employers and forty-nine job seekers in attendance, and the event was very well received.
- 11/13/18: Mace presented on HBI at the EIHR monthly meeting.
- 11/13/18: Cedar Rapids hosted Future Ready Iowa Summit with over 160 attendees.
- 11/14/18: Co-hosted apprenticeship event with Goodwill and NewBoCo.
- 11/14/18: Mace Participated in Gear Up for your Future – Explore Apprenticeships. Along with local partners such as Goodwill, worked the IowaWORKS resource table fielding questions and provided information to those interested in apprenticeship, educational and employment questions.
- 11/16/18: Business team hosted Re-connect workshop featuring employers from 6 sector boards presenting to job seekers about opportunities at their company and industry as a whole.
- 11/16/18: In-house recruiting fair for TCS with 75 job seekers receiving on the spot interviews.

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

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- 11/27/18 Kate attended Apprenticeship and Quality Pre-Apprenticeship meeting with Williamsburg Schools and Williamsburg Manufacturing. Program being set up through school superintendent/faculty and HR coordinator at employer.
- 11/30/18: Kate and Sharon assisted Central City High School with mock interviews for students.

#### **December 2018:**

- 12/4/18: Kate and Melissa Copeland-Silver with IVRS participated in STEM Innovator presentations by Iowa City area high school students.
- 12/6/18: Business team attended CBJ Awards with IowaWORKS being a major sponsor of the event.
- 12/9/18: Kate participated in a panel on “Ethical Perspectives” with the topic being opportunity workforce.
- 12/14/18: Mace participated in the Iowa County HBI Community Celebration with local legislators, economic development, and Vet Affairs. Helped in planning, execution, and setup of the event.
- 12/28/18: ECI chairs and IowaWORKS staff met to plan 2019 calendar of events: 1st quarter UI Updates, 2nd quarter: Mental Health and Wellness, 3rd Quarter: Reasonable Suspicion/Support Resources, 4th quarter: ADA Process w/EEO and ergonomics.
- Workforce Solutions Team was created; a partnership between ICR staff, IowaWORKS, and Kirkwood to provide a comprehensive solution to businesses with workforce issues.

#### **Rapid Response Activities:**

##### **Cedar Rapids:**

- Medplast (Viant) Trade certified; meetings being scheduled with impacted workers

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